

ESG: Integrated Reporting Disclosure

In 2024, we began to publish our Integrated Report, strengthening our transparency and corporate governance. This change aims to offer a more comprehensive and integrated view of our activities, impacts, and strategies, aligning with the best global sustainability reporting practices. Launched in July, our Integrated Report is assured by an external audit, guaranteeing the accuracy and integrity of the information presented. Furthermore, it highlights the advancement of the ESG agenda and the generation of added value through positive social impact.

ANNEX 10 – ESG | ENVIRONMENTAL, SOCIAL AND GOVERNANCE

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The report brings data from our social projects and community services which, in 2023, benefited more than 372 thousand people in the communities surrounding our higher education units – an increase of 60% when compared to 2022. Through social projects and initiatives addressed in favor of the communities in which we operate, there were more than 265 thousand hours of academic volunteering and more than 1.9 thousand hours of corporate volunteering, in alignment with the ambitions of the social impact platform, our areas of activity: Fundação Pitágoras and Institute SOMOS that together contribute to the ESG strategy, manifested in the Cognia Commitments for a Better World.

In line with the themes identified in the materiality process, we present the most relevant indicators for Cognia every quarter. Consolidated information can be found in full in our Sustainability Reports on the page: <https://esg.cogna.com.br/>

ENVIRONMENTAL

water harvesting ¹								
ODS	GRI	Indicator	Unit	2Q2024	2Q2023	% Change	1Q2024	% Change
6	303-3	Total water capture	m ³	92,778	122,755	-24%	89.853	3%
		Groundwater	%	33%	30%	3.1 p.p.	36%	-2.39 p.p.
		Municipal supply	%	67%	70%	-3.1 p.p.	64%	2.39 p.p.

Highlights and observations:

- In the 2nd quarter of 2024, we observed lower water consumption compared to the same period in 2023, this decrease is due to the reduction in leaks (which began to be identified more quickly), with the beginning of the implementation of the water efficiency project in eight higher education units and low production demand in our distribution center;
- The water efficiency project aims to save 23% in water consumption in the 23 Higher Education Institutions with the highest consumption.

¹ Consumption totals were obtained from the corresponding invoices from the supply companies. Our units are located in metropolitan regions and urban centers. The dry period considered is predicted by the rainfall regime used in the generation of electrical energy by hydroelectric plants. We collect funds from purchases via sanitation companies or contracts with companies to manage artesian wells.

Internal energy consumption								
ODS	GRI	Indicator	Unit	2Q2024	2Q2023	% Change	1Q2024	% Change
12 e 13	302-1	Total energy consumed	GJ	48,265	40,601	19%	45,048	7%
		Energy from renewable sources ²	%	85%	84%	1.15 p.p.	85%	-0.34 p.p.

Highlights and observations:

- In the 2nd quarter of 2024, there was an increase in energy consumption compared to 1Q24 and 2Q23, due to the greater use of air conditioning in our units and offices, resulting from the increase in temperature that hit the country;
- In May, the teaching unit in Vila Mariana in São Paulo migrated to the free energy market, in alignment with our commitment to increasing energy consumption from renewable sources by 2025.

SOCIAL

Diversity in the workforce by functional category ³								
ODS	GRI	Indicator	Unit	2Q2024	2Q2023	% Change	1Q2024	% Change
5	405-1	C-level – Female	%	25%	15%	10 p.p	23%	2 p.p
		C-level – Male	%	75%	85%	-10 p.p	77%	-2 p.p
		C-level - total	No.	12	13	-8%	13	-8%
		Leadership (≥ manager) – Female	%	46%	46%	-0,04 p.p	45%	0,96 p.p
		Total - Leadership (≥ manager) – Male	%	54%	54%	0,05 p.p	55%	-0,95 p.p
		Leadership (≥ manager) ⁴ - total	No.	592	615	-4%	626	-5%
		Academic staff – Female	%	57%	55%	1,55 p.p	56%	0,55 p.p
		Academic staff – Male	%	43%	45%	-1,55 p.p	44%	-0,55 p.p
		Academic staff ⁵ - total	No.	9.556	8.999	6%	10.048	-5%
		Administrative/Operational – Female	%	69%	69%	0,07 p.p	69%	0,07 p.p
		Administrative/Operational – Male	%	31%	31%	-0,07 p.p	31%	-0,07 p.p
		Administrative/Operational ⁶ - total	No.	13.787	14.171	-3%	14.245	-3%
		Employees – Female	%	63%	63%	0,48 p.p	64%	-0,52 p.p

² Energy acquired in the free-market environment is 100% encouraged, coming from alternative sources and, therefore, 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 directorships, unit directorships, and vice-presidencies).

	Employees – Male	%	37%	37%	-0,48 p.p	36%	0,52 p.p
	Employees - total	No.	23,947	23,798	1%	24,932	-4%

Highlights and observations:

- In continuity with the diverse talent bank plan, specific banks were created for people with disabilities and black people, both ended in 2Q2023 with more than 1,168 registrations. During this period, we hired 735 black employees, 16 of them in positions of coordinator or above. We also hired 86 people with disabilities and 9 women for manager positions or above. Furthermore, to support leaders and ensure adequate, inclusive, and non-discriminatory interview processes, we created a Manager's Guide, which includes a module on Diversity and Inclusion.
- In May, we held a live broadcast together with the Compliance area to talk about the fight against LGBTphobia and reinforce our Code of Ethics and Reporting Channel. In the month of LGBTQIAPN+ Pride (June), we brought the company together for another live with employees from the affinity group to share their experiences and discuss a respectful and welcoming environment, in addition to reinforcing our commitment to the inclusion of people from the community at Cognia.
- The Black Women Trainee Program was also closed during the quarter, in which 9 women were hired in specialist, coordination, and supervisory positions. The program had a retention rate of 69%.

Social impact *					
ODS	GRI	Indicator	Unit	2S2023	1S2024
4, 10	103-2, 103-3, 203-1, 413-1	Social projects	No.	1,244	815
		Beneficiaries	No.	218,480	912,13
		Students and teachers involved	No.	36,308	28,253
		Academic volunteering	Hours	141,474	126,253
		Corporate volunteering	Hours	2,754	1,644

5 Coordination of courses, teachers, and tutors.

6 Corporate coordination, specialists, assistants, assistants, and analysts.

*Indicators are presented progressively, that is, they refer to the total accumulated since the beginning of the year, which is why we do not present variations relative to previous periods.

Highlights and observations:

- Since 2017, we have maintained our Social Project Management System, which enables the monitoring, improvement, and transparency of social projects carried out by our Higher Education Institutions, as well as the sharing of good practices across our network. Highlight projects are published on the Brazilian Alliance for Education website – an intersectoral movement in favor of Education in the country, led by Kroton.
- We encourage the implementation of social projects that serve communities around our campuses through service learning, an experiential education approach that involves students in activities addressing human and community needs, along reflection opportunities aimed at achieving the desired learning outcomes.
- We maintain a Corporate Volunteer Program anchored in Somos Futuro, which allows students from public schools to attend high school at one of the partner educational institutions. Our employees participate as interviewers in the candidate selection stage and can follow the students' entire educational trajectory, acting as mentors.

Health and Safety								
ODS	GRI	Indicator	Unit	2Q2024	2Q2023	% Change	1Q2024	% Change
3	403-5, 403-9	Units covered by the Risk Management Program (PGR)	%	100%	100%	0 p.p	100%	0 p.p
		Trained employees ⁷	number of people	3,713	10.029	-63%	3.705	0.2%
		Average hours of health and safety training per participant ⁸	number of hours	2.5	1.3	88%	1.5	63.3%
		Accidents with and without lost time	No.	15	12	25%	8	87.5%
		Accident frequency rate ⁹	rate	1.6	1.3	24%	0.8	93.8%
		Accidents with serious consequences ¹⁰	No.	0	0	0%	0	0%
		Rate of accidents with serious consequences ¹¹	rate	0.0	0.0	0%	0.0	0%
		Mandatory reporting accidents	No.	10	8	25%	5	100%
		Mandatory reporting accident rate	rate	1.04	0.8	25%	0.5	108%
		Deaths resulting from work accidents	No.	0	0	0%	0	0%
		Death rate	taxa	0.0	0.0	0%	0.0	0%

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

⁸ Total hours of training/trained employees.

⁹ Total accidents (with and without lost time) / Total man-hours worked (HHT) x 1,000,000. Also includes minor injuries treated in the workplace.

¹⁰ Accidents that cause injury or limitation of the worker's capabilities for a period of more than six months. Does not include deaths.

¹¹ A work accident results in injury or limitation of the worker's capabilities for a period of more than six months. Does not include deaths. The rate follows the formula: Total occurrences X 1,000,000 / Total man-hours worked (HHT).

Highlights and observations:

- During the period, the main causative agents were staircases (3), furniture (4) and sharps (4). Inspections were carried out at workplaces to identify risk situations and implement preventive plans.
- During the quarter, we had the Abril Verde Workshop, in which we spoke to priority areas about hiring procedures and third-party management, as well as care for high-risk activities and good practices.
- Another initiative was the 2nd Mega SIPAT, during which we covered topics such as Health and Safety Policy and Near Accident Reporting; Mental Health in the Digital Age; Spine Care; Harassment and Forms of Violence; and the Art of Identifying Hidden Risks in Everyday Situations. The event was held online with the participation of professionals specialized in each topic and generated an audience of more than 2 thousand people during the week.

GOVERNANCE

Diversity on the Board of Directors (gender)								
ODS	GRI	Indicator	Unit	2Q2024	2Q2023	% Change	1Q2024	% Change
5	405-1	Members	No.	6	5	20%	5	20%
		Members	%	33%	40%	-7 p.p.	40%	-7 p.p.

Highlights and observations:

- In April, elections were held for the Council, with Luiz Alves Paes de Barros becoming part of the body.
- 50% of the seats on Cognia's Board of Directors are occupied by people belonging to minority groups, such as women, and LGBTQIAP+. One of the goals of Cognia Commitments for a Better World is to have representation of these audiences in at least 1/3 of the positions by 2025. The goal was achieved and exceeded in 2022.

Ethical behavior								
ODS	GRI	Indicator	Unit	2Q2024	2Q2023	% Change	1Q2024	% Change
16	2-25	Cases registered in the Confidential Channel	No.	293	187	57%	170	72%
10	406-1	Complaints about discrimination received on the Confidential Channel	No.	16	8	100%	12	33%
		Confirmed cases of discrimination	No.	0 ¹	1 ²	-100%	2 ³	-100%
5	405-1	Employees trained on anti-corruption policies and procedures	%	100%	100%	0 p.p.	100%	0 p.p.
		Operations 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%

1 - 10 complaints in the investigation/investigation process

2 - 4 complaints in the investigation/investigation process

3 - 4 complaints in the investigation/investigation process

Highlights and observations:

- In the historical series, the number of cases registered in the Confidential Channel has grown. This increase is due to the intense publicity work of the Cognia Confidential Channel to report any situation related to discrimination, harassment, and deviations from the Code of Conduct.
- The first quarter is a vacation period for our students, and therefore, the number of registered cases is lower.

Conformity ⁷								
ODS	GRI	Indicator	Unit	2Q2024	2Q2023	% Change	1Q2024	% Change
16	307-1, 419-1	Fines for socioeconomic non-compliance	R\$ thousand	0	0	0.0%	0	0.0%
		Non-financial sanctions for socioeconomic non-compliance	No.	0	0	0.0%	0	0.0%
		Fines for environmental non-compliance	R\$ thousand	0	0	0.0%	0	0.0%
		Non-financial sanctions for environmental non-compliance	No.	0	0	0.0%	0	0.0%

Highlights and observations:

- We have not recorded any significant sanctions or fines related to economic and social aspects, aside from those arising in the normal course of business. Cognia has been actively focusing on preventive labor measures, identifying the main causes of contingencies, and developing comprehensive action plans to manage these risks, with ongoing reviews and adjustments to our procedures.

Customer data privacy								
ODS	GRI	Indicator	Unit	2Q2024	2Q2023	% Change	1Q2024	% Change
16	418-1	External complaints proven by the organization	No.	47	328	-86%	185	-75%
		Complaints received from regulatory agencies or similar official bodies	No.	2	0	100%	0	100%
		Identified cases of leakage, theft, or loss of customer data	No.	0	0	0%	0	0%

Highlights and observations:

- The two complaints received from regulatory agencies or similar official bodies pertain to requests from data subjects to the National Data Protection Authority (ANPD) for the deletion of personal data and cessation of advertising communications. Both cases had already been received by the responsible department and promptly addressed. We are now awaiting feedback from the ANPD.
- The decrease in the volume of complaints is due to an update on the Privacy Portal, which now allows for the reclassification of requests made by data subjects. This way, after analyzing the case, it is possible to identify and classify whether the request indeed pertains to the rights of data subjects as outlined in the LGPD (General Data Protection Law). Previously, other types of complaints (such as those related to academic and administrative issues) were **reported** and considered in the Portal's volume metrics.