

ESPM SUSTAINABILITY

REPORTING YEAR / 2025

GISA: GOVERNANCE, SOCIAL AND ENVIRONMENTAL IMPACT

ESPM

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About this **report**

This is ESPM's first sustainability report. The publication gathers information on its performance across the governance, social and environmental dimensions, covering the period from **January 1 to December 31, 2025**. Whenever applicable, information referring to different periods or scopes is identified throughout the document.

The content is organized with reference to the Global Reporting Initiative (GRI) Standards, which were used as a basis for structuring the topics and indicators presented, without constituting a statement of full compliance with these Standards. The chapters also indicate their relationship with the institutional assessment instruments of the Brazilian Ministry of Education (MEC), the Ethos Indicators for Corporate Social Responsibility, and the United Nations Sustainable Development Goals (SDGs) of the 2030 Agenda.

The preparation of this report received technical support from Kick, a consultancy specializing in sustainability and ESG reporting, based on the collection and systematization of information provided by the responsible areas within ESPM.

Governance of the sustainability agenda is led by the GISA Committee (Governance, Social and Environmental Impact), established in 2024 and chaired by the President of ESPM, with coordination by the ESPM Center for Socio-Environmental Development (CEDS) and the Corporate Governance, Risk and Compliance team. The Committee is responsible for guiding the development of the institution's sustainability strategy, monitoring material topics, and supporting the integration of ESG practices into management.

In 2025, ESPM defined the methodology for conducting its first materiality assessment as a tool for identifying and analyzing relevant sustainability-related topics. The process, conducted with the support of the GISA Committee and CEDS, includes consultation with faculty members, students, employees, alumni, suppliers and the community, as well as the adoption of a double materiality perspective, which considers both the institution's impacts on society and the environment and the influence of these topics on ESPM.

TRANSPARENCY AND REPORTING EVOLUTION

As this is the first reporting cycle, some indicators are still being consolidated. The process made it possible to identify gaps and opportunities for improvement in the structuring of indicators and in sustainability management and reporting.



Questions, comments or suggestions regarding this report may be sent to ***ceds@espm.br*** *and/or* ***0800 607 3777****.*

Message from the **President**

It is with great satisfaction that we present **ESPM's first Sustainability Report**, gathering in a single document important things our community has accomplished over the past 75 years. It also reaffirms our commitment to the future of our students, faculty, employees, partners, communities and society.



This document presents information on ESPM's performance in governance and in social and environmental matters, covering the period from January 1 to December 31, 2025. In doing so, it allows us to take an integrated view of how sustainability is being incorporated into our strategy, management, academic activities and relationships with our various stakeholders.

The world has always been changing, and today is no exception. Perhaps what distinguishes the present moment is the greater speed, urgency and complexity of these transformations. The environment calls for a low-carbon economy, while social inequalities demand stronger, more inclusive and more sustainable development. And ethical development as well.

This is the socioeconomic landscape and labor market for which we prepare our students. In Brazil, the mobilization around events such as COP30, which ESPM followed closely, highlights the importance of firm and practical institutional positions in response to the climate agenda.

As an institution that has always kept pace with global movements and generational change, we understand that our contribution to sustainable development takes place on two fundamental fronts: generating academic value and rigorously managing our own impacts on the economy, the environment and people. Governance of this agenda is led by the GISA Committee (Governance, Social and Environmental Impact), established in 2024 and chaired by the Office of the President, with coordination by the ESPM Center for Socio-Environmental Development (CEDS) and the Corporate Governance, Risk and Compliance team.

The year 2025 marked the consolidation of essential assessments of our operations. We prepared our first Greenhouse Gas (GHG) Emissions Inventory, quantifying a total of 395.918 tCO2e under the operational control of the assessed units in São Paulo, Rio de Janeiro and Porto Alegre. In the social and governance dimensions, we maintained integrity as a non-negotiable principle: we recorded zero incidents of human rights violations in our security activities and ensured that 100% of the reports received through the Ombuds Office and the independent Ethics Channel were handled respectfully and carefully. This commitment also guides our relationships with suppliers and service providers through strict

contractual clauses prohibiting child labor and forced labor, as well as continuous monitoring of our supply chain. No reports related to these issues were recorded during the period.

The publication uses the Global Reporting Initiative (GRI) Standards as a reference, one of the most internationally recognized methodologies for sustainability reporting. Although this first report does not constitute a statement of full compliance with the GRI Standards, using them as a reference provides a consistent framework for organizing information, identifying progress and understanding opportunities to improve our practices. This is our first step toward uniting, in an organized and transparent manner, the data that allow us to understand and manage ESPM's actual impacts on the economy, the environment and people.

Our strategic priorities are anchored in initiatives and networks in which we have participated and which we have supported over the years. We are a signatory to the United Nations Global Compact and support its Ten Principles related to human rights, labor rights, environmental protection and anti-corruption. We mobilize the Brazil Chapter of the Principles for Responsible Management Education (PRME) and hold the Vice Presidency for Research on SDG 12, Responsible Consumption and Production, within the United Nations Academic Impact (UNAI).

The content also establishes connections with the institutional assessment instruments of the Brazilian Ministry of Education (MEC), the Ethos Indicators for Corporate Social Responsibility and the United Nations Sustainable Development Goals (SDGs) of the 2030 Agenda. These references help organize and contextualize the information presented in this report in relation to sustainability practices, institutional quality and ESPM's responsibilities toward its stakeholders.

We are a nonprofit association dedicated to educating and developing professionals capable of transforming businesses and contributing to the country's development. Our goal is the success of our students, both as professionals and as citizens, as well as the creation of centers of excellence in Brazil that are internationally recognized and generate value for Brazilian talent.

As an educational institution, we know that our most significant impact lies in developing people. We seek to educate leaders capable of transforming their own lives, the lives of their families, businesses and organizations, which, when strengthened, can create more opportunities for more people and thereby contribute to a more inclusive and equitable society.

It was this conviction that made us pioneers in Brazil in bringing ESG discussions into the classroom.

This commitment translates into tangible results beyond our walls. In 2025, the Profissão Social Program trained 1,061 young people from public schools through 87 hours of workshops, while Jovem Inusitado certified 185 young people through a program combining academic development and support for student retention. In the same year, ESPM Social celebrated 25 years of activity with the participation of 210 student volunteers and expanded its contribution through different initiatives. Among them, 16 social organizations received free consulting services in Management, Communication and Marketing, while the Bem da Moda project donated BRL 255,000 to the Support Group for Adolescents and Children with Cancer (GRAACC). In the digital environment, ESPM Unlocked more than 50,000 course accesses to free online courses, expanding the reach of the knowledge produced by the institution. These achievements provide a tangible measure of our contribution to social development.

BALANCE AND NEXT STEPS ON OUR JOURNEY

We are proud of the impacts our community has generated and determined to continue doing more, consistently and sustainably.

This is an evolving journey. In this first reporting cycle, we brought together information that had previously been distributed across different areas, identified relevant practices and began to establish a more integrated view of ESPM's impacts.

We thank all the teams and individuals whose information, data and analyses made this collective effort possible. Above all, we thank our entire community, including those who are no longer with us, for leaving us the legacy of an institution with a clear purpose and sense of direction. An institution that enables us to continue learning, measuring, improving and transforming.

DALTON PASTORE JUNIOR
PRESIDENT OF ESPM

About **ESPM**

GRI: *2-1, 2-2* • ***MEC:*** *Institutional Structure* • ***Ethos:*** *Governance*

OUR HISTORY

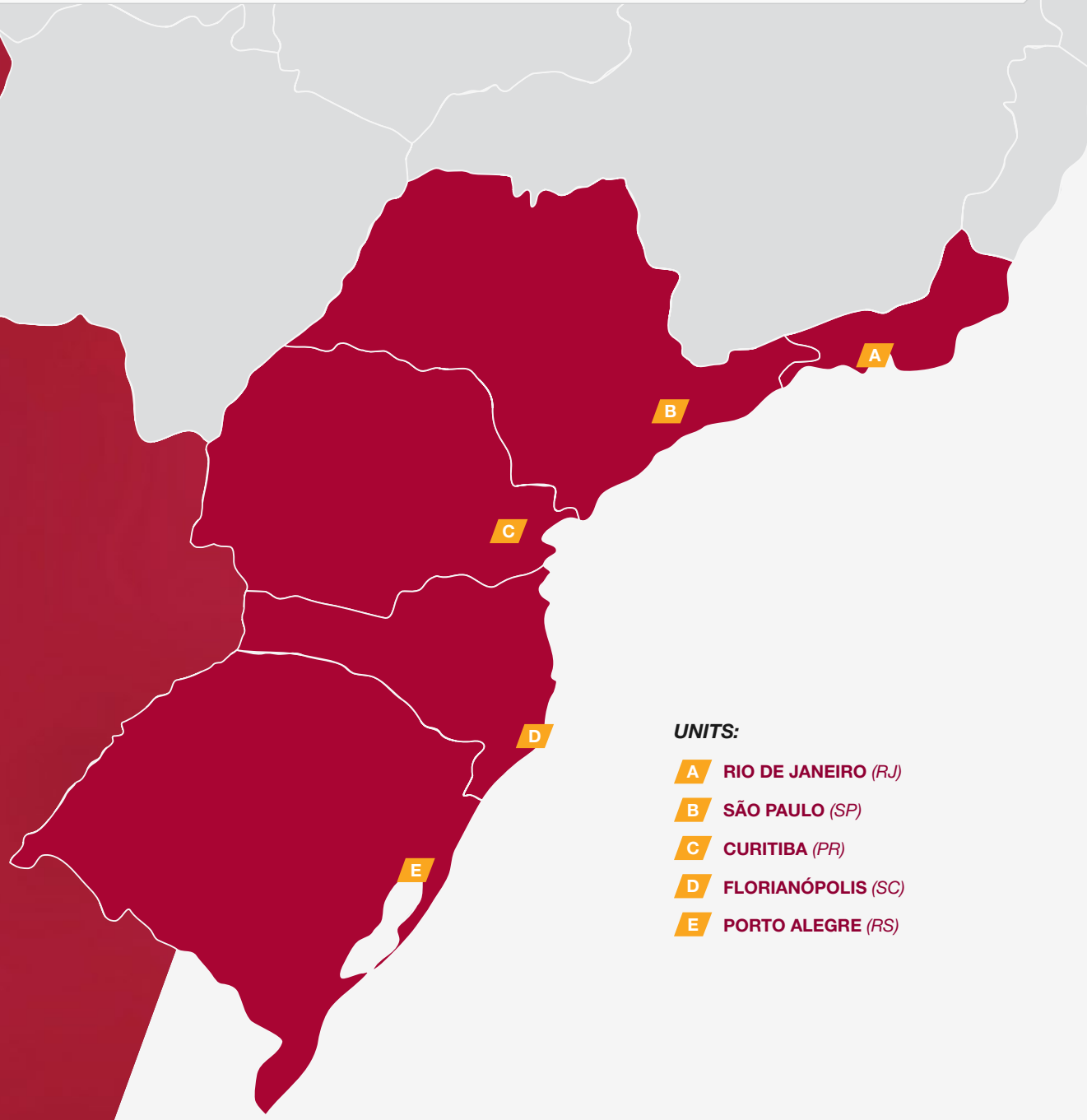
Founded in 1951, ESPM was created through the initiative of communication and marketing professionals who believed in education as a driver of national development and as a means of preparing leaders capable of transforming organizations and society.

Initially established as the São Paulo School of Advertising, the institution expanded its activities over the decades and became a center of excellence in Communication, Marketing, Business, International Relations, Technology, Creative Economy and Law.

ESPM's history is marked by its close relationship with the market, academic innovation and its commitment to an education that integrates theory and practice, reflected in the principle "Those Who Do, Teach." This model has helped educate generations of professionals and strengthen the connection between the university, organizations and contemporary challenges.

Today, with units in São Paulo, Rio de Janeiro, Porto Alegre, Florianópolis and Curitiba, ESPM operates through teaching, research and extension activities, while developing initiatives that promote innovation, entrepreneurship, sustainability and social impact.

With more than seven decades of history, the institution reaffirms its commitment to evolving in step with societal transformations, developing leaders capable of transforming businesses and contributing to the country's development.



UNITS:

- **A** **RIO DE JANEIRO** *(RJ)*
- **B** **SÃO PAULO** *(SP)*
- **C** **CURITIBA** *(PR)*
- **D** **FLORIANÓPOLIS** *(SC)*
- **E** **PORTO ALEGRE** *(RS)*



MISSION

To develop leaders capable of transforming businesses.

PURPOSE

To create centers of excellence in Brazil in our areas of expertise.

VISION

By offering our students an education with focus on excellence — including academic quality; continuous innovation in programs, methodologies and experiences; close ties with the market; state-of-the-art infrastructure; and sound, conservative management — we will ensure the long-term sustainability of the School, which is essential to supporting the careers of students who graduate from ESPM.

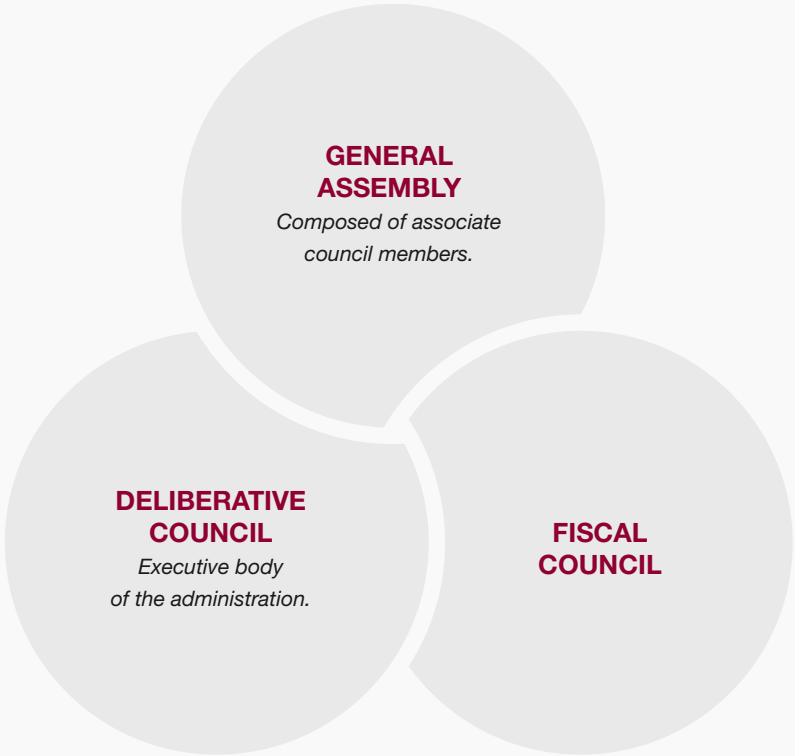
VALUES

- Academic excellence
- Ethics and truth
- Free enterprise and freedom of expression
- Human and social advancement
- Diversity, equity and inclusion

Institutional **governance**

GRI: *2-9, 2-12, 2-13* • ***MEC:*** *Governance* • ***Ethos:*** *Ethics*

ESPM is a private, nonprofit institution.
Its **governance structure** comprises:



Members of the Deliberative Council and Fiscal Council are elected by the General Assembly and perform their duties on a voluntary, unpaid basis.

COUNCIL MEMBERS

Adriana Cury, Andrea Salgueiro Cruz Lima, Antonio Fadiga, Antonio Jacinto Matias, Armando Ferrentini, Armando Strozenberg, Claudio Carillo, Décio Clemente, Flavio Faveco Corrêa, Francisco Mesquita Neto, Giancarlo Civita, João Carlos Saad, João Roberto Marinho, João Vinícius Prianti, José Bonifácio de Oliveira Sobrinho, Luiz Antonio Viana, Luiz Carlos Dutra, Luiz Lara, Marcello Serpa, Orlando dos Santos Marques, Patricia Blanco, Paulo Gomes de Oliveira, Percival Caropreso, Roberto Martensen, Sérgio Silbel Soares Reis, Thomaz Souto Corrêa and Waltely de Oliveira Longo.

DELIBERATIVE COUNCIL

- ***President:*** Armando Ferrentini
- ***Vice Presidents:*** Armando Strozenberg and Orlando dos Santos Marques
- ***Members:*** Décio Clemente, João Vinícius Prianti, Claudio Carillo, Luiz Carlos Dutra and Thomaz Souto Corrêa

FISCAL COUNCIL

- ***President:*** Flávio Faveco Corrêa
- ***Members:*** Adriana Cury and Luiz Lara

EXECUTIVE BOARD

- ***President:*** Dalton Pastore Jr.
- ***Academic Vice President:*** Tatsuo Iwata
- ***Administrative and Financial Vice President:*** Elisabeth Dau Corrêa
- ***Executive Director of Innovation and Customer Experience:*** Rodrigo Ulhôa Cintra de Araujo
- ***Executive Director of Marketing:*** Fernando Cesário

ACADEMIC LEADERSHIP

- ***Communication and Arts:*** Tatsuo Iwata
- ***Business and Technology:*** Denilde Holzhacker
- ***Undergraduate Programs, Ecosystems and Continuing Education:*** Caio Bianchi
- ***Lato Sensu Graduate Programs:*** Frederike Mette
- ***Research and Stricto Sensu Graduate Programs:*** Evandro Luiz Lopes
- ***Executive Education and ESPM Consult:*** Júlio Figueiredo
- ***Academic Excellence (DEA):*** Marcelo D'Emídio
- ***Distance Education:*** Cristina Valiukenas



GISA COMMITTEE — GOVERNANCE, SOCIAL AND ENVIRONMENTAL IMPACT

- Established in 2024, chaired by ESPM President Dalton Pastore and coordinated by the ESPM Center for Socio-Environmental Development (CEDS) and the Corporate Governance, Risk and Compliance Department.
- Composed of a diverse group of specialists, faculty members and ESPM employees.
- Members: Ana Paula Dolabella Cesar, Bruno Henrique de Araujo, Caio Giusti Bianchi, Cristina Lapa, Daniele Cristina Saraiva, Denilde Oliveira Holzhacker, Fred Lucio, Frederike Mette, Jeffer Lee Ariosa, Luciano Messias Mendonça Filho, Marcus Nakagawa, Marcelo Luiz Dias da Silva Gabriel, Pedro Fernandes Saad, Pedro Rivas Franco Lima Gomes, Regiani Aparecida de Góes Soares, Regina Pereira Lima Mazon and Sonia Conceição de Oliveira Sousa.

PARTICIPATORY INSTITUTIONAL ASSESSMENT

__MEC:__ Institutional Self-Assessment (CPA) • __Ethos:__ Stakeholder Dialogue

The institution's academic and administrative quality is monitored by the Institutional Evaluation Committee (CPA), a body established under Brazil's National Higher Education Assessment System (Sinaes). The committee conducts periodic **self-assessment** cycles with the participation of students, faculty members and technical-administrative staff, and the results guide **institutional planning** and **improvements to courses and services**.

Commitments and participation in networks

__GRI:__ 2-28 • __MEC:__ Institutional Relations • __Ethos:__ Integrity and Transparency

ESPM participates in networks that guide its approach to sustainability and responsible education:

Pacto Global Rede Brasil

Sustainability and integrity principles.

PRME
an initiative of the United Nations Global Compact

Responsible management education.

United Nations Academic Impact

Higher education and the 2030 Agenda. Since 2025, ESPM has held the Vice Presidency for Research on SDG 12 — Responsible Consumption and Production.

ESPM in **numbers**

PEOPLE

1,376 people in the workforce, including 1,065 direct employees and 311 outsourced workers.

841 faculty members, 74% of whom hold a master's or doctoral degree.

ACADEMIC QUALITY

17 assessments received the highest score of 5 from the Brazilian Ministry of Education (MEC).

STUDENTS AND ALUMNI

Approximately **12,000** active students.

57,438 members of the Alumni Community.

PARTNERSHIPS THAT EXPAND ACCESS

15 students received full undergraduate scholarships at ESPM São Paulo: ten from the Fundação Matias Machline, in Manaus, and five from Instituto Passos Mágicos.

2025 **highlights**

CONSULTING FOR SOCIAL ORGANIZATIONS

16 organizations supported through free consulting services in Management, Communication and Marketing.

LISTENING CHANNELS

100% of submissions addressed: 470 through the Ombuds Office and 13 through the Ethics Channel.

BEM DA MODA

BRL 255,000 donated to GRAACC through the sale of more than 10,000 donated items.

CARBON FOOTPRINT

ESPM's first GHG Inventory: 395.918 tCO_2e quantified for the 2025 reporting year.

HUMAN RIGHTS

Zero violations recorded in security activities and adoption of contractual clauses aimed at preventing child labor and labor analogous to slavery.

JOVEM INUSITADO

185 young people certified in 2025.

2,883 certificates issued since 2023, including program completions, technology minicourses and academic merit awards.

RESEARCH WITH INTERNATIONAL REACH

Research presented at the AIB World conference in the United States and the AIB-LAC conference in Mexico.

UNIVERSITY INCLUSION

Expanded pedagogical and psychopedagogical support for neurodivergent students through the PIPA Program.

PROFISSÃO SOCIAL

1,061 young people trained through 87 hours of workshops led by ESPM student volunteers.

ESPM UNLOCKED

More than 50,000 accesses to 155 free online courses, with 99% satisfaction with content quality.

1

ETHICS, INTEGRITY AND COMPLIANCE

How transparency and integrity guide decision-making and foster relationships of trust among people, society and the institution.

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Institutional commitments to **ethics and integrity**

__GRI:__ 2-23, 2-24 • __MEC:__ Institutional Integrity and Internal Controls • __Ethos:__ Integrity, Ethics and Compliance

ESPM's culture of integrity is supported by a set of policies, structures and bodies responsible for promoting ethics, integrity, human rights, and people's health and safety. These mechanisms include the institutional Code of Ethics and Integrity, the Governance, Risk and Compliance area (Corporate GRC), the Specialized Occupational Safety Engineering and Occupational Medicine Service (SESMT), the Internal Commission for Accident and Harassment Prevention (CIPA), and the ESPM Human Rights Committee.

These structures establish guidelines for **risk prevention**, **compliance with applicable legislation**, and the **promotion of a safe and respectful work environment** aligned with human rights principles.



Listening, **dialogue** and impact remediation

__GRI:__ 2-25, 2-26 • __MEC:__ Governance • __Ethos:__ Handling of Misconduct

The institution provides listening mechanisms that allow questions, suggestions, complaints and reports of potential misconduct to be submitted. These reports contribute to risk prevention and the continuous improvement of its processes.

Among these mechanisms is the **Ethics Channel**, operated through Contato Seguro, an independent and specialized platform that ensures confidentiality and allows anonymous submissions. The **Institutional Ombuds Office** broadens this dialogue by serving employees, students, alumni, family members and the community, providing a space for different types of submissions related to the institution's activities.

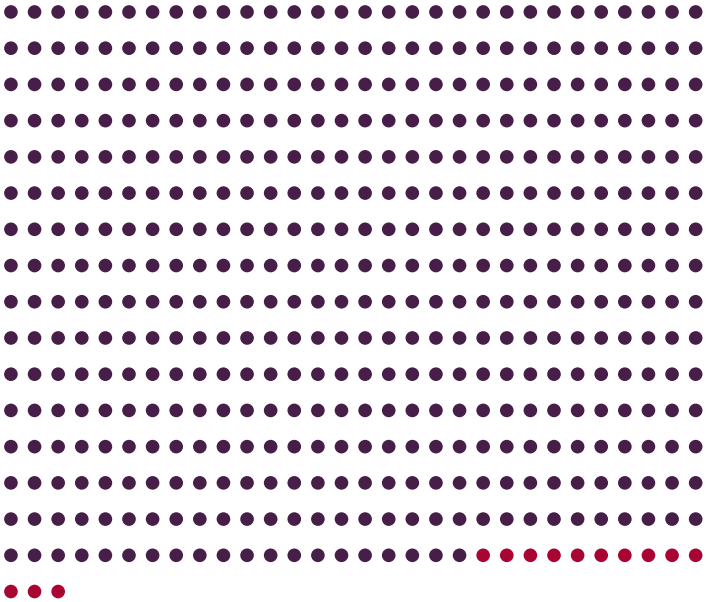
CIPA complements this structure by representing workers on occupational health and safety matters. Through periodic meetings, in accordance with the guidelines of NR-5*, the commission helps expand employee participation and improve the work environment.

These mechanisms are **important institutional listening tools**, as they make it possible to identify situations requiring attention, support remediation processes, and prioritize transparent relationships with stakeholders.

SUBMISSIONS RECEIVED IN 2025

- **OMBUDS OFFICE: 470**
- **ETHICS CHANNEL: 13**

✓ ***100%*** *of the submissions received were addressed.*



** NR-5 establishes the rules governing CIPA (Internal Commission for Accident and Harassment Prevention), with the objective of preventing occupational accidents and illnesses and combating workplace harassment, a responsibility added by Law No. 14,457/2022.*
Source: MTP Ordinance No. 4,219/2022, effective since March 2023.

PROCESS FOR HANDLING SUBMISSIONS RECEIVED

SUBMISSION

Ethics Channel (confidential, with the option of anonymity) or Ombuds Office.

INVESTIGATION

Conducted by the Governance, Risk and Compliance area (GRC).

MEASURES

Application of the disciplinary measures provided for in the Code of Ethics and Integrity and referral to the Ethics Committee or competent authorities, when applicable.

FOLLOW-UP

Monitoring of the handling process by the Governance, Risk and Compliance area (GRC).

Labor relations and **social dialogue**

GRI: *2-30* • ***MEC:*** *Labor Governance* • ***Ethos:*** *Labor Relations*

100%

of employees hired under Brazil's CLT labor regime are covered by **collective bargaining agreements** applicable to their respective professional categories and regions of operation.

Respect for freedom of association is complemented by practices of dialogue, guidance and monitoring of labor relations, conducted in accordance with Brazilian legislation and institutional principles.

During the reporting period, **no restrictions, interference or violations related to the exercise of this right were identified**.

Freedom of association also extends to the student community: the institution recognizes and supports student representative bodies, such as student unions (Centros Acadêmicos) and student athletic associations (Atléticas).

Ethical culture in **people development**

MEC: *Training and Institutional Integrity* • ***Ethos:*** *Culture of Integrity*

ESPM's ethical culture is supported by initiatives that connect employee development, leadership training and the academic experience of students.

Internally, topics related to ethics, compliance and labor relations are integrated into development programs offered to faculty members, managers and technical-administrative teams. This cross-cutting approach helps ensure that institutional values guide day-to-day management practices across the organization.

As an educational institution, ESPM extends the promotion of an ethical culture beyond its internal processes and incorporates this commitment into the education of its students.

Topics related to **Ethics**, **Citizenship** and **Responsibility** are included in the curricula of undergraduate and graduate programs and contribute to the development of professionals prepared to address the ethical challenges of the market and society.



LIFELAB: SKILLS FOR PROFESSIONAL AND CIVIC LIFE

LifeLab is a cross-disciplinary skills development program for undergraduate students. Present across all programs, it complements technical knowledge with the development of human and professional skills.

Through active learning methodologies, applied projects and collaborative experiences, the program fosters skills such as communication, emotional intelligence, critical thinking, collaboration, continuous learning and a future-oriented mindset. Topics related to **ethics**, **citizenship** and **responsibility** are also part of this journey, preparing professionals to make responsible decisions and generate positive impact in society.

A culture of **privacy** and data protection

MEC: *Data Governance* • ***Ethos****: Privacy and Rights*

Since 2019, ESPM has maintained a Privacy Program aimed at strengthening an institutional culture of personal data protection, in compliance with Brazil's General Data Protection Law (LGPD).

Coordinated by the Governance, Risk and Compliance area (Corporate GRC), in partnership with the Legal and Information Security teams and with specialized support from Peck Advogados, the program integrates governance, training, risk management and monitoring initiatives, reinforcing data protection as an ongoing institutional commitment.

Privacy governance is supported by a multidisciplinary Privacy Committee composed of representatives from key areas of the institution. The committee meets regularly to monitor the program's progress, discuss relevant issues, support decision-making and promote the integration of data protection practices into institutional routines.

PRIVACY TRAINING AND CULTURE

Training sessions, internal campaigns and awareness initiatives support the dissemination of LGPD principles and requirements among the institution's professionals.

PRIVACY BY DESIGN

ESPM adopts a Privacy by Design approach, incorporating data protection requirements from the initial stages of new processes, systems and projects. Before new tools or data-processing workflows are implemented, privacy risks are assessed and preventive measures are defined to mitigate them.

IN 2025:

11 internal Privacy by Design consultations	**100%** addressed

DATA PROTECTION ACROSS THE VALUE CHAIN

Data protection also guides relationships with suppliers and partners. Contracts entered into by the institution include specific clauses requiring compliance with the LGPD, complemented by privacy assessment and due diligence processes.

IN 2025:

19 client due diligence assessments focused on privacy	**100%** addressed

In addition, ESPM maintains a **Privacy Channel** through which data subjects can exercise rights provided for under applicable legislation, including access, correction, updating, deletion and other requests related to the processing of their personal data. Requests are received and monitored by the institution's Data Protection Officer.

IN 2025:

9 requests received	**1** data breach incident recorded and addressed

PRIVACY AND DATA PROTECTION AT ESPM

- Governance
- Data Mapping
- Training and Culture
- *Privacy by Design*
- Supplier Management
- Privacy Channel

Security guided by respect for **human rights**

MEC: *Prevention* • ***Ethos:*** *Human Rights*

ESPM's security activities are conducted in accordance with principles of **respect for human rights, human dignity and non-discrimination**.

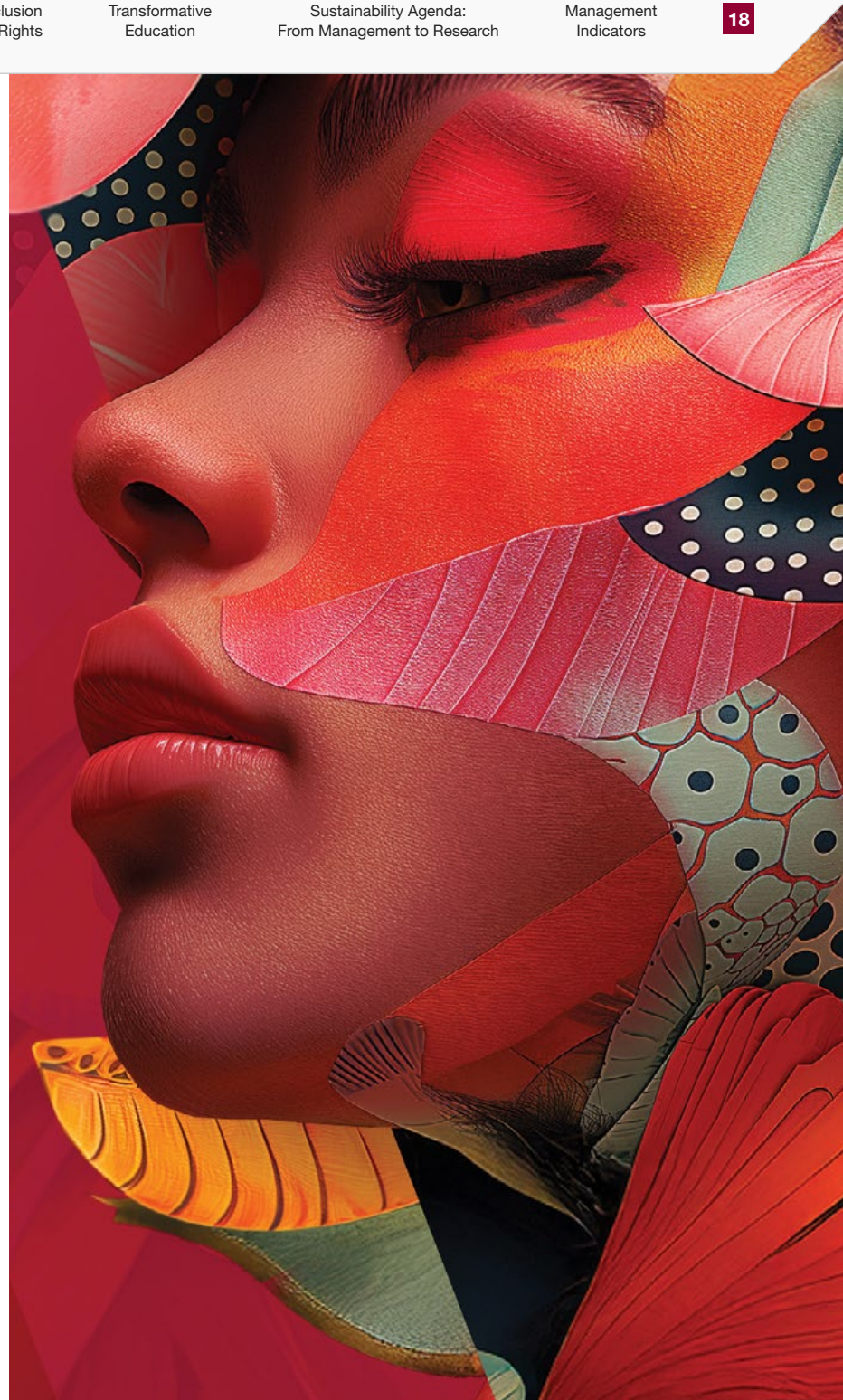
These guidelines apply to both in-house and outsourced teams, including those responsible for property security services.

This commitment is supported by the **ESPM Human Rights Committee**, which is responsible for fostering reflection, knowledge production and the dissemination of a human rights culture throughout the institution.

Contracts with security service providers include requirements for compliance with labor legislation and institutional human rights guidelines. These activities are monitored through contract management processes and institutional listening channels, which allow potential incidents to be reported and investigated.

*During the reporting period, **no incidents** involving human rights violations related to security activities were recorded.*





2

PEOPLE, CAREERS AND KNOWLEDGE

The development of the people who work at ESPM is part of the same commitment to excellence that shapes the education of its students.

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH



More than **1,000 professionals** advancing ESPM's mission

GRI: *2-7* • ***MEC:*** *Workforce* • ***Ethos:*** *Human Capital*



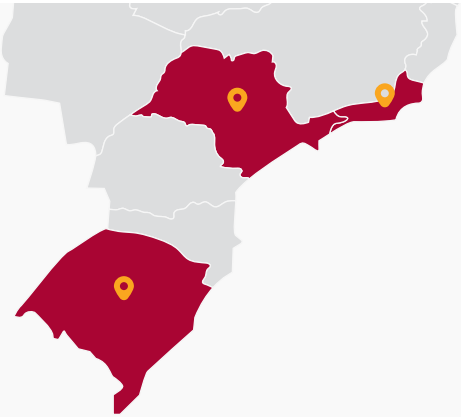
- **224** Technical and administrative staff
- **841** Faculty members
  - ***311*** *PhD holders*
  - ***311*** *Master's degree holders*
  - ***187*** *Specialists*
  - ***32*** *Bachelor's degree holders*

NATIONAL PRESENCE

São Paulo:
828 employees

Rio de Janeiro:
200 employees

Porto Alegre:
37 employees



EMPLOYMENT PROFILE



- **584** employees under the CLT regime
- **474** Hourly Employment Contracts
- **7** interns

GENDER



- **558** women
- **507** men

311 outsourced professionals

Security · Cleaning · Food Services · IT · Marketing · Valet Services · Gardening · Laboratories · Maintenance · Firefighters · Receptionists · Van Drivers

WORKFORCE MOVEMENT IN 2025

GRI: *401-1* • ***MEC:*** *Indicators* • ***Ethos:*** *People Management*

↑ Hires	↓ Terminations
126	**134**

The turnover rate is not reported in this edition. ESPM's workforce comprises employees under the CLT regime, hourly employment contracts — predominantly faculty members engaged on an occasional basis, whose allocation varies according to the academic curriculum for each semester — and interns.

Employee registration data are collected through self-declaration at the time of admission and processed in compliance with Brazil's General Data Protection Law (LGPD).

Workforce data refer to the São Paulo, Rio de Janeiro and Porto Alegre units.

Market-aligned compensation

MEC: *Regional Engagement and Local Development* • ***Ethos:*** *Fair Compensation Practices*

ESPM's compensation policy and recruitment processes seek to ensure **market competitiveness**, **professional recognition** and alignment with the needs of each unit.

The institution adopts a formal job and salary structure based on market benchmarks and guided by the principles of attracting, retaining, developing and recognizing its employees.

Compensation for faculty members and technical-administrative professionals is above the wage floors established for their respective professional categories and above the statutory minimum wage, in compliance with labor legislation and the collective bargaining agreements applicable to the private education sector.

With a decentralized management structure, ESPM selects academic leaders according to the characteristics of each campus, their knowledge of the regional context, and their relationship with the academic community and the local market.

The structure comprises **118 managers**, 69 of whom hold senior positions, ranging from program coordinators to managerial roles.



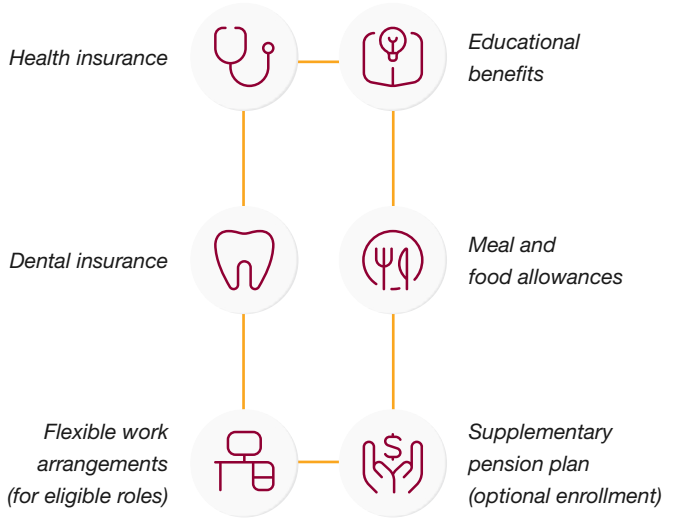
THOSE WHO DO, TEACH

One of ESPM's distinguishing features is the value it places on professional experience in the composition of its faculty. In addition to academic qualifications, faculty selection and compensation take into account professors' professional backgrounds and market experience. This approach brings practical experience into the learning environment and strengthens the connection between theory and professional practice.

Employee **benefits**

GRI: *401-2* • ***MEC:*** *Employee Support* • ***Ethos:*** *Decent Work*

In addition to benefits required by law, **ESPM's Benefits Program** includes:



KNOWLEDGE AS A BENEFIT

ESPM invests in the **continuous development of its employees** through educational benefits. The educational benefits policy includes scholarships and tuition discounts for undergraduate, graduate, stricto sensu and extension programs, which may also be extended to dependents in accordance with criteria established by the institution.

People and career **development**

GRI: *404-1* • ***MEC:*** *Workforce Qualifications* • ***Ethos:*** *Corporate Education*

9,420 hours of training *delivered in 2025.*

100% *of employees underwent performance evaluations in 2025.*



TRAINING AND DEVELOPMENT PATHWAYS

FOR ALL EMPLOYEES

- Administrative Workshops
- Leadership Development
- Internal Training

FOR FACULTY MEMBERS

- Teaching and pedagogical development
- Active learning methodologies

FOR FACULTY MEMBERS AND ACADEMIC SUPPORT TEAMS

- Virtual Learning Environments (VLE)
- HyFlex Platform
- Hybrid learning tools

Professional development also includes programs aimed at people at the beginning of their careers, such as the **Young Apprentice Program**, conducted in partnership with Senac, which contributes to professional development and the entry of young people into the labor market.

PERFORMANCE EVALUATION

GRI: *404-3* • ***MEC:*** *Career Development* • ***Ethos:*** *People Management*

Performance evaluation is part of ESPM's **people development strategy** and guides the preparation of Individual Development Plans (IDPs), the planning of training initiatives, and the growth opportunities established under the Career Pathways Policy.

3

HEALTH, SAFETY AND WELL-BEING

A culture of care is built through prevention, health promotion and attention to the well-being of all people.

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH



Indicators: occupational **health** and **safety**

GRI: *403-9, 403-10* • ***MEC:*** *Indicators* • ***Ethos:*** *People Indicators*

0
occupational diseases recorded

2*
occupational accidents resulting in time away from work

13
days away from work

178
hours of Occupational Health and Safety (OHS) training

** Indicators for the period from January to December 2025, based on a workforce of 1,065 employees.*

The **structure** that supports care

GRI: *403-1, 403-2, 403-3* • ***MEC:*** *Risk Identification* • ***Ethos:*** *Worker Health*

No notices of infraction, administrative sanctions or Conduct Adjustment Agreements (TACs) related to Occupational Health and Safety were recorded in 2025.

ESPM's Occupational Health and Safety management covers faculty members and technical-administrative professionals across all units of the institution.

The initiatives combine risk **prevention**, occupational health **monitoring** and the promotion of **safe** work environments, in compliance with the Regulatory Standards applicable to the education sector.

OHS MANAGEMENT AT ESPM

GOVERNANCE

- Specialized Occupational Safety Engineering and Occupational Medicine Service (SESMT)
- Internal Commission for Accident and Harassment Prevention (CIPA)
- Coordination by the Human Resources area, in compliance with the applicable Regulatory Standards (NRs)

RISK MANAGEMENT

Occupational risks are identified and monitored through the **Risk Management Program (PGR)**, which covers:

- **Ergonomics**: posture, repetitive strain and comfort in administrative and teaching activities.
- **Specialized environments**: laboratories, studios and audiovisual production spaces.
- **Physical factors**: lighting, noise and workplace conditions.
- **Psychosocial risks**: workload, academic pressure and work organization.

OCCUPATIONAL HEALTH MONITORING

The **Occupational Health Medical Control Program (PCMSO)** monitors employees' health throughout their professional journey at the institution.

Medical examinations include:

- Pre-employment
- Periodic
- Return-to-work
- Change-of-role
- Termination

CIPA IN ACTION

The Internal Commission for Accident and Harassment Prevention (CIPA) works to identify opportunities for improvement in health and safety, holds regular meetings, and annually promotes the **Internal Week for the Prevention of Occupational Accidents (SIPAT)**, reinforcing a culture of prevention among employees and students.









Mais Saúde e Bem-Estar Program: an integrated strategy for caring for people

MEC: *Well-Being* • ***Ethos:*** *Quality of Life*

The Mais Saúde e Bem-Estar Program unites the institution's initiatives aimed at supporting employees' well-being by encouraging healthy habits and promoting balance across physical, emotional, social and financial health.

With more than **20 initiatives** throughout the year, the program reinforces a culture of self-care and prevention and supports employees at different stages of their professional and personal lives.

The program also promotes national awareness campaigns, such as Yellow September, Pink October and Blue November, as well as ongoing initiatives related to ergonomics, prevention, mental health and quality of life.



INITIATIVES ARE ORGANIZED AROUND THE FOLLOWING PILLARS:

PHYSICAL AND MENTAL HEALTH
Awareness campaigns, preventive initiatives, encouragement of healthy habits, and actions focused on emotional health and well-being.

SOCIAL HEALTH AND QUALITY OF LIFE
Campaigns and initiatives that foster connection, well-being and quality of life in the workplace.



OCCUPATIONAL HEALTH
Initiatives focused on ergonomics, risk prevention, and the promotion of safe and healthy work environments.

FINANCIAL HEALTH
Guidance and awareness initiatives aimed at promoting greater financial balance and well-being.

4

DIVERSITY, INCLUSION AND HUMAN RIGHTS

ESPM bases its institutional and workplace relationships on unwavering respect for diversity of backgrounds, cultures, races, identities and beliefs.



Inclusion and **rights** across three fronts:



In the **student** experience



In the **workplace**



Across the **academic community**

A

In the **student** experience

PIPA PROGRAM

MEC: *Institutional Policy* • ***Ethos:*** *Diversity and Inclusion*

At ESPM, the Pedagogical Intervention in Learning Program (PIPA) helps **reduce barriers to learning** through psychopedagogical support, pedagogical adaptations and guidance for faculty members working with students with **learning disorders and neurodivergent conditions**, such as ADHD, Dyslexia, Dyscalculia and Autism Spectrum Disorder (ASD).

Available at the São Paulo, Rio de Janeiro and Porto Alegre campuses, the program strengthens student retention, expands student autonomy and supports the development of a more inclusive university experience. In addition to individual support, PIPA provides faculty members with guidance on the specific needs of the students assisted by the program.



WELCOME
Qualified listening and understanding of each student's needs.

ADAPT
Definition of pedagogical strategies and accessible assessment methods.

ENGAGE
Guidance for faculty members and ongoing support.

DEVELOP
Promotion of autonomy, student retention and equal opportunities.

PROTEGE CANANEIA PROJECT

GRI: *413-1* • ***MEC:*** *Prior Consultation* • ***Ethos:*** *Human Rights*

Developed within the Consumer Sciences program, the Protege Cananeia Project **brings students closer to the lived experiences of traditional peoples and communities on the southern coast of São Paulo**. Activities involve the Quilombo do Mandira, riverside communities on Ilha do Cardoso and the Guarani Indigenous community of Cananeia.

The initiatives are conducted in dialogue with local leaders and follow the principles of free, prior and informed consultation (CLPI, in Portuguese), respecting the autonomy of the communities, their cultural protocols and their forms of organization. Under faculty supervision, the project strengthens student learning and promotes relationships based on respect, listening and the shared construction of knowledge.





ESPM SUSTAINABILITY, DIVERSITY AND CITIZENSHIP AWARD

MEC: *Teaching and Extension* • ***Ethos:*** *Inclusion and Diversity*

Producing knowledge also means contributing to the response to social and environmental challenges. The ESPM Sustainability, Diversity and Citizenship Award recognizes **research that combines academic excellence and social impact** by highlighting work that promotes reflection and solutions related to sustainability, diversity and citizenship.

In 2025, the initiative awarded **10 research** projects developed by students from the São Paulo, Rio de Janeiro and Porto Alegre units.

B

In the **workplace**

MEC: *Institutional Policy* • ***Ethos:*** *Diversity and Inclusion*

PROFESSIONAL INCLUSION

Program for Hiring People with Disabilities, with attention to physical, social, psychological and communication barriers.

ONGOING AWARENESS

Institutional campaigns such as Women's Week and Colorful Lives (Vidas Coloridas) keep diversity on the agenda throughout the year.

INCLUSIVE LEADERSHIP

Development programs incorporate competencies related to diversity, inclusion and the management of diverse teams.

C

Across the **academic community**

COMMITTEES ADVANCING DIVERSITY, INCLUSION AND HUMAN RIGHTS

MEC: *Institutional Governance* • ***Ethos:*** *Human Rights*

The promotion of diversity, inclusion and human rights at ESPM is supported by permanent governance bodies that connect institutional policies, knowledge production, awareness initiatives and extension activities aimed at the academic community and society.

BODY	ROLE
Inclusion and Diversity Committee	Promotes and monitors initiatives related to diversity, equity and inclusion at ESPM.
ESPM Human Rights Committee	Coordinates teaching, research, extension and awareness initiatives related to human rights and citizenship.

- ✓ Development of ESPM's **Diversity and Inclusion Policy**
- ✓ Adherence to the **University Pact** for the Promotion of Respect for Diversity, a Culture of Peace and Human Rights



VOICES OF ALL COLORS

MEC: *University Extension* • ***Ethos:*** *Community Relations*

As part of its community extension activities, the institution promotes the Voices of All Colors project (Vozes de Todas as Cores), aimed at **supporting transgender women and LGBTQIAPN+** people in vulnerable situations who are sheltered at Casa Florescer*. The initiative helps address prejudice and reduce inequalities through activities focused on interaction, rebuilding self-esteem and valuing life stories.

** A shelter service in the city of São Paulo specifically aimed at transgender women and travestis in situations of social vulnerability.*

PODCAST "2 AND 2 ARE 3?"

MEC: *Institutional Training* • ***Ethos:*** *Corporate Education*

To broaden awareness across its network of stakeholders, the institution, through the Human Rights Committee, created the podcast "2 and 2 are 3?" ("2 e 2 são 3?"), which **discusses the principles of the Universal Declaration of Human Rights** (UDHR).

The initiative has built a collection of episodes and, although the production of new programs was paused in 2025, the content remains permanently and freely available on digital platforms as an ongoing educational resource for society.



Protecting human rights across the entire relationship chain

GRI: *408-1, 409-1* • ***MEC:*** *Value Chain* • ***Ethos:*** *Responsible Supply Chain*

Protection against child labor, forced labor and other human rights violations is part of ESPM's ethics and compliance guidelines and applies both to its own operations and to its relationships with suppliers and service providers.

Practices include document verification during employee onboarding, hiring criteria for young apprentices in compliance with applicable legislation, contractual clauses related to labor law, and accessible channels for reporting misconduct.

2025 INDICATORS*

Zero
cases of child labor

Zero
cases of forced labor or labor analogous to slavery

Zero
reports related to these issues through the Ethics Channel

AREA	INSTRUMENTS	VERIFICATION AND MONITORING
Child labor	Code of Ethics and Integrity; hiring policies (HR and GRC); minimum age of 16 for the Young Apprentice Program	Age verification through documentation during onboarding; supplier monitoring by Internal Administration
Forced labor or labor analogous to slavery	Code of Ethics and Integrity; GRC compliance policies; contractual clauses with suppliers	Risk assessment by GRC; contract monitoring; Ethics Channel accessible to third parties
Human rights in relationships with partners	Labor compliance and ethical conduct clauses in contracts	Contract management by Internal Administration and Corporate GRC

** Period from January to December 2025. Covers ESPM's own operations, suppliers and service providers.*



5

TRANSFORMATIVE EDUCATION

The power of projects and initiatives that generate direct impact on society.

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES



ESPM **beyond its walls**

EDUCATE
- *Profissão Social*
- *Jovem Inusitado*
- *Diplomata Social*

EXPAND REACH
- *Professor Transformador*
- *ESPM Unlocked*

WELCOME
- *Acolhitude*
- *Criativa Idade*

SUPPORT
- *Alumni Community*
- *Mentor Academy*

MOBILIZE
- *Consulting Projects*
- *Solidarity Freshman Initiative*
- *Bem da Moda*
- *Empartilha*
- *Blood Donation*

The power of developing **young people**

PROFISSÃO SOCIAL EDUCATIONAL PROGRAM

GRI: *203-2, 413-1* • ***MEC:*** *University Extension* • ***Ethos:*** *Social Impact*

Aimed at public **high school students** and young people supported by **social organizations**, the program prepares participants for the challenges of university and the labor market through practical workshops led by ESPM student volunteers under faculty guidance.

1,061
young people reached

87
hours of classes

PRACTICAL, APPLIED LEARNING:



LEARNING PATHWAYS:

EMPLOYABILITY AND CAREER
- Résumé preparation
- Recruitment processes
- LinkedIn
- Soft skills

COMMUNICATION AND MARKETING
- Public speaking
- Creativity
- Digital marketing
- Social media

MANAGEMENT AND ENTREPRENEURSHIP
- Financial education
- Entrepreneurship
- Digital tools

DIPLOMATA SOCIAL EDUCATIONAL PROGRAM

GRI: *413-1* • ***MEC:*** *University Extension* • ***Ethos:*** *Social Impact*

Created in 2019 through a trilateral partnership between the Representative Office of the Brazilian Ministry of Foreign Affairs (ERESP), the São Paulo State Department of Education and ESPM, the program is led by ESPM Social student volunteers with support from the International Relations program and aims to bring United Nations simulations to public schools.

Throughout the semester, state school students take part in activities on **geopolitics, sovereignty, the Sustainable Development Goals (SDGs) and international conflicts**. The program culminates in a diplomatic simulation in which participants take on the role of delegates, defend official positions and negotiate a joint resolution, developing skills such as argumentation, negotiation and critical analysis of the international landscape.

2025 INDICATORS

- ✓ **33** workshops and classes delivered
- ✓ **50** class hours across two state schools
- ✓ **12** institutional partnerships
- ✓ **3** videos featuring diplomats and consuls

JOVEM INUSITADO

GRI: *203-2, 413-1* • ***MEC:*** *University Extension* • ***Ethos:*** *Community Relations*

Held on Saturdays at the São Paulo and Rio de Janeiro campuses, the program provides **supplementary education for young people aged 16 to 22 from the public education system**.

The initiative combines Portuguese Language, Mathematics, digital fluency and Life Planning content with student retention support, including learning materials, meals, uniforms and transportation.

PROGRAM AREAS

- Portuguese Language
- Mathematics and logical reasoning
- Digital fluency
- Life Planning





185
young people certified in 2025.

2,883
certificates issued since 2023, including program completions, technology minicourses and academic merit awards.

Development for **everyone**

ESPM UNLOCKED

GRI: *203-2* • ***MEC:*** *Social and Regional Impact* • ***Ethos:*** *Territorial Development*

The democratization of knowledge also takes place through ESPM Unlocked, a **free online learning platform** that expands access to content produced by the institution for anyone interested.

In 2024 and 2025, the platform offered 155 free courses and recorded more than 50,000 accesses across topics related to innovation, sustainability, marketing, business, technology and data analysis.

HIGHLIGHTS

- ✓ **155** free courses
- ✓ More than **50,000** accesses
- ✓ **99%** of participants reported being very satisfied with the quality of the content

PROFESSOR TRANSFORMADOR PROGRAM

MEC: *University Extension* • ***Ethos:*** *Social Impact*

ESPM's commitment to education also extends to the continuing professional development of **public school teachers**.

Developed in partnership with the Departments of Education of São Paulo and Rio de Janeiro, the Professor Transformador Program provides pedagogical development for educators in active learning methodologies, innovation and educational technologies.





More than **100** teachers trained.

PROGRAM AREAS

- Active learning methodologies
- Educational technologies
- Pedagogical innovation
- Technology applied to learning

Education for **different life paths**

ACOLHITUDE PROGRAM

GRI: *413-1* • ***MEC:*** *University Extension* • ***Ethos:*** *Community Relations*

Developed in partnership with IOM (International Organization for Migration) and civil society organizations, the program promotes the **inclusion of migrants and refugees** through Portuguese language instruction, workplace communication and workshops focused on intercultural dialogue.

2025 INDICATORS

- ✓ **44** migrants and refugees supported
- ✓ **2** cohorts completed
- ✓ **40** hours of training









CRIATIVA IDADE

GRI: *413-1* • ***MEC:*** *University Extension* • ***Ethos:*** *Community Relations*

Aimed at **people over the age of 60**, the program, now in its 15th edition, encourages lifelong learning through workshops on technology, audiovisual production, podcasts, art and neuroscience.

Intergenerational interaction, enabled by the participation of ESPM student volunteers, promotes knowledge exchange, strengthens digital inclusion and expands participants' autonomy and active engagement.

PROGRAM AREAS

- Intergenerational workshops
- Digital inclusion
- Project development

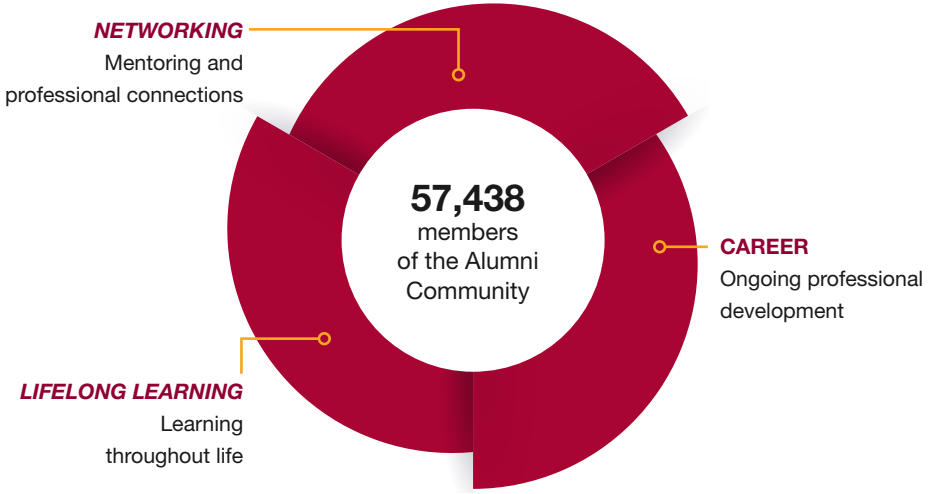
128 adults aged 60 and over returned to the classroom in 2025 through the Criativa Idade Program.



Long lasting **connections**

ALUMNI COMMUNITY

MEC: *Alumni Follow-Up Policy* • ***Ethos:*** *Stakeholder Engagement*



The relationship between ESPM and its students continues **after graduation.** Through the Alumni Community, the institution maintains an active network of former students and seeks to promote continuous learning, professional development and connections across different generations of professionals.

MENTOR ACADEMY

Launched in 2025, the Mentor Academy **connects experienced professionals with alumni at the beginning of their careers**. The initiative encourages knowledge exchange, expands professional networks and supports participants' career development.

2025 INDICATORS

✓ **210** alumni mentored

University **volunteering**

MEC: *University Extension* • ***Ethos:*** *Social Impact*

ESPM Social, the institution's university volunteering agency, celebrated its 25th anniversary in 2025. Since 2000, it has connected students with social impact initiatives and enabled them to apply the knowledge developed during their undergraduate studies for the benefit of civil society organizations and communities.

*In 2025, the year in which it celebrated its Silver Jubilee, ESPM Social brought together **210 student volunteers**.*



CONSULTING FOR SOCIAL ORGANIZATIONS

GRI: *413-1* • ***MEC:*** *University Extension* • ***Ethos:*** *Social Impact*

Student volunteers provide **free consulting services** in Management, Communication and Marketing to social organizations, contributing to institutional strengthening and the expansion of their impact.

2025 INDICATORS

- ✓ **16** NGOs supported
- ✓ **66** student volunteers involved



SOLIDARITY FRESHMAN INITIATIVE

GRI: *413-1* • ***MEC:*** *University Extension* • ***Ethos:*** *Social Impact*

As part of the welcome activities for incoming students each semester, ESPM Social replaces traditional freshman hazing with an afternoon of **playful and educational activities** for children in situations of social vulnerability.

2025 INDICATORS

- ✓ **158** children supported
- ✓ **4.6** metric tons of food collected



BEM DA MODA

GRI: *413-1* • ***MEC:*** *University Extension* • ***Ethos:*** *Social Impact*

Created by ESPM Social students, the project promotes the circular economy through a charity bazaar featuring products donated by partner brands. The funds raised are donated to GRAACC.

2025 INDICATORS

- ✓ **BRL 255,000** raised
- ✓ **More than 10,000** items sold

BLOOD DONATION

GRI: *413-1* • ***MEC:*** *University Extension* • ***Ethos:*** *Social Impact*

Held every six months on campus in partnership with healthcare institutions, the campaign expands access to blood donation and mobilizes students, faculty members and employees.

2025 INDICATORS

- ✓ **216** registered participants
- ✓ **105** units of blood collected
- ✓ **Up to 420** patients potentially benefited
- ✓ **Partnerships** with Pró-Sangue, Hemocentro Unifesp and Hospital São Paulo





EMPARTILHA

GRI: *413-1* • ***MEC:*** *University Extension* • ***Ethos:*** *Community Relations*

In partnership with the Céu Estrela Guia community kitchen and the 4 de Dezembro Student Union (Centro Acadêmico 4 de Dezembro), student volunteers organize fundraising, **meal preparation and food distribution for people experiencing homelessness**. The initiative is held every six months and involves students in every stage, from mobilization to delivery.

2025 INDICATORS

- ✓ **900** meals prepared and distributed
- ✓ **BRL 6,000** raised
- ✓ **2** editions held during the year



Generated impact

More than 100
public school **teachers** trained

900
meals distributed through **Empartilha**

128
adults aged 60 and over supported through **Criativa Idade**

185
young people certified through **Jovem Inusitado**

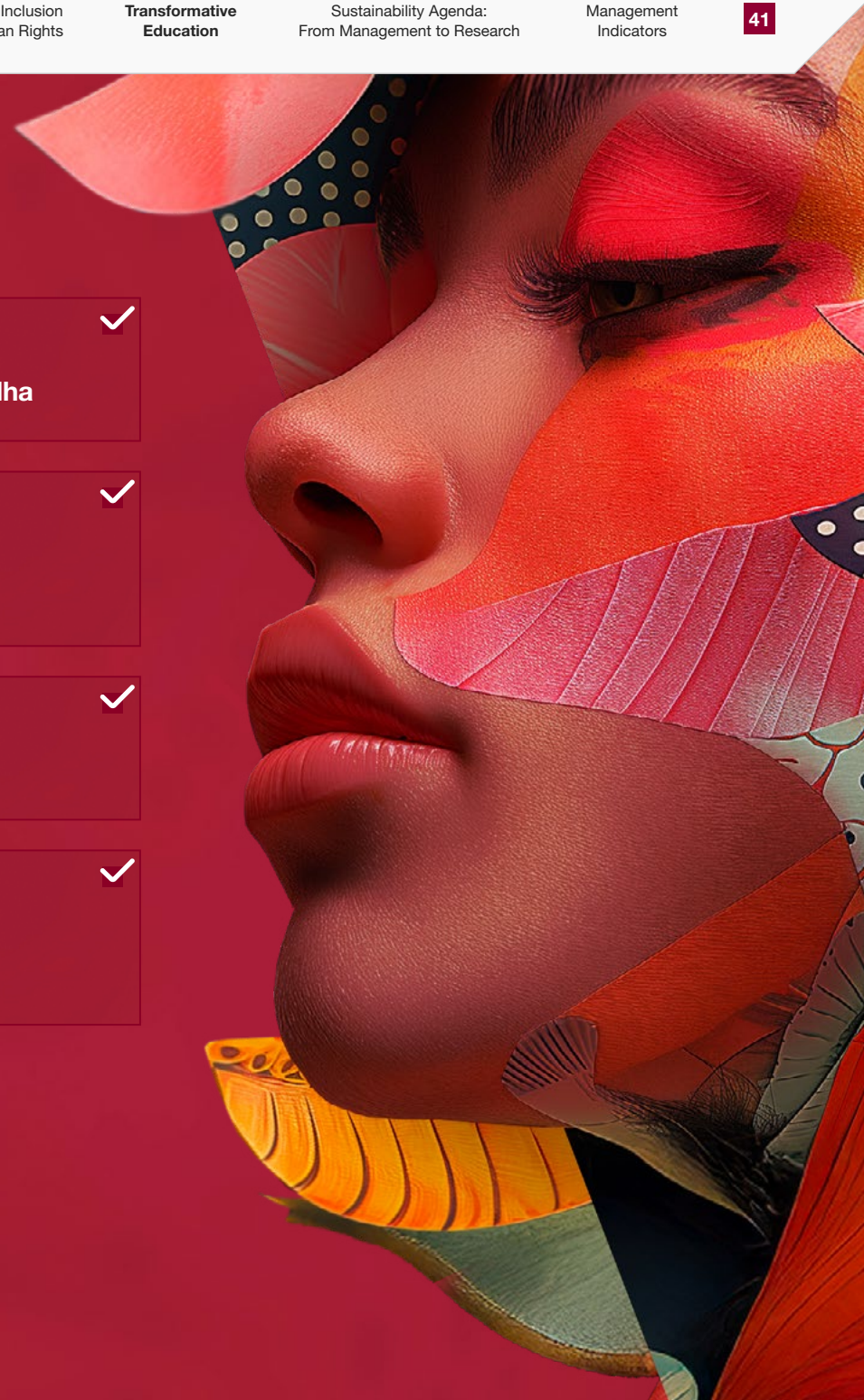
44
migrants and refugees trained

105
units of **blood** collected

More than 50,000
accesses to the **ESPM Unlocked** platform

1,061
young people reached through **Profissão Social**

BRL 255,000
raised through the **Bem da Moda** project



6

SUSTAINABILITY AGENDA: FROM MANAGEMENT TO RESEARCH

From emissions management to the production and dissemination of knowledge: the institution's actions in response to the climate agenda.



Carbon footprint management: 2025 GHG Emissions Inventory

GRI: *305-1, 305-2, 305-3* • ***MEC:*** *Social and Environmental Responsibility* • ***Ethos:*** *Climate Change*

Quantifying emissions is the first step toward managing them: in 2025, ESPM prepared its first Greenhouse Gas (GHG) Emissions Inventory.

The inventory covered the São Paulo units (Álvaro Alvim and ESPM Tech), Rio de Janeiro (Villa Aymoré) and Porto Alegre, using the operational control consolidation approach. Its preparation received specialized technical support from Mangue Tech (platform version 3.0), based on the Brazilian GHG Protocol Program and the principles of ABNT NBR ISO 14064-1:2022.

395.918 tCO_2e *total GHG emissions quantified for the 2025 reporting year (Scopes 1, 2 and 3)*

EMISSIONS BY SCOPE

Emissions were distributed across the three scopes defined by the GHG Protocol, with indirect emissions associated with waste, effluents and purchased electricity accounting for the largest share:

SCOPE		tCO_2e	%
Scope 1	***Direct emissions***	50.868	12.85%
Scope 2	***Purchased electricity***	100.777	25.45%
Scope 3	***Other indirect emissions***	244.273	61.70%
TOTAL		**395.918**	**100.00%**



MAIN EMISSION SOURCES

Waste and effluents generated by operations (Scope 3)

The largest source in the inventory, totaling 244.273 tCO_2e (61.70% of the total), including 177.823 tCO_2e from solid waste and 66.450 tCO_2e from liquid effluents.

Electricity — location-based approach (Scope 2)

The second-largest source, totaling 100.777 tCO_2e (25.45% of the total), calculated using the official emission factor published by Brazil's Ministry of Science, Technology and Innovation (MCTI) for the National Interconnected System (SIN).

Mobile combustion — company-owned fleet (Scope 1)

50.868 tCO_2e (12.85% of the total), with 8.275 tCO_2 of biogenic emissions reported separately.

Fugitive emissions (CO_2 fire extinguishers)

No fire-extinguishing agent was recharged during the reporting cycle, resulting in 0.000 tCO_2e.

CATEGORY	SCOPE	tCO2e	%
Solid waste	3	177.823	44.90%
Electricity (location-based approach)	2	100.777	25.45%
Liquid effluents	3	66.450	16.79%
Mobile combustion — company-owned fleet	1	50.868	12.85%
Fugitive emissions (fire extinguishers)	1	0.000	0.00%
TOTAL		**395.918**	**100%**

Biogenic CO_2 emissions — originating from renewable sources such as biofuels and organic waste — totaled 10.066 tCO_2 in 2025 and were quantified and reported separately from anthropogenic emissions, in accordance with the guidelines of ABNT NBR ISO 14064-1:2022.

ELECTRICITY BY UNIT

Electricity consumption across the four assessed units totaled 1,667.644 MWh in 2025, with the following associated emissions:

UNIT	MWH	tCO2e
RJ — Villa Aymoré	837.430	48.074
SPAA — Álvaro Alvim	505.120	32.188
SPJT — ESPM Tech	218.807	14.068
Porto Alegre	106.287	6.447
TOTAL	**1,667.644**	**100.777**



Research and knowledge for **sustainability**

The environmental agenda is also integrated into ESPM's scientific production and academic education. Research, extension projects and stricto sensu initiatives connect different fields of knowledge to the challenges of the climate transition and sustainable development.

GREEN HYDROGEN RESEARCH ACHIEVES INTERNATIONAL REACH

MEC: *Social and Regional Impact* • ***Ethos:*** *Territorial Development*

Developed within ESPM's Master's Program, research on the green hydrogen industry reinforces the institution's contribution to knowledge production on topics related to innovation, sustainability and the energy transition. Its findings broaden the debate on the development of low-carbon projects and cooperation among different stakeholders.

INTERNATIONAL RECOGNITION

In 2025, the study was presented at two of the leading scientific conferences in the field of International Business:



SOCIAL RESEARCH GROUP (GPS)

MEC: *Impact Assessment* • ***Ethos:*** *Social Impact*

Created in partnership with CEDS, the Social Research Group (GPS) conducts academic research every semester on the intersections between marketing, the United Nations Sustainable Development Goals (SDGs) and social and environmental causes. The studies support the evaluation of the institution's social programs and the identification of needs in communities surrounding the campuses.

HIGHLIGHTS

- **9** research studies conducted
- **2** studies presented at the Engema Congress (FEA-USP)
- **1** award for best undergraduate research project at the event



SUSTAINABILITY IN STRICTO SENSU EDUCATION

MEC: *Research and Graduate Studies* • ***Ethos:*** *Education for Sustainability*

ESPM's master's and doctoral research incorporates the Sustainable Development Goals (SDGs) as a reference and **connects academic production, innovation and practical application to social and environmental challenges**. The studies also promote collaboration with companies, civil society organizations, public agencies and communities.

Research areas cover topics such as sustainable business models, responsible consumption, the creative economy, consumer empowerment, migration and regional integration, among other issues related to societal transformation.

In 2025, international seminars expanded knowledge exchange on **innovation, organizational transformation and social development**.

INTERNATIONAL SEMINARS IN 2025:

- Design for Social Innovation and Organizational Transformation — Northumbria University
- Strategic Design and Design for Social Development — Istituto Europeo di Design

ENVISIONING FUTURES OF CONSUMPTION

The research group examines environmental, technological and social transformations through futures studies, addressing topics such as futurewashing, futures culture and the identification of signals of change relevant to organizations and society.

JEAN MONNET CHAIR — EU GREEN

The initiative brings together researchers and professionals from different regions of Brazil to study climate governance and energy policy. Its academic output helps broaden the dissemination of knowledge on energy transition and sustainable growth from an international perspective.



LEDS — LABORATORY FOR EDUCATION FOR SUSTAINABLE DEVELOPMENT

Funded by CAPES, this graduate extension project integrates ESPM's four stricto sensu programs and connects research, university extension and partnerships with civil society around the Sustainable Development Goals. The initiative seeks to consolidate an interdisciplinary approach to the production and application of knowledge on sustainability.

- 4 integrated stricto sensu programs
- Project funded by CAPES

SUSTAINABILITY INTEGRATED INTO EDUCATION

MEC: *Integration of Extension into the Curriculum* • ***Ethos:*** *Education for Sustainability*

Extension-based courses connect students with real social and environmental challenges through projects developed in partnership with civil society organizations.

- *Sustainability Projects*
- *Sustainability and Citizenship*
- *Communication and Sustainability*
- *Sustainability and Social Impact*
- *Ethics, Citizenship and Responsibility*

Discussions and partnerships driven by **COP30**

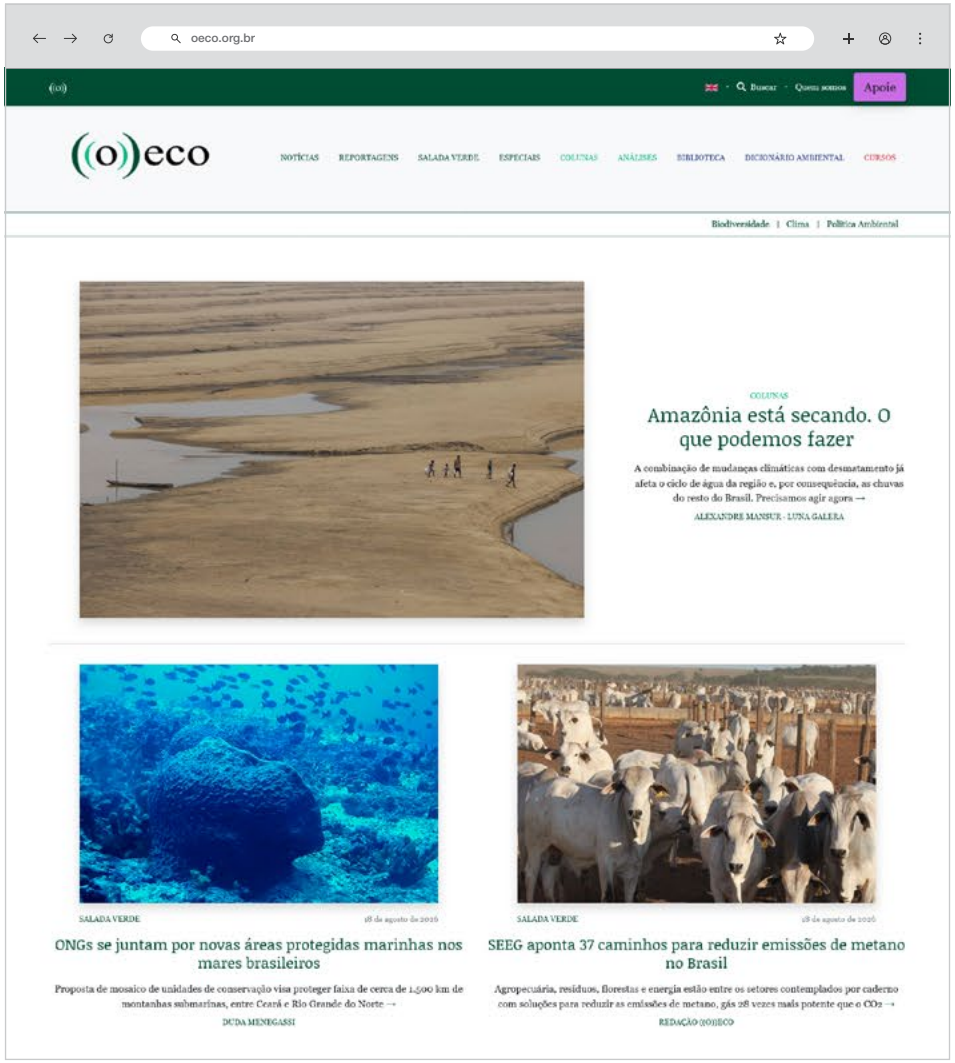
MEC: *Social and Environmental Responsibility* • ***Ethos:*** *Environmental Conservation*

PARTNERSHIP WITH ((O))ECO ENVIRONMENTAL PORTAL

The partnership between ESPM and the **((o))eco Portal** engaged students in producing content focused on environmental education and social and environmental journalism.

2025 INITIATIVES

- ✓ Production of the *Bê-á-bá Biomas* podcast
- ✓ Journalistic coverage of topics related to COP30
- ✓ Student participation in the production of content published by the portal



ACADEMIC EVENTS

The promotion of events and public debates is also part of ESPM's contribution to the sustainability agenda. Highlights in 2025 included:

- **4th Terra 2030 Forum**, dedicated to the Sustainable Development Goals.

  The event is part of the Terra 2030 initiative, which, in partnership with the Oswaldo Cruz Foundation (Fiocruz) and the United Nations Population Fund (UNFPA), maintains a platform dedicated to the development of social technologies linked to the 2030 Agenda;

- **Comunicon**, which brought together researchers to discuss the impacts of environmental, technological and social transformations on communication and consumption.

+SUSTAINABLE WEEK

MEC: *Social and Environmental Responsibility* • ***Ethos:*** *Environmental Conservation*

+Sustainable Week brought together activities focused on the circular economy, impact entrepreneurship and sustainable mobility:

- +Sust Fair, with the participation of 12 small businesses;
- dialogues on urban mobility;
- technical visit to PepsiCo facilities;
- upcycling workshop in which students transformed material from old institutional banners into bags, putting circular economy principles into practice.



ENCOUNTERS WITH THE FUTURE PROJECT

The project has become established as a forum for dialogue on market trends and sustainable development.

2025 INITIATIVES

- ✓ **110** podcast episodes produced on market trends, climate transition and innovation.
- ✓ **Forums held on:**
  - Future of Entertainment
  - COP30: Energy Transition and Decarbonization



MANAGEMENT INDICATORS



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** The GRI Standards are used as a reference for structuring the topics and indicators, without a statement of full compliance. The MEC and Ethos fields indicate thematic alignment with the institutional assessment instruments of the Brazilian Ministry of Education and the Ethos Indicators, and do not constitute citations of specific items from those instruments.*

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