

YDUQS

.....

1Q25 • ESG PERFORMANCE



SUMMARY

- **STRATEGY AND GOALS**

- YDUQS' new Sustainability Strategy
- ESG Goals Dashboard

- **COMMITMENTS AND RECOGNITIONS**

- Public Sustainability Commitments
- Sustainability Recognitions
- YDUQS' Environmental Commitment: Innovation, Sustainability, and Leadership

- **THIRD QUARTER HIGHLIGHTS**

- YDUQS partners with MOVER to promote career development and acceleration for black professionals
- Back-to-School Campaign Kicks Off YDUQS' 2025 Volunteer Calendar
- IbmeC Carreiras and IbmeC Casa: Comprehensive Support for Students' Academic and Professional Journey
- YDUQS and Surrounding Communities

SUMMARY

- **YDUQS INSTITUTE**

- YDUQS Institute and IDOMED launch short film and book to strengthen racial literacy and promote bias-free medical education
- Rede de Valor expands access to healthcare and enhances medical students' training
- Lollapalooza 2025: Estácio and YDUQS Institute students experience unique opportunities in employability and hands-on learning

- **CORPORATE GOVERNANCE**

- YDUQS joins the Women's Empowerment Principles (WEPs) and expands initiatives for gender equality
- "A Voz Delas": Listening, recognition, and action
- YDUQS celebrates 17 years on the Novo Mercado: Operating with transparency and excellence in the capital markets
- YDUQS joins the 20th portfolio of the Índice de Sustentabilidade Empresarial - ISE B3 (Corporate Sustainability Index)

- **INDEXES AND RATINGS**

- ESG Indexes and Rating Scores

INTRODUCTION

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

This material has been carefully prepared based on material topics and their relevance to investors and other stakeholders. It is divided into six main sections: the Company's ESG Strategy and Goals, Commitments and Recognitions, Third Quarter Highlights, YDUQS Institute, ESG Governance and ESG Indexes and Ratings.

For more information on our ESG initiatives, we invite you to visit our [ESG Center](#)





ESG STRATEGY AND GOALS

ESG STRATEGY AND COMMITMENTS

YDUQS' 2025–2030 New Sustainability Strategy

YDUQS begins a new cycle in its ESG journey with the 2025–2030 Sustainability Strategy, developed based on the new double materiality analysis, in line with IFRS principles and best practices in environmental, social, and corporate governance (ESG). This new stage reflects active feedback from more than 127,000 stakeholders and the need to adapt to current challenges, such as climate emergencies and regulatory demands, in addition to our business's new priorities. This maintains the company's alignment with the UN Sustainable Development Goals and its focus on generating real, measurable and lasting impacts.

The strategy is organized into four pillars – Education and Employability, Social, Environmental and Governance – and guided by nine priority material topics that reflect the main impacts and business risks.

Education and Employability



Provision of quality educational services for income generation

Social



Strengthen our team and communities to drive social impact

Environment



Operate responsibly for a better planet

Governance



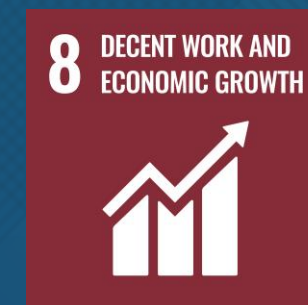
Robust governance with an effective management system, policies, and processes

ESG STRATEGY AND COMMITMENTS

- In the **Education and Employability** pillar, the focus is on improving the quality of and access to education and student employability.
- On the **Social** front, YDUQS reinforces its role in promoting equity and inclusion, with goals focused on racial and gender diversity in leadership.
- The **Environmental** pillar concentrates efforts on mitigating the negative impacts generated by our operations, efficient resource management, and encouraging scientific research.
- In **Governance**, the strategy strengthens commitments to ethics, transparency, information security, and responsible value chain management. Initiatives are under development, such as the implementation of the ISO 27001 standard and the creation of a sustainable supplier development program aligned with SDGs 8 and 16.

All these commitments are accompanied by specific key performance indicators (KPIs), with clear targets and deadlines set for 2030. These indicators are integrated into the company's management system, are periodically reported to senior management, and are audited in its Integrated Report, based on GRI guidelines and other international benchmarks.

YDUQS' new Sustainability Strategy is thus a platform for action for the future, combining purpose, performance, and social transformation with responsibility and a long-term vision.



ESG GOALS DASHBOARD

YDUQS' ESG PILLARS	GOALS FOR THE PILLAR	DEADLINE	1Q25
EDUCATION AND EMPLOYABILITY	Increase the number of graduates working by 10%	2030	73,70%
EDUCATION AND EMPLOYABILITY	Transform Higher Education Institutions (HEIs) into University Centers, totaling 34 university centers	2025	29
EDUCATION AND EMPLOYABILITY	Provide an ESG skills track for all undergraduate students from 2026, and by 2030 ensure that 140 thousand students are certified on the Track	2029	0*
ENVIRONMENT	Reduce gross emissions of scopes 1 and 2 by 20% until 2030 and compensate for other emissions	2026	7.137,05 tCO2 eq**
ENVIRONMENT	Have more than 50% of the units that practice recycling the generated waste	2026	2,50%
ENVIRONMENT	Foster 25 climate change research projects and implement 20% of the projects	2027	0***

*Value as of 12/31/2024 – Updated in 2026

**Value as of 12/31/2024 – Updated in July 2025

***Value as of 12/31/2024 – Updated in November 2025

ESG GOALS DASHBOARD

YDUQS' ESG PILLARS	GOALS FOR THE PILLAR	DEADLINE	1Q25
SOCIAL	Reach 50% of women in high leadership positions	2029	32,50%
SOCIAL	Reach 50% of Black people in leadership positions	2029	41,00%
SOCIAL	Increase 15 spots per year for Young Apprentices, considering diversity criteria	2030	11
SOCIAL	Increase the results of the semi-annual extension activities by 30%	2029	200.000*
SOCIAL	Train 5,000 students in proprietary programs of Instituto YDUQS (Literacy of Young and Adults + Professional formation)	2029	2.000**
GOVERNANCE	Implement the ISO 27001 Information Security	2030	0***
GOVERNANCE	Implement a Supplier Development Program in Sustainability for 100% of the essential services of the SMEs (small and medium-sized active suppliers)	2029	0

* Absolute value as of 12/31/2024 – Updated in July 2025

**Value as of 12/31/2024, relative to the cumulative total of the past 5 years. Updated in November 2025

***Updated in June 2025

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



COMMITMENTS AND RECOGNITIONS

PUBLIC COMMITMENTS TO SUSTAINABILITY

Since June 2021, YDUQS has been a **signatory of the UN Global Compact and the Ethos Institute**, key drivers for engaging internal and external stakeholders and promoting the group's best practices.



In 2023, we committed to the Elas Lideram 2030 (They Lead) and Raça é Prioridade (Race is Priority) initiatives, linked to the UN Global Compact, aiming to accelerate the 2030 Agenda goals, with a particular focus on gender and racial equity in companies. Additionally, we became ambassadors of Educa 2030 in Brazil, a UN Global Compact initiative to promote advancements in education across the country.



SUSTAINABILITY RECOGNITIONS

We are part of the Public Emissions Registry and, for the second consecutive year, received the Gold Seal from the Brazilian GHG Protocol Program (PBGHG), certifying the completeness and independent verification of our Greenhouse Gas (GHG) emissions inventory in 2024. Additionally, we achieved Carbon Neutral certification, further reinforcing our environmental commitment in the same year.



YDUQS was recognized in the 2024 ESG Integrity Yearbook, which highlights the 100 largest companies in Brazil based on their reputation for ESG (Environmental, Social, and Governance) practices.



To consolidate these achievements, YDUQS released the 2024 Integrated Report, audited by PwC, reaffirming the transparency and accuracy of its actions. These advancements encourage the company to continue progressing with dedication, responsibility, and commitment to its stakeholders.

In 2024, we were recognized as one of Brazil's 100 Most Influential Companies and as one of the best companies to work for in the country, standing out for excellence in people management practices. We also earned the Diversity Seal, awarded to organizations with at least two women on their Board of Directors.



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

YDUQS' ENVIRONMENTAL COMMITMENT: INNOVATION, SUSTAINABILITY, AND LEADERSHIP



YDUQS has been consolidating its environmental performance through structured initiatives that integrate innovation, efficiency, and commitment to the future of the planet. It is part of the Carbon Efficient Index (ICO2 B3), reporting its data to the CDP (Carbon Disclosure Project), and acting with total transparency in its decarbonization strategy, with its emissions inventory audited by an independent party.

Focusing on the transition to a cleaner energy matrix, the company invests in energy efficiency projects and the expansion of renewable sources, such as the Fundão-Santa Clara Complex, consolidating a sustainable operating model in the education sector.

Among the noteworthy initiatives is the TransformaTech program, which promotes the environmentally correct disposal of electronic waste, stimulates the circular economy, and generates social impacts through donations of obsolete equipment in usable condition to partner institutions of the YDUQS Institute.



THIRD QUARTER HIGHLIGHTS

YDUQS PARTNERS WITH MOVER TO PROMOTE TRAINING AND CAREER ACCELERATION FOR BLACK PROFESSIONALS

To pave the way for ethnic and racial equality, YDUQS has partnered with Mover – Movimento pela Equidade Racial (Movement for Racial Equality), reinforcing its commitment to diversity, inclusion, and combating racism. The initiative represents a strategic step toward strengthening actions aimed at developing and accelerating the careers of black people, both within and outside the company.

Formed by more than 50 large companies, Mover's goal is to train more than **10,000 black leaders** and generate **3 million opportunities** for training, job connections, and entrepreneurship for black people by 2030. YDUQS is part of this collective with the aim of expanding inclusive practices in its operations and in the ecosystem in which it operates.

Among the direct benefits already made possible through the partnership, the following stand out:

- More than **10,000 scholarships** for the “Mover Hello” English course, expanding training and employability opportunities for black people;



- More than **18,000 scholarships exclusively** for black people, strengthening access to quality education and social mobility;
- Access to training and career acceleration programs aimed at YDUQS employees, as well as initiatives for the external public.

By following Mover's 10 strategic guidelines, YDUQS strengthens its alignment with concrete goals for promoting racial equality in areas such as personnel management, communication, supplier relations and private social investment, connecting accessible education, inclusion, and employability as pillars for a more just and diverse future.

BACK-TO-SCHOOL CAMPAIGN MARKS THE START OF THE 2025 VOLUNTEER CALENDAR AT YDUQS

YDUQS has already kicked off its annual volunteer calendar with the Back to School Campaign, promoted by its volunteer program Mobiliza. The initiative mobilized employees from various areas in an effort to collect and deliver school supplies, as well as revitalize educational spaces dedicated to serving socially vulnerable children and adolescents.

Based on the company's strategy and mapping of potential beneficiaries, the first quarter campaign was carried out in partnership with Instituto Solar Meninos de Luz, a philanthropic organization that has been promoting comprehensive education and citizenship in the communities of Pavão-Pavãozinho and Cantagalo, in Rio de Janeiro, for over 30 years.

With coordinated actions between volunteers, company departments and the YDUQS Institute, the campaign had a direct impact on surrounding communities and strengthened ties with civil society organizations committed to social development.

The initiative is aligned with YDUQS' Volunteer Policy, which guides the company's practices based on principles of corporate citizenship and socially responsible actions. The policy seeks to ensure consistency and effectiveness in actions, as well as raising awareness and encouraging employee participation on an ongoing basis;

For further information, please refer to the [YDUQS Volunteering Portal](#) and the ESG Information Center.

YDUQS maintains an internal volunteer calendar and budget with new initiatives planned throughout the year, increasing employee engagement – who are encouraged to coordinate their participation with their managers without affecting their working hours – and promoting a culture of solidarity, integration, and positive social impact

Results of the 2025 Back-to-School Campaign

- 430** children and adolescents benefited;
- 1,325** school supplies items collected;
- R\$ 1,583.40** in financial donations;
- 5** laptops donated by the IT department through the Transformattech program;
- 125** individual school kits and 3 collective kits delivered;
- 5** spaces revitalized with educational and recreational elements;
- 105** hours of corporate volunteering;
- 56** employees mobilized, including donors and volunteers in the field.



IBMEC CARREIRAS AND IBMEC CASA: COMPREHENSIVE SUPPORT FOR STUDENTS' ACADEMIC AND PROFESSIONAL JOURNEYS

At Ibmecc, the commitment to education goes beyond the classroom. Through the Ibmecc Carreiras (Ibmecc Carrers) and Ibmecc Casa (Ibmecc House) programs, the institution offers strategic support to help students develop their professional and academic careers with greater confidence, purpose, and balance.

Employability is actively promoted: students receive individualized support for career planning, participate in events with partner companies, and have easy access to qualified opportunities through the Ibmecc Vagas (Ibmecc Jobs) platform.

For its part, Ibmecc Casa acts as a space for listening, welcoming and emotional support, promoting mental health care for students and ongoing psycho-pedagogical support. The initiative also plays a fundamental role in the inclusion and retention of neurodivergent people, ensuring a more accessible educational environment, not only from an economic point of view, but also from a human and relational perspective, adapted to different learning needs.

These actions reinforce the institution's commitment to inclusive and transformative education, capable of preparing students for the challenges of the market and life.

Numbers that reflect impact 1st quarter of 2025

2,177 individual career counseling sessions;
3,702 participations in career events;
71,235 job openings posted on the Ibmecc Vagas platform;
1,886 individual psycho-pedagogical counseling sessions.



YDUQS AND SURROUNDING COMMUNITIES

Based on its commitment to transformative education and positive impacts, YDUQS connects academic excellence with practical experience and positive impact on the communities surrounding its institutions.

This work has been carried out on several fronts: in 2024, more than 4 million people were served by community projects developed by students, teachers and employees across the country — in initiatives that combine technical knowledge, active listening, empathy and social responsibility.

In the first quarter of 2025, another powerful example of this connection between education, equity and human rights was the psychological support project for black women, carried out by psychology students from Estácio – Cabo Frio Campus, in the quilombola community of Rasa, in Armação dos Búzios (RJ).

The activity, which is in line with our commitment to the human rights of quilombola and riverine populations, promoted a sensitive and humanized dialogue with women who have historically been invisible, respecting their experiences and strengthening their leadership.

More than a one-off action, the project reflects YDUQS' mission to train ethical, empathetic professionals who are prepared to act in an inclusive and conscious manner — both within and outside educational institutions.





YDUQS INSTITUTE

The YDUQS Institute is YDUQS's social and environmental responsibility initiative. YDUQS is the largest higher education group in Brazil, with over 1.3 million students, and one of the country's fastest-growing and most innovative organizations, continuously expanding its educational offerings and integrating new institutions and businesses into the group.

We bring together the social and environmental responsibility initiatives of YDUQS Group's educational institutions, which have over 50 years of experience in the sector, with a longstanding commitment to responsibility and social impact.



YDUQS INSTITUTE AND IDOMED LAUNCH SHORT FILM AND A BOOK TO STRENGTHEN RACIAL LITERACY AND PROMOTE BIAS-FREE MEDICAL EDUCATION

In the first quarter of 2025, the Mediversidade program, a pioneering initiative of the YDUQS Institute and IDOMED, awarded **53 scholarships of R\$ 200 per month, totaling R\$ 10,600 in support of students from socially vulnerable groups**, reinforcing its commitment to inclusion and academic retention.

As part of the effort to promote more representative and unbiased medical education, the short film *Corpo Preto* (Black Body) and the book *Nigrum Corpus* were released. The short film highlights structural racism in the healthcare system, while the book features real testimonials that deepen the debate on racism in medicine. These productions combine racial literacy with the practical experience of students, strengthening the training of conscious, empathetic professionals who are prepared to work in a diverse environment. It also invests in innovative pedagogical tools and research, such as simulators with different skin tones.

With these actions, YDUQS and IDOMED reaffirm their commitment to transforming medical education, promoting equity, diversity, and fairer and more accessible healthcare for all of society.

- **Grand Prix** (Industry Craft, Print & Publishing category);
- **2 Gold Lions** (Design and Health & Wellness categories);
- **1 Bronze Lion** (Health & Wellness category).



REDE DE VALOR EXPANDS ACCESS TO HEALTHCARE AND STRENGTHENS MEDICAL STUDENT TRAINING

Rede de Valor (Value Network) is a program that provides financial assistance and additional benefits to support the education of Medical students enrolled in YDUQS's University for All Program (Prouni), based on income criteria and academic performance.

Recipients receive a **monthly scholarship of R\$400.00** from the 1st to the 6th semester, along with **exclusive career guidance**.

The Rede de Valor also **contributes to strengthening the Sistema Único de Saúde – SUS (Unified Health System)** by integrating university extension activities with free, high-quality healthcare. Activities are in **partnership with municipal health departments, NGOs, and basic healthcare units**, promoting learning that combines theory, practice and social commitment.

PROGRAM FIGURES

49 physicians graduated with the program's support to date;

276 students currently supported;

+1,3M invested in financial aid scholarships;

77% reduction in dropout rates;

11 IDOMED units covered by the program, with its expansion into the Northeast.

**SUPPORT THIS
INITIATIVE BY
DONATING HERE:**



LOLLAPALOOZA 2025: STUDENTS FROM ESTÁCIO AND YDUQS Institute ENJOY UNIQUE EXPERIENCES IN EMPLOYABILITY AND PRACTICAL TRAINING

In an initiative that reinforces YDUQS' commitment to employability, practical training and inclusion, students from Estácio and YDUQS Institute participated in a series of educational and professional activities during Lollapalooza Brazil 2025, one of the largest music festivals in the country.

EXCLUSIVE SELECTION PROCESS: FOCUS ON INCLUSION AND OPPORTUNITY

Through an exclusive selection process focused on diversity and inclusion, **40 Estácio students** were hired to work on various fronts during the event:

- **30 students** joined the **operational support teams** in areas such as production, customer service, logistics, and reception;
- **10 students** were selected to **produce content** for social media and sponsor brand activations.

The initiative enabled the development of practical skills and direct contact with the job market, within a large-scale event with national visibility.



PROFESSIONAL EXPERIENCE BEHIND THE SCENES AT THE FESTIVAL

In addition to hiring, YDUQS also provided an **immersive training experience** for **20 students** (15 from Estácio and 5 from Instituto Criar, a partner of YDUQS Institute), who participated in a **technical visit behind the scenes** of the event. The activity included:

- Meetings with professionals in the events and marketing fields;
- Strategic overview of sponsorship, production and operation of major events;
- Networking with companies and professionals active in the entertainment market.

INTERNAL ENGAGEMENT AND AWARDS

Employees and students were also impacted by **engagement campaigns promoted by YDUQS' Partnerships department**, in conjunction with other areas of the company, which encouraged the achievement of strategic goals. As recognition, **82 tickets were awarded**, expanding access to the festival and promoting integration between internal and external audiences.



CORPORATE GOVERNANCE

YDUQS ADHERES TO THE WOMEN'S EMPOWERMENT PRINCIPLES (WEPS) AND EXPANDS ACTIONS FOR GENDER EQUALITY



In 2025, Yduqs took another step in its journey toward a more fair and inclusive corporate environment by becoming a signatory to the Women's Empowerment Principles (WEPs), an initiative of UN Women and the UN Global Compact. This formal commitment reinforces the company's pledge to gender equality in all areas of its operations—from recruitment to the development of female leadership.

This achievement is one of a series of structured actions that promote the appreciation, leadership and well-being of women within the organization. Currently, **women represent 54% of Yduqs' administrative and teaching staff, 57% of middle management positions, and more than 30% of senior management** — a rate higher than the Brazilian market average. These advances are a direct result of initiatives such as:

- Equal pay for men and women in equivalent positions;
- Career acceleration programs for women, with mentoring, structured feedback and soft skills development;
- Breastfeeding rooms, extended parental leave, and 90 days of home office for mothers, fathers, adoptive parents, and non-pregnant mothers;

- Affinity groups such as Yguais, which promote active listening, representation, and intersectional dialogue (gender, race, disability, LGBTQIA+, among others);
- Salary transparency, with public indicators disclosed on the company's IR website;
- Mandatory training on the prevention of harassment practices for all hierarchical levels, which includes a specific module on diversity and inclusion and the prevention of moral and sexual harassment, in addition to encouraging the use of the YDUQS reporting channel;
- Diversity and Inclusion Policies and Human Rights Policies aligned with ILO conventions and other national and international mechanisms that consolidate the company's non-discrimination practices.

These measures are fully aligned with the seven principles of the WEPs, which involve responsible leadership, equal opportunities, health and well-being, continuous training, gender-sensitive corporate practices, community engagement and transparency in results.

“A VOZ DELAS”: LISTENING, RECOGNITION AND ACTION

On International Women's Day, celebrated on March 8, YDUQS launched the “A Voz Delas” (Their Voices) campaign, with the aim of amplifying female voices inside and outside the company.

The initiative proposed active listening to the challenges faced by women in the workplace and in society, encouraging leadership, empathy and collective responsibility in building a more equal future.



The company, which has been included in the Índice TEVA - Mulheres na Liderança (TEVA Index - Women in Leadership) for the second consecutive year, operates with an intersectional approach, reinforcing gender and racial equality on a daily basis and valuing the diverse experiences of women who are part of the academic community and staff.

YDUQS CELEBRATES 17 YEARS LISTED ON THE NOVO MERCADO: OPERATING WITH TRANSPARENCY AND EXCELLENCE IN THE CAPITAL MARKET

YDUQS, following best corporate governance practices and aiming to create value for shareholders, celebrates 17 years since its migration from Level 2 to the Novo Mercado, approved at an Extraordinary Shareholders' Meeting (June 13, 2008). In addition to changes in the Bylaws to meet the requirements of the Novo Mercado and current legal obligations, the company is committed to the highest level of governance and transparency, such as:

- **Capital Structure:** The capital stock is fully represented by common shares, guaranteeing voting rights to all shareholders;
- **Protection of Minority Shareholders (Tag Along):** In the event of a sale of control, the acquirer must make a public tender offer (OPA) to the other shareholders, ensuring the same price paid per share of the controlling block.
- **Governance and Internal Controls:** Maintain an Internal Audit department, Compliance function, and an Audit Committee (statutory or otherwise);
- **Board independence:** The Board of Directors must have at least 20% or two independent directors (whichever is greater), with a term limited to two years. YDUQS has a 100% independent Board of Directors;
- **Free Float and Liquidity:** Maintain at least 25% of shares outstanding (free float) – or 15% if the average daily trading volume (ADTV) exceeds R\$ 25 million. Currently, YDUQS holds more than 90% of outstanding shares;
- **Mandatory Policies and Disclosures:** Develop and disclose policies on: Compensation; Appointment of members of the Board of Directors and Fiscal Council, their advisory committees and statutory executive board; Risk management; Related party transactions; and Securities trading;
- **Transparency and Disclosure:** Publish material facts, information on earnings, and earnings releases in Portuguese and English simultaneously, and conduct an annual evaluation of the Board of Directors, its committees, and officers. In addition, it has mechanisms for shareholder engagement at general meetings, such as remote voting and participation through proxies.

The YDUQS logo is displayed in white text within a teal circular background.The CVM logo features a stylized green and yellow geometric icon to the left of the text 'CVM' in green, with 'Comissão de Valores Mobiliários' in smaller text below.The [B]³ logo consists of a blue square bracket containing a white 'B', followed by a superscript '3', all in white on a dark blue circular background.

YDUQS JOINS THE 20TH PORTFOLIO OF THE ÍNDICE DE SUSTENTABILIDADE EMPRESARIAL (ISE B3)

With a strong presence in capital market sustainability indices, **YDUQS has joined the 20th portfolio of the Índice de Sustentabilidade Empresarial – ISE B3 (Corporate Sustainability Index)**, reaffirming its commitment to best environmental, social, and corporate governance practices.

This recognition strengthens the **company's position as a sustainability benchmark in Brazil's education sector**, highlighting its standing in one of the leading performance indicators for companies committed to sustainable development.

YDUQS is also included in other prominent B3 indices, such as:

- **Carbon Efficient Index (ICO2 B3)** – focused on transparency regarding greenhouse gas emissions;
- **IGCX** – Corporate Governance Differentiated Shares Index;
- **IGC-NM** – Corporate Governance Index – Novo Mercado;
- **IDIVERSA B3** – recognizing companies with diversity and inclusion practices;
- **S&P/B3 Sustainability Index** – developed in partnership with S&P Dow Jones.

IGC B3

ISE B3

ICO2 B3

IDIVERSA B3

INDEXES AND RATINGS



ESG INDEXES AND RATING SCORES*

ESG Rating	2024	Industry Average	Scale (Low High)
MSCI 	AA (8,2)	-	0 10
 SUSTAINALYTICS	14,6	36,7	100 0
 CDP DISCLOSURE INSIGHT ACTION	C	-	D- A+
 S&P Global Ratings	40	16	0 100
ISS ESG 	B	B-	D- A+
 FTSE RUSSELL An LSEG Business	3,4	2,6	0 5
ISE B3	60,71	-	0 100

IGC B3 ICO2 B3

ISE B3 IDIVERSA B3

T
V

E
Λ

Mulheres
na Liderança

FTSE
Russell

*Information sourced from the YDUQS 2024 Integrated Report

YDUQS