



IMPACT REPORT

2025

www.Laureate.net

**ACCESSIBLE
EDUCATION.
REAL OUTCOMES.
LASTING IMPACT.**



PRESIDENT AND CHIEF EXECUTIVE OFFICER LETTER

WELCOME TO LAUREATE EDUCATION'S 2025 IMPACT REPORT

This year, Laureate continued to expand access to high-quality education while investing in digital learning and new campuses. Our focus remains clear: to prepare graduates who are ready to lead, succeed in the workforce, and contribute meaningfully to their communities. Through this work, we support social and economic progress and help strengthen the middle class in Mexico and Peru.

We are equally committed to being transparent about the difference we make. We focus on the outcomes that matter most – student success, employability, academic quality, and expanded access – and hold ourselves accountable for measurable progress. We continue to improve how we track performance and report results, so our stakeholders can clearly see the value we create.

Our 2024 Impact Report established a baseline across our six key impact areas. In 2025, we have built on this foundation to further demonstrate how we create value for our students, employees, and communities. Among the impact outcomes achieved during the year:

First-generation students: Half of our newly enrolled students are first-generation university attendees. For many families, a graduate's first professional role marks a meaningful step toward long-term economic mobility.

Employment rate: Nine out of ten of our job-seeking graduates secure employment within 12 months of graduation. This reflects the relevance of our curricula, strong industry partnerships and employer alignment, and the expertise and commitment of our faculty and staff.

Payback period: Graduates of Laureate universities in on-campus programs recover the nominal cost of their education in approximately three years through increased earnings, compared to high school graduates of the same age. For working adult students in our online programs, this period is even shorter. We believe this is one of the most practical measures of educational value, demonstrating how our programs translate academic quality into tangible economic return.

I would like to thank the Laureate teams for their commitment to our mission. Their work makes this impact possible.

I invite you to explore the report and learn more about how we are helping to transform lives through quality education.

Eilif Serck-Hanssen
President and Chief Executive Officer

Our graduates recover the full cost of their education in approximately three years. This provides a clear and practical measure of the economic return on their education.



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ABOUT LAUREATE

Delivering high-quality education that prepares students for successful careers and lifelong achievement.

497,000+
STUDENTS



26
YEARS



INSTITUTIONS IN
MEXICO AND PERU

5 **INDUSTRY-LEADING INSTITUTIONS**

33,000+
EMPLOYEES



Undergraduate, graduate, and specialized degree programs offered through on-campus, online and hybrid learning options



FOCUS AREAS

Expanding access to quality education

Producing highly employable and socially mobile graduates

Fostering social and economic advancement by growing the middle classes across Mexico and Peru

Innovation and growth through a leading online learning offering and new campuses



OUR INSTITUTIONS – MEXICO



**UNIVERSIDAD
DEL VALLE DE MÉXICO (UVM)**

65 YEARS

**132,000+
STUDENTS**

**#2 private university in Mexico
(2025)**

Reader's Digest University Guide,
based on employer perspectives

**Highest-Level Institutional
Accreditation (FIMPES A7)**
Federation of Private Mexican
Institutions of Higher Education

**17 years recognized as a
Socially Responsible Company**
Mexican Center for Philanthropy



Learn more at [UVM.MX](https://www.uvm.mx)



**UNIVERSIDAD TECNOLÓGICA
DE MÉXICO (UNITEC)**

59 YEARS

**137,000+
STUDENTS**

#9 in Mexico (2025)

Reader's Digest University Guide
– the only institution in the value
segment to place in the top 10,
based on employer perspectives

**Highest-Level Institutional
Accreditation (FIMPES A7)**
Federation of Private Mexican
Institutions of Higher Education



**16 years recognized as a
Socially Responsible Company**
Mexican Center for Philanthropy

Learn more at [UNITEC.MX](https://www.unitec.mx)



OUR INSTITUTIONS – PERU



UNIVERSIDAD PERUANA DE CIENCIAS APLICADAS (UPC)



UNIVERSIDAD PRIVADA DEL NORTE (UPN)



CIBERTEC



31 YEARS

78,000+ STUDENTS

#1 in Peru
First and only university in Peru to earn a 5-Star rating (overall) from QS Stars

#1 in Peru
2025 Times Higher Education Impact Rankings

#4 in Peru
2025 SCImago Institutions Ranking

Only university in Peru with institutional accreditation from the WASC Senior College and University Commission (WSCUC), valid for 10 years (through 2032)

#1 most reputable university in Peru (five consecutive years)
2025 Merco Institutional Reputation Ranking

Learn more at UPC.EDU.PE

31 YEARS

129,000+ STUDENTS

#1 in Peru
Most patents granted for six consecutive years
Indecopi

Top 4 most sustainable universities in Peru
2025 UI GreenMetric Ranking

5-year institutional reaccreditation (through 2029)
IAC-CINDA

#7 in Peru
2025 SCImago Research Ranking

Top 10 universities in Peru
2025 Merco Talent Ranking

Learn more at UPN.EDU.PE

42 YEARS

20,000+ STUDENTS

#1 among technical institutes in Lima
for graduate presence in companies
2025 Employer Preference Study – Arellano Consultoría

Learn more at CIBERTEC.EDU.PE



HOW WE CREATE IMPACT

Our approach to impact focuses on three interconnected priorities that drive meaningful outcomes for students and society.



EXPANDING ACCESS TO EDUCATION

We expand access to quality education across Mexico and Peru, reaching more than 497,000 students – almost half of them first-generation university students – through flexible learning models.



DELIVERING ACADEMIC QUALITY

Academic quality is strengthened through rigorous standards, accredited programs, faculty development, and third-party assessments that ensure relevant and outcomes-focused learning.



ACHIEVING STUDENT OUTCOMES AND ECONOMIC MOBILITY

Through academic programs aligned with labor market needs, we prepare graduates for the workforce, strengthening employability and long-term economic mobility.



2025 IMPACT RESULTS AT A GLANCE

Access to education

50%

Percentage of newly enrolled students who are the first in their family to attend higher education

Employability and economic value

9/10

Job-seeking graduates employed within 12 months of graduation

~3

Years payback period

Student outcomes

67%

Graduation rate

Percentage of students completing their program within 1.5x the expected duration, after succeeding in their first year of study

Academic quality

7,610

Total Scopus-indexed research publications (2019–2025)

147

Patents filed (2025)

OUR IMPACT



STUDENT OUTCOMES AND ECONOMIC MOBILITY





STUDENT PROGRESSION AND EMPLOYABILITY

Helping students thrive means equipping them with the skills, experience, and connections to succeed in the workforce. Through practical learning, opportunities for international experience, targeted employability programs, and industry partnerships, we prepare graduates to adapt, build meaningful careers, and contribute to their communities.

OECD data from Latin America shows family background strongly influences skills outcomes,¹ underscoring the need to expand access for first-generation university students.

¹OECD (2025), Movilidad social y desigualdad en América Latina y el Caribe

Student outcomes

Graduation rate²

67%

Percentage of students completing their program within 1.5x the expected duration, after succeeding in their first year of study

Strong retention and graduation outcomes reflect sustained student engagement and academic quality.

²Includes only students re-enrolled after year one

³Excludes graduates not in the labor force

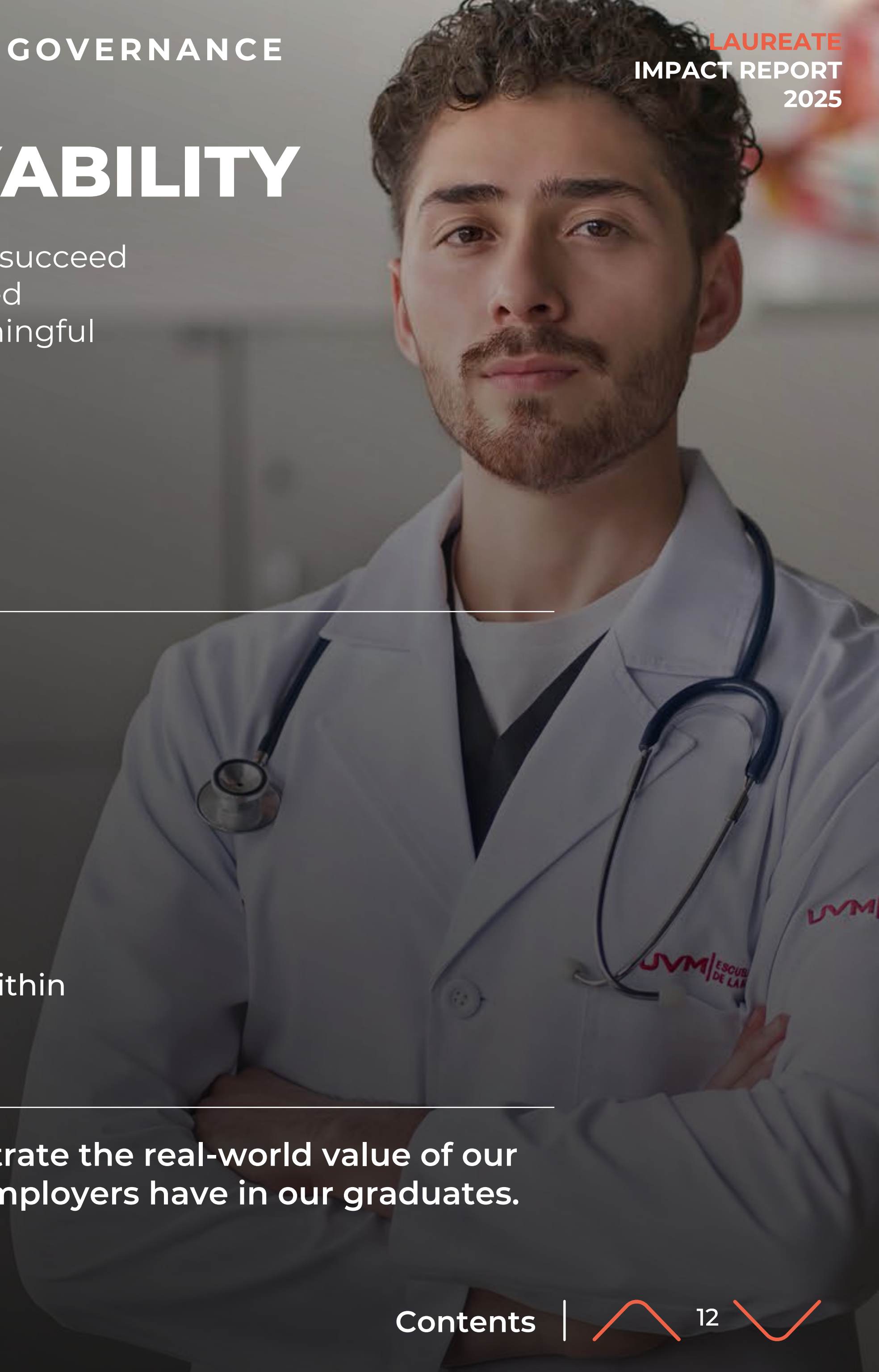
Employability

Employment rate³

9/10

Job-seeking graduates employed within 12 months of graduation

Employment outcomes demonstrate the real-world value of our programs, and the confidence employers have in our graduates.





SPOTLIGHT: EMPLOYABILITY STRATEGIES THAT LAUNCH STUDENT CAREERS

Employability

9/10

job-seeking graduates
employed within 12 months

WHY IT MATTERS

Employability is one of the clearest measures of the real-world value of our programs. It translates learning into opportunity and long-term mobility.

How we deliver strong employment outcomes

▶ Market-aligned programs

Curricula updated regularly to meet current and future employer demand, focusing on AI, digital, analytical, and technical skills, alongside essential soft skills.

▶ Practical experience

Internships, social service placements, and micro-credentials integrated into academic programs.

▶ Structured career pathway

Career preparation embedded from first semester through graduation, including workshops, mentoring, and centralized job banks.



GRADUATE ECONOMIC OUTCOMES

Education creates opportunity. We measure that opportunity through earnings and the time it takes graduates to recover the cost of their education.

Market benchmark: earnings premium by education level

+56%

Average earnings premium for tertiary education vs upper secondary – Mexico¹

+67%

Average earnings premium for tertiary education vs upper secondary – Peru²

Based on OECD data for the general population (ages 25–64)

Laureate graduate outcomes: payback period

~3 years

Time required for graduates of Laureate on-campus programs to recover the nominal cost of their education through additional earnings compared to high school graduates of the same age

WHY IT MATTERS

Strong returns on education in the broader market highlight the value of higher education, while Laureate’s outcomes demonstrate how quickly our graduates translate that value into economic mobility.

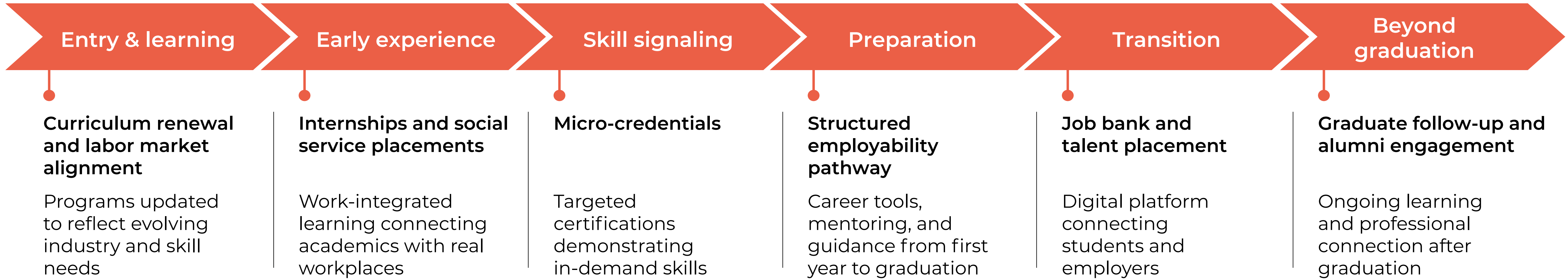
¹ OECD (2025), Mexico Country Note

² OECD (2025), Peru Country Note



SUPPORTING CAREER READINESS AND MOBILITY

Our approach to employability is designed to support students not only in securing their first job, but in building the skills, experience, and adaptability needed for sustained career mobility, anticipating major shifts in labor markets.





SPOTLIGHT:

INDUSTRY PARTNERSHIPS POWERING STUDENT SUCCESS

Industry partnerships are central to how our institutions prepare students for meaningful careers. By working closely with employers, our programs remain aligned with evolving workforce needs and provide students with practical experience before graduation.

MEXICO

UVM and UNITEC

Long-term partnerships across public, private, and social sectors

Mandatory professional practice integrated into degree programs

Direct employment pathways through practicum placements

Employers consistently highlight graduates' technical skills, problem-solving ability, and readiness for the workplace.

PERU

UPC and UPN

Industry collaboration with business, government, and community organizations

High-growth sector exposure in technology, health sciences, and engineering

Applied learning projects connecting academic study with real-world challenges

Students graduate with practical experience applying knowledge to real-world contexts.

WHY IT MATTERS

Partnerships shorten the path from classroom to career and strengthen economic opportunity for graduates and their communities.



DELIVERING ACADEMIC QUALITY





ACADEMIC QUALITY AND ACCREDITATION

Our approach to academic quality is built on strong faculty, rigorous programs, a strategically designed educational model, and the responsible use of technology and AI. Through innovative teaching models, global partnerships and digital transformation, we strengthen learning outcomes and labor market relevance – delivering a future-ready education that supports long-term mobility.

Academic Quality – QS Stars Ratings

Overall ratings



All institutions received 5 Stars for:



QS Stars is an international rating system created by QS World University Rankings to assess universities across a range of performance criteria. Universities are rated on a scale, with 5 stars representing an excellent level of achievement. Learn more at [topuniversities.com](https://www.topuniversities.com).

Major accreditations and research rankings

	Institutional accreditation
UVM	Highest-Level Institutional Accreditation (FIMPES A7) , Federation of Private Mexican Institutions of Higher Education
UNITEC	Highest-Level Institutional Accreditation (FIMPES A7) , Federation of Private Mexican Institutions of Higher Education
UPC	Institutional accreditation by WASC Senior College and University Commission (WSCUC) , reaccredited for the maximum 10-year period
UPN	5-year institutional reaccreditation (through 2029) , IAC-CINDA



SPOTLIGHT:

UPC BECOMES PERU'S FIRST AND ONLY 5-STAR UNIVERSITY

UPC earned an overall **5-Star rating in QS Stars**, becoming the first and only university in Peru to achieve this distinction. QS Stars evaluates institutions across academic quality, employability, research, innovation, and social impact, providing a comprehensive assessment beyond traditional rankings.

Global rankings

In the QS World University Rankings: Latin America & the Caribbean 2026, UPC advanced 10 positions to 107th regionally, strengthening its position among the top five universities in Peru.

UPC also ranked Top 4 in Peru in the QS World University Rankings: Sustainability 2026, reflecting progress in responsible growth and long-term institutional impact.

International accreditation

UPC is the only Peruvian university accredited by the U.S.-based WASC Senior College and University Commission (WSCUC), reaccredited for the maximum 10-year term through 2032.

WHY IT MATTERS

Independent validation of academic quality strengthens graduate outcomes and reinforces long-term economic opportunity.



“This recognition reflects UPC’s strength in teaching, employability, research, innovation, and social impact. Earning 5 Stars reinforces our commitment to preparing graduates with the skills employers need.”

Milagros Morgan, Rector of UPC



SPOTLIGHT: USING AI TO ENHANCE STUDENT LEARNING, RETENTION, AND EMPLOYABILITY

AI is increasingly embedded across the student journey – from onboarding and coursework to assessment and career preparation – enabling more personalized support and stronger academic outcomes, equipping our students with the skills demanded by the job market.

MEXICO

Laureate Mexico became the first higher education group in Latin America to implement Google Gemini for Education across its institutions, UVM and UNITEC. It was also recognized by Google as the most advanced company in digital maturity across Spanish-speaking Latin America.

AI-enabled digital companions act as personalized tutors, guiding students through coursework and project-based learning.

AI literacy is structured through a five-level framework – awareness, use, integration, evaluation, and creation – reinforcing ethical and disciplined application aligned with academic standards and workforce needs.

PERU

AI tutors embedded in learning platforms support up to

100,000 students

strengthening first-year performance and retention. In pilot programs, students with historically lower academic **performance improved grades** by

20–25%

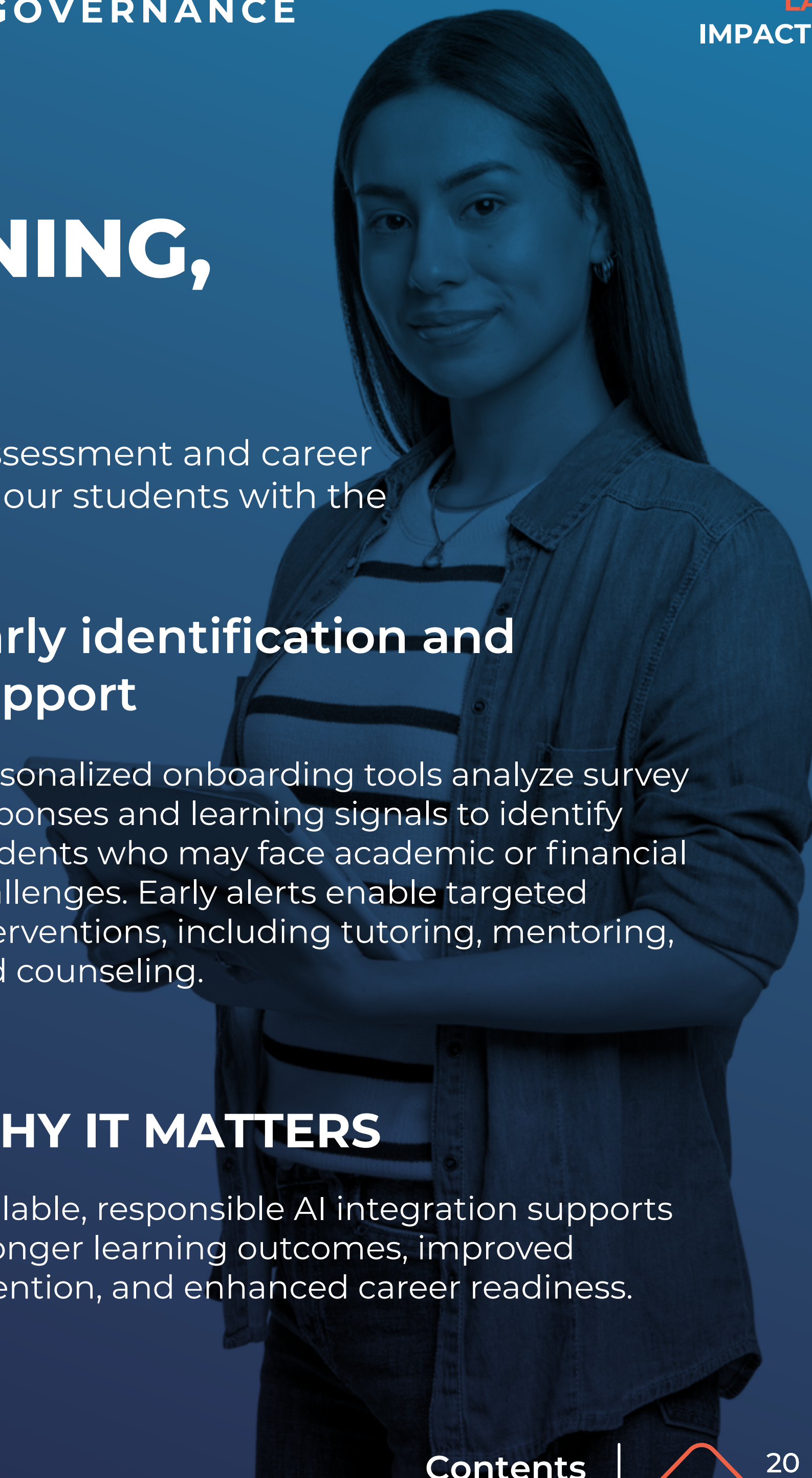
AI-supported assessment tools have streamlined evaluation and administrative processes, enabling faculty to focus more on academic engagement and student support.

Early identification and support

Personalized onboarding tools analyze survey responses and learning signals to identify students who may face academic or financial challenges. Early alerts enable targeted interventions, including tutoring, mentoring, and counseling.

WHY IT MATTERS

Scalable, responsible AI integration supports stronger learning outcomes, improved retention, and enhanced career readiness.





RESEARCH AND INNOVATION





INNOVATION DRIVING ACADEMIC QUALITY

Innovation in teaching, research, and strong academic governance reinforce the quality of education across our institutions. Together, these elements ensure our programs remain rigorous, relevant, and aligned with evolving labor market needs.

7,610

Total Scopus-indexed
research publications¹
(2019–2025)

147

Patents filed ² (2025)

#1

University in Peru
for patents filed
– for six consecutive years
Universidad Privada del Norte (UPN)

Ranking by Indecopi (national patent authority)

¹Research publications refer to Scopus-indexed output produced by Laureate institutions in Mexico and Peru from 2019 to 2025.

²By Laureate universities in Mexico and Peru



SPOTLIGHT: LAUREATE CROSS-COUNTRY RESEARCH COLLABORATION

Our institutions in Mexico and Peru are building a shared research platform that connects faculty and students across borders. By aligning expertise around common regional priorities, these collaborations strengthen the relevance and application of research across both countries.

Collaboration model

- Faculty-led, applied research across Laureate's network
- Focus areas include education, AI and digital transformation, hybrid learning, healthcare, and STEM
- Each project brings together faculty and students from at least three of our four universities
- Up to five projects are selected annually through a competitive process led by the Research Committee

Outputs

- Publications in top-tier (Q1) indexed journals
- Research reports with recommendations that can be implemented across our institutions
- Opportunities to expand projects through continued research or external funding

WHY IT MATTERS

This model strengthens the quality and usefulness of research by bringing together diverse perspectives across countries with shared challenges.

It supports innovation in teaching and academic delivery, informs institutional decision-making, and expands opportunities for students and faculty to engage in applied research with practical relevance.



SPOTLIGHT: ELEVATING STUDENT SUCCESS THROUGH MINERVA

UPC has partnered with the Minerva Project, becoming the first university in Peru to integrate Minerva’s methodology, which aims to transform undergraduate learning and prepare students for success in a rapidly changing world.

Minerva

Minerva Project is a global education innovator, building on the model developed by Minerva University, which has been ranked the most innovative university in the world.¹ Its methodology focuses on developing critical thinking, communication, and problem-solving through active, experiential learning.

Students

Students engage in flipped classrooms, experiential learning, and competency-based assessments. Implementation is progressive, starting with early-cycle courses and enabling continuous refinement.

WHY IT MATTERS

This partnership reinforces UPC’s commitment to global innovation. By integrating a methodology applied internationally, UPC delivers a more dynamic, student-centered experience. Early results show stronger engagement, improved performance, and higher retention.



¹ Based on the World University Rankings for Innovation (WURI), where Minerva University ranked #1 for four consecutive years (2022–2025).



SPOTLIGHT: EXPANDING ACCESS THROUGH ONLINE LEARNING

Online learning is central to how our institutions deliver high-quality, future-ready education at scale, widening access while aligning learning with labor market needs. Through flexible, accessible delivery and global partnerships, our institutions are strengthening how students learn, progress, and advance their careers.

114,000

Students enrolled in fully online programs

Building on this approach, students can access Coursera courses in key areas, such as data, technology, entrepreneurship, and digital marketing.

Coursera partnership Mexico

270,000

Students

access globally recognized, industry-aligned certifications embedded directly into their degree programs

Coursera partnership Peru

600,000+

 Certificates

7,000+

 Academic credits

globally recognized credentials aligned with in-demand skills

WHY IT MATTERS

Multi-channel and fully online programs expand access for remote and working students.

Industry-aligned, globally recognized credentials strengthen students' skills and improve their employability in a rapidly evolving job market.

Digital innovation improves efficiency, enabling reinvestment in academic quality without compromising learning outcomes.



EXPANDING ACCESS TO EDUCATION





ACCESS, INCLUSION, AND OPPORTUNITY

Our institutions provide open access to education, giving students from all backgrounds the opportunity to succeed. Across Mexico and Peru, we serve a diverse student population, including a significant share of students who are first-generation university students.

OECD analysis across Latin America shows that family background remains strongly associated with skills outcomes.¹

¹OECD (2025), Movilidad social y desigualdad en América Latina y el Caribe.

First-generation students

50%

Percentage of newly enrolled students who are the first in their family to attend higher education

Student population

497,000+

Total students enrolled

52%

Female students

Access support

US\$570 million

Institutional revenue allocated to scholarships and tuition discounts



HOW WE SUPPORT STUDENTS ACROSS THEIR JOURNEY

Explore

Students learn about academic pathways, entry requirements, and financial aid, receiving early guidance to make informed decisions. Targeted outreach ensures first-year students are prepared for university life.

Enroll

Students complete applications, submit documentation, select programs, and receive personalized support for tuition, fees, and financing options.

Learn

Students participate in classes, collaborate with peers and faculty, build essential competency skills, and access tutoring, academic coaching, and digital tools to monitor and strengthen academic performance. Study plans are adjusted to meet evolving needs.

Engage

Institutions provide wellbeing and psychological support, health services, and community-building activities, including sports, cultural programs, peer mentoring, and exposure to international perspectives and experiences, fostering belonging and persistence. Faculty, staff, and advisors help identify academic or financial risks.

Transition

Students receive career guidance, access professional experiences, and are supported as they complete their academic requirements and plan for life after graduation.



SPOTLIGHT: CAMPUS EXPANSION AND GROWTH

We are increasing access to higher education by opening new campuses in cities and regions where local university options are limited.

In 2025, UPN opened its new Ate Campus in East Lima and UNITEC opened a new campus in Monterrey. More campus openings are planned for 2026. In addition, the growth of our fully online options is enabling students in regions with limited university access to pursue quality education – particularly in working adult programs.

50+

Total campuses across our institutions

MEXICO

Universidad del Valle de México (UVM)

22

Campuses

Universidad Tecnológica de México (UNITEC)

11

Campuses

PERU

Universidad Peruana de Ciencias Aplicadas (UPC)

4

Campuses

Universidad Privada del Norte (UPN)

9

Campuses

CIBERTEC

7

Campuses

WHY IT MATTERS

These new campuses create pathways for students who might otherwise face geographic or socioeconomic barriers, particularly first-generation and underserved students, to attend university.



SPOTLIGHT: NEW EAST LIMA CAMPUS

The August 2025 opening of UPN’s new Ate Campus marked a major step in expanding access to quality higher education in East Lima – an area where many young people face barriers to studying close to home.

US\$25+ million Investment



12 Undergraduate programs

Sustainability features

include cross-ventilation systems, LED lighting, solar charging stations, and drip irrigation to improve energy efficiency and conserve water.

Accessibility features

include tactile paving, Braille-enabled elevators, and auditory signage to support an inclusive and accessible campus environment.

WHY IT MATTERS

The new campus expands access to quality higher education for students in an underserved area of Lima.

Its accessibility features support an inclusive learning environment and its sustainability measures help reduce the campus’s environmental footprint.

6 Faculties



STRENGTHENING COMMUNITIES



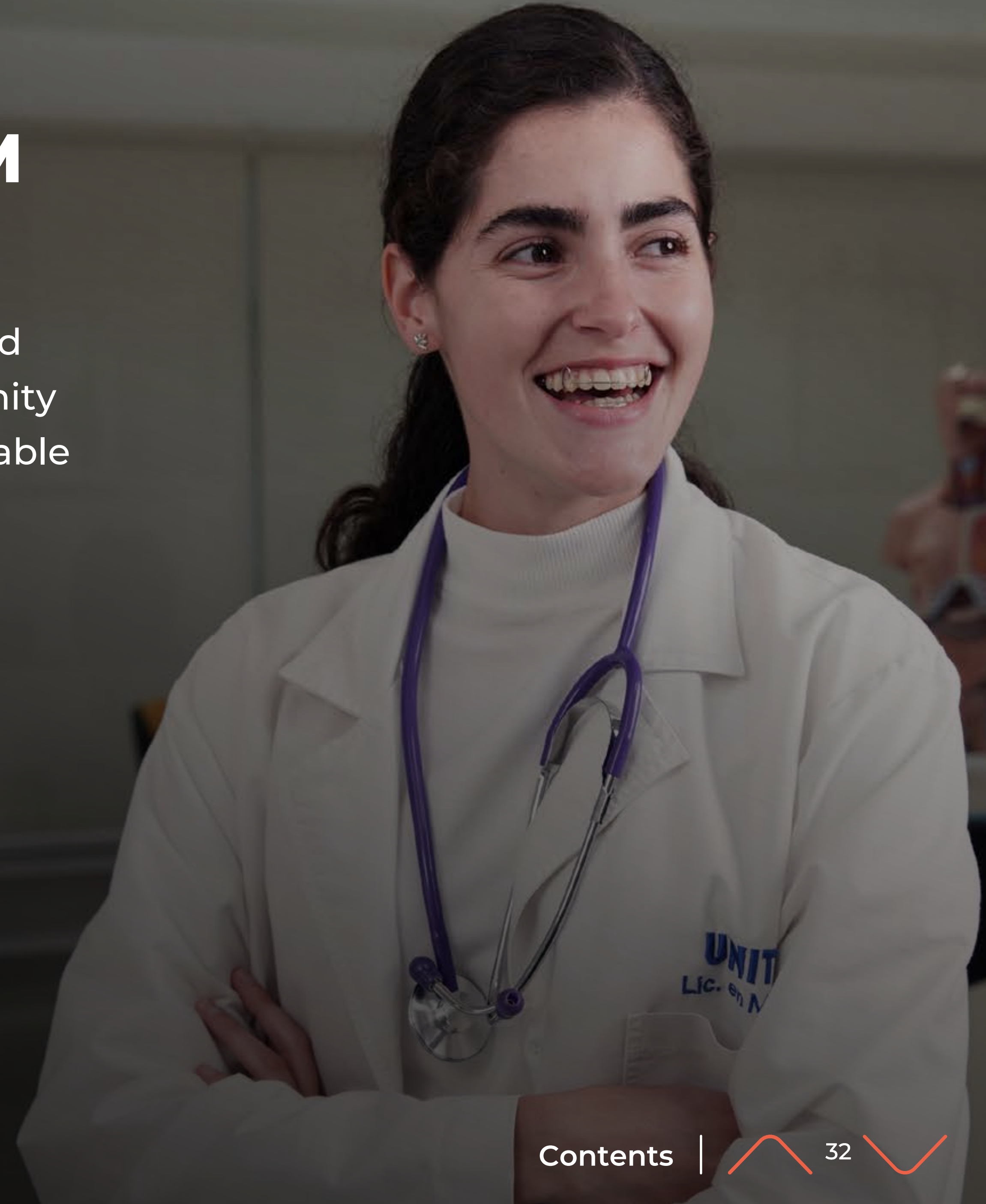


IMPACT BEYOND THE CLASSROOM

Our impact extends beyond education through meaningful engagement with communities. By mobilizing students, faculty, and staff to deliver essential health, veterinary, legal, and other community services, advance research, support volunteering, and drive sustainable innovation, we help address social and environmental needs while building practical skills and expanding opportunity.

200,000+

Health, veterinary, legal, and other essential services delivered to communities





SPOTLIGHT: HEALTH SCIENCES STUDENTS MAKING A DIFFERENCE IN COMMUNITIES

Our Health Sciences students gain practical, hands-on experience while contributing to meaningful community impact through our health, dental, and veterinary clinics. Through the clinics, students participate in thousands of consultations each year, delivering free or low-cost services to community members who might otherwise lack access to essential healthcare.

Other Health Sciences community initiatives

include community health campaigns, outreach fairs, and partnerships with local authorities to promote public health awareness and expand access to services.

Health Sciences students from:

- Medicine
- Nursing
- Nutrition
- Physiotherapy
- Psychology
- Dentistry
- Veterinary Medicine

WHY IT MATTERS

These initiatives enable students and faculty to serve vulnerable populations while addressing local public health needs in their communities.

In doing so, they provide essential care to thousands of people and give students hands-on experience in patient care, clinical procedures, and professional responsibility while applying their knowledge to real-world challenges.





OUR PEOPLE



HUMAN CAPITAL





HUMAN CAPITAL

Our more than 497,000 students across Mexico and Peru are supported by more than 33,000 employees, including 18,000+ academic staff. More than 99% of our employees are based in Mexico or Peru, with our corporate team primarily located in the United States.

Our people are central to delivering high-quality education at scale. We believe our long-term success depends on attracting and retaining skilled professionals in a competitive talent market. We support their growth through structured performance management, ongoing training, and access to education benefits – including significant tuition support at our institutions – while regularly assessing engagement and workforce trends to strengthen our culture and effectiveness.

33,000+

Faculty and staff
advancing our mission

Workforce composition

52%

Men

48%

Women

63%

Faculty

37%

Staff



SPOTLIGHT: WOMEN IN LEADERSHIP AT LAUREATE

Laureate’s Compass program strengthens the pipeline of women leaders across Mexico, Peru, and our corporate team.

Through targeted workshops and peer collaboration, participants build strategic capabilities, expand their networks, and prepare for broader leadership responsibilities.

63

Women participated in Compass in 2025

100

Total participants since 2023

WHY IT MATTERS

Compass reflects our continued commitment to advancing gender equity and inclusive leadership.

As the program grows, so does its impact – with participants stepping into expanded roles and mentoring others across the organization.



“Compass taught me that leadership is not about having all the answers, but about building trust and empowering others to succeed. Through the program, I strengthened my self-belief, embraced my strengths, and became more open and authentic. This transformation made me a more effective leader and helped me build stronger, more engaged teams.”

Paula Gonçalves, Regional Transformation Officer, Laureate Mexico

GOVERNANCE



GOVERNANCE

Our governance framework is designed to support long-term institutional strength, regulatory compliance, and responsible growth across Mexico, Peru, and the United States.

Board oversight

Our Board of Directors provides independent oversight of strategy, risk management, executive compensation, succession planning, and capital allocation. Through its committees, including Audit and Risk, Compensation, Education, and Nominating and Corporate Governance, the Board ensures alignment between performance, accountability, and our mission.

Governance structure

We operate with a clear separation of oversight and management responsibilities, supported by structured reporting, risk monitoring, and defined internal controls.

Our Values

- **Trust**
- **Inclusiveness**
- **Transparency**
- **Integrity**
- **Performance**





ETHICS AND COMPLIANCE

Our Ethics and Compliance Program is built on our core value of Integrity. We uphold high ethical standards across all aspects of our operations and expect the same from our partners and suppliers.

Our framework includes:

Clear standards and policies

A comprehensive Code of Conduct and Ethics, Anti-Corruption Policy, Anti-Discrimination and Anti-Harassment policies, Reputational Due Diligence Policy, supplier standards, and defined guidelines governing business courtesies and third-party relationships.

Risk assessment and monitoring

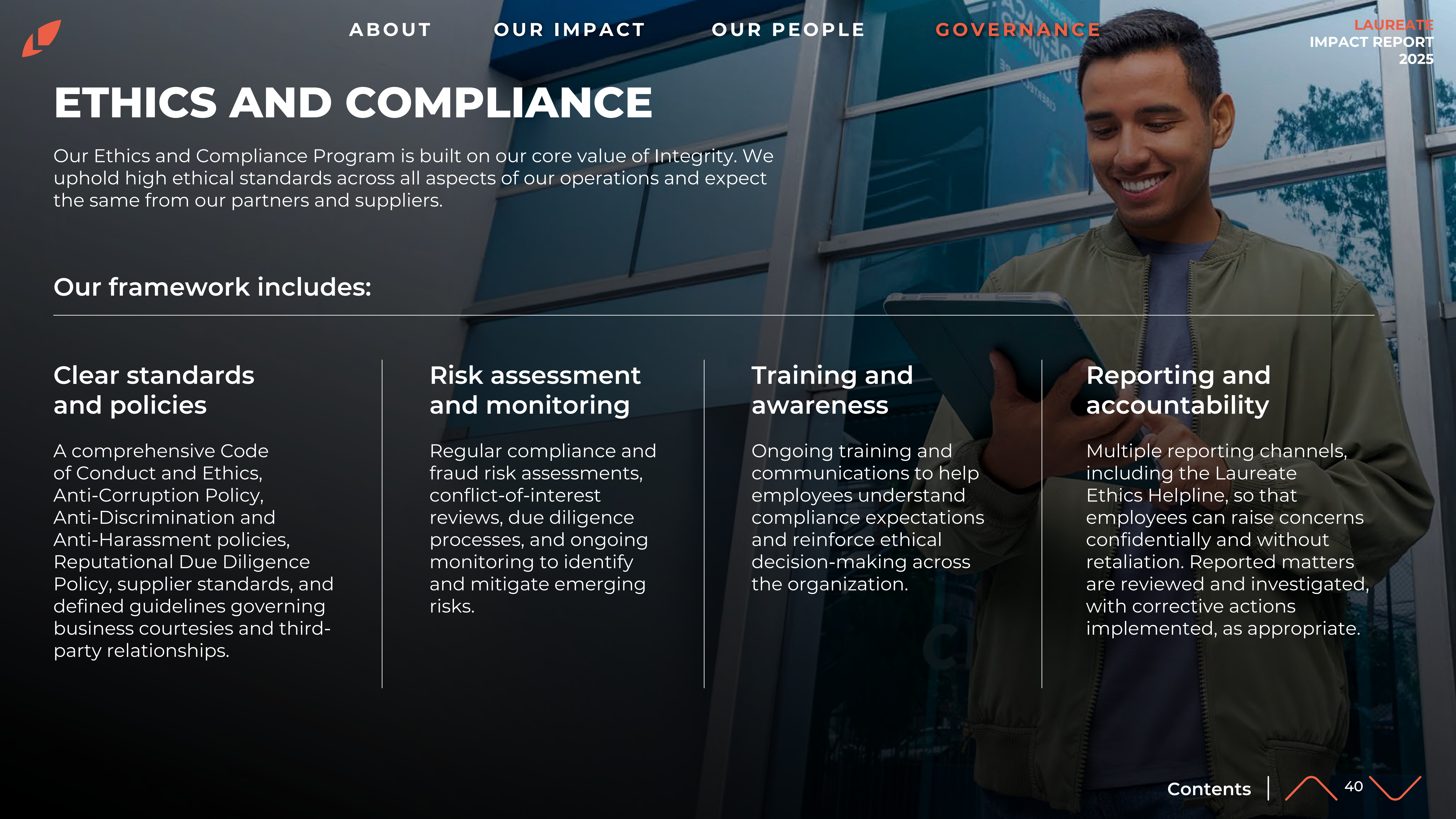
Regular compliance and fraud risk assessments, conflict-of-interest reviews, due diligence processes, and ongoing monitoring to identify and mitigate emerging risks.

Training and awareness

Ongoing training and communications to help employees understand compliance expectations and reinforce ethical decision-making across the organization.

Reporting and accountability

Multiple reporting channels, including the Laureate Ethics Helpline, so that employees can raise concerns confidentially and without retaliation. Reported matters are reviewed and investigated, with corrective actions implemented, as appropriate.





DATA PROTECTION AND CYBERSECURITY

Safeguarding data and systems is fundamental to maintaining trust across our institutions. As an education network serving more than 497,000 students, we operate in an environment of evolving digital risk. Our approach integrates governance, technology, and workforce awareness to strengthen resilience across Mexico, Peru, and the United States.

Strengthening cyber resilience

Cybersecurity oversight is embedded at the highest levels of the organization. The Board, through the Audit and Risk Committee, receives regular updates on risk posture, incident preparedness, and mitigation strategies.

Operational leadership is coordinated across technology and security teams to ensure proactive monitoring, rapid response capabilities, and continuous risk assessment in an evolving threat landscape.

Building a culture of security

Cybersecurity is not limited to systems – it is a shared responsibility across our workforce.

All employees complete mandatory cybersecurity awareness training multiple times per year. Simulated phishing exercises and interactive testing reinforce practical skills and vigilance.

We maintain strict data management controls and continuously enhance safeguards to protect student, employee, and institutional information.



APPENDIX



Approach to Impact Management and Alignment with UN SDGs and SASB Standards

We align with the United Nations (UN) Sustainable Development Goals (SDGs) and the Sustainability Accounting Standards Board (SASB) framework to ensure our sustainability priorities are transparent, measurable, and relevant to stakeholders.

Our Impact Committee, Steering Committee, and Executive Leadership Team provide oversight, guidance, and strategic direction on our approach.

Materiality Matrix

Our Impact Materiality Matrix identifies the issues most relevant to Laureate and our stakeholders, including alignment with the SDGs and SASB standards, and informs our strategic planning and reporting.

We have conducted a Double Materiality Analysis to assess sustainability topics from both impact and financial perspectives. This included defining and scoring impacts, risks, and opportunities, engaging external experts and key stakeholders, and establishing materiality thresholds to support consistent evaluation and decision-making.



Independent Impact Assessment

Independent agencies assess our sustainability performance using rigorous methodologies, providing external benchmarks against global standards and industry peers. Their analysis helps strengthen the credibility of our disclosures and identify areas for continued improvement.

Reporting themes aligned to UN SDGs and SASB Standards

The following table outlines our key reporting themes and their alignment across impacts and indicators.

Reporting area	Impacts	Indicator (UN SDGs and SASB)
Expanding Access to Education	Expanding access to higher education for underserved populations and regions, including first-generation students, to create pathways to opportunity and social mobility.	<ul style="list-style-type: none"> SDG 4 Quality Education – Targets 4.3, 4.5 SDG 8 Decent Work and Economic Growth – Target 8.6 SDG 10 Reduced Inequalities – Targets 10.2, 10.3
Delivering Academic Quality	Ensuring high academic standards through rigorous curriculum development, faculty expertise, and continuous accreditation, while providing scholarships, tuition discounts, and flexible learning options to reduce financial barriers and ensure equitable access to learning and student success.	<ul style="list-style-type: none"> SDG 4 Quality Education – Targets 4.3, 4.8 SDG 8 Decent Work and Economic Growth – Target 8.6 SDG 10 Reduced Inequalities – Targets 10.2, 10.3 SDG 17 Partnerships for the Goals – Targets 17.16, 17.17
Student Outcomes and Economic Mobility	Equipping students with the skills and knowledge needed to secure meaningful employment, increase earning potential, and achieve a strong return on their educational investment through higher salaries and shorter payback periods.	<ul style="list-style-type: none"> SDG 4 Quality Education – Target 4.4 SDG 8 Decent Work and Economic Growth – Targets 8.5, 8.6 SASB SV-ED-260a.1: Graduation Rate SASB SV-ED-260a.3: Job Placement Rate
Innovation and Research	Advancing applied research and innovation to generate new knowledge, support technological development, and address real-world challenges, while strengthening student learning and institutional relevance.	<ul style="list-style-type: none"> SDG 9 Industry, Innovation and Infrastructure – Target 9.5 SDG 17 Partnerships for the Goals – Targets 17.16, 17.17
Strengthening Communities	Expanding access to essential healthcare services for underserved communities through free or low-cost medical, dental, and veterinary programs, as well as advancing environmental sustainability through green campus initiatives.	<ul style="list-style-type: none"> SDG 3 Good Health and Well-being – Target 3.8 SDG 11 Sustainable Cities and Communities – Target 11.6 SDG 12 Responsible Production and Consumption – Target 12.5
Human Capital	Investing in workforce development to enhance skills and ensure fair labor practices, while promoting gender diversity in leadership roles to foster an inclusive and empowered work environment that drives organizational success.	<ul style="list-style-type: none"> SDG 5 Gender Equality – Target 5.5 SDG 8 Decent Work and Economic Growth – Target 8.5 SDG 10 Reduced Inequalities – Target 10.2



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