

YDUQS

ESG PERFORMANCE • 2Q26



SUMMARY

- **STRATEGY AND GOALS**

- Sustainability and ESG Journey
- Where we came from. Where are we going?
- ESG goals dashboard

- **COMMITMENTS AND ACKNOWLEDGEMENTS**

- Public Commitments On Sustainability
- Recognitions In Sustainability

- **FIRST QUARTER HIGHLIGHTS**

- Climate strategy strengthens environmental management and business resilience
- ESG Seminars Connect Corporate and Operational Teams To Strengthen The Social Pillar Of The Sustainability Strategy
- Leadership In The Un 2030 Agenda And A Leading Role In The Education Movement 2030
- Advances in gender equity and female leadership strengthen the Social pillar of YDUQS.
- Internship And Job Fair Strengthens Employability In Northeastern Brazil
- Innovation And An Entrepreneurial Mindset Strengthen Academic Education And Workforce Preparation
- AI-first strategy drives innovation and leadership development

SUMMARY

- **YDUQS INSTITUTE**

- International and national recognition has established the Nigrum Corpus project as a benchmark for equity in medicine
- Partnership with the CBF during the 2026 World Cup drives professional experience and employability

- **CORPORATE GOVERNANCE**

- The Government Relations Policy consolidates guidelines for institutional action

- **MARKET RECOGNITION**

- Advancement in the ISE B3 and stronger connection with the capital markets
- Market Recognition
- ESG Index and Rating Scores*

INTRODUCTION

ESG Performance is a periodic publication that consolidates the main advances made by YDUQS in the environmental, social, and governance (ESG) agenda, reflecting the Company's ongoing progress in integrating sustainability into its strategy, risk management, and long-term value creation.

Aligned with the 2025-2030 Sustainability Strategy, the publication tracks the progress of the Company's commitments and sustainability goals, demonstrating how the ESG agenda is incorporated into business strategy and management and contributes to YDUQS's sustainable development.

Prepared based on the Company's material topics and considering their relevance to investors and other stakeholders, the publication presents, in a structured and transparent manner, the key results, initiatives, commitments, and recognitions that demonstrate the evolution of the ESG agenda during the period.



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



SUSTAINABILITY STRATEGY

2025 - 2030 SUSTAINABILITY STRATEGY EVOLUTION

Sustainability and ESG Journey

Sustainability has been integrated into the way YDUQS has generated value for decades, and in 2025, this journey entered a new cycle with the launch of the **2025-2030 Sustainability Strategy**. As a signatory to the UN Global Compact, the Company reaffirms its commitment to generating a positive impact for society, the environment, and the business, in alignment with the **United Nations Sustainable Development Goals (SDGs)**.

The new cycle places **education, inclusion, and employability as central drivers of social transformation and long-term value creation** and is structured around four pillars: **Education and Workability, Social, Environmental, and Governance**.

The agenda was developed based on a **double materiality assessment** that combined data, technical analyses, and input from more than **127,000 stakeholders**, taking into account sector and regulatory trends, benchmarking, investor demands, and market analyses.

At the end of 2025, we **revisited our materiality assessment**, updating the internal and external contexts and deepening its connection to business management. As a result, Corporate Governance and Innovation and Technology were incorporated as material topics, reflecting their growing relevance to transparency, integrity, risk management, and the progress of our business model.

Education and Workability



Providing quality educational services that create income opportunities

Social



Strengthen our people and communities to promote social impact

Environmental



Operate responsibly for a better planet

Governance



Robust governance with an effective system of management, policies, and processes

2025 - 2030 SUSTAINABILITY STRATEGY EVOLUTION

Where we came from. Where are we going?

In 2025, we consolidated this new agenda, translating priorities into **goals, commitments, and indicators** with a 2030 horizon, while strengthening their integration into the Company's management.

In 2026, we moved into a new phase, focused on **accelerating execution, strengthening the integration of sustainability into business decisions, and expanding the generation of positive impact**, with continuous monitoring of results.

In the first quarter of 2026, we continued this momentum by strengthening the **governance, monitoring, and management mechanisms for ESG commitments**, connecting the legacy built by YDUQS with the choices that will shape its future.



ESG GOALS DASHBOARD

YDUQS ESG PILLARS	GOALS BY PILLAR	CONCLUSION	2Q26
SOCIAL	Achieve 50% women in senior management positions by 2030.	2029	37.80%
SOCIAL	Achieve 50% Black people in leadership positions by 2030.	2029	42%
SOCIAL	Increase the number of Young Apprentice enrollments by 15 per year, considering diversity criteria.	2030	242
SOCIAL	Increase the results of extension activities by 30% on a half-yearly basis.	2029	0
SOCIAL	Train 5,000 students in the Institute's proprietary programs (Youth and Adult Literacy and Professional Training) by 2030.	2029	2,613
GOVERNANCE	Implement ISO 27001 – Information Security.	2030	15%
GOVERNANCE	Implement a Supplier Development Program focused on Sustainability for 100% of critical service SMEs (active small and medium-sized suppliers).	2029	6

*Target measured starting in 2Q25

Click [here](#) to learn more about the progress and details of the goals.

ESG GOALS DASHBOARD

YDUQS ESG PILLARS	GOALS FOR THE PILLAR	CONCLUSION	2Q26
EDUCATION AND WORKABILITY	Increase the number of former students employed by 10% by 2030.	2030	70.30%
EDUCATION AND WORKABILITY	Transform Higher Education Institutions (HEIs) into University Centers, totaling 34 University Centers.	2025	37
EDUCATION AND WORKABILITY	Provide an ESG skills track for all undergraduate students starting in 2026, and by 2030 ensure that 140,000 students obtain certification through the track.	2029	72059
ENVIRONMENT	Reduce gross Scope 1 and Scope 2 emissions by 20% by 2030 and offset all remaining emissions.* *	202	8%
ENVIRONMENT	Exceed 50% of units that recycle the waste generated.	202	+20
ENVIRONMENT	Promote 25 research projects on climate change and implement 20% of projects.	202	0

*Value as of December 31, 2025 – Target achieved and exceeded;

**Preliminary result, subject to positive or negative changes until the completion of the Greenhouse Gas Inventory for the fiscal year.



COMMITMENTS AND ACKNOWLEDGEMENTS

PUBLIC COMMITMENTS ON SUSTAINABILITY

Since June 2021, YDUQS has been a **signatory to the UN Global Compact and the Ethos Institute**, key guidelines for engaging internal and external stakeholders and disseminating the Group's best practices.

Since 2023, we have committed to the “Elas Lideram 2030” and “Raça é Prioridade” initiatives, both linked to the UN Global Compact, with the aim of accelerating the Agenda's goals. In addition, we became ambassadors of Educa 2030 in Brazil, a UN Global Compact initiative to promote advances in education in the country.

In 2025, we committed to the “Net Zero Ambition” and “Mind in Focus” initiatives, with the objective of accelerating the climate agenda and strengthening human capital;



MOVIMENTO
AMBIÇÃO NET ZERO



MOVIMENTO
RAÇA É PRIORIDADE



MOVIMENTO
MENTE EM FOCO



MOVIMENTO
EDUCA2030



MOVIMENTO
ELAS LIDERAM 2030

RECOGNITIONS IN SUSTAINABILITY

We joined the Public Emissions Registry and, for the third consecutive year, received the Gold Seal from the Brazilian GHG Protocol Program (PBGHG), certifying the completeness and independent verification of the inventory of Greenhouse Gas (GHG) emissions for 2024.



For the second consecutive year, we ranked among the 100 largest companies in Brazil in terms of ESG practices, being the only organization in the Education sector to be included in the ranking.



We were included in S&P Global's Sustainability Yearbook and, in 2026, were the only company in the Education sector classified as an Industry Mover, a recognition given to companies that have demonstrated one of the strongest improvements in ESG performance during the period. We also ranked first in the "Sustainability Leader Company" category of the Alas 20 - 2025 Sustainable Leaders Ranking.



At the 1st edition of the CIEE Brazilian Employability Award – ESG Edition, focused on the ESG agenda, we were recognized for responsible practices and positive impact aimed at the inclusion and employability of young people.



EXAME Best Companies to Work For 2025 Award & Ethos and Época Diversity, Equity and Inclusion Award: for the second consecutive year, we were recognized for our people management, diversity, equity, and inclusion practices, with particular recognition in the Education sector.





HIGHLIGHTS OF THE SECOND QUARTER

CLIMATE STRATEGY STRENGTHENS ENVIRONMENTAL MANAGEMENT AND BUSINESS RESILIENCE

With a focus on transparency and environmental governance, we earned the Gold Seal of the Brazilian GHG Protocol Program for the fourth consecutive year. This recognition attests to the quality of our emissions inventory, which undergoes independent auditing. In 2025, we further advanced this agenda by joining the UN Global Compact's Net Zero Ambition Movement, launching our Environmental and Climate Change Policy, and establishing a Sustainability Committee dedicated to environmental issues.

During the 2025 cycle, we recorded 6,580.18 tCO₂e in Scope 1 and Scope 2 emissions, while also completing the offsetting of 2024 emissions, in line with our goal of reducing our gross emissions by 20% by 2030. Within the academic and scientific pillar, we now have 19 climate-focused research projects, moving closer to our goal of supporting 25 initiatives and implementing 20% of them by 2030. Our environmental commitment is also reflected in the capital markets: We remain listed in B3's ISE and ICO2 indexes and continue to disclose our data to the CDP, demonstrating the integration of sustainability and long-term value creation.



ESG SEMINARS CONNECT CORPORATE AND OPERATIONAL TEAMS TO STRENGTHEN THE SOCIAL PILLAR OF THE SUSTAINABILITY STRATEGY

YDUQS strengthened the Social pillar of its 2025–2030 Sustainability Strategy by integrating the corporate ESG agenda into the routine of its operational units. Developed through the Transformation Agents Program, the initiative engages employees, faculty, and students in actions aimed at promoting social impact.

Between May and June 2026, the company held four editions of the ESG Seminars in São Paulo, Salvador, Rio de Janeiro, and Juiz de Fora, bringing together units from Estácio and Ibmecc. The events brought together nearly 280 in-person participants and promoted discussions on topics such as the circular economy, corporate partnerships, climate change, female entrepreneurship, and environmental conservation.

The initiative generated a practical legacy and achieved significant visibility, reaching more than 218,000 people through media coverage (including features in local media outlets and broadcast television), 22,000 views on social media, and permanent improvements, such as the installation of ecopoints at company units.

For 2026, the goal is to hold 10 editions—more than doubling the previous cycle—with a strategic distribution of at least two editions per region of the country and across the group's different brands, consolidating ESG within YDUQS's day-to-day operations.



LEADERSHIP IN THE UN 2030 AGENDA AND A LEADING ROLE IN THE EDUCATION MOVEMENT 2030

YDUQS strengthened its leadership in sustainable development during the 4th Ambição 2030 Forum, promoted by the UN Global Compact – Brazil Network. During the event, the company was recognized for its work as an Ambassador of the Education Movement 2030, a Global Compact initiative aimed at advancing education in Brazil. The recognition included a tribute to companies that have contributed to the Ambição 2030 Strategy in Brazil, reinforcing the generation of positive social impact.

Representing the company, Joice Portella, Director of Partnerships, Careers, and ESG at Yduqs, participated as a speaker at an event dedicated to the relationship between artificial intelligence and education, joining the panel “Who Programs the Future?” “Ethical AI and the world of work we want.” The discussion addressed a topic that is already affecting educational institutions, businesses, and the labor market: How to use AI responsibly, transparently, and with human judgment. For an education company, this discussion has a direct impact: Artificial intelligence is already present in internal processes, data analysis, service models, and new professional demands. At the same time, it is reshaping the professional profile expected by the market, which increasingly requires individuals who can use technology with critical thinking, security, and responsibility.

The company has strengthened its involvement in the movement through concrete advances in the areas of education and employability. In 2025, YDUQS hosted the Young Apprentice Knowledge Forum, bringing together companies, civil society organizations, and public authorities to discuss ways to expand the program, strengthen effective professional training, and increase the social impact of the Young Apprentice Program. During the same period, the company increased the number of positions available to young apprentices by 21%, in line with its public commitment to add 15 new positions per year while taking diversity criteria into account.



ADVANCES IN GENDER EQUITY AND FEMALE LEADERSHIP STRENGTHEN THE SOCIAL PILLAR OF YDUQS

YDUQS received the Gold Seal in the Women-Friendly Company category, awarded by the Government of the State of Rio de Janeiro. This recognition confirms the company's consistent progress since 2024, when it achieved the Bronze category, reflecting the strengthening of internal equity policies and high-impact social initiatives.

This progress has been driven by tangible improvements in representation indicators and by public commitments at the global level:

Increasing Representation: The share of women in senior leadership increased from 30% to 33.3%. Women account for 54% of administrative and teaching staff and hold 57% of middle management positions, aligning the company with the goals of the Women Lead 2030 movement (a UN Global Compact initiative) to achieve 50% female representation in senior leadership.

Governance & Assurance: This progress is supported by the Equal Pay Policy, career acceleration programs, mentoring initiatives, and anti-harassment training. The company is included in B3's Diversa Index and TEVA – Women in Leadership and is a signatory to the Women's Empowerment Principles (UN Women).

Social Impact and Public Partnerships: Externally, the company works to combat inequality and violence against women. Highlights include the Mulheres do Rio program (in partnership with SPM-Rio), which trained 2,170 women between 2025 and 2026, and Capacit Mulher, which focused on qualifying 450 public managers from 92 municipalities in the state of Rio de Janeiro to support the development of public policies.



INTERNSHIP AND JOB FAIR STRENGTHENS EMPLOYABILITY IN NORTHEASTERN BRAZIL

Connecting education with market opportunities is one of YDUQS's priorities. The Wyden Carreiras Internship and Job Fair, held in Salvador (Bahia), reinforced this commitment by promoting socioeconomic development and employability in Northeastern Brazil. In addition to the job openings offered, the event featured a comprehensive program of free training activities, including résumé workshops, job interview preparation sessions, career guidance, financial education, and legal assistance, reinforcing the company's role in talent development and in strengthening the regional economy.

Over 4,100 students and participants attended the event.

180 participating partner companies.

7,500 job and internship openings available.

50 immediate hires made on site.

50 pre-selected candidates were forwarded to the final stages of hiring processes.



INNOVATION AND AN ENTREPRENEURIAL MINDSET STRENGTHEN ACADEMIC EDUCATION AND CAREER READINES

Connecting academic theory with the real demands of rapidly evolving markets is one of YDUQS's strategic priorities. To meet the growing demand for professionals capable of solving complex problems, validating hypotheses, and leading team-based projects, the Careers area concluded the **2026 edition of Startup Experience**. The immersive program engaged students from Estácio and Wyden in a journey focused on developing entrepreneurial skills, critical thinking, and a business-oriented mindset.

Over a period of four to five weeks, participants transitioned from observers to active contributors in the creation of solutions. Organized into multidisciplinary teams and guided by live mentoring, agile methodologies, and elimination rounds, students developed projects centered on four strategic sectors: Healthcare, Education, Sustainability, and the Creative Industry. The educational model reinforces the company's commitment to regional socioeconomic development and **career readiness**.

The partnership with the corporate ecosystem ensured the technical robustness of the projects. The initiative included global innovation partners: Santander X presented its global entrepreneurship ecosystem; Adobe conducted workshops on design and user experience ("UX"); and AWS Activate provided technical mentoring and cloud infrastructure to validate the feasibility of the technologies developed. In addition to practical development, the winning projects were integrated into the YDUQS ecosystem, receiving financial support and access to the Ibmec Hubs and IDOMED Hubs incubators for pre-acceleration.

3,512 students enrolled in the program

33 finalist teams were selected to present their projects to the evaluation panel

4 innovation areas addressed: Healthcare, Education, Sustainability, and the Creative Industry.

R\$20,000 in financial prizes awarded to the winning projects (R\$5,000 per area).

50 hours of Complementary Academic Activities ("AAC") were certified for each participant.





AI-FIRST STRATEGY DRIVES INNOVATION AND LEADERSHIP DEVELOPMENT

Technology and innovation continue to play a central role in YDUQS's strategy. In 2026, we advanced the implementation of the AI-first vision, incorporating artificial intelligence responsibly and aligning it with business objectives. To align priorities and optimize operational and academic processes, we conducted an AI-focused Immersion Program for senior leadership.

On the operational front, we completed the first cohort of the AI Champions Program, a structured initiative designed to train employees and accelerate the responsible adoption of technology across the company.

Over an eight-month period, the program trained 36 professionals in strategic disciplines such as prompt engineering, operational process automation, and data governance. These employees now serve as internal ambassadors, applying practical artificial intelligence solutions to address real-world challenges and optimize processes across academic, financial, marketing, and operational areas.





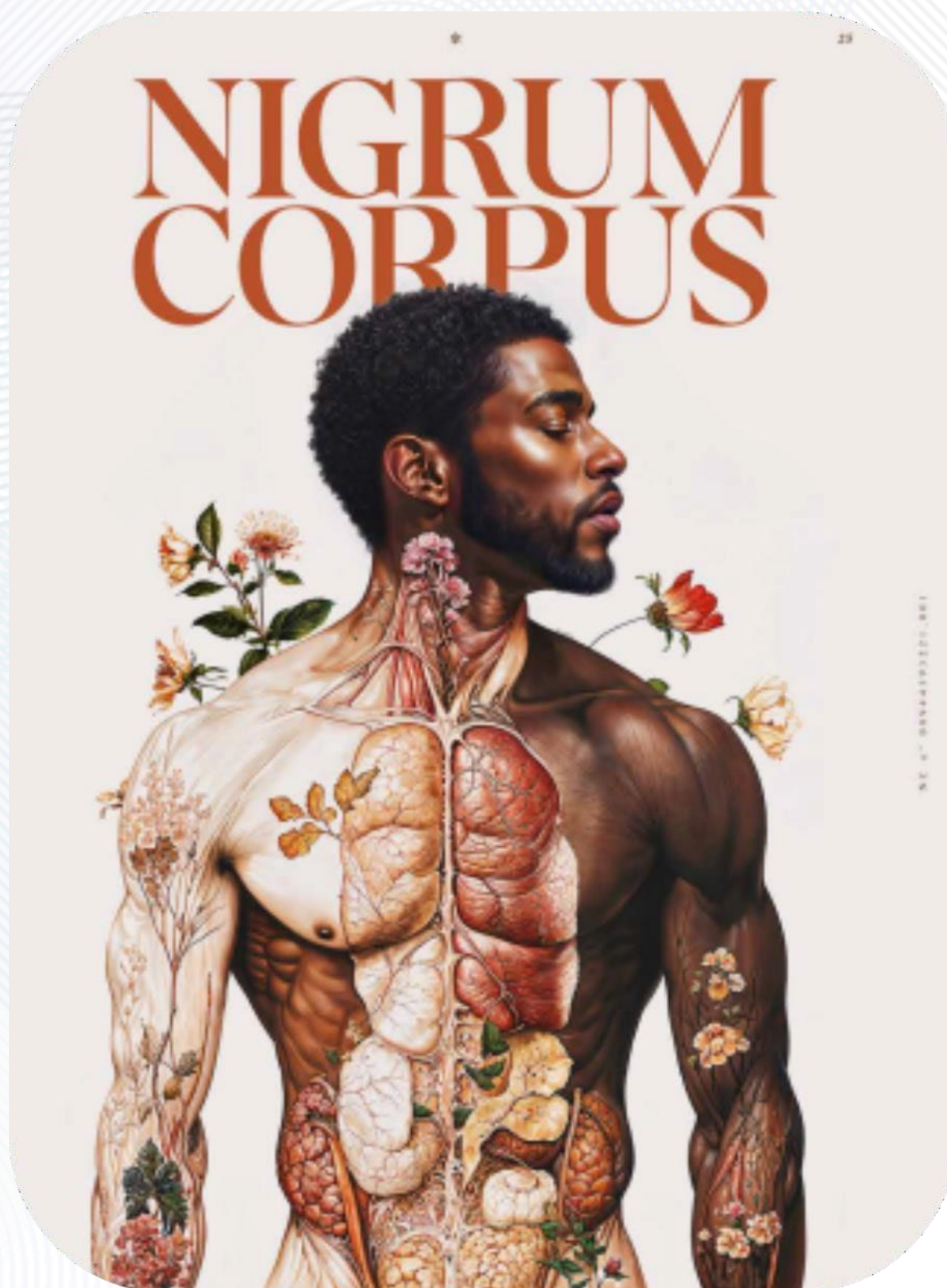
YDUQS INSTITUTE

The YDUQS Institute is YDUQS's social and environmental responsibility initiative. YDUQS is the largest higher education group in Brazil, with more than 1.3 million students, and is one of the organizations that innovates and grows the most each year in the country, expanding its educational offerings and integrating new institutions and businesses into the Group.

It consolidates the social and environmental responsibility initiatives of the YDUQS Group's educational institutions, which have more than 50 years of experience in the sector, with a strong focus on responsibility and social impact.



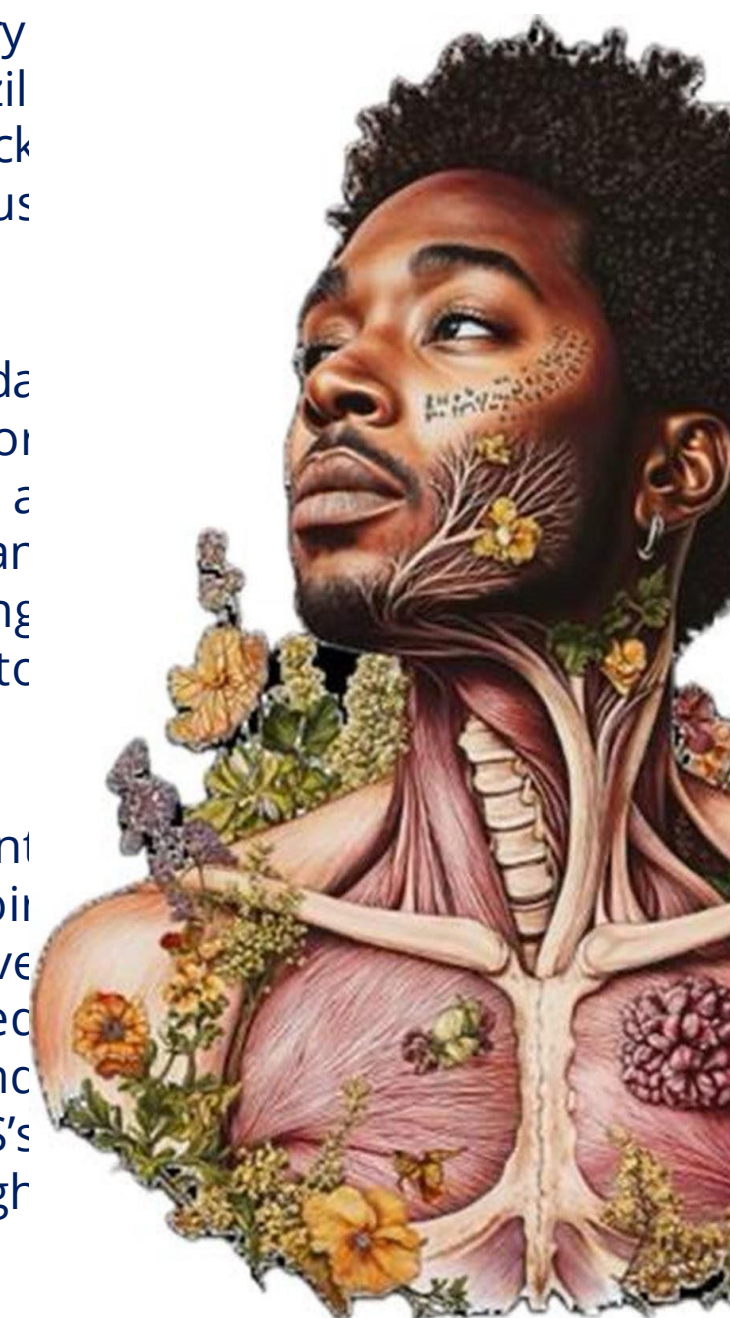
INTERNATIONAL AND NATIONAL RECOGNITION HAS ESTABLISHED THE NIGRUM CORPUS PROJECT AS A BENCHMARK FOR EQUITY IN MEDICINE



Developed by YDUQS Institute, IDOMED, and Artplan, the Nigrum Corpus project received the highest recognition at the 2026 Cannes Lions by winning the Grand Prix in the Glass category. The Lion for Change, dedicated to initiatives that address inequalities and promote cultural transformation, also earned a Bronze Lion in the Creative Data category. The initiative proposes an anti-racist review of medical education in Brazil, addressing representation and the specific healthcare needs of the Black population in order to train better-prepared and more socially conscious healthcare professionals.

The social and media impact of the initiative was summarized by Amanda Machado, physician, professor, and member of IDOMED's Center for Inclusion, Diversity, and Humanization: "Nigrum Corpus has become a necessary and urgent example of concrete anti-racist action in Brazilian medicine. Discussing racism during medical training is essential to preparing physicians who are more aware, better prepared, and committed to providing equitable care."

In addition to its international recognition, the project also gained significant national visibility by becoming a finalist for the 2026 Simone de Beauvoir Award for Gender Equality in the Advertising Highlight category, an initiative of Instituto ID_BR that was broadcast nationally by Globo. We increased Brazil's visibility abroad, generating more than 100 media stories and surpassing BRL 7 million in earned media value, reaffirming YDUQS's commitment to diversity, inclusion, and social transformation through education.



PARTNERSHIP WITH THE CBF DURING THE 2026 WORLD CUP DRIVES PROFESSIONAL EXPERIENCE AND EMPLOYABILITY

Through a partnership between Estácio, the YDUQS Institute, and the Brazilian Football Confederation (“CBF”), YDUQS provided 14 students enrolled in Journalism, Advertising, Film, Audiovisual Production, and Business Administration programs with the opportunity to work behind the scenes at the 2026 FIFA World Cup. The initiative integrated academic education with real-world professional experience by dividing students’ activities between on-site coverage in the United States, following the Brazilian National Team at its training center in New Jersey, and providing operational support in Brazil.

The project generated significant institutional visibility and media exposure, surpassing 20 million views on social media and generating R\$1.6 million in earned media value. The transformative impact of the experience was highlighted by the students themselves: “There are experiences that we could never have imagined living through, even in our wildest dreams during college. It is something that goes far beyond the curriculum. It is an achievement that we will carry with us for the rest of our lives,” said Matheus Buzinari, a Journalism student participating in the project. The initiative reinforces the company’s commitment to connecting university education with high-impact professional experiences, strengthening students’ professional portfolios.



GOVERNANCE CORPORATE



THE GOVERNMENT RELATIONS POLICY CONSOLIDATES GUIDELINES FOR INSTITUTIONAL ACTION

To ensure the highest standards of ethics and transparency in management, YDUQS implemented its Government Relations Policy (POL.06.003) in 2026. The document establishes guidelines for the company's institutional relationships with the public sector at the municipal, state, and federal levels.

In a year marked by general elections in Brazil, the company conducted training sessions for its leadership teams to ensure full compliance with electoral legislation and internal policies. The policy formally prohibits financial contributions, political-party support, and political demonstrations made on behalf of the company, ensuring a neutral, transparent approach supported by strong reputational risk management.

These commitments are complemented by YDUQS's publicly available **Code of Ethics and Conduct**, which guides the Company's relationships with its stakeholders based on principles of ethics, integrity, and transparency. The Company also maintains a **Anti-Corruption Code**, which establishes guidelines applicable to all employees, regardless of hierarchical level, in their interactions with public authorities and private-sector partners. Together, these instruments reinforce YDUQS's commitment to ethical business conduct, integrity, transparency, and responsible engagement with its stakeholders.



MARKET RECOGNITIONS



ADVANCEMENT IN THE ISE B3 AND STRONGER CONNECTION WITH THE CAPITAL MARKETS

For the third consecutive year, YDUQS has been included in the **ISE B3 Corporate Sustainability Index**, with the current portfolio effective since **May 2026**. Maintaining its position in the index demonstrates the Company's progress in its ESG agenda, with a **10-point improvement compared to the previous year**, reflecting the continuous advancement of its sustainability practices and commitments.

The result is aligned with the **2025-2030 Sustainability Strategy** and the integration of ESG considerations into the Company's strategy and business management.

Inclusion in the ISE B3 also enhances YDUQS's visibility among capital market participants and **investors seeking opportunities aligned with sustainable value creation and responsible capital allocation**.

This achievement reinforces the Company's progress on its ESG journey, its commitment to transparency, and its focus on **long-term value creation**.

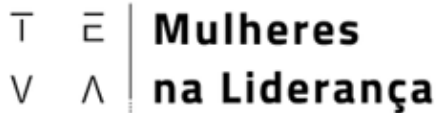


MARKET RECOGNITION

YDUQS has an **extensive portfolio of commitments, indexes, ratings, and market recognitions**



Pacto Global
Rede Brasil



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



ESG INDEX AND RATING SCORES

ESG Rating	2025	Industry Average	Scale (Low High)
 MSCI	AA (8.2)	-	0 10
 SUSTAINALYTICS	13.7	28.90	100 0
 CDP	C	-	D- A+
 S&P Global Ratings	53	22	0 100
 ISS ESG	B	B-	D- A+
 FTSE RUSSELL An LSEG Business	3.4	3	0 5
ISE B3	70	-	0 100

ESG INDEXES

T E | Mulheres
V A | na Liderança

IGC B3

ISE B3

IDIVERSA B3

ICO2 B3