

**ESG: Advances that transform society and strengthen our commitments...**

We ended the semester with significant achievements, reinforcing our commitment to building a more sustainable, inclusive, and transformative future through education.

In May, we reaffirmed our participation in the Corporate Sustainability Index (ISE B3) Portfolio for 2025/2026, for the third consecutive year. We presented our 2024 results in our Integrated Report, independently assured by KPMG. The document highlights the significant progress made in our sustainability journey.

As mentioned earlier, we received the Great Place To Work (GPTW) seal, in addition to recognition in the GPTW Women and GPTW Ethnic-Racial categories. Another highlight was the recognition by the CIEE - Ponte Para o

Trabalho (Bridge to Work) Award, which honored our Educational Institutions for their commitment to youth employability.

These achievements reflect the purpose that drives us: to empower people to build a better version of themselves.

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

Cogna ended the first half of the year with significant achievements that reinforce our commitment to building a more sustainable, inclusive, and transformative future through education. The progress made during this period reflects our dedication to generating value for society, our employees, partners, and other stakeholders.

**B3 Corporate Sustainability Index (ISE):** In May, for the third consecutive year, Cogna was included in the 2025/2026 Portfolio of the B3 Corporate Sustainability Index (ISE), an instrument that consolidates organizations that lead the ESG agenda in the Brazilian market. As the first education company to be included in the index, this year we advanced 20 positions in the overall ranking, moving from 66th to 46th, demonstrating improved performance and robustness in our environmental, social, and corporate governance initiatives.

**2024 Integrated Report:** Cogna presents its 2024 results in its Integrated Report, independently assured by KPMG, consolidating business and sustainability indicators that demonstrate our commitment to transparency and best corporate governance practices. The document highlights the significant advances in our sustainability journey and marks the conclusion of an important cycle of transformation, in which we challenged ourselves to grow sustainably, increase profitability, and consolidate an innovative business model. This milestone strengthens our credibility with stakeholders and reaffirms our continued focus on academic quality, student experience, and shared value creation.

**Activity Report - SOMOS Institute:** Reinforcing this commitment to transparency, the SOMOS Institute - the social impact arm of SOMOS Educação - released its 2024 Activity Report, a publication that documents the main initiatives and results of the year. The material presents how we foster dialogue and disseminate knowledge to democratize quality education, contributing to the UN Sustainable Development Goals (SDG).

**GPTW - Great Place to Work Women and Ethnic-Racial:** For the fourth consecutive year, we have received the Great Place To Work (GPTW) seal, which validates, through employee surveys, that the environment is an excellent place to work. Complementing this achievement, we also received the GPTW Women recognition for the third consecutive year, and the GPTW Ethnic-Racial recognition. These results demonstrate how we make differences the basis of corporate coexistence, creating an environment where diversity and inclusion are fundamental pillars of our organizational culture.

**Youth Employability:** Another highlight was the recognition by the CIEE - Ponte Para o Trabalho (Bridge to Work) Award, which honored our Educational Institutions for their commitment to youth employability. The Pitágoras brand was awarded first place in the Higher Education category, which recognized educational institutions with the highest number of students hired for internships through CIEE, proportional to the number of students registered with CIEE in 2024. The award highlights the role of education as a tool for social transformation and the creation of opportunities for young people.

These achievements reflect our purpose: to empower people to build a better version of themselves.

## ENVIRONMENT

Water collection								
SDG	GRI	Indicator	Unit	2Q25	2Q24	% AH	1Q25	% AH
6	303-1	Total water intake	m <sup>3</sup>	98.078	99.401	-1%	73.081	34%
		Groundwater	%	33%	32%	1,6 p.p	0%	33,2 p.p
		Municipal supply	%	67%	68%	-1,6 p.p	0%	66,8 p.p

### Highlights and observations:

- In the quarter, we recorded a 34% increase in water consumption compared to the previous quarter. The behavior observed is in line with the typical seasonality of the academic calendar and reflects the expected pattern for this period of the year, when operations are at full capacity, unlike what we observed in 1Q25, which is marked by the holiday period between January and February.

Internal energy consumption								
SDG	GRI	Indicator	Unit	2Q25	2Q24	% AH	1Q25	% AH
12 and 13	302-1	Total energy consumed	GJ	41.440	50.467	-18%	42.062	-1%
		Percentage of energy from renewable sources	%	90%	87%	2,74 p.p	91%	-1,45 p.p

### Highlights and observations:

- In the quarter, we recorded a reduction in electricity consumption compared to the previous quarter. This result is mainly attributed to the weather conditions during the period, with the end of heat waves and a drop in temperature, significantly reducing the demand for air conditioning in the units.
- In addition, improvements implemented at the Valinhos corporate unit contributed to the positive results, including the revitalization of the central air conditioning system, which now operates with greater energy efficiency, and the replacement of fluorescent lighting with LED lighting, contributing to reduced consumption in the period.

## SOCIAL

Diversity in staff by functional category								
SDG	GRI	Indicator	Unit	2Q25	2Q24	% AH	1Q25	% AH
5	405-1	C-level – Female	%	27%	25%	2 p.p	27%	0 p.p
		C-level – Male	%	73%	75%	-2 p.p	73%	0 p.p
		C-level - total	no.	11	12	-8%	11	0%
		Leadership (≥ manager) – Female	%	46%	46%	0 p.p	46%	0 p.p
		Total - Leadership (≥ manager) – Male	%	54%	54%	0 p.p	54%	0 p.p
		Leadership (≥ manager) [1] - total	no.	593	592	0%	570	4%
		Academic staff – Female	%	57%	57%	0 p.p	57%	0 p.p
		Academic staff – Male	%	43%	43%	0 p.p	43%	0 p.p
		Academic staff [2] - total	no.	9.884	9.556	3%	10.080	-2%
		Administrative/Operational – Female	%	70%	69%	1 p.p	70%	0 p.p
		Administrative/Operational – Male	%	30%	31%	-1 p.p	30%	0 p.p
		Administrative/Operational [3] - total	no.	15.304	13.787	11%	14.828	3%
		Employees – Female	%	64%	63%	1 p.p	64%	0 p.p
		Employees – Male	%	36%	37%	-1 p.p	36%	0 p.p
		Employees - total	no.	25.792	23.947	8%	25.489	1%

[1] Management, senior management, and leadership positions without direct reporting to the CEO (regional directors, unit directors, and vice presidents).

[2] Course coordination, professors, and tutors.

[3] Corporate coordination, specialists, assistants, and analysts. Highlights and observations

- During the quarter, we recorded a reduction in electricity consumption compared to the previous quarter. This result is mainly attributed to weather conditions during the period, with the end of heat waves and a drop in temperatures, significantly reducing the demand for air conditioning in the units.
- In addition, improvements implemented at the Valinhos corporate unit contributed to the positive results, including the revitalization of the central air conditioning system, which now operates with greater energy efficiency, and the replacement of fluorescent lighting with LED lighting, contributing to reduced consumption during the period.

Social impact*					
SDG	GRI	Indicator	Unit	1H2025	1H2024
4, 10	103-2, 103-3, 203-1, 413-1	Social projects	no.	726	821
		People benefited	no.	94.365	913.119
		Students and faculty involved	no.	14.489	28.616
		Academic volunteering	Hours	73.947	127.445
		Corporate volunteering	Hours	3.099	1.644

### 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.
- We encourage social projects that serve communities located in the vicinity of our campuses through service learning, experiential education that allows students to engage in activities that meet human and community needs, along with opportunities for reflection aimed at achieving the 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 accompany the students throughout their educational journey, acting as mentors. This year, we also held career meetings.

- The following corporate volunteer activities also took place during the quarter: Be the Voice of a Story at the SP Leituras NGO Community Library, Red June with blood donation, and the Depen Writing Contest by the Pitágoras Foundation.

Health and Safety								
SDG	GRI	Indicator	Units	2Q25	2Q24	% AH	1Q25	% AH
3	403-5, 403-9	Units covered by the Risk Management Program (RMP)	%	100%	100%	0 p.p	100%	0 p.p
		Trained employees <sup>1</sup>	no. of people	4.378	3.713	18%	1.574	178,1%
		Average hours of health and safety training per participant <sup>2</sup>	no. of hours	3,2	2,5	30%	3,4	-4,8%
		Accidents with and without time off work	no.	11	15	-27%	12	-8,3%
		Accident frequency rate <sup>3</sup>	rate	1,1	1,6	-27%	1,2	-6,6%
		Accidents with serious consequences <sup>4</sup>	no.	0	0	0%	0	0%
		Serious accident rate <sup>5</sup>	rate	0,0	0,0	0%	0,0	0%
		Accidents subject to mandatory reporting	no.	5	10	-50%	9	-44%
		Mandatory reporting accident rate	rate	0,8	1,0	-21%	0,9	-10%
		Deaths resulting from work accidents	no.	0	0	0%	0	0%
		Death rate	rate	0,0	0,0	0%	0,0	0%

<sup>1</sup> Since 2021, the indicator has accounted for all employees who underwent training during the period, not just those hired.

<sup>2</sup> Total hours of training/employees trained.

<sup>3</sup> Total accidents (with and without time off) / Total man-hours worked (MHT) x 1,000,000. Also includes minor injuries treated at the workplace.

<sup>4</sup> Accidents that result in injury or limitation of the worker's abilities for a period exceeding six months. Does not include deaths.

<sup>5</sup> Work accidents that result in injury or limitation of the worker's abilities for a period exceeding six months. Does not include deaths. The rate follows the formula: Total occurrences X 1,000,000 / Total man-hours worked (MHT).

## Highlights and observations:

- During the quarter, the Green April Workshop was held, which engaged employees in topics related to third-party hiring and management procedures, as well as care in high-risk activities and good safety practices at work.
- Other relevant actions during the period included the production of the "Estilo de Vida" (Lifestyle) podcast and the World Health Day campaign entitled "Preventing Diseases and Taking Care of Yourself."
- The increase in the average number of hours of health and safety training is due to the schedule for renewing mandatory courses, which are held according to the expiration dates established by the respective standards.
- With regard to workplace accidents involving employees, the main accidents occurred in internal circulation areas, resulting in falls and impacts on stairways. Inspections were carried out in the workplace to identify risk situations and implement prevention plans.

## GOVERNANCE

Diversity on the Board of Directors (gender)								
SDG	GRI	Indicator	Unit	2Q25	2Q24	% AH	1Q25	% AH
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 Board of Directors, with Luiz Alves Paes de Barros joining the body.
- 50% of the seats on Cognia's Board of Directors are held 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 these groups represented in at least 1/3 of positions by 2025. The goal was achieved and exceeded in 2022.

Ethical behavior								
SDG	GRI	Indicator	Unit	2Q25	2Q24	% AH	1Q25	% AH
16	2-25	Cases reported to the Confidential Channel	no.	865	293	195%	478	81%
10	406-1	Complaints about discrimination received by the Confidential Channel	no.	14	16	-13%	12	17%
		Confirmed cases of discrimination	no.	0	2 <sup>1</sup>	100%	0	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 risk assessment	%	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:

- During the quarter, we recorded a significant increase in the number of reports due to the intensified dissemination of the Cognia Confidential Channel (CCC), which was integrated into the Ombudsman Portal. This strategy facilitated access to the Channel, allowing the requester to be redirected to the CCC even when the initial contact is made through the ombudsman.

Compliance								
SDG	GRI	Indicator	Units	2Q25	2Q24	% AH	1Q25	% AH
16	307-1, 419-1	Fines for socioeconomic non-compliance	R\$ thousand	0	0	0%	0	0%
		Non-financial sanctions for socioeconomic non-compliance	no.	0	0	0%	0	0%
		Fines for environmental non-compliance	R\$ thousand	0	0	0%	0	0%
		Non-financial sanctions for environmental non-compliance	no.	0	0	0%	0	0%

Highlights and observations:

- We did not record any significant sanctions or fines related to economic and social aspects, except for the normal course of business. Cognia has been working hard on the preventive labor front, mapping the main causes of contingencies and drawing up robust action plans to manage this risk with reviews and adjustments to procedures.

Customer data privacy								
SDG	GRI	Indicator	Unit	2Q25	2Q24	% AH	1Q25	% AH
16	418-1	External complaints confirmed by the organization	no.	40	47	-15%	80	-50%
		Complaints received from regulatory agencies or similar official bodies	no.	0	2	0%	0	0%
		Identified cases of leakage, theft or loss of customer data	no.	0	0	0%	0	0%

## Highlights and observations:

- The Privacy Portal underwent migration to the Compliance section of the Cognia website. As a result, there was a slight reduction in the volume of cases received through the Portal, which are now mostly related to data subjects' rights as provided for in the LGPD.
- Due to the enrollment period, which takes place at the beginning of the year, there has been a decrease in complaints received compared to Q1 2025.