

Annual Sustainability Report 2022



YDUQS

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FOREWORD

We are Yduqs, and this is our Annual Sustainability Report, a summary of the major achievements and challenges that marked the year, along with our main economic, academic, and socioenvironmental results for the year.

We are leaders in private higher education in Brazil, and throughout 2022 we tried to multiply the value we create for society. Focusing on our Mission of transforming education in Brazil based on the intense use of technology to support the development of youth and adults of all socioeconomic classes, from north to south, employing sustainable practices for all audiences.

In addition to our financial results, the Annual Sustainability Report describes our progress in managing environmental, social, and corporate government (ESG) topics in 2022, and the progress made in our education model, our relationship with students, the development of our human capital, and our engagement in social impact projects.

To tell our story we use the content guidelines and indicators of the Global Reporting Initiative (GRI), as well as the International Integrated Reporting Council (IIRC) basic principles and content elements.

This Annual Sustainability Report covers the period between 01/01/2022 and 12/31/2022 and, except where otherwise specified, includes the financial report. Should you have questions or comments about the content please send them by e-mail to sustentabilidade@yduqs.com.br. **GRI 2-3**

We hope you find this report informative.



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“AN INTEGRATED VIEW”

It would be difficult to find another organization with deliveries that are as diversified and relevant for Brazil’s society as Yduqs. Despite unfavorable external conditions, the transformation process we embarked on a few years ago has allowed us to deliver our greatest dream: to welcome people of all types and origins into the university world, increasingly delivering quality results across all dimensions of education, supported along the way by technology.

In 2022 we graduated over 100,000 professionals across Brazil. The community support activities performed by our Extension programs and the work of the Yduqs Institute expand this dimension. Over 700,000 Brazilians benefited from our deliveries, which often included services that had not existed in their communities, provided at no cost to them or the government.

Our social impact, which has been accelerated by the growth path we envisage for Yduqs, is well known. In the last year we reached another level in the management and governance of such impacts and externali-

ties. Today we see all elements aligned and impacting the organization and the outside environment.

ESG is a recurring element on the agenda of senior leaders, and all managers now have ESG-related targets influencing their compensation, replacing operating or financial targets. We created a management system for the 24 targets we presented to the market in 2022, we also implemented tools and processes that will allow us to take these targets all the way, and have strengthened the team directly involved in the action plan that supports the targets (we have over 100 people at the first level of contact for ESG topics). We have efforts towards important independent ratings and indicators that will soon allow us to join the B3 ISE [Corporate Sustainability Index], and were again rated A in the MSCI ranking, one of the few companies in the country and the only one in Education with this grade.

This Report is the materialization of this new stage in maturity. It is issued as a comprehensive report according to global best



Eduardo Parente, Yduqs CEO

practices, with expanded indicators (we added the SASB model and evolved in our set of GRI indicators); this report has been independently reviewed. To our normal social impact we add legitimate management embedded as a value, and a level of quality that is a global reference.

Our greatest dream is to welcome people of all profiles

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The business that supports this growth is now fully diversified, and thus more resilient to macroeconomic fluctuations, with two young and robust business units driving our growth. Revenue, EBITDA, and margin increased in 2022. Our free cash flow more than doubled between 2021 and 2022. Together, Idomed and EaD (distance learning) accounted for over half our NOR, and for 72% of the consolidated EBITDA. They are also equivalent to approximately twice what public funding has represented for our higher education institutions.

New public policies may breathe life into the industry, and we want to be the best positioned organization to capture increased demand, with lean operations and quality education. However, we do not depend on these external variables. Today we have a lot of freedom to build our future ourselves. We remain in quite a comfortable position regarding leverage. The quality inclusion project has a very solid basis, as shown by the numbers revealed further in this report, in the chapter on the Governance and Economic Dimension.

We are also strong internally, with our people. In 2022 we achieved record student satisfaction levels, in particular at Idomed and Ibmec, with a jump in the number of freshmen. These are reflections of our decision to use technology to support our education operations, and of the spirit of a team obsessed on doing everything it can for its students.

Engagement indicators are also moving ahead at a fast pace, and our diversity and inclusion indicators have arrived at a more generative and organic stage.⁶⁶ Discussions today emerge naturally across the entire group, demonstrating that we have moved beyond being a diversified company to being a source of inclusion propagation for all those who interact with us. We have an ever-increasing number of Black faculty, and more women and Blacks in leadership positions. We are also expanding our reach as a reference in this area among organized civil society, the government, and our suppliers.

We hope that our Sustainability Report transmits the essence of how we view ESG, expanded access, growth of the business, and the creation of opportunities for Brazilians of all ages and profiles, giving them dignity and allowing them to grow and prosper. All of these are actually a single unit. Our approach, more integrated than ever this year, is also an invitation to join us in this journey.

Thank you and enjoy the report.

Eduardo Parente
Yduqs CEO

“THE BOARD RECOGNIZES THE VALUE OF DIVERSITY”

“In 2022, we made major progress in significant areas. Our ESG position was the major highlight, but we would also mention diversifying our business strategy, improving the student experience, and adding new contents and tools of EnsinMe [Teach Me]. These victories go beyond the numbers and, more than revenue and funding indicators, are the true reflection of our year.

As a female member of the Board of Directors, I am happy with the progress made in promoting diversity. As board members, we recognize the importance of this topic for the value created by Yduqs, and the company’s leading position in the industry. We want our organization, and in particular our leaders, to reflect the diversity of this nation, already reflected in our student body.

We will achieve this while keeping students at the core of everything. This is our horizon for 2023, and the fundamental direction of Yduqs’ future.

Thamila Chaim Zaher
Independent Member and Deputy Chair of the Yduqs Board of Directors

“WE TEACH STUDENTS TO LEARN”

“In 2022, Yduqs continued its important work of providing access to higher education to people who would otherwise have no way of attending a university. We are ahead of our competition due to our major social impact. In a difficult year in general, this impact made a difference.

Our financial basis remains sound. Higher education is a long-cycle business, the challenge is to find means to create revenue, which we have succeeded in doing. Improving our teaching model and technology deliveries are important elements of this scenario. Numerous other areas experienced small revolutions in 2022, as did the experience we offer students, faculty, and employees.

The Board is excited about 2023. We are now on a very solid basis, and fully able to grow even more. We are always proud to teach students how to learn more and improve.

Maurício Luís Luchetti
Independent Member of the Yduqs Board of Directors



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ABOUT YDUQS

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We are Yduqs: an education services and technology group that works towards a leap in the quality of university education in Brazil.

With a strong digital culture, we develop methodology and content that reflects the challenges and needs of our time. We offer quality higher education for people all over the country throughout their adult lifetime, regardless of socioeconomic class.

The result is a student body of around 1.2 million in 2022.

Headquartered in Rio de Janeiro (RJ), Yduqs Participações S.A. was established in 2019 based on Estácio Participações S.A. a traded joint stock corporation. Today we own some of the better-known private education brands in Brazil (Estácio, Ibmecc, Damásio, Wyden), and some of the leading brands in the digital evolution of teaching in Brazil (QConcursos, Hardwork).

We stand out for being able to provide a full portfolio that can be adapted to any student profile. One of our main goals is to continuously expand the training options in Institutes of Higher Learning (IHL), expanding our geographic reach and audience across all socio-economic profiles.

Reinforcing our vocation to be the leaders, we are also at the forefront of environmental, social, and corporate governance topics (ESG) in education. In the footsteps of the Estácio legacy of decades of socioenvironmental projects, we put together an ambitious plan of ESG targets announced in 2022. Our goal is to make Yduqs a reference in sustainable development in education in areas such as diversity, inclusion, and environmental management.

We work to transform higher education in Brazil.



OUR EDUCATION PLATFORM

Our activities are split into three Business Units, whose structure was updated in early 2023 to provide even more complete and efficient education services.

The On-Campus and Digital units were combined, valuing integration between the areas and enabling performance. IDOMED was another area of progress. This is our medical education area that is not a stand-alone Business Unit.

All units are supported by EnsinMe, which is responsible for the digital content of our teaching model. From a strategic point of view, the new structure will ensure increased synergy and operational efficiency, and will optimize the use of technology solutions applied to education.

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YDUQS BUSINESS UNITS



On-Campus and Digital
Brazil's largest on-campus and semi-on-campus undergraduate program. This includes digital undergraduate and graduate courses, and digital and hybrid preparatory courses.



(Medicine)
This institution centralizes Yduqs medical courses, with a total of 17 schools (Estácio, Fameac, Famejipa, and Unifacid) and partnerships with over 130 healthcare units.



Ibmec is our premier institution in the teaching of management and business, and offers undergraduate, graduate, master's, extension programs, and courses for businesses.



Undergraduate specialization and preparatory courses are offered by Damásio, Hardwork Medicina, and QConcursos



Produces the digital ecosystem for other unit IHLs. Produces and distributes innovative educational content based on advanced technology solutions.

OUR PRINCIPLES

MISSION

Educate to transform.

VISION

Transform Brazilian education through the extensive use of technology to support the development of young people and adults from all income levels, from North to South, with sustainable practices across all stakeholders.

VALUES



Focus on the student

We work for the student, we are passionate about educating



Innovation and simplicity

We are attracted by the new and by simple solutions



Sense of ownership and results

We behave as the owner, we deliver results as a team and do what's right



People

We are proud to work here and believe in meritocracy



Diversity and ethics

We work as a team, we do what's right and value differences and diversity



Quality

We offer a unique technology-intensive educational experience for everyone

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YDUQS INSTITUTIONS

The diversified portfolio of brands and courses we offer allows us to reach young people just out of secondary school and searching for quality, affordable, education, as well as more mature students who want to further their education in the leading institutions in their areas.

Our portfolio serves a wide range of student profiles



Over 50 years of tradition in democratizing quality higher education. We offer more than 100 undergraduate and 400 graduate courses at some 80 units in all 5 regions of Brazil.



We are a national reference in Law, with post-graduate programs and preparatory courses for the Bar and Diplomatic Core tests.



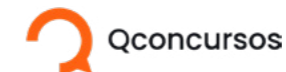
Established in 2019, in March 2022 Yduqs acquired 51% of the quotas of this Medical Edtech. The platform offers preparatory programs for medical residency screening exams, focusing on R1 and Revalida [Recycling].



This is a center of excellence in business and management courses, it also offers programs in Engineering, Law, International Relations, Architecture and Urban Planning, Social Communication and Economics, in addition to corporate education programs.



Combines our 17 medical schools (Estácio, Fameac, Famejipa, and Unifacid) to provide the most advanced teaching technology and a faculty specialized in numerous areas.



Over 17 million people have used the Edtech platform to prepare for civil service exams, university entrance exams, military entrance tests, and Enem. Its organized content includes questions, practice tests, video-classes, and study guides.



Ten teaching educations and 11 campuses, mostly located in the North and Northeast, with over 50,000 students. Courses in a wide range of areas (engineering, arts, sciences), both distance and on-campus.

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OUR OPERATIONS GRI 2-1



67 IHL active

104 campuses
(88 on-campus, 21 premium, and 6 shared)

2,506 hubs
in Distance Learning (DL)



1,194,878 students



9,662 faculty¹



8,220 staff¹

We were present in all Brazilian states in 2022.

¹ The faculty and staff figures are inclusive of all integrated units but exclude non-integrated units over which Yduqs does not have management control (Hardwork and Qconursos). The total faculty and staff figures presented on this page differ from the overall workforce figures presented under disclosure 2-7. This is because some professors, for example, may serve in more than one position—such as course coordinators, tutors or instructors—and are therefore accounted for under more than one category of faculty.

Yudqs units in each state



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BUSINESS MODEL

The following diagram shows our business model and how we deploy the different types of capital (manufactured, intellectual, financial, natural, and social and relationship) to create value for Yduqs stakeholders.

The column to the left lists the different types of capital and their origin. The middle column describes our strategy and lines of business. The column on the right lists the values we create from each one. Each chapter of this report lists the type of capital covered

INPUTS

MANUFACTURED CAPITAL

- 104 campuses
- 2,506 Distance learning centers

INTELLECTUAL CAPITAL

- 1 University
- 23 University Centers
- 49 active/working MEC-accredited schools
- A free college prep platform
- Cross-cutting environmental education and awareness
- High tech resources and proprietary solutions

FINANCIAL CAPITAL

- Equity, loan proceeds and tuition revenue

HUMAN CAPITAL

- Employees and faculty

NATURAL CAPITAL

- Utilities (water, electricity)
- Operational assets (computers and IT equipment, machinery, stationery, etc.).

SOCIAL AND RELATIONSHIP CAPITAL

- 2,413 Partner centers
- 600 Preparatory course franchises
- 130 partner healthcare providers
- Over 3 thousand employees

YDUQS
 We are an education technology and services group.
 Our mission is to offer quality higher education to people of all socioeconomic levels across their entire adult life course, no matter where they are in the country

INNOVATION ECOSYSTEM
 EngineMe: produces top-level, scalable and modular digital methodology, content, platforms, and products.
 Vida Toda: undergraduate specialization and preparatory courses offered by Damásio, Hardwork Medicina and QConcursos.

- **ESTÁCIO & WYDEN**
Undergraduate and graduate programs, including on-campus, semi on-campus, Live, Flex and DL programs. A portfolio with approximately 280 different programs
- **IDOMED**
Advanced medical education
- **IBMEC**
World-class undergraduate and graduate education
- **QCONCURSOS**
Prep courses for a range of screening/entrance exams (a more affordable, innovative solution)
- **HARDWORK**
Medical school prep course
- **DAMÁSIO**
Prep courses for public and private examinations in the field of Law

LIFELONG EDUCATION → Data-driven academic intelligence and student engagement → Professors as mediators of knowledge, using technology to support student learning

STAKEHOLDERS
 Students, faculty, suppliers, investors, employees, government, communities, partners, and suppliers

OUTPUTS

- ▶ **INTELLECTUAL CAPITAL**
 - Group-wide digital learning platform
 - A new generation that is environmentally aware and planet-conscious
 - Newly developed digital tools and teaching methods

- ▶ **FINANCIAL CAPITAL**
 - Economic value created: over **R\$ 4.1 billion** in value created in 2022

- ▶ **HUMAN CAPITAL**
 - Around **1.2 mi** students of all ethnicities and socioeconomic classes
 - Access to **quality education**
 - Job and income generation across the country
 - 37% turnover**
 - 101,000 people** trained in 2022

- ▶ **NATURAL CAPITAL**
 - Energy efficiency and greenhouse gas offsets**

- ▶ **SOCIAL AND RELATIONSHIP CAPITAL**
 - Nation-wide presence
 - Free service at healthcare providers
 - Free legal counsel
 - Students participate in socio-cultural projects supported by the Yduqs Institute

Ibmec	Wyden	Estácio
77,5%	61,7%	58,4%
81,9%	60,0%	44,3%

■ employability
 ■ improved income

Employability data refers to the year 2021.



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SUSTAINABILITY MANAGEMENT

Our goal is to be the reference organization in managing ESG topics, not only in education, but across the entire corporate universe in Brazil.

Our strategy is based on the United Nations 2030 Agenda, which guides the Sustainable Development Goals (SDG) and the principles of the UN Global Compact and the Ethos Institute. These are guidelines for best practices in topics such as environmental management, human rights, diversity, inclusion, compliance, corporate ethics, social projects, and stakeholder engagement, among others.

In 2022 we took a huge step in incorporating these topics into our strategic goals. In an effort led by the Yduqs ESG Committee (comprised of 25 employees of different areas) we created and disclosed a plan of environmental, social, and governance targets. Along this journey we have embraced the sustainability strategy goals to develop our own ESG Risk Matrix, and prioritized certain risk scenarios.

This strategy is monitored by the Board of Directors and Board of Executive Officers, who are updated on the discussions of the

ESG Committee and targets related to the environment, social, or governance issues. These topics are also discussed by the Audit and Finance Committee (for economic issues), or the People and Governance Committee (for environmental or people issues). [GRI 2-12](#), [GRI 2-17](#)

Of the 24 SDG goals, we started a major in-house effort to map practices and projects, creating a true portfolio to show the market what we are doing along the three pillars: Environmental Sustainability, Community & Diversity, Corporate Governance.

Our goal is to be a national reference in ESG



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ESG MANAGEMENT GOALS

The following chart shows our ESG goals broken down by area of impact, and the Sustainable Development Goals (SDG) associated with each one. Our goals were defined to contribute to the sustainable development agenda, which has indirect economic impact in the context of external references and stakeholder priorities. In the first chapters we show how fulfilling these goals evolved over the course of 2022. [GRI 203-2](#)

YDUQS ESG PILLARS	GOALS FOR THE PILLAR	YEAR OF COMPLETION	RELATED SDGS
Environmental sustainability	Energy: *90% of all energy used from renewable sources	2026	7
	Environmental impact *over 2 million people impacted with environmental education content	2026	12
	Environmental impact: ensure all operations are more than 85% compliant with the Company's environmental requirements	2027	
	Climate change: measure the impact of the company's GHG emissions (Scopes 1, 2, and 3)	2025	13
	Climate change: *Offset all Scope 1 and 2 GHG emissions	2025	
Community and diversity	Climate change: Promote 10 clean energy research projects	2024	
	Social impact: *Reach 5 million people impacted by our community services and the social projects of teaching and partner units	2027	3
	Social impact: *Reach 500,000 quality graduates emerging from our teaching institutions	2027	4
	Social impact: *Educate 120,000 students on ESG content at our teaching institutions	2025	
	Social impact: *Increase job opportunities by 10% p.a.	2025	
	Social impact: *Have 657 distance learning centers in cities with a population of 10,000 to 30,000	2025	8
	Social impact: Train 150,000 people in business and entrepreneurial skills, fostering entrepreneurship in Brazil.	2025	
	Social impact: *60,000 people registered in the Affiliated Platform, fostering incremental revenue for users	2027	8
	Health & safety: * Over 85% of all employees trained in health and safety	2025	3
	Diversity: over 40% senior management positions held by women	2025	5
	Diversity: increase the number of Black and Brown faculty by 3 p.p.	2025	
	Diversity: increase the number of Black and Brown people in senior leadership positions by 5 p.p.	2025	
	Diversity: train the company's entire senior leadership in the content of the Corporate University diversity program	2023	
Diversity: reduce employee dissatisfaction with embarrassment by 50% in our NPS	2023	10	
Diversity: increase LGBTQIA+ staff by 3 p.p.	2025		
Governance	Governance: embed ESG targets in the variable compensation policies for all senior executives (BoD and Executive Board)	2023	16
	Governance: participate in the Bovespa Corporate Sustainability Index (ISE)	2023/2024	8
	Governance: participate in the Bovespa Carbon Efficiency Index (ICO ²)	2022/2023	
	Diversity: Have at least 33% women, people of color, and LGBTQIA+ representatives on the Board of Directors	2026	10

*: Target reviewed between 2022 and 2023. [Click here to learn more about the details and progress of our goals.](#)



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SENIOR LEADERSHIP COMMITMENT

At Yduqs, commitment to the sustainability strategy starts at the highest levels of management, and is reflected in our corporate performance goals. As of 2023, all Yduqs senior leaders (to the Director level) will have ESG performance goals. The impact is even greater when we consider cascading these to our teams. Right now, 43% of eligible employees already have ESG goals on their dashboard. ESG is 7% of the total weight of the Company's performance goals.

Yduqs leaders have corporate ESG goals they must meet

2023 ESG FORUM

Our ESG goals were revealed to society in June 2022, as a leading attraction of the Company's first ESG Forum. This was a fully online event that included leaders, employees, and members of diversity groups who shared the stories of real people impacted by our activities.

The main Yduqs initiative in ESG were debated, in particular measures to reduce Greenhouse Gas Emissions, increased employability among low-income students, and increased diversity in our staff of leaders and managers.

Click here to watch the entire 2022 ESG Forum. [Click here to watch the entire 2022 ESG Forum.](#)

The 2023 Forum will address student journeys from the moment they enter the world of higher education to their full development as professionals. ESG challenges and proposed solutions will be discussed during the event. Presentations will include topics such as public policy, digital transformation, and the world of work in the 21st Century.



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CORPORATE COMMUNICATION

GRI 3-3: Transparency and stakeholder engagement

The Yduqs Corporate Communication department manages Yduqs' reputation and public image, and coordinates employee communication. This area is split into three fronts: Internal Communication, Press Relations, and Branding & Corporate Projects

Internal Communications (IC) made major progress, creating channels and training employees in how to interact in social media and professional recruiting sites. Overall employee satisfaction with our IC channels, as measured by the Net Promoter Score (NPS), was 11 percentage points higher than in 2021.

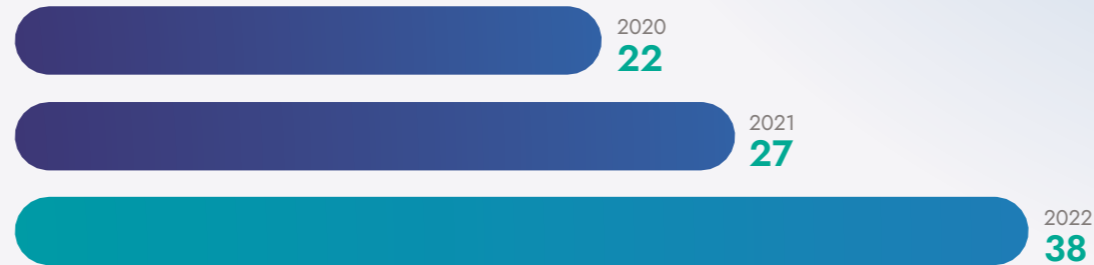
Among the in-house channels created we highlight Connection with You [Conexão com Você], an initiative of a group of people that focuses primarily on reinforcing organizational topics, and values the diverse talents in our organization. Strategic and business alignment topics were addressed in the newsletter Conexão Yduqs, which was reformulated.

Leaders were also assigned new initiatives and actions. Under the brand Connection with Management [Conexão com Gestores] we created communication channels and processes with our leaders, sharing content and critical themes, and ensuring corporate alignment and the development of this audience.

The Corporate Communication Department also designed and supported initiatives for the Teaching, Marketing & Sales, and People teams, among others, producing "lives" and hybrid events broadcast across the country to engage employees.

All the LinkedIn pages of our teaching institutions had above average engagement in the education sector. LinkedIn is the world's largest professional social network. In particular Estácio (the IHL with the 2nd largest number of followers - over 1 million in 2022), and the Yduqs company page, with a record average engagement of 18.5%. The Branding & Corporate Projects area has increasingly explored valuable content for faculty, employees, students, and society.

EMPLOYEE SATISFACTION WITH IC INITIATIVES (NPS SURVEY)



+11
POINTS
Internal Communication
IC Satisfaction Survey

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Our Glassdoor score, which is based on spontaneous employee scores of their experience within the organization, increased from 3.6 to 3.8 (five points).

We are developing a solid relationship with the press to create value for the Yduqs brands and increasing awareness of our social and academic contribution.

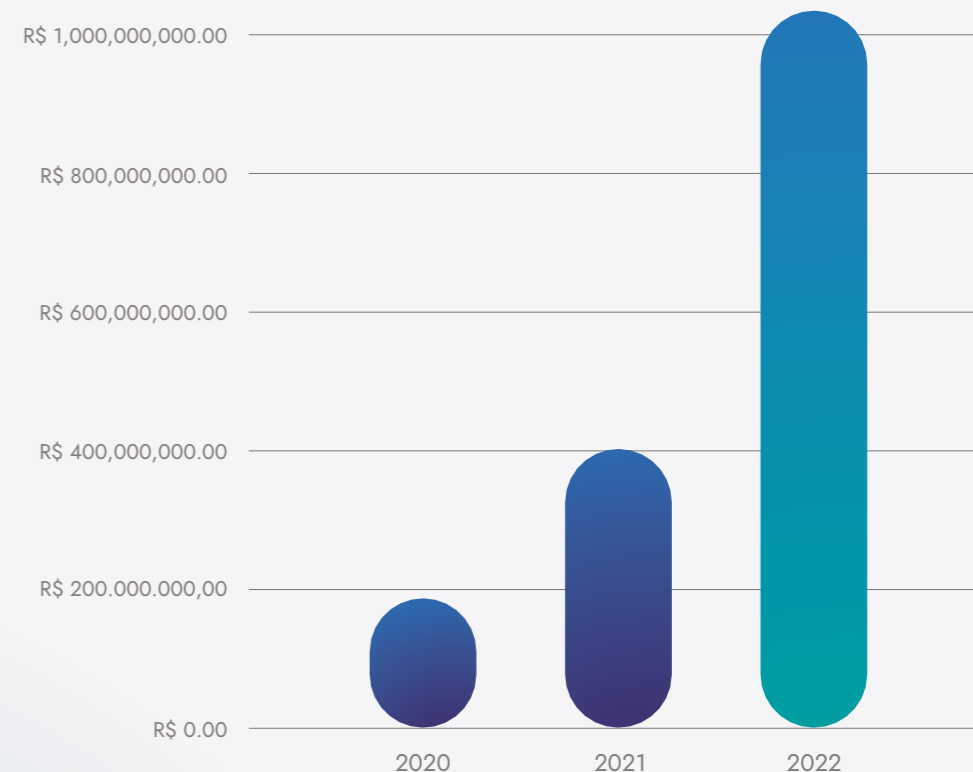
Estácio and Wyden were able to make this contribution tangible in the form of free services, access to education, and employability. Ibmecc and Damásio faculty members are often called on by the media as sources of information. Indomed provided experts to discuss relevant healthcare topics, and presented social impact initiatives.

The Press Relations area also helped leverage stakeholder engagement and involvement. Employability, social responsibility, and Blacks-only trainee programs are examples of how media exposure can contribute to success.

OUR MEDIA STRENGTH

The main topics addressed in our 2022 press relations include:

- Quality of education;
- Infrastructure;
- New courses and campuses;
- Funding activities;
- Teaching approaches and methodology;
- Educational technology;
- Digital education (pioneering, democratized teaching, innovation);
- Medicine (tradition, technology, and innovation);
- Theory and practice together;
- Employability;
- Social responsibility, diversity and inclusion, community services.



Over **R\$ 1 billion media valuation** in 2022; over **R\$ 400 million more than the target**

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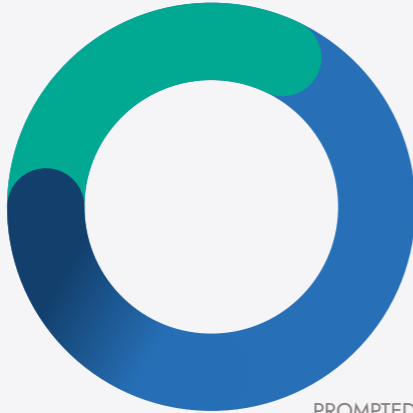
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YDUQS AND ITS BRANDS - MOTIVATION

SPONTANEOUS
10,976 (32.24%)



PROMPTED
23,064 (67.76%)

Some **34,000 publications** in close to 5,000 vehicles

On average, **92 news items** on Yduqs are published each day

YDUQS AND ITS BRANDS - FEELING

NEGATIVE
2,791 (5.88%)

NEUTRAL
3,881 (8.18%)



POSITIVE
40,778 (85.94%)

Over **85% of these** had a positive repercussion



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GOVERNMENT RELATIONS

GRI 3-3: Government and regulator relations/advocacy

Government Relations is, as the name implies, responsible for government relationships and for coordinating relationship management actions and strategies with politicians, government agencies, and the various institutions and agencies that represent the education industry.

This area is also responsible for measures to defend the interests of Yduqs, for risk management, for monitoring the legislature and associated decision-making processes, and for the company's involvement in the political agenda. It also supports institutional events and agendas, and in education advocacy measures.

This area and its activities help maintain an important relationship network that will influence public policy and government decisions, as per Decree 10,899 of December 9, 2021.

In 2022 we updated our Government and Institutional Relations Policy to comply with applicable laws and our internal controls. Our relationship with government agencies has been strengthened and we have expanded our advocacy, with involvement in the technical groups of entities that represent education and government.

This allowed Yduqs to contribute to the debate and help formulate public policies in areas such as medicine, higher education regulations, extension and continued education, university degrees, academic archives, public student loan programs (Fies), and access to education (ProUni).

In 2022 we participated in the 1st Technical Journey in Medical Education led by the Department of Higher Education and the Ministry of Education, with the involvement of CONAE, the National Education Federation.

We are also members of the UN Global Compact and the Ethos Institute, and are represented in the following industry associations:

In 2022 we strengthened our relationships with government agencies



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- **Associação Nacional das Universidades Particulares [National Association of Private Universities] (Anup)**
- **Associação Brasileira para o Desenvolvimento da Educação Superior [Brazilian Association for the Development of Higher Education] (Abraes)**
- **Associação Brasileira de Mantenedoras de Ensino Superior [Brazilian Association of Higher Education Maintainers] (Abmes)**
- **Conselho de Reitores das Universidades Brasileiras [Board of Brazilian University Deans] (Crub)**
- **Fórum das Entidades Representativas do Ensino Superior Particular [Forum of Entities Representing Private Higher Education]**
- **Sindicato das Entidades Mantenedoras de Estabelecimentos de Ensino Superior do Estado do Rio de Janeiro [State of Rio de Janeiro Union of Higher Education Maintainers] (Semerj)**
- **Sindicato das Entidades Mantenedoras de Estabelecimentos de Ensino Superior do Estado de São Paulo [State of São Paulo Union of Higher Education Maintainers] (Semerj)**
- **Rede Brasileira de Certificação, Inovação e Pesquisa [Brazilian Network of Certification, Innovation, and Research] (RBCIP)**

Because of our government relations initiatives and efforts, Yduqs' management received the Tiradentes Medal from Alerj, the State of Rio de Janeiro legislature. This medal is given to individuals and entities that provide relevant public services in the state of Rio de Janeiro.

Via our government relations we have a positive impact on the effective resolution of government authority decision-making processes. This avoided risks and improved internal governance in a period of unstable management at the Ministry of Education, and in the midst of presidential elections.

The area successfully resolved 148 of 221 demands on a range of topics.

Most of the highlights were in medical residency and monitoring medical courses. Others include accreditation of the Estácio de Goiás and Ji-Paraná university centers, authorization to increase the number of positions available in regulated courses, approval of deadline extensions in Fies and Prouni agreements, getting removed from the default list of the National Civil Aviation Agency to allow it to participate in Prouni, and progress in processes to make the Unesa campuses in São João do Meriti, Duque de Caxias, Queimados, and Volta Redonda independent.

We also supported the OAB Recomenda Seal awarded to Ibmecc São Paulo, and used our government relations area to invite authorities to lecture at internal Yduqs events.

148

DEMANDS made to the area were successfully completed



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CAPITALS

-  Intellectual
-  Financial

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GOVERNANCE & ECONOMIC DIMENSION

Corporate governance supports all Yduqs social, environmental, and financial advances. Our commitment to this area includes excellence in management, corporate integrity, and ethical and legal compliance to democratize access to education.

We joined the B3 Novo Mercado in 2008, putting us among the traded companies with the highest corporate governance levels in the country. Since then we continuously improve our organizational practices, as per the recommendations of the IBGC, the Brazilian Corporate Governance Institute.

Our Corporate Policies and Internal Bylaws are regularly updated and are available on the Yduqs site in the “Bylaws, Policies, and Regulations” tab. Our Corporate Policies and Internal Bylaws are regularly updated and are available on the Yduqs site in the [“Bylaws, Policies, and Regulations”](#) tab. We transparently disclose guidelines on topics such as risk management, compensation, data safety, the appointment of senior leaders, and other topics.

An updated Notice on Corporate Governance is also available on this [website](#), showing our compliance with IBGC principles and practices.

Our policies and charters are available to the public



Executive Board – Left to right: Marcel Desco, Aroldo Alves, Eduardo Parente, Silvio Pessanha, Marina Fontoura, Rossano Marques, and Cláudia Romano.

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COMPLIANCE

GRI 3-3: Ethics, Integrity and Compliance, 2-23, 2-24 2-25, 2-26

The Compliance area serves the entire company, with measures to prevent, detect, and correct ethical deviations and possible breaches of internal policies, agreements, and laws. Compliance is a permanent program to constantly strengthen our ethical culture, reinforcing transparency and integrity in our management.

Employee adherence to the compliance training agenda and to the terms of our Code of Ethics and Business Conduct and Anti-Corruption Code (required for all employees) is monitored.

Training on the Code of Conduct and Ethics and the Anti-corruption Code is provided to all employees. The Board of Directors is informed of any review and/or update of our Codes and other internal policies, and is responsible for approving all new wording.

Our annual target is to train at least 80% of our operating staff and all managers. In 2022 we trained 75% of all employees and 93% of managers.

We also monitor the effectiveness of the disciplinary measures taken with reports on access and cases reported to the Confidential Hotline. These are reported to the Oversight Board on a quarterly basis.

No negative impact was identified in 2022 for any of the material topics (including “Ethics, Integrity & Compliance”). Potential negative impact becomes the object of a mitigation-focused action plan within the ESG risk management project.

All our in-house and external stakeholders have free access to the Confidential Hotline they can use to report violations of the Code of Ethics and Conduct, and any breach of laws or policies, including deviant behavior, conflicts of interest, and fraud.

COMPLIANCE PROGRAM TOOLS

Code of Ethics & Business Conduct	Guides the relationship between the Company and its audiences, based on the principles of ethics, integrity, and transparency. Click here to view the Code
Anti-Corruption Code	Sets the guidelines to be followed by all employees as they relate to government agents and private partners. Click here to see the document
Confidential Hotline	The Confidential Hotline is the suggested means for employees, suppliers, partners, and third parties to report breaches in the Code of Ethics and Conduct and Anti-Corruption Code (read more under Confidential Hotline)
Conduct Committee	This committee analyzes specific situations reported to the Confidential Hotline and decides whether or not to open an administrative inquiry. It is made up of members of the Company’s key areas
Ethics Committee	This committee issues opinions on enforcing disciplinary, corrective, and preventive measures at Yduqs based on reports made to the Confidential Hotline. It is comprised of members of the Company’s senior leadership.

We have a Conduct Committee and an Ethics Committee



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CONFIDENTIAL HOTLINE

Reports are submitted anonymously and are received by an independent company specialized in this area, and forwarded to Yduqs with full confidentiality. Reports will be analyzed by the Compliance team working with the Code of Ethics and Conduct Committee in relevant cases, as per the span of authority of each collegiate.

Phone: 0800 770 0782, Monday through Friday, from 9:00 am to 5:00 pm

Web: <https://www.canalconfidencial.com.br/yduqs/>

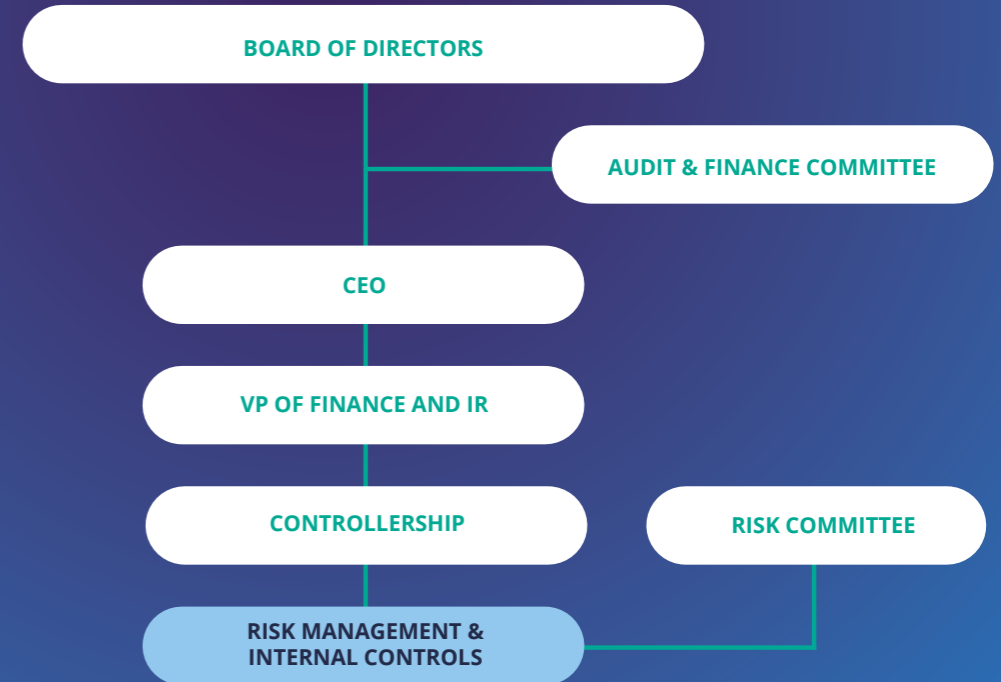
RISK MANAGEMENT

Our risk management abides by the Corporate Risk Management policies and guidelines approved by the BoD in 2020, and updated in 2022. This policy defines the principles, guidelines, roles and responsibilities to be followed in managing corporate risks, enabling suitable identification, assessment, handling, monitoring, and communication of the risks associated with our activities.

Our risk management is aligned and consistent with our Strategic Plan, and seeks to anticipate economic, financial, regulatory, reputational, compliance, and operating risks that could impact our strategic goals. Our strategic goals and appetite for risk are defined by Senior Management, and form our management pillars and guidelines.

The risk management structure includes the Board of Directors, the Audit and Finance Committee, Senior Managers, the Risk Committee, Control, Risk management and Internal Controls, and internal Auditing.

The areas of business are represented by the Cause Owners and focal points. We also have a Risk Committee that monitors our risk appetite and assesses Company exposure to risks in general, monitoring management indicators and guiding senior leaders in decisions involving the risks monitored.



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RISK MANAGEMENT

Our focus on the topic is based on, but not limited to the internationally renowned COSO framework. The framework has a total of 6 (six) steps.



- 1 Identify:**
 Identify the risk factors and their implications in the strategic goals;
- 2 Classify:**
 classify (cluster) factors identified as Risks or Causes;
- 3 Assess:**
 the process to determine the likelihood and impact of each Risk, based on the risk metrics and response.
- 4 Address:**
 define how each risk is to be handled, based on its assessment;
- 5 Test:**
 test the effectiveness of the routines listed by the business areas, with the support of Internal Controls and Internal Auditing;
- 6 Monitor:**
 continuous checking and oversight to identify changes in scenario and the required goals and responses, possibly identifying new risks and causes.

Our Corporate University provides the required training to keep our team constantly trained to identify, assess, control, monitor, mitigate, and communicate risks. We also have an area dedicated to risk management and use RSA Archer GRC software.

Finally, our last self-assessment against IBGC metrics in 2022 classified our risk management process as “Consolidated”.

Our risk management process can be summarized as a six-step cycle.

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DATA PRIVACY AND SECURITY

GRI 3-3: Data privacy and security, SASB SV-ED-230a.1

Cyber security and personal data privacy are strategic topics for Yduqs, and seek to protect the rights of all who entrust their data to us, keeping it from being used improperly.

Addressing this topic includes mapping data processing systems and controls, implementing a system to prevent data loss (DLP), and creating secure procedures to share and access the database.

To avoid any negative impact we have taken out insurance against cyber attacks and incidents, and have a service channel for data owners.

In line with the General Data Protection Regulation (GDPR), we created a Privacy Committee and two Privacy Policies (one for the in-house audience and one for our remaining audiences). We also now have a Data Protection Officer (DPO) that ensures Yduqs complies with all legal requirements.

In this area, the targets are to complete the risk map, and assess the risks and controls for the 570 data handling processes identified. Other targets are to implement a leak prevention tool for the more critical processes, structuring and implementing a continuous communication plan, and a system to continuously assess suppliers in terms of data protection.

The approach revealed no impact regarding this topic. Another potential negative impact of our ESG risk matrix is exposure of employee, faculty, and student personal and/or sensitive data, inappropriate database use, and the growing legal and regulatory premises on the internal controls required to fight corruption. No actual negative impacts or actual or potential positive impacts were identified.

To guide our own activities, we have three data processing policies that apply to each team: our Internal Privacy Policy, the Privacy Incident Management Policy, and the Data Retention and Disposal Policy.



We monitor some 570 processes involving data.

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OUR MANAGEMENT

GRI 2-9

Our governance structure complies with the requirements of the B3 Novo Mercado and best practices for traded companies. We have a Board of Directors that includes independent members, and an Executive Board made up of experts with proven experience in education, business management, and other topics, all advised by an independent Oversight Board.

Our governance structure follows industry best practices.



Board of Directors

The BoD instructs our business guidelines, oversees the executive officers, and approves strategic planning, the budget, and any other internal codes and policies.

Made up of at least five and no more than nine members, 20% of whom must be independent members.



Executive Board

Coordinates and instructs Yduqs management, including business planning, advances in teaching models, and investor relations, among other themes.

Made up of the CEO, the CFO, the Director of Investor Relations, the Teaching Director, a Digital Education Director, and other directors with no specific responsibility, up to a limit of eight members.



Oversight Board

An independent and non-permanent agency that oversees the activities of the Executive Board, the financial statements, and related documents.

Made up of at least three and no more than five members and their alternates.

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Three permanent committees advise senior leadership bodies on specific themes. Each committee is made up of three members and coordinated by a member of the Board of Directors.

People & Governance Committee



Discussions of issues connected to people

Audit & Finance Committee



Monitors auditing services and advises company leaders on financial management

Academic Committee



Discusses proposed changes and improvements in academic management

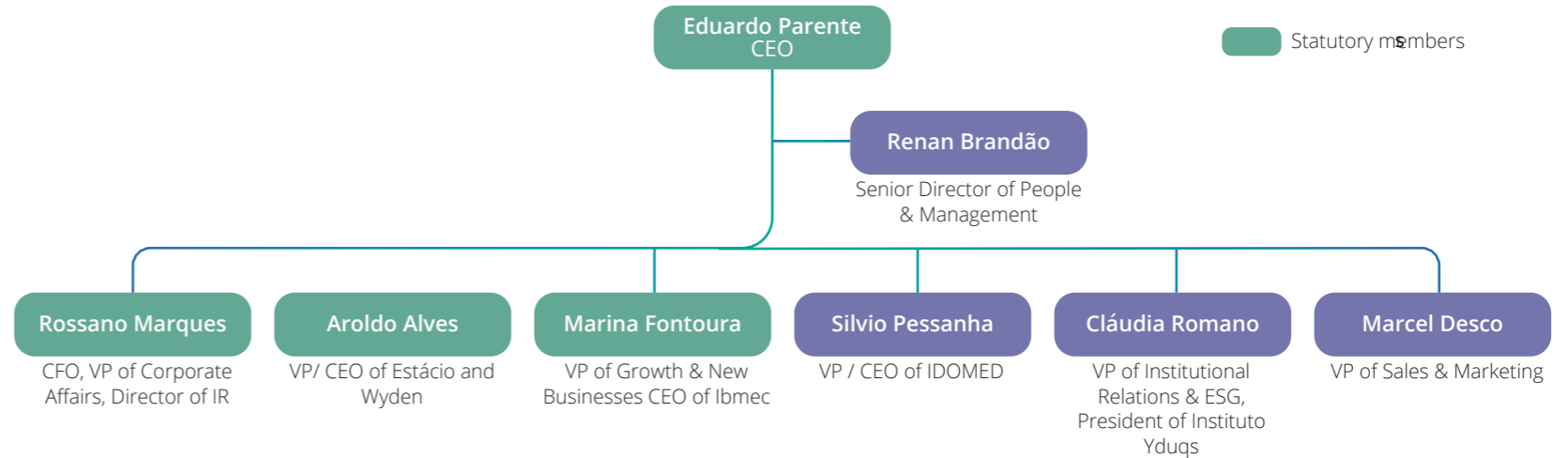
Our [Investor Relations](#) site lists our government bodies, their responsibilities, procedures for appointment and to resolve conflicts of interest, terms, and other related information. **GRI 2-10, 2-11, 2-15**

When we reorganized our Business Units (read more in About Yduqs), we also reorganized our Executive Board. When we reorganized our Business Units (read more in About

Yduqs), we also reorganized our Executive Board. After leading our Medicine operations for 16 years, Silvio Pessanha was appointed VP and CEO of Indomed. A New VP area - Estácio/Wyden, led by Aroldo Alves, and the Senior People and Management Department reporting directly to the CEO.

NEW STRUCTURE OF THE EXECUTIVE BOARD

Below is the updated configuration:



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FINANCIAL PERFORMANCE

2022 was marked by a return to more predictable financial and operating scenarios, after two years heavily impacted by the Covid-19 pandemic. Our competitive advantages, supported by a diversified portfolio and solid cash management, allow Yduqs to achieve significant results in the period.

We have been able to stay on our growth trajectory in recent years, supported by the resilience of the Premium segment and advances in average ticket of veteran Digital students; In 2022 these business units accounted for 54% of our revenue and 72% of our EBITDA.

Our on-campus education dropped compared to 2021, doubtless the result of the macroeconomic situation. Higher turnover and a smaller average ticket in undergraduate studies partially offset this result, as did the contribution of semi-on-campus studies, which increased almost 50%.

Once again our operating cash flow and cash conversion were business highlights. The strategy focuses on maintaining margins and average tickets which, along with the constant supply of new courses and ways to access IHL, have placed Yduqs in a favorable position to capture opportunities in 2023.

In 2022 we invested some R\$ 180 million in technology, 23.1% more than in 2021. Our technology investment policy continues to be a priority and enhances our competitive edge, offering increasingly innovative and up-to-date digital education services.

After the pandemic years we are now experiencing a more predictable scenario.

INDIRECT ECONOMIC IMPACTS GRI 203-2

We are aware of the positive economic impact of our companies. Scholarships, discounts, and investment in educational quality and technology have expanded the supply of higher education to segments of the population that might not have had access to it in the past.

Our IHL graduate qualified people. Over the years this will be reflected in the ability of graduates to generate more income and improve their quality of life. Our Digital Education contributes to this, and also to stimulating the local economies of locations where our DL hubs are installed.

The existence of digital courses at various hubs facilitates access to people with limited availability to go to on-campus courses, or who might not even be able to afford travel costs. Opening a new unit or hub stimulates local economies, creates jobs, and stimulates merchants and service agents in the surrounding community.

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PERFORMANCE HIGHLIGHTS - 2022

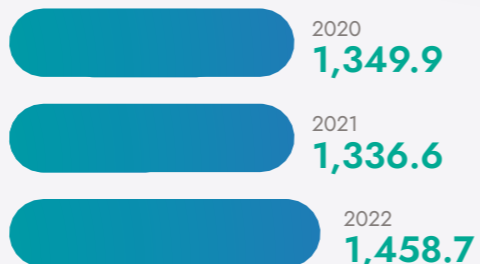
Adjusted net revenue (R\$ million)



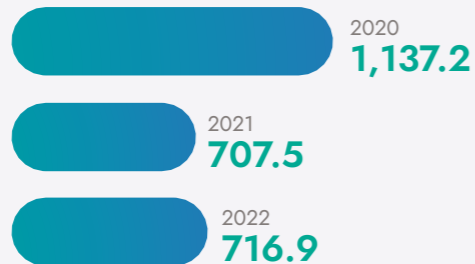
EBITDA Margin (%)



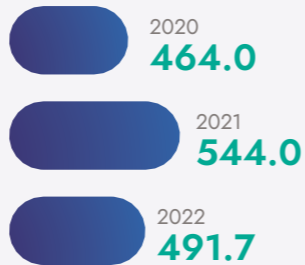
EBITDA (R\$ million)



Operating cash flow (R\$ million)



Capital expenditure (CAPEX, R\$ million)



DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED GRI 201-1

Economic value generated (R\$ thousand)



ECONOMIC VALUE DISTRIBUTED (R\$ THOUSAND) ¹

DISTRIBUTED	2020	2021	2022
Operating costs	1,264,457	1,441,621	1,572,130
Employee salaries and benefits	1,149,894	1,316,685	1,267,444
Payments to providers of capital	634,511	716,456	936,567
Payments to government	324,942	405,995	413,541
Total	3,373,804	3,880,757	4,189,682

1: There is no "Community investments" line as in the past three years this amount was R\$ 0.00



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ECONOMIC VALUE RETAINED* (R\$ THOUSAND)

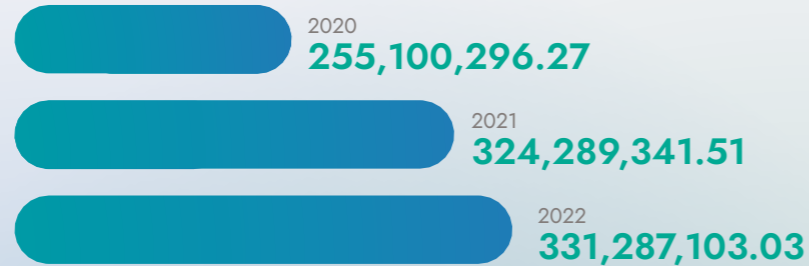
2020	2021	2022
98,181	158,171	- 55,444

* "Direct economic value generated" less "Economic value distributed"

FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT ¹ GRI 201-4

Total monetary value of financial support received from any government (R\$)

Tax benefits and credits



1: The only amounts received are those regarding tax benefits and credits. Information for Brazil only. No government owns any stock in Yduqs.



ALTERNATIVE REVENUE

In Alternative Revenue Yduqs seeks to capture additional revenue by leasing space at Yduqs facilities for food, parking, and other services.

By late 2022 there were 371 such spaces available, 300 of which were occupied, an occupancy rate of 81%. We continue expanding our business with new projects and proposals, looking at new opportunities to further enhance operations.

Our most profitable campus is the Estácio Unit in Maracanã (RJ). There are 15 occupied spaces offering different products and services for students and the surrounding community, bringing in some R\$ 558,000 annually.

In September 2022 the Alternative Revenue area was assigned to the VP of Government Relations, Communication, and Sustainability. This will enable further leveraging the potential for creating new businesses, with mature relationships articulated by Strategic Partnerships, and the strategic plan to implement projects for Media, Clinical, and Naming Rights revenue.

The goal for 2023 is a 42% increase in revenue compared to 2022, a R\$ 12.86 million challenge.

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CAPITALS

-  Manufactured
-  Social and relationship
-  Intellectual

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EDUCATION DIMENSION

GRI 3-3: High-quality, affordable education; Innovation and technology

At Yduqs, providing high-quality, affordable education to our students is our number one priority. Guided by our Mission, we continued to leverage technology extensively in 2022 to enhance our students' learning experience and support them throughout their educational journey and beyond.

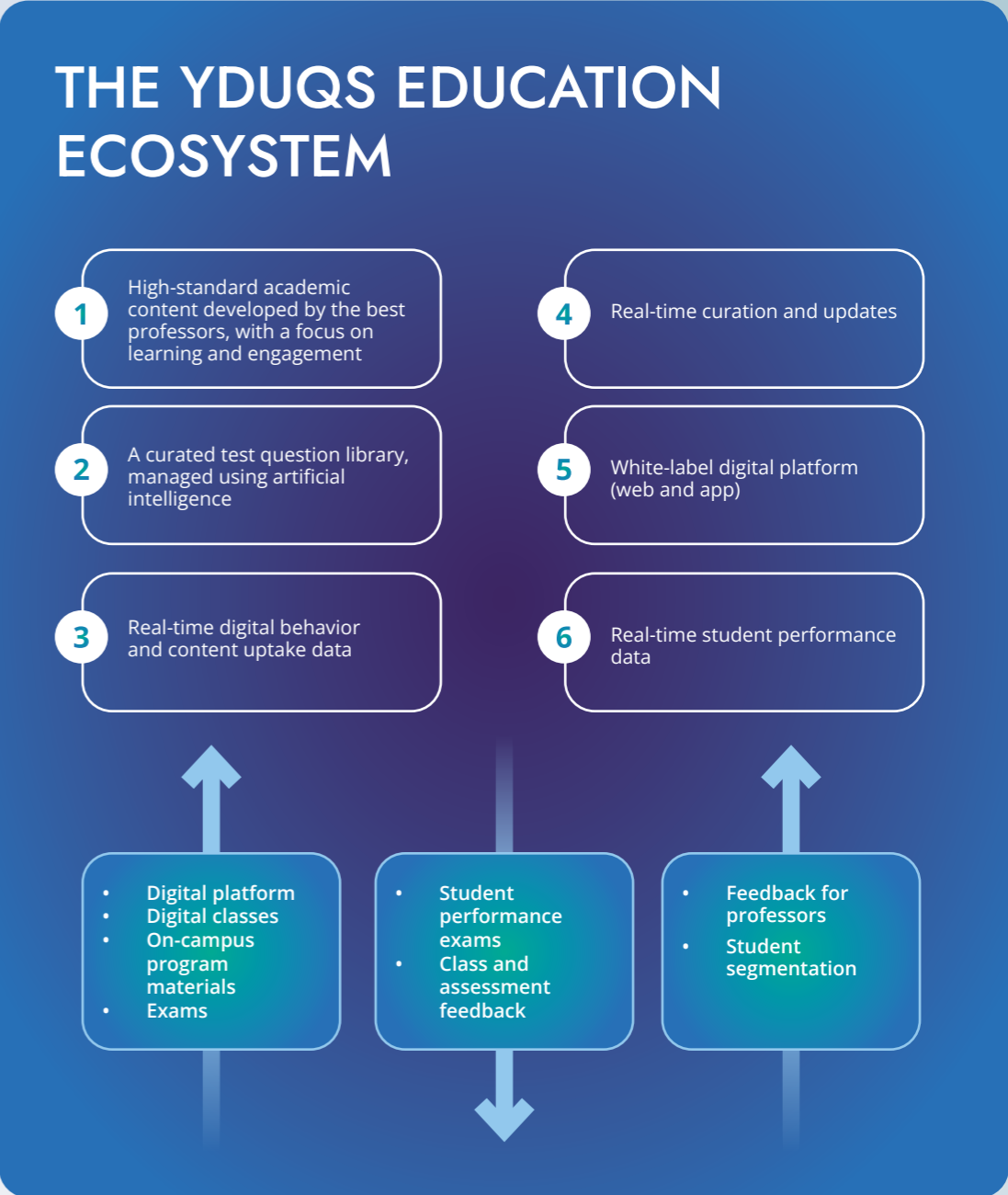
Our 1,194.9 thousand students benefited from improvements in our teaching models, new customer service and communication tools, and infrastructure improvements at our campuses in 2022. We are also expanding our reach, and we currently serve one in every three Brazilian municipalities.

These and other improvements were reflected in our strong retention rates across all business units in the year, as well as strong performance in student satisfaction surveys and academic evaluations of our programs.

No impacts related to this topic were deemed critical. One potential negative impact identified in our ESG risk matrix is the lack of education initiatives and programs under development in environmental studies, which could impact up to 2 million people. We did not identify any actual negative impacts or actual or potential positive impacts.

In addition, we identified no actual or potential, positive or negative impacts in the ESG risk matrix related to "Innovation and Technology."

Nearly 1.2 million students benefited from improvements in our teaching models



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Innovation and technology figures for 2022

800,000+
students
Impacted by digital products

5,000+
faculty members
Impacted by digital products

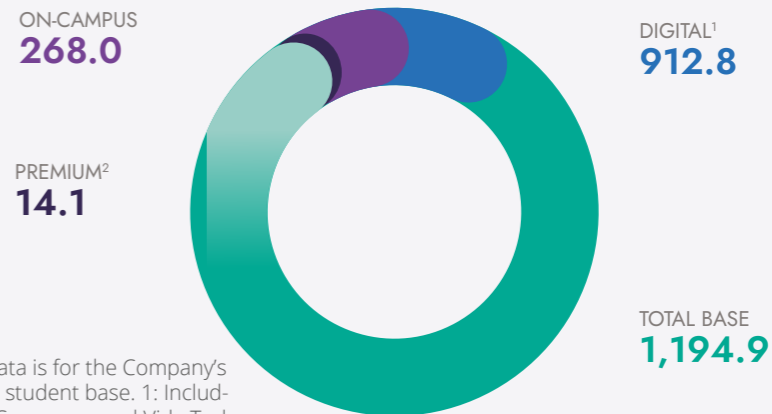
2,000+ DIGITAL CONTENT
produced or updated

28 PROJECTS
with startups

10 NEW DIGITAL
or academic products launched

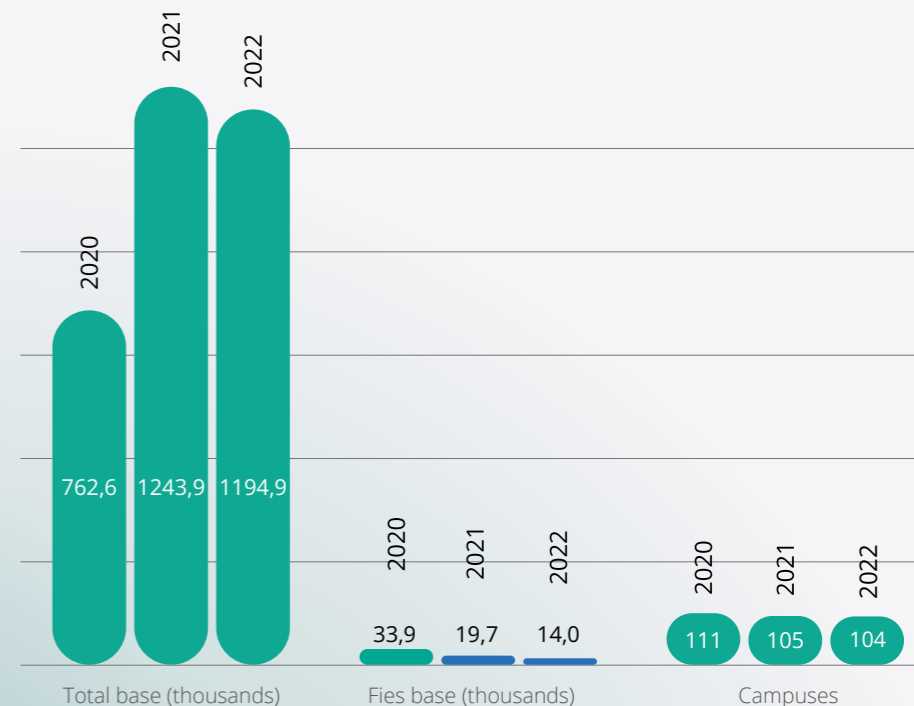
We invested close to R\$ 180 million in technology in 2022

TOTAL STUDENT BASE - 2022 (THOUSAND)



The data is for the Company's entire student base. 1: Including QConcursos and Vida Toda. 2: IDOMED + Ibmec.

CHANGES IN STUDENT BASE (2020-2022)¹



1: The data is for the Company's entire student base.

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REGULATION, ASSESSMENT AND ENADE

Our Regulatory, Assessment and ENADE department works to ensure compliance and excellence across Yduqs higher learning institutions and programs, thus strengthening the reputation of each of our Institutions.

This department also manages regulatory and assessment processes at the regulatory agency. This ensures that Yduqs programs and HEIs maintain their accreditation with the Brazilian Ministry of Education (MEC).

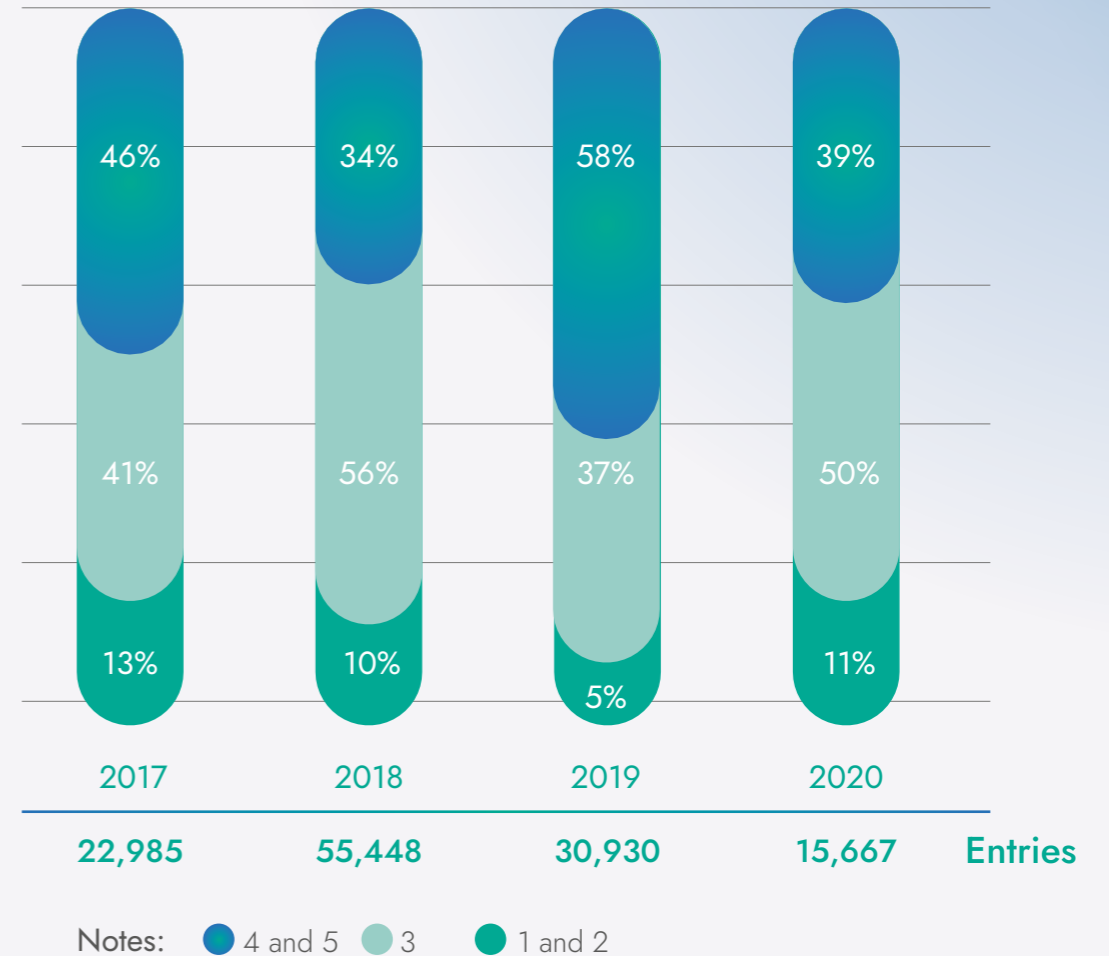
Our programs and institutions have shown significant growth and increasing maturity as evidenced by our performance in on-campus regulatory assessments. In 2022, all of the higher education institutions that were assessed by the MEC throughout Brazil received satisfactory scores of 3 or higher on a scale of 1 to 5, with approximately 90% receiving scores of 4 and 5 (excellent).

We also performed strongly in the 2021 edition of the National Student Performance Exam (ENADE), released by the National Institute for Educational Studies and Research (INEP) in September 2022. Our on-campus programs showed particularly good progress, with an 11 percentage-point increase in programs with scores of 3/4/5.

In the Digital segment, our programs came second place in the sector ranking, despite being the only fully online distance learning model. And among our Premium programs, around 80% received a score of 5, and none received a score below 4.

We performed strongly in the most recent edition of (ENADE) assessment

PERFORMANCE IN PREVIOUS EDITIONS



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ON-CAMPUS


Our On-campus segment ended the year with 268.000 students, a reduction of 3.4% compared to 2021. This reflects a 4.2% decrease in our total graduate student base amid challenging macroeconomic conditions.

On the upside, we reported strong growth of 46.7% in the Semi On-Campus segment, which combines digital with on-campus learning and has rapidly grown its share of revenue. Combined with a sustained renewal rate of 84% in 2022, this growth made a substantial contribution to our overall student base, partly offsetting the reduction in undergraduate students.

Our Semi On-Campus student base grew substantially in the year

TOTAL ON-CAMPUS STUDENT BASE – 2022

268,000 total

 **265,100 UNDERGRADUATE**
(30,900 semi on-campus)

 **2,900 GRADUATE PROGRAMS**

Our graduate segment (master's, doctoral and postdoctoral) posted a significant increase in enrollments, jumping from about 700 students in 2021 to about 3,000 students at year-end.

The year was also marked by a full return to on-campus classes. We invested approximately R\$ 100 million in infrastructure to better accommodate students; older facilities with low occupancy rates were closed, and students were re-accommodated in newer facilities.

AURA CAMPUS 5.0

In 2022 we created a new campus model, called Campus 5.0, designed to enhance the practical experience for On-Campus students: . The new model combines classrooms and laboratories featuring simulators, testing tools, and other digital resources that enhance learning anytime and anywhere.

The new facilities include classrooms with maker labs that cater to the needs of students who are immersed in digital culture and continuous learning to improve employability.

Simulators and virtual labs create a new class experience where students can securely test what they have learned in class in real time.



The downward trend in students enrolled via the Higher Education Fund (FIES) continued.

It is important to note, however, that most students benefit from some form of scholarship, grant and/or discount program provided by either Yduqs or the government (such as PROUNI).

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SANTANDER PROGRAM

Students are offered a range of scholarships through a partnership between Yduqs and Santander Bank. The *Superamos Juntos* grant program, for example, provides a lump-sum grant of R\$ 300 for the student and R\$ 3,700 for the affiliated university.

1,450

STUDENTS ENROLLED IN 2022
(Estácio + Wyden)

59 STUDENTS SELECTED

Undergraduate students can receive monthly allowances of R\$ 300 over a period of 12 months for use toward out-of-pocket expenses such as meals, commuting, materials, etc.

594

STUDENTS ENROLLED IN 2022
(Estácio + Wyden)

85 STUDENTS SELECTED

CONTINUING EDUCATION FOR PROFESSORS

Each year, our Faculty Relations department organizes a training program to develop our on-campus professors. There are currently three main areas of focus: Teaching Innovation (aimed at improving the teaching model), Digital Innovation (digital skills), and Active Methodologies (learning aids).

In 2022, over 22,000 faculty members attended training sessions on topics such as class management, gamification, student experience, and the use of virtual laboratories, as well as onboarding for new teachers. Notably, our Aura Journey sessions on the Microsoft Teams platform had a participation rate of 89% among faculty.

This high attendance rate has had a positive impact on our teaching model and equipped our teachers with new tools and learning environments. In addition, it provides students with a highly immersive learning experience through high-value interactions with the academic community.



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DIGITAL

The Digital Education student base, which includes *Vida Toda*, ended 2022 with a 4.3% reduction compared to the previous year, at 912,800 students. The undergraduate student base remained relatively unchanged, mainly reflecting a reduction of 11.9% in student acquisition due to the challenging macroeconomic conditions, especially in our primary geographies, and a higher number of students graduating compared to 2021.

On the upside, strong renewals (+8%) among students enrolled in even cycles (April and October) helped to maintain a constant undergraduate student pipeline.

TOTAL DIGITAL STUDENT BASE – 2022

912,800 TOTAL

 **429,800**
UNDERGRADUATE

 **483,000**
LIFELONG
(449,000 = QConcursos)

At our digital learning centers, we have introduced an artificial intelligence-driven algorithmic model to assess the maturity and performance of each site. We have also improved the allocation of tutors without compromising teaching quality, and enhanced student engagement through social platforms such as Instagram.

To accelerate the development of newly established centers, we created a *Polos Amigos* (“Friendly Centers”) program with initiatives to enhance experience sharing. In addition to operational support, the program fosters a sense of community and belonging in the Yduqs network.

ESTÁCIO AO VIVO

Estácio Ao Vivo, a major online learning innovation introduced in 2022, offers students the possibility of attending streamed real-time classes. Launched as a pilot in the third quarter of the year, the new model enhances interaction and quality of engagement between professors and students.

In over 40 campuses, we built a physical space specifically for conducting classes with innovative AI-driven tools that enhance the experience, making it closely resemble a real-world classroom.

Estácio Ao Vivo was first introduced in programs such as Business Administration, Systems Analysis and Development, Commercial Management, Human Resources Management, Financial Management, and Information Systems. Students can now interact with colleagues from all over Brazil, expanding their networking repertoire country-wide and helping them in their careers and in developing digital skills.

Estácio Ao Vivo was a major innovation in digital learning



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QCONCURSOS

In 2021 Yduqs acquired an equity interest in QConcursos, an edtech platform offering preparatory courses, then with over 7 million active users. Now integrated into our *Vida Toda* platform (providing digital specialization, graduate and prep courses), the edtech's offering reached approximately 449,000 customers in 2022.

The newly formed edtech platform includes QConcursos; CursosLivres (offering courses focused on connecting students to the job market); and Estude Prisma (a free entrance exam prep program (read more in *Social Dimension*)).

Based on the philosophy that everyone has the right to education (with only 10% of the user base consisting of paying users), we provide high-quality tools and organized content free of charge, including test questions, tests, video lessons, study guides, and much more.

QConcursos holds great potential to expand our presence in the edtech market. Among the partnerships we launched in 2022 was a pilot program, called Singular, which offers content at various levels for training through live sessions, virtual classes, and other activities.

Our goals for 2023 include growing our share in the more traditional exam preparation market and increasing our focus on non-regulated education markets to create new businesses.

PREMIUM

The Premium segment ended 2022 with a solid performance, commanding a total student base of 14,100 students (a 12.3% increase from 2021). Medicine showed strong growth of 10.3%, with a total undergraduate student base of 7,500 students. This growth was fueled by an increase in authorized spots at the beginning of 2022, as well as the continued development of our programs.

At Ibmec, the total number of students increased by 8.0%, reflecting strong enrollment and an increase in our graduate base—whose performance has been improving since the beginning of 2022.

Our portfolio includes prep courses and training in job-ready skills

TOTAL PREMIUM STUDENT BASE - 2022

14,100 TOTAL

7,500 MEDICINE

6,200 IBMEC

Demand for Premium programs remained high, with a high ratio of candidates to seats in selection exams. This has been the result of a unique management approach in which we focus on the student journey and invest heavily in the quality of teaching, infrastructure, and campus remodeling.

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MEDICINE/IDOMED

Our Institute of Medical Education (IDOMED) is a dedicated Medical school division. It is present in 10 states (Bahia, Ceará, Maranhão, Mato Grosso, Pará, Piauí, Rio de Janeiro, Rondônia, Santa Catarina and São Paulo), with approximately 7,500 students in 2022, which is 10.3% more than in 2021.

The number of Medicine spots in 2022 reached 1,533. Based on the maximum permitted increase in seats offered across campuses, including those participating in the Federal Government's *Mais Médicos* program, the total authorized seats could potentially increase to 2,299, and the potential student base would exceed 16,500 students.

The outlook for 2023 is positive, given that Ordinance no. 328 of 4/5/2018—which suspended new medicine course authorizations and requests to increase seats outside the *Mais Médicos* program—is due to expire on 4/5/2023. We anticipate the introduction of a new regulatory framework thereafter.

With the unification of the entrance examinations for IDOMED, aspiring medical students now have more institutions to choose from. Those unable to enter the most competitive institutions have the opportunity to study in

less competitive markets. This has helped increase our presence in more remote locations in the North and Northeast of Brazil.

To ensure that our programs are accessible to students from all backgrounds, we launched the *Rede de Valor* initiative in collaboration with the Yduqs Institute in 2022, which offers an additional monthly grant of R\$ 400 to employees and partners participating in the University for All Program (PROUNI, in Portuguese), on top of the grant funds paid by the federal government.

We have also continued our efforts to engage with students at every stage of their learning journey through initiatives aimed at fostering a student-centric culture. These initiatives include training, Regional Experience Committees, action plans, visits, and other improvements.

Our Medical programs offered more than 1,500 seats in 2022



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HAPVIDA PARTNERSHIP

In 2022, IDOMED established a strategic partnership with HapVida, a leading healthcare group with over 50 large hospitals in multiple states. The partnership offers Fellowships in internal medicine, pediatrics, and gynecology and obstetrics across five major cities: Fortaleza, Salvador, Belém, Manaus and Goiânia.

We developed a highly specialized, dynamic, and interactive digital content platform and a staff of highly qualified national coordinators and local supervisors using digital tools. The partnership provides world-class training and improves employability for future physicians.

Through this partnership, IDOMED has made significant progress in expanding positions in Medical Residency Programs, one of the primary ways we encourage professionals to practice in areas where physicians are scarce.

Graduates from our programs are encouraged to remain in the regions where they completed their undergraduate studies, thereby giving back to their communities the knowledge they acquired at the Institution.

In 2022, we secured 56 placements, including 11 in new programs and 6 in co-management, distributed across the cities of Alagoinhas, Feira de Santana, Canindé, and Angra dos Reis. These positions are in the fields of General Surgery, Internal Medicine, Family and Community Medicine, Intensive Medicine, Ophthalmology, Pediatrics, Emergency Medicine, Orthopedics and Traumatology, Cardiology, and Healthcare Management.

PARTNERSHIPS WITH POLYCLINICS

With a goal of delivering free, high-quality healthcare to local communities, while developing our students, IDOMED has supported the operations of municipal polyclinics in four states: Santa Catarina, Piauí, Ceará, and Rio de Janeiro.

These polyclinics offer a range of medical specialties, including pediatrics, gynecology, obstetrics, dermatology, psychiatry, neurology, cardiology, nephrology, general surgery, proctology, rheumatology, pulmonology, and ENT

Another important highlight of our regional activities in 2022 was a renovation project at a municipal polyclinic in Alagoinhas, Bahia, funded by Contrato Organizativo de Ação Pública Ensino-Saúde (COAPES). The unit offers free healthcare to the community, combined with teaching opportunities for our students, who are supervised by IDOMED professors and instructors.

We invested approximately R\$ 1 million in improving the polyclinic's infrastructure, which included replacing the roof, expanding and building new consulting rooms, and renovating the lead-lined walls for CT scans.

- **Jaraguá do Sul (SC):**
the Dr. Cláudio Luiz dos Santos Polyclinic provided **24,689 CONSULTATIONS.**
- **Teresina (PI):**
5,811 CONSULTATIONS at CASI I and CASI II (Pedra Mole).
- **Juazeiro do Norte (CE):**
7,524 CONSULTATIONS.
- **Rio de Janeiro (RJ):**
3,147 CONSULTATIONS at the Lapa Polyclinic and **19,154 CONSULTATIONS** at CSE Lapa.

Partnerships with public polyclinics in four states delivered significant benefits to our communities



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PEG IDOMED

In 2021, IDOMED launched its own Management Excellence Program (PEG, in Portuguese) with a primary goal to encourage staff to pursue excellence in their daily activities. Employees were engaged in assessment rounds and events to announce the winning units. In 2022 we implemented an innovative digital evaluation format that brought us closer to our operations.

The program comprises four pillars—Academic Excellence, Business Sustainability, a Wow-ing Student Experience, and Engagement and Culture—that aim to ensure our operational activities are performed to high standards of quality. The IDOMED PEG also promotes best-practice benchmarking, process improvement, and better cooperation among units.

21.5%+

INCREASE IN graduate student acquisition at Ibmecc

IBMEC

Ibmecc, our center of excellence for programs in Engineering, Business Administration, Law, Accounting, Social Communication and other fields, has had a market-leading presence in Brazilian higher education since 1970. Driven primarily by strong growth in graduate enrollment (+21.5%), the institution's total student base reached 6,200 students in 2022.

Ibmecc is recognized as a top institution for business administration and humanities programs, and is broadening its horizons to offer tech disciplines through the Ibmecc Tech platform. Initially launched in Rio de Janeiro, the platform was rolled out to São Paulo, Brasília, and Belo Horizonte in early 2023.

This offers a new opportunity to train the next generation of tech leaders with a focus on business, and vice versa. There is also an opportunity to connect to the Ibmecc Entrepreneurship Hubs, a network of startup accelerators in São Paulo, Rio de Janeiro, and Belo Horizonte.

Our first major initiative in 2023 will be the expansion of Ibmecc's course offerings in Brasília throughout 2022. Formerly offering programs solely in Business Administration, Ibmecc Brasília will now also offer degree programs in Economics, Law, and International Relations.



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ENSINEME

Created in 2019, EnsiMe has become a centerpiece in our teaching model, impacting over 500,000 students in 2022 with digital products across the On-Campus, Digital and Premium segments.

EnsiMe is now a fully fledged edtech player, with a vast portfolio of content and applications used in a multitude of educational experiences. The curator team is composed of staff who have earned master’s and doctoral degrees from Brazil’s top institutions for research, technology, and innovation.

In addition to highly modular content that can be flexibly assembled into new products, EnsiMe is also staffed by teams of specialists in instructional design, usability, multimedia, and platform development.

One of the main verticals at this business unit has been customizing solutions using artificial

More than 500,000 students were impacted by digital content

intelligence to produce educational content, tests, and personalized assessments.

Platform integration is another continuing focus. New methodologies, applications, and systems are being designed for easy access from any device (computers, tablets, smartphones), with a focus on scalability and rapid replication in other environments. This will facilitate the integration of new institutions under our holding company.

In 2022, we transformed our Virtual Classroom (SAVA) into the official platform for accessing our programs. The new digital environment offers a smoother and faster content experience, and a seamless journey across studies and assessments. Student-initiated access to Digital mock tests has doubled compared to the previous platform.

We have also introduced improvements to Sirius, a digital test and mock test platform, and Joana, a modular academic content portal with a wide range of learning objects.

YDUQS LABS

In the first half of 2022 we launched an open innovation program, called Yduqs Labs, as we continued to build maturity in our engagement with the startup community. This program supports collaboration with fledgling EdTech startups to develop new business and solutions to corporate challenges.

Yduqs Labs is using open innovation to build partnerships and more agile solutions, including streamlined student transfer systems, a student rewards program (based on timely payment of tuition fees and academic achievement) and a flexible benefits model for employees.

Program highlights from 2022:



672 employees impacted by initiatives and partnerships



more than **40** startups registered for the open innovation program



Bootcamp challenge themes: **discipline exemption automation, student loyalty program, DL center innovation**

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EXTENSION COURSES

GRI 3-3: Social development in our communities

At Yduqs, our academic activities go hand-in-hand with a strong commitment to social responsibility. In 2022 we evolved our extension policies and updated our Aura 5.0 (On-Campus and Digital) Learning model.

Yduqs has undertaken a methodological overhaul of its curriculum that has included new extension programs within the curriculum that cover the cross-cutting learning themes in each course, in line with the needs of surrounding communities.

Extension activities are planned based on insights (social, political, economic, cultural and environmental indicators) and prioritize socially relevant needs, with clearly defined social and community goals and target audiences that support Yduqs's Social commitments.

All (100%) Estacio's and Wyden's campuses have local community engagement, impact assessments, and development programs based on community needs within our extension centers. However, we do not have broad based local community consultation committees, and have not conducted gender impact assessments.

We believe that creating new programs that bridge local skills gaps can have significant indirect impacts.

Often these programs have synergies with other programs already offered in each location, such as: unpaid legal services provided by law students at the Law Practice Center; unpaid psychology consultations and internships within Psychology and Licentiate programs; financial education and tax return assistance provided by Accounting program students; and Healthcare. **413-1**

Our Regional Managers and Units throughout Brazil are responsible for identifying opportunities and developing and managing corporate social responsibility initiatives and programs with support from the Yduqs Institute. Each unit is also empowered to develop and implement activities suited to the needs of nearby communities.

Our campuses are also approached directly by a range of charities seeking assistance from programs such as Nutrition, Nursing, Physical Education, Physiotherapy and Medicine.

The Yduqs Institute has brought together our institutions' social and environmentally responsibility initiatives under the same umbrella, enhancing each initiative's positive impact. Our proprietary programs are based on local needs. Examples include our Youth and Adult Literacy Program, *Rede de Valor* and other Extension Center initiatives run with support from our students and faculty.

Although we do not have formal local community grievance processes, we provide a confidential multi-stakeholder channel that investigates concerns independently and impartially.

On request, the Ombudsman may provide further clarification or amend a decision taken by the Institution. All concerns are thoroughly reviewed and investigated.

Our environmental impact assessments identify measures to mitigate impacts and externalities and increase awareness about resource consumption. All units group-wide have environmental procedures and guidelines in place, and closely track performance through a quarterly self-assessment program that is overseen by our corporate Environmental department.

CONTINUED EXTENSION	SOCIAL EXTENSION
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Projects linked to undergraduate programs and educational training labs

Extension professors work on a paid basis and students receive a combination of theoretical and practical training.

32,636 PEOPLE
directly impacted in 2022 across our adult literacy and women's entrepreneurship projects

246,372 PEOPLE
directly impacted,
294 PROFESSORS engaged in community activities, programs and events

Total impact from extension projects in 2022:
Around 600,000 community members engaged in activities in the areas of IT, Healthcare, Law, Business, Engineering, and Creative Economy.



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RESEARCH, SCIENTIFIC INITIATION AND INTERNATIONALIZATION

Through our Research Productivity (PP, in Portuguese) program, we support our undergraduate faculty in research and science publishing.

Our Scientific Initiation Program, in turn, encourages undergraduate students to develop scientific thinking, creativity and critical thinking skills to deal with complex research problems under the supervision of professors.

Yduqs' Internationalization department manages partnerships with education institutions around the world. In 2022 we had active collaborations in 10 countries in South and Central America, Europe and Asia.

Our partnerships with institutions in other countries include student exchange programs and collaborations that provide students with opportunities for new academic, cultural and personal experiences, enhancing their development.

Key performance figures from 2022:

RESEARCH PRODUCTIVITY (PP)



SCIENTIFIC INITIATION (SI)



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INTERNATIONALIZATION

Yduqs' Research, Extension & Internationalization department has reported preliminary Internationalization figures for 2022.



10 international partnerships in 6 countries

University of Buenos Aires – Argentina; Universidad de Los Andes – Chile; Instituto Superior Técnico - Portugal; University of Porto – Portugal; Instituto de Capacitación Aduanera – Argentina; University of Burgos – Spain; University of Lusíadas – Portugal; School of Law, University of Lisbon – Portugal; Breda University of Applied Sciences – Netherlands; Pai Chai University – South Korea

YDUQS

8 international partnerships in 7 countries

Amos Business Sport School – France; EIGSI Ecole d'Ingénieurs – France; Universidad Autónoma de Centro América - Costa Rica; Universidad de la Empresa – Uruguay; Universidad de Santiago de Compostela – Spain; Universidad la Salle Noroeste – Mexico; Woosong University - South Korea; Universidade de Coimbra - Portugal

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1 international partnership due to be signed

Universidad Autónoma do Occidente - Colombia



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STUDENTS

Being student-oriented is our foremost value. We relentlessly strive to improve the student experience by providing comprehensive services and support for students' academic journeys. And the student journey doesn't end when they leave our higher education institutions; we also support graduates in transitioning to their chosen careers.

The journey begins with welcoming new students. We've implemented a wide range of supporting initiatives, such as a new onboarding model and academic support programs. Throughout the year, programs offer advice and support to new students about the academic calendar and journey. Reflecting these initiatives, in 2022 we achieved a record renewal rate for freshman students.

At Yduqs, digital transformation extends beyond our teaching methods. In 2022, we introduced new features on Renova, our portal for enrollment and re-enrollment, making it easier to track academic progress. Students who used the "wishlist" feature (which shows investment and the curriculum for future semesters) had a 10% increase in renewal rates.

Also in 2022, our student app was redesigned based on suggestions from students at each institution, providing new study and account management features. This comprehensive and free tool allows students to check their grades, attendance, schedules, and more.

With DialMyAPP (DMA), our digital phone service, student interactions are now more efficient. Callers are offered a menu with the most frequent requests and possible solutions. Tasks such as issuing invoices and recovering login passwords have become easier.

STUDENT SATISFACTION (NPS)

The data collected in 2022 by Net Promoter Score (NPS) surveys, which measure the level of student satisfaction and engagement with Yduqs, showed improvement compared to 2021. We attribute this improvement to efforts made to address the main pain points faced by students and to build closer and more collaborative relationships between professors and students.

The greatest improvements in NPS scores during the year were among freshmen, especially in the On-campus segment. Estácio and Wyden had a record-setting performance. In the Premium segment, both Ibmec and IDOMED received excellent scores.

Recognizing that the traditional campus model is no longer fully responsive to today's educational demands, we have initiated a redesign of our On-campus physical spaces. Renovations were made across 87 campuses in 2022, and all new campuses were designed from scratch within our new Campus 5.0 concept (read more in [On-campus](#)).

We also carried out a major redesign of our libraries. To attract more students, our libraries have been remodeled into environments for studying, sharing ideas, networking, and leisure—an extension of the classroom. Physical book collections have for the most part been removed and are now available digitally.

We set a new record for freshman renewals in 2022



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INNOVATING IN SOCIAL MEDIA (AND BEYOND)

A survey in 2022 found that 55% of people who access our web channels do so through social media. These insights informed a series of innovative initiatives aimed at boosting student acquisition.

We invested in increasing our presence on platforms such as Google Ads, Facebook, Tiktok, and Twitter, as well as campaigns on streaming channels such as Netflix and Globoplay. Yduqs was also the first Brazilian education group to launch a preparatory course for the ENEM (Brazilian national college exam) within Fortnite, the popular online battle royale game with over 350 million users worldwide in 2022.

We again partnered with Brazilian popstar Anitta as ambassador for Yduqs, and in particular the Estácio brand. Anitta, who has a strong connection with Estácio's target audience, not only starred in campaigns on TV, online and in outdoor media, but also lent her name to our newly launched Anitta Prepara Course (<https://cursoanitta.estacio.br/>), a fully digital business skills program for young people.

We delivered diplomas to more than 100,000 graduates in 2022

2022 GRADUATES AND #TASSELURNS

Our higher education institutions graduated **101,283 students** in 2022—a milestone that fills us with pride.

To celebrate this achievement, we brought 50 students from Estácio's Rio de Janeiro campuses majoring in Filmmaking, Photography, Marketing, Journalism, Advertising, Audiovisual Production, and Music Production to the Rock in Rio stage.

As part of their #TasselTurns experience, these students participated in an academic challenge—to create a video featuring the graduating students themselves. The winners had influencer Juliette as their patron, who is also the star of Estácio's "Faça seu Brilho" ("Make Your Brilliance Shine") campaign.

Watch this unforgettable moment [here](#).



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PSYCHOLOGICAL AND ACADEMIC SUPPORT CENTER (NAAP)

Our Psychological and Academic Support Centers (NAAPs) provide support and counseling to students with learning difficulties and the IE community, helping to create an inclusive, diverse, and socially responsible academic environment.

NAAPs provide services and counseling, develop group-wide teaching practices for faculty members, run academic support and study planning programs, and discuss topics such as quality of life, emotional balance, mental health, and diversity.

In 2022 we had 68 NAAPs (60 at Estácio campuses, 68 at Wyden campuses). A total of 78,165 students were impacted by NAAP-organized events, including lectures, livestreams, training, and group discussions. The total number of people impacted exceeded 85,000 (including students, professors, coordinators, management staff, and the community).

One of our stand-out NAAP initiatives in the year was *Atleta Cidadão*, a program to enhance inclusion for students with disabilities through sports. In 2022, 166 students participated in the program.

CAREERS AND BUSINESS SKILLS

Employability and career development are two important aspects of our approach to student engagement. Yduqs' Careers department helps to connect students to job opportunities and supports their professional development through job placements, repositioning, career progression and transitioning, and even starting their own business (entrepreneurship)

The department help students develop self-awareness and the soft skills needed to enter and stay in the job market, by providing relevant and up-to-date content.

We are constantly scanning the market for internship and job opportunities with new partner companies, and have developed a strong relationship with multiple employers. One of the ways we do this is through our traditional Career Fair, a virtual event organized in May by Estácio, Wyden, and Damásio.

In 2022, approximately 150,000 job positions (on-site, hybrid, or 100% remote) were available at large companies such as Amazon, Sony Music, CIEE, Globo, Infojobs, IBM, Americanas, Ambev, Banco Santander, McDonald's, UnitedHealth Group, Unimed, DASA, Notre-Dame Intermédica and TOTVS.

150,000 job and internship positions at the 2022 Career Fair



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CAREER MONTH

Career Month is an initiative that supports people entering the job market—including students and the general public. Our Careers department offers a content mix that addresses the importance of diversity in professional relationships, recruiting trends, the value of soft skills, and inspiring success stories.

Globally, technological advancements are disrupting the work environment. These changes were discussed in the 6th edition of Career Month, a free online event hosted by Estácio and Wyden in 2022.

Held under the theme, "Technology in the job market: from trend to reality," the event aimed to connect university students with professionals with solid job market expertise, who could mentor them on the impact of technology on recruitment and selection in areas such as healthcare, law, manufacturing, entertainment and sports.

The debates and lectures featured representatives from industry-leading players such as Rock in Rio, Red Bull, and M.Dias Branco, as well as Juliana Ribeiro, ticketing director of Rock in Rio, who spoke about The Town music festival.

Broadcast on YouTube, the program featured three days of TED talks, all open to the general public. On the last day, the Estácio Maracanã campus in Rio de Janeiro hosted an in-person conference with companies such as Vale, Gupy, and Stone.

Overall, the event featured more than 14 hours of content. Participants also had the chance to win an iPhone and English courses sponsored by The Easy English Formula, as well as a gaming chair courtesy of accessory brand Elements.

CAFÉ DIGITAL

Another highlight of 2022 was *Café Digital*, an initiative that brought together 30 IT companies and 30 healthcare companies.

The event provided an opportunity to scan the job market, with our Careers Center identifying companies with high demand and helping to match enrolled students to available job positions. We recognize the importance of building relationships with companies to support them in finding talent, and we provide candidates with the benefit of being fast-tracked through selection process stages.

Implemented as a pilot program, the initiative's statistical model will now be validated for subsequent scale-up.

Our Career Month event featured high-profile professionals

HIGHLIGHTS:



20,000 PARTICIPANTS



6 panels



1 in-person PANEL



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EXCLUSIVE SELECTION PROGRAM

Through its Exclusive Selection Program, our Careers department received over 21,000 student applications for jobs at seven companies, including Yduqs itself. Fifteen positions (for internships and full-time jobs) in the fields of IT, Design, and Products were offered to Estácio students in partnership with our Human Resources department.

To choose the best candidates, we developed a ranking system in collaboration with the EnsiMe innovation team, using a statistical model based on academic and engagement metrics.

More than 21,000 students applied for our Selection Program

PROCESSES COMPLETED:



more than **12,000** student applications

120 students hired.



more than **100** student applications

4 student applications.



more than **80** student applications

6 students hired.



more than **2,000** student applications

50 student applications.



more than **500** student applications

100 student applications.



more than **7,000** student applications

15 student applications.

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In the Premium segment, Ibmec launched a new job opportunity portal, Ibmec Vagas, where job openings are sorted based on how well they match students' academic background and goals. Launched in March 2022, the portal now has 1,100 registered students, more than 350 partner companies, and over 22,000 job openings, for which interested students can contact partners directly.

Ibmec Carreiras engaged more than 9,000 students in joint initiatives with companies such as L’Oreal, Stone, XP Investimentos, Ernest Young, KPMG and Itaú Unibanco.

Our Student Support Department (CASA, in Portuguese) provides services that empower Ibmec students to achieve academic and professional success. These services include psychological and academic support, study advice, and mentoring. In 2022 the department provided more than 6,800 support sessions.

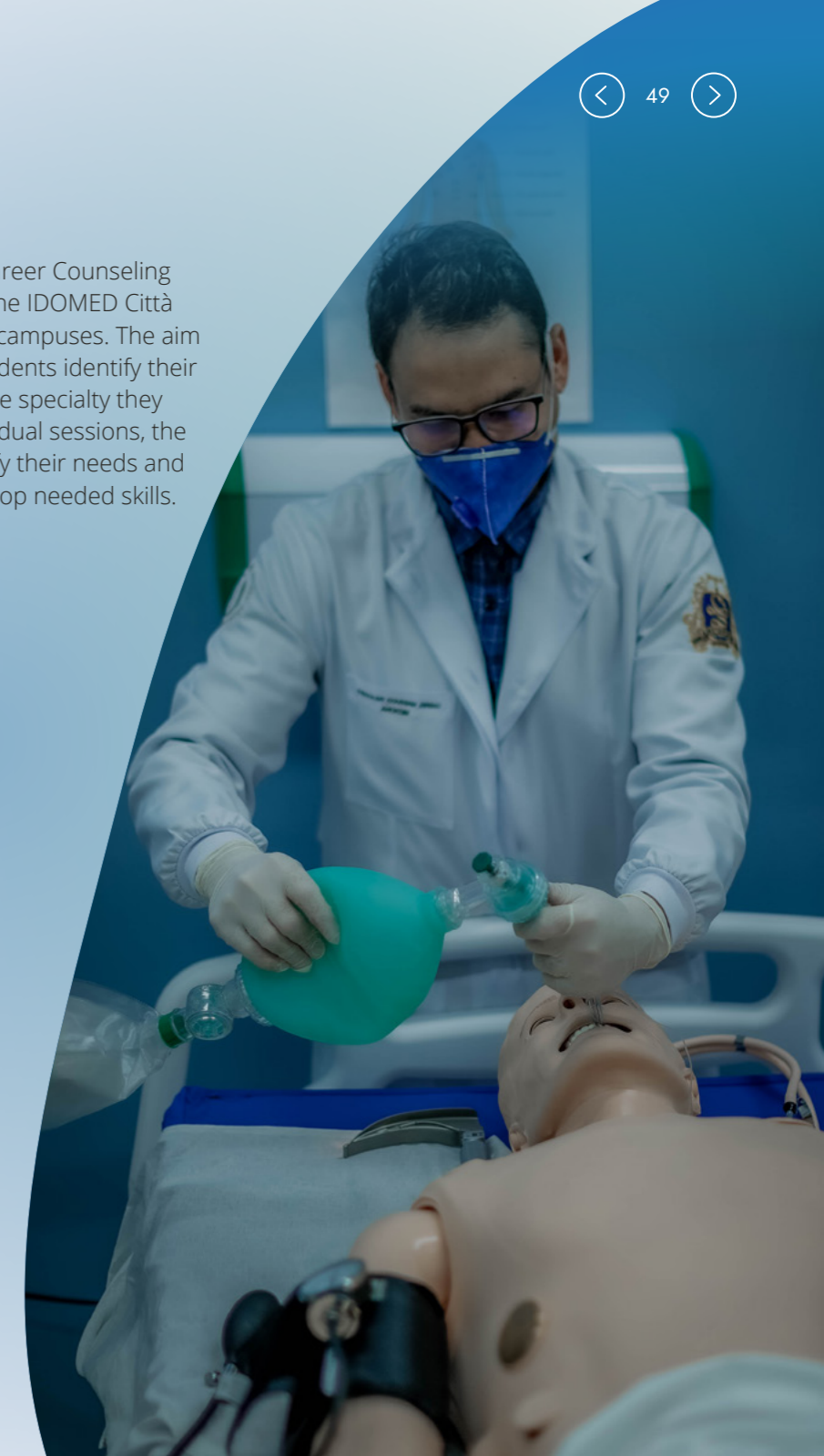
In the Medicine division, IDOMED Carreiras helps medical students take a broader, more systemic and more entrepreneurial view of their medical career, as well as developing key soft skills to manage their careers.

These initiatives are based on five pillars: Support, Self-development, Networking, Entrepreneurship, and Diversity and Inclusion.

In 2022 we organized the second edition of our Medical Specialties Week, where more than 2,400 students gathered to discuss medical careers in various specialties, such as Emergency Medicine, Plastic Surgery, and Psychiatry. The event, held in October, featured 21 medical experts and was led by 10 student ambassadors.

The Ambassador Program involved students from 16 campuses, who were selected to represent IDOMED Carreiras in their respective locations. The goal, in addition to expanding the scope of IDOMED Carreiras and facilitating communication with the entire IDOMED academic community, is to provide career support to ambassador students and to support their development in skills such as leadership, self-awareness, planning, communication, and networking.

In addition, an Individual Career Counseling service was introduced at the IDOMED Città and IDOMED Vista Carioca campuses. The aim of this service is to help students identify their vocation and, as a result, the specialty they are best suited for. In individual sessions, the team helps students identify their needs and recommends tools to develop needed skills.



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CAREERS

GRI 3-3: Employability and entrepreneurship

Key measures to mitigate and prevent potential negative impacts: prospecting for internship and job opportunities with new partner companies; maintaining and cultivating relationships with employer brands; developing the soft skills needed to enter and stay in the job market.

No impacts related to this topic were deemed critical. In addition, we identified no actual or potential, positive or negative impacts in the ESG risk matrix related to employability and entrepreneurship.

To address actual negative impacts, we have implemented a Job Portal tailored to the needs of IBMEC students; we onboard Estácio and Wyden students in a process that includes signing an internship agreement on the Contratanet platform for SAI; and we have implemented initiatives for Estácio graduate students

As part of our approach to managing actual and potential positive impacts, we work to improve student employability; provide personalized career advice to support the professional journey of Premium brand students; we connect students to high-profile professionals in the job market; and we advocate for entrepreneurship among Estácio, Wyden, and Idomed students.

Processes used to track the effectiveness of impact management measures include: reports from job platforms; mapping job vacancies by skill set; NPS surveys for national and local events; individual counseling sessions at IBMEC and Idomed; and development support tools.

Goals:

- **Promote student development. Metric: Number of participants in events. A total of 109,936 people were impacted.**
- **Improve employability. Metric: Number of vacancies. A total of 853,436 job vacancies were offered.**

Starting in 2023, our goal is to increase the number of job opportunities by 10% annually, and increase the number of students receiving professional guidance through career platforms by 15% annually, through 2025.

To improve students' experience, enhance their development, and facilitate their entry into the job market, we have selected the global career platform Symplicity to implement Career Service Management (CSM) for Estácio/Wyden students, using a regionally staged approach.

For IDOMED students, we have launched individual career counseling sessions to provide personalized career development support. At IBMEC, students now have access to qualified job and internship openings that align with their goals and professional background.

Based on feedback from students who have participated in our initiatives and events, we have maintained our position in the Excellence zone.

Lessons learned: "High-impact projects need to be staged."

A newly designed Career Journey for IBMEC students, developed by the Student Experience team, has supported related initiatives.

Starting in 2023, we will focus on the following: analyzing job opportunities offered by region and field of study, providing tools to support student development, and monitoring employment rates by brand, region, and major.

We involve our Partnership, Career and Sustainability department, campus managers, and employers in helping to determine the

best course of action for our students. We report on results through presentations and the JANO management system.

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ENTREPRENEURSHIP

In 2022 we addressed entrepreneurship as a career option using a brand-specific approach. More than 15,000 students were impacted throughout the year.

For Estácio and Wyden, we developed two major projects as part of our partnership with the Brazilian Small Business Support Service (SEBRAE). *Meu Primeiro Negócio* ("My First Business"), an event held in the first half the year, featured a series of workshops with market professionals who taught undergraduate students the first steps in starting a business.

In the second half of the year, an event called Startup Way Challenge provided a practical and immersive experience in entrepreneurship, with students actively participating in creating startups under collective and individualized mentoring from SEBRAE mentors and Estácio and Wyden professors trained by SEBRAE.

At IDOMED, entrepreneurship was addressed in a country-wide initiative, called IDOMED Talks, that featured health care startups showcasing students how medicine can provide unique opportunities for entrepreneurship. Other initiatives, such as Career Day, Medical Entrepreneurs and Social Media, and My First Office introduced the topic to the public in a thought-provoking and engaging manner.

Ibmec organized initiatives of its own, including the 2023 Summer Job - Entrepreneurial Immersion Program. In it, 20 Ibmec students from Rio de Janeiro had the opportunity to experience running a startup during their summer break.

Yduqs graduates saw improved income and employability

EMPLOYABILITY SURVEY (GRADUATES)

We monitor the employability of alumni from Estácio, Wyden, and Ibmec through biannual surveys of the percentage of former students currently employed and how many of them have seen their income improve after attending our programs. The data for 2022 were as follows:

1,749 RESPONDENTS*

ibmec

77%
employability

81.9%
with improved income

wyden

61.7%
employability

60.0%
with improved income

Estácio

58.4%
employability

44.3%
with improved income

* Data are for 2021.

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PARTNERSHIPS

Yduqs students were presented with a range of opportunities through Strategic Partnerships in 2022. The most significant initiative was the renewal of a long-standing partnership between Estácio and Rock in Rio. Since 2011, over 2,000 Estácio students have engaged in academic challenges, content production, and volunteer work at Brazil's largest music festival.

We have also partnered with other large organizations to create custom courses in response to market demands and opportunities. In one such partnership, we developed a course for training Ipiranga service station managers.

In a partnership with the fintech firm Nelogica, Ibmec created an MBA program focused on crypto finance; and in a collaboration with the Exame.com portal, Ibmec developed a digital managers course for the Metaverse. The one-year courses focused on providing hands-on experience in the job market.

Students had the opportunity to gain professional experience at large corporations

PROFESSIONAL EXPERIENCE

Our Strategic Partnerships department also provides extracurricular opportunities for students through its connections with major corporations, offering them experiences organized around their major. Below are some of the highlights from 2022:

- **Red Bull Soapbox Challenge:** Architecture and Urban Planning students at Estácio Ribeirão Preto were selected to build a soapbox racecar for the competition.
- **Red Bull Paper Wings:** two students at Estácio Maracanã participated in the event final, working with the Red Bull team.
- **Rio Open Tennis:** Advertising and Business Administration majors at Ibmec were invited to cover the largest tennis tournament in South America.
- **Invest Smart:** 300 Ibmec students won tickets to attend this investment and business trade fair.
- **Rio2C:** a conference on innovation and creativity, with students receiving exclusive discounts on tickets.
- **Salão Carioca do Livro (LER):** In culture, 100 students had the opportunity to attend the Salão Carioca do Livro (LER) book fair at the Mauá Here in Rio de Janeiro.

STUDENT CLUB AND WYDEN/DAMÁSIO STORES

The Yduqs loyalty program, or Student Club, offers benefits and special offers for Estácio, Wyden and Damásio students across more than 20 categories (including healthcare, technology and entertainment). In program satisfaction surveys, 45% of respondents gave the Club the top score of 10.

In 2022 the Student Club established partnerships to provide language courses at special discounts. In the employability category, our partner job platform Catho offered a 50% discount for its professional plan, offering exclu-

sive tools to help students build a compelling resume and find jobs.

As part of our branding efforts, we launched a number of Wyden stores (in partnership with Reserva) and Damásio stores (with apparel inspired by day-to-day life in law school). The stores offer a wide variety of T-shirts with creative designs, adding to the collections available from Estácio, our first institution to foray into youth apparel.



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CAPITALS

-  Natural
-  Social and relationship
-  Intellectual
-  Human

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Yduqs' ambition to become a sustainability leader in Brazil necessarily involves caring for people and the environment.

Developing our human capital and the well-being of our employees, reducing our environmental impact, and searching for ecoefficiency, encouraging diversity within and outside the company are just some of our priorities.

In our action plan we strive to make a difference via the Yduqs Institute, our arm that focuses on projects of positive social impact. The Institute's initiatives complement the education provided by the IES to transform society, stimulating citizenship, employability, entrepreneurship, and inclusion.

In this chapter we describe our most recent progress in these fundamental topics.



Our view of sustainability includes care for people and the environment.



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HUMAN CAPITAL

GRI 3-3: Attracting, developing and retaining employees

Our people, Yduqs human capital, is our greatest asset. Our team is dedicated and committed to taking quality, affordable education to an ever increasing number of people. This is the core element of our success.

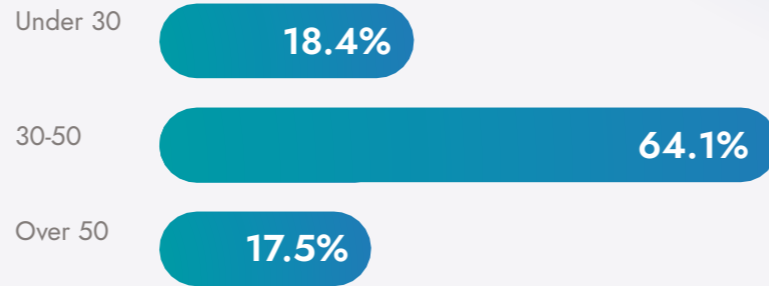
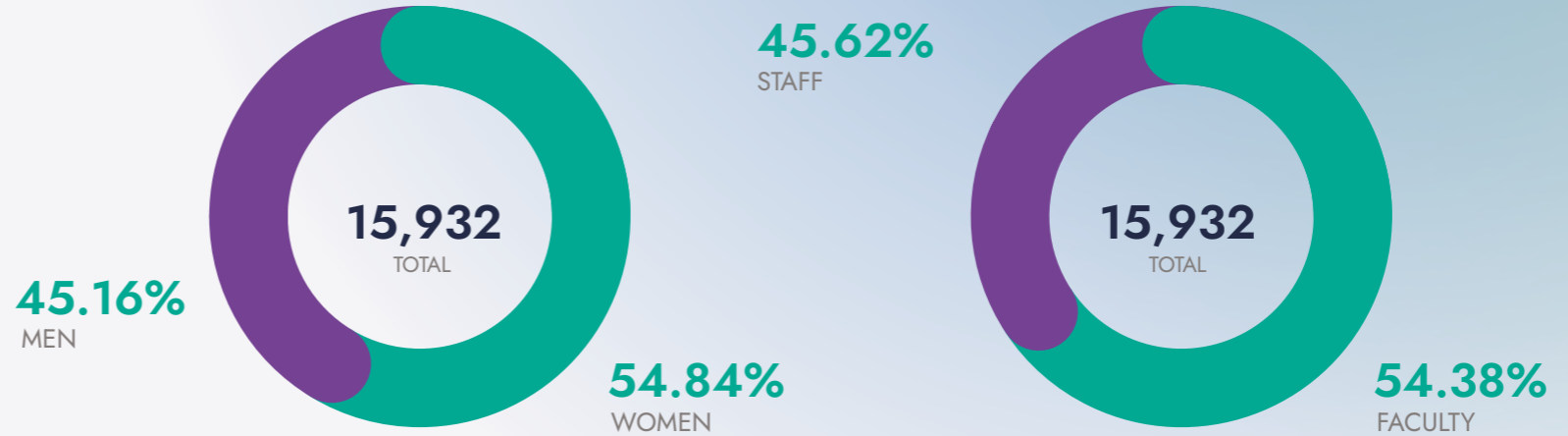
According to the approach employed, nothing

15,932 direct employees in 2022

related to the material topic "Attract, develop, and retain employees, and their well-being", was considered critical.

The potential negative impact identified in the ESG risk matrix included: breach of safety measures leading to incidents with students and the working team; breach of occupational health and safety regulations; inadequate labor practices (blank hour banks, failure to pay overtime, salary equity, outsourcing, payments based on manual spreadsheets). No real negative impact or real or positive potential impact was found.

Our workforce in 2022¹:



¹: This includes employees of all incorporated units. Employees in non-incorporated units (Hard-work and Qconcursos) are not included.

The people management and development policy offers the best benefits, compensation, career outlook, and training opportunities.

Our transparent communication also encourages health diversity and coexistence, regardless of any ethnic, gender, or cultural differences.

All of this is supported on three pillars:

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1: ATTRACTING AND DEVELOPING TALENT

Some of the priorities in this pillar are searching for the best professionals in the industry, and reinforcing our employer brand with more visibility, so people fully understand the type of company Yduqs is.

During the year we were better able to retain our talents and our short-term turnover was down. One of the contributing factors was monthly meetings with the leaders of all areas during which means to more effectively guide employees were discussed.

Among the initiatives to value human capital we point to our pioneer trainee program exclusively for Black and Brown people (read more about this in Diversity and Inclusion), and our IT Student Program. Three thousand people applied for 15 positions. Those accepted into the program received technical and behavioral training and development, and are coached by an experienced professional for a year.

Faculty professional assessments and the People Cycle are our main development and decision tools. Based on these assessments we are able to recognize potential and develop those whose performance is below expectations.

In 2022 the People Cycle (administrative staff performance reviews) was updated to include more employees, and now covers the entire corporate team. We plan to cover all our administrative staff by 2023.

We have a Business Partner (BP) team that allows us to reach all levels in the company in a detailed manner, using diagnostics and knowledge of the business and its areas. By partnering with the BP team, in 2021 we assessed 98.5% of our faculty, and 99.4% of those in our People Cycle (results compiled in 2022).

We also made progress in talent retention and short-term turnover.



RECOGNIZE PROGRAM

The Recognize Program encourages senior leaders to appoint non-management staff with outstanding performance on a monthly basis. Employees recognized by the program are mentioned in internal (team recognition ceremony, a recognition legger and pin), and external communications (listed on the Yduqs LinkedIn page).

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2: EMPLOYEE EXPERIENCE

A key change in our performance assessments came from employee initiatives. We realize that management journeys should be assessed from the perspective of the leaders.

We invest heavily in continuously improving the experience of Yduqs employees. We achieved record scores in the internal NPS survey, the results of which help us map the processes required to consolidate our organizational climate and well-being programs.

Our Trilhar (Path) program measures team satisfaction and allows us to diagnose opportunities for growth, swiftly and accurately addressing the more sensitive points. A number of effective measures were implemented through squads, into which our teams are split.

The Trilhar program measures team satisfaction with the organizational climate.

Among them was the launch of our new benefit Equilibre [Balance], a set of advantages that cover the physical, emotional, financial, and intellectual aspects, with partnerships with several service providers.

In 2022 we also created Gui, a knowledge management tool to de-bureaucratize access to information. This new channel is able to quickly and effectively answer employee day-by-day questions.

9

PANELS Data PANELS provide information for people management



3: DATA-BASED DECISIONS

People management decisions have been improved, this strategic pillar experienced the most significant growth in 2022. Data analysis and correlation in the form of reports and team training to understand the results that will yield relevant fruits in 2023.

We also simplified the management system in 2022, with targets focused on budget results, increased sharing of similar targets across teams, and projects focused on using an OKR approach), thus increasingly focusing our efforts on our priority initiatives.

WE currently have nine panels that provide highly relevant and usable data for making decisions and investing in employees. Some of the positive results in 2022 were a reduction in the time to hire, which now averages 23 days, and more effective budget control.

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TRAINING AND CAPACITY BUILDING

The main role of Educare, our Corporate University, is to provide employees with more strategic methodology, planning, and implementation plans in the form of training schedules based on Individual Development Plans (IDP) and programs focused on specific target audiences.

Training is a constant incentive in employee development. Educare uses in-house and third-party partners to provide training that encourages career protagonism and drive our human capital. In 2022 the content of this training increased considerably. In all, we provided 791 asynchronous and synchronous training courses.

The programs offered include the Lydera operating training to train and improve our leaders, the Digital Leadership Program (DLP), which trains the managers of partner hubs. We highlight the consolidation of Convert [Converte], a traditional training program for our commercial, sales and enrollment staff, and the implementation of *Multiplica*, an internal employee training initiative.

Employees had access to almost 800 courses.



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DIVERSITY, INCLUSION AND EQUITY

GRI 3-3: Diversity, inclusion and equity

In 2021 we decided to further develop and structure actions and studies on Diversity & Inclusion. For this we retained the services of consulting firm Empodera to support the analysis of our internal and external environments. We started with a census, which actually began in October, to give us an overview of diversity, inclusion, and equity in the organization.

The results and analyses were submitted to senior leaders in the form of an initial diagnosis, followed in January 2022 by targets and actions to increase diversity, inclusion, and equal opportunities for all at Yduqs. These are described in greater detail below.

Before embarking on affirmative action, we addressed how we would govern the topic, creating a committee of 4 vice-presidents who meet monthly to measure the progress and challenges on the company agenda. We then started to implement diversity initiatives to sensitize and train senior leaders to address the topic and develop it within their teams.

This led to creating a cell to coordinate and monitor development and training, and follow development, training, and implementation of affirmative actions and improvements. Monthly surveys, described in further detail below, were used to continuously measure ENPS. This

became the Diversity & Inclusion (D&I) area, and is part of the organizational Development Department, under the umbrella of the People & Management Director. Creating this area spread the topic to all levels of the organization, with specific actions for specific audiences (management and non-management) to train and raise awareness among our employees.

We also have affinity groups (racial diversity, gender equity, PWDs, and LGBTQIAP+), and are more able to interpret situations and provide feedback that is more structured and substantiated.

Our actions focus on creating an inclusive and diverse environment where people are free to be who they are, measuring and monitoring this climate. For this a survey was developed that allows us to measure 3 important elements of the employee journey: the diversity eNPS (the extent to which employees would recommend this company as an inclusive and diverse place), embarrassment in the workplace (whether felt or witnessed), and employee confidence in our whistleblowing channel. This is a monthly survey that allows us to measure how each area views the topic, identify any incidents, and monitor how our diversity actions, whether specific or broad, are received.



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Our Attraction and Selection area uses specific actions to promote diversity within the organization, with specific hires to increase the diversity of our teams, such as programs specific for minorities such as people with disabilities, Black faculty, and the internship program only for people of color.

Employee training and education results in increased awareness and responsibility surrounding diversity. We encourage our employees who witness embarrassing situations, be they racial, sexual, or other ways of diminishing another person not to ignore them but to report them to their manager or the whistleblowing channel, depending on the intensity. This channel is run by a third-party accredited by Compliance, and receive anonymous reports and forward them to higher levels in the organization for assessment and decision.

Within the organization we have a tool called a Yellow Card to make people aware and educate employees who say or act in a manner that is embarrassing and/or offensive. This enables identifying the incident (word or deed), describe the impact, and sponsor awareness, showing how the situation could have been worked around or managed.

We set targets to manage this and analyze the behavior of satisfaction with our diversity and inclusion policies, actions, and decisions. Our monthly diversity survey allows us to monitor eNPS, the company's embarrassment rate, and the level of confidence in our whistle-blowing channel.

The attraction and selection team also helps increase diversity, hiring diverse staff for all levels of the institution, as part of area and organization targets.

Each month we analyze our hiring rates to look at whether or not we are getting close to our equity and inclusion targets. We also follow leadership education and development actions that seek to promote awareness and understanding of diversity.

We look at the outcome and, based on that, reinforce and focus on achieving the specified targets. Our diversity targets for 2023 and 2025 have been consolidated.

The approach used revealed nothing related to this topic considered to be critical. The following potential negative issues were found in our ESG risk matrix: the mismatch

in the company's performance and its brand as a D&I employer, gender inequality, racial inequality and racism among employees. No real negative impact or real or positive potential impact was found.

Diversity is a fundamental pillar for our organization. Using our interactions and knowledge of the topic we found reflections in our retention and development policies and programs. With this understanding we changed our dress code, focusing on the freedom to express individuality. As part of these policies and procedures we also added diversity indicators in management performance assessments. This new indicator is critical to bring this topics increasingly to the center of discussions about the organization's day-to-day operations.



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Diversity and inclusion are part of Yduqs' purpose. Because we work nation-wide and across all socioeconomic classes, these values are naturally incorporated into our human capital. This is clearly reflected in our team.

In 2022 our ESG initiatives were permeated with our promotion of diversity and intensified the effort to include people of color in the Company as a whole, and also to increase the number of women in senior leadership positions.

The former is making good progress, while there remain challenges in the latter, despite a majority of women in on-campus leadership positions. Increasingly Yduqs wishes to reflect the diversity of its students in its corporate environment.

One successful example in 2021, and repeated in 2022, was trainee program exclusively for people of color. We offer opportunities in strategic positions and tools to accelerate careers, thus these young professionals have the opportunity to achieve important positions in the Company.

The 11 individuals approved in the 2021 program came from all over the country, and spent the next year immersed in activities across several areas. Ten participants were hired at the end of the program. The second group, selected in the third quarter of 2022, was even more inclusive as we waived requirements such as knowledge of English and Microsoft Excel to broaden the pool of applicants.

Black people make up 32% of the faculty at Yduqs, higher than in other Brazilian learning institutions, and increased even further in 2022. This increases student motivation and engagement, as they see themselves represented in the faculty.

Racism was discussed in the Standpoint *[Lugar de Fala]* Seminar on Black Awareness Day, which brought together experts on the theme at the Estácio Campus in Maracanã, Rio de Janeiro. This seminar was free and online, and included panels, master classes, lectures, and cultural activities throughout the day. It was transmitted live on the [Estácio YouTube station and open to the public in general.](#)

In other fronts, we created affinity groups to exchange experiences, organized "lives" and training events, and built inclusive restrooms for trans and non-binary employees, among other initiatives.

Actions on our diversity front also took into account the outcome of monthly employee surveys using Net Promoter Score (NPS) methodology. Monthly surveys measure the satisfaction of our in-house audience and the reliability of our Whistleblowing channel, that handles reports of harassment. This is an innovative people management approach employed by Brazilian companies.

The trainee program for people of color was resumed in 2022



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OCCUPATIONAL HEALTH AND SAFETY GRI 403-1

All our employees are served and monitored by our SESMT (Special Safety Engineering and Occupational Medicine Service) through a comprehensive occupational health and safety management system that has been designed in compliance with all E-Social requirements, as per the Ministry of Labor and Employment Regulatory Standards, the Social Security Laws and Guidelines, and the GDPR. However, none of these systems have been audited internally or independently, nor certified by any third parties. **GRI 403-8**

We currently use the SOC platform, this occupational health and safety software allows us to monitor and meet all Brazilian labor and/or social security regulations. The corporate structure is split into two areas and includes doctors, engineers, occupational safety technicians, nurses, occupational nursing technicians, and analysts.

In 2022 Occupational Medicine partnered with Alper Insurance to provide information, webinars, and links to podcasts related to employee health and well-being. We also have an in-company Occupational Nurse and a Social Worker who work with the medical area on programs for pregnant women, after-birth care, and chronic diseases.

Given all categories of employees listed under indicator 405-1, our activities are split into administration, management, and faculty, present in all our operating units.

The SOC platform allows us to manage all company employees, mapping and identifying where they work and the risks associated with the activities performed.

This does not extend to contractors, as the contracted company is responsible, however if requested or notified, for example, by the unit CIPA of any accident involving contractors, we notify the contracting company and instruct it to take all relevant measures. We do not have tools to monitor such cases.

Our occupational health and safety system is integrated and compliant with applicable laws and regulations



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HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION GRI 403-2, 403-7,403-10, C

To prevent or mitigate negative impact we use reports that list occupational health and safety hazards. These documents include the PGR (Risk Management Program, which maps the risks to which employees maybe exposed in the workplace), the PCMSO [Medical Occupational Health Control Program designed to care for and control employee health], LTCATs [Technical Reports on the Conditions in the Work Environment, which lists employees who have the right to special retirement due to hazard exposure), LIT and LTP (Reports on Unhealthy and Unsafe Working Conditions, which govern the risks identified in the PGR, which employees are subject to unhealthy and dangerous agents, and which are eligible for additional pay in this regard), AET (Ergonomic Work Analysis to avoid occupational diseases and improve worker health and quality of life), and continue managing with indicators that are shared monthly by all regional offices.

If deviations are found we open an investigation to find the root-cause and implement an action plan to remedy any incidents. Once a situation has been addressed it is moved to the “learnings” list to avoid recurrence.

Units with more than 50 employees each have a CIPA [Internal Accident-Prevention Committee], created and trained according to Ministry of Labor and Employment Standard NR 5,

and a direct channel between employees and Occupational Medicine.

CIPAS and Cipa-designates are open channels to report occupational situations that could be hazardous for employees. There is also an Occupational Medicine Hotline, and confidential compliance channels that are protected from reprisal and broadly disclosed by in-house media vehicles.

Channels: Unit CIPAS (to report work hazards), and medicina.trabalho@yduqs.com.br (for accidents in the workplace).

Yduqs has implemented all of the programs and reports required by Brazilian labor and social security laws (PGR, PCMSO, LTCAT, AET, LIT, and LTP) in all of its units. These are used to map and provide subsidy to monitor the risks associated with our activities.

Once an accident has been reported, SESMT triggers the unit’s management and CIPA for a guided investigation based on a checklist and an incident/accident report. This information and a photographic report allow us to guide the unit in implementing the necessary measures (closing off the area, suspending the work or process, requesting maintenance, replacing machinery or equipment, maintenance in the accident location, etc.). We also monitor the improvements required to release working processes.

OCCUPATIONAL HEALTH SERVICES AND WORKER HEALTH PROMOTION GRI 403-3

The Occupational Health and Medical Control Program (PCMSO) maps, cares for, and controls worker health with occupational tests (admission, checkups, return to work, change of risk, and termination), and additional tests when any risks are identified in specific activities.

Together with the social worker we look at medical leaves, help schedule INSS inspections, and instruct employees on leave to contact the company from time to time, and help employees return to work and rehabilitate those with disabilities who may need specific tools and training.

Within the SOC corporate management system, medical information is kept confidential, as per the Brazilian GDPR, and access to employee health data is limited to Occupational Medicine professionals.

WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY GRI 403-4

At Yduqs, Occupational Medicine manages CIPAs and shares training to increase employee awareness and involvement.

In addition to Yduqs’ internal structure, to cover our needs we have an agreement with a third-party to provide additional support. Thus, employees, and area and committee representatives are attuned to the topic, and are trained and encouraged to report incidents, hazards, risks, and opportunities.

CIPAs meet on a monthly basis to control and mitigate occupational accidents, with the involvement of the CIPA Chair and Deputy-Chair. All decisions are shared with unit management to take all necessary measures. SESMT is involved as required.

The following occupational health and safety topics are covered by formal agreements with local unions: Occupational Accidents, Training for the Job, Water, Lockers, Seats, Bathrooms, CIPAs, Medical Control, Protective Equipment, Occupational Tools, PCMSO, PPP, PPRA, Risk prevention, First aid, Occupational Health & Safety, Change rooms.



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OCCUPATIONAL HEALTH AND SAFETY

WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY GRI 403-5

We train our employees in the following health and safety standards:

- **CIPA (internal accident prevention committee) NR-5 training**
- **Training for employees receiving specific PPE for their activities (NR-6)**
- **Training for all professionals working with electricity (NR-10)**
- **Fire response team training (NR-23)**
- **Training in hazards for healthcare professionals (NR-32)**
- **Training for professional who work at heights (NR-35)**

PROMOTING WORKER HEALTH GRI 403-6

In 2022, Occupational Medicine partnered with Alper Insurance and now promotes information, webinars, and links to podcasts related to employee health and well-being. We also provide an in-company Occupational Nurse and Social Work, who work with the medical area to monitor the largest users of the healthcare plans, contacting them and understanding their needs and helping refer them to the right professionals.

Together with the healthcare plan provider we provide information, webinars, and links to podcasts related to employee health and well-being such as Women’s Health, Yellow September, Pink October, Blue November, Smoking, Chemical and Alcohol Dependence, lack of exercise, unhealthy nutrition, HIV, psychosocial elements, etc.

Together with the social worker we look at medical leaves, help schedule INSS inspections, and instruct employees on leave to contact the company from time to time, and help employees return to work and rehabilitate those with special needs.

Programs for pregnant women to help them before and after the birth, and programs for employees with chronic diseases. Our corporate buildings provide in-person service and have a room set aside for breast-feeding that can be used by employees and contractors.

PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS GRI 403-7

Not applicable to workers who are not employees but whose work and/or workplace is controlled by Yduqs. In our construction contracts we include clauses regarding liability and respect for applicable occupational health and safety standards, breach of which may result in severe penalties.

OCCUPATIONAL DISEASES GRI 403-10

We are unaware of any cases of work-related illness among our direct employees. Three cases that are still being contested have been excluded from this report. We are waiting for the INSS ruling as to whether they constitute occupational disease or not.

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WORK-RELATED INJURIES GRI 403-9

Risks are identified by the Risk Management (PGR) and Occupational Health Medical Control (PCMSO) Programs. Occupational accidents (reportable) guide unit managements whenever improvements in processes and/or infrastructure are identified (e.g. accidents involving machinery or equipment, accidents handling chemical and biological materials, etc.).

To eliminate other hazards and minimize occupational accident risks, we implemented CIPAs at all units and provide training in all regulatory standards (NRs 5, 6, 10, 23, 32, and 35), drafted Risk Management Programs (PGRs), and Occupational Health Medical Control (PCMSO) Programs, investigate Occupational accidents (typical), and guide unit managements whenever improvements in processes and/or infrastructure are identified.

Workers who are not employees are excluded, as the relevant contractors are responsible for independently monitoring workplace accidents, as we have no consolidated control of this data.

Commuting accidents (to and from work) have been excluded from the FAP since 2016. As the employer has no control over incidents happening on the route to and from work, looking at these accidents separately shows the information related to the theme more clearly. In 2022 there was 1 fatal commuting accident (an employee was run over). We use the following metrics for commuting accidents.

- **Absolute number: 20**
- **Lost time less than 15 days: 8**
- **Lost time greater than 15 days: 11**
- **Man/days lost: 1,172**
- **Fatalities: 1 (automobile accident)**

EMPLOYEE OCCUPATIONAL ACCIDENTS - 2022¹

Number of hours worked	40,359,671
Number of fatalities as a result of work-related injury	0
Rate of fatalities as a result of work-related injury	0
Number of serious work-related injuries (excluding deaths)	2
Rate of serious work-related injuries (excluding deaths)	0.049
Number of recorded work-related injuries (including deaths)	28
Rate of recorded work-related injuries (including deaths)	0.69

1: Rates have been calculated on the basis of 1,000,000 hours worked and in accordance with the requirements outlined in NR 04.



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SUPPLIER MANAGEMENT

Yduqs works with a large range of suppliers providing different types of services. The goal is to provide a suitable learning environment for students and faculty.

Among the main categories of contractors are call-center companies, facilities managers, technology providers, equipment maintenance, civil construction, and security and vigilance.

Supplier management is based on best practices in purchasing governance, and seeks not only to maximize financial returns, but also provide the best education journeys for our students, with quality infrastructure.

The Purchasing Policy, the Authority Policy, and the Opex Goods Purchasing Card Policy seek to ensure that goods and services are sourced under the best possible terms, and always within applicable criteria of supplier qualification and good standing.

Using a digital system, managing Yduqs service provider partners is consolidated, so buyers and suppliers interact along the main steps of the purchasing process. This platform helps strengthen ties and lead to more effective management, where we and contractors manage the process and negotiate payment, quickly and efficiently controlling expenses and reducing costs.

In 2023 we launched a second Local Supplier campaign to expand the number of regional suppliers and obtain better terms due to geographic proximity, driving local economies and supporting their development.

Supplier management is unified and based on a digital platform.



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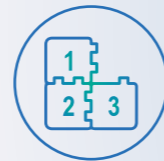
GRI 3-3: Social development in our communities

In 2022, consolidation of the Yduqs Instituted allowed us to expand the activities along each of our pillars of action: Social Development, Environment & Health, and Education. Yduqs was born with Estácio's over half a century of experience in initiatives related to health, education, sports, culture, and entrepreneurship.

Enabling the socioenvironmental responsibility initiatives of the group's IHL, creating bridges between the different social actors, organizations, communities, and individuals, reaffirms our belief that together we can make the world a fairer and more equitable place. The Institute's management enables synergies between projects, benefits social institutions, and encourages the involvement of students, faculty, and employees.

Strategically, the institution is essential in the journey to consolidate Yduqs' position as a national reference in ESG. With its own agenda and team, and able to fund itself and incorporate third parties, the Yduqs Institute has the potential to become a vehicle for social action and responsibility for other organizations at a lower state of maturity in this theme.

Activities involve students, faculty, and other employees and are focused towards one of the following three themes:



In education it combines measures to encourage and qualify the nation's educational reality, impacting primary and secondary school students and teachers, particularly in the public sector.



In social development it works on projects that impact the communities around our units, such as partnerships with institutions that care for underprivileged children and youth.



In health and the environment, the Institute is involved in innovation and conservation initiatives, as well as those that foster scientific research and quality care for the community.



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The approach used revealed nothing related to this topic considered to be critical. The potential negative impact identified in the ESG risk matrix was inadequate or biased selection of people to participate in initiatives and projects.

To avoid or mitigate the potential negative impact we mapped the company's ESG risks and included a socioenvironmental metric that covers items such as community relations. We also provide an ombudsman and whistle-blowing channel, and monitor legal claims that might involve the surrounding communities. No actual negative impact was identified.

As an actual positive impact we have increased productivity (e.g. training new professionals), and a local innovation environment (such as The Sebrae Challenge), increased regional sustainable development capacity, direct and indirect impact on infrastructure investments (better roads, increased safety, and more trade), academic entrepreneurship, fostering the manufacturing sector (such as: My First Business), fostering the creative economy (such as cultural events and social projects), and meeting demands for public service (such as NPJ, NAAP, Clinics).

To manage the positive impact we monitor reports on the end of social projects with the proponents to ensure the beneficiaries received some return, teacher reports on extension projects by the teaching area, and disclose activities to the community, press, and other communication channels. We also

partner with government agencies to expand local social activities and identify new opportunities. These actions help us track the effectiveness of our projects.

Our targets are:

- **i) achieve the milestone of 2 million people impacted by content on environmental education by 2026; and**
- **ii) achieve the milestone of 5 million people impacted by community service and social projects of our teaching units and partnerships by 2027.**

These targets were set and published in 2022, and since August have been broken down into projects to be monitored by the areas. We are still in the process of assessing efficacy and the progress of our targets.

Main progress metrics:

- **Number of service incidents in extension projects.**
- **Number of complaints and requests received via the whistle-blowing channel and ombudsman.**
- **Number of community claims and lawsuits.**
- **Students registered in the youth and adolescent literacy program**
- **Scholarships granted by the Yduqs Institute**

To better monitor the opportunities and the positive impact of extending community services by students as part of their academic experience, in 2022 we started to monitor the social impact of extension activities, focusing on a the new Ministry of Education (MEC) ordinance (2023) allowing extension activities to be added to the curriculum.

As our extension activities and social projects are by nature of social impact, they are based on the premise of bringing the curricular grid closer to loco-regional demands and public policies. This is achieved by conversations with partners and public entities, as well as with community representatives.

All actions are notified through press releases, meetings with the government relations area, regulations, sustainability, and day-to-day service activities provided by the units.



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Rede de Valor

The Value Network Program is part of our effort to support the full-time journey of Prouni (University for All) program. In the first cycle, in 2022, we provided financial aid to medical students in the Estácio campuses in Cittä, Vista Carioca, and Angra campuses, all in Rio de Janeiro.

Funds come from employee and public donations made to the Yduqs Institute fund, and allocation is audited annually to keep operations transparent. Over 120 students receive a monthly stipend of R\$ 400,00.



Learn about the program and support the training of future professionals

Programa de Alfabetização e Letramento de Jovens e Adultos

The program has a teaching system that allows students to start reading and writing in 100 hours. The course lasts four months and is given by Estácio students in Education, Languages, History, Geography, and Math, as well as the organization's faculty. Already over 850 people have been taught to read and write. Today we have 13 such units in six Brazilian states.



About the program

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WE HIGHLIGHT THE FOLLOWING PROJECTS IN WHICH THE YDUQS INSTITUTE WAS INVOLVED IN 2022.



Mobiliza is our volunteer program, also managed by the Yduqs Institute. Employees can register online (<https://mobilizainstitutoyduqs.v2v.net/pt-BR>) to volunteer in activities related to the three themes of actions, or suggest their own social actions. The idea is to enable synergy and benefit the community by engaging those within the organization.

2022 Highlights



SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY WEEK

One of the more important events sponsored by the Yduqs Institute is the Sustainability and Corporate Social Responsibility Week, which involves the Estácio, Wyden, IDOMED, and Ib-mec brands. It took place in November 2022, and the theme was “Social Mobilization - The impact of the units on the surrounding communities and the importance of volunteering”.

To awaken the interest of the academic community to the needs of those living around its facilities, the event involved 350 students from over 85 units. More than 85,000 people were impacted. During the event over 60 actions were suggested via the Mobiliza portal.

The program included workshops, lectures, and debates on themes related to sustainability and socioenvironmental responsibility. The effort collected 5,000 units of clothing and 3 tons of food to be donated. Because of the Sustainability Week 56 teaching institutions received the ABMES (Brazilian Association of Higher Education Maintaining Entities) seal of Socially Responsible Institution for the 2022/2023 period.

PRIMA STUDY

Created with QConcursos and other Yduqs institutes for higher learning (IEL), Prisma Study is a free platform that combines the resources required for all three steps essential for study: learning, practice, and review. For secondary school students (focusing on those in the public system) we address themes that will appear in the Enem and other entrance tests, video-classes, hints, and other relevant content.

Created in 2022, this platform is easily accessed via Google or Facebook, and after stating whether the user is a student or teacher, the entire content is made available. By late 2022 it had 83,000 users. In the week preceding the Enem 29,700 students were using the platform to study.

The entire Prima team is made up of GrupoQ volunteers, teachers, and leaders who dedicate part of their time to feed the platform. In 2023 we will adapt our processes as part of an initiative that will allow us to be recognized as a non-profit organization.

Over 85,000 people were impacted by our Sustainability and Corporate Social Responsibility Week.

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SPORTS PLATFORM

We support and develop athletes to facilitate their access to higher education. For this we partnered with numerous federations, clubs, and institutes such as the Fernanda Keller Institute, the Guga Kuerten Institute, the Reaction Institute, the Brazilian Olympics, and the Brazilian Paralympics Committee.

Together we have trained over a thousand people, and now we have 900 athletes and para-athletes in our school, all performing well in various areas. These partnerships also helped over 800 campaign activations and 50 lectures/lives for Yduqs brand employees and students in 2022.

Among the events in 2022 we highlight:

- Rio Open, the largest tennis tournament in South America was sponsored by Ibmecc. Students covered the event, also disclosed on Yduqs social networks, and Estácio nutrition students set up a kiosk for the public.
- IDOMED sponsored the 21 km 2022 Rio Marathon. Our brand had a kiosk manned by Estácio Physical Education and Physiotherapy students. Medical school students and faculty put together a team (the IDOMED team) that participated in the marathon.

INCENTIVATED PROJECTS

We supplement our own activities with financial support for independent initiatives. In 2021/2022 we invested close to R\$ 10 million in social and cultural projects through tax-deductible incentives.

61
PROJECTS
incentivized in the past two years

R\$ 9.76
MILLION INVESTED
(through municipal and Federal Culture Incentive Laws, the Sports Law, the Child and Adolescent Fund, and the Audiovisual Sector Fund)

INVESTMENTS IN EXTERNAL PROJECTS IN 2021/2022 (in R\$ thousand)

Ancine (audiovisual)	4 projects	700
Other cultural projects	50 projects	7,467
Sports programs	3 projects	650
Child and Adolescent Fund	4 projects	952



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HIGHLIGHTS OF THE SPONSORED PROJECTS



Pediatric Hospital Pequeno Príncipe

Established 103 years ago, Pediatric Hospital Pequeno Príncipe, the largest pediatric in Brazil, believes in the power of partnerships to positively impact child and adolescent health, optimizing access to diagnoses and treatments that transform and saves the lives of thousands of girls and boys across the country.

At Yduqs we are proud to be proud of this history. Together we are committed to equitable supply of quality healthcare, ensuring the rights of children and adolescents and the innovative and scientific training of new healthcare professionals.



Project Cuidar (Flamengo)

Cuidar, the Unified Center to Identify and Develop High Performing Athletes is a Flamengo initiative in which Estácio is involved. Cuidar seeks to make sports even more cross-disciplinary, combining athlete training and the work of various sports areas, all working together and complementing each other.



Challenge for a Day

The Challenge for a Day program, disclosed on the Futura subscription channel, is to show the problems that public school students face on a day-by-day basis, while at the same time incentivize their passion for school, identifying vocations among secondary students and promoting a spirit of leadership and the collective.

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ENVIRONMENTAL DIMENSION

By formulating and disclosing our ESG targets, we pay special attention to the environment: the impact of our activities on nature, the consumption of natural resources, and how we can adapt to a reality of energy transition and climate change.

In the pillar of environmental sustainability we are committed to renewable energy and managing greenhouse gas (GHG) emissions. We also invest our expertise in education to disseminate environmental education content.

All our education and corporate units comply in full with environmental guidelines and procedures. Our buildings are smart users of natural resources, and from time to time take stock of their results (energy and water use, waste disposal, and ecoefficiency initiatives).

Environmental performance is self-evaluated each quarter, and monitored by the corporate Environmental Area. Items such as compliance with environmental permits, the Waste Management Plan (PGRS), employee training, and compliance with environmental laws are closely monitored and show that all units have advanced in their environmental practices.

From time to time we also engage the support of consulting firms that specialize in environmental management, which help us identify opportunities for improvement and come up with initiatives to reduce consumption and focus on the rational use of water and power (e.g. fluorescent light bulbs, water-saving faucets, and dual flushing systems).

Our ESG goals include environmental issues and aspects



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ENERGY

Corporate Facilities and HSW monitor energy use of all operations. Indicators are analyzed on a monthly basis and submitted to the Executive Board.

The area also proposes measures to increase energy and financial efficiency, linked to the purchase of energy from renewable sources, migrating our units to the free market, and measures to reduce the share of non-renewable energy in all facilities.

In 2022, 78% of the energy used by the company came from renewable sources. Of this, 4.97% comes from a proprietary photovoltaic plant in Rio de Janeiro, and the rest is purchased from renewable energy generators in the free market.

By 2026 we plan to have 90% of our energy coming from renewable sources, either proprietary or purchased.

In 2022 we reported no reductions of energy consumption. To establish a baseline for comparison, the information for 2022 was compared against data from 2019, as both years had similar conditions and were therefore more comparable; conversely, 2020 and 2021 were marked by new acquisitions as well as the COVID-19 pandemic, and were therefore not as comparable to 2022.

SUSTAINABLE CAMPUS CHALLENGE

The Sustainable Campus Channel seeks to diagnose the energy used by our on-campus activities, and analyze the sustainability strategies across all our campuses. Participants submit proposals to lower energy use developed by the Extension Centers.

Organized by the domestic leaders of the Creative Economy and Engineering areas, the Challenge included Extension Units of the Architecture and Urban Development, Interior Design, and Engineering courses.

In addition to increased energy efficiency, the Sustainable Campus Challenge also seeks to foster research at Yduqs in the form of extension activities, reinforcing the relationship between teaching, research, and extension.

TWENTY-NINE UNITS PARTICIPATED IN THE CHALLENGE:



National highlights:

- Unitoledo Araçatuba (Center-South)
- Uniuol João Pessoa (Northeast)
- Resende (Unesa)

Regional Highlights:

- Center-South Ribeirânia
- Northeast: Center/CE, Abdias de Carvalho, Caruaru, Via Corpus
- North: Macapá, São Luís
- Unesa: Norte Shopping, Barra da Tijuca_TJ, Nova Iguaçu

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EMISSIONS

Since 2021 we have published our annual GHG emissions inventory, compiled as specified by the Brazilian GHG Protocol, and published on the Platforms web-page.

An important achievement in 2022 was calculating Yduqs scope 3 emissions, an effort to be further expanded in coming years. This is the first such edition in the education industry, and combines a set of environmental sustainability targets.

GHG emissions have been measured and publicly disclosed since 2021.

WATER

We manage water in our units to continuously reduce consumption. Water use monitoring and management are the responsibilities of the Facilities and SMA area. Indicators are defined and monitored on a monthly basis, in a process that involves the Executive Board. Employees and contractors are constantly aware of the importance of avoiding waste.

Among permanent activities we point to retaining consulting firms to find opportunities in the highest consuming units, and installation of equipment and use of methodologies to reduce water use (water-saving faucets, dual flushing valves, flow controllers, and analysis of potential leaks).

We have an in-house Management Procedure that addresses the minimal environmental requirements for units to properly perform their activities. The content includes a topic on sanitary wastewater, guiding effluent analyses to check if disposal complies with applicable environmental standards. [GRI 303-2](#)

WASTE GRI 306-1

The importance of proper disposal is a priority theme in developing awareness among employees. Every quarter we make sure waste management - collection, segregation, transportation to temporary disposal - complies with the expectations of the Environmental cell and applicable legislation.

Waste is managed by individual units together with the Environmental Cell. To monitor services, every month we send out a satisfaction survey to check for points for improvement or practices unaligned with contractual scopes.

Our supplier periodically renews the unit waste management programs, and includes training and awareness initiatives. We also implemented a plan to address waste management in each unit, with guidelines for execution and control—beginning with waste avoidance.

In 2022 we ran a pilot project to add a digital scale to the waste storage unit in our operating facilities. This will help us analyze and measure the volume of waste generated, which includes ordinary waste sent to landfill, and waste from our healthcare services. This will also make it easier to issue the Waste Transportation Manifest, as well as other items related to waste management.

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MATERIALITY GRI 2-29, 3-1, 3-2

Our materiality matrix—a list of the economic, environmental and social topics that are most material to our operations—also informs our sustainability strategy. Yduqs’ materiality matrix was revised in 2022 in a process comprising the following stages:

- **Determine the impacts and risks that are potentially material and relevant for the company;**
- **Identify key stakeholder groups (students, employees, faculty, trade associations, regulators, contractors and partner centers);**
- **Conduct surveys of external experts and stakeholders to determine the most material topics;**
- **Prioritize material topics for review and approval by top management.**

Stakeholder surveys were designed to cover all aspects of materiality (social, environmental and financial impact, and perceptions on relevance).

In evaluating financial impacts, the following were interviewed: the Yduqs Executive Board (CEO, VP Digital, VP On Campus, VP Premium, VP Finance & Technology, and VP Government Affairs, Communication & Sustainability), the Board of Directors VP, the Chief Communications Officer, and independent experts Marcelo Moraes (Oceana Investimentos) and Marcelo Santos (JP Morgan).

In assessing social and environmental impacts, we interviewed consulting firm Report, 14 employees at different Yduqs departments, and external expert Daniel Calarco (UNESCO). The assessment of social and environmental impacts included human rights, the environment and people, and covered all Yduqs businesses and operations.

Industry experts and top management were asked to assess each risk’s likelihood of occurrence and magnitude of financial impact. External experts were also asked to assess social and environmental impacts, with their inputs supplemented by analysis provided by Report. An internal focus group discussed and reviewed the magnitude of social and environmental impacts.

Three measures of scope were used—direct impacts, partly direct impacts, or indirect impacts—across each of the 20 topics presented to stakeholders.

In an online survey, stakeholders (students, suppliers, employees, faculty, trade associations, organizations and regulators, contractors and partner centers) were asked to select five topics they considered to be most material to Yduqs, out of a short list of 20 topics resulting from the social, environmental and financial impact assessments.

Yduqs’ previous materiality matrix, presented in our 2021 Sustainability Report, comprised the following topics: Quality of teaching and services offered; Employability and entrepreneurship; Innovation and technology; Diversity, equality and inclusion; Affordable education; Corporate governance, ethics and strategy; Human care and development; Environmental management policy and system; and Cultural programs, social projects and extension projects aimed at the community.

Topics included in 2022: 5. Data privacy and security; 8. Transparency and stakeholder engagement; 9. Government affairs and advocacy/regulators. “Environmental management policy and system” was removed as a material topic.

The following table shows the final list of ten material topics, ranked by importance to Yduqs; a brief description of each topic; and the stakeholders that prioritized each topic.

GRI 3-2

The list of Yduqs material topics was revised in 2022

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MATERIAL TOPIC	DESCRIPTION	PRIORITIZED BY
High-quality, affordable education	Using a management and investment approach that delivers high-quality yet affordable education and services	Students, employees, trade associations, partner centers, top management
Attracting, developing and retaining employees	Improving employer brand performance by offering career plans, competitive pay and benefits, and engagement and training programs	Employees, faculty, trade associations, contractors, partner centers, top management
Ethics, integrity and compliance	Transparency, anti-corruption compliance, disseminating our code of conduct and ethical principles	Suppliers, employees, faculty, contractors, partner centers, top management
Innovation and technology	Investing in and developing technology to enhance our ability to adapt to new market trends and developments	Students, suppliers, faculty, contractors, partner centers, top management
Data privacy and security	Securely managing the collection, retention and use of sensitive and confidential information, in compliance with the Brazilian General Data Protection Regulation	Suppliers, top management
Employability and entrepreneurship	Theoretical and practical training; support in finding paid internship positions; partnerships with employers; entrepreneurship advocacy	Students, suppliers, trade associations, partner centers
Diversity, inclusion and equity	Promoting equity and inclusion in terms of color/race, gender, age, background, disability, and sexuality	Students, suppliers, employees, faculty, trade associations, contractors
Transparency and stakeholder engagement	Transparent relations and communications with faculty, students and surrounding communities	Senior leadership
Government and regulator relations/ advocacy	Promoting collective interests and social welfare, and the causes we support	Senior leadership
Social development in our communities	Social, environmental and educational initiatives involving surrounding communities, supporting their social and economic development	Students, trade associations

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STAKEHOLDER ENGAGEMENT

GRI 2-29, 3-3: Transparency and stakeholder engagement

We engage with our stakeholders in a variety of ways. No impacts related to this topic were deemed critical. In addition, we identified no actual or potential, positive or negative impacts in the ESG risk matrix related to this topic.

The following table summarizes the direct communication channels we use for each stakeholder group:

Students	Academic information system, online survey, WhatsApp, blog, jobs portal, app, virtual assistant, email marketing, text messages, offices, academic departments, call center, institutional websites, social media and Annual Sustainability Report
Alumni	Blog, online survey, emails, social media, institutional websites, call center and Annual Sustainability Report
Partner centers	<i>Portal Conexão Polos</i> , institutional website, Telegram, weekly live broadcasts (MS Teams), institutional emails, chat service, phone service, field managers, large account managers, training track (<i>Educare</i>), Electronic Request System (SEC, in Portuguese), Intranet and Annual Sustainability Report
Society	Press releases, social media, advertising (billboards, TV, radio, printed material, bus ads, street furniture ads, etc.), email marketing, institutional websites and Annual Sustainability Report
Investors	IR website, emails, Brazilian Securities Commission (CVM) filings, events and meetings for investors and market analysts. Main reports: earnings release materials, notices to the market and material facts, reference form and Annual Sustainability Report
Suppliers	Supplier system (SAP/ARIBA), email, institutional websites and Annual Sustainability Report
Staff	Online survey, online meetings and events, Electronic Request System (SEC in Portuguese), email, WhatsApp, collaborative groups on Microsoft Teams, social media and Annual Sustainability Report
Faculty	Emails, online meetings and events, WhatsApp, content portal (Docentes.Online), Microsoft Teams, Academic Information System (SIA in Portuguese), and Annual Sustainability Report

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GRI 3-3: Ethics, integrity and compliance

Yduqs manages compliance through initiatives to prevent, detect and address any violations, misconduct, anti-ethical behavior and corruption.

Our goal is to act preventively to deter violations of applicable laws and regulations, our Code of Ethics & Business Conduct and our Anti-Corruption Code. Should any violations occur, Yduqs is prepared to remedy such violations and implement opportunities for improvement, as applicable.

We provide mandatory compliance training to 100% of employees. Training, internal policies, our Code of Ethics and Business Conduct and our Anti-Corruption Code are broadly disseminated through our Internal Communications department. In addition to disseminating our compliance policies internally, the Yduqs [web-site](#) has a dedicated section to transparently discuss our practices around compliance, policies and whistleblowing channels.

Suppliers and business partners are required to accept our policies under integrity clauses in all contracts, ensuring that both parties uphold the same standards of ethics throughout the contractual relationship.

The potential positive impacts from compliance enforcement measures include a higher percentage of employees receiving training, and the appropriate use of our Whistleblowing Channel by employees, business partners and suppliers.

The effectiveness of disciplinary action taken based on whistleblowing reports is monitored using performance indicators available on the Whistleblowing Channel. These indicators are reported on a quarterly basis to the Oversight Board. Training on and acceptance of our Code of Ethics and Anti-corruption Code are also monitored. Our Risk Committee is in charge of determining the causes of any reported corruption incidents and following up on action taken in response.

Our goal is to train 80% of our employees in our mandatory compliance training track, which includes five courses: 1) Compliance, 2) Code of Ethics and Business Conduct, 3) Anti-Corruption Code, 4) LGPD, and 5) Information Security. Additionally, we aim for all employees to have read and accepted the two codes.



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We monitor effectiveness and progress using performance indicators describing the volume of reports received by type and the most frequently occurring incidents. These indicators help us to better target our actions.

The effectiveness of measures taken is tracked on the basis of the number of employees trained, or the extent to which whistleblowing reports are accurate and not out of scope, for example.

Goals and targets are set for reviewing and updating standards and training so they are audience-appropriate (employees, partners, suppliers and centers) and help to instill an organizational culture based on ethics and integrity, which also extends to our dealings with external stakeholders (investors, the market, customers).

In reviewing our training and whistleblowing indicators, we have identified significant areas for improvement that will be reflected in our updated Code of Ethics & Business Conduct, following a revision in 2023.

Based on an assessment of the most frequently reported concerns on our Whistleblowing Channel, we have now customized the tool to allow us to gather more accurate information and to prevent misclassification of reports, ensuring measures taken are appropriate to the case.

By reviewing employee, supplier and partner interactions, whether on the basis of whistleblower reports or requests for advice from our Compliance team, we are able to identify opportunities for improvement in our internal processes and departments, and design targeted action to mitigate the risk of violations or misconduct. Identified issues also inform amendments to our internal policies and codes.

The Compliance department reports to the Oversight Board on the preventive and educational measures it has taken. Any resulting amendments to Code of Ethics & Business Conduct and Anti-corruption Code are approved by the Board of Directors.

No impacts related to this topic have been identified. Potential negative impacts identified in our ESG risk matrix include being associated with partners/suppliers engaged in misconduct; and conduct by executives, professors and employees that violates our Code of Ethics & Business Conduct or that is harmful to students, employees or third parties. We did not identify any actual negative impacts or actual or potential positive impacts.



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GOVERNMENT RELATIONS AND ADVOCACY GRI 3-3

We interact regularly with the industry regulator to seek guidance on controversial matters or matters allowing for more than one interpretation, in order to ensure our business is compliant with applicable regulations.

Where any risk of noncompliance is identified, the matter is referred to the appropriate departments so that appropriate action is taken to remediate and discontinue the relevant practice, ensure compliance with applicable regulations and mitigate negative reputational impacts.

We monitor developments in congress, legislation and politics using a regulatory tracking system. This allows us to assess the actual and potential impacts from regulatory developments to inform strategic decision-making.

Data on internal processes is entered in a worksheet showing the status of the process, action taken, and effectiveness.

We are committed to nurturing positive relationships with government agencies, while upholding a strong reputation in order to advance our business interests, as identified by each department.

Our government affairs function sets targets based on the percentage of cases successfully resolved out of the total cases brought during

the year. This target is tracked using an electronic worksheet that can be used to generate summary reports on monthly progress.

Measures taken have proven to be sufficient and effective, with the department meeting set targets over the last few years. Lessons learned from previous years are applied in subsequent years by revising targets, strategies and initiatives in order to optimize results.

Lessons learned are also regularly incorporated in good-practice codes and operational policies and procedures. In 2022 we updated our government and institutional relations policy to reflect regulatory developments and for compliance with our internal standards and controls.

We also adopted new procedures on dealings with government agencies, in order to make our policy advocacy efforts more effective and strengthen our reputation.

We often engage with stakeholders through public meetings in which private entities interact with government entities to advocate for their interests and influence decisions on, or the formulation, implementation or assessment of, government or public strategies and policies, or the publishing, withdrawal or amendment of policies and standards, all in compliance with federal legislation (Decree 10 889/2021).

We also engage with government agencies through our membership of trade associations that advocate for the common interests of the private higher education industry, and to help avoid adverse consequences from regulatory interpretations that conflict with those of the regulator. The effectiveness of these efforts is measured on the basis of performance against targets, the minutes of public meetings, and the extent to which our participation in trade association working group discussions is effective.

No impacts related to this topic have been identified. Potential negative impacts identified in our ESG risk matrix include the influence on policymakers from advocacy on behalf of the company's interests; and changes in government education investment strategies, including tax incentives, affirmative action programs and tax exemptions. We identified no actual negative impacts or potential or actual positive impacts.



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ENTITIES INCLUDED IN THE SUSTAINABILITY REPORTING¹ GRI 2-2

- Yduqs Participações S.A.
- Sociedade De Ensino Superior Estácio De Sa Ltda
- Irep Sociedade De Ensino Superior, Médio E Fundamental Ltda
- Sociedade Educacional Atual Da Amazonia Ltda
- Anec - Associação Natalense de Educação E Cultura Ltda
- Sociedade Universitária de Excelência Educacional do Rio Grande do Norte Ltda
- Nova Academia Do Concurso - Cursos Preparatórios Ltda.
- Sociedade Educacional Da Amazonia Ltda
- Idez Empreendimentos Educacionais Ltda
- Sociedade Educacional Do Rio Grande Do Sul Ltda
- Uniuol Gestao De Empreendimentos Educacionais E Participacoes Ltda
- Unisaoluis Educacional Ltda
- Instituto De Ensino Superior Social E Tecnológico Ltda
- “Assesc-Sociedade Educacional De Santa Catarina Ltda “
- Sociedade De Ensino Superior Estácio Ribeirão Preto Ltda
- Sociedade De Ensino Superior Estácio Amazonas Ltda
- Organização Paraense Educacional E de Empreendimentos Ltda
- Ceut Centro De Ensino Unificado De Teresina Ltda
- Centro Educacional Nossa Cidade Ltda.
- Faculdades Integradas De Castanhal Ltda
- Fufs - Faculdade Unidas De Feira De Santana
- Sociedade De Ensino Superior Unitoledo Ltda
- Yduqs Educacional Ltda
- Yduqs Participações 2 Ltda
- Instituto De Ensino Superior Da Amazonia Ltda
- Sociedade Educacional Ideal Ltda
- Damasio Educacional Ltda.
- Grupo Ibmec Educacional Ltda
- Artec - A. Regiao Tocantina De Educacao E Cultura Ltda
- Abep - Academia Baiana De Ensino Pesquisa E Extensão Ltda
- Sociedade de Educação Do Vale Do Ipojuca Ltda
- Athenas Serviços Administrativos Ltda.
- Unijipa - União das Escolas Superiores De Ji-Parana Ltda
- Pimenta Bueno Servicos Educacionais Ltda
- Centro De Educacao De Rolim De Moura Ltda
- União Educacional Meta Ltda
- Centro De Educação Do Pantanal Ltda
- QCX Serviços Educacionais Ltda. (“Qconcursos”)
- Wemed Educação Médica S.A. (“Hardwork”)

1: We consolidate all entities over which we have control, meaning we are exposed, or have rights, to variable returns from our involvement with the investee and have the ability to affect those returns through our power over the investee. The same consolidation approach is applied to material topics, except that for disclosures on employees and workers, we have not included data on Hardwork and Qconcursos, as in our financial statements.



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ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS GRI 2-6

<p>GRI 2-6 A. :Sector in which we operate</p>	<p>Private Higher Education</p>	
<p>GRI 2-6 b. Value chain</p>	<p>I: Activities, Products, Services and Markets Served</p>	<p>On-campus, semi-on-campus and distance higher education programs; production of digital educational content; prep courses for public and private examinations. Markets served in 2022: 1,194,000 students in all regions of Brazil. Total number of operations: 67 higher education institutions, 104 campuses, 2,506 partner centers.</p>
	<p>ii. Supply Chain</p>	<p>More than 3,000 direct, intermediate and third-party suppliers in all states across Brazil. Supplier spending in 2022: R\$ 168,129,333.76. Yduqs seeks to build long-term relationships with suppliers across different categories, including advertising, publishing, janitorial services, security services, telemarketing, collection services, textbooks, IT equipment and systems, safety, renovations and construction. All suppliers in our value chain undergo stringent quality vetting prior to entering into a business relationship with us. All suppliers are periodically assessed. Where any supply issues are identified, we work with the relevant suppliers to resolve them and, if unsuccessful, the relevant suppliers are replaced. Under their contracts, suppliers agree to abide by our Code of Ethics & Business Conduct and Anti-Corruption Code, as well as all applicable laws and regulations. Suppliers dealing with sensitive business information are required to sign a confidentiality agreement before gaining access to that information. We have a Procurement Portal that supports electronic auctions and all other transactions with suppliers.</p>
	<p>iii. Entities downstream from the organization and their activities</p>	<p>Our customers are our students, which in 2022 amounted to 1.1949 million people across all states of Brazil. In addition to gaining access to university programs and educational content, Yduqs students use the skills they acquire to improve their employability and income. Our relationship with students begins when onboarding freshmen following enrollment, and extends beyond graduation through support grants for alumni.</p>
<p>GRI 2-6 c.: Other relevant business relationships</p>	<p>Yduqs has partnerships with 2,506 distance learning centers in all states of Brazil. These centers use digital products and services produced by Yduqs to provide higher education and other programs to a (Digital) student based that in 2022 amounted to a total of 912,800 people, across digital undergraduate and <i>Vida Toda</i> students.</p>	
<p>GRI 2-6 d.: Significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period</p>	<p>Compared to the previous reporting period, in 2022 we created a holding company and under it three subsidiaries: Qconcurso; CursosLivres, which provides skills training to connect students to the job market; and Estude Prisma, a free entrance exam prep course. The brand SJT Med was also discontinued and the operations under it were merged into Hardwork Medicina.</p>	



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GOVERNANCE STRUCTURE AND COMPOSITION GRI 2-9

Our governance structure is made up of: (i) Shareholders, (ii) the Board of Directors (“BoD”) and its advisory committees: (iii) Audit & Finance Committee (“AFC”), (iv) Academic Committee (“ACC”) and (v) People & Governance Committee (“PGC”). We also have an (vi) Oversight Board (“OB”), an (vii) Executive Board and the (viii) Internal Audit.

The Audit & Finance Committee regularly assesses impacts on the economy. The People & Governance Committee assesses impacts on the environment and people.

All members of the Board of Directors have non-executive roles. All committees are fully independent, serving a term of two years, except that the members of the Oversight Board have a tenure of one year. All members of the BoD also serve on advisory committees where they perform such duties as are established in the Board Charter and in our Bylaws. The members of the Oversight Board are the only governance body members not permitted to serve on other governance bodies.

Committee members share the same duties as outlined in the Board Charter, with the exception of the Chairman of the Board, who acts in a leadership and organizational capacity, and Oversight Board members, whose duties are established in our Bylaws. No Committee members belong to under-represented social groups. **GRI 2-10**

Sustainable development matters are discussed in all meetings of the Board of Directors. ESG targets are approved by the BoD and progress and constraints are reported to the Board in each Board meeting. This allows members to both provide and learn new insights on the topic.

GOVERNANCE BODIES	WOMEN	MEN	TOTAL
Board of Directors	1	8	9
Audit & Finance Committee	0	3	3
People & Governance Committee	1	2	3
Academic Committee	0	3	3
Oversight Board ¹	1	2	3

1: The Oversight Board is composed of members without any substitutes.



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NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY GRI 2-10

Yduqs has a Nomination Policy that establishes guidelines and requirements on the composition and processes for nominating members of the Board of Directors, the Statutory Board and BoD Advisory Committees, based on best governance practices.

Members to the Board of Directors and its Committees are required to accept this Policy during induction. In addition to the provisions in the above policy, the charters of each governance body also establish nomination criteria.

Nominating members to the Board of Directors: The Board of Directors, under the advice of the People & Governance Committee (PGC), the Corporate Legal Department or shareholders, as established in applicable laws and regulations, is responsible for selecting and appointing members to the Board of Directors. The PGC analyzes and submits to the Board of Directors the names of potential candidates following an assessment of the performance of Board members, where applicable, of the Company's needs at the time of the nomination, and other criteria established herein.

Candidates to the Board of Directors must meet the eligibility requirements for publicly traded companies, as established in the Corporations Act, CVM Directive 367 and other applicable laws and regulations, in our Bylaws, in the Board Charter, and in this Policy.

Members shall be appointed to the Board of Directors such that a minimum of 2 (two) or 20% (twenty percent), whichever is largest, of members are independent, as required in the *Novo Mercado* Listing Rules.

Nominating members to Committees: the Board of Directors, under the advice of the PGC and the acting Coordinator of the relevant committee, as necessary, based on an analysis of candidate backgrounds and profiles, will nominate candidates who meet the eligibility criteria and requirements established in this Policy and, as applicable, the Company's Bylaws and the charter of the relevant Committee. Committee members are nominated based on an assessment of the performance of members, as applicable, and the Company's needs at the time of nomination.

Any members of the Board of Directors and Executive Board may submit to the Board of Directors nominations for Committee members up to 15 (fifteen) business days prior to the meeting of the Board Of Directors that will decide on the appointment of members to the relevant Committee.



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ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING THE MANAGEMENT OF IMPACTS GRI 2-12

The Board of Directors reviews our ESG Materiality Matrix whenever requested to do so by Company management. During such reviews, members of the Board receive updates on the matters discussed by the ESG Committee, an internal committee that meets on a monthly basis to discuss progress on ESG targets.

Our sustainability targets are also discussed in meetings of the BoD and Executive Board. Where Board meetings address sustainability matters, the matters discussed include significant developments across the social, environmental and governance pillars. These occasions also serve to emphasize the company's commitment to being accountable for established targets and striving for continuous improvement in this area.

Furthermore, when requested by management and the Executive Board, the impacts of the company on the economy, environment, and people, as well as goals and progress, are discussed in Board of Directors meetings. These topics are also discussed by the Audit and Finance Committee (for economic issues), or the People and Governance Committee (for environmental or people issues).

Quarterly board meetings discuss progress toward the Company's commitment to established goals related to the economy, environment, and people, with a focus on continuous improvement. The board assesses progress and provides suggestions for improvement, primarily by comparison with the ESG benchmarks of other leading companies.

Actual and potential impacts are mapped during the risk management process. The resulting risk matrix is validated by the board of directors, as are any updates thereto, ensuring the Board's involvement and drawing on its insights in managing impacts. However, the board is not directly involved in stakeholder engagement or assessing the effectiveness of sustainability-related oversight.

CHAIRMAN OF THE HIGHEST GOVERNANCE BODY GRI 2-11

The chairperson of the Board does not concurrently serve in an executive position at Yduqs. Their sole function at Yduqs outside the Board is serving on the People and Governance Committee.



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DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS GRI 2-13

The Board of Directors requests opinions on managing economic impacts from the Audit and Finance Committee, and approves resolutions taken, typically in quarterly Board meetings. The Board is responsible for appointing the Vice President of Finance. It also requests opinions on environment- and people-related matters from the People & Governance Committee, and approves resolutions taken, relying on recommendations from the Committee (see the Board Charter). The Board is responsible for appointing the Vice President of Institutional Relations and Sustainability.

Responsibility for impact management is also shared with the heads and directors of the relevant departments. The status of Impact management efforts is discussed during Board meetings on request from Company management.

HIGHEST GOVERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING GRI 2-14

Sustainability reporting information is reviewed and approved by the Executive Board. In addition, a more in-depth assessment of sustainability reporting is made by the Vice President for Institutional Relations and Sustainability, who is responsible for addressing ESG matters in depth and submitting recommendations to the Executive Board and the Board of Directors.

CONFLICTS OF INTEREST GRI 2-15

Company management submits to the Board of Directors any conflicts of interest as described in the Company's Code of Ethics & Business Conduct. In order to avoid conflicts of interest, Company management ensures compliance with the Company's Code of Ethics, which establishes guidelines on this topic and requires that any actual or suspected conflicts of interest are immediately reported via the Whistleblowing Channel.

Where a potential conflict of interest is identified in any related party transaction, Company management activates the Audit and Finance Committee to carry out a preliminary assessment of such transactions in order to identify, based on our Related Party Transactions Policy:

- (i) any transactions classified or potentially classified as Related Party Transactions;
- (ii) whether the procedures and requirements in this Policy are applicable;
- (iii) the Related Parties involved in the transaction; and
- (iv) whether the transaction involves a potential conflict of interest.

Where the Committee recommends proceeding with the transaction, the Board of Directors considers the following: (a) whether there are clear reasons to carry out the Related Party Transaction ; (b) whether the terms of the transaction satisfy the requirements in 3.1 above; and (c) the recommendations made by the AFC, as described in 4.1 above, as well as the results of assessments made or opinions and reports issued by independent consultants or consultancies, as applicable.

Preliminary recommendations and approvals help to ensure potential conflicts of interest are adequately managed. Whenever there is any market-relevant conflict of interest, such as cross membership of other governance bodies, cross shareholding with suppliers and other stakeholders, and/or controlling shareholders who are parties to the transaction, Yduqs provides appropriate clarification to shareholders and the market in general.

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COMMUNICATION OF CRITICAL CONCERNS GRI 2-16

Critical concerns are reported in meetings of the Board of Directors and the Oversight Board. No such critical concerns were reported in 2022.

COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY GRI 2-17

Sustainable development matters are discussed in all meetings of the Board of Directors. ESG targets are approved by the BoD and progress and constraints are reported to the Board in each Board meeting. This allows members to both provide and learn new insights on the topic.

EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY GRI 2-18

The People & Governance Committee performs annual, non-independent assessments of the performance of members of the Board of Directors.

No changes were required to the composition of the Board of Directors, as all members are committed to ESG issues given their importance to the Company.

REMUNERATION POLICIES GRI 2-19

FOR THE BOARD OF DIRECTORS:

- **Fixed Annual Remuneration:** Board members receive monthly fixed fees as remuneration. The fixed established remuneration is in consideration of the services provided by each Director within the scope of responsibilities assigned to our Board of Directors. The fixed amount to be paid to each member is defined based on our salary table, which is developed and periodically updated based on market compensation surveys.
- **Variable Remuneration:** Board members are not entitled to variable remuneration.

For further details, see our Remuneration Policy [here](#).

FOR THE EXECUTIVE BOARD:

- **Fixed Annual Remuneration:** Members of the Executive Board receive fixed monthly remuneration as consideration for services rendered within each member's scope of responsibility in managing the Company. The fixed amount to be paid to each member is defined based on our salary table, which is developed and periodically updated based on market compensation surveys. Members of the Executive Board are not entitled to remuneration for their participation in Committees.
- **Variable Remuneration:** Members of the Executive Board receive variable remuneration based on the Company's performance against objective and measurable targets established in our strategic plan and the annual budget approved by the Board of Directors. Variable remuneration is designed to recognize each executive's contribution to our Company's performance in a given year.

In 2022 we launched commitments to a sustainable agenda. As part of these commitments, we established a set of 24 ESG targets, including a target that embeds ESG considerations in variable remuneration for 100% of our senior leadership team (Executive Board and Board of Directors).



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PROCESS TO DETERMINE REMUNERATION
GRI 2-20

Our Remuneration Policy is based on benchmarking exercises carried out by world-leading consultancies. However, we did not engage remuneration consultants specifically to determine remuneration. Our Remuneration Policy is validated by the People Committee with the involvement of the Board of Directors. The Company's remuneration function is fully involved in determining remuneration based on scores and salary benchmarking surveys. Stakeholders are not involved in determining remuneration.

ANNUAL TOTAL COMPENSATION RATIO
GRI 2-21

In 2022 the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees was 201.65%. Contextual information was not deemed necessary to understand the data.

PERCENTAGE INCREASE IN ANNUAL TOTAL COMPENSATION RATIO ¹	2021	2022
Percentage increase in the highest-paid individual's compensation	41.53%	-6.00%
Median percentage increase in annual total compensation	31.44%	8.15%
Ratio of the percentage increase of the highest-paid individual to the median annual total compensation percentage increase	20%	-14.15%

1: The remuneration package for some executives may vary up or down from one year to another due to our Long-Term Incentive Program. In 2021, we awarded new program incentives that increased executives' total remuneration package. In 2022, our share value fell significantly, which primarily explains the reduction compared to the previous year.

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POLICY COMMITMENTS GRI 2-23 / EMBEDDING POLICY COMMITMENTS GRI 2-24

Corporate integrity is among the core corporate commitments approved by senior management. To support this commitment, we have a Code of Ethics & Business Conduct and Anti-Corruption Code that provide internal recommendations on upholding integrity and preventing acts of corruption. These policies are periodically updated to incorporate best-practice governance rules. Our Compliance function plays a company-wide role in preventing, detecting and remediating misconduct and any violations of internal policies, contracts, and laws and regulations. Our integrity-related policies and tools include our: Code of Ethics & Business Conduct, Anti-Corruption Code, Confidential Hotline, Conduct Committee, and Ethics Committee.

- [Code of Ethics & Business Conduct](#)
- [Anti-Corruption Code](#)
- [Confidential Hotline](#)

Our Ethics Committee is an internal body composed of members of the Board of Directors, and is responsible for supporting the strategic management of our Compliance program. The Ethics Committee is governed by a Charter. The primary duties of the Ethics Committee are to: investigate concerns reported via the Confidential Hotline, ensuring confidentiality; investigate any violations

of this Code to inform decision-making and appropriate action; assess and determine how to proceed in any situations not covered by this Code; answer questions regarding the interpretation of this Code; and propose amendments and updates to this Code to the Board of Directors as necessary.

Yduqs is a signatory of the Instituto Ethos Business Pact for Integrity and against Corruption, which aims to unite companies around building a more ethical and responsible market and eradicating corruption.

As a signatory of the UN Global Compact, Yduqs has pledged to support its Ten Principles, derived from the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention Against Corruption.

Specifically in the area of human rights, we are committed to supporting freedom of association, effectively recognizing the right to collective bargaining, eliminating all forms of forced or compulsory labor, effectively abolishing child labor, and eliminating discrimination in the workplace. Each of these commitments is addressed in our Code of Ethics & Business Conduct.

The Yduqs Code of Ethics & Business Conduct establishes principles, guidelines and practices on upholding integrity and the high ethical standards of conduct we expect at YDUQS and our subsidiaries, and on engaging in corporate activities and internal and external interactions between employees and third parties. The Code applies to all employees across YDUQS and its subsidiaries, as well as other stakeholders including suppliers, partners, contractors and agents.

The Code of Ethics & Business Conduct also establishes guidelines for our relationships with suppliers, communities, the environment, unions, government agencies and competitors, political and religious activities, confidentiality, whistleblowing channels, our ethics committee and its communication channels, and whistleblower protection.

GRI 3-3: Transparency and stakeholder engagement

The guidelines herein establish principles of conduct in performing due diligence on supplier relations.



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The following requirements apply to our business relationships with suppliers:

- **I. suppliers must be selected and engaged based on technical, professional and ethical criteria, as well as social and environmental criteria;**
- **II. suppliers must have equitable access to information throughout the negotiation, quotation and procurement process, as applicable;**
- **III. employees must deal with suppliers transparently and report to their manager any potential conflict of interests as set out in this Code and the Yduqs Procurement Policy;**
- **IV. employees are required to abide by limit-of-authority rules in dealings with suppliers;**
- **V. Yduqs suppliers should ensure that those purporting to be representatives of Yduqs have the legal powers to enter into contracts;**
- **VI. we require our suppliers to: a) demonstrate integrity and compliance with applicable laws and regulations, including those prohibiting the use of child and slave labor; b) demonstrate ethical standards compatible with those of Yduqs, as described in this Code, and uphold excellence in services and best practices; c) maintain confidentiality about data and information that they may have access to through any means or form during the contracting process or in the performance of work at or for Yduqs; d) sign their acceptance of this Code for each procurement process; e) not offer or receive bribes, kickbacks, or similar payments from/to any person or entity, public or private; f) fully comply with the guidelines established herein; in case of violations or irregularities, Yduqs may apply any of the following measures: warning, suspension or termination of the contract; g) submit to Yduqs' due diligence process whenever so requested; h) comply with all legal and labor requirements applicable to the business.**

Managers and other employees regularly attend compliance and governance training on our training platform. All employees receive communications on our Anti-Corruption Code and its guidelines through campaigns run by our Compliance function with support from our Internal Communication function. To enhance the effectiveness of our Compliance function's efforts, we provide all employees and other stakeholders with a Whistleblowing Hotline where they can report concerns regarding potential violations of laws and regulations or our Code of Ethics & Business Conduct.

Yduqs takes a no-tolerance approach to child or compulsory labor, whether in our own operations, at our suppliers or at any of our business partners. Our Code of Ethics & Business Conduct establishes requirements for maintaining respectful relationships with all unions applicable to our industry, including: respect employees' right to freedom of association; building close relationships with unions; ensuring that negotiations reconcile the interests of our faculty and staff with those of Yduqs; and ensuring compliance with collective bargaining agreements.

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PROCESSES TO REMEDIATE NEGATIVE IMPACTS GRI 2-25

MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS GRI 2-26

Yduqs has a Compliance function that plays a company-wide role in preventing, detecting and remediating misconduct and any violations of internal policies, contracts, and laws and regulations. Our integrity-related policies and tools include our: Code of Ethics & Business Conduct, Anti-Corruption Code, Confidential Hotline, Conduct Committee, and Ethics Committee. The purpose of these policies and tools is to prevent violations from occurring. Should any violations occur, Yduqs is prepared to remedy such violations and implement opportunities for improvement, as applicable.

Our efforts are based on the following pillars:

- 1. Risk management: identifying potential causes and recommending mitigation action to the Risk Committee, which meets on a monthly basis with the Executive Board. The Risk function monitors a set of indicators related to corruption risks;**
- 2. Communication and training management: all employees are informed about the guidelines in our Anti-Corruption Code and receive continuous training from our Corporate University.**
- 3. Whistleblowing Channel Management: the effectiveness of disciplinary action taken based on whistleblowing reports is monitored using performance indicators available on the Whistleblowing Channel. These indicators are reported on a quarterly basis to the Oversight Board. Training on and acceptance of our Code of Ethics and Anti-corruption Code are also monitored. Our Risk Committee is in charge of determining the causes of any reported corruption incidents and following up on action taken in response.**

Yduqs provides all stakeholders (internal and external) with a Whistleblowing Channel to report violations of our Code of Ethics & Business Conduct or of any laws and regulations. Reports can be submitted anonymously and confidentially either by telephone or online, and are handled by a specialized, independent firm. We also have dedicated channels for students, including an Ombudsman to receive complaints about service quality and compliance.

Whistleblowers are protected for retaliation under our Code of Ethics & Business Conduct; any employee who reports concerns in good faith or collaborates in the investigation of a report is safe from any attempted retaliation by managers. Any attempted retaliation will result in penalties under the Yduqs Disciplinary Policy.

COMPLIANCE WITH LAWS AND REGULATIONS GRI 2-27

No fines exceeding R\$ 1 million were incurred for noncompliance with laws and regulations, and there were no instances for which non-monetary sanctions were incurred in the reporting period. However, there are some administrative fines incurred in previous reporting periods that are currently being appealed against on the understanding that they are unwarranted.

We determine the significance of legal or administrative proceedings based primarily on their potential financial impact on the Company. Cases involving significant fines are currently being appealed against.

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OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION GRI 205-1

All 103 transactions within the organization have been assessed for risks related to corruption. Corruption-related risks may arise in our dealings with government agencies such as the Ministry of Education, and regulators such as the Brazilian Securities Commission.



COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES GRI 205-2

GOVERNANCE BODY MEMBERS THAT HAVE RECEIVED COMMUNICATIONS AND TRAINING ON ANTI-CORRUPTION, BROKEN DOWN BY REGION

	2020		2021		2022	
	INFORMED	TRAINED	INFORMED	TRAINED	INFORMED	TRAINED
Board of Directors						
number	1	1	13	0	15	0
%	9.09	9.09	100	0	100	0

Note: Training on our Code of Ethics & Business Conduct and Anti-Corruption Code is provided to all employees, but is not required for governance body members. However, all governance body members (9 - Board of Directors, 3 - Oversight Board and 3 - substitutes) receive communications about any reviews of or amendments to our codes and policies. The Board of Directors is also responsible for formally approving our codes and policies in meeting minutes. All Board members live in Brazil's Southeast.

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EMPLOYEES WHO HAVE RECEIVED COMMUNICATIONS AND TRAINING ON ANTI-CORRUPTION, BROKEN DOWN BY REGION							
REGION	EMPLOYEES	2020		2021		2022	
		INFORMED	TRAINED	INFORMED	TRAINED	INFORMED	TRAINED
N	number	80	80	1,841	1,185	1,584	953
	%	5.26	5.26	100	64.36	100	60.16
NE	number	200	200	4,581	2,948	4,048	2,709
	%	4.89	4.89	100	64.35	100	66.92
S	number	95	95	592	468	544	425
	%	17.09	17.09	100	79.05	100	78.12
SE	number	528	528	10,059	7,614	9,186	6,965
	%	4.91	4.91	100	75.69	100	75.82
MW	number	19	19	644	392	568	320
	%	3.74	3.74	100	60.86	100	56.34

We currently have 15,930 active employees, but not all were required to attend training as they were on unpaid leave, sick leave, etc. In all, 75% of required employees attended training.

Our target is to ensure that 80% of employees and 100% of managers are trained. We ended 2022 at respectively 75% for employees and 93% for managers.

Our business partners are informed about and accept our policies at the time of signing their contracts, all of which contain clauses on integrity.

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SUBSTANTIATED COMPLAINTS REGARDING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA GRI 418-1, SV-ED-230a.3

In 2022 we received 340 requests from outside parties regarding privacy breaches and loss of data that were substantiated by the organization. No substantiated complaints were received from regulatory bodies regarding customer privacy violations.

One sales department employee was suspected of having used a database to artificially inflate student acquisition figures for a given period. The employees involved were terminated and the incident was confined to a small data set. The incident was classified as an identified leak, theft, or loss of customer data.

DESCRIPTION OF POLICIES AND PRACTICES RELATING TO COLLECTION, USAGE, AND RETENTION OF STUDENT INFORMATION GRI 3-3: Data security, SASB SV-ED-230a.2

Our data security policies establish guidelines, requirements and responsibilities for data protection and privacy at Yduqs, regardless of the data subjects.

As a practice required under the GDPR, all personal data collected from leads, students and candidates must be consented to by the data subjects. These data are collected at specially designed data collection stations. Data subject consent is managed via the privacy tool OneTrust. Reference policies:

- **POL.05.029 – Information Security Policy.**
- **POL.05.041 – Data Retention and Disposal Policy.**
- **POL.10.003 – Information Classification Policy.**
- **POL.05.042 – Privacy Breach Policy.**
- **ABNT NBR ISO/IEC 27002:2013.**
- **Law 13.709/2018 – “General Data Protection Regulation”.**
- **Law 12.965/2014 – “Internet Framework”.**
- **Law 12.527/2011 – “Information Access Act”.**

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HUMAN CAPITAL GRI 2-7

We determined our headcount on the basis of employees' taxpayer numbers as of the end of the reporting period, excluding interns or resident physicians.

We assume there were no significant changes from 2021 to 2022. All employee headcount tables are inclusive of all operations with the exception of those operations over which Yduqs does not have management control (Hardwork and Qconcursos).

EMPLOYEES BY GENDER AND REGION

REGION	2022		
	MEN	WOMEN	TOTAL
N	670	914	1,584
NE	1,776	2,271	4,047
S	236	308	544
SE	4,272	4,917	9,189
MW	241	327	568
Total	7,195	8,737	15,932

EMPLOYEES BY EMPLOYMENT CONTRACT AND GENDER

CONTRACT TYPE	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Permanent	7,747	8,490	16,237	7,887	9,357	17,244	7,073	8,381	15,454
Temporary	56	125	181	143	330	473	122	356	478
Total	7,803	8,615	16,418	8,030	9,687	17,717	7,195	8,737	15,932



WORKFORCE BY EMPLOYMENT CONTRACT AND REGION

REGION	2020			2021			2022		
	TEMPORARY	PERMANENT	TOTAL	TEMPORARY	PERMANENT	TOTAL	TEMPORARY	PERMANENT	TOTAL
N	12	1,298	1,310	35	1,806	1,841	67	1,517	1,584
NE	48	4,481	4,529	152	4,429	4581	179	3,868	4,047
S	4	468	472	24	568	592	18	526	544
SE	110	9,557	9,667	252	9,807	10,059	192	8,997	9,189
MW	7	433	440	9	635	644	22	546	568
Total	181	16,237	16,418	472	17,245	17,717	478	15,454	15,932

EMPLOYEES BY EMPLOYMENT TYPE AND GENDER¹

EMPLOYMENT TYPE	2022		TOTAL
	MEN	WOMEN	
Full time	3,179	3,608	6,787
Part time	4,003	5,112	9,115
Total	7,182	8,720	15,902

1: The total number of employees shown in the table differs from the totals shown in the GRI 2-7 disclosures tables, as a different database was used for reporting employees by employment type in 2022. Full Time means 180/220 hours and Part Time means any number of working hours that is less than 180/220 hours.

EMPLOYEES BY EMPLOYMENT CONTRACT AND REGION¹

REGION	2022		TOTAL
	FULL TIME	PART TIME	
N	701	1,156	1,857
NE	1,321	2,204	3,525
S	136	365	501
SE	4,418	5,070	9,488
MW	211	320	531
Total	6,787	9,115	15,902

1: The total number of employees shown in the table differs from the totals shown in the GRI 2-7 disclosures tables, as a different database was used for reporting employees by employment type in 2022. Full Time means 180/220 hours and Part Time means any number of working hours that is less than 180/220 hours. Yduqs has no employees without defined working hours.

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WORKERS WHO ARE NOT EMPLOYEES GRI 2-8

We determined our headcount on the basis of workers' taxpayer numbers as of the end of the reporting period, including interns and resident physicians.

Interns are hired in accordance with Law no. 11.788/2018. We assume there were no significant changes from 2021 to 2022. All employee headcount tables are inclusive of all operations with the exception of those operations over which Yduqs does not have management control (Hardwork and Qconcurso).

WORKFORCE BY EMPLOYEE CATEGORY AND GENDER

WORKERS	2022		TOTAL
	MEN	WOMEN	
Interns	24	43	67
Resident Physicians	5	4	9
Total	29	47	76

GOVERNANCE STRUCTURE AND COMPOSITION GRI 2-9

GOVERNANCE BODIES	WOMEN	MEN	TOTAL
Board of Directors	1	8	9
Audit & Finance Committee	0	3	3
People & Governance Committee	1	2	3
Academic Committee	0	3	3
Oversight Board	1	2	3

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RATIO OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE GRI 202-1

Our entry-level wage is equivalent to the legal minimum wage. At some sites, our entry-level wage is mandated by collective bargaining agreements or by state regulations, but is never less than the legally established minimum wage.

RATIO OF STANDARD ENTRY-LEVEL WAGE COMPARED TO LOCAL MINIMUM WAGE, BY GENDER ^{1 2}

	2020		2021		2022	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Entry-level wage paid by the organization	1,045	1,045	1,100	1,100	1,212	1,212
Minimum salary as established by legislation or the relevant union	998		1,100		1,212	
Percent ratio	100	100	100	100	100	100

1: The definition used for significant locations of operation was all businesses reported as belonging to the Yduqs group.

2: In our 2021 report we misstated that the legal minimum wage and our entry-level wage was R\$ 1,212, whereas the figure was in fact R\$ 1,100. [GRI 2-4](#)

PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY¹ GRI 202-2

MEMBERS OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY ¹	2022
Total members of senior management	38
Members of senior management hired from the local community	38
Percentage of senior management hired from the local community	100

1: L2 or higher levels of senior management were included. The geographical definition of "local" was within the city. The definition used for significant locations of operations was Yduqs itself, as all reported operations are under the same Executive Board.



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NEW HIRES AND TURNOVER¹ GRI 401-1

EMPLOYEE HIRES BY AGE GROUP

	2020		2021		2022	
	NO.	RATE	NO.	RATE	NO.	RATE
Under 30	942	0.06	2,069	0.12	1,323	0.07
30 to 50	2,164	0.13	2,871	0.16	2,391	0.13
Over 50	206	0.01	295	0.02	435	0.02
Total	3312	0.2	5,235	0.30	4,149	0.22

EMPLOYEE HIRES BY GENDER

	2020		2021		2022	
	NO.	RATE	NO.	RATE	NO.	RATE
Men	1,447	0.09	2,146	0.12	1,793	0.10
Women	1,865	0.11	3,089	0.17	2,356	0.13
Total	3,312	0.2	5,235	0.29	4,149	0.23

EMPLOYEE HIRES BY REGION

	2021		2021		2022	
	NO.	RATE	NO.	RATE	NO.	RATE
N	334	0.02	642	0.04	612	0.03
NE	786	0.05	1,559	0.09	904	0.05
S	155	0.01	242	0.01	173	0.01
SE	1,873	0.11	2,530	0.14	2,288	0.13
MW	164	0.01	262	0.01	172	0.01
Total	3,312	0.2	5,235	0.29	4,149	0.23



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TURNOVER BY AGE GROUP

	2020		2021		2022	
	NO.	RATE	NO.	RATE	NO.	RATE
< 30	759	0.05	1,471	0.08	1,564	0.09
30 - 50	2,265	0.14	3,324	0.19	4,049	0.23
> 50	647	0.04	850	0.05	872	0.05
Total	3,671	0.23	5,645	0.32	6,485	0.37

TURNOVER BY GENDER

	2020		2021		2022	
	NO.	RATE	NO.	RATE	NO.	RATE
Men	1,721	0.1	2,631	0.15	2,877	0.16
Women	1,950	0.12	3,014	0.17	3,608	0.20
Total	3,671	0.23	5,645	0.32	6,485	0.36

TURNOVER BY REGION

	2020		2021		2022	
	NO.	RATE	NO.	RATE	NO.	RATE
N	326	0.02	767	0.04	977	0.06
NE	1,337	0.08	1,786	0.10	1,839	0.10
S	115	0.01	185	0.01	325	0.02
SE	1,724	0.11	2,664	0.15	3,094	0.17
MW	169	0.01	243	0.01	250	0.01
Total	3,671	0.23	5,645	0.32	6,485	0.36

1:Methodology: (Terminated or hired/total headcount).



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BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES
GRI 401-2

Stock option plans are offered only to full-time employees. Variable remuneration is offered to all administrative employees (other than interns and third-party employees) and Course Coordinators. Variable compensation varies with performance against targets, department performance and results. Other benefits—such as health insurance, life insurance and parental leave—are offered to all employees (full time, temporary or part time). We do not have a private pension plan and we do not offer disability allowance. The definition used for significant locations of operation was the entire Yduqs group.

ANNUAL TOTAL COMPENSATION RATIO
GRI 2-21

In 2022 the ratio of the annual total compensation for the organization’s highest-paid individual to the median annual total compensation for all employees was 201.65%.

PERCENTAGE INCREASE IN ANNUAL TOTAL COMPENSATION RATIO

	2021	2022
Percentage increase in the highest-paid individual’s compensation	41.53%	-6.00%
Median percentage increase in annual total compensation	31.44%	8.15%
Ratio of the percentage increase of the highest-paid individual to the median annual total compensation percentage increase	20%	-14.15%

COLLECTIVE BARGAINING AGREEMENTS
GRI 2-30

97.12% of employees are covered by collective bargaining agreements. In 2021, the figure was 95.12%. Employees not covered by collective bargaining agreements work in locations where there is no union. In these cases, we apply the rules under Brazilian labor regulations.

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TRAINING AND EDUCATION

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE¹ GRI 404-1

AVERAGE HOURS OF TRAINING PER EMPLOYEE BY GENDER

	2020	2021	2022
Men	4.76	4.08	8.46
Women	3.69	7.91	9.10
Total	4.2	5.99	8.78

AVERAGE HOURS OF TRAINING PER EMPLOYEE BY EMPLOYEE CATEGORY

	2020	2021	2022
CEO and Vice Presidents	1	1.50	0.44
Executive Board	5.18	6.18	8.61
Middle managers	7.62	6.97	20.94
Coordinators	7.55	5.97	15.04
Specialists	2.53	8.66	7.05
Supervisors	6.56		6.32
Administrative	5.85		8.80
Faculty	3.44	3.63	8.20
Trainees	17.17	6.60	92.81
Total	4.42	5.51	17.62

1: where employees are classified by employee category, in some cases an employee may fall under more than one category; for example, faculty members may also work as coordinators. The figures include employees of all incorporated units. Employees in non-incorporated units (Hardwork and Qconcurros) are not included.

PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS GRI 404-2

- **Lydera Corporate** - a program to strengthen our leadership pipeline, retain talents and prepare future leaders.
- **Lydera Veterans** - a program that trains managers to improve their career performance.
- **Lydera Newcomers** - this program is designed to create a unit manager pipeline to accelerate successions and minimize productivity losses and hiring costs.
- **Annual manager and non-manager training calendar** - training initiatives to support managers' and employees' day-to-day development, encouraging self-development and career ownership.
- **Educare Ejecutivo** - this program trains senior executives on important strategy- and people-related issues
- **Black and Brown Trainee Program** - this program accelerates career progression for employees self identifying as black.

Over a one-year period, trainees receive training, mentoring, coaching and support in developing a roject within a specialized PMO. The goal is to enhance our culture of inclusion and build meaningful workplace relationships by providing these employees with opportunities for professional development

We have no transition or end-of-career programs in place.



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PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS¹ GRI 404-3

EMPLOYEES RECEIVING REGULAR PERFORMANCE REVIEWS, BY EMPLOYEE CATEGORY AND GENDER (%)

	2020			2021			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
CEO and Vice Presidents	0	0	0	0	0	0	100	100	100
Executive Board	98.25	91.30	96.25	85.07	100	96.38	100	100	100
Middle managers	99.26	100	99.6	79.55	81.45	80.42	100	100	100
Coordinators	99.05	100	99.61	43.75	31.68	36.23	67.81	59.66	63.14
Supervisors	83.02	84.52	83.94	3.62	4.60	4.13	22.64	17.99	19.85
Specialists	96.77	100	98.21	77.50	100	88.00	93.44	94.92	94.17
Faculty	N/A	N/A	N/A	90.69	91.87	91.28	93.09	87.46	90.17
Trainees	N/A	N/A	N/A	100	100	100	100	100	100
Total	93.21	93.83	93.53	86.35	85.85	86.10	89.11	82.18	85.48

1: The figures include employees of all integrated units. Employees in non-integrated units (Hardwork and Qconcursos) are not included.

DIVERSITY

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES GRI 405-1

All tables are inclusive of all operations with the exception of those operations over which Yduqs does not have management control (Hardwork and Qconcurso).

INDIVIDUALS WITHIN THE ORGANIZATION'S GOVERNANCE BODIES, BY EMPLOYEE CATEGORY AND GENDER (%)

	2020		2021		2022	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Governance body members ¹	80	20	87.5	12.5	83.33	16.66
CEO and Vice Presidents	80	20	75	25	77.78	22.22
Executive Board	76.25	23.75	77.11	22.89	68.57	31.43
Middle managers	53.35	46.65	48.12	51.88	52.53	47.47
Coordinators	36.41	63.59	38.38	61.62	41.16	58.84
Supervisors	39.46	60.54	44.27	55.73	44.93	55.07
Administrative	44.25	55.75	44.85	55.15	45.84	54.16
Specialists	62.5	37.5	54.34	45.65	63.33	36.67
Support	45.86	54.14	45.89	54.11	41.83	58.17
Faculty	50.01	49.99	54.29	45.71	48.86	51.14
Trainees	50	50	60	40	36.36	63.64
Apprentices	25.78	74.22	31.71	68.29	32.46	67.54
Total	46.03	53.97	50.09	49.91	44.93	55.07

1: Governance body members are reported as members of the Board of Directors and Oversight Board.

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INDIVIDUALS WITHIN THE ORGANIZATION'S GOVERNANCE BODIES, BY EMPLOYEE CATEGORY AND AGE GROUP (%)

	2020			2021			2022		
	UNDER 30	30 TO 50	OVER 50	UNDER 30	30 TO 50	OVER 50	UNDER 30	30 TO 50	OVER 50
Governance body members ¹	0	30	70	0	12.5	87.5	0	20	80
CEO and Vice Presidents	0	100	0	0	75	25	0	77.78	22.22
Executive Board	2.5	82.5	15	1.20	81.93	16.87	0	85.71	14.29
Middle managers	6.39	88.82	4.79	4.79	14.26	79.80	4.43	86.71	8.86
Coordinators	14.29	79.72	5.99	13.06	75.68	11.26	8.17	77.64	14.19
Supervisors	21.09	71.09	7.82	22.93	66.88	10.19	22.90	68.39	8.62
Administrative	42.07	54.16	3.76	41.75	53.17	5.08	34.39	58.97	6.64
Specialists	14.06	78.13	7.81	27.17	66.30	6.52	10	80	10
Support	30.97	57.76	11.27	40.74	46.44	12.82	33.24	53.72	13.04
Faculty	4.9	72.17	22.94	9.93	68.91	21.16	4.40	71.07	24.44
Trainees	100	0	0	100	0	0	81.82	18.18	0
Apprentices	100	0	0	100	0	0	99.56	0.44	0
Total	19.07	65.29	15.64	21.33	62.30	16.36	18.44	64.10	17.46

1: Reported governance body members are members of the Board of Directors and Oversight Board.

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EMPLOYEES FROM UNDERREPRESENTED GROUPS, BY EMPLOYEE CATEGORY (%)¹

	2020	2021	2022
	PWDS	PWDS	PWDS
Middle Managers	0	0.59	1.26
Coordinators	0.69	0.54	2.21
Supervisors	0.34	0.96	0.55
Administrative	0.33	1.06	1.76
Support	1.96	5.48	5.87
Faculty	0.48	0.85	2.00
Total	13.56	1.91	3.25

¹ Apprentices and specialists are not included in any of the reporting years. In the following reporting period, we will reformulate this disclosure to include this information.

INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN GRI 406-1

CASES OF DISCRIMINATION

	2022
Incident reviewed by the organization	13
Remediation plans being implemented	15 ¹
Number of incidents reviewed for which remediation plans have been implemented, with results reviewed through routine internal management review processes	0 ³
Incident no longer subject to action (solved or closed)	13 ²
Total³	28

¹ 15 incidents being reviewed and/or addressed by the Compliance team.

² 13 incidents (whistleblower reports) were investigated and determined to be: 5 - lacking data; 1 out of scope; 2 inconclusive; 1 redundant; 2 partially substantiated; 2 substantiated.

³: This table includes all incidents involving any form of discriminating actions including workplace harassment; only incidents involving employees, contractors and/or suppliers are reported.

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SUPPLIERS

PROPORTION OF SPENDING ON LOCALLY-BASED SUPPLIERS GRI 204-1

SPENDING ON LOCAL SUPPLIERS

CORPORATE UNIT	2020	2021	2022
Supplier spend (R\$)	284,634,567.03	207,759,747.10	121,824,162.80
Spend on local suppliers (R\$)	92,980,123.62	12,211,690.59	4,859,081.78
% budget spent on local suppliers	32.67	5.87	3.98%
UNESA	2020	2021	2022
Spend on local suppliers (R\$)	28,443,250.22	42,205,454.74	20,301,376.48
% budget spent on local suppliers	9.99	20.31	16.66
MIDSOUTH	2020	2021	2022
Spend on local suppliers (R\$)	6,333,808.52	16,992,413.28	16,604,349.01
% budget spent on local suppliers	2.23	8.17	13.62
NORTH	2020	2021	2022
Spend on local suppliers (R\$)	2,544,118.57	7,622,832.66	3,179,891.23
% budget spent on local suppliers	0.89	3.66	2.61
NORTHEAST	2020	2021	2022
Spend on local suppliers (R\$)	2,003,010.03	5,867,087.88	6,219,554.24
% budget spent on local suppliers	0.7	2.82	5.10

NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA GRI 308-1 / NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN GRI 308-2

We do not carry out environmental due diligence when engaging suppliers; instead, we ask that selected suppliers sign the Yduqs Supply Chain Sustainability Commitment, which includes environmental aspects. We have implemented tools to help identify suppliers engaged in environmental irregularities that could adversely impact our supply chain.

OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOR GRI 408-1, 409-1

We have not identified significant risks of child, forced or compulsory labor practices in our direct operations, or of young workers exposed to hazardous work in Brazil or any other country.

However, we believe that risks may exist in suppliers handling movable property, performing works, and transporting cargo. To mitigate these risks, we perform database searches and physical inspections of furniture suppliers, as well as on-site inspections at the jobsites.

All contractual agreements include clauses emphasizing that we do not condone child, slave or forced labor practices.

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ENVIRONMENTAL DIMENSION ENERGY

ENERGY CONSUMPTION WITHIN THE ORGANIZATION GRI

302-1

Our fuel consumption figure for 2022 includes 100% of the consumption of units acquired throughout 2019, as well as newly added units such as Maracanã, Vista Carioca, QConcursos and Hardwork, and their incrementally expanding operations.

FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES (GJ)

	2022
Diesel	408.38
Liquefied Petroleum Gas (LPG)	422.78
Natural Gas	249.62
Total	1,080.78

Note: Fuel consumption was first measured in 2022.

TOTAL ENERGY CONSUMED (GJ)

	2020	2021	2022
Nonrenewable fuels	N/A	N/A	1,081
Renewable fuels	0	0	0
Energy (electricity) consumed	98,658	127,198	171,069
Energy sold ¹	0	0	6,632
Total	98,658	127,198	178,782

1: Our distributed generation plant produces incentive-backed (renewable) electricity that is sold in exchange for discounts on our electricity bills; for this reason electricity sold is not included in total consumption in the table.

We use direct measurements of utility-supplied electricity consumption in accordance with the methodologies established in the International Performance Measurement and Verification Protocol (MVP), published by the National Institute of Energy Efficiency (INEE).

To calculate fuel consumption from non-renewable sources (GJ) at operations equipped with generator sets, we use the guidance provided in the CDP 2022 Guidance for converting volume to mass. Subsequently, we multiply the mass by the Net Calorific Value (NCV) for diesel to obtain the energy generated by the generators.

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ENERGY

For Electricity Settlement Systems at operations with distributed generation systems, we consulted the following legislation:

- **Law no. 14.300/2022 – Distributed Generation Framework**
- **ANEEL Normative Resolution 687/2015 – Electricity Settlement System**
- **ANEEL Normative Resolution 614/2014**

For operations sourcing electricity from the

free and regulated markets, we consulted the following legislation:

- **Decree no. 5.163/July 30, 2004**
- **Normative Resolution 957/2021 – Electricity Trading Convention**
- **Normative Resolution 622/2014 – Financial guarantees and registration of electricity purchase and sale agreements**
- **Normative Resolution 545/2013 – Disconnection of agents and challenges against CCEE decisions**
- **Normative Resolution 1.009/2022 – Rules on electricity trading by agents in the free and regulated environments.**

ENERGY INTENSITY GRI 302-3

ENERGY INTENSITY

	2022
Within the organization	0.14

Note: computed as total energy consumption within the organization (302-1) divided by the number of students in 2022 (1,194,878).

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WATER AND EFFLUENTS

WATER WITHDRAWAL AND DISCHARGE GRI 303-3, 303-4

TOTAL VOLUME OF WATER WITHDRAWAL FROM ALL AREAS AND IN AREAS WITH WATER STRESS, BY SOURCE (ML) – 2022

SOURCE	WATER WITHDRAWAL <small>GRI 303-3</small>		WATER DISCHARGE <small>GRI 303-4</small>	
	ALL AREAS	AREAS WITH WATER STRESS	ALL AREAS	AREAS WITH WATER STRESS
Groundwater (Total)	62,836	41,044	50,269	32,835
Freshwater (≤1000 mg/l Total Dissolved Solids)	62,836	41,044	50,269	32,835
Other water (>1000 mg/l Total Dissolved Solids)	0	0	0	0
Third-party water (Total)	236,705	0	189,364	0
Freshwater (≤1000 mg/l Total Dissolved Solids)	236,705	0	189,364	0
Other water (>1000 mg/l Total Dissolved Solids)	0	0	0	0
Total	299,541	41,044	239,633	32,835

WATER CONSUMPTION GRI 303-5

WATER CONSUMPTION FROM ALL AREAS AND FROM AREAS WITH WATER STRESS (ML) – 2022

	ALL AREAS	AREAS WITH WATER STRESS
Total water withdrawal (303-3)	299,541	41,044
Total water discharge (303-4)	239,633	32,835
Water consumption (303-5)	59,908	8,209

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EMISSIONS

The reporting year is 2022 as it covers all three scopes and is the year when we undertook our public ESG target. Total baseline emissions (t CO₂ equivalent): 15,827.42. The accounting methodology used was direct measurement.

REFERENCE DOCUMENTS	SOURCES OF EMISSION FACTORS	GLOBAL WARMING POTENTIAL (GWP) RATES
<ul style="list-style-type: none"> NBR ISO 14064; Associação Brasileira de Normas Técnicas, 2007 (ABNT, 2007); Especificações do Programa Brasileiro GHG Protocol; Especificações de Verificação do Programa Brasileiro GHG Protocol; GHG Corporate Protocol - Programa Brasileiro GHG Protocol (PBGHGP) - Fundação Getúlio Vargas; World Resources Institute (FGV/GVces; WRI, 2011) 	<ul style="list-style-type: none"> ASHRAE - ASHRAE Refrigerant Designations BEN 2015 - Balanço Energético Nacional 2015: Ano base 2014 / Empresa de Pesquisa Energética. – Rio de Janeiro: EPE, 2015. IPCC 2006 - 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Prepared by the National Greenhouse Gas Inventories Programme, Eggleston H.S., Buendia L., Miwa K., Ngara T. and Tanabe K. (eds). Published: IGES, Japan. PBGHGP 2016 - Programa Brasileiro GHG Protocol. Ferramenta de Cálculo, Ciclo 2016. von Sperling & Chernicharo 2005 - von Sperling, M., Chernicharo, C. A. de L. Biological Wastewater Treatment in Warm Climate Regions. Volume one. Department of Sanitary and Environmental Engineering Federal University of Minas Gerais, Brazil. ISBN: 1 84339 002 7, 2005. PBGHGP 2018 - Ferramenta de cálculo de emissões do Programa Brasileiro GHG Protocol (v2018.1) IPCC 2019 - 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, Prepared by the National Greenhouse Gas Inventories Programme. PBGHGP 2021 - Programa Brasileiro GHG Protocol. Ferramenta de cálculo, v2021.0.1. Ciclo 2021 DEFRA 2021 - "UK Government, Department for Environment Food & Rural Affairs - DEFRA. Greenhouse Gas Conversion Factor Repository. Reporting year 2021. " BEN 2020 - Balanço Energético Nacional 2020: Ano base 2019 / Empresa de Pesquisa Energética. – Rio de Janeiro: EPE, 2020. PBGHGP 2022 - Programa Brasileiro GHG Protocol. Ferramenta de cálculo, v2022.0.1. Ciclo 2022. MCTI AGO2022 - MINISTÉRIO DA CIÊNCIA, TECNOLOGIA e INOVAÇÃO (MCTIC). Fator médio - Inventários corporativos. Archived as of June 2022. MCTI OUT2022 - MINISTÉRIO DA CIÊNCIA, TECNOLOGIA e INOVAÇÃO (MCTIC). Fator médio - Inventários corporativos. Archived as of August 2022. MCTI NOV2022 - MINISTÉRIO DA CIÊNCIA, TECNOLOGIA e INOVAÇÃO (MCTI). Fator médio - Inventários corporativos. Archived as of September 2022. CTI DEZ2022 - MINISTÉRIO DA CIÊNCIA, TECNOLOGIA e INOVAÇÃO (MCTI). Fator médio - Inventários corporativos. Archived as of October 2022. MCTI JAN2023 - MINISTÉRIO DA CIÊNCIA, TECNOLOGIA e INOVAÇÃO (MCTI). Fator médio - Inventários corporativos. Archived as of November 2022. MCTI JAN2023a - MINISTÉRIO DA CIÊNCIA, TECNOLOGIA e INOVAÇÃO (MCTI). Fator médio - Inventários corporativos. Archived as of December 2022. 	<ul style="list-style-type: none"> Gas (GWP) CH₄ (28.00) CO₂ (1.00) Renewable CO₂ (1.00) HCFC-141b (782.00) HCFC-22 (1760.00) HFC-125 (3170.00) HFC-134a (1300.00) HFC-32 (677.00) N₂O (265.00)



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DIRECT (SCOPE 1) GHG EMISSIONS GRI 305-1

DIRECT GREENHOUSE GAS EMISSIONS (T CO₂ EQUIVALENT)

	2022
Production of electricity, heat or steam	68.43
Physical-chemical processing	123.37
Transportation of materials, products, waste, employees and passengers	0
Fugitive emissions	4,809.58
Total gross CO₂ emissions	5,001.38

Note: the following gases are included in the calculations above: CO₂, CH₄, N₂O, HFCs. There were no biogenic CO₂ emissions in 2022.

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS GRI 305-2

ENERGY INDIRECT GHG EMISSIONS (T CO₂ EQUIVALENT)¹

	2022
	1,983.55

1: The following gases are included in the calculations above: CO₂

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OTHER INDIRECT (SCOPE 3) GHG EMISSIONS GRI 305-3

OTHER GHG EMISSIONS (T CO₂ EQUIVALENT)¹

	2022
Waste generated in operations	8,402.58
Business travel	439.92
Total	8,842.50

1: Reported scope 3 emissions include waste generated in operations and business travel. No biogenic CO₂ emissions were reported in 2022.

REDUCTION OF GHG EMISSIONS GRI 305-5

In 2022 there were no reductions of GHG emissions. GHG emissions reported in our 2022 emissions inventory will be offset throughout 2023.

GREENHOUSE GAS EMISSIONS INTENSITY GRI 305-4

GREENHOUSE GAS EMISSIONS INTENSITY

	2022
Total GHG emissions (t CO ₂ equivalent)	15,827,32
Greenhouse gas emissions intensity	0.01

1: Emissions intensity was calculated as aggregate gross Scope 1 and 2 emissions in metric tons of Co₂e divided by the number of students (in 2022: 1,194,878). The following gases are included: CO₂, CH₄, N₂O, HFCs

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GRI APPENDIX

WASTE

WASTE GENERATED GRI 306-3

TOTAL WASTE GENERATED, BY COMPOSITION (T) - 2022

CATEGORY	TYPE	TOTAL QUANTITY GENERATED (T)	DIVERTED FROM DISPOSAL [GRI 306-4 a]	DIRECTED TO DISPOSAL [GRI 306-5 a]
Municipal Solid Waste - Class II	Non-hazardous	6,205.65	23.34	6,182.31
Healthcare Waste – Groups A, B and E	Hazardous	36.78	0	36.78
Total		6,242.43	23.34	6,219.09

WASTE DIVERTED FROM DISPOSAL GRI 306-4

TOTAL WASTE DIVERTED FROM DISPOSAL, BY RECOVERY OPERATION (T)

2022			
NONHAZARDOUS WASTE	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION	TOTAL
Recycling	0	23.34	23.34
Total waste diverted from disposal	0	23.34	23.34

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WASTE DIRECTED TO DISPOSAL GRI 306-5

TOTAL WASTE DIRECTED TO DISPOSAL, BY OPERATION, IN METRIC TONS (T)

NONHAZARDOUS WASTE	2022		TOTAL
	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION	
Landfill	0	6,182.31	6,182.31
Total non-hazardous waste directed to disposal	0	6,182.31	6,182.31
HAZARDOUS WASTE	WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION	TOTAL
Incineration without energy recovery	0	25.28	25.28
Landfill	0	11.50	11.50
Total hazardous waste directed to disposal	0	36.78	36.78
Total waste directed to disposal	0	6,219.09	6,219.09

MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS GRI 306-2

Our operations regularly purchases chemicals licensed by the Federal Police, which are carefully inspected and stored. These chemicals are used in our laboratories; after handling and in-class demonstration, certain chemical compounds are produced (Group B Chemical Waste as defined by Conama Resolution 222, as subsequently amended).

Medical school laboratory and clinical classes may also generate infectious waste (gauze and biological materials) and sharps waste (glassware and syringes), classified as Group A and E, respectively. These wastes are handled

and segregated in milky white bags and cardboard sharps boxes.

Activities involving chemical compounds can cause accidents such as burns, leaks or spills on the ground or water bodies, including during collection and transportation by an authorized provider for treatment and environmentally compliant disposal.

Infectious and sharps wastes can also cause impacts such as cuts, perforations, and transmission of viruses and bacteria if not properly handled and/or stored.



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GRI CONTENT INDEX

STATEMENT OF USE

Yduqs has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2022

GRI 1: FOUNDATION 2021

GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
2-1 Organizational details	5, 8				No
2-2 Entities included in the organization's sustainability reporting	83				Yes
2-3 Reporting period, frequency and contact point	2				No
2-4 Restatements of information	The only restatement made was a change in the minimum wage reported under disclosure 202-1 in 2021, which had no effect on the end result In content 302-1, the "consumed energy" value on 2020 and 2021 was changed as its order of greatness was wrong. In content 201-4, the amount of benefits and tax credits was changed for the years 2020 and 2021, reflecting the inclusion of other lines of benefits received by the company.				Yes

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DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
2-5 External assurance	All contents in this report have been independently assured by PwC. Assurance is requested by the leadership team and the Board of Directors, and is among the annual targets for the individuals responsible for developing the Report. Independent assurance helps to keep Yduqs up-to-date with best practices in sustainability reporting.				Yes
2-6 Activities, value chain and other business relationships	84				No
2-7 Employees	97				Yes
2-8 Workers who are not employees	99	Item a.i for resident physicians	Information incomplete	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	Yes
2-9 Governance structure and composition	24, 85, 99	items c.vii and c.viii	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
2-10 Nomination and selection of the highest governance body	25, 85, 86	Item b.iv	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No

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DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
2-11 Chair of the highest governance body	87				No
2-12 Role of the highest governance body in overseeing the management of impacts	87				No
2-13 Delegation of responsibility for managing impacts	88				No
2-14 Role of the highest governance body i in sustainability reporting	88				Yes
2-15 Conflicts of interest	25, 88				Yes
2-16 Communicating of critical concerns	89				Yes
2-17 Collective knowledge of the highest governance body	10, 89				No
2-18 Evaluation of the performance of the highest governance body	89	Item a.	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
2-19 Remuneration policies	89	Items a.ii to a.v	Not applicable	Not part of the Remuneration Policy for the highest governance bodies and senior executives of Yduqs	No
2-20 Process for determining remuneration	90				No



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DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
2-21 Annual total compensation ratio	90, 103				No
2-22 Statement on sustainable development strategy	3				No
2-23 Policy commitments	20, 91				Yes
2-24 Embedding policy commitments	20, 91				Yes
2-25 Processes to remediate negative impacts	93				Yes
2-26 Mechanisms for seeking advice and raising concerns	20, 93				Yes
2-27 Compliance with laws and regulations	93				Yes
2-28 Membership associations	17				No
2-29 Approach to stakeholder engagement	77, 79				Yes
2-30 Collective bargaining agreements	103				Yes

Material Topics

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
GRI 3: Material Topics 2021	3-1 Process to determine material topics	77	-			Yes
	3-2 List of material topics	77				
ATTRACTING, DEVELOPING, ENSURING THE WELL-BEING OF AND RETAINING EMPLOYEES						
GRI 3: Material Topics 2021	3-3 Management of material topics	55				No
GRI 201: Economic performance 2016	201-3 Defined benefit plan obligations and other retirement plans		All disclosures	Not applicable	The Organization does not have a private pension / retirement plan.	No
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	101				No
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	103				No
	401-3 Parental leave		All disclosures	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
GRI 402: Labor/management relations 2016	402-1 Minimum notice periods regarding operational changes	The minimum notice period prior to the implementation of significant operational changes that could substantially affect employees and their representatives is 3 weeks. Our collective bargaining agreements contain no clauses on minimum notice periods				No
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	62				No
	403-2 Hazard identification, risk assessment, and incident investigation	63	Item c	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
	403-3 Occupational health services	63				No
	403-4 Worker participation, consultation, and communication on occupational health and safety	63				No
	403-5 Worker training on occupational health and safety	64				No
	403-6 Promotion of worker health	64				No

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	64				No
	403-8 Workers covered by an occupational health and safety management system	62				No
	403-9 Work-related injuries	65	Items a.iv, b. and c.ii.	Item b: Not Applicable. Items a.iv and c.ii: Information unavailable.	Item b: Contractors are responsible for independently tracking this information; however, we do not have a unified process for tracking related information Items a.iv and c.ii: We were unable to identify the complete information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	Yes
	403-10 Work-related ill health	64 ¹	Item b.	Not applicable	Item b: Contractors are responsible for independently tracking this information; however, we do not have a unified process for tracking related information	Yes

1: Disclosure 403-10 excludes work-related illness the onset of which occurred in years prior to 2022.

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	104				Yes
	404-2 Programs for upgrading employee skills and transition assistance programs	104				No
	404-3 Percentage of employees receiving regular performance and career development reviews	105				Yes
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We have not identified any risk to the right to freedom of association, and therefore no measures need to be taken				Yes
DIVERSITY, INCLUSION & EQUITY						
GRI 3: Material Topics 2021	3-3 Management of material topics	59				No
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	100	Item b	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
	202-2 Proportion of senior management hired from the local community	100				No

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	106				Yes
	405-2 Ratio of basic salary and remuneration of women to men		All disclosures	Information unavailable	We are implementing process improvements to increase the reliability of the data needed to report on this disclosure in the following reporting period	No
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	108				Yes
SOCIAL DEVELOPMENT IN OUR COMMUNITIES						
GRI 3: Material Topics 2021	3-3 Management of material topics	41, 67				No
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		All disclosures	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
	203-2 Significant indirect economic impacts	11, 26				No

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	41	Items a.iii and a.vii	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	Yes
	413-2 Operations with significant actual or potential negative impacts on local communities		All disclosures	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
EMPLOYABILITY AND ENTREPRENEURSHIP						
GRI 3: Material Topics 2021	3-3 Management of material topics	50	Item e. iv	Information incomplete	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
ETHICS, INTEGRITY & COMPLIANCE						
GRI 3: Material Topics 2021	3-3 Management of material topics	20, 80				No

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	94				Yes
	205-2 Communication and training on anti-corruption policies and procedures	94	Items b. and e. (broken down by employee category) and item c.	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed incidents of or legal actions brought for corruption in 2022				Yes
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions were brought against Yduqs in 2022 regarding anti-competitive behavior and violations of anti-trust and monopoly legislation				No
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	109				No
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	109				No
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		All disclosures	Information unavailable	We are currently assessing whether our Security suppliers provide human rights training to their personnel	No

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	0%. YDUQS does not currently screen suppliers using social criteria. We are currently searching the market for tools to implement supplier screening				No
	414-2 Negative social impacts in the supply chain and actions taken		All disclosures	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
INNOVATION & TECHNOLOGY						
GRI 3: Material Topics 2021	3-3 Management of material topics	30	Item e.iii and f	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	27				Yes
	201-4 Financial assistance received from government	28				Yes

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
DATA PRIVACY & SECURITY						
GRI 3: Material Topics 2021	3-3 Management of material topics	23, 96	Items e.iii and f	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	96				Yes
SASB Data Security	SV-ED-230a.2 Description of policies and practices relating to collection, usage, and retention of student information.	96				No
	SV-ED-230a.3 (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of students affected	96	Items (2) and (3)	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	Yes

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
HIGH-QUALITY AND AFFORDABLE EDUCATION						
GRI 3: Material Topics 2021	3-3 Management of material topics	30				No
SASB Activity Metric	SV-ED-000.A Number of students enrolled	1,194,878				Yes
	SV-ED-000.D Number of: (1) teaching staff and (2) all other staff ¹	(1) 9,662 (2) 8,220				Yes
GOVERNMENT AND REGULATOR RELATIONS / ADVOCACY						
GRI 3: Material Topics 2021	3-3 Management of material topics	16, 82				No
GRI 415: Public Policy 2016	415-1 Political contributions	Our policies prohibit financial contributions to political parties or candidates. These policies apply Company-wide. There were therefore no political contributions during the reporting period				Yes
TRANSPARENCY AND STAKEHOLDER ENGAGEMENT						
GRI 3: Material Topics 2021	3-3 Management of material topics	13, 79	Items e. iii. and iv and item f	Information incomplete	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No

1: The total faculty and staff figures presented on page 8 differ from the overall workforce figures presented under disclosure 2-7. This is because some professors, for example, may serve in more than one position—such as course coordinators, tutors or instructors—and are therefore accounted for under more than one category of faculty.



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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
GRI 417: Marketing & Labeling 2016	417-1 Requirements for product and service information and labeling		All disclosures	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
	417-2 Incidents of non-compliance concerning product and service information and labeling		All content	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No
	417-3 Incidents of non-compliance concerning marketing communications		All disclosures	Information unavailable	We were unable to identify the information required to report on this disclosure. We are currently implementing process improvements to include this disclosure in the next reporting period	No

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
Disclosures not related to material topics						
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	109				No
GRI 302: Energy 2016	302-1 Energy consumption within the organization	110				Yes
	302-3 Energy intensity	111				Yes
	302-4 Reduction of energy consumption	In 2022 we reported no reductions of energy consumption. To establish a baseline for comparison, the information for 2022 was compared against data from 2019, as both years had similar conditions and were therefore more comparable; conversely, 2020 and 2021 were marked by new acquisitions as well as the COVID-19 pandemic, and were therefore not as comparable to 2022				Yes
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	75				No
	303-3 Water withdrawal	112				Yes
	303-4 Water discharge	112				Yes
	303-5 Water consumption	112				Yes

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GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION/RESPONSE	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	ASSURANCE
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	114				No
	305-2 Energy indirect (Scope 2) GHG emissions	114				No
	305-3 Other indirect (Scope 3) GHG emissions	115				No
	305-4 GHG emissions intensity	115				No
	305-5 Reduction of GHG emissions	115				No
GRI 306: Waste 2016	306-1 Waste generation and significant waste-related impacts	75				No
	306-2 Management of significant waste-related impacts	117				No
	306-3 Waste generated	116				Yes
	306-4 Waste diverted from disposal	116				Yes
	306-5 Waste directed to disposal	116, 117				Yes
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	109				No
	308-2 Negative environmental impacts in the supply chain and actions taken	109				No

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(A free translation of the original in Portuguese)

Independent auditor's limited assurance report on the non-financial information included in the 2022 Annual Sustainability Report

To the Board of Directors and Stockholders YDUQS Participações S.A. São Paulo – SP

Introduction

We have been engaged by YDUQS Participações S.A. ("Company" or "YDUQS") to present our limited assurance report on the non-financial information included in the 2022 Annual Sustainability Report of YDUQS for the year ended December 31, 2022.

Our limited assurance does not cover prior-period information, or any other information disclosed together with the 2022 Annual Sustainability Report, including any incorporated images, audio files or videos.

Responsibilities of the management of YDUQS

The management of YDUQS is responsible for:

- selecting or establishing adequate criteria for the preparation and presentation of the information included in the 2022 Annual Sustainability Report;
- preparing the information in accordance with the criteria and guidelines of the Global Reporting Initiative (GRI-Standards) and with [the basis of preparation](#) developed by the Company;
- designing, implementing and maintaining internal controls over the significant information for the preparation of the information included in the Annual Sustainability Report, which is free from material misstatement, whether due to fraud or error.

Independent auditor's responsibility

Our responsibility is to express a conclusion on the non-financial information included in the 2022 Annual Sustainability Report, based on our limited assurance engagement carried out in accordance with the Technical Communication CTO 01 – Issuance of Assurance Reports related to Sustainability and Social Responsibility, issued by the Federal Accounting Council (CFC), based on the Brazilian standard NBC TO 3000, "Assurance Engagements Other than Audit and Review", also issued by the CFC, which is equivalent to the international standard ISAE 3000, "Assurance engagements other than audits or reviews of historical financial information", issued by the International Auditing and Assurance Standards Board (IAASB). Those standards require that the auditor complies with ethical requirements, independence requirements, and other responsibilities of these standards, including those regarding the application of the Brazilian Quality Control Standard (NBC PA 01) and, therefore, the maintenance of a comprehensive quality control system, including documented policies and procedures on the compliance with ethical requirements, professional standards and relevant legal and regulatory requirements.

Moreover, the aforementioned standards require that the work be planned and performed to obtain limited assurance that the non-financial information included in the 2022 Annual Sustainability Report, taken as a whole, is free from material misstatement.

A limited assurance engagement conducted in accordance with the Brazilian standard NBC TO 3000 and ISAE 3000 mainly consists of making inquiries of management and other professionals of YDUQS involved in the preparation of the information, as well as applying analytical procedures to obtain evidence that allows us to issue a limited assurance conclusion on the information, taken as a whole. A limited assurance engagement also requires the performance of additional procedures when the independent auditor becomes aware of matters that lead him to believe that the information disclosed in the Annual Sustainability Report taken as a whole might present significant misstatements.

The procedures selected are based on our understanding of the aspects related to the compilation, materiality, and presentation of the information included in the 2022 Annual Sustainability Report, other circumstances of the engagement and our analysis of the activities and processes associated with the significant information disclosed in the 2022 Annual Sustainability Report in which significant misstatements might exist. The procedures comprised, among others:

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- (a) planning the work, taking into consideration the materiality and the volume of quantitative and qualitative information and the operating and internal control systems that were used to prepare the information included in the 2022 Annual Sustainability Report;
- (b) understanding the calculation methodology and the procedures adopted for the compilation of indicators through inquiries of the managers responsible for the preparation of the information;
- (c) applying analytical procedures to quantitative information and making inquiries regarding the qualitative information and its correlation with the indicators disclosed in the 2022 Annual Sustainability Report; and
- (d) when non-financial data relate to financial indicators, comparing these indicators with the financial statements and/or accounting records.

The limited assurance engagement also included the analysis of the compliance with the guidelines and criteria of the Global Reporting Initiative (GRI-Standards) and the provisions established in the basis of preparation developed by the Company.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Scope and limitations

The procedures applied in a limited assurance engagement vary in nature and timing and are less detailed than those applied in a reasonable assurance. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the level that would be obtained in a reasonable assurance engagement. If we had performed a reasonable assurance engagement, we might have identified other matters and possible misstatements in the information included in the 2022 Annual Sustainability Report. Therefore, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate and estimate these data. Qualitative interpretations of the relevance, materiality, and accuracy of the data are subject to individual assumptions and judgments. Furthermore, we did not consider in our engagement the data reported for prior periods nor future projections and goals.

The preparation and presentation of non-financial information and indicators followed the definitions of the basis of preparation developed by the Company and the guidelines of the Global Reporting Initiative (GRI-Standards) and, therefore, the information included in the 2022 Annual Sustainability Report does not have the objective of providing assurance with regard to the compliance with social, economic, environmental or engineering laws and regulations. However, the aforementioned standards establish

the presentation and disclosure of possible cases of non-compliance with such regulations when sanctions or significant fines are applied. Our assurance report should be read and understood in this context, inherent to the criteria selected and previously mentioned in this paragraph.

Conclusion

Based on these procedures performed, described herein, and on the evidence obtained, no matter has come to our attention that causes us to believe that the non-financial information included in the 2022 Annual Sustainability Report of YDUQS Participações S.A. has not been prepared, in all material respects, in accordance with the criteria of the basis of preparation and guidelines of the Global Reporting Initiative (GRI-Standards).

Other matters

We have not assured, nor were other independent auditors assured, the non-financial information for the year ended December 31, 2021, which is presented for comparative purposes, and, consequently, our limited assurance does not include this information.

São Paulo, April 28, 2023

PricewaterhouseCoopers

Auditores Independentes Ltda.
CRC 2SP000160/O-5

Maurício Colombari
Contador CRC 1SP195838/O-3



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