



CONSOLIDATED NON- FINANCIAL INFORMATION INCLUDED IN THE CONSOLIDATED MANAGEMENT REPORT OF PROMOTORA DE INFORMACIONES, S.A. AND ITS SUBSIDIARIES FOR THE YEAR 2020.

This Statement of Non-Financial Information (NFIS) has been prepared pursuant to the requirements set out in Law 11/2018, of December 28 on non-financial information and diversity. Furthermore, consideration has been given to the materiality analysis updated in 2020, the Group's non-financial risk map and the GRI standards selected in the table entitled "Content required under Law 11/2018 of December 28" have been taken as a reference, as defined in the *Global Reporting Initiative (GRI) Guidelines* for preparing sustainability reports.

As the NFIS is included as an additional section in Prisa's Consolidated Management Report, reference shall be made to the information required in the NFIS that is set out in other sections. With this objective in mind, reference may be made to the Annual Corporate Governance Report (ACGR) included as an appendix to the Consolidated Management Report, and the Consolidated Report of the Prisa Group for 2020, both published and accessible on the Prisa corporate website under the Shareholders and Investors section. Furthermore, each year the Prisa Group publishes the Social Responsibility and Sustainability Report that complements this NFIS.

In this regard, worth particular mention in 2020 were the effects of COVID-19, the impact of which on the Group at December 31, 2020 have been measured and quantified, with significant uncertainties remaining as regards the additional consequences in the short and medium term (*see Note 1.b of the accompanying Consolidated Report*).

Also in 2020, the Media Capital businesses and Santillana's pre K12 (infant schooling) and K12 (primary and secondary schooling) businesses in Spain were sold (*see notes 1.b and 3 of the accompanying Consolidated Report*) and are therefore no longer considered within the perimeter of the Prisa Group. In this regard, to compare the information in last year's NFIS, consideration must be given to the fact that some key indicators in this report may have been affected by the departures of these companies from the consolidation perimeter.

1.1. The Prisa Group and its Business Units

The Prisa Group (the Group) is mainly dedicated to the creation and distribution of cultural, educational, informational and entertainment content on a global scale, with a focus on Spanish and Portuguese-speaking markets.

Its different Business Units, which own brands including El País, Santillana, Moderna, Compartir, UNO, Ser, Los40, WRadio, Radio Caracol and As, boasts a presence in 24 countries, with 40.7% of its operating income, based on data for 2020, generated in Spain and the remaining 59.3% by the rest of the world. Five countries currently accounted for 86% of the Group's total operating income in 2020: Spain, Brazil, Mexico, Colombia and Chile.

Below is a description, broken down by Business Unit, of the markets and sectors in which the Group has a presence, in addition to its business models, business environment, organization and structure, objectives and strategies. The performance of the businesses and the factors and trends affecting the business model are described in notes 1 and 2, respectively, of the consolidated director's report.

1.1.1. Markets and sectors, business model, business environment, organization and structure

The Group is divided into three business units (equivalent to the operating segments indicated in the consolidated report attached in note 18: Education (Santillana), Radio (Prisa Radio) and Press (Prisa Noticias).

In addition to the Business Units, Prisa has a corporate center, which defines the Group's strategy and guarantees that the business follows said corporate strategy.

Education (Santillana)

The Education Business Unit is dedicated to the creation and distribution of educational content for all levels of education, from ages 3 to 18 (with a particular focus on K-12), in Spanish, Portuguese and English, in different formats and pursuant to the educational regulations and models in force in the countries in which the Business Unit is present.

Through brands like Santillana, Compartir, UNO and Moderna, the Business Unit has a presence in 20 countries (Portugal and 19 countries in Latin America). Its structure is divided up by countries, with a corporate center that coordinates and steers the strategy of the entire Business Unit.

The business model is oriented towards the distribution of educational content, offering integrated solutions not only for students, but also for teachers.

Geographically, the two main markets of the Education Business Unit are Brazil and Mexico, which accounted for 59% of total operating income in 2020.

In 2020, 95 million books were sold on aggregate across all countries in which it boasts a presence; at present, around 29 million students use educational content generated by the Business Unit. Of these, more than 1.7 million study in integrated, flexible and disciplinary education system, under a subscription model.

Radio (Prisa Radio)

The Radio Business Unit includes the generation and distribution of informational and entertainment radio content, both in the form of talk radio and music radio (analog and digital) and native digital formats (podcasts); these activities are complemented by the organization of events, harnessing the pull of its brands.

Thanks to brands including but not limited to SER, Los40, Dial, Caracol Radio, WRadio or Podium Podcast, the Business Unit boasts a presence in 11 countries either directly or through franchises. Its structure is divided up by countries, with a corporate center that coordinates and steers the strategy of the Business Unit.

Geographically, the three main markets of the Radio Business Unit in 2020 were Spain, Colombia and Chile, which accounted for 99% of total operating income.

At present, the business model is structured around the monetization of advertising and events generated by its radio and digital audio assets, while making progress with the search for alternative forms of monetization, as the digital transformation gains speed.

It reaches a local audience of approximately 22 million listeners according to the aggregate data of the countries in which it is present, with 61 million unique listeners online.

Press (Prisa News)

The Press Business Unit (Prisa News) performs general, sporting and economic information activities in both digital and printed media, structured around the principle of high-quality journalism. In addition, since 1 January 2019, it includes the central advertising and technology services.

Through brands like El País, As, Cinco Días, it boasts a presence in 9 countries. It is organizationally structured by products, coordinated centrally from Spain.

The main market based on volume of income is Spain, which accounted for 95% of the Business Unit's total operating income in 2020.

The business model is mainly focused on monetizing audiences through two lines of activity: advertising (which accounts for 49% of income), which is gradually more digital (67% of all advertising income) and the sale of digital and paper copies (30% of total income). Furthermore, the Press Business Unit continues to make progress with its transformation towards a more digital model and with a greater focus on the subscription model.

The aggregate online audience of all publications came to 188 million unique views around the world, with El País boasting more than 80,000 subscribers in December 2020.

1.1.2. Objectives and strategies

The Group's main strategic pillars are as follows:

- ✓ Growth of the Education business thanks to continued expansion in operated markets and the development of subscription models.
- ✓ Speed up of the digital transformation of media and consolidation of its leadership position.
- ✓ Resources aimed at businesses with a higher added value and consistent efficiency plans, preserving a sustainable debt structure.

1.2. Risk management

Prisa permanently monitors the most significant risks, including taxation risks, that could affect compliance with the goals set out in the Strategic Plan of the Group and its businesses.

On November 16, 2020, the Board of Directors approved the Prisa Group Risk Control and Management Policy, which identifies the Group's main risks, divided into four categories: risks related to the financial and property situation, strategic and operating risks, non-financial risks and reputational risks.

This policy defines the reference framework for the control and management of risks associated with the Group's activities, with a view to controlling, mitigating and managing any threat to compliance with the defined objectives and facilitating the adequate implementation of the strategic roadmap.

The Risk Management System is divided up by business unit, with the management approach consolidated through an integrated management model, in addition to other specific tools, focused on the ad-hoc analysis of different risks, based on their evolution and the assessment performed on them and the circumstances over time. Risks are identified by the General Management of the business units and the corporation, defining both the persons responsible for the management of each risk and the associated action plans and controls. As indicated, at a corporate level, risk management is consolidated via the integrated management model, which makes it possible to obtain a dynamic, consistent vision that is more appropriate for the purposes of monitoring, control and management.

In this regard, in addition to corporate management, the business units contribute to the correct functioning of risk control and management systems and, in particular, their objective is to identify, manage and adequately quantify the risks that affect them. Furthermore, they are actively involved in the definition of the risk strategy and the corresponding management decisions, in addition to overseeing how the established systems adequately mitigate risks in the framework of the policy defined by the Board of Directors and the Audit, Risk and Compliance Committee.

Furthermore, the Group has a risk map and a specific non-financial risk map that serve as tools for graphically representing these risks, used to identify and assess the risks inherent to the activities of the businesses and the Group as a whole.

Each year, the Internal Audit Department aggregates and standardizes the risks identified by each business unit with a view to producing risk maps for the Group and the businesses.

Both the integrated management model and the risk maps are reported to the Audit, Risk and Compliance Committee, which is responsible for periodically supervising and assessing the Group's risk control and management systems and establishing a risk level considered acceptable, based on the risk aversion, tolerance or appetite in each case.

The Group's main risks are described in Note 3 of this Consolidated Management Report.

Furthermore, it is worth noting that the Group has a Internal Control over Financial Reporting (ICFR) System initially developed based on the COSO 1992 methodological framework, adapted in 2014 to the new COSO 2013 framework.

Furthermore, as regards the management of crime risks, Prisa has a Crime Prevention and Detection Model in Spain, in addition to having developed regulatory compliance models in the main countries in which the Group is present (Brazil, Mexico and Colombia). In the context of the compliance models, risks including but not limited to environmental, occupational and corruption and bribery risks related to the different activities and business transactions are analyzed. For each of these risks, the Group defines, based on its impact on the business, control activities that mitigate the exposure to risk.

Non-financial risks can be divided into five main categories pursuant to the scopes defined in Law 11/2018. Below, details are provided of some of the risks identified for each of the categories in addition to the corresponding key performance indicator:

- Environmental management: Responsible or sustainable raw material supply risk and waste generation and circular economy risk. The corresponding indicators are the percentage of paper purchased from sustainable sources and renewable or recycled paper.
- Social and staff management: Risk in the ability to attract and retain talent, risk in the promotion of equality, risk of corruption and bribery. The key performance indicators are the turnover rate, percentage of the workforce subject to equality plans and number of reports received in relation to corruption and bribery.
- Society: Risk of impact on consumers and risk of cybersecurity and privacy of information (in-house staff, consumers and supply chain). The key performance indicators are the number of claims and complaints received and the instances of private information filtering risk.
- CSR performance: Risk of a lack of transparency in the accountability process. The indicator in this case is the number of reservations included in the external review of the NFIS.
- Supply chain: Risk of association with third parties who have no approval process and whose indicator is the percentage of payments to approved suppliers.

The key performance indicators are used to monitor progress. In each chapter of this report, further details are provided about the indicators used to monitor and assess these risks. In the table at the end of this NFIS, the information is linked to the GRI standards.

1.2.1. About this report

The procedure used by the Group for drawing up this report is supported by standardized information reporting across all business areas, including the data corresponding to the performance indicators mentioned above.

In preparing this NFIS, consideration has been given to the Group's non-financial risk maps, based on which information reporting criteria and models have been defined, including the management indicators required under Law 11/2018. These information reporting models have been prepared pursuant to the GRI (SRS) standards published in the guidelines for preparing sustainability reports and detailed in the "Content required under Law 11/2018 of December 28".

In this table, the Company has identified the aspects considered material and immaterial, in line with its activities, based on the materiality analysis and the analysis performed on the company's non-financial risks. Furthermore, it identifies the principles of the Global Compact and the Sustainable Development Goals (hereinafter, SDGs) that are related to the different aspects of the Law and the GRI indicators.

In this regard, to prepare this report and complete the review of the non-financial risk maps, consideration has been given to the outcome of the materiality analysis performed in 2020, in which Prisa stakeholders participated.

The materiality analysis has been used to update the relevant topics in the context of sustainability at the organization pursuant to the assessment of Management and stakeholders, who have actively been consulted. To identify the relevant topics requiring assessment, consideration has been given to international standards, regulations and other aspects, including Law 11/2018, GRI standards, the standards defined by the *Sustainability Accounting Standards Board*, the existing materiality study, the non-financial risk matrix and a study of the

sector.

As a result, 30 material topics have been identified, 13 of which are considered highly relevant and another 17 as relevant. The relevant topics include climate action, even though from a risk analysis perspective, this could be considered residual. In this sense, even though Prisa's activities have a limited impact on the environment, the Group, mainly through its media outlets, makes a significant contribution to raising awareness among readers and listeners in relation to the fight against climate change.

Finally, in November 2020, Prisa's Sustainability Policy, approved in December 2018, was reviewed and updated; its objectives include ensuring sustainable development and promoting social interest, fostering a culture of ethics and compliance, accompanying the development of the social environments in which it operates and sustainably using the resources required for its activities with a view to creating shared value for all stakeholders. The document is available for consultation on Prisa's corporate website, www.prisa.com.

1.3. Responsible environmental management

By updating its Sustainability Policy, as indicated above, Prisa has reasserted the Group's commitment and focus towards the development of each business model under the principle of responsibility and in line with the SDGs in the 2030 Agenda. In this context, Prisa has prepared an Environmental Policy that establishes the environmental principles that serve as the basis for its framework of action and reference in the operation of its businesses, to promote awareness raising, eco-efficiency and sustainable development in the activities it performs.

1.3.1. Atmospheric pollution and energy efficiency

a) Pollution

Having performed the corresponding review, the use of vehicles by our employees remains the main factor with a direct impact on atmospheric pollution, with noise and light pollution not considered relevant for the purposes of assessment and reporting.

Although the effects of lockdown and working from home have had a significant impact on reducing travel by our teams, the Group has set itself the objective of continuing to promote initiatives to reduce the carbon footprint associated with this consumption. Worth particular note in 2020 were the following:

- The progressive incorporation of vehicles using environmentally more sustainable technologies in the fleet of renting vehicles in Spain, accounting for 16% of the total in 2020 (6% in 2019).
- Doubling the number of electrical recharge stations for vehicles (from 4 to 8) at the Miguel Yuste site (Madrid) and bicycle parking on the campus (from 8 to 16 places).

Furthermore, Prisa maintains other measures such as promoting the use of more sustainable, public transport facilitating the purchase of monthly public transport passes with tax benefits.

b) Energy efficiency of buildings

The aim of all Prisa business units is to ensure that in each country in which the unit operates, the energy required for its activities is consumed while efforts are made to progressively equip the corresponding premises with the technology to facilitate the rational and efficient use of this

energy, in addition to the option of self-generation to reduce the carbon footprint and the release of greenhouse gases.

The main measures undertaken in 2020 were¹:

- The start of the process (in December 2020) to renew the energy audits of facilities in Spain pursuant to Royal Decree 56/2016, when the validity of the first audit performed in 2016 came to an end.
- Implementation of LED technology on floors 7, 8 and 9 of the Prisa Radio building on Gran Vía (Madrid), which is expected to secure annual savings of 360 Mwh at the building, preventing the release of 139 tons CO₂eq.
- Prisa Radio has opened new offices belonging to Radio Club Tenerife; the design of these offices took eco-efficiency principles into account: 100% of lighting uses LED technology and the climate control equipment installed is the most efficient on the market.
- At the Miguel Yuste site (Madrid):
 - Installation of a 100 kW photovoltaic plant (measuring 900 m²) for the purposes of self-consumption, delivering (and providing savings) between June and December 2020 of 112.31 MWh, reducing the emission of CO₂eq per year into the atmosphere of 80 tons. In addition, and to promote internal awareness raising, informational screens have been installed for employees to view energy generation performance online and its positive contribution in environmental terms.
 - Harnessing the overhaul of spaces and facilities, sanitary hot water production equipment has been installed in the form of solar panels, which complement the hot water produced by boilers in winter and prevents their unnecessary operation in summer, offering estimated annual gas savings of 83 MWh and 17 tons of CO₂eq emissions.
 - Modernization of 4 elevators, renewing the traction machines with cutting-edge equipment using electrical traction and speed variators, providing estimated annual savings of 40% in electricity consumption (15 MWh and 5.8 tons of CO₂eq). Furthermore, this has helped to reduce waste, as oil is no longer needed for the mechanisms inside the elevator's engine.

1.3.2. *Circular economy, prevention and waste management*

a) Prevention measures

In addition to committing to internal awareness raising and the awareness generated through our content to progressively increase circularity within the scope of our activities, Prisa believes in the principle of precaution and has therefore included guarantees in its insurance program in different countries to cover the potential impact of accidental, unexpected pollution that could be generated by the Group's activities.

¹ Conversion factor used: 0.386 tons CO₂ eq / Mwh

Conversion factor used for natural gas: 0.2016 tons CO₂ eq / Mwh

Prisa continues to select and collaborate with suppliers who guarantee and promote responsible, sustainable management and the protection of nature, both in the procurement of materials directly associated with the publication business and paper, and the management of the recovery, reuse or recycling of waste generated by its activities; to this end, it cooperates with authorized waste managers.

To continue making headways with its preventive measures, Prisa now requests information in its specifications for the provision of outsourced services on the company's commitment, and how this is reflected in its operations, to compliance with the Sustainable Development Goals in the 2030 Agenda.

b) Recycling and reuse and other ways of preventing waste generation

The reduction in business volume caused by the pandemic has had a positive impact on reducing resources sourced from forests, as the consumption of paper for publications (37%) and offices (67% in Spain) has dropped, given that most of our teams have been working from home and have had very limited access to printing in paper format at our facilities.

The Group's aim is to harness the changes in working methodologies during the pandemic to transform use dynamics and promote an approach to office work based on the clean-desk policy with a minimum use of paper. To this end, in 2021, the responsible printing project launched in 2020 and put on hold on account of the pandemic will resume.

In terms of production, the continuous improvement and exploration process remains in place to minimize the consumption of raw material:

- At Santillana Brazil and as part of the PNLD (Programa Nacional do Livro e do Material Didático) campaign, 2020 saw a project launched to increase the reuse of pallets and cardboard, with 70% of pallets and 25% of packaging cardboard reused.
- At Santillana Puerto Rico and Chile, a plan has been implemented to reduce the consumption of paper used to promote new releases, for both books and teacher's guides, replacing them with a sample in digital format. This measure has also made it possible to reduce the number of physical shipments to subscribers in these countries.
- Prisa News continues to work on providing our readers with a top-quality product, while generating a lower impact on recyclability. To this end, there has been an increase in the supply of 40 gr/m² paper, which accounted for 17% of paper purchased in 2020 and in comparable terms, this has involved purchasing (distributing, recycling, etc.) 44 tons less.
- At Distasa, Prisa News' print plant in Seville, the implementation of new technology that minimizes the use of chemical products (developers, etc.) in the plate printing process has been completed, making it possible to not only reduce chemical waste (1,200 liters/year) but also reduce electricity consumption (8.5 MWh/year), and improve the plant's water performance (8,000 liters/year).

In other types of project, consideration has been given to criteria that reduce the use of materials and the generation of waste at the end of their useful life, such as in the case of the refurbishment of the offices in building 3 at the Miguel Yuste site, where 100% recyclable materials have been used including the 105 m² of blinds installed, made exclusively from recycled polyurethane or the 940 m² of paving containing 20% recycled material.

c) Waste management

The Group's different companies have fully rolled out the operational and awareness raising measures to reduce the generation of waste, while continuing to incorporate improvements to segregate this waste before subsequently recycling it.

Although in 2020, generation was down on the whole (on account of COVID-19), the following actions have been taken nonetheless:

- A plan has been launched to replace 140 ionization smoke detectors at the different premises in Spain, using alternatives with optical technology and free from americium-241, handling them pursuant to Royal Decree 110/2015 on waste electrical and electronic appliances with an authorized manager. The renovation work is expected to be completed during 2021.
- Stocktaking, selective separation of defective (4,280 kg) and reusable (8,160 kg) furniture and its subsequent handling by authorized managers at the Miguel Yuste site (Madrid).
- In Ibero Americana Radio (Chile), a company absorbed in October 2020 by Comercializadora Iberoamericana Radio Chile, S.A., an agreement has been secured with an authorized manager for certified recycling, harnessing 360 kg of glass, 120 kg of cans, 30 kg of cardboard, 180 kg of plastic and 40 kg of paper in 2020.

1.3.3. *Sustainable use of resources²*

In relation to all sections of this point and the following point, it is worth noting that in 2020, consumption at the Group was affected by the restrictions placed on mobility and activities at places of work on account of COVID-19; as a result, the impact of some of these measures has been diluted.

a) Consumption and supply of water

2020	2019
59,278 m ³	130,094 m ³

The consumption recorded by all Group companies in 2020 involved, for the most part, cleaning activities and the use of sanitary water obtained from the corresponding public water network. Prisa does not have its own water supply points.

The reduction of water use (54%) in this case can mainly be attributed to the closure of work centers or minimum occupancy levels since March on account of the mobility restrictions implemented on account of COVID-19.

² The data for 2020 no longer include the business units outside the Prisa perimeter (Santillana España and Media Capital in Portugal)

b) Consumption of raw materials

Type of material	2020 (*)		2019	
	Total consumption of material (t)	% Renewable and sustainable material	Total consumption of material (t)	% Renewable and sustainable material
Total paper consumed	50,120		79,400	
Paper from renewable or recycled sources	17,567	35%	22,162	28%
Paper from sustainable sources (FSC or equivalent)	32,553	65%	55,134	69%
Cardboard	2,512	100%	4,780	100%
Plates	62	0%	102	0%

(*) In 2020, as a result of COVID-19 and the changes made to the operating environment (working from home) and businesses (greater demand for EduTech vs traditional sale of books, reduction in print runs, etc.), there was a notable reduction in the purchase of paper.

c) Consumption of electricity

	2020	2019
Renewable	5.1 GWh	11.0 GWh
Non-renewable	20.5 GWh	40.6 GWh
Total consumption	25.6 GWh	51.7 GWh

The change to the perimeter and the reduction in demand on account of the coronavirus crisis aside, the reduction in consumption in 2020 can be linked to the implementation of the energy efficiency measures across all countries in which the Group operates.

d) Consumption of fuel

Natural Gas		Diesel	
2020	2019	2020	2019
154,732 m³	378,183 m³	112,446 l	991,365 l

In addition to the investments made to reduce the energy consumed using natural gas and the additional efforts made in terms of preventive management at facilities to optimize temperature conditions at buildings, there has also been a reduction in the demand for these supplies, due to the restrictions placed on mobility and activities at offices due to COVID-19.

e) Use of renewable energy

2020	2019
20%	21%

In global terms, the % use of renewable energy remains the same. In countries like Spain, where specific investments have been made with a direct impact (photovoltaic self-generation) to improve this ratio, the improvement this year was 27% compared to 23% in 2019.

1.3.4. Climate change³

a) Important aspects of greenhouse gas emissions

The direct greenhouse gas emissions caused by Prisa's activities due to the direct consumption of fuels (natural gas and diesel) and power were as follows:

	Annual emissions tons CO ₂ eq		
	2020	2019	% change 2020/19
Scope 1 (natural gas and diesel)	619	3,722	-83 %
Scope 2 (electricity)	5,683	11,381	-50 %

Emissions related to the indirect consumption of energy, pursuant to Scope 3 of the GHG Protocol, which in our case can be traced to business trips using vehicles not owned by Prisa (planes, hire cars, trains, etc.) and paper consumption are as follows:

		Annual emissions tons CO ₂ eq		
		2020	2019	% change 2020/19
Plane	Short-haul flights	854	4,135	-79.3 %
	Medium-haul flights	188	1,062	-82.3 %
	Long-haul flights	776	3,092	-74.9 %
Train		48	118	-59.3 %
Car	Diesel	82	2,158	-96.2 %
	Petrol	1,403	3,523	-60.2 %
Paper		24,134	38,220	-36.8 %
Total Scope 3		27,484	52,317	-47.5 %

1.3.5. Climate change measures adopted

In addition to the actions to improve energy efficiency and reduce the consumption of fuel indicated above, in 2020, Prisa's businesses have taken the following measures that will help adapt better to the impacts of climate change:

- Focus on the digitalization of the businesses to help our content reach more students, teachers, listeners and customers, thus reducing the use and limitations of formats like paper.
- The inclusion in our educational content (Santillana Purpose project) and informational content (new Climate and Environment section in El País) of an explicit commitment to dissemination, awareness raising, respect and action in relation to the sustainable development goals in the 2030 Agenda (SDG 13 Climate Action), as indicated in section 5.6.1.

³ The data for 2020 no longer include the business units outside the Prisa perimeter (Santillana España and Media Capital in Portugal)

An initial indicator has also been established to monitor and provide a point of reference for the actions that Prisa can manage directly when it comes to its environmental impact and the energy it needs to go about its business:

- **Indicator:** tons of CO₂ equivalent issued to invoice EUR 1 million.

tons of CO ₂ eq. / EUR 1 billion invoiced ⁴	
2020	2019
8.99	13.78

- **Objective of the indicator:** quantify the cost on the carbon footprint generated by Prisa's business due to direct emissions required for its activities.
- **Evolution observed:** the effects of the health crisis in 2020 aside, it would appear that the energy efficiency measures undertaken have had a positive impact on the indicator and, therefore, positive progress has been made with the sustainable development of Prisa's business.

⁴ Calculation method: tons of CO₂ eq. Consolidated for scopes 1 (natural gas and diesel) and 2 (electricity) / Annual consolidated billing (millions of euros)

1.4. Information about social factors in relation to staff

1.4.1. Employment

The number of Group employees at year-end 2020, distributed by country, gender and contract type, is as follows:

	Permanent contract + RCF (***)			Temporary, ad-hoc contracts and RCT (***)			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Argentina	187	264	451	11	7	18	198	271	469
Bolivia	21	20	41	0	0	0	21	20	41
Brazil	455	577	1032	0	0	0	455	577	1032
CAN (*)	68	74	142	0	0	0	68	74	142
Chile	215	164	379	9	1	10	224	165	389
Colombia	737	538	1,275	25	18	43	762	556	1,318
CAS(**)	33	35	68	12	2	14	45	37	82
Ecuador	58	44	102	0	0	0	58	44	102
Spain	1,306	1,064	2,370	60	67	127	1,366	1,131	2,497
Mexico	246	276	522	0	0	0	246	276	522
P.Rico	14	10	24	0	0	0	14	10	24
Paraguay	16	15	31	0	0	0	16	15	31
Peru	63	81	144	46	61	107	109	142	251
Portugal	4	5	9	0	0	0	4	5	9
Dom. Rep.	71	44	115	0	0	0	71	44	115
Uruguay	8	13	21	0	0	0	8	13	21
USA	20	8	28	0	0	0	20	8	28
Venezuela	5	7	12	0	0	0	5	7	12
Total	3,527	3,239	6,766	163	156	319	3,690	3,395	7,085

(*) Northern Central America: includes the following countries: Guatemala, Honduras and El Salvador

(*) Southern Central America: including Costa Rica and Panama

(***) RCT = Temporary sales representative, RCF = Temporary sales representative

Based on the foregoing, it can be concluded that 95% of the total workforce at Prisa are on permanent contracts and 5% are on temporary contracts (compared to 92% and 8% in 2019, respectively). Men account for 52% of the total workforce while women account for 48% (compared to 53% and 47% in 2018 respectively).

At year-end, 74% of the workforce was working full-time hours compared to 98% in 2019. In Spain, this ratio stood at 28% compared to 95% in 2019, mainly on account of the different temporary lay-offs enforced across the Group.

The breakdown by gender and professional category comparing 2020 and 2019 is as follows:

	2020			2019		
	Men	Women	Total	Men	Women	Total
Executives	186	109	295	240	127	367
Middle managers	546	446	992	640	500	1,140
Other employees	2,958	2,840	5,798	3,898	3,546	7,444
Total	3,690	3,395	7,085	4,778	4,173	8,951

The average age of men is 3.7% higher than the average age of women at the Group; the average age across the Group in 2019 was 43.1, compared to 42.8 the previous year. 10% of employees are aged under 30, 65% between 30 and 50 and 25% are aged over 50.

The comparison of average ages by gender in 2020 and 2019 is as follows:

	Men	Women	Total
Average age at the Group in 2020	43,8	42,2	43,1
Average age at the Group in 2019	43,3	42,2	42,8

The distribution of Group employees by location and average age is as follows:

	2020	2019
Spain	45,6	45,5
Latin America	41,6	41,1
Portugal	48,1	42,7
Total	43,1	42,8

The distribution by age ranges and categories is as follows:

	Under 30	Between 30 and 50	Over 50
Executives	0,0%	2%	2%
Middle managers	0,1%	8%	6%
Other staff	10%	54%	18%
Total	10%	65%	25%

The main business areas in terms of the workforce are Santillana (47% compared to 45% in 2019) and Radio (36% compared to 29% in 2019), which can be broken down by gender as follows:

	2020			2019		
	Men	Women	Total	Men	Women	Total
Santillana	1,517	1,808	3,325	1,925	2,146	4,071
Radio	1,529	1,056	2,585	1,550	1,046	2,596
Press (News)	608	482	1,090	599	440	1,039
Media Capital	-	-	-	657	466	1,123
Other	36	49	85	47	75	122
Total	3,690	3,395	7,085	4,778	4,173	8,951

The Group's total workforce fell by 21% between 2019 and 2020, mainly on account of the sale of Santillana España and Media Capital. The turnover rate (voluntary resignations divided by

the total workforce) was 5.58%, similar to 2019, and mainly attributable to Latin America; the dismissal rate stood at around 4.02%, similar to the rate registered in 2019 (dismissals for which compensation was paid divided by the total workforce), mainly associated with dismissals to renew the workforce in most companies.

From the dismissals for which compensation was provided across the Group, 56% were men and 44% were women, with 68% aged between 30 and 50. 17% corresponded to executives and middle managers, and 83% to other employees.

From the resignations seen across the Group, 54% were men and 46% were women, with 61% aged between 30 and 50.

The total average remuneration across the Group across all professional categories was EUR 28,000; broken down by gender, this stands at EUR 32,000 for men (+12 on the average) and EUR 25,000 for women (-13% on the average).

The company has performed an exercise to calculate the wage gap across its different professional categories with the following results. As part of the calculation, average remuneration and the weight of each category has been weighted, obtaining accumulated data of 10.7%. In 2018, according to Eurostat, the wage gap between men and women in the European Union was 14.8% compared to 8.06% for Prisa Group employees in Spain in 2020.

Information regarding director remuneration can be consulted in notes 22 “*Transactions with related parties*” and 23 “*Payments and other benefits to the Board of Directors*” of the accompanying consolidated report.

In terms of the integration of people with disabilities at the Prisa Group, in Spain, collaboration agreements have been entered into with Special Employment Centers for the provision of different services (mainly cleaning), in addition to other collaboration mechanisms established in our legal system (donations to special employment centers). Furthermore, the Group employs 23 people with disabilities of 33% or more (32 in 2019), distributed by location as follows:

	2020	2019
Spain	15	21
Other	8	11
Total	23	32

In terms of disabilities in Latin America, different regulations apply in different countries, with the Group complying with the regulations in force in each one. In the countries in which the Group has a greater presence (Brazil, Colombia and Mexico), local regulations mainly involve adapting facilities and the systems for organizing work to people with disabilities, in addition to the suitability and accessibility of facilities.

1.4.2. *Organization of work*

Initiatives are in place to attract and retain the best talent, although there is no formal Group-wide policy to ensure disconnection from work.

In Spain, the workforce also enjoys social benefits, life and accident insurance, disability cover and maternity and paternity benefits. Generally speaking, the companies in Spain do not

discriminate between full or part time or between permanent or temporary contracts when it comes to social benefits.

The flexible remuneration program designed in 2012 remained in force in 2020 for some companies in Spain, with the catalogue of products permitted under the regulations.

In Spain, practically all collective work agreements applicable to the different companies include working hours below the maximum number of hours allowed by law (40 hours per week); only on an exceptional basis do the companies in Spain resort to the use of overtime. Some of the collective agreements to which companies operating in Spain are party stipulate that overtime worked will be compensated in the form of time off.

Furthermore, the distribution of working hours, both in Spain and Latin America, includes flexi-time measures and the adaptation of working hours and compact work days at certain times of the year (summer, Christmas and Easter). The non-standard distribution of working hours must be agreed upon by the different departments and/or the legal representatives of workers.

In Spain, some companies have maintained the plan of measures to promote striking a work/life balance:

- Sabbaticals with guaranteed reinstatement, economic benefits and Social Security contributions.
- Extension of holiday time with economic benefits and Social Security contributions.
- Extension of weekly rest time (4-day week), without any impact on Social Security contributions.
- Leave for subsidized training and Social Security contributions.
- Reduction of working hours without the need for legal custody.
- Flexi-time at companies and areas in which working hours are not divided into shifts, as may be the case of summer working hours.
- Paternity/maternity leave, with 100% of the employee's salary paid.
- Subsidized childcare as part of the Flexible Remuneration Plan for employees requesting this.

In Spain, there are no outstanding lawsuits concerning a work/life balance and work organization and there are currently no disputes in relation to this matter.

In the case of Latin America, the most common practice across the different countries is the use of flexi-time.

Absence time and rates at the Group are as follows:

Absence rate ⁽¹⁾	2.3%
Total days lost	42,547

(1) Absence rate: (Total number of hours absent / Total number of theoretical hours worked) x 100

1.4.3. *Health and safety*

Promoting a preventive culture among all companies at the Group remains a primary objective. Worth note is the commitment across the companies to include occupational health and risk prevention in their general management system.

Prisa Group has an Occupational Risk Prevention department in Spain that forms part of the Human Resources division and it is responsible for continuously identifying psycho-social risk

factors across Group companies that could pose a risk to the health of staff.

This year, on account of the pandemic, all efforts have focused on preventive measures and offering COVID-related advice to our workers.

In the face of the unprecedented coronavirus crisis, Prisa Group has implemented, right from the onset of the pandemic, a series of policies, procedures and recommendations that seek to safeguard the health of all employees and associates. To this end, the Group has made significant efforts to continue with its activities as normal in the media and education areas, providing workers with the tools required to perform their professional duties from home.

This new working method has required that the company establish new ways of interacting with its employees to maintain a sense of belonging to the Group and optimize remote working in both Spain and Latin America. These new communications form part of the *Comunica* tool, which offers a variety of content ranging from health prevention recommendations, news on activities performed by the Group, online training courses, emotional support and resilience conferences, activities to promote striking a work/life balance and the digital disconnection, and the promotion of projects with high employee participation. Furthermore, the company is in the process of planning and developing a policy for disconnecting from work, while implementing corrective measures to promote this when it comes to handling emails.

In addition to these activities, the Group has focused a large part of its efforts on promoting health prevention, establishing workplace isolation and security policies, employee control and testing surveys, monitoring of those affected, etc., optimizing process using digital tools.

The situation caused by the pandemic, resulting in the prioritization of working from home, has helped to reduced occupational accidents, with just 5 occupational accidents recorded in Spain in 2020 (2 men, 3 women) compared to 47 in 2019.

In the case of other countries, the number of occupational accidents came to 62 (53 men and 9 women) compared to 67 in 2019.

No occupational diseases were reported in 2020 or 2019.

The Group's main occupational health and safety measurement indexes are as follows:

	Severity Index ⁽¹⁾	Frequency Index ⁽²⁾
Men	0.06	7.30
Women	0.06	1.32
Total	0.06	4.41

(1) severity index: (No. days lost/No/ hours worked) x 1,000;

(2) frequency index: (Total number of accidents resulting in time off/Total number of hours worked) x 1,000,000;

In terms of the accessibility of work centers, the Group has adapted its facilities pursuant to the applicable regulations in each country. Furthermore, in 2020 renovation work was completed at the Miguel Yuste site in Spain, ensuring that the building boasts universal access, parking and has public transport links. There have been no accessibility lawsuits nor have complaints been received due to a lack of mechanisms in place to this end.

1.4.4. *Social relations*

The collective bargaining agreements in place offer improved working and employment

conditions when compared to the minimum rights protected by law. Generally speaking, information, representation and consultation procedures with workers are enshrined and regulated in the different collective bargaining agreements and are coordinated by the workers' representatives defined in these agreements.

Freedom of association is protected across all companies and the necessary social dialogue to develop the business, in compliance with the applicable employment regulations is encouraged.

Group employees, given their geographic distribution and local regulations are subject to collective bargaining agreements in some countries (Spain, Colombia, Brazil or Argentina), while in others, they are subject to local regulations as collective bargaining agreements are not typically used (USA, Chile or Peru). In this sense, in Spain, 97% of employees are subject to collective bargaining agreements, excluding only very specific sections of senior management.

During 2020, on an exceptional basis, and on account of the presence of COVID, companies in Spain, with the exception of the Santillana businesses and Espacio Editorial, a furlough scheme has been used on organizational, production or economic grounds, coming to an end on 31 December. These furloughs have generally involved reducing working hours by 10% between May 15 and the end of the year. Furthermore, Radio companies in Spain broadcasting to a specific audience were subject to a suspended furlough scheme for two months.

1.4.5. Training

The workforce has access to online training via Prisa Campus (*online in-house platform*).

The training initiatives performed at the different companies are available on the training platform.

Total training hours at the Group	
2020	2019
52,854	46,430

Training hours increased by 10% in 2020 compared to 2019.

In total, 80% of training hours were imparted at the Santillana unit and 20% at the Prisa News and Prisa Radio units.

In terms of the distribution of training hours by responsibility of employees, 12% of training hours were invested in executive staff, 24% in middle management and 64% in other staff.

In terms of the distribution of training hours by region, 13% of training hours were invested in Spain and the remaining 87% were invested in other regions in which the Group operates.

1.4.6. Equality

The collective bargaining agreements applicable to the different companies in Spain contain specific sections on equal treatment and opportunities between men and women, harassment action protocols and other measures that promote equality across all areas.

Specifically, in the Prisa Radio bargaining agreement, there is a section entitled "Prisa Radio Group Equality Plan", including measures that seek to promote equal treatment and

opportunities between men and women, both in terms of selection, promotion and professional development, training and striking a work/life balance. The Ediciones El País collective bargaining agreement also contains a section entitled “Equality Plan and Work/Life Balance”, indicating the objectives of ensuring the balanced representation of women in the workplace and the access of women to positions of responsibility.

In turn, on February 17, 2020, Santillana signed the 2020-2024 Equality Plan applicable to workers of this business in Spain.

In terms of harassment, the Group has a psycho-social damage communication and response procedure applicable to all workers.

The Prisa workforce is diverse in terms of location, culture, gender and age:

- Employees present in 22 countries.
- More than 30 different nationalities across Prisa Group.
- At year-end 2020, the workforce was 52% male and 48% female.
- The average age at the Group in 2020 was 43.1: 43.8 for men and 42.2 for women.

1.4.7. *Diversity on the Board of Directors*

Section 4 of the Consolidated Director’s Report and the ACGR provides details of the Board of Directors which, at December 31, 2020, consisted of 12 directors: 1 executive director, 5 proprietary directors and 6 independent directors.

The Board of Directors is made up of highly-qualified professionals of both professional and personal repute, with skills and abilities in different fields and sectors of interest to the Company, from different countries, pursuant to the principles set out in the Policy for ensuring diversity in the composition of the Board of Directors and director selection and the Regulations of the Board of Directors. The directors have different academic profiles and exceptional professional experience (see profile and biography at www.prisa.com).

The principles and objectives of the Policy for ensuring diversity in the composition of the Board of Directors and director selection can be summarized as follows:

- i. Diversity in the composition of the Board in the broadest sense of the term (knowledge, experience, background, age and gender), with a particular emphasis on gender, in relation to which: (i) the Company having a significant number of women in senior management shall be encouraged, and (ii) the goal shall be that prior to the end of 2022, the number of female directors shall account for at least 40% of all members of the Board of Directors, and shall not be less than 30% prior to that deadline.
- ii. Appropriate balance on the Board as a whole with a view to enriching the decision-making process and providing different points of view as part of the debates on matters within its remit.

The Appointments, Remuneration and Corporate Governance Committee (APCGC), at its meeting on January 25, 2021, performed the annual check on the Policy for ensuring diversity in the composition of the Board of Directors and director selection, concluding that the composition of the Board of Directors is reasonably diverse in terms of knowledge, experience,

background and age of directors, with a positive balance overall, although the same could not be said for gender diversity.

The APCGC has found that, during 2020, the principles, objectives and procedures set out in the Policy for ensuring diversity in the composition of the Board of Directors and director selection had been taken into consideration in relation to the proposed appointment and reelection of directors, in addition to the election to office, notwithstanding the reservations made in relation to gender diversity.

During the director selection process performed at the Company in 2020, diversity was considered as a criteria for steering the composition of the Board of Directors. At the start of 2020, the aim of the ARCGC was to implement a plan for identifying female candidates with a view to prioritizing them in the proposed appointments of new external non-proprietary directors to fill vacancies arising on the Board. However, the Statement of Non-Financial Information provides further details of the results of this plan and the reasons that it has not been possible to include more women onto the Board during 2020.

In December 2020, the Company had 3 female directors, accounting for 25% of the members of the Board. However, following the resignation of Ms Sonia Dulá on December 18, the number of female directors was reduced to 2, meaning that at year-end 2020, 16.66% of the members of the Board were women (at year-end 2019, the number of female directors was 3).

In February 2021, the Board appointed a new female director by co-optation, Ms Pepita Marín Rey-Stolle, as an independent director, to cover the vacancy left by the resignation of independent director Mr Javier de Jaime Guijarro. As a result, female directors now account for 25% of the total members of the Board.

Female directors have a notable presence on Company bodies: Ms Beatriz de Clermont-Tonerre is the Lead Independent Director, Chairwoman of the ARCGC and member of the Executive Committee and Ms María Teresa Ballester and Ms Pepita Marín Rey-Stolle sit on the Audit, Risk and Compliance Committee.

The Statement of Non-Financial Information provides details of the result of the analysis performed by the ARCGC and the future actions planned to continue making improvements in terms of gender. However, both the ARCGC and the Board itself have raised that the shortcomings in terms of gender diversity with the Board of Directors must be made a priority in the future. The Group must work towards the new goal recommended by the Spanish National Securities Commission (and specifically mentioned in the Policy), that female directors account for at least 40% of the members of the Board of Directors prior to the end of 2022, and never fall below 30% beforehand; furthermore, the Company must ensure that there are a significant number of women in senior management positions.

1.5. Respect for Human Rights and Fighting Corruption and Bribery

1.5.1. Compliance: Code of Ethics, Compliance Unit, Whistleblowing Channel

Prisa Group is committed to strictly complying with all the applicable regulations and the principles and rules of conduct included in its Code of Ethics, which is the pillar of its compliance model.

The Code of Ethics referred to in section F.1.2 of the ACGR contains the catalogue of principles and rules of conduct that must govern companies that make up the Group and all its professionals, with a view to ensuring an ethical and responsible approach to their duties. It can be consulted in Spanish and English on both Prisa's website and the Group's intranet, and forms part of the welcome pack provided to all employees when they join the Group.

The Code sets out a number of general ethical principles in relation to respect for human rights and public freedoms, professional development, equal opportunities, non-discrimination and respect for people, health and safety in the workplace in addition to environmental protection.

Furthermore, the Company has its own Compliance Unit, which reports to the Audit, Risk and Compliance Committee, responsible for factors including but not limited to overseeing and promoting the ethical behavior of employees and professionals at the Group and identifying, managing and mitigating compliance risks, as described in section F.1.2 of the ACGR.

The Compliance Unit also assumes the functions of the Crime Prevention Body required under the Criminal Code.

The main Business Units at the Group have their own compliance units, whose activities are coordinated on a joint basis. In turn, some Group companies, on account of their size or requirements of the legislation in the countries they operate in, have specific compliance units or have appointed a compliance manager. In this connection, there are compliance managers or units at companies in Brazil, Mexico, Ecuador, Colombia and El Salvador.

Furthermore, as described in section F.1.2 of the ACGR, Prisa has a whistleblowing channel.

To make queries concerning the Code of Ethics and other matters in relation to internal regulations and compliance, the Company's employees can also send an email to a dedicated inbox (cumplimiento@prisa.com) managed by Prisa's Compliance Unit.

Furthermore, there are compliance mailboxes associated with the Compliance Units for each business that redirect to the Company's compliance mailbox, through which queries can be raised about the Code of Ethics and other matters, in addition to reports of inappropriate behavior. Claims are handled via these mailboxes in the same way as the procedure defined for the whistleblowing channel.

In 2020, 28 claims were filed, 5 less than in 2019. Of these, 6 were upheld and 22 were unsubstantiated.

1.5.2. *Respect for Human Rights*

Prisa's Code of Ethics defines respect for human rights as a general ethical principle. Prisa is committed to respecting and protecting human rights and public freedoms. Respect for human dignity is the main objective of this commitment.

Furthermore, as set out in section 5.6.2.1, the inclusion of social, gender equality and environmental issues in contracting procedures are enhanced with our suppliers through the general contracting conditions available on the corporate website.

The non-financial risk map, as a tool for monitoring respect for human rights, takes the number of valid claims received as a reference. Of all the claims received and handled in 2020, 15 concerned human rights and, for the most part, corresponded to harassment in the workplace, 4 more than in 2019. Having analyzed these claims, it was concluded that 3 were valid compared to the 1 considered valid in 2019. In these cases, the corresponding corrective measures have been adopted.

1.5.3. *Fighting corruption and bribery*

The Code of Ethics sets out the main principles in relation to internal control and preventing corruption, addressing aspects such as the transparency, accuracy and reliability of information and control of records and measures against corruption, anti-money laundering and unusual payments.

In December 2020, Prisa Group employees were provided with an online course about the Code of Ethics, covering all the principles, values and rules of conduct included in it. The purpose of the course is to help Group employees remember and understand the principles and values that must guide their professional duties on a daily basis to act ethically, integrally and responsibly.

Principles in relation to internal control and the prevention of corruption are reinforced with other specific rules in our compliance model, such as the Anti-corruption policy, approved by the Board of Directors in February 2017, establishing the commitment of the Prisa Group in the fight against corruption in all its forms, in all areas of action and in all countries in which the Group operates. The policy establishes guidelines, precautions and procedures that must be observed by all Group employees and companies in the performance of their professional duties.

Furthermore, using the Code of Ethics and the Anti-Corruption Policy as a basis for its preparation, in October 2018 the Board of Directors approved the Prisa Group Investments and Financing Policy, which seeks to establish the framework applicable to the analysis, approval and control of investment and divestment projects and coverage of financial needs and financial risk management and control of the Group's business.

Furthermore, the Guidelines issued for Group companies to enhance measures to prevent and avoid money laundering as a result of unlawful activities are another specific rule in this regard.

The Company's specific rules also include a Gifts Policy, which seeks to guide professionals and bodies at Prisa Group responsible in taking the right decisions in terms of accepting and offering gifts, services and other support in the framework of Prisa Group's commercial relations.

Furthermore, in addition to the Code of Ethics and the specific rules indicated in this section, another of the pillars of the compliance model is the Crime Prevention and Detection Model.

Specifically in relation to preventing and detecting corruption and bribery, it is essential to have a crime control and risk matrix in place, with the crime prevention and detection model subject to constant verification and updates to ensure its effectiveness and the correct functioning of the controls established therein.

A key indicator in assessing corruption risk, in all its forms and in both the public and private sectors, is the number of valid claims filed in different years. In this respect, of the 28 claims received and analyzed in 2020, 8 involved corruption compared to the 7 corruption-related claims received in 2019. Of the reports of corruption received in 2020, 3 were considered valid compared to the 4 considered valid in 2019. As was the case in the previous year, the corresponding corrective measures were adopted.

In turn, the Group has another series of policies and procedures, plus additional measures to prevent bribery and fight corruption, including the following:

- Procedure for action before the public authorities.
- Restricted power of attorney structure.
- Travel and entertainment expenses policy.

In relation to the protocol for action in cases of corruption, bribery and money laundering, employees and third parties have access to the whistleblowing channel and compliance inboxes; in addition, employees are encouraged to consult their line manager and/or Human Resources, encouraging “claims without fear of reprisals”, as the Code of Ethics itself prohibits any form of retaliation against employees who report breaches or potential instances of misconduct in good faith.

1.5.4. Donations to foundations and non-profit organizations

In 2020, Prisa Group made 24 donations to foundations and non-profit organizations for the sum of EUR 1,495 thousand. In 2019, made 53 donations to foundations and non-profit organizations for the sum of EUR 1,698 thousand (Santillana: EUR 1,269 thousand, Prisa Corporate: EUR 286 thousand, Prisa Radio: EUR 72 thousand, Prisa News: EUR 70 thousand).

Below is a breakdown by countries and business units of the donations made this year in thousand of euros:

	Prisa Corporate	Santillana	Prisa News	Prisa Radio	Group Total
Spain	263	425	634	115	1,437
Brazil		4			4
Chile		2			2
Colombia		2			2
El Salvador		38			38
Guatemala		9			9
Honduras		2			2
Total	263	483	634	115	1,495

The list of foundations and non-profit organizations cooperated with in 2020 can be consulted in the next section of this report.

1.6. Social information

1.6.1. *Corporate commitments to sustainable development*

Permanent dialog with society allows Prisa to ascertain the expectations and interests of the communities in which it operators and become involved in their development. The different types of dialog can be consulted in the Prisa Code of Ethics and the Sustainability Policy updated in November 2020, which establish the framework of reference to ensure responsible behavior with sustainable development and its stakeholders; the objectives of this process can be consulted in section 5.2.1 of this report.

As an example of this dialog with its stakeholders, in 2020 Prisa updated its material analysis and prioritized the Sustainable Development Goals (SDGs) by consulting the main stakeholders in the framework of the project launched with a situation diagnosis, the aim of which is to integrate the sustainability strategy in line with the 2030 Agenda throughout the organization.

As a result of this process, five strategic objectives were defined for Prisa: SDG 4: High-quality education, SDG 8: Decent work, SDG 5: Gender equality, SDG 16: Peace, justice and strong institutions and SDG 13: Climate action. In addition to 4 complementary objectives:

SDG 10: Reduced inequalities, SDG 17: Partnerships for the goals, SDG 11: Sustainable cities and communities and SDG 1: No poverty.

Prisa's contribution to the five strategic SDGs:

SDG 4: High-quality education

As part of its activities, in particular in the field of Education, and its lead role in raising awareness, a key factor in achieving the 2030 Agenda, across society about sustainable development. With a particular impact on goals 4.7: contributing to all students acquiring the theoretical and practical knowledge required to promote sustainable development, including through education for sustainable development and sustainable life styles, human rights, gender equality, promoting a culture of peace and non-violence, world citizenship and the appreciation of cultural diversity and the contribution of culture to sustainable development. Goal 4.5: contributing to eliminating gender imbalances in education and securing equal access across all levels of education and professional training for vulnerable persons, including people with disabilities, indigenous peoples and children in vulnerable situations. Goal 4.c: contributing to increasing the supply of qualified teachers.

SDG 8: Decent work and economic growth

Through the promotion of local employment and economic growth by prioritizing purchases from local suppliers.

SDG 5: Gender equality

Raising awareness on equal opportunities and non-discrimination, coordinated through content, initiatives and campaigns.

SDG 16: Peace, justice and strong institutions

In the performance of its duties, which promotes respect for human rights and individual freedoms, the construction of democracy and freedom of expression.

SDG 13: Climate action

On account of its significant role raising awareness across society about climate change, to which end it develops specialist content and specific partnerships.

The initiatives undertaken by the Group in relation to sustainable development are focused on contributing in particular to these goals to achieve the 2030 Agenda.

As a testament to its commitment to sustainable development, Prisa forms part of important social agents. To this end, it is a partner of the United Nations Global Compact and forms part of the executive committee of its Spanish Network; it has also signed up to the Ten Principles that this global organization uses to promote human rights, the fight against corruption, labor rights and care for the environmental. Prisa also collaborates with the Global Compact as part of the UN's mandate to promote the Sustainable Development Goals (SDGs). To this end, Prisa has participated in the #apoyamoslosODS campaign, which seeks to serve as a loudspeaker to achieve a multiplier effect and raise awareness of and work on the 2030 Agenda. Furthermore, it forms part of the companies that promote the *Reconocimientos go!ODS*, which recognize innovative projects that make a contribution to the achievement of the SDGs.

Prisa also forms part of the group of companies that make up Fundación SERES. In 2020, it participated in the dissemination of the foundation's initiatives, emphasizing the social action of the companies in the face of COVID-19 and the promotion of the SERES Awards; this acknowledgement seeks to recognize the best strategic and innovative actions that add value to society and the company, and in 2020, special emphasis was placed on projects that respond to the COVID-19 crisis.

In 2020, Prisa became a member of Forética, a leading organization in sustainability and corporate social responsibility matters, whose mission is to integrate the social, environmental and good governance aspects in the management and strategy of companies.

In terms of education, Prisa is one of the trustees of Fundación Conocimiento y Desarrollo (CYD), which analyzes and promotes the contribution of universities to the economic and social development of Spain, and Fundación Princesa de Girona, which supports young people in their professional and personal development.

It collaborates with Fundación de Ayuda contra la Drogadicción (FAD), of which it is a founding trustee and member of its media committee to promote the personal development of young people through education in positive attitudes and the prevention of behaviors engendering social risk.

As part of its commitment to fighting climate change, the Group collaborates with the World Wide Fund for Nature (WWF), the largest independent international organization dedicated to defending nature and the environment. Since 2008, it has supported *Earth Hour*, the largest global initiative to mobilize citizens against climate change. Through this initiative, it reinforces its commitment to SDG 13 of the 2030 Agenda.

In the field of innovation, research and development, Prisa is a trustee of Fundación Pro CNIC (Spanish Cardiovascular Research center) and participates in the dissemination of its campaigns.

In response to the social emergency caused by the pandemic, Prisa has collaborated with the Emergency Committee it forms part of, created in 2015 in Spain by six NGOs (Acción contra el Hambre, ACNUR Comité Español, Médicos del Mundo, Oxfam Intermón, Plan International and World Vision), who decided to join forces to consolidate public and private solidarity for major humanitarian crises. As a result of COVID-19, in April 2020, the Emergency Committee was activated and Prisa implemented a campaign via its media resources to raise funds and allocate them to the urgent needs arising in Spain and developing countries. In total, EUR 200,000 were raised.

The pandemic has defined 2020. The health crisis has put the Group's communication resources to the test, which have demonstrated their social commitment and the leading role they play in providing accurate, quality information with useful content for the general public.

Press (PRISA News)

In Spain, the processing for launching the digital subscription model at EL PAÍS, which began in March, was postponed due to the severity of the situation caused by the pandemic. Over lockdown, the newspaper stepped up its coverage of the health crisis across all supports and readers had free access to the printed edition of the newspaper and its magazines and supplements.

In line with Prisa's sustainability strategy, the newspaper has launched two new digital sections on particularly relevant social topics, including education on the one hand and climate and the environment on the other.

In the context of the pandemic, in which information became more important than ever, Press (PRISA News) has also focused on promoting the debate through a series of events with a particular social impact:

EL PAÍS Retina organized *Retina Reset: building a digital and sustainable future*, a virtual event focusing on how the pandemic has affected plans around the world, bringing the world that we knew to a standstill and how we now need to respond to the challenges posed by the coronavirus crisis. Impacts: more than 8,200 unique users, 11,597 page views and almost 3,200 video views.

EL PAÍS organized a debate entitled *Rethinking Spanish health. A new health system for a new normality*, which offered the opportunity to analyze the changes needed in Spain's health system in light of the pandemic. The event streamed live from EL PAÍS' website. Impacts: more than 6,000 unique users, more than 15,000 page views and 2,657 video views.

In October, EL PAÍS held an event under the slogan *Sustainable investment, responsible revolution* in alliance with BBVA, about the positive impact of assets managed using environmental criteria. Impacts: 1,837 unique users, more than 2,800 page views and 972 video views.

The *Future Forum: Observatory of economic trends* organized by CincoDías to address the reforms necessary for the job market and the future of economic and financial activity. Impacts: the figures of the articles published in *cincodias.elpais.com* are as follows: 10,281 unique users and more than 13,500 page views.

EL PAÍS, CincoDías and Cadena SER joined forces to celebrate *Building a sustainable future: Dialogs for recovery* a forum in which representatives of the administration and several experts analyzed the impact of the crisis caused by COVID-19 and the keys for creating a sustainable wealth model. Impacts: 3,500 unique users, more than 4,700 page views and more than 900 video views.

Furthermore, EL PAÍS, CincoDías and Cadena SER organized the event *The elderly, a forgotten generation*, reflecting on the elderly and their place in society after the lessons learned from COVID-19. Impacts: 2,683 unique users, 3,254 page views and more than 500 video views.

The actions performed by Press (PRISA News) to contribute to local employment include projects like *El País with your future*, an educational event focusing on the labor market and professional development that helps young people to orient their future. The event was streamed on EL PAÍS's website for anybody interested to access the content. It was held in May and December. Impacts: the articles published in *elpais.com* about these events returned the following figures: 2,769 unique users, 3,563 page views and almost 300 video views.

The UAM-El País School of Journalism, created in 1986, belongs to a non-profit foundation in which the Autonomous University of Madrid and EL PAÍS have an equal share. The School's main activity is the *master's degree in journalism*, taken by 70 students in 2020. The School of Journalism also imparted thematic workshops to 667 students.

Sponsorship activities by Press (PRISA News) have focused on Fundación Human Age to promote the employability of groups at risk of exclusion and Reporters Without Borders to support the freedom of information.

In response to the social emergency caused by the COVID-19 pandemic, it has collaborated with Action Against Hunger in Spain, as part of its campaign *#NoNosRendiremos*, which seeks to raise funds for the solidarity aid cards program and with Fundación Reina Sofía as part of *Operación Frío*, the objective of which is to obtain donations for the food bank in Spain to purchase refrigeration equipment that makes it possible to store and distribute fresh food.

PRISA Radio

In 2020, PRISA Radio has had the opportunity to respond to significant social demand for information and entertainment among people in lockdown. During this period, all radio programming was guided by the idea of being useful to listeners and being *the voice in the middle of the noise*, responding to all expectations of obtaining better information about the circumstances and offering entertaining and high-quality programming that would help listeners to overcome the difficult times.

The impact on society of PRISA Radio is reflected in Spain via initiatives like the *Well-Being Conferences* hosted by Cadena SER, a space for dialog in which experts in different fields of knowledge debate the search for well-being in our society.

The coronavirus crisis has generated a food emergency that has affected thousands of people in our country. Food banks are being overwhelmed, with a shortfall in supply that is making it impossible to respond to demand. Cadena SER, LOS40 and Cadena Dial have collaborated with Fundación Carrefour and the Red Cross as part of the operation *#Kilosdesolidaridad* to help the most vulnerable families, by mobilizing their audiences as part of the food drive. Impacts: 2,700 unique users, estimated reach of 1,300,000 actual readings and a total of 93 media outlets covered the operation, with a potential audience of 37.8 million users. 1,139,000 kg of food were donated, to be distributed to the most vulnerable families.

With PRISA News, it has also collaborated with Fundación Reina Sofía as part of *Operación Frío*, as explained above.

In 2020, LOS40 launched the campaign *Connecting to your planet* as a continuation of *Join the fight against climate change, #IDo*, which responds to the need to enhance the visibility of the problems

caused by climate change and how they affect our planet and society. This initiative reinforces its commitment to SDG 13 of the 2030 Agenda and seeks to serve as a call to action.

In a year in which live music has been affected directly by the pandemic, LOS40 has demonstrated its firm commitment to the music industry and its followers. The music radio station has remained faithful to its values to entertain and brighten thousands of people's lives and has committed to continue holding the LOS40 Music Awards, adapted to the safety measures required by COVID-19 with an audiovisual format. Impacts: 24,000 unique users, 23,500,000 *reach* and 587 publications in media.

During 2020, Cadena Dial has reinforced its commitment to social responsibility through the campaign *Be Dial*, an initiative originally launched in 2018 and that seeks to contribute to SDG 5, for equality, and SDG 10, to reduce inequalities. This year, Dial has undertaken various initiatives through its broadcasts, social media platforms and on important days like Women's Day 2020, World Day for Diversity or LGBTQ Pride+.

In Colombia, radio has focused a large part of its efforts on social campaigns and initiatives that seek to reduce the effects of the COVID-19 pandemic in society, in addition to projects aimed at helping disadvantaged children.

Radio W ran the *Vamos pa' lante* social campaign, raising EUR 1,168 thousand in donations to help young people with limited resources to continue with higher education.

Radio Caracol signed up to the *Colombia cuida Colombia* initiative to collect food for vulnerable populations and support the protection of health workers.

Other important milestones included the partnership between Radio Caracol with UN Women to develop content related to the defense of human rights and gender equality, and the maintenance of the partnership with ICBF (Colombian Institute for Family Well-Being) to support the promotion of the rights of boys, girls, adolescents and families in the framework of the Code of Infancy and Adolescence.

Oxígeno Villavicencio embarked upon partnerships with companies in the city to contribute to social efforts and in the form of donations, purchase gifts for children from vulnerable districts and foundations like La Casa del Alfarero, in the Porvenir district, and Llenando Corazones de Alegría in the La Reliquia district.

Bésame collaborated in gathering donations in different cities to purchase gifts for children with limited resources and Tropicana participated in the collection of food for the most vulnerable communities.

Radioactiva organized its traditional Jingle Bell Rock which, on account of the pandemic, had to be held online; more than 700 toys were donated which were provided to children in Medellín, Cartagena and Santa Marta through Fundación Juanfe.

In Chile, different solidarity actions were undertaken with music as the common theme. *The "Quédate en Casa" festival*, a free streamed concert featuring the most popular artists, presented by the hosts of the main shows. *The "Quédate en Casa Kids festival*, which brought together the most famous children's music groups in the country. The initiative was supported by Unicef and through the *Alimentando corazones* campaign, food and educational material was collected to help children with limited resources.

Making a contribution to local employment and development is also among the objectives of PRISA Radio; to this end, it promotes events like the *SER Forums and conferences* addressing topics that seek solutions through debates and expert talks.

During 2020, Cadena SER organized *En marcha por la España vaciada*, a national project that sought to reflect upon and offer solutions to the problem of depopulation, which poses an insurmountable problem for many towns and regions in not getting left behind and continuing to develop. The objective is to create an active loudspeaker for a movement that shares solutions, resources, platforms and broadcasting.

Santillana

Santillana's social contribution in a year marked by the pandemic has focused on online education, which has been key as practically all schooling activities have been performed online.

Using the Rutas Formativas platform and other tools, training has been offered to teachers both in the technological challenges posed by the pandemic (use of Santillana platforms, training in ISTE international digital standards, etc.) and the emotional transition of educational communities. The role of educational coaching teams, responsible for a large part of this training, has been essential to this work.

Santillana's social media accounts across Latin America have committed to providing centers with training and backing, to which end 7,059 webinars have been generated for principals, teachers and students, reaching a total of 5,211,678 users.

Furthermore, several free sources, tips and reflections have been offered by renowned figures via *La escuela en casa*, *Santillana en casa* (Argentina), *Maratona.edu* (Brazil), *En casa aprendo* (Chile) and *Quédate en casa* (Peru), created by former teachers to offer support during lockdown.

For families, it created a free children's app, *Pupitre*, and steered the content strategy of *Compartir en Familia* towards responding to many of the issues posed by lockdown.

Part of the DNA of Santillana, as a company that creates educational content and services, is Sustainable Development Goal (SDG) 4: High-quality education.

With a view to enhancing its contribution to this goal and other SDGs, the company has created *Propósito Santillana*, a reference framework that will encompass all Corporate Social Responsibility actions in Latin America and, in particular, social action initiatives that contribute to achieving the 2030 Agenda.

Santillana also makes contributions to society through different sponsorship initiatives in the countries in which it boasts a presence.

Santillana corporate donates funds to Fundación Santillana for it to perform its duties. Founded in 1979, the foundation promotes debate and reflection with a view to improving the quality of education.

Santillana Argentina has an annual agreement with Tiflonexos, an association that works to extend access to reading and information, based on the use of technology, promoting autonomy among people with disabilities.

In Brazil, it collaborates with different organizations, including the Brazilian Institute of Applied Sociology (IBSA) and the Nacional Union of Local Heads of Education (Undime).

Santillana Chile donates to Fundación Hogar de Cristo, Fundación Las Rosas and Fundación Telefónica as part of its program *Unidos por la primera infancia* (UPPI).

In Colombia, Santillana has a partnership in place with Fundación San Antonio for the donation of tablets for a digital education.

In northern Central America, Santillana collaborates with different non-profit organizations in the different countries in the region, such as the Rotary Club, Centro Español and Fundación Educación y Cooperación in El Salvador, Asociación Educadores Populares Reasentados de Quiché and the Spanish Chamber of Commerce in Guatemala and FUNDAHRSE in Honduras.

1.6.2. *Outsourcing and suppliers (Responsible management of the supply chain)*

5.6.2.1. *Inclusion of social aspects, gender equality and environmental matters in contracting procedures*

Prisa maintains its commitment to social matters that indirectly, and through its suppliers, have an impact in this context. To this end, at the start of negotiations, the Department of Resources, Assets and Security establishes the corresponding guidelines, so that all activities are included in their procurement procedures, which are also reflected in the General Purchasing Conditions published on the Group's supplier portal.

5.6.2.2. *Relationships with suppliers and subcontractors for whom they are socially and environmentally responsible*

Prisa Group has a supplier approval procedure to assess and control the main suppliers across the Group's different countries worldwide, addressing aspects ranging from social responsibility, equality in the workplace or taxation, the prevention of occupational accidents, fraud, corruption and environmental management systems that suppliers may have implemented.

5.6.2.3. *Supervision and audit procedure*

Given the type of supply required by Prisa Group companies (progressively more focused on the provision of services), the high percentage of local suppliers with which the Group works in each country and that no significant risks have been detected that require a more detailed inspection, no audit of current suppliers is expected to take place in the medium term.

5.6.2.4. *Impact on local development*

Prisa Group, in line with SDG 8, has set itself the goal of continuing to commit to local development and generating a local impact among suppliers, in addition to maintaining the consolidated allocation in each business group and over the course of the next 3 years more than 80% of payments to be made shall be made to suppliers whose tax address is in the location in which the product or service is purchased and delivered. Along these lines, supplier payments in 2020 came to EUR 510 million, with 89.5% made to local suppliers.

% payments to local suppliers	
2020	2019
89.5 %	90.3%

In terms of companies with the largest international presence, Santillana and Radio, 86.3% and 93.1 of spending is on local suppliers, respectively.

1.6.3. *Consumers, users, readers and listeners*

The Code of Ethics at Prisa Group establishes that the relationship with customers, readers and listeners must be based on transparency; to this end, it is committed to offering a high-quality service that is equal to or beyond the legally established requirements and standards, competing on the market based on the merit of our products and services.

In this respect, developing on the Code of Ethics, in February 2017, the Board of Directors approved the Competition Policy, which seeks to set out the principles and general rules of action that must be observed by companies, staff and management at the Group to compete on markets faithfully, promoting free competition to the benefit of consumers and users, complying with the competition regulations in the jurisdictions in which the Group is present, avoiding conduct that constitutes or may constitute conspiracy, abuse or restriction of competition.

Prisa's businesses, activities and investments in education, radio and press are subject to the specific regulatory framework of the sector in which these activities are performed. With the exception of the Press business and certain Education activities, where there is a direct relationship with the consumer and/or user, the General Law for the Defense of Consumers

and Users (Royal Legislative Decree 1/2007 of November 16, as amended by Law 3/2014 of March 27) does not apply.

In relation to the complaint systems available to consumers in addition to the Whistleblowing Channel for third parties, accessible on the corporate website, the Business Units in each country have specific channels for responding to claims from third parties, including readers and listeners, even when they are not legally considered consumers and/or users.

In Spain, within the Press division, at El País, Diario As and Cinco Días, there is a customer care center. Following the launch of the new digital product at El País in March 2020, new types of incidents have been defined and a new channel for communication with subscribers to the digital edition established via a Chat feature, in addition to the preexisting channels available in the form of email and telephone assistance. In 2020, a total of 195,037 communications from readers and users were received, of which 14,676 were considered incidents. The customer care center resolves incidents directly or handles their resolution with the end suppliers of products and services. When necessary, it escalates incidents to other departments, as in the case of data protection requests received via privacidad@prisa.com. El País also has a Reader's Ombudsman.

Santillana's activities in all countries, involving the sale of books, are targeted at schools, libraries and distributors rather than end consumers. There are communication channels in each country for these customers, through which claims are received; these claims are normally related to logistics, in relation to the delivery of products.

In Spain, the online training activities performed by Santillana under the Bejob brand is aimed at both company employees and professionals. Incidents are managed via email or via the online support available on the platform. In 2020, 3 incidents were handled.

Santillana companies in America sell digital products aimed at schools and students. In each country, communication channels have been established for incidents and claims, which are often filed by schools. For example, Brazil has two communication channels for claims: Reclame aqui, an external web service, and Fale Conosco, an in-house online and telephone channel, and in Argentina, the Help Desk is aimed at responding to queries and claims from schools.

5.6.3.1. Cybersecurity and privacy of information (consumers, in-house staff and supply chain)

The protection of personal information remains one of the organization's priorities. Personal data has become a valuable asset and attacks on security loopholes can cause significant damage; therefore, one of the basic requirements of a digital society is having appropriate cybersecurity.

Following the publication of the General Data Protection Regulation (GDPR) in 2016, which came into force in May 2018, Prisa has worked on consolidating and perfecting its control processes and guaranteeing the security of personal data, in addition to the rights of consumers in terms of their potential use.

The changes in European regulations have also provided Group companies in America with an impetus to review their procedures to ensure compliance with local data protection regulations. Santillana Brazil has completed the definition of policies, procedures and clauses to adapt them to the new General Data Protection Regulation which came into force in September 2020.

To exercise their rights, users and individuals whose personal data are processed by Group companies can file claims or contact the Group's Data Protection Officer at dpo@prisa.com.

Furthermore, there is a dedicated postal address and the digital Radio and Press services (Prisa News) also have a dedicated mailbox for the exercise of rights: privacidad@prisa.com.

In 2020, the DPO mailbox received five claims from the Spanish Data Protection Agency (AEPD) in relation to the exercise of data protection rights, of which four corresponded to the News business and one to the Radio business; furthermore, a request from the AEPD to remove inappropriate content and a request for information in the News division were also received. In 2020, Santillana did not receive any claims or complaints about data protection via the DPO inbox.

During 2020, action has been taken with a view to enhancing the protection of information security, increasing the confidentiality, availability and integrity of data processing by:

- a. Assessing the impact on the privacy of critical data (PIAs).
- b. Creating a new regulatory body of information security, in which consideration is given to the rights of consumers/users.
- c. Incorporating specific cybersecurity clauses in contracting processes with a view to ensuring that the applicable measures are applied to outsourced activities.
- d. Undertaking an approval process in this respect, with the main service providers, thus demonstrating the commitment to monitoring and assessment to protect our consumers/users.

1.6.4. Tax information

Below are details of the consolidated pre-tax results in 2020, included in the consolidated financial statements distributed by country.

Country	Thousands of euros
Brazil	24,749
Chile	(12,462)
Colombia	(99)
Mexico	(48)
Guatemala	5,362
Dominican Republic	(364)
Ecuador	(5,438)
Bolivia	1,842
Peru	(1,724)
Portugal	2,398
Argentina	(1,702)
Spain	(184,299)
Other countries	5,396
Total	(166,392)

Corporation tax paid by these companies in 2020, came to EUR 17,849 thousand, broken down as follows:

Country	Thousands of euros
Brazil	3,487
Chile	2,614
Colombia	1,984
Mexico	1,759
Guatemala	1,866
Dominican Republic	2,168
Ecuador	978
Bolivia	677
Peru	873
Portugal	89
Argentina	149
Spain	267
Other countries	938
Total	17,849

Finally, the subsidies received by the Group are not significant, as they represent 0.05% of total operating income.

Content required under Law 11/2018 of December 28					
Information required under Law 11/2018	Materiality	Section in report or document providing a response	Connection to GRI indicators	Principles of the Global Compact	Sustainable Development Goals*
General information					
a) A brief description of the Group's business model, including its business environment, organization and structure, the markets in which it operates, objectives and strategies and the main factors and trends that could affect its future evolution.	Material	5.1. The Prisa Group and its Business Units	GRI 102-1 GRI 102-2 GRI 102-4 GRI 102-6		
b) A brief description of the policies applied by the Group in relation to these issues, including the due diligence procedures applied to identify, assess, prevent and mitigate risks and significant impacts and verification and control, including the measures adopted.	Material	Throughout the Statement of Non-Financial Information	Indicators contemplated in the Statement of Non-Financial Information in relation to economic, social and environmental aspects		
c) The results of these policies, including the key indicators of significant non-financial results that make it possible to monitor and assess progress and promote comparability between companies and sectors, pursuant to Spanish, European and international frameworks of reference used in each field.	Material	Throughout the Statement of Non-Financial Information	Indicators contemplated in the Statement of Non-Financial Information in relation to economic, social and environmental aspects	-	SDG 8
d) The main risks related to these issues corresponding to the Group's activities, including, where applicable and proportionate, their commercial relations, products and services that may have negative impacts on these fields, and how the Group manages these risks, explaining the procedures used to detect them and assess them pursuant to Spanish, European and international frameworks of reference used in each field. Information must be included on the impacts detected, offering a breakdown of them, in particular the main risks in the short, medium and long term.	Material	5.2. Risk management	GRI 102-15		
Reporting framework used and the principle of materiality	Material	5.2.1 About this report	GRI 102-43		
Environmental matters					
Detailed information on the actual and foreseeable effects of the company's activities on the environment and, as applicable, health and safety, environmental certification or assessment procedures, the resources dedicated to environmental risk prevention, the use of the principle of precaution, the provisions and guarantees for environmental risks.	Immaterial	5.3. Responsible environmental management	GRI 102-11		
- Pollution: measures to prevent, reduce or repair carbon emissions that have a serious impact on the environment; taking into consideration any form of atmospheric pollution specific to an activity, including noise and light pollution.	Immaterial	5.3.1. Atmospheric pollution and energy efficiency	GRI 305		
- Circular economy, prevention and waste management: prevention measures, recycling, reuse, other ways of recovering and eliminating waste.	Material	5.3.2. Circular economy, prevention and waste management	GRI 306-2		
Actions to combat food waste	Immaterial	Given the type of business that PRISA undertakes and based on the analysis performed on the Non-Financial Risk Map by the Corporate division and business areas, food waste is not considered a material aspect.	Immaterial indicator	Principle 7. Businesses should support a precautionary approach to environmental challenges.	
- Sustainable use of resources: consumption of water and supply of water in line with local limits; consumption of raw material and measures adopted to improve their efficient use; direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energy	Material	5.3.3. Sustainable use of resources	GRI 302-1 GRI 302-4 GRI 303-1 GRI 303-5	Principle 8. Businesses should undertake initiatives to promote greater environmental responsibility.	SDGs 3, 6, 7, 8, 12, 13, 14, 15
- Climate change: the important elements of greenhouse gas emissions generated as a result of the company's activities, including the use of goods and services it produces; the measures adopted to adapt to the consequences of climate change; the medium and long-term reduction milestones defined voluntarily to reduce greenhouse gas emissions and the measures implemented to this end.	Material	5.3.4. Climate change	GRI 305-1 GRI 305-2 GRI 305-4	Principle 9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	
- Protection of biodiversity: measures taken to preserve or restore biodiversity; impact caused by activities or operations in protected areas.	Immaterial	Given the type of business that PRISA undertakes and based on the analysis performed on the Non-Financial Risk Map by the Corporate division and business areas, it has been determined that the impact of our activities on the environment is very limited. Prisa's activities are performed in industrial urban/ areas, where there is a low risk of affecting biodiversity.	Immaterial indicator		

Content required under Law 11/2018 of December 28					
Information required under Law 11/2018	Materiality	Section in report or document providing a response	Connection to GRI indicators	Principles of the Global Compact	Sustainable Development Goals*
Social factors and those in relation to staff					
- Employment: total number and distribution of employees by gender, age, country and professional category; total number and distribution of contract types, annual average of permanent contracts, temporary contracts and part-time contracts by gender, age and professional category, number of dismissals by gender age and professional category; average remuneration and its evolution broken down by gender, age and professional category or equal value; salary gap, remuneration of the same or average positions in society, average director remuneration, including variable remuneration, subsistence benefits, allowances, payments to long-term savings benefit systems and any other payment, broken down by gender, implementation of policies for the disconnection from work, employees with disabilities.	Material	5.4.1. Employment	GRI 102-8 GRI 102-35 GRI 405-1 GRI 405-2	Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	SDG 3, 4, 5, 8, 10
- Organization of work: organization of work time; number of hours of absence; measures aimed at facilitating a work/life balance being achieved and promoting joint responsibility between parents.	Material	5.4.2. Organization of work	GRI 401-2	Principle 4. Businesses should uphold the elimination of all forms of forced and compulsory labor.	
- Health and safety: health and safety conditions in the workplace; occupational accidents, in particular their frequency and severity, in addition to professional illnesses; broken down by gender.	Material	5.4.3. Health and safety	GRI 403-9 GRI 403-10	Principle 5. Businesses should uphold the effective abolition of child labor.	
- Social relations: organization of the social dialog, including procedures for informing and consulting staff and negotiating with them; percentage of employees covered by collective bargaining agreements by country; balance of collective agreements, in particular in the field of occupational health and safety.	Material	5.4.4. Social relations	GRI 102-41	Principle 6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	
- Training: policies implemented in the field of training; total amount of hours training by professional categories.	Material	5.4.5. Training	GRI 404-1 GRI 404-2		
- Equality: measures adopted to promote equal treatment and opportunities between men and women; equality plans (Chapter III of Organic Law 3/2007, of March 22, for the effective equality of men and women), measures adopted to promote employment, protocols against sexual and gender-based harassment, the integration and universal accessibility of people with disabilities; policies against all forms of discrimination and, as applicable, the management of diversity.	Material	5.4.6. Equality	GRI 405		
Respect for human rights					
Application of due diligence procedures in relation to human rights; prevention of risks of human rights being violated and, as applicable, measures to mitigate, manage and repair possible abuses committed; reports of cases of human rights being violated; promotion and compliance with the provisions of the main conventions of the International Labor Organization in relation to respect for the freedom of association and the right to collective bargaining; the elimination of discrimination in employment and occupation; the elimination of forced or compulsory labour; the effective abolition of child labor.	Material	5.5.1. Compliance: Code of Ethics, Compliance Unit, Whistleblowing Channel 5.5.2. Respect for Human Rights	GRI 102-16 GRI 102-17 GRI 406 GRI 407 GRI 408 GRI 409 GRI 412	Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights. Principle 2. Businesses should make sure that they are not complicit in human rights abuses.	SDG 5, 8, 16

Content required under Law 11/2018 of December 28					
Information required under Law 11/2018	Materiality	Section in report or document providing a response	Connection to GRI indicators	Principles of the Global Compact	Sustainable Development Goals*
Fighting corruption and bribery					
Measures adopted to prevent corruption and bribery; measures to combat money laundering, donations to non-profit organizations and foundations.	Material	5.5.3.Fighting corruption and bribery 5.5.4.Donations to foundations and non-profit organizations	GRI 102-12 GRI 102-16 GRI 102-17 GRI 205-1 GRI 205-3	Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.	SDG 16
Information for society					
- Corporate commitments to sustainable development: the impact of the company's activities on local development and employment; the impact of the company's activity on local populations and in the area; relations with the stakeholders in local communities and the different forms of dialog with them; association or sponsorship actions.	Material	5.6.1.Corporate commitments to sustainable development	GRI 203-2 GRI 413-1		SDG 1, 3, 8, 17
- Outsourcing and suppliers: the inclusion of social, gender equality and environmental issues in the procurement policy; consideration of environmental and social responsibility in relationships with suppliers and subcontractors; supervision and audit and results thereof	Material	5.6.2.1.Inclusion of social aspects, gender equality and environmental matters in contracting procedures 5.6.2.2.Relationships with suppliers and subcontractors for whom they are socially and environmentally responsible 5.6.2.3.Supervision and audit procedure	GRI 102-9 GRI 204-1 GRI 308 GRI 414		SDG 5, 8, 12, 16
- Consumers: measures for the health and safety of consumers; complaint systems, claims received and their resolution.	Material	5.6.3.Consumers, users, readers and listeners	GRI 418-1		SDG 16
- Tax information: benefits obtained country by country; corporation tax paid and public subsidies received.	Material	5.6.4.Tax information	GRI 201 GRI 207-4		SDG 1, 8, 9, 17

* Linking the SDGs and the GRI Standards, Last updated March 2020, GRI.



REPORT ON THE VERIFICATION OF INFORMATION INCLUDED IN THE NON-FINANCIAL INFORMATION STATEMENT ISSUED BY AN INDEPENDENT VERIFIER

To GRUPO PRISA shareholders:

Pursuant to Law 11/2018 dated 28 December (hereinafter, "Law 11/2018"), we have proceeded to the verification of the information included in the non-financial information statement of GRUPO PRISA for the year ended 2020.

We believe that based on the procedures applied and the evidence obtained during the verification process that we have carried out, the subject of this report, we have not come to our knowledge any question that leads us to believe that the verified information has not been prepared in all its significant aspects in accordance with the requirements of Law 11/2018.

Methodology and Verifier team

SGS' methodology for the verification of non-financial information consists of audit procedures and mechanisms to verify information and indicators, commonly accepted within the scope of the Conformity Assessment Bodies (as defined by Regulation (EC) no. 765/2008), such as the audit guidelines contained in standard ISO 19011, and particularly:

- Review of non-financial information in accordance with the requirements of Law 11/2018
- Interviews with staff responsible for obtaining and preparing data
- Review consisting of sampling of documents and records (both internal and public)
- Check consisting of checking the reliability and traceability of data
- Assessment of systems for the collection, management and handling of the information and indicators

The verification team was formed by qualified personnel of SGS International Certification Services Ibérica, S.A.U., who had a technical competence based on the experience of the different sectors of activity essential for the issuance report.

Independence

We are an independent entity to GRUPO PRISA in accordance with the ethics requirements, including those related to independence that are applicable to our activities.

Other information from the Management Report

In relation to the verification carried out, it is expressly stated that the regulatory obligation covers only the non-financial reporting statement for the 2020 financial year, with the rest of the content of the report being excluded from that process management.

The responsibility of the independent verifier is to issue this report once the content of the status of the non-financial information provided by the administrators of the Company subject to the verification process has been verified. If, based on the work done, we conclude that there are caveats, we are obliged to report them.



REPORT ON THE VERIFICATION OF INFORMATION INCLUDED IN THE NON-FINANCIAL INFORMATION STATEMENT ISSUED BY AN INDEPENDENT VERIFIER

The administrators' responsibility in relation to non-financial information

The administrators of the parent company are responsible for the formulation of the consolidated management report and the non-financial information detailed in accordance with paragraph 6 of Article 44 of the Code of Commerce, approved by Real Decreto dated 22 August 1885, amended by Law 11/2018, dated 28 December, amending the Code of Commerce.

The independent verifier's responsibility

The objective of the mission entrusted to us has been limited to obtaining limited assurance that non-financial information is free from material inaccuracies and to issuing a verification report of the information included in the state of non-financial information containing our opinion.

23th March, 2021

Signed: Juan José Fontalba
SGS International Certification Services Ibérica, S.A.U

NOTE: "This document has been originally drafted in Spanish, which will therefore prevail over the English language version in the event of any discrepancy."