



YDUQS

INTEGRATED
REPORT

2024

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Welcome

A Message from the Leadership

GRI 2-22

Letter from the President

In a world of constant challenges and opportunities, we reaffirm each year our mission: **educate to transform**. Today, we are the choice of 1.3 million students. Among them, 54% are black or brown, 80% come from public education, and many are the first in their families to join college. These numbers reflect the deep impact of education to transform lives and build a better society. 2024 represented, for our institutions and for the business, the beginning of a new phase. We shifted from primarily focusing on protecting and defending our business against storms to focusing on generating value, actively building the future we want for everyone who trusts our project – whether studying here, investing, or working within the organization.

Part of this change in our game was to calibrate our focus, moving from a focus on accelerated growth to strong cash generation and strategic capital allocation. Our brand and products' portfolio was key to compensating for years of slowdown or crisis in the recent past. And it is worth remembering: this same portfolio strongly leverages the remaining results in market highs. We experienced this with Yduqs in 2023. Last year, even with a less heated market, we maintained Yduqs on the same level and were able to generate significant value for the business. We have achieved all indicators announced to the market in March 2024, including our Earnings per share (EPS) for the period.





This year's results detailed in this report show the combination effects of diversification, efficiency, and discipline in financial management. The **Free Cash Flow to Equity (FCFE)** – one of the key metrics from the investors' perspective – **reached BRL 362 million, a peak of 438% in only one year**. From this robust cash generation, we took good decisions on capital allocation, or, to put it simply, what to do with the value generated by the business. We held a stock repurchase program of BRL 300 million and distributed dividends (some BRL 80 million more), in keeping with the tradition to distribute dividends annually since our IPO in 2007. Lastly, we made two great acquisitions with significant value to unlock and that involved strategic segments and locations.

The first was the acquisition of **Centro Universitário Newton Paiva** in Minas Gerais. At the end of the year, we announced the purchase of **Edufor**, focused on medicine, in Maranhão, strengthening our performance in the Premium segment, strategic for the business of Grupo Yduqs. (GRI 2-2)

Specifically on the performance of some of our brands, in 2024, we adjusted **Estácio's**

communication, which is now "larger than it", and with a growing reputation. **Ibmec** underwent a significant transformation, with emphasis in São Paulo. And **IDOMED is consolidating itself as the number 1 brand in Medicine in the country**, with 68% of the spots matured and more than 9 thousand graduates.

It was also a year of harvesting, especially in relation to the cycle of investments in quality and technology, initiated mostly between 2019 and 2022. A game changer was also key to raising NPS (customer loyalty indicator and recommendation), increased engagement with studies, and operating efficiency. In the last year, we won historical records of student satisfaction at Estácio (both modalities) and Ibmecc. This is the result of investments in technology, review of journeys, processes, and better communication.

As for our intense digital transformation, in 2024, **we added more than BRL 300 million in the development of new technologies and artificial intelligence**. For example, we have advanced tools and systems to connect students to the world of work, such as the new **Workability Platform**. We

also invested in software and applications aimed at improving the learning process and socio-emotional training.

Our **academic quality** is also highlighted, with special attention to the growing training of our teachers. In the last year, we guaranteed all of our Higher Education Institutions (HEIs) with grades of excellence – 4 and 5 – in the evaluations of the re-accreditation processes of the Ministry of Education (MEC).

The year 2024 also focused on the evolution of our **ESG Agenda**. We were included in the B3 Corporate Sustainability Index (ISE) and are the only higher education institution in Brazil classified as **ESG Leader with a rating 'AA' by Morgan Stanley Capital International (MSCI)**.

In the social area, **our diversity agenda is increasingly strong**. We are now part of the Women in Leadership Index (TEVA) and have maintained iDiversa B3. Currently, we have 57% of women and 36% of black people in the leadership; and 31% of teachers are black. Another great goal of the year was our **EXAME Award in People Management 2024**, admittedly the most rigorous

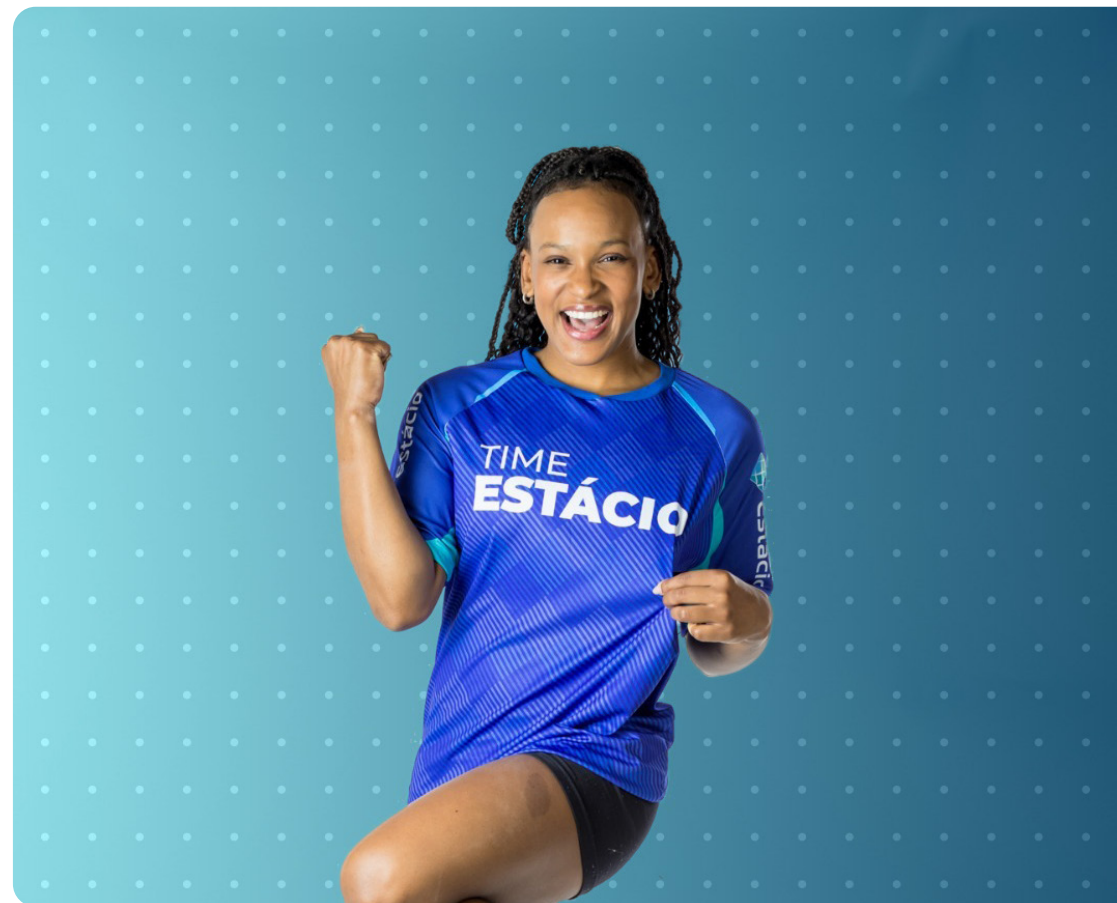
and analytical in the market, consolidating Grupo Yduqs as one of the best places to work in Brazil.

Externally, in partnership with **Instituto Yduqs**, we invested about BRL 3.1 million and **impacted more than 2.4 million** Brazilians last year through education, culture, and sports' initiatives. We also helped to bring the Olympic gold medal to Brazil. **Estácio is the largest university with Olympic athletes in the world**. In all, we sent 77 Olympic and Paralympic athletes to Paris.

I deeply thank all our students, teachers, employees, partners, investors, shareholders, and others who helped us get here. I am also grateful to you, reader, who is interested in our "Educate to Transform" journey. **We are moved by the certainty that education transforms lives and builds the future**. For this, we will continue firmly in our purpose of creating a legacy of excellence, innovation, and impact for Brazil.

Have a good reading!

Eduardo Parente, CEO of Yduqs



Year's highlights

SASB SV-ED-000.D

Operations

69 higher education institutions.*

106 university campuses in:

25+ states

1.5k+ cities.

2,598 partner and proprietary
distance learning centers (EaD)

1.3M students enrolled.

100k+ students graduated
over the year.

16,721 collaborators per active en-
rollment (9,985 teachers** and 6,736 back
office/others).

Social

31% Black teachers.

57% women in leadership positions.

36% Black people in leadership positions.

10% LGBTQIAPN+ persons.***

80% of our students come from public schools.

80% of our collaborators come from our institutions.

678k people benefited from extension activities.

2.4M+ people impacted by Yduqs' actions in partnership
with Instituto Yduqs, with investments of BRL 3,1 million.

*Each course (graduate/post-graduate) has its independent authorization by grant; **Teachers: Service Group = Teachers + Coordinators;

***Self declared.



Environmental

1M+ students impacted by environmental education content.

17 clean energy research projects.

64% reduction in consumption of non-renewable fuels

- For the second consecutive year, we are part of the **Carbon Efficient Index of the Brazilian Exchange**, ICO2 B3.
- For the second consecutive year, we achieved the **Gold Seal of the Brazil GHG Protocol Program GHG (PBGHG)**. This seal certifies that our inventory is complete and certified by an externally independent company.
- We have completed the report to the **Carbon Disclosure Project (CDP)**, a globally recognized transparency platform that helps investors and stakeholders assess environmental risks and opportunities.

*Cash Flow for CVM.

Financing (BRL million)

Adjusted Net revenue

BRL 5,351.8

Adjusted EBITDA

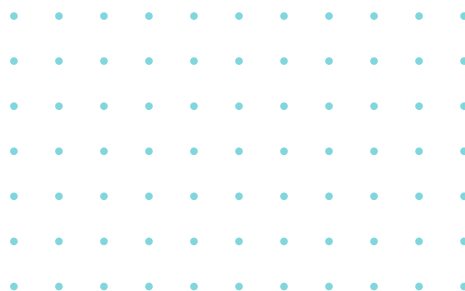
BRL 1,817.1

Operating cash flow

BRL 1,218.5*

Investment (Capex)

BRL 467.7



Main awards and recognitions

EXAME People Management Award 2024

We were recognized as one of the best companies to work in Brazil, standing out for practices of excellence in people management.

Ethos/Época Diversity and Inclusion Award

We gained prominence among companies with the best innovation initiatives in the subject, being the only one in the Education sector.

Elite InfoMoney Award

We are among the 88 fastest growing Brazilian publicly traded companies in the country. The survey highlights companies with a solid financial performance, ensuring shareholder return and brand recognition.

100 Open Corps Award

For the second consecutive year won the 1st place in the “Education Services” category which recognizes the companies who engaged the most in open innovation with startups in Brazil last year.

Conarec Award

We were winners of the category “Best Service in the Education Sector”, a recognition of excellence in digital service and customer experience.

Bloomberg Linea – 500 Most Influential People in Latin America

Our CEO, Eduardo Parente, was named one of the 500 Most Influential People in Latin America, highlighting his impact on the Education sector.

Cariocas Brands 2024

Estácio won the 1st place in the ranking of the most admired private universities in the State of Rio de Janeiro in the O Globo research, in partnership with TroianoBranding.

Innovation Brazil Valor Award

We hold the 2nd place in the list of educational sector companies and are only one that remains for three years in a row in the Top 5. The award is promoted in partnership with PwC and is main award for development and innovation in Brazil.

Best Practices Awards by the Global Compact – Brazil Network

Two Yduqs initiatives for racial equality were recognized by the Global Compact. The Trainee Program exclusive for Black and Brown people, and the constant evolution of the company's goals to accelerate the representativeness of Black people in leadership positions.

100 Most Influential Companies in Brazil LIDE and VEJA Business Award

We were recognized as one of the 100 Most Influential Companies in Brazil. In addition to financial results, reputation, innovation, and commitment to ESG policies' criteria are evaluated.

WOB Seal for Women on the Board

We have won the diversity stamp offered to institutions that work with at least two women on the Board of Directors.

Top 5 of the Federal Government Desenrola Program

We reached the first place in the Education sector and the top 5 in the overall ranking of the largest debt renegotiations program in Brazil.

ESG Integrity Yearbook

We are among the 100 largest Brazilian companies in ESG practices.

About this Integrated Report

GRI 2-1 • GRI 2-3

Dear reader,

We present the **Integrated Annual Report of Yduqs Participações S.A.**¹, a publicly traded company, with shares traded on the Brazilian Stock Exchange (B3), and headquartered in Rio de Janeiro, Brazil.

This report aims to provide all audiences with an integrated and concise view of the main achievements and challenges faced in the **Educate to Transform** journey in the base year 2024 covering the period from January 01, 2024, to December 31, 2024.

In this material we share our financial performance for the same period and advances in academic, social, environmental and governance aspects. We also bring the strategies and actions related to our business, management, and commitments for the coming years. We hope that, in this reading, you will be able to know the main opportunities and challenges that surround us.

The document follows the main reporting methodologies and structures, such as the principles derived from the International Integrated Reporting Council (IIRC) – which was incorporated by the International Financial Reporting Standards (IFRS); the metrics of the Sustainability Accounting Standards Board (SASB) specific to the education sector; and the Global Reporting Initiative (GRI) standards.

Given the approval of the CBPS 01 Standards – General Requirements for the Disclosure of Financial Information Related to Sustainability (IFRS S1) and CBPS No. 2 – Climate-Related Disclosures (IFRS S2) by the Securities and Exchange Commission (CVM), on October 20, 2024, we have since adopted already in this document, certain disclosures of these requirements to adapt gradually to the regulation deadlines.

⁽¹⁾ See Attachments “GRI and SASB Additional Information” (GRI Indicator 2-2)





GRI 2-5 • GRI 2-14

The information presented in this report was gathered by the various areas of the company, with the support of specialized external consultants. The contents were approved by the senior management and by the Vice-Presidency of Institutional Relations and Sustainability. Subsequently, they were subject to the limited assurance of PwC. External and independent verification keeps us aligned with the best practices of transparency in the market, a requirement of our leadership, but not included in any policies. To know the GRI and SASB contents submitted to verification, and the assurance report, please check pages 145 and 167, respectively.

GRI 2-4

The main information changes in this report are as follows:

GRI 2-7: For the information on employee classification by type of work schedule, a different database was considered for the year 2022. Full-time: 180/220 hours, and part-time is any schedule different from 180/220 hours.

GRI 2-21: The percentage of compensation information does not provide the proportion between the average and highest salaries, so the calculation was redone.

GRI 204-1: In the past years, we did not count orders generated by contract consumption for purposes of Suppliers. Given these are engagements performed by the team, we revisited this item to account for the work efforts of the area.

GRI 404-1 and GRI 405-2: In 2024, resident doctors are considered in the category of "Preceptors/tutors"

We are open to questions, suggestions, and comments about this report. Your participation is essential to enhance our ESG communication and management practices. Send your contributions to sustentabilidade@yduqs.com.br.

We wish you all a good reading!



Materiality

GRI 3-1

The priority topics for sustainability management – from which the content of this report was defined – were identified in the process of review and materiality analysis. In 2024, we conducted a study using the concept of double materiality for the second time, which considers the impact of sustainability on the short- and long-term financial results in the company. We also identify topics with the most relevant economic, environmental, and social impacts of our business and that influence our stakeholders' perception.

In the assessment of financial materiality, we consider the risk and opportunity assessment aligned to the metrics of the Enterprise Risk Management (ERM) criteria in force and

approved by the Yduqs' board. During the evaluation, we identified significant opportunities, such as market growth through product diversification, M&A, and strategic partnerships with companies. In addition to the possibility of increasing the access and offer of courses for audiences not served via digital products (EaD) and scalable technologies. Regarding the risks mapped, information leaks from students and collaborators and possible financial sanctions due to court suits filed against Yduqs.

The process of defining Yduqs materiality and its constituent steps are presented in the following table.



Steps to define materiality

GRI 2-29 • GRI 3-1

1 Context Study

- Secondary survey of sustainability trends.
- Benchmarking with domestic and international companies in the education sector.
- Analysis of SASB Standards, Global S&P, ESG Indexes and Ratings criteria.
- Survey of regulatory requirements.
- Preparation of the list of likely material topics

2 Consultations with Stakeholders

- Focus Groups of Teachers and Collaborators.
- For the students, considered priority stakeholders for the business management, we included questions in the Student Satisfaction Indices Survey (ISA) about Yduqs' performance in ESG and priority topics for this public. We received and consolidated 126,467 responses, segmented by brands to separate the different groups of audiences.
- Interviews with Yduqs' senior leadership.
- Interviews with regional representatives and distance learning centers maintainers.
- On-line consultations with 1,474 Yduqs' stakeholders, including back-office employees, third parties, partner poles, faculty, suppliers and third sector organizations. The consultation sought to identify the perception about the relevance of the material topics impacting the organization

3 Prioritizing and analysis




- Evaluation of socio-environmental impacts by Yduqs' experts – significance and probability criteria.
- Risk assessment of financial impacts with Yduqs' corporate risk management (ERM) view - impact and probability criteria.
- Consolidation of the results and list of material topics.




4 Validation




- Approval of the topics by the senior leadership.

List of material topics

GRI 3-1 • GRI 3-2

Material topics	Impact materiality	Correlation with the capitals of the Integrated Report	Indicators	SDG
Quality and Access to Study 	Positive impact: Expansion of the supply of quality higher education to layers of the population that had difficult access and the ability of graduates to generate employment and income.	Human capital: the development of qualified teachers and continuous training programs is essential to ensure the quality of teaching. Intellectual Capital: The use of technological innovation and advanced educational practices to improve access and quality of education. Social Capital: Partnerships with communities, families, and government agencies to promote equal access to education.	SASB SV-ED-260a.1 SASB SV-ED-260a.2 SASB SV-ED-260a.6 SASB SV-ED-000.A SASB SV-ED-000.B SASB SV-ED-000.C SASB SV-ED-000.D	1 4 10
Human Capital Attraction, Retention and Well-being 	Positive impact: offer of discounts and scholarships for employees, teachers, and students. Development of qualified professionals, with increased productivity and employability.	Human capital: involves development, training, quality of life at work, mental health programs and well-being for employees and teachers. Investments in this area promote the value of talents and alignment with organizational culture. Social Capital: strengthening the relationship with teams and the creation of an environment of trust and belonging impact talent attraction and retention.	GRI 203 – Indirect Economic Impacts GRI 401 – Employment GRI 402 – Work Relations GRI 403 – Work Health and Safety GRI 404 – Training and Education GRI 405 – Diversity and Equal Opportunities GRI 406 – Non-Discrimination GRI 413 – Local Communities	1 2 3 4 5 8 10 11
Cybersecurity and Data Privacy 	- -	Intellectual Capital: strategies to protect intangible assets, such as strategic data and intellectual property, are part of cybersecurity management. Social Capital: the trust of students, families and partners depends on the proper protection of their data.	GRI 418 – Client Privacy SASB SV-ED-230a.1 SASB SV-ED-230a.2 SASB SV-ED-230a.3	16

Material topics	Impact materiality	Correlation with the capitals of the Integrated Report	Indicators	SDG
Employability and Entrepreneurship 	Positive impact: offering initiatives to provide job opportunities for internships and paid jobs such as a career portal, programs to develop the students' entrepreneurial skills.	Human Capital: developing skills and abilities aligned with market needs is essential to prepare students for professional challenges. Intellectual Capital: the knowledge generated through innovative programs and educational technologies is a lever for employability and entrepreneurship programs. Social Capital: partnerships with the private sector and support networks help to create effective programs for professional insertion.	SASB SV-ED-260a.3	1 4 10
Climate Strategy and GHG Emissions 	Positive impact: promotion of energy efficiency projects and energy consumption from renewable sources. Negative impact: GHG emissions due to electricity consumption, fugitive emissions (air conditioning) and waste generation in Yduqs' education units and their corporate structures.	Natural Capital: strategies to reduce GHG emissions and promote more sustainable practices. Manufactured capital: investments in sustainable infrastructure and low-carbon technologies.	GRI 302 – Energy GRI 305 – Emissions	3 6 7 8 11 12 13 14 15
Ethics, Integrity, and Transparency 	Positive impact: compliance with anti-corruption standards, laws, and practices; proper use of the Confidential Channel by employees, partners, and suppliers. Sharing good practices with partners and suppliers. Negative impact: ties with a non-compliant partner/supplier; acts of the executive management, teachers and employees who violate the Code of Ethics and Conduct.	Social Capital: building trust and dialog with stakeholders depends on ethical, transparent, and responsible practices. Financial Capital: transparency in financial management is key to aligning relationships with stakeholders and avoiding risks related to corruption or mismanagement.	GRI 205 – Fighting Corruption GRI 206 – Unfair Competition GRI 207 – Taxes GRI 407 – Freedom of Association and Collective Bargaining GRI 410 – Security Practices	1 3 4 5 8 10 13 16 17

Material topics	Impact materiality	Correlation with the capitals of the Integrated Report	Indicators	SDG
Value Chain Management 	<p>Positive impact: development of good socio-environmental, economic and management practices in the chain.</p> <p>Negative impact: violation of human rights, labor conditions, health and safety, and environment in the activities of suppliers and partners.</p>	<p>Social Capital: strategic partnerships and engagement with suppliers, partners and other stakeholders have a direct impact on the value chain.</p> <p>Financial Capital and Human Capital: investments in contract management, training, and risk control throughout the supply chain.</p>	<p>GRI 204 – Procurement Practices</p> <p>GRI 308 – Environmental Assessment of Suppliers</p> <p>GRI 414 – Social Assessment of Suppliers</p>	<p>17</p>
Regulatory Environment Management 	- -	<p>Social Capital: the relationship with regulatory bodies and the constant monitoring of the legal scenario are essential.</p> <p>Financial Capital: Strategic alignments to manage regulatory risks, avoid financial penalties and ensure legal compliance.</p>	<p>GRI 415 – Public Policies</p>	<p>17</p>
Sustainable Management of Resources 	<p>Positive impact: increasing awareness of students, employees, and communities through the dissemination of environmental education content and sustainable management through Yduqs' educational platforms.</p> <p>Negative impact: high consumption of natural resources such as water and energy.</p>	<p>Natural Capital: relates directly to the conscious and responsible use of essential natural resources such as water, energy, and materials. It includes practices to reduce consumption, implementing rainwater collection solutions, efficient effluent treatment, and recycling initiatives to minimize environmental impact.</p> <p>Manufactured Capital: involves investments in sustainable technologies and infrastructure, such as the installation of energy efficiency systems, solar panels, intelligent water and waste management systems, and the implementation of sustainable construction practices for new educational units.</p> <p>Human capital: engagement and education of employees, students, and school communities for more conscious daily practices, such as conscious use of water, waste reduction and waste separation for recycling, are vital to strengthen the culture of sustainability and ensure the effectiveness of the strategies implemented.</p>	<p>GRI 303 – Water and effluents</p> <p>GRI 306 – Waste</p>	<p>3 6 7 8 11 12 13 14 15</p>

New topics in the 2024 materiality analysis: Climate Strategy and GHG Emissions; and Value Chain Management

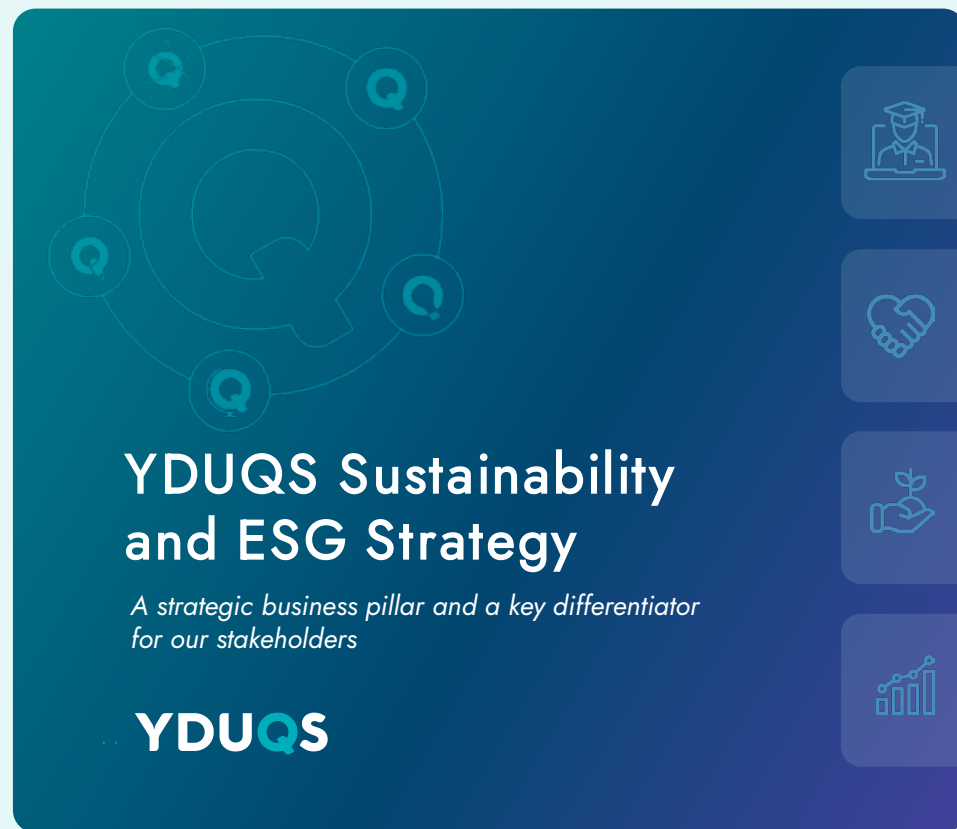
GRI 3-2

Compared to the last materiality analysis conducted in 2022 and 2023, the following topics are no longer material: Social development in the units' surrounding areas; innovation and technology; and Diversity, Inclusion and Equality. Although these are relevant issues for Yduqs and continuously considered in the company's **Sustainability Strategy and ESG** practices and policies (see page 56), they were not raised as priorities from the perspective of the experts and stakeholders consulted.

Particularly about innovation and technology, we understand this topic permeates all areas of the company. For this reason, it moved from a material topic to a larger scale, connected to the company's business strategy.

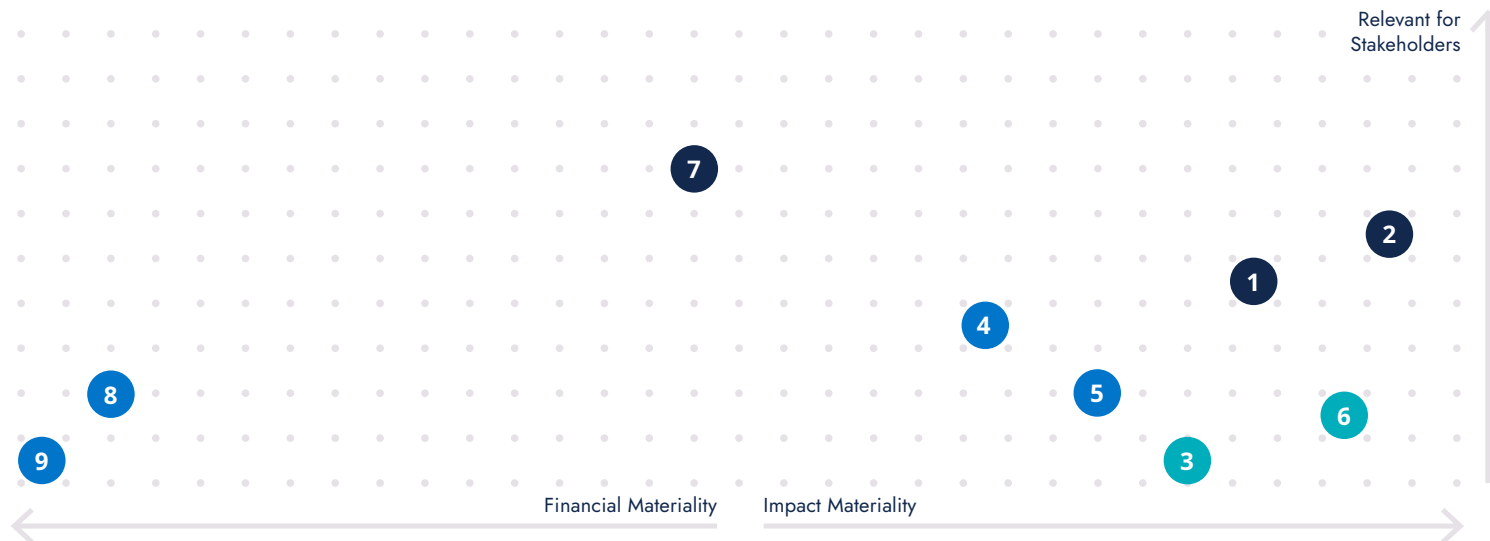
The topic "Transparency and Relationship with Priority Audiences" was incorporated into the new material topic "Ethics, Integrity and Transparency". The topic "Government relations and advocacy with regulatory bodies" was extended to "Regulatory Environment Management."

New topics in the 2024 materiality analysis:
*Climate Strategy and GHG Emissions
and Value Chain Management.*



Yduqs Materiality

GRI 3-1 • GRI 3-2



GRI 3-2

The topics located on the left have a greater impact on our business, while those on the right have a greater socio-environmental impact. The topics at the center have similar financial and socio-environmental proportions. The higher the circle, the greater the importance of the topic for the stakeholders.

ENVIRONMENT

3 Climate Strategy and GHG Emissions

6 Sustainable Waste Management

SOCIAL

1 Attraction, Retention and Well-being of Human Capital

2 Employability and Entrepreneurship

7 Quality and Access to Study

GOVERNANCE

4 Ethics, Integrity and Transparency

5 Value Chain Management





8 Cybersecurity and Data Security

9 Regulatory Environment Management





Stakeholder Engagement

GRI 2-29 • GRI 3-1

We value transparency and dialog with all stakeholders. Based on the core principles of our Corporate Governance, we are committed to maintaining clear communication about our operations, policies, goals, and results.

Stakeholder	How we engage	Priority topics
Association/Third-sector Organizations 	On-line research; Meetings and events	<ul style="list-style-type: none"> • Sustainable Management of Resources • Quality and Access to Study • Diversity, Equality, and Inclusion
Back-office Collaborators 	On-line research; Meetings and events; Electronic Call System (SEC); Email; WhatsApp; Collaboration Groups in Microsoft Teams; Social Media; Integrated Report	<ul style="list-style-type: none"> • Quality and Access to Study • Employability and Entrepreneurship • Human Capital Attraction, Retention, Well-being, and Development • Ethics, Integrity, and Transparency
Surrounding community 	Brand extension program, with service to local communities; Relationship with society organizations via Instituto Yduqs	<ul style="list-style-type: none"> • Quality and Access to Study • Employability and Entrepreneurship • Human Capital Attraction, Retention, Well-being, and Development • Ethics, Integrity, and Transparency
Teachers 	E-mails; Meetings and events; WhatsApp; Content Portal (Docentes.Online); Collaboration Groups in Microsoft Teams; Academic Information System (SIA); Integrated Report	<ul style="list-style-type: none"> • Quality and Access to Study • Human Rights and Work Relations • Employability and Entrepreneurship • Ethics, Integrity, and Transparency



Stakeholder	How we engage	Priority topics
Suppliers 	Suppliers' System; Email; Institutional Websites; Integrated Report	<ul style="list-style-type: none"> • Quality and Access to Study • Ethics, Integrity, and Transparency • Human Rights and Work Relations • Employability and Entrepreneurship
Investors 	Investors' Relations Website (IR); E-mails; Filing of documents at the Securities and Exchange Commission (CVM); Events and meetings for investors and market analysts; Yduqs Day	<ul style="list-style-type: none"> • Financial return (risk and opportunity management) • Cybersecurity and Data Security • Regulatory Environment Management • Quality and Access to Study
Partners at distance learning centers 	Pole Connection Portal; Institutional Website; Telegram; Weekly Live (Team); Institutional E-mails; Chat; Phone assistant, Field Managers; Large Focal accounts; Training Trail (Educare); Electronic Call System (SEC); Intranet; Pole's NPS; Integrated Report	<ul style="list-style-type: none"> • Quality and Access to Study • Employability and Entrepreneurship • Human Capital Attraction, Retention, Well-being, and Development • Ethics, Integrity, and Transparency
Third parties 	Supply and Procurement Area; Email; WhatsApp; Collaboration Groups in Microsoft Teams; Social Media; Integrated Report	<ul style="list-style-type: none"> • Human Rights and Work Relations • Employability and Entrepreneurship • Ethics, Integrity, and Transparency • Cybersecurity and Data Security and Quality and Access to Study

We are Yduqs

Organization profile

GRI 2-1 • GRI 2-3

We are **Yduqs Participações S.A.**, one of the largest groups of technology and education services in Brazil, with the purpose of boosting quality and transforming higher education in the country. Based in Rio de Janeiro (RJ) and with over 54 years of experience, we offer a diverse portfolio of educational institutions and modalities, from technical courses, graduate, and post-graduate degrees to executive education programs in all Brazilian regions.

With a solid integration into digital culture, we develop methodologies, content, and solutions to provide higher education for more than 1.3 million students from all social classes. **Our approach is based on quality, scalability, innovation, inclusion, and customization**, adapting teaching to the needs and realities of each student. Our educational portfolio consists of the following brands: **Estácio, Ibmec, IDOMED, Wyden**

and **Damásio**. We also operate the edtechs **Hardwork Medicina** and **Grupo Q** (educational platform with the brands QConcursos, Folha Dirigida, OPX and Prisma). In addition to **EnsineMe**, which is dedicated to the development of education-specific methodologies, digital content, platforms, and technologies.

In 2024, we expanded our operations in Belo Horizonte (MG) with the acquisition of Centro Universitário Newton Paiva, which now joins Wyden under the name Newton Paiva Wyden. In 2024, we also announced the acquisition of Faculdade Edufor, located in São Luis (MA). With this acquisition, the courses become part of two of the group's domestic brands: Estácio and IDOMED. The Medical school is now the 18th unit of IDOMED, while the other courses will strengthen Estácio's presence in the capital of the state of Maranhão. See more details about each brand on page 26.



Mission, Vision and Values

Mission

Educate to transform.



Vision

Transform education in Brazil from the intense use of technology to support the development of youngster and adults of all classes, from Oiapoque to Chuí (North to South), with sustainable practices for all our audiences.



Values

Focus on the student: We all work for the students; we are enthusiastic about educating.

Sense of ownership and results: We act like owners and deliver results as a team.

Quality: We offer an educational experience for all, using technology intensively.

People: We are proud to work here and believe in meritocracy.

Innovation and simplicity: What is new attracts us, and simple solutions too.

Diversity and ethics: We do what is right, value differences and diversity.

With more than 1.3 million students from all social classes, we are one of the largest teaching groups in Brazil.

Map of Grupo Yduqs' activities in Brazil

GRI 2-1



Student base

SASB SV-ED-000.A

Student Base (thousands)	2022	2023	2024
On-campus	268.0	262.9	273.6
On-campus undergraduate	234.2	211.0	198.8
Semi on-campus undergraduate	30.9	48.9	68.7
Masters and Doctors	2.9	3.0	6.1
Distance Learning	912.8	1,029.4	1,026.1
Undergraduate	429.8	500.8	486.0
Lifelong	483.0	528.7	540.1
Premium	14.1	15.7	19.6
IDOMED	7.9	8.7	9.9
Ibmec	6.2	7.0	9.7
Total Base	1,194.9	1,308.0	1,319.3

Activity context

We operate in a dynamic and challenging scenario, strongly influenced by macro and microeconomic conditions, accelerated technological changes, specific regulations and a constantly changing political environment.

In this context, some of our challenges are the impacts of updating the rules for EaD and restrictive regulations that can directly affect operations and student attraction. In addition to the need to resume the growth in the number of on-campus, the decrease in student's default and the strong demand to remain competitive in the face of increasing digitalization and competition.

Case analysis

SASB SV-ED-260a.6

Macroeconomic scenario: the Brazilian economy has presented challenges such as high inflation, high interest rates and slow recovery of family income that directly impact the education sector. With fewer resources available, families tend to prioritize

essential expenses, affecting investment capacity in higher education. To mitigate these impacts, we have expanded our offerings of low-cost courses and funding programs, as well as our own payment in installment initiatives. We work internally on student indebtedness and default information, analyzing applicable legal and regulatory requirements and assessing how the students' ability to pay can affect our financial sustainability. We also identify the measures adopted to ensure compliance with the rules and prepare to address the topic more thoroughly in future reports.

Microeconomic scenario: the private education market faces growing competition, with diverse players including startups and edtechs. However, there is plenty of room to grow: **there are more than 32.2 million Brazilians who could triple their income using our services.** The Distance Learning has been increasingly recognized, and the market is pulverized with mergers and increased foreign investments. We respond to these challenges by strengthening our

premium portfolio, such as IbmeC and IDOMED, and investing in distance learning and semi on-campus solutions, such as distance learning centers with 2.5 thousand units presently.

Technology changes: rapid evolution significantly impacts the education sector. We have led this transformation with initiatives such as EnsinMe, our edtech that develops digital methodologies and content, and adopted artificial intelligence-based solutions to personalize learning and improve student retention.

Political environment: the government is more sensitive to the least privileged and the FIES is being rebuilt. The resume of student funding programs represents a significant opportunity. Although still restricted, the "FIES Social" has significant potential to transform access to higher education and expand the students' base.



Regulatory Environment Management

GRI 3-3

The higher education sector in Brazil is subject to extensive government regulation to ensure quality of the courses and Higher Education Institutions (HEIs). The regulation is committed to strengthening the reputation of all our HEIs to enable increased attraction and business opportunities and expand the company.

Throughout our history, we believe we have acquired necessary knowledge and experience about Brazilian legislation and regulatory process. We also maintained a cooperative and active history before the entities and regulatory public bodies of the education sector. We aim to fulfill all the necessary requirements to obtain authorization, recognition and renewal of our courses and accreditation and re-accreditation of our institutions.

We also seek to adapt quickly to possible regulatory changes, such as changes in the education legislation, which may impact on regulatory frameworks for higher education, including changes in distance learning

and updates in the national guidelines for the courses.

To deal with these changing environments, we structured a regulatory and government relations' agenda with regulatory bodies, based on ethical principles and transparent and nonpartisan action.

Government Relations

In 2024, Yduqs' Government Relations area consolidated its essential role in building a favorable educational environment, strengthening the dialog with the authorities of the three levels of government: federal, state, and municipal. Through continuous and strategic work, we have not only maintained but expanded our presence and representativeness in the educational scenario of Brazil, reflecting our commitment to the democratization of higher education and social inclusion. We have also expanded our international relationship network by participating in forums and events, boosting our leadership position in the education sector.





Among the main results achieved, we highlight the authorization of 356 new seats in medical courses authorized by the **Mais Médicos** program, highlighting our contribution to the training of health professionals in several regions of Brazil. Through the ordinances issued by MEC, we were able to expand opportunities in municipalities such as Quixaba (CE), Castanhal (PA) and Iguatu (CE), promoting access to quality education.

In 2024, we also authorized 53 technical schools to operate in Brazil, meeting the growing demand for technical and professional training. These courses have become increasingly relevant, not only to train young professionals, but also as a response to the needs of the labor market and the economy. With a practical and focused approach, these programs have contributed to the qualification of the workforce, preparing students to meet the demands of expanding sectors and boosting employability in several regions.

In the midst of a dynamic legislative context, we actively act in the defense of public policies that ensure access to higher education for low-income students. We promote discussions around the expansion of spots in

the programs Prouni and FIES, contributing to the democratization of education and the inclusion of more Brazilians in higher education. This strategy also included participation in important parliamentary fronts, such as the Front for Inclusion and Quality in Private Education, which discussed relevant topics, such as the tax Reform, where a reduced rate was guaranteed to education services, the continuity of the Prouni and the tax exemption for scholarships offered by education institutions.

GRI 2-28

We also maintained partnerships and expanded the representativeness with entities of the education sector, such as the Union of Maintainers 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), the Brazilian Association for the Development of Higher Education (ABRAES), the Brazilian Association for Distance Learning (ABED), the Board of Presidents of Brazilian Universities (CRUB) and the Union of Maintainers of Higher Education Institutions (SEMESP). We

have a relationship with the Brazilian Forum of Private Education (Brazil Education), and in the National Confederation of Education Institutions (CONFENEN). Through the associations, we also act in the Quality Education Institute (IEduQ) and the Joint Parliamentary Front for Inclusion and Quality in Private Education (FPeduQ), which brings senators and representatives to private education institutions for a professional debate about public policies relevant to the sector. We are also represented in the City Council of the City of Rio de Janeiro.

GRI 415-1

The participation of the Government Relations area is guided by the company's Government Relations Policy, which ensures a responsible, transparent, and collaborative approach. This policy is essential to ensure that our actions are conducted clearly and responsibly, establishing guidelines that prohibit political contributions, thereby reinforcing our commitment to integrity and legal compliance.

Our businesses

GRI 2-6

Yduqs' Ecosystem and Brands

To communicate results to the market and ensure comparison, we divided our brands and reported the information into three segments: Premium (IDOMED and Ibmec), Distance Learning (all brands) and On-campus Teaching (all brands).

We have the "Lifelong" initiative. Integrated with Ibmec's vice-presidency, "Lifelong" reflects our commitment to lifelong education, providing learning opportunities that accompany the different stages of the students' career path.



All classes



All models



From North to South



During adulthood



The largest Brazilian
education brand.



Training future
problems' solvers.



Consolidated and aggregated
Local Force.



Integrated to the Brazilian
medicine ecosystem.



Education platform dedicated to
offering employability Solutions.



Brazilian reference in Law.



Startup to transform
medicine in Brazil.



Development and production of the digital
ecosystem for higher education.



Estácio

One of the largest and most recognized institutions of higher education in Brazil, with more than 54 years of tradition in the democratization of excellence teaching. Present in the five regions of the country, we have more than 80 units and a wide network of Distance Learning Centers, which expand access to education, especially in remote areas. We are recognized for the capillarity and ability to adapt to the specifics of each market, offering quality affordable courses.

Estácio Numbers

45 teaching institutions

1.8k+ undergraduate courses

3.8k+ graduate courses

2k+ distance learning centers

2024 Highlights

- **Estácio**, which is the largest institution of Grupo Yduqs, achieved the maximum score (concept 5) in the MEC re-accreditation.
- **Acquisition of Edufor**: the courses are now part of Estácio and IDOMED. The transaction involves 179 medical students and about 2.8 thousand students in on-site graduate courses generally.
- **Estácio Technical School**: in its first year of operation, the Technical School expanded its presence to more than 40 units in Brazil, in the North, Northeast and South regions, besides Rio de Janeiro. With a wide range of mid-level technical courses, the focus is to accelerate the students' professional career.
- Launch of the **My Career Portal**: the platform offers in a unique environment all actions and information related to employability. Check out more initiatives on this topic on page 83.



estacio.br

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

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



Wyden

We are a higher education network operating in several regions of Brazil, especially in the North, Northeast and Southeast. Founded in 2009, we offer undergraduate and postgraduate courses, covering different areas of knowledge.

Our network is formed by 11 institutions: Martha Falcão Wyden (AM), FACI Wyden (PA), FACIMP Wyden (MA), UNIFACID Wyden (CE), UNIFANOR Wyden (CE), UNIFBV Wyden (PE), UNIFAVIP (PE), UNIRUY Wyden (BA), UNIME-TROCAMP Wyden (SP), UNITOLEDO Wyden (SP) and Newton Paiva Wyden (MG).

Wyden Numbers

11 teaching institutions

600+ undergraduate courses

800+ graduate courses

300+ distance learning centers

2024 Highlights

- We concluded the purchase of **Centro Universitário Newton Paiva** (BH), a reference in the capital of Minas Gerais, especially in the area of Health (Dentistry). The institution is now called **Newton Paiva Wyden**.

wyden

wyden.com.br

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

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



Ibmec

With more than 50 years of experience, we are recognized in the market as a **center of excellence in the management and business areas**. We offer undergraduate, graduate, master, extension and in-company courses in Administration, Economics, Law, International Relations, Engineering and Accounting, among others, with maximum grades by MEC and seals granted by important institutions in Brazil and abroad.

Ibmec Numbers

4 teaching institutions

50+ undergraduate courses

400+ graduate courses

2024 Highlights

- **IBMEC RJ** and **BH** received the **OAB Recomenda Seal**, a recognition for excellence in our law courses.
- Launch of the **Alumni Community**, the new platform to create a space for networking, professional development, and business opportunities for graduates.
- IBMEC was the official sponsor of the **10th edition of the Brazil Conference at Harvard & MIT**, an annual event that congregates leaders and students to discuss topics relevant to Brazil's development, such as innovation, justice, and sustainability.

ibmec

ibmec.br

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

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





IDOMED

Active for more than 25 years, **we are considered the most modern Medical Institute in Brazil**. Present in all regions of the country, we gather 18 medical schools, with more than 9.9 thousand students and focus on teaching excellence, practical learning, applied technology, teaching development and connection with medical careers. We offer undergraduate, graduate, specialization and improvement and updating courses.

IDOMED Numbers

16 teaching institutions

18 undergraduate courses

49 graduate courses

2024 Highlights

- **Acquisition of Edufor**, in Maranhão.
- In 2024, the Company will have a total of 2,060 authorized annual school seats.
- In May, **IDOMED** and **Instituto Yduqs** launched **Mediversity**, a pioneering program in the country, to reshape the teaching of Medicine, fighting the biases of society in health.
- Launch of the **Management Excellence Program (PEG IDOMED)** to recognize talented individuals and teams who commit to the continuous improvement of processes and results.

IDOMED

idomed.com.br

instagram.com/idomed.official

youtube.com/@idomedoficial



HardWork Medicina

Reinforces the educational universe of IDOMED medical schools. It is a 100% digital company specialized in preparing for residence and title exams and re-validation of diplomas. It has a teaching model based on the experience of leading physicians in the market and uses machine learning to customize the offer of digital content and questions for each specific test.



hardworkmedicina.com.br

instagram.com/hardworkmedicina

youtube.com/@hardworkmedicina





grupoQ

It is an **educational platform dedicated to offering employability solutions**. It uses scalable business models, advanced technology, and data analysis. We develop solutions designed to maximize our students' e-scores. We currently have two brands: Qconcursos and Prisma, as well as initiatives B2B. Each of them plays a key role in improving our students' employability prospects and quality of life.

Qconcursos: preparatory for civil service exams of many professional fields. **With almost 500 thousand subscribers, it is the largest edtech in Brazil.** It is also the main news portal about civil service exams in Brazil, with more than 24 million single visits per month via Qconcursos Folha Dirigida.

📍 [instagram.com/qconcursos](https://www.instagram.com/qconcursos)

Prisma: free solution for those who want to prepare for ENEM and entrance exams.

📍 [instagram.com/estudeprisma](https://www.instagram.com/estudeprisma)

B2B Initiatives: integrated solutions to accelerate digital education strategy with the most advanced technology platforms on the market.

2024 Highlights

- Unification of the brands Qconcursos and Folha Dirigida.
- Start of the Qconcursos Mentoring.
- QConcursos becomes the traffic leader in the education market.

grupoQ

🔗 grupog.io

🔗 qconcursos.com

🔗 estudeprisma.com

Damásio

Nationally recognized as one of the most reputable institutions in the Legal field, we offer a complete journey for the legal career. We have graduate programs, preparation for public and related careers, as well as preparation for the examination of the Brazilian Bar Association (OAB).

2024 Highlights

- Damásio received the OAB Recomenda Seal, an award for excellence in Law courses.
- Beginning of the Damásio undergraduate course.
- New studios.

DAMÁSIO

damasio.com.br

[instagram.com/damasio.educacional](https://www.instagram.com/damasio.educacional)

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





Ensineme

Dedicated to the development and production of the digital ecosystem for higher education, including methodologies for digital teaching, learning management, platforms, and content. Our academic curators' team is formed by masters and doctors from institutions such as IME, UFRJ, USP, UFSCAR and FGV. We also have a digital and audio-visual production hub with design instruction, UX and UI professionals, programmers, writers, video-graphics, and others.

2024 Highlights

- + 10 thousand videos produced in 2024.
- Olympic Experience – Registration and Photography – Hub: 36 videos.
- Socioemotional Learning: 38 skills; 1 interactive video (formed by 27 clips); Web series (4 episodes); and 3 teasers
- Recording of the Yduq's results translated into eight languages via AI.

1

High-level academic content developed by the best professors focusing on leaning and engagement.

2

Content defined and updated by curators in real time.

3

Curated IA-managed bank of questions

4

White label digital platform (web and App).

5

Real time digital behavior and content consumption data.

6

Real time student development data.

Ensineme

ensineme.com.br

instagram.com/estudios.ensineme

youtube.com/@estudiosensineme9208

Value Creation Model

We present our business model, highlighting how we use a variety of resources – including manufactured, intellectual, financial, human, natural, social and relationship capital – to create sustainable value for all stakeholders. We list the **inputs (value capture)** and their strategic contributions and the **outputs (shared value)** of each type of capital, showing the tangible value generated through each of them, thus promoting a positive long-term impact.

Inputs / Value capture

Manufactured capital

- 106 university campuses •
- 2,598 partner and proprietary EaD distance learning centers •
- Offices and head office in Rio de Janeiro •
- Data centers •

Intellectual capital

- 1 University •
- 23 University Centers •
- 49 active colleges/in operation accredited by MEC •
- Free platform of preparatory courses for university admission •
- Cross-sectional environmental education and awareness •
- High-tech features and development of proprietary solutions •
- Platforms and systems •

Financial capital

- Shareholders' capital •
- Financing resources •
- Cash generated from our operations •
- Funds raised in the capital market •

Human capital

- Collaborators •
- Teachers •
- Students •
- Surrounding Communities •

Natural capital

- Essential input (water, power) •
- Goods and materials related to our operation (electronics, paper, etc.) •

Social and relationship capital

- Communities •
- Preparatory course franchises •
- Partner health units •
- Civil society organizations •
- Class Associations •
- Suppliers •
- Government •



Outputs/Shared value

Intellectual capital

- Digital teaching platform for all institutions
- Development of new digital tools and teaching methods
- Efficient and scalable management model
- Operating Efficiency

Financial capital

- BRL 4.87 million in value generated in 2024
- Employment and revenue generation

SASB SV-ED-260a.3

Employability rate*

Consolidated Yduqs: 77.7%
Estácio: 73.0%
Wyden: 75.0%
Ibmec: 90.1%
IDOMED: 98.1%

Increased income

Estácio: 44.0%
Wyden: 57.3%
Ibmec: 73.1%
IDOMED: 30.3%

*Research held in August 2024. The period considered graduated students actively working between 180 and 365 days after receiving the diploma.

Human capital

- Access to quality education
- Job offers in all regions of Brazil
- About 1.3 million students from various classes and ethnicities
- Training and development
- Promotion of diversity and inclusion

Natural capital

- Consumption of natural resources such as water and energy
- Energy efficiency solutions and GHG compensation
- Waste generation, recycling, and reuse
- New generation with environmental awareness and concern for the planet

Social and relationship capital

- Free care in health units
- Free legal aid
- Socio-cultural projects supported by Instituto Yduqs



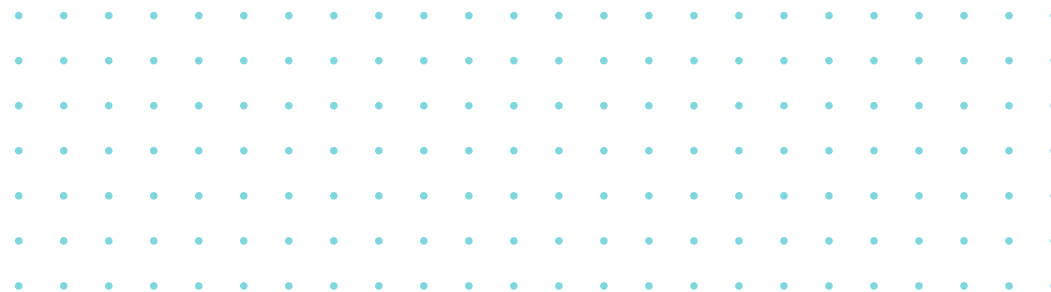
Performance and financial results

We closed 2024 with exceptional financial results, marked by a robust growth in all key indicators. We recorded significant increases in reported revenue and adjusted EBITDA, with increments of 4.2% and 6.01% respectively, compared to the previous year. These numbers reflect not only an increase in student attraction, but also an increase in average tickets across all segments of activity.

The operating cash flow for CVM for the period reached BRL 1,218.47 million, representing an increase of 33.8% compared to the previous year. These results highlight our financial strength and operating efficiency.

We have demonstrated once again that the combination of a diverse portfolio and disciplined execution is the key to building two distinct fortresses: great resilience during crises and strong operational leverage in periods of economic recovery. This strategy leads us to consistent growth in the long term, boosting our prominent position in the educational market.

Year after year, our numbers reflect our ability to grow with quality, while focusing on the needs of the people who trust us. We will continue to improve our services and deliver an increasingly relevant and impacting educational experience.



2024 Highlights

Adjusted Net Revenue (BRL million)

2022	2023	2024
4,564.9	5,147.6	5,364.3

EBITDA Margin (%)

2022	2023	2024
32	33	34

Adjusted EBITDA (BRL million)

2022	2023	2024
1,458.7	1,714.0	1,817.05

Operating Cash Flow for CVM (BRL million)

2022	2023	2024
716.90	910.70	1,218.47

Investments (Capex, BRL million)

2022	2023	2024
491.70	470.40	467.75

Generated Economic Value (BRL thousand)

2022	2023	2024
4,134,238	4,722,605	4,879,028

Distributed Economic Value (BRL thousand)*

Destination	2022	2023	2024
Operating costs	1,572,130	1,719,273	1,846,495
Employee salaries and benefits	1,267,444	1,385,605	1,334,493
Payments to capital providers	936,567	1,017,841	902,362
Payments to the government	413,541	445,235	454,470
Total	4,189,682	4,567,954	4,537,820

*There are no Investments in the Community as the value invested in the three Years was BRL 0.00.

Retained Economic Value (BRL thousand)**

2022	2023	2024
-55,444	154,651	341,208

**"Generated economic value" minus "Distributed economic value".

Total Pecuniary Value of the Assistance Received from any Government Level (BRL)***

Source	2022	2023	2024
Tax Benefits and Credits	331,287,103.03	415,916,120.59	443,187,197.74

***The only funds received refer to tax benefits and credits. Information relates only to Brazil. No government participates in Yduqs' shareholding structure.



Strategic Management

Yduqs' Strategy

GRI 2-6

Business Focuses and Goals for the Coming Years

1

The **On-campus** path has resumed its level in volume and prices. Looking forward, the leverage is to master hybrid higher education not only for the sake of cost efficiency, but because there is a desire for current, dynamic teaching. There is substantial value to be generated with new offers for on-campus students.

2

The **Distance Learning** goal, amid regulatory changes, will continue to be the main gateway to more than 30 million people waiting for their turn. But this is also a more sophisticated market, in which innovation, quality and actual results for students will be decisive to win. In this segment, value will depend less on expansion and more on results for the students.

3

IDOMED's academic excellence is and will be the way to protect margins and business sustainability in a more competitive market. At the same time, we maintain focus on expanding spots: we remain well-positioned to capture the spots from **Mais Médicos**.

4

Ibmec will gain more a growing relevance in the premium market, with the maturity of the new units and a more relevant position in Technology and Law.

5

In the **Lifelong** products, we have different strategies for the regulated and unregulated universe. In postgraduate studies, we want to continue lever-aging the strength of the brands Ibmecc and Estácio to gain market share. In unregulated products, we want to drive growth through the expansion in-to new products and businesses, in addition to keeping a keen eye on opportunistic acquisitions of already established players in this market.

Our business' strategy is the sustainable growth of our business, driving cash generation and increasing value for shareholders and society, focusing on teaching quality and scalability of unique experiences for all.



Strategic Differences

We have strengths and competitive differentials that will support Yduqs' strategy execution and sustainability as a leader in the education sector:

We have a **diverse portfolio** to overcome crises and regulatory twists growing steadily as the economy resumes.

We have **disciplined execution** with an experienced and committed team, enthusiastic about educating and with a high delivery capacity.

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

In addition, we are technology leaders and best positioned to generate value, accelerating innovation and AI adoption. We have clear goals and student-focused strategy to enable the scalability of exclusive experiences in inclusive education.

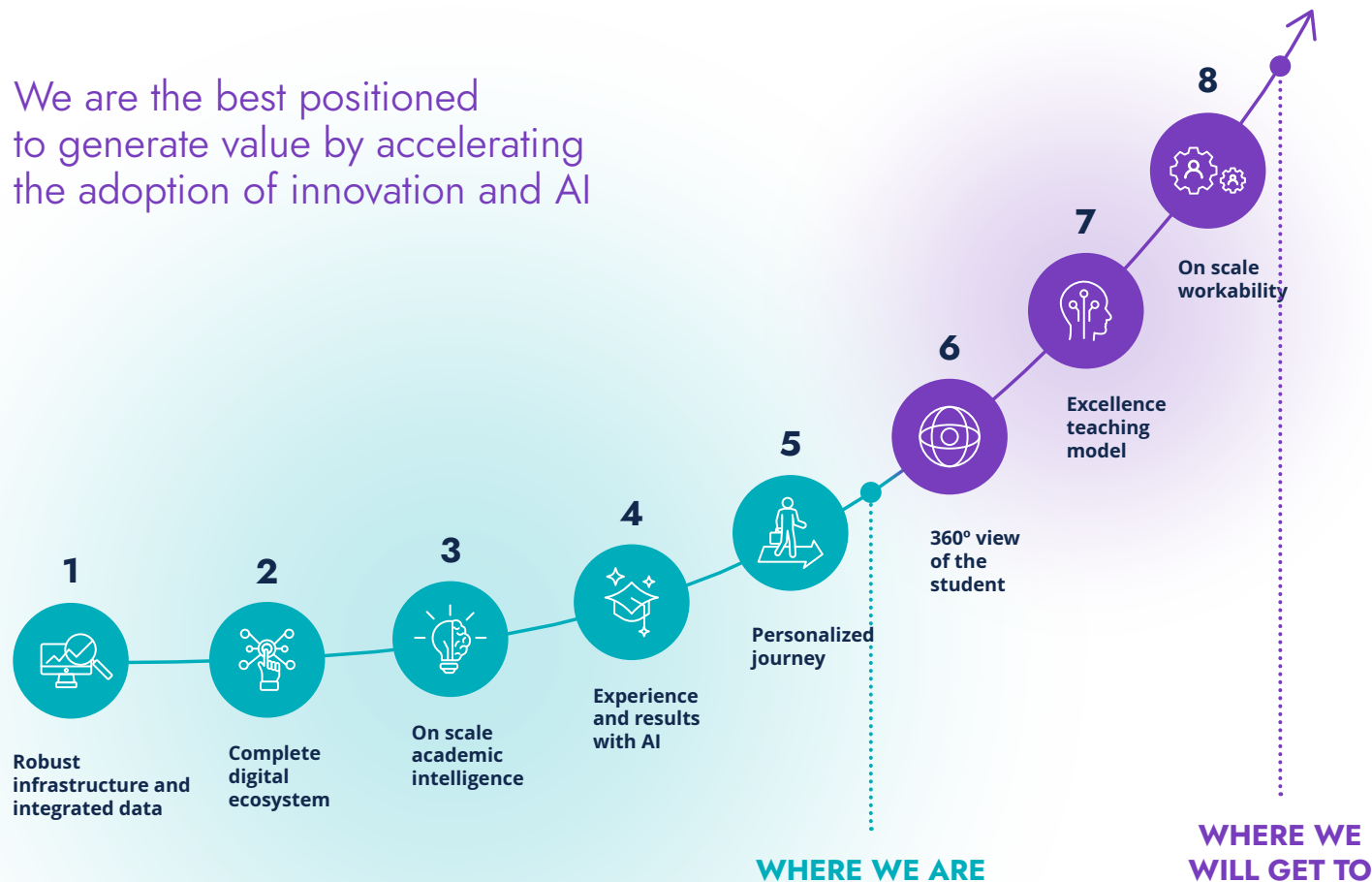


Technology and innovation

Our technology and innovation ecosystem – made up of a robust infrastructure and integrated data – has allowed us to give our digital education an unprecedented scale, raise quality and respond quickly to new market needs and opportunities. This is combined with strong data governance and advanced cybersecurity.

We are the best positioned to generate value by accelerating the adoption of innovation and AI

In 2024, we invested more than BRL 300 million in technology, one of our main strategic pillars and growth levers



Every year, **our investments in digital transformation and enabling technologies reach almost 60% of the total** investments by the company. We contributed more than BRL 300 million to these fronts in 2024.

Among the year's highlights are the strengthening of the use of artificial intelligence to improve academic management and increasingly customize the delivery of content, questions, and evaluations to students. We also offered teachers and educational managers relevant feedback on the classes' academic and learning evolution.

Check out the main actions and products we worked on over the last year.

AI Week

We held a week dedicated to discussions and practical workshops with experts on the transformation power of artificial intelligence. **AI Week** is part of a larger ongoing development strategy to empower all our employees. The intention is that, in addition to demanding more assertive solutions from the technology team, employees proactively explore AI to improve productivity in their routines. The event had a thousand participants, totaling more than 2.3 thousand hours of training.



Product Management

App Aluno, SAVA e Sirius

In 2024, the various improvements of the App and Virtual Classroom (SAVA) boosted the increase in student hours and generated significant savings for the company. The adoption of Sirius - as a new evaluation environment - brought more security and stability to hold the exams. Based on the indicators, we highlight the following results:

- 8+ hours of study for students who have adhered to the Study Reminder (App) and 3 hours for those who have not adhered to it – 2023 comparative data.

- BRL 3.2 million saving with payments via Pix (App).
- 48% of the access to Renova originate from the App (main channel).
- 15pp increase in adherence to the Academic Calendar (30% in 23.3 vs 45% in 24.3).
- 100% of the contents of the courses available.
- 753 thousand students impacted and 10.3+ million tests and mock tests performed at Sirius.

New Career Portal + Scan

With the launch of the new Career Portal with Scan (matchmaking) in August 2024, students have improved and completed experience. Now, they have access to exclusive content and events in one place to boost their professional development, and places aligned to each user's profile and a practical tool to create résumés quickly and efficiently. The results based on indicators show:

- 292 thousand students accessed the career page.
- 91 thousand job openings
- 19 thousand résumés
- 13 career events publicized.
- 286 advanced students
- 35 openings recommended per student (average)
- 1.0 raise in ISA (Student Satisfaction Index) 24.2 vs. 23.2 (7,83 vs. 6,85)



CMS, Cerebrum and TáclA

With the implementation of the new Content Management System (CMS), EnsinMe revolutionized the production and management of digital content, ensuring greater efficiency and customization. Cerebrum's integration with Sirius, CMS and other platforms optimized several processes, making everything more agile and effective. In addition, with TáclA, we provide students with quick access to information, significantly reducing questions directed to Tutoring and reducing the demand in the service channels. We highlight the following results:

- -17% of content upload time with CMS.
- 3+ thousand contents available in CMS format.

- Migration of the content portfolio to the new CMS model: expected to reach 46% by December 2024. Pending budget approval to reach 80% in December 2025.
- 100% of DS themes migrated to CMS and made available to students.
- Goal 2025: migrate 100% of all production types to CMS.
- 20 seconds to process 100 contents; 14 minutes to upload 28 thousand CMS contents and 7 seconds to create 3.6 thousand spots in Cerebrum.
- 15% reduction of questions in the Tutoring (eligible).
- 10% reduction on service channels.



Innovation Management (Yduqs Labs)

In 2024, we conducted tests to evaluate the application of technology-based innovation in some contexts, such as student employability, academic efficiency, and student experience:

Rewards Program: game environment in which students can unlock medals and awards by completing missions related to their academic and financial life. The goal is to increase student loyalty and guide them along the academic journey.

Automated correction of hand-written entrance exams: automated correction solution for hand-written entrance exams. The tool extracts from the automated essay according to correction rules established. It seeks to support the correction of exams, provide individual feedback and improve the scalability of digital education.

Interview simulator: development of a GenIA environment to simulate the interview process, increasing the student's practical experience and facilitating the identification of learning gaps.

Standardized tests: application of proficiency tests in Portuguese and logic to increase our data and knowledge about the students' mastery in these skills.

Innovative disciplines: disciplines that seek to rethink and redesign the learning experience, transforming it completely. They incorporate new methodologies, technologies, and teaching practices.

They presented the best performance in the Student Satisfaction Index (ISA) survey among the projects+(0.58) with a score of 8.34.





Teaching Model

PBL methodology (Problem-Based Learning) and Microlearning (focus: learning, engagement, and workability).

- 77% overcame the challenge.
- 75% consider the navigation easy or moderate.
- 70% believe they are more motivated.
- 75% consider the comprehension neutral or easy.

IBL Methodology (feedback learning) and Microlearning (focus: Storytelling and workability).

- 90% felt motivated to study by questions.
- 93% consider the navigation easy or moderate.
- 91% consider the experience relevant.
- 90% wish to expand their experience.

Disciplines with wow components: maintain a traditional teaching structure without completely restructuring the discipline. Incorporate innovative features, tools, or practices to complement traditional content.

- ISA score of 8.27 (+0.38 compared to 23.2).
- Experiences:
 - Click and drag activity to relate the contents and click- and-turn.
 - Knowledge test, 3D objects, theory in practice: daily and reflection challenges.
 - Audio recording, know the historical figure, Hotspot image.





Socio-emotional Training Program

Development of the students' socio-emotional skills to prepare them fully for life and the work environment.

- 399 students accessing the page.
- 121 thousand accessing at least one competence.
- Mapping to identify skills developed and to be improved: + than 340 thousand.

After deploying the project and analyzing of the results, we won the 1st place in the Innovation category of the Brazilian Association of Distance Learning (ABED) Award.



Digital Production of EnsinMe

The optimizations implemented in the production track, along with the evolution of the scope, resulted in an increasing productivity curve which enabled the reduction of 35% in the average cost compared to the beginning of EnsinMe.

Artificial Intelligence Impacts: We have AI impacting multiple track steps, with benefits already captured, but with relevant potential after scaling applications.

Academic content: content-based academic writing assisted by AI tools and preparation of questions.

- 200+ tracks
- 25k+ questions
- -22% creation cost

Review and digital experience: text review, video introduction, non-teaching image generation and component development and comparative analysis:

- 20% increase in productivity.

Audiovisual production: script, decoupage, dubbing and lip sync, voice synthesizing and decoupage of keywords:

- 250% increase in productivity, from 52 to 180 minutes of topics' video.





Learning Intelligence Management and evaluation

Project “I subscribe” focusing on content quality: refers to a series of projects in which EnsinMe worked in 2024, focusing on improving the quality of our digital content.

Pursuant to the ISA evaluation through the question about content quality, the digital score presented the highest average (8.35), a result that contributed to the number of Yduqs to remain in 8.29. This demonstrates a positive evolution over previous cycles, consolidating the efforts made throughout the year to improve the perceived quality of digital content.

Topics maintenance: to expand the use of practical objects and new formats to improve the quality and satisfaction of students.

- 168 topics for maintenance – audiovisual and both
- Positive ISA result, from 7.73 in 2023.2 to 8.17 in 2024.2

Texts and images improvements:

- Updates to old content
- More exercises and practices
- Review of text structures
- Image adjustments
- Inclusion of + interactive components
- Inclusion of practical nucleus
- Audiovisual improvements
- Academy EnsinMe, with the selection of the best experts to present the contents
- New features and scenarios
- Video summary: students can access a summary of what the video addresses

Practicing: to increase the study time and learning degree with:

- **Case Studies:** analysis of real situations to allow students to apply theoretical concepts in practice.
- **Challenges:** problem solving to allow students to find paths from the development of critical thinking in objective issues.
- **List of answers:** video and/or text, with answers commented on by field experts.

Some numbers from the first week of evaluation:

- 86% of students liked to do exercises and practices (6,941 answers)

- 91% of the students consider Practicing as relevant and truly relevant for the field of knowledge (6,929 answers)
- 82% would like Practicing for all subjects (6,889 answers)

Learning with influencer teachers and/or content creators: students as protagonists to decide how to study (mix of content, video, audio, challenge, text, etc.).

- 90% are satisfied with the Creator method.
- 77% consider the platform intuitive.
- 66% consider the new format interesting.
- 86% evaluate the learning positively



Relationship with ecosystem and big numbers

- 898 startups registered in our base.
- 458 edtechs
- 640 curated startups
- 67 contracts registered with startups.
- 4 scaled pilot projects

Acknowledgments:

- 1st place in Education at 100 open Startups
- 1st place Value Innovation Award
- 1st place in the Innovation category of the ABED Award
- Época Negócios: Gold seal in the category Education - 1st place Yduqs

Participation in relevant ecosystem events

Innovation Team

- Participation in two lectures of Rec n play
- Podcast on socio-emotional development

Digital Technology Office Team:

- Google cloud next 24
- Machine learning symposium in the Northeast region
- Events AWS - lecture in Brasília and Rio de Janeiro
- Google for Education – lecture in São Paulo
- VMO Starter
- GenAI CI&T Governance
- Podcast Humans of Digital CI&T
- VMO Summit
- Agile Brazil 2024



Management Excellency

Focused on achieving a level of excellence throughout our management, we implemented the **Management Excellence Program (PEG)** in Estácio (2012); Estácio's digital operation (2018); all IDOMED units (2021); and Wyden (2023). It is a methodology in which the units self-evaluate to compare to the reference standards of the five pillars below. Each pillar consists of two categories "Processes" and "Results", that seek to stimulate the business units to invest in their development and growth, as well as encourage the pursuit of excellence, supporting the generation of results, the satisfaction of our students and the engagement of our employees and partners.

As part of the process of constant monitoring of results and other than PEG, our Management Model aggregates Operational Performance Management (GDO) meetings and a series of other systematized meetings, such as Academic Performance Management (GDA), with a focus on Teaching.

We also have an internal on-line Process Management System (SGP), which gathers information on all normative documents. It helps to ensure transparency in institutional processes, policies and guidelines and assists in the performance of tasks, stimulates learning, and contributes to quality assurance.

PEG Pillars



PEG 2024 Award

In June, we held the PEG Award with the finalists Estácio, Wyden, Digital and IDOMED selected based on performance of the pillars determined and for compliance with the manual. In 2024, PEG obtained important results, such as the evolution of the standards established in all pillars, increased adherence to processes throughout self-evaluations and enhanced sharing of good practices among the units.

PEG PROGRAMA DE
EXCELÊNCIA
EM GESTÃO

Responsible Marketing

As part of our excellence in management, we are concerned with responsible marketing. **More than attracting new students and businesses, we want to establish genuine connections through clear, transparent, legitimate, and legally compliant communication.**

Focused on these commitments, we launched our [Responsible Marketing Policy](#) in 2023. The document, a central part of our ESG strategy, guides market-

ing and communication practices, promoting solid and reliable relationships. Its implementation depends on the full engagement of the employees, who must incorporate these principles into their routines, and partners and suppliers, who need to follow the same ethical standards.

To strengthen transparency, we created the channel <https://www.canalconfidencial.com.br/yduqs/> to report practices that violate the policy. These complaints are

evaluated by the Media and Marketing sector, with support from the legal team to ensure compliance and integrity in all actions.

GRI 417-2 • SASB SV-ED-270a.2

In the reporting period, there were no cases of non-compliance with voluntary laws or codes, nor financial losses as compared to the definitions of products and services provided.



Our journey in Sustainability and ESG

GRI 2-22

Throughout 2024, we have seen the ESG theme grow in prominence and relevance in our group. It was a year of advances on this agenda and many returns that signal to the market the strength of our business and the prominence of our brand. We continue as the only higher education institution in Brazil classified as **ESG Leader with a rating 'AA' by MSCI** and were included in the Corporate Sustainability Index (ISE) of B3.

We won the **EXAME Award in People Management 2024** and Instituto Yduqs became more robust, with social investments of more than BRL 3,1 million and 2,4 million people impacted. It was also a year of review by our internal governance to strengthen this pillar increasingly.

For decades, sustainability has been part of our core business. **Our ESG Agenda aims to inspire not only the education sector, but the entire Brazilian corporate scenario.** Our main challenge is to quantify our impacts and establish a continuous path to become an organization progressively

aligned with ESG principles. Focusing on the future, but with actions in the present, we integrate people, technology, and solutions to achieve our sustainable goals.

Since 2021, we are signatories of the **United Nations Global Compact and the Business Pact for Integrity** and Against Corruption of Instituto Ethos. These commitments guide our operations based on best practices and promote the active involvement of our internal and external stakeholders.

In 2023, we officially committed to the movements **"They (the women) lead"** and **"Race is a priority"**. These initiatives, aligned with the UN Global Compact, aim to accelerate the goals of the 2030 Agenda specifically focusing on promoting gender and race equity in companies.

We are also ambassadors of the **Educa2030 Movement**, whose objective is to create a business alliance to advance the goals of SDG 4 – Quality Education in the country with increased education of the popula-



Pacto Global
Rede Brasil



MOVIMENTO
EDUCA2030



MOVIMENTO
ELAS LIDERAM 2030



MOVIMENTO
RAÇA É PRIORIDADE

IDIVERSA B3

ISE B3

PRÊMIO **exame.**

**em gestão
de pessoas**

2024

instituto
ethos

MSCI
ESG RATINGS
CCC B BB BBB A **AA** AAA

Corporate ESG
Performance
RATED BY
ISS ESG **Prime**



tion, productive inclusion of young people, and increase of women in Sciences, Technology, Engineering and Mathematics careers (STEM).

In addition, we are part of **iDiversa B3**, developed by the Brazilian Stock Exchange to boost the inclusion of Black women and people in the Brazilian corporate scenario. And, in 2024, we were included in the **Women in Leadership Action Index (TEVA)**.

GRI 2-23

In 2024, we also launched our **Human Rights Policy**, which reflects our commitment to respect, protect and promote human rights in all our operations and in our value chain. This policy is aligned with major international instruments such as the Universal Declaration of Human Rights and the United Nations Guiding Principles. It encompasses combating any form of discrimination, harassment, or abuse; promoting equal opportunities; and enhancing human dignity in all institutional relations.

See more on this at our [ESG Center](#).

Indexes and Ratings Evolution

ESG Rating	Scale (low high)	2021	2022	2023	2024
MSCI	0 10	–	A (5.9)	AA (7.6)	AA (8.2)
S&P GLOBAL ¹	0 100	27	27	29	40
Sustainalytics ²	100 0	13.1	13.1	13.1	14,6
FTSE ³	0 5	3.6	2.9	3.4	3.4
ISS ESG ⁴	D- A+	–	B-	B-	B
REFINITIV	0 100	42.1	48.6	50.53	–
CDP	D- A+	–	–	C	C
ISE B3 ⁵	–	–	–	66.47	60.71

(1) In 2024 the average score for the sector was 16. (2) In 2024 the average score for the sector was 36.7. (3) In 2024 the average score for the sector was 2.6. (4) In 2024 the average score for the sector was B-. (5) The ISE score presented is the preliminary result announced on April 1, 2025. The official result will be available after the publication of this report.

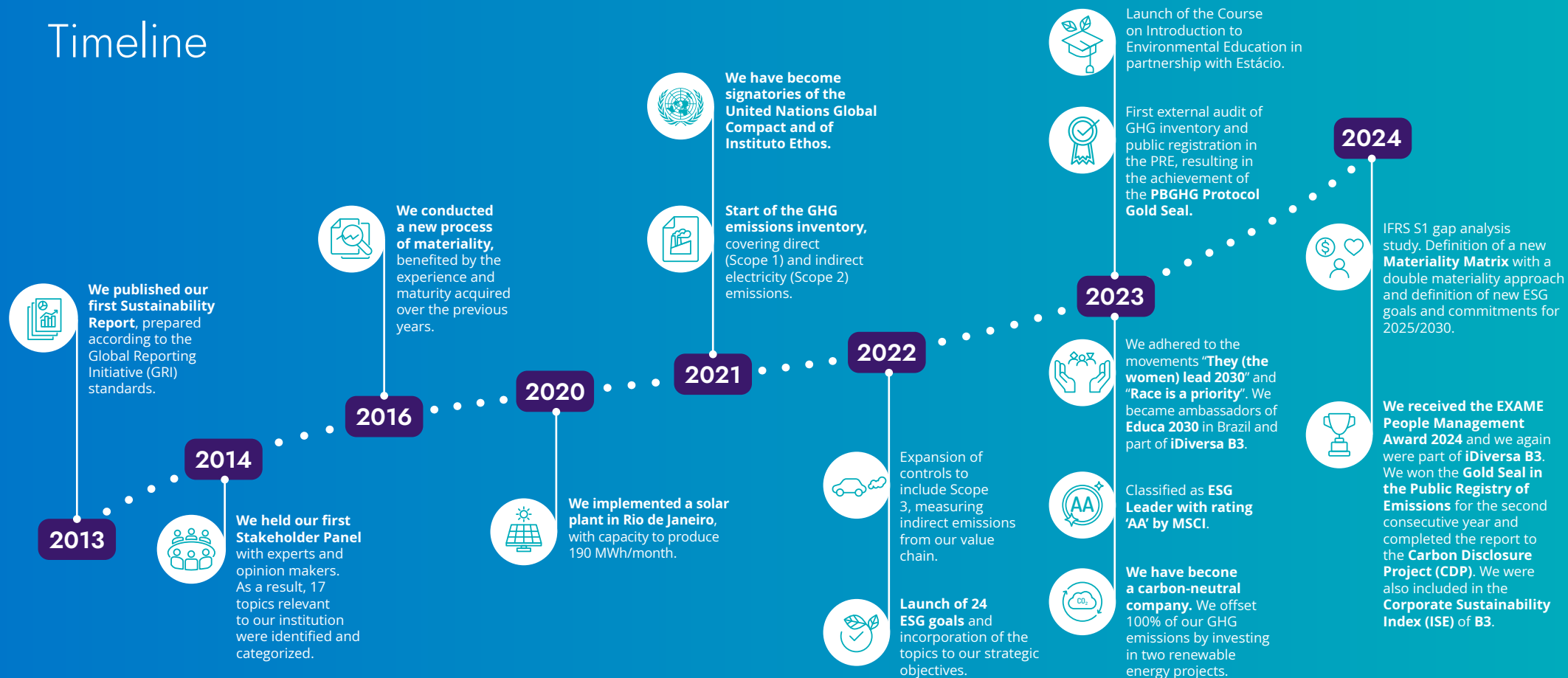
III ESG Forum

In partnership with **Instituto Yduqs**, in 2024, we promoted the [III ESG Forum](#), an annual and free event focused on the discussion of the role of higher education institutions in the Brazilian socio-environmental devel-

opment. The goal was to report to society on our 24 public ESG agenda commitments and discuss ways of connecting universities to this theme. More than 1 thousand people attended in person and more than 5.8 thousand people on line.



Timeline



Sustainability Governance

Our Governance plays a central role in overseeing sustainability and ESG initiatives. We ensure that all practices are integrated into decision-making and operational processes through robust corporate governance structures, a strategic plan of action and goals and monitoring of key ESG performance indicators.

Our journey is conducted internally by the **ESG Committee**, formed by employees from various areas and positions, who accompany and execute our action plans and goals panel. The ESG Committee reports directly to the Vice President of Institutional Relations and Sustainability. The Board of Directors and Executive Management are periodically updated on the deliberations of the ESG Committee.



New Sustainability and ESG commitments and goals

In 2024, with the support of specialized consultants in sustainability, we developed a new framework of ESG commitments and goals. Our strategy was developed based on material topics and is organized in four pillars, with clear goals for 2025-2030. This structure guides our **ESG Agenda** from this cycle onwards, uniting long-term commitments and necessary practical actions.

To learn more about our ESG and Sustainability Structure, visit the **ESG Center** at yduqs.com.br/centralesg

Strategic and ESG Pillars

YDUQS



Education and Workability

Our commitment is to train citizens prepared for current challenges and offer complementary services to quality education, promoting income generation through workability.

Material topics

- Quality and Access to Study
- Employability and Entrepreneurship



Social

Our purpose is to strengthen our team and communities by promoting inclusion, diversity and positive social impact through education and extension initiatives.

Material topics

- Human Capital Attraction, Retention and Well-being



Environmental

Our mission is to operate sustainably, decarbonizing our operations and promoting education for a better planet.

Material topics

- Climate Strategy and GHG Emissions
- Sustainable Management of Resources



Governance

Our focus is to ensure robust governance with effective management systems, policies, and processes, through ethical and transparent practices, strengthening stakeholders' confidence.

Material Topics

- Cybersecurity and Data Privacy
- Ethics, Integrity, and Transparency
- Value Chain Management
- Regulatory Environment Management
- Responsible Marketing and Brand Perception



Table of goals until 2030

Pillars	Strategic goals
Offer of quality education services to generate income	<ul style="list-style-type: none"> • Increase the number of graduates working by 10%. • Transform Higher Education Institutions (HEIs) into University Centers, totaling 34 university centers • Provide an ESG skills track for all undergraduate students from 2026, and by 2030 ensure that 140 thousand students are certified on the Track.
Strengthening our team and communities to promote social impact	<ul style="list-style-type: none"> • Under validation* • Reach 50% of women in high leadership positions. • Reach 50% of Black people in leadership positions. • Increase 15 spots per year for Young Apprentices, considering diversity criteria. • Increase the results of the semi-annual extension activities by 30%. • Train 5,000 students in proprietary programs of Instituto YDUQS (Literacy of Young and Adults + Professional formation).
Operate responsibly for a better planet	<ul style="list-style-type: none"> • Reduce gross emissions of scopes 1 and 2 by 20% until 2030 and compensate for other emissions. • Have more than 50% of the units that practice recycling the generated waste. • Foster 25 climate change research projects and implement 20% of the projects.
Robust governance with effective management systems, policies, and processes	<ul style="list-style-type: none"> • Under validation* • Implement the ISO 27001 Information Security. • Implement a Supplier Development Program in Sustainability for 100% of the essential services of the SMEs (small and medium-sized active suppliers).

Note: *Goals currently under validation may be included in future updates. For ongoing updates and potential revisions, please refer to the ESG Center.

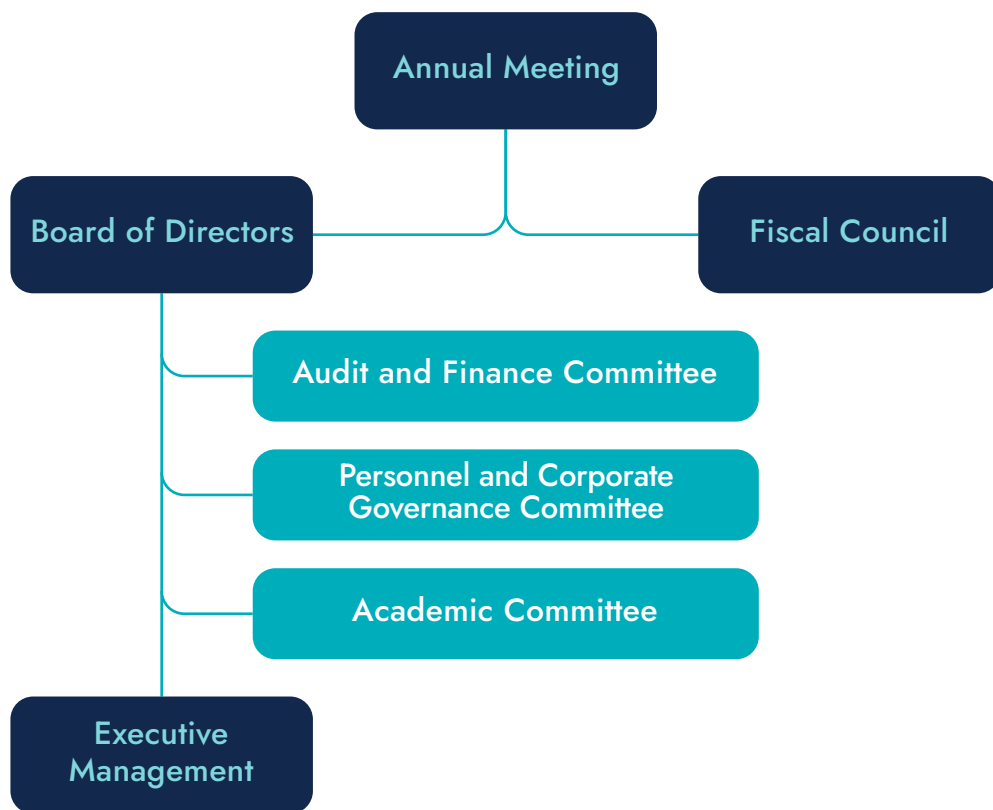
Corporate Governance

Governance Structure

Our corporate governance model and structure consists of a set of processes, policies and regulations that govern our management process to align and protect the interests of our employees, customers, partners, administrators, shareholders, Board of Directors, and advisory committees, among others. Once we joined the **Novo Mercado** in 2008, we joined a select group of Brazilian publicly traded companies with high levels of corporate governance.

The [Corporate Governance Report](#), required by the **Securities and Exchange Commission (CVM)** is accessible on our website, clearly indicating our adherence to the practices and principles recommended by the **Brazilian Institute of Corporate Governance (IBGC)**.



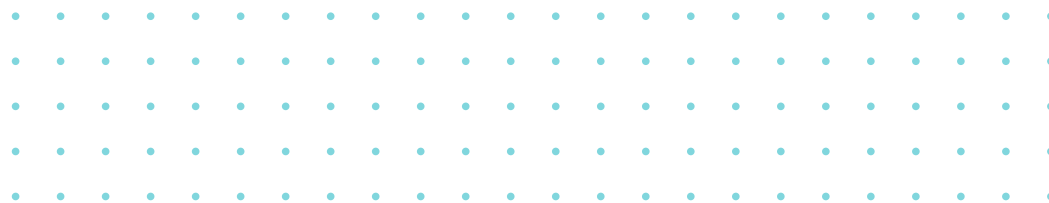


Board of Directors (CA)

GRI 2-12 • GRI 2-13 • GRI 2-17

Composed of at least five and a maximum of nine members of whom at least two or 20%, whichever is greater, independent members elected in the Shareholders Meeting, for a term of two years, re-election permitted. Currently, all CA members are independent. The Board of Directors plays a central role in the strategic conduct of the business, uniting experience, a vision of the future and commitment to quality education. Key responsibilities include defining and approving strategic and budgetary guidelines, monitoring the performance of the Executive Management, and guaranteeing the governance practices,

such as approving other policies and internal codes, among other attributions. The most diverse themes are brought to the knowledge of the committees who perform an initial analysis, share their impressions with the CA and, considering the relevance of each topic, request the presentation of these topics in their meetings, so the CA is kept informed about all processes that impact stakeholders. ESG issues are brought to the CA meetings by members of the Advisory committees, where advisors analyze the evolution and suggest improvements. Last year, the subject was discussed in three meetings.



GRI 2-9 • GRI 2-11

Members of the Board
of Directors – sitting

- Juan Pablo Zucchini (Independent President and Coordinator of the Personnel and Corporate Governance Committee)
- Thamila Cefali Zaher (Independent Vice-President)
- André Pires de Oliveira Dias (Independent Member)
- Eduardo Luiz Wurzmann (Independent Member)
- Bernardo Augusto Lobão Dos Santo (Independent Member)
- Brenno Raiko de Souza (Independent Member)
- Heloísa Helena Rios de Carvalho Nigro (Independent Member)
- Nilson Curti (Independent Member)
- Flavio Benício Jansen Ferreira (Independent Member)

Composition by gender: two women and seven men.

GRI 2-9 • GRI 2-18

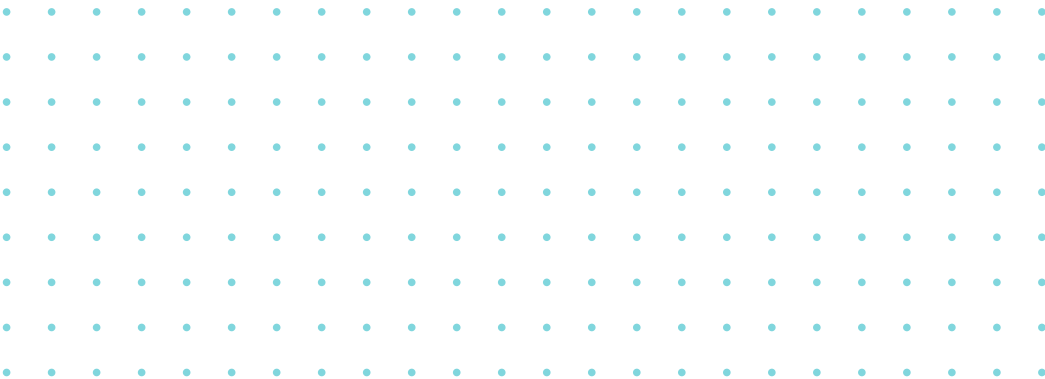
On the Board of Directors, all members have the same competences assigned in the Internal Rules, except for the Chairman of the Board, with pre-established leadership and organization roles foreseen in Article 11 of the [CA Internal Rules](#). The members’ professional and academic experiences are complementary, contributing strategic decisions taken in line with the company’s interests. The composition of the Board of Directors is diverse, covering professionals with multidisciplinary expertise and varied perspectives, contributing to a balanced and qualified representation of the main stakeholders involved. The board members are evaluated annually by the Personnel and Corporate Governance Committee, based on the quality and delivery of the year in a non-independent manner.

Fiscal Council (CF)

Our independent Fiscal Council is with non-permanent operations is installed upon request of shareholders, by legal requirement and administration proposal. The Fiscal Council acts as an important control mechanism, contributing to the oversight and transparency in all our operations. The members are not executives of Yduqs, independent, and have a term of office of one year. It is composed of three women and three men.

In the Fiscal Council, all members have the same roles assigned in the Bylaws, except for the President, who has leadership and organization tasks pre-established also in the Bylaws and in the first paragraph of Article 7 of the [CF Internal Rules](#). Most CF members are part of other corporate governance bodies.

The composition of the Fiscal Council is diverse, covering professionals with multidisciplinary expertise and varied perspectives, contributing



Advisory Committees

We have three statutory committees that advise the Board of Directors on specific issues: **Academic Committee**; **Audit and Finance Committee**; and **Personnel and Corporate Governance Committee**. These committees are composed of three members each, all members of the Board of Directors, independent and elected by the CA itself. They are responsible for assessing the impact of the activities developed by the group on the economy, the environment, and people.

Academic Committee: assists the CA to ensure the constant improvement of the quality standards of the teaching, evaluation, university extension and research activities conducted by the company's institutions. It also supports in defining guidelines for the formation of the faculty and addressing the ethical parameters of scientific research activities conducted by the academic community of the institutions maintained, among others. All members are independent, with two-year term of office and are members of the Board of Directors. Three men are part

of the committee, all have the same roles assigned in the Internal Rules, except for the Coordinator, who has leadership and organization tasks foreseen in Article 5 of the [Internal Rules](#).

Audit and Finance Committee (CAF): evaluates the management report and financial statements in advance, and the quarterly information and interim financial statements of the company. It also monitors the activities of internal controls, internal audit, and monitors the company's risk exposures, among other tasks. All members of the Committee are independent, with two-year terms of office. It is composed of three men, with the same roles assigned by the Internal Rules, save for the Coordinator, with leadership and organization tasks foreseen in Article 6 of the [CAF Internal Rules](#).

Personnel and Corporate Governance Committee (CGG): assists the CA members in any issues related to the policies and standards of human resources and corporate

governance of the company. This includes the appointment of administrators and professionals for board positions, and support to the Chairman of the Board of Directors in the execution of formal and periodic board evaluation procedures, among other missions. All members of the Personnel and Corporate Governance Committee are also members of the CA and perform the duties assigned in the Board's Internal Rules and the company's Bylaws. Each member of the CGG has a second significant position while being a member of a committee. All members are also part of other corporate governance bodies. It is composed of one woman and two men. All members have the same roles assigned in the Internal Rules except for the Coordinator, who has leadership and organization tasks foreseen in Article 5 of the [CGC Internal Rules](#).

GRI 2-9

[Find out here](#) the details about the members of our governance bodies.



Executive Management

GRI 2-13

The Executive Management is composed of statutory and non-statutory officers, all specialists with proven experience in education, business management and/or other relevant topics. They coordinate and guide daily activities, business planning, teaching model advances and analyze the impacts of the company's activities together with the Vice President of Finance. They also oversee the topics of environment and people with the Vice-Presidency of Institutional Relations and Sustainability, among other issues. In line with the best practices, the members of

the Board of Directors do not hold positions in Executive Management.

Board of Statutory Officers

According to our [Bylaws](#), the Board of Statutory Officers will be composed of three to eight members, being a Chief Executive Officer, a Chief Financial Officer, a Director of Education and other Officers without specific designation. The officers are elected by the Board of Directors for two years and may be removed from office at any time.

Composition of the Presidency and Vice-presidency per age

Group	Below 30 years old	Between 30–50 years old	Above 50 years old
Presidency	0%	33%	67%
Vice-presidency	0%	78%	22%

Composition of the Presidency and VP per race

White	No information
50	50

Composition of the Presidency and VP per gender

Men	Women
75.0%	25.0%

Executive Management Structure





Appointment

GRI 2-10

Candidates for governance bodies must meet the criteria and requirements necessary for administrators of publicly traded companies as determined by applicable law and regulation.

These criteria are set forth in our [Management Membership Appointment Policy](#) and must be observed in the election and re-election of candidates for the Board of Directors, Board of Officers and Committees, in accordance with the attributions foreseen in law and in the bylaws. The selection of candidates considers a series of fundamental criteria, including knowledge, experiences, skills, and personal characteristics, as well as alignment with our values, culture and principles and the training, qualification and technical, professional, and/or academic experience aligned with the activities and tasks of the position.

Compensation

GRI 2-19 • GRI 2-20

Our [Compensation Policy](#), approved by the Board of Directors, describes the rules and criteria that guide decisions about the compensation package of our executives and aims to attract, reward, retain and encourage the executives to conduct their respective business in a sustainable manner, observing the appropriate risk limits, which must always be aligned with the interests of the company and its shareholders.

Based on the principle of meritocracy, it must recognize the different efforts and skills of people translated into results, without, however, compromising internal balance (coherent relationship between positions, considering the content and its value in our structure); external balance (relationship between wages paid and wages paid by specific market segment, compared by wage surveys); and sense of teamwork. It also ensures the maintenance of standards compatible with the responsibilities of each position and competitive before the labor market benchmark, establishing guidelines

to fix the compensation and benefits granted to the executives.

Our human resources team conducts salary surveys annually, participating in market studies in collaboration with companies through external consultants specializing in job and wage plans.

The research consider companies of the same size, covering several criteria, such as publicly traded companies with similar number of employees and EBITDA, among other aspects, not limited to the sector of activity, but also including organizations with similar characteristics.

The results are discussed with the Personnel and Corporate Governance Committee, based on the balance between roles and equity between peers, as well as the goals of the Compensation Policy.

The research conducted is specific and offers flexibility to cover various scopes, including all positions, selected positions, Board of Directors, and advisory committees. This process ensures that our approach

to compensation is both comprehensive and aligned with market practices, ensuring fairness and competitiveness.

The management compensation strategy is discussed from time to time with the Personnel and Corporate Governance Committee, which recommends the overall and individual compensation strategy, individual fixed compensation, variable compensation, long-term benefits, and incentives, for the final decision of the Board of Directors and submission to the annual shareholders meeting of the company.

Concerning the elements of the compensation of each body:

The **Board of Directors** receives monthly fixed compensation as fees and is not entitled to variable compensation such as bonuses, profit sharing and participation in post-employment results and benefits. In addition, they receive compensation for participation in committees, so the fixed portion may vary among the directors, depending on the level of performance of each one in the advisory committees.

The **Executive Board**, including the Board of Officers, receives fixed compensation and benefits such as medical care, food vouchers, scholarships, and life insurance, as well as variable annual compensation based on results and defined through objective and measurable goals derived from strategic planning and the annual budget approved by our Board of Directors.

Finally, members of the CA and the Executive Board, including the Board of Officers, are entitled to stock-based payments. These plans aim to attract and retain professionals who add value to our results, as well as align the interests of our Administrators with those of our shareholders. Any gains received by the participants are linked to the valuation of our shares in the market, which promotes the sharing of risks and results.

The Compensation Policy is available for consultation on:

yduqs.com.br

gov.br/cvm

[Reference Form](#)



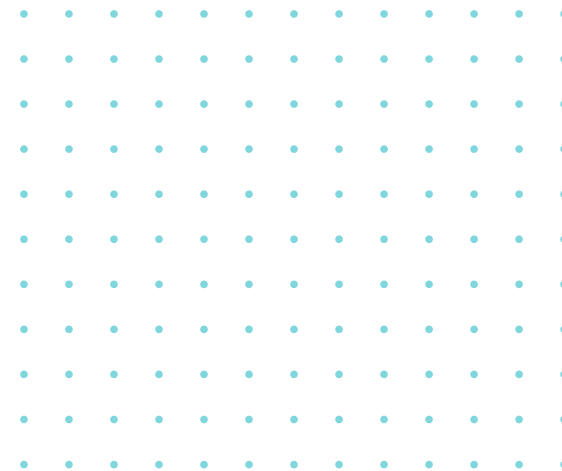
Officers' compensation linked to ESG performance

To determine the [variable officers compensation](#), the company's performance and their individual goals are considered. Variable compensation is directly linked to the indicators contained in our Targets Panel, approved by the Board of Directors, which contains the goals set for the period, related to performance indicators such as: EBITDA, operational cash flow, Student Satisfaction Level Survey (NPS), student base, teaching quality, and ESG goals, according to our company's strategy.

We link the variable compensation of 100% of the executive officers of Executive Management to the achievement of ESG goals, with a weight of 10% of the variable compensation. In the case of the Vice President of Institutional Relations and Sustainability, the weight of the ESG target corresponded to 20% of the variable compensation in 2024.

Corporate policies and internal rules

Our corporate policies are regularly updated and are available to the public on our website under the [Statute, Policies and Rules](#) section. In an effort to disclose, with maximum transparency, the guidelines that govern our performance, we provide crucial information on topics such as responsible marketing, related parties' transactions, and risk management.



Risk Management

We recognize the importance of a strong risk culture and have a solid governance that involves the Board of Directors, Audit and Finance Committee, Executive Board, Corporate Risk Committee, Risk Management and Internal Controls area, Internal Audit area, Cause Owners, and all company's professionals.

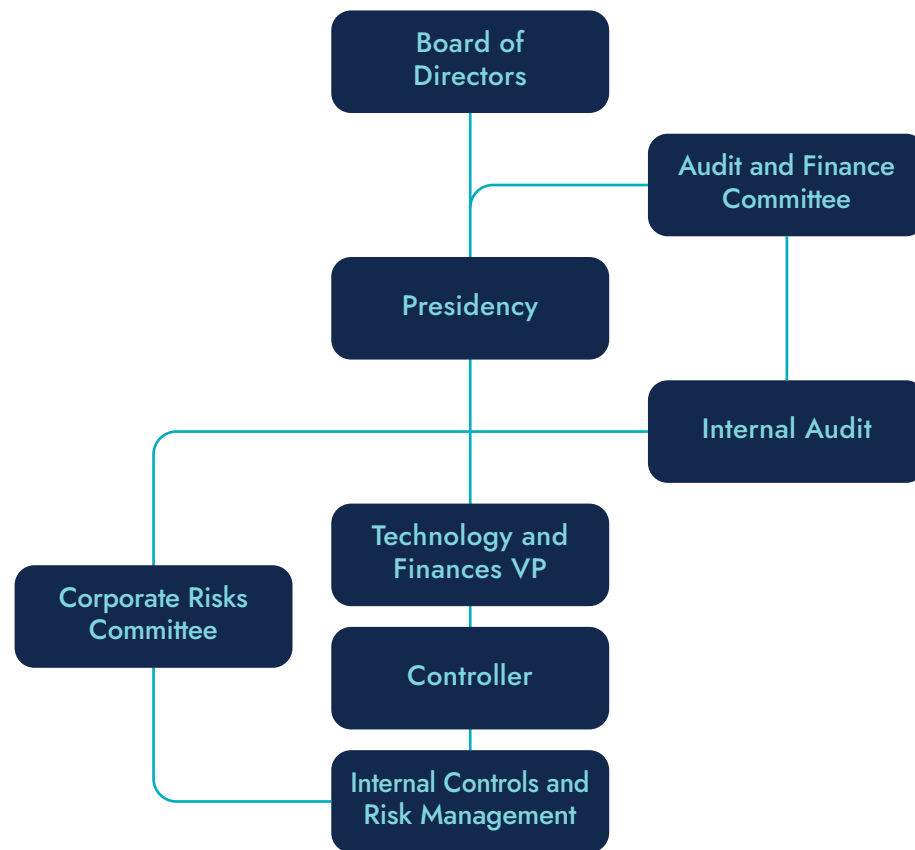
The approval of risk treatment strategies, probability and impact metrics and the appetite for mapped risks are assigned to the **Board of Directors** which decides with the support of the **Audit and Finance Committee**. This committee oversees risk exposures and evaluates the quality, effectiveness and sufficiency of the Company's Risk Management and Internal Controls structures, recommending improvement actions whenever necessary.

The **Corporate Risk Management Committee** is a formal advisory body, guided by Internal Rules and led by the company's CFO. Its main objectives are to oversee risk management, evaluate the effectiveness of the risk treatment strategy and monitor key indicators of critical and high causes. It consists of four Vice-Presidents and representatives of Internal Audit/Compliance, Legal/DPO and Risk Management. The Committee meets monthly in ordinary and extraordinary meetings whenever necessary, referring to the Executive Management.

To define and track responses and action plans, we have the **Cause Owners** in charge of acting in the causes related to each corporate risk.

We also count on the performance of **Internal Audit** periodically evaluating the effectiveness of mitigating actions for each cause and reports the results to senior management.

Risk Management Governance Structure



Three-line Model

Management and Operations

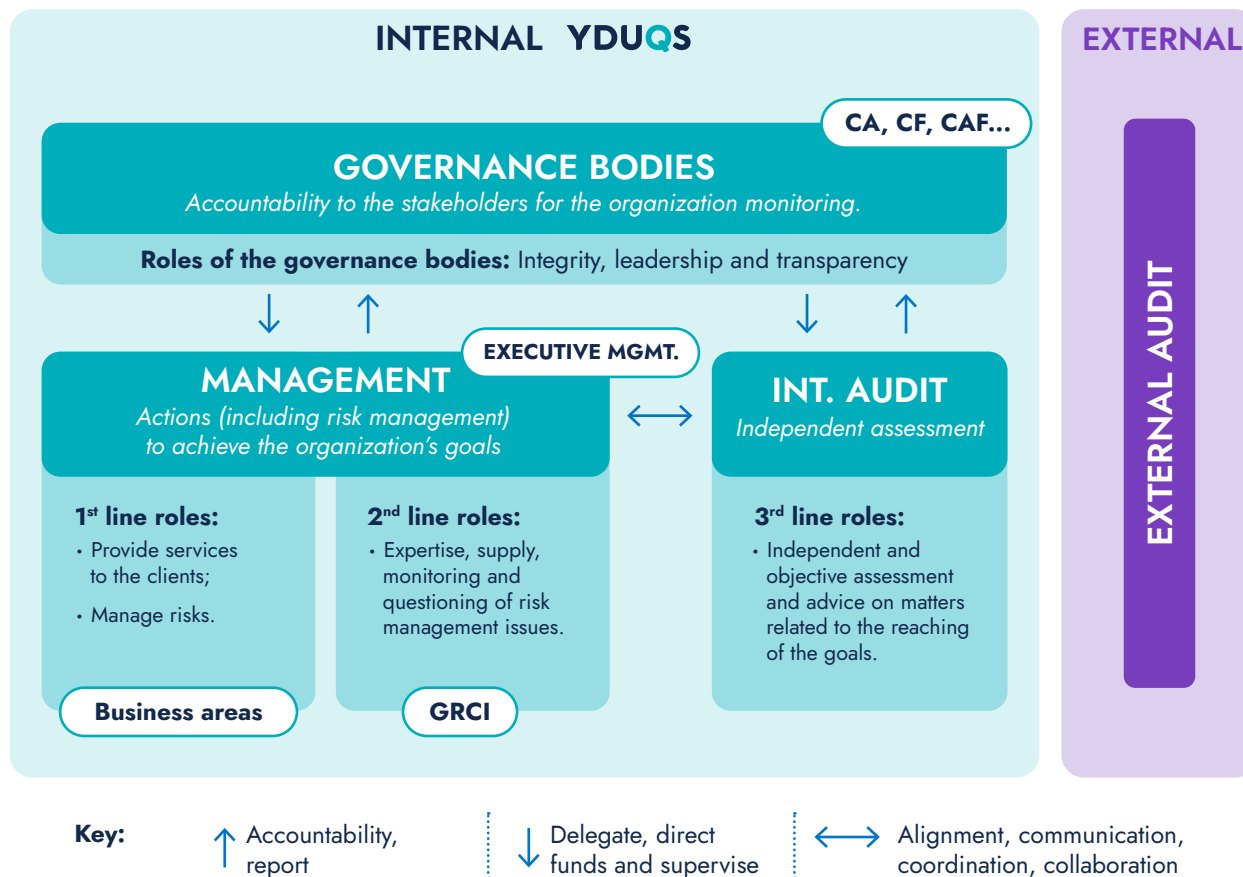
1st Represented by employees and managers of operating areas, oversees the **management of risks** related to their activities. It implements the processes, executes the controls and makes the decisions aligned to the strategic goals of the organization.

Support and Monitoring Duties

2nd Formed by areas such as Risks and Internal Controls, Compliance, Information Security, Privacy and others, This line offers **specialized support, develops policies, promotes conformity and monitors risks**. It acts in partnership with the management to ensure that the risks are treated consistently and aligned with corporate purposes.

Internal audit

3rd Acts independently and objectively to evaluate the effectiveness of the **risk management, governance and controls system**. Reports directly to the senior management and the Audit and Finance Committee.



Risk Management Model

The risk and opportunity management at Yduqs is guided by our [Risk Management Policy](#) – which establishes principles, guidelines and responsibilities – and is aligned with our **Strategic Planning**.

We adopted the recommendations of the internationally recognized Committee of Sponsorship Organizations of the Treadway Commission (COSO), which include steps such as: identifying, classifying, evaluating, treating, testing, and monitoring risks. However, our approach is not limited to these recommendations and incorporates additional practices as needed to meet the specifics of our business.

Identification: We use a variety of data sources to identify risks, including corporate guidelines such as strategic maps, strategic goals and projects, critical processes, interviews with managers, scenario analysis, specialized research data and indicators and results from previous cycles.

Classification and assessment: we classify the relevance of events, differentiating be-

tween risks and causes, and evaluate these causes based on probability and impact metrics. This process allows us to determine both the probability of occurrence and the potential impact on our business. We conducted these evaluations in an inherent and residual manner, considering the responses to the causes indicated by the Cause Owners (first line), using metrics that encompass quantitative and qualitative aspects. Based on these criteria, we have prepared our Risk Map (heatmap).

Treatment, testing, and monitoring: the treatment applied to each cause is defined based on its assessment and in accordance with the risk appetite established by the high administration. We conduct periodic tests to verify the effectiveness of the response to causes, with the support of the Internal Controls and Internal Audit areas. We continuously monitor through indicators and evaluations, aiming to identify changes in the scenario, objectives, and necessary responses, as well as to detect new risks and causes.



Main risk factors



Market

Legal and
Regulatory

Technology



Reputation



Tax



Operating



Strategic



Compliance



Security



Yield



Credit

Social and
Environmental

Integrated with our organizational strategy, our risk management has policies, standards and procedures that ensure controls compatible with the nature and complexity of our operations, services, processes, and systems. These measures are adjusted to meet the extent of our exposure to the risks and dynamics of our activities.

In 2024, we conducted a comprehensive review of our risk map, aligning it with the organization's strategic map. During this process, we incorporated new events related to emerging technologies, new business models and corporate strategies.

We also updated other aspects of the risk map, covering new operational, market, strategic, reputation and quality risks.

We report the updated Risk Map monthly to the Risk Committee, along with corrective action plans and performance and risk indicators, especially for those risks classified as critical or high, which are outside the organization's risk appetite.

In addition, we periodically present to the Audit and Finance Committee, the Board of Directors and Fiscal Committee the heatmap accompanied by the respective corrective plans.

This approach strengthens governance and ensures transparency in risk management, aligning the organization with the best market practices in the market. See detail in item 4.1 in [Reference Form 2024](#).

Improvements Implemented Throughout 2024 in Our Risk Management Process

Risk Map Review: We held a comprehensive update of our Risk Map to reflect the changes and guidelines established in the Strategic Planning update. This review included the identification of new emerging risks and the reassessment of existing risks. The goal is to ensure that our risk map is aligned with the organization's strategic goals and objectives, providing a clear and up-to-date view of the challenges and opportunities we can face.

Improvement of Governance on Corrective Action Plans: We have implemented improvements in the governance of corrective action plans, ensuring that all re-planned actions are submitted to the Risk Committee approval. In addition, we promoted greater transparency and communication between the teams involved, facilitating the identification of obstacles and the taking of informed decisions to mitigate risks.



Ethics, Integrity, and Transparency

GRI 2-23 • GRI 2-24 • GRI 2-25 • GRI 2-26 • GRI 3-3

We consider ethics, integrity and transparency as fundamental pillars of our performance and relationship with the various stakeholders. This transparent stance is reflected in the disclosure of relevant and accurate information to the market, strict compliance with applicable regulations and continuous engagement with all our audiences, aiming to create sustainable value and lasting relationships.

As such, we have a Compliance Program to promote the prevention of ethical and conduct deviations, valuing transparency in relations established both internally and externally with stakeholders and third parties. In addition to avoiding any kind of personal favors and conflict of interests, and mitigating risks of fraud, financial and/or reputation losses. In this sense we conduct constant monitoring of compliance risks, support of senior management, training, and policy updates as part of our actions.

Among the main instruments of our Compliance Program, we have: the [Code of Ethics and Conduct](#), the [Anti-Corruption Code](#), the Confidential Channel, the Conduct Committee and Ethics, and the Training Committee. The purpose is to establish principles, guidelines and practices that promote integrity and the highest ethical standards in the company and in its ecosystem. The Code and its revisions are analyzed by the Ethics Committee and submitted to the Personnel and Corporate Governance Committee, which forwards it to the Board of Directors.

Our goal is for all employees to read and accept both codes and conduct training. We also have a public commitment to the topic, represented by our adherence to the Instituto Ethos Business Pact for Integrity and Against Corruption.

Anticorruption Efforts

GRI 2-27 • GRI 205-1

All of our operations were evaluated for corruption-related risks in 2024. The significant risks are linked to the company's relationships with public entities, since the education sector is highly regulated, essential to enable business continuity, such as:

- **Mais Médicos** Program.
- Government policies to promote education (FIES and ProUni).
- Obtaining the necessary licenses for our operation (Permits, Fire Department Inspection Certificate, regulatory licenses of the education sector, among other licenses).
- Visit of the MEC inspectors.

The Anti-Corruption Code regulates interaction with public agents, guiding the

appropriate conduct to be adopted by our employees. Any improper conduct with public entities may adversely affect the company under applicable law (charges, investigations by authorities, judicial and/or administrative demands, executive liability, fines and damages, loss of licenses, return of profits, loss of tax benefits and/or damage to reputation).

GRI 205-2 • GRI 205-3 • GRI 206-1

In 2024, all employees were informed of the Anti-Corruption Code. Business partners, 1,629 active suppliers and 2,598 active distance learning centers' partners were also informed through the contract integrity clause. **There were no cases of confirmed corruption, corruption-related proceedings or unfair competition brought against the organization in the reporting period.**

Code of Ethics

GRI 2-15

The [Code of Ethics](#) clearly defines what constitutes a **conflict of interest** and highlights the need to report immediately any situation that may characterize such conflict. We recognize the importance of keeping shareholders and the market informed of any conflicts of interest that may be considered relevant.

Confidential Channel

We provide a secure means for employees, suppliers, partners and third parties to report possible violations. The channel is structured to prevent, detect and correct ethical deviations, as well as possible breaches of internal policies, contracts, and laws.

Operated by an independent and specialized company, we guarantee total independence, anonymity, and non-retalia-

tion to whistle-blowers. The Confidential Channel can be accessed by phone 0800 770 0782 or by the virtual address canalconfidencial.com.br/yduqs.

Compliance is responsible for informing the Ethics Committee, Audit and Finance Committee and the Fiscal Council about the complaints received under their respective internal regulations.

Ethics and Conduct Committees

GRI 2-16 • GRI 406-1

Ethics Committee: Composed of members of the senior management, it oversees adherence and application of the guidelines of the **Code of Ethics and Conduct** and the **Anti-Corruption Code** to the company's stakeholders. It also monitors any deviations of conduct recorded on the **Confidential Channel**, reporting crucial concerns to the Board of Directors and the Fiscal Council. Throughout 2024, 538 complaints were reported to the Ethics Committee, none of which related to discrimination, fraud, or corruption in the period.

Conduct Committee: It is responsible for supporting the process of assessing the complaints received on the Confidential Channel and validate the recommendation to apply appropriate disciplinary measures based on current internal policies. It is formed by members of key areas of the company, such as Compliance, Legal, Internal Audit and People and Management.





Training and awareness-raising initiatives

1

Compliance Review: we publish a regular newsletter that discusses in a didactic way the pillars of the Compliance Program for all employees.

2

Mandatory Training Track: we have training available on the Educare platform, which address topics such as Corporate Risk Management, Prevention against Harassment Practices, Ethics, Compliance, Anti-Corruption, GDPR and Information Security. These training courses are intended for all employees, including part-time ones, and are recommended for outsourced professionals with corporate email.

Employees notified and trained in anticorruption policies and procedures

GRI 205-2

Region	Notified	Trained	Notified	Trained	Notified	Trained
	2022		2023		2024	
North	1,584	953	2,019	1,408	1,900	1,685
	100%	60%	100%	70%	100%	89%
Northeast	4,048	2,709	3,612	2,809	10,594	7,157
	100%	67%	100%	78%	100%	68%
South	544	425	585	470	338	281
	100%	78%	100%	80%	100%	83%
Southeast	9,816	6,965	10,470	8,755	11,157	9,872
	100%	76%	100%	84%	100%	89%
Center-west	568	320	559	424	257	241
	100%	56%	100%	76%	100%	94%
Total	16,650	11,372	17,245	13,866	24,246	19,236

Note: Considering all informed and trained collaborators and outsourced.

Cybersecurity and Data Privacy

GRI 3-3

All our processes and routines involving the use of personal data are recorded and processed with maximum security and transparency, ensuring full compliance with the provisions of the General Data Protection Law (GDPL). For this, we have a robust system led by the Data Protection Officer (DPO), supported by the Privacy team.

Our corporate systems rely on intrusion and attack protections, including backups to mitigate adverse effects. We submit annual **cybersecurity** audits and use Data Loss Prevention (DLP) systems to monitor file transfers, preventing information leaks.

Our approach extends to all employees who receive **mandatory data protection training**. The commitment to data protection also extends to our partners and suppliers, by evaluating their privacy environments when the engagement involves the processing of personal data by the third party, on behalf of the companies of our Group.

We provide clear information to all stakeholders, ensuring that they exercise their rights regarding personal data. Our websites present “privacy notices” and the data collection forms include clear information about the purposes of the requests. Our **Privacy Portals** allow holders the option to access their data, obtain information about sharing with third parties and express objections to the processing.

We have the following policies that govern the use of personal data: External Privacy Policy (for external audiences, mainly, such as leads, students, alumni, financial officials, government and regulatory entities, among others), Internal Privacy Policy, Retention and Discard Policy and Incident Management Policy (for internal stakeholders, our employees).

The processes used to track the effectiveness of protective measures include tracking the volume of data received and alerts re-





corded in the leak prevention tool. We also monitor incidents that may occur, to identify failures in procedures and implement preventive improvements. We also check the number of complaints received from the National Data Protection Authority, providing insights into possible violations and areas of vulnerability.

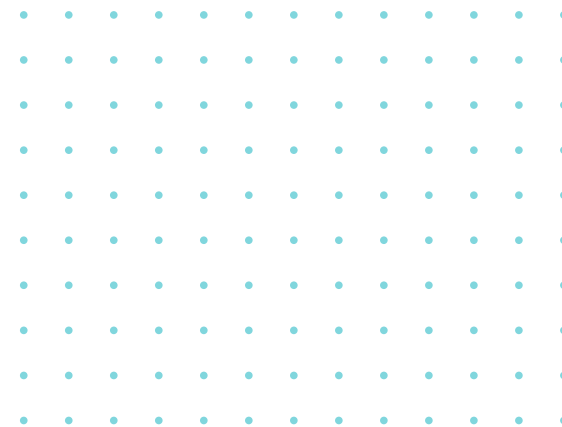
GRI 418-1 • SASB SV-ED-230a.3

In 2024, we received 442 requests from external parties regarding the use of personal data, as well as a complaint from regulatory agencies about customer privacy violations. We identified a data leak incident that reached only a fraction of the total number of students in a unit, which had about 2 thousand students at the time of the incident. The leak was completely treated, and systematic scans and reviews were conducted on the unit's computers to mitigate the risks of similar new incidents.

According to the evaluation, the incident, by its nature (volume of impacted holders and volume of personal data involved) did not generate damage to impacted holders.

Information Guardians Campaign

To strengthen the culture of information security, we launched the **Guardians of Information** campaign in 2024. The initiative included the disclosure of knowledge pills and periodic newsletters with valuable safety tips, both at the workplace and for the personal use of the internee.



Value Chain Management

GRI 2-6 • GRI 3-3

Our value chain involves a number of inter-connected activities that seek not only to deliver quality education and teaching technology, but also to meet market demands, ensure financial sustainability and promote innovation. Each stage of this chain contributes to the construction of our reputation and generates competitiveness, besides adding value to the student and society.

In addition to core processes of our business, such as attracting students, offering academic and innovative curricula, infrastructure and teaching environments, developing faculty and careers, third parties and suppliers play a crucial role in an education company. They help the company focus on its core skills, while specialized partners manage operating and support activities.

Supplier Management

Supplier management is a strategic component within our value chain. The relationship with suppliers of materials, equipment, educational technologies, and specialized services directly impacts our teaching quality and operating efficiency. We choose suppliers based on quality, reliability, and a rigorous analysis of socio-environmental and integrity criteria. For this management, we have the following policies:



Procurement and Supplier Management Policies and Processes

GRI 2-25

Procurement Policy: defines the guidelines for our purchase activities and engagements conducted by us and our subsidiaries, ensuring process compliance and efficiency.

Authority Policy: It establishes skills and responsibilities and sets the limits for decision-making related to pecuniary and non-pecuniary transactions within our units and our subsidiaries.

Supplier Policy: defines responsibilities and skills, as well as the limits for decisions related to the registration of our suppliers and our subsidiaries.

General Contract Condition (CGC): compilation of all commercial and contract conditions provided to the supplier before formalizing the contract.

GRI 308-2

In 2023, we hired the **Linkana** tool to manage and monitor negative impacts on supplier registration and, in 2024, we went through the integration process with **ARIBA - SLP**.

In total, 2,653 suppliers were evaluated through this tool, which verifies environmental aspects, such as environmental assessments and embargoes – IBAMA (headquarters, subsidiaries, and partners), among others.

In addition to this analysis, the **U-Qualify** tool also searches for information regarding environmental assessments and embargoes – Ibama (headquarters and branches) and, because it is integrated with **ARIBA-SLP**, the information is available for consultation and decision-making based on the tool data.

At the end of 2024, we began the preparation of risk metrics in the supplier register, segmented by categories. This document will be added to the supplier registration policy.

GRI 414-1 • GRI 414-2

We had 1,575 new supplier qualifications in 2024. At this stage, several documents are reviewed including the FGTS debt clearance certificate and the list of employers who submitted workers to slave-like conditions as disclosed by Secretariat of Labor Inspection (SIT). Based on the new quali-

cations, we can affirm that 81.46% have a Debt Clearance Certificates (CND) and are not on the SIT list.

In the period, 100 suppliers were rejected, because they did not have the CND related to FGTS, which may indicate problems in transferring the mandatory funds to the employees' FGTS, registration in the "dirty list" of SIT and lack of notice of work-related accidents by some companies. In this situation, the supplier cannot be hired for new services. Only systemically qualified suppliers on ARIBA-SLP are qualified for engagement. Exceptional cases involving strategic suppliers that do not comply with policy rules are analyzed by higher levels for a risk assessment.

GRI 308-1

Yduqs Value Chain Sustainability Commitment Statement: document that formalizes our commitment and of our business partners to sustainable practices in the ESG vision of Grupo Yduqs. It also establishes guidelines for the ethical conduct of busi-





ness, covering issues such as environment, human rights, decent working conditions and compliance. All new suppliers must accept the terms of commitment to being engaged by Yduqs.

GRI 410-1

In 2024, we started the process of human rights diligence, supported by our recently launched **Human Rights Policy**. As part of our commitments, we envision formal training in the Policy and other procedures for companies with a higher risk profile related to human rights violations, such as property security companies, whether they are employees of Yduqs or contractors.

GRI 204-1

To hire suppliers, depending on the areas of operation of the regional brands, we allocate about 16% of our budget to local suppliers, generating economic impacts on the local communities where the brands act.

Offer of quality education services to generate income

Quality and Access to Teaching

GRI 3-3

To ensure excellent teaching for each student, we combine **(1) a teaching model** and **(2) an excellent teaching staff**.

Teaching model

Connect education with the future. It was with this mission that we developed Aura, our learning model, **Aura**. Focused on teaching excellence in 2024, we expanded our learning ecosystem, investing in new formats for digital content, tools, teaching materials and practice and innovation laboratories. We highlight next the main initiatives:

Aura and learning adapted to different modalities.

We recently promoted pioneering integration between the modalities of on-campus and digital teaching, abolishing the dichotomy between the two models and their curriculum structures. We began to operate with a **single curriculum matrix**, offering the student an experience that transcends physical environments.



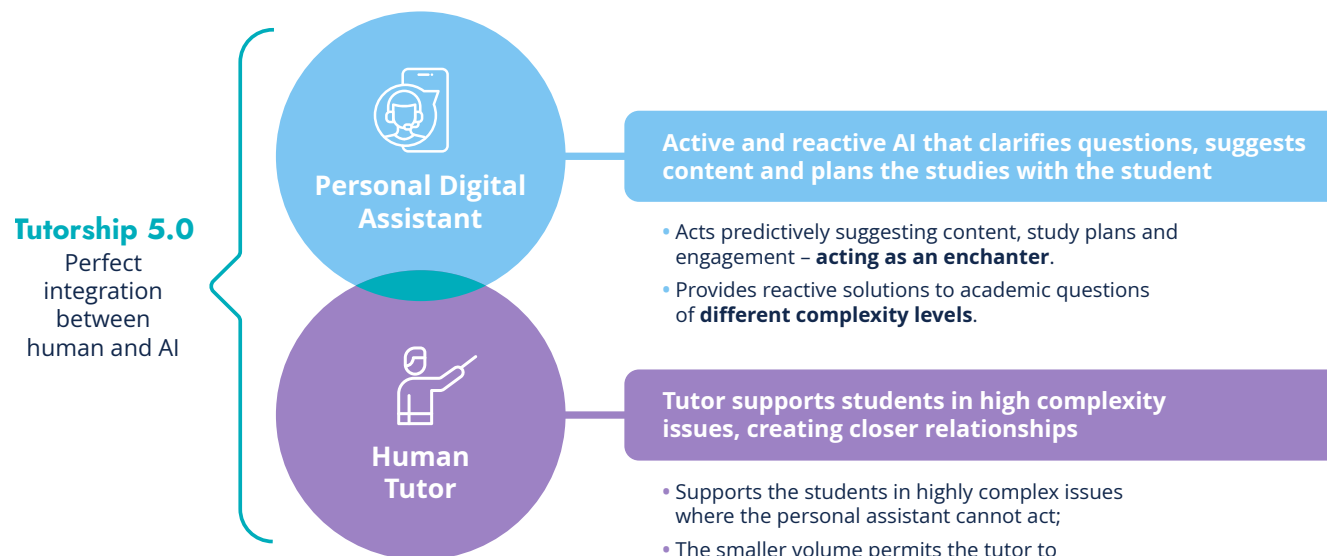
Item Response Theory (IRT)

Each year, we develop our content creation, implement new tools and forms of teaching. Among them, we highlight the use of the Item Response Theory (IRT), a statistical model focused on inferring the actual (non-observable) proficiency of students and teachers. **We are pioneers in the use of IRT in learning evaluation processes among higher education institutions.** Through IRT, it is possible to build well-balanced and standardized evaluations, compare classes and assess the level of issues, identify the real proficiency of each student by topic and help their development and provide data to support our student's learning journey.

Faculty of excellence

Our focus is on building and maintaining a faculty prepared and engaged to maximize the experience and learning of all our students. To this end, these are the main fronts of action in 2024, among others:

Digital personal assistant for tutoring 5.0



Docentes.Online

To develop the teacher in three dimensions:

engagement, qualification, and enchantment, we provide the new Docentes.Online, a unique platform that collects all relevant academic information. From October 2023) until December 2024, the results are already significant: we reached 74.1% of total access to the portal and reached, in 2024, significant improvements in student satisfaction regarding teachers: increase of ISA+ (0.15pp) and NPS (+3.5pp). In our asynchronous classes, there was an improvement in the students' experience, reducing dissatisfaction to: 1.0%. As a result, we improved the students' adherence to mock exams in 15pp, reaching 79.8%, and decreased the rate of failure per grade on-campus study, reaching 3.31%.

Academia EnsiMe

Another 2024 launch focused on the increasing qualification of teachers. Thinking of assisting in the training of experts who do not feel so comfortable in front of the cameras, we launched the Academia EnsiMe, a program of workshops for teachers interested

in the production of audiovisual content for our courses, separated in two levels: beginners and improvement.

Continuing education of teachers

The area of Faculty Relationship holds an annual training program to improve the skills of our teachers, of which 51% are masters and are 24% doctors. The project is aligned with our strategic guidelines, with three fundamental axes – Didactic Innovation, Digital Education and Active Methodologies. Throughout 2024, issues such as artificial intelligence in education, nanolearning, active methodologies in anti-racist education and others, were discussed, providing an environment of learning and professional growth.

Gemini Training

In partnership with **Google for Education** and **Gemini Academy** we launched in 2024 the Gemini Training, a direct training for teachers from Estácio and Wyden to integrate artificial intelligence into teaching. The initiative seeks to optimize the teaching routine, automating administrative tasks, improving the planning of classes, and teach-

ing materials, allowing teachers to focus on strategic projects and collaborating for more personalized and meaningful learning.



Evaluation by regulatory bodies and our students

GRI 3-3

Evaluation visits

Regarding the on-site evaluation visits of the courses and institutions – fundamental to the consolidation of academic excellence in regulatory terms – we present continued growth, good results and regulatory maturity: 98% of the evaluation visits held by MEC in the HEIs and Yduqs courses throughout Brazil received concept 4 or 5 (on a scale from 1 to 5; from 3 up is considered satisfactory), and 100% of the institutional re-accreditation visits received concept 4 or 5, which attests to the academic quality and excellence of the work performed.



MEC re-accreditation

In 2024, we guaranteed grades of excellence – 4 and 5 - to all our Higher Education Institutions (HEIs) in the re-accreditation processes of the Ministry of Education (MEC). The high grades show that the institution meets or exceeds the criteria required by MEC, such as infrastructure, qualification of the teaching staff, well-elaborated teaching projects and the offer of programs updated and aligned with the needs of the market.

The institutional re-accreditation process is held periodically in all HEIs, to evaluate the offer conditions and quality benchmarks of universities, university centers and colleges throughout Brazil, and to enable the continuity of their activities.

It is important to highlight that, currently, more than half of our institutions have the

highest score – concept 5 –, meeting the criteria evaluated by MEC, reinforcing our commitment to the quality of teaching and the continuous and collaborative work of the academic and back-office teams of our institutions.

The MEC criteria evaluates compliance with educational standards and the alignment of our institutions with public policies, ensuring that the training offered complies with the quality standards established by the regulatory body.

Our results reinforce our commitment to constant improvement, a characteristic of institutions that care about academic excellence and that form better prepared and more competitive professionals, strengthening the employability of our graduates.

All Grupo Yduqs HEIs achieve MEC excellence concepts.

CX (Customer Experience) Program

The customer (our students) experience is a constant priority to evolve in our journey to excellence. Therefore, we develop initiatives dedicated to exploring and implementing the best practices and innovations in this field. Our **CX (Customer Experience) Program**, for example, has the mission to enhance student experience by placing our students at the heart of decision making and is based on six pillars:

- **Collection of customer data:** surveys, behavioral data, and operations data, etc.
- **Analytics:** descriptive, diagnostic, and predictive models, etc.
- **Transformação:** projects and experience improvement initiatives, etc.
- **CX Governance:** Experience squads, CX Executive Committees by brand, etc.
- **CX Strategy:** CX Strategic Planning, benchmarks, new tools/technologies, etc.
- **Customer-centered culture:** Collaborative Training Trails, CX Day, etc.

In recent years, we have invested intensively in the use of data intelligence to act increasingly in the prevention of friction, update and develop of our digital technologies and platforms, and improve our processes and business rules, seeking the continuous improvement of our students' experience.

Student Satisfaction – Net Promoter Score (NPS)

In 2024, we reached record NPS, an indicator that assesses our students' overall perception of experience with our brands:

- **Ibmec:** higher historical result with evolution of +3pp vs. PY
- **IDOMED:** second highest historical result with evolution of +5pp vs. PY
- **Estácio e Wyden On-campus:** the best historical result with evolution of +16pp vs. PY
- **Estácio e Wyden Digital:** digital presents the second largest NPS in the group, a very consistent result in recent years.



Employability and Entrepreneurship

GRI 3-3

Workability is one of our priorities, and in recent years we have implemented a series of initiatives, and several transformation projects are underway. Our Career area aims to connect students with the labor market and offers comprehensive support in their professional evolution, whether in insertion, relocation, transition, progression, or entrepreneurship.

The career area commitments for Estácio, Wyden, Ibmecc and IDOMED brands permeate all area's pillars:

- **Self-development:** help the students understand their strengths, weaknesses, set personal and professional goals.
- **Market connection:** connect the student with employer brands and expand their networking.
- **Entrepreneurship:** introduce the student to entrepreneurship as a career option.
- **Technology and Innovation:** reflections about technology and how students should consider this element in their career.
- **Diversity and Inclusion:** working with the students on topics of social impact inserted into the current reality of the labor market.

We drive each student's life project by scaling workability with innovation and technology.

Totals from January to December 2024

60k+ students employed

500k+ students under orientation

3M+ spots available



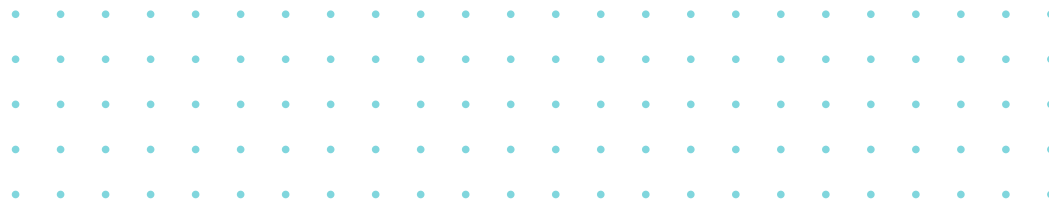
Main initiatives underway

- **Singular Program:** Virtual Classroom (SAVA) offering personalized trails for the development of essential skills for the labor market and personal growth.
- **Socio-emotional Training Program:** designed to enhance professional skills of undergraduate and graduate students of Estácio and Wyden, aiming to prepare them not only technically, but also for the interactive challenges of the corporate world.
- **Estácio and Wyden Careers Portal:** environment with content and events to support students with their professional goals. The Portal has matchmaking functionality that helps students find the most appropriate job by comparing the attributes of the student profile vs. attributes expected for the position.
- **Careers Hub:** on-campus space to develop skills and connecting to the market for students of Estácio. It offers orientation programs, hackathons, trainee and job fairs and diversity, inclusion, and entrepreneurship initiatives.
- **Ibmec Hub:** Present in each campus, it provides students' interaction with startups accelerating their ideas and strengthening market preparation.
- **IDOMED Hubs:** incubator specialized in startups in the health sector, focused on leveraging ideas and transforming them into successful businesses.
- **IDOMED Careers:** helps medical students in personal and professional development, preparing them for specialty choices and for a successful performance in the medical career.
- **Ibmec Careers:** supports and prepares students for effective interaction with the market, contributing to achieve career goals through individual services and actions of connection with the market and self-development.





- **Ibmec Home:** assists students in their educational goals and search for success, by developing essential skills for their academic, social, and emotional training, through consultations and self-development events.
- **Wyden Careers:** on-campus space that empowers and guides students in the development of professional skills via self-development and market connection actions, such as workshops, fairs, dissemination of opportunities, etc.
- **Inclui+ Program Estácio and Wyden:** career-focused initiatives for PwDs and neurodivergent students to broaden their employability. Ex.: bootcamp, exclusive selection processes with affirmative vacancies and development and awareness lives.
- **Career Orientation Program Estácio and Wyden:** program to guide the student on a journey of self-knowledge, enhancing their skills and preparing it for the job market.
- **Ibmec Jobs:** offers opportunities that adhere to the profile and aspirations of Ibmec students.
- **Careers Portal (IDOMED):** centralizes opportunities, information, and content transversal to the medical career.
- **New professional courses:** we launched 40 professional courses at Estácio in 2024. Available in EaD format and lasts six months. The courses are designed to provide more ease for students, who can study at their own pace and combine training with other activities.



Employability Events

- **National Virtual Internships and Jobs Fair:** with more than 10 thousand participants, this year's program took place on-line in a 3D environment and offered an immersive and interactive experience for students, prospects, and our partner companies.
- **Estácio Employability Bootcamp:** an opportunity to develop technical and behavioral skills.
- **Estácio and Wyden Career Chat:** an event that promotes enriching content on career development, market trends and professional skills, with the participation of renowned experts and executives.
- **Estácio Barrierless Careers Bootcamp:** An opportunity for PwDs and neurodivergent students to develop technical and behavioral skills.

Entrepreneurship Programs

- **Estácio and Wyden Startup Experience:** more than 16 thousand students enrolled in the pre-incubation program of startups created by our students.
- **IDOMED Talks:** action promoted annually by IDOMED Careers and IDOMED Hubs for all our students to update on topics of entrepreneurship and innovation in medicine.
- **Estácio You are your business:** series of workshops on entrepreneurship. We have more than 3 thousand students participating and the project focuses on developing skills for the beginning of their journey.



Students' professional experiences in large events

In partnership with Instituto Yduqs, throughout 2024, we offered our students professional experiences in major events, fundamental to connecting theoretical learning to reality. This initiative favors adaptation to different contexts, strengthens skills such as leadership, teamwork and problem solving, as well as enriching the curriculum and expanding networking opportunities.

- **Rock in Rio:** 150 students from Estácio were selected for professional experiences in various positions, such as production, audiovisual and photography, at the largest music festival in the world. 38 students participated in the coverage and production of the event by TV Estácio. We also implement sustainable practices, with the upcycling and recycling of all materials with the logos of Estácio and the Instituto Yduqs, which became products.

- **Lollapalooza:** Estácio students were also present at the festival to enhance soft skills and enrich academic trajectory.

- **Winter Festival:** Estácio students were hired to act on the festival support team and students from the Publicity and Administration courses made a behind-the-scenes visit of the event.

- **Hack Tudo Festival:** we were present at the largest digital culture festival in Brazil, focused on digital inclusion, democratization, and access to new technologies. In partnership with Estácio, students and teachers participated in panels and activations, putting into practice the knowledge absorbed in the classroom.

- **ArtRio:** in partnership with Ibmecc, we were supporters of ArtRio 2024, one of the biggest art events in



Brazil. We brought an unprecedented experience to the event. Signed by Instituto Yduqs and Ibmecc, we developed an interactive playlist on Spotify with information about great masters of Brazilian art, promoting accessibility for people with visual impairment.

- **Rio Innovation Week:** together with Ibmecc, we took our students to a unique professional experience, where they could see closely the backstage of one of the world's largest technological and innovative events.

- **Paris Olympics:** We took five students from the Journalism, Cinema, Photography, Advertising and Publicity courses and Audiovisual Production of Estácio to Paris, where they had the unique opportunity to experience the practice of their professions by covering Casa Brasil and the bases of the Brazilian Team for social networks. In Brazil, three students were responsible for editing the contents captured in Paris. And three students interned at CazéTV, of whom one was hired permanently after the Olympics.

Continues >>

Students' professional experiences in large events

- **Rio Open:** premium experience for our Ibmec students, participating in the Ibmec Open action. Students of the Ibmec Social Communication Course acted in the coverage of the event and the students of Nutrition of Estácio worked in the Official Restaurant of the event.
- **Rio Marathon:** premium experience for medical students forming Team IDOMED Runners for the 21K race. In addition to the participation of the IDOMED Athletic club, who had the opportunity to play on the main stage of the event. In all, 55 students from Estácio from the Physical Therapy, Physical Education and Communication courses participated in professional experiences during the Marathon.
- **Dream Tour:** opportunity for professional experience to Estácio students performing journalistic coverage and making-of alongside major broadcasters, such as SporTV, which broadcasted the event live.
- **CobExpo:** more than 100 volunteer students from Estácio have experienced in practice what it is like to work at the largest sports fair in Latin America.
- **In Between Francis, The Saint and the Pope** 10 students of the Cinema, Journalism, Advertising and Publicity courses and Audiovisual Production had the opportunity to cover the general rehearsal and debut of the play directed by Gabriel Chalita.
- **Samba Clubinho:** in the 45 years of the Samba Club, 18 students were invited to the backstage of the event one day before the show. In addition, more than nine students did the journalistic coverage on the day of the event.

Continues >>



Students' professional experiences in large events



- **'Me, Ayrton Senna da Silva' Exhibition:**

an opportunity for 12 students to know the curatorship behind the exhibition and create content showing their professional experience.

- **LER – Festival do Leitor:**

22 students from the communication agencies of the Tom Jobim and Maracanã units had the opportunity to meet and register the event.

- **Hairspray:**

teaching students in São Paulo produced, along with the Hairspray team, the teaching material, which will be destined for public schools. In addition, students from TV Estácio covered the event's premiere in Rio de Janeiro. In total, 24 students participated in the activities.

- **Delights of Brazil:**

20 students of gastronomy acted with renowned chefs during the event. In

addition, four students from TV Estácio covered the event.

- **Carandaí 25:**

at the largest authorial fashion festival in Latin America, 56 students among the fashion and communication courses acted in Estácio's exclusive fashion show at the event, and 10 students were hired to act in the backstage.

- **RevivaRio:**

four students covered the re-inauguration of the sculpture of Millor Fernandes, in Arpoador.

- **Utopia Warehouse:**

at the opening of the warehouse that promotes culture, students of Audiovisual Production and Cinema covered the event.

- **Rio Je T'aime:**

eight students of the Nutrition and Gastronomy courses had the opportunity to experience their professions in practice alongside the chefs during the event.

Internationalization

We maintain agreements and cooperations with educational institutions in different parts of the world to provide international experiences for our students and teachers. In 2024, the agreements covered the American, European, African, and Asian continents. The partnerships allow students to study from six months to one year at the foreign partner institution without paying the tuition fee, having only their personal expenses.

We have 24 active international agreements in 13 countries:

Country	Partner Institution
Angola	Universidade Privada de Angola
Argentina	Facultad de Derecho Universidad de Buenos Aires
Argentina	Universidad Del Museo Social Argentino
Argentina	Universidad de Ciencias Empresariales y Sociales
Chile	Facultad de Derecho Universidad de Los Andes
Colombia	Universidad Autónoma de Occidente
Colombia	Universidad Nacional de Colombia
South Korea	Pai Chai University
South Korea	Woosong University
Costa Rica	Universidad Autónoma de Centro América
Spain	Universidad de Santiago de Compostela
Spain	Universidad Católica San Antonio de Murcia
Spain	Barcelona Technology School
France	Amos Business Sport School
France	EIGSI Ecole d'Ingénieurs
England	Regent's University London
Mexico	Universidad La Salle Noroeste A.C.
Peru	Chio Lecca Fashion School
Portugal	Faculdade de Direito da Universidade de Lisboa
Portugal	Universidade Lusíada
Portugal	Universidade de Coimbra
Portugal	Universidade do Minho
Portugal	Instituto Superior Técnico de Lisboa
Uruguay	Universidad de la Empresa



Over the past year, 20,725 students from the Language and Culture Program, who had free synchronous classes with our teachers with English, Spanish, French or Italian proficiency, learned about the language and culture.

In addition, we offer short-term international programs, providing international experiences to our students and teachers. In 2024, 43 students and three teachers had the opportunity to attend classes at Universidad Siglo 21, one of the largest private institutions in Argentina and to participate in cultural activities, with air tickets, lodging, travel insurance, transfer and three paid meals. In the first semester, the destination was

Buenos Aires with a group of 20 students and a teacher and, in the second semester, the destination was Cordoba, with a group of 23 students and two teachers.

Students can also perform on-line activities at foreign universities without leaving their cities, living an international experience without physical boundaries.

Through remote mobility, 800 students had the opportunity to participate in activities involving topics permeating their curricula remotely at universities in the United States and Argentina, expanding their learning boundaries.

Scholarship programs: research productivity and scientific initiation

We foster research through our own scholarship programs, research groups, participation of teachers in events and through our institutional magazines. In 2024, we had 17 teachers supported to participate in events with the presentation of works, 10 in domestic and seven international events.

Our teachers are also leaders or participants in numerous research projects connected to our educational institutions. In addition, our 61 active scientific journals receive the contributions of teachers, students and the academic community from various states and countries.

Through our scholarship programs, we foster research in our institutions with our own resources. We have a **Productivity Research Program**, in which we actively encourage the development of research projects, promoting scientific production among the teachers of undergraduate courses. At

the same time, our **Scientific Initiation** Program aims to awaken undergraduate students to scientific thinking, creativity, and critical ability to analyze complex problems through guidance in research conducted by teachers.

Productivity search

- Registration of **405** teachers (master's and doctors).
- Approval of **159** research papers.
- **32** projects approved for external funding.

Scientific initiation

- Development of **2,236** projects throughout the year.
- Involvement of **4,272** students.
- Participation of **1,067** teachers.



Strengthen our team and communities to promote social impact

Attraction, Retention and Well-being of Human Capital

GRI 3-3

We have a team of resolute professionals committed to providing quality education and accessible to an increasing number of people. This effort is the key to our success. We also have great concern in caring, stimulating and progressively developing all our employees, as well as promoting a happy, stimulating, and welcoming work environment.

We ended the year 2024 with 15,054 employees (counting per CPF – Brazilian tax ID) and 16,721 employees (per registration). Among these, 9,985 were teachers and 6,736 worked in back office and teaching support areas. In addition, we had 33 interns and 60 resident physicians in the same period.

Our most valuable asset is human capital and we believe that transformation is in people.



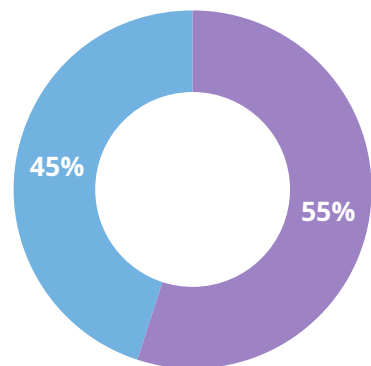
Employees per gender and region – per CPF (Brazilian tax ID)

GRI 2-7

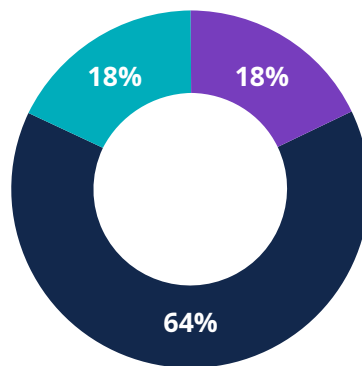
	2022			2023			2024		
Region	Men	Women	Total	Men	Women	Total	Men	Women	Total
North	670	914	1,584	655	889	1,544	636	879	1,515
Northeast	1,776	2,271	4,047	1,724	2,073	3,797	1,599	1,946	3,545
South	236	308	544	236	312	548	234	304	538
Southeast	4,272	4,917	9,189	4,179	4,804	8,983	4,069	4,810	8,879
Center-west	241	327	568	221	338	559	243	334	577
Total	7,195	8,737	15,932	7,015	8,416	15,431	6,781	8,273	15,054

Note: Other tables with employee breakdown by type of employment contract, type of journey are available in the GRI and SASB Content Attachment.

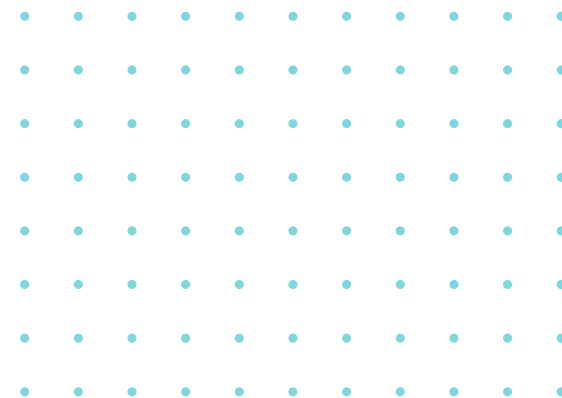
Our workforce in 2024



● Women
● Men



● Below 30 years-old
● Between 30 and 50 years-old
● Above 50 years-old



Workers who are not employees per category and gender – per CPF (Brazilian tax ID)

GRI 2-8

	2022			2023			2024		
Workers	Men	Women	Total	Men	Women	Total	Men	Women	Total
Interns	24	43	67	19	29	48	12	21	33
Resident Doctors	5	4	9	7	15	22	21	39	60
Total	29	47	76	26	44	70	33	60	93

Note: Yduqs does not establish controls for outsourced workers, only for interns and resident doctors.

Practices for attraction, retention, and well-being of human capital

GRI 3-3

We dedicate significant efforts to implement practices that promote the attraction, retention, and well-being of our talents. Through programs that value professional development, an inclusive work environment and quality of life policies, we reaffirm our com-

mitment to building a strong organizational culture that enhances the performance and development of all employees. We also practice active listening through research to direct our actions. The result of this management is confirmed by the turnover rate indicators.





Training and development

GRI 404-2

Educare, our corporate university, serves more than 15 thousand employees, including back office and faculty, focusing on four essential pillars:

- Leadership development
- Priority topics
- Development programs
- Educare digital

In 2024, more than 50 thousand courses were completed, reflecting our commitment to continuing education. We achieved more than double the number of training hours, exceeding 530 thousand hours consumed by our employees until December.

We had more than 50 thousand completed courses to develop our employees, drive the company's strategy and keep pace with market developments.

Highlights:

Lyderança Yduqs: on-boarding for new leaders, providing essential guidance in the performance of roles, responsibilities, tools, and processes inherent to the role. We formed more than 100 leaders during 2024, totaling 1.6 thousand hours of training.

Finance Academy: we offer specific training to finance professionals, enabling them with both technical and soft skills. Among the actions, we invited the Chief Economist of Serasa Experian, Luiz Rabi, for a Masterclass. The program is in partnership with Ibmecc.

Converts: we also provide our employees with a track of technical and behavioral development, leveraging and encouraging internal talent to support the company's strategy. We trained more than 400 employees of the commercial team and enrollment office, totaling more than 2.9 thousand hours of training.

Collaborators' Exclusive MBA: Educare launched an exclusive MBA for selected employees with the purpose of developing essential skills so that managers, coordinators, and experts can become Unit Managers.

Indications for free training by partner companies: through Educare Digital, in partnership with Conquer Business School, we indicated the Free Productivity and Performance Training, from R to H - new look for people management and Emotional Intelligence 4.0, accessible to all employees, including third parties.

Innovation in HR

We are one of the most innovative companies in HR in the education market currently. We already use AI in the areas of employee experience (chatbot GUI, consolidation of research quality, communications, benchmarks, and reporting), attraction and selection (candidate ranking and job description), talent management (qualitative analysis and reporting), and training (reporting generation). We also mapped out 54 potential AI implementation initiatives to assist with the employees' journey, which we evaluate for the coming years.

Employee experience

Our employee experience program directs the priorities of the People area. We have a consistent adhesion of at least 50%. Our eNPS accumulated in 2024 is 69. Since 2021, we have conducted more than 10 squads aimed at improving employee experience, using agile methodology. All are monitored and support the results delivered.

Feedback Program

GRI 404-3

We have a feedback program that covers more than 90% of employees. This data is used to recognize talent and optimize the direction of training and development actions conducted by Educare.

Percentage of employees who receive regular evaluations of performance and career development

	2023			2024		
Category	Men	Women	Total	Men	Women	Total
Presidency and Vice-presidency	*100%	100%	*100%	100%	100%	100%
Executive Management	*100%	100%	*100%	100%	100%	100%
Management	89%	*100%	95%	96%	93%	95%
Coordinators	*100%	100%	*100%	95%	94%	95%
Course coordinators	100%	100%	100%	86%	81%	84%
Supervisors	*100%	94%	99%	96%	93%	95%
Specialists	96%	87%	92%	90%	90%	90%
Analysts	91%	97%	94%	96%	93%	95%
Assistants	67%	73%	70%	90%	89%	90%
Teachers	97%	94%	96%	81%	79%	80%
Preceptors/tutors	*100%	*100%	*100%	80%	74%	77%
Trainees	100%	100%	100%	100%	100%	100%

Note: For comparison purposes, any indicator marked with an asterisk (*) refers to a base that exceeded 100%, thereby aligning with the total assessed during the period.



Benefits and well-being

GRI 401-2

We offer more than 6 thousand active scholarships for employees and dependents, reinforcing our commitment as an ambassador company for the **Educa 2030 Movement, of the UN Global Compact in Brazil**.

We also have benefits such as health insurance and **Wellhub** and **TotalPass** programs that guarantee access to physical activities and services such as therapy. In addition to the work from home three months' post-parental leave and work from home during July vacations for corporate offices. The benefits offered do not differ between full-time, temporary, and partial employees.

For 2025, one of our main objectives is the reconstruction of the **Health and Wellness Program**, with emphasis on the launch of a project aimed at the mental health care of our employees.

Work 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

All our employees receive continuous care from the Specialized Service in Safety Engineering and Occupational Medicine (SESMT), through an integrated system of occupational health and safety management, in accordance with the requirements of eSocial, Regulatory Standards, Social Security Laws and the GDPL.

We use the SOC platform, a management software that ensures compliance with national health and safety standards, addressing labor and social security aspects. Our structure includes doctors, engineers, safety technicians and other qualified professionals.

Operating throughout Brazil, we conduct detailed **risk assessments**, including technical visits and the preparation of annual reports, such as the Technical Report on Environmental Conditions at Work (LTCAT) and

the Risk Management Program (PGR), which are fundamental to occupational risk management. When deviations are identified, we investigate and implement corrective actions, recording them as "lessons learned".

Our units with over 50 employees have a **CIPA**-trained staff according to NR-05. We also maintain direct channels between Occupational Medicine and employees, as well as confidential Compliance channels, with easy and direct access to SESMT's technical staff.

In the period of the report, there were 69 accidents, 37 of which were typical and 32 en route. Regarding occupational diseases, we issue a Communication of Work Accident (CAT) and some court suits underway to investigate the causal link. The main triggering events were orthopedic issues and Burn-out Syndrome.



Employee mental health

Annually, we reinforce commitment to the mental health of employees in the campaign “September to Perceive Emotions”. Focusing on emotional literacy and suicide prevention, we promote educational content, open dialogs, and provide the LiveWell application, with meditation and well-being practices.

Free Emotional Intelligence training

Through Educare Digital, in partnership with Conquer Business School, we offer free Emotional Intelligence training, accessible to all employees, including contractors.

In 2024, we achieved a record of internal engagement: 87% in favor.

Internal engagement

In 2024, our internal engagement remained at the level of excellence of 87%, with a record adherence of 91%. In the same sense, our eNPS, through which we follow and manage the experience of our employees, reached 70, near the indicator's excellence zone. These are figures that reflect the advances we have made on all fronts, perfecting processes, and journeys, focused on promoting a diverse and inclusive environment, in which people feel pleasure and pride to be part of.



Diversity, equality, and inclusion

GRI 3-3

We recognize the importance of acting proactively and strategically on issues involving **Diversity, Equality, and Inclusion (DEI)**. In addition to ensuring accessibility and promoting **Human Rights**. We feel that the plurality of people, life stories, experiences and world views strengthens both our organizational culture and contribution to society.

We continue to advance in our journey of diversity, equality, and inclusion. In 2024, we consolidated several initiatives under our “**Include to Transform**” program and made important advances, highlighting our commitment to creating an inclusive and equal environment for all.

Our program has four guiding policies and four affinity groups led by volunteer coordinators. The **Equality and Inclusion Committee**, composed of representatives of the senior executive leadership, is responsible for monitoring the implementation of DEI initiatives, evaluating progress indicators, and ensuring the effectiveness of actions.

• **Diversity, Equality, and Inclusion Policy:** defines clear guidelines to promote gender, race, ethnicity, sexual orientation equality, gender identity, age group, socioeconomic status, among other factors.

We have 57% of women in the leadership positions and 42% of our employees and 31% of teachers are Black.

- **Inclusion Policy for Persons with Disability and Accessibility:** aims to ensure the physical and digital accessibility of our environments, infrastructure adjustments, assisted technology and support to employees and students with disabilities.
- **Equal Wage Policy:** establishes guidelines to ensure fair and equitable remuneration eliminating wage disparities based on gender and other protected characteristics. The policy reinforces the commitment to professional appreciation and equal opportunities, ensuring transparency and objective criteria in the compensation structure.

- **Human Rights Policy:** reflects our commitment to combat any form of discrimination, harassment, or abuse, promote equal opportunities and enhance human dignity in all institutional relations.
- **Affinity Groups:** spaces for co-creation, reflection and exchange that contribute to the development of diversity and inclusion initiatives in the company, promoting literacy, awareness actions, proposals, and policy validation.

Governance

Include to
Transform Program

Equality and
Inclusion Committee

People and
Management

ESG and
Affinity Groups

Affinity Groups



Racial: 186 participants



LGBTQIAP+: 167 participants



Gender equality:
153 participantes



Persons with disability:
171 participants

eNPS Diversity

In 2024, we observed improvement in our **eNPS diversity***, which grew 6 points, reaching a level of excellence with 76. In addition, the constraint index fell 1.2 points, compared to last year, ending 2024 with 3.6%. When compared to 2022, since we launched the research, it has dropped more than 7 points reflecting the most inclusive culture we are cultivating.

*The Employee Net Promoter Score (eNPS) is an indicator that measures the level of employee satisfaction and loyalty towards the company, based on scale questions. Yduqs included questions about situations of constraints that occurred in groups of different markers, allowing direct actions and agencies of literacy and awareness.

Diversity percentages

We reached 42% of Black employees, 4% of persons with disability (PwD), 10%* of LGBTQIAP+ and 55% of women among our employees, reflecting significant progress in representing diverse groups.

*Self-declared.

We were the first educational organization in the country to launch a training program exclusively for Black people.

Exclusive Trainee Program for Black and Brown Persons

Our program has consolidated itself as one of the main inclusion initiatives, with 33 trainees hired since 2021, of which 28 remain in the company (84%). **In 2024, we observed that 82% of trainees received good evaluations, with 41% classified as high performance.** 11% of trainees already occupy leadership positions, Furthermore, 16% of the trainees advanced to specialist positions, expanding their strategic roles The 2025 edition of the program received more than 11 thousand enrollments, keeping figures close to last year's record, which reinforces the popularity and effectiveness of the initiative.

Career Acceleration Program

In this initiative, 21 diverse employees were boosted, with 43% already recognized financially or through increased scope. This program has been essential for continuous growth and career progression.

Inclusive employability platform

In 2024, **DEI Match**, a startup created by us, Empodera and CI&T joined **Mover**, a non-profit association focused on promoting diversity, equality and racial inclusion in the corporate world to launch of an inclusive platform that will support and boost the career of diverse talents within large companies and multinationals active in the country.

"Yellow Card"

Just like in sport, where the yellow card is a warning sign for inappropriate conduct, at Yduqs it represents an alert for reviewing attitudes and language in the workplace. Its purpose is not to punish, but to raise awareness and stimulate the collective learning about practices and expressions that can be considered racist, sexist, homophobic, discriminatory, or embarrassing to others.

The Yellow Card is an educational tool that goes beyond simple correction. It brings constructive suggestions so that everyone can evolve together, promoting a more welcoming and respectful environment. It

is important to highlight that this is not a joke or patrolling, but a symbolic gesture that should always be accompanied by an explanation of why a certain expression or attitude is inadequate and, whenever possible, suggest a more inclusive alternative.

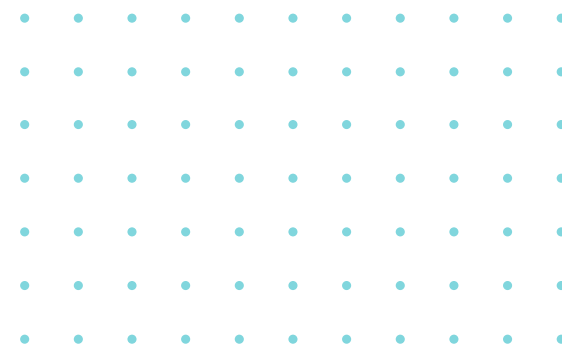
In 2024, the collaborators received a Physical Yellow Card attached to the back of the badge. However, the absence of the physical card does not prevent dialog.

Project Without Barriers

Launched in 2024, it is a program focused on creating an inclusive environment where students can develop their skills and access employability opportunities by connecting with companies that value diversity. There are training courses, mentoring focused on soft skills to connect these students to actual interviews with companies. As part of the program, we offer six exclusive masters' scholarships for people with disabilities, an unprecedented action in the market, which aims to provide new academic opportunities for this public.

Accessibility Center (NAC) Ibmec

It is a program that supports the different needs of students who have difficulties in the teaching and learning process, offering support to the students and the learning process, psychological support, and care. More than 200 students attended in 2024.



Seminar Right to Speak

Throughout 2024, we conducted three editions of Place of Speech, with the topics: “The future is accessible: Dialog on Inclusion”; “The Power of Education in the Fight Against LGBTI Phobia”; and “Who Fears Gender Equality?” Promoted by Instituto Yduqs, Place of Speech discusses topics related to education, inclusion, and diversity. The event involves the whole academic community and is available to students of all brands. The broadcast is open to the general public by YouTube + CBTv. In the last one, we had a peak of 5.3 thousand people watching simultaneously and 25 thousand views (YouTube + CBTv Play).

Awards

This year, we also received important recognitions, especially the **Exame People Management Award**, an initiative of Exame magazine, in partnership with human resources consultant firm Mercer, which highlighted Brazilian companies with practices of excellence in people management.

Check out the video about the award:

▶ youtube.com/watch?v=Q3niAtKkb2o

Within the framework of our **Diversity and Inclusion Program**, two initiatives for racial equality were recognized with best practices awards by the **UN Global Compact - Rede Brasil**. The **Yduqs Trainee Program**, exclusively for Black and brown people, and the constant evolution of the company's goals to **accelerate the representativeness of Black people in leadership positions** stood out among the best practices of the “Race is a Priority” movement.

A FORÇA DA TRANSFORMAÇÃO ESTÁ NAS PESSOAS

Yduqs: vencedora do Prêmio
EXAME em Gestão de Pessoas 2024.

Um dos **melhores lugares**
para se trabalhar no Brasil.

Somos
Yduqs

YDUQS

We also received the label “**Woman Friendly Company**”, from the government of the State of Rio de Janeiro. A commission analyzed 12 requirements, including the company's work environment, which must value the health, physical, emotional integrity, and dignity of women, as well as accessibility and adequate working conditions for persons with disability.



Instituto Yduqs

We were born big. In 2024, we completed three years of activity and are responsible for consolidating the initiatives of responsibility and social impact of Grupo Yduqs, which for more than 54 years conducts and supports actions of education, culture, citizenship, and sports in the country. **Our purpose is to empower – ethically, integrally, and transparently – people and communities and transform lives to build a more just, inclusive, and sustainable society.**

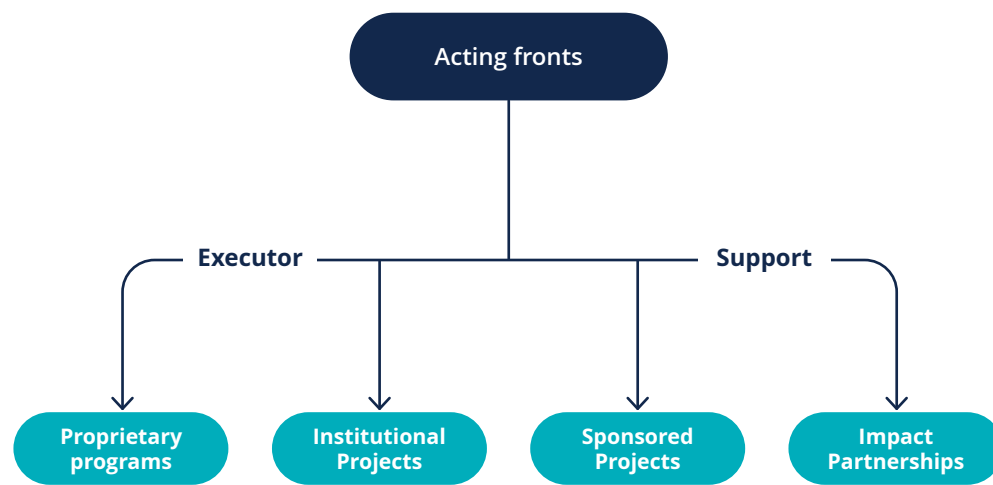
With a specific team, internal agenda, students, teachers and collaborators as volunteers and ability to raise funds with investor partners, we benefited more than 1.4 million people in 2024 and, throughout our trajectory, more than 2.7 million people were impacted.

We are responsible for consolidating the initiatives of responsibility and social impact of Grupo Yduqs, which for more than 54 years conducts and supports actions of education, culture, citizenship and sports in the country.

This year, we published the first edition of the **Instituto Yduqs Activity Report 2024**. Go to <https://institutoyduqs.com.br> for more information about the programs and the supported projects, as well as the results achieved.



Lines of Action



Together, we transform more. In partnership with Yduqs' brands and investor partners, we impacted about 2.4 million people in 2024 with investments of more than BRL 3.1 million*

With resources from Yduqs' teaching centers and investor partners, we operate on four fronts, strengthening initiatives of responsibility and social transformation, either as an implementing or supportive institution:

- **Proprietary Programs:** programs created and/or implemented by Instituto Yduqs, together with Estácio, IDOMED and QConcursos: Value Network, Mediversity, Literacy for Youth and Adults and Prisma.
- **Institutional Projects:** projects in partnership with our Higher Education Institutions (HEIs): Solidary Welcome (Trote Solidário), Women of Rio, Education without Borders, Enem Action Project, Professional Training Program, All for Rio de Janeiro, among others.

- **Sponsored Projects:** with resources from the institutions of Grupo Yduqs we support projects that transform lives, acting as an agent of social change. Among them: Instituto Reação, Instituto Criar, Hospital Pequeno Príncipe, Pimpolhos, Destemidas, Observatório de Favelas and Rolé Carioca.
- **Impact Partnerships:** partnerships with institutions that promote social impact, such as the Brazilian Olympic Committee (COB), among others.

*Figures refer to resources of Grupo Yduqs + donations.

Sustainable Development Goals (SDGs) met





2024 Highlight

Together with Estácio, we made history at the Paris Olympic Games. We were the largest university in the world with 77 athletes-students from Estácio representing Brazil, 35 of them in the Olympics and 42 in the Paralympics, which represents more than 10% of the Brazilian delegation. It is worth noting that **25% of Team Brasil's medals in 2024 were from Team Estácio's student-athletes.**

In partnership with Instituto Yduqs, Estácio is the largest university with Olympic athletes in the world.

In all, about 2 thousand athletes and parathletes from the base to the high performance, among undergraduates and graduates, have already been benefited by the Career Transition Program. Currently, we have 30 partner institutions, clubs, and confederations. Some of the benefited sportsmen were Rebeca Andrade, Bruno Soares, Bruno Fratus, Beatriz Haddad, Vanilton Nascimento, Thiago Monteiro, Carolina Meligeni, Ymanitu Silva, among others.

Through the **Career Transition Program**, more 25 student athletes and partners of Instituto Yduqs participated in the recordings and content creation for the 2024.2 Estácio fundraising campaign, the 6th position among the brands that had the most engagement in the Olympic Games.*

*Ranking made by Winnin with the brand data on Instagram, TikTok, Facebook and YouTube, from July 26 to August 11.

Rebeca Andrade, the largest Olympic medalist in Brazil's history, Estácio's Psychology course student.

Grupo Yduqs has already invested more than BRL 200 million in sports over the years, supporting projects and events via incentive law, in addition to the Career Transition Program, with the higher training of athletes and parathletes, from the basis to high performance.



Ymanitu Silva, graduated in Environmental Management from Estácio, stands out as a wheelchair tennis athlete, representing Brazil in domestic and international competitions.



Isabel Swan, a postgraduate degree in Project Management by Ibmec, and Henrique Haddad, student of Economic Sciences of Estácio, sailing athletes, participated in the Paris 2024 Olympic Games.

Paris Olympic in the curriculum

We took five students from the Journalism, Cinema, Photography, Advertising and Publicity courses and Audiovisual Production of Estácio to Paris, where they had the unique opportunity to experience the practice of their professions by covering Casa Brasil and the bases of the Brazilian Team for social networks. In Brazil, three students were responsible for editing the contents captured in Paris. Three other students interned at CazéTV, one of whom was hired permanently after the Olympics.

Five students from Estácio went to Paris to cover the largest sporting event in the world.



Service to local communities

We are also committed to positively impact communities surrounding our units with extension activities. We maintain more than 300 practice agencies in various areas, such as care, dental, psychological, and veterinary, legal, and business advice. In many cases, these are the only services available for that location.

These initiatives are provided by our students under the supervision of our teachers. Through this we also contribute to the engagement and citizen formation of our students. Last year, 678 thousand people from the external community were impacted by extension actions. These projects also serve members of our internal community, such as teachers, collaborators and students in community activities, courses, and events, with an impacted audience of 338 thousand.

Through our extension projects, integrated with the curricula and aligned with the demands of the community, we also offer students the opportunity to apply their theoretical knowledge to practical actions that transform local reality. By participating in initiatives such as community training in sustainable projects and digital inclusion actions, free legal assistance in mediation, arbitration and conciliation and continuing education in mathematics teaching methodologies for Primary Education teachers, our students develop practical skills, enhance critical sense, and contribute to the sustainable development of the communities where we operate.

On all our campuses, Estácio and Wyden promote a wide range of extension projects. Each unit has the autonomy to create

and implement innovative projects, which adapt to the unique characteristics of each region, strengthening the bond between the university and the community. Thanks to the expertise of our courses in the areas of health, physical education, and others, we are constantly sought after by partner institutions to develop projects to meet the needs of the population.

678 thousand people benefited from our extension activities with health care, legal and business advice in 2024.

Volunteer Program Mobiliza

Our motto, "Together, we transform more", reflects the spirit of collaboration that moves us. We seek to enhance the synergy between projects and volunteers, benefiting the community from the engagement of teachers and collaborators in social actions directed to various fields of activity.

The proposed initiatives are focused on the topics of Education, Social Development, Environment and Health. On the program's portal, you can check all the fronts and know how to participate. Volunteers can also propose their own social impact actions.

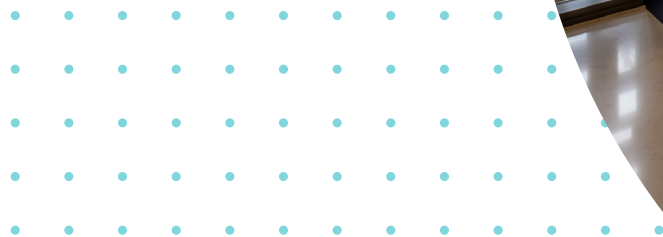
Operate responsibly for a better planet

GRI 2-25 • GRI 3-3

Focused on collaborating with global demands for sustainability and reducing our carbon footprint, we act proactively and responsibly to approach our environmental impacts, based on sustainable practices and legal compliance.

We are in the process of restructuring our operational procedures and establishing control measures, such as a matrix of significance, based on technical analyses of environmental aspects and impacts associated with our activities. We have the regular support of consulting firms specializing in environmental management to identify improvement opportunities and support us in the development of short-, medium- and long-term sustainable initiatives.

We adopt preventive measures and sustainable practices on university campuses, including energy efficiency, efficient waste management and renewable energy sources.



In order to provide appropriate guidelines for our units, we provide in the Process Management System, the Integrated Policy addressing the Environment, Work Safety and Occupational Health topics. The policies of Greenhouse Gas Emission Management, Energy Efficiency Management, Waste Management and Socio-Environmental Management that deal with various environmental aspects, including the responsible use of natural resources, are also available.

Internal regulations (Management Policies and Procedures) are reviewed annually or more frequently, incorporating the practices and results of the previous year, ensuring a continuous improvement cycle. We conduct training and internal forums to guide policies and procedures involving unit representatives to disseminate knowledge on university campuses.

Environmental awareness

Faced with our role of “**Educate to Transform**”, we promote internal educational programs that stimulate the culture of sustainability among employees and students, transforming our academic community into an agent of environmental transformation. **In 2024, we reached the mark of more than 1 million students impacted with environmental content.**



Web series “The energy that moves Brazil”

In 2024, we launched the web series [“A energia que move o Brasil”](#). Divided into three themes, the production addresses urgent issues, such as extreme weather events, energy transition and international agendas to combat the climate crisis, led by Professor Graça Foster, former president of Petrobras and professor of the Law course of Estácio.



Sustainability and Social Environmental Responsibility Week

In partnership with Instituto Yduqs, all our brands held the 12th edition of the [Sustainability and Socio-Environmental Responsibility Week](#), focusing on Climate Change.



Climate Strategy and GHG Emissions

GRI 2-25 • GRI 3-3

Based on the data consolidated in the Climas system, we disclose annually our GHG emissions inventory (scopes 1, 2 and 3), following the guidelines of the **Brazilian GHG Protocol Program**. The measurement of scope 3 emissions is an unprecedented initiative in the educational sector. This action, integrated with our environmental sustainability goals, highlights our ongoing commitment to evaluate and mitigate environmental impacts arising from our operations.

In 2024, we maintained full compensation of GHG emissions related to the direct and indirect impacts of our activities (scopes 1 and 2). In that year, a total of 7,946 tCO₂eq were compensated by the acquisition of renewable energy carbon credits from the **Fundão-Santa Clara Project**. It is a hydroelectric complex in the Jordan River (PR), composed of large and small plants. The initiative aims to generate renewable

energy connected to the National Interconnected System, reducing CO₂ emissions and dependence on fossil fuel-driven thermoelectric plants. Compensation certificates are available on the [official UNFCCC website](#), the United Nations Framework Convention on Climate Change.

In 2023, we joined the **Public Registry of Emissions** of the Brazilian GHG Protocol Program, developed by FGVces. Obtaining the **Gold Seal** certified the completion and external and independent verification of our GHG inventory. Another recognition was the achievement of the 'AA' rating by **Morgan Stanley Capital International (MSCI)** consolidating us as the only higher education institution in Brazil classified as **ESG Leader**.

As next steps, we will continue to invest in research on clean energy, emission control and mitigation strategies, eco-efficiency, selective collection, and waste reduction.

We have completed the compensation for our GHG emissions for the second consecutive year.



Emissions

GRI 305

GRI 305-1

Direct greenhouse gas emissions (t CO ₂ equivalent)	2022	2023	2024
Stationary combustion – Generation of electricity, heat or steam	68.43	160.56	53.79
Physical-chemical processing	123.37	139.59	59.01
Fugitive emissions	4,809.58	5,651.51	4,095.08
Total Gross CO₂ Emissions	5,001.38	5,951.66	4,207.88

GRI 305-2

Direct emissions from energy acquisition (t CO ₂ equivalent)	2022	2023	2024
Energy acquisition	1,983.55	1,993.64	2,929.15

GRI 305-3

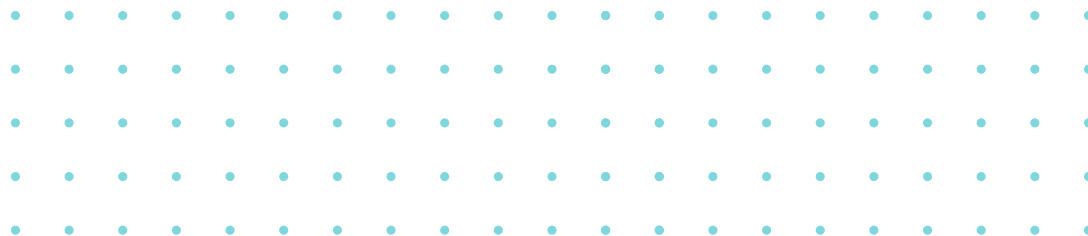
Other greenhouse gas emissions (t CO ₂ equivalent)	2022	2023	2024
Residue generated by the operations and treatment of effluents	8,402.58	9,609.64	9,533.13
Business trips	439.92	881.83	615.57
Total	8,842.50	10,491.47	10,147.70

Total gross t CO ₂ emissions	2022	2023	2024
Total	13,843.88	18,436.77	17,285.73

GRI 305-3

Biogenic emissions	2022	2023	2024
Scope 1 (GRI 305-1)	-	-	2.34
Scope 3 (GRI 305-3)	-	-	1,022.46
Total gross biogenic emissions (t CO₂ EQUIVALENT)	-	-	1,024.80

*Previous years' data not collected

Note: calculation includes the following gases: CO₂, CH₄, N₂O, HFCs.

Carbon Efficient Index B3

For the second consecutive year, we are part of the portfolio of the **Carbon Efficient Index of the Brazilian Stock Exchange, ICO2 B3**. This achievement reinforces our ongoing commitment to transparency in greenhouse gas (GHG) emissions and a low-carbon economy. The ICO2 B3 portfolio is formed by a select group of companies concerned with understanding and minimizing their environmental impact, to attract investors who value sustainable practices.

Carbon Disclosure Project (CDP)

We reinforced our environmental responsibility by also reporting our actions to the Carbon Disclosure Project (CDP) in the 2023 and 2024 cycles. CDP is a global platform that assesses transparency and performance of companies in relation to their environmental practices. Recognized for its rigor, the organization offers essential data for investors, governments, and society, demonstrating how companies are facing climate challenges.

In 2024, we reduced our consumption of non-renewable fuels by 64% compared to 2023.

Energy

Energy consumption management is conducted by the Facilities and SMA (Sustainability, Environment and Safety) area, which acts strategically in the generation and analysis of monthly indicators, presented to the Executive Management. This area proposes measures aimed at energy and financial efficiency, encompassing both the acquisition and consumption of energy from renewable sources. In addition, strategies are adopted to reduce the share of non-renewable energy consumption.

In 2024, we reduced our diesel consumption by 86% in the organization.

To calculate the diesel energy consumption, the volume is converted to mass and multiplied by the net heat power of the product. These measurement methods follow the guidelines of CDP 2023 and IPCC 2006 guide, ensuring consistency and comparability of data.





Sustainable Resource Management

GRI 2-25 • GRI 3-3

Water

GRI 2-25 • GRI 303-1 • GRI 303-2

Responsible water management is one of our priorities. The Facilities and SMA area leads to the monitoring and administration of water consumption in our units, establishing measurement indicators presented monthly by the Executive Management.

We promote a continuous culture of awareness among our employees and service partners, highlighting the importance of combating water waste. We implement permanent actions, such as hiring consultants to identify opportunities for reduction in units with higher consumption, installation of new equipment – such as economic taps, double-drive toilet flush and flow controllers and the evaluation of potential leaks.

Additionally, we have an **Internal Management Procedure** that establishes environmental requirements to ensure that our units conduct their activities in an environmentally responsible manner. According to the last update of the procedure, we reinforce the orientation to perform physical chemical analyzes of the effluents to ensure compliance with the current environmental standards.

Water collection, disposal and consumption are measured directly by the local concessionaire or by the hydrometer installed in the unit. Direct measurements of water consumption are made according to the methodologies provided for in the current legislation. After data compilation, we added direct measurements of water collection from artesian wells and water purchased through water trucks.

Waste

GRI 2-25 • GRI 306-1 • GRI 306-2

The management of our generated waste is a joint responsibility of the units and the Environment cell. To ensure the quality of services, we conduct monthly surveys to identify opportunities for improvement and ensure adherence to practices established in the contract scope. Our commitment to proper disposal and responsible waste management includes conducting quarterly checks to ensure that the management of these materials complies with the expectations of the Environment cell and the legislation in force.

For waste management, we strictly follow the engagement and performance of suppliers, from collection to environmentally appropriate final disposal. We also conduct the validation of the legal documentation, ensuring compliance with current environmental standards. If any non-compliance is identified that does not enable the provider to provide services, we proceed with the replacement process.

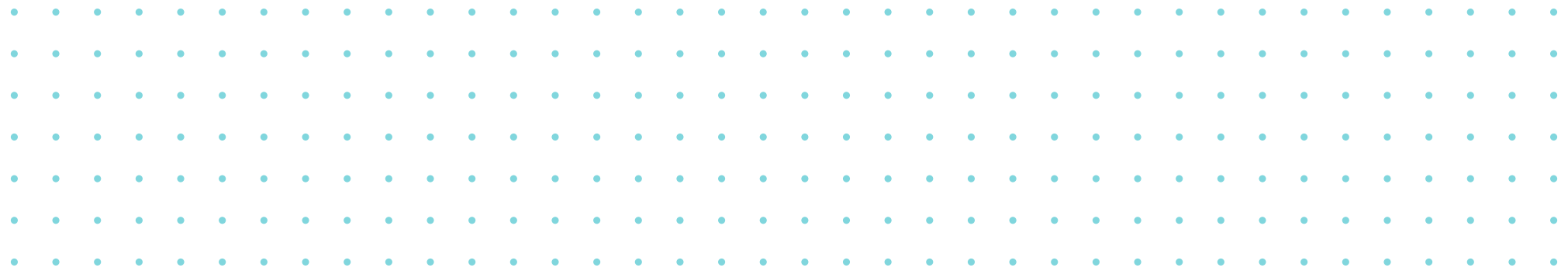
Our suppliers regularly renew the waste management program of the units, incorporating training and awareness activities.

We have also implemented a plan to address waste management in each unit, establishing clear guidelines to avoid waste.

In 2022 we started a project to implement digital scales in all units. This equipment allows us to evaluate and measure the volume of waste generated, including the common waste sent to landfills and the waste from health services. This initiative facilitates the issuance of the Waste Transport Statement, an official document that records and tracks the transportation of waste, documenting its origin, destination, and characteristics,

ensuring control and compliance with environmental regulations.

Additionally, in the management of chemical waste, the operating unit obtains purchased products licensed by the Federal Police. These products are stored and subsequently divided into academic practices in laboratories. The handling of these chemicals during academic practice classes generates waste (reagents) that are stored in barrels at the temporary waste storage.



Attachments

Additional information GRI and SASB

Governance Dimension

Entities included in the organization's sustainability report – GRI 2-2

All financial reporting entities are also included in this Integrated Report. We consolidate all entities over which we have control. Only for the content related to employees and other workers, we did not consider HardWork and Qconcursos data, as well as in the financial reports. Entities included in the Sustainability Report: YDUQS Participações S.A. Sociedade de Ensino Superior Estácio de Sá Ltda. ("SESES"). Sociedade de Ensino Superior. Médio e Fundamental Ltda. ("IREP"). União dos Cursos Superiores SEB Ltda. ("Estácio Ribeirão Preto"). Sociedade Educacional Atual da Amazônia ("ATUAL"). Socie-

dade Educacional do Rio Grande do Sul S/S Ltda. ("FARGS"). Unisãoluis Educacional S.A. ("UNISÃOLUIS"). Sociedade Educacional da Amazônia ("SEAMA"). Instituto de Ensino Superior Social e Tecnológico Ltda. ("FACITEC"). Associação de Ensino de Santa Catarina ("AS-SESC"). Instituto de Estudos Superiores da Amazônia ("IESAM"). Centro de Assistência ao Desenvolvimento de formação Profissional Unicef Ltda. ("Estácio Amazonas"). Centro de Ensino Unificado de Teresina ("CEUT"). Faculdades Integradas de Castanhal Ltda. ("FCAT"). Sociedade Empresarial de Estudos Superiores e Tecnológicos Sant'Ana Ltda.

("FUFS"). Sociedade de Ensino Superior Toledo Ltda. ("Unitoledo"). Damásio Educacional Ltda. ("DAMÁSIO"). YDUQS Educacional Ltda. ("UNIFANOR"). Centro de Educação de Rolim De Moura Ltda. ("FSP"). Centro de Educação do Pantanal Ltda. ("FAPAN"). Pimenta Bueno Serviços Educacionais Ltda. ("FAP"). União Educacional Meta Ltda. ("META"). UNIJIPA – União Das Escolas Superiores de Ji-Paraná Ltda. ("UNIJIPA"). GrupoQ Educação S.A. ("Qconcursos"). Wemed Educação Médica S.A. ("Hardwork"). Instituto Cultural Newton Paiva Ferreira S.A. ("Newton Paiva"). Sociedade Educacional Fortaleza Ltda. ("EDUFOR").

Collective bargaining agreements – GRI 2-30

According to the active employee base generated on December 02, 2024, 95.28% of our employees are covered by collective bargaining agreements. Currently, the employees not covered by these agreements work in locations where there is no Professional Union. In such cases, we apply the labor legislation.

Proportion of expenses with local suppliers – GRI 204-1

Corporate Unit	2022	2023	2024
Value spent with local suppliers (BRL)	4,859,081.78	16,581,856.89	161,908,396.90
% of the budget spent with local suppliers	3.98%	24.30%	8.38%
Unesa Regional	2022	2023	2024
Value spent with local suppliers (BRL)	20,301,376.48	22,211,514.85	52,583,008.79
% of the budget spent with local suppliers	16.66%	32.55%	2.72%
Center South Regional	2022	2023	2024
Value spent with local suppliers (BRL)	16,604,349.01	6,509,488.49	20,060,001.15
% of the budget spent with local suppliers	13.62%	9.54%	1.04%
North Regional	2022	2023	2024
Value spent with local suppliers (BRL)	3,179,891.23	4,918,818.57	20,406,136.39
% of the budget spent with local suppliers	2.61%	7.21%	1.06%

Northeast Regional	2022	2023	2024
Value spent with local suppliers (BRL)	6,219,554.24	4,430,062.57	22,920,286.90
% of the budget spent with local suppliers	5.1%	6.49%	1.19%
Premium	2022	2023	2024
Value spent with local suppliers (BRL)	-	13,592,801.26	27,155,961.77
% of the budget spent with local suppliers	-	19.92%	1.41%
Grand Total			305,033,791.90
% of the total budget spent with local suppliers			15.79%

Note: In previous years, we did not count orders generated by contract consumption for purposes of Supplies. Because they are engagements performed by the team, we revisited this item to account for the effort in the Supply work. These regional groups are used to identify physical business areas and include Corporate, UNESA, North, Northeast, South Center, and Premium categories.

Description of the approach to identify and deal with data security risks – SV-ED-230a.1

The management of patches is performed through Patch Manager monitored by the Information Security area. The periodic control is conducted by monthly reports from Cirion.

The Patch Manager is included in the service package engaged with the Cirion datacenter and runs on on-premises servers.

Cirion sends a monthly updated status report, validated by Information Security, so that the infrastructure area performs the corrections.

The organization follows vulnerability management, patch management, and corrections according to the regulations:

- PGE.04.103 CONTROL OF VULNERABILITIES ON SERVERS
- PGE.04.104 INTRUSION TEST CONTROL IN CRITICAL INFRASTRUCTURE
- PGE.04.149 VULNERABILITY MANAGEMENT

We act with layered security measures. Our network perimeter has several security con-

trols, such as DMZ, NGFW, IDS, IPS, CDN, WAF and Load Balancers. Security events are concentrated on SIEM and SOC is responsible for configuring, monitoring, and responding to security alerts. Penetration tests are regularly done in the environment.

The Information Security area has several security controls to monitor the entire perimeter. Through the provision of logs, the events mapped by SIEM are sent to the SOC team (24 × 7) for analysis and treatment.

We have an **incident response plan**, which includes communication actions. Incidents are communicated corporately via the Risk Committee.

The management program of IS controls is managed via the Strategic Plan of Information Security (SPIS), developed by an embarked consultancy based on methodology in CIS CONTROL V8, whose action plans have been unfolded for maturity of the processes, and are accompanied by the SI and Internal Controls Executive Management.

According to the evaluation made by external consultants, in December 2024, our level of compliance with this Strategic Plan was 95.5%.



Description of policies and practices related to the collection, use and retention of student information – SV-ED-230a.2

We have some policies related to the issues of privacy and information security, among which stand out: (a) External Privacy Policy, whose purpose is to inform external audiences in general about the company's practices in relation to personal data; (b) Internal Privacy Policy, which aims to guide the company's employees about the most relevant procedures when processing personal data; (c) Privacy Incident Management Policy, aims to guide employees' actions in relation to the occurrence of privacy incidents (d) Retention and Disposal Policy, to establish guidelines of the period of retention of personal data and how to process personal data; (e) Information Security Policy to define guidelines for information security to preserve integrity, trustworthiness and availability of the company's information.

In addition, we have practiced the collection of student data only through prior information. Students' data are generally collected in collection actions (which can be via advertisements in different media, in external face-to-face actions or by registering in the units). Between the time of collection and the effective enrollment of the students, their data are used for contacts about the available offers and to ensure the correct progress of the registration with the HEI.

After effective enrollment, student data is used for three main purposes: (a) fulfillment of the education contract (which may involve forming the school program, service in units, access to on-line teaching environments, send communications relevant to the student's journey, promote employability ac-

tions, among others); (b) compliance with various legal and regulatory obligations to which the company is subject; and (c) use, where strictly necessary, in court suits when the company is a party.

Due to the extensive regulatory framework incident on the company's activity, students' data is retained indefinitely, even after the end of their ties with the Higher Education Institution. It is noteworthy, at this point, that the Brazilian HEIs have the regulatory obligation to issue diplomas, school transcripts, grades, and other academic documents even after the lapse of significant periods between the termination of the connection with the students and any requests for issuance of these documents. Throughout this process, students have a

number of different service channels, and the company has a specific privacy channel dedicated to receiving demands regarding personal data.

Currently, the methodology adopted to prepare elaboration of PIAs or DPIAs is on demand, that is, these documents are prepared to the extent to the Privacy Office identifies the need for further evaluation of certain treatment activities. This is because in the light of the current regulations of the ANPD and the GDPL provisions, it is understood that there is no need for advance preparation of regulatory documents of this nature.

Social Dimension

Employees – GRI 2-7

Employees per type of employment agreement and gender – per CPF (Brazilian tax ID)

Agreement Type	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	7,073	8,381	15,454	6,838	7,934	14,772	6,612	7,770	14,382
Temporary	122	356	478	177	482	659	169	503	672
Total	7,195	8,737	15,932	7,015	8,416	15,431	6,781	8,273	15,054

Employees per type of employment agreement and region – per CPF (Brazilian tax ID)

Region	2022			2023			2024		
	Temporary	Permanent	Total	Temporary	Permanent	Total	Temporary	Permanent	Total
North	67	1,517	1,584	101	1,443	1,544	98	1,417	1,515
Northeast	179	3,868	4,047	174	3,623	3,797	124	3,421	3,545
South	18	526	544	14	534	548	22	516	538
Southeast	192	8,997	9,189	346	8,637	8,983	393	8,486	8,879
Center-West	22	546	568	24	535	559	35	542	577
Total	478	15,454	15,932	659	14,772	15,431	672	14,382	15,054

Employees per working hours per gender – per CPF (Brazilian tax ID)

GRI 2-4

Agreement Type	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full time	3,179	3,608	6,787	3,353	3,877	7,230	2,958	3,384	6,342
Part-time	4,003	5,112	9,115	3,662	4,539	8,201	3,823	4,889	8,712
Total	7,182	8,720	15,902	7,015	8,416	15,431	6,781	8,273	15,054

Note: the total number of employees presented in the table differs from the totals in the previous tables for the GRI 2-7 indicator. since a separate database was considered for the period of 2022 to classify the information of employees by type of working hours. Full time: 180/220 hours and part-time work other than 180/220 hours. (GRI 2-4)

Employees per working hour and region – per CPF (Brazilian tax ID)

GRI 2-4

Region	2022			2023			2024		
	Full time	Part-time	Total	Full time	Part-time	Total	Full time	Part-time	Total
North	701	1,156	1,857	674	870	1,544	571	944	1,515
Northeast	1,321	2,204	3,525	1,571	2,226	3,797	1,313	2,232	3,545
South	136	365	501	185	363	548	172	366	538
Southeast	4,418	5,070	9,488	4,580	4,403	8,983	4,095	4,784	8,879
Center-West	211	320	531	220	339	559	191	386	577
Total	6,787	9,115	15,902	7,230	8,201	15,431	6,342	8,712	15,054

Note: the total number of employees presented in the table differs from the totals in the previous tables for the GRI 2-7 indicator. since a separate database was considered for the period of 2022 to classify the information of employees by type of working hours. Full time: 180/220 hours and part-time work other than 180/220 hours. Yduqs has no employees without defined working hours. (GRI 2-4)

New hires and employee turnover – GRI 401-1

Hired employees. by age group – Yduqs' employee registration number

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
Below 30 years old	1,323	0.07	1,589	0.09	1,196	0.07
Between 30 and 50 years old	2,391	0.13	2,654	0.15	2,525	0.15
Above 50 years old	435	0.02	336	0.02	329	0.02
Total	4,149	0.22	4,579	0.26	4,050	0.24

Hired employees. by gender – Yduqs' employee registration number

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
Men	1,793	0.1	1,993	0.11	1,762	0.10
Women	2,356	0.13	2,586	0.15	2,288	0.14
Total	4,149	0.23	4,579	0.26	4,050	0.24

Hired employees. per region – Yduqs' employee registration number

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
North	612	0.03	631	0.04	549	0.03
Northeast	904	0.05	1,297	0.08	1,050	0.06
South	173	0.01	212	0.01	180	0.01
Southeast	2,288	0.13	2,180	0.13	2,006	0.12
Center-West	172	0.01	259	0.02	265	0.02
Total	4,149	0.23	4,579	0.27	4,50	0.24

Employees who left the company. per age – Yduqs' employee registration number

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
Below 30 years old	1,564	0.09	1,065	0.06	1,052	0.06
Between 30 and 50 years old	4,049	0.23	3,413	0.2	3,025	0.18
Above 50 years old	872	0.05	710	0.04	594	0.04
Total	6,485	0.37	5,188	0.3	4,671	0.28

Employees who left the company. per gender – Yduqs' employee registration number

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
Men	2,877	0.16	2,199	0.13	2,069	0.12
Women	3,608	0.2	2,989	0.17	2,602	0.16
Total	6,485	0.36	5,188	0.3	4,671	0.28

Employees who left the company. per region – Yduqs' employee registration number

	2022		2023		2024	
	Number	Rate	Number	Rate	Number	Rate
North	977	0.06	679	0.04	605	0.04
Northeast	1,839	0.1	1,553	0.09	1,346	0.08
South	325	0.02	209	0.01	200	0.01
Southeast	3,094	0.17	2,468	0.14	2,274	0.14
Center-west	250	0.01	279	0.02	246	0.01
Total	6,485	0.36	5,188	0.3	4,671	0.28

Benefits offered to full-time employees not offered to temporary or part-time employees – GRI 401-2

Benefits and well-being

For 2025, one of our main goals is to reconstruct the Health and Wellness program, with emphasis on the launch of a project aimed at the mental health care of our employees. The benefits offered do not differ between full-time, temporary, and partial employees.



Maternity/paternity leave – GRI 401-3

	2023		2024	
	Men ¹	Women	Men ¹	Women
Total of active employees entitled to benefit from maternity/paternity leave	8,998	11,065	7,521	9,200
Total of active employees who took paternity leave during the current year	-	301	-	281
Total of active employees who returned to work after paternity leave	-	250	-	272
Return rate	-	83.06%	-	96.80%
Total of active employees who returned to work in the previous year and remained employed for 12 more months. ending on the current year ²	-	250	-	272
Retention	-	100.00%	-	100%

Note: (1) We do not have information regarding paternity leave. since the leave is overseen directly at the point with the immediate manager. **(2)** There was no termination of collaborators who returned from maternity leave over 12 months.

Minimum prior notice term for operational changes – GRI 402-1

In collective bargaining agreements, there are no clauses that establish the minimum prior notice period for employees before significant operational changes. Although we have chosen to adopt a minimum prior notice period of two weeks, in some specific situations the deadline may be shorter.



Work-related injuries – GRI 403-9

Work-related injuries affecting employees	2022	2023	2024
Number of hours worked	40,359,671	39,446,930	36,365,206
Number of deaths from work-related injuries	0	0	0
Number of work-related injuries with severe consequences (except deaths) ¹	1	4	6
Number of work-related injuries – mandatory reporting	48	73	69
Typical*	28	40	37
Itinerary**	20	33	32
Days lost	695	1,383	713
Typical*	168	403	165
Itinerary**	527	980	547

Typical injuries	2022	2023	2024
Absolute number	28	40	37
Less than 15 days leave	21	31	29
More than 15 days leave	1	2	1
No leave	6	7	7
Days/men lost	168	403	165
Frequency rate	0.69	1	1.01
Deaths	0	0	0
Severity index	4.16	10.21	4.55

(1) six accidents with leave over 15 days (one typical and five en route)

* 69 accidents (37 typical and 32 en route) 2024 - The main types of work related-accidents

** 18 accidents with vehicles, motorcycles, and/or bicycles; accidents by falls on the same level or with level difference.

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

** The main types of typical work-related accident refer to falls on the same level or with difference in level and accidents with perforating materials.

Average training hours per year. per employee – GRI 404-1

Category	2023	2024
Presidency and Vice-presidency	2.04	0.81
Executive Management	2.22	5.83
Management	12.38	39.53
Coordinators	20.52	51.15
Course coordinators	24.81	62.60
Supervisors	16.23	29.53
Specialists	13.08	15.65
Analysts	25.65	18.00
Assistants	22.91	26.97
Apprentices	24.23	32.03
Teachers	11.33	35.65
Resident doctors	0.06	–
Preceptors/tutors	6.18	9.7
Interns	32.52	21.83
Trainees	177.82	293.07
Total	26,132	31.55

Note: In 2024, resident doctors are considered in the category of “Preceptors/tutors”. (GRI 2-4)

Gender	2022	2023	2024
Men	8.46	14.88	29.70
Women	9.1	17.21	33.05
Total	8.78	16.16	31.55

Note: The basis of training hours used is not related to active enrollments because our count refers to all who performed training in Cycle 2024.

Programs to improve employee skills and career transition assistance – GRI 404-2

We do not have an assistance program for career transition. continued employability and end-of-career management.



Diversity in governance bodies and employees – GRI 405-1

Per gender

Category	2023		2024	
	Men	Women	Men	Women
Members of governance bodies	83%	17%	78%	22%
Presidency and Vice-presidency	71%	29%	75%	25%
Executive Management	70%	30%	67.5%	32.5%
Management	49%	51%	50%	50%
Coordinators	39%	61%	40%	60%
Course coordinators	40%	60%	42%	58%
Supervisors	44%	56%	42%	58%
Specialists	62.5%	37.5%	62.5%	37.5%
Analysts	48%	52%	47%	53%

Category	2023		2024	
	Men	Women	Men	Women
Assistants	46%	54%	46%	54%
Apprentices	32%	68%	33%	67%
Teachers	48%	52%	48%	52%
Resident doctors	32%	68%	–	–
Preceptors/tutors	32%	68%	31%	69%
Interns	40%	60%	36%	64%
Trainees	18%	82%	43%	57%
Total	45%	55%	45%	55%

Note: In 2024, resident doctors are considered in the category of “Preceptors/tutors”. (GRI 2-4)

Per-Age

Category	2023			2024		
	Below 30 years-old	Between 30 and 50 years-old	Above 50 years-old	Below 30 years-old	Between 30 and 50 years-old	Above 50 years-old
Members of governance bodies	0%	25%	75%	0%	33%	67%
Presidency and Vice-presidency	0%	86%	14%	0%	75%	25%
Executive Management	0%	84%	16%	0%	77.5%	22.5%
Management	5%	84%	11%	3%	83%	14%
Coordinators	12%	81%	7%	12%	80%	8%
Course coordinators	5%	74%	21%	5%	74%	21%
Supervisors	20%	70%	10%	23%	67%	10%
Specialists	12%	78%	10%	10%	81%	9%
Analysts	26%	67%	7%	25%	68%	7%

Category	2023			2024		
	Below 30 years-old	Between 30 and 50 years-old	Above 50 years-old	Below 30 years-old	Between 30 and 50 years-old	Above 50 years-old
Assistants	41%	46%	13%	37%	48%	15%
Apprentices	99,5%	0,5%	0%	99%	1%	0%
Teachers	5%	69%	26%	5%	68%	27%
Resident doctors	32%	68%	0%	–	–	–
Preceptors/tutors	18%	70%	12%	18%	70%	12%
Interns	87,5%	12,5%	0%	88%	12%	0%
Trainees	73%	27%	0%	86%	14%	0%
Total	19%	63%	18%	17%	64%	19%

Note: In 2024, resident doctors are considered in the category of “Preceptors/tutors”. (GRI 2-4)

Per Persons with disability

Category	2023	2024
Members of governance bodies	0%	0%
Presidency and Vice-presidency	0%	0%
Executive Management	1.4%	0%
Management	3.1%	4.3%
Coordinators	1.6%	2%
Course coordinators	2.2%	2.7%
Supervisors	0.6%	1.2%
Specialists	1.4%	1.4%
Analysts	1.9%	2.4%

Category	2023	2024
Assistants	9%	9,5%
Apprentices	0,5%	0,5%
Teachers	2,2%	2,4%
Resident doctors	0%	–
Preceptors/tutors	1,2%	1%
Interns	0%	0%
Trainees	0%	0%
Total	3,7%	3,8%

Note: In 2024, resident doctors are considered in the category of “Preceptors/tutors”. (GRI 2-4)

Per race

Category	2023							2024						
	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%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%
Presidency and Vice-presidency	0%	29%	0%	0%	0%	28%	43%	0%	50%	0%	0%	0%	0%	50%
Executive Management	3%	68%	0%	1%	16%	5%	7%	2.5%	65%	0%	0%	15%	2.5%	15%
Management	3%	57%	0%	3%	25%	3%	9%	2%	60%	0%	4%	25%	2%	7%
Coordinators	2%	51%	0%	9%	30%	2%	6%	1%	48%	0%	9%	32%	1%	9%
Course coordinators	2%	59%	0%	7%	28%	2%	2%	2%	56%	0%	7%	30%	1%	4%
Supervisors	2%	41%	1%	12%	36%	1%	7%	4%	36%	1%	12%	40%	1%	6%
Specialists	4%	54%	0%	9%	20%	3%	10%	3%	50%	0%	9%	25%	2%	11%
Analysts	1%	50%	0%	13%	28%	2%	6%	1%	45%	0%	14%	30%	1%	9%
Assistants	2%	30%	0%	17%	41%	2%	8%	2%	28%	1%	18%	43%	1%	7%

Per race

Category	2023							2024						
	Yellow	White	Indigenous	Black	Brown	Prefers not to answer	No information	Yellow	White	Indigenous	Black	Brown	Prefers not to answer	No information
Apprentices	1%	29%	0%	15%	36%	1%	18%	1%	31%	0%	23%	33%	0%	12%
Teachers	1%	54%	0%	5%	23%	2%	15%	1%	50%	0%	6%	25%	2%	16%
Resident doctors	0%	27%	0%	5%	27%	0%	41%	-	-	-	-	-	-	-
Preceptors/tutors	1%	38%	0%	8%	32%	1%	20%	1%	39%	0%	8%	35%	1%	16%
Interns	0%	48%	2%	21%	27%	0%	2%	0%	46%	0%	15%	36%	3%	0%
Trainees	0%	0%	0%	45.5%	54.5%	0%	0%	0%	0%	0%	43%	57%	0%	0%
Total	2%	46	0%	9%	29%	2%	12%	1%	44%	0%	10%	32%	1%	12%

Note: In 2024, resident doctors are considered in the category of “Preceptors/tutors”. (GRI 2-4)

Per sexual orientation

Category	2023							2024						
	Asexual	Bisexual	Heterosexual	Homosexual	Pansexual	Prefers not to answer	No information	Asexual	Bisexual	Heterosexual	Homosexual	Pansexual	Prefers not to answer	No information
Members of governance bodies	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%
Presidency and Vice-presidency	0%	0%	43%	0%	0%	14%	43%	0%	0%	50%	0%	0%	0%	50%
Executive Management	0%	2%	81%	3%	0%	7%	7%	0%	2.5%	82.5%	5%	0%	2.5%	7.5%
Management	0%	1%	82%	5%	0%	3%	9%	0%	1%	89%	5%	0%	1%	4%
Coordinators	0%	2%	84%	7%	0%	2%	5%	0%	3%	81%	8%	1%	1%	6%
Course coordinators	0%	3%	86%	7%	0%	2%	2%	0%	4%	84%	7%	0%	3%	2%
Supervisors	0%	4%	82%	6%	0%	1%	7%	0%	5%	81%	8%	0%	1%	5%
Specialists	0%	2%	77%	5%	2%	4%	10%	0%	4%	79%	6%	2%	2%	7%
Analysts	1%	4%	80%	6%	1%	2%	6%	0%	5%	80%	7%	1%	2%	5%
Assistants	1%	4%	79%	5%	1%	2%	8%	0%	4%	79%	5%	1%	4%	7%

Per sexual orientation

Category	2023							2024						
	Asexual	Bisexual	Heterosexual	Homosexual	Pansexual	Prefers not to answer	No information	Asexual	Bisexual	Heterosexual	Homosexual	Pansexual	Prefers not to answer	No information
Apprentices	0.5%	4%	66.5%	3%	3%	5%	18%	0%	7%	62%	5%	1%	3%	22%
Teachers	0%	2%	74%	6%	0%	3%	15%	0%	2%	73%	6%	0%	3%	16%
Resident doctors	0%	0%	50%	5%	0%	4.5%	40%	-	-	-	-	-	-	-
Preceptors/tutors	0%	2%	72%	5%	0%	1%	20%	0%	2%	72%	5%	0%	3%	18%
Interns	2%	7%	79%	8%	2%	0%	2%	3%	6%	73%	6%	6%	6%	0%
Trainees	0%	9%	91%	0%	0%	0%	0%	0%	14%	72%	14%	0%	0%	0%
Total	0%	3%	76%	5%	1%	3%	12%	0%	3%	76%	6%	0%	3%	12%

Note: In 2024, resident doctors are considered in the category of “Preceptors/tutors”. (GRI 2-4)

Per gender identity

Category	2023							2024						
	Agender	Cisgender	Transgender	Pangender	Non-binary	Prefers not to answer	No information	Agender	Cisgender	Transgender	Pangender	Non-binary	Prefers not to answer	No information
Members of governance bodies	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	100%
Presidency and Vice-presidency	0%	28.5%	0%	0%	0%	28.5%	43%	0%	50%	0%	0%	0%	0%	50%
Executive Management	0%	85%	0%	0%	0%	8%	7%	0%	90%	0%	0%	0%	3%	7%
Management	0%	87%	0%	0%	0%	4%	9%	0%	92%	0%	0%	0%	2%	6%
Coordinators	0%	90%	0%	0%	0%	4%	6%	0%	88%	0%	0%	0%	3%	9%
Course coordinators	0%	94%	0%	0%	0%	4%	2%	0%	91%	0%	0%	1%	4%	4%
Supervisors	0%	88%	1%	0%	0%	4%	7%	0%	88%	1%	0%	0%	3%	8%
Specialists	0%	84%	0%	0%	2%	4%	10%	0%	87%	1%	0%	2%	3%	7%
Analysts	0%	89%	0%	0%	0%	4%	7%	0%	89%	0%	0%	0%	3%	8%
Assistants	0%	83%	1%	0%	0%	7.5%	8.5%	1%	82%	0%	0%	0%	7%	10%

Per gender identity

Category	2023							2024						
	Agender	Cisgender	Transgender	Pangender	Non-binary	Prefers not to answer	No information	Agender	Cisgender	Transgender	Pangender	Non-binary	Prefers not to answer	No information
Apprentices	0%	74%	1%	0%	0%	7%	18%	0%	73%	1%	0%	1%	3%	22%
Teachers	0%	81%	0%	0%	0%	4%	15%	0%	78%	0%	0%	0%	4%	18%
Resident doctors	0%	54.5%	0%	0%	0%	4.5%	41%	-	-	-	-	-	-	-
Preceptors/tutors	0%	75%	0%	0%	0%	5%	20%	0%	76%	0%	0%	0%	5%	19%
Interns	0%	94%	0%	0%	2%	2%	2%	0%	91%	0%	0%	3%	6%	0%
Trainees	0%	100%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%
Total	0%	83%	0%	0%	0%	5%	12%	0%	81%	0%	0%	0%	5%	14%

Note: In 2024, resident doctors are considered in the category of “Preceptors/tutors”. (GRI 2-4)

Proportion of annual total compensation – GRI 2-21

In 2024, the highest paid compensation represented a proportion of 119.54 times the average of all employees (except for the highest paid), increasing in relation to the year 2023, but lower than the difference reported in the year 2022.

Proportion of annual total compensation	2022	2023	2024
Proportion of the highest compensation paid on average annual total remuneration for all employees (except the highest paid individual) (%)	137.3	94.27	119.91
Percentage raise of the highest compensation paid (%)	-14.30%	-34.04%	68.79%
Percentage raise of the average total compensation (%)	8.23%	-3.92%	32.70%

Proportion between base-salary and compensation received by women and men – GRI 405-2

Role	2023	2024
VP	76.1%	77.2%
Executive management	83.2%	80.4%
Management	96.5%	88.1%
Coordination	82.6%	87.1%

Role	2023	2024
Specialists	86.3%	85.3%
Supervisors	97.9%	97.0%
Trainees	100.0%	100.0%
Back-office	88.1%	76.9%
Teachers	71.7%	78.5%
Support	110.5%	111.7%
Apprentices	100.4%	100.5%
Total	78.6%	79.6%

Political contributions – GRI 415-1

We do not make political contributions.

Number of applications received for enrollment (SASB SV-ED-000.B)

Total in-person registrations: 737,898 (considering the brands Estácio, Wyden, Ibmecc and IDOMED - without re-registration on all university campuses).

Total digital registrations: 1,046,715 (considering the brands Estácio and Wyden, without considering batch rearrangements for the period).

Environmental Dimension

In-house energy consumption – GRI 302-1

The information related to energy consumption from the use of electricity is based on direct consumption measurements, made based on the bills issued by utilities and distributors of electricity.

The information related to energy consumption from the use of fuels was compiled directly on the WayCarbon Ecosystem (Climas) platform, a greenhouse gas management software developed and updated by the partner WayCarbon. Units enter the data for each associated parameter into the system. After validation by the corporate team, the system calculates the energy consumption for each type of fuel (such as Diesel, LPG, Natural Gas, among others), using calculation parameters updated regularly based on global references and practices.

Regarding the Electric Energy Compensation Systems of the units contemplated by Distributed Generation systems, we consulted:

- Law No. 14.300/2022 – Distributed Generation Legal Framework (DG)

- ANEEL Normative Resolution No. 687/2015 – Electric Energy Compensation System
- ANEEL Normative Resolution No. 614/2014 – Calculation of unavailability of generating unit or of importing electricity equipment connected to the National Interconnected System (SIN)
- ANEEL Normative Resolution No. 947/2021 – Completes REN No. 614/2014 with criteria to calculate the unavailability and inflexibility of central dispatch thermoelectric plants, in addition to adjustments in ballast verification criteria.
- ANEEL Normative Resolution No. 1.059/2023: Improves the rules for the connection and billing of micro-generation and distributed mini-generation plants, as well as the rules of the Electric Energy Compensation System, in accordance with Law No. 14.300/2022.



Regarding the units in the free and regulated energy markets, we consulted:

- Decree No. 5.163/2004 – regulates the commercialization of electric energy and the process of granting concessions and authorizations for electricity generation.
- Normative Resolution No. 957/2021 – Approves the Convention on the Commercialization of Electric Energy
- Normative Resolution No. 622/2014 – establishes the financial guarantees and the registration of contracts for the purchase and sale of electricity.
- Normative Resolution No. 545/2013 – Governs the shutdown of agents and the challenge of acts before the Chamber of Electric Energy Commercialization (CCEE).
- Normative Resolution No. 1.009/2022 – Establishes rules to hire energy by agents in free and regulated hiring environments.

The sources for the conversion factors used were NEB 2015; NEB 2020; NEB 2021; IPCC 2006; IPCC 2019; CDP 2022.

Total power consumed (GJ)

	2022	2023	2024
Non-renewable source fuel	1,081	2,454.57	880.65
Renewable source fuel	0	0	0.00
Power consumed (electricity)	171,069	188,611.90	194,852.41
Power sold	6,632	0	0.00
Total	178,782	191,066.47	195,733.06

Non-renewable source fuel consumed (GJ)

	2022	2023	2024
Diesel	408.38	1,748.06	243.86
Liquefied Petroleum Gas (LPG)	422.78	383.99	309.13
Natural Gas	249.62	322.52	327.66
Total	1,080.78	2,454.57	880.65



Power intensity – GRI 302-3

	2022	2023	2024
In-house	0.14	0.68	0.68

Notes: In 2022, we considered the total energy consumption within the organization (302-1), divided by the base number of students of 2022 (1,194,878).

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

To calculate energy intensity, we consider energy consumption only by electricity in GJ and the annual basis of on-campus students (266,600 students in on-campus plus 19,410 students in Premium in 2024) as the denominator.



Decrease in power consumption – GRI 302-4

We selected the Gilberto Gil operating unit that used a Chiller system and implemented split-type air conditioning equipment as replacement to reduce the consumption of electricity and increase energy efficiency. The improvement action caused the saving of electricity of 2,372.12 GJ/year.

To calculate the volume of energy consumption reductions in joules (J) or its multiples (kJ, MJ, GJ), resulting from improvements in conservation and energy efficiency, we used the following methodology:

1. Identification of consumption before and after intervention

Initial Consumption (E1): Measured before the implementation of efficiency/conservation measures.

Final consumption (E2): Measured after implementation of the improvements.

2. Calculation of the reduction of energy consumption

We applied the formula:

$$\Delta E = E1 - E2$$

Where:

ΔE = Reduction of energy consumption (in Joules or multiples).

E1 = Consumption before improvements.

E2 = Consumption after improvements.

For the conversion of units, the result from kilowatt-hour (kWh) to gigajoule (GJ), we considered 1kWh = 0.0036 GJ.

Water collection (ML) – GRI 303-3

Source	2022		2023		2024	
	All areas	Water stress areas	All areas	Water stress areas	All areas	Water stress areas
Groundwater (total)	62.84	41.04	75.38	28.78	86.53	38.34
Fresh water (≤1000 mg/ Total Dissolved Solids)	62.84	41.04	75.38	28.78	86.53	38.34
Other waters (>1000 mg/l Total Dissolved Solids)	0.00	0.00	0.00	0.00	0.00	0.00
Third-party water (Total)	236.71	0.00	300.77	0.00	363.24	0.00
Fresh water (≤1000 mg/ Total Dissolved Solids)	236.71	0.00	300.77	0.00	363.24	0.00
Other waters (>1000 mg/l Total Dissolved Solids)	0.00	0.00	0.00	0.00	0.00	0.00
Total	299.54	41.04	376.16	28.78	449.76	38.34

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

Water disposal (ML) – GRI 303-4

Source	2022		2023		2024	
	All areas	Water stress areas	All areas	Water stress areas	All areas	Water stress areas
Groundwater (total)	50.27	32.84	60.31	23.02	69.22	30.67
Fresh water (≤1000 mg/ Total Dissolved Solids)	50.27	32.84	60.31	23.02	69.22	30.67
Other waters (>1000 mg/l Total Dissolved Solids)	0	0	0	0	0	0
Third-party water (Total)	189.36	0	238.04	0	290.59	0
Fresh water (≤1000 mg/ Total Dissolved Solids)	189.36	0	238.04	0	290.59	0
Other waters (>1000 mg/l Total Dissolved Solids)	0	0	0	0	0	0
Total	239.63	32.84	298.34	23.02	359.81	30.67

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

Water consumption (ML) – GRI 303-5

Source	2022		2023		2024	
	All areas	Water stress areas	All areas	Water stress areas	All areas	Water stress areas
Total water collection (303-3)	299.54	41.04	376.16	28.78	449.76	38.34
Total water disposal (303-4)	239.63	82.83	298.34	23.02	359.81	30.67
Water consumption (303-5)	59.91	8.21	77.82	5.76	89.95	7.67

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

Intensity of greenhouse gas (GHG) emissions – GRI 305-4

	2024
Intensity of greenhouse gas (GHG) emissions	0.025

Note: To calculate the emission intensity, we considered the emissions of scopes 1 and 2 and the annual basis of on-campus students (266,600 students in on-campus plus 19,410 students in Premium in 2024) as the denominator.

Waste generated (T) – GRI 306-3

Category	Type	2022			2023			2024		
		Total volume generated (t)	Not destined for final disposal [GRI 306-4 a]	Destined for final disposal [GRI 306-5 a]	Total volume generated (t)	Not destined for final disposal [GRI 306-4 a]	Destined for final disposal [GRI 306-5 a]	Total volume generated (t)	Not destined for final disposal [GRI 306-4 a]	Destined for final disposal [GRI 306-5 a]
Urban Solid Waste – Class II	Non-hazardous	6,205.65	23.34	6,182.31	5,596.39	7.06	5,589.33	5,471.85	7.31	5,464.54
Health Services Waste – Group A, B and E	Hazardous	36.78	0	36.78	46.99	0	46.99	44.08	0	44.08
Total		6,242.43	23.34	6,219.09	5,643.38	7.06	5,636.32	5,515.62	7.31	5,508.63

Waste not destined for final disposal (T) – GRI 306-4

Non-hazardous waste	2022			2023			2024		
	In-house	Outside	Total	In-house	Outside	Total	In-house	Outside	Total
Recycling	0	23.34	23.34	0	7.06	7.06	0	7.31	7.31
Total waste not for final disposal	0	23.34	23.34	0	7.06	7.06	0	7.31	7.31

Note: The data regarding waste sent to landfill in 2022 was corrected in relation to the 2023 Integrated Report, where it was mistakenly reported as being sent for incineration (with energy recovery).

Waste destined for final disposal (T) – GRI 306-5

Non-hazardous waste (T)	2022			2023			2024		
	In-house	Outside	Total	In-house	Outside	Total	In-house	Outside	Total
Incinerated (with energy recovery)	0	0	0	0	0	0	0	0	0
Incinerated (without energy recovery)	0	0	0	0	0	0	0	0	0
Landfill	0	6,182.31	6,182.31	0	5,589.33	5,589.33	0	5,457.24	5,457.24
Total non-hazardous waste destined for final disposal	0	6,182.31	6,182.31	0	5,589.33	5,589.33	0	5,457.24	5,457.24
Hazardous waste	In-house	Outside	Total	In-house	Outside	Total	In-house	Outside	Total
	In-house	Outside	Total	In-house	Outside	Total	In-house	Outside	Total
Incinerated (with energy recovery)	0	0	0	0	0	0	0	0	0
Incinerated (without energy recovery)	0	25.28	25.28	0	23.68	23.68	0	26.25	26.25
Landfill	0	11.5	11.5	0	23.31	23.31	0	17.83	17.83
Total hazardous waste destined for final disposal	0	36.78	36.78	0	46.99	46.99	0	44.08	44.08
Total waste destined for final disposal	0	6,219.09	6,219.09	0	5,636.32	5,636.32	0	5,501.32	5,501.32

Note: The data regarding waste sent to landfill in 2022 was corrected in relation to the 2023 Integrated Report, where it was mistakenly reported as being sent for incineration (with energy recovery).

GRI Content Summary

Statement of Use: Yduqs reported in compliance with GRI standards for the period from January 1 to December 31, 2024.

OMISSION						
Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
GRI 1: Grounds 2021						
GRI 2: General Content 2021						
The organization and its reporting practices						
2-1	Organization details	Pages 09 , 20 , 22				
2-2 ✓	Entities included in the organization's sustainability report	Pages 03 , 04				
2-3	Reporting period, frequency and contact point	Pages 09 , 20 , 163				
2-4 ✓	Information restated	Pages 10 , 121				
2-5 ✓	Outside guarantee	Page 10				
The company						
2-6	Activities, value chain and other commercial relations	Pages 26 , 38 , 75				

✓ Indicator assured by PwC.

OMISSION						
Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
2-7 ✓	Number of employees	Pages 10 , 93 , 120				The total number of employees presented in the table differs from the totals in the previous tables for the GRI 2-7 indicator since, for the classification information of employees by type of working hours, a separate database was considered for the period 2022. Full time: 180/220 hours; part-time is other than 180/220 hours. (GRI 2-4)
2-8 ✓	Workers who are not employees	Page 94	Note: Yduqs does not establish controls for outsourced workers, only for interns and resident doctors.			
Governance						
2-9	Governance structure and composition	Pages 60 , 61				
2-10	Appointment and selection of the highest governance body	Page 63				
2-11	President of the highest governance body	Page 60				The chairman of the board does not hold an executive role at Yduqs.
2-12	Role of the highest governance body in impact management	Page 59				

✓ Indicator assured by PwC.

OMISSION						
Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
2-13	Delegation of responsibility for impact management	Pages 59 , 62				
2-14	Role of the highest governance body in the sustainability reports	Page 10				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 Executive Management of the Company, and the detailed review and validation of this information is made by the Vice-Presidency of Institutional Relations and Sustainability.
2-15	Conflicts of interest	Page 71				
2-16 ✓	Communication of key concerns	Page 71				
2-17	Collective knowledge of the highest governance body	Page 59				Sustainable development topics are addressed in the Board of Directors' meetings. ESG goals are approved by the Board, and progress and any challenges are reported to the Board at each meeting. By this, members can contribute with their opinions and learn more about the topic.

✓ Indicator assured by PwC.

OMISSION						
Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
2-18	Performance evaluation of the highest governance body	Page 60				<p>The performance evaluation of the Board members is annual, driven by quality and deliveries over the year and made by the Personnel and Corporate Governance Committee, thus evaluating the impacts of their deliveries and decisions in the economy, environment and people.</p> <p>There were no changes to the composition of the Board of Directors, as all members are committed to the ESG topics which are very relevant for the Company.</p>
2-19	Compensation policies	Page 63				
2-20	Procedure to determine compensation	Page 63				
2-21 ✓	Proportion of annual total compensation	Pages 136 , 148				We included the history and calculation of the proportion of YDUQS' compensation for the years reported in this report.
Strategy, policies, and practices						
2-22	Statement on the sustainable development strategy	Pages 03 , 52				
2-23	Policy commitments	Pages 53 , 70				

✓ Indicator assured by PwC.


OMISSION						
Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
2-24	Incorporation of policy commitments	Page 70				
2-25 ✓	Processes to remedy negative impacts	Pages 70, 76, 109, 111, 114, 115				
2-26 ✓	Mechanisms to seek advice and raise concerns	Page 70				
2-27 ✓	Compliance with laws and regulations	Page 70	<p>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:</p> <p>i. Fines for non-compliance with laws and regulations that occurred during the current reporting period;</p> <p>ii. Fines for non-compliance with laws and regulations that were paid during previous reporting periods.</p>	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 non-pecuniary sanctions were applied during the reporting period.</p> <p>We considered relevant all processes in which the Company and its affiliates are part and that (i) may significantly affect the assets or business of the Company or (ii) may adversely impact the image of the Company. To define "significant cases" we combine two parameters: value (Only fines and cases with the amount requested above BRL 1 million) and materiality (subject matter of the case does not present risks for the company).</p>
2-28	Membership associations	Page 25				
Engagement of stakeholders						
2-29 ✓	Approach to stakeholder engagement	Pages 12, 18				

✓ Indicator assured by PwC.

OMISSION						
Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
2-30	Collective bargaining agreements	Page 116				According to the data generated by the base of active employees generated on December 02, 2024, we have 95.28% of employees covered by collective bargaining agreements. Currently, the employees not covered by collective bargaining agreements are working in a location where they do not have a Professional Union. In these cases, we apply the rules outlined in labor legislation.
GRI 3: Material Topics 2021						
3-1 ✓	Process to determine material topics	Page 11				
3-2 ✓	List of material topics	Page 13				
Quality and Access to Study						
3-3	Management of material topics	Page 78				
Employability and Entrepreneurship						
3-3	Management of material topics	Page 83				
Human Capital Attraction, Retention and Well-being						
3-3	Management of material topics	Page 92				

✓ Indicator assured by PwC.

OMISSION

Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
GRI 201: Economic Performance 2016						
201-3	Obligations of the defined benefit plan and other retirement plans	-	Not applicable. Yduqs does not have retirement plans.			
GRI 401: Employment 2016						
401-1 	New hires and employee turnover	Page 122				
401-2	Benefits offered to full-time employees not offered to temporary or part-time employees	Pages 97 , 123				
401-3 	Maternity/paternity leave	Page 124	YDUQS does not have paternity leave information controlled according to the requirements of the indicator.			
GRI 402: Work Relations 2016						
402-1	Minimum prior notice time for operational changes	Page 124				In collective bargaining agreements, there are no clauses that establish the minimum prior notice period for employees before significant operational changes. Although we have chosen to adopt a minimum prior notice period of two weeks, in some specific situations the deadline may be shorter.

 Indicator assured by PwC.

OMISSION

Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
GRI 403: Work Health and Safety 2018						
403-1	Health and safety management system	Page 97				
403-2	Identification of hazards, risk assessment and investigation of incidents	Page 97				
403-3	Occupational health services	Page 97				
403-4	Participation of workers, consultation, and communication to workers regarding health and safety at work	Page 97				
403-5	Training of workers in health and safety at work	Page 97				
403-6	Promotion of workers' health	Page 97				
403-7	Prevention and mitigation of occupational health and safety impacts linked to business relationships	Page 97				
403-8	Workers covered by a health and safety management system	Page 97				

✓ Indicator assured by PwC.

OMISSION

Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
403-9 ✓	Work-related accidents	Page 97	No third-party accidents or non-employee accidents are controlled.			
403-10 ✓	Occupational diseases	Page 97	No third-party diseases or non-employee diseases are controlled.			There were no fatalities resulting from occupational diseases.
GRI 404: Training and Education 2016						
404-1 ✓	Average hours of training per year, per employee	Pages 10 , 126				
404-2	Programs for improving employee skills and career transition assistance	Pages 95 , 126	YDUQS does not have an assistance program for career transition, continued employability and end-of-career management.			
404-3	Percentage of employees who receive regular performance and career development evaluations	Page 96				The topic's management has specific requirements for each position with eligibility to the evaluation program. There were no trainees eligible for performance evaluation in 2024. In the indicator 404-3, we observed a fluctuation in the percentage over 100% in some cases. This is because when we consider our evaluation cycle covering the periods of 2022.2 and 2023.1, there is a variation in the total employee base in each evaluation period. For comparison purposes, indicators marked with an asterisk (*) relate to the basis that presented a percentage greater than 100%, thus aligning with the total evaluated in that period.

✓ Indicator assured by PwC.

OMISSION						
Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
GRI 405: Diversity and Equal Opportunities 2016						
405-1 ✓	Diversity in governance bodies and employees	Page 127				
405-2 ✓	Proportion between the basic salary and the compensation received by women and those received by men	Pages 10 , 136				All operational units of the company were considered relevant operational units. Therefore, for the calculation of the indicator, all operational units of Yduqs were considered
GRI 406: Non-discrimination 2016						
406-1 ✓	Cases of discrimination and corrective measures taken	Page 71				
Climate Strategy and GHG Emissions						
3-3	Management of material topics	Page 111				
GRI 302: Energy 2016						
302-1	Energy consumption within the organization	Pages 137 , 139				
302-3	Energy intensity	Page 139				
302-4	Decrease in energy consumption	Page 139				

✓ Indicator assured by PwC.

OMISSION

Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
GRI 305: 2016 emissions						
305-1	Direct emissions (Scope 1) of greenhouse gases (GHG)	Page 112				
305-2	Indirect emissions (Scope 2) of greenhouse gases (GHG) from the acquisition of energy	Page 112				
305-3	Other Indirect Emissions (Scope 3) of Greenhouse Gas (GHG)	Page 112				
305-4	Intensity of greenhouse gas (GHG) emissions	Page 142				
305-5	Emissions of ozone-depleting substances (ODS)	Page 142				
Sustainable Resource Management						
3-3	Management of material topics	Page 114				
GRI 303: Water and effluents 2018						
303-1	Interactions with water as a shared resource	Page 114				
303-2	Management of impacts related to water disposal	Page 114				
303-3 ✓	Water capture	Page 140				

✓ Indicator assured by PwC.

OMISSION

Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
303-4 ✓	Water disposal	Page 142				
303-5 ✓	Water consumption	Page 142				
GRI 306: Waste 2020						
306-1	Waste generation and significant impacts related to waste	Page 115				
306-2	Management of significant impacts related to waste	Page 115				
306-3 ✓	Waste generated	Page 143				
306-4 ✓	Waste not intended for final disposal	Page 143				
306-5 ✓	Waste intended for final disposal	Pages 143 , 144				
Cybersecurity and Data Privacy						
3-3	Management of material topics	Page 73				
GRI 418: Client Privacy 2016						
418-1 ✓	Proven complaints regarding breach of privacy and loss of customer data	Page 74				

✓ Indicator assured by PwC.

OMISSION						
Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
Ethics, Integrity, and Transparency						
3-3	Management of material topics	Page 70				
GRI 205: Fighting Corruption 2016						
205-1 ✓	Transactions analyzed for corruption-related risks	Page 70				
205-2 ✓	Communication and training in policies and procedures to combat corruption	Pages 70 , 72				Considering all collaborators and out-sourced informed and trained. 100% of the 12 members of the board of directors were informed, but did not receive training.
205-3 ✓	Confirmed cases of corruption and measures taken	Page 70				There were no confirmed cases of corruption in 2024.
GRI 206: Unfair competition 2016						
206-1 ✓	Lawsuits for unfair competition, trust, and monopoly practices	Page 70				There were no lawsuits, pending or closed, for unfair competition or violations of antitrust and anti-monopoly laws in which the organization has been identified as a participant during the reporting period.

✓ Indicator assured by PwC.

OMISSION

Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
Value Chain Management						
3-3	Management of material topics	Page 75				
GRI 204: Procurement Practices 2016						
204-1	Proportion of expenses with local suppliers	Pages 10 , 77 , 117				In previous years, we did not count orders generated by contract consumption for Supplies. Since they are hiring performed by the team, we revisited this item to account for the effort in the Supply work. These regional groups are used to identify groups of physical business areas and include Corporate, UNESA, North, Northeast, South Center, and Premium categories.
GRI 308: Environmental Assessment of Suppliers 2016						
308-1	New suppliers selected based on environmental criteria	Page 77				
308-2	Negative environmental impacts of the supply chain and measures taken	Page 76				

✓ Indicator assured by PwC.

OMISSION						
Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
GRI 414: Social Evaluation of Suppliers 2016						
414-1 ✓	New suppliers selected based on social criteria	Page 76	% of new suppliers selected based on social criteria.	Information not available	The indicator was answered with the number of suppliers evaluated, without the percentage	
414-2	Negative social impacts of the supply chain and measures taken	Page 76				
GRI 410: Safety Practices 2016						
410-1	Security personnel trained in human rights policies or procedures	Page 77				
Regulatory Environment Management						
3-3	Management of material topics	Page 24				
GRI 415: Public Policies 2016						
415-1	Political contributions	Pages 25 , 136				Yduqs does not make political contributions.

✓ Indicator assured by PwC.

SASB Content Summary

SASB – Education

OMISSION						
Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
SV-ED-230a.1	Description of the approach to identify and deal with data security risks	Page 118				
SV-ED-230a.2	Description of policies and practices related to the collection, use and retention of student information	Page 119				
SV-ED-230a.3 ✓	(1) Number of data breaches, (2) Percentage of personal data breaches, (3) Number of students affected	Page 74				
SV-ED-260a.1	Graduation Rate	-	Information Unavailable YDUQS is standardizing the control of information for its scope of activities, brands and diversity of newcomers and trainees in its operations.			
SV-ED-260a.2	Rate of timely completion	-	Information Unavailable YDUQS is standardizing the control of information for its scope of activities, brands and diversity of newcomers and trainees in its operations.			



✓ Indicator assured by PwC.

OMISSION

Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
SV-ED-260a.6	Description of policies related to student indebtedness and loan programs default	Page 23				
SV-ED-260a.3 ✓	Employability rate	Page 35				Held in August 2024. The period considered graduates actively working between 180 and 365 days after receiving the diploma.
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 activities, brands and diversity of newcomers and trainees in its operations.			
SV-ED-270a.2	Total amount of monetary losses resulting from legal suits associated with advertising, marketing, and mandatory disclosures	Page 51				
SV-ED-270a.3	(1) Expenses with education and services for students and (2) Expenses with marketing and recruitment	-	Information Unavailable YDUQS is standardizing the control of information for its scope of activities, brands and diversity of newcomers and trainees in its operations.			

✓ Indicator assured by PwC.

OMISSION

Code	Indicators	Location	Requirements omitted	Motive	Explanation	Explanatory Note
SV-ED-270a.4	Revenues from: (1) government-funded student aid and (2) private student loans	-	Information Unavailable YDUQS is standardizing the control of information for its scope of activities, brands and diversity of newcomers and trainees in its operations.			
SV-ED-000.A 	Number of students enrolled	Page 22				
SV-ED-000.B	Number of registrations received for enrollment	Page 136				Total in-person registrations: 737,898 (Considering brands Estácio, Wyden, Ibmecc and Idomed (without re-registration on all university campuses). Total digital registrations: 1,046,715 (considering Estácio and Wyden brands, without considering batch re-arrangements for the period)
SV-ED-000.C	Average credits registered per student, percentage on-line	-	Information Unavailable YDUQS is standardizing the control of information for its scope of activities, brands and diversity of newcomers and trainees in its operations.			
SV-ED-000.D 	Number of: (1) faculty and (2) all other staff	Page 06				Teachers: Service Group = Teachers + Coord.

 Indicator assured by PwC.

Independent auditor's limited assurance report on the non-financial information included in the 2024 Integrated Report YDUQS Participações S.A

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

Introduction

We have been engaged by YDUQS Participações SA ("Company" or "YDUQS") to present our limited assurance report on the non-financial information included in the Integrated Report for the year ended December 31, 2024, as detailed in the basis of preparation.

Our limited assurance does not cover prior-period information, or any other information disclosed together with the 2024 Integrated Report, including any images, audio files or videos.

Responsibilities of YDUQS's management

The management of YDUQS is responsible for:

- (a) selecting or establishing adequate criteria for the preparation and presentation of the information included in the 2024 Integrated Report;
- (b) preparing the information in accordance with the GRI Standards and with the basis of preparation developed by the Company and with Guideline CPC 09 – Integrated Reporting, issued by the Federal Accounting Council (CFC), related to the Basic Conceptual Framework for Integrated Reporting, prepared by the International Integrated Reporting Council – IIRC;

- (c) designing, implementing and maintaining internal controls over the significant information used in the preparation of the 2024 Integrated Report, free from material misstatement, whether due to fraud or error.

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

In the preparation and presentation of non-financial information and indicators Management followed the definitions of the basis of preparation developed by the Company and the GRI Standards and, therefore, the information included in the 2024 Integrated Report does not aim to provide assurance with regard to the compliance with social, economic, environmental or engineering laws and regulations. However, the aforementioned standards establish the presentation and disclosure of possible cases of non-compliance with such regulations when sanctions or significant fines are applied.

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

Our independence and quality control

We comply with the independence and other ethical requirements of the Federal Accounting Council (CFC) in NBCs PG 100 and 200 and NBC PA 291, which are based on the principles of integrity, objectivity and professional competence, and which also consider the confidentiality and behavior of professionals.

We apply the Brazilian and international quality control standards established in NBC PA 01, issued by the CFC, and thus maintain an appropriate quality control system that includes policies and procedures related to compliance with ethical requirements, professional standards, legal requirements and regulatory requirements.

Independent auditor's responsibility

Our responsibility is to express a conclusion on the non-financial information included in the 2024 Integrated Report, based on our limited assurance engagement carried out in accordance with the Technical Communication CTO 01/12, "Issuance of an Assurance Report related to Sustainability and Social Responsibility", issued by the Federal Accounting Council (CFC), based on the Brazilian standard NBC TO 3000, "Assurance Engagements Other than Audit and Review", also issued by the CFC, which is equivalent to the international standard ISAE 3000, "Assurance engagements other than audits or reviews of historical financial information", issued by the International Auditing and Assurance Standards Board (IAASB), applicable to non-financial information.

The aforementioned standards require that the work be planned and performed to obtain limited assurance that the non-financial information included in the 2024 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 conducted in accordance with the Brazilian standard NBC TO 3000 and ISAE 3000 mainly consists of making inquiries of management and other professionals of YDUQS involved in the preparation of the information, as well as applying analytical procedures to obtain evidence that allows us to issue a limited assurance conclusion on the information, taken as a whole. A limited assurance engagement also requires the performance of additional procedures when the independent auditor becomes aware of matters that lead him to believe that the information disclosed in the 2024 Integrated Report taken as a whole might present material 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) Determine the suitability in the circumstances of the Company's use of the GRI Standards as basis of preparation of the non-financial information and indicators.
- (b) Perform risk assessment procedures, including obtaining an understanding of internal controls relevant to the engagement, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Company's internal controls.
- (c) Design and perform procedures responsive to where material misstatements are likely to arise in the non-financial information and indicators. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

Summary of the procedures performed

The procedures selected are based on our understanding of the aspects related to the compilation, materiality, and presentation of the information included in the 2024 Integrated Report, other circumstances of the engagement and our analysis of the activities and processes associated with the material information disclosed in the 2024 Integrated Report in which significant misstatements might exist. The procedures comprised:

- (a) planning the work, taking into consideration the materiality and the volume of quantitative and qualitative information and the operating and internal control systems that were used to prepare the information included in the 2024 Integrated Report;

- (b) understanding the calculation methodology and the procedures adopted for the compilation of indicators through inquiries of the managers responsible for the preparation of the information;
- (c) applying analytical procedures to quantitative information and making inquiries regarding the qualitative information and its correlation with the indicators disclosed in the 2024 Integrated Report;
- (d) applying substantive tests to certain non-financial information and indicators; and
- (e) when non-financial data relate to financial indicators, comparing these indicators with the financial statements and/or accounting records.

Limited assurance work also included analysis of adherence to GRI Standards and to the principles of Integrated Reporting, in accordance with CPC Guideline 09 – Integrated Reporting and the provisions of the preparation basis prepared by the Company.

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

Basis for conclusion

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

Scope and limitations

The procedures applied in a limited assurance engagement are substantially less detailed than those applied in a reasonable assurance engagement, the objective of which is the issuance of an opinion on the information included in the 2024 Integrated Report. Consequently, we were unable to obtain reasonable assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement, the

objective of which is the issuance of an opinion. Had we performed an engagement with the objective of issuing an opinion, we might have identified other matters and possible misstatements in the information included in the 2024 Integrated Report. Therefore, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate and estimate these data. Qualitative interpretations of the relevance, materiality, and accuracy of the data are subject to individual assumptions and judgments. Furthermore, we did not consider in our engagement the data reported for prior periods, nor future projections and goals, including results of goals set by the Commitments to Renewing Life included in the 2024 Integrated Report.

Our assurance report must be read and understood in the context of the limitations inherent in the process of the preparation of non-financial information and indicators used by management, including the fact this information is not intended to provide assurance with regard to the 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 2024 Integrated Report.

Conclusion

Based on the procedures performed, described herein, and on the evidence obtained, no matter has come to our attention that causes us to believe that the non-financial information included in the 2024 Integrated Report of YDUQS has not been prepared, in all material respects, in accordance with the criteria established in the basis of preparation and with the GRI Standards and with Guidance CPC 09 – Integrated Reporting.

Other matters - Restriction on use and distribution

This report was prepared for the use of YDUQS and may be presented or distributed to third parties, as long as they are familiar with the object and criteria applicable to this assurance engagement, considering its specific purpose described in the first paragraph of this report.

Any parties other than YDUQS Participações SA that obtain access to this report, or a copy thereof, and rely on the information contained therein does so at their own risk. We do not accept or assume any responsibility and deny any liability to any party other than YDUQS Participações SA for our engagement, the assurance report or our conclusions.

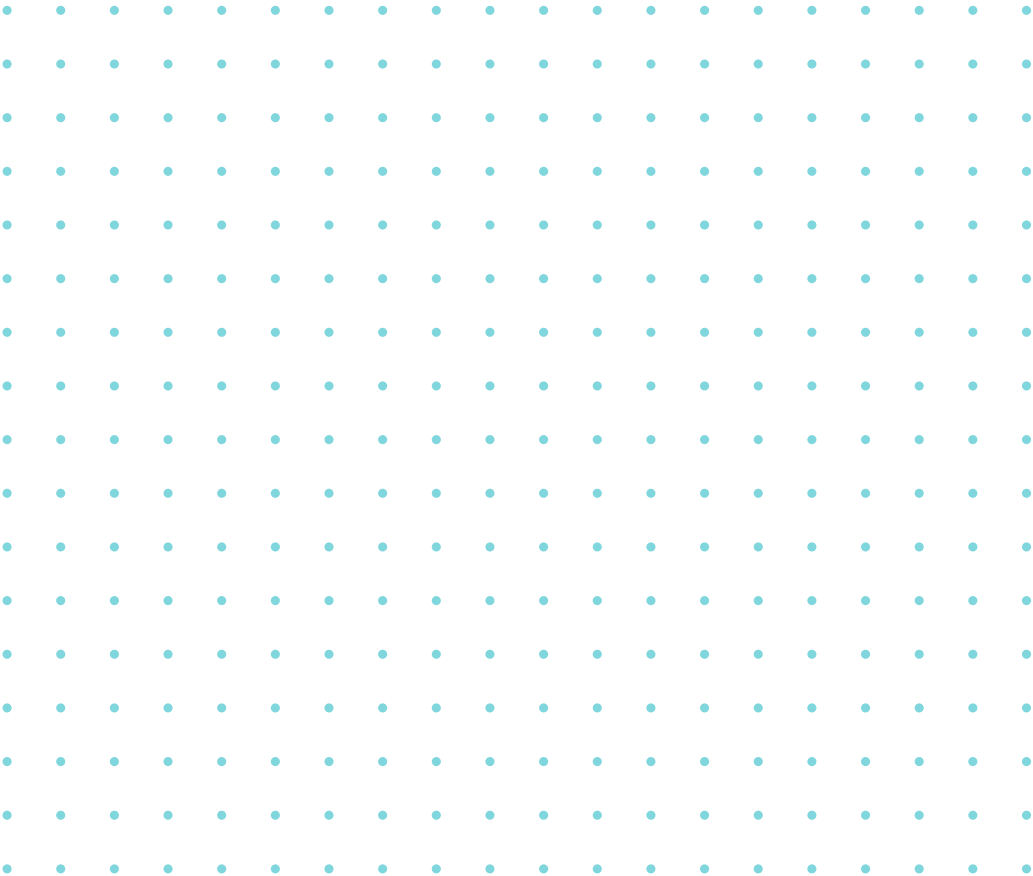
São Paulo, April 28th, 2025

PricewaterhouseCoopers Auditores Independentes Ltda.

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Image bank of Grupo Yduqs and
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YDUQS