



# YDUQS Sustainability and ESG Strategy

*A strategic business pillar and a key differentiator for our stakeholders*

**YDUQS**



**Education and Workability**

1



**Social**

2



**Environmental**

3



**Governance**

4



# ABOUT YDUQS

It is one of Brazil's largest education holding companies, with approximately 1.3 million students, more than 16,000 employees and faculty members, 69 higher education institutions, and 106 campuses. Guided by our purpose, "education that transforms," Yduqs is committed to elevating the quality of higher education in Brazil and creating meaningful opportunities for those seeking to pursue a university degree.

The group's educational portfolio consists of the following brands: Estácio, Ibmecc, IDOMED, Wyden and Damásio. It also operates edtechs HardWork Medicina and Grupo Q (Qconcursos). In addition, there is Ensineme, dedicated to developing methodologies, digital content, platforms and specific technologies for education. In 2024, the Yduqs Group expanded its operations in Minas Gerais with the acquisition of the Newton Paiva University Center, which now is merged with Wyden under the name Newton Paiva Wyden. In 2024, we also announced the acquisition of Edufor College, located in São Luís (MA). With this acquisition, the courses become part of two of the group's national brands: Estácio and IDOMED.

Yduqs is a signatory to the United Nations (UN) Global Compact and works with the Ethos Institute since 2021. Additionally, it is the only higher education institution in Brazil to hold an "AA" ESG rating, awarded in both 2023 and 2024 by Morgan Stanley Capital International (MSCI), a global benchmark for evaluating corporate sustainability practices.



# SUSTAINABILITY AND ESG STRATEGY



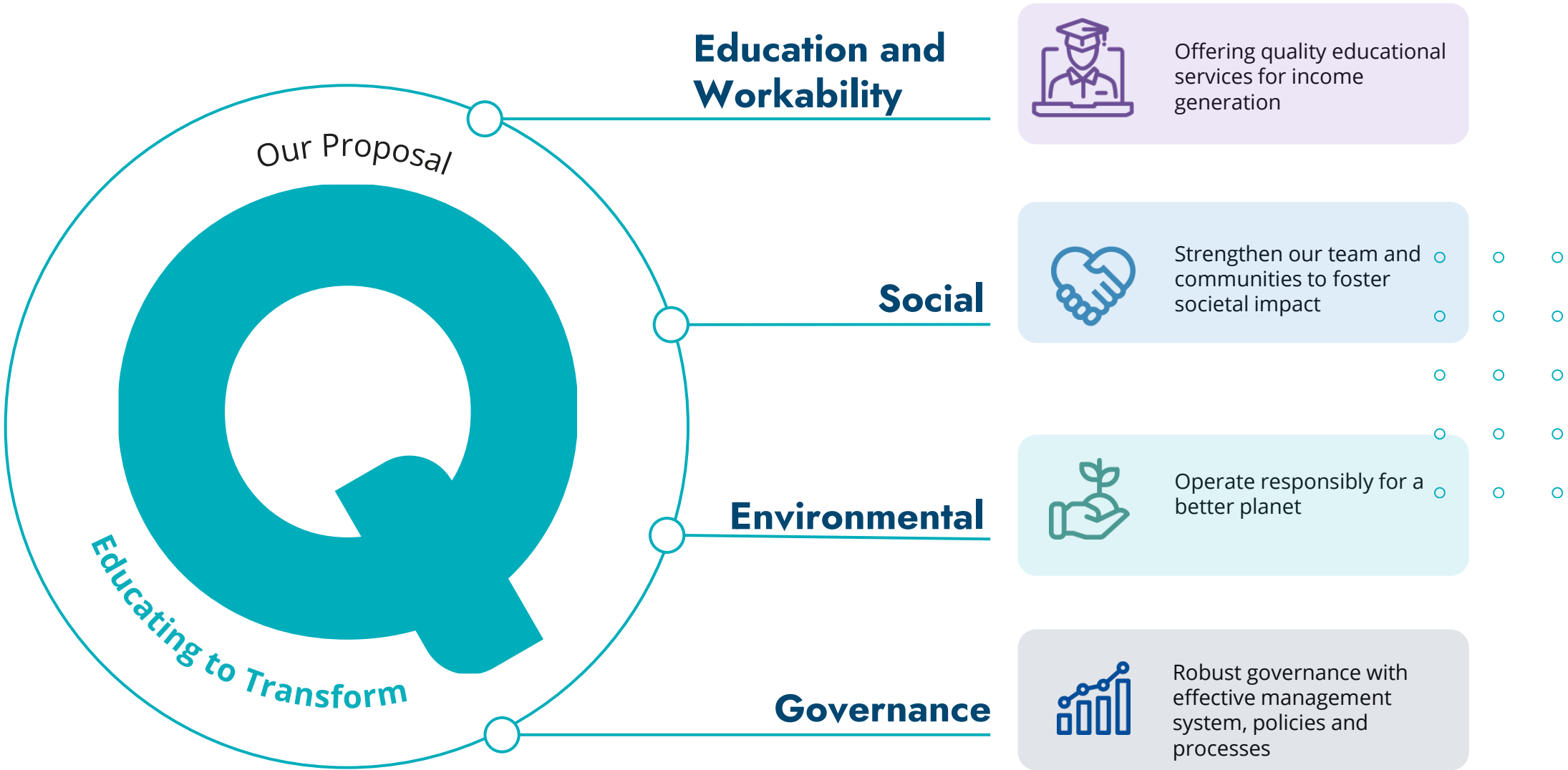
Our Sustainability strategy is built around the issues most relevant to our business and our stakeholders, identified through a double materiality approach and surveys conducted with a range of stakeholders and business units.

To effectively address these issues and achieve ambitious goals, our strategy is structured around four pillars, each with clear targets set for the 2025–2030 period. This framework guides our path by aligning long-term commitments with the practical actions needed to achieve them.

In addition to our public targets dashboard, we also track a series of internal objectives (OKRs), which are systematically monitored through our performance management model. Recognizing the constantly evolving national and global landscape—both within and beyond YDUQS—we are committed to regularly reviewing and updating our Sustainability and ESG Strategy whenever necessary.

Learn about our commitments. Your participation is essential to improve our ESG communication and management practices. We are open to questions, suggestions and comments about our Sustainability and ESG Strategy. Send your contributions to [sustentabilidade@yduqs.com.br](mailto:sustentabilidade@yduqs.com.br).

4 ACTION PILLARS



Learn about our commitments and goals for each pillar of the **YDUQS Sustainability and ESG Strategy**.

1

**Education and Workability**



2

**Social**



3

**Environmental**



4

**Governance**



## OFFERING QUALITY EDUCATIONAL SERVICES FOR INCOME GENERATION

To fulfill our mission of “Educating to Transform,” we remain focused on delivering high-quality education while expanding our range of services to enrich learning with meaningful experiences and create real pathways to the job market—promoting both income generation and employability.

We offer a personalized student journey through information technology. The Minha Carreira (“My Career”) website, offered through the Estácio and Wyden brands, helps prepare our students for the job market by publishing personalized job listings, professional résumé-building tools, workshops, mentoring, social-emotional development training, and events that connect them directly with employers.

Our goal is to be an agent of social transformation, creating real opportunities for professional and personal growth.

This educational approach not only prepares our students for the job market, but also trains citizens who can deal with the challenges of our times. With sustainability integrated across all our academic programs, we aim to drive social mobility and foster innovation that benefits the hundreds of communities where we operate.

**Learn more about our initiatives at the ESG Center.**



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1

Education and Workability



2

Social



3

Environmental



4

Governance



We are committed to preparing citizens to meet today’s challenges and to providing services that complement quality education, promoting income generation through employability.

Material topics related to the Pillar and High-Impact Sustainable Development Goals (SDGs):

- Quality and Access to Education
- Employability and Entrepreneurship



OUR TARGETS:

Targets through 2030	Baseline on 12/31/2024	Comments
Increase the number of students entering the job market by 10% by 2030	77.7%	The survey is conducted 180 days after the student graduates. The baseline of the target was established through a survey of graduates for the 1st semester of 2024 (students graduated in 2023).
Transform Higher Education Institutions (HEIs) into University Centers, totaling 34 such facilities	29 University Centers	Some of the key requirements for accreditation as a university center include achieving an Institutional Concept (IC) score of 4 or higher through an INEP on-site evaluation, having at least one-fifth of the faculty employed full-time, and ensuring that at least one-third of the faculty hold master’s or doctoral degrees
Provide an ESG skills track for all undergraduates as of 2026; and, by 2030, ensure that 140,000 students obtain Track certification.	0	Over the course of 2025, the ESG Skills Track will be developed and distributed on the SIA (student platform) as of 2026. Obtaining certification means completing all Track modules.

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1

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2

**Social**



3

**Environmental**



4

**Governance**



## STRENGTHEN OUR TEAM AND COMMUNITIES TO PROMOTE SOCIAL IMPACTS

We value our employees and teachers, respecting human rights, promoting diversity and best labor practices. We are committed to inclusion goals such as increasing the representation of women and Black professionals in leadership roles, and integrating people with disabilities and young apprentices into our workforce.

Our commitment extends to our brands, such as IDOMED, which seeks to reshape medical education to combat social biases in health through the Mediversity Program, training more inclusive and respectful professionals.

In 2023, we committed to the *Elas Lideram 2030* ("Women Lead 2030") and *Raça é prioridade* ("Race Is a Priority") movements, initiatives aligned with the UN Global Compact that aim to accelerate the goals of the 2030 Agenda. There is a specific focus on advancing gender and racial equality in the corporate sector. 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.

We are furthermore committed to positively impacting the communities near our units through free outreach initiatives, such as medical, dental, psychological and veterinary care, and legal and business guidance. In doing so, we help foster student engagement and their active participation as citizens. In addition, we offer social inclusion projects led by the Instituto YDUQS ("YDUQS Institute"), including literacy programs and vocational income generation courses.

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1

Education and Workability



2

Social



3

Environmental



4

Governance



Our commitment is to strengthen our team and communities, promoting inclusion, diversity and positive social impact through education and outreach initiatives.

Material topics related to the Pillar and High-Impact Sustainable Development Goals (SDGs):

- Attraction, Retention and Well-being of Human Capital



OUR TARGETS:

Targets through 2030	Baseline on 12/31/2024	Comments
Goal under validation		Goals currently under validation may be incorporated in future updates
Reach 50% of women in senior leadership positions by 2030.	30%	Target of the <i>Movimento Elas Lideram</i> ("Women Lead Movement") of the Rede Brasil from Pacto Global ("Global Compact Network Brazil")
Reach 50% of Black representation in leadership positions by 2030.	36%	Target of the <i>Movimento Raça é prioridade</i> ("Race is Priority Movement") of the Rede Brasil from Pacto Global ("Global Compact Network Brazil")
Increase 15 vacancies per year for Jovens Aprendizes ("Young Apprentices"), considering diversity criteria.	3	Target of the <i>Movimento Educa 2030</i> ("Educa 2030 Movement") of the Rede Brasil from Pacto Global ("Global Compact Network Brazil")

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Education and Workability



2

Social



3

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4

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OUR TARGETS:

Targets through 2030	Baseline on 12/31/2024	Comments
Increase the results of each semester's extension activities by 30%.	Absolute value 200,000	During 2024, we implemented a comprehensive indicator to assess the results of our impact initiatives. Our baseline is based on the services provided in the second half of 2024. This number consolidates services offered by courses in the fields of Health, Engineering, Business, IT, Education and Legal Sciences.
Train 5,000 students in proprietary Instituto YDUQS ("YDUQS Institute") Programs - Alfabetização e Letramento de Jovens e Adultos + Profissionalização ("Youth and Adult Literacy and Literacy + Professionalization") by 2030.	2,000 students graduated in the last 5 years	The Literacy and Writing Program is focused on young people and adults who have not completed literacy at the normal age; the program uses innovative methodologies and accessible teaching materials. It also offers ongoing pedagogical support to ensure the development of reading, writing and citizenship skills.

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1

**Education and Workability**



2

**Social**



3

**Environmental**



4

**Governance**



## OPERATE RESPONSIBLY FOR A BETTER PLANET

This pillar reflects our commitment to practices that minimize the negative impacts of our direct operations and value chain, as well as our vision to act as catalysts for positive change by leveraging our core mission—education—in support of environmental sustainability.

We promote knowledge and act as facilitators so that all our units and partner hubs throughout the country strictly comply with applicable environmental legislation.

We also focus on improving environmental performance through water and energy efficiency initiatives, actions to increase waste recycling in our units and partner hubs, and to mitigate our greenhouse gas emissions.

In the climate agenda, we won the Gold Seal in the Brazilian GHG Protocol Program (PBGHG). This seal certifies that our inventory is complete and verified by an external and independent company. We are included in the portfolio of the Brazilian stock exchange's Índice de Carbono Eficiente ("Carbon Efficient Index") (ICO2 B3), and 2024 marked our entry into B3's Índice de Sustentabilidade Empresarial ("Corporate Sustainability Index") (ISE).

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1

Education and Workability



2

Social



3

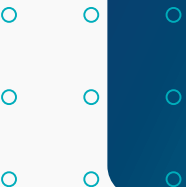
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4

Governance





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

Material topics related to the Pillar and High-Impact Sustainable Development Goals (SDGs):

- Climate Strategy and GHG Emissions
- Sustainable Resource Management (water, waste and energy)



OUR TARGETS:

Targets through 2030	Baseline on 12/31/2024	Comments
Reduce gross emissions of scopes 1 and 2 by 20% by 2030 and offset other emissions.	7,137.05 tCO2 eq <i>(scope 1: 4,207.90 tCO2eq + scope 2: 2,929.15 tCO2eq)</i>	In recent years, we have set goals focused on measuring emissions and fully offsetting them. As we evolve and align with our new strategy, we recognize the need to set a target for emissions reduction and to offset any remaining emissions.
Surpass 50% of our units actively recycling the waste they generate.	4%	We define units as the 114 campuses with on-site, company-operated facilities.
Support 25 climate change research projects and implement 20% of them.	Projects: 0 Implemented: 0%	During the 2025–2026 period, we will prioritize supporting research projects on this topic. Starting in 2027, our focus will shift to implementing these projects across different Estácio and Wyden brand campuses.

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1

**Education and Workability**



2

**Social**



3

**Environmental**



4

**Governance**



## **ROBUST GOVERNANCE WITH EFFECTIVE MANAGEMENT SYSTEMS, POLICIES AND PROCESSES**

This pillar is cross-cutting and forms the foundation of all our operations, reflecting our commitment to the highest standards of governance and transparency. This is essential to YDUQS's ethical reputation and value creation for shareholders and investors, positioning us among the highest ESG indexes and global standards.

Our governance is underpinned by policies and processes that strengthen stakeholder trust. We highlight our Code of Ethics, mandatory training programs for employees and partners delivered through our corporate university, Educare, as well as our risk management, information security, and data privacy processes.

In addition, we closely manage the regulatory environment to ensure safe operations and protect the interests of our investors, employees, faculty, students and communities. We are also focused on responsible sales and marketing practices to strengthen brand perception.

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1

Education and Workability



2

Social



3

Environmental



4

Governance



**Our commitment is to ensure ethical and transparent practices, strengthening stakeholder trust.**

**Material topics related to the Pillar and High-Impact Sustainable Development Goals (SDGs):**

- Cybersecurity and data privacy
- Ethics, Integrity and Transparency
- Value Chain Management
- Regulatory Environment Management



**OUR TARGETS:**

**Targets through 2030**

**Baseline on  
12/31/2024**

**Comments**

Goal under validation

Goals currently under validation may be incorporated in future updates.

Implementation of ISO 27001 - Information Security.

**0%**

Our company already has a robust security infrastructure, with controls that monitor the entire perimeter. To further strengthen our security and ensure compliance with international standards, we are focused on implementing the ISO 27001 standard.

Implement a Sustainability Supplier Development Program for 100% of SMEs of essential services (small and medium-sized active suppliers).

**0%**

Essential services are those that directly impact the operation of the units; such as facilities, maintenance and safety services. This group consists of approximately 150 suppliers.








# APPENDICE










Accountability for the  
public ESG target cycle  
for the period  
2022 – 2027



# APPENDICE

Accountability for the 2024  
public ESG target cycle  
period

YDUQS ESG PILLARS	PILLAR TARGETS	YEAR FOR COMPLETION	ACCUMULATED
<div>Diversity and Community</div> <div></div>	Reach the milestone of 5 million people impacted by the community services and social projects of our educational units and partnerships	2027	4,381,741
	Exceeding the mark of 85% of employees trained in health and safety	2025	78.26%
	Reach 500,000 high-quality graduates from our educational institutions.	2027	324,900
	Educate 120,000 students with ESG content in our educational institutions	2025	221,083 
	Have 40% of women in senior leadership *	2027	30%
	Reach 60,000 registered on the Affiliate Platform, promoting an increase in income for the user	2027	65,150 
	Increase the number of job opportunities by 10% p.a.	2025	3,094,900 
	Reach the mark of 657 EaD hubs in cities with a population between 10,000 and 30,000 inhabitants	2025	620
	Train 150,000 people in business and entrepreneurial skills to promote entrepreneurship in the country	2025	516,092 

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Targets marked with \* and a deadline beyond 2024 were incorporated into the new 2025-2030 Targets dashboard. The other targets set beyond 2024 are already embedded in the company's processes and continue to be tracked internally, showing positive trends and consistent performance. As such, they will no longer be displayed on the public targets dashboard but will continue to be closely monitored by the company to ensure ongoing progress and continuous improvement in the areas concerned.

# APPENDICE

Accountability for the 2024  
public ESG target cycle  
period

YDUQS ESG PILLARS	PILLAR TARGETS	YEAR FOR COMPLETION	ACCUMULATED	
<div>Diversity and Community</div> <div></div>	Increase LGBTQIA+ representation in the company by up to 3 p.p.	2025	11%	✓
	Increase by 3 p.p black representation (black and brown) in teaching positions	2025	39.49%	✓
	Increase by 5 p.p black representation (black and brown) in leadership positions *	2025	39.42%	
	Train 100% of the company's senior leadership in the contents of the Corporate University's diversity program	2023	100%	✓
	Reduce employee dissatisfaction related to discomfort in our eNPS by 50%	2023	50%	✓

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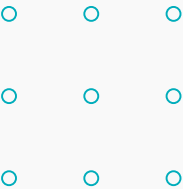
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# APPENDICE

Accountability for the 2024  
public ESG target cycle  
period







YDUQS ESG PILLARS	PILLAR TARGETS	YEAR FOR COMPLETION	ACCUMULATED
 <b>Governance</b>	Participate in Bovespa's ISE (Corporate Sustainability Index) evaluation process	2023	100% 
	Participate in the ICO2 evaluation process	2023	100% 
	Ensure at least 33% representation of women, Black individuals, and LGBTQIA+ members on the Board of Directors. *	2026	22%
	Integrate ESG targets into senior management's 100% variable compensation policies (Direx and Board)	2023	100% 

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# APPENDICE

Accountability for the 2024  
public ESG target cycle  
period

YDUQS ESG PILLARS	PILLAR TARGETS	YEAR FOR COMPLETION	ACCUMULATED	
<div></div> <div>Environmental Sustainability</div>	Have 90% of the energy consumed from renewable sources	2026	92.14%	
	Reach the milestone of 2 million people impacted with environmental education content *	2026	1,144,211	
	Ensure 100% of operations with compliance above 85% with the environmental requirements defined by the Company	2027	86%	
	Measure the impact of GHG emissions on the Company's operations, covering scopes 1, 2 and 3	2025	100%	
	Compensate 100% for the emission of GHG scopes 1 and 2	2025	100%	
	Promote ten clean energy research projects	2024	17	

Targets marked with \* and a deadline beyond 2024 were incorporated into the new 2025-2030 Targets dashboard. The other targets set beyond 2024 are already embedded in the company's processes and continue to be tracked internally, showing positive trends and consistent performance. As such, they will no longer be displayed on the public targets dashboard but will continue to be closely monitored by the company to ensure ongoing progress and continuous improvement in the areas concerned.

