

Dear Reader:

For the second year in a row, we are publishing an Annual Sustainability Report, in which we bring together information about our businesses, lending transparency to the discussion of advances and challenges as faced during the course of the year¹. [GRI 102-51; 102-52]

The year 2020 was marked by challenges as well as lessons from the Covid-19 pandemic. We gave our top priority to the health and safety of our employees. As **the largest medical education group in the country**, we swiftly adapted to the migration of in-person teaching to virtual environments, without prejudice to the students at our institutions of learning. We have also sought to minimize the impact of the pandemic on society through various actions directed at different publics, as will be seen in the present report. [GRI 102-48]

One of the highlights of the year was our entrance into the world of Digital Medical Services, a movement well in tune with our philosophy of being a partner to physicians at every stage of their professional development. Details regarding this business strategy, as well as an accounting of the achievements notched by our operations, can also be found in the pages that follow. We will also present information about our structure and our Corporate Governance Management Practices, as well as general information about the impact of our activities. [GRI 102-48]

As with last year's edition, the report is based on directives related to sustainability as presented in the Global Reporting Initiative (GRI), Standards version, under the option Essential. With a view toward improving accountability, we have also inserted structural elements as determined by the International Integrated Reporting Council (IIRC) for Integrated Reports, which seeks to give transparency to the manner in which organizations allocate capital to generate value over the long term. We have also incorporated some of the indicators used by the Sustainability Accounting Standards Board (SASB), an international organization that establishes parameters for improved evaluation of ESG (environment, social responsibility, corporate governance) compliance among companies. [GRI 102-49; 102-54]

One of the actions which we will present for the first time in this publication is data referring to our emissions of greenhouse gases (GEE), an inventory which we will make on an annual basis from now on and which will direct our strategies in seeking to minimize the impact of our operations on climate change. Another type of information will also permeate the present report and that is the degree to which our contributions help reach the goals set, on a global scale, and led by the United Nations under the Global Compact, to which we became a signatory in 2020, and by the 2030 Agenda, from which derive the UN's Sustainable Development Goals (SDGs). [GRI 102-48]

The present report will also include the most important financial-economic indicators for the year. Full balance sheets as audited by Ernst&Young Independent Auditors are available on our Investor Relations site (<https://ir.afya.com.br>).

In line with efforts to constantly improve accountability, we will continually seek to upgrade our reports. Commentaries and suggestions along these lines are welcome. They can be lodged, along with any doubts or requests for additional information, through the following channels: [GRI 102-53]

Institutional Communications - comunica@afya.com.br

Investor Relations - ir@afya.com.br

Enjoy!

¹ Between January 1 and December 31, 2020. [GRI 102-50]

MATERIAL MATRIX

In order to report its information in accordance with the methodology of the Global Reporting Initiative (GRI) – Standards version, under the Essential option, –, Afya Educacional classified ten themes as fundamental in the conduct of its business in order to assure long-term sustainability. These subjects compose the Materiality Matrix and are also in line with the current context in which the Company operates.

The actions developed in line with the material themes all contribute to realization of the 12 UN Sustainable Development Goals (SDGs), a responsibility accepted by Afya as a **signatory to the UN Global Compact**, also an initiative led by the United Nations. **[GRI 102-12; 102-13]**



Network Brazil
WE SUPPORT

MATERIAL THEMES

[GRI 102-47]

- > Take care of the entire journey involved in the physician’s training and be a partner in offering digital services to support his professional routines
- > Promote the safety and wellbeing of employees
- > Serve as reference point for solutions in medical education
- > Promote greater geographic access to high quality medical education
- > Participate in the socio-economic transformation of communities surrounding our operations
- > Generate social impact through promotion of disease-prevention and health
- > Develop cooperative culture based on entrepreneurship and performance
- > Demonstrate operational excellence
- > Disseminate the efficient use of energy
- > Grow with profitability

SDG AMBITIONS

[GRI 102-12; 102-13]

Afya is taking part in the first edition of SDG Ambitions, a drive led by a group called Rede Brasil do Pacto Global (Brazilian Global Compact Network), which has taken on the challenge of supporting companies which signed on to the ambitious targets set by the United Nations in its Sustainable Development Goals (SDGs). Such companies have pledged to adapt their business strategies to SDG needs. The drive sets out clear sustainability targets and offers a full SDG trajectory such that companies can develop their own SDG priorities and their own plans for achieving them.

Aside from Afya, 22 other Brazilian companies also take part in this first edition, which is taking place simultaneously in 30 countries. With a focus on bringing the 2030 Agenda into the business world and promoting an integrated approach to business, SDG Ambitions proposed 10 benchmarks based on sustainability goals already used by organizations of different sizes in different industries.



MATERIALITY AND ITS LIMITS [GRI 102-46; 103-1]

THEME	DESCRIPTION	WHERE OCCURS	SDG	RELATED GRI TOPICS
Take care of the entire journey involved in the physician's training and be a partner in offering digital services to support his professional routines	Education offered at all stages of a physician's career: undergrad courses, test prep courses for Residency and certification, graduate courses and specializations, along with digital services to support physicians in their professional journey	Inside and Outside	4, 9, 17	103-1;103-2; 103-3
Promote the safety and wellbeing of employees	Actions in the areas of healthcare, safety, and welfare of employees	Inside and Outside	3, 5, 8	103-1;103-2; 103-3
Serve as reference point for solutions in medical education	Proprietary and differentiated methodologies and use of technologies centered on individually tailored learning	Inside and Outside	4	103-1; 103-2; 103-3
Promote greater geographic access to high quality medical education	Operations concentrated on regions in which Brazil most needs education and health	Outside	4, 5, 11, 16	103-1; 103-2; 103-3; 202-2
Participate in the socio-economic transformation of communities surrounding our operations	Generation of direct and indirect jobs and income in localities hosting already functioning IESs	Inside and Outside	1, 8, 10, 11, 16, 17	103-1; 103-2; 103-3; 203-1; 203-2; 204-1; 419-1
Generate social impact through promotion of disease-prevention and health	Medical and health consultations for needy populations which do not have access to primary services	Outside	3, 10, 11, 16, 17	103-1; 103-2; 103-3; 412-1; 413-1
Develop cooperative culture based on entrepreneurship and performance	Management focused on results; dissemination and engagement with values upheld by the corporate culture	Inside	8	103-1; 103-2; 103-3; 404-1; 404-3; 405-1
Demonstrate operational excellence	Equilibrium between strategy, management, procedures, and people	Inside	9	103-1; 103-2; 103-3; 205-2; 205-3; 206-1; 417-3
Disseminate the efficient use of energy	Adoption of clean sources of energy and rational use of resources to minimize the impact on climate change	Inside	7, 13	103-1; 103-2; 103-3; 302-1; 302-3; 302-4; 303-3; 305-1; 305-2; 305-3; 305-4
Grow with profitability	Operational efficiency gains allied with high performance and quality	Inside	8	103-1; 103-2; 103-3; 201-4

These themes were defined as part of the revision of the Material Matrix undertaken in 2019, using surveys of student opinion at institutions of higher learning belonging to the group, surveys on climate among an internal public, and with information gleaned from individual interviews with members of the Board of Directors and the Executive Directors. Other themes covered were business strategies and the pillars of Social Responsibility. The results of the surveys were presented to and approved by the CEO and by the Company vice-presidents. **[GRI 102-40; 102-42; 102-43; 102-44]**

In revising the themes for the 2020 edition, we considered results of an online survey taken for the purpose among Afya's leadership and conducted between November 26 and December 10 of 2020. The survey touched upon 30 different subjects and involved 38 executives. The results were analyzed in conjunction with benchmarking for the Material Matrix based on the suggestions presented by the Sustainable Accounting Standards Board (SASB), along with the material matrices of similar companies, in Brazil and abroad. Other documents were also studied, such as press reports, reports on engagement with climate change organizations, and strategic business directives, among others. **[GRI 102-40; 102-43; 102-44]**

SUMMARY

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MESSAGE FROM THE BOARD OF DIRECTORS

[GRI 102-14]

CREATION OF A ROBUST ECOSYSTEM, WITH ENORMOUS POTENTIAL FOR GROWTH AND GAINS FROM SYNERGIES

I would define the year 2020 as one of concerns. Firm in our conviction that people are what matter most, we showed the utmost of concern for our professors and for our employees. In addition to taking care for the safety of all, given the rigors of the Covid-19 pandemic, we rapidly adapted our structures to be able to work under home office formats so that we could comply with the social distancing needs made essential by circumstances. We took care not to order a single lay-off or salary reduction, even considering the challenges which the pandemic posed for our business. All of this is a source of great pride.

We also took care of our students. By having, as part of our DNA, a vocation for teaching as aided by technology, we were able to rapidly switch from in-person classes to virtual environments. We adapted the entire curriculum,



The pandemic brought forward our plan to enter the new healthtechs segment, a movement which we foresaw, in any event, as inevitable. Within the philosophy of being the physician's partner at every stage of his professional journey, it would be natural for us to broaden the options we offer, adding value and career support.

postponing some practical aspects and bringing forward instruction in theory, such that our students did not suffer any gaps in their studies. We were able to fulfill, and deliver to our students, the scheduled number of class hours.

This penchant for adaptation became evident when we showed advances in active teaching methodologies in the healthcare area and in the technologies offered under the umbrella of hybrid learning, which blends in-personal with on-line instruction. We are prepared to continue offering this teaching format, which has become a trend. Our Medical Curriculum, for example, is extremely innovative. Aided by technology, instruction is increasingly more personalized, allowing us to graduate physicians who are more and better qualified.

Our teaching methodologies, aligned with the qualifications of our professors and the state-of-the-art infrastructure of our facilities, allows us to offer instruction at the highest peak of excellence, registering performance grades of three and four in the Ministry of Education's (MEC) Preliminary Concept Course Ratings. Seeing our schools better and better evaluated confirms, for us, the fact that we are moving in the right direction.

We have also been taking good care of business management; the best proof of this can be seen in the advances we have made in our Corporate Governance practices. We increased the number of members on our Board of Directors and now include four independent counsellors, all of them well-prepared technical professionals. We created two new committees to help us in making decisions related to human resources management and business expansion in conjunction with the auditing committee, which consists of three independent members. We have strengthened our internal control structure by instituting internal auditing and compliance divisions and updating procedures required by the U.S. Sarbanes-Oxley Act (SOx).

We continued developing our strategy of expanding the number of medical seats. When we underwrote our IPO, in 2019, we took on the commitment to create 1,000 new seats by 2022. As of the end of 2020, we had reached 85% of that goal, aided by maintenance of our previous momentum along with acquisition of new institutions of learning, including five new businesses during the course of the year. We also obtained authorization to initiate operations at two more Mais Médicos units, advances that consolidate even more our leadership in the field of medical education.

The pandemic brought forward our plan to enter the new healthtechs segment, a movement which we foresaw, in any event, as inevitable. Within the philosophy of being the physician's partner at every stage of his professional journey, it would be natural for us to broaden the options we offer, adding value and career support. We want to help physicians, in general, by giving them choices for continuing education and management of their professional lives and business arrangements, including through technological solutions that extend to them the tranquility and serenity they need to care for their patients.

In line with this strategy, we acquired three healthtechs during the year and then another three in 2021. We are creating a robust ecosystem, with enormous potential for growth and gains from synergies. We will continue to explore this path. We have taken the lead, aligning differentiated, hands-on technologies with our leadership in medical education, a previously unseen business strategy, one which gives Afya a distinct competitive advantage. In this new journey, we are now joined in partnership by the SoftBank Latin America Fund, which became a stakeholder in our Company in April 2021, a development as important to us as our IPO in 2019. The operation was undertaken with great care and included the decisive participation of our independent counsellors. It represents a win for everyone. SoftBank is investing R\$ 822 million in

Afya, the equivalent of US\$ 150 million, resources which will be used to reinforce our strategy of developing digital services and products for physicians.

It is highly satisfying, for me, to see how much we advanced in 2020, despite the many challenges we faced. The conquests we achieved confirm the wisdom of the decisions we made, the resilience of our business, and the quality of our leadership, which includes individuals of enormous competence in development and execution of winning strategies.

I would like to thank all who have expressed their confidence in us and stood by our side. They know that we work 24 hours a day, seven days a week, thinking about the best ways to train physicians and then support them throughout their careers. I would also like to thank our shareholders for their confidence in our efforts to promote the longevity and health of our Company. We strive to return that confidence through quality, transparency, and profitability. I would also highlight my own enormous respect, affection, and gratitude for our employees, who once again demonstrated in 2020, a year of great challenges, that they are the ones who make the biggest difference when it comes to taking care of our Organization.

NICOLAU CARVALHO ESTEVES

Chairman

MESSAGE FROM THE EXECUTIVE MANAGEMENT

A YEAR OF CHALLENGES, OPPORTUNITIES, STRONG GROWTH, AND CONSOLIDATION OF LEADERSHIP

One cannot speak about 2020 without mentioning the Covid-19 pandemic. Afya was impacted and challenged within this context in highly significant ways because of the nature of our activities. We are the largest medical education group in Brazil, a model for a business that revolves around people: students, professors, teaching physicians, employees, and whole communities.

We had to make adaptations with all deliberate speed to make sure that the high quality educational experience our students expect was maintained without sacrificing execution of our long-term strategic plan. We had the privilege of being able to help, as a company, by offering campus facilities as vaccination locations; we also offered free courses to aid hospitals, medical colleges, physicians, and other healthcare professionals in meeting the difficult challenges of these troubled times. We can also point with pride to contributions we have made to various communities within the cities where we operate. We undertook



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more than 427,000 free health consultations; we made donations to municipal Health Departments, including personal protection equipment (PPEs), amounting to more than R\$ 1 million; and we have been strongly engaged in the Covid crisis committees installed in the cities where we are present. Support for these initiatives is in line with the commitment we made when we signed onto the UN Global Compact in 2020.

Since the beginning of the pandemic, we have not halted classes for more than 10 days. Thanks to the engagement and rapid response of our teams, we have been able to adapt to the new realities, enabling our teachers and students to work under the aegis of a new, remote classroom environment. I would highlight, in this regard, the enormous effort put in by our academic teams in training some 2,500 teachers, over an extremely short period of time, to offer their classes through remote means. The success of this effort can be measured through the engagement of our students, 90% of whom adhered to the model, a level even higher than seen under normal in-person conditions.

We enjoy a true partnership with our employees and professors, a commitment strengthened even more during this period of uncertainty. In an effort to make sure that all can enjoy financial stability, we maintained salaries intact and did not reduce our team sizes. On the contrary: we hired 800 new employees, half of them in the corporate area, where they aided in our expansion plans. We began the year 2020 with 4,485 employees and later expanded our payroll with the opening of two new units under the

Mais Médicos banner and we concluded the acquisition of seven new facilities, reaching a total of 6,000 employees at the end of the year.

Various actions were taken to promote the wellbeing of our employees, who rapidly adjusted to working from their homes. Our Human Resources team offered online formats for 100 different types of physical and cultural activities. Afya's training and extension courses for employees are now being promoted by UCA, the Afya Corporate University, which in its first year of operations has already logged 81,000 accesses. We also graduated, during the period, our first class of trainees, a program which joins others designed to develop leadership committed to the future of the Company. I believe that these initiatives contributed to our reaching an 86.4% favorability rating in our business climate survey, five percentage points higher than in the previous year, an accomplishment all the more impressive for having been achieved despite the difficulties imposed by the Covid-19 pandemic.

Another area which saw advances is that of internal controls, fruit of the adaptations we made in order to comply with the U.S. Sarbanes-Oxley Act (SOx), made necessary by the fact that our shares are now traded in the United States. We mounted a team dedicated to this challenge. The team, over a period of months, mapped out critical risks in all areas of our business and put in place internal procedures to manage them, creating an ambience of more robust processes and systems in line with best market practices.

Crises bring challenges but also opportunities. Behavioral changes in society such as social distancing, made necessary by the coronavirus, have accelerated the demand for digitized medical services. We had already been considering an entrée into this market because it would allow us to aggregate more service options for our students and medical professionals, thus maximizing our product offerings. So we were ready to bring forward our new digital strategy and acquired three healthtechs to that end in 2020, a pace we maintained in 2021 with the arrival on the scene of three more startups in the first months of the year.

With these acquisitions, we have been able to create the largest medical ecosystem in Brazil, with more than 200,000 physicians and medical students utilizing our services in addition to 430 partnerships with Brazilian hospitals and clinics. We have uncovered many opportunities in the digital services sector, including integration and synergies within our own operations as well as outside opportunities to which we remain, as always, open.

Our comparative advantage has been strengthened by the entrance, in late April, of SoftBank as an Afya stakeholder. This brings us great satisfaction. SoftBank is an internationally recognized player and already holds stakes in major companies in the fields of healthcare, technology, and education worldwide.

There are additional important deals to be closed in 2021 in the area of graduate programs. With the arrival on the scene



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Medical education continues at the core of our business, both long and short term. We have become highly efficient in the management of medical schools and we continue to seek out opportunities in this field.

of SoftBank we will have even more opportunities than ever to accelerate our digital project. There is enormous potential in the area of digital services, when it comes to business integration and to the capture of synergies. These will surely aid us in strengthening the six pillars of our digital medical services program: Practice Management Tools and Electronic Medical Records; Digital Prescriptions; Clinical Decision Software; Telemedicine; Content and Technology for Medical Education; and Physician-Patient Relationship. Our cash position, which was already solid, has now reached nearly R\$ 2 billion, considering the additional support of R\$ 822 million from SoftBank, which greatly reinforces our ability to invest in new products and expansion.

Medical education continues at the core of our business, both long and short term. We have become highly efficient in the management of medical schools and we continue to seek out opportunities in this field. We are executing, with success, a strategy of consolidation of our leadership position in terms of number of seats offered for medical education in Brazil. We have closed out 12 acquisitions since we went public in 2019, including six Medical education institutions. The acquisitions added 851 Medical education seats in less than two years, approximately 85% of our target for the first three years after the 2019 IPO. We have a solid history of integration with the companies we acquire and cost efficiency in the capture of synergies, as

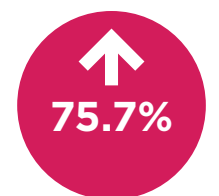
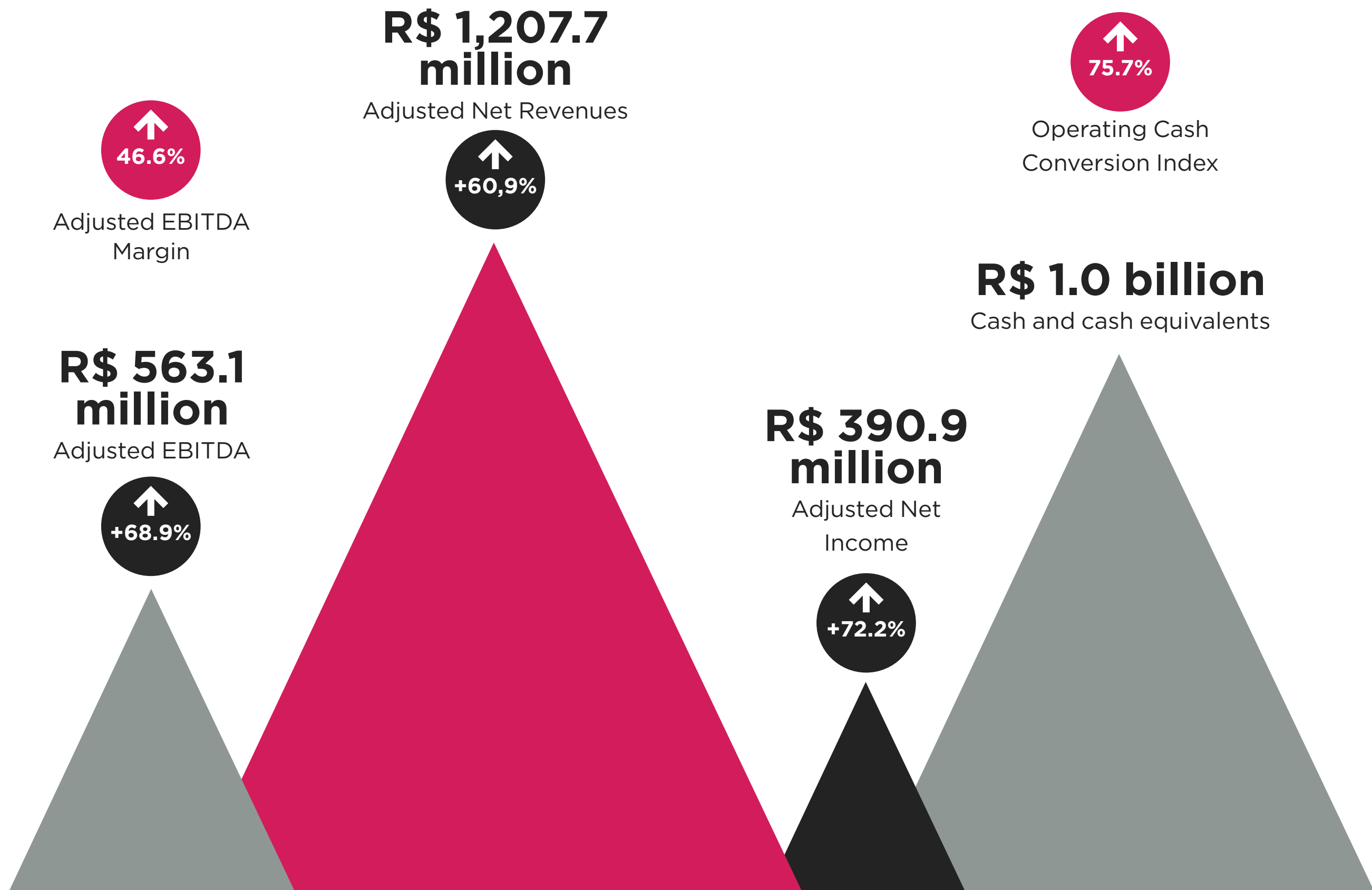
confirmed by the results registered for the year 2020. Our net adjusted revenue was 60.9% higher than the previous year, reaching R\$ 1.2 billion. In the case of net adjusted profit, the increase was 72.2%, reaching R\$ 390.9 million. Adjusted EBITDA profit, in turn, was R\$ 563.1 million, 68.9% higher than in 2019, with an adjusted EBITDA margin of 46.6%, a 2.2 percentage point rise.

We notched many positive advances in our business, which is a source of satisfaction, but we lament the sad news that marked so many days for all of us. If 2020 was blighted by the pandemic, then let us hope that 2021 will be remembered as a year of new beginnings, starting with mass vaccinations so that everyone can return to their normal lives.

We are grateful for the confidence and spirit of partnership we have received from all quarters during the past year. We are especially thankful to our own teams, who have maintained the energy, the discipline, and the commitment needed during these especially challenging times. To our shareholders and investors, we reiterate our engagement with value-creation for the Company and, to our medical students and professors, we reinforce our commitment to offering the highest quality education in the field of medical services.

VIRGILIO GIBBON
CEO

HIGHLIGHTS



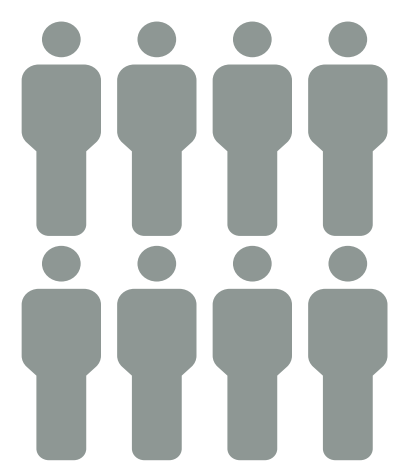
Operating Cash Conversion Index

R\$ 1.0 billion
Cash and cash equivalents



427,184

free healthcare consultations to the communities surrounding the campuses





ACKNOWLEDGEMENTS

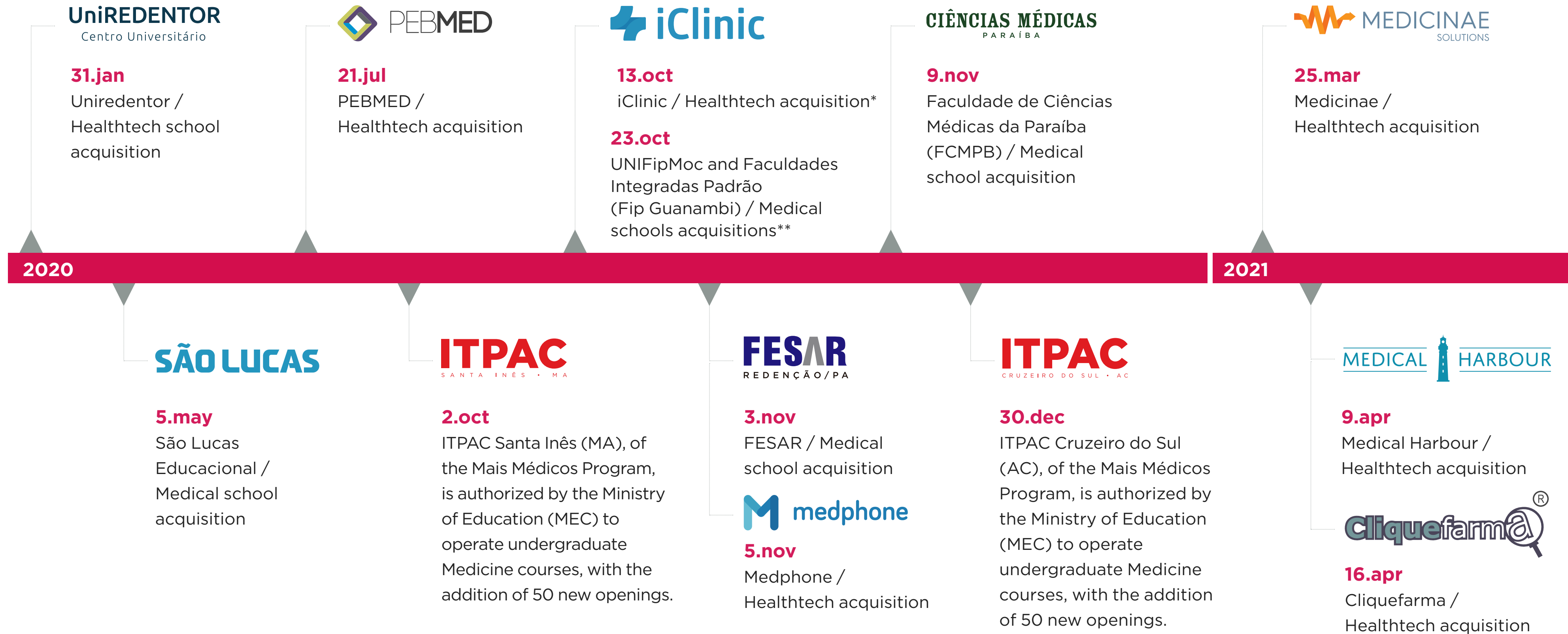
Best education company of the year according to the "Época Negócios 360° Yearbook", an award that acknowledges excellence in six different dimensions: Financial Performance, Corporate Governance, Innovation, Vision of the Future, People and Sustainability. The 2020 edition, the seventh of this yearbook, comprised 300 companies in 24 different categories, and was produced in partnership with Dom Cabral Foundation.

Highlight on EMPEA 2021's "Investing for Growth Deal Book", a recently released global publication, aimed at disseminating impact investment cases. The article about Afya recalls the history of the creation of the Company, as well as the actions taken to fight Covid-19, among other information. The Afya case is one of the 18 reports in this first edition of the material, which gathers companies located in Latin America, Asia, Africa, Middle East and Central and Eastern Europe, and is produced by EMPEA, a global association for the private equity industry in emerging markets.

Winner of the "Equity" category, of the 4th edition of the Golden Tombstone Award IBEF SP, in recognition to the success of the IPO held by Afya in 2019, on Nasdaq, a North American stock exchange. The IBEF SP initiative aims to award, on an annual basis, the companies and agents involved in the best fundraising financial operations in the country.

TIMELINE

Maintenance of the fast pace of acquisitions, consolidating a robust ecosystem that combines leadership in medical education combined with digital medical services.



*Purchase commitment. The acquisition was concluded in January 2021.

**Awaiting approval by the Administrative Council for Economic Defense (CADE).

**ABOUT
AFYA
EDUCACIONAL**



PROFILE

The largest medical education group in Brazil², Afya Educacional (Afya Limited) is the only company, in this segment, that maintains relationships with the physician at all stages of his or her career. Through a solid ecosystem, it offers courses focused on health, with an emphasis on Medicine, covering undergrad, medical residency preparation, graduate programs, specialization and continuing medical education. It also operates in the digital medical services segment, which it joined in 2020, supporting physicians with technological solutions in the management and development of their professional activities. **[GRI 102-1]**

Regarding professional training, Afya is distinctive for adopting an innovative, student-centered methodological approach, combining integrated content, interactive learning and adaptive experience. In undergrad studies, it operates through 21 higher education institutions, located in 11 states. Graduate, specialization and continuing medical education activities are carried out by IPEMED, with operations in 11 capitals.

² In number of medical vacancies authorized by the Ministry of Education (MEC): 2,143, at the end of 2020.

³ Includes Medical students

Test Prep courses for medical residency are offered by MEDCEL, which operates through a technology-mediated platform. In the digital medical services segment, Afya has set up an innovation pool, joining six healthtechs that offer practice management and clinical decision tools, content and technology for medical education and telemedicine, among other solutions.

Created in 2019, Afya - meaning "health and well-being" in the Swahili African dialect - was born from the merger of NRE Educacional, the largest group of medical colleges in the country, with MEDCEL. The group's first college began operating in 1999 in Tocantins, in the north of the country.

With an administrative office in Nova Lima (BH), Brazil, and headquarters in the Cayman Islands, Afya is a publicly-held company with shares traded on the NASDAQ stock exchange in the United States. **[GRI 102-3; 102-5; 102-7]**

AFYA'S NUMBERS

[SV-ED-000.A]

11,030

medical students

36,206

undergrad students³

4,181

specialization students

13,039

students in medical residency and continuing medical education Test Prep courses

6,100

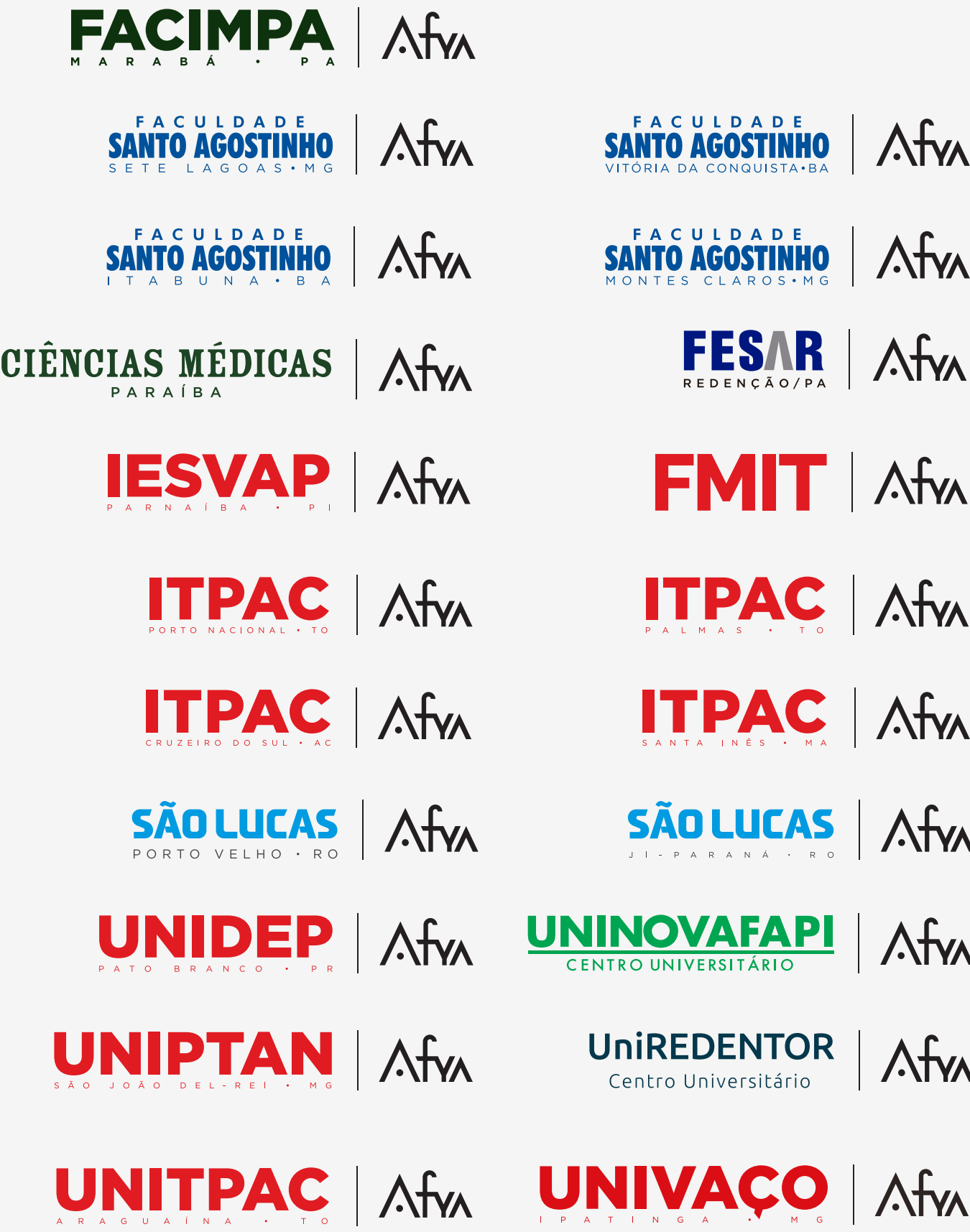
teachers and employees

432

partnerships with hospitals and clinics

106,977

digital service subscribers (WhiteBook)



Undergrad

AFYA ECOSYSTEM

[GRI 102-2; 102-6]

Graduate



Test Prep



Digital medical services



In November 2020, the Afya brand logo was revitalized to keep pace with the Company's growth and changes. The redesign featured subtle adjustments, to bolster the purpose of revolutionizing its manner of teaching and learning Medicine to train the best physicians, at all stages of their professional careers. A gesture with a pair of hands was added.

As a result of this project, all of the Group's brands related to undergrad, graduate and residency test prep activities were endorsed by Afya. During the period, there were no cases of non-compliance in relation to marketing communication. [GRI 417-3]

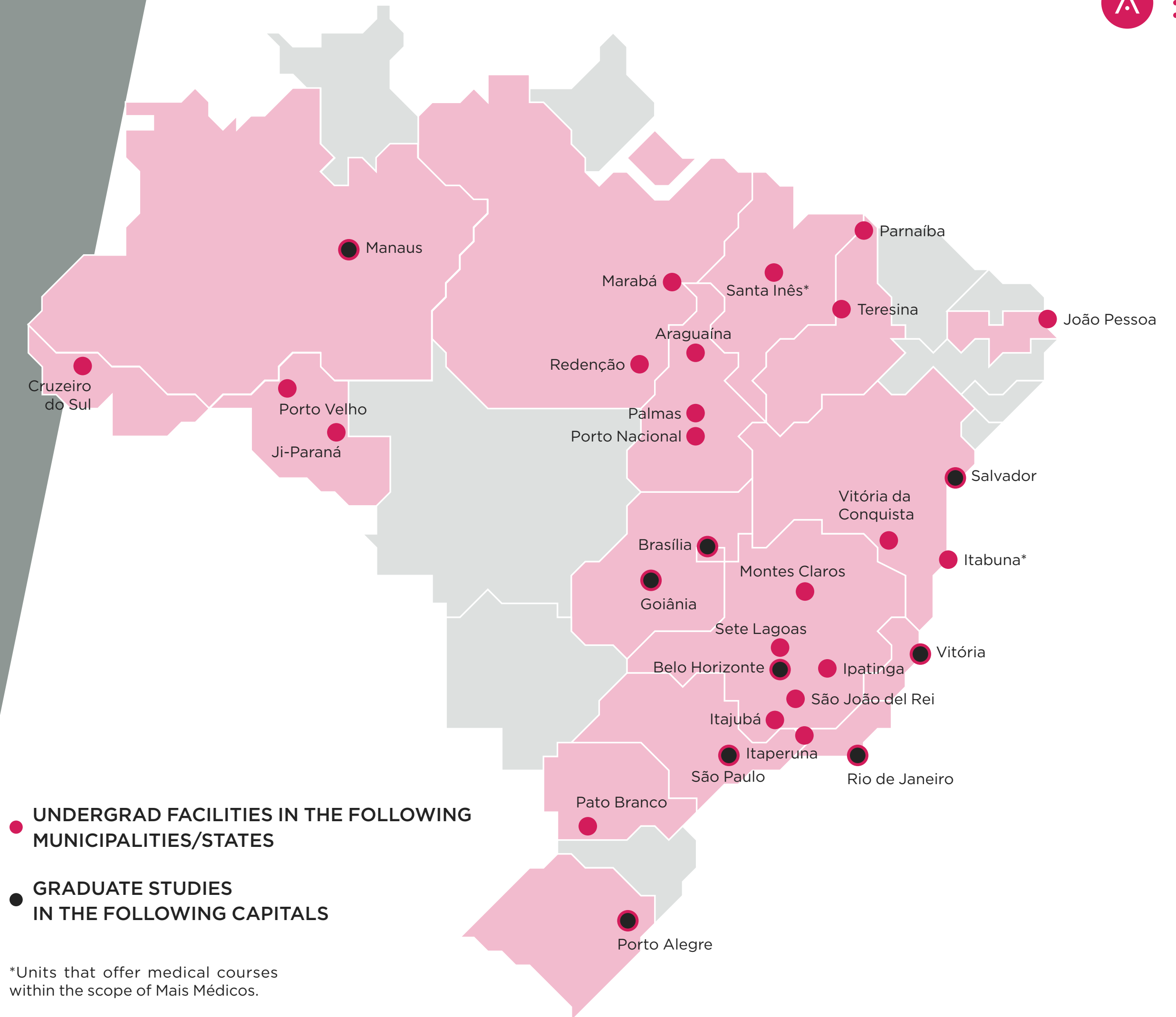
GEOGRAPHIC DISTRIBUTION

[GRI 102-4]

The **undergrad** units are located, for the most part, in the North and Northeast of the country, regions where there is a greater lack of professionals and quality medical services. Of the 21 Higher Education Institutions (HEIs), 14 operate in the states of Acre, Bahia, Maranhão, Pará, Paraíba, Piauí, Rondônia and Tocantins. The other HEIs are installed in Paraná, in the South region, and in Minas Gerais and Rio de Janeiro, in the Southeast.

Of the 21 HEIs, seven are University Centers - the others, all colleges - and 18 offer medical courses (12 colleges and six University Centers).

The graduate and specialization courses are concentrated in IPEMED, which has units in 11 capitals. For its part, MEDCEL, which offers courses through a technology-mediated platform, is national in scope, as are the digital medical services.



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

Become a reference in medical and health care education, enabling our students to transform their dreams into extraordinary lifelong learning experiences.

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.

ATTRIBUTES

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

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

EXCLUSIVELY FACULTY

- > Protagonism
- > Dialogue
- > Professional improvement
- > Contribution

BUSINESS STRATEGY



STRATEGIC GUIDELINE

[GRI 103-2; 103-3]

To be the physician's partner at every stage in his career is Afya's strategic mission. In line with this objective, the Company offers undergrad courses, a segment in which Afya is the leader in terms of number of seats offered at Medical schools, along with graduate programs and specializations while also including test prep courses for medical residency. When it comes to education focused on Medicine, Afya is different from others because it has adopted an innovative methodological approach, one centered on the student, combining integrated content, interactive teaching, and adaptive experience.

This value-added philosophy, addressing the entire chain of medical learning, was unseen until the creation of Afya in 2019. In 2020, it gained a new component: the launch of digital services for physicians. Our entrance into this niche was undertaken via the acquisition of six healthtechs—three in 2020 (PEBMED, iClinic, and Medphone) and three in 2021 (Medicinae, Medical Harbour, and Cliquefarma). Such a development had been studied earlier by the Company but had been seen as a project for the near future. With the Covid-19 pandemic at hand, and broad changes in societal behavior such as social distancing, the plan was accelerated. Now, technological solutions and digital components in

healthcare are being used more and more by patients and by the medical community as a whole.

Given the opportunities which have opened up in this context, Afya brought forward its plans. The Company is creating a robust ecosystem combining education and digital medical services, supplying options for the formation, and continuous improvement, of physicians and for the management of their professional and business lives by means of technological solutions. Thus, Afya reaffirms its commitment to be an effective partner for physicians throughout their professional journeys.

The physician's partner in every stage of his professional journey

- > **Undergrad courses in Medicine:** this is the stage in which the target public establishes its first contact with Afya. In this phase, Afya offers education based on first class technologies. Undergrad courses in Medicine are offered through 18 Institutions of Higher Learning, including 12 colleges and six University Centers.
- > **Medical Residency:** this is the phase that comes after graduation, in which professionals face two alternatives

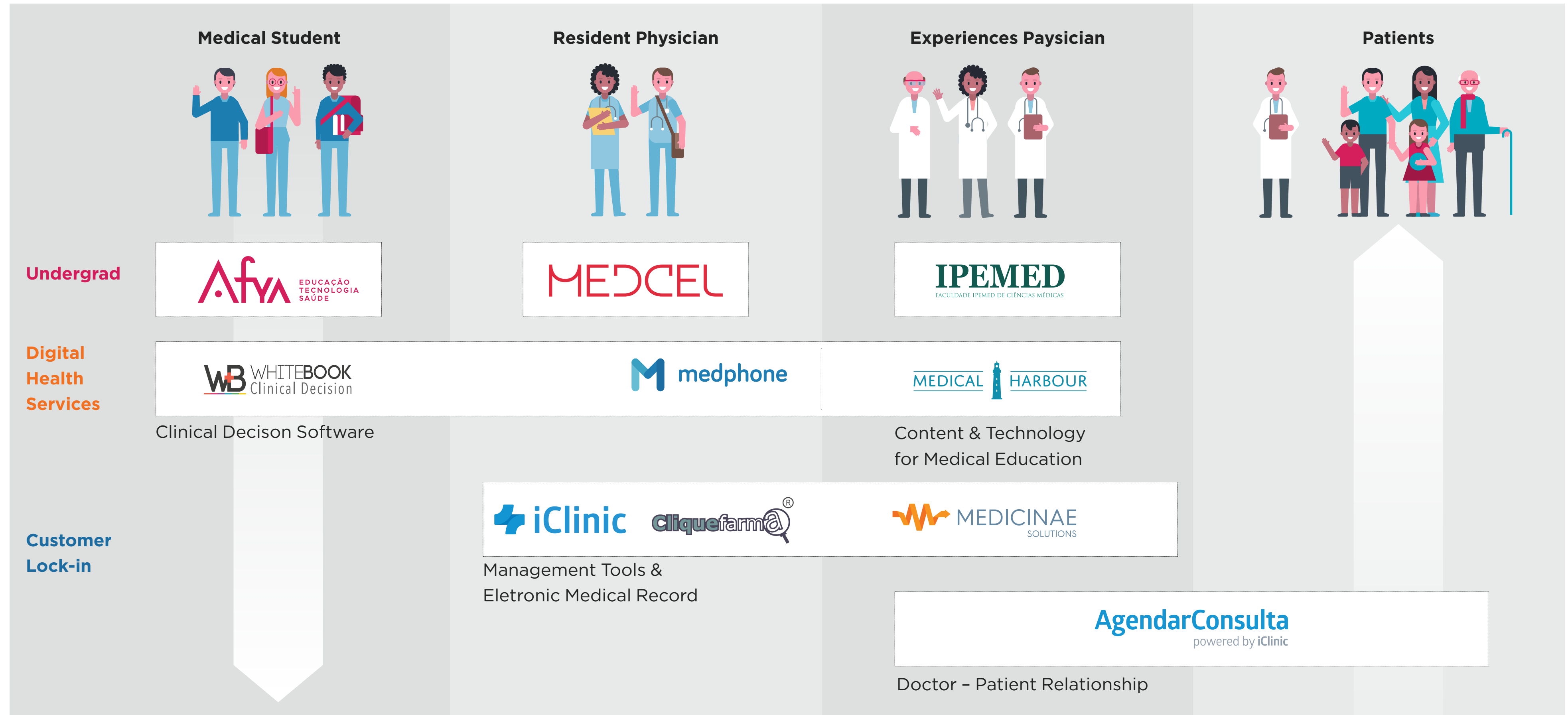
before continuing on with their careers—follow the path of the general practitioner or arrange for a medical residency, a pathway which implies considerable competition, considering that there are only limited programs meeting this profile in Brazil. To support physicians at this stage, Afya can count on help from the MEDCEL platform, dedicated to aiding students with test prep courses when applying for residencies. As a differential, MEDCEL offers an individualized study plan, aimed at maximizing the potential of each student in striving to meet individual goals and obtain high grades.

- > **Specialization and Graduate Programs:** through IPEMED, physicians can find specialization and graduate programs for 16 different medical specialties. In 15 years of operation, more than 10,000 physicians have attended IPEMED courses; units are located in 11 Brazilian capital cities.
- > **Digital healthcare services:** this is an effort built on six strategic pillars: Practice Management Tools and Electronic Medical Records; Digital Prescriptions; Clinical Decision Software; Telemedicine; Content and Technology for Medical Education; and Physician-Patient Relationship.

PHYSICIAN'S PARTNER AT EVERY STAGE IN HIS CAREER

Medical Career

Healthcare Ecosystem

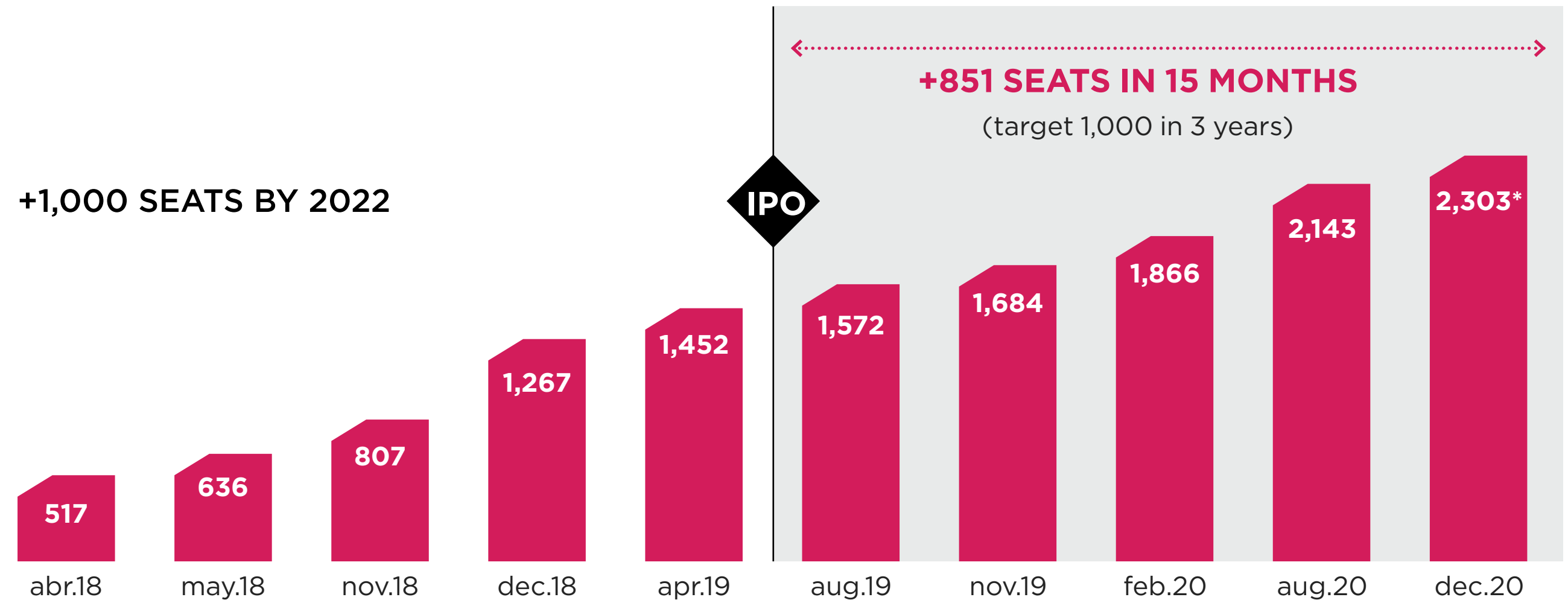


LEADER IN MEDICAL EDUCATION IN BRASIL

For the short and medium-terms, medical education will continue to be the core of Afya's business. When it comes to the administration of schools, the Company has become extremely efficient and continues to see opportunities for consolidation and leadership in this area.

When Afya undertook its IPO in 2019, the Company took on the commitment to add 1,000 Medical education seats by 2022 to the total already authorized by the Ministry of Education (MEC). The fulfilment of this goal is quite close. As of the end of 2020, we had added 851 seats.

+1,000 SEATS BY 2022



GOALS FOR THE SHORT, MEDIUM, AND LONG TERMS ARE GUIDED BY THREE DIRECTIVES:



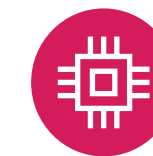
ORGANIC GROWTH

- > Maturity of berths in Medical courses.
- > Competitive prices.
- > Expansion of test prep courses for medical residency, programs for medical specialization, and continuing education, with economies of scale from growing market share.



ACQUISITIONS AND SYNERGIES

- > Integration and consolidation of operations.
- > Continuous gains from operational efficiency and expansion of margins.
- > Other acquisitions with complementary services.



DIGITAL SERVICES

- > Cross sell and up sell of products.
- > Gains from market share.
- > One-stop-shop for physicians in Brazil.

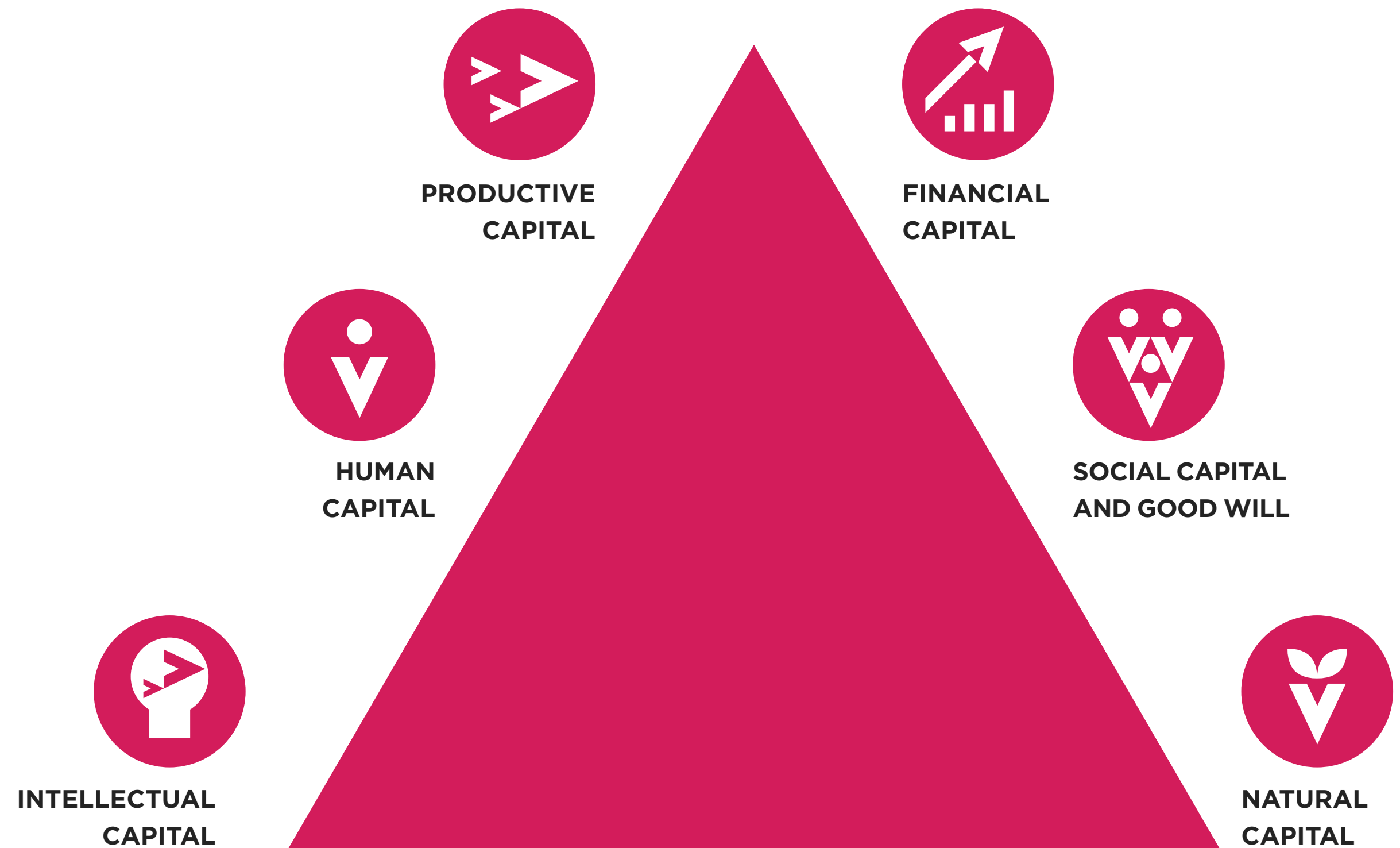
*The 2,303 total medical seats in December, 2020 includes 160 seats from UNIFIPMoc, that are still pending the closing of the operation.

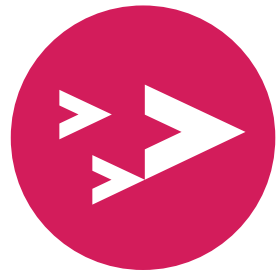
HOW AFYA GENERATES VALUE FOR **SOCIETY**

As the leader in offering seats for undergraduate courses in Medicine, and with a clear business strategy aimed at accompanying the physician throughout his professional journey, while maintained options for both education as well as technological services and solutions in the exercise of the medical professional, Afya is able to generate value for various different publics in their overall relations with society.

In this sense, students and physicians are able to utilize the entire web of Afya's operations, unimpeded by obstacles and with everything in reach, for a learning experience that is mediated by technology, the power of Afya's brand names and its capacity for innovation, when it comes to both teaching methodologies and digital medical services, as a way to leverage the generation of value.

In its turn, the Company utilizes its resources to produce positive impacts on our stakeholders, as classified into six categories, or different forms of capital, in accordance with the model furnished by the IIRC:





Productive Capital. This is the Afya ecosystem, including the vertical pillars of education—21 Institutions of Higher Learning (IESs), dedicated to undergrad courses, MEDCEL, which specializes in test prep courses for Medical Residency, and IPEMED, which focuses on medical specialization and graduate programs—and digital medical services. In this area, Afya acts via PEBMED, iClinic, Medphone, Medicinae, Medical Harbour and Cliquefarma.

- > Broadening the geographic scope of Medical education, contributing to the formation and settlement of physicians in localities far from big cities, including places in need of the services provided by healthcare professionals. This effort has been reinforced by the Mais Médicos Program, through which Afya inaugurated two IES in 2020, one in Cruzeiro do Sul (AC) and the other in Santa Inês (MA); Afya will open five more in the states of Amazonas and Pará.
- > Approximately 70% of units offering undergrad courses are located in the North and Northeast of the country, regions which together concentrate 74% of those living in poverty in Brazil.
- > Commitment to add 1,000 new Medical education seats by 2022, increasing access to medical training in the country. In 2020, 85% of this target had already been reached.
- > Excellent performance indicators for IESs, such as scores of three and four in the Preliminary Concept Course (CPC) ratings of the Education Ministry (MEC).
- > More than 200,000 healthcare professionals using technology and service platforms, a figure which will tend to grow with the synergies obtained in this area from undergrad courses, graduate courses, and specializations.
- > Acquisition of three startups in 2020 and three more in the first months of 2021.

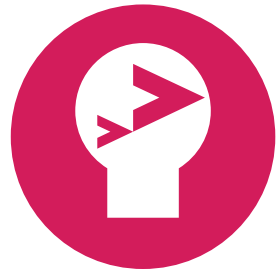


Human Capital. Composed of more than 6,000 employees essential to the success of our operations. This includes professors distributed in the following manner: **[SV-ED-000.D]**

- > **Undergrad courses:** 2,385 professors, of whom:
 - > 44% have Master's degrees or Doctorates and 56% with specialized degrees from Medical Courses.
 - > 65% with Master's degrees or Doctorates and 35% with specialized degrees from other courses.
- > **Graduate courses (IPEMED):** 372 professors, of whom:
 - > 2% are Masters or have Doctorates
 - > 48% are specialists
- > **Medical Residency (MEDCEL):** 178 professors, of whom:
 - > 45% have Master's degrees, Doctorates, or Post-Doctoral degrees
 - > 21% with degree proof
 - > 34% with Medical Residency

2,385

Professors from
Undergrad courses



Intellectual Capital. This refers to the technical capacity to utilize technologies and offer solutions that can transform medical education during the entire trajectory of undergrad courses and graduate courses as well as offering services and products to aid physicians in the exercise of their profession.

- > Teaching mediated by technology, ever more personalized, based on adoption of active methodologies of instruction, especially in the area of health, and technologies offering hybrid educational experiences combining online with in-person learning.
- > Construction of a solid ecosystem of digital services, including Management Tools and Electronic Medical Records; Digital Prescriptions; Clinical Decision Software; Telemedicine; Content and Technology for medical students; and Physician-Patient Relationship.
- > Absorption of entrepreneurs who stood at the front of the startups and other firms which the Company acquired, for the most part physicians, as well as the respective staff professionals, underpinning continued efforts at innovation in order to improve medical routines, in general, for their counterparts.

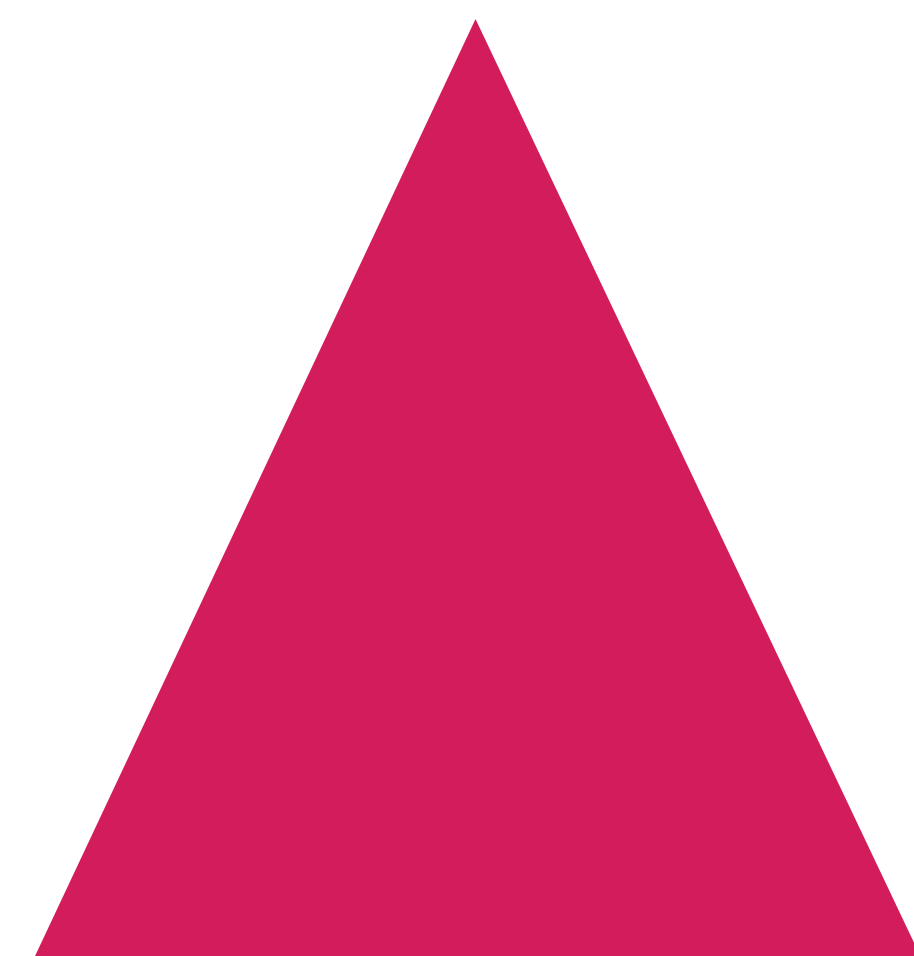


Natural Capital. Practices and procedures designed to engage IESs in efforts to minimize the impact of activities on the environment.

- > 1,330 MWh of energy generated by photovoltaic units, which use sunlight as their energy source, installed in four facilities--IESVAP (PI), UNIDEP (PR), FMIT (MG) and UNINOVAFAPI (PI)—a practice which has made the facilities self-sufficient in power generation with zero carbon emissions.

1,330 MWh

of energy generated by
photovoltaic units





Social Capital and Good Will. Built up from the gamut of Afya's relationships with various stakeholders and a reflection of the positive social impact obtained from the Company's operations.

- > 11,030 Medical students
- > 36,206 students of undergrad courses⁴
- > 4,181 graduate course students
- > 13,039 students in test prep courses for medical residency and continuing education
- > 801 physicians graduated from Medical schools in 2020
- > 6,100 professors and employees
- > 432 partnerships with hospitals and clinics
- > 106,977 digital services subscribers (WhiteBook)
- > 16,865 graduate program students benefiting from scholarships⁵
- > 427,184 health consultations in communities surrounding school campi, some 52.2% higher than in 2019

⁴ Includes Medical students

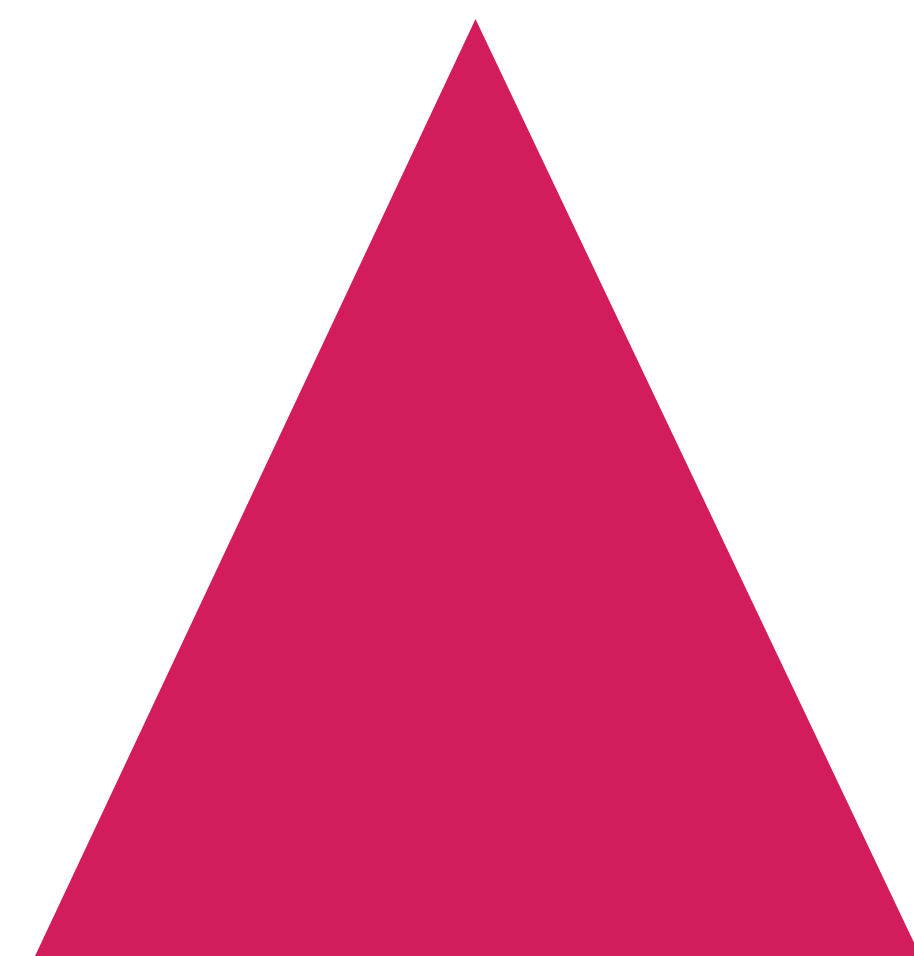
⁵ Includes Fies and ProUni.



Financial Capital. Financial resources are generated by efficient and disciplined operations, resulting in both the development of the business and in the distribution of dividends to shareholders.

- > R\$ 390.9 million in Adjusted Net Income, a rise of 72.2%, aided by organic growth and the capture of synergies from integration with acquired units
- > R\$ 84 million in IES infrastructure investments

390.9 million
in Adjusted Net Income



**MANAGEMENT
AND
GOVERNANCE**



CORPORATE GOVERNANCE

Afya completed its first year as a publicly held company in 2020, with its shares traded on the U.S. Nasdaq stock exchange. During this period, its **corporate governance model registered significant advances:**

- > It increased the **number of members** of the Board of Directors from nine to 11, with emphasis on raising the **participation of independent members:** two in 2019, to four in 2020.
- > It set up two new board-support committees: Compensation and Expansion, which are in addition to Audit, Risks and Ethics, sitting since 2019.
- > It bolstered **internal controls**, establishing **in-house audit** and **compliance** areas, and currently is certifying its internal processes to the requirements of the U.S. Sarbanes-Oxley Act (SOx).

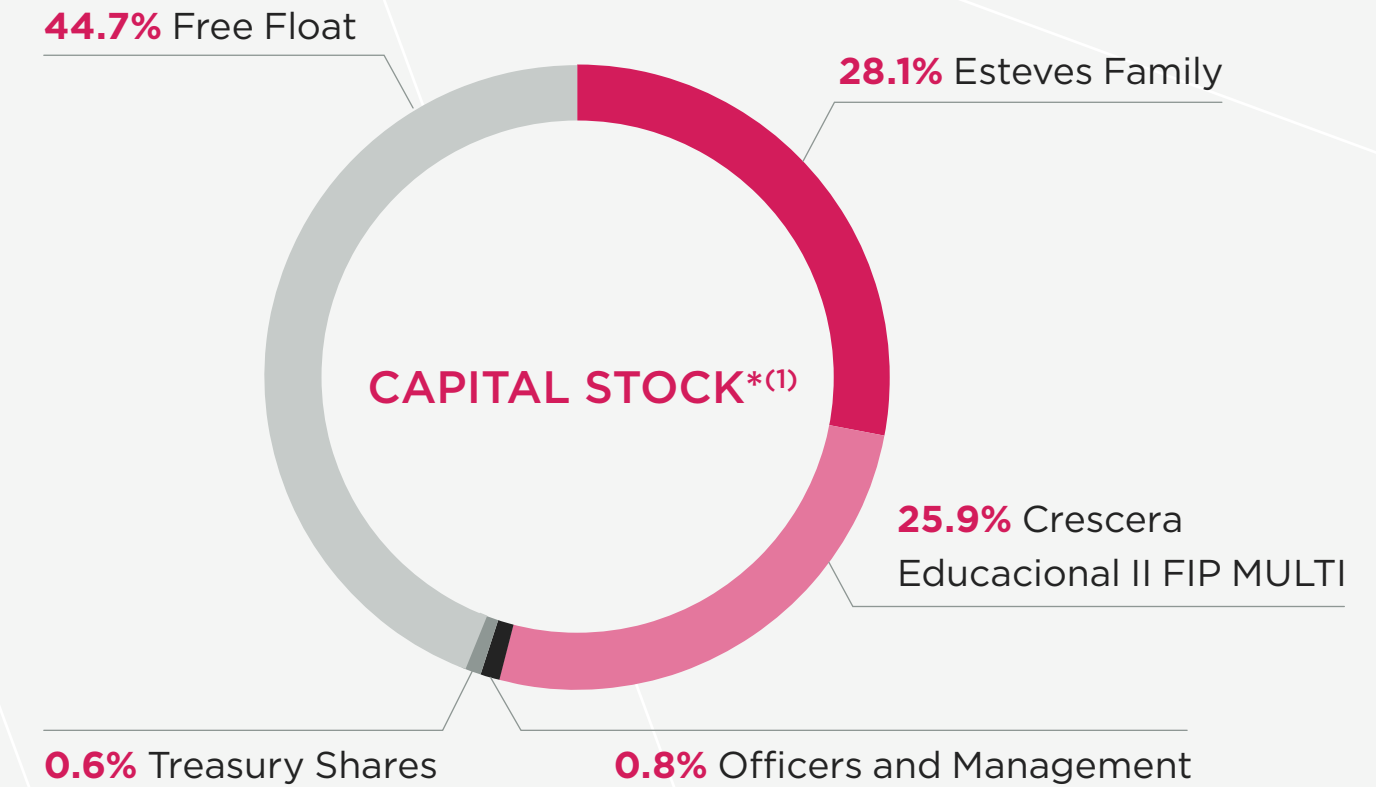
CORPORATE GOVERNANCE STRUCTURE

[GRI 102-18]

BODY OF DIRECTORS

The body responsible for deciding on the Company's strategies, ensuring the creation of value over time, supervising business management and monitoring the results achieved.

Originally formed by **shareholders' representatives**, Afya's Board of Directors was expanded in 2020 to consist of 11 members, four of them independent members. Further details on the board members' profiles and career paths are available on the Investor Relations website.



*As at December 31, 2020

(1) As of 4/27/21, SoftBank Latin America Fund now owns 8.4% of Afya Educacional's shares, reflecting a pay in of R\$ 822 million, equivalent to US\$ 150 million, in the Company. After compliance with certain conditions precedent and usual for the conclusion of the transaction, the entry of the investor into the company shall occur through series A convertible perpetual preferred shares, as established in the contractual instruments. The arrangement also foresees that Crescera Educacional II Multistrategy Equity Investment Fund and the Esteves Family, founder of Afya, will sell to SoftBank Latin America Fund a total of 2,270,208 Class A shares.

COMPOSITION OF THE BOARD OF DIRECTORS*

[GRI 405-1]

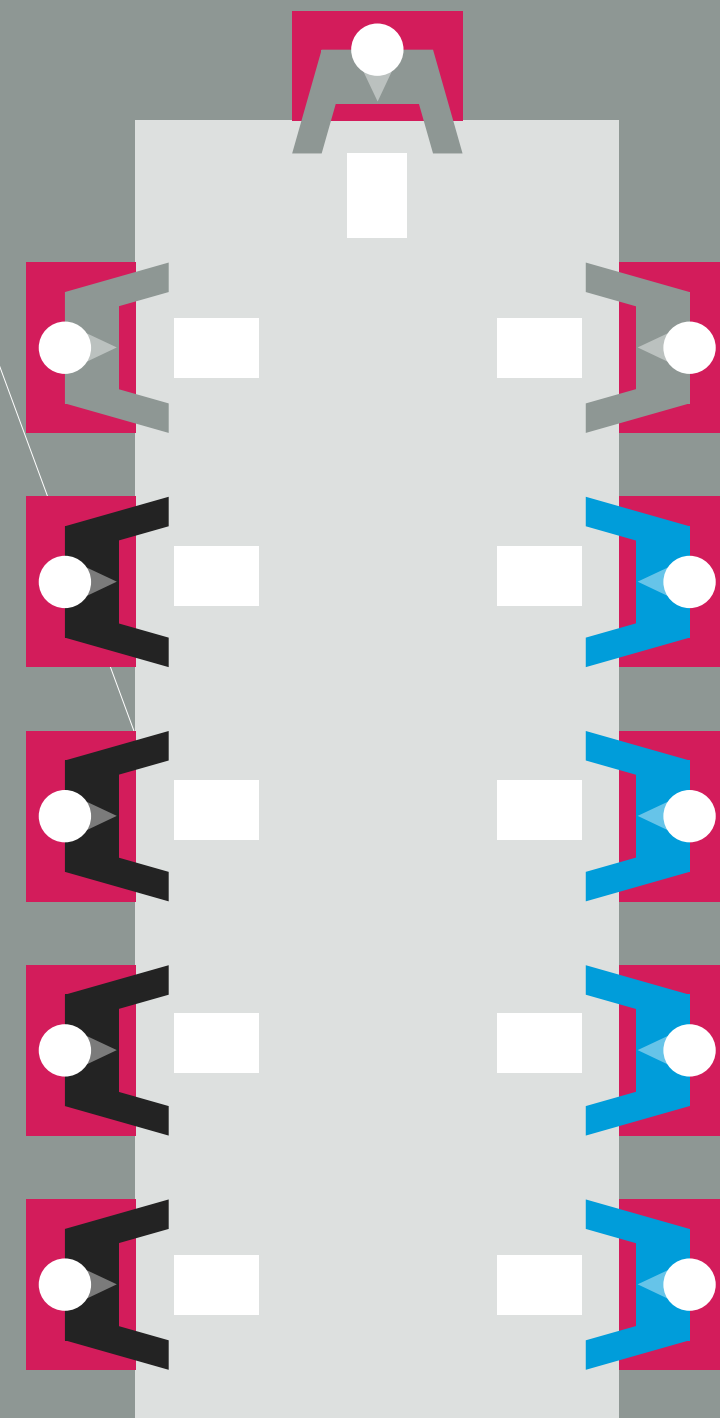
11
MEMBERS

04
INDEPENDENT
MEMBERS

02 WOMEN
MEMBERS

■ Physicians with over 25 years
of experience in education

■ Over 10 years of experience
and several investments in
education companies



*Paulo Passoni, managing partner of SoftBank Latin America Fund, joined Afya's Board of Directors in May 2021.

In the exercise of its functions, the Board of Directors receives the support of three statutory committees, strengthened in the period through the creation of specific regulations and schedules for meetings. Two of them - Expansion and Compensation - were established in 2020:

Audit, Risks and Ethics: supervises the management of processes related to these topics. Among other duties, this committee is also responsible for monitoring and managing risks, supervises the Integrity Program and inspecting Internal Controls and internal audit work. It consists of three independent members.

Expansion: aimed at contributing to the direction of the Company's growth strategy, in line with the guidelines and goals established by the Board of Directors. It consists of four members.

Compensation: Assists in making decisions on Human Resources strategy, standards and policies, including organizational development, recruitment policies, attraction, and retention of talent, as well as recommending and commenting on personnel succession, performance evaluation and development issues. This committee also proposes the compensation and benefits of senior executives and adjustments to the company's overall remuneration policy. It consists of three members, the headed up by an independent member.

ETHICAL CONDUCT

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

Afya's Code of Ethics and Conduct, approved by the Board of Directors, puts forward guidelines on the expected behavior of employees and other stakeholders in the performance of their duties, which includes interaction with Afya's stakeholders (suppliers, governments, among others). It buttresses the Company's principles related to human rights, repudiation of slave-like and child labor, as well as the prohibition of bribery or any improper advantage. It also sets forth guidance related to donations, gift receipts and social media exposure, among other issues. The full document is available on the Investor Relations website.

Ethics Channel. The Company makes a specific channel available to employees and third parties so that deviations or illegal conduct that is contrary to the guidelines expressed in the Code of Ethics and other policies can be reported. **Managed by an independent company** aligned with best market practices, the channel lets users register grievances anonymously and the Company ensures that the reporting party shall not suffer retaliation as long as he or she is not involved with the issue in question. The denunciation is investigated by the Compliance or other team, designated according to the nature of the case.

Training. Throughout the year, Code of Ethics and Conduct training was carried out, addressing, among other topics, anti-corruption policies and procedures. For this agenda, 100% of the members of the Governance bodies (Board of Directors, Committees and Executive Board) and 91% of the employees participated. [GRI 205-2]

In the period, there was no record of confirmed cases of corruption, nor lawsuits pending nor ended throughout 2020 relating to unfair competition and violations of antitrust and antimonopoly laws, in which Afya has been identified as a participant. [GRI 205-3; 206-1]

POLICIES

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

- > Social and Environmental Responsibility
- > Related party transactions and conflicts of interest
- > Anti-corruption and anti-fraud policy
- > Statement of Policy Concerning Trading

ETHICS CHANNEL

Available 24 hours a day, 7 days a week. Calls are always free, from anywhere in the country.

0800 900 9050

<https://www.contatoeseguro.com.br/afya>

INTERNAL CONTROLS STRUCTURE

In line with the objective of creating value for the Company, shielding it from the risks inherent to the business, Afya progressed in 2020 regarding the structuring of its internal processes, increasing controls, transparency and security. It created a dedicated internal audit area, a second focused on Internal Controls and a third for Compliance. In addition, it is in the final phase regarding certification of all relevant internal processes subject to the conditions of the U.S. Sarbanes-Oxley Act (SOx), required because it is a publicly held company and its shares are traded in the United States. With these measures, Afya began to take greater control over the Company's critical processes, being able to assess more assertively the risks and impacts that most affect its results, with processes in place to map and control these aspects.

The adjustments to the SOX requirements, which took place throughout the year, comprised:

293 points of control mapped in the year, involving all vice presidencies.

850 action plans for the implementation of controls, with managers and deadlines.

35 control owners and 50 other employees identified as focal points of the areas were involved in the project. These 85 employees participated in 10 training programs on the SOx concept, as well as several meetings throughout the project.



EXECUTIVE BOARD [GRI 103-2; 103-3]

The anticipation of Afya's entry into the healthtech market in 2020, diversifying its performance previously concentrated mainly in medical education, was reflected in adjustments in the makeup of the Executive Board of the Group's Brazilian holding company, Afya Participações S.A., necessary to sustain the Company's growth. The total of seven executives was maintained, but there was a rearrangement of their functions. An Innovation and Digital Services vice presidency was created, replacing the Innovation and CME VP. The MEDCEL continuing medical education unit became subordinated to this new division, as were the healthtechs. Undergrad and graduate education was included under the Operations vice presidency.

Another change, also due to the new positioning, was the creation of the Innovation Committee. In view of the acceleration of the strategy to consolidate the Company's position in the healthtech market, and the importance of technology as a relevant component of Afya's DNA alongside education and health, the Innovation Committee was established to support the Executive Board in making decisions related to this front. Non-statutory in nature, it is composed of four executives and two members of the Board (one an independent member). Its function is to evaluate investments in projects and proposals from the innovation perspective, while also assessing scenarios and technological commercial trends to make recommendations to the Company's executives.

The executive officers are appointed by the Board of Directors and are responsible for implementing the guidelines determined by the Board, in full alignment with the Company's long-term objectives. All have solid professional backgrounds:



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



JULIO DE ANGELI
VP FOR INNOVATION AND DIGITAL SERVICES
25 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 PEOPLE, MANAGEMENT AND SERVICES
+20 years of experience in Business Services



ANDRÉ LUIS BLANCO
FINANCIAL VP AND INVESTOR RELATIONS OFFICER
10 years of experience in Health



ALEXANDRE FERRAZ MARKETING VP
+10 years of experience in Education and Marketing



ANÍBAL SOUSA CHIEF
LEGAL COUNSEL AND COMPLIANCE OFFICER
+10 years of experience in Education

COMPENSATION

To reinforce the commitment and engagement of executive officers with the creation of the Company's long-term value, the compensation of these professionals is composed of a variable portion, impacted according to the performance of five aspects considered strategic for the Company:

- > NPS (customer physician/student satisfaction and loyalty score)
- > Organizational Climate
- > Operating cash flow (OCF)
- > Revenue growth
- > ESG factors (environment, social responsibility and corporate governance)

ENGAGEMENT WITH **GOOD MANAGEMENT** PRACTICES

[GRI 103-2; 103-3]

AFYA SERVICES CENTER

To establish standardization of the services provided by the different teaching units and Afya companies, in addition to seeking synergies and gains in scale, efficiency and productivity, a shared management model has been adopted. All transactional processes - comprising personnel, financial, accounts receivable, accounting, tax and supplies routines - are centralized in the holding company. This work is carried out by the Afya Service Center (CSA), an internal service provider business unit. With a team of about 150 professionals, the CSA establishes routines and procedures, in addition to defining and measuring performance indicators. Thus, the management of the units and companies is freed up from operational and administrative routines, to dedicate themselves to clients - medical students and physicians - fulfilling the mission of excellence-based teaching and providing the best services to support the journey of these professionals.

Of the 12 company acquisitions made since August 2019, post-IPO, six are educational institutions and six are healthtechs. Two are 100% integrated into the CSA and another four are to be concluded in 2021.

ONBOARDING PROCESS

Prior to the routine centralization work at the Afya Service Center, the teaching units and acquired companies undergo a transition period, made in order to adapt the operation to the Afya model. This work, conducted by a specific team, covers the analysis of the quality of the courses and products offered, processes, systems and applications, talent identification, as well as the physical infrastructure of the unit. Thus, a structured plan of adjustments and opportunities for improvement is put together. The curriculum, teaching methodologies, skills and structure of the faculty are evaluated in the teaching units. In technology companies, healthtechs, products, systems and development processes are evaluated in order to obtain synergy and adaptation to the Afya model.

SYNERGIES EXTRACTION CHRONOLOGY



AFYADOS

To promote the standardization of internal processes and recognize the best practices adopted in this regard, Afya launched "Afyados" in 2020. This excellence in management program involves all of the Company's Business Units and monitors a number of aspects: academic routines, people and knowledge management, student perception, sustainability, compliance and social practices, as well as financial results.

Management is through a set of indicators aligned with the Company's values. Internal audits are made on specific management focal points at each of the units, with validation through a corporate audit carried out on a platform specially developed for this purpose. The focal points also use the tool to forward the reported verification data.

Managers and institutions with better academic and administrative performance scores and that deliver the best ratings, results and innovative practices, are spotlighted. Among the units, the one that achieves the highest score receives an award and its employees are rewarded with differentiated financial recognition. In 2020, Afyados finalists were IPEMED BAHIA, UNIPTAN, ITPAC PORTO, ITPAC PALMAS and FASA ITABUNA, the latter receiving the award for overall excellence in the ratings.



INFORMATION SECURITY

One notable issue regarding Afya's management throughout the year was the adjustment of information security processes to the General Data Protection Law (LGPD), aimed at regulating the use of customers' personal data by companies, so that people know how their information is being collected and how it is being used.

The adjustment project covered data mapping, processes, policies and control development. Based on agile management models, the initiatives are being developed by a dedicated specialist team formed by ten professionals, both third parties and own staff. Based on this structure, all Afya's areas were surveyed to map the processes and work routines.

One of the advances in this period was the publication of the Privacy Policy, the document that establishes how data may be captured and strengthens the commitment to transparency and trust in the relationship with data owners. **[SV-ED-230a.2]**

The work has been developed in line with the way Afya manages information security, whose objective is to ensure that the systems that store the data operate with integrity, continuity and confidentiality. For this, routines are based on three pillars: technology, giving access to tools that help work properly, processes, and people, offering specific training. SV-ED-230a.1

The project is expected to be fully completed by July 2021. Next steps include mandatory LGPD training for all employees through the Corporate University and an internal communications plan to raise awareness of new guidelines for all employees.

SCOPE OF LGPD ADJUSTMENT PROJECT

34

involved areas

164

processes mapped

18

mitigation plans being prepared

66

suggested mitigating actions

73

maturity and privacy controls evaluated

5

documents of approved
processes and procedures

ossos alunos
São nossa



HUMAN
RESOURCES
MANAGEMENT



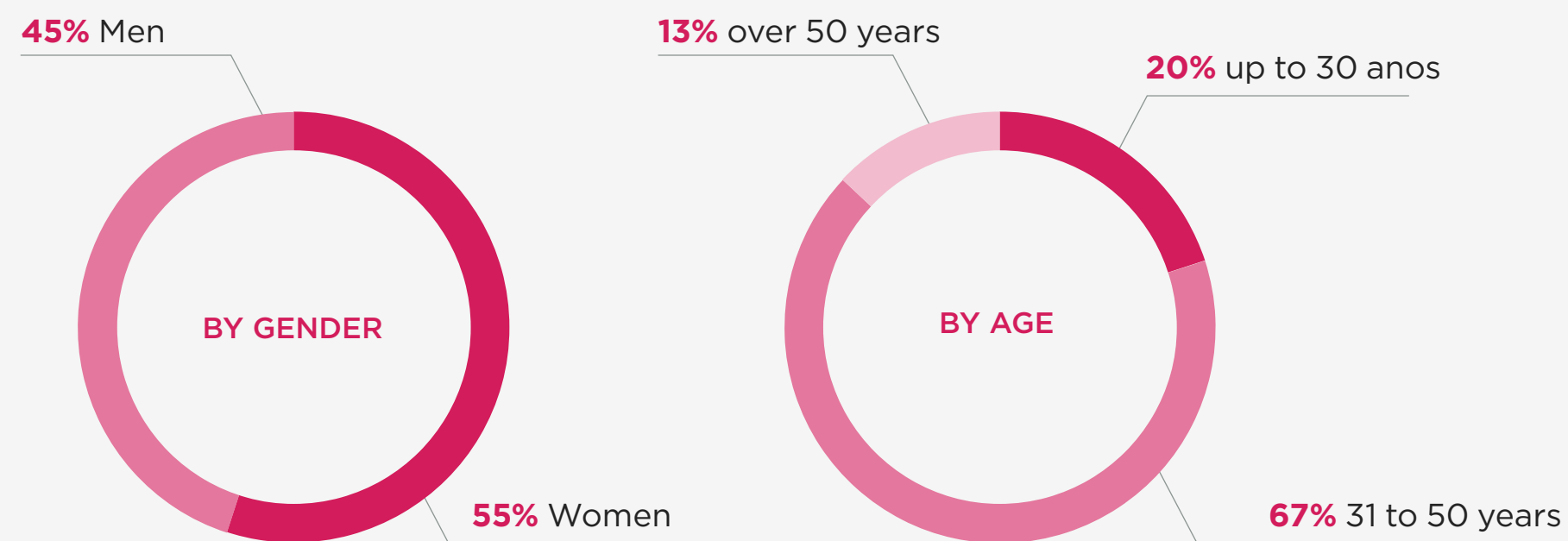
PERSONNEL AND MANAGEMENT

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

One of Afya's missions, given the Covid-19 pandemic, has been the preservation of its own teams. Not one professional contract was suspended or canceled in 2020. On the contrary; the company contracted, nationally, 800 new employees, of whom practically half were deployed to corporate postings, an action necessary to support the growth and expansion of the Company during the year.

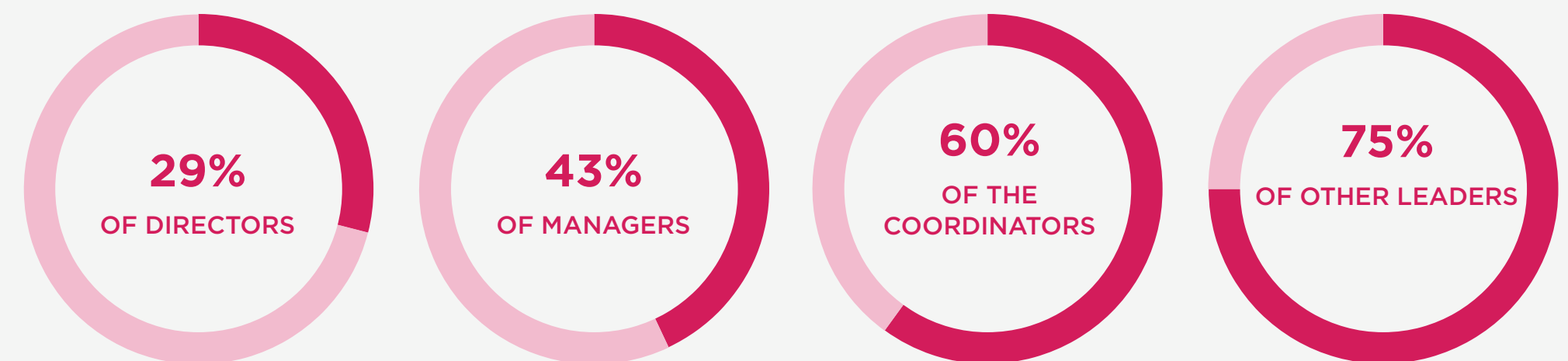
In addition to looking out for the professional stability of our employees, another focus of Afya was their health and safety. The Company rapidly adapted to the new realities of the home office as an alternative working format. In order to evaluate how people have reacted to the new realities, we instituted a fortnightly survey, applied during the first three months of the pandemic. In parallel, Afya began to offer employees a series of activities designed to promote wellbeing; these included, for example, online yoga and meditation classes, among others.

6,100 EMPLOYEES IN 2020 [GRI 405-1]



EACH 10 LEADERS, 6 ARE WOMEN

In management positions, they represent:



These exceptional times have not diminished our Human Resources momentum. Efforts at structuring this area, initiated in 2019 when the unit was created, continued in 2020. With human resources management centralized by the holding company, the practices instituted seek to assure business success by supporting all of the institutions of higher learning under the Company umbrella and their respective teams through creation and implementation of common routines and the metrics to measure their performance. Some of the routines adopted by Afya include the following:

- > **Targets Program** cross fertilized so that all of the Company's executives are direct partners in all 35 projects and 22 targets. Leadership teams also contribute indirectly in ways that guarantee compliance with the targets.
- > **Performance evaluation procedures** and feedback for 100% of employees. The behavioral requirements of all employees are evaluated on a platform created by Afya itself, called Supera. **[GRI 404-3]**
- > **Remuneration and benefits policy**, which includes models for variable remuneration, in line with concepts based on merit and market practices, encompassing some 1,000 employees.
- > **Labor relations**, seeking to minimize worker risks while guaranteeing compliance with any and all legislation. All of our employee contracts observe collective bargaining agreements reached by their respective labor categories. **[GRI 102-41]**

Advances during the course of the year include a series of initiatives related to benefits and remuneration, among others. Among them are included the following:

- > **Organizational chart standardization.** All units of higher education have adopted the same organizational structures and hierarchies, a directive that includes job descriptions and their respect duties, however complex, and responsibilities.
- > **Teaching career program.** Creation of a unified national plan, based on revision and melding of practices at different units. Based on this, we are able to offer various pathways and opportunities for the professors at Afya, taking into consideration the different levels of instruction and presenting courses based on standardization and meritocracy.
- > **Semi-annual evaluation procedure.** 100% of employees are evaluated by means of a system embedded in a company platform. Through this process, leaders evaluate other leaders, who also award grades to their supervisors, such that all make and receive performance evaluations. Known as the People Cycle, the routine is based on globally recognized competencies adopted by Afya; they take into consideration performance over the previous six months. This stage is followed by an exercise in feedback by which leaders are stimulated to set up conversations with their directors as a way to develop an Improvement Plan aimed at better performance all around. By this method, we seek to create a culture of continuous development based on transparency and career initiative.

CARE AND WELL-BEING

Afya has adopted several measures to support employees in adapting to remote work, which include everything from anticipating the balance of meal vouchers, to an extensive agenda of online activities. Some examples are:

- > **Intensification of mental health care.** Tips by e-mail and more dynamic posts on Internal Instagram.
- > **Psychological care support.**
- > **Material with tips on courses, books, and physical activities for employees to carry out at home.**
- > **Tips on productivity for home office.**
- > **Videoconferences with VPs, in which participants could pose anonymous questions.**
- > **Chatting with the CEO.**
- > **Webinars hosted by the IES Psychology Department, covering a variety of themes on mental health.**
- > **Challenge #afyaemação, encouraging employees to practice physical activities at home, involving the formation of teams and prizes to the most motivated teams.**
- > **Creation of an online channel dedicated to mental healthcare, named "D'orTalks", in partnership with D'or Network, including Youtube livestreams.**
- > **Chat with the employees' family members, providing guidance on professional outplacement.**
- > **Webinars with physicians from other countries, in which the pandemic appeared earlier than in Brazil.**

- > **Leaders Academy.** This is aimed at performance development of the main group directors. In the first round of the Academy, 30 executives receive more than 50 hours of training, putting each Afya leader on the same level as the others when it comes to behavioral competencies and the business strategy needs of the group. In 2020, the course was offered in two different modules, the first in-person, promoting a great deal of interaction among leaders located in different parts of the country, and, in a second module, offered 100% online via synchronized events.
- > **School for Training of Course Coordinators - First Leadership.** This program has the objective of instructing every single First Leader of every Higher Education Unit in accordance with a map detailing the demands of the job. The content offered includes everything from technical tools used in business affairs to themes related to human resources management, with special consideration given to the needs of multi-disciplinary teaching teams. In 2020, an online module amounting to some 30 hours was offered; each was divided into two separate disciplines. More than 200 coordinators took part in the program.
- > **Workplace climate research.** Applied to the entire Afya community for the fourth year in a row, the 2020 edition obtained a favorability rating of 86.4%, five percentage points higher than in 2019. Such a positive result is even more relevant considering that the base of participants was 50% higher than in the previous year, reflecting the addition of participants from newly acquired units. Points covered in previous research such as opportunities for improvement, organizational fairness, and benefits, were

better evaluated than in the previous year. Workplace climate research, applied annually, offers data that can be utilized as metrics for the management of workplace environments as well as providing information useful in future workplace planning. The results attained, in the favorability index as well as in engagement, some 92%, mean that Afya could be described, by a consulting partner, as the benchmark among the 120 companies undertaking the research in 2020.

- > **Trainee Program.** Afya launched its first trainee program in 2020. Lasting a full year, the program offered six berths, every single one filled by a woman, all of them in the fourth year of undergrad university degree programs or recently graduated with various career preparation majors. The total number of applicants was 11,685, or some 1,948 candidates per berth. The trainees contracted began their trajectory with the Company in August of 2020 and will pass through three distinct stages of the program, which includes immersion classes in different aspects of the business and at different levels (undergrad courses, graduate courses, and test prep courses), developing practical projects involving different divisions of the company and defining, at the end, areas of specialty, in which they will assume senior positions.
- > **Corporate University.** The training and enabling programs for employees will now also be incorporated into the platform known as the Corporate University, offering a range of diverse Development Programs as well as offers including content gleaned from partnerships with UOL Edtech. The platform, which has as its mission the goal

of democratizing knowledge, is always organized around the three pillars of Afya's development philosophy: culture, business, and leadership. The programs offered on the platform, in online formats, are also in harmony with the social isolation mandate made necessary by the pandemic. This is a strategy based around engagement and choice associated with today's macro-environment as well as the overall Afya context, covering content ranging from management tools under home office conditions, to agile and focused management techniques in relation to clients. The platform includes more than 35 courses offering essential competencies in today's corporate world as well as four mandatory courses, developed internally and hosted by the platform, covering insider trading, data protection and safety, and codes of ethics and conduct. The average online training of employees was 1h30. **[GRI 404-1]**

**IN ITS FIRST YEAR OF OPERATIONS,
THE CORPORATE UNIVERSITY REGISTERED:**

90,168

total accesses

13,336

courses completed

352

total average accesses per day

208

total average unique accesses per day

BUSINESS



UNDERGRADUATE COURSES

[GRI 103-2; 103-3]

The Higher Education activity is developed by Afya through 21 units, of which seven are University Centers, and the others are colleges. A competitive advantage is the fact that most of these units are located in the Northern and Northeastern regions of the country, where there is a major lack of quality professionals and medical services. Of the 21 Higher Education Institutions (IES), 14 operate in the states of Acre, Bahia, Maranhão, Pará, Paraíba, Piauí, Rondônia, and Tocantins. The others are located in the states of Paraná, in the South, and Minas Gerais and Rio de Janeiro, in the Southeast.

Another highlight at Afya is its focus on Medical Education. With 2,143 undergraduate openings in this area at the close of 2020, the Company is positioned as the leader in this segment, a position that was consolidated upon the acquisition of five units in the period, as well as the opening of two IES under the "Mais Médicos Program". Thus, the Medicine courses are offered by 18 institutions among the 21 mentioned above, 12 of which are colleges, and six are University Centers.

In 2020, the number of candidates for medical courses per vacancy was 17% higher than that seen in the previous year. [SV-ED-000.B]

NEW UNITS IN 2020



*Awaiting approval by the Administrative Council for Economic Defense (CADE)

MAIS MÉDICOS PROGRAM

The units ITPAC Santa Inês (MA) and ITPAC Cruzeiro do Sul (AC), both of which inaugurated in 2020, are part of the expansion motivated by the fact that Afya won seven tenders for the Mais Médicos Program in 2018, the latest edition of the program. Thus, the Company has been qualified by the Ministry of Education (MEC) to also open Medical Schools in the cities of Itacoatiara and Manacapuru (AM), Cametá, Bragança, and Abaetetuba (PA), whose units are in the process of completion and await approval from the Ministry of Education (MEC). These seven IES are, therefore, added to two other ones in which Afya already offers Medicine courses within the Mais Médicos Program, from previous tenders: Itabuna (BA) and Pato Branco (PR).

The Mais Médicos Program is an initiative of the Federal Government, and through it, social need is established as the guiding principle of the regulatory framework for medical graduation and residency in Brazil. Thus, the Program's main characteristic is to establish colleges in cities of the countryside and outskirts of Brazil, which rely on limited healthcare services. This movement tends to be reflected in the reduction of disparities as regards the distribution of graduation openings and access to medical services.

HIGHLIGHTS IN 2020

REGULATORY EVALUATION

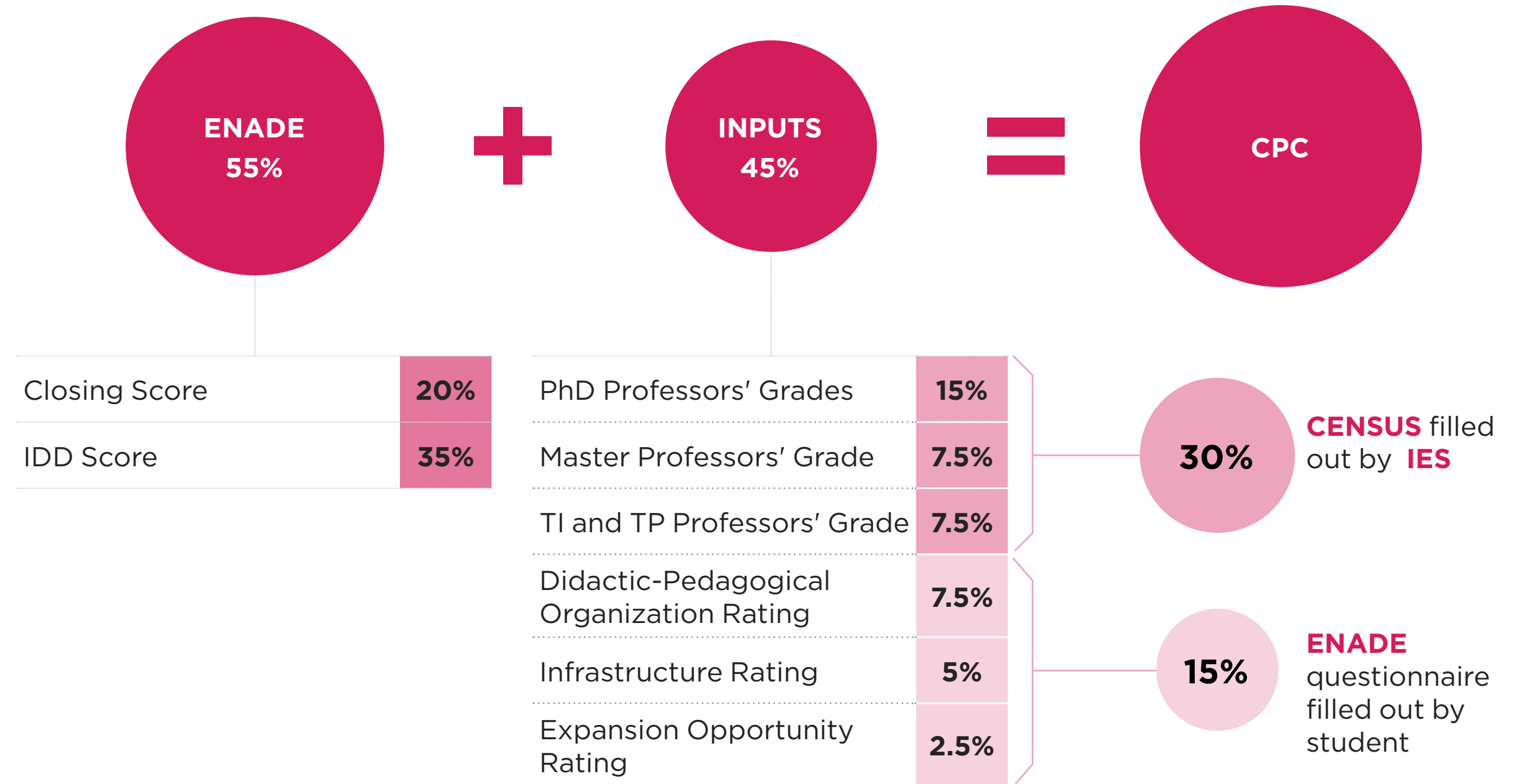
[SV-ED-260.A.1]

The Brazilian Student Performance Exam (ENADE) assesses the performance of graduates in undergraduate courses, in relation to the programmatic contents, skills and competencies acquired during their education. ENADE is a mandatory exam and is part of the Brazilian System for the Assessment of Higher Education (SINAES), which also comprises the processes of Undergraduate Course Assessment and Institutional Assessment. Together, they form an assessment tripod, which enables to evaluate the quality of higher education courses and institutions (IES) all over the country.

The results from ENADE, together with the answers to the Student Questionnaire, generate a number of quality indicators for higher education, such as the ENADE Concept, the Preliminary Course Concept (CPC), and the Institution's General Index of Assessed Courses (IGC).

In the evaluation cycle of SINAES, the undergraduate courses are divided into three major groups. Thus, each group of courses is assessed every three years.

IGC



In 2019, the SINAES cycle of healthcare courses was carried out, which has major relevance for Afya, given its vocation for this segment, particularly for Medicine. Its results were made public by the Ministry of Education (MEC) in late 2020. Of all the IES of the Afya Group, those that offer health-related courses, and that have students already completing their degrees, were evaluated, and therefore in a position to take the ENADE exam.

Six educational institutions that make up Afya have been evaluated, and all of them have shown a major improvement, when compared to the indicators of the previous health cycle of 2016.

IES	CPC Final
UNIVAÇO (MG)	3
UNINOVAFAPI (PI)	4
FMIT (MG)	3
ITPAC PORTO (TO)	3
UNITPAC (TO)	3
SÃO LUCAS PORTO VELHO (RO)	4

MIGRATION FROM IN-PERSON TO E-LEARNING

Afya's distinct DNA and expertise in providing technology-driven education has largely contributed to the fact that, in the face of the social isolation imposed by covid-19, all on-site activities have been rapidly made available on digital platforms. The migration was accomplished in record time: on March 17 - six days after the World Health Organization (WHO) assigned pandemic status to the global outbreak of Covid-19 - students at all Afya IESs had already gained online access to regular course classes.

The virtual environment adopted by Afya is SOLR, the Special Online Learning Regime, combined with digital tools, such as Canvas and Zoom, for real-time classes. The migration to e-learning, besides demanding the adaptation of technologies, involved a major effort to train the more than two thousand professors, who were to start teaching via computer screens. To reach this public, about 250 people have been initially trained, and after four days of training, with a daily workload of eight hours, they have become multipliers. This group, made up of course coordinators, representatives of the pedagogical support and teaching experience centers (Naped), academics and professors, were responsible for replicating the training in their respective units, through programs supported by manuals created specifically to tackle this challenge.

THE SWIFT ADAPTATION TO E-LEARNING INVOLVED

2,000
professors

3,600
courses

24,000
students from integrated units

SCOPE OF DISTANCE TEACHING AT THE UNDERGRADUATE LEVEL

248,124,035
class minutes

4,490,567
people participated in the classes

1,291
webinars, with local and international lecturers

153,522
webinar participants

35 TB
of videoclases (content) produced

CENTER FOR PEDAGOGICAL SUPPORT AND FACULTY EXPERIENCE (NAPED)

All Afya teaching institutions rely on the Center for Pedagogical Support and Faculty Experience (NAPED), a structure created to assist and support professors with respect to didactics and teaching practices. This feature is a unique characteristic of the Group, since the NAPED structures are only intended to the "Mais Médicos" units. In view of the promising results achieved at those IES, it was decided to expand them to the remaining ones over the course of 2020.

The management of these centers is performed by a National Management, aligned to the Educational Board. The installation of the NAPEDs proved to be very effective during the period: through them, the institutions have established a routine of cooperative and collaborative work, thereby overcoming the obstacles brought about by the pandemic. Furthermore, these centers have been operating on the following fronts:

- > Mobilization for **changing the faculty mindset regarding technology**, exploring more and better how it can be used for educational purposes in Higher Education.
- > **Sharing of good institutional/regional practices**, through greater integration among the faculty teams of the units, a factor that boosted and generated collective motivation to work in the midst of the pandemic.
- > **Continuing faculty training** on how to **convert in-person class methodologies** focused on the student to the online virtual environment (synchronous and asynchronous), enhancing the distinct methodological work of the Afya Group.

RELATIONSHIP WITH STUDENTS

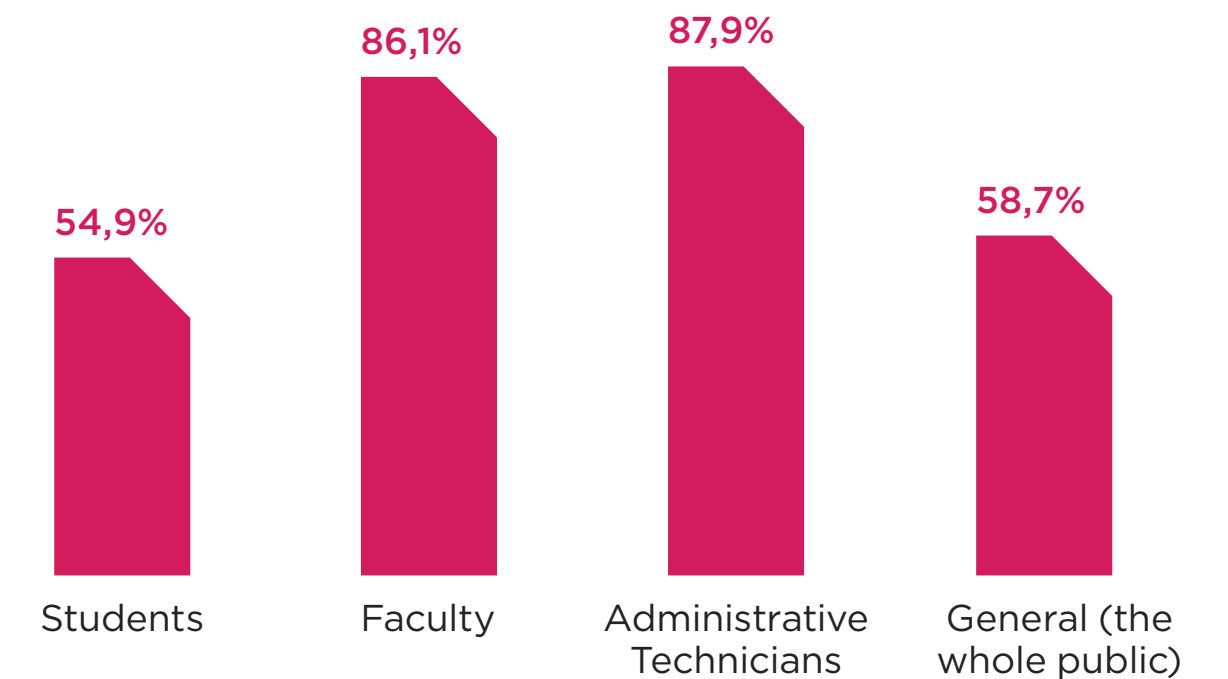
In line with continuous improvement efforts, Afya periodically conducts surveys with the IES's students, and this feedback is also used to enhance the teaching model.

OWN EVALUATION COMMISSION (OEC)

In 2020, the OEC, which is held annually, showed an 8.4% improvement in the average score attributed to the various items covered, such as infrastructure, pedagogical guidelines, professors' performance, assistance from the most diversified segments, as well as social responsibility and work with the community.

This higher favorability has been achieved even in the face of a lower adhesion, when compared to the previous survey: 58.7%, compared to 75.3% in 2019, a drop that has certainly occurred due to the context of distance classes. In any case, the participation was higher than the average recorded in the market, which is about 50%. The OEC is a routine provided by law. The results are published in the portal of each educational institution and reported to the Ministry of Education (MEC), and serve as a basis for constant improvement in the quality of the education offered. The information gathered and the action plan developed from the survey are also presented in the unit, by the OEC coordinator, to all those who participated in the process, especially students. Since the creation of Afya Educacional, the OEC processes in all IES have become online, which contributed to the success of the survey in 2020.

ACCESSIONS ACHIEVED BY AFYA AT CPA IN 2020



NET PROMOTER SCORE (NPS)

The degree of satisfaction and loyalty of students and customers of digital services is monitored through the NPS (Net Promoter Score), a largely known methodology that, in general terms, assesses to which extent customers would recommend the services to others. Even with the challenges imposed by the pandemic, throughout the period, in the relationship with students - such as the need to suspend in-person classes, pursuant to governmental determinations, and to adapt this routine to digital media - the indicators calculated by the NPS exceeded the pre-pandemic level, which indicates a sound management during this period of uncertainty. The NPS is applied to undergraduate and graduate students, MEDCEL and the main digital businesses, and the indicator's evolution is an item observed in the composition of the directors' variable remuneration.

INNOVATIONS IN TEACHING MEDICINE

1. CENTER FOR SIMULATION AND HEALTH

The pilot-project was implemented in 2020 at ITPAC Palmas (TO). The unit was chosen for having a large technological vector, besides being the pilot IES for the new Medicine curriculum, implemented in 2016. In the capital of the state of Tocantins, 24 professors of the Medicine course from the 1st, 4th, and 8th terms have been trained, who will become instructors of the ATLS, PHTLS, BLS, and ACLS courses for their peers and students. The first equipment, such as low, medium and high fidelity simulators, are already in the city of Palmas. The next stage envisages the development of teaching activities, such as the design of the curricula and the type of simulation that will be offered, that is, according to the skill to be developed by the student, the respective simulator will be made available. This can even be an actor, when it is the case of training students in the practice of communicating bad news, for example. This whole process will be implemented for all Medicine course terms. After Palmas, it will be IESVAP's turn, in the city of Parnaíba (PI).

The purpose of the national management of the Medicine course, in conjunction with the Center for Simulation and Health - a project that received investments of R\$ 1.3 million - is to create a standard for all the laboratories of the Afya's educational institutions, providing quality that will enable the educational institutions to achieve the international accreditation seal, issued by the American Society for Simulation in Health. The primary beneficiaries of this project are the students, who graduate from college with qualifications that allow them to perform primary, urgent, and emergency care and, therefore, to be more confident in taking on their first on-call duties. Another benefit of this accreditation is the fact that it adds up points for the medical residency exams.



2. INTERNSHIP

During the last four semesters of the Medicine undergraduate course - a period called the internship - the practical classes account for 80% of the curriculum. Currently, Afya's IES comprise 2,500 students in the internship, distributed across the Group's 12 units. With the social isolation imposed by the pandemic, it was necessary to look for alternatives that would not impact the practical experience of the students.

One of the solutions identified was the agreements with hospitals in several locations throughout the country. Afya had already had some, but it expanded these partnerships and closed the year with approximately 33 agreements with healthcare institutions, specific for the internship. What was new was the intensification of agreements with institutions located in cities other than the ones where the IES operate. Out of the total, 21 are located in such places, 13 of which were formed in 2020. Thus, the internship students now have the alternative of doing their practices in other cities, the so-called off-site internship. In all these locations, the Afya matrix was implemented, which ensured that all students carried out their internships in line with these guidelines.

The theoretical part, which accounts for 20% of the curricula at this stage, migrated from in-person to e-learning. Students began to use MEDCEL's teaching platform, suitable for delivering technology-driven teaching on 30 themes included in the internship learning curriculum.

Thus, the debate takes place in a practical environment, in which the student is guided by the teaching plan and his/her performance is fully assessed: how many hours of content he/she has consumed and the themes he/she finds easier or more difficult, for example.

Simultaneously, some progress has been made regarding the management of this stage in the courses, with the purpose of professionalizing the internship model for the six major medical specialties (clinical medicine, surgery, gynecology and obstetrics, pediatrics, public health, and mental health). The units started to form managerial teams, made up of a local coordinator, a secretary and a psychopedagogue, thus enhancing the previous model, which had formerly concentrated everything on a general coordinator, also connected to the Medicine Executive Board.

This new structure was adopted, in 2020, by 80% of the IES that hold internships, a number that is likely to reach 100% in 2021. The Internship Manual has also been created, a publication that includes the regulatory framework, obligations and rights for the internship students, regulations, and teaching plans, which are the guidelines for the practices conveyed to students at this learning stage.



3. OWN NEW OUTPATIENT CLINICS

The pandemic has brought about an extra challenge for the practice settings of Medicine courses: at the most critical moment of Covid-19, the practical activities performed in healthcare facilities were compromised. As a consequence, Afya's Medicine Directors supported the installation of their own outpatient clinics: new ones for those who didn't have any, or expanded ones for the other IES. UNIPTAN (MG), for example, has gained four new outpatient clinics; those of FESAR (PA) are being installed; ITPAC Palmas (TO) has gained eight new clinics, in addition to the 12 it already had; FASA Itabuna (BA) has inaugurated the new clinical-surgical clinics; IESVAP (PI) already has 12 new clinics; and UNISL Porto Velho (RO), which already had 11, has gained seven more.



4. TELEMEDICINE AND GEOREFERENCING

Strategic projects developed in 2020 will come to fruition in 2021, initially at the Uninovafapi University Center (PI) and at ITPAC Palmas (TO). At Uninovafapi, the project was conceived due to the challenges imposed by the pandemic. During the most critical period of the lockdown in the capital, Teresina, elective outpatient appointments, public and private, were suspended. The challenge, therefore, was to maintain medical supervision for patients with chronic diseases. Thus, TeleCis was created, a free telemedicine service provided by the Integrated Health Center (IHC) of the Uninovafapi's school-ambulatory.

The patient or his family member would call or send a WhatsApp message to this center, to make the appointment. On the day of the appointment, the patient received a link to a virtual room for teleconsultation. Teleconsultations are offered in the specialties of rheumatology, endocrinology, geriatrics, cardiology, gastroenterology, and pulmonology. Approximately 280 consultations were performed by professors and students from IES.

A similar initiative was undertaken at the FMIT (MG), in order to mitigate the impact on the follow-up of chronic patients at the peak of the pandemic. The solution found in this unit was teleconsulting.

HIGHER EDUCATION INSTITUTIONS

FASA - VITÓRIA DA CONQUISTA

BAHIA



Since 2015, Faculdade Santo Agostinho (FASA) has been the only private university to offer a Medicine degree in the city of Vitória da Conquista, recognized as an educational hub in the state of Bahia. A total number of 793 Medicine students are currently being prepared by a faculty of 106 doctors, and the first graduating group, made up of 48 students, completed the course in 2020. The unit also offers degrees in Law, Civil Engineering, Architecture and Urbanism. The Institution is committed to principles of quality and contemporaneity, by adopting a holistic and transforming approach, which integrates both theory and practice in Teaching, Research, and Extension. In its Medical Clinic and Legal Practice Center, approximately 9,500 free consultations per year are granted to the city's community.

For further information:

<https://facamedicina.afya.com.br/>



INSTITUCIONAL CONCEPT

IGC

3

4

4 UNDERGRAD COURSES

1 GRADUATE COURSE

100 AUTHORIZED MEDICAL SEATS

206 EMPLOYEES (administrative and faculty)

- > 1st graduation ceremony of the Medicine course held on September 15, 2020, in online format, due to the pandemic. Each of the 27 graduates received a surprise visit by videoconference from a physician or faculty member, simultaneously during the ceremony.
- > Promotion of the "Summer Blood Donation" campaign at the Institution, in partnership with HEMOBA, on March 5, 2020.
- > Launch of a legal practice center named "NPJ Virtual", for the rendering of legal services via videoconference to the municipality's low-income community, especially upon the implementation of social isolation. From its creation, in May, up to the end of the year, 129 families have been benefited from this initiative.



FACULDADE
SANTO AGOSTINHO
VITÓRIA DA CONQUISTA • BA

afya

FASA - ITABUNA

BAHIA

The other Bahia unit of FASA (Faculdades Santo Agostinho) is located in the municipality of Itabuna. It began operating the Medicine course in 2018. To ensure excellence in the training of future professionals, FASA relies on an extensive supporting infrastructure, which includes cutting-edge equipment, one outpatient clinic and 13 laboratories, four of which are dedicated to Realistic Simulation, which allow students to fully experience the universe of Medicine. To reiterate Afya's commitment to social accessibility, 12% of the institution's students benefited from full or partial scholarships throughout the year.

For further information:

<https://facamedicina.afya.com.br/>



INSTITUCIONAL CONCEPT

4

100% DEDICATED TO MEDICINE

1 GRADUATE COURSE

85 AUTHORIZED MEDICAL SEATS

60 EMPLOYEES (administrative and faculty)

- > The university campus serves as a drive-thru vaccination station against Covid-19, assisting priority groups.
- > Donation of surgical masks and face shields to the general public and health professionals in the city of Itabuna, in May 2020.
- > Donation of foodstuffs to the Santa Maria Magdalena Parish, in May 2020, aimed at the low-income community residing in the surroundings of the Institution.
- > Promotion of environmental preservation and awareness actions, concerning consumption, recycling, and disposal of waste materials, among others. The event was held between the months of October and November 2020.



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Afya

FCMPB - JOÃO PESSOA E CABEDELO PARAÍBA



In August 2020, the Medical Sciences University of the state of Paraíba (FCMPB) officially joined the Afya Group. Originally founded in 2002 by the Northeast Center for Higher Education, FCMPB is a reference in excellence of Higher Education in Pharmacy, Nutrition and Medicine, which involve 157 yearly openings authorized by the Ministry of Education and Culture (MEC), and more than 2,400 professionals already graduated. The Institution has performed, through 64 agreements established with medical institutions, more than 200,000 consultations throughout the year, contributing to the social improvement of the state of Paraíba.

For further information:
<https://www.cienciasmedicas.com.br/>



INSTITUCIONAL CONCEPT **4**
IGC **3**
CC **4**

3 UNDERGRAD COURSES
157 AUTHORIZED MEDICAL SEATS
276 EMPLOYEES (administrative and faculty)

- > Conduction of the research " Assessment of iodine nutritional status, thyroid function and leptin levels in patients with SARS-CoV-2 infection". A total of 5 professors, 10 residents and 4 students took part in the project involving 253 patients, winning approval of articles in three international summits.
- > Conduction of the research "Characterization of People with Intellectual Disability in a Philanthropic Institution of the city of João Pessoa". Work of great local impact, having been published in the Brazilian Journal of Health Review (BJHR) Qualis B3, and in several medical forums.

IESVAP - PARNAÍBA

PIAUÍ

Since 2015, the Higher Education Institute (IES) of the Vale do Parnaíba region has been expanding the Higher Education offer in the region, contributing to the enhancement of the Human Development Index of that location. The campus, located 336 km away from the city of Teresina, offers two undergrad courses - Medicine and Law - and a graduate course in Active Methodologies and Innovative Practices. To reiterate Afya's commitment to social accessibility, 362 students benefited from full or partial scholarships during the year. IESVAP provides free assistance to the neighboring communities. In 2020, 3,826 consultations were performed at the FAHESP/IESVAP outpatient clinics (Integrated Clinic Clinic and IESVAP School Clinic). Eleven municipalities of the Coastal Plain are catered for by SUS (Brazil's Unified Public Health System) agreements.

For further information: <https://facamedicina.afya.com.br/>



INSTITUCIONAL CONCEPT

4

2 UNDERGRAD COURSES

1 GRADUATE COURSE

80 AUTHORIZED MEDICAL SEATS

136 EMPLOYEES (administrative and faculty)

- > IESVAP organized the "Symposium on Social Medicine and Health Humanization" in June, aimed at sensitizing students to more critical, integral, and empathetic professional approaches. The online event involved workshops and lectures, and featured sign language (Libras) interpreters.
- > Promotion, in August, of the "Journey of Medical Innovation" by FHAESP/IESVAP, in partnership with UNIVAÇO and UNIDEP. The event fostered discussions about technological innovations that have an impact on medical careers, as well as the changes in professional practices brought about by the Covid-19 pandemic.
- > In August, holding of the "First International Interleague Congress of IESVAP: an integrated approach in geriatrics", focused on deepening knowledge in geriatrics from an interdisciplinary approach. The event, with about 150 registered participants, hosted lectures with health-related professionals and the university leagues' sessions.
- > Holding of the "Sign Language (Libras) Experience Course", aimed at providing a greater knowledge on this theme, based on the experiences of the deaf community. Throughout the year, each one of the nine modules was structured in two biweekly workshops, targeted to 40 IES employees.

UNINOVAFAPI - TERESINA

PIAUI

Since 2001, the University Center has been operating in the capital of the state of Piaui, by providing innovative and quality Higher Education options, especially in the field of Medical Sciences. It comprises 17 Undergrad courses and its own Master's degree in Family Health. In 2020, UNINOVAFAPI reaffirmed its social vocation, by granting partial or full scholarships to 55% of its 4,297 students. The institution has already graduated about 1,200 doctors. It provides medical, physiotherapeutic, dental, nutritional, and speech therapy consultations. It also performs laboratory tests, promotes sports practices, and holds a Legal Practice Center. In 2020, there were 2,169 medical appointments and 2,568 in other specialties.

For further information: <https://facamedicina.afya.com.br/>



INSTITUCIONAL CONCEPT

5

IGC

4

17 UNDERGRAD COURSES

1 OWN MASTER'S DEGREE

171 AUTHORIZED MEDICAL SEATS

443 EMPLOYEES (administrative and faculty)

- > In addition to Afya's donation of PPE to the local government, Medicine students have prepared 800 face shields for the front line Covid-19 professionals in the hospitals located in the region.
- > Drive-thru vaccination of 450 teachers from the public and private grids against the H1N1 flu. An initiative carried out by the Medicine and Nursing courses.
- > In partnership with the Municipal Health Foundation (FMS), IES has put together a Covid Testing Center, with exclusive assistance for people who have had contact with positive-testing patients.
- > For the 3rd year in a row, the "Valuing Life and Preventing Suicide" project has brought together the Nursing, Medicine, Speech Therapy, Physical Education, and Nutrition courses, as well as civil society organizations.
- > The Physical Education course has developed the "Nossa Casa" ("Our Home") project to shelter elderly people living in social isolation during the pandemic.

ITPAC - SANTA INÊS

MARANHÃO

In October 2020, Afya Educacional opened its first operation in Maranhão State, 100% dedicated to the Medicine course. It is the first of seven new operations that Afya has been granted in the scope of the Federal Government's "More Doctors Program" (2018 notice), as a result of a global investment of around R\$ 50 million. Through the ITPAC Santa Inês institution, it offers 50 annual openings for the Medicine course. At the unit, students can find the best equipment and technology for their learning, with emphasis on the anatomy, surgical techniques, and medical practices and skills. Already in the first year, IES has granted 14 scholarships, through FIES and Prouni, to students of that region.

For further information: <https://facamedicina.afya.com.br/>



100% DEDICATED TO MEDICINE

50 AUTHORIZED MEDICAL SEATS

33 EMPLOYEES (administrative and faculty)

- > 1st Afya's Medicine College in the state of Maranhão
- > Holding of the 1st "Solidary Prank", featuring activities such as blood and foodstuff donations.
- > 1st group started classes in October 2020, in online format, due to the pandemic.

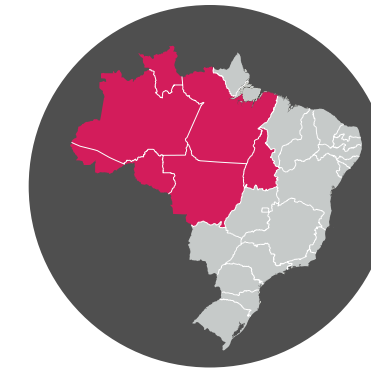


UNITPAC - ARAGUAÍNA

TOCANTINS

The ITPAC University Center has been in operation since 1999, becoming a reference in Higher Education in Northern Brazil. The Institution is one of the largest employers in the region, and has already graduated 1,484 physicians. In addition to the Medicine course, 16 other undergrad courses are offered, such as Nursing, Odontology, Pharmacy, Radiology, Psychology, Aesthetics and Cosmetology, Law, Agronomy, Civil Engineering, Production Engineering, Electrical Engineering, Physical Education, Pedagogy, Administration, Accounting, Radiology, and Information Systems. The Unit's physical structure holds over 60 classrooms, 61 laboratories, training centers, and one of the most comprehensive libraries among the universities in Northern Tocantins State. As for healthcare in particular, the university is equipped with a dental clinic with 55 consultation rooms, a laboratory complex, a school pharmacy, and an outpatient facility. In 2020, 72,661 free medical consultations were provided to the community and 7,918 in other fields of healthcare.

For further information: <https://facamedicina.afya.com.br/>



INSTITUCIONAL CONCEPT

5

IGC

3

17 UNDERGRAD COURSES

80 AUTHORIZED MEDICAL SEATS

315 EMPLOYEES (administrative and faculty)

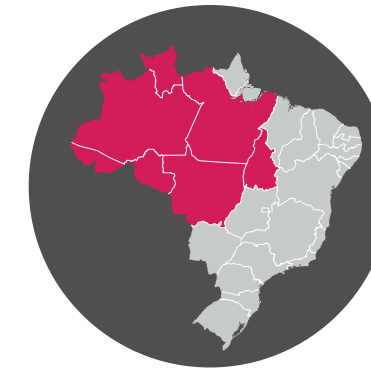
- > Production and donation of face protection equipment for health-related professionals on the front line fighting Covid-19. Coordinated by a multidisciplinary team from UNITPAC's PEQUITEC (Entrepreneurship, Qualification and Innovation Center), the project has integrated the national strategy "CovidMaker Brasil", involving innovation environments for the creation of regional 3D printing hubs.
- > Promotion of a blood donation campaign, in partnership with the Blood Center in the city of Araguaína. Conducted in October 2020, it aimed to foster social responsibility among employees, students, and the entire Araguaína community.
- > A project developed by the Law course, to foster conversation rounds with families linked to CRAS II (Reference Center for Social Assistance). The project focused on vulnerable groups, by raising questions on Human Rights and Social Rights.

ITPAC - PORTO NACIONAL

TOCANTINS

Located in the central Tocantins savannah, ITPAC Porto started its activities in 2008 and, since then, has been offering six undergrad courses, such as Medicine, Odontology, Nursing, and Civil Engineering, among others. The Institution has already graduated 1,250 doctors. In addition to 24 classrooms and over 20 laboratories, the Unit promotes a close relationship between students and the local community. In 2020, the Medicine course rendered 14,000 consultations to the community. Another 14.3 thousand consultations were possible through the efforts of faculty and students of Odontology, Nursing, and other courses. Special mention goes to the activities undertaken at the Dr. Valter Evaristo Amorim School Clinic, which assists the local community and the surrounding area on several fronts: healthcare for children and teenagers, the elderly, women, and mental cases, as well as the surgical clinic (minor procedures) and the wound ambulatory. The dental care at the School Clinic, on the other hand, includes children, teenagers, adults and seniors from Porto Nacional and neighboring towns. The priority is to provide qualified services to the low-income population, while serving as an internship field for students.

For further information: <https://facamedicina.afya.com.br>



ITPAC
PORTO NACIONAL • TO

afya

INSTITUCIONAL CONCEPT **5**

IGC **3**

6 UNDERGRAD COURSES

120 AUTHORIZED MEDICAL SEATS

399 EMPLOYEES (administrative and faculty)

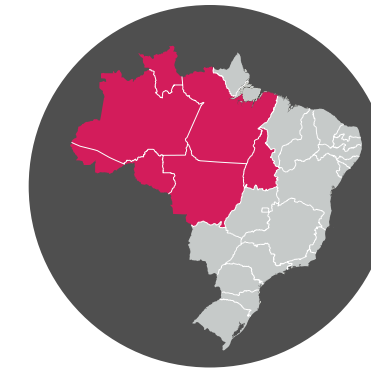
- > In the fight against Covid-19, the Institution has donated PPE to the Porto Nacional Hospitals and face shields to the municipality's APAE (Association of Parents and Friends of the Mentally Challenged Children).
- > Presentation of the lecture "Biosafety during procedures at the university dental clinic: treatment protocols in times of Covid-19", in November. In addition to raising awareness among the population and professionals on the importance of preventive protocols, the event promoted the evaluation of the measures taken by the Institution.
- > In June, the IES held the "2nd Tocantins Online Odontology Congress", which was attended by 24 guest lecturers and 128 scientific studies submitted. The conference was broadcast free of charge to the 836 registered participants.
- > In partnership with the ITPAC Porto School Clinic, students from the 10th period of the Nursing course have carried out the "Yellow September Campaign". Throughout the month, they promoted activities aimed at mental healthcare and the debate for suicide prevention.
- > To mark World Alzheimer's Day, in September, students and professors organized lectures and debates through social networks about the disease.

ITPAC - PALMAS

TOCANTINS

Since August 2017, ITPAC has been training health-related professionals, offering undergrad courses in Medicine and Odontology. The enrolled students benefit from an infrastructure that includes laboratories, library, and auditorium, among others. The facility also holds a dental school clinic and a healthcare outpatient clinic. The former, inaugurated in 2018, holds 39 traditional offices and one full-accessibility office. In 2020, 2,717 medical attendances were performed in three shifts. In early 2021, IES gained a new headquarters. Also in this period, the General Hospital of Palmas (HGP) got a new pediatric wing, thanks to the partnership with ITPAC Palmas and the two other Afya IES in the state.

For further information: <https://facamedicina.afya.com.br/>



INSTITUCIONAL CONCEPT

5

IGC

4

2 UNDERGRAD COURSES

120 AUTHORIZED MEDICAL SEATS

120 AUTHORIZED DENTAL SEATS

162 EMPLOYEES (administrative and faculty)

- > The 2nd International Academic Journey of Odontology, in September, promoted the integration of more than 1,300 odontology academics in Brazil. A number of 250 scientific papers were submitted, and there was a wide-ranging discussion on the employability of professionals.
- > The seminar "Experiences of Primary Health Care (PHC) professionals in the context of the Covid-19 pandemic" gathered over 500 Medicine students, and enabled the presentation and discussion of PHC professionals from multiple perspectives.
- > The "1st Brazilian Congress on Health in Hazardous and Vulnerable Areas" addressed issues related to natural disasters and tropical diseases. The online event was attended by 763 registrants and 70 scientific paper submissions from researchers and undergraduates from all over the country.
- > The "3rd Seminar on accessibility in healthcare: the experience of sign-language ("Libras") fluent physicians" promoted the sharing of experiences and knowledge about the professional care of the hearing impaired. The event was held online, with simultaneous interpretation to Libras, and involved 197 participants, 26 of whom declared themselves as being hearing impaired.

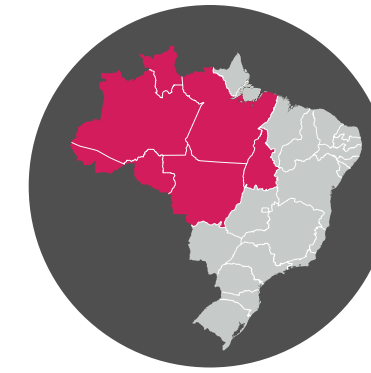


FACIMPA - MARABÁ

PARÁ

Opened in the second half of 2019, FACIMPA was the first private institution to offer a Medicine course in the city of Marabá, besides having marked the entrance of Afya in the state of Pará. The Unit is exclusively dedicated to training physicians, with 120 yearly openings authorized by the Ministry of Education (MEC). FACIMPA relies on agreements celebrated with 15 hospitals in the city and surrounding municipalities. Similar to all the graduation units of the group, FACIMPA adopts a teaching model based on active methodologies, through which the student is treated as a physician from the first day of class. The learning takes place in small groups, based on interdisciplinary practices and experiences within the health-care system.

For further information: <https://facamedicina.afya.com.br/>



100% DEDICATED TO MEDICINE

120 AUTHORIZED MEDICAL SEATS

68 EMPLOYEES (administrative and faculty)

- > Promotion of the "D Day" for blood collection and donation in partnership with Hemopa Foundation. The initiative integrated the calendar of actions of the "Red June" month, dedicated nationwide to the cause.
- > In December 2020, donation of food staple baskets to "Lar São Vicente de Paula" (in the city of Marabá), in partnership with the Diastolic Athletics.

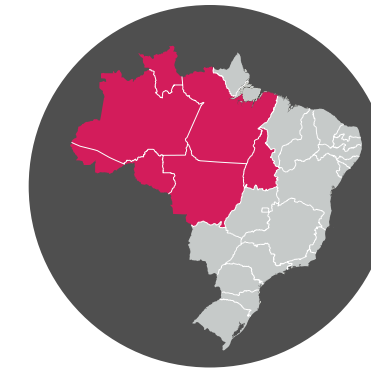


FESAR - REDENÇÃO

PARÁ

In November 2020, Afya Educacional completed the purchase of "Faculdade de Ensino Superior da Amazônia Reunida" (FESAR), in the city of Redenção. Founded 15 years ago, the institution is focused on the health area, with emphasis on the degree in Medicine. With 120 yearly openings authorized by the Ministry of Education (MEC), it is the second Afya Unit in Pará State, next to Facimpa, in the city of Marabá. FESAR also offers six other undergrad courses, such as Nursing, Biomedicine, Law, and Civil Engineering, among others, and four lato sensu graduate courses. The university keeps agreements with 19 hospitals and seven municipal offices.

For further information: <https://facamedicina.afya.com.br/>



INSTITUCIONAL CONCEPT

4

IGC

5

7 UNDERGRAD COURSES

4 GRADUATE COURSES

120 AUTHORIZED MEDICAL SEATS

134 EMPLOYEES (administrative and faculty)

- > Donation of 90 bed sheets to the Iraci Machado de Araújo Municipal Hospital, an initiative that was part of the "Trope Solidário" ("Solidary Prank"), one of the actions taken by the Social Responsibility agenda, organized by the Nursing and Medicine courses.
- > Delivery of food staple baskets to "Fazenda Esperança" (Social Work of Nossa Senhora da Glória), an institution that assists drug addicts, with the participation of professors and students from the Law course.

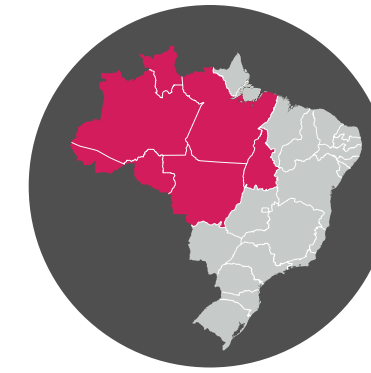


ITPAC - CRUZEIRO DO SUL

ACRE

In December 2020, Afya was granted authorization by the Ministry of Education (MEC) to start operating its Medicine course in this IES. Thus, among the Group's seven new operations, within the scope of the "Mais Médicos" Program, ITPAC Cruzeiro do Sul is the second unit to start operating, along with the ITPAC IES in the city of Santa Inês (Maranhão State), also authorized to start operating in 2020. Therefore, this Unit will offer 50 yearly openings for the Medicine course, on a full time basis. The first group of students, selected according to the scores obtained in the ENEM exam (the Brazilian SAT), and the online university entrance exam, shall start classes in February 2021, and rely on the best equipment and technology suitable for learning purposes. Of particular note are the labs for anatomy, medical approaches and skills, and surgical techniques.

For further information: <https://facamedicina.afya.com.br/>



1ST MEDICINE UNDERGRAD
GROUP IN FEBRUARY 2021

50 AUTHORIZED MEDICAL SEATS

31 EMPLOYEES (administrative and faculty)

- > 1st Afya Medicine College in the state of Acre
- > 1st entrance exam to be applied in January 2021
- > Classes start in March 2021, in online format, due to the pandemic

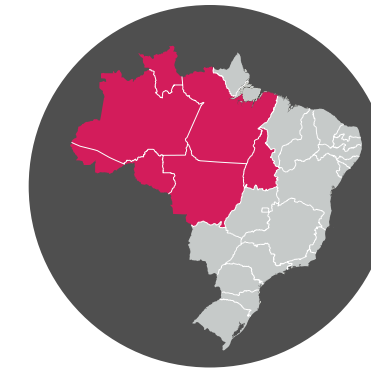


UNISL - PORTO VELHO

RONDÔNIA

Acquired by Afya in May 2020, UNISL Porto Velho has been operating for 20 years in the capital of Rondonia State, and is currently considered the best private University Center in the state, as well as one of the best in the North region of the country. It offers 19 undergrad courses with a major focus on health, including Medicine, Biomedicine, Odontology, Physiotherapy, Nursing, Speech Therapy, Pharmacy, Nutrition, and Psychology. The Institution enjoys a close integration with the surrounding communities. In 2020 alone, it provided more than 11,300 free medical consultations to the community, besides another 10,130 in other health areas, such as Odontology, Psychology, Nursing, and Physiotherapy. The University Center has already graduated 1,012 physicians.

For further information: <https://facamedicina.afya.com.br/>



INSTITUCIONAL CONCEPT **4**

IGC **4**

CC **4**

19 UNDERGRAD COURSES

182 AUTHORIZED MEDICAL SEATS

642 EMPLOYEES (administrative and faculty)

- > ACoPPEXI (Coordination of Graduate Studies, Research, Extension, Innovation and Internationalization) collected food and hygiene products, and produced professional and non-professional masks. The initiative was part of the local support network to public and philanthropic institutions during the pandemic.
- > In-house production and donation of 2,300 face shields to the Health Surveillance Agency (AGEVISA), the Municipal Health Secretariat, and academics.
- > Organization of the "Solidary Prank" (Trope Solidário), with community education and healthcare-related actions to combat the Aedes aegypti mosquito. Nearly 350 students from 16 courses have visited 963 homes in the Areal and Mato Grosso neighborhoods.



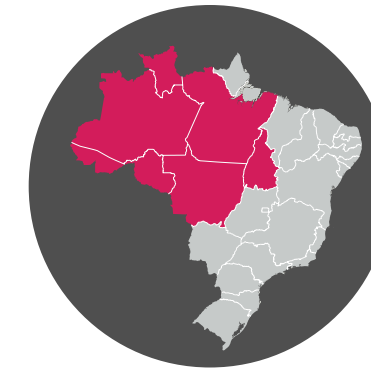
SÃO LUCAS - JI-PARANÁ

RONDÔNIA

Acquired by Afya in May 2020, UNISL Ji-Paraná offers 18 undergrad courses and 12 lato sensu graduate programs to the community. From this total, 11 are focused on human and animal health in the undergrad courses - Biomedicine, Pharmacy, Physiotherapy, Veterinary Medicine, Nutrition - and in the graduate programs. The Unit relies on a modern infrastructure, cutting-edge laboratories, and methodological innovation rooms that reinforce the active teaching model, widely disseminated by its faculty, which is largely made up of masters and PhDs. This Unit results from the expansion made by the São Lucas University Center, in 2018, to reach the Eastern region of Rondônia State, in the municipality of Ji-Paraná. Developing, spreading and preserving knowledge and culture, the Institution has quickly become one of the main Higher Education Centers in the city.

For further information:

<https://www.saolucasjiparana.edu.br>



INSTITUCIONAL CONCEPT

4

IGC

3

14 UNDERGRAD COURSES

2 GRADUATE COURSES

195 EMPLOYEES (administrative and faculty)

- > Task force from the Pharmacy course to produce 200 liters of alcohol gel per week, donated to the Municipal Health Secretariat.
- > Creation of the Covid Confrontation Commission to guide and train multipliers. A number of lectures have been held, and face shields have been produced.
- > Orthopedic and traumatic assistance applied in adult and child neurological physiotherapy, as well as geriatric, cardiovascular, and respiratory therapies. Initiatives taken by the Physiotherapy course.

SÃO LUCAS
JI - P A R A N Á - R O

Afya

FMIT - ITAJUBÁ

MINAS GERAIS

Since 1968, the Itajubá Medical School (FMIT) has been offering the community an education 100% dedicated to Medicine. Currently, with 640 students and 72 professors, 52 of whom are physicians, the campus holds six laboratories equipped with cutting-edge equipment, in addition to a space dedicated to behavioral studies and a bioterium for the enhancement of skills and research development, also in the basic areas. Reinforcing the social accessibility policy, 24% of the students benefited in 2020 from full or partial scholarships. As for the actions in Extension, over 10,000 assistance services were provided free of charge to the community throughout the year. In addition, for over 20 years the Institution has been a partner of the "Clínicas de Itajubá" general teaching hospital, a reference in elective and emergency care.

For further information: <https://facamedicina.afya.com.br/>



INSTITUCIONAL CONCEPT

IGC

3

3

100% DEDICATED TO MEDICINE

87 AUTHORIZED MEDICAL SEATS

127 EMPLOYEES (administrative and faculty)

- > Completion of a broad survey, involving 1,156 people, on the impacts from the pandemic on the mental health of Brazilians. The results have been submitted to the SSRN platform, of the renowned scientific journal The Lancet.
- > Production and distribution of more than 2,000 face shields to hospitals, UBSs, SAMU teams and self-employed professionals. The project called MedMaker was carried out in partnership with the MakerSpace program, from UNIFEI.
- > Production of informative material aimed at the prevention of Covid-19, from a cooperation between professors and the FMIT's communication department, and distribution to the municipality's community.
- > Development of e-books by the Institution's psychologists and psychopedagogues, with tips on quarantined remote studies and mental health. The material was distributed to schools in the region.



UNIPTAN - SÃO JOÃO DEL REI

MINAS GERAIS

For 20 years, the Presidente Tancredo de Almeida Neves University Center (UNIPTAN) has offered the community of São João del Rei and surroundings a diverse and quality Higher Education option. Since 2004, part of the Afya Group, at present the Institution holds 2,549 students enrolled in 13 undergrad and two graduate courses, six of which are health oriented: Medicine, Nursing, Physiotherapy, Nutrition, Odontology, and the specialization in Clinical and Institutional Neuropsychopedagogy. Operating since 2015 and with the graduation of its first class in 2021, the undergrad Medicine course comprises 61 physician professors and 394 students. In addition to the teaching infrastructure, the Institution offers free consultations to the community, through its School Clinic and the Center for Medical and Dental Specialties (CEM). The latter holds more than 30 medical and dental offices, as well as facilities for nursing procedures. In 2020, 8,255 medical consultations were held, and 1,537 in other health specialties.

For further information: <https://facamedicina.afya.com.br/>



INSTITUCIONAL CONCEPT 4

IGC 4

13 UNDERGRAD COURSES

2 GRADUATE COURSES

49 AUTHORIZED MEDICAL SEATS

316 EMPLOYEES (administrative and faculty)

- > The outpatient school clinic at the Institution has become a reference point of the Health Department for Covid-19 crisis management and, more recently, also a drive-thru vaccination station.
- > On a voluntary basis, Civil Engineering and Production Engineering students recycled discarded materials to build alcohol gel dispensers, used at UNIPTAN.
- > Organization of the online lecture "Libras e Saúde" ("Sign Language -Libras- and Health") for 1,044 listeners, in partnership with UNIDEP, and with the help of three interpreters from UNIPTAN.
- > Organization of the "1st Afya Human Rights Congress", with the collaboration of 13 units of the Group, in August 2020. It was attended by 1,574 participants, who attended the 20-lecture program.
- > In partnership with FASAVIC and FASAMOC, the "2nd Week of Resistance and Confrontation to Racism" was held, featuring reflections on ethnic and racial issues through lectures and workshops.
- > Organized by UNIPTAN's Extension Coordination, the "1st Afya Congress on Social Inclusion" featured 17 round tables, lectures and workshops guided by experts. The event took place in November and it counted on the participation of eight of the Group' units.

UNIVAÇO - IPATINGA

MINAS GERAIS

Since 1998, the União Educacional do Vale do Aço (UNIVAÇO) has had a campus 100% dedicated to Medicine. Located in the city of Ipatinga, Minas Gerais State, the Institution has graduated more than 1,321 professionals, and currently has more than 700 students enrolled. In addition to a highly-qualified team of professors, it holds a very extensive and modern infrastructure, including a realistic capabilities simulation laboratory, a medical anatomy laboratory, two multidisciplinary labs, and its own ambulatory, where teaching activities are carried out with the students and patient care is provided. UNIVAÇO also promotes partnerships with outpatient clinics and associated hospital areas, located in the Vale do Aço metropolitan region and also in the city of Belo Horizonte. Altogether, in 2020, these actions have enabled the performance of 8,452 free consultations to the community.

For further information: <https://facamedicina.afya.com.br/>



INSTITUCIONAL CONCEPT

IGC

3

3

100% DEDICATED TO MEDICINE

100 AUTHORIZED MEDICAL SEATS

163 EMPLOYEES (administrative and faculty)

- > In partnership with the Ipatinga Municipal Government, in April, UNIVAÇO conducted training for the Municipal Health Network professionals to confront the Covid-19. Overall, 423 physicians, nurses and nursing technicians, as well as 73 internship students, have been trained in intubation techniques, clinical handling, and ventilation in treating the disease.
- > Prof. Analina Furtado Valadão and academic Lucas Salgado, from UNIVAÇO, in partnership with Victor Zanetti, from Odontology (Pitágoras College), published an article in the most renowned international journal of genetics, Genetics Research (University of Cambridge). Based on the analysis of 160 articles and 58 patients, the team proposed a systematic review on the characteristics of the clinical diagnosis of Aarskog-Scott Syndrome, a rare genetic condition characterized by body malformations.
- > The Crisis Committee Institution was established to tackle Covid-19, which resulted in the production of a model document, adopted by all the institutions in the Group.

FASA - MONTES CLAROS

MINAS GERAIS

Faculdade Santo Agostinho (FASA) of Montes Claros has been operating in the Brazilian educational market for 18 years, and has been part of the Afya Group since 2019. Located in Northern region of the state, and known as the City of Knowledge, the JK Campus features air-conditioned classrooms, multimedia equipment, the largest library in the region, and an exclusive building for the 21 labs dedicated to research development. The educational institution encompasses 13 undergrad and 23 graduate courses. In the health area, FASAMOC teams work in Extension actions, through 53 agreements with public and private entities, providing more than 6,100 free consultations to the community. In 2020, a total of 2,980 nursing, 2,000 pharmacy, 1,100 physiotherapy, and 60 psychology consultations were provided. Another highlight of the Unit is the headquarters of the Legal Practice Center (NPJ), in operation since 2019.

For further information: <https://moc.fasa.edu.br>



INSTITUCIONAL CONCEPT

IGC

3

4

13 UNDERGRAD COURSES

23 GRADUATE COURSES

203 EMPLOYEES (administrative and faculty)

- > Production of audiovisual information on the physical therapy practices for oncology patients during quarantine, reinforcing the palliative treatments for people fighting the disease. The content was published on social networks throughout the month of May.
- > Performance of Covid-19 preventive actions within the "Family Healthcare Strategy", in the Edgar Pereira neighborhood. Coordinated by the 7th-term students of the Nursing course, the theme of hand sanitizing was addressed, including the use of alcohol gel.
- > Nursing course students took part in the Measles Vaccination Campaign in June. In partnership with the municipality, they contributed to the immunization of people aged 20-49, an internship practice authorized by Municipal Decree No. 4046.

FASA - SETE LAGOAS

MINAS GERAIS

The other unit of the Faculdade Santo Agostinho located in the state of Minas Gerais, FASA Sete Lagoas, has a campus dedicated to the Law course, with nearly 370 students enrolled. The excellence in teaching is ensured by the holistic approach to a technical qualification that balances both theory and practice. FASA Sete Lagoas carries the ABMES seal of social responsibility, awarded for its role as a transforming agent of the social reality in the city and region. Through the Legal Practice Center, IES provides continuous updates on this topic, in addition to guidance and techniques for the solution of issues. IES keeps 17 municipal agreements aimed to legal internships.

For further information: <https://setelagoas.fasa.edu.br>



INSTITUCIONAL CONCEPT

4

IGC

3

UNDERGRAD LAW COURSE

43 EMPLOYEES (administrative and faculty)

- > Implementation of the project "Social Vulnerability LGBTQI+", with the objective of fostering academic debate among FASASETE's Law students, along with the external community, focusing on sexual diversity, within the context of the principle of human dignity. With about 100 participants, it addressed issues such as how the LGBTQI+ community has been facing the pandemic, whether in terms of the perishing of identities or the intensification of violence.



UNIREDENTOR - ITAPERUNA

RIO DE JANEIRO

Since January 2020, the Centro Universitário Redentor has been part of Afya, representing the Group' entry into the state of Rio de Janeiro. With almost 20 years of operation, UniRedentor boasts 27 undergrad courses and 62 lato sensu graduate courses, in both onsite and distance learning formats. In addition to the course of excellence in Medicine, it offers nine other undergrad courses and 12 graduate programs in the area of healthcare, one of IES' vocations. Of special note is the area of Intensive Care, considered to be a major qualification for health-related professionals to work in ICUs in Brazil. As far as Extension actions are concerned, in 2020, CACI - The Clinical Care Center of Itaperuna (Centro de Atendimento Clínico de Itaperuna) provided 3,722 free consultations to the community. In early 2021, UniRedentor graduated its first class of Medicine.

For further information: <https://facamedicina.afya.com.br/>



INSTITUCIONAL CONCEPT

4

IGC

4

27 UNDERGRAD COURSES

62 GRADUATE COURSES

112 AUTHORIZED MEDICAL SEATS

388 EMPLOYEES (administrative and faculty)

- > Creation of "DISK COVID-19", which provides online and telephone support to the community, raising awareness and answering questions related to symptoms and procedures. This initiative was coordinated by the internship students, in partnership with the Itaperuna municipal government.
- > Organization of the "Redeemer Games 2020", an online charity event, attended by nearly 1,200 students. At more than 40 competition races, students performed actions such as blood donation and foodstuff collection.
- > Solidary Christmas: donation of hygiene and cleaning items for the "Santo Antônio dos Pobres Association" of the city of Itaperuna (ASAPI).



UniREDENTOR
Centro Universitário

Afya

UNIDEP - PATO BRANCO

PARANÁ

In 2020, UNIDEP completed 20 years of history and contributions to the social and regional development of the Southwest region of the Paraná State. The celebration takes place one year after the Institution was accredited as a University Center, earning the maximum concept status by the Ministry of Education (MEC). The seal reflects the educational excellence in 18 undergrad courses, with emphasis on Medicine and its 110 yearly openings. Besides teaching, the team provides consultations to the community at the in-house Healthcare Clinic, which integrates the Medicine, Odontology, Physiotherapy, and Psychology practices, the Nursing school-ambulatory, and the Nutrition and Gastronomy labs. Following the normalization of activities since July, and in compliance with the protocols, IES provided 1,454 free medical consultations and 11,549 in other health areas. It is also recognized as an "Elderly Friendly Company", on account of the work developed by UNATI (Universidade Aberta à Terceira Idade - Open University for the Elderly), in partnership with the Pato Branco Municipal Administration since 2001.

For further information: <https://facamedicina.afya.com.br/>



UNIDEP
PATO BRANCO • PR

Afya

INSTITUCIONAL CONCEPT

5

IGC

3

18 UNDERGRAD COURSES

2 GRADUATE COURSES

110 AUTHORIZED MEDICAL SEATS

283 EMPLOYEES (administrative and faculty)

- > Undertaking of the "Alert" project, carried out by Medicine and Nursing students, in partnership with the municipality, aimed at monitoring Covid-19 infected patients, who are isolated at home. The action lasted four months.
- > The "UNIDEP Capacita+" project held webinars for teachers linked to Elementary and High Schools. Within this channel for debate and reflection, UNIDEP teachers shared practices and topics related to distance teaching and active teaching methodologies.
- > Virtualização das atividades da Universidade Aberta à Terceira Idade (UNATI) que, atualmente, atende cerca de 150 idosos.
- > Vaccination of about 4,300 people by students and professors of the Nursing course. Promoted by the Municipal Health Secretariat, the preventive actions were maintained mainly in the drive-thru format, and for the vaccination of the triple viral vaccine (measles, mumps, and rubella), against the flu (Influenza), and yellow fever.

GRADUATE PROGRAMS

[GRI 103-2; 103-3]

An increase in geographic coverage, doubling the size of the overall operation, and expansion in the number of course offerings were the main highlights in developing continuing education in the medical area, especially in the field of lato sensu graduate programs in 2020. The IPEMED Medical Sciences College, which focuses on these activities and which completed 15 years of existence in 2020, will inaugurate new units in the first half of 2021, resulting from investments made last year. These are located in: Manaus (AM), Vitória (ES), Fortaleza (CE), Recife (PE), Goiânia (GO) and Porto Alegre (RS). In 2020 alone, IPEMED gave graduate course degrees to 646 young physicians.

These new addresses join five existing facilities, in São Paulo (SP), Belo Horizonte (MG), Salvador (BA), Brasília (DF), and Rio de Janeiro (RJ). The Rio unit, meanwhile, is moving to a new headquarters. In order to offer even better services to its students, the new site will feature 14 classrooms, 23 walk-in consulting rooms, as well as spaces for discussion of clinical cases and an auditorium seating 63. The São Paulo unit also has a new home, known as Flagship, opened in November. Total investments dedicated to the opening of the six new units, the move to new headquarters in Rio, and the opening of the Flagship site amounted to some R\$ 30 million.

In relation to the product portfolio we offer, the expectation is that we will inaugurate 70 new courses in the field of medical education, including in person, hybrid, and online, all of which both alters and expands the focus of our activities, previously centered on general medical education. With this new strategy, IPEMED will be able to offer graduate and extension courses which are state-of-the-art in character, in which professionals will find quality and experience equivalent to medical residency but with schedules concentrated on fewer days of the week, giving physicians more flexibility in use of their time. Highlights include, among others, courses in the areas of Medical Imagery in partnership with Axial/Alliar, Healthcare Executive MBA, and new graduate program portfolios in the areas of Pediatrics, Cardiac Valve Disease, Pain Clinic, and Sports and Exercise Medicine.

Another front which has gained attention is courses for already certified physicians, in line with Afya's mission of acting as a life-long partner in each medical professional's development. With this in mind, we have created new products in partnership with medical societies such as the Brazilian College of Surgeons, the Brazilian Bariatric and Metabolic Surgeons Society, the Cancer Foundation, Beneficência Portuguesa Hospital, the Heart Hospital (HCor), and with renowned physicians, those who serve as reference points in the country within various specialties.



By expanding the number of course offerings, IPEMED has had a positive impact on the medical profession. Currently, vacancies for medical residents in Brazil (R1) are limited to some 17,000 per year, according to the 2020 edition of Medical Demographics, while the number of graduates from medical schools is approximately 25,000. Given that the residencies are offered by hospitals, most of them public, it is highly unlikely there will



be any increase in the numbers in the next few years. In addition, the lack of residency opportunities also means that many doctors end up picking a specialty which they did not initially want.

Each of the graduate courses offered by IPEMED lasts, on average, 18 months. The majority feature small classes, a way to maintain quality while also adhering to rigorous sanitary standards made increasingly necessary by the Covid pandemic. The pandemic naturally had its impact on teaching formats in 2020 but classes, already available online, were increasingly offered remotely. In-person classes, in both practice and theory, were able to continue in conformity with local laws permitting or restricting the resumption of in-person activities.

When it comes to in-practice classes, which constitute about 40% of each course, the institution can count on its own in-person clinical facilities as well as partnerships with public and private institutions certified by the government-run Unified Healthcare System (SUS). The student physicians tend to patients sent, for the most part, by local municipalities and municipalities in the immediate geographic area of each teaching unit. Currently, some 147 municipalities participate in the network. At the six IPEMED units operating in 2020, there were some 10,000 free consultations offered to local residents during the year, divided into specialties including dermatology, cardiology, endocrinology, nutrition, and geriatrics, among others.

+10,000

physicians have already passed through IPEMED graduate courses in 15 years

1,571

students in 2020

16

medical specialties

Present in

11

Brazilian capitals

68%

of professors hold master's degrees or doctorates, from renowned institutions of higher learning and are active in the main medical societies

196

consulting rooms, ambulatory facilities, and small rooms for procedures

State-of-the-art infrastructure:

92

well equipped classrooms

135

cooperation agreements among city governments and hospital partnerships

TEST PREP COURSES

[GRI 103-2; 103-3]

With 15 years of experience completed in 2020, MEDCEL specializes in medical residency test prep courses, mediated by technology, and specialization and refresher courses. Over the course of its history, the Company has been recognized as a pioneer and innovator, offering, through digital means, quality content to help medical students and trained physicians prepare for the country's main competitive professional exams.

Such technology-mediated teaching is more than just a video lesson platform. MEDCEL offers a highly personalized educational solution, taking into account the individual way each student studies and absorbs knowledge, which facilitates the learning routine. This expertise in distance learning, applying modern tools and solutions, has proved effective in the current context of the Covid-19 pandemic. On the B2B front, students have been able to count on a mature and consistent offer for their professional goals: those who meet at least 50% of the program have an average approval rate of 67%. In addition, MEDCEL approves twice as many students as other institutions in the market.

This teaching format has generated continuous engagement. At the end of 2020, the monthly average consumption per student was 72 contents, 24% more than the volume observed at the beginning of the year. To meet this growing

demand, MEDCEL is incorporating an average workload of 40 hours of monthly live sessions in 2021 for courses in its entire portfolio. By diversifying the learning tools, we seek to intensify the interaction between students and teachers, in addition to following the new content consumption habits that emerged during the pandemic.

PARTNER OF THE PHYSICIAN IN THE PROFESSIONAL JOURNEY

The solutions offered by MEDCEL serve physicians at four different moments in their professional careers:

- > **Medical Residency R1.** Courses for those seeking medical residency approval.
- > **Medical Residency R3.** Aimed at physicians who will take the residency exam with a prerequisite of some specialty.
- > **Titles.** Focused on the professional who wants to obtain a specialist title and demonstrate their skills, knowledge and aptitude in a medical specialty.
- > **Revalidate.** In order to prepare a physician with a degree from another country who wishes to revalidate his or her diploma to work in Brazil.



At the beginning of the pandemic, MEDCEL opened its platform for free to more than 9,000 medical students from 40 public and private HEIs, as well as colleges abroad. The purpose of this initiative was to allow these students to continue their training, even in the face of the abrupt suspension of in-person activities.

Several initiatives were led by MEDCEL in 2020 to promote synergies between businesses and strengthen the Group's ecosystem. For example, the faculty was expanded: 18 new professionals were hired, in addition to 63 teachers and 116 active specialists. This team works both in MEDCEL's courses and at IPEMED, an institution that has been bolstering its offer of medical specialty titles.

Another issue that permeates the Group's other businesses is the approval coach. This area, created in 2020 to augment student engagement across all Afya's medical teaching platforms, serves both Internship students and professionals attending IPEMED Complementation courses, as well as MEDCEL students themselves. By intensifying student access to teachers, there was an approximation between these two groups eight times greater than previously measured.

MEDCEL has also stepped up its publishing of books and e-books. Through its publisher, it released more than 300 titles in 2020, works that have become part of Afya's collection and are available to other interested parties. One distinguishing characteristic of some of them is the

possibility of integrating the materials with experiences: the books are accompanied by QR Codes, so that the reader can access online classes on the subject addressed in the texts. This alternative reinforces Afya's technological DNA in learning systems.

In 2020, MEDCEL expanded its portfolio of B2B offers. One of the major highlights was the technical-scientific cooperation partnership signed with the Oncoclínicas Group, one of the largest reference organization in the fields of oncology, hematology and radiotherapy in Latin America. The objective was to develop quality and innovative continuing medical education courses tailored to Oncoclínicas' own medical team, as well as the institution's stakeholders.

MEDCEL DAY

The social isolation imposed by the Covid-19 pandemic led MEDCEL to innovate in the teaching alternatives offered to physicians who were preparing, during this period, for the Medical Residency exams: MEDCEL DAY was created, an online event, free and open to all interested parties. Among the contents addressed, mention was made of the mental health of the medical student. The initiative attracted record audiences. In the period, three events were held, and each had an average audience of 7,000 people.

MEDCEL'S NUMBERS

13,039
active students

14,658
active users per month on average

14,850
video lessons

3,560
podcasts

3,100
book chapters

MEDICAL RESIDENCY WEBSERIES

The second season of the Medical Residency webseries, with new episodes, was launched in 2020, presenting students with the 451 diagnoses that appear the most on the medical residency tests in the country. This content format is an example of Afya's commitment to offering learning options to students in different formats and media.

In this new season, the guiding thread of all episodes is an urgent theme: the mental health of students who, due to great pressures, often find themselves in depressive processes or with Burnout Syndrome, for example. The previous season, produced in 2018, also addressed the diagnosis of diseases and confronted students with various behavioral challenges over 12 episodes

This website is the first of its kind in the world, designed for academic purposes, produced in a real hospital, with medical teachers present on the recording set acting and ensuring strict obedience to protocols.

The cast of Season 2 is composed of 54 actors, 15 of them Afya medical professors, who participate in the entire web series development process. They choose the focus to be given to the diseases addressed, build micro-synopses of how they should be treated in the episodes and pass them on to the writers, who adapt the cases to the narrative of the format, which will be reviewed by the teachers. Every effort is focused on ensuring that the procedures presented are real and that the correct medical protocols are followed. The recordings of this second season took



place at Hospital Vera Cruz, in Campinas (SP), during the months of November and February. This was, therefore, prior to the beginning of the isolation period in Brazil due to the COVID-19 pandemic. The series is available free of charge to medical students, physicians and healthcare professionals. Simply register on medcel.com.br/serie to have full access to the first and second seasons.

PERSONA

Afya's teaching guidance is to make the learning experience more meaningful and effectively individualized. To systematically incorporate technology into medical courses, Afya has developed its own tool: Persona.

This project was born at MEDCEL in 2017 and led to a broad redesign of the entire learning experience adopted by the Company. Development of content and the technological platform began to be conceived of as a fully integrated project, which has allowed Afya to grow both in numbers of students and the engagement with this group.

With the vision of innovating through the joining of technology with education, the project began to be expanded as of 2020, covering all courses aimed at physicians or medical students:

- > **At MEDCEL**, the project is constantly evolving, and, in the period, the Company's SaaS (software as a service) product was created, to be introduced in the second half of 2021.
- > **In undergrad and graduate courses**, Persona 2.0 - a segmented version for the students of these courses - is in development, a project planned for the 2020/2022 triennium. These efforts seek to build an application that extends the offer of online content to the student, as well as:

- > Capture data on all advances made by the student in the course's various in-person activities (by uploading content and work done, for example).
- > Function as a student evaluation suite, by teachers: the technology will generate a weekly one-page report for each student, pointing out to him and teachers the main progress and gaps, allowing a review of the points of attention in the following weeks.
- > Offer the student an Individual Development Plan, which will be set up between him and a mentor teacher, so that he receives an individualized follow-up, unprecedented in the national market. Mentors will reflect, along with students, on the best ways for them to advance academic goals and discuss career issues. The evolution of individual development plans will be recorded and will also function as a performance tool for course coordinators to evaluate the performance of each class and each student individually.
- > Create an online debate and studies community of students and teachers.
- > Persona 2.0 also considers the offer of 3D content for anatomical, cytology, histology studies and a major focus on systematizing the part of imaging exams to make the study more practical. To meet this basic objective, defined in 2019, Medical Harbour was acquired and integrated into Afya's portfolio

- > These efforts seek to create contact points for students with technological solutions throughout the in-person moments, in addition to an intense load of technology-mediated activities. Everything is linked to a large database, in which the main progress made by students is pulled together each week and translated into data points for attention in the subsequent weeks. This information, shared with teachers, educational managers and the students themselves, allows much of the experience, whether mediated or face-to-face, to be adapted in the following weeks. Afya's vision, therefore, takes into account the use of technology to create meaningful educational experiences, whether mediated or in-person, resulting in real hybrid and thematic teaching. The beta version of the first module of the undergrad application was launched in Palmas at the end of 2020, and adjustments and new modules are being developed throughout 2021.

DIGITAL MEDICAL SERVICES

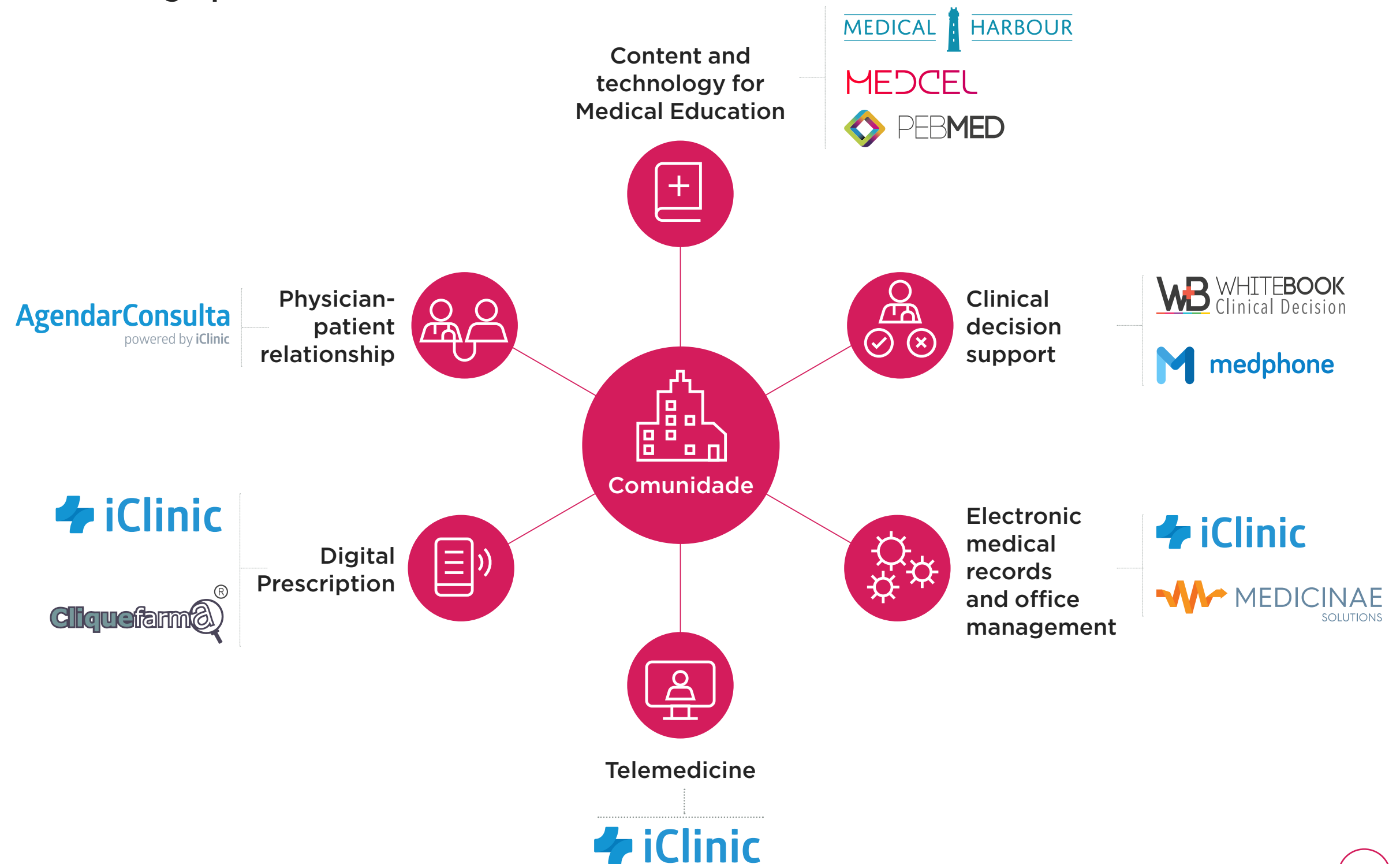
[GRI 103-2; 103-3]

With the Covid-19 pandemic, Afya's long-term plan was accelerated. The entry into the field of digital services for physicians was something that had already been studied by the Company, but projected for the near future, such as two or three years down the road. However, the new context triggered behavioral changes in society, such as the increasing use of technology solutions to help people adapt to social isolation. The medical community and patients quickly adopted digital health components in their routines.

This significant change in behavior is very clear in the profile of the new physician, who already uses technological resources on a daily basis to facilitate his professional performance. Whitebook - one of Afya's services - for example, is a bedside clinical decision software used by at least 70% of the physicians trained in 2020. More than 110,000 physicians subscribe to this service and it has more than 160,000 monthly users.

Faced with the opportunities that opened up in this context, Afya speeded up its plans and took important steps to create a digital ecosystem to support the physician's journey. The decision is consistent with its mission to be the partner of these professionals throughout their careers. Thus, in addition to the options for education and training, it decided to broaden its scope, including digital services.

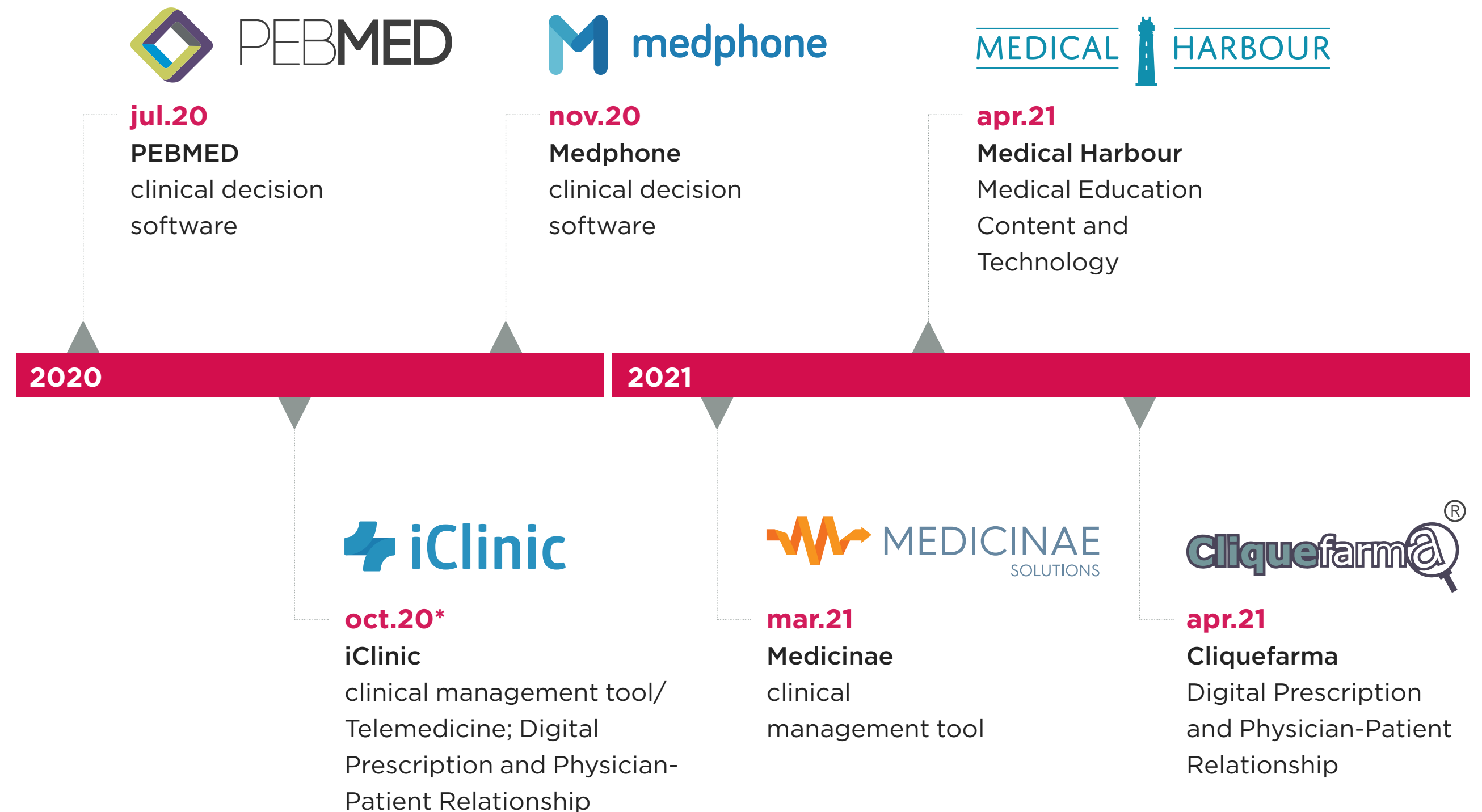
The construction of this offer, which aims to add more services for students and medical professionals, maximizing product availability and lifetime value for the client, is based on **six strategic pillars**:



In this sense, three acquisitions were made in 2020, a pace that was maintained in the first months of 2021, with the purchase of three other companies. In addition to growing the portfolio and penetration of digital services targeted at physicians, Afya absorbs into its structure entrepreneurs who were at the forefront of startups and acquired companies, most of them physicians who think that health services should make use of innovative technology and solutions to help their peers' routines. Another distinguishing feature is the opportunity for gains in scale. There are already more than 200,000 health professionals using technological platforms and services, a number that tends to increase with the synergy that can be obtained between this effort and those involving undergrad, graduate and specialization initiatives. Hence, the acquisitions allow Afya to deepen the relationship with students and expand the brand's outreach, encompassing new physicians, nurses and other health teams, as well as students.

BUILDING THE DIGITAL SERVICE OFFERING

Acquisitions made in 2020 and 2021:



*Purchase commitment. The acquisition was concluded in January 2021.

DIGITAL SERVICES ECOSYSTEM

PEBMED

An operation that marked Afya's entry into the digital medical services segment, PEBMED, created in 2012, owns Whitebook, a technological platform to support clinical decision-making that, in addition to being the first to be launched with this profile, is the segment leader. In addition, Whitebook has been in the Top 10 of the most revenue-generating apps in Brazil for five years.

Whitebook assists physicians and medical students on a daily professional basis. In it, professionals find more than 9,000 topics from 30 medical specialties, which help them decide on diagnoses and treatments. The tool offers part of the content free of charge. Full access is possible by subscribing to monthly or annual plans. In addition to this application, the company has other products:

- > Web version of Whitebook, with updated content on vaccines, prescriptions, conduct, procedures and laboratory tests, among other information.
- > PEBMED web portal, with news and updates in Medicine, such as dissemination of medical events, scientific publications and health information. More than 150 articles are published per month, and the number of monthly visitors is about 3 million. Access is completely free.
- > Nursebook: similar to Whitebook, but for the professional Nursing segment. Likewise, it offers limited free access and monthly and annual subscription options for full access.

To acquire PEBMED, Afya invested R\$ 140 million, paid 80% in cash and the rest in the Company's shares.



BURNOUT DURING THE PANDEMIC

During the pandemic, 78% of healthcare professionals showed symptoms of Burnout Syndrome, a psychological disturbance characterized by depression associated with professional activities, physical fatigue, and intense mental exhaustion. That is the conclusion of a study undertaken by PEBMED in 2020, based on scientific methodology, including 3,613 participants from all over Brazil. Professionals from various fields were heard; predominance of the syndrome, for each, was as follows:

79% among doctors

74% among nurses

64% among nursing technical assistants

The online survey, conducted via a questionnaire, concluded that one of the main factors contributing to exhaustion among the healthcare professionals was any form of front line Covid-19 work. The prevalence of Burnout Syndrome was 83% among front-line doctors, versus 71% for those not dealing directly with the disease.

Among other factors cited by respondents were long hours, and fear of contamination of family members, both contributing to physical and mental exhaustion. In addition, the survey showed that some 70% of the healthcare professionals responding to the questionnaire were women, who tended to accumulate work shifts with labor at home.



MEDPHONE

MedPhone, acquired for R\$ 6.6 million, operates in the same segment as PEBMED: solutions for bedside medical decisions. This definition is used because it supports the health professional's patient care in several ways: either by giving access to more than 8,000 package informational inserts for medicines, calculating the dilutions required for the prescribed medications, or by informing the prices of medicines practiced in all states of the country. Afya's goal is to fold MedPhone into Whitebook, thus focusing clinical decision users on just a single product.

ICLINIC

Startup created in 2012 to bring more technology to physicians inside their offices, starting with the electronic medical record, a project that earned the company a place in the Dutch-based Rockstart Accelerator startup assistance program. Over time, iClinic has developed other services, such as online appointment scheduling, medical marketing and financial management, and billing of healthcare providers. During the Covid-19 pandemic, iClinic opened a new business front: telemedicine. These digital services currently are used by more than 13,000 physicians in 1,300 Brazilian cities, representing more than 50 specialties. Afya bought 100% of the company for R\$ 182.7 million.



MEDICINAE SOLUTIONS

Fintech in the health segment. Created in 2016, it offers solutions for physicians to take control of their office cash flow and working capital. The tools allow them to track and manage incoming invoices, payments and major health plan disputes, as well as credit cards, on a single platform. Another benefit is the reduction of the long payment cycle – a common complaint of physicians, up to 90 days – by enabling the anticipation of receivables from health plans and credit cards for private appointments, with competitive market rates. Medicinae anticipates receivables through third-party funds, an operation possible because it has a custody account for clients. This business model is strongly in line with Afya's corporate objective, which is to facilitate the physician's routine so that he/she focuses on what is most important: patient care, in addition to being able to dedicate himself/herself to permanent studies and staying up to date. Medicinae already has 1,400 registered users and R\$ 121 million in transactions on the platform. The value of the acquisition was R\$ 5.6 million, 100% paid in cash.

MEDICAL HARBOUR

A company dedicated to the development of solutions in medical imaging for health education purposes, especially in anatomy. It also works with Radiology or Teleradiology solutions.

In health education, Medical Harbour developed the Athena Hub, which allows teachers and students to access

content remotely. The platform developed the Virtual Cadaver solution, as well as human and animal anatomy modules. The content that has been developed is already used by more than 50 universities.

In the forefront of Radiology solutions, the Athena DICOM Essential is notable, fast and intuitive software that facilitates access to images from anywhere, regardless of modality. With more than 5,000 downloads, Athena DICOM Essential is present in 130 countries, with 30% of its users in the United States. Another product in its portfolio is the Athena DICOM Viewer, which has tools for volumetric reconstruction for image viewing and manipulation. With more than 19,000 downloads, it is consumed in 180 countries, and half of its users are in the United States. The acquisition value totaled R\$ 5 million.

CLIQUEFARMA

A website specializing in comparing prices of medicines and other health products, aimed at the end consumer. It works as a search engine: the consumer enters the name of the drug or other health ingredient and the website displays a list of all drugstores that own the product, the prices charged for each of them and the product package informational insert. By selecting the drugstore with the best price, the consumer is redirected to finalize the purchase on the partner's website. In 2020, the site experienced 52.9% growth over the previous year, with 16.8 million unique visitors in the period. Cliquefarma currently has more than 5,000 pharmacies that help 1.7 million



consumers find the best prices for medicines and other health, beauty and personal hygiene products on a monthly basis. In 2020, the platform accounted for R\$ 43.2 million in transactions on the websites of partner pharmacies and drugstores. The acquisition value was R\$ 19 million, of which 15.8% will be paid in Afya shares and 84.2% in cash.

FLAGSHIP

R\$ 15 milhões

in investments

8

floors

15

hospitals within a 5 km radius

43

physician's offices

18

classrooms

4

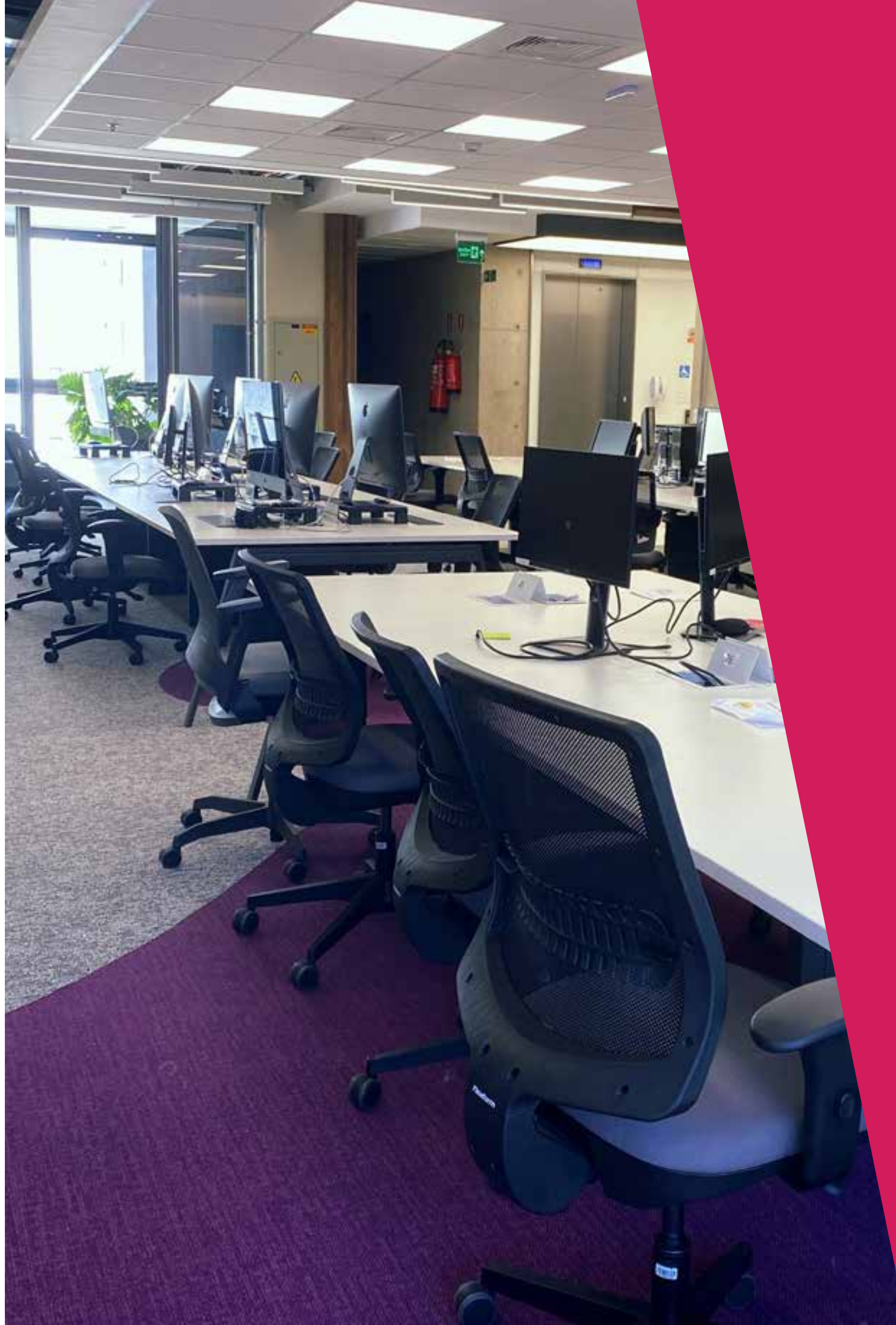
studios

4

audio booths

4

rooms for discussion of clinical cases



INNOVATION HUB

In November, Afya inaugurated its flagship, which is the Company's innovation hub. The space houses a broad and intense agenda of technology applied to health, which includes content production and innovation, as well as events and workshops.

Located in the capital of São Paulo – in a region of high density of physicians, since there are 15 large hospitals within a radius of five kilometers – the hub also functions as Afya's relationship platform with the health ecosystem, covering hospitals and companies.

Both IPEMED's operation in São Paulo, focused on graduate studies, and MEDCEL's headquarters, which is dedicated to test prep courses for medical residency, have begun to operate in the flagship, which will go into a practically 24/7 operational mode after the pandemic. It is there that classes take place, which in the current context are occurring remotely, along with practical activities, all in a modern outpatient infrastructure in which physicians who attend courses offer free consultations to the low-income population through partnerships with public hospitals.

IMPACTS



CONTRIBUTION TO LOCAL DEVELOPMENT

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

Essentially, all the activities developed by Afya produce an impact. Education and health, lodestars of the Company's business, are rights enjoyed by all and are factors which invariably bring progress to society and gains for the quality of life.

Aware of the important role it plays, Afya makes an effort, through its activities, to contribute to the social and economic development of the localities in which it operates, including the wellbeing of communities surrounding its school campi as well as the natural environment. Some characteristics of our operations which confirm potential positive impacts which Afya can generate for such localities include the following:

Of the 21 cities in which Afya is present:

- > **3** register IDHM⁶ superior to the national average: Palmas (TO), Itajubá (MG) and Pato Branco (PR)
- > **4** are state capitals

⁶ Index of Municipal Human Development, adapted from the IDH Global methodology for the Brazilian Pnud-Brasil by Ipea and the João Pinheiro Foundation to more precisely reflect the realities of Brazilian townships. It takes as its baseline IBGE census data measuring longevity, education, health, and income. The national average for the indicator is 0.778.

- > In terms of number of inhabitants:
 - > **7:** fewer than 100,000 inhabitants
 - > **4:** from 100,000, to 200,000 inhabitants
 - > **5:** from 200,000 to 300,000 inhabitants
 - > **2:** from 300,000 to 500,000 inhabitants
 - > **3:** more than 500,000 inhabitants

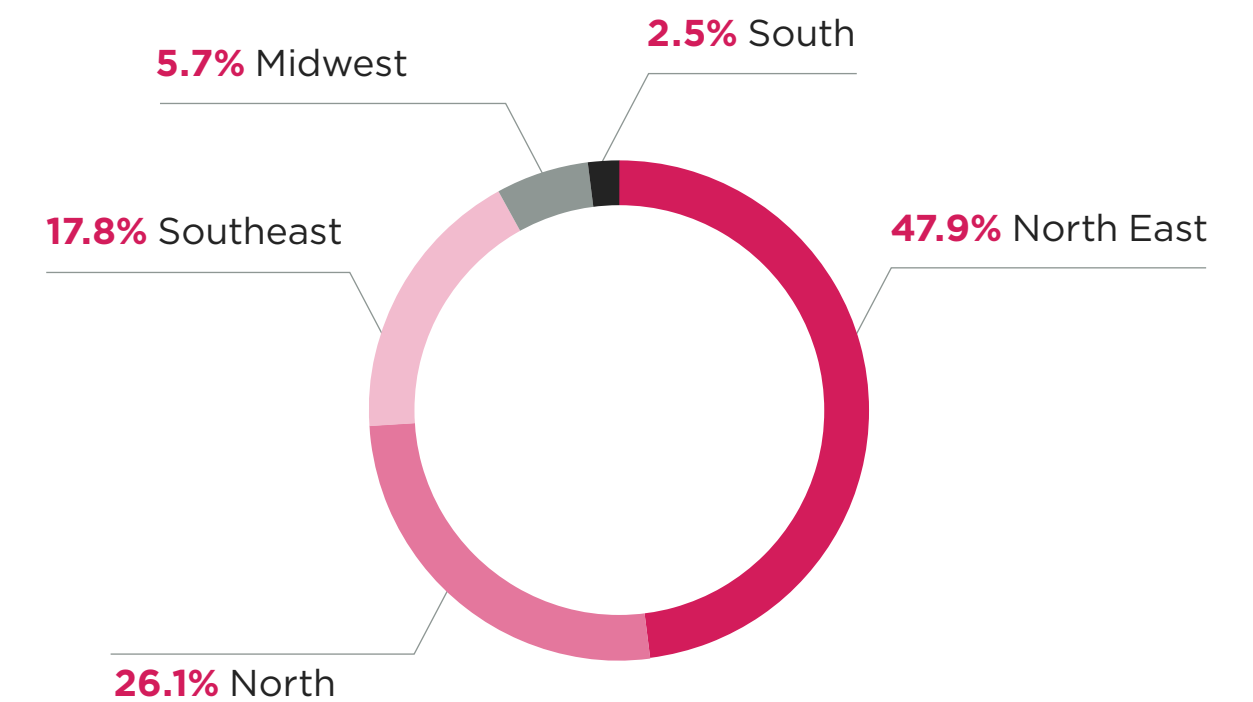
The Institutions of Higher Learning (IES) are distributed over 11 States:

- > **4** in the North
- > **4** in the Northeast
- > **2** in the Southeast
- > **1** in the South
- > **3 States** – Rio de Janeiro and Minas Gerais, in the Southeast, and Paraná, in the South – are over the national average of 2.27 physicians/1,000⁷ inhabitants.
- > **2 States** – Minas Gerais and Paraná – surmount the national average for medical specialists per 1,000, which is 1.58.

⁷ Survey of Medical Demographics in Brazil 2020, a study which resulted from a collaboration between the Federal Council of Medicine (CFM) and the University of São Paulo (USP).

North and Northeast of the country, approximately 70% of the Company's undergrad courses are located, displays a critical level of social inequality. The Northeast concentrates about 47.9% of all poor Brazilians, while, in the North, that figure is about 26.1%⁸.

RELATIVE CONTRIBUTION TO POVERTY IN BRAZIL (by region)



Source: IBGE

⁸ According to the study "Profile of expenditures in Brazil, selected indicators," published by the Brazilian Institute of Geography and Statistics (IBGE). The study is part of the Family Budgets Survey (POF) and involved consultations with individuals all over Brazil between 2017 and 2018. It is dated January 15, 2018 as a reference point for the analysis and compilation of data.

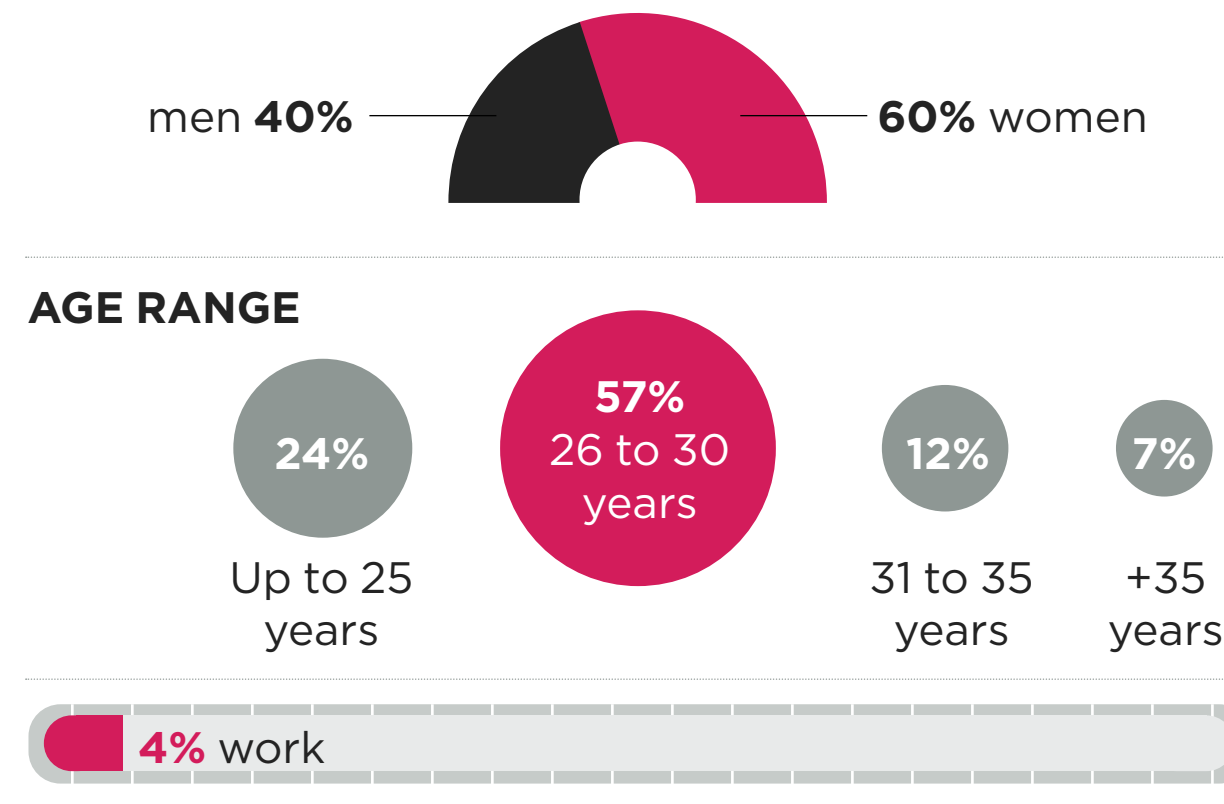
Bringing more units to the interior: by bringing Higher Education to cities far from the major population centers, Afya is helping democratize access to learning while, at the same time, graduating professionals who may very well choose to spend their careers in the country's needy interior. In 2020, for example, 801 physicians graduated from our schools of Medicine, professionals who will join the other 12,700 previously graduated.

Access to quality education: in order to provide access to students who are disadvantaged, Afya has developed concrete policies for the extension of scholarships; in this area, federal programs, such as Prouni and Fies, have gained importance. Another factor which contributes to greater access by students to our courses is the fact that Afya has adopted teaching methodologies that utilize technology, something which increases the geographic outreach of our programs for education and graduation of medical professionals.

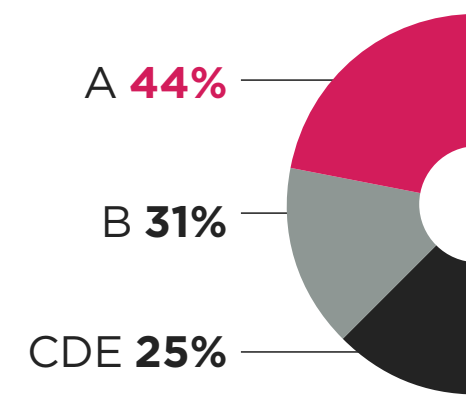
Diversity and inclusion: women form the majority of our student cohorts. When it comes to Medical courses, they accounted for 60% as of the end of 2020.

Healthcare services offered to the local community: Afya's teaching units include clinics. In this manner, all students, whether in undergrad courses or graduate programs, as well as those in areas such as Odontology, Physiotherapy, and Nursing, offer free healthcare services to local populations, in partnership with the government's Unified Healthcare System (SUS). In locations where there

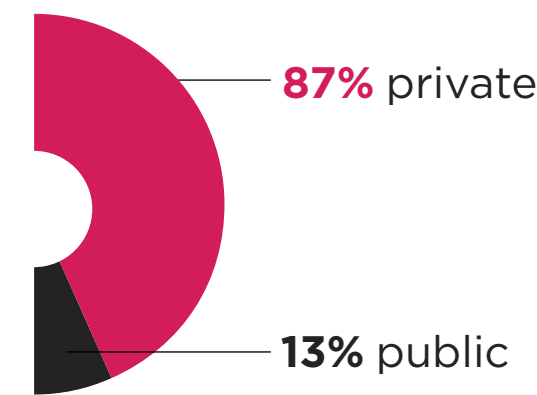
AFYA MEDICINE STUDENT PROFILE



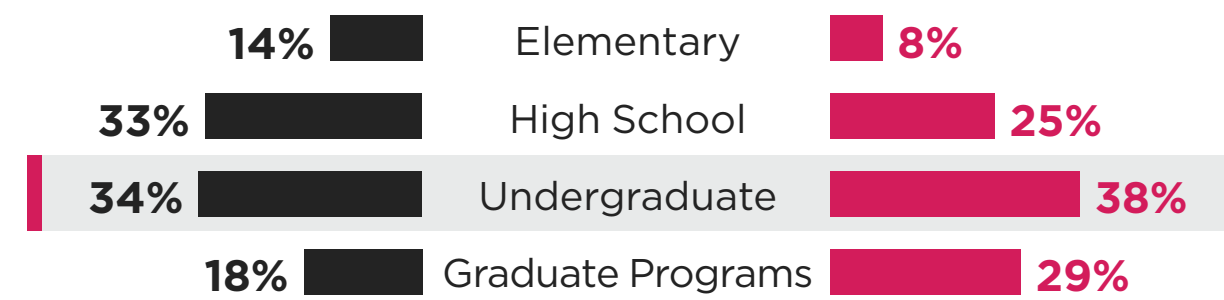
HIGH SCHOOL



ELEMENTARY



PARENTS EDUCATION ● Father ● Mother



are Medical courses, the communities can also count on health-promoting services such as disease-prevention and other forms of assistance, all of these offered by students. In addition, such units attract professors with various specialties, which increases the availability of different services. Other courses, such as Odontology and Physiotherapy, also offer free services to local populations.

Investments and partnerships. Since Afya is enjoying a period of accelerated growth, partly through acquisitions and partly through the opening of its own new units under the aegis of the Mais Médicos Program, various investments have been made all over the country. One of the units acquired, for example, had its installations remodeled. Overall investments in infrastructure at the IESs, during the year, totaled R\$ 84 million.

The investment profile includes operations which allow IESs to pass on resources to state and municipal governments in exchange for the use of public health facilities by students as part of the hands-on practical aspect of their training. Units under the Mais Médicos Program, for example, pass on funds to municipalities where they operate for such funds to be used as investments in infrastructure and equipment employed by the municipal healthcare system. **[GRI 203-1]**

Contribution to local development. The day to day operations of a teaching institution, which bring together, no matter their size, hundreds of students and professors, will mean a constant flux of people within the local community demanding various services in a virtuous cycle that favors the community's overall development. There will be, for example, increased needs for food and housing, often met by small and medium-sized businesses. At Afya undergrad courses, for example, about 13% of professors have moved to their present jobs at Afya units from other states. Among students, the proportion is about one in four. **[GRI 202-2; 203-1]**

In addition to services sought by students and professors, Afya units themselves must contract suppliers from the localities in which they operate. Of total procurement in 2020, for example, 60.15% come from local sources, defined as those located in the same State as the IES. **[GRI 204-1]**

In order to operate in the field of education, including teaching mediated by technology, the chief suppliers are companies that deal in products and services related to a variety of activities: stationery, pedagogic material, other raw materials, in addition to providers of solutions in the areas of computer hardware and software, equipment maintenance, technical support and specialized labor in the case of specific projects. Given the current phase of robust expansion by the Company, either through acquisitions or through construction of new units, the supply chain for purchasing of materials and contracting of services needed at work sites will surely continue. **[GRI 102-9; 102-10]**

EXPANSION OF THE HGP PEDIATRICS WING

One of the consequences of bringing forward payments owed by three IESs to the state of Tocantins by the year 2026 was the expansion of the pediatrics wing at the Palmas General Hospital (HGP) in the state capital. Work started in 2020 and added 108 beds, of which 20 are Intensive Care Units. The new wing is forecast to meet the needs of the local population by May, 2021. Investments totaled R\$ 6.6 million, equal to what is owed the state over a period of six years. Medical students, meanwhile, will be able to use the entire state capital hospital system as part of their hands-on learning experience.



SOCIAL IMPACT

Various actions directed at the communities surrounding our school campi were taken during the year. Several that deserve to be highlighted follow:

THE FIGHT AGAINST COVID-19

The IESs developed, throughout the year, various responses designed to diminish Covid-19 contagion and minimize effects caused to low-income communities. Initiatives went from donation of facemasks, gloves, and alcohol gel to municipal healthcare units, for distribution to health professionals working on the front lines, up to and including production of educational material to orient Internet campaigns, pamphlets, and videos directed at professionals along with the general public; efforts also included distribution of basic food baskets.

Among these actions is an exercise focused on habilitation and training in the handling of clinical situations related to Covid-19, such as intubation, and clinical handling of ventilators in Covid-19 cases. Aimed at professionals in the municipal healthcare system of Ipatinga (MG) - including



physicians, nurses, and nurse technicians affiliated with the Eliane Martins Municipal Hospital (HMEM) and the Emergency Treatment Unit (UPA) --, the initiative was developed by Univaco in partnership with the local city hall. Altogether, 496 people took part in lectures, workshops, and simulations, including 73 internship students. Another highlight is participation by various IESs in crisis committees, designed to fight the Covid-19 pandemic, formed by local city governments.

Some campi are also functioning as drive-thru vaccination sites, in the case of both Covid-19 vaccinations and H1N1. The latter does not combat the novel coronavirus but it does help increase immunization against grave illnesses that can reduce immunity in many people.

In parallel, Afya is also undertaking many other actions, in partnership with health bureaus and hospital institutions in 13 municipalities, for the most part in the North and Northeast, including total donations of about R\$ 1 million in personal protection equipment for healthcare professionals.

The Company also created an agenda designed for Medical students and healthcare professionals nationwide, based on the following free-of-charge actions:

- > Inauguration of a platform for remote learning aimed at students of 40 Medical institutions, both public and private, nationwide as a way to facilitate the maintenance of teaching activities during a period of social isolation. As part of this space, 150 different themes have been

readied for study, among them the most commonly cited in medical residency examinations; 11,600 students use the platform.

- > A course entitled “Therapeutic updating in the era of telemedicine,” aimed at medical training in the conduct of protocols in areas which are not the specialty of the individual taking the course, developed as a way to increase the number of those who can engage in the fight against the novel coronavirus. The course offers 426 video classes of 10 minutes each, in addition to 177 questions and answers, among other content.
- > A course called “Covid-19 Emergencies Conduct:” habilitation with a focus on mechanical ventilators and image diagnostics; more than 23,000 professionals have already participated at 34 public and private hospitals via the website www.afya.com.br/emergenciasmedicas.





ATTENTION TO HEALTH

Students at undergrad medical courses and those from other healthcare careers such as Odontology, Nursing, any Physiotherapy, offer free consultations to communities surrounding Afya campi, using clinics at the various units in partnership with the government's Unified Healthcare System (SUS).

This practice, in which 100% of IESs with mature Medical courses (those which include students in their last years of study, especially through internships) take part, is also undertaken through IPEMED. In this manner, physicians who attend graduate courses also consult with local populations through ambulatory units at their own schools; patients are sent by municipalities which serve as partners. In 2020, actions of this nature developed by IPEMED benefited residents of 147 municipalities. **[GRI 413-1]**

With this, Afya contributes not only to the professional formation of its students but also to the socio-economic development of local communities in the regions where it operates, always in line with local laws and social and economic regulations such that, during the entire period, there was not a single instance of non-compliance. The impact of such initiatives on human rights is also frequently cited. **[GRI 412-1; 413-1; 419-1]**

In 2020, there were 427,184 free healthcare consultations, a figure 52.2% higher than in the previous year, a benchmark made possible by the acquisitions made during the period. Of the total number of consultations, 357,000

were undertaken by undergrad students while 10,000 were the work of graduate program students divided into 14 medical specializations: immunology, cardiology, dermatology, aesthetic dermatology, endocrinology, digestive endoscopy, allergology, gastroenterology, geriatrics, neurology, nutrition, pediatrics, psychiatry, rheumatology, and trichology. In the case of consultations offered by IPEMED, patients are requested to make donations of basic food products, a practice that resulted in five tons of such products being passed on in 2020; these are then sent to social assistance institutions and organizations. All other free consultations were undertaken by students at graduate courses or other healthcare-related courses (58,900) or through other areas (1,300).

427,184

free healthcare consultations during the year

58.22%

higher than in 2019

ACCESS TO EDUCATION

In order to promote access to its courses, Afya has adopted the practice of offering full or partial scholarships based on criteria determined by policies developed at each of its IESs. In 2020, 22,306 students – a number equivalent to 61.6% of the total number of undergrad students – benefited from some type of discount to their tuition.

Some of these scholarships derive from Afya's adhesion to federal government incentives in this area, specifically the University for All Program (Prouni) and the Student Finance Program (Fies). In 2020, 4,999 students were financed through these two alternatives, some 78% more than in 2019. Teaching institutions, such as Afya, which adhere to these programs, can obtain an additional 20% in relation to the berths approved for any given campus. **[GRI 201-4]**

University for All Program (PROUNI). Scholarships under the program can be full, for those who come from families with a family income of one-and-a-half minimum salaries or less, or partial, equal to half of tuition for students from families with incomes of up to three minimum salaries. The concession of the scholarship also depends on the student's performance in the National Secondary School Examination (Enem). Prouni is a fiscal incentive program. By adhering to the program, Afya obtains exemptions from some federal taxes.



Student Financing Program (FIES). Awarded by the National Educational Development Fund (FNDE) to regularly matriculated students. Following a specific selection process, students receive full or partial scholarships. Payments to the institutions, in turn, are made by the FNDE in the form of government bonds, a way to compensate for the fiscal costs to the institution of higher learning which is hosting the student.

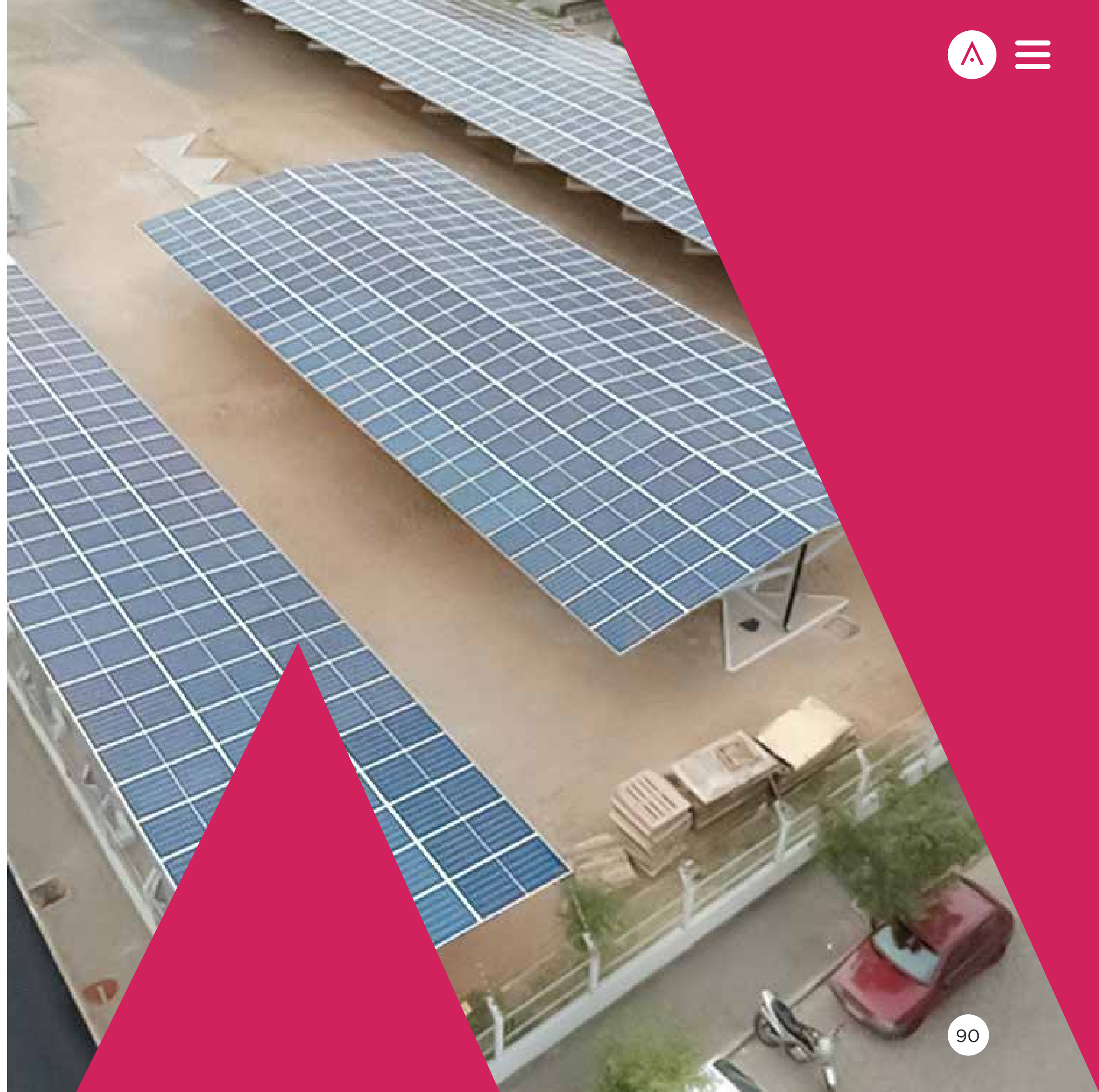
Financial institutions. Afya maintains partnerships with financial institutions that offer financing to students, such as Bradesco and Santander banks and the SICOOB CREDIMEPI credit cooperative, along with PRAVALER. The credit lines, at these institutions, are made available to students in all the courses, with specific conditions in the case of Medicine. Afya serves as a mere bridge between students and financing institutions with no direct participation of its own.

ENVIRONMENTAL **IMPACT**

Afya's operations are conducted in such a way as to cause the least possible impact on the environment. An example of the effort made in this direction is installation of photovoltaic energy sources at four of our teaching institutions: UNIDEP (PR), IESVAP (PI), UNINOVAFAPI (PI) and FMIT (MG), depicted in the photo opposite. In addition to innovating in the field of energy generation, this practice is in line with our expansion goals since two of the units are in the Northeast, a region of the country which has a particular vocation for generation of power from solar sources.

By using such resources, Afya is also adopting a method for power generation that emits zero carbon, another major concern of the Company. With a view toward improving practices in this regard even more, Afya inaugurated a protocol that produces an annual inventory of greenhouse gas emissions (GEE) related to its operations. This routine, adopted in 2020 and with the first annual results presented in this report, will allow the Company to identify opportunities to improve performance and establish targets for emissions, contributing to minimizing the effects of our operations on climate change.

In 2020, in line with efforts to promote continuous improvement, Afya also began collecting data related to consumption of natural resources (water and energy), generation of solid residues, and emission of greenhouse gases (GEE), at its IESs, by means of a specific tool designed to manage such research. As a consequence, the data presented here refers to the period 2020. The information collected is not comparable to 2019 due to the expansion of Afya's operations during the more recent period and the change in the methodology for data collection.



ENERGY

[GRI 103-2; 103-3]

In 2020, the consumption of energy reached 8,035.84 MWh. Of that total, 16,5% came from renewable sources. These included solar panels generating photovoltaic power installed in four IESs already mentioned. This form of alternative energy does not produce gas emissions, which reduces the overall production by Afya of such emissions in the environment and, therefore, reduces pressure on climate change.

The figures reflect adoption of alternative sources of energy generation, such as solar power, featuring zero GEE emissions. With generators at various units, IESVAP (PI), UNIDEP (PR), FMIT (MG), and UNINOVAFAPI (PI) — at the latter two, installed in 2020 — Afya has made these facilities self-sufficient in power as well as minimizing effects of its activities on the environment. In 2020, investments to maintain and install such energy generating equipment reached R\$ 4.5 million. It is forecast that this format will be adopted at more units in the coming years.

In parallel with the adoption of clean energy policies, the Afya learning institutions have also taken steps to diminish their consumption of power. With the migration of classes to virtual environments, due to the Covid -19 pandemic, demand for energy naturally diminished. Nevertheless, best practices in the rational use of energy were maintained, for example, through the substitution of conventional light bulbs for LEDs, in addition to various actions to raise energy conservation awareness among employees. [GRI 302-4]

CONSUMPTION OF ENERGY

[GRI 302-1]

In MWh	Undergrad Courses	Graduate Courses	Medcel	Holding	TOTAL
Non-renewable sources	6332.53	246.12	33.68	93.52	6705.84
Renewable sources	1330.00	0.00	0.00	0.00	1330.00
TOTALS	7662.53	246.12	33.68	93.52	8035.84

CLEAN ENERGY

Generation of energy from photovoltaic facilities, in 2020, resulted in:

1,330 MWh
of energy generated

140 tons
of CO₂ not emitted into the atmosphere

63,200 liters
of gasoline not consumed

13.41 hectares
hectares of forest absorbing carbon

1,157
trees preserved

GEE EMISSIONS

In line with efforts to promote continuous improvement, Afya has begun the management, through annual inventories, of Greenhouse Gas Emissions (GEE) resulting from its own operations. The routine, first adopted in 2020, allows the Company to evaluate its performance in this area and to implement actions designed to minimize emissions and establish targets based on management criteria.

The first measurement of total emissions resulted in a figure of 1,663.71 tCO₂e, the greatest concentration (68.3%) coming under Scope 1. In this category, consideration is given to direct GEE emissions from sources belonging to or controlled by the Company. In this classification, so-called fugitive emissions, or those caused by recharging of frozen gases by operating units, accounted for 89% of the total. Under Scope 2, indirect emissions are measured. These are emissions based on sources obtained from electric power and thermal power plants for internal consumption by the Company. Scope 3 are emissions derived from business trips and residues from landfills.

WATER

The consumption of water by undergrad courses, graduate courses, test prep courses, and corporate headquarters reached 54,200 m³. This volume of water is supplied, overwhelmingly, by either concession holders or subterranean sources, captured via artesian wells (55.1% and 44.5%, respectively). At the IPEMED unit in Salvador, there is the practice of collecting water from rainfall and utilizing it for the operation, accounting for 210 m³ of total consumption.

TOTAL EMISSIONS OF GREENHOUSE GASES (GEE)

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

Em tCO ₂ e	Undergrad Courses	Graduate Courses	Medcel	Holding	Total
Scope 1	1,131.69	4.66			1,136.35
Scope 2	371	15.19	2.08	5.77	394.04
Scope 3	83.64	48.4	0.01	1.27	133.32
TOTAL	1,586.32	68.25	2.09	7.05	1,663.71

CONSUMPTION OF WATER IN 2020

[GRI 303-3]

Em m ³	Undergrad Courses	Graduate Courses	Others	Totals	%
Total consumption of directly collected rainwater	0	210		210	0.4%
Total consumption of water from concession-operated networks	27,758	1,449	640	29,847	55.1%
Total consumption of water from subterranean sources	24,143	0	0	24,143	44.5%
TOTAL	51,901	1,659	640	54,200	100%

ECONOMIC- FINANCIAL **RESULTS**



PERFORMANCE IN 2020

[GRI 103-2; 103-3]

In 2020, Afya successfully executed its strategy of continuous leadership in the number of graduate seats in Medicine available in Brazil. Since it went public, in 2019, the Company has acquired nine more teaching institutions, adding 851 seats to its total, in less than two years. By doing so, Afya has already delivered 85% on its IPO promise to add 1,000 seats by 2022.

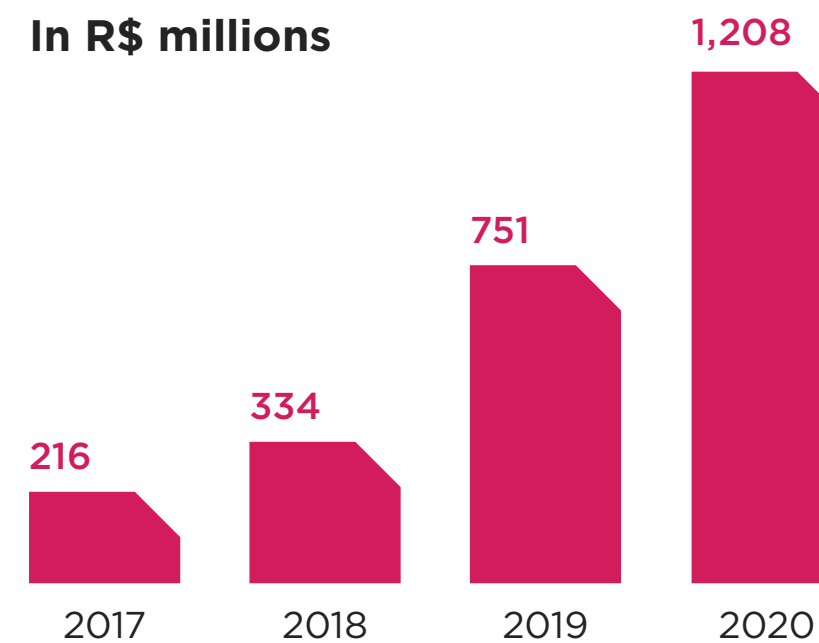
As of the end of the year, Afya had 11,030 registered medical students, a rise of 67%, reflecting a combination of the organic growth that comes with maturity along with mergers and acquisitions. The latter allowed for significant gains from synergies and helped promote continuous improvements in efficiency within our operation. All of these initiatives are, in turn, reflected in the 60.9% increase in adjusted net revenues seen in 2020, resulting in an adjusted EBITDA margin of 46.6%, among other indicators.

ADJUSTED NET REVENUE

Total of

R\$ 1,207.7 million,

60.9% higher than in 2019. The revenue generated by monthly fees paid by students and from the sale of products and solutions by Afya Digital reflects the solid base of students and users that has been created, all of which reinforces the strategy of bringing forward enrollments for the first semester of 2020, which guaranteed the 100% occupancy of medical seats offered. The figures also reflect the consolidation of companies recently acquired as well as the expansion of Afya Digital.



ADJUSTED EBITDA

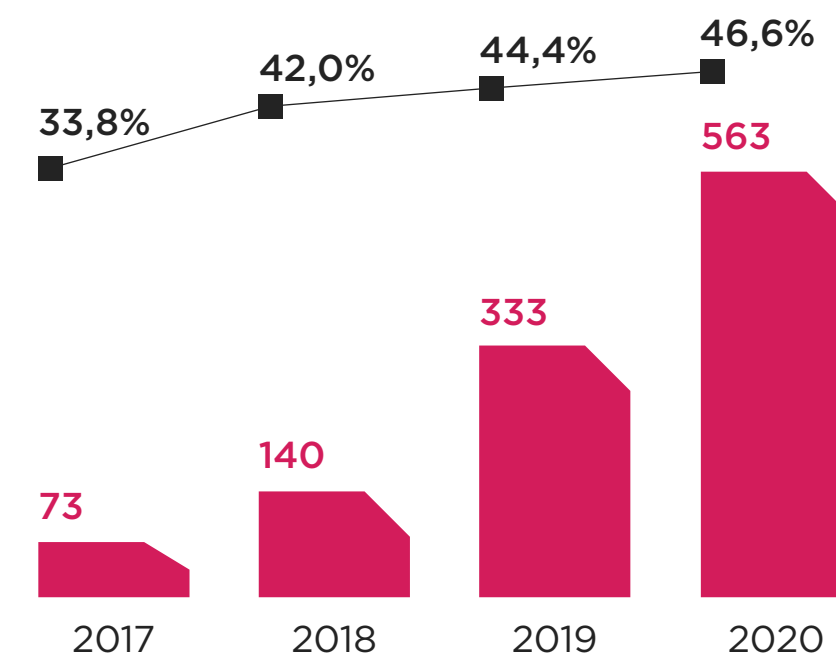
Organic growth, combined with the synergies earned from successful integration with recently acquired companies, along with the increased maturity of our medical colleges and a rise in average fees all contributed to an adjusted EBITDA level of

R\$ 563.1 million,

68.9% higher than in 2019, with an adjusted EBITDA margin of 46.6%, an increase of 2.2 percentage points.

■ **Adjusted EBITDA - Em R\$ milhões**

■ **Adjusted EBITDA Margin**



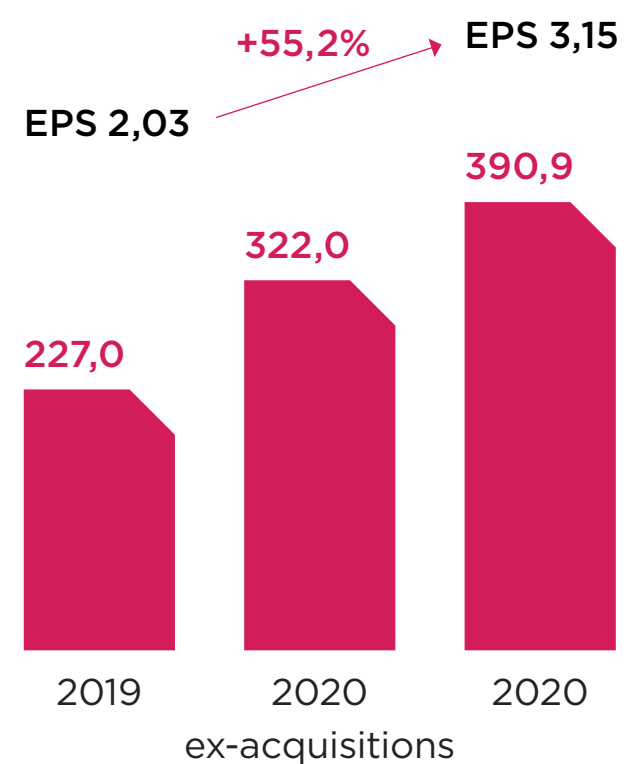
ADJUSTED NET INCOME

An increase of

72.2%,

Reflecting contributions from revenue, organic growth, and the capture of synergies from integration with acquired companies.

In R\$ millions



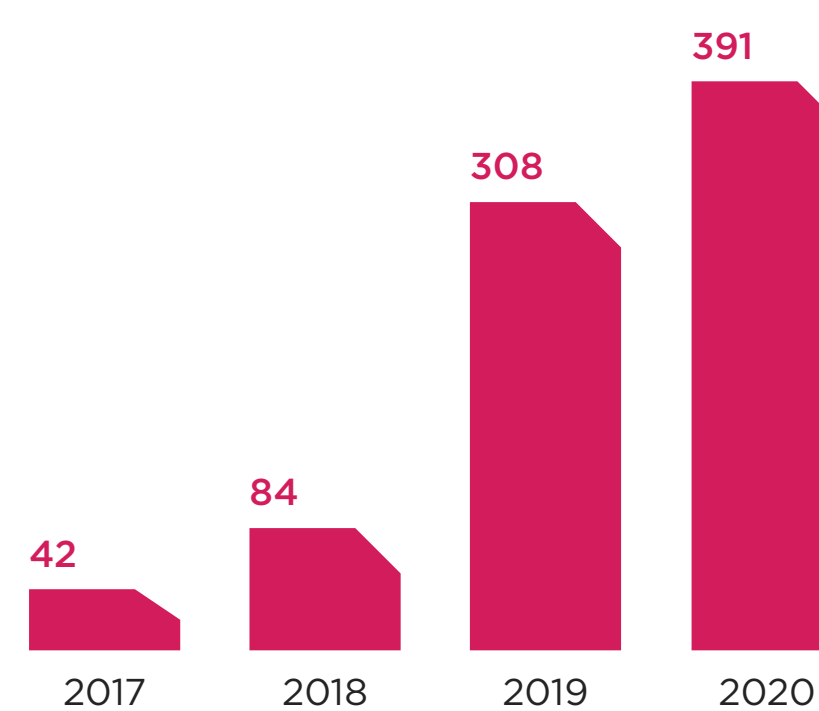
INDEBTEDNESS

Cash and cash equivalents of

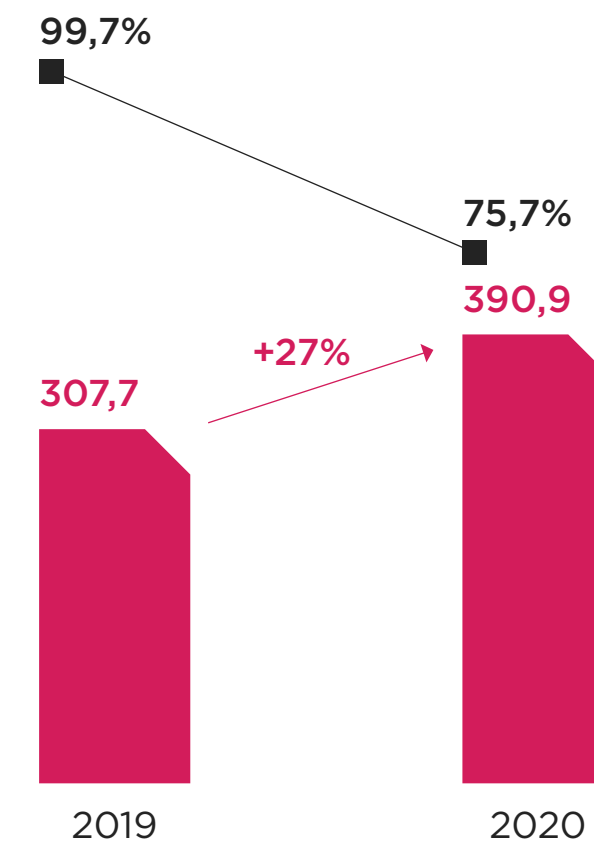
R\$ 1.0 billion,

up 10.8% from the total notched in 2019, funds which helped maintain Afya's strategy of growth through acquisitions. Cash conversion, in turn, was 75.7%, down from 99.7% for the previous period. This reduction was due, chiefly, to the consolidation of MEDCEL, given that its results negatively affected cash conversion in the first quarter and the fourth quarter, and by renegotiation of monthly installments in arrears, due to the pandemic.

Adjusted cash flow from
9.3X growth



■ Adjusted operating cash generation
■ Operating cash conversion ratio



Complete balance sheets are available at Afya's Investor Relations website (IR): ir.afya.com.br. The reports include, in addition to the 2020 accounting data, information about the company's performance in relation to ESG goals (Environment, Social Responsibility, and Corporate Governance). Such data will now be presented on a quarterly basis in conjunction with guidance on financial performance.

GRI CONTENT SUMMARY

[GRI 102-55]

GRI STANDARDS	GRI TOPICS	DEFINITIONS	PAGE / ANSWER
GRI 102 - GENERAL DISCLOSURES	102-14	Statement from senior decision-maker	6
	102-1	Name of the organization	15
	102-2	Activities, brands, products, and services	16
	102-3	Location of headquarters	15
	102-4	Location of operations	17
	102-5	Ownership and legal form	15
	102-6	Markets served	16
	102-7	Scale of the organization	15
	102-8	Information on employees and other workers	37
	102-41	Collective bargaining agreements	38
	102-9	Supply chain	85
	102-10	Significant changes to the organization and its supply chain	85
	102-11	Precautionary Principle or approach	30
	102-12	External initiatives	3
	102-13	Membership of associations	3
	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	4
102-47	List of material topics	3	

GRI STANDARDS	GRI TOPICS	DEFINITIONS	PAGE / ANSWER
GRI 102 - GENERAL DISCLOSURES	103-1	Explanation of the material topic and its Boundary	4
	102-48	Restatements of information	2
	102-49	Changes in reporting	2
	102-40	List of stakeholder groups	4
	102-42	Identifying and selecting stakeholders	4
	102-43	Approach to stakeholder engagement	4
	102-44	Key topics and concerns raised	4
	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
	102-55	GRI content index	96
	102-56	External assurance	This report was not submitted to a third party audit.
	102-18	Governance structure	28
	102-16	Values, principles, standards, and norms of behavior	18, 30

MATERIAL TOPICS	GRI STANDARDS	GRI TOPICS	DEFINITIONS	PAGE/ANSWER
Take care of the entire journey involved in the physician's training and be a partner in offering digital services to support his professional routines	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2
		103-2	The management approach and its components	20, 41, 69, 71, 75
		103-3	Evaluation of the management approach	20, 41, 69, 71, 75
Promote the safety and wellbeing of employees	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2
		103-2	The management approach and its components	37
		103-3	Evaluation of the management approach	37
Serve as a reference point for solutions in medical education	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2
		103-2	The management approach and its components	20, 41, 69, 71, 75
		103-3	Evaluation of the management approach	20, 41, 69, 71, 75
Promote greater geographic access to high quality medical education	GRI 202: Market presence 2016	202-2	Proportion of senior management hired from the local community	85
	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2
		103-2	The management approach and its components	83
		103-2	Evaluation of the management approach	83

MATERIAL TOPICS	GRI STANDARDS	GRI TOPICS	DEFINITIONS	PAGE/ANSWER
Participate in the socio-economic transformation of communities surrounding our operations	GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	84, 85
		203-2	Significant indirect economic impacts	83
	GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	85
	GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	88
	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2
		103-2	The management approach and its components	83
		103-3	Evaluation of the management approach	83
Generate social impact through promotion of disease-prevention and health	GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	88
	GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	88
	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2
		103-2	The management approach and its components	83
		103-3	Evaluation of the management approach	83
	Develop cooperative culture based on entrepreneurship and performance	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee
404-3			Percentage of employees receiving regular performance and career development reviews	38
GRI 405: Diversity and Equal Opportunity 2016		405-1	Diversity of governance bodies and employees	29,37
GRI 103: Management Approach 2016		103-1	Explanation of the material topic and its boundary	2
		103-2	The management approach and its components	33, 37
		103-3	Evaluation of the management approach	33,37

MATERIAL TOPICS	GRI STANDARDS	GRI TOPICS	DEFINITIONS	PAGE/ANSWER
Demonstrate operational excellence	GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	30
		205-3	Confirmed incidents of corruption and actions taken	30
	GRI 206: Anti-Competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	30
	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	2
		103-2	The management approach and its components	32, 33
		103-3	Evaluation of the management approach	32, 33
Disseminate efficient use of energy	GRI 302: Energy 2016	302-1	Energy consumption within the organization	91
		302-4	Reduction of energy consumption	91
	GRI 303: Water and Effluents 2018	303-3	Water withdrawal	92
	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	92
		305-2	Energy indirect (Scope 2) GHG emissions	92
		305-3	Other indirect (Scope 3) GHG emissions	92
		305-4	Intensidade das emissões de GEE	92
	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2
		103-2	The management approach and its components	91
		103-3	Evaluation of the management approach	91
Grow with profitability	GRI 201: Economic Performance 2016	201-4	Financial assistance received from government	89
	GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2
		103-2	The management approach and its components	94
		103-3	Evaluation of the management approach	94

SUMMARY - SASB STANDARDS

SERVICES SECTOR - EDUCATION

TOPIC	CODE	ACCOUNTING METRIC	PAGE/ANSWER
Activity Metric	SV-ED-000.A	Number of students enrolled	15
	SV-ED-000.B	Number of applications received for enrollment	41
	SV-ED-000.D	Number of: (1) teaching staff and (2) all other staff	24
Data Security	SV-ED-230a.1	Description of approach to identifying and addressing data security risks	35
	SV-ED-230a.2	Description of policies and practices relating to collection, usage, and retention of student information	35
Quality of Education & Gainful Employment	SV-ED-260a.1	Graduation rate	42

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