

ESG: Results that reflect our commitment to education, sustainability and positive impact...

Cogna began 2025 with important milestones that reflect its commitment to sustainability, inclusion and transformation through education. When it comes to sustainability, the company has kept its B rating in the CDP, strengthening its climate management and commitment to mitigating environmental impacts. The company has also been recognized as an "Industry Mover" in the 2025 Sustainability Yearbook by S&P Global. Furthermore, it remains part of the ISE B3 index, which highlights organizations that uphold high standards of environmental and social governance in Brazil.

In the education sector, Cognia launched the 27th edition of the *Educador Nota 10* Award (Top Educator Award), highlighting the appreciation of innovative pedagogical practices, with a 12% increase in the number of applicants compared to the previous year. The company's participation in the Mulher 360 movement was also highlighted, strengthening gender equity and diversity initiatives in the corporate culture. These achievements reiterate Cognia's mission to build a more sustainable and fair future, driving social and educational progress.

ANNEX 7 – ESG | ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Cogna began 2025 with significant achievements that reinforce our commitment to building a more sustainable, inclusive and transformative future through education. More than just numbers, the advances achieved in this first quarter reflect our dedication to generating value for society, our employees, partners and other stakeholders.

In terms of sustainability, we received important recognition by maintaining our B rating from the CDP (Carbon Disclosure Project), one of the main global platforms for assessing environmental performance. This rating reinforces Cogna's transparency and commitment to climate management and mitigating environmental impacts throughout our value chain. We continue to advance our ESG commitments based on clear goals and structured actions, aligned with international best practices.

Another highlight was Cogna's recognition as an "Industry Mover" in the Sustainability Yearbook 2025, an annual publication by S&P Global that evaluates more than 7,000 companies worldwide. Being considered the company with the greatest progress in sustainability practices in our sector is a source of pride and a direct result of the collective work we have developed to integrate sustainability into the company's strategy and culture.

Further reinforcing this commitment, we continue to be a member of the ISE B3 portfolio (Corporate Sustainability Index), which brings together companies with the highest standards in environmental, social and governance practices in the Brazilian market. Cogna's presence in the ISE is an important seal of credibility, which recognizes our continuous effort to lead responsibly and actively contribute to a more balanced and conscious future.

In the educational field, we launched the 27th edition of the *Educador Nota 10* Award (Top Educator Award), promoted by the Instituto SOMOS. Considered the largest and most relevant award in Brazilian basic education, the initiative recognizes and recognizes teachers and school administrators who develop innovative and high-impact pedagogical practices. The opening of applications was marked by significant growth: we recorded a 12% increase in the number of registered educators compared to the same period last year, which reinforces the credibility and reach of the award in the Brazilian educational scenario.

Another important achievement of the quarter is that Cogna is now part of the *Mulher 360* movement, an initiative that seeks to promote gender equality and empower women in all spheres of society. This membership reinforces our commitment to diversity and inclusion, in addition to strengthening our organizational culture, which values female leadership in the corporate environment. By joining this network, we have the opportunity to learn and share good practices, contributing to the construction of a fairer and more equal future for women in Brazil.

These achievements reflect the purpose that drives us to encourage people to build a better version of themselves. We remain steadfast in the journey of building a fairer, more sustainable country with more opportunities for all — investing in innovation, valuing educators and leading responsibly.

ENVIRONMENTAL

Water Intake								
SDG	GRI	Indicator	Unit	1Q25	1Q24	% YoY	4Q24	% QoQ
6	303-3	Total water intake	m³	73,081	91,976	-21%	92,674	-21%
		Groundwater	%	35%	35%	-0.26 p.p	33%	2.04 p.p
		Municipal supply	%	65%	65%	0.26 p.p	67%	2.04 p.p

Highlights and observations:

- 2024 data have been adjusted as part of the annual reparameterization process, as some invoices may not be available at the time of data closure.
- In the first quarter of 2025, we observed a 21% reduction in water consumption compared to the same period in 2024. This result is mainly attributed to the implementation of the Water Efficiency project, which began in 2024, in the company's 22 HEIs with the highest water consumption. The project aims to promote 23% savings in water consumption in these units, and the results are already evident.
- Additionally, we had the integration of the new unit, Start Anglo Liceu, whose consumption began to be accounted for. In addition, the Anglo Tamandaré unit was deactivated and leased to third parties in the first half of January 2025;

Internal Energy Consumption								
SDG	GRI	Indicator	Unit	1Q25	1Q24	% YoY	4Q24	% QoQ
12 e 13	302-1	Total energy consumed	GJ	42.062	41.622	1%	49.088	-14%
		Energy from renewable sources ¹	%	91%	86%	4,46 p.p	89%	1,57 p.p

Highlights and observations:

- 2024 data have been adjusted as part of the annual reparameterization process, as some invoices may not be available at the time of data closure.
- Additionally, we had the integration of the new unit, Start Anglo Liceu, whose consumption began to be accounted for. In addition, the Anglo Tamandaré unit was deactivated and leased to third parties in the first half of January 2025. It is also important to highlight that the data from the Anglo Paulista unit began to be considered this year, after the correction of a measurement error by the local energy concessionaire.

SOCIAL

Workforce Diversity by Job Category								
SDG	GRI	Indicator	Unit	1Q25	1Q24	% YoY	4Q24	% QoQ
5	405-1	C-level – Female	%	27%	17%	6 p.p	23%	-0,08 p.p
		C-level – Male	%	73%	83%	-6 p.p	77%	0,08 p.p
		C-level - total	nº	11	12	8%	13	0%
		Leadership (≥ manager) – Female	%	46%	46%	0 p.p	46%	-0.06 pp
		Total - Leadership (≥ manager) – Male	%	54%	54%	0 p.p	54%	0.06 pp
		Leadership (≥ manager) ² - total	nº	570	613	-8%	573	-1%
		Academic staff – Female	%	57%	55%	2 p.p	57%	0.03 pp
		Academic staff – Male	%	43%	45%	-2 p.p	43%	-0.03 pp
		Academic staff ³ - total	nº	10,080	8.729	8%	10.049	-6%
		Administrative/Operational – Female	%	70%	69%	1 p.p	70%	0.47 pp
		Administrative/Operational – Male	%	30%	31%	-1 p.p	30%	-0.47 pp
		Administrative/Operational ⁴ - total	nº	14,828	14.,99	0%	14.010	1%
		Employees – Female	%	64%	63%	1 p.p	64%	0.15 pp
		Employees – Male	%	36%	37%	-1 p.p	36%	-0.15 p.p.
		Employees - total	nº	25,489	23,553	3%	24.645	-2%

Highlights and observations:

- Continuing our Diversity and Inclusion actions, we reaffirm our commitment to promoting inclusion and recognizing the multiple identities that make up both our society and Cognia. On National Trans and Transvestite Visibility Day, we took the opportunity to reinforce our commitment to the inclusion of the trans and transvestite community, combating discrimination and promoting equal rights. Throughout the week, we highlighted the importance of this date through posts on our internal social network, with the aim of inspiring and mobilizing everyone for a fairer and more respectful environment.
- In March, we celebrated International Women's Day, a historic occasion that invites us to reflect on the importance of working not only for a diverse labor market, but for a plural and equitable society. During this period, we highlight #WomenwhoDrive and recognize the talent, dedication and achievements of our employees, who are essential to Cognia's success and growth. These actions are fundamental to strengthening our commitment to a more inclusive and respectful work environment.
- Another important achievement of the quarter is that Cognia is now part of the Mulher 360 movement, which promotes gender equality and female empowerment. This membership reinforces our commitment to diversity and inclusion, in addition to strengthening our organizational culture. By joining the network,

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

we contribute to a fairer and more equal future for women in Brazil.

Social Impact *					
SDG	GRI	Indicator	Unit	2H2024	1H2025
4, 10	103-2, 103-3, 203-1, 413-1	Social projects	no.	1.679	n.a
		People benefited	no.	1,310,216	n.a
		Students and faculties involved	no.	56,358	n.a
		Academic volunteering	Hours	209,531	n.a
		Corporate volunteering	Hours	2,337	n.a

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 during the selection process and monitor the students' entire educational trajectory, acting as mentors.

Health and Safety								
SDG	GRI	Indicator	Unit	1Q25	1Q24	% YoY	4Q24	% 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 ¹	no. of people	1,574	3,705	-58%	3.172	-9.4%
		Average hours of health and safety training per participant ²	no. hours	3.4	1.5	123%	3,1	32.2%
		Accidents with and without time off	no. rate	12	8	50%	19	-15.8%
		Accident frequency rate ³	no. rate	1.2	0.8	51%	2,0	-57.8%
		Accidents with severe consequences ⁴	no. rate	0	0	0%	0	0%
		Rate of accidents with severe consequences ⁵	no. rate	0.0	0.0	0%	0,0	0%

		Compulsory reporting accidents	no. of people	9	5	80%	9	-78%
		Accident rate from compulsory reporting	no. hours	0.9	0.5	82%	0,9	-78%
		Deaths resulting from work accidents	no. rate	0	0	0%	0	0%
		Death rate	no. rate	0.0	0.0	0%	0,0	0%

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

2 Total training hours/employees trained.

3 Total accidents (with and without time off work) / Total work 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 cause injuries or limitations to 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 work hours (HHT).

Highlights and observations:

- During the period, the main employee accidents were cuts and punctures to fingers and hands, which occurred in circulation areas and laboratories. Inspections were carried out at the workplace to identify risk situations and implement preventive plans.
- The reduction in the number of employees trained in the first quarter of 2025 is due to the fact that our training follows a refresher cycle every two years. In other words, many employees have already participated in training in previous periods, which naturally reduces the demand for new training at this time.

GOVERNANCE

Gender Diversity on the Board of Directors								
SDG	GRI	Indicator	Unit	1Q25	1Q24	% YoY	4Q24	% 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/24, elections were held for the Council, with Luiz Alves Paes de Barros becoming a member of the body.
- 50% of the seats on Cogna's Board of Directors are occupied by people belonging to minority groups, such as women and LGBTQIAP+. One of the goals of Cogna 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	1Q25	1Q24	% YoY	4Q24	% QoQ
16	2-25	Cases registered in the Confidential Channel	no.	478	170	181%	418	14%
10	406-1	Complaints about discrimination received through the Confidential Channel	no.	12	12	0%	14	-14%
		Confirmed cases of discrimination	no.	0	21	100%	2	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%
--	--	-------------------------------	-----	---	---	----	---	----

¹10 complaints under investigation/assessment

²8 complaints under investigation/assessment.

³4 complaints under investigation/assessment.

Highlights and observations:

- We expanded the confidential channel's visibility with the aim of reaching a wider audience, including in places where this communication did not previously exist. To this end, we installed QR Code signs in corporate offices, distribution centers and educational institutions, in addition to making the access link available directly on the student portal. This increased visibility and ease of access may have contributed to the increase in the number of cases registered this quarter, reflecting greater awareness and confidence in the use of the channel.

Compliance								
SDG	GRI	Indicator	Unit	1Q25	1Q24	% YoY	4Q24	% 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	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, 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	1Q25	1Q24	% QoQ	4Q24	% QoQ
16	418-1	External complaints proven by the organization	nº	80	185	-57%	25	220%
		Complaints received from regulatory agencies or similar official bodies	nº	0	0	0%	0	0%
		Identified cases of leaks, theft or loss of customer data	nº	0	0	0%	0	0%

Highlights and observations:

- The increase in the number of complaints in the first quarter of 2025 can be attributed to the student intake period, which resulted in a greater volume of requests and questions about the processing of personal data.
- We have started to reclassify requests opened by data subjects internally on the Privacy Portal. This way, after analyzing the case, it is possible to identify and classify whether the request refers to the rights of data subjects provided for in the GDPL.