



sustainability
report
2024

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Our report

Presentation

The Sabin Group has consolidated itself as the third largest player in diagnostic medicine and has expanded access to quality and excellence health with the purpose of inspiring people to take care of people.

In the year that celebrated its 40th anniversary, the Sabin Group reports its

trajectory over four decades, highlighting the important projects and milestones, investments and the company's transformative initiatives, through the strengthening of ESG policies and practices, contributing to the achievement of the United Nations (UN) Sustainable Development Goals (SDGs) and to the generation of value for stakeholders.



Messages from the Council and the Presidency

GRI 2-22

Letter from the Board of Directors

In 2024, we completed 40 years of dedication to Brazilians' health keeping an eye in future.

With pride and joy, we celebrated this milestone alongside many people, companies and institutions that walked alongside with us and contributed to reach 78 cities, always maintaining our essence.

This growth was built on our business ideology and the principles we have cultivated since the opening of the first unit in the federal capital.

Twelve years ago, we implemented a corporate governance model, which has been the fundamental basis for expansion in recent years and allowed us to be among the three largest diagnostic medicine groups in the country, with relevant deliveries of value to all stakeholders.

Throughout 2024, our work in favor of diversity and inclusion was also internationally recognized.

The Sabin Group became the first company in Brazil to win the Visionary Awards in female leadership by the Women Corporate Directors Foundation (WCD), in the United States.

We are thrilled with each project implemented by the Sabin Institute, which completes, in the year of publication of this sustainability report, two decades enabling positive impacts on the lives of more than 2.5 million people and 1,400 social organizations.

With the purpose of inspiring people to take care of people, we celebrate, together with our stakeholders, the beginning of another new cycle, confirming our commitment to building a legacy for health, for the business ecosystem and, above all, for a fairer and more egalitarian society.



Janete Ribeiro Vaz,
Vice-chairman
of the Board
of Directors

Sandra Soares Costa,
Chairman of the
Board of Directors

Letter from the Presidency

The year 2024 was very special for the Sabin Group and also for my professional career. This year's achievements marked the company's 40th anniversary, in addition to the 25 years of my history in the company, which began in 1999, when I arrived here through a trainee program, and the 10 years at the head of the Executive Presidency and leadership of a team of about 7,000 employees.

The goal of being a reference in health in Latin America is materialized through numerous investments we make in people, research and technology parks. In 2024, we implemented our new technological platform of the Operational Technical Center (NTO), located at the headquarters, in Brasília (FD).

The project, co-created with Roche, aims to expand production capacity and operational efficiency, as well as the reduction of waste and greenhouse gas (GHG) emissions.

We sustained the expansion strategy, with the opening of 16 new units, in addition to improving the structure of another 30 points and digital channels, expanding capillarity and access to quality health in 14 states, in addition to the Federal District.

With almost seven million clients served, we reaffirm our commitment to the ESG agenda and the publication of annual goals and results. For another consecutive year, our good practices

were acknowledged by several awards and corporate rankings in Brazil.

During this period, we also continued with new models of organic expansion for growth in Pará, based on the partnership with the Hospital Porto Dias, a medical reference in treatments of medium and high complexity and with whom we share synergies that will expand our presence in the North region.

The performance of the Sabin Group and each of the businesses that make up our healthcare ecosystem follows a business philosophy founded on solid values and puts people at the center of the strategy, as demonstrated by the programs, actions and results we share in this Sustainability Report.

With gratitude for everything we have achieved so far, we renew our contribution to a more inclusive, accessible and innovative health sector, delivering value to people and companies with which we have connected to throughout this trajectory dedicated to health.



Lidia Abdalla,
President of the
Sabin Group



About the Report

GRI 2-2, 2-3, 2-14

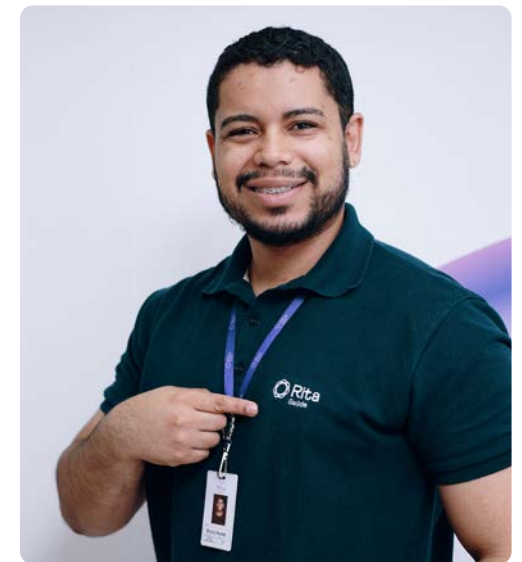
For the 20th year, the Sabin Group publishes the report of its sustainability actions and practices. The report has been prepared in accordance with the guidelines of the Global Reporting Initiative (GRI), version GRI Standards 2021, a standard recognized globally for establishing guidelines for sustainability reporting, presenting the actions and results obtained in the economic, social, environmental, and governance spheres over the period from January 1 to December 31, 2024. The information presented covers all activities under the operational control of the Sabin Group.

The publication is guided by a rigorous process of analysis and structuring information, guided by

the topics considered material for the sustainability management of the Sabin Group. The materiality was built based on consultations with different stakeholders (learn more on [page 56](#)).

The content brought, in addition to setting up a comprehensive framework for evaluating and communicating performance on sustainability issues, reflects the company's dedication ensuring business practices aligned with the highest standards of corporate responsibility.

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



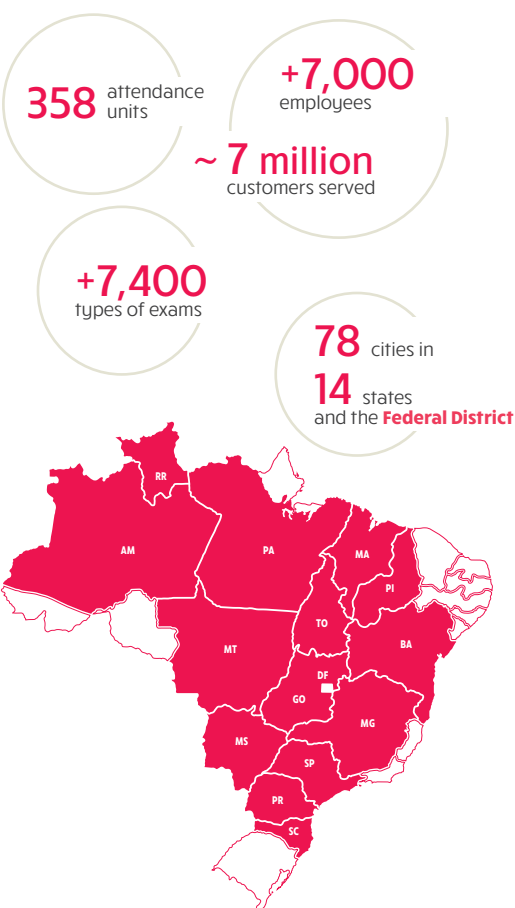


Get to know the Sabin Group

Profile

GRI 2-6

The Sabin Group was founded in 1984, in the city of Brasília (FD), as a result of the entrepreneurial vision and determination of biochemists Janete Vaz and Sandra Soares Costa, which transformed the clinical analysis laboratory into one of the largest health ecosystems in Brazil. With 40 years of history, the company has consolidated itself as the third largest diagnostic medicine group expanding its business operations and offering a complete portfolio of health solutions. With more than seven thousand employees, the Sabin Group is present in 14 states and the Federal District, serving approximately seven million customers per year. Keeping an eye in the future, the company continues to evolve expanding its activities and its mission to offer health services with excellence to the five Brazilian regions.



The Sabin Group's growth is based on the solid corporate governance implemented in 2013. Since then, the company adopted based on

the best practices in the market, with sustainability in a model of management business and strengthening its sectoral positioning.



PURPOSE
Inspiring people to care of people

MISSION
Offer health services with excellence

VISION
To be a health reference in Latin America

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

The Sabin Group ecosystem

The Sabin Group has evolved into a healthcare ecosystem that integrates innovative solutions and excellent services.

stakeholders, based on partnerships and strategic connections, for the evolution of the sector.

Through an integrated and sustainable model, and with a diversified portfolio, the Sabin ecosystem promotes care for health, communities and the future, reflecting the values and movements outlined to deliver value to

The Group invests, modernizes and expands its borders continuously, always guided by transparency, competence and a genuine commitment to life, which reinforces its purpose of inspiring people to take care of people.



Taking care of health

The Sabin Group's commitment to health goes beyond diagnostic medicine. As part of an integrated ecosystem, each business unit works to promote humanized, accessible and quality care, enabling health solutions for different customer profiles and needs throughout life.

Sabin Diagnostics and Health

The main business brand of the Sabin Group is recognized for excellence, precision in the services provided and certified quality standards. Humanization in service is in the company's DNA. From the support team to the doctor, Sabin's differential is the regard, attention and effective care given to all patients.

Sabin annually serves about seven million customers, with a broad portfolio that contemplates which

includes clinical analysis exams, pathological anatomy, diagnostic imaging, immunization services and executive check-up.

Sabin Diagnostic and Health has 358 units in 78 cities in Brazil, allowing access to quality health both the capitals and the interior of the country.

In addition to the service units, Sabin has highly qualified professionals to transport and process samples in the 25 regional Technical Operational Centers (NTOs), in addition to the Central NTO installed at the Group's headquarters, in Brasília (FD), and the Hospital Technical Centers (NTHs), in different regions of the country.

The technical-scientific advisory is composed of physicians, biochemists and biomedical professionals, who support clients and health professionals in discussing cases and clarifying doubts about the portfolio of exams.

In 2023, the company inaugurated a concept unit at the Iguatemi Mall in Brasília, including a complete catalog of clinical analysis services, vaccines, executive check-up and exams of images, in a sophisticated modern space with more than 1,100 m².

The opening of this unit combined a health experience that is more integrated and inserted in the customers' life routine in a structured space that interacts with shopping and leisure. The Sabin Diagnosis and Health unit of Iguatemi Brasília joins other 12 units also located in shopping malls in various regions of Brazil, providing customers with convenience and humanized service, as well as quality and accuracy in the results of the exams.

In line with the mission of ensuring excellence services, the Group contributes with services that support physicians in decision-making for diagnosis, prevention and prediction of diseases, as well as in monitoring the effectiveness of treatments given to patients.

In 2024, Sabin launched diagnostic screening for spinal muscular atrophy (SMA), which simultaneously detects several rare genetic conditions, in addition to the molecular panel, based on the RT-PCR technique, to identify dengue viruses (types 1, 2, 3, and 4), zika, chikungunya and Mayaro, Oropouche and yellow fevers (learn more on [page 79](#)).



Sabin Genomics

The Genomics area was implemented in 2018 and provides tests by the sequencing method for the diagnosis of various genetic conditions, which enables responses that are reflected in adequate clinical follow-ups, in order to provide more quality of life to patients.

With the support of state-of-the-art equipment and artificial intelligence, it performs genetic tests and specialized panels, which allows for more accurate screening of conditions such as cancer and rare diseases, as well as the fact that patients know their real health conditions, by receiving, in a shorter time, adequate treatment and follow-up when necessary.

In 2024, the Group invested in the acquisition of new equipment that expanded DNA sequencing capacity by 10 times, and the Research and Development (R&D) team also made new genetic tests available to the population.



The Genomics area was recognized for its scientific production for the ten papers presented and two papers awarded at the world's largest event of the sector, the ADLM – Association for Diagnostics & Laboratory Medicine, fostering new products with innovative solutions that provide increasingly assertive and personalized diagnoses (learn more on [page 77](#)).

Rita Health Care

Expanding access to health with quality and efficiency is one of Sabin's Group strategic pillars, and the Rita Health Care emerges as a link to connect, in a simple and efficient way, patients, professionals and services.

Developed in 2021 as a result of an innovation project, this digital platform integrates health communities, including health services, pharmacies, doctors and other professionals.

Rita Health Care offers an integrated experience, enabling the user to access to requests from various medical specialties, both in face-to-



face and teleconsultation formats, in addition to affordable exams and medicine (learn more on [page 23](#)).

Amparo Health Support

Since 2021, with the acquisition of 100% of Amparo Health Support, the Sabin Group started to operate in primary health care (PHC) focused on population health management. The service offers personalized programs, coordinated care lines and telemedicine, in a hybrid journey that combines face-to-face with remote care, contributing to the continuous monitoring of different groups, such as chronic patients, the elderly and pregnant women.

By serving companies, self-managers and health operators, Amparo Health supports challenges to improve coordinated care and clinical outcomes (obtained from health monitoring) for different population profiles.

The primary health care service became the first in Latin America audited and certified in Good Management Practices, in 2023, meeting the Program's



excellence criteria of Population Health Management of the Alliance for Population Health (ASAP), with accreditation granted by the IBES Group (learn more on [page 23](#)).

Caring for the community

Sabin Institute

With 20 years of experience, the Institute is a reference in social impact and innovation, supporting organizations, social entrepreneurs and initiatives that benefit thousands of people throughout Brazil. Its mission is to promote well-being and prosperity in communities, using new strategies and concepts that strengthen the social ecosystem and generate transformative repercussions.

The positive impact generated reflects the Sabin Group's commitment to sustainability, social transformation, community development and the expansion of opportunities for a more inclusive and healthy future (learn more on [page 113](#)).



Caring for the future

Skyhub.bio

In 2020, the Sabin Group launched Skyhub.bio, the first innovation hub installed in a diagnostic medicine company in Brazil. The company invests in open innovation, promoting and developing startups, stimulating partnerships, exchange of knowledge and construction of business models in the health sector, based on science, efficiency and customer experience. The connection format can happen through technical or business model validation, co-development, commercial agreements and financial investment.

The delivery of value to customers is the result of innovation at Sabin and promotion of its ecosystem of disruptive solutions.

Sabin Group Commitments

The Sabin Group offers health services with excellence, considering environmental, social and economic-financial aspects, ensuring the

patient safety and the relationship network, through the management of processes that control and minimize risks, according to the following premises:



ESG Agenda

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 (learn more on [page 58](#)).



Sabin consolidate the ESG pillars in its business strategy by strengthening governance policies and practices, improving initiatives aimed at a sustainable future, expanding access to quality health, practicing diversity and inclusion, and ensure responsible management of natural resources. The adoption of these guidelines reinforces the strength of the organization and its permanent commitment with positive impacts for the society and the environment.



People at the center of care

With the determination of inspiring people to take care of people, the humanized culture is an essential value at the Sabin Group reflecting in all its businesses. The company differentiates itself by the attentive eye, the active listening and the genuine care, principles that legitimized its recognition as one of the Best Companies to Work for, by Great Places to Work (GPTW) Brazil for more than 20 years, in addition to other organizational surveys.

Valuing employees remains a priority, through programs and projects that promote a safe and welcoming environment focused on human development. Among the main initiatives, the quality-of-life programs stand out, encouraging the practice of activities for physical and emotional balance, diversity

and inclusion measures, professional training courses and strategies for recognition and meritocracy.

Throughout its history, Sabin has offered specific opportunities for minority groups, aiming to state more representation, intensifying its inclusive culture and composing increasingly diverse teams.

Thus, in 2018, the Group implemented the Diversity and Inclusion Program, which prioritizes the strengthening and dissemination of its inclusive culture. In 2021, the Sabin Guide to Diversity and Inclusion was launched, a publication aimed at employees and suppliers, which clarifies concepts, encourages reflection, strengthens empathy and provides an environment open to dialogue and prejudice-free.

Since 2016, the company has been a signatory to the 7 Women's Empowerment Principles, established by UN Women, which seek to incorporate values and practices to ensure gender equality. Nationally recognized actions, initiatives and programs are reflected in significant numbers of the Sabin Group: 79.4% of

the staff is composed of women, and in leadership positions, 76.5% are women.

This trajectory of inclusion and female empowerment reinvigorates the organizational culture and generates transformations inside and outside the company, directly impacting the quality of services and the sustainability of the business.



Culture of innovation

GRI 3-3 - Innovation and technology, 2-24

Innovation is a central strategic component in the Sabin Group's trajectory and has motivated sustainable development, business diversification and the transformation of health based on science.

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 to ensure that decisions are aligned with long-term goals and best corporate governance practices.

Innovation was a natural path of entrepreneurship and, since 2009, Sabin began to invest in improving this culture, encouraging the participation of its collaborators in projects, investing in technical-scientific research and new ideas, and developing new products, services, business models and partnerships.

At the Sabin Group, innovation is part of the business strategy and guides it for short and long-term actions and projects, based on three axes: science, experience and efficiency. Throughout the year 2024, the company promoted and participated

in several events on innovation in health, contributing to develop entrepreneurs and professionals who work in the sector in different regions of the country. Among them, the Healthtech Community Stage, the Healthcare Innovation Show, Google, HSM Expo Management and Rio Innovation Week stand out. The company was chosen by entrepreneurs from all over the country as one of the 10 Best Health Companies in Brazil for its Open Innovation, being the only representative from the Midwest region.

The Sabin Group's innovation strategy is structured around three main pillars: corporate innovation, open innovation and social innovation.



Pillars of innovation

Corporate innovation

In the corporate innovation pillar, the company invests in process modernization, technology integration, and patient experience improvement. The Builders of the Future intrapreneurship program is an example of this contribution. On other fronts, the Rita Health Care platform is the result of an internal innovation initiative, as well as the incorporation of new tests developed by the Research and Development (R&D) and Genomics areas.

Open innovation

In the open innovation pillar, the Sabin Group acts as a platform for validating solutions developed by startups, allowing interaction with its technical and scientific team.

Skyhub is the Sabin Group's innovation hub that works to bring together entrepreneurs, startups, investors and researchers. From the exploration of new ideas, concepts and business models are tested at different stages of development. The hub also contributes to accelerate the national health innovation ecosystem by sharing knowledge and exchanging good practices in events around the country.

The Sabin Group is an important investor in new value propositions for health,

both in the national and global markets. Through Sabin Ventures, the company invests directly and through the Kortex Ventures fund (in partnership with Grupo Fleury and Bradesco Saúde). The fund ended 2024 with 10 companies invested in Brazil, including Sweetech, Neuralmed, Isa Lab, Nilo, Huna and Biologix. In addition, the Sabin Group also invests in funds in Israel, Mexico and the United States.

Throughout 2024, Skyhub.bio carried out several concept proofs, with emphasis on the country's first drone flight carrying biological samples (vaccines and blood) through the airspace of the capital city. The project sought to contribute to innovation in health logistics management, bringing agility to the operation and expanding the possibilities of the company's service areas, in addition to opening new possibilities of use for the production chains.

Social innovation

The social innovation pillar is conducted by the Sabin Institute, which supports third sector entrepreneurs and projects that promote innovative solutions to sustainable social challenges that impact the improvement of quality of life in the communities in which the company operates (learn more on [page 113](#)).



Highlights of the year

In 2024, the Sabin Group celebrated 40 years of history, consolidating itself among the three largest groups of Brazilian diagnostic medicine. The year was noted by territorial expansion, strategic achievements, technological advances and important recognitions that reinforce the company's commitment to excellence, innovation and positive impact on society.

New technological platform - NTO 4.0

The Sabin Group implemented an innovative technological platform at the Center Operational Technician (NTO) in Brasília (FD), making it one of the most modern in the country. The project was carried out in partnership with Roche.

The NTO 4.0 project involved more than 80 specialists from the two companies and focused on increasing operational efficiency and production capacity at the 12,000 m² plant in Brasília (FD). The automation provided by the new equipment has reduced the steps of handling the tubes, which has raised the levels of safety and quality, in addition to improving the traceability of the samples. With the new technology, from the moment of entry into the screening (pre-analytical phase) to storage (post-analytical stage), the tubes began to circulate on conveyors connected to new

generations of equipment, providing an end-to-end integration of processes. Thus, there were important gains in time in the release of results, a reduction in the number of tubes used, as well as a 20% increase in the processing capacity of exams in the Group's central NTO.

The project was fully customized to the company's needs. One of the solutions was the installation of Roche's first vertical conveyor belt in Brazil, the CCM Vertical, which transports samples through aerial transverse walkways, providing more integration and optimization of space, facilitating the movement of people and making processes more agile.

Within the expansion process, the Sabin Group expanded its performance





inaugurating new units, aiming at the strengthening of the Sabin Diagnostic and Health service brand, which consolidated its presence in several Brazilian states. In 2024, 10 units were opened in the cities where it operates: Luís Eduardo Magalhães (BA), Brasília (FD), Campinas (SP), Campo Grande (MS), Londrina (PR), Manaus (AM), Tangará da Serra (MT), Uberlândia (MG) and Palmas (TO), in addition to expanding geographic coverage with a new operation in the city of Alexânia (GO). The company also invested in the modernization of its infrastructure, with 29 renovations in units, which included improvements and expansions, ensuring the quality of service to its customers.

In addition, the company reached a total of 20 hospital units in several Brazilian cities, intensifying its operation in the segment.

Porto Dias Hospital Partnership – Pará

Another highlight of the year was the strategic partnership signed between the Sabin Group and the Porto Dias Hospital (HPD), the largest private hospital network in the northern region of Brazil, composed of high-complexity hospital units e diagnostic units.

The new partnership aims to expand diagnostic medicine operations in the capital of Pará and other cities in the state, seeking synergies in the provision of quality health services in Pará, which has 144 municipalities and a population of more than 8.5 million inhabitants.

The Sabin Diagnosis and Health service started to serve the hospital operations of the HPD, in Belém (PA), starting to offer hospital support service in the second half of January 2025.

Besides, the partnership provides that each company will have a 50% participation in the new company in Pará, whose creation was submitted to the evaluation of the Administrative Council for Economic Defense (CADE), which approved, without restrictions, the company, on March 7, 2025.

This move reinforces the Sabin Group's expansion strategy in the north of the country, both from a geographical point of view and from the expansion of the portfolio of services offered in the region.

Growth of the immunization service

The immunization service has expanded its portfolio to 27 different types of vaccine. The number of customers served grew by 58%, and the volume of vaccines applied increased by 47% compared to 2023. The most sought vaccines were dengue, influenza and shingles. In addition, the vaccination service was expanded to the cities of Palmas (TO) and Teresina (PI), reaching 10 states, which also have home care.



Expansion of new business

The Primary Health Care business recorded advances in 2024. Amparo Health Support totaled 11 active units, in addition to two itinerant units in the States of Rio de Janeiro and Maranhão. More than 110 thousand consultations were carried out with multidisciplinary teams, and the number of engaged patients grew 47.8%.

Appointments can be carried out in person and online, through programs and lines of coordinated care and the telemedicine service, supporting operators, self-managers and companies in the health management of employees and beneficiaries, with assertive and waste-free care pathways.

In 2024, Amparo Health Support supported the Koripako humanitarian mission, in partnership with the Digital Health Brazil Association and the Albert Einstein Hospital, strengthening care with the communities and expanding the access of the local indigenous population to medical care.

Rita Health Care, a digital platform for health services, surpassed 100 thousand patients connected to medical services, exams and pharmacies.

The number of subscribers grew 370%, and more than 9 thousand patients in vulnerable situations had easier access to diagnostic medicine exams.



40 years of care

Our history



In 1984, biochemists Janete Vaz and Sandra Soares Costa began the dream of building a clinical analysis laboratory that would combine excellence in services and humanized care. Sabin was born in a 90 m² commercial room in the center of Brasília (FD), with the support of a receptionist and a general services assistant.

Forty years later, that small laboratory has become the Sabin Group, a national, solid and visionary company, which maintains its well-established purposes and values, in addition to a genuine commitment to the ESG Agenda.

With the mission of offering health services with excellence and providing well-being to its customers from north to south of Brazil, the Sabin Group has consolidated a health model that integrates science, technology and humanization. This concept of care goes beyond borders of clinical care, including commitment to communities, the environment and future generations.

The constant search for innovation has led the company to adopt advanced technologies, improving the customer experience and expanding access to healthcare. The achievements along this trajectory reflect the growth of the Sabin Group and the positive social impact generated in each community served.

On completing 40 years of history, the Sabin Group reaffirms its purpose of inspiring people to take care of people. This journey proves that entrepreneurship, combined with innovation and care, has the power to transform lives and build a lasting legacy.



Exhibition "Odyssey through the Human Body – Transforming Science into Care"

To celebrate this special moment with various stakeholders, the Sabin Group held the exhibition “Odyssey through the Human Body – Transforming Science into Care” – an immersive and innovative experience that united technology, health education, scientific knowledge and history, consolidating itself as a milestone in the celebrations of the Sabin Group.

Held at ParkShopping Brasília between June 29 and July 27, 2024, the exhibition was structured in three settings dedicated to the knowledge of the human body, advances in diagnostic medicine and to the company's history, attracting more than 10.7 thousand visitors in 30 days. With free admission and a didactic and accessible language, the event brought together several stakeholders, including health professionals, business movements, customers, students, employees, family members, suppliers, and partners.

The legacy of four decades was presented through the great milestones that made the Sabin Group a business reference and the third player in the diagnostic medicine sector in Brazil. Its commitment and good practices ESG in the care of people, communities, businesses and the planet were also highlighted.



The journey through the Sabin Spacecraft started in the 1st room, in which the visitor was invited to get to know the inside of the human body through an immersive and unprecedented experience, with images projected at a 360° angle on the four walls. In this visual journey, the secrets and the functioning of the body were revealed, in a journey through the organs,

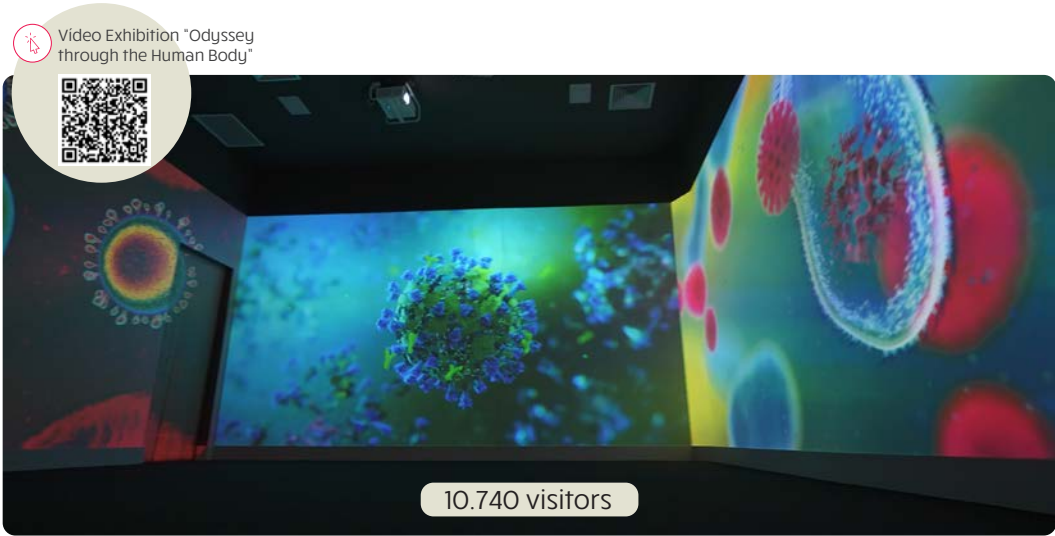
cells, neurons and genes (raw material for preventive and diagnostic medicine).

Then, in the 2nd room, the visitor was able to explore the history and advances of diagnostic medicine in Brazil in the last 40 years, as well as the evolution of research and equipment that uses robotics, nanotechnology and artificial intelligence.

At the end of this fascinating journey aboard the Sabin Spacecraft, the

visitor can dive into history, memories and milestones in the last room of the Group, knowing its values and purpose and the company's inspiring history of female entrepreneurship.

The initiative had the support of strategic and long-standing partners, such as Roche, InterSystems, Shift, Werfen Medical, Construtora Conbral, Siemens Healthineers and Way Visual Communication.



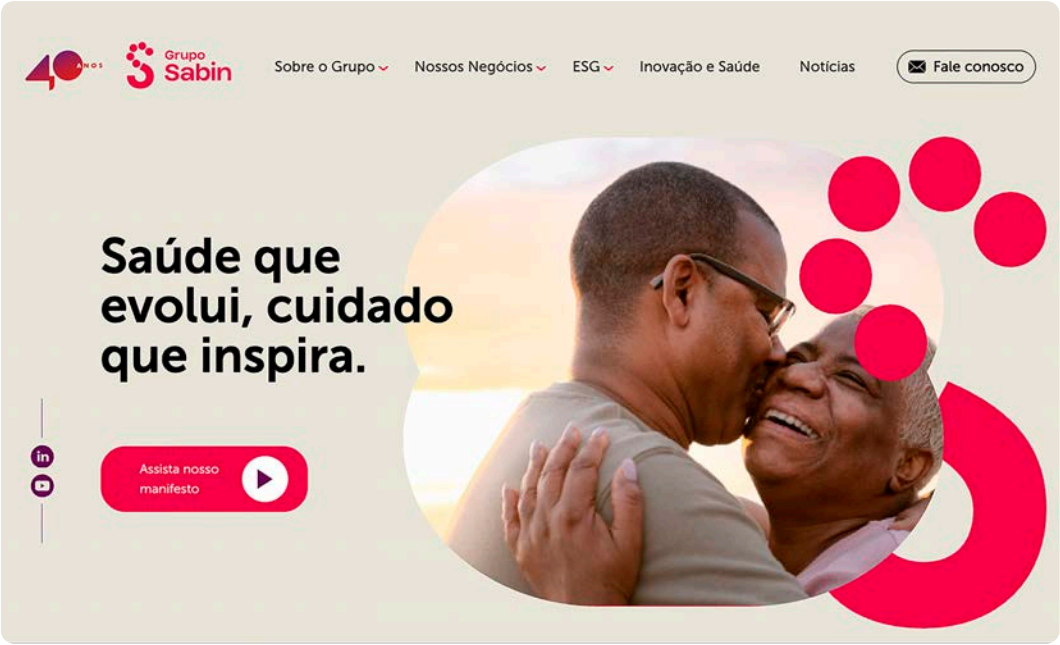
Power Girl Race

As part of the celebrations, Sabin sponsored a street running event in Brasília (FD), the Girl Power Run, which brought together more than 4 thousand women in a great celebration of female strength, self-care and health promotion. Held at the Sarah Kubitschek City Park, on October 27, 2024, the race was a remarkable moment of connection between sport, well-being and inclusion, reaffirming the dedication of the Sabin Group to the quality of life and the leading role of women.

More than a sporting event, the race represented a commitment

to encourage physical and mental health, reinforcing the purpose of the Group Sabin to inspire people to care for people. The company was present with a force of 300 employees and some members of the Sabin Racing Club, and the participation of the Sabin sports team, which led the warm-up of the runners, providing a moment of integration and preparation for the start.

By supporting events that drive well-being, the company strengthens its purpose of taking care of people in an integral way, promoting actions that contribute to a healthier and more inclusive future for all.



Launch of the new Corporate Website

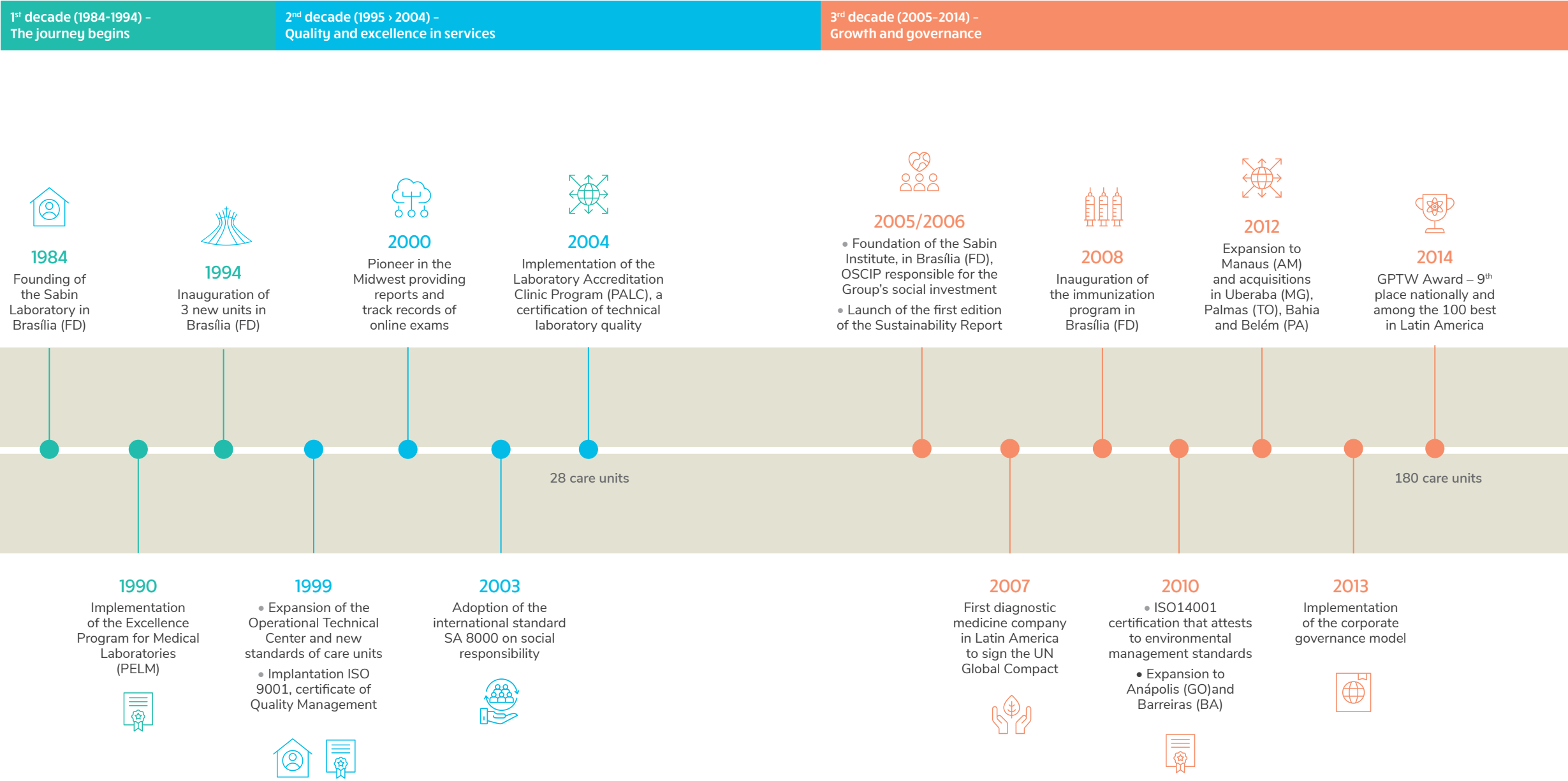
To expand the dialogue with its various stakeholders, the Group launched a website to share the new moment of the corporate brand and its health ecosystem, integrated with business principles and values, as well as a strong ESG Agenda and also disclosures corporate practices and projects, material facts, Group news, awards and recognitions received, among other relevant contents.

Key milestones of the journey

Over 40 years, the Sabin Group has built a solid trajectory, marked by entrepreneurship, excellence and quality, as well as its business expansion to the five regions of the country, gaining recognition for its care for health, communities and the future.

In the following pages, a timeline shows the milestones of the evolution of the Sabin Group, from its origin in a 90 m² room, in Brasília (FD), to the launch of the healthcare ecosystem that integrates businesses, services, and programs to offer a health care journey for customers.

Timeline





2015

- Implementation of the risk management standard (ISO 31000)
- Acquisitions in Uberlândia (MG), Campo Grande (MS) and São José dos Campos (SP)
- Beginning of diagnostic imaging and check-up executive services



2017

- Stamp LEED Gold – Sustainable Buildings at Brasília's (DF) Headquarters
- Expansion to cities as Florianópolis, Imbituba and Garopaba (SC)
- Acquisition in Franca (SP)



2020

- Development of the methodology RT-PCR to detect covid-19
- Pioneer for the first covid-19 diagnostic in Brasília (DF) and the integration with the National Health Data Network – RNDS in notifications of the disease
 - Participation of +2 thousand volunteers in the public vaccination campaign against covid-19 in the DF
 - Launch of the Skyhub innovation hub and the Patient Safety Center
- Co-founding of Kortex (corporate venture capital), in partnership with Grupo Fleury



2022

- Certification of carbon neutralization of GHG emissions for 2020 e 2021
- Acquisitions in the states of Piauí and Maranhão and in Campinas (SP) metropolitan region
- Launching of the new Sabin Group brand
- Launching of the Customer Experience Center



2024

- Sabin celebrates 40 years of dedication to Brazilian's health
 - Implementation of the new technological park for clinical examinations – NTO 40, in Brasília (DF)
 - Partnership with Porto Dias Hospital, expansion in Pará

296 care units

358 care units

2016

- Signatory of the 7 Principles of UN Women's Empowerment
- Acquisitions in Campinas (SP), Ribeirão Preto (SP) and Londrina (PR)
- Pioneer in the dengue diagnostic test, Zika and chikungunya in a single sample



2018

- Diagnostic Accreditation Program by Image – PADI
 - Implementation of the Genomics sector
- Acquisitions in Maringá (PR) and cities of SP (São Caetano do Sul, Osasco and Barueri)
- Beginning of diagnostic imaging services in Brasília (DF)



2019

- Acquisitions in the cities of Cuiabá (MT), Dourados (MS) and expansion to Boa Vista (RR)
- Entry into the free energy market for its headquarters of Brasília (DF)



2021

- Launch of Rita Health Care – digital platform for integrating health services
- Acquisition of Amparo Saúde, Primary Health Care services company
- Acquisition of laboratories in Tangará da Serra (MT), Blumenau (SC) and Gurupi (TO)
- Installation of the new Effluent Treatment Plant (ETE) at the headquarters of Brasília (DF)
 - Adoption of the international standard, Global Reporting Initiative (GRI) in the Sustainability Report



2023

- 100% of the units supplied with solar energy in the DF
- Certification of carbon neutralization of GHG emissions for the years 2022 and 2023
- Launch of the Sabin Group's healthcare ecosystem
- Publication of the ESG agenda and targets 2023-2026
- Launch of the concept unit at Shopping Iguatemi Brasília, with a complete service portfolio





Strengthening trust and transparency

Governance and integrity

The Sabin Group's corporate governance model was built on its strong culture pillars, as well as the values and purposes that guide its business strategy. Implemented in 2013, it was based on the best business management practices, fostering the company's sustainable growth.

In 2024, the Group completed four decades of dedication to health and people, consolidating a trajectory of several programs and projects implemented that made it a reference in health in Brazil and Latin America.

Board of Directors - composition

GRI 2-9, 2-11, 2-12, 2-13, 2-15, 405-1

The governance of the Sabin Group is conducted by the Board of Directors, formed by six members and made up of the founding partners, who take turns every two years in the positions of president and vice-president, and

also two external advisors and two representatives of the two families.

All members have extensive market experience and recognized qualifications that accredit them for strategic actions. The members are dedicated to the Board, delegating the management of the company to the Executive Board, which minimizes conflicts of interest and ensures impartiality in decisions.

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

In addition to guiding strategies and monitoring the company's results, the Council monitors issues raised

by specific channels and forums, promoting constant dialogue and building decisions oriented towards excellency and sustainability.

Board of Directors
President | Sandra Soares Costa
Vice-president | Janete Ribeiro Vaz

Counsellors
Gabriel Soares Costa
José Márcio Diniz
Leandro Vaz
Newton Garzon

Diversity on the Board of Directors
GRI 405-1

Criteria	2022	2023	2024
Male	60%	60%	60%
Female	40%	40%	40%
< 30 years	0%	0%	0%
Between 30 and 50 years	40%	40%	40%
> 50 years	60%	60%	60%

Board appointment, capacity building and evaluation
GRI 2-10, 2-17, 2-18

The nomination and selection process of the Board of Directors, the advisory committees and the Executive Board of the Sabin Group are guided by strict criteria of competence, technical

knowledge and strategic alignment with the organizational objectives. This structure ensures that the company's governance is based on the best market practices, with transparency and responsible decision-making.

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

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

Support committees and listening channels
GRI 2-9, 2-16, 2-25, 2-26

The Sabin Group's Board of Directors has the support of two strategic committees, which advise it on priority issues related to corporate governance. These committees analyze and discuss essential issues, so that the company acts aligned with the interests of its stakeholders, based on ethical principles and responsible practices.

The Sabin Group maintains active listening channels, ensuring a safe and transparent corporate environment. They are: Talk to the President, Ombudsman, Whistleblowing Channel, Call Center, the Sabin Group's Contact Us website and external platforms such as Reclame Aqui and Google.

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 Board of Directors corrective and preventive actions.

Audit, Compliance and Risk Committee
Participants

- Executive Presidency
- Financial Director
- Accounting Management

Strategic risk management is also part of the scope of this committee's action, enabling the anticipation of challenges and the adoption of 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.

This committee acts independently and aims to ensure that the financial statements are in accordance with international accounting principles, such as the International Financial Reporting Standards (IFRS) and Brazilian corporate law; in addition to monitoring compliance with regulatory standards, internal policies and compliance guidelines, aligned to the best practices of the sector.

Human Capital Committee
Participants

- Chairman of the Board of Directors
- Executive Presidency
- Administrative Board and People
- Financial Director
- Technical Board
- Technical Board of Expansion
- Accounting 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 in conducting guidelines that support the organizational culture and the structuring of human skills. The committee is made up of 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 expands 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

The Executive Board of the Sabin Group, led by the Executive President Lídia Abdalla, is composed of eight executives who manage the business aligned with the formally established guidelines and the goals defined in the strategic planning.

Biochemist and pharmacist Lídia Abdalla, a career professional at the company, took over as President Executive of the Group in 2014, together with the Executive Board, to manage the business, prioritizing the adoption of best practices in the operational, financial, social, and environmental spheres.

Board members have extensive experience in the healthcare industry



and specialization in strategic areas for the company's progress. In addition, they stand out for their performance in business performance, contributing to a sustainable development agenda and promoting advances that position the Sabin Group among the three largest diagnostic medicine companies in the country.

Strategic objectives

GRI 2-24

The Sabin Group's strategic planning is reviewed annually in order to establish the Structured Program for Growth (PEC). The 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 2024, the Group's strategy was directed towards expansion with a focus on strengthening operations in the cities where it is present. The growth follows the principles of organizational culture, excellence, and humanization, making sure that people remain at the center of decisions. Besides, the integration between the businesses was improved, seeking more operational efficiency, expansion of the customer base and financial sustainability.

Strategic focuses for 2024



Executive Board

Executive President | **Lídia Abdalla**

Institutional Relations and Corporate Communications Department | **Andrea Pinheiro**

Market Relations Officer | **Bruno Ganem Siqueira**

Technical Director of Expansion | **Cyra Araújo**

Managing Director of Expansion | **Guilherme Oliveira**

Chief Financial Officer | **José Francisco Viana**

Administrative and People Director | **Marly Vidal**

Technical Director | **Rafael Jácomo**

Deputy Chief Financial Officer | **Renata Castellani da Silva**

Corporate policies, guidelines and impact management

GRI 2-23, 2-24

The solidity and longevity of a company depends on well-structured guidelines that leads its management and ensure coherence between values, objectives and business practices.

Within the Sabin Group, these guidelines are approved by the Board of Directors and managed and reviewed regularly to ensure that the business strategy is aligned with the transformations in the health sector, technological advances and global sustainable development trends.

Transparency is one of the pillars of good governance practices and corporate responsibility of the Group, with equity, accountability and corporate responsibility. Sabin also seeks to bring scope to the disclosure of corporate data, to meet the needs of its stakeholders. The Group's new website, launched in 2024, provided information on projects and initiatives of its ESG Agenda, annual financial statements, disclosure of material facts of interest to its related parties, as well as news about the company and education and health content (learn more at gruposabin.com.br).

The publication of the 2022 and 2023 sustainability reports, based on the guidelines of the Global

Reporting Initiative (GRI), from the construction of materiality, as well as the Talk to the President channel, reinforce the posture of transparency and openness to dialogue.

Responsible governance is reflected in the integration of the Sustainable Development Goals (SDGs) into the company's strategic planning. The incorporation of these principles reinforces the positive impact generated in the businesses and communities in which the company is present, ensuring that it operates in line with the best global practices.



Sabin's Group Corporate Guidelines

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 ensuring the sustainable development of the planet.



Integrity and Compliance Program: 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. The program is composed of:

Code of Conduct: document that defines the company's values and ethical principles, guiding employees, advisors, doctors, suppliers and partners in all their interactions.

Risk Management Policy: monitors relevant opportunities and risks to the maintenance of the business.

Privacy Policy: document that addresses aspects related to the confidentiality and security of all customers' personal data and partners during the provision of services and other activities of the company.

Sabin's Guide to Diversity and Inclusion: a publication aimed at employees and suppliers that reinforces the Group's commitment to diversity, complementing the guidelines of the Code of Conduct.



The Sabin Group's Integrity and Compliance Program is the management's commitment, aiming to ensure compliance with legal requirements (compliance), as well as the adoption of good practices in their relationships. Its content brings together the internal regulations and procedures that ensure compliance with laws and responsible business conduct.

A series of training courses carried out for the integration of new employees and periodic recycling trains teams in their daily performance, disseminating roles and responsibilities, in addition to defining levels of escalation of decision-making and clarifying listening channels, such as the Talk to the Presidency, the Whistleblowing Channel and the Ombudsman's Office.

Code of Conduct

The Sabin's Group Code of Conduct establishes the beliefs, values and expected behaviors, as well as guides corporate actions and decisions. It applies to all your internal and external stakeholders, including: directors, employees, doctors, suppliers and service providers. Available in print and digital versions, the Code was updated in 2024 and is part of the mandatory trail for all employees, and is also widely disseminated through periodic internal and external communication campaigns. Another document, the Sabin Diversity and Inclusion Guide, complements the guidelines of the Code of Conduct, reinforcing the Group's commitment to diversity.



Environmental Policy

Sabin's environmental policy was implemented with the purpose of preserving the environment through efficient environmental management, aiming at a better future for current and future generations. The actions and initiatives aim to contribute to the sustainable development of the planet and business, and are aligned with the Development Goals (SDGs) defined by the UN.

The company's environmental risk policy and management identify and minimize the negative impacts of its operations on the environment. The control of greenhouse gas emissions reflects the commitment to mitigate climate changes while the search

for renewable sources and energy efficiency, such as the use of clean technologies, shows the nonstop effort to reduce the carbon footprint. In addition, waste management, with investments in recycling and waste reduction, reinforces the company's responsibility to promote more sustainable practices, valuing the circular economy. The Group's actions follow regulatory compliance and contribute to the preservation of the environment, generating value for all its stakeholders in the cities where it operates (learn more about environmental actions on [page 125](#)).

Last year, there were no fines or notifications regarding cases of noncompliance with environmental laws or regulations.

Risk management

GRI 2-24

In an increasingly dynamic and challenging business environment, risk management is essential for the sustainability and growth of the Sabin Group. The ability to anticipate challenges, mitigate impacts, and ensure operational continuity is a strategic differential that reinforces organizational resilience and the company's reliability in the healthcare industry. The company takes a proactive and integrated approach that goes beyond regulatory compliance, with an emphasis on identifying and minimizing risks that may impact the operation ability, the patients and society.

The Sabin Group's risk management strategy is structured around four fundamental pillars: prevention, detection, response and monitoring. This model attests to the application of continuous evaluation practices and anticorruption and anti-fraud mechanisms, in line with the Code of Conduct, which guides the actions of employees and partners in accordance with ethical and integrity criteria.

The risk management system monitors both opportunities and critical factors for business continuity. It is structured on the basis of the Risk Management Policy, which includes the inventory and the risk matrix, reviewed annually; the risk

classification, with prioritization and categorization; and the development of action plans, focusing on creating barriers and contingency. In 2024, given the country's economic scenario, the health sector sought alternatives to recover financial balance, affected by the increased verticalization and de-accreditation of services by health operators, with growing rise in claims, impact on default rates and by possible cyber-attacks on personal data breaches.

Due to the mapped business risks, the Group focused its efforts on operational and financial efficiency and strategic partnerships, investing in diversification

and scalability of new business models. In this process, the measures include reducing concentration of paying sources, expand the base of critical suppliers, redesign processes and implement technologies for exam processing and digital transformation. It also includes new investments in IT security infrastructure and the expansion of management and contingency plans for cyber-attacks.

Since 2015, the Sabin Group has been certified by the ISO 31000 Standard, which attests to the alignment with international governance standards, performance of the highest level of the direction and strategic planning. Risks are classified into specific categories, ensuring that the

company's operations remain resilient, aligned with best governance practices, and prepared to meet the challenges of a dynamic and competitive environment.

Sabin Group's risk classification

- Environmental
- Healthcare
- Occupational
- Operational
- Juridical
- Market
- Compliance
- Strategic
- Image
- Economic and financial

The four fundamental pillars of the Sabin Group's risk management



Data processing and privacy

GRI 3-3 – Patient privacy, 418-1

The Sabin Group operates in compliance with the General Law for the Protection of Personal Data (LGPD) and defined, in its Privacy Policy, the processing of customers, employees, suppliers and partners, with the commitment to provide confidentiality and security in the provision of services and other activities inherent to the business.

A [Privacy Policy](#) also establishes clear guidelines for data protection in all the company’s activities, ensuring that the rights of the holders are respected.

To facilitate the management of this information, the [Privacy Policy](#), available on the Sabin Group website, allows anyone to exercise their rights in an agile and transparent manner.

Throughout 2024, 1,777 calls were made through this channel, highlighting the effectiveness of the privacy governance structure. In addition, the e-mails encarregado@sabin.com.br and privacidade@sabin.com.br are available to clarify doubts and other requests related to data protection. The company adopts strict policies and practices to ensure that data processing is carried out responsibly and securely.

In 2024, several initiatives were carried out to strengthen the culture of privacy and data protection, including online training for employees and internal auditors, with the participation of 112 auditors, so that law enforcement occurs consistently within the organization.

Specific training was also carried out for medical service providers, with face-to-face actions in Brasília (FD) and Uberlândia (MG), addressing the culture of privacy and protection of sensitive information. The LGPD in Practice booklet is part of the mandatory employee development track and is available on the Sabin Group intranet, providing guidance on good practices and key concepts of the legislation.



The Group continuously invests in cybersecurity, implementing preventive measures for data protection and risk management.

The transformative potential of technological innovation in business and healthcare is recognized by Sabin, which is committed to ensuring that its use and implementation are aligned with the highest standards of ethics and responsibility, regarding especially artificial intelligence (AI) and machine learning, so that the scope of application of the tools used is safe, robust, and reliable.



As a result, no data leaks or breaches were recorded in 2024, reinforcing the reliability and solidity of the protection strategies adopted.

Compliance with laws and regulations

GRI 2-27

Compliance with laws and regulations is essential to the responsible and sustainable performance of the Sabin Group. In a dynamic and highly regulated segment, strict monitoring of regulations ensures legal certainty, operational efficiency, and quality in the services provided.

To this end, the company maintains a structured system of internal and external audits, conducted by specialized consultancies, in order to evaluate its processes, identify opportunities for improvement and ensure alignment with the best practices in the market. Financial statements are audited annually by independent companies and strictly follow accounting standards adopted in Brazil (BRGAAP).

The company also observes the guidelines of the Accounting Pronouncements Committee (CPC), of the Brazilian Securities and Exchange Commission (CVM) and the Brazilian Corporation Law.

Active participation in sectoral entities, such as the Brazilian Association of Diagnostic Medicine (Abramed) and the Brazilian College of Radiology (CBR), strengthen the Group’s representativeness in discussions about regulations that impact the sector and the company.

This strategic approach reinforces the credibility and transparency of the Sabin Group’s operations, attesting to the fact that its practices evolve in alignment with regulatory requirements and the expectations of its stakeholders.

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 2024, more than 30 national and international recognitions were achieved, as a result of independent surveys carried out with employees, customers and stakeholders, which provided a comprehensive understanding of the perceptions of these stakeholders and the enhancement of Sabin's management.

Governance, management, innovation and ESG

- Visionary Awards Women Corporate Directors International – Private Company Leadership and Governance category, granted by the Women Corporate Directors Foundation (WCD).
- Época Negócios 360° Award – 10 bests in corporate governance, among all segments. In the health sector: 4th place, in addition to 1st place in Innovation Dimension, 2nd place in Governance and 3rd place in Vision of the Future and Socio-environmental ESG.
- 4th place in the Biggest and Best Exame award, Health and Health Services category, held by Exame magazine.
- Among the 10 companies in the healthcare sector that most actively practice open innovation in the 2024 Top Open Corps Ranking, by the international platform 100 Open Startups.
- Best for Brazil / Humanized Research Award – highlight in the health sector with Rating A, in Humanized Research.
- Among the three best-rated companies in the Reclame Aqui Award, Health/Laboratory and Image/ Large Operations category.



- Intersystem Impact Awards – best use of AI – service platform omnichannel.
- 1st place in the CX Innovator category, at the Genesys CX Awards, from Xperience Brazil.
- 1st place in the Hospitals and Laboratories category in the Companies that Most Respect the Consumer Award, from Consumidor Moderno magazine.
- 1st place in the Health category, in the Experience Awards Health Award, from SOLUCX CRM Services.
- Presence in the Ranking of the 100 Best Companies to work for, Great Place To Work Brazil.
- 9th place GPTW, Business Ethnic/ Racial Diversity category, held by GPTW.
- 15th place GPTW Diversity Women, Large Companies category, held by GPTW.
- 1st place GPTW North, Medium Companies category up to 1,000 employees, carried out by GPTW.
- 2nd place GPTW Midwest, Large Companies category, held by GPTW.
- 8th place GPTW MG, Medium and Large Companies category, held by GPTW.
- 6th place GPTW Bahia, Medium and Large Companies category, and 1st place in the Diagnostic Medicine sector in the State.
- 20th place GPTW Paraná, in the Medium Companies category.
- 1st place in the Think Work Flash Innovations Award, Leadership category – Connected Leader Program case, by Think Work.
- 12th place in the Large Segment, of the Most Incredible Places to Work Award – held by FIA/ Estadão.
- 5th place in the Diversity in Practice Award 2024, by BlendEdu – Internal Communication – Diversity and Inclusion case.

People management, diversity and inclusion

R & D – technical work and quality

ADLM (AACC)

- Best Work Award for “Including Turner syndrome screening in newborn sequencing by using NGS read counts to infer sex chromosomes copy number: leveraging existing data to enhance early diagnosis”.
- Best Abstract Award from the Division of Personalized Medicine for the work on laboratory performance in the molecular detection of tuberculosis, a partnership between Sabin and Controllab.

49th CBAC – Brazilian Congress of Clinical Analysis

- 1st place PNCQ Award – Best Work on Quality Control, Clinical Analysis Laboratory category, for the work “Comparison of the uncertainty estimate by the NORDTEST NT TR 537 approach with ISO/TS 20914 and application as a self-verification criterion of results”, by Tawana Correa Rodrigues Amorim Rosa et al.



56th CBPC – Brazilian Congress of Clinical Pathology/Laboratory Medicine

- Dr. Luiz Gastão Mange Rosenfeld Award for the work “Validation of a 10-Color Flow Cytometry Panel in a Single Tube for Plasma Cell Identification”, by hematologist Felipe Magalhães Furtado et al.

4th Laboratory Photography Contest

- 1st place in the Macroscopic Photography category, with the image of the rainbow phenomenon in the sample of a bacter in alveolar white wash, produced by Marcio Evangelista Junior.



Regional awards and recognitions

- 1st place in the Salvador Health Benchmarking award, Laboratory Medicine category, held by Bahia Econômica magazine.
- 1st place in the Top-of-Mind award Uberlândia, Diagnostic Medicine category, carried out by TV Integração – Globo.
- 1st place in the Top of Mind Brasília award, Clinical Analysis Laboratory category, held by Jornal de Brasília.
- 1st place in the Business Merit award, Business category, held by CDL Araguari.
- Sustainability seal by ACIPA – Palmas.

Tributes and recognitions

- Recognition by the Legislative Chamber of the Federal District to 40 women who work in health, including the co-founders of the Sabin Group, Janete Vaz and Sandra Soares Costa, the Executive President, Lídia Abdalla, and a group of female employees of the company.



- 100 Most Influential in Health: the co-founder and vice president of the Sabin Group, Janete Vaz, was one of the personalities awarded in 2024.
- TOP 10 Most Admired CEOs: Group Executive Chairman Sabin, Lídia Abdalla, was among those recognized.
- Recognition as one of the personalities of the year to the Executive President of the Sabin Group, Lídia Abdalla, for the ESG Day of Money Report.
- Health Leaders Award: highlight among Health companies – ESG Category.
- Most admired HRs: the Administrative and People Director of the Sabin Group, Marly Vidal, was among those recognized.



ESG as essence

Sustainability strategy

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

Sustainability governance

To offer excellence in health services, the Sabin Group bases its performance on values such as credibility, ethics, socio-environmental responsibility, innovation, quality, respect for life and simplicity. Eleven years ago, it implemented a corporate governance model that allowed its sustainable expansion and positioned the Group as the third largest diagnostic medicine company in the country.

Guided by a strong purpose of caring for people, the Sabin Group structured a social legacy that positively impacts lives, communities and social organizations, in addition to contributing for regional economic development

and for the construction of a more just and egalitarian society.

The management of social, environmental and governance (ESG) aspects occurs in a integrated and multidisciplinary way, connecting strategic objectives, policies, programs and practices to conduct business. Since 2015, the company has adopted ISO 31000, in line with a structured management model of ESG risks, which covers both the strategic and corporate scope and care operations.

The Sabin Group has a risk management system that monitors relevant opportunities and risks to the maintenance of the business, in addition to following a Risk Management Policy. Every year, it reviews the Risk Matrix (which includes the identification, qualification, and scale of probability of severity of events) and the respective action plans for prevention, control, mitigation, barriers, and contingency.

The provision of services in its different business units is integrated by the Quality Management System, which follows protocols and sectoral standards, with national and international certifications. In addition, the organization's processes, practices and indicators are audited annually through internal and external audit cycles, in regional and corporate operations, and by institutes and entities that lead business rankings related to environmental, social and governance aspects.

The impacts arising from its productive, care and business activities are periodically evaluated, as well as the needs, expectations and perceptions of its stakeholders.

The sustainability governance structure, integrated with risk and impact management and care activities, has the support of professionals with different specialties and hierarchical levels, which allows the implementation of the sustainability strategy and



ensures that related decisions and actions to the theme be incorporated into various areas of the company.

One of the company's strategic objectives is to integrate and strengthen ESG practices and policies. In 2022, the ESG Working Group (ESG) was created, composed by managers from the areas of corporate communication, strategy, people, human development, quality, environmental sustainability, accounting, and the Sabin Institute. This multidisciplinary group's mission is to structure and monitor the ESG agenda and the short and medium-term goals defined from the commitment with the Sustainable Development Goals (SDGs) of the United Nations (UN), in addition to promote the engagement of leaders in these themes.

In 2024, the Sabin Group promoted initiatives and projects aimed at gender and race equity, in addition to the strengthening of female protagonism. Since 2016, it has been a 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 Health 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.



The company remains steadfast in its commitment to integrate sustainability, innovation and positive social impact in its operations, with a view to a healthier, more responsible and sustainable future.

Through the Rita Health Care digital platform, access to health services and care for vulnerable communities was expanded in 2024.

The Sabin Institute, responsible for the Sabin Group's private social investment, has benefited more than 2.5 million people over its 20 years of operation.

In the environmental area, in 2024, the Sabin Group promoted the migration to renewable energy sources, reaching the milestone of 67% of the electricity consumed in its business activities coming from solar energy and free market. Besides, it also increased the volume of materials destined for recycling.

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 quality of processes and products, permeates all the Group's activities.

The Annual Strategic Plan, approved by the Board of Directors, incorporates sustainability initiatives and projects aligned with the priority SDGs for the company.

The monitoring of these actions occurs periodically in board meetings, with a view to strategic alignment and continuous evolution of the sustainability agenda.

The Sabin Group's materiality process

GRI 2-14, 3-1, 3-2

The study to define the material themes was structured in four stages. This process ensures that the most relevant topics for the sustainability and longevity of the Sabin Group are continuously analyzed and incorporated into the company's strategic decisions.

The materiality analysis followed the guidelines of the Global Reporting Initiative (GRI), with the participation of 14 stakeholder groups mapped, among which the following strategic groups stand out: customers (individuals and companies),

employees, medical community, health operators and suppliers.

There are 2 material themes identified which guide the development of policies, programs and targets, and reflect the Sabin Group's commitment to sustainability and the SDGs established by the UN. The study, completed and released in 2022 is the basis for this 2024 report.

At the end of the process, the resulting material themes were validated by the reporting team and senior management.

Steps in the materiality process

- 1

Analysis of the Sabin Group's strategic drivers based on internal documents, in order to identify goals and objectives aligned with sustainability. Survey of risks and opportunities in the Diagnostic Medicine sector, based on guidelines, principles and studies on sustainability in the health segment.
- 2

Identification and analysis of impacts from the perspective of sustainability, based on the evaluation of the leaders of different areas of the Sabin Group in relation to a consolidated list of topics from the previous stages.
- 3

Impact assessment carried out through an online survey, with 840 questionnaires answered by previously mapped stakeholders.
- 4

Prioritization of themes based on the crossing of the results of stages 2 and 3, resulting in a list of themes that guide the sustainability strategy.

Stakeholders mapped

The mapped stakeholders for the materiality analysis were clients (people, companies, hospitals and clinics), health operators, medical community, controllers and shareholders, workforce (employees, doctors and third parties), suppliers of products and services, press (media outlets, journalists and publishers), supervisory bodies (National Agency of Health Surveillance), Federal Revenue and state and municipal agencies, society (non-governmental organizations and social organizations), class entities and associations, startups and universities.



Material topics list

GRI 3-2

- 1

Patient health & safety
- 2

Access to healthcare
- 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

Contribution to the Sustainable Development Goals (SDGs)

The Sabin Group reaffirms its commitment to the UN 2030 Agenda, being the first diagnostic medicine company in Latin America to become signatory of the Global

SDG-related targets

GOVERNANCE 100%

2023-2025

Publish the ESG agenda annually, considering the Sustainability Report, in accordance with GRI Standards.

Indicator: 1 event per year

Target 12.6

2023 100%

2024 100%

DIVERSITY 112%

2023-2026

Increase the number of black employees in leadership positions.

Indicator: 9% of black leaders in the workforce

Target 10.2

2023 8.8% of black leaders

2024 10.1 % of black leaders

TRAINING 106%

2024-2025

Foster the development of training programs for community health leaders.

Indicator: minimum of 80 training of community leaders

Target 3.c

2024 85 health ambassadors trained

Compact, in 2007. Since 2022, the company has set goals that maximize the results of its ESG Agenda and direct affirmative actions and sustainable initiatives, in addition to prioritizing eight strategic SDGs in its performance.

RENEWABLE ENERGY 175%

2023-2024

Expand the use of energy from renewable sources annually.

Indicator: 15% magnification, annually

Target 7.2

2023 41% of increase

2024 109% of increase

RECYCLING 124%

2023-2024

Annually increase the amount of material destined for recycling.

Indicator: 5% increase in recycled material, annually

Target 12.5

2023 30.9% of increase

2024 16.5% of increase

SOCIAL INVESTMENT 137%

2023-2025

Expand social investment in initiatives to stimulate the social impact entrepreneurship, with a minimum of 27 initiatives.

Indicator: minimum of 27 initiatives

Target 8.3

2023 33 initiatives

2024 41 initiatives

Stakeholder engagement

GRI 2-29

For four decades, the Sabin Group has been providing quality health services, generating value for its stakeholders. To keep a solid and transparent relationship is essential for the sustainable development of its health ecosystem.

Active listening and continuous dialogue are part of the company’s management pillars and allow strategic decisions to be guided by the expectations and needs of their stakeholders. To promote effective engagement, the Sabin Group maintains open channels of communication with its audiences.

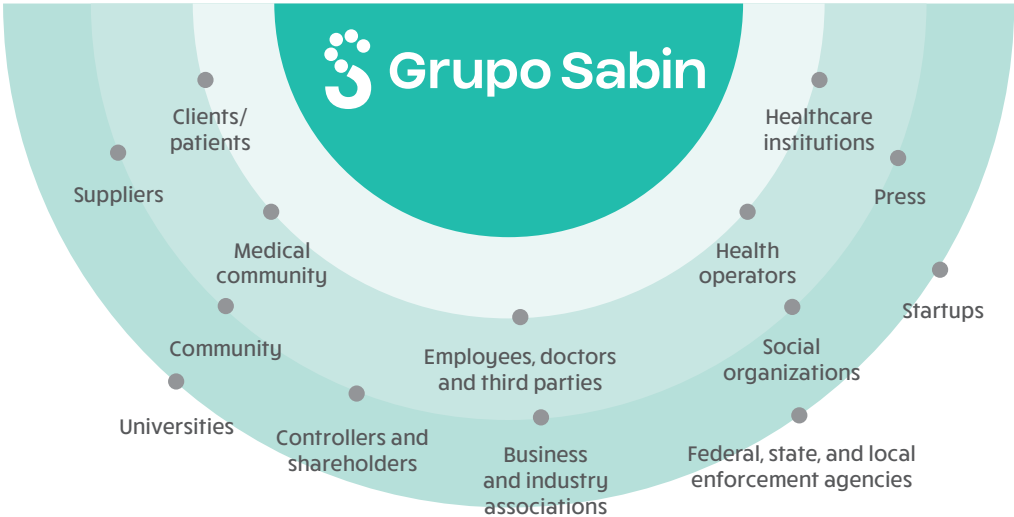
For the past three years, the Sabin Group has published its Sustainability

Reports using the GRI standards, which consolidate the best business practices.

In addition, the company has channels such as Talk to the President and the Ombudsman Channel, which reinforce the policy of open dialogue, good governance practices and commitment to ESG impact.

In 2024, as part of the celebration of its 40th anniversary, the company launched the website gruposabin.com.br, an institutional channel focused on the dissemination of strategic movements, relevant facts and ESG initiatives. The platform, in addition to strengthening transparency and Institutional engagement, facilitates the connection with its stakeholders.

Stakeholder map



Managing the perception of stakeholders

Since 2020, the Sabin Group has participated in the Better for Brazil survey, carried out by Humanizadas, in line with SDGs 16 and 17. The methodology used, considered the evaluation of multiple stakeholders, analyzes quality of business relationships and levels of consciousness in business.

Besides, it promotes the generation of shared value with stakeholders, considering positive aspects and opportunities of improvement, and allows the development of an integrated vision and strategies that drive sustainable growth.

In the 2024 cycle, the Sabin Group obtained the Rating A seal in the survey, in recognition of its organizational maturity and the solidity of its institutional relationships through the year.

This survey, which included the participation of more than 1,470 stakeholders – such as employees, customers, suppliers, partners, trade associations, civil society organizations, universities, health plan operators and other segments of civil society – highlighted the strengthening of the company’s relations with its stakeholders, with increased trust and stakeholder loyalty. In addition, the survey allowed the Sabin Group to evaluate how its ESG practices are being perceived, which has made it possible to identify strategic opportunities to improve its performance.

Humanizadas Survey 2024



HIGHLIGHTS

- Social and environmental commitment
- Customer engagement and experience
- Ethics, transparency and innovation in institutional relations
- Inclusion and diversity as drivers of innovation



Clients

GRI 2-29

Humanization and proximity to customers are part of the Sabin Group’s DNA. From the support team to the doctors, the look, the attention and the effective care that is given to all patients are some of the differentials of the company. The Group continuously invests in the quality of services provided and in expanding access to excellent healthcare, through technology and solutions that promote efficiency, proximity and meeting customer needs.

In 2024, the Sabin Group focused its efforts on strengthening the customer journey in the service units by offering an increasingly agile, reliable and welcoming service. Combining operational excellence and digital innovation, the company advanced in the integration of new acquisitions and improved its digital platforms, maintaining care and personalization in service.

The adoption of smart technologies, processes based on agile deliveries, the installation of the new NTO at the Group’s headquarters in Brasília (FD) and the opening of new units in several cities in Brazil were strategies that reinforced the pillars of development and continuous improvement, without losing sight of the human character that guides its operations and business. More information in the chapter “Customer at the center of care”, [page 73](#).



Employees

GRI 2-29

Invest in building a harmonious, healthy and inclusive environment is part of the four-decade trajectory of the Sabin Group, which has always recognized its employees as its most valuable asset.

The company, which has been on the list of the Best Companies to Work for – GPTW Brasil for more of 20 years, stood out, in 2024, for the implementation of programs and projects that promoted a welcoming environment, based on respect, ethics and with the purpose of inspiring people to take care of people.

The Group has strengthened its protection and care policies and practices, strengthening the organizational culture in all the cities where it operates. In addition, Sabin has created integrated health management programs and developed actions and initiatives focused on promoting mental health.

New projects aiming the development of employees were also implemented, such as training trails, actions to recognize outstanding teams and strengthening the Sabin Diversity and Inclusion Program.

The people management strategies were aligned with the Sabin culture, including programs of gratitude and meritocracy, celebration events and actions that promoted the integration of families and employees.

Organizational climate survey awards



More information in the chapter “Cultivating more inclusive and safe work environments”, [page 87](#)).



Medical community and healthcare professionals

GRI 2-29

Through the Doctor's Channel, the Sabin Group provides personalized services to the medical community, contributing to meeting their needs for information, content, clarification of doubts and access to support the diagnosis. The company has a technical-scientific advisory team of dedicated physicians, biochemists and biomedical professionals to discuss cases and consult reference values for tests in all regions of Brazil. In 2024, the channel recorded 7,291 interactions through phone and WhatsApp, reinforcing the organization's commitment to continuous support for health professionals.

In addition, the company has also shared knowledge through its network of more than 500 healthcare professionals, such as doctors from different specialties, psychologists, nutritionists, pharmacists, biomedical and biochemists, many of whom have acted as speakers and moderators of major national and international congresses.



In 2024, the Group promoted 211 events and technical forums aimed at doctors and other health professionals, with the aim of contributing to their scientific updating. Among the cities that benefited from these activities are Brasília (FD), Campinas (SP), Campo Grande (MS), Cuiabá (MT), Manaus (AM), Palmas (TO), Salvador (BA), São José dos Campos (SP), Teresina (PI), Uberaba (MG) and Uberlândia (MG).

Health operators, health self-managers and companies

GRI 2-29

The construction of a more efficient and sustainable health system involves strengthening the dialogue between the different agents in the sector. In this context, the organization has been actively working to foster

strategic discussions about sectoral sustainability and the role of operators in quality access to health.

In view of this, the Sabin Group has taken a prominent role in discussions about the future of the sector, with the objective of stimulating management practices that put the patient at the center of care, within a sustainable model.

The organization promoted and participated in forums, workshops and congresses focused on health impacts, bringing together representatives of health operators, self-managers of public health plans and the regulatory agency, with the objective of debating the sustainability of the sector in every region of Brazil. In all, 94 meetings were held.

The discussions sought efficient and effective solutions in the context of digital transformation, concentrating on the humanization of care, patient care, and clinical outcomes. Topics such as scenarios and trends in diagnostic medicine, primary health care and aspects of technical regulation were also addressed.



In addition to the voted events to the health sector, the Sabin Group promoted 188 actions with companies from different segments, addressing well-being issues. These initiatives impacted about 44 thousand people throughout the year in the cities of Brasília (FD), Salvador (BA), Palmas (TO), São José dos Campos (SP), Manaus (AM), Campo Grande (MS), Campinas (SP), Uberaba (MG), Cuiabá (MT) and Uberlândia (MG).

Suppliers

GRI 2-6, 2-29

The Sabin Group knows that its supply chain plays a key role in the sustainability of the business. The approach adopted to qualify suppliers is based on technical and behavioral requirements, aligned with the organizational culture and the commitment to the health value chain, which prioritizes the needs of patients.

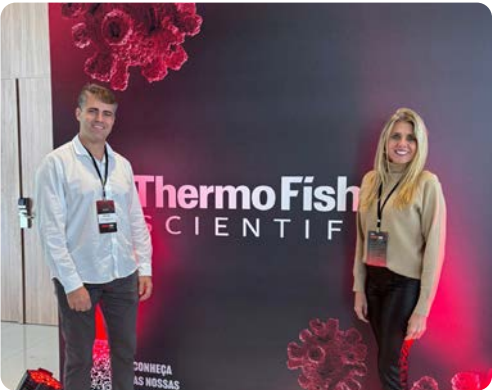


The company participated in innovation projects and programs with suppliers and shared with its entire network good management practices in national and international meetings, in addition to technical and governance training.

Suppliers go through a rigorous accreditation and qualification process, which includes related criteria on sustainability, compliance and social responsibility. The process includes the evaluation of medium and large suppliers in the areas of infrastructure, procurement and supplies.

In 2024, the Group maintained its digital platform for public consultations by CNPJ, aiming to increase transparency.

Furthermore, it promoted the updating of the legal and sanitary documentation of critical suppliers, expanding the technical visits that evaluate pre-established and determining requirements to maintain the contracts for the supply of products, inputs and provision of services.



The Sabin Group's civil works supplier accreditation and evaluation program, created in 2023, continues to expand, reflecting the company's commitment to the social and economic development of the communities where it operates.

Throughout 2024, the program prioritized local small and medium-sized businesses contributing to expansion and maintenance of the service units. The careful selection process involves document analysis and technical visits by the responsible team, to ensure that the values of



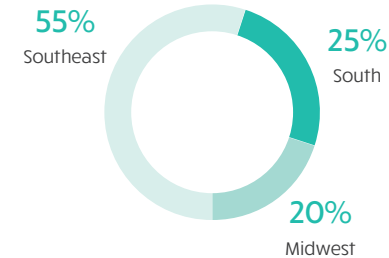
compliance, ethics and sustainability of the Group are shared.

The program established strict requirements in the contracts signed, such as the fight against slave and child labor, environmental conservation, data protection and transparency in commercial relations. Suppliers, evaluated in various requirements after the provision of services, must reach a minimum threshold to stay registered on the platform. With these initiatives, the Sabin Group reaffirms its commitment to operational excellence in your entire supply chain.

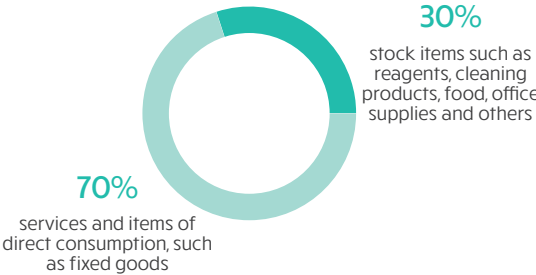
Thus, the regional distribution of suppliers in 2024 reflects the Sabin Group's commitment to regional economic development and the reduction of logistics costs and environmental impacts. The capillarity of the supplier network offers the necessary support for operations in all regions of the country.

Supplier profile (2024)

Regional distribution



Hiring categories



Community and social organizations

GRI 2-29

Through social responsibility actions, the Sabin Group maintains a continuous commitment to promoting well-being and development of the communities. In 2024, the company stood out for its prevention and solidarity initiatives in its mobilization campaigns.



Pink October (Outubro Rosa) is a worldwide campaign dedicated to raising awareness about the prevention and early diagnosis of breast cancer. Using lightness to address such a sensitive topic, the campaign “Better than predicting is to prevent” warned about the importance of preventive exams and had the participation of public personality Márcia Fernandes, who featured the action with humorous, light and informative tirades. The Sabin Institute promoted actions in several states, sensitizing the population to the importance of women’s health care. As a result, 567 courtesy laboratory and imaging tests were collected, aimed at women in situations of social vulnerability served by 40 civil society organizations. In addition, the Institute supported 76 actions promoted by 134 Sabin employees from various cities where it operates, totaling 402 hours of volunteering.

Sabin’s Blog has consolidated itself as a source of information for the population, offering 82 contents throughout the year, produced

with the support of doctors who are specialists in various areas of health.

In 2024, the Sabin Group and the Sabin Institute joined forces to promote the traditional Christmas campaign “Adopt a Letter”. The initiative encouraged employees to adopt letters written by children and adolescents from supported social institutions, through direct donation of gifts or financial donation. The action impacted more than 250 children, and the delivery of the gifts mobilized 76 employees in 9 social organizations located in Brasília (FD), Florianópolis (SC), Londrina (PR), Manaus (AM) and Salvador (BA).

The campaign reinforced the spirit of solidarity by providing a happier end of the year for families in vulnerable situations, meeting basic needs and strengthening community ties.



Press

GRI 2-29

Based on institutional communication strategies, the company strengthens and protects its business reputation, contributing to the sustainability of the business through actions that expand presence, influence, positioning, dialogue and relationship with stakeholders.

The Sabin Group maintains an active relationship with the press, providing relevant content to national and regional media outlets in 154 cities in various regions of the country. In 2024, this strategy resulted in the publication of 4,410 positive articles, driven by the participation of corporate and regional spokespeople in the dissemination of the company’s positions and key messages. The topics included strategic initiatives and projects of the business and sectoral ecosystem, dissemination of new services, health education content, opening of new units and investments of the Sabin Group, in addition to the appreciation of its culture of humanization, diversity and female protagonism.

In all, more than 2.7 billion readers, listeners and viewers had contact with the content disseminated by the Sabin Group and published in more than a thousand press outlets in all regions of the country. Larger outlets were responsible for 98% of the reach of readers of articles published both in online and print channels.

Business and sector associations and movements

GRI 2-28, 2-29

The Sabin Group participates actively in some of the most relevant organizations and associations in the health sector, in which it holds management positions in entities and

technical chambers and contribute directly to the definition of guidelines and strategies that develop the sector. Through these participations, the Group promoted relevant debates, shared technical knowledge and stimulated the development of the business and sectoral environment. Learn about the Sabin Group's participation in entities in the Health and Governance sector.



Sabin Group's participation in industry associations

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



Believing in the strength of partnerships and the importance of initiatives that promote social and business transformation is part of the essence of the company. Engagement in movements that value diversity, inclusion, and corporate well-being reinforces the company's performance as an agent of transformation in the health sector and in building a more equitable and sustainable future.

- WEConnect: support for female entrepreneurship, positively impacting the supply chain with a focus on diversity and inclusion.
- Conscious capitalism: engagement in structured people management actions, with a focus on diversity and inclusion.

Government

GRI 2-29

- UN Global Compact: signatory since 2007, the Sabin Group was the first Latin American Diagnostic Medicine Company to participate in this initiative. The projects with adherence are:
 - 7 Principles of Women Empowerment, promoted by UN Women.
 - Women Lead 2030 Movement: active participation in actions that promote the presence of women in senior leadership positions.
 - Mind in Focus: engagement in structured actions to promote mental health in the corporate environment.
- Movimento Mulher 360: action to increase female representation in companies and in leadership positions.

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 he shares good practices in management, governance, entrepreneurship and technical aspects in health.

The company's female founding partners and executive directors serve in groups and committees that support relevant agendas for the federal and state governments. In 2024, topics related to health and the rights of women and female entrepreneurship stood out.

Institutional relations and communication

Among the pillars of the Group's management is the relationship and institutional communication with all stakeholders, with emphasis on the dissemination of its business and strategic movements, business-related actions, its service channels and the offer of products and services.

Participation in forums and institutional relationship meetings, as well as benchmarking with stakeholders interested in learning about and replicating the Sabin Group's good ESG practices, reinforces its presence and business influence. In 2024, the organization presented its business case at the Governance Connection, promoted by the Brazilian Institute of Corporate Governance (IBGC) at the Group's headquarters, in Brasília (FD).

In addition, the Sabin Group maintains an active role in relevant forums and associations, such as the Brazilian Institute of Corporate Governance (IBGC) and sector entities, contributing to discussions on trends, innovation and good practices in governance and sustainability. Founders Sandra Soares Costa and Janete Vaz also act as speakers and facilitators in these spaces, sharing the Group's successful trajectory and commitment to the ESG Agenda.

In the international field, businessmen from Portuguese-speaking African countries participated in a forum with the executive board of the Sabin Group, with the aim of identifying business opportunities at the company's headquarters. In the public sector, the National Electric Energy Agency (Aneel)



was contemplated with a benchmarking from Sabin on its ESG policy.

Since 2005, the Sabin Group has published its Sustainability Report and since 2021, the reports were released using the GRI guidelines, reinforcing its engagement with ESG issues and commitment to stakeholders.

Based on its corporate communication policy, the Group discloses investments, acquisitions, business expansion, services, geographic operations and ESG aspects on its corporate website, launched in 2024, as well as through press releases and his company page on LinkedIn, reaching more than 204 thousand organic followers.

The Sabin Group's corporate communication strategies strengthen and protect its business reputation, which, in 2024, reached a rate of 95.9%. Based on the consistency between the discourse, the organizational purpose

and the attitudes and practices adopted in the relations with its stakeholders, reputation monitoring is carried out through the monitoring of published articles, spaces conquered in the media and social networks, perceptions about the company's conduct in the market, stakeholder manifestations in different channels, added to the satisfaction with the services and service offered to the population.



Customer at the center of care

Quality and research & development

Caring for people, a priority for the Sabin Group, is reflected in the dedication to ensuring a safe and welcoming environment. To ensure patient safety, the Group manages processes that control and minimize risks to its patients, following norms and standards established for the health sector.

In addition to incorporating new diagnostic methodologies in 2024, the company also implemented technological projects focused on the excellence of the services provided and the effective care of their customers in order to provide humanized experiences and more accurate results.



Quality management

GRI 3-3 – Quality

The Sabin Group's Quality Management System (QMS) is responsible for monitoring risks and ensuring commitment to the safety of patients, employees and other stakeholders in the field of diagnostic medicine. Its performance is based on four strategic fronts.

The four fronts of action of the QMS

Risk management

Identification, analysis and mitigation of risks in all processes, ensuring a safer environment for patients and employees.

Care protocols and corporate guidelines

Implementation of strict standards aligned with global best practices to ensure excellent service.

Measurement and monitoring (indicators)

Continuous monitoring of quality and performance metrics, in order to enable improvements based on concrete data.

Improvement cycles

Structured processes for review and continuous improvement of services, ensuring innovation and operational efficiency.



Certifications, accreditations and audits

Certifications and accreditations attest to the quality and compliance in the provision of services based on the adoption of strict quality and safety standards, ensuring not only support for doctors in the diagnosis, but also monitoring and prevention of a variety of diseases that affect the health and quality of life of patients. To obtain and/or renew the seals and certificates, 81 periodic audits were carried out by independent professionals linked to external evaluating institutions, as well as by trained employees.

2024 audits



In 2024, the Sabin Group managed 34 Quality Management certificates and one Environmental Management certificate, namely:

- **Clinical Laboratory Accreditation Program (PALC):** certification granted by the Brazilian Society of Clinical Pathology/Laboratory Medicine, attesting to excellence in laboratory processes. Currently, the Sabin Group has 26 units with accreditation certificates, located in the following cities and health institutions: Anápolis (GO), Barreiras (BA), Belém (PA), Blumenau (SC), Boa Vista (RR), Brasília (FD), Campinas (SP), Campo Grande (MS), Cuiabá (MT), Florianópolis (SC), Franca (SP), Gurupi (TO), Hospital Alvorada (FD), Hospital Daher (FD), Hospital DF Star (FD), Londrina (PR), Manaus (AM), Maringá (PR), Palmas (TO), Ribeirão Preto (SP), Salvador (BA), São Caetano do Sul (SP), São José dos Campos (SP), Uberaba (MG), Uberlândia (MG) and Vinhedo (SP).
- **American College of Pathology (CAP):** international certification that ensures technical rigor and quality in laboratory tests: 1 accreditation certificate in Brasília (FD).
- **Diagnostic Imaging Accreditation Program (PADI):** recognizes quality in imaging services, ensuring safety and accuracy in diagnoses: 3 accreditation certificates in Brasília (FD), Uberaba (MG) and Uberlândia (MG).
- **National Accreditation System (DICQ):** certifies clinical laboratories according to international quality standards: 1 accreditation certificate in Teresina (PI).
- **Quality Management System (ISO 9.001) and Environmental Management System (ISO 14.001):** 2 certifications covering units in Brasília (FD), Campo Grande (MS), Palmas (TO), São José dos Campos (SP), Uberaba (MG), Barreiras (BA), Manaus (AM), Anápolis (GO) and Salvador (BA).
- **Population Health Management:** 1 certificate of compliance from the Amparo Health Support business.

Quality indicators

Key indicators	2022	2023	2024
External Quality Control (CEQ) – AC (%)	98.23	97.77	97.58
Punctuality AC (%)	99.63	98.59	99.16
Rectification of report* (Sigma)	5.2	5.06	5.11
Results release time – hours (TAT**)	09:21:00	11:02:00	11:56:39
Adverse events (%)	0.70	0.83	0.44

(*) The rectification of the report refers to the average of the Sabin Group.
(**) The indicator results release time applies to all units of the Sabin Diagnostics and Health business, part of the Sabin Group.

Patient safety core

GRI 3-3 - Patient health and safety

To ensure safety in the services offered by the company, the Patient Safety Center (NSP) establishes the best practices in the customer’s care journey within the care units. The protocols adopted are based on global guidelines and applied to all health services of the Sabin Group.

Besides, the NSP disseminates updated content to employees, ensuring the correct execution of patient care and safety protocols. In practice, the center ensures compliance with the established standards of health services on a continuous basis, which involves the identification of risks, the implementation of safe practices, the training of the team and the promotion of an organizational culture focused on the quality of care.

Among the rights guaranteed to patients, the following stand out: accessibility, privacy, safety, dignity, respect for diversity, confidentiality total personal information and consent to carry out procedures, when applicable.

In 2024, some of the main actions implemented were:

- Strengthening of the Patient Safety Trail at Unisabin for all company employees.

- Creation of an indicator for the communication time of Critical Finding in the Diagnostic Imaging Service.
- Promotion of the Advanced Cardiovascular Life Support (ACLS) 2024 Course, aimed at developing the Sabin Group’s team of radiologists.

1º de abril | Dia Nacional da Segurança do Paciente

Manter a segurança de todos é o que guia nosso **Cuidado**

Hoje, 1º de abril, é comemorado o Dia Nacional da Segurança do Paciente. O Programa Nacional de Segurança do Paciente (PNSP) propõe um conjunto de medidas para prevenir e reduzir a ocorrência de incidentes nos serviços de saúde.

Vamos relembrar nossos protocolos?



Protocolo de Comunicação efetiva



Protocolo de Higienização das mãos



Protocolo de Prevenção de quedas



Protocolo de Identificação



Protocolo de Segurança, Uso e Administração de Medicamentos, Estimulos, Vacinas e Contrastes

E você, sabe o que é segurança do paciente?

São iniciativas que garantem a redução do risco de dano desnecessário ao nosso paciente a um mínimo aceitável.



E como podemos contribuir para a segurança do paciente?

- Trabalhar como um time, apoiando uns aos outros.
- Encarar erros e falhas como uma oportunidade de aprendizado.
- Realizar as atividades de acordo com as boas práticas estabelecidas.
- Escutar de forma atenta a preocupação da equipe, do paciente e dos familiares sobre segurança.
- Notificar incidentes quando acontecerem, por meio do Registro de Ocorrências.

[Clique aqui e saiba mais sobre o tema](#)



Access to quality healthcare

GRI 3-3 - Access to health

Research & development for patient health

Expanding access to health requires continuous investment in innovation, research and scientific updating. During its four decades operating, the Sabin Group has been consolidating a culture of development technical-scientific focused on diagnostic excellence and patient care. The company encourages the active participation of its teams in Research & Development (R&D) projects, promoting solutions aligned with the challenges of contemporary medicine, such as increasing longevity and the prevalence of chronic diseases.

In 2024, this commitment translated into the expansion of the portfolio with complete exome sequencing, a highly complex test capable of identifying pathologies of genetic origin. With this technology, the Sabin Group multiplied its capacity to generate genetic data tenfold, which made it possible to customize panels with up to 22 thousand genes. This advance directly contributes to more accurate diagnoses and more effective treatments.

The incorporation of advanced diagnostic methodologies, combined with the constant updating of scientific knowledge, strengthens the organization’s mission of offering agile, and assertive and diagnostics aligned to the needs of

the medical community. Excellence in care and a focus on prevention are part of a journey that puts people’s health at the center of every decision.

Another important innovation was the update of the cheek genetic test, which now covers 520 human genes. The expansion of the analysis and the improvement in the accuracy of the results make this test an essential tool for the early diagnosis of various health conditions, which allows interventions before the appearance of the first symptoms. The exam now includes ophthalmological, dermatological, and neurological diseases, metabolic disorders, deafness and other rare conditions, offering even more complete support for doctors and families.

At the intersection of Genomics and Hematology, the company launched the



next-generation sequencing (NGS) test of the TP53 gene, aimed at identifying somatic mutations associated with chronic lymphocytic leukemia (CLL).

Following the guidelines of the European Research Initiative on LLC (ERIC), the test helps in the choice of therapy, allowing for a more precise treatment and customized, according to internationally validated standards.

In addition, the company innovated in the clinical analysis segment by developing an unprecedented test in Brazil for the simultaneous detection of multiple viruses that cause arboviruses, such as dengue, zika, yellow fever, chikungunya, Mayaro and Oropouche. The ability to identify and differentiate

these infections in a single sample represents a significant advance toward accurate diagnosis and the quick definition of the treatment, which can be decisive for the patient's recovery. The technique used in the molecular panel for arboviruses is qualitative real-time PCR, which guarantees high precision and speed in the results.



Innovative diagnostics for preventive health

	Whole exam sequencing	Tenfold increase in the capacity to generate genetic data.
	Updated cheek genetic testing	It includes 520 genes analyzed.
	TP53 gene NGS test	Support for personalized treatment of chronic lymphocytic leukemia.
	Arbovirus molecular panel	Simultaneous identification of six viruses in a single sample.

Immunization service

Maintaining vaccination coverage at safe levels is one of the main measures to reduce the circulation of viruses and bacteria, in addition to ensuring individual protection.

In 2024, the company invested in expanding its immunization services, with the opening of new units and the incorporation of new immunizers, which are also available for online purchase at www.sabin.com.br website and in the cities where the service is available.

Two new units were inaugurated in the cities of Teresina (PI) and Palmas (TO), expanding the population's access to safe and effective vaccines. The service is also available at 31 service units, in addition to the mobile service offered in several locations as Manaus (AM), Teresina (PI), Salvador (BA), Cuiabá (MT), Uberaba (MG), Brasília (FD), Palmas (TO), São José dos Campos (SP), Anápolis (GO) and Campo Grande (MS).

At the same time, Sabin Group presented works produced by employees in the technical area of vaccines at the XXVI National Immunization Day of the Brazilian Society of Immunizations (SBIIm), namely: "Analysis of the reactogenicity of vaccines: quantitative study in a diagnostic and health laboratory" and "Patient safety in the immunization environment: challenges and strategies in nursing practice".

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

New vaccines made available

Respiratory syncytial virus – for the elderly

Prevents severe respiratory diseases in the elderly.

Respiratory syncytial virus – pregnant women

The only immunizer recommended for pregnant women to prevent severe infections caused by the respiratory syncytial virus (RSV).

Pneumococcal 15

Extends protection against pneumonia, meningitis and bacteremia.

Hospital presence

The presence of the Sabin Group in the hospital environment has been consolidated over the years, with 20 service units distributed throughout different regions of the country. Currently, these units are located in Brasília (FD), Tangará da Serra (MT), Nova Olímpia (MT), Belém (PA), Teresina (PI), Londrina (PR), Tubarão (SC), Ribeirão Preto (SP), Campinas (SP) and Palmas (TO).

The Group's scientific performance has also been strengthened, with publications of great relevance in the international scenario. Scientific research works focused on the hospital sector, developed by the area in Brasília (FD), were indexed in the renowned journal Clinical Chemistry and presented at the ADLM congress, the largest global event for clinical analysis. In addition, the publication of the first international study of hospitals in the Journal of Biological and Natural Sciences reaffirms the commitment of the company with innovation and support for the development of the health sector.



Mobile service

VEM Sabin – Mobile Vaccines and Exams, a service that enables exams and vaccinations to be carried out in the comfort of home or workplace, was relaunched with a new visual identity. To relieve the discomfort caused by the application of vaccines, VEM Sabin offers devices that provide greater comfort, especially for children. Among these devices is Buzzy, a little bee that emits slight vibrations and promotes greater tranquility at the time of the vaccine. The service also has PikLuc, which reduces the sensation of pain at the application site, and Gelinho, a cold compress for use right after the procedure. It is also possible to request the vein scanner, which facilitates the location of subcutaneous veins and provides more agility and precision in blood collection.

Implemented in all the cities where Sabin Diagnostics and Health operates, this service ensures safety, convenience and quality in customer service, making care accessible to those who face time or mobility limitations.



Digital service

Sabin Group's digital transformation has significantly improved customer service and the medical communities. The digital service channel of the Sabin Diagnosis and Health service was restructured to expand and improve the customer experience, both in the units and on the available online platforms.

With the expansion of its services and solutions applied to e-commerce, the company made available the sale of 1,665 products in several cities.

Furthermore, it improved the agility in service, allowing customers to schedule their procedures through the website or cell phone, as well as search for test results and consult values and discounts. These innovations have facilitated access to information and enabled more efficient and proactive support.

Available 24 hours a day, seven days of the week, Sabin Group's digital service offers simplicity and agility in exam scheduling and the acquisition of products and services.

Inovation in service channels

- Expansion of the portfolio of exams and vaccines in the virtual store.
- Integration between virtual store and physical units, allowing the performance of services purchased online.
- Expansion of mobile service to new regions of the country.
- Implementation of online exam preregistration, reducing the time of service in the physical units.

Sabin Group	N° of units	Service regions	Type of service
Clinical analysis	358	Midwest, South, North, Northeast, Southeast	Face-to-face and mobile
Genomics			
Executive check-up	2	Midwest	Face-to-face
Hospital units	20	Midwest, South, North, Northeast, Southeast	Face-to-face
Diagnostic imaging	13	Midwest, Northeast, Southeast	Face-to-face
Immunization	31	Midwest, South, North, Northeast, Southeast	Face-to-face and mobile
Rita Health Care	Online	Midwest, South, North, Northeast, Southeast	Digital
Amparo Health Support	11	Midwest, South, North, Northeast, Southeast	Hybrid

Check out the Sabin Group's units and cities here: www.sabin.com.br

Customer satisfaction

Ensure quality service, with excellence and a humanized look, is a permanent concern of the Sabin Group. The patient experience goes beyond carrying out exams; it involves welcoming, agility and innovation in the services provided.

During 2024, the company enhanced its attendance channels, strengthening action to ensure attendance quality for its clients. Continued investment in customer experience is one of the strategic focuses of the year, reinforced the company's commitment to well-being and an increasingly personalized and efficient service.

The level of customer satisfaction is monitored through the Net Promoter Score (NPS) metric, in addition to complaint rates and praise rates. The data generated are analyzed and serve as a basis for improving products and services, being a thermometer in the relationship with customers.

In 2024, the company maintained a high level of quality in the services provided, achieving a satisfaction index (NPS) of 93%, reflecting customer trust in the company.

Throughout the year, more than 6 million customers were served, consolidating the Sabin Group as a reference in diagnostic medicine and health services in Brazil.

Net Promoter Score (NPS) satisfaction, in percentage

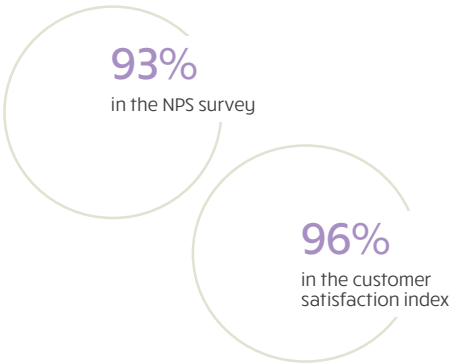


Satisfaction rating (CSAT) (%)



To improve the customer experience, the company offers several service channels, such as Call Center, online Customer Service, social networks, WhatsApp, mobile application and satisfaction surveys. In 2024, total customer interactions surpassed the previous three years in several listening channels.

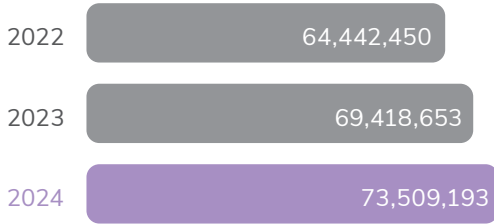
The Sabin Group has also strengthened active listening, so that all customer interactions are monitored and treated with agility at the various points of contact.



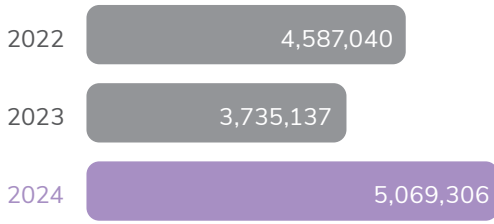
Clients served



Exams and procedures performed



Interactions



Customer interaction channels

- Call Center
- WhatsApp
- Online SAC (sabin.com.br)
- Social networks (LinkedIn, Instagram, Facebook e Twitter)
- Mobile app (App Sabin)
- Website Reclame Aqui
- Post Service Satisfaction Survey

Customer experience core

The strategic performance of the Customer Experience Center (NEC) strengthens the culture of care and active listening, ensuring that customer needs are identified and addressed with agility and efficiency.

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 research of opinion, complaint management and compliance with new legislation.

Throughout 2024, nine NEC meetings were held, with emphasis on the following initiatives:

- Improvement in the management of customer experience indicators and review of the opinion survey.
- Review of the service time in the units and in the Call Center.
- Implementation of the TEA Project, with the objective of creating a flow of specialized care for people with autism spectrum disorder in the care units.
- Adaptation of service channels to ensure accessibility in Libras, as provided for in the Decree-Law No. 11,034/22.



Customer Council

The Customer Council, an interaction forum that brings the Sabin Group closer to its customers, allows for active listening and the co-creation of solutions. With national coverage, the Council is made up of representatives of the various cities where the company operates. Its members have a one-year term, with the possibility of reelection.

In 2024, the Council had representatives from the cities of Brasília (FD), Belém (PA), Blumenau (SC), Campinas (SP), Cuiabá (MT), Franca (SP), Maringá (PR) and Uberlândia (MG), which discussed topics such as improvement in services of digital and mobile attendance,



dissemination of exams via app and sustainability initiatives, such as reducing the printing of results delivery protocols.

Ombudsman and complaint management

GRI 2-16

The Sabin Group Ombudsman is an essential channel to receive and handle complaints, suggestions and compliments from customers. Through this channel, the company monitors customer experiences in its business and clarifies doubts about the services provided.

To improve the management of complaints, a registration system was adopted and traceability that centralizes demands from various channels, such as face-to-face service, Google, social networks and the Reclame Aqui platform. As a result, 100% of the complaints registered in 2024 were answered, and actions by continuous improvement were implemented to increase the efficiency and problem-solving capacity of the services.

The excellent performance in customer satisfaction indicators resulted in receiving the Reclame Aqui 2024 Award, for the third consecutive year.

The Sabin Group won 2nd place in the "Health – Laboratory" and "Image category", reinforcing the quality of its health services.





Cultivating more inclusive and safe work environments

Our people

GRI 2-7, 2-8, 401-1, 401-2

Valuing people drives the sustainable growth of the Sabin Group. Investing in employee development and improving skills strengthens the culture and expand opportunities for professional and personal growth.

Sabin's purpose of inspiring people to take care of people is present in actions and projects implemented throughout 2024. The company promoted integrated employee health and well-being management programs in all regions where it operates and offered training through course tracks aimed at developing skills and expansion of competences.

In 2024, the Group reached the goal of black people in leadership positions, stipulated in 2022 in the disclosure of its ESG agenda.

At the same time, it followed strict health and safety protocols in the work environment, in addition to providing development tracks focused



on good security practices for all the collaborators. Together, they built a safer and more welcoming space.

During the year, the company invested in quality-of-life actions and initiatives, focusing on mental and physical health:

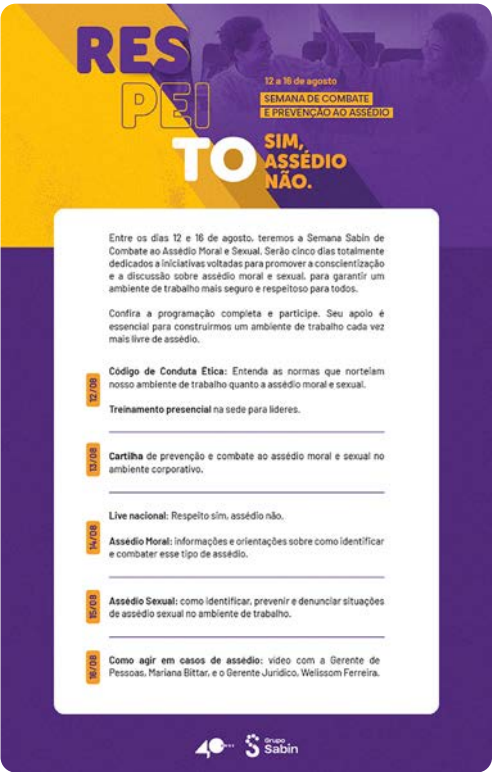
- Strengthened the Health in Day Program, which encourages healthy habits and monitors employee health indicators and benefits for the balance between personal and professional life.

- Supported the running club and promoted partnerships with nutritionists, as well as discounts at gyms.
- Offered support in the purchase of school supplies and discounts and scholarships in schools and universities.
- Guaranteed the right to maternity and paternity leave, with an extension of the regulatory period, and maintained the offer of daycare assistance, in addition to the extension of food assistance on vacation and on leave by the National Institute of Social Security (INSS) (available in some cities).
- Gave lectures on challenges of maternity, reception of grief, women empowerment, and diversity and inclusion.
- Promoted lectures and actions on mental health, and inaugurated a reading space in the headquarters building, with books donated by employees or acquired.
- Updated the Sou Sabin de Coração Program, which grants premium leave to employees who complete 10, 15, 20, 25 and 35 years in the company.
- Recognized outstanding employees in all regions of operation, in addition to promoting celebration events, face-to-face meetings development and actions for the integration of employees' families.

Throughout the year, the company promoted training for employees, disseminating its humanized culture and offering a work environment based

on respect, ethics and safety through Sabin University. In 2024, the I Week of Combating and Preventing Moral and Sexual Harassment was launched, which provided debates, reflections and educational actions on the subject. In addition to updating the Code of Ethical Conduct, an educational booklet was launched and training sessions were provided for leaders and employees, reaching about 5 thousand employees and workers from all over Brazil.

The company seeks to ensure ethical labor relations and does not admit discrimination of any kind, maintaining



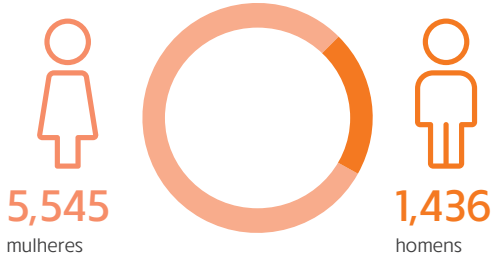
an Ombudsman and Complaints Channel that ensures adequate treatment of complaints. The Channel is available for employees to report any irregularities or inappropriate practices in the work environment or even to seek information, identifying themselves or not. All demands are answered within the given deadlines, in accordance with the level of seriousness of the record. In addition to receiving and handling complaints responsibly, this mechanism plays an essential role in the continuous improvement of management practices, in order to promote transparency and improve internal policies.

Throughout 2024, the Sabin Group received 13 national, regional and sectoral recognitions in important research organizational climate, which attest to the quality of its work



Employees by gender

GRI 2-7



	2022	2023	2024
Men	1,319	1,486	1,436
Women	4,714	5,516	5,545
Total	6,033	7,002	6,981

environment. Highlights include GPTW Brazil and regional (such as Bahia, Midwest, North, Minas Gerais and Paraná), the FIA “Most Incredible Places to Work” Award, the Diversity in Practice Award, from Blend Edu, and Think Work Flash Innovations, among others.

These achievements reinforce the commitment to a humanized, diverse, and inclusive management model, valuing people, promoting well-being, and cultivating a solid and inspiring organizational culture.



Permanent and temporary employees by gender and region GRI 2-7

	2022		2023		2024	
	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
Male	1,217	102	1,373	113	1,381	55
Female	4,277	437	5,016	500	5,204	341
Total	5,494	539	6,389	613	6,585	396
Midwest	3,208	281	3,448	315	3,695	200
Northeast	325	49	616	54	635	29
North	456	51	500	60	569	36
Southeast	1,299	135	1,411	140	1236	100
South	206	23	414	44	450	31
Total	5,494	539	6,389	613	6,585	396

Note: based on total contributors as of December 31 of each year.

Full-time and part-time employees by gender and region GRI 2-7

	2022		2023		2024	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Male	1,091	228	1,209	277	1,203	233
Female	3,984	730	4,580	936	4,690	854
Total	5,075	958	5,789	1,213	5,893	1,087
Midwest	3,285	620	3,268	495	3,446	449
Northeast	97	18	518	152	572	92
North	447	84	482	78	527	78
Southeast	878	166	1,117	434	920	416
South	367	69	404	54	429	52
Total	5,075	958	5,789	1,213	5,893	1,087

Note1: based on the total number of as of December 31 of each year.
Note 2: the full-time working day has 220 hours per month; contracts involving a workload below this were classified as part-time.

Workers who are not employees GRI 2-8

	2022	2023	2024
Total number of workers not employed and whose work is controlled by the organization (outsourced partner)*	341	581	506

* Workers hired as Legal Entities (PJ) are mostly doctors, followed by psychologists and nutritionists. The main medical specialties include radiologists, cardiologists, and family physicians, respectively.

Appreciation in the workplace

Inspired by the culture of care and excellence in service, the Group launched the Passion for Serving program, with a focus on the organizational culture and in genuine customer care, based on the results of the organizational climate surveys in which it participates, reinforcing the importance of the humanized relationship, which is in the company's DNA. The program was applied in all the Group's regional offices, with a focus on the service, and featured meetings and dynamics, in which employees were encouraged to improve empathy and active listening, ensuring a more welcoming experience.

Also in 2024, the I Am Part program was launched, from which, after an internal diagnosis, challenges and opportunities for the teams were mapped, which led to the creation of collaborative action plans, reinforcing and encouraging the participation and integration of outsourced partner. The program also promoted actions that stimulated the sense of belonging and the importance of each one's work for

the company and the clients, expanding pride and a sense of belonging.

Through the Diversity and Inclusion Program, since 2018, the Group has promoted initiatives that value plurality and promote an equitable environment, by implementing, for employees from all areas, development trails and mandatory training to act in an inclusive and welcoming manner. In 2024, the Sabin Group maintained a constant dialogue with stakeholders and participated in several collective actions to promote diversity. Learn more on [page 108](#).

Promotion of health and well-being

The model of comprehensive health care for Sabin Group employees aims to provide a healthy, safe and satisfactory work environment. The Health Up To Date provides personalized health management care, with a focus on mind, body, heart, prevention and pregnancy pillars, and has the support of the Corporate Health, Well-being and Sports Advisory teams.

In 2024, several actions were carried out aimed at the health and safety of employees, highlighting the Take Care of Those Who Take Care program. Occupational physicians and nurses made periodic visits to the units, in all the regions where the Group operates, offering preventive support and guidance on quality of life. In addition to the visits, the company also promoted relaxation practices, such as express massages



and auriculotherapy, providing a more balanced and healthier environment.

The Group supports the practice of physical exercise by offering discounts in gyms, both in its own unit of the administrative headquarters, in Brasília (FD), and in gyms in several cities where it operates, in addition to encouraging street running clubs.

Collaborators are encouraged to participate, along with their families, in

local, regional and national competitions. The strategy of the Group has a Physical Education professional, the company's Sports coordinator, who prepares and guides sports practice focused on the evolution of physical conditioning and the improvement of self-esteem and motor coordination, which positively influences their well-being and daily motivation. These benefits result in a working environment more positive and productive for the company.

Throughout the year, several health and quality of life campaigns were promoted through lives and conversation circles on essential topics, such as healthy eating, emotional intelligence, and valuing life. These actions include initiatives such as White January, Green April, Yellow September, Pink October, Blue November and Red December.

Thinking about the promotion of health and well-being, the Sabin Group offered biweekly face-to-face activities in some units of the Group, such as yoga, forró classes, bio dance, music therapy, terrarium production workshops, massage therapy and auriculotherapy, which promote the balance between physical and mental health.

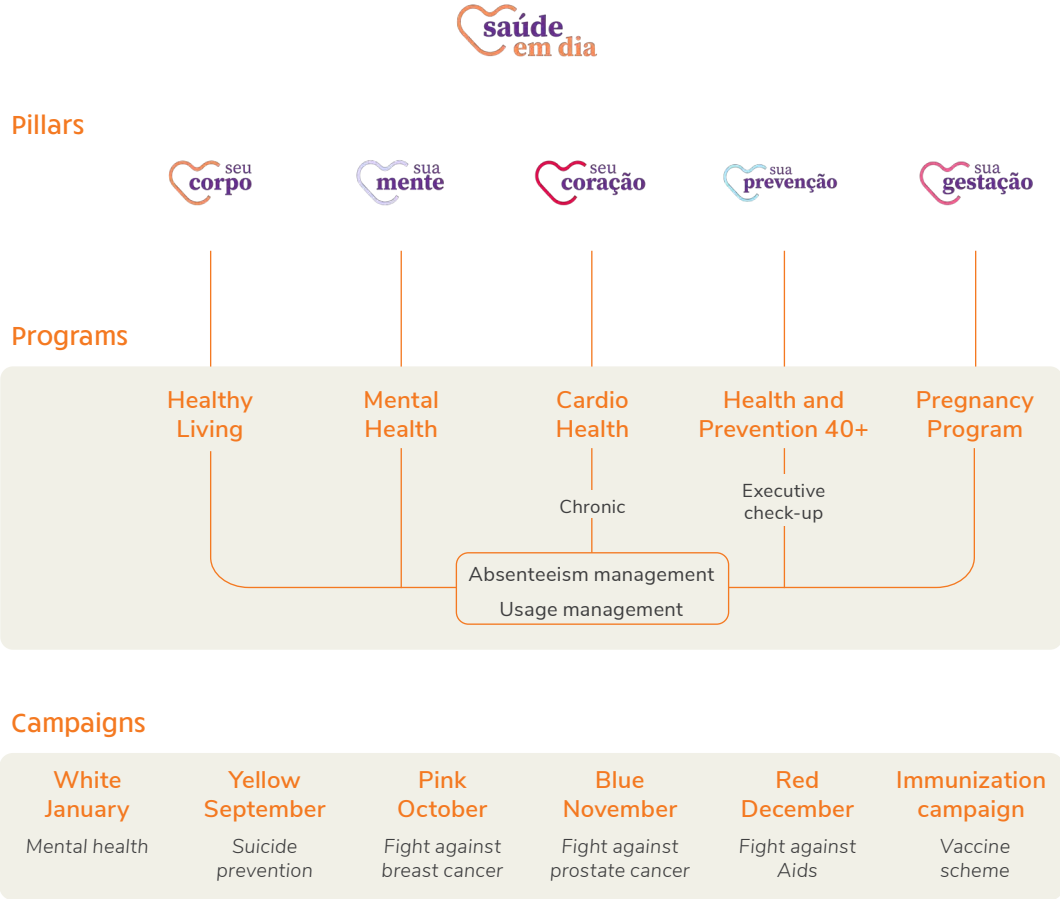
In 2024, the "Serenity Corner" was created in the headquarters building, in Brasília (FD), a space dedicated to relaxation, in which the employee can enjoy a massage in an automatic chair designed to relieve stress and provide moments of tranquility. The environment has music at frequencies that promote



peace and happiness, accompanied by paintings that refer to nature, bringing a sense of warmth and harmony.

These practices reaffirm the humanized culture of the Sabin Group, recognized by Great Place to Work (GPTW) Midwest as a prominent company in Mental Health, evidencing the continuous commitment to the well-being of employees.

The company promoted, throughout 2024, events and programs of celebration and gratitude, with a focusing on strengthening ties and integration with employees and their families.





280 employees

and more than **70 teams** were honored as **Highlights of the Year**, one of the main recognition programs.



50 leaders

received the **Meu Líder Vale Ouro Award**, which highlights and boosts new leaders.



2,300 sons and daughters

of employees participated in events and activities promoted by Sabin in various locations in the country.



2,288 employees

recognized in the **Sou Sabin de Coração** program, for completing 10, 15, 20 and 25 years of Sabin in 2024, and received 10, 15, 20 and 25 days of paid leave, respectively.

Number and rate of new hires GRI 401-1

	2022	2023	2024	2022	2023	2024
	N°	N°	N°	Rate	Rate	Rate
Gender – total	1,690	1,476	1,891	28.01%	21.08%	27.09%
Not declared	0	0	0	0.00%	0.00%	0.00%
Non-binary	0	0	0	0.00%	0.00%	0.00%
Men	354	303	369	5.87%	4.33%	5.29%
Women	1,336	1,173	1,522	22.14%	16.75%	21.81%
Age group – total	1,689	1,476	1,891	28.00%	21.08%	27.09%
Under 30 years old	1,029	847	1,045	17.06%	12.10%	14.97%
From 30 to 50 years old	619	588	787	10.26%	8.40%	11.28%
Over 50 years old	41	41	59	0.68%	0.59%	0.85%
Geographic region – total	1,689	1,476	1,891	28.00%	21.08%	27.09%
Midwest	838	644	911	13.89%	9.20%	13.05%
Northeast	93	105	121	1.54%	1.50%	1.73%
North	151	171	228	2.50%	2.44%	3.27%
Southeast	404	370	426	6.70%	5.28%	6.10%
South	203	186	205	3.36%	2.66%	2.94%

Note: new hire rate = (number of new hires per criterion ÷ total number of employees) x 100. In 2022, n = 6,033; in 2023, n = 7,002; in 2024, n = 6,981.

Number of dismissals and employee turnover rate GRI 401-1

	2022	2023	2024	2022	2023	2024
	N°	N°	N°	Rate	Rate	Rate
Gender – total	1,628	1,557	1,857	26.98%	22.24%	26.60%
Not declared	0	0	0	0.00%	0.00%	0.00%
Non-binary	0	0	0	0.00%	0.00%	0.00%
Men	316	314	398	5.24%	4.48%	5.70%
Women	1,312	1,243	1,459	21.75%	17.75%	20.90%
Age group – total	1,628	1,557	1,857	56.86%	22.24%	26.60%
Under 30 years old	804	657	792	13.33%	9.38%	11.35%
From 30 to 50 years old	756	841	953	12.53%	12.01%	13.65%
Over 50 years old	68	59	112	31.00%	0.84%	1.60%
Geographic region – total	1,628	1,557	1,857	26.98%	22.24%	26.60%
Midwest	796	717	872	13.19%	10.24%	12.49%
Northeast	67	91	115	1.11%	1.30%	1.65%
North	116	127	172	1.92%	1.81%	2.46%
Southeast	451	436	523	7.48%	6.23%	7.49%
South	198	186	175	3.28%	2.66%	2.51%

Note: turnover rate = (number of dismissals per criterion ÷ Total number of employees) x 100. In 2022, n = 6,033; in 2023, n = 7,002; in 2024, n = 6,981.

The organizational environment is widely recognized for its excellence, being awarded by independent institutions, which show the humanized management model, the continuous development of teams and the creation of an environment that favors growth and high performance.



Management by competencies and collective agreement

GRI 2-30, 401-2

The company adopts a competency-based management model, providing pay equity and growth opportunities. The compensation policy is structured 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.

The benefits package offers health and dental insurance for all employees, including spouses and children, private

pension, discounts in vaccines, funeral assistance, assistance for family exams, white uniform assistance and Christmas basket assistance.

The Sabin Group also ensures the free association of employees with unions and professional councils, maintaining ethical and transparent relations with these entities. All conventions and collective agreements are fully complied with and disclosed, which ensures legal certainty and equity in relations of work. Currently, 81% of the workforce is covered by these instruments, while the others follow state conventions, ensuring salary equity and benefits adjusted to each professional category.



Training and development

GRI 3-3 – Training and development, 404-1, 404-2, 404-3

The Sabin Group's Corporate University (UniSabin) has been, since 2009, responsible for integration, training and development of employees, in order to align their skills with the strategic objectives of the organization.

UniSabin offers courses on various topics in the face-to-face, distance education (DE) and hybrid modalities, with different teaching strategies and active methodologies. Structured in eight schools, each one focuses on specific objectives, competencies to develop and target audiences.

Schools maintained by UniSabin

- Institutional
- Clienting
- Humanizing
- Operational
- Business
- Facilitators
- Innovation
- Live More

In addition to the schools, UniSabin houses two strategic programs:

- **Facilitators and Curators Program**, which trains employees to act as multipliers of internal knowledge.
- **Continuing Education Program**, which covers initiatives for training and professional development, which includes:
 - **Internship:** opportunity for employees to carry out mandatory internships at Sabin Group units.
 - **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.
 - **External capacitation:** encouragement of 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 up-to-date on internal policies, procedures and regulations.

- **Referencing (benchmarking):** opening of the company for visits by students and professionals from other organizations, fostering the exchange of knowledge. In 2024, the Group received four companies from various segments of the private and public sectors to exchange experiences.

The planning of Training and Development actions is structured based on Strategic Planning and the main management indicators, such as organizational climate and quality surveys, performance and regional needs. The training is organized in corporate actions that cover all units in the country, as well as in regional actions adapted to local demands.



The development of technical skills (hard skills) and behavioral competencies (soft skills) are present at all levels and areas of the Sabin Group. 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. UniSabin fosters innovation, creativity, and continuous learning, which strengthens the lifelong development mindset.

In 2024, the Sabin Group expanded the Connected Leader II program, which promoted structured meetings between leaders and teams, in an initiative which encouraged open conversations and the exchange of experiences. For five months, dynamics were applied aimed at building relationships of trust and strengthening the collaborative spirit.

The proximity between managers and employees resulted in a more integrated environment aligned with organizational values.



New courses and expansion of knowledge

UniSabin launched 19 new courses in 2024, in addition to updating two others in the distance education modality, addressing technical, operational and strategic topics. For the first time on the online platform, UniSabin made available the phlebotomist course, a 240-hour program aimed at training new sample collectors for the Sabin Group. The course combines 100 hours of distance theory, 100 hours of hands-on laboratory activities, and 40 hours of in-service professional practice. With 325 students distributed in 26 cities in the country, the class will complete the training in 2025, with certification issued by a public technical school.

The company fosters innovation in all its processes and trains employees in various areas of knowledge, in order to promote the stimulation of innovation, creativity and self-development, which strengthens the lifelong learning mentality. In 2024, employees worked, on average, 33 hours and 27 minutes of training, an increase of 60% compared to the previous year, and the company invested more than R\$ 207 thousand throughout the year.

As part of the actions for training and continuous development, the Sabin Group launched, in 2024, the program Connecting Potentials, aimed at

interns and young people. The initiative promotes a learning environment structured on technical and behavioral skills essential for the journey in the job market. With mentoring, specific training and monitoring of leaders, the program stimulates employability and contributes to talent retention. More than 100 young apprentices and interns from Brasília participated in three face-to-face meetings, which resulted in a satisfaction score of 98%.

In partnership with the Conscious Capitalism Institute, the company joined the Leader for the World program, whose audience is young apprentices and interns, with a focus on preparing for the job market and starting their careers. It is a distance learning program that brings essential knowledge to professional growth and aligns financial knowledge, personal purpose and positive impact on society. More than 600 young people were registered on the platform to carry out the course, and for each registration, 5 social vacancies were



granted to partner NGOs, contributing to the professional insertion and training of low-income young people. At the end of the course, everyone received the Certification of Conscious Capitalism Brazil.

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

Throughout 2024, the technical team at the Sabin Group produced 102 scientific papers in various modalities.



- Papers accepted at congresses and events 89.2%
- Speakers in congresses and events 7.5%
- Indexed publications 2.2%
- Book or chapter publications 1.1%

Mapping of competencies and training

GRI 404-3

The company mapped essential, technical and leadership competencies to strengthen employee development.

The survey included 71.4% of the positions with the highest number of employees, which ensured a standardization that allows the creation of trails more aligned with the training and qualification needs of the Sabin Group.

Focusing on process automation, data traceability, reduction of operational failures and improvement of training management, the Continuing Education Program underwent improvements that reduced the time to operationalize activities by 40%, in addition to updating the Virtual Learning Environment (VLE), with Open-Source technology, providing a more fluid and accessible experience to users.

To support the management of its development platforms, the Group acquired the SoftExpert tool, which enables more efficient control of training processes.

The new VLE and the training management module are scheduled for release in 2025.

UniSabin – 2024 indicators



Average hours of training per year, by gender and functional position

GRI 404-1

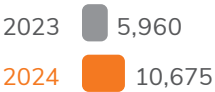
Hours – average	2022	2023	2024
Men	28.9	23.1	34.1
Women	30.3	24.3	33.2
Board of directors	0.3	0.2	0.4
Management	2.5	2.1	3.2
Supervision	30.1	20.5	33.4
Coordination	30.1	20.5	33.3
Administrative	6.1	20.5	33.3
Technical area	30.1	20.5	33.3
Service	6.2	20.5	33.4

UniSabin courses

Certificados de cursos concluídos EaD



Administrative area



Technical area



Service



Leadership



Occupational health and safety

GRI 3-3 – Occupational health and safety, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

The model of comprehensive health care for Sabin Group employees values a healthy environment and the well-being and satisfaction of each person.

In 2024, the company carried out actions focusing on caring for the physical and mental health of its people. The themes addressed in the life valorization campaigns helped raise awareness about self-care and emotional management, in addition to lectures and interactive dynamics on commemorative dates, such as White January and Yellow September.

The Café das Emoções project was launched in 2024, creating welcoming spaces where leaders and teams from all the regions in which the Group

operates could share experiences and discuss strategies for emotional balance. The Flowing app, a virtual mental and physical health assistant, has been launched to encourage continuous care in the daily lives of employees.

The Sabin Group ensures full compliance with labor legislation, with special attention to the Regulatory Standards (NRs) for Health and Safety at Work. The management of the area strictly followed the guidelines of the Ministry of Labor and Social Security, with emphasis on NR-01, NR-07 and NR-32, in addition to being complemented by Manuals and Operational Support Procedures (POA), integrated with the Quality Management System, certified by ISO 9001.



The Sabin Group also guarantees the right to refuse tasks that present a serious and imminent risk to health and physical integrity, which ensures immediate support of the Corporate Health team.

During the admission of employees with disabilities (PWD), the Occupational Health and Safety team carried out a prior analysis to identify specific needs and define adaptations in the work environment. Tools, equipment, furniture and accessibility are evaluated, in order to ensure the necessary adjustments for full inclusion.

Sabin Group employees play a key role in identifying and in the management of occupational health risks through participation in specialized committees and commissions:

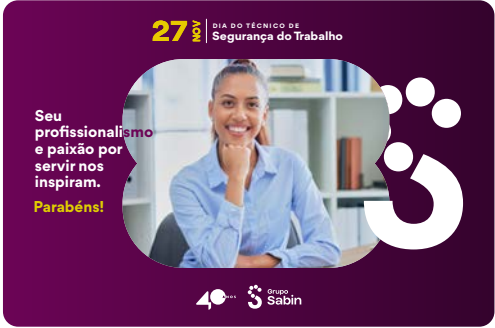
- Internal Commission for the Prevention of Accidents (CIPA): composed of elected and appointed representatives, it acts in the identification and assessment of risks, in the investigation of accidents and in the proposal of corrective measures and safety programs.
- Biosafety Committee: responsible for defining technical guidelines for monitoring and controlling biological risks.
- Radiological Protection Committee: formed by employees in the radiology area and Occupational Health and Safety professionals, who ensure compliance with the Radiological Protection Program.

In addition to acting on committees, employees can count on the Ombudsman and Complaints Channel, widely disseminated in 2024, which allows the reporting of any situation that poses risks to occupational health and safety. All manifestations are analyzed and answered by the channel, which is completely confidential.

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 the Prevention of Accidents (CIPA).

For the Maintenance teams, specific training on safety was promoted in the work at height (NR-35), safety in electrical installations (NR-10) and



safety in confined spaces (NR-33), ensuring that they were prepared in different scenarios and business. Employees took 26 training courses in 2024, in the expiration phase, depending on the period defined in the guidelines of the Regulatory Standard.

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

Risk management and monitoring

Occupational risk management at the Sabin Group is carried out through the Risk Management Program (PGR), which identifies, monitors and controls potential threats to the safety of employees. This program maps critical actions in all sectors and defines priority preventive measures, which cover administrative measures, collective protection and individual protection.

In situations of accidents or incidents, employees receive immediate assistance, and all occurrences are analyzed for the implementation of preventive action plans. The communication of work accidents is carried out through the Communication of Work Accident (CAT), regardless of the need for leave.

To strengthen safety in the workplace, the company carried out, in 2024, periodic inspections at all units, conducted by occupational safety engineers and technicians to identify new risks and ensure compliance with safety standards.

In general, the most frequent risks are associated with building maintenance, with emphasis on falls while working at height and activities involving electricity.

Accident investigation and action plan

The investigation of accidents and incidents in the Sabin Group follows a systematized process based on the 5 Whys Methodology, which ensures the identification of root causes and the implementation of plans to identify the root causes of the remedial action to minimize the recurrence. The employees' health is monitored by the Medical Control Program Occupational

Health Exams (PCMSO), which verifies the compatibility of occupational examinations with the activities performed and ensures the effectiveness of the safety measures adopted.

To strengthen health and safety management, the Sabin Group maintains the Specialized Service in Safety Engineering and Occupational Medicine (SESMT), known as Corporate Health. Composed of a multi-professional team, the sector brings together occupational physicians, nurses, occupational nursing technicians, engineers and occupational safety technicians, as well as health analysts. Its performance is essential to disseminate health and safety policies and procedures, monitor compliance with current standards and ensure a safe and healthy work environment for all employees.

Main occurrences and safety monitoring

The main typical occurrences in the Sabin work environment involve the handling of sharps, falls at the same level, sprains and dislocations resulting from internal movement commuting accidents between home and work. In 2024, there was an increase of 7.22% in the total number of work accidents; however, this isolated data is not the most appropriate to evaluate safety performance, because it is influenced by the variation in the number of workers, impacted by the company's growth. For a more precise analysis, the accident frequency rate is considered, which is proportional to hours worked (HHT). This indicator registered an increase of 0.94 percentage points, a variation within acceptable limits.

According to the benchmarks of the International Labour Organization (ILO), the accident frequency rate in 2024 positions the company in the "Very Good" category, the highest for this metric.

Employees can report incidents directly to leadership, the Corporate Health or Internal Commission for the Prevention of Accidents and Harassment (CIPA). During the inspections, safety technicians remain available to provide clarifications and implement preventive measures. CIPA leaders and participants guarantee full support to employees for immediate interruption of activities in situations of risk, activating the Corporate Health team for evaluation and measures.

For outsourced workers who work in the company, rigorous checks of the mandatory documentation were carried out, in addition to training required by regulatory standards and continuous technical monitoring.

Health support and medical care

The Sabin Group guaranteed, in 2024, continuous access to the Occupational Medicine Service by its employees, offering support both through mandatory periodic examinations and in situations illness, health monitoring or emergencies.

Among the benefits offered in 2024 by the company is the health plan with a wide accredited network, which ensures quality medical care. In addition, Sabin has made available the Flowing app, a personalized virtual health assistant that offers free telemedicine 24 hours a day and allows remote medical care at all times that necessary. For employees at the units in Brasília (FD), there is also the in-company service of Amparo Health Support, which operates with a focus on primary health care, reinforcing the commitment to the well-being of its employees.

Accidents at work GRI 403-9

	2022	2023	2024
Total hours worked	17,440,355	17,803,525	17,882,401
Total deaths resulting from accidents at work	0	0	0
Rate of deaths resulting from accidents at work	0.0	0.00	0.00
Total accidents (with and without removal)	165	249	267
Accident frequency rate	9.46	13.99	14.93
Total accidents with serious consequences	0	0	0
Rate of accidents with serious consequence	0.0	0.00	0.00
Mandatory reporting accidents	165	249	267
Occupational accident rate of mandatory communication	9.46	13.99	14.93

Note: calculation of the accident frequency rate: (number of accidents x 1,000,000) ÷ man-hours worked (HHT).

Occupational diseases GRI 403-10

	2022	2023	2024
Employees	6,033	7,002	6,980
Total deaths resulting from occupational diseases	0	0	0
Rate of deaths resulting from occupational diseases	0.00	0.00	0.00
Total cases of occupational diseases with mandatory communication	0	0	0



Diversity and inclusion

GRI 3-3 – Diversity and inclusion, 405-1, 405-2, 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 to strengthen the business.

Since 2018, the Sabin Diversity and Inclusion Program has guided the company’s initiatives under the principle that “diversity strengthens us as individuals, as a group and as a business”. To this end, the action is structured on five main fronts: gender, race, LGBTQIA+, people with disabilities and generations, in order to ensure that diversity, Equity and inclusion are integrated into all areas of the company.

The governance of the program is composed of the Diversity Committee, Groups Affinity and Tactical Commission, which monitor performance indicators and follow the evolution of goals.

The commitment to inclusion is reflected in clear policies and guidelines, applicable to the entire organization, which reinforces the responsibility of leaders and employees in promoting a welcoming and equitable environment. The Sabin

Guide to Diversity and Inclusion, publication aimed at employees and suppliers, reinforces the Group’s commitment to diversity, in addition to providing guidance on reporting channels for report discriminatory acts. As part of this strategy, development tracks and mandatory training are implemented from onboarding, which ensures the preparation of the teams and leaders to act in an inclusive and respectful manner.

Diversity and inclusion panel



Specifically for leaders, development strategies were implemented to train inclusive leaders, capable of adopting a management model that values differences. Leaders were prepared to promote inclusion, strengthen dialogue on diversity and conduct delicate situations, so that inappropriate conduct does not compromise the organizational culture of the Sabin Group.

Another initiative of the Sabin Group to promote an inclusive environment is “Minuto de DI”, a program in video format, with weekly episodes. Launched in July 2023, the production clarifies concepts and promotes awareness on topics related to diversity, equity and inclusion. In

2024, there were 21 episodes which addressed topics such as ableism, unconscious biases, generations, sorority, representation, white privilege, ageism, female empowerment, cis x trans, among others.

Diversity is also reflected in the management of people and in the selection of suppliers and partners, in order to ensure that internal inclusion policies are aligned with business practices. Organizational climate surveys, internal campaigns and engagement actions are conducted periodically to listen, raise awareness and strengthen the commitment to equity. Dialogue with stakeholders, participation in collective actions and support for public policies for diversity reinforce the commitment to a fairer and more egalitarian future. In 2024, four cases of discrimination were recorded, representing a 50% reduction compared to the previous year. All cases were investigated and treated with action plans drawn up for those involved.



Percentage of employees by gender and functional category

GRI 405-1

	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Board of directors	50	50	44.44	55.56	44.44	55.56
Management	44.64	55.36	42.86	57.14	43.55	56.45
Coordination	35.29	64.71	36.80	63.20	29.93	70.07
Administrative	30.05	69.95	29.96	70.04	30.16	69.84
Technical area	24.45	75.55	21.43	78.57	20.98	79.02
Total	18.84	67.32	21.22	78.78	20.57	79.43

Percentage of employees by age group and functional category

GRI 405-1

	2022			2023			2024		
	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years
Board of directors	0	25.00	75.00	0	22.22	77.78	0	22.22	77.78
Management	0	51.79	48.21	0	60.32	39.68	0	62.90	37.10
Coordination	0	78.43	21.57	1.60	83.20	15.20	4.76	80.95	14.29
Administrative	31.74	56.78	11.48	35.52	54.96	9.52	38.71	52.63	8.67
Technical area	12.29	73.34	14.36	16.67	71.54	11.79	18.79	70.14	11.07

Percentage of diversity among employees

GRI 405-1

Criteria	2022	2023	2024
Black	10.05%	10.19%	9.78%
Brown	49.15%	47.97%	50.84%
White	39.15%	40.19%	37.85%
Yellow/indigenous	1.65%	1.65%	1.53%
LGBTQIA+	0.94%	12%	11.25%
PwD	6.33%	5.20%	4.94%

Note: the PwD indicator considers the total number of employees of the holding; the minimum quota of the current legislation is met in each company (CNPJ) of the Group.

Ratio between the average salary received by women and that received by men for each functional category

GRI 405-2

	2022	2023	2024
Board of directors	96.56%	93.31%	93.31%
Management	93.39%	88.28%	89.55%
Supervision	93.16%	86.15%	84.76%
Coordination	83.93%	80.22%	84.37%
Administrative	84.20%	85.42%	84.08%
Technical area	84.66%	82.45%	87.05%

Note: % = average salary women ÷ average salary men.





Transforming lives and communities with innovative projects

Sabin Institute



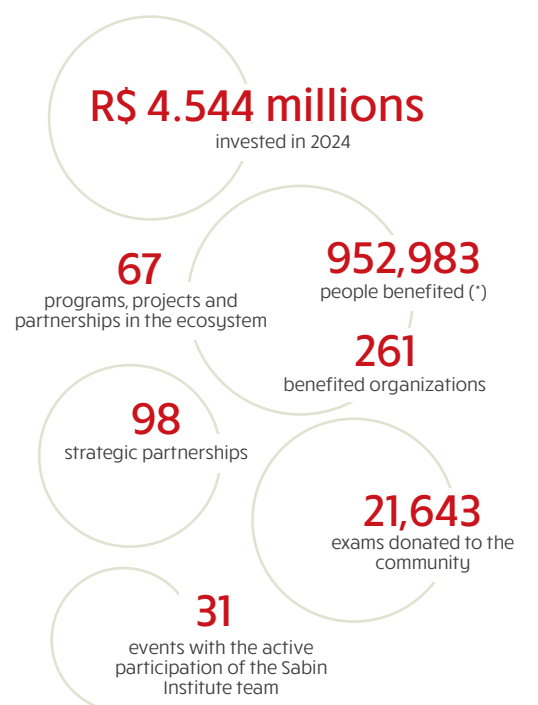
GRI 3-3 - Social investment

Founded in 2005, the Sabin Institute is a civil society organization of public interest (OSCIP), constituted as a legal entity under private law and of an associative non-profit nature.

The Sabin Group carries out its private social investment (PSI) through the Institute, whose noble mission is to contribute to the improvement of the quality of life, well-being and prosperity in the communities in which the Group operates, promoting initiatives, projects, programs and solid partnerships in 14 states and the Federal District, where the headquarters are located.

To ensure the solidity and transparency of its actions, the Institute has independent governance, composed of the General Assembly, Deliberative Council, Fiscal Council and Executive Board. Its financial statements are audited annually by an external independent auditing firm and are made available on the website: institutosabin.org.br.

Results that highlight social impact and transformation in 2024



* There was a significant increase in the number of people benefited due to the methodological change in 2024, including direct and indirect beneficiaries.

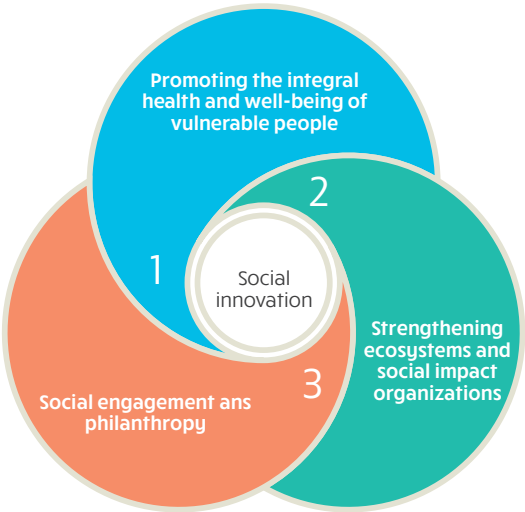
Strategic axes of action ensure the change of social impact

In order to structure the strategic bases and ensure the fulfillment of its mission, the Sabin Institute has adopted the Theory of Change, which makes it possible to plan its initiatives in a targeted way, which expands social impact and strengthens communities in the cities where it operates. Thus, three axes of action were created, which are revisited every three years:

The Sabin Institute's annual activity report is available and presents detailed information on the 67 programs and projects supported in 2024. Access can be made through the website institutosabin.org.br.

Below, we demonstrate a selection of the most relevant initiatives developed in 2024.

Strategic axes



Axis 1 • Health is an essential right, and the Sabin Institute works to expand access to it through initiatives such as Caring for the Community, Ludoteca and Health Ambassadors. It seeks to promote quality of life, disease prevention and continuous care.

Axis 2 • The Sabin Institute invests in the creation and strengthening of ecosystems that drive businesses and social organizations. Through programs such as Transformation and Coalition for Impact, resources are mobilized and support networks are created to expand the reach of socio-environmental initiatives and ensure that innovative solutions are sustainable and scalable in other social impact entities.

Axis 3 • Lasting social transformations are possible with the active participation of society. The Institute fosters a culture of engagement through corporate volunteering and donation campaigns, encouraging solidarity actions that benefit communities throughout Brazil. These initiatives reinforce the Sabin Group's commitment to social responsibility, mobilizing efforts to meet emergency demands and strengthen social bonds.

Axis 1 • Promotion of integral health and well-being

The first strategic axis focuses on the promotion of integral health and wellbeing of people in vulnerability. The initiatives include expanding access to health, promoting research and the dissemination of knowledge, in addition to supporting the psychosocial recovery of children and adolescents who are victims of violence.

Through structured programs and strategic partnerships, this axis strengthens the Sabin Group's purpose with care, prevention and the construction of solutions that ensure a better quality of life for the communities served.

Health promotion and access campaign – Pink October

Pink October is a worldwide campaign dedicated to raising awareness about the prevention and early diagnosis of breast cancer. During the month, the Institute promoted, with the support of the Sabin Group, actions in several states, reaching and sensitizing people to the importance of health care. In addition, it enabled free consultations on Rita Health Care – a digital platform that integrates health services for low-income women from all regions of the country, encouraging preventive exams that can save lives by identifying this type of cancer in early stages.

To promote the campaign, partnerships were established with other civil society organizations (CSOs), in addition to the participation of volunteers from the Sabin Group's Corporate Volunteering Program, called “I Make Impact!”.

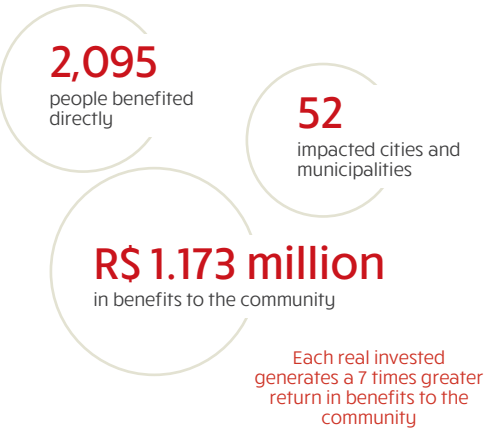
The Pink October campaign programs have become an important social mobilizer in the prevention and fight against breast cancer. Network initiatives, such as this one, provide information, encourage early diagnosis and contribute to more effective treatments, directly impacting people's quality of life.



Caring for the community

The Caring for the Community program offers courtesies and discounts for laboratory tests to people in situations of social vulnerability and CSOs that are partners of the Sabin Institute.

Requests for exams are made through a digital platform, available on the Institute's website, in which the information is analyzed according to criteria established by the program, and the selected beneficiaries receive a courtesy or discount for laboratory tests.



In 2024, the platform and the release process were improved in order to make the selection more efficient and ensure that the benefits reach those who need it most, according to the eligibility criteria. In addition, a control of the release and use of the tests was developed, carried out through a data intelligence dashboard, which allows for more transparency and efficiency. More than R\$ 147 thousand were invested and 20,743 laboratory tests were donated to people in situations of social vulnerability. Based on impact projection studies, for each real invested in the initiative, R\$ 7.93 return in benefits to the communities in which the Sabin Group operates.

Health Ambassadors

Held in partnership with Civicus, the initiative aims to transform lives through awareness and education about preventive health.

The Health Ambassadors initiative is especially aimed at CSOs in the communities in which the Sabin Group operates and offers a trail of complete knowledge, in distance education (EAD) format, which allows practical and flexible access to quality content.

The program addresses topics such as the prevention of sexually transmitted infections (STIs), chronic non-communicable diseases (NCDs),

mental health, well-being and access to the Unified Health System (SUS).

With a methodology focused on facilitating learning, leaders and members of CSOs are trained to become true health ambassadors in their regions.



Axis 2 • Strengthening ecosystems and organizations and social impact

The second strategic axis focuses on strengthening ecosystems of impact and acts on systemic and structural aspects based on problems clearly identified in partnership with CSOs and several other organizations in Brazil that articulate to face social challenges.

Coalition for Impact

The Coalition for Impact is a national multisectoral initiative that seeks to strengthen impact businesses in Brazil, connecting different actors for sustainable development. Carried out together with the Institute of Corporate Citizenship (ICE), o Instituto Helda Gerda, a Itaúsa and Somos Um, the coalition has the strategic support of several organizations, including Cosan, Educar DPaschoal Foundation, FEAC Foundation, Boticário Group Foundation, Beja Institute, Humanize Institute, RD Saúde and the Sabin Institute.

The initiative aims to develop six impact ecosystems in cities in the five regions of Brazil – Belém (PA), Fortaleza (CE), Brasília (FD), Campinas (SP), Paranaguá (PR) and Porto Alegre (RS) – until 2027. In addition, it intends to invest R\$ 34 million in strengthening business that offer innovative solutions for socio-environmental



challenges, complementing public policies and third sector initiatives.

The coalition strengthens local organizations that energize the ecosystem by providing technical and financial support to entrepreneurs, in order to expand their connections with investors and increase their chances of success.



Highlights in 2024

Matchfunding Call

More than R\$ 309 thousand injected into the ecosystem, raised via crowd-funding, with 182 donors, and via the coalition's contribution.

Technology-base Business Call

90 registrations through nominations from local and technical partners, as well as the Ministry of Science, Technology and Innovation (MCTI), in addition to 31 proposals qualified for analysis by the board, with an investment of R\$ 1.2 million, covering each city to impact 90 businesses.

Collaborative Impulse Call

R\$ 60 thousand were invested in six organizations in the impact businesses to promote the exchange and sharing of knowledge.

Impulsio.Ne – impact ecosystems

Conceived and carried out by the Impacta Nordeste platform and Motirô, the project aims to strengthen impact businesses in the states of Maranhão and Piauí, promoting debates on the impact economy and supporting emerging socio-environmental enterprises.

In 2024, the initiative mobilized stakeholders interested in the topic, holding local events in order to level the understanding of the impact economy and bring different ecosystems closer together. As part of the program, three initiatives from each state were selected for a three-month pre-acceleration cycle, focusing on training, strategic connections and individualized follow-up.

The initiatives with the best performance in each state received a seed investment as an award, boosting their growth and social impact.



Inspiring Care Award

Enactus Brazil is a non-profit organization that is part of an international network present in 35 countries, dedicated to inspiring young university students to transform realities through entrepreneurial action. Its role is to connect the academic environment to the corporate environment, creating a space for students' energy and creativity to generate innovative solutions to socio-environmental challenges.

For the third consecutive year, the Sabin Institute, in partnership with Enactus Brazil, promoted the 3rd edition of the Inspiring Care Award, focusing on innovative projects aimed at Sustainable Development Goal 3 – Health and Well-being.

In the 2023/2024 cycle, 19 projects were created for the award, and six Enactus projects from different universities received financial and human capital from the Sabin Institute to develop their activities. At the end of the notice, the Neutron team, from the Fluminense Federal University (UFF), from Volta Redonda (RJ), was the winner, with a project to improve the health and well-being of trans men, alleviating dysphoria from the accessibility to inclusive menstrual products.

6

finalist projects

179

university students benefited

Delivery of scholarships and awards

HEALTH+

Created in 1999 under the name Criança e Saúde, the program precedes the official foundation of the Sabin Institute and has accompanied the expansion of the Sabin Group over the years. With its evolution, it became the first strategic initiative aimed at strengthening CSOs, promoting greater sustainability and social impact.

The program is run by Phomenta, an impact business that seeks to develop social organizations to achieve financial sustainability and enhance their ability to generate social impact. The initiative, which offers training to CSOs from 21 cities, is divided into three groups: +Management Trail, HEALTH+ Community of Social Entrepreneurs and Social Innovation Journey.

In 2024, three strategic objectives were established for the initiative:

- Increase the bond with community organizations, developing more autonomy.
- Hold regional meetings, for a greater approximation between CSOs in the community.
- Entry of new CSOs in the region, aiming at future opportunities.



Stanford Social Innovation Review – SSIR

Since 2023, the Sabin Institute has been the maintainer of SSIR Brazil, an initiative that seeks to consolidate a platform in Portuguese aimed at the academic community, third sector professionals, social investors, and the broader public interested in social innovation in Brazil. With an accessible and grounded approach, SSIR Brazil publishes translations of the most innovative articles from SSIR United States of America and international SSIR, as well as original national content, which expands access to global references on social impact. The Sabin Institute is part of the SSIR editorial board and, in 2024, the platform addressed topics essential for the ecosystem of impact and social innovation in six publications, such as the promotion of sustainable solutions to social and environmental problems, the formation of strategic alliances and the technological vanguard, maintaining a critical and grounded eye. The content was made available in a printed magazine and had more than 67 thousand views on the online platform.



Axis 3 • Social engagement and philanthropy

The third strategic axis focuses on social engagement and philanthropy, through assistance actions aimed at urgent, punctual and recurring causes. In addition, the Sabin Institute strengthens corporate volunteering in the regional offices where the Sabin Group is present, promoting initiatives that meet the specific demands of each community and expand the social impact of its activities.

Donation campaign – SOS Rio Grande do Sul

The Sabin Group's commitment to the communities in the regions in which it operates includes rapid response to social emergencies, such as the floods that occurred in Rio Grande do Sul in 2024. Faced with this situation, the Sabin Institute, in the Solidarity Campaign context, mobilized the Company's volunteer workforce to collect and

distribute water, food, clothing, and other essentials to affected families.

With the support of the Brazilian Air Force (FAB), it was possible to transport the donations, ensuring that the resources quickly reached the most impacted regions. Several items collected through donations made by Sabin Group employees and the contribution made by the Institute benefited two social organizations that operate in Rio Grande do Sul.



Corporate Volunteer Program – I Make Impact!

This initiative promotes the culture of volunteering among Sabin Group employees, encouraging their performance in social causes in the communities in which they operate.

In 2024, the program was significantly reformulated with the implementation of the Corporate Volunteering Platform. Clearer processes and greater autonomy allow employees to develop initiatives in a structured and effective way.

Developed and launched by the Institute, the 1st Social Good Competition multiplied the reach of the Sabin Group’s volunteer programs and generated social impact through engagement in actions



designed and created by the employees themselves and by the Institute in all the company’s regional offices. This was achieved by holding a healthy competition, which stimulated the culture of donation in favor of the communities. There were more than six thousand hours dedicated to the activities and a total of 2,256 registered volunteers.



Tributes/celebration

We are made of Encounters – 19 years

To celebrate its trajectory and recognize those who contribute to social transformation, the Sabin Institute launched the special series We Are Made of Encounters, composed of 10 episodes that tell real stories of impact and the bonds created throughout the Institute's actions. Each episode portrays remarkable experiences, eternalizing moments that transformed lives and communities.



Women of Impact Series

The series highlights the performance of female leaders who promote transformations in their communities and presents four women who lead CSOs participating in the Health+ and PAIS programs. More than a recognition, the Women of Impact series raises awareness about the role of women in social leadership, encouraging structural changes and strengthening gender equality.



Inspire Sabin Series

In celebration of Volunteer Month, the Sabin Group launched the Inspire Sabin series, consisting of five episodes that share inspiring stories of employees who have found in volunteering a transformative purpose. The reports demonstrate how dedication and the desire to contribute can generate a positive impact both in the lives of those who receive support and in those who donate their time and knowledge.





Environmental commitment

Environment

GRI 3-3 - Environmental impact of services

Taking care of the planet is also taking care of health

Social and environmental responsibility has been part of the Sabin Group's values since its foundation. Throughout its history, the company has consolidated practices that combine excellence and quality of service with care for the planet, through actions that reduce environmental impacts and reinforce its culture of sustainability.

For more than a decade, the Sabin Group has strengthened its environmental performance based on ISO 14001 certification, through investments in the rationalization of natural resources in its operations in the five regions of the country, which mobilizes its supply chain, employees and local communities in actions to raise awareness and engage in sustainable practices.

Environmental management

The company develops environmental actions and projects guided by efficiency in the use of natural resources, by the constant monitoring of operational impacts and the search for innovative solutions with eco-efficiency gains, in addition to promoting the awareness and involvement of its employees.



Highlights 2024 – environmental commitment



Water and effluents

GRI 303-1, 303-2, 303-5

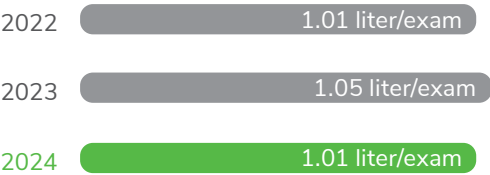
Water is a natural resource that is indispensable to the company's activities and essential for life on the entire planet. The company's units depend on water supply, both for the consumption of employees and customers and for constant work of cleaning of common areas. To ensure the efficient use of this resource, Sabin monitors consumption indicators and establishes metrics so that the use of water is rational.

Total water consumption in 2024 was 74.45 ML, remaining in line with water efficiency practices, with a reduction of 4% compared to 2023, configuring 1.01 liter/exam.

Since the installation of the effluent treatment plant (ETE), in 2021, at the headquarters in Brasília (FD), the company has continuously monitored

the quality of discharged effluents, in compliance 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.

Water intensity GRI 303-5



Water consumption (megaliters) GRI 303-5

	2022	2023	2024
Dealership (ML)	65.20	72.04	74.15
Artesian well (ML)		–	0.30
Water truck	–	–	–
Total water consumption (ML)	65.20	72.04	74.45



Energy and emissions

GRI 302-1, 302-3

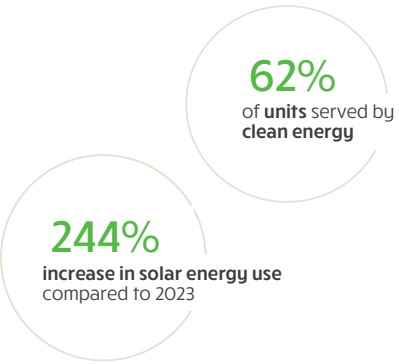
The Sabin Group has made significant progress in the transition to a more sustainable energy matrix. To deal with the challenges inherent to the process in a company that is capillary in the five regions of the country, Sabin opted for a variety of sources of clean energy, such as solar energy production farms near the cities where there are units or the purchase in the Free Energy Market, which includes, in addition to solar, suppliers that generate energy from biomass (sugarcane), small hydroelectric plants (PHC) and wind farms.

The strategy has paid off. Since 2019, the company has received annually the Renewable Energy Certificate. As part of its responsibility for good environmental practices, the company annually carries out an inventory of the previous year's

emissions and performs the offsetting through the acquisition of carbon credits generated by projects certified by the UN. In 2024, 2,270 tons of CO₂ were offset, referring to 2023 emissions, which guaranteed it, for the fourth consecutive year, the GHG Emissions Neutralization Certificate.

Also in 2024, the units in Anápolis (GO), Campo Grande (MS), Florianópolis (SC), Manaus (AM), Osasco (SP), Ribeirão Preto (SP), São Caetano do Sul (SP) and Uberlândia (MG) completed the migration of the captive market to clean energy. In addition, all service units in Brasília (FD) are already supplied by photovoltaic energy.

In 2024, approximately 62% of the Group's units were served by clean energy, an increase of 13% compared to 2023. Over the last year, the acquisition of energy via the free market has been expanded to the headquarters of Ribeirão Preto (SP), Florianópolis (SC), Uberlândia (MG) and Campo Grande (MS).





The energy transition presents both challenges and opportunities. Among the risks are the volatility of the carbon credit market, possible regulatory changes that may impact tax incentives and tariffs, and the need to adapt to environmental requirements increasingly rigorous. However, there are significant opportunities, such as the positive impacts on the environment, the long-term reduction of operating costs, the mitigation of exposure to tariff increases in the electricity sector, the strengthening of the Group's energy resilience and the possibility of leadership in the sector through innovative sustainability initiatives.

Energy consumption within the organization, in GJ GRI 302-1

	Type	2022	2023	2024
Consumption of fuels from non-renewable sources (GJ)	Diesel	15.40	6.00	380.00
	Gasoline	10,640.00	10,886.00	11,431.00
Consumption of fuels from renewable sources (GJ)	Etanol	1,666.20	1,201.00	1,634.00
Power consumption (GJ)	Solar energy	1,507.47	7,766.55	26,788.00
	Internal market	56,930	48,883.80	22,670.81
	Free market	14,376.90	14,627.20	19,980.33
Total power consumption (GJ)		85,135.97	83,370.55	82,884.14

Energy intensity, in kWh/test performed*

GRI 302-3

Specific metric chosen by the organization to calculate this rate: kWh/exam performed.

* In this indicator, only electricity consumption was considered.

** 73,509,193 tests were performed in 2024.

2022	0.24 kWh/exam performed
2023	0.26 kWh/exam performed
2024	0.25 kWh/exam performed**

Waste generation and impact management

GRI 3-3 - Waste,, 306-1, 306-2, 306-3, 306-4, 306-5

The Sabin Group manages the disposal of waste generated in its activities through the National Recycling Program, which encourages the segregation and forwarding of recyclable materials to specialized partners. With a rigorous supplier selection and monitoring process, the waste management is carried out according to the sector's norms.



Waste management

GRI 306-3

	2022	2023	2024
Waste generated (t)	1,343.0	1723.8	1703.7
Hazardous waste	528.0	505.5	548.0
Non-hazardous waste	815.0	1218.3	1,155.7

This verification includes documentary audits, proof of environmental licenses and inspection of the final destinations of the waste.

Since its implementation, the program has correctly disposed of 691.7 tons of recyclable waste. In 2024, has been expanded to more regionals, resulting in an increase of 16% in the volume of recycled materials compared to the previous year. As a result, the Sabin Group surpassed in 25% the goal of increasing the shipment of recycling materials, considering the attendance units participants in the initiative. It was also implemented the composting of organic waste at the company's headquarters in Brasília (FD). In addition, there was a 15% reduction in the amount of waste sent to landfills, promoting greater efficiency and alignment with circular economy practices.

The Sabin Group's performance in waste management is related to the

Objectives Sustainable Development Guidelines (SDGs) 12 and 13, which aim to ensure sustainable consumption and production patterns, in addition to promoting actions against global climate change. By implementing measures to reduce and optimize processes with a focus on waste generation, the company fosters and encourages cooperatives of recycling in various regions of Brazil or hires specialized companies for this purpose. With this, it minimizes dependence on new natural resources.

The company's activities generate different types of waste, with hazardous waste – biological and chemical – having the greatest environmental impact. These residues originate from the inputs of materials used in laboratory analyses (such as biological samples and reagents), in

the collection carried out in the service units and in diagnostic imaging and immunization services, among others. Most of the hazardous waste is generated in the Technical Operational Centers (NTOs) and destined for adequate treatment, carried out by certified and licensed companies.

Non-hazardous waste – generally from administrative activities – is selected and intended for cooperatives and specialized companies.

Waste recovery

GRI 306-4

	2022	2023	2024
Non-hazardous waste destined for recycling (t)	150.0	196.3	228.7
Hazardous waste destined for recycling	0	0	0

Final disposal of waste

GRI 306-5

	2022	2023	2024
Waste destined for final disposal (t)	1,1930	1,527.0	1,475.0
Hazardous – incineration/ autoclave	528.0	505.0	548.0
Non-hazardous – landfill	665.0	1,022.0	927.0

Biological waste intensity (g/exam)



RECICLAGEM OBRIGATÓRIA

Plano de Gerenciamento de Resíduos e Plano de Contingência Ambiental

Como profissionais da saúde, temos que manter em dia nosso conhecimento sobre destinação correta dos resíduos, como agir frente a emergências e prevenir impactos ambientais. Esse é um requisito fundamental para auditorias.

Nesse sentido, todos os colaboradores têm a obrigatoriedade de realizar os cursos de Plano de Gerenciamento de Resíduos de Serviço de Saúde (PGRSS) e de Plano de Contingência Ambiental até sábado, dia 20 de abril.

Cursos obrigatório para todos:

Plano de Gerenciamento de Resíduos de Serviço de Saúde

Clique aqui e acesse!



Contribution to development

Economic and financial performance

GRI 3-3 – Economic performance, 201-1

The Sabin Group, represented by the Sabin Clinical Analysis Laboratory S.A. and its subsidiaries, is a privately held corporation headquartered in Brasília (FD). Until 31st December 2024, its structure was composed of 33 companies.

Sabin Group's economic performance in 2024 reflects the strength of the of its management and consistency in the sustainable expansion strategy. The integrated action between innovation, productive efficiency and expansion of territorial presence contributed to the

strengthening of results throughout the year, maintaining the commitment with the generation of value for all audiences with which it relates.

The implementation of the NTO 4.0 project, which began in August 2024, marked a new cycle of modernization of the organization's production park. The inauguration of 16 new units in several cities in Brazil, added to the adoption of commercial strategies aimed at increasing revenue, resulted in an increase of 11.5% in Gross Operating Revenue, reaching R\$ 1.7 billion in the year.



Direct economic value generated and distributed – R\$ thousand

GRI 201-1

	2022	2023	2024
Direct economic value generated (net revenue)	R\$ 1,415,110	R\$ 1,153,308	R\$ 1,583,047
Distributed economic value	R\$ (982,316)	R\$ (889,482)	R\$ (1,191,961)
Operating costs*	R\$ (365,809)	R\$ (320,682)	R\$ (460,844)
Employee salaries and benefits	R\$ (516,370)	R\$ (452,093)	R\$ (586,989)
Payments to capital providers	R\$ (44,804)	R\$ (80,297)	R\$ (79,393)
Government payments	R\$ (50,904)	R\$ (31,207)	R\$ (60,262)
Investments in the community	R\$ (4,429)	R\$ (5,203)	R\$ (4,473)
Economic value retained*	R\$ 432,794	R\$ 263,826	R\$ 391,086

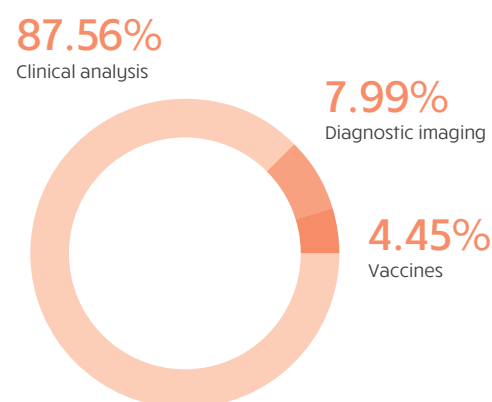
* For better presentation and comparability, the recognized depreciation arising from the lease contracts that involve expenses directly related to the production of goods and services were reallocated from the expense account to costs, considering their function and nature in the years 2023 and 2024, with a reformulation of data for the year 2023.

Gross revenue

The Group's revenue performance in 2024 registered growth of 11.52%, impacted by representativeness revenues from immunization services, recovery of revenues from clinical analyses and diagnostic imaging and check-up services. The revenue from the procedures of covid-19 represented about 1.25% in relation to total revenue and 1.66% when compared to the previous year. The highlights were the recovery of imaging services, registering a growth of 13.69%, and immunization services, with growth of 72.07% compared to the previous year. The Group ended 2024 with the following composition: revenue:

clinical analysis, representing 87,56%; diagnostic imaging, 7,99%; and vaccines, 4.45% of total revenue.

2024 gross revenue composition



Cost of services provided

The Group's operating costs with the provision of services are composed of inputs used in the production process, outsourced support services, direct consumables, immunization services (vaccines), medical services of imaging businesses, professional services with programs quality control, depreciation of equipment, among others.

In 2024, operating costs accounted for 29.28% of net revenue, down from the previous year, reflecting gains in production efficiency. However, the company faced a 28% increase in the price of inputs and some immunizers due to exchange rate appreciation. Despite these



pressures, investments in productivity and qualification contributed to balancing costs throughout the year.

Annual financial statement

Values in thousands of reais	2022	2023	2024
Net Operating Income	R\$ 1,394,117	R\$ 1,142,528	R\$ 1,573,768
Cost of providing services*	R\$ (365,809)	R\$ (320,682)	R\$ (460,844)
Gross operating profit (*)	R\$ 1,028,308	R\$ 821,846	R\$ 1,112,924
Operating expenses/revenues*	R\$ (876,082)	R\$ (683,625)	R\$ (875,082)
Operating Result	R\$ 152,226	R\$ 138,221	R\$ 237,842
Net financial result	R\$ (57,765)	R\$ (65,871)	R\$ (80,806)
Pre-tax income	R\$ 94,461	R\$ 72,350	R\$ 157,036
Income tax/social contribution	R\$ (40,610)	R\$ (29,999)	R\$ (59,863)
Profit or loss for the year	R\$ 53,851	R\$ 42,351	R\$ 97,173
Participation of non-controlling shareholders	R\$ 2,661	R\$ 1,612	R\$ 2,244
Controlling shareholders' participation	R\$ 51,190	R\$ 40,739	R\$ 94,929

* 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 2023 and 2024, with a reformulation of data in relation to the year 2023.

Investments made

Growth and expansion

The Sabin Group maintained its organic growth strategy and increased its operational efficiency and resource optimization.

On November 12, 2024, through its wholly-owned subsidiary Cemaza Instituto de Patologia Clínica Ltda., in Belém (PA), Sabin signed an Investment Agreement with Centro de Saúde Norte S.A., the controlling shareholder of the Porto Dias Hospital (HPD). This agreement, called “Partnership in the state of Pará” aims to explore activities of clinical analysis, pathological anatomy, imaging

and vaccines. The society was established with 50% (fifty percent) of participation in the capital stock for both partners. The company filed the lawsuit with CADE on 17 of December 2024, postulating the approval of the transaction because it is a merger.

On March 1, 2025, CADE issued Opinion No. 134/2025/ CGAA5/ SGA1/SG, referring to process No. 08700.010464/2024-24, whose decision was approved, without restrictions, by Order SG No. 314/2025, which concluded the aforementioned transaction, without causing harm to the competitive environment.

Fixed and intangible assets

In line with the strategic planning, the company has allocated R\$ 43,6 million in investments, in 2024, for the maintenance of service units, facilities, replacement of fixed assets, acquisition of new equipment, improvement of production efficiency and for the payment of remaining corporate acquisitions.

These investments contributed to augmentation projects of productive efficiency.



Research, development and the Law of Good

The Sabin Group continuously conducts research to design and improve its operations, with the aim of increasing the efficiency of processes. In 2024, innovation projects carried out based on the criteria of the Law of Good generated a tax benefit of R\$ 10.7 million. The technical development, strategic for the Group, had the following main purposes:

- Process automation with industrial-scale experiments;

- Specialization in the development and adequacy of exams;
- Increased productivity and reduction in the time to deliver results, focusing 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).





Towards the future

Perspectives

In 2024, the Sabin Group celebrated four decades of dedication to health, consolidating itself among the three largest diagnostic medicine companies in the country. This milestone reflects a continuous process of growth and innovation, based on a solid corporate governance model and the search for excellence and sustainability.

Twelve years ago, the company implemented its corporate governance model, which allowed it to achieve important milestones in the bold process of business expansion and diversification, while remaining faithful to its mission of offering business health services. In 2024, the Group sought to expand its geographic operations and the growth of the customer base, as well as promoting innovative experiences, preserving its organizational culture and the humanized look that is in its DNA.

For 2025, the Sabin Group's strategy is focused on the evolution of its integrated

health system, in the expansion of its business and the strengthening of organizational skills, always keeping people at the center of the strategy.

Among the main advances, there is the implementation of NTO 4.0, a new technological platform for the Central Technical Operational Center. With an area of 12 thousand m², NTO 4.0 promoted the total integration of processes, increasing operational efficiency and production capacity. In addition to the operational gains, this platform will contribute significantly to the reduction of environmental impact, minimizing the use of pipes and waste generated in the processing of laboratory samples.

The regional technology parks will undergo modernization, expanding the service and processing capacity of exams, in line with the Sabin Group's organic expansion strategy.

Investment in technical-scientific research is a permanent priority, with emphasis on the advancement in innovative diagnostic methodologies, especially in the area of Genomics. Sabin also intends to expand its innovation programs focused on digital health, integrating solutions that make care more accessible, agile and personalized.

The customer experience will be enhanced through continuous improvements to digital platforms and physical units, providing a more comprehensive care journey integrated and humanized. The expansion of service channels will include new primary health care units, as well as the expansion of the services offered by the Rita Health Care digital platform, which will allow access to quality health in different regions of the country.

The Sabin Group maintains its commitment to innovation in business



management and the construction of strategic partnerships that drive its sustainable growth. In 2025, it plans to consolidate its expansion model in the State of Pará, based on the corporate partnership with the Porto Dias Group, already approved by CADE.

Sabin's contribution to the environment will also remain a priority. The new cycle of migration of the energy matrix will allow 85% of the service units, located in different regions of Brazil, to be supplied by clean energy.

In the social field, the Sabin Institute, which has been responsible for the company's private social investment for 20 years, which has already impacted more than 2.5 million people, will reinforce its commitment through its three strategic axes of action: Promotion of Integral Health and Well-being, Strengthening Ecosystems and Impact Organizations, and Social Engagement and Philanthropy. Such initiatives evidence the Sabin Group's commitment to sustainability.

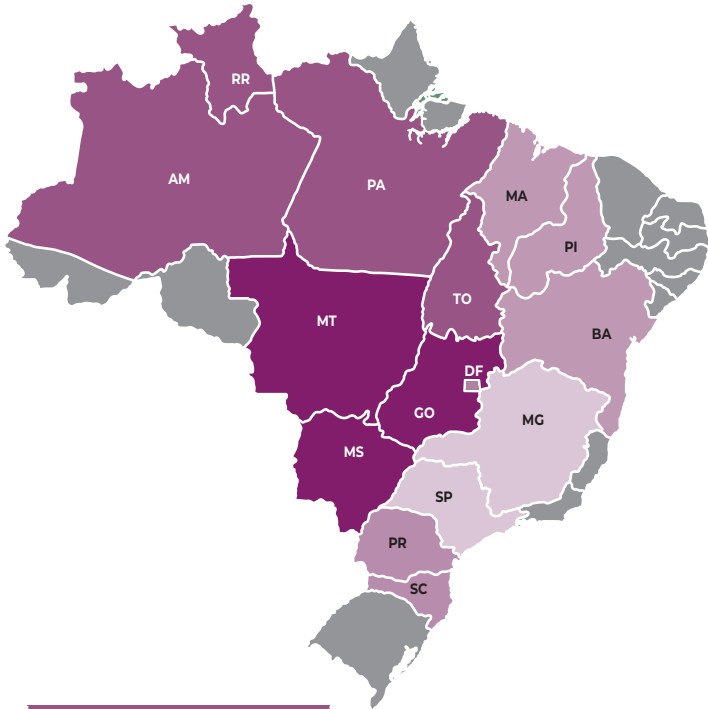
The future of the organization will be guided by excellence, technology and social responsibility, ensuring that its successful trajectory continues to positively impact people's lives and contributing to the evolution of the health sector.

Get to know our units



Check out the Sabin Group's units and cities here:
www.sabin.com.br/unidades

NORTH	
AM	Manaus
PA	Belém
RR	Boa Vista
TO	Guaraí
	Gurupi
	Palmas
	Paraíso do Tocantins
	Porto Nacional
NORTHEAST	
BA	Barreiras
	Camaçari
	Lauro de Freitas
	Luís Eduardo Magalhães
	Salvador
MA	Santo Antônio de Jesus
	Caxias
	Timon
PI	Altos
	Parnaíba
	Teresina
SOUTH	
PR	Londrina
	Maringá
	Paiçandu
	Blumenau
	Florianópolis
SC	Garopaba
	Gaspar
	Imbituba
	Indaial
	Pomerode
	São José
	Timbó
	Tubarão



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

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



GRI Content Summary

Statement of Use	Sabin Laboratory of Clinical Analysis S/A reported accordingly with the GRI Standards for the period from 01/01/2024 to 12/31/2024.				
GRI 1 used	GRI 1: Fundamentals 2021				
Applicable GRI Sector Standard	Not applicable				
GRI Standard	Content	Location	Omission		
			Requirement	Reason	Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details	Sabin Laboratory of Clinical Analysis S/A, a Privately held corporation with headquarters and jurisdiction in Brasília (FD)			
	2-2 Entities included in the organization's sustainability reporting	p. 7			
	2-3 Reporting period, frequency, and contact point	p. 7			
	2-4 Restatements of information	There was a reformulation of information (tables of pages 136 and 137)			
	2-5 External assurance	There was no external verification			
	2-6 Activities, value chain, and other business relationships	p. 9 , p. 64			
	2-7 Employees	p. 87 , p. 89 , p. 90			
	2-8 Workers who are not employees	p. 87 , p. 90			

(continua)

GRI Standard	Content	Location	Omission		
			Requirement	Reason	Explanation
	2-9 Governance structure and composition	p. 35, p. 36			
	2-10 Nomination and selection of the highest governance body	p. 36			
	2-11 Chair of the highest governance body	p. 35			
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 35, p. 55			
	2-13 Delegation of responsibility for managing impacts	p. 35, p. 55			
	2-14 Role of the highest governance body in sustainability reporting	p. 7, p. 56			
	2-15 Conflicts of interest	p. 35			
	2-16 Communication of critical concerns	p. 36, p. 85			
	2-17 Collective knowledge of the highest governance body	p. 36			
	2-18 Evaluation of the performance of the highest governance body	p. 36			
	2-19 Remuneration policies	–	Restriction of confidentiality	The organization decided not to disclose the information	
	2-20 Process to determine remuneration	–	Restriction of confidentiality	The organization decided not to disclose the information	
	2-21 Annual total compensation ratio	–	Restriction of confidentiality	The organization decided not to disclose the information	
	2-22 Statement on sustainable development strategy	p. 4			
	2-23 Policy commitments	p. 40			
	2-24 Embedding policy commitments	p. 19, p. 39, p. 40, p. 44, p. 55			
	2-25 Processes to remediate negative impacts	p. 36, p. 55			
	2-26 Mechanisms for seeking advice and raising concerns	p. 36			

(continua)

GRI Standard	Content	Location	Omission		
			Requirement	Reason	Explanation
	2-27 Compliance with laws and regulations	p. 47			
	2-28 Membership associations	p. 68			
	2-29 Approach to stakeholder engagement	p. 59, p. 61, p. 62, p. 63, p. 64, p. 66, p. 67, p. 68, p. 69			
	2-30 Collective bargaining agreements	p. 97			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 56			
	3-2 List of material topics	p. 56			
Innovation and technology					
GRI 3: Material Topics 2021	3-3 Management of material topic	p. 19			
Patient privacy					
GRI 3: Material Topics 2021	3-3 Management approach	p. 46			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 46			
Quality					
GRI 3: Material Topics 2021	3-3 Management of material topic	p. 74			
Patient health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topic	p. 76			
Access to healthcare					
GRI 3: Material Topics 2021	3-3 Management of material topic	p. 77			
Training and development					
GRI 3: Material Topics 2021	3-3 Management of material topic	p. 98			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per for employee	p. 98, p. 102			
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 98			
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 98, p. 102			

(continua)

GRI Standard	Content	Location	Omission		
			Requirement	Reason	Explanation
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topic	p. 103			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 103			
	403-2 Hazard identification, risk assessment, and incident investigation	p. 103			
	403-3 Occupational health services	p. 103			
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 103			
	403-5 Worker training on occupational health and safety	p. 103			
	403-6 Promotion of worker health	p. 103			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 103			
	403-8 Workers covered by an occupational health and safety management system	p. 103			
	403-9 Work-related injuries	p. 103 , p. 106			
	403-10 Work-related ill health	p. 103 , p. 107			
Diversity and inclusion					
GRI 3: Material Topics 2021	3-3 Management of material topic	p. 108			
GRI 405: Diversity and Equality of Opportunities 2016	405-1 Diversity of government bodies and employees	p. 35 , p. 36 , p. 108 , p. 110			
	405-2 Ratio of basic salary and remuneration of women to men	p. 108 , p. 111			
GRI 418: Client Privacy 2016	406-1 Incidents of discrimination and corrective actions taken	p. 108			

(continua)

GRI Standard	Content	Location	Omission		
			Requirement	Reason	Explanation
Social investment					
GRI 3: Material Topics 2021	3-3 Management of material topic	p. 113			
Environmental impact of services					
GRI 3: Material Topics 2021	3-3 Management of material topic	p. 125			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p. 126			
	303-2 Management of water discharge-related impacts	p. 126			
	303-5 Water consumption	p. 126			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 127 , p. 128			
	302-3 Energy intensity	p. 127 , p. 128			
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topic	p. 129			
GRI 306: Resíduos 2020	306-1 Waste generation and significant waste-related impacts	p. 129			
	306-2 Management of significant waste-related impacts	p. 129			
	306-3 Waste generated	p. 129 , p. 130			
	306-4 Management of significant waste-related impacts	p. 129 , p. 130			
	306-5 Waste directed to disposal	p. 129 , p. 130			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topic	p. 133			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	p. 133 , p. 134			
Additional content					
GRI 401: Employment 2016	401-1 New hires and employee turnover	p. 87 , p. 95			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 87 , p. 97			

COORDINATION OF THE SUSTAINABILITY REPORT

Institutional Relations and Corporate Communications Department

Information about the Sustainability Report by e-mail comunicacaocorporativa@sabin.com.br

The images that illustrate this report are from employees, partners, customers and suppliers of Sabin and the Institute and were taken at events and actions promoted by the company throughout 2024.

Digital version available on the Sabin Group (gruposabin.com.br) website and on the UN website – Global Compact – Signatory Companies. As part of the environmental program to reduce paper and printing, this report had its print run reduced.

Respect the environment. Do not throw this form on public roads.

GRI STANDARD, CONTENT, AND DESIGN

Bridge3 Governança & ESG – Training Center GRI and IFRS in Brazil.

Bridge3 Soluções e Educação plays a consulting role by following a methodology created from international norms and standards and reflects the quantitative and qualitative data captured from the management of the company and validated by its respective senior management. It is exclusively up to the company to hire, by its own means, insurers and/or auditors who can ensure the origin and traceability of the data.



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