

ESG: Our list of achievements continues to grow...

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ESG | ENVIRONMENTAL, SOCIAL AND GOVERNANCE

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The acquired resources are being directed to foster high-quality courses at low costs. One innovative feature of the issue was the specific definition of a target population: investments must meet the criteria to benefit communities in social vulnerability - the educational unit must be in small municipalities, with less than 50,000 inhabitants and with a medium, low or very low Human Development Index (HDI) (below 0.700). Furthermore, we must be the only educational institution to offer at least one undergraduate course in the city, thus ensuring that the opening of the hub represents a valuable addition to the municipality. This major achievement reflects our values and purpose of encouraging people to build a better version of themselves through education.

Our sustainability strategy, aligned with the best ESG practices, aims to generate value for our stakeholders and society. We have made significant progress in achieving the targets provided for in the “Cogna Commitments for a Better World” manifesto, which reflect 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: We have mapped our emissions since 2019, covering the three scopes of the GHG Protocol. A Verification Body audited this data, ensuring its accuracy. The 2022 inventory was recognized by the Brazilian GHG Protocol Program, achieving the highest certification level. In December, we took on a voluntary target based on the Science-Based Targets Initiative (SBTI) to reduce total GHG emissions by 50.4% across all three scopes by 2032.
- Train 100% of the employees in Health and Safety: In 2023, the health and safety course became mandatory during the employee onboarding process. By December, 95% of leaders had completed the course.
- Integrate ESG targets into variable compensation policies for 100% of senior leadership: since 2022, ESG targets have been part of senior leadership’s variable compensation. In 2023, this practice was extended to all leaders and employees, thus reinforcing sustainability as a strategic pillar.
- Have representation of at least 1/3 of women, black people, LGBTQIA+ on the Board of Directors: Currently, 60% of the seats in the Board of Directors are held by representatives of minority groups, including women and members of the LGBTQIA+ community.

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: <https://esg.cogna.com.br/>

ENVIRONMENTAL

Water intake ¹								
SDGS	GRI	Indicator	Unit	1Q24	1Q23	HA%	4Q23	HA%
3, 11, 12	303-3	Total water intake	m ³	90,140	110,815	-22.9%	114,426	-26.9%
		Groundwater	%	35.7%	48.3%	-12.6 p.p	38.7%	-2.9 p.p
		Municipal supply	%	64.2%	51.6%	12.6 p.p	61.3%	2.9 p.p

Highlights and observations:

- In the first quarter of 2024, we recorded a decrease in water consumption compared to the same period of 2023. Such decrease is due to the reduction of leaks (which are currently being identified more quickly), with the implementation of the water efficiency project in eight higher education units and low production demand at our distribution center.
- The water efficiency project aims to save 23% in water consumption in the 23 Higher Education Institutions with the highest consumption. The implementation is expected to be completed by the end of 2Q24.

Internal energy consumption								
SDGS	GRI	Indicator	Unit	1Q24	1Q23	HA%	4Q23	HA%
12, 13	302-1	Total energy consumed	GJ	42,566	42,010	1.3%	49,779	-16.9%
		Energy from renewable sources ²	%	89.5%	81.0%	8.5 p.p	83.3%	6.2 p.p

Highlights and observations:

- In the first quarter of 2024, we recorded a lower energy consumption compared to the last quarter (4Q23), resulting from the period of reduced production demand at our distribution center - with less use of machinery and equipment.
- In March, the educational unit in Bacabal, Maranhão, migrated to the free energy market, aligned with our commitment to increase the consumption of energy from renewable sources by 2025.

¹ 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.

SOCIAL

Diversity in the staff by functional category ³								
SDGS	GRI	Indicator	Unit	1Q24	1Q23	HA%	4Q23	HA%
5	405-1	C-level – Female	%	23.1%	15.0%	8.1 p.p	16.7%	6.4 p.p
		C-level – Male	%	76.9%	85.0%	-8.1 p.p	83.3%	-6.4 p.p
		C-level – total	number	13	13	0.0%	12	7.7%
		Leadership (≥ manager) – Female	%	44.9%	47.0%	-2.1 p.p.	45.5%	-0.6 p.p
		Total - Leadership (≥ manager) – Male	%	55.1%	53.0%	2.1 p.p	54.5%	0.6 p.p
		Leadership (≥ manager) ⁴ – Total	number	626	637	-1.8%	613	2.1%
		Academic staff – Female	%	56.4%	55.0%	1.3 p.p	55.1%	1.3 p.p
		Academic staff – Male	%	43.6%	45.0%	-1.3 p.p	44.9%	-1.3 p.p
		Academic staff ⁵ – Total	number	10,048	9,524	5.2%	8,729	13.1%
		Administrative/operating – Female	%	69.4%	69.0%	0.4 p.p	69.2%	0.2 p.p
		Administrative/operating – Male	%	30.6%	31.0%	-0.4 p.p.	30.8%	-0.2 p.p.
		Administrative/Operational ⁶ – total	number	14,245	13,756	3.4%	14,199	0.3%
		Employees – Female	%	63.5%	63.0%	0.5 p.p	63.3%	0.1 p.p
		Employees – Male	%	36.5%	37.0%	-0.5 p.p	36.7%	-0.1 p.p.
		Employees – Total	number	24,932	23,930	4.0%	23,553	5.5%

Highlights and observations:

- In line with our plan and diversity goals, we have created talent banks specifically for people with disabilities and black people, with the purpose of increasing our diverse talent pool. As a result, during the period, we hired over 40 black individuals for leadership positions (starting from coordination) and 30 PwDs to join our teams.
- In March, we held a conversation with our female leaders, an action proposed by our DIVERS@S affinity group that looks at gender issues in the company. Still on affinity groups, we sought to enhance them in the last period. The groups currently have more than 800 employees and aim to expand networking, empathetic listening and exchange of real experiences, to maintain a healthy and inclusive environment for everyone.

² Energy acquired in the free market environment has 100% incentive, coming from alternative sources and therefore is considered a renewable source.

³ Advisors, apprentices and interns were not considered in the total number of employees.

⁴ Management, senior management and leadership positions without direct reporting to the CEO (regional executive boards, unit executive boards and vice-presidencies).

Social impact*					
SDGS	GRI	Indicator	Unit	1S23	2S23
4, 10	103-2, 103-3, 203-1, 413-1	Social projects	number	294	1,248
		Benefited people	number	33,844	372,985
		Students and faculty involved	number	7,087	67,233
		Academic volunteering	Hours	9,928	265,123
		Corporate volunteering	Hours	1,288	2,754

5 Coordination of courses, professors and tutors.

6 Corporate coordination, specialists, assistants and analysts.

*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.
- 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	1Q24	1Q23	HA%	4Q23	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 ⁷	number of people	3,705	2,279	38.5%	4,889	-32.0%
		Average hours of health and safety training per participant ⁸	number of hours	1.5	2.1	-39.1%	3.4	-127.2%
		Accidents with and without leave	number	8	N/A	N/A	10	-25.0%
		Accident frequency rate ⁹	rate	0.8	0.9	-4.8%	1.0	-25.2%
		Accidents with serious consequences ¹⁰	number	0	N/A	N/A	0.0	0.0%

		Rate of accidents with serious consequences ¹¹	rate	0.0	0.0	0.0%	0.0	0.0%
		Compulsory reporting accidents	number	5	N/A	N/A	7	-40.0%
		Compulsory reporting accident rate	rate	0.5	0.7	-25.0%	0.7	-39.9%
		Occupational accident deaths	number	0.0	N/A	N/A	0.0	0.0%
		Death rate	rate	0.0	0.0	0.0%	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.

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

8 Total training hours/employees trained.

9 Total accidents (with and without leave) / Total man-hours worked (MHW) x 1,000. It also includes minor injuries treated in the workplace.

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

11 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).

Highlights and observations:

- There was a reduction in accidents this quarter due to inspections carried out at workplaces with the identification of risk situations and implementation of preventive plans.
- Additionally, 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	1Q24	1Q23	HA%	4Q23	HA%
5	405-1	Members	number	5	5	0.0%	5	0.0%
		Women	%	40.0%	40.0%	0 p.p.	40.0%	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	1Q24	1Q23	HA%	4Q23	HA%
16	2-25	Cases registered in the Confidential Channel	number	170	N/A	N/A	269	-58.2%
10	406-1	Complaints about discrimination received in the Confidential Channel	number	12	N/A	N/A	7	41.6%
		Confirmed cases of discrimination	number	2*	N/A	N/A	0	100%
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	number	0	0	0.0%	0	0.0%
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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:

- The two confirmed cases were situations of moral harassment with a discriminatory bias. For both, the disciplinary measure adopted was the dismissal.
- We also carried out the course “Forms of Harassment and Discrimination” this quarter, launched at the end of last year. The course is part of the mandatory training trail at the Corporate University for all employees of the Company.

Compliance ⁷								
SDGS	GRI	Indicator	Unit	1Q24	1Q23	HA%	4Q23	HA%
16	307-1, 419-1	Fines for social economic non-compliance	R\$'000	0	0	0.0%	0	0.0%
		Non-financial sanctions for social economic non-compliance	number	0	0	0.0%	0	0.0%
		Fines for environmental non-compliance	R\$'000	0	0	0.0%	0	0.0%
		Non-financial sanctions for environmental non-compliance	number	0	0	0.0%	0	0.0%

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	1Q24	1Q23	HA%	4Q23	HA%
16	418-1	External complaints proven by the organization	number	185	429	-131.8%	107	42.1%
		Complaints received from regulatory bodies or similar official bodies	number	0	0	0.0%	0	0.0%
		Identified cases of leakage, theft or loss of customer data	number	0	0	0.0%	1	-100%

Highlights and observations:

- The number of requests received has been declining over time, due to the adoption of the holder’s consent to the Privacy Policy or Privacy Notice when obtaining the data, in which we only collect strictly necessary information. The first quarter tends to have a higher volume of enrollment requests received since it is the enrollment period.

¹² 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.