

YDUQS

ESG
PERFORMANCE
• 1Q26



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INTRODUCTION

ESG Performance is a periodic publication that consolidates the main advances made by YDUQS in the environmental, social, and governance (ESG) agenda, reflecting the Company's ongoing progress in integrating sustainability into its strategy, risk management, and long-term value creation.

Aligned with the 2025–2030 Sustainability Strategy, the publication tracks the progress of the Company's commitments and sustainability goals, demonstrating how the ESG agenda is incorporated into business strategy and management and contributes to YDUQS's sustainable development.

Prepared based on the Company's material topics and considering their relevance to investors and other stakeholders, the publication presents, in a structured and transparent manner, the key results, initiatives, commitments, and recognitions that demonstrate the progress of the ESG agenda during the period.



For more information about our initiatives and ESG goals, please visit our [ESG Center on our website](#).

Sustainability Strategy

2025 - 2030 SUSTAINABILITY STRATEGY EVOLUTION

Sustainability and ESG Journey

Sustainability has been integrated into the way YDUQS has generated value for decades, and in 2025, this journey entered a new cycle with the launch of the **2025-2030 Sustainability Strategy**. As a signatory to the UN Global Compact, the Company reaffirms its commitment to generating a positive impact for society, the environment, and the business, in alignment with the **United Nations Sustainable Development Goals (SDGs)**.

The new cycle places **education, inclusion, and employability as central drivers of social transformation and long-term value creation** and is structured around four pillars: **Education and Workability, Social, Environmental, and Governance**.

The agenda was developed based on a **double materiality assessment** that combined data, technical analyses, and input from more than **127,000 stakeholders**, taking into account sector and regulatory trends, benchmarking, investor demands, and market analyses.

At the end of 2025, we **revisited our materiality assessment**, updating the internal and external contexts and deepening its connection to business management. As a result, Corporate Governance and Innovation and Technology were incorporated as material topics, reflecting their growing relevance to transparency, integrity, risk management, and the progress of our business model.

Education and Workability



Providing quality educational services that create income opportunities

Social



Strengthen our people and communities to promote social impact

Environmental



Operate responsibly for a better planet

Governance



Robust governance with an effective system of management, policies, and processes

2025 - 2030 SUSTAINABILITY STRATEGY EVOLUTION

Where we came from. Where are we going?

In 2025, we consolidated this new agenda, translating priorities into **goals, commitments, and indicators** with a 2030 horizon, while strengthening their integration into the Company's management.

In 2026, we moved into a new phase, focused on **accelerating execution, strengthening the integration of sustainability into business decisions, and expanding the generation of positive impact**, with continuous monitoring of results.

In the first quarter of 2026, we continued this momentum by strengthening the **governance, monitoring, and management mechanisms for ESG commitments**, connecting the legacy built by YDUQS with the choices that will shape its future.



ESG GOALS DASHBOARD

YDUQS ESG PILLARS	GOALS BY PILLAR	CONCLUSION	1Q26
SOCIAL	Achieve 50% women in senior management positions by 2030.	2029	36.17%
SOCIAL	Achieve 50% Black people in leadership positions by 2030.	2029	42%
SOCIAL	Increase the number of Young Apprentice enrollments by 15 per year, considering diversity criteria.	2030	238
SOCIAL	Increase the results of extension activities by 30% on a half-yearly basis.	2029	0*
SOCIAL	Train 5,000 students in the Institute’s proprietary programs (Youth and Adult Literacy and Professional Training) by 2030.	2029	2,613
GOVERNANCE	Implement ISO 27001 – Information Security.	2030	10%
GOVERNANCE	Implement a Supplier Development Program focused on Sustainability for 100% of critical service SMEs (active small and medium-sized suppliers).	2029	0

*Target measured starting after 2226

Click [here](#) to learn more about the progress and details of the goals.

ESG GOALS DASHBOARD

YDUQS ESG PILLARS	GOALS BY PILLAR	CONCLUSION	1Q26
EDUCATION AND WORKABILITY	Increase the number of former students employed by 10% by 2030.	2030	70.30%
EDUCATION AND WORKABILITY	Transform Higher Education Institutions (HEIs) into University Centers, totaling 34 University Centers.	2025	37*
EDUCATION AND WORKABILITY	Provide an ESG skills track for all undergraduate students starting in 2026, and by 2030 ensure that 140,000 students obtain certification through the track.	2029	0**
ENVIRONMENTAL	Reduce gross Scope 1 and 2 emissions by 20% by 2030 and offset the remaining emissions.**	2026	8%
ENVIRONMENTAL	Exceed 50% of units that recycle the waste generated.	2026	19%
ENVIRONMENTAL	Promote 25 research projects on climate change and implement 20% of the projects.	2027	0

*Value as of December 31, 2025 – Target achieved and exceeded;

**Preliminary result, subject to positive or negative changes until the completion of the Greenhouse Gas Inventory for the fiscal year.



COMMITMENTS AND ACKNOWLEDGEMENTS

PUBLIC COMMITMENTS ON SUSTAINABILITY

Since June 2021, YDUQS has been a **signatory to the UN Global Compact and the Ethos Institute**, key guidelines for engaging internal and external stakeholders and disseminating the Group's best practices.

Since 2023, we have committed to the "Elas Lideram 2030" and "Raça é Prioridade" initiatives, both linked to the UN Global Compact, with the aim of accelerating the Agenda's goals. In addition, we became ambassadors of Educa 2030 in Brazil, a UN Global Compact initiative to promote advances in education in the country.

In 2025, we committed to the "Net Zero Ambition" and "Mind in Focus" initiatives, with the objective of accelerating the climate agenda and strengthening human capital;



RECOGNITIONS IN SUSTAINABILITY

We joined the Public Emissions Registry and, for the third consecutive year, received the Gold Seal from the Brazilian GHG Protocol Program (PBGHG), certifying the completeness and independent verification of the inventory of Greenhouse Gas (GHG) emissions for 2024.



For the second consecutive year, we ranked among the 100 largest companies in Brazil in terms of ESG practices, being the only organization in the Education sector to be included in the ranking.



We were included in S&P Global's Sustainability Yearbook and, in 2026, were the only company in the Education sector classified as an Industry Mover, a recognition given to companies that have demonstrated one of the strongest improvements in ESG performance during the period. We also ranked first in the "Sustainability Leader Company" category of the Alas 20 - 2025 Sustainable Leaders Ranking.



At the 1st edition of the CIEE Brazilian Employability Award – ESG Edition, focused on the ESG agenda, we were recognized for responsible practices and positive impact aimed at the inclusion and employability of young people.



EXAME Best Companies to Work For 2025 Award & Ethos Award / Época Diversity, Equity and Inclusion: for the second consecutive year, we were recognized for our people management, diversity, equity, and inclusion practices, with particular recognition in the Education sector.



HIGHLIGHTS FROM THE FIRST QUARTER

2025 INTEGRATED REPORT: TRANSPARENCY AND PROGRESS

YDUQS published its 2025 Integrated Report, consolidating in a single report the main advances in the business, ESG agenda, innovation, and financial performance.

Highlights include the launch of the 2025–2030 Sustainability Strategy, the expansion of artificial intelligence applications across different stages of the academic journey and operations, BRL252.2 million invested in technology and innovation, and the revision of the materiality assessment, which incorporated Corporate Governance and Innovation and Technology as material topics.

Prepared in accordance with the GRI, SASB, and IFRS Foundation standards, the report underwent limited assurance by PwC, reinforcing the reliability of the information disclosed. The document also highlights the integration of business strategy, sustainability, and long-term value creation, as well as the Company’s progress in preparing for IFRS S1 and S2 standards.



To access the 2025 Integrated Report, click [here](#) or scan the QR CODE below:



YDUQS		Wellcome	We are Yduqs	Corporate Governance	Education and Workability	People at the Core	Environmental Responsibility	Performance and Financial Results	Attachments
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TECHNOLOGY, AI, AND INCLUSION DRIVE EMPLOYABILITY



In the first quarter, consolidated its positioning in talent development for the digital economy by being recognized at the AWS Tech Alliance Symposium 2026 with the Think Big and AWS Women in Cloud Top Ambassador awards.

The recognitions highlight initiatives developed in partnership with Amazon Web Services (AWS) to train students in cloud computing and artificial intelligence, strengthening academic education with the skills demanded by the market.

The agenda is supported by BRL252.2 million invested in technology and innovation in 2025, through the integration of AI to the courses across all institutions in the Group and strategic partnerships with global technology leaders.

As part of this initiative, YDUQS also established the Mulheres in Tech community, which brings together more than 200 students, strengthening mentoring, networking, and career development for women in technology.

The initiative is aligned with the Company's commitment as an Educa2030 Ambassador, a UN Global Compact movement in Brazil focused on accelerating education, productive inclusion, and the participation of women in STEM careers, connecting innovation, diversity, employability, and the SDGs.

CULTURAL PROGRESS: THIS IS HOW WE TRANSFORM

Culture is the foundation of the strategy and what ensures its execution. In 2025, YDUQS took a significant step in the progress of its culture, revisiting its purpose, vision, and values to strengthen the connection between culture, strategy, and performance.

This movement does not represent a break, but rather the progress and strengthening of elements that are already part of our journey, keeping pace with the Company's growth, market transformations, and future challenges.

With the purpose "Educate to Transform" at its core, the cultural progress has brought together the different perspectives of Estácio, Wyden, Ibmecc, and IDOMED around a shared direction. Each brand preserves its own identity and vision, while shared values bring people and businesses together within a unified YDUQS culture.

The progress also advanced in translating values into concrete behaviors, bringing the culture closer to everyday practices and strengthening consistency between discourse and action. Co-creation workshops, Culture Lives, and interactive experiences expanded listening, engagement, and the sense of belonging among employees and teachers.

In 2026, this progress gains even greater momentum with the integration of values into people management. The People Cycle now considers not only what we deliver, but also how we deliver it, incorporating behaviors associated with our values into performance evaluations and development and career conversations.



EDUCATION THAT DRIVES FEMALE ENTREPRENEURSHIP AND TRANSFORMS LIVES

Estácio strengthened the impact of the Mulheres Empreendedoras Empoderadas (MEE) extension project with the opening of the School of Creative Thinking and Knowledge Management, in Juiz de Fora, State of Minas Gerais.

The initiative creates a permanent training space focused on the development of women in vulnerable situations, expanding opportunities for income generation, autonomy, and social empowerment.

For years, MEE has provided entrepreneurial training for women in different regions of the country. With the new School, this impact gains a permanent learning structure, offering free, multidisciplinary training in Communication, Management, Psychology, and Sociology, fostering critical thinking, self-awareness, leadership, communication, and business management skills.

With an impact of more than 8,000 women per year across five Brazilian states, the project reinforces university extension as an instrument of social development. The first class at the new School began its activities with 67 students, following a program led by Estácio professors, with certification by module and in-person sessions.

By connecting academic knowledge with community needs, the initiative brings teaching, extension, and social responsibility closer together, strengthening the role of the university as an agent of transformation.



SPORTS AS A DRIVER OF EDUCATION, INCLUSION, AND SUSTAINABLE DEVELOPMENT

In the first quarter, YDUQS enhanced its efforts to promote sports as a tool for social impact and advancement of the 2030 Agenda.

After participating in the UN, in New York, in the “Sports and Education” panel during SDGs in Brazil 2025, the Company expanded its contribution to the national debate through the participation of Cláudia Romano, Vice President of YDUQS and President of the YDUQS Institute, at the 3rd Women in Sports Forum, promoted by the Brazilian Olympic Committee (COB).

This work reinforces the commitment to SDGs 3, 4, 5, 10, and 17, connecting education, well-being, gender equality, reducing inequalities, and partnerships for sustainable development.

In 2025, the YDUQS Institute impacted more than 700,000 people, supported by a network of more than 90 institutional partners, including COB, the Brazilian Paralympic Committee (CPB), the Brazilian Gymnastics Confederation (CBG), and Instituto Reação.

As a result, sports are becoming firmly established as a platform for inclusion, human development, and social transformation.





YDUQS INSTITUTE

The YDUQS Institute is YDUQS's social and environmental responsibility initiative. YDUQS is the largest higher education group in Brazil, with **more than 1.3 million students**, and is one of the organizations that innovates and grows the most each year in the country, expanding its educational offerings and integrating new institutions and businesses into the Group.

It consolidates the social and environmental responsibility initiatives of the YDUQS Group's teaching institutions, which have more than 50 years of experience in the sector, with a strong focus on responsibility and social impact.



LITERACY AND ADULT EDUCATION PROGRAM EXPANDS SOCIAL IMPACT

The YDUQS Institute expanded its Youth and Adult Literacy Program to new territories, reaching more than 10 states, with support from Instituto Equatorial and, for the first time, Wyden.

The free initiative provides literacy education to young people, adults, and seniors who did not have access to education at the appropriate age, helping address a challenge that still affects 9.3 million Brazilians, according to IBGE.

In the first half of 2026, the program concluded the period with more than 430 students, an increase of approximately 10% compared with 2025, reinforcing the trajectory toward the public goal of training 5,000 students through YDUQS Institute proprietary programs by 2030.

By the end of 2025, the Company had already reached 2,613 students trained, exceeding half of the established goal.



STRATEGIC PARTNERSHIPS BRING EDUCATION AND THE JOB MARKET CLOSER TOGETHER

In line with the 2025–2030 Sustainability Strategy, YDUQS and YDUQS Institute continue to strengthen partnerships with companies and organizations of reference to expand professional development opportunities and contribute to the public goal of increasing the number of former students employed by 10% by 2030.

During the period, more than 270 students participated in professional immersion experiences, technical visits, exclusive selection processes, and immersive experiences in partnership with institutions such as AWS, Globo, Coca-Cola, INPE, and Santander, as well as events such as Papo Delas, Santander SW50, and Bodega do Pablo.

The initiatives expose students to real-world market challenges, strengthen technical and behavioral skills, and expand relationship networks, contributing to education aligned with the demands of the new economy.

The initiatives also generated results for the brands and audience engagement, with an NPS of 96, more than 33,500 interactions on social media, and BRL34,000 in earned media, demonstrating YDUQS's ability to generate shared value for students, partners, and society.



GOVERNANCE CORPORATE



PROGRESS OF ESG GOVERNANCE AND STRENGTHENING OF LEADERSHIP

YDUQS began a new phase in the progress of its ESG governance, with the restructuring of the ESG Committee and the strengthening of the leadership's role in implementing the 2025–2030 Sustainability Strategy.

Developed based on input from its own members, the new model expands leadership participation and organizes activities across two complementary levels: a consultative and strategic level, responsible for institutional direction and prioritizing material topics; and a technical and executive level, dedicated to project implementation, monitoring indicators, and the ongoing progress of the ESG agenda.

The structure also came to include three permanent areas of focus: Operations and Local Engagement; Governance and Continuity; and ESG Engagement and Culture.

The new model strengthens the integration between strategy, operations, and organizational culture, expanding leadership accountability in managing sustainability topics and the ability to execute the ESG agenda.

The work is supported by the Vice Presidency of Institutional Relations, Regulatory Affairs, ESG, and YDUQS Institute, with regular reporting to the Executive Board and Board of Directors.



MARKET RECOGNITIONS



YDUQS REMAINS IN THE ICO2 PORTFOLIO FOR THE THIRD CONSECUTIVE YEAR

For the third consecutive year, YDUQS is included in the Carbon Efficient Index (ICO2) portfolio of B3, recognizing and reinforcing the Company's management of greenhouse gas (GHG) emissions, transparency of climate-related information, and commitment to a low-carbon economy.

Remaining in the index is aligned with the 2025–2030 Sustainability Strategy, which establishes goals and commitments for improving the Company's environmental performance, including reducing GHG emissions, expanding recycling initiatives, and developing climate change-related actions.

The climate agenda is also strengthened by YDUQS's commitment to the Net Zero Ambition, the ongoing progress of its emissions inventory, and its recognition under the GHG Protocol Program, having received the Gold Seal for the third consecutive year.

Presence in the ICO2 portfolio reinforces the consistency of YDUQS's trajectory in the climate agenda and expands transparency with the market, investors, and other stakeholders, demonstrating the Company's commitment to integrating environmental responsibility, education, and long-term value creation.



MARKET RECOGNITION

YDUQS has an **extensive portfolio of commitments, indexes, ratings, and market recognitions**



Pacto Global
Rede Brasil



PACTO BRASIL
PELA INTEGRIDADE EMPRESARIAL



MOVIMENTO
RAÇA É PRIORIDADE



MOVIMENTO
ELAS LIDERAM 2030



SIGA
LATIN AMERICA



ethos instituto



Corporate ESG
Performance
RATED BY
ISS ESG
Prime



MOVIMENTO
EDUCA2030



MOVIMENTO
AMBIÇÃO NET ZERO



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



Programa Brasileiro
GHG Protocol
OURO
2023
INVENTÁRIO VERIFICADO



MSCI
ESG RATINGS
AA
CCC B BB BBB A AA AAA



Disclosing data,
driving action.
CDP
DISCLOSURE
2024



Anuário
Integridade **esg** 2024



Mulheres
na Liderança



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



WOB



**Carbon
Free** Brasil

ICO2 B3

IGC B3

ICO2 B3

IDIVERSA B3

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



ALAS20

ESG INDEX AND RATING SCORES

ESG Rating	2024	Industry Average	Scale (Low High)
 MSCI	AA (8.2)	-	0 10
 SUSTAINALYTICS	14.6	36.7	100 0
 CDP	C	-	D- A+
 S&P Global Ratings	40	16	0 100
 ISS ESG	B	B-	D- A+
 FTSE RUSSELL An LSEG Business	3.4	2.6	0 5
ISE B3	60.71	-	0 100

ESG INDEXES

T E | Mulheres
V A | na Liderança

IGC B3

ISE B3

IDIVERSA B3

ICO2 B3

YDUQS