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**PROMOTORA DE INFORMACIONES, S.A.
(PRISA)**

SUSTAINABILITY COMMITTEE

**ANNUAL REPORT
2025**

ANNUAL REPORT OF THE SUSTAINABILITY COMMITTEE
COMMITTEE

2025

1. INTRODUCTION

The Sustainability Committee (“**Sustainability Committee**” or “**Committee**”) of PROMOTORA DE INFORMACIONES, S.A. (“**PRISA**” or the “**Company**”) is governed by PRISA’s Board of Directors Regulation (“**Board Regulation**”).

The Committee is the Board entity that ensures compliance with the sustainability policy ensures compliance with the sustainability policy and supervises the implementation of PRISA’s sustainability strategy, aligning all management of the Company with the United Nations Objectives of Sustainable Development (“**ODS**”). To carry out its functions, the Committee relies on the Group’s Sustainability Department.

Pursuant to the provisions of article 29 of the Board Regulation, the Sustainability Committee hereby issues this report on the work that it has carried out during the 2025 fiscal year, detailing the Committee’s activities for that period.

Where applicable, the preparation of this report took into account the recommendations contained in the CNMV’s “Technical Guidelines 1/2019 on Appointments and Remuneration Committees.

Pursuant to the provisions of Recommendation 6 of the Code of Good Governance for Listed Companies, this report will be made available to the Company’s shareholders online on PRISA’s corporate webpage when the Notice of Annual Shareholders Meeting is published.

2. COMPOSITION

In October 2025, by resolution of the Board of Directors, upon the recommendation of the Nominating, Compensation, and Corporate Governance Committee (“**NCCGC**”), the Chair of the Sustainability Committee, Ms. Margarita Garijo-Bettencourt, was replaced (in her role as Chair) by independent director and committee member Ms. Teresa Quirós.

Ms. Garijo, who has become Chair of the Audit, Risk, and Compliance Committee (“**Audit Committee**”), remains as a member of this Committee.

Thus, as of December 31, 2025, and as of the date of this report, the composition of the Sustainability Committee is as follows:

Position	Director	Category	Date joining the Committee
Chairperson	Teresa Quirós	External Independent Director	28 February 2022
Member	Margarita Garijo-Bettencourt	External Independent Director	27 June 2023
Member	Fernando Carrillo Flórez	External Independent Director	27 June 2023

Member	Carmen Fernández de Alarcón Roca	External director	proprietary	28 February 2022
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The Committee's composition complies with the requirements of the Company's Board of Directors Regulation, which states that the Committee shall consist of a minimum of three and a maximum of five non-executive directors, the majority of whom must be independent directors and with an independent director in the role of chairperson.

Members of the Committee were appointed taking into consideration that their knowledge, aptitudes and experience are adequate for the duties they have to perform. The profiles of committee members are available on the company's corporate webpage using the following link:

<https://www.prisa.com/es/info/consejo-de-administracion-y-comisiones-del-consejo>.

The committee's composition is diverse in terms of geographical origin, age, international and sectoral professional experience, personal skills and abilities. 3 women and 1 man are part of the Committee.

It should also be noted the following, with regard to the members of the Committee: (i) Ms. Teresa Quirós served as Chair of the Audit Committee until October 2025; (ii) Ms. Margarita Garijo-Bettencourt is currently Chair of the Audit Committee; (iii) Mr. Fernando Carrillo chairs the NCCGC and is also the Coordinating Director; and (iv) Ms. Carmen Fernández de Alarcón is a member of the Audit Committee and the NCCGC. This composition helps the coordination and fluid dialogue of the Sustainability Committee with the other Committees.

The committee secretary Mr Pablo Jiménez de Parga is the non director secretary to the board of directors.

3. COMMITTEE MEETINGS IN 2025

The Board of Directors Regulation provides that the Committee shall meet on a regular basis according to its needs and, at least, four times per year. In any case, the Committee shall meet whenever the Board of Directors of the Company or any Committee requests a report of the approval of proposals within its authority, provided that, in the judgement of the Committee Chairman, this is advisable for its proper performance of its duties.

Meeting Date	No. of Committee Members	No. of Members in Attendance (1)	Prisa Managers in Attendance	Outside Consultants in Attendance
28 January	4	4	YES	NO
25 February	4	4	YES	NO
29 March	4	4	YES	NO
29 April	4	4	YES	NO
28 October	4	4	YES	NO
22 December	4	4	YES	NO

(1) In addition to attendance in person, this includes attendance by electronic means that allow the directors to participate directly in meetings. In that regard, proxies are not counted as attendance.

The Committee maintained a constant working relationship with the Chairman of the Board, with the Chairmen of the Audit Committee and the NCCGC, with the CFO and with the Chief Sustainability Officer, among others.

During the year several company executives attended committee meetings to inform of matters related to their responsibilities. This was the case of the Chief Sustainability Officer (who attended all of the meetings of the Committee), the CFO and Santillana's Head of Human Resources.

The attendees participated in meetings at the invitation of the committee chair, participating only in those matters on the agenda in which they were asked to intervene. The moments in which the invitees joined and subsequently left the meetings were duly recorded in the minutes, and they were not in attendance during any of the committee's deliberations or voting.

In addition, several joint meetings have been held between members of the Audit Committee and the Sustainability Committee to discuss matters of mutual interest to both committees.

All committee meetings were attended by the Secretary to the Board of Directors and of the Committee Mr. Pablo Jiménez de Parga and/or the Deputy Secretary to the Board of Directors Ms. Mónica Varela.

4.- POLICIES, REGULATIONS AND FRAMEWORK FOR ACTION IN THE AREA OF SUSTAINABILITY

4.1. Sustainability Policy

PRISA's Sustainability Policy (approved by the Board of Directors on 18 December 2018 and last amended in February 2022) is applicable to all of Grupo PRISA's companies, activities, and personnel worldwide. The Policy provides a benchmark for guaranteeing responsible relationships with principal Grupo PRISA stakeholders.

4.2- Strategic Plan and Sustainability Director Plan

In 2025 the Committee approved a new Sustainability Director Plan for 2025-2028 ("**PDS**"), which will be incorporated into the Group's new Strategic Plan for 2026-2029.

The PDS establishes a roadmap for the company for ESG matters with a view to integrating ESG criteria in company management to link Grupo PRISA's social, environmental and governance commitments with the Strategic Plan's objectives.

The aim of the PDS is to "foment the progress of individuals and society" based on three strategic concepts: (i) responsible management, (ii) social impact, and (iii) commitment to governance. This is reflected in 12 objectives and 59 specific actions.

Throughout 2025 the Committee has monitored the degree of compliance with the sustainability objectives provided for in the PDS for the year.

4.3. EU Corporate Sustainability Reporting Directive:

PRISA has voluntarily reported non-financial information to the market authorities since 2007 and has done so in accordance with obligatory requirements since 2019.

Commencing 1 January 2025, sustainability information from certain EU companies must be prepared in accordance with the provisions of the EU Corporate Sustainability Reporting Directive (“**CSRD**”), the EU’s EFRAG (“**ESRS**”) standards, and the respective national implementing regulations.

The CSRD should have been transposed into Spanish law prior to 6 July 2024, but at the date of the publication of this report, the CSRD has not yet been transposed into Spanish law.

Likewise, on 26 February 2025 the European Commission issued a package of proposals called “Omnibus I” to simplify and reduce businesses’ administrative burden and to promote investment growth. Among others, it simplifies the disclosure requirements regarding sustainability provided for in the CSRD. The package of Omnibus I reforms was approved by the European Parliament on 16 December and must be transposed into national legislation.

Thus, the legal framework currently in force in Spain is Law 11/2018, On Non-Financial and Diversity Information (“**Law 11/2018**”) on which PRISA based the preparation of its Statement of Non-financial Information (“**EINF**”) in previous years.

In November 2024 the CNMV and the Institute for Accounting and Account Auditing (“**ICAC**”) published a joint communique, pending the transposition of the CSRD into Spanish law. The CNMV and the ICAC recommended that, although the CSRD Directive would not be transposed into Spanish law, sustainability information for 2024 should be reported according to the CSRD and the European ESRS standards, without prejudice to taking into account certain provisions included in Law Ley 11/2018. In November 2025, these organizations issued another joint statement, along the same lines as the previous one, applicable to the sustainability report for fiscal year 2025.

In that regard, the Company has followed the CNMV and the ICAC’s recommendations, and in 2025 approved a hybrid Sustainability Report for 2024 (that was called Statement of Non-financial Information and Sustainability Information), and which complied with the provisions of Law 11/2028 and was prepared in compliance with the CSRD, the European Sustainability Reporting Standards (ESRS), and the Global Reporting Initiative (GRI). The Company is following these same criteria with respect to the 2025 EINF.

6.- COMMITTEE ACTIVITIES DURING 2025

The Sustainability Committee has the functions provided for in article 29 of the Board of Directors Regulation.

To exercise certain powers, the Sustainability Committee has acted in coordination with the NCCGC and the Audit, Risk and Compliance Committee.

The committee chairman has informed the Board of the matters addressed and the decisions taken during each of the committee’s meetings held in 2025. This included, among others, the following activities:

i. Regulatory Framework for Sustainability

Throughout fiscal year 2025, the Committee has been kept regularly informed of the various regulatory initiatives related to sustainability.

ii. Statement of Non-financial Information (EINF) and Sustainability Report

- 2024 EINF: In 2025, with the prior favourable report from the Audit, Risks and Compliance Committee, the Sustainability Committee reviewed the EINF for the 2024 fiscal year, which is a part of the management report accompanying the annual accounts.

The EINF was verified by an independent third party, Grant Thornton. The verification report was issued without reservations

- 2025 EINF: The Sustainability Committee, in coordination with the Audit Committee, has been working on the general aspects and the timeline for preparing the EINF for the 2025 fiscal year, which will also be audited by Grant Thornton.

iii. Verifier for Sustainability Information:

In 2024 the company conducted a tender to select a verifier for sustainability information within the framework of the new CSRD regulation. After assessing the bids received from several auditors, at the proposal of the Audit and Sustainability Committee, the Board of Directors resolved to appoint Grant Thornton to verify sustainability information for 2024.

In 2025, the Board of Directors, upon the recommendation of both committees, reappointed Grant Thornton as the sustainability information verifier for the 2025 fiscal year.

iv. Double Materiality

In 2024, PRISA conducted a double materiality assessment (analysis of the Company's inside-out impacts [impact materiality] and of external outside-in impacts that may affect the company economically [financial materiality]), which is mandatory for compliance with the CSRD and forms the basis for identifying sustainability information that the company should disclose. To do so, the Company followed CSRD and ESRS rules, as well as those found in guides published by the EFRAG. The ultimate purpose of a double materiality assessment is to enable the Company to identify issues that are material to the organization and to determine and manage impacts, risks and opportunities (IROs). After doing so, PRISA identified 22 IROs, within 11 material issues.

In 2025 and following the best good governance practices, a double materiality assessment was conducted, which was validated by the Sustainability Committee. After that review, a new material issue was identified relating to "Climate Change", resulting in 23 IROs included in 12 material issues.

v. The Group's Non-Financial Risks

In 2025, the Committee worked on reviewing and updating the Group's non-financial risks.

vi. Variable compensation for executive directors and senior management: sustainability objectives

Variable compensation for the Group's principal executives is linked to the achievement of certain sustainability objectives, which are aligned with the

Group's sustainability strategy and provide incentives for implementing that strategy.

○ 2024 Annual variable compensation:

In 2025 the Committee assessed the degree of achievement of those objectives for awarding the variable compensation for 2024.

○ 2025 Annual variable compensation:

The Committee proposed to the NCCGC the conditions for achieving variable compensation linked to sustainability objectives for 2025 for the principal Group executives.

The Committee assessed the degree of achievement of those objectives for awarding the variable compensation for 2025.

vii. Environmental Management Projects

In 2025 it should be noted that PRISA's roadmap for reducing emissions was validated by a third party (SBTi), which approved PRISA's Near Term Science objectives and its Net Zero Science objectives.

viii. Ratings, indices and forums in ESG matters

The Committee has monitored PRISA's presence in ratings and forums in ESG matters. There has been an improvement in our rating and position, as well as advances in the consolidation of the Group's ESG reputation, notably achieving an A- rating on the CDP climate change benchmark index.

ix. Master Plan for Sustainability 2025-2028

As previously indicated, the Committee has approved a Sustainability Master Plan for the 2025–2028 period, which will align with the Group's Strategic Plan for that same period.

x. Other projects in 2025

○ Sustainability Events: throughout the year Grupo PRISA has had numerous events, among them the most noteworthy being the International Summit on Sustainability and Environmental Innovation held in Colombia and the Sustainable Connexion Summit in Chile.

○ Several Grupo PRISA events have been certified as "sustainable events" (as an example, PRISA's Annual Shareholders Meeting held in May 2025).

○ Responsible Advertising Policy: At the Sustainability Committee's proposal, the Board of Directors approved a Responsible Advertising Policy that set forth the general principles, undertakings and values that guide Grupo PRISA's strategy concerning advertisements promoting its communications media.

○ Under the heading PRISA IMPACTA, the Company has brought together all of the Group's sustainability initiative. Throughout 2025, the Committee

has kept the Sustainability Director informed of all of its activities and projects underway within the Company.

In addition, the Committee has verified the internal and external communication strategy of these projects, the Group's presence in relevant institutions (Pacto Mundial, SERES, Forética...), and the Company's participation in numerous ESG forums.

xi. Annual Work Plan.

As a good governance practice and as provided for in article 29.5 of the Board of Directors Regulation, in December 2025 the Committee has approved its Work Plan for the year 2026.

7.- EVALUATION OF THE SUSTAINABILITY COMMITTEE

In 2025 and within the framework of the evaluation of the Board's operations during 2024, the Committee analyzed the results of the evaluation of its composition and functions. The results were positive, as no significant deficiencies were detected in the Committee's activities.

In other respects, in 2026 an evaluation was conducted of the functioning and composition of the Board of Directors and its committees during 2025. In that regard, given that three years have elapsed since an evaluation was conducted with the assistance of KPMG, the 2025 evaluation was conducted with the external independent assistance of PWC, in compliance with the good governance recommendations and, specifically, with Recommendation 36 of the Code of Good Governance.

The Committee presented the Board of Directors with the report containing the results of the evaluation and a proposed action plan to correct the deficiencies detected, the details of which will be reported next year.

8.- CONCLUSIONS

- i. The Committee's composition is diverse in the broadest sense, and its members have a reasonable level of knowledge and experience required to address the matters with which they have been entrusted.
- ii. The Committee held meetings more frequently than required in the Board of Directors Regulation, and always when warranted to address the matters brought before it.
- iii. The members of the Committee have fulfilled their duties with responsibility, independence, freedom of opinion and dedication. During its meetings, the Committee promoted constructive dialogue among its members, freedom of expression, and critical thought, which contributed to enriching their analyses and the results of their work.
- iv. Prior to all meetings, committee members were provided with all of the necessary information concerning the items on the agenda, to enable them to deliberate and to take informed decisions. Likewise, and when required, the Committee received advice from outside experts.

- v. Pursuant to the provisions of the Board of Directors Regulation, the Committee addressed and acted upon matters falling within its powers, observing that the Company's procedures are in line with its commitment to achieving sustainable growth. Among the most relevant activities carried out by the Committee during the year 2025, the following stand out: periodic review of the achievement of the sustainability goals provided for in the Sustainability Plan; review of the 2024 statement of non-financial information (EINF); preparation of the 2025 Sustainability Report; review of compliance with the management team's sustainability goals set for obtaining variable compensation; monitoring the presence of the Company in ESG ratings and forums; and monitoring many other internal sustainability projects.
- vi. The objective of this Sustainability Committee report is to inform shareholders and other interested parties about the Committee's work and activities conducted during the 2025 fiscal year.

This report was prepared by the Committee in February 2026 and was been submitted to the Board of Directors on May 26, 2026.