

YDUQS

ESG Results | 3Q23

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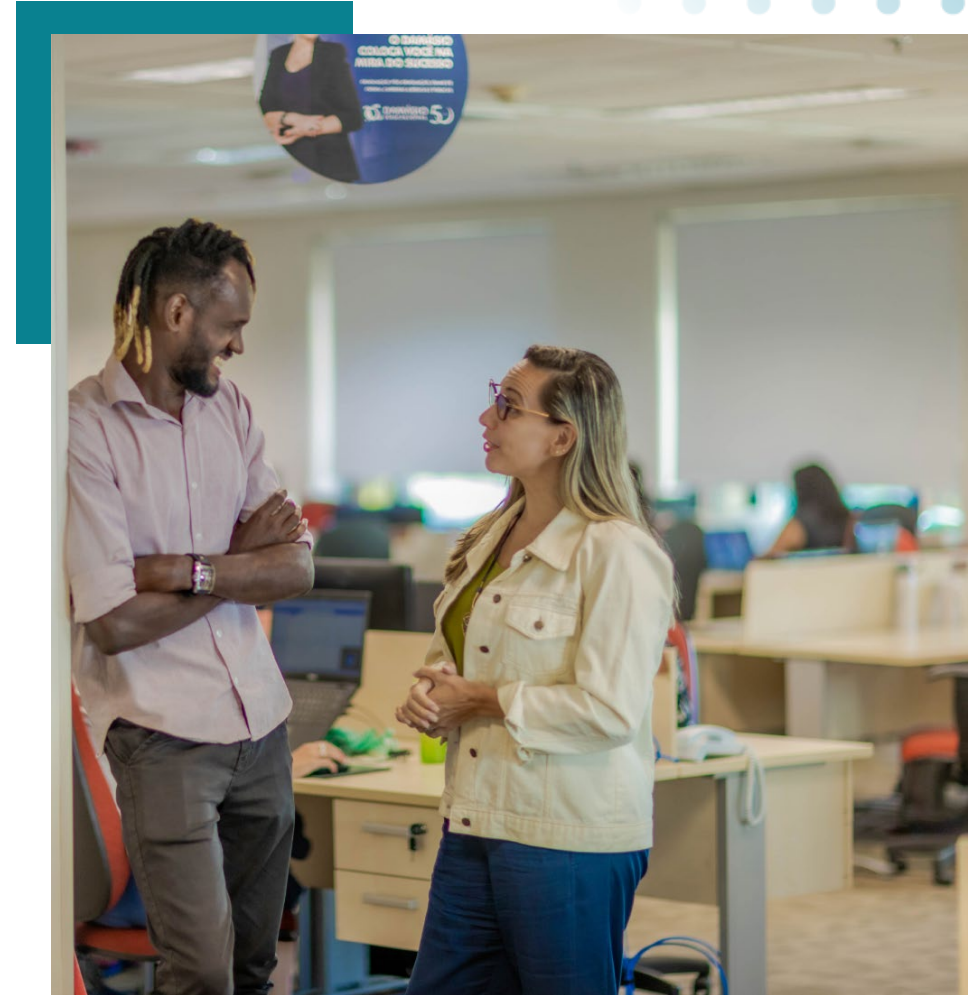


Introduction

The Quarterly ESG Disclosure is a timely publication that provides updates aligned with the quarterly disclosure of financial results. It highlights the company's ESG (Environmental, Social and Governance) performance, reinforcing its commitment to sustainability and strategic development.

The presentation was carefully prepared based on material topics and their relevance to investors and other stakeholders. It is divided into three main parts: Company ESG Strategy, Evolution of ESG Goals and Sustainable Management Practices.

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



YDUQS

Company ESG Strategy



Strategies and Commitments

Education as a tool for transformation

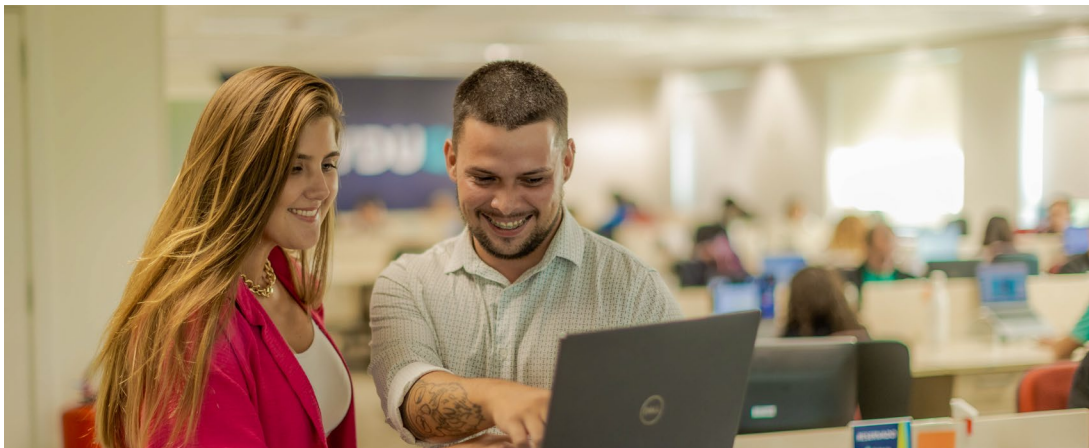
Yduqs' purpose is to drive development through education, generating a positive and lasting social impact on people's lives, the world and business.

In a culturally diverse country with social contrasts, we understand that access to quality education is the basis for social mobility for millions of people. Further to Our mission goes beyond expanding and democratizing access to education, our mission is to work for our students to be agents of transformation of their own histories and of society.

For us, managing our social and environmental impacts and the humanistic training of our students are managed handled with the same strictness and discipline that we apply to our economic and financial management. It is precisely in this exact scenario that our governance is united into one: a management practice expanded by ESG practices.

Technological advances, environmental challenges and the need to prepare millions of people for the job market are the foremost topics in today's world – and we know that education is at the heart of it all, as a path and tool for the change we want to see.





We undertake public commitments with **serious partners**

We have been signatories to the United Nations Global Compact and the Ethos Institute since June 2021. These are important drivers of internal and external stakeholder engagements and an aid in the dissemination of our group's good practices.

Committed Company: In 2023, we officially embraced the commitments of the "Elas Lideram 2030" and "Raça é Prioridade" movements. These initiatives, linked to the UN Global Compact, strive to accelerate the objectives of the 2030 Agenda by concentrating on advancing gender and racial equity within companies. Additionally, we have become part of the pioneering iDiversa B3 index, established by B3 to promote the inclusion of women and individuals of color within the Brazilian corporate landscape.



Advancement in our environmental agenda: in 2023 we joined the Public Registry of Emissions, a platform developed by the Brazilian Program GHG Protocol (PBGHG), which helps national companies publish their Greenhouse Gas (GHG) emissions inventories, and we have obtained the Gold Seal from PBGHG, which certifies that our inventory is complete and verified by an external and independent company.

In 2023, we also became a member company of SIGA Latin America (Sport Integrity Global Alliance), a world-leading organization in sports integrity, reinforcing our commitment to transparent partnerships and promoting good governance in the sports environment.



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Our Commitments to ESG Dimensions

Environmental Dimension

As one of the largest education groups in the country, we are leaders in environmental education and have one of the most complete management programs on the subject. In the coming years, we intend to impact 2 million people with environmental education content and encourage research projects in clean energy. We know that climate change is a global challenge and we do our part for a positive agenda on this issue. We are committed to identifying our emission sources and developing control and mitigation strategies.

Social Dimension

Yduqs, through its teaching institutions, has been working to strengthen the social pillar for over 50 years – it is certainly in this dimension that we have the greatest positive impact. Our human, social and intellectual development agenda is based on the understanding that education, work and diversity are aspects of the same transformation. We help thousands of people materialize this transformation every year.

The expansion and diversification of higher education institutions allow us to reach students from social classes, with varied life goals and expectations regarding academic education. We find solutions that enable individualized quality learning in all geographic regions, in municipalities with a wide variety of infrastructures. Our greatest asset is our faculty and employee, who are committed to and engaged with the Company's business model and organizational culture.

Governance Dimension

Quality, excellence in management, business integrity and maintaining compliance and ethics remain as the company's commitments in its work to expand access to quality education. We are one of the few organizations in the country, and the only one in the Education industry, to be rated A by MSCI, an international reference consultancy in ESG practices. In a recent survey, we were ranked in the 97th percentile in Governance in Brazil and as 'Best in Class' globally in accountability. Improving governance and Compliance has been a constant activity since 2007, when the then Estácio Participações was listed on B3's Novo Mercado.

[Click here to access the Strategies and sources of value for each dimension.](#)



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Evolution of ESG Goals



ESG Strategy and Goals

Our strategy and goals were designed based on the Sustainable Development Goals defined by the UN, in addition to being aligned with our proposal to maximize positive impacts based on inclusive, accessible and quality education. In particular, 9 of the 17 goals guide our creation of value.

We always seek to review and update the defined strategies, as well as to set new goals, in a continuous process of alignment with the strategic guidelines and results achieved by the company.

A better world for future generations

Our biggest challenge in this ESG journey is to measure our impacts and build a permanent path to make us an organization increasingly adjusted to the ESG pillars. To this effect, we use the best market practices. Looking to the future, but acting in the present, we are able to align people, technology and solutions.



ESG Goals Panel

YDUQS ESG PILLARS	GOALS FOR THE PILLAR	YEAR OF COMPLETION	1T23	2T23	3T23	ACCUMULATED
Environmental Sustainability	Energy: *Have 90% of the energy consumed coming from renewable sources	2026	77%	75%	79,8%	-
Environmental Sustainability	Environmental impact: *Reach the milestone of 2 million people impacted by environmental education content	2026	0	0	298,508	298,508
Environmental Sustainability	Environmental impact: Ensure 100% of operations with over 85% compliance with the environmental requirements defined by the company	2027	27%	27%	73%	-
Environmental Sustainability	Climate change: Measure the impact of GHG emissions on the company's operations, covering scopes 1, 2, and 3	2025	50%	100%	100%	-
Environmental Sustainability	Climate change: *Offset 100% of scope 1 and 2 GHG emissions	2025	0	0	70%	-
Environmental Sustainability	Climate change: Promote a total of 10 clean energy research projects	2024	0	0	10	10
Community and Diversity	Social impact: *Reach the milestone of 5 million people impacted by community services and social projects by our teaching units and partnerships	2027	0	456,113	19,609	1,230,203
Community and Diversity	Social impact: *Reach 500,000 graduates from our institutions with quality education	2027	0	55,206	49,667	206,157
Community and Diversity	Social impact: *Educate 120,000 students with ESG content at our educational institutions	2025	0	0	65,835	106,809
Community and Diversity	Social impact: *Increase the number of job opportunities by 10% p.a.	2025	241,697	263,049	621,250	-
Community and Diversity	Social impact: *Reach the milestone of 657 Distance Learning units in cities with a population between 10,000 and 30,000 inhabitants	2025	487	503	510	510
Community and Diversity	Social impact: Train 150,000 people in business and entrepreneurial skills, promoting entrepreneurship in the country	2025	0	0	76,147	119,147
Community and Diversity	Social impact: *Reach 60,000 persons registered on the Affiliate Platform, promoting increased income for the user	2027	4,429	3,854	5,337	15,387
Community and Diversity	Health & safety: *Exceed the mark of 85% of employees trained in health and safety	2025	0%	0%	39%	39%
Community and Diversity	Diversity: Have 40% women in senior management	2025	33%	28%	30%	-
Community and Diversity	Diversity: Increase the number of black people (black and brown) in teaching positions by 3 p.p.	2025	32,4%	32,92%	35,6%	-
Community and Diversity	Diversity: Increase the number of black people (black and brown) in leadership positions by 5 p.p	2025	39%	39%	40,48%	-



ESG Goals Panel

YDUQS ESG PILLARS	GOALS FOR THE PILLAR	YEAR OF COMPLETION	1Q23	2TQ3	3T23	ACCUMULATED
Community and Diversity	Diversity: Train 100% of the company's senior management in the contents of the Corporate University's diversity program	2023	0%	56%	88%	-
Community and Diversity	Diversity: Reduce the rate of employee dissatisfaction about embarrassment in our eNPS by 50%	2023	7,6%	6,8%	4%	-
Community and Diversity	Diversity: Increase LGBTQIA+ representation in the company by up to 3 p.p	2025	9%	9%	9,66%	-
Governance	Governance: Integrate ESG goals into the variable compensation policies of 100% of senior management (Direx and Board)	2023	100%	100%	100%	-
Governance	Governance: Participate in Bovespa's ISE (corporate sustainability index) evaluation process)	2023/2024	50%	50%	100%	-
Governance	Governance: Participate in the ICO2 evaluation process (Achieved)	2022/2023	100%	100%	100%	-
Governance	Diversity: Representativeness of at least 33% women, black people, LGBTQIA+ on the Board of Directors	2026	11%	11%	11%	-

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

On the board, it is possible to consult the ESG goals, segmented by impact area. Our goals were established for the contribution to the sustainable development agenda, which generates indirect economic impacts in the context of external references and priorities for stakeholders.



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Third Quarter Highlights



MSCI

Yduqs achieves AA rating from MSCI, becoming the sole global leader in ESG with a focus on higher education

Yduqs received an upgrade from MSCI, the agency that conducts research, evaluations, and analyses of environmental, social, and governance (ESG) business practices for thousands of companies worldwide. The rating was elevated from A to AA, earning the company the distinction of being a "global leader in ESG" according to the agency. With this achievement, Yduqs becomes the only educational organization in Latin America to reach this level of excellence and the only 'AA' rated company in the world dedicated to higher education.

To achieve this milestone, we have improved our management and transparency in the environmental, social, and governance (ESG) areas. It's important to highlight that this is just another step towards the certification of a company that, since its inception, has had social transformation in its DNA and has always developed seeking a positive impact on its entire surroundings.

YDUQS Participacoes S.A. (YDUQ3) Diversified Consumer Services | BR



Public Registry of Greenhouse Gas Emissions

Yduqs integrates the Public Registry of Greenhouse Gas Emissions and wins the Gold Seal of the Brazilian Program GHG Protocol

Yduqs has just taken a significant step in consolidating its environmental agenda. We recently joined the Public Registry of Emissions, a platform developed by the Brazilian Program GHG Protocol (PBGHG), which since 2008 has helped national companies publish their Greenhouse Gas (GHG) emissions inventories. In addition, we have obtained the Gold Seal from PBGHG, which certifies that our inventory is complete and verified by an external and independent company, increasing the document's degree of reliability.





SIGA Latin America

The company joins SIGA Latin America, a leading global organization in sports integrity, and Estácio becomes a part of the SIGA University Network

Yduqs is now a member of SIGA Latin America (Sport Integrity Global Alliance), a leading global organization dedicated to sports integrity. Additionally, Estácio has joined the SIGA University Network, adding our efforts to the global network of universities that are working together to make the sports industry more professional and transparent. This step not only strengthens our dedication to integrity and governance in sports but also positions us prominently on the international stage.

All these updates were announced during the Sport Integrity Forum 2023, held on September 4th in São Paulo. Cláudia Romano, Vice President of Yduqs and President of the Yduqs Institute, was present at the opening ceremony and participated in an inspiring panel discussion, debating the role of the private sector as a driver of change in sports integrity in Latin America. During the event, Cláudia was also appointed as a member of the Board of Directors of the Pacto pelo Esporte, an entity that Yduqs has been a part of since 2015..



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Diversity Focus

Elas Lideram 2030

We formally commit to the 'Elas Lideram 2030' movement, an initiative resulting from collaboration with UN Women and linked to the Human Rights Action Platform of the UN Global Compact. The primary aim of this movement is to encourage gender equality and reinforce the empowerment of women in leadership roles. The vision is for over 1,500 companies to be engaged in this movement by 2030, leading to the presence of more than 11,000 women in prominent leadership positions.

EMPRESA COMPROMETIDA



UMA INICIATIVA DO PACTO GLOBAL DA ONU NO BRASIL E ONU MULHERES

Raça é Prioridade

We are also actively involved in the 'Raça é Prioridade' movement, a strategic partnership between the UN Global Compact, CEERT, and UN Women. The central objective of this movement is to amplify the representation of Black, Indigenous, Quilombola, and other minority ethnic groups in leadership roles. Alongside other collaborating institutions, this movement aims to involve 1,500 committed companies in achieving 50% representation of Black individuals in leadership positions by 2030.

EMPRESA COMPROMETIDA



UMA INICIATIVA DO PACTO GLOBAL DA ONU NO BRASIL



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Diversity Focus

iDiversa B3: Latin America's First Gender and Racial Diversity Index

We have become a part of the iDiversa B3 Index, the first index in Latin America dedicated to corporate diversity. Recently introduced by B3, this index recognizes and promotes companies that excel in fostering gender and racial diversity throughout their organizations. We actively contributed to the selection process of the index's inaugural portfolio and the development of its groundbreaking methodology.

IDIVERSA B3

Trainee Program exclusively for black people

The Yduqs Trainee Program, lasting 12 months, offers an immersion in our units and in the corporate environment, with support from the Organizational Development area. Our focus is to identify, train, and develop future leaders for the education sector. Since 2022, the program is exclusive to self-declared blacks (black and brown), as part of our commitment to diversity in the Include to Transform program. This year, we reached a milestone with about 12,000 registered, highlighting the solidity of our program in the market.



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CORB Pacto Global

Yduqs Advances in Its Leadership within the Global Compact

YDUQS has just been approved to become a member of the Advisory Council of Rede Brasil (CORB), the local governance body for companies that aspire to participate in the decision-making of the Global Compact activities in Brazil.

This support body for the Global Compact Board of Directors provides recommendations on the performance of the Action Platforms (or Thematic Fronts), strategic planning, programs and projects, as well as other relevant matters about the network's performance. Its members have the possibility to act in all Action Platforms (or Thematic Fronts), as well as to apply for the coordination of one of these, in addition to other specific performance differentials.

Our goal is to make YDUQS the main spokesperson for SDG 4 in Brazil.



Pacto Global
Rede Brasil

Conselho Orientador da Rede Brasil (CORB)



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Indices and Ratings



Indices and Ratings

Discover our presence in the main ESG ratings and indices.

Main ESG Ratings	Rating	Ranking	Sector Average	Scale (low/high)
MSCI	AA	-	-	CCC AAA
S&P ESG	27	94/111 Consumer Services	14	0 100
Sustainalytics ESG Risk Rating	13.1 Low Risk	20/488 Consumer Services	24.7	100 0
FTSE Rating	2.9	51 Consumer Services	2.6	0 5
ISS ESG	B-	02/29 Education Services	B-	D- A+



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Yduqs Institute



Yduqs Institute

The Yduqs Institute is the socio-environmental responsibility initiative of Yduqs, the largest higher education group in Brazil, with more than 1.2 million students, and one of the organizations that innovates and grows the most in the country through the expansion of its teaching and the entry of new institutions and businesses into the group.

Own Programs



Free online study platform focused on the Enem, developed by the GrupoQ.

155 thousand students registered on the platform



**Programa de
Alfabetização
e Letramento de
Jovens e Adultos**

The Program's mission is to combat illiteracy and eradicate it in the communities surrounding the Yduqs group's educational institutions.

200 students graduated in the first semester.

13 classes in units spread across all regions.



**Rede .
de Valor**

Somar forças. Multiplicar sonhos.

The Yduqs Institute Program provides financial aid to students who have entered Yduqs educational institutions through the University for All Program (Prouni).

128 students benefited from the Value Network program scholarships.

[Click here to access the YDUQS Institute website](#)



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