

ESG: Cogna Commitments for a Better World and achievements in 2023

Following the Sustainability strategy and aligned with the best practices, Cogna advances the ESG agenda and the generation of added value for its stakeholders and society.

The last quarter of the year is marked by the completion of the 2nd year of the Cogna Commitments for a Better World, a manifest that materializes, through public targets, the Company's commitment to sustainable development.

On the Social agenda, we stress our commitment to development and education in our country, through the Company's social impact platform. In 2023, 1,248 social projects were implemented by our Higher Education Institutions in actions that align the generation of positive social impact with professional practice. In total, over 372 thousand people benefited and further 400 thousand received services in our community spaces.

The advances and efforts of the Company's agenda were recognized by the most relevant bodies in its categories, including:

- B3's Corporate Sustainability Index (ISE) portfolio for the second consecutive year, as the first and only education company to be part of the Index;
- Presence in the 2024 S&P Yearbook, being the only company in the education sector in Brazil – and Latin America – to be considered a member of the Corporate Sustainability yearbook for the second year in a row. Last year, in addition to the inclusion, Cogna was also selected as an industry mover by the global report;
- Improvement in the CDP (Carbon Disclosure Project) assessment, with advancement in such assessment from C to B (on a scale from D- to A);
- Receipt of the Pro-Ethics Seal from the Brazilian Office of the Comptroller General (CGU) - where we are also the only education company - recognizing that the Company has the best practices for preventing, detecting and remediating acts of corruption and fraud, always seeking a more honest, ethical and transparent environment.

The year 2023 was marked by significant financial results, operational achievements, and advances in the 6 strategic pillars: Growth, Efficiency, Experience, People and Culture, Innovation, and ESG. We are very pleased with our accomplishments; however, it is the highly positive future outlook that excites us the most. Year after year, we are building processes, systems, brands, platforms, teams, products, distribution channels, capabilities, but above all, a culture that embodies ownership, teamwork, customer-centricity, growth mindset, and innovation, based on the "Cogna Way." It is with this inspiration that we aim to build a Cogna capable of empowering individuals, schools, organizations, and governments to become better versions of themselves, using products and services developed or distributed by us. We are the only education company capable of providing educational solutions from age 2 to 100, strengthening lifelong learning and the potential for shareholder value creation.

ESG | ENVIRONMENTAL, SOCIAL AND GOVERNANCE

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The last quarter of the year is marked by the completion of the 2nd year of the Cogna Commitments for a Better World, a manifesto that materializes, through public targets, the Company's commitment to sustainable development.

- Measure the impact of GHG emissions on the Company's operations, setting targets and commitments for mitigation and compensation;
- Train 100% of the employees in Health and Safety;
- Benefit 150,000 public education teachers with educational products and services by 2025;
- Integrate ESG targets into variable compensation policies for 100% of senior leadership;
- Have representation of at least 1/3 of women, black people, LGBTQIA+ on the Board of Directors.

On the Social agenda, we stress our commitment to development and education in our country, through the Company's social impact platform. In 2023, 1,244 social projects were implemented by our Higher Education Institutions in actions that align the generation of positive social impact with professional practice. In total, over 200 thousand people benefited and further 400 thousand received services in our community spaces.

Finally, as part of our commitment to shed light on the important role of education in the sustainability agenda, we held our III Education & ESG Forum in December. The purpose of the forums is to raise debates on emerging topics, with provocations that serve as a path to expanding dialogue for all our stakeholders.

Details of the main ESG indicators can be found in Exhibit 9 of this report.

EXHIBIT 9 – 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: <https://esg.cogna.com.br/>

ENVIRONMENTAL

Water intake ²								
SDGs	GRI	Indicator	Unit	4Q23	4Q22	HA%	4Q23	HA%
3, 11, 12	303-3	Total water intake	m ³	114,426	140,215	-22.54%	100,110	12.51%
		Groundwater	%	38.71%	45.38%	-6.67 p.p	38.92%	-0.21 p.p
		Municipal supply	%	61.29%	54.62%	6.67 p.p	61.08%	0.21 p.p

In the fourth quarter of 2023, water consumption increased compared to the previous quarter due to several factors, including the increased presence of employees at offices, the identification of a leak at the Londrina unit, as well as the intensification of the use of water for testing fire pumps. Furthermore, this period historically records a seasonal increase in consumption, influenced by the greater presence of students. Worsening the situation, an atypical heat wave across the country further increased the demand for water.

Internal energy consumption								
SDGs	GRI	Indicator	Unit	4Q23	4Q22	HA%	4Q23	HA%
12, 13	302-1	Total energy consumed	GJ	49,779	41,305	17.02%	38,443	22.77%
		Energy from renewable sources ³	%	83.32%	87.00%	-3.68 p.p	86%	-2.68 p.p

In the fourth quarter of 2023, energy consumption grew due to the increased use of air conditioning, resulting from the increase in the presence of students and employees. Worsening the situation, an atypical heat wave across the country further increased the demand for energy use due to air conditioners and fans. Moreover, the high demand in production led to an intensification in the use of machinery and equipment.

SOCIAL

Diversity in the staff by functional category ⁴								
SDGs	GRI	Indicator	Unit	4Q23	4Q22	HA%	3T2023	HA%
5	405-1	C-level – Female	%	17%	13%	3.67 p.p	17%	0 p.p.
		C-level – Male	%	83%	87%	-3.67 p.p	83%	0 p.p.
		C-level – total	no.	12	16	-33.33%	12	0%
		Leadership (≥ manager) – Female	%	46%	46%	-0.61 p.p	45%	0.28 p.p
		Total - Leadership (≥ manager) – Male	%	54%	54%	0.49 p.p	55%	-0.28 p.p
		Leadership (≥ manager) ⁵ – Total	no.	613	605	1.31%	619	-0.98%

² 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.

³ Energy acquired in the free market environment has 100% incentive, coming from alternative sources and therefore is considered a renewable source.

⁴ Advisors, apprentices and interns were not considered in the total number of employees.

⁵ Management, senior management and leadership positions without direct reporting to the CEO (regional executive boards, unit executive boards and vice-presidencies).

	Academic staff – Female	%	55%	55%	0.3 p.p	55%	0.14 p.p
	Academic staff – Male	%	45%	45%	-0.08 p.p	45%	-0.14 p.p
	Academic staff ⁶ – Total	no.	8,729	8,897	-1.92%	9,435	-8.09%
	Administrative Operational – Female	%	69%	69%	-0.13 p.p	69%	0.24 p.p
	Administrative Operational – Male	%	31%	31%	-0.22 p.p	31%	-0.24 p.p
	Administrative Operational ⁷ – Total	no.	14,199	13,526	4.74%	14,599	-2.82%
	Employees – Female	%	63%	63%	0.26 p.p	63%	0.35 p.p
	Employees – Male	%	36.7%	36.9%	-0.26 p.p	37%	-0.35 p.p
	Employees – Total	no.	23,553	23,044	2.16%	24,665	-4.72%

* Advisors, apprentices and interns were not considered in the total number of employees.

Highlights and observations:

During this period, we had the implementation of racial affirmative vacancies and the completion of the diversity census, which allowed to update the self-declaration of our employees. The completion and dissemination of the results of the diversity census allowed for an updated diagnosis, as well as the start of action plans with our affinity groups and representatives of all vice presidencies. As a highlight, we recorded an increase of 2% in the presence of black employees in the teams, reaching 37.12%, as well as a 2% increase in black leaders, reaching 29.95%.

During the period, 20 young people were hired in the Internship Program for people in socially vulnerable situations, and they are currently undertaking the development trail within the Company;

We held Black November with several literacy and awareness actions, the largest of which featured Conceição Evaristo speaking to the entire company, in person and online.

SDGs	GRI	Indicator	Unit	1S2023	2S2023
4, 10	103-2, 103-3, 203-1, 413-1	Social projects	no.	294	1,248
		Benefited people	no.	33,844	372,985
		Students and faculty involved	no.	7,087	67,233
		Academic volunteering	Hours	9,928	265,123
		Corporate volunteering	Hours	1,288	2,754

*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.

Highlights and observations:

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.

⁶ Coordination of courses, professors and tutors.

⁷ Corporate coordination, specialists, assistants and analysts.

We ended the year with a total of 472,124 people benefiting from services provided by our community service spaces. They total R\$ 266,435,816.86 million in exemption from services to the public authorities (calculated considering the gratuity of our services x values from the official tables of professional bodies and the Brazilian Unified Health System - SUS for each service). Examples include legal practice centers, school clinics, psychological care and model offices.

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								
SDGs	GRI	Indicator	Unit	4Q23	4Q22	HA%	3T2023	HA%
3	403-5, 403-9	Units covered by the Risk Management Program (PGR)	%	100.00%	100.00%	0.00%	100.00%	0%
		Employees trained ^[1]	number of people	4,889	4,943	-1.10%	4,667	4.54%
		Average hours of health and safety training per participant ¹¹	number of hours	3.43	1.44	58.02%	2.87	16.33%
		Accidents with and without leave	no.	10	N/A	N/A	15	-50.00%
		Accident frequency rate ¹²	rate	1.04	2.68	-158.23%	1.55	-49.12%
		Accidents with serious consequences ¹³	no.	0	N/A	N/A	0	0
		Rate of accidents with serious consequences ¹³	rate	0.00	0.00	0%	0	0%
		Compulsory reporting accidents ¹⁴	no.	7	N/A	N/A	5	28.57%
		Compulsory reporting accident rate ¹⁴	rate	0.73	0.56	23.03%	0.52	28.53%
		Occupational accident deaths	no.	0	N/A	N/A	0	0
		Death rate ¹⁵	rate	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 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.

Highlights and observations:

There was a reduction in accidents this quarter due to inspections carried out at workplaces, which identified risk situations and made corrections possible before accidents occurred. Moreover, reports of near misses resulted in the start of action plans to mitigate risks with the potential to cause damage.

GOVERNANCE

Diversity in the Board of Directors (Gender)								
SDGs	GRI	Indicator	Unit	4Q23	4Q22	HA%	3T2023	HA%
5	405-1	Members	no.	5	5	0%	5	0%
		Women	%	40.00%	40.00%	0 p.p.	40.00%	0 p.p.

Highlights and observations:

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								
SDGs	GRI	Indicator	Unit	4Q23	4Q22	HA%	3T2023	HA%
16	2-25	Cases registered in the Confidential Channel	no.	269	N/A	N/A	203	24.54%
10	406-1	Complaints about discrimination received in the Confidential Channel	no.	7.00	N/A	N/A	5	28.57%
		Confirmed cases of discrimination	no.	0	N/A	N/A	0	0
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	0.00	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.

*Of these five, 4 complaints are in the investigation/verification process.

Highlights and observations:

In the last quarter of 2023, we carried out an awareness program for leadership focused on moral harassment, sexual harassment and discrimination. The program started at the end of 2Q23 and was completed in 4Q23;

In November, we launched training at UniCO (Cognia's Corporate University) for all employees on forms of harassment and discrimination;

At the end of the year, we received the Pro-Ethics certification from the Comptroller General of the Union (CGU) and the award from the 100% Transparency Movement of the UN Global Compact on our compliance structure.

Compliance ⁸								
SDGs	GRI	Indicator	Unit	4Q23	4Q22	HA%	3T2023	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%

⁸ Considering only significant cases, that is, processes that damage the image of Cognia and its subsidiaries, leading to the interruption of operations or whose amounts involved are above R\$ 1 million.

		Non-financial sanctions for environmental non-compliance	no.	0	0	0%	0	0%
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Highlights and observations:

We did not record significant fines or sanctions related to economic and social aspects, except for the normal course of business. Cognia 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.

Customer data privacy								
SDGs	GRI	Indicator	Unit	4Q23	4Q22	HA%	3T2023	HA%
16	418-1	External complaints proven by the organization	no.	107	N/A	N/A	280	-161.68%
		Complaints received from regulatory bodies or similar official bodies	no.	0	N/A	N/A	0	0%
		Identified cases of leakage, theft or loss of customer data	no.	1	N/A	N/A	0	100.00%

Highlights and observations:

The change recorded between the third and fourth quarter of 2023 is normal due to the period of the year, as it does not correspond to the time of enrollment or re-enrollment. The identified leak case occurred through a supplier acting as operator, and was reported to the National Data Protection Authority (ANPD) and all actions were taken.