

ESG | ENVIRONMENTAL, SOCIAL, AND GOVERNANCE POLICY

2021 saw initiatives related to the ESG consolidated in Cognia, which represents more than the path we wish to explore as shown by the results from the investments we made. This same year saw our ESG strategy become more widespread and influencing the Company's approaches.

The maturity of our practices aligned with the ESG strategy resulted in the released of the "Compromissos Cognia por um Mundo Melhor" (Cognia Commitments for a Better World), a public manifesto that reflects the Company's challenges and opportunities, such as diversity and urgent global demands to which we believe we can contribute, such as the social inequality so widespread in Brazil and the evolution of the climate change. We have set 14 goals to be achieved between 2022 and 2025, split into three pillars: Balance between People and Nature; Education, Diversity and Human Rights; and Governance and Integrity.

This development relied on mapping all the Company's acts and diagnosing the Company's maturity in a participatory process. The goals were approved by the Board of Directors. Besides the public commitments, there are internal goals we must achieve for the next years. We have also developed ten new policies during the year, have reviewed 15 others and undertook more than 20 benchmarks for priority issues.

Another advance that had influence at this was the formal binding of the ESG agenda in relation the Board of Directors by creating the People and ESG Committee. This approach strengthened the sustainability strategy in all the business units and may improve even more with the implementation of ESG criteria on the leadership compensation, one of the challenges found in the *Compromissos Cognia por um Mundo Melhor*.

These were the main highlights for 2021:

- Transparency increased with the Company's ESG website – <https://www.esgcogna.com.br/>;
- Quarterly reporting of the main indicators related to the ESG, with the inclusion in the quarterly releases to the market;
- Release of the Compromissos Cognia por um Mundo Melhor – access: <https://www.esgcogna.com.br/compromissos/compromisso-cogna-por-um-mundo-melhor/>
- Social actions, such as community projects, programs and provision of services that reached out to more than 3 million people. Every R\$ 1 invested resulted in R\$ 8 being granted to benefit the society as a whole, according to the SROI (Social Return on Investment) methodology;
- Women on Board (WOB) seal, an independent initiative supported by UN Women, has been granted to the Company for the current women representation in the Board of Directors;
- Besides our involvement with the UN Global Compact Brazil Network since 2010, in 2021 we adhered to the Women Empowerment Principles, the Fórum de Empresas e Direitos LGBTI+ (LGBTI+ Rights and Business Forum) and Instituto Ethos, which will allow us to share experiences and take part in important discussions related to the ESG agenda;
- Creation of affinity groups based on gender, ethnics, people with disabilities and LGBTQIA+;

In addition to the monitored advance on the fronts below:

- o Sustainalytics: Cognia was assess as a low-risk company, among the 2% better companies to provide services; the best of the Americas and the sixth in the whole world;

- o MSCI: BBB rating - among the 10% best in Diversified Services to the Consumer;
- o S&P CSA (Corporate Sustainability Assessment): over the average in the sector, holding the fourth global position and the first in comparison to the other companies of the same sector in Brazil;
- o Maiores e Melhores da Exame (Exame magazine award for the most distinguished companies): first in the Education sector, Cognia was granted 9 out of 10 points among the companies with outstanding ESG results in their respective sectors;
- o Estadão Empresas Mais (Estadão newspaper award for the most distinguished companies): second in the overall ranking for Education. First in the sector concerning Innovation, Sustainability and Corporate Governance

In line with the themes identified in the materiality process, we present quarterly the most relevant indicators for Cognia, consolidated information can be found in full in our Sustainability Reports on the page: www.esgcogna.com.br.

ENVIRONMENTAL

ODS	GRI	Water withdrawn by source (m³) - Cognia	Unit	4Q21	4Q20	% AH	3Q21	% AH
6	303-5	Groundwater	m³	57,901	57,874	0.0%	37,160	55.8%
		Municipal supply	m³	68,185	83,124	-18.0%	69,712	-2.2%
		Total	m³	126,152	140,998	-10.5%	107,627	17.2%
ODS	GRI	Energy consumption - Cognia	Unit	4Q21	4Q20	% AH	3Q21	% AH
12 and 13	302-1	Total energy consumed	GJ	32,750	32,106	2.0%	31,615	3.6%
		Percentage of energy from renewable sources*	%	88.0%	82.0%	6.0 p.p.	83.0%	5.0 p.p.

SOCIAL

ODS	GRI	Diversity in the staff by functional category	Unit	4Q21	4Q20	% AH	3Q21	% AH
5	418-1	High leadership - Female	% of people	8.0%	0.0%	8.0 p.p.	8.0%	0.0 p.p.
		High leadership - Male	% of people	92.0%	100.0%	-8.0 p.p.	92.0%	0.0 p.p.
		Total - High leadership¹	# of people	12	15	-20.0%	12	0.0%
		Leaders - Female ≥ Management	% of people	46.4%	44.0%	2.4 p.p.	47.0%	-0.6 p.p.
		Leaders - Male ≥ Management	% of people	53.6%	56.0%	-2.4 p.p.	53.0%	0.6 p.p.
		Total - Leaders ≥ Management	# of people	662	659	0.5%	703	-5.8%
		Coordinators, teachers and tutors - Female	% of people	57.2%	57.3%	-0.1 p.p.	57.0%	0.2 p.p.
		Coordinators, teachers and tutors - Male	% of people	42.8%	42.7%	0.1 p.p.	43.0%	-0.2 p.p.
		Total - Coordinators, teachers and tutors	# of people	10,995	11,889	-7.5%	11,406	-3.6%
		Backoffice - Female	% of people	67.8%	64.0%	3.8 p.p.	67.0%	0.8 p.p.
		Backoffice - Male	% of people	32.2%	36.0%	-3.8 p.p.	33.0%	-0.8 p.p.
		Total - Backoffice	# of people	11,685	10,246	14.0%	13,905	-16.0%
		Total - Female	% of people	62.2%	59.9%	2.3 p.p.	62.0%	0.2 p.p.
		Total - Male	% of people	37.8%	40.1%	-2.3 p.p.	38.0%	-0.2 p.p.
		Total - Collaborators	# of people	23,354	22,809	2.4%	26,026	-10.3%
ODS	GRI	Indirect economic impact	Unit	4Q21	4Q20	% AH	3Q21	% AH
4 and 10	103-2, 103-3, 203-1, 103-2 and 413-1	Social Projects	#	485	544	-11%	-	-
		People benefited	#	135,383	174,000	-22%	-	-
		Students and teachers involved	#	22,813	53,000	-57%	-	-
		Academic volunteering²	Hours	24,538	32,000	-23%	-	-
		Corporate Volunteering³	Hours	4,562	5,150	-11%	-	-
ODS	GRI	Health and safety	Unit	4Q21	4Q20	% AH	3Q21	% AH
3	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8 and 403-9	Total employees trained in health and safety²	%	4,526	2,423	87%	2,327	94%
		% of units covered by the Environmental Risk Prevention Program (PPRA)	%	100%	100%	0.0 p.p.	100%	0.0 p.p.
		Total minor injuries with employees	#	2	6	-	4	-50%
		Total minor injuries with third parties	#	5	3	-	0	-
		Total hours of face-to-face fire brigade training	#	539	1,080	-	894	-40%
		Average hours of face-to-face fire brigade training per participant	#	13	13	-	15	-10%
		Total hours of health and safety training	#	10,883	21,597	-50%	17,030	-36%
		Average hours of health and safety training per employee	#	4	5	-6%	3	78%
		Total de Total hours of training on work at height³	#	616	216	-	160	285%
		Average hours of training on height work per member³	#	8	8	-	8	0%
ODS	GRI	Employability	Unit	4Q21	4Q20	% AH	3Q21	% AH
1, 4, 8 and 10	GRI 103-2 and 103-3 SASB SV0101-03	New companies registered in Conecta	#	35,453	33,757.00	5%	35,100	1%
		Active resumes in Conecta	#	740,228	703,564.00	5%	733,155	1%
		New vacancies published in Conecta	#	659,661	521,309.00	27%	648,283	2%

GOVERNANCE

ODS	GRI	Diversity on the Board of Directors	Unit	4Q21	4Q20	% AH	3Q21	% AH
5	418-1	Female	% of people	33%	17%	16.7 p.p.	29%	4.8 p.p.
		Male	% of people	67%	83%	-16.7 p.p.	71%	-4.8 p.p.
		Total	# of people	6	6	0%	7	-14%
ODS	GRI	Ethics and governance	Unit	4Q21	4Q20	% AH	3Q21	% AH
8 and 16	102-16, 102-17, 205-1, 205-2 and 205-3	Employees covered by communication and ethics training	% of employees	100%	100%	0.0 p.p.	100%	-
		Operations subject to corruption-related risk assessment	% of operations	100%	100%	0.0 p.p.	100%	-
		Number of confirmed cases of corruption	# of cases	0	0	0	0	-

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