

ESG | ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Cogna's ESG journey continues to be recognized by the main international bodies, consolidating its leadership and pioneering spirit within the education segment in the environmental, social and governance areas.

- **Diversity in the staff**

The 2Q23 ended with 25,659 employees.

In the second quarter of 2023, an oscillation of less than 1 percentage point was recorded in the female leadership indicator in comparison with the same period of 2022. To drive the evolution of this indicator, we maintain actions to attract, engage, retain and professionally develop women.

In the second quarter, affirmative vacancies for women were announced. Moreover, four initiatives are being structured: Entry Program (incentive to attract new female talent), Program for Sr. Analysts and Coordination (to train leaders), Program for Managers (aimed at fostering the progression and career evolution of female employees) and coaching sessions to prepare women to assume C-level positions.

Details of the main ESG indicators can be found in Exhibit 8 of this report.

EXHIBIT 8 – ESG INDICATORS

MAIN INDICATORS

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

Check the main highlights:

ENVIRONMENTAL

Water intake ³								
SDGs	GRI	Indicator	Unit	2Q23	2Q22	HA%	1Q23	HA%
3, 11, 12	303-3	Total water intake	m ³	122,755	133,647	-8.15%	110,815	10.78%
		Groundwater	%	30.4%	47.4%	-17 p.p.	48.3%	-17.9 p.p.
		Municipal supply	%	69.6%	52.6%	17 p.p.	51.7%	17.9 p.p.
Internal energy consumption ⁴								
SDGs	GRI	Indicator	Unit					
12, 13	302-1	Total energy consumed	GJ	39,371	41,473	-5.07%	42,010	-6.28%
		Energy from renewable sources ⁵	%	83%	85%	-2 p.p.	81%	2 p.p.

Highlights and observations:

- **Water**

The decrease in groundwater consumption is related to the closure of the well at our Distribution Center, located in the city of São José dos Campos, since there was a possible contamination of a land adjacent to our facilities, which housed a plant. Furthermore, the migration to municipal supply generated a delay in measurement, so the total consumption for the quarter should be revised in the 3Q23 report.

Work started on the Anglo Paulista unit, which will host the Anglo Tamandaré course as of the second semester of 2023. The building has modernized facilities and will offer greater mobility for students. Therefore, the 2Q23 data consider water consumption in the two units: Anglo Tamandaré and Anglo Paulista.

- **Electricity**

The decrease in energy consumption compared to other quarters is related to the lower use of air conditioning due to the milder climate.

We had the migration of another unit to the Free Energy Market in the quarter, an initiative that reinforces the Company's commitment to have 90% of the electric power consumed come from renewable sources by 2025.

³ The consumption totals were obtained from the corresponding bills from the supply Companies. Our units are located in metropolitan regions and urban centers. The dry period considered predicts the rainfall regime used in the generation of hydroelectric electricity. We carry out the raising through the purchase via sanitation companies or contracts with companies for the management of artesian wells.

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⁵ Energy acquired in the free market environment has 100% incentive, coming from alternative sources and therefore is considered a renewable source.

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SOCIAL

Diversity in the staff by functional category*								
SDGs	GRI	Indicator*	Unit	2Q23	2Q22	HA%	1Q23	HA%
5	405-1	C-level – Female	%	15%	14%	1 p.p.	15%	0 p.p.
		C-level – Male	%	85%	86%	-1 p.p.	85%	0 p.p.
		C-level - total	no.	13	14	-7.1%	13	0.0%
		Leadership (≥ manager) – Female	%	46%	45%	1 p.p.	47%	-1 p.p.
		Total - Leadership (≥ manager) – Male	%	54%	55%	-1 p.p.	53%	1 p.p.
		Leadership (≥ manager) ⁶ – total	no.	615	601	2.3%	637	-3.5%
		Academic staff – Female	%	55%	55%	0 p.p.	55%	0 p.p.
		Academic staff – Male	%	45%	45%	0 p.p.	45%	0 p.p.
		Academic staff ⁷ - total	no.	8,999	9,120	-1.3%	9,524	-5.5%
		Administrative/operating – Female	%	69%	57%	12 p.p.	69%	0 p.p.
		Administrative/operating – Male	%	31%	43%	-12 p.p.	31%	0 p.p.
		Administrative/Operational ⁸ – total	no.	14,171	12,148	16.7%	13,756	3.0%
		Employees – Female	%	63%	54%	9 p.p.	63%	0 p.p.
		Employees – Male	%	37%	46%	-9 p.p.	37%	0 p.p.
		Employees - total	no.	23,798	21,883	8.8%	23,930	-0.6%
Social impact								
SDGs	GRI	Indicator	Unit	1H23	1H22	2022		
4, 10	103-2, 103-3, 203-1, 413-1	Social projects	no.	294	219	1,056		
		Benefited people	no.	33,844	56,524	233,096		
		Students and faculty involved	no.	7,087	8,309	36,765		
		Academic volunteering	Hours	9,928	12,400	111,375		
		Corporate volunteering	Hours	1,288	1,620	3,216		
Health and Safety								
SDGs	GRI	Indicator	Unit	2Q23	2Q22	HA%	1Q23	HA%
3	403-5, 403-9	Units covered by the Risk Management Program (PGR)	%	100%	100%	0 p.p.	100%	0 p.p.
		Employees trained ⁹	no.	10,029	3,209	212.5%	2,279	340.1%
		Average hours of trainings per participant ¹⁰	no.	1.3	4.1	-69.5%	2.1	-40.5%

⁶ Management, senior management and leadership positions without direct reporting to the CEO (regional executive boards, unit executive boards and vice-presidencies).

⁷ Coordination of courses, professors and tutors.

⁸ Corporate coordination, specialists, assistants and analysts.

⁹ Since 2021, the indicator considers all employees who underwent training in the period, not just those hired.

¹⁰ Total training hours/employees trained.

	Accidents with and without leave ¹¹	no.	12	N/A	N/A	N/A	N/A
	Accident frequency	rate ¹²	1.25	1.81	-30.9%	0.87	43.7%
	Accidents with serious consequences ¹³	no.	0	N/A	N/A	N/A	N/A
	Accidents with serious consequences	rate ¹⁴	0	0	0.0%	0	0.0%

* Advisors, apprentices and interns were not considered in the total number of employees. **Indicators presented progressively, i.e., they refer to the accumulated total since the beginning of the year, therefore we do not present the changes related to previous periods. NA: Not available: Quarterly disclosure started in the second quarter of 2023. Disclosure was previously made annually through the Sustainability Reports of the respective reporting cycles **The main causes of occupational accidents were: impacts against a stationary object, accidental contact, impact suffered in areas of internal and external circulation, causing cuts/perforations, abrasions, bruises and sprains.

- **Social impact**

Since 2017, we have maintained our Social Project Management System, which enables the monitoring, improvement and transparency of the social projects carried out by our Higher Education Institutions, as well as the sharing of good practices in our network. Major projects are published on the website of the Brazilian Alliance for Education – an intersectoral movement in favor of Education in the country, led by Kroton.

We encourage the realization of social projects that serve communities located around our campuses through service learning, experiential education for students to get involved in activities that meet human and community needs, as well as opportunities for reflection aimed at achieving the desired learning results.

We run a Corporate Volunteer Program at Somos Futuro, which enables students from public schools to attend high school at one of our partner educational institutions. Our employees participate as interviewers in the candidate selection phase and can accompany the full education path of students, acting as mentors.

- **Health and Safety**

In the second semester of May 2023, an automatic reminder triggering process was implemented for employees who did not take the mandatory courses on occupational health and safety available at our corporate university. As a result, 7,794 people were trained during the third quarter, thus reducing the total number of employees pending mandatory training by 41%.

In the last week of May 2023, we held the 1Ht Mega SIPAT (Internal Week for the Prevention of Occupational Accidents), which brought together all Cogna units in an integrated event (online and broadcast live). Professionals from different areas presented health and safety content such as: Health and Safety Policy and ESG, 3Ps (stop, process, proceed), commuting accidents and road safety tips, how to identify and prevent harassment and other forms of violence, mental health in a technological context and what to do in emergencies.

¹¹ It also includes minor injuries treated in the workplace.

¹² Total accidents (with and without leave) / Total man-hours worked (MHW) x 1,000,000.

¹³ Accidents that generate injury or limitation of the worker's capabilities for a period of more than six months. Deaths are not included.

¹⁴ Occupational accident generate injury or limitation of the worker's capabilities for a period of more than six months. Deaths are not included. The rate follows the formula: Total occurrences X 1,000,000 / Total man-hours worked (MHW).

GOVERNANCE

Diversity in the Board of Directors (Gender)								
SDGs	GRI	Indicator	Unit	2Q23	2Q22	HA%	1Q23	HA%
5	405-1	Members	no.	5	5	0%	5	0%
		Women	%	40%	40%	0 p.p.	40%	0 p.p.
Ethical behavior								
SDGs	GRI	Indicator	Unit	2Q23	2Q22	HA%	1Q23	HA%
16	2-25	Cases registered in the Confidential Channel	no.	187	N/A	N/A	N/A	N/A
10	406-1	Complaints about discrimination received in the Confidential Channel	no.	8	N/A	N/A	N/A	N/A
		Confirmed cases of discrimination	no.	5*	N/A	N/A	N/A	N/A
5	405-1	Employees trained on anti-corruption policies and procedures	%	100%	100%	0 p.p.	100%	0 p.p.
		Transactions subject to corruption-related risk assessment	%	100%	100%	0 p.p.	100%	0 p.p.
		Confirmed cases of corruption	no.	0	0	0%	0	0%
Compliance								
SDGs	GRI	Indicator	Unit	2Q23	2Q22	HA%	1Q23	HA%
16	307-1, 419-1	Fines for social economic non-compliance	R\$'000	0	0	0%	0	0%
		Non-financial sanctions for social economic non-compliance	no.	0	0	0%	0	0%
		Fines for environmental non-compliance	R\$'000	0	0	0%	0	0%
		Non-financial sanctions for environmental non-compliance	no.	0	0	0%	0	0%
		Fines for social economic non-compliance	R\$'000	0	0	0%	0	0%
Customer data privacy								
SDGs	GRI	Indicator	Unit	2Q23	2Q22	HA%	1Q23	HA%
16	418-1	External complaints proven by the organization	no.	328	126	160.3 %	429	- 23.5 %
		Complaints received from regulatory bodies or similar official bodies	no.	1	0	100%	0	100%
		Identified cases of leakage, theft or loss of customer data	no.	0	0	0%	0	0%

NA: Not available: Quarterly disclosure started in the second quarter of 2023. Disclosure was previously made annually through the Sustainability Reports of the respective reporting cycles. *The other 3 complaints received are under investigation and have not yet been concluded.

- Diversity in the Board of Directors

60% of the seats in the Cognia's Board of Directors are held by people belonging to minority groups such as women, LGBTQIAP+. One of the goals of the Cognia Commitments for a Better World was to have these audiences represented

by at least 1/3 of the positions by 2025. The target was reached and surpassed in 2022, when there was an election for the new Board, which has a term of office until August 2024.

- **Ethical behavior**

In the second quarter, we started a program to raise awareness of Cogna's leadership with a workshop on discrimination, moral harassment and sexual harassment. The workshop presents the topic through concepts and practical examples and reinforces the existence of the Cogna Confidential Channel for reporting any situation involving discrimination, harassment and deviations from the Code of Conduct. It also highlights the guarantee of confidentiality and details the full process for investigating the reports received.

- **Compliance**

We did not record significant fines or sanctions related to economic and social aspects, except for the normal course of business. Cogna has been working strongly on the preventive labor front, having mapped the main causes of contingencies and outlined robust action plans to manage this risk with revisions and adjustments to procedures. During the year, there was no record of significant fines or administrative and judicial sanctions for non-compliance with environmental laws and/or regulations.

- **Customer data privacy**

In June 2023, the Mandatory Data Privacy Training was launched on the Unico Platform – our Corporate University, aimed at all Company's employees;

The change recorded between the first and second quarters of 2023 was due to requests to change and update data that occurred during the student intake and enrollment period. The complaint refers to a supervisory process that is being verified by the responsible body.