

ANNUAL
SUSTAINABILITY
REPORT

2021



Dear Reader,

We have integrated the Annual Sustainability Report into our communication routines since 2019, when Afya went public and began trading on Nasdaq, US stock exchange. In this third edition, for the year 2021, we will continue to use this channel to be accountable to the various audiences with whom we interact for the progress of our operations, and the challenges we have faced during this period, while continuing to coexist with the Covid-19 pandemic. **[GRI 102-51; 102-52]**

Ensuring the health and safety of our employees and students, in this context, continued to be our priority. We maintained the home office format, and when possible, began to accommodate our work into hybrid formats. As the largest medical education group in the country, we further enhanced technology-mediated teaching, and offered the students online classes, whenever the teaching curriculum allowed. At the same time, our Higher Education Institutions (HEIs) and healthtechs have sought to contribute to the welfare of the communities surrounding the sites where we operate, and all of these initiatives are further detailed in this report. **[GRI 102-48]**

We have consolidated our leadership position in Medicine Education, and continued our inroads into the Digital Medical Services segment, which is

consistent with our proposal to be the physician's partner in all stages of their academic training and professional trajectory. This strategy, which guides our business, as well as its unfolding, are detailed in the following pages, as well as the results achieved from our operations. In this report, we have also gathered information on our Management structure and ESG (environmental, social responsibility and corporate governance) practices, in addition to the socioenvironmental impacts we produce through our operations. **[GRI 102-48]**

This material, as it has been since our 1st edition, was prepared based on the guidelines laid down by the Global Reporting Initiative (GRI), which is the international benchmark for the preparation of sustainability reports. The content contained herein has been structured in line with the Standard version of the GRI, in the Essentials option. To depict the impacts from our operations on society and the environment, we have complemented the information with elements from the approach determined by the International Integrated Reporting Council (IIRC), the institution that sets the parameters for Integrated Reports. **[GRI 102-54]**

For the purpose of providing more information to those who wish to assess our performance as regards ESG practices, we have incorporated some indicators

from the Sustainability Accounting Standards Board (SASB), an international organization that establishes parameters for a better analysis of these topics. We have also indicated, throughout the report, how our initiatives contribute to achieving the goals established by global movements led by the United Nations Organization (UNO): the Global Compact, to which we have been a signatory since 2020, and by the 2030 Agenda, which unfolds in the Sustainable Development Goals (SDGs). **[GRI 102-48; 102-49]**

As regards the economic-financial information, we report some highlights of our performance, and the full details of this data, audited by Ernst&Young Auditores Independentes, can be found on our Investor Relations website (<https://ir.afya.com.br>).

Comments and suggestions always help us improve the presentation of this report, so please do not hesitate to contact us with any comments or suggestions you may have. We are also available to answer any questions or provide additional information through the following channels: **[GRI 102-53]**

Institutional Communication - comunica@afya.com.br
Investor Relations - ir@afya.com.br

Enjoy your reading!

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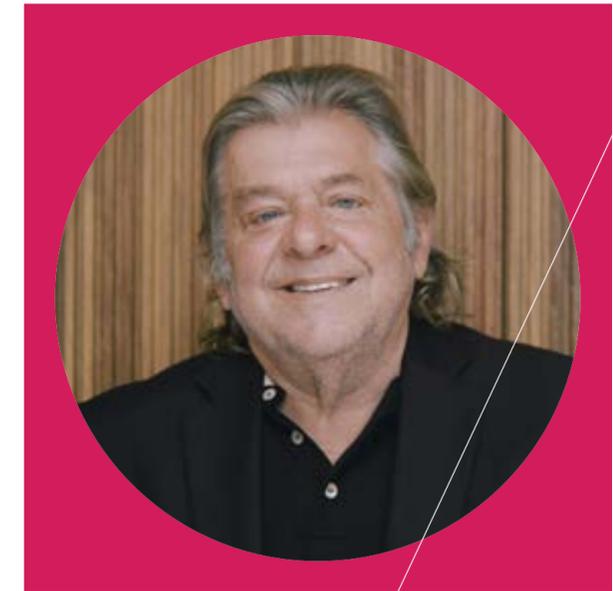
[GRI 102-14]

Timely decision-making and a capacity for action

As the founder and passionate defender of our Afya, it gives me great pleasure to see our Company experiencing yet another transformation as seen in the results we are delivering for this cycle. Every year, Afya has expanded its operations and increased its relevance. The proof of this is the consolidation, in 2021, of our strategy for digital medical services. In addition to making the right evaluation as to the demand for such services, made evident by changing patterns of behavior in the face of social isolation during the Covid-19 pandemic, we also moved rapidly to put the new strategy in place. We accelerated our efforts to develop this segment through the acquisition of no less than 10 healthtechs and, in a short time, became a highly relevant player, in fact, a

leader in the development of solutions similar to those which are already a part of our portfolio of services.

Half of the physicians active in the country today use at least some of the services provided by Afya. For example, for every five physicians and Medical students, one uses Whitebook, a solution designed to support clinical decision-making. This tool was used by professionals, in 2021, in cases involving 61 million medical consultations with a direct impact on some 37 million patients. The scope is huge and highly relevant because it is part of our drive to be a medical partner at every stage of a physician's career from academics through to and including the active exercise of the profession.



We are very clear about the path we intend to take here at Afya. We are leaders in the field of Medical Education and we will continue to focus on building up from that position. We are leaders in the field of Medical Education and we will continue to focus on building up from that position.

Our reading of the basic situation and underlining trends was correct and we carried this over to our main business, which is undergraduate training in Medicine. We were quite agile, during the critical moments of the pandemic, in migrating from face-to-face teaching to digital environments. We were able to do this in timely fashion because of our know-how in technology-mediated teaching, an approach that has differentiated us from others for many years. We were able to offer a wide selection of classes in remote formats without prejudice to our students. It is our belief that this outcome was not achieved by chance alone. A blended learning solution has been established, anticipating a transformation in traditional education. We expected this and we were prepared for it. Although our Medical courses are now once again 100% face-to-face, we have already applied the new technologies to the teaching-learning process, which has allowed us to advance a great deal more and, once again, differentiate ourselves in offering increasingly personalized alternatives to our students.

Identifying changes and knowing how to adapt to them, in addition to timely decision-making and the ability to implement change quickly, have made all the difference for Afya. Such characteristics, in addition to allowing us to add digital solutions to our overall strategy while reinforcing the role of technology in teaching, also permitted us to achieve, in less than two years, a goal we had originally placed on a three-year timetable. At the

time of Afya's 2019 IPO, we made a commitment to our shareholders to add 1,000 new medical enrollment by 2022. In fact, we surpassed that benchmark in the first half of 2021. We thereby closed out one cycle, in time to open another in which we intend to consolidate our leadership in the field of Medical Education by enhancing our strategy through both acquisitions and organic growth. Without prejudice to quality—one of the chief traits of our performance—we intend to reach 2028 with a 15% market share, up 50% from our current position, with some 32,000 students, double what we had at the end of 2021.

The year 2021 was marked by the end of some cycles and the beginning of others, a characteristic of changing times. One change was the departure, from our shareholder base, of Crescera, an independent private equity and venture capital manager, which had been with us since 2016, initially in its iteration as the Bozano Fund. Together, we led the entire process that created and consolidated Afya, a success story culminating in our Nasdaq Exchange IPO in the United States. Over the years, Afya and Crescera enjoyed a fantastic relationship, one based on mutual trust. However, as the name suggests, Crescera is focused on boosting the growth of the companies it invests in. Once an investment reaches a certain state of maturity, Crescera sells its stake and searches for fresh growth opportunities. We knew that, at some point, this would happen in the case of Afya.

Even as one cycle ended, another began, this time with Bertelsmann, a German company with a sterling reputation. As a shareholder, Bertelsmann brings to Afya the experience of more than 180 years of operations along with global investments in media companies and in the education field. A leading characteristic of Bertelsmann is the company's commitment to staying the course when it makes an investment, a vocation we share here at Afya. A few months after buying Crescera's shares, Bertelsmann upped the ante even more by increasing its stake at a time when my family and I were in the market as sellers. We had decided to monetize a portion of our holdings in order to diversify our investments. We continue as Afya shareholders, but now as co-controllers along with Bertelsmann, a fact which gives us great satisfaction.

A fresh cycle also began with the arrival of SoftBank, another new shareholder. This institution brings to Afya the experience it has built up through years of investments in technology companies in various countries. That will help support our entire digital services strategy, a segment rich in opportunities for us.

These changes did not impact our corporate governance structure. More than 30% of our board members are still independent, and we are seeking constant improvement in line with best practices. An example, in this regard, was expansion in the

scope of activities undertaken by our Compensation Committee, which will now support the company in decision-making related to the environment and social responsibility, in addition to traditional matters discussed with frequency in Board of Directors meetings regarding overall corporate governance. Due to the increasingly strategic role these issues assume, the Committee, now known as the Human Resources and ESG Committee, will be supporting the company avidly on all these fronts. In an additional effort to engage our operations in the debate over improved ESG practices, we also created technical committees on Social Responsibility and Environmental Management, bringing together representatives from our educational institutions and healthtechs.

We also continue to take actions aimed at strengthening our own internal controls, creating an environment of robust compliance procedures and systems in line with best market practices. Such controls are currently in the process of being certified under the U.S. Sarbanes-Oxley (SOx) law. We are obliged to comply with the law as a publicly-held company with shares traded in the United States.

The consolidation of our position as a leader in medical education, and our successful incursion into the world of digital solutions as well as the excellent performance of our business overall and the arrival on the scene of

new shareholders boasting a long-term vision, are not the only signs that, in my opinion, confirm the success of our decisions and strategies. Another is the fact that a number of other players in the education field are seeking to replicate our business model, something which should not be regarded as a trivial task. Afya has become a medical education company with a strong technological bent, a feature that has allowed us to develop a new, and complementary, dimension in the market for digital medical services. These are not attributes that can be developed overnight.

We are very clear about the path we intend to take here at Afya. We are leaders in the field of Medical Education and we will continue to focus on building up from that position. At the same time, we are also putting together a large digital solutions ecosystem. In this endeavor, we also aim at leadership. We know that our ability to grow will depend on our capacity for change; the speed with which we are currently transforming Afya indicates that we are prepared for such a challenge. We learned much from the difficulties imposed by the Covid-19 pandemic. We knew how to adapt calmly and naturally. We have shown how our alert and competent executives can manage Afya through any kind of business environment. We continue to grow; this gives us peace of mind in the face of any new challenges that might arise.

I would like to thank our students for trusting us with their academic training. We are aware of the responsibility we bear and we strive hard to offer you, in the classroom, the best possible teaching and learning experience. I extend my thanks also to our clients, physicians who have already graduated and who allow us to accompany them on their professional journeys. We are speeding up development of our digital strategy so that they can count on us for the tools that will help them even more in the practice of Medicine, in the management of their businesses, and in their relations with other participants in the healthcare value chain such as pharmaceutical companies and others.

I wish also to extend my great thanks to our employees, growing in number with each new year. You are the ones who make our strategy a success, even in times as difficult as the last two years, marked by the Covid-19 pandemic. I would also like to thank our shareholders for their trust. We will continue to take care of Afya with the same affection as always and with the same conviction that we are doing the best job we could possibly do.

NICOLAU CARVALHO ESTEVES
Chairman of the Board of Directors

MESSAGE FROM THE EXECUTIVE MANAGEMENT

Consolidation of leadership, strong growth, and opening of new fronts for expansion

I would define 2021 as the year of confirmation for the Afya model. When the Company went public, in 2019, we took on a series of commitments before the market and before our shareholders. Two years later, we can say we have fulfilled those promises to the letter; in fact, we have exceeded expectations, turning in a sterling performance despite the unexpected challenges of the Covid-19 pandemic, challenges which were, in some respects, even worse than even the pessimists had predicted. Faced with adverse conditions, our business activities proved resilient, allowing us to achieve high rates of growth with good cash flow and a low level of risk, results which serve to confirm our strategy.

We closed out the year with 2,731 undergraduate enrollment in Medicine. At the time of our IPO, we promised to add 1,000 berths in three years; in fact, we

have delivered 1,159 in less than two years. Meanwhile, we consolidated our position in Medical Education through both acquisitions and organic growth. Since the IPO, we have purchased eight teaching institutions, including Unigranrio in 2021, our first university operating in the city of Rio de Janeiro.

This latest period not only marks achievement of our goals ahead of schedule, but also the expansion of our strategy. Through digital solutions, we are now able to add even more value to what we offer our physicians. With the advent of the Covid-19 pandemic and the social isolation that came in its wake, more and more people are accessing physicians and healthcare services via digital channels. We quickly moved to respond to the opportunities opened up by these changing patterns of behavior. Consequently, in addition to providing training



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and specialization through educational solutions and services as part of the Medical journey, we have also become the physician's partner in his or her exercise of the medical profession, offering tools to help in the day-to-day realities of medical care as well as business management, all of which differentiates us from others when it comes to the full panoply of medical learning at all of our units.

Meanwhile, we have initiated construction of a robust digital ecosystem, with solutions featuring six distinct pillars: content and technology for medical education; support for clinical decision-making; electronic medical records and office management; telemedicine; electronic prescriptions; and enhanced patient-physician relations. We were introduced to this market just a year and a half ago, but the numbers and the results so far show that we are accelerating our growth in this area: so far, we have invested more than R\$500 million in the acquisition of 10 healthcare startups and we are already the leaders when it comes to the first three pillars of our strategy.

With the inauguration of Afya Digital Health, the brand name of our digital solutions ecosystem, we became part of a market moving R\$28 billion per year, more even than that of medical education, which is responsible for R\$22 billion. We are, in essence, multiplying our business potential by creating a new Afya within the existing Afya. Our goal is to achieve net

revenue of R\$ 1.2 billion in the digital segment by 2028, matching Afya's total net revenue in 2020.

Undergraduate education in Medicine is and will continue to be our main business. We intend to further consolidate our leadership in this area. Currently, we account for about 9% of the market; we expect to expand that to 15% over the next six years. We will continue to execute the strategy which brought us to where we are, one based on both acquisitions and organic growth, so that, by 2028, we can reach enrollment of 32,000 students, double the 2021 figure.

Our leadership, however, is not restricted to size alone. It also means quality. On the management side, we have become extremely efficient in operating our medical schools. The 2021 figures reinforce our solid track record for integrating the companies we acquire in a way that maximizes cost efficiencies and synergies. Our adjusted net revenue was 45.1% higher than the previous year, totaling R\$1.75 billion. In terms of adjusted net income, the increase was 0.7%, reaching R\$440.4 million. Adjusted EBITDA, in turn, was R\$754.8 million, 34% higher than in 2020, producing an adjusted EBITDA margin of 43.1%.

When it comes to teaching, our curriculum is integrated and standardized for all of our units. Our students also have access to hands-on classes, in both in vitro and simulated environments, using our clinical decision-making support tools as well as telemedicine, a differential that



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only our unique ecosystem can provide. I would also highlight the 503 academic publications notched by our students and professors, published in professional journals and at conferences in Brazil and abroad. This high volume of publications demonstrates our commitment to offering the highest standard of quality in Medical Education.

Our know-how when it comes to the creation of synergies from the integration of new Medical Schools is also being applied to the digital realm. The diversification generated by our technologies and solutions, as they combine and recombine, along with our wide network of relationships with physicians is opening new doors for us. For one thing, we have gained the ability to help physicians in their relationships with other players in the healthcare field, such as the pharmaceutical industry, hospitals and insurance companies. To bridge the gap between physicians and others in the healthcare value chain we have created a B2B division within Afya Digital Health. Our initial strategy is to focus efforts on solutions and tools that give physicians the greatest possible access to others in the system. We can offer solutions, for example, that give them the autonomy to choose how they want to receive drug samples and training from pharmaceutical companies. In the medium term, we intend to extend the offer of solutions in a way that generates greater demand for medical and pharmaceutical services as

well as technologies to improve efficiency throughout the value chain.

Other events of the year, in addition to our up-to-the mark business performance and favorable prospects going forward, also indicate that we are on the right track. Two major international names became Afya shareholders, endorsing our company's strategies. One of them is Bertelsmann, a German conglomerate that stands out as one of the biggest players in the global media industry and with a significant presence in education. Months after initially acquiring shares in Afya, Bertelsmann increased its position, reinforcing its long-term commitment to the company. The other new shareholder is SoftBank, an internationally recognized investor with stakes in major health, technology, and education concerns. The experience and vision of both these important new partners will help us take advantage of the many opportunities we have to integrate our businesses and obtain important synergies in addition to bolstering our digital strategy.

We can boast a unique ecosystem, one which brings together educational and digital solutions for physicians in a business format that has never been seen before. The advances in our operations are naturally reflected in expansion of our workforce, which grew by 30% in 2021. We ended the year with nearly 8,100 employees, including teaching units from different regions of the

country and our technology holdings. Our working environments are increasingly diverse, featuring people with different characteristics and from different backgrounds, something which enriches our corporate culture. Such an approach works to produce interesting consequences, including advances in management routines that adapt and balance the different profiles of our employees to different workplace realities; advances range from compensation and benefits policies to training and qualifications.

We are a diverse and inclusive company and we are seeking to advance that agenda even more. To build an ever more plural culture at the Afya Group, in 2021 we inaugurated our Diversity and Inclusion Program. Through this initiative, we are seeking to further sensitize our employees and engage with them in development of concrete actions aimed at diversity. The program is in line with the Public Commitment we assumed in 2021 as part of the Global Compact, an initiative led by the United Nations, to which we are a signatory. We are committed to promoting gender equality in our leadership. We will work toward the goal of having women occupy half of our managerial positions by 2030; they currently constitute 37.8%. The many steps we have taken in this area have already made us part of the Bloomberg Gender Equality Index 2022, which includes publicly traded companies from different parts of the world committed to best practices

when it comes to the promotion of women within the corporate environment.

This ecosystem, which combines education and technology, is unique to Afya and goes beyond the goal of merely boosting business activity; it also intensifies the positive impact we can have on society as a whole. By working with both education and health, we invariably influence the quality of life of the people we touch as well as the progress of their communities. Our geographical coverage, when it comes to our growing network of undergraduate courses, allows us, for example, to offer more access to medical and related care, including free-of-charge instruction by students and professors. In 2021, more than 340,000 low-income people accessed such medical services while some 350,000 benefited from social actions developed by our students, including fundraising and volunteer campaigns.

Through digital medical services, we have been able to leverage our outreach even more. In 2021, use of Whitebook, one of our clinical decision-making support solutions, impacted over 30 million people; in other words, some 15% of Brazil's total population was able to obtain diagnoses or treatment recommendations from physicians with the help of information gathered through the application, which aims at greater accuracy in consultations and treatments. Other tools, such as

telemedicine, facilitate contact between physicians, often located in large cities, and patients from the most diverse regions of the country. In a nation of continental dimensions, such as ours, and with so many inequalities, such techniques contribute to democratizing access to health services.

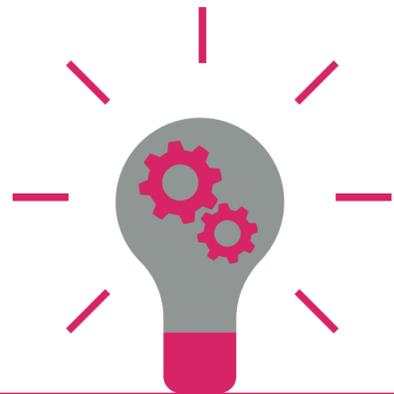
As partners for physicians throughout their personal journeys, from undergraduate days to retirement, we toil so that these professionals can become increasingly qualified and prepared to serve society. It is a privilege for us to lead a company that contributes, in such an effective way, to the improvement of people's lives and to the construction of a fairer and more equal country. It is an especially great satisfaction for us to be able to count on the partnership of thousands of employees, including our teachers, for this purpose. I appreciate everyone's commitment during yet another year of difficulties, although at least somewhat ameliorated by the coming of Covid-19 vaccinations. To our customers, shareholders and other partners, thank you so much for your trust in our decisions and confidence in our strategies.

VIRGILIO GIBBON
CEO



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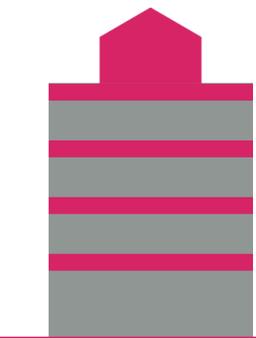
2021 IN NUMBERS



BUSINESS STRATEGY

R\$ 500,000,000
in acquisitions of healthtechs, since 2020

+1,307 additional seats
overdelivering the guidance issued during the IPO



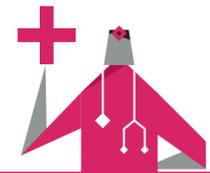
OPERATIONS

8,100 employees

30 Institutions of Higher Learning

11 Continuing Education Units

10 healthtechs



ECONOMIC AND FINANCIAL RESULTS

R\$ 1,752.7 million
in Adjusted Net Revenue (+45.1%)

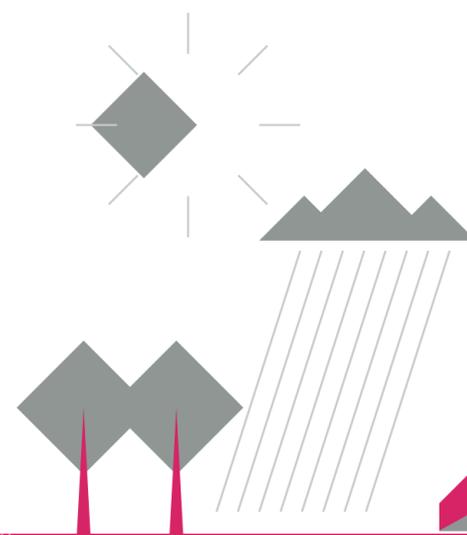
R\$ 754.8 million
in Adjusted EBITDA (+34.0%)

43.1% Adjusted EBITDA Margin

R\$ 440.4 million
in Adjusted Net Profits (+0.7%)

R\$ 666.6 million
in Operational Cash Flow

100.8% cash flow conversion



ENVIRONMENTAL

1,058.44 MWh
of energy generated via photovoltaics

33% of water consumption – 42,065 m³ – provided by artesian wells



SOCIAL

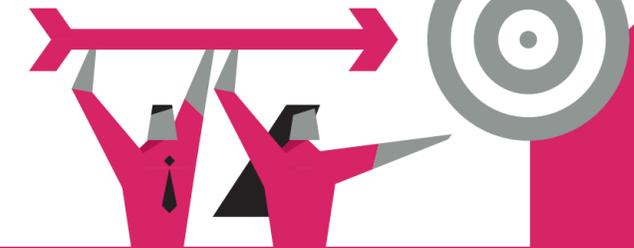
341,286 free health consultations offered to communities surrounding our campuses

+350,000 people benefited from social responsibility actions undertaken by our operations

2.5 metric tons of foodstuffs distributed by food campaigns in communities surrounding our installations

55% of employees are women

37.8% of management positions are held by women



GOVERNANCE

18% of Board of Directors members are women

36% of board members are independent

94% of employees take part in training programs dealing with the Code of Ethics and Conduct

91% of employees take part in training programs to Combat Corruption and Fraud

RECOGNITION

Named best education company, for the second year in a row, by the Época 360o Business Almanack. In addition to finding ourselves, once again, at the top of the ranking for our economic segment, we were also recognized as the best in Sustainability, one of the six dimensions reviewed by the survey along with Financial Performance, Corporate Governance, Innovation, Vision for the Future, and People. The survey, in its 10th iteration in 2021, is carried out in partnership with the Dom Cabral Foundation and includes 418 companies representing 25 different economic segments. Access the survey [here](#).

Best education group of 2021, according to the Valor 1000 Almanack, published by the Valor Econômico business newspaper. The almanack gathers information about the 1,000 largest Brazilian companies covering 26 economic segments and highlighting best performances.

Highlight in “EMPEA 2021 Investing for Growth, Deal Book by EMPEA,” a global publication released last year based on a series of case studies in the field of high-impact investments. The article about Afya traces the company’s story from the start and includes a discussion of actions taken in the face of the Covid-19 pandemic, among other aspects of the company’s history and performance. The case study is one of 18 included in this 1st edition of the survey, which brings together stories of companies in Latin America, Asia, Africa, the Middle East, and Central and Eastern Europe. The survey is produced by EMPEA, a global association representing the private equity industry in emerging market countries. It can be accessed [here](#).

Winning in the “Equity” category, in the 4th annual edition of the IBEF SP Golden Tombstone Award, given in recognition of the success of Afya’s U.S. Nasdaq Exchange IPO in 2019. The annual IBEF SP initiative highlights companies and financial institutions responsible for the best financial operations of the year when it comes to bringing capital into the country.



➔ **Named best education company, for the second year in a row**

ABOUT US



We are the largest ecosystem of education and digital solutions for the physician

We constitute the largest ecosystem for medical education and digital medical services in Brazil, providing solutions that allow us to accompany physicians throughout their professional journeys, including all aspects of the exercise of their profession as well as their relationships with the healthcare industry as a whole. Leaders in Medical Education – both in number of enrollments¹ and in total students—we also differentiate ourselves from others by adopting an innovative, student-centered methodological approach combining integrated content, interactive learning and adaptive experience. At the undergraduate level, we operate through 30 institutions of higher learning located in 13 states and we offer more than 70 continuing education courses through IPEMED, which has operations in 11 capital cities.

The aggregate value we can provide is centered on Medical Education but it is also complemented by Afya Digital Health, a vertical business venture that

¹2,759 undergraduate enrollments in Medicine authorized by the Education Ministry (MEC), as of 1Q22. At the end of 2021, there were 2,731.

brings together 10 healthtechs aimed at offering medical students and physicians a diversified portfolio of solutions to facilitate their day-to-day clinical practices while also helping professionals manage their business affairs and relationships with other players in the healthcare industry. This combination of education and digital solutions for physicians makes Afya Educacional (Afya Limited) unique within the industry. **[GRI 102-1]**

Afya, which means “health and well-being” in the African Swahili dialect, was created in 2019 from the merger of NRE Educacional, at that time the largest group of medical schools in the country, and MEDCEL, which specialized in preparatory courses for medical residency exams. The group’s first college began operations in 1999, in Tocantins, in northern Brazil. With administrative offices in Nova Lima (MG) Brazil and headquartered in the Cayman Islands, Afya is a publicly-held company with shares traded on the Nasdaq Exchange in the United States. **[GRI 102-3; 102-5; 102-7]**

AFYA IN NUMBERS

[SV-ED-000.A]

16,017 Medical students

19,882 undergraduates in other health-related areas

25,219 students in other undergraduate areas

61,118 undergraduate student²

3,189 Continuous Education students

8,100 professors and staff

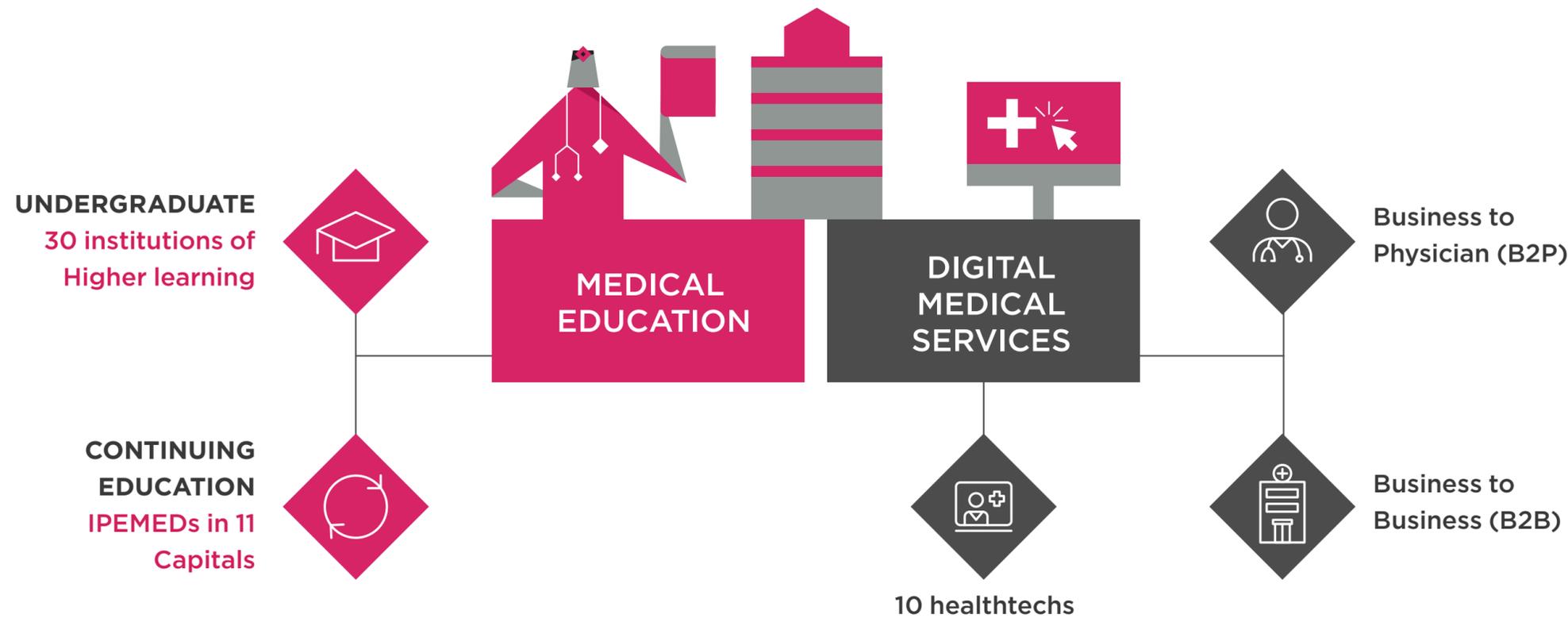
1,000 partnerships with hospitals and clinics

248,000 active users of our digital services, among them Medical students and professionals

²Includes Medicine students

AFYA ECOSYSTEM

[GRI 102-2; 102-6]



When it comes to **MEDICAL EDUCATION**, our business operates on two fronts: **[GRI 102-4]**

Undergraduate – 30 Institutions of Higher Learning, of which:

- 28 features Medical courses, of which five will kick off in the second half of 2022.
- 23 in operation: 17 in hinterland cities, and six in state capitals.
- 20 installed in the North and Northeast, with all the others in the South and Southeast.
- 1 University (Unigranrio).
- 8 University Centers.
- 9 offer courses under the aegis of the “Mais Médicos” Program.

Continuing Education – More than 70 courses offered by IPEMED, with units in 11 capital cities.

In the area of **DIGITAL MEDICAL SERVICES**, we bring together ten healthtechs, which offer us a portfolio of solutions including content and continuing Medical training, along with support services for each physician in the exercise of his or her profession individually (B2P) while facilitating the interaction of physicians with others in the healthcare industry (B2B).

We possess a solid ecosystem, which brings together Medical Education – our main business – and Digital Medical Services, a new area which complements and adds value to our menu of offerings.

EDUCATION – UNDERGRADUATE

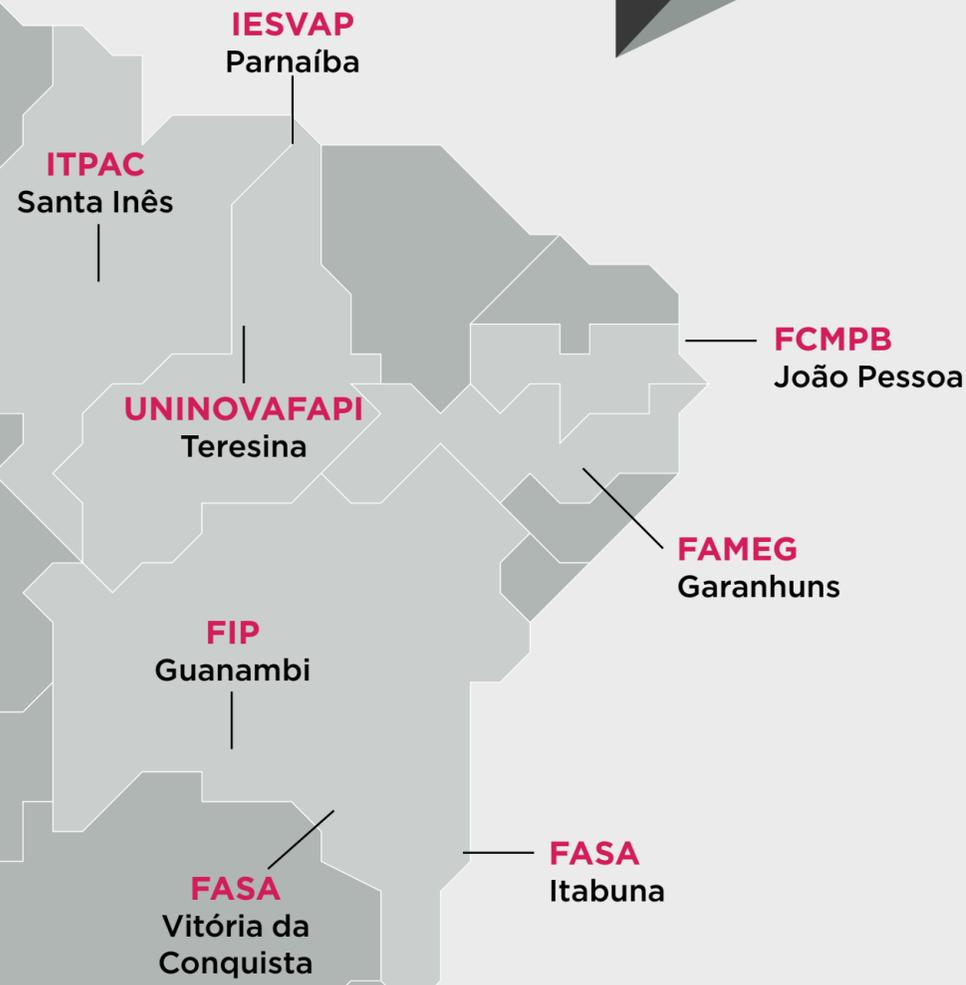
[SV-ED-260A.1]

Our brands¹

NORTHEAST



Click on the map points for information

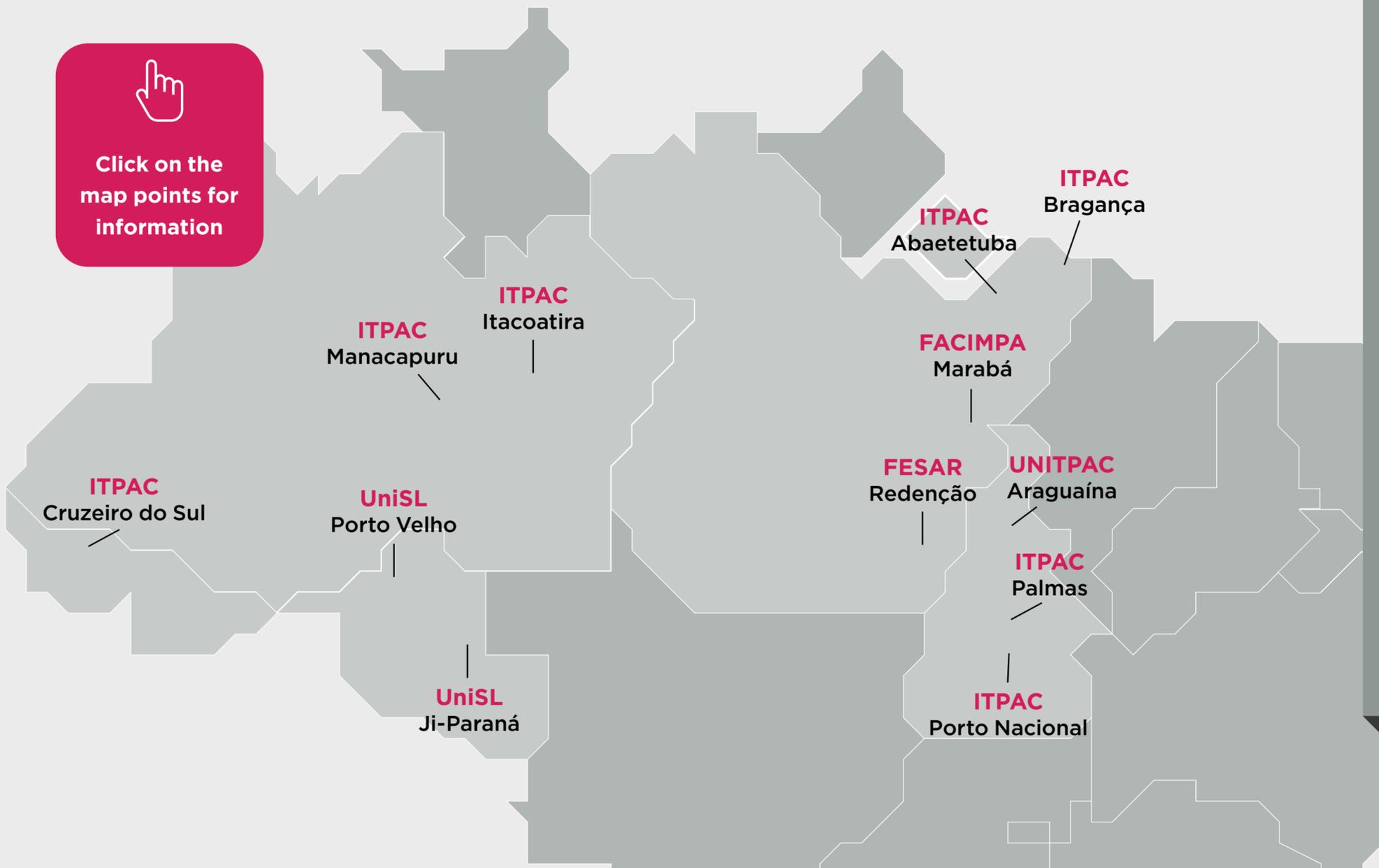


¹In the period, there were no cases of non-compliance in relation to marketing communication [GRI 417-3]

NORTH



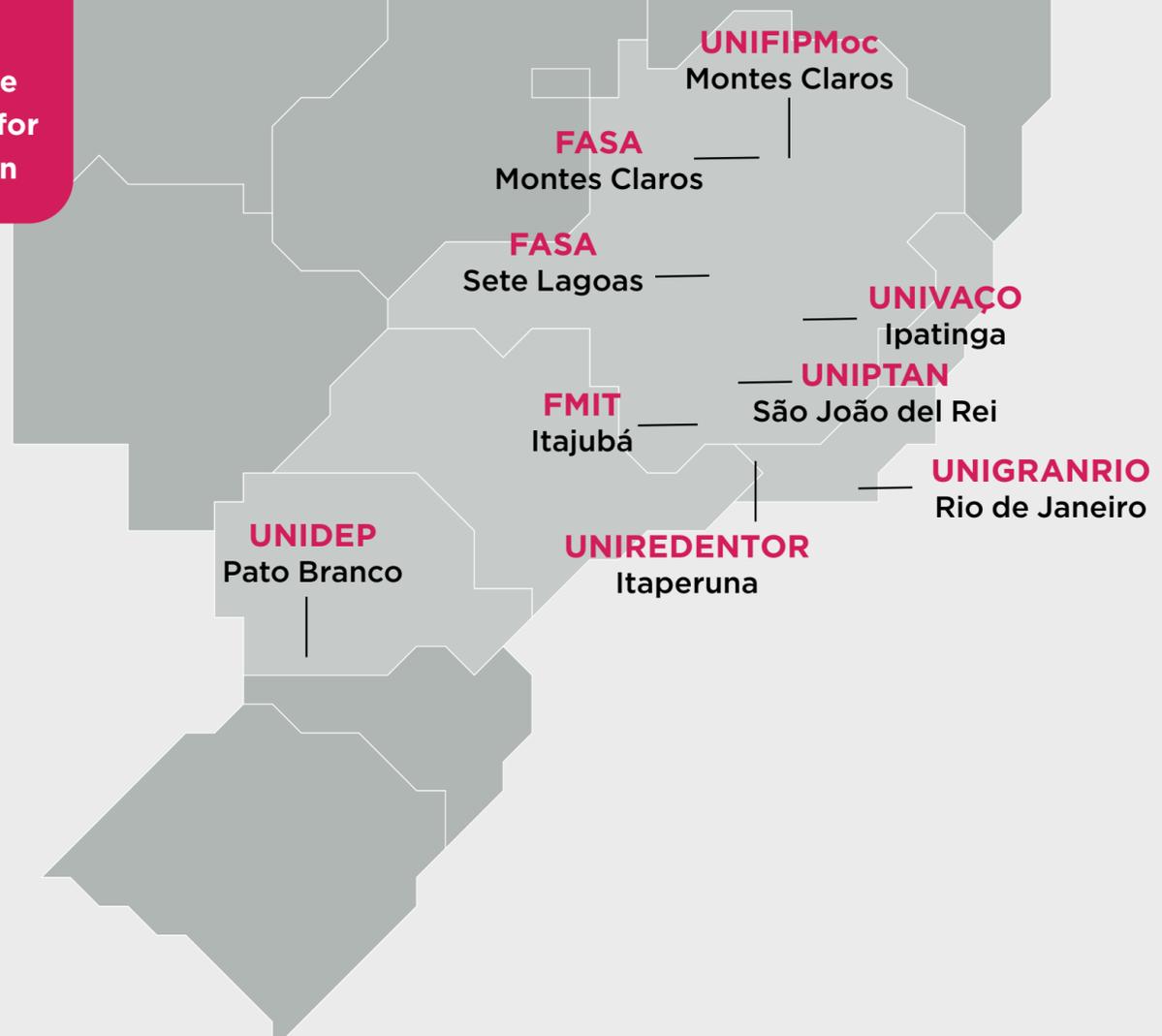
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SOUTHEAST AND SOUTH

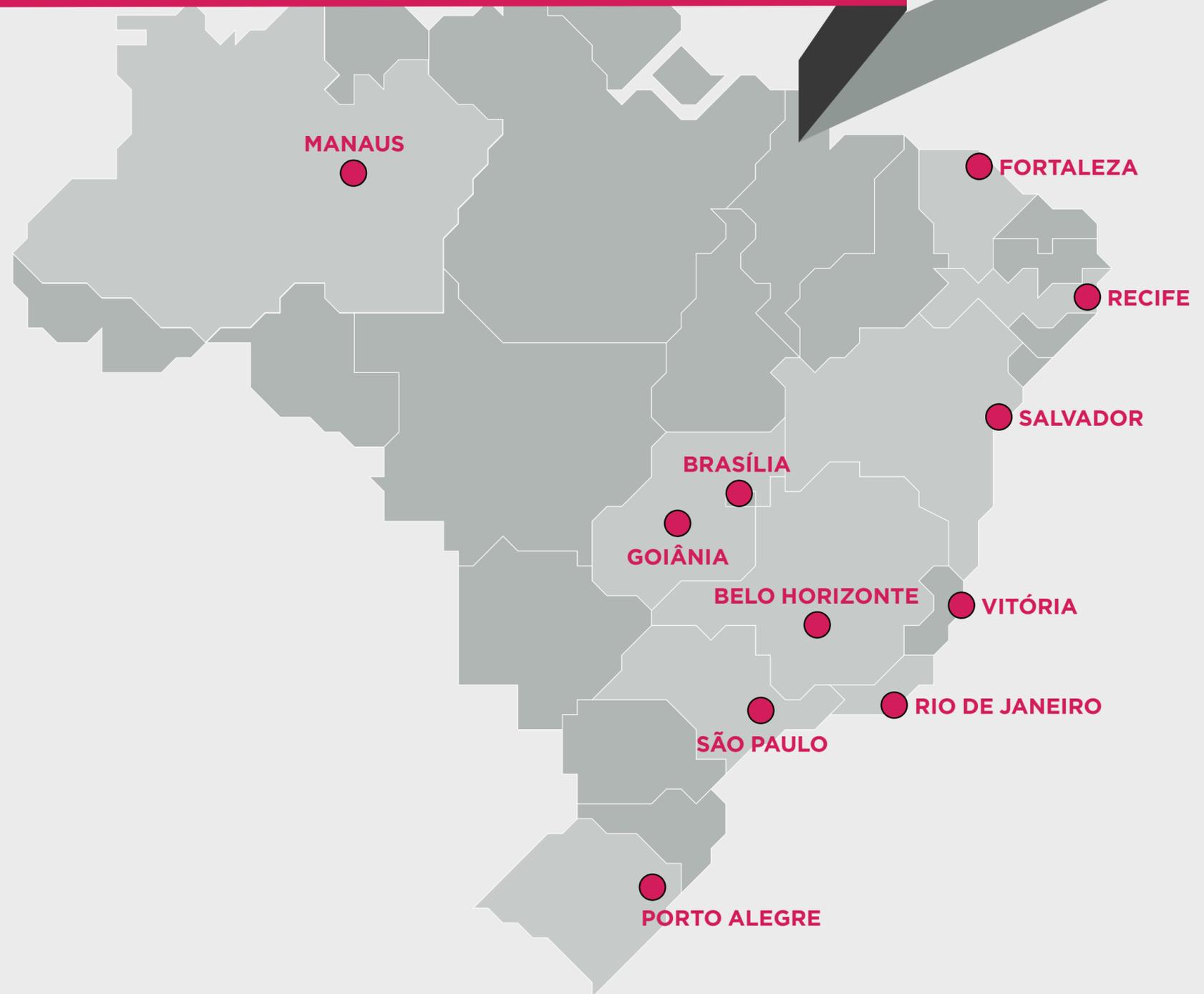


Click on the map points for information



EDUCATION – CONTINUING EDUCATION

IPEMED – PRESENCE IN 11 CAPITAL CITIES



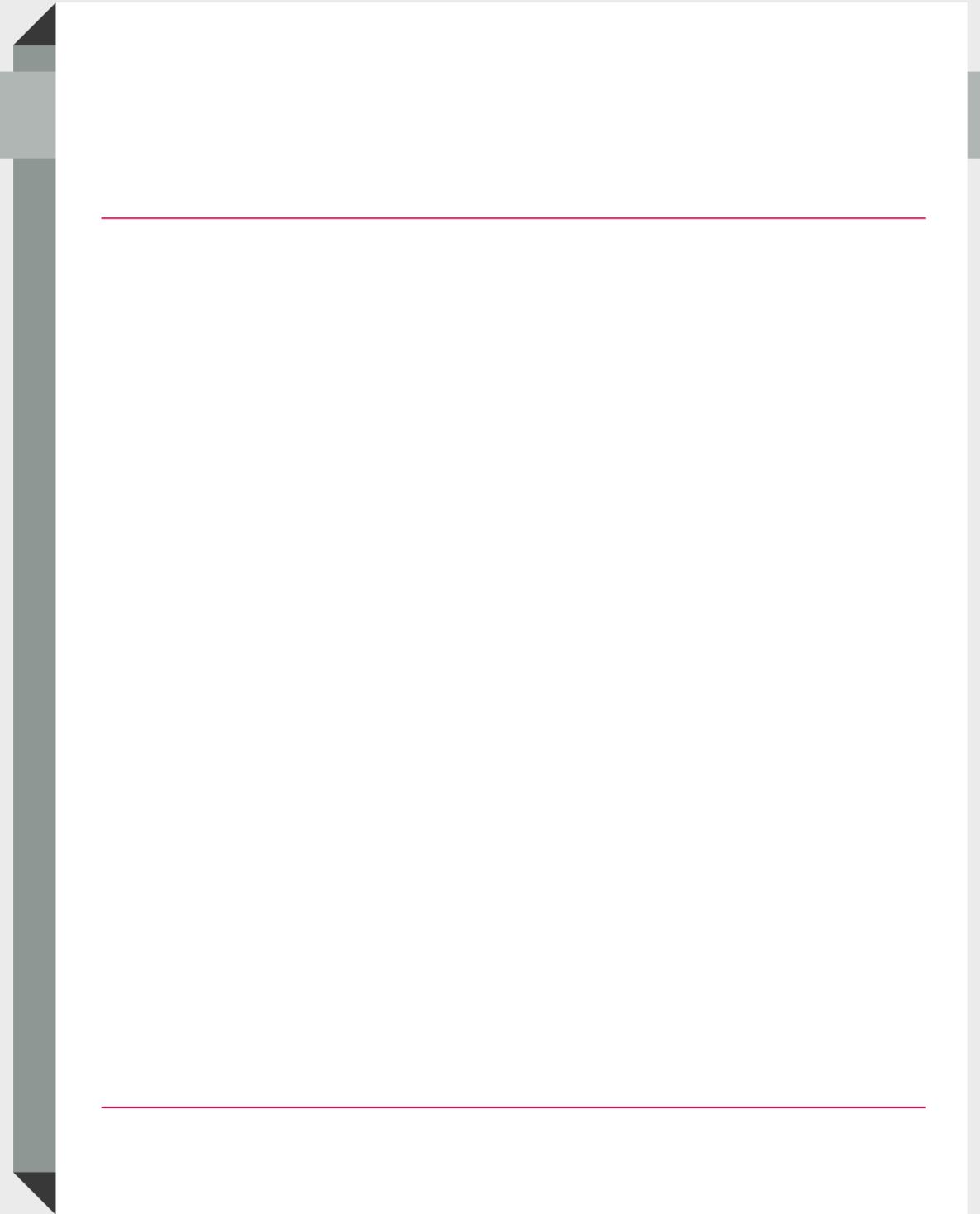
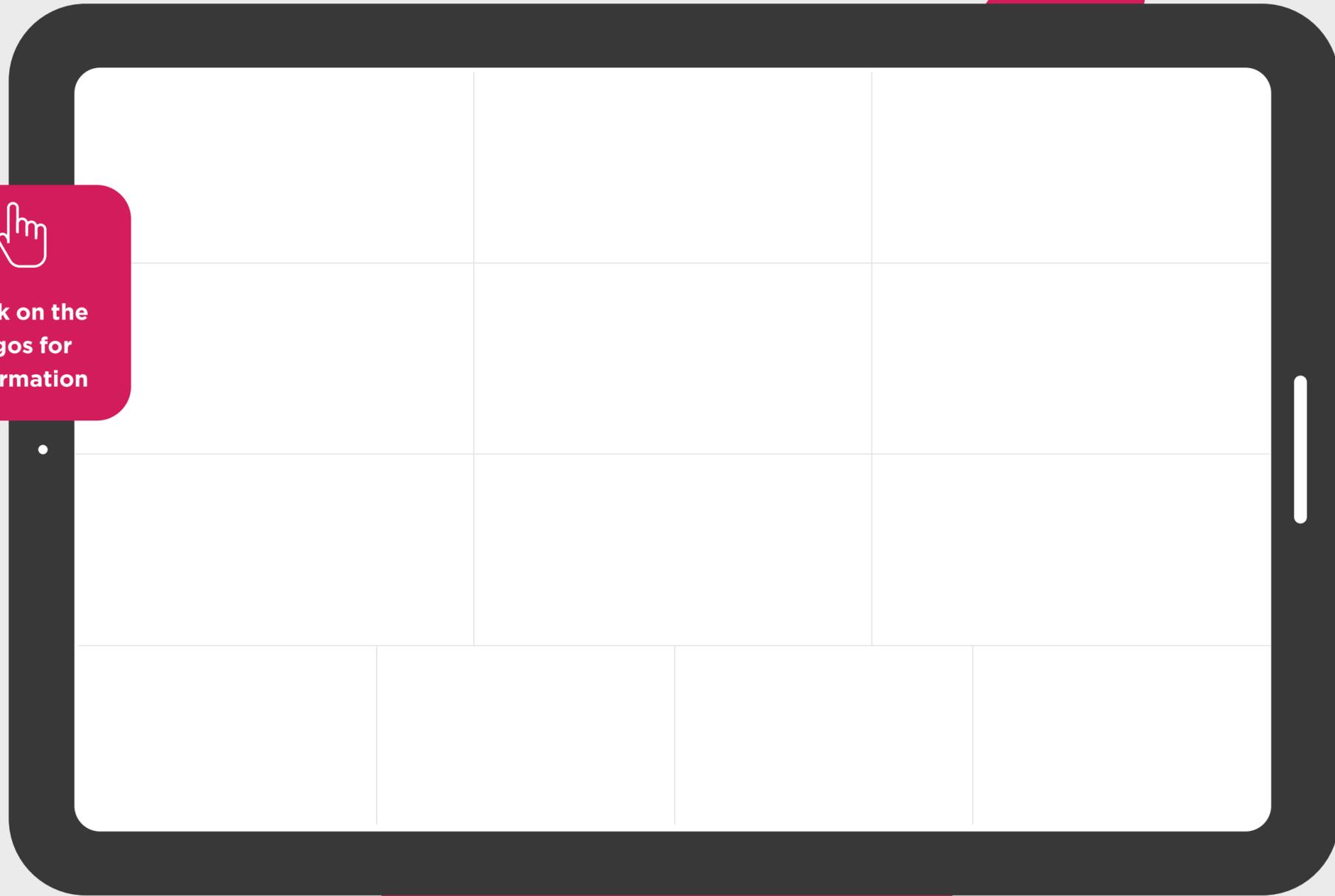
IPEMED
FACULDADE IPEMED DE CIÊNCIAS MÉDICAS



DIGITAL HEALTHCARE SERVICES



Click on the logos for information



PURPOSE, MISSION, VISION AND VALUES

[GRI 102-16]

Purpose

Revolutionize the way to teach and learn medicine to train the best physicians at all stages of their careers.

Mission

To become the reference partner of physicians, in their journey, through rewarding lifelong experience and an enhanced daily practice by Afya's digital services

Vision

A world with better education, health and well-being.

Corporate values

Focus on the student. We believe that our students will create the foundations to build our vision. They will always be our highest priority.

People are everything to us. For a brand, the only way to become a point of reference is through people, through its teams. They will serve our students with the commitment to deliver the best service and learning experiences.

Entrepreneurial Spirit. We are guided to achieve our goals in a unique, integrated manner. We encourage our teams to do their part, being responsible for projects and results.

Be passionate. We believe that life is incredibly full of opportunities. Therefore, take control and pursue the necessary balance between professional and personal life.

Innovation. We innovate through disruption, technology and creativity. Problems in general do not have a single right answer. Testing and exploration will always lead us to new opportunities.

Quality. We believe that the path to the growth and sustainability of a business lies in its high quality standards. We are proud of the services we provide to our students and confident that they will benefit their careers by making them better professionals.

Atributos

Specialist. Invests continuously and exclusively in the teaching of medicine, with products for each phase of the student's life and career.

Visionary. Seeks to revolutionize the teaching of medicine without fear of daring and challenging the status quo to create pioneering learning formats.

Digital. Perceives knowledge as a dynamic and motivating process in which technology is part of methodological thinking.

Excellence. Enables the best performance through innovative methodology and a first-rate faculty.

Human. Understands progress and cognitive process as individual. Creates stimuli to autonomy and generates customized learning experiences.

Skills

Global Skills

- Enchantment
- Commitment
- Glitter in the eyes
- Collaboration
- Thinks Digital
- Act like the owner
- Excellence in execution

Exclusively Faculty Skills

- Protagonism
- Dialogue
- Professional improvement
- Contribution

MANIPULAÇÃO
QUEM ESTÁ
AL A SUA
NEFÍCIOS?



**VISION OF
THE FUTURE**

Our strategy of business

[GRI 103-2; 103-3]

We run our business with the goal of establishing long-term partnerships with physicians and medicine students, through digital and learning solutions that deliver value throughout academia, professional practice, and relationships with the healthcare industry.

Our proposal of value is unique: to accompany physicians in their journey, from undergraduation to their last day of medical practice. We are the only company in the country with a robust ecosystem of medical solutions to meet this challenge. We bring together educational institutions and healthtechs, with digital products and solutions that apply to academic training and to continuous improvement, to the management of medical practice routine, and to the interface of physicians with the healthcare industry, a feature that was added to our strategy in 2021. We have expanded the vertical of digital services, without neglecting our leadership in medical education.

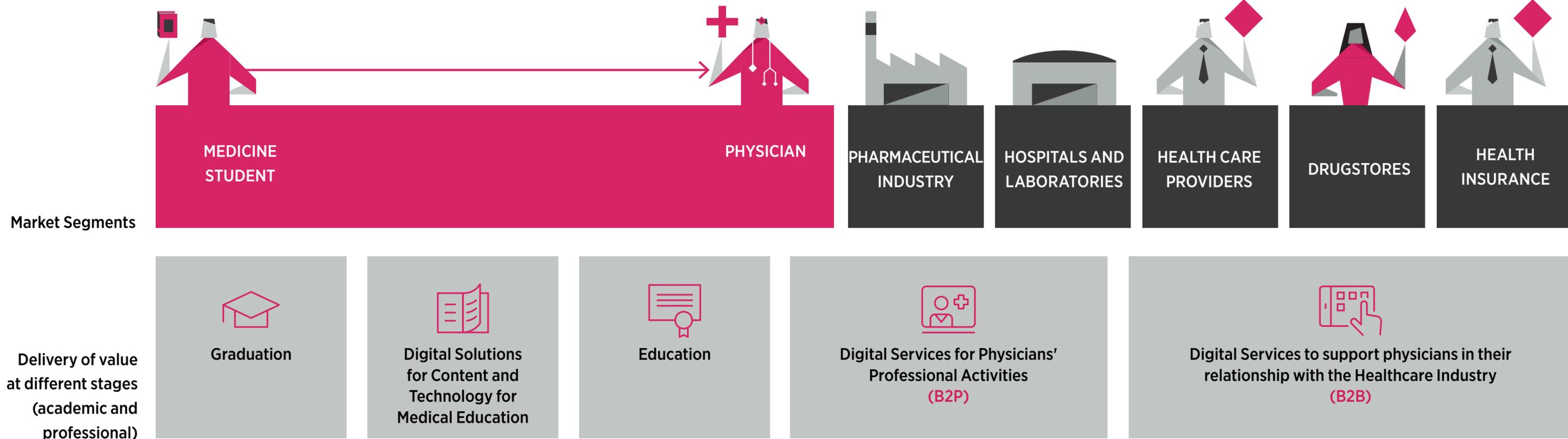


THE PHYSICIAN'S JOURNEY

From Education to Retirement

UPSIDE VALUE

B2B Healthcare Market



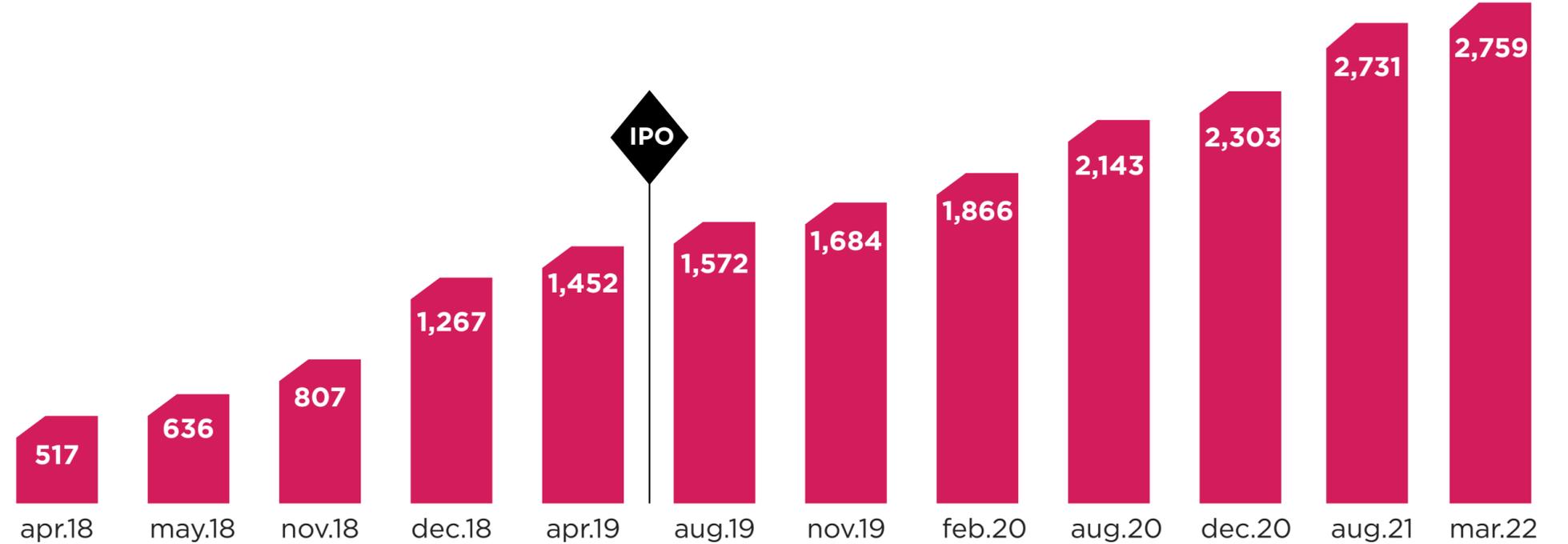
In order to implement our proposal of value, of being the physicians' partner throughout their entire journey, we have divided our strategy into two fronts: **MEDICAL EDUCATION** and **DIGITAL MEDICAL SERVICES**.

MEDICAL EDUCATION

In the Undergraduate Medicine segment, we are leaders in the country, both in openings for Medicine courses accredited by the Ministry of Education and Culture (MEC) and in enrolled Medicine students. We have consolidated our prominent presence in Medical Education through acquisitions and organic growth. Since Afya's IPO in July 2019, we have acquired eight renowned higher education institutions (HEIs), opened a new HEI, the School of Medicine of Garanhuns (FAMEG), in the state of Pernambuco, and have been granted authorization to start six units of the "Mais Médicos" Program. Along this consolidation movement, we have become extremely efficient in the operation of Medicine Schools. You can learn more about our HEIs here.

The number of seats in undergraduate Medicine courses - 2,731 in December 2021 and 2,759 in the first quarter of 2022 - exceeds the commitment we made at the Company's IPO: to add 1,000 seats in Medicine by 2022. Following the acquisition of Unigranrio, in August 2021, this goal was exceeded. We have reached 1,159 new openings in two years.

SEATS IN UNDERGRADUATE MEDICINE



In the short and medium term, medical education will continue to be our most representative business. We will proceed with our consolidation strategy, further strengthening our leadership. Our goal is, by 2028, to have 32,000 Medicine students, twice as many as we had at the end of 2021. Six years from now, we also plan to expand our market share in undergraduate

Medicine courses, from the current 9% to 15%. As for our partnerships, we hold the largest capillarity for the performance of medicine learning in Brazil, with more than 1,000 hospitals and partner clinics.

Our growth strategy, for the 2022 / 2028 period, is underpinned by the same two pillars that have brought us this far: organic and acquisitions.

Gears for Growth

PILLARS

GOALS

Organic



- Maturation of the Medicine courses already offered by our HEIs, with 100% occupation of the medicine seats
- Pricing policy, adding more and more technology to our offers
- Synergies: integration of HEIs and ongoing gains in operational efficiency and margins

Inorganic



- Over 200 openings per year, with a mapped pipeline of +4,500 seats

Medical Education also includes our operations in the Continued Education segment, through the continuing education IPEMED brand. On this front, the strategic directives that guide our business are: geographic expansion, with the opening of new units in state capitals; and the launching of courses, in different formats and medicine specialties, with important hallmarks. Please find out here how we have been implementing this strategy and the advances achieved in 2021.



AFYA DIGITAL HEALTH

We entered the digital medicine services segment in 2020. It was a strategy we had planned for the near future, but it was accelerated in view of the new opportunities that emerged: people started to demand more digital solutions to access healthcare and medical services, in view of the social isolation that has been imposed by the Covid-19 pandemic.

Technology, therefore, has been increasingly relevant in the physician-patient relationship, and can be a differential in the physician's education, in the exercise of their profession, and in the management of their business. And this is our proposal of value: to offer digital solutions to support and help physicians in their daily practice.

In this sense, we are building an ecosystem of digital solutions to accompany you on your journey. We have consolidated our operations on this front through acquisitions and in-house developments. Since 2020, we have already acquired 10 healthtechs - the first two in 2020, six of them in 2021, and two in early 2022 -, in which we have invested nearly R\$ 500 million. According to the M&A strategy, we have not only acquired technology, but also expertise and

qualified personnel to foster our operations on this front. When we add up all the healthcare startups acquired by Afya since July 2020, there are now 20 entrepreneurs, half of them physicians, comprising the VP of Digital Services of the largest med schools group in the country. Please click here to access the background of these acquisitions.

In 2021, we expanded the coverage of our digital solutions, including, in our value offer, solutions to connect the physician to the healthcare industry, which includes pharmaceutical companies, laboratories, drugstore chains, hospitals, and healthcare insurance operators. We have structured our digital solutions on two fronts, in order to work in a segmented way with this value offering: **Business to Physician (B2P)** and **Business to Business (B2B)**.

We have innovated in our approach to establishing relationships, in order to provide a more assertive offer to physicians. We created an area, in 2021, dedicated to tracing a **360° vision** of our clients. Thus, we seek to map and understand the different stages they are in, and the ways in which we can assist them with our solutions. We want to be by the

side of physicians in their long-term journeys. For us, getting to know them is a fundamental part of achieving this goal.

We expect to achieve, by 2028, net revenues in the amount of R\$ 1.2 billion from Afya Digital Health, which is equivalent to the overall revenues earned by Afya in 2020. According to a study conducted by a specialized consulting firm, this market is estimated to generate R\$ 28.4 billion.



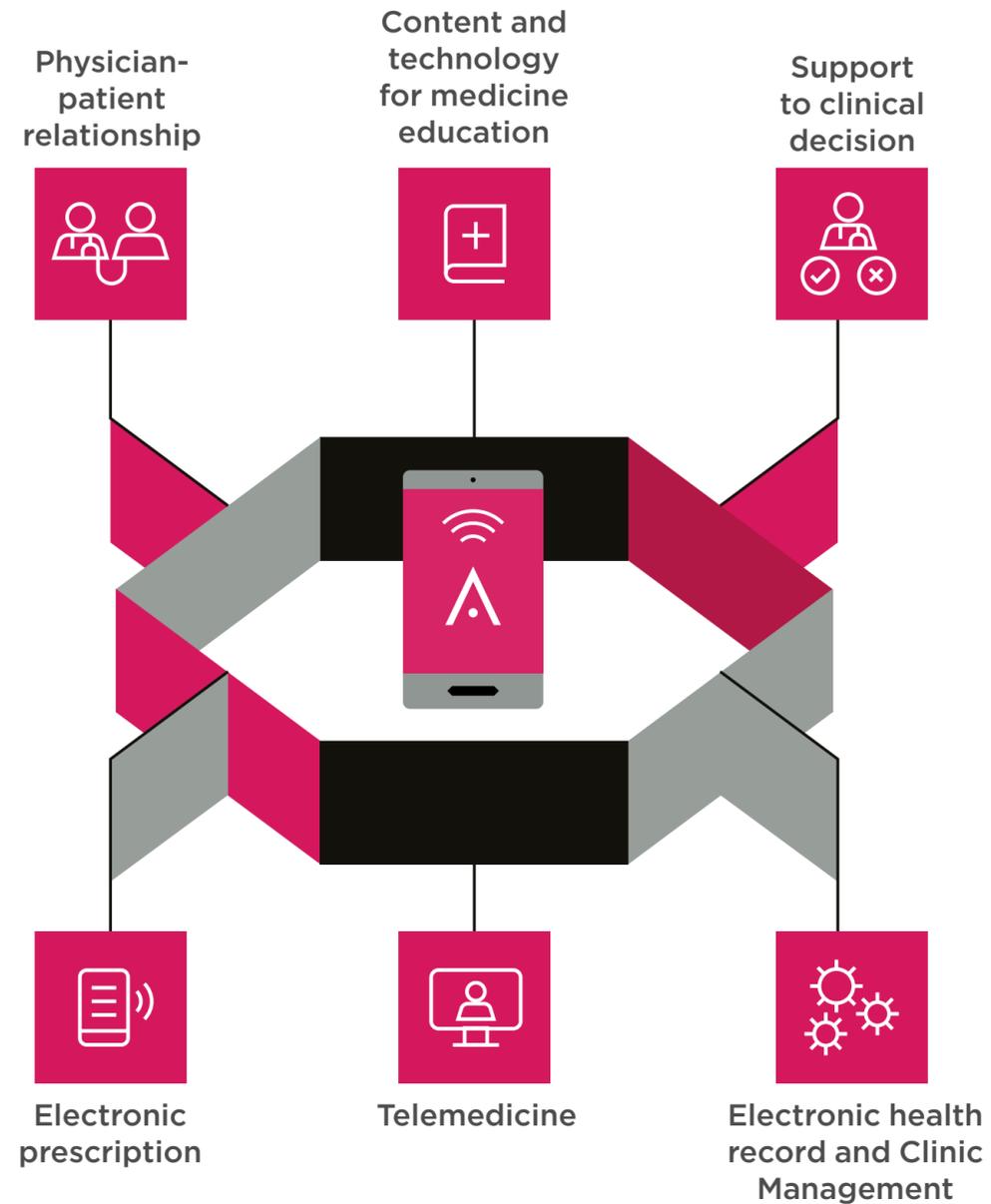
DIGITAL ECOSYSTEM TO SUPPORT THE PHYSICIAN'S JOURNEY

B2P (BUSINESS TO PHYSICIAN)

These offers aim to help physicians in the practice of their profession - not only in providing assistance in their routines, but also bringing solutions for Learning and Content - and in the management of clinics. The B2P products and solutions are divided among six pillars of activity:

- Physician-patient relationship
- Content and technology for medicine education
- Support to clinical decision
- Electronic prescription
- Telemedicine
- Electronic health record and Clinic Management

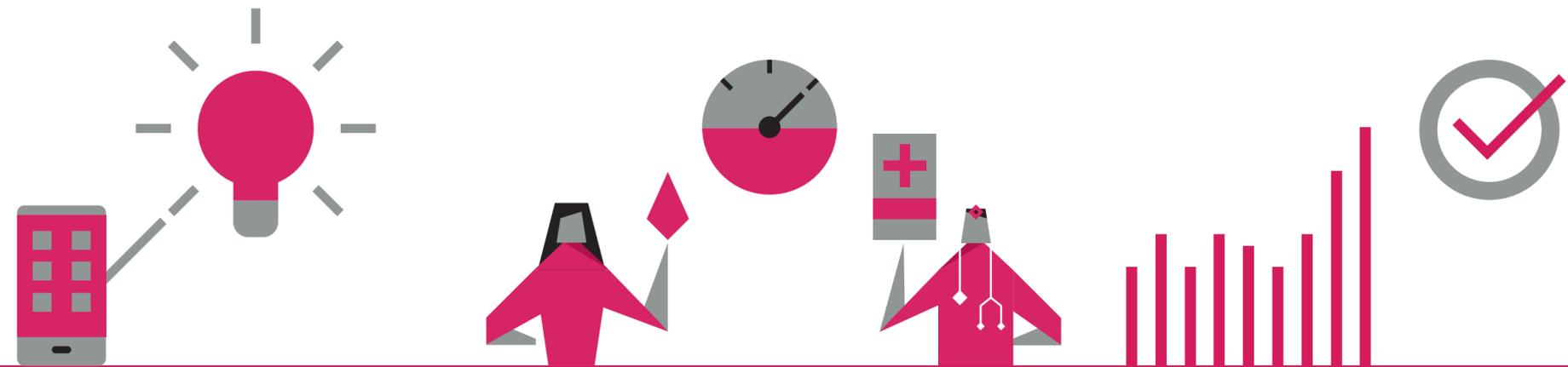
In three of these pillars - Content and technology for medical education, support to clinical decision and electronic health record, and clinic management - we already stand out as leaders.



Please click [here](#) for further information on B2P's performance in 2021.

B2B (BUSINESS TO BUSINESS)

Since we focus our strategy on the physician, our objective is to become the bridge between physicians and the healthcare industry, facilitating the relationship between them. We offer tools and solutions to generate efficiency and assertiveness regarding the contact of physicians with pharmaceutical industries, laboratories, drugstore chains, hospitals, as well as healthcare operators and insurance companies. Our business model, on this front, is based on three pillars:



ACCESS

Innovative and efficient digital solutions, created to facilitate access to physicians by players of the healthcare sector, especially from the pharmaceutical industry.

→ **Priority stage**, accelerating

DEMAND

Tools aimed at facilitating the prescription of medications and the performance of tests. Through such tools, there is a greater adherence to treatment, generating demand for the sector.

→ **In progress**, with solutions already available

EFFICIENCY

Solutions aimed at enhancing efficiency throughout the healthcare value chain, including market intelligence, promotion of health, and prevention of diseases.

→ **Planned** for development over the upcoming years

Please click [here](#) for further information on the B2B performance in 2022.

ESG IN PRACTICE



ESG: increasingly strategic importance for us

[GRI 103-2; 103-3]

Respect for the environment, socially responsible behavior, and the continuous improvement of corporate governance practices are all aspects of our management which help to sustain us as we conduct our business relations. This tripod, known as the ESG goals for environment, social responsibility, and governance, has gained greater and greater importance in the day-to-day management of our business strategy.

In 2021, we advanced in many areas, of which one of the most important was our Public Commitment: by 2030, 50% of our leadership positions will be occupied by women. We established this goal as part of the Global Pact, an international initiative developed by the United Nations to encourage companies in adoption of best practices for sustainability; we are signatories to the pact.

We have also taken many other steps during the period in question, some of them with the purpose of creating procedures and directives inspired by the ESG goals; we are engaging with our IESs and our healthtechs to institutionalize such practices.

“Top 10%” of best evaluated companies

We were classified as a “low risk” company in terms of our ESG performance, a rating assigned by Sustainalytics, a global consulting firm and a leader in research on ESG issues. Our performance assessment placed us in the top 10% of the ranking, which includes 13,500 organizations from various countries. The ranking reinforces the idea that any ESG-related risks are, for us, extremely low. We have little exposure to such risks because of the policies we have adopted and the best practices we have put in place.



ENVIRONMENTAL

Our best efforts, on this front, are aimed at engagement with Institutions of Higher Learning and with healthtechs in the adoption of best practices in the area of environmental management in a way that minimizes the impact of our operations on surrounding areas. To that end, we have developed a number of different policies and procedures:

- **Environmental Policy.** Publication of a document including directives and orientations to be observed by all of our Institutions of Higher Learning and healthtechs when it comes to environmental management routines. Such principles are aligned with our overall business strategy, which aims at the dissemination of best practices in the area of environmental responsibility throughout our organization.
- **Residue Management Committee.** During the period under review, we created a pilot program to improve environmental management policies and procedures employed by our business units. In stage-1 of the program, representatives of IMPEMEDs from the cities of Belo Horizonte, São Paulo, Rio de Janeiro and the Federal District participated. One of the measures taken by the

group was the collection of quantitative data on the generation and disposal of waste; the drive included the acquisition of scales for weighing waste products and creation of partnerships with disposal companies. We expect to expand the scope of this committee's brief in 2022, while including more IPEMEDs and IESs.

- **Quality Control System.** Issues related to environmental management are also covered by our Quality Management System, a set of procedures aimed at seeking continuous improvement in administrative practices at large. On the environmental front, the guidelines are in alignment with the National Solid Waste Policy (PNRS), based on legislation which, among other things, requires rigorous treatment by companies in preparation for delivering such materials to their final destinations. Meanwhile, our management system has also developed several other programs, including local diagnoses of environmental problems, training of personnel, and development of management indicators. In addition, we have a technical officer responsible for PNRS procedures, in compliance with the legislation.



SOCIAL RESPONSIBILITY

The improvement of procedures and the creation of engagement forums, institutionalizing the practices adopted throughout the organization on the Social Responsibility Front, were also among our priorities this past year. Because of its strategic importance, the division that leads these efforts was elevated from the management level to the Board-of-Directors level, reporting directly to the Vice President for Legal Affairs, Compliance, Institutional Communication and Sustainability. Another highlight in the sphere of Social Responsibility was our Public Commitment to gender equality:

→ Our commitment to promote gender equality at the leadership level. By 2030, women will occupy half of our management positions; as of the end of 2021, they already occupied 37.8% of such posts. We publicly assumed this commitment in July of 2021 as part of our “SDG Ambitions” Program. SDG stands for Sustainable Development Goals, which were adopted simultaneously in some 30 different countries between January and July of 2021 as part of a drive to support businesses in their efforts to integrate SDG goals into their long-term planning. In Brazil, the program includes 23 companies; we are one of them. The “SDG Ambitions” Program is part of the United Nations Global Pact, an initiative encouraging companies to improve their social responsibility and environmental protection practices; Afya has been a signatory since 2020. Through these targets, originally proposed by the Company High Administration and approved by the Board of Directors, we can effectively contribute to achieving the Sustainable Development Goals – the five SDGs addressing such questions – under the 2030 Agenda, a global movement led by the UN.



EMPOWERING WOMEN

We are signatories to the “Women’s Empowerment Principles” (WEPs), a global initiative aimed at guiding companies on gender equality and the empowerment of women in the workplace and in society at large, practices we enshrine in our own routines. WEPs are a set of principles aligned with the best international labor and human rights practices; some 5,700 companies around the world have already signed on to the principles, which include recommendations on issues such as, for example, equal pay for women for equal work, and zero-tolerance, gender-sensitive supply chain practices against sexual harassment and other abuses.

The WEPs were established as part of the United Nations Global Pact, an initiative that mobilizes the business community in favor of human rights, environmental protection, and the fight against corruption. Afya joined up in 2019. WEPs are also sponsored by United Nations Women, a UN-linked organization that promotes the empowerment of women and equal gender rights. Learn more about WEPs [here](#).

State-of-the-Art in Gender Equality

We have also become part of the Gender Equality Index 2022, which brings together publicly traded companies, from different countries, that adopt sustainable practices in this realm. The ranking is maintained by Bloomberg, the global news company supplying data and technology to financial markets.

Consequently, we are part of a select group of 418 companies from 45 countries, of which 13 are Brazilian. In composing the list, Bloomberg evaluates corporate practices such as the promotion of diversity, gender equity, and inclusion, dividing them into five pillars: Female Leadership and the Talent Pipeline, Gender Equality and Salary Uniformity, Cultural Inclusion, Policies against Sexual Harassment, and Pro-Empowerment for Women. To be ranked in the Index is recognition of the many efforts we have made to promote diversity and inclusion in our workplace environments.

- **Sustainability Committee.** In 2021, with the objective of debating topics related to sustainability and establishing an institutional agenda for socio-environmental responsibility, we created a new engagement forum. Formed at the executive level, it seeks to encourage an exchange of experiences while promoting company-wide alignment in directives. It is comprised of representatives of IESs and healthtechs and is led by the Institutional Communications and Sustainability Board at the Afya holding company level. Minutes from monthly meetings are reported to the Committee on Human Resources and ESG, encouraging strategic decisions on these issues.
- **Afya ESG Thermometer.** We also established a routine to identify ESG practices as adopted by our IESs, IPEMEDs, and healthtechs. Known as the Afya ESG Thermometer, the survey covers 60 topics addressing issues such as student relationships, leadership, management, community relations, consumption of natural resources such as water and energy, treatment of effluents and solid wastes, management of supply chains, communications, and innovation. The survey will turn annual and will be used as a basis for establishing action plans and goals related to these issues.



GOVERNANCE

[GRI 103-2; 103-3]

In line with the efforts for consistent improvement that have been the hallmark of our management, our Corporate Governance practices have also sought constant improvement. In the period, the following are noteworthy:

- Incorporation, to the **Personnel Committee**, of assignments and responsibilities intrinsic to ESG issues, with the change of its name to **Personnel and ESG Committee**. This Committee is intended to provide support to the Board of Directors in the development of strategies related to human resources, social and environmental responsibility and corporate governance. Moreover, it also monitors and analyzes the evolution of the practices adopted on these fronts, which are relevant to the continuity of the operations. This forum, which enhances Afya's corporate governance structure, along with the strategic importance of ESG issues for the business, represents an expansion of the scope of the former Remuneration Committee.
- Strengthening of the internal controls structure, subject to the certification of internal processes in compliance with the requirements of the US Sarbanes-Oxley Act (SOx), which we must abide by because we are a publicly-held company with shares traded on the US stock exchange.

CORPORATE AND MANAGEMENT STRUCTURE

[GRI 102-18]

BOARD OF DIRECTORS

Responsible for determining the Company's strategies and ensuring creation of value over time, in addition to overseeing business management and monitoring the results achieved, Afya's Board of Directors, as at December 31, 2021 was composed of 11 members, four of whom were independent.

The composition of the Board underwent important changes throughout 2021, and the members appointed by Crescera Educacional II Fundo de Investimento em Participações Multiestratégia ("Crescera"), the private equity manager that was responsible, together with the Esteves Family, for structuring Afya and carrying out its IPO on Nasdaq in 2019, resigned from their positions as members of the Company's Board of Directors, due to the sale by Crescera of all positions it held in the Company to Bertelsmann SE & CO ("Bertelsmann"), a German-based multinational company with interests in several media-related companies, which in turn appointed three (3) new representatives to the Board of Directors. On the other end, SoftBank Latin America ("Softbank"), a Japanese conglomerate

whose investments focus on technology companies, has joined the company. Softbank has entered into an investment agreement in Afya, by means of a mutual fund convertible into shares, in which it entailed the appointment of a member to Afya's Board of Directors.

Capital Stock

With the divestment of Crescera and the entry of Bertelsmann and SoftBank as shareholders, Afya's capital stock is now broken down as follows¹:

Bertelsmann SE& Co. KGaA	31.1%
Esteves Family	17.9%
Freefloat	50.2%
Officers and Managers	0.8%

¹ The transaction concerning the acquisition of 6,000,000 Class B shares from the Esteves family, by Bertelsmann, was completed on May 4, 2022, raising the German group's stake from 24.6% to 31.1% of the total capital, and from 45.6% to 57.5% of the voting rights.

Stock liquidity events in 2021 and 2022

- In **April 2021**, SoftBank became holder of 2.6% of Afya's shares, as a result of the capital investment of US\$ 150 million (equivalent to R\$ 822 million at the time) in the Company. The entry of the investor, who now holds a seat on the Board, took place through the issue of perpetual convertible preferred shares in series A, pursuant to the terms and conditions laid down in the agreement, as previously disclosed to the market. The deal also included the acquisition of 2,270,208 Class A shares, previously held by Crescera and the Esteves Family.
- In **June 2021**, Bertelsmann, one of the world's largest media conglomerates, acquired 24.6% of the Afya shares that Crescera still held. The German-based company was a shareholder in Crescera's investment fund, whose portfolio was made up of Afya shares.
- In **May 2022**, Bertelsmann completed the acquisition of 6 million Class B shares (with greater voting rights) from the Esteves family, through the acquisition of an additional stake in Afya, increasing its share from 24.6% to 31.1% of total capital, and Bertelsmann's voting rights from the previous 45.6% to 57.5%. The Esteves family, in turn, reduced its voting rights from 44.9% to 33.1%, thus remaining with 17.9% of the capital stock.

Please, check the Investor Relations [website](#) for more information on the Board members' profiles and their respective professional careers.

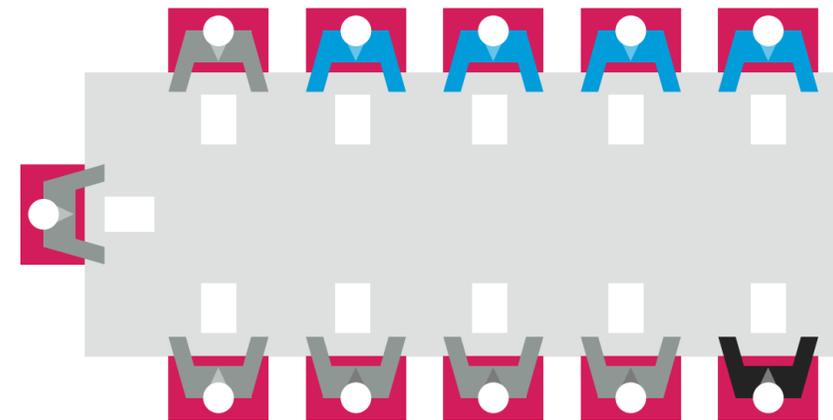
COMPOSITION OF THE BOARD OF DIRECTORS¹

[GRI 405-1]

11 members

04 independent members

03 women members²



■ 1 member (with the footnote: Physician with over 25 years of experience in education)

■ 4 members (with the footnote: Over 10 years of experience as investors in several educational institutions)

¹ As at December 31, 2021.

² At the end of 2021, the Board of Directors had two women members, a number that, in March 2022, was increased to three.

DIVERSITY OF GENDER IN LEADERSHIP

The presence of at least two women as members of the Board of Directors has granted Afya the Women on Board (WOB) seal. Such distinction acknowledges the Company's efforts to promote diversity and value the presence of women in leadership, in line with the public commitment made by Afya under the Global Compact (more information here). WOB was launched in 2019 by the international organization of the same name, in partnership with UN Women, with the purpose of raising awareness among organizations, on the importance of diversity for business strategies. Nearly 80 Brazilian companies, including Afya, have already gone through the WOB certification process. Learn more about this initiative [here](#).

Advisory Committees

The existence of three advisory committees to the Board of Directors was maintained throughout 2021, although one of them has been reformatted: the former Personnel and Management Committee had its scope expanded, and now also provides support to the Board in making decisions related to the environment, social responsibility and corporate governance. Renamed as the **Personnel and ESG Committee**, this forum now helps the Board to formulate strategies on these issues, in addition to those related to Human Resources management. Made up of members of the Board, and led by an independent member, the Personnel and ESG Committee was convened thirteen times during the course of 2021. In addition, there are two other statutory committees:

- Audit, Risk and Ethics Committee, whose work is aimed at ensuring the integrity and effectiveness of internal controls, which includes supervising how the risk management and compliance processes are managed, among other fronts, and analyzing the respective results. It comprises three independent Board members.
- The Expansion Committee focuses on analyzing opportunities for Afya's growth in Medical Education and Digital Medical Services, in line with the business strategy established by the Board of Directors. It is made up of three members of the Board.

BOARD OF EXECUTIVE OFFICERS

The Afya Group's executive officers, all with solid professional experience, are responsible for implementing the guidelines determined by the Board, in total alignment with the Company's long-term business plan. The Executive Board is made up of six professionals:



VIRGILIO GIBBON
Chief Executive Officer (CEO)
 15 years of experience in Education



LÉLIO SOUZA
VP for Innovation and Digital Services
 22 years of experience in Technology companies



LUIS BLANCO
Financial VP and Investor Relations Officer
 10 years of experience in Education



FLAVIO CARVALHO, M.D.
VP of Operations
 +10 years of experience in Education and Medicine



DENIS DEL BIANCO
VP for Personnel, Management and Services
 +20 years of experience in Business Services and Technology



ANIBAL SOUSA
VP for Legal, Compliance, Corporate Communication and Sustainability
 +15 years of experience in Education

ESG BEST PRACTICES AS A REMUNERATION CRITERION

Advances on ESG issues are one of the factors that make up the variable compensation of our leaders. Top Management has clear targets on these topics, and 50% of the members of the Executive Board have their variable remuneration impacted by their performance in environmental management, social responsibility and corporate governance. In 2021, the inclusion of ESG criteria in the variable remuneration was extended to other leaders, a movement that shall be maintained in 2022, when it will reach most of the officers, and about 70 leaders. Other aspects are also considered in the remuneration of these professionals:

- NPS (metric of client satisfaction and loyalty of students/physicians)
- Organizational Environment
- Operating Cash Flow (OCF)
- Revenue Growth

ETHICS AND COMPLIANCE

[GRI 102-11; 102-16; 205-2]

We rely on a solid Compliance structure, which covers guidelines, policies, and specific training, which aims to disseminate our values and ethical principles throughout the Organization:

Afya's Code of Ethics and Conduct, a document in which we gather guidelines on the behavior that is expected from employees and business partners, in the performance of their duties and in the interaction with our stakeholders (suppliers, governments, among others). This document, approved by the Board of Directors, is available on the Investor Relations website. Some of the issues it addresses:

- Respect for human rights, which includes repudiation of slavelike and child labor, in the Company and throughout the value chain.
- Rejection of bribery or any undue advantage.
- Guidelines related to donations, receipt of gifts, and exposure in social media.



POLICIES AND DIRECTIVES

The Corporate Governance practices adopted are based on the Code of Ethics and Conduct and five other policies:

- Social and Environmental Responsibility
- Transactions with related parties and conflicts of interest
- Compliance policy and fight against corruption and fraud
- Insider trading

Ethics Channel. Deviations in conduct, on the part of our employees and/or suppliers, from what is recommended in our Code and other policies, may be reported through the Ethics Channel. Whoever uses it to report cases has their identity's confidentiality safeguarded. To ensure impartiality and security, the channel is managed by an independent company, in line with the best market practices. The Ethics Channel received approximately 110 denunciations in 2021, a number higher than the 26 registered in 2020, when the Channel started operating. All cases reported were investigated by the Compliance team and submitted for evaluation by the Internal Ethics Commission, and also reported to the Audit, Risks and Ethics Committee, as applicable.

- Available 24 h/day, 7 days/week.
- 0800-900-9050
- <https://www.contatoeseguro.com.br/afya>
- The calls, from anywhere in the country, are always toll-free.

Training. During the year, training sessions were held and primers on moral and sexual harassment were made available via the online platform ACU (Afya Corporate University), which added to two other formative courses - these mandatory - also offered through this channel, all with very high attendance, considering that they also covered the staff of the educational institutions and healthtechs acquired during the period: **[GRI 205-2]. [GRI 205-2]**

- Code of Ethics and Conduct, with 94% of employees' adherence. There was also training, on this theme, aimed exclusively at the members of the Board of Directors.
- Compliance and Fighting Corruption and Fraud, with 91% of attendance by the employees.

There were no confirmed cases of corruption recorded in the period, nor were there any pending or closed legal actions during 2021, concerning unfair competition and violations of antitrust, and antitrust laws in which Afya was identified as a participant.

[GRI 205-3; 206-1]

INTERNAL CONTROLS

The risks intrinsic to our business are managed by specific processes, aimed at increasing control, transparency and security. These routines are conducted by the Internal Controls and Internal Audit areas, and part of them are adequate to the determinations of the North American Sarbanes-Oxley Act, a process that is also submitted to annual review and certification. The review of these routines is necessary because Afya has shares traded on the Nasdaq stock exchange, located in the United States, which requires compliance with the laws applicable in that market. Furthermore, they contribute to assertive management, since they increase the mitigation of risks associated with critical processes, and raise the maturity of control and management practices, in addition to increasing transparency and security in the disclosure of financial information.

The adjustment of internal control processes to SOX began in 2020, and extended into 2021. In the period, it comprised:

- 336 controls mapped out during the year, involving all vice-presidencies.
- 203 financial risks mitigated.
- 48 Controls Owners and other 100 employees involved in the execution of controls.



AFYA SERVICE CENTER

Focus on the client. This is how we conduct our day-to-day operations.

We have adopted a shared management model, so that the Educational Institutions (HEIs) and the healthtechs are able to carry out their routines focused on offering the best to students, physicians and healthcare professionals. Centralized in the parent company, we have relieved the companies of the administrative routines, taking over all the transactional processes, such as personnel management, financial and accounts receivable management, or those related to accounting, tax, and supplies.

The management of these fronts is performed by Afya Service Center (ASC). With a team of nearly 200 professionals, ASC is dedicated to standardizing the services provided by our organization and seeking synergies and gains in scale, efficiency and productivity.

In 2021, to further improve the backoffice, the ASC began to rely on the **Afya Excellence Center**. This space precedes the effective integration to the ASC, so that the recently incorporated HEIs and healthtechs acquired in recent months can enjoy a

differentiated follow-up. This kind of "trial period", which has taken from three to six months, helps to better understand the specifics of each business and make any adjustments before inserting it into the continuous routines of the Service Center.

Another innovation is the **automation of processes**. We conducted a detailed survey of which daily, repetitive, and time-consuming activities could be performed by robots, and other dedicated technological solutions. As a result, we reached 33 robotized processes by the end of 2021, in a production environment, and eight more under construction. This management model has brought, as a result, mitigation of errors, 24-hour work capacity along the seven days of the week, bringing greater efficiency and process standardization. Furthermore, it generated savings of about R\$ 800,000 and 14,252 fewer hours of operation, equivalent to the full dedication of six employees, who were allocated to perform other activities of greater complexity.

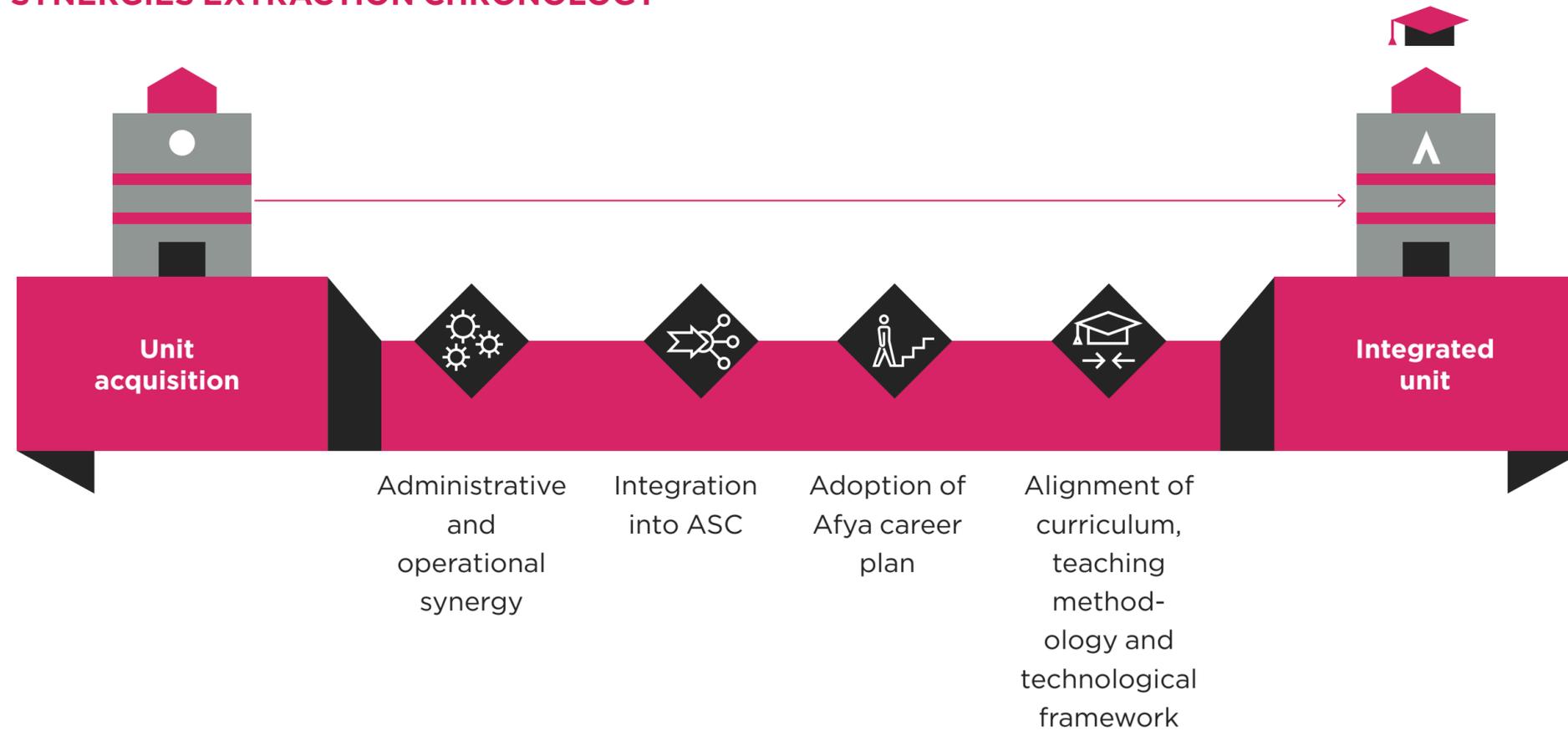
ONBOARDING PROCESS

Given the accelerated pace of acquisitions, HEIs and healthtechs have been going through a period of adjustments, before being incorporated into the Afya Service Center. This process has been improved year

by year, and in 2021, it began operating under a squads model. Dedicated to specific aspects, such as the review of matrices and offering of courses, these teams monitor all the processes and stages of integration. As part of this task, the company analyzes the quality of the courses, the products offered and the unit's physical infrastructure, in addition to routines, systems and applications. In the teaching units, special attention is paid to the academic program, teaching methodologies, competencies, and faculty structure. In healthtechs, attention is paid to products, systems and development processes. This survey resulted in a structured plan of adjustments and opportunities for improvement, with the objective of capturing synergies and attuning them to our model.

In 2021, the integration processes of Uniredentor, Faculdade de Ensino Superior da Amazônia Reunida (Fesar), Faculdade de Ciências Médicas (FCM) and Centro de Ensino São Lucas were completed. The greenfield units were also inserted into the ASC, a group that includes two units of the "Mais Médicos" program (located in Cruzeiro do Sul, state of Acre, and Santa Inês, state of Maranhão) and the six new IPEMEDs. On the healthtech side, the integrations of PEBMED and MEDCEL were completed. Unigranrio - the largest unit acquired so far, and therefore our largest integration project - had the process started during the period, with completion scheduled for 2022.

SYNERGIES EXTRACTION CHRONOLOGY



Since the IPO, which took place in July 2019, 8 HEI acquisitions have been made. Of those, 5 are 100% integrated into the ASC. In digital medical services, of the 10 healthtechs acquired, 20% are already running on the shared backoffice.

FOSTERING GOOD MANAGEMENT PRACTICES

We count on Afyados, a program for Management Excellence and Quality, which had its second edition in 2021. Through this program, we seek to standardize internal processes, in addition to promoting, throughout our organization, the sharing of and adherence to best management practices. Afyados involves all our Business Units, monitoring their performance on several fronts, such as academic routines, personnel and knowledge management, client perception, ESG practices and compliance, in addition to financial results. The program also promotes intrapreneurship: in 2021, we received 89 ideas for managerial innovation, suggested by our units.

Among Afyados' advances in 2021 is the inclusion of compliance with legal requirements among the items evaluated, which reinforces our commitment to good ESG practices. In this case, with pillar G, for Corporate Governance. Another novelty was the insertion of healthtechs in the program. Thus, 17 HEIs, five IPEMEDs, and four digital medical services companies participated in it during the period. The business units that present the best practices throughout the year are distinguished. The one with the highest score is awarded, and its employees receive differentiated financial recognition.

STUDENT AND CLIENT SATISFACTION

Our focus on the client and the creation of better experiences for our public demands the adoption of strategies. One of the guidelines we have adopted for this purpose is periodic satisfaction and loyalty surveys. In particular, we highlight the NPS (Net Promoter Score), a widely known methodology that, in general terms, assesses whether our customers would recommend our services to other people.

All our already integrated businesses have been assessed for NPS. In 2021, we performed several assessments, and the last consolidation, performed in November, had 25,500 respondents, including undergraduate, graduate, continued education, and residency preparation students, and approximately 22,000 clients from the major digital businesses. We have had very significant advances in the undergraduate measurements, especially in Medicine courses. The graduate courses, in turn, besides presenting rising NPS, have registered a performance that brings them closer to the range of excellence. Similar behavior, with very high NPS, has been observed in digital business. These results have shown that we are on a constant improvement march in all our businesses, making the use of this indicator increasingly strategic. Because of its importance, its behavior is also a benchmark for the composition of the variable remuneration for our officers.

PRIVACY AND DATA SECURITY

[GRI 103-2; 103-3]

Privacy and data security are issues of paramount importance to Afya. We perform all our activities in full compliance with the General Law of Data Protection (LGPD, in portuguese), which has introduced rules to be complied with, by companies, for the use of clients' personal data, ensuring greater security to the users in the treatment of their information.

In 2021, we concluded the process of adjusting our processes to the LGPD, ensuring greater security in the treatment of personal data to which we have access in our operations. Within this project, we have engaged in several fronts and actions:

- Qualification of employees on the impacts and changes brought about by the law, through training at our Corporate University (ACU).
- Updating and posting of the Privacy, Data Processing and Cookies Policies.
- Appointment of the Data Protection Officer (DPO).
- Creation of the privacy office, aimed at supporting the business areas, carrying out the necessary adjustments and upgrades, in addition to providing services to the Data Holders.

- Adoption of a specific tool to manage processes and risks, and to provide assistance to data holders.
- Review and adjustment of all new contracts and agreements already executed, in relation to the treatment of personal data.
- Creation of periodic awareness raising routines on the issue for the entire company.

With the practices suitable to the GLDP, we will proceed seeking continuous improvements and adaptations in processes and systems of companies that may be acquired, as well as new routines and systems that may be implemented.

CYBERSECURITY

We have a dedicated information security team, which works together with partner services providers, to enforce the Information Security Management System, which aims at protecting our environment, by mitigating risks, threats, and vulnerabilities.

The Information Security area is responsible for determining guidelines and processes, aimed to ensure that all systems operate with integrity, availability, and confidentiality.

To this end, the routines must be based on three pillars: Technologies, using tools that allow everyone to work safely, Processes, and People, offering specific training. **[SV-ED-230a.1]**

We rely on the NIST (Cyber Security Framework), which supports the management and mitigation of cyber security risks, while based on ISO/IEC 27001, thus targeting the use of best practices for the management of Information Security. **[SV-ED-230a.1; SV-ED-230a.2]**

The Information Security area carries the following major responsibilities:

- To determine the policies, guidelines, and standards in the scope of Information Security.
- To evaluate all the company's projects from the security viewpoint.
- To perform vulnerability management, by tacking the necessary adjustments and corrections.
- To carry out the implementation and management of all security tools used within the company.
- To manage the SOC (Security Operations Center), tracking log analysis and event correlation.

- To track and handle security risks and events, as well as to mitigate attacks and respond to incidents.
- Prepare training and awareness raising campaigns for employees.

LGPD IN FIGURES:

- 31 domains with active cookie monitoring.
- 18 cookie policies implemented and 9 under development.
- 911 types of cookies categorized.
- 552 risks identified and addressed by the mitigating action plan.
- 438 requests from Data Subjects attended to, with no findings of privacy violations.

PERFORMANCE



Medical Education is our main activity. Our aim is to accompany the medical student from **Undergraduate course**, also offering options for specialization and improvement through IPEMED, our **Continuing Education** brand. Along with this value offering, we add the **Digital Medical Services** vertical, through which we offer solutions to support the physician in clinical practice and in the relationship with the healthcare industry.

MEDICAL EDUCATION

UNDERGRADUATE COURSES

[GRI 103-2; 103-3]

As leaders in Higher Education in Medicine, with 2,731¹ openings at the close of 2021, we have consolidated our presence on two fronts: acquiring units and growing organically. During the period, we acquired our first university, and inaugurated another higher education institution, which have enabled us to enter two new markets: the city of Rio de Janeiro and the state of Pernambuco, respectively. Just at the turn of the year, we added more openings in the Undergraduate Medicine course: 228, distributed among four units of the "*Mais Médicos*" Program, as well as to the São Lucas University Center, in Ji-Paraná (state of Rondônia), which has been accredited to start offering this course. As a result, we now cover the state of Amazonas, and have expanded our presence in the states of Pará and Rondônia. These five units will hold university admission exams in the first semester of 2022, and start the first term in the subsequent semester. As the outcome of this inroad, our undergraduate network has been consolidated with 30 educational institutions in 13 states, 28 of which offer Medicine courses.

¹In 2021, the candidate per vacancy ratio in Medicine courses was 4.39.

ACQUISITIONS IN 2021

Unigranrio

We entered the market in the city of Rio de Janeiro through the acquisition of Unigranrio, our largest takeover, both in number of openings and in value: we invested R\$ 700 million in this operation, which was announced in August. The first university of the Afya Group, Unigranrio offers more than 30 undergraduate courses, including Medicine; 40 sensu lato continuing education courses, and nine stricto sensu continuing education courses (five Master's degrees and four PhDs).

UniFipMoc and FipGuanambi

We completed the acquisition of Sociedade Padrão de Educação Superior Ltda., parent company of UNIFIPMoc and Fip Guanambi, located in Montes Claros (state of Minas Gerais) and Guanambi (state of Bahia), respectively. Both offer Medicine degree courses - an option that, at UNIFIPMoc, is added to others, including the areas related to Healthcare. Completed in June 2021, this operation had been made official in October of the previous year.



ORGANIC GROWTH

In this regard, we inaugurated four colleges as part of the "Mais Médicos" Program, all in the North region, and FAMEG, which marked our entry into the state of Pernambuco. In these greenfield operations, investments added up to R\$ 40 million.

"Mais Médicos" Program

In early 2022, we were granted authorization to start operating four colleges: in February, two in Itacoatiara (state of Amazonas) and Abaetetuba (state of Pará), and in the following month, two in Manacapuru (state of Amazonas) and Bragança (state of Pará), all of which will hold their first entrance exams in the first half of 2022, with classes starting in August. These units operate within the scope of the "Mais Médicos" Program, an initiative sponsored by the Federal Government, which aims at reducing the disparities regarding the distribution of undergraduate openings and the access to healthcare services, which at present are largely concentrated in the large urban centers of the country. We turned out to be the most successful medical education organization in the last call for proposals for the "Mais Médicos" Program, in 2018, achieving the right to operate Medicine colleges in

seven Brazilian municipalities, a mark equivalent to 25% of the total number of cities covered by the Program.

The four new units will join those of Cruzeiro do Sul (state of Acre) and Santa Inês (state of Maranhão), which started operations in 2021, after being granted authorization by the Ministry of Education in the previous year. The process concerning the town of Cametá, also in the state of Pará, is still pending, awaiting the completion of procedures by MEC. Each one of the "Mais Médicos" colleges, when in operation, will offer 50 openings per year for the undergraduate Medicine degree, in line with the provisions set forth in the public notice. In addition to these seven colleges, there are other Medicine courses within this Program: FASA Itabuna (state of Bahia), Unidep (state of Paraná), and FIPGuanambi (state of Bahia).

FAMEG

In February 2022, we inaugurated the Garanhuns School of Medicine (FAMEG), an institution that marks our entry into the state of Pernambuco, which adds 120 new Medicine openings to our existing operations. The FAMEG campus holds modern facilities, with classrooms modeled under the APG concept (based on the 'inverted classroom' format), laboratories, and recreation and service areas for students and faculty.



ADVANCES IN 2021

Variety of teaching formats

The migration of classes to digital platforms, a measure we promptly took at the peak of the pandemic, when social isolation was imposed, was not momentary. This learning format has become well established, and we have moved forward with the aim of offering more and more customized alternatives to our students, given our know-how in tech-supported teaching.

With the exception of the practical activities of the healthcare-related courses, allowed by legislation, all other activities were conducted online in our units in 2021. Thus, our students could rely on the Virtual Learning Environment (VLE). This self-learning and personalized tool meets the students' demands in a synchronized and simultaneous manner, and counts on Virtual Libraries. Both professors and students are constantly trained in the use of the VLE. For classes in real time, in turn, we use the Special Online Learning Regime (SOLR), compatible with digital tools such as Canvas and Zoom.

This change in the offer of classes, however, is not limited to the conversion from a basically presential to an online teaching system. It involves an understanding of the teaching-learning process.

In this sense, we have stood out from our competitors because of the variety of formats, so that our students can access the courses, even though the Medicine course is still 100% presential.

- **On-site / Online:** these comprise most of the teaching load of the presential course matrices. Under this system, the professor is assigned a class made up of students from one or more courses that share the same program. Since the pandemic, these courses have been delivered online. We seek to maintain the quality of on-site classes, incorporating virtual labs and active methodology, regardless of whether they are held on-site or online.
- **Hybrid:** it combines e-learning and on-site classes. They are characterized by content, produced by one of our content professors, made available prior to the classes within the VLE, offering a theoretical basis to the student. Thus, it is based on the inverted classroom concept. Hybrid courses are offered in real time, during the course hours, solely and exclusively by the HEI in which the student is enrolled, and comply with the timetable and guidelines of the curricular matrix in effect.

OUR DIFFERENTIATED FEATURES REGARDING THE UNDERGRADUATE COURSE IN MEDICINE

- Integrated and standardized curriculum at all units, ensuring the same high quality at all campi and operational optimization.
- Students have access to hands-on practice in real and simulated environments throughout the program, including the use of our tools aimed to provide support for clinical decision-making and telemedicine.
- Proficiency tests are offered to students every semester. In addition to measuring the extent to which knowledge, skills and attitudes have been taken up, the results allow the students to identify their individual learning path. Performance is compared between campi, on a national level.
- Students attending the 5th and 6th grade have access to our online prep courses and the Whitebook, an app from PEBMED, acquired by Afya in 2020.

- **Asynchronous Online:** available to students using the VLE in the digital format, which can be accessed whenever the student decides. We also offer weekly "live classes" hosted by the professor of the subject, in which students can ask questions related to the content, and interact with the tutor and other classmates.
- **National (Synchronous Online):** offered in real time, simultaneously, at the same time of the classes, for all the HEIs. They are conducted by one of our professors, appointed by the Brazilian Education Board and/or the HEI, according to their academic skills and area of expertise. They comply with the timetable, according to the curricular matrix in effect.
- **Leveling:** these courses aim at clarifying the main doubts, and strengthening the knowledge that will enable the students to follow and enhance their performance in the subjects of the curricular matrix of their undergraduate degree. As these are subjects that aim to address any gaps in the student's learning curve, their content follows the standards of competencies and skills required by the Brazilian High School Exam (ENEM). They pertain to the asynchronous online modality, plus the assistance of a tutoring professor and four synchronous classes, distributed throughout the course. Depending on the subject, they have a workload of 20 or 30 hours.

INNOVATIONS IN CURRICULUM

Technology has increasingly permeated the curricula of Medicine courses, providing better teaching and learning experiences for students and professors. We focus on the quality of the student's education. Therefore, innovations are concentrated in both method and technology. Methodology entails a very careful approach by our professors: to develop and monitor. Our method makes all the difference in the student's learning process, and actually positions him or her as an autonomous being. In order to promote this path and consolidate the student's autonomy, we seek to innovate through the use of technology, which is important if it contributes to the student's educational process, otherwise it becomes meaningless. In this regard, the use of the platforms Whitebook, MEDCEL, Uptodate, LT Instruments, Medical Harbour, among others, are great tools that can contribute to the lives of our students.



Some of the innovations implemented in 2021:

- **ATHENA HUB** - solution provided by the healthtech Medical Harbour, acquired by Afya in 2021. The Athena Hub platform introduces new ways of approaching the teaching of Anatomy and Radiology for the Medicine course, by supporting teaching and learning through the Interactive 3D Virtual Human Atlas, the Interactive Virtual Corpse and the use of radiological/DICOM images, integrated to the practices of the morphofunctional laboratories of the Integrated Organic Systems Axis (OSA). This solution is available for Afya's Medicine students from all over the country, and is widely used from the 1st to the 8th period.
- **LT INSTRUMENTS** - platform that provides the interactive study of human physiology, by integrating practical content to the classes in morphofunctional laboratories, within the Integrated Organic Systems Axis (OSA). This tool allows the professor to select lessons and labs, deliver material to students, and engage them with interactive hands-on activities during the class. It is also possible to provide access to the student's progress report and bring clinical cases for the study of physiology or anatomy into the classroom.
- **METHODS OF SPECIAL PRACTICE ACTIVITIES (MAPES)** - name given to the practices of morphofunctional laboratories, as part of REAR. The main characteristic of MAPES is the possibility to promote an integrated discussion, in a single classroom, involving all students and professors, addressing the



learning objectives outlined in the different labs, and relating them to the material sent as a trigger for the debates. This activity is performed by small groups, so that there is interaction between the students, and the results are shared in the collective work. This model of hands-on classes, which can be applied in both in-person and online modalities, contributes to the students' grasp of scientific concepts, as well as the ability to find solutions to situations that involve many variables.

Highlights in medicine

We completed the installation of the Healthcare Simulation Center (HSC) at ITPAC Palmas (state of Tocantins), a project that started last year as a pilot program, and will be replicated in other educational institutions. By August 2022, five HEIs will complete the installation of their HSCs: FCMPB (state of Paraíba), UniSL (state of Rondônia), FESAR (state of Pará), ITPAC PORTO (state of Tocantins) and UNINOVAFAPI (state of Piauí). With ITPAC PALMAS (state of Tocantins), we have created a standard for all laboratories belonging to our HEIs, with the same quality that allows them to be granted the international accreditation seal, issued by the American Society for Health Simulation. This international certification is expected to be granted by December 2022.

Through this infrastructure, the greatest beneficiaries are our students, who leave the undergraduate course able to perform primary healthcare services, urgency and emergency care, and assume their first shifts with more confidence. In addition, this accreditation also awards them credits, for the medical residency exams.

These solutions seamlessly integrate with the Medicine curricular matrix, since the student can experience them, autonomously, enhancing his or her potential learning. It is not an additional solution. It involves the use of innovative processes within their activities and routines, which contributes to their training, both in the Medicine course and afterwards, since the technology can continue to be adopted throughout their professional life.

During the year 2021, we consolidated the HSC process management, including the adoption of a management system to the control of activities. We standardized the physical infrastructure, so that it can be replicated in other HEIs, and the curriculum matrix of the MSA (medical skills and attitudes) axis, from the 1st to the 8th term. The low, medium and high fidelity simulator equipment, in turn, has been calibrated to run in a uniform manner, and furthermore, we have also created the Trauma Center.

Further progress was made in the pediatric advanced life support (PALS), basic life support (BLS),

advanced trauma life support (ATLS), advanced cardiac life support (ACLS), and pre-hospital trauma life support (PHTLS) courses. During the period, 136 professionals were re-qualified in seven courses offered in relation to the aforementioned topics. In addition, 11 professors have become instructors, providing training to their peers and students, in the ATLS and ACLS courses. Other institutions, apart from ITPAC Palmas and the five others that are in the process of implementation, already have well advanced HSCs, but without adopting the trauma and clinical centers, which depend on maturation, i.e., having instructors and establishing regularity in offering courses.

Internship 4.0

The Internship, a designation given to the last four semesters of Medicine courses, in which practical classes account for 80% of the academic curriculum, has gained the 4.0 format. This model, exclusive to our HEIs, is inspired by the practices of large international institutions, in which the emphasis is on knowledge, skills, and attitudes that the student is required to develop, in order to practice Medicine with both autonomy and safety.

With the creation of Internship 4.0, we aim to train professionals with a contemporary profile, based on practical skills for a general practitioner, ensuring flexibility, diversity and quality in the training

offered to students. In this sense, we prepare the future graduate to face the challenges of the swift transformations in society, in the labor market, and in the conditions of professional practicing. On the practical side, the internship 4.0 enables students to experience, in each of the six basic specialties of Medicine, an immersive experience in the treatment of the most common diseases, always accompanied by the best professors. With regard to the supply of theoretical content, students are encouraged to explore learning pathways that range from content available in online classes, with expert professors, to offline content and mock exams, all accompanied by a teaching plan that has been designed and supervised by psycho-pedagogues.

Telemedicine

In line with the efforts undertaken to gain synergies between the companies that make up the Afya ecosystem, in 2021, we began negotiations with iClinic to adopt Medical Software in the outpatient clinics of the HEIs that offer Medicine courses. This digital solution provides a physician's agenda, electronic medical records, financial management, tele-consultation, and online scheduling of appointments. The development of a pilot project for this tool in the outpatient clinics of some HEIs is also planned. In this phase, the goal is to incorporate teleconsulting, telediagnosis, teleeducation (continuing education), and telemanagement into the routines of these units.

BENCHMARK IN ACADEMIC PUBLICATIONS

In 2021, our students and professors published 503 academic papers in journals and congresses, both in Brazil and abroad. This significant volume of publications materializes our commitment to offer the highest quality standards in Teaching, fostering the dissemination of knowledge.

Among the Educational Institutions, of special note is the participation of researchers and professors from Unigranrio (RJ); the Uninovafapi University Center, in Teresina (PI); the IESVAP College, in Parnaíba, also in PiauÍ State; the UnifipMOC University Center, in Montes Claros (MG); and FCMPB, in the capital of Paraíba State.



Control and Academic Performance

The preparation for ENADE, a federal evaluation tool for Higher Education courses, is a continuous process in our routines and was improved in 2021. We implemented the Control and Academic Performance department, aimed at ensuring that the student is prepared for the exam.

A number of actions have already been taken to ensure the performance of graduates in all courses, especially those related to healthcare. Among the most relevant and innovative actions is the analysis of academic data generated by the evaluation system throughout the student's education process, and the introduction of tests and other tools, aimed at assessing proficiency in the academic content competencies.

Our strategy also includes the improvement of faculty members, in addition to the construction of an evaluating culture, aimed to boost the teaching quality. Our next stages involve the application of all the knowledge that has been gathered from diagnoses, studies and analyses, and the planning of academic actions across our entire education ecosystem.

Own Evaluation Commission (OEC)

The institutional evaluation of our HEIs in 2021 encompassed all segments and their respective dimensions, including:

- Technical Administrative Segment, evaluating the HEI
- Students evaluating the HEI
- Faculty evaluating the HEI

Our OECs are in a continuous process of improvement, with the purpose of contributing to the improvement of academic policies and experiences. In this sense, the analysis of the performance of the units, in terms of institutional assessment, was based on the identification of data marked by favorability, considering the extremes to identify the weaknesses and strengths of the HEI in the various aspects evaluated and relevant actions for improvement. This process produced 29,284 completed evaluations, 54.53% adherence, and the averages obtained in the evaluated dimensions showed an increase in favorability and satisfaction in 2021, as compared to 2020.

TSFEC

All our HEIs rely on a Teaching Support and Faculty Experience Center (TSFEC), a space created to help and support professors in aspects related to didactics and teaching practices. The TSFECs are an example of the dissemination of good practices between our institutions. Mandatory structures in the "Mais Médicos" units have been replicated in our other units, still in 2020, in view of the positive results they have presented.

In 2021, the Education Board sponsored the second edition of TSFEC Day. It was a 14-hour event, with 2,030 registered participants, and the attendance of all our academic community and guests, in 23 lectures and six workshops. Overall, 235 papers were presented, with acknowledgment to the best evaluated by the representatives of the 22 local TSFECs.

The activities were distributed into three axes: Teaching and Learning from on-site to online formats; Digital Thinking, Innovation, and Educational Technologies; and Education beyond the classroom. It was a very special moment: we celebrated with our professors, at a time when they were put to the test, with unprecedented and challenging demands imposed by the pandemic. It was also an opportunity to exchange cutting-edge educational experiences, which further strengthen our university.

Research and science

With the purpose of encouraging professors and students to the culture of research in our HEIs, as well as to provide a favorable environment for scientific learning, we continue to invest in the Afycionados for Sciences Program. In 2021, 177 projects were submitted to a public notice for research in the medical field. Of special note were the following HEIs: Unidep (PR), with 19 studies, FMIT (MG), with 18, Univaço (MG) and Unitpac (TO), both with 14, and Iesvap (PI), FCM (PB) and Uniptan (MG), with 12 each.

CONTINUING EDUCATION

[GRI 103-2; 103-3]

If a medical physician, immediately upon graduating from medical school or indeed at any point in his or her professional carrier, decides to take on a graduate course, we will be there for the journey. At IPEMED, our Continuing Education brand, the physician will find dozens of course options to choose from, including Lato Sensu certification along with short-term enrichment courses and fellowships.

Two trends marked our business strategy in 2021: **geographic expansion** and the **inauguration of new courses**. In the first case, we more than doubled the geographic reach of IPEMED. Altogether, we added six new installations, all of them in state capitals, to our previous total of five. We inaugurated our first unit located in Brazil's North, in the Amazon city of Manaus, and in Brazil's South, the city of Porto Alegre. We strengthened our presence in the Northeast, arriving for the first time in the cities of Fortaleza and Recife, adding to our existing operation in Salvador. In the Center-West, where we already operate in the Federal District, we added Goiânia, and, with the addition of Vitória, we completed our sweep of the Southeastern state capitals. Altogether, in our drive for geographic diversity, we invested approximately R\$ 28 million.



The locations were carefully chosen. There are, currently, some 550,000 physicians active in Brazil, half of them concentrated in just 13 cities, of which 11 boast IPEMED units. With our latest drive for expansion, we reached more physicians in the interior of the country, producing an important social impact: we are educating professionals who bring specialized treatment to a wide population. We estimate that about 40% of Brazilian physicians are general practitioners¹, a fact pointing to a shortage – and in some municipalities, a complete absence – of critically important specialists in many regions of the country. By expanding the geographic outreach of our course offerings we are helping to right the balance of medical services throughout Brazil.

In all of our units, we can count on the presence of our own walk-in clinics, services which, in addition to hosting hands-on classes, are also used by students for free medical consultations with members of the general public. Patients are sent to the clinics, all of which are certified by the government's Unified Healthcare System (SUS), by local authorities in the areas where we operate. In 2021, we received patients, in this manner, from more than 30 municipalities with which we maintain partnerships.

When it comes to our **course portfolio**, we continued our emphasis on **diversification of offerings**. As of the end of the year, we were offering 70 different options in the continuing education field, including in-person formats, hybrids, and online choices, all with an average course length of 18 months. Among new course offerings during the year were three 100% digital options, dealing with Preceptorship, Diabetes and Obesity, and Infectiology. We also created various hybrid formats combining remote learning with 100% in-person studies for practical application segments working with actual patients.

We continue to invest in the education of continuing education students in partnership with state health departments and medical cooperatives, including those which represent the current state-of-the-art such as AMIB, the Cancer Foundation, the Brazilian College of Surgeons, UHG (UnitedHealth Group) and Vera Cruz Hospital, as well as acclaimed physicians in a variety of specialties. Our more than 500 medical professors, lecturers, and coordinators – including many of the best known medical specialists in the country – are part of 13 different medical societies and hundreds of hospitals in the 40 municipalities served by our 11 units nationwide.

RECOGNITION OF THE QUALITY OF SERVICES

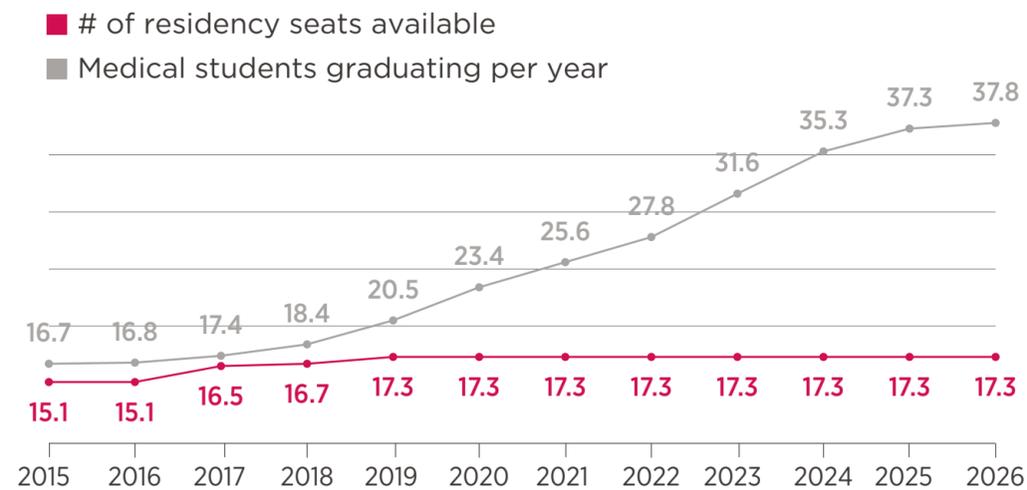
IPEMED has been certified by the Brazilian Accreditation Organization (ONA), becoming the first health education institution in Brazil to receive such a seal. The recognition was granted to IPEMED in São Paulo, although the operations in the Federal District, Rio de Janeiro, Bahia, and Minas Gerais have also made important advances in 2021. All of them met the assistance protocols and practices of the patient safety center, which are mandatory steps toward obtaining the certification granted by ONA, a non-governmental and non-profit entity that coordinates the Brazilian Accreditation System (BAS). This seal distinguishes entities and institutions that offer quality healthcare services, with a focus on patient safety. Thus, by obtaining this stamp, IPEMED consolidates the high standard of the educational services that it provides and its infrastructure.

➔ Focus on geographic expansion and new courses

GOLD STANDARD

Our Gold Standard courses offer Lato Sensu certification, with a full load of long-term course work but concentrated in fewer days per week, which provides students with a greater degree of flexibility. Curricula include practical education under the orientation of highly qualified professionals. A highlight in 2021 was open course work in partnership with the Belo Horizonte Hospital, in the capital of Minas Gerais.

MEDICAL STUDENTS GRADUATING VERSUS RESIDENCY SEATS AVAILABLE



Source: Medical Demographics

Our Gold Standard courses offer Lato Sensu certification, with a full load of long-term course work but concentrated in fewer days per week, which provides students with a greater degree of flexibility. Curricula include practical education under the orientation of highly qualified professionals. A highlight in 2021 was open course work in partnership with the Belo Horizonte Hospital, in the capital of Minas Gerais.

IPEMED IN NUMBERS

+13,500 physicians graduated

+429,000 walk-in consultations since 2005

+500 medical professors, lecturers and coordinators, including many of the most respected medical specialists in the country

13 medical society partnerships

TOP 3 AMONG BEST KNOWN BRANDS

IPEMED is one of the three brand names most recognized in the field of continuing education medical studies, according to a survey by the MetrixLab consulting group. It is also one of the only brands, among those with a long tradition, to be consistently mentioned by interviewees from one survey to the next. Other highlights that emerge from the survey include¹:

- Enhanced relevance when it comes to the main drivers of quality and recognition, a didactic approach which fits with the increasing need for classes that present practical applications, flexibility, and cost-benefit.
- 2nd ranked when it comes to the greatest potential for development over the subsequent five years, an increase from 46 to 74 on the scale that converts potential into practice.
- Among the three brands most often recommended.
- Teaching and didactic method, with the right balance between theory and practice, considered the brand's chief differential.

¹240 interviewees answering an online questionnaire between 9/20 and 10/12 of 2021.

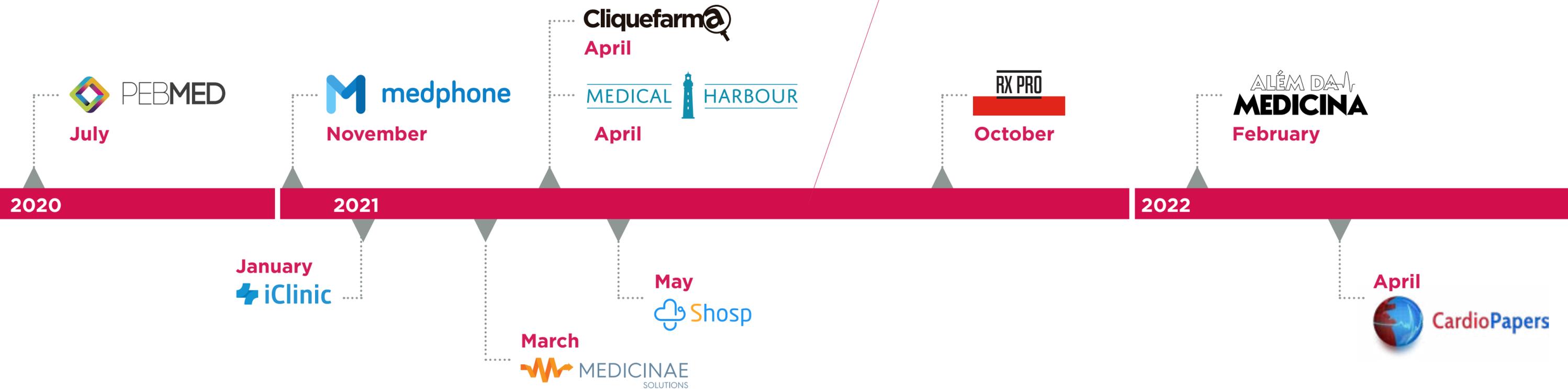
DIGITAL MEDICAL SERVICES

[GRI 103-2; 103-3]

We have consolidated our digital medical services strategy, a segment in which we started operating in the previous year, through the acquisition of healthtechs. Since then, we have added ten companies to the group: two were acquired in 2020, six during 2021, and two in early 2022:



ACQUISITIONS OF HEALTHTECHS



Click [here](#) to access a brief profile on each healthtech.

In line with our goal to become the physician's partner throughout his entire career, from the moment he enters the school of Medicine until his last day of practice, including the relationship he establishes with the healthcare industry, our focus has been to create a robust ecosystem of digital solutions, aimed at supporting the physician in the exercise of his profession and the management of his business.

In this sense, we have built a diversified portfolio of effective solutions for the multiple challenges that these professionals have to deal with, gathered in the vertical that we have come to call, in 2021, **Business to Physician (B2P)**. We provide tools that range from content and continued learning, as well as support for decision making at the bedside, to the management of clinics or offices, including solutions that enhance the relationship between physician and patient, among others.

We have made progress in the search for synergies between the businesses of our digital companies, always aiming to foster new solutions and new niches in our ecosystem, which can increase the value delivered to physicians. One example is iClinicPay, a product for the advancement of receivables and means of payment, which we developed through the integration of the solution from Medicinae, acquired in 2021, to our clinic management and electronic health

record software, iClinic, one of our first acquisitions of the year, and a leader in this market.

Our search for synergies, coupled with our consolidation as a major player in digital solutions for physicians, has led us to expand our proposal for value by 2021. In this ecosystem that we are building, and within the purpose of being partners with physicians in all stages of their professional career, we have also started to connect them to the healthcare industry, which includes pharmaceutical companies, laboratories, drugstore chains, hospitals, and health insurance operators. The solutions we have developed and acquired to promote this relationship gave rise to the **Business to Business (B2B)** division. Throughout the year, we have set up the structure and teams of this new business unit, and we are building a portfolio that has been made feasible by the large number of physicians, highly engaged, with a high level of satisfaction, who are using the B2P solutions in our ecosystem.

The quick progress of our strategy in digital solutions for the physician throughout 2021, covering the B2B and B2P divisions, has also led us to create our own identity for these businesses. Thus, our Digital Solutions area is now called **AfyaDigital Health**, a new concept that further reinforces our proposal for value to our students, physicians, other customers, and the healthcare chain as a whole.



B2P (BUSINESS TO PHYSICIAN)

On this front, we have gathered the various solutions developed, in order to offer physicians alternatives for education and theoretical updating, as well as to support them in the exercise of their profession and in the management of their businesses. The digital services are segmented in six pillars, all fundamental throughout the physician's professional career.

In three of these pillars - content and technology for medical education, electronic patient's medical record and management of clinic, and support to clinical decision - our proposition of value is more advanced, and even already positions us as the market leaders. Some of the advances in 2021:

NO. 1 IN DIGITAL SOLUTIONS FOR THE PHYSICIAN

Active users in the 3 pillars in which we are already market leaders¹:

Support to clinical decision:

194,308 users

Electronic patient record and office management:

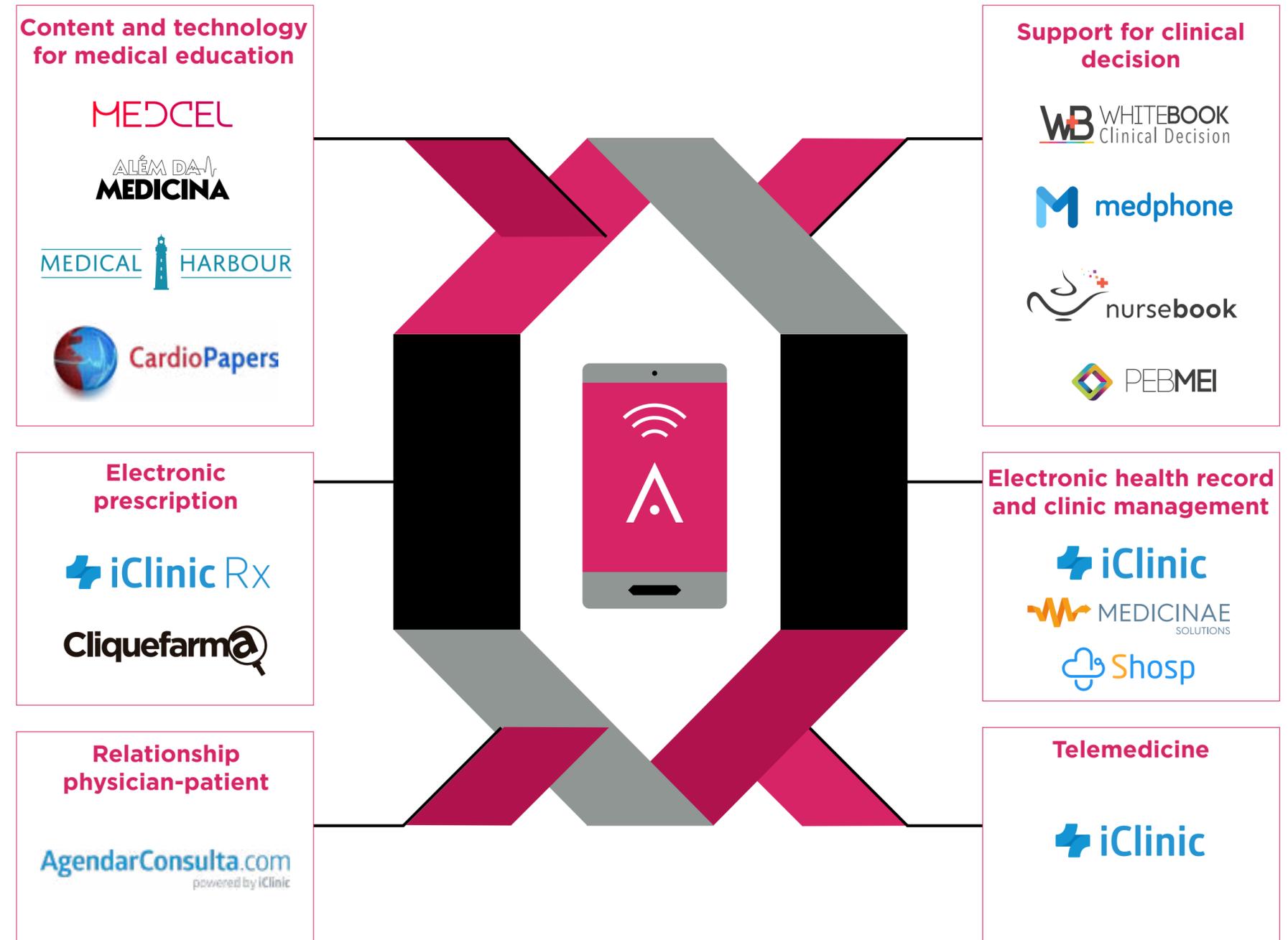
37,030 users

Content and technology for medical education:

16,205 users

¹December 2021 data.

PILLARS OF AFYA DIGITAL SERVICES





Content and technology for medical education

Under this pillar, we have **MEDCEL**, one of the market references in relation to preparatory courses for medical residency and specialization titles. With 16 years of operation, MEDCEL is a pioneer in offering courses and content in digital format, making it easier for medicine students and physicians to access quality material, which helps them prepare for the major competitive examinations in the country. **MEDCEL**'s technology-based teaching consists of a highly personalized solution, considering each person's own method of studying and absorbing knowledge, which makes the studying routine easier. The contents offered are not usually included in the curricula of Medicine undergraduate courses, which boosts the growing demand from new generations of graduates.

MEDCEL in figures

5,346,179 videos

198,800 podcasts

1,157,395 e-books

7,979,013 mock exams

710 livecasts performed in 2021

More and more students are engaging and consuming content on the platform:

+21,000 paying students, twice as many as in 2020.

Virtually 100% growth in e-book consumption.

90% of the students' preference is still represented by video lessons and memorization exercises.

640% growth in logins performed in 2021 versus 2019.

In 2021, we were engaged in the creation of **MedcelStation**, a teaching solution launched in 2022, which offers undergraduate Medicine students throughout the country a digital solution with complementary content that contributes to student learning. **MedcelStation** combines the experience of streaming content, in video, audio, and text format, with a social network very similar to the main online interaction environments to which young people are used to. Through this platform, university professors will be able to interact with students from their medical practice environment, bringing them closer to the professional routine in a very user-friendly way.

Medcel Station

1,400 subjects of the basic cycle and 23 medical specialties of the Clinical Cycle.

3,500 audiovisual objects in innovative and complex formats.

+6,000 fixation objects such as Quis and Flashcards.

130 physicians (professors) involved.

In this part of the physician's career, in which they demand content and technology for medical education, in 2022 we bolstered our offer through the acquisition of the healthtech company "**Além da Medicina**" (Beyond Medicine). The company acts in the creation of education in three strands: mentoring solution for Medicine students in preparatory courses, softskills content for undergraduate students, and finances content aimed at physicians. Another recent acquisition, which further consolidates our leadership in this field, is **CardioPapers**, a medical education and content platform focused on preparatory courses for the title exams and short specialization courses. In 2021, CardioPapers was accessed by 7,000 physicians and students. Another fact is that six out of ten physicians who took the Specialist Title Examination - required for the physician to be considered a cardiologist, and therefore be registered in the Regional Medical Council - took the CardioPapers course.

Another healthtech that integrates this pillar is **Medical Harbour**, focused on medical imaging solutions for healthcare education, especially in anatomy. Among its products is Athena Hub, which enables professors and students to access content on a remote basis. Among the differentials of this platform is the Virtual Corpse solution, in addition to human and animal anatomy modules. The contents of the Athena Hub are used by more than 50 educational institutions.



Support for Clinical Decision

Pillar that focuses on PEBMED Portal and Whitebook:

→ **PEBMED Portal:** the largest portal for medical updates in the country. In line with our efforts to make physicians capture the value generated in our ecosystem, through the integration of solutions and extraction of synergies, in 2021 we began to integrate the content of the PEBMED Portal into our solution for Medical Office Management, iClinic, in a feature called "Medicina em Pauta" (Medicine on the Agenda).

PEBMED Portal in figures

+3,000,000 visitors per month.

+9,500 publications over 7 years of history.

200 contents published every month, approximately, among article reviews, guidance, podcasts, questionnaires, congress coverage and clinical cases.

70% of PEBMED Portal's monthly traffic comes from organic search, which evidences its relevance among search portals.

→ **Whitebook:** The most widely used medical decision support solution in Brazil, available to physicians through limited free access, or through monthly and annual subscriptions for full access. There is a similar version intended for the Nursing professional, named Nursebook. The absolute leader in this segment, Whitebook has undergone some improvements in 2021:

→ **ClinicalDrops and Decision Tracks:** we created these two new ways of presenting content, incorporating videos and flow charts.

→ **Medphone:** we have integrated this tool, also for bedside clinical decision support, to the WhiteBook solution. The combination was very successful: we started offering a system of assistance for filling patient records and incorporated more than 30 calculators.

→ **Differential Diagnosis:** we have also added to this tool the Medical Advisor, which offers the possibility of diagnostic simulations in real time, supporting the professionals' decision making.

Whitebook in figures

61,000,000 consultations, up 13% from the total recorded in 2020.

37,000,000 patients impacted, a 23% change between the two years.

125,000 subscribers (paying), up by 19% from 2020.

194,000 monthly users on average, 21% more than in the previous period.

Approximately 1 out of 4 physicians and Medicine students in the country uses the Whitebook.

+9,500 topics designed and reviewed by a team of +40 medical experts.

+100 tools, such as calculators, clinical scores, checklists and professional codes

+422,000 pieces of content consumed daily.

Nursebook in figures

176,613 registrations, of which 89,405 took place in 2021.



Electronic patient record and office management

We have consolidated our activities in this pillar, with **iClinic**, the leader in the Brazilian market and the most comprehensive tool for medical office management. It also includes the Shosp solution, acquired in 2021, and which is being integrated into the portfolio of the iClinic package, specialized for medium-sized clinics. Users find, through these solutions, tools for the management of schedules, registrations, finances, marketing, and billing.

iClinic in figures

18,000 physicians

15,000,000 medical consultations (+40%)

+5,100,000 prescriptions (+28%)

+8,500 telemedicine consultations/month

51 medical specialties (+16%)

+1,600 cidades alcançadas pelos serviços (+23%)

35,000,000 de pacientes registrados (+84%)

This pillar also includes **Medicinae**, now renamed **iClinicPay**, which is a tool that integrates financial services to the scheduling, care, prescription, and office or clinic management. It offers exclusive features, such as online payment integrated with the medical agenda, sales simulator, conciliation of receivables, integration with health insurance companies, without the need for manual entries, and advancement of receivables from health plans (a pioneering solution in the market), among others. It gathers functions and user experiences developed in conjunction with physicians.

iClinicPay in figures

Present in 25 of the 27 Brazilian states

4 new recommendations per client (no financial incentive)

78% of the base comes from user recommendations

19,11% average conversion

+1,400,000 registered users

R\$ 121,000,000 in transactions on the platform



Electronic Prescription

In this pillar, two brands stand out:

→ **iClinic RX:** solution for Medical Prescription, developed internally as a great evolution of the iClinic's native electronic prescription functionality, with the following tools: health products base, memorization of posology, digital signature and sending of prescriptions via Whatsapp. The main differentials of iClinic RX, our first corporate venture builder (CVB) project, are the flow of the prescription, through a simple and intuitive interface, free sending via WhatsApp, greater flexibility and autonomy for the user, as well as greater reliability of the drug base, among others.

iClinic RX in figures

+21,000 prescriptions issued

+27,000 registered drugs and products

→ **Cliquefarma:** our medicine search engine. The site is intended for the end consumer and its purpose is to compare prices of medicines and other healthcare supplies.

Cliquefarma in figures

+16,000,000 one-time visitors in 2021

1,700,000 users, on average, per month

+15,000 drugstores registered

R\$ 43,200,000 in transactions on the websites of partner drugstores and pharmacies

B2B (BUSINESS TO BUSINESS)

We are expanding the reach of our digital ecosystem. We believe that we can act as facilitators of the relationship between physicians and the healthcare industry, thus creating value for both parties.

The focal point of this strategy continues to be the Medicine professional. We offer them tools and solutions that can generate efficiency and assertiveness in the interaction they require, with the players in the health sector, for the exercise of their profession. In this group are the pharmaceutical industries, laboratories, drugstore chains, hospitals, and health insurance operators. We have already closed 23 contracts with 18 different healthcare companies, and more than 40 proposals underway.

Our B2B operation, launched in 2021, is divided into three fronts: Access, Demand, and Efficiency. Among these, "Access" has gained priority. In this area, we have been working to implement offers of access for the pharmaceutical industry and, subsequently, for other players.

ACCESS

This is the front where we are starting to implement our B2B strategy. Our purpose is to provide innovative digital solutions for the pharmaceutical industry to access physicians. For example, to provide information or training on new drugs, to speed up and rationalize the distribution of samples, among other services. Some advances that we have already achieved on this front:

PEBMED Portal. We have introduced innovations in this channel, which has a high level of physician interest. We have expanded our content library, and launched a community for the exchange of experiences, with the aim of increasing physician engagement. We have also started to promote the distribution of advertising and branded content, which allows the pharmaceutical industry to communicate directly with the physicians who are users of this platform. This content is managed under clear rules for curation and formatting, and the goal is for these publications to provide relevant content to physicians.

iClinic. iClinic plays an important role in the physician's office, and acts as a high engagement tool, functioning as a great distribution channel, so that physicians have access to our content, whether sponsored or not, in the most favorable moment and context, helping these professionals to update themselves and make better decisions. "Medicina em Pauta" is a digital channel embedded in the tool, with content produced by the PEBMED Portal, which can be used by the pharmaceutical industry to distribute educational and promotional information.

RX PRO. Multichannel Digital Platform that connects pharmaceutical laboratories directly with physicians. RX PRO's mission is to deliver content and samples from the pharmaceutical industry on time, however and wherever the physician wishes, respecting the modern dynamics established with the patients. This solution is based on four pillars:

- RX PRO Box - A nationwide logistics operation for the delivery of free samples.
- RX PRO App - An app for physicians to evaluate, access marketing content, and interact with representatives.
- RX PRO Rep - A portal for representatives to monitor sample deliveries and digital interactions.
- RX PRO Data - All impacts and interactions generate data to track pharmaceutical labs' return on promotional investment.

RX PRO in figures

+2,500,000 samples distributed in the last 2 years

+50,000 single CRMs impacted

+11,000 single CRMs registered on the platform

17 active clients, including national and multinational laboratories

Medical Harbour. We launched BioAtlas, which tackles, in 3D environments, issues related to the teaching of anatomy, cytology, and histology, bringing to a cloud environment all the value it already delivered, in an on-premise version.

Research Center. A unit we created to develop research on themes of interest to the healthcare market and physicians. We have already carried out research on the use of Telemedicine and Financial Panel for Medical Professionals, as well as Market Research for the Pharmaceutical Industry.

DEMAND

Our objective on this front is to optimize demand generation for the healthcare segment, particularly through digital solutions that make it easier for patients to access the medications and procedures prescribed by their physicians. We already offer, in our portfolio, solutions that generate demand for the drugstore segment, such as CliqueFarma.

EFFICIENCY

Offerings in this area have a lower execution priority at this time. We are focused on tools that enhance efficiency in the healthcare value chain as a whole, which includes physicians, patients, the pharmaceutical industry, and healthcare providers, in order to align data and increase the effectiveness of the outcome, thus reducing the cost for the final consumers who pay for the treatment, especially for health insurance operators. On this front, our activities will be a natural evolution of our B2B strategy, and an important driver for value creation.

“As pessoas são **nossa maior força.**”

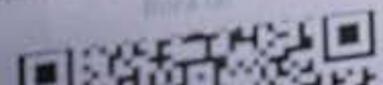
PEOPLE



Olá, tudo bem ?

Conta pra gente como foi o seu atendimento aqui?

É bem fácil, é só escanear o QR CODE abaixo e responder as perguntas!



People are really everything

[GRI 102-8; 103-2; 103-3; 405-1]

The consolidation of our leadership in the field of medical education and our swift advance into the area of digital medical services, via acquisitions of healthtechs, has been reflected in major growth in total personnel, some 30%. In 2021, we contracted 1,626 new employees, ending the year with 8,100 people on the payroll.

In 2021, we consolidated the hybrid workplace model for those areas in which it was possible to do so, including administrative functions. When it comes to teaching, in-person routines resumed.

Among highlights this year when it comes to people management, we improved our compensation model; we consolidated our UCA (Afya Corporate University) training and certification platform, and we made more progress in the areas of inclusion and diversity. We are now creating various programs to further engage with our employees on these issues, with the aim of promoting increasingly equitable and comprehensive workplace environments, in line with the Public Commitment we assumed on gender equality: to have 50% of leadership positions held by women by 2030.



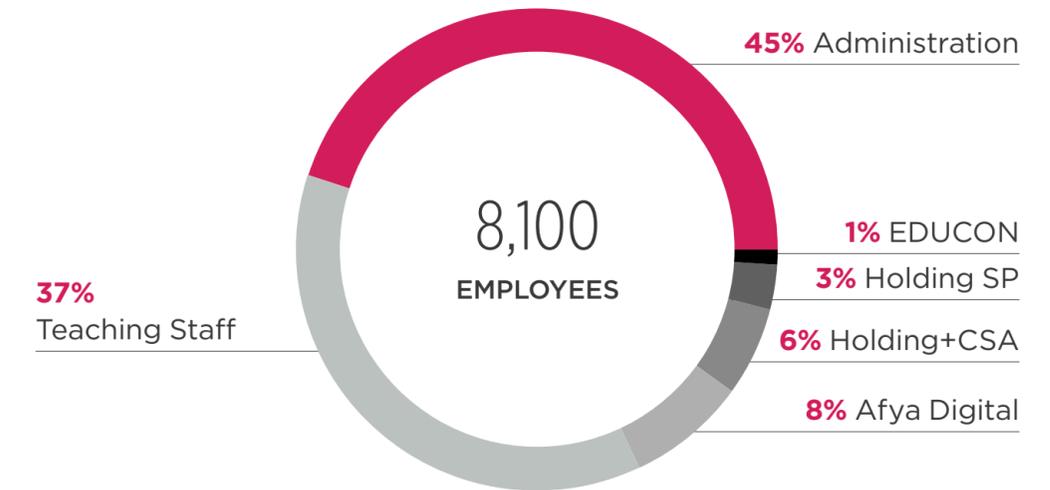
WOMEN IN THE LEAD

In leadership positions, women represent:

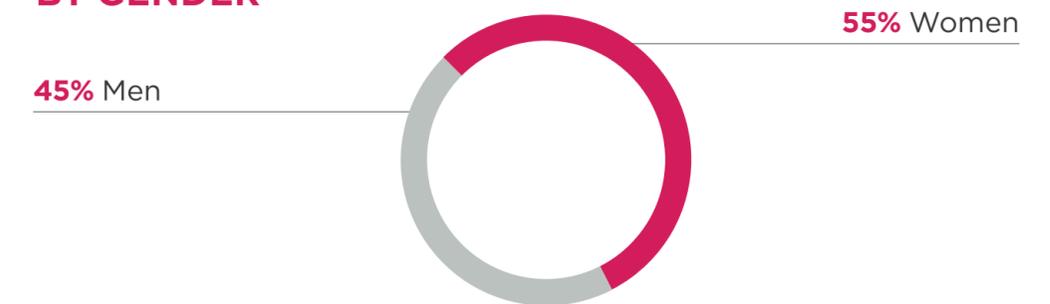
37.8% of management jobs

18% of line managers

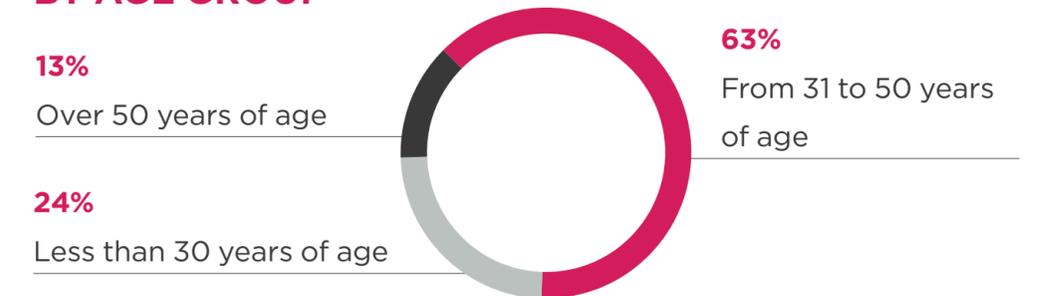
19.7% of directors



BY GENDER



BY AGE GROUP



STANDARDIZATION AND INTEGRATION

The Afya Group's corporate culture is dedicated to the idea of helping each physician through his or her full professional journey; with that idea firmly established, in 2021 we accelerated our strategy for digital solutions, culminating in acquisitions for the new healthtechs team (in 2021 alone, there were six). On another front, attracting and retaining talent, the focus was on the inauguration of a new standardization process covering job descriptions, remuneration models, benefits, and recognition programs. Flexible benefits, which can be used in different ways, such as meals, mobility, health, education, and culture, were implemented. Another focus was work team integration, especially among the healthtechs, which share similarities in their organizational charts. In 2022, Afya's plan to evolve a new organizational culture will continue on new fronts, this time with an emphasis on initiatives designed to bring the Company into even closer proximity to the rich talents of the tech universe, turning Afya into a favored brand name for high-tech professionals.



HUMAN RESOURCES MANAGEMENT

Inclusion and diversity. To help build an even more plural culture at the Afya Group, in 2021 we launched our Diversity and Inclusion Program. This initiative, which reinforces our Public Commitment to promote gender equality, puts forth an agenda aiming to educate and sensitize all of our employees on these vital issues; another aim is the empowerment of team leaders in the dissemination of best practices.

An important aspect of the Program is the development of affinity groups, designed to promote debate and engagement in four areas: gender equity, inclusion of those with disabilities, LGBTQIA+, and race and ethnicity. Among the projects being carried out by these teams is a pamphlet outlining best practices. The pamphlet will be distributed to all employees in order to raise awareness and promote education on Diversity and Inclusion.

Experience and cooperation. In 2021, we launched Conecta, our Afya employee experience monitoring project. In its first phase, Conecta focused on hiring procedures, a review of company policies and practices, and the inauguration of an app that accompanies a new employee from the moment he or



she accepts an employment offer through the recruit's first 90 days at the company. In 2022, Conecta will expand its horizons to include Onboarding and relationship issues, covering the entire gamut of day-to-day relations between Afya and each employee.

Remuneration and Benefits Policies. We have standardized, for all our IESs and healthtechs, the same models for benefits and variable compensation. These payroll policies, which are in line with best market practices, will observe the strictest criteria for merit; they will cover jobs ranging from entry-levels positions to CEO and will involve approximately 20 different job descriptions.

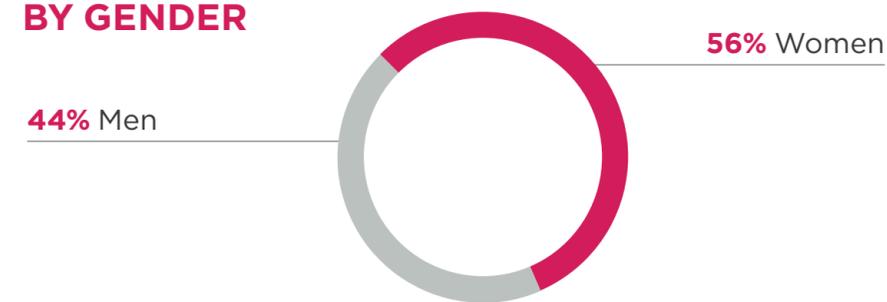
Performance evaluations. Our efforts to develop and improve working environments for our employees are

focused on meeting both the current and the future needs of the organization. They are designed to ensure continuity for our business based on a meritocratic culture. We apply semi-annual performance evaluations for 100% of our workforce. At both our Corporate and Teaching Units, we employ an assessment routine including an employee self-evaluation; meanwhile, leaders evaluate their teams, which, in turn, assign grades to their managers. At our Digital Units, in addition to these phases, the employee indicates peers he or she wants to evaluate the employee's performance. For all units, there is also a feedback phase, when leaders, together with the employees being evaluated, discuss results and outline an improvement plan. Through this methodology, we are seeking to foster a culture of continuous development, transparency, and career advancement. **[GRI 404-3]**

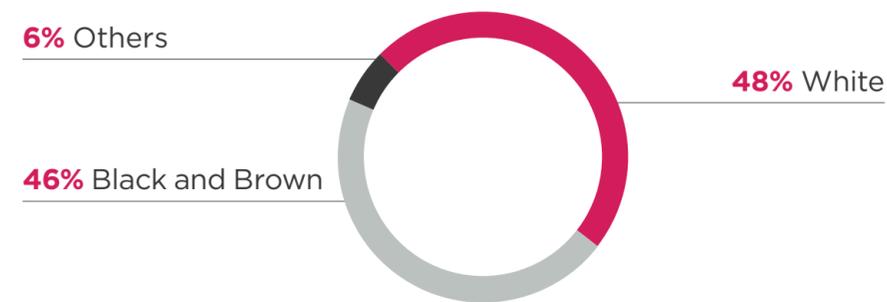
AMONG ASSOCIATES WHO RECEIVED PERFORMANCE EVALUATIONS IN 2021:

[GRI 404-3]

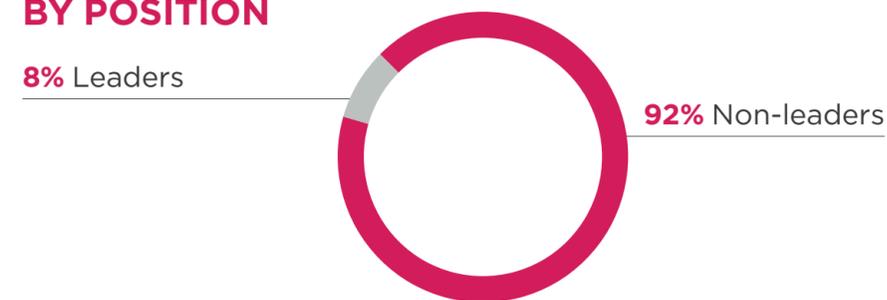
BY GENDER



BY RACE



BY POSITION



Relations with unions. In order to minimize labor risks and ensure compliance with pertinent legislation, all of the contracts Afya signs with employees observe collective bargaining agreements negotiated by unions representing various worker and business categories. That means we maintain relationships with 77 different unions, 48 of which represent employees and 29 employers. In 2021, 84 separate collective bargaining agreements were signed. [GRI 102-41]

Workplace Environment Survey. The best tool we have to help understand working conditions is the Workplace Environment Survey, which aids in identifying the perception that our employees have of the Company. The data collected by the survey helps us take steps to improve motivation, productivity and financial results. After notching record levels in 2020, driven by management actions aimed at informing and reassuring employees and their families about the pandemic, the Workplace Environment Survey, in its fourth annual edition, once again presented results considered by the Carvalho e Mello Consulting Group as the highlight of the year in 2021, both in Favorability (85.4%) and Engagement (90.2%), based on participation by 77.4% of the entire public.

Continuous workplace environment survey. In 2021, we also put in place a platform allowing for continuous dialog with employees. The system closely monitors

the engagement of work teams and their perception of work team leaders, another tool aiding us in the search for continuous improvement. The Pulses continuous management platform has proved itself an effective management support device. Every week, it generates a new engagement survey, which managers receive via email, a dynamic that speeds up decision-making. It also provides a monthly thermometer measuring the health, well-being and overall quality of life of our employees. The data is scored and average weekly adherence monitored:

- General score (general corporate diagnosis), taking into account all of the questions posed, was 8.4 in 2021 (out of a possible 10.0).
- Average weekly adherence was 39.2% of associates.

Trainee Program. In 2021, we completed our 1st Trainee Program and have already inaugurated a 2nd edition. The six trainees who were part of the pioneer group were all hired by the Company; meanwhile, another seven have been chosen, among 6,000 applicants, for the upcoming second cycle. The program will last for 15 months, with the possibility of promotion. Participants will develop projects in partnership with the various divisions (undergraduate, graduate, residency preparation, and digital services) and will dedicate the last few months of their stay to building a business plan in line with our strategies and our mission.

Academia de Líderes (Leadership Academy). Aimed at further development of the group’s top directors, this is the first training initiative we have promoted in a continuing education format, based on a certificate issued by IPEMED. In 2021, we graduated the first class, based on three teaching modules and 180 hours of instruction, comprised of 30 executives from corporate headquarters and the IESs. One of the highlights was leveling up of Afya leadership profiles based on behavioral skills and strategic business needs. In 2021, the second full class, this time comprising 40 executives, was initiated, completing the first teaching module. In 2022, leadership training will continue with agendas online and in face-to-face formats. The purpose will be the same: team synergies, promotion of development, and the advancement of leadership knowledge.

Course Coordinator Development School – top leaders. The objective of the school is to train all of the top leaders of our Higher Education Units in accordance with an inventory of requirements developed for such positions. The content offered ranges from technical business tools to topics relating to people management, especially important considering the complexity of managing multi-disciplinary teams of professors. In 2020, a pilot module featuring content amounting to some 30 hours, and divided into two major disciplines, was

tested. More than 200 coordinators took part in the training sessions. In 2021, the company’s Development Group, in partnership with its Teaching Team, augmented training aimed at Course Coordinators, covering topics such as Leadership, Effective Communication, and educational issues such as Regulation, among others.

Training and certification. Now in its second year, the UCA platform – Afya Corporate University, or Universidade Corporativa Afya in the original Portuguese – has consolidated its operations and expanded its reach as an effective tool for the democratization of knowledge. Some 5,947 employees participated, choosing from among the 76 Development Programs offered in online formats. Of the total number of courses, 32 were inaugurated in 2021, covering topics such as attitude and planning in times of change, customer focus, diversity, and leadership. Such electives are offered in conjunction with mandatory courses dealing with LGPD, Compliance in Combating Corruption and Fraud, Insider Trading, and Data Security and Protection, in addition to training in the Code of Ethics and Conduct. The average time spent per employee in online training courses was six hours and 42 minutes.

[GRI 404-1]

UCA REGISTERED, IN 2021:

122,900 total accesses
 +20,000 courses completed
 +5,000 professional certifications
 349 accesses per day, on average
 213 unique accesses/day, on average

AVERAGE FOR CERTIFICATIONS/JOB

[GRI 404-1]

Analysts	13h48
Coordinators	08h14
Managers	20h44
Directors	16h32

AVERAGE FOR CERTIFICATIONS/ GENDER

[GRI 404-1]

Men	19h36
Women	20h03



IMPACTS

[GRI 103-2; 103-3]

The activities that we perform are, essentially, impact-driven

Education and healthcare - services to which everyone is entitled - permeating our activities, means that our operations contribute to both local progress and gains in quality of life for the communities in which we are present. This aspect, evident in our physical structure, formed by the Higher Education and Continuing Education units, also applies to our proposal to offer Digital Medical Services. With these services, we democratize, for example, the access of people from the most different regions of the country through Telemedicine, or we make it easier for physicians, who work far from large centers, to update or perfect themselves through the content and education alternatives that our solutions offer, among other social impacts that technology can enable us to deliver.

As a leading provider of openings in undergraduate Medicine, and in three of our Digital Medical Services pillars (further information here), we are aware of the role and influence that we play. In this regard, we use the capillarity of our operations, the frontier-free reach for learning, enabled by technology-mediated teaching, the power of our brands, and the ability to innovate, both in teaching methodologies and in the offering of digital medical services, as drivers for the creation of value. Our resources, therefore, are geared to have a positive impact on our stakeholders, classifying them into six categories, or capitals, according to the model set forth by the IIRC.



HOW WE CREATE VALUE TO SOCIETY



Productive Capital. It is our ecosystem, including the Medical Education vertical, which encompasses Undergraduate and Continuing Education, in addition to its complementary front, namely the Digital Medical Services.



Human Capital. Consisting of approximately 8,100 employees, essential for the success of our operations, and highly qualified: SV-ED-000.D **[SV-ED-000.D]**



Intellectual Capital. Our technical capacity to use technologies and solutions to transform medical education throughout the entire learning process, from undergraduate to continuing education, and to provide services and products that assist physicians in the practice of their profession.



Natural Capital. Practices and processes aimed at engaging HEIs in efforts to mitigate the impact of its activities on the environment.



Social and Relationship Capital. Consisting of the relationships we establish with different stakeholders and the positive social impact generated by our operations.



Financial Capital. Financial resources that are generated from efficient and disciplined management, which are used both for business development and for shareholder remuneration.



Productive Capital

- 30 Higher Education Institutions, in 13 states.
- 74% of our HEIs in operation are located outside major centers, reinforcing our proposal to interiorize medical education.
- 70% of the HEIs are located in the North and Northeast regions.
- 11 IPEMED units, of Continued Education, located in the capital cities.
- 10 healthtechs, which together make up our ecosystem of digital medical services.
- 1 in 5 physicians and Medicine students use Whitebook, our clinical decision support tool.

Human Capital **[SV-ED-000.D]**

- 75% with University Education.
53% of the teaching staff hold a Master's and/or a PhD.
6% of the professionals in administrative positions hold a Master's and/or a PhD.

Intellectual Capital

- Technology-mediated education, increasingly personalized, based on the adoption of active teaching methodologies, particularly in the area of healthcare, and technologies to enable a hybrid education system, by blending in-person and online learning.
- Building a solid ecosystem of digital services, solutions that assist in medical practice - including electronic patient medical records and office management; electronic prescriptions; clinical decision support; telemedicine; content and technology for medical education; physician-patient relationship -, and in its interface with the healthcare industry.
- Integration of the entrepreneurs who were ahead of the acquired healthtechs and companies, most of them physicians, to the professional staff, strengthening the innovation efforts to help the routine of their peers.

Natural Capital

- 1,058.44 MWh of energy is generated by the photovoltaic plants, which use sunlight as a source. Installed in four units - IESVAP (PI), UNIDEP (PR), FMIT (MG), UNINOVAFAPI (PI) and FCM (PB) - the practice makes the units self-sufficient in power generation, with zero carbon emissions.
- 33% of water consumption - 42,065 m³ - from artesian wells.
- 3,700 trees planted in municipalities where we operate.



Social and Relationship Capital

- 17,000 physicians, approximately, trained in our educational institutions, since 1999.
- 16,017 Medicine students in 2021.
- 19,882 undergraduate students from other healthcare courses.
- 25,219 students in other undergraduate courses.
- 61,118 undergraduate students, including Medicine.
- 12.9% of undergraduate students benefiting from some kind of tuition discount. criteria that are determined by guidelines and policies adopted by each of the HEIs.
- 7,881 undergraduate students (up by 58% over 2020) were funded by the "Universidade para Todos" (University for All) Program (Prouni), a tax incentive scheme, and the "Financiamento Estudantil" (Student Funding) Program (Fies).
- 3,189 Continuing Education students.

- 8,100 professors and employees.
- 1,000 partnerships with hospitals and clinics.
- 248,000 active users of our digital services, among physicians and Medicine students.
- 341,286 free medical consultations to the communities surrounding our campi.
- +350,000 people benefited from social responsibility initiatives carried out by our operations.
- 2.5 tons of food collected through campaigns, and distributed to the surrounding communities.

Financial Capital

- R\$ 440,400,000 of net income.
- R\$ 36,000,000 on investments in HEI's infrastructure
- R\$ 7,900,000 in counterparts

SOCIO-ECONOMIC IMPACT

[GRI 103-2; 103-3; 203-2]

Medical education goes to the interior. Out of our 23 teaching institutions featuring medical courses, 17 are installed in cities which are not state capitals. This outreach to new venues is a testament to our commitment to bringing the teaching of Medicine into the interior of the country by training professionals who can pursue their careers in locations other than the big cities, which currently host the largest number of physicians in Brazil.

→ **17,000 physicians**, approximately, have graduated from our teaching institutions throughout the 23 years of our operations.

Access to quality education. In order to make sure students coming from lower income homes can have access to Higher Education, we offer scholarships, some through Federal Government programs, and some through Afya itself. The increasing enrollment of students we have seen in recent years is also favored by the fact that we have introduced an ever greater degree of technology into our teaching methodology. This has had the effect of increasing our geographic outreach when it comes to the training of medical professionals. In 2021, such practices touched thousands of students:

→ 12.9% of our undergraduate students benefited from some form of tuition remission, based on criteria developed and followed at each IES.

→ 7,881 students, 58% more than in 2020, obtained financing through federal initiatives designed to promote education, especially through the University for All (Prouni) Program, fiscal incentives, and the Student Financing Fund (Fies). Teaching institutions that adhere to the programs, such as Afya, can obtain an additional 20% over approved enrollments for certain campuses. [GRI 201-4]

More democratic access to medical care. Communities located around our campuses have access to free healthcare consultations, offered to clients under the auspices of our IESs and in partnership with the government's Unified Healthcare System (SUS). Students in their senior years of undergraduate study in Medicine, as well as other healthcare careers such as Dentistry, Nursing and Physiotherapy, offer their services free of charge under the supervision of professors. The continuing education IPEMED units also promote free consultations by students who, in this situation, are already trained physicians, many with specializations. In IPEMED outpatient clinics, patients are referred by municipalities sharing partnerships with our schools. Such initiatives have been developed in accordance with applicable social and business laws

and regulations in order to assure against non-compliance. The impact of these initiatives from a human rights perspective is frequently assessed. [GRI 412-1; 413-1; 419-1]

→ **341,286 free healthcare consultations** em 2021.

Investments and partnerships. The speed of our growth, through acquisitions and the opening of new units under the "Mais Médicos" Program, is reflected in infrastructure investments in various regions of the country. In addition, our IESs, once in operation, transfer resources to city halls and state governments as compensation for the use of the public health infrastructure. The objective is for our students to gain hands-on experience as part of their training. Units under the "Mais Médicos" Program, for example, transfer equipment and other infrastructure to the cities in which they operate. This benefit to the municipal healthcare network is part of the program. In 2021, the total amounts we contributed to various locations amounted to: [GRI 203-1]

→ **R\$ 36 million** in infrastructure investments

→ **R\$ 7.9 million** in matching funds

Generation of local income. Institutions of higher education typically attract new residents to a city, especially when it comes to cities that are far from major centers, as is the case with most of our operations. Students and teachers begin to avail themselves of local services, generating a virtuous cycle of income circulation. For example, demand for food and housing increases, often to the advantage of small and medium-sized businesses. The coming of such institutions also generates an impact on the overall value chain as demand rises for varied services and products from the host city and its neighbors. Due to the nature of our operations, suppliers and service providers in areas such as stationery, teaching materials and other educational supplies, as well as computer hardware, software, equipment maintenance, technical support and other specialized skills tend to be favored. There is also demand, on our part, for construction materials and building trades, given our strong emphasis on physical expansion, both through the installation of new units and the renovation of those obtained through acquisitions. **[GRI 102-9; 102-10]**

- In 2021:
- 20.55% of undergraduate professors left their home states for new locations where Afya units have been opened
 - 15.8% of students at our IESs come from other states **[GRI 202-2; 203-1]**
 - 80.6% of purchases, in 2021, were made from local suppliers, defined as those located in the same state as the IES. **[GRI 204-1]**



RESPECT FOR HUMAN RIGHTS THROUGHOUT THE VALUE CHAIN

In the conduct of our business, we also seek to improve the value chain through efforts aimed at continuous development of practices related to social and environmental responsibility. We have given special attention to assuring, in the long-term conduct of our business, respect for human rights in line with proposals set forth by the United Nations Global Pact, to which we are a signatory. The pact seeks to engage companies with best practices for sustainable operations through dissemination of ten principles of sustainability as well as goals related to Work, the Environment, and the worldwide drive against Corruption.

In the same vein, and with the objective of influencing our suppliers, all contracts which we maintain with third parties include clauses that repudiate the use of child labor and labor analogous to slavery; in addition, we promote conformity with labor laws which prohibit practices such as sexual and other forms of abuse and discrimination against minorities. Commercial relations with our suppliers are automatically suspended whenever practices contrary to such directives are detected.

SOCIAL IMPACT

As the largest Medical Education group in Brazil, complemented by a unique ecosystem of digital medical services, our social role extends beyond the educational endeavor, the training of professionals or learning technologies, nor the exercise of the profession. Our operations contribute effectively to improving the quality of life and well-being of the surrounding communities. In 2021, more than 350,000 people were benefited from the various initiatives sponsored by Higher Education Institutions (HEIs), IPEMEDs, and healthtechs. These initiatives aim to minimize the impacts of the Covid-19 pandemic, promote health and prevent diseases, contribute to the inclusion of minorities, and preserve the environment. Within the scope of these efforts, the group's teaching units and companies also engaged employees and the academic community, by disseminating basic principles of citizenship and social responsibility. In other words, bringing theory closer to practice, in order to show students that it is possible to really make a difference.

+350,000 people benefited from the social responsibility actions carried out by our operations

2.5 tons of food collected through campaigns, and delivered to the surrounding communities

3,700 trees planted in the municipalities where we operate



→ Actions throughout Brazil to improve people's lives

COVID-19

Approximately **200,000 people** were immunized against Covid-19 and Influenza by professors and students from UNIGRANRIO's Nursing, Biomedicine, Medicine, and Odontology courses (RJ). This voluntary work aimed to help the Rio de Janeiro Municipal Health Secretariat to speed up the vaccination campaign.

Overall, **10,820 people** per month, on average, were covered by the "Minuto Covid-19" ad campaign, an insertion made by UNIVAÇO (MG), in local radio stations, to convey information on ways of prevention and personal care required to fight the coronavirus. The one-minute audio was broadcast three times a week during 2021, reaching listeners in the cities of the "Vale do Aço" ("Steel Valley") metropolitan region, along with 15 other cities in eastern Minas Gerais State. This material, in addition to educational videos on Covid, was also made available to six public schools in the region, covering about 600 children, teenagers and their families.

A total number of **300 employees** from municipal and state schools located in the municipality of Itajubá, including teachers, principals, administrative staff, and cleaning, cafeteria, kitchen, and security teams, have undergone training offered by professors and

students from the FMIT (MG) Medicine Course, on the precautions to be taken in relation to Covid-19 when returning to on-site classes. Essa capacitação é resultado de parceria firmada entre o Núcleo de Inovação da FMIT e a Prefeitura de Itajubá.

In the municipality of Montes Claros, **5,685 elderly people**, aged 85 years or more, were benefited during the coronavirus vaccination program, in which FASAMOC (MG) Nursing students and professors acted in the frontline. The elderly were advised to stay home, since all those registered in the Municipal Health System would be vaccinated in their homes.

A total of **55 Primary Health Care** (PHC) users, assisted in the Basic Health Units (BHU) of the municipality of São João Del Rei, underwent neurological evaluation conducted by students of the League of Neurosciences in Health of the Physiotherapy Course of **UNIPTAN** (MG), along with professors. This initiative was motivated by the Covid-19 pandemic, since neurological changes, such as dizziness, headache and memory loss, among others, have become symptoms frequently described by patients. To reach more people, the students and teachers also produced materials with guidance and organized livestreams with specialists, events that were attended by more than 150 participants.



DONATIONS GATHERING CAMPAIGNS

Over **1,700 items** of personal hygiene collected by **FASAVIC** (BA) and donated to charities in Vitória da Conquista: the "Beco de Dola Quilombola" Community - which is in the process of being recognized as a "quilombo" (hinterland refuge to slaves) by Palmares Foundation -, "Anuncia-me" Community, "Casa do Andarilho" and "Lar da Misericórdia", which shelter homeless people. This campaign was sponsored by the Postgraduate, Research, Extension, Innovation and Internationalization Coordination (COPPEXII).

A total of **1,115 liters** of milk were collected by **FASAVIC** (BA) and donated to three institutions: "Aliança Anuncia-me" Community, "Casa da Vida" Association and "Lar da Misericórdia" Association, which have benefited approximately 90 people sheltered by these institutions. This campaign has been promoted every year since 2017, and aims to engage students by suggesting the donation of 1 liter of milk per participation in the institutional assessment.

More than **738 kg** of food was collected in a campaign held by **FMIT** (MG), in partnership with the Municipal Government of Itajubá. The campaign also included the donation of milk, clothes, and toys, all of which were delivered to families impacted by the Covid-19 pandemic.

Over **500 kg of food** were collected during the "Redentor" Games, a traditional gymkhana held annually at **UNIREDETOR** (RJ), with the purpose of involving students and professors in social events. The students are grouped into teams, and perform a variety of activities, such as the production of videos to raise awareness about caring for the elderly, actions against prejudice, and the collection of food. The teams themselves choose the institutions that will receive the collected donations. In 2021, there were five institutions in the region.

More than **450 kg of food**, in addition to personal hygiene materials, were donated in 2021 to charity institutions, social projects, nursing homes, and day care centers by **IPEMED** units, totaling more than 187,000 tons of food donated since 2005. The assistance given to these social organizations is a recurrent practice in IPEMEDs, which has been performed for years. Through this practice, we try to engage people who come for free consultations, which are offered at the units' outpatient clinics by graduate students - mostly physicians - to donate non-perishable items to charity organizations. The patients assisted are directed by the municipalities with which IPEMEDs maintain partnerships. In 2021, they benefited people coming from 40 municipalities.

More than **200 kg of food**, 100 packages of sanitary pads, and 45 personal hygiene kits, were gathered during the "FASA do Bem" Project, aimed at encouraging social responsibility actions and volunteer work among the community of professors, students and employees of **FASA Sete Lagoas** (MG). The donations were delivered to people in vulnerable situations in the municipality.

A total of **159 kg of food** was gathered at a friendly match promoted by **ITPAC Cruzeiro do Sul** (AC), a charity event to celebrate Christmas in Solidarity, which mobilized Medicine undergraduate students. On the occasion, toys and clothes were also collected and donated to the needy communities in the region.

A total number of **112 food staple baskets** were collected by the **UniSL - Porto Velho** (RO) at the time of the production for the Livestream for Solidarity, promoted by the HEI's Youtube channel in May. The event featured the participation of singers and support from companies in the region. From the baskets collected, 98 were delivered to the "Madre Mazzarello" Social Center (CESMAZZA), and 14 to the indigenous community Cassupá.

A total of **111 people**, among students and employees of the **UniSLPorto Velho** (RO), donated blood in a campaign held to celebrate the National Donor Day. The initiative was carried out in partnership with FHEMERON.

About **120 kg of food** were collected in the Innovation and Technology Exhibitions, promoted during the course of the year by **UniSL Ji-Paraná** (RO). Nearly 50 students presented projects in innovation, technology, entrepreneurship and/or social responsibility, in line with the scope of the 2030 Agenda and its Sustainable Development Goals (SDGs), a global initiative led by the United Nations. The foods, donated in exchange for admission to the exhibitions, were delivered to social institutions located near the HEI.

Some **100 socially vulnerable families** were benefited with nearly 200 food staple baskets, gathered in a campaign held by **FASAMOC** (MG), alongside the "Promovendo o Bem" (Promoting Good) Social Project, a welfare institution located in Montes Claros (MG).

We collected **90 kg of pet food** and donated it to "Jardim São Francisco", which takes care of more than 400 animals. This initiative, named "Doe Vida Doe Ração" (Donate Life Donate Food), was held between November and December by **FMIT** (MG).



Some **30 children and 30 elderly people** in vulnerable situation were "adopted" by the employees of **UNIVAÇO** (MG) at Christmas Solidarity. Based on letters written by them, in which they stated what they would like to be given, the employees collected the presents, which were delivered to schools and nursing homes near the unit.

About **60 patients** from the NGO "Cantinho do Céu", in Ribeirão Preto (SP), were impacted by the Christmas campaign held by **iClinic** (SP), a healthtech company of the Afya group, which raised R\$ 2,100 from the employees. These funds were donated to the institution, and part of it was used to buy foods. "Cantinho do Céu" offers full care for patients with cerebral palsy, with severe, multiple, and irreversible sequelae.

A total of **91 bags of blood** and 54 kg of milk were collected during the "Trota Solidário - Nós escolhemos salvar vidas" (Outing in Solidarity - We choose to save lives), held by the **UniSLPorto Velho** (RO), in partnership with the Hematology and Hemotherapy Foundation of Rondônia State (FHEMERON). The donations were directed to the "Centro Social Madre Mazzarello" (CESMAZZA) and to the "Atitudes do Bem" Group.

More than **60 bags** of blood were collected in a blood donation campaign held by **UNINOVAFAPI** (PI), in partnership with the Hemocenter of Piauí (Hemopi). The initiative is a solidary prank, promoted to engage freshmen students in social activities. Each blood bag can save up to three lives.

VOLUNTARY SERVICE

Nearly **3,000 people** have been impacted by the various campaigns carried out by the students of the Psychology course of **FASAMOC** (MG), in partnership with the "Clemente de Faria" University Hospital (HUCF), in the organ donation campaign. With the slogan "I am a donor and my family knows it", the efforts sought to make relatives and friends aware of the person's will to be a donor.

A number of **688 people** from the Duque de Caxias community were assisted by the Law Practice Center of **UNIGRANRIO** (RJ), by the students and professors of the Law School, in the areas of criminal, domestic violence, civil, consumer, labor, and family law.

It was about **150 people** who were assisted in the itinerant action promoted by **UNISL Ji-Paraná** (RO), in partnership with the Municipal Social Assistance Secretariat (SEMAS). Over the course of one day, the residents of the Primavera and São Francisco neighborhoods were able to update their registration, to receive benefits granted by the government, and had access to services in the areas of healthcare, legal assistance, administration, and personal finance, offered by the students.

120 adults and elderly with physical and/or mental disabilities, sheltered by Maria da Cruz Eclectic Care Center (NAENC), in the town of Ipatinga, received a

visit by more than 70 students from **UNIVAÇO** (MG). This initiative, baptized as Trote Cidadão (Citizen Prank), seeks to involve the incoming Medicine students of the institution in attitudes of solidarity and citizenship.

Approximately **100 people** were sheltered in the premises of **FASA** Itabuna (BA), in December, victims of the floods that devastated the city and surrounding towns. The HEI, with the help of volunteers, provided physical spaces, food, clothes, and psychological support. In early January, these people were sent to spaces managed by the public authorities.

Some **71 people** signed up to participate in "Mãos que falam (Talking Hands): ITPAC Porto Inclusiva", an initiative aimed at training **ITPAC Porto** (TO) employees and the surrounding community to use the Brazilian Sign Language ("Libras"), at the Basic conversational level. This initiative is aimed to contribute to social inclusion.



Approximately **50 people** were assisted in the Income Tax Social Action, an initiative promoted by **UNIGRANRIO** (RJ)'s professors, aiming at training the students in filling out and sending their annual personal income tax return. On account of the pandemic, the services took place online, with prior scheduling.

A group of **30 employees** from the Tia Angelina Long-Term Care Institute for the Elderly, in Porto Nacional, participated in a training course hosted by **ITPAC Porto** (TO)'s students. The lectures and round table discussions, attended by caregivers and employees, among others, dealt with ways of caring for the elderly.

A team of **25 children** and teenagers, mobilized by the Specialized Social Assistance Reference Center (CREAS) in the São João neighborhood of Pato Branco, participated in the Tennis for Life Project. The initiative, which is held on a weekly basis, seeks to encourage the practice of sports and contribute to the physical, mental, emotional, and social development of the children. It is the result of a partnership between the Pato Branco Tennis Association (Pato Tênis) and **UNIDEP** (PR).

Approximately **20 children** from the Monte Sinai Community, in Amazonas, participated in a solidarity action promoted by **iClinic** (SP). This action made it possible to collect a little more than R\$ 1,000, which was used to buy presents and prepare a meal for the children on Christmas Day.



A number of **20 low-income families** were benefited with personal hygiene kits collected in campaigns carried out by students and professors from the Medicine and Nursing courses at **FESAR** (PA), an initiative complemented by awareness-raising actions to fight the Covid-19 pandemic. This work is part of the Solidary Hands Project, comprising several fronts aimed at engaging the academic community in social responsibility endeavors. One of them is the Diapers for Good group, which collected 559 packages of diapers for the Happy Child Program, an initiative of the Federal Government, which consists of home visits to thousands of socially vulnerable families. Another action front of the Project seeks to contribute to the purchase and maintenance of orthopedic equipment for people with motor disabilities, an effort made in collaboration with the "Associação Mulheres de Raça", located in Redenção, Pará, which advocates gender equity.

Three technological solutions were developed to support the operation of the Vassoural Equine Therapy Association, impacted by the Covid-19 pandemic, since the institution's sources of income were mostly from in-person events. Collaborators from **MEDCEL** (SP), **iClinic** (SP) and **PEBMED** (RJ) have teamed up to develop an educational website containing articles, research and fundraising activities, in the form of donation and sale of kits and advertising space. They have also developed a solidarity e-commerce platform, with horse sponsorship, attracting volunteers to the NGO, and an online shopping store, as well as a web-based auction platform with solidarity fees.

PROMOTION OF HEALTH AND WELFARE

Approximately **2,000 people** were impacted by the actions promoted in the Social Responsibility Week, held in September by **UNIPTAN** (MG). Several initiatives were undertaken by the students of the 12 courses of the educational institution, such as winter clothing campaigns, volunteer work, lectures and training in schools of the basic education network, as well as legal and health services.

More than **500 children** and teenagers, from over 20 municipal and state schools, were benefited by MedEDUCA, an extension project developed by over 30 Medicine students from **FMIT** (MG). The action covered the subjects specified by the "Saúde na Escola" (Health at School) Program, such as Covid-19 prevention, healthcare hygiene, sexuality, diet and nutrition, as well as vaccination, among others.

A total of **354 people** were provided with healthcare services, including Medicine, Physiotherapy and Dental care, among other specialties, during the São Lucas Solidarity Day at CESMAZZA. This event, aimed at promoting and protecting health, education and citizenship in needy neighborhoods and districts, as well as in the main countryside cities of the state, relied on the participation of 78 students and nine professors from the different Healthcare courses at the **UniSL Porto Velho** (RO).

Approximately **300 people** were impacted by the Human Rights Clinic, a permanent extension project linked to the Legal Practice Center of the Law course at **FASA Sete Lagoas** (MG). In 2021, the case study focused by this initiative was the "Ocupação Cidade de Deus", located in the urban area of Sete Lagoas, which culminated in the legal protection of the right to decent housing. Based on extensive networking, with special emphasis on the partnership formed with the Public Defender of the State of Minas Gerais, the Diocese of Sete Lagoas and the Public Prosecutor's Office of Minas Gerais, among other institutions, the people involved were defended in court, considering the filing of a repossession suit by the Municipality of Sete Lagoas, and the signing of an out-of-court agreement with the intervention of the Dialog Panel of the State of Minas Gerais.

A total of **300 medical procedures** were performed by Medicine students and professors from **ITPAC Cruzeiro do Sul** (AC), in a social project carried out in partnership with a local private company. About 90 people underwent medical procedures, which included blood pressure measurement, pulmonary auscultation, glycemia, and blood typing.

A number of **200 consultations**, to a public of 40 individuals of different age brackets, were

performed during the Health Fair, held in November by the **FCM** (PB), in the Renascer neighborhood and surroundings, a location close to the HEI. On the occasion, a group of students, supervised by professors, performed several healthcare promotion actions, such as blood pressure and glycemia checks, anthropometric and cardiovascular disease risk assessment, and nutritional guidance, among others.

A number of **174 people** were assisted in the last edition of Itrote / Jalapão Mission, a solidarity prank involving medical assistance to the vulnerable community of São Félix do Tocantins, in Jalapão, by the Medicine course students from **ITPAC Palmas** (TO). The initiative, promoted to inhibit violent hazing of entering students, also included the donation of food.

A total of **143 people** were benefited from the influenza immunization campaign, carried out by **UNISL Ji-Paraná** (RO).

A total of **120 patients** from the deaf community of Pato Branco were seen through consultations using sign language, offered by students and professors from the Medicine course at **UNIDEP** (PR). The project, named Medlibras UNIDEP, was recognized by the International Federation of Medical Students Associations (IFMSA),

the Academic Medicine Center XXV de Setembro, which idealized the initiative, was promoted to act as the local committee of IFMSA, a non-governmental organization of Medicine students, present in more than 100 countries and supported by entities such as UN, UNICEF, UNESCO and WHO. The project is also accredited by the National Federation for the Education and Integration of the Deaf (FENEIS), for providing accessibility and guaranteeing deaf citizens healthcare in Libras (the Brazilian sign language).

Approximately **100 people** were assisted in the social project "Dentist for All", carried out by professors and students of the **UNIGRANRIO** (RJ) Odontology course, from the Barra da Tijuca campus. The initiative, aimed at the population of different age brackets, living in the Cosmos community in the West Zone of the city, aims to promote dental health through on-site care, which includes prophylaxis and fluoride application, in addition to oral hygiene guidance. In the case of cavities removal, surgeries and other procedures, the patients are forwarded to the unit's clinic, and treated free of charge.

Nearly **90 people** in vulnerable conditions benefited from the Promoting Health in the Community program, sponsored by **ITPAC Cruzeiro do Sul** (AC). Over the course of a day, Medicine students provided medical care, under the supervision of professors. There were also activities for adults and children, such as exercises, gymkhanas, and prizes.

More than **60 people** were benefited by the **UniRedentor** (RJ) Task Force, held at the School Clinic CACI, in Itaperuna (RJ). This initiative, which involved students from the HEI, consisted of free medical care for the community, in several specialties, as well as care in the areas of Physiotherapy, Psychology, Speech Therapy, Nutrition and Physical Education.

A total of **50 FCM** (PB) employees took part in the "Marmita Saudável" (Healthy Lunchbox) program, an innovative project aimed at offering these professionals guidance on healthy nutrition, appropriate to their needs. Led by a team formed by two nutritionist professors and residents in Preventive Medicine, the initiative allowed the participants to eliminate more than 40kg and achieve other results related to well-being and quality of life.

Approximately **50 women** from Itaperuna and region participated in the Pink October project, an awareness and information campaign about self-examination, for the early detection of breast cancer, and about cervical cancer. The guidance is provided by Medicine students from **UNIREDETOR** (RJ), in basic healthcare clinics and units in the surroundings of the HEI.

Fifty teenagers aged 11 to 17 years from a private school in the city of Itajubá were attended by Medicine students and professors from **FMIT** (MG). The

approach, allowed by a term of adhesion signed by the teenagers' guardians, included anamnesis, examination of vital signs, monitoring of growth and development (weight and height), in addition to a group discussion.

Some **30 students** of Medicine from **FMIT** (MG), organized in six groups, carried out visits to the "Hospital das Clínicas", throughout the year, to bring humor, art, and joy to hospitalized patients. The groups dress up as clowns and go into the rooms of the medical and surgical clinics, as well as the pediatrics department, to play music, chat, and perform jokes and magic tricks. The project, baptized as "Humanizarte", also promotes events in nursing homes and day care centers every two months.

About **21 cancer patients** from the Araguaína Regional Hospital, who live temporarily in the Casa de Apoio Glória Moraes, in the same city, received kits of herbal medicines produced by students from the Pharmacy course. The items were manipulated in the **UNITPAC** (TO) laboratory, under the professors' supervision.

ENVIRONMENTAL MANAGEMENT

More than **500 people** will be benefited by the "Pomar do Porto", an urban orchard created by **ITPAC Porto Nacional** (TO), in an underutilized space in the city, with nine species of fruit plants, which will serve as a food supplement for the local community, when they are producing fruit. For the conception of the orchard, agroecology principles were applied for fertilization, as well as seedling irrigation, aimed at raising awareness among students and the population in general, that it is possible to produce fruit while minimizing environmental impacts. On the inauguration day, a workshop was held to teach how to make residential organic compost, with residues that are usually disposed of in municipal dumps, but can easily be transformed into fertilizer and used on domestic plants.

More than **150 children** and teenagers, in addition to 30 elderly people, benefited from the donations of food cultivated by the Agronomy students from **UNITPAC** (TO), in a space located within the teaching institution itself. The donated harvest resulted in 350 kg of manioc, donated to the "Casa de Davi" project, which helps children and teenagers from 6 to 17 years of age in vulnerable situation, and to the "Casa do Idoso" (Home for the Elderly).

A total of **80 children** have benefited from the suspended orchards, created by **UNITPAC's** Agronomy and Civil Engineering students in 10 elementary schools in the Araguaína region. The orchards use a system to collect water from the rain and/or from air-conditioners, and aim to help students learn about healthy nutrition. In the surrounding communities, booklets prepared by the students were also handed out, with step-by-step instructions so that this model of a garden, which is low-cost and uses recyclable materials, can be replicated in other locations.

Approximately **3,500 tree** seedlings were planted in the city of Montes Claros, by about 500 volunteers, from **UNIFIPMOC** (MG). This was the largest collective planting of seedlings in the history of the city, and was part of the Environmental Footprint - Plant a Better World project, which took place in September, and lasted over two days. The program also included lectures addressed to the surrounding community, as well as the distribution of reading materials on the importance of the environment in urban areas.

More than **200 native species** of the region were planted in the surrounding area of **ITPAC** Manacapuru (AM), in a reforestation project promoted by the HEI, in partnership with the Soka Institute, which is committed to contributing to the protection of the Amazon's ecological integrity.



DIVERSITY AND INCLUSION

Approximately **4,200 people**, from the academic community and civil society, were addressed by the IV Human Rights, Cultural Diversity, Ethnic-Racial, and Gender Symposium of FASAMOC (MG), whose theme focused on religious intolerance: "For the love that is in faith, I respect your "Amen", you respect my "Axé".

A group of **45 employees** from the UniSL Ji-Paraná (RO) took part in the Workshop on Accessibility, Inclusion and Diversity. The event was an opportunity for the participants to reflect on how the themes of accessibility, inclusion and diversity are inserted in the services provided by the HEI, in its physical structure and work routines.

ENVIRONMENTAL IMPACT

[GRI 103-2; 103-3]

We conduct all our operations with a view toward causing the least possible impact on the local environment. Given the character of our business, we are able to minimize such impacts through conscientious use of water and energy and through the management of solid wastes generated by our activities as well as the constant measurement of our greenhouse gas emissions.

One practice that differentiates us from others is the use of clean energy sources. We have expanded the number of teaching institutions that use photovoltaic units: these generate energy from solar rays; this is highly valuable for us since most of our operations are located in the North and Northeast of the country, regions which are propitious for solar power generation.

We have also developed procedures for the accompaniment of our own performance when it comes to practices related to environmental management. However, any comparison of 2021 data with that of 2020 is limited by non-recurring factors. At the height of the Covid-19 pandemic, our classes migrated almost in their entirety to remote formats. In 2021, we began the return to normal operations, a program that will be completed over a period of two years. Meanwhile, we also expanded our operations through acquisitions. Given this context, the 2021 data is not fully comparable with that of 2020. However, the 2021 data will now serve as the basis of comparison for future years.



ENERGY

We consumed 12,176.97 MWh of power in 2021, up 66% from the previous year. The increase was due to the fact that the two years in question reflect wholly different contexts: in 2020, because of Covid-19, our operations migrated to remote formats, including classes normally given at our teaching institutions which shifted to digital platforms. With the return of full functioning at our IESs, in 2021, there was naturally a greater consumption of energy. In addition, the new figures include volume measured at new units acquired during the period.

Another factor affecting the survey was a change in methodology. We are now using stricter parameters when measuring consumption. As a result, the 2021 data will serve as the basis of comparison for our performance in 2022. Meanwhile, we will continue to employ various additional measures we have adopted to promote rational consumption, such as replacing conventional light bulbs with LED technology while also working to heighten employee awareness. **[GRI 302-4]**

ENERGY CONSUMPTION IN 2021

[GRI 302-1]

In MWh	2020	2021	Variation
Non-renewable sources	6,705.84	11,118.53	66%
Renewable sources	1,330.00	1,058.44	-20%
Totals	8,035.84	12,176.97	52%

EIGHT IESS SELF-SUFFICIENT IN ENERGY GENERATION:

- 2019: IESVAP (PI) and UNIDEP (PR)
- 2020: Uninovafapi (PI), FCM (PB) and FMIT (MG)
- 2021¹: UNIPTAN (MG), FACIMPA (PA) and ITPAC Palmas (TO)

¹ Installations of solar panels in course, projected for completion in 2022.

EXPANSION OF SOLAR ENERGY CAPACITY

We have systematically increased the number of our units employing photovoltaic generators. From two units in 2019, we went to five in 2020. In 2021, we began installation of solar panels in three more IESs, obtaining a significant advance in this endeavor as of the end of the year. In 2022, another five IESs will gain photovoltaic plants, bringing the total to 13 self-sufficient teaching institutions when it comes to generation of energy supplies, thus minimizing the effects of their operations on surrounding areas and, consequently, also on climate change. In 2021, investments for installation and maintenance of the systems totaled BRL 4.2 million.

GREENHOUSE GAS EMISSIONS

In addressing this issue, we have instituted annual greenhouse gas emissions inventories, surveys which allow us to measure the impact of our operations in terms of climate change while also pointing to opportunities for improved performance in the future.

This was the second year in a row for us to have carried out such a survey. The comparison between emissions performance in 2020 and 2021, however, is hampered by the fact that underlying conditions were different for each year. In 2020, in-person teaching was suspended at our educational units because of the social isolation imposed by the Covid-19 pandemic. Classes migrated to online environments. But in 2021, face-to-face teaching gradually resumed, which is reflected in the higher figures for emissions than those recorded for the previous year. In addition, new operations were acquired during the period, expanding the total base of institutions covered by the survey.

Keeping in mind the different contexts, in 2021 we recorded a total of 4,048.08 tCO₂e emissions, an increase of 143%. This performance level was influenced mainly by Scope 3 emissions, which showed the greatest variation. Scope 3 measures

emissions from activities including business trips and waste generation from operating units, items which tended to play a less prominent role the previous year. The resumption of normal activities also affected Scope 2, which includes energy consumption. The variation, as shown by the survey, reflected higher demand for energy as well as a disproportionate increase in emissions due to the fact that power generated by the National Grid System shifted significantly from hydroelectric to thermo-electric generating plants because of a decrease in rainfall in the Southeast and Midwest. Thermo-electric plants are more prone to pollution, negatively impacting emissions.

Although the comparison is imperfect, we chose to present performance data for the two periods in line with the principle of transparency regarding all information related to our business. The 2021 data, which provide a picture closer to the norm for our operations, has become the new basis for any further analysis such that, next year, we will be able to make a more educated assessment of our performance viz a viz greenhouse gas emissions.

GREENHOUSE GAS EMISSIONS PERFORMANCE

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

Em tCO ₂ e	2020	2021	Variation
Scope 1	1,136.35	1,978.94	74%
Scope 2	394.04	1,405.53	257%
Scope 3	133.32	663.61	398%
Total emissions	1,663.71	4,048.08	143%

WATER

Our operations consumed 125,702 m³ of water during the period. Of that total, 67% came from local concession-holders while 33% came from underground sources tapped through artesian wells.

WATER CONSUMPTION [GRI 303-3]

In m ³		
Total consumption of water supplied by local concession holder	83,637	67%
Total consumption of water from underground sources	42,065	33%
TOTAL	125,702	

SOLID WASTE

When it comes to the day-to-day practice of Medicine, most of our operations generate a certain amount of hazardous waste, defined as anything that might pose a significant risk to public health or the quality of the environment. Some examples of the hazards involved might include flammable, corrosive, radioactive, toxic, pathogenic and carcinogenic materials, among others. Such materials are destined for incineration. The collection and final disposal of the materials is undertaken by third party services. In 2021, the total amount of waste generated by our operations was 285.96 metric tons. Of that total, some 63% were non-hazardous materials, with the remainder classified as hazardous.

TOTAL RESIDUES, BY DESTINATION

[GRI 306-3]

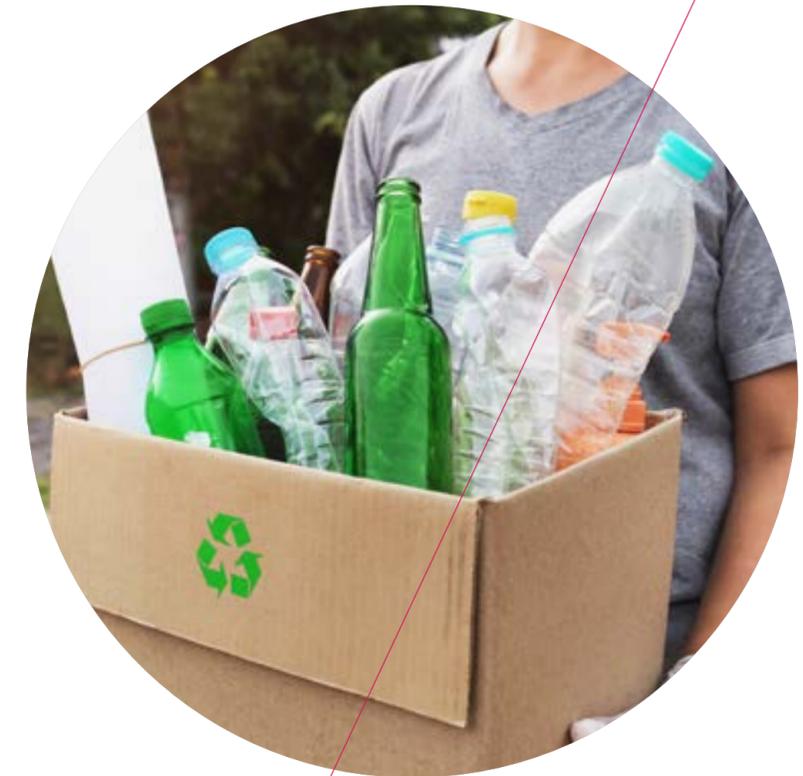
In metric tons	Not	
	Dangerous	Dangerous
Residues sent for incineration	1.57	8.12
Residues sent for recycling	12.35	0.89
Residues sent for other destinations	0.32	0.69
Residues sent to company landfills or to third parties	164.66	97.36
Totals	178.90	107.06

As a way to improve solid waste management throughout our organization, in 2021 we attacked the problem on several fronts by institutionalizing certain routines, establishing procedures and promoting the exchange of best practices among our IESs. For example, we developed a new environmental management policy based on well defined guidelines. We created a Waste Management Committee with representatives from various units. We intend to expand the scope of this particular group to include all our units in 2022.

As part of our efforts initiated in 2021, we can identify some practices which made an important difference:

- Pilot-Project for the treatment of dangerous residues which are nevertheless apt for recycling, such as light bulbs, and toner for printers, developed by Unigranrio, our campus in Duque de Caxias.
- Co-processing of dangerous residues in partnership with third party companies, also developed at our campus in Duque de Caxias, Unigranrio.
- Four IPEMEDs, located in São Paulo, the Federal District, Rio de Janeiro and Salvador, have put in place triage routines for residues with a view toward recycling.

- Three IESs also adopted the practice of separating residues and sending them, as appropriate, for recycling. These institutions are: ITPAC PORTO, ITPAC CRUZEIRO DO SUL and Unigranrio, our Duque de Caxias campus.



ECONOMIC, FINANCIAL, SHEETS



2021 PERFORMANCE

[GRI 103-2; 103-3]

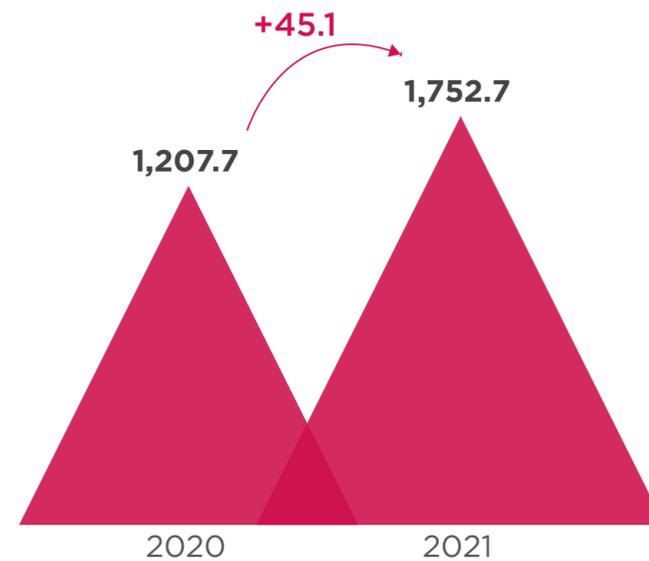
Economic and financial performance in 2021 reflected a well-executed strategy and was consistent with our overall business model, even considering the challenging context imposed by the need to maintain operations in the face of the Covid-19 pandemic. The rise in net profits and in EBITDA confirmed the wisdom of our decision to acquire additional teaching institutions in the medical field and to accelerate our strategy of developing digital services. We are building a digital ecosystem through multiple channels with tools that are designed to aid medical professionals throughout their individual professional journeys along with platforms that can include pharmaceutical companies, laboratories, and pharmacy, hospital, and medical insurance chains.

We greatly expanded our digital medical services branch without giving up our position of leadership in the area of Medical Education. We were able to continue our strategy of market consolidation and reached, in 2021, a total of 2,731 Undergraduate Medicine seats. We became extremely efficient in the operation of medical schools and we will continue to seek opportunities in this area. From 2022 to 2028, we intend to add 200 places per year, enhancing medical education as our chief short- and long-term business.

ADJUSTED NET REVENUE

Growth of 45.1% over 2020 and reaching R\$ 1,752.7 million, led by growth within existing enrollment and a rise in average tuition for Medical courses as well as consolidation through acquisition of IES and healthtechs.

In R\$ millions

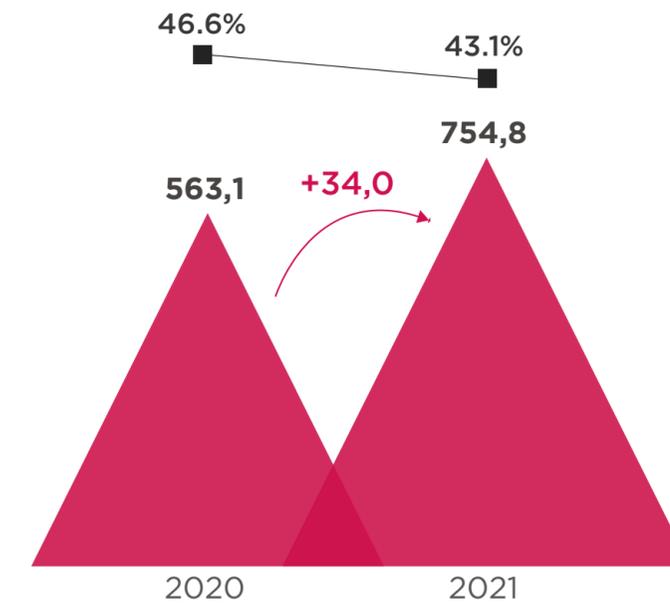


ADJUSTED EBITDA

A rise of 34.0%, reaching R\$ 754.8 million in 2021. Such a result reflects gains from synergies obtained through acquisition of IES, compensating in part for the performance of continuing education, which was affected by Covid-19 in 2021, and by the digital services segment, which is still under development. The adjusted Ebitda margin, for its part, reached 43.1%.

■ Adjusted EBITDA - In R\$ millions

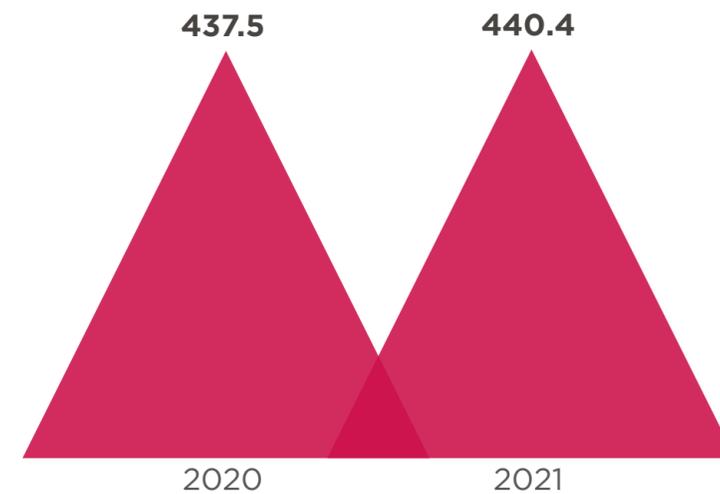
■ Adjusted EBITDA Margin



ADJUSTED NET PROFIT

An **increase of 0.7%** against 2020 reaching R\$ 440.4 million. Acquisitions made during the period, and the consequent financial expenditures and indebtedness implied by them, impacted this result.

In R\$ million



OPERATIONAL CASH FLOW

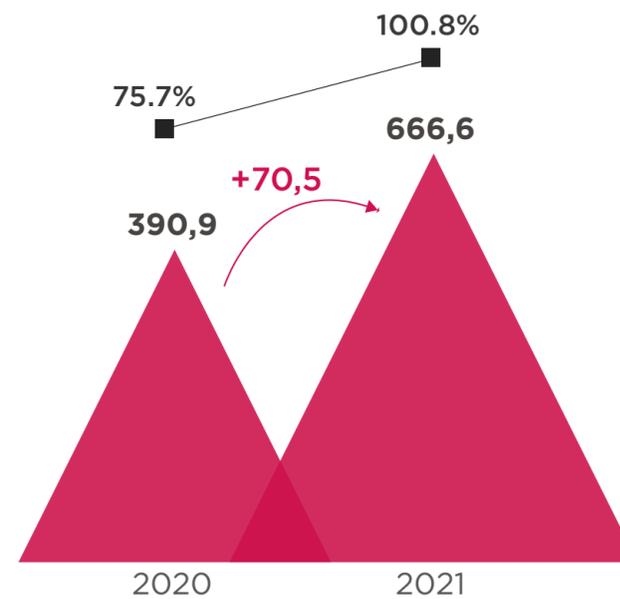
→ **R\$ 666.6 million** in Operational Cash Flow, a record figure, surmounting by 70.5% the result for 2020.

→ **100.8%** of cash conversion, compared to 75.7% in 2020.

Cash generation helped support, in part, the acquisitions made in 2021, which totaled R\$1.43 billion, along with a stock repurchase program amounting to R\$ 213.7 million.

In R\$ million

- Cash Generation
- Cash Conversion



Full balance sheets are available at our Investor Relations (RI) website (ir.afya.com.br). The material also highlights our transparency policy by including information about ESG goals (Environment, Social Responsibility, and Corporate Governance). Such data are presented on a quarterly basis along with financial performance figures.

ANNEXES

About this Report

Prepared in accordance with methodology developed by the Global Reporting Initiative (GRI) - in its “Standards” version and based on the “Core” option - the present report brings together information on the evolution of business operations and strategies, our economic and financial performance, and ESG (environment, social responsibility, and corporate governance) initiatives. In order to establish parameters for comparison and analysis of our practices and their evolution over time we have structured the presentation of data in this report based on the set of topics recommended under GRI guidelines, adding up to what is known as a materiality matrix. Using this methodology, we seek to reinforce our commitments to transparency, objectivity, and clarity in all of our relevant public communications. **[GRI 102-54]**

The materiality matrix which supports the present accountability report is recent, having been completed in early 2022. In building it, we identified ten themes which, for us, are fundamental in conducting our businesses given the ultimate aim of long-term sustainability. Each of the themes, in its turn, encompasses a number of actions routinely carried out by our operations, all of them generating significant impacts on our stakeholders and on the economic, social, and environmental contexts within which we operate. Broadly, the various initiatives related to our materiality matrix themes all contribute to the achievement of the 13 Sustainable Development Goals (SDGs) under the scope of the 2030 Agenda created and led by the United Nations. **[GRI 102-12; 102-13]**



MATERIAL THEMES

[GRI 102-47]

→ Long-term partnerships with physicians via teaching and technology solutions that add value through each academic stage as well as in the exercise of the profession and in relations with the healthcare industry.



→ Leadership in high quality Medical Education, expanding geographic reach in the training of physicians.



→ Technologies applied to both health and education, generating innovations and socio-economic development and inclusion.



→ Diverse, inclusive, high-performance corporate culture.



→ Secure workplace models designed to promote well-being and stimulate professional development and entrepreneurship.



→ Positive social impact through promotion of healthcare and disease-prevention in communities located near our operations.



→ Transparent relations with students and clients based on respect for individual privacy.



→ Excellence in corporate governance and management.



→ Efficiency in environmental management.



→ Growth and profitability.



The themes were defined under a new materiality matrix based on a process completed in February of 2022. In developing it, we analyzed data culled from various sources:

→ We consulted our stakeholders in a bid to understand how our businesses and operations impact them and to examine how their demands and needs impact the company. To accomplish this, we designed an online survey questionnaire. The survey was conducted from December of 2021 through January of 2022 and counted with 140 participants in Brazil and overseas. The group included consumers, suppliers, employees, government representatives and financial market professionals, among others. In the questionnaire, we introduced 33 different items covering nine topics: corporate governance, strategy, human resources management, business management, teaching, technology, environment, social responsibility, and relations with students. **[GRI 102-40; 102-42; 102-43; 102-44]**

→ We have revised our strategic planning along with other corporate procedures, such as press statements, engagement surveys, and workplace organization monitoring.

→ We undertook a study of material themes as handled by peer companies, both in Brazil and overseas.

→ We examined the materiality matrix suggested for our segment as proposed by the Accounting Standards Sustainability Council (SASB).

The materiality matrix resulting from the analysis of the totality of the information obtained was submitted for the approval of High Level Administration, consisting of the CEO and the company's vice presidents.



MATERIALITY AND ITS LIMITS

[GRI 102-46; 103-1]

THEME	DESCRIPTION	WHERE OCCURS	RELATED GRI TOPICS
Long-term partnerships with physicians via teaching and technology solutions that add value through each academic stage as well as in the exercise of the profession and in relations with the healthcare industry.	Offers undergraduate medical education along with preparatory courses for Residency and continuing education specialization certificates. These educational opportunities are complemented by digital services to support students as they move toward graduation and then, after graduation, as they begin their professional journeys.	Inside and Outside	103-1;103-2; 103-3
Leadership in high quality Medical Education, expanding geographic reach in the training of physicians.	Consolidation of the market through acquisitions and organic growth; bringing medical education to the interior; dissemination of learning through use of new teaching technologies in the classroom and differentiated proprietary methodologies centered on individual learning needs.	Inside and Outside	103-1;103-2; 103-3; 202-2; 203-1; 203-2
Technologies applied to both health and education, generating innovations and socio-economic development and inclusion.	Ecosystem of digital medical services which complement Medical education and aid physicians in their personal professional journeys; also facilitates access to physicians by the general population. Job creation - direct and indirect—and income growth in localities where IESs operate.	Inside and Outside	103-1;103-2; 103-3; 204-1; 419-1
Diverse, inclusive, high-performance corporate culture.	Promotion of diversity and gender equality; inclusion; results-oriented Management; dissemination of corporate cultural values.	Inside	103-1;103-2; 103-3; 404-1; 404-3; 405-1; 406-1
Secure workplace model, designed to stimulate professional development and entrepreneurship.	Actions taken to promote health, safety, and well-being among employees; encouragement for entrepreneurship and intra-entrepreneurship.	Inside and Outside	103-1;103-2; 103-3

Positive social impact through promotion of healthcare and disease-prevention among communities located near our operations.	Medical and healthcare consultations offered to low-income populations which lack access to primary care.	Outside	103-1;103-2; 103-3; 412-1; 413-1
Transparent relations with students and clients based on respect for individual privacy.	Best practices in management of data security, in line with norms pertinent to this area.	Inside and Outside	103-1;103-2; 103-3
Excellence in corporate governance and management.	Equilibrium between strategy, management, procedures, and people.	Inside	103-1;103-2; 103-3; 205-2; 205-3; 206-1; 417-3
Efficiency in environmental management.	Adoption of clean sources of energy and rational use of resources; management of solid waste based on best practices for disposal; management of water consumption, including rational use of water; management of greenhouse gas emissions.	Inside	103-1;103-2; 103-3; 302-1; 302-4; 303-3; 305-1; 305-2; 305-3; 306-3
Growth and profitability	Operational efficiency gains allied with high quality performance.	Inside	103-1;103-2; 103-3; 201-4

GRI content summary

[GRI 102-55]

GRI STANDARDS	GRI TOPICS	DEFINITIONS	PAGE / ANSWER
GRI 102 - GENERAL DISCLOSURES	102-14	Statement from senior decision-maker	4
	102-1	Name of the organization	14
	102-2	Activities, brands, products, and services	15
	102-3	Location of headquarters	14
	102-4	Location of operations	15
	102-5	Ownership and legal form	14
	102-6	Markets served	15
	102-7	Scale of the organization	14
	102-8	Information on employees and other workers	65
	102-41	Collective bargaining agreements	68
	102-9	Supply chain	75
	102-10	Significant changes to the organization and its supply chain	75
	102-11	Precautionary Principle or approach	38
	102-12	External initiatives	93
	102-13	Membership of associations	93
	102-45	Entities included in the consolidated financial statements	This report includes subsidiaries Afya Participações S.A., ITPAC Porto Nacional, ITPAC Araguaina, Univaço, IPTAN, IESVAP, IESP, FASA, MEDCEL, IPEMED and PEBMED, among others.
	102-46	Defining report content and topic Boundaries	96

GRI STANDARDS	GRI TOPICS	DEFINITIONS	PAGE / ANSWER
GRI 102 - GENERAL DISCLOSURES	102-47	List of material topics	94
	103-1	Explanation of the material topic and its Boundary	96
	102-48	Restatements of information	2
	102-49	Changes in reporting	2
	102-40	List of stakeholder groups	95
	102-42	Identifying and selecting stakeholders	95
	102-43	Approach to stakeholder engagement	95
	102-44	Key topics and concerns raised	95
	102-50	Reporting period	2
	102-51	Date of most recent report	2
	102-52	Reporting cycle	2
	102-53	Contact point for questions regarding the report	2
	102-54	Claims of reporting in accordance with the GRI Standards	2, 93
	102-55	GRI content index	98
	102-56	External assurance	This report was not submitted to a third party audit.
	102-18	Governance structure	35
	102-16	Values, principles, standards, and norms of behavior	21, 38

MATERIAL TOPICS	GRI STANDARDS	GRI TOPICS	DEFINITIONS	Page/answer
Long-term partnerships with physicians via teaching and technology solutions that add value through each academic stage as well as in the exercise of the profession and in relations with the healthcare industry	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	96
		103-2	The management approach and its components	23, 45, 53, 56
		103-3	Evaluation of the management approach	23, 45, 53, 56
Leadership in high quality Medical Education, expanding geographic reach in the training of physicians	GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	75
		203-1	Infrastructure investments and services supported	74, 75
	GRI 203: Indirect Economic Impacts 2016	203-2	Significant indirect economic impacts	74
		GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary
	103-2		The management approach and its components	23, 31, 45, 56
	Technologies applied to both health and education, generating innovations and socio-economic development and inclusion	GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers
419-1			Non-compliance with laws and regulations in the social and economic area	74
GRI 103: Management Approach 2016		103-1	Explanation of the material topic and its boundary	96
		103-2	The management approach and its components	23, 45, 53, 56
			Evaluation of the management approach	23, 45, 56, 56
Diverse, inclusive, high-performance corporate culture	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	69
		404-3	Percentage of employees receiving regular performance and career development reviews	67, 68
	GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	36, 65

MATERIAL TOPICS	GRI STANDARDS	GRI TOPICS	DEFINITIONS	Page/answer
	GRI 406: Non Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	67
	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	96
		103-2	The management approach and its components	65
			Evaluation of the management approach	65
Secure workplace models designed to promote well-being and stimulate professional development and entrepreneurship	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	96
		103-2	The management approach and its components	45, 53
		103-3	Evaluation of the management approach	45, 53
Positive social impact through promotion of healthcare and disease-prevention in communities located near our operations	GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	74
	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	74
	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	96
103-2		The management approach and its components	71, 74	
103-3		Evaluation of the management approach	71, 74	
Transparent relations with students and clients based on respect for individual privacy	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	96
		103-2	The management approach and its components	42
		103-3	Evaluation of the management approach	42
Excellence in corporate governance and management	GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	38, 39
		205-3	Confirmed incidents of corruption and actions taken	39

MATERIAL TOPICS	GRI STANDARDS	GRI TOPICS	DEFINITIONS	Page/answer
Excellence in corporate governance and management	GRI 206: Anti-Competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	39
	GRI 417: Marketing and Labeling 2016	417-3	Incidents of non-compliance concerning marketing communications	16
	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	96
		103-2	The management approach and its components	31, 35
		103-3	Evaluation of the management approach	31, 35
	Efficiency in environmental management	GRI 302: Energy 2016	302-1	Energy consumption within the organization
302-4			Reduction of energy consumption	86
GRI 303: Water and Effluents 2018		303-3	Water withdrawal	87
GRI 305: Emissions 2016		305-1	Direct (Scope 1) GHG emissions	87
		305-2	Energy indirect (Scope 2) GHG emissions	87
		305-3	Other indirect (Scope 3) GHG emissions	87
GRI 306: Waste 2020		306-3	Waste generated	88
GRI 103: Management Approach 2016		103-1	Explanation of the material topic and its boundary	96
		103-2	The management approach and its components	85
		103-3	Evaluation of the management approach	85
Growth and profitability		GRI 201: Economic Performance 2016	201-4	Financial assistance received from government
	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	96
		103-2	The management approach and its components	90
		103-3	Evaluation of the management approach	90

Summary - SASB Standards

Services sector – Education

TOPIC	CODE	ACCOUNTING METRIC	PAGE/ANSWER
Activity Metric	SV-ED-000.A	Number of students enrolled	14
	SV-ED-000.B	Number of applications received for enrollment	45
	SV-ED-000.D	Number of: (1) teaching staff and (2) all other staff	72
Data Security	SV-ED-230a.1	Description of approach to identifying and addressing data security risks	43
		Description of policies and practices relating to collection, usage, and retention of student information	43
Quality of Education & Gainful Employment	SV-ED-260a.1	Graduation rate	16

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