

YDUQS

ESG Results | 1Q24

Summary

Company ESG Strategy	4
Education as a tool for transformation	5
Our Commitments to ESG Dimensions	6
Evolution of ESG Goals	7
ESG Strategy and Goals (2030 Agenda)	8
ESG Goals Panel	9
First Quarter highlights	11
ESG committee 2024	13
ESG awards	14
ISE - B3 index	15
2023 Integrated Report	16
Indexes and Ratings	17
Yduqs Institute	20



Introduction

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

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

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



YDUQS

Company ESG Strategy

Strategies and Commitments

Education as a tool for transformation

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

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

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

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





We undertake public commitments with serious partners

We have been signatories to the United Nations Global Compact and the Ethos Institute since June 2021. These are important drivers of internal and external stakeholder engagements and aid in the dissemination of our group's good practices.

Committed Company: In 2023, we officially embraced the commitments of the "Elas Lideram 2030" and "Raça é Prioridade" movements. These initiatives, linked to the UN Global Compact, strive to accelerate the objectives of the 2030 Agenda by concentrating on advancing gender and racial equity within companies. Additionally, we have become ambassador of Educa 2030 in Brazil, na initiative of the UN Global Compact to promote advances in education in the country.

The company also became part of iDiversa B3, an index that seeks to boost the inclusion of women and black people in the Brazilian corporate scenario.



In terms of environmental agenda, in 2023 Yduqs joined the Public Registry of Emissions and obtained the Gold Seal from the Brazilian GHG Protocol Program (PBGHG), certifying the completeness and independent verification of its Greenhouse Gas (GHG) emissions inventory, in addition to achieving Carbon Neutral company certification, reinforcing its environmental commitment.

In the same year, the company became a member of SIGA Latin America, strengthening its commitment to sports integrity and good governance in this sector.

In 2024, for its practices in the environmental, social, and corporate governance dimensions, Yduqs received recognition for inclusion in the Corporate Sustainability Index (ISE) of B3, an important Brazilian index in the area of ESG management excellence.



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



YDUQS

YDUQS

Evolution of ESG Goals



ESG Strategy and Goals

The strategy and goals of Yduqs have been designed based on the United Nations Sustainable Development Goals, in line with our commitment to maximize positive impacts through inclusive, accessible, and quality education. Specifically, 9 out of the 17 global goals guide our efforts to create value.

We maintain a continuous practice of reviewing and updating our strategies, as well as establishing new goals, in line with strategic guidelines and the results achieved by the company. This process ensures that we remain aligned with our sustainability objectives and the constantly evolving needs of our stakeholders.

A Better World for Future Generations

Our main challenge in this ESG journey is quantifying our impacts and establishing a continuous trajectory to become an organization increasingly aligned with ESG principles. To achieve this, we have adopted the best market practices. With a focus on the future but action in the present, we are harmonizing people, technology, and solutions to achieve our sustainable objectives.



ESG Goals Panel

YDUQS ESG PILLARS	GOALS FOR THE PILLAR	YEAR OF COMPLETION	1Q23	ACCUMULATED
Environmental Sustainability	Energy: *Have 90% of the energy consumed coming from renewable sources	2026	81.48%	-
Environmental Sustainability	Environmental impact: *Reach the milestone of 2 million people impacted by environmental education content	2026	150,879	854,043
Environmental Sustainability	Environmental impact: Ensure 100% of operations with over 85% compliance with the environmental requirements defined by the company	2027	80%	-
Environmental Sustainability	Climate change: Measure the impact of GHG emissions on the company's operations, covering scopes 1, 2, and 3	2025	50% ¹	-
Environmental Sustainability	Climate change: *Offset 100% of scope 1 and 2 GHG emissions	2025	0 ²	-
Environmental Sustainability	Climate change: Promote a total of 10 clean energy research projects	2024	12	12
Community and Diversity	Social impact: *Reach the milestone of 5 million people impacted by community services and social projects by our teaching units and partnerships	2027	15,082	2,131,831
Community and Diversity	Social impact: *Reach 500,000 graduates from our institutions with quality education	2027	0 ²	214,622
Community and Diversity	Social impact: *Educate 120,000 students with ESG content at our educational institutions	2025	41,702	191,536
Community and Diversity	Social impact: *Increase the number of job opportunities by 10% p.a.	2025	540,321	-
Community and Diversity	Social impact: *Reach the milestone of 657 Distance Learning units in cities with a population between 10,000 and 30,000 inhabitants	2025	8	621
Community and Diversity	Social impact: Train 150,000 people in business and entrepreneurial skills, promoting entrepreneurship in the country	2025	172,338	436,209
Community and Diversity	Social impact: *Reach 60,000 persons registered on the Affiliate Platform, promoting increased income for the user	2027	12,831	31,878
Community and Diversity	Health & safety: *Exceed the mark of 85% of employees trained in health and safety	2025	1,787	8,706
Community and Diversity	Diversity: Have 40% women in senior management	2025	32	-
Community and Diversity	Diversity: Increase the number of black people (black and brown) in teaching positions by 3 p.p.	2025	35	-
Community and Diversity	Diversity: Increase the number of black people (black and brown) in leadership positions by 5 p.p	2025	40	-

¹Measurement of greenhouse gas emissions impact on the Company's operation (scopes 1, 2, and 3) - Year 2024

²Goals with zero targets have a periodicity greater than quarterly.



ESG Goals Panel

YDUQS ESG PILLARS	GOALS FOR THE PILLAR	YEAR OF COMPLETION	1Q23	ACCUMULATED
Community and Diversity	Diversity: Train 100% of the company's senior management in the contents of the Corporate University's diversity program	2023	0%	-
Community and Diversity	Diversity: Reduce the rate of employee dissatisfaction about embarrassment in our eNPS by 50%	2023	7.6%	-
Community and Diversity	Diversity: Increase LGBTQIA+ representation in the company by up to 3 p.p	2025	9%	-
Governance	Governance: Integrate ESG goals into the variable compensation policies of 100% of senior management (Direx and Board)	2023	100%	-
Governance	Governance: Participate in Bovespa's ISE (corporate sustainability index) evaluation process)	2023/2024	50%	-
Governance	Governance: Participate in the ICO2 evaluation process (Achieved)	2022/2023	100%	-
Governance	Diversity: Representativeness of at least 33% women, black people, LGBTQIA+ on the Board of Directors	2026	11%	-

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

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



YDUQS

First Quarter Highlights

ESG Committee 2024

First ESG Committee Meeting of 2024

The ESG Committee of Yduqs, comprised of individuals from diverse areas, hierarchical levels, and perspectives, held its first in-person planning meeting in 2024 at the emblematic Museum of Art of Rio (MAR). Under the theme "From Commitment to Action," the event included inspiring lectures on sustainable management and dynamics to develop collective strategies. Personalities such as Dr. Ivone Caetano, the first Black female judge in Rio de Janeiro, Paralympic athlete Ricardo Gomes, former athlete Lars Graef, and the Marketing and Business Director of Grupo Iter, Evelyn Rodrigues, enriched the discussions.

We highlight the restructuring of the governance of the ESG Committee in 2023, aiming to give more prominence to its members. This included statutory revisions, the inclusion of key representatives, and improvements in attendance tracking and exchange of practices. These actions resulted in the current planning, enabling collaboration in the development of impactful actions for the company's sustainable management this year.



ESG Awards

Yduqs stands out in the United Nations Global Compact award for initiatives promoting racial equity.

Two initiatives by Yduqs aimed at racial equity were recognized with awards for best practices by the United Nations Global Compact - Brazil Network. Yduqs' Trainee Program, exclusively for Black and Afro-descendant individuals, and the continuous improvement of the company's goals to promote representation of Black individuals in leadership positions were highlighted as notable examples in the "Race is Priority" movement (Raça é Prioridade). Yduqs was awarded in two out of four categories, showcasing its commitment to combating racism.

The award ceremony took place in New York, at the UN headquarters, during the 68th CSW (Commission on the Status of Women), a significant forum for discussing women's and girls' rights worldwide. This recognition reinforces Yduqs' commitment to promoting diversity and inclusion at all levels of the organization.



YDUQS

ESG Awards

Yduqs stands out and receives the Women-Friendly Company Seal

Yduqs received recognition in an award ceremony and was honored by the Government of the State of Rio de Janeiro with the Women-Friendly Company Seal (Selo Empresa Amiga da Mulher), an accolade that recognizes and values companies promoting gender equality. Following the assessment of our initiatives, such as goals for women's inclusion in leadership positions and the Maternity Project, we were graciously classified as Silver Level.

It is worth noting that more than half of our workforce is comprised of women, with 32% of them holding high-level leadership positions. We have implemented numerous initiatives to promote gender equality, showcasing our commitment to fostering diversity and inclusion at all levels of the organization.





ISE B3 Index

Yduqs is included in the B3 Corporate Sustainability Index (ISE)

Yduqs celebrates another significant achievement that reaffirms its commitment to the ESG (Environmental, Social, and Governance) agenda. The company was recently included in the B3 Corporate Sustainability Index (ISE), which assesses the performance of listed companies that stand out for their commitment to sustainability, supporting the decision-making of investors who value sustainable practices.

ISEB3



YDUQS

2023 Integrated Report

2023 Integrated Report Highlights Yduqs' Progress and Achievements in ESG Matters

To effectively communicate its progress to all stakeholders, Yduqs launches its 2023 Integrated Report, a document grounded in a rigorous audit and assurance process carried out by PwC, an external and independent consultancy. The preparation of this report involved the active participation of over 20 different company areas, reinforcing the transparency and credibility of the information disclosed.

Furthermore, the document is enriched with a revised and expanded set of indicators from the Global Reporting Initiative (GRI) and the Integrated Reporting content elements provided by the International Integrated Reporting Council (IIRC). In addition to providing an analysis of recent progress and achievements, as well as an overview of teaching operations and financial results, the document offers a detailed view of the company's progress on ESG matters in 2023. It is worth noting that, in 2022, Yduqs established 24 commitments that became goals for the entire organization and are aligned with the UN Sustainable Development Goals.

In addition to providing an analysis of recent advances and achievements, as well as an overview of educational operations and financial results, the document presents a detailed view of the progress made by the company regarding ESG topics in 2023. It is worth noting that in 2022, Yduqs established 24 commitments that became goals for the entire organization and are aligned with the United Nations Sustainable Development Goals (SDGs)."



[ACCESS THE 2023 INTEGRATED REPORT HERE](#)

Note: The Integrated Report for 2023 was released after the end of the first quarter. We have included this note to highlight the disclosure date, April 5, 2024.

YDUQS

YDDUQS

Indexes and Ratings



Indexes and ratings

Discover our presence in the main ESG ratings and indexes.

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



YDUQS

Yduqs Institute



Yduqs Institute

The Yduqs Institute is the socio-environmental responsibility initiative of Yduqs, the largest higher education group in Brazil, with more than 1.2 million students, and one of the organizations that innovates and grows the most in the country through the expansion of its teaching and the entry of new institutions and businesses into the group.

Own Programs



Free online study platform focused on the Enem, developed by the GrupoQ.

+178 thousand students registered on the platform



**Programa de
Alfabetização
e Letramento de
Jovens e Adultos**

The Program's mission is to combat illiteracy and eradicate it in the communities surrounding the Yduqs group's educational institutions.

Over 1,300 people literate

14 units distributed across six Brazilian regions



**Rede
de Valor**

Somar forças. Multiplicar sonhos.

The Yduqs Institute Program provides financial aid to students who have entered Yduqs educational institutions through the University for All Program (Prouni).

185 students benefited from the Value Network program scholarships.

[Click here to access the YDUQS Institute website](#)



YDUQS

YDUQS