

COMMITTED GOVERNANCE

The Strength of Collective intelligence

In a constantly evolving educational environment, Santillana promotes committed governance that helps us anticipate change and lead with purpose.

Because working together—with responsibility, ethics and commitment—is the first step to achieving a better future.



Committed Governance to Anticipate, Protect, and Evolve



Our commitment to environmental, social, and governance sustainability is supported by Grupo PRISA's highest governing bodies which promote leadership that balances profitability, social contribution, and environmental protection. This long-term vision allows us to translate collective intelligence into strategic decisions that care for people, the educational community, and the environment in which we operate.

In this model, Santillana plays a central, leadership role that is directly represented on the Group's Board of Directors. This ensures that strategic decisions for the education business – including the integration of ESG criteria, risk management, and the promotion of responsible digital transformation—align with the Group's corporate governance priorities.

Likewise, Santillana actively participates in the supervision of the Internal Control System, the Audit, Risk and Compliance Committee, and the Sustainability Committee, reinforcing the coherence and traceability of all actions related to good governance.



An Ethical Culture That Supports Our Purpose

The power of collective intelligence begins with a shared ethical framework. Our Code of Ethics sets out the principles that guide conduct across the organization, from the defense of human rights to equal opportunities. The Code is part of the onboarding process for every new employee and is reinforced through an online course available to all staff.

At Santillana, this commitment translates into a strong educational participation: almost all employees complete the mandatory annual ethics and compliance training, which contributes to consolidating a corporate culture based on integrity, transparency, and respect.

This public and cross-cutting framework serves as a common reference point and ensures that all decisions—both pedagogical and operational—are made following the same ethical standards.



Compliance for Responsible and Rigorous Management

Our Compliance System is grounded in this ethical framework. It includes specific policies on anti-corruption, gifts, protection of personal data, conflicts of interest, crime prevention, and relationship with third parties. These policies are reviewed periodically to ensure their validity and applicability.

Santillana has compliance models in all the countries where it operates, aligned with Grupo Prisa’s global structure but adapted to local regulatory frameworks. In 2025, these models were strengthened with:

- supplier approval processes and classification under ESG criteria,
- controls reinforced by tools such as World Check One,
- updates to internal policies and key procedures,
- targeted training for managers and local teams.



This approach helps ensure consistency, rigor and transparency in every internal process, maximizing the trust of our stakeholders—schools, families, students and allies—and strengthening our social license to operate.

Transparency that Strengthens Trust

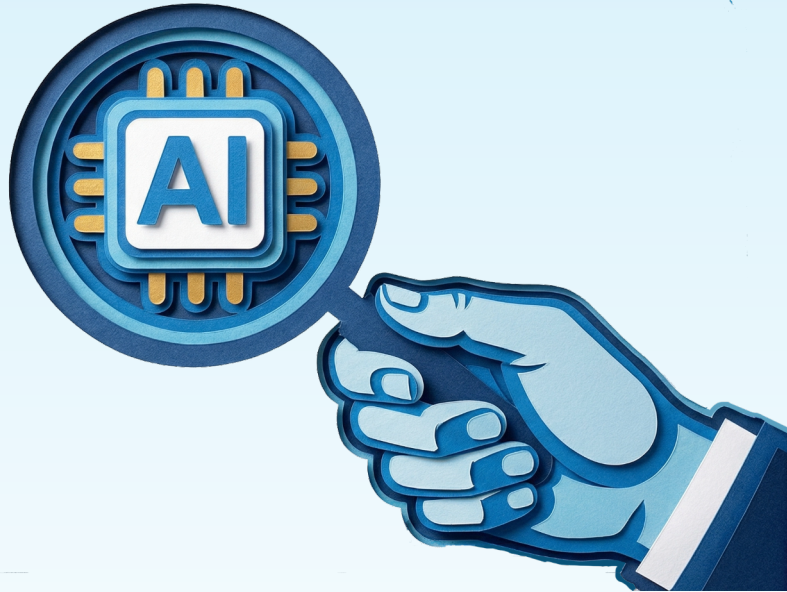


Strong governance requires channels that enable dialogue and accountability. For this reason, all employees have access to anonymous and confidential reporting channels to report any irregularity or non-compliance.

These mechanisms allow us to act quickly in the face of potential risks, ensure that disciplinary measures are applied when appropriate, and foster a work environment where integrity is an essential value.

In 2025, Santillana further reinforced its culture of transparency by constantly remaining the staff of the purpose of the reporting channel, safeguarding the reporting person, and ensuring that every report is handled with the utmost confidentiality and rigor.

Governance of Artificial Intelligence: Responsibility, Control, and Educational Purpose



As part of Grupo PRISA's commitment to the ethical, safe, and transparent use of technology, Santillana has developed a robust AI governance model that articulates control, oversight, and alignment with educational goals.

The core measures include:

- AI Supervisory Committees
- Responsible Use of Artificial Intelligence Policy
- Mandatory tool validation procedure
- Team-building and responsible digital culture
- Products and systems with integrated governance (all AI innovations are developed under ethical supervision)

In all cases, mandatory human supervision, continuous review of the model performance, and the protection of personal data are ensured.

This set of measures ensures that AI is used as a tool for progress: enhancing learning, optimizing processes, and supporting teachers and schools—always in a safe, ethical, and responsible way.





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We appreciate the participation of all the
departments that collaborated on this report.