



1Q26 Earnings Release



MUITAS
HISTÓRIAS.
MUITOS
FUTUROS.

APPENDIX 7 – ESG | ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

ESG advancements that transform society and strengthen our commitments.

During the first quarter of 2026, Cogna consolidated initiatives that reinforce our commitment to diversity, equity, and inclusion by expanding programs, strengthening strategic partnerships, and equipping our leaders to foster an increasingly representative culture. We are proud to have been recognized as a Top 1% Global company in the S&P Sustainability Yearbook.

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

The only Brazilian company in the Global Top 1% - Sustainability Yearbook 2026

For the fourth consecutive year, Cogna is featured in S&P's Sustainability Yearbook, one of the most prestigious global publications on corporate sustainability, and has, for the first time, achieved leadership in its sector—Diversified Consumer Services. Out of a total of 9,000 participating companies, only 848, spread across 62 sectors, were included in the 2026 yearbook, including 28 Brazilian companies. Cogna also achieved a significant milestone by joining the Global Top 1%, remaining the only Brazilian company in this select group in this edition.

Return to B3's Carbon Efficient Index (ICO2)

Cogna has rejoined the ICO2, B3's Carbon Efficient Index, which evaluates and recognizes companies listed on the Brazilian stock exchange with the best carbon efficiency, considering not only emission levels but also the quality of management, the transparency of information disclosed to the market, and alignment with best practices for climate change mitigation. The return to the index recognizes the Company's consistent track record and the evolution of its climate management practices. The exclusion in the previous cycle was related to a methodological update, which was subsequently revised in this cycle. As part of the ongoing evolution of the carbon inventory, this includes an internal survey on commuting. The initiative seeks to incorporate more accurate data into the calculation of Scope 3 emissions, contributing to the advancement of the Company's climate goals.

Signing of the REIS Pact – Business Network for Social Inclusion

Cogna formalized its membership in REIS – Business Network for Social Inclusion, becoming the only company in the education sector to join this select group of signatories. Founded in 2012 following an employability forum at Serasa, REIS now brings together approximately 70 companies committed to the inclusion of people with disabilities that goes beyond legal compliance. The network provides a powerful space for exchange and benchmarking among companies, and this membership reinforces Cogna's commitment to concrete affirmative actions, which include leadership development, inclusive hiring programs, and an active self-declaration campaign, inviting employees to identify characteristics that

classify them as people with disabilities and to participate in available development programs.

In line with the themes identified in the materiality process, we present the most relevant indicators for Cogna on a quarterly basis. To access the consolidated data, visit [our website](#) or download our [ESG Databook](#).

Environmental

During the quarter, total water intake totaled 74,841 m³, remaining virtually stable compared to Q1 2025 (+2%) and lower than Q4 2025 (-31%), reflecting the seasonality of the school vacation period, with fewer students present at the facilities.

In the quarter, total energy consumption was 41,782 GJ, a slight decrease of 1% compared to Q1 2025 and 7% compared to Q4 2025, indicating stability in consumption volume. The percentage of energy from renewable sources remained at 90%.

Social

In Q1 2026, female representation showed an increase year-over-year. On a consolidated basis, women now account for 66% of the staff (+1.89 p.p. vs. Q1 2025), reflecting the continuation of initiatives to develop and strengthen the talent pipeline. These results continue to be supported by structured initiatives, such as the Ascender Program, focused on developing female leaders, as well as inclusion programs and ongoing training and diversity literacy initiatives, which strengthen the creation of an increasingly inclusive environment.

On the social impact front, we continue to develop social projects and corporate volunteer initiatives, driven by structured programs such as the Social Project Management System and the Volunteer Program. These initiatives reinforce the role of education as an agent of social transformation.

Regarding occupational health and safety, we maintained 100% of our units covered by the Risk Management Program (PGR). We observed significant progress in training initiatives, with a 60% increase in the number of employees trained, driven by the influx of new hires and Fire Brigade training. Accident indicators remained stable, with a slight increase in the absolute number of incidents, while accidents subject to compulsory reporting decreased during the period. We continue to strengthen preventive health and wellness initiatives, which contribute to a safer, healthier, and more inclusive work environment.

Governance

In 1Q26, the composition of the board of directors remained stable, with six members, maintaining female representation at 33%, reinforcing our commitment to diversity even at the highest levels of governance.

Cases reported through the Confidential Channel totaled 347, representing stability compared to Q4 2025 (-1%). Also noteworthy is the maintenance of 100% of employees trained in anti-corruption policies and procedures and of operations subject to risk assessment, with no confirmed cases of corruption.

We did not record any fines or sanctions, financial or non-financial, related to socioeconomic or environmental non-compliance, maintaining stability compared to previous periods.

This quarter, 194 external complaints related to data privacy were recorded, an increase directly associated with the implementation of cookie banners in digital environments, in compliance with the LGPD. The measure increased transparency and facilitated data subjects' access to service channels, directing questions and requests to the privacy portal more effectively. During the period, no complaints were received from regulatory agencies, nor were there any cases of customer data leaks, theft, or loss.

