

YDUQS

ESG Results | 2Q23

Summary

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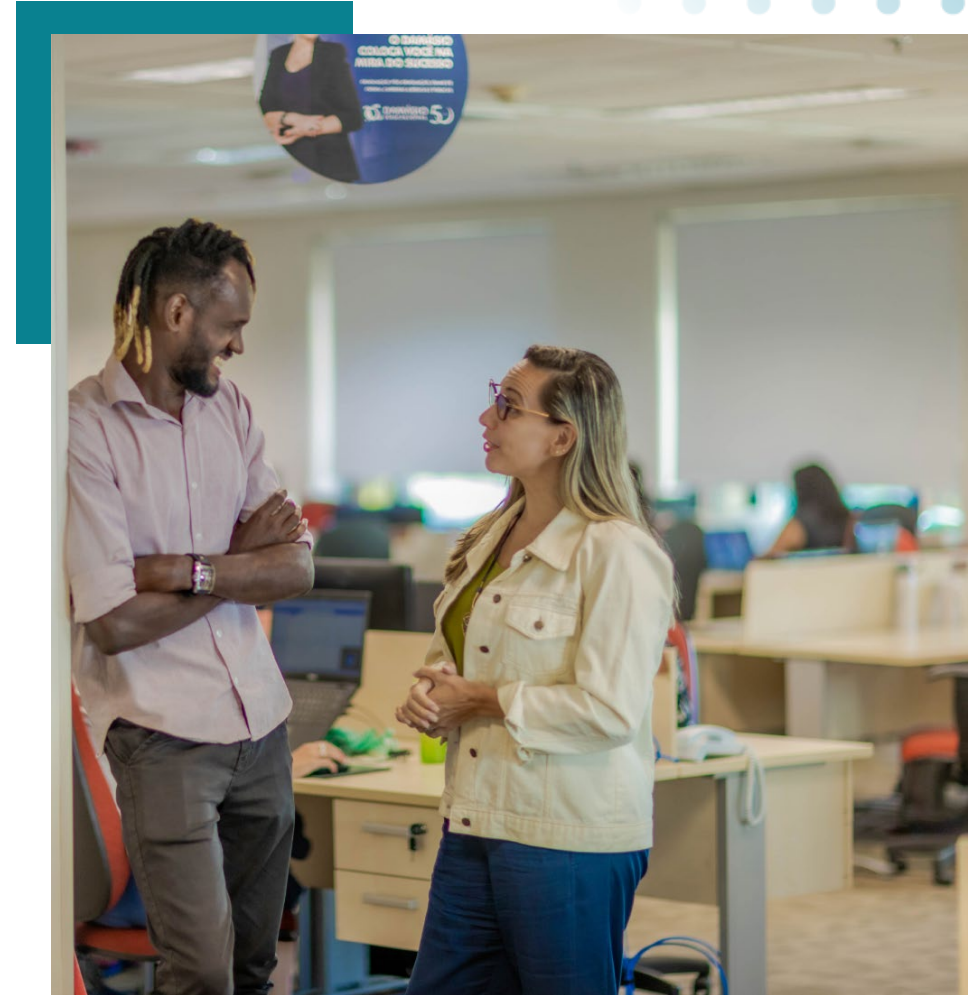


Introduction

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

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

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



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Company ESG Strategy



Strategies and Commitments

Education as a tool for transformation

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

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

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

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





We undertake public commitments with serious partners

We have been signatories to the United Nations Global Compact and the Ethos Institute since June 2021. These are important drivers that promote the engagement of internal and external stakeholders and collaborate to disseminate our group's good practices.



Driven by our people

Recognizing and learning from diversity is a challenge we are addressing. We understand that only a diverse company can create connection, understand pain and challenges and see solutions. Here at Yduqs, the DNA of our educational institutions has naturally led us to be one of the most diverse organizations in the country. Due to the wide range of student profiles we serve, our nationwide presence and our activity, in terms of representativeness and diversity, we are already in a position that companies of our size can only envisage achieving within the next ten years.

9%
LGBTQIAPN+
people

32,92%
black teachers
(black or brown)

59%
women in
leadership

39%
black people
(blacks or browns)
in leadership



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Our Commitments to ESG Dimensions

Environmental Dimension

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

Social Dimension

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

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

Governance Dimension

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

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



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Evolution of ESG Goals



ESG Strategy and Goals

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

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

A better world for future generations

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



ESG Goals Panel

| YDUQS ESG PILLARS | GOALS FOR THE PILLAR | YEAR OF COMPLETION | 1T23 | 2T23 | ACCUMULATED |
|------------------------------|---|--------------------|---------|---------|-------------|
| Environmental Sustainability | Energy: *Have 90% of the energy consumed coming from renewable sources | 2026 | 77% | 75% | - |
| Environmental Sustainability | Environmental impact: *Reach the milestone of 2 million people impacted by environmental education content | 2026 | 0 | 0 | 163,403 |
| Environmental Sustainability | Environmental impact: Ensure 100% of operations with over 85% compliance with the environmental requirements defined by the company | 2027 | 27% | 27% | - |
| Environmental Sustainability | Climate change: Measure the impact of GHG emissions on the company's operations, covering scopes 1, 2, and 3 | 2025 | 50% | 100% | - |
| Environmental Sustainability | Climate change: *Offset 100% of scope 1 and 2 GHG emissions | 2025 | 0 | 0 | - |
| Environmental Sustainability | Climate change: Promote a total of 10 clean energy research projects | 2024 | 0 | 0 | 5 |
| Community and Diversity | Social impact: *Reach the milestone of 5 million people impacted by community services and social projects by our teaching units and partnerships | 2027 | 0 | 456,113 | 1,210,594 |
| Community and Diversity | Social impact: *Reach 500,000 graduates from our institutions with quality education | 2027 | 0 | 55,206 | 160,369 |
| Community and Diversity | Social impact: *Educate 120,000 students with ESG content at our educational institutions | 2025 | 0 | 0 | 40,974 |
| Community and Diversity | Social impact: *Increase the number of job opportunities by 10% p.a. | 2025 | 241,697 | 263,049 | - |
| Community and Diversity | Social impact: *Reach the milestone of 657 Distance Learning units in cities with a population between 10,000 and 30,000 inhabitants | 2025 | 487 | 503 | 503 |
| Community and Diversity | Social impact: Train 150,000 people in business and entrepreneurial skills, promoting entrepreneurship in the country | 2025 | 0 | 0 | 43,000 |
| Community and Diversity | Social impact: *Reach 60,000 persons registered on the Affiliate Platform, promoting increased income for the user | 2027 | 4,429 | 3,854 | 10,050 |
| Community and Diversity | Health & safety: *Exceed the mark of 85% of employees trained in health and safety | 2025 | 0% | 0% | 0% |
| Community and Diversity | Diversity: Have 40% women in senior management | 2025 | 33% | 28% | - |
| Community and Diversity | Diversity: Increase the number of black people (black and brown) in teaching positions by 3 p.p. | 2025 | 32,4% | 32,92% | - |
| Community and Diversity | Diversity: Increase the number of black people (black and brown) in leadership positions by 5 p.p | 2025 | 39% | 39% | - |



ESG Goals Panel

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

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

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



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Sustainable Management Practices



Responsible Marketing

Responsible Marketing Policy

We have published our Responsible Marketing Policy, one of the foundations of our ESG strategy, which reflects our commitment to establishing a high standard of relationship with all our stakeholders.

In a market with extraordinary purpose, but also highly competitive, this policy guides our ethical behavior in the pursuit of best practices and results. It presents the principles and guidelines for promoting our products or services in an ethical, transparent and socially conscious manner. The main objective of the policy is to balance our commercial interests with social, environmental and cultural concerns.

The Responsible Marketing Policy covers different communication channels, including voice, print and digital and when our marketing and advertising activities involve external partnerships, we seek to choose partners whose policies, practices and values are aligned with ours.

Main topics of the policy:

We strive for clarity in our marketing and advertising communications, providing complete information about our products, services, and conditions. Our focus is always on our differentiators, without making comparisons with competitors. We provide all the information so that people can make well-founded decisions.

We use clear language to convey relevant information to our consumers. We take care to differentiate content and commercial promotion, including sponsorships. We focus our communication on the target consumers of our services and promote diversity in our communications.

We consistently work to comply with all applicable laws and regulations to protect the data of our students and customers. We observe and respect our internal privacy policy and personal data protection.



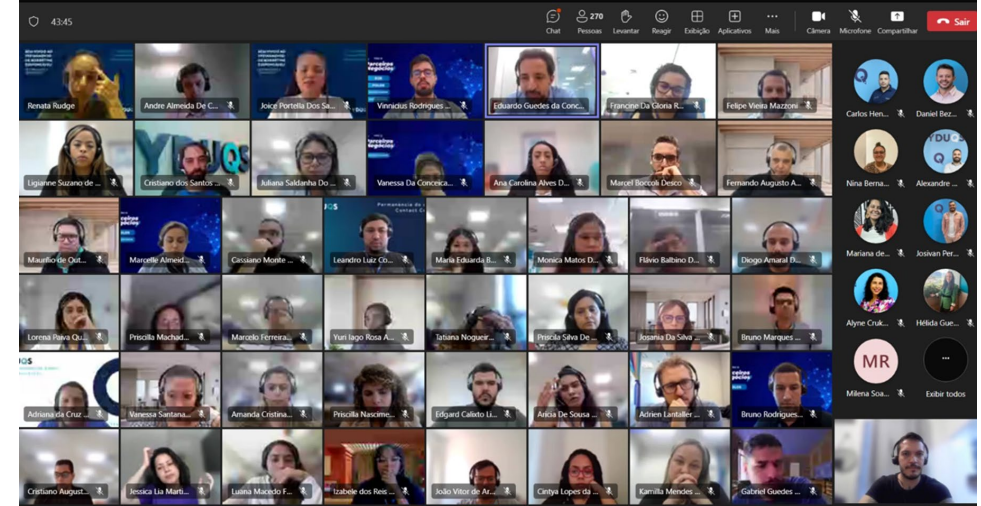
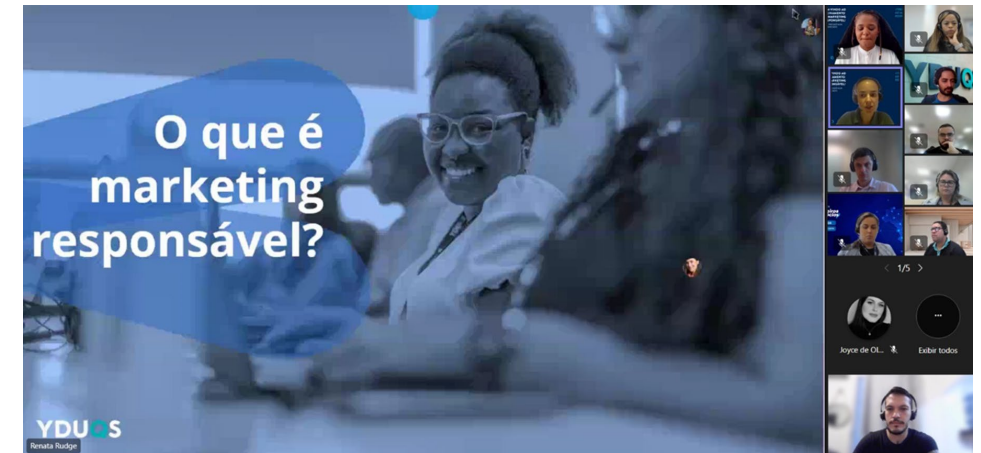
Responsible Marketing

Training, compliance, and review:

In pursuit of best practices in our marketing actions, we have a highly trained team. More than 200 employees have been trained and individually assume this commitment in their daily routines. In addition, we demand the same standard of performance from our partners and suppliers.

All new members of our marketing and advertising teams are required to review and acknowledge this Policy as part of their integration into the company. We encourage everyone to report any cases of marketing or advertising that violate the elements described in this Policy, keeping an open channel for this. Our official channel is marketingresponsavel@yduqs.com.br.

All reports are forwarded to our Media and Marketing department. Our Marketing Director is responsible for analysis and due measures, reporting directly to our Executive Director. Legal compliance supervision for marketing is provided by our legal team, which works closely with our marketing team.



Privacy and Data Security



Appropriate Use of Personal Data:

Ensuring the appropriate use of personal data entrusted to Yduqs and its educational institutions is a topic of great relevance and seen as strategic by the company. In this sense, the Data Protection Officer (DPO), supported by the Privacy Office team, works with the aim of ensuring the highest possible level of compliance with the provisions of the General Data Protection Law (LGPD), in line with the general objectives of the organization.

Company compliance with LGPD:

It is important to note that the issue of the company's compliance with LGPD is closely monitored by senior management, mainly within the Risk Committee, which is responsible for monitoring the most relevant corporate risks to which the company is exposed. In addition, the company has a Privacy Committee, composed of managers from areas whose activity may be sensitive to data protection (Legal, Compliance, Commercial Areas, Information Technology, Regulatory, Internal Controls, among others) that can be called to meet when there is a need for decision on strategic issues related to personal data protection.

One of the main actions of our LGPD Compliance Project is the mapping of personal data processing activities. This is a record of all company processes and routines that involve the use of personal data in any way.

It is an obligation expressly imposed by law and, beyond that, it allows us to assess the level of maturity of each process in relation to good personal data protection practices. From this, we can identify possible improvements and set up action plans for the implementation of process corrections.

Another relevant point is the elaboration of policies that regulate various aspects of the use of personal data in the company. We have an External Privacy Policy, available on the websites of our educational institutions, which, in general terms, presents to the holders (whether they are students, former students, candidates, employees, shareholders, among others) the forms, procedures and objectives of personal data processing carried out by the company. On the other hand, we have an Internal Privacy Policy, aimed at regulating how our employees should use data and what precautions should be observed when using personal information. The Retention and Disposal Policy, in turn, determines how employees should dispose of documents and files containing personal data, in order to safeguard the privacy of holders after the end of their information processing. Finally, the Incident Management Policy establishes the flow to be followed and measures to be taken in case of occurrence of any security incident involving personal data.



Privacy and Data Security



Systemic Protections:

We have robust systemic protections aimed at ensuring the security and appropriate use of personal data of our holders. Our main corporate systems have various protections against invasions and attacks, following the most rigorous security standards in the market (such as access control measures, antivirus, firewall, among others). In addition to this, our most relevant systems have backups, so that catastrophic events (accidental or not) have their adverse effects mitigated, since we can recover the information of our holders.

We also undergo annual cybersecurity audits. In addition, Yduqs has Data Loss Prevention (DLP) systems monitoring various relevant file transfer channels, in order to prevent the sending of personal data to domains external to the company and, therefore, prevent leaks (intentional or not) of information. We seek to ensure that the way we use personal data and the objectives of these uses are clear to our holders.

For this reason, the websites of our educational institutions have privacy notices about the use of cookies, links to our privacy policy and, specifically in the forms for collecting personal data for registration, there is a checkbox that must necessarily be filled in, in which the user is expressly informed about the purposes of collecting that information. In the same vein, our educational contract and our employment contracts have data protection clauses that inform the holders about the processing of their personal data within the scope of each of these relationships. It is important to remember that our employees undergo mandatory training on the subject when they are admitted to the company.

Data subjects' rights:

The rights of data subjects are also of great relevance to us. For this reason, our educational institutions have Privacy Portals, where holders can make various requests about the use of their information. Through these requests, they can access the data we have about them, have information about sharing their information with third parties, object to certain forms of processing, among other possibilities.



Privacy and Data Security

Data subjects' rights:

It is worth mentioning that Yduqs understands that our responsibility and duty of care with the data of our holders must extend to our partners and suppliers. For this reason, a process has been created to evaluate the privacy environment of our potential suppliers, in order to ensure that third parties providing services to the company have policies, practices and procedures that guarantee the appropriate use and security of personal information eventually transited within the scope of a given relationship.

Thus, for suppliers whose contracted service presents a higher risk, due to the nature of the contract (as defined by the company's criteria), only service providers whose associated risk is lower will be accepted. The Purchasing and Supplier Registration Policies are being changed to reflect this new process, which is already in practice, as it is a strategic and sensitive issue for the company.



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Indices and Ratings



Indices and Ratings

Discover our presence in the main ESG ratings and indices

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



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