

YDUQS

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# 3Q25 • ESG PERFORMANCE





# SUMMARY

- **STRATEGY AND GOALS**

- ESG Targets Dashboard

- **COMMITMENTS AND RECOGNITION**

- Public Sustainability Commitments
- Sustainability Recognition

- **FIRST QUARTER HIGHLIGHTS**

- Launch of the environment and climate change policy reinforces YDUQS' climate and social commitment;
- The 13th Sustainability Week mobilizes thousands across Brazil around the future of work;
- ESG seminars connect sustainable practices in all regions of Brazil
- Mental health as a priority in the ESG strategy: caring for people to generate social impacts;
- Launching alumni communities strengthens the connection with alumni and expands the reach of continuing education;
- Startup experience stimulates innovation, protagonism and connection with the market;



# SUMMARY

- **YDUQS INSTITUTE**

- Yduqs brings education to the center of the climate debate at COP30
- Professional experiences connect students to employers and strengthen applied learning

- **CORPORATE GOVERNANCE**

- YDUQS is recognized for the second year in the people management exam 2025 award;

- **MARKET RECOGNITION**

- Yduqs joins IDIVERSA B3 for the third consecutive year
- Indexes and Notes on ESG Ratings



# INTRODUCTION

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

This content was carefully prepared based on key topics and their relevance to investors and other stakeholders. It is divided into six main parts: the Company's ESG Targets, Commitments and Recognitions, First Quarter Highlights, YDUQS Institute, ESG Governance and Market Recognition.

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







# ESG TARGETS DASHBOARD



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YDUQS ESG PILLARS	PILLAR TARGETS	CONCLUSION	3Q25
SOCIAL	Reach 50% of women in senior leadership positions by 2030.	2029	35%
SOCIAL	Reach 50% with black people in leadership positions by 2030.	2029	42%
SOCIAL	Increase 15 vacancies per year for Young Apprentices, considering diversity criteria.	2030	209
SOCIAL	Increase each semester's extension activities by 30%.	2029	200,000
SOCIAL	Train 5,000 students in proprietary YDUQS Institute Programs (Youth and Adult Literacy and Literacy + Professionalization) by 2030.	2029	349,554
CORPORATE	Implementation of ISO 27001 - Information Security.	2030	80%
GOVERNANCE	Implement a Sustainability Supplier Development Program for 100% of SMEs for essential services (small and medium-sized active suppliers).	2029	54

Click [here](#) to learn more about target progress and details.



# ESG TARGETS DASHBOARD

YDUQS ESG PILLARS	PILLAR TARGETS	CONCLUSION	3Q25
EDUCATION AND WORKABILITY	Increase the number of alumnis employed by 10% by 2030	2030	80%
EDUCATION AND WORKABILITY	Convert Higher Education Institutions (HEIs) into University Centers, reaching a total of 34 such centers	2025	31
EDUCATION AND WORKABILITY	Offer an ESG skills track to all undergraduate students starting in 2026, and by 2030 ensure that 140,000 students earn Track certification.	2029	0*
ENVIRONMENTAL	Reduce gross Scope 1 and 2 emissions by 20% by 2030 and offset all remaining emissions**.	2026	17.16%
ENVIRONMENTAL	Surpass 50% units actively recycling the waste they generate.	2026	17%
ENVIRONMENTAL	Encourage 25 climate change research projects and implement 20%.	2027	17

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

\*\* Preliminary result, subject to positive or negative variations until the completion of the Greenhouse Gas Emissions Inventory for the reporting year.





## COMMITMENTS AND RECOGNITION



# PUBLIC SUSTAINABILITY COMMITMENTS

Since June 2021, Yduqs has been a **signatory to the UN Global Compact and the Ethos Institute**, essential drivers for the engagement of internal and external stakeholders and for the dissemination of the group's good practices.

Since 2023, we have made commitments to the "Women Lead 2030" and "Race is a Priority" movements, linked to the UN Global Compact, aiming to accelerate the Agenda's targets. In addition, we became ambassadors for Educa 2030 in Brazil, a UN Global Compact initiative to promote advances in education around the country.

In 2025, we made the commitment "Net Zero Ambition" and "Focused Mind," to accelerate the climate agenda and strengthen our human capital;



MOVIMENTO  
**AMBIÇÃO NET ZERO**



MOVIMENTO  
**RAÇA É PRIORIDADE**



MOVIMENTO  
**MENTE EM FOCO**

MOVIMENTO  
**EDUCA2030**



MOVIMENTO  
**ELAS LIDERAM 2030**



# SUSTAINABILITY RECOGNITION

We are part of the Public Emissions Registry and, for the second consecutive year, earned the Gold Seal from the Brazilian GHG Protocol Program (PBGHG), certifying our 2024 Greenhouse Gas (GHG) emissions inventory completeness and independent verification.



Yduqs was acknowledged in the ESG Integrity Yearbook 2025, which highlights the 100 largest companies in Brazil in relation to their reputation for ESG (Environmental, Social and Governance) practices.



In 2024, we were recognized as one of Brazil's 100 Most Influential Companies and, for the second consecutive year, as one of the Best Companies to Work For in Brazil, standing out for our excellence in people management practices. We also received the diversity seal awarded to organizations with at least two women serving on their Board of Directors.



To consolidate these achievements, YDUQS launched the Integrated Report 2024, audited by PwC, reaffirming action transparency and veracity. These advances reinforce our commitment to continue progressing with dedication, accountability and focus on our stakeholders.

[Click here](#) to learn more about the YDUQS' Sustainability Strategy and recognitions.



## YDUQS OBTAINS THE GHG PROTOCOL GOLD SEAL FOR THE THIRD CONSECUTIVE YEAR

For the third consecutive year, YDUQS was awarded the Gold Seal awarded by the Brazilian GHG Protocol Program (PBGHG), a certification that attests to the quality and completeness of the company's Greenhouse Gas (GHG) emissions inventory. The recognition was made official in August 2025, with the publication of the inventories in the Public Emissions Registry.

Certification is granted exclusively to inventories that undergo external and independent verification, carried out by an Inventory Verification Body accredited by Inmetro. This means that the reported emissions — scopes 1, 2 and 3 — were audited with technical rigor, ensuring transparency, credibility and climate governance to YDUQS' environmental management.

This achievement is aligned with the pillar "Operating responsibly for a better planet," included in the 2025–2030 Sustainability Strategy, which sets the goal to reduce gross Scope 1 and 2 emissions by 20% by 2030 and offsetting the remaining emissions through the voluntary carbon market. The 2025 inventory considers the 2024 operational data, compiled based on the methodology adapted from the GHG Protocol by FGVces — a national reference in emissions measurement.

In addition to mitigating its own impacts, YDUQS is advancing Scope 3 measurement by engaging suppliers and partners in developing their own inventories, thereby contributing to a collective transition toward a low-carbon economy. The company's coordinated performance seeks to be prepared for the new Brazilian regulatory framework (Law no. 15.042/2024) and firmly establish itself as a climate responsibility benchmark.







# THIRD QUARTER HIGHLIGHTS



## THE LAUNCH OF THE ENVIRONMENT AND CLIMATE CHANGE POLICY REINFORCES YDUQS' CLIMATE AND SOCIAL COMMITMENT

In September 2025, YDUQS took a decisive step in consolidating its climate governance, launching the new Environment and Climate Change Policy aligned with the 2025–2030 Sustainability Strategy. The initiative strengthens the company's commitment to integrated, ethical and evidence-driven actions in response to global climate challenges.

The publication follows YDUQS' adherence to the UN Global Compact's Net Zero Ambition Movement, beginning a new institutional phase. The document formalizes practices already adopted in the units and establishes valid guidelines for company areas, including suppliers and partners.

Governance and shared responsibility are central policy pillars, now systematically monitored by the Board of Directors and the ESG Committee. Climate goals are also linked to executive variable compensation, integrating sustainability into the company's strategy and risk management

A distinguishing aspect is integrating climate action with the Human Rights agenda, including initiatives aimed at protecting biodiversity and valuing traditional communities (Indigenous, Quilombola, and riverside populations).

By recognizing climate justice as a guiding principle, YDUQS bolsters its educational vocation and its commitment to social transformation.





## THE 13TH SUSTAINABILITY WEEK MOBILIZES THOUSANDS OF PEOPLE ACROSS BRAZIL AROUND THE FUTURE OF THE WORK



Between September 22 and 27, YDUQS held the 13th Sustainability Week, engaging 80 campuses and impacting surrounding communities, students, faculty members, and employees from the Estácio, Wyden, Ibmecc and IDOMED brands. Under the theme “The Future of Work: transformations and opportunities,” the program addressed artificial intelligence, bioeconomy, mental health, green skills and the role of education in responding to changing market dynamics.

More than 1,700 people followed the live broadcasts, especially Estácio, which registered 1,271 views and 87 comments. Local actions included roundtables on bioeconomy at Facci Wyden (PA), workshops on innovation and governance at UniToledo Wyden (SP) and solidarity fairs at Estácio Maceió (AL).

The Week plays a key role in the 25–30 Sustainability Strategy, regarding sustainability focal points throughout the country. The 2025 edition reinforced the company's commitment to an education that is connected to both the present and the future of work — greener, digital and collaborative.



# ESG SEMINARS CONNECT SUSTAINABLE PRACTICES IN ALL REGIONS OF BRAZIL

Between August and September, Yduqs institutions hosted a series of regional meetings as preparatory events for COP30. The ESG Seminars mobilized five campuses across different regions across the country, focusing on topics connected to local realities and coordinated by the sustainability focal points in partnership with the corporate team.

The agendas ranged from public health to the circular economy, through climate change and the role of agribusiness. The events brought together more than 800 participants, underscoring the strength of the academic leadership. Student projects, scientific research and debates with experts demonstrated how sustainability grows stronger when it relates to the territory.

The seminars also reinforced the 25–30 Sustainability Strategy and Yduqs' commitment to preparing for COP30, scheduled in the Amazon in 2025.





## MENTAL HEALTH AS AN ESG STRATEGY PRIORITY: CARING FOR PEOPLE TO GENERATE SOCIAL IMPACTS

Mental health remains a central theme in YDUQS' initiatives and is directly linked to its double materiality approach, which recognizes the importance to attract, retain and ensure the well-being of human capital as a critical driver for success and value creation.

Among the quarter's main initiatives, of particular note is the expansion of free access to therapy through the Wellz platform. It offers emotional support with specialists, guided meditation and self-care content for all employees. The action adds to partnerships with health and wellness institutions, which provide benefits for sports and healthy habits.

During Yellow September, the "From me to us. You're not alone!" in-house campaign mobilized leaders, teams and communication channels in a journey involving awareness and emotional support. One highlight was the Mental Health Journey for Leaders and Business Partners, which recorded strong engagement and NPS 94, evaluation, demonstrating their impact on the organizational climate.

Joining the UN Global Compact's "Mind in Focus" Movement further strengthened YDUQS' stance as a company committed to emotional health in all its dimensions. With this, the company reinforces its commitment to promoting welcoming, safe and sustainable work environments, which place care for people at the center of corporate strategy.

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## STARTUP EXPERIENCE STIMULATES INNOVATION, PROTAGONISM AND CONNECTION WITH THE MARKET

The 2025 Startup Experience edition, promoted by Estácio, is part of YDUQS' innovation strategy and reinforces its commitment to developing students who are innovative, entrepreneurial and prepared to meet real market challenges. The program invited students to transform concrete problems into creative solutions, with the support of mentoring, training trails and access to technology experts.

The winning projects received awards and will have the opportunity to incubate in network acceleration hubs, strengthening the connection between teaching, practice and impact generation. During the journey, participants accessed exclusive content and bonuses, such as: Generative AI Course through the AWS Academy; Santander Open Academy Trail; LinkedIn positioning e-book; Development of MVPs on the Santander X platform.

The proposals presented by the finalist teams worked in fields such as Education, Creative Industry, Health and Sustainability, reflecting the diversity and social relevance of the topics addressed. The four award-winning projects — SightX, E studaMais.tech, Railbike and Sempre Alerta — demonstrate students' abilities to create solutions with purpose, impact and market viability

### Numbers reflecting impact

- **+300** registrations;
- **90** teams formed;
- **20** finalists;
- **4** winning initiatives.





# LAUNCHING ALUMNI COMMUNITIES STRENGTHENS THE CONNECTION WITH ALUMNI AND EXPANDS THE REACH OF CONTINUING EDUCATION

Designed to maintain strong ties with its alumni and supporting them in their professional journey even after graduation, YDUQS during the quarter launched and consolidated the Wyden, Estácio and Ibmecc Alumni Communities. The platforms today join up more than 9,000 active individuals, creating a dynamic digital environment for connections, career opportunities, mentoring and strengthening the alumni network.

Each community offers distinctive features aligned with the profile of its respective brand:

- Wyden Alumni: focus on regionalized curatorship for vacancies and content for alumni from the Northeast and Brazil's hinterlands, with emphasis on entrepreneurship and visibility of the graduates' own businesses;
- Estácio Alumni: national platform focused on continuing education, interview simulations and professional mentoring;
- Ibmecc Alumni: environment focused on leadership, networking and executive vacancies, with thematic groups and Alumni advisors.

All communities offer free mentoring, career paths, interview simulations, custom vacancies and benefit clubs. The proposal is to create a network that values the academic past and boosts the professional future, reinforcing commitment to workability as a central axis of the YDUQS educational model.







## YDUQS INSTITUTE

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

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





# YDUQS BRINGS EDUCATION TO THE CENTER OF THE COP30 CLIMATE DEBATE

The only company in the education sector among the official sponsors of COP30, YDUQS was present at the largest climate event on the planet as a Bronze Sponsor, alongside the Estácio, Wyden and Instituto YDUQS brands. The group offered 3,000 free courses and educational grants to volunteers, civil society and partner companies, reinforcing its commitment to a legacy replete with inclusion and sustainable training in the Amazon region.

The presence of YDUQS at COP30 consolidated its ESG role and reinforced education as a central pillar for a fairer and more sustainable future.

## **Yduqs at COP30:**

Education as a climate legacy;  
Official COP30 sponsor (bronze) – the only company in the education sector with this level of support;  
Institutional representation by the Estácio, Wyden and Instituto YDUQS brands.

## **Educational legacy for the Amazon:**

3,000 free courses (1,500 for COP30 volunteers + 1,500 for civil society);  
Graduate and postgraduate scholarships;  
Corporate ESG licenses for sponsoring companies.

## **Students and teachers in the field:**

14 volunteer students at Casa Brasil acting as curatorial and content assistants;  
Students in the fields of Psychology, Nursing, Design, Journalism, among others;  
Practical experience with student protagonism.





# PROFESSIONAL EXPERIENCES CONNECT STUDENTS TO THE MARKET AND EXPAND PRACTICAL TRAINING

In the third quarter, YDUQS' Strategic Partnerships area, together with the Yduqs Institute, intensified its actions to promote immersive and transformative experiences for students. The initiative bolstered the company's commitment to employability and comprehensive training. They linked academic knowledge to the reality of the market, through practical experiences in prominent events.

More than 450 students participated in behind-the-scenes experiences involving major events such as The Town, Tardezinha, ArtRio, Carandaí and Rio Innovation Week. It led to a better understanding of the organization, operations and challenges regarding the events and entertainment sector. These activities offered learning experiences that go beyond the classroom, adding value to students' personal development and strengthening their academic and professional profiles.

In addition, +170 students were impacted with premium experiences of access to culture, and +180 were hired in exclusive selection processes carried out during sponsored events. The action highlighted the potential to generate concrete opportunities for insertion into the labor market.

The practical experiences reinforce the Education and Workability pillar of the YDUQS Sustainability Strategy, strengthening the connection between academic training, employability and social transformation.







# CORPORATE GOVERNANCE



## YDUQS IS RECOGNIZED FOR THE SECOND YEAR IN THE EXAME 2025 PERSONNEL MANAGEMENT AWARD

Yduqs was recognized, for the second consecutive year, in the Exame Best in Personnel Management Award — one of the most relevant recognitions in Brazil for talent management practices, organizational climate and human development. This recognition confirms the company as one of the most admired organizations for people management, organizational climate and human resources innovation.

The award evaluates criteria such as engagement, diversity and inclusion, mental health and well-being, innovation in people management, leadership, organizational culture and results. Being recognized in this ranking reaffirms Yduqs' commitment to a humane, inclusive and purpose-driven work environment that transforms lives through education.

In 2025, we continued to invest in people-focused initiatives, ranging from well-being and mental health programs to training in emerging technologies. This included the AI First upskilling program, which prepares employees for innovation and adaption to the transformations shaping the future of work.

The award demonstrates that, for YDUQS, “caring for people” is not just a value, but a core strategic priority. By combining purpose, diversity, development and technology, we strengthen our ability to attract, engage and retain talent — key pillars for delivering excellence in education and positive social impacts





# Market Recognition





## YDUQS LISTED ON B3'S IDIVERSA INDEX FOR THE THIRD CONSECUTIVE YEAR

For the third consecutive year, YDUQS was confirmed in the portfolio of IDIVERSA B3, the Brazilian stock exchange index that recognizes companies applying effective diversity practices. The evaluation is based on the representation of women, black (black and brown) and indigenous people in functional staff and leadership positions, considering auditable data and rigorous criteria.



The continuous presence on the index proves the company's consistent commitment to inclusion. It is supported by actions such as the Diversity, Equity and Inclusion Policy, as well as affirmative programs and partnerships with national scope initiatives. The achievement reinforces Yduqs' ESG strategy and highlights diversity as a competitive and cultural differentiator.



# MARKET RECOGNITION

YDUQS has a **broad portfolio of commitments, indices, 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**  
DISCLOSER  
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

IGCB3

ISEB3

IDIVERSAB3

ICO2B3

\* Information from the YDUQS 2024 Integrated Report



YDUQS