

RESPONSIBLE MANAGEMENT

Intelligence at the Service of People and the Planet

All our actions are based on two key commitments: to promote the well-being and development of our professionals and to build a more sustainable future, acting with the utmost respect for the natural environment.

We pursue a responsible management guided by innovation and by the passion and intelligence of everyone in the company.



We are Committed to Our Team's Potential



Santillana is currently a benchmark company in Latin American education thanks to the effort and dedication of its 3,491 professionals.

Talent management is aimed at ensuring quality employment, promoting work-life balance and flexibility, and developing the necessary skills to face the Group's strategic and technological challenges.

As a result of this effort, in 2025 Santillana renewed its "Great Place to Work" certification in Ecuador. Santillana also maintains the certification "Top Companies: Culturally Powerful Companies" in Mexico. These awards strengthen our position as a leading employer in both countries.



Listening to Improve

Active listening and dialogue with our professionals are among our priorities. Following the global rollout of the first **workplace climate survey** in 2023, the second edition was conducted in 2025, with the participation of 86% of the workforce.

The results reflect improvement in the main indicators:

- **Overall satisfaction:** 4.12 out of 5 (compared with 4 in the previous survey).
- **Pride of belonging:** 4.28 out of 5 (compared with 4.21 in the previous survey).

Based on these data, specific action plans have been implemented across countries, in the areas of professional development and growth, work-life balance, and communication and culture.



86%

of Santillana professionals participated in the workplace climate survey.

Another core tool for talent management and communication with employees is **performance evaluation**. At Santillana, 71% of the workforce already has this process in place, and we are currently working to define a common model to extend this practice to all the Group's companies.

In addition, we have other communication channels with our professionals, such as **Santillana Conecta**, a weekly newsletter that promotes knowledge between teams and shares the news of the educational sector.

Respect for Diversity

As a company present in almost all of Latin America, at Santillana we understand diversity as an essential value that must be protected and promoted.

We have a protocol that ensures that the selection and recruitment processes are objective, impartial, transparent, confidential, and aligned with the principles of equality and non-discrimination.

In the field of gender equality, in 2025, we will launch in Chile the program **“Influential Women”**, aimed at developing, empowering, and supporting women to form a pool of future directors and managers, and enhance their access to positions of greater responsibility in the medium term.



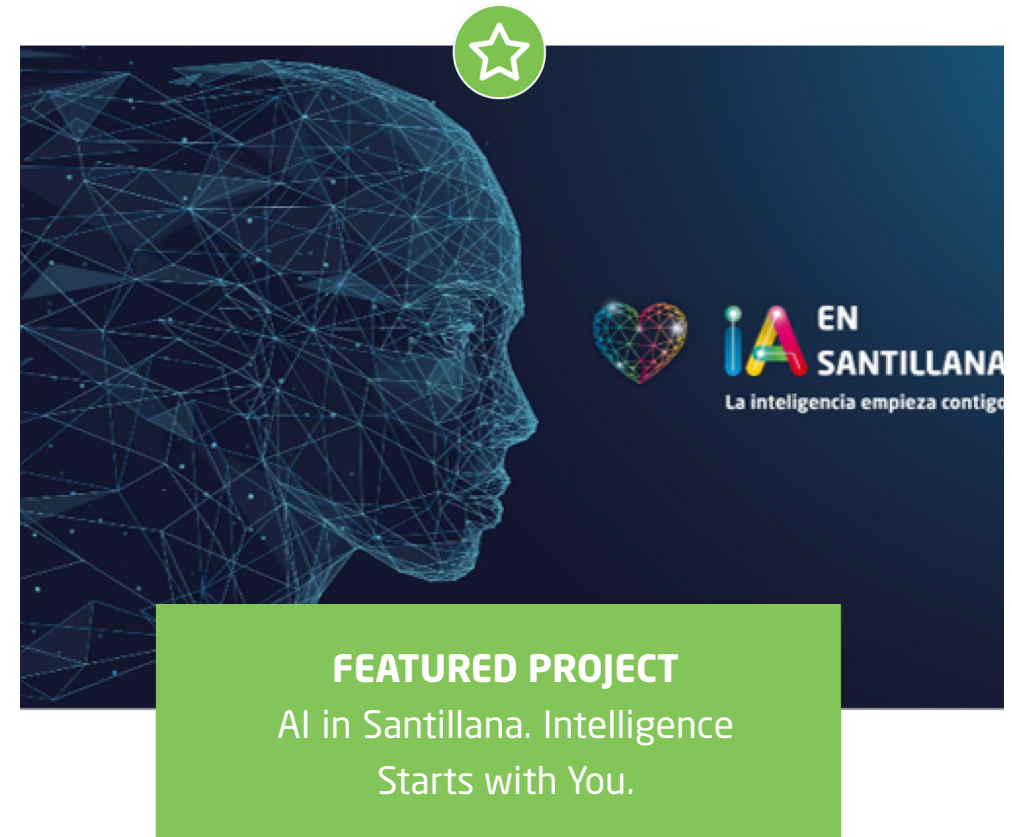
Part of the Santillana Chile team that participated in the “Influential Women” initiative.

We Encourage Professional Development

Employee training, a strategic pillar for Santillana's growth, contributes to adapting to an environment in constant transformation.

Santillana offered +93,000 training hours to its employees in 2025 (+74% vs 2024)

In line with this strategy, Santillana launched the campaign **"AI in Santillana"** in the last quarter of 2025. This campaign marks the beginning of a specific training plan in artificial intelligence, which will be expanded to the entire workforce in 2026.



 **FEATURED PROJECT**



IA In Santillana.

Intelligence Starts with You.

At Santillana we are committed to an intelligent, responsible, and deeply human culture.

Under this conviction, in 2025 we launched the internal communication campaign “AI in Santillana. Intelligence starts with you”, an initiative aimed at our professionals to discover the full potential of **artificial intelligence** in a **responsible, safe and ethical** way.

The campaign consists of a series of videos and infographics to explain, in a simple way, the policy and the different procedures that have been established to regulate the use of Artificial Intelligence, both in daily work and in the development of new educational projects.

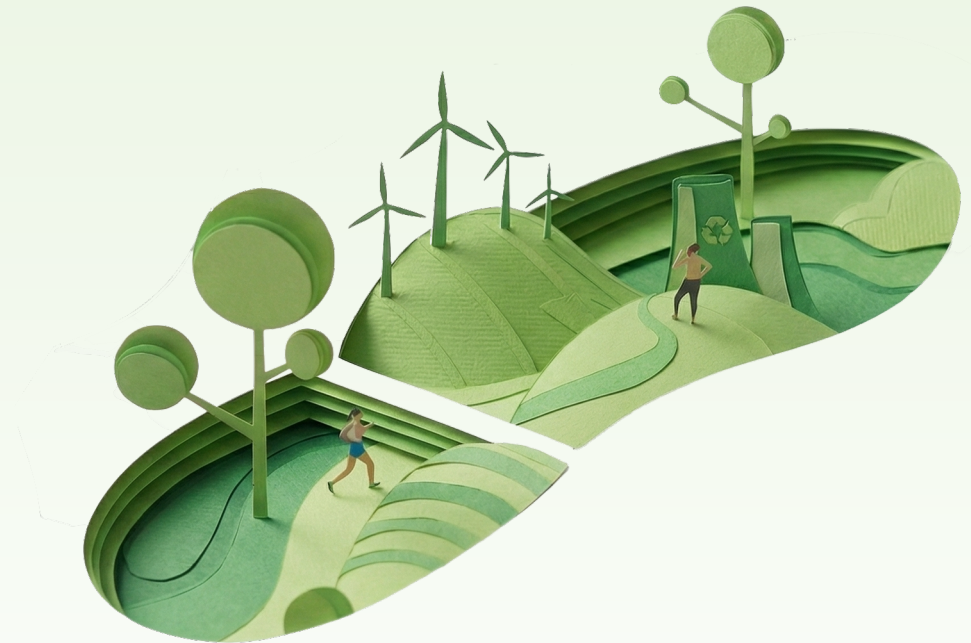
In addition, it is a channel to share successful practices and examples of use that demonstrate that AI can help us innovate and keep moving forward. At the same time, it aims to raise awareness about the importance of using this technology safely, responsibly and ethically.

This initiative strengthens Santillana and PRISA’s commitment to providing its professionals with the necessary skills to face the challenges arising from digital transformation and technological innovation.

Our Talent, at the Service of the Planet

At Santillana, we are committed to responsible management, which recognizes the impact of our actions and guides decisions to address environmental challenges. In a world affected by climate change and the pressure on natural resources, we are moving towards an operating model that is increasingly sustainable, efficient and consistent with our educational mission.

In 2025, we are promoting concrete actions to reduce our environmental footprint, integrating sustainability criteria into our operations, processes and value chain.





Energy that Drives Change

Putting intelligence at the service of the planet means managing energy in an innovative and responsible way. In 2025, Santillana significantly increased the use of renewable electricity, going from 21% in 2024 to 75% in 2025, thanks to:

- 10 out of 19 countries where Santillana operates have used energy of Renewable Origin
- the acquisition of I-RECs¹ certificates in Argentina, Chile, Colombia, Mexico, and Peru

This progress represents a decisive step in the reduction of Scope 2 emissions and consolidates an energy model consistent with our decarbonization commitments.

75% of the energy consumed is of renewable origin

¹ **I-RECs** (International Renewable Energy Certificate) are standardized and traceable instruments that guarantee that 1Mwh of electrical energy consumed comes from renewable sources

Efficiency as Culture

In 2025, Santillana increased its energy efficiency by modernizing air conditioning, lighting, and operational management systems at different locations. These improvements help **reduce global electricity consumption by 11% in comparison to the previous year**, accelerating the downward trend started in 2023.

In addition, **15 of the 19 countries where it operates decreased their energy consumption**. This reflects a sustained and homogeneous effort throughout the region.



Clear Mobility

In 2025, we took firm steps to decarbonize our fleets and mobility. In Brazil, the entire fleet is suitable for ethanol use; in Colombia, Mexico, and Puerto Rico, we incorporated hybrid vehicles and installed new charging stations.

We also implement internal campaigns to promote the use of ethanol in Brazil, and to encourage the contracting of mobility services using electric or emission-compensated fleets.



42% of the fuel consumption of our fleet corresponds to biofuels, promoting the consumption of low-emission alternatives.

On the other hand, the work carried out together with the logistics teams of each country and with our suppliers allowed us to have much more accurate distribution data and improve the quality of Scope 3 emissions inventory.

Thanks to this effort, **the emissions associated with this category were reduced by 69% compared to the previous year**, despite the recorded increase in long-distance corporate travel. This result strengthens the importance of advancing toward more robust measurement models and increasingly efficient and sustainable logistics management.



Responsible Production and Sustainable Consumption

In 2025, Santillana strengthened its responsible materials management, achieving that **97.5% of the printing and office paper used comes from certified sustainable sources**, an increase of 0.4 percentage points from the previous year.

The progress toward internal digitalization also helped **reduce the consumption of office paper by 20.6%**, which demonstrates more efficient processes and less reliant on physical materials.

Water and Waste Management: Small Decisions, Big Impacts

The responsible use of water was another of the priority in 2025. We renovated faucets, installed timers and reuse systems, and incorporated network-connected dispensers in a growing number of locations.

In addition, for the first time we managed to report on the water consumption of 15 additional sites, improving the traceability of our environmental information.

At the same time, we optimize waste management, handling a total of 992.56 tons in 2025. If hazardous and non-hazardous waste are taken into account, the figure amounts to 1,000.49 tons. Thanks to more efficient management, 93% of this waste was recycled.





Less Emissions, Greater Sustainability

In 2025, Grupo PRISA has carried out a comprehensive improvement of its greenhouse gas (GHG) emissions inventory calculation process, strengthening the traceability, consistency, and external verifiability of the reported data. Within this framework, the Group has adopted ISO 14064-1 as the methodological standard for its corporate carbon footprint.

As a result of these methodological improvements, Santillana's emissions calculated for 2025 show **a reduction of approximately 48% compared to the previous year.**



FEATURED PROJECT



Santillana achieves 100% renewable energy certified in five countries

Santillana achieved the I-REC certification in **Argentina, Chile, Colombia, Mexico, and Peru**, which proves that 100% of the energy consumed in the workplaces of these countries in 2025 is from renewable sources.

In **Brazil**, since 2024, 100% of the operations are running with clean energy, which is also a milestone. After the transition to renewable sources in Santillana's São Paulo office, in April 2024, the company extended this initiative to its Distribution Center in Guarulhos, thus achieving a completely sustainable operation.

In **Spain**, where the corporate center is located, the energy

consumed has a Guarantee Of Origin (GdO), an electronic certification granted by the National Commission of Markets and Competition (CNMC). This proves that all the energy supplied by a trading company comes from renewable generation sources.

In addition, three other countries are close to achieving 100% renewable sources at their headquarters: **Uruguay**, where there is the Renewable Energy Certification System, administered by the Ministry of Industry, Energy and Mining; and Costa Rica and **Paraguay**, where the national grids are already clean energy.

All these data mean that about 75% of the energy consumed by Santillana in 2025 will be of renewable origin.

What is I-REC

The I-RECs (International Renewable Energy Certificates) are instruments that certify that electricity has been generated from renewable sources, tracking and demonstrating its consumption.

I-RECs are issued through a standardized process: first of all, renewable energy generators must meet certain criteria, which include certification of the renewable energy source and compliance with international standards. Then, an I-REC corresponding to each MWh produced is issued. These certificates are registered in a centralized tracking system and can be transferred and marketed internationally. They have a unique number and contain information about the date, location, and technology of generation, which guarantees transparency and helps track their generation to prevent double-counting.