



Sustainability
Report
2025

Sustainability Report 2025



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42 years dedicated to health

PRESENTATION

The Sabin Group, the third largest player of Diagnostic Medicine in the country, has a 42-year history of expanding access to quality health, with the purpose of inspiring people to take care of people.

Outstanding in people management and female leadership, the company is devoted to the best sustainable practices in the communities where it is present.

This report tells how culture, innovation and responsibility are intertwined in a sustainable growth trajectory, reinforcing the commitment to ESG policies and practices, with the Sustainability Goals, Sustainable Development (SDG) of the United Nations (UN) and with the generation of value for all its stakeholders.





Messages from the Council and the Presidency

--- GRI 2-23 | 2-24

Letter from the Board of Directors

In 2025, the Sabin Group wrote another significant chapter in its history — and it did so by starting from people.

Health is the asset that people value mostly and, far beyond delivering a service, this relationship is based in trust. And this trust, renewed in every service and interaction with the entire production chain, has driven the Sabin Group for 42 years.

Our business activities are structured under values such as credibility, ethics, quality, respect for life, socio-environmental responsibility and simplicity. Based on these values, our principles and culture, we imprint our mark on the lives of people and institutions. The expansion of our ecosystem by maintaining sustainable growth, without losing our essence, is constantly showing our commitment to deliver value to all the stakeholders.

In 2025, the Sabin Institute completed two

decades operating and consolidating more than R\$ 72 million invested in social impact and a trajectory that benefited over 3.4 million people and 1,700 social organizations. To see the Institute reach its 20th anniversary — independent, with reference practices and increasingly relevant — is to witness the realization of something we dreamed of from the beginning: that Sabin would go far beyond health services.

In this Sustainability Report, we proudly share the results of our governance and the actions we embrace for economic and social development in various regions of the country.

Every milestone reached through our history touches us deeply as counselors, founders and guardians of a legacy built with full purpose and a great mission of love for health and people.

Janete Ribeiro Vaz,
Chairman of
the Board
of Directors

Sandra Soares Costa,
Vice-Chairman
of the Board
of Directors

Letter from the Presidency

While reflecting on the importance of 2025 for our history, I wish to highlight the strengthening of Sabin Culture, revisited in a Manifesto built from the voices and values of the people who make the Group exist. This living culture guides who we are, how we act and how we relate to each other, allowing us to grow and acquaint newcomers with our culture.

Our governance remains solid, supported by the principles that have guided us since 2013: integrity, transparency, equity, accountability and sustainability. Over 7,400 employees remain engaged in the purpose of inspiring people to care for people, an element that unites and differentiates us.

Among the milestones of the year, we inaugurated in Brasília (DF) our first 100% digital service unit, which represents the vision of a more agile and convenient health journey, with technology at the service of the patient. We also completed the modernization of the Headquarters' Technical Operational Nucleus, a project developed over five years, and advanced in the updating of 17 centers

around the country, ensuring that more than 90% of the exams are processed locally with the same quality standard.

We continue to integrate our ecosystem by strengthening of Rita Saúde, Amparo Saúde and starting the infusion services, expanding Sabin's Diagnosis and Health portfolio. These initiatives reflect the commitment to bring quality health to more and more people.

In 2025 the strategic discipline enabled another year of growth and environmental advances, with about 90% of our energy consumption coming from renewable sources. We also celebrate the 20th anniversary of the Sabin Institute, reaffirming that social responsibility is an essential part of our strategy.

In this Sustainability Report, we share these choices and thank everyone who builds another chapter in the history of the Sabin Group with us.

Lídia Abdalla,
President of
the Sabin Group



ABOUT THE REPORT

--- GRI 2-2 | 2-3

The Sabin Group reaffirms its commitment to sustainability in its business by integrating environmental, social and governance (ESG) principles into its operations. In 2007, it became the first diagnostic medicine company in Latin America to join the United Nations (UN) Global Compact, taking an active role in promoting the Sustainable Development Goals (SDGs), with a priority focus on the following SDGs: 3, 5, 7, 8, 10, 12, 13 and 16.

The Sabin Group has been publishing the report of its sustainability actions and practices since 2007. The report is prepared in accordance with the Global Reporting Initiative (GRI) standards, a standard recognized globally for establishing guidelines for sustainability reports, presenting the actions and results obtained in the economic, social, environmental and governance spheres over the period from January 1 to December 31 of 2025.

The information presented covers all activities under Sabin's operational control, guided by material topics for the sustainable management of the Sabin Group. The materiality was built based on consultations with different stakeholders (learn more on page 34 – chapter 3).

If you have any questions, suggestions or requests for information regarding the content of this report, please contact us at e-mail comunicacaocorporativa@sabin.com.br.





Contribution to the health system

PROFILE AND ECOSYSTEM OF CARE

DRIVEN BY A PURPOSE – PEOPLE AT THE CENTER OF CARE

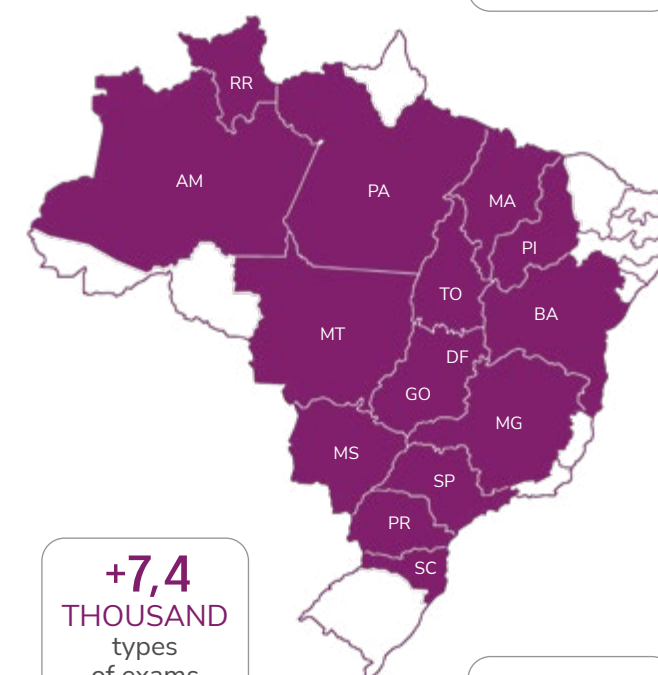
The Sabin Group was founded in 1984, in the city of Brasília (DF), as a result of the entrepreneurial vision and determination of biochemists Janete Vaz and Sandra Soares Costa, who transformed the clinical analysis laboratory into one of the largest health ecosystems in Brazil. In its 42-year history, the company consolidated itself as the third largest diagnostic medicine group in the country, expanding its business operations and offering a full portfolio of healthcare solutions.

The Sabin Group is present in 14 states + the Federal District (DF), with more than 7.400 employees serving approximately seven million customers per year. Keeping its eyes to the future, the company continues to evolve, with the expansion of its activities and its mission to offer health services with excellence to the five Brazilian regions.

362
Units in

78
cities

14
states + DF



+7,4
THOUSAND
types
of exams

+7.400
collaborators

Approx.
7 MILLION
customers
served



The growth of the Sabin Group is based on solid and structured corporate governance, implemented in 2013.



Purpose

Inspiring people to care for people



Mission

Offer health services with excellence



Vision

To be a reference in health in Latin America



Values

Credibility, Ethics,
Social and Environmental
Responsibility

THE SABIN GROUP'S CARE ECOSYSTEM

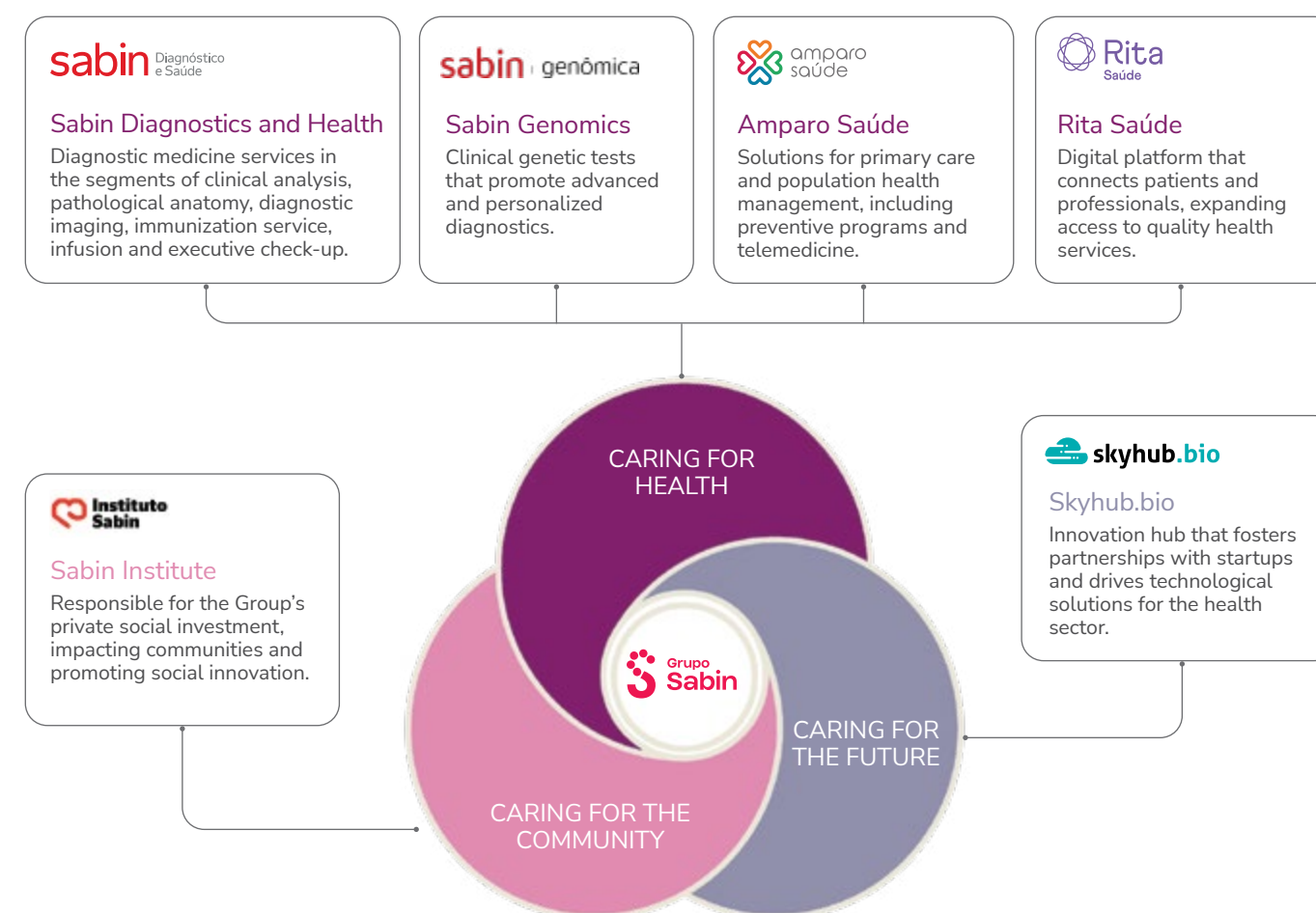
--- GRI 2-6

The Sabin Group modernizes and expands its borders guided by transparency, ethics and genuine commitment to life and reinforces the purpose of inspiring people to care of people. Through its ecosystem, it also promotes care for people, communities and the future in an integrated and sustainable mode that contributes for the quality of life and delivery of value to the stakeholders.

The Sabin Diagnóstico e Saúde. business portfolio takes care of people through clinical analysis, diagnostic imaging, pathological anatomy, genomics, immunization and executive

check-up. Besides, it includes primary care and health management of population groups with Amparo Saúde. On another front, the service integrator platform, Rita Saúde, promotes access to the health community made up of pharmacies, doctors and other professionals.

Responsible for the Group's private social investment, the Sabin Institute represents the care of communities (see details in p. 91 - chapter 7), and Skyhub.bio, an open innovation hub, fosters partnerships and drives solutions for the health sector and symbolizes care for the future.



CARING FOR HEALTH

Sabin Diagnostics and Health



The Sabin's Group main business brand is recognized for its excellence, precision in the services provided and certified quality standards that cover diagnostic medicine in clinical analysis, pathological anatomy, diagnostic imaging, immunization service and executive check-up segments.

Currently, Sabin has 362 units in the five regions of the country with highly qualified professionals who accomplish the service and also the transportation and processing of the samples. This work is supported by a broad technical structure composed of 30 Technical Operational Centers (NTOs), installed in various regions of Brazil and the group's

headquarters, in Brasília (DF). It also includes the Hospital Technical Centers (NTHs) present in 12 Brazilian cities.

Sabin Diagnóstico e Saúde expanded its diagnostic capacity with the inauguration of 16 new units in the cities of Anápolis (GO), Araguaína (TO), Belém (PA), Brasília (DF), Campo Grande (MS), Palmas (TO), São José dos Campos (SP), Teresina (PI) and Uberaba (MG).

In the city of Brasília (DF), four new service units were inaugurated, including the Sabin Digital Unit, a concept where the patient requests an online appointment, checks in at one of the totems and goes directly to the collection box reducing waiting time.

The year 2025 also celebrates 10 years of acting in the diagnostic imaging segment that currently has 13 units in the cities of Brasília (DF), Uberaba (MG) and Uberlândia (MG), Salvador (BA), Osasco (SP), Barueri (SP) and São Caetano do Sul (SP). It also extended service hours, in addition to the investment made by acquiring new ultrasound equipment in the cities of Brasília (DF) and Uberaba (MG).

While expanding services and investing in technology, Sabin maintained its commitment to education, innovation and the development of new talents for the sector, through the opening of the public notice of its annual Medical Residency and Specialization program in Radiology and Diagnostic Imaging, recognized by the Brazilian College of Radiology (CBR). The program offered immersive training in a cutting-edge technology park and mentoring from experienced professionals, with the aim of training professionals, capable of combining

technical excellence and human sensitivity, which are pillars of the company's culture.

The services have technical-scientific advice, composed of doctors, biochemists and biomedical professionals who carry out the discussion of cases and explanation of doubts about the portfolio of exams.

In 2025, Sabin launched the test to detect changes in the DPYD gene, which directly impacts the effectiveness of chemotherapy treatments, in addition to the test, based on the PCR technique, capable of identifying the seven major subtypes of acute myeloid leukemia (AML) in just two or three days.

In Brasília (DF), Sabin Diagnóstico e Saúde launched a new Drug Infusion service to manage intravenous therapies meant for various clinical conditions.

Sabin's immunization service provides 30 types of vaccines and immunizers in 12 cities in the country, expanding the population's access to disease prevention. In 2025, the company invested in the expansion of immunization services, with the opening of new units and the availability of new vaccines.

Amparo Saúde

Amparo Saúde operates in Primary Health Care (PHC) with a focus on health management population. Its care model is structured in personalized programs and lines of coordinated care, combining face-to-face and remote care through telemedicine and follow-up of different population groups, such as chronic patients, the elderly, and pregnant women. The diversified

operating model includes 12 units in several cities in the in-company format (within companies), street units (service to multiple customers), itinerant unit and through digital service (learn more on page 62 – chapter 5).

Rita Saúde

Rita Saúde offers an integrated experience, allowing the user to access consultations from various medical specialties, both in person and teleconsultation, as well as exams and medicines at affordable prices. It is structured on the pillars of participatory, preventive, and predictive medicine to support the health journey of its users. (learn more on page 62 – chapter 5).



Sabin Genomics

The Genomics area provides exams by the sequencing method to diagnose various genetic conditions, which enable answers reflected in appropriate clinical follow-ups. In recent years, the area has received investments in its structure and teams, gaining a differentiated space in the Group's ecosystem.

With the support of topnotch equipment and AI, it performs genetic tests and specialized panels that allow accurate screening for conditions such as cancer, rare diseases, and other inherited diseases — enabling faster diagnoses, more assertive treatments, and personalized medical follow-up for each patient.

The technical team is composed of medical geneticists, bioinformaticians, biomedical professionals and researchers with experience in various aspects of human and medical genetics, and through specialized tools, they analyze large volumes of genomic data and are able to identify variants associated with various diseases.



CARING FOR THE COMMUNITY



Sabin Institute

The Sabin Institute is part of the Sabin Group's ecosystem as a Civil Society Organization of Public Interest (OSCIP) responsible for the company's private social investment, with the mission of contributing to the improvement of the quality of life, well-being and prosperity in the communities where it operates, fostering innovation.

In 2025, the Sabin Institute celebrated 20 years of social action which, throughout its history, positively impacted 3.4 million people in 14 Brazilian states plus the DF, investing more than R\$ 72 million in over 1,700 initiatives promoting comprehensive health, well-being, education, social entrepreneurship and inclusion in the communities where the Sabin Group is located. (learn more on page 90 – chapter 7).

CARING FOR THE FUTURE

Skyhub.bio

-- GRI 3-3

Skyhub.bio acts as an active point of contact between the businesses of large companies and the value propositions developed by startups, investors and researchers. Located at the headquarters of the Sabin Group, in Brasília (DF), it offers physical infrastructure and a special program for healtechs, biotechs and medtechs. In addition, these companies have the possibility of becoming suppliers of the Group and of getting to know the company's management model and the projects under development up close, inserting themselves in one of the most successful entrepreneurial cultures in the health sector in the country.

The company invests in open innovation, with the promotion and development of startups, stimulating partnerships, knowledge exchange and building business models in the healthcare industry, based on science, efficiency and customer experience. In 2025, several connection formats were fostered, both through technical validation and a business, co-development, trade agreements and financial investment.

And for the second consecutive year, the Sabin Group was among the ten Health companies that stood out in open innovation programs in the country, in the ranking of 100 Open Startups, in recognition of the promotion of innovation in the Brazilian health market.

The Sabin Group is a major investor in new value propositions for healthcare, both in the national

market as well as in the world market. Through the Corporate Venture modality, the Sabin Group invests in health startups directly and through the Kortex Ventures Fund, in partnership with the Fleury Group and Bradesco Saúde. The fund ended 2025 with 10 companies invested in Brazil, including Caveo, Sweetech, Neuralmed, Isa Lab, Nilo, Huna and Biologix.

Sabin strengthened innovation in 2025 by putting the patient at the forefront of their own health with the Biologix Sleep test, which helps the diagnosis of apnea and snoring through a simplified polysomnography with 90% accuracy. Approved by regulatory bodies and by InCor (Heart Institute of HCFMUSP), is delivered to the customer's home within 24 hours.

The device monitors the patient's sleep through a device similar to an oximeter wirelessly connected to the smartphone. The model reduces travel and optimizes time and resources. The report is released soon after the conclusion of the exam, allowing agile support to doctors for clinical decision-making.



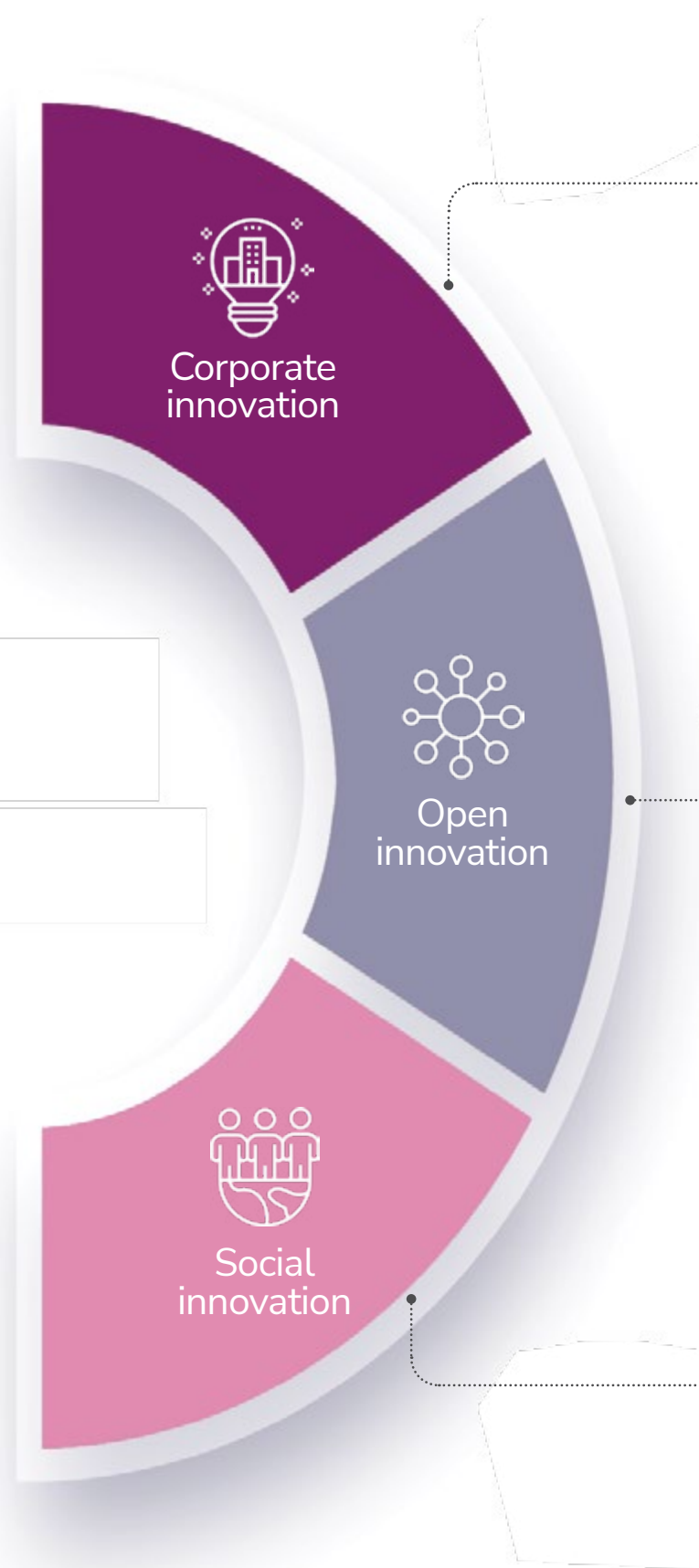
INNOVATION CULTURE

-- GRI 3-3



The continuous pursuit for innovation has led the company to adopt advanced technologies, improving the customer experience and expanding the access to healthcare.

Its innovation culture is structured through clear policies, supervised by senior management and aligned with the principles of transparency, ethics and sustainability. The Board of Directors and strategic committees monitor the impact of innovations, assessing risks and opportunities in order to ensure that decisions are aligned with long-term goals and best corporate governance practices.



The Sabin Group's innovation strategy is structured around three main pillars:

The company works on this pillar through the modernization of processes, integration of new technologies and improvement of the patient experience.

The incorporation of new tests developed by the Research and Development (R&D) and Genomics areas were highlighted during the year, with in-depth genetic analyses and the insertion of Artificial Intelligence.

The Group's intrapreneurship program, Builders of the Future, fosters the role of employees in the continuous improvement of processes and in the proposition of disruptive innovations. In 2025, the 11th edition was held under the theme "Builders Among the approved strategic fronts, 28 regional offices presented ideas and suggestions for process improvements and new business opportunities.

The Sabin Group acts in this pillar as a platform for validating solutions developed by external agents, allowing interaction with its technical and scientific team, from its innovation hub, Skyhub.bio.

In 2025, the company offered on its e-commerce platform, the digital screening test service for patients with Obstructive Sleep Apnea, a partnership with the startup Biologix, invested by the Kortex corporate venture fund, a partnership with Grupo Fleury and Bradesco Saúde.

The Sabin Institute is the Group's social innovation pillar, supporting third sector entrepreneurs in projects that promote innovative solutions to social challenges, that impact the improvement of the quality of life in the communities in which the company operates.

In 2025, the Institute was honored in a Solemn Session in the Chamber of Deputies, in recognition of its contribution to the promotion of social innovation initiatives in the country (Learn more on page 90 - chapter 7).

RESEARCH AND INNOVATION: EXPANDING DIAGNOSTIC FRONTIERS

The rising demand for health services, driven by aging population and the increasing incidence of chronic diseases, is an example of the challenges that urges innovation in diagnostic medicine. Continuous investment in research and development has extended Sabin's portfolio and generated differentiated clinical value.

Connected to the increased demand for predictive and personalized medicine, in 2025, the genomics team developed a new test, GenomaCare, a test that analyzes more than a hundred genes to detect genetic alterations that may increase the risk of developing inherited conditions, such as cancer, metabolic and cardiovascular diseases.

The company's Genomics area also launched, in 2025, the NGS panels for diagnoses of female and male infertility, hypopituitarism, bone marrow failure syndromes and the Migraine Molecular Panel. In all, the company consolidated the customization of panels with 22 thousand genes, multiplying the number of tests processed and reducing the results delivery time to deliver and requesting doctors. Other exams offered by the Group in 2025:

- Test to detect alterations in the DPYD gene, which directly impact the effectiveness of chemotherapy treatments. The service offers faster and more affordable results, contributing to safer and more personalized therapies.

- Whole Exome Sequencing had its capacity multiplied, making it even more accessible to patients who have already undergone other tests without identifying explanatory variants for their clinical conditions.

- The Chromosomal Fusion Detection test is able to identify the seven main subtypes of myeloid leukemia based on the PCR technique, (AML) with a reduction in the release time in the result, in addition to economically enabling access to the patient in the acquisition of the test.

Sabin's research and development team presented seven scientific papers at the world's largest laboratory medicine congress: the AACC Annual Scientific Meeting & Clinical. Among the works presented, six of them addressed the advances of Genomics and reinforces the company's mission to offer health services with excellence and innovation.

Since 2012, the expansion reflects the strategy to expand its presence through organic and inorganic growth that totals 32 acquisitions, in addition to the opening of new units in the cities where it already operates and in new locations. The company invests in solid structures that, with the support of hubs located in large cities, connect to the units installed in different regions, providing national capillarity and proximity to customers.

The year was marked by the inauguration of 17 new units, consolidating the brand in strategic states. This move reinforced the commitment to operational efficiency and expansion of access to health, maintaining the standards of technical-scientific quality and humanized care that characterize the company.



NATIONAL EXPANSION

--- GRI 2-6

Continuing the growth trajectory consolidated in recent decades, the Sabin Group maintained its organic expansion strategy in 2025, strengthening its national presence and expanding access to quality health services in several regions of the country. The territorial expansion was combined with the development of other businesses of the healthcare ecosystem, resulting in sustainable growth aligned with the company's values.



HIGHLIGHTS OF THE YEAR

The initiatives implemented by the company in 2025 combined state-of-the-art automation, digital-centric platforms in the customer and integrated care solutions, which transformed the operation into a more efficient, sustainable and patient-centered ecosystem.

Organic growth and territorial expansion

In 2025, the Sabin Group inaugurated 17 new units in the cities of Anápolis (GO), Araguaína (TO), Belém (PA), Brasília (DF), Campo Grande (MS), Colinas do Tocantins (TO), São José dos Campos (SP), Teresina (PI) and Uberaba (MG).

In the primary health care business, Amparo Saúde, with a focus on supporting challenges related to integrated care and population health management, the company opened the first Amparo Saúde clinic in the North region, in Boa Vista (RR). The initiative expands access to integrated and preventive care, meeting the demands of health operators and large employers.

• North Region

The region was chosen as a growth strategy, with significant investments in infrastructure and the opening of new operations.

Tocantins

The expansion in the state gained new momentum with the arrival of Araguaína, the second largest city in the state, through the acquisition of the Bonamigo laboratory.

In Colinas do Tocantins, a new Sabinto the development of health and the local economy. Currently, the company has 15 service units



distributed in five cities in the state, including Palmas, Paraíso, Porto Nacional, Guaraí and Gurupi.

Manaus (AM)

In 2025, the Sabin Group made available another immunization service point. In the city, Sabin has a total of 13 units available to the local population.

Belém (PA)

The strategic partnership with Porto Dias Hospital (HPD), the largest private hospital network in the northern region of Brazil, was approved by CADE without restrictions in March 2025, in addition to inaugurating a new unit in the capital, expanding the Group's presence in Pará.

• Midwest Region

The company expanded its service in strategic cities, reinforcing its commitment to preventive health in the region, invested in a new Operational Technical Center (NTO) and in the model of a digital service concept unit, in the city of Brasília (DF).

The concept unit of the Iguatemi shopping mall in Brasília, with more than 1,000 m² and a complete portfolio of clinical analysis, imaging, vaccines and executive check-up services, expanded its service with the opening of new hours, including Sundays. Sabin Diagnóstico e Saúde inaugurated 4 service units in different regions of the DF.

In Campo Grande (MS), two new units were inaugurated and the immunization service was expanded to one more unit. Currently, the Group has 13 units in the state of Mato Grosso do Sul, in the cities of Campo Grande, Dourados, Aquidauana and Tangará da Serra.

NTO: cutting-edge technology at the service of health

One of the milestones of the year 2025 was the completion of the NTO 4.0 project, the central Technical Operational Center (NTO), in Brasília (DF), started at the end of 2024. Developed in co-creation with Roche Diagnostics and conducted by more than 80 specialists, the project was implemented in a 12,000 m² plant — one of the most modern in the country.

The objective was to increase operational efficiency and production capacity, maintaining the quality standard that sustains the confidence of the medical and patient

community. The expansion of the use of new technologies in the laboratory routine has brought relevant gains in efficiency, quality and setting of the processes, strengthening the Group's operational capacity and preparing the company for the next growth cycles. The modernization of the NTO goes beyond productivity, as it incorporates significant environmental gains. The new platform reduces the use of plastic tubes per sample and minimizes the generation of solid waste.

The Group reinforces its commitment to the ESG Agenda, promoting resource savings and lower impacts on the planet, while expanding access to quality healthcare.



Digital service: agility with welcoming

In parallel with laboratory automation, Sabin moved forward with the inauguration of its first concept digital unit in the Northwest neighborhood, in Brasília (DF), offering an experience aligned with the expectations of customers who are increasingly connected and attentive to their own health care.

With digital totems and online scheduling, the unit eliminates counters and intermediate steps. In the new unit, the patient checks in via QR Code and goes directly to the collection box, reducing queues or waits. The results are available online, via website, app and at other Sabin units.

New Drug Infusion service

Sabin launched its new drug infusion service in Brasília (DF), in the Asa Norte neighborhood, within the Vega unit. The structure was developed to serve patients who need intravenous drugs used in autoimmune and inflammatory diseases, among other situations in which the infusion is part of the prescribed treatment. Sabin has expanded its portfolio beyond diagnostics, moving toward comprehensive healthcare. Learn more at <https://sabin.com.br/unidade/brasilia-df/infusao-de-medicamentos/>

ESG agenda – socio-environmental impact

• **Sabin Institute — 20 years of social impact**
Created in 2005 with the mission of coordinating the social responsibility actions of the Sabin Group, the Institute is responsible for the social



investment, developing projects, programs and partnerships that generate positive social impact. Since 2025, it has reached more than 3.4 million people in innovation and social responsibility actions, supported more than 1.7 thousand social organizations and invested more than R\$ 3.4 million, acting and establishing solid relationships with communities, civil society organizations, governments, companies, institutes and foundations, through initiatives aimed at promoting quality of life and social innovation.

• **Migration of the energy matrix**
After three years of progressive transition, 2025 well came the arrival of one of the Sabin Group's strategic environmental objectives: 90% of the energy consumed comes from clean and renewable sources. All units in the DF are supplied by photovoltaic energy and it was extended to the other regional offices of the Group through distributed energy and the free market.

AWARDS AND RECOGNITIONS

The awards received by the Sabin Group reinforce its commitment to the ESG agenda, care for people and excellence in health services.

In 2025, more than 40 national and international recognitions were obtained through research by independent institutions, which provided a comprehensive understanding of the perceptions of stakeholders who relate to the company and the improvement of its business management.

Governance, Management, Innovation and ESG

- **Prize Melhores e Maiores – Exame Magazine**
1st place - Health and Health Services category.
- **Melhores do ESG – Exame Magazine**
Health and Health Services Sector Spotlight.
- **Prize Valor Inovação - Valor Econômico Journal**
5th place in the Medical Services category.
- **Prize Valor 1000 – Valor Econômico Journal**
Featured among the 1000 largest companies in Brazil.
- **Anuário Época Negócios 360°**
Among the 5 best companies in Health and highlight in the Innovation, Corporate Governance, Vision of the Future and Social dimensions.
- **Prize Melhores para o Brasil – Humanized Research**
Rating A and 3 certifications (We care for Customers, We care for Well-Being and We care for Stakeholders).

- **Ranking TOP Open Corps – 100 Open Startups**
Among the 10 companies that most practice open innovation in the country.
- **Prize Reclame Aqui – Selo RA1000**
1st place in the Health / Laboratory and Image – Large Operations.
- **Prize Empresas que Mais Respeitam o Consumidor – Consumidor Moderno Magazine**
1st place in the Diagnostic Medicine category.
- **Experience Awards Saúde – SoluCX - The stand that clients recommend**
Highlight in NPS best practices with the “The Customer Recommends” seal.



People Management, Diversity and Inclusion

- **GPTW Saúde**
1st place among Large Companies.
- **GPTW Diversidade Étnico-Racial**
9th place among Large Companies.
- **GPTW Diversidade Mulher**
among the 20 best Large Companies.
- **GPTW Diversidade 50+**
among the 20 best Large Companies.
- **GPTW Minas Gerais**
8th place among Medium Enterprises.
- **GPTW Centro-Oeste**
5th place and Highlight in Mental Health among Large Companies.
- **GPTW Bahia**
3rd place among Medium Enterprises.
- **GPTW Paraná**
among the 30 best Medium Enterprises.



- **GPTW Norte**
Best Midsize Company.
- **GPTW Nacional**
37th place among Large Companies.
- **DEI RESEARCH – Ethos Institute**
1st place among Health companies.
- **Time Magazine**
Best Employers.
- **Prize Think Work Innovations**
1st place in Diversity.
- **Excellence in People Management Award – HR Management Group**
3rd place among Health companies.
- **Diversity in Practice Award – BlendEdu**
1st place in the Inclusive Leadership category.

Research & Development – Technical Work and Quality

- **1st place in Technical Quality**
NTH Sabin Group at the DF Star Hospital, Rede D'Or, among 78 competitors in the hospital sector in Brazil.
- **Professor Dr. Mateus Mandu Award Souza – 50th CBAC**
Best work for science, technology and innovation in clinical analyses areas:
“Standardization of Diagnostic Methodology for Chromosomal Fusions: a comparative analysis between RT-PCR and NGS for simultaneous detection of the main fusions in Acute Myeloid Leukemia.” Authors: Andressa Folha Vieira, Fabian Andres Hurtado Erazo, Miguel de Souza Andrade, Gustavo Barcelos Barra, Lara Franciele Ribeiro Velasco.



Regional Recognitions

- **Prize Ser Humano – ABRH Tocantins**
1st place in Institutional Development.
- **Gold RH Seal – ABRH Salvador**
Recognition in the area of People Management.
- **Heart of Joy Seal**
Martagão Geira Hospital, in the city of Salvador (BA).
- **Brazil Awards Prime | Top of Mind Ribeirão Preto – Grupo Acontece**
1st place among Health companies.
- **Top of Mind Uberlândia – Tv Integração**
11th place in Clinical Analysis Laboratory.
- **Top of Mind Brasília – Jornal de Brasília**
1st place in Clinical Analysis Laboratory.
- **Red Carpet Ribeirão Preto Award – Grupo Acontece**
1st place in Clinical Analysis Laboratory.

Institutional Tributes and Recognitions

- **Tribute to the 20th anniversary of the Sabin Institute Solemn Session in the Chamber of Deputies.**
- **Bertha Lutz Diploma – Federal Senate**
Tribute to Dr. Janete Vaz.
- **Entrepreneurship Tribute Women – CLDF**
Motion of Praise from the Legislative Chamber to Dr. Lídia Abdalla.
- **Education Merit Medal - Anísio Teixeira - Government of the Federal District**
Awarded to Dr. Sandra Soares Costa and Dr. Janete Vaz, co-founders.
- **1. Casa do Candango Award - 3rd edition - Brasília**
Awarded to Dr. Sandra Soares Costa for her pioneering and business legacy
- **Benchmarking Saúde Salvador**
Tribute to Dr. Janete Vaz for her business legacy.
- **Best CEO Award – Midwest**
Awarded to Dr. Lidia Abdalla, Chief Executive Officer.
- **Best HR Award – Midwest**
Awarded to Marly Vidal, Administrative and People Director.





Health that evolves and care that inspires

ESG STRATEGY AND MATERIAL TOPICS

GROUP COMMITMENTS

The Sabin Group offers health services with excellence, considering environmental, social and economic-financial aspects, ensuring the safety of the patient and their relationship network, through the management of processes that control and minimize risks, following the following premises:



Senior Leadership Engagement

with the satisfaction of customers and workforces.

Integrity Program

that ensures compliance with legal and ethical requirements and the adoption of good practices in their relationships.

Social and Environmental Investment Policies

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

Scientific and Technological Update

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

Continuing Education and Employee Engagement

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

STRATEGIC OBJECTIVES

The Sabin Group's strategic planning is reviewed annually in order to establish the Structured Program for Growth (PEC). This process involves the analysis of scenarios and the reassessment of objectives and goals, as well as considering the active participation of employees, through the capture of ideas and potential projects.

In 2025, the Group's strategy was directed to sustainable expansion, with focus on strengthening operations in the cities where it is already present. Growth follows the principles of organizational culture, excellence, and humanization, making sure that people remain at the center of decisions. In addition, the Group has advanced in the implementation of new technologies seeking operational efficiency, expansion of the customer base and financial sustainability.

SUSTAINABILITY STRATEGY

The Sabin Group's sustainability strategy seeks to contribute to the development of the sector for the health and well-being of the population, as well as to positively impact the regions where it operates.

The Group is a reference in health with a clear and genuine position on issues related to the ESG agenda. Since 2015, the company has adopted the international standard ISO 31000 aligned with a structured risk management model applied both to the corporate strategic scope and to care procedures in the cities where it is present in the Brazilian territory.

Guided by the solid purpose of caring for people, the Sabin Group has structured a social legacy that positively impacts lives, communities and social organizations, in addition to contributing to regional economic development and the construction of a more just and egalitarian society.



IMPACT MANAGEMENT

--- GRI 2-12 | 2-13 | 2-24 | 2-25

The Sabin Group adopts an integrated approach in managing its impacts, balancing economic activity, environmental conservation and social well-being. This integrated management, with a focus on the quality of processes and products, permeates all of the Group's activities.

The Annual Strategic Plan, approved by the Board of Directors, incorporates sustainability initiatives and projects aligned with the SDGs that are priorities for the company. The monitoring of these actions occurs periodically in meetings of the board of directors, with a view to strategic alignment and the continuous evolution of the sustainability agenda.

ESG AGENDA

The management of social, environmental, and governance (ESG) aspects occurs in an integrated and multidisciplinary pattern, connecting strategic objectives, policies, programs, and practices to conduct the business.

Since 2016, Sabin been signatory to the Women's Empowerment Principles, which are part of the UN Global Compact, and is part of business networks that promote good practices, such as Mind in Focus and Women Lead. Currently, it is also associated with the Conscious Capitalism movement, which reinforces its commitment to a more humane, sustainable, and inclusive management model.

In 2025, the Sabin Group promoted initiatives and projects aimed at gender equality and race, strengthening female protagonism and leadership, as well as inclusion courses in the labor market for people with special needs in several cities in Brazil.

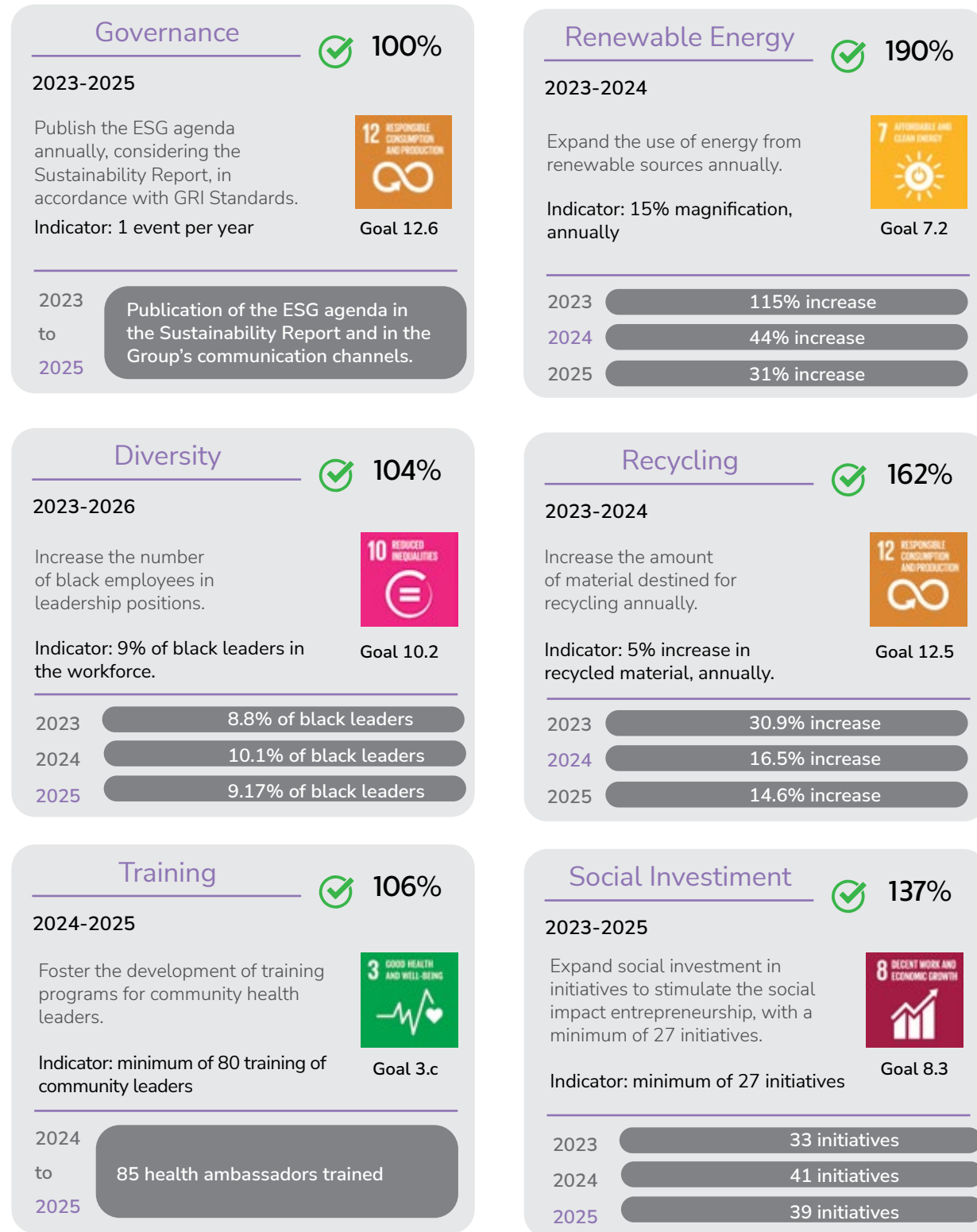


GOALS RELATED TO THE SDGS

The Sabin Group reaffirms its commitment to the UN 2030 Agenda, being the first diagnostic medicine company in Latin America to become a signatory to the Global Compact, in 2007, taking an active role in the promotion of the Sustainable Development Goals (SDGs), with a priority focus on the following SDGs: 3, 5, 7, 8, 10, 12, 13 and 16.

Since 2022, the company has set goals that maximize the results of its ESG Agenda and direct affirmative actions and sustainable initiatives.

SDG-related targets



* Other results in social aspects are reported in the chapter referring to the performance of the Sabin Institute. Medium-term goals are underway with final accountability in the respective years and monitoring of developments in the topics Diversity and Inclusion and Environmental Management.

MATERIAL TOPICS

--- GRI 2-14 | 3-1

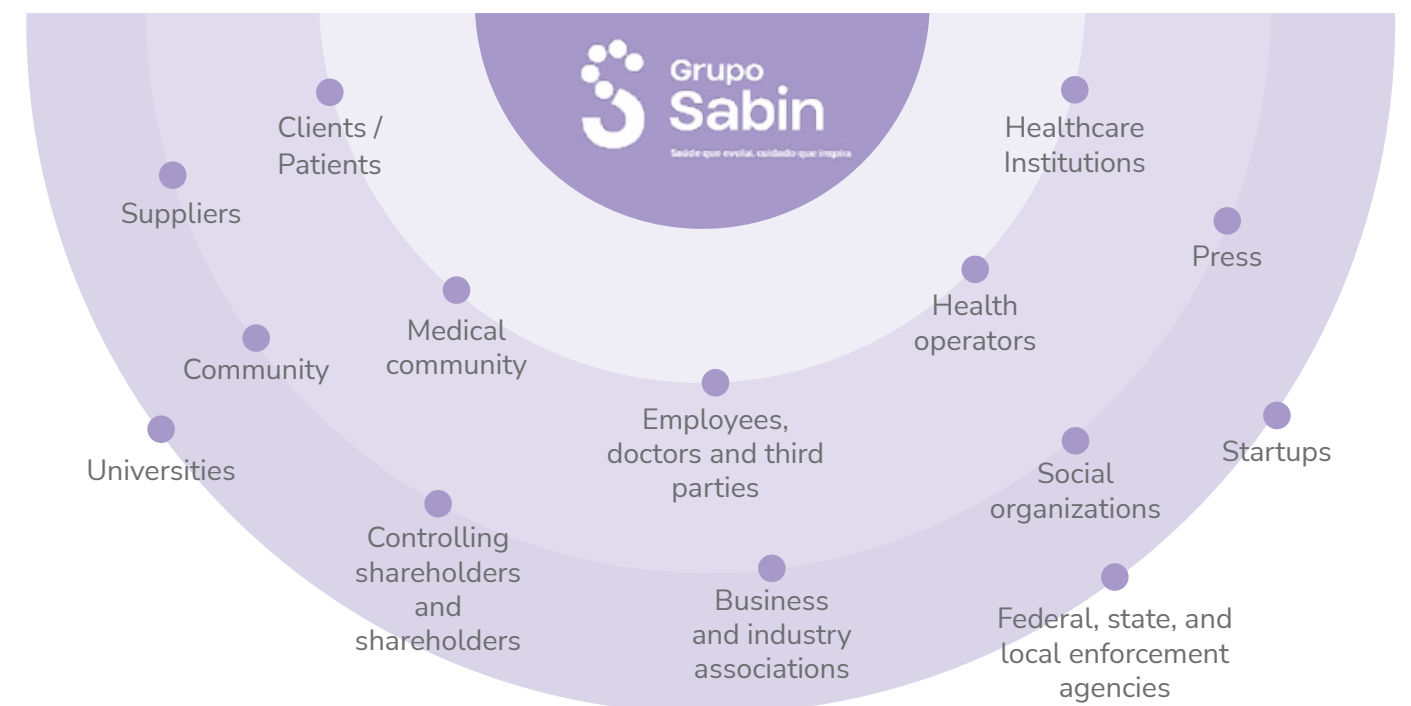
The construction of the materiality matrix started from the active listening of internal and external stakeholders. In 2022, surveys were conducted by sending online questionnaires to more than 800 respondents. The study, released in 2022, is the basis for this 2025 report.

The materiality analysis followed the guidelines of the Global Reporting Initiative (GRI), with the participation of 14 mapped stakeholder groups, being the main stakeholders:



Stakeholder's map

--- GRI 2-29



The matrix allows the Group's senior management to develop a strategy for sustainability, making commitments and monitoring results through the measurement of established indicators starting from every priority topic that guides the development of policies, programs and goals. Priority was given to 12 material topics approved by the executive board and that reflect the Sabin Group's commitment to sustainability.

Material topics

--- GRI 3-2

- 1 Patient health & Safety
- 2 Access to health
- 3 Quality
- 4 Patient privacy
- 5 Economic performance
- 6 Innovation and technology
- 7 Waste
- 8 Environmental impact of services
- 9 Occupational health and safety
- 10 Training and development
- 11 Diversity and inclusion
- 12 Social Investment

ENGAGEMENT OF THE STAKEHOLDERS

--- GRI 2-29

For more than four decades, the Sabin Group has built its trajectory by offering excellence health services, guided by the delivery of shared value for its stakeholders. This history is reinforced by solid, transparent and trust-based relationships, which are fundamental for the sustainable development of an integrated and responsible health ecosystem.

Active listening and continuous dialogue are part of the essence of the Sabin Group's management. By genuinely understanding the expectations, perceptions and needs of its stakeholders, the company guides its strategic decisions in an ethical and responsible way aligned with collective well-being.

The Sabin Group has channels such as Talk to the President and the Ombudsman, which reinforces the open dialogue policy, good governance practices, and commitment to ESG impact. Since 2021, the Sabin Group has published its Sustainability Reports using GRI standards, which consolidate the best business practices.



CORPORATE COMMUNICATION AND INSTITUTIONAL RELATIONS

--- GRI 2-29

In 2025, the management of institutional relationships and reputation has consolidated itself as a strategic factor on the generation of value and sustainability of the Sabin Group. Integrated with corporate objectives, this action strengthened the trust of stakeholders, expanded public recognition of the brand and reinforced the positioning the Group as a national reference in the health ecosystem, guided by ethics, innovation and socio-environmental responsibility.

Throughout the year, structured dialogue initiatives, engagement and qualified communication were developed, aligned with the organization's strategic movements, such as business expansion, investments in operational efficiency and digitalization, such as the new NTO 4.0, and the consolidation of environmental, social, and governance (ESG) practices.

These actions contributed to the strengthening of the reputation indicators, reflected in the increase in

positive visibility of the Group in vehicles and media of national and regional relevance, as well as in the recognition of its sustainable performance.

Ongoing relationships with strategic related parties — such as the press, institutional partners, customers, suppliers, and leaderships of the sector — promoted greater transparency, mitigated reputational risks and expanded the institutional credibility of the Sabin Group. In the social field, the initiatives of 20 years of action the Sabin Institute reinforced the positive impact generated in the communities and expanded the public recognition of the organization's social commitment.

Transparency and accountability were reinforced through the disclosure of the Sustainability Report and the holding of the Annual Meeting with Stakeholders, which consolidated the dialogue on material topics and strengthened governance and engagement practices in line with international standards.



In addition, the expansion of inter-institutional partnerships and active participation in specialized forums, sectoral events and benchmarking initiatives have positioned the Sabin Group as a protagonist in the dissemination of good practices in sustainability, governance and health. Among them, the participation in events promoted by the IBGC on Governance in Family Businesses (DF, SP and MT), where the Group's case was presented. In addition to the co-realization of the Governance in Health event, in Brasília (DF), which brought together several executives from the health ecosystem of the DF.

In this way, the management of corporate communication and institutional relations were strategic levers for strengthening the legitimacy, trust and recognition of the Sabin Group, sustaining its reputation and contributing to the creation of long-term value.

Since 2020, the Sabin Group has participated in the Hu Rating survey, carried out by the company Humanizadas, in line with SDGs 16 and 17. The methodology used, considered a reference in the evaluation of multiple stakeholders, analyzes the quality of business relationships and levels of awareness in business. In addition, it promotes listening and generation of shared value with stakeholders, considering aspects and opportunities for improvement, and allows you to develop an integrated vision and strategies that drive sustainable growth.

The Sabin Group obtained the Rating A seal in 2025 and was recognized by Humanizadas with the Best for Humanity Certification, granted to companies that demonstrate commitment to a more sustainable and prosperous future for all, being recognized and valued by its stakeholders.



Sectoral business associations and movements

--- GRI 2-28

The Sabin Group has an active participation in some of the most relevant entities and associations collaborating with technical knowledge and contribution to the growth and strengthening of the business and health sector ecosystems, by stimulating debate and updating on the health and corporate governance segment.

- Brazilian Association of Diagnostic Medicine **(ABRAMED)**
- Brazilian Society of Clinical Pathology **(SBPC)**
- Brazilian Society of Clinical Analysis **(SBAC)**
- Brazilian Association of Diagnostic Imaging Clinics **(ABCDI)**
- Brazilian Association of Vaccine Clinics **(ABCVac)**
- Brazilian College of Radiology **(CBR)**
- Digital Health Association Brazil **(SDB)**
- Brazilian Institute of Corporate Governance **(IBGC)**
- Coalition Institute in Health **(ICOS)**
- American Chamber of Commerce **(AMCHAM)**
- Brazilian Association of Human Resources **(ABRH)**
- Brazilian College of Health Executives **(CBEXs)**
- Brazilian Institute of Business Hospitality **(IBHE)**
- WTC Business Club
- Pan-Amazon Association



The engagement in movements that value diversity, inclusion, and corporate well-being reinforces the company's role as an agent of transformation in the health sector and in building a more equitable and sustainable future.

- UN Global Compact: signatory since 2007, the Sabin Group was the first diagnostic medicine company in Latin America to participate in this initiative. The projects adhering to the 7 Principles of Women's Empowerment were promoted by UN Women, Movement Elas Lideram 2030 and Mente em Foco.
- Movement Mulher 360: action to increase female representation in companies and in leadership positions.
- WEConnect: Global network that connects women-led companies with the purpose of stimulating female entrepreneurship and generating positive impacts in the supply chain of various business segments.
- Conscious Capitalism: a global movement to transform the consciousness of leaders in business practices generating value to stakeholders in four pillars: Higher Purpose, Conscious Culture, Conscious Leadership and Orientation and for Stakeholders.



autonomy, the customer registers its personal data and the exams to be performed and receives confirmation of the appointment through the digital channels. When arriving at the unit, he checks-in at one of the available totems and goes straight to the collection of the material, carried out by a company's professional.

In 2025, Sabin won 1st place in the Reclame Aqui 2025 Award, in the "Health Laboratory and Image" category. For the fourth consecutive year, the company was recognized for its excellence in customer service, reinforcing the quality of its health care.

Collaborators

Investing in building a harmonious, healthy and inclusive environment is part of a four-decade history of good practices targeting at valuing our most important asset: our employees. Again, the care of employees was a priority, with programs and projects dedicated to the promotion of a welcoming and safe environment, based on respect, ethics and humanized care.

In 2025, the Group launched the Sabin Culture Manifesto, an instrument that translates the values and principles that guide the day-to-



day life of the entire organization. The essence of the Group is supported by five pillars: Truth, Total Health, Technology, Innovation and Happiness. However, they are all connected by Empathy — guiding Sabin's commitment to care, transparency, and continuous improvement for its more than 7,400 employees, distributed in the five regions of Brazil.

The Group reviewed protection policies and practices, structuring integrated health management programs with an emphasis on promoting the mental health of employees in all regions where it operates. Caring for those who care is a premise for initiatives that accompany the employee's journey in a continuous and personalized way, respecting regional particularities.

In the field of human development, Unisabin has advanced in the renewal of the Virtual Learning Environment and in the improvement of management training, expanding access to training tracks in technical and behavioral skills. In 2025, more than 17,000 certificates were issued in 20 new courses launched — expression of an organization that invests in its professional's growth as a strategy of continuity and excellence.

Suppliers

--- GRI 2-6

The Sabin Group understands that its supply chain plays a fundamental role in the sustainability of the business. The approach taken to supplier qualification is based on technical requirements and behavioral skills, aligned with the organizational culture and the commitment to the health value chain, which prioritizes the needs of patients.

Suppliers go through an accreditation and qualification process that includes criteria related to sustainability, compliance and social responsibility. In 2025, the company fostered the integration of regional partners in the cities where new units were installed, reflecting the company's commitment to social and economic development of the communities where it operates.

The company participated in innovation projects and programs with suppliers and shared with its entire network good management practices in national and international meetings, in addition to technical and governance training.

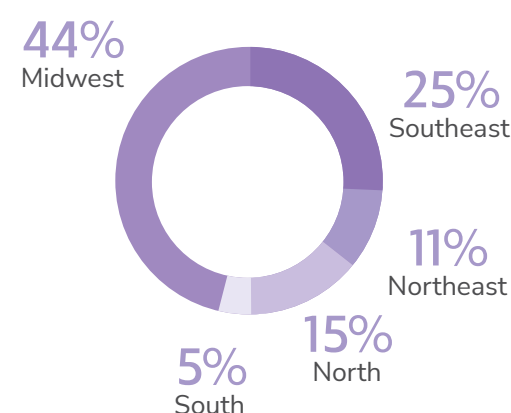
Customers

The Group continuously invests in the quality of the services provided and in expanding access to excellence healthcare, through technologies and solutions that promote efficiency, proximity and meeting customer needs. From triage to result, from face-to-face to digital care and the care with the effective experience that is given to all patients, are some of the company's highlights.

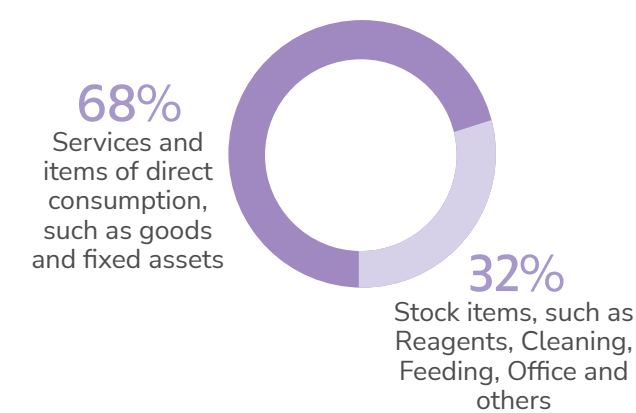
Sabin focused its efforts on strengthening the customer journey in the service units throughout 2025. The adoption of intelligent technologies, based on swift deliveries, were pillars for the development and improvement of service channels, without losing sight of human nature.

In Brasília (DF), the company innovated by launching a model unit of digital service of the Sabin Diagnóstico e Saúde business. In a more fluid experience, with no queues and more

Regional distribution (2025)



Hiring categories (2025)



Medical community and Healthcare professionals

The company has a technical-scientific advisory team made of doctors, biochemists and biomedical doctors, dedicated to discussing cases and consulting reference values for exams in all regions of Brazil.

Personalized services for the medical community are part of the Doctor's Channel, an environment of knowledge and attendance to their needs for information, content, clarification of doubts and access to support the diagnosis. In 2025, the channel registered 7,291 interactions through digital and telephone means, reinforcing the organization's commitment to continuously support health professionals.

In addition, the company also shared knowledge through its network of more than 500 health professionals, such as doctors of different specialties, psychologists, nutritionists, pharmacists, biomedical and biochemists, many of whom acted as speakers and moderators at events held by the Group, as well as national and international congresses.

In 2025, the Group promoted more than 286 events and technical forums aimed at doctors and other health professionals, with the aim of contributing to their scientific updating, in the five regions in which the company operates.

Operators, self-managers and health companies

--- GRI 2-6

Building a more efficient, equitable, and sustainable health system depends on the quality of dialogue between those who fund, those who provide, and those who regulate caring. The Sabin Group occupies this space of interlocution, assisting operators, self-managers and health companies to advance in patient-centered management models, guided by clinical outcomes and committed to the long-term sustainability of the sector.

In 2025, this commitment translated into active participation in forums, workshops and congresses in all regions of Brazil, bringing together representatives of the health chain to debate the challenges of digital transformation, trends in



diagnostic medicine, primary care models and the role of payers in ensuring quality access.

The organization promoted and participated in forums, workshops and congresses focused on health impacts, with the aim of debating the sustainability of the sector in all regions of Brazil.

Besides the events focused on the health sector, the Sabin Group promoted more than 137 actions and events with operators, the medical community and companies from various segments. These initiatives have had an impact on thousands of people throughout the year in all the regions in which the Group operates.

Community and social organizations

The Sabin Group's commitment to the communities where it operates goes beyond the health services. In 2025, the company intensified its social responsibility actions, combining nationwide prevention campaigns with direct solidarity initiatives for vulnerable populations.

The Group integrated the global Pink October, Blue November and Red December campaigns into a single mobilization platform: the "Take Care of Your Life" campaign. The initiative brought together, under the same message, awareness about the prevention and early diagnosis of breast cancer, cervical cancer, prostate cancer and sexually transmitted infections, reinforcing that self-care is an act of responsibility for one's own health and for the people around. As part of the campaign, the Group launched a collection of exclusive pieces, with 10% of the profit from each item reverted to them Sabin Institute, an organization that for more than two decades has strengthened social organizations throughout the country and expanded access to health care for those who need it most (learn more on page 90 – chapter 7).



Press

The Sabin Group's corporate communication strategies strengthen and protect the company's reputation through actions that expand presence, influence, positioning, dialogue and relationship with stakeholders.

In 2025, through a transparent and frequent relationship with national, sectoral, and regional channels, the press published 5,466 articles disclosing the institutional position, the ESG agenda, in addition to topics that encourage health promotion and care, impacting millions of people in all regions of the country.

Based on its communication policy and in line with the objective of contesting disinformation, the Group promoted informative content on health in more than 1,487 credible channels, present in 166 municipalities in the country.

The initiatives prioritized the dissemination of knowledge and the prevention of diseases, through information from reliable sources and spokespersons with recognized knowledge.

In addition to health-related topics, the channels also reported on strategic moves, good practices and projects of the company and the Sabin Institute. The promotion of healthy habits was also one of the themes of the Group's company page on LinkedIn, which reached more than 204 thousand followers by the end of 2025.

Another form of relationship with the press that was part of the Group's strategy was the visit of journalists from agencies of great national and regional reach to NTO 4.0. The event aimed to demonstrate how the company combines training of people and technology to carry out increasingly accurate and quality exams.



Government

The relationship with the government and its representatives follows ethical principles and the organization's compliance policy. As a reference in the health sector, Sabin participates in government forums, in which it shares good practices in management, governance, entrepreneurship and technical aspects in health.

Over the last few years the Sabin Group has cooperated with structuring initiatives in the health system. During the pandemic, it was the first company in the medical diagnostic sector to integrate COVID-19 notifications directly into the federal database, streamlining the flow of information to health authorities.

In 2025, Sabin collaborated with the Ministry of Health and other institutions, such as Abramed, to standardize the terminology of exams, whether they are performed in public or private laboratories.

The Group is also part of the group of institutions and companies that participate in Open Care Interop, which connects the public and private sectors for the

interoperability of industry data. Which reduces system fragmentation and improves the patient experience by making it easier for them to lead caring for one's own health.

The members of the company's executive board serve in groups and committees that support relevant agendas for the federal and state governments. In 2025, topics related to social responsibility, women's rights and female entrepreneurship were highlighted. The working fronts reflect the Group's commitment to public policies that strengthen the role of people's health and dignity.

In 2025, the Sabin Group joined the Lilac Alert campaign — Women's Health as a Prevention of Femicide, an initiative of the Public Prosecutor's Office of Minas Gerais that recognizes health services as strategic spaces for the early identification of domestic violence and the reception of women at risk. The Group published materials, in various regions of the country, on rights, types of violence and access to protection networks, translating, in practice, the commitment that taking care of women's health goes beyond diagnosis.





Values that drive us

CORPORATE GOVERNANCE AND ETHICS

The Sabin Group's corporate governance model was built on a solid organizational culture, based on the purpose and values that guide your business strategy. Since its implementation in 2013, the model has followed the best management practices, promoting the company's sustainable growth.

In 2025, the Sabin Group completed 12 years of the consolidation of its corporate governance model, a period marked by significant advances that positioned the company among the three largest in the diagnostic medicine sector in the country.

During the year, there were more than 40 national and international recognitions, the result of independent surveys conducted with employees, customers and stakeholders, a plural and reliable reading of the impact that the company generates in the diagnostic medicine sector and in Brazilian society.

In the field of governance and the ESG agenda, the company reached 1st sectoral place in the Biggest and Best award (Exame)

Values



Credibility

Ethics

Social and Environmental

Responsibility

Innovation

Quality

Respect for Life Simplicity

and sectoral highlight in the Best ESG ranking of the same publication. Besides, it is placed among the five most innovative organizations in the country by the Época Negócios 360° Award and advances positions of Valor 1.000 and Valor Inovação.

Regarding the management of people, the Sabin Group completed 21 years of consecutive participation in Great Place to Work Brazil with progress in all regional offices and was recognized with the 2025 Excellence in Management of People Award. In the relationship with the consumer, it continued to be a highlight among the best evaluated companies of the Reclame Aqui Award in the health category, as well as in the Companies that Most Respect the Consumer Award (Consumidor Moderno).

These recognitions cross segments from innovation to diversity, from operational excellence to ethical commitment and translate what the Sabin Group practices every day: caring well, with integrity and purpose.

In addition to equity, accountability and corporate responsibility, it is the company's practice to publish its sustainability reports annually in accordance with the Global Reporting Initiative (GRI) standards to communicate with all its stakeholders. For additional information to this report, the Sabin Group can be contacted by e-mail comunicacaocorporativa@sabin.com.br.



BOARD OF DIRECTORS

--- GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-13 | 2-17 | 2-18

The Sabin Group is a privately held corporation that is presented to the market in accordance with the Brazilian Corporation Law.

The governance of the Sabin Group is conducted by the Board of Directors, formed by six members and the two founding members, who take turns every two years in the positions of president and vice president, in addition to two external directors and two representatives of the two families.

The members are dedicated to the Board, guiding the strategies and monitoring the company's results, delegating the management of the company to the Executive Board, which minimizes conflicts of interest and ensures impartiality in decisions. In addition to monitoring issues raised through specific channels and forums, the members also promote a constant dialogue to build decisions oriented towards excellence and sustainability.

The governance structure is based on the current principles of corporate governance recommended by the Brazilian Institute of Corporate Governance (IBGC), according to its Code of Best Corporate Governance Practices, which recommends integrity, transparency, equity, accountability and sustainability, ensuring alignment with the interests of all stakeholders.

Board of Directors

President: **Janete Ribeiro Vaz**

Vice-president: **Sandra Soares Costa**

Advisors

Gabriel Soares Costa

José Márcio Diniz

Leandro Vaz

Newton Garzon

The nomination and selection process of the Board of Directors, the committees advisory and Executive Board of the Sabin Group is guided by strict criteria of competence, technical knowledge and strategic alignment with organizational objectives. This structure ensures that the company's governance is based on the best market practices, with transparency and responsible decision-making.

Diversity on the Board of Directors

--- GRI 405-1

	2023	2024	2025
Male	60%	60%	60%
Female	40%	40%	40%
< 30 years old	0%	0%	0%
Between 30 and 50 years old of age	40%	40%	40%
> 50 years	60%	60%	60%



These channels allow employees, customers, and partners to report concerns or any irregularities in a secure and confidential manner. All manifestations are analyzed and treated, with the adoption of corrective and preventive actions.

The performance evaluation of the Executive Directors is carried out annually by the company's President, who, in turn, is evaluated with the same periodicity by the Board of Directors.

The commitment to sustainability is integrated into corporate governance, reflected in the continuous training of leaders. The members of the Board and senior management are panelists of forums on corporate governance, ESG practices, human rights and diversity, as well as topics related to health, highlighting the expanded view of the challenges and opportunities that impact the company and its stakeholders.

ADVISORY COMMITTEES

--- GRI 2-9

In order to strengthen the governance structure, Sabin has two advisory committees to the Board of Directors. These committees analyze and discuss issues essential for a

business performance aligned with the interests of its audiences, based on ethical principles and responsible practices.

Audit, Compliance and Risk Committee

Participants

- Executive Presidency
- Financial Director
- Accounting Management

This committee is supported by an independent auditor, with the objective of ensuring that the financial statements are in compliance with international accounting principles, such as the International Financial Reporting Standards (IFRS) and Brazilian corporate law, in addition to monitor compliance

with regulatory standards, internal policies and compliance guidelines in the sector.

Strategic risk management is the responsibility of this committee, enabling the anticipation of challenges and the adoption of preventive measures to strengthen corporate governance.

The committee brings together leaders with complementary expertise, which allows for a broad and integrated vision and reinforces the company's commitment to ethics, operational soundness and the creation of sustainable value for society.

Human Capital Committee

Participants

- Vice-Chairman of the Board of Directors
- Executive Presidency
- Administrative Board and People
- Financial Director
- Technical Board
- Technical Directorate of Expansion
- Accounting Management
- Human and Organizational Development Management
- Corporate Strategy Management
- People Management
- Management of the Sabin Institute

This committee plays a strategic role in the Sabin Group's people management, advising the Board of Directors in defining and conducting guidelines that support the organizational culture and the structuring of human competencies.

The committee is formed by eleven leaders, with complementary perspectives from different areas. With this multidisciplinary approach, it conducts, among other topics, the succession of leaders, the organizational structure and architecture, and the strengthening of the corporate culture. In this way, Sabin broadens the vision of the challenges and opportunities in human capital management and ensures that each decision contributes to the appreciation of employees and the continuity of the business.



EXECUTIVE BOARD

Chaired since 2014 by biochemist and pharmacist Lídia Freire Abdalla, a company's career professional the Executive Board of the Sabin Group is composed of eight executives who manage the business in alignment with the formally established guidelines and the goals defined in the strategic planning, prepared under the guidance of the Board of Directors.

This structure prioritizes the adoption of best practices in the operational, financial, social and environmental spheres to maintain the sustainable development and advances in the entire health ecosystem, generating value for the company's stakeholders.

Members of the Executive Board

- **Lídia Freire Abdalla** | Executive President
- **Andrea Pinheiro** | Director of Institutional Relations and Corporate Communication
- **Bruno Ganem Siqueira** | Diretor of Market Relations
- **Cyra Araújo** | Technical Director of Expansion
- **Guilherme Oliveira** | Managing Director of Expansion
- **José Francisco Viana** | Chief Financial Officer
- **Marly Vidal** | Administrative and People Director
- **Rafael Jácomo** | Technical Director
- **Renata Castellani da Silva** | Director Associate Financial Director

ESG Working Group

--- GRI 2-13

The multidisciplinary group GT ESG, linked to the Executive Presidency, has the mission of structuring and monitoring the ESG agenda and the goals defined in the short and medium term based on the commitment to the Sustainable Development Goals (SDGs) of the United Nations (UN), in addition to promoting the engagement of leaders in these issues.

In 2025, the ESG WG, composed of managers from the areas of corporate communication, strategy, people, human development, quality, environmental sustainability, accounting, and the Sabin Institute, continued to play a key role in monitoring of the established goals and in the transversal articulation of the Group's environmental, social and governance actions.

ETHICS AND INTEGRITY

Corporate policies and guidelines

--- GRI 2-15 | 2-23 | 2-24

To ensure consistency between its values and practices, the Sabin Group adopts a set of essential policies for its strategic management:

- Shareholders' agreement: establishes rules for the relationship between partners, ensuring stability in governance and long-term alignment.
- Financial governance policies: regulate capital management and ensure soundness and transparency in financial operations and in the relationship with banking institutions.
- Environmental policy: set of actions and practices adopted by the Group with the purpose of preserving the environment and contributing to develop sustainable growth of the planet in accordance with the Sustainable Development Goals (SDGs) defined by the UN.

Responsibility for complying with these policies is shared between different areas of the company and monitored by a management and quality system. This monitoring is carried out mainly through internal and external audits, conducted by independent companies.



The topic of conflict of interest is addressed in the new Code of Conduct through guidelines and rules regarding appropriate conduct and bringing recommendations for the exercise of external activities and in the relationship with suppliers. And, it also guides employees on how to identify, remove or report situations of this nature. If there is identification of practices that may contradict the expected preventive conducts, it is possible to report it through the Reporting Channel.

Integrity and Compliance Program

--- GRI 2-26

The Integrity and Compliance Program represents the set of rules and mechanisms that ensure regulatory compliance, risk prevention and the strengthening of good business practices, including internal audits and anti-corruption measures. This program expresses management's commitment to ensuring compliance with legal and ethical requirements.

To implement its commitments to ethics and integrity, the Group promotes mandatory training for its employees through Unisabin, the company's corporate university.

Program Components

- **Code of Conduct:** defines the company's values and ethical principles, to internal and external stakeholders in all their interactions, and is mandatory in the training of employees. The document establishes Sabin's position regarding bribery, corruption, money laundering, competition, associations, contributions, donations, interactions with public officials and bids.
- **Risk Management Policy:** includes the inventory and risk matrix, reviewed annually; the classification of risks, with prioritization and categorization; and the development of action plans, with a focus on creating barriers and contingencies. In this way, it aligns with the Code of Conduct and determines the application of continuous evaluation practices and anti-corruption and anti-fraud mechanisms.



- **Privacy Policy:** addresses aspects related to the confidentiality and security of all personal data of customers and partners during the provision of services and other activities of the company.
- **Sabin's Diversity and Inclusion Guide:** a publication aimed at employees and suppliers that reinforces the Group's commitment to diversity, complementing the guidelines of the Code of Conduct.

Responsibility for complying with these policies is shared between different areas of the company and monitored by a management and quality system. This monitoring is carried out mainly through internal and external audits, conducted by independent companies (learn more at page 56 – chapter 5).

Risk management

--- GRI 2-25

Essential for the sustainability and growth of the Sabin Group, the risk management system monitors both opportunities and critical factors for maintaining the business. It's structure is based on the Risk Management Policy, which includes the inventory and the risk matrix reviewed annually, the classification of risks, with prioritization and categorization, and the development of action plans, with a focus on creating barriers and contingencies.

During the last 10 years the ISO 31000 certification attests Sabin's alignment with international standards for risk management, senior management and strategic planning.

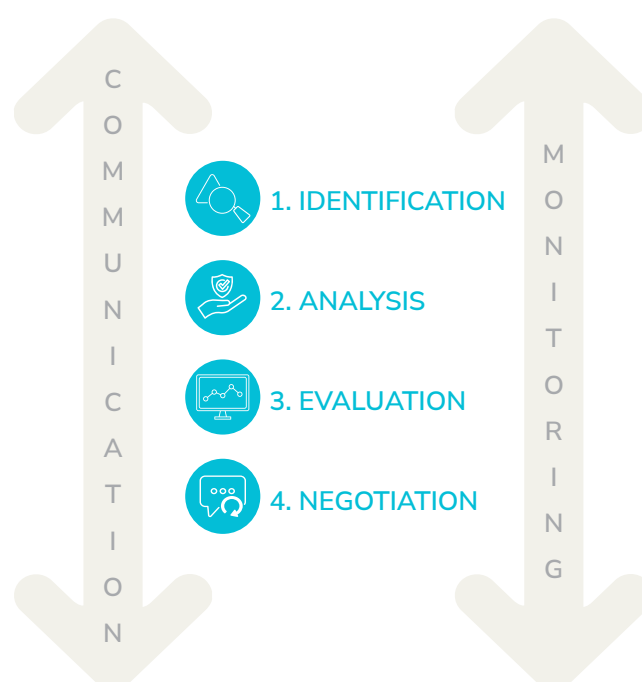
The company adopts a proactive and integrated approach that provides for the categorization of the criticality of risks, considering vectors protecting the Group against possible adversity and strengthening its reputation and commitment to sustainable value creation. The company adopts the three-line of defense model, in which each instance of the organization has specific responsibilities in the risk management.

The risks are classified as environmental, assistance, occupational, operational, legal, market, compliance, strategic, image reputation and economic-financial.

In 2025, the Group focused its efforts on operational and financial efficiency, in the face of mapped business risks, and on strategic partnerships, investing in diversification and scalability of new business models and services.



The Sabin's Group four fundamental pillars of risk management



Listening channels

--- GRI 2-16 | 2-26

The Sabin Group maintains active listening channels for its stakeholders, ensuring a safe and transparent corporate environment. These channels allow employees, customers, and partners to report concerns or any irregularities in a secure and confidential manner. Every Manifestation is analyzed and treated by adopting corrective and preventive actions.

According to the extent of their severity, they must be analyzed by the Board of Directors to adopt the necessary measures.

Service and listening channels:



- Call Center
- Sabin Diagnosis and Health website at the Contact Us link
- External platforms such as Reclame Aqui and Google Site
- Internal Ombudsman Channel
- Internal Reporting Channel



DATA PRIVACY AND PROCESSING

--- GRI 3-3 | 418-1

The Sabin Group operates in compliance with the General Law for the Protection of Personal Data. In order to expand the commitment to the LGPD to the entire value chain, the Privacy and Personal Data Protection Policy for Suppliers, Service Providers and Partners, where guidelines have been established for the proper processing of personal data relating to the Group, such as responsibilities, usage limits, and minimum safety standards. The company has implemented the Responsible Use of Data and Artificial Intelligence Policy, which establishes principles, guidelines and limits for the ethical, safe and transparent use of data and AI-based solutions in the Group.

To facilitate the management of this information, the Privacy Portal, available on the Sabin Diagnóstico e Saúde business website, allows anyone to exercise its rights in a quick and transparent way. Throughout 2025, 1,618 calls were made through this channel, highlighting the effectiveness of the privacy governance structure. In addition, e-mails encarregado@sabin.com.br and privacidade@sabin.com.br are available to clarify doubts and other requests related to data protection.

Sabin continuously monitors data protection risks and adopts a preventative security strategy to ensure continuity of services and protect customer information. Cyber

incident response protocols are tested biannually. By 2025, a security incident involving registration data of some customers was recorded in the company system. All those possibly affected were notified and the case was reported to the National Data Protection Authority (ANPD). This fact led to the improvement of prevention mechanisms.

The company led trainings throughout the year for employees from all regional offices, which represent more than 55% of the workforce, ensuring national alignment with current data privacy legislation.



The Privacy Week was held from 23 to 27 June 2025 and had a program dedicated to awareness and strengthening the culture of data protection. The main topics covered included conscious use of artificial intelligence, fraud prevention, civil registry change and a quiz to stimulate learning in a light and interactive way. The event was attended by employees from all over the company, demonstrating a high level of engagement and reinforcing the relevance of the topic in the organization.

COMPLIANCE WITH LAWS AND REGULATIONS

--- GRI 2-27

The highest standards of ethics and legal certainty keep the Sabin Group's operations in compliance with the laws and standards of a dynamic and highly regulated sector, so that its practices evolve in line with regulatory requirements and the expectations of its stakeholders.

The company maintains internal and external audits, conducted by specialized consultancies with the objective of continuously evaluating its processes, identifying opportunities for improvement and ensure alignment with market best practices.

The financial statements are audited annually by independent companies and strictly follow the accounting standards adopted in Brazil (BRGAAP). The company also complies with the guidelines of the Accounting Pronouncements Committee (CPC), the Securities and Exchange Commission (CVM) and the Brazilian Corporation Law.

The active participation in sectoral entities, such as the Brazilian Association of Diagnostic Medicine (Abramed), the Brazilian Society of Clinical Pathology (SBPC/ML), the Brazilian College of Radiology (CBR), Saúde Digital Brasil (SBPC) and the Brazilian Association of Vaccine Clinics (ABCVac) strengthens the Group's representativeness in discussions about regulations that impact the sector and the company.

In 2025, a fine was applied and paid for a case of administrative matter in non-compliance with laws or regulations.



Excellence healthcare services

QUALITY, SAFETY AND ACCESS TO HEALTH

Through its three main businesses, the Sabin Group's mission is to offer health services with excellence, contributing to the integrated journey of individual and population group health care.

The company seeks to provide a trusted experience at every step of the patient journey, from scheduling to outcome, from face-to-face care to digital care.

During 2025 this pledge advanced on all fronts: in rigorous quality management guaranteeing safety and traceability in every sample processed; in expanding of access to health services in new regions of the country; and in the permanent listening to customers, which guides each improvement implemented.



QUALITY MANAGEMENT

--- GRI 3-3

The Sabin Group's Quality Management System (QMS) is responsible for ensuring compliance, safety and continuous improvement of the services provided to patients, employees and other stakeholders. Its performance covers the entire organization and structure itself on complementary fronts that cover the complete quality cycle:

- **Audits and compliance** — Periodic monitoring of processes through internal and external audit cycles, with identification of opportunities for improvement and verification of compliance with standards and regulatory requirements.
- **Process and document management** — standardization of procedures, updating

records and information traceability, ensuring operational consistency across all units.

- **Risks and non-conformities** — Identification, evaluation and handling of events that may compromise safety or quality of the services, with corrective and prevention action plans.
- **Patient Safety** — dedicated performance of the Patient Safety Center (NSP), which establishes protocols and promotes an organizational culture focused on safe care at all stages of the clinical journey.
- **Listening and improvement** — managing customer complaints and continuous improvement initiatives, integrating the voice of the patient into the improvement of processes and services.



Technical quality indicators

Technical indicators	2023	2024	2025
CEQ	97.77%	97.58%	98.25%
Punctuality (Clinical Analysis)	98.59%	99.16%	98.85%
Total Handle Time (TAT)**	11:02	11:56	14:10
Report Rectification (Sigma)*	5.06	5.11	4.37
Adverse Events ***	0.83%	0.44%	0.83%

*The rectification of the report refers to the average of the Group.

**The TAT indicator applies to all Sabin Diagnostics and Healthcare business units.

***In 2024, the reported value was only from Brasília (DF).

CERTIFICATIONS, ACCREDITATIONS AND AUDITS

Certifications and accreditations attest to the quality and compliance in the provision of services, based on the adoption of strict technical and safety standards.

To obtain and renew these certificates, the company periodically submits to audits carried out by independent professionals linked to external evaluating institutions, as well as by trained internal employees.

In 2025, the Sabin Group conducted a robust audit program that totaled 27

external audits (face-to-face and remote), 26 internal audits and 19 audits on suppliers. The Group currently manages an ISO 31000 certificate of conformity and 32 Quality Management certificates.

The external audits covered PALC (18 audits), PADI (3), ISO 9001/14001/31000 (3), GSP (1), DICQ (1) and CAP (1) accreditation programs, covering from north to south of the country, including three hospital units in Brasília (DF).

Audits carried out

Type of audit 2025



Certification / Accreditation / Certificate of Conformity

	Quantity	Scope
 CAP (American College of Pathology)	1	Brasília (DF)
 PALC (Clinical Laboratory Accreditation Program)	25	Brasília (DF) (4 certifications), Anápolis (GO), Barreiras (BA), Belém (PA), Blumenau (SC), Boa Vista (RR), Campinas (SP), Campo Grande (MS), Cuiabá (MT), Florianópolis (SC), Franca (SP), Gurupi (TO), Londrina (PR), Manaus (AM), Maringá (PR), Palmas (TO), Ribeirão Preto (SP), Salvador (BA), São Caetano do Sul (SP), São José dos Campos (SP), Uberaba and Uberlândia (MG).
 PADI (Diagnose Imaging Accreditation Program)	3	Brasília (DF), Uberaba and Uberlândia (MG)
 ISO 9001 and 14001 (Quality Management and Environmental Management)	1 (9 sites)	Brasília (DF), Campo Grande (MS), Palmas (TO), São José dos Campos (SP), Uberaba (MG), Barreiras (BA), Manaus (AM), Anápolis (GO) and Salvador (BA).
 ISO 31000 Certificate of Compliance (Risk Management)	1	Brasília (DF)
 GSP (Population Health Management)	1	Amparo primary care unit (SP)
 DICQ (Department of Quality Inspection and Accreditation)	1	Teresina (PI)

PATIENT SAFETY CENTER

--- GRI 3-3

The company is proud in contributing to the expansion of access to health services with excellence to thousands of Brazilians ensuring patient safety, from the screening of samples to the delivery of results.

The Patient Safety Center (NSP) conducts an integrated set of actions aimed at identifying, preventing and mitigating care risks. It also establishes the best practices in the care journey, with protocols based on global guidelines and applied to all health services in the organization. The five main axes of action of the NSP are:

- 1 identification and evaluation of potential risks;
- 2 development and implementation of evidence-based clinical protocols;
- 3 training and continuous qualification of workforces;
- 4 fostering a culture of safety that encourages open communication;
- 5 systematic monitoring and evaluation of the effectiveness of the practices adopted, including the collection of data on adverse events and the performance of periodic audits.



Furtherly, the NSP disseminates updated content to employees, ensuring the correct execution of care and safety protocols of the patient.

In 2025, some of the main actions progressed to consolidation of the initiatives implemented in the previous cycle and strengthened new fronts of action, such as the Patient Safety Trail at UniSabin, the Group's corporate education platform, which was deepened and made available with a mandatory course for all employees.

ACCESS TO QUALITY HEALTHCARE

Through its three core businesses, the Sabin Group contributes to an integrated journey of individual and population group health care.

The Group's main business brand, Sabin Diagnóstico e Saúde, has a broad portfolio of excellent services in clinical analysis, pathological anatomy, diagnostic imaging, immunization and infusion services and executive check-up, through more than 360 units present in all regions of Brazil.

And structured on the pillars of participatory, preventive, and predictive medicine, the Rita Saúde digital platform connects patients, professionals, and health services. It emerges as a link to connect, in a simple and efficient way, patients to health professionals and services.



Rita Saúde offers an integrated experience enabling the user to access consultations of several medical specialties, both in person and by teleconsultations, offering diagnostic medicine services and medicines at affordable prices, also contributing to the assessment and mitigation of risks throughout life. In 2025, the platform reached 254,066 members, and gave access to quality integrated health services for more than 12,500 patients, whose revenue was up to 1.5 minimum salary, by offering clinical and imaging exams with differentiated prices in all the regions where it operates.

The Sabin Group started operating in primary health care (PHC) in 2021, through the Amparo Saúde business, with focus on population health management. The service offers personalized programs and coordinated care lines, in a hybrid journey that combines face-to-face and remote care, contributing to the continuous monitoring of different groups, such as chronic patients, the elderly, pregnant women, children and teenagers. In 2025, the brand surpassed 12 units operating in the DF, São Paulo, Alphaville and Campinas, Salvador (BA), Maranhão, and through the itinerant model in Boa Vista (RO), in association with the self-management of health plans Geap, and the Casa Saúde do Servidor unit.

Throughout the year, the platform carried out 84,787 consultations with family doctors, family nurses, multidisciplinary teams, and medical and pharmaceutical specialists. It offered 13 active lines of care, covering conditions ranging from women's and men's health to mental health, from childhood and



teenage years to aging, as well as chronic diseases such as hypertension, diabetes, respiratory disorders and chronic kidney disease, among others.

By serving operators, self-managers and companies, Amparo Saúde supports the health management of beneficiaries and employees with assertive and waste-free care paths.

Immunization

Vaccination coverage is one of the most effective ways to protect people and entire communities. Since 2008, the Sabin Group has offered immunization services, and over the years it has consistently advanced access to vaccination, not only for children, but for adults of all ages, including populations with greater vulnerability to vaccine-preventable diseases.

In 2025, the company invested in expanding its immunization services, with the opening of new units and the incorporation of new ones

immunizers, which are also available for purchase online through the www.sabin.com.br website, in the cities where the service is available.

The Group expanded the coverage of the service in Manaus (AM), reinforcing its presence in the North region and in the cities of Campo Grande (MS) and São José dos Campos (SP).





New vaccines available:



Pneumococcal 20

Protects against 5 additional serotypes of *Streptococcus pneumoniae* bacteria (8, 10A, 11A, 12F, 33F) not covered by Pneumo 15.

Abrysvo Baby Immunizer

Administered to hospitalized infants and/or concurrently with routine calendar vaccines, indicated for the prevention of lower respiratory tract disease caused by Respiratory Syncytial Virus (RSV).

The demand generated by the dengue vaccine continued to drive the growth of the segment, consolidating immunization as one of the fronts of greatest expansion in the Group's portfolio of services. The home care of vaccines, available in the main squares, advanced in new locations, expanding the reach of VEM Sabin (Vaccines and Mobile Exams).

The Sabin Group hosted, in Brasília (DF), the 2nd Sabin Symposium on Immunology, a meeting that brought together 35 nurses from the Group who work in the operation of vaccines. And also in the same year, Sabin held the 1st Immunization Symposium for doctors, in partnership with the Brazilian Society of Immunizations (Sbim) and the GSK, Pfizer and Sanofi laboratories, with updates on Herpes Zoster, cervical cancer and RSV, the respiratory syncytial virus.

In this way, the company contributes to increase vaccination coverage and to eradicate diseases in the country, supporting studies and scientific research that contribute to the evolution of the health sector.

Actions in Hospitals

The presence of the Sabin Group in the hospital environment reflects the maturation of its care ecosystem. Currently, Sabin serves 24 hospitals distributed across several cities in Brazil, and expanded its hospital presence in 2025, with emphasis on the starting action at Hospital Porto Dias, in Belém (PA).

The Group's scientific performance, in 2025, included publications of great relevance in the international scenario. Scientific research papers focused on the hospital sector, developed by the area in Brasília (DF), were indexed in the renowned journal *Clinical Chemistry* and presented at the ADLM congress, the largest global event for clinical analysis and reaffirms the company's commitment to innovation and support for the development of the healthcare sector.

Throughout 2025, 17 NTOs and NTHs underwent technological modernization,

giving continuity to the updating cycle of the organization's production park. The hospital units covered were in three hospitals in Brasília (DF) and one in Campinas (SP) and in the operational technical centers in the cities of Anápolis (GO), Blumenau (SC), Campo Grande (MS), Cuiabá (MT), Florianópolis (SC), Londrina (PR), Maringá (PR), Manaus (AM), Palmas (TO), Ribeirão Preto (SP), Salvador (BA), São José dos Campos (SP) and Uberlândia (MG).

Mobile service

The VEM Sabin, the Mobile Vaccines and Exams service, makes it possible to collect and apply vaccines in the comfort of the patient's home or work environment. The service is available in all cities where Sabin Diagnóstico e Saúde operates and serves people with limited mobility to professionals with intense schedules who opt for the convenience of home care.



The care with the patient's experience translates into details that make the difference: the Buzzy device, which emits light vibrations to reduce discomfort in the application of vaccines, especially in children; the PikLuc, which reduces the sensation of pain at the puncture spot; and the Gelinho, a cold compress to use immediately after the procedure. The vein scanner facilitates the location of subcutaneous veins, providing more agility and accuracy in blood collection. In 2025, mobile service continued to expand, reaching new regions of Brazil and reinforcing the strategy of capillarization of access to health.

Digital service

--- GRI 3-3

Sabin Group's digital transformation continued to advance in 2025, with investments that expand access and improve the customer experience in face-to-face and digital channels.

The main highlight of the year was the inauguration of the Group's first pilot unit of digital service, in the Northwest neighborhood, in Brasília (DF). With an area between 80 and 90 m², the unit was designed to integrate the entire journey digitally: the patient pre-registers and exam authorizations by cell phone before the visit and, upon arriving at the unit, uses totems to check-in and goes directly to the collection box. The initiative inaugurates a new model of digital care, combining agility, sustainability and humanized care.

Sabin Diagnóstico e Saúde e-commerce made over 1,665 products available in several cities, allowing customers to schedule procedures, consult results and purchase of services available directly through the website or through the Sabin App.

Check out the units and cities of the Sabin Group: www.sabin.com.br



CUSTOMER SATISFACTION

--- GRI 2-29 | 3-3

The Sabin Group seeks to ensure a quality service experience, with excellence and a humanized view. The patient's journey goes beyond performing exams, it involves welcoming, agility and trust at each point of contact, from scheduling to receiving the result.

In 2025, the company promoted the improvement of its service channels and the strengthening of actions aimed at excellence in the provision of services, ensuring high quality standards in the relationship with customers. Besides, it carried out continuous monitoring of satisfaction indicators, which enabled the implementation of consistent improvements in the services available.

The company has implemented an AI assistant that supports the clarification of doubts for the service teams of the Sabin Diagnóstico e Saúde service. SabilAna was created by the Information Technology team with the objective of quickly and directly solving the most frequent doubts in the process of registering and scheduling patient exams, ensuring more agility in the entire service experience.

In 2025, a new AI solution aimed to sentiment analysis was implemented, the NSS (Net Sentiment Score). The tool analyzes and stratifies all the customer reviews in surveys and satisfaction, allowing a deepening of the perception and continuous improvement of services. The indicator was 92.13%.



Main indicators

	2023	2024	2025
Exams and procedures performed	69,418,653	73,509,193	78,355,598
Net Promoter Score (NPS) (%)	91	93	96
Satisfaction Rating (CSAT) (%)	94	96	98
Clients served	6,177,699	6,620,129	6,635,204
Interactions in the service channels*	3,735,137	5,069,306	4,662,490

*The accumulated result of the entire Sabin Group in 2025 is considered by the Calculation Formula: Social Network Interactions + Customer Service/Inbox Interactions + Call Center.

Customer Experience Center

NEC plays a strategic role in managing customer satisfaction by analyzing indicators and implementing improvements in service processes. With a multidisciplinary team, it works on several fronts, such as opinion polls, complaint management and compliance with new legislation.

In 2025, NEC advanced in projects and initiatives aimed to improve service processes. Lately, with the increase in demand and the commitment of inclusion, the Group sought understanding about the real needs of people within the autism spectrum disorder and implemented a project aimed especially at care in its units, called the TEA Project.

The project started with active customer listening and established a flow of tailored care from the first contact to identify the ASD patient, transfer him to a specific counter and conduct him to the adapted room. The teams were trained to understand the particularities of the different spectrums of ASD and identify individual preferences, ensuring a more flexible and welcoming to patients and families. The service room was customized and has adjustable lighting, sensory and playful resources. It also has an illustrated book that presents all the stages of care, ensuring predictability and greater comfort for patients. Today it has units in the cities of Brasília (DF), Blumenau (SC), Campo Grande (MS), Palmas (TO) and São José dos Campos (SP).

The Sabin Group maintains the culture of active listening as a central element of

experience management, incorporation of new improvement themes identified by the Customer Council and the Ombudsman's Office, such as the adaptation of service channels for accessibility in Libras, in accordance with Decree-Law No. 11,034/22.

Customer Council

--- GRI 2-26

The Customer Council is a forum for listening and co-creation that brings the Sabin Group closer to the people who matter most: those who entrust the organization with the care of their health. With national coverage, the Council brings together representatives from several cities where the Group operates, chosen based on criteria of representativeness that consider geographic region, service channel used and demographic profile. Each representative has a one-year term, with the possibility of reelection.

In the 2025 fiscal year, the Group had the active participation of customers from the cities of Brasília (DF) and Surroundings, Campo Grande (MS), Campinas (SP), Gurupi (TO) and Unaí (MG), strengthening the dialogue and qualified listening in different regions of operation. And, throughout the year, relevant topics for the continuous improvement of the customer experience were discussed and worked on with the Advisor Clients to ensure greater fluidity and agility in the service in the units and digital channels. In addition to strategic discussions, the Client Advisors participated in the Group's strategic meetings, increasing transparency, engagement and proximity to the brand.

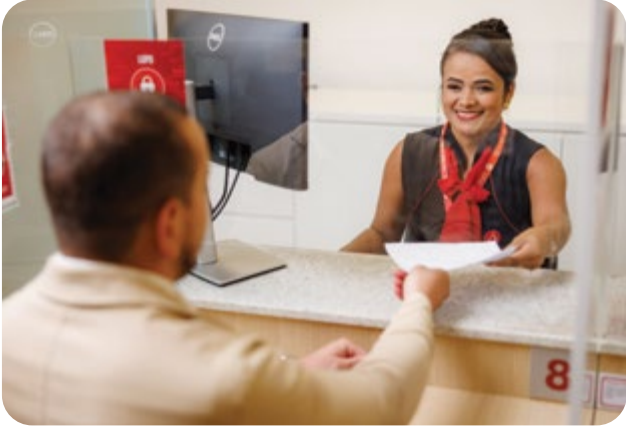
Ombudsman and complaint management

--- GRI 2-26

The Sabin Group Ombudsman is an essential channel for listening, receiving and dealing with customer manifestations, whether complaints, suggestions, requests or compliments. In this channel, customers report their experiences of service in the units, clarify doubts and register manifestations of any nature. The Group also concentrates the complaints arising service channels, social networks, website and Sabin's page on Reclame Aqui.

In 2025, the Ombudsman's Office advanced in integration with the Group's other listening channels, strengthening the flow of identifying complaint patterns and focusing on resolving the case, from the identification of the root cause of the problem.

In recognition, the Sabin Group won 1st place in the Reclame Aqui 2025 Award, in the Health



category. Promoted by the Reclame Aqui platform, the award recognizes companies with a solid reputation and high satisfaction rates, considering the evaluation of consumers and the public's vote.

From north to south of the country, the Sabin Group preserves a constant look at the customer experience. From the various service channels, active listening guides continuous improvements and reinforces the company's commitment to a humanized service and excellent services.



Customer service channels



- Customer Service Center
- WhatsApp
- Chat and site forms
- Social media (LinkedIn, Instagram, Facebook, X and Spotify)
- Mobile App (App Sabin)
- Reclame Aqui website
- Post-service satisfaction survey



People at the heart of strategy

CULTURE, DIVERSITY AND HUMAN DEVELOPMENT

OUR PEOPLE

Sabin's purpose of inspiring people to take care of people has been present in actions and projects for more than four decades. Investing in employee development and improving skills strengthens organizational culture and expands opportunities for professional and personal growth.

In 2025, the Sabin Group launched the Culture Manifesto where it guides practices, strengthens organizational bonds and ensures consistency in people's experience throughout the entire journey in the company, aiming to reaffirm its commitment to sustainable development, valuing people and generating shared value.

The company promoted integrated programs for the management of health, quality of life and well-being of employees in all regions in which it operates. Among the main initiatives are the programs to encourage the practice of physical activity,



lectures and actions on mental health with a focus on emotional balance. The company guarantees the right to maternity leave, with an extension of the regulatory period, and since 2023, it has provided paternity leave of 20 days to its employees, and also, maintained the offer of daycare assistance and food assistance on vacation and on leave by the National Institute of Social Security (INSS) (available in some cities).

Throughout the year, the Group offered training to employees through Sabin University, with professional knowledge trails and training courses focused on the development of skills and expansion of competences.

The Sabin Group recognized outstanding employees in all regions where it operates, in addition to promoting celebration events, face-to-face development meetings and actions for the integration of employees' families.

Sabin seeks to ensure ethical work relations and doesn't admit discrimination of any kind, maintaining an Ombudsman and Complaints Channel so that employees can report any irregularities or inappropriate practices in the working environment or even seek information, identifying themselves or not. All demands are answered, paying attention to the deadlines determined in accordance with the level of severity of the registration. In Brazil, the Ombudsman's Office registered 1,896 records, mainly related to doubts about payroll and about 11% of the records were related to complaints.

The company was recognized for its humanized management model and diverse and inclusive environment, throughout 2025, being featured in several sectoral, national and regional awards that attest to the quality of its work environment, and as a highlight in 1° place in GPTW Saúde among Large Companies and in Diversity, Equity and Inclusion research of the Ethos Institute among Brazilian health companies.

In 2025, the Sabin Group improved the way it registers and reports professionals hired in the Legal Entity (PJ) modality, starting to inform the number of professionals and no longer the number of active contracts, since the same professional can maintain more than one active contract simultaneously. With the new methodology, 377 hired PJ professionals. The historical series pointed to 581 PJ workers in 2023 and 506 in 2024..

--- GRI 2-8



Employees - type of working hours

--- GRI 2-7

	2023			2024			2025		
	Compre-hensive day	Part-time	Total	Compre-hensive day	Part-time	Total	Compre-hensive day	Part-time	Total
By gender									
Men	1,209	277	1,486	1,203	233	1,436	1,310	242	1,552
Women	4,580	936	5,516	4,690	854	5,544	5,020	854	5,874
By region									
Midwest	3,268	495	3,763	3,446	449	3,895	3,677	488	4,165
Northeast	518	152	670	572	92	664	570	85	655
North	482	78	560	527	78	605	686	81	767
Southeast	1,117	434	1,551	920	416	1,336	983	393	1,376
South	404	54	458	429	52	481	414	49	463
Total	5,789	1,213	7,002	5,893	1,087	6,980	6,330	1,096	7,426

Employees - contract type

--- GRI 2-7

	2023			2024			2025		
	Permanent	Temporary	No load set	Permanent	Temporary	No load set	Permanent	Temporary	No load set
By gender									
Men	1,373	113	0	1,381	55	0	1,473	79	0
Women	5,016	500	0	5,204	341	0	5,578	296	0
By region									
Midwest	3,448	315	0	3,695	200	0	3,955	210	0
Northeast	616	54	0	635	29	0	624	31	0
North	500	60	0	569	36	0	721	46	0
Southeast	1,411	140	0	1,236	100	0	1,314	62	0
South	414	44	0	450	31	0	439	24	0
Total employees	6,389	613	0	6,585	396	0	7,051	375	0

Note: The total number of employees includes interns and apprentices.



Signings

--- GRI 401-1

	2023		2024		2025	
	Total contracted	Hiring Rate %	Total contracted	Hiring Rate %	Total contracted	Hiring Rate %
By gender						
Men	303	4.3%	369	5.3%	469	6.3%
Women	1,173	16.8%	1,522	21.8%	1,893	25.5%
By region						
Midwest	644	9.2%	911	13.1%	1,228	16.5%
Northeast	105	1.5%	121	1.7%	291	3.9%
North	171	2.4%	228	3.3%	117	1.6%
Southeast	370	5.3%	426	6.1%	535	7.2%
South	186	2.7%	205	2.9%	191	2.6%
By age group						
< 30 years old	847	12.1%	1,045	15.0%	1,220	16.4%
From 30 to 50 years old	588	8.4%	787	11.3%	1,030	13.9%
50+ years old	41	0.6%	59	0.9%	112	1.5%
Total	1,476	21.1%	1,891	27.1%	2,362	31.8%

Dismissals

--- GRI 401-1

	2023		2024		2025	
	Total off the payroll	Disconnection rate %	Total off the payroll	Disconnection rate %	Total off the payroll	Disconnection rate %
By gender						
Men	314	4.5%	398	5.7%	361	4.9%
Women	1,243	17.8%	1,459	20.9%	1,573	21.2%
By region						
Midwest	717	10.2%	872	12.5%	930	12.5%
Northeast	91	1.3%	115	1.7%	200	2.7%
North	127	1.8%	172	2.5%	88	1.2%
Southeast	436	6.2%	523	7.5%	503	6.8%
South	186	2.7%	175	2.5%	213	2.9%
By age group						
< 30 years old	657	9.4%	792	11.4%	793	10.7%
From 30 to 50 years old	841	12.0%	953	13.7%	1,015	13.7%
50+ years old	59	0.8%	112	1.6%	126	1.7%
Total	1,557	22.2%	1,857	26.6%	1,934	26.0%



DIVERSITY, EQUITY AND INCLUSION

--- GRI 3-3 | 406-1

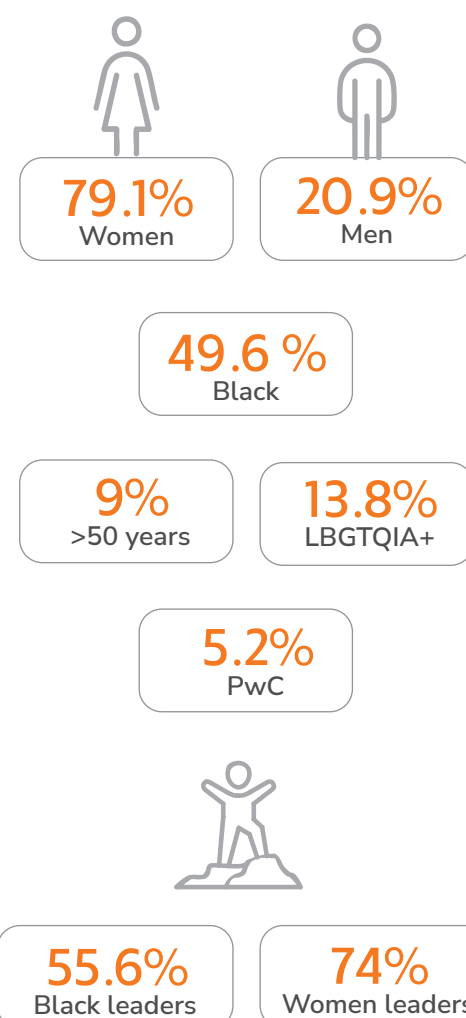
Valuing people and respecting differences reflect the Sabin Group's commitment to a humanized, inclusive and discrimination-free organizational environment. The promotion of diversity goes beyond the recognition of differences, being part of the organizational culture and a strategic differential for strengthening the business.

Through the Diversity, Equity and Inclusion Program, since 2018, the Group has promoted initiatives that value plurality through five main fronts: gender, race, LGBTQIA+, people with disabilities and generations, in order to ensure integration in all areas and regions where the company operates.

In 2025, the Diversity Guide was revised, Equity and Inclusion, with the incorporation of

the concept of equity, recognizing that different starting points call for different strategies to ensure equitable access to development, growth and participation opportunities for all people.

Diversity and Inclusion Panel



Throughout the year, the company promoted dialogues and actions that fostered the inclusion of people with disabilities as a strategic and structuring commitment, integrated with its ESG agenda, the main projects were:

- **Career with Purpose Mentoring** The initiative encouraged the company's PWD employees to participate in internal selection processes, development programs and training opportunities, expanding growth trajectories and strengthening career protagonism.
- **Sunflower lanyard for non-visible disabilities** The Sabin Group adopted the sunflower lanyard and roller clip, internationally recognized symbols of welcoming people with non-visible disabilities, such as neurodevelopmental disorders, sensory conditions, and cognitive impairments. The initiative strengthens the culture of respect for individuals, expands the awareness of leaders, teams and customers,



and promotes psychological safety without exposing or stigmatizing people.

- **Preparatory course for the labor market for people with disabilities** In 2025, the Sabin Group structured its first Preparatory Course for the Market of Work aimed at people with disabilities. The initiative expanded the organization's social impact by extending training to employees' families and the community, strengthening access for people with disabilities to professional opportunities with more autonomy and preparation, in addition to enabling the evaluation of participants for future opportunities in the Group.

The Sabin Group registered four cases of discrimination that led to the dismissal of the employees involved. The data collected during the investigations served to feed back into the selection processes, training of leadership and employees in the DEI Program.

Diversity --- GRI 405-1¹

	Gender		LGBT-QIA+	Age group			People with disabilities
	Men	Women		Under 30 years old	From 30 to 50 years	Over 50 years old	
Board of Directors	55.6%	44.0%	0.0%	0.0%	22.2%	77.8%	0.0%
Management	46.2%	53.9%	14.7%	0.0%	67.7%	32.3%	0.0%
Coordination/Supervision	21.8%	78.2%	11.5%	9.9%	81.1%	9.1%	0.8%
Administrative/Units	22.1%	77.9%	15.4%	35.2%	56.6%	8.2%	4.4%
Technical area	17.0%	83.1%	10.5%	22.3%	65.9%	11.8%	0.6%
Total	20.9%	79.1%	13.8%	29.6%	60.9%	9.5%	5.2%

¹ Due to rounding, some sums may result in a few decimals above or below 100%.

Diversity --- GRI 405-1¹

	Color/Race/Ethnicity					
	Blacks	Browns	Whites	Yellows	Indigenous	Not declared
Board of Directors	0.0%	55.6%	44.4%	0.0%	0.0%	0.0%
Management	2.3%	20.9%	74.4%	2.3%	0.0%	0.0%
Coordination/Supervision	5.7%	40.8%	51.6%	0.6%	0.0%	1.3%
Administrative/Units	15.5%	45.9%	37.3%	0.6%	0.3%	0.4%
Technical area	14.5%	51.6%	32.7%	0.0%	0.8%	0.4%
Total	13.6%	46.0%	39.1%	0.5%	0.3%	0.5%

¹ Due to rounding, some sums may result in a few decimals above or below 100%.

Gender Pay Ratio¹ --- GRI 405-2

	2023	2024	2025
Board of Directors	93%	93%	93%
Management	88%	90%	90%
Coordination	80%	84%	79%
Supervision	86%	85%	85%
Administrative	85%	84%	87%
Technicians	82%	87%	86%

¹ Consider the formula (for each functional level): Average of the average base salary of women/ Average of the base salary of men X 100.

HEALTH, QUALITY OF LIFE AND MENTAL HEALTH PROMOTION

--- GRI 403-6

The model of comprehensive health care for Sabin Group employees is based on initiatives that reinforce an organizational culture of prevention, continuous care and valuing life, placing their people at the center of decisions. Throughout the year, the Group supported the practice of physical exercises by offering partnerships with gyms, both in its own unit of the administrative headquarters, in Brasília (DF), and in several cities where it operates, in addition to encouraging street running clubs. Employees are encouraged to participate, along with their families, in local, regional and national competitions. The company has a Gym Teacher, the company’s Sports coordinator, who prepares and guides the sports practice with focus on the evolution of

physical conditioning and the improvement of self-esteem and motor coordination, which positively influences well-being and daily motivation.

The Health in Day Program provided personalized health management care, focusing on the mind, body, heart, prevention and pregnancy pillars. Throughout the year, several health and quality of life campaigns were promoted through lives and conversation circles on essential topics, such as healthy eating, valuing life, emotional and financial intelligence. Health promotion was continuously incorporated into the employees’ journey in 2025, through internal awareness campaigns, such as White January, Yellow September, Pink October, and Blue November. These initiatives expanded access to information, encouraged self-care practices, and fostered reflections on physical, mental, and emotional health, reaching employees in all regional offices.





Throughout the year, several actions were carried out aimed at the health and safety of employees:

- The Health and Prevention 40+ Program reinforced the importance of early screening or employees over 40 years old.
- The Pregnancy Program offered informative and emotional support to mothers and fathers.
- The Mental Health Week provided lectures, workshops and integrative experiences, creating safe spaces for listening and learning.
- The Week Against Sexual Harassment stimulated reflections on individual and collective behavior and responsibility, and also featured the launch of the Prevention and Combat of Moral and Sexual Harassment, made available by UniSabin.

The company also expanded care by strengthening access to health through the Flowing app, a virtual mental and physical health assistant, to encourage continuous care in the daily lives of employees.

CARE, RECOGNITIONS AND CELEBRATION

Throughout 2025, the Sabin Group maintained a structured agenda of care, appreciation and celebration of their people, with a focus on strengthening ties and integration with employees and their families:

- The EducaSabinAção Program supported employees at the beginning of the school year by partnering with stationery stores for exclusive discounts and payroll installments, reducing the financial impact on families and strengthening the local economy.
- In Women's Month, national actions were developed aimed at valuing, empowering and well-being female employees. Initiatives included tribute video with the participation of collaborators from different regions, "Pills of Empowerment", Menstrual Dignity Campaign and the "Ask



the President" action, creating a space for dialogue on topics such as career, motherhood and self-care, as well as local wellness activities.

- The actions of Mother's Day and Father's Day reinforced the appreciation of parenthood involving 100% of the public, with guided tours for mothers and fathers to get to know the work environment of employees, in addition to the dissemination of institutional videos with inspiring stories.
- On Children's Day, children and stepchildren of employees up to 10 years old participated in playful and educational activities, in a children's space prepared especially for them, in all the Group's regional offices.

Throughout 2025, the company promoted events and programs of celebration and gratitude, with focus on strengthening ties and recognizing employees:

- Highlights of the Year valued professionals from service units that stood out for attitudes, behaviors and results

based on customer recognition in the Satisfaction Survey We Hear You.

- Our Way of Making It Happen publicly recognized the ten initiatives with the greatest impact on business results, evaluated by committee and aligned with the fronts of the 2025 Strategic Planning.
- The Sou Sabin de Coração Program honored employees who completed 10, 15, 20 and 25 years of Sabin in 2025, and received days of paid leave.
- My Leader Vale Ouro Award highlights and boosts new leaders in a moment of emotion, recognition and celebration of leaders who inspire and multiply futures.

In 2025, Sabin continued to strengthen an organizational culture where taking care of people is a daily commitment, supported by consistent actions, active presence and respect to individuality.



TRAINING AND DEVELOPMENT

--- GRI 3-3 | 404-1 | 404-2

The Corporate University of the Sabin Group (UniSabin), since 2009, has been responsible for the training and development of employees, aligning technical and behavioral skills with the organization's strategic guidelines.

The training is offered in all regional offices and connects Corporate Strategic Planning to the main management indicators, such as organizational climate and quality surveys, performance and regional needs. Training prepares employees to adapt to changes, new regulations and company policies, technological advances and evolution of market practices, in addition to promoting career growth.

In 2025, UniSabin expanded its operations, reinforcing the role of corporate education as a vector of quality, efficiency, innovation, humanization, and engagement, fundamental elements for sustainable organizations in complex environments and continuous transformation. In 2025, employees carried



207
Distance learning
courses



20
New Courses
released in the year



133,604
Distance learning
certificates issued



1,130
Face-to-face classes
in regional offices
and headquarters

out, on average, 39 hours and 12 minutes of training, an increase of 18% compared to the previous year, and the company invested more than R\$ 569 thousand throughout the year.

The educational actions included face-to-face, distance learning, hybrid and On The Job modalities, organized in schools and programs that cover institutional, technical-operational, administrative, business, leadership, service, well-being and continuing education training. Active methodologies underpinned the learning experience, stimulating protagonism,

collaboration and practical application of knowledge.

In addition to the eight schools, UniSabin is home to two strategic programs:

- Facilitators and Curators Program - trains employees to act as multipliers of internal knowledge.

- Continuing Education Program - initiatives aimed at training and professional development:

- External training: incentive to development through courses, conferences, seminars and external events, subsidized by the organization.

- Partnerships: agreements with educational institutions to grant discounts to employees and their families.

- Document training: on-the-job training, ensuring updates on policies, procedures and internal regulations.

- Medical residency internship: practical training for doctors in an environment of excellence.

- Academic works: availability of data, with prior authorization, for the development of course completion work (TCC) and scientific articles.

- Internship: opportunity for employees to carry out curricular internships at the Sabin Group.

- Benchmarking: opening the company for visits by students and professionals from other organizations, fostering the exchange of knowledge.

The Institutional School reinforced its role as a gateway to corporate development by delivering consistent environments, well-structured and with a high level of satisfaction and, in 2025, welcomed 2,271 employees with



an average adherence of 96% and an NPS satisfaction index of 98%. The programs aimed at young apprentices reached 99% adherence and a satisfaction index (NPS) of 100%.

The School of Leaders works to train leaders who are more prepared, aware of their impact and aligned with the organization's values. The year was marked by a broad diagnosis that analyzed 453 leaders from all regions and fostered the creation of mandatory, continuous and practical trails.

The School of Operational Excellence reinforced safe and standardized practices for collection, vaccines, imaging, and analytical quality.

The Phlebotomist Training Course concluded its 1st class in 2025, reaching more than 3.000 enrollments. The program was recognized as Project of the Year in the internal award Our Way to Make It Happen.





In customer service, the Clientar School is dedicated to prepare service professionals to offer a humanized and swift experience aligned with the Sabin Group's standards of excellence which has already trained more than 760 employees in two years. In 2025, 40 classes were offered that issued 3,071 certificates.

In the digital transformation, UniSabin modernized the Virtual Learning Environment with a more intuitive design portal, in addition to automating the monitoring process of the teams by leaders in real time. These initiatives reinforce the company's commitment to innovation and permanent development of people.

The Knowledge Week 2025, in its 4th edition, had 1,068 participants in online and face-to-face format and worked on the Developing Intelligences topic through four strategic competencies: Creative, Emotional, Financial and Artificial Intelligences — connecting financial maturity and technological preparation to the demands of the future of work.

The Sabin Way of Leading recognized leadership as a guardian of culture and as an agent of organizational transformation. Composed by six skills, the model balances results and humanization, preparing leaders to drive transformations, develop teams and ensure coherence between culture, performance and sustainable growth. The diagnosis carried out, in 2025, with 453 managers — with the participation of 75% of leaders in Brazil — revealed a solid technicalacademic profile and pointed out the need to strengthen behavioral and executive tracks. The study also indicated structured leadership training, directing priorities and investments for the following cycles.

The Connected Leader Program, present since 2023, promoted structured meetings between leaders and teams, encouraging open conversations and the exchange of experiences through dynamics aimed at building relationships of trust and strengthening the collaborative spirit.

Scientific Papers



With more than four decades of history, the Group contributes to the development of diagnostic methodologies and continuously invests in the development of diagnostic methodologies in technical scientific research through support and partnerships with universities and research institutes, also encouraging its professionals to develop studies, articles, panels and presentations at regional, national and world congresses.

Throughout 2025, the technical team at the Sabin Group produced 64 scientific papers in various modalities.

Distribution of Distance Learning Certificates by Area

EAD Certificates	2023	2024	2025
Service	64,594	70,612	84,716
Technical	8,318	10,984	26,922
Administrative	5,960	10,675	14,520
Administrative	3,128	3,560	7,446
Total	82,000	95,831	133,604

Average Evolution of training hours by gender and functional position (GRI 404-1)	2023	2024	2025
Men	23.1	34.1	28.3
Women	24.3	33.2	28.1
Board of Directors	0.2	0.4	0.5
Management	2.1	3.2	26.4
Supervision	20.5	33.4	60.9
Coordination	20.5	33.3	73.7
Administrative	20.5	33.3	26.1
Technical Area	20.5	33.3	24.9
Service	20.5	33.4	25.4

PERFORMANCE MANAGEMENT

--- GRI 404-3

Performance processes are structured based on three pillars: Results, Technical Skills and Behavioral Skills, that make up the Performance Journey of each employee throughout their trajectory, respecting the specificities of the business, positions and regions.

Performance committees, comparative analyses and systematic monitoring ensured equity, consistency and technical quality to Performance Management, which, in 2025, advanced towards its consolidation and generation of measurable value, based on the following results:

- Recognition of the Performance Committee with 100% of the technical-operational area in Brasília, ensuring greater evaluative equity.
- 23% growth in adherence to the performance evaluation cycle compared to 2024, reflecting greater organizational engagement. 26% increase in feedback records, driven by the creation of dashboards to monitor the employee's journey.



- Completion of the standardized mapping of technical and behavioral competencies, started in 2024.
- Talent mapping as a basis for succession strategy.
- Creation and implementation of the Goal Management course, strengthening the culture of results.
- Implementation of the gamified Performance Journey, strengthening the sense of belonging to the evaluation process and contributing to the growth of adherence to the cycles.

The 2025 results demonstrate progress in the scalability of corporate education, expansion of distance education certifications, maintenance of NPS in a zone of excellence and strengthening of leadership.

WAGES AND COLLECTIVE AGREEMENT

--- GRI 2-30 | 401-2

The wage policy is based on market research and professional performance, with recognition linked to the Profit-Sharing Program (PPLR) and the annual leadership bonus, aligned with the achievement of strategic goals (available in some regional offices).

To all employees, interns and young apprentices, the company offers a package of benefits such as: life insurance, death leave, breakfast, Sabin uniform, Christmas dinner allowance, food/meal allowance, vacation food and transportation/fuel allowance.



Full or part-time employees are added: health insurance, extended maternity/paternity leave, social security funeral assistance, school supplies, white assistance, wedding gift, daycare or nanny assistance, INSS food assistance and maternity/paternity assistance, dental plan, in addition to other benefits such as I Take Care of My Parents, I Take Care of the Family, I am Sabin from the Heart, which recognizes employees with more than 10 years in the company.

The Sabin Group ensures the free association of employees with unions and councils of class, maintaining ethical and transparent relations with these entities. All collective agreements and conventions are fully complied with and disclosed, which guarantees legal certainty and equity in labor relations.

In 2025, the Sabin Group kept 90.19% of its workforce covered by collective bargaining instruments. The 5.05% corresponding to interns and young apprentices are not subject to collective rules. The remaining 4.75% work in states where there is no collective norm representative of the respective category; In these cases, state conventions are adopted as a parameter to ensure wage equity and compatible benefits.

HEALTH AND SAFETY AT WORK

--- GRI 3-3 | 403-1 | 403-2 | 403-7 | 403-8

The model of comprehensive health care for Sabin Group employees values a healthy and safe environment. The Group seeks to disseminate the culture of prevention and full compliance with all standards that guide safe work.



The Sabin Group adopts a systemic and preventive approach to identify, evaluate and mitigate impacts on Occupational Health and Safety (OSH), through its own Corporate Health structure, composed of a multi-professional team and ensuring coverage for all business units. This management is also associated with the Integrated Management System, structured through Manuals, Support Operating Procedures, flows, forms and checklists that translate the requirements of the Regulatory Standards (NRs) and incorporate the best prevention practices, in line with laboratory biosafety.

The health and safety management system covers employees and outsourced professionals who work in the company. All participate in a mandatory OSH training track, reviewed annually, which covers risk identification, correct use of PPE, biosafety protocols, emergency response procedures and the right to stop activities in case of serious and imminent risk, a right guaranteed without any disciplinary measure to the worker who exercises it in a reasoned manner. Each year, the system is audited internally and follows previously defined criteria and standardized methodology for adherence to Regulatory Standards, internal policies, operational procedures and good biosafety practices.

The hazards and risks inherent to the activities are mapped by the Risk Management Program (PGR), which includes the identification, analysis and classification of risks, establishing prevention and control measures of an administrative nature, collective protection and individual protection.

The PGR is integrated into the Occupational Health Medical Control Program (PCMSO), which establishes monitoring protocols through the performance of occupational examinations such as pre-employment, periodic, return-to-work, risk change, and termination examinations.



OCCUPATIONAL DISEASES AND OCCUPATIONAL ACCIDENTS

--- GRI 403-2 | 403-3 | 403-4 | 403-5

Health and safety training

UniSabin offered an annual mandatory training trail for employees, focusing on health and safety in the workplace. Among the courses available are Occupational Safety Management, Occupational Health, Biosafety, Fire Prevention and Escape Route, Ergonomics, Hand Asepsis, Personal Protective Equipment, Radiological Protection and Internal Commission for Accident Prevention (CIPA).

For the Maintenance teams, specific training was promoted on safety at work at height (NR-35), safety in electrical installations and safety (NR-10) in confined spaces (NR-33), ensuring that they were prepared in different scenarios and business of the company.

All training includes effectiveness assessment, ensuring that the knowledge acquired is applied efficiently and contributes to a safe environment aligned with risk prevention standards.

The Internal Commission for the Prevention of Accidents and Harassment (CIPA), the Biosafety Committee and the Radiological Protection Commission are actively involved in the identification of risks, investigation of accidents and incidents and promotion of improvements, and meet periodically to monitor actions and analysis of indicators.

In case of occurrences, the employee receives immediate assistance, followed by technical

investigation of the causes with corrective and preventive action plans. In accordance with the legislation, all accidents are reported through of the CAT, regardless of the removal and personal data kept confidential, according to the LGPD (Law No. 13,709/2018). Clinical data are recorded in individual medical records with restricted access, treated exclusively by Corporate Health, without sharing diagnoses with leaders or other areas.

The organization promotes wide dissemination of risks through adequate signs in environments, availability of risk maps and inventories of the PGR and awareness actions throughout the year 2025, as the Internal Week of Accident Prevention Laboratory (SIPAT). In addition,

it fostered the strengthening of the volunteer brigade and first aid training, expanding emergency preparedness.



Health and work Safety

--- GRI 403-9 | 403-10

	2023	2024	2025
Total hours worked	17,803,525	17,882,401	19,087,637
Total deaths resulting from occupational accidents	0	0	0
Rate of deaths resulting from occupational accidents	0.00	0.00	0.00
Total accidents with serious consequences	0	0	0
Accident rate with serious consequences	0.00	0.00	0.00
Total accidents of mandatory reporting (all accidents: with and without lost time)	249	267	283
Rate of Mandatory Workplace Accidents (Accident Frequency Rate)	13.99	14.93	14.83
Total deaths due to occupational diseases	0	0	0
Total cases of occupational diseases of mandatory reporting (all cases)	0	0	0

Note: Rates are calculated using the formula: Total occurrences/Total hours worked x 1,000,000.



20 years of Social Impact

SABIN INSTITUTE



Created in 2005 and headquartered in Brasília (DF), the Sabin Institute is responsible for structuring and conducting the Sabin Group's private social investment. Constituted as a Civil Society Organization of Public Interest (OSCIP) in the form of a legal private non-profit entity, the institution's mission is to contribute to the improvement of the quality of life, well-being and prosperity in the communities where Sabin operates, fostering social innovation and promoting initiatives, projects, programs and solid partnerships in 14 states and the Federal District, where its headquarters are located.

The Sabin Institute has independent governance, composed of the General Assembly, the Deliberative Council, the Fiscal Council and the Executive Board, ensuring transparency and strategic alignment in the conduct of its institutional activities. Financial statements are annually audited by



independent external collaborators and publicly disclosed through the annual report of activities and institutional transparency channels.

For more information, access the [Sabin Institute Transparency Portal 2025](#)

TWO DECADES TRAJECTORY

In 2025, the Sabin Institute celebrated 20 years of action reaffirming the commitment to health promotion, the strengthening of civil society and the mobilization of social impact networks in the territories where the Sabin Group operates.

Over these two decades, the institution has consolidated a trajectory marked by the construction of partnerships, the support of social initiatives and the development of programs aimed at generating a positive impact on communities.

As part of the 20th anniversary celebrations, the Sabin Institute was honored in a Solemn Session at the Chamber of Deputies, in recognition to its contribution to health promotion, to the strengthening of private social investments and to the development social innovation initiatives in the country. The ceremony brought together public authorities, leaders of the Sabin Group and

Results of 20 years of operation (2005-2025)

+R\$ 72
MILLION

invested in private
social investment

+3,4
MILLION

of
Beneficiaries

+789
THOUSAND

Exams
donated to the
community

+1,7
THOUSAND

Strengthened
social
organizations

representatives of the social ecosystem, evidencing the institutional recognition of the trajectory built over these two decades.

Check out the 20 Years Manifesto on the website www.institutosabin.org.br



In 2025, the Sabin Institute maintained its national operations and expanded social mobilization in different territories, strengthening programs and partnerships aimed at promoting health and social development.



2025 Main Results

252,150
THOUSAND
People benefited
indirectly

301
Social
Organizations
Beneficiaries

73
Programs, Projects
and Partnerships in
the Ecosystem

572,915
THOUSAND
People benefited
directly

R\$ 4,770,984
invested in social initiatives



STRATEGIC AXES AND THE CHANGE IN SOCIAL IMPACT

--- GRI 3-3

The Institute's performance is guided by its Theory of Change, currently in the 2025–2027 strategic cycle, which organizes the initiatives that reinforce the Sabin Group's commitment with

social responsibility, mobilizing efforts to meet emergency demands and strengthen social bonds and are structured in three axes that were revised in 2025.

Strategic Axes



Axis 1 Social Engagement and Philanthropy

The Institute fosters a culture of engagement through corporate volunteering and donation campaigns, encouraging solidarity actions that benefit communities throughout Brazil.

Axis 2 Promotion of Integral Health and Well-Being of People in Vulnerable Situations

The actions of this axis contribute to expanding access to health services and disease prevention, in addition to promoting the initiative recovery of the psychosocial conditions of children in situations of violence and the encouragement of the production and dissemination of knowledge in the field of health.

Axis 3 Strengthening Impact Ecosystems and Organizations

The Sabin Institute works in this axis to stimulate organizations that promote the impact ecosystem, support the creation and development of social organizations and entrepreneurs, and strengthen collaboration and social innovation networks. The objective is to contribute to the production and dissemination of strategic knowledge that strengthens and expands the initiatives supported in the field of social impact.

Axis 1 | Social Engagement and Philanthropy

--- GRI 3-3

I Make an Impact Program

Eu Faço Impacto is the Sabin Group's corporate volunteer program and represents one of the Sabin Institute's main social mobilization strategies. The initiative seeks to encourage the role of employees in generating social impact in the communities where the company acts by strengthening the culture of solidarity and social co-responsibility. In 2025, the program consolidated the Structured management model in the previous year by using the Corporate Volunteering Platform, a tool that supports the registration of actions and the monitoring of results. The initiatives benefited 253 social organizations resulted in the donation of 115.416 items including food, school materials, clothes and hygiene products.



677
Corporate Volunteering
Actions

54,119
People
impacted

3,582
Registered
volunteers

9,143
Registered volunteering
actions

253
social organizations
involved



Axis 2 | Promotion of Integral Health and Well-Being of People in Vulnerable Situations

--- GRI 3-3

Caring for the Community Program

Caring for the Community is one of the main initiatives of the Sabin Institute aimed at expanding access to health for people in situations of social vulnerability. The program makes possible to carry out laboratory tests by granting courtesies or discounts to individuals and partner civil society organizations. More than R\$ 181 thousand were invested and 18,141 laboratory tests were donated throughout 2025. Based on impact projection studies, for each real invested in the initiative, R\$ 7.93 return in benefits to the communities in the cities where the Sabin Group operates.

2,779

People benefited directly

R\$ 181 THOUSAND

invested in the initiative

R\$ 1.22 MILLION

in benefits generated for the community

Open Chest Project

In 2025, the Sabin Institute approved the Open Chest Project, an initiative aimed at contributing to reducing the waiting list in the public health network in the Federal District and expanding access to breast cancer screening.

The agreement provides for collaborative social investment and the performance of mammography and other complementary services necessary for diagnostic confirmation.

3,000

mammograms

450

Complementary exams

Health Ambassadors Program

The Health Ambassadors Program, developed in partnership with the international organization Civicus, aims to strengthen preventive health education in communities where the Sabin Group operates through a complete knowledge trail, in distance education (EAD) format, which allows practical and flexible access to quality content.

37

ambassadors of territorial health, acting as multipliers of knowledge

22

Social Organizations



The program reached approximately 800 people in the communities served, expanding access to information and health promotion practices addressing topics such as prevention of chronic diseases, sexually transmitted infections, mental health, well-being and access to the Unified Health System.

Toy Library Program



The Sabin Institute, with the objective of strengthening the protection of children and adolescents victims of violence, implemented the Toy Library Program in 2008. In playful spaces installed in public service places, it promoted welcoming with the aim of reducing harm during consultations carried out by social protection services, guardianship councils and specialized centers. Since its creation, the program has already implemented 124 toy libraries in 13 Brazilian states where the Group operates.

In 2025, two new toy libraries were installed, one in the city of Boa Vista (RR) and the other in Brasília (DF), and also promoted the revitalization of the toy library in Ribeirão Preto (SP). The implemented and revitalized units have an annual service capacity of approximately 3,024 children and adolescents.

Axis 3 | Strengthening Ecosystems and Impact Organizations

Saúde+

Saúde+ is an initiative of the Sabin Institute, carried out in partnership with the Phomenta Institute to strengthen society organizations who work in the promotion of health and social development, through training and experiences exchange.

The initiative offers training to CSOs (civil society organizations), with the objective of developing social organizations so that they achieve financial sustainability and enhance their ability to generate social impact. In 2025, 289 hours of training were promoted during the training cycle in the selected organizations.

87
OSCs

27
Cities

86,503

Monthly beneficiaries



PAIS — Social Impact Acceleration Program

PAIS is the result of the strengthening of networks and cooperative dynamism among the partners of the DF Social Investors Network (RIS-DF), which was launched in 2018. The program is an initiative carried out in partnership with the Bancorbrás Institute, BRB Institute and Mais Brasal Institute.

The PAIS program aims to strengthen civil society organizations (CSOs), through training focused on management, economic sustainability and innovation. The acceleration presents and teaches organizations the main management tools rebuilt with a simple language, with a focus on innovation designed to the social impact. In 2025, R\$ 114 thousand were allocated in direct and indirect financial support, contributing to the strengthening of 45 social organizations and impacting:



Coalition for Impact

The Sabin Institute is part of the Coalition for Impact, a multisectoral initiative aimed at strengthening impact business ecosystems in different regions of Brazil. The Coalition is built by organizations and foundations that work collaboratively to promote innovative solutions to socio-environmental challenges, including the ICE (Institute of Corporate Citizenship), the Helda Gerdau Institute, the Itaúsa Institute, the Somos Um movement, as well as strategic partners such as Cosan, the Educare Foundation, the FEAC Foundation, the Boticário Group Foundation, the Beja Institute, Humanize, the Sabin Institute and RD Saúde.

The initiative works through the networking of civil society organizations, universities, the private sector and social investors, which promote the construction of favorable environments for business development and the strengthening of local ecosystems.

In 2025, six impact ecosystems were strengthened in the cities of Belém (PA), Brasília (DF), Campinas (SP), Fortaleza (CE), Paranaguá (PR) and Porto Alegre (RS) expanding the capacity for development, connection and sustainability of the locations.



Collective investment platform — partnership with SITAWI

The SITAWI Collective Loan Platform seeks to democratize impact investing in Brazil, allowing individuals and organizations invest directly in businesses that generate social and environmental benefits. In addition to access to credit, the supported projects have technical support and more affordable financial conditions compared to those practiced by the traditional market.

The partnership with SITAWI and the Institute contributed, in 2025, to the realization of the 19th round of collective investment, which had the participation of 82 investors in the Midwest region. In all, they were mobilized R\$ 600 thousand to support two enterprises committed to income generation, the valorization of sustainable production chains and environmental conservation.

Among the businesses supported, Mel do Sol, a beekeeping agroindustry located in Águas Lindas de Goiás (GO), stands out, which mobilized R\$ 500 thousand to strengthen a production chain that involves more than 400 family beekeepers in eight states, contributing to income generation and conservation of more than 70 thousand hectares.

It also supported the CEPPEC – Center for Production, Research and Training of the Cerrado, in Nioaque (MS), which mobilized R\$ 100 thousand to expand its activities of sustainable extraction of fruits from the Cerrado, promoting income generation for farming families and contributing to the preservation of more than 4 thousand hectares of the biome.

Transformation 3.0

Transformação is a training journey in social entrepreneurship developed by the Sabin Institute in partnership with VIGGAS Co.Lab, that aims to support people interested in developing solutions with social and environmental impact. The initiative brings together training content and practical tools made available for free on its own platform, and can also be used by incubators, accelerators and organizations in the impact ecosystem.

In 2025, in partnership with CIVICUS, the program advanced to a pre-acceleration model for social entrepreneurs, with a public notice aimed at initiatives in the awareness, ideation or validation phase. 124 participants were registered and 62 completed the journey, and the three best proposals received R\$ 30 thousand, distributed among the finalists.

In recognition of the relevance of the content produced, the materials of the journey were also incorporated into the impact entrepreneurship trail of the 3rd edition of the Centelha Program, an initiative of the Ministry of Science, Technology and Innovation (MCTI) aimed at stimulating innovation in the country.



Commitment to the environment

ENVIRONMENTAL AND CLIMATE MANAGEMENT

Social and environmental responsibility has been part of the Sabin Group's values since its foundation, with investments and actions that seek to reduce the impact of its activities on the environment.

For more than a decade, the company has strengthened its environmental performance based on certifications and accreditations, such as ISO 14001, which mobilizes its supply chain, employees and local communities in actions to raise awareness and engage in sustainable practices.

ENVIRONMENTAL MANAGEMENT

--- GRI 2-27 | 3-3

As the first diagnostic medicine company in Latin America to be a signatory to the United Nations Global Compact, the Sabin Group



has cooperated for 19 years with the development of programs to achieve the Development Goals Sustainable (SDGs) that correlate with its operations, prioritizing SDGs 6, 7, 12 and 13 in its environmental actions.

The company's environmental risk management policy identifies and minimize the impacts of its operations on the environment, including:

- Control of greenhouse gas emissions;
- Use of renewable sources and clean technologies to reduce carbon emissions by promoting energy efficiency;
- Waste management with investments in recycling and waste reduction, promoting and disseminating the circular economy.

In 2025, the company completed the transition to renewable energy sources, registering a historic milestone of 90% clean and renewable energy, the result of three years of consistent transition of the energy matrix.

The adoption of new technologies collaborates to increase the eco-efficiency of the operation and collective participation in the solution of problems related to the themes: water and effluents, energy and emissions, and waste generation. In the last year, there were no fines or notifications regarding cases of non-compliance with environmental laws or regulations.

WATER AND WASTEWATER

--- GRI 303-1 | 303-2 | 303-3 | 303-4 | 303-5

The Group is committed to ensuring the water security of its activities, with water being an indispensable input for both the analysis of clinical samples in its operational technical centers as well as for consumption and hygiene in its care units. To ensure the efficient use of this resource, Sabin



monitors consumption indicators and establishes metrics for the rational use of water.

The management of effluent discharge at Sabin Group units is carried out in accordance with the applicable environmental and health legislation, as well as with the internal environmental and biosafety management guidelines adopted by the organization. Internally, the company adopts operational practices aimed at the proper isolation of laboratory waste, control of chemical substances and proper management of effluents, reducing potential environmental impacts associated to the activities.

Since the installation of the effluent treatment plant (ETE), in 2021, at the headquarters in Brasília (DF), the company continuously monitors the quality of discharged effluents, in accordance with environmental standards. In the other cities where the Sabin Group operates, the disposal of liquid waste is carried out in the public collection networks, in accordance with current legislation.

In the units with access to the public sewage network, the effluents are sent directly to the treatment system of the local concessionaire, following the rules defined by the responsible agencies. Where there is no public network available, registered treatment systems are used, planned according to the legislation and the type of activity carried out in the unit.

Water (ML)¹

	2023	2024	2025
Capture	72.0	74.5	96.7
Sanitation companies	72.0	74.2	87.3
Artesian well	0.0	0.3	9.4
Discard²	57.6	59.6	77.3
On the surface	ND	ND	7.5
Sanitation companies	ND	ND	69.8
Consumption (Capture - Disposal)	14.4	14.9	19.4

ND: information not available. The indicator began to be collected in 2025.

¹ All volumes correspond to fresh water (total dissolved solids >1,000 mg/L). There is no withdrawal or disposal in areas classified as water stress.

² The volume discarded is estimated at 80% of the total collected, in line with the organization's water use profile. Surface disposal is limited to units that do not have sewage collection and is carried out after effluent treatment.

ENERGY AND EMISSIONS

--- GRI 3-3, 103-1

The Sabin Group has consistently advanced in the transition to a more sustainable energy matrix, as part of its commitment to sustainability and the reduction of environmental impacts. Given the complexity of an operation present in the five regions in Brazil, the company has adopted a diversified strategy, by combining different sources of clean and renewable energy and taking advantage of regulatory opportunities in the Brazilian electricity sector, such as the Free Energy Market.

In 2025, this effort resulted in a relevant milestone: approximately 90% of the electricity consumed by the Group comes from clean and renewable sources. The residual percentage comes from conventional energy sources and is associated with operating in more remote locations, where the infrastructure necessary for total migration is still limited.

Since 2019, the Sabin Group has been consistently expanding the use of renewable sources in its energy matrix, with the contracting of energy in the Free Market for its headquarters in Brasília (DF). In 2025, this advance was directly reflected in this operation, with 100% of the service units supplied by clean energy.

These initiatives show structural advances in the Group's energy management, with emphasis on the maintenance of a high volume of renewable energy purchased, contributing to the reduction of emissions associated with electricity consumption.

In the same period, the Sabin Group implemented actions aimed at sustainable mobility, with an increase in the use of ethanol in its operation in the city of Brasília (DF), after the migration of the fleet of vehicles previously fueled with gasoline.



Internal Power Consumption - GJ

--- GRI 103-2

	2023	2024	2025
Fuels	12,093.0	13,445.0	12,601.0
Renewable sources ¹	1,201.0	1,634.0	3,468.0
Nonrenewable sources ²	10,892.0	11,811.0	9,133.0
Purchased electricity³	63,511.0	42,651.1	41,611.8
Renewable sources			40,473.1
Nonrenewable sources	63,511.0	42,651.1	1,138.7
Self-generated renewable electricity⁴	7,766.6	26,788.0	28,088.8
Total	83,370.6	82,884.1	82,301.6

¹ Ethanol used in the company's own fleet. Conversion factor: 1l = 0.0342 GJ (source: Energy Research Company - EPE).

² Predominantly gasoline that supplies the company's own fleet. Conversion factor: 1l = 0.0211 GJ (source: Energy Research Company - EPE). The share of diesel used in power generators accounted for less than 1% in 2023, 3.2% in 2024, and 2.6% in 2025.

³ Acquisition of the National Interconnected System (SIN). Data for 2023 and 2024 was reported on a consolidated basis because source type targeting is not available. In 2025, the acquisition in the Free Energy Market was exclusively from renewable sources. Of the portion acquired in the captive market (9,650.3 GJ), 88.2% were considered to come from renewable sources, in line with the energy matrix data published in the National Energy Balance 2025 (base year 2024). Note: the acquisition information is based on contracts with traders in the Free Contracting Environment (ACL) and on energy and are monitored internally through periodic reports.

⁴ Lease of solar power plants in the distributed generation model to supply part of the collection points and regional headquarters units.

Energy intensity

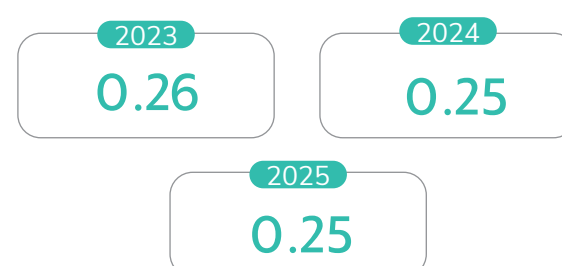
--- GRI 103-4

In 2025, the Sabin Group maintained energy intensity at 0.25 kWh per test carried out — the same level as in 2024 and lower than that recorded in 2024 2023 (0.26 kWh/exame). The result is significant because it took place in a context of operational growth: 78.355.598 exams were held, a volume 10.892,0 11.811,0 9.133,0 6,6% higher than the previous year, with a total of 19.361.275,71 kWh of electric power. To keep 63.511,0 42.651,1 41.611,8 power efficiency in all the units in face of this expansion evidences the maturity of the organization.

The performance reflects initiatives that work on two complementary fronts: the expansion of the technology park with more efficient equipment, such as the operational modernization strategy led by NTO 4.0, and the continuous advancement of the renewable energy matrix.

The continuous monitoring of consumption in the operating units, combined with the diversified energy supply strategy, which includes solar farms, free market, small hydroelectric, biomass and wind energy, positions the Sabin Group among the organizations in the energy sector that consistently advance in the agenda of decarbonization of operations.

Energy intensity (kWh/exam)



Note: This energy intensity indicator considers exclusively electricity consumption.

Certifications and Emissions Neutralization

The Sabin Group's climate commitment it goes beyond the energy transition. Since 2019, the company has received the Renewable Energy Certificate, a recognition that annually attests to its commitment to renewable sources.

The company carries out an inventory of its greenhouse gas (GHG) emissions annually. Its results are offset in the following year through the acquisition of carbon credits generated by UNcertified projects. In 2025, the company obtained the fifth Emissions Neutralization Certificate of Greenhouse Gases consecutively, offsetting 2,035 tons of CO₂.

Increased use of clean energy generates direct positive impacts on the environment, reduces long-term operating costs, and strengthens the Group's energy resilience, reducing dependency on conventional sources and expanding its capacity to adapt in the face of adverse scenarios.



WASTE GENERATION AND IMPACT MANAGEMENT

--- GRI 3-3 | 306-1 | 306-2

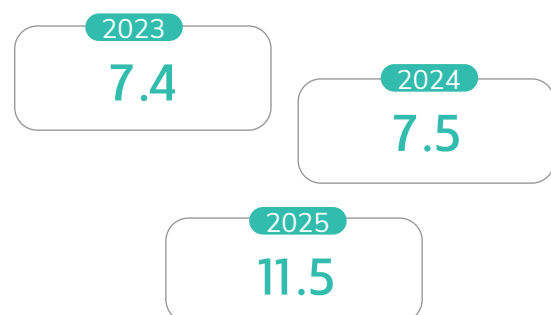
The National Recycling Program guides the disposal of waste from operations of the Sabin Group, in order to encourage the segregation and forwarding of recyclable materials to specialized partners. Document audits, proof environmental licenses and inspection of the final destination of waste create the rigorous process of selecting and monitoring suppliers in accordance with industry standards.

As a result of these activities, different types of waste are generated, mainly:

- Hazardous waste from services' biological and chemical waste from laboratory analyses, sample handling and the use of reagents.
- Sharp waste, arising from material collection and handling procedures;
- Common and recyclable waste, from administrative and operational activities, such as paper, plastic, cardboard, packaging and office waste are classified as non-hazardous waste and can generate impacts related to the consumption of natural resources and disposal in landfills, when not destined for recycling.

The Sabin Group maintains structured waste management processes based on applicable environmental and health legislation, including health services waste management plans (PGRSS) at its units.

Biological waste intensity (g/exam performed)



The company adopts an integrated approach that permeates all its activities, balancing economic activity, environmental conservation and social welfare. The pilot digital unit inaugurated in the Northwest neighborhood, in Brasília (DF), exemplifies this movement, since it eliminates the authorization of paper exams, as well as the cost of storing this documentation.

Recycling

Within the scope of its National Recycling Program, the Sabin Group adopts structured practices for the isolation, proper disposal and recovery of waste generated in its operations.

The actions included various types of recyclable materials such as paper, cardboard, plastics and other inputs, including those that, although they represent a smaller volume, required special attention due to its long decomposition time and potential environmental impact. The projects and

actions, throughout 2025, also played a relevant role in raising awareness and engagement of the employees to adopt more sustainable practices in their daily lives.

As a result of these initiatives, in 2025, the Group allocated more than 260 tons of recyclable waste to cooperatives and partner companies, strengthening the recycling chain and generating positive social impact, contributing to income generation and improving the quality of life of families who depend on recycling, integrating the environmental and social pillars of the Sabin ESG agenda.

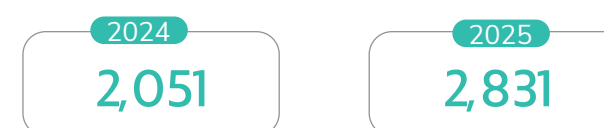
Among the good practices implemented during the year, initiatives developed at the headquarters in Brasília (DF) stood out, aimed at expanding the circular economy and reducing the sending of waste to landfills:

- Pilot uniform recycling program that responds to a relevant demand of the operation, considering the intensive use of uniforms and fabrics in the daily activities of employees. In 2025, the company made equipment available at specific locations at the administrative headquarters and collected 896 kg of textile materials.



- Organic waste composting project contributed to the reuse of organic waste such as coffee grounds, tea bags and paper filters.

Organic waste Brasília Headquarters (kg)



The Sabin Group remains committed to the permanent evolution of its environmental agenda, evaluating opportunities for innovation, process improvement and expansion of its initiatives in all regions where it operates. This commitment reinforces the company's long-term vision, based on the generation of sustainable value, responsibility with the environment and in alignment with the Sustainable Development Goals of the UN Global Compact.

Waste generation (t)

--- GRI 306-3

	2023	2024	2025
Waste generation (hazardous and non-hazardous)	1,723.30	1,703.70	2,578.00

Waste disposal (t)

--- GRI 306-4 | 306-5

	2023	2024	2025
Hazardous waste	505.00	548.00	905.00
Waste destined for final disposal	505.0	548.0	905.0
Incineration/autoclave	505.0	548.0	905.0
Other disposition operations	0.0	0.0	0.0
Non-hazardous waste	1,218.30	1,155.70	1,673.00
Waste recovered	196.3	228.7	262.0
Recycling	196.3	228.7	262.0
Other recovery operations	0.0	0.0	0.0
Waste destined for final disposal	1,022.0	927.0	1,411.0
Landfill confinement	1,022.0	927.0	1,411.0
Other disposition operations	0.0	0.0	0.0



Sustainable growth

--- GRI 3-3

ECONOMIC AND FINANCIAL PERFORMANCE

The Sabin Group, represented by Laboratório Sabin de Análises Clínicas S.A. and its subsidiaries, is a privately held corporation headquartered in Brasília (DF) and, until December 31, 2025, its structure was composed of 32 companies.

The inauguration of new units in several cities in Brazil, in 2025, added to the adoption of commercial strategies, resulted in Gross Operating Revenue of R\$ 1.9 billion, 10.3% higher compared to the previous year. Net income ended the year at R\$165.7 million against R\$94.9 million recorded in the previous year.



After the start of operation of the new Operational Technical Center (NTO), in 2025, the expansion of the use of technology in the laboratory routine brought relevant gains in efficiency, quality, and standardization of the processes, strengthening the Group's operational capacity and preparing the organization for the next growth cycles.

Direct economic value generated and distributed (R\$ thousand)
---GRI 201-1

	2023		2024		2025	
Direct economic value generated (net revenue)	R\$	1,153,308	R\$	1,583,047	R\$	1,737,928
Distributed economic value	R\$	(889,482)	R\$	(1,191,961)	R\$	(1,293,428)
Operating Costs*	R\$	(320,682)	R\$	(460,844)	R\$	(895,027)
Employee salaries and benefits	R\$	(452,093)	R\$	(586,989)	R\$	(209,419)
Payments to capital providers	R\$	(80,297)	R\$	(79,393)	R\$	(110,754)
Government payments	R\$	(31,207)	R\$	(60,262)	R\$	(73,457)
Investments in the community	R\$	(5,203)	R\$	(4,473)	R\$	(4,771)
Economic value retained	R\$	263,826	R\$	391,086	R\$	444,500

*For better presentation and comparability, the recognized amortizations resulting from lease agreements that involve expenses directly related to the production of goods and services and expenses with payroll and benefits were reallocated from the expense account to costs, considering their function and nature in the fiscal years 2025 and 2024.

GROSS REVENUE

The performance in 2025 was mainly supported by the consolidation of the recovery of clinical analysis revenues, the continued expansion of diagnostic imaging services, as well as the strengthening of the immunization portfolio, which remained an important vector of growth and diversification of revenues.

Gross revenue composition 2025

Clinical analysis	86.47%
Diagnostic Imaging	8.18%
Rita Saúde	0.06%
Amparo Saúde	0.70%
Vaccines	4.59%

Cost of services provided

In 2025, the company reviewed its accounting procedures, in accordance with the guidelines established by IFRS, with the objective of improving the quality, transparency and comparability of the financial information disclosed.

The costs of services provided represented

29.15% of net revenue in 2025, in line with the previous year, reflecting additional gains in production efficiency, standardization of processes and better use of installed capacity. The external environment remained pressured by exchange rate variations and costs of imported inputs, factors that the Group managed with operational discipline and continuous investments in qualification and productivity.

Annual financial statement (R\$ thousand)

Values in thousands of reais	2023	2024	2025
Net Operating Income	R\$ 1.142.528	R\$ 1.573.768	R\$ 1.737.928
Cost of providing services*	R\$ (320.682)	R\$ (460.844)	R\$ (895.027)
Gross operating profit*	R\$ 821.846	R\$ 1.112.924	R\$ 842.901
Operating Expenses/Revenues*	R\$ (683.625)	R\$ (875.082)	R\$ (530.628)
Operating result	R\$ 138.221	R\$ 237.842	R\$ 312.273
Net financial result	R\$ (65.871)	R\$ (80.806)	R\$ (69.402)
Pre-tax income	R\$ 72.350	R\$ 157.036	R\$ 242.871
Income Tax/Social Contribution	R\$ (29.999)	R\$ (59.863)	R\$ (73.457)
Profit or loss for the year	R\$ 42.351	R\$ 97.173	R\$ 169.414
Participation of non-controlling shareholders	R\$ 1.612	R\$ 2.244	R\$ 3.699
Controlling shareholders' participation	R\$ 40.739	R\$ 94.929	R\$ 165.715

* For better presentation and comparability, the recognized amortizations resulting from lease agreements involving expenses directly related to the production of goods and services were reallocated from the expense account to costs, considering their function and nature in the years 2025 and 2024.



RESEARCH, DEVELOPMENT AND THE LAW OF GOOD

The Sabin Group continuously conducts researches to design and improve its operations, with the aim of increasing the efficiency of processes. In 2025, innovation projects carried out based on the Law of Good criteria generated a tax benefit of R\$ 12.8 million. The technical development sector, strategic for the Group, had the following main purposes:

- Industrial-scale automation of processes with experiments;

- Specialization in the development and adequacy of exams;

- Increased productivity and reduced time to deliver results, with a focus on the efficiency of the analytical journey.

The incentive was enhanced by the allocation of an exclusive researcher, allowing the exclusion of up to 80% of eligible expenditures, as required by the Ministry of Science, Technology and Innovation (MCTI).

INVESTMENTS MADE

In 2025, investments reached R\$ 47 million, in alignment with the Group's strategic plan to expand its national presence and consolidate operations in strategic markets,

focused in technological modernization, expansion, quality and efficiency of service, improvement of the customer experience.

Acquisitions

• Of fixed and intangible assets

The investments totaled R\$ 32.7 million, and were intended to expand the service in 17 new units in several Brazilian cities, in addition to maintaining the infrastructure of existing units, acquiring new equipment to update the technological park of clinical analysis and diagnostic imaging and in projects to improve production efficiency.

• Equity interests

On January 8, 2025, the subsidiary Laboratory Carlos Chagas Ltda. acquired 2.5% of the minority shareholders shares from Tangará da Serra Ltda., increasing its participation in the capital of this company.

On October 31, 2025, the subsidiary PHD Clínico Laboratório S.A. acquired 100% of the shares of the Health Unit Bonamigo Ltda., through agreement with the former partners, assuming full control of the process.





Vision of the future

Concluding the 2025 cycle, the Sabin Group looks to the horizon aiming to grow with method, preserve what distinguishes the company and intensify the positive impact on the communities where it operates. The report that makes up this document records not only results, but the solidity of a strategy that connects economic performance, socioenvironmental responsibility and human development.

The outlook for the future is anchored in structured commitments, derived from the ongoing strategic objectives, the goals of the ESG agenda and the priorities approved by senior leadership for the next cycle, which the Sabin Group publicly assumes before its stakeholders.

The central guideline maintains expansion through organic and inorganic growth, diversification of services and expansion of new businesses to different regions of the country, with the discipline of continuous improvement of quality standards, culture and experience that define the identity of the organization.

The commitment to excellence in the provision of health services is permanent from the maintenance of current certifications and seals and the advancement of accreditation processes for new units and services incorporated into the ecosystem.

For the next cycles, the Group plans to expand investments in strategic projects to improve operational efficiency, the integration of services in the health care journey, the expansion of hybrid service points (face-to-face and digital), for greater agility, better experience and new gains in environmental aspects.

The launch of the Sabin Culture Manifesto in 2025 integrated values and practices that guide the experience of people in the organization, under the concept of living culture, which evolves with the sector, with people and connects with the future. The 21 consecutive years in the Great Place to Work ranking and recognition in several rankings express a trajectory built by consistent choices in their management and governance model.

In terms of environmental commitment and energy transition, the Sabin Group reached approximately 90% of its energy use from clean and renewable sources as result of three years of solid transition of the energy matrix, which combines energy from the Free Market and various renewable sources. Being the fifth consecutive year of neutralization of emissions also reinforces the solidity of the organization's climate policy.

The Sabin Institute enters its next cycle with 20 years of history, more than R\$ 72 million invested, 3,4 million people served and 1.7 thousand social organizations benefited.

This base supports the expansion of structuring programs – in particular in the promotion of health in vulnerable communities, in the strengthening of the social impact ecosystem and in support of civil society organizations.

The future that the Sabin Group proposes to build is an ecosystem of relevance where the search for excellence and innovation are permanent movements, ethics as a non-negotiable value and credibility built with value deliveries for each stakeholder. Because at Sabin, growing sustainably has always meant, first and foremost, taking better care.



Get to know our units



Check out the units of the Sabin in Brazil:



NORTH

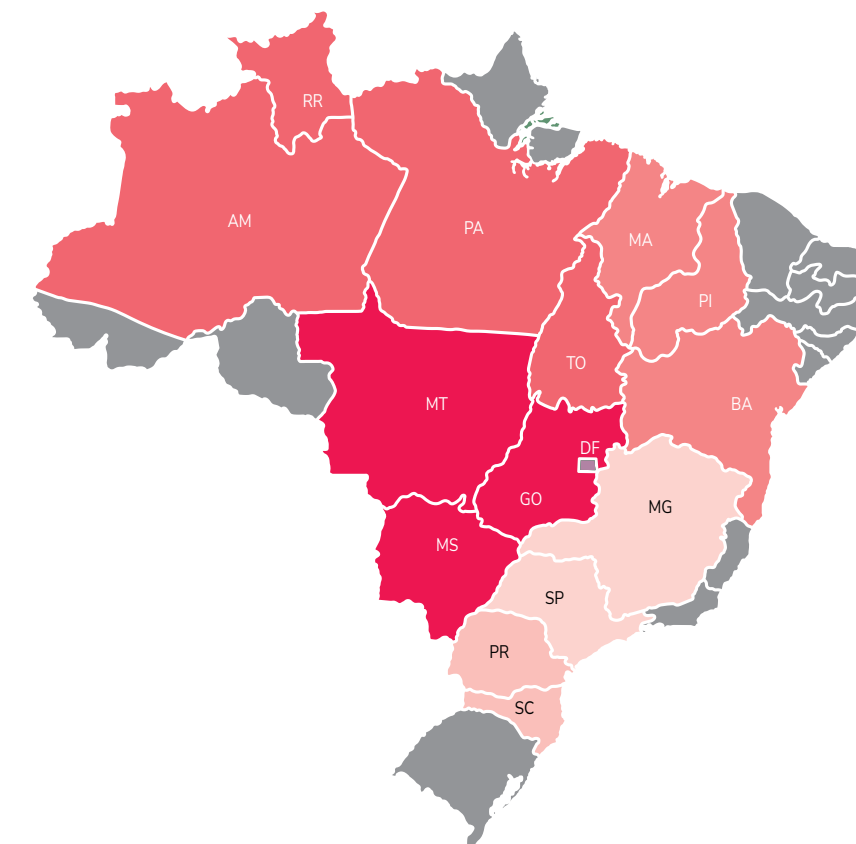
AM	Manaus
PA	Belém
RR	Boa Vista
	Araguaína
	Colinas do Tocantins
	Guaraí
TO	Gurupi
	Palmas
	Paraíso do Tocantins
	Porto Nacional

NORTHEAST

	Barreiras
	Camaçari
	Lauro de Freitas
BA	Luís Eduardo Magalhães
	Salvador
	Santo Antônio de Jesus
MA	Caxias
	Timon
	Altos
PI	Parnaíba
	Teresina

SOUTH

	Londrina
PR	Maringá
	Paçandu
	Blumenau
	Florianópolis
	Garopaba
	Gaspar
	Imbituba
SC	Indaial
	Pomerode
	São José
	Timbó
	Tubarão



MIDWEST

DF	Brasília
	Águas Lindas
	Alexânia
	Anápolis
	Cidade Ocidental
	Cristalina
	Formosa
GO	Luziânia
	Novo Gama
	Padre Bernardo
	Planaltina de Goiás
	Santo Antônio do Descoberto
	Valparaíso
MS	Campo Grande
	Dourados
	Aquidauana
	Cuiabá
	Barra do Bugres
MT	Campo Novo do Parecis
	Nova Olímpia
	Tangará da Serra
	Várzea Grande

SOUTHEAST

	Araguari
	Araxá
MG	Frutal
	Uberaba
	Uberlândia
	Unaí
	Barueri
	Bauru
	Campinas
	Caragatatuba
	Franca
	Jacareí
	Louveira
SP	Osasco
	Ribeirão Preto
	São Caetano do Sul
	São José dos Campos
	São Paulo
	Taubaté
	Valinhos
	Vinhedo

GRI Content Summary

Statement of Use Laboratory Sabin S.A. reported in compliance with the GRI Standards for the period from January 1 to December 31, 2025.

GRI 1 used GRI 1: Fundamentals 2021

GRI Standard	Contents	Location/ Complement	Omission		
			Omitted Requirement	Reason	Explanation
GRI 2: General content 2021	2-1 Organization Details	Sabin Lab for Clinic Analysis S.A. is a privately held corporation headquartered in Brasília-DF and operating in Brazil.			
	2-2 Entities included in the organization's sustainability report	9			
	2-3 Reporting period, frequency, and contact point	The publication is annual. This issue was published in May 2026.			
	2-4 Information restatements	None.			
	2-5 External verification	Report not undergone external verification.			
	2-6 Activities, value chain, and other business relationships	13, 21, 39, 40			
	2-7 Working force	73			
	2-8 Workers who are not employees	72			
	2-9 Governance structure and its composition	46, 48			

GRI Standard	Contents	Location/ Complement	Omission		
			Omitted Requirement	Reason	Explanation
GRI 2: General content 2021	2-10 Nomination and selection to the highest body of Governance	46			
	2-11 Chairman of the highest governance body	46			
	2-12 Role played by the highest governance body in overseeing the management of impacts	31, 46			
	2-13 Delegation of responsibility for impact management	31, 46, 49			
	2-14 Role played by the highest governance body in sustainability reporting	33			
	2-15 Conflicts of interest	50			
	2-16 Communicating Critical Concerns	53			
	2-17 Collective knowledge of the highest governance body	46			
	2-18 Evaluation of the performance of the highest body governance	46			
	2-19 Compensation policies		All	Restrictions Confidentiality	The organization decided not to disclose the information
	2-20 Process for determining remuneration		All	Restrictions Confidentiality	The organization decided not to disclose the information
	2-21 Proportion of total annual remuneration		All	Restrictions Confidentiality	The organization decided not to disclose the information
	2-22 Declaration on Sustainable Development Strategy	6			

GRI Standard	Contents	Location/ Complement	Omission		
			Omitted Requirement	Reason	Explanation
GRI 2: General content 2021	2-23 Policy commitments	50			
	2-24 Embedding policy commitments	31, 50			
	2-25 Procedures to repair negative impacts	31, 52			
	2-26 Mechanisms for advice and raising concerns	51, 53, 68, 69			
	2-27 Compliance with laws and regulations	55, 101			
	2-28 Participation in associations	37			
	2-29 Approach to stakeholders engagement	33, 34, 35, 67			
	2-30 Collective bargaining agreements	86			
GRI 3: Material Topics 2021	3-1 Definition process of material topics	33			
	3-2 Material topics list	34			
Material Topic: Innovation and technology					
GRI 3: Material Topics 2021	3-3 Material topics management	17, 18, 66			
Material Topic: Patient Privacy					
GRI 3: Material Topics 2021	3-3 Material topics management	54			
GRI 418: Client Privacy 2016	418-1 Proven complaints regarding violation of privacy and loss of customer data	54			
Material Topic: Quality					
GRI 3: Material Topics 2021	3-3 Material topics management	58, 67			

GRI Standard	Contents	Location/ Complement	Omission		
			Omitted Requirement	Reason	Explanation
Material topic: Patient Health & Safety					
GRI 3: Material topics 2021	3-3 Material topics management	61			
Material topic: Access to healthcare					
GRI 3: Material topics 2021	3-3 Material topics management	94, 96			
Material topic: Training and development					
GRI 3: Material topics 2021	3-3 Material topics management	82			
GRI 404: Capacitation and education 2016	404-1 Average annual training hours per employee	82, 85			
	404-2 Programs for improvement of employee skills and career transition assistance	82			
	404-3 Percentage of employees who receive regular performance reviews, and career development	86			
Material topic: Occupational health and safety					
GRI 3: Material topics 2021	3-3 Material topics management	87			
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	87			
	403-2 Hazard identification, risk assessment and investigation of incidents	87, 88			
	403-3 Occupational health services	88			

GRI Standard	Contents	Location/ Complement	Omission		
			Omitted Requirement	Reason	Explanation
GRI 403: Occupational health and safety 2018	403-4 Worker participation, consultation and communication to workers regarding occupational health and safety	88			
	403-5 Training of workers in occupational health and safety	88			
	403-6 Promotion of workers' health	79			
	403-7 Prevention and mitigation of health and safety impacts of the Work directly linked to business relationships	87			
	403-8 Workers covered by an occupational health and safety management system	87			
	403-9 Accidents at work	89			
	403-10 Professionals diseases	89			
Material topic: Diversity and Inclusion					
GRI 3: Material topics 2021	3-3 Material topics management	76			
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governance bodies and employees	47, 78			
	405-2 Ratio of basic salary to remuneration received by women and men	78			

GRI Standard	Contents	Location/ Complement	Omission		
			Omitted Requirement	Reason	Explanation
GRI 406: No Discrimination 2016	406-1 Cases of discrimination and corrective measures taken	76			
Material topic: Social investment					
GRI 3: Material topics 2021	3-3 Material topics management	94, 95			
Material topic: Environmental impact of services					
GRI 3: Material topics 2021	3-3 Material topics management	101, 103			
GRI 103: Energy 2025	103-1 Policies and commitments related to energy	103			
	103-2 Consumption of energy within the organization and selfgeneration	104			
	103-3 Upstream and downstream power consumption		All	Information unavailable	There is still nostructured plan for the verification of the content
	103-4 Energy Intensity	104			
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	102			
	303-2 Asset Management impacts related to water discard	102			
	303-3 Water Capture	102			
	303-4 Water discard	102			
	303-5 Water Consumption	102			

GRI Standard	Contents	Location/ Complement	Omission		
			Omitted Requirement	Reason	Explanation
Material topic: Waste					
GRI 3: Material topics 2021	3-3 Material topics management	105			
GRI 306: Waste 2020	306-1 Waste generation and related significant impacts of waste	105			
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	105			
GRI 306: Waste 2020	306-3 Waste generated	107			
GRI 306: Waste 2020	306-4 Waste not destined to final disposal	107 No recovery of hazardous waste.			
GRI 306: Waste 2020	306-5 Waste destined to final disposal	107			
Tema material: Desempenho econômico					
GRI 3: Material topics 2021	3-3 Material topics management	109			
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	110			
Other GRI content reported					
GRI 401: Employment 2016	401-1 New hires and employee turnover	74, 75			
GRI 401: Employment 2016	401-2 Benefits offered to full-time employees that are not offered to temporary or part-time workers	86			

Credits

Coordination of the Sustainability Report
Institutional Relations and Corporate Communications Department

GRI Standards, Editorial and Graphic Design
Duecom Comunicação

Information on the Sustainability Report by e-mail
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Images that illustrate this report are from employees, partners, customers and suppliers of Sabin and the Institute and were carried out at events and actions promoted by the company throughout 2025.

As part of the environmental program to reduce paper and printing, this report had its print run reduced.

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