

Afya

ANNUAL
SUSTAINABILITY
REPORT

2022



CONTENTS

Click on a title to
be directed to a
specific chapter



1

WE ARE AFYA

Profile

Mission and Vision

Ecosystem

2

ESG+H

Health

Social

Governance
and management

Environmental

3

BUSINESS

Future Vision

Undergraduate

Continuing Medical
Education

Digital Solutions

4

ABOUT THIS REPORT

Materiality matrix

GRI CONTENT INDEX

SASB INDEX

ATTACHMENTS

Messages from Management

Board of Directors

Executive Officers

Highlights 2022

Calendar

Economic and Financial
Results

Awards

This Report is interactive. To return to the summary, click on the icon located at the top right of the internal pages.



KAY KRAFFT



NICOLAU CARVALHO ESTEVES

Co-Chairmen of the Board of Directors

MESSAGE FROM THE BOARD OF DIRECTORS

ANOTHER CYCLE OF STRONG GROWTH

[GRI 2-22]

Afya closed FY 2022 having completed another cycle of strong growth. The company, already consolidated as the largest and most comprehensive ecosystem of medical education and digital solutions for physicians in Brazil, has completed the 3rd year after its IPO on Nasdaq, delivering a threefold appreciation when compared to 2019. The outstanding results achieved in 2022 coincide with the period during which the company has gone through changes in its Corporate Governance structure.

Bertelsmann, a German company with more than 180 years of operations, holding global investments in media assets, services businesses and the education sector, has become

our major shareholder. In addition to adding all its experience to the decision-making process, regarding strategy and business orientation, Bertelsmann has also contributed to enhancing our governance model. In line with international best practices, we have streamlined our policies, processes, internal controls and, as a further step, we will implement a centralized management area, to be in charge of controlling all corporate risks.

Our partnership with Bertelsmann dates from years back, since Afya was established in 2019. Initially, it had been an investor in the Crescera Capital fund, which was then one of the company's shareholders. In 2021, it acquired an equity stake, further expanding its shareholding in 2022, by acquiring a new chunk of shares. The consolidation of its relationship with Afya, which has become one of the largest educational assets among Bertelsmann's global investments, evidences the trust placed in our strategies, along with its willingness to accompany us on our journey in the long run.

Jointly with Bertelsmann, the Esteves family and remaining shareholders, we have embraced Digital Solutions into our vision of the future, a business model that plays a key role in fulfilling our purpose of being the physician's partner throughout his/her academic and professional career. We have built up a unique business model, by combining medical education, with teaching programs for all stages of this career, which demands continuous knowledge updating, coupled with Digital Solutions that assist the professional to practice Medicine in a more assertive and productive way.

Over the course of two years, we have built up a robust ecosystem of Digital Solutions for physicians, through the acquisition of healthtechs. Thus, we have incorporated 11 digital companies into our portfolio, three of them in 2022, a year in which we also introduced, in this business segment, an unprecedented approach to the market: connecting the physician, through our Digital Solutions, to other players in the healthcare industry. This business segment, known

as B2B (business to business), has prioritized the pharmaceutical industry in this first year, and in a short period of time has captured almost 100 contracts, which also proves the correctness of the decisions we have taken.

We expect to achieve net revenue in the amount of R\$ 1.2 billion by 2028, through the offer of digital services and solutions for physicians, namely B2P (business to physician), coupled with our B2B efforts. In 2022, net revenue amounted to R\$ 190 million.

We are confident in our prospects to successfully achieving these new goals. We are aware of the potential that Afya holds, we have a deep knowledge of the markets in which we operate. Furthermore, we rely on the best professionals, led by executives with extremely high qualifications. We are proud to witness all of Afya's achievements. We are a leading company, with a unique business ecosystem, and despite the size that the company currently holds, we have not

lost the characteristics and culture that made it possible for us to get to this point, which are grounded in respect for the people who have been with us, alongside the communities that surround us. We continue to consider People as our major assets.

We are pleased to produce physicians of the highest caliber, representing an activity of enormous impact, since it contributes directly to improving the country's healthcare services, and the population's access to this type of care. We are equally pleased to know that we rely on more than 10,000 employees, who are engaged with Afya's principles. We would like to thank all of our employees, students, clients, shareholders, investors, and other stakeholders, for their support towards our efforts. We are very mindful of the path we can take, and we will spare no efforts to lead Afya towards the best direction.

Kay Krafft and
Nicolau Carvalho Esteves
Co-Chairmen of the Board of Directors



VIRGILIO GIBBON
CEO

MESSAGE FROM THE CEO

CONSOLIDATION OF LEADERSHIP

[GRI 2-22]

Whereas 2021 was the year of consolidation for the Afya model, the year 2022 prioritized its focus on ramping up. Three years after the IPO, we managed to deliver a company three times larger, in terms of net revenue and EBITDA, than the company that went public in 2019. We achieved R\$ 2.3 billion in revenue, which depicts the excellent performance and consolidation of the three segments in which we operate.

The outstanding performance in 2022 derived from the Continuing Medical Education, and it extends beyond the figures. Of all business segments, this was the one most impacted by the covid-19 pandemic, because these courses involve in-person attendance. The social constraints then imposed naturally caused a drop in demand for this course format. We took advantage of the off-peak period to prepare

ourselves for the moment of resumption. We opened six new units and invested in new courses. The results in 2022, therefore, evidence that we have made a correct reading of the potential scenarios and have made the best decisions.

The undergraduate course in Medicine, our core business, has had a year marked by important movements. On the one hand, we proceeded with the successful implementation of our expansion strategy: we inaugurated four Medicine Schools of the *Mais Médicos* Program, two of them in the state of Pará, in the cities of Abaetetuba and Bragança, and two in the state of Amazonas, in Itacoatiara and Manacapuru. Together, they added 200 new undergraduate Medicine seats to our portfolio. We added another 92 medical seats, also organically, with the first 28 medical seats at the São Lucas Ji-Paraná campus, in Rondônia, and 64 additional seats at the Santo Agostinho school, in Itabuna, Bahia. We kept up the pace of acquisitions, and on the first day of 2023, we completed the largest in our history: Unit Alagoas and Fits Jaboação dos Guararapes.

Through this expansion, we reached 3,163 authorized medical seats. This milestone is evidence of the correctness of the expansion strategy that has brought us to this point, based on acquisitions and organic growth. We plan to add a further 200 medical seats every year, aiming to reach a 15% market share in the private Medicine undergraduate market in Brazil by 2028. Through the acquisition of Unit Alagoas and Fits Jaboação, with 340 seats, we should start 2023 ahead of our target. Thus, our market share, which was 9% in 2021, has now reached 10.5%. Simultaneously with the acquisitions, we have completed, during the period, the integration of UNIGRANRIO, acquired in 2021. We have been effective with regard to the integration of the assets we acquire, in line with the commitments we have undertaken to capture synergies from our operations.

As for Digital Solutions, we have made three relevant acquisitions, adding the healthtechs "Além da Medicina", "CardioPapers" and "Glic" to our ecosystem. This completes the portfolio of Digital Solutions for physicians. Currently,

one out of every three physicians in the country already uses at least one of Afya's solutions. We have been advancing in terms of gains in synergy, interactions, and the launching of multiple offerings, which endorses the success of the strategy we have pursued. At the same time, 2022 was the year we launched B2B, in which we boosted the use of our Digital Solutions, also turning them into a bridge between physicians and other professionals from the healthcare industry. We started to implement this strategy by focusing on the pharmaceutical industry, and in this first year we have already closed almost 100 contracts, with about 45 pharmaceutical companies. These numbers not only indicate that we took the correct decisions, but also that, once again, our team has exemplarily implemented the strategy to boost digital services in B2B.

All these achievements have not only contributed to a substantial growth in revenue, but also to a robust cash flow generation and vigorous growth in earnings per share (EPS). Therefore, we have been expanding our operations in a consistent manner.

In 2022, there were adjustments to the corporate governance structure. Bertelsmann, a major global media and content leader, which has been with us as an investor since day one of Afya's creation, has consolidated its position as the company's controlling shareholder. For us, this has been a very interesting experience. Being part of a global group translates into opportunities to exchange experiences and learnings. Furthermore, Bertelsmann's support in the implementation of strategies has contributed to improvements and, consequently, better results for our business.

What defines a company like Afya is its people, and we already comprise more than 10,000 people. This team has been expanding every year, therefore making talent management a real challenge. In view of the importance of each one of them to us, we seek to do our best to provide welcoming, inclusive, and diverse work environments, which may contribute to everyone's professional and personal development. Therefore, we were extremely pleased to receive the

Excellent Place to Work seal from GPTW. We conducted a climate survey with this consulting firm for the first time, and the fact that we registered impressive indicators from this first experience, which led to the certification, is evidence that we have been managing to take good care of our professionals.

We also take great pride in being included, for the second consecutive year, in the Gender-Equality Index (GEI), published by Bloomberg, a global provider of technology, data and information for the financial market. Afya's inclusion in the GEI is a recognition of the initiatives we have been developing to promote diversity and inclusion, in line with our Public Commitment to have, by 2030, 50% of management positions occupied by women, under the scope of the Global Compact, an initiative led by the United Nations (UN), of which we are signatories.

We bring together professionals in the field of Education and digital media. They are people with varied backgrounds and cultures, coming from the five regions of the country, with diverse visions of the

world. This setting provides a stimulating work environment, enriched by the sum of all these differences for a common purpose: to transform health jointly with those who have Medicine as their professional vocation. This is our vision of business, designed in 2022.

In response to the accelerated growth experienced in the last few years, we decided to revise our institutional positioning. It was a comprehensive project, which involved several areas of the company. As a result, we determined, in addition to our vision, the mission that guides us: to provide an ecosystem that integrates education and digital solutions for the medical journey, boosting the training, updating, assertiveness, and productivity of health professionals.

There is no other company, in Brazil or abroad, that consolidates an ecosystem like ours, which integrates medical education and digital solutions for physicians. We are a unique company, and this is our greatest strength. The use of digital solutions in the education of physicians has become imperative, due to the changes

in society's habits in recent years, caused by the increasing insertion of technology in our routines and relationships. The digital solutions are a way to prepare the physicians for the labor market, in tune with the reality that they will have to face. The gains in synergy across our businesses have made it possible to offer these tools in the classroom. Our digital solutions are being used to support teaching, and to prepare our students for the labor market.

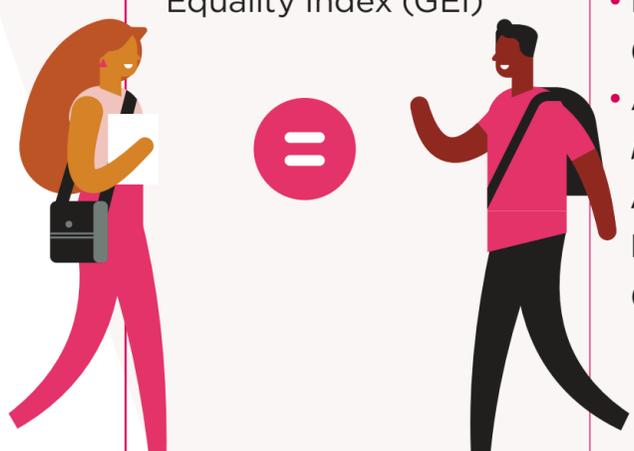
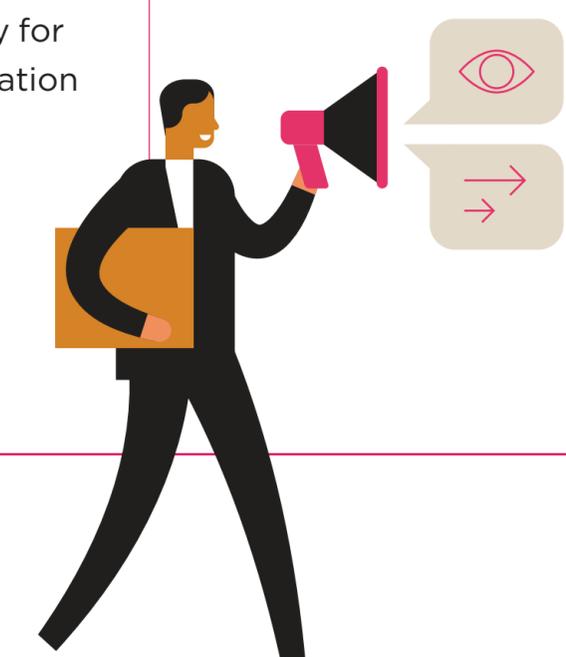
We are, therefore, transforming the way we teach Medicine, in tune with the new times. In 2022, we formed the Afya Medical Committee, aiming to ensure our up-to-date knowledge of the most diverse aspects of Medicine. We have gathered four professionals with widely recognized medical careers, who can bring to Afya much of their expertise and experience. What motivates us is to serve the physicians. Therefore, listening to them is essential to understand their needs, validate their opinions, and perfect whatever is necessary. We hold meetings with these professionals on a regular basis, and I am pleased to take part in all of these discussions.

We take great pride in leading Afya's management, a company that carries, in its DNA, the commitment to sustainable development. We are engaged in health and education, which allows us, in performing our duties, to have a positive impact on millions of people, effectively contributing to the well-being and quality of life of each individual. In 2022, for example, our students and professors offered about half a million free consultations in the different regions of the country. This is an unprecedented, record-breaking achievement. We are motivated to continue pursuing such successful results, and we maintain our commitment and energy to implement our strategies and, each year, report more achievements. We would like to express my gratitude for the support and trust shown by our shareholders, investors, students, employees, and other stakeholders. We will remain engaged in transforming health, together with those whose professional vocation is Medicine.

VIRGILIO GIBBON

CEO

2022: year of growth, achievements and recognition

JAN	FEB	MAR	APR	MAY	JUN
<ul style="list-style-type: none"> Inclusion in the 2022 Bloomberg Gender-Equality Index (GEI) 	<ul style="list-style-type: none"> Acquisition of "Além da Medicina" Inauguration of FAMEG (PE) Authorization for <i>Mais Médicos</i>: ITPAC ABAETETUBA (PA) and ITPAC ITACOATIARA (AM) 	<ul style="list-style-type: none"> Acquisition of "CardioPapers" Authorization for <i>Mais Médicos</i>: ITPAC BRAGANÇA (PA) and ITPAC MANACAPURU (AM) 	<ul style="list-style-type: none"> Afya Investor & ESG Day, annual event for market professionals and analysts 	<ul style="list-style-type: none"> Acquisition of "Glic" Bertelsmann becomes Afya's controlling shareholder, after purchase of Esteves Family's Class B shares 	<ul style="list-style-type: none"> Afya is a standout in the #PulsesAwards 2022 award, which recognizes the best leadership practices in reference companies in Brazil
JUL	AUG	OCT	NOV	DEC	
<ul style="list-style-type: none"> Three years since Afya's IPO on Nasdaq 	<ul style="list-style-type: none"> GPTW Certification as the Best Company to Work For 	<ul style="list-style-type: none"> Acquisition of Unit Alagoas (AL) and Fits Jaboaão dos Guararapes (PE) 	<ul style="list-style-type: none"> ITPAC PALMAS (TO) is granted the Seal of Accreditation by the American Society for Healthcare Simulation Center 	<ul style="list-style-type: none"> Launching of Afya's new Mission and Vision 	

AWARDS

Best education company, for the 3rd consecutive year, according to the *Época Negócios 360º Yearbook*

In comparison with the previous year's ranking, we performed even better, moving from 2nd to 1st place in the categories Financial Performance, Corporate Governance, and Future Vision, in addition to maintaining our leadership in the Sustainability category and 2nd place in Innovation.

Bloomberg Gender-Equality Index

For the 2nd year in a row, Afya is one of the Brazilian companies to be part of the GEI, which considers the performance of publicly-held companies, in metrics related to gender equality in the workplace.

The disclosure of the index's current portfolio, which is reviewed annually, took place in January 2023.

Women in Leadership 2023

Afya was one of the winners of the 5th edition of the award, which recognizes the companies with the best practices for the promotion of women, hosted by WILL Women in Leadership in Latin America | BR, US, UK, with Ipsos methodology, in partnership with Valor Econômico newspaper. In the Education sector, Afya was the company that showed the best performance.

TOP 50 Open Corps

We rank among the top 50 companies that support open innovation. The award, promoted by 100 Open Startups, a pioneer platform in open innovation in Latin America, spotlighted us in the category Ranking Top10 Education Services 2022. We won second place, moving up three positions in relation to 2021.

100 HRs that inspire

For the first time, we entered the list of the 100 most inspiring HRs in Brazil, according to the 'Gupy Highlights 2022' award. The rank comprises companies of different sizes and segments, which are innovating the way they conduct people management, and thinking about the future of the workplace.

Best of the Year in Shared Services

We won the award for Best of the Year in Shared Services, which recognizes the companies and professionals that stood out in the Shared Services market during the year. In this edition, the first in which we were running, since the award was created in 2016, our Shared Services Center (SSC) - which at Afya is called Afya Service Center (CSA, acronym in Portuguese) - was recognized in the Best Case of Innovation in the SSC category, with a project on automation of business processes and RPA (Robotic

Process Automation). This recognition is an initiative of the Brazilian Association of Shared Services (ABSC, acronym in Portuguese).

For further information on this award, please see page 61.



ECONOMIC AND FINANCIAL RESULTS IN 2022



R\$ 2,319.1
million

in Adjusted Net Revenue



R\$ 961.9
million

in Adjusted EBITDA



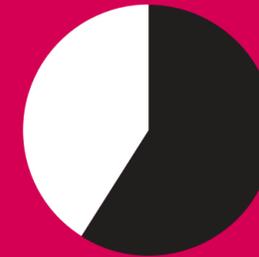
R\$ 535.1
million

in Adjusted Net Income



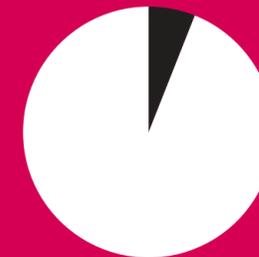
R\$ 877.0
million

in Adjusted Operating Cash Flow



41.5%

Adjusted EBITDA Margin



94.4%

Cash Conversion

1

WE ARE AFYA



PROFILE

[GRI 2-1; 2-6]

We care for the journey of those who chose Medicine to transform the world

We are the largest ecosystem of education and digital solutions in Latin America. We accompany the physician throughout her/his academic journey, in the practice of her/his profession, and in the relationship with the healthcare industry.

Leaders in the field of Medical Education – both in terms of number of seats¹ and total number of students – we seek to stand out in this segment, through an innovative, student-centered methodological approach, combining integrated content, interactive learning, and adaptive experience.

We are committed to the interiorization of the teaching and practice of Medicine, by promoting access to medical care, social inclusion, and economic development. We operate, in undergraduate courses, through 32 schools located in 14 states in the five regions of the country. From this total, 30 offer the Medicine course.

We also offer more than 50 courses in Continuing Medical Education, through IPEMED in 13 cities.

Our value proposition, focused on Medical Education, is complemented by the vertical of Digital Solutions for physicians, which gathers 11 healthtechs, focused on providing medical students and physicians with a diversified portfolio of services, which make their day-to-day clinical practice easier, and assist them both in business management and in their relationship with other players in the healthcare industry. This combination of Education and Digital Solutions for physicians makes Afya (Afya Limited) a unique company in the sector, which inaugurates and leads a new category, with high generation of value for the entire ecosystem related to Medicine.

Afya – which means "health and well-being" in the millennial Swahili language

- was created in 2019, from the union of NRE Educacional, already at the time the largest group of medical schools in the country, with Medcel, a brand focused on preparatory courses for medical residency exams. The group's first school began to operate in 1999, in the state of Tocantins, in the Northern region of the country. With an administrative office in Nova Lima (MG), Brazil, and headquarters in the Cayman Islands, Afya is a publicly-held company, with shares traded on the Nasdaq stock exchange in the United States.

 *Watch the video "Afya Medicine 2023: the connection through Medicine can arise in many different ways" (in Portuguese)*

AFYA IN NUMBERS

[SV-ED-000.A]

17,968	medical students
17,967	undergraduate students from other health science courses
22,265	students from other undergraduate courses
58,200	undergraduate students ²
4,280	students in Continuing Education
8,708	professors and employees
662	partnerships with hospitals and clinics
260,710	monthly active users of our digital services, among physicians and medical students

¹ 2,823 seats approved by the Ministry of Education (MEC), in December 2022, increased to 3,163 seats in January 2023.

² Includes medical students.

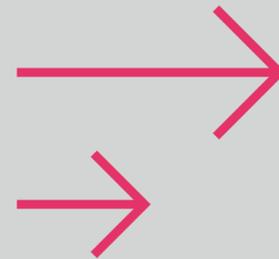
MISSION AND VISION

In 2022, we revised our vision and mission, to reflect the evolution of our business, which now includes solutions for the entire physician journey, uniting the two phases in a more integrated manner. Today we hold a single business model, and our brand positioning needed to capture the essence of what Afya is today.

A number of different areas of Afya participated in this review process, in line with the collaborative work environment that is part of our way of being. We defined our mission, which summarizes the concept that supports our strategic decisions, and our vision, which indicates where Afya wants to reach.



Learn more about the Afya ecosystem in this [video](#) (in Portuguese)



MISSION

To provide an ecosystem that integrates education and digital solutions for the medical journey, enhancing the training, updating, assertiveness, and productivity of health professionals.

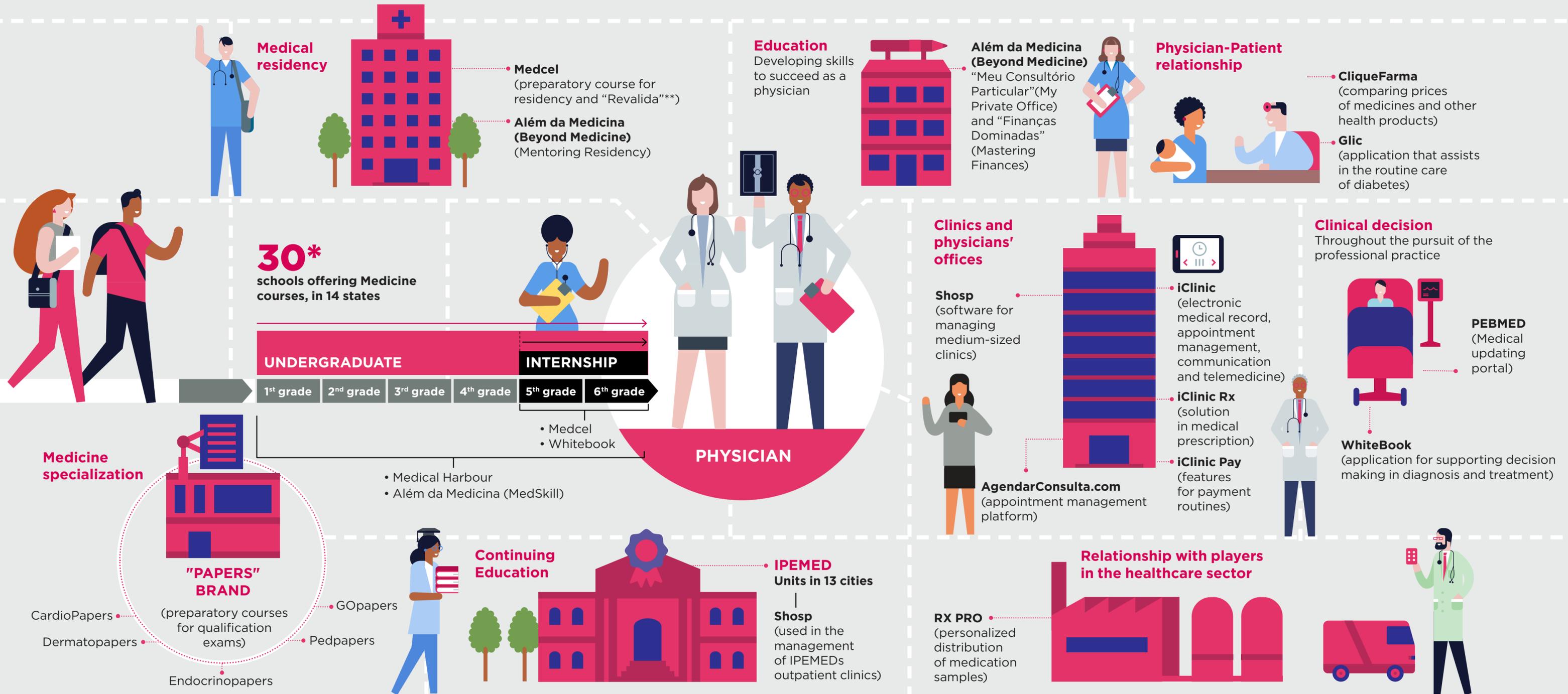


VISION

To transform health together with those who regard Medicine as their professional vocation.

AFYA ECOSYSTEM

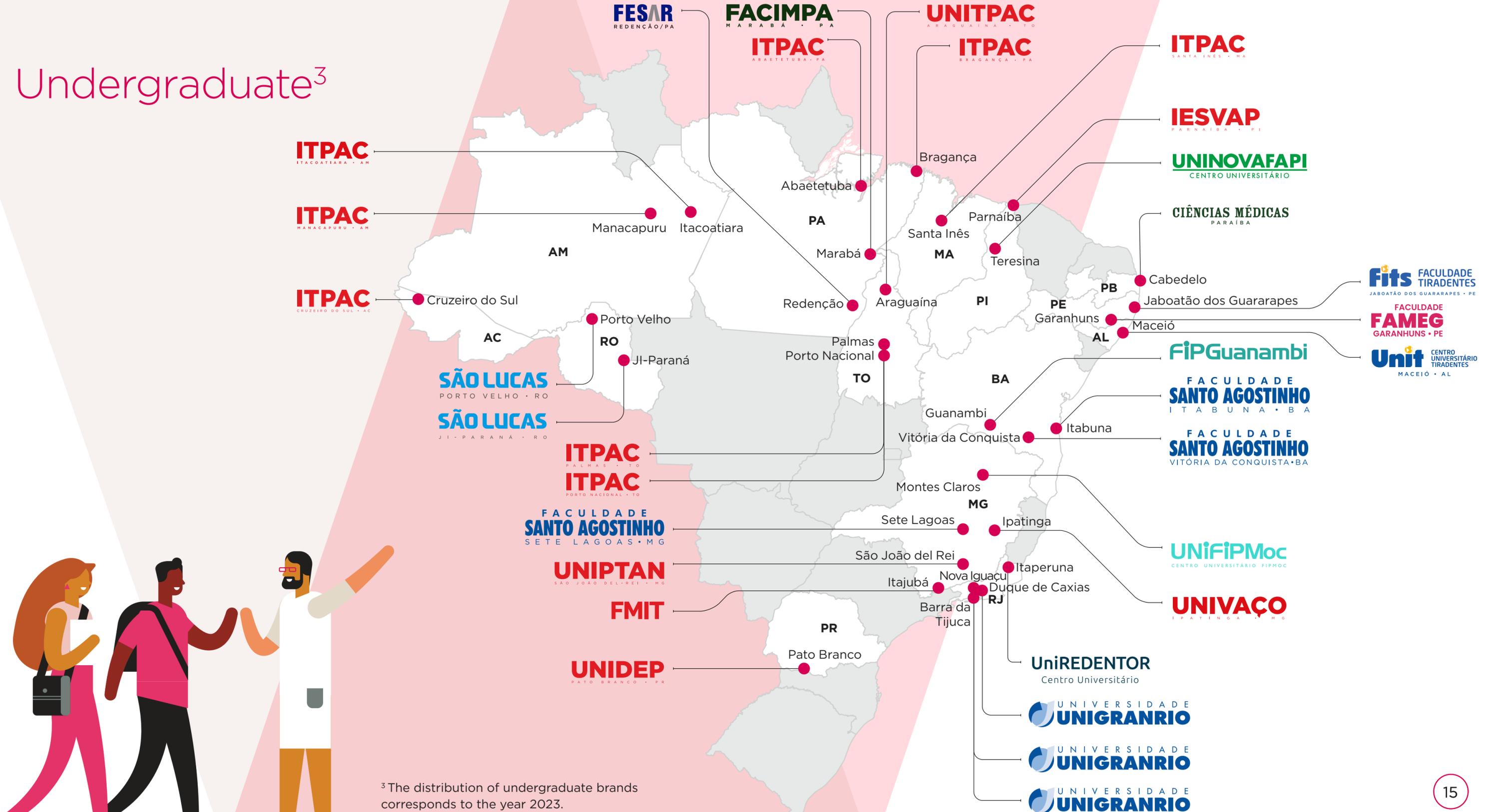
We hold a solid ecosystem, which combines **Medical Education** - encompassing **undergraduate**, our core business, and **Continuing Education - and Digital Solutions for physicians**, a business segment that complements our offer of value. Learn how Afya accompanies the physician throughout their journey [here](#).



*Among Afya's 32 schools, we considered for this infographic only the 30 schools with a Medicine course. The digital solutions indicated complement in-person teaching, supporting students in the learning process.
**Revalida is an exam for validating degrees obtained abroad

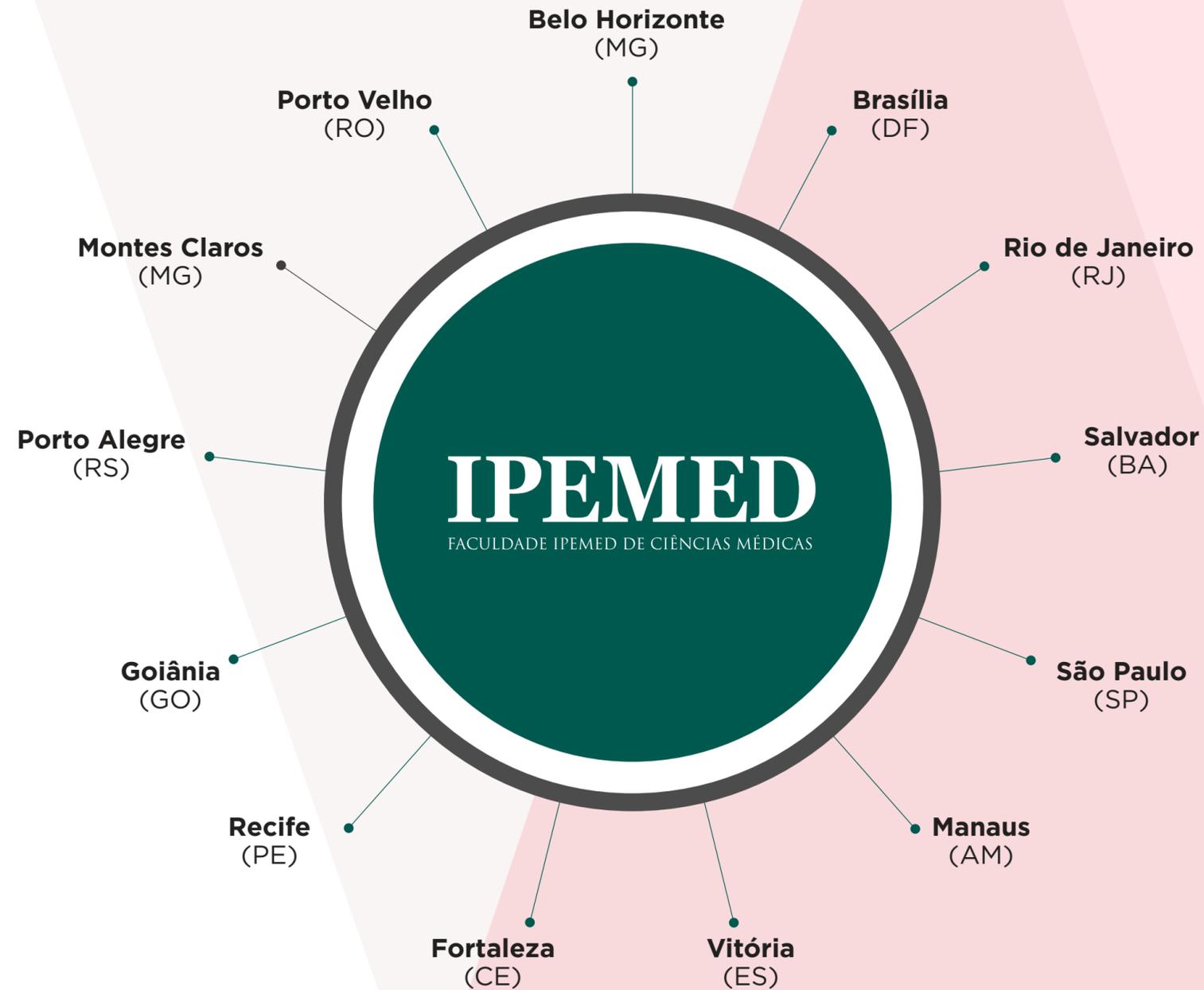
OUR BRANDS

Undergraduate³



³ The distribution of undergraduate brands corresponds to the year 2023.

Continuing Education



Digital Solutions for physicians



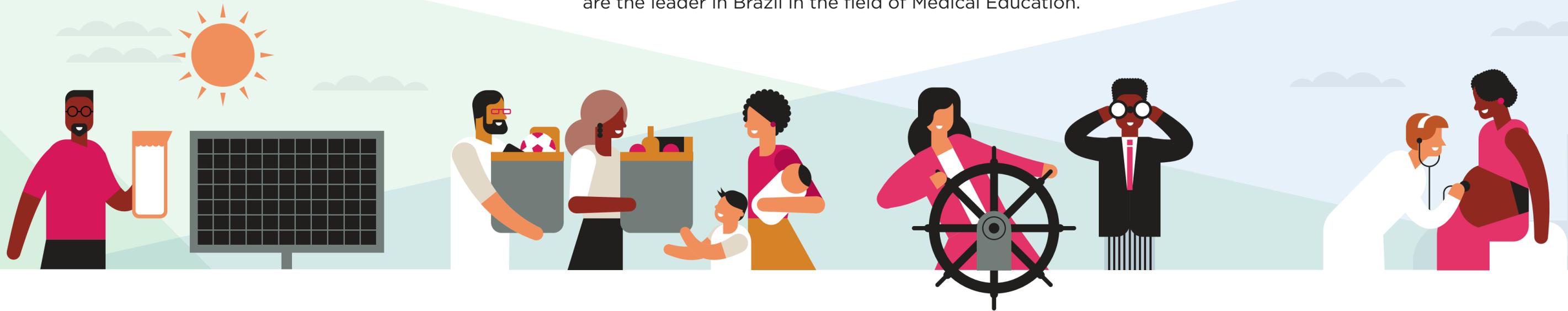
2

ESG+H



ESG+H HIGHLIGHTS

Aspects related to ESG (environmental, social and corporate governance) permeate our strategies and routines. Because of the nature of our activities, we reach out to different people and communities through health promotion and disease prevention initiatives, a feature that is boosted by the fact that we are the leader in Brazil in the field of Medical Education.



ENVIRONMENTAL

3,615 MWh per year of power generation capacity in photovoltaic plants, installed in nine schools

17% of the total energy consumed by operations is supplied by solar energy, versus 8% in 2021

-63% of scope 2 emissions (emissions from electric energy consumption)

5,440+ people impacted by our initiatives concerning education and environmental awareness, promoted by the schools

SOCIAL

7,960+ people benefited from the social responsibility initiatives carried out by our operations

3 tons of food collected in campaigns carried out by IPEMEDs and distributed to local communities

57% of employees are women

41% of management positions are held by women

GOVERNANCE

40% of the members of the Board of Directors are women

30% of the members of the Board are independent

89% of the employees attended training programs on Fighting Corruption and Fraud

+HEALTH

471,107 free healthcare consultations to the communities surrounding the campuses

18,104 physicians graduated until 2022

14,000+ people impacted by healthcare promotion and disease prevention initiatives carried out by the schools

HEALTH

We have been able to impact thousands of people, in different locations in Brazil, through the training of physicians, the offering of free healthcare consultations, and initiatives in the communities surrounding our operations, aimed at health promotion and disease prevention.

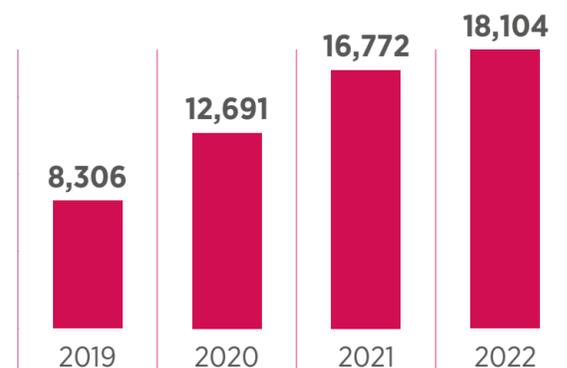
TRAINING OF PHYSICIANS

For 23 years, we have been forming highly-skilled physicians for Brazil

Our history begins in 1999, with ITPAC ARAGUAÍNA (TO) school, which was later transferred to the state capital. Since then, we have expanded our operations to different parts of the country, consolidating our position as a leader in Medical Education. As a result of this journey, we have been able to train tens of thousands of medical professionals, thus contributing effectively to the enhancement of health services in Brazil, and to improve the population's access to medical care. At the close of 2022, we had already graduated as many as 18,104 physicians.

Medical undergraduates

consolidated year by year



ACCESS TO HEALTHCARE

[GRI 2-29; 413-1; HC-DY-240a.1]

Our operations enable the surrounding communities to have greater access to healthcare. We hold clinics and outpatient clinics at our schools, where medical and other health consultations are offered, in partnership with the *Sistema Único de Saúde - SUS* (Brazil's Unified Health System).

In these clinics, students from the last years of the Medicine undergraduate courses and from other fields, such as Dentistry, Nursing, and Physiotherapy, perform consultations supervised by faculty members. A similar action is carried out by IPEMED, our graduate-level brand. In the outpatient clinics of the units, distributed in 13 cities, the consultations are performed by graduate students, in pursuit of specializations.

These initiatives are tailored in accordance with the prevailing social and economic laws and regulations, so as not to incur non-compliance records in the period. The impacts from these initiatives on human rights are also

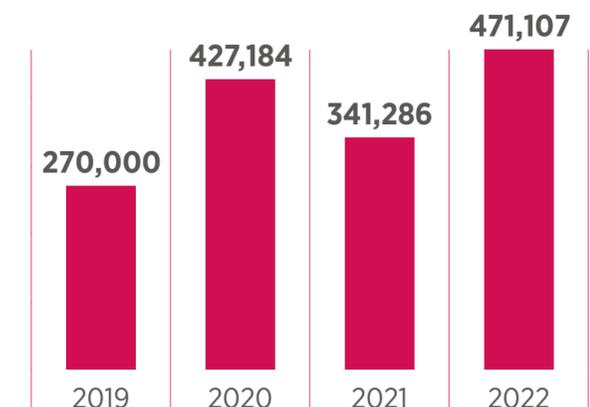
assessed on a regular basis. In 2022, no cases of non-compliance with social and economic laws and regulations have been reported.

In 2022, our operations have resumed 100% of operations, after the critical phase of covid-19, and have provided more than 470,000 free healthcare services, including consultations, exams, and microsurgeries. The total number of free services, including free healthcare services provided by students from other areas, climbed to 494,635.

Free health consultations

to the population

[HC-DY-000.B]

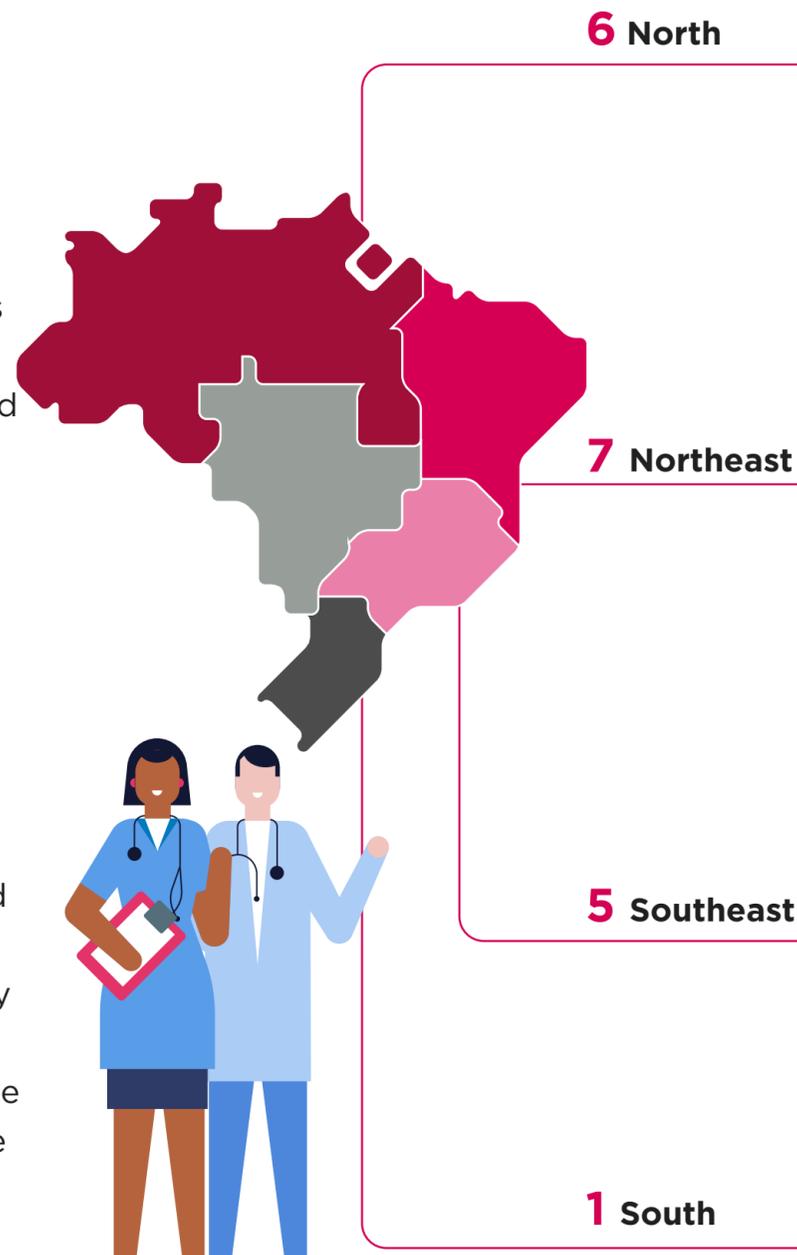


Healthcare structure

[HC-DY-000.A]

We rely on a structure of 19 outpatient clinics in our schools, which allows us to provide the population with free access to healthcare, covering various medical specialties, such as cardiology, endocrinology, gastroenterology, and even minor surgeries, and consultations with professionals from other health areas, such as dentistry, psychology, and physiotherapy, among others. Of these clinics, the one at FACIMPA, in Marabá (PA), was inaugurated in 2022.

We are committed to taking medical education and practice of Medicine to the countryside, and the geographical distribution of the schools that hold outpatient clinics corroborates this approach. From the total, 13 are located in the North and Northeastern regions of the country, which lack the necessary access to health care. Another fact that reiterates this principle is that, out of the 19 units with outpatient clinics, only five are located in capital cities.



IES	STATE	CARE ASSISTANCE
FACIMPA	PA	8 medical specialties
FESAR	PA	10 medical specialties
ITPAC PALMAS	TO	13 medical specialties
ITPAC PORTO	TO	17 medical specialties + nursing (consultations + wound clinic)
UNITPAC	TO	10 medical specialties
UniSL	RO	8 medical specialties
ITPAC SANTA INÊS	MA	5 medical specialties
FASAI	BA	10 medical specialties
FASAVIC	BA	10 medical specialties
FIPGuanambi	BA	11 medical specialties
UNINOVAFAPI	PI	13 medical specialties + physiotherapy in general
IESVAP	PI	16 medical specialties + child psychology + nutrition
Unit Alagoas	AL	4 especialidades de psicologia
UNIFIPMoc	MG	7 especialidades de fisioterapia
UNIPTAN	MG	11 medical specialties
UNIVAÇO	MG	11 medical specialties
UNIGRANRIO Barra da Tijuca	RJ	17 medical specialties + 15 dentistry specialties + psychology + biomedicine + nursing + aesthetics
UniREDENTOR	RJ	9 medical specialties
UNIDEP	PR	9 medical specialties

POSITIVE IMPACT ON THE HEALTH OF COMMUNITIES

*In addition to the free consultations offered by undergraduate students at our schools and by physicians who are studying postgraduate courses at IPEMEDs, schools developed, throughout the year, an agenda with various initiatives aimed at health promotion and disease prevention in the communities surrounding the operations. **With the engagement of students, professors and employees, these initiatives had a positive impact on more than 14,000 people.***

1,900+ people, including children, youth, adults, and the elderly, who live in vulnerable areas of the city of Vitória da Conquista (BA), participated in the program *FASA do Bem* (FASA of Good), promoted by **FASAVIC** (BA). The initiative featured lectures and workshops on education and promotion of health. Students, under the supervision of professors, also performed medical assistance.

More than **1,800 people** were assisted in the Brazil-Bolivia Scientific Exchange. This initiative was the result of the cooperation between the **UniSL**, in Porto Velho (RO), and the bolivian consulate, and featured expeditions of students and professors from several courses of the HEI to the communities of *Guajará-Mirim*, in Brazil, and *Guayaramerín*, in Bolivia, to provide vulnerable populations of these locations with guidance and healthcare, in addition to other activities.

Approximately **1,200 people**, joined the blood donation campaigns conducted by **UNINOVAFAPI** (PI). The initiative, held every semester as a solidary prank for students entering the Medicine and Nursing courses, seeks to encourage the solidary donation of blood and bone marrow to the Blood Center located in the city of Teresina (PI). In two editions in 2022, approximately 600 blood bags were collected, and 120 registers of bone marrow donors were made.

A total number of **1,700 procedures** were performed on the *Barco Saúde e Cidadania São Lucas* (Health and Citizenship São Lucas Boat), which provided assistance in healthcare, education and citizenship, in the riverbank communities of Porto Velho, specifically in São Carlos do Jamari and Seringal Cavalcante. The project is held on a yearly basis, and it was attended by students from several courses at the **UniSL**, in Porto Velho (RO).

A number of **860 people** from the city of Araguaína (TO) were benefited by the *Experimente Viver* (Try to Live) campaign. The initiative, organized by **UNITPAC** (TO), was aimed at making people aware of suicide prevention, and was motivated by *Setembro Amarelo* (Yellow September), a month chosen by healthcare professionals to draw attention and inform the community on the subject. The program included healthcare services, such as blood pressure checks, blood typing and glycemic tests, as well as psychiatric counseling, lectures, a performance by a dance group, and a bike tour, among other activities.



1,500 people, including children, teenagers, adults and seniors, were benefited by the initiative *Teresina Cuida de Você* (Teresina Cares for You), the result of a partnership between **UNINOVAFAPI** (PI) and the Municipal Secretariat of Citizenship, Social Assistance and Integrated Policies (SEMCASPI) to offer, to the local population, actions related to education and health, as well as health care and legal services. Professors and students from the Law, Nursing, Physiotherapy, Nutrition, and Dentistry courses were involved in this initiative.

Nearly **600 people** from the city of Redenção (PA) were assisted by the *Consultório na Praça* (Office in the Square) program, an initiative carried out by the Medicine and Nursing students and professors from **FESAR** (PA), aimed at providing Primary Care services. On the occasion, they were given guidance on first aid, sexually transmitted infections, and prevention of skin cancer, among other cases covered. In addition, they offered blood pressure checks and glycemic tests.

Approximately **600 people**, took part in the event *Café com Música* (Coffee with Music), held by **FMIT** (MG) every two weeks, open to the participation of the communities surrounding the school. This initiative, which aims to showcase music as a way to increase people's self-esteem, students from the Medicine course take their musical instruments to the university campus, and perform the musical shows. The meetings rely on the support of the municipal government, which provides free transportation for people who want to participate in the events.

A total of **480 healthcare** consultations were offered free of charge by the **FCM-PB** (PB) to people from the *Vila Feliz* and *Renascença* communities, located in the Paraíba municipality of Cabedelo, in the vicinity of the school. In a healthcare fair format, students from the Medicine, Nutrition, Nursing, and Dentistry courses provided several types of services, such as blood pressure checks, blood tests, and oral health

consultations. Child hygiene kits and vegetable seedlings produced in the schools's organic garden were also distributed.

Some **430 families** were visited by 151 students who participated in the solidarity prank São Lucas in the Fight Against the *Aedes Aegypti*. The event, which marks the arrival of students at the **Unisl**, in Porto Velho (RO), seeks to engage the newcomers in social actions. In this edition, freshmen, in partnership with veterans, visited houses located nearby the institution, providing guidance on how to eliminate mosquito hotspots, and precautions to keep the spaces free of contamination.

Over **400 people** have benefited from the *Setembro Amarelo - Valorização da Vida* (Yellow September - Valuing Life) campaign, held by **ITPAC CRUZEIRO DO SUL** (AC). Distributed over several days of the month, the campaign was carried out by the medical students and professors of the school, in partnership with the Municipal Health Secretary, and

included lectures, group dynamics, and several activities to raise awareness among the population over suicide prevention. Among the participants of this agenda, were elementary and high school students, workers from private companies, and inmates from the local prison system.

Some **350 people** from a riverbank community in the city of Abaetetuba (PA) were assisted during the initiative *Rios de Saúde* (Rivers of Health), sponsored by **ITPAC ABAETETUBA** (PA). This project was held in partnership with the fluvial Basic Health Unit (*UBS*, acronym in Portuguese) of the municipality, where healthcare actions were offered by professors and medical students of the teaching institution. Lectures on cervical, breast, and prostate cancer prevention, among other topics, were part of the agenda, which also included the checking of vaccination records, as well as rapid testing, and the sampling for preventive exams for cervical cancer.



A total number of **200 children** from the *Jardim da Infância PIPA* (PIPA Kindergarten), in São João do Meriti (RJ), were given oral hygiene guidance, which was also conveyed to their parents. This initiative, carried out by the Odontology students from the **UNIGRANRIO**, Duque de Caxias campus (RJ), also included atraumatic restorative treatment for the children who presented cavities, and the donation of children's kits for oral hygiene.

A total of **200 women** between 40 and 49 years old were provided with healthcare services, in the areas of Medicine, Dentistry, Aesthetics and Biomedicine, during the *Campanha Outubro Rosa* (Pink October Campaign), held by **UNIGRANRIO**, Barra da Tijuca campus (RJ). The action, which also offered preventive exams, was carried out by professors and students in the Integrated Polyclinic of the school, with the purpose of raising awareness among the population on the prevention of breast and cervical cancer.

Some **190 people** were benefited by the *ITPAC Porto Solidário Itinerante* (Itinerant Solidarity Port) Project, which every semester takes **ITPAC PORTO** (TO) students to practical experiences in vulnerable communities. In the 1st edition, 90 people from the rural Quilombola community *Malhadinha* (TO) were given Medical and Dental care by the students and professors. The residents of *Malhadinha*, which is 18 kilometers from Porto Nacional and about 100 kilometers from Palmas, the state capital, also attended mini courses in Agronomy and Civil Engineering, and received clothing, shoes, toys, and second-hand books collected in campaigns run by the students. The 2nd edition, in turn, took place in the indigenous village *Boto Velho*, on Bananal Island. Similar to the previous version, the initiative also provided healthcare services to the village, including pediatric, dental care and minor surgeries, always performed by students, supervised by professors. In this edition, 100 people were assisted, including children, teenagers, adults, and the elderly. The village is 200 kilometers away from **ITPAC PORTO**.

Over **170 residents** of the community in the area of São Félix do Tocantins (TO) have been assisted by the Jalapão Mission, a project launched by **ITPAC PALMAS** (TO), intended to bring information and medical and dental care to people who do not have easy access to healthcare. The lectures, consultations, medical examinations, and dental treatments are carried out by professors and students, who also organized themselves to develop recreational activities with the children, in addition to distributing the donations of clothes and food, gathered in campaigns held by them.

Some **170 people** took part in the solidarity prank program *Nós Escolhemos Salvar Vidas!* (Charity Prank - We Choose to Save Lives!), a partnership between the **UniSL**, in Porto Velho (RO), and the Hematology and Hemotherapy Foundation of Rondônia (FHEMERON). This initiative aims to encourage students, family and friends to donate, in addition to blood bags, 1kg of powdered milk. Through this campaign, a total of 90 bags of blood were donated.

Over **150 people** were benefited by the initiatives promoted by **UNIPTAN** (MG) on the Social Responsibility Day. Through this initiative, medical students and professors offered healthcare services and consultations to the low-income population of the town of Dores de Campos, and students from the Law and Administration courses carried out joint healthcare campaigns.



A total of **100 people** participated in the action UNIGRANRIO contra o câncer de mama (UNIGRANRIO against breast cancer), organized by **UNIGRANRIO**, Nova Iguaçu campus (RJ), on the occasion of *Outubro Rosa* (Pink October), an international campaign geared toward raising awareness about the prevention and early diagnosis of breast cancer. This initiative included, among other achievements, lectures and guidance on self-examination, offered by students from the healthcare area courses of the school, in addition to haircuts for the donation of locks to the Brazilian Cancer Institute (INCA), for the manufacture of wigs.

A total of **100 children** who live in Folha 06, a district in the municipality of Marabá, affected by the floods caused by the Tocantins and Itacaiúnas rivers, accompanied by their guardians, participated in an event organized by the students of **FACIMPA** (PA) to celebrate Children's Day. In preparation for the occasion, the students held raffles and sought partners and donors of toys and resources to cover the costs with food, decoration, and interactive dynamics.

Over **100 children** enrolled in municipal schools in Itajubá (MG), between 6 and 10 years old, were assisted by the program *Olhares para a Aprendizagem* (Visions for Learning), developed by students from the healthcare area courses of **FMIT** (MG). The initiative involved ophthalmological screening, by identifying and referring those who needed to undergo consultations, which were offered free of charge by the academics of the school. When there is an indication for the use of glasses, FMIT holds partnerships that contribute to this initiative.



Some **85 people**, who either work as caregivers for the elderly, or are linked to the Reference Centers for Social Assistance (CRAS) and the Integrated Center for the Elderly (CIPIAR) - both in Marabá (PA) - took part in the event *Cuidando de quem já cuidou* (Caring for those who have already cared), hosted by **FACIMPA** (PA). The event aimed to contribute to offering more possibilities in the treatment of the elderly, and promoted lectures and technical demonstrations, which addressed, among other topics, hygiene, mental health, and alternative therapies.

A total of **75 students** from the Osmarina Melo Elementary School, in Itacoatiara (AM), participated in the *Curumim e Cunhatã* project, aimed at teaching first-aid procedures to children. A pioneering initiative in the municipality, this project was carried out by medical students from **ITPAC ITACOATIARA** (AM), and was geared towards 8 to 12-year olds.

A number of **70 women** participated in the *Outubro Rosa*

(Pink October) event, held by **FMIT** (MG) students and professors, at the Municipal Park of Itajubá. The event offered, among other activities, blood pressure checks, anthropometry, and guidance on sexually transmitted infections.

Nearly **70 people**, among adults and children, victims of the Tocantins River floods, who were sheltered in the sports gymnasium of the Doralice de Andrade Vieira Municipal School, in Marabá (PA), were assisted by **FACIMPA** (PA) students. During their visit to the site, the students delivered medical and nursing care, and held educational lectures and recreational activities for the families.

A total of **70 fifth-grade students** from a municipal school in Cruzeiro do Sul (AC) were welcomed at **ITPAC CRUZEIRO DO SUL** (AC) by medical students, to learn about the changes in the body that occur during puberty and adolescence. The academics used anatomical models to provide guidance to the teenagers, and held lectures and group discussions.

Over **60 people** with symptoms of skin diseases were seen at **IPEMED's** outpatient clinic, in the Manaus (AM) unit. This specific action to provide assistance in Clinical Dermatology was carried out in partnership with the Alfredo da Matta Foundation, which was in charge of patient triage. Through this initiative - which involves physicians who attend the institution's Continuing Education courses - it was possible to speed up diagnoses and treatment, including cases of skin cancer.

More than **60 people** from the community of Nova Jerusalém, in Itacoatiara (AM), were assisted by the initiatives developed in the scope of *Outubro Rosa* (Pink October) and *Novembro Azul* (Blue November), which are awareness-raising campaigns that deal, respectively, with the prevention of breast and cervical cancer, and prostate cancer. This campaign, carried out by **ITPAC ITACOATIARA** (AM), involved professors and medical students in lectures, medical consultations, and blood collection for preventive exams.

A group of **50 pre-teens**, 8th-grade students from the Felício Pereira de Araújo State School, in Montes Claros (MG), participated in an event focused on postural orientation, which involved a lecture, physical evaluation, and muscle stretching activities, which was offered by students and professors from the Physical Therapy course at **UNIFIPMoc** (MG).

A total of **50 children** assisted by the *Fundação Clarice Albuquerque (Escola Vovó Clarice)*, in Montes Claros (MG), were benefited by the initiative *Todos por um Sorriso* (All for a Smile). During a visit to the school, students from the **UNIFIPMoc** (MG) Dentistry course offered, in a playful way, oral health orientations. The students made a dental arch out of recyclable materials, and, in order to talk about the correct brushing of the teeth, the students prepared puppets and orientation booklets to interact with the public.

Some **50 men** participated in the *Novembro Azul* (Blue November) healthcare campaign, developed by the

medical students of **ITPAC CRUZEIRO DO SUL** (AC), to guide the male population on the importance of early diagnosis of prostate cancer, and raise their awareness on the need to take care of their health. Promoted on the premises of the Basic Health Unit (UBS, acronym in Portuguese) Jesuíno Lins, in Cruzeiro do Sul, rapid tests, blood pressure checks, blood glucose tests, and lectures on prostate cancer were offered to the participants, among other activities.



A number of **40 patients** from the Araguaína Sul III Psychosocial Care Center and the Bom Pastor Therapeutic Women's Community of Araguaína (TO), both dedicated to treating drug addicts, participated in a series of activities promoted by students and professors from the Aesthetics, Pharmacy and Nursing courses at **UNITPAC** (TO). The agenda included, among other activities, the production of art therapy, music therapy, and bio-dance. This initiative was aimed at allowing patients to get to know alternative skills besides pharmacological treatment, focused on self-care and self-esteem.

A group of **40 women** participated in the *Agosto Lilás* (Lilac August), an awareness campaign concerning domestic abuse and non-violence against women, developed by the medical students from **ITPAC CRUZEIRO DO SUL** (AC). The initiative involved welcoming and listening to the women, as well as conversation rounds and orientation on channels for denunciation. On these occasions, the students took blood pressure and vital signs checks, and distributed orientation booklets on the subject.

More than **30 children** between zero and 5 years of age were the target of the campaign developed by the Dentistry students from **UNIGRANRIO**, Duque de Caxias campus (RJ), in the clinic of the schools. Those responsible provided guidance on diet and oral hygiene for the little ones, and the children who showed teeth with cavities received atraumatic restorative treatment. Children's kits for oral hygiene were also distributed.



A group of **30 people** linked to the *Centro de Cidadania do Rio sem LGBTQIFobia* (Citizenship Center of Rio without LGBTQIFobia) participated in an event created by students from the Dentistry course at **UNIGRANRIO**, Duque de Caxias campus (RJ), in which they were offered guidance on oral hygiene, as well as preliminary clinical examination and identification of precancerous oral lesions, cases that were referred to the University's Dental Polyclinic. This initiative, carried out in partnership with the *Centro de Cidadania* (Citizenship Center), which is a program sponsored by the government of Rio de Janeiro that offers social, psychological and legal support to the LGBTQIA+ population, marked the celebrations for the World Day Against HIV.

Over **30 pregnant and postpartum women** (and babies) were assisted by the initiative of integral attention to this public profile, developed by the students of the Gynecology and Obstetrics practices of the **UNIDEP** (PR) Medicine

course. During home visits, the students provided guidance on prenatal care, postpartum care, and breastfeeding, among other issues. After this stage, the students created the Singular Therapeutic Project, aimed at analyzing each service, along with opportunities to improve the welcoming and bonding between the patient and the healthcare team. Through this project, they seek to build a new environment of care and assistance that involves integrality and interdisciplinarity.

A total of **30 women** attended the *Outubro Rosa* (Pink October) healthcare event, held by the medical students from **ITPAC CRUZEIRO DO SUL** (AC), aimed at encouraging the female population to undergo periodic exams, which allow for the early diagnosis of breast cancer cases. Within this approach, the students promoted an educational lecture, using dummies to demonstrate the main characteristics and clinical manifestations of the disease. The event took place in the Jesuíno Lins Basic Health Unit (UBS, acronym in

Portuguese), in Cruzeiro do Sul (AC), in partnership with the Municipal Secretariat.

A number of **30 people** were identified by the active search conducted by **ITPAC ITACOATIARA** (AM), in an effort to contribute to reversing the low rates of vaccination coverage in the municipality, considering the parameters established by the Ministry of Health. In partnership with the local Basic Health Unit (UBS, acronym in Portuguese), the medical students traveled to the identified people and vaccinated them on site.

A group of **22 people** were covered by the task force that assisted leprosy victims at **ITPAC CRUZEIRO DO SUL** (AC). The task force was organized to provide medical care to this public, who had been without assistance for at least two years due to the difficulties imposed by the covid-19 pandemic, and involved professors and medical students in the reception, physical examination, and evaluation of the patients.

MENTAL HEALTH

Aspects related to mental health are becoming increasingly important in society. Diseases such as depression and panic syndrome are more and more recurrent, and the number of cases has been boosted during the covid-19 pandemic.

Among physicians, the situation is no different. A survey conducted by the Research Center, Afya's research center, in 2022, shows that 69.4% of physicians in the country have shown signs of depression during their lives. And for half of the respondents, the condition is still a reality: 26.8% present a current diagnosis, and 23.4% show symptoms, but do not follow up. Lack of time and motivation, as well as fear of the impact on their professional routine, are the main reasons for not seeking help or treatment for this chronic and recurrent psychiatric illness. The Physician's Mental Health 2022 survey revealed that anxiety has become even more prevalent: 79.6% presented symptoms of the disorder. Another worrisome

scenario concerns Burnout Syndrome, characterized by intense physical and mental exhaustion. Finally, the level of occupational stress of Brazilian physicians indicated in the survey is also alarming, and stands above other populations in the world.

In view of this reality, and aware of the role we can play as a leader in Medical Education in Brazil, we are convinced that the mental health of health professionals is an urgent cause. In this sense, we have carried out several initiatives to promote the mental health of our students, physicians, and employees. In the Student Experience Centers (NED), present in all our schools, for instance, several initiatives were developed throughout 2022. Find more information on page 84.

Further reinforcing our purpose of contributing to the well-being of the people with whom we interact, in 2022 we joined the Global Compact's **Mind in Focus Movement**, which aims to engage 1,000 companies with structured programs, geared toward

promoting mental health. The initiative seeks to impact the lives of 10 million people connected to these companies, by assessing and monitoring the good practices adopted by the signatories, through the development of indicators.

[GRI 2-28]



SOCIAL

Our business, based on education and health, is geared toward people and conducted by people. Thus, for us, the social scope comprises several practices aimed at the different stakeholders with whom we relate, including employees, students, clients, and the communities surrounding our operations

GENDER EQUALITY

[GRI 3-3]

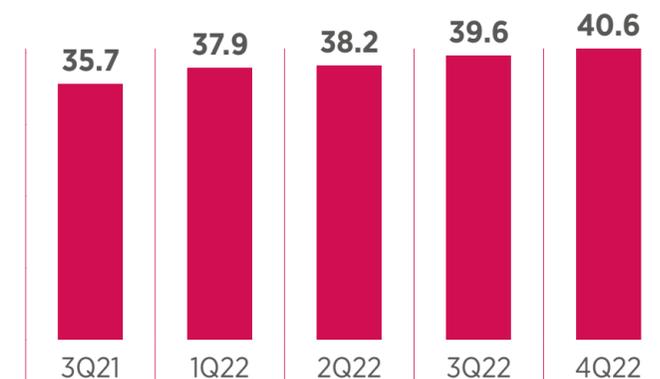
To promote gender equality at our leadership levels. That is our commitment

We took on this Public Commitment in 2021, before the Global Compact, an initiative led by the United Nations (UN), of which we are signatories. We have made consistent advances in that direction. **By the end of 2022, 40.6% of leadership positions, starting with management, were held by women**, up from about 36% at the time we set this goal.

[GRI 2-28]

Women in leadership

Evolution (in %)



Female representation by position

The average female participation in leadership positions, covering coordinators and supervisors, managers, officers and C-level, was 47%, at the end of 2022. By hierarchical levels, half of management positions were held by women, and among directors, vice presidents and CEO, they represented 33% at the end of the period. In the coordination and supervision, six each ten leaders were female:

Board of Directors*



Officers



Managers



Coordination and supervision



* Afya's Board of Directors has four women in its composition, 40.0% of the total. The data in the graph considers only the counselor who has a contractual relationship with Afya. The representatives of shareholders are not covered.

These numbers illustrate the various actions we have undertaken to contribute to the professional development of our employees, preparing them to take on new challenges in their careers. In 2022, for example, we structured the *Mentoria para Mulheres* (Mentoring for Women) program, aimed at empowering women in coordination and management positions in the most varied areas and business units, so that they can hold more strategic posts. This program began to be implemented in early 2023.

Such initiatives as this made it possible for us to be included, in the 2022 and 2023 Bloomberg Gender-Equality Index (GEI). This index brings together publicly-held companies from different countries, which have adopted differentiated practices in managing this issue. The ranking is prepared by Bloomberg, a global news, technology, and data company focused on financial markets.

The significant presence of women in the composition of the Board

of Directors has also yielded Afya another highlight: the Women on Board seal. The WOB was launched in 2019 by the international organization of the same name, in partnership with UN Women, and recognizes the efforts of companies that promote diversity, and value the presence of women in leadership.



WOMEN'S EMPOWERMENT PRINCIPLES

[GRI 2-28]

We are signatories to the Women's Empowerment Principles (WEPs), a global movement geared toward instructing companies on gender equality, as well as on the empowerment of women in the workplace and in society, practices that we pursue in our daily activities. Through a set of principles aligned with the best international labor and human rights benchmarks, WEPs makes recommendations that include, for example, equitable remuneration between genders, and supply chain practices against sexual harassment, among others. WEPs were established by the UN Global Compact – an initiative that mobilizes the corporate community in favor of human rights, labor, environment, and anti-corruption, and which Afya joined in 2019 –, and by UN Women, a United Nations-linked organization, which focuses on promoting women's empowerment and gender equality. Learn more about the WEPs [here](#).

PEOPLE

[GRI 2-29; 3-3]

Every year, more professionals join the Afya teams, an increase that follows the rapid expansion of the company. Our operations are conducted by a team of 8,708 employees, originating from a variety of businesses, and from the five regions of the country, all driven by a common purpose: to transform healthcare jointly with those who value Medicine as their vocation.

This widely diverse team, with multiple experiences, is a distinctive feature of Afya. We have a unique cultural variety, and we value this diversity of visions. Based on these characteristics, we are building up a strong and unique corporate culture, in partnership with the other areas of the company, to further enhance our ability to meet the physicians' needs throughout their professional careers.

Human resources management has made significant advances in the Diversity and Inclusion Agenda, aiming

at fostering increasingly democratic and inclusive work environments. In 2022, the affinity groups expanded their activities, consolidating their position as a reference in discussions about these issues with employees. We also launched the Good Practices Booklet, aimed at sharing information, detailing concepts and guidelines on inclusive actions, in addition to a leadership manual and mandatory training on our corporate education platform (UCA).

Another highlight in the period was the launch of new courses by UCA which focused on accessibility as a pillar for diversity and inclusion, by introducing subtitles in all contents, in addition to Vlibras, a free software provided by the government, for the courses that are mandatory. We seek to offer continuous professional development and training opportunities to employees, while the increased availability of training, accessible on a digital platform, contributes towards the same objective.

Such initiatives, coupled with several others related to team management,

have enabled Afya to be acknowledged, in its first year of survey, as an Excellent company to work for by the Great Place to Work (GPTW) consulting firm.



Employees

[GRI 405-1]

Our business expansion - both through acquisitions of schools and healthtechs, and through organic growth - has been reflected in the expansion of our teams. In 2022, we recorded an overall team of 8,708 professionals, representing a 7.5% growth when compared to the previous year, when 8,100 employees made up our teams. Out of the total number of employees, 36% are faculty members. (SV-ED-000.D)

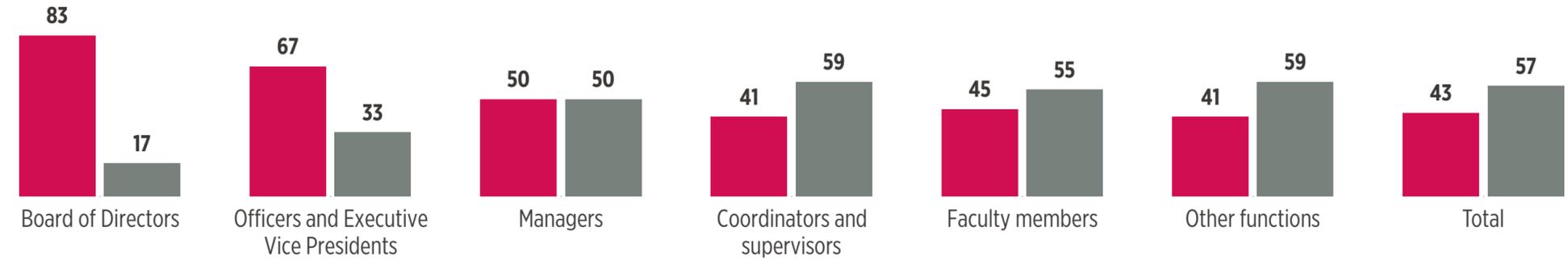
Women represent the majority, accounting for 57% of the total. They are also in greater numbers among coordinators and supervisors, and among professors. By age group, 65% of employees are between 30 and 50 years old. This age bracket, which concentrates most employees at all hierarchical levels (except for the Board of Directors, where they represent 50%), is quite significant among officers and executive vice-presidents, and among managers: 85% and 81%, respectively.

When looking at the representation of ethnicities in our teams, brown and black people make up 44% of the total, a similar share to whites, at 47%. More details about the profile of our professionals are available in the attachments, on page 122.



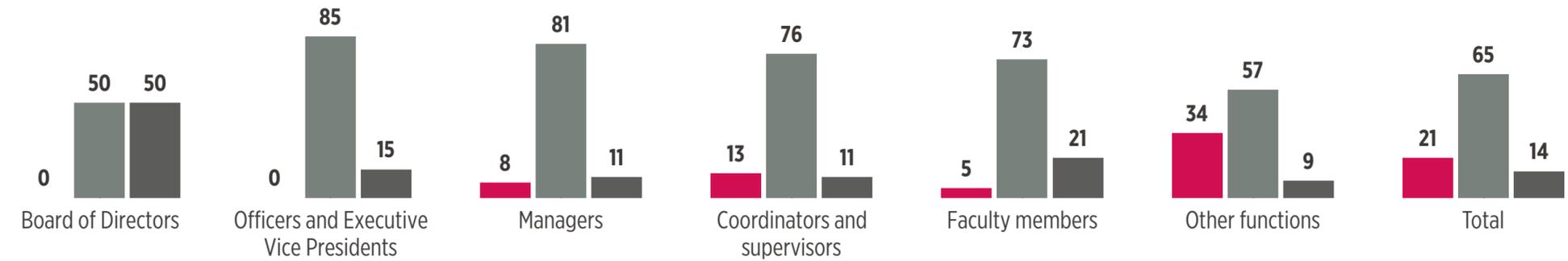
By gender (%)

● Men ● Women



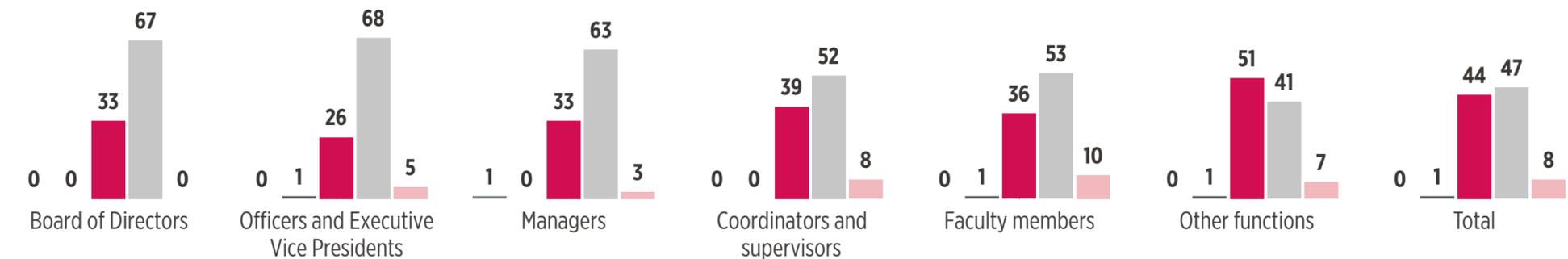
By age group (%)

● Up to 30 years ● From 30 to 50 years ● Over 50 years



By race (%)

● Indigenous ● Yellow ● Brown and Black ● White ● Not informed



Employees

The Southeast holds the largest share of employees:

53% of the total, followed by the North, with 23%. Women are also the majority in all regions, accounting for 75% of the professionals who are allocated to operations in the Center-West.

Full and part-time work

From the total number of employees, **48%** work full time, whereas 52% work part time.

Part-time employees [GRI 2-7]

	North		Northeast		Center-West		Southeast		South		Total	
Total	1,192	26%	1,198	27%	2	0%	1,896	42%	230	5%	4,518	52%
Women	665	56%	712	59%	2	100%	1,040	55%	125	54%	2,544	56%
Men	527	44%	486	41%	0	0%	856	45%	105	46%	1,974	44%

By country region [GRI 2-7]

Employees	North		Northeast		Center-West		Southeast		South		Total	
Total employees	1,991	23%	1,769	20%	12	0%	4,633	53%	303	3%	8,708	100%
Women	1,140	57%	1,031	58%	9	75%	2,614	56%	180	59%	4,974	57%
Men	851	43%	738	42%	3	25%	2,019	44%	123	41%	3,734	43%

Full-time employees [GRI 2-7]

	North		Northeast		Center-West		Southeast		South		Total	
Total	799	19%	571	14%	10	0%	2,737	65%	73	2%	4,190	48%
Women	475	59%	319	56%	7	70%	1,574	58%	55	75%	2,430	58%
Men	324	41%	252	44%	3	30%	1,163	42%	18	25%	1,760	42%

We hire outsourced service providers for specific functions, auxiliary to operations, such as cleaning, reception, security, maintenance and firefighting. Due to Afya's accelerated pace of expansion in recent years, this issue is not yet managed in a centralized manner [GRI 2-8]

Hiring and turnover

[GRI 401-1]

In 2022, a total of 3,112 employees were hired, of whom 60% were women and 40% men, reflecting a hiring rate of 36%.

Total number and hiring rate in 2022

Gender		
Man	1,248	40%
Woman	1,864	60%
Total	3,112	
Age group		
Up to 30 years	1,086	35%
From 30 to 50 years	1,818	58%
Over 50 years	208	7%
Total	3,112	
Hiring rate		
		36%

Total layoff and turnover rates in 2022

Gender		
Man	1,058	44%
Woman	1,327	56%
Total	2,385	
Age group		
Up to 30 years	613	26%
From 30 to 50 years	1,474	62%
Over 50 years	298	12%
Total	2,385	
Turnover		
		32%

In the executive management positions, considering the entire Afya ecosystem, 29 executives were hired in the period. From this total, 62% originate from the same state as the unit where they work. With regard to the new employees who joined in 2022 - a total of 2,515 - 89% work in the same state of origin. [GRI 202-2]



Great company to work for

In 2022, we were acknowledged by GPTW (Great Place to Work), a consulting firm that is a global reference in people management, as a great company to work for. To grant this distinction, GPTW checks the perception that the employee has, regarding the various practices and policies that we adopt. To understand how we are perceived, the consulting firm used, as a reference, the organizational climate survey - which, for the first time, we carried out in partnership with GPTW, as well as materials related to people management, which were subject to GPTW's review.

GPTW evaluates the care that the company dedicates to its people, the amount invested in the work environment, and whether the company is recognized by its employees as a place of respect, trust, credibility,

and growth. The year 2022 marked the first time in which we took part in the GPTW certification, submitting our practices to the scrutiny of an independent consulting firm. To earn the seal, therefore, is a sign that we are conducting this issue in the correct way, in tune with the best market practices.



Climate Surveys

We strive to provide working environments and relationships that promote safety and well-being. It is essential for us to know how our employees perceive Afya, in order to deliver these benefits to our employees. This information, essential to direct our strategies and actions in this regard, is collected through climate surveys. Through this approach - and the data they reveal to us - we identify the best ways to meet employee expectations, and thus positively impact motivation, productivity, and consequently our results, in addition to mapping opportunities for improvement or correction. We use two formats of interaction to hear what our employees have to say about Afya:

Organizational Climate Survey. We conducted our climate survey for the 5th consecutive year. This time, we did the survey in partnership with the international consulting firm Great Place to Work (GPTW), a reference in this area. In this first experience with GPTW, we were certified as a great company to work for. We achieved satisfactory results on all the aspects assessed, recording a favorability rating of 84%, with a 66% adherence rate from our employees.

EARNING THE GPTW SEAL INDICATES THAT WE HAVE BEEN CONDUCTING PEOPLE MANAGEMENT IN THE CORRECT WAY, IN TUNE WITH THE BEST MARKET PRACTICES

Continuous climate survey. The annual data, provided by the organizational survey, are complemented by a survey that we maintain on an ongoing basis. This approach is conducted online, via the Pulses platform, and allows us to closely monitor the engagement of the teams, and understand their perception of the work environment, of the teams in which they are inserted,

and of the types of leadership. The platform sends managers two types of reports: a weekly one, indicating progress in that period and points of attention, and a monthly one, with a thermometer on the employees' health, well-being, and quality of life. This tool has been effective in supporting management, by speeding up the leaders' decision-making process. Some data generated in 2022:

- Overall score (overall company diagnosis), which accounts for all the questions in the survey, of 8.7 (out of 10.0). This average for the period exceeds the previous year's performance by 0.3 percentage points, reflecting advances in practices that, according to Pulses, offered opportunities for improvement, such as feedbacks, health and well-being, in addition to innovation.
- Average weekly adherence of 40% of employees.

Training

[GRI 3-3]

UCA Platform. *Universidade Corporativa Afya* (Afya Corporate University) (UCA) has further extended its reach in 2022, by providing even more training program options to our employees, in the online format: 121 courses in total, 103 contracted by UOL - 36% more than the 76 available in 2021. With this reach, UCA reinforces its position as an effective tool to disseminate knowledge among our professionals.

These courses are divided into 33 tracks. From this total:

- 32 courses were launched in 2022, covering topics such as focus on the client, negotiation and sales, and innovation and creativity.
- 8 training courses are mandatory, a number that includes the three ones launched during the year: ESG, SOX and Diversity and Inclusion. These themes come in addition to others that relate to the General Data Protection

Law (LGPD), Compliance Training and Fighting Corruption and Fraud, Insider Trading, Data Security and Protection, as well as the Code of Ethics and Conduct.

- 90% of the employees completed the mandatory training in 2022.
- 100% of the mandatory training courses have the VLibras accessibility tool, which automatically translates the written content of the training courses into Brazilian Sign Language (LIBRAS).
- 100% of the training courses rely on other accessibility resources, such as font size adjustment, high contrast option, and videos with subtitles.

121 COURSES ARE CURRENTLY OFFERED BY UNIVERSIDADE CORPORATIVA AFYA, EXPANDING THE TRAINING OPTIONS BY 36% IN 2022

UCA's performance in 2022

121 courses, in total, distributed into 33 tracks

Over 5,000 professionals trained

66,774 courses completed

More than 117,000 total hits

344 hits per day, on average

93 single hits/day, on average

Our training grid also includes qualification training on occupational health and safety, offered during working hours, in line with the regulations concerning this subject. These qualification courses are also available at UCA. Among the main agendas of the year, related to this theme, are CIPA (the Internal Accident Prevention Committee) training for elected and appointed members, firefighting and first-aid training for members of the emergency brigade, safety at heights and electricity-related work, and the Internal Week for the Promotion of Workplace Accidents (SIPAT), later published at the UCA. [GRI 403-5]

Considering all the programs offered, the total number of training hours amounted to 41,671, reaching 7,099 employees, which resulted in 5.87 hours of training per employee, on average. By gender, women attended more training courses than men: 6.39 hours and 5.17 hours, respectively. [GRI 404-1]

Average number of training hours per year, per employee [GRI 404-1]

	Men	Women	Total
Total number of training hours	15,634	26,037	41,671
Employees	3,024	4,075	7,099
Average number of training hours	5.17	6.39	5.87

Employees on duty on December 31, 2022. Excludes some preceptors, according to their workload, and people on INSS sick leave or maternity leave.

Training and qualification courses per function

	Officers and Executive Vice Presidents	Managers	Coordinators and supervisors	Faculty members	Other functions	Total
Total number of training hours	732	604	3,339	9,367	27,629	41,671
Employees	118	98	534	2,175	4,174	7,099
Average number of training hours	6.20	6.16	6.25	4.31	6.62	5.87

41,671 HOURS OF TRAINING, CONSIDERING ALL PROGRAMS OFFERED, COVERING 7,099 EMPLOYEES

Internal Multiplier Program. In order to increase the outreach of training, we introduced the Internal Multiplier Program in 2022. We mapped out, throughout the organization, the employees who could be our partners in the preparation of content and application of training in their respective areas. We relied on the participation of 725 employees from several units. The program, held throughout the year, offered more than 18 hours of training per employee, divided into six modules, which tackled the topics Productivity from the Agile Model, Design Techniques for Presentations, Corporate Communication, Culture of Innovation, Simplifying the Client Experience and, as an extra module, Client Experience Metrics. These subjects seek to meet the training needs, demonstrated by the leadership or by the employees during the Continuous Development Plans (CDPs). All activities are recorded, and later made available on the Internal Multipliers Program track, at UCA, along with the support materials used during the training activities.

Afya Language Academy. Employees now can count on a digital platform dedicated to language learning, free of charge. The Language Academy courses meet the different proficiency levels, from beginner to advanced, and are offered in an asynchronous format. Thus, the platform user will have access to theoretical content, audios, videos, exercises and tests available in 25 languages, including Portuguese. It is possible, at any time, to obtain the course certification, according to the level of knowledge one has reached. In ALA, available to all Afya employees, professors and students, the most popular languages are English, Spanish, French and German.

Afya Onboarding. This is a training program targeted to new employees, in which we present our business, describe in detail our operations, and reinforce our values and principles. Among the topics covered are Ethics and Integrity, reinforced with the delivery of our Code of Ethics and Conduct, a document that compiles the guidelines concerning the behavior expected from everyone in

the performance of their duties, and in the interaction with our stakeholders. During the onboarding program, we also raise awareness on the reduction of the use of disposables in the workplace. We distribute, to new employees, mugs and bottles, in order to engage them in the efforts to reduce the volume of solid waste generated in our facilities. The onboarding trainings are initially offered by the people and key management of the units, and later complemented with content available at the UCA.



Corporate Schools. Project that aims to promote the creation of technical-operational training tracks for the areas that are interested in the initial training and updating of their teams. There are two programs available, in this format, through UCA: *Escola do CSA* (CSA School), with a course load of 11 hours, and *Escola de Vendas - Undergraduate* (Sales School - undergraduate), with 23 hours. These programs reached 319 employees: 276 attended the CSA School, and 43, the Sales School. For 2023, there are plans for the launching of the Sales School - Graduate, Sales School - Preparatory, and the B2B School.

Libras (the Brazilian sign language). Our entire Human Resources team - including leadership -, allocated in the corporate office, was trained in Libras. The training, attended by around 20 employees, was of a basic level, and was aimed at improving the practices for welcoming hearing-impaired professionals. Accessibility features were also introduced in the mandatory courses we offer in an online format.

Leadership training

[GRI 3-3]

We proceeded with the training programs intended for our leaders and, during the period, we started our succession plan. By means of our employee evaluation cycles, we identified 97 candidates - 58% men and 42% women - to be included in our training program for new leaders, structured throughout 2022. At the same time, we maintained the other training agendas, which include:

Leadership Academy. Training that we offer our leaders in a graduate format, with a certificate issued by IPEMED. In 2022, the training of Group 2 of this program was concluded, which resulted in the formation of 25 managers, and we started the classes for Group 3, in which there are another 35 professionals, coming from schools, corporate areas, and healthtechs. The program comprises a workload of 360 hours, divided into three modules: the first two are 100% in-person, and the last one is a hybrid. Throughout

the course, the students learn about various topics, such as SOX, Corporate Finance, Innovation, Presentation Skills, Leadership, and others.

D&I Agenda [GRI 3-3]

We have made progress in our efforts to raise awareness among our teams with regard to diversity, equity and inclusion, and to promote increasingly democratic and inclusive work environments. The set of initiatives created, and which are underway, are consistent with the Public Commitment we adopted towards gender equality: to have 50% of leadership positions held by women by 2030.

Good Practice Guidebook. Publication with a variety of information and tips regarding conduct related to diversity, equality and inclusion. Launched in 2022, it is intended for employees - including those allocated in schools and Continuing Education, and in healthtechs - and provides a follow-up to the actions that have been

developed, in order to make work routines and environments even more democratic, in which differences are valued and respected. With a didactic approach to concepts and based on practical examples, the guidebook addresses, among other subjects, gender discrimination, racism, LGBTQIAP+, and people with disabilities. It also explains the link between the theme of "diversity and inclusion" and ESG.

We are Plural. This is our Diversity, Equality and Inclusion Program, through which we have established an agenda, designed to educate and raise awareness among all of our employees about these issues, and we give leadership a leading role in the dissemination of good practices. Through this initiative, we reinforce our public commitment to promote gender equality, and disseminate information and knowledge about ways to eradicate prejudice, and conduct that is not compatible with respect for human rights.



Affinity Groups. This is one of the initiatives created within the *Somos Plurais* Program to foster, in the workplace, good practices related to diversity and inclusion. Formed by employees, these groups are spaces for debate and discussion on the various fronts encompassed by this theme. Currently, there are four of them in operation, focused on ethnic-racial, LGBTQIAP+, gender equality, and inclusion of people with disabilities.

4 AFFINITY GROUPS,
DEDICATED TO VARIOUS
THEMES, SUCH AS
ETHNICRACIAL,
LGBTQIAP+, GENDER
EQUALITY, AND
INCLUSION OF PEOPLE
WITH DISABILITIES

In 2022, these groups actively participated in the elaboration of the Best Practices Guidebook. They also promoted different agendas, aimed at internal engagement on the subjects. Several activities were promoted by the affinity groups throughout the year, mainly aimed at education and awareness-raising about issues related to diversity. There was, for example, training for the members of these groups, divided into four modules, which tackled topics related to the role of allied people, anti-racism, and LGBTQIA+.

An average of 45 employees took part in each module. There were also rounds of conversation and chats about gender equality, intrapreneurship, maternity, racism, fatherhood, and autism, among others. These actions reached more than 730 employees.



Employee experience

Conecta. Employee experience evolution project. In app format, this solution shortens the time spent by the personnel area to collect employee information. Launched in 2021, it helps in the hiring process, by reviewing processes and policies, and transforming this stage into a completely technological, agile, and fluid experience. We expect to continue improving the application, so as to extend its use beyond the hiring process, while also meeting the employees' needs during their first months at Afya.

Remuneration and Benefits

We proceeded with the efforts to standardize, for all schools, Continuing Education units, and healthtechs, the models of benefits offered and variable remuneration. Among the benefits, for example, there was an extension of the target group and adjustments to the rules. We also standardized

the health package, which includes, among other options, the use of an application that gives access to gyms. The benefits also seek to contribute to the workers' health and well-being, and go beyond the offer of a health plan, or encouragement to practice physical activities. We provide initiatives aimed at preserving mental health, such as a psychological care plan and an emotional emergency brigade, composed of employees who are duly trained for such care. We also run awareness campaigns about health care, such as the annual campaign about diabetes, in partnership with "Glic", one of the healthtechs in our ecosystem. Additionally, we make available an outpatient clinic and an internal nursing facility in our facilities, for emergency care. **[GRI 403-6]**

The variable compensation policies, in turn, are in line with the best market practices, and are pegged to the results of the company and the employee, depending on quantitative targets and performance in strategic projects, a principle

that aims to boost the participation of all employees in major business developments. Some executives hold sustainability and integrity projects and goals, tied to their remuneration, which shows the relevance of these topics for Afya.

Regarding the C-Level, specifically, the compensation is based on three components: monthly salaries, short-term incentive plans - which translate into annual bonuses that vary according to Afya's economic-financial results, as well as the executive's achievements related to, for example, key management indicators and strategic projects - and long-term incentive plans, linked, for example, to stock options.

One long-term incentive initiative for employees is the Afya Star, developed in 2022 and launched in 2023. Through this program, we seek to recognize, each year, new STARS to disseminate the message of partners along with their direct contribution to the perpetuity and sustainability of

Afya. The criteria include having been a member for 1 year, excellence in performance evaluations performed by the leader, having no record in any code of ethics, and having the validation of managers and the executive committee. In this first edition, 124 employees were singled out, a total in which women and men held an equal participation.

All CLT-contract (Consolidated Labor Law) employees are covered by collective bargaining agreements. For service providers, Afya provides an internal policy of annual adjustment or provision included in the individual employment contract. Every year the Union Relations team negotiates with more than 100 unions from our different locations and needs, to determine what is best for the company and the employee. **[GRI 2-30]**.

Performance appraisals

Our actions aimed at developing and improving people are focused on meeting the current and future demands of the organization, and on ensuring the perpetuity of the business, based on a meritocratic culture. Applied every six months, the performance evaluations cover 100% of our teams, assessed by means of two processes:

- **Corporate, Higher Education Units, and Educon.** The employee does a self-evaluation, and the leaders evaluate their teams, who also assign scores to their superiors.
- **Healthtechs.** In addition to these steps, the employee nominates peers to evaluate him or her.

In both models, this phase is followed by the feedback phase, when the leaders, together with the employee under evaluation, discuss the results and draw up a Continuous Development Plan (CDP). Thus, we seek to foster a culture of continuous development, transparency, and career protagonism.

The management of the number of employees who receive regular performance evaluations and career development is based on the number of positions. In this sense, 75% of the company's positions, equivalent to 6,197 employees, were submitted to this process in 2022. From this total, 57% were women and 43% men. See the attachments (page 122) for more information. **[GRI 404-3]**

Trainee Program

We launched the 2nd edition of the Trainee Program in 2022, with seven young professionals selected from among approximately 5,500 interested applicants. Over 15 months, the young professionals participated in various development actions, which included job rotation in several areas, with project execution, technical and behavioral training, in addition to visits to the business units, among others. At the end of this program, they are likely to be hired.



Occupational Health and Safety

[GRI 3-3]

All Afya employees, including those who do not hold an employment contract, are covered by an occupational health and safety management system.

Developed with the aim of providing healthy and safe work environments, ensuring compliance with the Regulatory Standards of the Ministry of Labor, this system encompasses policies, procedures and risk management, and is coordinated by the internal health and safety teams, with the support of a third-party company that specializes in the subject. [GRI 403-1; 403-8]

We have adopted the Risk Management Program (RMP) to identify hazards and assess risks. This program was designed based on a hierarchy of hazards and priorities for preventive actions, and is adopted by our teams in all units. The company also adopts SOC, Occupational Health and Safety software, which allows us to identify the risks to which each employee is

exposed in the performance of his/her functions, in a customized manner. Within this tool, we also insert each employee's Homogeneous Exposure Group (GHE). Thus, upon admission or change of function, an analysis of the work environment and the duties to be performed is carried out. The result allows us to associate the employee's degree of exposure to risk with the hazards already measured and listed in the GHE. After this mapping, medical exams and control measures are incorporated into their health record. All these processes are managed by qualified professionals or specialists in Occupational Health and Safety. There are dedicated structures, in the schools, for the implementation of Specialized Services in Safety Engineering and Occupational Medicine (SESMT). [GRI 403-2]

If the employee still feels exposed to any risk, he/she can submit a formal complaint through the company's Ethics committee, with confidentiality ensured, protecting him/her against any retaliation. All occupational accidents

are investigated with the support of the SESMT and the Internal Commissions for Accident Prevention (CIPA), which are formed by employees. The action plan is determined and followed up by the SESMT, with evidence of compliance with the action plan being kept. In case there is a flaw or inexistence in the procedure, we suggest or indicate to the responsible areas that they should be created. [GRI 403-2]

We carry out annual medical consultations for employees who perform hazardous and/or unsafe activities, and biennial medical consultations for the others. All of them are concluded with the issuing of the Occupational Health Certificate (OHC). The annual planning status of those who need to take the OHC is shared with the officers of the units on a monthly basis. As an organization, we maintain total confidentiality of personal data related to the employee's health. The medical record information is protected from access, and authorized only to labor physicians. [GRI 403-3]

Occupational Accidents

[GRI 403-9; HC-DY-320a.1]

Considering the characteristics of our operations, the employees who are most exposed to occupational accidents are those who perform functions that involve electricity, working at heights and contact with biological agents. We had few occurrences of accidents in our workplace routines in 2022, which shows the effectiveness of the actions undertaken for the prevention and training of the teams. Among the cases, there was a higher incidence of typical and commuting accidents, with 17 and 15 occurrences, respectively, totaling 32 occurrences.

Own employees	
Number of occupational accidents with mandatory reporting	32
Number of occupational accidents with serious consequences (except fatalities)	2
Number of deaths resulting from occupational accidents	0

SOCIOECONOMIC IMPACT

[GRI 2-29; 203-2; 3-3]

Our activities enable us to prepare and graduate physicians in several locations across the country, especially in cities far from major cities, where there is a lower concentration of these professionals. We also contribute to the creation of jobs and income, in the places where our schools are located - boosted by the demand for services, both by the students and by our schools -, and to the improvement of the healthcare infrastructure of several cities, as a result of investments and contributions. These are some examples of how our activities can positively impact the socioeconomic development of the regions in which we are present.

Interiorization of medical education.

Most of the schools with a Medicine course are located in the interior of the country. Out of the 30 schools, 20 are far from the capital of their respective states, which reinforces our

commitment to take the teaching of Medicine to regions with less access to medical services, since there is a higher concentration of physicians in the large Brazilian cities.



Access to quality education. We grant scholarships to low-income students, both under Federal Government programs and through our own policies. Student financing options are restricted to federal programs. We seek to facilitate the access of more students to courses, through the geographic reach of our operations, enhanced by the use of technology-mediated teaching methodologies. In 2022, this approach impacted thousands of students:

- **18.8% of the undergraduate students benefited from some kind of tuition discount**, determined by criteria and policies adopted by each of the schools.
- **A number of 10,965 students, up by 39% from 2021, were funded** by federal initiatives, geared towards providing low-income populations with access to higher education:

Universidade para Todos (University for All) (Prouni), a tax incentive program, and *Financiamento Estudantil* (Student Financing) (Fies). Schools that adhere to these programs, such as Afya, can be granted an additional 20% in relation to the seats approved for a given campus. [GRI 201-4; SV-ED-260a.4]

Investments and partnerships.

Our rapid pace of growth, either through acquisitions or the opening of new units under the *Mais Médicos* program, translates into infrastructure investments in various parts of the country. Furthermore, our schools, when in operation, transfer resources to municipalities and state governments, in exchange for the use of the public health structure, so that students can gain experience in their training. The *Mais Médicos* program units, for example, make transfers to the

municipalities of the cities where they operate, a process provided for in the program, which are earmarked for investments in infrastructure or equipment for the municipal health network, for example. Thus, the amounts allocated to the locations where we operate added up in 2022:

R\$ 30,765,223 worth of investments in infrastructure. **[GRI 203-1]**

Generation of local income. Our operations have a positive impact on the localities where they are located. In addition to creating direct jobs, the university's routines are reflected in a greater flow of people. We attract students and professors to the locations where our schools are installed, generating demand for local services, which, consequently, is reflected in income generation. The schools also start using services from suppliers that operate in or near their host cities. Due to the nature of our operations, suppliers or service providers operate mostly in activities such as stationery, teaching

materials and other inputs, in addition to hardware and software solution providers, equipment maintenance, technical support, and specialized labor for specific projects. There is also demand, on our part, for construction materials and companies that provide services on construction sites, given the sharp physical expansion of our operations, both through the start-up of new units, and the renovation of those that have already been acquired. In 2022, 66% of the transactions carried out with suppliers were from local companies or service providers, that is, in the state where the Afya units operate. **[GRI 2-6; 204-1]**

Value chain engagement to best sustainability practices. When it comes to the relationship with our value chain, we have set out clauses that repudiate the use of child and slave labor, and that require our partners to act in compliance with prevailing labor legislation. We also do not tolerate moral or sexual harassment practices, or discrimination of minorities, in line with

the guidelines of our Code of Ethics and Conduct. Commercial relations with our suppliers are suspended, when practices that do not respect these principles are detected.

OUT OF 30 SCHOOLS, 20 ARE FAR FROM THEIR RESPECTIVE STATE CAPITALS, WHICH REITERATES OUR COMMITMENT TO TAKE MEDICAL EDUCATION TO REGIONS WITH LESS ACCESS TO MEDICAL SERVICES



SOCIAL RESPONSIBILITY ACTIONS

[GRI 2-29; 413-1]

The schools have engaged in a number of social responsibility actions throughout the year, aimed at the communities surrounding their operations. These initiatives involved students, professors and employees, and sought to promote actions that had a positive impact in the area of human rights, diversity and inclusion, and involved more than 2,200 people. Another front that was targeted during the period were the campaigns to collect a variety of items. Through these campaigns, more than 5,760 people benefited.

Thus, the social responsibility initiatives developed in several locations around the country, during the period, reached more than 7,960 people.

The schools, as the leading promoters of social responsibility actions and other sustainability-related initiatives, rely on a forum created specifically to encourage the exchange of experiences and align directives: the Technical Sustainability Commission. This group, of an executive nature, seeks to draw up an institutional agenda focusing on socioenvironmental responsibility. Formed by representatives of the schools and the healthtechs, it is led by the Institutional Communication and Sustainability Board of the holding company, which, in 2022, began to report to the vice-presidency of Marketing and Sustainability.

HUMAN RIGHTS:

1,160+
people impacted

Nearly 300 people have benefited from the work developed by the Human Rights Clinic, which relates to the Cidade de Deus community occupation. An appeal filed by this Clinic suspended the repossession of a plot of land in the municipality of Sete Lagoas (MG), occupied by low-income families. The case was referred to the Mediation and Conciliation Center of the Minas Gerais Court of Justice. With the intervention of the *Mesa de Diálogos* (Negotiation Desk), linked to the Secretary of Social Development of Minas Gerais, the case was resolved with an agreement between the parties, which allowed the

families to remain in the territory. The Human Rights Clinic is linked to the Legal Practice Center of the Law School of **FASA SETE** (MG).

Some 200 people were benefited by the event *Direito e Empreendedorismo Social na Prática* (Law and Social Entrepreneurship in Practice), which aimed to disseminate information on social entrepreneurship, aiming at stimulating and developing activities that generate income and support for the vulnerable population. Organized by **UNIGRANRIO**, Nova Iguaçu campus (RJ), the initiative included a fair, in which low-income entrepreneurs, including those linked to the Educational and Cultural Foundation of Nova Iguaçu (FENIG), an organ linked to the city's Culture Secretariat, were able to exhibit their products and services. The students of the school also held lectures on entrepreneurship.



A total of **200 women** took part in the program *Ajudando Marias Feirantes!* (Helping Market Women!), developed by students and professors of the Law course at **IESVAP** (PI), to support market women and orient them on their rights and on the fight against all kinds of abuse. The students visited the public markets in the city of Parnaíba (PI), where they set up desks for legal assistance. Subsequently, the Center for Legal Practice of IESVAP continued to provide free advice and legal counseling to the market women.

More than **120 students** from the Cristina Guimarães State School, in Montes Claros (MG), attended lectures and workshops offered by the Law students from **UNIFIPMoc** (MG). The academics, while visiting the school, also provided legal assistance to the students' parents, and launched a booklet they had prepared to disseminate legal knowledge for the formation of citizens. This initiative is part of the project *Erga Omnes: citizenship and law for all*, which seeks to reinforce the importance of legal knowledge for citizenship and human rights.

Approximately **90 people** attended the lectures and workshops promoted in the Temporary Relocation Center of Ipatinga, by **UNIVAÇO** (MG), to bring to the inmates information on prevention and treatment of chronic diseases, such as hypertension, diabetes and tuberculosis, and to warn about the damage to health caused by smoking. This initiative, the result of an invitation the school received from the prison system in the city of Minas Gerais, was developed by 15 students from the Medicine course, led by a professor, with the support of the institution's psycho-pedagogist. Three editions of meetings were held, with an average of 30 people attending each one.

Over **70 inmates** working at the *Casa de Prisão Provisória de Porto Nacional* (House of Provisional Detention of Porto Nacional) (TO), were included in the *Redenção pela Leitura* (Redemption through Reading) Project. This initiative, carried out by **ITPAC PORTO** (TO), aims to contribute, through monthly reading workshops and literary production for the inmates, to the process of re-

socialization of prisoners and remission of sentences.

A group of **50 women** received mediation and citizenship services, offered by the Center for Legal Practice (NPJ) of **UNIFIPMoc** (MG). This initiative, carried out in partnership with the Specialized Police Station for the Support of Women of Montes Claros, allows students from the Law course to act as mediators or monitors, and participate in case discussions and citizenship actions, helping to solve and prevent certain civil and criminal conflicts through mediation, when appropriate in specific cases.

A total of **50 women** participated in the initiative *NPJ Acolhe* (NPJ Welcomes), an initiative aimed at guiding and providing legal support to women victims of domestic abuse. This program, also offered by **UNIFIPMoc's** Center for Legal Practice (NPJ), was carried out in partnership with the Municipal Government of Montes Claros and the *Centro Regional de Atendimento à Mulher Vítima de Violência Doméstica*

(CRAM) (Regional Center for Assistance to Women Victims of Domestic Abuse). The consultations covered various aspects, from guidance on the steps to take in the criminal sphere, such as the follow-up of inquiries and protective measures, to family law demands, such as divorce, custody regulation, visits, and alimony in the event of minor children.

Some **30 people**, assisted by the *Associação Presente de Apoio a Pacientes com Neoplasias Malignas* (Association Present in Support of Patients with Malignant Neoplasms), in Montes Claros (MG), were assisted by *NPJ Presente*, an initiative that resulted from a partnership between the association and the Center for Legal Practice of **UNIFIPMoc** (MG). This initiative, developed by the students of the Law course of the university, provided free consultation and legal advice to patients in need of legalization of health issues.

A total of **30 people** were assisted by the *NPJ Itinerante* (Itinerant NPJ), an

action organized by the Legal Practice Center of **FASA SETE** (MG), to provide legal advice to the residents of public spaces in Sete Lagoas (MG), who are in a vulnerable situation. This initiative, involving students from the Law course at the institution, took place in a public square located downtown, and at the technical school of the city.

A group of **25 women**, victims of domestic abuse, received legal advice from **UNIDEP** (PR) Law students. The consultations took place at the Women's Police Station of Pato Branco (PR), with guidance on legal aspects, such as the division of assets, regularization of custody, alimony and child visits, among other issues.

MORE THAN 2,200 PEOPLE POSITIVELY IMPACTED BY SOCIAL RESPONSABILITY INITIATIVES PROMOTED BY OUR SCHOOLS, IN THE AREAS OF HUMAN RIGHTS, DIVERSITY AND INCLUSION



DIVERSITY AND INCLUSION:

1,041

people impacted

Over **300 female children and teenagers**, between 5 and 17 years old, participated in the program organized by the **UNIDEP** (PR) *Escola de Patinhas*, aimed at promoting the practice of sports, with a focus on futsal and field soccer. This initiative is coordinated by a Physical Education professor and aims, among other objectives, to promote female empowerment. One of the criteria for participation is that the girls and teenagers must be enrolled in schools. The project also targets boys and girls, regardless of age, enrolled in the *Associação de Pais e Amigos dos Excepcionais* - APAE (Association of Parents and Friends of the Mentally Handicapped).

Around **250 children**, teenagers and youths were benefited from the several social responsibility actions developed by **FASAI** (BA), in the communities neighboring the institution. Among them, the basic computer course offered to children and teenagers, and the *Projovens* project, which promotes workshops and training for teenagers who live in foster homes, aim at preparing them for the labor market. Another initiative was the Children's Day, in which academics organized activities for this public in low-income communities.

A total of **200 students** from public schools in Sete Lagoas (MG) participated in lectures prepared and applied by professors and students from **FASA SETE** (MG) Law School. During visits to five schools in the city, the students shared information about the Brazilian Constitution of 1988, fundamental rights and guarantees, and citizen participation in democracy.

Approximately **100 people** participated in the *Semana Nacional da Pessoa com Deficiência Intelectual ou*

Múltipla (National Week for People with Intellectual and Multiple Disabilities). In the event, aimed at the community of Itajubá (MG), students and professors from **FMIT** (MG) checked the blood pressure of those who showed interest, offered guidance and performed actions to raise awareness about the Autistic Spectrum.

Over **80 people**, including academics, employees of the basic healthcare network in the city of Itajubá (MG), employees and professors from **FMIT** (MG), participated in the 1st Social Responsibility Week. The program included a lecture on gender diversity and the importance of Social Responsibility for the area of Healthcare.

50 people participated in the Human Diversity Week, held by **Unisl** in Porto Velho (RO), aimed at inspiring undergraduate students and the surrounding community to reflect on the formation and consolidation of Human Rights. Among the activities developed, five lectures on these themes were held.

A group of **50 students** from Professor Hamilton Lopes State School, in Montes Claros (MG), attended a lecture, hosted by Pharmacy students from **UNIFIPMoc** (MG), about bullying in the school environment. During a visit to the school, the academics sought to strengthen the students' self-esteem. They also provided them with information on how to behave in a more friendly way, always with the intention of building a healthy environment for relationships with their classmates.

A number of **11 people** with hearing impairment took part in the 1st Meeting with the Deaf Community of Marabá. Held by **FACIMPA** (PA), the event sought to promote social inclusion and medical care, which included a one-day agenda that involved a presentation of music translated into Libras (the Portuguese sign language), a lecture on the challenges of living with the deaf in our society, along with medical consultations, with the presence of a translator of Libras. All the activities were carried out by professors and students of the school.



COLLECTION CAMPAIGNS

5,760+
people reached

A total of **3,000 kg of food** was collected in campaigns carried out by the IPEMEDs. The groceries are spontaneously donated by the patients seen in the medical appointments, which are offered free of charge, and distributed by our graduate units to the surrounding communities.

Over **1,800 people** benefited from the **FESAR** (PA) solidarity prank, which included actions to attract blood and bone marrow donors, an initiative in which the Pará Hemotherapy and Hematology Center Foundation (Hemopa) was a partner. Furthermore, the school promoted sporting activities and campaigns to collect food baskets and geriatric diapers for the new students, items that were given to low-income communities.

Over **600 people** have benefited from the Fundraising Campaign maintained throughout the year by **IPEMED**, in Brasília, the Federal District. At the health consultations, offered free of charge to low-income people, by the physicians who are taking graduate courses at the teaching unit, the patients are suggested, if possible, to donate groceries, clothes, hygiene articles, and toys, among other items, to be sent to social assistance institutions. IPEMED has also donated furniture and computer equipment to social organizations in the Brasília region, thus supporting teaching and qualification projects. Thus, approximately 1 ton of food, 110 tables and chairs were donated.

Over **450 families** benefited from the food collected in the Redentor Games campaign, held by **UniRENTOR** (RJ), aimed at promoting the integration of students from the Health courses. The event consisted of contests and championships, among the students, involving several competitions,

such as culinary and sports games, as well as a talent show, among others. The donations were delivered through philanthropic institutions in the surroundings of the higher education institution.

More than **400 families** were given donations from the *Gincana Institucional* (Institutional Gymkhana) held by **FASAVIC** (BA), an annual event that includes, among the tests presented to the students, the challenge of collecting clothes, groceries, hygiene items and toys. The materials collected are destined to *Casa da Vida* (House of Life), which welcomes, guides, and assists the companions of patients admitted to *Hospital Geral de Vitória da Conquista* (HGVC) from other cities.

More than **400 socially vulnerable children**, enrolled in public schools on the outskirts of Sete Lagoas (MG), participated in the Children's Party organized by the students of **FASA SETE** (MG), to the community of *Cidade de Deus*. The party was based on the resources

and donations raised in the solidarity prank, which was promoted by the institution to welcome the students in the second semester of 2022. On the event, the students from several courses carried out recreational activities and distributed gifts and snacks. The students from the Law course, through the itinerant *Núcleo de Práticas Jurídicas (NPJ)* (Judicial Practice Center), offered assistance to families, with legal guidance to those who are financially vulnerable.

More than **300 families**, from a *quilombola* (Afro-Brazilian) community located in the rural area of Abaetetuba (PA), were visited by students and professors from **ITPAC ABAETETUBA** (PA), during which pediatric care and recreational activities were carried out. The academics also distributed more than 100 food baskets, as well as toys and clothes, gathered during collection campaigns.

Some **300 people**, including children, teenagers and adults, from the indigenous community Amondawa (RO), received professors and students from several **São Lucas** courses, in Ji-Paraná (RO). During this event, the students interacted with the community, and brought clothes, shoes and toys collected from donation campaigns.

Nearly **300 pieces** of clothing and some hygiene material items were collected by **FIPGuanambi** (BA), in a campaign carried out with the academic community. The collected items were delivered to the Guanambi Municipal Secretariat, for distribution to the low-income population.

Around **250 children and teenagers** took part in the Children's Day Party promoted by **UNINOVAFAPI** (PI). In visits to two institutions - *Casa Santa Dulce dos Pobres* and *Centro Municipal de Educação Infantil Planalto Uruguai*, both in Teresina (PI) - the students from different courses promoted recreational activities and distributed the donations

they collected, including toys, hygiene products and shoes, among other items.

About **200 children and teenagers** who attend the *Nossa Senhora do Sagrado Coração* Support Center, in Itajubá (MG), were benefited from the *Sorriso nos Dentes* (Smile in Teeth) campaign, developed by **FMIT** (MG), aimed at collecting toothpaste, as well as clothes, groceries, hygiene items, and toys, among other items.

A total of **200 children and teenagers** from the *Nossa Senhora do Sagrado Coração* Support Center, in Itajubá (MG), benefited from the initiatives developed by **FMIT** students and professors, aimed at collecting toys for donation, marking the Children's Day celebrations.

Over **150 people** were benefited by the clothes collection campaign carried out by **UNIPTAN** (MG). The material collected in this initiative was sent to the Association of Parents and Friends of the Disabled (APAE), among other entities in the region.



Approximately **120 families** benefited from the food collected during the V Kangaroo Cup, a solidarity event held by **ITPAC SANTA INÊS** (MA) to integrate medical students through sports and food collection. The items were distributed to low-income communities located in the vicinity of the institution of higher education.

STUDENTS, EMPLOYEES AND CIVIL SOCIETY JOINTLY ENGAGED IN CAMPAIGNS PROMOTED BY THE SCHOOLS, ON BEHALF OF THE COMMUNITIES SURROUNDING THE AREAS WHERE OUR OPERATIONS ARE LOCATED



More than **80 elderly** people from the *Abrigo São Vicente de Paula*, in Garanhuns (PE), were given personal hygiene items collected at the *Gincana Solidária*, an action that is part of the *Semana de Acolhimento* (Welcoming Week), held by **FAMEG** (PE) to welcome the new students.

Around **80 women** in situation of social vulnerability were benefited with the outcome of the solidarity prank carried out by **FASA SETE** (MG), to welcome the new students in the first semester of 2022. The initiative aimed at collecting feminine sanitary pads for women who live on the streets. The 80 packs of sanitary pads collected were sent by *Centro POP of Sete Lagoas*, an institution that helps people who are socially vulnerable.

Nearly **50 children** from low-income communities located in the surroundings of **ITPAC SANTA INÊS** (MA) were benefited by the campaign *Brincar e Educar* (Play and Educate).

Through this campaign, students and professors raised money to buy toys, which were donated during the event.

More than **30 families** from communities in Palmas and São Félix do Tocantins (TO) were benefited with the donations collected during *iTrote*, a solidarity event promoted by **ITPAC PALMAS** (TO), to welcome the new Medicine and Dentistry students. The initiative included cultural activities and the sale of customized materials, and the funds raised were donated to social projects. Campaigns to collect food and personal hygiene items were held to engage the academic community and local stores.

More than **40 women** were given scarves donated to the *Rosa é a Nossa Cor* (Pink is Our Color) campaign, held by students from **UNIGRANRIO**, Barra da Tijuca campus (RJ). The initiative, aimed at supporting and strengthening patients who are facing treatment for cancer, was part of *Outubro Rosa*, an

international movement to promote awareness of and fight against breast and cervical cancer.

15 elderly people from *Abrigo Lar Terceira Idade*, in Vitória da Conquista (BA), were benefited by the personal hygiene materials collected in the 1st **FASAVIC** SolidarityRun, the result of donations collected from the athletes at the time of registration for the race, who ran 5 kilometers along the streets of Vitória da Conquista. Among the items collected were geriatric diapers, soap, toothpaste, and toothbrushes.



GOVERNANCE AND MANAGEMENT

One important event that marked the year 2022 was the consolidation of Bertelsmann - a global, Germany-based company that operates in the sectors of media, services and education - as Afya's controlling shareholder. Bertelsmann increased its share of voting rights from 45.6% to 59.4%, by purchasing 6 million Class B shares from the Esteves family, Afya's founders, following the implementation of a negotiation plan. As a result, the share in Afya's capital stock has also increased, from 24.6% to 41.5%. The Esteves family remains as a major shareholder, with 18% of Afya's capital and 33.1% of the voting stock.

Bertelsmann, as a shareholder, brings to Afya the experience it has accumulated over more than 180 years, as an investor in media, services and education companies around the world, and this experience has also contributed to the improvement of our corporate governance practices. Based on the new references that Bertelsmann has introduced, in line with international

standards, we are reviewing our policies and processes, which has contributed to further strengthening our corporate governance model.

Thus, among the advances in our practices during the year, was the creation of a new rule for authority levels. Through this rule, we established limits of competencies - including financial ones - and responsibilities, in addition to determining the decision and approval processes and procedures. We have also developed a compliance risk matrix, which will contribute to further improving the compliance controls that support our business.

Our internal control structure continues to be conducted in line with our principles of continuous improvement. This activity at Afya is developed in full alignment with the requirements of the Sarbanes-Oxley Act (SOx), which we must comply with as a publicly-held company, with shares traded on a North American stock exchange.

Bertelsmann SE & CO has been a direct shareholder in Afya since 2021, when it acquired a 24.6% stake then held by *Crescera*, the private equity fund that supported the structuring of Afya and its IPO. However, Bertelsmann's contact with us goes back further. It was the largest shareholder of the investment fund managed by *Crescera* and has had a representative on the Board of Directors since our IPO.

BERTELSMANN BRINGS TO AFYA THE EXPERIENCE IT HAS ACCUMULATED IN OVER 180 YEARS OF OPERATIONS AS AN INVESTOR IN COMPANIES OF THE MEDIA, SERVICES AND EDUCATION SECTORS

Capital Stock *

	Class A Shares	Class B Shares	Total number of shares	(%) Total shares	Voting rights
Bertelsmann SE& Co. KGaA	9,778,590	29,074,134	38,852,725	~41.5%	~59.4%
Esteves Family	113,811	16,728,629	16,842,440	~18.0%	~33.1%
Management	567,342		567,342	~0.6%	~0.1%
Treasury	3,786,285		3,786,285	~4.0%	~0.7%
Free Float	33,674,039		33,674,039	~35.9%	~6.7%
Total	47,920,068	45,802,763	93,722,831	100%	100%

* As of March 2023.

CORPORATE GOVERNANCE STRUCTURE [GRI 2-9; 2-12]

The strategies and guidelines underlying Afya's activities are established by the Board of Directors, a function that is added, among others, to the continuous supervision and monitoring of the business performance.

The Board, in leading the business performance, lays down internal regulations aimed at promoting the company's sustainable development, in line with our values and principles, and that values responsible business conduct and commitments to ethics and integrity. These concepts encompass several issues, such as respect for human rights, socioenvironmental responsibility, fighting corruption, promotion of free competition, among others, treated in a detailed manner, with guidelines and directives, in specific policies approved by the Board. These documents, available on the Investor Relations section of the company's website, also regulate and contribute to the

monitoring and supervision of business impacts. [GRI 2-12]

During 2022, the composition of this governance body was altered, reflecting the changes that occurred in Afya's share capital. Bertelsmann, with a greater participation in the capital stock, now occupies four of the ten seats, which further strengthened the multidisciplinary formation of the collegiate body. There are professionals of unblemished reputation and decades of experience in the areas of Medicine, education, technology, financial market, and human resources, among others, with careers developed both in Brazil and abroad. The solidity of the professional background, added to the experience in businesses similar to Afya's, are among the technical criteria adopted in the selection of the members that compose the Board, a process that also considers reputational aspects. The nominations are assessed by the People and ESG Committee, prior to approval and election by the

Annual General Shareholders' Meeting. The collegiate is conducted under the co-chairmanship format - adopted as of 2022 -, and neither of the two Board members in this position accumulates the function of CEO, nor has any other executive position at Afya. [GRI 2-10; 2-11]

The diversity of genders and nationalities, considering that some of the members are representatives of foreign shareholders, is another feature of the Board. Among the ten Board members, there are four women. There are three independent members among the ten. The current independent members' mandate is for two years, with reelection permitted, and ends in 2023. The members appointed by Bertelsmann, the Esteves family, and Softbank, on the other hand, will hold office for an indefinite term, at their discretion.

The Investor Relations [website](#) contains the profiles of the members of the Board of Directors, as well as their respective professional backgrounds.



WOMEN IN LEADERSHIP

We were granted the Women on Board (WOB) seal, in recognition of the efforts we have been dedicating to the promotion of diversity in leadership, specifically in our Board of Directors, where there are four women. We have been striving to make our environments increasingly more inclusive and equitable, an attitude that also represents a public commitment we have undertaken within the scope of the Global Compact (further information on page 28). The WOB was launched in 2019 by the international organization of the same name, in partnership with UN Women, with the aim of raising awareness among organizations on the importance of diversity for business strategies. Over 100 Brazilian companies have already gone through the WOB certification process. Learn more about this initiative [here](#).

Remuneration

The remuneration of the Executive Board is composed of fixed portions, established on the basis of market parameters, adjusted annually, and a variable portion, which consists of bonuses linked to performance. The members of the Board of Directors, on the other hand, are only entitled to fixed remuneration. The issues related to the compensation and benefits paid to the officers comply with the company's internal policies and guidelines, relating to human resources management, and are assessed and monitored by the Personnel and ESG Committee.

In addition to the variable portion, a group of executives are eligible to benefit from our long-term incentive stock option program (LTIP). Through this program, we grant a bonus, paid in shares issued by Afya or options, according to criteria established with the executive at the time of the hiring. This incentive plan, approved by the Board of Directors, aims to attract and retain high performing professionals.

The laws of the Cayman Islands, the country where our headquarters are located, do not require disclosure of the compensation paid to individual top management, which is why it is not made public. More information about the LTIP is available on Form 20-F on the Investor Relations section of the company's website. **[GRI 2-19; 2-20; 2-21]**

Advisory Committees

In performing its duties, the Board of Directors is supported by two statutory committees, focused on Audit, and People and ESG. As advisory bodies, they collect information, data and metrics on specific topics, and promote prior discussions before taking the issues to the Board for consideration, a dynamic that provides efficiency, agility and quality to the work, and contributes to the management of the impacts from our business on society, people and the environment. Furthermore, these committees are attentive to crucial concerns, identified by means of scenario assessments, or

by monitoring the implementation of business strategies by the operational areas. Whenever necessary, these issues are forwarded for appreciation by the Board of Directors, which did not occur in 2022. **[GRI 2-13; 2-16]**

This structure was adopted in 2022. Until then, we held the Expansion Committee (M&A), which played an important role in assisting the Board, in previous years, in making decisions about acquisitions of higher education units and healthtechs, which occurred at a rapid pace. We have maintained this practice, but now with an executive role.

About the statutory committees:

Audit, Risks and Ethics Committee.

This committee provides advisory to the Board of Directors, with the purpose of ensuring the integrity and effectiveness of internal controls, which includes the supervision of processes and routines adopted in risk management and compliance, and the analysis of financial statements. It also supervises and coordinates the activities performed by internal and external auditors, especially in matters related to accounting, internal finance controls, risk management, the Ethics Channel, and other legal compliance routines, including the mitigation and prevention of situations that imply conflicts of interest. It is made up of three independent Board members. [GRI 2-15]

People and ESG Committee. It is a committee with deliberative powers for certain matters, which supports the Board in the design of strategies relating to environmental, social and corporate governance issues, in addition to issues related to Human

Resources management. As an interface with the Board, it contributes to sharing information and updating Board members on issues related to sustainable development, both from the business perspective and Afya's contribution to the well-being and progress of the areas surrounding the company's operations. It is made up of four members: three members of the Board, led by an independent member, and an expert on the subject. [GRI 2-17]

Executive Officers

The strategies established by the Board of Directors are implemented into business, by the executive officers. It is up to them to provide operational implementation of the guidelines, in close alignment with the company's long-term goals. Our Board of Executive Officers is made up of seven professionals:

VIRGILIO GIBBON*

CEO

15 years of experience in Education

LELIO SOUZA*

DIGITAL SERVICES VP

22 years of experience in Technology companies

LUIS BLANCO*

FINANCIAL VP AND INVESTOR RELATIONS OFFICER

10 years of experience in Healthcare

FLAVIO CARVALHO, M.D.

VP OF OPERATIONS

Over 10 years of experience in Education and Medicine

STELLA BRANT

MARKETING AND SUSTAINABILITY OFFICER

Over 25 years of experience in Marketing, Branding and Corporate Communication

DENIS DEL BIANCO

VP FOR PEOPLE, MANAGEMENT & SERVICES

Over 20 years of experience in Business Services & Technology

ANIBAL SOUSA

VP FOR LEGAL & COMPLIANCE

Over 15 years of experience in Education

* Executive Officers of Afya Limited

WHAT WILL THE MEDICINE OF THE FUTURE BE LIKE?

Consistent with our vision of transforming health jointly with those who have Medicine as their vocation (see page 13), we have brought physicians closer to our management, physicians who are a reference in the activities they develop. At the close of 2022, we launched the Afya Medical Committee. Made up of four renowned medical professionals, and led by the company's CEO, this forum proposes to face a huge challenge: to conceive the Medicine of the future.

New consumer and behavioral habits, largely influenced by technology, are impacting the practice of Medicine. Aware of this new moment, and considering the opportunities that open up for innovation, and the generation of even greater positive impacts, the group of physicians will promote and participate in a continuous agenda of debates and exchange of ideas, while supporting and guiding Afya's executives in conducting business.

Members of the Afya Medical Committee

Dr. Ana Escobar. Pediatrician, member of the Board of Directors of the Center for Child Development, and coordinator of undergraduate and graduate courses at the University of São Paulo School of Medicine (FMUSP). Author of four books on pediatrics, she has been a health communicator since 2011, and for ten years was a consultant for the TV program Bem-Estar, on Rede Globo.

Dr. Florentino Cardoso. General Surgeon and Surgical Oncologist, he was Superintendent of the University Hospitals of the Federal University of Ceará (UFC), and General Director of the General Hospital of Fortaleza. He acted as President of the Brazilian Medical Association (AMB), and permanent advisor of the Federal Council of Medicine (CFM).

Dr. Mauro Figueiredo. Holds a PhD from Oxford University (UK), and an International Executive MBA from Fundação Dom Cabral. He acted as CEO at DaVita Serviços Médicos, OdontoPrev and Grupo Fleury. He is currently a member of a number of Boards of Directors and Committees, and an investor in startups in the health sector.

Dr. Rafael Munerato de Almeida.

Cardiologist, since 2006 he has acted in the area of management and health. He has worked as medical director in private and public hospitals and medical laboratories. Currently he also acts as an advisor for clinics, hospitals, and health insurance companies.

From left to right: Dr. Mauro Figueiredo, Dr. Florentino Cardoso, Dr. Ana Escobar and Dr. Rafael Munerato.



ETHICS AND COMPLIANCE

[GRI 3-3]

In 2022, we improved the processes and routines for monitoring the compliance risks, to which our businesses are exposed. We carried out a comprehensive mapping process, which gave rise to a matrix, from which we will start to carry out periodic monitoring and analysis of different scenarios. Regarding the policies related to this theme, we have updated the related-parties policy. The new version further reinforces our controls regarding conflicts of interest, which may arise in the course of negotiations involving Afya, or companies in the group, by establishing processes and flows, which must be observed when handling these issues. [GRI 2-15]

These initiatives have been carried out by the compliance area. Based on a system comprising policies, controls, training and reporting channels, it aims to disseminate, throughout the organization, the ethical conduct guidelines that must be complied with by the employees, in the performance

of their duties. The compliance area can also be called upon by employees to clarify questions, request advice, or forward concerns related to the guidelines of our policies and codes of ethical conduct, demands that can also be forwarded via reporting channels.

[GRI 2-24; 2-26]

Compliance system

Policies. We have gathered, in the Afya Code of Ethics and Conduct, a set of behavioral guidelines, which must be followed by everyone, to guide employees on professional integrity with our stakeholders and, in case it is part of their duties, in the commercial and business relationships they engage in on behalf of Afya. Business partners are also expected to respect the principles of conduct established by the Code in the relationships they maintain with us.

This document, approved by the Board of Directors, outlines acceptable and prohibited practices for conducting our business, under the principles related to responsible business conduct. It covers

issues as diverse as workplace safety, meritocracy, social and environmental responsibility, conflicts of interest, transactions with related parties, relationships with competitors, privacy, and intellectual property, among others.

The Code also reinforces our principle of fighting corruption, forbidding practices of bribery or any inappropriate advantage, in addition to clarifying the parameters to be considered in relation to donations, acceptance of gifts and exposure in social media. Furthermore, it addresses the defense of universal human rights, while demanding attitudes aligned with our values, such as respect for freedoms and opinions, and rejection of slave and child labor, moral and/or sexual harassment and intimidation. We are a company that welcomes diversity and promotes inclusion, values fairness, and guarantees free association to unions and the right to collective bargaining, among other principles. All of our commitments, in addition to being expressed in the Code of Ethics and Conduct, also permeate

other policies of compliance and ESG (environmental, social and corporate governance). [GRI 2-23]

Engagement. For the behavioral guidelines established in the Code of Ethics and Conduct to be of common knowledge to all employees, they are a recurring subject in our routines. All professionals are officially notified, by means of a term of awareness, that they are acquainted with the document, and that they must comply with it, and newly hired employees are introduced to it during the onboarding process. Throughout the year, several internal communication actions address the topics covered by the Code. Furthermore, there is a mandatory training agenda to discuss these issues. During the year, 74% of the employees participated in training and qualification courses, aimed at dealing with questions related to combating corruption.

Qualification and training on combating corruption [GRI 205-2]

Participants in 2022

	Board of Directors	Executive Officers and CEO	Directors	Managers	Coordinators and supervisors	Professors	Other	Total
Number of employees who attended training on anti-corruption, broken down by professional category	4	3	86	93	304	2,275	4,270	7,035
Percentage of employees who received training on combating corruption, broken down by professional category	67%	43%	89%	93%	96%	84%	92%	89%
Total number of employees	6	7	97	100	318	2,696	4,653	7,877

Ethics Channel. Any suspicion or confirmation of conduct in disagreement with the guidelines established by the Code of Ethics and Conduct and other policies can - and should - be communicated. We have made available channels for our employees and all stakeholders to report misconduct. The confidentiality of their identity is assured to those who contact us to report cases. To ensure impartiality and security, the channel is managed by an independent

company, in line with the best market practices.

The Ethics Channel is part of the mechanisms for monitoring actions and performance indicators, adopted by the compliance area, aiming to detect and manage situations of deviation in behavior or conduct. They are made available on different platforms (0800 and website), so as to facilitate contact and the registration of reports, and can be accessed on a 24/7 basis. Through

internal e-mail, it is also possible to clarify any questions related to the guidelines of our policies, Code of Ethics and Conduct, as well as internal compliance processes. [GRI 2-26]

The Ethics Channel received approximately 268 denunciation reports in 2022, a higher number than the 110 registered in 2021. All reported cases have been investigated by the compliance team, submitted to the evaluation of the Internal Ethics

Commission, and informed to the Audit, Risks and Ethics Committee, as applicable. [GRI 2-25]

We consider a case of non-compliance with laws and regulations to be significant when the amount of the fine imposed exceeds R\$ 5 million. Based on this criterion, in 2022 there was no record of any occurrence. Nor did we suffer any type of non-monetary sanctions for non-compliance. [GRI 2-27]

INTERNAL CONTROLS AND INTERNAL AUDIT

[GRI 2-25]

Risks that could jeopardize the performance of our operational routines are managed by the Internal Controls and Internal Audit areas. Through the use of mechanisms, controls and rules, the teams act to ensure the integrity of assets and information, as well as to optimize operations.

Since 2020, the Internal Control area has focused on meeting the requirements of SOX (the Sarbannes-Oxley Act, which takes its name from the surnames of the congressmen who wrote it), with which the company must comply, because it trades its shares on Nasdaq, a US stock exchange. This rule establishes parameters to ensure the accuracy of the information, which must be submitted to third-party audits, also with standards aligned to the requirements made of companies listed in the United States. The Internal Audit area, in turn, assists both in meeting SOX requirements, as well as performing procedures on the other processes and risks, to ensure the quality and integrity of the controls.

Several risk monitoring processes, policies and controls have been created. The Internal Control area is responsible for managing and ensuring the implementation of approximately 340 controls, aimed at ensuring that the financial statements are materially correct, while Internal Audit is responsible for ensuring the effectiveness of these controls. Given the maturity of these routines, the scope of the Internal Control area has been expanded in 2023. In addition to accounting issues, it is now responsible for the entire risk management of the company's business. There are already several actions underway, geared toward this practice. The change, therefore, consists in concentrating all risks and controls in a single cell at Afya. To cope with this task, the department has been restructured, and the number of professionals has been increased, thereby enabling the management of all the risks to which Afya's business is exposed.

SHARED MANAGEMENT

Afya Service Center

In 2022, the Afya Service Center (CSA, acronym in Portuguese) completed five years of activity. The implementation of this business unit precedes the creation of Afya itself. It took place at NRE Educacional, one of the companies that gave rise to the company, in 2019. Thus, the CSA, a backoffice area, responsible for centralizing the administrative routines of all the companies in the ecosystem, has been growing along with Afya over the years, supporting it in all processes of integration of companies, and in the standardization of routines, such as people, financial, and accounts receivable management, or those related to accounting, control, and supplies. It operates, therefore, based on a shared management model, so that the schools and Continuing

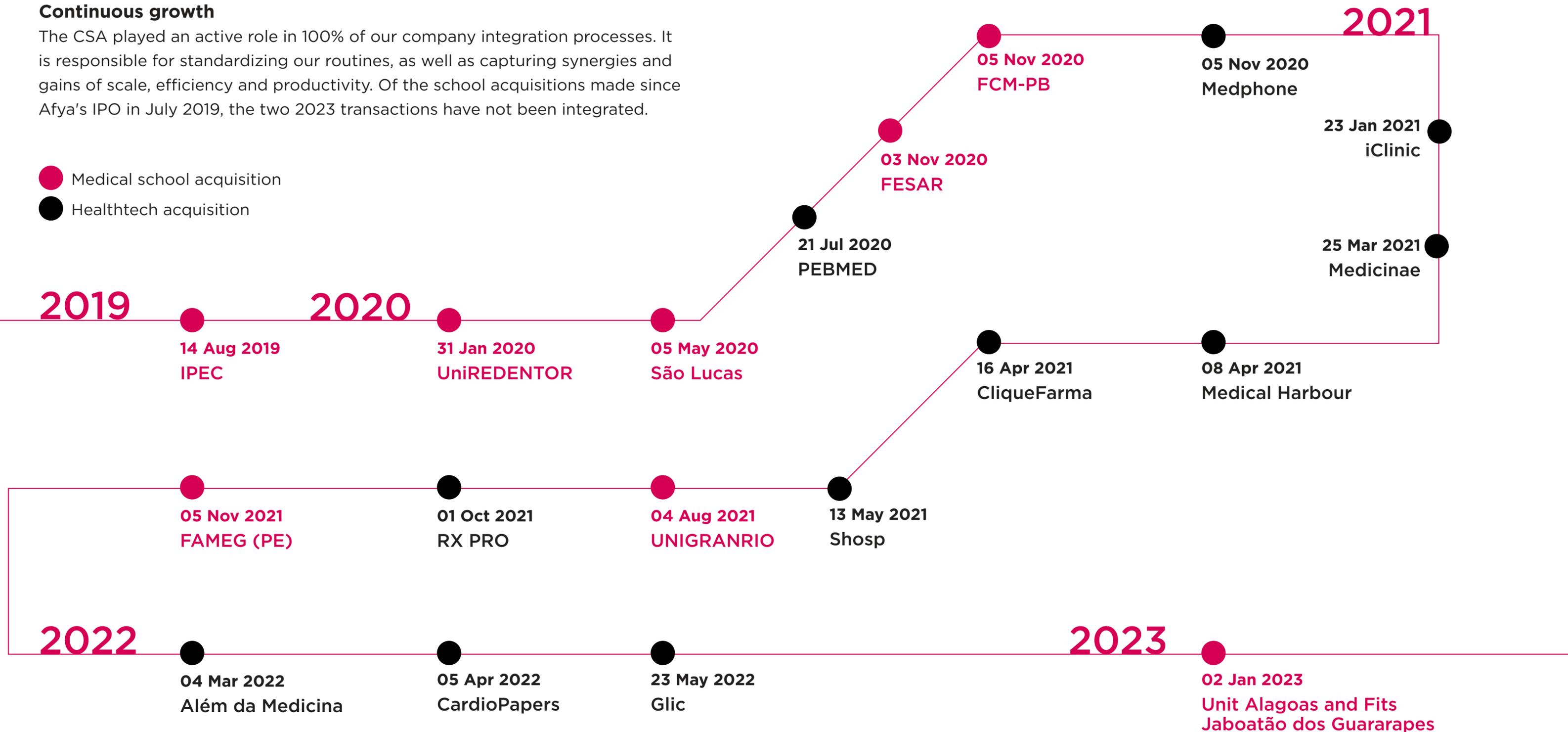
Education, as well as the healthtechs, can conduct their routines and offer the best to students, physicians, and health professionals.

The CSA brings together more than 250 professionals, and in a new headquarters in Belo Horizonte (MG), it has improved its routines, processes and infrastructure over the years. In 2022, among the various projects developed, it further expanded robotization among Afya's units, reducing repetitive efforts of the teams, and increasing the accuracy of the processes. This project was recognized as the innovation case of the year, in an award granted by the Brazilian Association of Shared Services (ABSC, acronym in Portuguese).

Continuous growth

The CSA played an active role in 100% of our company integration processes. It is responsible for standardizing our routines, as well as capturing synergies and gains of scale, efficiency and productivity. Of the school acquisitions made since Afya's IPO in July 2019, the two 2023 transactions have not been integrated.

- Medical school acquisition
- Healthtech acquisition



Advances in 2022

In performing its duties, the ASC acts in a very integrated way with the Corporate Information Technology (IT) area. From this partnership, several solutions and technological innovations have emerged, aimed at improving the teams' routines, both in schools and in corporate areas, including the ASC itself.

In 2022, for example, the workflow management tool was changed. We started using ServiceNow, which brought the necessary speed to keep up with Afya's growth. The widespread acceptance by employees, measured by several indicators, evidences the success of the project. According to client evaluation, by ticket/solicitation, for example, we attained a score of 9.29.

In addition to this project, others have been developed throughout 2022, as a result of the partnership between the ASC and IT. Some examples are:

Robotization. We proceeded with the automation of processes, with the installation of 43 new robots in the ASC, in healthtechs, in schools and in the corporate area. The progress achieved in 2022, coupled with that recorded in the previous year, when we started this project, amounts to 74 RPAs (Robotic Process Automation), leading to a reduction of 96,000 hours of manual work over the last year. We are conducting this process, based on a survey of the daily and repetitive activities that could be replaced by dedicated technological solutions. This management model provides, as results, error minimization and 24-hour work capacity throughout the seven days of the week, in addition to greater efficiency and process standardization.

Operational Excellence Project. Aimed at reviewing all stages of the cycle of revenue, identifying opportunities for optimization, so as to obtain operational gains and more assertive processes. The processes

of the areas of Secretary, Billing, Collection and Accounting of IPEMED and Medcel have been restructured.

Auditor Program. We implemented more than 30 checks, reviewed the operation with the advisors in the process of negativation and positivation, and in the conciliation of the advances from accounts receivable. Through these processes, we managed to revert R\$ 1.9 million to Afya's results.

Academic BackOffice Project. Continuation of the project, which consists of placing electronic monitors for professors, a routine that used to be done manually. The solution has been implemented in the schools FESAR, ITPAC SANTA INÊS, IESVAP and UNINOVAFAPI.

Fixed Asset Inventory Project. In its second year of operation, it covered 13 units and 75,000 assets, up 15% from 2021, generating savings of more than R\$ 300,000.

WINNER OF THE BEST OF THE YEAR IN ASC AWARD

The results achieved with the process automation project, and RPA (Robotic Process Automation), made Afya the winner of the Best of the Year in ASC award, in the Best Case of Innovation in the ASC category. Created by the Brazilian Association of Shared Services (ABSC), this award acknowledges the companies and professionals that stood out in the Shared Services market during the year.

INTEGRATION OF UNITS TO THE ASC IN 2022

- **5 integrated schools**, with the transactional activities being performed by the ASC: UNIFIPMoc, FIPGuanambi and the three UNIGRANRIO campuses.
- **6 stabilized units**, leveled with the other Afya companies, regarding processes: UniSL, São Lucas Ji-Paraná, FESAR, PEBMED, UNIFIPMoc and FIPGuanambi.
- **12 new units** with operations started: 5 from the *Mais Médicos* program and 7 IPEMED.



Afyados

The 2nd edition of Afyados, our Excellence in Management and Quality Program, was won by UNINOVAFAPI, located in Teresina (PI), the first University Center to achieve this score.

The Afyados program is designed to engage higher education and Continuing Education units in the best management practices, as well as to standardize internal processes. Afyados provides guidance and follow-up on the evolution of several fronts, such as academic routines, people and knowledge management, client perception, ESG and compliance, in addition to financial results, among others.

Currently, 48 management indicators are being used for measuring the performance of the units with regard to these topics. Out of this total, 18 were introduced in the last edition, and 15 were reformulated, a practice that is repeated every year to refine the analysis. In this continuous revision process, Afyados started

to focus on Education, since the business structures and operations of the teaching units are different from those seen in healthtechs. Since the Excellence Program is based on analysis of comparable variables and statistical demonstration of improvements achieved every year, it becomes more effective when focusing on a specific vertical.

The awarding ceremony, held in early 2022, recognized the performance that the participant showed in the previous year, during which 26 units of Education were evaluated, among schools and IPEMEDs. For presenting the highest percentage of Excellence, and not registering any non-compliance during the period, UNINOVAFAPI was the winner. From the next edition on - referring to the performance in 2022 - the highlights will be segmented into three categories: Continuing Education, large-sized school, and small-sized school.

Management of student and client experience

[GRI 3-3]

We have achieved the highest scores in consumer experience surveys. In our case, the students, with the higher education and Continuing Education units, and the clients, with the healthtechs. The main indicator we use to assess the satisfaction of these target groups with our services and solutions is the NPS (Net Promoter Score), a metric that provides an overview of consumer impressions, by measuring, among other things, the likelihood of them referring Afya to other people.

We recorded historic NPS results in 2022. The overall data, which covers all our businesses, has reached the highest level since we started using this tool in 2019. Looking individually at the fronts in which we operate, the data measured was also record-breaking in Teaching, in addition to Medical Education, specifically. In Continuing Education and Digital Solutions, we have maintained the high performance seen in previous years, with NPS within the quality zone.

One of our strategic priorities is to offer the best experience to our consumers - in our case, students and clients - and this concern permeates the entire organization, and is even considered a key factor in the composition of the variable compensation of our leadership. We have been conducting this matter in a structured way, developing a series of initiatives to achieve high satisfaction rates (more information on page 83). The advances in scores, as shown in the NPS, reflect the efforts that have been made.

Information security and data privacy

Automated processes and the use of various systems are practices that have become increasingly present in both our routines and in Afya's management. The nature of our business, which combines the offer of Medical Education and Digital Solutions for the physicians, also translates into a significant volume of data to be managed. The security of our systems and technological structures, as well as maintaining the privacy of third-party information, to which we have

access, are essential and strategic issues for us. These matters are concentrated in the IT Department, which comprises the areas of Systems, Infrastructure, Security, Governance and Privacy, whose attribution is to give support and assistance to technologies and innovations for the business, covering the corporate and educational areas.

Every year, we launch new projects and fronts, aimed at maturing our Information Security and Privacy routines, in search of constant evolution. In 2022, we relied on Bertelsmann's knowledge, experience and support in these matters. Our controller added to our cybersecurity and data privacy routines a set of checklists of practices adopted in other markets, so as to further enhance the excellence of the guidelines we have already been adopting.



Technologies, processes and people

For the purpose of mitigating the risks associated with cyber and data security, and to further consolidate our practices, we act, on both fronts, based on three pillars:

- **Tecnologias.** Adoption, implementation and management of tools that enable all employees, in all areas, to work in a secure manner. For cyber security, for example, we rely on the NIST Cyber Security Framework, which supports the management and mitigation of cyber security risks.
- **Processes.** Several protection measures, materialized in consolidated methods and procedures, include:
 - Development and updating of policies, guidelines and standards related to the subject.
 - Assessment, from a security perspective, of all Afya's projects.
 - Management of vulnerabilities, providing necessary adjustments and corrections.
- **Management of the Security Operations Center (SOC),** in order to follow log analysis and event correlation.
- **Around-the-clock (24x7) active monitoring of threats and events.**
- **Threat Intelligence Service,** which actively monitors risks.
- **Monitoring and treatment of security risks and events,** thus mitigating attacks and responding to incidents.
- **People.** Initiatives regarding communication and training, in addition to protective measures, intended for employees, including:
 - **Mandatory training on cyber and data security.**
 - **Awareness raising campaigns,** including notices and recommendations in the work tools of our employees.
 - **Anti-phishing campaigns,** with associated training covering Afya employees.

CYBERSECURITY

For our systems to operate with integrity, availability, and confidentiality, we rely on dedicated teams, guidelines, policies, and specific processes.

The approach and criteria adopted to support our business are essential for the protection of virtual environments and the mitigation of risks, threats and vulnerabilities within the company's information technology structure. Such guidelines are established within our Information Security Management System. This framework, developed on the basis of ISO/IEC 27001, an international standard that is the reference in electronic information security, establishes, among other determinations, the routines and responsibilities of the area responsible for this matter. [SV-ED-230a.1]

DATA PRIVACY AND SECURITY

In order to safeguard the privacy and security of third-party data, we develop our activities in line with the guidelines established by the General Law of Data Protection (LGPD), which established, in Brazil, a set of rules that companies must comply with, when handling client information and personal data, in order to guarantee the required security.

To disseminate a culture of privacy throughout the company, we rely on the tripod that permeates the entire LGPD:

- 1. Confidentiality:** Guarantee that information is not made available or disclosed to unauthorized individuals, entities, or processes.
- 2. Integrity:** Maintenance and guarantee of data accuracy and consistency throughout the information life cycle.
- 3. Availability:** The ability to be accessible and usable on demand, by an authorized party. In this sense, information systems must be available whenever necessary.

The requirements set out by LGPD permeate our processes and routines, which include, for example, a Data Protection Officer (DPO) and a Privacy office, aimed at supporting the business areas and making any necessary adjustments.

This office is also responsible for assisting data subjects, an interface that is also carried out using specific tools. Through this service channel, data subjects, including students at our schools, are allowed to request data updates, deletion, exclusion, review of automated decisions, challenge of processing, restriction of processing, and withdrawal of authorization, among other requests, as provided for by law.

When dealing with personal data pertaining to students, we adopt procedures from the moment the information is collected, ensuring awareness and transparency to the data subject, up to the time of storage, through the handling of information. Our policies, widely disclosed, present

in detail the types of personal data handled by Afya, for each type of objective, and the respective legal bases linked to the collection, from compliance with legal or regulatory obligations to contractual executions and storage time. **[SV-ED-230a.2]**

The Privacy area plays a recurring role in projects and marketing campaigns developed by Afya. Through these interactions, we provide guidance on good practices to be followed when collecting data from students, within the parameters of the Brazilian privacy law. These practices are not restricted to landing pages. They also apply to the suitability of institutional portals, which ensures that the holder is able to customize his/her preferences for cookies (small files that appear, for the user, during internet browsing) when browsing a site. **[SV-ED-230a.2]**

Activities regarding process and risk management are based on privacy, data treatment and cookie policies, and are performed by using appropriate

solutions and technologies. We have developed greater maturity in the data inventory processes, enhanced within the privacy tool that we use. We have also been making progress in automation of processes, thereby leading to even greater operational efficiency.

All our contracts with suppliers, both new and existing, contain clauses that require caution when handling personal data, and require the adoption of technical and security measures, from a technical point of view, which include the necessary physical and governance safeguards, aimed at protecting personal data against security breaches.

Afya Ventures

We created Afya Ventures in 2022, with the purpose of creating solutions to improve our operational efficiency, increase our competitive advantage, and foster new ventures. This is an innovation hub, a meeting

point for collaboration, learning and experimentation, where we seek to develop a culture of open and agile innovation, connecting employees, students, professors, partners and startups with the purpose of creating value for the company and society. Afya Ventures operates on three fronts:

- **Open Innovation.** We have developed a program that brings together the different business areas and the innovation ecosystem, in the format of open innovation, to provide solutions to corporate challenges. Afya Ventures, acting as a hub, identifies the challenges faced by the various areas, and connects them with startups that present compatible solutions, generating synergy and mutual learning. Thus, we have created a collaborative, agile and innovative culture, which benefits employees, students and partners
- **Investments.** We support entrepreneurs who share our vision, and who are dedicated to

creating innovative solutions for all three business segments. To this end, we seek to invest in start-up companies that have the potential to bring cutting-edge technology and disruptive products to our portfolio.

- **Innovation culture.** We seek to promote a culture of innovation in educational institutions, connecting students and professors with the best practices and opportunities in the market. To this end, we invest in training and development of skills, by supporting initiatives that offer courses, mentorships, workshops, and challenges on relevant themes. One example is the partnership with the Wadhvani Foundation, an international organization focused on fostering entrepreneurship and social innovation. Through this partnership, more than 900 Afya students and professors participated in innovation and entrepreneurship training programs in 2022.

Advances in 2022

We held several initiatives throughout the year, aimed at fostering the culture of innovation throughout our ecosystem. Some of the examples are:

1st edition of InovaDay. One-day agenda, with over 10 hours of content and practices on innovation and entrepreneurship. Aimed at Afya's students, professors and employees, and with the participation of guests, the online event addressed new career opportunities, and provided guidance on how to transform ideas into projects. There were about 700 registered participants from 25 different states.

Ideathon. Marathon of ideas to raise awareness and promote the culture of innovation and entrepreneurship in the internal ecosystem. This first edition, in 2022, lasted over 50 hours. At the event, open to the participation of students and employees from all over Afya, three ideas that addressed the mental health of students stood out and were the winners. The solutions were

evaluated by a panel of judges, based on criteria that included, among others, clarity in understanding the identified problem, effectiveness of the proposed solution, and social and economic impact of the solution.



Afya Entrepreneurship School (AES).

Launched in the second half of 2022 as an elective course, it aims to give students and professors access to tools and methodologies, so that they can develop solutions to real problems. For this initiative, we count on an international partnership with the Wadhvani Foundation (WF), which helps us with project monitoring, international mentoring, and faculty training. We took the AES to 11 schools, trained 26 facilitators, and held 25 groups, six of which were from Medicine and 19 from health, humanities, and exact sciences.

Startup Game. Gamified workshop to experience the practical journey of a startup. During the six hours of the game, the participants - students, professors and Afya employees - move through the phases of a business, from conception to scale. Launched in 2022, it is held every six months, and counted on 16 participants in its first edition. For the production of this project, we relied on the partnership with Startup Mundi, a games consulting firm.

Afya Ventures Pre-Acceleration

Program. We moved forward with the project, supporting with mentoring, tools and methodologies to help the five entrepreneurs selected in 2021 to develop their businesses. The finalists stood out among the 17 business ideas from our employees, accelerated in the previous year.

Innovation Pills. With the purpose of training Afya's professors and employees on topics related to Entrepreneurship and Innovation, we held ten meetings with special guests with experience in education and/or healthcare from Afya and the market.

At the schools, we carried out several initiatives to foster innovation. Among them:

- **46 events**, geared towards raising awareness and stimulating prototyping, such as:
 - Virtual reality workshops in medical education.
 - Business/entrepreneurship fairs.
 - Startup fair

- Various lectures, including those held during the Faculty Development Week for professors.
- Congresses and symposia.
- Ideathon and Hackathons, in partnership with institutions such as Sebrae, for example.
- **9 public notices** aimed at fostering students' innovation projects, related or not to scientific initiation.
- **33 innovative pedagogical practices implemented**, such as 3D printer workshops, Business Model Canvas, as well as Design Thinking techniques, simulated audience in the metaverse, among others.
- **27 partnerships**, including local and national governmental (Federal Government, with the Programa Centelha - spark program), coworking, Sebrae, incubators and accelerators, as well as entrepreneurship support foundations, technology centers, and universities.

AFYA VENTURES,
OUR INNOVATION
HUB, PROMOTES THE
CONVERGENCE OF
COLLABORATION,
LEARNING AND
EXPERIMENTATION,
BY CULTIVATING AN
OPEN AND FLEXIBLE
INNOVATION CULTURE

ENVIRONMENTAL

In our operations, we adopt specific processes and routines aimed to mitigate the impact on the environment. Within this environmental management strategy, our efforts prioritize the use of clean energy, in particular solar energy, generated in the plants installed in our own schools, and combine measures aimed at the responsible and rational consumption of natural resources.

ENVIRONMENTAL MANAGEMENT

[GRI 3-3]

We adopt a specific policy and a Quality Management System, to ensure that schools are engaged with the best practices in environmental management. We also rely on the Sustainability Technical Commission (see more on page 45), formed by representatives of the units, to exchange information on best practices, and seek improvements in a joint manner.

- **Environmental Policy.** This is a document that contains guidelines and orientations for the environmental management routines, adopted by schools and healthtechs. This policy, containing recommendations and principles aligned to the business strategy, aims to disseminate good practices of environmental responsibility throughout the organization.

- **Quality Management System.** A set of procedures aimed at seeking continuous improvement in administrative practices, which also covers the environmental aspect. The guidelines laid down by this system include the introduction of the environmental management system (EMS) model in a pilot unit. For this purpose, UNIPTAN was chosen, and its EMS was implemented during 2022. In October, the system was submitted to an internal audit, which showed a result of 72% compliance. This work is expected to be improved throughout 2023, and may, in future opportunities, be expanded to other units.
- **Waste Management Commission at Brazil level.** A pilot project was created in 2021, aimed to enhance the processes and procedures adopted by the units in environmental management. One of the initiatives developed by this group was a survey of quantitative data on waste

generation and disposal, which included the acquisition of waste weighing scales, in addition to partnerships with disposal companies. In 2022, this practice was expanded to all of our business units. Monitoring and tracking of waste management is expected to be automated on a single platform in 2023.

In 2022, our new employees were given, in the onboarding kit, a porcelain mug and a metal bottle for continuous use, as a substitute for disposable cups. The kit also came with a welcome card that raises awareness for the reduction of waste generation.

ENERGY

We have expanded our solar power plant. In 2022, we completed the installation of photovoltaic panels in three units: UNIPTAN (MG), FACIMPA (PA) and ITPAC PALMAS (TO). As a result, we now hold nine schools with their own power generation structure, self-sufficient in energy sources.

Unit	Generation capacity in 2023
UNINOVAFAPI	400 MWh/a
FCM-PB	457.84 MWh/a
FMIT	226.8 MWh/a
IESVAP	357.6 MWh/a
UNIDEP	446.68 MWh/a
UNIPTAN	590.4 MWh/a
FACIMPA	362.88 MWh/a
ITPAC PALMAS	604.8 MWh/a
UNIFIPMoc	167.94 MWh/a
Total	3,614.94 MWh/a

The expansion in the photovoltaic power generation structure has been reflected in the consumption

performance. In 2022, 17% of the total demand from operations was supplied by solar energy, compared to 8% the previous year. Another advance, consistent with our strategy of using clean energy, was the introduction of the free market as a source of energy. In 2022, 11% of the energy used was purchased in the free energy market.

Total consumption for the year stood at 17,000 MWh, up by 20% from the previous year. The increase is explained by the growth in Afya's operations, both through acquisitions and the opening of schools, as reflected in the resumption of in-person classes in the period after the covid-19 pandemic. We have maintained, in 2022, the various measures we have adopted to promote rational consumption, which includes replacing conventional light bulbs with LED ones, and measures to raise employee awareness. **[GRI 302-1; HC-DY-130a.1]**

The increase in energy consumption is also reflected in the energy intensity indicator, whose variation stood at 24%, in the year-over-year comparison. **[GRI 302-3]**

Energy (MWh)	2021		2022		Chg (%)
Consumption of electric energy from the grid (SIN)	13,001.80	92%	12,315.15	72%	-5.28
Consumption of electric energy from renewable sources (solar panels)	1,151.73	8%	2,880.90	17%	150.14
Electric energy consumption from the free market	0	0%	1,815.79	11%	-
Total	14,153.52		17,011.84		20.20

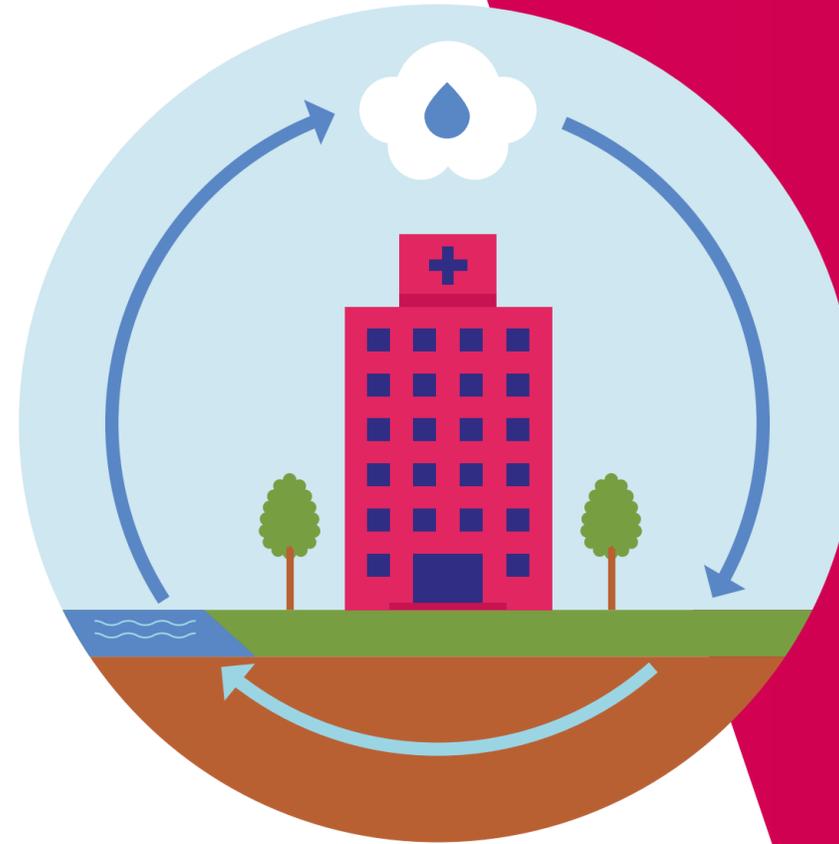
Energy Intensity (MWh/number of students)	2021	2022	Chg (%)
Total electricity consumption	14,153.52	17,011.84	
Students at the end of the period	64,307	62,480	-3
Energy intensity (MWh/number of students)	0.22	0.27	24



WATER

In 2022, water consumption stood at 121,322 m³. Despite the resumption of in-person classes, and the physical growth in operations, the total consumption fell by 3.5% when compared to the previous year. This performance reflects the good results from the measures adopted to save water, which include the use of equipment with flow control, the reuse of water whenever applicable, and training sessions with the staff, to raise their awareness on the importance of rational use.

Considering the performance of water consumption for the year, there was an increase in catchment from underground sources (artesian wells), going from 33% to 35% between the two years.



Performance in 2022

[GRI 303-3]

Water withdrawal per source (m ³)	2021		2022		Chg (%)
Total water withdrawal from the municipal supply system	83,637.00	67%	79,407.66	65%	-5.06
Total water withdrawal from underground sources	42,065.01	33%	41,913.90	35%	-0.36
Total	125,702.01		121,321.56		-3.48

GREENHOUSE GAS (GHG) EMISSIONS

We carry out an annual greenhouse gas (GHG) inventory, a management practice we have adopted since 2020. Through the results measured in the inventory, we set out our strategies and actions, to continuously seek improvements in routines and processes that result in lower carbon emissions.

In 2022, our total emissions came to 5,459.03 tCO₂e, 35% more than in 2021. Following this upward curve, the intensity of GHG emissions - an indicator that, in the case of Afya, measures the amount of emissions per student - registered a similar increase in the comparison between the two periods, of 38%.

The rise can be explained by the return to normal operations. On-site classes were resumed at educational institutions, which explains the 26% variation in Scope 1 emissions, related to work routines. The results for the year were also heavily impacted by

Scope 3 emissions, which climbed by 267%, an increase that is also related to the return to normal routine. This category includes emissions from indirect activities, such as business trips, which have returned to the agendas of professionals and executives with the end of the covid-19 pandemic. In a nationwide operation such as Afya's, the movement of people is inevitable, which influenced the performance in the period.

On the other hand, there was a 63% decrease in Scope 2 emissions, relating to electrical energy consumption in operations, which reflects efforts to reduce consumption and use clean energy sources.

Performance of GHG emissions

[GRI 305-1; 305-2; 305-3]

Em tCO₂e

	2021	2022	Chg (%)
Scope 1	1,978.94	2,498.09	26
Scope 2	1,405.53	524.57	-63
Scope 3	663.61	2,436.37	267
TOTAL	4,048.08	5,459.03	35

Intensity of GHG emissions

[GRI 305-4]

	2021	2022	Chg (%)
Emissions (in tCO ₂ e)	4,048.08	5,459.03	35
Number of students	64,307	62,480	-3
Intensity of greenhouse gas (GHG) emissions	0.063	0.087	39

Commitment to best practices in the use of natural resources

[GRI 2-29; 413-1]

MORE THAN

5,440

people were impacted

by the various initiatives that the schools developed, throughout 2022, to raise awareness on the rational consumption of natural resources. The initiatives involved students, employees, professors, and the surrounding communities. This program focused on good practices in solid waste disposal, and specific actions on planting in community gardens.

3,600+ people, among students, faculty and employees of the **UniSL**, in the city of Porto Velho (RO), joined the Adote um Copo (Adopt a Glass) campaign, created to fully eradicate the use of plastic, by raising awareness on the environmental impact caused by the irregular disposal of this material. Through this initiative, 1.5 million plastic cups per year will no longer be used.

Approximately **600 students** from different municipal public schools in the city of Garanhuns (PE) participated in FAMEG Encena, an initiative geared towards disseminating information on environmental education, human rights and racial issues. In the format of plays, the nine performances were written, produced and staged by **FAMEG** (PE) medical students, at the Municipal Theater of Garanhuns. In the audience, there were students from Elementary II (6th to 9th grade).

640 people, among employees and professors of **UNIFIPMoc** (MG),

were involved in ecoFIP, a project aimed at promoting social responsibility on the campus of the university center. Through actions aimed at awareness-raising and education, concepts were disseminated on the responsible and sustainable use of natural resources, in addition to the proper disposal of solid waste, which have already contributed to the elimination of the use of plastic cups.

300+ people were covered by a campaign held to provide guidance on the correct disposal of batteries. Developed by **FMIT** (MG), the initiative involved awareness-raising actions aimed at employees and students, along with the setting up on campus of strategic points for the collection and/or disposal of used batteries. These collection points can also be used by the community in the surrounding area.

250 students from a municipal school, located in the neighborhood of **UNITPAC** (TO), took part in the Horta Sustentável (Sustainable Vegetable

Garden) program. Through visits to this school, university graduates and professors from the Agronomy course at the university center, together with students, laid out organic garden beds. The agenda also included lectures on sustainable vegetable gardens, including topics such as concern with the use of pesticides and agroecological practices, as well as workshops on soil preparation, planting, and harvesting. The vegetables grown there will supply the school's canteen.

50 students from public schools in the municipality of Cabedelo (PB) participated in technical visits to the organic garden that is maintained on the campus of the **FCM-PB** (PB). On that occasion, the children were able to see the site, learn about environmental preservation, and learn about the importance of adopting healthy eating habits. This theoretical part was accompanied by a practical activity, when students were able to harvest vegetables.

3

BUSINESS



FUTURE VISION

[GRI 3-3]

Our operations are segmented into three business fronts: Medical Education - in which we are the leaders in Brazil - Continuing Education, and Digital Solutions.

We are the only company that relies on a robust ecosystem, formed by educational institutions and healthtechs, and we will continue with the same strategy that brought us here: to further consolidate our leadership in **Medical Education** and expand the segment of **Digital Solutions** that support the routine of medical practice.

This is the guideline that will enable us to fulfill the mission we have set for ourselves: to provide an ecosystem that integrates education and digital solutions for the medical journey, by enhancing the training, updating, assertiveness, and productivity of healthcare professionals.

GROWTH DRIVERS:

Medical Education

Undergraduate: 200 seats per year between **acquisitions** and **organic growth**, reflecting the maturity of the medical courses, coupled with the operation of the *Mais Médicos* units. We have already added 340 seats with the acquisition of Unit Alagoas (AL) and Fits Jaboaão dos Guararapes (PE), and captured 92 additional organic seats at São Lucas Ji-Paraná (RO) and FASAI (BA). We also pursue **enhanced efficiency** in existing operations, and implementation of the integration plan for the units acquired. Afya currently operates about 10,5% of the private medical seats in the country, and through our expansion plan, we aim to reach a 15% market share by 2028.

Continuing Education: segment in which we operate under the IPEMED graduate brand. On this front, we plan to continue expanding the number of schools to more cities. In 2022, we opened two units on the premises of our educational institutions: at São Lucas Porto Velho (RO) and at UnifipMoc, in Montes Claros (MG), a format we adopted for the first time, and that can be replicated for other IES. We will also continue to launch new courses, covering more medical specialties, including partnerships with other players in the healthcare sector. In 2022, Continuing Education is consolidated as another business unit within Afya, registering a 34% growth when compared to 2021, with 4,280 thousand physicians enrolled in its graduate courses.



Digital Solutions

In this area, our goal is to create a digital ecosystem to support the professional and training journey of physicians, covering their work routines, learning solutions, content and clinic management. Within this strategy, we have established six pillars of action:

- Content and technology for medical education
- Support for clinical decision-making
- Electronic health record and practice management
- Telemedicine
- Electronic Prescription
- Physician-patient relationship

We have been moving in this direction, through the acquisition of healthtechs and in-house developments. Since we created the business area in 2020, we have attracted 11 companies to our ecosystem, three of them in 2022 (more information on page 97). With these moves, we complete our presence in all six pillars. We intend to continue to

look out for acquisition opportunities, but these will be one-off moves, to complement the functionalities of the solutions we offer. Growth is expected to occur mainly through expansion of the scope of these tools, in addition to the development of new business by internal teams.

Our activities related to Digital Solutions have been even further expanded in 2022. We have created B2B (business to business) solutions. Through these solutions, we want to continue helping physicians, but now also in the bridge with players in the health area, such as pharmaceutical industries, laboratories, pharmacy chains and hospitals, as well as operators and insurers. This strategy is being conducted in three phases:

- **Access:** innovative and efficient digital solutions, created to facilitate access to physicians by players in the healthcare sector, always in a way that is relevant to the physician. In 2022, the implementation focused on the pharmaceutical industry.

Demand: tools aimed at facilitating the prescription and purchase of medicines, as well as the performance of tests. Through these tools, there is a greater acceptance of treatments, generating demand for the sector. We already have some actions underway, and others are expected to be undertaken in the coming years.

- **Efficiency:** solutions to enhance efficiency across the healthcare value chain, including market intelligence, health promotion and disease prevention. Currently, we already offer a solution to improve diabetes treatment adherence, generating more quality of life for patients, better physician-patient relationships, improved medication and treatment adherence, and lower cost for operators and/or public health. We have planned expansion to other chronic diseases. And other initiatives, with the aim of improving efficiency in the healthcare value chain, are planned for the coming years.



HOW WE CREATE VALUE TO SOCIETY

Our unique business model, which combines leadership in the supply of Medicine seats, and a set of digital solutions (more information on page 74), translates into broad reach and influence, a dimension of which we are fully aware. We use our capillarity of operations, the borderless learning coverage provided by technology-mediated teaching, the strength of our brands, and our ability to innovate - both in teaching methodologies and in the supply of digital solutions - as major drivers of value generation. Our resources, therefore, are aimed at creating value for our stakeholders, and we classify them into six categories, or capitals, according to the model established by the International Integrated Reporting Council (IIRC), a global reference for this type of approach:



Productive capital. This is our ecosystem, including the vertical of Medical Education, which includes undergraduate and Continuing Education, and the complementary digital solutions platform.

- **32 schools**, in 14 states.
- **63%** of our schools in operation are located outside major cities, reinforcing our proposal to interiorize medical education.
- **69%** of the schools are located in the North and Northeast regions.
- **13 IPEMED units**, of Continuing Education, distributed throughout the country.
- **11 healthtechs**, which together comprise our ecosystem of digital medical services.



Human capital. Formed by 8,708 employees, essential for the success of our operations, and highly qualified: **[SV-ED-000.D]**

- **50%** of the faculty members are Master's and/or PhDs.
- **23%** of the employees hold a Master's and/or Doctorate degree.
- **7%** of the professionals in administrative positions are Master's and/or PhD.



Intellectual capital. Our technical skills to deliver high standards of education, to use technology and solutions that transform medical education throughout the learning journey, from undergraduate to graduate, as well as to provide solutions that help physicians practice their profession and empower themselves throughout their professional journey.

- Technology-mediated teaching, which is becoming increasingly customized, based on the adoption of active teaching methodologies, especially in the health area, and technologies to offer hybrid teaching, mixing in-person and online in the courses that support this format.
- Construction of a solid ecosystem of digital solutions, which help in medical practice - including electronic medical records and office management; electronic prescribing; support to clinical decision; telemedicine; content and technology for medical education; and doctor-patient relationship -, and in its interface with the healthcare industry.
- Integration of the entrepreneurs who were ahead of the healthtechs and acquired companies to the company's team of professionals, most of them physicians, enhancing the innovation efforts to help the routine of their peers.
- Advisory support to management, from a committee of physicians, made up of professionals who are references in their fields.



Natural capital. Practices and processes aimed at engaging schools in efforts to minimize the impact of activities on the environment.

- **3,615 MWh** per year of generation capacity from photovoltaic plants (plants that use sunlight as a source). Installed in nine units - IESVAP (PI), UNIDEP (PR), FMIT (MG), UNINOVAFAPI (PI), FCM-PB (PB), UNIFIPMoc (MG), UNIPTAN (MG), FACIMPA (PA) and ITPAC PALMAS (TO) - this practice has turned them self-sufficient in energy generation, with zero carbon emissions.
- **17%** of its overall energy consumed by operations is supplied by solar energy, up from 8% in 2021
- Reduction by **63%** in scope 2 emissions (emissions from consumption of electricity)



Social and Relationship capital. Comprised of the relationships we establish with different stakeholders, and the positive social impact generated by our operations.

- 18,104** physicians graduated in our schools, in 2022.
- 17,968** medical students, in 2022.
- 17,967** undergraduate students of other health courses in 2022.
- 22,265** students in other undergraduate courses⁴, in 2022.
- 58,200** undergraduate students, in 2022.
- 4,280** Continuing Education students, in 2022.
- 8,708** faculty and staff.
- 662** partnerships with hospitals and clinics.
- 260,710** active users of our digital services, among physicians and medical students.
- 494,635** free services in Medicine, health, and other areas of knowledge to the communities surrounding the campuses.
- 14,000+** people benefited from health promotion and disease prevention initiatives in the surrounding communities.
- 13,400+** people benefited from social and environmental responsibility actions carried out by our operations.



Financial capital. Financial resources that are generated from the efficient and disciplined operation, and that are used both for business development and shareholder remuneration.

- **R\$ 535,100,000** of net income.
- **R\$ 30,765,223** in investments in the schools' infrastructure.

⁴ Includes medical students.

UNDERGRADUATE

CONSOLIDATED LEADERSHIP

[GRI 2-1; 2-6; 3-3]

We further consolidated our processes and operations in the undergraduate vertical. In 2022, we proceeded with the strategy of consolidating our leadership in Medical Education. We acquired Unit Alagoas, in Maceió (AL), and Fits Jaboação dos Guararapes (PE). We inaugurated four Medicine education units inserted in the *Mais Médicos* program. Two of them, in Pará, and two in Amazonas, further strengthened our operations in the Northern region of the country.

In 2022, we resumed normal operations since the critical phase of the covid-19 pandemic has been overcome. We reviewed our course schedules, adjusting the offer in the Health, Humanities and Exact areas. In this process of adjusting operations, we merged two units that operated in Montes Claros (MG): FASA's activities were transferred to UNIFIPMoc, which was a successful merger.

Within this context of returning to normal operations, we developed several actions to further improve the experience of students in their relationship with us. The initiatives range from the service offered in schools to specific programs, such as those carried out by the *Núcleo de Experiência Discente (NED)*, aimed at preserving mental health.

At the same time, we have improved on several fronts, such as the use of our digital solutions to support students beyond the classroom. We have also consolidated the national student evaluation process.

We inaugurated several spaces allocated to the teaching of Medicine and community service, especially the new UniREDENTOR headquarters in Itaperuna (RJ). We consolidated the operation of the Health Simulation Center (CSS), at ITPAC PALMAS (TO), a structure that,

besides being acknowledged with an international certification, was replicated to other schools.

We stand out in several regulatory processes of the Ministry of Education, always obtaining positive evaluations. The medical courses at UNIDEP (PR) and UNIPTAN (MG) received grades 4 and 5, respectively, in the course concept (CC), which evaluates the quality of the university degrees. FASAI (BA), in turn, was awarded the highest grade in its accreditation process, and received a monitoring visit from the *Mais Médicos* program, which met all the requirements, allowing it to increase the number of annual seats from 85 to 149.

In 2022, we offered 2,773 seats in Medicine courses, for which there were 21,862 applicants⁵. [GRI 417-2; SV-ED-000.B]

UNIQUE METHODOLOGIES

Afya's Medicine undergraduate course offers the students unique teaching methodologies, based on the following principles:

- Methodologies applied throughout the undergraduate course
- Integrated and modular curriculum
- Integration of the most modern ITCs (Information Technology and Communication)
- Intense immersion into medical practice
- Integration between Extension, Research, Teaching and Innovation
- Medical internship with an exclusive model (EPA* Curriculum)
- Health simulation

*Entrustable Professional Activities

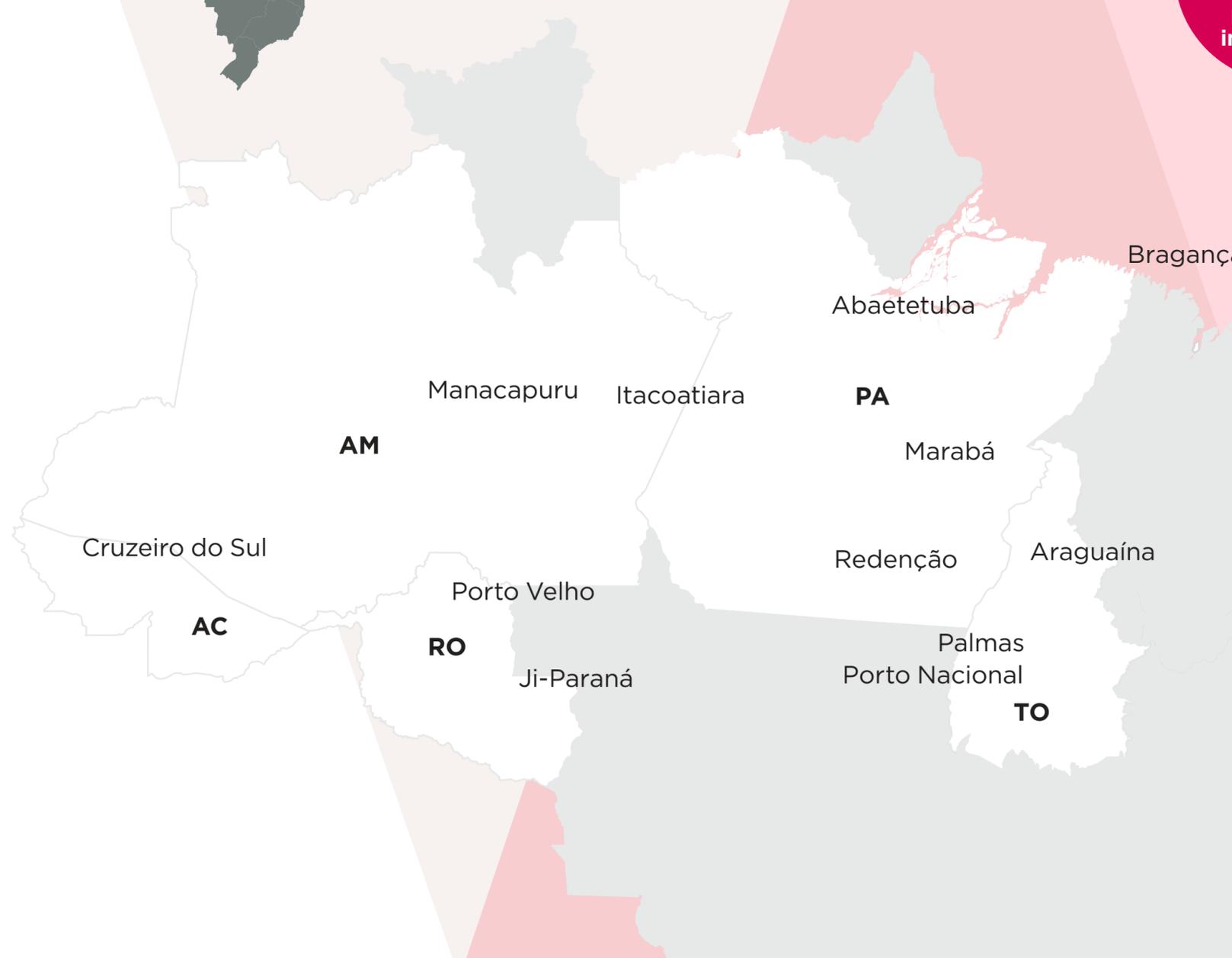
⁵The processes of admission of new students for all courses offered by institutions of the Afya ecosystem are regulated by Ordinance 391, February 2002. Afya fully complies with the ordinance, which provides evidence for each of the selection processes for further investigation by the Ministry of Education, or any other legal body. Furthermore, we state that all the selection processes are based on each school's own notices, which determine all the rules for a broad and equal competition. During FY 2022, there was no specific action on the part of the Ministry of Education, or any other legal body, that inquired about this process. [GRI 417-2]

MEDICAL EDUCATION

Unit profiles



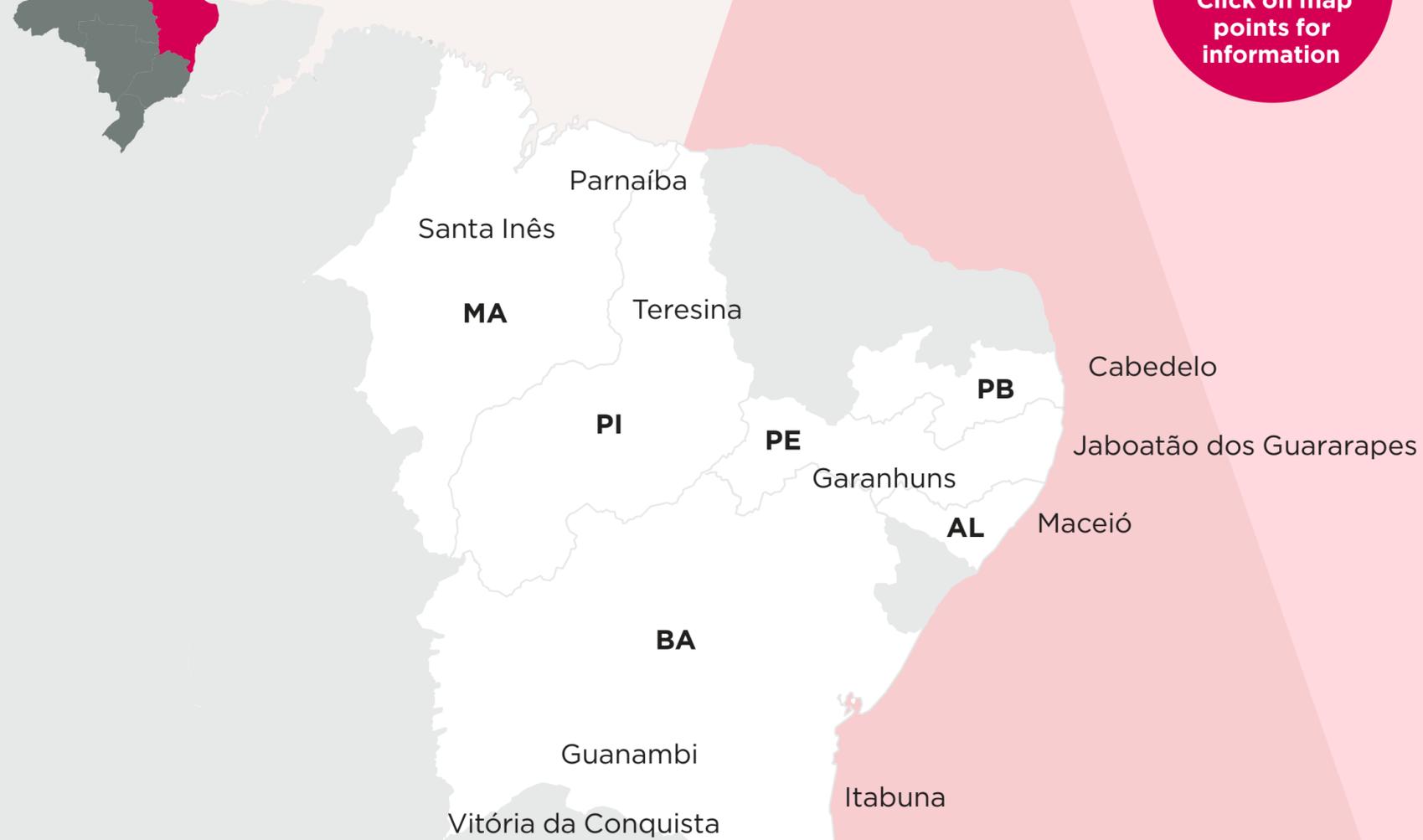
NORTH



MEDICAL EDUCATION

Unit profiles

NORTHEAST




Click on map points for information

MEDICAL EDUCATION

Unit profiles



SOUTHEAST AND SOUTH



Montes Claros

MG

Sete Lagoas

Ipatinga

São João del-Rei

Itajubá

Nova Iguaçu

Itaperuna

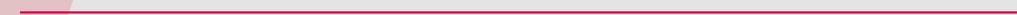
Duque de Caxias

RJ

Barra da Tijuca

PR

Pato Branco



GROWTH BOTH ORGANIC AND VIA ACQUISITIONS

The largest acquisitions of schools, considering number of seats and campus extension, happened in 2022: Unit Alagoas - Centro Universitário in the city of Maceió (AL), and Fits Jaboaão dos Guararapes (PE) - Faculdade Tiradentes Jaboaão dos Guararapes. The confirmation of the acquisitions of Unit Alagoas and Fits Jaboaão dos Guararapes will add 340 new seats to Afya, with the potential for an extra 84 seats. As a result, the group now holds 3,163 authorized medical seats per year (1,711 of them acquired after the IPO in 2019), distributed in 30 schools, located in 14 different states.

The acquisition of Unit marks Afya's entry into the state of Alagoas. With units in Piauí, Maranhão, Paraíba, Pernambuco and Bahia, Alagoas will be, therefore, the sixth state in the Northeast with an Afya Medicine course. The Alagoas Unit, which holds 140 medical seats authorized per year, will be the ninth University Center of Afya's ecosystem.

With the addition of Fits, we have expanded our presence in the state of Pernambuco, where we already operate through FAMEG, in the city of Garanhuns. Fits Jaboaão dos Guararapes started its activities in 2018, with 200 authorized seats per year. It will be the 19th school of the group featuring a Medicine course.

Both acquisitions were completed in January 2023, and are the 20th acquisition made by Afya, between schools and healthtechs, since its IPO in 2019. It also represents the capture of a 10.5% market share in the private undergraduate medical education market in Brazil.



Unit Alagoas (AL)

- Classrooms and labs: **181**
- Undergraduate students: **about 5,400**
- Medical students: **945**
- Institutional concept: **score 5**
- Course Concept (CC): **score 5**



Fits Jaboaão dos Guararapes (PE)

- Classrooms and labs: **41**
- Medical students: **998**
- **100% Medicine-oriented Campus**
- Institutional concept: **score 5**

MAIS MÉDICOS

Another highlight of 2022 was the start of operations of four schools in the Northern region of the country, all of them part of the public notice issued by the Federal Government for the *Mais Médicos* II program, dated 2018. They include two schools in Pará, in Abaetetuba and Bragança, and

two in Amazonas, in Manacapuru and Itacoatiara - learn more about these schools in Amazonas in this video (in Portuguese). We also managed to win authorization from MEC, to offer 64 new seats for Medicine at FASAI (BA), from the public notice of the *Mais Médicos* I program, of 2014 -, and the beginning of Medicine studies at Centro Universitário São Lucas Ji-Paraná, in Rondônia.

THE STUDENT EXPERIENCE

[GRI 2-29; 3-3]

Afya Way to Charm the Student

Welcome to the Medicine career

The long journey of the professional in Medicine has a starting date: the first day of Medicine school. This moment is a kind of rite of passage, when the youth, who longed to be a physician, takes the first concrete step in that direction. It is a milestone, which also consecrates the efforts made for the student to get there, and an achievement that deserves to be celebrated.

At Afya, it is a day of celebration. In all of our 30 higher education units with undergraduate degrees in Medicine, we hold the Lab Coat Day, a ceremony in which students who begin their first semester of the course receive the lab coat, a symbol of the exercise of the

profession. This is one of the many initiatives promoted by our schools, aimed to ensure that the students have the best experiences while living on campus. Service excellence is a precept of our corporate culture, and permeates all our operations. Moreover, we have a specific initiative to address this issue: the Charming Program.

Consolidated in 2022, after having been developed and introduced in the units during the previous year, the program identified, based on this joint work, several initiatives that could charm students in their interaction with the school. This process involved more than 70 professionals, from different

areas of the Organization. Based on this mapping, a manual was created, listing 147 actions to be practiced by the schools, divided among the different stages that the student experiences during undergraduate life: freshmen, veterans, and interns. The Day of the Labcoat is one of these actions.

Through the Charming Program, all employees who relate to the students - whether in the secretariat, the library or janitorial services - are focused on providing services of excellence. Therefore, charming the students should be a routine in our schools.



Learning Hub. We proceeded with the strategy of further strengthening the Canvas platform. Used since 2018, it has been consolidating as our Virtual Learning Environment (VLE), in which we bring together various content and technology solutions, providing students and professors with teaching-learning tools and relationship channels. It is also the channel used for hybrid and online courses in the areas of health, exact and humanities, which support the use of this teaching method in undergraduate and graduate programs. As it is the tool adopted by all the schools's in the group, Canvas allows standardizing solutions and access, sharing content and courses, integrating solutions, and unifying the learning management system (Learning Machine System, or LMS).

In 2022, Canvas started to include accessibility and inclusion features, consisting of 25 solutions aimed at improving the user experience for people with some disability. Among these solutions, there are options for navigation by voice command, or

keyboard and auto contrast, among others. As a solutions hub - including for example, access to products from our healthtechs, such as Bioatlas, interactive 3D content for the study of the human body - Canvas added several other features in the period. Among them are:

- **Workalove.** A tool that provides career guidance to students, introduced in 2022 by 23 schools. Through this tool, we disseminate best practices for schools, so that they can set up career centers to support students in developing their career plans, starting with internships, thus contributing to the employability of our students. The platform also encourages the production and curation of content, to help prepare students for the challenges of the labor market.
- **Afya Language Academy.** In 2022, we began to offer our students, professors and other employees, free online language courses, in an asynchronous format. Through a

platform accessed through Canvas, the student has access to classes in 25 languages. By the end of the year, this environment had more than 30,000 students enrolled.

During the first months of 2023, the number of Canvas users has practically doubled. We have moved, for this tool, the entire base of students, professors and subjects of UniSL Porto Velho (RO), as well as UNIGRANRIO (RJ). The Canvas also began to host, during the period, the base of the Unit Alagoas (AL), as well as the internship and 1st term of Medical course of Fics Jaboatão do Guararapes (PE), both acquired in 2023.

Student Experience Center (SEC). A space in which we welcome students, providing support during their academic journey. The purpose of these structures, installed in our schools, is to foster the well-being of these students, many of whom far from their families. The SECs also act to help and provide assistance, so that students can make their learning easier or enhanced.

Still fairly recent in our organization, these centers began to operate effectively in 2022, as they were created at the end of the previous year. For this first year, the SECs focused their efforts on actions aimed at promoting mental health. A comprehensive agenda was organized throughout the year, with training sessions, lectures, workshops, and brochures, aimed at addressing this issue with the students. These actions were made available to 100% of our students.

Less paper and more technology.

Less paper and more technology. Several routines regarding assistance to students, in the offices of schools, were 100% automated, an achievement that reflects both in the reduction of time dedicated by employees to assisting students, and in the reduced use of paper.

This result was achieved through a project developed in the 1st cycle of the Afya 2022 Trainee program. Through this project, the Information Technology (IT), Customer Experience,

and Secretariat teams worked as a group to automate processes, in order to achieve more responsiveness and student satisfaction in the interface with the schools, in addition to gains in productivity on the part of the employees.

Gains in operational efficiency

- Over 35,000 documents generated digitally and instantly, accessible to the student via self-service.
- 70 packs of 500 sheets of paper saved in less than 3 months.
- More than 4,600 hours of employee work, formerly dedicated to these routines, can be allocated to other functions (considering that each assistance to students, in the old format, used to take an average of 8 minutes).

BEST SCHOOL IN ASSISTANCE TO STUDENTS

We have created an award to recognize and honor undergraduate and graduate units that stand out for their excellence in assisting students. Named CX Awards Afya, the award includes five categories, and in this first edition, there were 48 participating units, being 13 graduate, 33 undergraduate, and 1 medical residency preparation unit (Medcel). One of the award categories elected the best care professionals of the year. In total, more than 400 employees who work daily with student services, either in the front line of the Student Centers or in the BackOffice, competed for the award.

This award - which will be granted on an annual basis - was motivated by the evolution we have achieved in the internal culture of client experience. All our units, regardless of the type of business, size, or regionality, are comparable on this issue. We created management indicators and standardized KPIs, which were considered among the criteria for selecting the winners.

1st edition of the CX Awards Afya

- **Best Unit of the Year:** FASAI (BA)
- **Best Customer Service Professionals:** Larissa Marcilio Lopes - FAMEG (PE)
- **Best Student Satisfaction:** ITPAC CRUZEIRO DO SUL (AC)
- **Best Unit by Regional:**
 - UNIVAÇO (MG) - Regional I
 - FASAI (BA) - Regional II
 - FAMEG (PE) - Regional III
 - IPEMED Belo Horizonte (MG) - Best IPEMED Unit
- **Best Regional Unit of the Year:** Regional III - FAMEG, ITPAC CRUZEIRO DO SUL, UNIFIPMoc, FCM-PB, FASA Moc*, UniREDENTOR and UNIGRANRIO

*Integrated to UNIFIPMoc in 2022.



HEALTHCARE SIMULATION CENTERS

Medicine in action

We consolidated the operation of the Healthcare Simulation Center (HSC) at ITPAC PALMAS (TO). This structure, besides having been **acknowledged with an international award**, has been replicated to other schools. At the close of 2022, six schools, with Medicine courses, held healthcare simulation centers in their structures: FCM-PB (PB), UniSL (RO), FESAR (PA), ITPAC PORTO (TO) and UNINOVAFAPI (PI), besides ITPAC PALMAS. Another six units are in process of installation and, in 2023, will be added to this list: UNIGRANRIO - Barra da Tijuca campus (RJ), UNIVAÇO (MG), UNIDEP (PR), UNIFIPMoc (MG), FASAI (BA) and UNIPTAN (MG).

In these spaces, we allow the Medicine student to learn, in practice, in a simulated/controlled environment, the exercise of the profession, training skills that the general practitioner needs to develop. Thus, the Afya school

undergraduates leave the university, prepared to work in primary care, urgency and emergency, and assume their first shifts with more confidence.

The HSC are part of the MSA (Medical Skills and Attitudes) curricular matrix, from the 1st to the 8th term. In these spaces, students learn a variety of skills, including wound suturing and ways of communicating with patients' families, among others. In 2022, for example, transgender care was included in this form of learning and approach. The experience that the students acquire in the Simulation Centers during the course also adds points to those who will go on to medical residency.

In order to standardize the practices in the HSC, and the management of these centers, in line with the best international benchmarks, we created the National Simulation Commission, made up of medical professors,

specialized in this subject. This team has been acting, among other fronts, to prepare and adapt the other HSCs to receive the same international certification granted to ITPAC PALMAS, in 2022. The main purpose of these movements with the HSC is to train our students with the best international practices in health simulation, and, at the end of the course, that all of them leave with the original LIFE SUPPORT courses taken.

A differentiation in our curricula is the alliance between teaching and medical practice, and this proposal is further strengthened by the creation of specialty outpatient clinics in the schools themselves, known as Integrated Health Centers (IHC), which are present in all of our *Mais Médicos* units, for example, among others.

INTERNATIONAL STANDARD IN TRAINING HEALTH PROFESSIONALS

ITPAC PALMAS (TO) has achieved an unprecedented feat: it has become the first educational institution in Brazil, dedicated to undergraduate health care, to receive the Accreditation Seal from the Healthcare Simulation Society (HSS). This certification, granted to its Healthcare Simulation Center, places the simulation pedagogical practices adopted by the school, on the same level as those found in the best international institutions, such as Stanford University, Harvard, and the University of California.

STUDENT EVALUATION

Institutional Progress Test.

Approximately 53,000 progress tests were administered, in 2022, to students in Law, Medicine and Dentistry courses. In a self-assessment format, this test allows us to track the academic performance of students during the course. It also allows us to assess and measure the students' gain in cognitive knowledge, to check the evolution of cognitive performance in the various areas of the course, as well as to serve as a formative assessment and an indicator of potential problems.

Tests applied, in 2022, by course:

32,000 for medical students

5,000 for law students

6,000 for dentistry students

National Medical Evaluation.

We created exams with national coverage in the Medicine course, replacing the ones that were the responsibility of each school in the group. This format covered 100% of the N1 and Integrating exams, from the 1st to the 5th terms. Developed by our professors, these evaluations contribute to the standardization of our teaching process and standards, and enable a closer control and follow-up of the courses, besides allowing the comparison of the teaching offered by our schools, among other points.



DIGITAL SOLUTIONS INCLUDED IN THE KNOWLEDGE TRAIL

We have extended the scope of our digital solutions in Medical Education, aiming at supporting students, and providing them with access to other content and tools that complement in-person teaching in the classroom. Medcel's solutions and the "Whitebook", for example, are used by students in the internship. "Shosp", in turn, is used for the outpatient clinic management in the Continuing Education units.

Beyond the classroom

Below are some of our digital solutions used to help students in the learning process:



⁶A user can respond to the survey more than once.

CURRICULUM MATRIX

Teaching Plan System. We have unified the Teaching Plans of all Afya course matrices in 2022. As a result, the control of these plans is now performed in a single platform, which makes unified management easier, as well as other processes, such as versioning and editing of these plans. This system was designed and developed by our Teaching teams, through our Educational Technologies and Information Technology (IT) teams.

EVALUATION OF THE SCHOOLS

OWN ASSESSMENT COMMITTEE (CPA, acronym in Portuguese)

The CPAs are a mandatory structure in all schools in the country, in accordance with the sector's regulations, and their role is to coordinate the evaluation processes in the units. They are made up of

professors, students, administrative staff, and representatives of the organized civil society. According to the institutional evaluation of our schools carried out by these stakeholders, in 2022, we exceeded the average ratings recorded in the previous year, for the dimensions considered, resulting in an increase in the level of favorability and satisfaction. For this approach, we counted on the participation of more than 100,000 users.

The results obtained allow us to identify opportunities for improvement in the units, and also to evaluate our professors on an individual basis, which provides us with metrics related to quality, including faculty, structures, and courses, among several other aspects that are evaluated.



PROFESSORS: TRAINING AND SUPPORT

One of the foundations for the quality of education in our schools are the professors. As we recognize the strategic role these professionals play in the education of our students, we have invested a lot of effort to provide our faculty members with appropriate working environments, in which they can develop professionally, as well as with opportunities and initiatives aimed at updating knowledge, research and specialization.

Among the initiatives developed during the year, in this area, the following stand out:

Pedagogical Support and Faculty Experience Center (NAPED, acronym in Portuguese). This structure is a feature of all our schools, created to support professors in their teaching practice, and assist them in didactics and in the exercise of their profession. In addition to the role of supporting faculty members in their academic routines, the NAPEDs have been reinforcing and consolidating a program, aimed at

contributing to the technical training and knowledge update of professors - both through specific training and by encouraging research and organizing events, which favor the teaching and professional practice of professors. Both through specific training, and by encouraging research and organizing events that foster the exchange of experiences and learning.

In 2022, for example, more than 1,200 hours of in-person training were delivered, including workshops and lectures, offered by NAPED, and offered to professors in the Faculty Development Weeks, which take place in all schools. In the online format, 87.5% of our professors have attended courses that are available at the Afya Corporate University (ACU), our training and qualification platform.

The NAPEDs, one of the differentials in Afya's undergraduate structure, are the result of the exchange and dissemination of good practices among our schools. Mandatory spaces in the *Mais Médicos* units, they are replicated

in the other units, in view of the good results they present.

In addition to these initiatives, others stood out in the period:

- **NAPED Day 2022.** An annual event created especially for professors. The event is held nationwide and takes place over a single day, simultaneously in our schools. In its 3rd edition, the program included several in-person and online activities, such as workshops, lectures with experts and guest academics, and presentation of studies and research, among others. Also on this agenda are the FETEX, spaces in which professors can present their academic research. The best publications are gathered in a book, to be released in 2023.

- 14 hours of NAPED Day 2022
- Over 40 simultaneous activities
- 80% adherence of Afya professors
- 2,305 professors registered
- More than 10,500 enrollments in different lectures and workshops

- **International Forum on Academic Innovation STHEM Brazil.** International event of academic innovation, aimed at fostering and integrating innovative teaching practices, as well as stimulating research and extension, boosting cooperation among schools. This event is held annually, and in its 8th edition, it was organized as an on-line event, in synchronous format. All Afya schools had papers approved for the event, and 82% of the presentations were made by Afya professors, a mark that is double the one registered in 2021. STHEM - the acronym for Science, Technology, Humanities, Engineering and Mathematics - is a consortium made up of more than 60 public and private schools - of which Afya's schools are members - aimed at fostering and motivating academic innovation and active learning.
- 263 papers approved
- 430 professors involved
- 82% of the papers in the event originated from Afya

Training for Coordinators. Faculty members, who wish to act as course coordinators, can now rely on Afya's support for this career transition. In 2022, we launched an initiative that aims at enabling professors to exercise this function by offering graduate course options - both *lato sensu*, offered by IPEMED, our Continuing Education unit, and by other institutions, and *stricto sensu*, offered by UNINOVAFAPI and UNIGRANRIO. This project is geared towards Medicine undergraduate professors, and focuses on the professionals who teach in the schools that operate in the North and Northeastern regions of the country, and are native of those locations.

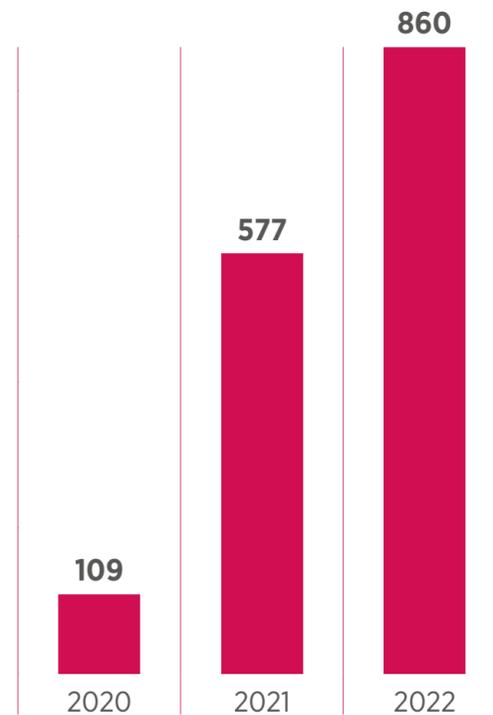
Medical Specialties. The investments in the qualifications of the professors also include the courses in medical specialties offered to the faculty members in this area, who have a generalist background. This initiative is the result of a partnership between the higher education area, and IPEMED.

ACADEMIC PRODUCTION

International Academic Publications.

We have renewed our mark each year, in terms of academic productions published in journals and congresses abroad. In 2022, our students and professors published 860 research studies in journals and congresses, both in Brazil and abroad, a number 49% higher than the previous year, which had already been significant. The growing volume of academic productions evidences our commitment to offer the highest standards of quality in teaching, and to support research, fostering the multiplication of knowledge. This reflects the joint efforts of directors, coordinators, professors and students of our schools in this direction.

Number of international Publications



Scientific Journals. The increase in intellectual production in our schools has also contributed to the multiplication of scientific journals. In 2022, 18 schools of our group, 56% of the total, contributed with these journals. In terms of number of publications, we more than doubled from 13 in 2021 to 31 in 2022.

The evolution, however, is not restricted to quantity, but also to quality. We are evolving in the number of journals that have been evaluated by the *Coordenação de Aperfeiçoamento de Pessoal de Nível Superior* (Coordination for the Improvement of Higher Education Personnel – CAPES), and most of them among levels A4 and B4 of the Qualis/CAPES seal, a reference in the classification of scientific journals.

Aficionados por Ciência (Aficionados for Science).

This is a research support program, aimed at granting scholarships to researchers. Through this program, professors and students from all fields of knowledge, both undergraduate and graduate, who carry out research activities in health-related areas, are selected for topics that are connected to primary health care. Through this program, we contribute to the training of researchers, reinforcing the practice involving the development of knowledge in academic environments. In 2022, we granted research scholarships to 24 projects, and provided subsidies to 17 researchers, among students and professors, for their participation in scientific events.

OUR STUDENTS AND PROFESSORS PUBLISHED 860 RESEARCH STUDIES IN 2022

INTERNSHIP 4.0

In 2022, Internship 4.0 - the period that comprises the last four semesters of the Medicine course - completed its first year of activity. During this phase of the training, the curriculum is formed by 80% practical and 20% theoretical classes, in line with the legislation. At Afya, however, we have developed a differentiated proposal for the "4.0", in which we emphasize knowledge, skills, and attitudes that the student needs to develop, in order to practice Medicine with autonomy and safety, a model inspired by the practices of large international institutions.

Thus, the internship 4.0 is conducted from a matrix that is based on 13 EPA capabilities. For the theoretical part, we have introduced learning trails, in which students have access to content asynchronously and synchronously, on the Medcel platform - one of the healthtechs in our ecosystem -, during the course of the entire internship.

During each week of the internship, the student moves along this learning trail, with the support of tutors. During the evaluation, the students are assessed based on three aspects: cognitive, skills, and attitudes, and approval requires a performance of at least 70% in each of these aspects.

In 2022, the internship 4.0 was enhanced, with the theoretical part now being covered through lectures, and activities performed under the guidance of a local preceptor.

IMPACTS ON SURROUNDING COMMUNITIES

Extension Projects. A total of 1,139 activities were developed in our schools, with the involvement of students and professors, focusing on the surrounding communities. These initiatives derive from our Extension Projects, included in the academic curricula to bring teaching and practice closer together, thus fostering social responsibility among the students. Several communities, all over Brazil, have benefited from the extension actions. The initiatives were organized on several fronts, such as environmental management, promotion of health, human rights, diversity and inclusion, and solidarity campaigns.

SDGs included in the academic curriculum. As of 2023, all schools in the country will include Extension activities in their curricula, in compliance with the Resolution of the National Education Council, linked to the Ministry of Education. This document lays down the principles,

foundations, and procedures that must be observed in planning, policies, management, and evaluation of these initiatives, which must be based on promoting the transforming interaction between schools and the other sectors of society, through the generation and application of knowledge, in a permanent coordination with teaching and research.

Based on these guidelines, in 2022 we developed the pilot project for the curricularization of extension, incorporating, to the subjects covered in the undergraduate Medicine, pedagogical initiatives that encompass activities developed beyond the teaching institution.

At the São Lucas University Center Ji-Paraná, in Rondônia, and at the UNIFIPMoc, in Minas Gerais, we developed two collective actions, both aimed at health promotion and disease prevention: a work in partnership with

municipal schools, to raise awareness among teenagers about 'sexually transmitted diseases', and another aimed at preventing the transmission of dengue fever, providing guidance on preventive measures to combat the *Aedes Aegypti* mosquito. With the good results achieved with this pilot, the project will be extended, in 2023, to all schools with undergraduate degrees in Medicine.

The activities in question will add up to a workload of 720 hours, divided over four years, and will be developed in partnerships with Municipal Health Secretariats, civil society institutions, and non-governmental organizations. The subjects of the actions - always related to health promotion and disease prevention - will be determined among the students, professors, and partners.

The aspects and themes to be developed in Extension in Higher Education are determined by the schools, as an interaction of those involved, and must comply with the guidelines of the MEC resolution. In

our units, we have chosen to structure them based on the 17 Sustainable Development Goals (SDGs), included in the 2030 Agenda, established by the United Nations (UN). Thus, we will enable students, under faculty supervision, to put into practice the theory taught in the classroom, together with activities linked to the exercise of citizenship and social responsibility.



EaD HEALTH

Starting in the second semester of 2023, we plan to expand the offer of **distance learning (EaD)**, acronym in Portuguese) undergraduate courses. The operation will focus on courses in the Health area, such as Biomedicine, Physical Education, Physiotherapy, Aesthetics and Cosmetics, Pharmacy and Nutrition, both in 100% digital and hybrid format, in which practical classes can be attended at the facilities of our schools with Medicine courses. There is a structure for students to develop their skills in laboratories and specific classrooms. Our territorial coverage - since we have medical degrees in all five regions of Brazil - will provide our **EaD Health** with a territorial reach that has never been seen before in this segment.

Over the course of 2022, we developed the entire project and structuring of **EaD Health**, including the construction of the academic archive, and the recording of classes that will be made available on a digital platform. Our performance in this niche is an example of value creation, from the gains in synergy between Afya's units, since it is being created on the basis of the experience and know-how of UNIGRANRIO, which is a benchmark in this teaching format. The certificates of our EaD Health courses shall be issued by UNIGRANRIO, which holds the highest respect in the Ministry of Education.

CONTINUING MEDICAL EDUCATION

GEOGRAPHICAL EXPANSION AND DIVERSIFICATION OF COURSES

[GRI 2-1; 2-6; 3-3]

In 2022, we proceeded with the **expansion of Continuing Medical Education**, a strategy focused both on **geographic reach** and on **course offerings**. **IPEMED**, our brand in this area, ended the year with a physical presence in 13 Brazilian cities, a number that includes two inaugurations during the year: in Montes Claros (MG) and Porto Velho (RO), and with 56 active courses, including in-person, hybrid, and distance learning. Of these, 34 were launched in 2012.

The number of students has also kept pace with this growth. We begin the year 2022 with 154 groups of students and 509 faculty members. At the end of the year, with 215 groups, 1,068 professors, and 4,280 students enrolled, up by 34% from 2021. This growth confirms the correctness of the strategy adopted. With the end of the restrictions imposed during the covid-19 pandemic, and the resumption of in-person classes, we were ready to

receive the new students who returned to seek theoretical training, both through *lato sensu* certification and short term formats, improvement and fellowships, in a variety of specialties, such as Dermatology, Psychiatry, Endocrinology, Nutrology, and Geriatrics, which currently stand out among those with the highest demand.

The increased physical presence of IPEMED enables physicians who want to continue their studies, to avoid having to migrate to the country's large centers, a movement that is done by six out of ten professionals who graduate, according to recent surveys. The territorial diversification facilitates the access to specialization and graduate programs, which contributes for the physician to settle, for example, in the countryside of the states, where there is a lower concentration of these professionals: surveys indicate that 55% of the Brazilian physicians work in capital cities, which concentrate

only 23% of the population. Another relevant social impact is the training of professionals who provide specialized care to the population. It is estimated that about 40% of the physicians who work in Brazil are generalists, which is reflected in the scarcity or inexistence of the offer of certain medical specialties in many locations. As we expand, we contribute to minimize this imbalance.

Another measure taken, in 2022, was the replacement of paper by digital versions, in the preparation of its didactic materials. This measure combines a positive impact on the environment - since it reduces paper consumption - with the convenience offered to graduate students, who can access 100% of the archive online, from wherever they are. Once the digitalization was completed, the material went through revisions and updates, a process conducted by the best professors, from each medical

specialty. As a result, physicians from different parts of Brazil now have access to the same academic content.

This digital and sustainable measure is the result of the partnership between Afya's management and quality area and IPEMED. Through this measure:

- **30 tons of paper will be saved each year**, a volume equivalent to almost half the height of Pico da Neblina, which measures 1,277.28 meters.
- **80 million liters of water** will be saved in the manufacturing process.

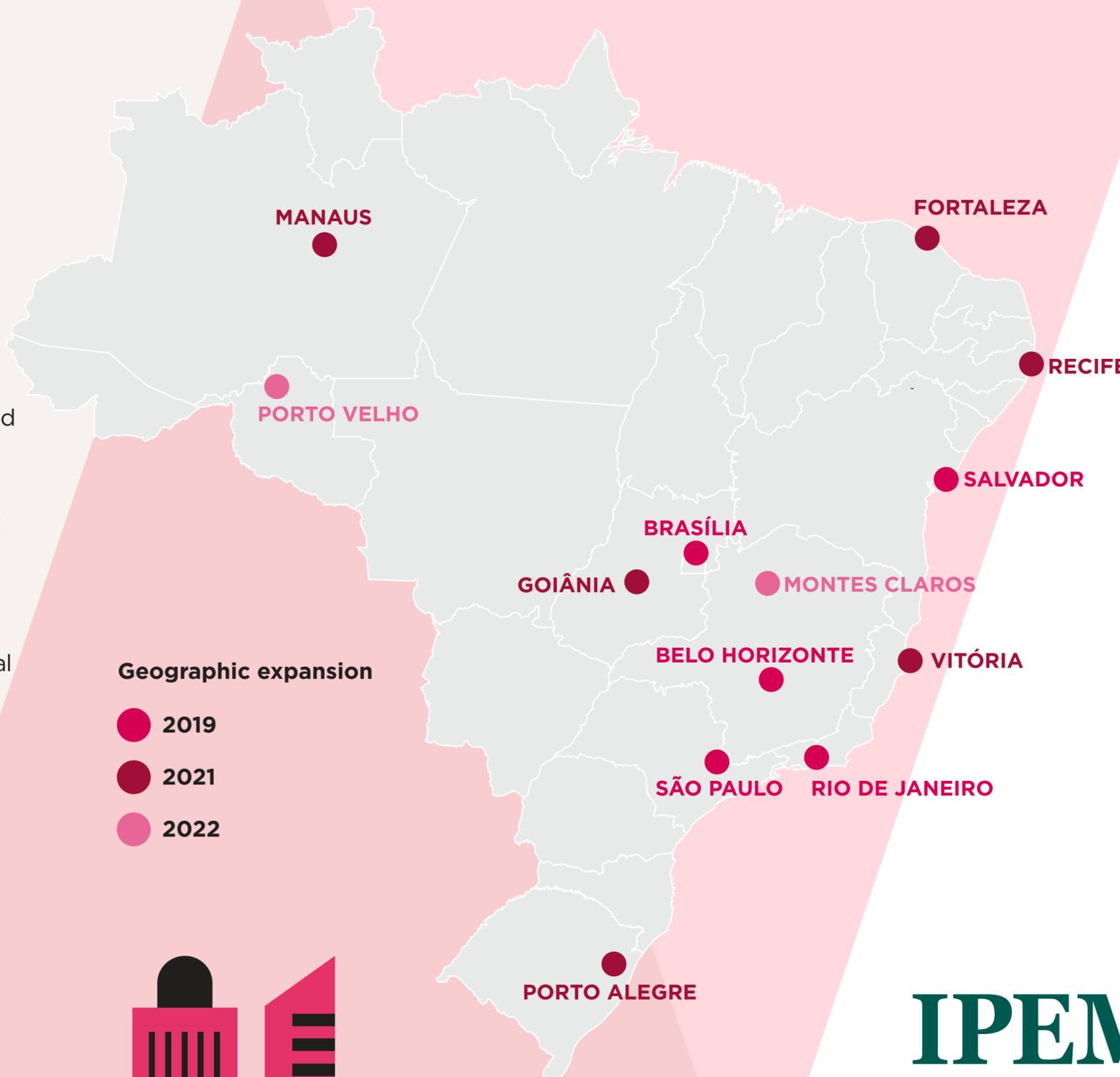


[Learn more about IPEMED here](#)

Geographical reach

With the opening of new units in 2022, we will more than double the geographical presence we had in 2020, when we began to implement IPEMED's expansion strategy. At that time, there were five units, based in Belo Horizonte (MG), Brasília (DF), Rio de Janeiro (RJ), Salvador (BA) and São Paulo (SP). In the subsequent years, we established our first addresses in the Northern and Southern regions of the country, strengthened our presence in the Northeast and started to cover all the capitals in the Southeast. The number of courses also accompanied this expansion, rising from 13 courses in 2020 to nearly 60 today. The total amount invested in this expansion strategy comes to R\$ 28 million.

Course Diversification. At IPEMED, physicians can choose from dozens of options for graduate studies, including in-person, hybrid and online formats, with an average duration of 18 months. We also offer the Gold Standard courses, the denomination given to the graduate *lato sensu*, which offers training compatible with that found in medical residency, with a



IPEMED in numbers

- 34 courses launched in 2022
- 56 active courses
- 11 100% in-person courses
- 37 hybrid courses
- 8 online courses
- 215 active classes
- 18 medical specialties and multidisciplinary courses
- 1,068 registered professors
- 166 institutional partnerships

IPEMED
FACULDADE IPEMED DE CIÊNCIAS MÉDICAS



long-duration course load, concentrated in fewer days of the week, which gives more flexibility to the student's schedule. The curricula include practical education, under the guidance of highly qualified professionals.

With the Gold Standard courses, we meet a growing demand, since the number of Medicine undergraduates has been growing every year, and the supply of seats for Medicine residency courses, offered by the Federal Government, has not kept up with this pace. Currently, there are only about 17,000 per year, according to the Medical Demography of 2023, while at least 35,000 physicians enter the market every year. Therefore, there is an imbalance between supply and demand, which will persist in the coming years, making room for private courses, such as the one offered by IPEMED.

Afya has been investing in new courses and developing programs in partnership with state health secretariats, medical cooperatives, and several institutions that are references in the sector,

such as the Cancer Foundation, Colégio Brasileiro de Cirurgiões and UnitedHealth Group, and with renowned physicians in certain specializations, in order to deliver a more solid education, in line with the skill matrices.

Social Impact

When we open an IPEMED unit, we are taking, to other parts of the country, more than just Continuing Education to physicians. We are making access to health care more democratic, by offering free medical consultations, in several specialties, to the communities and municipalities close to the units.

All IPEMED units hold their own first-class outpatient clinics, which are the structures used for practical classes, so that the physicians can put the theory they have learned into practice, treating patients registered with the Unified Health System (SUS). Patient screening and referrals to the specialists are mostly done by the municipalities located near the units. In 2022, our operations covered 299

municipalities, and the monthly average of consultations was 2,700. To further increase the impact of this action on the communities, we encourage patients, whenever possible, to make donations of non-perishable foods, supplies that we direct to entities, to be distributed to the most vulnerable groups.

In 2022, the management of our outpatient clinics was perfected: we digitalized 100% of the activities, with the use of solutions offered by our healthtechs, which have further contributed to facilitate the contact between the physician and the patient.

More Access to Health

299 municipalities covered by the units

3,051 kg of food collected for donation

2,700 free medical consultations (monthly average)

32,858 free medical consultations in 2022

CERTIFICATION

Excellence in quality care and health

The good patient care and safety practices adopted by IPEMED's São Paulo unit has made it possible to renew, in 2022, the certification granted by the National Accreditation Organization (ONA, acronym in Portuguese).

This seal, granted by ONA - a non-governmental and non-profit entity that coordinates the Brazilian Accreditation System (SBA, acronym in Portuguese) - confers distinction to entities and institutions that offer quality health services, with a focus on patient safety. Thus, by being granted such a seal, IPEMED, besides being the first healthcare teaching institution to receive such a certification, reinforces the high standard of the education offered and its infrastructure.

DIGITAL SOLUTIONS

ECOSYSTEM CONSOLIDATION

[GRI 2-1; 2-6; 3-3]

We proceeded with the consolidation of our digital solutions ecosystem, through the acquisitions of healthtechs, a strategy we have adopted since we started operating in this segment in 2020. During this period, Afya has acquired 11 new digital solutions companies, in addition to Medcel, which offers a digital platform for the preparation of medicine residency and which, together with NRE Educacional, led to the creation of Afya. Three of these new companies were acquired in 2022: "Além da Medicina", dedicated to education and medical careers, "CardioPapers", a platform for content and medical learning, and "Glic", the first app launched in Brazil, aimed at diabetes treatment and blood glucose management.

Such advances strengthen our business model, which is 100% focused on offering

digital solutions to physicians, aimed at providing support in their educational and professional journeys, to enhance their training, as well as increase assertiveness and productivity. We closed the year 2022 with over 260,000 physicians and medical students connected to our digital solutions ecosystem, up by 5.3% over the figure for 2021.

The three acquisitions made in 2022 complement the pillars that are the foundation of our Digital Solutions⁸ to support physicians in their professional activities, including bedside decision support, patient relationship, and practice and clinic management, as well as content and continuing education, among others. All these solutions are gathered in the group we call **B2P (business to physician)**:



¹ Medphone, acquired in November 2020, was integrated into the Whitebook solution in the following year. Medicinae was acquired in March 2021 and soon incorporated into the iClinic suite, under the name iClinicPay.

Pillars of Digital Solutions Afya



1

Content & Technology for Medical Education (CME)



MEDCEL
ALÉM DA MEDICINA
MEDICAL HARBOUR
CardioPapers

2

Clinical Decision Support



WB WHITEBOOK Clinical Decision
medphone
PEBMED

3

Practice Management Tools & Electronic Medical Record



iClinic
Shosp
RX PRO
AgendarConsulta.com powered by iClinic

4

Telemedicine



iClinic

5

Digital Prescription



iClinic Rx

6

Physician-Patient Relationship



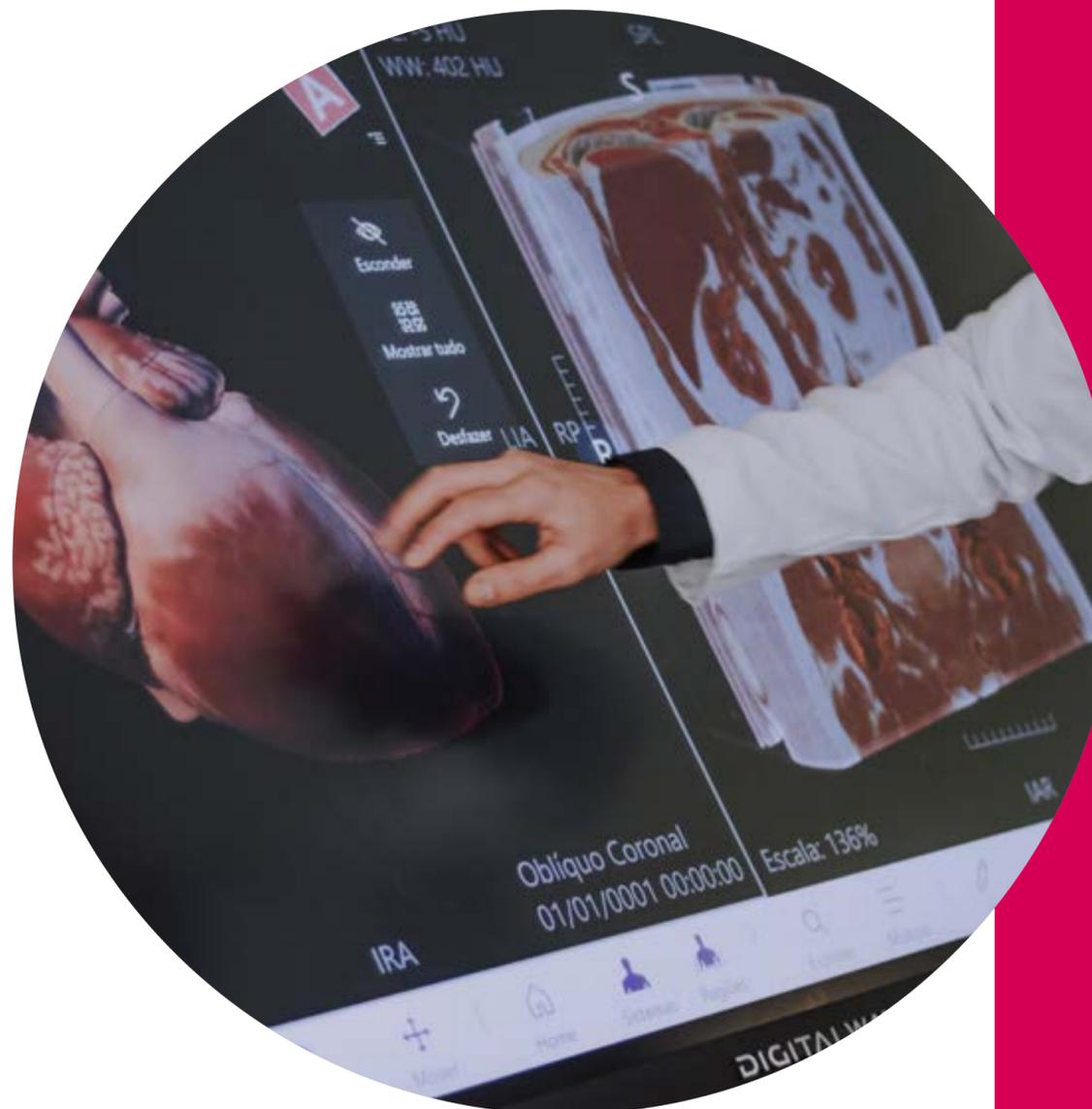
glic
clique farma

**Active users as of December 2022
in B2P* digital solutions:**

- **16,539** in Content and Technology for Medical Education
- **221,762** in Support for Clinical Decision and Medical Update
- **20,936** in Electronic Records and Office Management
- **1,473** in physician-patient Relationship

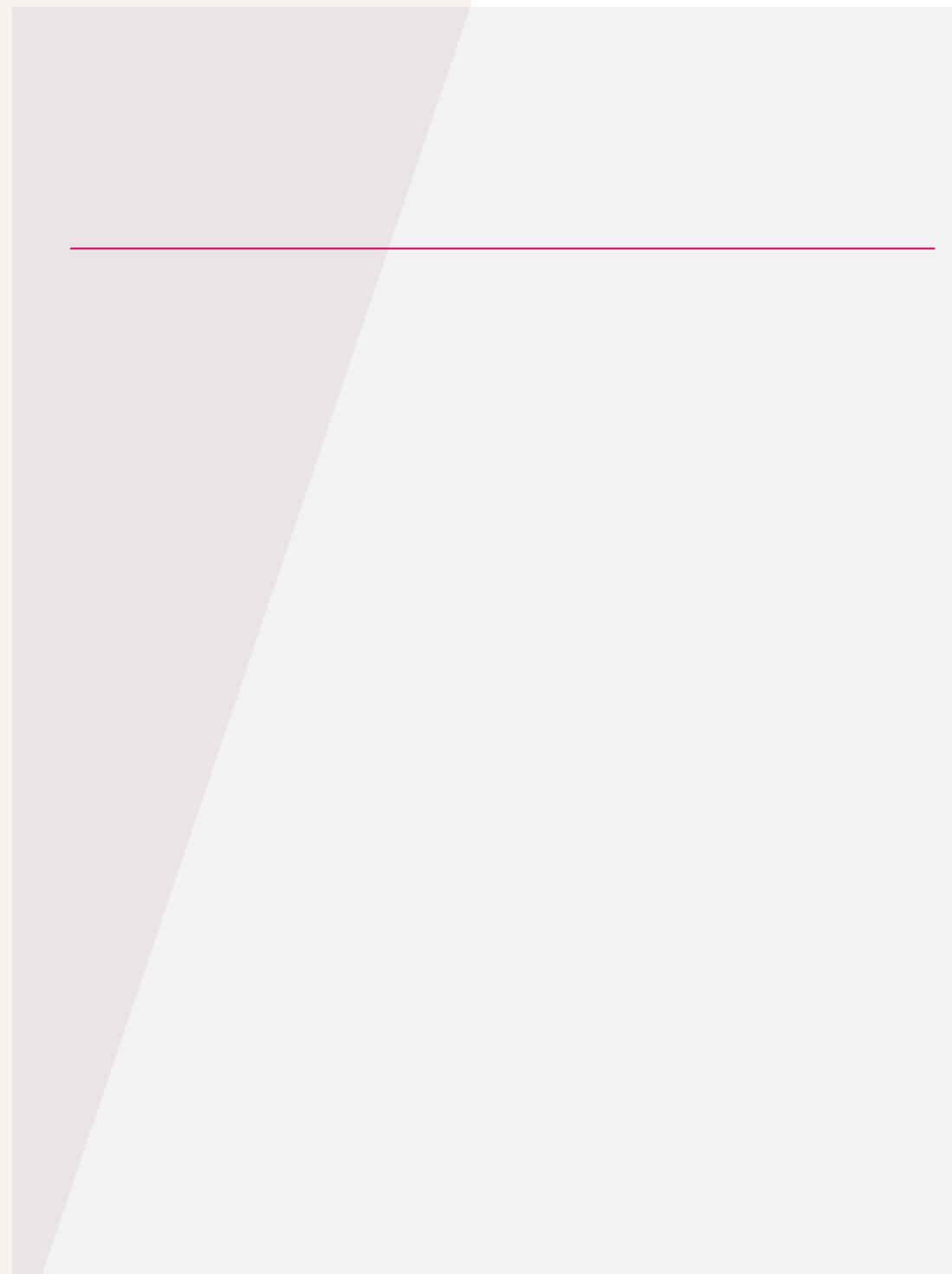
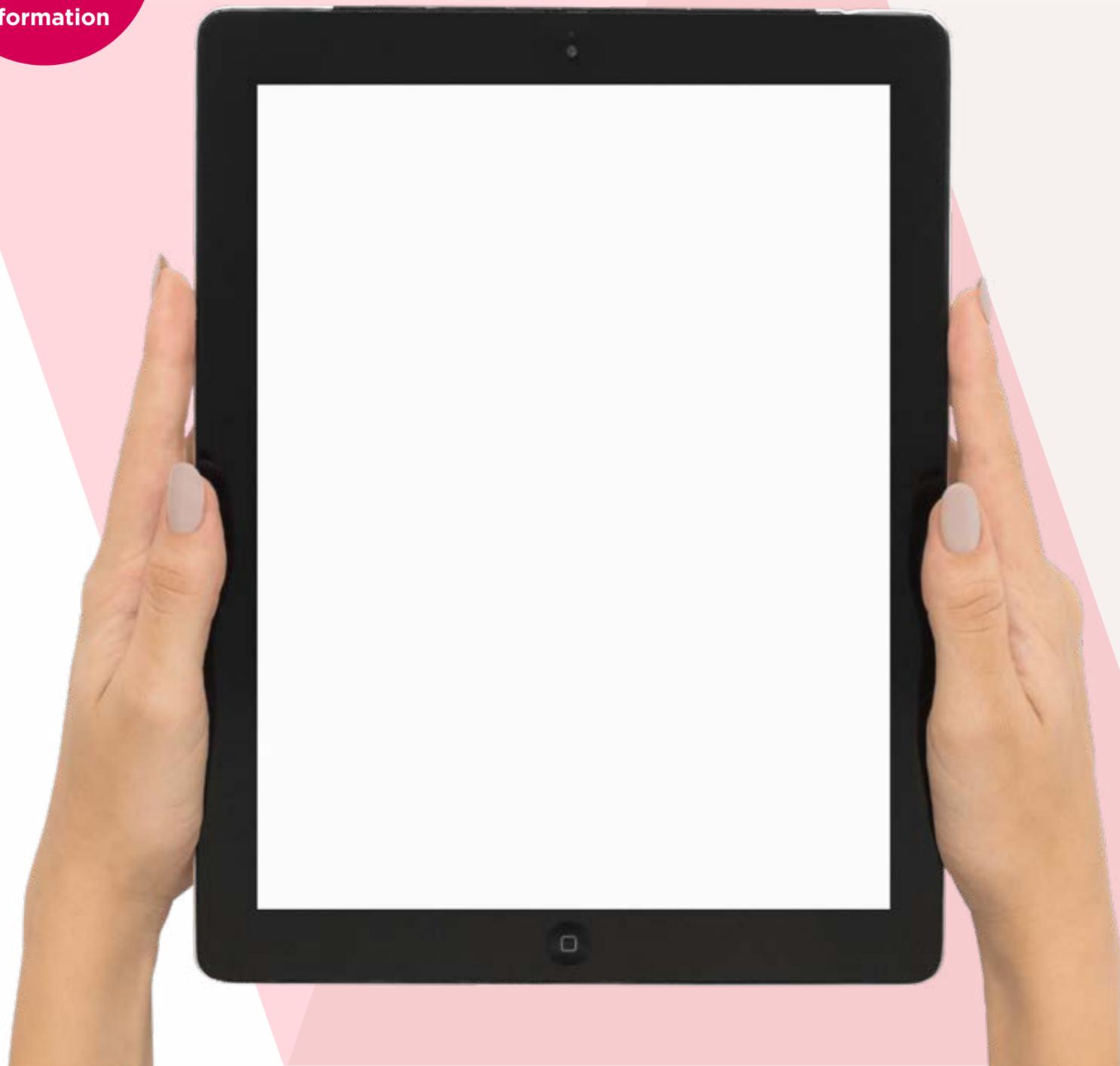
*A physician or student can be user of more than one solution.

The high number of physicians served by these B2P solutions generates audience and quality data, therefore enabling us to develop **B2B (business to business)** solutions, which bring physicians closer, in an innovative way, to pharmaceutical industries, laboratories, drugstore chains and hospitals, in addition to health operators and insurers, always focusing on being relevant and creating value for physicians. During our first year of operations, in which we prioritized the approach to the pharmaceutical industry with solutions to provide access to physicians, we won 97 contracts, with 45 clients.



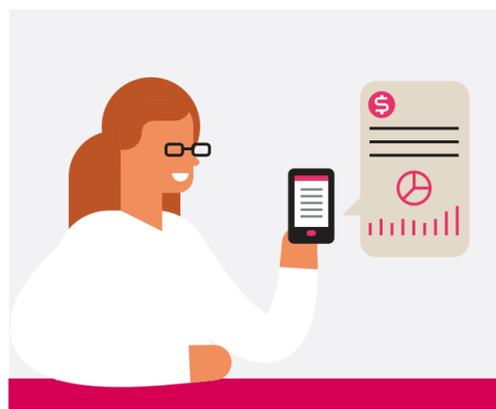
INTEGRATED ECOSYSTEM

These advances were accompanied by improvements in management routines and processes, adapting them to the growth in the Digital Solutions vertical. We have created, for example, a Technology Department, 100% focused on our digital strategy business. Crosscutting all healthtechs, this structure was designed to integrate platforms and services of the companies in the ecosystem, which entails sharing knowledge and best development practices, in addition to a series of other actions, such as capturing synergies and increasing collaboration, cybersecurity and product scalability. This area reports to the vice-presidency of Digital Services, and works closely with Afya's Information Technology Division, both for the integration of digital products with corporate systems, and to ensure user Security and Privacy issues.



Interconnection and complementarity between digital solutions

In 2022, we accelerated the integration of the various healthtechs that are part of the Afya ecosystem. The synergies we have captured from this movement have allowed us to combine and optimize products, improve tools and create solutions, contributing to deliver more value to physicians in the exercise of their profession, while strengthening our proposal to be a partner throughout their educational and professional journey. We have advanced to a model of interconnection and complementarity among digital solutions, further enhancing our deliveries.



B2P – BUSINESS TO PHYSICIAN

Pillar 1: Content and Technology for Medical Education

Medicine is one of the professions that most demands the search for knowledge and updating. In response to this need, we offer complementary education solutions, which can be accessed whenever the physician wishes, throughout his/her professional career. Under this pillar, we gather support in the preparation for medical residency, as well as for obtaining medical specialty degrees, and training in various skills (hardskills and softskills). The proposed value of these deliveries has been complemented and reinforced through two acquisitions made in 2022: "Além da Medicina" and "CardioPapers".

Além da Medicina

A medical education company, engaged in offering tools and solutions for

physicians to develop skills additional to those learned in medical courses, useful for the practice of this profession. The portfolio is divided into content and mentoring for students in preparatory courses, courses on related topics, financial education for physicians, and support for opening and managing offices and clinics.

CardioPapers

This is a platform for content and medical education, focused on preparation for Cardiology specialization exams, as well as short courses on technical topics in this area. CardioPapers' experience and results made it possible, in 2022, to expand the "Papers" brand to other Medicine specialties. Thus, the following have emerged: Endocrinopapers (endocrinology), GOpapers (gynecology), Pedpapers (pediatrics) and Dermatopapers (dermatology).

Medcel

We have reengineered the entire study experience, to offer our students an

approach focused on improving their performance on residency exam day, thus transforming innovation into approval. Through an innovative method, developed by physician professors, and supported by algorithms, we have guided the student to the content and subjects that he/she needs to study.

This new methodology, which caters to the individual needs of each student, is based on questions. After the theoretical classes, the student answers a mock exam to test his knowledge. It is also possible to create personalized mock exams and full-length tests, with questions that have already been included in the exams taken by the country's major schools in recent years. This study dynamics allows for an analysis of the student's performance, indicating the subjects in which he needs to concentrate more.

Coupled with the technology, there is the individual and personalized monitoring of a study advisor, who is focused on leveraging the student's performance until exam day, helping them stick to their study plans and schedule, in addition to answering questions on the platform.

Moreover, the educational program "Mentoria Residência" (Residency Mentoring), from the "Além da Medicina" portfolio, is added to this solution, so that the Medcel student is accompanied by a resident physician, who has already gone through the preparation phase in which the student finds himself. A psychologist is also available to offer emotional support to the student, and help him/her control stress and anxiety during this phase of the medical career.

Learn more in the section

HEALTHTECHS - technical profiles



Pillar 2: Support to Clinical Decision-Making and Medical Update

This is the group that gathers solutions that address technical and theoretical content, so that the physician can keep himself constantly up to date, in addition to tools that help him trace diagnoses in an increasingly assertive way.

PEBMED

Digital platform that helps physicians and medical students keep up to date. The largest portal for Medicine content in Portuguese, it brings together news and qualified technical content, with daily updates and publications with free access. On this platform, physicians are kept up to date in 37 specialties, with information produced by health professionals and editors.

Whitebook

Digital solution that offers reliable tools and updated content for medical

students and professionals seeking support for clinical decision-making and evolution in their professional journey. A leader in its segment, the "Whitebook" includes, among other features:

- **DDX:** a diagnostic assistant that uses statistical data to determine probabilities (Bayesian inference), in order to associate a given case with possible diagnoses. This tool helps the physician to evaluate relevant research hypotheses, in order to make decisions leading to an accurate diagnosis.
- **Decision Tracks:** also aimed at supporting the diagnosis, this feature presents points of attention, suggestions for conduct, and next steps to be followed, according to the findings throughout the case. It is also a tool for learning and practicing clinical reasoning and management.
- **Drug Interaction:** this feature, under development, will offer the physician guidance on the severity, effects, and management of the simultaneous

use of medications. Thus, it will contribute to prevent risks, such as increased side effects, reduced efficacy of the medication, or even toxicity to the patient.

Learn more in the section

HEALTHTECHS - technical profiles



Pillars 3, 4 and 5: Management of clinics and offices

Our activities on this front are based on “iClinic”, the most complete solution on the market for the management of medical offices and small clinics. From this solution, we have integrated and developed other tools, thus creating the “iClinic suite”, which includes “Shosp”, “iClinic Pay”, and “iClinic Rx”. Through a set of tools and functionalities, we help the physician in many tasks related to the routine of an office or clinic, ranging from electronic medical records, electronic prescriptions, and telemedicine, to administrative and financial management, including appointment scheduling and payment methods, among others.

Learn more in the section

HEALTHTECHS - technical profiles

Pillar 6 - Physician-patient relationship

This pillar brings together “Glic”, a tool for monitoring diabetics, and “CliqueFarma”, a digital search engine for medicines in the pharmaceutical distribution network. Through these tools, we connect the follow-up and conduct process of physicians with their patients, enhancing treatment adherence and engagement.

Glic

First app designed for diabetes and blood glucose management in Brazil. This solution provides assistance in the routine of diabetes care, through several functionalities, such as consultation and record of carbohydrates, insulin dose calculation, medication reminders and blood glucose monitoring. In addition to providing assistance to people with diabetes and their caregivers, it interfaces with the medical team in real time, through an electronic medical record, which allows professionals to make the best decisions for the treatment of diabetes.

CliqueFarma

Free platform for comparison of prices. Aimed at consumers, it aims to save money when buying medicines, as well as products related to health and well-being. It searches and compares prices on e-commerce, resulting in savings for the user and increased adherence to treatment.

Learn more in the section

HEALTHTECHS - technical profiles



B2B - BUSINESS TO BUSINESS

Operation aimed at making the connection between the physicians who use our healthcare ecosystem and the various sectors of the healthcare industry, such as pharmaceutical companies, laboratories, pharmacy chains, and hospitals, as well as healthcare operators and insurers.

In order to manage this front, we opted to initiate this approach with the pharmaceutical industry. The results, in this first year of operation, indicate that the decision was correct: we signed 97 contracts with a portfolio of 45 clients, which includes names such as Pfizer, Bayer, GSK, Roche, Boehringer Ingelheim, Abbott, Janssen, and Eurofarma.

As part of our strategy (see page 74), we have been developing solutions for the pharmaceutical industry to access physicians, in an innovative manner, more efficient, more relevant,

and creating value for the physician. In this sense, we provide digital solutions for the pharmaceutical industry to access the professionals that are users of our ecosystem.

Access to physicians is provided, for example, through our digital solutions for medical content, such as the “PEBMED” portal, which enjoys a broad audience among these professionals. Through these solutions, industries can develop, with our help, knowledge trails for physicians, by updating the ecosystem on new pharmacological treatments, and promote medical education, expanding knowledge towards more assertive diagnoses.

Sponsored content can be developed, and research can be published, for example, or medical and scientific events can be covered. In 2022, the B2B vertical conducted the coverage of five congresses, such as the European Congress of Cardiology, in August, which was curated by the “CardioPapers” team, a specialized medical team, with information about

cardiology, health professionals and students in the area. Another example is the distribution of drug samples to physicians, through our multichannel platform “RX PRO”. Our progress, on that model, in 2022:

Medical Education. Creation of content sponsored by industry players, distributed through our digital medical content solutions. Thus, the pharmaceutical industry can communicate with our physician clients, through our platforms, and physicians, in turn, can keep up to date, which assists them in making the best decisions.

Marketing. We can provide coverage of medical congresses and other scientific events, producing exclusive on-site content, and broadcasting it in real time through our channels, thus reinforcing the industry’s position as a major partner of physicians for education and updating. We also offer media solutions for the promotion of traffic and dissemination of content, through our digital channels, such as “Whitebook”, the “PEBMED” portal, and “iClinic”.

e-Detailing. Distribution of free samples of drugs and products to physicians, with a digital experience, through the multichannel platform “RX PRO”, which brings together content on the products, in addition to direct access to the pharmaceutical industry representatives. Through this platform, the content and samples are delivered to the physicians according to their choice, since the tool allows the professional to indicate time preferences for visits, for example, and the way he/she prefers to be approached, respecting the dynamics of the agenda he/she establishes in his/her patient care routine.

Insights. We rely on a research area, dedicated to developing studies on themes of interest to the healthcare market and physicians. It is possible to produce knowledge from the information contained in our platforms, and from the physicians’ practices, prescription habits and therapeutic choices, for example, bringing forth insights that allow the pharmaceutical industry to make better decisions and improve its strategy.

VIRTUAL REALITY

Our B2B portfolio for the healthcare market also offers digital solutions for the simulation of clinical cases, an innovative and dynamic way to learn new treatments or specific training for physicians and healthcare professionals. These tools, already inserted in our undergraduate Medicine courses, have been developed by “Medical Harbour”, one of the healthtechs belonging to our ecosystem. Among the solutions, we count on BioAtlas, which addresses, in 3D environments, issues related to anatomy teaching, bringing into cloud context all the value it already delivered, in an on-premises version.



Learn more in the section

HEALTHTECHS - technical profiles

ECONOMIC AND FINANCIAL RESULTS

[GRI 3-3]

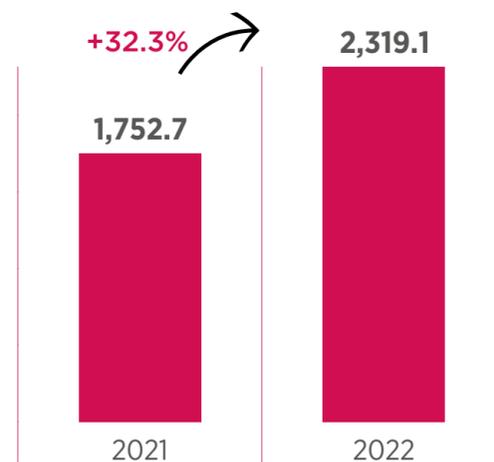
Performance in 2022

Strategic business decisions, and the execution of these guidelines, were reflected in an outstanding performance in the period, which includes significant increases in net revenue for all three segments in which we operate (Undergraduate, Continuing Education and Digital Solutions for physicians), solid cash generation, and robust growth in earnings per share. All these factors combined have enabled us to achieve our guidance targets for 2022, and further reinforce our ability to deliver strong growth, and expand profitability and cash generation.

Adjusted Net Revenue

R\$ 2,319.1 million, representing a 32.3% growth in relation to the same period of the previous year. This performance reflects the increase in fees for Medicine courses, the maturation of existing seats, in addition to the start of operations of the *Mais Médicos* campuses. It also includes the resumption of the Continuing Education segment, impacted in previous years by the covid-19 pandemic, and by our expanding activities in Digital Solutions.

In R\$ million

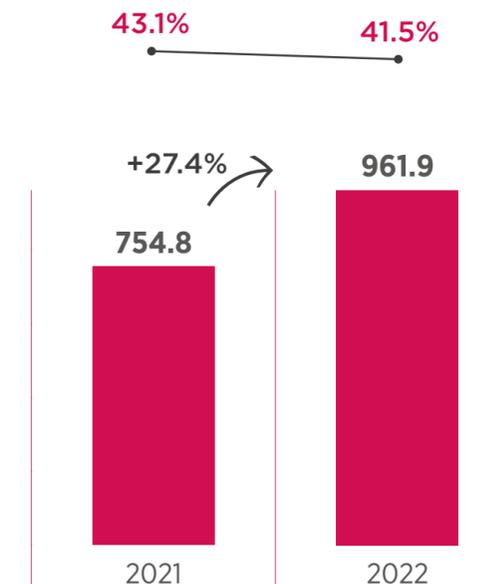


Adjusted EBITDA

Increase of 27.4%, to R\$ 961.9 million, with an Adjusted EBITDA Margin of 41.5% (down by 160 bps year-over-year). The reduction in Margin was primarily due to Medcel's performance in the digital segment, the rise in corporate expenses during the period, and the opening of four *Mais Médicos* campuses in the third quarter.

In R\$ million

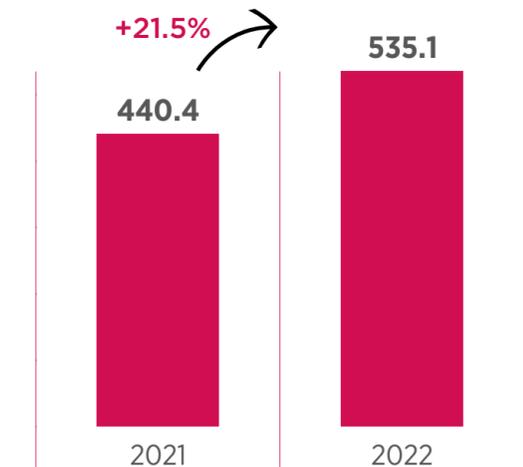
Adjusted EBITDA Margin



Adjusted Net Income

A year-over-year growth of 21.5%, amounting to R\$ 535.1 million, driven both by the increase in operating results, and by the decline in tax brackets, as well as non-recurring expenses.

In R\$ million

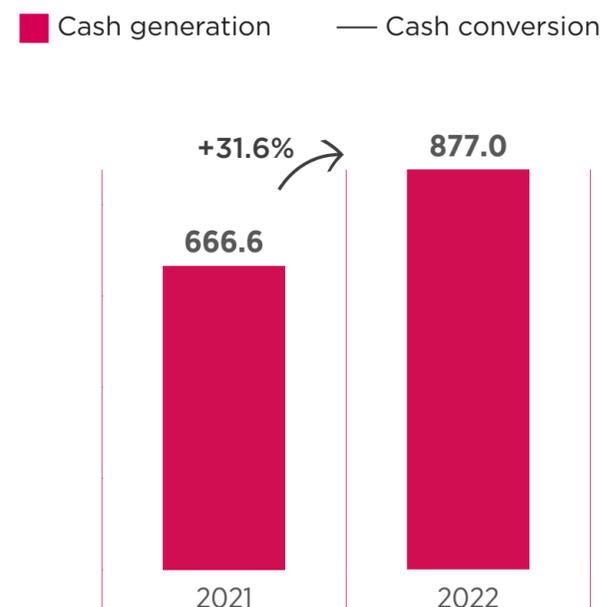


Cash Position and Debt

- Adjusted Operating Cash Flow of R\$ 877.0 million, representing a 31.6% growth when compared to the R\$ 666.6 million of the previous year, a mark achieved through solid operating results.
- 94.4% cash conversion, versus 100.8% in 2021. This figure had been positively impacted, in 2021, by the end of the grace period for the renegotiation of monthly fees, which occurred in 2020.

Net debt, excluding IFRS 16 impacts, amounted to R\$ 1,380.7 million, remaining at the same level as 2021, sustained by the strong cash generation of R\$ 843.9 million, after taxes. This amount was offset by the investing activities in property, equipment and intangibles (excluding goodwill), in the amount of R\$ 297.0 million, in addition to the amount of R\$ 99.4 million in the acquisition of subsidiaries, and R\$ 152.3 million in share buyback programs.

In R\$ million



The full economic and financial statements are available on the Investor Relations section of our website (ir.afya.com.br). This material also provides transparent performance information on ESG (environment, social responsibility and corporate governance), which is presented on a quarterly basis, along with the financial performance data.

CONSISTENT PERFORMANCE IN THE PERIOD: SIGNIFICANT GROWTH IN NET REVENUE FROM THREE SEGMENTS (UNDERGRADUATE , CONTINUING EDUCATION AND DIGITAL SOLUTIONS FOR PHYSICIANS), SOLID CASH GENERATION AND ROBUST GROWTH IN EARNINGS PER SHARE

4

ABOUT THIS REPORT



ABOUT THIS REPORT

This is the fourth consecutive edition of our Annual Sustainability Report. Since the first publication, which refers to our 2019 performance, it has been prepared based on the methodology of the Global Reporting Initiative (GRI), an international reference for the preparation of materials aimed at reporting on advances in environmental, social and governance practices (ESG).

[GRI 2-3]

In this edition, which presents information on Afya's performance in 2022, we have added to the GRI methodology other references used for sustainability reporting, aspects that have also been used in reports from previous periods. We have complemented the information with elements from the approach determined by the International Integrated Reporting Council (IIRC), the institution that sets the parameters for Integrated Reporting, which contributes to reporting the impacts of our operations on society and the environment. We have also incorporated

some indicators from the Sustainability Accounting Standards Board (SASB), an international organization that sets out parameters for a better analysis of these issues. We also report how our initiatives contribute to achieving the goals established by global movements led by the United Nations (UN): both the Global Compact, to which we have been signatories since 2020, and the Agenda 2030, which establishes the Sustainable Development Goals (SDGs).

Based on these references, this report presents information on strategies and business performance, corporate governance, management structures, progress of operations, social and environmental impacts, and economic and financial results. We also detail how ESG issues are inserted into our guidelines and work routines.

- **Period covered:** January 1 to December 31, 2022 **[GRI 2-3]**
- **Scope:** Afya Ltd. comprises three business verticals: Medical Education,

comprising 32 schools, located in 14 Brazilian states; Continuing Education, an activity performed by IPEMED, with units located in 13 cities across the country, and Digital Solutions, an ecosystem formed by 11 healthtechs. The initiatives and actions reported throughout the material are presented, for the most part, separately among these three business units. When the information, including economic and financial data, is related to the aggregate of the operations, we indicate that this refers to consolidated data. **[GRI 2-2]**

- **Changes in activities and/or operations.** The economic and financial results for 2022 include the companies acquired in the year: "Além da Medicina", "CardioPapers" and "Glic". **[GRI 2-4]**
- **Criteria Adopted:** GRI Standards are the main guidelines used in preparing and reporting the information. Other international methodologies - IIRC and SASB, specifically - are used

as complements. By means of the GRI Standards, we consolidate the non-financial information of our operations, distributed throughout the country, from indicators, determined by means of the company's own processes and the management systems it uses.

In line with the search for continuous improvement, we submitted the information presented in this Sustainability Report to internal auditing, a process adopted for the first time, with the intention of advancing, in future editions, to external checking. **[GRI 2-5]**

The preparation of the economic and financial data - for the same period as the non-financial information -, in turn, followed the International Financial Reporting Standards (IFRS), audited by Ernst&Young Auditores Independentes.

The full figures can be consulted on our [Investor Relations](#) website **[GRI 2-2]**

MATERIALITY MATRIX

[GRI 3-1]

This report has been submitted to the analysis of members of the People and ESG Committee, which advises the Board of Directors on issues related to sustainability. This material has also been checked and approved by the Executive Board and by members of the Board of Directors. [GRI 2-14]

- **Date of publication:** July 5, 2023.
- **Contact us:** Questions, suggestions or requests for further information can be forwarded through the following channels: [GRI 2-3]

Sustainability / Institutional Communication
sustentabilidade@afya.com.br

Investor Relations
ir@afya.com.br

The materiality matrix that underlies this material has been revised in order to improve the reporting cycle, and to adapt the approach to the GRI 2021 Standards, which recommends the evaluation of impacts in the selection of material subjects. This process lasted from December 2022 to February 2023. Based on the definition of the new material subjects, the GRI indicators and other parameters considered in this publication have been selected.

We relied on the support of external consultants for the task of revision, a process that began with the analysis of the business strategy and the structure of operations, in addition to mapping the main impacts, risks and opportunities for the company. The short- and medium-term prospects have also been considered, as well as Afya's public commitments and goals. This information has been collected from the company's own materials and publications, from news

published in the press, and from other sector publications.

The survey also included the collection of a series of information about the areas in which Afya operates, published by non-governmental organizations and institutions, both in Brazil and abroad, in addition to academic articles.

The survey was complemented by an analysis of the materiality matrices of 13 local and international companies in the Educational, Hospitals, Laboratories, Drugstores, and Pharmaceutical Industries sectors. At this stage, it was checked whether the issues presented in such matrices were adherent to aspects addressed by SASB and GRI, references used in the construction of our materiality matrix.

The initial process of prioritization was carried out by Afya's Sustainability Board, also taking into account the results of an online survey conducted

with stakeholders in February 2023, to which 88 people replied, including employees and company leaders, suppliers and customers (specifically health-related companies). Once this stage was concluded, the matrix was submitted to the Executive Board for analysis and assessment.

This information has been validated by two experts from the company's sector of operations, and the process of building up the materiality matrix has been completed. The new version also comprises ten themes, as the one presented in 2021. No subject has been excluded, but rather adjustments have been made to the approach, with the aim of providing greater clarity on the issues involved in each one of them. [GRI 3-2]

Approach adjustments in the Materiality Matrix 2022:

- Integrity, transparency, and Compliance: reformulation in the scope of the topic related to these issues, in the previous version: Excellence in governance and management.
- Strong and inclusive corporate culture: it replaces corporate culture that is diverse, inclusive, of high performance, with the exception of the "high performance" theme, it was broken down into professional Development of our teams.
- Economic, financial, and environmental sustainability: it has merged the themes Efficiency in environmental management and Growth with profitability.
- Continuing Medical Education of Excellence: it synthesizes the theme Leadership in high quality Medical Education, multiplying the geographic reach of physicians' training.

- Digital solutions for the student's and physician's journey, with independence of content: summarizes the topic Long-term Partnerships with physicians, through teaching solutions and technologies that deliver value at all academic stages, in the exercise of the profession and in the relationship with the health industry, in addition to reinforcing the proposal of long-term partnership with this audience and addressing the Digital Solutions vertical, one of the company's core business, alongside Medical Education. The topic also includes the concept of "independence of content", highlighting Afya's differentials in the development of content for the physician.
- Interiorization of Medicine and transformation of communities: it condenses the related themes of positive social impact, promoting healthcare and preventing diseases in the communities surrounding the operations, and Technologies applied to health and education,

promoting innovation, inclusion and socioeconomic development. The new theme also reinforces the geographical distribution of the operations, a characteristic of Afya's operations, as a factor that contributes to expanding the actions aimed at this group.

- Employee health and well-being: replaces safe working Models that promote well-being, and stimulate professional growth and entrepreneurship.
- Commitment to the best Client experience: follows transparent Relationships with students and clients, safeguarding individual privacy, while maintaining the objective of a more direct approach to the issues involved.

Another change is the grouping of material themes, based on the audiences that are impacted by them, further reinforcing the conditions for the definition of material themes, as

recommended by the GRI Standard. Thus, "students, physicians, and clients" are directly reached by Continuing medical Education of excellence, Commitment to the best client experience, and Digital Solutions for the student and physician journey, with independence of content. "Employees", in turn, are impacted by Diversity, equality and inclusion, Health and well-being of employees and strong and inclusive corporate Culture, whereas "communities and society" are related to Interiorization of Medicine and transformation of communities.

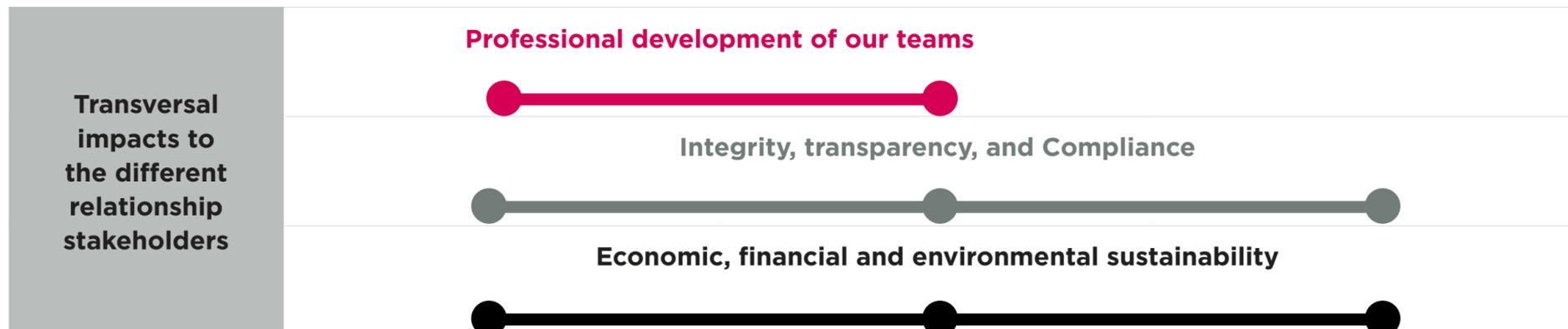
The other three material themes - Professional development of our teams, Integrity, transparency and Compliance, in addition to Economic, financial and environmental sustainability - affect more than one group of stakeholders, and are transversal to them.

2022

		
<p>Students, physicians, and clients</p>	<p>Employees</p>	<p>Communities and Society</p>
<p>Continuing medical education of excellence</p>	<p>Diversity, equality and inclusion</p>	<p>Interiorization of Medicine and transformation of communities</p>
<p>Commitment to the best client experience</p>	<p>Health and well-being of employees</p>	
<p>Digital Solutions for the student and physician journey, with independence of content</p>	<p>Strong and inclusive corporate culture</p>	

2021

- Long-term partnerships with physicians, through educational solutions and technologies that deliver value throughout the academic stages, in the practice of Medicine, and in the relationship with the healthcare industry
- Leadership in high-quality Medical Education, by extending the geographic reach of physician education
- Technologies applied to health and education, promoting innovation, inclusion, and socioeconomic development
- Diverse, inclusive, high-performance corporate culture
- Safe work models that generate well-being and stimulate professional growth and entrepreneurship
- Positive social impact, promoting health and preventing diseases in the communities surrounding our operations
- Transparent relationships with students and clients, respecting individual privacy
- Excellence in governance and management
- Efficient environmental management
- Growth with profitability

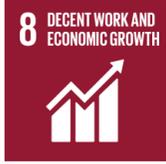
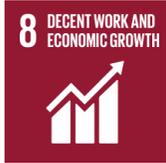
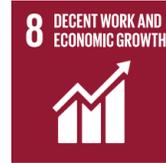
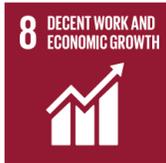
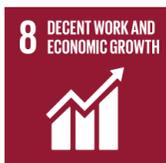


Material topics, indicators and SDGs

The actions and initiatives undertaken in each of the material topics contribute to the achievement of 13 Sustainable Development Goals (SDGs).

[GRI 3-2]

Impacted audiences	Material subject	Related issues	Disclosures		SDG
			GRI	SASB	
Students, physicians, and clients	Continuing Medical Education of Excellence	Leadership in Medical Education Undergraduate Continuing Education Digital Solutions for Medical Education Training and support for professors Academic Production	3-3 202-2, 203-1, 203-2, 203-3	SV-ED-000.A SV-ED-000.D	
	Commitment to the best client experience	Assistance to students and clients Learning Hub Student Experience Data and Cyber Security	3-3 417-2, 417-3	SV-ED-230a.1 SV-ED-230a.2 SV-ED-260a.4	
	Digital Solutions for the student and physician journey, with independence of content	Solutions and technologies that deliver value throughout the academic stages, the practice of the profession, and the relationship with the healthcare industry	3-3		
Employees	Diversity, equality and inclusion	Gender equality and fairness Diversity and inclusion agenda	3-3 405-1		

Impacted audiences	Material subject	Related issues	Disclosures	SDG
Employees	Employees' health and well-being	Occupational health and safety Well-being Mental health	3-3 403-1, 403-2, 403-3, 403-5, 403-6, 403-8, 403-9	HC-DY-320a.1  
	Strong and inclusive corporate culture	Corporate Culture Inclusion	3-3	  
Communities and Society	Interiorization of Medicine and transformation of communities	Geographical scope of the operations Promotion of health and prevention of diseases in the communities	3-3 413-1	SV-ED-000.B HC-DY-240a.1 HC-DY-000.A HC-DY-000.B      
Students, physicians, clients, and employees	Professional development of our teams	Corporate Culture Training and qualification Leadership formation Mentoring Performance assessment	3-3 401-1 404-1 404-9	 
Students, physicians, clients, employees, and society	Integrity, transparency, and Compliance	Excellence in Corporate Governance Best practices in Compliance Risk management	3-3 205-2	 
	Economic, financial and environmental sustainability	Growth with profitability Environmental management	3-3 201-4, 302-1, 302-3, 303-3 305-1, 305-2, 305-3, 305-4	HC-DY-130a.1    

GRI CONTENT INDEX

Statement of use	Afya Limited has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2022.
GRI 1 used	GRI 1: Foundation 2021
GRI Sector Standard	Not applicable for this report

GRI TOPICS	DISCLOSURE	LOCATION	OMISSION
GRI Standard: General Disclosures			
The organization and its reporting practices			
2-1	Organizational details	12; 78; 94; 97	
2-2	Entities included in the organization’s sustainability reporting	This report includes subsidiaries Afya Participações S.A., ITPAC PORTO, UNITPAC, UNIVAÇO, IESVAP, FASA, Medcel, IPEMED and PEBMED, among others. Other information on page 109.	
2-3	Reporting period, frequency and contact point	109; 110	
2-4	Restatements of information	109	
2-5	External assurance	This report has not been submitted to external assurance. More information on page 109.	
Activities and workers			
2-6	Activities, value chain and other business relationships	12; 44; 78; 94; 97	
2-7	Employees	32	
2-8	Workers who are not employees	32	

GRI TOPICS	DISCLOSURE	LOCATION	OMISSION
Governance			
2-9	Governance structure and composition	53	
2-10	Nomination and selection of the highest governance body	53	
2-11	Chair of the highest governance body	53	
2-12	Role of the highest governance body in overseeing the management of impacts	53	
2-13	Delegation of responsibility for managing impacts	54	
2-14	Role of the highest governance body in sustainability reporting	110	
2-15	Conflicts of interest	55; 57	
2-16	Communication of critical concerns	54	
2-17	Collective knowledge of the highest governance body	55	
2-18	Evaluation of the performance of the highest governance body		Practice not currently adopted.
2-19	Remuneration policies	54	
2-20	Process to determine remuneration	54	
2-21	Annual total compensation ratio	54	
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	3; 5	
2-23	Policy commitments	57	
2-24	Embedding policy commitments	57	
2-25	Processes to remediate negative impacts	58; 59	
2-26	Mechanisms for seeking advice and raising concerns	57; 58	
2-27	Compliance with laws and regulations	58	
2-28	Membership associations	27; 28; 29	
Stakeholder engagement			
2-29	Approach to stakeholder engagement	19; 30; 43; 45; 72; 83	
2-30	Collective bargaining agreements	41	

MATERIAL TOPIC	GRI STANDARDS	GRI TOPICS	DISCLOSURE	LOCATION
Continuing Medical Education of Excellence	GRI 3: Material Topics 2021	3-1	Process to determine material topics	110
		3-2	List of material topics	110; 113
		3-3	Management of material topics	74; 78; 94
	GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	33
	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	44
		203-2	Significant indirect economic impacts	43
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	44	
Commitment to the best client experience	GRI 3: Material Topics 2021	3-1	Process to determine material topics	110
		3-2	List of material topics	110; 113
		3-3	Management of material topics	63; 83
	GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	78
			Incidents of non-compliance concerning marketing communications	There were, in 2022, no instances of non-compliance regarding marketing communication.
Digital Solutions for the student and physician journey, with independence of content	GRI 3: Material Topics 2021	3-1	Process to determine material topics	110
		3-2	List of material topics	110; 113
		3-3	Management of material topics	97
Diversity, equality and inclusion	GRI 3: Material Topics 2021	3-1	Process to determine material topics	110
		3-2	List of material topics	110; 113
		3-3	Management of material topics	28; 38
	GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	30; 122

MATERIAL TOPIC	GRI STANDARDS	GRI TOPICS	DISCLOSURE	LOCATION
Employees' health and well-being	GRI 3: Material Topics 2021	3-1	Process to determine material topics	110
		3-2	List of material topics	110; 113
		3-3	Management of material topics	42
Strong and inclusive corporate culture	GRI 3: Material Topics 2021	3-1	Process to determine material topics	117
		3-2	List of material topics	110; 113
		3-3	Management of material topics	30
Interiorization of Medicine and transformation of communities	GRI 3: Material Topics 2021	3-1	Process to determine material topics	110
		3-2	List of material topics	110; 113
		3-3	Management of material topics	43; 78
	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	19; 45; 72
Professional development of our teams	GRI 3: Material Topics 2021	3-1	Process to determine material topics	110
		3-2	List of material topics	110; 113
			Management of material topics	35; 38
	GRI 401: Employment 2016	401-1	New employee hires and employee turnover	33
	GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	42
		403-2	Hazard identification, risk assessment, and incident investigation	42
		403-3	Occupational health services	42
		403-5	Worker training on occupational	36
		403-6	health and safety	40

MATERIAL TOPIC	GRI STANDARDS	GRI TOPICS	DISCLOSURE	LOCATION
Professional development of our teams		403-8	Workers covered by an occupational health and safety management system	42
				42
	GRI 404: Training and Education 2016	404-1	Work-related injuries	36
		404-3	Average hours of training per year per employee	41; 123
Integrity, transparency, and Compliance	GRI 3: Material Topics 2021	3-1	Percentage of employees receiving regular performance and career development reviews	110
		3-2	Process to determine material topics	110; 113
		3-3	List of material topics	57
	GRI 205: Anti-corruption 2016	205-2	Management of material topics	58
Economic, financial and environmental sustainability	GRI 3: Material Topics 2021	3-1	Communication and training about anti-corruption policies and procedures	110
		3-2	Process to determine material topics	110; 113
		3-3	List of material topics	68; 74; 106
	GRI 201: Economic Performance 2016	201-4	Management of material topics	43
	GRI 302: Energy 2016	302-1	Financial assistance received from government	69
		302-3	Energy consumption within the organization	69
	GRI 303: Water and Effluents 2018	303-3	Energy intensity	70
	GRI 305: Emissions 2016	305-1	Water withdrawal	71
		305-2	Direct (Scope 1) GHG emissions	71
		305-3	Energy indirect (Scope 2) GHG emissions	71
305-4		Other indirect (Scope 3) GHG emissions	71	

SASB INDEX

EDUCATION AND HEALTH CARE DELIVERY

Disclosure topics on sustainability and accounting parameters

Education

Theme	Code	Metric	Page
Data Security	SV-ED-230a.1	Description of approach to identifying and addressing data security risks	64
	SV-ED-230a.2	Description of policies and practices relating to collection, usage, and retention of student information	65
Quality of Education & Gainful Employment	SV-ED-260a.4	(1) Debt-to-annual earnings rate and (2) debt-to-discretionary income rate	43

Activity Metrics

Code	Metric	Page
SV-ED-000.A	Number of students enrolled	12
SV-ED-000.B	Number of applications received for enrollment	78
SV-ED-000.D	Number of: (1) teaching staff and (2) all other staff	30; 76

Health Care Delivery

Theme	Code	Metric	Page
Energy Management	HC-DY-130a.1	(1) Total energy consumed, (2) percentage grid	69
Access for Low-Income Patients	HC-DY-240a.1	electricity, (3) percentage renewable	19
Employee Health & Safety	HC-DY-320a.1	Discussion of strategy to manage the mix of	42

Activity Metrics

Code	Metric	Page
HC-DY-000.A	Number of (1) facilities and (2) beds, by type	20
HC-DY-000.B	Number of (1) inpatient admissions and (2) outpatient visits	19

5

ATTACHMENTS



ADDITIONAL INFORMATION

The information referring to the total number of employees and the percentage of employees who receive regular performance and career development evaluations are reported in a consolidated manner in this report, on pages 31 and 41. In the following tables, we present more details about this information.

Total employees

[GRI 405-1]

		Board of Directors		Officers and Executive Vice Presidents		Managers		Coordinators and supervisors		Faculty members		Other functions		Total	
		Qtd.	%	Qtd.	%	Qtd.	%	Qtd.	%	Qtd.	%	Qtd.	%	Qtd.	%
By gender	Men	5	83%	100	67%	58	50%	220	41%	1,399	45%	1,952	41%	3,734	43%
	Women	1	17%	49	33%	59	50%	316	59%	1,718	55%	2,831	59%	4,974	57%
	Total	6		149		117		536		3,117		4,783		8,708	
By age group	Up to 30 years	0	0%	0	0%	9	8%	69	13%	164	5%	1,604	34%	1,846	21%
	From 30 to 50 years	3	50%	127	85%	95	81%	406	76%	2,29	73%	2,728	57%	5,649	65%
	Over 50 years	3	50%	22	15%	13	11%	61	11%	663	21%	451	9%	1,213	14%
	Total	6		149		117		536		3,117		4,783		8,708	
By race	Indigenous	0	0%	0	0%	1	1%	0	0%	1	0%	4	0%	6	0%
	Yellow	0	0%	2	1%	0	0%	2	0%	19	1%	30	1%	53	1%
	Brown and Black	2	33%	38	26%	39	33%	209	39%	1,137	36%	2,443	51%	3,868	44%
	White	4	67%	101	68%	74	63%	280	52%	1,645	53%	1,954	41%	4,058	47%
	Not informed	0	0%	8	5%	3	3%	45	8%	315	10%	352	7%	723	8%
	Total	6		149		117		536		3,117		4,783		8,708	

Percentage of employees receiving regular performance and career development reviews

[GRI 404-3]

Employee category	Women		Men		Total	
	Count	Percentage	Count	Percentage	Count	Percentage
Coordinator/Supervisor	252	4.07%	175	2.82%	427	6.89%
Other Positions	1,891	30.51%	1322	21.33%	3213	51.85%
Director	40	0.65%	65	1.05%	105	1.69%
Professor	1,287	20.77%	1,069	17.25%	2356	38.02%
Manager	43	0.69%	49	0.79%	92	1.48%
Governance/VP	0	0.00%	4	0.06%	4	0.06%
Total Evaluated	3,513	56.69%	2,684	43.31%	6,197	100.00%

Employees 2022	8,303
Total evaluated	6,197
% evaluated	75%

CORPORATE INFORMATION

AFYA PARTICIPAÇÕES S.A.

Administrative Office

Alameda Oscar Niemeyer, 119 - sala 504

Vila da Serra - Nova Lima - MG

CEP 34006-56

Tel: + 55 31 3515-7500

CONTACTS

Institutional Communication and Sustainability:

sustentabilidade@afya.com.br

Investor Relations:

ir@afya.com.br

CREDITS

COORDINATION AND REVIEW

Afya's Institutional Communication and Sustainability Division

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