



2023 Annual Sustainability Report

Afya

Contents

- 3 A conversation with the management**
- 5 Leadership message**
- 7 Achievements in the ESG agenda**
- 8 Awards and recognitions**
- 9 Financial results**
- 77 Annexes**

1

- 10 Afya**
- 11 Our profile**
- 15 Business strategy**
- 16 Sustainability management**
- 17 Case: Brand strategy**

2

- 19 Training and medical practice**
- 20 Undergraduate study**
- 26 Continuing Medical Education**
- 28 Medical practice solutions**

3

- 31 Society**
- 32 Social impact and access to healthcare**
- 34 Our social project**
- 36 Employees**
- 40 Case: Promotion of healthcare and local transformation**

4

- 49 Governance**
- 50 Governance structure**
- 53 Integrity, transparency and compliance**
- 55 Shared management**
- 56 Information security and data privacy**

5

- 57 Environment**
- 59 Waste**
- 60 Energy**
- 61 Water**
- 61 Greenhouse gas (GHG) emissions**
- 62 Case: Engagement and awareness-raising**

6

- 64 About this report**
- 66 Materiality matrix**
- 67 GRI content index**
- 76 SASB standards index**
- 80 Letter of Assurance**

A conversation with the management GRI 2-22

25 years of making an impact through access to healthcare

As in previous years, I am extremely pleased to present the Afya Sustainability Report within a context of excellent operating and financial results. This is the result of the resilience of our business model that supports strong growth together with good profitability and cash generation, as well as an approach to applying it that has extremely important social impacts in the regions where we operate.

If previous key words have been 'confirmation' (2021) and 'ramping up' (2022), then this year we can talk about 'consolidation', and nothing represents this shift better than the fact that we have expanded enormously, even when compared to an exceptional year such as 2022. Our revenue increased by 24%, reaching R\$ 2,874.1 billion, whilst the Adjusted EBITDA hit R\$ 1,165.7 billion, and Adjusted Net Income rose 11%. Our shareholders saw our earnings per share rise 12%, reaching R\$ 6.37, the result of the disciplined investment of capital in buyback programs, and the pursuit of mergers and acquisitions within an efficient structure.

Of the 33 strategic projects set out for 2023, I would like to highlight that concerning the brand which, internally, brought our employees together and demonstrated their great potential, whilst also ensuring that Afya found its way into brand new spaces and made contact with important stakeholders, receiving the recognition we have sought for so long.

Of our different business fronts focused on the medical

journey, Continuing Education and Digital Services once again stood out in terms of performance. In the first, we saw an expansion of our ecosystem, based upon a process of qualified hiring, added to three new campuses and the maturing of our courses, all of which has benefited our students, employees and partners. Another important contribution was the incorporation of the digital solutions developed by the Afya hub, dedicated specifically to producing content designed to update the physicians. The advancement of this synergy has enabled us to increase the offer of seats and teaching methods: we currently have 150 continuing medical education courses in our portfolio, including specialization, residency and regular courses.

In the area of Digital Services, by means of which we support physicians on their professional journey, we are in a phase of full expansion. There are currently 268,000 active users of our solutions, a figure which demonstrates their undeniable acceptance amongst Brazil's physicians and medical students. 2023 was notable as another year which saw the development of large scale projects together with the pharmaceutical industry. This growth is reflected in our B2B revenues, which rose to 64% in 2023, highlighting opportunities for new contracts with companies operating in the pharmaceutical industry and the continued expansion of B2P contracts (with physicians and clinics).

The undergraduate segment - the core business of which is Medicine - experienced an 8.2% increase in the net average

ticket in 2023. This was achieved within a context that involved the biggest acquisition in our history in the form of the incorporation of 'Unit' (now named UNIMA) and 'FITS' (now Afya Jaboatão), located in Maceió (AL) and Jaboatão dos Guararapes (PE) respectively. These acquisitions represent our first operations in these municipalities and an increase of 340 seats/year authorized by the Ministry of Education (MEC).

The integration of the two units, UNIMA and Afya Jaboatão, was concluded in November, less than a year after their acquisition, demonstrating our commitment to enhancing synergies in the operation. As such, our market share, that had been 9% in 2021, now stands at 10%.

There are currently 3,203 approved undergraduate seats available in Medicine, the result of a 12% growth in 2023, principally due to the acquisition of 340 seats at UNIMA, added to the Ministry of Education's (MEC) authorization of another 40 seats in medicine for FIPGuanambi, Bahia, at the beginning of 2024.

Another milestone in 2023 was the graduation of the country's first class in the ***Mais Médicos*** Program (MM): a total of 46 new physicians graduated from our Unidep University Center, in Pato Branco (PR). Six months later it was the turn of another 30 physicians to graduate from Afya Jaboatão, in Pernambuco - the first MM graduation in the state.

Just as important as the results, however, is the way in which they were able to connect with the commitments we have assumed on this journey. Our ESG initiatives reduce risks and optimize positive impacts for our stakeholders.

For example, in 2023, between them, Afya units, preceptors, physicians and students provided more than 580,000 free healthcare consultations. Throughout our 25 years, our programs have qualified more than 20,000 physicians, thereby increasing the overall offer of healthcare services. Another statistic of which we are extremely proud is that physicians made 323 million online visits to Whitebook, our clinical decision-making platform. These achievements support the SDG 3 - health and wellbeing - which aims to ensure access to quality healthcare and promote the wellbeing of everyone, regardless of age.

In the environmental field, especially in relation to climate change and energy transition, the strategy of implementing photovoltaic units, combined with the purchase of I-REC certificates, has allowed for 100% of the energy used by our Higher Education Schools to be drawn from renewable sources. A total of 16 units now have this type of power generation unit. This strategy allows the electricity consumption of our operations to be entirely free from greenhouse gas emissions.

Our workforce is made up of 9,680 individuals with a diverse and inclusive profile at its heart, in line with our commitment to promoting equality and opportunities for marginalized communities. In 2023, this led us to launch our Diversity, Equality and Inclusion Policy, a publication that is fundamental to strengthening a working

environment that respects and appreciates diversity in all its aspects.

Currently, 58% of our workforce is made up of women, who also hold 45% of the management positions - four percentage points higher than the previous year. These results bring us closer to achieving our target of ensuring that women occupy 50% of these positions by 2030.

Transparency is the central guiding concept behind our governance structure, together with responsibility and equity in the decision-making process. 36% of the members of our Board of Directors are independent, ensuring different points of view and fair supervision. We made two very important moves in 2023 in terms of strengthening the bases which will be pushing us towards this goal: we restructured ourselves internally, meaning that we now have a vice-president's office that is entirely focused on the Undergraduate segment, whilst we have also created a VP of Continuing Education who, together with Digital Solutions, will be responsible for putting the growth strategy for this segment into practice.

Our way of having a positive impact on the world involves contributing to increasing the quality of healthcare, and access to it, through a transformation in the way Medicine is taught. This provides the guiding base for our strategies, efforts and achievements, which we can now say have been fully consolidated. We would like to thank everyone who has trusted us in our ability to achieve this goal, including our shareholders and investors, and everyone who has helped build the Afya that we wanted and have dreamed of - employees, students, suppliers and all those who form part of this transformative ecosystem. Thank you very much and we hope you enjoy our report.



Virgilio Gibbon
CEO

A message from the Board of Directors

GRI 2-22

Another profitable year of strong growth and social impact

As representatives of Afya's shareholders, it is with great satisfaction that we are able to announce another year of growth and excellent business results, with clear advances made in the company's strategy, reinforcing our position as the country's biggest education and digital solutions *hub* for the medical practice.

This achievement is the result of a journey that began 25 years ago, with numerous decisive moments along the way, including going public on the Nasdaq index, in 2019, and all that Afya was able to learn from the Covid-19 pandemic. Over the last two years, of special note has been the investment in improvements to the company's governance system, which has been consolidated to ensure that we have been able to take advantage of synergies and optimize our areas of activity.

Afyá has established itself as a leading partner for physicians, accompanying them from the moment they graduate and throughout their professional practice, offering an ecosystem of solutions that provides greater precision, productivity and connection with the healthcare ecosystem in Brazil. As part of this movement, in 2023, Afya launched its new brand positioning, aimed at constructing a brand that physicians find to be strong, trustworthy and relevant, with the slogan "*Live the best of medicine*". The results have been very strong, with

a considerable increase in brand awareness and in the attributes that build value and quality. The positioning of Afya - "*to transform healthcare together with those whose vocation is in medicine*" - has been greatly strengthened.

The segment of higher education, in which our aim is to fill 15% of the positions in the private medical sector in Brazil by 2028, remains as strong as ever. In 2023, we concluded the biggest acquisition in Afya's history: the purchase of Unit (now called UNIMA), with 200 seats/year in Medicine, and FITS (now Afya Jaboatão), with 140 seats/year. We are very excited about the promising opportunities that Afya sees in its future. A brand new avenue of growth has opened up with the launch of the Federal Government's '*Programa Mais Médicos 3*' ('More Doctors 3 Program'), which remains committed to social need as the compass for the regulatory framework for medical undergraduate study and residencies in Brazil.

In relation to Continuing Medical Education, the new organizational structure of the VP offices, in 2023, has seen great progress. The integrated work of medical authorities with different ages and experiences sets the foundation for the construction of disruptive and innovative teaching methodologies. We aim to be recognized as the first choice for the training of specialist physicians.

Our Digital Solutions for the Medical Practice, in being used as teaching support and in student preparation, as well as in the routines of physicians currently practicing throughout the country, points the way for the future of the market, connected with the new reality in which the physical and digital worlds coexist and complement each other. At present, one in every three medical students in the country uses at least one of our digital solutions. At the end of 2023, there were 268,000 active users, meaning there is a real impact being made on the lives of millions of Brazilians every year, through consultations that can count upon technological support.

2023 was also notable for Afya and its executives being recognized in numerous different areas. We were named the best education company ('*Valor 1000*'), noted for our innovation ('*Valor Inovação* Annual Report'), and for our women in leadership positions ('*Valor Women in Management Award*'), as well as, for the second year running, being named in the Bloomberg Gender Equity Index. We began 2024 being named 3rd best EdTech in the world by the US magazine 'Time'. Our CEO, Virgílio Gibbon, was named CEO of the Year by "*Valor Econômico*", and Luis André Blanco, was amongst the best three CFOs in the country, according to the *Equilibrista* Awards.

distributed by IBEF São Paulo.

We also moved even further forward in aspects related to the ESG (environmental, social and governance) agenda, in which a large part of the success of our business resides, as does the value we create for society and for our interested parties. The experience and vision of our executives, added to the commitment and courage of our more than nine thousand employees, will undoubtedly drive us forward towards even greater success.

We are proud to contribute to an activity that has such an impact on society, and it is inspiring to have the vision that, by being committed to innovation and excellence, we can support the improvement of the country's healthcare system and provide the public with access to quality medical care. We are committed and confident of contributing to this journey towards a prosperous and transformative future, based upon a unique business model and a strategy that has proven to be so successful.

We would like to thank all of our employees, students, shareholders, investors, suppliers and everyone else involved for their partnership and dedication, as well as the priceless contributions they have made to this commitment.



Kay Krafft
Co-Chairperson of the Board of Directors



Nicolau Carvalho Esteves
Co-Chairperson of the Board of Directors

Achievements in the ESG agenda

● Environment

● Governance

● Social

1st

class in the country within the Federal Government's *Mais Médicos* Program graduated through Afya

4

independent members and four women are on Afya's Board of Directors

45.1%

women leaders in 2023, compared to 40.6% in 2022

70

environmental indicators reported to our controlling company Bertelsmann for the first time

100%

of the electricity consumed by our undergraduate and graduate units in 2023 was drawn from clean and renewable sources

600+

partnerships with municipal governments and healthcare units in Brazil

53%

of the undergraduate operations use self-generated energy (solar)

2 million+

free healthcare consultations provided for communities over the course of five years

16%

of the total electricity necessary for the operations was supplied by solar energy in 2023

20,000+

physicians certified by the country in 25 years

Launch of the Afya Diversity, Equality and Inclusion Policy

Annual Sustainability Report assured by a third party

Awards and recognitions

Valor 1000 Award

We were named **Best Education Company** in the Valor 1000 awards. In this edition of the awards, the ESG quality seal was an important factor in the evaluation and definition of the finalist companies.



Valor Executive

Our CEO, Virgilio Gibbon, was recognized as the best in the area of Education in the form of '*Executivo de Valor*', from the '*Valor Econômico*' newspaper. The winners are chosen by a jury from a list of names provided by 15 companies focused on executive selection, all of which are members of the Association of Executive Search and Leadership Consultants (AESCL).

Valor Innovation Annual Yearbook

We came first in the ninth edition of the [Brazil 'Valor Innovation' Award](#). For the first time, we were named the most innovative company in the country in the Education category.

TOP Open Corps Ranking

We were once again included amongst the select group of companies that work most on open innovation with startups in Brazil. As well as being amongst the TOP 50, in 2023, we were placed second in the ranking of Education companies.

Valor Women in Management Award

We were one of the winners of the 'Women in Management 2023' award, which recognizes companies with the best practices offering opportunities for women to rise to leadership positions, and we were recognized as having the best performance amongst organizations in the Education sector.

Bloomberg Gender Equality Index 2023

We were included on this index for the second year running - of the 16 Brazilian companies on the list, Afya is one of the few representing the health and education sectors.

Época 360° Business Yearbook

The Época 360° Business Yearbook named us as one of the three best Brazilian companies in the Education sector. Of the Education companies, Afya was ranked second. In the area of Financial Performance, the Company was once again placed first amongst companies in its sector.

Empresa que Dá Feedback seal

Since 2021, we have been recognized with the 'Empresa que Dá Feedback' ('Company that Provides Feedback') seal, awarded by the human resources management platform, Gupy. The eligibility criteria are: to provide at least 90% feedback on closed or canceled seats and for at least 90% of the externally publicized seats to be active.

Great Place To Work (GPTW)

We were amongst the best companies to work for in Minas Gerais, according to the Great Place to Work survey of employees.

Stanford University Ranking

Our professor on the UNIGRANRIO Graduate Program, at the Barra da Tijuca (RJ) campus, Dr. José Siqueira, was recognized as one of the ten Brazilian scientists having the greatest impact on the world.

Afya in Time magazine

Our company was elected the third best edtech in the world in 2024 by the US magazine 'Time'. The classification is based upon a form that evaluates the company's financial strength and its impact on the market. We are the first Brazilian edtech to appear on the list, which includes just 50 companies from all over the world.

Financial results

GRI 3-3 FINANCIAL AND ECONOMIC SUSTAINABILITY | 201-1

2023 demonstrated both the robustness of our business and the effectiveness of our strategy. We recorded a notable rise in net revenue in the three segments in which we operate, strong cash generation, and robust growth in earnings per share, highlighting the continued expansion of our business.

We ended the year with an Adjusted Net Revenue 23.9% higher in relation to the previous year, reaching R\$ 2,874.1 million. Not including the acquisitions, the growth reached R\$ 2,626.9 million, 13.3% higher than in 2022.

The most significant growth of the year, in terms of revenue, however, was seen in the Continuing Medical Education segment, due to new admissions, three new units and the maturing of the courses. The Undergraduate area was responsible for the second most significant growth, driven by the maturing of medical seats and the conclusion of the UNIMA and Afya Jaboatão integration processes.

The Digital Solutions for Medical Practice area ended another year of organic growth, reaffirming the potential the business offers. This growth can be attributed to the success of the B2B strategy, by means of which we have been able to sign new contracts with leaders in the pharmaceutical industry, and to the continued growth in the number of B2P ('Business to Physician') subscribers, that is, physicians and students. Around 268,000 physicians and students are recorded as being active each month, an increase of 2.8% compared to the previous year.

Cash flow from operating activities also increased, ending the year at over R\$ 1 billion, which is more than the R\$ 877 million obtained the

previous year. The Operational Cash Conversion ratio reached 97.1% on December 31, 2023, against 94.4% the previous year.

The Adjusted EBITDA increased 21.2%, reaching R\$ 1,165.7 million, with an adjusted EBITDA margin of 40.6%. The Adjusted EBITDA, excluding acquisitions, grew by 9.5%, reaching R\$ 1,052.8 million, with an adjusted EBITDA margin of 40.1%.

The net debt, not including the effects of the IFRS 16, totaled R\$ 1,814.6 million. R\$ 825 million related to the business combinations of UNIMA and Afya Jaboatão which were concluded in January 2023.

The Adjusted Net Income increased 10.5%, reaching R\$ 591.1 million, with a rise in the adjusted EPS of 11.5% compared to 2022.

Financial highlights

(in thousands of reais)	2023	2023 (excluding acquisitions)*	2022	%	% (excluding acquisitions)
(a) Net Revenue	2,875,913	2,628,723	2,329,057	23.5%	12.9%
(b) Adjusted Net Revenue ¹	2,874,085	2,626,895	2,319,131	23.9%	13.3%
(c) Adjusted EBITDA ²	1,165,678	1,052,844	961,924	21.2%	9.5%
(d) = (c)/(b) Adjusted EBITDA margin	40.6%	40.1%	41.5%	-90bps	-140bps

* For the tax year ending December 31, 2023, "2023 (excluding Acquisitions)" excludes: 'Além da Medicina' (January and February, 2023, since the closure was in March 2022), 'Cardiopapers' (January to March, 2023), since the closure was in April 2022), 'Glic' (January to May, 2023), since the closure was in May 2022), and UNIMA and FCM Jaboatão (January to December, 2023), since the closure was in January 2023).

1 • Includes obligatory liquidations of monthly fees granted by state decrees, individual/collective court cases, public civil cases arising due to the restrictions on in-person classes owing to Covid-19, and excludes any recovery of these discounts that were invoiced in accordance with the decision of the Federal Supreme Court.

2 • Read more about Non-GAAP Financial Measures in item 7 of the document [available here](#).



Afya

SAM

AUSCULTATION MANIKIN

Our profile GRI 2-1 | 2-6

Afya is the biggest education and medical practice solutions hub in Brazil, with the aim of “transforming health together with those who regard Medicine as their professional vocation”. The name Afya, created in 2019, means “health and wellbeing” in the African Swahili dialect.

With a broad portfolio of products and services, Afya aims to be an ally to the physician throughout their journey, allowing them to experience the very best of Medicine. We integrate education and solutions to optimize the training, updating, assertiveness, productivity and connection of physicians with the healthcare ecosystem.

Afya was founded in 2019, through the merger of NRE Educacional (at the time, already the largest group of universities focused on Medicine in the country) with our first healthtech, Medcel. The Company now has three offices (São Paulo, Belo Horizonte and Rio de Janeiro), is a publicly-held company with shares traded on Nasdaq, in the United States, and BDRs traded on the B3, in Brazil ([read more on page 12](#)).

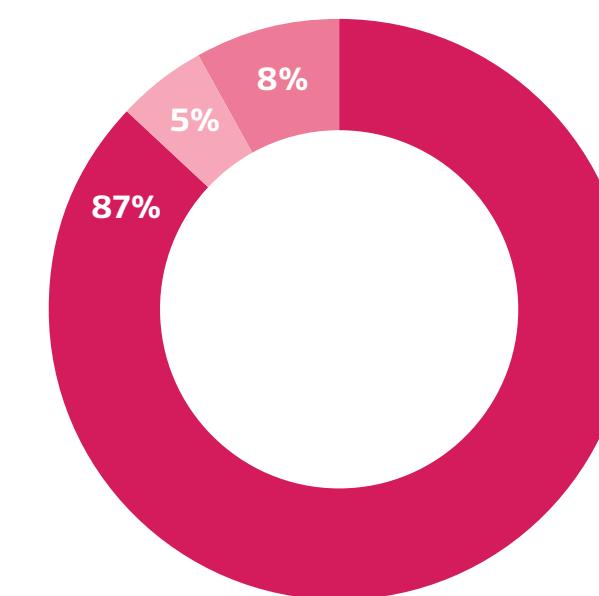
We are leaders in Brazil in the three segments in which we operate: Undergraduate study, Continuing Medical Education, and Medical Practice Solutions. With more than 21,000 enrolled medical students and 3,203 seats authorized by the Ministry of Education (MEC) at the beginning of 2024, we have 32 Undergraduate Schools, with 30 teaching courses in Medicine. In the area of Continuing Medical Education (graduate and specialization courses in the area of medicine), we offer 150 in-person, hybrid and online¹ courses in every region of the country.

Pioneers in the adoption of digital solutions focused on continuous learning and medical support, over recent years we have acquired 11 healthtechs and structured solutions for the individual physician (B2P) and the B2B healthcare market, with a special focus on the

pharmaceutical industry. The result has been that, currently, one in every three medical students in the country uses at least one of our digital solutions - there are 268,000 active users, having an impact on the lives of millions of Brazilian every year through consultations enabled by technological support.

We are, therefore, the only company holding a relationship with the physician at every stage of their career, from graduation and updating, through to the offering of solutions that optimize their professional activities.

Afya's principal business segments



Collected revenue
■ Undergraduate
■ Medical Practice Solutions
■ Continuing Education

Our figures

32 Higher Education Schools (IES), with **30 schools** offering medical courses

3,203 medical seats authorized by the MEC

21,446 medical students

66,034 undergraduate students

4,976 Continuing Medical Education students²

268,000 monthly active users of medical practice solutions (at the end of 2023)

2 million+ free healthcare consultations provided to our neighboring communities since 2019

20,000+ physicians trained during our 25 years in operation

32 million+ physician visits to our clinical decision-making platform (Whitebook) in 2023

100 contracts with 40 large pharmaceutical companies (B2B)

¹ • Position of the portfolio in March 2024, including active and non-active courses.

² • In 2023, the Continuing Medical Education area incorporated three digital solutions developed by the Afya hub, dedicated specifically to producing content designed to update the physicians: 'Afya Papers', 'Além da Medicina' and 'Medcel'. The aim was to provide physicians with the best training, development and updating opportunities at every point on their journey. As such, as of the first quarter of 2024, the figures for the business unit also began including those who use these digital solutions.

Find out more about the 25 year history of the group that gave rise to Afya. Access the story [here](#).

Our history

Afya is committed to a long-term partnership with the medical community, which begins in the academic stages and continues in the exercising of the profession and in the ongoing search for knowledge, updates and solutions.

The Group's history dates back to 1999, and a process that culminated in the opening of our first school in the state of Tocantins, founded by the couple Nicolau and Rosangela Esteves, both of whom were physicians. The founders' dream was to provide the towns located in the interior of the country with medical training and healthcare. The group, named NRE Educacional, grew into a group of Higher Education Schools offering Medical and other undergraduate courses in the area of health.

In 2019, the year we went public on the US stock exchange Nasdaq, the Group had expanded its positioning in the market: we had begun providing support for the physician's entire career, not just their first step in training - their undergraduate course. Being aware of the specialist needs of physicians over the course of their career, Afya began investing in continuing medical education. And, in 2020, during the pandemic, Afya completed the creation of its current strategy, moving into the segment of digital solutions of medical practice solutions.

Our values

We are the best of ourselves

Respect dictates all our relations. We appreciate and care for those who are with us. We nurture an environment of development and high performance. We assume our leadership.

Trust connects us

Our credibility and reputation are constructed with each step we take and are essential for our future. Our path is always one of integrity and ethics. We build long-lasting bridges with society, acting with honesty and responsibility.

Diversity makes us stronger

We are proud of our plurality. We develop and promote opportunities for people with different accents, beliefs and origins. We believe that differences optimize our capacity for innovation in different businesses and strengthen our connections.

Our concern drives us on

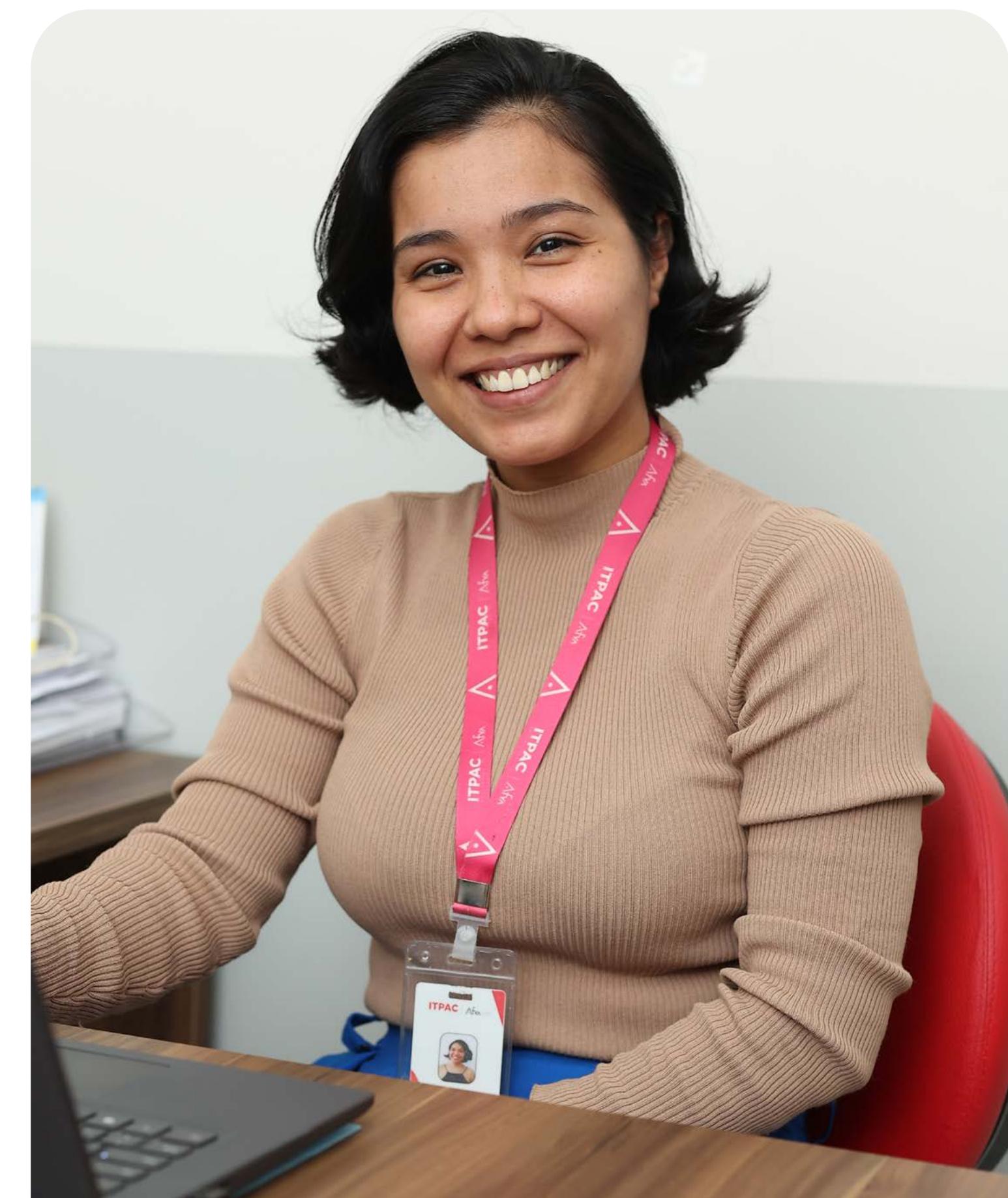
We are questioning, brave and concerned. We are here to resolve problems and be part of the solution. We look for agile and flexible solutions. We value intrapreneurship and we innovate within an environment that is in constant transformation. We have drive, courage and energy.

Excellence throughout the journey

We aim to fully recognize and understand what is most important to our students and clients. We are committed to the satisfaction and success of all those who journey with us. We are passionate about delivering products and services with excellence.

Results build the future

We are guided by the search for consistent results with sustainable growth. Our ambition is to be the standout reference in education and digital solutions for the medical practice. We generate value for clients, students, partners, shareholders and society.



Our Brands GRI 2-2

Digital Solutions

Afya iCLINIC



Afya WHITEBOOK

ALÉM DA MEDICINA | Afya

Afya PAPERS

glic | Afya

MEDCEL | Afya

MEDICAL HARBOUR | Afya

PORTAL Afya

RX PRO | Afya

Shosp

Continuing education

Afya Medical Education

Undergraduate

Northern Region

- 1 ITPAC Cruzeiro do Sul
- 2 São Lucas Porto Velho
- 3 São Lucas Ji-Paraná
- 4 Afya Manacapuru
- 5 Afya Itacoatiara
- 6 FESAR
- 7 Afya Abaetetuba
- 8 FACIMPA
- 9 Afya Bragança
- 10 UNITPAC
- 11 Afya Palmas
- 12 ITPAC Porto Nacional

Northeastern Region

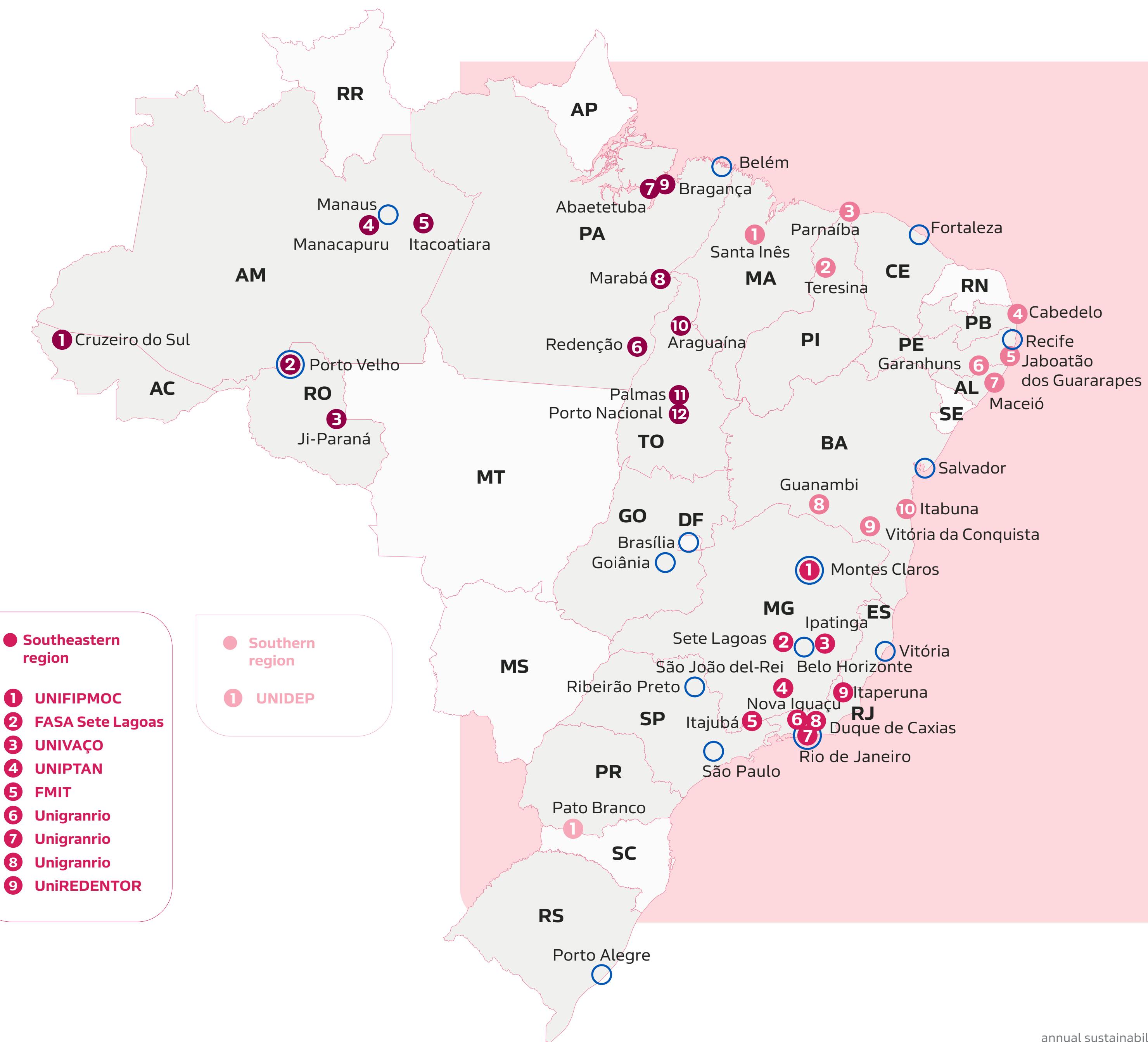
- 1 Afya Santa Inês
- 2 UNINOVAFAPI
- 3 IESVAP
- 4 Afya Paraíba
- 5 Afya Jaboatão
- 6 Afya Garanhuns
- 7 UNIMA
- 8 FIPGuanambi
- 9 FASA Vitória Da Conquista
- 10 Afya Itabuna

Southeastern region

- 1 UNIFIPMOC
- 2 FASA Sete Lagoas
- 3 UNIVACÔ
- 4 UNIPTAN
- 5 FMIT
- 6 Unigranrio
- 7 Unigranrio
- 8 Unigranrio
- 9 UniREDENTOR

Southern region

- 1 UNIDEP



1,800
international
scientific
publications

**30 institutions of
Higher Education**
with medicine
course, in **14 states**

**69% of the
schools** are
located in the **North**
and **Northeast**
Regions

**Continuing
Medical
Education**

21,000+
medical
students
enrolled

16 units
have solar
power
generation
facilities

9,000+
employees
throughout Brazil

HUB AFYA: HOW WE GENERATE VALUE GRI 2-6

We generate value by means of a solid ecosystem, which complements the leaders in offering private seats for Medical training with courses in continuing education and digital solutions for the medical practice, encompassing and facilitating physicians' entire career journey.

Click here to read
more.

11
healthtechs

Digital solutions
for all stages of
medical practice

Key

● Productive capital

● Human capital

● Intellectual capital

● Natural capital

● Social and
relationship capital

● Financial capital

Business strategy

At Afya, we work in three segments: Undergraduate study (the core business of which is Medicine), Continuing Medical Education, and Medical Practice Solutions. Part of our strategy involves employing technology as a vector of innovation and difference in each of the three pillars. As such, together, they form a strong hub which, by combining Higher Education Schools and healthtechs, provides the foundation for a complete medical journey.

In the Undergraduate study, we aim for academic excellence, guided by a variety of evaluation tools offered by the Ministry of Education (MEC), and the responsible expansion of our operations in Medicine, be it through organic growth or acquisitions. In the guidance disclosed to the market, Afya states its intention to acquire 200 new seats in Medicine per year by 2028, meaning 15% of the private seats in Brazil - we are currently responsible for roughly 10% of these seats.

2028 target: to grow the market share of private medical seats from 10% to 15%, through the maturing of organic seats and via acquisitions

In the Continuing Education segment, since mid-2023, by means of 'Afya Educação Médica', a brand that replaced IPEMED, which was acquired in 2019, prior to our Initial Public Offering (IPO). We have continued to expand the number of graduate units, moving into more Brazilian cities. In 2023, we opened units in Belém (PA) and Ribeirão Preto (SP), meaning a total of 15 physical units. During the same period, our Continuing Medical Education segment offered 150 in-person, hybrid and online courses. We ended the year with 4,976 physicians enrolled on our graduate courses, a rise of 16.3% in relation to the previous year.

As well as being a partner to the physician during their training and updating, Afya also accompanies the professional in making the medical practice stronger and more enjoyable. At the Medical Practice Solutions business unit, we have been creating a 'hub' involving services for physicians (B2P - Business to Physician) and for the corporate market (B2B), since 2020.

In the B2P area, the solutions range from support in the clinical decision-making process, tools for the management of consultancies and clinics, electronic prescriptions, and others designed to optimize the physician-patient relationship. In the B2B area, meanwhile, the focus for the last year and a half has been on the pharmaceutical industry, which recognizes the enormous value of our ecosystem. It is through Afya that pharmaceutical companies are able to reach out to the 268,000 physicians and students who use our digital solutions for the medical practice and continuing education. We ended 2023 with more than 100 contracts with 40 large companies in the sector.



Sustainability management GRI 2-12| 2-23| 2-24 | 2-25

We believe that the ESG (Environmental, Social and Governance) agenda should be directly linked to the Company's strategy in order to be effective and, at Afya, the 'S', or 'Social', aspect of this agenda forms an intrinsic part of our DNA. In a country of continental proportions such as Brazil, we operate in areas in need of healthcare services - 63% of our medical schools are located outside metropolitan regions, with 69% of them in the North and Northeastern Regions, where the physician/patient ratios are insufficient ([read more on page 32](#)).

Over the 25 years since we were founded, we have trained more than 20,000 physicians, who transform the realities of those areas where we have operations, offering access to, and promoting, healthcare, quality of life, wellbeing and economic development ([read more in the Society chapter](#)).

Our activities are managed in such a way as to collaborate for the fulfillment of the globally established goals and targets led by the United Nations Organization (UN). We have been signatories to the UN's Global Compact in Brazil since 2020 and we contribute to the 2030 Agenda which establishes the [Sustainable Development Goals \(SDGs\)](#).

Our primary focus is on SDG number 3 (Health and Wellbeing - to ensure a healthy life and promote wellbeing for everyone at all ages), with special attention to the target within this SDG that addresses the development, training and retention of healthcare

professional in developing countries. It should further be stressed that, despite our principal alignment being with SDG 3, we work cross-sectionally with the other goals.

Within the sphere of the Compact, in 2021, we announced our first Public Commitment, involving SDG 5 (Gender Equality): for 50% of leadership positions (management and above) to be occupied by women by 2030. In 2021, the percentage of women in these roles was 35.2%; in 2022, it was 40.6%, and in 2023, it was 45.1%. In 2023, in line with this targeting strategy, we joined together with the 'Movimento Elas Lideram' ('Women Leading Movement'), another of the Compact's initiatives that unites partner institutions in striving for gender parity.

Also within the sphere of this important UN initiative, we form part of the '#MenteEmFoco Movement', which aims to bring the issue of mental health into organizations. We promote a series of initiatives focused on our employees, which can be [consulted in detail from page 36 on](#).

In the environmental area, we aim to minimize the impacts of our operations by means of processes and routines, prioritizing initiatives such as investment in clean energies, principally solar energy, generated by power stations installed at our own Higher Education Schools. [More information on how we minimize our impacts on the environment can be found from page 58 on](#).

In relation to Governance, more information on our initiatives and corporate management structure can be found in the 'Governance Structure' section, [from page 50 on](#).

At Afya, management of the ESG topics is guided by our Sustainability Policy and involves all the departments, under the leadership of the Sustainability Board and supervision of the People and ESG Committee, a body providing advice or technical support to the Board of Directors in their monitoring of the issue. The collegiate body supports the Board of Directors in its monitoring of the execution of the management of Human Resources, as well as the strategy underpinning the environmental, social and corporate governance initiatives. [GRI 2-12](#)

We also have a Sustainability Technical Commission, made up of representatives of all the education units, who meet together each month to share good practices and look for ways of making improvements.

Leadership with an Impact

At the beginning of 2024, Afya joined the "*Liderança com ImPacto*" (Leadership with an Impact) program, developed by the UN Global Compact in Brazil. The Company's CEO, Virgílio Gibbon, is one of the leaders of the SDG 3. As such, Gibbon is a spokesperson on the actions and targets involved in this SDG, whilst also sharing good practices and knowledge with other executives, thereby encouraging sustainable development and broader and more far-reaching transformation in society.

There is, indeed, nothing more in line with Afya's objective than this achievement, since our aim is to transform healthcare together with those who regard Medicine as their professional vocation, and the SDG 3, more than being at the heart of our strategy, is the reason for the Group's existence over the last 25 years.

Brand strategy

In 2023, new brand positioning increased both our reach and potential. We combined the three segments that make up Afya: Medicine, Education and Technology. This grouping directed us towards a new category - that of 'MEdTech'. As such, we have placed the physician at the center of the process and integrated solutions for their entire journey. We have reviewed our mission, objective, values and brand identity, with the aim of achieving even greater relevance, credibility and growth potential. Afya now has a new brand logo and architecture.

The undergraduate, continuing education and specialization units, as well as the digital solutions, have gradually begun using Afya in their names, as a means of establishing and building a strong brand, which increases and optimizes the knowledge and understanding of our leadership and position as a benchmark in Medicine.

In this first stage, of our 30 schools offering Medical courses, 11 changed their name in 2023. The criteria was to prioritize those which are 100% focused on this area of training. As such, all of them are now named *Afya Faculdade de Ciências Médicas* (Afya University of Medical Sciences). This is demonstrated in the box on the right.

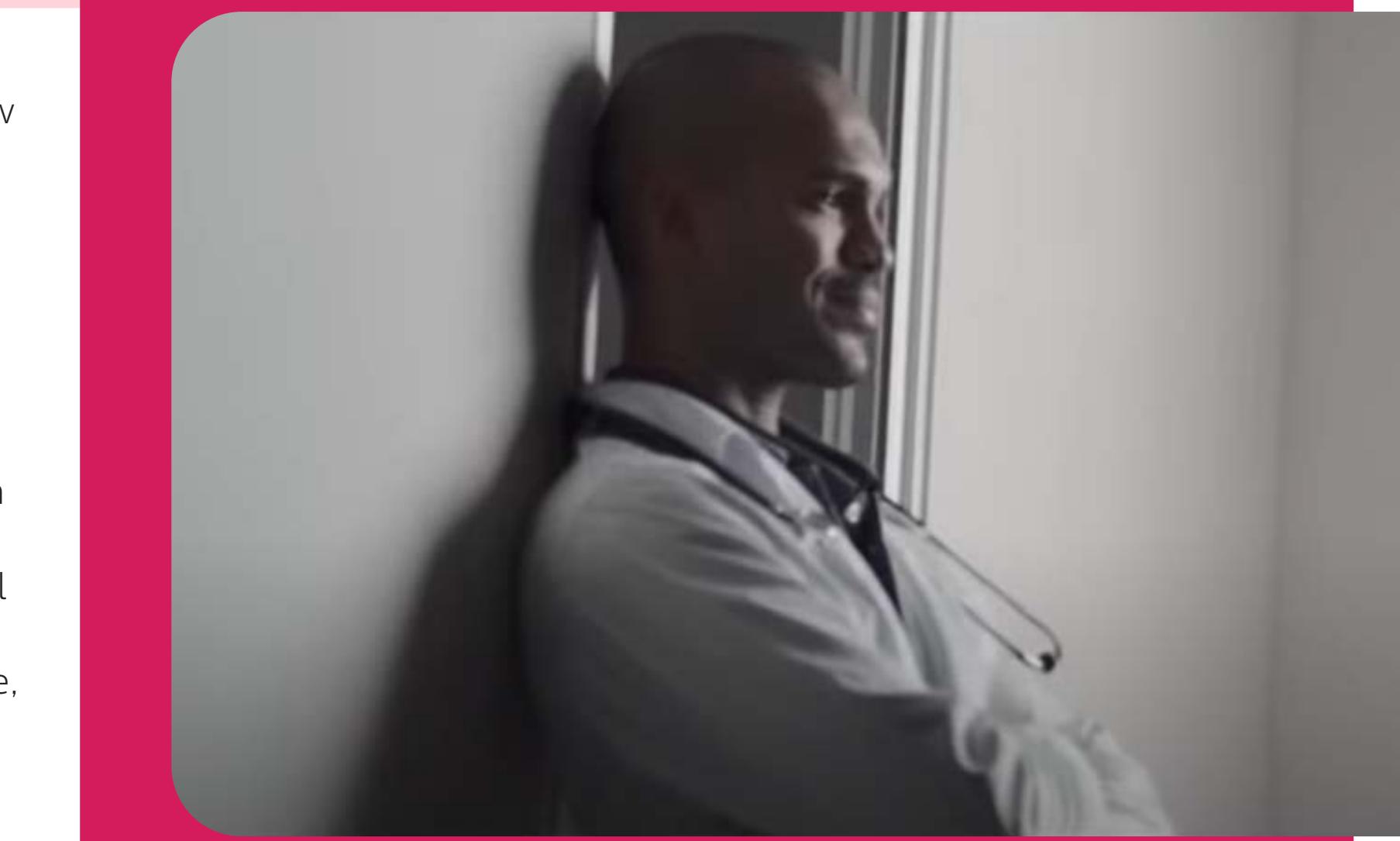
The schools are:

- Afya Abaetetuba (PA)
- Afya Bragança (PA)
- Afya Garanhuns (PE)
- Afya Ipatinga (MG)
- Afya Itabuna (BA)
- Afya Itacoatiara (AM)
- Afya Jaboatão (PE)
- Afya Manacapuru (AM)
- Afya Palmas (TO)
- Afya Paraíba (PB)
- Afya Santa Inês (MA)

The continuing education units, including IPREMED, are now named *Afya Educação Médica* (Afya Medical Education). And amongst the healthtechs, some of these have also included Afya in their names: Afya Whitebook, Afya iClinic and Afya Papers (CardioPapers, PedPapers, GOPapers, EndocrinoPapers and DermatoPapers).

The launch of the brand mobilized engagement and investments, the like of which had never before been seen in Afya: an extensive institutional campaign, involving participation in medical congresses and trade fairs, as well as the starting and running of our own events. The 360° media campaign brought our brand to TV for the first time, with a film that was broadcast at prime viewing time on pay channels. [Watch the film here](#).

With the restructuring of the brand, we launched the "Manifesto: Live the best of Medicine" in order to position ourselves as a company that is working together with physicians and medical students in the promotion of mental health. [Watch the film here](#).



Our brand in the market

Four months after the launch of Afya's first institutional campaign, highlighted in the box on the previous page, a survey of medical students and physicians at different stages of their professional journeys demonstrated the impact of our brand repositioning: an increase from 31% to 51% in total awareness of our brand following the broadcast. Or in other words, more than half of those interviewed confirmed that they were either well aware of, or had a reasonable understanding of the Campaign.

Between 65% and 71% of the students and recently-graduated physicians interviewed knew of Afya.

The survey also revealed that Afya is 'Top of Mind' for 14% of those interviewed, or in other words, within its operating sector, the Company is the first brand that comes to mind amongst students and physicians.

In relation to undergraduate studies and continuing medical education, the efforts made by the campaign have seen positive results, principally in aspects that develop the perception of value and quality. Afya improved its indicators relating to familiarity and favorability, reaching

out to the principal players in the market: courses in different specialist areas, recommendations by professionals in the medical area, status and visibility in the market, and a good source of networking.

As regards digital solutions for the medical practice, the brands that included 'Afya' in their names achieved high levels of recognition, even though they are still not closely related to the masterbrand. These brands are: Afya Whitebook, Afya Cardiopapers and Afya iClinic, which showed increased association as a result of the communications undertaken.

- **51% recognition in the education and medical solutions market;**
- **One in every two students or physicians recall having seen something of our campaigns in the last year;**
- **We are the first brand in the market that is recalled by 14% of the physicians interviewed.**





Training
and medical
practice

Undergraduate study

GRI 3-3 FIRST CLASS CONTINUING MEDICAL TRAINING

Responsible for around 79% of Afya's undergraduate gross revenue, the Medicine course (currently offered in 14 states) has so far graduated more than 20,000 professionals from 30 Higher Education Schools across Brazil. We ended 2023 with 21,446 enrolled Medical students, meaning we remained the leader in offering private medical education in the country. Also in 2023, we concluded the biggest acquisition in Afya's history: the purchase of Unit (now called UNIMA), with 140 seats/year in Medicine, and FITS (now Afya Jaboatão), with 200 seats in Medicine per year.

First generation of the *Mais Médicos* Program

In 2023, Afya graduated the country's first class as part of the *Mais Médicos* ('More Physicians') Program. 46 new physicians, trained at our University Center in Pato Branco (PR), UNIDEP. Six months later it was the turn of another 30 physicians to graduate from Afya Jaboatão, in Pernambuco - the first MM graduation in the state.

The *Mais Médicos* Program was created by the Federal Government in 2013 and, since then, it has acted as the guiding brand for the opening of Medical courses in the country. Based in Federal Law 12,871/2023, the MM establishes social need as the regulatory guide for undergraduate study and medical residencies in Brazil. The intent here is to reduce regional inequalities in the distribution of undergraduate seats, taking university training to regions where the inhabitant x physician ratio is

below the benchmark national and intention averages. The state policy that guided the Law governing the MM is aligned with Afya's positioning since it began offering its first course in Medicine 25 years ago: to promote the expansion of Medicine to every part of the country.

Based upon this understanding, we acquired schools created through the MM's first public notice, and we participated in the second notice. As a result of the first, held in 2013, we now have four medical schools in operation: UNIDEP, Afya Jaboatão, FIPGuanambi and Afya Itabuna. In the second public notice, held in 2018, Afya won seven licenses for new Medical courses, all in the North and Northeastern Regions, with six schools currently in operation - only Afya Cametá (PA) is still awaiting authorization from the MEC to begin its activities.

In 2023, the Federal Government announced the *Mais Médicos* 3 Program, which will authorize new medical courses in the country. The process is expected to reach its conclusion at the beginning of 2025.

We offer the greatest number of seats in our Medical course, but Afya also offers undergraduate education in other courses in the area of healthcare, as well as the exact sciences and humanities
[Read about them all here](#)

What the first generation of professionals graduating from the *Mais Médicos* Program have to say

In 2023, we performed a survey in partnership with the REDS (Research Designed for Strategy) Institute, aimed at gauging the perception of the impact of the medical courses arising from the first public notice of the *Mais Médicos* Program, which began functioning in the second half of 2017. We listened to 163 students from the four of our medical schools that grew out of the MM 1 Program. The results confirmed the Program's ideals: **to improve training and establish physicians throughout the country, outside the large urban centers.**

Principal highlights GRI 203-2

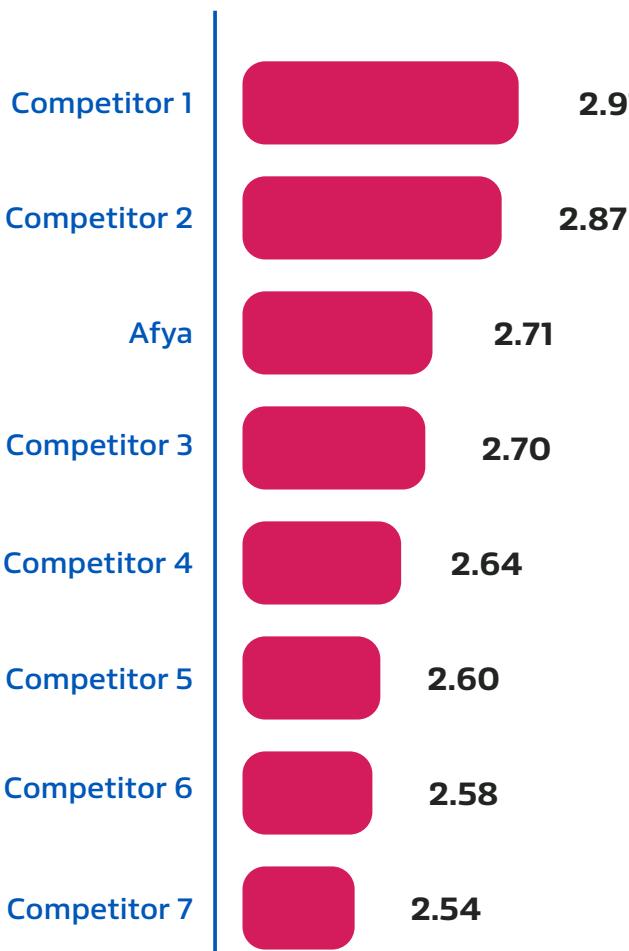
- **64% of the students** intend to remain in the region where they graduated in Medicine, be it temporarily or permanently.
- **68% noted improvements** in the basic infrastructure of the local healthcare network, including hospitals, clinics, health centers and emergency rooms, as a result of the creation of the medical courses.
- **59% noted the development** of businesses and a greater flow of people.
- **76% of the students** intend to focus their career on the public healthcare sector.

Enade 2022 and 2023

The National Students Examination (Enade), held every year, is directed to Higher Education students. The courses are divided into groups, which are evaluated every three years. Only those students who have concluded their undergraduate courses may participate in the Enade. In 2022, a range of different bachelor's degrees and technologies were evaluated, with the results being published by the Ministry of Education (MEC) in 2023. For this group of courses, our schools achieved excellent results. Afya obtained one of the best results amongst the publicly-traded groups operating in the Higher Education segment.



General Index of Courses 2022



NB.: The graph shows the General Index of Courses (IGC), calculated using the average of the Preliminary Course Concepts (CPCs), that are the course scores obtained via the Enade, weighted by the number of students on each course.

In 2023, it was the turn of the students on the courses in the areas of Health, Engineering, and Architecture and Urban Planning to take the Enade. 5,219 Afya students, from 117 courses, took part. In the area of Medicine, the number of courses evaluated rose from five to 21 compared to the previous edition, that was held in 2019 (+420%). In relation to the number of students, there was an increase in participation of more than 200%. The MEC will be publishing the results of the 2023 Enade at the end of 2024.

Medicine Matrix

In 2023, Afya's national medical board took steps forward with regard to the project designed to improve the matrix of the Medicine course, focusing on the inclusion of curricular components and a cross-disciplinary approach. The teaching of medical skills and attitudes, clinical-surgical reasoning, and evidence-based Medicine provides an essential foundation in the training of medical students. As such, we train professionals who are more fully-rounded and we meet the growing demand for an holistic approach to the medical practice. Modern Medicine requires professionals to not only treat illnesses individually, but also to understand the public factors involved and the statistical nuances that interfere in day-to-day life.

National cognitive evaluations

The aim here is to develop the monitoring of both the student and the school, as well as guarantee the standard of quality of the learning evaluation processes, considering the curricula components of our medical courses. They also aim to encourage student autonomy as a means of allowing the individuals to take more control of the teaching-learning process, through results that provide feedback and regulate this activity.

The evaluations also work as a regulator to the educational practices, allowing the transition from one term to another (in Medicine there are 12 terms) to correspond to real knowledge and skills, taking on a diagnostic, formative and quantifying character.

At Afya, the evaluations have mostly been applied at national level, or in other words, at all our schools on the same day, at the same time and involving the same content. As well as Medicine, this format is being used to evaluate the Law and Dentistry courses, respectively totaling more than 20,000, 9,000 and 3,000 students taking the examinations simultaneously. In 2024, this will be extended to the Nursing (4,300 students) and Psychology (3,500) courses. We expect to be applying around 40,000 tests each semester.

'TPI' evolution and feedback

GRI 3-3 COMMITMENT TO THE BEST EXPERIENCE FOR THE CLIENT

One of the most important cognitive evaluations is the Institutional Progress Test (TPI), which involves the principal course foundations, along with their respective skills and abilities, and the students' progress over the course of the periods studied.

Just as important as the process itself is the feedback provided to the students and the schools. Once they have been evaluated, the students receive feedback on their performance. This result, added to the psychometric analyses, constitutes individual reports on each student, which is delivered to the school where they study. Based upon the data, the institutions identify the students' strengths and any gaps in knowledge they may have, allowing for specific strategies to be developed to boost their continuous and progressive learning. The TPI, therefore, has become an important tool with which to guide the students' long-term academic potential.

Internship

The Entrustable Professional Activities (EPA) on the Medicine course, above all during the internships, represent an important milestone for the company, since they place us at the forefront of medical education. The EPA are tasks that the medical students need to perform autonomously at the end of the course, thus ensuring that they are ready to work independently. This approach provides a clear structure with which to evaluate the students' clinical skills and align the curriculum with the real demands of the healthcare system. Our pioneering decision to incorporate the EPA into the Medicine curriculum reflects our commitment to innovation and educational excellence.

International academic publications

In 2023, the number of articles published internationally by our professors hit a record high in the Company's history: 1,775 - an increase of 32% compared to 2022, when 860 articles were published.

Number of international publications



Our highlights

	IES Afya	Total international publications 2023	Total teaching staff with international publications 2023
1 st	Afya Jaboatão	283	50
2 nd	IESVAP	238	44
3 rd	Afya Paraíba	164	37
4 th	FMIT	158	35
5 th	UNIPTAN	126	28

Academic Mobility Program

This is a program that was implemented in 2023 to enable movement between Afya schools. The initiative allows a student who is enrolled in one unit to perform course and complementary academic activities at another of the Group's schools, meaning that, at the end of the course, they can take advantage of what was studied at the school of origin. The academic activities pursued may involve teaching, research or extension projects.

Our schools have established inter-school cooperation agreements and academic arrangements designed to promote academic mobility, involving the students from all the areas of knowledge provided by Afya. A total of 33 partnerships have been established.

International partnerships

In 2023, four international partnerships were established, allowing our students to take part in professional placements and internships in the medical area and study medical English, participate in a healthcare management



and business program, as well as volunteer in the area of healthcare at hospitals in Africa. In 2024, the aim is to expand the program amongst the students and also create options for the teaching staff.

Afya Digital Health Network

Our schools form part of the healthcare systems in the municipalities where we operate, significantly contributing by responding to the needs of the local population. The outpatient consultations provided are of average complexity. In both Brazil and elsewhere in the world, the use of Digital Information and Communication Technologies (DICT) as a means of providing healthcare is nothing new, but it gained weight during the Covid-19 pandemic. There was a significant growth in the use of DICTs in numerous forms, such as tele-consultations, by physicians and psychologists, as well as to provide consultations for patients in isolation.

The boom in Artificial Intelligence has led to new horizons in Digital Healthcare, hugely transforming the global society. We are increasingly seeing the incorporation and use of technological resources in people's day-to-day lives. Digital Healthcare is, moreover, one of the strategies the Ministry of Health is using to strengthen the Brazilian public health service (SUS).

In 2023, we created the Afya Digital Health Network, structured to integrate all the healthcare units at our schools into Health Networks. The result has been an improvement in the provision of services provided to the public at these units, as well as an exchange of experiences between professors, students and preceptors.

The Network initially involves the following schools: Afya Palmas (TO), UNIFIPMoc (MG), UNIGRANRIO, Barra da Tijuca campus (RJ), UNIGRANRIO, Duque de Caxias campus (RJ), FESAR (PA), FIPGuanambi (BA), Afya Santa Inês (MA), ITPAC Cruzeiro do Sul (AC) and FACIMPA (PA).

The pilot-project, under which some of the schools will offer specialists and the others will offer their patients services in the form of tele-consultations, has chosen mental health and geriatrics as its focus areas, given the enormous need for specialists of these types in certain regions of the country.

Mental health of the student

GRI 3-3 MENTAL HEALTH OF PHYSICIANS AND MEDICAL STUDENTS

The *Núcleo de Experiência Discente* ('Student Experience Center' / NED is a teaching pillar focused on meeting the daily demands of the Afya students. It is a point of reference for psycho-pedagogical support and the mental healthcare of the students. With a dedicated multi-disciplinary team, the NED is committed to receiving, guiding and monitoring the students along their academic and personal journeys, promoting an environment that is conducive to learning and the comprehensive development of each individual.

In 2023, the NEDs at all the Afya units performed 11,072 actions, including individual consultations, collective actions, meetings and prevention initiatives in mental health. We especially focus on providing services to the students on internships (3,320 consultations).

We recognize the importance of specific support for these students, who face unique academic and emotional challenges. Investing in the students' mental health improves their academic performance, contributing to more comprehensive training and better preparing them for future challenges. Also in 2023, we undertook our second Student Profile survey, involving more than 12,000 respondents, to better understand our students, and their demands and interests.



2023 Highlights

- **253 projects approved** by the Brazilian Medical Congress
- **17 projects received awards** at the 2023 Sthem Brasil International Academic Innovation Forum
- **720 participants** at the Sthem Brasil Forum

the teaching staff in their academic routines, the NAPEDs are involved in the process of consolidating an agenda focused on contributing to the technical qualification and updating of the professors' knowledge, in the form of both specific training sessions and the encouragement of research, and organization of events that allow for the exchange of experiences and learning.

NAPED

There is a Pedagogical Support and Faculty Experience Center (NAPED) at each of our schools, established to support the professors in their teaching and professional practices.

Allied to the support provided to

Now in its fourth edition, NAPED Day was created especially for the professor. Covering the entire country, it takes place simultaneously at all our schools, over the course of a single day. Some of the highlights of the 2023 edition include:

Greater participation:

- Enrollments in **2023 > 3,767**
- Enrollments in **2022 > 2,834**
- Enrollments in **2021 > 2,030**
- Enrollments in **2020 > 1,305**
- **90.1% of Afya teaching staff** participated
- **17,174 enrollments** in workshops
- **65 talks and workshop** held

Afya Honors

This initiative was created to recognize the students' good academic results, highlight the values that are essential for a medical career, engage them in the academic life, and stimulate an interest in continuing education. It is a means of encouraging the student to develop their research habits and interaction with the academic community, constructing a solid base for their professional life. The honor is granted to those students who demonstrate notable performance in the activities that form part of the medical world and who demonstrate good ethical behavior. In 2023, the major advance seen in the program was the inclusion of voting as a means of choosing the

students to receive the award, not only for their academic performance, but also those abilities and skills that are essential for a medical career. This new approach allows for recognition and appreciation of the students' commitment, innovative profile, collaboration and love for the profession.

Extension

The Extension Projects are designed to bring together teaching and practice, fomenting a certain social responsibility in the students and having a positive impact on the communities neighboring our schools. In 2023, more than three thousand of these types of actions were performed, including vaccination campaigns and awareness-raising concerning issues that are critical to wellbeing. A total of four thousand activities were performed in 2022 and 2023.

But the progress was not just seen in terms of numbers. With the extension projects now forming part of the curriculum, the actions undertaken in this sphere have optimized the areas of Teaching, Research and Extension as a central element in the academic training. The results of this work gained even greater visibility with the publication of the book entitled '*Transformação social: Experiências na curricularização da extensão das IES da Afya Educacional*' ('Social Transformation: Experiences in the incorporation of the Afya Educational schools' extension projects into the curriculum'), which addresses part of this journey and stresses our commitment to sustainability, social responsibility and innovation.

Student experience

GRI 3-3 COMMITMENT TO THE BEST EXPERIENCE FOR THE CLIENT

Excellence throughout the journey is one of Afya's six values, with the scores provided by the NPS (Net Promoter Score) acting as a principal indicator, whilst also being connected to the executives' variable remuneration. In 2023, a range of different initiatives positively influenced this indicator.

Our solutions hub showed NPS scores in the range of excellence (scoring of between 71 and 100 on a scale of zero to 100). The significant improvement of the Undergraduate NPS, especially in relation to the medical courses and the area of Continuing Medical Education, reflects the success of our engagement strategies and the effectiveness of an approach to education that is centered on the student.

Through the continual development of educational technologies, such as student apps and self-service systems, more than 37% of our services are automated, with more than 540,000 operations in 2023. As well as providing the students with the best experience, involving the highest level of operational efficiency, these initiatives significantly reduce the amount of paper and other resources used, thereby contributing to the achievement of our sustainability targets.

Also in 2023, we hosted the second **CX Awards**, an initiative that recognizes Afya's best operations in relation to achieving satisfaction, quality and an excellent NPS. Successful professionals and cases were recognized for what they were able to provide on top of the traditional metrics, offering an holistic perspective that values the students' wellbeing and the social impact generated. In 2024, we plan to continue investing in initiatives relating to the clients' experiences and improved journeys, with projects and targets associated with all levels of the Company.

Aficionados por Ciência

Research has also gained pace at our schools over the last year. The *Aficionados por Ciência* (Aficionados for Science) program was created to promote, strengthen and provide visibility for research and extension projects at our schools, by providing subsidies for participation in scientific events and public notices to be able to win research study

grants. In 2023, 64 professors and students had the opportunity to present their approved work at national and international congresses, as representatives of our schools. Furthermore, 30 research projects in the area of basic healthcare were developed by our students and professors, with support from *Aficionados por Ciência*.



Health Simulation Center

In 2023, we began operating Health Simulation Centers (CSS) at the UNIGRANRIO, Barra da Tijuca campus (RJ), UNIDEP (PR), UNIFIPMoc (MG), Afya Itabuna (BA) and UNIPTAN (MG) units. For those students on the basic-medicine cycle, the Realistic Simulations offer the chance to apply their knowledge, skills and essential attitudes, thereby better preparing them to begin internships. The centers provide the students with practical experience, learning how to work in a simulated and controlled environment. In this way, they can develop the skills that a general practitioner needs, and prepare themselves to work in primary healthcare, and urgent and emergency situations.

In Palmas (TO), our CSS unit has been awarded the Accreditation Seal from the Healthcare Simulation Society (HSS). It was the first undergraduate medical school in Brazil to receive this recognition. The certification confirms that the pedagogical simulation practices at our center are at the same level as those evaluated at top international institutions such as Stanford University, Harvard University and the University of California.

The seal was awarded in 2023, following two years of work that involved the improvement and integration of the curricular matrix, construction of a new head office, acquisition of cutting-edge equipment and mannequins, as well as permanent training for the educators.

Continuing Medical Education

GRI 3-3 FIRST CLASS CONTINUING MEDICAL TRAINING

In 2023, the area of Continuing Medical Education was awarded Vice-Presidency status. Furthermore, in January 2024, the Afya hub's digital solutions dedicated specifically to the creation of content to be used to update the physicians, such as 'Afya Papers', 'Além da Medicina' and 'Medcel', joined this VP, the portfolio of which includes graduate courses, specializations and training, to provide the physicians with the best training, development and updating opportunities at each stage of their career.

The expansion of the Continuing Medical Education took place on two fronts: on the territorial front, with new physical units opening in large cities around the country, and through the expansion of the portfolio, with different products being offered, allowing the physicians to choose the best career path for them, be it in the form of a residency (with Medcel and Além da Medicina); graduate courses or specialist degrees (Afya Papers); or



extra-specialist courses, development of soft-skills ('Meu Consultório Particular' - 'My Private Consultancy' and 'Finanças Dominadas' - 'Mastering Finances'), hard skills (electrocardiogram and arrhythmia) and updating.

We ended 2023 with 150 courses in our portfolio, involving all the abovementioned categories³. The aim is to continue expanding in order to be able to meet the needs of physicians in all 55 areas of specialization. In relation to the specializations, the majority of what we offer is in the graduate area, followed by preparatory courses for degree examinations.

With the integrated work of medical authorities with different ages and experiences, the Continuing Medical Education lays the path for the construction of disruptive and innovative teaching methodologies. On the one hand, the graduate physicians begin to contribute to the different online solutions, whilst the digital native physicians provide increasingly more contributions to our in-person teaching methods. Together, they are now beginning to provide hybrid approaches, taking advantage of what each model best has to offer.

Our graduate courses involve opportunities for specialist practice in the outpatient clinics, making intense use of technology and simulations, with an excellent infrastructure and real cases involving patients sent there by the partner health departments. The vision for the future of the Continuing Education area suggests a journey of lifelong learning, by means of a single platform for the consumption of digital content, connected to the in-person experience gained at our units. We have already planned our investments in the portfolio of products.

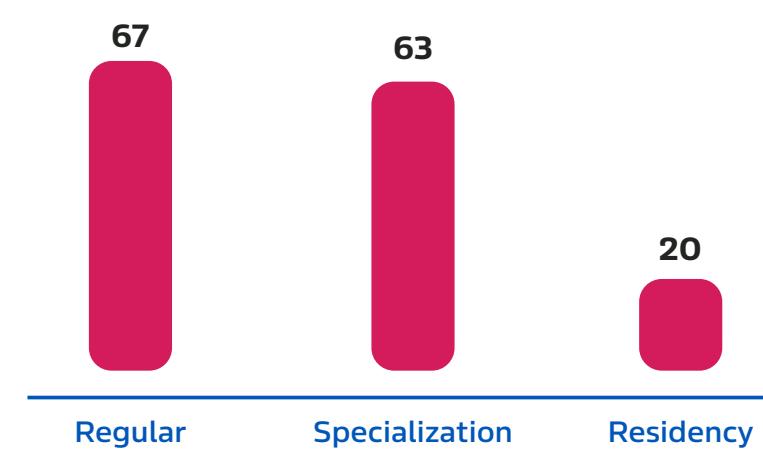
³ • Position of the portfolio in March 2024, including active and non-active courses.

Portfolio of courses

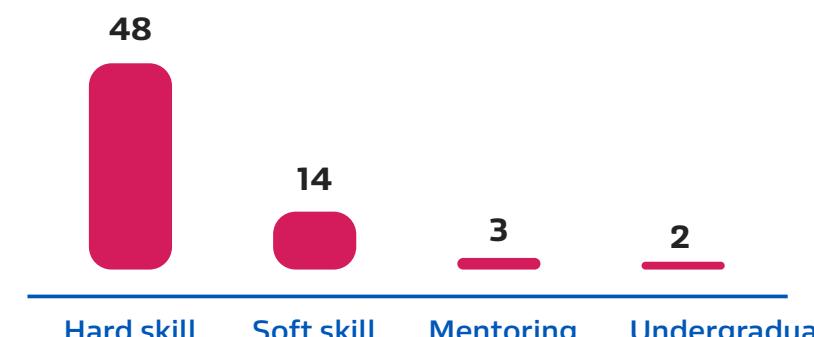
General overview - 150 products

Overview by mission

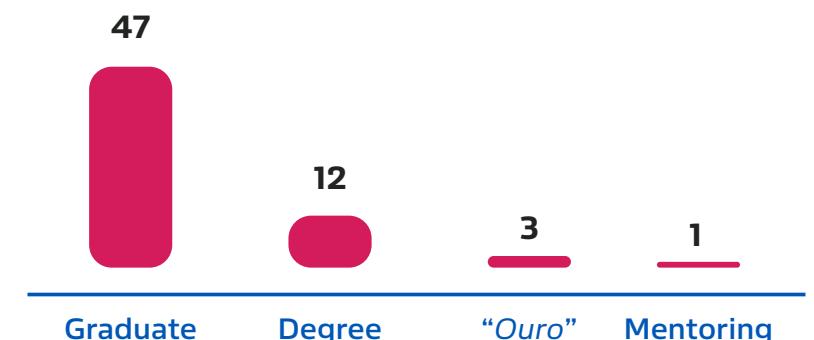
Total by mission



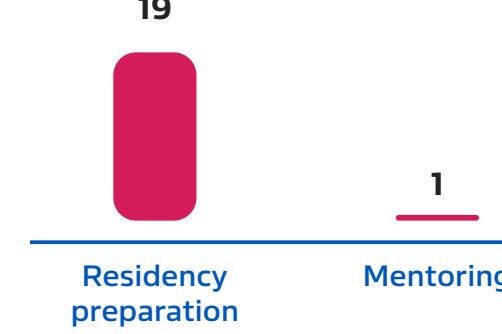
Regular courses



Specialization

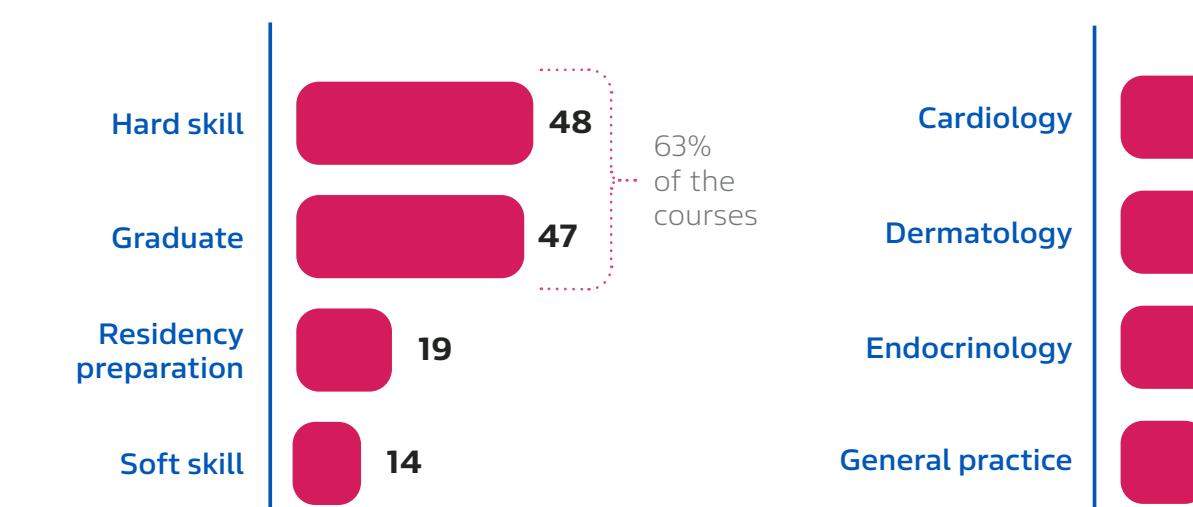


Residency

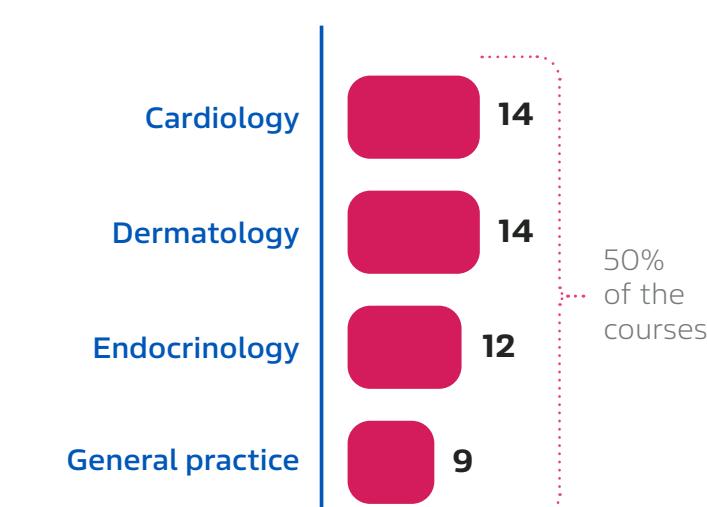


Overview by category and specialty

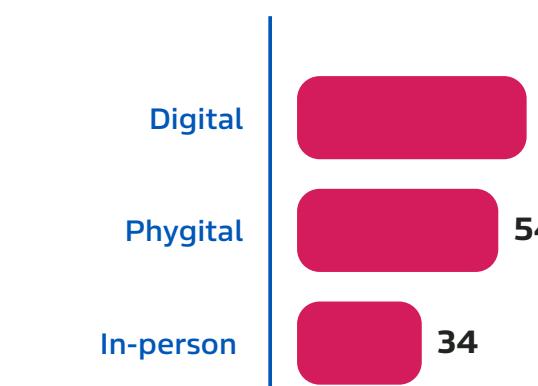
Course category



Specialty



Method



In figures

15 units

150 courses in the portfolio, 62 of which are online, 54 hybrid and 34 in-person

1,145 teaching staff

239 consultancies

23 medical specializations

4,976 active students, of which:

- 69% are women and 31% are men;
- 56% are aged between 26 and 35;
- 66% come from non-urban centers.

• Position of the portfolio in March 2024, including active and non-active courses.

Leading specializations offering consultations to public healthcare (SUS) patients

In 2023, Afya Medical Education, through its units located in 15 large urban centers around the country, provided around 40,000 consultations in 16 specialist areas:

Consultations by specialist area

Specialties	Provided in 2023	Forecast for 2024
Allergy and Immunology	873	678
Cardiology	1,737	2,084
Pain clinics	1,678	2,014
Dermatology	9,657	11,664
Endocrinology	7,326	8,973
Gastroenterology	1,924	2,308
Geriatrics	1,655	1,986
Gynecology and Obstetrics	367	440
Neurology	1,960	2,352
Neuropediatrics	1,667	2,001
Nutriology	575	690
Ophthalmology	279	335
Orthopedics and Rheumatology	1,070	1,284
Pediatrics	1,752	2,103
Child and adolescent psychiatry	859	1,301

Solutions for the medical practice

GRI 3-3 MEDICAL SOLUTIONS FOR THE STUDENTS' AND PHYSICIANS' JOURNEYS
INVOLVING INDEPENDENCE OF CONTENT

With the changing habits of society that have been seen in recent years, brought about by the increasing inclusion of technology in our routines and relations, the use of digital solutions in the training and practice of physicians has become imperative. Indeed, the Covid-19 pandemic not only proved this, but increased the pace of different transformations that had already been planned. It was within this context that Afya intensified its entry into this segment, in July 2020, expanding its portfolio of services and products to meet the needs of the physician at each stage of their journey.

We are currently Brazil's biggest hub in the area of health education and digital solutions in support of the medical practice. We ended 2023 with 268,000 physicians and medical students connected via our ecosystem, each of whom were using at least one of the available solutions. Since 2022, we have established ourselves as a significant partner in the B2B healthcare market, primarily focusing on working closely with the pharmaceutical industry ([read more on page 29](#)).

The gains in synergy between our businesses have also allowed us to offer innovative tools in the classroom. Our more than 21,000 medical students have been able to take advantage of the digital solutions with technology applied to both classes and practical activities. This is a means of preparing them for the work market, in line with the reality they will encounter when they begin their professional careers.



2023 was notable for the maturing of the ecosystem which began to create three years earlier, with the acquisition and integration of the first healthtechs. Afya is increasingly moving towards the adoption of digital technologies as a vector for innovation. Those areas dedicated to innovation and insights were expanded,

with intense exploration of the potential offered by Artificial Intelligence. The aim is to map the tendencies and new tendencies that can be incorporated into our portfolio of products and services, with the focus always remaining on value creation for the physicians and the health market.

During these first two years, we have established partnerships with 40 international and domestic pharmaceutical companies, involving more than 100 contracts

By exploring the opportunities that exist in the field of AI a little more, we encounter a number of advantages: the content is owned by Afya, which serves to increase our assertiveness. Furthermore, we have a solid user base involving highly specific cases, based upon the physician's needs. Added to this is Afya's commitment to the accuracy of the solutions that support the medical decisions made. This expertise, that has been under development since 2020, has attracted attention at data and AI forums hosted by other companies owned by our parent company, Bertelsmann.

In 2023, for example, one of our leading platforms, Afya Whitebook, was visited more than 32 millions times by physicians when taking a decision, in the patient's presence. The aim for 2024 is to continue applying digital technologies as a vector of innovation and difference in all our lines of business - Undergraduate study, Continuing Medical Education and Medical Practice Solutions.

Our B2B strategy

If 2022 saw Afya begin offering services to the pharmaceutical industry, then in 2023 this relationship was consolidated with an expansion in the number of clients, solutions and contracts on this important business front. We have continued looking to offer innovative solutions to improve access to the health industry for the physicians

within our ecosystem, empowering them in this process and developing efficiency for the industry. During these first few years, we have established partnerships with 40 international and domestic pharmaceutical companies, involving more than 100 contracts, amongst which of special note are those with Pfizer, Novo Nordisk, GSK, Havas Life, Cellera Farma, Chiesi Farmacêutica, IFF, Libbs, Johnson & Johnson (Janssen), Oncoclínicas and AstraZeneca Brasil.

In addition to solutions enabling improved access, we also offer health market data intelligence solutions, including statistics on writing prescriptions and everything from consultations to medical decision protocols in emergency rooms, as well as solutions aimed at facilitating acquisition and adherence to treatment and generation of demand for medicines and vaccinations, which we are expanding out to laboratory tests. Within this segment, in 2023 we launched new tools such as Whitebook Insight and RX Insights. The first is a solution in real time, involving statistics on the use and consumption of Whitebook content providing support for clinical decision-making. RX Insights, meanwhile, also a real time solution, provides statistics on the issuing of prescriptions through the use of the 'iClinic RX' electronic prescriptions solution, making a contribution by providing the healthcare industry with a faster analysis of the market whilst allowing greater efficiency in actions involving marketing and medical education. The portfolio includes continuing education solutions for specific demands made by the industry.

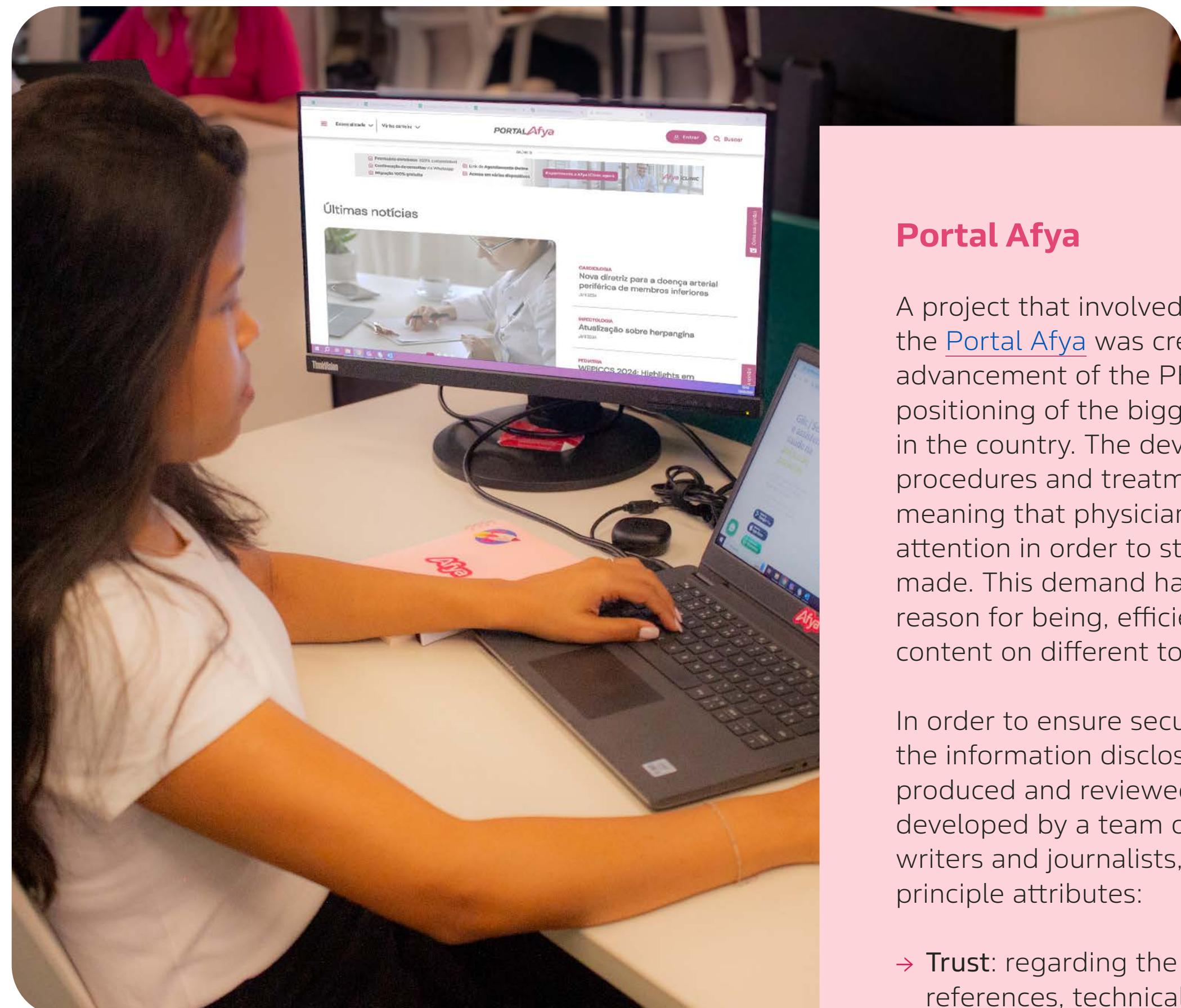
Technological governance in digital solutions

In line with our aims and directives in terms of Afya digital solutions, we recognize technological risk management as a fundamental and strategic theme. In 2023, the focus was on raising the level of maturity of the governance involved in our digital environment, implementing quality processes, reducing vulnerabilities, promoting controlled environments, and automating routines.

These actions are aligned by the Technology Board of the Medical Practice Solutions VP together with Afya's Chief Information Security Officer (CISO), covering the areas of Governance, Processes and Intelligence (GPI), Site Reliability Engineering (SRE), Architecture and DevSecOps, responsible for monitoring the processes that have been implemented, thus ensuring proper execution, taking care of continued improvement and adoption of best practices.

Our initiatives are grounded in market-recognized methodologies, which are executed, supported and monitored by teams specialized in the subject. One of the main priorities in 2023 was the strengthening of our governance culture and the maturing of the access and technological operation management processes.

The pursuit of innovation requires a balance between the adoption of new technologies, projects and solutions that boost our competitive advantage, whilst at the same time maintaining the commitment to security, compliance and sustainability in all the initiatives. Within this context, the area of technological governance, in the form of partnerships and collaborations, shares the commitment to raising operational efficiency and developing innovative projects within Afya's digital ecosystem, which is the focus of the area in 2024.



Portal Afya

A project that involved more than 100 employees, the [Portal Afya](#) was created at the end of 2023 as an advancement of the PEBMED Portal, strengthening the positioning of the biggest medical updating channel in the country. The development of new medicines, procedures and treatment is getting faster and faster, meaning that physicians need to study and pay close attention in order to stay abreast of the advances being made. This demand has resulted in the Portal Afya's reason for being, efficiently offering updated medical content on different topics and in different formats.

In order to ensure security, integrity and practicality, the information disclosed needs to be closely curated, produced and reviewed. As such, the content is developed by a team of editors, experienced medical writers and journalists, taking into account three principle attributes:

- **Trust:** regarding the currency, use of reliable references, technical accuracy and precision;
- **Coverage:** the aim being to ensure ideal coverage of the physician's flow of work and the topics of interest;
- **Contextualization:** delivery of the content in the proper formats, favoring their ease of application.



Society

Social impact and access to healthcare

GRI 3-3 INTERIORIZATION OF MEDICINE AND TRANSFORMATION OF COMMUNITIES

I 203-2 | 204-1

If the technology applied to the medical theory and practice is one standard at Afya, then there is also another that is equally non-negotiable. The Group's first medical school began operating 25 years ago in the state of Tocantins, in the north of Brazil. We still maintain this commitment to bringing the teaching and practice of Medicine to rural areas, as well as to increasing access to medical care, and to social inclusion, economic development and the establishment of physicians and healthcare professional in municipalities located outside the large urban centers.

Due to the characteristics of our activities, which include offering free health consultations and initiatives focused on the communities neighboring our operations, as well as activities designed to promote health and prevent illnesses, we influence the lives of thousands of people, in different regions throughout Brazil. We have spent more than two decades promoting actions together with the communities neighboring our operations, leading extension projects and encouraging volunteer work.

In 2023, preceptors, physicians and students from the Afya units provided 586,611 free health consultations, an undertaking that is in full support of the SDG 3 - **Health and Wellbeing**. Furthermore, because Afya has a substantial presence in the hinterlands of the country, these consultations are provided in locations where the physician/patient ratio is historically lower than the national and international averages.

According to the Medical Demography in Brazil 2023 study⁵, the Northern and Northeastern Regions of the country have 1.45 and 1.93 physicians, respectively, per thousand inhabitants. In the Northeast, for example, some municipalities - excluding the state capitals - have just 0.84 physicians for each one thousand inhabitants. It should be remembered that 69% of Afya's 30 medical schools are currently located in these regions, with 1/3 of them the result of the Federal Government's *Mais Médicos* Program.

Furthermore, regardless of where they are provided, the free consultations attend to people who are in vulnerable situations, and who generally face great difficulty in accessing certain public healthcare services, being unaware of common medical conditions. At the end of 2023, we had 649 agreements and partnerships in place with local governments, exclusively designed for scenarios in which undergraduate and graduate medical students can practice.

Another important social impact that we bring about concerns respect for the movement in the local economies, since our units also use the services and products provided by the suppliers which operate in the states where they are located. In 2023, of the total amount of the budget expended with suppliers, 47% was directed to local companies, or in other words, those which are present in the states in which we have operations or corporate offices.

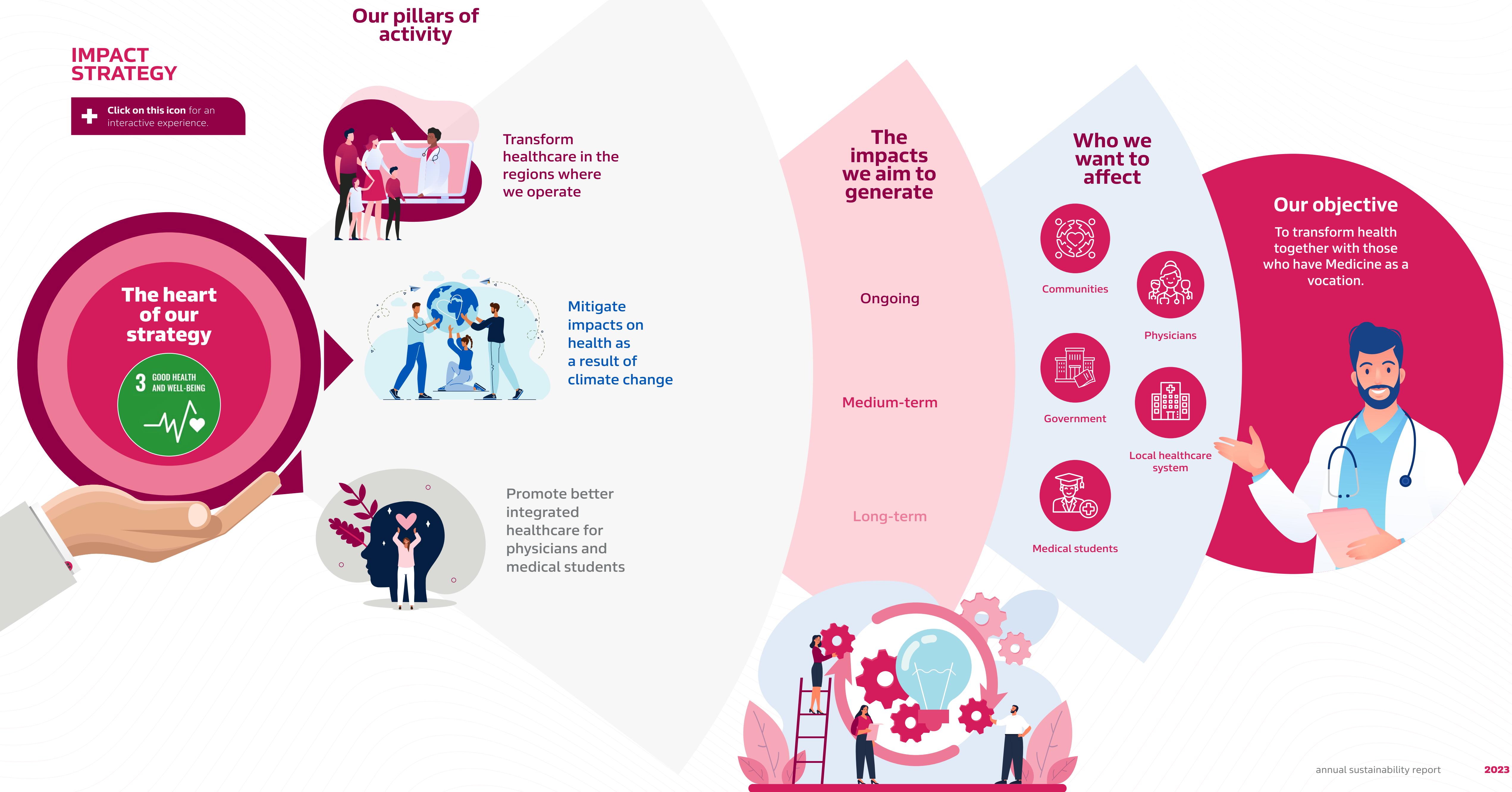
Most of our suppliers or service providers operate with activities such as stationary, educational materials and other such inputs, as well as providing hardware and

In 2023, the Afya units provided 586,611 free health consultations, an undertaking that supports the SDG 3

software solutions, equipment maintenance services, technical support and specialist labor for specific projects. We also have a great demand for construction materials and companies which provide related services, due to the physical expansion of our operations, both in the form of the installation of the units and refurbishment of those that have been acquired. **GRI 2-6 | 204-1**

At Afya, we value the relationships we have with all our stakeholders and seek to structure even closer and more effective means of engaging with them. In 2023, we began developing a framework of engagement with these groups, which involves their formal mapping in line with the relevant market-recognized methodology (AA1000). In 2024, we will focus on which stakeholders should be prioritized and the framework will be effectively developed and implemented. **GRI 2-29 | 413-1**

⁵ • A study developed by the Brazilian Medical Association to understand the number of physicians and medical records in Brazil, with information on the profile and distribution.



SROI Afya GRI 203-2 | 413-1

In 2023, we celebrated the 25th anniversary of the opening of our first medical school and the fifth anniversary of our activities under the name Afya. Also this year, through its Sustainability Board, the company put forward the proposal of calculating, for the first time, the socioeconomic impact over the course of this journey.

Some important indicators have already been made public: more than two million free healthcare consultations for local communities over the course of five years and 20,000 physicians certified since 1999. But the impact project goes further than this: its aim is to understand how much Afya transforms the health of the communities in the regions in which it operates, as a means of driving public policies and increasing the positive impact (SROI - *social return on investment*).

The intention is to evaluate and bring about an impact that goes beyond that which is inherent to the establishment of a medical course. When such a course opens in a certain location, the scenarios for the practice of medicine have the potential to alter the healthcare indicators in the region. In many of the municipalities where our units have been established, they operate as the Municipal Health Departments' leading partner in the free medical consultations provided to the public. This, added to the fact that the majority of our 30 medical schools are located in small and medium-sized cities, far away from large urban centers. Only six schools are located in state capitals: Rio de Janeiro (RJ), Palmas (TO), Teresina (PI), João Pessoa (PB), Porto Velho (RO) and Maceió (AL).



Our social project

GRI 3-3 MENTAL HEALTH OF PHYSICIANS AND MEDICAL STUDENTS

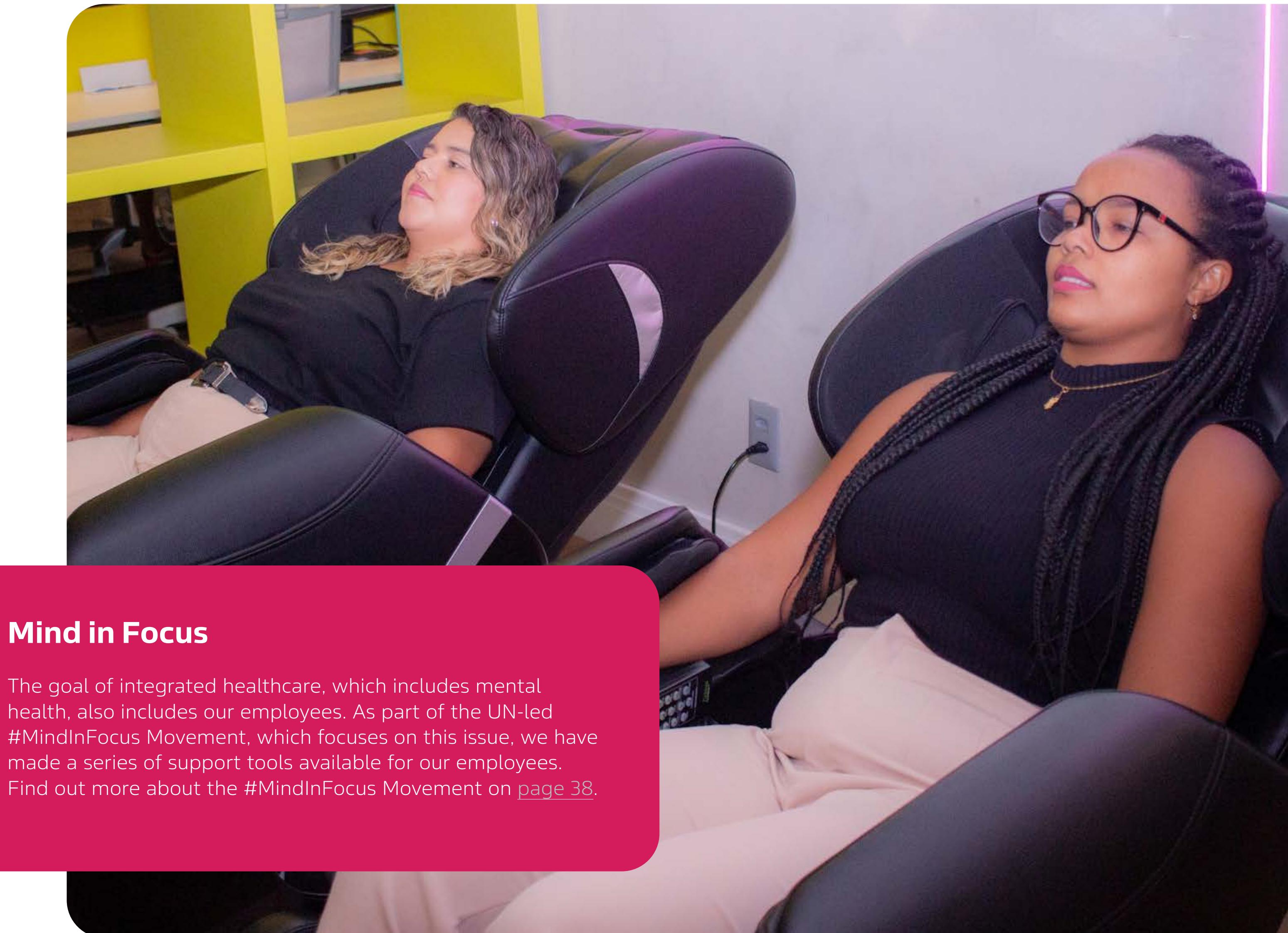
In September 2023, we took part in "SDGs in Brazil", the biggest event focused on sustainability for the Brazilian business market, held in New York and hosted by the UN's Global Compact in Brazil, one week before the UN's General Assembly. The event was of double importance for Afya: as well as marking the first time we had participated, we also launched our social project, which is focused on the promotion of mental health of physicians and medical students.

This is a matter of global urgency. Every year, in the US alone, between 300 and 400 physicians take their own lives, with the suicide rate amongst female physicians being 130% higher than amongst the female population in general, according to a study conducted by the World Health Organization (WHO) in 2022. Another study, this time conducted in Brazil by our own Research Center (a department led by physicians that is dedicated to behavioral research), highlighted that 79.6% of Brazilian physicians suffer anxiety disorders at some time in their lives, whilst 69.4% have already shown signs of depression; 75.9% of these professionals work up to 60 hours a week and only 35% of those interviewed manage to sleep sufficiently; only 33.3% of the participants are able to take time off; and 70.7% do not regularly practice some form of physical activity.

Within this context, we have positioned ourselves as an ally to physicians in finding and creating initiatives that can help to improve their mental health, with a real impact being seen on the quality of the consultations provided for patients. We are developing a series of actions involving different areas of the company, considering the concept of integrated healthcare recommended by the WHO, which involves a state of complete physical, mental and social wellbeing, not simply the absence of an illness.

The project encompasses issues such as physical activity, toxin abuse, psychological and psychiatric support, and financial management, amongst others. We will also be working to understand the dynamics experienced by physicians and medical students, including surveys spanning their careers, lengths of shifts worked, countless consultations, financial difficulties and how they cope with coexisting with suffering and death. The project involves a multi-disciplinary team of physicians, researchers, psychologists and professionals specialized in sustainability and data, with constant monitoring also planned for inclusion. We believe that, by monitoring and controlling information, we can correct the paths being taken and work on the real problems and their causes, as a means of creating effective solutions.

Created in 2022, Afya's social project brings together a series of initiatives on behalf of the integrated health of physicians and medical students, many of which are still in the development stage. Some of the actions already under way are operating principally in the undergraduate area and can be understood in more detail on [page 23](#).



Mind in Focus

The goal of integrated healthcare, which includes mental health, also includes our employees. As part of the UN-led #MindInFocus Movement, which focuses on this issue, we have made a series of support tools available for our employees. Find out more about the #MindInFocus Movement on [page 38](#).



Employees

Our people GRI 2-7

We ended 2023 with 9,680 employees, the majority of whom are concentrated in the Southeastern Region (44.9%), followed by the Northern Region (29.5%). Women form the majority at Afya: our workforce includes 5,604 women, meaning 58% of all the employees. In relation to race/color, 4,537 employees self-identify as Black or of mixed race.

Our entire team is covered by collective bargaining agreements. Each year, the Union Relations team negotiates with more than 100 unions in the different regions where we are present to discuss our employees' needs and combine them with the needs of the company.

GRI 2-30

Afya team

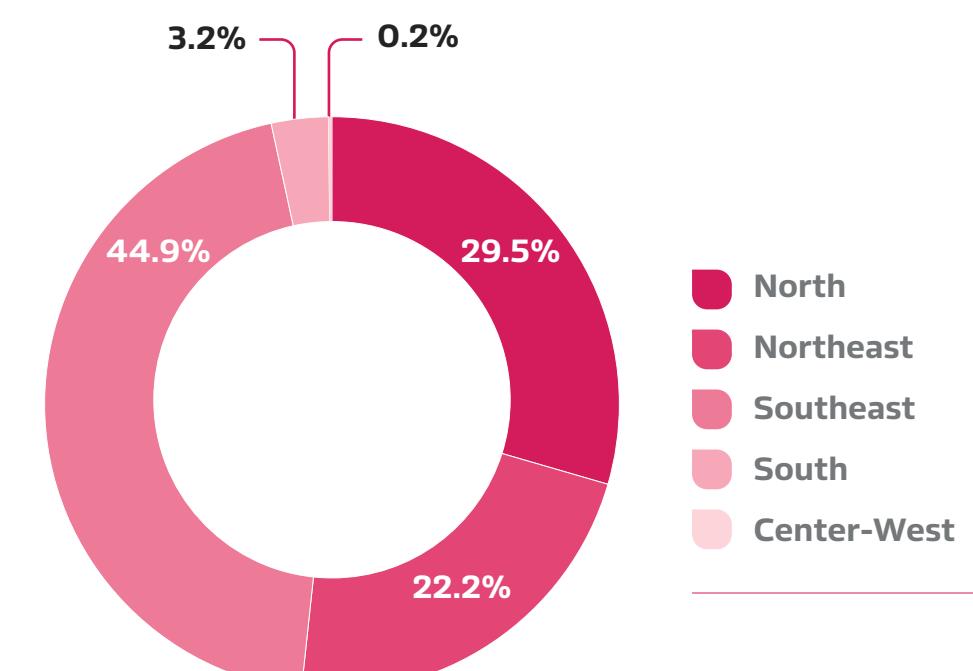
58% women

12% people over 50 years old

47% Black or mixed race

84% of our units and affiliates meet the quotas for disabled persons

72% of the unit principals are from the local communities GRI 202-2



Diversity, equality and inclusion GRI 3-3 DIVERSITY, EQUALITY AND INCLUSION | 3-3 A STRONG AND INCLUSIVE CORPORATE CULTURE | 405-1

As one of our core values, we believe that diversity makes us stronger. We recognize that plurality is one of our great powers, since an environment that involves different points-of-view allows the Company to be guided in the direction of change, with more respect and innovation.

For this premise to take an increasingly more central role in our operations, in 2023, we published our

Diversity, Equality and Inclusion Policy. This document is fundamental to the promotion of a working environment that respects and values diversity in all its forms. The Policy represents the Company's attitude towards the issue and the behavior expected of everyone who works under the name of Afya. Furthermore, employees receive mandatory training on Diversity and ESG. GRI 2-17 | 2-23

As an important step forward in this area, in 2022 we made a public commitment to seeking gender equality amongst our leaders. Our aim is that, by 2030, 50% of the management positions will be occupied by women. At the moment, we have managed to ensure that 45.1% of the positions at management level and above are occupied by women, whilst we also have four women on the Company's Board of Directors. This commitment is directly related to the SDG 5, which aims to achieve gender equality: and empower women and girls.

Afya is also a signatory to the Women's Empowerment Principles and has been awarded the [Women on Board](#) seal, an independent initiative supported by the UN Women organization. Also together with the UN, in 2023, we joined the [Movimento Elas Lideram](#) ('Women Leading Movement'), spearheaded by the Global Compact.

Proportion of women at Afya GRI 405-1

	% Women
Total	57%
Corporate	61%
Digital	48%
Units	58%
Female leaders (manager, director, CEO/VP)	45.1%

We are also part of the *Movimento Mulher 360°* ('360° Women Movement'), by means of which we have committed ourselves to promoting diversity and increasing female participation throughout the corporate environment, the communities and the value chain. Along with a large number of other companies, we have intensified our actions to continue evolving on our path towards gender equity and the empowerment of women at all levels.

Within this context, we should also highlight the fact that Afya was, for the second year running, one of just 16 Brazilian companies (and one of the few representatives of the health and education sectors) to be included in the Bloomberg Gender Equality Index 2023.

Mentoring for Women

In 2023, we began the Afya *Mentoria para Mulheres* ('Mentoring for Women') program (MMA), with the aim of developing female leaders capable of defining their own careers and preparing them for more strategic positions. Fifty leaders took part in the first edition of the program, including coordinators and managers from every area of the business, receiving mentoring from five of Afya's female directors. As part of this initiative, through online meetings, external talks and videocasts, the participants discussed issues such as leadership; a growth-oriented mindset; self-confidence; creativity and innovation; career and maternity; and personal productivity.

This award takes into consideration the performance of publicly held companies, with metrics related to gender equity in the workplace, such as female leadership and career opportunities, equality and parity of remuneration between genders, the inclusivity of the culture, policies designed to tackle sexual harassment, and the status of the brand in relation to being pro-woman.

In order to provide a humane and welcoming environment, which was truly inclusive, Afya created the '*Somos Plurais*' ('We Are Plural') Program, which establishes an agenda designed to educate the employees and raise their awareness of the theme. We Are Plural is made up of four Affinity Groups, which are the pillars that support and promote diversity and inclusion within the company. '*Ubuntu*' (ethnic-racial); '*Amigos Inclusivos*' (disabled persons); '*Agora é que são Elas*' (gender equality) and '*Cores da Afya*' (LGBTQIAPN+).



Amongst the advances made by the We Are Plural program in 2023, we should make special mention of the following:

- The entry and training of new allies in the affinity groups;
- Definition of strategic topics that are to be worked on within the affinity groups;
- Membership of the *Movimento Mulher 360°*;
- Discussions of micro-aggression and sexism;
- Discussion groups on behavioral barriers related to the 'Maria da Penha' law;
- A special program concerning Black awareness;
- Signing of the entry into the 'Women Leading Movement', spearheaded by the Global Compact.

In 2023, we declared the need for a registration update concerning ethnic identification. By means of this initiative, we identified that of the 123 female leaders at the Company, 33% self-identify as Black or of mixed-race

GRI 405-1

Health, safety and well-being

GRI 3-3 EMPLOYEE HEALTH AND WELLBEING | 403-1| 403-2| 403-3| 403-5| 403-6| 403-8

All of our more than nine thousand employees, as well as our service providers, are covered by an occupational health and safety management system. In order to administrate this system, we use the 'RH SALU Portal', allowing us to monitor and control the indicators.

Our work involves prevention, which includes the operation of a Risk Management Program, focused on mapping and evaluating occupational risks. The results provide a base for the actions of the Occupational Health Medical Control Program (PCMSO), by means of which we can determine exactly which work-related medical exams need to be applied to prevent and avoid illnesses and accidents. Our teams undergo medical consultations once every two years, with this period being reduced to one year if the professionals are involved in hazardous and/or unhealthy activities.

Furthermore, every two years, or whenever there is an alteration in the layout, we undertake occupational hygiene actions with the assistance of a specialist company, in order to verify the chemical, biological and physical risks that are apparent in the environment and apply the proper alterations.

The employees also receive health and safety training, in line with the requirements of the Regulatory Norms. All members of the Internal Accident Prevention Commission (CIPA) should be duly trained, as should all those employees who perform activities with any exposure to risks involving electricity or working at heights. In 2023,

1,028 of our employees took part in mandatory courses, with a total of 2,811 hours of training being provided. There are also non-mandatory courses available on the Afya Corporate University (UCA) training platform.

In relation to the CIPAs, all our units have commissions trained to identify risk factors and administer first aid. The CIPA, in partnership with other departments within the company, is responsible for hosting the Internal Accident Prevention Week (SIPAT), focused on themes involving accident and illness prevention and health and safety.

As a result of all this work, over the course of 2023, there were no work-related illnesses or deaths identified at Afya. **GRI 403-10**

Occupational health and safety indicators **GRI 403-9**

Accidents with lost time	35 units		
Accidents without lost time	6 units		
Total accidents	41 units		
		Total	Rate (%)
Days lost through accidents	516	0.17	

Injury rates **GRI 403-9**

With lost time	1.43%
Without lost time	0.24%
Total injuries	41 units
Days off work, restricted work or involving a transfer of function	0.29%

N.B.: During the reported period (2023) there were no events registered that resulted in fatalities.

Psychological and nutritional services

As a means of encouraging our employees to take care of their health and wellbeing, we offer a range of services and benefits, whilst they are all also covered by health plans and, if they choose it, a dental health plan.

With the aim of specifically encouraging mental health care, as well as the health plan not charging any sort of coinsurance fees relating to therapy, we have made the 'Conexa' platform available, focusing on psychological, psychiatric and nutritional support. With all legal provisions concerning personal and sensitive data being respected, the platform generates indicators which are used as a basis for actions designed to support the team's wellbeing. All this support forms part of our commitment to the #MindInFocus Movement, led by the UN Global Compact, which recommends the implementation of concrete initiatives and support to improve mental health and contribute to a healthy working environment.

In order to provide further support for the health of our employees, in 2023 we began examining the entire workforce, with the intention of mapping those with serious illnesses and establishing a management committee to support them. The year was also notable for the updating of the 'Afya com Você' ('Afya with You') Program, which, as well as involving the 'Conexa' platform and the deployment of the #MindInFocus program, includes activities and meetings designed to encourage the employees to take care of their physical and mental health, such as the Pregnancy Group and Workplace Exercises.

Climate Survey

We believe in the importance of listening to our employees, since they are the source of essential information that can be used to direct our approach to personnel management. It is through the data collected from climate surveys that we are able to map out our strategy.

At Afya, we perform an ongoing Climate Survey and, in 2023, for the first time, we applied an Organizational Climate Survey, in compliance with the request made by our controlling company, Bertelsmann. These two forms of consultation complement each other and provide us with inputs which can be used to monitor and engage the teams, as well as understand the employees' perceptions of the working environments and leaders, amongst other important matters.

The annual study allows for a comparison of results with those of other companies administrated by the controller, thereby understanding our level of maturity. In the 2023 survey, 84% of those who could potentially be interviewed from across the Bertelsmann group were interviewed, and 70% of those at Afya. In relation to Afya's indexes and results, we use 87% to gauge Creativity, 84% for Entrepreneurship, and 89% for Empowerment, figures which were extremely impressive and led Bertelsmann to comment upon and praise. Another positive aspect reported by those participating in the survey is that they feel that they have excellent opportunities to work flexibly in terms of their hours and locations. These indexes demonstrate that the commitment and motivation at the company are exemplary and, as our benchmark shows, much better than at comparable companies.

Development of the teams

GRI 3-3 PROFESSIONAL DEVELOPMENT OF THE TEAMS

The initiatives aimed at developing our teams are prioritized by platforms and acceleration programs, especially through the Afya Corporate University (UCA), which offers around 627 courses, divided into 32 learning paths, and corporate schools that aim to address those topics that are exclusive to our area of business. We have also established obligatory training sessions for the entire workforce, including the corporate governance bodies. In 2023, our employees, as a whole, completed more than 172,000 courses on the platform. [GRI 2-17](#)

As well as providing the UCA, we have developed specific actions for our undergraduate professors and leaders. For the first group, since 2021, we have provided

a structured program aimed at acceleration and training, which has already certified more than 1,400 members of staff. For the leaders, meanwhile, we offer six specific programs, including training for the 'primary leaders', exclusively for coordinators and supervisors; the Leadership Academy, focused on managers and directors; 'Mentoring for Women', a general mentoring initiative involving female executives through to management level; a specific program for the founders of healthtechs acquired by Afya between 2020 and 2022; and coaching.

We also encourage the development of our team by funding full and partial scholarships. In 2023, 36 employees were awarded scholarships for undergraduate, language and graduate/MBA courses. [GRI 404-2](#)



Promotion of healthcare and local transformation

Health and welfare

As well as free medical consultations, the teaching staff and students from the Higher Education Schools and those involved in Continuing Medical Education pursue other initiatives focused on the promotion of healthcare and wellbeing, prevention of illnesses and social inclusion in the communities neighboring our operations. Some of the highlights in 2023⁶:



• UniSL Porto Velho • **Barco Saúde and Cidadania**

3,000 residents of the Calama district (Porto Velho - RO) were attended to by this project, which has taken place annually since 2016. In the 2023 edition, a national public notice was announced for professors and students from other Afya schools, by means of which six people were chosen. In order to enroll, the applicants needed to donate toys, which were delivered to children in the community. The initiative involves the provision of **free** medical consultations and services in other areas such as Dentistry, Physiotherapy, Architecture and Urban Planning, and Law, as well as sports and leisure activities, which the professors and local people participated in together.

UniSL Porto Velho • **'Trote solidário': São Lucas in the fight against Aedes**

1,500 people, including the academic community and the people living nearby the school, were impacted by the activities of a fun activity aimed at preventing diseases such as the dengue, zika and chikungunya viruses. A **collective cleanup was performed** in the districts **neighboring** the school, with visits to homes made to provide tips on hygiene and the elimination of spots in the roads, backyards and vacant lots where the *Aedes aegypti* mosquito could breed. The students also donated non-perishable foods, which were passed on to organizations that work with communities in socially vulnerable situations. Over the course of the year, 507 homes received

visits, eliminating 320 spots where mosquitoes could breed and collecting 104 kilos of non-perishable foods.

UNIGRANRIO, Barra da Tijuca campus •

Health and Action

450 people were impacted by this event, which involved medical consultations, dental treatment, **rapid tests** and **multi-vaccines**, as well as entertainment, tips on healthcare, and education for the general public. The activities were conducted by students and professors from the undergraduate program courses, with the aim of creating a closer bond between the community and those at the university. It was also an opportunity to present the work connected to the teaching, and the research and extension developed by the university students.

Afya Santa Inês • **PRESERVAVIDA**

450 people were impacted by this initiative, which involved **distributing condoms** and **raising awareness** over the importance of their use.

Families in socially vulnerable situations living in the communities neighboring the municipality of Santa Inês - Piçarreira and Palmora - and near to the Firmino Rabelo school took part in the initiative.

ITPAC Porto Nacional • **Porto Solidário Itinerante**

420 people were impacted by the third edition of the *ITPAC Porto Solidário Itinerante* ('Traveling

⁶ • The number of people benefited is approximate and/or estimated.

Cooperative') project which, every six months provides the students from the schools with practical experience in vulnerable communities. This action, undertaken in the municipality of Pindorama (TO), involved 60 academics and around 20 professionals from the school, providing medical and nursing consultations, rapid tests and examinations, and dental procedures. Agronomy workshops and talks on health and wellbeing were also provided. The big development to come out of this edition was the partnership established with a bank, which hosted a workshop on financial education, and another with the Public Defender, which explained legal assistance to the public.

UNIGRANRIO, Barra da Tijuca campus • Pink October: Integrated Healthcare for Women

380+ women received free consultations focused on the health of cisgender and transsexual women, including cervical and clinical breast cancer screening, and endocrinology, cardiology, otorhinolaryngology, general medicine, gastroenterology and gynecology consultations. Women were also checked for high blood pressure and the risk of diabetes, and provided with multi-vaccinations, and auriculotherapy, chemotherapy, aromatherapy, foot reflexology and facial revitalization sessions. In addition to this, the university offered consultations at the Dental Trauma Clinic and the Women's Healthcare Center, providing shelter for women who have suffered accidents or were the victims of domestic abuse.

Afya Palmas • Life + Health

276 people from the Xerente indigenous community, located in the municipality of Tocantínia (TO), received medical and dental attention from the school's students, including vitamin supplements and antiparasitic medicines for children, consultations for pregnant women, dental surgery, and guidance on oral healthcare, amongst other initiatives. Hygiene kits and 150 basic food hampers were also distributed, along with clothes and shoes.



Afya Ipatinga • Dengue, aqui não!

240 primary school children, from the municipal and private school systems in the town of Ipatinga (MG), watched the play called 'Dengue, aqui não!' ('Dengue, not here!'), about the life cycle of the dengue mosquito and how to fight the spread of the virus. The subject of the play, which involved the participation of students and professors, was decided upon following requests from the principals of the schools selected and professionals working at health clinics.

UniRedentor • A Focus on Vaccination: Immunization Campaign

200 people benefited from the campaign designed to raise awareness of the importance of vaccinations, implemented at the Dr. Raul Travassos public health center. The objectives of the campaign were to inform patients of the vaccinations recommended for different groups, clarify information, promote understanding of the individual and collective benefits of immunization, encourage vaccination, and provide information on the vaccination times at the health center. Furthermore, four tons of food were donated and collected for distribution.

UNIMA • Hipervida project

• 150 people from the quilombola community of Serra da Barriga, in Alagoas, benefited from the actions of this project, which aims to promote a better quality of life. The quilombolas received information on common cardiovascular illnesses, means of preventing them, how to recognize common symptoms, and the risk factors involved.

UNIFIPMoc • Consultations in Glauçilândia

150 people from the urban and rural regions of Glauçilândia (MG) received free medical attention and consultations from the students and professors on the local school's Medicine, Pharmacy, Nursing, Psychology and Physiotherapy courses. The town's pets, such as cats and dogs, could also receive healthcare, since students from the Veterinary Medicine course also took part in the initiative. The services offered included basic health exams, nutritional advice, physiotherapy sessions and basic veterinary care.

• FASAVIC • FASA do Bem

150 people took part in this initiative, which included educational talks and workshops on the promotion of health. Services were also offered, including medical consultations and legal advice.

São Lucas Ji-Paraná • Visit to the Amondawa indigenous community

128 indigenous people benefited during a visit to the village of Amondawa (RO). The residents were involved in activities related to health, such as analysis of the water from the well that supplies the village, including the use of inputs that ensure the quality of the product and filters. Other activities included talks about nutrition and women's healthcare, covering the prevention of sexually transmitted infections.

UNIGRANRIO, Barra da Tijuca campus• Blue November: integrated healthcare for men

120 men were impacted by actions focusing on the promotion of health. Students and professors from the school's healthcare courses attended to patients in the region, with consultations relating to urology, prostate ultrasound procedures, rapid tests for sexually transmitted infections (STI) and multi-vaccinations, amongst others. The initiative is aimed at raising men's awareness of the importance of the prevention and early diagnosis of prostate cancer.

Afya Paraíba • Healthcare fair

120 people took part in the activities staged during two editions of the Healthcare Fair held in the town of Cabedelo (PB). In partnership with the municipality, the school provided health consultations according to the needs of the public. More than 150 consultations were provided during the first edition, and 290 in the second, along with 14 immunizations.

UNITPAC • Purple May: month aimed at raising awareness of inflammatory bowel diseases

120 people took part in an open class on inflammatory bowel diseases, which addressed subjects such as physiology, physiopathology, clinical manifestations, diagnosis and treatment.



• Afya Jaboatão • National Day of Struggle for the Homeless Population

100 people received medical consultations and guidance on preventive healthcare from the students and professors in recognition of the National Day of Struggle for the Homeless Population, aiming to effectively work together with the community for the promotion of wellbeing and healthcare amongst this vulnerable group. **65 hygiene kits were also distributed**, along with pamphlets providing information on the prevention of sexually transmitted infections (STI).

FACIMPA • Medical consultations at FAP

100 people benefited from the medical consultations provided by the school during the Parauapebas Agricultural Trade Fair. Services offered included medical screening, electrocardiograms, and consultations with specialists in infectious diseases.



UNIPTAN • Forever Apaeanos

100 students from the *Associação de Pais e Amigos dos Excepcionais* (Association of Parents and Friends of Extraordinary Children / Apae) in the towns of São João del-Rei and Entre Rios de Minas, benefited from weekly actions aimed at providing **proper oral health** to those with some sort of deficiency, with the development of skills that allow them to perform their own oral hygiene processes. The project was developed by academics from the Odontology course under the coordination of the professors. In the town of Entre Rios, a clinic was also established to attend to the families and employees of the local Apae.

UNITPAC • The importance of pressure control amongst those with hypertension in primary healthcare

70 people benefited from awareness-raising talks presented at health clinics concerning the risks of hypertension and the importance of controlling blood pressure and following medical advice as essential measures for preventing serious complications and ensuring a better quality of life.

Afya Bragança • Healthcare and Solidarity Circuit: prevention of intestinal parasites

60 people from the local community were impacted by actions designed to raise awareness of parasitic infections. As well as advice on the importance of preventing

parasitoses, the event also involved demonstrations on wildfire control from firefighters and the encouragement of physical and sporting activities. Amongst the other services offered were **blood pressure and capillary blood glucose testing**, and **chiropractic sessions**, provided by partner schools.

Afya Garanhuns • Mental health of the elderly population in primary healthcare

50 elderly people took part in a conversation circle with students and a team from the local public healthcare system, during which they could **exchange experiences and share knowledge about mental health**. Other activities also took place to encourage the elderly people's interaction and creativity, such as bingo and a painting workshop.

Afya Ipatinga • Education on healthcare for people in vulnerable conditions

50 men from the Ipatinga Penitentiary System Redeployment Center (MG) took part in meetings with medical students and professors from the school aimed at raising awareness of the importance of healthcare. As well as making presentations on the issue, the students created printed materials containing images, charts and diagrams making the subject easy to understand for the target-public. The project also included **discussion groups and activities on specific healthcare issues**, such as sexually transmitted infections and airborne infections.

UNIPTAN • The three pillars for women: nutrition, body and mind

50 women from the community were attended to at a space created within the school to offer advice on healthy eating. The aim of these sessions is to show the effect of nutrition on controlling anxiety and the importance of developing healthy habits for a better quality of life.

UNIGRANRIO, Duque de Caxias campus • Social action involving the *Acadêmicos do Grande Rio*

45 children from the neighboring communities and the percussion group from the *Acadêmicos do Grande Rio* samba school benefited from actions providing advice on dental healthcare. Students from the Collective Dental Healthcare League and the Odontology Academic Center, in partnership with the oral hygiene products company, provided advice on oral hygiene, performed medical exams and distributed kits to the children taking part.

UNITPAC • 'Healthy Living' project

40 people benefited from donations of body hygiene products made at the Araguaína Regional Hospital as part of the 'Healthy Living' project. The initiative was developed by the Nursing students with the aim of alleviating the lack of these items that are used during bed baths and are so important in the prevention of health problems.

São Lucas Ji-Paraná • Prevention and diagnosis of sexually transmitted infections

24 people were tested for sexually transmitted infections at a unit of the Ji-Paraná Social Welfare Referral Center (RO). The aim of the initiative was to detect these diseases in advance and raise awareness concerning their transmission.

Afya Abaetetuba • Geriatric assistance

21 elderly people who attend the Abaetetuba Elderly People's Social Center received specialist geriatric assistance on May 23, 2023, with support from the Baixo Tocantins Cardiology Academic Group, connected to Afya Abaetetuba. The members of the group, all medical students from the school, were responsible for the screening process - practical experience that contributed to their humanitarian development as future physicians.

Afya Garanhuns • Good management: Mental Health Practices and Care from Pregnancy to Neo-natal care

15 women in the pregnancy or neo-natal stages from the community neighboring the school participated in care and support actions that included discussion groups aimed at sharing experiences and providing a welcoming space, where relaxing massages, healthy meals and

photographic records of the mothers were provided. The aim of the initiative was to allow students and professors the opportunity to analyze the impact of care on these pregnancy and neonatal phases, when there is added mental pressure.



Human rights and social responsibility

• UniSL Porto Velho • Brazil x Bolivia Scientific Exchange Program

1,712 people received medical attention through this project, which aimed to develop scientific educational activities undertaken in the undergraduate and extension areas by students studying Medicine, International Law and other undergraduate courses at the school. In 2023, two visits were made to the border region between Brazil and Bolivia, in the towns of Guajará-Mirim (Brazil) and Guayaramerín (Bolivia). To enable the activity, the school signed a cooperation agreement with the Bolivian Consulate, and formed a partnership with the Brazilian Army. In addition to the services provided, 315 kilos of food, 99 bags of blood and 55 feeding bottles were collected via donations.

FESAR • Distribution of basic food hampers

1,600+ people from vulnerable communities in Redenção (PA) benefited from the donation of basic food hampers. The hampers were collected by students and distributed to the residents of five districts in the town.

FASA Sete • 'Trote Solidário'

1,200 children in vulnerable situations attending the public schools in the city of Sete Lagoas (MG) benefited from two fun activities: the first involved the presentation of chocolate at a community Easter celebration in the

community of Cidade de Deus; whilst the second involved the provision of candies for a party for children in socially vulnerable situations hosted together with the public schools and the Santa Luiza Parish.

Afya Abaetetuba • Support for children with autism

700 people benefited during a walk staged in Abaetetuba (PA) on behalf of World Autism Awareness Day. Students and employees from the school distributed bottles of water to the participants and, in partnership with local non-governmental organizations, distributed information on the issue and provided support for autistic children.

UNIDEP • Knowledge Marathon

600 students and representatives of 13 schools in Pato Branco (PR) and the surrounding region, from both the private and public education systems, took part in the 2023 UNIDEP Knowledge Marathon, the central theme of which, based upon the SDG 15 - Life on Land, was "how can we use science and technology to protect, recover and promote sustainable use of the land ecosystems?". The initiative involved workshops on creativity, soft skills, short, direct pitches, sustainability and social responsibility. The program, now in its third year, traveled more than five thousand kilometers, passing through the towns neighboring Pato Branco.

In total, INIDEP hosted 108 meetings at the schools, as well as a grand finale at the Pato Branco University Center.



UNIMA • Regional Development Forum

500 people had access to free services in numerous areas, including legal advice, health and employability. Amongst the legal services offered, in partnership with the Alagoas Law Court, were alteration of one's civil status, issuance of birth and death certificates, alterations to one's name or sex in the civil register, and collective weddings. The participants also had access to healthcare services, including vaccinations, evaluation of vital signs, dental treatment and psychological screening, amongst others. In relation to employability, the participants received help in creating their curricula and advice on how to act during job interviews.

FASA Sete • Human Rights Clinic

300 residents of the Cidade de Deus Occupation, located in Sete Lagoas (MG), benefited from the Human Rights Clinic initiative, in the form of legal protection in a judicial proceeding which culminated in an agreement allowing them to remain in the occupied area. The Human Rights Clinic is a permanent social responsibility and transformation program, connected to the Legal Practices Center of the Law Course.

• ITPAC Porto Nacional • Make a child happy

230+ children took part in a special event to celebrate Children's Day. Academics from different courses in the area of healthcare and employees offered fun and

recreational activities and also distributed toys. The initiative benefited children from the Esperança, União and Alecrim Social Welfare Referral Centers, Escola Brasil's Pinheirópolis Social Welfare Center, and the Tia Messias Braga Institution, as well as the children of our own school's employees.



Unigranrio, Duque De Caxias Campus

200 people took part in the 'NPJ comes to you' initiative, in which the students from the Legal Practices Center provided legal advice to passers-by in the Raul Cortez Town Square, in the center of Duque de Caxias. Psychological and dental support were also offered.

Afya Itabuna • Community soup

150 children and adolescents from the river-dwelling community of the Nova Itabuna district benefited from a soup kitchen offering soup prepared using food collected by means of a campaign undertaken by the school employees.

Afya Santa Inês • Community Easter

150 children from the Piçarreira and Palmora communities, and the Firmino Rabelo School, neighboring the municipality of Santa Inês (MA), received chocolate that had been collected by academics and employees at the Afya school.

ITPAC Porto Nacional • Sign language: Learn to include

140 people were impacted by actions staged in commemoration of 21 years since the enactment of the law that recognized Brazilian Sign Language ('Libras') as a legal form of communication and expression for Deaf people (Law n° 10,436/2002). Academics,

professors, employees and members of the neighboring community took part in workshops and talks on the issue, with the aim of drawing attention to the importance of learning sign language as an indispensable tool for the inclusion of Deaf people in society. The event also saw the launch of the Traveling Sign Language



Project in the different sectors of the university and a basic level, online Sign Language Workshop.

UNIDEP • Power Soccer Day: sports possibilities for all

120 people, including students, family members and professors from the Carlos Almeida Apae, in Pato Branco (PR), took part in a day of activities focused on the importance of para-sports as a means of improving physical and mental health. To make the event possible, UNIDEP checked the models and sizes of each of the wheelchairs used by the participants and made adaptations allowing them to watch the futsal games from the stands. The means of adaptation were created manually by academics using metal from old wheelchairs donated by the school itself. The game was organized with support from the Pato Branco INIDEP women's futsal team.

UNINOVAFAPI • Collection and assistance for Venezuelans project

120 indigenous Venezuelan immigrants of Warao ethnic origin, residents of a village provided by the Teresina (PI) local government, benefited from donation actions and healthcare and legal services. Students, professors and administrative employees were involved in the activities, which included advice on the prevention of diseases, the provision of healthcare and exams, and donations of hygiene kits.

Afya Bragança • Educational actions on the streets

120 pedestrians and drivers were impacted by an activity conducted in Orla de Bragança (PA). Students from the school gave advice to people about how to avoid road accidents; the use of equipment, such as seat belts and helmets; first aid and basic life support techniques; and respect for signing and speed limits; amongst others.

Afya Itabuna • Pink October

120 women connected to the 'Grupo se Toque' group benefited from food donations collected by the school's academic community. The food was used to prepare a weekly breakfast for the women with cancer who are supported by the Group. 78 jars of powdered chocolate, 54 cartons of fruit juice, and 244 packets of cookies were collected.

FASA Sete • 'Por elas' project

100 women from Sete Lagoas (MG) were attended to as part of the initiative, organized by students and professors from the school's Law Course, together with the Women's Services Police Department, the cabinet of the local councilor, and the Central Program for Monitoring of Penal Alternatives. The principal aim was to plan, execute and evaluate joint actions designed to reduce the multiple consequences of domestic and gender violence. The initiative focused on employability, empowerment and the guaranteeing of medical care for abused women, amongst other issues.

UNIFIPMoc • Simulation of the General Assembly of the UN in a discussion of the 2030 Agenda

100 people, including residents of the Montes Claros community (MG), professors and employees from UNIFIPMoc, took part in a simulation of the General Assembly of the United Nations (UN), organized by the school's Law students. The participants were selected to represent different countries and organizations, depending upon different criteria of ethnic diversity, gender, age and experience, to ensure a variety of perspectives and contributions. These individuals were divided into simulated committees, each of which was focused on a specific topic of the 2030 Agenda (the global agenda in support of fulfillment of the Sustainable Development Goals), such as human rights, healthcare and education. Within these different spheres, the initiative involved debates and negotiations, in search of solutions to the problems presented. All the activities were watched by an audience made up of academics, professors and employees.

Afya Paraíba • Donation of basic food hampers to the Aldeia Vitória community

85 indigenous people from the Aldeia Vitória village benefited in the form of 250 kilos of food and 332 basic food hamper items, collected by means of a campaign undertaken by the school's students. During the initiative, the chief of the village, which is home to the remaining members of the Tabajaras people, invited the students to

spend a few days with his people, providing them with a rich experience of the indigenous culture.

IESVAP • Dignity on the Streets project

63 people benefited from this project in 2023, which was offered by students from the sixth period of the Law course. The aim of the initiative is to develop extension studies and actions focused on homeless people in the town of Parnaíba (PI), in an attempt to understand their reality as a means of improving their quality of life.

UNIMA • Restorative Justice in Schools

50 people benefited from this project, which has been conducted in partnership with the Law Court of Alagoas since 2018. The initiative aims to raise awareness amongst the local public schools in order for them to identify cases of conflict between students, or even situations they experience at home, which can be addressed by means of restorative justice, a practice that seeks solutions through the employment of dialog and negotiation. The activities involve workshops with the participation of the teaching staff and school administrators, and discussion groups with the students.

UNINOVAFAPI • 'Florescer' project

More than 30 children, adolescents and women in vulnerable situations were impacted by this project's socio-educational actions, which included discussion groups focused on violence against women and the

provision of healthcare services, with blood pressure and capillary blood glucose testing also being offered. This social action was undertaken in partnership with the Ana Hickmann Institute, which offered the participants beauty services such as makeup and hairdressing.

Afya Manacapuru • Donation of absorbent pads and milk

27 institutionalized children and adolescents (under protective measures necessary due to violations of their rights, in accordance with the Child and Adolescent Statute), received around 100 packets of absorbent pads and 200 cartons of milk, collected as an entry fee to an academic event held by the school.





MISSAO

Integrar educação e
médica, potencializar
assertividade, produzir
médicos com o ecosistema

PROPOSITO

Transformar a saúde
quem tem a mais

Governance

We have provided profiles of the board members and their respective career paths on our Investor Relations website. Click here to visit the website.



Bertelsmann has been our controlling shareholder since 2022. The global company, with head offices in Germany, has been operating for more than 180 years in the media, services and education sectors. In a move to enable greater proximity and cooperation, based upon references provided by Bertelsmann, and in line with international standards, we are reviewing our structures and processes, which will contribute to the strengthening of our governance model, considering the need to expand in relation to Afya's new business fronts.

Capital Stock⁷

	Class A shares	Class B shares	Total shares	Total shares	Voting power
Bertelsmann SE& Co. KGaA	17,038,781	29,074,134	46,112,915	49.2%	63.1%
Esteves family	2,113,811	14,728,629	16,842,440	18.0%	30.6%
Management	430,329	-	430,329	0.5%	0.1%
Treasury	3,752,478	-	3,752,478	4.0%	0.8%
Free Float	26,584,669	-	26,584,669	28.2%	5.4%
Total	49,920,068	43,802,763	93,722,831	100%	100%

Governance structure GRI 2-9 | 2-12

Our management is led by the Board of Directors, responsible for formulating the strategies and guidelines for the direction of Afya and for constantly supervising and monitoring the Company's business and its respective performance indicators. The Board is also responsible for approving the internal policies and regulations designed to advance our sustainable development, in line with our values and principles, and which uphold our responsible business conduct and commitment to ethics and integrity.

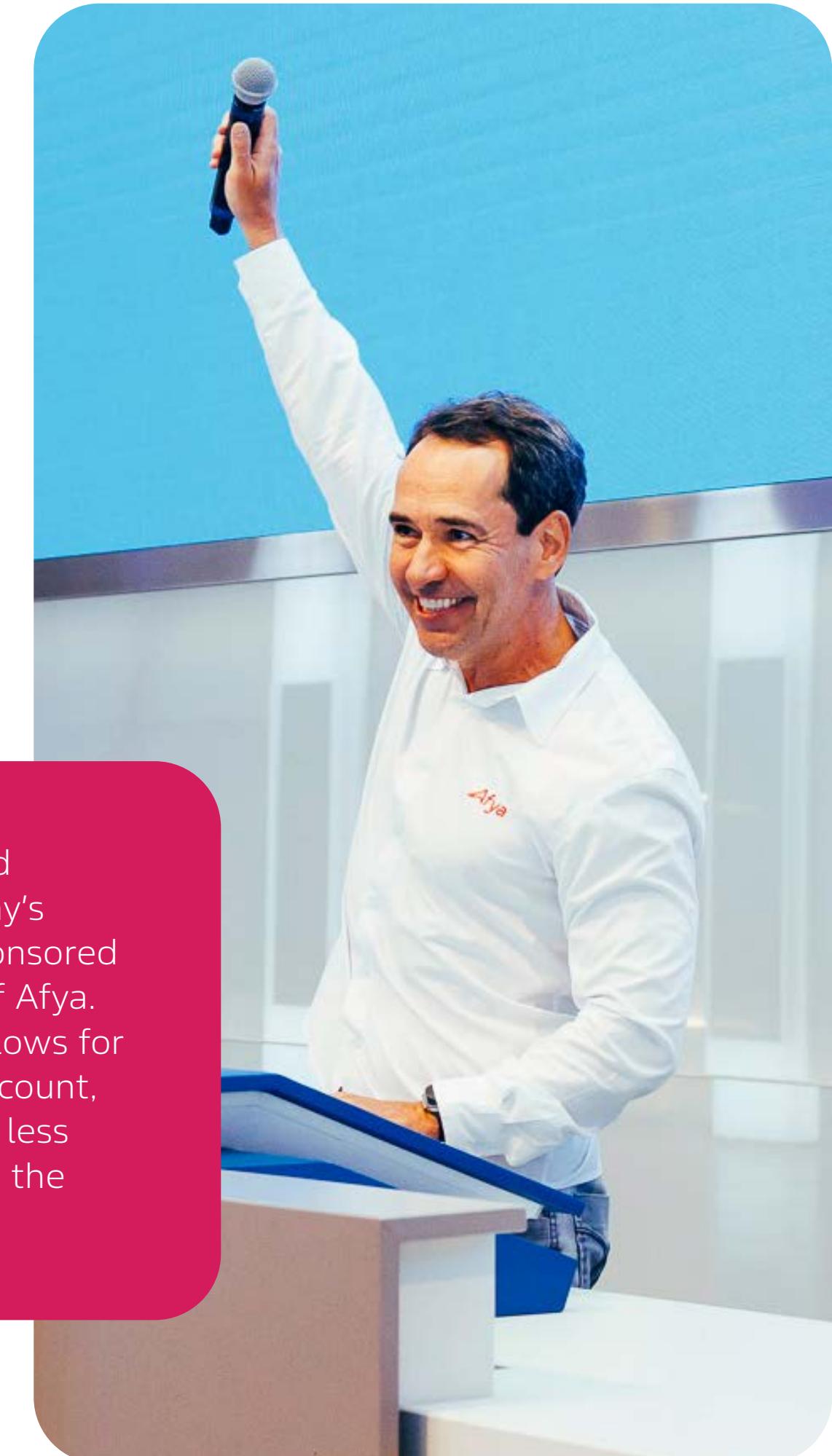
In 2023, the composition of this governing body was altered with the election of a new independent member - now there are four. The total composition is 11 members. The Board's selection process involves

technical criteria, including the consistency of the potential members' professional histories, along with their experience in businesses similar to Afya's and reputations. All the recommendations for the assumption of positions as a member of the Board are evaluated by the People and ESG Committee prior to approval and selection. In the case of independent members, the evaluation is performed by the election by the Annual General Shareholders' Meeting. GRI 2-10

The collegiate is conducted under the co-chairmanship format, that was adopted in 2022, whilst neither of the two Board members in this position may hold the function of CEO, nor may they hold any other executive position at Afya. The independent board members hold a mandate of two years, with the possibility of reelection, with the current mandate due to end on June 15, 2025. Those board members that were indicated by Bertelsmann, the Esteves family (founder) and Softbank occupy their positions for an unlimited duration, subject to the discretion of the group responsible for the selection. GRI 2-11

Four years after Afya was listed on the stock exchange in the United States, B3, the Brazilian stock exchange, began trading the Company's Brazilian Depositary Receipts (BDRs). This move involved the unsponsored issuance of the receipts, without the involvement or participation of Afya. The main advantage of the BDRs is that this category of product allows for investment in foreign assets without having to open an overseas account, thereby allowing the investor to diversify their investments with far less bureaucracy. In the photograph, our CFO, Luis Blanco, is celebrating the announcement at the B3.

7 • Position of the Capital Stock on June 13, 2024, as published on the <https://ir.afya.com.br/> website.





The Company currently observes the criteria of the Board Matrix established by the Securities Exchange Commission (SEC) for the election of members of the highest governing body of an organization. At Afya, diversity of genders and nationalities is a strong characteristic of the board, since a portion of the members represent overseas shareholders. It should be stressed that, of the 11 board members, four are women, meaning 36% of the total. [GRI 2-10](#)

Read more about the figures concerning diversity in the highest governing bodies in the Annexes.



Diversity on the Board of Directors [GRI 2-9](#)

- 4** women
- 2** people over 50 years old
- 2** Black or mixed-race people

Advisory Committees [GRI 2-9| 2-12| 2-13](#)

Tasked with advising the Board of Directors in the performance of their functions, we have two statutory committees, dedicated to the issues of Auditing, Risks and Ethics, and People and ESG. These committees are responsible for researching information, data and metrics concerning specific issues, as well as monitoring critical concerns, identified by means of evaluations of scenarios,

and the implementation of business strategies by the operational areas. Whenever necessary, these issues are submitted to the Board of Directors for analysis.

Audit, Risks and Ethics Committee

Responsible for ensuring the integrity and effectiveness of the internal controls, the Audit, Risks and Ethics Committee (CARE) is an independent body, set up to supervise the processes adopted in the management of risks and compliance. It is responsible for monitoring the processes involved in drafting the Company's financial statements. It also supervises and coordinates the work involved in the internal and external audits, especially in relation to issues concerning accounting, internal financial control and other routines involving legal compliance, including the mitigation and prevention of situations constituting conflict of interest or risks to the Company. It is composed of four independent members, three of whom are men and one a woman.

People and ESG Committee

The People and ESG Committee is responsible for supporting the Board of Directors in the formulation of strategies relating to environmental, social and governance issues, as well as those related to the management of human resources, such as reviewing and establishing the

guidelines and policy for remuneration and other benefits, or contracting consultancies for such purpose. [GRI 2-20](#)

With deliberative powers, it collaborates for the sharing of information and updating the board members on matters related to sustainable development, both from a business perspective and in relation to the contribution Afya makes to the wellbeing and progress of the regions neighboring the operations. Each year, the group is also responsible for monitoring and evaluating the performance of the Executive Board. It is made up of five people, three of whom are board members, whilst one is an independent member and another an outside professional, who is a physician. The committee preferably meets bimonthly.

Executive Board

The Company's strategic planning is put into practice by the executive directors, who are responsible for putting the directives into operation, in full alignment with Afya's long-term objectives. The People and ESG Committee performs an annual evaluation of the executive team.

Virgilio Gibbon*

CEO

15 years experience in Education companies

Lelio Souza*

VP of digital services for the medical practice
22 years experience in Technology companies

Luis Blanco*

Financial VP and investor relations officer
10 years experience in Health companies

In 2023, we restructured our Executive Board, to ensure that it now reflects our areas of operation, concentrating and directing its efforts on achieving our business targets. This governing body is currently made up of eight professionals:

Anibal Sousa

VP legal and compliance

15+ years experience in Education companies

Denis Del Bianco

VP of Continuing Education

20+ years experience in Business Services and
Technology

Érico Ribeiro

VP of undergraduate studies

15+ years experience in Education and Medical
companies

Mirella Gomiero

VP of Personnel & Management, Services and IT

20+ years professional experience in Human Resources
and shared service centers

Stella Brant

VP Marketing and Sustainability

25+ years in Marketing, Branding and Corporate
Communication

* Afya Limited Executive Directors.



Click here to read our Code of Ethics and Conduct as well as all our other internal policies. [GRI 2-23](#)



Remuneration GRI 2-19

Both the remuneration and the benefits paid to Afya's administrators observe the Company's internal human resources management policies and norms, as well as the regulations of the Security and Exchange Commission (SEC) in the United States where Afya trades on the Nasdaq Stock Exchange.

The independent members of the Board of Directors receive a fixed remuneration, whilst those on the Executive Board receive fixed installments, based upon market guidelines, that are adjusted annually, and variable remuneration consisting of a bonus tied to their performance and the year's objectives, that include economic, social and environmental targets. Any attraction bonus and recruitment incentives for the members of the senior management are evaluated in advance and approved by the People and ESG Committee.

Complementary to the variable remuneration, a group of executive directors is covered by the 'SOP Program', which offers the option to purchase shares in Afya, and the 'RSU Program', which provides for the granting of restricted shares. One of the main objectives of the initiatives is to attract and retain professionals of the highest standard.

Integrity, transparency and compliance

GRI 3-3 INTEGRITY, TRANSPARENCY AND COMPLIANCE | 2-24 | 2-26 | 205-2

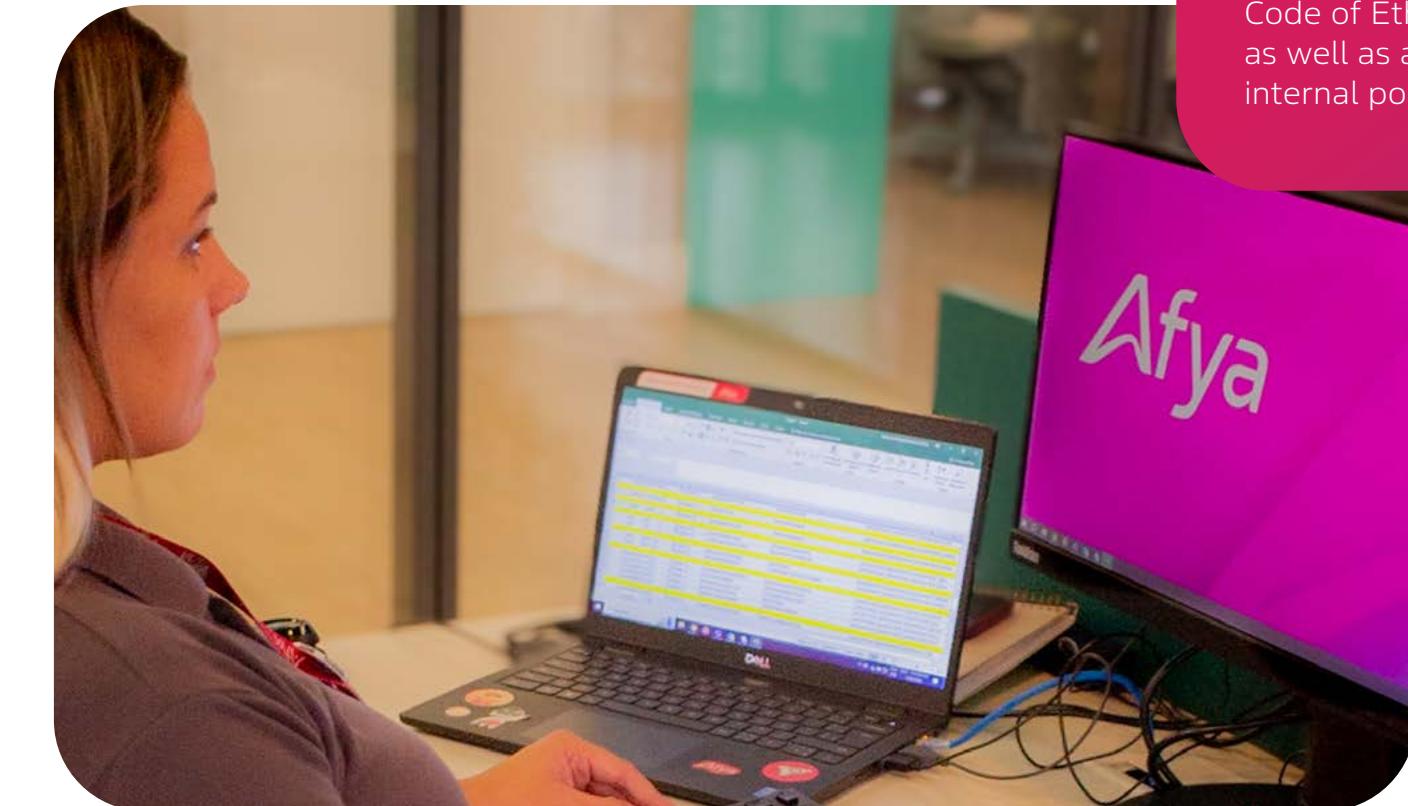
Our path is always one of integrity and ethics. Our guidelines in this area are disseminated by means of the Compliance Program, which includes policies, training, control procedures and a reporting channel, allowing

us to thereby mitigate any risks of corruption and non-compliance. These directives must be observed by all our employees, partners and suppliers in the performance of their activities, executed within Afya or in its name.

In 2023, our Code of Ethics and Conduct was updated and approved by the Board of Directors. This document contains all the practices that are either acceptable or prohibited in the conducting of our business, based upon principles of responsible corporate conduct, covering a range of different issues, such as combating corruption, conflicts of interest, related-party transactions, competitor relations, privacy and intellectual property, and the defense of universal human rights, amongst others. [GRI 2-12 | 2-23](#)

All our new employees are informed of the guidelines contained in the Code during their required training sessions, which are applied during the Company's onboarding process. They also all sign an agreement declaring their awareness of, and commitment to, the principles contained in the document. Furthermore, over the course of the year, we hold a number of different internal communication actions to disseminate and reinforce the topics addressed in the Code, whilst there is also a series of obligatory training sessions focused on compliance matters. In 2023, 54% of the employees participated in training on this topic. [GRI 205-2](#)

Another publication that regulates processes that are fundamental to our business is the Policy on Related-Party Transactions and Conflicts of Interest. In it, we reinforce the guidelines for commercial transactions applicable to the entire Afya Group, with the aim of ensuring that the Company's interests are always preserved.



In the event a transaction of this type is identified, it should be conducted formally, having received prior approval from the Board of Directors and submitted to the shareholders with a proposal including an independent expert evaluation.

To ensure that this Policy is being observed, each year the Company's managers fill out questionnaires, allowing for the systemic identification of situations involving potential conflicts of interest, maintaining transparency in Afya's business processes and guaranteeing that they are performed in compliance with existing legislation and market conditions. [GRI 2-15](#)

Restructuring of the Compliance area

In 2023, the Compliance area began a restructuring process, with delegation of the responsibilities involved in the management of the Ethics Channel to the Internal Audit department, under the supervision of the Compliance Officer. Other services relating to the program remain with the respective areas.

Ethics Channel GRI 2-16 | 2-25 | 2-26 | 2-27

All of our employees or other stakeholders can report any suspicion of irregularities in conduct by means of our Ethics Channel. In order to ensure impartiality and security, the channel is managed by an independent company, in line with best market practices. The reports are made anonymously, free from any form of retaliation by the accused party, and may be made confidentially, using different platforms (a free '0800' number or website), which can be accessed 24 hours per day, seven days a week.

The Channel forms part of the mechanisms designed to monitor the actions and performance indicators adopted by the Internal Audit and Ethics department. In the event of any critical case arising involving the Company's senior management, the company that manages the channel sends the accusation to the Auditing, Risks and Ethics Committee (CARE).

Over the last two years, use of the Ethics Channel has been increasing, thus demonstrating the confidence our stakeholders have in it and the credibility of the solutions to the requests that are received. In 2023, the Ethics Channel received 315 contacts, although none of them were considered to be of a critical nature, requiring the 'CARE' committee to communicate them to the Board of Directors. Nor were there any confirmed cases of corruption involving our employees or members of the senior management during the same period. GRI 205-3

Communication and training on anti-corruption policies and procedures <small>GRI 205-2</small>			
	Nº	Total number of employees	%
Board members (members hired directly from Afya)	-	6	-
Executive directors and CEO	2	8	25%
Directors	85	145	59%
Managers	69	120	58%
Coordinators/Supervisors	412	651	63%
Teaching staff	1,364	3,652	37%
Other professionals	3,270	5,098	64%
Total	5,202	9,680	54%

N.B. • Afya's Board of Directors has 11 members, although only six of them are Company employees.

Risk management, internal controls and internal auditing

In 2023, Afya took an important step forward in relation to its corporate governance by expanding its management of SOx (Sarbanes-Oxley) and transforming it into a Risks and Controls Board. This Board is based upon three pillars: SOx certification, Internal Controls (not SOx) and ERM (Enterprise Risk Management).

Enterprise Risk Management (ERM) was challenged with mapping the strategic, operational, financial and compliance risks, as well as those relating to ESG matters. To do so, rigorous international standards of quality were employed, involving the use of the 'COSO ERM' (Committee of Sponsoring Organizations of the Treadway Commission - Enterprise Risk Management) framework, and the policies of the Bertelsmann group.

Senior executives of the Company participated in this project, including the CEO, Virgilio Gibbon, and the members of the Audit, Risks and Ethics Committee (CARE). The identification of risks is an integrated process, involving important input from the Internal Audit and Compliance areas. Through this collaboration, it was possible to establish a full understanding of the risks, classify them in their respective categories and evaluate their levels of criticality, in order to be able to prioritize them. Furthermore, measures to be employed in response to the risks were defined and new corporate controls were implemented and tested, with action plans also being elaborated to guide the Company towards even higher levels of governance and management.

The Internal Audit and Ethics area makes up the Company's third line of defense, being responsible for evaluating the processes, risks and controls by means of periodic reviews. The department's objective is to identify areas of risk and weaknesses in the controls, and make recommendations for the improvement of governance. In 2023, 20 audits were performed on our processes, as part of the plans to address 100% of the processes over the course of a four year cycle.

Shared management

GRI 3-3 COMMITMENT TO THE BEST EXPERIENCE FOR THE CLIENT

Afya Service Center

One of channels for the relationship with the professors and the entire team working at the schools, including the students, is the Afya Service Center (CSA). This business unit is responsible for centralizing the administrative routines of all the companies making up the ecosystem, providing support for all the processes involved in the integration and standardization of routines, such as the management of personnel, finances and accounts receivable, or those related to accounting, taxes and supplies. In 2023 alone, the platform addressed the various different demands of more than ten thousand employees. The CSA's operations are based upon a shared management model, which allows the schools, continuing education institutions and healthtechs to conduct their routines in a way that is accessible, practical and standardized, thereby offering the students, physicians and healthcare professionals the very best infrastructure possible.

Amongst the center's priorities is the expansion of robotization between the Afya units. The use of technology and innovation is necessary to reduce repetitive activities performed by the teams and increase the accuracy of the processes. In 2023, another 29 robots were created, making a total of 92, of which 53 are now in full operation.

Afyados

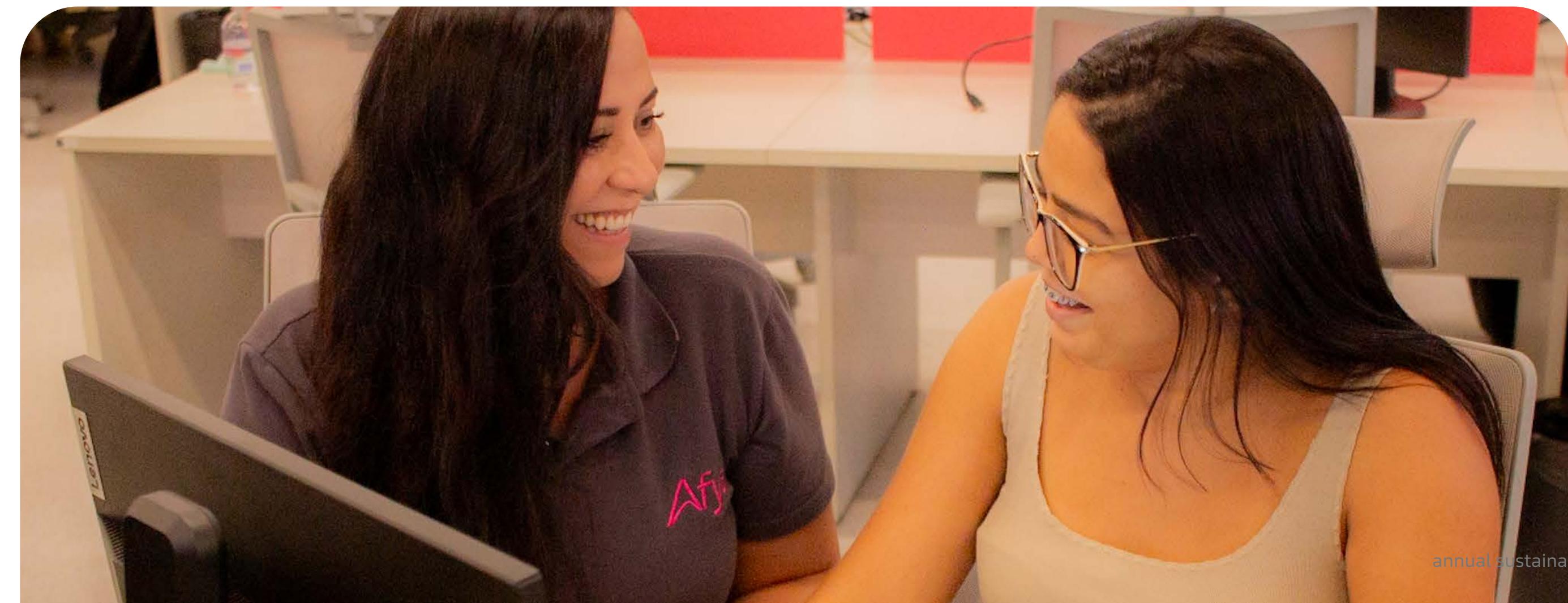
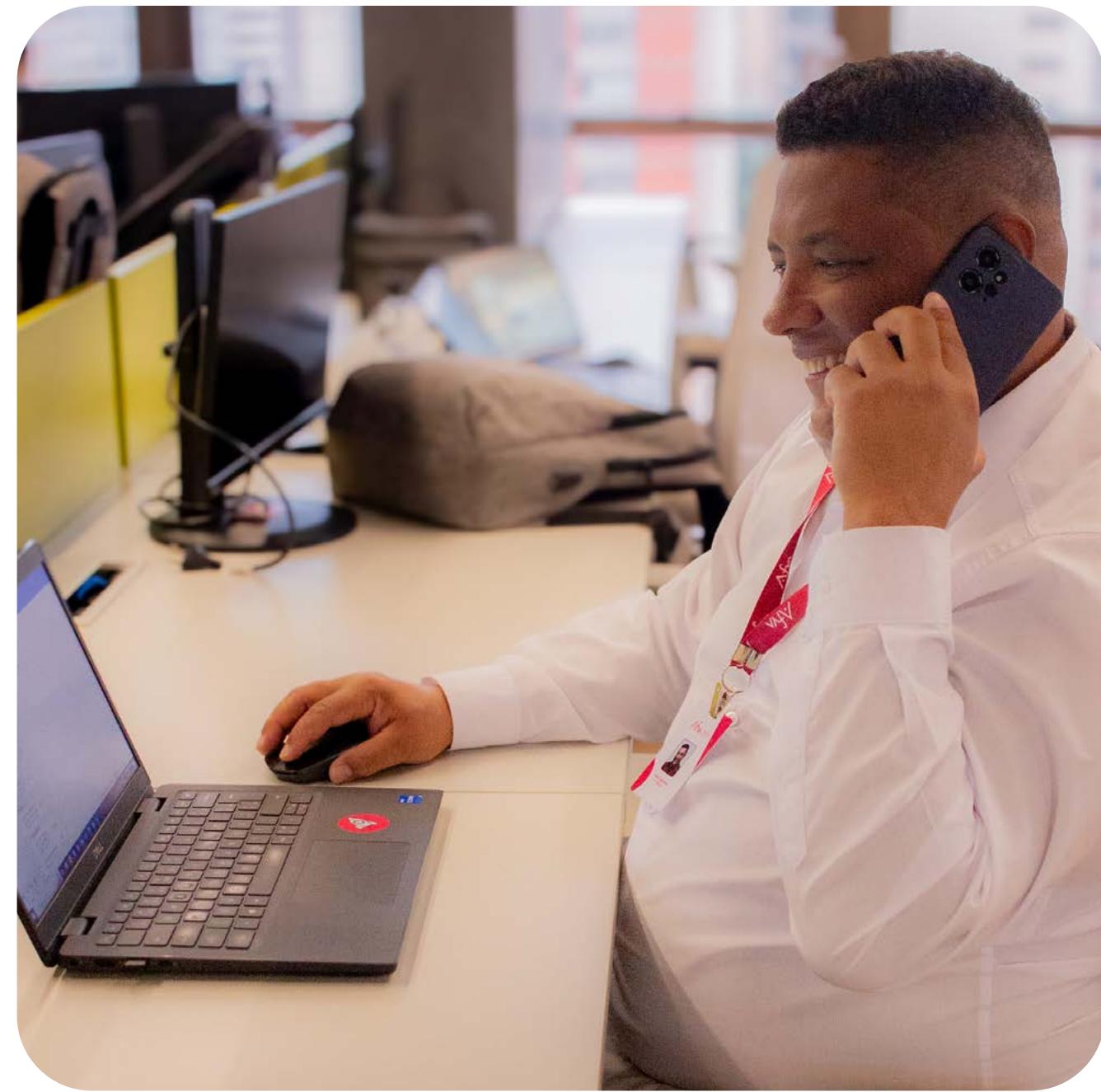
Continued improvement is part of Afya's DNA and, in order to strengthen this culture within the Company, we

have created the Afyados Management Program, which involves attributing targets and awards to those operations that manage to achieve excellence in the management and performance of their activities, thereby increasing client satisfaction and generating better results.

Firmly based upon our values and structured indicators, the program includes the following practices: deployment of guidelines and targets; promotion of standardization, continued improvement of the processes, and sharing of best practices; management effectiveness through indicators; excellence in management; and innovation.

In 2023, the program managed to achieve:

- 82% of the schools operating in compliance with the ESG standards established in the initiative;
- a 19% increase in the quality of life index relating to the employees, students and society as a whole;
- implementation of 180+ management innovation ideas; and
- recognition as best operations: FMIT, UNIDEP and Afya Educação Médica São Paulo.





Data security and privacy

GRI 3-3 COMMITMENT TO THE BEST EXPERIENCE FOR THE CLIENT

We have dedicated teams, and specific guidelines, policies and processes designed to ensure the integrity, availability and confidentiality of our systems, protection of our online environments and mitigation of risks. Our guidelines are established by the Information Security Management System, which is based upon the ISO/IEC 27001 and the NIST Cybersecurity Framework.

For the management of personal data, we use a platform that is specialized in privacy and which provides services directly to the data subjects. The channel is widely communicated, allowing the data subjects to exercise their rights as established by the General Personal Data Protection Law (LGPD).

In 2023, the continued evolution of Information Security was at the heart of one of Afya's 33 strategic projects, which included new investments and the implementation of tools and processes as a means of developing the maturity of our controls. Under this project, the Privacy Office worked on raising employees' awareness concerning the data subjects' needs and the requirements set forth by the LGPD, as well as the automation and improvement of processes in the area.

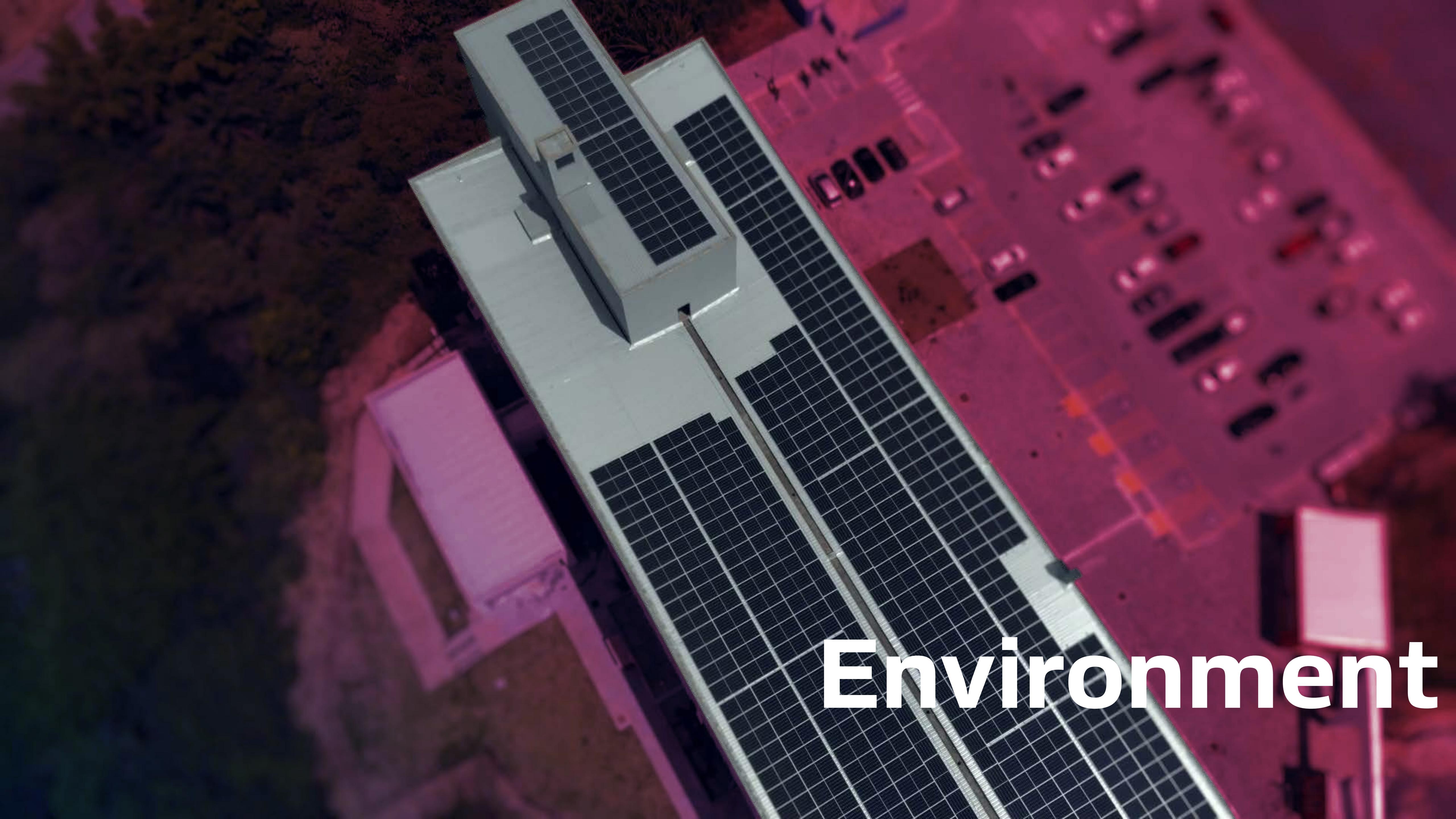
Created in 2021, Afya's Privacy Office, under the direction of the Data Protection Officer, undertakes projects designed to improve the data privacy and protection routines. The area is responsible for periodic data

inventories, identifying, mapping, classifying and mitigating risks in the work routines that involve personal data, as well as supporting the different business areas with respect to this issue. It is also responsible for adapting portals, evaluating suppliers and reviewing any contracts that involve the handling of personal data, as well as developing training sessions and initiatives designed to raise employees' awareness on the matter.

Corporate Venture Capital

In 2023, Afya launched its Corporate Venture Capital (CVC) with the aim of encouraging entrepreneurship and contributing to the establishment of the brand's commitment to people, the market, and innovative ideas. By means of minority investments and the prioritization of startups in their initial stages and scaling process (Series A), CVC develops transformation opportunities for Afya in health and education in the medium and long terms, reducing the time of reaction to changes in the market and expanding the vision in areas of emerging technology.

After evaluating more than 100 startups, Lean Saúde was the first healthtech to be included in the program. The platform uses technology and data science to create value for the Management of Corporate Health, specifically in cases of high and medium complexity, which generate the majority of the costs experienced by the healthcare system. Lean has been a part of Afya's CVC since April 2023.



Environment

Environment GRI 3-3 ENVIRONMENT AND THE SUSTAINABLE MANAGEMENT OF ENVIRONMENTAL RESOURCES | 413-1

Climate change is currently the planet's most pressing environmental concern. And, in addition to the obvious impacts on towns and populations, the crisis it has generated concerns one of Afya's main objectives: the promotion of health. The occurrence of extreme events leads to consequences such as the creation of conditions for the reappearance and spreading of micro-organisms and disease, representing a serious threat to not only the Brazilian population, but people everywhere around the world.

Climate change, therefore, is very important to Afya both from the environmental and the social perspective, meaning that mitigating the impacts that contribute to its intensification is amongst our top priorities. In order to guide improvements in our routines and processes that will result in fewer carbon emissions, every year since 2020, we have developed inventories of the greenhouse gas (GHG) emissions arising from our operations. This process follows the GHG Protocol, an international program conducted in Brazil by the Getulio Vargas Foundation, covering Scopes 1, 2 and 3 (respectively, direct emissions, those relating to energy consumption, and those which are indirect).

As one of the actions performed to reduce the Scope 2 emissions, we prioritize the use of clean energies, especially solar power, generated at the small power stations installed at our schools (IES). Currently, 16 schools have photovoltaic power stations installed, providing renewable energy for a total of 17 schools. In 2023, we were able to guarantee the clean and renewable origin of 100% of the electricity consumed in the Group's 45 operations distributed around the country. This result was achieved due to the acquisition of 20,000 I-RECs, certificates that monitor the Megawatt hours (MWh) consumed and ensure that they are drawn from renewable sources, such as solar or wind generation, in line with the recommendations and criteria of international standards for the tracking of the environmental attributes of energy. GRI 305-5

Furthermore, to ensure the continued improvement of our environmental activities and also pay attention to other impacts that are not only related to energy consumption and emissions, we have implemented an Environmental Management System (EMS) at a pilot unit, which is currently under preparation to provide new reference certifications. This work has been improved and, when the time is right, will be expanded to other units.

As one of the actions performed to reduce the Scope 2 emissions, we prioritize the use of clean energies, especially solar power, generated at the small power stations installed at our schools. Currently, 16 schools have photovoltaic power stations installed, providing renewable energy for a total of 17 schools

Waste GRI 306-1 | 306-2 | 306-3

Afya's activities generate waste in the administrative and academic routines, as well as during the healthcare services provided as part of the medical practices. Both the common waste and that considered to be hazardous are forwarded to duly authorized third parties. The waste allocated for recycling is collected by local cooperatives.

The correct disposal, warehousing, separation, storage, weighing and final disposal of our waste is ensured by the Waste Management Commission, which was created in 2021 for the undergraduate program and extended to Afya Medical Education the following year.

In 2023, the focus of the commission was to undertake adjustment works to bring the temporary storage spaces into legal compliance, a project that included the acquisition of weighing scales and partnerships with disposal companies. Also in 2023, we implemented a unified waste monitoring and management system, allowing us to track the entire process, from generation to final disposal. This system also includes control of the licenses and documents of the companies responsible for the transportation and final disposal, whilst also involving the regulatory organs, thus allowing the units to issue and monitor their Waste Transportation Manifestos (MTR) and receive the Certificate of Final Disposal (SDF), thereby guaranteeing legal compliance throughout the entire process.



Total waste generated by Afya

672.76 total tons

89.12 tons of hazardous waste

583.64 tons of non-hazardous waste

Waste diverted from final disposal*

GRI 306-4

Materials directed for Recycling, Composting and other recovery operations

Hazardous waste (in t)

Recycling	0.56
Other recovery operations	0
Total	0.56

Nonhazardous waste (in t)

Recycling	32.85
Other recovery operations	0.51
Total	33.36

Waste directed to final disposal**

GRI 306-5

Hazardous waste (in t)

Incineration (without energy recovery)	86.90
Landfill	0.96
Other disposal operations	0.70
Total	88.56

Nonhazardous waste (in t)

Incineration (without energy recovery)	1.76
Landfill	486.13
Other disposal operations	62.39
Total	550.28

N.B. • Afya's waste recovery operations include recovery and composting. The principal destination for final disposal operations is landfills. Incineration is performed only when the municipality has no other method available. All destination of waste, be it for final disposal or not, occurs outside the organization.

* For waste sent for final disposal, the following destinations were involved: landfills, inert landfills, incineration and others.

** For waste diverted from final disposal, the following methods were involved: recycling, composting and reuse.

Energy GRI 302-1 | 302-2 | 302-3 | SASB HC-DY-130A.1

16 of our Schools use photovoltaic power stations, generating energy from sunlight in order to supply 17 Schools. There is also one more power station under construction, with completion expected in 2024.

In 2023, 16% of the total amount of electricity required by our operations was supplied by solar energy, compared to 17% in 2022 and 8% in 2021. Our total consumption, considering all sources, was 26,519.07 MWh.

It should be stressed that we have not, in this report, made any comparisons to total energy consumption in previous years, because, through until 2022, we had not included energy drawn from fossil fuels or renewable sources in the calculations. GRI 302-4

Energy consumption by source in 2023 (in MWh) <small>GRI 302-1</small>	
Total energy consumed generated from fuels	2,482.46
Consumption of energy generated from fuels (non-renewable sources) ⁷	2,475.45
Consumption of energy generated from fuels (renewable sources) ⁸	7.01
Total consumption of electricity	24,036.61
Consumption of electricity from the grid (SIN)	14,502.97
Consumption of electricity from renewable sources (solar panels)	3,840.04
Consumption of electricity from the free market	5,693.60
Total energy consumption in 2023	26,519.07

⁷ • Fuels included were those related to mobile combustion (automobiles) and stationary combustion (generators, furnaces and engines): gasoline, diesel, 2T oil and Liquefied Petroleum Gas (LPG)

⁸ • Ethanol consumption was included.

Energy consumption outside the organization in 2023 (in MWh) <small>GRI 302-2</small>	
Business travel ⁹	3,225.33
Employee commuting ¹⁰	590.89
Total energy consumption outside the organization in 2023	3,816.22

⁹ • Included were journeys made by diesel-powered buses and gasoline-powered commercial automobiles.

¹⁰ • Included were journeys made using conventional private cars, hybrid private cars, rides, conventional private motorcycles, chartered buses, municipal buses and platform-based taxis/cars.

	2022	2023	Variation (%)
Total electricity consumption	17,011.84	24,036.61	-41%
Students at the end of the period	62,480	71,010	-14%
Energy intensity (MWh/number of students)	0.27	0.34	-25%

	%
Grid	60
Renewable	16
Free Market	24

In 2023, we launched a new benefit, allowing us to supply clean energy to the homes of our employees in the states of Rio de Janeiro, Minas Gerais and São Paulo who are served by the CPFL Paulista, Cemig, Enel RJ, Light RJ and ESS concession operators. The use of clean energy contributes to the reduction of CO₂ emissions, thus affecting the carbon footprints of those benefited - the footprint measures the greenhouse gas emissions caused by human activity. This development also means savings of up to 30% on the energy bills of those benefited.

Water GRI 303-1 | 303-2 | 303-3 | 303-4 | 303-5

At Afya, we withdraw water for consumption from two sources: artesian wells and the supply networks maintained by local concession operators. Measurement is performed by means of the reading of hydrometers, in the case of the wells, and the utility bills sent by the concession operators, in the case of withdrawals from the network.

Some units adopt savings measures, which include the use of leak-control equipment, reuse water and actions aimed at raising awareness concerning the importance of rational use.

The total amount of water consumed in 2023 was 37,290.49 m³. The total consumed was 53.68% higher than that noted during the previous year, which may be justified by the improvement in the data collection process over the course of the year and by the inclusion of UNIMA, Afya Jaboatão and Afya Abaetetuba in the calculations.

Water collection GRI 303-3			
	2022	2023	Variation (%)
Total water withdrawal per source (m ³)*			
Municipal supply network	79,407.66	92,358.66	16%
Ground sources	41,913.90	94,093.80	124%
Total	121,321.56	186,452.46	53%
Withdrawal in water stressed areas**		535	

* The total volume withdrawn is made up of fresh water with total dissolved solids ≤ 1,000 mg/L

** The data history and variation between 2022 and 2023 are not available, since Afya only began managing information on the withdrawal of water in water stressed areas in 2023

Discharge of effluents GRI 303-4	
Discharge	in m ³
Surface water	23,336.80
Ground water	70,088.80
Treatment of piped sewage	55,736.37
Total	149,161.97

N.B.: The disposal in all types of destination, in both water stressed and non-stressed areas, was performed in water classified as fresh water (with total dissolved solids > 1,000 mg/L). Of the total discharged in 2023, 428 m³ was discharged in water stressed areas. As per the Brazilian National Standards Organization (NBR 9649), the return factor used was equal to 0.8 for the calculation of the volume of discharge based upon sums calculated for the volume of water withdrawn.

Water consumption GRI 303-5		
	2022	2023
Total consumption	24,264.312	37,290.49
Water consumption in water stressed areas	-	107

Greenhouse Gas (GHG) emissions

GRI 305-1 | 305-2 | 305-3 | 305-4

Since 2020, we have been performing inventories on the greenhouse gas (GHG) emissions arising from our operations. The results contribute to the creation of our strategy for reducing carbon emissions.

In 2023, our emissions totaled 10,583.16 tons of carbon equivalent (tCO₂e). The main reasons for the increase in the greenhouse gas emissions, compared to 2022, were the inclusion of two Scope 3 emissions categories: goods and services purchased, and transportation from home to work. Together, these categories represented 50.20% of the year's total emissions.

Our approach in relation to Scope 2 allowed us to reduce our emissions to zero in 2022. This was due to our own generation of renewable energy, through the employment of our photovoltaic power stations, and the acquisition of 20,200 I-RECs. As such, when we compare the 2020 emissions in this scope with those from 2023, we can see a reduction of 394.04 tCO₂e. GRI 305-5

Performance in GHG emissions (in tCO ₂ e) GRI 305-1 305-2 305-3			
	2022	2023	Variation (%)
Scope 1	2,498.09	3,192.45	27.80
Scope 2*	524.57	0	- 100.00
Scope 3	2,436.37	7,391.16	203.37
Total	5,459.03	10,583.16	94%

* Considers the approach based on purchasing choice, as provided for in GHG Protocol

Intensity of GHG emissions GRI 305-4			
	2022	2023	Variation (%)
Emissions (in tCO ₂ e)	5,459.03	10,583.16	93.87
Number of students	62,480	71,010	13.65
Intensity of Greenhouse Gas (GHG) emissions	0.087	0.149	71.26

Engagement and awareness-raising

The teams at the Afya schools have undertaken initiatives focused on promoting engagement on behalf of the preservation of natural resources and protection of the environment in the communities neighboring the operations. Some of the highlights in 2023⁸:



Afya Manacapuru • Cleanest District in the Town

11,000 inhabitants of the Liberdade district, in Manacapuru (AM), benefited, either directly or indirectly, from the 'Cleanest District in the Town' project, an initiative conducted as part of the Extension, Research and Teaching Interdisciplinary Practices (PIEPE), aimed at addressing the problem of incorrect disposal of solid waste. The first part of the initiative involved **raising the awareness of the local authorities and the public about the importance of properly disposing of garbage**, involving dialog with the urban cleaning sector, healthcare professionals and the community in general. Following this, a shelter for the waste, constructed by the students at the Afya school, was opened to provide a proper means of disposal. Alongside this, a healthcare action was performed in collaboration with the professionals from the local public health center, which included tests and cleaning up the neighboring areas.

• UNIDEP • Projects developed by the Sustainability Committee

2,500 people took part in actions implemented by the UNIDEP Sustainability Committee, over the course of 2023. Within the sphere of the Commission, the 'Gaia Agenda' was created, with the aim of celebrating sustainability-related milestones. The Agenda was launched on World Water day. One example of the initiative was the **collection of electronic waste and the hosting of workshops on the management of solid waste** and healthcare services together with the internal public and the employees of the Municipal Health Department, in commemoration of World Environment Day.

UNIPTAN • reUSE

200 people benefited from this environmental project, which involved the reuse of oil used at the schools and collected by the students for the production of soap. To get this project up and running, the students and professors from the Nutrition course tested formulas to obtain a good yield and different textures and aromas. The soap is produced at the course laboratory and **donated to the community**.

UNIFIPMoc • Ecofip

200 people from the community of Montes Claros (MG) benefited from the Ecofip environmental initiative conducted by Law students and professors from the school. First, the most important environmental matters and challenges relating to the management of the natural resources in the region were addressed, which led to the creation of an intervention proposal. Following this, the students and professors visited the municipal Environment Department to **identify suitable areas for the planting of community plant nurseries**, taking into consideration the availability of space, access to sunlight and soil conditions. The residents of the local community were involved in the preparation and maintenance of the nurseries and received training in sustainable planting techniques and organic agricultural practices. The last activity performed as part of the Ecofip project involved a visit to the Lapa Grande Park, where the students had the opportunity to learn more about the region's natural reserves and receive advice on their preservation and conservation.

⁸ • The number of people benefited is approximate and/or estimated.

• Afya Ipatinga • From garbage to toys: awakening the importance of recycling in children

180 children from a public school in Ipatinga (MG) took part in the 'From garbage to toys: awakening the importance of recycling in children' project, during which they learned about important environmental issues, such as recycling, pollution, sustainability and the impact of the disposal of PET bottles on nature. The students received more than 400 toys made out of wood and these types of bottles.

FMIT - Caps of Love

96 people benefited from a campaign focused on collecting aluminum and plastic seals and caps which were used in the production of handicrafts. The campaign was undertaken together with the Itajubá Support for Inclusion Association (AGAI). The money earned from the sale of the items is passed on to people in socially vulnerable situations and/or with some form of disability. The campaign managed to fill 10 five-liter buckets with seals.

Afya Itacoatiara • Sustainable nursery

80 students in the first year of the Professora Maria Haidê Valdez Chacon Municipal Primary School took part in a project aimed at creating a sustainable nursery. The nursery was planted using vegetable leftovers and PET bottles which were collected, respectively, from local supermarkets, and the academic community and the

children themselves. The action involved the children in creating the nursery, with a focus on raising their awareness of the production of healthy food and reducing waste. The food grown is to be consumed by the school community. Furthermore, each student received a little "nursery kit", containing materials and instructions on how to create a nursery at home.

Afya Cabedelo • Organic nursery and sustainability

70 employees benefited in the form of 170 coriander, basil and rocket plants collected during two harvests performed as part of the 'Organic nursery and sustainability' extension project, conducted by students from the Afya school. As well as planting and cultivating vegetables without the use of agricultural pesticides, the initiative involved encouraging a better quality of life through nutritional reeducation. It also provided the students with a better understanding of the medicinal and therapeutic character of the plants.

FIPGuanambi • Water reduction project

60 employees from the administrative staff received personalized mugs as a way of encouraging them to stop using disposable cups. The initiative was developed by the school's Sustainability Commission, which works on issues such as the reduction of solid waste, conservation of natural resources and reduction of carbon emissions, amongst others.

FESAR • Blossoming Redenção

30 employees and students took part in the construction of an orchid house at the Redenção Environmental Park (PA), collecting orchid seedlings as part of the 'Blossoming Redenção' project.





Afya

About this
report

To make comments and/or suggestions, please contact sustentabilidade@afya.com.br

About this report

[GRI 2-2 | 2-3 | 2-5 | 2-14](#)

We are here presenting the fifth consecutive edition of our Annual Sustainability Report, taking as its base the methodology of the Global Reporting Initiative (GRI), an international benchmark in accountability publications concerning environmental, social and governance practices.

This report presents information on the business strategies and performance, corporate governance, management structures, advances in the operations, socio-environmental impacts, and economic-financial results. We also present how ESG issues form an integral part of all our processes, planning and initiatives.

Additionally, this edition is again inspired by other references used for reporting of sustainability, such as elements of the International Integrated Reporting Council (IIRC) and some indicators of the Sustainability Accounting Standards Board (SASB). The preparation of our 2023 economic-financial data is in line with the International Financial Reporting Standards (IFRS). These figures can be consulted in full on our [Investor Relations website](#).

We are also reporting the contributions our initiatives have made to achieving the targets established by the

global movements led by the United Nations (UN), such as the Global Compact, to which we have been signatories since 2020, and the 2030 Agenda, which establishes the Sustainable Development Goals (SDGs).

The data we are presenting in this edition relate to the period between January 1 and December 31, 2023, and cover Afya Ltda's three business verticals: Undergraduate Education, comprising 32 schools, located in 14 Brazilian states; Continuing Medical Education, involving 15 units located throughout the country, and Digital Solutions for the Medical Practice. The only exception can be found in the environmental indicators, which cover only Undergraduate Education, Continuing Medical Education and the corporate offices. This report covers the same period as that covered by the financial report. [GRI 2-2 | 2-3](#)

For the first time, we have submitted this publication to external assurance. We began preparing for this process in the 2022 report, which underwent an internal audit. The Letter of Assurance that attests to this process can be found on [page 80](#). [GRI 2-5](#)

This report has been submitted for analysis and approval by members of the People and ESG Committee and the Board of Directors. [GRI 2-14](#)



Materiality matrix GRI 3-1 | 3-2

The topics making up the materiality matrix, which guides this publication, underwent a review with support from an external consultancy. The review process was based upon concepts offered by the methodologies and frameworks adopted for the production of this report ([read more on page 65](#)) and a diagnosis of the ESG maturity.

The review began with the matrix that was constructed in 2022, which involved consideration of other studies, including Afya's short and medium-term perspectives; the commitments and targets that the Company has publicly assumed; benchmarks against other local and international companies operating in the education, hospital, laboratory, pharmacy and pharmaceuticals sectors; and consultations with our leading stakeholders. The prioritization of the topics was recommended by the Sustainability Board and approved by the Senior Management.

Analysis of the 2022 matrix noted that the topic entitled "Mental health of the physicians and medical student", due to its importance to society and the business, should be highlighted and managed as a material topic. Likewise, it was recommended that the topic "Economic, financial and environmental sustainability" should be separated to create a topic which we have named "Environment and the sustainable management of resources".

Although Afya does not manage large-scale environmental impacts, we are increasingly recognizing the relationship between such impacts and the effects felt in the social sphere - a topic that Afya is closely monitoring.



First class continuing medical training

Commitment to the best experience for the client

Digital solutions for the student's and the physician's journey involving independence of content

Mental health of physicians and medical students

Diversity, equality and inclusion

Employee health and wellbeing

A strong and inclusive corporate culture

Interiorization of Medicine and transformation of communities

Environment and sustainable management of environmental resources

Cross-sectional impacts on the different stakeholders

Professional development of our teams

Integrity, transparency and compliance

Financial and economic sustainability

GRI Content Index

Declaration of use Afya Participações S.A. has reported the information cited in this summary of GRI content based on the GRI Standards for the period from January 1st to December 31st, 2023.

GRI 1 standard used GRI 1 2021 Principles

GRI Sectoral Standard (2021) Does not apply to this reporting cycle.

GRI Standard	Content	Location/ direct response	Omission		SDGs	Global Compact	External assurance (Y/N)
			Requirement omitted	Reason for omission and explanation			
GRI 2 • General Content 2021							
The organization and its reporting practices	2-1 Details of the organization	Afya Participações S.A., with administrative offices in Nova Lima (MG), Brazil.					
	2-2 Entities included in the organization's sustainability reporting	Pages 11, 13 and 65 . This report covers Afya Participações S.A. Item c • i . there have been no alterations in the information relating to minority shareholders. • ii . included are the acquired Schools that have already been integrated into Afya's administrative operations. All the most recent acquisitions made by the Company - Afya Jaboatão and Unima - have been included in this report. • iii . there are no differences, except for those already cited in the 'About this report' section.					
	2-3 Reported period, frequency and point of contact	Page 65 . The ASR reporting period is the same as that covered by the financial report.					
	2-4 Restatements of information	There are no restatements included in this report, except in item 305-3 , where the sources for the Scope 3 inventory have been added.					
	2-5 External assurance	Page 65 .					
Activities and workers	2-6 Activities, value chain and other business relationships	Pages 11, 14 and 32 .			6		
	2-7 Employees	Pages 36 and 78 . There was an increase in the number of employees due to the acquisition of units and organic growth.			8, 10		
	2-8 Workers who are not employees		2-8	Reason for omission • information unavailable/incomplete Explanation • this indicator was not monitored in 2023. In 2024, a team was created as part of the Facilities area to focus on the centralized management of those third parties which operate on Afya's premises or projects; it is this team that is currently developing this indicator.		8, 10	

GRI Standard	Content	Location/ direct response	Omission		SDGs	Global Compact	External assurance (Y/N)
			Requirement omitted	Reason for omission and explanation			
Governance	2-9 Governance structure and composition	Pages 50 and 51.			5, 16		
	2-10 Nomination and selection of the highest governance body	Pages 50 and 51.			5, 16		
	2-11 Chair of the highest governance body	Page 50. The Chairperson of the highest governance body is not a senior executive within the organization.					
	2-12 Role of the highest governance body in overseeing the management of impacts	Pages 16, 50, 51 and 53.			16		
	2-13 Delegation of responsibility for managing impacts	Page 51. Item a • i. Stella Brant, Vice-president of Marketing and Sustainability. • ii. we have a Sustainability department, supervised by the VP of Marketing and Sustainability, which is responsible for continually monitoring the impacts. Item b • The Sustainability department meets regularly with the VP of Marketing and Sustainability to report the progress of its activities and projects. Whenever necessary, the area also participates in the meetings of the People and ESG Committee.			5, 16		
	2-14 Role of the highest governance body in sustainability reporting	Page 65. Item a • In relation to the material topics, the original Materiality Matrix, developed in 2022, was approved by Afya's Senior Management, as outlined in the Annual Sustainability Report relating to such year. The review of topics performed for the base year of 2023 was approved by the VP of Marketing and Sustainability.			16		
	2-15 Conflicts of interests	Page 53.			16		
	2-16 Communicating critical concerns	Page 54. Item a • All the cases received through the Ethics Channel or by the Company's Compliance or Internal Audit departments, when considered to be critical, are forwarded to the Risks, Audit and Ethics Committee (CARE) by the Compliance Officer, within 24 hours, with CARE reporting the event to the Board of Directors. Should any form of critical accusation be made involving the Compliance Officer, or any key member of the Management, the external consultancy responsible for the Ethics Channel forwards the accusation in question directly to the Risks, Audit and Ethics Committee.			16		
	2-17 Collective knowledge of the highest governance body	Pages 36 and 39.			16		
	2-18 Evaluation of the performance of the highest governance body	The performance of the members of the Board of Directors is not currently evaluated.					

GRI Standard	Content	Location/ direct response	Omission	SDGs	Global Compact	External assurance (Y/N)
			Requirement omitted	Reason for omission and explanation		
Governance	2-19 Remuneration policies	<p>Page 53.</p> <p>Item a • iii. The People and ESG Committee analyzes and approves employment, rescission and modified income agreements as well as modified income with total annual remuneration (including monthly salary, short-term plans and long-term incentive plans) of R\$ 2 million or more, or which include an overall obligation greater than R\$ 6 million or a risk of indemnification greater than R\$ 6 million (below this, the responsibility falls to the Executive Board). • iv. On November 30, 2023, the Company implemented a Clawback Policy to prevent the return of incentives and bonuses, in the event of corrections being made to approved financial statements. • v. The Company does not currently provide retirement benefits.</p> <p>Item b • The variable remuneration is directly related to achievement of the targets and objectives established for the year and approved by the Board of Directors. These targets are deployed across the Company as a whole in the form of economic, social and environmental targets.</p>		16		
	2-20 Process to determine remuneration	<p>Page 51.</p> <p>Item • ii. The Annual General Shareholders' Meeting elects the independent members of the Board of Directors, although their remuneration is defined by the People and ESG Committee.</p>		16		
	2-21 Annual total compensation ratio		2-21	<p>Reason for omission • information unavailable/incomplete</p> <p>Explanation • the controls currently adopted by Afya do not allow for calculation of the ratio as requested by the indicator.</p>		
Strategy, policies and practices	2-22 Statement on sustainable development strategy	Pages 3 and 5 .				
	2-23 Policy commitments	<p>Pages 16, 36 and 53. The Policies are approved by the Executive Board. The Code of Ethics and Conduct is approved by the Board of Directors; The Policies apply to all those operating in the name of Afya.</p>		16		
	2-24 Embedding policy commitments	Pages 16 and 53 .				

GRI Standard	Content	Location/ direct response	Omission	SDGs	Global Compact	External assurance (Y/N)
		Requirement omitted	Reason for omission and explanation			
Strategy, policies and practices	2-25 Processes to remediate negative impacts	<p>Page 16 and 54.</p> <p>Item d • Our Ethics Channel is public and can be accessed by any of Afya's stakeholders. They are not currently involved in the processes mentioned in this item, however, as of 2024, we have begun implementing a pilot for implementation of the framework of engagement with stakeholders, as mentioned on page 32. The document outlines a greater degree of communication of the Ethics Channel to the priority stakeholders, as well as closer and more frequent interaction with them, which should result in comments concerning the channel.</p> <p>Item e • the data collected by the Ethics Channel (number of reports, status, unit and type) are periodically reported to the Audit Committee. Following evaluation by the Audit, Risks and Ethics Committee, the measures defined for each report (feedback, warning, dismissal or other) are recorded in the Safe Contact tool (managed by the Ethics Channel), within which the progress of each case is monitored.</p>				
	2-26 Mechanisms for advice and presentation of concerns	Page 53 and 54 .				
	2-27 Compliance with laws and regulations	Page 54 . All 33 cases of non-compliance with laws and regulations, totaling R\$ 782,162.15 in penalties. None of the significant cases; Significant cases are those involving sensitive issues and/or a sum of over R\$ 2 million.				
	2-28 Membership of associations	As Afya, we are members of Anup (National Association of Private Universities) and Abraes (Brazilian Association for the Development of Higher Education). Furthermore, of Afya's 32 Higher Education Schools (IES), 24 hold the ABMES (Brazilian Association of Supporters of Higher Education) seal		16		
Stakeholder engagement	2-29 Approach to stakeholder engagement	On page 32 (Social Impact and Access to Healthcare) we report on the framework of engagement with stakeholders that we are developing and which should be effectively implemented in 2024. As such, it is not possible, at present, to respond to items i , ii or iii . Despite this engagement already being a reality, we are formalizing and establishing its goals and practices.				
	2-30 Collective bargaining agreements	Page 36 .		8		
GRI 3 • Material Topics 2021						
	3-1 Process to determine material topics	Page 66 .				
	3-2 List of material topics	Page 66 .				
First Class Continuing Medical Training						
GRI 3 • Material Topics 2021	3-3 Administration of material topics	Pages 20 to 27 .				
GRI 202 • Market Presence 2016	202-2 Ratio of senior management hired from the local community	Page 36 .		8	6	

GRI Standard	Content	Location/ direct response	Omission	SDGs	Global Compact	External assurance (Y/N)
			Requirement omitted	Reason for omission and explanation		
GRI 203 • Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	In 2023, we invested RS 43.46 million in the healthcare infrastructures of the municipalities where we operate.	203-1a and 203-1c	Reason for omission • information unavailable/incomplete Explanation • the information available does not serve to meet the requirements of items a and c of the indicator.		
	203-2 Significant indirect economic impacts	Pages 20, 32 and 34.				
GRI 204 • Procurement practices 2016	204-1 Proportion of spending on local suppliers	Page 32.		8		
Commitment to the best experience for the client						
GRI 3 • Material Topics 2021	3-3 Administration of material topics	Pages 22, 25, 55 and 56.				
GRI 417 • Marketing and Labeling 2016	417-2 Incidents of noncompliance concerning product and service information and labeling	Cases of non-compliance concerning product information were not reported		16		
	417-3 Incidents of non-compliance concerning marketing communications	Incidents of non-compliance concerning marketing communications.		16		
Digital solutions for the student's and the physician's journey involving independence of content						
GRI 3 • Material Topics 2021	3-3 Administration of material topics	Page 28.				
Mental health of physicians and medical students						
GRI 3 • Material Topics 2021	3-3 Administration of material topics	Pages 23 and 34.				
Diversity, equality and inclusion						
GRI 3 • Material Topics 2021	3-3 Administration of material topics	Page 36.				
GRI 405 • Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	Pages 36, 37, 78 and 79.		5, 8, 10	6	
	405-2 Ratio of basic salary and remuneration of women to men		405-2	Reason for omission • information unavailable/incomplete Explanation • the controls currently adopted by Afya do not allow for calculation of the ratio as requested by the indicator.		
GRI 406 • Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	In 2023, 28 cases of discrimination were registered in the Safe Contact system, each one of which was analyzed and investigated. The cases are all monitored in order to ensure that the actions ordered by the Commission are being implemented and monitored. All the decisions are recorded in the Safe Contact system.		5, 8	6	

GRI Standard	Content	Location/ direct response	Omission	SDGs	Global Compact	External assurance (Y/N)
			Requirement omitted	Reason for omission and explanation		
Employee health and wellbeing						
GRI 3 • Material Topics 2021	3-3 Administration of material topics	Page 38.				
GRI 403• Occupational Health & Safety 2018	403-1 Occupational health and safety management system	Page 38.		3, 8, 12		
	403-2 Hazard identification, risk assessment and incident investigation	Page 38.		3, 8, 12		
	403-3 Occupational health services	Page 38.		8		
	403-5 Worker training on occupational health and safety	Page 38.		8		
	403-6 Promotion of worker health	Page 38.		3, 8, 12		
		Page 38.				
	403-8 Workers covered by an occupational health and safety management system		I. 100% of employees are covered by the management system. II. There is no external audit for the matter III. Not applicable.	8		
	403-9 Work-related injuries	Page 38.		3, 8, 12, 16		
	403-10 Work-related ill health	Page 38.		3, 8, 16		
A strong and inclusive corporate culture						
GRI 3 • Material Topics 2021	3-3 Administration of material topics	Page 36.				
Integrity, transparency and compliance						
GRI 3 • Material Topics 2021	3-3 Administration of material topics	Page 53.				
GRI 205 • Anti-corruption 2016	205-2 Communication and training on anti-corruption policies and procedures	Pages 53 and 54.		16	10	
	205-3 Confirmed incidents of corruption and actions taken	Page 54.		16	10	
Financial and economic sustainability						
GRI 3 • Material Topics 2021	3-3 Administration of material topics	Page 9.				
GRI 201 • Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 9.		8, 9		

GRI Standard	Content	Location/ direct response	Omission		SDGs	Global Compact	External assurance (Y/N)
			Requirement omitted	Reason for omission and explanation			
Environment and sustainable management of environmental resources							
GRI 3 • Material Topics 2021	3-3 Administration of material topics	Page 58.					
GRI 302• Energy 2016	302-1 Energy consumption within the organization	Page 60.			7, 11, 12, 13	7, 8	
	302-2 Energy consumption outside the organization	Page 60.			7, 11, 12, 13	8	
	302-3 Energy intensity	Page 60.			7, 11, 12, 13	8	
	302-4 Reduction of energy consumption	Page 60.			7, 11, 12, 13	8, 9	
GRI 303• Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 61.			6, 12		
	303-2 Management of water discharge-related impacts	Page 61.	Afya units answer the minimum standards observed for water disposal, in compliance with standards established in state and municipal laws and decrees, following the guidelines of CONAMA Resolution 430 and 357 to establish the minimum quality parameters of the effluent released.				
			PARAMETERS ANALYZED: every 3 to 6 months depend on the unit.			6	
			BOD mg/L pH U pH Chlorine mg/L Thermotolerant Coliforms DO - Dissolved oxygen				
	303-3 Water withdrawal	Page 61.			6	7, 8	
	303-4 Water discharge	Page 61.			6	8	
	303-5 Water consumption	Page 61.			6		

GRI Standard	Content	Location/ direct response	Omission	SDGs	Global Compact	External assurance (Y/N)
			Requirement omitted	Reason for omission and explanation		
GRI 305 • Emissions 2016	305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	<p>Page 61.</p> <p>b • Gases included in the calculations: CO₂, CH₄, N₂O, HFC-32 and HFC-125.</p> <p>c • Biogenic CO₂ emissions in metric tons of CO₂ equivalent: 44.28 tCOe.</p> <p>d • Afya has used 2020, the subject of its first inventory, as its base year, with 1,136,35 tCOe emitted.</p> <p>e • Emission factors provided by the Programa Brasileiro GHG Protocol calculation tool.</p> <p>f • Operational control was used as the approach taken to data consolidation.</p>				3, 12, 13, 14, 15 7, 8
	305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) arising from the acquisition of energy	<p>Page 61.</p> <p>c • Gases included in the calculation: CO₂</p> <p>d • Afya has used 2020, the subject of its first inventory, as its base year, with 394,04 tCOe emitted.</p> <p>e • Emission factors provided by the Brazilian GHG Protocol Program calculation tool.</p> <p>f • Operational control was used as the approach taken to data consolidation.</p>				3, 12, 13, 14, 15 7, 8
GRI 305 • Emissions 2016	305-3 Other indirect emissions (Scope 3) of greenhouse gases (GHG)	<p>Pages 61 and 67.</p> <p>b • Gases included in calculation: CO₂; CH₄; N₂O.</p> <p>c • Biogenic CO₂ emissions in metric tons of CO₂ equivalent: 1,337.526 tCOe.</p> <p>d • other categories included in the calculation were: Solid waste generated in the operations; Business travel, including home to work commuting; goods and services purchased.</p> <p>e • Afya has used 2020, the subject of its first inventory, as its base year, with 133.32 tCOe emitted.</p> <p>f • Emission factors provided by the Brazilian GHG Protocol Program calculation tool.</p>				3, 12, 13, 14, 15 7, 8
	305-4 Intensity of greenhouse gas (GHG) emissions	Page 61 .				13, 14, 15 8
	305-5 Reduction of greenhouse gas (GHG) emissions	Pages 58 and 61 .				13, 14, 15 8, 9
	306-1 Waste generation and significant waste-related impacts	Page 59 .				3, 6, 11, 12
GRI 306 • Waste 2020	306-2 Management of significant waste-related impacts	Page 59 .				3, 6, 8, 11, 12
	306-3 Waste generated	Page 59 .				3, 6, 11, 12, 15

GRI Standard	Content	Location/ direct response	Omission	SDGs	Global Compact	External assurance (Y/N)
			Requirement omitted	Reason for omission and explanation		
GRI 306• Waste 2020	306-4 Waste diverted from final disposal	Page 59.	306-4a	The Vertown platform, which provides support for the management of the waste at all the units, centralizing the emission of the waste transportation manifests, the management of suppliers and the corporate controls, was implemented in 2023. Previously the management of waste was performed more manually, allowing it to be classified simply as either hazardous or non-hazardous, and either diverted from final disposal (reuse, recycling or other recovery operations) or destined for final disposal (incineration with energy recovery, incineration without energy recovery, landfill, or other forms of disposal). It was therefore not possible to be able to manage the waste from the Afya units by types of material in 2023. In 2024, with the full use of the platform throughout the year, we are now able to monitor and report these data.	3, 11, 12	
	306-5 Waste directed to final disposal	Page 59.	306-5a		3, 6, 11, 12, 15	
Interiorization of Medicine and transformation of communities						
GRI 3 • Material Topics 2021	3-3 Administration of material topics	Page 32.				
Professional development of our teams						
GRI 3 • Material Topics 2021	3-3 Administration of material topics	Page 39.				
GRI 401• Employment 2016	401-1 New hires and employee turnover	Page 78.			5, 8, 10	6
GRI 404 • Training and Education 2016	404-1 Average hours of training per year, per employee	Page 78.			4, 8	6
	404-2 Programs for upgrading employee skills and transition of assistance programs	Page 39.			8	
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 78. Of the total number of employees, 72.88% received feedback in 2023. Of these, 43.8% are men and 56.2% are women.			5, 8, 10	6
GRI 413 • Local communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	Pages 32, 34 and 58.			1	

Summary of SASB standards

	Topic	Code	Location/content	External assurance (Y/N)
EDUCATION	Data security	SV- Ed -230a.1	Page 56.	
		SV- Ed -230a.2	Page 56.	
	Quality of education and gainful employment	SV- Ed -260a.4	(1) Debt-to-annual earnings rate of 82%	
		SV- Ed -260a.1	68% graduation rate	
		SV- Ed -260a.2	54% on-time graduation completion rate	
		SV-ED-000.A	More than 21,000 new students	
	ACTIVITY METRICS	SV-ED-000.B	115,291 applications received for enrollment For Medicine, all those who enrolled and paid the fee to participate in the examination were included. For the other courses, all those enrolled were included, except those who canceled.	
		SV-ED-000.C	The average credits registered per student is 14%, considering the 100% online subjects	
		SV-ED-000.D	(1) 3,652 teaching staff (2) 6,028 other employees	
		HC-DY-130a.1	Page 60.	
ATTENTION AND CARE FOR HEALTH	Energy Management			
	Health and Safety at Work	HC-DY-320a.1	Total recordable incident rate (TRIR): 0.33% Rate of work related diseases and injuries (DART): 0.29%	
	ACTIVITY METRICS	HC-DY-000.A	(1) Of the 30 Higher Education Medical Schools, 19 had their own outpatients clinics in 2023 (2) do not have hospital beds	
		HC-DY-000.B	(1) This does not apply since Afya's own outpatients clinics and the continuing Medical Education units do not make inpatient admissions (2) A total of 586,611 consultations	



Indicators document

GRI

2-7 Employees

Gender			
	Female	Male	Total
Total	5,604	4,076	9,680
Permanent	5,071	3,716	8,787
Non-guaranteed hours	533	360	893
Full-time	2,540	1,812	4,352
Part-time	3,064	2,264	5,328

Women per region						
	North	Northeast	Southeast	South	Center-West	Total
Total	1,647	1,283	2,482	184	8	5,604
Permanent	1,490	960	2,430	183	8	5,071
Non-guaranteed hours	157	323	52	1	0	533
Full-time	698	331	1,443	60	8	2,540
Part-time	949	952	1,039	124	0	3,064

Men per region						
	North	Northeast	Southeast	South	Center-West	Total
Total	1,213	869	1,866	121	7	4,076
Permanent	1,131	648	1,812	118	7	3,716
Non-guaranteed hours	82	221	54	3	0	360
Full-time	453	254	1,071	27	7	1,812
Part-time	760	615	795	94	0	2,264
Total per region	2,860	2,152	4,348	305	15	

401-1 New employee hires and employee turnover

New employee hires			
	Female	Male	Total
Up to 30 years	641	436	1,077
31 to 50 years of age	1,043	661	1,704
Over 50 years old	100	78	178
Total	1,784	1,175	2,959

Employee turnover			
	Female	Male	Total
Up to 30 years	466	345	811
31 to 50 years of age	896	641	1,537
Over 50 years old	152	138	290
Total	1,514	1,124	2,638

404-1 Average hours of training per year per employee

New employee hires			
	Total number of people	Average hours of training per employee	Total number of hours trained
Women	5,604	6h55min	38,800
Men	4,076	6h19min	25,781
Board members (members hired directly from Afya)	6	0	0
Vice Presidents and CEOs	8	1h28min	12
Directors	145	5h42min	826
Managers	120	6h31min	783
Coordinators and supervisors	651	6h34min	4,276
Teaching staff	3,652	4h11min	15,306
Other professional categories	5,098	8h30min	43,377
Total n° of employees	9,680	6h40min	64,581

404-3 Percentage of employees receiving regular performance and career development reviews*

% of eligible employees who received performance reviews in 2023			
By gender		By position	
Women		40.96%	
Men		31.92%	
By position			
Vice Presidents and CEOs		0.07%	
Directors		1.85%	
Managers		1.27%	
Coordinators and supervisors		6.87%	
Teachers		23.76%	
Other professional categories		39.07%	
Total		72.88%	

405-1 Diversity of governance bodies and employees

Employees			
Total	Men	Women	
Men	4,076	5,604	42%
Women	5,604	5,604	58%
Under 30 years old	2,231	2,231	23%
30-50 years old	6,261	6,261	65%
Over 50 years old	1,188	1,188	12%
By age group	Men	Women	
Under 30 years old	918	41%	1,313
30-50 years old	2,604	42%	3,657
Over 50 years old	554	47%	634
By position	Men	Women	
Board members (members hired directly from Afya)	5	83%	1
Vice Presidents and CEOs	6	75%	2
Directors	85	59%	60
Managers	59	49%	61
Coordinators and supervisors	247	38%	404
Teachers	1,589	44%	2,063
Other professional categories	2,085	41%	3,013
Other diversity indicators (% of the total number of employees, % by gender)	Total n° of employees	Men	Women
Indigenous	11	0.1%	64%
Asian-Brazilian	85	0.9%	44%
Black and Mixed Race	4,537	46.9%	42%
White	4,374	45.2%	42%
Not declared	673	7.0%	42%
Disabled Persons	304	3.1%	48%

*Only considers employees eligible for performance evaluation. The following are not eligible: specific positions (preceptors, counselors, committee members, founders who have a consultancy role, etc.); employees with admission date after the last cut-off date (06/30/2023); and employees laid off and on leave.

405-1 Diversity of governance bodies and employees

Board of Directors	Number	%
Total	6	100%
Women	1	16%
Men	5	84%

By age group	Number	%
Under 30 years old	0	0%
30-50 years old	4	67%
Over 50 years old	2	33%

Other diversity indicators	Number	%
Indigenous	0	0%
Asian-Brazilian	0	0%
Black and Mixed Race	2	33%
White	2	33%
Not declared	2	33%
Disabled Persons	0	0%

N.B. • Afya's Board of Directors has 11 members, although only six of them are Company employees.

SASB - Activity metrics

SV-ED-000.B

Afyatotal	Students enrolled	Suitable students enrolled	Candidate/seat (considering those suitable for the examination)
Medicine	60,828	22,272	7.15
Other courses	104,128	93,019	3.25
	164,956	115,291	3.63



Letter of Assurance



KPMG Auditores Independentes Ltda.

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Independent auditors' limited assurance report on the non-financial information included in the 2023 Annual Sustainability Report

(A free translation from the original report issued in Portuguese)

To the Board of Directors, Shareholders and Management of
Afya Participações S.A.
São Paulo - SP

Introduction

We were engaged by Afya Participações S.A ("Company") to present our limited assurance report on the non-financial information included in the "Annual 2023 Sustainability Report" of Afya Participações S.A ("Report") for the year ended December 31, 2023.

Our limited assurance does not extend to prior period information or to any other information disclosed together with the 2023 Annual Sustainability Report, including any images, audio files or embedded videos.

Responsibilities of the Management of Afya Participações S.A.

The management of Company is responsible for:

- Selecting and establishing proper criteria for preparing the information included in the 2023 Annual Sustainability Report;
- preparing information based on the criteria and guidelines set by the Global Reporting Initiative (GRI – Standards); and
- designing, implementing and maintaining internal control over the information that is relevant to the preparation of the information included in the 2023 Annual Sustainability Report that is free from material misstatement, whether due to fraud or error.

Responsibility of independent auditors

Our responsibility is to express a conclusion on the non-financial information included in the Annual Report, based on the limited assurance engagements conducted in accordance with NBC TO 3000 – Assurance Engagements other than Audits and Reviews issued by the CFC – Federal Association of Accountants, which is equivalent to *ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information, issued by the International Auditing and Assurance Standards Board (IAASB)*. These standards require the planning of work and the execution of procedures in order to obtain limited assurance that the non-financial information contained in the "Annual 2023 Sustainability Report", taken as a whole, is free from material misstatement.

KPMG Auditores Independentes Ltda. ("KPMG") applies the Brazilian Quality Management Standard (NBC PA 01), which requires the firm to plan, implement and operate a quality management system, including policies or procedures related to compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We have met the independence and other ethical requirements of the Accountant's Professional Code of Ethics and Professional Standards (including Independence Standards) based on the key principles of integrity, objectivity, professional skills and due zeal, confidentiality and professional behavior.

A limited assurance engagement performed based on the revised NBC TO 3000 (*ISAE 3000 revised*) basically consists of inquiring the management of Company and other professionals of Afya Participações S.A. who are involved in the preparation of the information and applying analytical procedures to obtain evidence that enables us to conclude, in the form of a limited assurance, information taken as a whole. A limited assurance engagement also requires additional procedures to be performed when the independent auditor gets to know about issues that lead him to believe that the information disclosed in the 2023 Annual Sustainability Report, taken as a whole, may have material misstatements.

The selected procedures are based on our understanding of the issues related to the compilation, materiality and presentation of the information included in the 2023 Annual Sustainability Report, of other circumstances of the engagement and of our consideration about the areas and processes associated with the material information disclosed in the 2023 Annual Sustainability Report, in which material misstatements could exist. The procedures consisted of, among others:

- a) planning the work, considering the relevance, the amount of quantitative and qualitative information, as well as the operating and internal control systems that supported the preparation of the information included in the 2023 Annual Sustainability Report;
- b) understanding the calculation method and procedures followed for compiling indicators by making inquiries and holding interviews with the managers in charge of gathering information;
- c) applying analytical procedures to quantitative information and inquiring about qualitative information and its correlation with the indicators disclosed in the information included in the 2023 Annual Sustainability Report;
- d) when non-financial data correlate with financial indicators, these indicators are cross-checked against financial statements and/or accounting records;
- e) analyzing the procedures followed to prepare the Company's Annual Sustainability Report for 2023 and its structure and contents, based on the Content and Quality Principles set for the *Global Reporting Initiative (GRI) Sustainability Report*; and
- f) assessment of sampled non-financial indicators.

The limited assurance engagements also covered compliance with the guidelines and criteria of the *GRI - Standards framework* applicable to the preparation of the information included in the 2023 Annual Sustainability Report.

Scope and limitations

The procedures performed in a limited assurance engagement vary in terms of nature and timing from and are less in the extent than for a reasonable assurance engagement. Consequently, the level of security obtained in a limited assurance engagement is substantially lower than that obtained had a reasonable assurance engagement performed. Had we performed a reasonable assurance engagement, we could have identified other issues and possible misstatements which may exist in the information included in the 2023 Annual Sustainability Report. Accordingly, we do not express an opinion on that information.

Non-financial data are subject to more inherent limitations than financial data, given the nature and diversity of the methods used to determine, calculate or estimate this data. Qualitative interpretations of materiality, relevance and accuracy of data are subject to individual assumptions and judgments. Moreover, we did not perform any procedures on data informed for prior periods, or about future projections and goals.

The preparation and presentation of sustainability indicators followed *GRI - Standards*'s criteria and therefore do not have the purpose of ensuring compliance with social, economic, environmental or engineering laws and regulations. However, those standards provide for the presentation and disclosure of possible violations to these regulations when significant sanctions or fines are imposed. Our assurance report should be read and understood accordingly, inherent to the selected criteria (*GRI- Standards*).

Conclusion

Our conclusion was based on, and is subject to, the matters described in this report.

We believe that the evidence we have obtained in our work is sufficient and appropriate to provide a basis for our limited conclusion.

Based on the procedures performed and described in this report and in the evidence we obtained, nothing has come to our attention that causes us to believe that the non-financial information included in the 2023 Annual Sustainability Report for the year ended December 31, 2023 of Afya Participações S.A. has not been prepared, in all material respects, based on the *Global Reporting Initiative - GRI (GRI-Standards) criteria and guidelines*.

São Paulo, July 30, 2024

KPMG Auditores Independentes Ltda.
CRC 2SP-014428/O-6

Original report in portuguese signed by
Flavio Gozzoli Goncalves

Accountant CRC 1SP290557/O-2

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Credits

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Coordination and revision

Afya Sustainability Board

Texts and graphics | GRI consulting

Juntos – Approach

Graphic design and infographics

Juntos – Approach

Revision

Catalisando Conteúdo

Afya