

YDUQS

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2Q25 • ESG PERFORMANCE



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INTRODUCTION

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

This content was carefully prepared based on key topics and their relevance to investors and other stakeholders. Enjoy your read.

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





STRATEGY AND TARGETS

YDUQS

ESG TARGETS DASHBOARD

YDUQS ESG PILLARS	PILLAR TARGETS	CONCLUSION	1Q25	2Q25
EDUCATION AND WORKABILITY	Increase the number of alumni employed by 10% by 2030	2030	73.70%	73.70%
EDUCATION AND WORKABILITY	Convert Higher Education Institutions (HEIs) into University Centers, reaching a total of 34 such centers	2025	29	31
EDUCATION AND WORKABILITY	Offer an ESG skills track to all undergraduate students starting in 2026, and ensure that 140,000 students earn certification in the track by 2030.	2029	0*	0*
ENVIRONMENTAL	Reduce gross Scope 1 and 2 emissions by 20% by 2030 and offset all remaining emissions.	2026	7,137.05 tCO2 eq**	7,137.05 tCO2 eq**
ENVIRONMENTAL	Surpass 50% units actively recycling the waste they generate.	2026	2.50%	2.50%
ENVIRONMENTAL	Support 25 climate change research projects and implement 20%.	2027	0***	5

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

**Amount related to 12/31/2024 - Updated in July/25

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

ESG TARGETS DASHBOARD

YDUQS ESG PILLARS	PILLAR TARGETS	CONCLUSION	1Q25	2Q25
SOCIAL	Reach 50% of women in senior leadership positions by 2030.	2029	32.50%	35.29%
SOCIAL	Reach 50% with black people in leadership positions by 2030.	2029	41.00%	41.34%
SOCIAL	Increase 15 vacancies per year for Young Apprentices, considering diversity criteria.	2030	11	4
SOCIAL	Increase each semester's extension activities by 30%.	2029	200,000*	200,000*
SOCIAL	Train 5,000 students in proprietary YDUQS Institute Programs (Youth and Adult Literacy and Literacy + Professionalization) by 2030.	2029	2,000**	2065
GOVERNANCE	Implementation of ISO 27001 - Information Security.	2030	0***	20%
GOVERNANCE	Implement a Sustainability Supplier Development Program for 100% of SMEs for essential services (small and medium-sized active suppliers).	2029	0	0

* Absolute value on 12/31/2024 - Update in July/25

**Value refers to the accumulated total of the Literacy Program over the past five years and to graduating scholarship recipients from the Athlete Scholarship Program



COMMITMENTS AND ACKNOWLEDGEMENTS

TRANSFORMATECH PROJECT GRANTS YDUQS ITS FIRST CARBON-FREE SEAL

YDUQS reached a historic milestone in its sustainability journey obtaining its first **Carbon Free Seal**, certifying that the organization measures, reduces and offsets its greenhouse gas (GHG) emissions in accordance with GHG Protocol standards. The recognition stems from the **TransformaTech Project**, developed by the Information Technology department, which turned an operational challenge into a solution that has positive social and environmental impacts while also generating economic returns for the company.

A total of **50 tons of CO₂ equivalent** were offset through the purchase of Verra-certified carbon credits linked to the **Envira Amazônia** forest conservation project, an essential initiative for preserving Brazil's rainforest.

TransformaTech was created in response to the challenge of electronic waste accumulation across the company's units. Globally, the *e-waste* problem continues to grow: in 2022, the world generated **62 million tons of electronic waste**, yet only 22% was recycled. In Brazil, **2.4 million tons of electronic waste** are generated each year — the equivalent to the weight of about 6,000 large aircraft.

The project identified obsolete equipment across **63 units**, collecting more than **12,500 items** and freeing up **1,000 square meters** in physical space. Functional equipment was donated to **23 social partners**, totaling **509 items**, benefitting many institutions. The YDUQS Institute also allocated the amount received to the Rede de Valor Program.

THE ENTREPRENEURIAL AND EMPOWERED WOMEN PROJECT IS RECOGNIZED BY THE 2025 CITIZEN WOMAN TROPHY IN JUIZ DE FORA

The Women Entrepreneurs and Empowered (MEE) Project, an exclusive initiative by Estácio, received in 2025 the Mulher Cidadã Trophy, awarded by the City Hall of Juiz de Fora, in recognition of its impact in strengthening the autonomy and socioeconomic inclusion of women in vulnerable situations.

Created in 2021, MEE offers free support in areas such as psychology, communication, and management, contributing to the emotional and professional development of its participants. Currently, **187 women are assisted both in-person and through hybrid formats in Juiz de Fora**, with the integrated support of professors, students, and volunteers.

The program has established itself as a space for **academic production and community outreach**, combining education with social commitment. Its expansion to other regions of the country reflects the consistency of a pedagogical approach that transforms lives, strengthens support networks, and reaffirms the role of education as a driver of human and social development.



YDUQS ADHERES TO THE COMPTROLLER GENERAL OF THE UNION'S BRAZIL PACT FOR BUSINESS INTEGRITY

YDUQS's adhesion to the **Brazil Pact for Business Integrity**, an initiative of the **Office of the Comptroller General (CGU)**, represents a milestone in the consolidation of its governance and in the strengthening of its compliance agenda. The movement brings together companies committed to concrete measures of integrity, transparency, and business ethics, requiring the signing of an adhesion agreement and the performance of a self-assessment of internal practices.

This commitment adds to the company's previous adhesion to the **Business Pact for Integrity and Against Corruption**, launched in 2006 by the Ethos Institute, which encourages public and private companies to promote a more ethical and transparent market, reducing the different forms of corruption. The convergence between the two initiatives reinforces the consistency and maturity of YDUQS in its continuous path of improvement in corporate governance.

By joining the Brazil Pact, YDUQS enhances these efforts and reinforces the coherence of its **sustainability strategy**, centered on ethics, transparency, and corporate responsibility. The movement strengthens internal governance mechanisms, expands the company's credibility, and contributes to the mitigation of legal and reputational risks — essential factors in a highly regulated sector with multiple stakeholders. Thus, the adhesion consolidates YDUQS as a reference in integrity and responsible governance, in full alignment with its **mission to educate to transform**.



YDUQS JOINS THE UN GLOBAL COMPACT'S NET ZERO AMBITION MOVEMENT

YDUQS has reinforced its leadership in the climate agenda by joining the **Net Zero Ambition Movement**, an initiative of the UN Global Compact Brazil Network that mobilizes companies to set ambitious and science-based climate goals, aligned with the **Paris Agreement** and **SDG 13 – Climate Action**.

The company has already conducted externally audited GHG emissions inventories, earning the Gold Seal of the Brazilian GHG Protocol Program for three consecutive years.

In addition, YDUQS annually reports its data to CDP and is part of the B3 Corporate Sustainability Index (ISE) and the Carbon Efficient Index (ICO₂).

Through these initiatives, YDUQS strengthens its contribution to the transition toward a low-carbon economy, standing out among companies that treat **climate action** as a strategic pillar of their operations.





SECOND QUARTER HIGHLIGHTS

EDUCA 2030 MOVEMENT: IBMEC CENTRO HOSTS YOUNG APPRENTICE JOURNEY

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To receive the Educa Movement 2023 in our Rio de Janeiro home is an honor. We believe that everybody deserves access to education and higher education. And I hope that in the future, projects will be born here that will transform the world and the lives of young learners.

Joice Portella,

Director of
Partnerships,
Careers and ESG

YDUQS reaffirms its commitment to inclusive and sustainable education through active participation in the Young Apprentice Knowledge Journey, held in Rio de Janeiro in June 2025. The event, promoted by the Educa2030 Movement — the first Global Compact initiative aligned with SDG 4 — brought together companies, organizations and civil society institutions to a dialogue on including youth in the labor market and the importance of education for sustainable development.

YDUQS, as an ambassador for the movement, contributed to strengthening the ESG agenda and promoting educational and professional opportunities for vulnerable youths. The company's participation in the initiative underscores its commitment to educating and inspiring new generations to be more conscious and engaged with sustainability, in alignment with global goals for education and social inclusion.

Integrating the Educa 2030 Movement's Young Apprentice Knowledge Journey reflects YDUQS's leadership role in promoting quality education with purpose, driving social transformation.

EDUCATE TO TRANSFORM: EDUCATION AND WORKABILITY AT THE CENTER OF THE SOCIAL TRANSFORMATION PROMOTED BY YDUQS

With a base of more than 1.35 million students, YDUQS adopts a strategic and inclusive approach to preparing them for the job market.

A significant example is the Career Transition Program, developed by the YDUQS Institute, which has already benefited more than 2,000 athletes and former athletes, offering educational and professional support for reintegration into the labor market. In addition, YDUQS promotes Professional Experiences for its students in cultural events such as Classics of Brazil Recife, Tardezinha, São João de Caruaru and Carandaí.

The objective is to complement theoretical training with real professional experiences that prepare them for the labor market. These actions are fundamental to move classroom content closer to professional reality, contributing to the formation of students who are better prepared and confident about their careers.

412 students included in professional experiences behind the scenes of major events and partner companies.

384 students enrolled in *premium* experiences featuring access to culture.

18 students hired through an **exclusive selection process promoted through our branded partner events**



LGBTQIAPN+ PRIDE MONTH

At YDUQS, we believe that being LGBTQIAPN+ is something to be proud of! In **LGBTQIAPN+ Pride Month**, YDUQS reaffirms its commitment to diversity, equity and inclusion, reinforcing its role as an institution that promotes safe, respectful and welcoming environments in all its academic and administrative units.

A signatory to **the UN Global Compact**, the company structures its diversity actions through corporate policies, such as the **Human Rights Policy**, the **Diversity Policy** and its **Code of Ethics**. Furthermore, it integrates strategic initiatives such as the **Include to Transform program**, a multifaceted project that encompasses a variety of diversity, equity and inclusion (DE&I) initiatives in the company.

Among concrete initiatives, the **Affinity Groups** are a stand out, involving collaborative communities that function as engines of organizational transformation. Currently, YDUQS has **YPRIDE**, which supports the inclusion of LGBTQIAPN+ people. Composed of **167 participants**, it promotes initiatives such as educational guides, podcasts, in-person events and the inclusion of sexual and gender diversity in the Strategic Management Plan, thus fostering **literacy, awareness and ally engagement**.

YDUQS also invests in training allies, offering tools such as the **Yellow Card**, which warns about inappropriate attitudes or language, encouraging dialogue and building a culture of respect.

Diversity ENPS surveys and employee self-declaration data (10% of employees identify as LGBTQIAPN+) support strategic decisions and monitor impact of the company's commitment to diversity in a broad sense.



AGENTS OF TRANSFORMATION PROGRAM

YDUQS strengthens its commitment to sustainability and social impact through the **Agents of Transformation program**, an initiative that articulates education, engagement and practical action for students, employees and communities. Launched in April 2025, the program promotes seminars, workshops and events on social responsibility, the circular economy and climate change, **directly connecting corporate and academic operations.**

Transformation Agent activities are structured from the **training trails and educational contents developed based on sustainability maturity research.**

The program also encourages collective actions and practical projects, such as Sustainability Week and initiatives to collect recyclable materials and e-waste, **promoting engagement, concrete results in the communities, and the practical application of sustainable concepts, strengthening leadership and citizenship skills.**



AGENTES DA
**TRANS
FORM
AÇÃO**

Conexão Meio Ambiente

CUIDAR, AGIR E TRANSFORMAR

Uma websérie da Yduqs sobre sustentabilidade na prática.

Medicina &
Ciência &
Pesquisa &



YDUQS INSTITUTE

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

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



SOLIDARITY TROT - THE ADOPT A CYCLE CAMPAIGN COLLECTED MORE THAN 98,000 PAD CYCLES

In partnership with Instituto Ela – Educadoras do Brasil and supported by Estácio, Ibmec, IDOMED and Wyden, the YDUQS Institute launched the “Adote um Ciclo” (Adopt a Cycle) campaign, held through May 10 with the aim of reducing the impacts of menstrual period poverty, a problem that affects millions of women worldwide and undermines both health and the continuity of education in Brazil due to limited access to basic hygiene products. Donations could be made in cash, through the website Ajudei.org, or in person at partner units of Estácio and IDOMED in Rio de Janeiro and Campos dos Goytacazes.

The mobilization collected more than 98,000 menstrual hygiene pads, enough to serve about 600 women for a year. The Estácio de Boa Vista (Roraima) unit contributed the most, totaling some 25,000+ pads, followed by the IDOMED Città América campus in Rio de Janeiro. The items collected were destined to social projects in the regions covered by the campaign.

The impact of the action is reinforced by national data that indicate that 713,000 girls do not have a bathroom or shower at home and more than 4 million do not have access to basic menstrual care items in schools, a scenario that undermines education, self-esteem and future opportunities. For Wyden sociologist Kenia Kemp, campaigns like this are essential to break the cycle of school exclusion generated by a dearth of tampons. Gynecologist and IDOMED professor Giovanna Milan emphasized that menstruation is a natural process that should never undermine women’s dignity. She highlighted the importance of addressing the topic within academic settings and training for future professionals.



The article above refers to the Adopt a Cycle campaign, where sanitary pads are donated to people in need.

SAVE THE BLUE AMAZON: ESTÁCIO, INSTITUTO YDUQS AND ARTE DE AMAR PROJECT REINFORCE ENVIRONMENTAL AWARENESS IN MUNICIPAL SCHOOLS IN RIO DE JANEIRO

Estácio and the YDUQS Institute, in partnership with the aMAR Art Project, expand environmental awareness among children and young people in public schools in Rio de Janeiro through the 2025 edition dedicated to the **Save the Blue Amazon** theme. The activities include art workshops, discussion circles, interactive experiences, audiovisual materials and the support of the “SDG Class” mascots, fostering reflection on marine pollution, environmental preservation, and efforts to combat plastic waste in the oceans.

Projects such as Arte de aMAR demonstrate the positive impact of the partnership between educational institutions, public authorities and civil society, forming new generations conscious and engaged with sustainability.

JOICE PORTELLA



**ESG, PARTNERSHIPS,
CAREERS AND YDUQS
INSTITUTE DIRECTOR**

YDUQS brought a team of 21 volunteers from 14 different company areas to facilitate actions in the public schools in Tia Ciata and EDI Bárbara Ottoni, in Rio de Janeiro. The proposal was to transform knowledge into experience for 447 children and 23 teachers.



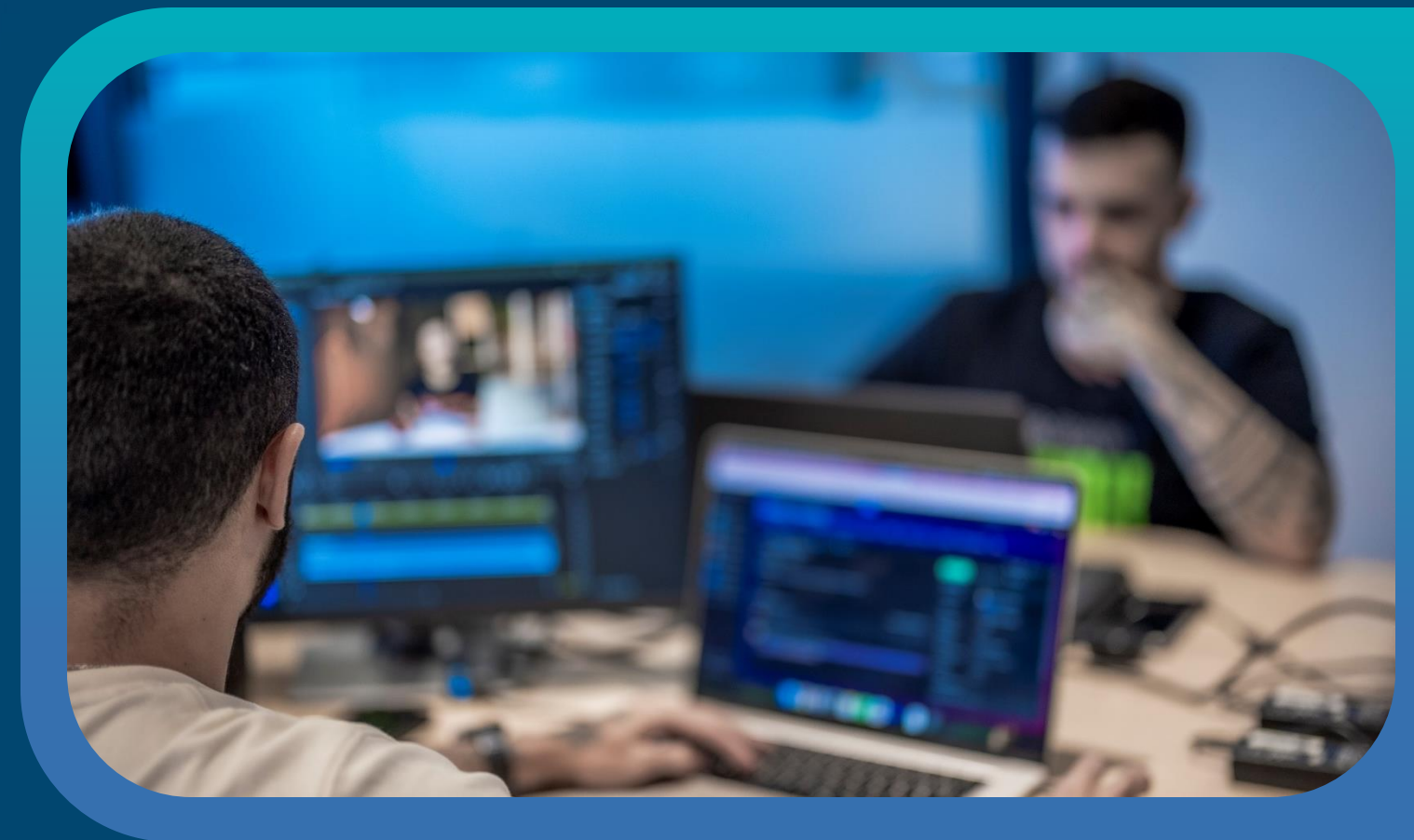


CORPORATE GOVERNANCE

YDUQS STRENGTHENS THE SUSTAINABLE GOVERNANCE OF ITS VALUE CHAIN

YDUQS has consistently strengthened the management of its value chain, aligning this process with the company's commitment to the ESG agenda and its strategy regarding transparency and corporate responsibility. One recent milestone was the creation of a **specific channel for suppliers**, available on the Investor Relations website, which aims to expand communication, facilitate access to information on contracting criteria and consolidate guidelines on compliance, sustainability and maintain company values for its suppliers in a single space.

At the same time, the company has been improving its **supplier engagement and due diligence** processes, ensuring that its business partners share the same ethical and sustainability principles. Based on this practice, YDUQS is committed to the dissemination of ESG values throughout its supply chain, establishing clear criteria for assessing labor, environmental and integrity risks, as well as continuous monitoring mechanisms. This initiative reinforces the commitment to promoting training and awareness across the value chain on sustainability-related issues, **defining a structured ESG literacy goal for suppliers**. The goal is for strategic partners to align their routines with diversity, respect for human rights, environmental preservation and legal compliance, strengthening a shared socio-environmental responsibility culture.



To make this a robust process, YDUQS also **maps active supplier profiles**, based on building a database that includes attributes such as location, size, sector, certifications and the company's compliance history regarding ESG and sustainability principles. This mapping project will make it possible to identify segments with higher risk or impact, prioritizing monitoring and auditing actions while also enhancing transparency in annual reporting and communication with stakeholders.

YDUQS STRENGTHENS THE SUSTAINABLE GOVERNANCE OF ITS VALUE CHAIN



Another important value chain management pillar is the **formalization of commitments through the inclusion of ESG clauses in all contracts with suppliers**. These mechanisms reinforce the requirement for ethical conduct, compliance with current legislation and the adoption of responsible environmental and social practices, establishing accountability and remediation measures for noncompliance cases. The measure ensures closer alignment with YDUQS' internal policies and guarantees that every link in the value chain is committed to the same governance standards.

In addition to these initiatives, the company invests in strengthening its relationship with the communities where it operates through **campaigns to attract local suppliers**. The proposal aims to expand the participation of small and medium-sized regional businesses. This occurs by encouraging local economic development, reducing environmental impacts associated with transportation and generating direct social benefits in the regions where its educational institutions are present. These campaigns are accompanied by workshops and meetings that guide suppliers on contracting requirements, management best practices and ESG criteria, thus enabling more local businesses to qualify to join YDUQS's partner network.

By integrating all these initiatives – from the new supplier channel, through due diligence and ESG literacy, to profile mapping, contractual clauses and incentives for local hiring – YDUQS reaffirms its **efforts to construct a transparent, sustainable value chain in line with the highest corporate governance standards**. This represents progress that strengthens the company's resilience, broadens its positive impact while consolidating the shared responsibility with its partners toward building a more sustainable future.

YDUQS COMPLIANCE PROGRAM: REINFORCING ETHICS AND COMPLIANCE, CONFIDENTIAL CHANNEL AND CONFLICT OF INTEREST

In the second quarter of 2025, YDUQS conducted a series of training sessions to reinforce the objectives of its Compliance Program among employees: mitigating fraud risks, promoting transparency, preventing personal favoritism and conflicts of interest, ensuring compliance with laws and regulations and strengthening an ethical culture at all levels of the organization. Some 26 sessions were held, engaging 1,716 participants from units located in Brazil's Center-West, Northeast, and Southeast regions.

The YDUQS Compliance Program is the foundation of its ethical governance. It has the direct support of senior management and interacts with key internal bodies such as the Ethics Committee and the Conduct Committee. These bodies, for their part, are responsible for reviewing reports and applying disciplinary measures in cases of rule violations.

To ensure that everyone is aligned with the principles, YDUQS implements mandatory training for all employees, including new hires during the onboarding process. These sessions cover topics such as the Code of Ethics content, anti-corruption guidelines, expected conduct, conflicts of interest and the proper use of the complaints channel and formal acceptance of the Code of Ethics and Conduct.

YDUQS promotes corporate ethics within the company through the Confidential Channel, one of the key instruments supporting its Compliance Program. Operated by an external company, it allows employees, suppliers or third parties to report suspected non-compliance with the Code of Ethics, the Anti-Corruption Code or other irregular practices, with a guarantee of anonymity and without retaliation. The company's compliance policies include this channel, which can be accessed by phone or through a web interface. Its use is strongly encouraged among employees, to curb situations involving abuse and workplace conflicts of interest. In accordance with internal regulations, reports received through this channel are forwarded to YDUQS's Fiscal Council and its Audit and Finance Committee.

YDUQS's Compliance actions reaffirm the strength of its ethical governance system, which continues to mature through clear and published policies, mandatory training, a secure reporting channel, internal investigation and accountability bodies. Specific mechanisms are in place for identifying and managing conflicts of interest. These instruments reinforce the institutional culture of integrity and transparency, ensuring that the company's ethical values are, in fact, practiced in all instances.

INDEXES AND RATINGS



MARKET RECOGNITION

YDUQS holds a **broad portfolio of relevant indexes, ratings and recognitions for investors:**



Pacto Global
Rede Brasil



PACTO BRASIL
PELA INTEGRIDADE EMPRESARIAL



MOVIMENTO
RAÇA É PRIORIDADE



MOVIMENTO
ELAS LIDERAM 2030



SIGA
LATIN AMERICA



ethos instituto



Corporate ESG
Performance
RATED BY
ISS ESG
Prime



MOVIMENTO
EDUCA2030



MOVIMENTO
AMBIÇÃO NET ZERO



100
EMPRESAS MAIS
INFLUENTES DO BRASIL
veja Negócios **LIDE**



Programa Brasileiro
GHG Protocol
OURO
2023
INVENTÁRIO VERIFICADO



MSCI
ESG RATINGS
AA
CCC B BB BBB A AA AAA



Disclosing data,
driving action.
CDP
DISCLOSER
2024



Anuário
Integridade **esg** 2024



WOB



Carbon Free
Brasil



Mulheres
na Liderança



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



ALAS20

ICO2 B3

IGC B3

ICO2 B3

IDIVERSA B3

PRÊMIO **exame**.
em gestão
de pessoas
2024

ESG INDEXES AND RATING SCORES*

ESG Rating	2024	Média do Setor	Escala (Baixo Alto)
 MSCI	AA (8,2)	-	0 10
 SUSTAINALYTICS	14,6	36,7	100 0
 CDP	C	-	D- A+
 S&P Global Ratings	40	16	0 100
 ISS ESG	B	B-	D- A+
 FTSE RUSSELL <small>An LSEG Business</small>	3,4	2,6	0 5
ISE B3	60,71	-	0 100

INDEXES ESG

TEV
VΛ | Mulheres na Liderança

IGCB3

ISEB3

IDIVERSAB3

ICO2B3

* Information from the YDUQS 2024 Integrated Report

YDUQS