Appendix 8 | ESG: Environmental, Social, and Governance

ESG Achievements that Renew Our Commitments and Broaden Market Recognition

Renewal of Cogna's Commitments for a Better World

The Company completed the first cycle of the Cogna Commitments for a Better World, which began in 2021, surpassing 116% of the overall target established for the 14 public commitments, with notable results in the number of people impacted by community actions and the training of public-school teachers. Based on this outcome, Cogna renewed its commitments for the 2026–2030 cycle, consolidating the previous 14 targets into 6 strategic goals directly linked to the business strategy. Highlights include offering ESG learning pathways to 100% of the Company's students; achieving 80% of graduates employed in their field of study and/or related areas within 12 months of graduation; ensuring at least 85% of clients using solutions show a positive evolution in SAEB scores; and implementing ISO 27001 information security management certification by 2030. The new targets, as well as the journey of the first cycle and the next steps through 2030, available via an institutional documentary, can be found at:https://esg.cogna.com.br/compromissos/compromissos-cogna-por-um-mundo-melhor/

Publication of the Integrated Report

As part of Cogna's commitment to its stakeholders to provide periodic and transparent accountability, the Company publishes its Integrated Report. The initiative aims to offer a more comprehensive and integrated view of its activities, impacts, and strategies, aligning with global best practices in corporate reporting. The 2025 Integrated Report was prepared in accordance with the Global Reporting Initiative (GRI) standards and follows education-sector guidance from the Sustainability Accounting Standards Board (SASB), the Stakeholder Capitalism Metrics of the World Economic Forum (WEF), the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations, and the integrated reporting and financial reporting premises of the IFRS Foundation. For the third consecutive year, the report was externally audited by KPMG.

Retention in B3's Business Sustainability Index (ISE) Portfolio

For the fourth consecutive year, Cogna confirmed its place in the ISE – Corporate Sustainability Index of B3, the first sustainability index in Latin America. In the edition effective since May 2026, the Company advanced 5.3 percentage points in the Business Model and Innovation dimension, a result that reinforces the robustness of corporate governance and the Company's credibility. Cogna is one of two companies from the education sector included in the portfolio and the first from the sector to join it.

LGBTI+ Pride Month Actions

In June, Cogna promoted a program of activities in celebration of LGBTI+ Pride Month under the motto "Beyond Letters." Initiatives included the continuation of Cogna Retifica, a program offering free document rectification for transgender people; an LGBTI+ inclusion course available in the Company's corporate university; and a voluntary self-declaration campaign on gender identity and sexual orientation, open to all employees, which expands diversity mapping at Cogna. The Company also launched Conexões de Orgulho, a new career mentoring program aimed at LGBTI+ people, joining other existing diversity mentoring initiatives. These actions are supported by Cogna em Cores, the Company's first affinity group, created in 2021.

Other Quarterly Recognitions

Red Balloon, Cogna's language brand, received the ABF (Brazilian Franchising Association) Seal of Excellence in Franchising for the first time in its history, and a 4-star rating in the franchise guide of Pequenas Empresas & Grandes Negócios magazine which—based on Serasa Experian research—evaluates the country's 1,000 leading franchises among roughly 3,000 brands operating in Brazil. In line with the topics identified in the materiality process, we present the most relevant indicators for Cogna on a quarterly basis. To access consolidated data, visit our website or download our ESG Databook at the same link.

Environmental

In the quarter, total water withdrawal reached 97,295 m³, almost unchanged versus 2Q2025 (-1%) and above 1Q2026 (+30%), reflecting the seasonality of the academic calendar — the second quarter concentrates the period of highest teaching activity in higher education institutions, in contrast to the vacation recess that reduced consumption in the previous quarter. In the quarter, total energy consumption increased 11% versus 2Q2025 and 10% compared to 1Q2026, driven mainly by higher student enrollment and increased on-site presence at units, a reflection of the new regulatory framework that returned some courses previously offered mostly in distance learning to face-to-face/semi-presential formats, such as programs in health areas.

Social

In 2Q2026, female representation continued to advance year over year. Overall, women accounted for 65% of the workforce (+0.94 percentage points vs. 2Q2025). Diversity results are supported by structured initiatives, such as strategic inclusion trainings (Leading with Inclusion, Choices that Transform, and LGBTI+ Inclusion Literacy), which trained more than 1,000 employees in the quarter, in addition to the start of a restructuring plan for Affinity Groups, reinforcing the building of an increasingly inclusive organizational culture. On social impact, we continue to develop social projects and corporate volunteering initiatives, driven by structured programs like the Social Project Management System and the Volunteering Program. In the first half of 2026, our teaching units and distance learning hubs carried out 418 socio-environmental projects, reinforcing education's role as an agent of social transformation. Regarding occupational health and safety, 100% of units remained covered by the Risk Management Program (PGR). We observed significant progress in training actions, with a 62% increase in average training hours per participant compared to the same period last year, although the number of employees trained fell, reflecting the schedule for renewing mandatory courses according to their validity periods. Accident indicators improved over the period, with reductions in both the number of occurrences and the accident frequency rate, while reportable accidents saw a slight increase. We continue strengthening a prevention culture through campaigns such as Green April and Yellow May, reinforcing the Company's commitment to employee safety and well-being.

Governance

In 1Q2026, the composition of the Board of Directors remained stable, with six members and female participation at 33%, reinforcing our commitment to diversity at the highest governance levels. In the quarter, incidents reported through the Confidential Channel totaled 569, a reduction versus 2Q2025 (-34%), although an increase compared to 1Q2026 (+64%), driven by the channel's integration into the Ombudsman Portal and greater dissemination among employees, students, and third parties. Two cases of discrimination were confirmed during the period; they were duly investigated and addressed in accordance with internal policies. It is noteworthy that 100% of employees received training on anti-corruption policies and procedures, and 100% of operations were subjected to risk assessments, with no confirmed cases of corruption. We recorded no fines or sanctions, financial or non-financial, related to socio-economic or environmental non-compliance, maintaining stability compared to prior periods. This quarter, 98 external complaints related to data privacy were recorded, a 49% reduction versus 1Q2026, reflecting the absence of the seasonal enrollment and re-enrollment period, which in the previous quarter had driven requests for correction and updating of registration data. No complaints from regulatory bodies were registered in the period, nor were there any cases of customer data breaches, theft, or loss.