

**DAVITA INC.
SHARE OWNERSHIP POLICY
FOR NON-EMPLOYEE DIRECTORS
(Amended and Restated as of December 15, 2022)**

Purpose

The Board of Directors (the “Board”) of DaVita Inc. (the “Company”) believes that it is in the best interests of the Company and its stockholders to align the financial interests of its non-management Board members (the “Non-Employee Directors”) with those of its stockholders. Accordingly, in 2003 the Board established the DaVita Inc. Board of Directors Share Ownership Policy, as amended from time-to-time and as renamed the Share Ownership Policy for Non-Employee Directors (the “Policy”). The Policy is designed to encourage the Non-Employee Directors to acquire and maintain a meaningful financial interest in the Company’s common stock over time.

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For the avoidance of doubt, the in-the-money value of unexercised stock options or stock appreciation rights (including both stock-settled and cash-settled stock appreciation rights and both vested and unvested) will not be factored into the calculation of total net realizable share value.

Calculation Method /Share Rete

that causes the total net realizable share value of a Non-Employee Director's equity position to fall below his or her Ownership Threshold, the Non-Employee Director will be deemed to remain in compliance with this Policy provided that the Non-Employee Director does not sell or transfer beneficial ownership of any shares of the Company's common stock then owned or in which the Non-Employee Director subsequently acquires an interest other than as may be required to satisfy applicable tax obligations or exercise costs until the Ownership Threshold is again achieved using the above described calculation method.

Administration and Non-Compliance

Compliance with this Policy will be evaluated on an annual basis, as determined by the Compensation Committee.

The Company anticipates that any failure to timely comply with this Policy will be disclosed in the Company's annual proxy statement to the extent required under applicable SEC rules. The Compensation Committee, however, retains the authority to recommend to the Board exceptions to or waivers of the Policy as determined appropriate and reserves the right to, among other things, recommend to the Board that a Non-Employee Director who does not comply with this Policy not be re-nominated for re-election by the Company's stockholders.