

INTEGRATED REPORT 2025



YDUQS

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WELCOME



Message from the leadership

Letter from the president

GRI 2-22 / YQ-0001.b

In 2025, we boosted Grupo Yduqs' mission of **Educating to Transform**, broadening the impact of education in the lives of our 1.4 million students. Advances in academic quality and students' experience, aligned with business growth, led to solid financial performance that strengthened the consistency of our business model. We ended the year with strong results, achieving shareholder cash flow of R\$ 500 million and net income of R\$ 180 million. Semi-on campus classes were still the main driver of growth, with more than 110 thousand active students, a 60% increase over the year. Among the main operational milestones, we highlight the acquisition of Unifametro University Center (CE) boosting our presence in the Northeast and the opening of new offices in Rio de Janeiro.

** NPS (Net Promoter Score) is an indicator of customer satisfaction and loyalty that measures the likelihood of a person recommending a company, product, or service to others.*

The strong performance of our brands highlighted the complementarity and resilience of our portfolio. YDUQS achieved outstanding results in evaluations conducted by the Ministry of Education (MEC), with 99.63% of assessments receiving scores of 4 and 5. Estácio reached record NPS* results across all delivery formats (on-campus, hybrid, and distance learning). **Ibmec** achieved the best results over its trajectory, with record attraction in undergraduate, graduate and corporate solutions as well as the highest volume of already-enrolled students ever recorded. This performance was accompanied by unprecedented levels of student satisfaction.

Keeping the same pace, **IDOMED** recorded a 11.5% growth in 2025 and investments over BRL 32 million in the modernization of its units, purchase of equipment and improvements to teaching resources. It also allocated approximately **BRL 70 million to the Brazilian National Health System (SUS)** through the Mais Médicos (More Doctors)

program, highlighting the social impacts of Yduqs on the structural strength of the Brazilian public health system. **Wyden**, in turn, underwent a deep portfolio and brand repositioning building a new proprietary identity and evolution of its role as the second domestic brand of the Group. The preparatory businesses (**Quest Edu**) maintained constant growth, high revenues, and relevant contributions to innovation.

Talking about innovation, over the past year we experienced a milestone in the use of artificial intelligence at Yduqs and want to be protagonists of this revolution. In this context, we have expanded the use of AI in the academic cycle, especially agent assistants, scaled solutions for document analysis and enhancement of the use of AI agents in the attraction, renewal, and support to academic and corporate operations. **Overall, we invested BRL 252.2 million in technology and innovation over 2025.** As a recognition of our leadership in digital transforma-

tion, we received the Award Valor Innovation Brazil, ranking among the most innovative companies in the Brazilian education sector.

The ESG agenda was also a key priority in 2025, marked by the launch of our 2025–2030 Sustainability Strategy, which consolidates our priorities and reinforces our commitment to generating positive impacts for society, the environment, and the business, with ethics and integrity as core principles of our management. We launched the Transformation Agents Program and began deploying ESG Centers across our institutions as part of the Sustainability Engagement Program. As a result of these advances, we were recognized in **S&P Global's Sustainability Yearbook 2026** as the only industry in the sector classified as an Industry Mover, a distinction awarded to companies that demonstrated the largest ESG performance development in their segments in 2025.

In the social dimension, we impacted more than 700,000 people through Yduqs Institute in 2025, with over BRL 2.0 million in funding. Among the initiatives, *Programa de Alfabetização e Letramento (A&L)* stands out, benefiting more than 500 people in 2025 and totaling 2,3 thousand people cumulatively up to this period. We also advanced in diversity, reaching 33% of women and 42%

of Black people in leadership positions, and continued with the exclusive Trainee Program for Black and Brown people, with more than 9,000 participants.

On the **environmental front**, we are moving forward with the Environment and Climate Change Policy, our adherence to the UN Global Compact Net Zero Movement

and our institutional presence at COP30. We were also recognized among the 100 outstanding companies in the ESG Integrity Yearbook. To strengthen governance, we signed the Business Pact for Integrity and Against Corruption led by the Federal Office of the Comptroller General.



All these advances and results are only possible because we always elevate **people to the center of our strategy**. We believe that by taking care of every detail of the student experience, investing in the development and well-being of our employees, and strengthening our relationships with teachers and business partners, we consolidate our most precious competitive differential. This commitment materializes in initiatives such as adherence to the UN Mind in Focus movement and relevant recognitions, including the Prêmio EXAME Melhores em Gestão de Pessoas and o Prêmio Ethos/Época de Diversidade, Igualdade e Inclusão.

We ended 2025 and prepared for a new cycle of sector transformations. We have built an organization capable of fast response to regulatory, technological, market and macroeconomic changes, supported by growth drivers already developed in-house, the expertise to scale them and a resilient portfolio. **The New EaD regulatory framework** highlights this concept by valuing attributes that we cultivate over time, such as qualified presence, national capillarity, and academic excellence.

We have plenty of room to grow, especially in a country marked by a growing social demand for quality education. This commitment drives us to bring the teaching standard of Grupo Yduqs institutions to more and more Brazilians. We thank our employees, teachers, students, partners, shareholders, and investors for their trust and continuous support, which enable us to strengthen Yduqsas one of the largest educational groups in the country and to consistently improve the quality of higher education in Brazil consistently.

Good reading!

Rossano Marques, CEO of Yduqs





Highlights of the year

Operations



Acquisition of the Unifametro University Center (CE) boosting the expansion in the Northeast.



Opening of new corporate offices in Rio de Janeiro in Maracanã and downtown.



Corporate Restructuring.



Repositioning of Wyden.

Evolution of teaching



8 colleges of Grupo Yduqs were accredited as University Centers.



BRL 57 million investment in educational products development.



Expansion of the Tech portfolio.



Strong growth of products in the semi-on campus format.



Development of the new Estácio teaching model.



99.63% of the HEIs and courses received grades 4 and 5, of which 100% were graded satisfactory concepts in the MEC evaluation visits.*

* Grades from 1 to 5. Grades 3 and above are considered satisfactory.

Technology and innovation



Expansion of the use of Artificial Intelligence in different stages of the academic journey, including teaching, pedagogical management, and analysis of educational performance.



bRL 252.2 million invested in technology and innovation.



250 internal projects enrolled in the AI Champions program.



Employability platform guided by data and AI.



Strategic partnerships with Microsoft Education, Google, Amazon Web Services (AWS), and Databricks.



8 new technology graduation courses.

Social

YQ-000-3a / YQ-000-3b



33% of women in leadership



42% of Black people in leadership.



Launching of *Programa Agentes da Transformação*.



510 thousand people benefited from extension activities.



+ 9 thousand enrollments in the exclusive Trainees Program for Black and Brown people.



Adherence to the Mind-in-Focus movement of the UN Global Compact and to the Women Empowerment Principles (WEPS).



Participation in iDiversa B3, an index of companies with the best practices of diversity and inclusion in the Brazilian market.



+ 700,000 people impacted by the 46 social projects supported by Instituto Yduqs. In the *Programa de Alfabetização e Letramento (A&L)*, more than 500 people benefited in 2025.



Espaço reservado para legenda da foto

Environmental



Launching of the Environment and Climate Change Policy.



Institutional presence of Yduqs in COP30.



We are part of the portfolio of the Brazilian Stock Exchange's Efficient Carbon Index (ICO2 B3).



Signature of the Net Zero Movement, of the UN Global Compact.



We achieved the Gold Seal of the Brazilian GHG Protocol Program for the third consecutive year.



We received the first Carbon Free Seal, with the TransformaTech project.

Financial (in BRL million)

Adjusted Net Revenue:

5,521.7 (+2.9% vs. 2024)

Adjusted EBITDA:

1,875.0 (+3.2% vs. 2024)

Operational cash flow:

1,372.64 (+12.7% vs. 2024)

Investments (Capex):

460.5 (-1.5% vs. 2024)

FCFE:

500,5
(a 38.1% spike in just one year)

Awards and recognitions



Prêmio Exame Melhores em Gestão de Pessoas 2025

We were recognized for the second consecutive year as one of the references in human resources practices and organizational climate in Brazil.



Prêmio Ethos/Época de Diversidade, Igualdade e Inclusão

For the second year in a row, we were mentioned as a prominent company in the Education segment.



Valor Innovation Brazil Award

We ranked second in the Education sector among the most innovative companies in the country and were included in the ranking of the 150 most innovative Brazilian companies.



Época BUSINESS 360° Directory

We are among the companies with the best management practices in the country.



Brazilian Young People Employability Trophy CIEE - ESG Edition

In its first edition dedicated to the ESG agenda, the award highlighted institutions that stand out by responsible practices and positive impact on the inclusion of young people in the labor market.



S&P Global Sustainability Yearbook 2026

We were recognized in S&P Global's Sustainability Yearbook 2026 as the only industry in the sector ranked as an Industry Mover, a distinction awarded to companies that demonstrated the largest ESG performance development in their segments in 2025.



Alas 20 Ranking - Sustainable Leaders Agenda 2025

We ranked first in the category "Leading Sustainability Company".



Anuário Integridade ESG

Pelo segundo ano, estamos entre as 100 maiores empresas do Brasil em práticas ESG, sendo a única organização do setor de educação.



Experience Awards

Estácio was recognized as the most recommended educational institution in Brazil, achieving the highest NPS in the category.



Top Open Corps (Ranking 100 Open Startups)

We rank 2nd in the Education Services category, a recognition that highlights companies with broader performance in open innovation initiatives and collaboration with startups.



Modern Consumer Award

This award organized by Grupo Padrão recognized us as the company with the best customer service in the Education sector.



Cannes Lions International Festival of Creativity

The book *Nigrum Corpus*, IDOMED's initiative in partnership with the Instituto Yduqs, won the Grand Prix in the Industry Craft category, and two Golden Lions (Design and Health & Wellness) and a Bronze Lion (Health & Wellness).

About the report

GRI 2-1 / GRI 2-3 / GRI 2-5

Dear reader,

We present the **Integrated Report of Yduqs Participações S.A.**, a publicly traded company with shares traded on the Brazilian Stock Exchange (B3), based in Rio de Janeiro, and operating in Brazil.

This document consolidates the main achievements of Grupo Yduqs, as well as the opportunities and challenges that marked our **Educate to Transform** journey from January 1 to December 31, 2025. The sustainability reporting cycle coincides with the Company's financial year.

Over the following pages, we present our financial performance and advances in the academic, social, environmental and gover-

nance dimensions, as well as the strategies, priorities and initiatives that guide our business, management, and commitments.

Published annually, this report observes key reporting methodologies and structures, including Principles of the International Integrated Reporting Council (IIRC), incorporated by the International Financial Reporting Standards (IFRS); disclosure topics and metrics established by the Sustainability Accounting Standards Board (SASB) applicable to the education sector; and Global Reporting Initiative (GRI) standards.

The publication is organized based on our strategic pillars of sustainability and material

topics, considering the double materiality approach. At the same time, we are structuring internal processes and controls so that, in future cycles, we can prepare the report in accordance with the CBPS standard 01 – General Requirements for Disclosure of Financial Information Related to Sustainability (IFRS S1) and CBPS 02 – Climate-Related Disclosures (IFRS S2).

The information presented now was consolidated by the various areas of the Company, with the support of specialized external consultants. The content was reviewed and approved by the C-Level and the Vice-Presidency of Institutional, Regulatory, ESG and Instituto Yduqs and submitted to limited assurance by

PwC. This external and independent verification highlights our commitment to transparency best practices. (see [page 156](#)).

For questions and suggestions about this publication, please contact sustentabilidade@Yduqs.com.br.

We wish you all a good reading!



Materiality

GRI 3-1 / GRI 3-2 / GRI 3-3 / GRI 2-29

In the last year, we revisited the 2024 materiality study, which consolidated a methodological basis aligned with best sustainability practices. This reference guided the revisions and improvements implemented in 2025, ensuring the continuous evolution of our analysis of priority topics. The work focused on updating the internal and external context, considering sector and regulatory trends, benchmarking material issues of national and international companies in the education sector, investor requirements, and market analyses produced by research providers and sell-side institutions. The review, approved by the C-Level, was conducted from an integrated context analysis, confronting the topics previously reported by Yduqs in the last cycle.

As a result, we began to include **Corporate Governance** as a material topic in response to increased regulatory requirements and its core relevance to transparency, integrity, and risk management. Similarly, **Innovation and Technology** were incorporated as a

material topic due to their strategic role in our business model.

Other topics were discontinued and reclassified as relevant, although no longer material. Reporting on their indicators was maintained due to their strategic importance, such as **Sustainable Resource Management, Value Chain Management, and Regulatory Environment Management.**

This process stressed the integration of materiality into the management of the business, expanding its connection with decision-making, risk management, and long-term strategic direction.

For a deeper understanding of the structure and stages of the materiality process previously conducted, see [🔗 *Yduqs Integrated Report 2024.*](#)



List of material topics

GRI 3-2

Strategic Pillars	Material topics	Indicators	SDG
Educate to transform	Quality and Access to Education	SASB Education and Proprietary Indicators	1 4 10
	Employability and Entrepreneurship	SASB Education and Proprietary Indicators	1 4 10
	Innovation and technology	GRI 3-3 and Proprietary Indicators	4 9 8
Strengthening our team and communities to promote social impact	Intake, Retention and Well-being of Human Capital	GRI 201: Economic Performance 2016 GRI 203: Indirect economic impacts GRI 401: Employment GRI 402: Labor Relations GRI 403: Occupational Health and Safety GRI 404: Training and education GRI 405: Diversity and Equal Opportunities GRI 406: Non-discrimination and Proprietary Indicators	1 2 3 4 5 8 10 11
Operate responsibly for a better planet	Climate Strategies and GHG Emissions	GRI 302: Energy 2016 GRI 305: Emissions 2016	3 6 7 8 11 12 13 14 15
Governance	Security and Data Privacy	GRI 418: Client Privacy 2016	16
	Ethics, Integrity, and Transparency	GRI 205: Fighting corruption 2016 GRI 206: Unfair competition 2016	1 3 4 5 8 10 13 16 17
	Corporate Governance	GRI 201-1: Direct economic value generated and distributed GRI 201-4: Financial support received from the government GRI 202-2: Proportion of members of the Executive Management hired from the local community	8 16 10

Stakeholders' engagement

GRI 2-29 / GRI 3-1 / GRI 3-3

Transparency and ongoing dialog with our stakeholders are pillars of our governance model and guide our relationship with our stakeholders. We are committed to ensuring clear, accessible, and consistent communication about our operations, goals, and results.

This performance is supported by governance instruments and [Corporate Policies](#), such as the Government Relations Policy and the Codes of Ethics and Conduct and Anti-Corruption, which establish guidelines for a responsible ethical conduct aligned with best market practices.

The engagements are made continuously and multichannel, through institutional interactions, surveys, forums, events, committees, and digital platforms, with formats and frequencies defined according to the characteristics and expectations of each audience.

The contributions received are analyzed and incorporated into the processes of strategic planning, risk management, evaluation of socio-environmental impacts, definition, and review of materiality, updating of internal policies, and support for decision-making by the executive committees and the Board of Directors.



Stakeholder	Engagement manners
Third Sector Associations/ Organizations	<ul style="list-style-type: none"> • On-line research • Meetings and events • YduCast • Social Networks • Participation in materiality research • Yduqs Integrated Report
Administrative Staff	<ul style="list-style-type: none"> • On-line research • Meetings and events • Electronic Call System (ECS) • Endomarketing NPS surveys, organizational climate, and maturity surveys • ESG round tables and affinity groups • ESG committee with multidisciplinary participation • Thematic contests and engagement actions • Yduqs Integrated Report • YduCast
Communities	<ul style="list-style-type: none"> • Hosting of the ESG Forum • Community Projects and Assistance in the Partner • Groups Confidential Channel and Ombudsman • Participation in materiality research • Social programs promoted by Instituto Yduqs • YduCast

Stakeholder Engagement manners

Students and Teachers

- Content Portal (Docentes.Online)
- Academic Information System (SIA)
- ESG Forum and Regional Seminars
- Inclusion of Sustainability in Teacher Onboarding
- Monthly Meetings with ESG Focal and ESG Centers in the Units ESG
- Criteria in the Management Excellence Program (PEG)
- Satisfaction, NPS and Brand Perception Research
- Carrier hubs, job fairs, and live sessions
- Professional living actions in cultural and sports events
- Applications of brands, e-mail, WhatsApp, and social networks
- Yduqs Integrated Report
- YduCast

Suppliers

- ESG track for suppliers
- Suppliers' channel on the institutional website
- Materiality research.
- Internal systems for Suppliers
- E-mail
- Yduqs Integrated Report
- YduCast

Shareholders and Market

- Investor Relations mailing
- Frequent updates on the Investor Relations (RI) website.
- Publication of results
- Filing of documents in the Securities and Exchange Commission
- Yduqs Day
- Yduqs Integrated Report

Stakeholder Engagement manners

Partners Learning Centers

- Connection Learning Centers Portal
- Institutional website
- Weekly Live sessions (Teams)
- Institutional e-mail, intranet, telephone, and Telegram
- Focal points of large accounts and field managers
- Training Track (Educare)
- Electronic Call System (ECS)
- Poles NPS
- Yduqs Integrated Report
- YduCast

Third parties

- Supplies and procurement area
- Email and WhatsApp
- Collaborative groups in Microsoft Teams
- Social networks
- Integrated Report
- YduCast

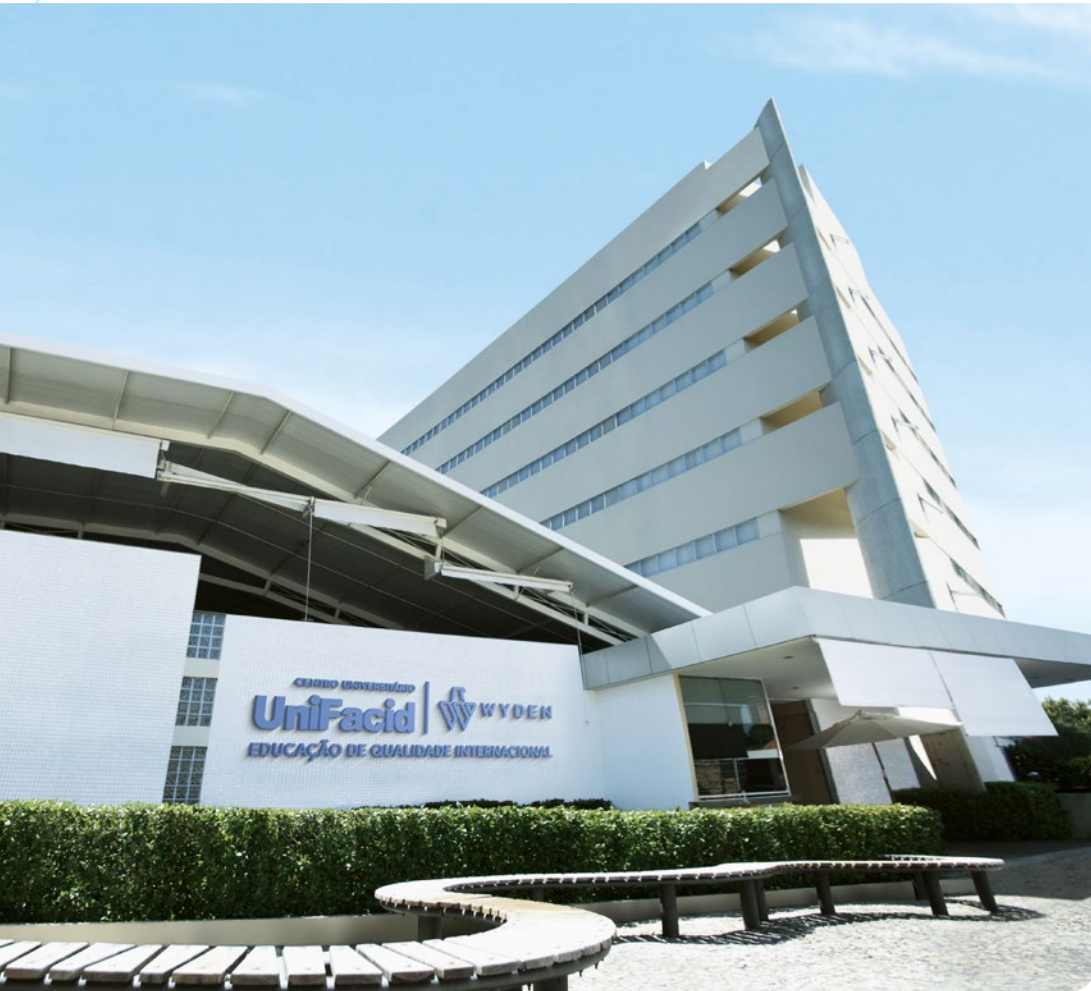
YduCast

We created **Yducast** to position Yduqs as an active voice in the educational debate. Produced by our Corporate Communication Management, the podcast brings episodes that explore relevant topics from the universe of higher education. Since 2024, the initiative seeks to expand our presence beyond traditional channels of institutional communication. Last year, the second season focused on discussing and reflecting on central issues of higher education, highlighting our commitment to promoting a quality debate on education in Brazil.

WE ARE YDUQS

We are a technology and education services group dedicated to driving a significant improvement in the quality of higher education in Brazil.





Organizational profile

SASB SV-ED-000.A

We are **Yduqs Participações S.A.**, one of **the largest educational groups in Brazil**, focused on improving quality and transforming higher education in the country. With headquarters in Rio de Janeiro (RJ) and a history of more than 55 years, we operate in all regions through a broad and diversified portfolio of institutions and modalities of education including undergraduate, graduate, professional, and continuing education, executive education, and free courses, offered on-campus, semi on-campus and digital (Distance Learning (EaD)) modalities.

Strongly integrated into digital culture, we develop innovative methodologies, content, and solutions that ensure high-quality edu-

cation for more than **1.3 million students** from diverse profiles and social classes. Our approach is guided by quality, scalability, innovation, inclusion, and customization, ensuring that teaching is tailored to each student's individual needs and socioeconomic realities.

Our educational portfolio consists of the educational brands **Estácio**, **Ibmec**, **IDOMED** and **Wyden**. We also operate the edtechs **Hardwork Medicine** and **Quest Edu**, detailed below.

Learn more about the brands of Grupo Yduqs on our [website](#) and our profiles on [LinkedIn](#) and [YouTube](#).

We want to transform the Brazilian educational landscape and offer real opportunities to people who want to enter higher education.

Cultural evolution

This is how we transform

We took a significant step in the evolution of our culture in 2025. Yduqs' vision is now reflected in each of our brands. We revisited the views of all institutions to ensure they accurately reflect our corporate strategy. **In this process, each brand – Estácio, Wyden, Ibmec, and IDOMED – gained its own**

vision, but all complement each other and connect within the global strategy.

The importance of this movement is to capitalize on the strong internal sense of purpose, translating it into shared behaviors to build a more agile, cohesive, and attractive

organization to work for, one oriented to innovation and the development of light, effective educational solutions.

As part of the process, culture-building workshops played a key role in promoting active listening, exchange of experiences, and co-creation between the organization's areas and levels. These meetings enabled practical alignment, translating purpose into action, ensuring coherence between speech and practice, and strengthening engagement, a sense of belonging, and the incorporation of behaviors into the teams' routines.

To bring the culture closer to everyday life, in addition to Culture live sessions for the administrative body and teachers, we launched an interactive experience that connects each

person to Yduqs' values. In the application "Which Yduqs value best suits you?" employees go through a brief journey of self-knowledge and receive a personalized analysis that can be shared with the team and, if desired, spontaneously on social networks.

The work generally consists of unfolding the Company's values into behaviors and is structured in phases. After revisiting our purpose, vision, and values, we moved to a new stage of the Yduqs Culture: clarifying and making the behaviors that guide our choices even clearer and more accessible. These elements are already part of our path but now gain greater visibility and presence in everyday life, highlighting the culture that unites us and sustains our strategy.

In a group composed of so many realities, brands, regions, and people, our culture mobilizes, integrates, and connects everyone along the same path.





PURPOSE

Educate to transform.



VISION

Estácio: to offer the best experience and learning to more and more students, with efficiency, intensive use of technologies, and valuing people, ensuring that our students are prepared for the market challenges.

Ibmec: to develop protagonists, through an education of excellence and connected to the market, based on innovative, international, humanized, and technological experiences.

IDOMED: to be a national reference in medical education, training humanized, ethical professionals with technical and technological domains, along the academic and professional journey, to generate a positive impact on the health system and contribute to the transformation of society.

Wyden: to be recognized for academic quality, international experience, and career opportunities, using technology and innovation, and training professionals desired by the labor market.



VALUES

Student Focus: we all work for the students; we are enthusiastic about educating.

Sense of Ownership: we act like owners and are proud of each of our deliveries.

Focus on the Result: each effort generates real and sustainable impact.

Educational Excellence: we exceed expectations by delivering the best training and experience across all segments in which we operate.

Valuing People: we are proud to work here. We develop people and value excellence in delivery.

Innovation and Technology: We incorporate technology in all processes, empowering students, teachers, and employees.

Diversity and Ethics: we do the right thing, and we value differences.

Operation context

Higher education in Brazil is marked by structural challenges and relevant opportunities. The country still has low access penetration and barriers to access an expressive portion of the population, while facing an accumulated demand for qualified professionals, especially in strategic areas such as Engineering, Health, and Bachelor's degrees. In this context, income gains associated with higher education remain high, consolidating higher education as the main instrument of social mobility and individual growth.

Analysis of scenarios

Macroeconomic scenario: The Brazilian economy is marked by high interest rates and moderate growth in family income, which affects purchasing power and, consequently, investment capacity in higher education. Therefore, we strengthened our focus on capital allocation and improved the monitoring of debt indicators and student default rates to preserve the financial sustainability of students and the Company. We also strengthened compliance practices to support more complete and transparent analysis in future reports.

Microeconomic scenario: The private higher education market remains competitive, driven by millions of Brazilians

seeking qualifications to increase income and employability. The new EaD regulatory framework raises quality and infrastructure criteria, directing the market toward models that prioritize academic quality and can understand students' realities and needs.

Political scenario: The Brazilian political environment boosted regulation and quality-focus in higher education, expanding government monitoring of institutions and courses. At the same time, access policies were expanded, especially with FIES Social for low-income students. The context requires greater institutional compliance and benefits the structured, technological players who are able to respond to new demands and support the expansion of access with quality, scale, and operational sustainability.



Regulatory environment management

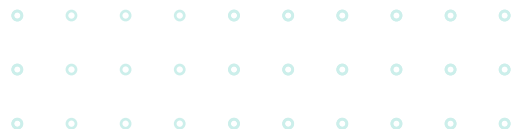
We operate in a heavily regulated sector and strengthen our structure and processes to ensure full compliance. We work with an integrated regulatory agenda of continuous monitoring of the standards, active participation in public consultations, technical alignment with the Ministry of Education (MEC), the National Council of Education (CNE) and the National Institute of Educational Studies and Research Anísio Teixeira (Inep) and other bodies, and operate in coordination with the academic, legal, and operational areas.

Our focus is to ensure regulatory governance and foresee impacts, promoting the rapid adaptation of academic models and ensuring that our institutions and courses fully comply with the accreditation, recreation, authorization, and renewal requirements established by the regulatory body.

In 2025, this consistent work enabled the academic transformation of eight schools into university centers and ensured that 100% of evaluation visits received satisfactory concepts, with 99.63% receiving concepts 4 and 5. In the same cycle, we

advanced in authorizations and academic expansion, including the qualification of 11 new technical schools, totaling 64 units in the country. These advances highlight the solidity of our academic model and position us competitively within the new **regulatory framework for distance learning (EaD)**.

We remain active in national and international forums and on parliamentary fronts dedicated to inclusion, educational quality, and legal certainty in the private higher education sector, contributing analyses and proposals that strengthen public policies, broaden regulatory predictability, and support the sector's development. Our work follows an ethical, transparent, and non-partisan Government Relations Policy with clear guidelines, including the ban of political contributions.



We are ready to lead the new EaD cycle in Brazil, turning demands into competitive advantage and sustainable growth.





Yduqs competitive advantages in the new EaD Milestone

The update of the regulatory framework for Distance Learning (EaD), established by Executive Order No. 12.484, of May 20, 2025, represents a turning point in the sector and highlights the difference between truly consolidated models and operations that still depend on structural adjustments. The review of the formats, combining face-to-face, synchronous, mediated, and asynchronous activities, strengthens our academic model and further differentiates the Grupo Yduqs in the sector.

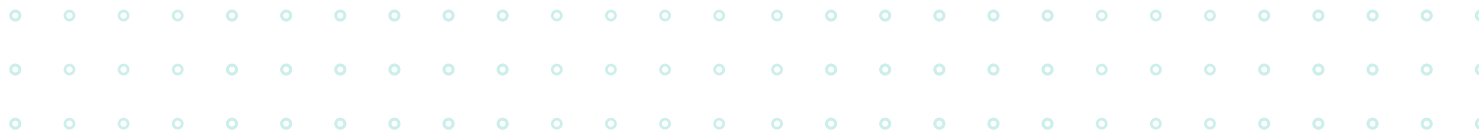
The semi on-campus model, formally recognized by MEC in the new regulatory framework and one of the fastest-growing offer formats in the country, consolidates an offer aligned with our historical expertise in integrated delivery between digital and on-campus. In addition, **our early**

preparation has ensured a smoother transition: on-campus exams, open-ended questions for digital subjects, the use of AI for early correction of results, pedagogical mediation, content teachers, and proprietary platforms, for example, were already part of our academic routine, ensuring greater adherence to the new guidelines.

At the same time, we are evolving in our academic model, focusing on quality, curricular integration, and student centrality, ensuring normative adherence and pedagogical flexibility. We reviewed curriculum frameworks, expanded practical components, and strengthened the integration between theory and practice, with clear mechanisms for monitoring academic progress. These movements are supported by robust academic governance and continuous monitoring of indicators.

In addition, in 2025, we improved the assistant to students in digital disciplines, drawing a more initiative-taking model with pedagogical mediators. The results are already observed in reducing the turnaround time to clarify questions (from 14h to 3h) and enhancement of the overall satisfaction of students with their tutors (+0.2 p.p.) in the last research.

This new regulatory environment creates space for market share gains, the possibility of transfer pricing, and greater competitiveness, especially among players able to offer academic quality, scale, and continuous investment. Thus, we remain ready for the transition until the beginning of 2027, providing our students with an increasingly structured and safer journey aligned with the best learning practices in the country.



Partnerships with Educational Entities

GRI 2-28

We maintain partnerships with several organizations in the educational sector, including the Union of the Maintaining Entities of Higher Education Institutions in the State of Rio de Janeiro (SEMERJ); the Brazilian Association of Higher Education Maintainers (ABMES); the National Association of Private Universities (ANUP); and the Brazilian Association for the Development of Higher Education (ABRAES). We also participate in the Brazilian Forum of Private Education (Brazil Education) and the National Confederation of Educational Institutions (CONFENEN). Further, we participate in the Quality Education Institute (IEduQ) and the Joint Parliamentary Front for Inclusion and Quality in Private Education (FPeduQ), among others.

Throughout the last cycle, we strengthened our institutional role in the main sectoral associations. We stand out, especially, in the Union of the Maintenance Entities of Higher Education Institutions in the State of Rio de Janeiro (SEMERJ), currently chaired by our Vice-President, Cláudia Romano, expanding our capacity to articulate and influence the regulatory debate and the sector's guidelines. We also actively participated in the strategic committees of the entities we are members of, especially the ESG Committee of ABMES, where we contributed to advancing discussions on sustainability, governance, and socio-environmental responsibility in private higher education.

Student funding

SASB SV-ED-260a.6

We work in student funding through public programs, especially FIES, and partnerships with private agents. Private partnerships tend to concentrate on medical courses due to higher average tickets. In all models, the financial relationship occurs directly between the student and the granting agent, while we ensure regulatory compliance, partnership governance, and compliance with legal criteria.

In FIES, we follow the standards of the MEC and the Federal Savings Bank, while credit risk and collection remain under the responsibility of financial agents. In private funding, defaults are priced and absorbed by the partners. We maintain continuous compliance processes, track regulatory changes, and evaluate the impact of these programs on revenue, attraction, regulatory risks, financial exposure, and partnership sustainability.



Our business

GRI 2-6

Ecosystem and Yduqs brands

To communicate our results to the market in a transparent and comparable way, we structured the brand portfolio in three segments: Premium (IDOMED and Ibmec), Distance Learning (all brands) and On-campus Teaching (all brands). We also have the Whole Life program, focused on professional training, corporate and executive education, and unregulated courses, reinforcing our commitment to lifelong learning for our students.

Check [here](#) the complete list of the Educational Institutions of Grupo Yduqs.



All classes



All models



From Oiapoque
(North of the Country)
to Chuí
(South of the Country)



Throughout the adult life



The largest brazilian education brand.



Instituto de Educação Médica

Integrated to the Brazilian medicine ecosystem



Training the problem solvers of the future



Consolidated and aggregated; local strength



Startup to transform medicine in Brazil



Platform that integrates QConcursos, Damásio Educacional, Pro Enem, Pro Medicina, Military Eu, Folha Dirigida and Prisma.

Our numbers

SV-ED-000.D



77 higher education institutions*.



1,379,090 students enrolled.



113 campuses in more than 25 states plus the Federal District and presence in + than 1.5 thousand cities.**



6,767 Administrative staff per active enrollment.



2,436 partner and proprietary poles of distance learning.



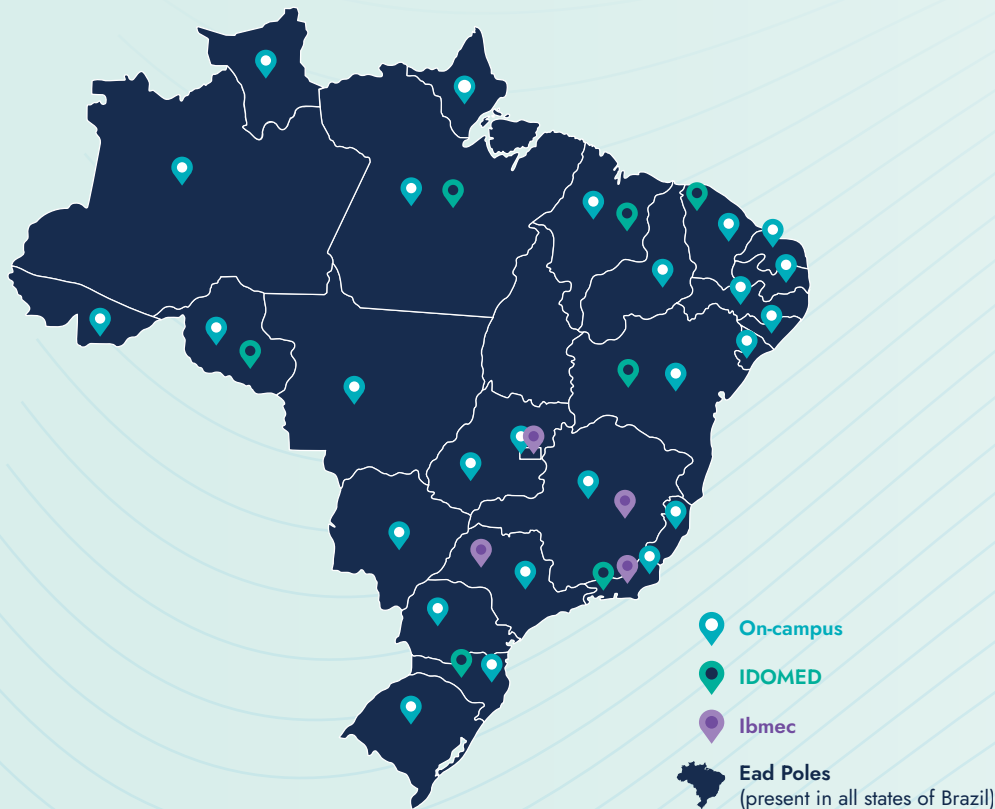
10,318 Faculty members with active employment records, including adjunct professors and instructors.

*Each course (undergraduate/graduate) has its own official authorization.

**The number of campuses is based on each instructional site address. In certain cases, the IDOMED brand shares the same address with other brands within the organization.



Map of operations of Grupo Yduqs in Brazil



Student base

SASB SV-ED-000.A

Student Base (thousand)	2023	2024	2025
On-campus teaching	262.90	273.60	308.30
On-campus undergraduate	211.00	198.80	189.10
Semi on-campus graduation	48.90	68.70	110.40
Master and Doctorate	3.00	6.10	8.80
Distance Learning	1,029.50	1,026.10	1,046.00
Undergraduate	500.80	486.00	470.24
Whole Life program	528.70	540.10	575.81
Premium	15.70	19.60	24.50
Medicine ¹	8.70	9.90	13.80
Ibmec	7.00	9.70	10.70
Total base	1,308.10	1,319.30	1,378.80

¹ In 2025, the Medicine Indicator began to contemplate the students' base of Hardwork and IDOMED operations, due to adjustments in the scope of information consolidation. As an effect of the reformulation, there was an increase in coverage and greater representativeness of the indicator, improving the quality, consistency and comparability of the information for the next reporting cycles (GRI 2-4).



Estácio

Estácio is one of the largest and most recognized institutions of higher education in Brazil, with more than 55 years of history and activities dedicated to the democratization of quality education. Present in all regions of Brazil, we maintain more than 80 physical units and a comprehensive network of EaD poles. This capillarity enables us to adapt our offer to the specificities of each market, bringing affordable, high-quality education to remote locations.



Our numbers



86

units throughout Brazil.



+ than 2,200

undergraduate courses and 4,552 graduate courses lato sensu.



+ than 2 thousand

EaD partners learning centers.



+ than 100 thousand

people graduated annually.



+than 10 thousand

teachers and collaborators.



+ than 755 thousand

students enrolled.

** Each product is a combination of course, type of delivery, and brand.*

“We consistently invest in infrastructure, new campuses, modernization of educational environments, and expansion of strategic courses, focusing on employability and quality training. This movement positions Estácio for a new cycle of growth and even greater educational impact.”

Prof. Flavio Murilo Oliveira de Gouvêa, President of Estácio



2025 highlights

- Yduqs achieved **exceptional performance on the MEC visits** with more than 99.5% of the evaluations graded 4 and 5.
- **We achieved the best historical NPS results across all offer formats**, with an evolution of +8.2 p.p. on-campus, +12 p.p. in semi on-campus and +14.2 p.p. in EaD vs. A.A.
- **Estácio Belo Horizonte** completed 25 years and continued the expansion in the capital and in the countryside of Minas Gerais. In February, we inaugurated the Estácio Lourdes and Estácio Via Shopping Barreiro units, with an investment of approximately BRL 7 million.
- We progressed in the implementation of courses, such as **Dentistry** and **Veterinary Medicine**.
- **We invested in modernizing laboratories, clinics, and pedagogical environments**, as well as in revitalizing facades.



[estacio.br](https://www.estacio.br)

[instagram.com/estacio_brasil](https://www.instagram.com/estacio_brasil)

[youtube.com/@estacio_brasil](https://www.youtube.com/@estacio_brasil)

[linkedin.com/school/estacio](https://www.linkedin.com/school/estacio)



Wyden

Wyden is a higher education network operating across several regions of Brazil, particularly the North, Northeast, and Southeast. Founded in 2009, it offers undergraduate and graduate courses covering different areas of knowledge. The network consists of 12 institutions: Martha Falcão Wyden (AM), FACI Wyden (PA), FACIMP Wyden (MA), UNIFACID Wyden (CE), UNIFANOR Wyden (CE), Centro Universitário Unifametro (CE), UNIFBV Wyden (PE), UNIFAVIP (PE), UNIRUY Wyden (BA), UNIMETROCAMP Wyden (SP), UNITOLEDO Wyden (SP) and Newton Paiva Wyden (MG).

Our numbers



13

higher education institutions.



952

undergraduate courses.



+than 1,470

postgraduate courses.



330

EaD poles.

"2025 marked a new phase in Wyden's trajectory. We progressed in our expansion strategy, strengthened our regional presence, and initiated a profound brand repositioning that prepares the institution for a cycle of growth and national relevance."

Adriano Remor,
VP Proprietary Operations of Estácio/Wyden



2025 highlights

- Acquisition of the **Unifametro University Center** in Fortaleza Incorporating a base of 8,000 students, in addition to 60 annual medical school slots. The operation strengthens the presence in the Northeast. It expands on-campus teaching, contributing to Wyden reaching approximately 14 students in Ceará, consolidating Wyden as one of the main educational networks of the state and region. The acquisition also creates operational gains, especially in the Health and Law segments, which are considered strategic for Yduqs.
- **Deep brand and portfolio repositioning:** We build our own identity to function as the second national brand of the group, targeting audiences and regions not fully serviced by Estácio.
- **Expansion of poles in regions not yet serviced** and consolidation of a competitive value proposal in view of the new EaD milestone. Wyden is moving forward with a structured transition plan through 2027, providing operational, financial, and technological support to partners.
- **We achieved the best historical NPS results**, with an evolution of +10.6 p.p. on-campus, +12 p.p. in semi on-campus, and +8.6 p.p. in EaD vs. A.A.



wyden

[wyden.com.br](https://www.wyden.com.br)

[instagram.com/wydenoficial](https://www.instagram.com/wydenoficial)

[youtube.com/@wydenoficial](https://www.youtube.com/@wydenoficial)

[linkedin.com/school/wyden-educacional](https://www.linkedin.com/school/wyden-educacional)



Ibmecc

With more than 55 years of operation, Ibmecc is recognized in the market as a center of excellence in management and business. It offers undergraduate, graduate programs lato sensu and stricto sensu (master's degree), extension and courses for companies in the areas of Administration, Economics, Law, International Relations, Engineering and Accounting Sciences, among others, with maximum evaluations in the MEC and approval seals granted by important institutions in Brazil and abroad.

Our numbers



6 higher education institutions.



57 undergraduate courses.



+than 420 postgraduate courses.

"In 2025, Ibmecc achieved the best result in its history, combining growth, attraction records, and enrollments with unprecedented levels of student satisfaction. This performance reflects the strength of our academic project, operational efficiency, and the centrality of student experience in our strategy"

Reginaldo Nogueira,
Executive Director
of Ibmecc





2025 highlights

- **Ibmec achieved its best results in history**, with record attraction of undergraduate, post-graduate students, and corporate solutions, as well as the highest volume of already-enrolled students ever recorded. We also achieved the highest NPS with evolution of +10 p.p. per annum.
- An **organizational restructuring** boosted these results by unifying undergraduate, graduate, certifications, and corporate solutions into a single business unit, with integrated governance and teams. The creation of the Executive Management of the Whole Life program and the centralization of the areas of teaching, Customer Experience (CX), service, tactical, and commercial marketing expanded the operational fluidity.
- In the **academic area**, we advanced in four core pillars: academic excellence and professional practice; innovation and entrepreneurship; global mindset; and soft skills development.
- We expanded **internationalization** with new exchanges and academic journeys. An example is Brazil's first academic partnership with MIT Sloan School of Management, one of the most prestigious business schools in the world.
- We have implemented a **cross-sectional generative AI program** for all courses, structured minors that certify specific skills and consolidated the AI-supported Semester Progress Test. The strengthening of innovation hubs and acceleration programs has also expanded entrepreneurial culture currently followed by about a quarter of our students.
- **We launched technology specializations** and are among the best institutions in the world for learning and developing in frontier technologies.
- **The portfolio of short courses and certifications** has grown rapidly. It is now one of the main drivers of growth for 2026, alongside the expansion of courses in Technology, Data Science, AI, and Software Engineering.

[ibmec.br](https://www.ibmec.br)

[instagram.com/ibmec](https://www.instagram.com/ibmec)

[youtube.com/@ibmec](https://www.youtube.com/@ibmec)

[linkedin.com/school/ibmec](https://www.linkedin.com/school/ibmec)



IDOMED

IDOMED is a national reference in the integration of educational technology, medical training, and career development. With more than 26 years of experience, we are present in all regions of Brazil with 18 medical schools and more than 9 thousand students. We focus on academic excellence, care practice, technological innovation, teaching development, and connection with the labor market. Our portfolio includes undergraduate, graduate, specialization, and improvement courses, offering comprehensive training for medical professional development.

“In 2025, we invested BRL 32 million in infrastructure, technology, and student experience, driving new levels of academic and operational quality and positioning IDOMED among the country’s leading medical schools.”

Silvio Pessanha,
Vice President of Yduqs and Chief Executive Officer (CEO) of IDOMED



Our numbers



31 graduate courses, as well as 2 master programs, and 2 doctoral degrees.



19 units in Brazil.



20 Medicine courses, 1 dentistry course (Città campus) and 1 course at EIS IDOMED (CST in Radiology Distance Learning).



+than 10 thousand students enrolled.



+ than 220 hospitals and partner health units.



2025 highlights

- **Growth of 11.5% in 2025**, driven by investments in the integration of EDUFOR (CE) and the beginning of the retrofit of Unifacid Teresina (PI). We also expanded the units of Jaraguá do Sul (SC) and Quixadá (CE).
- **Investment of BRL 32 million** in the modernization of the units, acquisition of equipment, structural reforms, and expansion of pedagogical resources, such as the expansion of academic licenses and software, and production of proprietary content.
- Allocation of approximately **BRL 70 million to the Brazilian National Health System (SUS)** through the Mais Médicos (More Doctors) program, highlighting the actual social impacts of IDOMED and Yduqs in the formation of doctors, enhanced access to health and improved structuring of the Brazilian public health system.
- **Expansion of the medical graduate segment**, opening a new growth path.
- **Strengthening of the digital and pedagogical ecosystem**, expanding academic platforms, consolidating teaching support centers, and in-depth monitoring of student performance through Business Intelligence (BI) and learning observatories.
- **Expansion of scientific initiation grants**, reinforcing academic training, scientific production, and student engagement in research.
- **IDOMED around the World internationalization program** with exchanges, academic mobility, and support for participation in courses, congresses, and international experiences.
- **Renewal of recognition of the Medical Course with concept 5** in the units Città (RJ) , Quixadá (CE) , FAPAN – São Luís (MA) , Canindé (CE) and FAMEAC – Rio Branco (AC) .
- **Launch of the simulated high-tech ambulance**, that accurately reproduces real scenarios of pre-hospital care, raising the standards of practical training.

IDOMED

Instituto de Educação Médica

 [IDOMED.com.br](https://www.idomed.com.br)

 [instagram.com/IDOMED.oficial](https://www.instagram.com/IDOMED.oficial)

 [youtube.com/@IDOMEDOFICIAL](https://www.youtube.com/@IDOMEDOFICIAL)

 [linkedin.com/company/idomedoficial](https://www.linkedin.com/company/idomedoficial)

HardWork Medicina

Highlights the educational universe of IDOMED Medicine schools. It is a 100% digital company specializing in preparing for residence, title, and re-validation of diplomas. Its teaching model is based on the experience of leading physicians in the market and on machine learning to customize the offer of digital content and questions for each specific test.



hardworkmedicina.com.br

[instagram.com/hardworkmedicina](https://www.instagram.com/hardworkmedicina)

[youtube.com/@HardworkMedicina](https://www.youtube.com/@HardworkMedicina)

Quest Edu

It is an ecosystem of educational solutions formed by specialized brands that drive the practical preparation of millions of people throughout Brazil. It combines expertise at the front with technology, data, and shared strategies at the core, ensuring customization with scale and impact. Quest Edu underwent a rebranding in 2025 and consists of the following brands:

- **QConcursos:** national reference in public civil service exams, with complete solutions for all stages of the candidates' journey.
- **Damásio Educacional:** authority in legal education, with tradition in preparing for OAB and the main careers in law.
- **Pro ENEM:** Strategic content for young people preparing for ENEM and entrance exams.
- **Pro Medicina:** specialized tracks for approval in the most crowded sought-after medical colleges in the country.

- **Eu Militar:** digital preparation focused on military and police careers, with a strong sense of community.
- **Prisma:** free platform for public school students, with direct impact on the democratization of education.
- **Folha Dirigida:** reference portal in civil servant exams with information and strategic content on careers and bid documents.

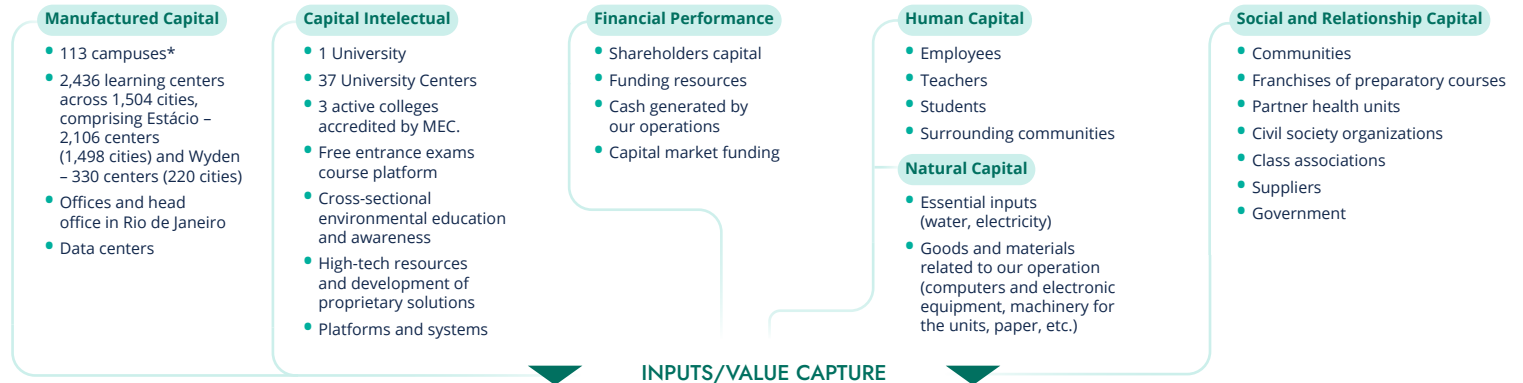


questedu.dev

[linkedin.com/company/somosquestedu](https://www.linkedin.com/company/somosquestedu)

Value creation model

We present our business model, showing how we mobilize different resources to create sustainable value for all our stakeholders. We detail the main inputs (related to value capture) and their strategic contributions, as well as the outputs (associated with shared value) of each type of capital, demonstrating the tangible value generated and the positive long-term impact resulting from our performance.



YDUQS



*The number of campuses considers each offer address. The IDOMED brand shares, in some cases, the same address with other brands of the organization.

**Data from the 2025 survey. The period considered graduates with active employment between 180 and 365 days after receiving the diploma.

Strategic management

GRI 2-6

ON-CAMPUS

Has increasingly resumed its level of volume and prices. For the coming years, the main differential is to strengthen the semi on-campus model, not only because it is cost-efficient, but also because of the growing demand for more current and dynamic teaching. This move clears relevant space for the creation of new offers, able to capture value from a new profile of on-campus students.



Yduqs strategy

Our business strategy is guided by clear priorities for the coming years.



WHOLE LIFE

We adopt different strategies for regulated and unregulated segments. In the postgraduate course, the priority is to continue leveraging the strength of the brands Ibmec and Estácio to expand market share. For non-regulated products, the strategy focuses on accelerating growth through the expansion of the portfolio of new products and businesses, combined with a selective approach to opportunistic acquisitions of players already consolidated in this market.

DIGITAL

Even in a more demanding regulatory environment, Digital will remain a relevant gateway to higher education for more than 30 million Brazilians. The model's competitiveness will increasingly be associated with its ability to combine scale, proven quality, and concrete results for students. With Estácio's national strength and Wyden's expansion potential as the second relevant brand in EaD, we will maintain our competitive advantage in the sector.

IDOMED

IDOMED's academic excellence and active business strategy are pillars for protecting margins and business sustainability in an increasingly competitive market. At the same time, the focus on expanding openings remains, and the institution is well positioned to capture opportunities arising from the *Mais Médicos* program.

IBMEC

Ibmec will gain further relevance in the national premium market, driven by the maturity of the new units and by the strengthening of its position in Technology and Law.

Strategic differentials



1. A diverse portfolio that resists crises and regulatory changes, with extraordinarily strong growth in the recovery of the economy.



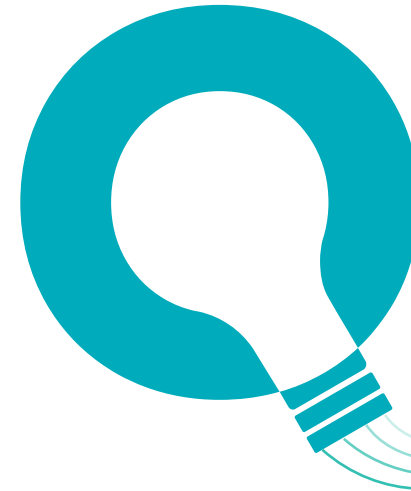
2. Execution discipline with an experienced and committed team, enthusiastic about educating, and with high delivery capacity.



3. We are a reference in ESG, with approval seals and awards granted by national and international bodies and are the only higher education institution in Brazil classified as ESG Leader with a rating 'AA' by Morgan Stanley Capital International (MSCI).



4. We are technology leaders and the best positioned to generate value, accelerating the adoption of innovation and AI as a strategic transformation. We have clear goals to further improve the quality of teaching, increasing operational efficiency in internal processes, and training students to be prepared for a new world.





Management model of the educational institutions and partners learning centers

the management model for the Educational Institutions (IEs) and the poles was structured to ensure academic quality, operational efficiency, and consistent experience across the country, respecting the regional characteristics of each brand. **The management of IEs** integrates corporate guidelines into the local reality, considering academic, financial, regulatory and market aspects. **The management of the partners** learning centers operates a wide and capillary network, with clear operating standards, supported by evaluation routines, periodic certification, and development actions.

In 2025, **we strengthened management and support for the poles**, consolidating them as one of the main vectors for expanding and quality of the Estácio and Wyden brands. We prepared in advance for the requirements of the new EaD milestone, including individual mapping of the poles and customized adequacy plans that include infrastructure improvements, operational adjustments, and financial support.

The poles play a key role in the student experience, serving as a connection between brands, technology, and a welcoming space where on-campus exams, academic assistance, and the physical environment of the semi on-campus model occur. Therefore, we continually reinforce quality standards, investing in infrastructure, updating visual identity, and strengthening proximity culture.

Over the past year, we have also improved the **network governance model** by standardizing processes, increasing AI use, and establishing teams dedicated to partner relations. We expanded support channels, including regional service, WhatsApp, phone, live sessions, and chatbot, as well as the strategic role of the pole coordinator and the pedagogical mediator.

"The partner learning centers are a strategic pillar of our growth model, because they combine capillarity, operational efficiency, and proximity to the student, expanding Yduqs' reach and sustaining the expansion of quality education in the country."

Rodolfo Guimarães,
VP of Partner
Operations at Yduqs



Partner poles convention

With the theme “Trust that builds, innovation that transforms,” in 2025 we held our annual meeting with partners learning centers, a space for alignment, exchange and strengthening the network, uniting poles, corporate areas, and leadership. In this edition, the event integrated Estácio and Wyden into a single convention, highlighting that, even with

their own identities, we move toward an increasingly unified operation sustained by a network vision. The program outlined the core priorities for 2026, including regulation, technology, student experience, products, attraction, and reputation. It also highlighted the key behaviors for the new cycle: Integration, consistency, and absolute student focus.



Management Excellence Program (PEG)

To continuously strengthen the management standards of the units, we have the Management Excellence Program (PEG). The initiative adopts a systematic self-assessment methodology, through which units analyze their performance against consolidated benchmarks, guiding the definition of priorities and actions for continuous improvement.

PEG is established in five strategic pillars: Student Intake, Academic Excellence, Student Experience, Engagement and Culture, and Operational Efficiency, which are subject to integrated evaluation under the dimensions of processes and results, guiding the definition of priorities and actions for continuous improvement. The model promotes operational, academic, and relational excellence, with direct impacts on units’ performance, student satisfaction and employee’s and partners’ engagement.

As part of performance monitoring, PEG is supplemented by recurring management forums, such as the Operational Performance Management Meetings (GDO) and the Academic Performance Management (GDA), as well as other monitoring rituals focused on teaching quality and strategic execution.

We also have a Process Management System (SGP), an internal on-line platform that centralizes normative documents, policies, and institutional guidelines. The system promotes transparency, standardization and efficiency, supporting process execution, organizational learning, and continuous quality assurance.



Technology and innovation

GRI 3-3

For us, artificial intelligence does not replace relationships; it empowers people.

Over the past few years, we have taken a leading position in the artificial intelligence revolution, integrating it strategically to raise academic quality, expand access to education, and improve operational efficiency. In this context, we have consolidated the use of AI in the academic cycle, especially scaled solutions for document analysis and enhancement of the use of AI agents in the attraction, renewal, and support of academic and corporate operations as detailed below.

To strengthen the Company's digital strategy, in 2025, we integrated the technology area into the Marketing structure, forming a unique vertical of Marketing, Technology, and AI. **Overall, in 2025, we invested BRL 252.2 million in technology and innovation.**

WE ARE PROTAGONISTS, NOT VICTIMS, OF THE REVOLUTION LED BY AI

AI elevates the quality and helps expand access to our teaching

- Generative AI is integrated into the academic content production chain. Student satisfaction with teaching reaches historical records.
- Machine learning algorithms support intelligent academic evaluations.
- Academic intelligence for teachers, with national reach and individual granularity.
- AI systems enable quality management in the network of more than 2,000 partners learning centers.
- Leadership in the experiences of personalization of the teaching-learning process.

Prepare our students for the new world of AI

- AI and emerging technologies are compulsory components of the curriculum across all our HEIs.
- Personal assistants already cover the entire administrative life and part of the academic life of the students, with enormous approval (~80%).
- Ibmed is established as a national reference in data science, software engineering, and machine learning.
- IDOMED is at the forefront in the application of big data, wearables, and AI in health.
- AI systems match student profiles to the best openings, with a satisfaction rate of + than 90%.

AI makes Yduqs slimmer, more efficient, and productive organization

- Mature framework for selection, impact assessment, and ROI for AI initiatives.
- AI as a key part of market intelligence, communication and marketing (100x productivity) and churn prevention (+ than 80% accuracy).
- Sector and corporate programs of adoption, instrumentation, and upskilling (DesafiA, Champions and Educare).
- Semi on-campus squads in production trainee programs, reducing time (5x to 10x) and development costs (-70%).

ENABLING BASE:

- Cloud computer infrastructure and world-class data.
- Investment capacity.
- Proprietary team and P&D capacity in education
- AI is integrated into strategic projects and culture.
- Long-term partnerships and global cases with Microsoft, Google, AWS, Databricks, Oracle, and Adobe, among others.

Other initiatives

Tácia Virtual Assistant

With an agentic architecture of more than 20 agents of generative AI, Tácia responds to administrative, academic, financial, and secretary demands. Currently, 80% of students who interact with Tácia do not use other channels, demonstrating significant gains in efficiency and experience.

Intake Virtual Assistant

Developed to support prospects in the choice of courses, units, and modalities. The assistant consists of five AI agents and contributed to the increase of lead capture and conversion rate, strengthening the student's entry journey.

Management of Exams and Academic Content

We implemented intelligent systems composed of seven AI agents to manage more than 300,000 questions, correct exams, and organize academic content. The solution contributes to a more fluid, scalable, and personalized learning experience.

Students and Job Openings Connection Agent

We use AI to analyze students' profiles and prioritize openings that align more closely with their skills and interests. More than 450 thousand students accessed the recommended openings, with about 300 million recommendations made, and 80% of the applications concentrated in the openings indicated, increasing employability.

Document Automation with AI and Computer Vision

We apply computer vision and generative AI to read and process certificates, academic documents, internship documents, court listings, and issue diplomas. It is also used for the granting of scholarships and automatic reading of the bar codes in payment slips. These solutions resulted in reductions of more than 60% in the SLAs of the CSC service, increasing process efficiency and reliability.





AI Training

AI Champions Program

Trains employees as internal multipliers of responsible and strategic use of AI in their areas. The initiative received almost 250 projects, based on the real needs of the operational and corporate areas. 36 professionals were selected who have an adequate profile, basic AI knowledge, and consistent value proposals. The program offers training, tools and mentoring for the development of the projects, and prepares the Champions to function as multiplication agents.

Capacita+ Day

In partnership with Google Cloud, we conducted Capacita+ Day, an initiative linked to the largest artificial intelligence training event in Latin America, recognized by Guinness World Records. The Estácio Maracanã (RJ) and Ibmecc Paulista (SP) units were among the approximately 50 institutions selected globally to host this special edition.

Yduqs Data Summit

The meeting of employees from different areas discussed the role of data and artificial intelligence as vectors of innovation, efficiency, and impact in higher education. Throughout the program, which was also broadcast live in Brazil, practical cases, launches of internal solutions, and strategic discussions on the development of the AI First strategy and the future of the Company's analytical culture were presented.

CX Day Yduqs

A meeting dedicated to strengthening the centrality of the student and the importance of integrating technology and human experience into quality learning. The event was broadcast on-line in Brazil and gathered more than 15 experts and leaders in person to discuss how to strengthen relationships, build trust and expand academic results in a scenario of growing automation.



Journey in sustainability and ESG

GRI-22

We are signatories to the UN Global Compact and sustainability is integrated into our business model, guiding how we generate value for several decades. In this journey, in 2025 we initiated a new cycle launching our **2025-2030 Sustainability Strategy**, which consolidates and priorities and highlights our commitment with the generation of positive impacts to society, the environment and business.

The definition of the 2025–2030 horizon reflects a strategic and intentional choice, aligned with our business model and planning, regulatory advances, and the UN Sustainable Development Goals (SDGs), adopted as a reference to guide certain priorities, goals, and long-term commitments.

We structured the new agenda around four pillars of action, Education and Workability, Social, Environmental, and Governance, macro topics where we focus our efforts and have greater capacity to create value. These pillars integrate to reinforce our purpose of **Educating to Transform.**

The strategy was built on a double-materiality analysis, combining data, technical analysis, and in-depth listening with more than 127 stakeholders. The process allowed us to prioritize topics, highlighting the key role of education as a vector of social mobility, the importance of expanding students' employability and workability, the role of our business in reducing inequalities, and the need to incorporate more efficient environmental practices throughout the value chain.

With our 2025–2030 Sustainability Strategy, we want to place education, inclusion, and employability as key vectors of social transformation and value generation in the long term.



2025-2030 ESG and sustainability strategy

Education and Employability

Offer of quality educational services to generate revenue



Governance

Robust governance with a management system, effective policies and processes.



Social

Boosting our team and community to promote social impact



Environment

Operate with responsibility for a better planet



Our purpose
Educate to Transform

2025-2030 ESG and sustainability goals

To follow up on our Sustainability Strategy, we have 2025–2030 Sustainability and ESG Goals that translate our commitments into clear objectives, measurable targets, and key performance indicators (KPIs). This panel guides decision-making and allows continuous monitoring of the evolution of priority topics, ensuring discipline, transparency, and accountability in the execution of the ESG agenda. The indicators are monitored on a recurring basis, reported to high leadership and disclosed transparently in the [Central ESG](#) and in the Integrated Report.

Pillar	Goal	Baseline on December 31, 2024	Year for completion	Status 12/31/2025
Education and Workability	Increase by 10% the number of graduates working by 2030	77.70%	2030	80.20%
	Academic transformation from colleges to university centers, reaching a total of 34 HIEs	29 University Centers	2025	37 University Centers
	Provide ESG skills tracks for all undergraduate students from 2026 onwards, and by 2030, ensure that 140 students receive certification on the Track	0	2029	
Social	Reach 50% of women in high leadership positions by 2030 (Goal Movement <i>Elas Lideram</i> (They Lead))	30%	2029	33.33%
	Reach 50% of Black people in leadership positions by 2030 (Goal Movement <i>Race is a Priority</i>)	36%	2029	42%
	Increase 15 openings per year for Young Apprentices, considering diversity criteria (Goal <i>Educa 2030</i>)	193	2030	235
	Increase the results of the six-month extension activities by 30% ²	Absolute value 200,000	2029	510,529.00
	Train 5 thousand students in the Institute's proprietary programs (Literacy of Youth and Adults + Professional qualification) until 2030	2 thousand students graduated in the past 5 years	2029	2,613
Environmental	Reduce gross emissions of scopes 1 and 2 by 20% until 2030 and compensate for other emissions	7,137.05 tCO ₂ eq	2029	6,580.18 tCO₂eq
	By 2030, have more than 50% of units that recycle the waste produced	0.04	2029	19
	Foster 25 climate change research projects and implement 20% of the projects by 2030	0	2029	19
Governance	Implementation of ISO 27001 - Information Security ¹	0	2030	125%
	Implementation of the Supplier Development Program in Sustainability for 100% of essential services SMEs (small and medium-sized active suppliers)	0	2029	72%

¹ Rationale of the target for 2025: 50% - Assessment starts / 100% - Conduction of the assessment with all identified gaps / 125% - Conduction of the assessment with all identified gaps, and definition of the adequacy Roadmap.

² The result achieved on December 31, 2025, significantly exceeds the target originally set for 2030, reflecting the intensification of extension cycle activities. The target will be revised for the next cycle to adapt to the new level achieved.

Transformation Agents Program and ESG Cores

As part of the new cycle of our Sustainability Strategy, we launched the **Transformation Agents Program**, to bring students, teachers, managers, and employees closer to ESG practices. The initiative strengthens the culture of integrity, diversity, and social responsibility at Yduqs, and improves the engagement of internal audiences and the alignment between corporate strategy and the reality of academic units.

We have also begun deploying **ESG Centers** across our institutions as part of the Sustainability Engagement Program. These centers have as their mission to expand knowledge and stimulate the active participation of employees, teachers and students in sustainable practices, promote the dissemination of the ESG agenda in the academic environment and generate positive impacts in the communities where we operate.

Other ESG initiatives

IV ESG Forum

In partnership with Instituto Yduqs, we held the fourth edition of the **ESG Forum**, an annual event to discuss the role of higher education institutions in the country's socio-environmental development. With the theme "Education at the Core of Transformation," the meeting gathered Yduqs executives, government representatives, institutional partners, and experts to discuss how education can drive a fairer, more ethical, and sustainable future. In this edition, we partnered with the Conselho Regional de Engenharia e Agronomia do Rio de Janeiro (Regional Council of Engineering and Agronomy of Rio de Janeiro (CREA-RJ)), which commented on the importance of engineering in the construction of resilient, sustainable, and inclusive cities.

ESG Seminars

To value local initiatives, stimulate the exchange of experiences and strengthen active listening, in 2025, we held ESG seminars in the units for the first time, decentralized and with regional reach. The initiative contributed to the maturity of the ESG Centers, increasing the visibility of good practices and encouraging new initiatives.

IFRS Yduqs Working Group

In order to strengthen our ESG governance and increase visibility and monitoring of emerging regulatory demands, such as IFRS sustainability standards with the Board of Directors and the Board of Directors, as well as ESG indexes and ratings, in 2026 we

will boost the multidisciplinary IFRS Yduqs Working Group. The group will coordinate the processes of collection, validation, and disclosure of financial information on sustainability and climate.



Participation in external events

COP30

We were present at **COP30, the UN’s main global climate negotiation forum**, held in Belém (PA), and we were one of the sponsors of the event. We participate in debates and meetings with students, teachers, and leaders of the education sector to discuss the strategic role of education in the response to the climate crisis, focusing on sustainability, adaptation, and social justice. With Instituto Yduqs, we promote engagement and awareness initiatives, broadening the reach of conference discussions and strengthening connections with other institutions and civil society organizations. Also, students from the Belém units of Estácio and Wyden functioned as curators and content assistants, and as volunteers at Casa Brasil.

During COP30, students of Pharmacy and Biomedicine of FACI Wyden, with support from the Yduqs Institute, developed the Reversible Fauna project on Combu Island (PA), which transforms discarded cooking oil into ecological soaps inspired by Amazonian fauna. In partnership with riverside commu-

nities and local restaurants, we collect the waste, treat it in the laboratory and reuse to produce artisan soaps with ingredients from Amazonian biodiversity. The initiative integrates environmental education, science and social impact, brings academic education closer to local reality and encourages circular economy practices. Part of the products was directed at educational activities during the conference and activities with communities in the region. The project photo is depicted on the cover of the Report.

At the Conference, B3 also distinguished us for simultaneously integrating the three main sustainability indexes of the stock exchange (ISE B3, ICO2 B3 and IDIVERSA B3), highlighting our commitment to ESG practices and responsible governance. We have also left an educational legacy to the city by granting 3 thousand scholarships including open-enrollment and professional courses, undergraduate and graduate, made possible through the Instituto Yduqs sponsorship of COP30, in partnership with Estacio.



Espaço reservado para legenda da foto

Yduqs at the UN Headquarters (NY)

During the **SDGs in Brazil 2025** event, held at the United Nations headquarters in New York, we participated in the panel “Sport and Education”, highlighting our commitment to the 2030 Agenda and the promotion of the Sustainable Development Goals (SDGs). At the event, we presented initiatives that highlight the role of sport as a tool for inclusion, well-being, and integral development of students.





The panel was attended by Rebeca Andrade, twice Olympic champion, and Psychology student of Estácio, and Cláudia Romano, Yduqs’ vice president and president of Instituto Yduqs. Held by the UN Global Compact in Brazil, the event is the largest international corporate sustainability meeting led by the country, with more than 300 business and social leaders to discuss ways to accelerate the SDGs’ progress by 2030.



Our contributions for the movements of Rede Brasil and the UN Global Compact

Movements	Contributions from Yduqs
Net Zero Ambition Website	We boosted the management of emissions, reduced our direct impacts, improved the quality of Scope 3 measurement and expanded engagement across the entire value chain.
Elas Lideram (They Lead) 2030 Website	We are committed to achieving 50% of women in top leadership positions by 2030 and we have already achieved 33%. To sustain this growth, we improved programs to accelerate female leadership, expanded strategic mentoring and improved policies to support motherhood and return to work.
Race is a Priority Website	We undertook the public commitment to achieve 50% of Black people in leadership positions and have achieved 42%, a remarkable result against the Brazilian reality. These advances reflect initiatives such as our exclusive Trainee Program for Black People, of which 25% active trainees already occupy management positions in the Company.
Mind in Focus Website	Our Equilibrate Program in 2025 incorporated a specific pillar of mental health. Based on listening and internal research, the program now covers the physical, social, financial, and emotional dimensions. Among the latest initiatives is the partnership with the Wellz platform, offering free services such as on-line therapy, guided meditation, and self-care content.
Educate 2030 Website	We maintain more than 47,000 active scholarships for employees and their dependents, expanding access to education and promoting continuous development.

Evolution in indexes and ratings

ESG RATINGS	Scale (low/high)	2023	2024	2025
MSCI 	0 10	AA (7.6)	AA (8.2)	AA (8.2)
S&P Global ¹ Ratings	0 100	29	40	54
 SUSTAINALYTICS ²	100 0	13.1	14.6	13.7
FTSE ³	0 5	3.4	3.4	3.4
ISS ESG ⁴ 	D- A+	B-	B	B
LSEG <small>DATA & ANALYTICS</small>	0 100	50.53	-	-
CDP 	D- A+	C	C	C
ISEB3 ⁵	-	66.47	60.71	70

(1) In 2025, the sector's average score was 22/100.

(2) In 2025, the sector's average rating was 28, 90.

(3) In 2025, the sector's average score was 3.

(4) In 2025, the sector's average score was B-.

(5) The ISE score presented is the preview of the result released on April 1, 2025. The official result will be available after the publication of this report.

The partial data reported in this table are from 12/10/2025.

Sustainability governance

our governance plays a key role in the supervision and guidance of the Sustainability and ESG agenda, ensuring it is integrated with corporate strategy, decision-making processes, and operations. In 2025, we strengthened this alignment through dedicated governance structures, increased monitoring of key performance indicators, and continued gap analysis on ESG fronts.

This agenda is conducted by the **ESG Committee**, formed by employees from different areas and hierarchical levels to monitor the action plans, the goal panel and propose continuous improvements, reporting to the Vice-Presidency of Institutional, Regulatory, ESG and Instituto Yduqs. The Board of Directors and the Executive Management receive periodic updates on advances, decisions, and risks, ensuring high-level supervision and integrated and effective ESG governance.



CORPORATE GOVERNANCE

GRI 3-3

Robust governance with effective management system, policies, and processes



Governance structure

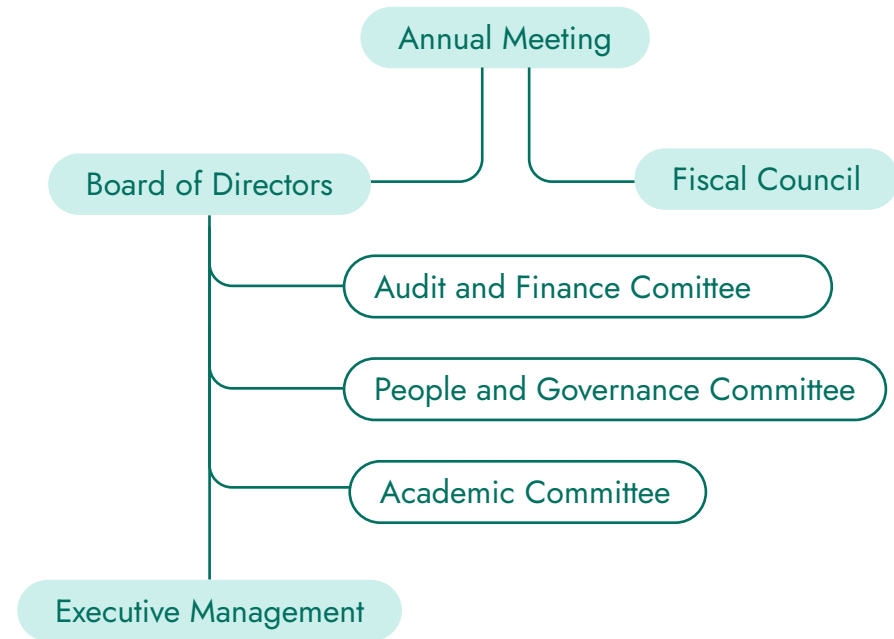
GRI 2-9 / GRI 2-11 / GRI 2-20 / GRI 2-23

Our corporate governance model and structure are supported by a set of processes, policies and regulations that guide the management of the Company. This framework ensures alignment and protection of the interests of employees, customers, partners, administrators, shareholders, as well as the Board of Directors and its advisory committees. In 2025, we highlighted our agenda by adhering to the **Brazilian Compact for Business Integrity**, an initiative of the Office of the Federal Controller General (CGU).

Our governance adopts international references and integrates risk management, compliance, internal controls, privacy, and sustainability. The effectiveness of this system is attested by indicators such as policy updating, performance of action plans, occurrence of non-conformities and audit results, with periodic reviews and continuous improvement of decision-making and operational processes to stress transparency and integrity in our business.

In addition, after our adherence to the Novo Mercado, in 2008, we are part of a select group of Brazilian publicly traded companies committed to the highest standards of corporate governance. The mandatory [Corporate Governance Report](#) filed at the Securities and Exchange Commission (CVM) is available on our website and clearly highlights our adherence to the best practices and principles recommended by the Brazilian Institute of Corporate Governance (IBGC).

The governance structure of Grupo Yduqs is composed of the Board of Directors and Executive Management, and a Fiscal Council with intermittent operation. The Board of Directors is permanently supported by three statutory advisory committees: The People and Governance Committee (CGG), the Audit and Finance Committee (CAF) and the Academic Committee (CAC), further detailed below.



Board of Directors (CA)

GRI 2-9 / GRI 2-11 / GRI 2-12 / GRI - 2-13 / GRI 2-18

The **Board of Directors (CA)** is formed by nine members, elected by the Annual Meeting for a two-year tenure, with the possibility of re-election, of which two women and seven men. The composition of the body reflects the combined professional and academic experiences, contributing to a qualified decision-making process aligned with the interests of the Company and its stakeholders. We also adopted a diversity policy for the nomination for the Board based on criteria such as gender, race, ethnicity, nationality and historical-cultural. [Here](#) are the key skills and qualifications of each member of our Board of Directors.

The Board plays a key role in the Company's strategy, defining guidelines, approving the budget, and monitoring the performance of Executive Management. It also oversees the management of economic, environmental, and social impacts, with prior analysis of the guidelines informed by the Advisory Committees and reporting at the Board's meetings. Last year, the topic was addressed in two meetings.

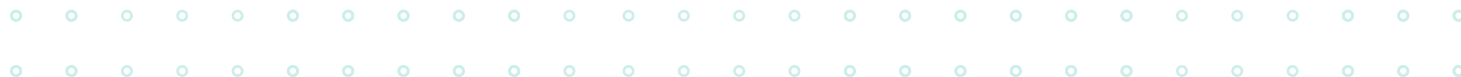
We maintain a formal statement of independence from the Board, which is led by non-statutory and independent chairman and/or independent leading officer. During the year there was no overlap of duties between the Board presidency and executive positions, preserving the segregation between governance and management.

The performance evaluation of the members of the Board of Directors is conducted annually by the People and Governance Committee, based on their performance and deliverables throughout the fiscal year. This is an internal, non-independent process, which did not indicate the need for changes in the Board's composition, considering the satisfactory performance of its members and their alignment with the Company's strategic priorities, including ESG-related matters.

Members of the Board of Directors - current composition

- **Juan Pablo Zucchini**
Chairman of the Board of Directors and Coordinator of the People and Governance Committee
- **Eduardo Parente Menezes**
Member
- **Thamila Cefali Zaher**
Vice-President of the Board of Directors
- **Brenno Raiko de Souza**
Independent Member
- **André Pires de Oliveira Dias**
Independent Member and Coordinator of the Audit and Finance Committee
- **Heloísa Helena Rios de Carvalho Nigro**
Independent Member
- **Eduardo Luiz Wurzmann**
Independent Member
- **Nilson Curti**
Independent Member
- **Flavio Benício Jansen Ferreira**
Independent Member and Coordinator of the Academic Committee

The stakeholders are formally represented in the composition of the Board of Directors.



Advisory committees

We have three committees, each composed of three members, all of whom are independent directors elected by the CA.

- **Academic Committee (CAC):** Supports the Board of Directors in the continuous improvement of the quality standards of teaching, evaluation, research, and extension of the institutions maintained by the company. It also contributes to defining teacher training guidelines and to observing ethical parameters in scientific activities. It is composed of three independent members, all men, with a two-year term.
- **Audit and Finance Committee (CAF):** is responsible for the evaluation of the management report, financial statements, quarterly information, and interim financial statements in advance. It also monitors internal controls, internal audits, and the main corporate risks. The committee is formed by three independent members, all men, with a two-year tenure.

- **People and Governance Committee (CGG):** advises the CA on issues of human resources and corporate governance, including nomination of executives, policy and standards definition, and support to the Chairman of the Board in the formal and periodic evaluation of the Executive Management. It is formed by three independent members, one woman and two men, who are all members of the CA.



Fiscal Council (CF)

Our Fiscal Council, in intermittent operation, is installed at the request of shareholders, by legal requirement, or upon proposal by the administration. It acts as an important independent supervisory mechanism, strengthening the control and transparency of the company's operations. Three members form it, along with the same number of alternates, all independent, with annual tenure. Most members also serve on other governance bodies, contributing to a broader view of the market.

Check the [Internal Regulations](#) of Yduqs' governance bodies.



Statutory Management

According to the [By-laws](#), the Statutory Management is formed by three to eight members, necessarily including one Chief Executive Officer, one Chief Financial Officer, and one Teaching Officer, as well as other officers without specific designation. The Board of Directors elects the officers to two-year terms and may dismiss them at any time.

Executive Management

GRI 202-2

The Executive Management is composed of members of the Statutory Management and other professionals with solid experience in education, management, and strategic areas of the business, and is entirely composed of Brazilian professionals. This group conducts operations, implements corporate planning, ensures the evolution of the teaching model, and evaluates the impacts of the company's activities, acting with the Vice-President of Finance for economic and financial issues, and with the Vice-Presidency of Institutional Relations and Sustainability for matters concerning the environment and people.



[Learn here](#) about the key skills and qualifications of each member of our Executive Management.

New leadership and business changes

In July 2025, Rossano Marques was appointed CEO of Yduqs, replacing Eduardo Parente, who joined the Board of Directors. Rossano served as Chief Financial Officer (CFO) at the Company, also serving as Investor Relations Officer and Head of Technology.

We also restructured the executive management. With the departure of the vice president of Estácio and Wyden, José Aroldo Alves Junior, we have two new vice-presidencies: **Proprietary Operations**, led by Adriano Remor, and **Partner Operations**, under the responsibility of Rodolfo Guimarães. The new structure focuses on the Estácio and Wyden brands, simplifies internal processes, streamlines strategic decision-making, and seeks to improve operational efficiency.

We upgraded the **People and Management** area to the vice-presidency level, under the leadership of Camila Asenjo, recognizing its importance to our business and strengthening the centrality of people in our strategy. Simultaneously, we carried out a structural reorganization that included the abolition of the vice-presidency of Ib-mec and the redistribution of the activities of the former Ensineme, integrating them into the units and areas best suited to their scope within Grupo Yduqs.

The choice of executives emphasizes strategic continuity, stability, growth, operational efficiency, and adaptation to the transformations of the educational sector, while introducing new management dynamics.



“2025 marked the consolidation of a more integrated, technological, and efficient Yduqs, prepared to capture opportunities with responsibility and continue to elevate our students’ experience.”

Rossano Marques, CEO of Yduqs



Nomination and appointment governance bodies

GRI 2-10

The requirements for candidates to the governance bodies are defined in the [Policy on Indication of Members of the Management](#) and guide the processes of election and re-election of the Board of Directors, the Executive Management, and the Committees, in accordance with legal and by-laws provisions.

The **Board itself nominates candidates to the CA**, with the support of the People and Governance Committee (CGG) and Corporate Legal Management, and the Annual Meeting makes the final decision. Shareholders may also nominate candidates un-

der current legislation. The appointment of the members of the Committees is also the responsibility of the Board of Directors, with the support of the CGG.

The **selection** considers essential attributes such as technical knowledge, professional and academic experience, absence of conflicts of interest, skills, and personal characteristics, as well as alignment with the Company's values, culture, and strategy. The qualification and adherence to the responsibilities and scope of each function are also evaluated.





Compensation

GRI 2-19 / GRI - 2-20

The aggregate compensation of the executives is established by the Annual Meeting, in accordance with the Bylaws and the Brazilian Corporate Law, with the Board of Directors responsible for determining the individual remuneration, pursuant to the Compensation Policy and the Bylaws, with the support of the People and Governance Committee. The process follows performance criteria, risk limits, and alignment with sustainable value generation, ensuring that no executive participates in decisions on their own remuneration. We use wage surveys conducted by independent

external consultants and do not currently adopt formal mechanisms of consultation with other stakeholders to define the policy.

Components of the compensation

The **Board of Directors** receives exclusively a monthly fixed compensation, plus amounts related to participation in committees, which can result in variations among board members based on their level of activity. There is no variable compensation, bonuses, profit sharing, or post-employment benefits.

Officers' compensation linked to ESG performance

the [Variable Compensation of Officers](#) is based on the Company's performance and the achievement of individual goals. This component is linked to the indicators established in our Goal Panel, approved by the CA, consolidating the targets for the period. Part of the Executive Management has variable remuneration linked specifically to the achievement of ESG goals, with weights of 10% (CEO and CFO), 20% (Vice President of People, Management, Infrastructure, and Integration), and 30% (Vice President of Institutional Relations and Sustainability).

The **Executive Management**, including the Statutory Management, receives fixed compensation, benefits (medical care, food vouchers, life insurance, and scholarships), and annual variable compensation linked to objective goals established by the strategic planning and budget approved by the Board of Directors.

Both the members of the CA and the Executive Management participate in stock-based compensation programs to attract and retain talent and align the interests of the executives and shareholders. The potential gains are linked to the valuation of the company's shares so that risks and results are shared.

Corporate policies and internal regulations

Our [Corporate Policies](#) and internal regulations are periodically reviewed and available to the public on our website under "By-laws, Policies and Regulations". As part of our commitment to transparency, we make available the main guidelines that govern the Company's performance, including essential topics such as responsible marketing, related-party transactions, and risk management, among other documents that ensure the integrity and governance of our ecosystem.

Conflict of Interest

GRI 2-15

The Internal Regulations of the Board of Directors and the Bylaws require that board members and executives in conflict of interest must formally declare this condition, refrain from discussing and voting, and record it in the minutes, so that the decision is incumbent on the other members. We also have the [Related Parties Transaction Policy](#), which defines and characterizes po-

tential conflicts of interest, establishes criteria and procedures to identify, negotiate, approve, and disclose these transactions, in accordance with CVM regulations. The operations are submitted for prior analysis by the Audit and Finance Committee and for deliberation by the CA or the Executive Management, as applicable.



Risk management

GRI 3-3 / GRI 2-15

Our risk management is supported by policies, standards, and procedures that ensure controls are compatible with the nature and complexity of the business. Our [Corporate Risk Management Policy](#) defines principles, guidelines, and responsibilities aligned with our Strategic Planning.

We recognize that a strong risk culture is essential to organizational resilience. Our governance covers all levels of the organization, from management bodies to operational areas, from technical committees to internal audit and control functions, each with clearly defined assignments, as outlined in the main international benchmarks such as ISO 31000 and COSO ERM.

The Board of Directors, supported by the Audit and Finance Committee, approves treatment strategies, probability and impact metrics, and risk appetite to monitor exposures and, as necessary, recommend improvements. The Corporate Risk Committee oversees risk management, evaluates the ef-

fectiveness of treatment strategies, monitors key indicators of critical risks, and submits monthly reports to Executive Management.

The so-called Cause Owners take actions related to the risk causes, are responsible for their execution and monitoring, and are accountable for their outcomes. The independent Internal Audit conducts periodic tests of the effectiveness of mitigating actions. It reports the results to the C-Level, thereby strengthening the internal control system and contributing to continuous improvement of the process.

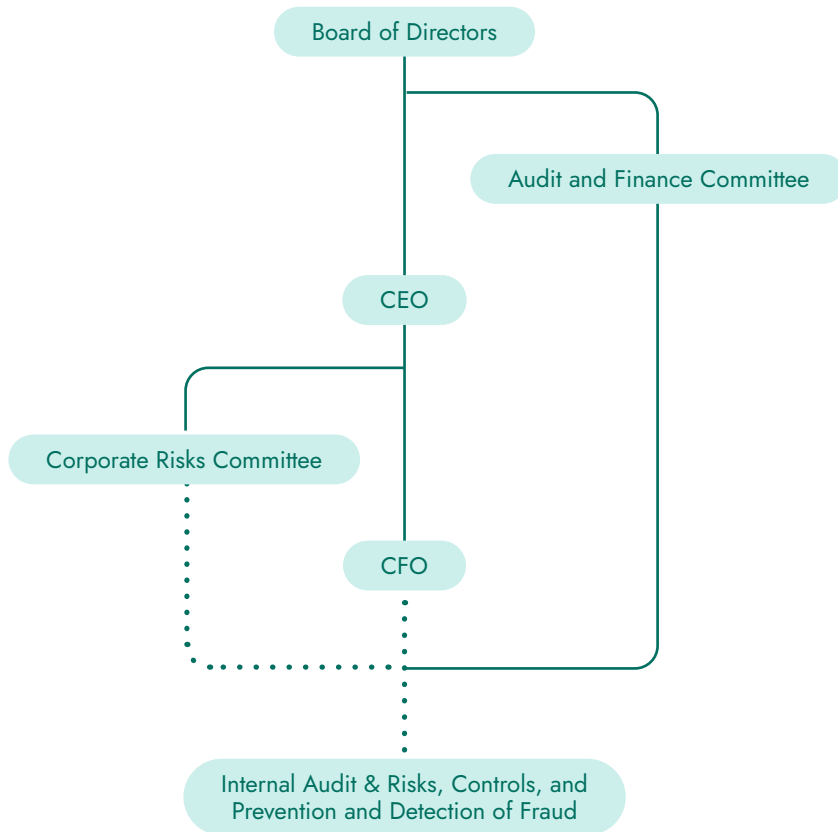
We report to the Corporate Risk Committee monthly, providing updates on the risk map, action plans, and performance indicators, with a special focus on critical and high risks. This information is also submitted to the Audit and Finance Committee, the Board of Directors, and the Fiscal Council from time to time, in line with good practices of transparency and accountability.

In 2025, we improved our risk governance by integrating the areas of Internal Audit, Risk Management, Internal Controls, and Fraud Prevention and Detection. This unification benefits from synergies, permits standard methodologies and evaluation criteria, and strengthens the coordinated action against risks. As a result, we achieved significant gains in operational efficiency, analysis consistency, and agility in responding to adverse events.

We also expanded the depth of reviews and tests of mitigating actions; an evolution of the initiative started in 2024. This improvement contributed to the further maturity of our internal control system, in line with the principles of continuous improvement established by ISO 31000. Thus, we emphasize our organizational capacity to anticipate, respond to, and learn from risks, thereby promoting resilience and sustainability in our processes.



Risk management structure



Three-line risk management model

we adopt the three-line model as the basis for effective risk management aligned with the best corporate governance practices. The model clearly defines roles and responsibilities, promotes transparency, and strengthens the internal control system.

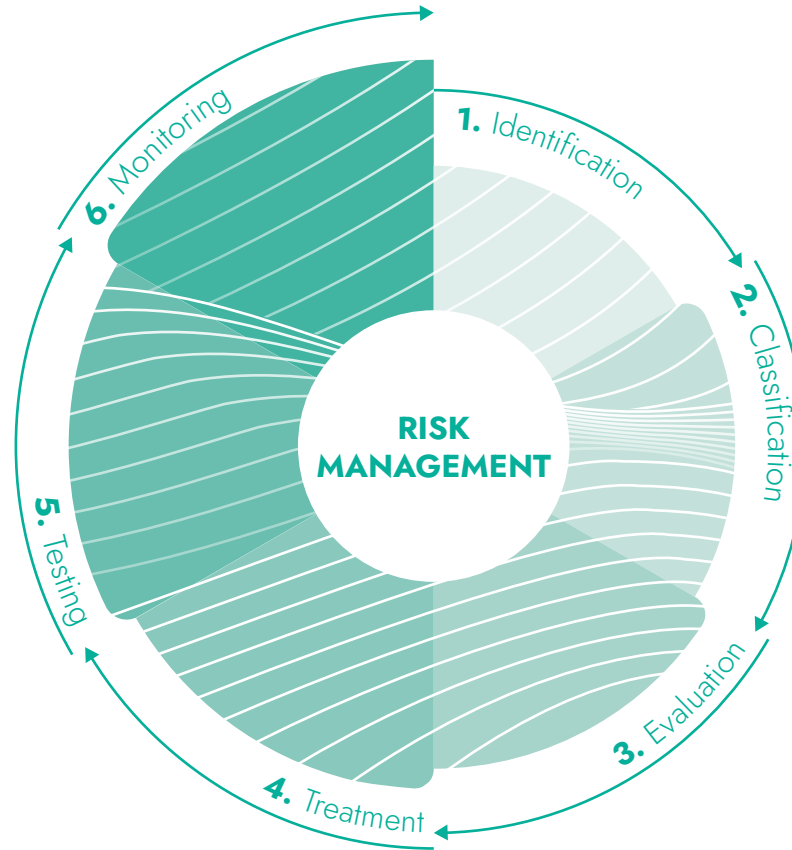
1 Composed of employees and managers of business areas, directly involved in the operations. They identify, evaluate, and manage the risks associated with their activities, ensuring the proper execution of controls in the day-to-day.

2 Specialized functions such as Risk Management, Internal Controls, Compliance, Information Security, and Privacy. It acts independently of operational activities, offering technical support, developing policies and methodologies, monitoring compliance, and guiding risk management across the organization.

3 Exercised by the Internal Audit, which acts with independence and objectivity to evaluate the suitability and effectiveness of governance, risk management, and control processes. The results of these evaluations are reported directly to the C-Level and the Board of Directors, reinforcing strategic supervision.

Risk management model aligned to COSO

Our risk management model is also structured on widely recognized international principles, such as those of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), which guide the integration of risks, strategy, and performance. However, the application of these guidelines is tailored to the specifics of our business and supplemented by our own practices, which continuously strengthen our resilience and responsiveness.



- Identification:** We use multiple sources of information to identify relevant risks, including our strategic map, corporate goals and projects, critical processes, interviews with managers, scenario analysis, specialized studies, and indicators from previous cycles.
- Classification and evaluation:** We classify events by separating risks and causes, and evaluate these causes by probability and impact, in the inherent and residual views. The analysis, backed by quantitative and qualitative metrics, results in our Risks Map (Heatmap).
- Treatment, testing, and monitoring:** We define the treatment of causes according to risk appetite and hold periodic tests supported by Internal Controls and Internal Audit. We continuously monitor indicators and scenarios to adjust responses and identify new risks.

Ethics and integrity

GRI 3-3 / GRI 2-24 / GRI 2-25 / GRI 2-26

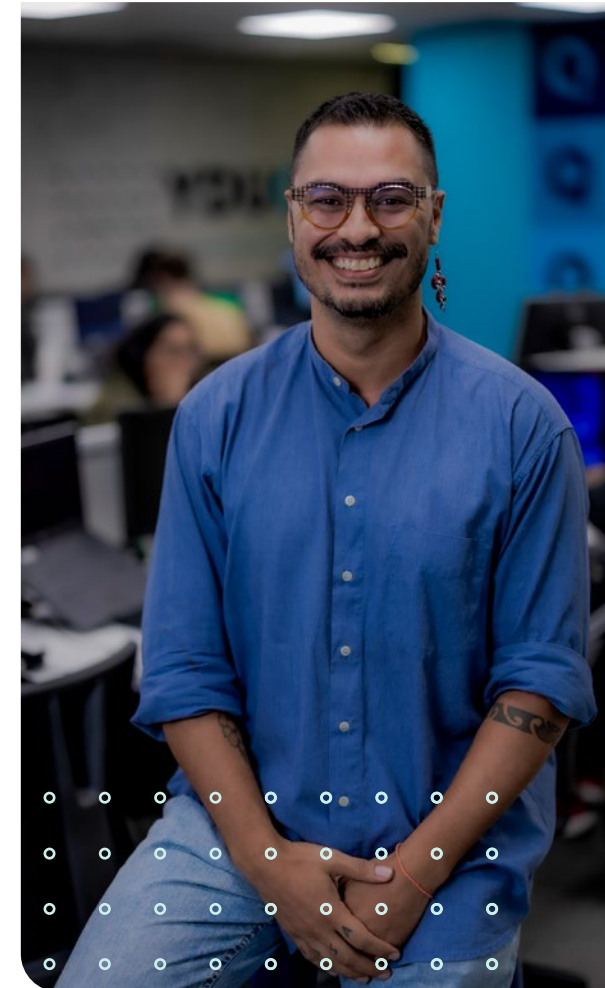
To strengthen ethics, integrity, and transparency in our internal and external relations, we have an **Integrity Program** to prevent misconduct, conflicts of interest, and fraud. Among the main actions developed are continuous monitoring of compliance risks, providing advice to senior management, periodic training, and systematic review and updating of policies and regulations. The program is approved and supervised by the C-Level and independently monitored by the CA and the Audit and Finance Committee. Governance is backed by the Ethics Committee, which oversees and investigates complaints, proposes corrective actions, and reviews codes; the Conduct Committee, which validates disciplinary measures; and the Risk Committee, which monitors key indicators (KPIs and KRIs) of integrity and compliance.

Our program follows the Defense Lines model and is based on key performance and risk indicators, formal goals, and follow-up via the corporate risk management platform, with an Internal Controls audit. The results of this

monitoring feed into a cycle of continuous improvement, which includes periodic reviews of policies, controls, and training. The program's performance is linked to executives' variable compensation. The effectiveness of integrity mechanisms is also evaluated through internal research (NPS) and listening channels, whose results support continuous improvement of policies, processes, communication, and training actions.

In 2025, we publicly reaffirmed our commitment by signing the **Business Pact for Integrity and Against Corruption** of Instituto Ethos. We also have instruments such as the [Code of Ethics and Conduct](#), the [Anti-Corruption Code](#), the [Confidential Channel](#), the Conduct Committee, the Ethics Committee, and training programs, as detailed below. All employees must read and accept the codes and undergo the corresponding training.

Ethics, integrity, and transparency guide our actions and relationships with stakeholders. These principles translate into reliable market information, strict compliance with standards, and ongoing dialogue with our audiences.



Codes of ethics and conduct and anti-corruption

GRI 2-15 / GRI 2-23 / GRI 2-26 / GRI 205-1 / GRI 205-3

We have a [Code of Ethics and Conduct](#) that clearly defines the conduct expected of stakeholders in situations of conflict of interest, for example, and highlights the obligation to immediately report any situation that constitutes a deviation from the expected conduct. We recognize the importance of keeping our shareholders and the market informed of any conflicts and deviations considered relevant.

Our [Anti-Corruption Code](#) guides the conduct of employees and stakeholders in their relationship with public agents, defining permitted practices, restrictions, and responsibilities. Any deviation in this relationship can generate significant impacts for the company.

The Codes of Ethics and Conduct and Anti-Corruption apply to employees, third parties, suppliers, and service providers. They are disseminated through mandatory training in the integration track (Educare) and periodic training conducted by the Compliance area. We also provide a direct guidance channel (Compliance email) and maintain the Confidential Channel. The documents are reviewed periodically by the Ethics Committee and submitted to the People and Governance Committee and the CA.

During the reporting period, 2,562 operations were assessed for risks related to corruption, corresponding to 100% of eligible operations in 2025, with no confirmed cases recorded during the period. We identified that the main risks are concentrated in interactions with public entities and regulatory bodies due to the high level of regulation of the educational sector, especially for accreditation and evaluation by MEC, obtaining licenses, and participation in governmental programs such as FIES and ProUni, which are mitigated by the application of our Anti-Corruption Code.

Ethics and conduct committees

GRI 2-15 / GRI 2-16

Ethics Committee: composed of C-Level members, the Ethics Committee oversees the application of the Code of Ethics and Conduct and the Anti-Corruption Code to stakeholders and reports any relevant issues to the Board of Directors and the Fiscal Council. The Ethics Committee meets monthly and, depending on the severity and risk of the breaches, may forward the cases to the Risk Committee, the Executive Management, and the Board of Directors, as well as to the Fiscal Council, when installed.

Conduct Committee: Responsible for supporting the investigation of whistleblower information received by the Confidential Channel and validating recommendations for the application of disciplinary measures, according to the internal policies in force. It is composed of representatives from key areas, such as Compliance, Legal, and People and Management.





Confidential channel

GRI 406-1 / GRI 2-16

We provide a secure channel for employees, suppliers, partners, and third parties to report confidentially any possible ethical violations or breaches of internal policies, contracts, and applicable laws. Created to prevent, detect, and correct deviations, the [Confidential Channel](#) is operated by an independent and specialized company, ensuring complete impartiality, anonymity, and protection against any form of retaliation. The Compliance area is responsible for informing the Ethics Committee, the Audit and Finance Committee, and the Fiscal Council of the complaints received, as outlined in their respective internal regulations. The channel may also be accessed by phone at 0800 770 0782.

In 2025, 514 reports were recorded on the Confidential Channel, classified mainly as procedural deviations (such as conflicts of interest, systemic manipulation, and self-concession of course subjects) and behavior deviations (such as moral and sexual harassment and embarrassment). Despite the volume of records, no cases were deemed critical enough to be reported to the C-Level, and there were no confirmations of corruption or fraud during the period. There was one confirmed case of discrimination, and the corrective disciplinary measure was applied to the employee involved, in accordance with the internal policy in force. The case was duly closed, and no additional redress measures were required.



Initiatives for training and awareness

Communication of the Anti-Corruption Code: All employees were informed of the Anti-Corruption Code in 2025. Also, our business partners have received the contractual integrity clause.

Compliance Review: We periodically publish an informative document directed to all employees with didactic content on the pillars of the Compliance Program.

Mandatory Training Track: through the Educare platform, we provide training on Corporate Risk Management, Harassment Prevention, Ethics, Compliance, Anti-Corruption, GDPL, and Information Security. Courses are mandatory for all employees and part-time employees, and are recommended for third parties with a corporate e-mail address.

Security and data privacy

GRI 3-3 SASB SV-ED-230a.1 / SV-ED-230a.2 / SASB SV-ED-230a.3

In the context of increasing digitalization of teaching and corporate processes, the protection of information and privacy is an essential pillar of our governance. In 2025, we implemented **ISO 27001**, an international standard for information security management systems, aiming for certification by 2030. This process involves strengthening policies, controls, and practices related to the confidentiality, integrity, and availability of information, as well as consolidating a culture focused on the prevention and mitigation of cyber risks.

We adopt a layered defense-based information security strategy, with perimeter controls, continuous monitoring through Security Information and Event Management (SIEM), and operation of the Security Operations Center (SOC) to manage and respond to incidents and hold periodic penetration tests. Our governance is aligned with the CIS Controls framework. It includes mechanisms such as information labeling, password vault, Data Loss Prevention (DLP), API protection, backup routines, and annual cybersecurity

audits, which periodically evaluate the effectiveness of controls.

We ensure that all processes involving personal data comply with the General Data Protection Law (GDPR). This agenda is led by the Data Protection Officer (DPO), with support from the Privacy team, and is responsible for defining and coordinating internal policies, controls, guidelines, and training. All employees participate in mandatory data protection training. Also, if the purpose of the engagement involves processing personal data on behalf of the Group, our suppliers are subject to specific privacy and information security assessments.

To ensure transparency and the exercise of the rights of the holders, we provide clear privacy notices, forms with explicit purposes, and Privacy Portals, which allow access requests, information about sharing, and opposition to processing. We also maintain internal and external privacy, data retention, and disposal, and incident management policies to guide the proper use

of information across the Group. We continuously monitor the effectiveness of the measures adopted, including DLP alerts, incident records, and any notices of the National Data Protection Authority (ANPD), making preventive adjustments and continuous improvements, as necessary.

In 2025, an evaluation conducted by external consultants indicated 95.5% compliance with our Strategic Information Security Plan, demonstrating the maturity of controls and the consistent advancement of our digital strategy aligned with the AI First model.



Value chain management

GRI 2-23

The management of our value chain ensures that every step of our operations integrates to deliver quality, efficiency, and innovation. Our chain involves essential processes, such as procurement, portfolio design, campus and pole operations, student support and teaching management, and a network of partners.

Suppliers management

The choice of our suppliers is guided by strict quality and reliability criteria, as well as an in-depth analysis of socio-environmental and integrity aspects. This management is guided by policies that ensure transparency, accountability, and alignment with industry's best practices, including: Procurement Policy; Authority Policy; Suppliers Policy; and General Engagement Conditions, a document that contains all commercial and contractual conditions presented to the supplier before formalizing the agreement.

In the last cycle, we strengthened our supply chain management by consolidating risk metrics by category, expanded socio-environmental and human rights efforts, and held training actions for suppliers and internal areas more exposed to risks. As a year-end milestone, we also launched the Sustainable Supplier Development Program to disseminate best socio-environmental and integrity practices across the value chain.

The management of our chain has also been strengthened with the use of digital solutions. In recent years, we have incorporated tools such as Linkana to monitor risks and impacts in the supplier register and have advanced integration with ARIBA-SLP, expanding automation, traceability, and transparency of the qualification process. These advances contribute to safer, more responsible hiring decisions aligned with our ESG commitments.

We also have the Term of Commitment to Sustainability in the Value Chain, which consolidates guidelines for ethical business conduct and addresses issues such as environmental protection, respect for human rights, decent working conditions, integrity, and compliance. Adherence to the Terms is mandatory for all new suppliers.



GRI 204-1

Proportion of expenses with local suppliers in relevant operational units (GRI 204-1)

Corporate	48.71%
UNESA (Estácio)	15.99%
North	7.33%
Premium (Ibmec / IDOMED)	9.09%
Northeast	8.35%
Center-South	10.53%

Note: Corporate, UNESA, North, Premium, and Northeast: suppliers mapped by state in relation to the business unit where the operation occurs. on-campus units are grouped and defined by the Operations areas. Center-South: Suppliers located in regions that may cover more than one state and on-campus units grouped, as defined by the Operations areas.

GRI 308-1 / GRI 308-2 / GRI 414-1 / GRI 414-2

In the last year, we considered 2,116 new suppliers for selection or hiring without applying environmental criteria. Also, we evaluated 685 suppliers for environmental impacts and did not identify actual, potential, or material negative impacts on the supply chain. Therefore, we did not need to adopt corrective measures or end commercial relations.

We also analyzed 2,103 suppliers for social impacts and selected 80.21% new suppliers based on social criteria, considering the requirements and governance documents applicable to the qualification process. We also did not identify negative, actual, potential, and relevant social impacts on the supply chain.

GRI 410-1

In 2024, we began **human rights due diligence** and published our Human Rights Policy, which provides training and guidelines on the subject. The action plan includes formal training for all asset security personnel (proprietary and outsourced) on human rights policies and procedures.



EDUCATION AND WORKABILITY

Offering quality education
services for income generation



Quality and access to education

GRI 3-3

In the last cycles of the National System of Evaluation of Higher Education (SINAES), we consolidated our prominent position in Brazilian higher education, with strong performance across key quality indicators, including the Institutional Concept (CI), the General Course Index (IGC), and the Preliminary Course Concept (CPC). These results demonstrate our solid academic model, the qualifications of our faculty, our pedagogical governance, and our ability to sustain high standards of teaching, both in person and online.



Academic model

Estácio

In the context of strengthening our academic excellence, in 2025, we advanced in the development of **Estácio's new teaching model**. Developed as a social mobility accelerator, the model guides the student's journey, focusing on employability, curricular flexibility, and direct connection to the demands of the labor market.

With Estacio+, we organized the course subjects in personalized topic tracks, such as ESG, Inclusive People Management, Mental Health, and Quality of Life, linking academic learning to the demands of sustainability to form students as agents of transformation for a fairer and more equitable society.

At Lab Vida, we direct activities toward the development of personal skills, market skills, and technological domain using AI, which we consider essential for the complete formation of the student. With this, we reduced the distance between the diploma and the professional readiness required by organizations.

The multi-subject projects defined for the Extension ensure the practical application of academic knowledge in initiatives aligned with the Sustainable Development Goals (SDGs). Thus, we strengthen the connection between theory and social reality and consolidate teaching as an effective instrument of productive inclusion and economic rise for thousands of students.

The Professional Simulation Laboratories are part of the curriculum through actual projects and strategic partnerships with companies, placing students in decision-making contexts. In these environments, students are

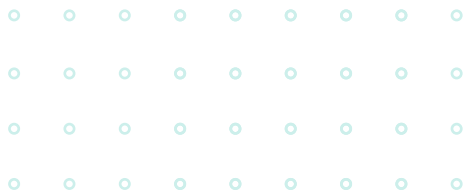
challenged to solve contemporary problems, expanding not only their technical skills but also their agility, systemic vision, and the repertoire required by global leaders.

Teaching with quality is transforming trajectories, generating real opportunities, and building the future through education.



Wyden

Wyden's new academic model was structured around attributes focused on training with a global vocation. We improved the presence, strengthening the identity, history, and local characteristics of each unit, and incorporated greater flexibility in the selection of course subjects through supplemental training tracks with Minor certifications. We consolidated the live EaD courses into a national premium product, with 100% synchronous classes, and advanced internationalization through Masterclasses. The model's implementation in 2025 resulted in a higher NPS among students affected than among those unaffected. The effect was even more relevant for on-campus, which registered an increase of +16 p.p.



IDOMED

Throughout 2025, we strengthened the academic model of IDOMED, advancing to consolidate the integrative project and expand the curricular extension, in addition to strengthening scientific initiation and academic production through SAPIENS. We also expanded the opportunities for national and international mobility, with initiatives such as the **IDOMED around the World** bid process. In the innovation axis, we deepened the digital transformation of medical training consolidating solutions such as the **Patient 360°**, which strengthens the longitudinal vision of care; the Complete Anatomy, which improves the teaching of basic sciences with immersive three-dimensional resources; and **Telepreceptoría**, which extends supervised practice and telemedicine training through secure cloud platforms.



Ibmec

In 2025, the Ibmec teaching model was consolidated as an integrated national ecosystem, guided by academic excellence, applied innovation, employability, and social impact. The training began to articulate technical rigor, socio-emotional development, student protagonism and a strong connection with the market, ensuring a complete training journey aligned with contemporary challenges. Socio-emotional skills were incorporated across the curriculum, with support of the iSkills application and the Applied Project course subjects, achieving high student engagement. The culture of longitudinal evalua-

tion was strengthened with the national Progress Test, which expanded the monitoring of learning and the alignment between skills and results. Students' protagonism gained scale through Teaching Assistant and Monitoring programs and the innovation ecosystem, structured by Hubs and CEIs, boosted entrepreneurial projects, startups, and connections with investors. We also have the after-hours model, which provides transversal AI training for students and training in current issues, in addition to national mobility among the units (National Journeys).

Academic Quality and Learning Management

Focusing on the evolution of teaching quality, we implemented the progress assessment model and improved academic management routines at Estácio and Wyden, with systematic monitoring of performance and engagement indicators. As a result, we recorded an increase in adherence to mock-exams (+6,3 p.p.) and formal evaluations (+1,3 p.p.), a 6% increase in time dedicated to digital content and an increase of +2 p.p. in academic achievement. These advances reflected directly in the student's experience, with an increase in satisfaction with on-campus teaching (+0,3 p.p.) and digital (+0,2 p.p.) education, in addition to maintaining the high scores of the teaching staff in the classroom, with an average of 8.4.



Professional Practice at the Heart of the Academic Model

To strengthen professional practice as the central axis of the academic model, we have established a multidisciplinary committee to improve the experience in internship subjects at Estácio and Wyden. The initiative resulted in a 43% reduction in the negative impact of the topic on NPS compared to 2024. In governance, we implemented measures to increase efficiency and coverage, including the creation of a proprietary platform for the dissemination of openings, a census of agreements to monitor the availability of internship fields and active prospection of opportunities using a geo-marketing tool. As a result, we expanded partnerships by +6 p.p., strengthening the service to on-campus units and distance learning centers.

Operational Eco-efficiency in the Teaching Model

Grupo Yduqs' solid digitalization strategy transforms technology into a vector of operational eco-efficiency also in the teaching model. The dematerialization of processes is evidenced by the creation and formatting of digital content using AI. This ensures better academic quality for students and a larger portfolio without compromising the financial sustainability of the business. Research conducted with students from Estácio and Wyden showed this positive evolution, highlighting the path of continuous growth and consistency between digital and on-campus teaching, whose historical results show the perception of quality.

Academic Intelligence

In 2025, we advanced in the consolidation of our academic intelligence agenda, expanding the use of analytical models to monitor frequency, engagement, performance in evaluations, academic progression, and adherence to the pedagogical plan of Grupo Yduqs. These data now guide preventive actions, curricular reviews, and evidence-based pedagogical interventions. In addition, we expanded the use of academic dashboards for teachers and managers, progressed in predictive models to identify drop-out risk, and incorporated AI for analysis of educational data, reducing operational time and expanding the teams' analytical capacity. The **Teachers Dashboard**, an integrated view of pedagogical indicators and real-time engagement, strengthened preventive action, customization of teaching practices and academic governance.

Internationalization

Internationalization is a strategic pillar of the academic proposal of Grupo Yduqs and contributes directly to the global formation of our students and teachers. We maintain a network of **25 active international agreements in 14 countries**, plus two agreements in the signing phase and two in the final stages of negotiation. These partnerships enable academic exchanges from six months to one year, with no tuition fees payable at the foreign partner institution, expanding access to academic experiences abroad.

International mobility also happens in digital format, expanding the reach and scale of global experiences. In 2025, 300 **Estácio** students attended academic activities in English and Spanish focusing on Artificial Intelligence, offered by the Universidad A Distancia de Madrid (UDIMA), with international certification. In the same period, 11,274 students and 1,131 teachers and administrative staff participated in language training programs in idioms such as English, French, Spanish, and Italian. We have also promoted on-campus, short-term experiences: 30 students from Estácio and one teacher attended academic

and cultural activities at Universidad Peruana de Ciencias Aplicadas (UPC), and six students joined the Santander Top España program at the University of Salamanca.

IDOMED has expanded the opportunities for international experiences through the IDOMED around the World program, benefiting 24 teachers and 43 students with support for participation in scientific events and courses of global relevance. We also encouraged international academic mobility with two students at the Nova University of Lisbon and two students at the Universidad Católica de Murcia. In partnership with Santander, we promoted immersions in Spanish in Salamanca, enabled by the Top España program, and training in English for two students through the FluencyPass platform.

Ibmec consolidated its international performance by boosting the International Office, expanding partnerships and opportunities for exchange, double degree, and short-term programs. In all, we have 40 agreements with higher education institutions in 16 countries. Throughout 2025, we have offered initiatives



such as the **Exchange Program**, double degrees with the European Business School and agreements with **Boston University** and **MIT Sloan** through the Master of Science in Management Studies program. Other highlights are the International Module, held at Columbia University with the participation of 76 students, and the delegation to the **Brazil Conference at Harvard & MIT**, with more than 20 participants and a 100 NPS. The institution also advanced on the **Home Internationalization** agenda, with courses in English, lectures with foreign universities, courses with international partners and

initiatives such as the Buddy Program, plus experiences such as the Summer Bootcamp at Hult International Business School and scholarships such as Top España.

At **Wyden**, the academic proposal was enhanced by Masterclasses conducted by leading international professors from institutions such as Harvard, Columbia, Cambridge, Purdue, and Fordham, extending the students' connection with global trends in Law, Engineering, Technology, Health, and bachelor's degrees.

Academic Research and Scientific Initiation

Over the past year, we strengthened academic research through proprietary scholarship programs, support for faculty participation in scientific events, and continuous encouragement of intellectual output. This effort is reflected in the maintenance of 60 active journals, bringing together contributions from professors, students, and researchers from different regions of Brazil and abroad.

In 2025, 13 faculty members and 10 students received institutional support to present their work at national and international academic events. Our core programs—Research, Productivity, Technological Development and Innovative Extension, and Scientific and Technological Initiation—further enhance the engagement of faculty and students in knowledge generation.

Within the Research, Productivity, Technological Development and Innovative Extension Program, we recorded 403 applications, with 152 projects.





Faculty of excellence

Teacher's Journey

Recognized as the central axis of academic experience and teaching quality, in 2025 we boosted the people management agenda dedicated to the teachers of Grupo Yduqs, with integrated action across the academic areas and a focus on in-depth diagnosis, retention, recognition, professional development, and strengthening institutional reputation.

The initiatives used data and indicators, such as satisfaction surveys and voluntary dismissal analysis, to guide more assertive decisions and reduce turnover. We expanded investments in academic development, with support for stricto sensu training (master's and doctorate), encouraging participation in scientific congresses, pedagogical training programs, and recognition initiatives, aligned with the different realities of connection.

Training of Teachers

YQ-000.1b, YQ-000.1c

The teaching training strategy of Estácio and Wyden is guided by the pillars of **Teaching Innovation, Digital Education, and Active Methodologies**, based on the continuous analysis of the NPS, the active listening of the teaching staff, and the observation of academic practices aligned to our pedagogical model. From this information, we develop actions to improve organizational culture, consolidate strategic values between teachers and tutors, and promote exchange of good practices.

Educare, our Corporate University, has expanded access to training offering 16 asynchronous training courses exclusively for teachers. In 2025, 96% of the faculty participated in the training and 91% participated in the compulsory training. The teachers functioned as facilitators and internal multipliers for the synchronous agendas, replicating good practices and AI applications linked to the academic routine.

Qualification for the pedagogical use of Artificial Intelligence became the central axis of the training. We have implemented the AI Training Program and consolidated partnerships with Microsoft Education, Google, AWS, and Databricks. The AI Fluence Educators course, in partnership with Microsoft, certified 68% of teachers for use of AI in the classroom. By these tracks, teachers were able to create problem situations, develop evaluations by skills, apply learning accelerators, and understand the ethical and pedagogical limits of the technology. In total, 3,540 teachers from the Estácio and Wyden brands were trained in AI along the year.

The **Laboratory of Methodologies and Pedagogical Innovation** expanded the controlled use of technologies integrated into active methodologies to evaluate impacts on learning. The results included higher class attendance, higher adherence to evaluations, reduction of the rate of failure by grade and a higher degree of learning among the stu-



dents impacted. Also, 61% of participating teachers enhanced their profile as professional practice counselors, with the structured sharing of best practices in a collaborative environment.

At **Ibmec**, the training of teachers was consolidated as a strategic priority, through the work of the Center for the Improvement of Teaching (CAD), responsible for the track of continuous development of undergraduate and graduate teachers. The training covered active methodologies, pedagogical innovation, and the applied use of Artificial Intelligence in teaching, including courses offered in partnership with edX. The main milestone of the year was the IbmeC Teaching Forum, held in Belo Horizonte with 85 participants, which recognized 27 teachers by academic prominence and promoted specialized workshops, as well as a formative experience at the Inhotim Institute.

At **Estácio and Wyden**, Docentes.online was consolidated as a strategic tool for alignment, training, and communication, with adhesion of more than 74% in 2025, a growth of 14 p.p. since its launch in 2024. Since last year, the platform has a Collaborative Classroom, a media repository and homepage segmented by Agenda and News, and independent interfaces for on-campus and digital experiences.

In NPS surveys, satisfaction with the learning journey has evolved every year. In the last assessment, we had an improvement of 2.6 p.p. in this indicator, and teachers were the main reason for satisfaction with on-campus courses.

The result of the investment in the qualifications of teachers show also through the Student Satisfaction Index (ISA) both in the evaluation of teachers, and in the evaluation of tutors, with the better result + 0.2 p.p.

MEC Regulatory and Evaluation Processes

In the on-site evaluations of the HIEs and Yduqs courses conducted of them courses achieved satisfactory concepts, 99.63% with concepts 4 or 5, on a scale from 1 to 5 in which the concept 3 is considered satisfactory. These results show that we meet or exceed the regulatory criteria, including proper infrastructure, qualified faculty, consisting of teaching projects and up to date programs aligned to market demands. Also, eight colleges of Grupo Yduqs were accredited as University Centers.





Employability

GRI 3-3

Employability remains one of our strategic pillars, reflecting our commitment to support the professional path of our students. The Careers area connects students and the labor market and offers full support in insertion, relocation, transition, professional progression, and entrepreneurs' development. This focus allowed us to provide a broad portfolio of initiatives of employability and career development, as shown below.

In 2025 we boosted employability in scale: more than 98 thousand students employed by direct Yduqs' actions. Over the same period, we held more than 920 thousand career orientation sessions highlighting our impact on the students' professional insertion and social-economic mobility.*

**Identified by data from the multi brand career portals, selection processes held by the Career areas, multi brand job and trainee fairs, trainee reports from the units' partner companies and students enrolled as trainees in course subjects with approved requests.*



Main initiatives

Estácio and Wyden

- **Career Portal:** free and exclusive portal for students with trainee and job opportunities in partner companies and access to the agenda of events and programs and access to the agenda of events and programs developed by the Careers area.
- **Employability platform:** our match making of profile, capabilities and skills and the most suitable vacancies with a rate of over 90% student satisfaction regarding the vacancies indicated.
- **First ever Brazilian partnership with LinkedIn:** to capture more vacancies and market opportunities.

Ibmec

Career Portal: Ia-assisted platform to match the students' résumé and trainee and job opportunities, based on their academic records, capabilities, and professional goals. The solution offers customized experiences recommending vacancies suited to the profile and provides content, news, and courses for the development of technical and behavioral skills.

IDOMED

Career Portal: provides opportunities for practical experience in medicine such as trainee positions, scientific initiation bid processes, monitoring, MD-PHD scholarships (academic activities to integrate students and researchers of the Medicine and Doctorate programs), residency, selection etc. It also offers content on medical careers, scientific initiation, entrepreneurship, internationalization, residency, and others.



Spaces

- **Career Hubs:** physical space in three Estácios' units, namely Nova América (RJ), Parangaba (CE), and São José (SC), promoting hackathons, trainee and job fairs, diversity and inclusion initiatives, and career orientation programs.
- **Wyden Careers:** physical space at the 13 Wyden's units with customized support to students to assist in building their professional journey, such as trainee and job fairs, workshops, career orientation programs, hackathons etc.
- **Ibmec Careers:** physical space at all units with specialists on career planning that assist and prepare students for an active interaction with the market by individual sessions and self-development actions.
- **Ibmec Casa:** physical space at all units with psychologists and psychopedagogues to assist students in their education goals and search for success, developing essential skills and capabilities for their academic, social, and emotional formation.
- **IDOMED Careers:** Physical space at 14 IDOMED'S units with psychologists specialized in medical career orientation to assist students in their personal and professional development, with individual sessions, orientation programs, and events to connect with the market.





Services

- **Exclusive Selection process (Estácio and Wyden):** publication of exclusive vacancies at the companies who are partners of the Careers area.
- **Career Orientation Program (Estácio and Wyden):** three weekly meetings with psychologists specialized in career development. The program offers support in preparing the résumé, LinkedIn profile, and Individual Development Plan (PDI).
- **Inclui+ (Estácio and Wyden) Program:** support to PwD and neurodivergent students, offering exclusive selection processes, employability bootcamps, and affirmative live sessions.

Alumni Communities

Institutional networks that maintain a permanent connection with alums promote integration into the academic ecosystem and the labor market. These communities work to strengthen long-term relationships with alumni, fostering qualified networking, professional development, access to career opportunities, formative content, and continuous development initiatives aligned with our employability and lifetime learning strategy.

Total enrollments per brand:

- Estácio: **10,400**
- Wyden: **2,118**
- Ibmec: **1,921**
- IDOMED: **300**

Main events

- On-campus and virtual trainee and job fairs (Estácio and Wyden):** with more than 21 thousand participants, the event intends to connect students with trainee and job vacancies.
- Career Talks (Estácio) and Career Coffee (Wyden):** with more than 20,900 attendances, the online event discussed several topics related to career development with executives from the labor market.
- Startup Experience:** with more than 300 students and 90 groups formed in 2025, the program stimulates students to turn actual problems into creative ideas and impact projects, collaborating with multidisciplinary teams and mentoring from market professionals. The winning teams receive a monetary award and the opportunity to incubate their ideas in an innovation hub.
- IDOMED Medical Specialties Week:** with more than 2,200 attendees, the event enables students' deep knowledge of the careers in the 10 most sought-after medical specialties.
- IBMEC Market Connection Events:** these events gathered more than 10 thousand participants to exchange experiences and access career and development opportunities.



Main professional experiences

In 2025, we expanded the opportunities for professional experiences for our students at companies, large events, and actual activity environments. These experiences highlight the connection between theory and practice and strengthen essential skills for developing capabilities and networking.

- **Lollapalooza Brazil:** using a selection process focusing on diversity and Inclusion, 40 Estácio's students were hired to act in the operating and content production at the event. Also, 20 students participated in an immersive backstage experience, including networking and learning about production, marketing, and the management of large events. Check the [📄 mini doc](#) "From the strategy to the Festival."
- **The Town:** approximately 200 Estácio's students acted backstage in the festival, practicing their classroom lessons, developing soft skills, and achieving opportunities in their careers.

- **Rio Marathon:** over 200 students participated in the event activities, and Team Estácio ran the 5k race. Team Idomed, formed by the brand's students and teachers, ran the 10k race. Instituto Yduqs brought youngsters supported by Instituto Fernanda Keller to run 5 and 10k races.
- **Ecoparque Natura:** 35 students of FACI Wyden participated in an immersive experience at Ecoparque Natura in Belém. The experience included presentation of this company's sustainability production, a visit to the laboratories, and contact with local leadership and social-environmental practices.
- **B3 Museum:** 40 students of Estácio in SP participated in a technical visit of the Stock Exchange Museum. The activities addressed the history of the Brazilian financial market, the operation of B3 and the relevance of financial education, and a guided visit and interactive technology resources.

- **Eletronuclear | Nuclear Observatory:** 40 students from Estácio Angra dos Reis, from the Engineering, Computer Science and Systems Analysis and Development courses, participated in a technical and immersive experience in one of the most important nuclear energy centers in Brazil.



Employability 2025 Results

SASB SV-ED-260a.3 YQ-000.2a YQ-0002b

Total students employed (consolidated):

98,984

Orientation and career development actions (all brands):

921,215

Employability rate*:

 **Estácio**

74.9%



83.6%



89.1%

IDOMED

98.2%

Students who obtained an increase in income per brand**

YQ-000.2d

 **Estácio**

54.1%



75.7%



92.2%

IDOMED

100%



*Data from the research between 07/29/2025 and 09/08/2025. The research is applied 180 days after the students' graduation.

**The indicator refers to the percentage of students who declared having obtained any revenue increase and not the amount of the increase per se.

PEOPLE AT THE CORE

Strengthen our team and
communities to promote social impact





Intake, retention and well-being of human capital

GRI 3-3 / GRI 401-2

People are at the center of everything we do. We recognize that human capital is the main differential to generate sustainable value and for Yduqs' perpetuity.

Over the year, we implemented and boosted many initiatives to attract, develop, and retain talents and to promote well-being, health, and an inclusive, safe, and welcoming work environment. These actions, conducted across offices and operations, reflect our conviction that engagement, care, and sense of belonging are key to driving performance, innovation, and consistent results.

We adopt active governance, supported by ongoing assessments and monitoring from the stages before admission, accompanying professionals on their journey at Yduqs. We highlight the eNPS General and the eNPS Diversity, analyzed by area and by diversity markers. These results guide the defini-

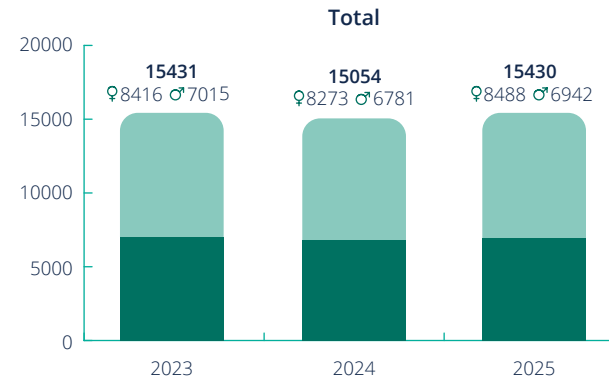
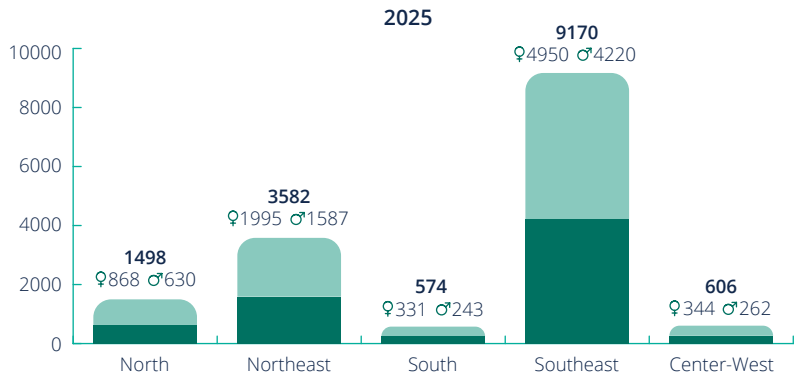
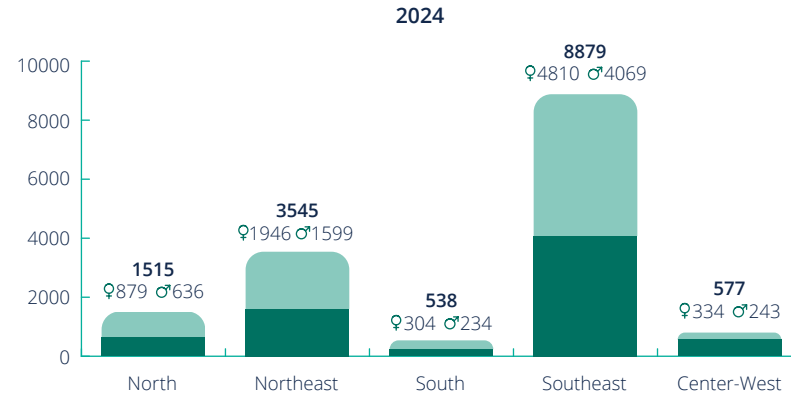
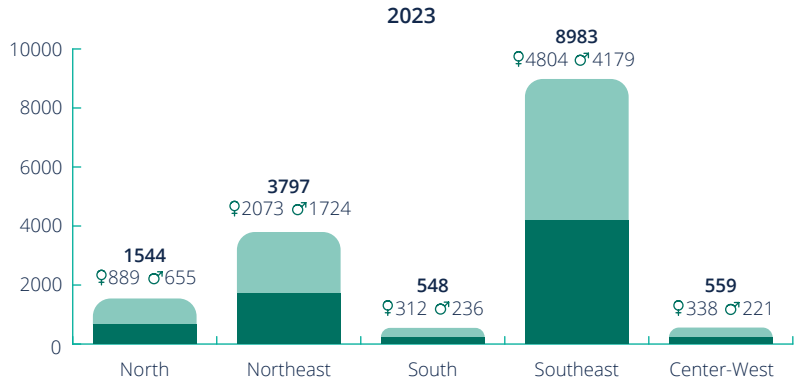
tion of goals, action plans, and leadership accountability, with monthly follow-up and integration to ESG goals. We also conducted the Engagement Survey at the beginning of the year and a Pulse of Engagement by mid-year, ensuring continuous monitoring of the climate and experience of employees.



Our workforce

Number of employees by gender and region - CPF

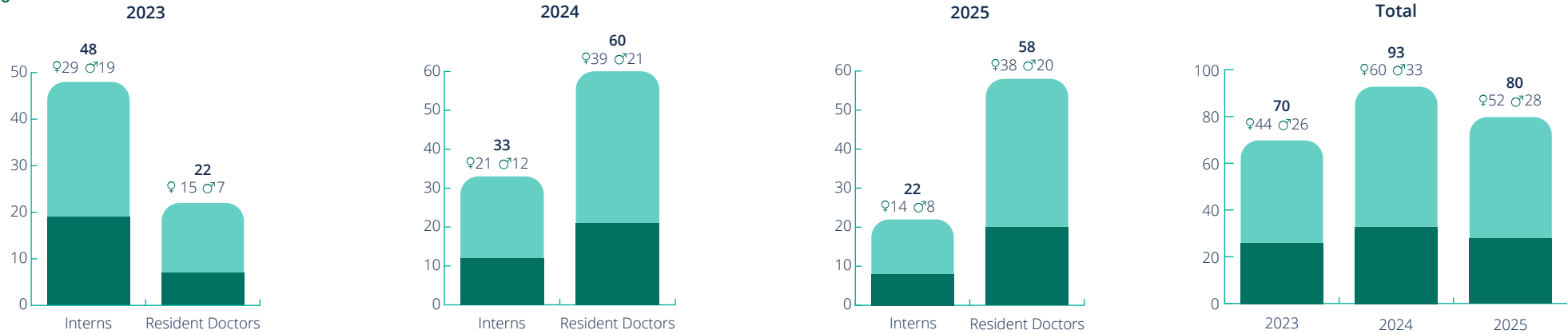
GRI 2-7



Note: Other tables with employee openings by type of employment contract and working hours are available in the GRI and SASB Content Attachment.

Workers who are not employees, per functional category and gender - CPF

GRI 2-8



Note: Yduqs does not supervise outsourced workers, but only trainee and resident doctors.

Figures 2025

+376 professionals between 2024 and 2025 (+2.5), with an increase of **4 p.p.** in hirings.

+ THAN 63 THOUSAND courses taught.

*Engagement survey refers to 2024. Thus, the 2025 survey was conducted in 2026.

335 THOUSAND hours of training for our employees, via Educare.

Index of engagement and participation in internal surveys*: **88**



Note: The organization does not use full-time equivalent (FTE) metrics or alternative methodologies to consolidate the number of non-employee workers. The data are reported based on the absolute number of individuals at the end of the reporting period, with distinct counting by individual taxpayer identification number (CPF). No significant fluctuations were observed during the period.

Intake and retention

We act to position Yduqs as an attractive environment for professionals who share our purpose of **Educating to transform**, combining employer brand initiatives, more inclusive selective processes, and intensive use of data and technology to increase hiring assertiveness.

Simultaneously, we invest in continuous development, valuing our employees and teachers and in practices that promote rec-

ognition, internal mobility, and career evolution, creating conditions for our talents to grow with the organization.

These initiatives (detailed throughout this chapter), integrated with active listening, engagement and care for well-being, stress our commitment to building long-term relationships, and enhance employees' experience and strengthens the People and Management practices before the internal audience.

Employer brand

To boost our employer brand in 2025 and increasingly attract and retain talents, we developed institutional and recruitment campaigns focusing on diversity, social impact, and professional development. We also have attraction programs and partnerships with universities, educational institutions, and local communities. These actions have broadened the reach of our communication and our brand to different audiences and contributed to position us as an environment of continuous learning, growth, and positive impact.



Employee experience and internal engagement

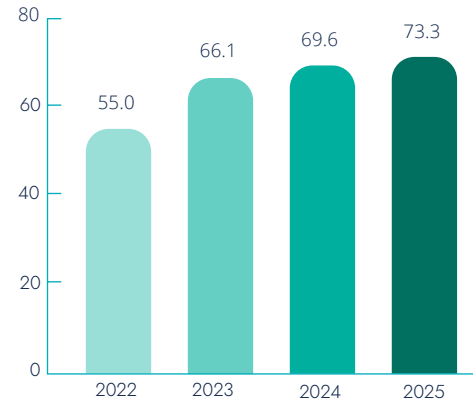
YQ-000-4c

Active listening is a pillar of our people's management and continuously guides improvements in employee experience and in the People and Management practices. For this, we hold targeted research and have permanent dialog channels, such as the Track Program and the Medallia platform. We also monitor key indicators, including engagement, eNPS (Employee Net PromoterScore), and LNPS (Leadership Net PromoterScore).

We conducted more than 10 squads to improve employee experience, structured from agile methodologies, with systematic monitoring and focus on sustainability of the results delivered. The initiatives have a minimum adherence rate of 50%, evidencing the teams' active engagement.

In 2025, we reached a record eNPS of 73.3, a level close to the zone of excellence. This result reflects the progress made on all fronts and highlights our commitment to a working environment that encourages the employees' engagement, belonging and pride.

Evolution of the eNPS general*



*eNPS is an engagement indicator that measures the level of recommendation of the company by employees as a good place to work.



RH Innovation

We remain positioned as one of the leading companies in HR innovation in the educational sector, supported by the strategic use of technology and artificial intelligence across the **Collaborator Journey**. In 2025, we expanded the application of AI on different fronts, including chatbot GUI, consolidation and qualitative analysis of research, internal communications, benchmarks, and reporting. The solutions were also incorporated for the attraction and selection, with candidate ranking and support to prepare job descriptions, as well as talent management and training programs, through qualitative analysis and automated reporting.

For 2026, we will advance in the consolidation of an integrated model based on data and AI, structured by **the People Cycle**, which guides strategic decisions, succession mapping, recognition, and priority of training tracks, expanding the ability to foresee risks, identify trends, and support managers with greater precision and agility.

Training and development

GRI 404-2 / YQ-0001.c

Investing in people's development is key to expanding the impact of our educational model. Therefore, we have a comprehensive training strategy, focusing on the continuous improvement of technical, behavioral, and leadership skills for different profiles and levels of the organization. This agenda includes management training, corporate academies, internal and external training, integration of new brands, and educational incentives for strategic positions. Promoting autonomy for each employee to evolve and generate value, we strengthen a culture oriented to collaboration, innovation, and efficiency.

Educare serves more than 16 thousand employees (administrative and teaching staff), through initiatives in four pillars: Leadership Development, Priority Themes, Development Programs, and Digital Educare. In 2025, we advanced the consolidation of our culture of continuous learning, with more than 63 courses completed and more than 335 hours of training consumed. We also offer the **Educare Mobile App** for Android and iOS. In the same period, we boosted the internal gamification program mobilizing over 20 teams and about a thousand employees, increasing engagement and collaboration between areas.



Leadership development

Leadership development remained a central pillar, with continuous investments to train managers who function as living examples of our culture. This evolution is driven by data, training programs, and continuous feedback. In 2025, the **MBA for unit managers** consolidated as the main training pipeline for operational leadership. With 52 participants, the program already presents results: nine employees were promoted to unit managers during the training.

This initiative was further strengthened by the First Leadership programs, the YDUQS Leadership track, and the Manager Training calendar, with tailored pathways for mid-level and senior leadership.

These journeys combine active methodologies, gamification, and data use, preparing more human, analytical leaders aware of their role in the culture, caring for people and building healthier environments. Also, the Performance Evaluation Cycle connects behaviors and results, highlighting a culture of high performance, responsibility, and continuous development.

Feedback Program

GRI 404-3

Percentage of employees evaluated, per functional category and gender - GRI 404-3²

Functional category	2023 ¹	2024	2025
Presidency and Vice-Presidency	*100.00%	100.00%	100.00%
Executive Management	*100.00%	100.00%	90.90%
Managers	95.00%	95.00%	92.20%
Coordinators	*100.00%	95.00%	90.20%
Course Coordinators	100.00%	84.00%	88.60%
Supervisors	99.00%	95.00%	88.50%
Specialists	92.00%	90.00%	82.10%
Analysts	94.00%	95.00%	73.00%
Assistants	70.00%	90.00%	61.30%
Teachers	96.00%	80.00%	74.80%
Preceptors/tutors	*100.00%	77.00%	17.50%³
Trainees	100.00%	100.00%	100.00%

¹ For comparison purposes, indicators marked with an asterisk (*) refer to bases with a percentage over 100%, aligned to the total evaluated in the period.

² The employee base considers those hired until December 2025. Evaluations follow different criteria: (i) The People Cycle applies to administrative functions, considering only eligible employees hired until 09/30/2024; and (ii) the Teaching Assessment and Course Coordinators includes professionals who worked in semesters 2024.2 and 2025.1 for at least three months. The database is available as a query resource.

³ Preceptors and tutors are predominantly not evaluated; however, some administrative positions are considered in the cycle.



Well-being and Mind in focus

The mental health and quality of life of our employees are treated as priorities. Our six-year **Programa Equilíbrio** incorporated a specific pillar of mental health in 2025. Based on listening and internal research, the program now covers the physical, social, financial, and emotional dimensions. Among the latest initiatives is the partnership with the **Wellz platform**, offering free services such as on-line therapy, guided meditation, and self-care content.

In just six months, 1,970 people began to actively utilize the platform's features, such as psychotherapy, mood diary, audio, and care chat. The more than 9,250 sessions held directly impacted 1,470 employees, and demonstrated the effectiveness of the initiative, which enabled 55% of the people to have therapy for the first time. The initiative presented high levels of satisfaction, with CSAT * of 4.98/5 and NPS of 93/100.

**CSAT (Customer Satisfaction Score): An indicator that evaluates the degree of satisfaction of participants in relation to their experiences.*

To stress our commitment to emotional well-being, in 2025, we joined the **Mind in Focus Movement**, an initiative of the Brazil Network of the UN Global Compact, promoting a comprehensive care agenda, fighting stigma, and empowering leaders to face the advancement of mental health challenges in the country. See page [50](#), the Yduqs' contributions for the movements of Rede Brasil and the UN Global Compact.

At the same time, in response to the employee experience research, we adopted measures such as reducing weekly working hours in administrative units and increasing scheduling flexibility.

Benefits and wellbeing

Adding to a comprehensive portfolio of benefits, which includes health insurance and the new partnership with the Wellz platform, we expanded initiatives focused on employees' physical, emotional, and mental health in the past year. Through access to **Wellhub**, **TotalPass**, and **LiveWell** programs, we offer opportunities for physical activities, nutritional guidance, rehabilitation, vaccination, and family support with equivalent benefits for full, partial, or temporary employees.

In 2025, we also improved **flexibility policies**, adopting the semi on-campus work model, the extension of 90 days post-parental leave, three months of home office on return to leave, and the possibility of home office during the mid-year school breaks for the corporate offices, plus a **Benefits Club** with more than 100 partnerships focused on quality of life.



Occupational Health and Safety

GRI 403-1 / GRI 403-2 / GRI 403-3 / GRI 403-4 / GRI 403-5 / GRI 403-6 / GRI 403-7 / GRI 403-8 / GRI 403-9 / GRI 403-10

We assure all employees of continuous service through the Specialized Service in Safety Engineering and Occupational Medicine (SESMT), supported by an integrated system of occupational health and safety management that is fully compliant with eSocial requirements, regulatory standards, social security legislation, and the LGPD. In 2025, 100% of our employees were covered by this SST management system, based on current standards.

We consolidated information from the corporate payroll systems and the SOC platform, totaling 17,174 active enrollments during the period. To ensure compliance, tracking, and operational efficiency, we use the SOC platform, integrating labor and social security data to subsidize the activities of our multi-disciplinary team composed of work doctors, engineers, safety technicians, and other specialized professionals.

Since 2016, our Occupational Medicine area has partnered with health operators to promote the well-being of employees, acting in the company as a nurse at work and a social

worker to monitor pregnant women, people with chronic diseases, and to manage absences, returns, and professional rehabilitation. The initiative also includes psychological support for specific mental health demands. Third-party employees participate in general workplace health initiatives, and medical care remains under the responsibility of the contractor companies.

All employees participate in **occupational health programs** that include hiring, periodic, return-to-work, and dismissal medical exams, preventive actions, and health promotion campaigns. Non-employee workers acting in environments under the Company's management are also covered by the safety measures applicable to the workplace. The systematic monitoring of indicators, such as occupational exams taken and leaves and returns, supports the continuous evolution of OSH practices.

We hold detailed risk assessments, with periodic technical visits and prepare mandatory reports, such as the Technical Report on Environmental Conditions at Work (LTCAT) and





the Risk Management Program (RMP). Whenever we identify deviations or non-conformities, we hold formal investigations, define corrective and preventive action plans, and record the occurrences as lessons learned.

We train and guide our employees so that they can interrupt or refuse activities considered unsafe, ensuring confidentiality and protection against any form of retaliation. We require strict compliance with occupational health and safety standards from third parties and service providers, including prior risk analysis, document checks, and monitoring of the necessary corrective measures.

All units with more than 50 employees maintain an **Internal Accident Prevention Commission (CIPA)** organized and trained according to NR-05. We also provide direct communication channels between the Occupational Medicine area and the employees, as well as confidential channels of Compliance to ensure adequate reception and technical treatment of the demands by SESMT. In 2025, we recorded 75 work-related injuries, with 41 typical and 34 while commuting.

In early 2025, facing an international scenario marked by questions and reviews of corporate policies related to diversity and inclusion, we publicly reaffirmed our commitment to equity. In an open letter, we stressed that our diversity agenda is anchored in institutional values, consistent governance, and long-term goals, and is not guided by cyclical trends.

This position shows that the promotion of inclusive and representative environments is part of our business strategy and our commitment to the sustainability of the organization.

Diversity, equity, and inclusion

YQ-000-4a

We believe that diversity, equity, and inclusion are essential values to build more respectful, creative, and innovative environments that reflect the plurality of the society in which we operate. For this effort, in 2022, we launched the program Include to Transform, which in 2025 reached a new level of strength and institutional maturity, consolidating as a structuring axis of our performance. The program articulates policies, specialized governance, and continuous mechanisms of active listening, integrating mental health, racial and gender equity, inclusion of people with disability and other dimensions of diversity, in line with commitments undertaken in the UN Global Compact.

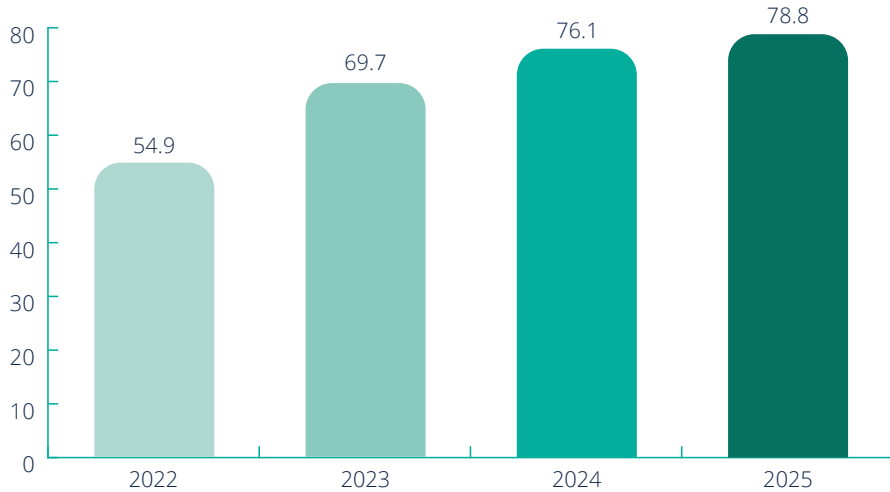
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Our work is guided by a set of policies: Diversity, Equity, and Inclusion; Inclusion of People with Disabilities and Accessibility; Equal Pay; and [Human Rights](#), which establish clear guidelines to promote fairer and more inclusive environments. The implementation and follow-up of these guidelines are conducted by the **Equity and Inclusion Committee**, composed of representatives of the C-Level, which monitors indicators, evaluates the progress of the initiatives, and ensures the effectiveness of actions.



Evolution of the Diversity eNPS



The results show the maturity of this strategy

Diversity eNPS jumped from 76.1 to 78.8

while reports of embarrassment or inadequate situations fell from 3.6% to 2.5%, reflecting a safer, more inclusive, and coherent environment with the company's values.

92.9% estimate that the people of the organization themselves are effectively engaged in boosting this agenda in the day-to-day.

97% of people recognize the company's commitment to becoming increasingly diverse and inclusive.



Affinity groups

We have four **Affinity Groups** led by volunteer coordinators that function as permanent spaces for listening, co-creation, and learning, contributing to the literacy in diversity, the awareness of the internal community, the proposition of initiatives, and the continuous improvement of the policies and practices of D&I.



Racial: 183 participants



Gender equality: 134 participants



LGBTQIAP+: 146 participants



Persons with Disability: 138 participants

Yellow Card

Beyond the formal channels of complaints, we adopt the Yellow Card, an educational instrument to immediately address micro-aggression and inadequate speech, promoting psychological safety and adjustment of behaviors at the moment they occur. The initiative has a pedagogical and not punitive character and does not replace the Confidential Channel for severe or intentional cases, for which we recommend formal action. To enable its application in everyday life, employees have a physical Yellow Card attached to the back of the badge.

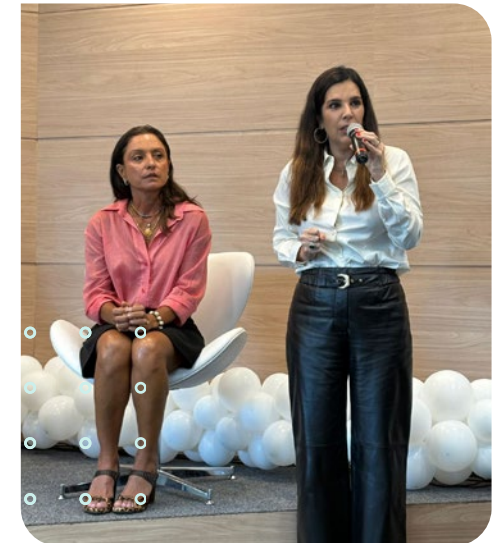
Diversity, Equity, and Inclusion Highlights 2025

Principles of Women’s Empowerment (WEPs)

In 2025, we signed the Women Empowerment Principles (WEPs) of UN Women, and in 2021, the Global Compact, highlighting our commitment to gender equity. We have already recorded significant advances, with 54% of women in administrative and teaching staff, 57% in middle leadership positions, and more than 30% in the C-Level. These results are driven by initiatives such as equal pay, career acceleration programs, parenting support policies, and affinity groups that promote active listening and representativeness. We also ensure wage transparency and offer mandatory harassment prevention training.

TEVA Index – Women in Leadership

For the second consecutive year, we have integrated the TEVA Index – Women in Leadership, boosting our inter-sector performance in gender and race, and valuing the multiple experiences of students, teachers, collaborators, and leaders who are part of Yduqs.



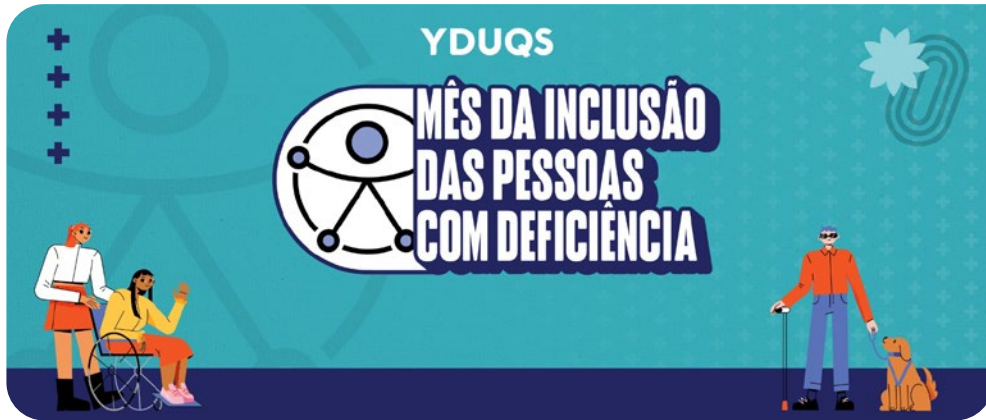
Affirmative Trainee Program

The Affirmative Trainee Program, designed for trainees of our brands, was consolidated as one of the main initiatives to include Grupo Yduqs. Since its first edition in 2022, 44 professionals from our brands participated in the program, with a 75% permanence rate in the Company after completing the cycle. Among participants, 18% already hold leadership positions, and 7% have evolved into expert roles, demonstrating the initiative's effectiveness in talent development and retention. The 2025 selection process registered a record of interest, with more than 9 thousand entries, highlighting the strength of the employer brand and the recognition of the program as a qualified gateway for the formation of diverse leaders. For 2026, the program will undergo strategic changes, extending the duration to 18 months and focusing even more on the development of leadership skills, while highlighting our commitment to diversity at decision-making levels.

Mover – Movimento pela Equidade Racial

As part of our commitment to racial equity, we have partnered with [Mover – Movimento pela Equidade Racial](#), a collective of more than 50 companies dedicated to transforming diversity practices in the labor market. As part of the initiative, we aim to improve opportunities for training, development, and employability for Black people by 2030, while providing our employees with access to actions and programs that foster a more inclusive and diverse organizational culture.





Main campaigns of the year

“Their voice (A Voz Delas)”

On International Women’s Day, we promoted the campaign “Their Voice” to strengthen women’s protagonism. The initiative stimulated reflections on career, equity, and leadership, collective mentoring, and the sharing of development tools, while highlighting the commitment to expanding the presence of women in strategic positions.

“Inclusion begins in each of us”

Focusing on accessibility and literacy, we promoted the campaign “Inclusion starts in each of us” to build more inclusive environments. The initiative included training content, manager awareness, and collective mentoring, stressing the role of leadership and collective responsibility in promoting equal opportunities.

“Protagonism with Pride”

During the month of LGBTQIAP Pride+, we launched the campaign “Protagonism with Pride” to accelerate career advancement and foster professional development for LGBT+ people. The action addressed structural barriers, psychological security, and development of diverse leadership, including collective mentoring and practical tools to boost professional growth and increase representativeness.

“Recognize the past, transform the present, and build the future”

Focused on racial equity, the campaign promoted reflections on structural racism and institutional strategies to mitigate inequalities. The action included debates on career development and strengthening of Black leaders, as well as collective mentoring and tools to support professional paths to expand representativeness at the Company’s strategic levels.

Service to local communities

YQ-000-1a

We believe in a transformative education that integrates academic excellence, practical experience, and social impact. **In 2025, more than 510 thousand people benefited from extension activities conducted by students, teachers, and employees**, through initiatives such as legal aid, medical and dental care, psychology services, school support classes, entrepreneurship, and digital inclusion.

Over the years, we expanded this impact through extension activities offered in more than 430 practice agencies across several areas of knowledge, including dental, psy-

chological, and veterinary care, as well as legal and business advice. In many places, these services are the only available offer to the population. **Overall, we provided about 210,000 health care services and 80,000 legal services to the community.**

Integrated into curricula and aligned with local needs, extension projects allow students to apply their knowledge in real contexts, develop practical skills and critical thinking, and strengthen their civic awareness, while broadening the connection between educational institutions and the communities in which they are embedded.

Highlights

At the **Newton Paiva Wyden University Center**, we promoted a cross-action of integral support to women victims of violence, providing dental, psychological, physical therapy, pharmaceutical, and legal care, as well as educational activities and actions to support recovery of self-esteem.

UniFacimp Wyden was honored by the Federal Revenue Service for the good practices of the Accounting and Tax Support Center (NAF), which offered free tax guidance to the community, support to very small and small companies (MEIs), and educational activities in public schools.

Students of Psychology at the Estácio Campus in Cabo Frio offered psychosocial services to assist women from the native community of Rasa (RJ) by providing qualified listening and value to historically invisible populations.

At **IDOMED**, we expanded our community performance through the Integrator Project (PI), mobilizing 3,006 students, 343 teachers, and 197 health professionals. We also conducted 84,743 consultations in polyclinics and health centers, expanding access to care in regions with limited service offerings.





We are responsible for consolidating the initiatives of responsibility and social impact of Grupo Yduqs, which for more than 55 years conducts and supports education, culture, citizenship, and sports actions in Brazil.

Instituto Yduqs

We consolidate and coordinate the initiatives related to Grupo Yduqs' responsibility and social impact, which, for 55 years, conducts and supports actions in the areas of education, culture, citizenship, and sport throughout the country. We have a dedicated structure, proprietary agenda of action and the engagement of students, teachers, and employees, as well as the ability to raise funds with investor partners.

In 2025, we impacted more than 700,000 people through our proprietary programs and + 40 partner projects. We have raised BRL 2 million in funds, fully allocated to proprietary programs. We have raised BRL 2 million in funds, fully allocated to proprietary programs. We work on two complementary fronts, either as an implementing institution or as a supporter of the initiatives.

- **Proprietary Programs:** programs created and/or implemented by Instituto Yduqs, together with Estácio, Wyden, Ibmecc, and IDOMED: *Mediversidade; Transição de Carreiras; Alfabetização e Letramento para Jovens e Adultos; and Prisma.*
- **Partner Projects:** Institutional initiatives in partnership with our EIS, such as Trote Solidário and Education Without Borders. In addition, we support projects and partners such as the International Youth Observatory, Gol de Letra, Instituto Futuro Bom, Instituto Reação, Instituto Criar, Hospital Pequeno Príncipe, Observatório de Favelas, the Brazilian Olympic Committee (COB), Brazilian Paralympic Committee (CPB), Brazilian Gymnastics Confederation (CBG), Flamengo and Rolé Carioca, among others, totaling more than 90 institutional partners.

2025 Highlights

YQ-000-3b

- **Literacy and Reading Program for Young People and Adults:** + 2.3 thousand littered people in aggregate, being more than 500 in 2025.
- **Programa Mediversidade:** Among the program initiatives, IY and IDOMED have launched the book **Nigrum Corpus** to boost racial literacy and promote bias-free medical education. The work won the main international awards for communication and advertising. Among them: The Grand Prix in the Industry Craft category at the Cannes Lions International Festival of Creativity, two Golden Lions (Design and Health & Wellness), and a Bronze Lion (Health & Wellness). Check [here](#) the short film of the project. In addition, 35 students benefited from full study scholarships at IDOMED.
- **Program of Carrer Orientation for Athletes:** we held a pilot with 72 participants with weekly meetings aimed at self-knowledge, professional positioning, career planning and strategic networking, preparing athletes for the labor market. In addition, we granted more + 2 thousand scholarships.
- **+ 2 thousand scholarships granted.**
- **Trote Solidário:** donation of more than 70,700 sanitary napkins to women in menstrual poverty and blood bags that saved more than 14 lives.

Check out the [website](#) and the [Activities Report of Instituto Yduqs](#) for more details on the main programs, supported projects, and the results and impacts generated.



Programa de Voluntariado Mobiliza

In partnership with Instituto Yduqs and guided by the [Volunteering Policy](#), we maintain a calendar and budget dedicated to voluntary actions through the **Programa de Voluntariado Mobiliza**, which encourages the participation of teachers, employees, and students in initiatives in the areas of Education, Social Development, Environment, and Health. The program has one [portal](#) that gathers all the fronts of action and allows volunteers to propose new actions.

The first initiative of the year was the [Back-to-School Campaign](#), carried out in partnership with the Instituto Solar Meninos de Luz, in the Pavão-Pavãozinho and Cantagalo

communities (Rio de Janeiro). The initiative benefited 430 children and adolescents in vulnerable situations through the revitalization of five educational spaces and included 105 hours of volunteer work.

In partnership with the YDUQS Institute and the Arte de aMAR project, we also carried out a volunteer initiative focused on environmental education in public schools in Rio de Janeiro. We conducted interactive workshops integrating art, music, and participatory activities, fostering awareness of ocean conservation. Over two days, we engaged 21 volunteers and directly reached 447 children and 23 teachers.



ENVIRONMENTAL RESPONSIBILITY

GRI 2-23

Operate responsibly for a better planet



2025 marks the strengthening of our commitment to environmental responsibility and the consolidation of the climate agenda as the Company's strategic axis. In line with this guideline, we highlight the launch of the **Environment and Climate Change Policy**, which establishes guidelines for energy efficiency, waste management, emissions reduction, and improved climate governance.

To enhance our environmental management, we have continued to restructure our operational procedures, incorporating matrices of significance and controls based on technical analyses of environmental aspects and impacts, with the support of specialized consultants to define short-, medium-, and long-term initiatives. These guidelines are consolidated in integrated corporate policies on Environment, Health, and Safety, as well as in specific regulations on GHG emissions, energy efficiency, waste management, and socio-environmental management.

We also continuously invest in energy efficiency, the expanded use of renewable sources, and circular economy initiatives, with emphasis on the **TransformaTech program**,

which promotes environmentally appropriate disposal of electronic waste, generates social impact by donating equipment to partner institutions of the Instituto Yduqs, and fosters professional experiences. The project started in November 2023 and was completed in 2025, with the commercialization of 545 items and revenue of BRL 184 thousand.

In 2025, we received the **Carbon Free seal**, after compensating 47 tons of carbon (tCO₂e) associated with the TransformaTech Project. For this compensation, we used carbon credits certified by VERRA (Verified Carbon Standard) from the Envira Amazon Forest Maintenance Project. Data collection to calculate compensation began in 2024.

As future steps, we will advance the development of research and the implementation of actions in clean energy, eco-efficiency, emissions control and mitigation, and improvements in selective collection and waste reduction, contributing to the continuous increase in the maturity of our environmental and climate management.



Main initiatives in 2025

New Environment and Climate Change Policy

We launched the Environment and Climate Change Policy, a milestone of our Sustainability Journey, which consolidates environmental practices already adopted in the units and integrates them into the 2025–2030 Sustainability Strategy. The document guides the actions of employees, suppliers, and partners, underscoring the business’s commitment to responsible, integrated environmental management.

Aligned with current legislation and the UN SDGs, the policy outlines directions for impact prevention, efficient use of natural resources, energy efficiency, promotion of renewable sources, water conservation, and responsible waste management. It also includes actions for environmental education, fostering research and innovation, protecting biodiversity, respecting human rights, valuing traditional communities, and promoting climate justice, as well as plans for preparing for operations against extreme climate events.

Environment Squad

We have structured a squad dedicated to the environmental agenda, boosting internal governance and promoting greater integration between the areas of sustainability and the environment. This structure ensures systematic monitoring of initiatives, execution of planned actions, and continuous alignment with the 2025-2030 Sustainability Strategy.

Environmental awareness

Aligned with our purpose of **Educating to Transform**, we promote internal educational programs that strengthen the culture of sustainability between employees and students and position the academic community as an agent of environmental transformation. In 2025, more than 1 million people were impacted by content focused on environmental awareness and education.



Climate Strategy and GHG Emissions

GRI 3-3

Our climate management is supported by specific corporate policies and procedures, integrated into risk management and adaptation plans for extreme weather events. The strategy is accompanied by quantitative targets and KPIs, including absolute reduction and emission intensity, energy efficiency, climate CAPEX, and compensated volume.

We continuously improve GHG inventory, operational data, decarbonization processes, and initiatives to enhance climate management and drive continuous reductions in impacts and increased environmental efficiency.

In this context, we are part of the **Efficient Carbon Index (ICO₂ B3)**, report environmental information to the **Carbon Disclosure Project (CDP)**, and maintain an audited GHG emissions inventory by an independent third party. Based on data consolidated in Ecosystem, we annually disclose the inventory of scopes 1, 2, and 3 in accordance with the Brazilian GHG Protocol Program's guidelines. The measurement of certain Scope 3 categories demonstrates our progress in transparency and in managing indirect impacts along the value chain. Since 2023, we have been part of the GHG Protocol Public Emissions Registry and have earned the **Gold Seal**, which attests to the inventory's completeness and independent external verification.

In 2025, we concluded the compensation of 100% of Scopes 1 and 2 emissions for the 2024 inventory. This initiative represents an additional step in our decarbonization journey and highlights our commitment to the continued evolution toward an increasingly sustainable operation.



Espaço reservado para legenda da foto



The scope 1 and 2 emissions from the 2024 inventory, conducted in November 2025, were fully compensated. The neutralization was made by the acquisition and voluntary retirement of 7,137 carbon credits, duly registered in the UN CDM Registry. The credits used are from the Projeto Corredor dos Senandes, a renewable energy initiative that contributes to reducing emissions in the country and generates socio-environmental benefits related to local and economic development and the use of clean technologies.

The topic is also part of the academic community's education and awareness and of the systematic engagement of stakeholders through committees, reports, and governance forums, ensuring continuous oversight of our goals.

We adopted 2023 as the base year for our Corporate GHG Inventory as it reflects a period of full operation with more mature processes of data collection, consolidation, and verification. This year, our direct emissions of Scope 1 totaled 5,951.67 tCO₂e, calculated in accordance with the GHG Protocol, GRI standards, ABNT NBR ISO 14064, and IPCC guidelines (AR4).

We follow the operational control approach, accounting for 100% of the operations' emissions under our direct management. We did not identify relevant structural or methodology changes that required the retroactive recalculation of the base year.

Emissions

GRI 305 / GRI 305-1

Direct GHG emissions (t CO ₂ e)	2023	2024	2025
Stationary fuel	160.56	53.80	55.40
Effluent treatment	139.59	59.01	68.17
Fugitive emissions	5,651.51	4,095.08	4,145.38
Total gross emissions	5,951.66	4,207.89	4,268.95

GRI 305-2

Indirect energy emissions (t CO ₂ e)	2023	2024	2025
Power purchase	1,993.65	2,929.15	2,311.23

GRI 305-3

Other indirect emissions (t CO ₂ e)	2023	2024	2025
Solid waste and effluent treatment	9,609.64	9,533.13	9,090.05
Business travels ¹	881.83	615.57	833.88
Total	10,491.47	10,147.70	9,923.93

Gross CO ₂	2023	2024	2025
Total	18,436.79	17,285.75	16,504.11

Bio-genic emissions	2023	2024	2025
Scope 1	12.04	2.34	2.13
Scope 3	1,081.89	1,021.59	994.02
Total bio-genic emissions	1,093.93	1,023.94	996.15

Note: The following gases are included in the above calculations: CO₂, CH₄, N₂O, and HFCs.

GRI 305-5

In 2025, we recorded a total reduction of 26.28 tCO₂e in our greenhouse gas emissions resulting from the initiatives implemented over the period. The calculation accounted for carbon dioxide (CO₂), in line with the gases included in our Corporate GHG Inventory. We adopted 2024 as the base year because it represents a stable period of operation, with greater maturity in consolidating GHG Inventory data and alignment with the 2025-2030 ESG and Sustainability Strategy, when we totaled 17,285.75 tCO₂e across Scopes 1, 2, and 3. This value now guides the monitoring of climate targets and historical comparability of performance.

The reductions reported focus on Scopes 1 and 2, covering, respectively, the direct emissions under our operational control and the indirect emissions associated with the acquisition of electricity. Scope 3 does not include this indicator because it is not related to direct reductions reported in the period.

[Click here](#) to access the details of the Public Emissions Registry.

[Click here](#) to access the Compensation Certificates (Carbon Credit Retirement) on the official UN Climate Change (UNFCCC) website.



Energy consumption management

Energy consumption within the organization

GRI 302-1

The information on energy consumption from electricity use is calculated from direct consumption measurements, primarily from invoices issued by concessionaires, distributors, and electric energy traders, supplemented by operational records consolidated in corporate management systems.

Consumption calculation follows standardized methodology criteria, according to the International Protocol for Performance Measurement and Verification (IPMVP), ensuring reliability, traceability, and comparability of data over time. For reporting and integration to corporate climate management, consumption is consolidated by operating unit, type of contract, and reference period, expressed in megawatt-hour (MWh) and, where applicable, harmonized to the Corporate GHG Inventory prepared according to the GHG Protocol.

The process considers exclusively primary data, complete billing periods, and uniform criteria for consolidating and validating information, and undergoes periodic database reviews to continuously improve methodology quality. Monitoring is supported by corporate tools that enable historical consumption monitoring, identify relevant variations, and support decision-making for energy efficiency and emission reduction.

Energy consumption management is conducted in an integrated manner by the Facilities and SMA areas, acting strategically in the calculation, analysis, and monitoring of monthly indicators reported to Executive Management. These areas are responsible for proposing and implementing measures to improve energy and financial efficiency, including increased use of renewable sources and reduced dependence on non-renewable energy.





Energy consumption reduction

GRI 302-4

The reduction in energy consumption in 2025 is associated with the modernization of the Tom Jobim Unit's climate systems, with the replacement of the chiller with split air-conditioning equipment to increase energy efficiency. As a result, a reduction of 371,167 kWh in electricity consumption was recorded.

The reduction calculation was performed based on direct measurements, using primary data from energy invoices and operational records, comparing consumption before and after the intervention in equivalent operating periods. The calculation follows standardized criteria, including the exclusion of atypical events and the conversion of units when applicable (1 kWh = 0.0036 GJ), ensuring consistency and methodological traceability.

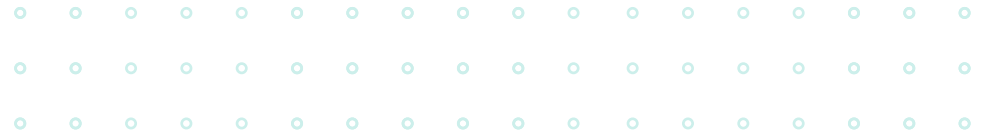
2024 was adopted as a baseline as it represents a period of full and stable operation, ensuring historical comparability of energy

performance. The initiative is aligned with the evolution of corporate energy targets, which have shifted from objectives to expand the use of renewable sources to internal targets integrated with energy efficiency and the reduction of GHG emissions in the 2025–2030 strategic cycle, monitored periodically through operational and energy indicators.

GRI 302-5

We improved the energy efficiency of educational operations, using 2024 as the base year. The evaluation considered direct consumption measurements based on primary data and comparisons between equivalent periods, in accordance with good verification practices.

As a result, we recorded a 7% reduction in total electricity consumption and a 14% reduction in energy intensity, reaching 0.55 GJ per on-campus student per year.



Signature of the Net Zero Ambition Movement

We adhered to the Net Zero Ambition movement, organized by the Brazil Network of the UN Global Compact, joining companies committed to achieving carbon neutrality by 2050. With this, we commit to clear targets to reduce GHG emissions in Scopes 1 and 2 and consistently progress in Scope 3. The commitment is supported by the annual consolidation of the emissions inventory and its verification through an independent audit, ensuring transparency, traceability, and credibility of the reported information.

Next steps

We will move forward with a **Climate Transition Plan** that integrates a system of mitigation and adaptation actions, including the preparation of operations for extreme weather events. In parallel, we will expand emissions management across the value chain, focusing on supplier engagement, on the integrated performance of the Supply team, and on the adoption of practices, tools, and processes that improve the quality, consistency, and traceability of information. As of 2026, we intend to expand coverage of the categories inventoried in Scope 3 and strengthen practices aligned with the **Science Based Targets Initiative (SBTi)**, underscoring our commitment to climate targets grounded in science and consistent with the objectives of the Paris Agreement.



Sustainable Management of Resources

Water

GRI 303-1 / GRI 303-2

In 2025, the Facilities and SMA areas maintained systematic monitoring of water consumption across all units, with monthly indicators reported to Executive Management, thereby strengthening governance and data-driven decision-making. We intensified conscious-use actions, including awareness campaigns, support from specialized consultants, expansion of economizing equipment (efficient taps, double-flush toilets, and flow controllers), and preventive monitoring of leaks.

Capture, consumption, and disposal are measured directly by concessionaires and our hydrometers, complemented, where applicable, by data from concession wells and contingency supply, ensuring traceabil-

ity of information. The supply occurs mainly through public networks intended for human and sanitary consumption, and it supports academic and administrative activities.

Effluent disposal is predominantly handled through public collection and treatment systems. In units with their own solutions, management follows technical standards and conducts periodic monitoring in accordance with internal guidelines. In the implementation of new units, we have conducted a technical-legal analysis to connect to the public network. If unavailable, we adopt alternatives such as septic tanks or ETEs, dimensioned by specialized consultants and in accordance with the legislation.

Water management is part of our operational and socio-environmental processes, in accordance with the Environment Policy and Climate Change and the Management Procedure for Socio-environmental Management. Although no significant direct impacts have been identified, we recognize potential risks

associated with consumption and effluent generation, especially in regions under water stress. We maintain active relationships with concessionaires and regulatory bodies, and set internal goals for efficiency, operational control, and continuous improvement in environmental performance.



Waste

GRI 306-1 / GRI 306-2

Waste generation is analyzed along with the operational flow of academic activities, enabling us to identify the inputs, processes, and outputs associated with environmental impacts. The evaluation confirms that the relevant impacts are exclusively due to proprietary operations, with no direct relation to upstream or downstream steps in the value chain, ensuring full control over the generation and management cycle.

We adopt the management hierarchy aligned with the principles of circularity (non-generation, reduction, reuse, recycling, and recovery before final disposal) incorporated into the units' internal standards and processes. Generation and destination data are consolidated by the corporation, enabling continuous monitoring, risk assessment, and indicator-driven decisions. Traceability is ensured through the Certificate of Final Destination (CDF).

Management is integrated across the units and the Environment corporate area, with periodic evaluations to ensure the quality of services and legal compliance. We system-

atically monitor the suppliers responsible for collection and destination, including checks of license and documentation, and, as necessary, we take corrective or replacement measures.

We keep the **Waste Management programs** up to date through training and awareness actions to promote proper separation, waste prevention, and environmental risk mitigation. To improve information accuracy, we installed digital scales in the units, enhancing control over generated volumes and the management of the Waste Transport Manifest (MTR).

As for chemical waste from laboratory activities, inputs are acquired from licensed suppliers, stored and used in accordance with safety protocols, and the resulting waste is separated, packaged, and disposed of in an environmentally appropriate manner, ensuring control and compliance.



PERFORMANCE AND FINANCIAL RESULTS

GRI 201-1 / GRI 201-4



We closed 2025 with consistent financial performance, as evidenced by the positive evolution of the period's main indicators. The reported revenue and adjusted EBITDA have grown by 2.9 and 3.2%, respectively, compared to the previous fiscal year, a result sustained by greater student attraction and by an increase in average tickets across all segments of activity.

The operational cash flow disclosed to CVM totaled BRL 1.372,64 million, representing a growth of 12,7% in the annual comparison, reinforcing the Company's financial soundness and operational process efficiency.

This performance confirms the effectiveness of a diversified portfolio-based strategy and disciplined execution, enabling us to combine resilience in adverse scenarios with high operational leverage during economic recoveries. As a result, we continue to promote sustainable, long-term growth while highlighting our leadership position in the education sector.

Our results continuously reflect the ability to grow with quality while maintaining focus on the people who trust our performance. We will continue to invest in improving services and delivering an increasingly relevant, consistent, and transformative educational experience.

Get to know the complete results in the [Results Center](#).

Solid governance and prominence in the capital market

In 2025, we **celebrated 17 years of activity in Novo Mercado**, stressing our commitment to governance, transparency, and value generation for our shareholders. Along this path, we have improved our Bylaws and boosted solid management and compliance practices. We also integrated the 20th portfolio of the Corporate Sustainability Index (ISE B3) and other relevant indexes such as ICO2, IGCX, IGC-NM, IDIVERSA B3, and S&P/B3 ESG, demonstrating our consistent performance and our leadership in sustainability in the Brazilian capital market.



2025 Highlights

Adjusted Net Revenue (BRL million)

2023	2024	2025
5,147.60	5,364.30	5,521.70

Adjusted EBITDA Margin

2023	2024	2025
33%	34%	34%

Adjusted EBITDA (BRL million)

2023	2024	2025
1,714.00	1,817.05	1,875.00



¹ The economic value generated for 2024 was revised from BRL 4,879,028 to BRL 4,933,664, as a result of adjustments in the consolidation of financial information. The update reflects enhancements to the criteria of calculation and validation of the data, without material impact on the Company's performance analysis, but ensuring greater accuracy and consistency of information reported (GRI 2-4).

CVM Operational cash flow (BRL million)

2023	2024	2025
910.70	1,262.20	1,372.64

Investments (Capex, BRL million)

2023	2024	2025
470.40	467.75	460.50

Economic Value Generated (BRL thousand)

2023	2024 ¹	2025
4,722,605	4,933,664	5,126,759



GRI 201-1

Economic value distributed (BRL thousand)* - GRI 201-1

	2023	2024 ²	2025
Operating costs	1,719,273	1,866,245	1,869,841
Employees' salaries and benefits	1,385,605	1,363,589	1,450,127
Payments to capital providers	1,017,841	924,022	1,156,752
Payments to the government	445,235	460,259	469,862

*There is no "investments in the community" line, because the amount invested in the three years was BRL 0.00. The only amounts received are related to tax benefits and credits. Information refers exclusively to Brazil. No government participates in the Yduqs' stock structure.

² The distributed economic values for 2024 were revised based on the update of the 2025 Financial Statements, reflecting adjustments in the consolidation and classification of information. The main variations refer to the update of the amounts distributed to personnel, government and capital providers, aligning the data to the direct economic value revised for the period (GRI 2-4).

Retained Economic Value (BRL thousand)**

	2023	2024	2025
	154,651	341,208	180,178

**Direct economic value generated minus the economic value distributed.

Total monetary value of financial assistance - GRI 201-4

	2023	2024	2025
Tax credits and benefits	415,916,120.60	443,187,197.70	492,650,703.50

***The only amounts received relate to tax benefits and tax credits. The information refers exclusively to Brazil. No government holds an equity interest in YDUQS.

ATTACHMENTS



Additional Information GRI and SASB

Governance Dimension

Entities included in the sustainability report of the organization – GRI 2-2

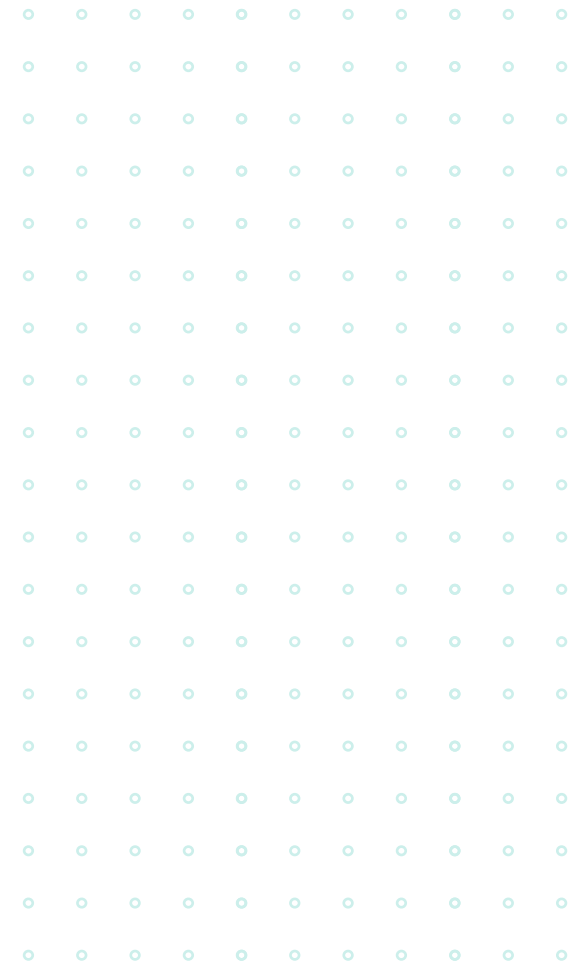
All entities included in the financial statements are also covered in this Integrated Report. Consolidation encompasses all entities over which the Company exercises control. During the period, adjustments were made to information related to non-controlling interests, considering mergers, acquisitions, and disposals of entities or parts thereof. Entities included in the Sustainability Report: Região Tocantina de Educação e Cultura Ltda. (FACIMP); Centro de Educação de Rolim de Moura Ltda. (FSP); Centro de Educação do Pantanal Ltda. (FAPAN) Centro de Ensino Unificado de Teresina Ltda. (CEUT); Damásio Educacional Ltda.; Faculdades Integradas de Castanhal Ltda. (FCAT) IBMEC Educacional Ltda. (IBMEC); Instituto Cultural Newton Piva Ferreira S.A.; Instituto de Ensino Superior da Amazônia Ltda. (FMF); Instituto de Ensino Superior Social e Tecnológico Ltda. (FACITEC) Organização Paraense Educacional e de Empreendimentos Ltda. (IESAM); Pimenta Bueno Serviços Educacionais Ltda. (FAP); Sociedade

de Educação do Vale do Ipojuca Ltda. (FAVIP); Sociedade de Ensino Superior Estácio de Sá Ltda. (SESES); Sociedade de Ensino Superior Estácio do Amazonas Ltda.; Sociedade de Ensino Superior Estácio Ribeirão Preto Ltda.; Sociedade de Ensino Superior Toledo Ltda. (Unitoledo); Sociedade de Ensino Superior, Médio e Fundamental Ltda. (IREP); Sociedade Educacional Atual da Amazônia Ltda. (ATUAL); Sociedade Educacional da Amazônia Ltda. (SEAMA); Sociedade Educacional de Santa Catarina Ltda. (ASESC); Sociedade Educacional do Rio Grande do Sul Ltda. (FARGS); Sociedade Educacional Fortaleza Ltda. (EDUFOR); Sociedade Educacional Ideal Ltda. (IDEAL); Sociedade Empresarial de Estudos Superiores e Tecnológicos Sant’Ana Ltda. (FUFS); União Educacional Meta Ltda. (UNIMETA); UNIJIPA – União das Escolas Superiores de Ji-Paraná Ltda. (UNIJIPA), Unisãoluis Educacional Ltda. (UNISÃOLUIS); Wemed Educação Médica S.A. (Hardwork) e YDUQS Educacional Ltda. (UNIFANOR).

Collective bargaining agreements – GRI 2-30

In 2025, 95.7% were covered by collective bargaining agreements. These agreements establish working conditions and terms of employment, contributing to improving labor relations and standardized labor practices.

For employees not covered by collective agreements, labor relations are governed by current labor legislation, especially by the Labor Code (CLT) in locations where there are no trade unions representing the professional category.



Social Dimension

Employees – GRI 2-7

Employees per type of employment contract and gender – CPF

Type of contract	2023			2024			2025		
	Man	Women	Total	Man	Women	Total	Man	Women	Total
Permanent	6,838	7,934	14,772	6,612	7,770	14,382	6,716	7,942	14,658
Temporary	177	482	659	169	503	672	226	546	772
Total	7,015	8,416	15,431	6,781	8,273	15,054	6,942	8,488	15,430

Region	2023			2024			2025		
	Temporary	Permanent	Total	Temporary	Permanent	Total	Temporary	Permanent	Total
North	101	1,443	1,544	98	1,417	1,515	91	1,407	1,498
Northeast	174	3,623	3,797	124	3,421	3,545	181	3,401	3,582
South	14	534	548	22	516	538	41	533	574
Southeast	346	8,637	8,983	393	8,486	8,879	419	8,751	9,170
Center-West	24	535	559	35	542	577	40	566	606
Total	659	14,772	15,431	672	14,382	15,054	772	14,658	15,430

Employees per type of employment contract and gender – CPF

Type of contract	2023			2024			2025		
	Man	Women	Total	Man	Women	Total	Man	Women	Total
Full time	3,353	3,877	7,230	2,958	3,384	6,342	2,990	3,705	6,695
Part-time	3,662	4,539	8,201	3,823	4,889	8,712	3,952	4,783	8,735
Total	7,015	8,416	15,431	6,781	8,273	15,054	6,942	8,488	15,430

Region	2023			2024			2025		
	Full time	Part-time	Total	Full time	Part-time	Total	Full time	Part-time	Total
North	674	870	1,544	571	944	1,515	604	894	1,498
Northeast	1,571	2,226	3,797	1,313	2,232	3,545	1,436	2,146	3,582
South	185	363	548	172	366	538	198	376	574
Southeast	4,580	4,403	8,983	4,095	4,784	8,879	4,235	4,935	9,170
Center-West	220	339	559	191	386	577	222	384	606
Total	7,230	8,201	15,431	6,342	8,712	15,054	6,695	8,735	15,430

Notes: Full-time engagement is 200 hours or more per week, and part-time is less than 200 hours per week.

No significant fluctuations were observed in the number of employees during the reporting period, nor in comparison with previous periods.

New employee hires and employee turnover – GRI 401-1

Employees hired per age group - enrollment

	2023		2024		2025	
	Number	Rate	Number	Rate	Number	Rate
Under 30 years old	1,589	9.00%	1,196	7.00%	1,685	9.90%
Between 30 and 50 years old	2,654	15.00%	2,525	15.00%	2,803	16.40%
Above 50 years old	336	2.00%	329	2.00%	356	2.00%
Total	4,579	26.00%	4,050	24.00%	4,844	28.30%

Employees who left the company, per age group - enrollment

	2023		2024		2025	
	Number	Rate	Number	Rate	Number	Rate
Under 30 years old	1,065	6.00%	1,052	6.00%	1,221	7.15%
Between 30 and 50 years old	3,413	20.00%	3,025	18.00%	3,324	19.46%
Above 50 years old	710	4.00%	594	4.00%	664	3.89%
Total	5,188	30.00%	4,671	28.00%	5,209	30.50%

Employees hired, per gender - enrollment.

	2023		2024		2025	
	Number	Rate	Number	Rate	Number	Rate
Men	1,993	11.00%	1,762	10.00%	2,130	12.00%
Women	2,586	15.00%	2,288	14.00%	2,714	16.00%
Total	4,579	26.00%	4,050	24.00%	4,844	28.00%

Employees who left the company by gender - enrollment

	2023		2024		2025	
	Number	Rate	Number	Rate	Number	Rate
Men	2,199	13.00%	2,069	12.00%	2,261	13.00%
Women	2,989	17.00%	2,602	16.00%	2,948	17.00%
Total	5,188	30.00%	4,671	28.00%	5,209	30.00%

Employees hired, per region - enrollment

	2023		2024		2025	
	Number	Rate	Number	Rate	Number	Rate
North	631	4.00%	549	3.00%	654	4.00%
Northeast	1,297	8.00%	1,050	6.00%	1,218	7.00%
South	212	1.00%	180	1.00%	272	2.00%
Southeast	2,180	13.00%	2,006	12.00%	2,429	14.00%
Center-West	259	2.00%	265	2.00%	271	2.00%
Total	4,579	28.00%	4,050	24.00%	4,844	28.00%

Employees who left the company, per region - enrollment

	2023		2024		2025	
	Number	Rate	Number	Rate	Number	Rate
North	679	4.00%	605	4.00%	721	4.00%
Northeast	1,553	9.00%	1,346	8.00%	1,397	8.00%
South	209	1.00%	200	1.00%	246	1.00%
Southeast	2,468	14.00%	2,274	14.00%	2,603	15.00%
Center-West	279	2.00%	246	1.00%	242	1.00%
Total	5,188	30.00%	4,671	28.00%	5,209	31.00%

Maternity/Paternity leave – GRI 401-3¹

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Total employees entitled to maternity/paternity leave	8,998	11,065	7,521	9,200	7,684	9,401
Total employees on parental leave during the current year.	-	301	-	281	-	292
Total employees who returned to work after parental leave.	-	250	-	272	-	230
Rate of return	-	83.06%	-	96.80%	-	78.76%
Total employees who returned to work in the previous year and remained employed for 12 months or more, ending in the current year	-	250	-	272	-	292
Rate of retention	-	100.00%	-	100.00%	-	100.00%

¹ The calculation of maternity leave considers the records extracted from the ADP system, based on the start and return dates during 2025. The calculation is made by registration, not by employee, since the same professional can have more than one active employment bond in the institution, so the license must be recorded in each registration.

Minimum term of notice of operating changes – GRI 402-1

As a practice, we give employees and their representatives at least 2 weeks' notice before implementing significant operational changes that may affect them. The existing collective agreements and conventions do not establish specific deadlines or formal provisions for consultation or prior negotiation for such changes.



Average training hours per professional category and gender – GRI 404-1

Functional category	2023	2024	2025
Presidency and Vice-Presidency	2.04	0.81	1.32
Executive Management	2.22	5.83	3.90
Managers	12.38	39.53	24.05
Coordinators	20.52	51.15	16.87
Course Coordinators	24.81	62.6	31.34
Supervisors	16.23	29.53	18.19
Specialists	13.08	15.65	6.37
Analysts	25.65	18.00	8.64
Assistants	22.91	26.97	17.41
Apprentices	24.23	32.03	29.12
Teachers	11.33	35.65	23.38
Resident Doctors	0.06	-	-
Preceptors/tutors	6.18	9.70	8.47
Interns	32.52	21.83	16.31
Trainees	177.82	293.07	17.83
Total	26.13	31.55	19.56

Gender	2023	2024	2025
Men	14.88	29.70	18.48
Women	17.21	33.05	20.10
Total	16.16	31.55	38.58

¹ In 2024 and 2025, resident doctors were reclassified and are now considered in the category "Preceptors/tutors", to standardize the classification of functional categories. Consequently, the reported values for "Preceptors/tutors" in these periods also include resident doctors. As from the base year 2026, the functional category of resident doctors will no longer be reported separately (GRI 2-4).

Diversity in governance bodies and employees – GRI 405-1

Functional category	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Members of governance bodies	83.00%	17.00%	78.00%	22.00%	77.78%	22.22%
Presidency and Vice-Presidency	71.00%	29.00%	75.00%	25.00%	75.00%	25.00%
Executive Management	70.00%	30.00%	67.50%	32.50%	63.64%	36.36%
Managers	49.00%	51.00%	50.00%	50.00%	49.69%	50.31%
Coordinators	39.00%	61.00%	40.00%	60.00%	43.38%	56.62%
Course Coordinators	40.00%	60.00%	42.00%	58.00%	43.58%	56.42%
Supervisors	44.00%	56.00%	42.00%	58.00%	39.67%	60.33%
Specialists	62.50%	37.50%	62.50%	37.50%	63.77%	36.23%
Analysts	48.00%	52.00%	47.00%	53.00%	47.90%	52.10%
Assistants	46.00%	54.00%	46.00%	54.00%	44.78%	55.22%
Apprentices	32.00%	68.00%	33.00%	67.00%	32.76%	67.24%
Teachers	48.00%	52.00%	48.00%	52.00%	47.38%	52.62%
Resident Doctors*	32.00%	68.00%	-	-	-	-
Preceptors/tutors	32.00%	68.00%	31.00%	69.00%	30.88%	69.12%
Interns	40.00%	60.00%	36.00%	64.00%	36.36%	63.64%
Trainees	18.00%	82.00%	43.00%	57.00%	62.50%	37.50%
Total	45.00%	55.00%	45.00%	55.00%	45.58%	52.62%

* In 2024 and 2025, resident doctors were reclassified and are now considered in the category “Preceptors/tutors”, to standardize the classification of functional categories. Consequently, the values reported for “Preceptors/tutors” in these periods also include resident doctors. As from the base year 2026, the functional category of resident doctors will no longer be reported separately (GRI 2-4).

Per Age

Functional category	2023			2024			2025		
	Under 30 years old	Between 30 and 50 years old	Above 50 years old	Under 30 years old	Between 30 and 50 years old	Above 50 years old	Under 30 years old	Between 30 and 50 years old	Above 50 years old
Members of governance bodies	0.00%	25.00%	75.00%	0.00%	33.00%	67.00%	0.00%	0.00%	0.00%
Presidency and Vice-Presidency	0.00%	86.00%	14.00%	0.00%	75.00%	25.00%	0.00%	62.50%	37.50%
Executive Management	0.00%	84.00%	16.00%	0.00%	77.50%	22.5%	0.00%	75.76%	24.24%
Managers	5.00%	84.00%	11.00%	3.00%	83.00%	14.00%	1.86%	85.09%	13.04%
Coordinators	12.00%	81.00%	7.00%	12.00%	80.00%	8.00%	9.62%	80.94%	9.44%
Course Coordinators	5.00%	74.00%	21.00%	5.00%	74.00%	21.00%	3.75%	73.22%	23.02%
Supervisors	20.00%	70.00%	10.00%	23.00%	67.00%	10.00%	20.66%	67.87%	11.48%
Specialists	12.00%	78.00%	10.00%	10.00%	81.00%	9.00%	9.66%	80.19%	10.14%
Analysts	26.00%	67.00%	7.00%	25.00%	68.00%	7.00%	22.34%	70.77%	6.89%
Assistants	41.00%	46.00%	13.00%	37.00%	48.00%	15.00%	40.41%	44.49%	15.09%
Apprentices	99.50%	0.50%	0.00%	99.00%	1.00%	0.00%	99.57%	0.43%	0.00%
Teachers	5.00%	69.00%	26.00%	5.00%	68.00%	27.00%	5.01%	67.70%	27.29%
Resident Doctors	32.00%	68.00%	0.00%	-	-	-	-	-	-
Preceptors/tutors	18.00%	70.00%	12.00%	18.00%	70.00%	12.00%	18.35%	69.25%	12.40%
Interns	87.50%	12.50%	0.00%	88.00%	12.00%	0.00%	90.91%	4.55%	4.55%
Trainees	73.00%	27.00%	0.00%	86.00%	14.00%	0.00%	75.00%	25.00%	0.00%
Total	19.00%	63.00%	18.00%	17.00%	64.00%	19.00%	17.19%	63.14%	19.67%

Persons with disability

Functional category	2023	2024	2025
Members of governance bodies	0.00%	0.00%	0.00%
Presidency and Vice-Presidency	0.00%	0.00%	0.00%
Executive Management	1.40%	0.00%	0.00%
Managers	3.10%	4.30%	3,67%
Coordinators	1.60%	2.00%	2.80%
Course Coordinators	2.20%	2.70%	2.12%
Supervisors	0.60%	1.20%	2.80%
Specialists	1.40%	1.40%	1.32%
Analysts	1.90%	2.40%	2.93%
Assistants	9.00%	9.50%	10.42%
Apprentices	0.50%	0.50%	0.00%
Teachers	2.20%	2.40%	1.95%
Resident Doctors	0.00%	-	-
Preceptors/tutors	1.20%	1.00%	0.86%
Interns	0.00%	0.00%	0.00%
Trainees	0.00%	0.00%	12.50%
Total	3.70%	3.80%	3.96%

Per race

Functional category	2023							2024							2025 ¹						
	Yellow	White	Indigenous	Black	Brown	Prefers not to answer	No information	Yellow	White	Indigenous	Black	Brown	Prefers not to answer	No information	Yellow	White	Indigenous	Black	Brown	Prefers not to answer	No information
Members of governance bodies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.0%	0.0%	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	-	-
Presidency and Vice-Presidency	0.00%	29.00%	0.00%	0.00%	0.00%	28.00%	43.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	75.00%	0.00%	0.00%	25.00%	-	-
Executive Management	3.00%	68.00%	0.00%	1.00%	16.00%	5.00%	7.00%	2.50%	65.00%	0.00%	0.00%	15.00%	2.05%	15.00%	3.00%	70.00%	0.00%	3.00%	24.00%	-	-
Managers	3.00%	57.00%	0.00%	3.00%	25.00%	3.00%	9.00%	2.00%	60.00%	0.00%	4.00%	25.00%	2.00%	7.00%	2.00%	65.00%	0.00%	6.00%	28.00%	-	-
Coordinators	2.00%	51.00%	0.00%	9.00%	30.00%	2.00%	6.00%	1.00%	48.00%	0.00%	9.00%	32.00%	1.00%	9.00%	3.00%	52.00%	0.20%	10.00%	35.50%	-	-
Course Coordinators	2.00%	59.00%	0.00%	7.00%	28.00%	2.00%	2.00%	2.00%	56.00%	0.00%	7.00%	30.00%	1.00%	4.00%	3.00%	59.00%	0.20%	6.00%	31.50%	-	-
Supervisors	2.00%	41.00%	1.00%	12.00%	36.00%	1.00%	7.00%	4.00%	36.00%	1.00%	12.00%	40.00%	1.00%	6.00%	7.00%	37.00%	1.00%	14.00%	41.00%	-	-
Specialists	4.00%	54.00%	0.00%	9.00%	20.00%	3.00%	10.00%	3.00%	50.00%	0.00%	9.00%	25.00%	2.00%	11.00%	9.00%	56.00%	0.50%	7.00%	28.00%	-	-
Analysts	1.00%	50.00%	0.00%	13.00%	28.00%	2.00%	6.00%	1.00%	45.00%	0.00%	14.00%	30.00%	1.00%	9.00%	5.00%	50.00%	0.10%	14.00%	31.00%	-	-
Assistants	2.00%	30.00%	0.00%	17.00%	41.00%	2.00%	8.00%	2.00%	28.00%	1.00%	18.00%	43.00%	1.00%	7.00%	7.00%	33.00%	0.40%	18.00%	42.00%	-	-
Apprentices	1.00%	29.00%	0.00%	15.00%	36.00%	1.00%	18.00%	1.00%	31.00%	0.00%	23.00%	33.00%	0.00%	12.00%	1.30%	45.00%	0.40%	15.00%	39.00%	-	-
Teachers	1.00%	54.00%	0.00%	5.00%	23.00%	2.00%	15.00%	1.00%	50.00%	0.00%	6.00%	25.00%	2.00%	16.00%	13.00%	54.00%	0.20%	5.00%	28.00%	-	-
Resident Doctors ²	0.00%	27.00%	0.00%	5.00%	27.00%	0.00%	41.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Preceptors/tutors	1.00%	38.00%	0.00%	8.00%	32.00%	1.00%	20.00%	1.00%	39.00%	0.00%	8.00%	35.00%	1.00%	16.00%	14.00%	43.00%	0.20%	8.00%	35.00%	-	-
Interns	0.00%	48.00%	2.00%	21.00%	27.00%	0.00%	2.00%	0.00%	46.00%	0.00%	15.00%	36.00%	3.00%	0.00%	0.00%	54.00%	0.00%	14.00%	32.00%	-	-
Trainees	0.00%	0.00%	0.00%	45.50%	54.50%	0.00%	0.00%	0.00%	0.00%	0.00%	43.00%	57.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%	25.00%	-	-
Total	2.00%	46.00%	0.00%	9.00%	29.00%	2.00%	12.00%	1.00%	44.00%	0.00%	10.00%	32.00%	1.00%	12.00%	3.00%	54.00%	0.00%	10.00%	31.00%	-	-

¹ As of 2025, the disclosure of race information has become mandatory in the data collection process, with the aim of improving the completeness and quality of reported information. As a result, the options “prefer not to answer” and “no data” are not presented in this period, affecting comparability with previous periods (GRI 2-4).

² In 2024 and 2025, resident doctors were reclassified and are now considered in the category “Preceptors/tutors”, to standardize the classification of functional categories. Consequently, the values reported for “Preceptors/tutors” in these periods also include resident doctors. As from the base year 2026, the functional category of resident doctors will no longer be reported separately (GRI 2-4).

Por orientação sexual

Functional category	2023							2024							2025							
	Asexual	Bisexual	Hetero-sexual	Homo-sexual	Pansexual	Prefers not to answer	No information	Asexual	Bisexual	Hetero-sexual	Homo-sexual	Pansexual	Prefers not to answer	No information	Asexual	Bisexual	Hetero-sexual	Homo-sexual	Pansexual	Prefers not to answer	No information	
Members of governance bodies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Presidency and Vice-Presidency	0.00%	0.00%	43.00%	0.00%	0.00%	14.00%	43.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	75.00%	0.00%	0.00%	12.50%	12.50%	
Executive Management	0.00%	2.00%	81.00%	3.00%	0.00%	7.00%	7.00%	0.00%	2.50%	82.50%	5.00%	0.00%	2.50%	7.50%	0.00%	3.00%	79.00%	3.00%	0.00%	6.00%	9.00%	
Managers	0.00%	1.00%	82.00%	5.00%	0.00%	3.00%	9.00%	0.00%	1.00%	89.00%	5.00%	0.00%	1.00%	4.00%	0.00%	1.00%	89.00%	3.00%	0.00%	4.00%	3.00%	
Coordinators	0.00%	2.00%	84.00%	7.00%	0.00%	2.00%	5.00%	0.00%	3.00%	81.00%	8.00%	1.00%	1.00%	6.00%	0.00%	3.00%	78.00%	9.00%	1.00%	3.00%	6.00%	
Course Coordinators	0.00%	3.00%	86.00%	7.00%	0.00%	2.00%	2.00%	0.00%	4.00%	84.00%	7.00%	0.00%	3.00%	2.00%	0.00%	4.00%	84.00%	7.00%	0.00%	3.00%	2.00%	
Supervisors	0.00%	4.00%	82.00%	6.00%	0.00%	1.00%	7.00%	0.00%	5.00%	81.00%	8.00%	0.00%	1.00%	5.00%	0.00%	3.00%	79.00%	8.00%	0.00%	3.00%	7.00%	
Specialists	0.00%	2.00%	77.00%	5.00%	2.00%	4.00%	10.00%	0.00%	4.00%	79.00%	6.00%	2.00%	2.00%	7.00%	0.00%	3.00%	80.00%	4.00%	2.00%	4.00%	6.00%	
Analysts	1.00%	4.00%	80.00%	6.00%	1.00%	2.00%	6.00%	0.00%	5.00%	80.00%	7.00%	1.00%	2.00%	5.00%	0.00%	5.00%	79.00%	7.00%	1.00%	4.00%	4.00%	
Assistants	1.00%	4.00%	79.00%	5.00%	1.00%	2.00%	8.00%	0.00%	4.00%	79.00%	5.00%	1.00%	4.00%	7.00%	0.00%	4.00%	78.00%	5.00%	0.00%	7.00%	6.00%	
Apprentices	0.50%	4.00%	66.50%	3.00%	3.00%	5.00%	18.00%	0.00%	7.00%	62.00%	5.00%	1.00%	3.00%	22.00%	0.00%	4.00%	84.00%	3.00%	0.00%	8.00%	1.00%	
Teachers	0.00%	2.00%	74.00%	6.00%	0.00%	3.00%	15.00%	0.00%	2.00%	73.00%	6.00%	0.00%	3.00%	16.00%	0.00%	2.00%	73.00%	5.00%	0.00%	10.00%	9.00%	
Resident Doctors	0.00%	0.00%	50.00%	5.00%	0.00%	4.50%	40.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Preceptors/tutors	0.00%	2.00%	72.00%	5.00%	0.00%	1.00%	20.00%	0.00%	2.00%	72.00%	5.00%	0.00%	3.00%	18.00%	0.00%	2.00%	74.00%	5.00%	0.00%	9.00%	10.00%	
Interns	2.00%	7.00%	79.00%	8.00%	2.00%	0.00%	2.00%	3.00%	6.00%	73.00%	6.00%	6.00%	6.00%	0.00%	0.00%	9.00%	50.00%	0.00%	9.00%	18.00%	14.00%	
Trainees	0.00%	9.00%	91.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.00%	72.00%	14.00%	0.00%	0.00%	0.00%	0.00%	38.00%	63.00%	0.00%	0.00%	0.00%	0.00%	
Total	0.00%	3.00%	76.00%	5.00%	1.00%	3.00%	12.00%	0.00%	3.00%	76.00%	6.00%	0.00%	3.00%	12.00%	0.00%	4.00%	79.00%	5.00%	0.00%	4.00%	6.00%	

Per gender identity

Functional category	2023							2024							2025							
	Agender	Cis-gender	Trans-gender	Pan-gender	Non-binary	Prefers not to answer	No information	Agender	Cis-gender	Trans-gender	Pan-gender	Non-binary	Prefers not to answer	No information	Agender	Cis-gender	Trans-gender	Pan-gender	Non-binary	Prefers not to answer	No information	
Members of governance bodies	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Presidency and Vice-Presidency	0.00%	28.50%	0.00%	0.00%	0.00%	28.50%	43.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	75.00%	0.00%	0.00%	0.00%	12.50%	12.50%	
Executive Management	0.00%	85.00%	0.00%	0.00%	0.00%	8.00%	7.00%	0.00%	90.00%	0.00%	0.00%	0.00%	3.00%	7.00%	0.00%	82.00%	0.00%	0.00%	0.00%	9.00%	9.00%	
Managers	0.00%	87.00%	0.00%	0.00%	0.00%	4.00%	9.00%	0.00%	92.00%	0.00%	0.00%	0.00%	2.00%	6.00%	0.00%	87.00%	0.00%	0.00%	0.00%	5.00%	8.00%	
Coordinators	0.00%	90.00%	0.00%	0.00%	0.00%	4.00%	6.00%	0.00%	88.00%	0.00%	0.00%	0.00%	3.00%	9.00%	0.00%	86.00%	0.00%	0.00%	0.00%	3.00%	10.00%	
Course Coordinators	0.00%	94.00%	0.00%	0.00%	0.00%	4.00%	2.00%	0.00%	91.00%	0.00%	0.00%	1.00%	4.00%	4.00%	0.00%	85.00%	0.00%	0.00%	0.00%	4.00%	10.00%	
Supervisors	0.00%	88.00%	1.00%	0.00%	0.00%	4.00%	7.00%	0.00%	88.00%	1.00%	0.00%	0.00%	3.00%	8.00%	0.00%	84.00%	1.00%	0.00%	0.00%	3.00%	12.00%	
Specialists	0.00%	84.00%	0.00%	0.00%	2.00%	4.00%	10.00%	0.00%	87.00%	1.00%	0.00%	2.00%	3.00%	7.00%	0.00%	85.00%	0.00%	0.00%	1.00%	3.00%	11.00%	
Analysts	0.00%	89.00%	0.00%	0.00%	0.00%	4.00%	7.00%	0.00%	89.00%	0.00%	0.00%	0.00%	3.00%	8.00%	0.00%	88.00%	0.00%	0.00%	0.00%	4.00%	8.00%	
Assistants	0.00%	83.00%	1.00%	0.00%	0.00%	7.50%	8.50%	1.00%	82.00%	0.00%	0.00%	0.00%	7.00%	10.00%	0.00%	81.00%	0.00%	0.00%	0.00%	6.00%	12.00%	
Apprentices	0.00%	74.00%	1.00%	0.00%	0.00%	7.00%	18.00%	0.00%	73.00%	1.00%	0.00%	1.00%	3.00%	22.00%	0.00%	93.00%	0.00%	0.00%	1.00%	5.00%	1.00%	
Teachers	0.00%	81.00%	0.00%	0.00%	0.00%	4.00%	15.00%	0.00%	78.00%	0.00%	0.00%	0.00%	4.00%	18.00%	0.00%	77.00%	0.00%	0.00%	0.00%	9.00%	13.00%	
Resident Doctors	0.00%	54.50%	0.00%	0.00%	0.00%	4.50%	41.00%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Preceptors/tutors	0.00%	75.00%	0.00%	0.00%	0.00%	5.00%	20.00%	0.00%	76.00%	0.00%	0.00%	0.00%	5.00%	19.00%	0.00%	78.00%	0.00%	0.00%	0.00%	10.00%	12.00%	
Interns	0.00%	94.00%	0.00%	0.00%	2.00%	2.00%	2.00%	0.00%	91.00%	0.00%	0.00%	3.00%	6.00%	0.00%	0.00%	73.00%	0.00%	0.00%	0.00%	14.00%	14.00%	
Trainees	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total	0.00%	83.00%	0.00%	0.00%	0.00%	5.00%	12.00%	0.00%	81.00%	0.00%	0.00%	0.00%	5.00%	14.00%	0.00%	85.00%	1.00%	0.00%	0.00%	5.00%	11.00%	

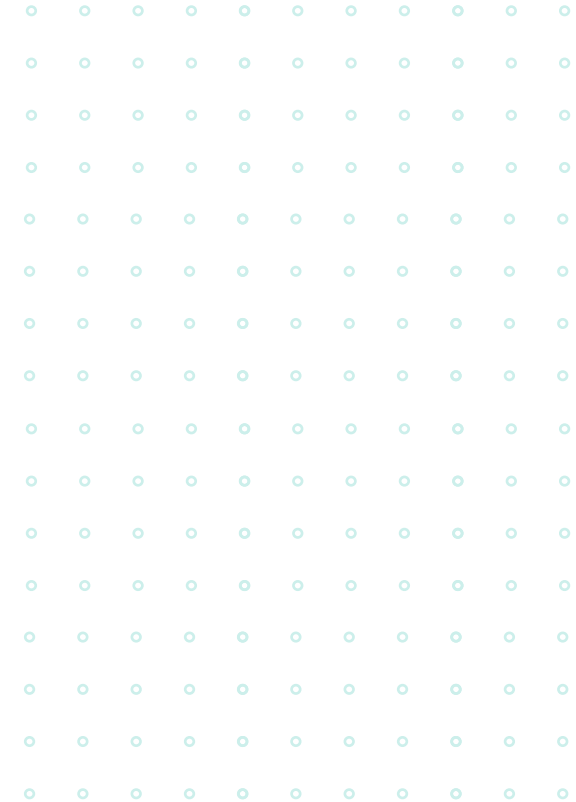
Work-related Incidents – GRI 403-9

Categoria funcional	2023	2024	2025
Number of hours worked	39,446,930	36,365,206	22,296,054
Deaths resulting from work-related incidents	0	0	0
Accidents with severe consequences (excluding death)	4	6	1
Index of work-related accidents with severe consequences (excluding death)	10.210	4.550	0.045
Accidents of mandatory notice	73	69	41
Index of work-related accidents of mandatory notice*	-	-	1.84
Typical accidents	40	37	41
Accidents during commute	33	32	34
Days lost (total)**	1,383	713	N/A
Days lost – typical	403	165	N/A
Days lost – commute	980	547	N/A

Note: In 2025, 41 typical accidents were recorded, 6 were without employee leave, 34 were with leave of up to 15 days and 1 was with leave of more than 15 days. The most recurring causes were falls due to level unevenness (11 occurrences), falls at the same level (7) and accidents with perforating materials (6 cases). Regarding commuting accidents, there were 34 occurrences, of which 4 were without employee leave, 26 were with leave of up to 15 days and 4 were with leave of more than 15 days. There was a predominance of accidents involving motorcycles (22 cases), followed by automobiles (4) and falls at the same level (4 occurrences).

*The indexes were calculated based on 1 million hours worked and on NR 04 requirements.

**As from 2025, data on lost days will no longer be reported as this is not a requirement of GRI 403-9. (GRI 2-4).



Proportion of the total annual compensation – GRI 2-21

In 2025, the highest-paid compensation accounted for 74.31 times the total annual average compensation of employees (excluding the highest-paid individual), a significant reduction from 2024, when this proportion was 119.91 times. This movement reflects the 54.08% drop in the highest compensation paid in 2025, compared with the 68.79% increase recorded in 2024.

Proportion of the total annual compensation	2023	2024	2025
Proportion of the total average annual compensation for all employees of the organization (except for the highest paid individual) (%)	94.30%	119.91%	74.32%
Percentage increase of the highest compensation paid (%)	-34.04%	68.79%	-54.08%
Percentage increase of the total average compensation (%)	-3.92%	32.70%	-25.93%

Proportion between the base salary and the compensation received by women and received by men – GRI 405-2¹

Functional Category	2023	2024	2025
VP	76.10%	77.20%	86.44%
Board of Officers	83.20%	80.40%	81.89%
Management	96.50%	88.10%	84.64%
Coordinators	82.60%	87.10%	89.15%
Specialists	86.30%	85.30%	85.02%
Supervisors	97.90%	97.00%	106.33%
Trainees	100.00%	100.00%	100.00%
Administrative	88.10%	76.90%	76.70%
Teachers	71.70%	78.50%	91.84%
Support	110.50%	111.70%	117.35%
Apprentices ²	100.40%	100.50%	-

¹ All operating units of the company were considered as important operating units. Therefore, all operational units of Yduqs were considered for calculation of the indicator.

² For the category of apprentices, it was not possible to calculate the proportion between the compensation of women and men, since there is no record of wages in the database used for the period reported. Thus, this category was not considered in the calculation of the indicator. The company evaluates the evolution of controls to enable the inclusion of this information in the next reporting cycles.



Environmental Dimension

Energy consumption within the organization – GRI 302-1

Total energy consumed (GJ)¹

	2023	2024	2025
Non-renewable source fuel	2,454.57	880.65	904.46
Fuel from renewable sources	0.00	0.00	0.00
Power consumption (Electricity)	188,611.90	194,852.41	182,003.05
Energy sold	0.00	0.00	0.00
Total	191,066.47	195,733.06	182,907.51

¹ The conversion factors adopted come from official and internationally recognized sources, BEN/EPE, IPCC Guidelines (2006 and 2019 Refinement), GHG Protocol, and CDP, prioritizing updated parameters adherent to the Brazilian context.

Consumption of non-renewable source fuel (GJ)

	2023	2024	2025
Diesel	1,748.06	243.86	216.62
Liquefied Petroleum Gas (LPG)	383.99	309.13	387.39
Natural Gas	322.52	327.66	300.45
Total	2,454.57	880.65	904.46



Energy intensity – GRI 302-3

Energy intensity – GRI 302-3 ^{1,2,3,4}

	2023	2024	2025
Inside the organization	0.68	0.68	0.55

¹ Energy intensity is calculated exclusively based on electricity consumption, the main energy source used in the Company's educational and administrative activities.

² Other energy inputs such as fuel, heating, dedicated cooling, or steam, are not considered in the calculation as they have no operational relevance or materiality.

³ The indicator covers only the energy consumed within the operational limits of the organization, excluding external consumption, in accordance with the organizational scope and guidelines of the GRI Standards.

⁴ From 2023 onwards, we reformulated our way of calculating energy intensity considering the total energy consumption in the year in GJ and the annual basis of on-campus students as denominator.



Water collection (ML) – GRI 303-3

Water collection data is consolidated by supply source, public systems, artesian wells, and emergency supply by water trucks, ensuring methodological consistency, traceability, and historical comparability of the information. For risk management purposes, units with greater dependence on alternative sources

are considered in the context of water stress, guiding the priorities for operational control actions, rational use of water, and contingency planning. The consolidation of this information is made by corporate social and environmental management to boost monitoring and support decision-making.

Source	2023		2024		2025	
	All areas	Water stress areas	All areas	Water stress areas	All areas	Water stress areas
Groundwater (total)	75.38	28.78	86.53	38.34	74.31	43.13
Fresh water (1,000 mg/l of total dissolved solids)	75.38	28.78	86.53	38.34	74.31	43.13
Fresh Water (> 1,000 mg/l of total dissolved solids)	0.00	0.00	0.00	0.00	0.00	0.00
Third-party water (total)	300.77	0.00	363.24	0.00	270.95	0.00
Fresh water (1,000 mg/l of total dissolved solids)	300.77	0.00	363.24	0.00	270.95	0.00
Fresh Water (> 1,000 mg/l of total dissolved solids)	0.00	0.00	0.00	0.00	0.00	0.00
Total	376.15	28.78	440.77	38.34	345.26	43.13

Note: There was no withdrawal of seawater, surface water, or produced water during the reporting period, either in total areas or in areas classified as water-stressed.

Water disposal (ML) – GRI 303-4^{1,2,3}

Source	2023		2024		2025	
	All areas	Water stress areas	All areas	Water stress areas	All areas	Water stress areas
Groundwater (total)	60.31	23.02	69.22	30.67	59.45	34.51
Fresh water (1,000 mg/l of total dissolved solids)	60.31	23.02	69.22	30.67	59.45	34.51
Fresh water (> 1,000 mg/l of total dissolved solids)	0.00	0.00	0.00	0.00	0.00	0.00
Third-party water (total)	238.04	0.00	290.59	0.00	216.76	0.00
Fresh water (1,000 mg/l of total dissolved solids)	238.04	0.00	290.59	0.00	276.21	0.00
Fresh water (> 1,000 mg/l of total dissolved solids)	0.00	0.00	0.00	0.00	0.00	0.00
Total	298.35	23.02	359.81	30.67	335.66	34.51

¹ The priority substances and disposal limits adopted follow the applicable Brazilian environmental legislation, especially CONAMA Resolutions No. 357/2005 and No. 430/2011, and ABNT technical standards related to sanitary sewage systems.

² Units with exclusive or predominant dependence on alternative sources of supply, such as artesian wells, are considered areas of water stress due to the absence or intermittent supply by public concessionaires.

³ No cases of non-compliance with applicable discharge limits for priority substances in effluents were recorded, based on available operational controls and records. There were also no discharges into seawater or surface water bodies.





Water consumption (ML) – GRI 303-5

Water consumption is calculated as the result between the total volumes collected (GRI 303-3) and the volumes intended for disposal (GRI 303-4). The calculation follows the instruments of the National Water Resources Management System and the ap-

plicable legislation and is based exclusively on direct measurements and operational records. We do not use estimates or sectoral factors, which ensures the traceability, comparability, and transparency of the information reported.

Source ¹	2023		2024		2025	
	All areas	Water stress areas	All areas	Water stress areas	All areas	Water stress areas
Total water collection (303-3)	376.16	28.78	449.76	38.34	345.26	43.13
Total water disposal (303-4)	298.34	23.02	359.81	30.67	335.66	34.51
Water consumption (303-5)	77.82	5.76	89.95	7.67	69.05	8.62

¹ We consider as areas of water stress the units that depend exclusively on the supply of artesian wells and/or acquisition of water through water trucks.

Intensity of greenhouse gas emissions – GRI 305-4^{1,2}

	2024	2025
Intensity of greenhouse gas emissions (GHG)	0.025	0.019

¹The emission intensity index considers only emissions from Scopes 1 and 2, according to GHG Protocol and GRI Standards. Scope 3 emissions are reported separately, due to their greater methodological variability.

² The calculation of emissions and intensity index includes CO₂, CH₄, N₂O and HFCs, when applicable to the inventoried operations. PFCs, SF₆, and NF₃ gases are not considered because they are not material for the organization's operational profile.

Waste generated (T) – GRI 306-3^{1,2}

		2023			2024			2025		
Categories	Type	Volume	Non-destined	Destined	Volume	Non-destined	Destined	Volume	Non-destined	Destined
Urban Solid Waste - Class II	Não perigoso	5,596.39	7.06	5,589.33	5,471.85	7.31	5,464.54	5,135.75	1.96	5,464.54
Health Services Waste - Groups A, B, and E	Perigoso	46.99	0.00	46.99	44.08	0.00	44.08	207.41	0.00	44.08
Total		5,643.38	7.06	5,636.32	5,515.93	7.31	5,508.63	5,343.16	1.96	5,508.63

¹ Waste management is guided by the Waste Management Procedure (PGE 05.184 and annexes), applicable to all operational units and aligned with the current environmental legislation.

²For waste destined directly to municipal public collection, the quantity is calculated by technical estimate based on ABREMA's 2025 (Brazilian Association of Waste and Environment) per capita generation factor, ensuring coverage and comparability of the data reported.

Waste not intended for final disposal (T) – GRI 306-4¹

	2023			2024			2025		
Non-hazardous	Inside the organization	Outside the Organization	Total	Inside the organization	Outside the Organization	Total	Inside the organization	Outside the Organization	Total
Recycling	0.00	7.06	7.06	0.00	7.31	7.31	0.00	1.96	1.96
Total waste not intended for final disposal	0.00	7.06	7.06	0.00	7.31	7.31	0.00	1.96	1.96

¹ In the reported period, the organization did not generate non-hazardous waste destined for recovery operations or other forms of deviation of the final disposal.

Waste intended for final disposal (T) – GRI 306-5¹

Type	2023			2024			2025		
	Inside the organization	Outside the Organization	Total	Inside the organization	Outside the Organization	Total	Inside the organization	Outside the Organization	Total
Incineration (with energy recovery)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Incineration (with energy recovery)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Landfill	0.00	5,589.33	5,589.33	0.00	5,457.24	5,457.24	0.00	5,133.79	5,133.79
Subtotal non-hazardous waste	0.00	5,589.33	5,589.33	0.00	5,457.24	5,457.24	0.00	5,133.79	5,133.79
Hazardous incineration (no recovery)	0.00	23.68	23.68	0.00	26.25	26.25	0.00	33.00	33.00
Hazardous landfill	0.00	23.31	23.31	0.00	17.83	17.83	0.00	174.41	174.41
Subtotal hazardous waste	0.00	46.99	46.99	0.00	44.08	44.08	0.00	207.41	207.41
Total waste intended for final disposal	0.00	5,636.32	5,636.32	0.00	5,501.32	5,501.32	0.00	5,341.20	5,341.20

¹YDUQS does not generate hazardous waste that is not destined for final disposal or for other recovery operations.



Supplementary Information – Material Topics (GRI 3-3)

Topic	Impacts	Topic Management Approach	Location of other disclosures within the Standard
<p>Intake, Retention and Well-being of Human Capital</p>	<p>Positive Provision of discounts and scholarship opportunities for employees, faculty, and students. Development of qualified professionals, contributing to increased productivity and employability.</p>	<p>We use data and indicators, such as satisfaction surveys and voluntary turnover analyses, to inform decision-making and reduce attrition among faculty and employees.</p>	<p>76, 77, 88, 89, 90, 91, 92, 93 and 94</p>
	<p>Negative Increase in mental health conditions, occupational illnesses, and work-related accidents arising from our activities and relationships with employees and third parties.</p>	<p>To mitigate and remediate negative impacts, we maintain reporting, investigation, and remediation channels, as well as preventive initiatives such as the Yellow Card program. We also map and manage psychosocial risks in accordance with NR-01, complemented by well-being initiatives, psychological support, and leadership development programs.</p> <p>We monitor these topics through climate and experience indicators, such as eNPS and work-place discomfort metrics, which guide corrective actions. Insights gained reinforce the prioritization of mental health, inclusive leadership, and work-life balance, and are incorporated into our HR policies and operational processes.</p>	
<p>Employability and Entrepreneurship</p>	<p>Positive Provision of initiatives to expand access to internship and paid employment opportunities, such as career portals and programs aimed at developing students' entrepreneurial skills.</p> <hr/> <p>Negative Our operations may generate potential negative impacts related to students' challenges in entering the labor market and possible misalignment between academic training and market demands.</p>	<p>To manage this impact, we continuously monitor employability and engagement indicators and implement initiatives such as career platforms, the use of data and AI to connect students with job opportunities, partnerships with companies, and skills development programs. Insights from this process are incorporated into our operational procedures, promoting continuous improvement and alignment of our educational model with market needs.</p>	<p>14, 44, 45, 73, 78, 79, 83, 84, 101, 102, 103 and 152.</p>
<p>Ethics, Integrity, and Transparency</p>	<p>Positive Our performance in the area of ethics and integrity generates positive impacts by promoting transparency, trust, and compliance. Sharing of best practices with partners and suppliers.</p>	<p>To mitigate these impacts, we have implemented a structured Integrity Program, including codes of conduct, training, due diligence processes, reporting channels, and continuous monitoring through KPIs and KRIs, within the framework of the Three Lines of Defense model and supported by internal controls auditing.</p>	<p>14, 63, 64 and 65</p>
	<p>Negative Our activities may be associated with potential negative impacts, such as engagement with non-compliant partners and misconduct by employees within the scope of our operations and business relationships.</p>	<p>Stakeholder engagement is carried out through listening channels, training, and ongoing communication, supporting the continuous improvement of these measures. Their effectiveness is monitored through indicators and reported to governance bodies.</p>	

Topic	Impacts	Topic Management Approach	Location of other disclosures within the Standard
<p>Corporate Governance</p>	<p>Positive The organization's performance in corporate governance generates positive impacts, such as enhanced transparency, risk mitigation, and strengthened decision-making.</p> <hr/> <p>Negative Failures in oversight, non-compliance, or regulatory risks arising from its activities and relationships with suppliers, partners, regulators, and the market.</p>	<p>Risks are managed through a formal governance structure, supported by policies, internal controls, risk management, compliance practices, codes of conduct, and reporting channels.</p> <p>The effectiveness of these measures is monitored through oversight, auditing, and continuous monitoring processes, using indicators such as the progress of action plans, integrity-related incidents, and control effectiveness, demonstrating the advancement of governance maturity. Stakeholder engagement through committees, ethics channels, and institutional interactions, supports the continuous improvement of these measures, whose effectiveness is communicated through internal reporting and institutional disclosures, with ongoing incorporation of lessons learned into policies and procedures.</p>	<p>52 to 62</p>
<p>Innovation and Technology</p>	<p>Positive We address innovation and technology as a cross-cutting pillar of our strategy, integrating digital solutions, data, and artificial intelligence into academic, operational, and management processes. In 2025, we expanded the use of AI in student services, faculty support, content development, and data analytics, while enhancing platforms to enable greater integration and personalization of the educational journey. In the academic sphere, we strengthened active learning methodologies, fostered the integration of theory and practice, and incorporated AI as a learning tool, also advancing initiatives focused on employability and entrepreneurship.</p> <hr/> <p>Negative We have identified challenges such as balancing the use of AI with human interaction, advancing the digital experience, expanding training initiatives, and strengthening risk management related to information security, data privacy, and the regulatory environment.</p>	<p>We monitor the effectiveness of these initiatives through indicators of academic performance, student experience, and operational efficiency, using analytics to inform decision-making. The results include increased engagement, improved performance, and efficiency gains.</p>	<p>13, 41, 42, 43, 66, 67, 69, 70, 71, 72, 73, 74 and 79</p>

Topic	Impacts	Topic Management Approach	Location of other disclosures within the Standard
<p>Quality and Access to Education</p>	<p>Positive Expansion of access to quality higher education for segments of the population that previously faced barriers to entry, as well as the ability of graduates to generate employment and income.</p> <hr/> <p>Negative Our operations may generate negative impacts, such as reduced student engagement and a decline in the quality of education.</p>	<p>To manage and mitigate these impacts, we continuously monitor academic and experience indicators, using analytics to identify risks and implement corrective actions, such as pedagogical adjustments, engagement interventions, and enhancements to academic management. Insights from this process are incorporated into our guidelines and operational routines, promoting the continuous evolution of our academic model.</p>	<p>21, 22, 70 to 77</p>
<p>Cybersecurity and Data Privacy</p>	<p>Positive We strengthen data protection, reduce the risk of data breaches, and ensure business continuity, while enhancing stakeholder trust, promoting transparency, and reinforcing compliance with the LGPD, as well as the continuous improvement of internal controls.</p> <hr/> <p>Negative Our operations may generate negative impacts related to the exposure or misuse of personal and sensitive data of employees, faculty, and students, with potential implications for the right to privacy.</p>	<p>To mitigate these impacts, we adopt multi-layered security controls, continuous incident monitoring, periodic audits, and structured management under the leadership of the DPO and risk committees. The effectiveness of these measures is monitored through indicators such as security alerts, incidents, data subject requests, and reports, enabling the identification of vulnerabilities and the implementation of corrective and preventive actions.</p> <p>Insights gained have driven the continuous improvement of policies, controls, and training, strengthening data governance. Stakeholder engagement through privacy portals and service channels supports this process, while the effectiveness of the measures is communicated through indicators and reporting.</p>	<p>66</p>

Summary of GRI Contents

Statement of use: Yduqs reported in accordance with GRI standards for the period of January 01 to December 31, 2025.

GRI 1 Standard used: Grounds 2021

GRI Sector Standard used: Not applicable


			OMISSION			
Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
GRI 2: General Content 2021						
The organization and its reporting practices						
2-1	Organizational details	11				
2-2 ✓	Entities included in the sustainability report of the organization	120				
2-3	Reporting period, frequency, and point of contact	11				
2-4 ✓	Restatement of information	26 , 125 , 126 , 128 , 131				
2-5 ✓	External check					The Integrated Report of YDUQS was subject to limited assurance by an independent auditor, PwC, in accordance with NBC TO 3000 (ISAE 3000), based on the GRI Standards, the Company's basis of preparation, and CPC 09 guidance, observing quality and ethical requirements. This process, which is less extensive than reasonable assurance, aims to identify potential material misstatements and has inherent limitations, such as not assessing internal controls, prior periods, projections, or targets, as well as a higher risk of not detecting fraud compared to errors.

✓ Indicator assured by PwC.

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
The Company						
2-6	Activities, value chain, and other business relationships	24, 37				The value chain of YDUQS is composed of suppliers of materials, services, and educational technology solutions, organized between strategic and operational support providers, as well as downstream entities that include companies, B2B clients, the Unified Health System (SUS), communities, and institutional partners, all of whom benefit from the academic education, knowledge generation, and social impact promoted by the Company. During the period, there were no significant changes in the value chain compared to 2024, with variations limited to the form of presentation and the level of detail of the reported information.
2-7 ✓	Employees	87, 121				
2-8 ✓	Workers who are not employees	88				
Governance						
2-9	Governance structure and its composition	52, 53				
2-10	Appointment and selection of the highest governance body	57				
2-11	President of the highest governance body	52, 53				
2-12	Role of the highest governance body in the supervision of impact management	53				
2-13	Delegation of responsibility for impact management	53				

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
2-14	Role of the highest governance body in the sustainability reporting					The Board of Directors is aware of the goals and objectives presented in the Integrated Report. However, the information contained therein is not necessarily approved by this body. The analysis and approval of the information is made by the Company's Executive Management, and the detailed review and validation of this information is made by the Vice-Presidency of Institutional Relations and Sustainability.
2-15	Conflict of Interest	59 , 60 , 64				The Company discloses conflicts of interest to its stakeholders through its Related Parties Policy and its Bylaws, covering related-party transactions, cross-shareholdings, and the identification of significant shareholders. The Bylaws establish the obligation to notify the Company and the CVM whenever shareholdings reach certain thresholds of the share capital, ensuring transparency regarding controlling shareholders and related parties, as well as their relationships, transactions, and balances.
2-16 	Communication of key concerns	64 , 65				
2-17	Collective knowledge of the highest governance body					Sustainable development issues are addressed at the meetings of the Board of Directors. ESG targets are approved by the CA, and any progress and possible difficulties are reported to the Board at each meeting. As such, members can provide their opinions and learn more about the topic.
2-18	Evaluation of the development of the highest governance body	53				

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
2-19	Compensation Policies	58				The grants to members of the administration may provide for claw back clauses, as defined by the Board of Directors, with the obligation to return shares and/or amounts in specific events. There is no attraction bonuses or incentives linked to recruitment for these audiences.
2-20	Process to determine compensation	52, 58				
2-21 ✓	Proportion of the total annual compensation	132				
Strategy, policies, and practices						
2-22	Statement on the strategy of sustainable development	4				
2-23	Policy commitments	52, 67				The commitments of YDUQS are guided by international frameworks, such as those of the United Nations (UN), the Organisation for Economic Co-operation and Development (OECD), and the International Labour Organization (ILO), and are aligned with Brazilian legislation. These commitments encompass the promotion of safe and inclusive working conditions, gender equity, respect for diversity, and zero tolerance for practices such as child or forced labor. This approach extends across the value chain and to communities, and is supported by ongoing stakeholder engagement and the guidelines set out in the Code of Ethics and Conduct, which promotes transparent, ethical, and responsible relationships with all stakeholders.
2-24	Incorporation of policy commitments	63				

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
2-25 ✓	Processes to remedy negative impacts	63				YDUQS promotes the remediation of impacts through structured investigation processes conducted via its Confidential Channel, accessible to both internal and external stakeholders, ensuring anonymity, independence, and confidentiality. These mechanisms are continuously enhanced through stakeholder engagement, including interactive training sessions, NPS surveys, and feedback channels, which assess their reliability and effectiveness. Their performance is monitored through indicators reported to senior management and the outcomes of these interactions, guiding continuous improvements in processes, policies, and communication.
2-26 ✓	Mechanisms to seek advice and raise concerns	63, 64				

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
2-27 ✓	Compliance with laws and regulations		b. report the total number and pecuniary value of fines for non-compliance with laws and regulations that occurred during the reporting period, detailing this total by: i. fines for non-compliance with laws and regulations that occurred during the current reporting period; ii. fines for non-compliance with laws and regulations that were paid during previous reporting periods.	Confidential information	Yduqs does not publicly disclose this information.	<p>a.i. There were no relevant cases where fines were applied during the Reporting period.</p> <p>a.ii. There were no relevant cases where fines were applied during the reporting period. Suits considered relevant were those in which the Company and its controlled entities were parties and that: (i) may significantly impact on the Company's assets or business; or (ii) may negatively impact the Company's image.</p> <p>For the definition of "significant cases", we used the combination of two parameters: value (only fines and cases with amount in controversy above BRL 1 million are relevant) and materiality (matter in discussion does not present risks to the company).</p>
2-28	Class associations	23				
Engagement of stakeholders						
2-29 ✓	Approach for the engagement of stakeholders	12, 14				
2-30	Collective bargaining agreements	120				
GRI 3: Material Topics 2021						
3-1 ✓	Process to determine material topics	12, 14				
3-2 ✓	List of material topics	13				
Quality and Access to Education						
3-3	Management of material topics	70				

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
Employability and Entrepreneurship						
3-3	Management of material topics	78				
Innovation and technology						
3-3	Management of material topics	41				
Intake, Retention, and Well-being of Human Capital						
3-3	Management of material topics	86				
201-3	Obligations under the defined benefits plan and other retirement plans		All indicator	Not applicable	Not applicable, Yduqs does not have retirement plans.	
401-1	New hires and employee turnover	123				
401-2	Benefits offered to full-time employees are not offered to temporary or part-time employees.	86				
401-3	Maternity/paternity leave	124				
GRI 402: Work Relations 2016						
402-1	Minimum term of notice of operating changes	125				
GRI 403: Work Health and Safety 2018						
403-1	Occupational Health and Safety Management System	94				
403-2	Identification of danger, risk assessment, and investigation of incidents	94				
403-3	Occupational Health Services	94				
403-4	Participation, consultation, and communication with employees regarding occupational health and safety	94				

OMISSION


Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
403-5	Training of employees in occupational health and safety	94				
403-6	Promotion of Employees' Health	94				
403-7	Prevention and mitigation of occupational health and safety impacts linked to business relations	94				
403-8	Workers covered by an occupational health and safety management system	94				
403-9	Work-related accidents	94, 131				
403-10	Occupational diseases	94				During the reporting period, no Occupational Accident Report (CAT) was issued for occupational diseases, although cases of work-related social security benefits (B-91) granted by the INSS were identified, related to orthopedic conditions and Burnout Syndrome. These cases were monitored by the Occupational Health team and recorded in the payroll system. It should be noted that the granting of the B-91 benefit results from an expert assessment by the INSS and may occur independently of the issuance of a CAT. Additionally, there is no tracking of occupational diseases for outsourced workers.
GRI 404: Training and education 2016						
404-1	Average training hours per year, per employee.	125				
404-2	Programs for improving employee skills and career transition assistance	91				
404-3	Percentage of employees who receive regular performance and career development evaluations	92				

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
GRI 405: Diversity and Equal Opportunities 2016						
405-1 ✓	Diversity in governance bodies by gender	126, 127, 128, 129, 130				
405-2 ✓	Proportion between the base salary and the compensation received by women and that received by men	132				
GRI 406: Non-discrimination 2016						
406-1 ✓	Cases of discrimination and corrective measures taken	65				
Climate Strategies and GHG Emissions						
3-3	Management of material topics	108				
GRI 302: Energy 2016						
302-1	Energy consumption within the organization	111				
302-2	Energy consumption outside the organization		All indicator	Not applicable	The Company does not measure or report energy consumption outside its direct operating limits, since it has no operational control over external sources of consumption or access to primary data to allow reliable measurements or estimates.	
302-3	Energy intensity	134				
302-4	Energy consumption reduction	112				
GRI 305: Emissions 2016						
305-1	Direct emissions (Scope 1) of greenhouse gas (GHG)	110				

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
305-2	Indirect emissions (Scope 2) of greenhouse gas (GHG) arising from energy acquisition	110				
305-3	Other indirect emissions (Scope 3) of greenhouse gas (GHG)	110				
305-4	Intensity of emissions of greenhouse gas (GHG)	136				
305-5	Emissions of substances that destroy the ozone layer (SDO)	110				
Cybersecurity and Data Privacy						
3-3	Management of material topics	66				
GRI 418: Client Privacy 2016						

418-1  Proven complaints regarding privacy violations and loss of client data

All indicator

Confidentiality limitations

From the internal review of governance procedures and guidelines related to confidentiality and data protection, the company reviewed the disclosure of the number of complaints from subjects related to data privacy.

In line with the improvement of risk management practices and to safeguard potentially sensitive information as well as the interests of the Company and its stakeholders, it was decided not to disclose such information in the present fiscal year as opposed to 2024, when the disclosure was made.

Ethics, Integrity, and Transparency

3-3 Management of material topics [63](#)

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
GRI 205: Fighting corruption 2016						
205-1	Transactions analyzed for corruption-related risks	64				
205-2	Communication and training in policies and procedures to combat corruption					In 2025, several training sessions were held to emphasize the concepts of Ethics, Compliance, and the Confidential Channel for Units and corporate areas, highlighting the provisions of the Codes of Ethics and Conduct and the Anti-Corruption Code. However, no specific training was conducted on combating corruption.
205-3	Confirmed cases of corruption and measured adopted					There were no confirmed cases of corruption in 2025, nor were there any legal proceedings related to corruption brought against YDUQS or its employees during the reporting period.
GRI 206: Unfair competition 2016						
206-1	Court suits for unfair competition, trust, and monopoly practices					No actions were pending or closed for unfair competition or for violations of antitrust and anti-monopoly laws involving the company during the period.
Corporate Governance						
3-3	Management of material topics	51				
GRI 201: Economic Performance 2016						
201-1	Direct economic value generated and distributed	118				

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
202-2	Proportion of members of the Executive Management hired from the local community	55				
201-4 ✓	Financial support received from the government	118				
Most relevant non-material topics for YDUQS						
GRI 204: Procurement Practices 2016						
204-1	Proportion of expenses with local suppliers	67				
GRI 308: Suppliers' Environmental Evaluation 2016						
308-1	New suppliers selected based on environmental criteria	68				
308-2	Negative environmental aspects in the supply chain and measures adopted	68				
GRI 414: Social Evaluation of Suppliers 2016						
414-1 ✓	New suppliers selected based on social criteria	68				
414-2	Negative social aspects in the supply chain and measures adopted	68				
GRI 410: Safety Practices 2016						
410-1	Security personnel trained in human rights policies or procedures	68				
Regulatory Environment Management						
GRI 415: Public Policies 2016						
415-1	Political contributions					Yduqs does not make political contributions.

OMISSÃO

Código	Indicadores	Localização	Requisitos omitidos	Motivo	Explicação	Nota Explicativa
Sustainable Management of Resources						
GRI 303: Water and Effluents 2018						
303-1	Interactions with water as a shared resource	114				
303-2	Management of impacts related to water disposal	114				
303-3 ✓	Water collection	134				
303-4 ✓	Water disposal	135				
303-5 ✓	Water consumption	136				
GRI 306: Waste 2020						
306-1	Generation of waste and significant impacts related to waste	115				
306-2	Management of significant impacts related to waste	115				
306-3 ✓	Waste generated	137				
306-4 ✓	Waste not intended for final disposal.	137				
306-5 ✓	Waste intended for final disposal	138				

SASB - Education

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
SV-ED-230a.1	Description of the approach to identify and treat risks to data security	66				
SV-ED-230a.2	Description of the policies and practices related to the collection, use, and retention of students' information	66				
SV-ED-230a.3 ✓	(1) Number of data breaches, (2) percentage of breaches of personal data, (3) number of students affected		Full indicator	Limitations of confidentiality	From the internal review of governance procedures and guidelines related to confidentiality and data protection, the company reviewed the disclosure of the number of complaints from subjects related to data privacy. In line with the improvement of risk management practices and to safeguard potentially sensitive information as well as the interests of the Company and its stakeholders, it was decided not to disclose such information in the present fiscal year as opposed to 2024, when the disclosure was made.	

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
SV-ED-260a.1	Undergraduate rate		Full indicator	Information unavailable/incomplete	The Company continuously monitors the Undergraduate Rate through half-yearly cut-offs as a key indicator of academic management. For the base year 2025, it chose not to report the indicator according to the SASB methodology, which adopts fixed windows of 150% of the regular completion time, as the Company considers that this criterion does not adequately reflect the dynamics of annual follow-up of cohorts (sic) and may compromise the comparability and correct interpretation of academic performance in the context of its educational model.	
SV-ED-260a.2	On-time Completion Rate		Full indicator	Information unavailable/incomplete	The Company continuously monitors the timely completion through half-yearly cut-offs as a key indicator of academic management. For the base year 2025, it chose not to report the indicator according to the SASB methodology, which adopts fixed windows of 100% of the regular completion time, as the Company considers that this criterion does not adequately reflect the dynamics of annual follow-up of cohorts (sic) and may compromise the comparability and correct interpretation of academic performance in the context of its educational model.	
SV-ED-260a.6	Description of policies related to student indebtedness and default of loan programs	23				

OMISSION

Code	Indicators	Location	Omitted Requirements	Reasons	Explanation	Explanatory Note
SV-ED-260a.3 ✓	Rate of placement in the labor market	84				In 2025, the professional placement rate of graduates was 80.25%, considering 845 graduates employed in the labor market compared to the total of 1,053 graduates in the period.
SV-ED-270a.1	Description of policies to ensure disclosure of key performance statistics to potential students before charging any fees, and (2) discussion of results					Information Unavailable Yduqs is standardizing the control of information for its scope of activity, brands and diversity of incoming students and graduating students in its operations.
SV-ED-270a.2	Total amount of monetary losses arising from legal proceedings associated with publicity, marketing, and mandatory disclosure					In 2025, Yduqs did not record any monetary losses arising from legal proceedings related to mandatory advertising, marketing, or disclosure practices, indicating that its communications and offers complied with applicable legislation and regulations.
SV-ED-270a.3	(1) Expenses with instruction and services to students, and (2) marketing and recruitment expenses					Information Unavailable Yduqs is standardizing the control of information for its scope of activity, brands and diversity of incoming students and graduating students in its operations.
SV-ED-270a.4	Revenue from: (1) students' aid financed by the government and (2) private student loans					
SV-ED-000.A ✓	Number of students enrolled	17				
SV-ED-000.B	Number of registrations received for enrollment					In 2025, the organization received 867,685 on-campus registrations and 853,082 digital registrations, totaling 1,720,767 registrations in the period.
SV-ED-000.C	Average credits registered per student, online percentage					In 2025, Yduqs did not report the average credits per student or the percentage of online credits, as the calculation processes and internal controls were still being structured.
SV-ED-000.D ✓	Number of: (1) faculty and (2) all other employees	25				

Proprietary Indicators - Yduqs

Code	Metric	Location	Area	Explanatory Note
YQ-000.1a	Persons benefited from extension projects.	<u>101</u>	Teaching	
YQ-000.1b	IA use in the classroom	<u>76</u>	Teaching	
YQ-000.1c	Adhesion to mandatory training	<u>76</u>	Teaching	
YQ-000.2a	Total students employed	<u>84</u>	Careers	
YQ-000.2b	Total students tutored	<u>84</u>	Careers	
YQ-000.2d	Revenue increase	<u>84</u>	Careers	
YQ-000.3a	Persons benefited by the IY projects	<u>8</u>	Instituto Yduqs	
YQ-000.3b	Amounts invested	<u>8</u>	Instituto Yduqs	
YQ-000.4a	Satisfaction with diversity & inclusion programs at YDUQS	<u>96</u>	Diversity	
YQ-000.4c	eNPS Diversity	<u>90</u>	Diversity	



Assurance Letter

(A free translation of the original in Portuguese)



YDUQS Participações S.A.

Independent auditors' limited assurance report on the non-financial information contained in the 2025 Integrated Report



(A free translation of the original in Portuguese)

Independent auditors' limited assurance report on the non-financial information contained in the 2025 Integrated Report

To The Board of Directors and Stockholders
YDUQS Participações S.A.
São Paulo - SP

Introduction

We were engaged by YDUQS Participações S.A. ("Company" or "YDUQS") to present our limited assurance report on the non-financial information contained in the 2025 Integrated Report of YDUQS, as detailed on the basis of preparation prepared by the Company for the fiscal year ended December 31, 2025.

Our limited assurance does not extend to information from prior periods or to any other information disclosed in conjunction with the 2025 Integrated Report, including any images, audio files, or embedded videos.

Responsibility of the Management of YDUQS

The management of YDUQS is responsible for:

- (a) Selecting or establishing appropriate criteria for the preparation and presentation of the information contained in the 2025 Integrated Report.
- (b) Preparing the information according to the GRI Standards with the basis of preparation, prepared by the Company itself and with the Guidance CPC 09 - "Integrated Reporting," issued by the Federal Accounting Council (CFC), related to the Basic Conceptual Framework of Integrated Report, developed by the International Integrated Reporting Council (IIRC).
- (c) Designing, implementing and maintaining internal controls over the relevant information for the preparation of the information contained in the 2025 Integrated Report, so that it is free from material misstatement, whether due to fraud or error.

Limitations in the preparation and presentation of non-financial information and indicators

In preparing and presenting non-financial information and indicators, management followed the definitions set out in the basis of preparation prepared by the Company and the GRI Standards. Therefore, the information presented in the 2025 Integrated Report is not intended to ensure compliance with social, economic, environmental, or engineering laws and regulations. The aforementioned standards, however, provide for the presentation and disclosure of any non-compliance with such regulations in the event of significant sanctions

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PricewaterhouseCoopers Auditores Independentes Ltda.
Avenida Brigadeiro Faria Lima, 3732, Edifício R32, 16A,
São Paulo, SP, Brazil, 04538-132
T: +55 (11) 4004-8000



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or fines.

The absence of a significant set of established practices to rely on for evaluating and measuring non-financial information allows for different yet acceptable evaluation and measurement techniques, which can affect comparability between entities and over time.

Our independence and quality management

We comply with the independence requirements and other ethical demands of the Federal Accounting Council (CFC), which are based on the principles of integrity, objectivity, competence, and professional diligence, and which also consider the confidentiality and behavior of employees.

We applied NBC PA 01 - Quality Management for Independent Auditors' Firms (Legal Entities and Individuals), and consequently projected, implemented and maintained a comprehensive quality management system, including policies and procedures related to compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibility of the independent auditors

Our responsibility is to express a conclusion on the non-financial information contained in the 2025 Integrated Report based on limited assurance engagement conducted in accordance with NBC TO 3000 - "Assurance Engagements other than Audits or Reviews," 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 International Auditing and Assurance Standards Board (IAASB), applicable to non-financial information. These standards require that the work be planned and performed for the purpose of obtaining limited assurance that the non-financial information included in the 2025 Integrated Report, taken as a whole, is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion.

A limited assurance engagement performed in accordance with NBC TO 3000 (ISAE 3000) consists mainly of making inquiries of YDUQS management and other YDUQS employees which are involved in the preparation of the information and 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 execution of additional procedures when the independent auditor becomes aware of matters that lead them to believe that the information disclosed in the 2025 Integrated Report, taken as a whole, might present significant misstatements.

As part of a limited assurance engagement in accordance with NBC TO 3000 (ISAE 3000), we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- (a) We determine the appropriateness in the Company's circumstances of using the GRI Standards as a basis for the preparation of non-financial information and indicators.
- (b) We perform risk assessment procedures, including obtaining an understanding of the internal controls relevant to the work, to identify where relevant misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the

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effectiveness of the Company's internal controls.

- (c) We design and implement procedures that address cases where significant misstatements in non-financial information and indicators are likely to arise. The risk of not identifying a relevant misstatement resulting from fraud is greater than the one resulting from error, as fraud may involve collusion, forgery, willful omissions, or breach of internal controls.

Summary of procedures performed

The procedures selected are based on our understanding of the aspects related to the compilation, materiality and presentation of the information contained in the 2025 Integrated Report, other circumstances of the engagement and our analysis of activities and processes associated with material information disclosed in the 2025 Integrated Report, where significant misstatements might exist. The following procedures were adopted:

- (a) planning the work taking into consideration the materiality and the volume of quantitative and qualitative information and the operational and internal control systems that were used to prepare the information contained in the 2025 Integrated Report;
- (b) understanding the calculation methodologies and the procedures adopted for the compilation of the indicators through inquiries with the managers responsible for the preparation of the information;
- (c) the application of analytical procedures on quantitative information and inquiries about qualitative information and its correlation with the indicators disclosed in the 2025 Integrated Report;
- (d) the application of substantive tests for certain non-financial information and indicators; and



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- (e) for cases where non-financial data correlates with financial indicators, the comparison of these indicators with the audited financial statements.

The limited assurance engagement also included the analysis of adherence to the GRI Standards, to the principles of Integrated Reporting, according to Guidance CPC 09 - "Integrated Report" and to the provisions in the basis of preparation prepared by the Company.

Our procedures did not include assessing the design adequacy or operational effectiveness of the controls, testing the data on which the estimates are based, or separately developing our own estimate to compare with the estimate of YDUQS.

We believe that the evidence obtained in our job is sufficient and appropriate to support our conclusion in a limited manner.

Scope and limitations

The procedures applied in a limited assurance engagement are substantially less in scope than those applied in a reasonable assurance engagement for the purpose of issuing an opinion on the data contained in the 2025 Integrated Report. Consequently, we were unable to obtain reasonable assurance that we became aware of all the significant matters that might have been identified in a reasonable assurance engagement. If we had performed our engagement for the purpose of issuing an opinion, we might have identified other matters and potential misstatements that may exist in the 2025 Integrated Report. Therefore, we will not issue an opinion on this information.

Non-financial data is subject to more inherent limitations than financial data, given both the nature and the diversity of the methods used for determining, calculating or estimating such data. Qualitative interpretations of the relevance, materiality and accuracy of the data are subject to individual assumptions and judgments. In addition, we have not performed any procedures in relation to the information presented for prior periods, forecasts and goals. Our assurance report should be read and understood in the context of the inherent limitations of the process of preparing non-financial information and indicators by management, including the fact that this information is not intended to assure compliance with social, economic, environmental, or engineering laws and regulations.

The contents included in the scope of this assurance engagement are presented in the Basis of Preparation of the 2025 Integrated Report.

Conclusion

Based on the procedures performed, described herein and the evidence we obtained, no matter has come to our attention that causes us to believe that the non-financial information contained in the 2025 Integrated Report of YDUQS, were not compiled, in all relevant aspects, in accordance with the criteria established by the basis of preparation and by the GRI Standards and with the Guidance CPC 09 - "Integrated Reporting".

Other matters - Restriction of use and distribution

This report was prepared for the use of YDUQS and may be presented or distributed to third parties, provided they are familiar with the subject matter and criteria applicable to this



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assurance engagement, in view of the specific purpose described in the first paragraph of this report.

Any party other than YDUQS that obtains access to this report, or a copy of it, and relies on the information contained herein will do so at its own risk. We do not accept or assume any responsibility and disclaim any liability to any party other than YDUQS for our work, the assurance report or our findings.

São Paulo, April 28, 2026.

PricewaterhouseCoopers
Auditors Independentes Ltda.
CRC 2SP00160/O-5

Maurício Colombari
Contador CRC 1SP195838/O-3

CONTACTS AND CREDITS

Yduqs

Avenida das Américas, nº 4200, Bloco 5, Sala 101,
Barra da Tijuca (RJ) – Brasil CEP 22640-907

 [Yduqs.com.br](https://www.yduqs.com.br)

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For questions, opinions, and comments on this publication, please get in touch with sustentabilidade@Yduqs.com.br

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[estudiopictograma.com.br](https://www.estudiopictograma.com.br)

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