

## ESG: Transformative education and commitment to sustainability

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## ANNEX 9 – ESG | ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Last quarter, we celebrated the 26th edition of the Prêmio Educador Nota 10, an initiative by Instituto SOMOS that reaffirms our commitment to valuing quality education and educators. This edition saw significant milestones, such as a 5% increase in entries compared to last year, totaling more than 2,700 projects submitted. We highlight the growing participation of public-school teachers, who represented 93% of the entries.

The award ceremony, held at the Pinacoteca de São Paulo, was supported by strategic partners such as Nova Escola, Ensina Brasil, Instituto Rodrigo Mendes, and Fundação Varkey. With innovative projects in the areas of Sustainability, Human Rights, and Innovation and Technology, the finalist educators were evaluated by a renowned panel of judges, including experts such as Claudia Costin and Lino de Macedo. These projects, in addition to winning awards, strengthen our contribution to the educational development of Brazil.

Another major highlight of the fourth quarter of 2024 was the IV Education & ESG Forum. For the fourth consecutive year, the Forum provided a rich space for discussions on these crucial topics for building a more sustainable and fair future.

With the participation of renowned experts and professionals from various areas, the event stood out for the depth of reflections and the exchange of experiences that aim to promote a real impact. The Forum was structured into three panels, which addressed essential topics for the ESG agenda.

Cogna's IV Education & ESG Forum was a milestone in promoting dialogues on the challenges and solutions for a more sustainable and fairer world. Through enriching debates, the event reaffirms Cognia's commitment to contributing to a more inclusive and environmentally responsible society. Education plays a central role in this process, and the partnership between companies, government, and civil society is essential to transform ideas into concrete actions that positively impact future generations.

### ENVIRONMENTAL

Water intake								
SDG	GRI	Indicator	Unit	4Q2024	4Q2023	% QoQ	3Q2024	% QoQ
6	303-3	Total water intake	m <sup>3</sup>	89.274	114.426	-22%	83.942	6%
		Groundwater	%	34%	39%	-4,42 p.p.	34%	-0,1 p.p.
		Municipal supply	%	66%	61%	4,42 p.p.	66%	0,1 p.p.

Highlights and observations:

- In the 4th quarter of 2024, we observed a lower water consumption compared to the same period in 2023. This 22% reduction in the volume recorded in 4Q24 compared to 4Q23 due to the fact that, in the previous year, the Distribution Center (DC) was operating with high demand driven by the deliveries of NBTP.
- The 6% increase in water consumption compared to 3Q24 can be attributed to the high temperatures of the period, which influenced the demand for air conditioning use.

Internal energy consumption								
SDG	GRI	Indicator	Unit	4Q2024	4Q2023	% QoQ	3Q2024	% QoQ
12 e 13	302-1	Total energy consumed	GJ	48.570	46.982	3%	40.781	19%
		Energy from renewable sources	%	91%	88%	2,24 p.p.	88%	2,51 p.p.

Highlights and observations:

- In the 4th quarter of 2024, there was an increase in energy consumption compared to 4Q23 and 3Q24, 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.

## SOCIAL

Diversity in the Staff Framework by Functional Category								
SDG	GRI	Indicator	Unit	4Q2024	4Q2023	% QoQ	3Q2024	% QoQ
5	405-1	C-level – Female	%	23%	17%	6 p.p.	23%	-0,08 p.p.
		C-level – Male	%	77%	83%	-6 p.p.	77%	0,08 p.p.
		C-level - total	nº	13	12	8%	13	0%
		Leadership (≥ manager) – Female	%	46%	46%	0 p.p.	46%	-0,06 p.p.
		Total - Leadership (≥ manager) – Male	%	54%	54%	0 pp.	54%	0,06 p.p.
		Leadership (≥ manager) - total	nº	565	613	-8%	573	-1%
		Academic staff – Female	%	57%	55%	2 p.p.	57%	0,03 p.p.
		Academic staff – Male	%	43%	45%	-2 p.p.	43%	-0,03 p.p.
		Academic staff - total	nº	9.442	8.729	8%	10.049	-6%
		Administrative/Operational – Female	%	70%	69%	1 p.p.	70%	0,47 p.p.
		Administrative/Operational – Male	%	30%	31%	-1 p.p.	30%	-0,47 p.p.
		Administrative/Operational - total	nº	14.167	14.199	0%	14.010	1%
		Staff – Female	%	64%	63%	1 p.p.	64%	0,15 p.p.
		Staff – Male	%	36%	37%	-1 p.p.	36%	-0,15 p.p.
		Staff - total	nº	24.187	23.553	3%	24.645	-2%

Highlights and observations:

- Continuing our Diversity and Inclusion initiatives, we made progress this quarter in including people with disabilities in the job market. In partnership with the consulting firm Wise Hands, we launched a program that offers full scholarships for training in the administrative area. The initiative aims to strengthen the qualifications of these professionals and expand their employability opportunities, including the possibility of hiring in our educational institutions and corporate offices.

Social Impact *					
SDG	GRI	Indicator	Unit	1H2024	2H2024
4, 10	103-2, 103-3, 203-1, 413-1	Social projects	nº	821	1.679
		People benefited	nº	913.119	1.310.216
		Students and faculty involved	nº	28.616	56.358
		Academic volunteering	Hours	127.445	209.531
		Corporate volunteering	Hours	1.644	2.337

### 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 in our network.
- We encourage the implementation of social projects that serve communities located around our campuses through service learning, and experiential education so that students engage in activities that meet human and community needs, along with opportunities for reflection aimed at achieving desired learning outcomes.
- We maintain a Corporate Volunteer Program anchored in 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 stage and can monitor the student's entire educational trajectory, acting as mentors.

Health and Safety								
SDG	GRI	Indicator	Unit	4Q2024	4Q2023	% QoQ	3Q2024	% QoQ
3	403-5, 403-9	Units covered by the Risk Management Program (PGR)	%	100%	100%	0 p.p.	100%	0 p.p.
		Trained employees <sup>1</sup>	number of people	2.875	4.889	-41%	3.172	-9,4%
		Average hours of health and safety training per participant <sup>2</sup>	nº horas	4,2	3,4	22%	3,1	32,2%
		Accidents with and without lost time	nº	16	10	60%	19	-15,8%
		Accident frequency rate <sup>3</sup>	taxa	0,8	1,0	-16%	2,0	-57,8%
		Accidents with serious consequences <sup>4</sup>	nº	0	0	0%	0	0%
		Rate of accidents with serious consequences <sup>5</sup>	taxa	0,0	0,0	0%	0,0	0%
		Compulsory reporting accidents	nº	2	7	-71%	9	-78%

	Accident rate from compulsory reporting	taxa	0,2	0,7	-71%	0,9	-78%
	Deaths resulting from work accidents	nº	0	0	0%	0	0%
	Death rate	rate	0,0	0,0	0%	0,0	0%

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

2 Total training hours/Employee trained.

3 Total accidents (with and without time off) / Total man-hours worked (HHT) x 1,000,000. Also includes minor injuries treated at 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 Work accidents that cause 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 this period, the main accidents involving employees were cuts and punctures to fingers and hands, which occurred in circulation areas and laboratories. Inspections were performed at the workplace to identify risk situations and implement preventive plans.
- This quarter, there was an increase in the volume of hiring for the "Back to School" campaign and for the inventory at the São José dos Campos Distribution Center. The SESMT team, together with the leaders, reinforced the guidelines and conducted inspections in the areas, which resulted in a reduction in near-misses and workplace accidents, even during the high-demand period.

### GOVERNANCE

Diversity in the Board of Directors (gender)								
SDG	GRI	Indicator	Unit	4Q2024	4Q2023	% QoQ	3Q2024	% QoQ
5	405-1	Members	nº	6	5	20%	6	0%
		Women	%	33%	40%	-7 p.p.	33%	0 p.p.

### Highlights and observations:

- In April 2024, elections were held for the Council, and Luiz Alves Paes de Barros became a member.
- 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 from these groups in at least 1/3 of the positions by 2025. The goal was reached and exceeded in 2022.

Ethical behavior								
SDG	GRI	Indicator	Unit	4Q2024	4Q2023	% QoQ	3Q2024	% QoQ
16	2-25	Cases registered in the Confidential Channel	nº	418	269	55%	104	302%
10	406-1	Complaints about discrimination received through the Confidential Channel	nº	14	7	100%	11	27%
		Confirmed cases of discrimination	nº	2	0 <sup>1</sup>	100%	1 <sup>2</sup>	100%
5	405-1	Employees trained on anti-corruption policies and procedures	%	100%	100%	0 p.p.	100%	0 p.p.
		Operations subject to risk assessment related to corruption	%	100%	100%	0 p.p.	100%	0 p.p.
		Confirmed cases of corruption	nº	0	0	0%	0	0%

<sup>1</sup>10 complaints under investigation/assessment

<sup>2</sup>8 complaints under investigation/assessment.

<sup>3</sup>4 complaints under investigation/assessment.

### Highlights and observations:

- We have expanded the confidential channel to reach a wider audience, including places where this communication did not previously exist. We implemented QR Code signs in corporate offices, distribution centers and educational institutions, in addition to making the channel link available directly on the student portal. This increased access and visibility may have contributed to the increase in the number of cases registered this quarter in comparison, reflecting greater awareness and confidence in the use of the channel.
- This quarter, two cases of discrimination were confirmed, resulting in a warning for an Employee and the expulsion of a college student.

Compliance								
SDG	GRI	Indicator	Unit	4Q2024	4Q2023	% QoQ	3Q2024	% QoQ
16	307-1, 419-1	Fines for socioeconomic non-compliance	R\$ thousand	0	0	0,0%	0	0,0%
		Non-financial sanctions for socio-economic non-compliance	n°	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	n°	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, except in the normal course of business. Cognia has been working hard on the labor prevention front, having mapped the main causes of contingencies and drawn up robust action plans to manage this risk with reviews and adjustments in procedures.

Customer Data Privacy								
SDG	GRI	Indicator	Unit	4Q2024	4Q2023	% QoQ	3Q2024	% QoQ
16	418-1	External complaints proven by the organization	n°	25	2	1150%	108	-77%
		Complaints received from regulatory agencies or similar official bodies	n°	0	0	0%	0	0%
		Identified cases of leaks, theft, or loss of customer data	n°	0	0	0%	0	0%

### Highlights and observations:

- The increase in the number of cases in 4Q24 compared to the same period in 2023 can be explained by the update to the Privacy Portal, which now allows for a more detailed analysis and reclassification of data subject requests. As a result, the Company began to more efficiently record cases involving data subject rights provided for in the LGPD.
- The 77% reduction in the number of cases this quarter compared to 3Q24 is related to the return to school period, which usually sees an increase in complaints, especially on topics such as ProUni and Fies, which were not recorded in 4Q2024.