

DAVITA INC.

Policy on Fair and Equitable Pay¹

At DaVita, we are guided by our Mission—to be the provider, partner and employer of choice—and a set of Core Values—Service Excellence, Integrity, Team, Continuous Improvement, Accountability, Fulfillment and Fun—which are reinforced at all levels of the organization. Our teammates share a common mission for improving patient lives and are the cornerstone for the health of our Village. We are committed to pay equity not only due to its fundamental alignment with our Core Values, but also because it is essential to

This thorough and integrated approach ensures

Our ongoing commitment to diversity and belonging has been recognized by leading organizations.

- x DaVita has once again been named one of 280 companies recognized in the 2021 Bloomberg Gender-Equality Index (BGEI) for its demonstrated commitment to gender equality.
- x DaVita Kidney Care CEO, Javier Rodriguez, one of 550 CEOs of the world's leading organizations to sign the CEO Action Pledge for Diversity and Inclusion. Participating organizations pledge to:
 - o Continue to make our workplaces trust places to have complex, and sometimes difficult, conversations about diversity and inclusion;
 - o Implement and expand unconscious bias education;
 - o Share best – and unsuccessful – practices on diversity and inclusion; and
 - o Create and share strategic inclusion and diversity plans with our Board of Directors.

Leadership & Oversight

We are proud of the fact that 70% of our clinics are led by women and our senior management is