

## Together we can do more

At Kroton, we are aware that we can only make dreams of hundreds of thousands of students come true through the engagement and efficient work of our employees. They are the ones who teach the classes, assist the students, develop digital systems and put into practice all the actions that we have described throughout this Report.

Therefore, we work to create a strong organizational culture and a favorable environment for the personal and professional development of our employees. In doing so, we can also operate in their personal transformation and - why not - in the fulfillment of their professional and personal dreams.

### Training and development

GRI LA9 / LA11

We believe that companies with strong cultures are best suited to meet the challenges of changing environments. That is why we have several programs and initiatives that stimulate the personal and professional development of our employees and enhance their transformation capacity.

Kroton University, our corporate university, plays a key role in this regard: helping employees to develop competencies aligned with the Company's purpose. To do so, it offers a range of trainings to update and develop our talents continuously, promoting the skills needed for their functions, both in the present and the future of the business.

### Courses available at Kroton University



Trainings are offered in two manners: online, through the Kroton University platform, or in our robust on-campus structure located in the city of Valinhos (SP).



**606 thousand hours of training** offered to employees



**384.5 thousand certifications** on different topics



Participation of **23.8 thousand employees**

Training sessions are divided into **4 schools**:



**School of Culture**



Reinforces Kroton's Values, Principles and Culture.



**Leadership School**



Develops the leadership skills of our managers.



**School of Efficiency**



Focused on courses that improve productivity, reduce costs and develop operations.



**Business School**



Aimed at the knowledge related to our products, business and academic model.

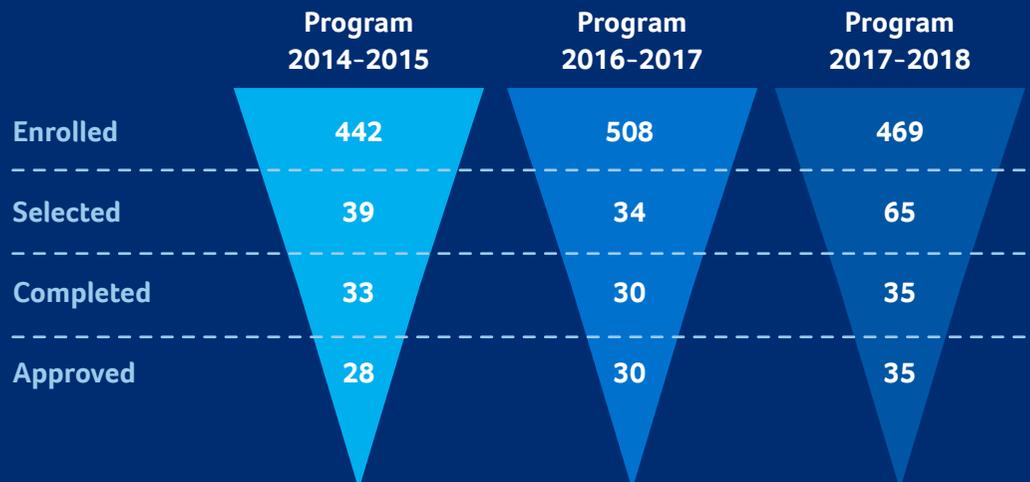
The courses offered to each employee are based on their career development plan, proposed by their area of operation and the result of performance analyzes that identify the competencies that they need to develop. In 2017, 100% of teachers, administrative staff and leaders received this type of analysis.

During the year, the main trainings offered were academic content aimed at preparing and developing teachers and coordinators for the performance of their duties. These courses have been organized into training platforms developed for each stage of your career, such as Getting to Know Kroton Platform, Teacher Platform, Course Coordinator Platform and Academic Coordinator Platform.

Concerned with the adoption of practices that are coherent and aligned with our purpose, in 2017, 39,226 hours of training were carried out for approximately 50% of our staff, focused on human rights policies and practices (more on page 36). We also provided 16 thousand hours of training on our Code of Conduct and the Anti-Corruption Manual (learn more on page 73).

In addition to the University Kroton courses, we offer trainees' and leaders' development programs as well as training for Principals, which focuses on improving participants' knowledge and developing their careers.

### Evolution of the New Principals Training Program



**58** Employees approved | **37** became Unit Principals

In 2017, following the growth planned for the number of Kroton units (learn more on page 11), we developed a robust methodology for the New Principals Training Program, including new topics such as Social Responsibility. It is based on an eight-week immersion in which the professional is trained full time. The New Principals Training Program makes it possible for our future Unit Principals to be prepared to assume the management of a higher education institution.



### Quality of Life Project

During the year 2017, we launched the Quality of Life Project, which aims to make our employees aware of healthy habits. The first initiative was the publication of a monthly newsletter to sensitize, guide and raise awareness about issues related to Quality of Life. At the same time, we began a research on health and eating habits among employees, with the aim of structuring other actions adhering to their needs. These projects should begin to be implemented during 2018.

