

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

During the third quarter, Cognia consolidated important recognitions that reinforce its leadership in the education sector and its commitment to operational excellence, transparency, and employee well-being.

Cogna held the 5th Education & ESG Forum, promoting debates on sustainability and public policies, and Education and ESG Week, democratizing access to knowledge about sustainability.

The Company was also recognized in the Valor 1000 ranking, among the 100 Best Companies in Customer Satisfaction by the MESC Institute and received awards such as Best Legal Department in the Education sector and recognition in institutional communication, as one of the Best Companies that Communicate with Journalists. These achievements reflect the purpose of empowering people to build a better version of themselves.

APPENDIX 9 – ESG | ENVIRONMENTAL, SOCIAL AND GOVERNANCE

Cogna closes the semester 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.

Great Place to Work 2025 National Ranking

For the first time, Cogna and SOMOS Educação entered the Great Place to Work Brazil 2025 ranking, one of the most prestigious organizational climate certifications in the country. Cogna Educação ranked 12th among the best companies with more than 10,000 employees, while SOMOS Sistemas de Ensino ranked 66th in the category of companies with up to 9,999 employees.

This milestone represents the consolidation of a consistent journey of investment in organizational culture, evidenced by four consecutive years of GPTW certification. The recognition, based on a methodology that assesses the perception of more than 26,000 employees on management practices, professional development, and work environment, validates our people management strategy. This achievement reinforces that active listening, real opportunities for growth, and respect for diversity are fundamental pillars for attracting and retaining talent, which are essential elements for business sustainability.

V Education & ESG Forum

We held the fifth edition of the Education & ESG Forum, an event that consolidates our commitment to sustainability literacy for all our stakeholders. The forum brought together experts from various fields—including human rights, corporate sustainability, technological innovation, and the labor market—to discuss strategic topics such as public policies for sustainable development, the impacts of the green transition on the world of work, and the role of new technologies in a just transition for the environment. A recording of the event is available at: <http://esg.Cogna.com.br/v-forum-educacao-esg-Cogna/>.

Complementing the initiative, we held Education and ESG Week, broadcasting classes on the topic to students at our universities, democratizing access to knowledge about sustainability and broadening the scope of the debate.

Recognitions and Awards

During the third quarter, we consolidated important recognitions that reinforce our leadership in the education sector and operational excellence in multiple strategic dimensions. In the prestigious Valor 1000 ranking, we were among the leading companies in the education sector, reaching 213th place in the overall list of the 1,000 largest companies in Brazil. The survey, conducted by the newspaper Valor Econômico in partnership with the Getúlio Vargas Foundation (FGV) and Serasa Experian, evaluates the 1,000 largest companies in the country based on their Financial performance.

For the second consecutive year, we were ranked among the 100 Best Companies in Customer Satisfaction according to the MESC Institute, recognition resulting from a multi-audited survey that requires a satisfaction index of over 80% , demonstrating the consistency of our commitment to the experience of students and partners.

We were recognized as the Best Legal Department in the Education sector by the 6th edition of the Finance & Law Summit and Awards (FILASA), an award organized by Leaders League based on a national vote among lawyers and a specialized jury, highlighting our excellence in corporate governance.

We were also highlighted in the Education category of the Companies that Best Communicate with Journalists survey, demonstrating the strength of our institutional communication strategy and corporate reputation. These achievements consolidate our leadership position in the domestic market and validate the robustness of our strategy for sustainable growth and value creation.

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

ENVIRONMENTAL

Water Intake								
SDG	GRI	Indicator	Unit	3Q25	3Q24	% AH	2Q25	% AH
6	303-3	Total water Intake	m ³	90,983.0	87,231.1	4.3%	98,078.0	-7.2%
		Groundwater	%	28.9%	33.1%	-4.2 p.p.	33.2%	-4.3 p.p.
		Municipal supply	%	71.1%	66.9%	4.2 p.p.	66.8%	4.3 p.p.

Highlights and observations:

- In the quarter, water consumption totaled 90,983 m³, representing an increase of 4.3% compared to 3Q2024, when there was year-on-year growth in the student base;
- Compared to 2Q2025, there was a 7.2% reduction in line with the seasonality of the academic calendar and the return of operations to full capacity due to the July vacation period, with lower attendance at the units.

Internal energy consumption								
SDG	GRI	Indicator	Unit	3Q25	3Q24	% AH	2Q25	% AH
12 and 1313	302-1	Total energy consumed	GJ	38,450.2	38,507.8	-0.1%	41,440.3	-7.2%
		Percentage of energy from renewable sources	%	90.7%	87.2%	3.4 p.p.	0.9	1.2 p.p.

Highlights and observations:

- In the quarter, energy consumption remained stable compared to 3Q2024. In relation to the percentage of renewable energy, there was an increase of 3.4 p.p., driven by the migration of units to the free energy market;
- Compared to 2Q2025, there was a 7.2% reduction due to milder weather conditions, with lower demand for air conditioning, especially in the Southeast region;
- We rely on 90.7% of energy from renewable sources, in line with our Cognia Commitments for a Better World goal of "Having 90.7% of energy consumed in the grid come from renewable sources by 2025."

SOCIAL

SDG	GRI	Indicator	Unit	3Q2025	3Q2024	% AH	2Q2025	% AH
5	405-1	C-level - Female	%	27%	23.0%	4 p.p.	27.0%	0 p.p.
		C-level - Male	%	73.0%	77.0%	-4 p.p.	73.0%	0 p.p.
		Total - C-level	No.	11.0	13.0	-15.4%	11	0,0%
		Leadership - Female (≥ management)	%	52.0%	46.0%	6 p.p.	46.0%	6 p.p.
		Leadership - Male (≥ management)	%	48.0%	54.0%	-6 p.p.	54.0%	-6 p.p.
		Total - Leadership (≥ management)	No.	614.0	573.0	7.2%	593	3.5%
		Academic staff - Female	%	57.0%	57,0%	0 p.p.	57.0%	0 p.p.

	Academic staff - Male	%	43.0%	43.0%	0 p.p.	43.0%	0 p.p.
	Total - Academic staff	No.	10,989.0	10,049.0	9.4%	9,884.0	11.2%
	Coordination and Administration - Female	%	70.0%	70.0%	0 p.p.	70.0%	0 p.p.
	Coordination and Administration - Male	%	30.0%	30.0%	0 p.p.	30.0%	0 p.p.
	Total - Coordination and Administration	No.	16,868.0	14,010.0	20.4%	15,304	10.2%
	Total - Female	%	65.0%	64.0%	1 p.p.	64.0%	1 p.p.
	Total - Male	%	35.0%	36.0%	-1 p.p.	36.0%	-1 p.p.
	Total - Employees	No.	28,482.0	24,645.0	15.6%	25,792.0	10.4%

[1] Management, senior management, and leadership positions not reporting directly to the CEO (regional directors, unit directors, and vice presidents).

[2] Course coordination, teachers, and tutors.

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

Highlights and observations:

- During the quarter, the total number of employees grew by 11% in the "Academic Staff" category and 10% in "Coordination and Administration," driven by the seasonality of the education business. The start of the academic semester required the hiring of more teachers and internship monitors (classified as administrative due to contractual characteristics). Specific increases in other areas, such as Sales, also reflect the natural cycle of student intake.
- We launched the Potência Negra (Black Power) program, a six-month initiative dedicated to the development of 40 black Senior Analysts and Specialists, strengthening our pipeline of diverse talent in strategic positions;
- In partnership with the Movement for Racial Equality (MOVER), we offered 10,000 free scholarships at Anhanguera for black and brown people in 12 free professional development courses, expanding our social impact beyond corporate boundaries;
- We also promote awareness campaigns on the inclusion of people with disabilities, reinforcing that diversity and inclusion are strategic pillars of our operations and fundamental to fulfilling our purpose of empowering people to build a better version of themselves.
- Cogna entered the Great Place to Work Brazil 2025 national ranking for the first time, ranking 12th among the best companies in the country with more than 10,000 employees. The company has been GPTW certified for four consecutive years.

Social Impact					
SDG	GRI	Indicator	Unit	1H2025	1H2024
4 and 10	103-2 103-3 203-1 413-1	Social projects	No.	726.0	821.0
		Beneficiaries	No.	94,365.0	913,119.0
		Students and faculty involved	No.	14,489.0	28,616
		Academic volunteering	h	73,947.0	127,445.0
		Corporate volunteering	h	3,099.0	1,644.0

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, an acceleration program for students from public schools maintained by the SOMOS Institute. Our employees participate as interviewers during the Selection Process and accompany the entire educational trajectory of the students, 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 Community Library of the NGO SP Leituras, Red June with blood donation, and the Depen Essay Contest by the Pitágoras Foundation.

Health and Safety								
SDG	GRI	Indicator	Units	3Q2025	3Q2024	% AH	2Q2025	% AH
3	403-5 403-9	Units covered by the Risk Management Program (PGR)	%	100.0%	100.0%	0 p.p.	100.0%	0 p.p.
		Trained employees ^{1*}	No.	832.0	3,172.0	-73.8%	4,378	-81.0%
		Average hours of health and safety training per participant ^{2*}	h	9.3	3.1	199.6%	3.2	191.1%
		Accidents with and without time off work	No.	12.0	19.0	-36.8%	11.0	9.1%
		Accident frequency rate ³	rate	1.1	2.0	-45.1%	1.1	-2.8%
		Accidents with serious consequences ⁴	No.	0.0	0.0	0.0%	0.0	0.0%
		Serious accident rate ⁵	rate	0.0	0.0	0.0%	0.0	0.0%
		Accidents compulsory reporting	No.	8.0	9.0	-11.1%	5.0	60.0%
		Compulsory reporting accident rate	rate	0.7	0.9	-18.7%	0.8	-10.7%
		Deaths resulting from workplace accidents	No.	0.0	0.0	0.0%	0.0	0.0%
		Death rate	rate	0.0	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 who were hired.

2 Total training hours/employees trained.

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

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

5 Work accident causing 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:

- Due to the data migration process from the online training platform, data for this modality could not be accounted for in the current quarter. Consequently, only On-Site training was considered for the composition of health and safety indicators. For this reason, the indicator "Average hours of health and safety training per participant" showed a higher value than the historical series due to the higher workload characteristic of On-Site training. The indicator "Employees trained," on the other hand, registered a reduction as it reflects only participation in On-Site training;
- We launched the Emotional Brigade, an innovative initiative focused on the well-being and mental health of employees. The program trains volunteers to identify and address signs of emotional distress in the workplace, developing active listening techniques and immediate support strategies. The brigade members

act as focal points for initial support in cases of stress, anxiety, and other emotional conditions, in addition to promoting and engaging with the topic of mental health in the company. The initiative demonstrates our commitment to promoting mental health as a strategic priority in people management and in building a more welcoming and supportive corporate environment.

- We held Mega SIPAT (Internal Workplace Accident Prevention Week) online, with the participation of approximately 3,000 employees and more than 71,000 activities carried out on the platform on topics related to health, safety, and compliance.
- Other relevant actions during the period included the launch of mental health training for leaders at the Corporate University, with 370 managers participating in the Leadership Workshop. Also noteworthy was the Single Day in September, which promoted the Mental Health and Well-being course for all employees.

GOVERNANCE

Diversity on the board of directors (gender)								
SDG	GRI	Indicator	Unit	3Q25	3Q24	% AH	2Q25	% AH
5	405-1	Members	No.	6.0	6.0	0.0%	6.0	0.0%
		Women	%	33.0%	33.0%	0 p.p.	33.0%	0 p.p.

Highlights and observations:

- In August 2025, there was a change in the composition of the Board with the departure of board member Luiz Alves and the appointment of board member Eduardo Mestieri;
- 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 one-third of the positions by 2025. The goal was achieved and exceeded in 2022.

Ethical behavior								
SDG	GRI	Indicator	Unit	3Q25	3Q24	% AH	2Q25	% AH
16	2-25	Cases registered on the Confidential Channel	No.	319.0	104.0	206.7%	865.0	-63.1%
10	406-1	Complaints about discrimination received by the Confidential Channel	No.	15.0	11.0%	36.4%	14.0	7.1%
		Confirmed cases of discrimination	No.	0	1.0	100.0%	0.0	100.0%
5	405-1	Employees trained on anti-corruption policies and procedures	%	100.0%	100.0%	0 p.p.	100.0%	0 p.p.
		Transactions subject to corruption risk assessment	%	100.0%	100.0%	0 p.p.	100.0%	0 p.p.
		Confirmed cases of corruption	No.	0	0	0.0%	0.0	0.0%

¹10 complaints under investigation/assessment; ²8 complaints under investigation/assessment; ³4 complaints under investigation/assessment.

Highlights and observations:

- We continue to expand the dissemination of the confidential channel with the aim of reaching a wider audience, including in places where this communication did not previously exist, in addition to making the channel link available directly on the student portal. This expansion of access and visibility has contributed to an increase in the number of cases reported, reflecting greater awareness and confidence in the use of the channel.

Compliance								
SDG	GRI	Indicator	Unit	3Q25	3Q24	% AH	2Q25	% AH

16	307-1 419-1	Fines for socioeconomic non-compliance	R\$ thousa	0	0.0	0.0%	0.0	0.0%
		Non-financial sanctions for socioeconomic non-compliance	No.	0	0.0	0.0%	0.0	0.0%
		Fines for environmental non-compliance	R\$ thousa	0	0.0	0.0%	0.0	0.0%
		Non-financial penalties for environmental non-compliance	No.	0	0.0	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 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	3Q25	3Q24	% AH	2Q25	% AH
16	418-1	Number of external complaints substantiated by the organization	No.	48.0	108.0	-55.6%	40	20.0%
		Number of complaints received from regulatory agencies or similar official bodies	No.	0.0	0.0	0.0%	0.0	0.0%
		Number of identified cases of leakage, theft or loss of customer data	No.	0.0	0.0	0.0%	0.0	0.0%

Highlights and observations:

- In September 2025, there was a change in the supplier responsible for the platform serving data subjects. The change aims to improve security controls and traceability of requests, as well as efficiency in handling data subjects' rights, ensuring a form that better adheres to the information required to comply with LGPD requirements.