



We are passionate about people and what we do.

Tax Transparency Report
2022



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Message from the Board

In its 97-year existence, Fleury Group has distinguished itself as an inventive business that anticipates major market trends and offers more comprehensive and integrated solutions for managing people's health and well-being with quality, humanism, and sustainability.

Through our activities, our investments, and our management focused on wealth creation, we feel that it is our duty to support the growth of the local, national, and international economies. In this framework, we recognize the significance of our contribution through taxes, which gives funding to the Union, States, and Municipalities to support public policies for the entire population, with a focus on health policies, our area of expertise.

In 2022, we paid a total of **R\$ 913 million** in taxes, of which **R\$ 759 million** came from our own taxes and **R\$ 154 million** came from taxes that were withheld from third parties. You will discover in-depth information on how these sums were used across this document's pages.

José Antônio de Almeida Filippo
Executive Director of Finance
and Investor Relations



Message from Tax Managers

In 2022, Fleury Group operated in 12 Brazilian states, with structured service units in 68 municipalities, and the mission of bringing the best health service to our customers. It is very gratifying to be the pioneer company in the area of Health in Brazil to present to all its stakeholders and to society its Fiscal Transparency Report.

Through this publication, we want to clearly and objectively present the tax status of Fleury Group companies.

The legal framework in Brazil does not mandate the publication of this study, and this must be emphasized. However, since taxes in Brazil have historically been a point of extreme financial relevance and impact for our Group and the community at large, we believe in ethics and transparency between parties, and we recognize that this Report is a relevant instrument for achieving our vision of sustainability and dialogue among all stakeholders.

This report is a component of the Group's ongoing effort to increase tax transparency.

That effort resulted in the adoption and publishing of our Corporate Tax Policy, which is in accordance with financial governance requirements related to the ESG agenda.

In my capacity as manager of this crucial area, I would like to express my gratitude to the whole tax team, who, led by our tax manager, have played a fundamental role in maintaining the processes and controls that ensure daily execution, as well as to all the company's leaders, who recognized the significance and necessity of this work and decided to take on the project.



Gisele Schneider
Senior Controller and Tax Manager



Weberthon Nunes
Tax Manager

About the Report



Welcome to the Tax Transparency Report for Fleury Group's 2022 fiscal year. The report's goal is to provide greater transparency and a better knowledge of its tax contribution, integrating the Company's values with tax governance. Please be aware that this Report includes Fleury S.A. and all of its controlled companies (for a list of the companies included in this Report, please see the Attachments on [page 30](#)).

Support



Aiming at the best globally used governance and transparency practices, our report is based on the GRI 207-Taxes framework, and we count on the strategic support of the consultancy PwC Brazil.

We consider that the taxes we pay are one of the Fleury Group's main contributions to public finances in the locations where we operate. Therefore, it is one of our main contributions to Society and to the fulfillment of the 8th SDG (Sustainable Development Goals) of the United Nations.

In this report, the total tax contribution will be divided according to its tax basis into: Profit Taxes; Goods and Services Taxes and Payroll Taxes. They will also be classified according to their collection into: They will also be classified according to their collection as Taxes Borne and Collected Taxes. Additionally, we will disclose the relevant Tax Incentives and perform the reconciliation of our effective tax rate.

For a better understanding, the figures presented take into account the collection of our actual contribution to the public coffers (disbursements and compensations).



Any questions, suggestions or requests for information can be sent to: ri@grupofleury.com.br



IMPORTANT:

On 06/29/2022, Fleury disclosed to the market the material fact regarding the business combination with the company Hermes Pardini S.A. with its completion on 04/28/2023, therefore, information regarding this or any other business occurred in 2023 will not be included in this report.



About Us

We are an integrated, preventative healthcare ecosystem that began as a clinical analysis lab and has since developed into a full-service medical offering in our care facilities and B2B operations via the synchronization of people-centered care and innovation and technology skills.

With 97 years of operation, we are one of Brazil's largest and most respected healthcare organizations, a reference for the medical community and the general public for our technical, medical, service and management quality. With 13.6 thousand employees and 3.9 thousand physicians (2022 - before the business combination), we hold the best ESG practices and actively contribute to the sustainability of the Brazilian health system.

People's care and well-being have been ingrained in our reason for existing since our founding, when Dr. Gastão Fleury da Silveira opened the doors of a clinical analysis laboratory located in downtown São Paulo, which became our first service unit. Nowadays, Fleury Group has a nationwide presence, with approximately 381 service units and 31 hospital operations from over twenty different brands.

In our ongoing quest to offer the greatest health and wellness services to people, our mission, vision, and values serve as our compass.

Mission

To provide even more complete and integrated solutions for healthcare management and personal well-being characterized by excellence, humanity and sustainability.

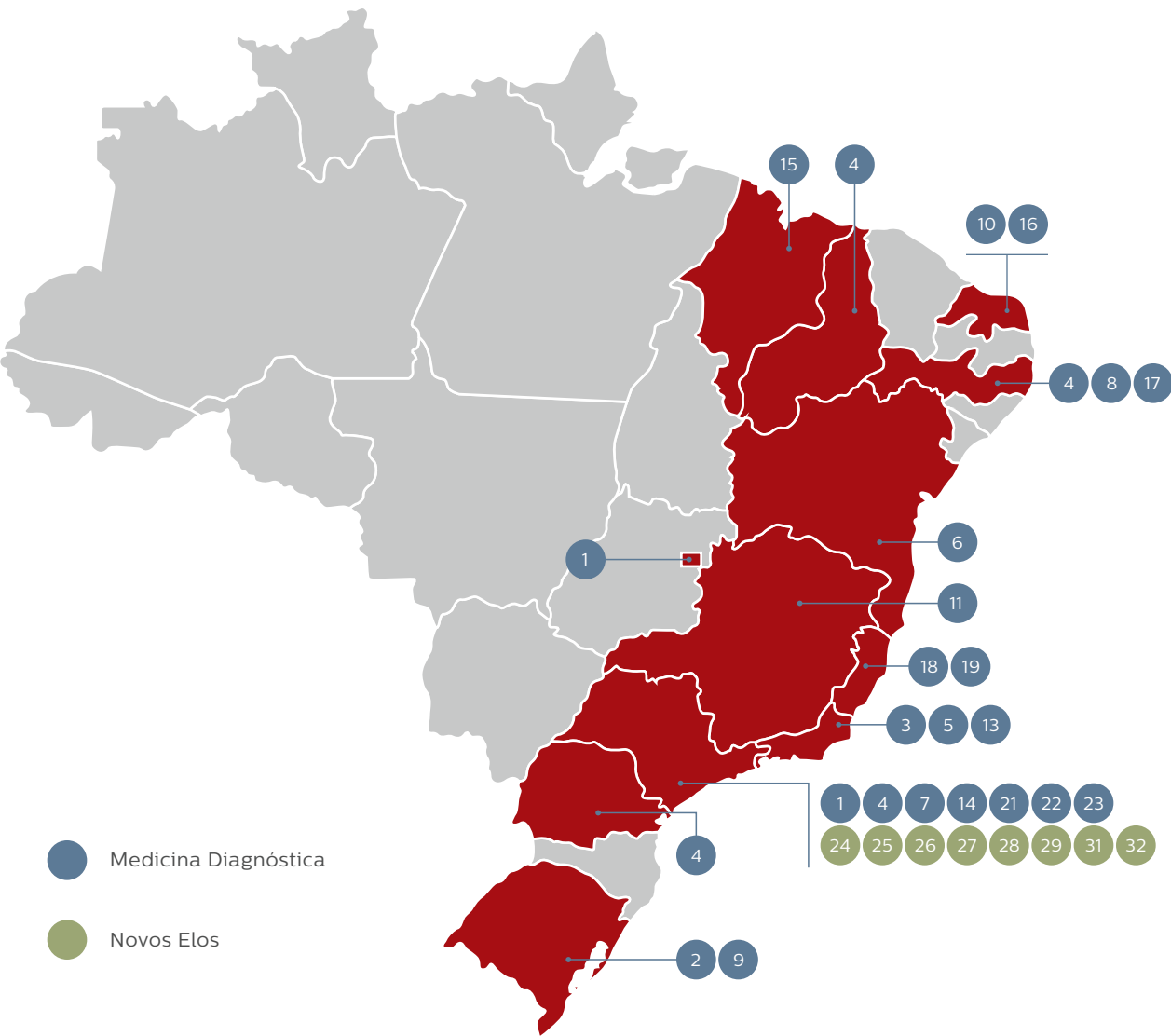
Vision

Health and well-being that enables people to fully realize their potential.

Values

- › Excellence
- › Respect
- › Interdependence
- › Solidarity
- › Focus on the Customer
- › Integrity
- › Innovation
- › Enthusiasm

Fleury Group in Brazil



- | | | |
|---|---|--|
| 1 fleury medicina e saúde | 12 saúde iD | 23 Hospital SAHA |
| 2 Weinmann | 13 LAFE LABORATÓRIO | 24 VITA ortopedia e fisioterapia |
| 3 clinica felippe mattoso | 14 campana saúde essencial | 25 CIP Centro de Infusões Parenterais |
| 4 a+ medicina diagnóstica | 15 INLAB laboratório | 26 CLINICA DE OLHOS DR. MOACIR CUNHA desde 1940 |
| 5 LABS a+ | 16 cp patologia clínica | 27 fleury Fertilidade |
| 6 Diagnoson a+ | 17 LABORATÓRIO Marcelo Magalhães | 28 fl Infusões |
| 7 a+ medicina diagnóstica Ortopedia | 18 LABORATÓRIO Bioclinico | 29 fl Genômica |
| 8 DIAGMAX laboratório | 19 dP Pretti Laboratório | 30 fleury Day Clinic |
| 9 Serdil | 20 CEDIRE CENTRO DE DIAGNÓSTICO E REFERÊNCIA | 31 fleury Hospital Dia |
| 10 Instituto de Radiologia | 21 SOMMO2 DNA | 32 GrupoFleury Saúde Digital Consultório |
| 11 métodos laboratório IN AUDA, PORQUE VOCÊ MERCE. | 22 CEBRA CLINIC | |

Our 2022 Accounting Figures*



R\$ 4.8
billion

Gross Revenue



23.8%

Effective Tax Rate



13,602

Employees



Inauguration

of the new headquarters and new
Operational Technical Center (NTO)
in São Paulo (SP)



+ 18 units

opened, of which 10 are diagnostic
medicine and 8 are Novos Elos



R\$ 22.7 million**

invested in Research, Development
and Innovation



R\$ 3.8 million

invested in maternity and paternity
leave and + Worker's Food Program



R\$ 1.2
billion

EBITDA



R\$ 307.9
million

of Accounting
Net Income

10,426 tests**

donated to the communities, corresponding to
a total of R\$ 1.8 million in donations

R\$ 913
million

TOTAL TAXES
(on a cash basis)

R\$ 154
million

COLLECTED TAXES

R\$ 759
million

TAXES BORNE

*Does not include the business combination with Hermes Pardini held in June 2023.

**Find out more in the [Sustainability Report 2022](#).

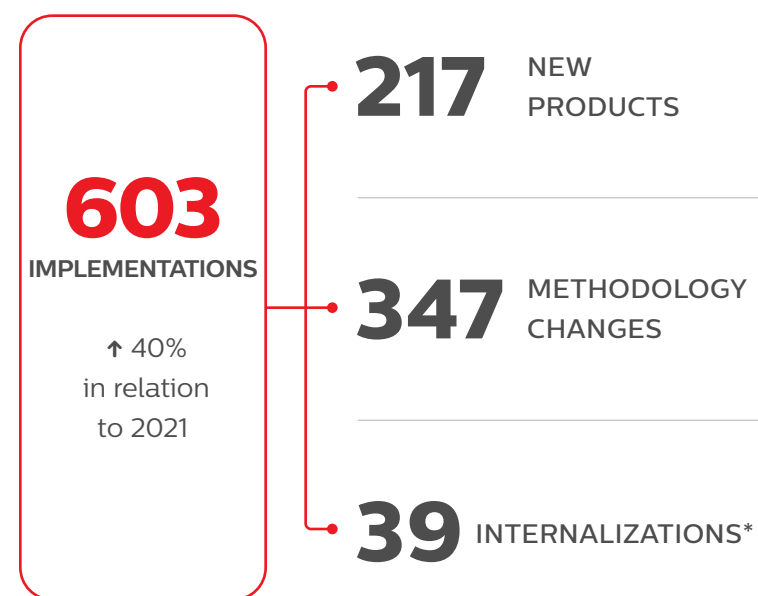
Operational Context

The year 2022 was highlighted by major achievements for Fleury Group. We have achieved, a significant increase in important financial indicators, such as gross revenue and EBITDA, reflecting the efficiency in cost control and the constant increase in revenue.

We have also made significant acquisitions in States where we did not operate previously, initiating a significant expansion process through which we will be able to take the excellence of the services provided by the Fleury Group, which have been built over our 97-year history in Brazil.

The concern with excellence is constant in Fleury Group. We always put people first and constantly reassess how we can contribute with better deliveries.

On this front, the year 2022 was also characterized by records in the number of implementations of new products, services and techniques aimed at improving existing products and processes in the Company's portfolio.



* Internalizations are improvements and enhancements to products already in the Company's portfolio.

Moreover, it is important to underline the gains resulting from these incremental innovation projects, ranging from cost reduction and shorter delivery time for results to reduced waste generation, in line with our ESG principles. These projects generated an annual cost reduction in excess of R\$ 34 million.

 **more than 34 million**
OF COST REDUCTION

In terms of customer satisfaction with the services provided, we constantly track our Net Promoter Score (NPS), with daily reports by brand and region. In 2022, we obtained an NPS of 76.76%, evolving in comparison with the previous year and exceeding our internal goals on the subject. Therefore, we demonstrate that we not only serve our customers, but provide a distinguished experience with our services.

 **76.76%**
NPS

Source: Sustainability Report 2022

Relevant Tax Facts



On July 7, 2023, the Chamber of Deputies approved in two rounds the Substitute for the Proposed Constitutional Amendment (PEC) No. 45/2019, which provides for the first stage of Tax Reform.

Focusing on simplifying the tax system for goods and consumption, the text provides for the creation of two taxes:

- Contribution on Goods and Services (CBS), unifying the Tax on Industrialized Products (IPI), the Social Integration Program (PIS) and the Contribution to the Financing of Social Security (Cofins); and
- Tax on Goods and Services (IBS), unifying the Tax on the Circulation of Goods and Services (ICMS) and the Tax on Services (ISS).

The text also provides for a standard rate to be defined in a Complementary Law and includes some exceptions, such as a 60% reduction for the (i) education services and (ii) health services sectors.

Currently, Fleury Group has a tax burden of 3.65% (PIS and COFINS) under the cumulative system and ISSQN, which can vary from 2% to 5%.

We believe that the intention to simplify the national tax system, which has many complexities that have a direct impact on the cost of operating in Brazil and on the efficiency of delivering better products and services to society, is beneficial.

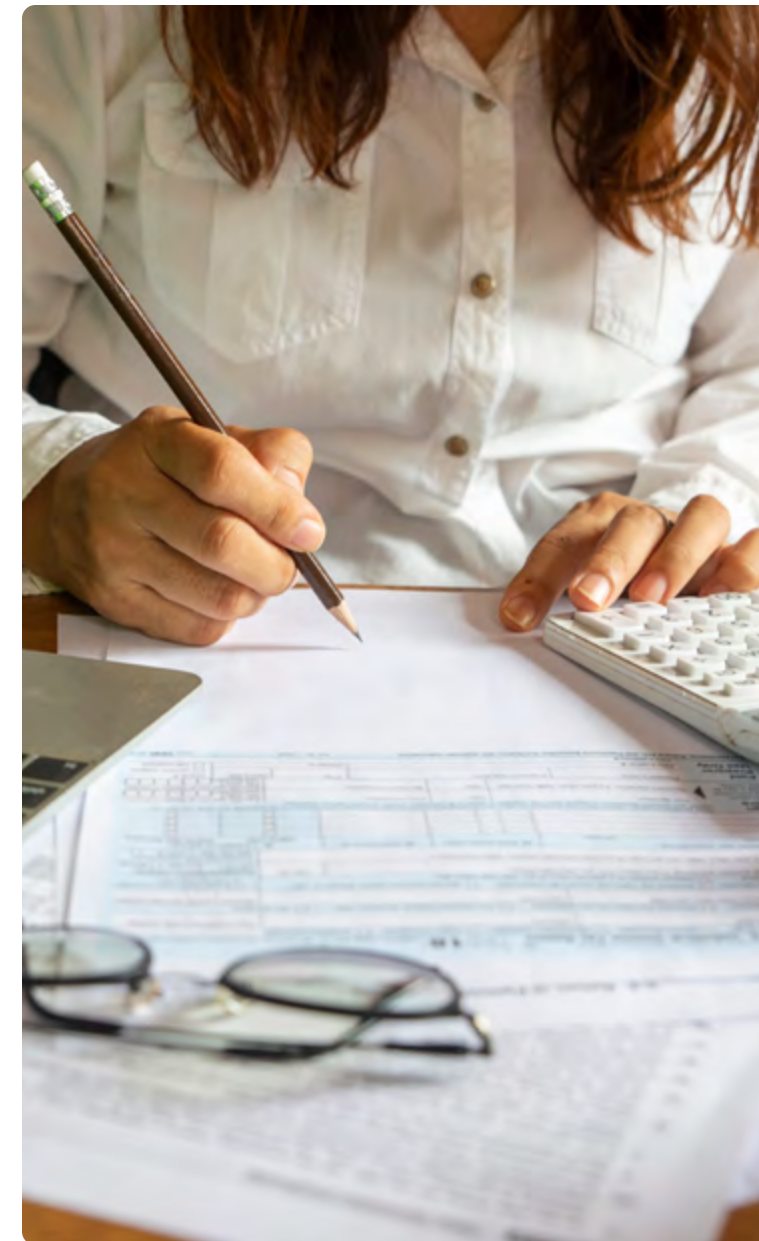
The extinction of current taxes, both federal, state and municipal, should take place in 7 years, between 2026 and 2032. The PEC will go to the Federal Senate and, to be approved, requires three-fifths of the votes and two rounds of voting.



Another relevant tax fact stems from the Federal Supreme Court's ruling on Topic 881 (extraordinary appeal 949297), with general repercussion, on the assignment of the effects of res judicata in tax matters, which affected a number of taxpayers who had already concluded discussions that assured their right not to pay certain taxes. However, although this is a very important issue in the current tax scenario, Fleury Group has no discussions that are likely to be rediscussed within the scope of STF Topic 881.



On August 31, 2023, the federal government enacted Bill 4258/2023, which prohibits the deduction of interest paid or credited as equity compensation when calculating taxable income and the basis for calculating the Social Contribution on Net Income (CSLL). If approved, it will apply to events taking place from 2024 onwards, and Fleury Group will be impacted by its effective tax rate.



Our Tax Strategy

We understand that our tax contribution will be reverted into direct and indirect benefits to us as taxpayers, to the stakeholders, and to society in a broader context, through the public policies executed by the municipal, state, and federal governments through the taxes arising from our operations.

To this end, our tax strategy is anchored in **Integrity, Transparency, and Excellence**, with the calculation and collection of taxes within a strict Compliance process in order to comply with the current legislation.

Our Tax Management is efficient in the search for more cost-effective and sustainable tax systems for the business, always respecting the law and the jurisprudence in force, never losing sight of the necessary alignment of decision making with the Company's strategic values.



To learn more about our compliance guidelines, please access our full [Code of Trust](#) and [Integrity Policy](#). To understand our actions to put these guidelines into practice in our day-to-day operations, please access our [Sustainability Report 2022](#).

Guidelines to be followed:

Responsibility

Make decisions based on a rational interpretation of the current regulations, avoiding taking material tax risks, while seeking legitimate and efficient taxation.

Transparency

Comply with tax legislation and regulations in the various states and municipalities in which the Group operates by collecting taxes and submitting ancillary obligations.

Proactivity

Ensure that processes are in place in the Company for the prevention and reduction of significant tax risks.

Good faith

In the event of tax disputes, act diligently, using the legal means for defense, whether in the administrative or judicial sphere, strictly following the technical and legal grounds. In cases where no success is obtained, the tax must be paid immediately.

Tax Strategy Principles and Values

GRI 207-1

To execute our fiscal transparency strategy, aligned with our values and principles, we have made the strong commitments of:

When starting a **new business** or operation, **ensure that the proposed activities** fall within the corporate purpose of the Group companies;

Ensure that the new structures (mentioned in the previous item) are fully transparent with the intended tax purposes, so that the tax authorities are able to monitor their operation and make directions when necessary;

Provide the information and documentation requested by the competent tax authorities in the shortest possible time and with due scope;

Collaborate with the competent tax authorities in detecting and seeking solutions in relation to fraudulent tax practices of which the Company is aware that may occur in the markets in which the Group is present;

Employees who relate to customers and suppliers must observe the guidelines set out in the Company's Code of Trust, in order not to enter into deals that may result in tax evasion;

Make available to the public reporting channels that allow them to report conduct that may involve some irregularity or act contrary to the law and the Code of Trust, including tax matters. Currently, we have the [Trust Channel](#), with easy access to all employees and other stakeholders;

To have a specific procedures manual for fiscal management and control and for supervising the Group's internal information and tax control systems;

Ensure that tax governance is aligned with Fleury Group's ESG concepts and sustainability strategy;



Ensure that the acceptance of tax incentives must be broadly linked to the Company's mission and strategy;

Identify potential tax risks in all relevant asset, entity and business acquisition transactions by conducting studies, tax due diligence, structure or equivalent tax analyses;

To lay out the principles and guidelines of our tax governance, we have a Fleury S.A. Corporate Tax Policy, based on excellence and commitment to the use of best tax practices. The document is internal and is associated with the Company's strategic risk map.


Governance, Transparency and Value Creation

GRI 207-1 | 207-2

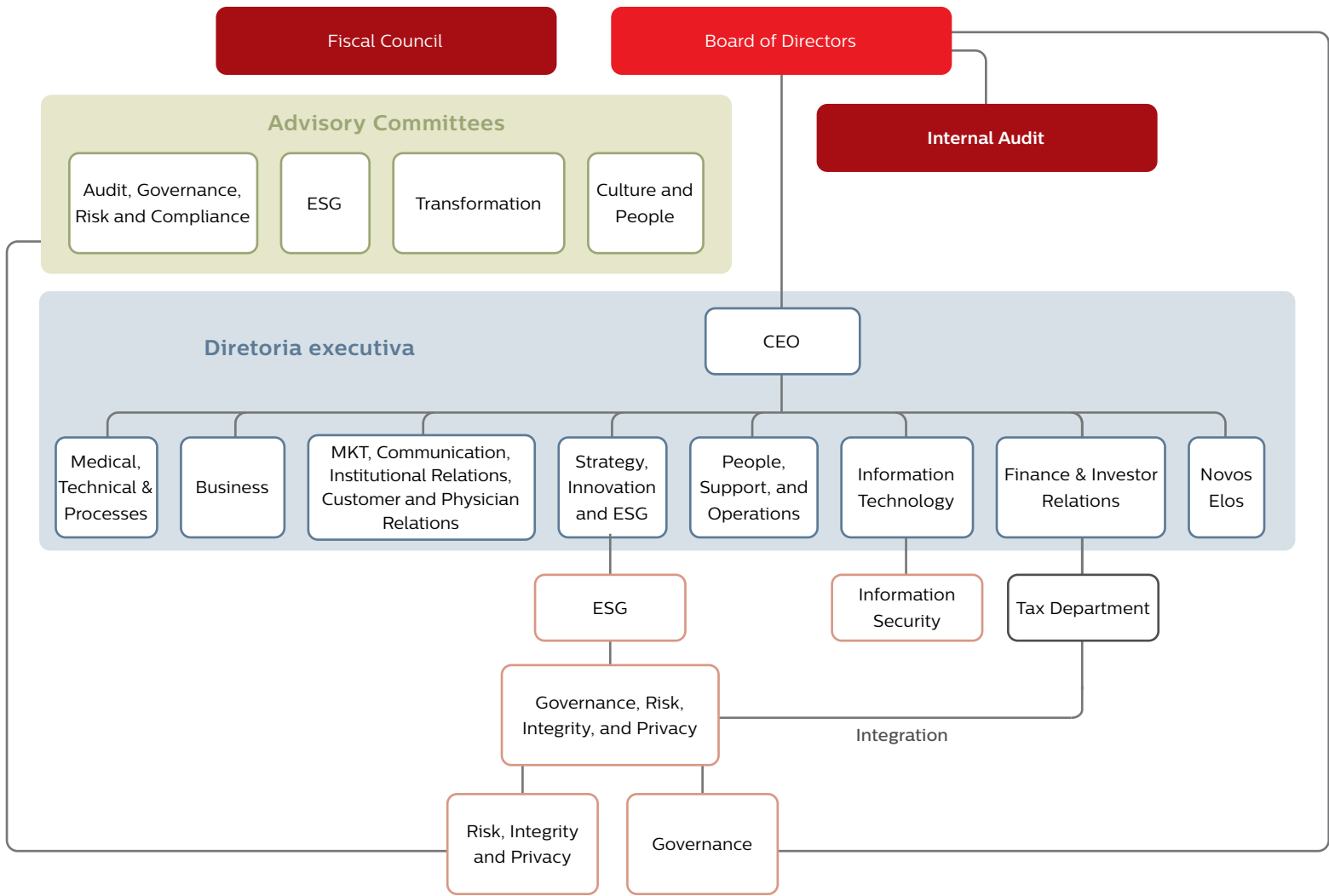
Maintaining a Corporate Governance framework that adheres to the highest standards of transparency and governance available, while watching out for the interests of our shareholders, is part of our commitment to ethical business activity.

In this regard, as one of the companies listed on the Novo Mercado of the B3 (Brasil, Bolsa e Balcão), voluntarily committing to comply with additional and stricter rules than those defined by the Brazilian legislation, besides adopting the main practices recommended by the Brazilian Institute of Corporate Governance (IBGC) in its Code of Best Corporate Governance Practices.

The Company is managed by the Board of Directors and the Executive Board, which has four advisory committees, namely: Audit, Finance, Risk and Integrity Committee; Culture and People Committee; Transformation Committee and ESG Committee. The Group's strategy and tax policy were approved and will be reviewed annually by the Board of Directors, the Group's highest governance body.

 At the Annual General Meeting (AGM) held on April 28, 2023, the shareholders opted not to install the Fiscal Council for the 2023 financial year.

Governance Structure in 2022



Governance of the Tax Department

The Board of Directors is responsible for providing general guidance for the business of the Company and its subsidiaries, always respecting the ethical principles adopted by the community where it operates, especially respect for Human Rights and the Environment. The body is responsible for approving and reviewing the Group's tax strategy and policy on an annual basis, as well as verifying whether the tax principles and best practices are being applied in the Group, ensuring transparency and security for all those involved.

The Executive Board, aided by the Board of Directors, encourages compliance with tax principles and best practices in the Company.

The subsidiaries, on the other hand, are responsible for complying with their tax obligations, respecting the principles and best tax practices established by **Fleury Group**.

In our structure, the tax department reports to the Corporate Finance Department and is integrated with the Audit, Governance, Risk and Compliance Committee in terms of governance. Therefore, our tax department is fully aligned with Fleury Group's business and sustainability strategy and is not defined individually and without prior consultation.

As such, we avoid tax inefficiency within the Group, through a lean and functional structure, which seeks, through legal mechanisms and an internal due process, operational efficiency. We understand that this is the only way we will be able to fulfill our objectives in a sustainable way, whether with our shareholders, our customers, our suppliers, or with society in general.

Tax Department Structure



More information about the corporate structure, the composition of the Board of Directors, Executive Board, and Advisory Committees, as well as documents such as the Bylaws, is available on our [Investor Relations](#) website.

Transparency

With the purpose of reinforcing our commitment to transparency, we use the Tax Transparency Report as a tool to mitigate the asymmetry of information between our tax strategy and all stakeholders, be they shareholders, customers, suppliers, and Civil Society in general.

We understand that this Report is a relevant communication tool for the Group with Civil Society and can – and must – contribute to more qualified discussions about the quality of the Group's profits, as well as about the relevant impact of taxes on the generation of value for our end consumers, who end up being indirectly impacted by the Brazilian tax burden.

Furthermore, we also understand that our Corporate Tax Policy reinforces the Group's intention to increasingly seek communication tools with our shareholders and provide a more accurate view of our investments.



More information can be found at: [DVA and Releases](#).



Risk Management

In line with the best market practices, our risk management process was defined based on the COSO ERM and ISO 31,000 guidelines, seeking to align the risk appetite with the Company's strategy and to provide integrated responses to the several risks we are subject to.

Our Risk Matrix is structured based on the strategic viewpoint, which favors a vision of future events and uncertainty of unmaterialized events, helping in the handling of themes in a holistic and cross-cutting manner in the Company.

Among the risks assessed are tax risks. While uncertainty regarding tax issues cannot be ruled out absolutely in our business, all potential tax risks are identified, reported and monitored in a systematic way by the appropriate management positions.



Learn more about our Risk Management in the Sustainability Report 2022. [To learn + access the link.](#)

Advocacy Approach

GRI 207-3






Fleury Group is a member of associations that act as spokespersons for its members in dialogues with public, governmental and regulatory institutions, expressing the sector’s views and desires on health-related matters and the adoption of policies and measures that take into consideration the importance of diagnostic medicine to the care of the Brazilian population.

In addition, we have received a number of recognitions from renowned institutions and groups on account of our responsible, transparent and sustainable performance. In 2022, for example, we were recognized as an outstanding

Company in the health sector in Exame magazine’s Best of ESG awards.

Our concern with transparency in the disclosure of financial statements was recognized, for the fifth consecutive year, with the Transparency Trophy, an award given by the National Association of Finance, Administration and Accounting Executives (ANEFAC). The aim of the award is to recognize and pay tribute to the companies that have the best transparency practices in accounting information, published to the market through their financial statements.


Among these associations, we can mention:

 ABRAMED (portuguese acronym for Brazilian Association for Diagnostic Medicine)	 SDB (portuguese acronym for Digital Health Brazil)	 AMCHAM S.P. (portuguese acronym for American Chamber of Commerce of Sao Paulo)	 CN Saúde (portuguese acronym for National Health Confederation)	 SINDHOSP (portuguese acronym for Union of Hospitals, Clinics and Laboratories of the State of Sao Paulo)
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Intercompany Transactions

The transactions with related parties carried out by Fleury Group S.A. and its controlled companies are conducted on a commutative basis, observing usual market prices and conditions, and, therefore, do not generate any undue benefit to their counterparts or any loss to the Company.

 For more information, please see the website <https://ri.fleury.com.br/en/financial-information-and-presentations/results-center/> and see the explanatory note n° 24 regarding “related parties”.

Our People

GRI 207-2

Following the business combination with Pardini Group, we rely on the dedication and commitment of 20,000 employees. They are the ones that consistently put into practice the cultural norms and values that define our way of doing things, such as excellence, respect, and purpose.

In relation to the previous year, the number of employees grew 35%, due to the greater demand experienced in the period, in addition to the acquisitions of new brands and the expansion of business beyond diagnostic medicine.

Concerning the tax area, we count on the human resources and qualified systems required for the accomplishment of our objectives, as well as on independent external tax advisors that collaborate and guide in the fiscal management and in the correct interpretation of the tax rules.

To ensure our employees are of the highest quality, we are constantly improving our training policy, so that those responsible for carrying out fiscal activities have adequate and up-to-date knowledge, simplifying the training required for the performance of their work. Furthermore, we make sustainability training available to our workforce so that the area is integrated with the Group's wider ESG strategy.



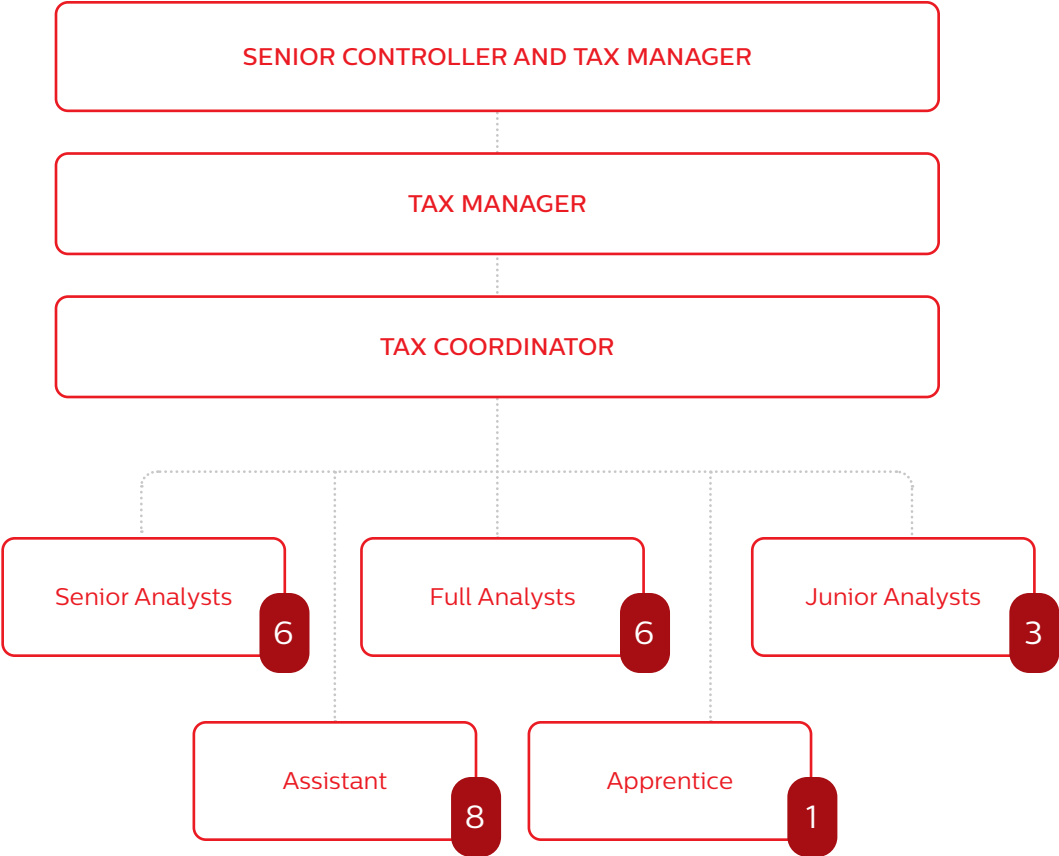
20,000
employees



27
employees
in the tax area

06
EXTERNAL TAX
ADVISORS (OFFICES)

Employees in the Tax Area





We highlight some annual activities performed as an example of the indirect cost associated with the complexity of the national tax system:

INDIRECT TAXES

5,880 Calculations

INTERNAL CONSULTANCY

1,584 consultations a year
680 email inquiries/contacts

DIRECT TAXES

120 Calculations

DEBT CERTIFICATES

10 Federal
19 State
422 Municipal



Volume of ancillary obligations and hours of work

Among the tax requirements that legal entities are obliged to comply with are the ancillary obligations, whose purpose is to control compliance with the tax requirement obligation, offering the tax authorities data to prove the payment of the main obligation.

During 2022, the tax department maintained tax compliance by guaranteeing 84 deliveries of accessory obligations on a monthly basis (PerdComp, DCTF, DCTF-Web, EFD-Reinf, EFD-Contribuições, Devec-RJ, Devec-SP) and 3 annually (DIRF, DMED, ECF).

To prepare and meet the deadlines, approximately **2,528 hours of work were employed by the tax department in 2022.**



Learn more about our People Management in the [Sustainability Report 2022](#).

Distinctive features of our culture

Brand Value



We have 97 years of history and we continue to lead the transformation of the healthcare sector in the country, being pioneers and innovators in creating new solutions for the market, making us a comprehensive health ecosystem.

Care



We are passionate about people and what we do. And this caring is perceived not only with our patients, but also with our employees, physicians, suppliers, and the entire ecosystem we impact.

Purpose



Caring for people is in our DNA. It is a noble purpose, a vocation, a work that impacts lives and saves lives.

Excellence



We always want to raise the quality of our services, looking for ways to do everything in a smarter and more efficient way. This tireless search to be the best makes us one of the most respected companies in the sector.

Total Tax Contribution (TTC)

By communicating the details of our entire tax contribution, including taxes on goods and services, property taxes and social security contributions, among others, we show the broad contribution we make to society through our taxes.

In 2022, considering the entire Fleury Group, our activities resulted in a **total tax contribution of approximately R\$ 913 million**, representing a crucial part of our contribution to the Brazilian economy.

Our Tax Contribution



The Company pays taxes of two different types:

TAXES BORNE/TAXES BURDEN

Taxes borne are taxes that are essentially levied on the Company's operating revenue and profit, such as ISSQN, PIS, COFINS, IRPJ and CSLL.

COLLECTED TAXES

The Company plays the role of tax collector. The amount is collected by Fleury Group and subsequently transferred to the government.



RECOVERABLE TAXES

The group closed the year 2022 with an amount of **R\$ 77 million** recorded in its balance sheet as recoverable taxes. These taxes are basically advances made by third parties when contracting our services and will be deducted from the taxes payable by the taxpayer. The amounts are centered on the following taxes:

Distribution of taxes borne to be recovered (R\$)

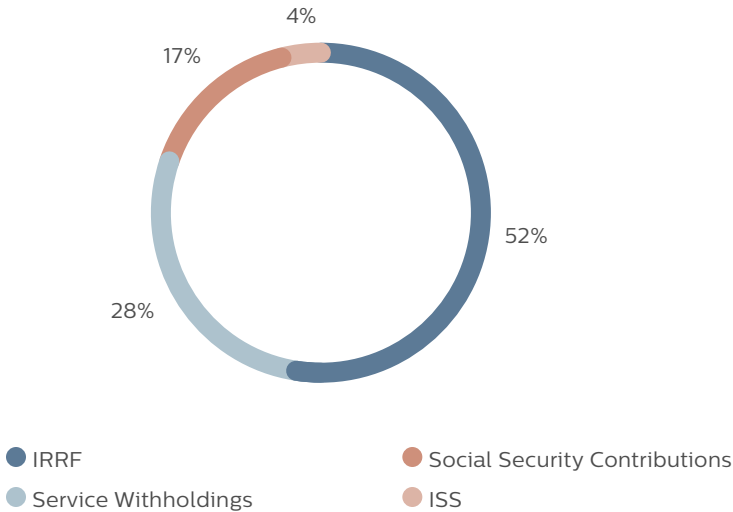
- IRPJ/CSLL
R\$ 63 million
- Social Security Contributions
R\$ 3.9 million
- ISS
R\$ 9.7 million
- PIS/COFINS
R\$ 1.1 million

COLLECTED TAXES

Fleury Group strictly complies with current legislation on the withholding of taxes on behalf of third parties. Therefore, part of our contribution in the year 2022 refers to taxes collected from third parties and transferred to the government.

Tax	Amount (R\$ thousand)
● IRRF - Profit Taxes	79,706
● Service Withholdings	42,445
● Social Security Contributions - Taxes and Payroll Taxes	25,711
● ISS - Goods and Services Taxes	5,940
Grand Total	153,802

Distribution of collected taxes (%)



TAXES BORNE

Fleury paid a total of R\$ 759 million to the public coffers. Taxes borne are taxes that are essentially levied on the Company’s operating revenue and profit.

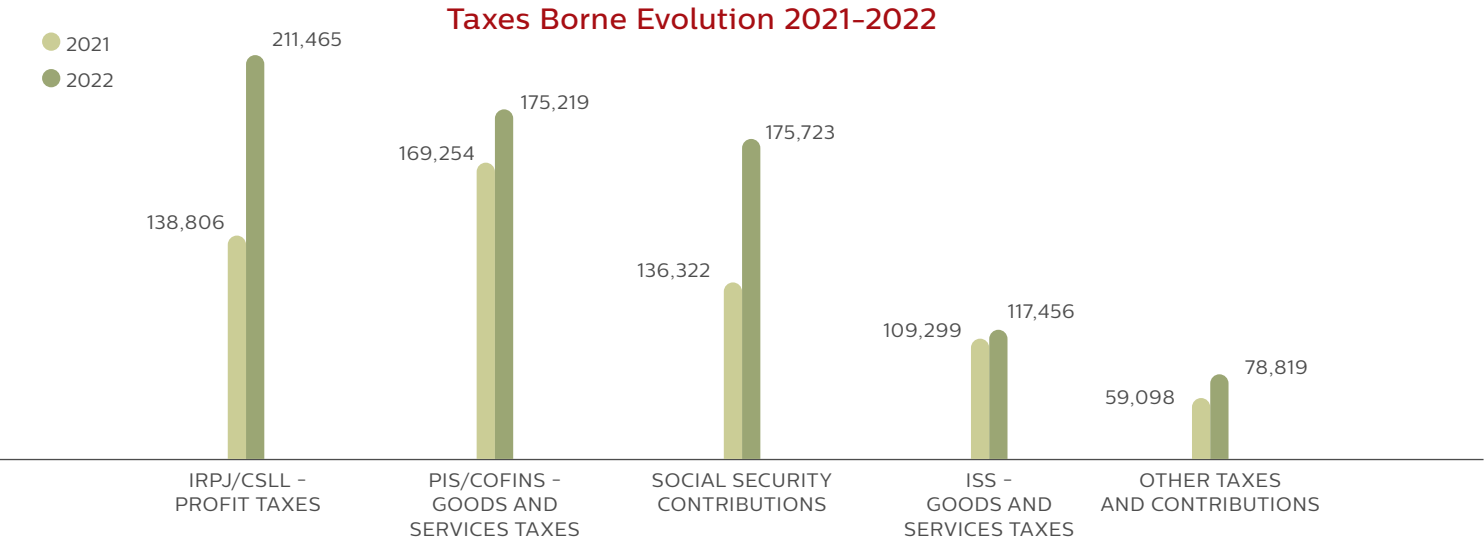
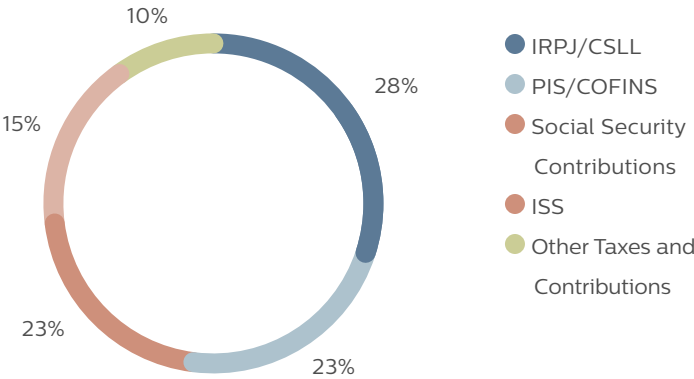
Tax	Amount (R\$ thousand)
IRPJ/CSLL - Profit Taxes*	211,465
PIS/COFINS - Goods and Services Taxes**	175,219
Social Security Contributions - Taxes and Payroll Taxes	175,723
ISS - Goods and Services Taxes***	117,456
Other Taxes and Contributions	78,819
Grand Total	758,681

*CIT **Federal VAT ***Municipal VAT

With regard to IRPJ and CSLL, we are subject to nominal rates of 25% and 9%, respectively. Some of the Group’s companies are subject to taxation under the Actual Profit system and others are subject to the Presumed Profit system, whose taxation is carried out based on the presumption of profit at a percentage previously determined by legislation depending on the type of service. In our operation we apply 8% IR and 12% CS.

With regard to PIS and Cofins contributions, the Group’s revenues are mostly subject to the cumulative tax rates (0.65% and 3%, respectively), with no rights to appropriate tax credits. PIS and Cofins contributions represent Fleury Group’s second largest disbursement category.

Distribution of Taxes Borne (%)

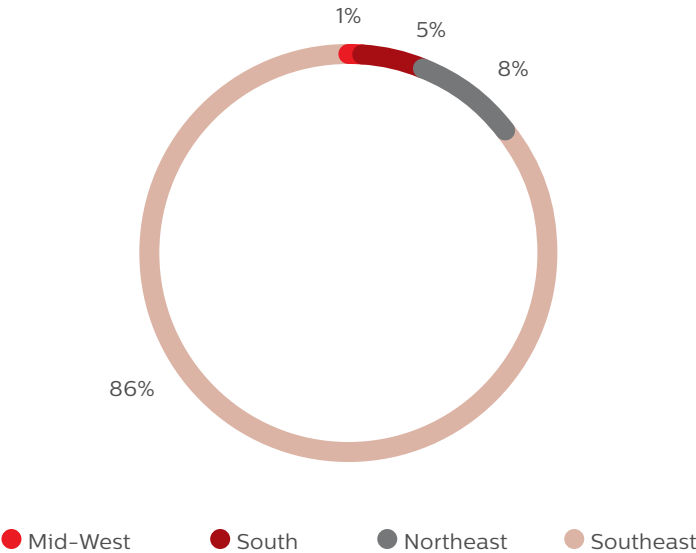


Breakdown by Federative Entity

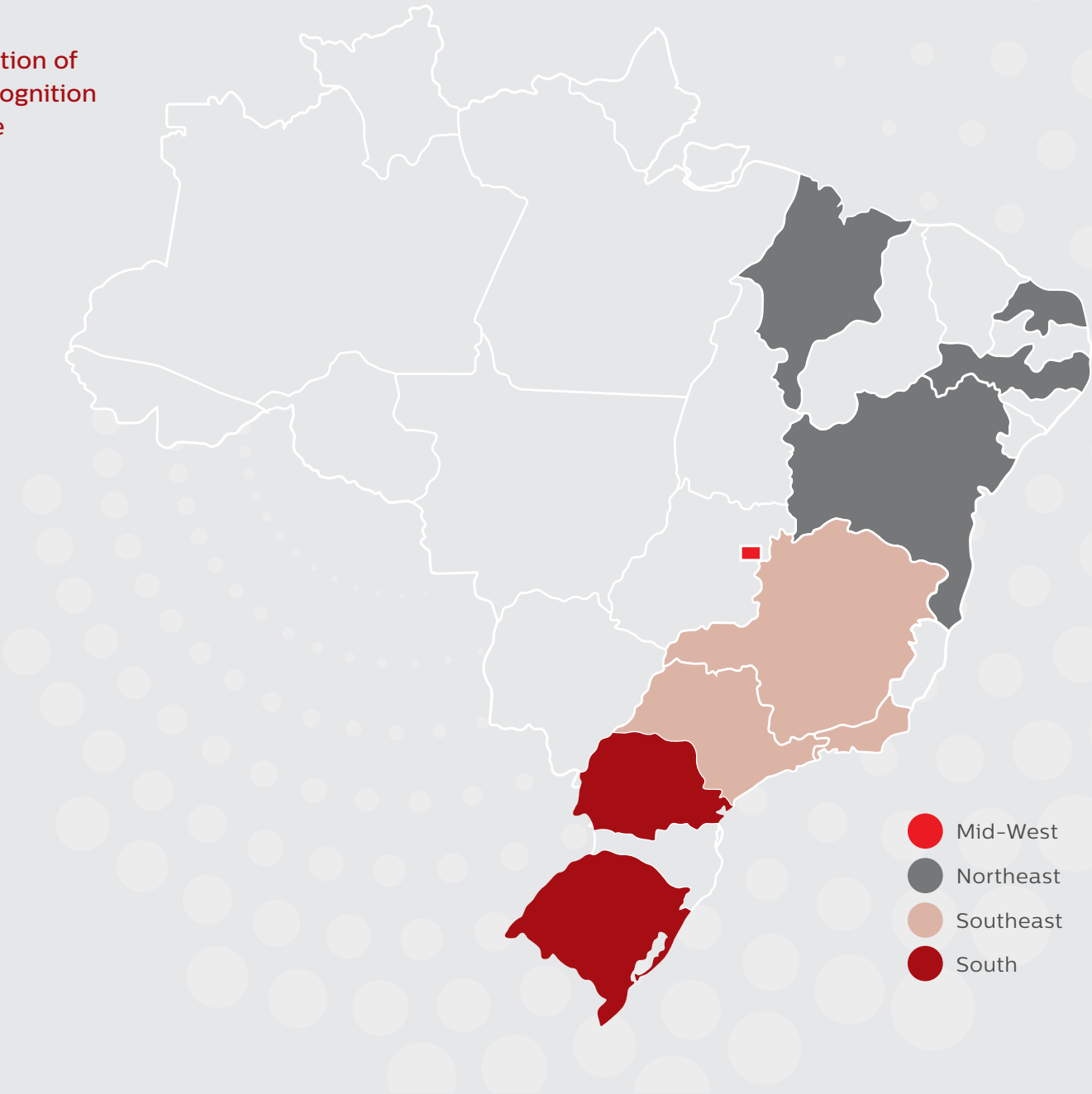
Our tax collection in 2022 was mainly directed to the Union and to the municipalities in which we operate. Out of our total Tax Contribution of R\$ 913 million, R\$ 789,089 million were directed to the Union through federal taxes and R\$ 123 million were directed to municipalities, through the collection of municipal taxes.

Since our operations are completely dedicated to the rendering of services, they are subject to ISS, Tax on Services, the collection of which is the responsibility of Brazilian municipalities. In this sense, for the year 2022, the regions in which we collected the most taxes were:

Tax Collection in Brazil (%)



Distribution of Tax Recognition by State



Distribution of the collected ISSQN per municipality (in alphabetical order)

Municipality	State	Region	R\$
ATIBAIA	São Paulo	Southeast	20.52
BARUERI	São Paulo	Southeast	2,503,123.79
BRASÍLIA	Distrito Federal	Mid-West	1,137,530.07
CABO DE SANTO AGOSTINHO	Pernambuco	Northeast	16,082.48
CACHOEIRINHA	Rio Grande do Sul	South	2,338.57
CAMPINAS	São Paulo	Southeast	3,756,732.65
CANOAS	Rio Grande do Sul	South	3,393.08
COTIA	São Paulo	Southeast	66,119.35
CURITIBA	Paraná	South	2,346,399.55
DUQUE DE CAXIAS	Rio De Janeiro	Southeast	188,604.29
ESTEIO	Rio Grande do Sul	South	1,004.50
GRAMADO	Rio Grande do Sul	South	1,967.92
GRAVATAÍ	Rio Grande do Sul	South	2,296.49
GUARULHOS	São Paulo	Southeast	109,608.12
ITATIBA	São Paulo	Southeast	24.24
JABOATÃO DOS GUARARAPES	Pernambuco	Northeast	10,489.67
JUNDIAÍ	São Paulo	Southeast	615,007.39
MAUÁ	São Paulo	Southeast	102,308.73
MOGI DA CRUZES	São Paulo	Southeast	475.20
NATAL	Rio Grande do Norte	Northeast	1,752,662.31
NILÓPOLIS	Rio De Janeiro	Southeast	4,092.56
NITERÓI	Rio De Janeiro	Southeast	567,754.68
NOVA IGUAÇU	Rio De Janeiro	Southeast	13,554.89

Municipality	State	Region	R\$
NOVO HAMBRUGO	Rio Grande do Sul	South	1,183.39
OLINDA	Pernambuco	Northeast	2,805.61
OSASCO	São Paulo	Southeast	8,996.28
PARNAMIRIM	Rio Grande do Norte	Northeast	5,316.14
PORTO ALEGRE	Rio Grande do Sul	South	3,509,251.96
POUSO ALEGRE	Minas Gerais	Southeast	161,316.29
RECIFE	Pernambuco	Northeast	4,739,923.27
RIBEIRÃO PRETO	São Paulo	Southeast	837.92
RIO DE JANEIRO	Rio De Janeiro	Southeast	31,215,795.46
SALVADOR	Bahia	Northeast	1,403,686.69
SANTO ANDRÉ	São Paulo	Southeast	992,143.10
SANTOS	São Paulo	Southeast	612.08
SÃO BERNARDO DO CAMPO	São Paulo	Southeast	317,120.99
SÃO CAETANO	São Paulo	Southeast	58,956.09
SÃO GONÇALO	Rio De Janeiro	Southeast	164,060.51
SÃO JOSÉ DOS PINHAIS	Paraná	South	28,118.85
SÃO LEOPOLDO	Rio Grande do Sul	South	1,827.12
SÃO LUIS	Maranhão	Northeast	1,902,042.59
SÃO PAULO	São Paulo	Southeast	65,567,473.48
SOROCABA	São Paulo	Southeast	551.00
SUZANO	São Paulo	Southeast	310.08
VARGEM	São Paulo	Southeast	111,485.24
Total			123,395,405.19

Breakdown by type of taxes on our operations

We also separated the taxes collected according to the way they are incurred in our operations. For the year 2022, the most relevant taxes according to their type were the taxes on goods and services (PIS/Cofins, ISS and withholdings), followed by payroll taxes (employer's INSS and employee INSS) and, in last place, profit taxes (IRPJ/CSLL and IRRF).



R\$ **361,076**
Taxes on Goods and Services



R\$ **339,943**
Tax on Payroll



R\$ **211,465**
Taxes on Profits

Allocation of Taxes

As a vital part of our strategy to achieve the Sustainable Development Goals and understanding our tax department as a key player in the pursuit of these goals, during fiscal year 2022, Fleury Group allocated approximately R\$ 3.8 million of taxes to a number of social projects.

Furthermore, as part of our unwavering commitment to gender equality, we offer incentivized maternity and paternity leave, which represented the allocation of corporate income tax in an amount exceeding R\$ 2 million. As such, we contribute to SDG 5.

Finally, we are signatories of the Worker's Food Program (PAT), through which we offer food benefits to our employees. By providing decent and quality food to our employees, we receive a corporate income tax incentive totaling R\$ 1.8 million in 2022, addressing our commitment to SDGs 2 and 8.



R\$ 3.8 million

Social Projects



R\$ 2 million

Of the IRPJ allocated to incentivized maternity and paternity leave



R\$ 1.8 million

IRPJ allocated to the Worker's Food Program



To find out about the SDGs impacted, by Fleury Group's operations, visit our [Sustainability Report 2022](#).

Tax Incentives

The Law for the Good (Law 11.196/2005), is considered the main tool for encouraging Research, Development and Innovation (RD&I) activities in Brazilian companies. Through this Law, companies can use tax incentives to invest in technological research and development.

In 2022, Fleury Group invested **R\$ 22.7 million** in R&D, benefiting from a **R\$ 5.7 million** income tax reduction. We believe that this incentive contributes to the Company's development and implementation of new products, services and methodologies, bringing direct benefits to our patients (learn more about our technological progress in the Operational Context chapter).



To learn more about Law for the Good (Law 11.196/2005), access the [link](#).

Effective Tax Rate of IRPJ and CSLL (CIT)

Throughout fiscal year 2022, Fleury Group recorded an effective tax rate of 23.8% for its income taxes (IRPJ and CSLL), compared to a nominal rate of approximately 34%. This is due to the fact that some companies are in the Presumed Profit system, the tax incentives used in the year and to the benefit linked to the distribution of Interest on Equity.

We hope to have clearly demonstrated the destination of the taxes collected by Fleury Group for the public coffers and we reinforce our commitments to Integrity, Transparency and Excellence.

We'll see you in 2023.

Reconciliation Income tax and Social Contribution on net income, current and deferred, in the result are reconciled as follows:				
Consolidated	2022	%	2021	%
Profit before income tax and social contribution	405,393	100%	496,108	100%
Expenses with IRPJ and CSLL	(137,834)	(34%)	(168,676)	(34%)
Other permanent (additions) exclusions, net	(6,381)	(1.6%)	(3,882)	(0.8%)
Interest on equity capital	36,685	9%	24,615	5%
Effect of presumed profit companies	10,663	2.6%	3,139	0.6%
Equity accounting	205	0.1%	187	0%
Income tax and social contribution expense	(96,662)	(23.8%)	(144,617)	(29.2%)

Glossary

Advocacy

Advocacy is a strategy to influence decision makers to make changes in public policies.

Taxpayer

Natural or legal person on whom the tax obligation falls.

CSLL

(Social Contribution on Net Profit)

It is a contribution due by companies that calculate Real, Presumed or Arbitrated Profit, with rates that vary according to the activity provided and the taxation system adopted.

DARF

(Federal Tax Collection Document)
Federal Tax Collection Form.

DCTF

(Declaration of Federal Tax Credits and Debits)

A monthly ancillary obligation filled out by the taxpayer to inform the federal taxes due to the Brazilian Federal Revenue Service, as well as the credits for each tax.

DEVEC

The DEVEC is a declaration that has the objective of informing the value of the operations with electricity performed in the free market.

DIRF

(Withholding Income Tax Statement)

Issued at least annually by the paying source, which can be either an individual or a company, its purpose is to inform the IRS of the amounts of income tax and other contributions that were withheld from payments to third parties.

DMED

(Medical and Health Services Statement)

The DMED must inform the payments received by legal entities (or equivalent individuals) providing healthcare services and private healthcare plan operators.

ECF

Tax bookkeeping mandatory annual ancillary obligation.

EFD-Contribuições

The EFD-Contribuições is a digital file created in the Public System of Digital Bookkeeping (SPED), to be used by private legal entities in the accounting of the Contribution to the PIS/Pasep and Cofins, in the non-cumulative and/or cumulative calculation systems.

EFD-Reinf

The EFD-Reinf is one of the modules of the Public Digital Bookkeeping System (SPED), which must be used in addition to the Digital Bookkeeping System of Tax, Social Security, and Labor Obligations (eSocial) to report income paid and withholdings of income tax and social contributions.

ESG

Acronym for the Environmental, Social and Governance aspects of a business, which brings together the issues considered to have a social impact and relevance for companies.

Glossary

Fleury Group

Refers to the economic group made up of FLEURY S.A and its subsidiaries.

Tax incentives

Benefits granted by the State to encourage through tax reductions, a certain activity or or conduct.

IPI

(Tax on Manufactured Products)

A consumption tax applied to industrialized products.

IRPJ

(Corporate Income Tax)

It is a federal tax that must be paid by all companies with active CNPJ, with only a few exceptions.

IRRF

(Withholding Income Tax)

It is a tax obligation intended for the Federal Revenue Service that can be collected from both Individuals (PF) and Legal Entities (PJ).

ISSQN

(Tax on Services of Any Nature)

It is a Brazilian tax applied by Brazilian municipalities to service providers (companies or self-employed professionals).

ISS

(Tax on Services)

Tax levied by municipalities on the provision of services.

Actual profit

Regime for calculating corporate income tax, mandatory for large companies (annual turnover above R\$20,000,000.00).

Per/DCOMP

An ancillary obligation through which the taxpayers of federal taxes can request the refund or restitution of overpaid taxes (cash receipt), or the offsetting of current or future taxes.

PIS/CONFINS

Taxes provided for in articles 195 and 239 of the Federal Constitution. PIS is the abbreviation for Social Integration Program and COFINS stands for Contribution to Social Security Financing.

Stakeholders

Individuals and organizations impacted by the actions of a particular company.

Attachments

Companies included in this report



	Business Structure	
Activity	Name	Head Office
Diagnostic medicine	Laboratorio Bioclinico Ltda	Espírito Santo
	Laboratorio Pretti Ltda.	Espírito Santo
	Inlab- Investigação Laboratorial Ltda.	Maranhão
	Methodos laboratório, análises clínicas e hematologia Ltda.	Minas Gerais
	Diagmax diagnósticos por imagem Ltda.	Pernambuco
	Centro de endoscopia digestiva do recife Ltda.	Pernambuco
	Laboratório Marcelo Magalhães S.A.	Pernambuco
	Marcelo Magalhães Diagnosticos S.A.	Pernambuco
	Instituto de Radiologia de Natal Ltda.	Rio Grande do Norte
	Centro de Patologia Clínica Ltda.	Rio Grande do Norte
	Fleury Centro de Procedimentos Médicos Avançados S.A.	São Paulo
	Santecorp Corretora Deseguros Ltda.	São Paulo
Ophthalmology	Centro Avançado de Oftalmologia S.A.	São Paulo
	Clínica de Olhos Dr. Moacir Cunha S.A.	São Paulo
	Instituto 9 de Julho - Serviços Médicos S.A.	São Paulo
Orthopedics	Vita Clínicas Medicina Especializada Ltda.	São Paulo
	Vita Ortopedia Serviços Médicos Especializados Ltda.	São Paulo
Hospital	Saha Serviços Médicos e Hospitalares Ltda.	São Paulo
Infusions	Cip - Centro de Infusões Pacaembu Ltda.	São Paulo
	Saha Centro de Infusões Ltda.	São Paulo
Healthtechs	Saúde Newco Ltda (Saúde ID).	São Paulo
Holding	Diagmax Participações Societarias S.A.	Pernambuco
	Fleury Servicos Ortopedicos S.A.	São Paulo
Telemedicine	Santecorp Holding Ltda.	São Paulo

Verification Letter



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TR14377_2023_SPO

São Paulo, September 6, 2023.

FLEURY S.A.

Av. João Pedro Cardoso, 158, Jardim Aeroporto
ZC 04355-000, São Paulo, SP, Brazil

Verification Report of the information contained in the Tax Transparency Report

To the Directors and Shareholders,

This report presents the results of the verification conducted on the Fleury Group's Tax Transparency Report ("TTR") for the fiscal year ended on December 31, 2022. The objective of this verification is to provide reasonable assurance regarding the accuracy of the total taxes collected and withheld, as well as other information presented, herein referred as Selected Information, in accordance with the Global Reporting Initiative (GRI) 207: Tax 2019.

Responsibilities of Management and Governance for Selected Information

The Company's management is responsible for preparing the Selected Information in compliance with the basis of preparation of the Report. Management is also responsible for establishing internal controls to ensure the preparation of the Selected Information is free from material misstatements, whether arising from fraud or error.

Those responsible for governance are tasked with overseeing the preparation of the Tax Transparency Report and other financial reports of the Company and its subsidiaries.



TR14377_2023_SPO
FLEURY S.A
September 6, 2023

Scope of work and Methodology

The scope of the verification included an evaluation of the Tax Transparency Report based on the following criteria:

- Work planning, considering the relevance and volume of the information presented.
- Interviews and meetings with professionals to understand the main criteria and assumptions employed in report preparation.
- Validation, through samples tests of the evidence supporting the qualitative and quantitative data in the report.
- Verification by sampling in documents, files, reports, databases and corporate policies that support the information.

Sample Verification

We conducted sample checks on the documents, files, reports, databases and corporate policies that support the report information. The sampling approach was designed to encompass a representative cross-section of the presented data.

Throughout this process, we analyzed the qualitative and quantitative information presented in the report cross-referencing it with various documents, including ancillary obligations of the Group companies, such as the Tax Accounting Bookkeeping ("ECF"), Declaration of Federal Tax Debts and Credits ("DCTF"), list of collections via the Federal Revenue Collection Document ("DARF"), reports of Invoices issued and received, and control spreadsheets of the Companies belonging to the Fleury Group.

Verification of Material Differences

Following a thorough analysis of the sample scope, we did not identify material differences concerning the amounts reported in relation to the Tax Transparency Report.

Bilingual Delivery



TR14377_2023_SPO
FLEURY S.A
September 6, 2023

This Verification Report has been provided in both English and Portuguese versions, ensuring accessibility and comprehensibility for all stakeholders.

Verification Results

In summary, the Tax Transparency Report complies with the standards required by GRI 207: Tax, it presents a clear and organized structure, with relevant and up-to-date information.

Verification Recommendations

- In pursuit of the objective to simplify and standardize reports, we recommend evaluating the possibility of adopting a single standard for determining numbers across all financial processes, whether on an accrual or cash basis. This approach can enhance data comprehension and analysis, ultimately contributing to even more effective tax transparency.
- For future Reports, we suggest considering the inclusion of information regarding the management of tax disputes. This may encompass details concerning the degree of risk associated with these matters and the Organization's appetite and tolerance for such risks. These additional insights can provide a more comprehensive view of the company's approach to complex tax issues
- We recommend stating in future versions of this report if the Group has conducted due diligence studies in significant transactions. This would demonstrate a continuous commitment to proactive tax risk management, ensuring the identification and appropriate treatment of these risks. This additional disclosure can enhance stakeholder confidence in the Group's tax-related practices.

ERNST & YOUNG
Assessoria Empresarial Ltda.


Erica Perin
Tax Partner

Credits

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<https://ri.fleury.com.br/en/>

To find out more:

Detailed results, commented by management:

Financial Statements in 2022

Overview of relevant business aspects:

Sustainability Report 2022



Grupo**Fleury**

We are passionate about people and what we do.