vitru*
EDUCATION

ANNUAL
SUSTAINABILITY
REPORT **2022**

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INTRODUCTION

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About
THIS REPORT

GRI 2-3

In this third Annual Sustainability Report, Vitru Education celebrates the beginning of the Company's new momentum through the business combination with UniCesumar (Centro de Ensino Superior de Maringá).

This publication reports management's most relevant facts focused on a sustainable development from January 1 to December 31,2022. In observance of guidelines and indicators of the Global Reporting Initiative (GRI) 2021, a worldwide benchmark for corporate performance reporting, and the Sustainability Accounting Standards Board (SASB), this report includes interest information for shareholders, employees, teaching staff, students, suppliers, communities and other stakeholders.

This report framework observes the environmental, social and governance prioritization through a new materiality process (read more thereafter). It combines outstanding projects, initiatives and results in 2022, prioritizing selected topics into a new materiality matrix elaborated in the same year, following the Company's new momentum and the market's best practices.

Doubts, feedbacks and suggestions can be sent to
IR@VITRU.COM.BR

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Materiality Assesment GRI 3-1

Since its first report in 2020, Vitru Education has been compliant with GRI Standards, bolstering stakeholders' consultation and engagement processes to map the most relevant environmental, social, economic and governance topics for the educational sector.

In 2022, a new materiality matrix has been conducted, as part of the Company's broader ESG (Environmental, Social, Governance) process in light of the business combination, and relied on the support of a specialized advisory firm, including:

1,190 FEEDBACKS WERE RECEIVED

Value chain analysis: review of activities critical points, direct and indirect impacts on suppliers, partners and students;

Indicators development: measure environmental, social and economic impacts;

Consultation with stakeholders: listen to expectations and concerns of stakeholders involved in the Company's activities;

Regulatory follow-up: ensure practices in accordance with environmental, social and economic standards.

Material topics were prioritized through 14 interviews with management (board members and executives), also a survey along with other stakeholders (teaching staff, tutors, employees, partners, suppliers, financial institutions, analysts and investors) that resulted in 1,190 feedbacks received. Students were consulted, however, due to low adhesion, they were not computed in the materiality matrix elaboration. Students' inclusion composes the Company's continued improvement policy for the next processes. GRI 3-1

The impact selection prioritized the following issues:

Relevance for stakeholders

Identification of most relevant concerns and prioritization of material impacts for these parties.

Severity of impacts

Assessment, including scale, duration and intensity, also the prioritization of most severe impacts.

Materiality Risk

Assessment of pertinent and material impacts for the Company, its stakeholders and the environment, prioritizing the impacts with greater materiality risk.

Relevance for the Company's objectives

Identification of how impacts are related to the Company's strategic objectives, prioritizing the most significant impacts to achieve these objectives.

Improvement opportunities

Identification of opportunities to enhance the Company's performance concerning the positive and negative impacts, prioritizing areas with greater advancement potential.

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Impacts identified

GRI 3-1

Economy

Closure of traditional educational institutions; Unemployment in traditional education-related sectors; Inequality in the access to technology and digital education.

Greater efficiency and productivity; Greater access to education, employability and educational content development; Greater competitiveness.

Environment

Increased energy consumption and carbon emissions in the production and use of digital technologies, also the inappropriate disposal of electronic equipment.

Lower carbon emissions due to the use of digital technologies, without commuting; Lower use of paper and print materials.

People

Discrimination based on social and technological characteristics; mental and physical overload due to digital technologies overuse; greater inequality in the access to technology and education.

Education greater accessibility; Possibility of learning at any time and place; Greater diversity, inclusion and digital skills development.

Human Rights

Risks to privacy, with users monitoring and control.

Greater freedom of opinion and access to information; Promotion of equal opportunities.

The consolidation of topics took into account those prioritized by management and stakeholders; the impact severity; the materiality risk; the Company's strategic objectives and improvement opportunities.

List of material topics

GRI 3-2

10 Governmental relations and advocacy / regulators

9 Social development at units' surrounding area

1 Quality and access to education

8 Data privacy and security

2 Innovation & technology

7 Ethics, integrity and compliance

3 Employee attraction, development and retention

6 Diversity, inclusion and equality

4 Health, well-being and safety

5 Employability & entrepreneurship

Message from Co-CEOs GRI 2-11, 2-22

The year 2022 set the completion of a business combination between Vitru and UniCesumar. Two breakthrough businesses in their proposals, with an optimum market performance, now join their strengths to offer a leading-edge education.

Students of all Brazilian regions are the beneficiaries, who may rely on a wide array of high quality academic programs, offered at reasonable prices, within a flexible format, more suited to their economic, social and geographic realities.

This is the outset of a new phase in Vitru Education's journey for a democratized access to education. With this business combination, the Company's 2,170 digital education hubs will be present across all the Brazilian regions. Including areas wherein students hardly would have access to higher education without opportunities offered by Vitru Education.

Together, UniCesumar and Uniasselvi registered 768 thousand students in 2022, making Vitru Education one of Brazil's largest digital educational institutions. These are outstanding figures, but not even close to depict the magnitude of the work involved. Beyond sound figures, we need to invest in technology, assure good work conditions for our employees, also improve the academic curriculum. All of this, Vitru Education accomplished in 2022.

With similar world visions and objectives, Uniasselvi and UniCesumar went beyond a business combination, as this process is usually known. Each institution's organizational culture key points were preserved. Their competitive advantages were valued and bolstered. Their differences have been realigned. Everything to ensure that they can operate in synergy, with the excellence that always permeated these two institutions.

How do a market leader evolve? A few answers certainly apply to almost all the businesses. However, in the educational sector, an entity encounters lots of challenges and needs to

outperform to achieve its objectives.
In 2022, Vitru Education consolidated itself in this regard. The business combination with UniCesumar broadened the company's distribution across the Brazilian territory. It opened new doors, so that its methodology could reach students across the country. But, how do we want this to happen?
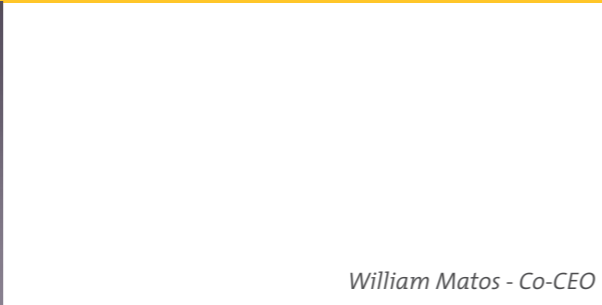
> **This is the outset of a new phase in Vitru Education's journey for democratization of access to education.**

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William Matos - Co-CEO

Pedro Graça - Co-CEO

Undoubtedly, we are not only speaking of quantity. In a country like Brazil with so many inequalities, an accessible and quality education necessarily needs to align the balance of an educational institution's objectives.

Vitru Education was always aware of this responsibility. We cannot just launch new programs, their quality needs to be recognized. We cannot just offer the digital educational model, but use it to engage students. We cannot just introduce ourselves as a state-of-the-art institution, but students, teachers and tutors shall rely on a cutting-edge technology.

The year 2022 again revealed that Vitru Education is continuously attentive to all these issues. Amid a solid and demanding process, such as a business combination, Vitru continued launching new programs, investing in technological solutions, enhancing everything related to the best experience of students and employees.

In May 2023, we announced a new transition phase: Mr. Pedro Graça resigned its executive role at Vitru Education for a six-month period to hold a seat at the Board of Directors, while Mr. William Matos took over the CEO position at the Company.

The joint expertise of these renowned executives in our management resulted in robust financial and operational metrics, such as the 109% net revenue year-on-year growth in 2022. Student base jumped 110%. Hubs totaled 2,170, considering the business combination effects materialized in May 2022 and the organic growth recorded. We are very proud of these figures, however, we keep asking ourselves: how will we continue as a benchmark company, sustaining our quality and competitiveness concerning that future wherein access to education shall be increasingly more democratized and innovative?

Pedro Graça and William Matos
Vitru Education Co-CEOs

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VITRU EDUCATION

IN THIS CHAPTER:

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Vitru Education in Figures
Awards & Recognitions
Membership associations

.02 *Vitru* EDUCATION

GRI 2-1, 2-6, 2-23, 2-24

Brazil's leading private digital higher education group, the holding Vitru Limited, a publicly-held corporation since 2020, has its shares traded at the US Nasdaq Technology Sector Index (VTRU), through its subsidiaries is present in 1,340 Brazilian municipalities, offering digital education and on-site undergraduate programs, including Medicine, fulfilling its mission of democratizing the access to education in Brazil. Through higher educational institutions Uniasselvi (Sociedade Leonardo da Vinci) and UniCesumar (Centro de Ensino Superior de Maringá), the Company offers +700 programs with a portfolio composed of technical and vocational courses, digital education undergraduate programs (bachelor's degree, licentiate degree and technologist), on-site undergraduate programs (bachelor's degree, licentiate degree and technologist) and graduate programs. The digital education undergraduate unit accounts for most of the Company's annual net revenue, with 76% of total, driven by a competitive positioning and value proposal for students. GRI 2-2

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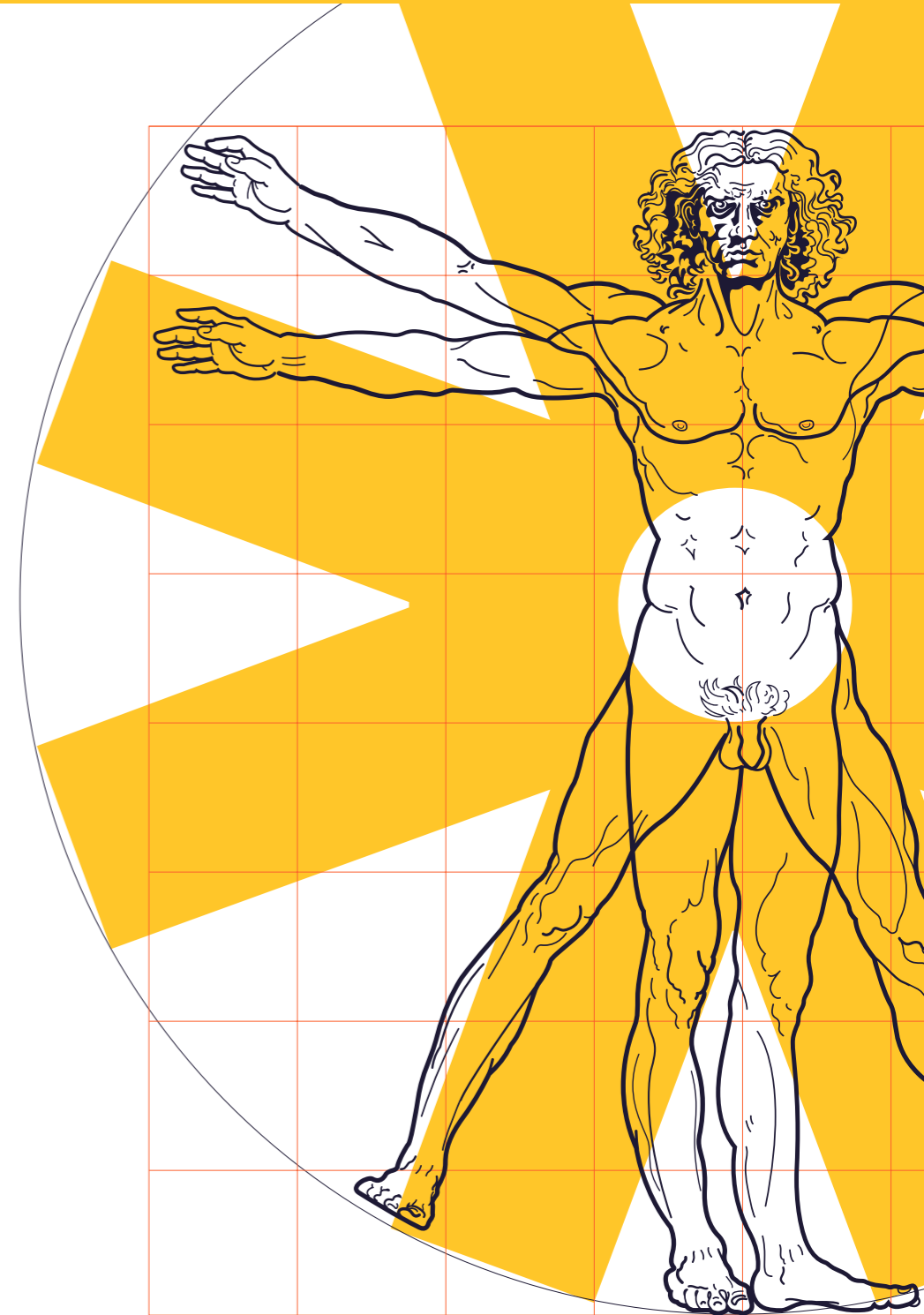
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Vitru Education, based in the state of Santa Catarina, has the mission of democratizing the access to higher education in Brazil, qualifying each student to build his/her own history of success, offering education to regions deprived of this opportunity.

Vitru Education emerged from Uniasselvi's history, founded in 1997. The Company's brand is inspired by one of Leonardo da Vinci's most important works: The Vitruvian Man that significantly impacted various areas of human knowledge, shaping the future of humanity. In addition, the name 'Vitru' reminds glass in Portuguese, signifying transparency in the Company's stakeholder relations.

+700 programs

Technical and Vocational Courses, digital education undergraduate programs (bachelor's degree, licentiate degree and technologist), on-site undergraduate programs (bachelor's degree, licentiate degree and technologist) and postgraduate programs.

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Vitru Education's academic model is recognized by quality indicators assessed and published by MEC (Ministry of Education), such as:

Institutional Concept (CI)

Quality indicator for higher education institutions measured and published by MEC through face-to-face reviews envisaging the educational organization's courses, such as institutional, academic, management planning and development. In the last review conducted in 2019, CI scored five points, out of five possible points, for both, Uniasselvi and UniCesumar.

5 POINTS

Program Preliminary Concept (CPC)

Quality indicator for higher education institutions measured and published by Enade (Brazilian National Student Performance Exam) comprising educational and organizational issues, such as students and teachers performance, infrastructure, teaching-learning resources and other inputs to measure programs overall quality. In 2021 (last data available), Vitru Education's CPC scored 2.48 out of five possible points.
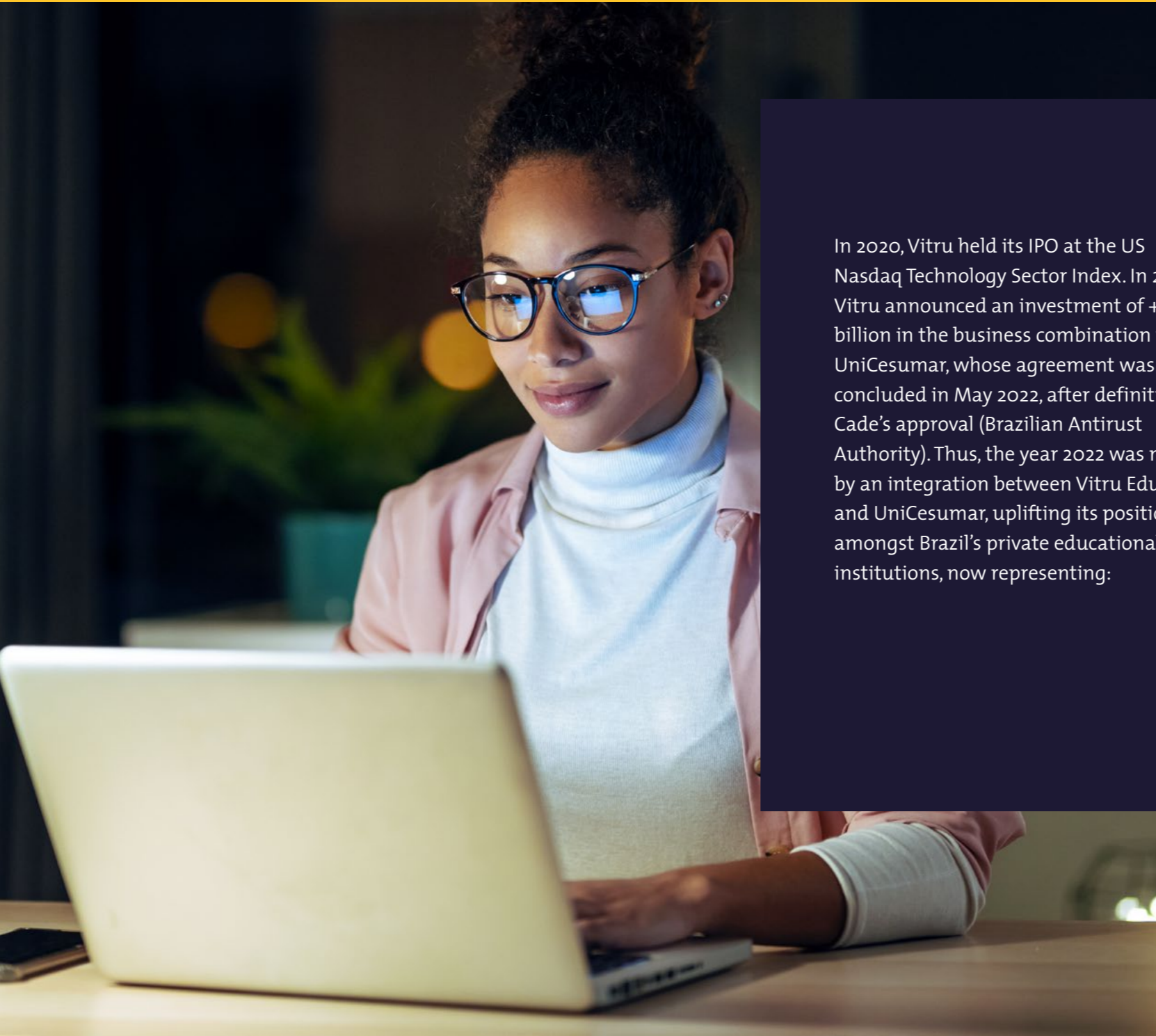
2.48 POINTS

Program Overall Index (IGC)

This is the most important quality indicator of a program. IGC considers the average of the last three CPC scores, students distribution between undergraduate and postgraduate programs, and the average evaluation of postgraduate programs. In 2021 (last data available), Vitru Education's IGC scored 2.67 out of five possible points.

2.67 POINTS

Performance Seen and Expected (IDD)

Quality indicator that aims at capturing the institution's contribution to student development. In 2021 (last data available), Vitru Education's IDD scored 2.26 out of five possible points.

2.26 POINTS

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In 2020, Vitru held its IPO at the US Nasdaq Technology Sector Index. In 2021, Vitru announced an investment of +R$3 billion in the business combination with UniCesumar, whose agreement was concluded in May 2022, after definitive Cade's approval (Brazilian Antirust Authority). Thus, the year 2022 was notable by an integration between Vitru Education and UniCesumar, uplifting its positioning amongst Brazil's private educational institutions, now representing:

1st

IN NUMBER OF OF DIGITAL EDUCATION STUDENTS

2nd

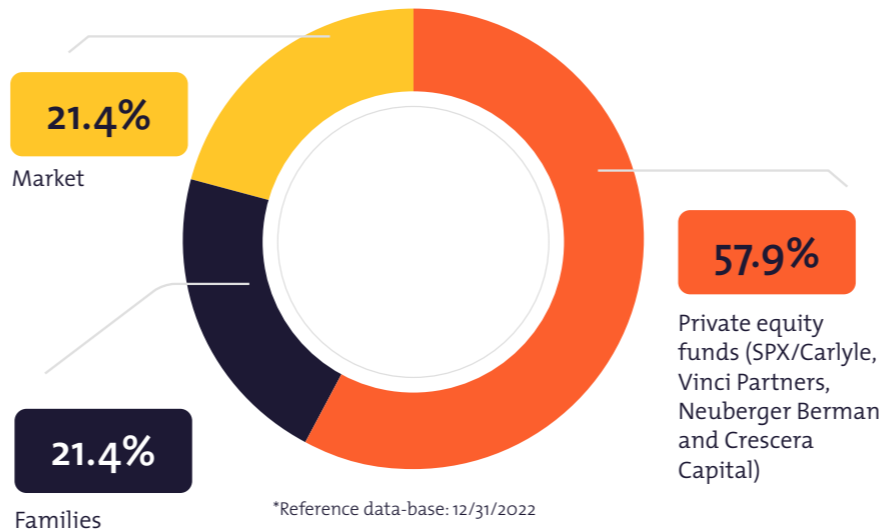largest publicly-held digital education company in terms of revenue.

3rd

in number of digital education and on-site students, according to Inep (Brazilian National Institute of Studies and Educational Research).

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OUR MISSION

Democratize the access to education in the country through a digital ecosystem, enabling each student to build his/her own history of success.
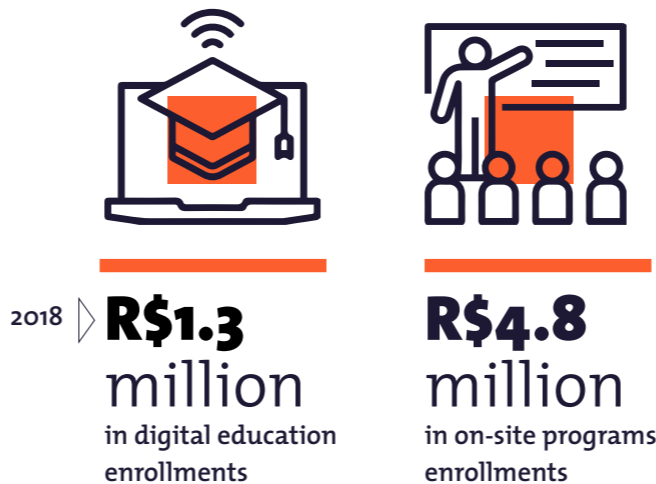
Ownership Structure*

21.4%
Market

57.9%
Private equity funds (SPX/Carlyle, Vinci Partners, Neuberger Berman and Crescera Capital)

21.4%
Families

*Reference data-base: 12/31/2022

Digital education, market with high growth rates

2018 ▷ **R$1.3** million
in digital education enrollments

R$4.8 million
in on-site programs enrollments

Net revenue 2022

UNIASSELVI
R$776.0 million

UNICESUMAR
R$541.3 million

TOTAL: R$ 1,3173 billion

By mode (consolidated – Uniasselvi and UniCesumar)

R$998.2 million

R$120.3 million

R$130.8 million

R$68.0 million

digital education under-graduate programs

on-site under-graduate programs (excluding Medicine)

Medicine

continuing education (technical and vocational programs, free programs and bids)
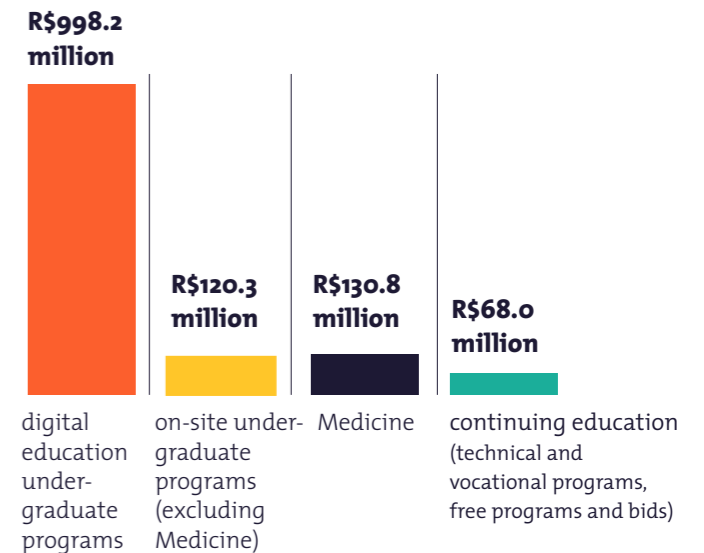
Uniasselvi

With +300 undergraduate, postgraduate programs, technical and vocational programs, Uniasselvi is the largest higher educational institution in the state of Santa Catarina and one of Brazil's leading institutions. The institution offers programs in digital education and on-site modes through 1,038 digital educational hubs distributed in 881 Brazilian municipalities, besides on-site educational units in the states of Santa Catarina, Mato Grosso, Rio de Janeiro and Belo Horizonte.

The institution records +400 thousand students who rely on a cutting-edge infrastructure, with classrooms and state-of-the-art laboratories, also a teaching staff composed of master and doctorate teachers with market experience. Concerning digital education, Uniasselvi strongly values its tutor board also composed of experts, master and doctorate teachers. Besides interacting with teaching staff through virtual environment, students take part in face-to-face meetings held once or twice/week at the hub.
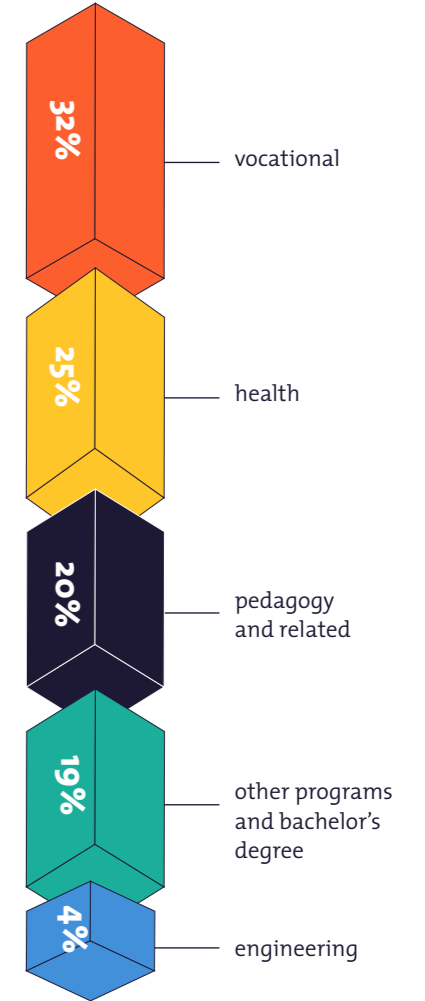
5 thousand
ON-SITE UNDERGRADUATE STUDENTS

362 thousand
DIGITAL EDUCATION UNDERGRADUATE STUDENTS

1,038
EDUCATIONAL HUBS IN
881 MUNICIPALITIES

Digital education undergraduate students by area

- 32% vocational
- 25% health
- 20% pedagogy and related
- 19% other programs and bachelor's degree
- 4% engineering

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UniCesumar

Founded in 1990, committed to contribute to society's development through education, UniCesumar relies on 1,138 digital educational hubs and nearly 367 thousand students across Brazilian states. It also relies on on-site educational units in the states of Paraná and Mato Grosso do Sul. The on-site programs in the health area are amongst the main highlights, especially Medicine that offers 348 seats. With various strategic partnerships and international agreements and 80% of master or doctorate teachers, UniCesumar is recognized nationwide for its high quality standard and is present in 1,056 Brazilian municipalities.

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15 thousand
ON-SITE UNDERGRADUATE STUDENTS

335 thousand
DIGITAL EDUCATION UNDERGRADUATE STUDENTS

1,056
MUNICIPALITIES

Digital education undergraduate students by area

- 38% vocational
- 21% health
- 18% pedagogy and related
- 17% other programs and bachelor's degree
- 5% engineering

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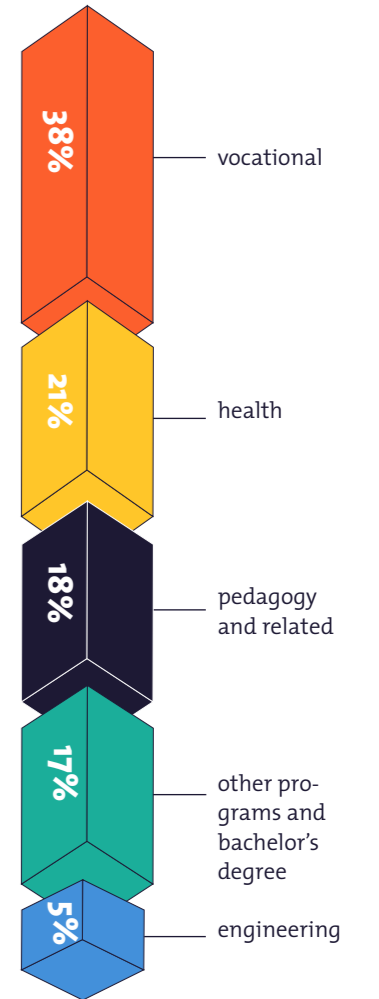
Stakeholder engagement GRI 2-29

Vitru Education adopts a collaborative approach to engage its stakeholders, identifying the following categories: customers/students, suppliers, employees, partnering hubs, local communities, associations, regulators and investors. The purpose of the stakeholder engagement is to understand their needs, expectations and concerns, also enhance the organization's efficiency and effectiveness. To ensure a meaningful engagement, the organization seeks to set out open communication channels, and regularly requests feedback through surveys, meetings and other vehicles of communication. In addition, Vitru Education also considers and embodies stakeholders perspectives in its strategic decisions.

Vitru Education has students as its key stakeholder. Therefore, it builds various communication tools with this public, especially: Assisted Admission Project (monitored by external tutors, under the responsibility of hubs sector); hub team subsidies via intranet (program book and practices and guidance materials, amongst others); sponsored internet for Leo App use; institutional e-mail usage is recommended; lives to welcome freshmen conducted by course coordinators concerning specific training; master class is offered, presenting topics with course-related professionals from different areas.

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2022 SET THE BUSINESS COMBINATION BETWEEN Vitru Limited AND UniCesumar (Centro de Ensino Superior de Maringá). THIS EXPANSION RESULTED IN GREATER QUALITY, FLEXIBILITY AND A WIDE DISTRIBUTION OF THE HYBRID MODEL THAT VITRU OFFERS THROUGHOUT THE COUNTRY.

TRANSFORMATIONAL COMBINATION

Brazil's largest *player* in the digital educational sector is created

Value creation
Potential to build substantial value with high complementarity that results in gains of scale and relevant synergies

Academic excellence
Similar culture focused on student-centric high quality education, with MEC's maximum score

Corporate governance
Corporation listed at Nasdaq, recognized by a solid structure of the Board, committees and a management team highly dedicated to preserve a successful business journey

2,170
educational hubs[1]

97.3%
of total student base comes from digital education, corresponding to

747.5 th
students

696.3 th
Total student base digital education undergraduate students

20 th
on-site students

Total student base:
768.4 th

744
cities with one brand hubs

596
cities with both brands hubs

+110 Digital
education undergraduate programs (UniCesumar)

+140 Digital
education undergraduate programs (Uniasselvi)

1,340
cities on the whole

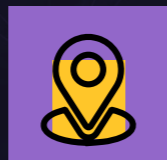1. It excludes six international hubs of UniCesumar.

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VITRU EDUCATION *in figures*

768 thousand
DIGITAL EDUCATION STUDENTS

21 thousand
ON-SITE STUDENTS

2,180
EDUCATIONAL HUBS

1,340
MUNICIPALITIES ASSISTED
across all Brazilian regions

+ 240
DIGITAL EDUCATION UNDERGRADUATE PROGRAMS

+ 206
ON-SITE UNDERGRADUATE PROGRAMS

19
ON-SITE CAMPUSES

+10
VOCATIONAL PROGRAMS

+ 200
POSTGRADUATE PROGRAMS

+ 60
TECHNICAL PROGRAMS

10 thousand
EMPLOYEES PROGRAMS

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Awards & Recognitions

TOP OF MIND AWARD
Bestowed by the Brazilian Institute of Public Opinion.

THE 100 MOST INNOVATIVE COMPANIES USING IT
Ranking developed by IT Mídia stood out Uniasselvi for its academic life monitoring project.

SIGNATORY SEAL 2022 OF THE BRAZILIAN NATIONAL MOVEMENT OF SUSTAINABLE DEVELOPMENT GOALS (SDG) SANTA CATARINA
In recognition of Uniasselvi's initiatives.

GREAT PLACE TO WORK (GPTW)
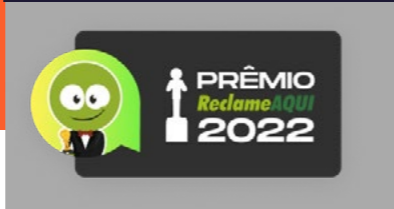Bestowed for the fourth consecutive year.

WOMEN ON BOARD (WOB)
Independent initiative supported by the United Nations Organization (UN).

ABMES SOCIALLY RESPONSIBLE INSTITUTION SEAL ABMES (Brazilian Association of Higher Education Supporters).

'RECLAME AQUI' 2022 AWARD
Bestowed to Uniasselvi's services operations.

MARINGÁ MUNICIPAL GOVERNMENT IPÊ BUSINESS SEAL
Bestowed by the Urban Planning and Research Institute of Maringá (PR) to UniCesumar.

BLACKBOARD CATALYST AWARD 2022
INNOVATION and excellence recognized under the Community Engagement category.

Membership associations GRI 2-28

By integrating various institutions, Vitru Education effectively participates in the academic community and the states of Paraná and Santa Catarina development.

Brazilian Association for Higher Education Development (Abraes); Staff
Higher Education Private Supporters Association of Santa Catarina (Ampesc)
Brazilian National Association of Private Universities
Chamber of Indaial Merchants (SC)
Technical Chamber of Economic Development Council of Maringá-PR (CODEM)
Ad hoc Committee Support Fund for Higher Education Maintenance and Development (FUMDES UNIEDU) / State Department of Education by Higher Education Private Supporters of Santa Catarina (Ampesc)
Committees of Pirapó and Paranapanema 3 and 4 river basins
Advisory Council of Serra do Itajaí National Park (SC)
Biguaçu City Council of Health (SC)
Indaial City Council of Children and Adolescent (SC)
Indaial City Council of Environment Defense (Comdema)
City Council of Education (Comed)
Blumenau City Council of Education (SC)
Indaial City Council of Tourism (SC)
Indaial City Council of Elderly Rights (SC)

Timbó City Council of Basic Sanitation (SC)
Paraná Regional Council of Engineering and Agronomy
Council for SALI and NUT Students Representativeness and Inclusion in the Food and Nutrition Policy
Coordination of Educational Institutions (CIE) at Maringá (PR) regional Crea
Education State Forum of Santa Catarina (FEE)
Education Municipal Forum of Blumenau (SC)
Education Municipal Forum of Indaial (SC)
National Forum of River Basin Committees
Paraná Forum of River Basin Committees
Research and Innovation Support Fund of Santa Catarina (Fapesc) by Higher Education Private Supporters of Santa Catarina (Ampesc)
Permanent Educational Center of the Social Welfare System of Santa Catarina (Nuep/Suas)
German Language Center of Blumenau Business Association (Acib)
Environmental Education Municipal Program – GAIA Timbó

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EDUCATIONAL MODEL

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Employability & entrepreneurship
Innovation & technology

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Educational MODEL

.03

GRI 3-3 Management of material topics I Quality and access to education

Vitru Education offers undergraduate, digital education and on-site programs, also continuing education, such as postgraduate, technical and vocational courses. The hybrid methodology is one of Vitru Education's greatest competitive advantages. Students attend the on-site support hub once or twice/week, according to the program, and there students can reach their tutor. This format benefits student's learning process, encouraging him/her to keeping engaged in studies. Through a business combination with UniCesumar concluded in 2022, Vitru Education now has 2,170 digital educational hubs distributed across the Brazilian territory and +760 thousand students.

To monitor education quality, Higher Education Institutions (IES) managerial levels adopt measures jointly with competent academic areas, which are involved in a 360° analysis of each project and the development of contingency plans to mitigate and remedy the impacts on programs operations, fomenting and guiding lower damages for student.

All projects and activities undergo analyses of results to check improvement points, as well as to analyze the positive impacts. For instance, it is worth mentioning students' engagement initiatives conducted by different programs, thus benefiting mobilization in each course evaluation. The efficacy assessment of measures taken and eventual improvement initiatives are based on the annual goal plan and indicators set out by the institution, and also engagement indicators available at Power BI tool.

The targets for 2023 comprise the implementation of extension activities included in undergraduate programs, and also an organizational climate survey on courses coordination, pedagogical tutoring and online courses mediation.

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Improvement initiatives

In 2022, besides enhancing the offering of programs and wide distribution throughout the Brazilian territory, Vitru Education promoted an array of academic quality improvement initiatives, innovation of curriculum matrix and educational methodologies, amongst other advancements. Vitru successfully concluded one of the year's greatest challenges: adjust the curriculum matrix of 343 undergraduate programs. All programs now observe the requirement of conducting extension activities corresponding to 10% of total course load.

Synergies captured through the business combination between Vitru Education and UniCesumar allowed a quicker curricular completion of programs offered by these institutions for the same areas. Vitru Education conformed with the market by reducing the curricular completion period of 72 programs. Various programs were combined, study loads were standardized, physical and virtual sites were optimized, amongst other academic benefits provided by this business combination.

The program portfolio expansion took into account market actual needs and high impact programs directly related to entrepreneurship. Another innovation in this same line was the implementation of contemporary and cross-sectional study courses. These are 'wildcard' courses, included in all programs concerned with current topics and bolstering students' connection with the market.

Taking the lead in programs launch also portrays Vitru Education's hallmark. In 2022, Vitru offered 74 out-of-catalogue programs. That is to say, programs not offered by other educational institutions, such as podiatry, forensic investigation programs. For 2023, Vitru expects to launch other 15 out-of-catalogue programs and launch Vitru Education Learning Cycle aiming at consolidating the learning path of each student admitted at Uniasselvi and UniCesumar.

In 2022, two edtechs (educational technology), which formerly operated separately, now merged to standardize and ease students' access to the educational content. Another innovation was the course equivalence repositioning. This process enabled the vocational repositioning, also lower dropout from a program to another within the same institution.

In 2022, the Company offered 74 exclusive programs amongst Brazil's educational institutions.

97%

Digital education

3%

on-site

Total student base (undergraduate and postgraduate) on 12/31/2022

6 AREAS OF EXPERTISE

+240

Digital education undergraduate programs

+200

postgraduate programs

+10

vocational programs

+206

on-site undergraduate programs

+60

technical programs

44

new undergraduate and postgraduate programs, in 2022

Infrastructure investments

Vitru Education invests in the educational hubs infrastructure in different locations, contributing to qualified professionals development, who besides being capable of conducting their studies without commuting to large centers, may meet their community's services demands. Integrated laboratories are destined to students of UniCesumar's digital education programs, with hybrid methodology. GRI 203-1
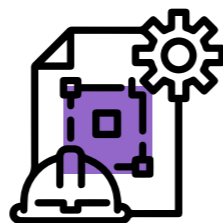
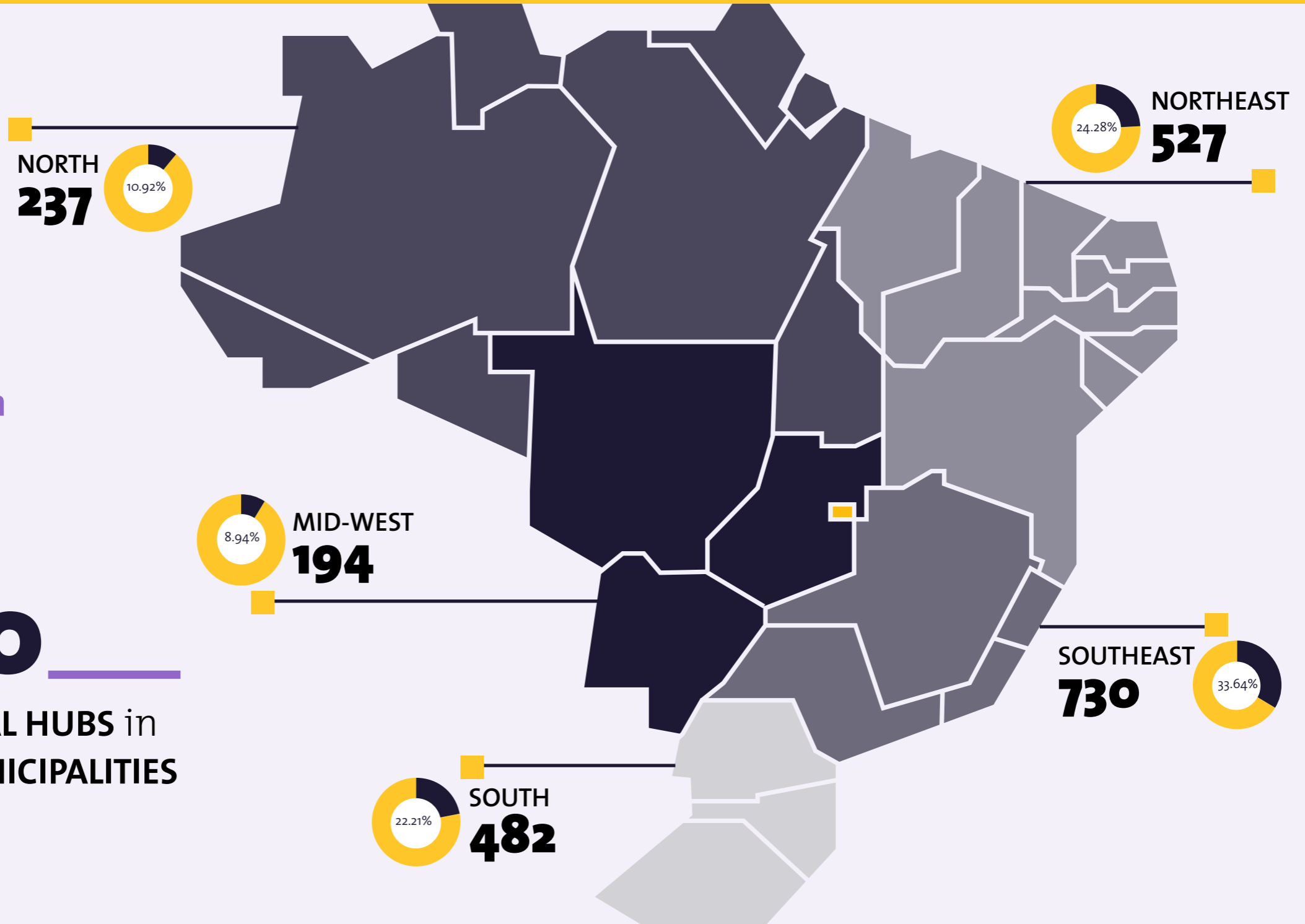**R$2.06** million
invested in Engineering programs in 2022

R$10.95 million
invested in laboratories of Biomedicine and Pharmacy programs, in 2022

vitru* EDUCATION

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‹ 29 ›

Nationwide distribution

2,170

EDUCATIONAL HUBS in **1,340** MUNICIPALITIES

NORTH 237
10.92%

NORTHEAST 527
24.28%

MID-WEST 194
8.94%

SOUTHEAST 730
33.64%

SOUTH 482
22.21%

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Employability & entrepreneurship

GRI 3-3 management of material topics I Employability & entrepreneurship

Considering the professional development and success of students and professionals in general, UniCesumar offers Plug, an employability and improvement platform that approaches students, community and businesses. This tool offers content about career, internship opportunities and job vacancies, with free access. Plug also approaches professional competencies, it offers previously defined curriculum to be filled, also provides guidelines to elaborate a good document, vacancy management and interviews, articles, e-books and free courses. Entire content is connected with employability, professional development and career improvement. Uniasselvi, offers the Career Portal, including the same features.

Besides these tools, Vitru promotes events concerned with labor market onboarding, such as UniCesumar Employability Fair that gathers students and communities in Paraná's four campuses. In various booths, businesses, recruiters and partners guide students and offer job vacancies. Free online events discuss labor market topics, with the participation of large companies' managers.

Vitru Education also offers the GO course, a curricular unit of 1st year classes, with 80h/year- course load to welcome and acquaint students with the digital model, also assist them to elaborate and manage their personal and professional planning. This course provides content discussing fundamentals of coaching, neo-linguistic programming, positive psychology and other contents.

The GO course aims at making student to reflect upon his/her life trajectory and his/her career aspiration; know the labor market's needs and demands, also identify opportunities; build core competencies required by the market, so that to leverage their individual, social and professional skills; conquer opportunities, effectively taking part in selection processes and adopt tools and techniques for a personal management enhancing growth, and sustain results achieved.

Concerning entrepreneurship bias, UniCesumar and Uniasselvi yearly offer startup pre-acceleration programs in partnership with Sebrae (Brazilian Support Service for Micro and Small Businesses).

When admitted at Vitru Education, nearly 80% of students are already employees of any company. Studies initiation provides an average salary increase of 40% throughout the program. Since 2018, in-house surveys have been revealing a continued and consistent students salary evolution, both for digital education students and on-site programs.

In 2022, the implementation of a sophisticated survey tool allowed a detailed employability data analysis. In the period, students employment rates in the labor market stood at 75% for UniCesumar and 70% for Uniasselvi. For 2023, we expect to improve these percentages. SV-ED-260a.3

40%
AVERAGE SALARY INCREASE throughout the program.

Evaluation indicators

To assess the employability and entrepreneurship advance, Vitru Education adopts the following advancement:

Plug and Career Portal Platforms
Number of applicants; applicant access; companies registrations and accesses; job vacancies registered and accesses; applications, places.

Employability Fair
Students, communities and companies participating in events; vacancies available.

GO Course
Graduating students.

Entrepreneurship Program
Students team taking part in the initiative.

Undergraduate students' average salary evolution
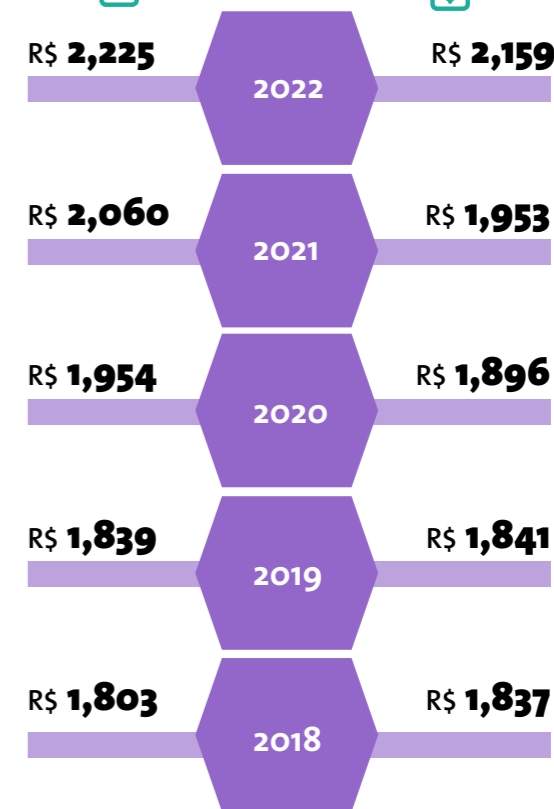
Digital education   **ON-SITE**

|	Digital education	ON-SITE
2022	R$ 2,225	R$ 2,159
2021	R$ 2,060	R$ 1,953
2020	R$ 1,954	R$ 1,896
2019	R$ 1,839	R$ 1,841
2018	R$ 1,803	R$ 1,837

* It excludes UniCesumar's Medicine program.

Innovation & technology

GRI 3-3 management of material topics I Innovation and technology

Investments in innovation and technology directly impact student experience. With sponsored Internet, the Leo App allows the access to evaluations, messages, service request and payment slips, amongst other options. Through the Virtual Learning Environment (AVA), students have access to all digital content in its various formats: videos, eBooks, podcasts and texts, amongst others. AVA has been continuously advancing and reflects the Company's innovation culture. Health and Engineering programs simulators, for instance, open new and breakthrough learning possibilities.

In 2022, Vitru Education and UniCesumar edtechs merge enabled to create the Learning Multimedia Ecosystem and new features, such as the Bibliotech (tech library) that combined educational technological resources.
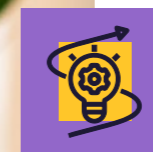
Aware that student satisfaction and engagement that assure the Company's good performance and evolvement, Vitru Education gives special attention to these indexes throughout academic year. Through Dropout and Manager Portal, the Student Relationship Area and the Market Executive Board monitor data to promote student engagement, retention and satisfaction.

Another fundamental tool is the Institutional Evaluation conducted by the Evaluation Committee (CPA) that assesses essential pillars, such as infrastructure, content, materials and educational players. In 2022, Vitru Education moved forward with onboarding, welcoming and engagement of new students, recording a retention rate of 95.6%.

2,471
BOOKS

45,877
VIDEO CLASSES

2,793
PODCASTS AND AUDIOBOOKS

59,913
PEDAGOGY ILLUSTRATIONS

487
AUGMENTED REALITY SIMULATORS

Project Evaluation

The innovation projects are monitored from development and implementation to results achieved. This evaluation process is composed of the following forms: project management plan, project termination statement, list of risks and lessons learned. Each project's efficacy is measured by a continued security monitoring and analysis based on performance indicators. The effectiveness of preventive and corrective measures implemented is assessed in information security regular studies. Quantitative targets are adopted among improvement targets, such as security incident reduction.

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EDUCATION

CORPORATE
governance

IN THIS CHAPTER:

Ethics & Compliance

Risk Management

Information Security

Corporate GOVERNANCE

GRI 2-9, 2-10, 2-11, 2-14; GRI 3-3 Management of material topic | Governmental relations and advocacy

To ensure a robust, transparent and ethical governance, Vitru Education relies on a solid governance structure composed of the Board of Directors, two co-CEOs and nine VPs (Uniasselvi Digital Education; UniCesumar Digital Education; on-site, continuing education, market, corporate operations, people & management, academic, finance & IR).

Vitru Education relies on the support of five advisory committees to the Board of Directors: Statutory Audit Committee; Financial, Tax and Investments Committee; People & Management and Compensation Committee; Academic and Innovation Committee; Environmental, Social and Governance Committee.

The Board of Directors is the Company's most important governance body, composed of one chairman, one vice-chairman and nine board members, three of them are independent, elected at the Shareholders Meeting, with a two year term of office, and re-election is authorized. The Articles

of Association also provides for the possibility of electing through Shareholders Meeting, one observer member, without voting right and one year term of office. There are no provisions related to management's retirement due to any age limit. The Articles of Association also provides that, while Vitru Limited's shares are accepted for trading at Nasdaq, the Board of Directors shall always comply with the US securities laws residency and citizenship requirements applicable to foreign private issuers.

Members of the Board of Directors hold bi-monthly meetings to discuss all the topics provided for in the Articles of Associations, amongst them: Annual Audit Program, approval of independent audit contract, risk management-related matters, quarterly and annual results monitoring, expansions for the next six-month period, the Company's next year's budget and long-term planning.

The Company relies on a non-statutory Environment, Social and Governance Committee that coordinates agendas and topics about this matter, and also advises the Board of Directors. As far as governance is concerned, as required by Brazilian laws, in the Statutory Audit Committee composed of three independent members, internal audit matters, financial statements, audit works, governance, compliance, risk management and internal controls are conducted, assessed and submitted to the Board of Directors.

The selection and nomination of members for governance bodies and committees always take into account competencies and corporate experience in referred area of expertise, the professional's independence (especially when required by position), factors, such as diversity, stakeholders' opinions/recommendations and others.

Co-CEOs and VPs are submitted to corporate performance review processes. In 2022, the first cycle of board members' evaluation and self-evaluation took place at the Company. These evaluations are conducted by People & Management area and a committee is set up for such purpose. Vitru Education works to make sure that the 2023 evaluation takes place independently. GRI 2-18

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Our Management

BOARD OF DIRECTORS

Carlos Eduardo Martins e Silva
Chairman

Wilson de Matos Silva
Vice-Chairman

Aline Leite San Lee Sun
Independent officer

Claudia Jordão Ribeiro Pagnano
Independent Officer

Rivadávia Correa Drummond de Alvarenga Neto
Independent Officer

Daniel Arthur Borghi
Officer

Edson Gustavo Georgette Peli
Officer

Felipe Argalji
Officer

Fernando Cezar Dantas Porfírio Borges
Officer

Lywal Salles Filho
Officer

Weslley Kendrick Silva
Officer

STATUTORY BOARD OF EXECUTIVE OFFICERS

Pedro Jorge Guterres Quintans Graça
Co-CEO

William Victor Kendrick de Matos Silva
Co-CEO

Ana Paula Rodrigues
Corporate operations

Carlos Henrique Boquimpani de Freitas
Finance & IR

VICE EXECUTIVE OFFICERS

Érico Coelho Ribeiro
On-site

Guilherme Franco
Market

James Prestes
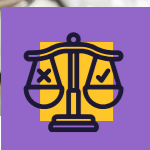UniCesumar Digital Education

Janes Tomelin
Academic

Waleska Cunha
People

Ricardo Grima
Uniasselvi Digital Education

Tiago Stachon
Continuing Education

Ethics & Compliance

GRI 3-3 Management of material topics | Ethics, integrity & compliance| GRI 2-15, 206-1

Ethics and integrity are the topics permeating Vitru Education's daily routine, guided by the Company's management and disseminated across all organizational units. The ethics and compliance management relies on policies and other tools that formalize and reiterate the Company's stance on this topic.

Corporate documentation management and guidance on compliance-related topics are the responsibility of the Governance, Risk and Compliance (GRC) area. Vitru Education also relies on an Internal Audit area, which is liable for the Ethics Channel. GRI 2-26

Commitments to a responsible business conduct are mentioned in documents, such as the Articles of Association and the Code of Conduct, which give rise to a framework of policies and procedures defined and disseminated at the Company. These are documents that define duties and responsibilities of areas involved in the execution of these processes. Vitru Education promotes various training courses, especially those related to the compliance area.

In addition, the Code of Conduct works as a guide for the Company's practices, an essential addition to the corporate mission, vision and values, and can be accessed at the Company's website. GRI 2-24.

Through the Integrity Program, reviewed and concluded in 2022, Vitru outlines rules and good practices combined in its Code of Conduct. To disseminate these good practices amongst employees and monitor them, at least, two training sessions/year are provided to prevent fraud, bribery and corruption, besides internal controls tests across all the Company's relevant processes.

Due to the business combination with UniCesumar, in 2022, Vitru Education reviewed and drawn up documents related to the governance, risks and compliance management, and provided training for employees of both institutions through the 'Trilha da Integridade' (Integrity Path) Program. In the period, Vitru mapped processes, risks and controls, and also shared with each area the challenges of adopting new controls and reinforced current ones with management participation.

Vitru Education relies on with an Internal Audit, liable for the Ethics Channel.

Integrity Program

Vitru Education's Integrity Program comprises an array of the Company's commitments through various documents, including internal controls, risk management, supplier relationship, gifts, presents, entertainment and hospitality policies, contract and relationship with public authorities, as well as our relationship with the Ministry of Education's examiners. These policies are approved by vice-chief executive officer, and where applicable, by the Statutory Audit Committee and the Board of Directors. Governance, Risk and Compliance (GRC) policies shall apply to the Company's businesses, they abide by regulatory requirements and are available for all employees who are trained on the content dissemination.

To map the efficacy and evolement of integrity, ethics and compliance related measures, Vitru Education relies on internal controls and an independent audit. In 2022, the quantity of material has declined, as pointed out by independent audit, training was embedded to the organization's policies through elaboration of documents, training and notices to employees.

Certain policies are available at Vitru Education investor relations website and Uniasselvi and UniCesumar websites. GRI 2-23

Ombudsman

Various channels of communication facilitate the access to all community members, both indoors and outdoors, including the Ombudsman. Through this channel, Vitru Education is open for dialogue and is committed to find solutions for the problems affecting society as a whole.

To ensure advancement and quality of services provided by institution, the Ombudsman issues half-yearly reports, including information about the quantity and type of complaint, whistleblowing, compliments, criticism, or suggestions. These reports are consolidated in the annual report of the Assessment Committee (CPA) and in the action plan resulting from the institutional assessment.

Besides acting as a mediator between customers and the institution, the Ombudsman suggests procedures to various bodies contributing to enhanced services rendered. It proposes measures that improve the flow of academic-administrative processes, it requests to the appropriate bodies the diligence required to clarify situations under analysis, it keeps interested parties informed of processes and measures taken, as well as it submits reports and statistics of services provided to appropriate bodies.

Ethics Channel GRI 2-16

The Ethics Channel is open for stakeholders – students, employees, suppliers and business partners for communication of any infringement to the Company's Code of Conduct. Reports are received and assessed by an independent company fully committed to confidentiality. This channel's core pillars include the confidentiality of information reported, whistleblower's identity, the receipt of reports by an external company, the investigation conducted by an independent team and our commitment to not retaliate those submitting good-faith whistleblowing. The Ethics Channel can be accessed on the Company's website.

Vitru Education is open for dialogue and is committed to find solutions for problems affecting society as a whole.

Remedy of adverse impacts

The complaints registered by communication channels available to all stakeholders (Ethics Channel, Ombudsman, Talk to Us and Reclame Aqui [Make a Complaint]) are received by specific teams liable for screening, submitting them to resolution areas, service evaluation and managing replies to registrants. These teams compose the CSC Student organizational structure, in the city of Maringá (PR) and rely on 12 employees, and an exclusive supervisor who reports to each brand's service coordinator.

Monthly, the CSC Student officer submits to senior management information about main complaints and improvement proposals, from overall issues to specific cases. Each proposal undergoes impact analysis, if approved, the proposal is forwarded to the Processes and Projects area that gathers all the areas involved in the topic under consideration and manages all appropriate adjustments, whether only procedural or technological. Whenever a change is executed, these indicators are analyzed to check whether expected results were actually achieved. If negative, the initial proposal is analyzed again, and may suffer changes.

For all channels, there are historical indicators envisaging entire value chain. These are in-house indicators referring to their efficacy, as well as registrant's satisfaction level. In the specific case of 'Reclame Aqui' (Make a Complaint), we have public satisfaction indicators. For each complaint, we have a follow-up after reply to registrant to check the satisfaction level. GRI 2-25

Communication of critical concerns 2022 GRI 2-16

Total number of complaints reported	6
Nature of complaints	Cyber risks, climate and energy issues, health and pandemic events, regulatory framework, business partner relationship, economic and political issues within and outside the country.

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Risk Management

Concerning risk management, Vitru Education works with clear and previously defined guidelines. The objective is ensure a proactive initiative in the risk identification, assessment, remedy, communication and monitoring. Key risks are those previously mentioned in the Risk Factors section of our 20–F form filed at SEC. Among key risks to the Company's processes, we highlight: uncertainties in business combination with UniCesumar; uncertainty in economy and the country; partner relationship and expansion of this stakeholder to the business; monitoring and compliance with federal, state, tax laws; anti-trust related risks, Uniasselvi and UniCesumar brands reputation.

All governance bodies (Board of Directors, Advisory Committees and Executive Officers and Senior Management) perform in the Company's internal controls, risk management, compliance and overall control environment, amongst others. In regular meetings set out in annual calendar, cases and points of attention are assessed and monitored by governance bodies. `GRI 2-12`

Internal Controls

Internal controls, risk management and anti-fraud rely on the Committee of Sponsoring Organizations of the Treadway Commission (Coso) methodology. Vitru Education also relies on a three-line model of IIA 2020 (updated) and the so-called risk owners, liable for action plans that aim at mitigating the Company's risks.

Internal controls are operated through the identification, training and performance of Business Process Owners (BPOs), a community of 23 employees liable for 240 controls (including few key controls). A cycle of tests applied every half-year by the area in charge allows BPOs to assess their results and execute improvements. Yearly the community takes part in the review of Vitru Education Risk and Control Matrix that promotes a continued advancement and internal controls efficiency. All this structure is also complemented by Entity Level Controls (ELC), which are present across the Company's structure.

Every year, the Risks and Control Matrix is reviewed, in cooperation with BPOs Community, aiming at identifying adjustments, improvements to be executed. The focus is to attain more realistic and pragmatic scenarios promoting internal controls efficiency and efficacy.

As far as impact management is concerned, the Board of Directors delegates responsibilities to the senior management (co-CEOs, VPs and members of the Financial, Tax and Investment Committee; People & Management and Compensation Committee, Environmental, Social and Governance Committee. These professionals play essential roles in the decision-making process and execute strategies aiming at mitigating the company's adverse impacts on economy, environment, and people. Such delegation of responsibility allows a comprehensive and multidisciplinary approach to ensure the organization's sustainability and social responsibility. `GRI 2-13`

23
EMPLOYEES
account for
240
CONTROLS

Information Security

GRI 3-3 Management of material topics |
Privacy & data security

Amongst the measures taken to manage data privacy and security, we have the development and application of training policies, rules and materials.

For each policy and procedure adopted, employees and other people involved in the process are guided in workshops. Employees also answer feedback regular surveys. Management efficacy is monitored at weekly meetings to analyze impacts, and quarterly meetings, also LGPD (General Data Protection Law) and ITGC (Information Technology General Controls) authorship. Learning is consolidated in the processes through reviews and adjustments.

Data security is managed through identification of weaknesses indicated by risk management, it acts in the following fronts of controls: treating risks of contamination by malware (firewalls and antivirus), theft risks and access monitoring. The daily monitoring of vulnerabilities, via SOC (Security Operations Center), results in reports that enable to identify any exposure to new risks.

Intrusion tests are executed, also backups for all critical systems, besides a policy that guides procedures connected with this operation.

Risk management related to changes in technological environment relies on an in-house policy that guides the process, and changes proposed are executed after the Change Committee's approval and controlled via Change Management Operation (GMUDs). All the initiatives are endorsed by a list of policies and other documents elaborated by the Company's Technology Area. SV-ED-230a.1

21 LGPD (GENERAL DATA PROTECTION LAW)-RELATED SERVICES

through channels controlled by Customer Relationship Management (GRC), such as the UniCesumar Privacy Portal and e-mails (*privacidade@vitru.com.br*, *privacidade@uniasselvi.com.br* and *privacidade@unicesumar.edu.br*), amongst others. We did not record complaints received from regulators. GRI 418-1

Academic Information

1 - Student information is collected upon enrollment and in accordance with the Educational Services Agreement.

2 - The agreement complies with LGPD provisions.

3 - Information is stored at the Gioconda system, a corporate platform, and only used for academic purposes or if of student's interest.

4 - The Virtual Learning Environment (AVA) enables student to access, rectify, update or remove data whenever student desires.

5 - The usage and retention of students data observe the Privacy Policy that sets out rules and guidelines. SV-ED-230a.2.

In 2022, no data leakage was registered. SV-ED-230a.3
In 2022, all interaction processes with customers have been mapped, and required controls underwent review and/or implementation.

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OUR PEOPLE

IN THIS CHAPTER:

Professional development
Health, Well-being and Safety

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OUR
PEOPLE

GRI 2-7, 2-8, 2-19, 2-30, 401-1, 401-2, 401-3

.05

Vitru Education's employee relationship prioritizes a seamless communication, professional development, investments in health and safety. Team is guided and encouraged to disseminate and practice the Company's values, adhesion is assessed upon selection and stimulated during integration and throughout employment.

The greatest challenge in 2022 was the consolidation of business combination between Vitru Education and UniCesumar. The in-house integration project was called 'Ilumina', a communication campaign devised to explain in a didactic manner the key points of process for all employees and clarify doubts. As a result of its practices and initiatives, Vitru Education received the GPTW (Great Place to Work) certificate which publicly evidences that Uniasselvi and UniCesumar are considered optimum places to work for.

Policies standardization (leaders program, positions and salaries program, succession plan, training, compensation and benefits, performance evaluation, amongst others), kicked off in 2022, will continue in 2023, with eventual changes and adjustments.

Professional development

To attract employees fine tuned with the institution's values and practices, Vitru Education relies on savvy practitioners trained with prospect and selection, also the Gupy market benchmark platform that supports the training of the best professionals.

When prioritizing the professional development and training as vehicles of employee engagement and satisfaction, Vitru Education relies on the Training and Continuing Education Area addressed to tutors who attend meetings and courses about the Digital Education model, virtual environments, channels of communication with scholars, hubs and corporate area.

The 'Vocação para Ensinar' (The Vocational Nature of Teaching) Program, targets all employees and comprises technical and behavioral content. In addition, the development team prepares and applies content according to each area's need. Also a budget is made available for specific training that may be conducted with contractors, as required.
As of 2023, after restructuring, this program will be replaced by 'Decola' (Employee Development). GRI 404-2

Training efforts endure throughout the year with continuing education events, lectures, themed rooms and successful practices reports, one of the highlights was the Uniasselvi Convention targeting leaders training.

Performance Review

As Vitru Education believes that a bond of trust between managers and employees is paramount for team performance, the Company also maintains regular formal feedbacks to foment communication. This initiative allows employee to expose his/her Individual Development Plan and any need of enhancing his/her skills. Besides maintaining the Performance Review program, launched in 2021, to analyze each employee's performance based on the Company's objectives and goals. In 2022, the performance review, and the job and salary table of Uniasselvi and UniCesumar underwent a standardization based on the business combination.

The results monitoring of measures adopted is grounded on indicators assisting the analysis of Recruiting & Selection, Training & Development and due alignment to the business strategy. Performance indicators include recruitment time, number of professionals prospected/analyzed to fill in vacancies and channels of communication adopted. Concerning development, besides using a tool that manages the content provided, training offered is also evaluated. This monitoring raises learning that is consolidated in the organization in pursuit of the best market practices and the alignment of activities between Uniasselvi and UniCesumar.
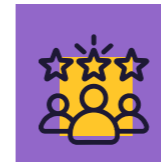
The compensation policies are previously defined both for teaching and administrative staff. Salaries are in accordance with the market practices and observe each region's category wage floor, and are adjusted based on unions' collective bargaining agreements.

Any process involving Vitru Education's compensation strategy is submitted to the Compensation, People & Management Committee, composed of the Company's board members and executives. GRI 2-20

Employees by type of gender and region GRI 2-7

Region	2022		
	Men	Women	Total
North	11	4	15
Northeast	26	17	43
Mid-West	32	70	102
Southeast	111	75	186
South	2,057	3,798	5,855
Total	**2,237**	**3,964**	**6,201**

Employees by type of employment agreement and region [1] GRI 2-7

Region	2022		
	Determined duration	Undetermined duration	Total
North	42	0	42
Northeast	16	0	16
Mid-West	102	0	102
Southeast	200	2	202
South	5,809	30	5,839
Total	**6,169**	**32**	**6,201**

1. Only self-employed workers work without workload guarantee. The region selected to compile data was the location of services rendered.

Employees by type of employment agreement and gender GRI 2-7

Type of agreement	2022		
	Men	Women	Total
Permanent	2,503	3,666	6,169
Temporary	18	14	32
Total	**2,521**	**3,680**	**6,201**

Workers by employee category and gender GRI 2-8

	2022		
	Men	Women	Total
Apprentices	0	1	1
Interns	17	14	31
Total	**17**	**15**	**32**

Employees hired by age group [1] GRI 401-1

	2022	
	No.	
Under 30 years old	622	0.47
Between 30 and 50 years old	524	0.24
Above 50 years old	44	0.12
Total	**1,190**	**0.31**

1. Calculation methodology: [(hired in the category)/ [headcount total of category]

Employees hired, by gender [1] GRI 401-1

	2022	
	No.	
Men	456	0.30
Women	734	0.31
Total	**1,190**	**0.31**

1. Calculation methodology: [(hired in the category)/ [headcount total of category]

Senior management hired from the local community[1] GRI 202-2

Operational unit 1	**2022**
Total members of the board of executive officers	11
Members of the board of executive officers hired from local community	11
Percentage of executive officers hired from local community	100

1. Two CEOs and nine Vice-CEOs were considered in the board of executive officers. The location concept was the Brazilian territory and all units were taken into account, corporate, units and hubs.

Employees hired, by region [1] GRI 401-1

	No.	Rate
North	6	0.67
Northeast	13	0.48
Mid-West	33	0.52
Southeast	55	0.46
South	1,083	0.30
Total	**1,190**	**0.31**

1. Calculation methodology: [(hired in the category)/ [headcount total of category]

Employees who left the company, by gender GRI 401-1

	2022	
	No.	Rate
Men	681	0.45
Women	949	0.40
1,190	**1,630**	**0.42**

1. Calculation methodology: [(hired in the category)/ [headcount total of category]

Employees who left the company, by age group GRI 401-1

	2022	
	No.	Rate
Under 30 years old	709	0.54
Between 30 and 50 years old	768	0.35
Above 50 years old	153	0.41
1,190	**1,630**	**0.42**

1. Calculation methodology: [(hired in the category)/ [headcount total of category]

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Employees who left the company, by region [1] GRI 401-1

	No.	Rate
North	9	1.89
Northeast	27	0.78
Mid-West	63	0.71
Southeast	120	0.73
South	3,655	0.40
Total	**3,874**	**0.42**

1. Calculation methodology: [(hired in the category)/ [headcount total of category]

Turnover rate (Turnover)[1,2] GRI 401-1

Total headcount	**3,874**
By gender	
Men	0.45
Women	0.40
By age group	
Under 30 years old	0.54
Between 30 and 50 years old	0.35
Above 50 years old	0.41
By region	
North	1.89
Northeast	0.78
Mid-West	0.71
Southeast	0.73
South	0.40
Total	**0.42**

1. Calculation methodology: [(hired in the category)/ [headcount total of category]
2. The turnover increase, especially by region, was due to dismissals that took place during brands early integration.

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Percentage of annual total compensation 2022 GRI2-21

Highest paid compensation (reporting period)	233,333.10
Annual total average compensation for all employees (except for highest-paid individual)	3,265.68
Ratio	71.45

Change in annual total compensation ratio GRI 2-21

	2022	
	Previous year	This year
Highest paid compensation	243,652.5	233,310.1
Annual total average compensation for all employees (except for highest-paid individual)	3,196.86	3,265.68
Percentage increase of high-est-paid compensation (%)	-4.24 (amount referring to 2021 / 2022)	
Percentage increase of average total compensation (%)	2.15 (amount referring to 2021 / 2022)	
Ratio of percentage increase of highest-paid compensation by percentage increase of total average compensation	-1.97 (amount referring to 2021 / 2022)	

Variation between the lowest salary and minimum wage by gender[1] GRI 202-1

Operational unit 1	2022	
	Men	Women
Lowest salary paid by the organization	1,277.71	1,212.00
Minimum wage set forth by laws or union	1,212.00	1,212.00
Percentage ratio	105.42	100

1 All employees are paid based on minimum wage, which has the federal minimum wage as reference.

Average hours of employee training by gender GRI404-1

	2022
Men	0.04
Women	0.02
Total	**0.03**

1 All employees are paid based on minimum wage, which has the federal minimum wage as reference.

Average hours of employee training by employee category GRI 404-1

	2022
Board of Executive Officers	6.33
Managers	1.55
Head/coordinator	0.14
Technician/supervisor	2.09
Administrative	0.01
Operational	0.18
Total	**0.03**

1 All employees are paid based on minimum wage, which has the federal minimum wage as reference.

Average hours of worker training by employee category [1] GRI 404-1

	2022
Apprentices	1.79
Interns	12.5
Total	**2.39**

1 In 2023, Leaders Training Program, 'Decola' (The Vocational Nature of Teaching), the Diversity Program, the 'Ninho' Project, the 'Unitalentos' (Training Program for Young Students and Trainees) moved forward and specific training, as required.

Employees who received performance review by employee category (%) GRI 404-3

	2022		
	Men	**Women**	**Total**
Board of Executive Officers			
Managers	94.74	90	93.1
Head/coordinator	76.34	73.17	74.32
Technician/supervisor	100	85.71	87.5
Administrative	12.9	15.07	14.28
Operational	83.33	58.6	61.88
Total	**17.1**	**19.7**	**18.8**

1. All employees are paid based on minimum wage, which has the federal minimum wage as reference. There is no information available about the executive board's performance review.

Health, Well-being and Safety

GRI 3-3 Management of material topics | 401-3, 403, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7

As an educational institution, Vitru Education's staff is composed of practitioners from various areas: teachers, administrative technicians, laboratory technicians and operational teams working in offices and classrooms. All collaborators, employees and contractors are assisted by the Health & Safety Management System, based on ISO45001 standard and Brazilian regulatory standards.

All activities are reviewed from documentation, workplace and type of activity, aiming at diagnosing, wiping out or mitigating risks by using personal or collective protection equipment, and enhancing safety processes.

Demand for activities, especially risky activities are closely assessed by the Occupational Health and Safety (SESMT) specialized services team composed of seasoned practitioners qualified in related association bodies. Team works in loco to promote health and protect workers' integrity, as provided for by current law NR-04.

The authorization for works only occurs after SESMT's analysis. However, employee can refuse the execution of activity under consideration, if he/she feels uncomfortable. All employees have access to SESMT, they are trained to perform their activities, especially risky activities, and can report to SESMT or immediate manager if they feel unsafe to carry out these tasks.

Incidents at work are investigated by SESMT team which points out improvements through PDCA cycle analysis, which can also occur to identify hazardous activities, aiming at minimizing or mitigating incidents.

Vitru Education adopts **ten procedures** to prevent injuries, promote employees' health and provide the appropriate remedy in the event of incidents:

1. Risks assessment;
2. Training and awareness;
3. implementation of preventive measures;
4. Use of personal protection equipment (PPE);
5. Occupational health programs;
6. Workers' communication and participation;
7. Injury investigation;
8. Healthcare and compensation for work-related accidents or illness;
9. Health & safety audits;
10. Continuing culture of improvement.

To assess the efficacy of measures taken in occupational health and safety management, also its evolution towards objectives and goals set out (injury decrease, promotion of a healthy workplace, and occupational disease prevention), performance indicators are adopted to include: injury rates, reduction of work-related illness, compliance with safety procedures and employees' satisfaction. In addition, the following procedures are adopted: regular inspections; compliance assessment and data collection for analysis.

Expertise gained during all processes executed are consolidated in operational policies and procedures to enhance practices, correct flaws, reinforce the safety culture and carry out more efficient preventive measures.

Vitru Education offers an occupational physician specialized in SESMT, available to meet employees' health needs. If necessary, physician refers employee to other specialties, available in the healthcare plan offered by the Company or at SUS (Brazilian Publicly-Funded Healthcare System) health centers. All health record information is of exclusive access of SESMT, centralized by the Company's occupational physician who has access to the system data.

Continuing improvement focused on reinforcing a culture of safety and implementation of more effective preventive measures.

Concerning partners and contractors' workers, SESMT observes prevailing laws procedures and rules. Documents are required to evidence relationship with the Company, training, qualification, skills and contract of related activities to be executed. During safety integration with contractors, the Company offers training and reinforces compliance with in-house and legal rules.

Vitru Education relies on an Internal Accident Prevention Committee (Cipa), composed of the Company's representatives elected by employees who act in the prevention of work-related injuries and illness through focal actions. Set up in accordance with laws (NR-5), Cipa is composed of a chairman, vice-chairman, sitting, deputy members and a secretary The committee holds monthly meetings, or extraordinarily, observing an action plan aiming at promoting worker's health.

Employees are trained and qualified to ensure safety in the execution of their activities. Training conducted during working hours observe course load and recycling regularity specific for each operation. One-off guidance on various topics is provided, thus ensuring a continuing training.

In 2022, no work-related illness was reported. In addition, no risk exposure related to this topic was reported. The number of work-related incidents identified as high potential of occurrence accounted for nearly 77 light incidents, all of them were analyzed and employees were oriented, adopting the PDCA cycle tool. Vitru Education classifies incidents and accidents occurred in the Company, without separating nearly incidents. GRI 403-10 In the period, no fatality was recorded resulting from work-related injury, or work-related injury with serious consequence. GRI 403-9

New Projects

In 2022, Vitru Education launched the 'Ninho' Project which offers a support network to expectant mothers and partners. This initiative includes a special lineup with courses, such as 'Engatinhando para a vida' (Step by step for life), also lectures, such as ' Nutrition from Mom's belly to early food'. In 2022, Uniasselvi promoted the 'Mulheres que criam' (Innovative Women) Program, an immersion with 11 professionals discussing topics, such as standards, psychological block, entrepreneurship, personal marketing, health and finance.

Nationwide campaigns were also advertised within the Company, such as the October Rose that supports breast cancer awareness, and the November Blue, with a focus on prostate cancer prevention and diagnosis.

Parental leave GRI 401-3

		2022
Employees entitled to leave	men	1498
	women	2376
Employees under leave	men	50
	women	95
Employees who returned to work, during reporting period, after the end of leave	men	48
	women	61
Employees who returned to work after leave and remained employed 12 months after returning to work	men	0
	women	0
Rate of return (%)	men	1
	women	1
Rate of retention (%)	men	1
	women	1

Workers covered by an occupational health and safety management system GRI 403-8[2]

		2022	
		Employees	**Workers[1]**
Total headcount		3,874	0
Workers covered by an occupational health and safety management system based on legal requirements and/or standards/guidelines recognized	No.	3,874	0
	Percentage	100	0
Workers covered by an occupational health and safety management system based on legal requirements and/or standards/guidelines recognized, internally audited.	No.	0	0
	Percentage	0	0
Workers covered by an occupational health and safety management system based on legal requirements and/or standards/guidelines recognized, audited or certified by an external party.	No.	0	0
	Percentage	0	0

1. Workers who are not employees, but whose work and/or workplace is controlled by the organization.
2. Number and percentage include employees and workers.

Work-related injuries[1] GRI 403-9

	2022
	Employees
No. of hours worked	7,852,029
No. of fatalities resulting from work-related injuries	0
Rate of fatalities resulting from work-related injuries	0
No. of serious work-related injuries (excluding fatalities)	0
Rate of serious work-related injuries (excluding fatalities)	0
No. of work-related injuries recorded (including fatalities)	35
Rate of work-related injuries recorded (including fatalities)	4.5

1. For calculation purposes, the base of hours worked applied was 1,000,000 and main types of injuries identified were caused by unsafe act.

Partners

out of 2,170
Vitru Education's educational hubs,

2,037

are operated by partners

Transparency and a continued pursuit of enhancement permeate this relationship conducted by the Asset Management area. Partners perform an essential role at Vitru Education, as they are directly involved with students at hubs and are liable for representing the brand in the regions they perform. Partners' compensation is based on a percentage of tuition paid by students. Hubs performance is assessed every semester, so that the Company achieves its student prospecting and retention goals.

A set of management indicators is closely monitored by Vitru Education and hubs. Through these indicators, it is possible to assess re-enrollment data, institutional assessment, academic engagement, financial evolution, business target, average ticket and area of activity's market share. These indicators are available at the Manager Portal and Commercial Portal, while the dropout index is monitored by Dropout Portal.

In 2022, the Uniasselvi Management Excellence Program (PEG) promoted the 3rd edition of processes standardization at own hubs and partners, adopting the self-review and recognition methodology that stimulates hubs development and growth.

Suppliers

Vitru Education's relationship with its suppliers also observes transparency and management best practices. The Supply Area is in charge of managing materials and services suppliers. Vitru sets out agreements with high potential qualified suppliers who directly meet main products and services requirements, aiming at boosting growth and operation's sustainability. Due to a significant increasing scale over the past years, both in terms of number of students and hubs expansion, more advantageous agreements were set forth, also an agile and reliable supply to bolster business growth. For 2023, the goal is to devise a review process based on social criteria for new suppliers and strategic suppliers already registered, comprising Uniasselvi and UniCesumar. GRI 414-1, 414-2

Transparency & continuing improvement permeate the relationship conducted by Asset Management area.

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SOCIAL IMPACT

IN THIS CHAPTER:

Community

Diversity & Inclusion

Social Impact

Vitru Education's unique educational model results in an array of social impacts. The Digital Education format facilitates the access to quality education due to low cost and flexibility, allowing student to monitor studies according to his/her personal routine. Vitru Education's digital educational hubs are present across various cities and regions deprived of educational institutions. This widespread distribution offers students the opportunity of studying without leaving their city. Instead of moving to other remote regions and states, students can develop, apply their new expertise at own community, building economic and social gains in their neighboring area.

Vitru Education invests funds and efforts in programs and projects that aim at training and empowering community members, paving the way for a bright future. Besides courses, workshops and lectures are organized, provided by savvy practitioners and thinkers, comprising a wide range of relevant topics. These events are open for everyone and aim at disseminating knowledge, promoting a healthy discussion and stimulating a continuing education.

Domestic and international political rules and agendas, such as the guidelines of the International Labor Organization (ILO), the United Nations guiding principles on business and human rights, and the Sustainable Development Goals (SDG) set out by the UN highlight the relevance of respecting human rights and assure fair work conditions. Thus, indirect economic impacts can be related to issues, such as fair salaries, actions against child labor, forced labor and discrimination. These are crucial impacts considered in Vitru Education's initiatives to assure ethical practices and respect for human rights across entire value chain.

The PNE (Brazilian National Plan of Education) is directly connected with indirect economic impacts, since education plays an essential role in the country's social and economic development. To invest in quality education contributes to a qualified workforce, it foments innovation, it boosts entrepreneurship, and also promotes a sustainable economic growth. GRI 203-2

Community

GRI 3-3 Management of material topics |Social development in units' surrounding area

Vitru Education contributes to the social and economic development of various remote regions without access to quality education.

nearly
80%
OF STUDENT BASE IS COMPOSED OF C AND D SOCIAL CLASSES

When implementing hubs and defining courses offering, studies are conducted to allow the analysis of the region's social and economic context, with a focus on local development cooperation. Thus, Vitru Education's IESs (Higher Education Institute) maintain a collaborative relationship with communities. Local population's mobilization occurs through investments in local media advertisements, elaboration of regions' suited communication items,

ACCORDING TO THE 2021 NATIONAL PERFORMANCE EXAM,

82.2% OF MOTHERS AND
86.4% OF FATHERS

of respondents in most of the cases only finished high school, indicating that Vitru Education's student will be the first member of the family to finish higher education.

fomenting partnerships and carrying out agreements with local businesses to offer benefits for employees. As a result, Vitru Education maintains the quality in the programs offering, according to local demands, business models and education at universities.

Vitru Education's contribution to communities has been enhanced through innovative educational projects that allocate 10% of each program hour load for extension activities. From projects and services rendering, according to local needs, students, supported and guided by teaching staff dedicate their time and expertise for communities.

Vitru also promotes other initiatives to bolster its impact on communities. In online events, for instance, virtual lives and workshops were offered in 2022 discussing different topics:

- The culture of environmental connections;
- Social well-being status as democracy's main political product;
- Income tax: its meaning, how it works, and how to report;
- Climate & Health in Spread of Illnesses;
- ESG and;
- Financial return in social and environmental investments, amongst others.

Interest and attendance at events are measured through views analysis, attendance lists completion and certificates sent to participants.

vitru*
EDUCATION

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In 2022,

12

COST-FREE COURSES WE OFFERED

in education and management areas with

10-60 hour duration

the undergraduate program Science of Happiness has been launched, an innovation in the country, that assists in the social transformation agents' development.

The program Science of Happiness voluntarily offered by writers and professionals from Neuroscience, Medicine and Education areas, relied on 500 scholarships. This program launch resulted in Vitru Education being bestowed the Blackboard Catalyst Award under the Community Engagement category.

Albeit not yet relying on indicators to assess total extension of its collaboration to communities, Vitru Education identifies the relevance of devising tools that support hubs performance management, and defines as goals for 2023, the increase in the number of hubs, extension projects and local agreements. In 2022, Vitru carried out studies to implement an Academic Extension management tool that will allow to centralize data about actions control and identify stakeholders benefited. It will also be possible to apply a quantitative and qualitative analysis of the impact on communities.

School Clinics

Vitru Education also takes an action for its health program students to directly serve communities through school clinics. Internal and external services are cost-free, with teachers' direct oversight. UniCesumar, for instance, works with speech therapy, Physiotherapy, Psychology, Radiology, Aesthetics, Nutrition and Dental school clinics.

Through agreements with the municipal government of Maringá (PR), UniCesumar's laboratories cutting-edge structure is available for community. Students also provide assistance in a UBS (community health center) and at the Municipal Hospital. The year 2022 registered a total of 58,411 services. Uniasselvi and UniCesumar on-site campuses also contribute to local communities by assigning spaces within universities to install municipal health centers.

58,411
SERVICES

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Local Programs GRI 413-1

Extension Educational Projects: developed by UniCesumar Digital Education, in 2022, 68 social participation projects were carried from its headquarters in the city of Maringá (PR), and on-site support hubs. For 2023, Vitru estimates to implement from two to four new extension projects by program cluster.

'Vestibular do Bem': in this initiative, students collect food to replace the first tuition payment. Collected across all Vitru Education's hubs, food is destined to socially vulnerable local communities, or social welfare organizations.

'Meu Papel no Mundo' (My Role in the World) Project: created by UniCesumar, this projects aims at stimulating the exchange of printed book with its digital version. The University converts the amount saved into food donated for charitable institutions. All students completing, at least, a program course and pertaining to hubs with +200 students enrolled can participate through the Virtual Learning Environment (AVA), registering one of the options: receive or not a printed book. The student opting for exchange also contributes with 1kg of food per module for a local charitable institution.

'AutismoS' Project: promoted by Uniasselvi, AutismoS Institute and ONDA, this project gives information and raises awareness on Autism Spectrum Disorder (ASD). These are surveys, projects and exchanges of experiences shifting prejudice into social inclusion, uplifting engagement of scholars, applicants, freshmen and student veterans.

Diversity & Inclusion

GRI 3-3 Management of material topics| Diversity, inclusion and equality

Vitru Education promotes recurring diversity and inclusion through five policies supporting topic-related activities: Support Policy to Human Rights & Diversity (2017), Inclusion Policy (2018), Accessibility Plan (2018), Human Rights Education Program (2020), and Educational Inclusion Accessibility Program (2020).

To build up its in-house inclusion policy, in 2021, Vitru Education created the 'Soma' Program aiming at raising leaders and employees awareness. Various lectures and monthly social initiatives are offered connected with this topic. The program also includes the setup and performance of committees specifically concerned with diversity issues.

To measure various initiatives results, Vitru Education discusses the topic in its Climate Survey, wherein in 2022, employees indicated their workplace as diverse and inclusive. This confirms the relevance of a continued evolvement of this topic-related initiatives.

Another initiative targeting the workforce supported by an inclusion and accessibility technology, made available in 2022, the tool ReadSpeaker, a resource that fluently reads content for visually impaired users, and also allows to set up the text size and font style.

Created in 2019, the 'AutismoS' Project focuses on engagement of scholars, applicants, student freshmen and student veterans, it promotes the Autism Spectrum Disorder (ASD) awareness (read in local programs). The program launch is another front of action for inclusion and diversity, comprising internal and external stakeholders. In 2022, Uniasselvi's postgraduate programs now offer Inclusion and Diversity courses in Education, also Inclusion and Diversity in Society and Organizations.

vitru* EDUCATION

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Concrete results

Various specific initiatives carried out in 2022 brought concrete results. The 'Gari na Universidade' project, developed by UniCesumar, in partnership with the local government of Porto Seguro (BA), enabled cleaning public servants onboarding in +80 digital education undergraduate programs. Through another project developed by UniCesumar at Mafuí village in the Amazon region, the indigenous community gained access to higher education through scholarships. The village also received a library and a laboratory room to facilitate studies of students enrolled at Humaitá hub, 150 km away. For 2023, Vitru estimates to develop the 'Cartas' adult literacy program.

In 2022, Vitru Education's Channel of Ethics received three complaints involving potential action of discrimination. Two of them were deemed as groundless and/or inconclusive. The case deemed valid, a more severe disciplinary measure was applied, provided for in the Company's policy, the dismissal with cause. GRI 406-1

Vitru Education promotes recurring diversity and inclusion through five policies supporting topic-related activities.

Ratio of basic salary and remuneration of women to men By employee category [1] GRI 405-2

	base salary
Board of Executive Officers	0.90
Managers	0.92
Head/coordinator	0.92
Technician/supervisor	0.88
Administrative	0.94
Operational	0.96
Interns	1.00

1 All units were taken into account, corporate, units and hubs.

Percentage of workers by employee category and age group (%) GRI 405-1

	2022		
	Under 30 years old	Between 30 and 50 years old	Above 50 years old
Board of Executive Officers	0	67	33
Managers	3	90	7
Head/coordinator	22	70	7
Technician/supervisor	26	70	5
Administrative	58	39	3
Operational	47	47	6
Total	**45**	**49**	**6**

Percentage of workers by employee category and gender (%) GRI 405-1

	2022		
	Men	Women	Total
Board of Executive Officers	67	33	100
Managers	54	46	100
Head/coordinator	38	62	100
Technician/supervisor	39	61	100
Administrative	33	67	100
Operational	34	66	100
Total	**35**	**65**	**100**

Individuals within the organization's governance bodies by gender (%) GRI 405-1

TOTAL: 100

18.18

81.82
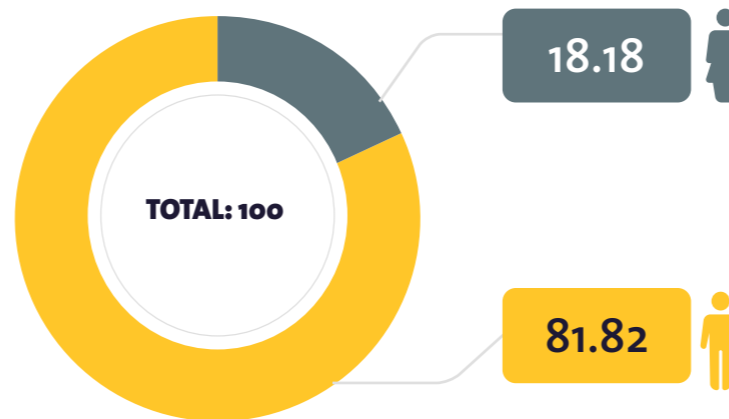
Workers by employee category and gender(%) - 2022 GRI 405-1

Apprentices	Interns
45	55

TOTAL:100

Apprentices	Interns
55	45

TOTAL:100

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ENVIRONMENT

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06. ENVIRONMENT

The conscientious use of natural resources and the offer of environment-related programs are Vitru Education's key contributors to this topic. Both Uniasselvi and UniCesumar offer the technologist program in environmental management via digital education. In this program, students learn how to combine economy, environment and society for environmental actions development.

Vitru Education works to implement in the short term the water and energy consumption monitoring across its educational hubs. Thereafter, the goal is to do the same for hubs managed by partners.

As far as suppliers are concerned, Vitru Education does not have selection based on environmental criteria and adverse impacts assessment. For 2023, Vitru's goal is to implement a due diligence for new suppliers and strategic suppliers already registered, comprising Uniasselvi and UniCesumar.

GRI 308-1, 308-2

Water management GRI 303-5

Vitru Education adopts ongoing awareness measures about water conscientious use. All units are provided with non-concussive push taps to avoid waste. Continuing maintenance of hydraulic and structural systems avoids eventual leaks, and accordingly, water waste. Vitru's goal is to kick off a study model to measure consumption applicable at its own hubs and subsequently analyze each unit's consumption, resulting in the visibility of standard deviations and adopt an action plan.

According to a monthly survey conducted from January to December 2022, water consumption based on water bill in m³ of the corporate office of Indaial (SA04), logistics unit in Timbó (SA29) and on-site units of Blumenau (SA05 and SA06), Timbó (SA07), Brusque (SA19), Rio do Sul (SA22), Guaramirim (SC01), Cuiabá (SH01) and Rondonópolis (SI01), consumption totaled 17,106 m⁵ or 17.106 ML.

In 2022, at UniCesumar, total water withdrawal across all areas totaled 85.45 ML, according to the concessionaire in charge, without changes in storage. At Uniasselvi, there are no controls of these indicators. GRI 303-5

Indaial, Blumenau, Timbó, Brusque, Rio do Sul, Guaramirim, Cuiabá and Rondonópolis

17.11 ML

UniCesumar

85.45 ML
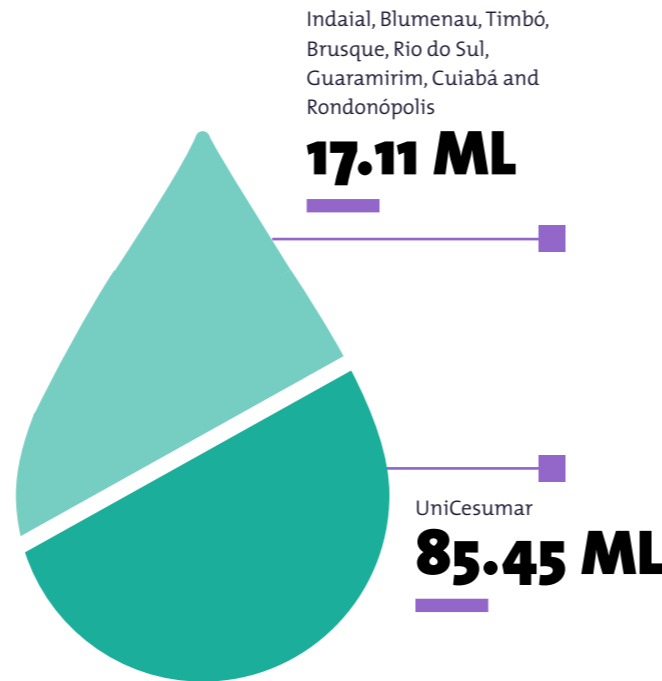
Waste management

The pursuit of a 100% digital content is one of Vitru Education's key objectives to curtail waste generation. Since 2021, Vitru has been taking measures to lessen book printing, and save tons of paper and fuel used in materials transportation. All operations' waste is managed safely, in partnership with specialized entities. This is the case of collection and disposal of waste originated in laboratories of Engineering and Health areas.

In 2022, UniCesumar promoted another edition of the donation project 'Meu Papel no Mundo' (My Role in the World) through which students could exchange printed books with digital versions as of the program's 2nd module. Savings generated through this exchange is converted into donations for social welfare institutions in participating municipalities.

The 2nd edition of UniCesumar Environment Week was another highlight in 2022. Through various lectures, this event foments discussions and a collaborative learning to raise an environmental awareness. Students, teachers, researchers and related parties attend this event.

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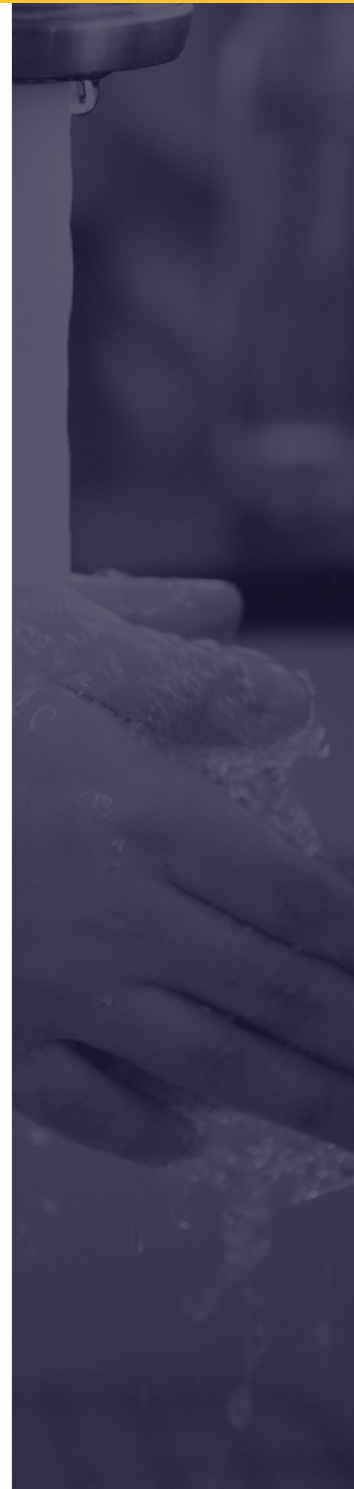
Fuel consumption from non-renewable sources (GJ) [1] GRI 302-1

	TOTAL
2022	**3,099.65**
2021	1,111.48
2020	1,529.59

1. Non-renewable fuel, gasoline and diesel oil are used in trucks, vans, light cars and tractors.

Energy consumed acquired (GJ) GRI 302-1

	2022
Fuels from non-renewable sources	3,099.65
Fuels from renewable sources	0
Energy consumed	33.42
Energy sold	0

Total energy consumed (GJ) [1,2] GRI 302-1

	2020	2021	2022
TOTAL	**1,529.59**	**1,111.48**	**3,133.07**

1. Amount in 2022 came much higher than historical amount due to inclusion of new addresses information. Month-by-month survey (January-December) of energy consumption was based on energy bills in KWh of corporate offices of Indaial and Florianópolis, logistics area in Timbó and Blumenau, Timbó, Lages, Brusque, Rio do Sul, Guaramirim, Cuiabá and Rondonópolis units.
2. In 2022, no survey was conducted in 100% of own hubs. In 2023, Vitru will have complete information about all owned and partnering hubs.

Reduced energy consumption due to improvements in conservation and efficiency (GJ)[1] GRI 302-4

	2022
Photovoltaic Plates	95.52
Wind generators	0.64
Solar Heaters	1,253.49
Total	**1,349.65**

1. Information extracted from UniCesumar's databank. Data were compiled and inserted into units conversion calculations, taking into account each equipment. Energy reduction is only based on the sum of renewable alternative energy generated, the systems reported, therefore, these are monthly direct measurements. Calculator: https://www.converter-unidades.info/conversor-de-unidades.php?tipo=energie. Uniasselvi does not carry out any type of control for this indicator. As a goal, Vitru analyzes migrating to energy acquired in the free market for the addresses with greater savings likelihood.

Economic
AND FINANCIAL PERFORMANCE

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Results 2022
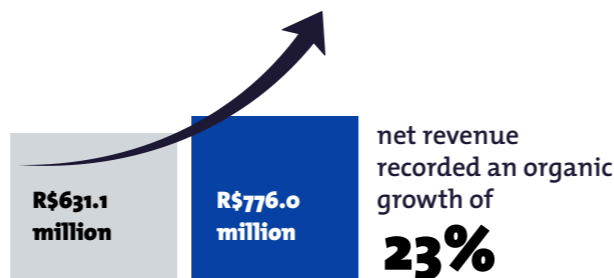# ECONOMIC AND FINANCIAL PERFORMANCE GRI 201-1

Vitru Education continues achieving meaningful economic and financial results, despite new hardships encountered every year. In 2021, the covid-19 pandemic posed various deadlocks in business scenario. In 2022, Vitru went through a challenging business combination with UniCesumar.

In both cases, Vitru ended 2022 with figures that revealed its resilience and growth capacity, irrespective of scenario. In 2022, consolidated net revenue jumped 109% in the year-on-year comparison. Going from R$631.1 million to R$1,317.3 million.
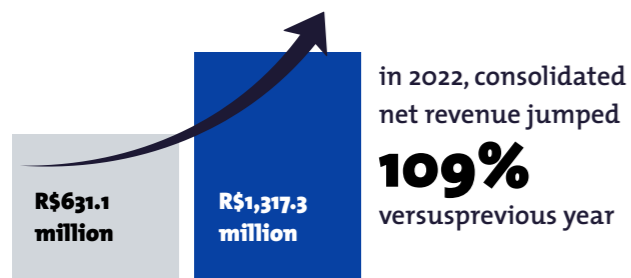
Most of this growth was due to the business combination. However, result is substantial even when we exclude UniCesumar's figures. In this case, net revenue went from R$631.1 million to R$776.0 million, an organic growth of 23%.

In organic terms, that is to say, when excluding UniCesumar's students, **growth was 19% (from 304.1 thousand to 361.7 thousand students).**

Figures also saw a positive direction concerning gross profit that surged 109% on a consolidated basis (from R$390.2 million to R$815.0 million) and 23% only considering organic growth (from R$390.2 million to R$478.7 million).

R$631.1 million

R$776.0 million

net revenue recorded an organic growth of

23%

The same occurs compared to the Digital Education undergraduate student base.

R$631.1 million

R$1,317.3 million

in 2022, consolidated net revenue jumped

109%

versus previous year

At the end of 2022, Vitru Education recorded

696.3 thousand

DIGITAL EDUCATION UNDERGRADUATE STUDENTS

An increase of

129%

versus 2021

gross profit

R$390.2 million

R$815.0 million

109% growth

organic

organic growth

R$390.2 million

R$478.7 million

growth

23%

Adjusted Ebitda came to R$447.2 million in 2022, 145% higher than the R$182.4 million recorded in 2021. In organic terms, adjusted Ebitda totaled R$222.1 million in 2022, 22% higher than the R$182.4 million recorded in 2021.

Lastly, capital expenditures (Capex) totaled

R$ 97.0 million

An increase of

66%

versus 2021, with the Company's revenue going down from 9.2% in 2021 to 7.4% in 2022.

Direct economic value generated (R$ million) GRI 201-1

	2020	2021	2022
Revenues	558.7	655.1	1,369.2

Economic value retained (R$ million) GRI 201-1

	2020	2021	2022
'Direct economic value generated' less 'economic value distributed'	173.6	32.5	394.10

Economic value distributed (R$ million) GRI 201-1

Distributed	2020	2021	2022
Operating expenses	120.4	75.8	502.3
Employee salaries and benefits	177.3	186.8	391.1
Payment to capital providers	56.3	324	0
Payments to the government	30.8	35.7	81.4
Investments in community	0.3	0.3	0.3
Total	**385.1**	**622.7**	**975.10**

Economic value distributed (R$ million) GRI 201-1

	2020	2021	2022
Operating expenses	31.26%	12.17%	51.51%
Employee salaries and benefits	46.04%	30.00%	40.11%
Payment to capital providers	14.62%	52.04%	0.00%
Payments to the government	8.00%	5.73%	8.35%
Investments in community	0.08%	0.05%	0.03%
Total	**100%**	**100%**	**100%**

Amounts are not reported on a cash basis. At Vitru, there is no level of separation of economic value in terms of country, region or market.

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GRI

Use statement	Vitru Education reported that is compliant with GRI standards for the period between January 1st,2022 and December 31, 2022.
GRI 1 adopted	GRI 1: General Disclosures 2021
Applicable GRI Sector Standard	Not applicable

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			GRI SECTOR SECTOR STANDARD REFERENCE No.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: Content Materials 2021	2-1 Name of the organization	10				
	2-2 Entities included in the organization's sustainability reporting	10				
	2-3 Reporting period, frequency and contact point	4				
	2-4 Restatements of information	None				
	2-5 External assurance	The report is not submitted to external assurance.				
	2-6 Activities, value chain and other business relations	10				
	2-7 Employees	44, 46	Biii, Biv, Bv	Not available	The Company does not have this information mapped	
	2-8 Workers who are not employees	44, 46	B and C	Not available	The Company does not have this information mapped	

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			GRI SECTOR SECTOR STANDARD REFERENCE No.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	35				
	2-10 Nomination and selection of chair of the highest governance body	35				
	2-11 Chair of the highest governance body	7, 35				
	2-12 Roles of the highest governance body in overseeing the management of impacts	41				
	2-13 Delegation of responsibility for managing impacts	41				
	2-14 Roles of the highest governance body in sustainability report	35				
	2-15 Conflicts of interest	37				
	2-16 Communication of critical concerns	39, 40				
	2-17 Collective knowledge of the highest governance body	Currently, the Company does not rely on structured initiatives to build the highest governance body.				
	2-18 Performance review of the highest governance body	No structured initiatives were identified				
	2-19 Remuneration policies	The Company does not manage information requested in the indicator				
	2-20 Process to determine remuneration	Any process involving Vitru Education's compensation strategy is submitted to the Compensation, People & Management Committee, composed of the Company's board members and executives.				
	2-21 Annual total compensation ratio	49				
	2-22 Statement of sustainable development strategy	7				
	2-23 Policy commitments	10, 38				

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			GRI SECTOR SECTOR STANDARD REFERENCE No.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	10, 37				
	2-25 Processes to remediate negative impacts	40				
	2-26 Mechanisms for seeking advice and raising concerns	37				
	2-27 Compliance with laws and regulations	No relevant cases of non-compliance with laws and regulations were registered.				
	2-28 Membership associations	23				
	2-29 Approach to stakeholder engagement	19				
	2-30 Collective bargaining agreements	All employees are covered by collective bargaining agreements				
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	5, 6				
	3-2 List of topic materials	6				
Quality and access to education						
GRI 3: Material Topics 2021	3-3 Management of material topics	25				
SASB Quality education and remunerated job	SV-ED-260a.5 Delinquency rate	The Company does not offer internal financing for its students. Financing is directly linked to the federal government, i.e., if student is defaulting, he/she is defaulting with the government, not with the educational institution.				
Innovation & technology						
GRI 3: Material Topics 2021	3-3 Management of material topics	32				

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GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			GRI SECTOR SECTOR STANDARD REFERENCE No.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
SASB Quality education and remunerated job	SV-ED-260a.1 Undergraduate index	Calculation methodology is not based on the graduation rate, but on the analysis of academic success overall rate that analyzes the percentage of graduating students by period, considering ways of admission that can be influenced by academic performance.				
Employee attraction, development and retention						
GRI 3: Material Topics 2021	3-3 Management of material topics	45				
GRI 401: Employment	401-1 New employee hires and employee turnover	44, 47, 48				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	44				
	401-3 Parental leave	44, 51, 54				
GRI 404 Training and education	404-1 Average hours of training per year per employee	49, 50				
	404-2 Programs for upgrading employee skills and transition assistance programs	45	B	Information not available	Referring to transition assistance programs and end-of-career management due to retirement or employment termination, the Company does not have any related program.	
	404-3 Percentage of employees receiving regular performance and career development reviews	50	Aii	Information not available	The Company does not have data requested in this indicator referring to workers who are not employees.	
Health, well-being and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	51				

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			GRI SECTOR SECTOR STANDARD REFERENCE No.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403 Occupational health and safety	403-1 Occupational health and safety management system	51				
	403-2 Hazard identification, risk assessment and incident investigation	51				
	403-3 Occupational health services	51				
	403-4 Worker participation, consultation, and communication on occupational health and safety	51				
	403-5 Worker training on occupational health and safety	51				
	403-6 Promotion of worker health	51				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	51				
	403-8 Workers covered by an occupational health and safety management system	All workers are covered by this system				
	403-9 Work-related injuries	53, 54	B	Information not available	The Company does not have data requested in the indicator referring to non-employee workers, but whose work and/or workplace is controlled by the organization.	
	403-10 Work-related ill health	No work-related ill health or fatality was recorded in 2022.				
Employability & entrepreneurship						
GRI 3: Material Topics 2021	3-3 Management of material topics	30				
SASB Quality education and remunerated job	SV-ED-260a.3 Rate of placement on the labor market	30				

GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			GRI SECTOR SECTOR STANDARD REFERENCE No.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Diversity, inclusion and equality						
GRI 3: Material Topics 2021	3-3 Management of material topics	61				
GRI 202 Market presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	49				
	202-2 Members of the board of executive officers hired in local community	47				
GRI 405 Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	63	Aii, Aiii, Aiv, Biv, Bv, Bvii	Information not available	The Company does not manage the data requested	
	405-2 Ratio of basic salary and remuneration of women to men	63				
GRI 406 Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	62				
Ethics, integrity and compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics	37				
GRI 205 Anti-corruption	205-1 Operations assessed for risks related to corruption	No recent assessment for risks related to corruption. In 2023, a new risk assessment cycle shall take place at the Company to include an analysis on this topic. In addition, there are policies, training, and the Integrity Program addressing this issue.				
	205-2 Communication and training about anti-corruption policies and procedures.	No recent assessment for risks related to corruption. In 2023, a new risk assessment cycle shall take place at the Company to include an analysis on this topic. In addition, there are policies, training, and the Integrity Program addressing this issue.				
	205-3 Confirmed incidents of corruption and actions taken	There is no communication on potential or concrete cases of corruption.				

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GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			GRI SECTOR SECTOR STANDARD REFERENCE No.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 206 Anti-competitive behavior	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No event has been registered.				
GRI 302 Energy	302-1 Energy consumption within the organization	67	B and D	Not applicable	The Company does not consume energy from renewable sources and does not sell energy	
	302-4 Reduction of energy consumption	67				
GRI 303 Water and effluents	303-5 Water consumption	66				
GRI 305 Emissions	305-1 Direct (Scope 1) GHG emissions		Todos	Information not available	A instituição não faz Inventário de GEE. A Vitru Education não tem nenhum tipo de controle de emissão de gases de efeito estufa.	
GRI 308 Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria	65				
	308-2 Negative environmental impacts in the supply chain and actions taken	65				
GRI 414 Supplier social assessment	414-1 New suppliers that were screened using social criteria	55				
	414-2 Negative social impacts in the supply chain and actions taken	55				
SASB Marketing and recruiting practices	SV-ED-270a.2 Total amount of monetary losses as a result of lawsuits related to advertising, marketing and mandatory disclosures.	No losses were recorded.				
Data privacy and security						
GRI 3: Material Topics 2021	3-3 Management of material topics	42				
GRI 418 Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and loss of customer data	42				

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GRI STANDARD/ ANOTHER SOURCE	CONTENT	LOCATION	OMISSION			GRI SECTOR SECTOR STANDARD REFERENCE No.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
SASB Data security	SV-ED-230a.1 Description of approach to identify and discuss data security risks	42				
	SV-ED-230a.2 Description of policies and practices related to collection, use and retention of student information	42				
	SV-ED-230a.3 (1) Number of data violation; (2) percentage involving personal identification information (PII), (3) no. of students affected.	42				
Social development at units' surrounding area						
GRI 3: Material Topics 2021	3-3 Management of material topics	58				
GRI 201 Economic performance	201-1 Direct economic value generated and distributed	69, 70				
GRI 203 Indirect economic impacts	203-1 Infrastructure investments and services supported	28				
	203-2 Significant indirect economic impacts	57				
GRI 413 Local communities	413-1 Operations with local community engagement, impact assessments and development programs	60				
Governmental relations and advocacy/regulators - without co-related GRI indicator						
GRI 3: Material Topics 2021	3-3 Management of material topics	35				

Corporate INFORMATION

Vitru Education

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