



**YDUQS . . . . . 2024 · ESG  
PERFORMANCE**

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  - Our Commitments in ESG Dimensions

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# INTRODUCTION

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

This material has been carefully prepared based on material topics and their relevance to investors and other stakeholders. It is divided into three main parts: Company's ESG Strategy, Progress of ESG Goals, and Second Quarter Highlights.

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





# COMPANY'S ESG STRATEGY

**YDUQS**

# STRATEGY AND COMMITMENTS

## EDUCATION AS A TOOL FOR TRANSFORMATION

Yduqs aims to drive development through education, seeking to generate positive and lasting social impact. In a country marked by cultural diversity and social class inequalities, we recognize access to quality education as fundamental for social mobility. In addition to democratizing access to education, our mission is to empower our students to be agents of transformation in society.

We emphasize the importance of responsibly managing our socio-environmental impacts and the humanistic education of our students, aligning our governance practices with ESG (Environmental, Social, and Governance) principles.

**In the face of contemporary technological, environmental, and economic challenges, we recognize education as an essential tool to prepare people for the labor market and promote the desired change.**

# WE UNDERTAKE PUBLIC COMMITMENTS WITH GREAT PARTNERS

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



In 2023, we committed to the "Elas Lideram 2030" (They "Women" lead 2030) and "Raça é prioridade" (Race is Priority) movements, linked to the UN Global Compact, aiming to accelerate the goals of the 2030 Agenda, especially focusing on gender and race equity in companies. Additionally, we became ambassadors for Educa 2030 in Brazil, an initiative of the UN Global Compact to promote advancements in education in the country.



We also joined the iDiversa B3 index, which seeks to boost the inclusion of women and black people in the Brazilian corporate scene.

# WE UNDERTAKE PUBLIC COMMITMENTS WITH GREAT PARTNERS

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



Programa Brasileiro  
GHG Protocol

In the same year, we became members of SIGA Latin America, strengthening our commitment to sports integrity and good governance in this sector.



In 2024, we received recognition by being included in the Corporate Sustainability Index (ISE) of B3, an important Brazilian index in the area of ESG management excellence due to our practices in environmental, social, and corporate governance dimensions.

ISEB3

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



# ESG GOALS



# ESG STRATEGY AND GOALS

Our goals have been set in line with the United Nations (UN) Sustainable Development Goals (SDGs) and with our intention to maximize positive impacts by promoting inclusive, accessible, and high-quality education.

We adopt a dynamic approach in constantly reviewing and updating the established strategies, as well as setting new goals. This ongoing process aims to ensure effective alignment with strategic guidelines and the results achieved by our operations.

## A BETTER WORLD FOR FUTURE GENERATIONS

Our primary challenge in this ESG journey is quantifying our impacts and establishing a continuous trajectory to become an organization even more aligned with ESG pillars. To achieve this, we adopt the best market practices. With a focus on the future, but with actions in the present, we are harmonizing people, technology, and solutions to reach our sustainable goals.

In our ESG journey, the main challenge lies in measuring the impacts we generate. We are committed to building a continuous path in the short, medium, and long term to become an organization increasingly aligned with ESG principles.



# ESG GOALS HIGHLIGHTS - 2ND QUARTER

As part of monitoring our ESG goals, we would like to highlight some themes and their importance and impact on society:



|                   |   |      |     |
|-------------------|---|------|-----|
| <b>GOVERNANCE</b> | <b>Diversity:</b> Representativeness of at least 33% of women, black people, LGBTQIA+ on the Board of Directors | 2026 | 22% |
|-------------------|---|------|-----|

This year, we made significant progress in our diversity goal with the addition of another woman as a board member, increasing the representation on the Board of Directors to 22%. Achieving this goal promotes better representation of our customer base and stakeholders. This allows the organization to better understand the needs and expectations of its diverse audiences, resulting in more aligned and effective strategies.



|                                |   |      |        |
|--------------------------------|---|------|--------|
| <b>COMMUNITY AND DIVERSITY</b> | <b>Social impact:</b> *Reach 60,000 persons registered on the Affiliate Platform, promoting increased income for the user | 2027 | 43,047 |
|--------------------------------|---|------|--------|

The Affiliates goal was successfully achieved this year, reaching 43,047 registered people. This program promotes an increase in income for our students registered on the Affiliate Platform, providing a positive impact on their financial lives. By encouraging student participation, we ensure that they can have a significant increase in their income, improving their quality of life and economic opportunities.

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

# ESG GOALS PANEL

| YDUQS ESG PILLARS            | GOALS FOR THE PILLAR   | YEAR OF CONCLUSION | 1Q24             | 2Q24             | YTD       |
|------------------------------|--|--------------------|------------------|------------------|-----------|
| ENVIRONMENTAL SUSTAINABILITY | <b>Energy:</b> *To have 90% of the energy consumed coming from renewable sources   | 2026               | 81.48%           | 83.84%           | -         |
| ENVIRONMENTAL SUSTAINABILITY | <b>Environmental impact:</b> *Reach the milestone of 2 million people impacted by environmental education content                          | 2026               | 150,879          | 92,352           | 1,001,416 |
| ENVIRONMENTAL SUSTAINABILITY | <b>Environmental impact:</b> Ensure 100% of operations with over 85% compliance with the environmental requirements defined by the company | 2027               | 80%              | 78%              | -         |
| ENVIRONMENTAL SUSTAINABILITY | <b>Climate change:</b> Measure the impact of GHG emissions on the company's operations, covering scopes 1, 2, and 3                        | 2025               | 50% <sup>1</sup> | 50% <sup>1</sup> | -         |
| ENVIRONMENTAL SUSTAINABILITY | <b>Climate change:</b> *Offset 100% of scope 1 and 2 GHG emissions   | 2025               | 0 <sup>2</sup>   | 20%              | -         |
| ENVIRONMENTAL SUSTAINABILITY | <b>Climate change:</b> Promote a total of ten clean energy research projects   | 2024               | 12               | 0                | 12        |

<sup>1</sup>Measure the impact of GHG emissions on the Company's operations (scopes 1, 2, and 3) – Year 2024

<sup>2</sup>Goals with longer periodicity than quarterly

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

# ESG GOALS PANEL

<sup>2</sup>Goals with longer periodicity than quarterly | <sup>\*\*\*</sup> Goal under restructuring  
<sup>\*</sup>Goal reviewed between 2022 and 2023. [Click here](#) to learn more about the details and progress of our goals

| YDUQS ESG PILLARS       | GOALS FOR THE PILLAR  | YEAR OF CONCLUSION | 1Q24           | 2Q24           | YTD       |
|-------------------------|---|--------------------|----------------|----------------|-----------|
| COMMUNITY AND DIVERSITY | <b>Social impact:</b> *Reach the milestone of 5 million people impacted by community services and social projects by our Education units and partnerships | 2027               | 15,082         | 377,966        | 2,509,797 |
| COMMUNITY AND DIVERSITY | <b>Social impact:</b> *Reach 500,000 graduates from our institutions with quality education   | 2027               | 0 <sup>2</sup> | 60,598         | 275,220   |
| COMMUNITY AND DIVERSITY | <b>Social impact:</b> *Educate 120,000 students with ESG content at our educational institutions  | 2025               | 41,702         | 0 <sup>2</sup> | 191,536   |
| COMMUNITY AND DIVERSITY | <b>Social impact:</b> *Increase the number of job opportunities by 10% per year   | 2025               | 540,321        | ***            | -         |
| COMMUNITY AND DIVERSITY | <b>Social impact:</b> *Reach the milestone of 657 Distance Learning units in towns with a population between 10,000 and 30,000 inhabitants                | 2025               | 8              | -38            | 582       |
| COMMUNITY AND DIVERSITY | <b>Social impact:</b> Train 150,000 people in business and entrepreneurial skills, promoting entrepreneurship in the country                              | 2025               | 172,338        | 0 <sup>2</sup> | 436,209   |
| COMMUNITY AND DIVERSITY | <b>Social impact:</b> *Reach 60,000 persons registered on the Affiliate Platform, promoting increased income for the user                                 | 2027               | 12,831         | 8,783          | 43,047    |
| COMMUNITY AND DIVERSITY | <b>Health &amp; safety:</b> *Exceed the mark of 85% of employees trained in health and safety   | 2025               | 1,787          | 1,373          | 10,079    |
| COMMUNITY AND DIVERSITY | <b>Diversity:</b> Have 40% women in senior management   | 2025               | 32%            | 32%            | -         |
| COMMUNITY AND DIVERSITY | <b>Diversity:</b> Increase the number of black people (black and brown) in teaching positions by 3 p.p.   | 2025               | 35%            | 35%            | -         |
| COMMUNITY AND DIVERSITY | <b>Diversity:</b> Increase the number of black people (black and brown) in leadership positions by 5 p.p.   | 2025               | 35%            | 38%            | -         |

# ESG GOALS PANEL

| YDUQS ESG PILLARS       | GOALS FOR THE PILLAR  | YEAR OF CONCLUSION     | 1Q24 | 2Q24 | YTD |
|-------------------------|---|------------------------|------|------|-----|
| COMMUNITY AND DIVERSITY | <b>Diversity:</b> Train 100% of the company's senior management in the contents of the Corporate University's diversity program | 2023 <sup>3</sup>      | 100% | 100% | -   |
| COMMUNITY AND DIVERSITY | <b>Diversity:</b> Reduce 50% the rate of employee dissatisfaction about embarrassment in our eNPS                               | 2023 <sup>3</sup>      | 5%   | 4%   | -   |
| COMMUNITY AND DIVERSITY | <b>Diversity:</b> Increase LGBTQIA+ representation in the company by up to 3 p.p  | 2025                   | 10%  | 11%  | -   |
| GOVERNANCE              | <b>Governance:</b> Integrate ESG goals into the variable compensation policies of 100% of senior management (Direx and Board)   | 2023 <sup>3</sup>      | 100% | 100% | -   |
| GOVERNANCE              | <b>Governance:</b> Participate in Bovespa's ISE (corporate sustainability index) evaluation process                             | 2023/2024 <sup>3</sup> | 50%  | 50%  | -   |
| GOVERNANCE              | <b>Governance:</b> Participate in the ICO2 (B3 - efficient carbon index) evaluation process (Achieved)                          | 2022/2023 <sup>3</sup> | 50%  | 50%  | -   |
| GOVERNANCE              | <b>Diversity:</b> Representativeness of at least 33% women, black people, LGBTQIA+ on the Board of Directors                    | 2026                   | 11%  | 22%  | -   |

On the board, it is possible to consult the ESG goals, segmented by area of impact. 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.

<sup>3</sup>Goals that have been achieved but will continue to be monitored.



# SECOND QUARTER HIGHLIGHTS

YDUQS

# III YDUQS ESG FORUM

## EDUCATION AS A TOOL FOR TRANSFORMATION

The third edition of the Yduqs ESG Forum took place, in person for the first time, on May 22nd at the Supercampus Estácio Maracanã.

The event was notable for the significant participation of our community and high-level debates.

The gathering brought together more than

**1,000 in-person**

participants and reached

**11,000 views**

on YouTube.

[Click here](#) to access the broadcast on Youtube.



## III YDUQS ESG FORUM

Additionally, the ESG Forum was featured in over

**100 press articles**

and had a valuation of R\$ 940,460.

Together, the Instagram accounts of Yduqs and the Yduqs Institute published more than 84 stories, impacting over

**43,000 people**

and achieving 144 shares.





**YDUQS REINFORCES  
ITS COMMITMENT  
TO TALENT  
DEVELOPMENT**



# EDUCATE TO TRANSFORM

## YDUQS reinforces its commitment to developing talent through undergraduate and graduate programs for employees

The management and development of our people are based on three pillars: talent attraction and development, employee experience, and data-driven decisions. We understand that people are fundamental to our business.

In this regard, Yduqs aims to provide the best benefits, career strategies and training opportunities to recognize, value, and retain our talents.

We have developed a scholarship policy for our employees in collaboration with the educational institutions we manage. This enables academic training with full or partial tuition exemption in undergraduate courses, VET courses (vocational educational and training) and Lato or Stricto Sensu postgraduate courses at Yduqs.

Additionally, Yduqs extends scholarships to the legal dependents and associates of our administrative and teaching staff, benefiting both our community and society. This initiative reaffirms our commitment to fostering a fairer, more sustainable, and diverse world through education.

To check other benefits, [click here.](#)

# DIVERSITY, EQUITY, AND INCLUSION POLICY

**Yduqs' diversity, equity, and inclusion policy reaffirms our commitment to the essential and strategic ESG pillars, seeking to value and respect the contribution of each employee, promoting a fair and innovative work environment.**

Our policy also reflects our commitment to clearly and consistently communicate the goals, progress, and challenges related to diversity, equity, and inclusion, ensuring that these principles are integrated into all areas and levels of the organization. This strengthens cohesion, innovation, and business excellence.

We are committed to promoting equal opportunities and ensuring that all employees feel respected, recognized, and included.

To demonstrate our total commitment, we have adopted several initiatives with clear role of responsibility assignments, such as the creation of the Diversity and Inclusion Committee. This committee is responsible for monitoring the implementation of DEI initiatives, evaluating progress indicators, and ensuring the effectiveness of actions.

To learn more, visit  
our [ESG Center](#).



# 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<br>Consumer Services | 14             | 0   100            |
| SUSTAINALYTICS<br>ESG RISK RATING | 13.3<br>Low Risk | 61/515<br>Consumer Services | 36.7           | 100   0            |
| FTSE RATING                       | 2.9              | 51<br>Consumer Services     | 2.6            | 0   5              |
| ISS ESG                           | B-               | 02/29<br>Education Services | B-             | D   A+             |

## ESG INDEXES

ISEB3

IDIVERSAB3

ICO2B3





## YDUQS INSTITUTE

The Yduqs Institute is the social and environmental responsibility initiative of Yduqs, the largest higher education group in Brazil with **over 1.3 million students**. As one of the most innovative and growing organizations in the country, Yduqs is committed to expanding its educational offerings and integrating new institutions and businesses into the group.

The Yduqs Institute consolidates the social and environmental responsibility initiatives of Yduqs' educational institutions, which have over 50 years of experience in the sector. These initiatives are designed to make a real difference in society and promote sustainable development.



# PROPRIETARY PROGRAMS

## REDE DE VALOR

In March 2024, the Network of Value program was expanded to 8 Idomed units in the Northeast of Brazil in Açailândia/MA, Alagoinhas/BA, Canindé/CE, Iguatu/CE, Juazeiro/BA, Juazeiro do Norte/CE, Quixadá/CE and Teresina/PI. Thus, as of 2024, **11 units** are served, 3 in Rio de Janeiro, which have been served since August 2022, and the 8 in the Northeast. In total, the program currently serves 161 students.

The logo for Rede de Valor is contained within a circular frame. It features the text "Rede de Valor" in a bold, dark blue font. To the right of the text is a stylized icon consisting of three teal-colored dots arranged in a triangle, with a teal heart shape in the center of the bottom dot.

**Rede  
de Valor**

### SINCE THE BEGINNING OF THE PROGRAM

**49 doctors**

graduated with the help of the program

More than

**1.2 million**

reals distributed in financial aid

**161 future doctors**

currently served

## PROPRIETARY PROGRAMS

### LITERACY OF YOUNG PEOPLE AND ADULTS

In June 2024, the Literacy program reached the milestone of 1,719 graduates. Starting in August, the program will be expanded to the state of Piauí, bringing the total number of Estácio units served by the program to 15.



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

#### PROGRAM NUMBERS:

**15 units**  
served

Present in

**6 states**

(AM, BA, PI, RJ, SP, RN)  
and the Federal District

**+ 1,700 students**

graduated since the program's inception





# INSTITUTIONAL PROJECTS

## National Solidarity campaign 2024.1 - Good Blood Student Campaign:

This campaign aimed to promote blood donation events, creating a generation of new donors and saving thousands of lives. We collected around 3,200 blood bags, which can save more than 13,000 lives.

## Citizenship Scholarship Program:

This program aims to minimize the effects of social inequality by promoting citizen development through the Education pillar and contributing to social inclusion through education. Currently, we have 295 active scholarships in the period of 2024.1.

## Emergency Campaign - Together for Rio Grande do Sul:

In the face of the public calamity faced in the South of Brazil, we have mobilized to help families affected by the rains in the region. More than 50% of our campuses, throughout Brazil, have embraced the cause, mobilizing students and the community to raise awareness about the catastrophe.

# INSTITUTIONAL PROJECTS

## Emergency Campaign - Together for Rio Grande do Sul Initiatives carried out:

- **Donation collection:** non-perishable food, clothing, cleaning and hygiene products, and water.
- **Fundraising:** donations by transfer directly to the Government of the State of Rio Grande do Sul to support the reconstruction of the State.
- **NAAP Support:** local psychological support for families in need of social and emergency care.
- **Occupational Medicine and Social Assistance Support:** remote psychological support for over 200 impacted employees.
- **IT Support:** donation of 20 computer kits and 25 laptops to the State of Rio Grande do Sul; sending of another 20 computer kits to the Fargs campus in Porto Alegre.
- **People and Management Support:** R\$3,000 allowance for administrative and teaching staff residing in Porto Alegre, paid in May; anticipation of 30 days of vacation and the 1st installment of the 13th wage for those who requested.
- **Commercial Support:** total exemption for the June bill and adjustment of the July bill to a symbolic value of R\$50, reducing the financial burden on our students.
- **Employability Support:** support program in partnership with Recrut.AI, connecting students and residents in Rio Grande do Sul who have lost their sources of income to 100% remote job opportunities.
- **Rio Women Project - Estácio Edition:** project of the Women's government Secretary to train women in vulnerable situations. We have graduated 10,000 women.

YDUQS