

## ESG - Environmental, Social and Governance

In this first quarter the action plans to achieve the goals set in the “Cogna Commitments for a Better World” document are already being carried out and constantly assessed, following internal methodologies based on the Agile methodology, with the definition of OKR’s and SMART goals. Check below the main highlights of ESG in the first quarter of 2022:

- Releasing Cogna Sustainability Report. The publication covers the period comprised between January 1 to December 31, 2021 and complies with the Global Reporting Initiative Standards (GRI) for the seventh consecutive time. The report resorts to the Sustainability Accounting Standards Board (SASB) guidelines for education sector indexes. In order to comply with the best practices, we also comply with the following guidelines: IBC Stakeholder, Capitalism Metrics and The World Economic Forum (WEF). The financial statements comply with the International Financial Reporting Standards (IFRS).
  - 136 GRI and SASB indicators reported in the 2021 Sustainability Report, an increase of 11 indicators compared to last year.
- Launch of the ESG Webseries, which aim is to tell the story of the Company upon the definition of the Cogna Commitments for a Better World; and it is available in the news section of the ESG website: <https://www.esgcogna.com.br/noticias/>.
- Start of the process to map and monitor Greenhouse Gases Inventory (GEE).
- Adherence to the Business Pact for Integrity and Against Corruption.
- - Publication of the revised and updated Code of Conduct with ESG best practices, in attention to human rights and of integrity and anti-corruption practices.
- Launch of the Telemedicine Cabin in corporate offices, for the benefit of the health and well-being of our employees we provide free access to health professionals in different specialties through virtual appointments.
- Launch of PRIDE – Cogna Internal Programme to Value Employees, which purpose is to acknowledge talented employees in Company who are experts in topics that matter to our culture.
- Launch of the Mindfulness Program, in attention to the mental health of our employees we provide a weekly schedule with sessions of meditation, yoga and practices of conscious breathing.
- Launch of the Impact Tips Program, rounds of conversation held in a live format to discuss socio-environmental issues, highlighting projects carried out institutionally complying with the 17 Sustainable Development Goals.
- Diversity and Gender Literacy and the launch of 5 episodes dedicated to ESG on the Cogna Talk Podcast:
  - #45 Trans visibility: a chat about struggles and opportunities
  - #46 A woman's place is wherever she wants to be - including in Science
  - #48 Women in Technology
  - #49 Structural sexism and toxic masculinity
  - #51 ESG in Cogna: operational results and social impact
- Inclusion of preferred name in more than 90% of the Company's internal systems and mapping of 80% of the employers by self-declaration of race

## MAIN INDICATORS

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](http://www.esgcogna.com.br).

## AMBIENTAL

ODS	GRI	Water withdrawn by source (m <sup>3</sup> ) - Cognia	Unit	1º QUARTER		2º QUARTER		3º QUARTER		4º QUARTER		
				1Q2022	1Q2021	1Q2020	2Q2021	2Q2020	3Q2021	3Q2020	4Q2021	4Q2020
3, 11 e 12	303-3	Underground water	m <sup>3</sup>	81,451	25,379	24,131	24,774	23,307	37,160	60,718	57,901	57,874
		Municipal Supply	m <sup>3</sup>	55,199	74,764	74,883	74,958	75,414	69,712	67,094	68,185	83,124
		<b>Total</b>	m <sup>3</sup>	<b>136,650</b>	100,143	99,014	99,732	98,721	107,627	127,812	126,152	140,998
ODS	GRI	Internal Consumption of energy – Cognia	Unit	1Q2022	1Q2021	1Q2020	2Q2021	2Q2020	3Q2021	3Q2020	4Q2021	4Q2020
12 e 13	302-1	Total of energy consumption	GJ	38,111	32,782	33,074	32,066	32,022	31,615	26,208	32,750	32,106
		Percentual of energy from renewable sources <sup>3</sup>	%	89%	85%	86%	86%	84%	83%	82%	88%	82%

### WATER<sup>1</sup>

Implementation of the Project of QR Code to improve the recording of the reading of hydrometers, with this, the monitoring of leaks will be faster.

Implementation of sending of emails/announcements and bulk alerts to all system users with about water saving and electrical energy content. These actions include information of awareness for the theme of sustainability.

### ENERGY<sup>2</sup>

Return of on-campus activities of integral mode impacts consumption of energy, increasing it. It is also observed a fall of Consumption due to the Campus of the Future project.

At the end of 2021, Kroton signed a contract for the installation of solar panels in the Unit of Jaú (SP) and Eunápolis (SP), as a pilot project. The facility is in the phase of energy homologation and will further expand our renewable energy index.

1 The calculations of the Consumptions were obtained in the corresponding invoices of the Companies of Supply. Kroton's campuses are located in metropolitan "urban centers" and the dry period considered provides for the rainfall regime used in the generation of electric energy "hydroelectric". The dry period considers water scarcity in all Brazilian states in the months from May to November.

2 Energy acquired in the Free Market environment is 100% encouraged, coming from alternative sources and therefore are considered as renewable origin.



We totaled 21,947 Employers in Cognia. The variation in relation to the result of 4Q2021, of 22,354, occurs due to employers who migrated to Eleva with the sale of saber schools. In the composition of positions, there is a predominance of women up to the level of coordination and, in Leadership (management and above), the rate of female participation is of 44%. Our goal is to reach the end of 2022 with 46% of women in Leadership and 50% by 2025.<sup>3</sup>

## GOVERNANÇA

ODS	GRI	Diversidade no Conselho of Administração	Unidade	1Q2022	1Q2021	1Q2020	2Q2021	2Q2020	3Q2021	3Q2020	4Q2021	4Q2020
5	405-1	Female	% of People	33%	17%	14%	29%	14%	29%	14%	33%	17%
		Male	% of People	67%	83%	86%	71%	86%	71%	86%	67%	83%
		Total	nº of People	6	6	7	7	7	7	7	6	6
ODS	GRI	Comportamento ético	Unidade	1Q2022	1Q2021	1Q2020	2Q2021	2Q2020	3Q2021	3Q2020	4Q2021	4Q2020
8 e 16	205-1, 205-2 e 205-3	Employers trained About políticas e procedimentos anticorrupção	% of People	100%	100%	60%	100%	60%	100%	60%	100%	100%
		Operações submetidas a avaliação of riscos relacionados à corrupção	% of operações	100%	100%	100%	100%	100%	100%	100%	100%	100%
		Number of Case confirmados of corrupção	nº of Case	0	0	0	0	0	0	0	0	0
ODS	GRI	Conformidade	Unidade	1Q2022	1Q2021	1Q2020	2Q2021	2Q2020	3Q2021	3Q2020	4Q2021	4Q2020
16	307-1 e 419-1	Multas por não conformidade socioeconômica	R\$ (mil)	0	0	0	0	0	0	0	0	0
		Sanções não financeiras por não conformidade socioeconômica	% of sanções	0	0	0	0	0	0	0	0	0
		Multas por não conformidade ambiental	R\$ (mil)	0	0	0	0	0	0	0	0	0
		Sanções não financeiras por não conformidade ambiental	% of sanções	0	0	0	0	0	0	0	0	0

We do not record significant fines or penalties in economic and social aspects, with the normal course of business. Cognia has been acting strongly on the preventive labor front, having mapped the main causes of contingencies and outlined robust plans of action to manage this risk with revisions and adjustments in procedures.

<sup>3</sup> From 4Q21 there was a change in the form of reporting, to disregard apprentices and trainees from the staff of total of employees. In 1Q2022 this total corresponded to 196 People. The data of indirect economic impact have half-yearly report, respecting the schedule of the projects.