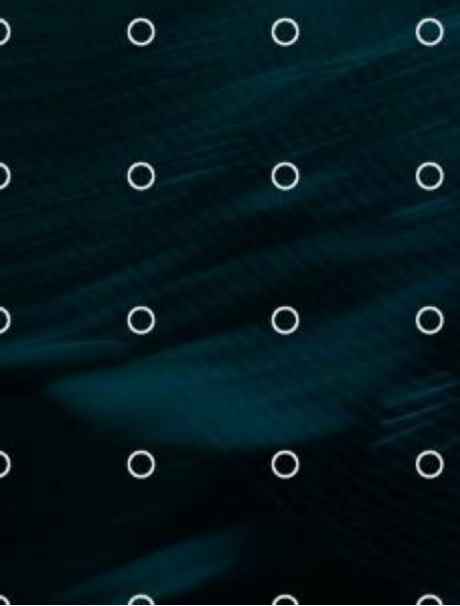


YDUQS

4Q25 • ESG
PERFORMANCE



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INTRODUCTION

The ESG Performance report is a periodic publication that provides quarterly updates on the company's ESG (Environmental, Social, and Governance) progress, reinforcing our commitment to the strategic management of sustainability-related topics.

This content was carefully prepared based on key topics and their relevance to investors and other stakeholders. It is divided into six main parts: Company ESG Goals, Commitments and Acknowledgements, fourth Quarter Highlights, YDUQS Institute, ESG Governance, and Market Recognition.

For more information about our ESG initiatives, we invite you to visit our [ESG Hub](#).





ESG Targets Dashboard

ESG TARGETS DASHBOARD

YDUQS' ESG PILLARS	PILLAR TARGETS	CONCLUSION	4Q25
SOCIAL	Reach 50% of women in senior leadership positions by 2030.	2029	33.3%
SOCIAL	Reach 50% with black people in leadership positions by 2030.	2029	42%
SOCIAL	Increase 15 vacancies per year for Young Apprentices, considering diversity criteria.	2030	235
SOCIAL	Increase each semester's extension activities by 30%.	2029	510,529
SOCIAL	Train 5,000 students in proprietary YDUQS Institute Programs (Youth and Adult Literacy and Literacy + Professionalization) by 2030.	2029	2,613
GOVERNANCE	Implementation of ISO 27001 - Information Security.	2030	125%
GOVERNANCE	Implement a Sustainability Supplier Development Program for 100% of SMEs for essential services (small- and medium-sized active suppliers).	2029	72

Click [here](#) to learn more about progressing and detailing goals.

ESG TARGETS DASHBOARD

YDUQS' ESG PILLARS	PILLAR TARGETS	CONCLUSION	4Q25
EDUCATION AND WORKABILITY	Increase the number of alumni employed by 10% by 2030	2030	80.2%
EDUCATION AND WORKABILITY	Convert Higher Education Institutions (HEIs) into University Centers, reaching a total of 34 such centers	2025	37
EDUCATION AND WORKABILITY	Offer an ESG skills track to all undergraduate students starting in 2026, and ensure that 140,000 students earn certification in the track by 2030.	2029	0*
ENVIRONMENTAL	Reduce gross Scope 1 and 2 emissions by 20% by 2030 and offset all remaining emissions.**	2026	2%
ENVIRONMENTAL	Surpass 50% units actively recycling the waste they generate.	2026	19%
ENVIRONMENTAL	Support 25 climate change research projects and implement 20%.	2027	17

*Amount related to 12/31/2024 - Update in 2026;

** Preliminary result, subject to positive or negative variations until the conclusion of the Greenhouse Gas Inventory for the year.



COMMITMENTS AND ACKNOWLEDGEMENTS

Public Commitments to Sustainability

Yduqs has been a **signatory to the UN Global Compact and the Ethos Institute since June 2021**, essential drivers for the engagement of internal and external stakeholders and for the dissemination of the group's good practices.

Since 2023, we have made commitments to the "Women Lead in 2030" and "Race is a Priority" movements, linked to the UN Global Compact, aiming to accelerate the goals of the Agenda. In addition, we became ambassadors of Educa 2030 in Brazil, an initiative of the UN Global Compact to promote advances in education in the country.

In 2025, we made the commitment "Net Zero Ambition" and "Mind in Focus," with the objective of accelerating the climate agenda and strengthening our human capital;



STRATEGY AND COMMITMENTS

ESG

Consolidation of the New Sustainability Strategy

Throughout 2025, YDUQS has consistently advanced in the implementation of its 2025–2030 Sustainability Strategy, consolidating a new cycle in its ESG journey. Structured based on a double materiality assessment and aligned with IFRS principles and market best practices, the strategy reflects active engagement with more than 127,000 stakeholders and the evolution of business priorities in response to challenges such as climate change and increasing regulatory demands. During the period, the Company strengthened the integration of environmental, social and governance factors into its strategic planning, reinforcing sustainability as a driver of value creation and risk management, in alignment with the United Nations Sustainable Development Goals (SDGs).

Strategy Implementation and Governance Evolution

The strategy, structured around the pillars of Education and Employability, Social, Environmental and Governance, has been translated into targets and key performance indicators (KPIs) with a 2030 horizon, all embedded in the Company's management system. Throughout the year, the Company advanced the structuring of monitoring mechanisms, as regular reporting to senior leadership, and enhanced transparency, as reflected in the Integrated Report to be released shortly, prepared in accordance with GRI guidelines and other international frameworks. By year-end, the Company's ESG score—its proprietary indicator used to track progress against targets—reached 112.42%, exceeding the year's plan.

Education and Workability



Offering quality educational services for income generation

Social



Strengthen our team and communities to foster societal impact

Environment



Operate responsibly for a better planet

Governance



Robust governance with effective management system, policies and processes

ACKNOWLEDGMENTS IN SUSTAINABILITY

We are part of the Public Emissions Registry, and for the third consecutive year, we obtained the Gold Seal of the Brazilian GHG Protocol Program (PBGHG), certifying the completeness and independent verification of our inventory of Greenhouse Gas (GHG) emissions in 2025.



Yduqs was recognized in the ESG Integrity Yearbook 2025, which highlights the 100 largest companies in Brazil in relation to their reputation for ESG (Environmental, Social and Governance) practices.



In 2024, we were recognized as one of the 100 Most Influential Companies in Brazil and for two consecutive years as one of the best companies to work for in Brazil, standing out for excellent practices in people management. We also achieved the diversity seal offered to institutions that work with at least two women on the Board of Directors.



To consolidate these achievements, YDUQS launched the Integrated Report 2024, audited by PwC, reaffirming the transparency and veracity of its actions. These advances encourage the company to continue making progress with dedication, responsibility and commitment to its stakeholders.

[Click here](#) to learn more about the YDUQS Sustainability Strategy and recognitions.



HIGHLIGHTS OF THE QUARTER

YDUQS INTEGRATES THE SUSTAINABILITY YEARBOOK FOR THE FIRST YEAR AND IS CLASSIFIED AN INDUSTRY MOVER

In 2025, YDUQS joined, for the first time, the S&P Global Sustainability Yearbook 2026, consolidating the evolution of its ESG agenda and the maturation of its sustainability management.

The Company was also recognized as an Industry Mover in the Corporate Sustainability Assessment (CSA), being the only one in the sector to receive the distinction in the cycle, reflecting the most relevant advance in score among its peers.

Over the past two years, YDUQS has delivered a 24-point increase in its ESG score. This is reflected in stronger integration of sustainability into its business strategy, enhanced governance, and improved quality and consistency of its disclosures.

These results mark a new stage in the Company's ESG journey, reflecting a structural advancement in sustainability management—now increasingly embedded in the business—and reinforcing its ability to deliver sustainable value with consistency, discipline and a long-term perspective.

Illustration: Sustainability Yearbook 2026 - An evolution built by all: Yduqs makes progress in its global Sustainability evaluation

Sustainability Yearbook 2026

**Uma evolução
construída
por todos:
Yduqs avança
em avaliação
global de
sustentabilidade.**



IV ESG FORUM: EDUCATION AT THE CENTER OF TRANSFORMATION

In 4Q25, YDUQS hosted its 4th ESG Forum, themed “Education at the Center of Transformation,” bringing together leaders, experts, and partners to discuss the role of education in advancing a more just, inclusive and sustainable future.

The event connected strategic themes of the ESG agenda, such as diversity in medical training, student permanence, employability, mental health and climate justice, reinforcing education as a vector of social impact.

In addition to the panels, students played a leading role, delivering hands-on initiatives and providing community services in health, technology, education and sustainability, demonstrating the real-world application of knowledge.



+48,000 impressions on LinkedIn

+2,500 views on live stream

R\$ 363 thousand in spontaneous media



BLACK NOVEMBER: ADVANCES IN RACIAL EQUITY AND TRAINING OF BLACK LEADERS

In November, as Brazil marks Black Awareness Day, YDUQS observes Black November, highlighting structured initiatives to build and develop Black leadership, aligned with its 2025–2030 Sustainability Strategy.

The Company **maintains the goal of reaching 50% Black leadership by 2030**, driven by initiatives such as the **Exclusive Trainee Program for Black Professionals (recognized by the UN)** and the **incorporation of these diversity targets into variable compensation**.

These initiatives are complemented by **engagement activities and racial literacy efforts throughout the month**, strengthening a more inclusive and anti-racist organizational culture. **This agenda reinforces Yduqs commitment to advancing diversity, equity, and inclusion as strategic pillars of social transformation and value creation.**

Finally, the Diversity, Inclusion and Equity Policy consolidates the guidelines on the topic and can be accessed [here](#).

Image: black leaders
change in the present to transform the future
black conscience month

HIGHLIGHTS

- 50% Black representation in leadership by 2030 (ESG target)
- 43% of employees are black;
- 55% of students are black;
- 41% of leadership positions currently held by Black individuals
- Partnerships with initiatives such as MOVER and the UN Global Compact

**LIDERANÇAS
NEGRAS**

MUDAR O **PRESENTE** PARA
TRANSFORMAR O **FUTURO**

MÊS DA CONSCIÊNCIA NEGRA



EDUCATION AND SPORT AS SOCIAL IMPACT LEVERS IN THE UN GLOBAL AGENDA



In the last quarter of 2025, YDUQS reinforced its commitment to the social pillar—focused on strengthening communities to drive social impact—by participating in SDGs in Brazil, held at the UN headquarters in New York.

The Yduqs Institute was part of the “Education and Sport” panel, with the presence of Olympic medalist and psychology student at Estácio, Rebeca Andrade, and Cláudia Romano, president of the Yduqs Institute.



The meeting highlighted the role of education in the holistic development of athletes, particularly during career transitions, and reinforced the importance of structured initiatives that support the so-called dual career—both athletic and academic. In this context, the Yduqs Institute’s Career Transition Program stood out, having already supported more than 2,000 elite and youth athletes through access to higher education and ongoing support throughout their academic journey.

The company’s participation in the event also reinforces its role in expanding opportunities and inclusion, using sport as a lever for social development and to help young athletes build new career pathways.



YDUQS INSTITUTE

The YDUQS Institute is the social and environmental responsibility initiative of YDUQS, the largest higher education group in Brazil, with **more than 1.3 million students**. It is among the most innovative and growing organizations in the country, expanding its teaching and integrating new institutions and businesses into the group.

We consolidated the socio-environmental responsibility regarding the YDUQS group's educational institution initiatives, with more than 50 years of experience in the sector, featuring responsibility and social impact actions.



RECOGNIZED DIVERSITY INITIATIVES IN CANNES: RACIALLY UNBIASED MEDICAL STUDY

NIGRUM CORPUS



The “Corpo Preto” project, from the Yduqs Institute and IDOMED, won an unprecedented Grand Prix and three Lions at the 2024 Cannes Film Festival, consolidating itself as one of the main global cases that link education, health and social impact.

Recognized for **creative excellence and strong social content**, the work sheds light on structural racism in medicine, highlighting how biases and inequalities affect diagnoses, treatments and access to health of the black population.

More than an award-winning project, “Corpo Preto” was born as an offshoot of Mediversidade, an initiative that repositioned medical education by incorporating racial equity as an essential part of training.

The proposal is clear: to prepare professionals who are more aware, qualified and committed to a fairer and more inclusive medical practice. The achievement in Cannes expands the visibility of this agenda and reinforces the role of education in the structural transformation of health in Brazil.

- **Grand Prix** (Industry Craft, Print & Publishing Category) – *first prize in Brazil in this category* with the “black body” case
- **2 Two Gold Lions** (Design and Health & Wellness Categories)
- **1 Bronze Lion** (Health & Wellness Category)





CORPORATE GOVERNANCE

MATURITY AND GOVERNANCE IN THE CLIMATE AGENDA

In 2025, YDUQS made progress in structuring its climate agenda, consolidating the topic as a relevant part of its corporate strategy. A key milestone was the **launch of the Environmental and Climate Change Policy**, which established clear, organization-wide guidelines and extended its scope to include suppliers and partners.

The policy also strengthened governance of the topic, with oversight by the Board of Directors and the ESG Committee, and integrated **climate targets into executives' variable compensation**, linking sustainability to risk management and decision-making.

In the period, the Company reinforced its public commitments to join the UN Global Compact's Net Zero Ambition Movement. Emissions management remained a priority front, with externally audited annual inventories and the achievement of the GHG Protocol Gold Seal for the third consecutive year.

The Company's approach is also marked by transparency and alignment with market standards, including reporting to CDP and inclusion in indices such as B3's ISE and ICO₂, underscoring the consistency of its practices.

As a differentiator, the approach incorporates the **concept of climate justice**, linking environmental impacts to the promotion of human rights and the recognition of traditional communities, in line with the Company's educational mission.

MOVIMENTO 
AMBIÇÃO NET ZERO



YDUQS STRENGTHENS ETHICAL GOVERNANCE AND INTEGRITY

At the end of 2025, YDUQS consolidated relevant advances in its Compliance Program, reinforcing integrity as a central pillar of its governance.

The Company has a dedicated Compliance area responsible for overseeing and continuously enhancing practices related to ethics, compliance and risk prevention. Throughout the year, mandatory training programs were conducted to strengthen the ethical culture, covering topics such as the Code of Ethics, anti-corruption and conflicts of interest, ensuring that employees remain aligned with institutional guidelines.

The governance structure is further reinforced by a 100% independent Board of Directors, as well as internal committees responsible for investigating reports and applying disciplinary measures.

Complementing this system, the Company maintains a Confidential Channel, operated by an independent company, which ensures the safe and anonymous reporting of irregularities.

This set of initiatives highlights the continuous evolution of YDUQS in the consolidation of an organizational culture guided by integrity, transparency and accountability

As a reinforcement of these commitments, the Company is also a signatory to the Brazil Pact for Business Integrity, an initiative of the Office of the Comptroller General (CGU), and to the Business Pact for Integrity and Against Corruption, promoted by the Ethos Institute, reaffirming its commitment to ethical business practices and the fight against corruption.



SUSTAINABLE VALUE CHAIN



At the end of the first year of implementing its strategy, YDUQS advanced in structuring governance across its value chain, establishing a target to roll out its Sustainable Supplier Development Program to 100% of SMEs providing essential services.

The initiative represents a relevant step in consolidating a more integrated and strategic approach to supplier management. During the period, the Company prioritized building the foundations of the program, defining guidelines, criteria and engagement mechanisms aimed at promoting ESG practices across its partner network, reaching 72 suppliers—equivalent to approximately 20% of the eligible base.

This initial progress helps strengthen risk management and deepen alignment across the value chain with principles of sustainability, ethics and compliance. With these advances, YDUQS closes the cycle with solid foundations in place to further develop the program in the coming years, reinforcing its commitment to expanding the positive impact of its operations across its entire supplier network.

Furthermore, as part of its efforts to engage and strengthen value chain management, Yduqs held the 1st Workshop with Civil Works and Related Suppliers, bringing together around 40 companies selected from approximately 700 suppliers qualified to meet construction and renovation demands across the country. Organized by the Strategic Procurement area, the meeting aimed to strengthen partnerships, align processes, and share guidelines related to topics such as Occupational Health and Safety, Environment, Quality, Sustainability, and operational processes for construction projects.

Market recognition



YDUQS IS RECOGNIZED BY THE B3 DURING COP30 AND IS PART OF A SELECT GROUP OF COMPANIES WITH A PRESENCE IN THREE ESG INDEXES



Yduqs participated in COP30, in Belém (PA), through the Yduqs Institute, as an official sponsor of the event. In return, the company offered free courses, scholarships and corporate licenses in ESG, expanding access to education and contributing to the training of professionals aligned with the challenges of the climate transition.

During the event, Yduqs was recognized by the B3 as one of 30 Brazilian companies with a simultaneous presence in the ISE B3, ICO2 B3 and IDIVERSA B3 indexes — portfolios that bring together companies with consolidated practices in sustainability, carbon efficiency and diversity.

This select group includes companies such as Ambev, Assaí, Banco do Brasil, Bradesco, Itaú Unibanco, Natura and Magazine Luiza, among others, highlighting Yduqs' position alongside major market references.

The simultaneous presence in the three indexes reinforces the consistency of the company's ESG strategy, with integrated practices of environmental management, social responsibility and corporate governance. For investors, this recognition signals transparency, risk management and long-term vision — increasingly relevant attributes in decision-making.

MARKET RECOGNITION

YDUQS maintains a **broad portfolio of commitments, indices, ratings and market recognitions**

UN GLOBAL COMPACT
Pacto Global
Rede Brasil

PACTO BRASIL
PELA INTEGRIDADE EMPRESARIAL

MOVIMENTO RAÇA É PRIORIDADE

MOVIMENTO ELAS LIDERAM 2030

SIGA
LATIN AMERICA

instituto ethos
Corporate ESG Performance
RATED BY ISS ESG Prime

MOVIMENTO EDUCA2030

MOVIMENTO AMBIÇÃO NET ZERO

100 EMPRESAS MAIS INFLUENTES DO BRASIL
veja Negócios LIDE

Programa Brasileiro GHG Protocol
OURO 2023
INVENTÁRIO VERIFICADO

MSCI ESG RATINGS
AA

CCC B BB BBB A AA AAA

Anuário Integridade ESG 2024

WOB

Carbon Free Brasil

T E V A | Mulheres na Liderança

WOMEN'S EMPOWERMENT PRINCIPLES
Established by UN Women and the UN Global Compact Office

ICO2 B3

IGC B3


ICO2 B3

IDIVERSA B3

PRÊMIO **exame**
em gestão de pessoas
2024

ALAS20

ESG INDEX AND RATING SCORES*

ESG Rating	2024	Sector Average	Scale (Low High)
 MSCI	AA (8.2)	-	0 10
 SUSTAINALYTICS	14.6	36.7	100 0
 CDP <small>DISCLOSURE INSIGHT ACTION</small>	C	-	D- A+
 S&P Global Ratings	40	16	0 100
 ISS ESG	B	B-	D- A+
 FTSE RUSSELL <small>An LSEG Business</small>	3.4	2.6	0 5
 ISE B3	60.71	-	0 100

ESG YDUQS

ESG INDEXES

T E | Mulheres
V A | na Liderança

IGCB3

ISEB3

IDIVERSAB3

ICO2B3

* Information from the YDUQS 2024 Integrated Report

YDUQS