

The logo for Viveo, featuring the word "viveo" in a lowercase, bold, sans-serif font. The background is a solid teal color with several thin, dark teal curved lines that sweep across the page from the left edge.

## **Code of Ethical Conduct**

## MESSAGE FROM THE PRESIDENCY

Viveo's performance is guided by the objective of being perceived as an ethical and responsible company, positively influencing the entire value chain and, thus, we continuously invest in the management and continuous improvement to mature our controls, processes and corporate governance, which includes monitoring, transparency and availability of information relevant to the external control of stakeholders.

Together with a commitment to comply with ethical and integrity principles, Viveo aims to be an ecosystem of products and services for the health sector, with companies specialized in each link in the chain, from manufacturing to delivery to the patient, with the mission of simplifying the market with agile, reliable, innovative solutions and with the purpose of taking care of each life.

At Viveo, ethics is a fundamental value that is multiplied among employees to ensure full conduct in our activities, negotiations and processes and has a robust Integrity Program.

The Viveo Integrity Program is composed of the Code of Conduct, Anti-Corruption, Anti-Bribery, Risk Management Policies, among other Corporate Policies, all applicable to our employees, in the relationship with customers, suppliers, competitors, public agencies, government representatives and everyone who interacts with Viveo.

Compliance at Viveo is who directs and guides everyone to act with integrity, morality and transparency in business situations, in day-to-day activities and the behavior expected by the employee, service provider, third parties or Viveo business partner, in order to prevent and combat situations prone to acts of corruption, bribery and fraud, both in relation to public institutions and private companies.

This commitment is strongly supported and sponsored by our Senior Management and, to this end, has an area dedicated to the scope, in addition to the Statutory Committee on Risks, Compliance and Audit and HR and the Ethics Channel, aimed at reporting any acts or suspicions of non-compliance with our Code of Conduct, internal policies or applicable legislation and regulations.

We establish as a value, in our way of being and acting that integrity comes first and, so that we can all work in accordance with the principles and values of Viveo's corporate management, in particular, respect for ethics, the terms and legislation pertinent to each activity of our employees, processes, products and solutions of our portfolio. Integrity in our conduct is a commitment that must permeate all our relationships. We count on the support and dedication of all Viveo Employees, our business partners, suppliers and third parties in the unrestricted pursuit of integrity.

Take care of every life, simple as that.

**Presidency**

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# 1. INTRODUCTION

Viveo's Code of Ethical Conduct ("Code of Conduct") is the reference tool that guides us to act with integrity on all business situations.

This document also includes the most important principles of ethical conduct that should govern Viveo's activities, defining its basic requirements and serving as a basis and guidance regarding the expected behavior of its Employees.

Making ethical decisions goes beyond simply acting in accordance with a set of rules. Thus, the purpose of this Code of Conduct is to ensure that all transactions carried out by Viveo are made not only on the basis of its corporate and moral values, but also with respect to the ethics and legislation in force.

This Code of Conduct applies to all managers, officers, directors, employees, interns, service providers, and any and all individuals and/or legal entities directly or indirectly related to Viveo, regardless of position or function ("Viveo Employees"), who must strictly comply with all applicable laws, regulations and internal policies, including this Code of Conduct, as well as always observe the highest standards of business ethics.

No Viveo Employee has the authority to request any action that violates or is an exception this Code of Conduct, whether due to commercial or competitive demands, industry practices or requirements of any other nature.

Any Viveo Employee who deliberately violates this Code of Conduct, as well as authorizes or allows its violation by a subordinate of his/her own, will be subject to disciplinary, contractual actions, including, but not limited to, his/her termination or termination of a contract with the Company and/or its subsidiaries.

## 1.1. CORPORATE PRINCIPLES

**Ethics and transparency:** Essential value that guides all our transactions. Our commitment includes the utmost respect for the individual rights of our patients and customers, acting in all our business models with the highest ethical standards and transparency. We believe that our success depends on the combination of the talent, partnership and performance of Viveo Employees and we are committed to strengthening and maintaining an excellent work environment.

**Patient Focus:** Our goal is to meet the needs of our patients and customers with high quality products and services. We focus our efforts on developing products and services that help patients have a better life.

**Quality and safety of products and services:** We continually use the excellence of our products and services provided and seek to achieve high quality standards in everything we do. We are also

committed to complying with all legal and regulatory requirements and to adopting internationally recognized best practices.

**Commitment to innovation:** While working in the health area, we maintain our commitment to research and seek to improve patients' access to health care, through new business models, launch of new products and actions that strengthen health systems.

## 2. HONEST AND ETHICAL CONDUCT

Viveo relies on its Employees to demonstrate professionalism in all matters and not to participate in any illegal activity or that violates the terms of this Code of Conduct and other internal policies and laws applicable to Viveo.

All relationships with customers, suppliers, competitors, public agencies, employees and government representatives must be guided by compliance with all applicable laws and regulations, including, but not limited to, anti-corruption and competitive legislation, in addition to laws and regulations regarding exchange controls and anti-money laundering.

### 2.1. OUR COMMITMENT

- Meet the needs of patients and our consumers, with high quality products and services, striving for family health care and daily hygiene.
- Develop activities with the attitude of those responsible for success, complying with all the rules in force and ethical and quality standards.
- Seek the highest degree of performance, valuing the quality in the result of each project developed by Viveo to achieve high standards of performance and corporate responsibility.
- Encourage Viveo Employees to constantly seek the implementation of innovative ideas in their work processes and systems, aiming to increase productivity and competitiveness in the market and always ensuring the sustainability of the actions taken.

### 2.2. KNOWLEDGE, RESPECT AND COMPLIANCE WITH THE CODE OF CONDUCT

During the exercise of any professional activity, Viveo Employees must always observe and comply with all the determinations provided for in the Code of Conduct, in order to ensure its strict compliance with all relevant legislation and with Viveo principles.

## 2.3. ACTIVE PARTICIPATION

Viveo Employees must always position the Compliance area when they identify any product, service, information, process or conduct that is divergent from the principles and standards that make up Viveo's Integrity Program.

The Compliance area, in turn, must demonstrate its engagement and commitment to Viveo's Integrity Program, taking initiatives and promoting actions in line with Viveo's principles, acting with ethics and quality, leading by example, inhibiting and treating any and all conduct that disrespects the provisions of this Code of Conduct.

The Compliance area has the following responsibilities:

- Ensure compliance with this Code of Conduct;
- Prepare and conduct biannual training on this Code of Conduct;
- Receive, document and handle internal and external suggestions and complaints;
- Receive and investigate internal and external complaints about irregularities, and the Audit, Risk Management, Compliance and Human Resources Committee ("Audit Committee") is responsible for monitoring the initiatives and measures adopted; and
- Clarify anyone's questions about the Code of Conduct.

## 3. OUR EMPLOYEES

### 3.1. CARING FOR THE ENVIRONMENT AND WORKING RELATIONSHIPS

The relationship between Viveo Employees must be guided by respect and professionalism, keeping the work environment balanced, healthy and cordial.

In the performance of their activities, Viveo Employees shall:

- Act with courtesy, respect and non-discriminatory behavior, taking care of the uses and customs of other cultures of people inside or outside Viveo.
- Conduct your activities honestly and appropriately, showing professionalism, integrity, and defense of Viveo's heritage and performance.
- Inform the Compliance area about matters and problems that may be contrary to the provisions contained in this Code of Conduct and detrimental to Viveo's interests.
- Ensure the correct use of Viveo's assets made available to them.
- Use personal protective equipment and respect and comply with occupational safety standards.

### 3.2. EQUAL WORK OPPORTUNITIES

Viveo promotes and values initiatives in favor of diversity and equality in the work environment, in order to guarantee employment opportunities and equal treatment to all colleagues and

candidates for job opportunities at Viveo, without considering personal characteristics such as race, color, ethnicity, creed, ancestry, religion, sexual orientation, age, gender identity and expression, nationality, marital status, pregnancy, childbirth or related medical status or other characteristics protected by applicable laws.

Viveo does not allow the hiring of minors, except in the condition provided for under the current legislation, thus inhibiting any form of child labor.

### **3.3. DISCRIMINATION, HARASSMENT AND BULLYING**

Viveo promotes and values a work environment, without any kind of discrimination, or prejudice, explicit or implicit, prohibiting and not tolerating any type of verbal, moral, psychological or physical harassment including all undesirable actions and comments about race, color, ethnicity, creed, ancestry, religion, sexual orientation, age, gender identity and expression, national origin, marital status, pregnancy, childbirth or related medical status or other characteristics protected by applicable laws.

Viveo prohibits bullying, group harassment or other abusive behavior in the workplace, and does not tolerate any type of verbal or physical aggression.

These situations characterize crimes and violation of this Code of Conduct and must be reported, where the identified cases of these actions are subject to penalties and appropriate disciplinary measures.

### **3.4. HEALTH AND SAFETY**

The preservation of health and physical integrity and safe and healthy working conditions for Viveo Employees are fundamental. Thus, everyone must commit to internal procedures and instructions that guarantee safety and health, as well as strict compliance with the legislation.

All Viveo employees are responsible for complying with safety rules and regulations and for conducting their activities with the necessary precautions to protect themselves and their colleagues.

When identifying vulnerabilities and possible damages that may cause accidents and work-related injuries, these should be reported to the Safety area for necessary remedies, correction of unsafe practices or conditions, in order to continuously improve safety in our work environment.

### **3.5. USE AND CARRYING OF PROHIBITED SUBSTANCES IN THE WORKPLACE**

Viveo does not tolerate any level of impairment of activities due to improper consumption of such substances during working hours or during the conduct of Viveo's business.

Except for the exclusive consumption of tobacco products in marked areas, commonly called smoking areas, or in open areas, the use of drugs and tobacco products (cigarettes, cigarillos, pipes, cigars and derivatives or related products) on Viveo's premises is also expressly prohibited, as well as the permanence of Viveo Employees and/or third parties in any state of drunkenness or in a state altered by the use of these substances. In the case of alcoholic beverages and drugs, possession is also prohibited on Viveo's premises.

Except for Viveo Employees who, depending on their activities, are authorized to use them, the use of any firearms or other species on Viveo's premises is not allowed.

### 3.6. FREE ASSOCIATION

Viveo supports the right of all Viveo Employees to associate with unions and other organizations of their choice, as well as to make collective bargaining in support of their interests, however, the use of Viveo's resources and assets or its trademarks for these purposes is prohibited.

Viveo does not discriminate and does not allow to discriminate against Viveo Employees who choose to form or associate with unions or other organizations, nor Viveo Employees who choose not to participate in these initiatives.

## 4. OUR COMPANY AND HOW WE OPERATE

### 4.1. INSTITUTIONAL COMMUNICATION

Viveo's institutional communication may only be carried out by persons expressly authorized by its officers or persons appointed by the Company's Board of Executive Officers, who may represent it and manifest themselves, publicly, on behalf of Viveo, and, in the exercise of this activity, must act responsibly and in accordance with the guidelines of this Code of Conduct.

### 4.2. EXPRESSION OF OPINION

Viveo Employees are encouraged by Viveo to, on their own behalf, support the cause and disseminate Viveo's actions and activities, observing, for this purpose, internal policies on the subject.

Any public manifestations made by Viveo Employees that express opinions of a political, religious and gender nature, in any form, whether through articles, interviews, conferences or on social networks, must make it clear and expressed that this is a personal manifestation, unrelated or endorsed by Viveo.

Viveo does not tolerate public demonstrations, whether through articles, interviews, conferences or social networks that express opinions of a discriminatory nature, whether under religion, gender, race, sexual orientation, as well as practices of moral and sexual harassment.



If there is a possibility of injury to the image of any Viveo company, or discrimination practices repudiated by the Company, even if the manifestation is made on a personal basis, such as on an individual social network of the Viveo Employee, the applicable measures and penalties will be applied considering the premises established in this Code of Conduct.

### 4.3. USE OF VIVEO ASSETS

All Viveo assets, including information, equipment, vehicles, computers, software, resources, funds, facilities, personnel, trademarks, shall be used only for legitimate business purposes.

All Viveo Employees must protect assets and ensure that such assets are well managed and used efficiently.

The equipment granted to Viveo Employees must be used exclusively for professional purposes. When requested by Viveo, whether for convenience, necessity or any other reason, Viveo's Employee shall return all equipment and work resources granted under appropriate conditions, except for natural wear and tear.

### 4.4. CONFIDENTIALITY AND RESPONSIBILITY ABOUT PASSWORDS AND ACCESS AUTHORIZATIONS

Both physical access to Viveo's facilities and access to the systems are granted based on the function performed by each of Viveo's Employees, and are therefore personal and non-transferable.

Only people who have explicitly received user access and password are allowed to move around Viveo's facilities and systems.

The information entered, generated or changed in the systems, as well as the approvals made, are the sole responsibility of the electronic user who accessed the system. Therefore, it is the sole responsibility of the Viveo Employee to maintain the confidentiality of all passwords and authorizations to access corporate systems and emails, and it is prohibited to disclose, assign or share passwords with others, either temporarily or permanently.

Due to the exposure to risk that the sharing of an access password may cause, this conduct may subject the Viveo Employee to internal disciplinary sanctions and accountability for all consequences and losses arising from unauthorized sharing.

### 4.5. E-MAILS, INTERNET AND INFORMATION SYSTEMS

Viveo respects the personal communications of its Employees through the internet and other means of communication. In turn, Viveo Employees undertake to make responsible use of the internet and other means of communication, computer systems and, in general, any other means that society makes available to them, always prioritizing the development of their functions to carry out works of interest to Viveo.

The information produced and/or stored in Viveo's computer systems and equipment is its exclusive property, and the corporate email is intended exclusively for professional purposes.

Viveo reserves the right to access and monitor the use of its Employees' corporate email at any time, without the need for prior notice, for the purpose of verifying compliance with internal laws and regulations.

Personal email and social networks can only be used in the workplace on an exceptional basis and never to the detriment of the fulfillment by Employees of their function at Viveo. Under no circumstances may personal emails be used to address company-related matters.

Matters related to Viveo should not be dealt with or commented on social networks, under penalty of liability of the Employee for any damage caused.

The download of music, movies and other digital files for personal use is prohibited by Viveo, as well as the use or permission of software not licensed or not authorized by the institution.

#### 4.6. USE OF THE VIVEO BRAND

The brand of Viveo companies and their partners can only be used by authorized professionals and always in accordance with Viveo's strategic and marketing objectives.

Misuse and without authorization will imply the Employee is responsible for all material and moral damages resulting from the action.

#### 4.7. ACCOUNTING BOOKS, RECORDS AND CONTROLS

The financial statements of Viveo, its books and records shall represent in an accurate, clear, complete and properly detailed manner, all Viveo's business and operations.

False, misleading, incomplete, inaccurate or artificial entries in Viveo's books and records are strictly prohibited. All transactions must be recorded and managed in accordance with Viveo's accounting policy, and no funds or assets not recorded in the Company's financial statements may be established or maintained for any purpose.

No Viveo Employee shall engage in the falsification of any accounting or other business record, and shall fully and correctly answer any inquiries made to them by Viveo's internal or external auditors or by auditors of any regulatory authority.

Viveo Employees who have knowledge of – or information relating to – any unregistered fund or asset or any type of violation of Viveo's policy on financial data and business operations, must report such matter promptly to their hierarchical supervisor or the Compliance area.

## 4.8. CONFIDENTIALITY OF INFORMATION

Viveo Employees in the performance of their duties at the Company may have access to confidential information about businesses, customers, suppliers, business partners, among others. "Confidential Information" includes any non-public information of Viveo, including but not limited to, financial, business, documents and information relating to financial models, processes and products, software, hardware, among others.

Viveo Employees must safeguard and maintain confidentiality about all internal information of their activities, especially those related to financial values, customer information, technological developments, performance strategies, as well as volume of transactions of products or services.

The transaction information between Viveo and the market is strictly stakeholder related. Thus, comments should never be made on Viveo's information in external environments and to third parties, in order to keep the information restricted and exclusively accessible to the people who are formally involved in the operation.

Viveo prohibits its Employees from using inside information that may be obtained in the exercise of their function, that is, using relevant information not yet disclosed to the market, of which they are aware and of which they must maintain confidentiality, capable of providing, for themselves or others, an undue advantage through use or negotiation, on their own behalf or on behalf of a third party, with securities or confidential information, projects, systems and strategies of any Viveo company, even if such inside information concerns a company that is not a member of Viveo.

Viveo's confidential information must remain confidential for an indefinite period, and its use outside Viveo's interests and/or its transmission to third parties at any time is prohibited.

## 4.9. CONFLICTS OF INTEREST

Viveo Employees shall not engage in any activity or situation that conflicts with or interferes with the performance of their duties to Viveo, i.e. Viveo Employees shall not compete with or permit personal or family interests to exercise a direct or indirect influence on Viveo's business.

A conflict of interest may arise in any personal relationship that may influence our ability to act in the best interest of Viveo, or when our assessment of a circumstance may or may appear to be affected by the possibility of a personal benefit.

A conflict may exist when you (or a member of your family): (i) own individual or family participation (first-degree relatives such as parents, siblings, spouses and children) in the business of, or participate in the administration or management of, any supplier, service provider, customer, competitor or in any other organization that does business or wishes to do business with Viveo; (ii) make a business decision motivated by a personal interest; (iii) receive a personal benefit from a supplier, service provider, customer or competitor, such as gifts, meal payments, transportation or lodging, regardless of value; and (iv) use Viveo's assets or your position for private purposes.

Viveo Employees may not participate in hiring decision-making processes and/or partnerships with companies and/or organizations in which they participate in the corporate structure or which have, as partners or managers, people with whom they have a natural or civil relationship, unless duly reported to the Audit Committee and authorized by Viveo's board of directors.

In any event, it is essential that the interests of Viveo Employees do not conflict with Viveo's interests.

A conflict of interest is not necessarily a violation of the Code of Conduct, but not reporting it to the Compliance area is thus considered. Viveo Employees who are in an actual or potential conflict of interest situation must immediately notify the Compliance area, as well as refrain from participating in any decision related to the conflict of interest situation.

#### 4.10. COMPLIANCE WITH RULES AND REGULATIONS AND PROFESSIONAL FAIRNESS IN THE EXECUTION OF ACTIVITIES

It is the duty of Viveo Employees to observe and respect the legislation and/or regulations applicable to the activities they carry out, which includes Viveo's principles and values, the conduct determined in this Code of Conduct and compliance with all laws and regulations applicable to Viveo and its business.

In this sense, Viveo reserves its right of recourse against those who have committed any infraction that causes any type of damage to Viveo.

## 4.11. PRIVILEGED INFORMATION

The Company's securities laws and internal guidelines prohibit the use or disclosure of any privileged information obtained during the Employee's contractual relationship with Viveo, the use of privileged information being an illegal practice, which must be treated with confidentiality and not disclosed to the public.

The use of inside information before it becomes public is prohibited, in order to obtain advantages in the purchase or sale of Viveo securities (for example: shares, debt securities or options), and/or share information of any other company with which Viveo has or may be considering to start a relationship (whether with customers, suppliers, research partners or potential acquisition businesses).

Employees must not disclose or share inside information to others so that they can trade Viveo's securities, this restriction being extended to the spouse and children, and any other persons who may be part of their family.

Violations of securities laws are handled strictly and monitored by government agencies and stock exchanges, which control the commercial activities of companies through computerized data carried over. Such violations may result in civil and criminal sanctions against companies and the related party.

## 5. OUR COMMUNITY

### 5.1. SUSTAINABILITY

Viveo values the environment and is committed to the best environmental practices, aiming to improve the efficiency of energy consumption, minimize waste production and emissions of gases and noise, as well as minimize other social impacts.

All procedures performed by Viveo must be preceded by a socio-environmental impact analysis, with the objective of maximizing the sustainability of all operations. Within these precepts, Viveo seeks partners and suppliers who share this concern and have a proactive attitude in the management of environmental risks, managing the use of natural resources.

## 6. COMMUNICATION CHANNELS

It is the role of all Viveo Employees to act as guardians of this Code of Conduct. Through the channels provided, Viveo Employees can easily (i) ask questions about the Code of Conduct and other compliance policies; (ii) report a conflict of interest; (iii) ask questions related to Viveo's Integrity Program; and (iv) file complaints about any violation of the Code of Conduct, internal policies, regulations and legislation applicable to us.

If any Viveo Employee and/or any third party has any concern or believes that any internal legislation or policy is being violated, Viveo provides the following access channels for questions, queries, anonymous complaints and other communications, which will be received and handled by the Compliance area:

- **Email:** eticaviveo@deloitte.com.br;
- **Telephone:** 0800 721 9152 - service from Monday to Friday, from 7 am to 8 pm, and, outside these hours, via answering machine;
- **Mailing Address:** Avenida Luiz Maggioni, nº 2727, Distrito Empresarial Luiz Roberto Jábali, CEP 14.072-055, Ribeirão Preto/SP (A/C Compliance Area);
- **Contact:** direct with members of the Compliance area.

The complaints made in the complaint channels provided by Viveo are operated by a specialized, external and independent company, ensuring even more confidentiality and security.

In order to guarantee the privacy of Viveo Employees, complaints made through the above channels may be made anonymously or identified, which will be treated confidentially by the company contracted for this purpose and, subsequently, by the Compliance area, in order to facilitate compliance and effectiveness of this Code of Conduct.

The Audit Committee has the necessary means to receive and process information about non-compliance with the Company's legal and regulatory provisions, especially through the forwarding of complaints from the Compliance area.

In the case of sending complaints, for better analysis by the Compliance area, it is desirable to inform, in addition to what the whistleblower deems appropriate, the date and place of the facts; name of the accused or, at least, nickname; and description of the allegedly practiced illegality.

All complaints will be evaluated with confidentiality, impartiality, objectivity, reasonability, integrity, and celerity, and the company hired for this purpose and, subsequently, the Compliance area are committed to presenting a substantiated response to the complaint promptly. In the case of an anonymous complaint, the person making the complaint may provide an e-mail and/or phone number so that the Compliance area can send a reply at the end of the investigation.

Viveo reinforces that the participation of Viveo Employees to ensure the effectiveness of this Code of Conduct is essential. Thus, Viveo will provide all the necessary instruments for the full security of the identified whistleblower against any kind of retaliation.

If the whistleblower finds any conduct that may be characterized as reprisal, the occurrence must also be reported to the company contracted for this purpose, through the channels made available to Viveo by the Company, so that the appropriate measures are taken.

## 7. APPLICABLE SANCTIONS

It is the obligation of all Employees to know and understand the content of this Code of Conduct, as well as to obey all ethical and moral rules and principles set forth herein.

Viveo is committed to the faithful compliance with the standards established in this Code of Conduct and will promote the constant monitoring of its business activity and any and all conduct of Employees. No Employee has the authority to request or take any action that violates this Code of Conduct.

Any violation of the rules and/or guidelines of this Code of Conduct and the legislation will result in the application of appropriate disciplinary measures, which may even lead to the application of warnings, dismissal of the employee for just cause and/or immediate contractual termination, without prejudice to appropriate legal measures, such as communication to the police and supervisory bodies, and taking judicial and administrative measures to hold the agent liable and compensation for any and all damage that may be caused.

The decision regarding the definition of the penalty to be applied and the treatment to the specific case will be issued by the Audit Committee, at its sole discretion, taking into account the severity of the fault, the extent of the damage caused to Viveo and the professional and disciplinary history of the Employee.

When the infraction involves members of the Executive Board, the Board of Directors, the committees or the Fiscal Council, if installed, the topic should be brought to the Board of Directors for evaluation and deliberation on the application of sanctions.

Any assignment of personal responsibility of the Employee will not restrict the right of return that is reserved to Viveo in case of any damage caused to Viveo.

## 8. FINAL PROVISIONS

The Audit Committee will recommend to the Company's Board of Directors the pertinent changes to the Code of Conduct when necessary. Amendments or insertions of new information shall be approved by resolution of the Board of Directors.

Whenever there are changes or insertions of new information, the Company will publish and disclose the new version to Viveo Employees.

The Compliance area is responsible for disclosing the Code of Conduct to all Viveo Employees, who should take it as a basis for the execution of their work. Disclosure must also be made to all Employees hired.

Facts that are presented as non-compliant with Viveo's Code of Conduct and Integrity Program must be reported through Viveo's Ethics Channel or forwarded to the Compliance area, and will be analyzed so that penalties and remediation measures are adopted.

This Code of Conduct, although it seeks to exemplify prohibited conduct, does not present an exhaustive list of actions or omissions of such nature. Therefore, it is recommended that in all situations where Viveo Employees may be confronted with ethical issues, there is prior consultation with the Compliance area in case of doubt.

It is the responsibility of the Audit Committee, with the support of the Compliance area, to keep the Code of Conduct updated and in line with the needs of the market and current legislation.



## TERM OF ADHERENCE TO THE VIVEO CODE OF ETHICAL CONDUCT

Name \_\_\_\_\_,  
registered with the CPF/ME under the \_\_\_\_\_,  
bearer number of the identity card RG no. \_\_\_\_\_,  
undersigned, hereby declares, under the penalties of the Law, that he/she is aware,  
knows and understands the terms of **Viveo's Code of Ethical Conduct** and all its effects,  
and that he/she must observe its content in the exercise of his/her function, in particular  
that which:

- I. Declares that I have obtained access to Viveo's **Code of Ethical Conduct** and is aware of all its terms, with which it has full agreement and undertakes to comply with them during the exercise of its function, and that it will conduct its commercial and functional practices in an ethical manner and in full compliance with the applicable legal provisions, with the Brazilian Anti-Corruption Law (Law No. 12.846/2013);
- II. Is subject to disciplinary sanctions, without prejudice to civil, administrative and criminal sanctions for non-compliance with Viveo's **Code of Ethical Conduct**;
- III. Will denounce any act or omission, of its own or of third parties, verifiable or not, that constitute violation and/or non-compliance with Viveo's **Code of Ethical Conduct** and its ethical and moral principles;

In witness whereof, I sign this Term of Adhesion.

Place:

Date: \_\_\_\_\_

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Employee Signature