

In line with the guidelines established in the Anti-Bribery, Anti-Corruption Policies, Code of Conduct, Risk Management Policy, Donation Policy, Bidding Policy and communication with agents and other Viveo policies, it is expected of the employee, third-party provider or any partner of business commitment to the rules included in the Anti-bribery Booklet, in order to mitigate the risks related to acts of corruption, bribery and fraud, and to meet Viveo's mission and purpose of being an ecosystem of products and services for the healthcare, with companies specialized in each link of the chain, from manufacturing to delivery to the patient, with the mission of simplifying the market with agile, reliable and innovative solutions, taking care of every life, from the patient to the healthcare professional, from the employee to the provider.

Employees, third-party providers or any Viveo business partners are expected to:

Conduct, Posture, Professionalism

- Appropriate conduct and honesty in relationships with any business partner, whether customers, suppliers, competitors, government agencies, employees and government representatives and other partners, guided by compliance with this Policy, other internal policies and legislation applicable to Viveo's business.
- Prohibition of, directly or indirectly, promise, offer or undue advantages, such as payments, gifts or the transfer of anything of value to any business partner, whether suppliers, private providers, public agents or third parties related to it in order to influence, facilitates or rewards any official action or decision on behalf of Viveo or itself, as well as for soliciting or agreeing to receive or accept a bribe, kickback, payment of unlawful influence, or any kind of favor or special treatment.
- Acceptance from people who trade and/or seek to trade with Viveo, Gifts, Gifts and Entertainment, which includes, but is not limited to, discounts, loans, cash, vouchers, vouchers, guarantees, favors, benefits, sponsorships, travel, meals, expenses or other commercial courtesies, in excess of R\$150.00 (one hundred and fifty reais). No gifts, gifts or entertainment should be given in cash or cash equivalents.

Favoring and Conflict of Interest

- They must not engage in any activity or situation that conflicts with or interferes with the performance of their duties to Viveo, that is, they must not compete with or allow personal or family interests to exert direct or indirect influence on Viveo's business.
- Do not make a business decision motivated by a personal interest that could influence the ability to act in Viveo's best interest, or where the assessment of a circumstance could or appear to be affected by the possibility of a personal benefit.
- Not receiving a personal benefit from any business partner, whether a supplier, service provider, customer or competitor, such as gifts, payment for meals, transportation or lodging, subject to the exceptions of the situation and value of the Anti-Corruption Policy.
- Not tolerate any kind of favoritism, being expressly forbidden to Employees improper use of their position at Viveo to appropriate business opportunities for their own benefit, family members or third parties.
- Maintain secrecy, capable of providing, for yourself or others, an undue advantage through use or negotiation, in one's own name or with a third party, with securities or confidential information, projects, systems and strategies of any Viveo company, even if such information privileged concerns a company that is not a member of Viveo.

Training, Reports and Reports

- Participate in training on the Anti-bribery, Anti-Corruption and Code of Conduct Policy, absorbing knowledge, applying it in the activities performed and disseminating it to co-workers.
- Inform and/or clarify any doubts about the Anti-bribery Policy to Viveo's Compliance and Internal Controls area, considering problems that may be contrary to the provisions contained in this document and harmful to Viveo's interests.
- Report and take a stand when identifying any product, service, information, process or conduct of employees and/or any business partner, whether third-party providers that raise suspicion of corruption and/or the practice of any other illegal act, and/or who are in disagreement with the principles of the Anti-bribery Policy, Viveo's Integrity Program, other policies and legislation applicable to the ethics channel and/or the Company's Internal Controls and Compliance area.
- Communicate actual or potential conflict of interest situations immediately to the Internal Controls and Compliance area, as well as refrain from participating in any decision related to the conflict of interest situation; and
- Use the ethics channel for any questions about anti-bribery and other compliance issues, reporting conflicts of interest, filing complaints about any violation of the Anti-Bribery Policy, Anti-Corruption Policy, Code of Conduct and other applicable policies and laws/regulations:



Complaints made through the reporting channels made available by Viveo are operated by a specialized, external and independent company, ensuring even more confidentiality and security of information, which can be made anonymously or identified.

<i>Elaboration</i>	<i>Revision</i>	<i>Approval</i>
Quality, Compliance and Internal Controls	Version 1.0 September, 2021	Live Directorship