

ESG | ENVIRONMENTAL, SOCIAL AND GOVERNANCE

The fourth quarter was marked by important achievements that reinforce the Company's ESG (acronym for Environmental, Social and Corporate Governance) strategy and its commitments to sustainability, including the challenges posed by the Global Compact and the Sustainable Development Goals (SDGs) of the United Nations. Check out the main highlights below:

- The Company is included in the three B3 Sustainability Indexes - ISE, ICO2 and IGPTW;
 - Entry into the ISE (Corporate Sustainability Index), being the first company in the sector to be part of the Portfolio. The objective of the ISE B3 is to be an indicator of the average performance of the asset prices of companies selected for their recognized commitment to corporate sustainability;
 - Entry into the GPTW Index, being the first company in the sector to be part of the Portfolio. The purpose of the IGPTW B3 is to be an indicator of the average performance of the asset prices of companies admitted to trading on the B3 and which were certified by the GPTW as the best environments to work;
 - Entry into the Carbon Efficient Index - ICO B3 - which aims to be an instrument that induces discussions on climate change in Brazil. Companies' adherence to the ICO2 demonstrates their commitment to the transparency of their emissions and anticipates their vision of how they are preparing for a low-carbon economy;
- Low-risk assessment in Sustainalytics, advancing two positions. The Company now ranks 2nd globally in the Consumer Services Industry category, 1st among global peers, 1st among peers in Brazil;
- Leadership in ESG performance analysis by S&P's Corporate Sustainability Assessment (CSA), achieving 2nd global position in the segment and 1st place among education companies in Brazil.
- Obtaining the Seal of Racial Equity granted by the city of São Paulo, also being a pioneer in the Sector. The purpose of the Seal is to encourage the adoption of affirmative policies through quotas in the workplace, the promotion of ethnic-racial equality and historical redress for the black population, the mitigation and gradual elimination of discriminatory acts and the material equality of opportunities.

MAIN INDICATORS

In line with the topics identified in the materiality process, we present the most relevant indicators for Cognia on a quarterly basis, which full consolidated information can be found in our Sustainability Reports on the page: www.esgcogna.com.br.

Supported organizations and movements	
Global Compact	Since 2010
Instituto Ethos	Since 2021
LGBTI+ Company Forum	Since 2021
WEPs – Women's Empowerment Principles – UN Women	Since 2021
Citizen Company	Since 2021
Clean Company – Business Pact for Integrity and Against Corruption	Since 2022

Seals and certifications	
FSC – Forest Stewardship Council	Since 2006
WOB – Women on Board	Since 2021
WEPS – Women's Empowerment Principles – UN Women	Since 2021
Friend of Justice Company	Since 2021
Clean Company – Business Pact for Integrity and Against Corruption	Since 2022
Great Place to Work	Since 2022
Seal of Racial Equality – City of São Paulo	Since 2022
Carbon Disclosure Project	Since 2022

ESG Indexes	
TEVA – <i>Mulheres na Liderança</i> [Women in Leadership]	
ISE (Corporate Sustainability Index) – B3	
ICO (Carbon Efficient Index) – B3	
GPTW Index – B3	
Bloomberg Gender Index - GEI	

Main indicators:

ENVIRONMENTAL

SDG S	GRI	Water withdrawn by source ² (m³)	Unit	1Q2022	1Q2021	1Q2020	2Q2022	2Q2021	2Q2020	3Q2022	3Q2021	3Q2020	4Q2022	4Q2021	4Q2020
3, 11, 12	303-3	Groundwater	m³	55,327	25,379	24,131	63,382	24,774	23,307	53,826	37,160	60,718	63,633	57,901	57,874
		Municipal supply	m³	58,535	74,764	74,883	70,265	74,958	75,414	75,079	69,712	67,094	76,582	68,185	83,124
		Total	m³	113,862	100,143	99,014	133,647	99,732	98,721	128,906	106,872	127,812	140,215	126,086	140,998
SDG S	GRI	Internal energy consumption - Cogna	Unit	1Q2022	1Q2021	1Q2020	2Q2022	2Q2021	2Q2020	3Q2022	3Q2021	3Q2020	4Q2022	4Q2021	4Q2020
12, 13	302-1	Total energy consumed	GJ	38,388	32,782	33,074	41,473	32,066	32,022	36,739	31,615	26,208	41,305	32,750	32,106
		Percentage of energy from renewable sources ³	%	87%	85%	86%	85%	86%	84%	86%	83%	82%	87%	88%	82%

Highlights and notes:

- WATER⁷

The increase in consumption in the 4th quarter is equivalent to the usual consumption during the school period. Consumption in the 3rd quarter is slightly lower due to the holiday period;

In the education and awareness axis, we continued the communication process with our employees, sending communications encouraging water and electricity savings.

⁷The consumption calculations were obtained from the corresponding bills from the supply companies. Kroton's campi are located in metropolitan regions with "urban hubs" and the dry period considered predicts the rainfall regime used in the generation of "hydroelectric" electricity. The dry period considers water scarcity in all Brazilian states from May to November. The amounts referring to 1Q2022, 2Q2022 and 3Q2022 were equalized in 4Q2022 considering the total amount of invoices from concessionaires received in the respective quarters – considering the different closing deadlines for each location.

• ENERGY⁸

The increase in consumption in the 4th quarter is equivalent to the usual consumption during the school period. Consumption in the 3rd quarter is slightly lower due to the holiday period;

At the end of 2021, Kroton signed a contract to install solar panels at the Jaú (SP) and Eunápolis (SP) units, as a pilot project. Since the installation period, there has been generation of energy equivalent to more than 71.77 thousand KWh – this value is considered in the total percentage coming from renewable sources.

SOCIAL

SDGs	GRI	Diversity in the staff by functional category	Unit	1Q2022	1Q2021	1Q2020	2Q2022	2Q2021	2Q2020	3Q2022	3Q2021	3Q2020	4Q2022	4Q2021	4Q2020
5	405-1	C-level - Female	% of people	25%	ND	ND	14%	ND	ND	14%	ND	ND	13%	ND	ND
		C-level - Male	% of people	75%	ND	ND	86%	ND	ND	86%	ND	ND	87%	ND	ND
		Total - C-level⁴	number of people	8	ND	ND	14	ND	ND	14	ND	ND	16	ND	ND
		Leadership - Female (≥ management)	% of people	44%	45%	44%	45%	47%	43%	46%	47%	44%	46%	46%	44%
		Leadership - Male (≥ management)	% of people	56%	55%	56%	55%	53%	57%	54%	53%	56%	54%	54%	56%
		Total - Leadership (≥ management)⁶	number of people	619	659	723	601	678	723	617	703	700	605	662	659
		Academic staff - Female	% of people	55%	57%	55%	55%	57%	55%	55%	57%	56%	55%	57%	57%
		Academic staff - Male	% of people	45%	43%	45%	45%	43%	45%	45%	43%	44%	45%	43%	43%
		Total - Academic staff⁷	number of people	9,435	11,466	13,977	9,120	10,836	13,732	10,123	11,406	12,861	8,897	10,995	11,889
		Coordination and Administration - Female	% of people	67%	65%	62%	68%	66%	63%	69%	67%	64%	69%	68%	64%
		Coordination and Administration - Male	% of people	33%	35%	38%	32%	34%	37%	31%	33%	36%	31%	32%	36%
		Total - Coordination and Administration⁸	number of people	11,885	12,075	13,826	12,148	13,266	13,540	13,447	13,905	13,159	13,526	11,685	10,246
		Total - Female	% of people	61%	61%	58%	62%	61%	58%	62%	62%	59%	63%	62%	60%
		Total - Male	% of people	39%	39%	42%	38%	39%	42%	38%	38%	41%	37%	38%	40%
		Total - Employees	number of people	21,947	24,211	28,539	21,883	24,791	28,009	24,201	26,026	26,735	23,044	23,354	22,809
SDGs	GRI	Indirect economic impact ⁹	Unit	1Q2022	1Q2021	1Q2020	2Q2022	2Q2021	2Q2020	3Q2022	3Q2021	3Q2020	4Q2022	4Q2021	4Q2020
4, 10	103-2, 103-3, 203-1, 413-1	Social projects	no.	ND	ND	ND	219	229	160	ND	ND	ND	1056	485	544
		Benefited people	no.	ND	ND	ND	56,524	37,650	48,899	ND	ND	ND	233,096	135,383	174,000
		Students and faculty involved	no.	ND	ND	ND	8,309	11,073	19,092	ND	ND	ND	36,765	22,813	53,000
		Academic volunteering	hours	ND	ND	ND	12,400	2,115	5,248	ND	ND	ND	111,375	24,538	32,000
		Corporate volunteering	hours	ND	ND	ND	1,620	1,100	1,170	ND	ND	ND	3,216	4,562	5,150
SDGs	GRI	Health and Safety	Unit	1Q2022	1Q2021	1Q2020	2Q2022	2Q2021	2Q2020	3Q2022	3Q2021	3Q2020	4Q2022	4Q2021	4Q2020
3	403-5, 403-9	% of units covered by the Risk	%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

⁸Energy acquired in the Free Market environment has 100% incentive, coming from alternative sources and therefore is considered a renewable source. The amounts referring to 1Q2022, 2Q2022 and 3Q2022 were equalized in 4Q2022 considering the total amount of invoices from concessionaires received in the respective quarters – considering the different closing deadlines for each location.

Management Program (PGR)													
Total number of employees trained in health and safety ¹⁰	number of people	3,213	2,539	2,555	3,209	2,796	2,791	8,322	2,327	5,668	4,943	4,526	2,423
Total hours of health and safety training	no.	5,002	7,771	15,382	11,978	15,119	3,818	7,705	17,030	5,671	7,140	10,883	21,597
Average hours of health and safety training per participant ¹¹	no.	1.6	3.1	6.0	4.1	5.4	1.4	2.29	2.5	2.6	1.44	4.5	4.8
Total hours of on-site fire brigade training	no.	412	350	476	283	539	0	2,123	894	5	3,300	539	1,080
Average hours of on-site fire brigade training per participant ¹¹	no.	12.5	17.5	12.2	13.0	13.8	0.0	13.52	15.0	16.0	11.58	13.5	12.7
Employees - Accident frequency rate ¹²	rate	1.16	ND	ND	1.81	ND	ND	2.37	ND	ND	2.68	ND	ND
Employees - Rate of accidents with serious consequences ¹³	rate	0.00	ND	ND	0.00	ND	ND	0.00	ND	ND	0.00	ND	ND
Employees - Compulsory reporting accident rate ¹⁴	rate	0.87	ND	ND	1.33	ND	ND	1.24	ND	ND	0.56	ND	ND
Employees - Death rate ¹⁵	rate	0.00	ND	ND	0.00	ND	ND	0.00	ND	ND	0.00	ND	ND

• DIVERSITY

In the 4th quarter, we had a total of 23,044 employees at Cognia.

The position breakdown shows a predominance of women up to coordination level and in leadership (management and above), the female share rate is 47.7% - a value equivalent to the public goal for 2022, already achieved. We have a goal of achieving equity (50%) by 2025.

We ended the year with 32.83% of black people (black and brown) in the overall staff and 29.87% in leadership (equal and from coordination). The racial target of Cognia Commitments for a Better World is to reach 40% by 2025.

Maintenance of four affinity groups since 2021, on the axes of: gender (Divers@), ethnicities (CognAfro), LGBTQIA+ (Cognia in Colors) and PCDs (Include). The groups actively work to build awareness and literacy actions in the Company.

• INDIRECT ECONOMIC IMPACT⁹

Since 2017, we have maintained our Social Project Management System, which enables the monitoring, improvement and transparency of the social projects carried out by our Higher Education Institutions, as well as the sharing of good practices in the network. Some of these projects are published on the website of the Brazilian Alliance for Education – an intersectoral movement in favor of Education in the country, led by Kroton.

The actions of our employees, who act as mentors in Somos Futuro – a program to accelerate students from public schools, maintained by Instituto SOMOS – one of the Company's social arms, are considered in corporate volunteer hours. Mentorships are carried out for young people in the 1st and 3rd year of high school, focusing on the

⁹Indirect economic impact data are reported semi-annually, respecting the project schedule.

development of social-emotional skills, future and career planning. Volunteer employees receive training to work with young people, with special attention to the emotional health of scholarship holders.

- HEALTH AND SAFETY

The increase in the total number of training hours on health and safety is a reflection of the company's progress towards the goal of training on the subject, one of the Cognia Commitments for a Better World. By the end of the year, 87% of leadership had received training on the subject.

In 2019, we started the Employee Primary Health Care project, a service that was intensified and expanded with teleservice as a result of the pandemic. That year, Espaço Saúde was launched in corporate offices with a multidisciplinary team, where we provide closer care and focus on the integral health of our people. As complementary actions, we also offer three programs: Pregnant Women Program; Mental Health Program and Nutrition Program.

To improve adherence to the indicator, we disregarded apprentices and interns from the total number of employees as of 1Q2022.

GOVERNANCE

SDGs	GRI	Diversity in the Board of Directors	Unit	1Q2022	1Q2021	1Q2020	2Q2022	2Q2021	2Q2020	3Q2022	3Q2021	3Q2020	4Q2022	4Q2021	4Q2020
5	405-1	Female	% of people	33%	17%	14%	40%	29%	14%	40%	29%	14%	40%	33%	17%
		Male	% of people	67%	83%	86%	60%	71%	86%	60%	71%	86%	60%	67%	83%
		Total	number of people	6	6	7	5	7	7	5	7	7	5	6	6
SDGs	GRI	Ethical behavior	Unit	1Q2022	1Q2021	1Q2020	2Q2022	2Q2021	2Q2020	3Q2022	3Q2021	3Q2020	4Q2022	4Q2021	4Q2020
8 and 16	205-1, 205-2, 205-3	Employees trained on anti-corruption policies and procedures	% of people	100%	100%	60%	100%	100%	60%	100%	100%	60%	100%	100%	100%
		Transactions subject to corruption-related risk assessment	% of transactions	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
		Number of confirmed cases of corruption	number of cases	0	0	0	0	0	0	0	0	0	0	0	0
SDGs	GRI	Compliance	Unit	1Q2022	1Q2021	1Q2020	2Q2022	2Q2021	2Q2020	3Q2022	3Q2021	3Q2020	4Q2022	4Q2021	4Q2020
16	307-1, 419-1	Fines for social economic non-compliance	BRL (thousands)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		Non-financial sanctions for social economic non-compliance	number of sanctions	0	0	0	0	0	0	0	0	0	0	0	0
		Fines for environmental non-compliance	BRL (thousands)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
		Non-financial sanctions for environmental non-compliance	number of sanctions	0	0	0	0	0	0	0	0	0	0	0	0

- DIVERSITY

The election of the Board of Directors management for 2022 to 2024 took place in April, and now has 5 seats. The elected directors will have a term of office until August 2024. See the complete list.

60% of the seats in the Board of Directors are held by people belonging to minority groups - women, black people and LGBTQIA+. One of the goals of the Cogna Commitments for a Better World was to have these audiences represented by at least 1/3 of the positions by 2025, a goal that was achieved and surpassed even in 2022.

- COMPLIANCE

We did not record significant fines or sanctions in the economic and social aspects, except for the normal course of business. Cogna has been working strongly on the preventive labor front, having mapped the main causes of contingencies and outlined robust action plans to manage this risk with revisions and adjustments to procedures.

During the year, there were no records of fines or administrative and judicial sanctions for non-compliance with environmental laws and/or regulations. The Company's relevance criterion considers proceedings that do not harm the image of Cogna and its subsidiaries and/or stoppage of transactions, or that have significant amounts involved.