

ESG: Commitment to Quality Education and Diversity and Inclusion

This quarter, we were recognized as the largest education company by Exame Magazine in the “*Melhores e Maiores 2024*” (Best and Biggest 2024), highlighting our commitment to providing quality education at all stages of the educational journey, from basic education to higher education. Furthermore, we joined the Movement for Racial Equity (Mover), which brings together more than 50 companies in favor of the inclusion of black people in the job market. As part of this initiative, we will offer 30,000 free scholarships at Faculdade Anhanguera, with the aim of fostering a fairer professional environment and creating more than 10,000 leadership positions, impacting 3 million black people by 2030. This collaboration is fundamental to combat institutional racism and promote racial equity.

For the second year in a row, Cogna is proud to be among the IBrX 100 companies that have 30% or more women on their Board of Directors. This recognition, granted by PWC Brazil in partnership with 30% Clube Brasil, reinforces our commitment to promoting a more diverse and inclusive corporate environment. The presence of women in our leadership is essential to drive innovation, representation and more comprehensive strategic decision-making.

ANNEX 9 – ESG | ENVIRONMENTAL, SOCIAL AND GOVERNANCE

As mentioned previously, we were recognized as the largest education company in the awards ceremony held by Exame, in “*Melhores e Maiores 2024*”. This recognition reinforces our purpose of encouraging people to build a better version of themselves through quality education. We continue to operate at all stages of the educational journey, offering the most comprehensive and diverse proposal in the sector, which includes everything from basic education to higher education.

Another important highlight of the quarter is that we became signatories of the Movement for Racial Equity (Mover), a non-profit association that brings together more than 50 companies with a total of more than 1.3 million workers, through this membership to Cognia reinforces its commitment to increasing employment opportunities for black people. As part of this initiative, we will offer 30,000 free scholarships for free courses at Faculdade Anhanguera, seeking to promote the professional development of young people and adults. With this action, we intend to promote a fairer and more equitable job market, contributing to the creation of more than 10 thousand leadership positions and impacting 3 million black people by 2030. Collaboration between companies from different sectors in Mover is essential to face institutional and structural racism, promoting a robust racial equity agenda.

These highlights are aligned with our strategy and public commitment made in 2021, through the manifesto “*Cognia Commitments for a Better World*”, which has Education, Diversity, and Human Rights as one of its pillars, with emphasis on the goals of achieving equity (50%) of leadership positions (\geq managers), occupied by men and women by 2025, increase the number of positions occupied by black people (black and brown) to 40% by 2025 and benefit 150 thousand public education teachers with products and services educational programs by 2025. The latter was surpassed in 2023 with the training of 179 thousand public school teachers through more than 3.5 thousand training courses in pedagogical topics across the country.

Teachers are fundamental players in the transmission of knowledge and the transformation of lives. Through the Grade 10 Educator Award, carried out by the SOMOS Institute, we value the initiatives of educators who contribute daily to improving Brazilian education. In total, nine educators from Brazilian public schools who developed transformative and impactful projects in their communities were selected, aligned with the 17 Sustainable Development Goals of the United Nations 2030 Agenda. The winners will be announced on November 12th, in an in-person ceremony, at the Pinacoteca de São Paulo (SP). The award ceremony will be broadcast live and simultaneously on the “*Prêmio Educador Nota 10*” channels and social networks: <https://premioeducadornota10.org/>.

In this edition, more than 2,700 projects were submitted, developed by teachers and school administrators from public and private schools, covering Early Childhood Education to High School, aligned with three thematic axes: *Human Rights, Sustainability, and Innovation and Technology*.

ENVIRONMENTAL

Water capture								
ODS	GRI	Indicator	Unit	3Q2024	3Q2023	% of AH	2Q2024	% of AH
6	303-3	Total water capture	m ³	83,942	100,110	-16%	92,778	-10%
		Groundwater	%	34%	39%	-4.53 p.p	33%	0.94 p.p
		Municipal supply	%	66%	61%	4.53 p.p	67%	-0.94 p.p

Highlights and observations:

- In the 3rd quarter of 2024, we observed lower water consumption compared to the same period in 2023. This decrease is the result of the reduction in leaks, which began to be identified more quickly, with the beginning of the implementation of the water efficiency project and lower demand production in our distribution center. The water efficiency project aims to save 23% in water consumption in the 23 Higher Education units with the highest consumption;
- Historically, the third quarter records lower water consumption compared to the second quarter, due to the holidays that occur in July.

Internal energy consumption								
ODS	GRI	Indicator	Unit	3Q2024	3Q2023	% of AH	2Q2024	% of AH
12 and 13	302-1	Total energy consumed	GJ	41,635	38,443	8%	48,265	-14%
		Energy from renewable sources ¹	%	86%	86%	-0.78 p.p	85%	0.74 p.p

Highlights and observations:

- In the 3rd quarter of 2024, there was an increase in energy consumption compared to 3Q23, due to the greater use of air conditioning in our units and offices, as a result of the increase in temperatures that hit the country;
- Energy consumption was lower compared to the previous quarter, due to write-off student attendance due to the holidays in July.

SOCIAL

Diversity in the workforce by functional category								
ODS	GRI	Indicator	Unit	3Q2024	3Q2023	% of AH	2Q2024	% of AH
5	405-1	C-level – Female	%	23%	17%	6.08 p.p	25%	-1.92 p.p
		C-level – Male	%	77%	83%	-6.08 p.p	75%	1.92 p.p
		C-level - total	n°	13	12	8%	12	8%
		Leadership (≥ manager) – Female	%	46%	45%	1.06 p.p	46%	0.1 p.p
		Total - Leadership (≥ manager) – Male	%	54%	55%	-1.06 p.p	54%	-0.11 p.p

	Leadership (≥ manager) ² - total	n°	573	619	-7%	592	-3%
	Academic staff – Female	%	57%	55%	1.97 p.p	57%	0.42 p.p
	Academic staff – Male	%	43%	45%	-1.97 p.p	43%	-0.42 p.p
	Academic staff ³ - total	n°	10,049	9,435	7%	9,556	5%
	Administrative/Operational – Female	%	70%	69%	0.53 p.p	69%	0.46 p.p
	Administrative/Operational – Male	%	30%	31%	-0.53 p.p	31%	-0.46 p.p
	Administrative/Operational ⁴ - total	n°	14,010	14,599	-4%	13,787	2%
	Employees – Female	%	64%	63%	0.85 p.p	63%	0.37 p.p
	Employees – Male	%	36%	37%	-0.85 p.p	37%	-0.37 p.p
	Employees – total	n°	24,645	24,665	0%	23,947	3%

Highlights and observations:

- Continuing with our Diversity and Inclusion actions, in July we promoted a dialogue with our LGBTQIAPN+ people to discuss their experiences in the job market and at Cognia. This month, we also promote and encourage our professionals to take the Ethnic-Racial Diversity course at the Corporate University (UniCo).
- In September, we celebrated the Month of People with Disabilities with a live event involving our professionals with disabilities. This initiative also promoted the UniCo course on the Inclusion of People with Disabilities and reinforced the PwD self-declaration campaign.
- Another important highlight of September is that we became signatories of the Movement for Racial Equity (Mover), a non-profit association made up of more than 50 companies that, together, employ more than 1.3 million workers. The movement works collaboratively to ensure that black people have access to more opportunities in the job market.

Social impact *					
ODS	GRI	Indicator	Unity	2H2023	1H2024
4, 10	103-2, 103-3, 203-1, 413-1	Social projects	n°	1,248	821
		People benefited	n°	372,985	913,119
		Students and teachers involved	n°	67,233	28,616
		Academic volunteering	Horas	265,123	127,445
		Corporate volunteering	Horas	2,754	1,644

* 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 best practices within our network. Notable projects are highlighted on the website of the Brazilian Alliance for Education—a cross-sector movement in support of education in the country, led by Kroton.
- We encourage the implementation of social projects that serve communities surrounding our campuses through service learning—experiential education that allows students to engage in activities addressing human and community needs, accompanied by reflective opportunities aimed at achieving 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	Unity	3Q2024	3Q2023	% of AH	2Q2024	% of AH
3	403-5, 403-9	Units covered by the Risk Management Program (PGR)	%	100%	100%	0 p.p	100%	0 p.p
		Trained employees ¹	number of people	3,172	4,667	-32%	3,713	-14.6%
		Average hours of health and safety training per participant ²	number of hours	3.1	2.9	9%	2.5	28.2%
		Accidents with and without lost time	nº	19	15	27%	15	26.7%
		Accident frequency rate ³	rate	2.0	1.6	28%	1.6	28.4%
		Accidents with serious consequences ⁴	nº	0	0	0%	0	0%
		Rate of accidents with serious consequences ⁵	rate	0.0	0.0	0%	0.0	0%
		Mandatory reporting accidents	nº	9	5	80%	10	-10%
		Mandatory reporting accident rate	rate	0.9	0.5	81%	1.0	-10%
		Deaths resulting from work accidents	nº	0	0	0%	0	0%
		Death rate	rate	0.0	0.0	0%	100%	0 p.p

¹ Since 2021, the indicator counts all employees who underwent training in the period, not just those hired.

² Total hours of training/trained employees.

³ Total accidents (with and without lost time) / Total man-hours worked (HHT) x 1,000,000. Also includes minor injuries treated in the workplace.

⁴ Accidents that cause injury or limitation of the worker's capabilities for a period of more than six months. Does not include deaths.

⁵ 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:

- The difference in trained employees between 3Q4 and 3Q23 is due to the automation of triggering reminders for mandatory courses - implemented last year. The increase in the average hours of health and safety training per participant, compared to 2Q24, is attributed to mandatory courses for new CIPA members.
- During the period, the main employee accidents occurred in internal circulation areas, resulting in falls on stairs, in addition to accidents in administrative areas and laboratories. Inspections were carried out at workplaces to identify risk situations and implement preventive plans.
- In the quarter, we promoted health actions, events, and lives, including "Momento Espaço Saúde" in offices and blood donation campaigns. We sent a statement advising employees and students on how to act in emergency situations. We also publicize the Mental Health Day procedure and provide Mental Health training at the Corporate University for all employees. Additionally, we held SIPAT (Internal Work Accident Prevention Week) at the Distribution Center.

GOVERNANCE

Diversity on the Board of Directors (gender)								
ODS	GRI	Indicator	Unity	3Q2024	3Q2023	% of AH	2Q2024	% of AH
5	405-1	Members	n°	6	5	20%	6	0%
		Members	%	33%	40%	-7 p.p.	33%	0 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	Unity	3Q2024	3Q2023	% of AH	2Q2024	% of AH
16	2-25	Cases registered in the Confidential Channel	n°	104	203	-49%	293	-65%
10	406-1	Complaints about discrimination received on the Confidential Channel	n°	11	5	120%	16	-31%
		Confirmed cases of discrimination	n°	1 ²	0 ³	100%	0 ¹	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	n°	0	0	0%	0	0%

¹10 complaints in the investigation/investigation process.

²8 complaints in the investigation/investigation process.

³4 complaints in the investigation/investigation process.

Highlights and observations:

- This quarter, the number of registered cases was lower compared to 2Q24, due to our students' vacation

period. In addition, we continue with intense publicity work on the Cognia Confidential Channel, encouraging the reporting of any situation related to discrimination, harassment, and deviations from the Code of Conduct.

- We received two complaints about the same situation of discrimination, which were confirmed. Applicable disciplinary measures have been taken.

Compliance								
ODS	GRI	Indicator	Unity	3Q2024	3Q2023	% of AH	2Q2024	% of AH
16	307-1, 419-1	Fines for socioeconomic non-compliance	R\$ mil	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\$ mil	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 did not record significant sanctions or fines related to economic and social aspects, except in the normal course of business. Cognia has been working strongly on the preventive labor front, having mapped the main causes of contingencies and drawn up robust action plans to manage this risk with reviews and adjustments to procedures.

Customer data privacy								
ODS	GRI	Indicator	Unit	3Q2024	3Q2023	% of AH	2Q2024	% of AH
16	418-1	External complaints proven by the organization	nº	108	280	-61%	47	130%
		Complaints received from regulatory agencies or similar official bodies	nº	0	0	0%	2	-100%
		Identified cases of leakage, theft, or loss of customer data	nº	0	0	0%	0	0%

Highlights and observations:

- The decrease in the volume of complaints, in relation to 3Q23, is due to the update on the Privacy Portal to allow the reclassification of requests opened by the data subject. In this way, it is possible, after analyzing the case, to identify and classify whether the request actually refers to the rights of the holders provided for in the LGPD. Previously, other types of complaints (such as those related to academic and secretarial issues) were reported and considered for the Portal's volume.
- Compared to the previous quarter, there was a 130% increase in the number of complaints, attributed, in part, to the beginning of the 2nd cycle of 2024 and the greater hiring of holders for intake.