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## DELTA REPORT

### 10-K

LAUR - LAUREATE EDUCATION, INC.

10-K - DECEMBER 31, 2024 COMPARED TO 10-K - DECEMBER 31, 2023

The following comparison report has been automatically generated

TOTAL DELTAS 2763

■ CHANGES	329
■ DELETIONS	1193
■ ADDITIONS	1241

UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

FORM 10-K

Annual Report pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934  
For the fiscal year ended **December 31, 2023** **December 31, 2024**

OR

Transition Report pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934  
For the transition period from \_\_\_\_\_ to \_\_\_\_\_.

Commission File Number: 001-38002



Laureate Education, Inc.

(Exact name of registrant as specified in its charter)

Delaware	52-1492296	
(State or other jurisdiction of incorporation or organization)	(I.R.S. Employer Identification No.)	
PMB 1158, 1000 Brickell Avenue, Suite 715, Miami, Florida	33131	
(Address of principal executive offices)	(Zip Code)	
Registrant's telephone number, including area code: (786) 209-3368		
Securities registered pursuant to Section 12(b) of the Securities Exchange Act of 1934:		
Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common stock, par value \$0.004 per share	LAUR	The NASDAQ Stock Market LLC Nasdaq Global Select Market

Securities registered pursuant to Section 12(g) of the Act: **None**

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes  No

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or 15(d) of the Act. Yes  No

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes  No

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes  No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer  Accelerated filer  Non-accelerated filer  Smaller reporting company  Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Indicate by check mark whether the registrant has filed a report on and attestation to its management's assessment of the effectiveness of its internal control over financial reporting under Section 404(b) of the Sarbanes-Oxley Act (15 U.S.C.7262(b)) by the registered public accounting firm that prepared or issued its audit report.

If securities are registered pursuant to Section 12(b) of the Act, indicate by check mark whether the financial statements of the registrant included in the filing reflect the correction of an error to previously issued financial statements.

Indicate by check mark whether any of those error corrections are restatements that required a recovery analysis of incentive-based compensation received by any of the registrant's executive officers during the relevant recovery period pursuant to §240.10D-1(b).

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes  No

As of **June 30, 2023** **June 30, 2024** (the last business day of the registrant's most recently completed second fiscal quarter), the aggregate market value of the common stock held by non-affiliates of the registrant was **\$1.602 billion** **\$1.942 billion** (based on the closing price of the registrant's common stock on that date as reported on the Nasdaq Global Select Market).

Indicate the number of shares outstanding of each of the issuer's classes of common stock, as of the latest practicable date.

Class	Outstanding at <b>January 31, 2024</b> <b>January 31, 2025</b>
Common stock, par value \$0.004 per share	<b>157,589,706</b> <b>150,784,847</b> shares

Documents Incorporated by Reference

The registrant incorporates by reference its definitive proxy statement with respect to its **2024** **2025** Annual Meeting of Stockholders, to be filed with the Securities and Exchange Commission within 120 days following the end of its fiscal year, into Part III of this Annual Report on Form 10-K.

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As used in this Annual Report on Form 10-K (this "Form 10-K"), unless otherwise stated or the context otherwise requires, references to "we," "us," "our," the "Company," "Laureate" and similar references refer collectively to Laureate Education, Inc. and its subsidiaries.

**Trademarks and Tradenames**

LAUREATE, LAUREATE INTERNATIONAL UNIVERSITIES and the leaf symbol are trademarks of Laureate Education, Inc. in the United States and other countries. This Form 10-K also includes other trademarks of Laureate and trademarks of other persons, which are properties of their respective owners.

**Industry and Market Data**

We obtained the industry, market and competitive position data used throughout this Form 10-K from our own internal estimates and research, as well as from industry publications and research, surveys and studies conducted by third-party sources.

Industry publications, studies and surveys generally state that they have been obtained from sources believed to be reliable, although they do not guarantee the accuracy or completeness of such information. We have not independently verified industry, market and competitive position data from third-party sources. While we believe that our internal business estimates and research are reliable and the market definitions are appropriate, neither such estimates or research nor these definitions have been verified by any independent source.

#### Forward-Looking Statements

This Form 10-K contains "forward-looking statements" within the meaning of the federal securities laws, which involve risks and uncertainties. You can identify forward-looking statements because they contain words such as "believes," "expects," "may," "will," "should," "seeks," "approximately," "intends," "plans," "estimates" or "anticipates" or similar expressions that concern our strategy, plans or intentions. All statements we make relating to estimated and projected earnings, costs, expenditures, cash flows, growth rates and financial results, and all statements we make relating to our current growth strategy and other future plans, strategies or transactions that may be identified, explored or implemented and any litigation or dispute resulting from any completed transaction are forward-looking statements. In addition, we, through our senior management, from time to time make forward-looking public statements concerning our expected future operations and performance and other developments. All of these forward-looking statements are subject to risks and uncertainties that may change at any time, including with respect to our current growth strategy and the impact of any completed divestiture or separation transaction on our remaining businesses. Accordingly, our actual results may differ materially from those we expected. We derive most of our forward-looking statements from our operating budgets and forecasts, which are based upon many detailed assumptions. While we believe that our assumptions are reasonable, we caution that it is very difficult to predict the impact of known factors, and, of course, it is impossible for us to anticipate all factors that could affect our actual results. Important factors that could cause actual results to differ materially from our expectations, including, without limitation, in conjunction with the forward-looking statements and risk factors included in this Form 10-K, are disclosed under various sections throughout this Form 10-K, including, but not limited to, Item 1—Business, Item 1A—Risk Factors, and Item 7—Management's Discussion and Analysis of Financial Condition and Results of Operations. All subsequent written and oral forward-looking statements attributable to us, or persons acting on our behalf, are expressly qualified in their entirety by the factors discussed in this Form 10-K. Some of the factors that we believe could affect our results include:

- the risks associated with operating our portfolio of degree-granting higher education institutions in Mexico and Peru, including complex business, political, legal, regulatory, tax and economic risks;
- our ability to maintain and, subsequently, increase tuition rates and student enrollments in our institutions;
- our ability to effectively manage the growth of our business and increase our operating leverage;
- the risks associated with maintaining the value of our brands and our reputation;
- the effect of existing international and U.S. laws and regulations governing our business or changes to those laws and regulations or in their application to our business;
- changes in the political, economic and business climate in the markets in which we operate;
- risks of downturns in general economic conditions and in the educational services and education technology industries that could, among other things, impair our goodwill and intangible assets;
- possible increased competition from other educational service providers;
- market acceptance of new service offerings by us or our competitors and our ability to predict and respond to changes in the markets for our educational services;
- the effect of greater than anticipated tax liabilities;
- the effect on our business and results of operations from fluctuations in the value of foreign currencies;
- risks associated with the incorporation of new technologies (including artificial intelligence) into our programs and processes;
- the fluctuations in revenues due to seasonality;
- the risks associated with disruptions to our computer networks and other cybersecurity incidents, including misappropriation of personal or proprietary information;
- the risks and uncertainties associated with an epidemic, pandemic or other public health emergency, such as the global coronavirus (COVID-19) pandemic, including, but not limited to, effects on student enrollment, tuition pricing, and collections in future periods;
- the risks associated with protests, strikes or natural or other disasters;
- our ability to attract and retain key personnel;
- the risks and uncertainties associated with an epidemic, pandemic or other public health emergency including, but not limited to, effects on student enrollment, tuition pricing, and collections in future periods;
- our ability to maintain proper and effective internal controls necessary to produce accurate financial statements on a timely basis;

- the risks associated with indebtedness and disruptions to credit and equity markets;
- our focus on a specific public benefit purpose and producing a positive effect for society may negatively influence our financial performance; and
- the future trading prices of our common stock and the impact of any securities analysts' reports on these prices.

We caution you that the foregoing list of important factors may not contain all of the material factors that are important to you. In addition, in light of these risks and uncertainties, the matters referred to in the forward-looking statements contained in this Form 10-K may not in fact occur. We undertake no obligation to publicly update or revise any forward-looking statement as a result of new information, future events or otherwise, except as otherwise required by law.

## Part I

### Item 1. Business

Our continuing operations include Mexico and Peru. Unless otherwise indicated, the information in or incorporated by reference into this Form 10-K, including our segment information, relates only to our continuing operations.

#### General

We operate a portfolio of degree-granting higher education institutions in Mexico and Peru. These institutions, which we collectively refer to as the *Laureate International Universities* network, are leading brands in their respective markets and offer a broad range of undergraduate and graduate degrees through campus-based, online and hybrid programs. Collectively, we have approximately 448,900 472,000 students enrolled at five institutions with over 50 campuses as of December 31, 2023 December 31, 2024. Our institutions in Mexico and Peru operate within scaled country networks, which provide advantages in terms of shared infrastructure, technology, curricula and operational best practices. Our students are enrolled at traditional, campus-based institutions offering multi-year degrees, with an average program length of four years, similar to leading private and public higher education institutions in developed markets such as the United States and Europe.

Our programs are designed with a distinct emphasis on applied, professional-oriented content for growing career fields and are focused on academic disciplines that we believe offer strong employment opportunities and high earnings potential for our students. We continually and proactively adapt our curriculum to the needs of the market. In particular, we emphasize science, technology, engineering and math (STEM) and business disciplines, areas in which we believe that there is large and growing demand, especially in developing countries. Students pursuing degrees in Medicine & Health Sciences, Engineering & Information Technology and Business & Management, our three largest disciplines, constitute approximately 70% of our total post-secondary enrollments. We believe that the work of our graduates in these disciplines creates a positive impact on the communities we serve and strengthens our institutions' reputations within their respective markets. Our focus on private-pay and our track record for delivering high-quality outcomes to our students, while stressing affordability and accessibility, has been a key reason for our long record of success.

We believe that the higher education markets in Mexico and Peru present an attractive long-term opportunity, primarily because of the large and growing imbalance between the supply and demand for affordable, quality higher education in those markets. We believe that the combination of the projected growth in the middle class, limited government resources dedicated to higher education, and a clear value proposition demonstrated by the higher earnings potential afforded by higher education creates substantial opportunities for high-quality private institutions to meet this growing and unmet demand. By offering high-quality, outcome-focused education, we believe that we enable students to prosper and thrive in the dynamic and evolving knowledge economy.

In many developing markets, traditional higher education students (defined as 18-24 year olds) have historically been served by public universities, which have limited capacity and are often underfunded, resulting in an inability to meet growing student demands and employer requirements. In addition, in many of these same markets, non-traditional students, such as working adults and distance learners, have limited options for pursuing higher education. With strong brands and highly reputed institutions in Mexico and Peru, we believe that we are uniquely positioned to address these market opportunities.

Country	Institution	Enrollment at December 31, 2023 December 31, 2024		Market Segment	QS Stars™ Overall University Rating	Ratings/Rankings
		2023	2024			
Mexico	Universidad del Valle de México (UVM)	113,200	124,400	Premium/ Traditional	★★★★★	<ul style="list-style-type: none"> <li>Ranked Top 10 university in Mexico</li> <li>5-Star rated by QS Stars™ in categories of Employability, Inclusiveness, Online Learning &amp; Social Responsibility Impact</li> </ul>
Mexico	Universidad Tecnológica de México (UNITEC)	128,800	134,100	Value/Teaching	★★★★	<ul style="list-style-type: none"> <li>Largest private university in Mexico</li> <li>5-Star rated by QS Stars™ in categories of Employability, Inclusiveness, Online Learning &amp; Social Responsibility Impact</li> </ul>
Peru	Universidad Peruana de Ciencias Aplicadas (UPC)	69,700	72,100	Premium/Traditional	★★★★★	<ul style="list-style-type: none"> <li>Ranked Top 5 university #1 in educational sector in Peru</li> <li>5-Star rated by QS Stars™ in categories of Employability, Inclusiveness, Online Learning &amp; Social Responsibility Impact</li> </ul>
Peru	Universidad Privada del Norte (UPN)	117,200	122,100	Value/Teaching	★★★★★	<ul style="list-style-type: none"> <li>3rd largest private university in Peru</li> <li>5-Star rated by QS Stars™ in categories of Employability, Inclusiveness, Online Learning &amp; Social Responsibility Impact</li> </ul>
Peru	CIBERTEC	20,000	19,300	Tech/Voc	N/A	<ul style="list-style-type: none"> <li>3rd largest private tech/voc institute in Peru</li> </ul>

Sources: QS Stars™, Guía Universitaria (UVM), AmericaEconomía MERCO Institutional Reputation Ranking (UPC)

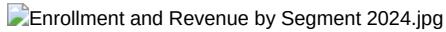
Our institutions in Mexico and Peru offer traditional higher education students a private education alternative, with multiple brands and price points in each market and innovative programs and strong career-driven outcomes. Additionally, through targeted programs and multiple teaching modalities, we are able to serve the differentiated needs of non-traditional students in these markets.

Our program and level of study mix for 2023 2024 was as follows:



#### Our Segments

We have two reportable segments, which are summarized in the charts below. The following information for our segments is presented as of December 31, 2023 December 31, 2024.



#### Our Industry

We operate higher education institutions in Mexico and Peru. These markets are characterized by what we believe is a significant imbalance between supply and demand. The demand for higher education is large and growing and is fueled by several demographic and economic factors, including a growing middle class, global growth in services and technology-related industries and recognition of the significant personal and economic benefits gained by graduates of higher education institutions. At the same time, the respective Mexican and Peruvian governments often have limited resources to devote to higher education, resulting in a diminished ability by the public sector to meet growing demand, and creating opportunities for private education providers to enter these markets and deliver high-quality education. As a result, the private sector plays a large and growing role in higher education.

Favorable industry dynamics in Mexico and Peru driving growth in the higher education sector include the following:

**Large, Growing and Underpenetrated Population of Qualified Higher Education Students.** In many countries, including throughout Latin America and other developing regions, there is growing demand for higher education based on favorable demographics, increasing secondary completion rates and increasing higher education participation rates, resulting in continued growth in higher education enrollments. While global participation rates have increased for traditional higher education students (defined as 18-24 year olds), the market for higher education in Mexico and Peru, excluding technical-vocational institutes, is still significantly underpenetrated, at approximately 34% 35% and 52% 42%, respectively, as compared to approximately 60% 55% in the United States.

**Strong Economic Incentives for Higher Education.** According to data from the Organization for Economic Co-operation and Development ("OECD"), in countries that are members of the OECD, the earnings from employment for younger adults (25-34 years) completing higher education was approximately 66% 39% higher, and the earnings advantage was more than twice as much reached 68% among older adults (45-54 years), than those of younger and older adults with only an upper secondary education. We

believe that the cumulative impact of favorable demographic and socio-economic trends, coupled with the superior earnings potential of higher education graduates, will continue to expand the market for private higher education.

**Increasing Role of the Private Sector in Higher Education.** In both Mexico and Peru, the private sector plays a meaningful role in higher education, bridging supply and demand imbalances created by a lack of capacity at public universities. In Mexico, private education providers constitute 37% 39% of the total higher-education market (43% (46% in states in which we have operations). In Peru, private education providers constitute 74% 76% of the total higher-education market. In addition to capacity limitations, we believe that limited public resources, and the corresponding policy reforms to make higher education systems less dependent on the financial and operational support of local governments, have resulted in increased enrollments in private institutions relative to public institutions.

**Increasing Demand for Online Offerings.** We believe that increasing student demand, new instruction methodologies designed for the online medium, and growing employer and regulatory acceptance of degrees obtained through online and hybrid modalities will continue to drive online learning in Mexico and Peru. Moreover, increasing the percentage of courses taught online in a hybrid educational model has significant cost and capital efficiency benefits, as a greater number of students can be accommodated in existing physical campus space.

#### **Our Strengths and Competitive Advantages**

We believe that our key competitive strengths that will enable us to execute our strategy include the following:

**Scaled Platform Institutions Across Country Networks.** Our scale within the countries in which we operate facilitates distinct advantages for our students and allows us to leverage our operating model across multiple brands in Mexico and Peru.

Our in-country networks facilitate competitive advantages related to:

- *Curricula and Programs.* We are able to leverage our curricula and resources, allowing for the rapid deployment of new programs. Increasing amounts of our curricula are being standardized, allowing us to lower the cost of program development by reusing and sharing content, while improving the quality of our programs.
- *Best Practices.* Through collaboration across our institutions, best practices for key operational processes, such as digital marketing, data science/AI, scheduling, retention management, market research, campus design, faculty training, student services and recruitment, are identified and then rolled out to all of our institutions.
- *Unified Systems.* Our scale also permits increased investment in unified technology systems and an opportunity to leverage standardization of processes, centralization of common services (such as information technology, finance and procurement) and intellectual property, and implementing a common operating model and platform for content development, digital campus experiences, student services, recruitment and administrative services within each country. These systems provide data and insights on a scale that we believe will allow us to improve student experience, retention rates and outcomes, while also enabling a more efficient and lower cost educational delivery model.

**Leading Online Technology.** Our commitment to digital teaching and learning has been manifested through significant investments in core technologies, as well as in human resources, training and development activities. These investments have been instrumental in establishing a deep level of expertise in online education, facilitating the design and delivery of high quality, effective and differentiated online courses in the markets in which we operate.

**Long-Standing and Respected University Brands.** We believe that we have established a reputation for providing high-quality higher education, and our institutions are among the most respected higher education brands in their local markets. Our institutions have long-established histories and are ranked among the best in their respective countries.

In addition, many of our institutions and programs have earned the highest accreditation available, which provides us with a strong competitive advantage in local markets. For example, medical school licenses are often the most difficult to obtain and are only granted to institutions that meet rigorous standards. Throughout Mexico and Peru we operate 17 23 medical and seven nine dental schools. We believe that the establishment of our medical and dental schools further validates the quality of our institutions and programs and increases brand awareness.

**Commitment to Academic Quality.** We offer high-quality undergraduate, graduate and specialized programs in a wide range of disciplines that generate strong interest from students and provide attractive employment prospects. We focus on programs that prepare our students to become employed in high demand professions. Our curriculum development process includes employer surveys and ongoing research into business trends to determine the skills and knowledge base that will be required by those employers in the future. This information results in timely curriculum upgrades, which helps ensure that our graduates acquire the skills that will make them marketable to employers. We also are committed to continually evaluating our institutions to ensure we are providing the highest quality education to our students. External assessment methodologies, such as QS Stars™, allows us to identify key areas for improvement in order to drive a culture of quality and continual innovation at our institutions.

#### **Attractive Financial Model.**

- *Private Pay Model.* Essentially all of our revenues for 2023 2024 were generated from private pay sources, as there are no material government-sponsored student loan programs in Mexico or Peru. We believe that students' and families' willingness to allocate personal resources to fund higher education at our institutions validates our strong value proposition.
- *Revenue Visibility Enhanced by Program Length and Strong Retention.* The length of our programs provides us with a high degree of revenue visibility. The majority of the academic programs offered by our institutions last between four and five years. Additionally, we actively monitor and manage student retention because of the

impact it has on student outcomes and our financial results. Our historical annual student retention rate, which we define as the proportion of prior year students returning in the current year (excluding graduating students), was 79% on average over the last five years. Given our high degree of revenue visibility, we are able to make attractive capital investments and execute other strategic initiatives to help drive sustainable growth in our business.

- *Attractive Margin Profile with Significant Operating Leverage.* Our scale within each country provides significant advantages, enabling us to operate efficiently with attractive margin levels. We focus on optimizing our operations at the country level through our in-county networks.

## Our Strategy

Our mission is to deliver affordable, high-quality education to prepare students for successful careers and lifelong achievement, while building pride, trust, and respect in our communities. To achieve our mission, we execute a strategy enabled by the following initiatives:

**Integration of Campus-Based Operations in Mexico and Peru.** Our institutions in Mexico and Peru serve approximately 448,900 472,000 students in a relatively homogenous operating environment, creating a unique opportunity to harvest the benefits of scale. We believe that by implementing best practices within each country we will enable closer collaboration and facilitate innovation and improved student experiences. We believe that this unification will enable us to be more nimble in our day-to-day day-to-

day operations and will allow us to extract valuable insights from more data across our network. Further, we believe that

integration will enable further innovation and efficiency in our academic model and operations, and allow us to expand our market share.

**Leverage and Expand Existing Portfolio.** We will continue to focus on opportunities to expand our programs and the type of students that we serve, as well as our capacity in our markets to meet local demand, leveraging our existing platform to execute on attractive organic growth opportunities. In particular, we intend to add new programs and course offerings, expand target student demographics and, where appropriate, increase capacity at existing campuses and through hybrid online opportunities, open new campuses and enter new cities in existing markets. We believe that these initiatives will drive growth and provide an attractive return on capital.

- *Add New Programs and Course Offerings.* We will continue to develop new programs and course offerings to address the changing needs in the markets. New programs and course offerings enable us to provide a high-quality education that we believe is desired by students and prospective employers. In addition, we have a comprehensive suite of current program offerings, all of which are not currently offered in each campus in which we operate. We intend to lift and shift many of those current programs to the campuses where they are not currently being offered, with a particular focus on our health sciences vertical.
- *Expand Target Student Demographics.* We use sophisticated analytical techniques to identify opportunities to provide quality education to new or underserved student populations where market demand is not being met, such as non-traditional students (e.g., working adults, life-long learners) who may value flexible scheduling options, as well as traditional students. Our ability to provide quality education to these underserved markets has provided additional growth opportunities to our network and we intend to leverage our management capabilities and local knowledge to further capitalize on these opportunities in new and existing markets.
- *Increase Capacity at Existing and New Campus Locations.* We will continue to make demand-driven investments in additional capacity throughout our network by expanding existing campuses and opening new campuses, including in new cities. We employ a highly analytical process based on economic and demographic trends, and demand data for the local market to determine when and where to expand capacity. When opening a new campus or expanding existing facilities, we use best practices that we have developed over more than the past decade to cost-effectively expedite the opening and development of that location.

**Expand Online and Hybrid Education Programs.** We intend to increase the number of our students that receive their education through fully online or hybrid programs to meet the growing demands of students. Our online initiative is designed to not only provide students with access to innovative programs and modern digital experiences, but also to diversify our offerings, increase our enrollments and expand our digital solutions in a capital efficient manner, leveraging current infrastructure and improving classroom utilization.

The percentage of student credit hours taken online in our campus-based institutions was approximately 27% for 2019. During most of 2020 and 2021, due to the COVID-19 pandemic, all of our students were effectively transitioned to an online learning environment, at scale. In 2022, our students, faculty and staff were able to safely return to campus and fully transitioned to blended learning modalities.

Our new operating model is now targeting to have 40% to 60% percent of our student credit hours taken online going forward. Currently, we operate within this range with adaptability and flexibility. With a common learning management system implemented across our universities, we believe that we have the expertise to continue to expand online and hybrid offerings to meet the growing demand for this market opportunity, allowing us to differentiate ourselves further from our competitors.

We continue to accelerate the advancement of online education programs and technology-enabled solutions that deliver high-quality differentiated student experiences for our institutions at scale.

Our strategy for the online opportunity includes the following components:

- *Hybrid Online Programs.* Traditional 18-24 year old students attending campus-based institutions are increasingly seeking digital learning experiences that are blended with in-person learning. We provide those students with a hybrid learning experience, mixing face-to-face classroom experience with technology through our online platform, which we believe improves the student experience by providing them with a wide range of online courses, interactive discussions, virtual experiences, digital resources, and simulations that enhance their learning experiences both within and outside the classroom.

- **Fully Online Programs.** Many students require flexible learning modules to accommodate work and personal responsibilities. Often, these students are working adults who are looking to either complete an undergraduate or post-graduate degree, or who want to gain a credential to accelerate or change careers. Our fully online programs provide students with a high-quality curriculum experience to achieve their goals.

#### Our Segments and Institutions

Laureate offers its educational services through two reportable segments: Mexico and Peru.

We determine our segments based on information utilized by our chief operating decision maker to allocate resources and assess performance. See Note 6, Business and Geographic Segment Information, in our consolidated financial statements for financial information regarding our operating segments and financial information about geographic areas; see also "Item 7—Management's Discussion and Analysis of Financial Condition and Results of Operations—Results of Operations—Segment Results" and "—Overview—Factors Affecting Comparability—Seasonality" in this Form 10-K.

The following table presents information about the institutions as of **December 31, 2023** **December 31, 2024**:

Reportable Segment (Enrollment)	Reportable Segment (Enrollment)	Higher Education Institution	Year Joined Laureate Network	Year Founded	Reportable Segment (Enrollment)	Higher Education Institution	Year Joined Laureate Network	Year Founded
Mexico	Mexico	Universidad del Valle de México (UVM)	2000	1960	Mexico	Universidad del Valle de México (UVM)	2000	1960
		Universidad Tecnológica de México (UNITEC)		2008	1966			
	(242,000)	Universidad del Valle de México (UNITEC) (UVM)		2008	1966			
Peru	Peru	Universidad Peruana de Ciencias Aplicadas (UPC)	2004	1983	CIBERTEC	Universidad Peruana de Ciencias Aplicadas (UPC)	2004	1994
		CIBERTEC						
Peru	Peru	Universidad Peruana de Ciencias Aplicadas (UPC)	2004	1983	CIBERTEC	Universidad Peruana de Ciencias Aplicadas (UPC)	2004	1994
		Universidad Peruana de Ciencias Aplicadas (UPC)						
		Universidad Privada del Norte (UPN)						

#### Competition

We face competition in both of our reportable segments. We believe that competition focuses on price, educational quality, reputation, brand positioning, location and facilities.

The market for higher education in Mexico and Peru is highly fragmented and marked by large numbers of local competitors. The target demographics are primarily 18- to 24-year-olds in the countries in which we compete. Public institutions tend to be less expensive, if not free, but limited in capacity. The top public universities in these market are selective, and many of the other public universities are less focused on practical programs aligned around career opportunities. This creates market demand for private educational providers. We compete with other private higher education institutions on the basis of price, educational quality, reputation and location. We believe that we compare favorably with competitors because of our focus on quality, professional-oriented curriculum and the competitive advantages provided by our network in-country networks. There are a number of private and public institutions in both of the countries in which we operate, and it is difficult to predict how the markets will evolve and how many competitors there will be in the future. We expect competition to increase as the Mexican and Peruvian markets continue to develop.

See "Item 1A—Risk Factors—Risks Relating to Our Business—The higher education market is very competitive, and we may not be able to compete effectively."

#### Intellectual Property

We currently own, or have filed applications for, trademark registrations for the word "Laureate," for "Laureate International Universities" and for the Laureate leaf logo in the trademark offices of all jurisdictions in which we operate institutions of higher learning. We have also registered or filed applications in the applicable jurisdictions in which we

operate for the trademarks "Laureate Online International" and "Laureate Online Education." In addition, we have the rights to trade names, logos and other intellectual property specific to most of our higher education institutions, in the countries in which those institutions operate.

## Human Capital

Expanding access to quality higher education and enriching communities through delivering market-leading outcomes for students requires the highest levels of engagement, commitment, and performance from our workforce.

We currently enroll approximately 448,900 472,000 students across our five institutions in Mexico and Peru, in campus-based, fully online, and hybrid learning programs. These Our students are supported by a workforce of more than 28,900 31,800 employees, including 16,000 18,000 academic staff.

More than 99% of our employees are based in Mexico or Peru, and most of our corporate team extends across are based in the United States, Switzerland, the Netherlands, Brazil, Chile, and Honduras. The combination of dedicated in-country teams supported by a diverse, international corporate workforce continues to serve the company well. States.

Throughout 2023, We believe our future success depends on our ability to attract, develop, and retain skilled employees in a highly competitive talent market. Therefore, we continued strive to strengthen be a company our culture through a range employees are proud to work for and continue to invest in ongoing training and development – consistent with our belief in the power of strategies, including a focus on accelerating our progress in support of gender equality. Below are examples of the pillars that underpin our Human Capital strategy, including our focus on diversity and inclusion education to change lives.

### Leadership and Governance

- Our Board of Directors receives receive regular reports on talent development, succession planning, and company-wide culture-building efforts. Internally, this work is led by our Senior Vice President, People and Culture, in close collaboration with the Chief Executive Officer and our executive leadership team.
- There are two established Various committees of our Board of Directors also take an active role in human capital oversight and talent management. This includes the Compensation Committee which works with responsibility for reviewing top-tier external consultants to ensure compensation is benchmarked against industry standards, and considering a range of Human Capital related topics throughout the year. The our Nominating and Corporate Governance Committee oversees manages a talent matrix for our social impact strategy, including diversity Board of Directors to ensure existing and inclusion efforts, potential future Board members bring skills and experience most closely aligned with the needs of our Compensation Committee reviews compensation practices and establishes annual performance targets and related compensation-based incentives.
- business as we continue to grow. Our Chief People Officer is responsible for leading the development and execution of company-wide culture-building and talent development initiatives.
- Our executive team is committed to developing strategies to increase the number of women in positions of leadership, accelerate company-wide culture-building activities, and build a more diverse and inclusive workforce.

### Diversity and Inclusion

- Throughout 2023, we took a range of actions to advance our commitment to diversity and inclusion. These efforts built upon our long-standing Discrimination and Harassment policy (available at <https://www.laureate.net/wp-content/uploads/2024/02/Laureate-Discrimination-and-Harassment-Policy.pdf>), which includes a stated commitment to equal employment opportunities.
- Promoting gender equality was a significant area of focus throughout 2023, as reflected by specific programs to support and promote women in positions of leadership. Significant milestones achieved during 2023 included:
  - Co-designing a Women in Leadership program, building upon an established program known as Compass. In 2024, we intend to expand the program to include more women across Laureate, whom will have the opportunity to participate in a version of the program adapted specifically for us. Program participants are expected to be selected from a range of geographies and functions, as well as from multiple levels of the organization.
  - At the end of 2023, 29% of Laureate's senior leaders were women, an increase of 6% compared to the prior year.
  - Strategies to eliminate gender bias in all recruitment practices were introduced across Peru, and we will seek to expand these practices across Mexico in 2024.

### Ongoing Training and Access to Education Assistance

- Scholarships and discounts are made available at each of our five institutions for employees (an average of 81% approximately 80% of tuition is paid for employees) employees studying at one of our five institutions). Significant discounts are also provided for immediate family members of employees in Mexico and Peru.
- In the United States, education assistance is offered to all corporate employees to pursue additional education opportunities or certifications.
- Regular workshops and covering a wide variety of relevant topics complement mandatory training are offered to for all employees including (which include courses focused on Ethics and Compliance and IT security, cybersecurity).

### Employee Engagement

- Comprehensive company-wide employee engagement surveys are conducted every two years, with regularly. In 2024, employees in Mexico and the next United States responded to engagement surveys and our employees in Peru are scheduled to occur do so in 2024. Throughout 2023 shorter pulse surveys were conducted across Peru, the first half of 2025. Our overall engagement score in Mexico increased from 72% to 73% in 2024, and the overall engagement score for our US-based corporate team was 84%, an increase from 70% in 2022. In addition, multiple metrics are consistently tracked to monitor engagement and employee satisfaction. These metrics include satisfaction, such as voluntary attrition, changes in individual and team performance and outcomes, and reports to the Ethics and Compliance compliance hotline.

### Performance Management and Ongoing Development

- Laureate has We have a company-wide approach to performance management, goal setting, feedback, and performance-based compensation, which, at a minimum, includes two formal review checkpoints per year.
- In 2023, 2024, all members of Laureate's our executive team participated continued to participate in a comprehensive an executive coaching and development program and contributed to a range of culture-building and workforce development initiatives.

#### **Compensation and Employee Benefits**

- Employee compensation is reviewed and benchmarked annually against independent market data to ensure our compensation remains competitive and fair.
- Senior leaders across the United States, Peru, Mexico and Mexico Peru participate in our long-term equity incentive program as part of Laureate's our competitive compensation and talent retention initiatives.
- We continue to audit all employee offer a wide range of benefits to our employees. Our portfolio of benefits support and promote the physical and mental health of our employees and are regularly benchmarked to ensure there is no unintentional discrimination embedded in any of the benefits offered. competitiveness against industry standards.

#### **Safety and Security**

- We remain committed to the safety and well-being of all employees, students, and other stakeholders. Throughout 2024, we took a range of actions to advance our commitment to safety and security.
- In both Mexico and Peru, we employ dedicated security teams to develop and execute strategies to promote the safety of all students, employees, and campuses. Incidents and risks are reported, reviewed, and addressed through established cross-functional incident response teams.
- In addition, our focus on safety and security is complemented by our long-standing Discrimination and Harassment policy.
- Cybersecurity is a major area of focus across the Company. For more information regarding the Company's Cybersecurity risk management, strategy and governance, see "Item 1C.—Cybersecurity."
- Our employees are expected to complete mandatory cybersecurity training multiple times per year, covering a wide range of topics aimed at keeping employees and the business protected from increasing cyber risks.
- Strict data management controls are enforced across the company Company to ensure our workforce and human capital data is appropriately and securely captured and stored.

#### **Workplace Flexibility**

- We value flexibility for employees and, as much as possible, provide opportunities for hybrid work for those not required to teach (or support students) in-person on campus. Our workforce continues to be highly productive in a hybrid modality.
- In the United States, corporate employees, most of whom work remotely, are offered access to co-working locations in their city of residence, along with access to our headquarters in Miami.

#### **Recognizing the Impact of Our People**

- Through the expertise, passion, and commitment of our people, we are making a positive impact within and beyond communities across Mexico and Peru. In 2023 2024, we published our 2022 2023 Impact Report which recognizes and celebrates the impact our people are creating, aligned to the United Nations Sustainable Development Goals. Our Impact Reports are available at <https://www.laureate.net/laureate.net/impact>. Information contained on our website is not incorporated by reference herein and is not a part of this Annual Report on Form 10-K.
- These Impact Reports feature data and case studies tracked by our Impact Committee—comprised and our Academic Quality Committees –comprised of Impact impact and academic leaders from Mexico and Peru and from multiple functional areas including Finance, Communications, Academic, Operations and Ethics and Compliance.

Information contained on our website is not incorporated by reference herein and is not part of this Annual Report on Form 10-K.

#### **Our History**

Since making our first investment in global higher education in 1999, we have focused on expanding access to differentiated higher education and learning opportunities to traditionally underserved areas of the world. In August 2007, we were acquired in a leveraged buyout by a consortium of investment funds and other investors. On February 6, 2017, we consummated our initial public offering and shares of our common stock began trading on the Nasdaq under the symbol "LAUR".

#### **Public Benefit Corporation Status**

In October 2015, we redomiciled in Delaware as a public benefit corporation as a demonstration of our long-term commitment to our mission to benefit our students and society. Public benefit corporations are intended to produce a public benefit and to operate in a responsible and sustainable manner. Under Delaware law, public benefit corporations are required to identify in their certificate of incorporation the public benefit or benefits they will promote, and their directors have a duty to manage the affairs of the corporation in a manner that balances the pecuniary interests of the stockholders, the best interests of those materially affected by the corporation's conduct, and the specific public benefit or public benefits identified in the public benefit corporation's certificate of incorporation. Public benefit corporations organized in Delaware also are required to assess their benefit performance internally and to disclose publicly at least biennially a report detailing their success in meeting their benefit objectives.

Our public benefit, as provided in our amended and restated certificate of incorporation, is to produce a positive effect (or a reduction of negative effects) for society and persons by offering diverse education programs delivered online and on premises operated in the communities that we serve. By doing so, we believe that we provide greater access to cost-effective, high-quality higher education that enables more students to achieve their academic and career aspirations. Our operations are outside the United States, where there is a large and growing imbalance between the supply and demand for quality higher education. Our stated public benefit is firmly rooted in our company mission and our belief that when

our students succeed, countries prosper and societies benefit. Becoming a public benefit corporation underscores our commitment to our purpose and our stakeholders, including students, regulators, employers, local communities and stockholders.

#### Available Information

Our annual reports on Form 10-K, quarterly reports on Form 10-Q, current reports on Form 8-K, and amendments to those reports are available free of charge through the "Financials" portion of our investor relations website at <http://investors.laureate.net> and on the SEC's website at [www.sec.gov](http://www.sec.gov) as soon as reasonably practical after they are filed with the SEC. Various corporate governance documents, including our Audit and Risk Committee Charter, Compensation Committee Charter, Nominating and Corporate Governance Committee Charter, Corporate Governance Guidelines and Code of Conduct and Ethics are available without charge through the "Leadership and Governance" portion of our investor relations website, listed above. In addition, we may use our website as a distribution channel of material company information, and we also webcast our earnings calls via our investor relations website.

#### Industry Regulation

##### Mexican Regulation

Mexican law provides that private entities are entitled to render education services in accordance with applicable legal provisions. These provisions regulate the education services rendered by the federal government, the states and private entities and contain guidelines for the allocation of the higher education role among the federal government, the states and the municipalities, including their respective economic contributions, in order to jointly participate in the development and coordination of higher education.

There are three levels of regulation in Mexico: federal, state and municipal. The federal authority is the Federal Ministry of Public Education (*Secretaría de Educación Pública*). Each of the 31 states and Mexico City has the right to establish a local Ministry of Education, and each municipality of each state may establish a municipal education authority that only has authority to advertise and promote educational services and/or activities.

Some functions are exclusive to the Federal Ministry of Education, such as the establishment of study plans and programs for Basic and Mid-Superior education services. There are also concurrent functions, such as the granting and withdrawal of governmental recognition of validity of studies (*Reconocimiento de Validez Oficial de Estudios*) ("REVOEs").

The General Law on Education (*Ley General de Educación*) in Mexico classifies studies in the following three categories: (i) Basic Education, which includes pre-school (kindergarten), elementary school and junior high school (*secundaria*); (ii) Mid-Superior Education, which includes high school (*preparatoria*) and equivalent studies, as well as professional education that does not consider *preparatoria* as a prerequisite; and (iii) Superior Education, which includes the studies taught after *preparatoria*, including undergraduate school (*licenciatura*), specialties (*especialidades*), master's studies, doctorate studies and studies for teachers (*educación normal*).

The REVOEs are issued either by the Federal Ministry of Education under the General Law on Education or by any of the state Ministries of Education under the applicable state law. REVOEs are granted for each program taught at each campus. If there is a change in the program or in the campus at which it is taught, the entity will need to get a new REVOE.

The Federal Ministry of Education has issued a set of general resolutions (*Acuerdos*) that regulate the general requirements for obtaining REVOEs. The main *Acuerdos* are (i) *Acuerdo 243*, issued on May 27, 1998, which sets the general guidelines for obtaining an Authorization or REVOE; (ii) *Acuerdo 17/11/17*, issued on November 10, 2017, which sets the procedures related to REVOEs for Superior Education studies; and (iii) *Acuerdo 18/11/18*, issued on November 27, 2018, which defines the different levels, models and educational options at Superior Education. The Federal Ministry of Education recommends to the local Ministries of Education the adoption and inclusion of the provisions contained in *Acuerdo 243* and *Acuerdo 17/11/17* in the local Law on Education and other applicable local laws and regulations.

Depending on each state, other requirements may apply; for example, in certain states, private institutions that provide educational services with REVOEs need to be registered with the corresponding local authorities.

*Acuerdo 17/11/17* regulates in detail the provisions contained under the General Law on Education to grant REVOEs for Superior Education studies, regarding faculty, plans and programs of studies, inspection visits, procedures, etc. *Acuerdo 17/11/17* also provides that private institutions that provide Superior Education services in accordance with presidential decrees or secretarial resolutions (*acuerdos secretariales*) issued specifically to them may maintain the obligations provided to them thereunder and may function under the simplified provisions of *Acuerdo 17/11/17*. Currently, Universidad Tecnológica de México, S.C. and Universidad del Valle de México, S.C. have secretarial resolutions that were issued in their favor before the

issuance of *Acuerdo 17/11/17*. The obligations contained in these secretarial resolutions generally conform to the obligations provided under *Acuerdo 17/11/17*.

The regulatory authorities are entitled to conduct inspection visits to the facilities of educational institutions to verify compliance with applicable legal provisions. Failure to comply with applicable legal provisions may result in the imposition of fines, the cancellation of the applicable REVOE and the closure of the education facilities.

Private institutions with REVOEs are required to grant a minimum percentage of scholarships to students. *Acuerdo 17/11/17* requires private institutions to grant scholarships to at least five percent of the total students registered during each academic term. Scholarships consist, in whole or in part, of payment of the registration and tuition fees established by the educational institution.

Private entities may also obtain the recognition of validity of their programs from the National Autonomous University of Mexico (*Universidad Nacional Autónoma de México* or "UNAM"). The General Regulations of Incorporation and Validation of Studies issued by UNAM provide that programs followed in private entities may be "incorporated" to UNAM in order for UNAM to recognize their validity.

The UNAM regulations also require private entities incorporated to UNAM to grant scholarships to at least five percent of the total students registered at such entity. The students entitled to have this benefit will be selected by UNAM. Some of our high school programs and one of our medical programs are incorporated to UNAM.

A new higher education bill was enacted in April 2021. No foreseeable material changes are expected to impact the business as a result of this bill and expected secondary provisions.

#### Peruvian Regulation

We operate three post-secondary education institutions in Peru, two of which are universities, and one of which is a technical-vocational **institution that is licensed as both a college and an institute**. Peruvian law provides that universities and technical-vocational institutes can be operated as public or private entities and that the private entities may be organized for profit. The Ministry of Education ("MINEDU") has overall responsibility for the national education system.

**In 2014, The university law enacted by the Peruvian Congress enacted a new law in 2014** (the "University Law") **to regulate** regulates the establishment, operation, monitoring and closure of universities and **to promote** promotes continuous improvement of quality at Peruvian universities. The University Law created a new agency, the Superintendencia Nacional de Educación Superior Universitaria ("SUNEDU"), which is responsible for carrying out the governmental role in university regulation, including ensuring quality. **While Under the University Law, institutional autonomy is still** recognized, and universities are permitted to create their own internal governance rules and determine their own academic, management and economic systems, including curriculum design and entrance and graduation requirements, **all of these matters are now subject to review and evaluation by SUNEDU through its periodic review of universities as part of a license renewal process. As of** requirements. **In July 2022, Law 31520 modified the composition of the SUNEDU Board of Directors and Peruvian Congress enacted a law that eliminated its** SUNEDU's powers for the approval of new careers, schools and faculties.

**Under** In August 2024, the Peruvian Congress amended the University Law **university to make** licenses are granted permanent, which replaced SUNEDU's authority to grant renewable licenses for specific time periods but are renewable, and are granted by SUNEDU. **Universities** periods. In order to keep their licenses in force, universities have to demonstrate to SUNEDU that they comply with, at a minimum, certain **Basic Quality Conditions** basic quality conditions ("BQCs") (i.e., that they have specified academic goals and that the degrees granted and plans of study are aligned with those goals; that their academic offerings are compatible with their planning goals (e.g., there is sufficient labor demand for careers offered); that there are only two regular semesters of studies per year; that they have appropriate infrastructure and equipment; that they engage in research; that they have a sufficient supply of qualified teachers, at least 25% of whom will need to be full-time; that they supply adequate basic complementary educational services (e.g., medical and psychological services and sports activities); that they provide appropriate placement office services; and that they have transparency of institutional information). Both UPC and UPN have had their licenses renewed granted by SUNEDU in 2017, in each case for a period of six years, extended one additional year due to COVID-19. Accordingly, both UPC and UPN will undergo the renewal process in 2025, place since 2017.

**SUNEDU** The University Law, as amended in August 2024, allows for the educational services to be provided by three modalities: (i) face-to-face learning (with a maximum of 20% virtual credits), (ii) hybrid learning (with up to 60% of the total credits of the academic program allowed to be taken virtually) and (iii) virtual learning (credits taken virtually cannot exceed 80% (up to 100% of the total academic credits, of undergraduate except for programs that require in-person experiments and working adult academic programs) practices). In November 2023, SUNEDU stipulated that health sciences undergraduate programs can only be carried out in face-to-face mode. This requirement, however, does not apply to previously approved programs and will only apply at the time of an institution's relicensing, which for UPC and UPN will be in 2025.

Technical-vocational institutes are regulated by the MINEDU, which grants operating licenses for six years, after which the Ministry conducts a revalidation process. **Since 2016, a new law regarding** The technical-vocational institutes and colleges law enacted in 2016 (the "Institutes and Colleges Law") was enacted. The Institutes and Colleges Law created two types of institutions: Higher Education Institutes ("Institutes"), which are dedicated to technical careers and Higher Education Colleges ("Colleges"), which are devoted to technical careers related to education, as well as science and information technology. Institutes grant **Technical Bachelor Degrees** technical bachelor degrees and **Professional Technical Degrees** professional technical degrees. Institutes and Colleges are subject to a mandatory license granted by the MINEDU, based on an evaluation to determine compliance with BQCs. BQCs include: an appropriate institutional management guaranteeing a proper relation with the educational model of the institution; appropriate academic management and proper program studies aligned with the MINEDU norms; appropriate infrastructure and equipment to develop educational activities; adequate teachers, and staff which, at a minimum, should consist 20% of 20% full-time staff, whom will need to be full-time; and appropriate financial and economic provisions. Unlike licenses, quality accreditation is voluntary, except for certain careers for which it might be mandatory as determined by law. Such accreditation will be is taken into consideration for access to public grants for scholarships and research, among other things. Private Institutes and Colleges may be organized as for-profit or not-for-profit entities under Peruvian law. In May 2023, **Cibertec** Cibertec's Institute was granted an Institutes license renewal for a six-year period. Also during 2023, Cibertec was granted a Colleges license for a six-year period, which will now allow allows Cibertec to offer four-year programs for professional bachelor degrees.

#### **Item 1A. Risk Factors**

##### **Risk Factors**

In addition to the information set forth in this Form 10-K and our other filings with the SEC, you should carefully consider the following risks and uncertainties, which could materially adversely affect our business, financial condition, results of operations and cash flows. The risks identified below are not all encompassing but should be considered in establishing an opinion of our future operations. The situation continues to evolve, and additional impacts may arise of which we are not currently aware.

##### **Risks Relating to Our Business**

**We operate a portfolio of degree-granting higher education institutions in Mexico and Peru and are subject to complex business, economic, legal, political, tax and foreign currency risks, which risks may be difficult to adequately address.**

Our portfolio, which is composed of five institutions, operates in Mexico and Peru, each of which is subject to complex business, economic, legal, political, tax and foreign currency risks. We may have difficulty managing and administering our operations in multiple countries, and we may need to expend additional funds to, among other things, staff key

management positions, obtain additional information technology infrastructure and successfully implement relevant course and program offerings for each market, which may materially adversely affect our business, financial condition and results of operations.

Additional challenges associated with the conduct of our business overseas that may materially adversely affect our operating results include:

- our presence solely in Latin America presents risks relating to regional economic pressures;
- each of our institutions is subject to unique business risks and challenges, including competitive pressures and diverse pricing environments at the local level;
- difficulty maintaining quality standards consistent with our brands and with local accreditation requirements;
- potential economic and political instability in the countries in which we operate, including student unrest;
- changes in political leadership, whether in Mexico, Peru or the U.S., and subsequent changes to laws and regulatory regimes including new tariffs, trade restrictions and trade policies;
- fluctuations in exchange rates, possible currency devaluations, inflation and hyperinflation;
- compliance with a wide variety of foreign laws and regulations;
- expropriation of assets by governments;
- lower levels of availability or use of the Internet, through which our online programs are delivered;
- limitations on the repatriation and investment of funds and foreign currency exchange restrictions; and
- acts of terrorism, public health risks, crime and natural disasters, particularly in areas in which we have significant operations.

Our success in operating our business will depend, in part, on our ability to anticipate and effectively manage these and other risks related to operating in multiple countries. Any failure by us to effectively manage the challenges associated with our operations could materially adversely affect our business, financial condition and results of operations.

***If we cannot maintain student enrollments in our institutions and maintain tuition levels, our results of operations may be materially adversely affected.***

Our strategy for growth and profitability depends, in part, upon maintaining and, subsequently, increasing student enrollments in our institutions and maintaining tuition levels. Attrition rates are often due to factors outside our control. Students sometimes face financial, personal or family constraints that require them to drop out of school. They also are affected by economic and social factors prevalent in their countries. In some markets in which we operate, transfers between universities are not common and, as a result, we are less likely to fill spaces of students who drop out. In addition, our ability to attract and retain students may require us to discount tuition from published levels and may prevent us from increasing tuition levels at a rate consistent with inflation and increases in our costs. If we are unable to control the rate of student attrition, our overall enrollment levels are likely to decline, which could materially adversely affect our business, financial condition and results of operations. If we are unable to charge tuition rates that are both competitive and cover our rising expenses, our business, financial condition, cash flows and results of operations may be materially adversely affected. In addition, student enrollment may be negatively affected by our reputation and any negative publicity related to us.

***Our success depends substantially on the value of the local brands of each of our institutions, each of which may be materially adversely affected by changes in current and prospective students' perception of our reputation and the use of social media.***

Each of our institutions has worked hard to establish the value of its individual brand. Brand value may be severely damaged, even by isolated incidents, particularly if the incidents receive considerable negative publicity. There has been a marked increase in use of social media platforms and other forms of Internet-based communications that allow individuals access to a broad audience of interested persons. We believe that students and prospective employers value readily available information about our institutions and often act on such information without further investigation or authentication, and without regard to its accuracy. In addition, some of our institutions use the Laureate name in promoting their institutions. Social media platforms and devices immediately publish the content their subscribers and participants post, often without filters or checks on the accuracy of the content posted. Information concerning our Company and our institutions may be posted on such platforms and devices at any time. Information posted may be materially adverse to our interests, it may be inaccurate, and it may harm our performance, prospects and business.

***Our reputation may be negatively influenced by the actions of other for-profit and private institutions.***

Allegations against the post-secondary for-profit and private education sectors may affect general public perceptions of for-profit and private educational institutions, including our institutions and us, in a negative manner. Adverse media coverage regarding other for-profit or private educational institutions or regarding us directly or indirectly could damage our reputation, reduce student demand for our programs, materially adversely affect our revenues and operating profit or result in increased regulatory scrutiny.

***Growing our online academic programs could be difficult for us.***

The expansion of our existing online programs and the creation of new online academic programs may not be accepted by students or employers, or by government regulators or accreditation agencies. In addition, our efforts may be materially adversely affected by increased competition in the online education market and our competitors' increasing use of artificial intelligence ("AI") and machine learning or because of problems with the performance or reliability of our online program infrastructure.

***Our success depends, in part, on the effectiveness of our marketing and advertising programs in recruiting new students.***

In order to maintain and increase our revenues and margins, we must continue to develop our admissions programs and attract new students in a cost-effective manner. The level of marketing and advertising and types of strategies used are affected by the specific geographic markets, regulatory compliance requirements and the specific individual nature of each institution and its students. The complexity of these marketing efforts contributes to their cost. If we are unable to advertise and market our institutions and programs successfully, our ability to attract and enroll new students could be materially adversely affected and, consequently, our financial performance could suffer. We use marketing tools such as the Internet, radio, television and print media advertising to promote our institutions and programs. Our representatives also make presentations at upper secondary schools. In order to maintain our growth, we will need to attract a larger percentage of students in existing markets and increase our addressable market by adding locations in new markets and rolling out new academic programs. Any failure to accomplish this may have a material adverse effect on our future growth.

***If we do not effectively manage our growth and business, our results of operations may be materially adversely affected.***

There is no assurance that we will be able to maintain or accelerate the current growth rate, effectively manage expanding operations, build **expansion** new campuses, expand capacity **at current** locations, or achieve planned growth on a timely or profitable basis. If our revenue growth is less than projected, the costs incurred for these additions and upgrades could have a material adverse effect on our business, financial condition and results of operations.

***Our institutions are subject to uncertain and varying laws and regulations, and any changes to these laws or regulations or their application to us may materially adversely affect our business, financial condition and results of operations.***

Higher education is regulated to varying degrees and in different ways in each of the countries in which we operate an institution. In general, our institutions must have licenses, approvals, authorizations, or accreditations from various governmental authorities and accrediting bodies. These licenses, approvals, authorizations, and accreditations must be renewed periodically, usually after an evaluation of the institution by the relevant governmental authorities or accrediting bodies. These periodic evaluations could result in limitations, restrictions, conditions, or withdrawal of such licenses, approvals, authorizations or accreditations, which could have a material adverse effect on our business, financial condition and results of operations. Once licensed, approved, authorized or accredited, some of our institutions may need approvals for new campuses or to add new degree programs.

Additionally, our institutions are subject to requirements and limitations imposed by the governmental regulatory bodies of the various countries in which they are located. All of these regulations and their applicable interpretations are subject to change. Moreover, regulatory agencies may scrutinize our institutions because they are owned or controlled by a U.S.-based for-profit corporation. Changes in applicable regulations may cause a material adverse effect on our business, financial condition and results of operations.

***The higher education market is very competitive, and we may not be able to compete effectively.***

Our institutions compete with traditional public and private colleges and universities and other proprietary institutions, including those that offer online professional-oriented programs. In each of the countries in which we operate a private institution, our primary competitors are public and other private universities, some of which are larger, more widely known and have more established reputations than our institutions. Some of our competitors in both the public and private sectors may have greater financial and other resources than we have and have operated in their markets for many years. Other competitors may include large, well-capitalized companies that may pursue a strategy similar to ours of acquiring or establishing for-profit institutions. Public institutions receive substantial government subsidies, and public and private not-for-profit institutions have access to government and foundation grants, tax-deductible contributions and other financial resources generally not available to for-profit institutions. Accordingly, public and private not-for-profit institutions may have instructional and support resources superior to those in the for-profit sector, and public institutions can offer substantially lower tuition prices or other advantages that we cannot match.

***If our graduates are unable to obtain professional licenses or certifications required for employment in their chosen fields of study, our reputation may suffer and we may face declining enrollments and revenues or be subject to student litigation.***

Certain of our students require or desire professional licenses or certifications after graduation to obtain employment in their chosen fields. Their success in obtaining such licensure depends on several factors, including the individual merits of the student, whether the institution and the program were approved by the relevant government or by a professional association, whether the program from which the student graduated meets all governmental requirements and whether the institution is accredited. If one or more governmental authorities refuses to recognize our graduates for professional licensure in the future based on factors relating to us or our programs, the potential growth of our programs would be negatively affected, which could have a material adverse effect on our business, financial condition and results of operations. In addition, we could be exposed to litigation that would force us to incur legal and other expenses that could have a material adverse effect on our business, financial condition and results of operations.

***Our business may be materially adversely affected if we are not able to maintain or improve the content of our existing academic programs or to develop new programs on a timely basis and in a cost-effective manner.***

We continually seek to maintain and improve the content of our existing academic programs and develop new programs in order to meet changing market **needs**, including **through the use of AI and machine learning**. Revisions to our existing academic programs and the development of new programs may not be accepted by existing or prospective students or employers in all instances. If we cannot respond effectively to market changes, our business may be materially adversely affected. Even if we are able to develop acceptable new programs, we may not be able to introduce these new programs as quickly as students or employers require or as quickly as our competitors are able to introduce competing programs. Our efforts to introduce a new academic program may be conditioned or delayed by requirements to obtain foreign, federal, state and accrediting agency approvals. The development of new programs and courses, both conventional and online, is subject to requirements and limitations imposed by the governmental regulatory bodies of the various countries in which our institutions are located. The imposition of restrictions on the initiation of new educational programs by regulatory agencies may delay such expansion plans. If we do not respond adequately to changes in market requirements, our ability to attract and retain students could be impaired and our financial results could suffer.

Establishing new academic programs or modifying existing academic programs also may require us to make investments in specialized personnel, technology and capital expenditures, increase marketing efforts and reallocate resources away from other uses. We may have limited experience with the subject matter of new programs and may need to modify our systems and strategy. If we are unable to increase the number of students, offer new programs in a cost-effective manner or otherwise effectively manage the operations of newly established academic programs, our business, financial condition and results of operations could be materially adversely affected.

**Failure to keep pace with changing market needs and technology could harm our ability to attract students.**

The success of our institutions depends to a significant extent on the willingness of prospective employers to hire our students upon graduation. Increasingly, employers demand that their employees possess appropriate technological and other appropriate skills, such as communication, critical thinking and teamwork. These skills can evolve rapidly in a changing economic and technological environment. Accordingly, it is important that our educational programs evolve in response to those economic and technological changes. The expansion of existing academic programs and the development of new programs may not be accepted by current or prospective students or by the employers of our graduates. Students and faculty increasingly rely on personal communication devices and expect that we will be able to adapt our information technology platforms and our educational delivery methods to support these devices and any new technologies that may develop. Even if our institutions are able to develop acceptable new programs and adapt to new technologies (such as AI and machine learning), our institutions may not be able to begin offering those new programs and technologies as quickly as required by prospective students and employers or as quickly as our competitors begin offering similar programs. If we are unable to adequately respond to changes in market requirements due to regulatory or financial constraints, unusually rapid technological changes or other factors, our ability to attract and retain students could be impaired, the rates at which our graduates obtain jobs involving their fields of study could suffer and our results of operations and cash flows could be materially adversely affected.

**Our reported revenues and earnings may be negatively affected by the strengthening of the U.S. dollar and currency exchange rates.**

We report revenues, costs and earnings in U.S. dollars, while our institutions generally collect tuition in the local currency. Exchange rates between the U.S. dollar and the local currency in the countries where we operate institutions are likely to fluctuate from period to period. In 2024, essentially all of our revenues originated outside the United States. We translate revenues and other results denominated in foreign currencies into U.S. dollars for our consolidated financial statements. This translation is based on average exchange rates during a reporting period. As the exchange rate of the U.S. dollar strengthens, as occurred in 2024 and as we expect will continue to occur in 2025 with respect to the Mexican peso, our reported international revenues and earnings are reduced because foreign currencies translate into fewer U.S. dollars. For the year ended December 31, 2024, a hypothetical 10% adverse change in average annual foreign currency exchange rates would have decreased our revenue, operating income and Adjusted EBITDA by approximately \$156.6 million, \$43.6 million and \$50.4 million, respectively. For more information, see "Item 7A—Quantitative and Qualitative Disclosures About Market Risk—Foreign Currency Exchange Risk."

To the extent that foreign revenues and expense transactions are not denominated in the local currency and/or to the extent foreign earnings are reinvested in a currency other than their functional currency, we are also subject to the risk of transaction losses. We occasionally enter into foreign exchange forward contracts or other hedging arrangements to reduce the earnings impact of non-functional currency denominated non-trade receivables and debt and to protect the U.S. dollar value of our assets and future cash flows with respect to exchange rate fluctuations. Given the volatility of exchange rates, there is no assurance that we will be able to effectively manage currency transaction and/or translation risks. Therefore, volatility in currency exchange rates may have a material adverse effect on our business, financial condition, results of operations and cash flows.

Currency exchange rates and our reported revenues and earnings may also be negatively affected by inflation or hyperinflation. If a country in which we operate is designated as a highly inflationary economy in the future under GAAP, the U.S. dollar would become the functional currency for our operations in that country. As a result, all gains and losses resulting from the remeasurement of the financial results of operations in such country and other transactional foreign exchange gains and losses would be reflected in our earnings, which could result in volatility within our earnings, rather than as a component of our comprehensive income within stockholders' equity. Hyperinflation in any of the countries in which we operate may have a material adverse effect on our business, financial condition, results of operations and cash flows.

**We may have exposure to greater-than-anticipated tax liabilities.**

As a multinational corporation, we are subject to income taxes as well as non-income based taxes in the United States and various foreign jurisdictions. The determination of our provision for income taxes and other tax liabilities requires significant judgment, and there are many transactions and calculations where the ultimate tax determination is uncertain. In addition, changes in the valuation of our deferred tax assets and liabilities, or changes in tax laws, regulations and accounting principles, could have a material adverse effect on our future income taxes. We have not recorded deferred tax liabilities for undistributed foreign earnings because our strategy is to reinvest these earnings outside the United States. As circumstances change and if some or all of these undistributed foreign earnings are remitted to the United States, we may be required to recognize deferred tax liabilities on any amounts that we are unable to repatriate in a tax-free manner.

We are subject to regular review and audit by both domestic and foreign tax authorities of entities related to both our current operations and operations related to divested entities. Any adverse outcome of such a review or audit could have a negative effect on our operating results and financial condition. We are also subject to non-income based taxes, such as payroll, sales, use, value-added, net worth, property and goods and services taxes, in both the United States and various foreign jurisdictions. We are under regular audit by tax authorities with respect to these non-income based taxes and may have exposure to additional non-income based tax liabilities.

We have also identified certain tax-related contingencies that we have assessed as being reasonably possible of loss, but not probable of loss, and could have an adverse effect on our results of operations if the outcomes are unfavorable.

Although we believe that our estimates are reasonable, the ultimate tax outcome may differ from the amounts recorded in our financial statements and may materially adversely affect our financial results in the period or periods for which such determination is made.

**Our reported revenues and earnings may be negatively affected by the strengthening of the U.S. dollar and currency exchange rates.**

We report revenues, costs and earnings in U.S. dollars, while our institutions generally collect tuition in the local currency. Exchange rates between the U.S. dollar and the local currency in the countries where we operate institutions are likely to fluctuate from period to period. In 2023, essentially all of our revenues originated outside the United States. We translate revenues and other results denominated in foreign currencies into U.S. dollars for our consolidated financial statements. This translation is based on average exchange

rates during a reporting period. While the Mexican peso and the Peruvian nuevo sol strengthened against the U.S. dollar in 2023, in recent years, the U.S. dollar has strengthened against many international currencies, including the Mexican peso and Peruvian nuevo sol. As the exchange rate of the U.S. dollar strengthens, our reported international revenues and earnings are reduced because foreign currencies translate into fewer U.S. dollars. For the year ended December 31, 2023, a hypothetical 10% adverse change in average annual foreign currency exchange rates would have decreased our operating income and our Adjusted EBITDA by approximately \$40.6 million and \$47.7 million, respectively. For more information, see "Item 7A—Quantitative and Qualitative Disclosures About Market Risk—Foreign Currency Exchange Risk."

To the extent that foreign revenues and expense transactions are not denominated in the local currency and/or to the extent foreign earnings are reinvested in a currency other than their functional currency, we are also subject to the risk of transaction losses. We occasionally enter into foreign exchange forward contracts or other hedging arrangements to reduce the earnings impact of non-functional currency denominated non-trade receivables and debt and to protect the U.S. dollar value of our assets and future cash flows with respect to exchange rate fluctuations. Given the volatility of exchange rates, there is no assurance that we will be able to effectively manage currency transaction and/or translation risks. Therefore, volatility in currency exchange rates may have a material adverse effect on our business, financial condition, results of operations and cash flows.

Currency exchange rates and our reported revenues and earnings may also be negatively affected by inflation or hyperinflation. If a country in which we operate is designated as a highly inflationary economy in the future under GAAP, the U.S. dollar would become the functional currency for our operations in that country. As a result, all gains and losses resulting from the remeasurement of the financial results of operations in such country and other transactional foreign exchange gains and losses would be reflected in our earnings, which could result in volatility within our earnings, rather than as a component of our comprehensive income within stockholders' equity. Hyperinflation in any of the countries in which we operate may have a material adverse effect on our business, financial condition, results of operations and cash flows.

***Goodwill and indefinite-lived intangibles make up a significant portion of our total assets, and if we determine that goodwill or indefinite-lived intangibles become impaired in the future, net income and operating income in such years may be materially and adversely affected.***

As of December 31, 2023, the net carrying value of our goodwill and other intangible assets totaled approximately \$831 million. Goodwill represents the excess of cost over the fair market value of net assets acquired in business combinations. Due to the revaluation of our assets at the time of the leveraged buyout transaction (LBO) and acquisitions we have completed historically, goodwill makes up a significant portion of our total assets. In accordance with generally accepted accounting principles, we periodically review goodwill and indefinite-lived intangibles for impairment and any excess in carrying value over the estimated fair value is charged to the results of operations. Future reviews of goodwill and indefinite-lived intangibles could result in reductions. Any reduction in net income and operating income resulting from the write down or impairment of goodwill and indefinite-lived intangibles could adversely affect our financial results. If economic or industry conditions deteriorate or if market valuations decline, including with respect to our common stock, we may be required to impair goodwill and indefinite-lived intangibles in future periods.

***We experience seasonal fluctuations in our results of operations.***

The institutions in our portfolio have a summer break, during which classes are generally not in session and minimal revenues are recognized. In addition to the timing of summer breaks, holidays such as Easter also have an impact on our academic calendar. Operating expenses, however, do not fully correlate to the enrollment and revenue cycles, as the institutions continue to incur expenses during summer breaks. Accordingly, our second and fourth quarters are stronger revenue quarters, as our institutions are in session for most of these respective quarters. Our first and third fiscal quarters are weaker revenue quarters because our institutions have summer breaks for some portion of one of these two quarters. Because a significant portion of our expenses do not vary proportionately with the fluctuations in our revenues, our results in a particular fiscal quarter may not indicate accurately the results we will achieve in a subsequent quarter or for the full fiscal year.

***Connectivity constraints or technology system breaches and/or disruptions to our computer networks could have a material adverse effect on our ability to attract and retain students and subject us to liability, reputational damage or interrupt the operation of our business.***

We rely upon our information technology systems and infrastructure to operate our business. We run the online operations of our institutions on different platforms, which are in various stages of development. The performance and reliability of these online operations are critical to the reputation of our institutions and our ability to attract and retain students. Any computer system error or failure, or a sudden and significant increase in traffic on our institutions' computer networks or those of our third-party providers, may result in the unavailability of these computer networks. In addition, any significant failure of our computer networks could disrupt our on-campus operations. Individual, sustained or repeated occurrences could significantly damage the reputation of our institutions' operations and result in a loss of potential or existing students. Additionally, our computer systems (and those of our third-party providers) and operations of our institutions are vulnerable to interruption or malfunction due to events beyond our control, including cyber-attacks, natural disasters and other catastrophic events and network and telecommunications failures. Like other global companies, our computer systems are regularly subject to and will continue to be the target of computer viruses, malware or other malicious codes (including ransomware), unauthorized access, cyber-attacks or other computer-related penetrations. While we have experienced attacks and threats to our data and systems, to date, we are not aware that we have experienced a material cyber-security breach. However, over time, the sophistication of these threats continues to increase. The preventative actions we take to reduce the risk of cyber incidents and protect our information and systems may be insufficient. A user who circumvents security measures could misappropriate proprietary information or cause interruptions to or malfunctions in operations. As a result, we may be required to expend significant resources to protect against the threat of these security breaches or to alleviate problems caused by these incidents. Further, the disaster recovery plans and backup systems that we have in place may not be effective in addressing a natural disaster or catastrophic event that results in the destruction or disruption of any of our critical business or information technology and infrastructure systems. As a result of any of these events, we may not be able to conduct normal business operations and may be required to incur significant expenses in order to resume normal business operations. As a result, our revenues and results of operations may be materially adversely affected.

***Any breach, theft or loss of personal information that we collect or any violations of the privacy and information security laws and regulations to which we are subject could materially adversely affect our reputation and operations.***

Possession and use of personal information in our operations subjects us to risks and costs that could harm our business. Our institutions collect, use and retain large amounts of personal information regarding our students and their families, including tax identification numbers, tax return information, personal and family financial data and credit card numbers. We also collect and maintain personal information of our employees in the ordinary course of our business. In addition, we collect and maintain other types of information, such as leads, that may include personal information of our business contacts in the ordinary course of our business. Our computer networks and the networks of certain of our vendors that hold and manage confidential information on our behalf may be vulnerable to unauthorized access, computer hackers, computer viruses, cyber-attacks and other

security threats. Confidential information also may become available to third parties inadvertently when we integrate or convert computer networks into our network following an acquisition of an institution or in connection with upgrades from time to time.

Due to the sensitive nature of the information contained on our networks, such as students' grades and financial or other personal information, our networks have been targeted in the past, and may be targeted in the future by hackers. A user who circumvents security measures could misappropriate proprietary information or cause interruptions or malfunctions in our operations. Although we use security and business controls to limit access and use of personal information, a third party may be able to circumvent those security and business controls, which could result in a breach of student or employee privacy. See above risk factor regarding threats experienced by us and other global companies as continued targets of cyber security attacks and that, despite having experienced attacks and threats, we are not aware that we have experienced a material cyber-security breach. The preventative actions we take to reduce the risk of cyber incidents and protect our information may be insufficient. A user who circumvents security measures could misappropriate personal or proprietary information. In addition, errors in the storage, use or transmission of personal information could result in a breach of student or employee privacy. As a result, we may be required to expend significant resources to protect against the threat of these security breaches or to alleviate problems caused by these breaches.

Furthermore, we are subject to a variety of laws and regulations globally regarding privacy, data protection, and data security, including those related to the collection, storage, handling, use, disclosure, transfer, and security of personal data. Mexico and Peru have passed or are considering enhanced privacy and data security regulations, resulting in additional compliance burdens and uncertainty as to how some of these laws will be interpreted. We have invested, and expect to continue to invest, significant resources to comply with privacy laws and regulations.

A breach, theft or loss of personal information regarding our students and their families, our employees, or other persons that is held by us or our vendors, or a violation of the laws and regulations governing privacy in one or more of the countries in which we operate, could result in significant penalties or legal liability, reputational damage, and/or remediation and compliance costs, which could be substantial and materially adversely affect our business, financial condition and results of operations.

**An epidemic, pandemic Goodwill and indefinite-lived intangibles make up a significant portion of our total assets, and if we determine that goodwill or indefinite-lived intangibles become impaired in the future, net income and operating income in such years may be materially and adversely affected.**

As of December 31, 2024, the net carrying value of our goodwill and other public health emergency, intangible assets totaled approximately \$711 million. Goodwill represents the excess of cost over the fair market value of net assets acquired in business combinations. Due to the revaluation of our assets at the time of the leveraged buyout transaction (LBO) and acquisitions we have completed historically, goodwill makes up a significant portion of our total assets. In accordance with generally accepted accounting principles, we periodically review goodwill and indefinite-lived intangibles for impairment and any excess in carrying value over the estimated fair value is charged to the results of operations. Future reviews of goodwill and indefinite-lived intangibles could result in reductions. Any reduction in net income and operating income resulting from the write down or impairment of goodwill and indefinite-lived intangibles could adversely affect our financial results. If economic or industry conditions deteriorate or if market valuations decline, including with respect to our common stock, we may be required to impair goodwill and indefinite-lived intangibles in future periods.

**We are incorporating artificial intelligence technologies into our programs and processes which may present business, compliance and reputational risks.**

Recent technological advances in AI and machine-learning technology both present opportunities and pose risks to us. We use AI technologies in our offerings and technological platforms, and we are making investments in expanding the use of AI throughout our business. Other higher education institutions and online educational programs, however, may incorporate AI into their products more quickly or more successfully than us, which could impair our ability to compete effectively. If we fail to keep pace with rapidly evolving technological developments in AI, our competitive position and business results may suffer.

While AI-powered applications may help provide more tailored or personalized student experiences, if the content, analyses or recommendations that AI applications assist in producing are, or are perceived to be, deficient, inaccurate or biased, our reputation, competitive position and business may be materially and adversely affected. Additionally, use of AI has recently become the source of significant media attention and political debate, particularly within the education industry with respect to issues such as the global coronavirus (COVID-19) pandemic, plagiarism, cheating and academic integrity. The introduction of these technologies, particularly generative AI, into new or existing offerings may result in new or expanded risks and liabilities, including due to enhanced governmental or regulatory scrutiny, litigation, compliance issues, ethical and academic concerns, confidentiality or security risks, as well as other factors that could have a material adverse effect on adversely affect our business, reputation and financial condition, cash flows results. In addition, our personnel could, unbeknownst to us, improperly utilize AI and machine learning-technology while carrying out their responsibilities. The use of AI can lead to unintended consequences, including generating content that appears correct but is factually inaccurate, misleading or otherwise flawed, or that results in unintended biases and discriminatory outcomes, which could harm our reputation and business.

**We experience seasonal fluctuations in our results of operations.**

An epidemic, pandemic or other public health emergency, The institutions in our portfolio have a summer break, during which classes are generally not in session and minimal revenues are recognized. In addition to the timing of summer breaks, holidays such as the COVID-19 pandemic and the efficacy and use of COVID-19 vaccines, in the locations in which our students, faculty, and staff live, work and attend classes could Easter also have an adverse effect impact on our business, financial condition, cash flows academic calendar. Operating expenses, however, do not fully correlate to the enrollment and results of operations. An epidemic, pandemic or other public health emergency could adversely affect, revenue cycles, as the institutions continue to incur expenses during summer breaks. Accordingly, our second and in the case of the COVID-19 pandemic, has adversely affected, global economies, market conditions and business operations across industries worldwide, including our industry. Any general economic slowdown or recession that disproportionately impacts the countries in which fourth quarters are stronger revenue quarters, as our institutions operate could are in session for most of these respective quarters. Our first and third fiscal quarters are weaker revenue quarters because our institutions have summer breaks for some portion of one of these two quarters. Because a material adverse effect on significant portion of our business, financial condition, cash flows and expenses do not vary proportionately with the fluctuations in our revenues, our results of operations. In in a particular fiscal quarter may not indicate accurately the event of results we will achieve in a sustained market deterioration, we may need additional liquidity, which would require us to evaluate available alternatives and take appropriate actions, subsequent quarter or for the full fiscal year.

**Protests and strikes may disrupt our ability to hold classes as well as our ability to attract and retain students, which could materially adversely affect our operations.**

Political, social and economic developments in the countries in which we operate may cause protests and disturbances against conditions in those countries, including policies relating to the operation and funding of higher education institutions. These disturbances may involve protests in areas where our campuses are located or on our university campuses, including the occupation of university buildings and the disruption of classes. We are unable to predict whether students at our institutions will engage in various forms of protest in the future. Should we sustain student strikes, protests or occupations in the future, it could have a material adverse effect on our results of operations and on our overall financial condition. Further, we may need to make additional investments in security infrastructure and personnel on our campuses in order to prevent future protests from disrupting the ability of our institutions to hold classes. If we are required to make substantial additional investments in security, or if we are unable to identify security enhancements that would prevent future disruptions of classes, that could cause an adverse effect on our results of operations and financial condition. In addition, we may need to pay overtime compensation to certain of our faculty and staff, which may increase our overall costs.

***We may be unable to operate one or more of our institutions or suffer liability or loss due to a natural or other disaster, including as a result of the effects of climate change.***

A number of our institutions in Mexico and Peru are located in areas that are prone to damage from natural or other disasters and major weather events, which may be substantial and may occur with higher frequency or severity or be less predictable in the future due to the effects of climate change. For example, in 2023, the weather phenomenon known as El Niño returned. Peru and its economy are particularly vulnerable to El Niño, which generally results in an increase in storms, flooding and mudslides. Depending upon the severity of El Niño and its resulting impact on Peru and its economy, we may experience a range of disruptions, including **campus closures**, reductions in enrollment, **campus closures** and flood-related damage, which could have a material adverse effect on our financial condition and results of operations. In addition, a number of our institutions in Mexico and Peru are located in areas that are prone to earthquake damage. For example, in 2017, a magnitude 7.1 earthquake struck

Mexico, causing a temporary suspension of activities at several UVM and UNITEC campuses that lasted 12 days on average, and we incurred significant direct costs for repairs due to the earthquake. It is possible that one or more of our institutions would be unable to operate for an extended period of time in the event of a hurricane, earthquake or other disaster that causes substantial damage to the area in which an institution is located. The failure of one or more of our institutions to operate for a substantial period of time could have a material adverse effect on our results of operations. In the event of a major natural or other disaster, we could also experience loss of life of students, faculty members and administrative staff, or liability for damages or injuries.

***If we are unable to upgrade our campuses, they may become less attractive to parents and students and we may fail to grow our business.***

All of our institutions require periodic upgrades to remain attractive to parents and students. Upgrading the facilities at our institutions could be difficult for a number of reasons, including the following:

- our properties may not have the capacity or configuration to accommodate proposed renovations;
- construction and other costs may be prohibitive;
- we may fail to obtain regulatory approvals;
- it may be difficult and expensive to comply with local building and fire codes;
- we may be unable to finance construction and other costs; and
- we may not be able to negotiate reasonable terms with our landlords or developers or complete the work within acceptable timeframes.

Our failure to upgrade the facilities of our institutions could lead to lower enrollment and could cause a material adverse effect on our business, financial condition and results of operations.

***If we fail to attract and retain the key talent needed for us to timely achieve our business objectives, our business and results of operations could be harmed.***

Our success and ability to grow depend on the ability to hire and retain large numbers of talented people. The process of hiring employees with the combination of skills and attributes required to implement our business strategy can be difficult and time-consuming.

The marketplace for senior executive management candidates is very competitive. Unplanned or repeated turnover within the senior management ranks in the corporate team or in the regions in which we operate can lead to instability or weakness in oversight that creates the conditions for gaps in performance and non-compliance with our control environment or public company reporting requirements. Any one of these occurrences could adversely affect our stock price, results of operations, ability to timely report financial results, or business relationships and can make recruiting for future management positions more difficult. Competition for senior leadership may increase our overall compensation expenses, whether resulting from new hires or retention, which may negatively affect our profitability.

Our faculty members in particular are key to the success of our institutions. We face competition in attracting and retaining faculty members who possess the necessary experience and accreditation to teach at our institutions. It may be difficult to maintain consistency in the quality of our faculty and administrative staff. If we are unable to, or are perceived to be unable to, attract and retain experienced and qualified faculty, our business, financial condition and results of operations may be materially adversely affected.

***Litigation and divestiture-related indemnification obligations may materially adversely affect our business, financial condition and results of operations.***

Our business is subject to the risk of litigation by employees, students, suppliers, competitors, minority partners, counterparties in transactions in which we purchase or sell assets or leased property, stockholders, government agencies or others through private actions, class actions, administrative proceedings, regulatory actions or other litigation, some of which may take place in jurisdictions in which local parties may have certain advantages over foreign parties. The outcome of litigation, particularly class action lawsuits, regulatory actions

and intellectual property claims, is difficult to assess or quantify. Plaintiffs in these types of lawsuits may seek recovery of very large or indeterminate amounts, or may assert criminal charges, and the magnitude of the potential loss relating to these lawsuits may remain unknown for substantial periods of time. In addition, certain of these lawsuits, if decided adversely to us or settled by us, may result in liability material to our financial statements as a whole or may negatively affect our operating results if changes to our business operation are required. The cost to defend future litigation may be significant. There also may be adverse publicity associated with litigation that could negatively affect customer perception of our business, regardless of whether the allegations are valid or whether we are ultimately found liable. As a result, litigation may materially adversely affect our business, financial condition and results of operations. See "Item 3—Legal Proceedings."

In the past, we have divested a number of businesses. As customary, we have contractually agreed to indemnify the buyers against certain liabilities and obligations related to the divestiture. If we incur costs associated with indemnification claims related to our divestitures, our business, financial condition and results of operations may be adversely affected.

***We are subject to anti-corruption laws in the jurisdictions in which we operate, including the U.S. Foreign Corrupt Practices Act (the "FCPA"), as well as trade compliance and economic sanctions laws and regulations. Our failure to comply with these laws and regulations could subject us to civil and criminal penalties, harm our reputation and materially adversely affect our business, financial condition and results of operations.***

Doing business on a worldwide basis requires us to comply with the laws and regulations of numerous jurisdictions. These laws and regulations place restrictions on our operations and business practices. In particular, we are subject to the FCPA, which generally prohibits companies and their intermediaries from providing anything of value to foreign officials for the purpose of obtaining or retaining business or securing any improper business advantage, along with various other anti-corruption laws. As a result of doing business in foreign countries and with foreign partners, we are exposed to a heightened risk of violating anti-corruption laws. Although we have implemented policies and procedures designed to ensure that we, our employees and other intermediaries comply with the FCPA and other anti-corruption laws to which we are subject, there is no assurance that such policies or procedures will work effectively all of the time or protect us against liability under the FCPA or other laws for actions taken by our employees and other intermediaries with respect to our business or any businesses that we may acquire. We cannot assure you that all of our local partners will comply with these laws, in which case we could be held liable for actions taken inside or outside of the United States, even though our partners may not be subject to these laws. Any development of new partnerships and joint venture relationships worldwide would increase the risk of FCPA violations in the future.

Violations of anti-corruption laws, export control laws and regulations, and economic sanctions laws and regulations are punishable by civil penalties, including fines, as well as criminal fines and imprisonment. If we fail to comply with the FCPA or other laws governing the conduct of international operations, we may be subject to criminal and civil penalties and other remedial measures, which could materially adversely affect our business, financial condition, results of operations and liquidity. Any investigation of any potential violations of the FCPA or other anti-corruption laws, export control laws and regulations, and economic sanctions laws and regulations by the United States or foreign authorities could also materially adversely affect our business, financial condition, results of operations and liquidity, regardless of the outcome of the investigation.

***An epidemic, pandemic or other public health emergency could have a material adverse effect on our business, financial condition, cash flows and results of operations.***

An epidemic, pandemic or other public health emergency in the locations in which our students, faculty, and staff live, work and attend classes could have an adverse effect on our business, financial condition, cash flows and results of operations. An epidemic, pandemic or other public health emergency could adversely affect global economies, market conditions and business operations across industries worldwide, including our industry. Any general economic slowdown or recession that disproportionately impacts the countries in which our institutions operate could have a material adverse effect on our business, financial condition, cash flows and results of operations. In the event of a sustained market deterioration, we may need additional liquidity, which would require us to evaluate available alternatives and take appropriate actions.

***We have in the past had material weaknesses in our internal control over financial reporting.***

We have identified and remediated material weaknesses in the past and may in the future discover areas of our internal financial and accounting controls and procedures that need improvement. Our internal control over financial reporting will not prevent or detect all errors and all fraud. A control system, regardless of how well designed and operated, can provide only reasonable, not absolute, assurance that the control system's objectives will be met. Because of the inherent limitations in all control systems,

no evaluation of controls can provide absolute assurance that misstatements due to error or fraud will not occur or that all control issues and instances of fraud will be detected.

If we are not able to comply with the requirements of Section 404 of the Sarbanes-Oxley Act in a timely manner, or if we are unable to maintain proper and effective internal controls, we may not be able to produce timely and accurate financial statements, and we or our independent registered public accounting firm may conclude that our internal controls over financial reporting are not effective or our independent registered public accounting firm may not be able to provide us with an unqualified opinion as required by Section 404 of the Sarbanes-Oxley Act. If that were to happen, investors could lose confidence in our reported financial information, which could lead to a decline in the market price of our common stock and we could be subject to sanctions or investigations by the stock exchange on which our common stock is listed, the SEC or other regulatory authorities.

Additionally, the existence of any material weakness could require management to devote significant time and incur significant expense to remediate any such material weakness and management may not be able to remediate any such material weakness in a timely manner. The existence of any material weakness in our internal control over financial reporting also could result in errors in our financial statements that could require us to restate our financial statements, cause us to fail to meet our reporting obligations and cause the holders of our common stock to lose confidence in our reported financial information, all of which could materially adversely affect our business and share price.

#### **Risks Relating to Our Indebtedness**

***Our debt agreements contain, and future debt agreements may contain, restrictions that may limit our flexibility in operating our business.***

Our Third Amended and Restated Credit Agreement dated as of October 7, 2019, as amended in September 2023 (and as may be further amended from time to time, the "Credit Agreement"), which governs our multi-currency revolving credit facility (the

"**Revolving** "Revolving Credit Facility"), contains various covenants that may limit our ability to engage in specified types of transactions. These covenants limit our and our restricted subsidiaries' ability to, among other things:

- pay dividends and make certain distributions, investments and other restricted payments;
- incur additional indebtedness, issue disqualified stock or issue certain preferred shares;
- sell assets;
- enter into transactions with affiliates;
- create certain liens or encumbrances;
- preserve our corporate existence;
- merge, consolidate, sell or otherwise dispose of all or substantially all of our assets; and
- designate our subsidiaries as unrestricted subsidiaries.

While the Credit Agreement provides for quarterly compliance with the Consolidated Senior Secured Debt to Consolidated EBITDA Ratio, as defined in the Credit Agreement, as of **December 31, 2023** **December 31, 2024**, we were not required to comply with this covenant.

***We rely on funds from our operating subsidiaries to meet our debt service and other obligations.***

We conduct all of our operations through certain of our subsidiaries, and we have no significant assets other than cash of approximately **\$8 million** **\$16 million** as of **December 31, 2023** **December 31, 2024** held at corporate entities and the capital stock or other control rights of our subsidiaries. **Also as of December 31, 2023, we had \$59 million of U.S. dollar denominated debt obligations outstanding under our Senior Secured Credit Facility.** As a result, we rely on our operating subsidiaries to pay dividends or to make distributions or other payments to their parent companies. In addition, we rely on intercompany loan repayments and other payments from our operating subsidiaries to meet any existing or future debt service and other obligations, a substantial portion of which are denominated in U.S. dollars. The ability of our operating subsidiaries to pay dividends or to make distributions or other payments to their parent companies or directly to us will depend on their respective operating results and may be restricted by, among other things, the laws of their respective jurisdictions of organization, regulatory requirements, agreements entered into by those operating subsidiaries and the covenants of any existing or future outstanding indebtedness that we or our subsidiaries may incur. Further, because most of our income is generated by our operating subsidiaries in non-U.S. dollar denominated currencies, our ability to service our U.S. dollar denominated debt obligations may be affected by any strengthening of the U.S. dollar compared to the functional currencies of our operating subsidiaries.

***Disruptions of the credit and equity markets worldwide may impede or prevent our access to the capital markets for additional funding to conduct our business and may affect the availability or cost of borrowing under our existing credit facility.***

The credit and equity markets of both mature and developing economies have historically experienced extraordinary volatility, asset erosion and uncertainty, leading to governmental intervention in the banking sector in the United States and abroad. If these market disruptions occur in the future, we may not be able to access the capital markets to obtain funding needed to refinance our existing indebtedness or conduct our business. In addition, changes in the capital or other legal requirements applicable to commercial lenders may affect the availability or increase the cost of borrowing under our Senior Secured **Revolving** Credit Facility. If we are unable to obtain needed capital on terms acceptable to us, we may need to limit our growth initiatives or take other actions that materially adversely affect our business, financial condition, results of operations and cash flows.

**Risks Relating to Investing in Our Common Stock**

***As a public benefit corporation, our focus on a specific public benefit purpose and producing a positive effect for society may negatively influence our financial performance.***

As a public benefit corporation, we may take actions that we believe will benefit our students and the surrounding communities, even if those actions do not maximize our short- or medium-term financial results. While we believe that this designation and obligation will benefit the Company given the importance to our long-term success of our commitment to education, it could cause our **board** **Board** of **directors** **Directors** to make decisions and take actions not in keeping with the short-term or more narrow interests of our stockholders. Any longer-term benefits may not materialize within the timeframe we expect or at all and may have an immediate negative effect. For example:

- we may choose to revise our policies in ways that we believe will be beneficial to our students and their communities in the long term, even though the changes may be costly in the short- or medium-term;
- we may take actions, such as modernizing campuses to provide students with the latest technology, even though these actions may be more costly than other alternatives;
- in exiting a market that is not meeting our goals, we may choose to "teach out" the existing student body over several years rather than lose an institution; even though this could be substantially more expensive;

- we may be influenced to pursue programs and services to demonstrate our commitment to our students and communities even though there is no immediate return to our stockholders; or
- in responding to a possible proposal to acquire the Company and/or any business unit, our ~~board~~ ~~Board of directors~~ Directors may be influenced by the interests of our employees, students, teachers and others whose interests may be different from the interests of our stockholders.

We may be unable or slow to realize the long-term benefits we expect from actions taken to benefit our students and communities in which we operate, which could materially adversely affect our business, financial condition and results of operations, which in turn could cause our stock price to decline.

***If we or our existing investors sell or announce an intention to sell additional shares of our common stock, the market price of our common stock could decline.***

The market price of our common stock could decline as a result of sales of a large number of shares of common stock in the market, or the perception that such sales could occur. These sales, or the possibility that these sales may occur, also might make it more difficult for us to raise capital through future sales of equity securities at a time and at a price that we deem appropriate, or at all.

***The trading price of our common stock is subject to volatility. Additionally, if we do not maintain adequate or favorable coverage of our common stock by securities analysts, the trading price of our common stock could decline.***

The trading price of our common stock has fluctuated in the past and may continue to fluctuate and is dependent upon a number of factors, many of which are beyond our control and may not be related to our operating performance. These fluctuations could cause you to lose all or part of your investment in our common stock. Additionally, if one or more of the analysts who cover us downgrade their evaluations of our stock or publish unfavorable commentary about us or our industry, the price of our common stock could decline. We may be unable to maintain adequate research coverage, and if one or more analysts cease coverage of us, we could lose visibility in the market for our common stock, which in turn could cause our stock price to decline.

***The provision of our amended and restated certificate of incorporation requiring exclusive venue in the Court of Chancery in the State of Delaware for certain types of lawsuits may have the effect of discouraging lawsuits against our directors and officers.***

Our amended and restated certificate of incorporation requires, to the fullest extent permitted by law, that (i) any derivative action or proceeding brought on our behalf, (ii) any action asserting a claim of breach of a fiduciary duty owed by any of our directors, officers or other employees to us or our stockholders, (iii) any action asserting a claim against us arising pursuant to any provision of the Delaware General Corporation Law, our amended and restated certificate of incorporation or our amended and restated bylaws or (iv) any action asserting a claim against us governed by the internal affairs doctrine will have to be brought only in the Court of Chancery in the State of Delaware unless we otherwise consent in writing to an alternative form. Any person or entity purchasing or otherwise acquiring any interest in shares of our capital stock is deemed to have notice of and to have consented to the provisions of our amended and restated certificate of incorporation described above. We believe that this provision benefits us by providing increased consistency in the application of Delaware law in the types of lawsuits to which it applies. This choice of forum provision, however, may limit a stockholder's ability to bring a claim in a judicial forum that it finds favorable for disputes with us or any of our directors, officers, other employees or stockholders, which may discourage lawsuits with respect to such claims. Alternatively, if a court were to find the choice of forum provision contained in our amended and restated certificate of incorporation to be inapplicable or unenforceable in an action, we may incur additional costs associated with resolving such action in other jurisdictions, which could materially adversely affect our business, financial condition, results of operations and cash flows. The choice of forum provision in the Company's amended and restated certificate of incorporation will not preclude or contract the scope of exclusive federal or concurrent jurisdiction for actions brought under the federal securities laws, including the Securities Exchange Act of 1934, as amended, or the Securities Act of 1933, as amended, or the respective rules and regulations promulgated thereunder.

***Risks Relating to Peruvian Nonresident Capital Gains Tax***

***Sale of our common stock may trigger taxes payable in Peru.***

Stockholders who sell, exchange, or otherwise dispose of Company shares may be subject to Peruvian tax at a rate of 30% on their gain realized in such transaction determined under certain Peruvian valuation rules regardless of whether the transaction is taxable for non-Peruvian purposes. In determining the amount of such gain subject to such tax, the gain is first multiplied by the percentage of the Company's value that is represented by its Peruvian business determined under certain Peruvian valuation rules (the "Peru Ratio"). This tax applies if the value of stock determined under certain Peruvian valuation rules (calculated in PEN) transferred multiplied by the Peru Ratio exceeds approximately ~~\$53 million~~ \$57 million applying the PEN/USD exchange rate of December 31, 2023 at December 31, 2024 (the "Threshold"). The Threshold is calculated in PEN and changes with currency exchange rates. For purposes of determining whether the Threshold has been exceeded by any holder, all transfers made by such holder over any 12-month period are aggregated. For purposes of determining whether any tax is owed, the holder must have their basis "certified" by the Peruvian tax authorities in advance of such transaction. If the holder exceeds the Threshold and does not obtain a tax basis certificate before the transaction, the holder's tax basis in the shares will be considered zero for Peruvian tax purposes. We advise current and future holders, who currently have or intend to own or trade in significant volumes of our common stock, to seek the advice of their own advisors with knowledge of the matters described above.

***Direct or indirect transfer of company common shares may result in Peruvian tax liability to the Company.***

In the event that a direct or indirect sale, exchange, or other disposition of Company shares occurs and any resulting Peruvian tax is not paid, the Company's Peruvian subsidiaries may be jointly and severally liable for such tax. Joint and several liability may be imposed if during any of the 12 months preceding the transaction, *inter alia*, the transferor of Company shares held an indirect or direct interest of more than 10% of the Company's outstanding shares. If such a transaction were to occur and the

Peruvian tax authorities sought to collect the Peruvian capital gains taxes from the Company's Peruvian subsidiaries that were not paid by such transferor, it could have a material adverse effect on our business, financial condition or results of operations.

## Item 1B. Unresolved Staff Comments

None.

## Item 1C. Cybersecurity

### *Risk Management and Strategy*

We have implemented processes for overseeing, identifying and managing material risks from cybersecurity threats and have integrated cybersecurity risk management into our broader risk management framework to promote a company-wide culture of cybersecurity risk management. This integration ensures that cybersecurity considerations are an integral part of our decision-making processes at every level and that cybersecurity risk remains a key component of management activities, including continuously assessing, identifying, and managing material risks from cybersecurity threats. **Our cybersecurity program is based on the U.S. National Institute for Standards and Technology standards and other applicable country-specific and industry frameworks.**

Our management, with input from our Board of Directors, performs an annual enterprise-wide risk management ("ERM") assessment to identify and manage key existing and emerging risks for our company. Our ERM process assesses the characteristics and circumstances of the evolving business environment at the time and seeks to identify the potential impact, likelihood and velocity of a particular risk. Our senior executive management team has the overall responsibility for, and oversight of, our ERM process, and senior executives are assigned to monitor and manage top identified risks. Cybersecurity is among the top risks identified for oversight as a result of our last annual ERM assessment.

Systems and process monitoring are essential components of our cybersecurity risk management and information security programs. Management utilizes industry standard tools and procedures to monitor the information security of systems, networks and information assets, regardless of geographic location, and has implemented key policies and procedures, including but not limited to cybersecurity threat detection and analysis, a framework for materiality determination and a reporting-up process to assist in a disclosure of a material event, if required. In addition, management has defined key roles and responsibilities within our organization to handle material cybersecurity incidents. A comprehensive incident response plan is utilized for any threat activities identified, including timely containment, analysis, remediation, and communication, and is also applicable to third parties with access to our information systems or assets. We have implemented security programs, such as mandatory cybersecurity awareness training for all our employees, simulated phishing emails and tabletop exercises, that are strategically designed and continuously updated to address evolving cybersecurity threats and latest industry trends. These programs, which are held multiple times a year, allow our employees to both identify and address material cybersecurity incidents, utilizing our comprehensive incident response plan.

Recognizing the complexity and evolving nature of cybersecurity threats, we engage with a range of external experts, including cybersecurity assessors, consultants and auditors in evaluating and monitoring our cybersecurity programs and assets. This enables us to leverage specialized knowledge and insights, ensuring our cybersecurity risk management, strategies and processes remain at the forefront of industry best practices.

Because we are aware of the risks associated with third-party service providers, we have implemented processes to oversee and manage these risks, including security assessments of all third-party providers before engagement. In addition, cybersecurity program maturity of such third parties, including incident response and disclosure, is also evaluated.

To date, our business strategy, results of operations or financial condition have not been materially affected by risks from cybersecurity threats, including as a result of any previous cybersecurity incidents, but we cannot provide assurance that they will not be materially affected in the future by such risks or any future material incidents. The sophistication of cyber threats continues to increase, and the preventative actions we take to reduce the risk of cyber incidents and protect our systems and information may be insufficient. For more information on our cybersecurity related risks, see "Item 1A—Risk Factors—Risks Relating to Our Business" in this Annual Report on Form 10-K.

### *Governance*

Our Board of Directors has established oversight mechanisms to ensure effective governance in managing risks associated with cybersecurity threats because we recognize the significance of these threats to our operational integrity and stakeholder confidence.

The Audit and Risk Committee assists the Board of Directors in its responsibilities of overseeing cybersecurity risk. Our Chief Operating Officer ("COO") and Chief Information Security Officer ("CISO") play a pivotal role in informing the Audit and Risk Committee on cybersecurity risks. They report to the Audit and Risk Committee on a quarterly basis on a broad range of topics, including assessments and scoring of our information security program; incident management, the incident response plan and the status of security tools; the current cybersecurity landscape and emerging threats; and the status of ongoing cybersecurity awareness and training and projects to strengthen our information security systems. Additionally, our Executive Director, Internal Audit presents a quarterly report on our enterprise risk management activities, including cybersecurity risks, to the Audit and Risk Committee. The chair of the Audit and Risk Committee, in turn, periodically reports on its review with the Board of Directors, and our COO and CISO report annually to the Board of Directors regarding our cybersecurity program and risk management.

Our CISO (who also serves as our Chief Information Officer) leads our information security organization and has primary responsibility for information security strategy, policy, and managing our cybersecurity threat detection and response plan. plan, and assessing and managing material risks from cybersecurity threats. With over 25 years of experience in information security, IT infrastructure and cybersecurity and with several industry certifications such as the Certified Chief Information Security Officer certification, our CISO brings a wealth of expertise to the role. Our CISO oversees our cybersecurity governance programs, monitors and assesses cybersecurity threats, monitor compliance with industry best practices and standards, and leads our ongoing employee cybersecurity training and awareness program.

## Item 2. Properties

Laureate is headquartered in Miami, Florida. The following table summarizes the Company's properties by segment as of December 31, 2023 December 31, 2024:

Segment	Segment	Space	Space	Space	feet	Segment	Space	Space	feet
---------	---------	-------	-------	-------	------	---------	-------	-------	------

Mexico
Peru
Corporate (including headquarters)
Other
<b>Total</b>

Our Mexico and Peru segments lease or own various sites that may include a local headquarters and all or some of the facilities of a campus or location. Some of our owned facilities are subject to mortgages.

### Item 3. Legal Proceedings

Our former Spanish holding company, Laureate Netherlands Holding B.V. (f/k/a Iniciativas Culturales de España, S.L.), ~~has been~~ was subject to ~~ongoing~~ various tax audits by the Spanish Taxing Authority ("STA"), resulting in the issuance of final assessments based on the STA's rejection of the tax deductibility of financial expenses related to certain intercompany acquisitions. Accordingly, we have paid assessments totaling approximately \$40.8 million for tax years during the period from 2006 to 2015. We filed various appeals of the assessments, which were rejected, and in June 2023, the Spanish Supreme Court ruled in favor of the STA on its appeal regarding these issues. As a result, the Company has no further recourse with respect to the related final assessments for tax years 2006 to 2010. ~~This ruling does~~ The outcome of any remaining years under audit are not expected to have a material effect on the Company's consolidated financial ~~statements~~ statements and thus will not be reported upon by the Company in subsequent periodic reports.

In May 2023, we were notified by ~~the~~ the STA that an audit of our former Spanish holding company was being initiated in relation to corporate income tax for the period from January 2018 to May 2020 and withholding on account of non-resident income tax for the period from May 2019 to May 2020. ~~The Company will continue to work with~~ In December 2024, after completion of the audit by the STA, on the Company paid a final assessment of \$0.4 million with respect to this matter, and believes that it is resulting in ~~compliance with~~ Spanish tax law, the closing of the audit.

### Item 4. Mine Safety Disclosures

Not applicable.

## Part II

### Item 5. Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities

#### Market Information

Our common stock is traded on the Nasdaq under the symbol "LAUR."

~~Effective October 29, 2021, each share of the Company's Class A common stock and each share of the Company's Class B common stock automatically converted into one share of common stock of the Company. Following the conversion, the Company has only one class of common stock outstanding.~~

#### Holders of Record

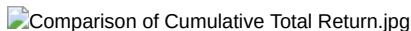
There were ~~58~~ 56 holders of record of our common stock as of ~~January 31, 2024~~ January 31, 2025. The number of beneficial owners of our common stock is substantially greater than the number of record holders because substantially all of our common stock is held in "street name" by banks and brokers.

#### Dividend Policy

We currently do not anticipate paying any ordinary cash dividends on our common stock in the foreseeable future; however, the Company may consider extraordinary dividend(s) as part of an overall strategy to return capital to shareholders. Notwithstanding any such actions, we expect to retain our future earnings, if any, for use in the operation of our business. The terms of our Credit Agreement limit our ability to pay cash dividends in certain circumstances. Furthermore, if we are in default under our Credit Agreement, our ability to pay cash dividends will be limited in the absence of a waiver of that default or an amendment to such agreement. In addition, our ability to pay cash dividends on shares of our common stock may be limited by restrictions on our ability to obtain sufficient funds through dividends from our subsidiaries. For more information on our Credit Agreement, see "Item 7—Management's Discussion and Analysis of Financial Condition and Results of Operations" and Note 8, Debt, in our consolidated financial statements included elsewhere in this Form 10-K. Subject to the foregoing, the payment of cash dividends in the future, if any, will be at the discretion of our Board of Directors and will depend upon such factors as earnings levels, capital requirements, our overall financial condition and any other factors deemed relevant by our Board of Directors.

#### Stock Performance Graph

The following graph compares the cumulative total return of our common stock, an industry peer group index, and the Nasdaq Composite Index from ~~December 31, 2018~~ December 31, 2019 through ~~December 31, 2023~~ December 31, 2024. We believe that our industry peer group represents the majority of the market value of publicly traded companies whose primary business is post-secondary education. The returns set forth on the following graph are based on historical results and are not intended to suggest future performance. The performance graph assumes \$100 investment on ~~December 31, 2018~~ December 31, 2019 in either our common stock, the companies in our industry peer group, or the Nasdaq Composite Index. Data for the Nasdaq Composite Index and our peer group assume reinvestment of dividends.



The peer group included in the performance graph above consists of Strategic Education, Inc. (STRA), Adtalem Global Education, Inc. (ATGE), Grand Canyon Education, Inc. (LOPE), Cogna Educação S.A. (COGN3), YDUQS Participacoes S.A. (YDUQ3) and Anima Holdings S.A. (ANIM3).

In connection with the adoption of a plan of partial liquidation providing for the distribution of the net proceeds from the sale of Walden e-Learning LLC, in October 2021, the Company paid a special cash distribution of \$7.01 per share of the Company's common stock. Also in connection with the distribution of the net proceeds from the sale of Walden e-Learning LLC, in December 2021, the Company paid a special cash distribution of \$0.58 per share of the Company's common stock to each holder of record on December 14, 2021, and in October 2022, the Company paid a special cash distribution of \$0.83 per share of the Company's common stock to each holder of record on September 28, 2022. Furthermore, in November 2022, the Company paid a special cash dividend of \$0.68 per share of the Company's common stock to each holder of record on November 4, 2022. In addition, in November 2023, the Company paid a special cash dividend of \$0.70 per share of the Company's common stock to each holder of record on November 15, 2023. Accordingly, the performance graph below adjusts for these distributions.



The information contained in the performance graphs shall not be deemed "soliciting material" or to be "filed" with the SEC, nor shall such information be deemed incorporated by reference into any future filing under the Securities Act of 1933, as amended, or the Securities Exchange Act of 1934, as amended, except to the extent that we specifically incorporate it by reference into such filing.

#### Recent Sales of Unregistered Securities

None.

#### Issuer Purchases of Equity Securities

**None.** The following table provides a summary of the Company's purchases of its common stock during the fourth quarter of the fiscal year ended December 31, 2024:

Period	Total number of shares purchased (in thousands)	Average price paid per share	Total number of shares purchased as part of publicly announced plans or programs (in thousands)	Approximate dollar value of shares yet to be purchased under the plans or programs (in thousands) <sup>(1)</sup>
10/1/24 - 10/31/24	— \$	—	—	100,000
11/1/24 - 11/30/24	— \$	—	—	100,000
12/1/24 - 12/31/24	113 \$	17.99	113 \$	97,976
Total	113 \$	17.99	113 \$	97,976

<sup>(1)</sup> On September 13, 2024, the Company announced that its Board of Directors had approved a stock repurchase program to acquire up to \$100 million of the Company's common stock. The Company's repurchases may be made from time to time on the open market at prevailing market prices, in privately negotiated transactions, in block trades and/or through other legally permissible means, depending on market conditions and in accordance with applicable rules and regulations promulgated under the Exchange Act. Repurchases may also be effected pursuant to a trading plan adopted in accordance with Rule 10b5-1 of the Exchange Act. The stock repurchase program does not have a fixed expiration date. The Company's Board of Directors will review the share repurchase program periodically and may authorize adjustment of its terms and size or suspend or discontinue the program at any time.

#### Item 6. [Reserved]

#### Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations

*You should read the following discussion of our results of operations and financial condition with the audited historical consolidated financial statements and related notes included elsewhere in this Annual Report on Form 10-K (Form 10-K). This*

*discussion contains forward-looking statements and involves numerous risks and uncertainties, including, but not limited to, those described in the "Item 1A. Risk Factors" section of this Form 10-K. Actual results may differ materially from those contained in any forward-looking statements. See "Forward-Looking Statements" on page 2 of this Form 10-K.*

#### Introduction

This Management's Discussion and Analysis of Financial Condition and Results of Operations (MD&A) is provided to assist readers of the financial statements in understanding the results of operations, financial condition and cash flows of Laureate Education, Inc. This MD&A should be read in conjunction with the consolidated financial statements and related notes included elsewhere in this Form 10-K. The consolidated financial statements included elsewhere in this Form 10-K are presented in U.S. dollars (USD) rounded to the nearest thousand, with the amounts in the MD&A rounded to the nearest tenth of a million. Therefore, discrepancies in the tables between totals and the sums of the amounts listed may occur due to such rounding. Our MD&A is presented in the following sections:

- Overview;
- Results of Operations;
- Liquidity and Capital Resources;

- Critical Accounting Policies and Estimates; and
- Recently Issued Accounting Standards.

## Overview

### Our Business

We operate a portfolio of degree-granting higher education institutions in Mexico and Peru. Collectively, we have approximately **448,900** **472,000** students enrolled at five institutions in these two countries. We believe that the higher education markets in Mexico and Peru present an attractive long-term opportunity, primarily because of the large and growing imbalance between the supply and demand for affordable, quality higher education in those markets. We believe that the combination of the projected growth in the middle class, limited government resources dedicated to higher education, and a clear value proposition demonstrated by the higher earnings potential afforded by higher education, creates substantial opportunities for high-quality private institutions to meet this growing and unmet demand. By offering high-quality, outcome-focused education, we believe that we enable students to prosper and thrive in the dynamic and evolving knowledge economy. We have two reportable segments as described below. We group our institutions by geography in Mexico and Peru for reporting purposes.

### Discontinued Operations

As a result of the strategic review first announced in January 2020, during the third quarter of 2020, the Company completed a sale of its operations in Chile and signed agreements to sell its operations in Brazil, Australia and New Zealand, as well as Walden University in the United States. These sales were completed during 2020 and 2021. Additionally, prior to 2020, the Company had announced the divestiture of certain other subsidiaries in Europe, Asia and Central America, which has been completed. These announcements represented strategic shifts that had a major effect on the Company's operations and financial results. Accordingly, all of the divestitures that were part of these strategic shifts were accounted for as Discontinued Operations for all periods presented in accordance with Accounting Standards Codification (ASC) 205-20, "Discontinued Operations" (ASC 205).

All planned divestitures have now been completed, and the Company has concluded its strategic review process. The Company's continuing operations are Mexico and Peru. All other markets have been divested (the Discontinued Operations).

The Discontinued Operations are excluded from the segment information for all periods presented, as they do not meet the criteria for a reportable segment under ASC 280, "Segment Reporting." Unless indicated otherwise, the information in the MD&A relates to continuing operations. See also Note 4, Discontinued Operations and Assets Held for Sale, and Note 5, Dispositions, in our consolidated financial statements included elsewhere in this Form 10-K.

### Our Segments

Our segments generate revenues by providing an education that emphasizes profession-oriented fields of study with undergraduate and graduate degrees in a wide range of disciplines. Our educational offerings utilize campus-based, online and hybrid (a combination of online and in-classroom) courses and programs to deliver their curriculum. The Mexico and Peru markets are characterized by what we believe is a significant imbalance between supply and demand. The demand for higher education is large and growing and is fueled by several demographic and economic factors, including a growing middle class, global growth in services and technology-related industries and recognition of the significant personal and economic benefits gained by graduates of higher education institutions. The target demographics are primarily 18- to 24-year-olds in the countries in which we compete. We compete with other private higher education institutions on the basis of price, educational quality, reputation and location. We believe that we compare favorably with competitors because of our focus on quality, professional-oriented curriculum and the competitive advantages provided by our **network**, **in-country networks**. There are a number of private and public institutions in both of the countries in which we operate, and it is difficult to predict how the markets will evolve and how many competitors there will be in the future. We expect competition to increase as the Mexican and Peruvian markets mature. Essentially all of our revenues were generated from private pay sources as there are no material government-sponsored loan programs in Mexico or Peru. Specifics related to both of our reportable segments are discussed below:

- Private education providers in Mexico constitute approximately **37%** **39%** of the total higher-education market. The private sector plays a meaningful role in higher education, bridging supply and demand imbalances created by a lack of capacity at public universities. Laureate owns two nationally licensed institutions and is present throughout the country with a footprint of over 30 campuses. Students in our Mexican institutions typically finance their own education.
- In Peru, private universities are increasingly providing the capacity to meet growing demand and constitute approximately **74%** **76%** of the total higher-education market. Laureate owns three institutions in Peru, with a footprint of 19 campuses.

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Corporate is a non-operating business unit whose purpose is to support operations. Its departments are responsible for establishing operational policies and internal control standards, implementing strategic initiatives, and monitoring compliance with policies and controls throughout our operations. Our Corporate segment provides financial, human resource, information technology, insurance, legal and tax compliance services. The Corporate segment also contains the eliminations of inter-segment revenues and expenses.

The following information for our reportable segments is presented as of **December 31, 2023** **December 31, 2024**:

Institutions		Institutions		2023 Revenues (in millions)				% Contribution to 2023 YTD Revenues		2024 Revenues (in millions)				% Contribution to 2024 YTD Revenues	
Mexico	Mexico	Peru	Peru	Enrollment	Revenues	Enrollment	Revenues	Mexico	Peru	Enrollment	Revenues	Peru	Mexico	Peru	Mexico
Mexico	2	242,000	\$ 782.6	53	53	% Mexico	2	258,500	\$ 841.2	54	54	54 %			
Peru	3	206,900	701.7	47	47	% Peru	3	213,500	725.2	725.2	46	46	46 %		
Total	Total	5	448,900	1,484.3	100	100	% Total (1)	472,000	\$ 1,566.6	100	100	100 %			
(1)	(1)														

(1) Amounts related to Corporate totaled \$0.2 million and are not separately presented.

### Challenges

Our operations are outside of the United States and are subject to complex business, economic, legal, regulatory, political, tax and foreign currency risks, which may be difficult to adequately address. As a result, we face risks that are inherent in international operations, including: fluctuations in exchange rates, possible currency devaluations, inflation and hyper-inflation; price controls and foreign currency exchange restrictions; potential economic and political instability in the countries in which we operate; expropriation of assets by local governments; key political elections and changes in government policies; multiple and possibly overlapping and conflicting tax laws; and compliance with a wide variety of foreign laws. See "Item 1A—Risk Factors—Risks Relating to Our Business—We operate a portfolio of degree-granting higher education institutions in Mexico and Peru and are subject to complex business, economic, legal, political, tax and foreign currency risks, which risks may be difficult to adequately address." We plan to grow organically by: 1) adding new programs and course offerings; 2) expanding target student demographics; and 3) increasing capacity at existing and new campus locations. Our success in growing our business will depend on the ability to anticipate and effectively manage these and other risks related to operating in various countries.

### Regulatory Environment and Other Matters

Our business is subject to varying laws and regulations based on the requirements of local jurisdictions. These laws and regulations are subject to updates and changes. We cannot predict the form of the rules that ultimately may be adopted in the future or what effects they might have on our business, financial condition, results of operations and cash flows. We will continue to develop and implement necessary changes that enable us to comply with such laws and regulations. See "Item 1A—Risk Factors—Risks Relating to Our Business—Our institutions are subject to uncertain and varying laws and regulations, and any changes to these laws or regulations or their application to us may materially adversely affect our business, financial condition and results of operations," and "Item 1—Business—Industry Regulation," for a detailed discussion of our different regulatory environments and Note **17, 16**, Legal and Regulatory Matters, in our consolidated financial statements included elsewhere in this Form 10-K.

### Key Business Metric

#### *Enrollment*

Enrollment is our lead revenue indicator and represents our most important non-financial metric. We define "enrollment" as the number of students registered in a course on the last day of the enrollment reporting period. New enrollments provide an indication of future revenue trends. Total enrollment is a function of continuing student enrollments, new student enrollments and enrollments from acquisitions, offset by graduations, attrition and enrollment decreases due to dispositions. Attrition is defined as a student leaving the institution before completion of the program. To minimize attrition, we have implemented programs that involve assisting students in remedial education, mentoring, counseling and student financing.

Each of our institutions has an enrollment cycle that varies by geographic region and academic program. Each institution has a "Primary Intake" period during each academic year in which the majority of the enrollment occurs. Each institution also has a smaller "Secondary Intake" period. Our Peruvian institutions have their Primary Intake during the first calendar quarter and a Secondary Intake during the third calendar quarter. Institutions in our Mexico segment have their Primary Intake during the third calendar quarter and a Secondary Intake during the first calendar quarter. Our institutions in Peru are generally out of session in January, February and July, while institutions in Mexico are generally out of session in May through July. Revenues are recognized when classes are in session.

### Principal Components of Income Statement

#### *Revenues*

The majority of our revenue is derived from tuition and educational services. The amount of tuition generated in a given period depends on the price per credit hour and the total credit hours or price per program taken by the enrolled student population. The price per credit hour varies by program, by market and by degree level. Additionally, varying levels of discounts and scholarships are offered depending on market-specific dynamics and individual achievements of our students. Revenues are recognized net of scholarships and other discounts, refunds and waivers. In addition to tuition revenues, we generate other revenues from student fees and other education-related activities. These other revenues are less material to our overall financial results and have a tendency to trend with tuition revenues. The main drivers of changes in revenues between periods are student enrollment and price. We continually monitor market conditions and carefully adjust our tuition rates to meet local demand levels. We proactively seek the best price and content combinations to remain competitive in all the markets in which we operate.

#### *Direct Costs*

Our direct costs include labor and operating costs associated with the delivery of services to our students, including the cost of wages, payroll taxes and benefits, depreciation and amortization, rent, utilities, bad debt expenses, and marketing and promotional costs to grow future enrollments. In general, a significant portion of our direct costs tend to be variable in nature and trend with enrollment, and management continues to monitor and improve the efficiency of instructional delivery.

#### General and Administrative Expenses

Our general and administrative expenses primarily consist of costs associated with corporate departments, including executive management, finance, legal, business development and other departments that do not provide direct operational services.

#### Factors Affecting Comparability

##### *Foreign Exchange*

While the USD is our reporting currency, our institutions are located in Mexico and Peru and operate in other functional currencies, namely the Mexican peso and Peruvian nuevo sol. We monitor the impact of foreign currency movements and the correlation between the local currency and the USD. Our revenues and expenses are generally denominated in local currency. The principal foreign exchange exposure is the risk related to the translation of revenues and expenses incurred in each country from the local currency into USD. See "Item 1A—Risk Factors—Risks Relating to Our Business—Our reported revenues and earnings may be negatively affected by the strengthening of the U.S. dollar and currency exchange rates." In order to provide a framework for assessing how our business performed excluding the effects of foreign currency fluctuations, we present organic constant currency in our segment results, which is calculated using the change from prior-year average foreign exchange rates to current-year average foreign exchange rates, as applied to local-currency operating results for the current year, and then excludes the impact of other items, as described in the segment results.

##### *Seasonality*

Our institutions have a summer break during which classes are generally not in session and minimal revenues are recognized. In addition to the timing of summer breaks, holidays such as Easter also have an impact on our academic calendar. Operating expenses, however, do not fully correlate to the enrollment and revenue cycles, as the institutions continue to incur expenses during summer breaks. Given the geographic diversity of our institutions and differences in timing of summer breaks, our second and fourth quarters are stronger revenue quarters as the majority of our institutions are in session for most of these respective quarters. Our first and third fiscal quarters are weaker revenue quarters because our institutions have summer breaks for some portion of one of these two quarters. However, our primary enrollment intakes occur during the first and third quarters. Due to this seasonality, revenues and profits in any one quarter are not necessarily indicative of results in subsequent quarters and may not be correlated to new enrollment in any one quarter. Additionally, seasonality may be affected due to other events that could change the academic calendar at our institutions. See "Item 1A—Risk Factors—Risks Relating to Our Business—We experience seasonal fluctuations in our results of operations."

##### *Income Tax Expense*

Our consolidated income tax provision is derived based on the combined impact of federal, state and foreign income taxes. Also, discrete items can arise in the course of our operations that can further affect the Company's effective tax rate for the period. Our tax rate fluctuates from period to period due to changes in the mix of earnings between our tax-paying entities and our loss-making entities for which it is not 'more likely than not' that a tax benefit will be realized on the loss. See "Item 1A—Risk Factors—Risks Relating to Our Business—We may have exposure to greater-than-anticipated tax liabilities."

Many countries have enacted legislation and adopted policies to implement the global minimum tax resulting from the Organisation for Economic Co-operation and Development's Base Erosion and Profit Shifting project. Significant details and guidance around the global minimum tax provisions are still pending. For countries that have enacted the global minimum tax, **they are such taxes** generally became effective for the Company beginning in 2024. Income tax expense could be adversely affected as the legislation becomes effective in countries in which we do business. We will continue to monitor pending legislation and implementation by individual countries in which we **operate**.

**On August 16, 2022, operate, and we do not expect the U.S. enacted the Inflation Reduction Act of 2022, which implemented a 15% global minimum tax on book income of certain large corporations, a 1% excise tax on stock repurchases and tax incentives provisions to promote clean energy, among other provisions. This legislation has not had have a material impact on the financial statements and the Company will continue to monitor regulatory developments to assess potential impacts.**

#### Results of the Discontinued Operations

**The our** results of operations, of the Discontinued Operations for the years ended December 31, 2023, 2022, and 2021 were as follows:

	For the year ended December 31,		
	2023	2022	2021
Revenues	\$ —	\$ —	\$ 543.0
Depreciation and amortization expense	—	—	—
Share-based compensation expense	—	—	(1.3)
Other direct costs	—	—	(433.1)
Loss on impairment of assets	—	—	(1.3)
Other non-operating expense	—	—	(22.3)
(Loss) gain on sale of discontinued operations before taxes, net	(9.8)	7.8	636.2
Pretax (loss) income of discontinued operations	(9.8)	7.8	721.2
Income tax benefit (expense)	—	0.5	(234.3)
(Loss) income from discontinued operations, net of tax	\$ (9.8)	\$ 8.3	\$ 486.9

**Year Ended December 31, 2023**

The \$9.8 million loss in the table above primarily resulted from an adjustment to the sale price of Walden University pursuant to an indemnification claim received from the buyer, as described in Note 5, Dispositions, in our consolidated financial statements included elsewhere in this Form 10-K. The remainder of the loss was mostly attributable to changes in estimates regarding the realizability of certain receivables from previous divestitures.

**Year Ended December 31, 2022**

The \$7.8 million gain in the table above primarily resulted from the transfer of the remaining assets and liabilities that were classified as held for sale as of December 31, 2021, which related to the divestiture of our operations in Chile. This transfer was completed during the second quarter of 2022 and resulted in a gain of approximately \$4.3 million.

**Year Ended December 31, 2021**

On March 8, 2021, we sold our operations in Honduras, which resulted in an after-tax loss of \$1.7 million, including a working capital adjustment during the second quarter of 2021.

On January 25, 2018, we completed the sale of LEI Lie Ying Limited (LEILY). At the closing of the sale, a portion of the total transaction value was paid into an escrow account, to be distributed to the Company pursuant to the terms and conditions of the escrow agreement. In April 2021, the Company received 168.3 million Hong Kong Dollars (approximately \$21.7 million at the date of receipt), which represented payment in full for the remainder of the escrow account and resulted in a pretax gain of approximately \$13.6 million.

During the first quarter of 2021, we recorded a loss of approximately \$32.4 million in order to adjust the carrying value of our Brazil disposal group to its estimated fair value less costs to sell as of March 31, 2021. This loss is included in Gain on sale of discontinued operations before taxes, net.

On May 28, 2021, we completed the sale of our operations in Brazil, which resulted in a pre-tax gain of \$33.0 million, including working capital and purchase price adjustments that were completed during the third and fourth quarters of 2021, and contingent consideration that was recognized during the fourth quarter of 2021.

On August 12, 2021, we completed the sale of Walden University, which resulted in a pre-tax gain of \$619.4 million, including a working capital settlement completed during the fourth quarter of 2021. In addition, the Company recognized estimated tax expense of approximately \$278.0 million, position or cash flows.

## Results of Operations

The following discussion of the results of our operations is organized as follows:

- Summary Comparison of Consolidated Results;
- Non-GAAP Financial Measure; and
- Segment Results.

### Summary Comparison of Consolidated Results

**Discussion Comparison of Significant Items Affecting the Consolidated Results for the Year Years Ended December 31, 2021 December 31, 2024, 2023 and 2022**

(in millions)	2024	2023	2022	% Change	
				2024 vs. 2023	2023 vs. 2022
Revenues	\$ 1,566.6	\$ 1,484.3	\$ 1,242.3	6 %	19 %
Direct costs	1,146.9	1,089.8	907.4	(5)%	(20)%
General and administrative expenses	45.8	52.6	64.8	13 %	19 %
Loss on impairment of assets	—	3.1	0.1	100 %	nm
Operating income	374.0	338.8	270.0	10 %	25 %
Interest expense, net of interest income	(10.0)	(11.9)	(8.9)	16 %	(34)%
Other non-operating income (expense)	50.5	(72.5)	(15.3)	170 %	nm
Income from continuing operations before income taxes and equity in net income of affiliates	414.5	254.5	245.9	63 %	3 %
Income tax expense	(119.0)	(137.6)	(185.4)	14 %	26 %
Equity in net income of affiliates, net of tax	0.2	0.2	0.3	— %	(33)%
Income from continuing operations	295.7	117.0	60.7	153 %	93 %
Income (loss) from discontinued operations, net of tax	0.7	(9.8)	8.3	107 %	nm
Net income	296.4	107.3	69.0	176 %	56 %
Net loss attributable to noncontrolling interests	0.1	0.3	0.6	67 %	50 %

Net income attributable to Laureate Education, Inc.	\$ 296.5	\$ 107.6	\$ 69.6	176 %	55 %
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In March 2021, the Company decided that, during 2021, it would wind down certain support functions related to the Laureate network and would no longer invest in and support the Laureate tradename beyond 2021. As a result, the Company tested the asset for impairment and estimated the fair value of the tradename asset using the relief-from-royalty method, based on the projected revenues for each business over the estimated remaining useful life of the asset. As a result of the impairment test, the Company concluded that the estimated fair value of the Laureate tradename was less than its carrying value by approximately \$51.4 million and recorded an impairment charge for that amount.

During the second quarter of 2021, the Company fully repaid the remaining balance outstanding under its Senior Notes due 2025 using a portion of the proceeds received from the sales of its operations in Australia and New Zealand and Brazil. In connection with the debt repayment, the Company recorded a loss on debt extinguishment of \$77.9 million, related to the redemption premium paid and the write off of the unamortized deferred financing costs associated with the repaid debt balances. This loss is included in Other non-operating expense in the table below.

In November 2020, in connection with the signing of the sale agreement for our Brazil operations, the Company entered into six BRL-to-USD swap agreements to mitigate the risk of foreign currency exposure on the expected proceeds from the sale. The sale of our Brazil operations closed on May 28, 2021. On June 2, 2021, the Company settled the swap agreements, which resulted in a realized loss on derivatives of \$24.5 million. This loss is included in Other non-operating expense in the table below.

In December 2021, the Company completed a lease termination agreement with the landlord of our Kendall property in Chicago, Illinois. In connection with the lease termination agreement, we recorded a loss of approximately \$25.8 million, which is included in Excellence-in-Process (EiP) expenses within Operating (loss) income in the table below.

nm - percentage changes not meaningful

Comparison of Consolidated Results for the Years Year Ended December 31, 2024 to the Year Ended December 31, 2023, 2022 and 2021

(in millions)	2023	2022	2021	% Change	
				2023 vs. 2022	2022 vs. 2021
Revenues	\$ 1,484.3	\$ 1,242.3	\$ 1,086.7	19 %	14 %
Direct costs	1,089.8	907.4	814.5	(20)%	(11)%
General and administrative expenses	52.6	64.8	204.4	19 %	68 %
Loss on impairment of assets	3.1	0.1	72.5	nm	100 %
Operating income (loss)	338.8	270.0	(4.6)	25 %	nm
Interest expense, net of interest income	(11.9)	(8.9)	(41.9)	(34)%	79 %
Other non-operating expense	(72.5)	(15.3)	(91.0)	nm	83 %
Income (loss) from continuing operations before income taxes and equity in net income of affiliates	254.5	245.9	(137.5)	3 %	nm
Income tax expense	(137.6)	(185.4)	(145.6)	26 %	(27)%
Equity in net income of affiliates, net of tax	0.2	0.3	—	(33)%	nm
Income (loss) from continuing operations	117.0	60.7	(283.1)	93 %	121 %
(Loss) income from discontinued operations, net of tax	(9.8)	8.3	486.9	nm	(98)%
Net income	107.3	69.0	203.8	56 %	(66)%
Net loss (income) attributable to noncontrolling interests	0.3	0.6	(11.3)	50 %	(105)%
Net income attributable to Laureate Education, Inc.	\$ 107.6	\$ 69.6	\$ 192.4	55 %	(64)%

nm - percentage changes not meaningful

For further details, Revenues increased by \$82.3 million to \$1,566.6 million for 2024 from \$1,484.3 million for 2023. This increase was attributable to higher average total organic enrollment at our institutions, which increased revenues by \$73.6 million compared to 2023. In addition, the effect of changes in tuition rates and enrollments in programs at varying price points ("product mix"), pricing and timing increased revenues by \$34.8 million compared to 2023. These increases in revenues were partially offset by the effect of a net change in foreign currency exchange rates, which decreased revenues by \$26.3 million, mainly driven by the weakening of the Mexican peso against the USD compared to 2023. Other Corporate and Eliminations changes accounted for an increase in revenues of \$0.2 million.

Direct costs and general and administrative expenses combined increased by \$50.3 million to \$1,192.7 million for 2024 from \$1,142.4 million for 2023. This increase in direct costs was driven by the effect of operational changes, which increased direct costs by \$76.9 million compared to 2023, mostly attributable to the effect of higher enrollments at our institutions. This increase was partially offset by the effect of a net change in foreign currency exchange rates which decreased costs by \$21.4 million. Additionally, other Corporate expenses decreased by \$5.2 million.

Operating income increased by \$35.2 million to \$374.0 million for 2024 from \$338.8 million for 2023. This increase was a result of higher operating income at our Mexico segment, combined with lower operating costs at Corporate. This increase was partially offset by lower operating income at our Peru segment, due in part to higher bad debt expense compared to 2023.

*Interest expense, net of interest income* decreased by \$1.9 million to \$10.0 million for 2024 from \$11.9 million for 2023. The decrease in interest expense was primarily attributable to lower average debt balances compared to 2023.

*Other non-operating income (expense)* changed by \$123.0 million to income of \$50.5 million for 2024 from expense of \$(72.5) million for 2023. This change in other non-operating income was attributable to a gain on foreign currency exchange for 2024 compared to a loss for 2023 for a change of \$126.4 million, mainly related to intercompany loan arrangements. Additionally, other income was higher by \$1.5 million compared to 2023. These increases in non-operating income were partially offset by a loss on disposal of subsidiaries for 2024 compared to a gain for 2023 for a change of \$4.9 million, primarily attributable to the release of accumulated foreign currency translation balances upon the liquidation of certain subsidiaries.

*Income tax expense* decreased by \$18.6 million to \$119.0 million for 2024 from \$137.6 million for 2023. This decrease was primarily attributable to a discrete items discussed below, see "Discussion tax benefit of Significant Items Affecting approximately \$37.9 million that was recorded during 2024 related to an entity restructuring, partially offset by a tax benefit recorded in 2023 of approximately \$11.5 million for the Consolidated Results." release of valuation allowances in Mexico.

*Income (loss) from discontinued operations, net of tax* changed by \$10.5 million to income of \$0.7 million for 2024 compared to a loss of \$(9.8) million for 2023. This change was primarily attributable to the year-over-year effect of a reserve recorded in 2023 related to an indemnification claim received, as well as changes in estimates during 2023 regarding the realizability of certain receivables from previous divestitures.

#### *Comparison of Consolidated Results for the Year Ended December 31, 2023 to the Year Ended December 31, 2022*

Revenues increased by \$242.0 million to \$1,484.3 million for 2023 from \$1,242.3 million for 2022. The increase was attributable to: (1) the effect of a net change in foreign currency exchange rates, which increased revenues by \$108.9 million, mainly driven by the strengthening of the Mexican peso against the USD compared to 2022; (2) higher average total organic enrollment at our institutions, which increased revenues by \$79.3 million compared to 2022; and (3) the effect of changes in tuition rates and enrollments in programs at varying price points ("product mix"), mix, pricing and timing, which increased revenues by \$57.9 million compared to 2022. These increases in revenues were partially offset by other Corporate and Eliminations changes, which accounted for a decrease in revenues of \$4.1 million.

*Direct costs and general and administrative expenses combined* increased by \$170.2 million to \$1,142.4 million for 2023 from \$972.2 million for 2022. The effect of operational changes, mostly attributable to the effect of higher enrollments at our institutions as well as return-to-campus expenses, increased direct costs by \$94.0 million compared to 2022. Additionally, the effect of a net change in foreign currency exchange rates increased costs by \$86.3 million. These increases in direct costs were partially offset by a decrease in costs of \$10.1 million in 2023 related to other Corporate expenses.

*Operating income (loss)* increased by \$68.8 million to \$338.8 million for 2023 from \$270.0 million for 2022. This increase in operating income was a result of higher operating income at our Mexico and Peru segments, combined with lower operating costs at Corporate, as compared to 2022.

*Interest expense, net of interest income* increased by \$3.0 million to \$11.9 million for 2023 from \$8.9 million for 2022. The increase in interest expense was primarily attributable to higher average debt balances compared to 2022.

*Other non-operating expense* increased by \$57.2 million to \$72.5 million for 2023 from \$15.3 million for 2022. This increase was attributable to a higher loss on foreign currency exchange of \$58.3 million compared to 2022, mainly related to intercompany loan arrangements. Additionally, other income was lower by \$1.1 million compared to 2022. These increases in non-operating expense were partially offset by a higher gain on disposal of subsidiaries of \$2.2 million, primarily attributable to the release of accumulated foreign currency translation gains upon the liquidation of certain subsidiaries.

*Income tax expense* decreased by \$47.8 million to \$137.6 million for 2023 from \$185.4 million for 2022. This decrease was primarily attributable to a discrete tax expense recorded in 2022 of approximately \$32.5 million for an income tax reserve related to the application of the high-tax exception to global intangible low-taxed income, with the remaining difference mostly related to a benefit recorded in 2023 of approximately \$11.5 million for the release of valuation allowances in Mexico.

*(Loss) income from discontinued operations, net of tax* changed by \$18.1 million to a loss of \$(9.8) million for 2023 compared to income of \$8.3 million for 2022. This change was primarily attributable to a reserve recorded in 2023 related to an indemnification claim received, as well as changes in estimates during 2023 regarding the realizability of certain receivables from previous divestitures, combined with the year-over-year impact of a gain recognized during 2022 upon completion of the transfer of certain leases related to our former operations in Chile. See Overview for further detail on results of the Discontinued Operations.

#### *Comparison of Consolidated Results for the Year Ended December 31, 2022 to the Year Ended December 31, 2021*

Revenues increased by \$155.6 million to \$1,242.3 million for 2022 from \$1,086.7 million for 2021. Average total organic enrollment was higher at our institutions, increasing revenues by \$111.9 million compared to 2021. The effect of changes in tuition rates and enrollments in programs at varying price points ("product mix"), pricing and timing increased revenues by \$30.8 million compared to 2021. In addition, the effect of a net change in foreign currency exchange rates increased revenues by \$18.0 million, due to the strengthening of the Peruvian nuevo sol and the Mexican peso against the USD compared to 2021. These increases in revenues were partially offset by other Corporate and Eliminations changes, which accounted for a decrease in revenues of \$5.1 million.

*Direct costs and general and administrative expenses combined* decreased by \$46.7 million to \$972.2 million for 2022 from \$1,018.9 million for 2021. This decrease in direct costs and administrative expenses was primarily related to: (1) lower EiP implementation expense of \$74.6 million as a result of the completion of our EiP program in 2021; (2) lower depreciation and amortization expense of \$42.6 million, mainly driven by the full amortization of the finite-lived trademark in 2021; (3) lower other Corporate and Eliminations

expenses, which accounted for a decrease in costs of \$42.0 million in 2022, related to cost-reduction efforts; and (4) changes in acquisition-related contingent liabilities for taxes other-than-income tax, net of changes in indemnification assets, which resulted in a year-over-year decrease in costs of \$13.1 million. These decreases in direct costs were partially offset by the effect of operational changes, which increased direct costs by \$115.6 million compared to 2021, mainly attributable to the effect of higher enrollments at our institutions, as well as return-to-campus expenses. Additionally, the effect of a net change in foreign currency exchange rates increased costs by \$10.0 million compared to 2021.

*Operating income (loss)* changed by \$274.6 million to income of \$270.0 million for 2022 from a loss of \$(4.6) million for 2021. This increase in operating income was primarily a result of the impairment loss related to the Laureate trademark impairment that was recognized during 2021, combined with higher operating income at our Mexico and Peru segments during 2022. Additionally, cost-reduction efforts resulted in lower operating costs at Corporate in 2022, as compared to 2021.

*Interest expense, net of interest income* decreased by \$33.0 million to \$8.9 million for 2022 from \$41.9 million for 2021. The decrease in interest expense was primarily attributable to lower average debt balances mainly driven by the full repayment of the Senior Notes due 2025 in 2021.

*Other non-operating expense* decreased by \$75.7 million to \$15.3 million for 2022 from \$91.0 million for 2021. This decrease was attributable to: (1) a loss on debt extinguishment of \$77.9 million during 2021 in connection with the repayment of the Senior Notes due 2025; (2) a loss on derivative instruments during 2021 of \$24.5 million, driven by settlement of foreign currency swap agreements in connection with the sale of our Brazilian operations; (3) a gain on disposal of subsidiaries during 2022, compared to a loss during 2021, for a change of \$2.0 million; and (4) other non-operating income during 2022, compared to expense during 2021, for a change of \$2.5 million. These decreases in other non-operating expense were partially offset by foreign currency exchange loss in 2022, compared to a gain in 2021, for a change of \$31.2 million.

*Income tax expense* increased by \$39.8 million to \$185.4 million for 2022 from \$145.6 million for 2021. This increase was primarily driven by the tax effect of the increase in pretax income in 2022 compared to 2021. Additionally, the Company recognized an income tax reserve related to the application of the high-tax exception to global intangible low-taxed income. The increase was partially offset by a nonrecurring expense attributable to amended returns filed in 2021. Additionally, the increase was partially offset by less tax cost associated with the Netherlands intellectual property restructuring when compared to the prior year.

*Income from discontinued operations, net of tax* decreased by \$478.6 million to \$8.3 million for 2022 from \$486.9 million for 2021. This decrease was primarily attributable to the gain on sale of Walden University during 2021. See Overview for further detail on results of the Discontinued Operations.

*Net loss (income) attributable to noncontrolling interests* changed by \$11.9 million to a loss of \$0.6 million for 2022 from income of \$(11.3) million for 2021. This change was primarily related to our previous joint venture in Saudi Arabia and the income effect to noncontrolling interests that resulted in 2021 from the settlement of certain intercompany transactions.

#### Non-GAAP Financial Measure

We define Adjusted EBITDA as net income (loss), before (income) loss (income) from discontinued operations, net of tax, equity in net (income) loss of affiliates, net of tax, and income tax expense (benefit) adjusted for, (gain) loss on disposal of subsidiaries, net, foreign currency exchange (gain) loss, net, other (income) expense, (income), net, interest expense, interest income, loss on derivatives and loss on debt extinguishment, plus depreciation and amortization, share-based compensation expense, loss on impairment of assets and expenses related to our Excellence-in-Process (EiP) initiative. Adjusted EBITDA is used in addition to and in conjunction with results presented in accordance with GAAP and should not be relied upon to the exclusion of GAAP financial measures.

Adjusted EBITDA is a key measure used by our management and Board of Directors to understand and evaluate our core operating performance and trends, to prepare and approve our annual budget and to develop short- and long-term operational plans. In particular, the exclusion of certain expenses in calculating Adjusted EBITDA can provide a useful measure for period-to-period comparisons of our core business. Additionally, Adjusted EBITDA is a key financial measure used by the compensation committee of our Board of Directors and our Chief Executive Officer in connection with the payment of incentive compensation to our executive officers and other members of our management team. Accordingly, we believe that Adjusted EBITDA provides useful information to investors and others in understanding and evaluating our operating results in the same manner as our management and Board of Directors.

The following table presents Adjusted EBITDA and reconciles Net income to Adjusted EBITDA for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021: 2022:

(in millions)	(in millions)				2023 vs. 2022	2022 vs. 2021 (in millions)	2024			2023
		2023	2022	2021			Net (66)	% income	\$	
Net income	Net income	\$107.3	\$ 69.0	\$203.8	56	56 %	(66)	% income	\$ 296.4	\$ 107.3
Plus:										
Loss (income) from discontinued operations, net of tax										
Loss (income) from discontinued operations, net of tax										

Loss (income) from discontinued operations, net of tax	9.8	(8.3)	(486.9)	nm	(98)	%
Income (loss) from continuing operations	117.0	60.7	(283.1)	93 %	121	%
(Income) loss from discontinued operations, net of tax						
(Income) loss from discontinued operations, net of tax						
(Income) loss from discontinued operations, net of tax	(0.7)	9.8	(8.3)	(107) %	nm	
Income from continuing operations	295.7	117.0	60.7	153 %	93 %	
Plus:						
Equity in net income of affiliates, net of tax						
Equity in net income of affiliates, net of tax						
Equity in net income of affiliates, net of tax	(0.2)	(0.3)	(0.3)	—	nm	(0.2)
Income tax expense	137.6	185.4	185.4	145.6	26	119.0
Income (loss) from continuing operations before income taxes and equity in net income of affiliates	254.5	245.9	(137.5)	3 %	nm	137.6
Income from continuing operations before income taxes and equity in net income of affiliates	414.5	254.5	245.9	63 %	3 %	1
Plus:						
(Gain) loss on disposal of subsidiaries, net						
(Gain) loss on disposal of subsidiaries, net						
(Gain) loss on disposal of subsidiaries, net	(3.6)	(1.4)	0.6	157 %	nm	
Foreign currency exchange loss (gain), net	75.7	17.4	(13.8)	nm		
Other expense (income), net	0.3	(0.8)	1.7	(138) %	147 %	
Loss (gain) on disposal of subsidiaries, net						
Loss (gain) on disposal of subsidiaries, net						
Loss (gain) on disposal of subsidiaries, net	1.3	(3.6)	(1.4)	(136) %	157 %	
Foreign currency exchange (gain) loss, net	(50.7)	75.7	17.4	167 %	nm	
Other (income) expense, net	(1.2)	0.3	(0.8)	nm	(138) %	
Interest expense	21.0	16.4	16.4	46.3	46.3	18.1
Interest income	(9.1)	(7.6)	(7.6)	(4.4)	(4.4)	(8.1)
Loss on derivatives	—	—	24.5	nm	100 %	(9.1)
Loss on debt extinguishment	—	—	77.9	nm	100 %	

Operating income (loss)	338.8	270.0	(4.6)	25 %	nm
Operating income					
Operating income					
Operating income	374.0	338.8	270.0	10 %	25 %
Plus:					
Depreciation and amortization					
Depreciation and amortization					
Depreciation and amortization	69.6	59.1	59.1	101.2	101.2
EBITDA	EBITDA	408.4	329.1	329.1	96.6
Plus:					
Share-based compensation expense <sup>(a)</sup>					
Share-based compensation expense <sup>(a)</sup>					
Share-based compensation expense <sup>(a)</sup>	7.1	8.8	8.8	8.9	8.9
Loss on impairment of assets <sup>(b)</sup>	Loss on impairment of assets <sup>(b)</sup>	3.1	0.1	0.1	72.5
EiP implementation expenses <sup>(c)</sup>	EiP implementation expenses <sup>(c)</sup>	—	0.8	0.8	75.4
Adjusted EBITDA	Adjusted EBITDA	\$418.6	\$338.9	\$253.4	24
					24 %
					34 %
					Adjusted EBITDA \$ 450.1
					\$ 418.6

nm - percentage changes not meaningful

(a) Represents non-cash, share-based compensation expense pursuant to the provisions of ASC 718, "Stock Compensation."

(b) Represents non-cash charges related to impairments of long-lived assets. For further details on certain impairment items see "Discussion of Significant Items Affecting the Consolidated Results for the Year Ended December 31, 2021."

(c) EiP implementation expenses <sup>were</sup> related to our enterprise-wide initiative to optimize and standardize Laureate's processes, creating vertical integration of procurement, information technology, finance, accounting and human resources. It included the establishment of regional shared services organizations (SSOs), as well as improvements to the Company's system of internal controls over financial reporting. The EiP initiative also included other back- and mid-office areas, as well as certain student-facing activities, expenses associated with streamlining the organizational structure, an enterprise-wide program aimed at revenue growth, and certain non-recurring costs incurred in connection with previous dispositions. The EiP initiative was completed as of December 31, 2021, except for certain EiP expenses <sup>during 2022</sup> related to the run out of programs that began in prior periods.

#### Comparison of Depreciation and Amortization for the Years Ended December 31, 2024 and 2023

Depreciation and amortization decreased by \$1.4 million to \$68.2 million for 2024 from \$69.6 million for 2023, which was primarily driven by the effects of changes in foreign currency exchange rates compared to 2023.

#### Comparison of Depreciation and Amortization for the Years Ended December 31, 2023 and 2022

Depreciation and amortization increased by \$10.5 million to \$69.6 million for 2023 from \$59.1 million for 2022. The effects of foreign currency exchange rates increased depreciation and amortization expense by \$5.3 million. The remaining increase in depreciation and amortization expense of \$5.2 million was primarily attributed to a higher depreciable asset base in Mexico and Peru.

#### Comparison of Depreciation and Amortization and EiP Implementation Expenses for the Years Ended December 31, 2022 and 2021

Depreciation and amortization decreased by \$42.1 million to \$59.1 million for 2022 from \$101.2 million for 2021. This decrease was primarily attributable to the finite-lived Laureate trademark, which was fully amortized in 2021, combined with a lower depreciable asset base at Corporate following the outsourcing of a majority of our information technology activities to a third-party service provider during 2021.

EiP implementation expenses decreased by \$74.6 million to \$0.8 million for 2022 from \$75.4 million for 2021. This decrease resulted from the completion of our EiP program in 2021, with the exception of certain EiP expenses related to the run out of programs that began in prior periods.

#### Segment Results

We have two reportable segments: Mexico and Peru, as discussed in Overview. For purposes of the following comparison of results discussion, "segment direct costs" represent direct costs incurred by the segment as they are included in Adjusted EBITDA, such that depreciation and amortization expense, loss on impairment of assets, share-based compensation expense and our EiP implementation expenses have been excluded. Organic enrollment is based on average total enrollment for the period. For a further description of our segments, see Overview.

The following tables, derived from our consolidated financial statements included elsewhere in this Form 10-K, present selected financial information of our reportable segments:

nm - percentage change not meaningful

## *Mexico*

## *Financial Overview*



Comparison of Mexico Results for the Year Ended December 31, 2024 to the Year Ended December 31, 2023

(in millions)	Revenues	Direct Costs	Adjusted EBITDA
<b>December 31, 2023</b>	<b>\$ 782.6</b>	<b>\$ 605.6</b>	<b>\$ 177.0</b>
Organic enrollment <sup>(1)</sup>	59.8		
Product mix, pricing and timing <sup>(1)</sup>	22.3		
Organic constant currency	82.1	48.3	33.8
Foreign exchange	(23.5)	(19.2)	(4.3)
<b>December 31, 2024</b>	<b>\$ 841.2</b>	<b>\$ 634.7</b>	<b>\$ 206.5</b>

<sup>(1)</sup> Organic enrollment and Product mix, pricing and timing are not separable for the calculation of direct costs and therefore are combined and defined as Organic constant currency for the calculation of Adjusted EBITDA.

Revenues increased by \$58.6 million, a 7% increase from 2023.

- Organic enrollment increased during 2024 by 8%, increasing revenues by \$59.8 million.
- Revenues from our Mexico segment represented 54% of our consolidated total revenues for 2024 compared to 53% for 2023.

Adjusted EBITDA increased by \$29.5 million, a 17% increase from 2023, mainly driven by higher revenues.

Comparison of Mexico Results for the Year Ended December 31, 2023 to the Year Ended December 31, 2022

(in millions)	Revenues	Direct Costs	Adjusted EBITDA
<b>December 31, 2022</b>	<b>\$ 613.9</b>	<b>\$ 490.5</b>	<b>\$ 123.4</b>
Organic enrollment <sup>(1)</sup>	52.2		
Product mix, pricing and timing <sup>(1)</sup>	24.9		
Organic constant currency	77.1	44.5	32.6
Foreign exchange	91.6	71.0	20.6
Other <sup>(2)</sup>	—	(0.4)	0.4
<b>December 31, 2023</b>	<b>\$ 782.6</b>	<b>\$ 605.6</b>	<b>\$ 177.0</b>

(1) Organic enrollment and Product mix, pricing and timing are not separable for the calculation of direct costs and therefore are combined and defined as Organic constant currency for the calculation of Adjusted EBITDA.

(2) Other is composed of acquisition-related contingent liabilities for taxes other-than-income tax, net of changes in recorded indemnification assets.

Revenues increased by \$168.7 million, a 27% increase from 2022.

- Organic enrollment increased during 2023 by 10%, increasing revenues by \$52.2 million.
- Revenues from our Mexico segment represented 53% of our consolidated total revenues for 2023 compared to 50% for 2022.

Adjusted EBITDA increased by \$53.6 million, a 43% increase from 2022, mainly driven by higher revenues, partially offset by higher costs associated with return-to-campus expenses.

## Peru

### Financial Overview

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Comparison of Mexico Peru Results for the Year Ended December 31, 2022 December 31, 2024 to the Year Ended December 31, 2021

(in millions)	Revenues	Direct Costs	Adjusted EBITDA
<b>December 31, 2021</b>	<b>\$ 540.4</b>	<b>\$ 444.6</b>	<b>\$ 95.8</b>
Organic enrollment <sup>(1)</sup>	41.8		
Product mix, pricing and timing <sup>(1)</sup>	25.4		
Organic constant currency	67.2	54.8	12.4
Foreign exchange	6.3	4.2	2.1
Other <sup>(2)</sup>	—	(13.1)	13.1
<b>December 31, 2022</b>	<b>\$ 613.9</b>	<b>\$ 490.5</b>	<b>\$ 123.4</b>
<b>December 31, 2023</b>	<b>\$ 701.7</b>	<b>\$ 414.8</b>	<b>\$ 286.9</b>
Organic enrollment <sup>(1)</sup>	13.8		
Product mix, pricing and timing <sup>(1)</sup>	12.5		
Organic constant currency	26.3	28.1	(1.8)
Foreign exchange	(2.8)	(1.1)	(1.7)
<b>December 31, 2024</b>	<b>\$ 725.2</b>	<b>\$ 441.8</b>	<b>\$ 283.4</b>

(1) Organic enrollment and Product mix, pricing and timing are not separable for the calculation of direct costs and therefore are combined and defined as Organic constant currency for the calculation of Adjusted EBITDA.

(2) Other is composed of acquisition-related contingent liabilities for taxes other-than-income tax, net of changes in recorded indemnification assets.

Revenues increased by \$73.5 million \$23.5 million, a 14% 3% increase from 2021 2023.

- Organic enrollment increased during 2024 by 9% 2%, increasing revenues by \$41.8 million \$13.8 million.
- Revenues from our Mexico Peru segment represented 50% 46% of our consolidated total revenues for 2022 and 2021, 2024 compared to 47% for 2023.

Adjusted EBITDA increased/decreased by \$27.6 million \$3.5 million, a 29% increase/1% decrease from 2021.

- The increase in Adjusted EBITDA included a year-over-year benefit from the \$13.1 million charge recorded during 2021 related to 2023, primarily due to acquisition-related contingencies, higher marketing and bad debt expenses.

## Peru

### Financial Overview

Comparison of Peru Results for the Year Ended December 31, 2023 to the Year Ended December 31, 2022

(in millions)	Revenues	Direct Costs	Adjusted EBITDA
<b>December 31, 2022</b>	<b>\$ 624.2</b>	<b>\$ 357.5</b>	<b>\$ 266.7</b>
Organic enrollment (1)	27.1		
Product mix, pricing and timing (1)	33.1		
Organic constant currency	60.2	47.3	12.9
Foreign exchange	17.3	10.0	7.3
<b>December 31, 2023</b>	<b>\$ 701.7</b>	<b>\$ 414.8</b>	<b>\$ 286.9</b>

(1) Organic enrollment and Product mix, pricing and timing are not separable for the calculation of direct costs and therefore are combined and defined as Organic constant currency for the calculation of Adjusted EBITDA.

Revenues increased by \$77.5 million, a 12% increase from 2022.

- Organic enrollment increased during 2023 by 6%, increasing revenues by \$27.1 million.
- Revenues from our Peru segment represented 47% of our consolidated total revenues for 2023 compared to 50% for 2022.

Adjusted EBITDA increased by \$20.2 million, an 8% increase from 2022, mainly driven by higher revenues, partially offset by higher costs associated with return-to-campus expenses.

Comparison of Peru Results for the Year Ended December 31, 2022 to the Year Ended December 31, 2021

(in millions)	Revenues	Direct Costs	Adjusted EBITDA
<b>December 31, 2021</b>	<b>\$ 537.1</b>	<b>\$ 291.4</b>	<b>\$ 245.7</b>
Organic enrollment (1)	70.1		
Product mix, pricing and timing (1)	5.3		
Organic constant currency	75.4	60.8	14.6
Foreign exchange	11.7	5.3	6.4
<b>December 31, 2022</b>	<b>\$ 624.2</b>	<b>\$ 357.5</b>	<b>\$ 266.7</b>

(1) Organic enrollment and Product mix, pricing and timing are not separable for the calculation of direct costs and therefore are combined and defined as Organic constant currency for the calculation of Adjusted EBITDA.

Revenues increased by \$87.1 million, an 16% increase from 2021.

- Organic enrollment increased during 2022 by 14%, increasing revenues by \$70.1 million.
- Revenues from our Peru segment represented 50% of our consolidated total revenues for both 2022 and 2021.

Adjusted EBITDA increased by \$21.0 million, a 9% increase from 2021.

## Corporate

Corporate revenues primarily represent miscellaneous other revenues, net of the elimination of intersegment revenues. In 2022, corporate revenues also included transition services agreements related to previous divestitures.

Operating results for Corporate for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021 2022 were as follows:

	% Change
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(in millions)	(in millions)	2023		2022		2023 vs. 2022	2022 vs. (in 2021 millions)	2024		2023		2022		2024 vs. 2023		
		2023	2022	2021	2022			2024	2023	2022	2021	2022	2021	2024	2023	
Revenues	Revenues	\$ —	\$ 4.1	\$ 9.2	(100)	(100)	% (55)	% Revenues	\$ 0.2	\$ —	\$ 4.1	nm	nm	2	2	
Expenses	Expenses	45.2	55.3	55.3	97.3	97.3	18	18 %	43	% Expenses	40.0	45.2	55.3	55.3	12	12 %
Adjusted EBITDA	Adjusted EBITDA	\$ (45.2)	\$ (51.2)	\$ (88.1)	12	12 %	42	% EBITDA	\$ (39.8)	\$ (45.2)	\$ (51.2)	12	12 %	2	2	

nm - percentage change not meaningful

#### Comparison of Corporate Results for the Year Ended December 31, 2024 to the Year Ended December 31, 2023

Adjusted EBITDA increased by \$5.4 million, a 12% increase from 2023, mainly driven by a decrease in labor costs and other professional fees.

#### Comparison of Corporate Results for the Year Ended December 31, 2023 to the Year Ended December 31, 2022

Adjusted EBITDA increased by \$6.0 million, a 12% increase from 2022, mainly driven by a decrease in labor expenses and other professional fees, as well as a reduction in IT-related costs.

#### Comparison of Corporate Results for the Year Ended December 31, 2022 to the Year Ended December 31, 2021

Adjusted EBITDA increased by \$36.9 million, a 42% increase from 2021, mainly driven by a decrease in labor costs and other professional fees, related to cost-reduction efforts.

### Liquidity and Capital Resources

#### Liquidity Sources

We anticipate that cash flow from operations and available cash will be sufficient to meet our current operating requirements and manage our liquidity needs for at least the next 12 months from the date of issuance of this report.

Our primary source of cash is revenue from tuition charged to students in connection with our various education program offerings. Essentially all of our revenues are generated from private pay sources as there are no material government-sponsored loan programs in Mexico or Peru. We anticipate generating sufficient cash flow from operations in the countries in which we operate to satisfy the working capital and financing needs of our organic growth plans for each country. If our educational institutions within one country were unable to maintain sufficient liquidity, we would consider using internal cash resources or reasonable short-term working capital facilities to accommodate any short- to medium-term shortfalls.

As of December 31, 2023 December 31, 2024, our secondary source of liquidity was cash and cash equivalents of \$89.4 million were \$91.4 million. Our cash accounts are maintained with high-quality financial institutions. The Company also maintains a revolving credit facility (the Senior "Senior Secured Credit Facility") with a syndicate of financial institutions as a source of liquidity. The Senior Secured Credit Facility, pursuant to the Third Amended and Restated Credit Agreement, dated as of October 7, 2019 (the "Credit Agreement", as amended by the First Amendment, dated as of July 20, 2020, the Second Amendment, dated as of December 23, 2022, and, as further amended by the Third Amendment, dated as of September 18, 2023, the "Amended Credit Agreement"), provides provided for borrowings of \$145.0 million of revolving credit loans, maturing October 2024 which matured on October 7, 2024 (the "Series 2024 Tranche") and \$155.0 million of revolving credit loans maturing in September 2028 (the "Series 2028 Tranche") for a \$300.0 million aggregate revolving credit facility (the "Revolving Credit Facility"). Given the maturity date of the Series 2024 Tranche, as of December 31, 2024, the borrowing capacity of the Revolving Credit Facility was \$155.0 million. As a subfacility under the Revolving Credit Facility, the Amended Credit Agreement provides for letter of credit commitments in the aggregate amount of \$10.0 million. From time to time, we draw down on the Revolving Credit Facility, and, in accordance with the terms of the credit agreement, any proceeds drawn on the Revolving Credit Facility may be used for general corporate purposes. As of December 31, 2023 December 31, 2024, the Company

had no outstanding balance borrowed \$59.0 million of under the \$300.0 million of available capacity. Revolving Credit Facility. In addition to the Revolving Credit Facility, our subsidiaries had approximately \$68.8 million \$80.3 million of available borrowing capacity under lines of credit and short-term borrowing arrangements as of December 31, 2023 December 31, 2024.

If certain conditions are satisfied, the Amended Credit Agreement also provides for incremental revolving and term loan facilities, at the request of the Company and subject to lender approval, not to exceed (i) the greater of (a) \$172.5 million and (b) 50% of the Company's Consolidated EBITDA, plus (ii) additional amounts so long as both immediately before and after giving effect to such incremental facilities the Company's Consolidated Senior Secured Debt to Consolidated EBITDA ratio, as defined in the Amended Credit Agreement, on a pro forma basis, does not exceed 2.25x, plus, (iii) the aggregate amounts of any voluntary repayments of term loans, if any, and aggregate amount of voluntary repayments of revolving credit facilities that are accompanied by a corresponding termination or reduction of revolving credit commitments.

#### Liquidity Restrictions

Our liquidity is affected by restricted cash balances, which totaled total \$7.5 million ed \$6.5 million and \$8.6 million \$7.5 million as of December 31, 2023 December 31, 2024 and 2022, 2023, respectively. Restricted cash consists of cash equivalents held as assets for a supplemental employment retention agreement for a former executive.

## Indefinite Reinvestment of Foreign Earnings

We earn a significant portion of our income from subsidiaries located in countries outside the United States. As of December 31, 2024, \$80.1 million of our total \$91.4 million of cash and cash equivalents were held by foreign subsidiaries. As of December 31, 2023, \$82.7 million of our total \$89.4 million of cash and cash equivalents were held by foreign subsidiaries. As of December 31, 2022, \$77.3 million of our total \$85.2 million of cash and cash equivalents were held by foreign subsidiaries.

As part of our business strategies, we have determined that the undistributed historical earnings of our foreign operations for which we have not already recorded taxes will be deemed indefinitely reinvested outside of the United States.

Our plans to indefinitely reinvest certain earnings are supported by projected working capital and long-term capital requirements in each foreign subsidiary location in which the earnings are generated. We have analyzed our domestic operation's cash repatriation strategies, projected cash flows, projected working capital and liquidity, and the expected availability within the debt or equity markets to provide funds for our domestic needs. Based on our analysis, we believe we have the ability to indefinitely reinvest our historical foreign earnings that would be subject to tax. If our expectations change based on future developments such that some or all of the undistributed earnings of our foreign subsidiaries may be remitted to the United States in the foreseeable future, we will be required to recognize deferred tax expense and liabilities and pay additional taxes on any amounts that we are unable to repatriate in a tax-free manner.

## Liquidity Requirements

Our short-term liquidity requirements include: funding for debt service (including finance leases); operating lease obligations; payments of deferred compensation; working capital; operating expenses; capital expenditures; stock repurchases; an indemnification claim; and business development activities.

Long-term liquidity requirements include: payments on long-term debt (including finance leases); operating lease obligations; payments of deferred compensation; stock repurchases; and payments of other third-party obligations.

### Debt

As of December 31, 2023 December 31, 2024, our debt obligations consisted of borrowings under the Senior Secured Credit Facility lines of credit and other debt instruments at short-term borrowing arrangements of subsidiaries and notes payable, which totaled \$53.8 million. In addition, our operations, as well as finance lease obligations and sale-leaseback financings, financings were \$48.4 million.

#### Senior Secured Credit Facility

As of December 31, 2023 and 2022, December 31, 2024, there was a \$59.0 million and \$100.0 million no balance outstanding under our Senior Secured Credit Facility, respectively. As of December 31, 2023, there was a \$59.0 million balance outstanding under our Senior Secured Credit Facility.

#### Other Debt

Other debt includes lines of credit and short-term borrowing arrangements of subsidiaries and notes payable, the significant components of which are described below.

As of December 31, 2023 December 31, 2024 and 2022, 2023, the aggregate outstanding balances on our lines of credit were \$10.9 million \$30.0 million and \$13.8 million \$10.9 million, respectively.

In December 2017, one One of our subsidiaries in Mexico holds an unsecured term loan which was scheduled to mature in June 2024. During the second quarter of 2024, we entered into an agreement with a bank for a loan of MXN 1,700.0 million (approximately \$89.0 million at modification, which extended the time maturity of the loan) loan to June 2029. The loan matures in June 2024 and carries a variable interest rate, plus an applicable margin, which is established based on the ratio of debt to EBITDA, as defined in the agreement (13.00% (11.74% as of December 31, 2023 December 31, 2024). The Under the loan modification agreement, the current quarterly payments on the loan total MXN 76.5 million \$4.3 million (\$4.5 million at December 31, 2023 December 31, 2024) and increase over the remaining term of the loan to MXN \$23.4 million (\$1.2 million at December 31, 2024), with a balloon payment of MXN 425.0 million 170.0 million (\$25.0 million at December 31, 2023 December 31, 2024) due at maturity. As of December 31, 2023 December 31, 2024 and 2022, 2023, the outstanding balance of this loan was \$29.5 million \$20.8 million and \$41.4 million \$29.5 million, respectively.

### Covenants

Under the The Amended Credit Agreement, we are subject provides that, solely with respect to the revolving credit facility, the Company shall not permit its Consolidated Senior Secured Debt to Consolidated EBITDA financial maintenance covenant that applies only to the Revolving Credit Facility (a leverage ratio, covenant), as defined in the Amended Credit Agreement, unless certain conditions are satisfied. As of December 31, 2023, these conditions were satisfied and, therefore, we were not subject to the leverage ratio. The maximum ratio, as defined, is 3.00x exceed 3 as of the last day of each quarter commencing with the quarter ending December 31, 2019 and thereafter. The Amended Credit Agreement also provides that if less than 25% of the revolving credit facility is utilized as of that date, then such financial covenant shall not apply. As of December 31, 2024, this condition was satisfied and, therefore, we were not subject to the leverage ratio. In addition, indebtedness at some of our locations contain financial maintenance covenants. We were in compliance with these covenants as of December 31, 2023 December 31, 2024.

### Leases

We conduct a significant portion of our operations from leased facilities, including many of our higher education facilities and other office locations. As discussed in Note 9, Leases, in our consolidated financial statements included elsewhere in this Form 10-K, we have significant operating lease liabilities recorded related to our leased facilities, which will require future cash payments. As of December 31, 2023 December 31, 2024 and 2022, 2023, the present value of operating lease liabilities was \$417.6 million \$327.1 million and

\$415.9 million \$417.6 million, respectively. Based on the operating leases outstanding at December 31, 2023 December 31, 2024, \$95.0 million \$86.5 million of minimum lease payments will be required during 2024 2025. In addition, we had finance lease obligations and sale-leaseback financings of \$57.6 million \$48.4 million and \$48.2 million \$57.6 million as of December 31, 2023 December 31, 2024 and 2022, 2023, respectively.

#### ***Capital Expenditures***

Capital expenditures primarily consist of purchases of property and equipment. Our capital expenditure program is a component of our liquidity and capital management strategy. This program includes discretionary spending, which we can adjust in response to economic and other changes in our business environment, to grow our network through the following: (1) capacity expansion at institutions to support enrollment growth; (2) new campuses for institutions in our existing markets; and (3) information technology to increase efficiency and controls. Our non-discretionary spending includes the maintenance of existing facilities. We typically fund our capital expenditures through cash flow from operations and external financing. In the event that we are unable to obtain the necessary funding for capital expenditures, our long-term growth strategy could be significantly affected. We believe that our internal sources of cash and our ability to obtain additional third-party financing, subject to market conditions, will be sufficient to fund our investing activities.

Our total capital expenditures, for our continuing and discontinued operations, excluding receipts from the sale of subsidiaries and property and equipment, were \$56.5 million \$71.9 million, \$56.5 million and \$53.1 million during 2024, 2023 and \$56.3 million during 2022, respectively. The 27% increase in capital expenditures for 2024 compared to 2023 2022 was primarily due to the purchase of a parcel of land and 2021, respectively, a new campus construction project that began in 2024, combined with higher spending in Mexico for campus consolidation related to the implementation of a real estate optimization plan. The 6% increase in capital expenditures for 2023 compared to 2022 was primarily due to investment in equipment for health science programs in Peru as well as campus expansion and digital innovation in Mexico. The 6% decrease in capital expenditures for 2022 compared to 2021 was primarily due to the year-over-year effect of divestitures completed in 2021 combined with lower spending in Peru and Corporate, partially offset by higher spending in health science programs in Mexico.

#### ***Stock Repurchase Program***

On September 13, 2024, the Company announced its Board of Directors had approved a new stock repurchase program to acquire up to \$100 million \$100 million of the Company's common stock. The Company intends to finance the repurchases with free cash flow, excess cash and liquidity on-hand, including available capacity under its Revolving Credit Facility. The Company's proposed repurchases may be made from time to time on the open market at prevailing market prices, in privately negotiated transactions, in block trades and/or through other legally permissible means, depending on market conditions and in accordance with applicable rules and regulations promulgated under the Securities Exchange Act of 1934, as amended (the "Exchange Act"). Repurchases may be effected pursuant to a trading plan adopted in accordance with Rule 10b5-1 of the Exchange Act. The Company's board Board of Directors will review the share repurchase program periodically and may authorize adjustment of its terms and size or suspend or discontinue the program. As of December 31, 2024, the approximate dollar value of shares yet to be purchased under this stock repurchase program was \$98.0 million. The Company intends to finance the repurchases with free cash flow, excess cash and liquidity on-hand, including available capacity under its Revolving Credit Facility.

#### **Cash Flows**

In the consolidated statements of cash flows, the changes in operating assets and liabilities are presented excluding the effects of exchange rate changes and reclassifications, as these effects do not represent operating cash flows. Accordingly, the amounts in the consolidated statements of cash flows do not agree with the changes of the operating assets and liabilities as presented in the consolidated balance sheets. The effects of exchange rate changes on cash are presented separately in the consolidated statements of cash flows.

The following table summarizes our cash flows from operating, investing, and financing activities for each of the past three fiscal years:

(in millions)	(in millions)	2023	2022	2021	(in millions)	2024	2023	2022
Cash provided by (used in):								
Operating activities								
Operating activities								
Operating activities								
Investing activities								
Financing activities								
Effects of exchange rate changes on cash								
Change in cash included in current assets held for sale								
Net change in cash and cash equivalents and restricted cash								

#### ***Comparison of Cash Flows for the Year Ended December 31, 2024 to the Year Ended December 31, 2023***

##### ***Operating activities***

Cash provided by operating activities decreased by \$18.1 million to \$232.7 million for 2024, compared to \$250.8 million for 2023. This decrease in operating cash inflows was attributable to an increase in cash paid for taxes of \$23.5 million, from \$171.3 million in 2023 to \$194.8 million in 2024, which was primarily driven by taxes paid during 2024 as a result of the distribution of certain intercompany loans. This decrease in operating cash inflows was partially offset by lower cash paid for interest of \$3.7 million, from \$20.3 million in 2023 to \$16.6 million in 2024, attributable to lower average debt balances in 2024 compared to 2023. In addition, higher operating income combined with the net effect of changes in operating assets and liabilities increased operating cash flows by \$1.7 million compared to 2023.

#### Investing activities

Cash used in investing activities increased by \$5.6 million to \$(57.5) million for 2024 from \$(51.9) million for 2023. This increase in investing cash outflows was primarily attributable to higher capital expenditures of \$15.4 million compared to 2023, mainly driven by the purchase of land and construction costs for a new campus in 2024. In addition, the year-over-year change in cash flows related to run-out activity from previously sold discontinued operations decreased investing cash flows by \$7.9 million to a cash outflow of \$(3.6) million for 2024 from a cash inflow of \$4.3 million for 2023, which was primarily driven by a payment in 2024 to settle an indemnification claim in connection with the 2021 sale of the Walden Group, combined with the year-over-year effect of the collection of an earnout receivable in 2023 related to the 2021 sale of our Brazilian operations. These increases in investing cash outflows were partially offset by higher cash proceeds from the sale of property and equipment of \$17.7 million, which was primarily related to the sale of certain real estate in the United States and Mexico during 2024.

#### Financing activities

Cash used in financing activities decreased by \$35.0 million to \$(166.9) million for 2024 from \$(201.9) million for 2023. This decrease in financing cash outflows was primarily attributable to lower payments of special dividends and distributions of \$110.8 million, from \$112.5 million in 2023 to \$1.7 million in 2024. Additionally, net payments of long-term debt during 2024 as compared to 2023 were lower by \$29.3 million. These decreases in financing cash outflows were partially offset by payments for common stock repurchases of \$102.1 million during 2024. Other items accounted for the remaining difference of \$3.0 million.

#### Comparison of Cash Flows for the Year Ended December 31, 2023 to the Year Ended December 31, 2022

##### Operating activities

Cash provided by operating activities increased by \$72.6 million to \$250.8 million for 2023, compared to \$178.2 million for 2022. This increase in operating cash flows was attributable to higher operating income, combined with the net effect of changes in operating assets and liabilities, which increased operating cash by \$93.6 million compared to 2022. This increase in cash inflows was offset in part by an increase in cash paid for taxes of \$17.5 million, from \$153.8 million in 2022 to \$171.3 million in 2023, which was a result of higher tax prepayments during the 2023 period in Mexico and Peru, partially offset by tax refunds in the United States. Additionally, cash paid for interest increased by \$3.5 million, from \$16.8 million in 2022 to \$20.3 million in 2023, attributable to higher average debt balances in 2023.

##### Investing activities

Cash from investing activities decreased by \$82.2 million to a cash outflow of \$(51.9) million for 2023 from a cash inflow of \$30.3 million for 2022. This decrease in investing cash flows was attributable to lower cash receipts from the sales of Discontinued Operations discontinued operations and property and equipment of \$78.9 million, from \$83.4 million, net, during 2022 (primarily related to the receipt of the escrow receivable in connection with the 2021 sale of Walden University and the collection of certain receivables from the 2021 sale of our Brazilian operations) to \$4.5 million, net, in 2023 (primarily related to the receipt of an earnout receivable from the sale of our Brazilian operations). Additionally, cash used for capital expenditures increased by \$3.4 million compared to 2022, mainly driven by investment in equipment for health science programs in Peru as well as campus expansion and digital innovation in Mexico. Other items accounted for the remaining difference of \$0.1 million.

##### Financing activities

Cash used in financing activities decreased by \$259.7 million to \$(201.9) million for 2023 from \$(461.6) million for 2022. This decrease in financing cash outflows was attributable to the year-over-year effect of \$282.2 million of payments made during 2022 for common stock repurchases. In addition, payments of special dividends and distributions were lower by \$140.7 million, from \$253.2 million in 2022 to \$112.5 million in 2023. These decreases in financing cash outflows were partially offset by: (1) higher net payments of long-term debt during 2023 as compared to 2022, for a change of \$152.2 million; (2) lower proceeds from the exercise of common stock options of \$10.9 million; and (3) payment of debt issuance costs of \$1.3 million during 2023 in connection with the amendment of our Senior Secured Credit Facility. Other items accounted for the remaining difference of \$1.2 million.

#### Comparison of Cash Flows for the Year Ended December 31, 2022 to the Year Ended December 31, 2021

##### Operating activities

Cash flows from operating activities changed by \$334.3 million to cash inflow of \$178.2 million for 2022, compared to a cash outflow of \$(156.1) million for 2021. This increase in operating cash flows was attributable to: (1) increased operating income combined with the net effect of changes in operating assets and liabilities, which increased operating cash by \$143.8 million compared to 2021; (2) lower cash paid for taxes of \$97.3 million, from \$251.1 million in 2021 to \$153.8 million in 2022, a decrease primarily driven by the payment of estimated taxes related to the sale of Walden University in 2021 and payment of withholding taxes for intercompany loans that were capitalized during 2021; (3) the year-over-year effect of \$46.8 million of payments for lease termination agreements in 2021; and (4) a decrease in cash paid for interest of \$46.4 million, from \$63.2 million in 2021 to \$16.8 million in 2022, attributable to lower average debt balances.

##### Investing activities

Cash provided by investing activities decreased by \$2,013.9 million to \$30.3 million for 2022 from \$2,044.2 million in 2021. This decrease was primarily attributable to lower cash receipts from the sales of discontinued operations of \$2,067.4 million, from \$2,150.8 million, net, in 2021 (primarily for the sale of Walden University, our operations in Honduras and Brazil, the receipt of the note receivable related to the 2020 divestiture of our Chilean operations, and the receipt of a portion of the purchase prices that were withheld in connection to the 2018 sale of our China operations and the 2020 sale of our Malaysia operations) to \$83.4 million, net, in 2022 (primarily related to the receipt of the escrow receivable related to the 2021 sale of Walden University, and the collection of certain receivables from the sale of our Brazilian operations). This decrease in investing cash flows was partially offset by the year-over-year effect of \$50.3 million of payments made in 2021 for derivative instruments related to foreign exchange swap agreements associated with the sale of our Brazil operations. Additionally, cash used for capital expenditures decreased by \$3.2 million compared to 2021.

##### Financing activities

Cash used in financing activities decreased by \$2,221.6 million to \$(461.6) million for 2022 from \$(2,683.2) million for 2021. This decrease in financing cash outflows was attributable to: (1) lower cash distributions to shareholders of \$1,121.7 million, from \$1,374.9 million in 2021 following the sale of Walden University, to \$253.2 million in 2022; (2) net proceeds from issuance of long-term debt in 2022 as compared to net payments of long-term debt in 2021, primarily related to the repayment in full of the balance outstanding under the Senior Notes due 2025, for a change of \$958.1 million; (3) lower year-over-year payments to repurchase shares of our common stock of \$98.3 million; (4) the year-over-year effect of \$33.0 million in payments made in 2021 for call premiums associated with the redemption of the Senior Notes due 2025; and (5) higher proceeds from the exercises of common stock options of \$9.8 million during 2022, as compared to 2021. Other items accounted for the remaining difference of \$0.7 million.

#### **Critical Accounting Policies and Estimates**

The preparation of the consolidated financial statements in conformity with GAAP requires our management to make estimates and assumptions that affect the reported amounts of assets, liabilities, revenues and expenses, and the related disclosure of contingent assets and liabilities. Actual results could differ from these estimates. Our significant accounting policies are discussed in Note 2, Significant Accounting Policies, in our consolidated financial statements included elsewhere in this Form 10-K. Our critical accounting policies require the most significant judgments and estimates about the effect of matters that are inherently uncertain. As a result, these accounting policies and estimates could materially affect our financial statements and are critical to the understanding of our results of operations and financial condition. Management has discussed the selection of these critical accounting policies and estimates with the **audit committee** **Audit and Risk Committee** of the Board of Directors.

#### Goodwill and Indefinite-lived Intangible Assets

We perform annual impairment tests of indefinite-lived intangible assets, including goodwill and tradenames, as of October 1st each year. We also evaluate these assets on an interim basis if events or changes in circumstances between annual tests indicate that the assets may be impaired. We have not made material changes to the methodology used to assess impairment loss on indefinite-lived tradenames during the past three fiscal years. If the estimates and related assumptions used in assessing the recoverability of our goodwill and indefinite-lived tradenames decline, we may be required to record impairment charges for those assets. We base our fair value estimates on assumptions that we believe to be reasonable but that are unpredictable and inherently uncertain. Actual results may differ from those estimates. In addition, we make certain judgments and assumptions in allocating shared assets and liabilities to determine the carrying values for each of our reporting units.

##### *Goodwill*

On January 1, 2020, the Company adopted Accounting Standards Update (ASU) No. 2017-04, Intangibles - Goodwill and Other (Topic 350): Simplifying the Accounting for Goodwill Impairment. This ASU requires entities to calculate goodwill impairment as the amount by which a reporting unit's carrying value exceeds its fair value, not to exceed the carrying amount of goodwill.

Under the updated guidance, the Company continues to have the option of first performing a qualitative goodwill impairment assessment (i.e., step zero) in order to determine if a quantitative impairment test is necessary. A reporting unit is defined as a component of an operating segment for which discrete financial information is available and regularly reviewed by management of the segment. Based on the qualitative assessment, if we determine that it is more likely than not that the fair value of the reporting unit is greater than its carrying amount, the quantitative impairment test is not required.

If we do not perform the qualitative assessment for a reporting unit or determine that it is more likely than not that the fair value of a reporting unit is less than its carrying amount, a quantitative fair value-based test is performed. We estimate the fair value of each reporting unit, and, if the carrying amount of the reporting unit is less than the reporting unit's estimated fair value, then there is no goodwill impairment. If the carrying amount of the reporting unit exceeds its estimated fair value, then goodwill is impaired and the difference between the reporting unit's carrying amount and its fair value is recognized as a loss on impairment of assets in the Consolidated Statements of Operations. We completed our annual impairment testing, and no impairments of goodwill were identified.

Our valuation approach to estimate the fair value of a reporting unit has historically utilized a weighted combination of a discounted cash flow analysis and a market multiples analysis. The discounted cash flow analysis relies on historical data and internal estimates, which are developed as a part of our long-range plan process, and includes an estimate of terminal value based on these expected cash flows using the generally accepted Gordon Dividend Growth formula, which derives a valuation using an assumed perpetual annuity based on the reporting unit's residual cash flows. The discount rate is based on the generally accepted Weighted Average Cost of Capital methodology, and is derived using a cost of equity based on the generally accepted Capital Asset Pricing Model and a cost of debt based on the typical rate paid by market participants. The market multiples analysis utilizes multiples of business enterprise value to revenues, operating income and earnings before interest, taxes, depreciation and amortization of comparable publicly traded companies and multiples based on fair value transactions where public information is available. Significant assumptions used in estimating the fair value of each reporting unit include: (1) the revenue and profitability growth rates and (2) the discount rate.

If we perform a quantitative impairment test, we also evaluate the sensitivity of a change in assumptions related to goodwill impairment, assessing whether a 10% reduction in our estimates of revenue or a 1% increase in our estimated discount rates would result in impairment of goodwill. **We have determined that neither of our reporting units with material goodwill were at risk of failing the goodwill impairment test as of December 31, 2023.**

We completed our initial public offering (IPO) on February 6, 2017 at an initial public offering price that was below the expected range, and since then our stock price at times has traded below the initial public offering price. While our market capitalization is currently in excess of the carrying value of our stockholders' equity, a significant decline in our stock price for an extended period of time could be considered an impairment indicator that would cause us to perform an interim impairment test that could result in additional impairments of goodwill or other intangible assets.

##### *Indefinite-lived Intangible Assets*

Indefinite-lived intangible assets include acquired indefinite-lived tradenames. Indefinite-lived tradenames are evaluated annually as of October 1st each year for impairment as well as on an interim basis if events or changes in circumstances between annual tests indicate that the asset may be impaired. The Company has the option of first performing a

qualitative impairment test to determine if a quantitative impairment test is necessary. Based on the qualitative assessment, if we determine that it is more likely than not that the fair value of the indefinite-lived intangible is greater than its carrying amount, the quantitative impairment test is not required. If required, the quantitative impairment test for indefinite-lived tradenames generally requires a new determination of the fair value of the intangible asset using the relief-from-royalty method. This method estimates the amount of royalty expense that we would expect to incur if the assets were licensed from a third party. We use publicly available information in determining certain assumptions to assist us in estimating fair value using market participant assumptions. If the fair value of the intangible asset is less than its carrying value, the intangible asset is adjusted to its new estimated fair value, and an impairment loss is recognized. Significant assumptions used in estimating the fair value of indefinite-lived tradenames include: (1) the revenue growth rates; (2) the discount rates; and (3) the estimated royalty rates.

#### Long-Lived Assets

We evaluate our long-lived assets, including property and equipment, to determine whether events or changes in circumstances indicate that the remaining estimated useful lives of such assets may warrant revision or that their carrying values may not be fully recoverable.

Indicators of impairment include, but are not limited to:

- a significant deterioration of operating results;
- a change in regulatory environment;
- a change in business plans; or
- an adverse change in anticipated cash flows.

If an impairment indicator is present, we evaluate recoverability by a comparison of the carrying amount of the assets to future undiscounted net cash flows expected to result from the use and eventual disposition of the assets. If the assets are determined to be impaired, the impairment recognized is the excess of the carrying amount over the fair value of the assets. Fair value is generally determined by the discounted cash flow method. The discount rate used in any estimate of discounted cash flows is the rate commensurate with a similar investment of similar risk. We use judgment in determining whether a triggering event has occurred and in estimating future cash flows and fair value. Changes in our judgments could result in impairments in future periods. **See Note 7, Goodwill and Other Intangible Assets, in our consolidated financial statements included elsewhere in this Form 10-K for further details on impairments.**

#### Income Taxes

We record the amount of income taxes payable or refundable for the current year, as well as deferred tax assets and liabilities for the expected future tax consequences of events that we have recognized in our consolidated financial statements or tax returns. We exercise judgment in assessing future profitability and the likely future tax consequences of these events.

#### Deferred Taxes

Estimates of deferred tax assets and liabilities are based on current tax laws, rates and interpretations, and, in certain cases, business plans and other expectations about future outcomes. We develop estimates of future profitability based upon historical data and experience, industry projections, forecasts of general economic conditions, and our own expectations. Our accounting for deferred tax consequences represents management's best estimate of future events that can be appropriately reflected in our accounting estimates. Changes in existing tax laws and rates, their related interpretations, as well as the uncertainty generated by the current economic environment, may impact the amounts of deferred tax liabilities or the valuations of deferred tax assets.

#### Tax Contingencies

We are subject to regular review and audit by both domestic and foreign tax authorities. We apply a more-likely-than-not threshold for tax positions, under which we must conclude that a tax position is more likely than not to be sustained in order for us to continue to recognize the benefit. This assumes that the position will be examined by the appropriate taxing authority and that full knowledge of all relevant information is available. In determining the provision for income taxes, judgment is used, reflecting estimates and assumptions, in applying the more-likely-than-not threshold. A change in the assessment of the outcome of a tax review or audit could materially adversely affect our consolidated financial statements.

**See Note 13, 12, Income Taxes, in our consolidated financial statements included elsewhere in this Form 10-K for details of our deferred taxes and tax contingencies.**

#### Indefinite Reinvestment of Foreign Earnings

We earn substantially all of our income from subsidiaries located in countries outside the United States. Deferred tax liabilities have not been recognized for undistributed historical foreign earnings that would be subject to tax because management believes that the historical retained earnings will be indefinitely reinvested outside the United States under the Company's planned tax-neutral methods. Our assertion that earnings from our foreign operations will be indefinitely reinvested is supported by projected working capital and long-term capital plans in each foreign subsidiary location in which the earnings are generated. Additionally, we believe that we have the ability to indefinitely reinvest foreign earnings based on our domestic operation's cash repatriation strategies, projected cash flows, projected working capital and liquidity, and the expected availability of capital within the debt or equity markets. If our expectations change based on future developments, such that some or all of the undistributed earnings of our foreign subsidiaries may be remitted to the United States in the foreseeable future, we will be required to recognize deferred tax expense and liabilities on any amounts that we are unable to repatriate in a tax-free manner.

#### Revenue Recognition

Our revenues primarily consist of tuition and educational service revenues. We also generate other revenues from student fees and other education-related activities. These other revenues are less material to our overall financial results and have a tendency to trend with tuition revenues. Revenues are recognized when control of the promised goods or services is transferred to our customers, in an amount that reflects the consideration we expect to be entitled to in exchange for those goods or services. These revenues are

recognized net of scholarships and other discounts, refunds and waivers. For further description, see also Note 3, Revenue, in our consolidated financial statements included elsewhere in this Form 10-K.

#### Allowance for Doubtful Accounts

Receivables are deemed to be uncollectible when they have been outstanding for two years, or earlier when collection efforts have ceased, at which time they are written off. Prior to that, we record an allowance for doubtful accounts to reduce our receivables to their net realizable value. Our allowance estimation methodology is based on the age of the receivables, the status of past-due amounts, historical collection trends, current economic conditions and student enrollment status. In the event that current collection trends differ from historical trends, an adjustment is made to the allowance account and bad debt expense.

#### Share-Based Compensation

We have granted restricted stock, restricted stock units and performance awards for which the vesting is based on our annual performance metrics. For interim periods, we use our year-to-date actual results, financial forecasts, and other available information to estimate the probability of the award vesting based on the performance metrics. The related compensation expense recognized is affected by our estimates of the vesting probability of these performance awards. See Note 11, Share-based Compensation and Equity, in our consolidated financial statements included elsewhere in this Form 10-K for further discussion of these arrangements.

#### **Recently Issued Accounting Standards**

Refer to Note 2, Significant Accounting Policies, in our consolidated financial statements included elsewhere in this Form 10-K for recently issued accounting standards.

#### **Item 7A. Quantitative and Qualitative Disclosures About Market Risk**

We are exposed to market risk primarily from fluctuations in interest rates and foreign currency exchange rates. We may seek to control a portion of these risks through a risk-management program that includes the use of derivatives to reduce earnings and cash flow volatility associated with changes in interest rates and foreign currency exchange rates. As a policy, we do not engage in speculative or leveraged transactions, nor do we hold or issue derivatives for trading purposes.

##### Interest Rate Risk

We are subject to risk from fluctuations in interest rates, primarily relating to our Senior Secured Credit Facility and certain local debt, which bear interest at variable rates. Based on our outstanding variable-rate debt as of **December 31, 2023** **December 31, 2024**, an increase of 100 basis points in our weighted-average interest rate would result in an increase in interest expense of **\$0.9 million** **\$0.2 million** on an annual basis.

##### Foreign Currency Exchange Risk

We use the USD as our reporting currency. We derived substantially all of our revenues outside of the United States for the year ended **December 31, 2023** **December 31, 2024**. Our business is transacted through a network of international and domestic subsidiaries, generally in the local currency, considered the functional currency for that subsidiary.

Our foreign currency exchange rate risk is related to the following items:

- Adjustments relating to the translation of our assets and liabilities from the subsidiaries' functional currencies to USD. These adjustments are recorded in accumulated other comprehensive income (loss) on our consolidated balance sheets.
- Gains and losses resulting from foreign currency exchange rate changes related to intercompany loans that are not deemed to have the characteristics of a long-term investment. These gains and losses are recorded in foreign currency exchange gain (loss) on our consolidated statements of operations.
- Gains and losses on foreign currency transactions. These gains and losses are recorded in foreign currency exchange gain (loss) on our consolidated statements of operations.

For the year ended **December 31, 2023** **December 31, 2024**, a hypothetical 10% adverse change in average annual foreign currency exchange rates would have decreased **Revenues**, Operating income and Adjusted EBITDA by approximately **\$40.6 million** **\$156.6 million**, **\$43.6 million** and **\$47.7 million** **\$50.4 million**, respectively. We monitor the impact of foreign currency movements related to differences between our subsidiaries' local currencies and the USD.

#### **Item 8. Financial Statements and Supplementary Data**

##### **Report of Management on Internal Control over Financial Reporting**

Management is responsible for establishing and maintaining adequate internal control over financial reporting for the Company. We conducted an evaluation of the effectiveness of our internal control over financial reporting as of **December 31, 2023** **December 31, 2024**, based on the framework in *Internal Control-Integrated Framework* issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO) in 2013. Based on our evaluation, we have concluded that our internal control over financial reporting was effective as of **December 31, 2023** **December 31, 2024**.

The effectiveness of our internal control over financial reporting as of **December 31, 2023** **December 31, 2024**, has been audited by PricewaterhouseCoopers LLP (PCAOB No. 238), an independent registered public accounting firm, as stated in their report which appears herein.

Date: **February 22, 2024** **February 20, 2025**

/s/ EILIF SERCK-HANSEN

Eilif Serck-Hanssen

President and Chief Executive Officer

/s/ RICHARD M. BUSKIRK

Richard M. Buskirk

Senior Vice President and Chief Financial Officer

#### **Report of Independent Registered Public Accounting Firm**

To the Board of Directors and Stockholders of Laureate Education, Inc.

##### ***Opinions on the Financial Statements and Internal Control over Financial Reporting***

We have audited the accompanying consolidated balance sheets of Laureate Education, Inc. and its subsidiaries (the "Company" "Company") as of **December 31, 2023** **December 31, 2024** and **2022, 2023**, and the related consolidated statements of operations, of comprehensive income, of stockholders' equity and of cash flows for each of the three years in the period ended **December 31, 2023** **December 31, 2024**, including the related notes (collectively referred to as the "consolidated" "consolidated financial statements" "statements"). We also have audited the Company's internal control over financial reporting as of **December 31, 2023** **December 31, 2024**, based on criteria established in *Internal Control - Integrated Framework* (2013) issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Company as of **December 31, 2023** **December 31, 2024** and **2022, 2023**, and the results of its operations and its cash flows for each of the three years in the period ended **December 31, 2023** **December 31, 2024** in conformity with accounting principles generally accepted in the United States of America. Also in our opinion, the Company maintained, in all material respects, effective internal control over financial reporting as of **December 31, 2023** **December 31, 2024**, based on criteria established in *Internal Control - Integrated Framework* (2013) issued by the COSO.

##### ***Basis for Opinions***

The Company's management is responsible for these consolidated financial statements, for maintaining effective internal control over financial reporting, and for its assessment of the effectiveness of internal control over financial reporting, included in the accompanying Report of Management on Internal Control over Financial Reporting. Our responsibility is to express opinions on the Company's consolidated financial statements and on the Company's internal control over financial reporting based on our audits. We are a public accounting firm registered with the Public Company Accounting Oversight Board (United States) (PCAOB) and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement, whether due to error or fraud, and whether effective internal control over financial reporting was maintained in all material respects.

Our audits of the consolidated financial statements included performing procedures to assess the risks of material misstatement of the consolidated financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements. Our audit of internal control over financial reporting included obtaining an understanding of internal control over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. Our audits also included performing such other procedures as we considered necessary in the circumstances. We believe that our audits provide a reasonable basis for our opinions.

##### ***Definition and Limitations of Internal Control over Financial Reporting***

A company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal control over financial reporting includes those policies and procedures that (i) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (ii) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (iii) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

#### Critical Audit Matters

The critical audit matter communicated below is a matter arising from the current period audit of the consolidated financial statements that was communicated or required to be communicated to the audit committee and that (i) relates to accounts or disclosures that are material to the consolidated financial statements and (ii) involved our especially challenging, subjective, or complex judgments. The communication of critical audit matters does not alter in any way our opinion on the consolidated financial statements, taken as a whole, and we are not, by communicating the critical audit matter below, providing a separate opinion on the critical audit matter or on the accounts or disclosures to which it relates.

#### Revenue recognition

As described in Notes 2 and 3 to the consolidated financial statements, the Company's revenue was **\$1,484.3 million** **\$1,566.6 million** for the year ended **December 31, 2023** **December 31, 2024**. The Company's revenues primarily consist of tuition and educational services revenues. Other revenues, such as revenues from student fees and other education-related activities, are less material to the overall financial results and have a tendency to trend with tuition revenues. Revenues are recognized when control of the promised goods or services is transferred to the Company's customers, in an amount that reflects the consideration that management expects to be entitled to in exchange for those goods or services. These revenues are recognized net of scholarships and other discounts, refunds and waivers.

The principal consideration for our determination that performing procedures relating to revenue recognition is a critical audit matter is a high degree of auditor effort in performing procedures related to the Company's revenue recognition.

Addressing the matter involved performing procedures and evaluating audit evidence in connection with forming our overall opinion on the consolidated financial statements. These procedures included testing the effectiveness of controls relating to the revenue recognition process. These procedures also included, among others, (i) testing the completeness, accuracy, and occurrence of revenue recognized for samples of revenue transactions by obtaining and inspecting source documents, such as student contracts and registration, transcripts, the universities' academic calendar and academic catalogue, and subsequent cash receipts, where applicable; (ii) testing samples of outstanding student balances as of **December 31, 2023** **December 31, 2024** by obtaining and inspecting subsequent cash receipts and for balances not paid, obtaining and inspecting source documents, such as student contracts and registration and transcripts, where applicable; and (iii) testing deferred revenue, on a sample basis, by obtaining and inspecting source documents, such as student contracts and registration and the academic calendar, where applicable.

/s/ PricewaterhouseCoopers LLP

Baltimore, Maryland

February 22, 2024 20, 2025

We have served as the Company's auditor since 2007, which includes periods before the Company became subject to SEC reporting requirements.

**LAUREATE EDUCATION, INC. AND SUBSIDIARIES**  
**Consolidated Statements of Operations**  
**IN THOUSANDS, except per share amounts**

For the years ended December 31,	2023	2022	2021	2024	2023	2022
For the years ended December 31,						
For the years ended December 31,						
Revenues						
Revenues						
Revenues						
Costs and expenses:						
Direct costs						
Direct costs						
Direct costs						
General and administrative expenses						
Loss on impairment of assets						
<b>Operating income (loss)</b>						
<b>Operating income</b>						
Interest income						
Interest expense						
Other (expense) income, net						
Foreign currency exchange (loss) gain, net						
Gain (loss) on disposals of subsidiaries, net						
Other income (expense), net						
Foreign currency exchange gain (loss), net						
(Loss) gain on disposals of subsidiaries, net						

Loss on debt extinguishment										
Loss on derivatives, net										
Income (loss) from continuing operations before income taxes and equity in net income of affiliates										
Income from continuing operations before income taxes and equity in net income of affiliates										
Income from continuing operations before income taxes and equity in net income of affiliates										
Income from continuing operations before income taxes and equity in net income of affiliates										
Income tax expense										
Equity in net income of affiliates, net of tax										
<b>Income (loss) from continuing operations</b>										
(Loss) income from discontinued operations, net of tax benefit (expense) of \$0, \$508 and \$(234,326), respectively										
<b>Income from continuing operations</b>										
Income (loss) from discontinued operations, net of tax benefit (expense) of \$0, \$0 and \$508, respectively										
<b>Net income</b>										
Net loss (income) attributable to noncontrolling interests										
Net loss attributable to noncontrolling interests										
<b>Net income attributable to Laureate Education, Inc.</b>										
<b>Basic earnings per share:</b>										
Income (loss) from continuing operations										
Income (loss) from continuing operations										
Income (loss) from continuing operations										
(Loss) income from discontinued operations										
Income from continuing operations										
Income from continuing operations										
Income from continuing operations										
Income (loss) from discontinued operations										
Basic earnings per share										
<b>Diluted earnings per share:</b>										
Income (loss) from continuing operations										
Income (loss) from continuing operations										
Income (loss) from continuing operations										
(Loss) income from discontinued operations										
Income from continuing operations										
Income from continuing operations										
Income from continuing operations										
Income (loss) from discontinued operations										
Diluted earnings per share										
<i>The accompanying notes are an integral part of these consolidated financial statements.</i>										
<b>LAUREATE EDUCATION, INC. AND SUBSIDIARIES</b>										
<b>Consolidated Statements of Comprehensive Income</b>										
<b>IN THOUSANDS</b>										
<b>For the years ended December 31,</b>										
<b>For the years ended December 31,</b>										
<b>For the years ended December 31,</b>					2023	2022	2021	2024	2023	2022
Net income										
Net income										
Net income										
Other comprehensive income (loss):										
Foreign currency translation adjustment, net of tax of \$0 for all years										
Foreign currency translation adjustment, net of tax of \$0 for all years										
Foreign currency translation adjustment, net of tax of \$0 for all years										
Minimum pension liability adjustment, net of tax of \$206, \$140 and \$0, respectively										

Minimum pension liability adjustment, net of tax of \$206, \$140 and \$0, respectively
Minimum pension liability adjustment, net of tax of \$206, \$140 and \$0, respectively
<b>Total other comprehensive income</b>
Minimum pension liability adjustment, net of tax of \$270, \$206 and \$140, respectively
Minimum pension liability adjustment, net of tax of \$270, \$206 and \$140, respectively
Minimum pension liability adjustment, net of tax of \$270, \$206 and \$140, respectively
<b>Total other comprehensive (loss) income</b>
<b>Comprehensive income</b>
Net comprehensive loss (income) attributable to noncontrolling interests
Net comprehensive loss attributable to noncontrolling interests
<b>Comprehensive income attributable to Laureate Education, Inc.</b>

*The accompanying notes are an integral part of these consolidated financial statements.*

**LAUREATE EDUCATION, INC. AND SUBSIDIARIES**  
**Consolidated Balance Sheets**  
**IN THOUSANDS, except per share amounts**

	<b>December 31, 2023</b>	<b>December 31, 2022</b>
	<b>December 31, 2024</b>	<b>December 31, 2023</b>
<b>Assets</b>		
Current assets:		
Current assets:		
Current assets:		
Cash and cash equivalents		
Cash and cash equivalents		
Cash and cash equivalents		
Restricted cash		
Receivables:		
Accounts and notes receivable		
Accounts and notes receivable		
Accounts and notes receivable		
Other receivables		
Allowance for doubtful accounts		
Receivables, net		
Income tax receivable		
Income tax receivable		
Income tax receivable		
Prepaid expenses and other current assets		
Current assets held for sale		
Total current assets		
Property and equipment:		
Land		
Land		
Land		
Buildings		
Furniture, equipment and software		
Leasehold improvements		
Construction in-progress		
Accumulated depreciation and amortization		
Property and equipment, net		
Operating lease right-of-use assets, net		
Goodwill		
Tradenames, net		

Deferred costs, net
Deferred income taxes
Other assets
Other assets
Other assets
Long-term assets held for sale
<b>Total assets</b>

*The accompanying notes are an integral part of these consolidated financial statements.*

**LAUREATE EDUCATION, INC. AND SUBSIDIARIES**  
**Consolidated Balance Sheets (continued)**  
**IN THOUSANDS, except per share amounts**

	December 31, 2023	December 31, 2022
	December 31, 2024	December 31, 2023
<b>Liabilities and stockholders' equity</b>		
Current liabilities:		
Current liabilities:		
Current liabilities:		
Accounts payable		
Accounts payable		
Accounts payable		
Accrued expenses		
Accrued compensation and benefits		
Deferred revenue and student deposits		
Current portion of operating leases		
Current portion of long-term debt and finance leases		
Income taxes payable		
Income taxes payable		
Income taxes payable		
Other current liabilities		
Other current liabilities		
Other current liabilities		
Current liabilities held for sale		
Total current liabilities		
Long-term operating leases, less current portion		
Long-term debt and finance leases, less current portion		
Deferred compensation		
Deferred compensation		
Deferred compensation		
Income taxes payable		
Deferred income taxes		
Other long-term liabilities		
Other long-term liabilities		
Other long-term liabilities		
Long-term liabilities held for sale		
Total liabilities		
Redeemable noncontrolling interests and equity		
Stockholders' equity:		
Preferred stock, par value \$0.001 per share – 50,000 shares authorized and no shares issued and outstanding as of December 31, 2023 and December 31, 2022		

Preferred stock, par value \$0.001 per share – 50,000 shares authorized and no shares issued and outstanding as of December 31, 2023 and December 31, 2022

Preferred stock, par value \$0.001 per share – 50,000 shares authorized and no shares issued and outstanding as of December 31, 2023 and December 31, 2022

Common stock, par value \$0.004 per share – 700,000 shares authorized, 157,586 shares issued and outstanding as of December 31, 2023 and 230,779 shares issued and 157,013 shares outstanding as of December 31, 2022

Preferred stock, par value \$0.001 per share – 50,000 shares authorized and no shares issued and outstanding as of December 31, 2024 and December 31, 2023

Preferred stock, par value \$0.001 per share – 50,000 shares authorized and no shares issued and outstanding as of December 31, 2024 and December 31, 2023

Preferred stock, par value \$0.001 per share – 50,000 shares authorized and no shares issued and outstanding as of December 31, 2024 and December 31, 2023

Common stock, par value \$0.004 per share – 700,000 shares authorized, 150,794 shares issued and outstanding as of December 31, 2024 and 157,586 shares issued and outstanding as of December 31, 2023

Additional paid-in capital

Retained earnings

Accumulated other comprehensive loss

Treasury stock at cost (0 shares held at December 31, 2023 and 73,766 shares held at December 31, 2022)

Total Laureate Education, Inc. stockholders' equity

Total Laureate Education, Inc. stockholders' equity

Total Laureate Education, Inc. stockholders' equity

Noncontrolling interests

Total stockholders' equity

Total liabilities and stockholders' equity

*The accompanying notes are an integral part of these consolidated financial statements.*

LAUREATE EDUCATION, INC. AND SUBSIDIARIES  
Consolidated Statements of Stockholders' Equity

IN THOUSANDS

Laureate Education, Inc. Stockholders												
		Class A		Class B				Retained		Accumulated		Total
		Common Stock	Common Stock	Common Stock	Common Stock	Additional	earnings	other	Treasury	Non-	controlling	stockholders'
		Common Stock	Common Stock	Common Stock	Common Stock	paid-in	(accumulated	comprehensive	Treasury	controlling	stockholders'	equity
		Common Stock	Common Stock	Common Stock	Common Stock	capital	deficit)	(loss) income	stock at cost	interests	interests	equity
		Common Stock	Common Stock	Common Stock	Common Stock	Additional	Accumulated	Treasury	Non-	controlling	stockholders'	equity
		Common Stock	Common Stock	Common Stock	Common Stock	paid-in	other	comprehensive	stock at	controlling	stockholders'	equity
	Shares	Accumulated	Common Stock	Common Stock	Common Stock	Retained	comprehensive	loss	cost	interests	equity	Shares Amount
Balance at December 31, 2020		other	Treasury	comprehensive	stock at							
		(loss) income	cost									
Entity restructuring adjustment												
Non-cash stock compensation												
Entity restructuring adjustment												
Non-cash stock compensation												

Entity restructuring  
adjustment

Non-cash stock  
compensation

Exercise of  
stock options  
and vesting of  
restricted stock  
and restricted  
stock units, net  
of shares  
withheld to  
satisfy tax  
withholding

Conversion of  
Class A and  
Class B  
common stock  
to Common  
Stock

Purchase of  
treasury stock  
at cost

Special cash  
distributions  
and equitable  
adjustments to  
stock-based  
compensation  
awards

Special cash  
distribution,  
special cash  
dividend, and  
equitable  
adjustments to  
stock-based  
compensation  
awards

Change in  
noncontrolling  
interests

Accretion of  
redeemable  
noncontrolling  
interests and  
equity

Reclassification  
of redeemable  
noncontrolling  
interests and  
equity

Reclassification  
of redeemable  
equity to non-  
redeemable  
equity

Net income

Foreign  
currency  
translation  
adjustment, net  
of tax of \$0

**Minimum  
pension liability  
adjustment, net  
of tax of \$0**

**Balance at  
December 31,  
2021**

Minimum  
pension liability  
adjustment, net  
of tax of \$140

**Balance at  
December 31,  
2022**

Non-cash stock  
compensation

Non-cash stock  
compensation

Non-cash stock  
compensation

Exercise of  
stock options  
and vesting of  
restricted stock  
and restricted  
stock units, net  
of shares  
withheld to  
satisfy tax  
withholding

Retirement of  
treasury stock

Special cash  
dividend and  
equitable  
adjustments to  
stock-based  
compensation  
awards

Change in  
noncontrolling  
interests

Net income

Net income

Net income  
Foreign  
currency  
translation  
adjustment, net  
of tax of \$0

Minimum  
pension liability  
adjustment, net  
of tax of \$206

**Balance at  
December 31,  
2023**

Non-cash stock compensation
Non-cash stock compensation
Non-cash stock compensation
Exercise of stock options and vesting of restricted stock and restricted stock units, net of shares withheld to satisfy tax withholding
Stock repurchase and retirement
Special cash dividend and equitable adjustments to stock-based compensation awards
Net income
Net income
Net income
Foreign currency translation adjustment, net of tax of \$0
Minimum pension liability adjustment, net of tax of \$270
Balance at December 31, 2024

The accompanying notes are an integral part of these consolidated financial statements.

**LAUREATE EDUCATION, INC. AND SUBSIDIARIES**  
**Consolidated Statements of Stockholders' Equity (continued)**

IN THOUSANDS

	Laureate Education, Inc. Stockholders								Non-controlling interests	Total stockholders' equity		
	Common Stock		Additional paid-in capital		Retained earnings (accumulated deficit)		Accumulated other comprehensive (loss) income					
	Shares	Amount										
Balance at December 31, 2021	180,611	\$ 915	\$ 2,388,783	\$ 15,523	\$ (520,204)	\$ (744,174)	\$ (1,285)	\$ 1,139,558				
Non-cash stock compensation	—	—	8,776	—	—	—	—	—	—	8,776		
Exercise of stock options and vesting of restricted stock and restricted stock units, net of shares withheld to satisfy tax withholding	1,948	8	11,214	—	—	—	—	—	—	11,222		
Purchase of treasury stock at cost	(25,546)	—	—	—	—	—	(282,098)	—	—	(282,098)		
Special cash distribution, special cash dividend, and equitable adjustments to stock-based compensation awards	—	—	(204,336)	(45,852)	—	—	—	—	—	(250,188)		
Change in noncontrolling interests	—	—	2	—	—	—	—	(2)	—	—		
Reclassification of redeemable equity to non-redeemable equity	—	—	316	—	—	—	—	—	—	316		
Net income	—	—	—	69,573	—	—	—	(595)	—	68,978		

Foreign currency translation adjustment, net of tax of \$0	—	—	—	—	77,220	—	13	77,233
Minimum pension liability adjustment, net of tax of \$140	—	—	—	—	560	—	—	560
Balance at December 31, 2022	157,013 \$	923 \$	2,204,755 \$	39,244 \$	(442,424) \$	(1,026,272) \$	(1,869) \$	774,357
Non-cash stock compensation	—	—	7,114	—	—	—	—	7,114
Exercise of stock options and vesting of restricted stock and restricted stock units, net of shares withheld to satisfy tax withholding	573	2	(270)	—	—	—	—	(268)
Retirement of treasury stock	—	(295)	(1,025,977)	—	—	1,026,272	—	—
Special cash dividend and equitable adjustments to stock-based compensation awards	—	—	(5,917)	(104,972)	—	—	—	(110,889)
Change in noncontrolling interests	—	—	16	—	—	—	(140)	(124)
Net income	—	—	—	107,590	—	—	(323)	107,267
Foreign currency translation adjustment, net of tax of \$0	—	—	—	—	170,198	—	3	170,201
Minimum pension liability adjustment, net of tax of \$206	—	—	—	—	82	—	—	82
Balance at December 31, 2023	157,586 \$	630 \$	1,179,721 \$	41,862 \$	(272,144) \$	— \$	(2,329) \$	947,740

*The accompanying notes are an integral part of these consolidated financial statements.*

### LAUREATE EDUCATION, INC. AND SUBSIDIARIES

### Consolidated Statements of Cash Flows

IN THOUSANDS

For the years ended December 31,	For the years ended December 31,			For the years ended December 31,		
	2023	2022	2021		2024	2023
<b>Cash flows from operating activities</b>						
Net income						
Net income						
Net income						
Adjustments to reconcile net income to net cash provided by operating activities:						
Depreciation and amortization expense						
Depreciation and amortization expense						
Depreciation and amortization expense						
Amortization of operating lease right-of-use assets						
Loss on impairment of assets						
Loss (gain) on sales and disposal of subsidiaries, property and equipment and leases, net						
(Gain) loss on sales and disposal of subsidiaries, property and equipment and leases, net						
Non-cash interest expense						
Non-cash share-based compensation expense						
Non-cash share-based compensation expense						
Non-cash share-based compensation expense						
Bad debt expense						
Deferred income taxes						
Unrealized foreign currency exchange loss (gain)						
Unrealized foreign currency exchange (gain) loss						
Non-cash loss from non-income tax contingencies						
Loss on debt extinguishment						
Loss on debt extinguishment						
Loss on debt extinguishment						
Other, net						
Loss on derivative instruments						
Loss on debt extinguishment						
Payments for lease settlements						
Changes in operating assets and liabilities:						
Changes in operating assets and liabilities:						
Changes in operating assets and liabilities:						
Receivables						

Receivables
Receivables
Prepaid expenses and other assets
Accounts payable and accrued expenses
Income tax receivable/payable, net
Deferred revenue and other liabilities
<b>Net cash provided by (used in) operating activities</b>
<b>Net cash provided by operating activities</b>
<b>Cash flows from investing activities</b>
Purchase of property and equipment
Purchase of property and equipment
Purchase of property and equipment
Expenditures for deferred costs
Receipts from sales of discontinued operations, net of cash sold, property and equipment
Settlement of derivatives related to sale of discontinued operations and net investment hedge
Receipts from sales of property and equipment
Net (payments) receipts related to sales of discontinued operations
Net cash (used in) provided by investing activities
Net cash (used in) provided by investing activities
Net cash (used in) provided by investing activities
<b>Cash flows from financing activities</b>
Proceeds from issuance of long-term debt, net of original issue discount
Proceeds from issuance of long-term debt, net of original issue discount
Proceeds from issuance of long-term debt, net of original issue discount
Payments on long-term debt
Payments to purchase noncontrolling interests
Payments of special dividends, special cash distributions, and dividend equivalent rights
Proceeds from exercise of stock options
Payments to repurchase common stock
Withholding of shares to satisfy tax withholding for vested stock awards and exercised stock options
Payment of debt issuance costs
Net cash used in financing activities
Net cash used in financing activities
Net cash used in financing activities
Effects of exchange rate changes on Cash and cash equivalents and Restricted cash
Change in cash included in current assets held for sale
Net change in Cash and cash equivalents and Restricted cash
Cash and cash equivalents and Restricted cash at beginning of period
Cash and cash equivalents and Restricted cash at end of period

*The accompanying notes are an integral part of these consolidated financial statements.*

**Laureate Education, Inc. and Subsidiaries**  
**Notes to Consolidated Financial Statements**  
*(Dollars and shares in thousands)*

**Note 1. Description of Business**

Laureate Education, Inc. and subsidiaries (hereinafter Laureate, we, us, our, or the Company) provide higher education programs and services to students through licensed universities and a portfolio of degree-granting higher education institutions (institutions) in Mexico and Peru. Laureate's programs are provided through institutions that are campus-based and through electronically distributed educational programs (online). We are domiciled in Delaware as a public benefit corporation, a demonstration of our long-term commitment to our mission to benefit our students and society. The Company completed its initial public offering (IPO) on February 6, 2017, and its shares are listed on the Nasdaq Global Select Market under the symbol "LAUR."

## **Discontinued Operations**

As a result of the strategic review first announced in January 2020, during the third quarter of 2020, the Company completed a sale of its operations in Chile and signed agreements to sell its operations in Brazil, Australia and New Zealand, as well as Walden University in the United States. These sales were completed during 2020 and 2021. Additionally, prior to 2020, the Company had announced the divestiture of certain other subsidiaries in Europe, Asia and Central America, which has been completed. These announcements represented strategic shifts that had a major effect on the Company's operations and financial results. Accordingly, all of the divestitures that were part of these strategic shifts were accounted for as Discontinued Operations for all periods presented in accordance with Accounting Standards Codification (ASC) 205-20, "Discontinued Operations" (ASC 205).

All planned divestitures have now been completed, and the Company has concluded its strategic review process. The Company's continuing operations are Mexico and Peru. All other markets have been divested (the Discontinued Operations). See Note 4, Discontinued Operations and Assets Held for Sale, and Note 5, Dispositions, for more information. Unless indicated otherwise, the information in the footnotes to the Consolidated Financial Statements relates to continuing operations.

## **Note 2. Significant Accounting Policies**

The preparation of the Consolidated Financial Statements in conformity with accounting principles generally accepted in the United States (GAAP) requires our management to make estimates and assumptions that affect the reported amounts of assets, liabilities, revenues and expenses, and the related disclosure of contingent assets and liabilities. Actual results could differ from these estimates.

### **Principles of Consolidation**

#### *General*

Our Consolidated Financial Statements include all accounts of Laureate and our majority-owned subsidiaries. Intercompany accounts and transactions have been eliminated in consolidation.

#### *Noncontrolling Interests*

A noncontrolling interest is the portion of a subsidiary that is not attributable to us either directly or indirectly. A noncontrolling interest can also be referred to as a minority interest. We recognize noncontrolling interest holders' share of equity and net income or loss separately in Noncontrolling interests in the Consolidated Balance Sheets and Net loss (income) attributable to noncontrolling interests in the Consolidated Statements of Operations.

### **Foreign Currency Translation and Transaction Gains and Losses**

The United States Dollar (USD) is the reporting currency of Laureate. Our subsidiaries' financial statements are maintained in their functional currencies. The functional currency of each of our foreign subsidiaries is the currency of the economic environment in which the subsidiary primarily does business. Our foreign subsidiaries' financial statements are translated into USD using the exchange rates applicable to the dates of the financial statements. Assets and liabilities are translated into USD using the period-end spot foreign exchange rates. Income and expenses are translated at the weighted-average exchange rates in effect during the period. Equity accounts are translated at historical exchange rates. The effects of these translation adjustments are reported as a component of Accumulated other comprehensive income (loss) included in the Consolidated Statements of Stockholders' Equity.

In the past, Laureate has had certain intercompany loans that were deemed to have the characteristics of a long-term investment. That is, the settlement of the intercompany loan was not planned or anticipated in the foreseeable future. Transaction gains and losses related to these types of loans were recorded as a component of Accumulated other comprehensive income (loss) included in the Consolidated Statements of Stockholders' Equity. Transaction gains and losses related to all other intercompany loans are included in Foreign currency exchange gain (loss), net in the Consolidated Statements of Operations.

For any transaction that is in a currency different from the entity's functional currency, Laureate records a gain or loss based on the difference between the exchange rate at the transaction date and the exchange rate at the transaction settlement date (or rate at period end, if unsettled) as Foreign currency exchange gain (loss), net in the Consolidated Statements of Operations.

### **Cash and Cash Equivalents**

Laureate considers all highly liquid investments that are purchased with an original maturity of three months or less to be cash equivalents.

### **Restricted Cash**

Restricted cash includes cash equivalents held as assets for a supplemental employment retention agreement for a former executive. In addition, Laureate may at times have restricted cash in escrow or otherwise have cash that is not available for use in current operations.

### **Financial Instruments**

Laureate's financial instruments consist of cash and cash equivalents, restricted cash, accounts and notes receivable, other receivables, accounts payable, debt, and operating and finance lease obligations. The fair value of these financial instruments approximates their carrying amounts reported in the Consolidated Balance Sheets, as discussed in Note 8, Debt.

Our cash accounts are maintained with high-quality financial institutions. Our accounts receivable are not concentrated with any one significant customer.

## Accounts and Notes Receivable

We recognize student receivables when an academic session begins, although students generally enroll in courses prior to the start of the academic session. Receivables are recognized only to the extent that it is probable that we will collect substantially all of the consideration to which we are entitled in exchange for the goods and services that will be transferred to the student. Occasionally, certain of our institutions have sold certain student receivables to local financial institutions without recourse. These transactions were deemed sales of receivables and the receivables were derecognized from our Consolidated Balance Sheets.

## Allowance for Doubtful Accounts

Receivables are deemed to be uncollectible when they have been outstanding for two years, or earlier when collection efforts have ceased, at which time they are written off. Prior to that, Laureate records an allowance for doubtful accounts to reduce our receivables to their net realizable value. Our allowance estimation methodology is based on the age of the receivables, the status of past-due amounts, historical collection trends, current economic conditions and student enrollment status. In the event that current collection trends differ from historical trends, an adjustment is made to the allowance account and bad debt expense.

The reconciliations of the beginning and ending balances of the Allowance for doubtful accounts were as follows:

For the years ended December 31,	For the years ended December 31,	2023	2022	2021	For the years ended December 31,	2024	2023	2022
Balance at beginning of period								
Additions: charges to bad debt expense								
Deductions <sup>(a) (1)</sup>								
Balance at end of period								

<sup>(a) (1)</sup> Deductions include accounts receivable written off against the allowance (net of recoveries) and foreign currency translation.

## Property and Equipment, and Leased Assets

Property and equipment includes land, buildings, furniture, equipment, software, library books, leasehold improvements, and construction in-progress. We record property and equipment at cost less accumulated depreciation and amortization. Software that is developed for internal use is classified within the line item titled Furniture, equipment and software in our Consolidated Balance Sheets. Repairs and maintenance costs are expensed as incurred. Assets under construction are recorded in Construction in-progress until they are available for use. Interest is capitalized as a component of the cost of projects during the construction period.

We conduct a significant portion of our operations at leased facilities, including many of Laureate's higher education facilities and other office locations. Laureate analyzes each lease agreement to determine whether it should be classified as a finance lease or an operating lease. For operating leases, right-of-use (ROU) assets and lease liabilities are recognized at the commencement date of the lease based on the estimated present value of lease payments over the lease term. For finance leases, we initially record the assets and lease liabilities at the present value of the future minimum lease payments. As most of the Company's leases do not provide an implicit rate, we use our incremental borrowing rate based on the information available at the commencement date in determining the present value of lease payments. The significant assumption used in estimating the present value of the lease payments is the incremental borrowing rate.

Depreciation is recorded on a straight-line basis over the estimated useful lives of the assets. Leasehold improvements, including structural improvements, are amortized using the straight-line method over the lesser of the estimated useful life of the asset or the lease term, including reasonably assured renewals or purchase options that are considered likely to be exercised. Laureate includes the amortization of assets recorded under finance leases within depreciation expense. Assets under finance leases are typically amortized over the related lease term using the straight-line method. We recognize operating lease rent expense on a straight-line basis over the lease term.

Depreciation and amortization periods are as follows:

Buildings	10-50 years
Furniture, equipment and software	2-10 years
Leasehold improvements	2-25 years

## Direct and Deferred Costs

Direct costs reported on the Consolidated Statements of Operations represent the cost of operations, including selling and administrative expenses, which are directly attributable to specific business units.

Deferred costs on the Consolidated Balance Sheets consist primarily of direct costs associated with costs to obtain a contract. As discussed in Note 3, Revenue, Laureate defers certain commissions and bonuses earned by third-party agents and our employees that are considered incremental and recoverable costs of obtaining a contract with a customer. These costs are amortized over the period of benefit which ranges from two to four years. As of December 31, 2023 December 31, 2024 and 2022, 2023, the unamortized balances of contract costs were \$4,482 and \$4,527, and \$3,855, respectively.

## Debt Issuance Costs

Debt issuance costs were paid as a result of certain debt transactions and are presented as a deduction from debt. These debt issuance costs are amortized over the term of the associated debt instruments. The amortization expense is recognized as a component of Interest expense in the Consolidated Statements of Operations. As of December 31, 2023 December 31, 2024 and 2022, 2023, the unamortized balances of deferred financing debt issuance costs were \$2,372 \$1,858 and \$2,060, \$2,372, respectively.

## **Goodwill, Other Intangible Assets and Long-lived Assets**

### *Goodwill*

Goodwill primarily represents the amounts paid by Wengen Alberta, Limited Partnership (Wengen) in excess of the fair value of the net assets acquired in the August 2007 leveraged buyout transaction (LBO), plus the excess purchase price over fair value of net assets for businesses acquired after the LBO transaction.

Goodwill is evaluated annually as of October 1st each year for impairment at the reporting unit level, in accordance with ASC 350, "Intangibles - Goodwill and Other." We also evaluate goodwill for impairment on an interim basis if events or changes in circumstances between annual tests indicate that the asset may be impaired. Goodwill is impaired when the carrying amount of a reporting unit's goodwill exceeds its implied fair value. A reporting unit is defined as a component of an operating segment for which discrete financial information is available and regularly reviewed by management of the segment.

On January 1, 2020, the Company adopted Accounting Standards Update (ASU) No. 2017-04, Intangibles - Goodwill and Other (Topic 350): Simplifying the Accounting for Goodwill Impairment. This ASU requires entities to calculate goodwill impairment as the amount by which a reporting unit's carrying value exceeds its fair value, not to exceed the carrying amount of goodwill.

Under the updated guidance, the Company continues to have the option of first performing a qualitative goodwill impairment assessment (i.e., step zero) in order to determine if a quantitative impairment test is necessary. Based on the qualitative assessment, if we determine that it is more likely than not that the fair value of the reporting unit is greater than its carrying amount, the quantitative impairment test is not required.

If we do not perform the qualitative assessment for a reporting unit or determine that it is more likely than not that the fair value of a reporting unit is less than its carrying amount, a quantitative fair value-based test is performed. We estimate the fair value of each reporting unit, and, if the carrying amount of the reporting unit is less than the reporting unit's estimated fair value, then there is no goodwill impairment. If the carrying amount of the reporting unit exceeds its estimated fair value, then goodwill is impaired and the difference between the reporting unit's carrying amount and its fair value is recognized as a loss on impairment of assets in the Consolidated Statements of Operations. We completed our annual impairment testing, and no impairments of goodwill were identified.

Our valuation approach to estimate the fair value of a reporting unit has historically utilized a weighted combination of a discounted cash flow analysis and a market multiples analysis. The discounted cash flow analysis relies on historical data and internal estimates, which are developed as a part of our long-range plan process, and includes an estimate of terminal value based on these expected cash flows using the generally accepted Gordon Dividend Growth formula, which derives a valuation using an assumed perpetual annuity based on the reporting unit's residual cash flows. The discount rate is based on the generally accepted Weighted Average Cost of Capital methodology, and is derived using a cost of equity based on the generally accepted Capital Asset Pricing Model and a cost of debt based on the typical rate paid by market participants. The market multiples analysis utilizes multiples of business enterprise value to revenues, operating income and earnings before interest, taxes, depreciation and amortization of comparable publicly traded companies and multiples based on fair value transactions where public information is available. Significant assumptions used in estimating the fair value of each reporting unit include: (1) the revenue and profitability growth rates and (2) the discount rate.

### *Other Intangible Assets*

Other intangible assets on the Consolidated Balance Sheets include acquired indefinite-lived tradenames, which are valued using the relief-from-royalty method. This method estimates the amount of royalty expense that we would expect to incur if the assets were licensed from a third party. We use publicly available information in determining certain assumptions to assist us in estimating fair value using market participant assumptions. Any costs incurred to internally develop new tradenames are expensed as incurred. Accreditations are not considered a separate unit of account and their values are embedded in the cash flows generated by the institution, which are used to value its tradename. The Company does not believe accreditations have significant value on their own due to the fact that they are neither exclusive nor scarce, and the direct costs associated with obtaining accreditations are not material. *Other intangible assets also included the Laureate tradename, which in 2020 was determined to no longer have an indefinite life and was fully amortized as of December 31, 2021.*

Indefinite-lived tradenames are evaluated annually as of October 1st each year for impairment as well as on an interim basis if events or changes in circumstances between annual tests indicate that the asset may be impaired. The Company has the option of first performing a qualitative impairment test to determine if a quantitative impairment test is necessary. Based on the qualitative assessment, if we determine that it is more likely than not that the fair value of the indefinite-lived intangible is greater than its carrying amount, the quantitative impairment test is not required. If required, the quantitative impairment test for indefinite-lived tradenames generally requires a new determination of the fair value of the intangible asset using the relief-from-royalty method. If the fair value of the intangible asset is less than its carrying value, the intangible asset is adjusted to its new estimated fair value, and an impairment loss is recognized. Significant assumptions used in estimating the fair value of indefinite-lived tradenames include: (1) the revenue growth rates; (2) the discount rates; and (3) the estimated royalty rates.

### *Long-lived Assets*

Long-lived assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset or group of assets may not be fully recoverable. These events or changes in circumstances may include, but are not limited to, a significant deterioration of operating results, a change in regulatory environment, changes in business plans, or adverse changes in anticipated future cash flows. If an impairment indicator is present, we evaluate recoverability by a comparison of the carrying amount of the assets to future undiscounted net cash flows expected to result from the use and eventual disposition of the assets. If the assets are determined to be impaired, the impairment recognized is the excess of the carrying amount over the fair value of the assets. Fair value is generally determined by the discounted cash flow method. The discount rate used in any estimate of discounted cash flows is the rate commensurate with a similar investment of similar risk.

### **Derivative Instruments**

In the normal course of business, our operations have exposure to fluctuations in foreign currency values and interest rate changes. Accordingly, Laureate may seek to mitigate a portion of these risks through a risk-management program that includes the use of derivative financial instruments (derivatives). In the past, Laureate has selectively entered into foreign exchange forward contracts to reduce the earnings impact related to receivables and payables that are denominated in foreign currencies. In addition, in certain cases Laureate has used interest rate swaps to mitigate certain risks associated with floating-rate debt arrangements. We do not engage in speculative or leveraged transactions, nor do we hold or issue derivatives for trading purposes. Laureate reports any derivatives on our Consolidated Balance Sheets at fair value, including any identified embedded derivatives. Realized and unrealized gains and/or losses resulting from derivatives are recognized in our Consolidated Statements of Operations, unless designated and effective as a hedge.

For derivatives that are both designated and effective as cash flow hedges, gains or losses associated with the change in fair value of the derivatives are recognized on our Consolidated Balance Sheets as a component of Accumulated other comprehensive income (loss) and amortized over the term of the related hedged items. For derivatives that are both designated and effective as net investment hedges, gains or losses associated with the change in fair value of the derivatives are recognized on our Consolidated Balance Sheets as a component of Accumulated other comprehensive income (loss).

#### **Revenue Recognition**

Our revenues primarily consist of tuition and educational service revenues. We also generate other revenues from student fees and other education-related activities. These other revenues are less material to our overall financial results and have a tendency to trend with tuition revenues. Revenues are recognized when control of the promised goods or services is transferred to our customers, in an amount that reflects the consideration we expect to be entitled to in exchange for those goods or services. These revenues are recognized net of scholarships and other discounts, refunds and waivers. For further description, see Note 3, Revenue.

#### **Advertising**

Laureate expenses advertising costs as incurred. Advertising expenses were \$88,483, \$75,926, \$61,871 and \$53,629, \$61,871 for the years ended December 31, 2023, December 31, 2024, 2022, 2023 and 2021, 2022, respectively, and are recorded in Direct costs in our Consolidated Statements of Operations.

#### **Share-based Compensation**

Share-based compensation expense is based on the grant-date fair value estimated in accordance with the provisions of ASC 718, "Compensation – Stock Compensation." Laureate recognizes share-based compensation expense, less estimated forfeitures, on a straight-line basis over the requisite service period for time-based awards and on a graded-vesting basis for performance-based awards. Laureate estimates forfeitures based on historical activity, expected employee turnover, and other qualitative factors which are adjusted for changes in estimates and award vesting. All expenses for an award will be recognized by the time it becomes fully vested.

We use the Black-Scholes-Merton option pricing model to calculate the fair value of stock options, options granted in prior years. This option valuation model requires the use of subjective assumptions, including the estimated fair value of the underlying common stock, the expected stock price volatility, and the expected term of the option. The estimated fair value of the underlying common stock is based on the closing price of our common stock on the grant date. Because we have only been publicly traded since February 2017, our volatility estimates for all previously granted stock options were based on an average of: (1) a peer group of companies and (2) Laureate's historical volatility, given that we have only been publicly traded since February 2017. We estimate the expected term of awards to be the weighted average mid-point between the vesting date and the end of the contractual term. We used this method to estimate the expected term because we did not have sufficient historical exercise data. There were no stock options granted in 2024, 2023, 2022 and 2021, 2022.

During the years ended December 31, 2023, December 31, 2024, 2022, 2023, and 2021, 2022, Laureate has granted restricted stock, restricted stock units, and performance awards for which the vesting is based on annual performance metrics of the Company. For interim periods, we use our year-to-date actual results, financial forecasts, and other available information to estimate the probability of the award vesting based on the performance metrics. The related compensation expense recognized is affected by our estimates of the vesting probability of these performance awards.

#### **Income Taxes**

Laureate records the amount of taxes payable or refundable for the current year. Deferred income tax assets and liabilities are recorded with respect to temporary differences in the accounting treatment of items for GAAP financial reporting purposes and for income tax purposes. Deferred tax assets and liabilities are measured using enacted tax rates in effect for the year in which those temporary differences are expected to be recovered or settled. The effect on deferred tax assets and liabilities of a change in tax rates is recognized in earnings in the period in which the new rate is enacted. Where, based on the weight of all available evidence, it is more likely than not that some portion of recorded deferred tax assets will not be realized, a valuation allowance is established for the amount that, in management's judgment, is sufficient to reduce the deferred tax asset to an amount that is more likely than not to be realized.

A tax position must meet a minimum probability threshold before a financial statement benefit is recognized. The minimum threshold is defined as a tax position that is more likely than not to be sustained upon examination by the applicable taxing authority, including resolution of any related appeals or litigation processes, based on the technical merits of the position and having full knowledge of all relevant information. This involves the use of significant estimates and assumptions by management with respect to the potential outcome of positions taken on tax returns that may be reviewed by tax authorities.

We earn substantially all of our income from subsidiaries located in countries outside the United States. Deferred tax liabilities have not been recognized for undistributed historical foreign earnings that would be subject to tax because management believes that the historical retained earnings will be indefinitely reinvested outside the United States under the Company's planned tax-neutral methods. Our assertion that earnings from our foreign operations will be indefinitely reinvested is supported by projected working capital and long-term capital plans in each foreign subsidiary location in which the earnings are generated. Additionally, we believe that we have the ability to indefinitely reinvest foreign earnings based on our domestic operation's cash repatriation strategies, projected cash flows, projected working capital and liquidity, and the expected availability of capital within the debt or equity markets. If our expectations change based on future developments, such that some or all of the undistributed earnings of our foreign subsidiaries may be remitted to the United States in the foreseeable future, we will be required to recognize deferred tax expense and liabilities on any amounts that we are unable to repatriate in a tax-free manner.

For additional information regarding income taxes and deferred tax assets and liabilities, see Note 13, Income Taxes.

## Contingencies

Laureate accrues for contingent obligations when it is probable that a liability has been incurred and the amount or range of amounts is reasonably estimable. As new facts become known to management, the assumptions related to a contingency are reviewed and adjustments are made, as necessary. Any legal costs incurred related to contingencies are expensed as incurred.

### Recently Issued Adopted Accounting Standards Not Yet Adopted

*Accounting Standards Update (ASU) ASU No. 2023-07 (ASU 2023-07), Segment Reporting (Topic 280); Improvements to Reportable Segment Disclosures*

In November 2023, the Financial Accounting Standards Board (FASB) issued ASU 2023-07 in order to improve reportable segment disclosure requirements, primarily through enhanced disclosures about significant segment expense categories and amounts for each reportable segment. The new guidance is effective for the Company's 2024 year-end financial statements and should be adopted retrospectively unless impracticable. The guidance does not affect recognition or measurement in the Company's Consolidated Financial Statements. See Note 6, Business and Geographic Segment Information for our updated disclosure.

### Recently Issued Accounting Standards Not Yet Adopted

*ASU No. 2024-03 (ASU 2024-03), Income Statement—Reporting Comprehensive, Income—Expense Disaggregation Disclosures (Subtopic 220-40); Disaggregation of Income Statement Expenses*

In November 2024, the FASB issued ASU 2024-03, in order to enhance disclosures about a public business entity's expenses and provide more detailed information about the types of expenses included in certain expense captions in the consolidated financial statements. These enhanced disclosures are intended to help investors more effectively assess the entity's performance, understand its cost structure, and make more accurate forecasts of future cash flows. The guidance will be effective for the Company's 2027 year-end financial statements. The guidance does not affect recognition or measurement in the Company's Consolidated Financial Statements.

*ASU No. 2023-09 (ASU 2023-09), Income Taxes (Topic 740); Improvements to Income Tax Disclosure*

In December 2023, the FASB issued ASU 2023-09, with the objective of improving the transparency of income tax disclosures by requiring: (1) consistent categories and greater disaggregation of information in the rate reconciliation and (2) income taxes paid disaggregated by jurisdiction. The new requirements will be effective for the Company's 2025 year-end financial statements and will be applied on a prospective basis with the option to apply the standard retrospectively. The guidance does not affect recognition or measurement in the Company's Consolidated Financial Statements.

## Note 3. Revenue

### Revenue Recognition

Our revenues primarily consist of tuition and educational service revenues. We also generate other revenues from student fees and other education-related activities. These other revenues are less material to our overall financial results and have a tendency to trend with tuition revenues. Revenues are recognized when control of the promised goods or services is transferred to our customers, in an amount that reflects the consideration we expect to be entitled to in exchange for those goods or services. These revenues are recognized net of scholarships and other discounts, refunds and waivers. Laureate's institutions have various billing and academic cycles.

We determine revenue recognition through the five-step model prescribed by ASC Topic 606, *Revenue from Contracts with Customers*, as follows:

- Identification of the contract, or contracts, with a customer;
- Identification of the performance obligations in the contract;
- Determination of the transaction price;
- Allocation of the transaction price to the performance obligations in the contract; and
- Recognition of revenue when, or as, we satisfy a performance obligation.

We assess collectability on a portfolio basis prior to recording revenue. Generally, students cannot re-enroll for the next academic session without satisfactory resolution of any past-due amounts. If a student withdraws from an institution, Laureate's obligation to issue a refund depends on the refund policy at that institution and the timing of the student's withdrawal. Generally, our refund obligations are reduced over the course of the academic term. We record refunds as a reduction of deferred revenue as applicable.

The following table shows the components of Revenues by reportable segment and as a percentage of total net revenue for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021: 2022:

Mexico							
Mexico							
	Mexico	Peru	Corporate <sup>(1)</sup>	Total	Peru	Corporate <sup>(1)</sup>	Total
2024							
Tuition and educational services							

Tuition and educational services															
Tuition and educational services	\$ 1,121,019	\$ 726,444	\$ —	\$ 1,847,463			118	%							
Other	137,085	70,689	207	207,981			13	%							
Gross revenue	1,258,104	797,133	207	2,055,444			131	%							
Less: Discounts / waivers / scholarships	(416,868)	(71,934)	—	(488,802)			(31)	%							
Total	\$ 841,236	\$ 725,199	\$ 207	\$ 1,566,642			100	%							

2023

Tuition and educational services															
Tuition and educational services															
Tuition and educational services	\$ 1,020,420	\$ 687,642	\$ \$	—	\$	1,708,062		115	115	%	\$ 1,020,420	\$ 687,642	\$	\$ —	\$
Other	133,913	68,901	68,901	(22)	(22)	202,792	202,792	14	14	%	Other	133,913	68,901	68,901	(2)
Gross revenue	1,154,333	756,543	756,543	(22)	(22)	1,910,854	1,910,854	129	129	%	revenue	1,154,333	756,543	756,543	(2)
Less: Discounts / waivers / scholarships	(371,722)	(54,844)	(54,844)	—	—	(426,566)	(426,566)	(29)	(29)	%	scholarships	(371,722)	(54,844)	(54,844)	—
Total	Total	\$ 782,611	\$ 701,699	\$ \$	(22)	\$	1,484,288	100	100	%	Total	\$ 782,611	\$ 701,699	\$ \$	(2)

2022

Tuition and educational services															
Tuition and educational services															
Tuition and educational services	\$ 778,066	\$ 613,379	\$ \$	—	\$	1,391,445		112	112	%	\$ 778,066	\$ 613,379	\$	\$ —	\$
Other	112,294	58,087	58,087	4,091	4,091	174,472	174,472	14	14	%	Other	112,294	58,087	58,087	4,091
Gross revenue	890,360	671,466	671,466	4,091	4,091	1,565,917	1,565,917	126	126	%	revenue	890,360	671,466	671,466	4,091
Less: Discounts / waivers / scholarships	(276,418)	(47,228)	(47,228)	—	—	(323,646)	(323,646)	(26)	(26)	%	scholarships	(276,418)	(47,228)	(47,228)	—
Total	Total	\$ 613,942	\$ 624,238	\$ \$	4,091	\$	1,242,271	100	100	%	Total	\$ 613,942	\$ 624,238	\$ \$	4,091

2021

Tuition and educational services															
Tuition and educational services															
Tuition and educational services	\$ 679,430	\$ 526,987	\$ —	\$ 1,206,417			111	%							
Other	92,719	48,363	9,216	150,298			14	%							
Gross revenue	772,149	575,350	9,216	1,356,715			125	%							
Less: Discounts / waivers / scholarships	(231,720)	(38,294)	—	(270,014)			(25)	%							
Total	\$ 540,429	\$ 537,056	\$ 9,216	\$ 1,086,701			100	%							

(1) Includes the elimination of inter-segment revenues.

#### Performance Obligations

A performance obligation is a promise in a contract to transfer a distinct good or service to the customer and is the unit of accounting in Topic 606. A contract's transaction price is allocated to each performance obligation identified in the arrangement based on the relative standalone selling price of each distinct good or service in the contract and recognized as revenue when, or as, the performance obligation is satisfied. The primary method used to estimate standalone selling price is the adjusted market assessment approach, under which we evaluate the market and estimate the price that a customer would be willing to pay for the goods and services we provide.

Our performance obligations are primarily satisfied over time during the course of an academic semester or academic year. Laureate's transaction price is determined based on gross price, net of scholarships and other discounts, refunds and waivers. The majority of our revenue is derived from tuition and educational services agreements with students, and thus, is recognized over time on a weekly straight-line basis over each academic session. We view the knowledge gained by the student as the benefit which the student receives during the academic sessions. We use the output method to recognize tuition and educational services revenue as this method faithfully depicts our performance toward complete satisfaction of the performance obligation. Dormitory/residency revenues, which are included in the Other line item in the table above, are recognized over time throughout the occupancy period using the output method based on the proportional period of time elapsed which faithfully depicts our performance toward complete satisfaction of the performance obligation.

We have elected the optional exemption to not disclose amounts where the performance obligation is part of a contract that has an original expected duration of one year or less. We expect to recognize substantially all revenue on these remaining performance obligations over the next 12 months.

#### Contract Balances

The timing of billings, cash collections and revenue recognition results in accounts receivable (contract assets) and deferred revenue and student deposits (contract liabilities) on the Consolidated Balance Sheets. We have various billing and academic cycles and recognize student receivables when an academic session begins, although students generally enroll in courses prior to the start of the academic session. Receivables are recognized only to the extent that it is probable that we will collect substantially all of the consideration to which we are entitled in exchange for the goods and services that will be transferred to the student. We receive advance payments or deposits from our students before revenue is recognized, which are recorded as contract liabilities in deferred revenue and student deposits. Payment terms vary by university with some universities requiring payment in advance of the academic session and other universities allowing students to pay in installments over the term of the academic session.

All of our contract assets are considered accounts receivable and are included within the Accounts and notes receivable balance in the accompanying Consolidated Balance Sheets. Total accounts receivable from our contracts with students were **\$173,571** **\$189,124** and **\$133,105** **\$173,571** as of December 31, 2023 December 31, 2024 and 2022, 2023, respectively. All contract asset amounts are classified as current. Contract liabilities in the amount of **\$69,351** **\$64,340** and **\$51,264** **\$69,351** were included within the Deferred revenue and student deposits balance in the current liabilities section of the accompanying Consolidated Balance Sheets as of December 31, 2023 December 31, 2024 and 2022, 2023, respectively. Substantially all of the contract liability balance at the beginning of the year was recognized into revenue during the year ended December 31, 2023 December 31, 2024.

#### Costs to Obtain a Contract

Certain commissions and bonuses earned by third-party agents and our employees are considered incremental and recoverable costs of obtaining a contract with a customer. These costs are deferred and then amortized over the period of benefit which ranges from two to four years. We determined the expected period of benefit, by university, as the expected student enrollment period. As of December 31, 2023 December 31, 2024 and 2022, 2023, the asset balances were approximately **\$11,400** **\$10,800** and **\$8,800** **\$11,400**, respectively, and the accumulated amortization balances were approximately **\$6,900** **\$6,300** and **\$4,900** **\$6,900**, respectively, both of which are included in Deferred costs, net, in the accompanying Consolidated Balance Sheets. The associated operating costs of approximately **\$2,200** **\$2,700** and **\$1,700** **\$2,200**, respectively, were recorded in Direct costs in the accompanying Consolidated Statement of Operations for the years ended December 31, 2023 December 31, 2024 and 2022, 2023. We also pay certain commissions and bonuses where the period of benefit is one year or less.

#### Practical Expedients

We recognize the incremental costs of obtaining a contract with a student as an expense when incurred in instances where the amortization period of the asset that we would have recognized is one year or less.

We have made an accounting policy election to exclude from the measurement of the transaction price all taxes assessed by governmental authorities that are both imposed on and concurrent with specific revenue-producing transactions and collected by the entity from our customers (e.g., sales, use, value added and excise taxes).

#### Note 4. Discontinued Operations and Assets Held for Sale

##### Discontinued Operations

As discussed in Note 1, Description of Business, the Company's principal markets are Mexico and Peru. All other markets have been divested. The divestitures were completed in 2021. In 2022 and 2023, the Company recorded certain adjustments to sale price and estimates of contingent items.

Summarized operating results and cash flows of the Discontinued Operations are presented in the following table:

For the years ended December 31,	2023	2022	2021
Revenues	\$ —	\$ —	\$ 542,979
Depreciation and amortization expense	—	—	—
Share-based compensation expense	—	—	(1,277)
Other direct costs	—	—	(433,127)

Loss on impairment of assets	—	—	(1,268)
Other non-operating expense	—	—	(22,288)
(Loss) gain on sale of discontinued operations before taxes, net	(9,762)	7,752	636,172
Pretax (loss) income of discontinued operations	(9,762)	7,752	721,191
Income tax benefit (expense)	—	508	(234,326)
(Loss) income from discontinued operations, net of tax	\$ (9,762)	\$ 8,260	\$ 486,865
Operating cash flows of discontinued operations	\$ —	\$ —	\$ 39,544
Investing cash flows of discontinued operations	\$ —	\$ —	\$ (11,161)
Financing cash flows of discontinued operations	\$ —	\$ —	\$ (18,054)

#### 2021 Loss Recognized on Brazil Disposal Group

During the first quarter of 2021, the Company recorded a loss of approximately \$32,400 related to the Brazil disposal group, which was classified as a Discontinued Operation, in order to write down the carrying value of those assets to their estimated fair value less costs to sell as of March 31, 2021, in accordance with ASC 360-10, "Impairment and Disposal of Long-lived Assets" (ASC 360-10). The estimated fair value was based on the sale agreement for the disposal group that was announced on November 2, 2020, as previously disclosed. The sale of the Brazil disposal group closed on May 28, 2021. See Note 5, Dispositions, for more information.

#### Assets Held for Sale

During the second quarter of 2023, two of the Company's subsidiaries that operate K-12 educational programs in Mexico met the criteria for classification as held for sale under ASC 360-10-45-9, "Long-Lived Assets Classified as Held for Sale." The sale of the K-12 campuses is intended to allow the Mexico segment to focus on its core business. The planned sale of this disposal group does not represent a strategic shift and therefore does not qualify for presentation as a discontinued operation in the Consolidated Financial Statements. In addition, during 2023 two and 2024, several parcels of land and buildings at campuses in Mexico and a parcel of land in the United States met the criteria for classification as held for sale under ASC 360-10-45-9, as did a parcel of land in the United States. 360-10-45-9. The assets and liabilities are recorded at the lower of their carrying values or their estimated fair values less costs to sell. As discussed below, the sales of certain real estate in the United States and Mexico were completed during 2024. The carrying amounts of the major classes of assets and liabilities that were classified as held for sale are presented in the following table:

	December 31, 2023	December 31, 2022
<b>Assets Held for Sale</b>		
Cash and cash equivalents	\$ 502	\$ —
Receivables, net	376	—
Property and equipment, net	6,310	—
Operating lease right-of-use assets, net	9,094	—
Other assets	11	—
<b>Total assets held for sale</b>	<b>\$ 16,293</b>	<b>\$ —</b>

	December 31, 2024	December 31, 2023
<b>Assets Held for Sale</b>		
Cash and cash equivalents	\$ 246	\$ 502
Receivables, net	319	376
Property and equipment, net	2,897	6,310
Operating lease right-of-use assets, net	7,512	9,094
Other assets	—	11
<b>Total assets held for sale</b>	<b>\$ 10,974</b>	<b>\$ 16,293</b>

#### Liabilities Held for Sale

Deferred revenue and student deposits	\$ 731	\$ —
Operating leases, including current portion	9,214	—
Long-term debt, including current portion	859	—
Other liabilities	703	—
<b>Total liabilities held for sale</b>	<b>\$ 11,507</b>	<b>\$ —</b>

Liabilities Held for Sale		
Deferred revenue and student deposits	\$ 756	\$ 731
Operating leases, including current portion	7,606	9,214

Long-term debt, including current portion	704	859
Other liabilities	603	703
Total liabilities held for sale	\$ 9,669	\$ 11,507

The long-term debt balance represents a finance lease for property.

## Note 5. Dispositions Property Sales

### Honduras Divestiture

On March 8, 2021, During the second quarter of 2024, the Company completed the divestiture sale of its operations a parcel of land in Honduras to Fundación Nasser, a not-for-profit foundation in Honduras. In connection with the transaction, the Company transferred control United States that was classified as held for sale as of Fundaempresa, which manages Universidad Tecnológica Centroamericana (UNITEC), including Centro Universitario Tecnológico (CEUTEC) December 31, 2023. The Company received proceeds received, net of cash sold, closing costs and a working capital adjustment that was completed during the second quarter of 2021, were approximately \$24,000. As a result of \$3,100 from the sale the Company and recognized a pre-tax loss of approximately \$1,700, \$24, which is included in Income (loss) from discontinued operations, net of tax Direct costs in the Consolidated Statement of Operations for the year ended December 31, 2021. Under the transaction terms, additional consideration of \$2,000 was paid into an escrow account at closing and, assuming certain conditions are met, will be released to the Company based on the following schedule: 50% after 18 months, 25% of the remaining escrow account after 24 months, and the remaining \$750 after 36 months. 2024.

During the third quarter of 2022 and the first quarter of 2023, the Company received the first two scheduled escrow payments of \$1,000 and \$250, respectively.

### Receipt of Remaining Escrow Receivable from Sale of China Operations

On January 25, 2018, 2024, the Company completed the sale of LEI Lie Ying Limited real estate in China. At the closing Mexico that was classified as held for sale as of the sale on January 25, 2018, a portion of the total December 31, 2023. In connection with this transaction, value was paid into an escrow account, to be distributed to the Company pursuant to the terms and conditions of the escrow agreement. In June 2020, the Company received approximately one-half of the escrow account, and the remainder was due also terminated two lease agreements in January 2021. In April 2021, the Company received 168,284 Hong Kong Dollars (approximately \$21,650 at the date of receipt), which represented payment Mexico, resulting in full for the remainder of the escrow account. Accordingly, the Company recognized a gain net loss of approximately \$13,600, which \$4,500 that is included in Income (loss) from discontinued operations, net of tax, Direct costs in the Consolidated Statement of Operations for the year ended December 31, 2021, 2024.

### Brazil Divestiture

On May 28, 2021, During the fourth quarter of 2024, the Company completed the sales of additional real estate in Mexico that was classified as held for sale as of its operations in Brazil to Ánima Holding S.A. (Anima) December 31, 2023. The proceeds Company received at the date of sale, net of cash sold, transaction fees and settlement of foreign currency swaps, were approximately \$625,000. The Company used a portion of the proceeds to repay the remaining balance outstanding under its Senior Notes due 2025. Additionally, the buyer assumed indebtedness, gross of cash sold, of approximately \$121,000. The Company \$14,400 and recognized a pre-tax gain on the sale of approximately \$33,000, \$9,400, which included: i) the derecognition of the carrying value of the disposal group; ii) working capital and purchase price adjustments that were completed during the third and fourth quarters of 2021; and iii) contingent consideration of approximately \$6,500 that was recognized during the fourth quarter of 2021, in accordance with the terms of the sale agreement. This gain is included in Income (loss) from discontinued operations, net of tax Direct costs in the Consolidated Statement of Operations for the year ended December 31, 2021, 2024.

## Note 5. Dispositions

### Walden Divestiture

On August 12, 2021, the Company closed the transaction pursuant to the Membership Interest Purchase Agreement (the Walden Purchase Agreement), dated September 11, 2020, with Adtalem Global Education Inc., a Delaware corporation (the Walden Purchaser). Pursuant to the Walden Purchase Agreement, the Company sold to the Walden Purchaser all of the issued and outstanding equity interest in Walden e-Learning, LLC, a Delaware limited liability company and a wholly owned subsidiary of the Company (Walden), and its subsidiary, Walden University, LLC, a Florida limited liability company and an indirect wholly owned subsidiary of the Company (together with Walden, the Walden Group).

The cash proceeds received, net of cash sold, transaction fees, and certain closing adjustments, were approximately \$1,403,500. Also, at the closing date of August 12, 2021, the Walden Purchaser paid an additional \$74,000 of the sale transaction value into an escrow account, which was to be released in full or in part to the Company one year following the closing of the transaction pursuant to the terms and conditions of the escrow agreement. On August 23, 2022, the Company received approximately \$71,700 of the escrow amount. In addition, approximately \$83,600 of restricted cash that related to collateralized regulatory obligations was released during the fourth quarter of 2021. In 2021, the Company recognized a pre-tax gain on the sale of approximately \$619,400, as well as estimated tax expense of approximately \$278,000. The gain included the derecognition of the carrying value of Walden as well as a working capital settlement that was completed during the fourth quarter of 2021 and is included in Income (loss) from discontinued operations, net of tax in the Consolidated Statement of Operations for the year ended December 31, 2021.

Under the Walden Purchase Agreement, the Company agreed to indemnify the Walden Purchaser under certain circumstances. In January 2024, the Walden Purchaser made a claim under these indemnification provisions and the Company expects to pay determined that approximately \$5,500 was payable to the Walden Purchaser. Accordingly, as of December 31, 2023, the Company has recorded a liability for this amount through loss on sale of discontinued operations, as it represents represented an adjustment to the sale price of the Walden Group.

**Collection** This liability was fully settled during the fourth quarter of Note Receivable from Divestiture of Chilean Operations

On September 10, 2020, the Company completed the divestiture of its operations in Chile. Under the terms of the agreement, the purchase price included a note receivable of \$21,500 that was payable one year from the date of divestiture. In September 2021, the Company collected this receivable. 2024.

## Note 6. Business and Geographic Segment Information

Laureate's educational services are offered through two reportable segments: Mexico and Peru. Laureate determines its segments based on information utilized by the chief operating decision maker to allocate resources and assess performance. Laureate's Chief Executive Officer is the chief operating decision maker.

Our segments generate revenues by providing an education that emphasizes profession-oriented fields of study with undergraduate and graduate degrees in a wide range of disciplines. Our educational offerings utilize campus-based, online and hybrid (a combination of online and in-classroom) courses and programs to deliver their curriculum. The Mexico and Peru markets are characterized by what we believe is a significant imbalance between supply and demand. The demand for higher education is large and growing and is fueled by several demographic and economic factors, including a growing middle class, global growth in services and technology-related industries and recognition of the significant personal and economic benefits gained by graduates of higher education institutions. The target demographics are primarily 18- to 24-year-olds in the countries in which we compete. We compete with other private higher education institutions on the basis of price, educational quality, reputation and location. We believe that we compare favorably with competitors because of our focus on quality, professional.

oriented professional-oriented curriculum and the competitive advantages provided by our network, in-country networks. There are a number of private and public institutions in both of the countries in which we operate, and it is difficult to predict how the markets will evolve and how many competitors there will be in the future. We expect competition to increase as the Mexican and Peruvian markets mature. Essentially all of our revenues were generated from private pay sources as there are no material government-sponsored loan programs in Mexico or Peru. Specifics related to both of our reportable segments are discussed below.

In Mexico, the private sector plays a meaningful role in higher education, bridging supply and demand imbalances created by a lack of capacity at public universities. Laureate owns two nationally licensed institutions and is present throughout the country with a footprint of over 30 campuses. Students in our Mexican institutions typically finance their own education.

In Peru, private universities are increasingly providing the capacity to meet growing demand in the higher-education market. Laureate owns three institutions in Peru, with a footprint of 19 campuses.

As discussed in Note 1, Description of Business, and Note 4, Discontinued Operations and Assets Held for Sale, in prior periods, a number of our subsidiaries met the requirements to be classified as Discontinued Operations and were subsequently sold. As a result, the Discontinued Operations have been excluded from the segment information for all periods presented.

Inter-segment transactions are accounted for in a similar manner as third-party transactions and are eliminated in consolidation. The Corporate amounts presented in the following tables include corporate charges that were not allocated to our reportable segments and adjustments to eliminate inter-segment items.

We evaluate segment performance based on The chief operating decision maker uses Adjusted EBITDA which to evaluate performance and to allocate resources for each segment in the annual budget and monthly forecasting process. Adjusted EBITDA is a non-GAAP performance measure defined as Income (loss) from continuing operations before income taxes and equity in net income of affiliates, adding back the following items: Loss on derivatives, net, Loss on debt extinguishment, Gain (loss) (Loss) gain on disposals of subsidiaries, net, Foreign currency exchange gain (loss) gain, net, Other (expense) income (expense), net, Loss on debt extinguishment, Interest expense, Interest income, Depreciation and amortization expense, Loss on impairment of assets, Share-based compensation expense and expenses related to our Excellence-in-Process (EiP) initiative. Our EiP initiative was completed as of December 31, 2021, except for certain EiP expenses during 2022 related to the run out of programs that began in prior periods. EiP was an enterprise-wide initiative to optimize and standardize Laureate's processes, creating vertical integration of procurement, information technology, finance, accounting and human resources. It included the establishment of regional shared services organizations (SSOs), as well as improvements to the Company's system of internal controls over financial reporting. The EiP initiative also included other back- and mid-office areas, as well as certain student-facing activities, expenses associated with streamlining the organizational structure, an enterprise-wide program aimed at revenue growth, and certain non-recurring costs incurred in connection with previous dispositions. The chief decision maker considers budget-to-actual variances for Adjusted EBITDA when making decisions about allocating resources to the segments.

Adjusted EBITDA is also a key measure used by our management and Board of Directors to understand and evaluate our core operating performance and trends, to prepare and approve our annual budget and to develop short- and long-term operational plans. In particular, the exclusion of certain expenses in calculating Adjusted EBITDA can provide a useful measure for period-to-period period.

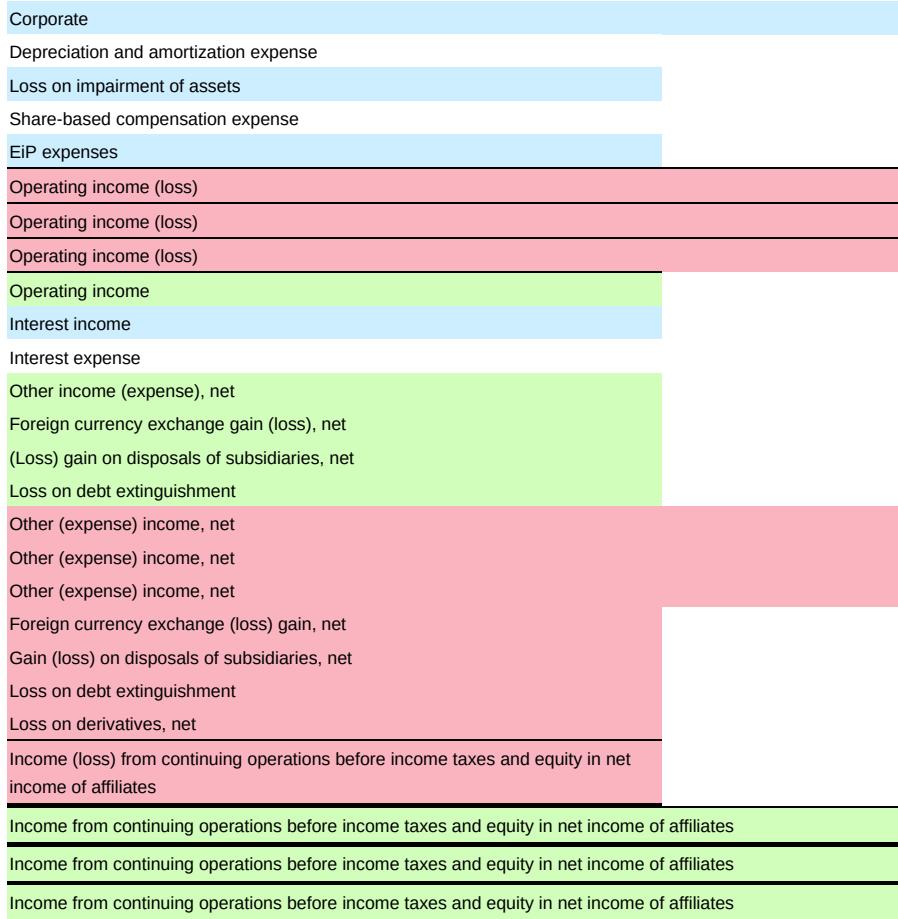
to-period comparisons of our core business. Additionally, Adjusted EBITDA is a key financial measure used by the compensation committee Compensation Committee of our Board of Directors and our Chief Executive Officer in connection with the payment of incentive compensation to our executive officers and other members of our management team. Accordingly, we believe that Adjusted EBITDA provides useful information to investors and others in understanding and evaluating our operating results in the same manner as our management and Board of Directors. We use total assets as the measure of assets for reportable segments.

The following tables provide financial information for our reportable segments, including a reconciliation of Adjusted EBITDA to Income (loss) from continuing operations before income taxes and equity in net income of affiliates, as reported in the Consolidated Statements of Operations, for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021 2022:

	Mexico	Mexico	Peru	Corporate	Total
Mexico					
	Mexico	Peru	Corporate	Total	
2024					

Revenues	
Revenues	
Revenues	
Depreciation and amortization expense	
Total assets	
Total assets	
Total assets	
Expenditures for long-lived assets	
<hr/>	
<b>2023</b>	
Revenues	
Revenues	
Revenues	
Depreciation and amortization expense	
Depreciation and amortization expense	
Depreciation and amortization expense	
Loss on impairment of assets	
Total assets	
Expenditures for long-lived assets	
<hr/>	
<b>2022</b>	
Revenues	
Revenues	
Revenues	
Depreciation and amortization expense	
Depreciation and amortization expense	
Depreciation and amortization expense	
Loss on impairment of assets	
Total assets	
Expenditures for long-lived assets	
<hr/>	
<b>2021</b>	
Revenues	
Revenues	
Revenues	
Depreciation and amortization expense	
Depreciation and amortization expense	
Depreciation and amortization expense	
Loss on impairment of assets	
Expenditures for long-lived assets	
<hr/>	

For the years ended December 31,	For the years ended December 31,			For the years ended December 31,		
	2023	2022	2021	2024	2023	2022
Adjusted EBITDA of reportable segments:						
Mexico						
Mexico						
Mexico						
Peru						
<b>Total Adjusted EBITDA of reportable segments</b>						
<b>Total Adjusted EBITDA of reportable segments</b>						
<b>Total Adjusted EBITDA of reportable segments</b>						
Reconciling items:						
Corporate						
Corporate						



The following table presents significant segment expenses of our reportable segments:

For the years ended December 31,	2024	2023	2022
<b>Mexico</b>			
Revenues	\$ 841,236	\$ 782,611	\$ 613,942
Less:			
Labor costs	303,468	291,037	241,153
Lease and other facilities costs	114,840	117,376	95,621
Advertising costs	51,064	44,444	34,175
Other costs <sup>(1)</sup>	165,368	152,800	119,625
Adjusted EBITDA	\$ 206,496	\$ 176,954	\$ 123,368
<b>Peru</b>			
Revenues	\$ 725,199	\$ 701,699	\$ 624,238
Less:			
Labor costs	255,388	249,972	217,687
Lease and other facilities costs	30,158	29,801	26,168
Advertising costs	37,248	30,884	27,456
Other costs <sup>(1)</sup>	119,030	104,192	86,267
Adjusted EBITDA	\$ 283,375	\$ 286,850	\$ 266,660

<sup>(1)</sup> Other costs for each reportable segment include: professional services expense, technology expense, bad debt and other direct costs.

#### Geographic Information

No individual customer accounted for more than 10% of Laureate's consolidated revenues. Revenues from customers by geographic area, primarily generated by students enrolled at institutions in those areas, were as follows:

For the years ended December 31,	For the years ended December 31,	2023	2022	2021	For the years ended December 31,	2024	2023	2022
<b>External Revenues<sup>(1) (2)</sup></b>								
Mexico								
Mexico								
Mexico								
Peru								
Peru								
Peru								
United States								
United States								
United States								
Consolidated total								
Consolidated total								
Consolidated total								

<sup>(1) (2)</sup> Excludes intercompany revenues and therefore does not agree to the table above

Long-lived assets are composed of Property and equipment, net. Laureate's long-lived assets by geographic area were as follows:

December 31,	December 31,	2023	2022	December 31,	2024	2023
<b>Long-lived assets</b>						
Mexico						
Mexico						
Mexico						
Peru						
Peru						
Peru						
United States						
United States						
United States						
Consolidated total						
Consolidated total						
Consolidated total						

#### Note 7. Goodwill and Other Intangible Assets

The change in the net carrying amount of Goodwill from December 31, 2021 December 31, 2022 through December 31, 2023 December 31, 2024 was composed of the following items:

	Mexico					
	Mexico			Mexico	Peru	Total
<b>Balance at December 31, 2021</b>						
<b>Balance at December 31, 2022</b>						
<b>Balance at December 31, 2021</b>						
<b>Balance at December 31, 2022</b>						
<b>Balance at December 31, 2021</b>						
<b>Balance at December 31, 2022</b>						
Currency translation adjustments						
Currency translation adjustments						
Currency translation adjustments						
<b>Balance at December 31, 2022</b>						

Balance at December 31, 2022
Balance at December 31, 2022
Balance at December 31, 2023
Balance at December 31, 2023
Balance at December 31, 2023
Currency translation adjustments
Currency translation adjustments
Currency translation adjustments
Balance at December 31, 2023
Balance at December 31, 2023
Balance at December 31, 2023
Balance at December 31, 2024
Balance at December 31, 2024
Balance at December 31, 2024

#### Tradenames and Other Intangible Assets

Amortization expense for the following table summarizes our identifiable intangible assets included only the finite-lived tradename, which was fully amortized as of December 31, 2021. Amortization expense was \$0, \$0 and \$23,069 for the years ended December 31, 2023, 2022 and 2021, respectively. December 31, 2024:

	Gross Carrying Amount	Accumulated Amortization	Net Carrying Amount	Weighted Average Amortization Period (Yrs)
<i>Tradenames</i>				
Finite-lived tradename	\$ 30,652	\$ (30,652)	\$ —	—
Indefinite-lived tradenames	147,911	—	147,911	—
Total tradenames	178,563	(30,652)	147,911	
<i>Other intangible assets</i>				
Student rosters	19,838	(19,838)	—	—
Other	1,666	(1,666)	—	—
Total	\$ 200,067	\$ (52,156)	\$ 147,911	

The following table summarizes our identifiable intangible assets as of December 31, 2023:

	Gross Carrying Amount	Accumulated Amortization	Net Carrying Amount	Weighted Average Amortization Period (Yrs)
<i>Tradenames</i>				
Finite-lived tradename	\$ 30,652	\$ (30,652)	\$ —	—
Indefinite-lived tradenames	169,183	—	169,183	—
Total tradenames	199,835	(30,652)	169,183	
<i>Other intangible assets</i>				
Student rosters	23,001	(23,001)	—	—
Other	1,938	(1,938)	—	—
Total	\$ 224,774	\$ (55,591)	\$ 169,183	

The following table summarizes our identifiable intangible assets as of December 31, 2022:

	Gross Carrying Amount	Accumulated Amortization	Net Carrying Amount	Weighted Average Amortization Period (Yrs)
<i>Tradenames</i>				
Finite-lived tradename	\$ 30,652	\$ (30,652)	\$ —	—

Indefinite-lived tradenames	151,645	—	151,645	—
Total tradenames	182,297	(30,652)	151,645	
<i>Other intangible assets</i>				
Student rosters	20,455	(20,455)	—	—
Other	1,720	(1,720)	—	—
Total	\$ 204,472	\$ (52,827)	\$ 151,645	

## Impairment Tests

The following table summarizes the Loss on impairment of assets:

For the years ended December 31,	For the years ended December 31,	2023	2022	2021	For the years ended December 31,	2024	2023	2022
Impairments of Goodwill								
Impairments of Tradenames								
Impairments of long-lived assets								
Total								

We perform annual impairment tests of our non-amortizable intangible assets, which consist of goodwill and indefinite-lived tradenames, in the fourth quarter of each year. The impairment charges discussed below were recorded to reduce the assets' carrying values to fair value.

For the purposes of our annual impairment testing of the Company's goodwill, fair value measurements are determined primarily using the income approach, based largely on inputs that are not observable to active markets, which would be deemed "Level 3" fair value measurements. Level 3 inputs are defined as unobservable inputs that are supported by little or no market activity. These inputs include our expectations about future revenue growth and profitability, marginal income tax rates by jurisdiction, and the discount rate. Where a market approach is used, the inputs also include publicly available data about our competitors' financial ratios and transactions.

For purposes of our annual impairment testing of the Company's indefinite-lived tradenames, fair value measurements are determined using the income approach, based largely on inputs that are not observable to active markets, which would be deemed "Level 3" fair value measurements as defined above. These inputs include our expectations about future revenue growth, marginal income tax rates by jurisdiction, the discount rate and the estimated royalty rate. We use publicly available information and proprietary third-party arm's length agreements that Laureate has entered into with various licensors in determining certain assumptions to assist us in estimating fair value using market participant assumptions.

### 2021 Loss on Impairment of Assets

#### Impairment of Finite-Lived Tradename (Laureate Tradename)

During the first quarter of 2021, the Company recognized an impairment charge of approximately \$51,400 on the Laureate tradename, a finite-lived intangible asset. In March 2021, the Company decided that, during 2021, it would wind down certain support functions related to the Laureate network and would no longer invest in and support the Laureate tradename beyond 2021. As a result, the Company tested the asset for impairment and estimated the fair value of the tradename asset using the relief-from-royalty method, based on the projected revenues for each business over the estimated remaining useful life of the asset.

As a result of the impairment test, the Company concluded that the estimated fair value of the Laureate tradename was less than its carrying value by approximately \$51,400 and recorded an impairment charge for that amount. The significant assumptions used in estimating the fair value included: (1) the revenue growth rates and (2) the estimated royalty rates. The inputs used were not observable to active markets and are therefore deemed "Level 3" inputs in the fair value hierarchy. The decrease in the fair value of the tradename was attributable to the shortened duration of the estimated future revenues. The remaining carrying value of the tradename asset was fully amortized as of December 31, 2021.

### Note 8. Debt

Outstanding long-term debt was as follows:

	December 31, 2023	December 31, 2022
	December 31, 2024	December 31, 2023
Senior long-term debt:		

Senior Secured Credit Facility (stated maturity date of September 18, 2028 as of December 31, 2023; stated maturity date of October 7, 2024 as of December 31, 2022)

Senior Secured Credit Facility (stated maturity date of September 18, 2028 as of December 31, 2023; stated maturity date of October 7, 2024 as of December 31, 2022)

Senior Secured Credit Facility (stated maturity date of September 18, 2028 as of December 31, 2023; stated maturity date of October 7, 2024 as of December 31, 2022)

Senior Secured Credit Facility
Senior Secured Credit Facility
Senior Secured Credit Facility
Other debt:
Other debt:
Other debt:
Lines of credit
Lines of credit
Lines of credit
Notes payable and other debt
Total senior and other debt
Finance lease obligations and sale-leaseback financings
Total long-term debt and finance leases
Less: total unamortized deferred financing costs
Less: current portion of long-term debt and finance leases
Long-term debt and finance leases, less current portion

As of December 31, 2023 2024, aggregate annual maturities of the senior and other debt, excluding finance lease obligations and sale-leaseback financings, were as follows:

Years Ended December 31,	Years Ended December 31,	Senior and Other Debt	Years Ended December 31,	Senior and Other Debt
2024				
2025				
2026				
2027				
2028				
2029				
Thereafter				
Total senior and other debt				
Total senior and other debt				
Total senior and other debt				

#### Senior Secured Credit Facility

##### Revolving Credit Facility

On September 18, 2023, the Company entered into ~~an a third~~ amendment of its Senior Secured Credit Facility (as defined below) (the "Third Amendment") to the Third Amended and Restated Credit Agreement, dated as of October 7, 2019 (the "Credit Agreement"; as amended by the First Amendment, dated as of July 20, 2020, the Second Amendment, dated as of December 23, 2022 and, as further amended by the Third Amendment, the "Amended Credit Agreement"). Among other things, the Company incurred a new tranche of revolving credit loans maturing ~~September 2028~~ September 18, 2028 (the "Series 2028 Tranche"). The credit available to be borrowed under the Amended Credit Agreement, whether as revolving loans or term loans, if any, are referred to herein collectively as the "Senior Secured Credit Facility."

The Amended Credit Agreement, among other things, ~~provides provided~~ for \$145,000 of revolving credit loans, ~~maturing October 2024 which matured on October 7, 2024~~ (the "Series 2024 Tranche") and \$155,000 of revolving credit loans under the Series 2028 Tranche for a \$300,000 aggregate revolving credit facility (the "Revolving Credit Facility"). ~~Given the maturity date of the Series 2024 Tranche, as of December 31, 2024, the borrowing capacity of the Revolving Credit Facility is \$155,000.~~ As a subfacility under the Revolving Credit Facility, the Amended Credit Agreement provides for letter of credit commitments in the aggregate amount of \$10,000. The Amended Credit Agreement also provides, subject to the satisfaction of certain conditions, for incremental revolving and term loan facilities, at the request of the Company ~~and subject to lender approval~~, not to exceed (i) the greater of (a) \$172,500 and (b) 50% of the Company's Consolidated EBITDA, plus (ii) additional amounts so long as both immediately before and after giving effect to such incremental facilities the Company's Consolidated Senior Secured Debt to Consolidated EBITDA Ratio, as defined in the ~~agreement, Amended Credit Agreement~~, on a pro forma basis, does not exceed 2.25 to 1.00, plus (iii) the aggregate amounts of any voluntary repayments of term loans, if any, and aggregate amount of voluntary repayments of revolving credit facilities that are accompanied by a corresponding termination or reduction of revolving credit commitments.

The maturity date for the Amended Credit Agreement is September 18, 2028. The Revolving Credit Facility bears interest at a per annum interest rate, at the option of the Company, at either the EURIBOR rate, the Term SOFR rate or the ABR rate plus an applicable margin of 2.50% per annum, 2.25% per annum, 2.00% per annum or 1.75% per annum for EURIBOR loans or Term SOFR loans, and 1.50% per annum, 1.25% per annum, 1.00% per annum or 0.75% per annum for ABR loans, in each case, based on the Company's Consolidated Total Debt to Consolidated EBITDA ratio as defined in the ~~agreement, Amended Credit Agreement~~.

As of December 31, 2023 December 31, 2024 and December 31, 2022 December 31, 2023, the Senior Secured Credit Facility had a total outstanding balance of \$59,000 \$0 and \$100,000, \$59,000, respectively.

#### *Guarantors of the Senior Secured Credit Facility*

Laureate Education, Inc. is the borrower under our Senior Secured Credit Facility. All of Laureate's required United States legal entities, excluding certain subsidiaries that the Company considers dormant based on the lack of activity, are guarantors of the Senior Secured Credit Facility, and all of the guarantors' assets, both real and intangible, are pledged as collateral. Additionally, not more than 65% of the shares held directly by Laureate Education, Inc. or any guarantors in non-domestic subsidiaries are pledged as collateral.

#### **Estimated Fair Value of Debt**

As of December 31, 2023 December 31, 2024 and December 31, 2022 December 31, 2023, the estimated fair value of our debt approximated its carrying value.

#### **Certain Covenants**

As of December 31, 2023 December 31, 2024, our Amended Credit Agreement contained certain negative covenants including, among others: (1) limitations on additional indebtedness; (2) limitations on dividends; (3) limitations on asset sales, including the sale of ownership interests in subsidiaries and sale-leaseback transactions; and (4) limitations on liens, guarantees, loans or investments. The Amended Credit Agreement also provides, solely with respect to the revolving credit facility, that the Company shall not permit its Consolidated Senior Secured Debt to Consolidated EBITDA ratio, as defined in the Amended Credit Agreement, to exceed 3.00x as of the last day of each quarter commencing with the quarter ending December 31, 2019 and thereafter. The agreement Amended Credit Agreement also provides that if (i) the Company's Consolidated Total Debt to Consolidated EBITDA ratio, as defined in the Amended Credit Agreement, is not greater than 3.00x as of such date and (ii) less than 25% of the revolving credit facility is utilized as of that date, then such financial covenant shall not apply. As of December 31, 2023 December 31, 2024, these conditions were this condition was satisfied and, therefore, we were not subject to the leverage ratio. In addition, indebtedness at some of our locations contain financial maintenance covenants. We were in compliance with these covenants as of December 31, 2023 December 31, 2024.

#### **Debt Modification and Loss on Debt Extinguishment**

In connection with the repayment of the Senior Notes during the year ended December 31, 2021, the Company recorded a Loss on debt extinguishment of \$77,940, related to the redemption premium paid and the write off of the unamortized deferred financing costs associated with the repaid debt balances.

#### **Debt Issuance Costs**

Amortization of debt issuance costs and accretion of debt discounts that are recorded in Interest expense in the Consolidated Statements of Operations totaled approximately \$584, \$1,241 \$1,561 and \$4,628 \$1,561 for the years ended December 31, 2023 December 31, 2024, 2023 and 2022, and 2021, respectively. Certain unamortized debt issuance costs were written off in 2021 in connection with early repayment of debt balances and debt agreement amendments, as discussed above. As of December 31, 2023 December 31, 2024 and 2022, 2023, our unamortized debt issuance costs were \$2,372 \$1,858 and \$2,060, \$2,372, respectively.

#### **Other Debt**

##### *Lines of Credit*

Individual Laureate subsidiaries have the ability to borrow pursuant to unsecured lines of credit and similar short-term borrowing arrangements (collectively, lines of credit). The lines of credit are available for working capital purposes and enable us to borrow and repay until those lines mature. At December 31, 2023 December 31, 2024 and 2022, 2023, the aggregate outstanding balances on our lines of credit were \$10,864 \$29,989 and \$13,778, \$10,864, respectively. At December 31, 2023 December 31, 2024, we had approximately \$68,800 \$80,300 additional available borrowing capacity under our outstanding lines of credit. Interest rates on our lines of credit ranged from 5.10% to 5.65% and 7.63% to 7.70% at December 31, 2024 and 8.10% to 9.34% at December 31, 2023 and 2022, 2023, respectively. Our weighted-average short-term borrowing rate was 5.46% and 7.67% at December 31, 2024 and 8.61% at December 31, 2023 and 2022, 2023, respectively.

##### *Notes Payable*

Notes payable include mortgages payable that are secured by certain fixed assets, and an unsecured term loan. The notes payable have varying maturity dates and repayment terms through 2025, 2029. Interest rates on notes payable ranged from 5.09% to 13.00% 11.74% and 5.09% to 12.26% 13.00% at December 31, 2023 December 31, 2024 and 2022, 2023, respectively.

In December 2017, Universidad del Valle de México (UVM Mexico) An unsecured term loan is held by one of our Mexican subsidiaries and was scheduled to mature in June 2024. During the second quarter of 2024, we entered into an agreement with a bank for a loan of MXN 1,700,000 (approximately \$89,000 at modification, which extended the time maturity of the loan). In 2019, this loan was reassigned to Estrater, S.A. de C.V., SOFOM ENR (Estrater). In 2021, Estrater was merged into Laureate Education Mexico S de RL de CV (LEM), a wholly owned Mexican subsidiary of the Company. Consequently, the loan was reassigned to LEM, June 2029. The loan matures in June 2024 and carries a variable interest rate based on the 28-day Mexican Interbanking Offer Rate (TIE), plus an applicable margin, which is established based on the ratio of debt to EBITDA, as defined in the agreement (13.00% (11.74% and 12.26% 13.00% as of December 31, 2023 December 31, 2024 and 2022, 2023, respectively). The current quarterly payments on Under the loan total modification agreement, quarterly principal repayments resumed in December 2024, beginning at MXN 76,500 4,250 (\$4,504 210 at December 31, 2023 December 31, 2024) and increasing to MXN 23,375 (\$1,155 at December 31, 2024), with a balloon payment of MXN 425,000 170,000 (\$25,024 8,404 at December 31, 2023 December 31, 2024) due at maturity. As of December 31, 2023 December 31, 2024 and December 31, 2022 December 31, 2023, the outstanding balance of this loan was \$29,528 \$20,799 and \$41,416, \$29,528, respectively.

The In prior years, the Company obtained financing to fund the construction of two new campuses at one of our institutions in Peru, Universidad Peruana de Ciencias Aplicadas (UPC). Peru. As of December 31, 2023 December 31, 2024 and 2022, 2023, one loan remains outstanding, which matures in November 2025 and carries an interest rate of 5.09%. Principal payments, plus accrued and unpaid interest, are made semi-annually in April and October. As of December 31, 2023 December 31, 2024 and 2022, 2023, the outstanding balance of this loan was \$5,835 \$2,962 and \$8,246, respectively.

On December 22, 2017, a Laureate subsidiary in Peru entered into an agreement to borrow PEN 247,500 (approximately \$76,000 at the agreement date). Quarterly payments in the amount of PEN 14,438 (\$3,921 at December 31, 2023) were due through the loan's maturity in December 2023. As of December 31, 2023 and 2022, this loan had a balance of \$0 and \$15,142, \$5,835, respectively.

## Note 9. Leases

Laureate conducts a significant portion of its operations at leased facilities, including many of Laureate's higher education facilities and other office locations. Laureate analyzes each lease agreement to determine whether it should be classified as a finance lease or an operating lease.

### Finance Leases

Our finance lease agreements are for property and equipment. The lease assets are included within buildings as well as furniture, equipment and software and the related lease liability is included within debt and finance leases on the consolidated balance sheets.

### Operating Leases

Our operating lease agreements are primarily for real estate space and are included within operating lease ROU assets and operating lease liabilities on the Consolidated Balance Sheets. The terms of our operating leases vary and generally contain renewal options. Certain of these operating leases provide for increasing rent over the term of the lease. Laureate also leases certain equipment under noncancelable operating leases, which are typically for terms of 60 months or less.

ROU assets represent our right to use an underlying asset for the lease term and lease liabilities represent our obligation to make lease payments arising from the lease. As discussed in Note 2, Significant Accounting Policies, ROU assets and lease liabilities are recognized at the commencement date of the lease based on the estimated present value of lease payments over the lease term. Our variable lease payments consist of non-lease services related to the lease. Variable lease payments are excluded from the ROU assets and lease liabilities and are recognized in the period in which the obligation for those payments is incurred. As most of our leases do not provide an implicit rate, we use our incremental borrowing rate based on the information available at the commencement date in determining the present value of lease payments. Many of our lessee agreements include options to extend the lease, which we do not include in our minimum lease terms unless they are reasonably certain to be exercised. On occasion, Laureate has entered into sublease agreements for certain leased office space; however, the sublease income from these agreements is immaterial.

Supplemental balance sheet information related to leases as of December 31, 2023 December 31, 2024 and 2022 2023 was as follows:

Leases	Leases	Classification	2023	2022	Leases	Classification	2024	2023
Assets:								
Operating								
Operating								
Operating								
Finance								
Total leased assets								
Liabilities:								
Liabilities:								
Liabilities:								
Current								
Current								
Current								
Operating								
Operating								
Operating								
Finance								
Non-current								
Operating								
Operating								
Operating								
Finance								
Total lease liabilities								

**Lease Term and Discount Rate**

**Lease Term and Discount Rate**

Lease Term and Discount Rate	2023	2022	2021	2024	2023	2022
Weighted average remaining lease terms						
Operating leases						
Operating leases						
Operating leases		8.6 years		9.4 years		8.2 years
Finance leases		Finance leases	13.7 years	14.6 years	Finance leases	13.2 years
Finance leases			14.9 years			13.7 years
Finance leases						14.6 years
Weighted average discount rate						
Weighted average discount rate						
Weighted average discount rate						
Operating leases						
Operating leases						
Operating leases		9.50 %	9.40 %	8.90 %		9.00 %
Finance leases		Finance leases	10.70 %	9.90 %	Finance leases	10.10 %
Finance leases			9.60 %			10.70 %
Finance leases						9.90 %

The components of lease cost for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021 2022 were as follows:

Lease Cost	Lease Cost	Classification	2023	2022	2021	Lease Cost	Classification	2024	2023	2022
Operating lease cost										
Finance lease cost										
Amortization of leased assets										
Amortization of leased assets										
Amortization of leased assets										
Interest on leased assets										
Short-term lease costs										
Variable lease costs										
Sublease income										
Total lease cost										

As of December 31, 2023 December 31, 2024, maturities of lease liabilities were as follows:

Maturity of Lease Liability	Maturity of Lease Liability	Operating Leases	Finance Leases	Maturity of Lease Liability	Operating Leases	Finance Leases
Year 1						
Year 2						
Year 3						
Year 4						
Year 5						
Thereafter						
Total lease payments						
Less: interest and inflation						
Present value of lease liabilities						

Supplemental cash flow information related to leases for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021 2022 was as follows:

Other Information	Other Information	2023	2022	2021	Other Information	2024	2023	2022
Cash paid for amounts included in the measurement of lease liabilities								
Operating cash flows used for operating leases								
Operating cash flows used for operating leases								
Operating cash flows used for operating leases								
Operating cash flows used for finance leases								
Financing cash flows used for finance leases								
Leased assets obtained for new finance lease liabilities								
Leased assets obtained for new operating lease liabilities								

#### Corporate Office Lease Termination

In March 2021, the Company exercised its one-time right under the operating lease agreement for its former corporate headquarters in Baltimore, Maryland, to terminate the lease effective June 30, 2022. In connection with the exercise of this early termination option, the Company was required to pay an early termination fee of approximately \$1,200, half of which was paid in March 2021. In December 2021, the Company and the landlord agreed to a termination of the lease agreement, effective December 31, 2021. In connection with this lease termination, the Company made a total payment of approximately \$2,750, which included the second half of the early termination fee noted above, as well as all remaining amounts owed under the lease.

#### Kendall Lease Termination

In December 2021, the Company completed a lease termination agreement with the landlord of its Kendall property in Chicago, Illinois. In connection with the lease termination agreement, the Company made a total payment of approximately \$44,050 and recorded a loss of approximately \$25,800, which is included in Operating (loss) income in the Consolidated Statement of Operations for the year ended December 31, 2022.

### Note 10. Commitments and Contingencies

#### Contingencies

Laureate is subject to legal actions arising in the ordinary course of its business. In management's opinion, we have adequate legal defenses, insurance coverage and/or accrued liabilities with respect to the eventuality of such actions. We do not believe that any settlement would have a material impact on our Consolidated Financial Statements.

##### Income Tax Contingencies

As of December 31, 2023 December 31, 2024 and 2022, 2023, Laureate has recorded cumulative liabilities for income tax contingencies of \$140,492 \$136,473 and \$130,323, \$140,492, respectively.

##### Non-Income Tax Loss Contingencies

Laureate has accrued liabilities for certain civil actions against our institutions, a portion of which existed prior to our acquisition of these entities. Laureate intends to vigorously defend against these matters. As of December 31, 2023 December 31, 2024 and 2022, 2023,

approximately \$19,800 \$13,500 and \$11,400, \$19,800, respectively, of loss contingencies were included in Other long-term liabilities and Other current liabilities on the Consolidated Balance Sheets.

We have also identified certain loss contingencies that we have assessed as being reasonably possible of loss, but not probable of loss, and could have an adverse effect on the Company's results of operations if the outcomes are unfavorable. In the aggregate, we estimate that the reasonably possible loss for these unrecorded contingencies could be up to approximately \$23,500 \$17,800 if the outcomes were unfavorable.

#### Guarantees and Commitments

In connection with a loan agreement entered into by a Laureate subsidiary in Peru, all of the shares of Universidad Privada del Norte, one of our universities, were pledged to the third-party lender as a guarantee of the payment obligations under the loan As of December 31, 2023, all obligations under the loan were fully repaid.

During the first quarter of 2021, one of our Peruvian institutions issued a bank guarantee in order to appeal a tax assessment received related to tax audits of 2014 and 2015. As of December 31, 2023 and 2022, the amount of the guarantee was \$7,408 and \$7,076, respectively. In addition, during the fourth quarter of 2023, one of our Peruvian institutions the same institution issued a bank guarantee in the amount of \$5,323 in order to appeal a tax assessment received related to the tax audit of 2009. During the third quarter of 2024, the Peruvian institution paid the tax assessment related to the 2009 tax audit, and therefore the related bank guarantee was released. As of December 31, 2024 and 2023, the total amount of the guarantees was approximately \$7,300 and \$12,700, respectively.

### Note 11. Share-based Compensation and Equity

Share-based The Company recorded share-based compensation expense was as follows:

For the years ended December 31,	2023	2022	2021
<i>Continuing operations</i>			
Stock options, net of estimated forfeitures	\$ —	\$ —	\$ 468
Restricted stock awards	7,114	8,776	8,427
Total continuing operations	\$ 7,114	\$ 8,776	\$ 8,895
<i>Discontinued operations</i>			
Share-based compensation expense for discontinued operations	—	—	1,277
Total continuing and discontinued operations	\$ 7,114	\$ 8,776	\$ 10,172

for restricted stock unit awards of \$7,843, \$7,114 and \$8,776 for the years ended December 31, 2024, 2023 and 2022, respectively.

#### 2013 Long-Term Incentive Plan

On June 13, 2013, the Board approved the Laureate Education, Inc. 2013 Long-Term Incentive Plan (2013 Plan). The 2013 Plan became effective in June 2013, following approval by the stockholders of Laureate. Under the 2013 Plan, the Company may grant stock options, stock appreciation rights, unrestricted common stock or restricted stock, unrestricted stock units or restricted stock units, and other stock-based awards, to eligible individuals on the terms and subject to the conditions set forth in the 2013 Plan. As of the effective date in June 2013, the total number of shares of common stock issuable under the 2013 Plan

were 7,521. In September 2015, the Board and Shareholders approved an amendment to increase the total number of shares of common stock issuable under the 2013 Plan by 1,219, and in December 2016, the Board and Shareholders approved an amendment to increase the total number of shares of common stock issuable under the 2013 Plan by 3,884. Shares that are forfeited, terminated, canceled, allowed to expire unexercised, withheld to satisfy tax withholding, or repurchased are available for re-issuance. Any awards that have not vested upon termination of employment for any reason are forfeited. Holders of restricted stock shall have all of the rights of a stockholder of common stock including, without limitation, the right to vote and the right to receive dividends. However, dividends declared payable on performance-based restricted stock shall be subjected to forfeiture at least until achievement of the applicable performance target related to such shares of restricted stock. Any accrued but unpaid dividends on unvested restricted stock shall be forfeited upon termination of employment. Holders of stock units do not have any rights of a stockholder of common stock and are not entitled to receive dividends. All awards outstanding under the 2013 Plan terminate upon the liquidation, dissolution or winding up of Laureate.

Stock options, stock appreciation rights and restricted stock units granted under the 2013 Plan have provisions for accelerated vesting if there is a change in control of Laureate. As defined in the 2013 Plan, a change in control means the first of the following to occur: (i) a change in ownership of Laureate or Wengen or (ii) a change in the ownership of assets of Laureate. A change in ownership of Laureate or Wengen shall occur on the date that more than 50% of the total voting power of the capital stock of Laureate is sold or more than 50% of the partnership interests of Wengen is sold in a single or a series of related transactions. A change in the ownership of assets of Laureate would occur if 80% or more of the total gross fair market value of all of the assets of Laureate are sold during a 12-month period. The gross fair market value of Laureate is determined without regard to any liabilities associated with such assets. Upon consummation of the change in control and an employee's "qualifying termination" (as defined in the employee's award agreement): (a) those time-based stock options and stock appreciation rights that would have vested and become exercisable on or prior to the third anniversary of the effective time of change in control would become fully vested and immediately exercisable; (b) those performance-based stock options and stock appreciation rights that would have vested and become exercisable had Laureate achieved the performance targets in the three fiscal years ending coincident with or immediately subsequent to the effective time of such change in control, excluding the portion of awards that would have vested only pursuant to any catch-up provisions, would become fully vested and immediately exercisable; (c) those time-based restricted stock awards that would have become vested and free of forfeiture risk and lapse restriction on or prior to the third anniversary of the effective time of such change in control would become fully vested and immediately exercisable; (d) those performance-based restricted stock awards that would have vested and become free of forfeiture risk and lapse restrictions had Laureate achieved the target performance in the three fiscal years ending coincident

with or immediately subsequent to the effective time of such change in control would become fully vested and immediately exercisable; (e) those time-based restricted stock units that would have become vested or earned on or prior to the third anniversary of the effective time of such change in control would become vested and earned and be settled in cash or shares of common stock as promptly as practicable; and (f) those performance-based restricted stock units, performance shares and performance units that would have become vested or earned had Laureate achieved the target performance in the three fiscal years ending coincident with or immediately subsequent to the effective time of such change in control would become vested and earned and be settled in cash or shares of common stock as promptly as practicable. After giving effect to the foregoing change in control acceleration, any remaining unvested time-based and performance-based stock options, stock appreciation rights, restricted stock, restricted stock units, performance shares and performance share units shall be forfeited for no consideration.

*As discussed in Note 1, Description of Business, on January 27, 2020, the Company announced that it would explore strategic alternatives for each of its businesses to unlock shareholder value. Also on January 27, 2020, in connection with such announcement, the Company's Board of Directors determined that, during the strategic alternatives process, any outstanding awards held by a participant at the time that such participant is terminated without cause as of and following January 27, 2020 and before a divestiture, sale, spin-off, or any other similar corporate transaction involving the participant's employing entity will receive the same treatment that such awards would have received upon a qualifying termination on or following a change in control (i.e., accelerated vesting of unvested equity awards in accordance with the terms of such awards). The strategic alternatives process ended in April 2022.*

#### Stock Options Under 2013 Plan

Stock option awards under the 2013 Plan generally have a contractual term of 10 years and are/were granted with an exercise price equal to or greater than the fair market value of Laureate's stock at the date of grant. These options typically vest over a period of five or three years. There were no stock options granted in 2024, 2023 2022 and 2021 2022. The Performance Options performance options previously granted under the 2013 Plan are/were eligible for vesting based on achieving annual predetermined Equity Value equity value performance targets or Adjusted EBITDA targets, as defined in the plan, and the continued service of the employee.

Compensation expense is recognized over the period during which an employee is required to provide service in exchange for the award, which is usually the vesting period. For Time Options, time options, expense is recognized ratably over the five-year or three-year vesting period. For Performance Options, performance options, expense is recognized under a graded expense attribution method, to the extent that it is probable that the stated annual earnings target will be achieved and options will vest for any year. We assess the probability of each option tranche vesting throughout the life of each grant. As of December 31, 2023, December 31, 2024 and 2023, all outstanding stock option awards that were granted under the 2013 Plan were fully vested.

#### Amendment to 2013 Long-Term Incentive Plan

On June 19, 2017, the Board approved, subject to stockholder approval, an amendment and restatement of the 2013 Plan. Among other things, the amendment (i) increases the number of shares of common stock that may be issued pursuant to awards under the 2013 Plan to 14,714; (ii) adds performance metrics, the ability to grant cash awards, and

annual limits on grants, intended to qualify awards as performance-based awards that are not subject to certain limits on tax deductibility of compensation payable to certain executives; and (iii) extends the term of the 2013 Plan to June 18, 2027, the day before the 10th anniversary of the date of adoption of the amendment. On June 19, 2017, the holder of the majority of the voting power of the Company's outstanding stock at the time approved by written consent the amended and restated 2013 Plan and it became effective.

#### Stock Option Activity

The following tables summarize the stock option activity and the assumptions used to record the related share-based compensation expense for the years ended **December 31, 2023**, **December 31, 2024**, **2022**, **2023** and **2021**.

	2023			2022			2021			2024			2023			2022			2021		
	Options		Options	Weighted Average Exercise Price	Options	Weighted Average Exercise Price	Options	Weighted Average Exercise Price	Options	Weighted Average Exercise Price	Options	Weighted Average Exercise Price	Options	Weighted Average Exercise Price	Options	Weighted Average Exercise Price	Options	Weighted Average Exercise Price			
	Outstanding at January 1	Granted	Exercised	Exercised	Exercised	Forfeited or expired	Outstanding at December 31	Outstanding at December 31	Outstanding at December 31	Exercisable at December 31	Vested and expected to vest	Options Outstanding	Options Outstanding	Options Exercisable	Assumption Range*	Options Outstanding	Options Outstanding	Options Outstanding	Options Outstanding		
Outstanding at January 1																					
Granted																					
Exercised																					
Exercised																					
Exercised																					
Forfeited or expired																					
Outstanding at December 31																					
Outstanding at December 31																					
Outstanding at December 31																					
Exercisable at December 31																					
Vested and expected to vest																					
		Options Outstanding		Options Outstanding		Options Exercisable		Assumption Range*			Options Outstanding										
		Weighted Average Remaining Number Contractual		Weighted Average Remaining Number Contractual		Weighted Average Remaining Number Contractual		Expected Terms in Years			Weighted Average Remaining Number Contractual										
Exercise Prices	Exercise Prices	of Shares	Terms (Years)	Number of Shares	Terms (Years)	Risk-Free Interest Rate	Expected Volatility	Exercise Prices	of Shares	Terms (Years)	Exercise Prices	of Shares	Risk-Free Interest Rate	Expected Volatility	Exercise Prices	of Shares	Terms (Years)	Exercise Prices	of Shares	Risk-Free Interest Rate	
Year Ended December 31, 2024																					
\$4.17 - \$8.09																					
\$4.17 - \$8.09																					

\$4.17 - \$8.09	319	3.26	319	3.26	1.45% - 2.68%	6.41	36.40% - 57.25%											
<b>Year</b>																		
<b>Ended</b>																		
<b>December</b>																		
<b>31, 2023</b>																		
\$4.17 - \$8.09																		
\$4.17 - \$8.09																		
\$4.17 - \$8.09																		
363	3.98	3.98	363	3.98	3.98	1.45% - 3.05%	3.74 - 7.12	36.40% - 58.84%	363	3.98	3.98	3.98	363	3.98	3.98	3.98	3.05% 3.74	
<b>Year</b>																		
<b>Ended</b>																		
<b>December</b>																		
<b>31, 2022</b>																		
\$4.87 - \$8.79																		
\$4.87 - \$8.79																		
\$4.87 - \$8.79																		
559	3.64	3.64	559	3.64	3.64	1.45% - 3.05%	3.20 - 7.12	36.40% - 58.84%	559	3.64	3.64	3.64	559	3.64	3.64	3.64	3.05% 3.74	
<b>Year</b>																		
<b>Ended</b>																		
<b>December</b>																		
<b>31, 2021</b>																		
\$6.38 - \$7.96																		
\$6.38 - \$7.96																		
\$6.38 - \$7.96	414	5.98	414	5.98	2.68% - 3.05%	5.91	55.4 - 57.25%	3.20 - 3.52%	36.40% - 58.84%	559	3.64	3.64	3.64	559	3.64	3.64	3.64	3.05% 3.74
\$8.79 - \$10.30	1,655	1.53	1,655	1.53	1.45% - 2.34%	7.12	58.84%	4.16 - 4.41%	39.38% - 53.80%	6.52								
\$15.27 - \$24.33	94	0.44	94	0.44	0.76% - 2.35%	6.52	55.4 - 53.80%											

<sup>(1)</sup> The expected dividend yield is zero for all options in all years.

As noted above, no stock options were granted in 2023, 2024, 2022, 2023 or 2021, 2022.

As of December 31, 2023 December 31, 2024, Laureate had no unrecognized share-based compensation costs related to stock options outstanding.

#### Non-Vested Restricted Stock and Restricted Stock Units

The following table summarizes the non-vested restricted stock and restricted stock units activity for the years ended December 31, 2023 December 31, 2024, 2022, 2023 and 2021, 2022:

	2023		2022		2021											
	2024		2023		2022											
	Shares	Shares	Weighted Average Grant Date Fair Value	Shares	Weighted Average Grant Date Fair Value	Shares	Weighted Average Grant Date Fair Value	Shares	Weighted Average Grant Date Fair Value	Shares	Weighted Average Grant Date Fair Value	Shares	Weighted Average Grant Date Fair Value	Shares	Weighted Average Grant Date Fair Value	
Non-vested at January 1																
Granted																
Vested																
Forfeited																
Non-vested at December 31																

Restricted stock units granted under the 2013 Plan during the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021 2022 consisted of time-based restricted stock units (RSUs) and performance-based restricted stock units (PSUs) with vesting periods over three years. PSUs are eligible to vest annually upon the Board's determination that the annual performance targets are met. The vesting percentage for PSUs is based on Laureate's attainment of a performance target or targets, provided that continued employment is required through the date the attainment of target is approved by the Compensation Committee.

The fair value of the non-vested restricted stock awards in the table above is measured using the fair value of Laureate's common stock on the date of grant or the most recent modification date, whichever is later.

As of December 31, 2023 December 31, 2024, unrecognized share-based compensation expense related to non-vested restricted stock and restricted stock unit awards was \$4,963 9,628. Of the total unrecognized cost, \$3,565 7,733 relates to time-based RSUs and \$1,398 1,895 relates to PSUs. This unrecognized expense for time-based restricted stock and restricted stock units will be recognized over a weighted-average expense period of 1.32.2 years.

#### Other Stockholders' Equity Transactions

Effective October 29, 2021, each share of Company Class A common stock and each share of Company Class B common stock automatically converted into one share of common stock of the Company. Following the conversion, the Company has only one class of common stock outstanding.

On November 17, 2022, the Company entered into an underwriting agreement by and among the Company, KKR 2006 Fund (Overseas), Limited Partnership (KKR Overseas) and KKR Partners II (International), L.P. (together with KKR Overseas, the Selling Stockholders or KKR), and Goldman Sachs & Co. LLC, as representative of the several underwriters named therein, relating to an underwritten offering (the Secondary Offering) of 32,842 shares of the Company's common stock, par value \$0.004 per share. On November 22, 2022, the Secondary Offering was completed at a price of \$9.40875 per share. The Selling Stockholders received all of the net proceeds from this offering and no shares of common stock were sold by the Company.

On May 24, 2023, the Company's Board of Directors approved the retirement of all outstanding shares of treasury stock, which totaled 73,766 shares. The Company recorded the purchases of treasury stock at cost as a separate component within stockholders' equity in the Consolidated Balance Sheets. Upon retirement of the treasury stock, the Company allocates the excess of the purchase price over par value to additional paid-in capital, subject to certain limitations. Following this retirement of treasury stock on May 24, 2023, all shares repurchased under the Company's stock repurchase programs are immediately retired. Upon retirement of repurchased stock, the excess of the purchase price plus excise tax over par value is allocated to additional paid-in capital, subject to certain limitations. Any remainder is allocated to retained earnings to the extent that positive retained earnings exist.

#### Stock Repurchases

##### Repurchases Pursuant to an Authorized Repurchase Program Announced in November 2020

On November 5, 2020, Laureate's Board of Directors announced a new stock repurchase program to acquire up to \$300,000 of the Company's common stock. On April 30, 2021, the Company's Board of Directors approved an increase of the authorization by \$200,000; on December 14, 2021, the Company's Board of Directors approved an increase of the authorization by \$100,000, and on March 14, 2022, the Company's Board of Directors approved an increase of the authorization by \$50,000, for a total authorization (including the above authorized repurchases) of up to \$650,000 of the Company's common stock. The Company's repurchases could be made from time to time on the open market at prevailing market prices, in privately negotiated transactions, in block trades and/or through other legally permissible means, depending on market conditions and in accordance with applicable rules and regulations promulgated under the Exchange Act. Repurchases could be effected pursuant to a trading plan adopted in accordance with Rule 10b5-1 of the Exchange Act. During the third quarter of 2022, the Company's repurchases reached the total authorized limit of \$650,000.

##### Repurchases Pursuant to Authorized Repurchase Program Announced in February 2024

On February 22, 2024, the Company announced that its Board of Directors had approved a stock repurchase program to acquire up to \$100,000 of the Company's common stock.

On March 5, 2024, the Company entered into a stock purchase agreement with each of ILM Investments Limited Partnership, Torreal Sociedad de Capital Riesgo S.A., Pedro del Corro García-Lomas, a member of Laureate's Board of Directors, Ana Gómez Cuesta and José Díaz-Rato Revuelta (together, the Torreal Sellers), pursuant to which the Company purchased an aggregate of 2,607 shares of its common stock from the Torreal Sellers at a purchase price of \$12.62 per share for an aggregate purchase price of \$32,894.

On May 6, 2024, the Company entered into a stock purchase agreement with each of Snow Phipps Group, LLC, Snow Phipps Group, L.P., Snow Phipps Group (B), L.P., Snow Phipps Group (Offshore), L.P., Snow Phipps Group (RPV), L.P. and SPG Co-Investment, L.P. (together, the Snow Phipps Sellers), pursuant to which the Company purchased an aggregate of 2,115

shares of its common stock from the Snow Phipps Sellers at a purchase price of \$14.64 per share for an aggregate purchase price of \$30,958.

During the second and third quarters of 2024, the Company repurchased 546 shares and 1,895 shares, respectively, of its common stock on the open market at prevailing market prices pursuant to a Rule 10b5-1 stock repurchase plan, in accordance with applicable rules and regulations promulgated under the Securities Exchange Act of 1934, as amended (the Exchange Act), for total open market repurchases of approximately \$36,148 that reached the total authorized limit of \$100,000.

##### Repurchases Pursuant to Authorized Repurchase Program Announced in September 2024

On September 13, 2024, the Company announced that its Board of Directors had approved a new stock repurchase program to acquire up to \$100,000 of the Company's common stock. The Company intends to finance the repurchases with free cash flow, excess cash and liquidity on-hand, including available capacity under its Revolving Credit Facility. The Company's proposed repurchases may be made from time to time on the open market at prevailing market prices, in privately negotiated transactions, in block trades and/or through other legally permissible means, depending on market conditions and in accordance with applicable rules and regulations promulgated under the Exchange Act.

Repurchases may be effected pursuant to a trading plan adopted in accordance with Rule 10b5-1 of the Exchange Act. The Company's Board of Directors will review the share repurchase program periodically and may authorize adjustment of its terms and size or suspend or discontinue the program.

During the fourth quarter of 2024, the Company repurchased 113 shares of its common stock on the open market at prevailing market prices pursuant to a Rule 10b5-1 stock repurchase plan, in accordance with applicable rules and regulations promulgated under the Securities Exchange Act of 1934, as amended (the Exchange Act), for total open market repurchases of approximately \$2,024.

#### *Repurchases Made In Connection with Secondary Offering*

In connection with the Secondary Offering completed on November 22, 2022, the Company's Board of Directors approved the Company's repurchase of 7,971 shares out of the 32,842 shares of common stock sold in the Secondary Offering, at a per share price of \$9.40875, for a total of approximately \$75,000.

#### **Dividends and Distributions**

##### *2023 Special Dividend*

On October 30, 2023, the Board of Directors of the Company approved the payment of a special cash dividend (the 2023 Special Dividend) equal to \$0.70 per each share of the Company's common stock, par value \$0.004 per share, to each holder of record on November 15, 2023. The 2023 Special Dividend was paid on November 30, 2023, for an aggregate amount of \$110,160.

In connection with the 2023 Special Dividend, the Board of Directors approved certain required adjustments under the Company's equity award compensation plans. Upon payment of the 2023 Special Dividend, the exercise price of the Company's options was reduced by \$0.70 per share, and holders of restricted and performance stock units received an amount in cash equal to \$0.70 per unvested stock unit held payable when such unit vests. If all outstanding stock units vest, the aggregate amount to be paid in respect of the units will be approximately \$756.

##### *2022 Special Cash Distribution*

On September 14, 2022, the Company announced that its Board of Directors approved, pursuant to the previously announced adoption of a Partial Liquidation Plan related to the distribution of net proceeds from the Company's sale of Walden e-Learning LLC (the Walden Sale), the payment of a special cash distribution (the October 2022 Distribution) equal to \$0.83 per each share of the Company's common stock, par value \$0.004 per share, to each holder of record on September 28, 2022. The proceeds that were distributed were attributable to the release during the third quarter of 2022 of \$71,700 of escrowed funds from the Walden Sale, plus remaining net proceeds that had yet to be distributed. This is anticipated to be the final distribution pursuant to the Partial Liquidation Plan. On October 12, 2022, the Company paid approximately \$136,600 related to the October 2022 Distribution.

In connection with the October 2022 Distribution, the Board of Directors approved certain required adjustments under the Company's equity award compensation plans. The exercise prices of the Company's stock options were reduced by \$0.83 per share, and holders of restricted and performance stock units will receive an amount in cash equal to \$0.83 per unvested stock unit, payable when such unit vests.

##### *2022 Special Cash Dividend*

On October 24, 2022, the Board of Directors of the Company approved a special cash dividend (the 2022 Special Cash Dividend) equal to \$0.68 per each share of the Company's common stock, par value \$0.004 per share, to each holder of record on November 4, 2022. On November 17, 2022, the Company paid approximately \$112,000 related to the 2022 Special Cash Dividend.

In connection with the 2022 Special Cash Dividend, the Board approved certain required adjustments under the Company's equity award compensation plans. The exercise price of the Company's options was reduced by \$0.68 per share, and holders of restricted and performance stock units will receive an amount in cash equal to \$0.68 per unvested stock unit held payable when such unit vests.

##### *2021 Special Cash Distributions*

On September 15, 2021, the Board of Directors of the Company approved a plan of partial liquidation (the Partial Liquidation Plan) in connection with the sale of Walden e-Learning LLC. Pursuant to the Partial Liquidation Plan, the gross proceeds from the sale of the Walden Group, less expenses related to the sale, were distributed to the Company's stockholders before the end of calendar year 2022.

On September 15, 2021, after the adoption of the Partial Liquidation Plan, the Board approved the payment of a special cash distribution (the Distribution) pursuant to the Partial Liquidation Plan equal to \$7.01 per each share of the Company's common stock, par value \$0.004 per share, to each holder of record on October 6, 2021. The Distribution was paid on October 29, 2021, based on the number of shares outstanding on October 6, 2021. The aggregate amount of the Distribution was approximately \$1,270,000. Gross proceeds from the sale included \$74,000 that was initially held in escrow until it was released in 2022, as well as approximately \$83,600 of restricted cash related to collateralized regulatory obligations associated with activities of the divested business.

The restricted cash was released during the fourth quarter of 2021. Accordingly, on December 3, 2021, the Company announced that its Board of Directors approved, pursuant to the previously announced Partial Liquidation Plan, the payment of a special cash distribution (the Second Distribution) equal to \$0.58 per each share of the Company's common stock, par value \$0.004 per share, to each holder of record on December 14, 2021. The Second Distribution was paid on December 28, 2021 and totaled approximately \$105,000, based on the number of shares outstanding on December 14, 2021. The amount of the Second Distribution included the restricted cash that had been released, in addition to other net proceeds from the sale of Walden e-Learning LLC that had not yet been distributed to the Company's stockholders.

In connection with the Distribution, the Board of Directors approved certain required adjustments under the Company's equity award compensation plans. These required equitable adjustments were effective on November 1, 2021 and were recorded in the consolidated financial statements during the fourth quarter of 2021. The exercise prices of the Company's options were reduced by \$7.01 per share, and holders of restricted and performance stock units will receive an amount in cash equal to \$7.01 per unvested stock unit, payable when such unit vests. In connection with the Second Distribution, the Board of Directors also approved the required adjustments under the Company's equity award compensation plans. These required equitable adjustments also were effective during the fourth quarter of 2021 and were recorded in the consolidated financial statements. The exercise prices of the Company's options were reduced by \$0.58 per share, and holders of restricted and performance stock units will receive an amount in cash equal to \$0.58 per unvested stock unit, payable when such unit vests. As of December 31, 2021, the Company had recorded a payable of \$6,932 related to the equitable adjustments for the equity award compensation plans.

#### Dividend Payable

As of December 31, 2023 December 31, 2024 and 2022, 2023, the Company had recorded a dividend payable of \$2,345 \$576 and \$3,930, \$2,345, respectively, related to the expected dividend payments remaining for the equitable adjustments that were approved for the equity award compensation plans. During the years ended December 31, 2023 December 31, 2024, 2023 and 2022, the Company paid approximately \$1,717, \$2,318 and \$4,600, respectively, of dividends related to equivalent rights for share-based awards that vested.

#### Note 12. Derivative Instruments

In the normal course of business, our operations are exposed to fluctuations in foreign currency values and interest rate changes. We may seek to control a portion of these risks through a risk management program that includes the use of derivative instruments.

Historically, Laureate's senior long-term debt arrangements were primarily in USD. Our ability to make debt payments was subject to fluctuations in the value of the USD against foreign currencies, since a majority of our operating cash used to make these payments was generated by subsidiaries with functional currencies other than USD. As part of our overall risk management policies, Laureate has at times entered into foreign currency swap contracts and floating-to-fixed interest rate swap contracts. In addition, we occasionally entered into foreign exchange forward contracts to reduce the impact of other non-functional currency-denominated receivables and payables. We do not enter into speculative or leveraged transactions, nor do we hold or issue derivatives for trading purposes. We generally intend to hold our derivatives until maturity.

Laureate reports all derivatives at fair value. These contracts are recognized as either assets or liabilities, depending upon the derivative's fair value. Gains or losses associated with the change in the fair value of these swaps are recognized in our Consolidated Statements of Operations on a current basis over the term of the contracts, unless designated and effective as a hedge. For swaps that are designated and effective as cash flow hedges, gains or losses associated with the change in fair value of the swaps are recognized in our Consolidated Balance Sheets as a component of Accumulated Other Comprehensive Income (AOCI) and amortized into earnings as a component of Interest expense over the term of the related hedged items. Upon early termination of an effective interest rate swap designated as a cash flow hedge, unrealized gains or losses are deferred in our Consolidated Balance Sheets as a component of AOCI and are amortized as an adjustment to Interest expense over the period during which the hedged forecasted transaction affects earnings. For derivatives that are both designated and effective as net investment hedges, gains or losses associated with the change in fair value of the derivatives are recognized on our Consolidated Balance Sheets as a component of AOCI and are deferred from earnings until the sale or liquidation of the hedged investee.

Laureate did not hold any derivatives as of December 31, 2023 and December 31, 2022.

#### Derivatives Not Designated as Hedging Instruments

##### BRL to USD Foreign Currency Swaps

In November 2020, in connection with the signing of the sale agreement for its Brazilian operations, Laureate entered into six BRL-to-USD swap agreements. The purpose of these swaps was to mitigate the risk of foreign currency exposure on the expected proceeds from the sale. Two of the swaps were deal contingent, with the settlement date occurring on the second business day following the completion of the sale. On the settlement date, Laureate would deliver the combined notional amount of BRL 1,900,000 (BRL 950,000 for each swap) and receive an amount in USD equal to each swap's notional amount multiplied by each swap's contract rate of exchange at the settlement date. The remaining four swaps were originally put/call options with a maturity date of May 13, 2021, where Laureate could put the combined notional amount of BRL 1,875,000 and call a combined USD amount of \$343,783 at an exchange rate of 5.4540 BRL per 1 USD. The terms of these options included deferred premium payments from Laureate to the counterparties of \$18,294, which were paid in full in January 2021. During the second quarter of 2021, all four of these swaps were converted to be deal contingent, with the settlement date occurring on the second business day following the aforementioned sale. This conversion resulted in cash proceeds to Laureate of \$1,663. On the settlement date, Laureate would deliver the combined notional amount of BRL 1,875,000 and receive an amount in USD equal to each swap's notional amount multiplied by each swap's contract rate of exchange at the settlement date.

As discussed in Note 5, Dispositions, the sale of Laureate's Brazilian operations closed on May 28, 2021. Per the terms of the agreements, the swaps were settled on June 2, 2021, which resulted in a realized loss and net settlement amount paid to the counterparties at closing of \$33,710. These swaps were not designated as hedges for accounting purposes.

Components of the reported Gain (loss) on derivatives not designated as hedging instruments in the Consolidated Statements of Operations were as follows:

For the years ended December 31,	2023	2022	2021
Cross currency and interest rate swaps			
Unrealized gain (loss)	\$ —	\$ —	\$ 25,824
Realized loss	—	—	(50,341)
Loss on derivatives, net	\$ —	\$ —	\$ (24,517)

## Credit Risk and Credit-Risk-Related Contingent Features

Derivatives expose us to credit risk to the extent that the counterparty may possibly fail to perform its contractual obligation. The amount of our credit risk exposure is equal to the fair value of the derivative when any of the derivatives are in a net gain position. Laureate limits its credit risk by only entering into derivative transactions with highly rated major financial institutions. We have not entered into collateral agreements with our derivatives' counterparties. As of December 31, 2023 and December 31, 2022, we did not hold any derivatives in a net gain position, and thus had no credit risk.

Laureate's agreements with its derivative counterparties typically contain a provision under which the Company could be declared in default on our derivative obligations if repayment of the underlying indebtedness is accelerated by the lender due to a default on the indebtedness. As of December 31, 2023 and December 31, 2022, the Company did not have any outstanding derivative agreements.

## Note 13.12. Income Taxes

Significant components of the Income tax (expense) benefit on earnings from continuing operations were as follows:

For the years ended December 31,	For the years ended December 31,	2023	2022	2021	For the years ended December 31,	2024	2023	2022
Current:								
United States								
United States								
United States								
Foreign								
State								
Total current								
Deferred:								
United States								
United States								
United States								
Foreign								
State								
Total deferred								
Total income tax expense								

For the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, foreign income (loss) from continuing operations before income taxes was \$478,331, \$310,589, \$319,515, and \$80,864, \$319,515, respectively. For the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, domestic loss from continuing operations before income taxes was \$(56,128) \$(63,847), \$(73,665) \$(56,128), and \$(218,371) \$(73,665), respectively.

Significant components of deferred tax assets and liabilities arising from continuing operations were as follows:

December 31,	December 31,	2023	2022	December 31,	2024	2023
Deferred tax assets:						
Net operating loss and tax credits carryforwards						
Net operating loss and tax credits carryforwards						
Net operating loss and tax credits carryforwards						
Operating leases						
Depreciation						
Interest						
Deferred compensation						
Deferred revenue						
Nondeductible reserves						
Allowance for doubtful accounts						
Unrealized loss						
Total deferred tax assets						
Total deferred tax assets						
Total deferred tax assets						
Deferred tax liabilities:						
Operating leases						
Operating leases						

Operating leases	
Investment in subsidiaries	
Amortization of intangible assets	
Deferred gain on Walden	
Unrealized gain	
Total deferred tax liabilities	
Total deferred tax liabilities	
Total deferred tax liabilities	
Net deferred tax assets	
Valuation allowance for deferred tax assets	
Net deferred tax assets (liabilities)	
Net deferred tax assets	

Laureate does not provide deferred taxes on the portion of its unremitting earnings attributable to international companies that have been considered to be reinvested indefinitely. As of December 31, 2023 December 31, 2024, undistributed earnings from foreign subsidiaries totaled \$442,000.

\$431,000. If the Company were to remove its assertion and distribute the remaining unremitting earnings, we would record approximately \$18,500 \$18,700 in additional deferred tax liabilities. The amount of additional deferred tax liabilities recognized could increase if our expectations change based based on future developments.

The As of December 31, 2024, on tax-effected basis, the Company has recorded a deferred tax asset \$12,469 of \$4,696 for US U.S. federal \$2,695 for net operating loss carryforwards, \$3,548 of US state net operating loss carryforwards that do not expire and \$26,557 for \$20,973 of US state net operating loss carryforwards that will expire by 2040. The In addition, on a tax-effected basis, the Company has a deferred tax asset \$4,652 of \$6,274 for foreign net operating loss carryforwards that expire from 2024 2025 to 2033 2034 and \$133,342 for \$4,812 of foreign net operating loss carryforwards that do not expire. The Company also has \$167,615 expire as well as \$3,863 of tax credit carryforwards that do not expire and \$50,473 \$42,448 of interest carryforwards that do not expire.

The decrease in Most of the deferred tax liability for Investment in subsidiaries is related to actions taken by was released in 2024 as it was no longer required following the Company completion of an entity restructuring that received regulatory approval. This resulted in a net deferred tax benefit of approximately \$37,900 during the fourth quarter of 2023 to distribute certain intercompany loans that resulted in the reclassification of a portion of that deferred tax liability to current income taxes payable as of December 31, 2023 year ended December 31, 2024.

The Company assesses the realizability of deferred tax assets by examining all available evidence, both positive and negative. Accounting guidance restricts the amount of reliance the Company can place on projected taxable income to support the recovery of the deferred tax assets when a company is in a three-year cumulative loss position. A valuation allowance is recorded when the company is not able to identify a source of income to support realization of the deferred tax asset on a more-likely-than-not basis.

The reconciliations of the beginning and ending balances of the valuation allowance on deferred tax assets were as follows:

For the years ended December 31,	For the years ended December 31, 2023	2022	2021	For the years ended December 31, 2024	2023	2022
Balance at beginning of period						
Additions (deductions) from tax expense from continuing operations						
(Deductions) additions from tax expense from continuing operations						
Charges to other accounts						
Additions						
Additions						
Additions						
Deductions						
Currency translation adjustments						
Currency translation adjustments						
Currency translation adjustments						
Balance at end of period						

The reconciliations of the reported Income tax (expense) benefit to the amount that would result by applying the United States federal statutory tax rate of 21% to income from continuing operations before income taxes were as follows:

For the years ended December 31,	For the years ended December 31, 2023	2022	2021	For the years ended December 31, 2024	2023	2022
Tax (expense) benefit at the United States statutory rate						
Internal restructuring transaction						
Tax expense at the United States statutory rate						
Internal restructuring transactions						

Permanent differences
Tax effect of foreign income taxed at higher rate
Change in valuation allowance
Effect of tax contingencies
Withholding taxes
Tax credits
Global intangible low taxed income
Netherlands intellectual property restructuring
State income tax benefit (expense), net of federal tax effect
State income tax benefit, net of federal tax effect
Other
<b>Total income tax expense</b>

The internal restructuring transactions in the 2023 rate reconciliation represents the write off of approximately \$176,400 and \$30,600 of deferred tax assets as a result of subsidiary reorganizations that occurred during the reorganization of a subsidiary, years ended December 31, 2024 and 2023, respectively. These deferred tax assets carried a full valuation allowance and the corresponding reductions in the valuation allowance are included in the change in valuation allowance line item for 2024 and 2023 in the table above. In 2024, the internal restructuring transactions line item also includes the release of a deferred tax liability that was no longer required following the completion of an entity restructuring that received regulatory approval. This resulted in a net deferred tax benefit of approximately \$37,900 during the year ended December 31, 2024.

Included within permanent differences in the 2023 rate reconciliation was approximately \$5,400 of tax benefit for a change in estimate related to unrealized foreign currency exchange that is fully offset by a corresponding change in the valuation allowance, as well as approximately \$3,800 of tax benefit related to the inflationary adjustment for monetary assets, partially offset by approximately \$6,700 of non-deductible expenses.

Included within permanent differences in the 2022 rate reconciliation was approximately \$7,700 of tax expense from stock option shortfalls, \$13,700 of non-deductible scholarship expenses, and \$4,200 of taxable income related to intercompany dividends, as well as \$11,200 of expense for a change in estimate related to unrealized foreign currency exchange that is fully offset by a corresponding increase in the valuation allowance.

The reconciliations of the beginning and ending amount of unrecognized tax benefits were as follows:

For the years ended December 31,	For the years ended December 31,			For the years ended December 31,		
	2023	2022	2021	2024	2023	2022
Beginning of the period						
Additions for tax positions related to prior years						
Decreases for tax positions related to prior years						
Additions for tax positions related to current year						
Decreases for unrecognized tax benefits as a result of a lapse in the statute of limitations						
End of the period						
End of the period						
End of the period						

Laureate records interest and penalties related to uncertain tax positions as a component of Income tax expense. During the years ended December 31, 2023 December 31, 2024, 2022 and 2021, Laureate recognized 2022, net interest and penalties related to income taxes of (decreased)/increased by \$(739), \$10,155, \$6,828, and \$(6,479), \$6,828, respectively. Laureate had \$32,434 \$31,695 and \$21,355 \$32,434 of accrued interest and penalties at December 31, 2023 December 31, 2024 and 2022, 2023, respectively. During the year ended December 31, 2022, the Company recognized approximately \$32,500 of income tax reserves related to the application of the high-tax exception to global intangible low-taxed income. Approximately \$117,237 \$114,142 of unrecognized tax benefits, if recognized, will affect the effective income tax rate. It is reasonably possible that Laureate's unrecognized tax benefits may decrease within the next 12 months by up to approximately \$5,568 \$59,600 as a result of the lapse of statutes of limitations and as a result of the final settlement and resolution of outstanding tax matters in various jurisdictions.

Laureate and various subsidiaries file income tax returns in the United States federal jurisdiction, and in various states and foreign jurisdictions. With few exceptions, Laureate is no longer subject to United States federal, state and local, or foreign income tax examinations by tax authorities for years before 2014. United States federal and state statutes are generally open back to 2020; 2021; however, the Internal Revenue Service (the IRS) has the ability to challenge 2005 through 2019 2020 net operating loss carryforwards. Statutes of other major jurisdictions are open back to 2010 2021 for Chile, 2018 2019 for Mexico, 2016 for Peru and 2018 for the Netherlands.

#### Note 14.13. Earnings (Loss) Per Share

Effective October 29, 2021, each share of the Company's Class A common stock and each share of the Company's Class B common stock automatically converted into one share of common stock of the Company. Following the conversion, the Company has only one class of common stock outstanding. Prior to that, our common stock had a dual class structure, consisting of Class A common stock and Class B common stock. Other than voting rights, the Class B common stock had the same rights as the Class A common stock.

and therefore both were treated as the same class of stock for purposes of the earnings per share calculation. Laureate computes basic earnings per share (EPS) by dividing income available to common shareholders by the weighted average number of common shares outstanding for the reporting period. Diluted EPS reflects the potential dilution that would occur if share-based compensation awards were exercised or converted into common stock. To calculate the diluted EPS, the basic weighted average number of shares is increased by the dilutive effect of stock options, restricted stock, restricted stock units, and other share-based compensation arrangements determined using the treasury stock method.

The following tables summarize the computations of basic and diluted earnings per share:

For the years ended December 31,	2023	2022	2021
<b>Numerator used in basic and diluted earnings (loss) per common share for continuing operations:</b>			
Income (loss) from continuing operations			
\$ 117,029	\$ 60,718	\$ (283,080)	
Net loss (income) attributable to noncontrolling interests	323	595	(11,839)
Income (loss) from continuing operations attributable to Laureate Education, Inc.	117,352	61,313	(294,919)
Accretion of redemption value of redeemable noncontrolling interests and equity	—	—	(88)
Net income (loss) from continuing operations available to common stockholders for basic and diluted earnings per share	\$ 117,352	\$ 61,313	\$ (295,007)
<b>Numerator used in basic and diluted earnings (loss) per common share for discontinued operations:</b>			
(Loss) income from discontinued operations, net of tax	\$ (9,762)	\$ 8,260	\$ 486,865
Loss attributable to noncontrolling interests	—	—	500
Net (loss) income from discontinued operations for basic and diluted earnings per share	\$ (9,762)	\$ 8,260	\$ 487,365
<b>Denominator used in basic and diluted earnings (loss) per common share:</b>			
Basic weighted average shares outstanding	157,256	167,670	189,692
Effect of dilutive stock options	237	310	—
Effect of dilutive restricted stock units	386	288	—
Diluted weighted average shares outstanding	157,879	168,268	189,692
<b>Basic earnings per share:</b>			
Income (loss) from continuing operations	\$ 0.75	\$ 0.37	\$ (1.56)
(Loss) income from discontinued operations	(0.06)	0.05	2.57
Basic earnings per share	\$ 0.69	\$ 0.42	\$ 1.01
<b>Diluted earnings per share:</b>			
Income (loss) from continuing operations	\$ 0.74	\$ 0.36	\$ (1.56)
(Loss) income from discontinued operations	(0.06)	0.05	2.57
Diluted earnings per share	\$ 0.68	\$ 0.41	\$ 1.01

For the years ended December 31,	2024	2023	2022
<b>Numerator used in basic and diluted earnings per common share for continuing operations:</b>			
Income from continuing operations			
\$ 295,742	\$ 117,029	\$ 60,718	
Net loss attributable to noncontrolling interests	78	323	595
Net income from continuing operations available to common stockholders for basic and diluted earnings per share	\$ 295,820	\$ 117,352	\$ 61,313
<b>Numerator used in basic and diluted earnings (loss) per common share for discontinued operations:</b>			
Net income (loss) from discontinued operations for basic and diluted earnings per share	\$ 654	\$ (9,762)	\$ 8,260
<b>Denominator used in basic and diluted earnings (loss) per common share:</b>			
Basic weighted average shares outstanding	153,273	157,256	167,670
Effect of dilutive stock options	215	237	310
Effect of dilutive restricted stock units	408	386	288
Diluted weighted average shares outstanding	153,896	157,879	168,268

<b>Basic earnings per share:</b>					
Income from continuing operations	\$	1.93	\$	0.75	\$ 0.37
Income (loss) from discontinued operations		—		(0.06)	0.05
Basic earnings per share	\$	1.93	\$	0.69	\$ 0.42
<b>Diluted earnings per share:</b>					
Income from continuing operations	\$	1.92	\$	0.74	\$ 0.36
Income (loss) from discontinued operations		—		(0.06)	0.05
Diluted earnings per share	\$	1.92	\$	0.68	\$ 0.41

The following table summarizes the number of stock options, shares of restricted stock and restricted stock units (RSUs) that were excluded from the diluted EPS calculations because the effect would have been antidilutive:

For the years ended December 31,	For the years ended December 31,	2023	2022	2021	For the years ended December 31,	2024	2023	2022
Stock options								
Restricted stock and RSUs								

#### Note 15.14. Related Party Transactions

##### Approval Stock Repurchases

As discussed in Note 11, Share-based Compensation and Equity, on March 5, 2024, the Company entered into a stock purchase agreement with the Torreal Sellers pursuant to which the Company purchased an aggregate of 2,607 shares of its common stock from the Torreal Sellers at a purchase price of \$12.62 per share for an aggregate purchase price of \$32,894. Additionally, on May 6, 2024, the Company entered into a stock purchase agreement with the Snow Phipps Sellers pursuant to which the Company purchased an aggregate of 2,115 shares of its common stock from the Snow Phipps Sellers at a purchase price of \$14.64 per share for an aggregate purchase price of \$30,958. These repurchases, which were approved as related party transactions by the Audit and Risk Committee of the Company's Board of Directors, were pursuant to the Company's \$100,000 share repurchase program that was announced on February 22, 2024 and was completed in September 2024.

##### Payment to Wengen Alberta, Limited Partnership (Wengen)

In December 2023, the Audit and Risk Committee of the Company's Board of Directors approved a payment of \$850 to Wengen, a greater than 10% stockholder, in order to resolve a matter related to a previously terminated shared-services agreement between the Company and one of Wengen's wholly owned subsidiaries. In January 2024, the Company and Wengen signed a settlement and release agreement related to this matter and the amount was paid.

##### Payment of Peruvian Capital Gains Tax

As discussed further in Note 17, Legal and Regulatory Matters, holders who sell, exchange or otherwise dispose of Company shares may be subject to a Peruvian nonresident capital gains tax (the Peruvian Tax). During the fourth quarter of 2021, certain investors in Wengen elected to have their interests in Wengen redeemed in exchange for delivery by Wengen to such investors of the number of shares of Company common stock corresponding to the Wengen interests so redeemed. As a result of this transfer, Wengen paid Peruvian Tax of approximately PEN 95,062 (approximately \$23,800 at the date of payment). For administrative convenience, Wengen advanced to Laureate the amount needed to pay the Peruvian Tax and Laureate paid the Peruvian Tax on Wengen's behalf.

#### Note 16.15. Benefit Plans

##### Domestic Defined Contribution Retirement Plan

Laureate sponsors a defined contribution retirement plan in the United States under section 401(k) of the Internal Revenue Code. The plan offers employees a traditional "pre-tax" 401(k) option and an "after-tax" Roth 401(k) option, providing the employees with choices and flexibility for their retirement savings. All employees are eligible to participate in the plan after meeting certain service requirements. Participants may contribute up to a maximum of 80% of their annual compensation and 100% of their annual cash bonus, as defined and subject to certain annual limitations. Laureate may, at its discretion, make matching contributions that are allocated to eligible participants. The matching on the "after-tax" Roth contributions is the same as the matching on the traditional "pre-tax" contributions. Laureate made discretionary contributions in cash to this plan of \$285, \$323, \$287, and \$4,138 \$287 for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, respectively.

##### Supplemental Employment Retention Agreement (SERA)

In November 2007, Laureate established a SERA for one of its then-executive officers, under which this individual received an annual SERA payment of \$1,500. The SERA provided annuity payments to the former executive over the course of his lifetime, and, following the former executive's death in 2018, an annual payment of \$1,500 will be made to his spouse for the remainder of her life. The SERA is administered through a Rabbi Trust, and its assets are subject to the claims of creditors. At the inception of the plan, Laureate purchased annuities which provided funds for the SERA obligations until the former executive's death, at which point proceeds from corporate-owned life insurance policies were received and will be used to fund the future SERA obligations.

As of December 31, 2023 December 31, 2024 and 2022, 2023, the total SERA assets were \$7,039 \$5,875 and \$8,161, \$7,039, respectively, which were recorded on our Consolidated Balance Sheets in Restricted cash. As of December 31, 2023 December 31, 2024 and 2022, 2023, the total SERA liabilities recorded in our Consolidated Balance Sheets were \$11,011 \$9,769 and \$11,879, \$11,011, respectively, of which \$1,500 each year was recorded in Accrued compensation and benefits, and \$9,511 \$8,269 and \$10,379, \$9,511, respectively, was recorded in Deferred compensation.

#### Mexico Profit-Sharing and Peru Profit Sharing

The Fiscal Reform that was enacted in Mexico in December 2013 subjects Laureate's Mexico entities to corporate income tax and also requires them to comply with profit-sharing legislation, whereby 10% of the taxable income of Laureate's Mexican entities will be set aside as employee compensation. Laureate's entities in Peru with more than 20 employees are required to distribute 5% of their taxable income among their employees, provided they generate taxable income during the fiscal year.

#### Note 17.16. Legal and Regulatory Matters

Laureate is subject to legal proceedings arising in the ordinary course of business. In management's opinion, we have adequate legal defenses, insurance coverage, and/or accrued liabilities with respect to the eventuality of these actions. Management believes that any settlement would not have a material impact on Laureate's financial position, results of operations, or cash flows. Our institutions are subject to uncertain and varying laws and regulations, and any changes to these laws or regulations or their application to us may materially adversely affect our business, financial condition and results of operations.

#### Peruvian Nonresident Capital Gains Tax

Stockholders who sell, exchange, or otherwise dispose of Company shares may be subject to Peruvian tax at a rate of 30% on their gain realized in such transaction determined under certain Peruvian valuation rules regardless of whether the transaction is taxable for non-Peruvian purposes. In determining the amount of such gain subject to such tax, the gain is first multiplied by the percentage of the Company's value that is represented by its Peruvian business determined under certain Peruvian valuation rules (the "Peru Ratio"). This tax applies if the value of stock determined under certain Peruvian valuation rules (calculated in PEN) transferred multiplied by the Peru Ratio exceeds approximately \$53,000 \$57,000 applying the PEN/USD exchange rate of December 31, 2023 at

December 31, 2024 (the "Threshold"). The Threshold is calculated in PEN and changes with currency exchange rates. For purposes of determining whether the Threshold has been exceeded by any holder, all transfers made by such holder over any 12-month period are aggregated. For purposes of determining whether any tax is owed, the holder must have their basis "certified" by the Peruvian tax authorities in advance of such transaction. If the holder exceeds the Threshold and does not obtain a tax basis certificate before the transaction, the holder's tax basis in the shares will be considered zero for Peruvian tax purposes.

In the event that a direct or indirect sale, exchange, or other disposition of Company shares occurs and any resulting Peruvian tax is not paid, the Company's Peruvian subsidiaries may be jointly and severally liable for such tax. Joint and several liability may be imposed if during any of the 12 months preceding the transaction, *inter alia*, the transferor of Company shares held an indirect or direct interest of more than 10% of the Company's outstanding shares. If such a transaction were to occur and the Peruvian tax authorities sought to collect the Peruvian capital gains taxes from the Company's Peruvian subsidiaries that were not paid by such transferor, it could have a material adverse effect on our business, financial condition or results of operations.

#### Note 18.17. Other Financial Information

##### Accumulated Other Comprehensive Income (Loss)

Accumulated other comprehensive income (loss) (AOCI) in our Consolidated Balance Sheets includes the accumulated translation adjustments arising from translation of foreign subsidiaries' financial statements, the unrealized gain on a derivative designated as an effective net investment hedge, and the accumulated net gains or losses that are not recognized as components of net periodic benefit cost for our minimum pension liability. The AOCI related to the net investment hedge will be deferred from earnings until the sale or liquidation of the hedged investee. Laureate reports changes in AOCI in our Consolidated Statements of Stockholders' Equity. The components of these balances were as follows:

December 31, 31,	2023			2022 December 31,			2024			2023		
	Laureate Education, Inc.	Laureate Education, Inc.	Noncontrolling Interests	Total	Laureate Education, Inc.	Laureate Education, Inc.	Noncontrolling Interests	Total	Laureate Education, Inc.	Laureate Education, Inc.	Noncontrolling Interests	Total
Foreign currency translation loss												
Unrealized gains on derivatives												
Minimum pension liability adjustment												

Accumulated  
other  
comprehensive  
loss

#### Foreign Currency Exchange of Certain Intercompany Loans

Laureate periodically reviews its investment and cash repatriation strategies in order to meet our liquidity requirements in the United States. Laureate recognized currency exchange adjustments attributable to intercompany loans that are not designated as indefinitely invested of \$46,568, \$(64,303), \$(27,198) and \$27,292 \$(27,198) as part of Foreign currency exchange gain (loss) gain, net, in the Consolidated Statements of Operations for the years ended December 31, 2023 December 31, 2024, 2023 and 2022, and 2021, respectively.

#### Write Off of Accounts and Notes Receivable

During the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, Laureate wrote off approximately \$33,500, \$25,900 \$25,500 and \$31,600, \$25,500, respectively, of fully reserved accounts and notes receivable that were deemed uncollectible.

#### Note 19.18. Supplemental Cash Flow Information

Cash interest payments prior to interest income for continuing operations were \$16,595, \$20,264 and Discontinued Operations were \$20,264, \$16,752 and \$63,153 for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, respectively. Net cash payments for income taxes were \$194,811, \$171,284 \$153,761 and \$251,098 \$153,761 for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, respectively.

#### Reconciliation of Cash and cash equivalents and Restricted cash

The following table provides a reconciliation of cash, cash equivalents and restricted cash reported within the Consolidated Balance Sheets, as well as the December 31, 2021 December 31, 2022 balance, to the amounts shown in the Consolidated Statements of Cash Flows:

For the year ended December 31,	2023	2022	2021
Cash and cash equivalents	\$ 89,392	\$ 85,167	\$ 324,801
Restricted cash	7,505	8,617	20,774
Total Cash and cash equivalents and Restricted cash shown in the Consolidated Statements of Cash Flows	\$ 96,897	\$ 93,784	\$ 345,575

#### Note 20. Subsequent Events

##### New Stock Repurchase Program

On February 15, 2024, Laureate's Board of Directors approved a new stock repurchase program to acquire up to \$100,000 of the Company's common stock. The Company intends to finance the repurchases with free cash flow, excess cash and liquidity on-hand, including available capacity under its Revolving Credit Facility. The Company's proposed repurchases may be made from time to time on the open market at prevailing market prices, in privately negotiated transactions, in block trades and/or through other legally permissible means, depending on market conditions and in accordance with applicable rules and regulations promulgated under the Securities Exchange Act of 1934, as amended (the "Exchange Act"). Repurchases may be effected pursuant to a trading plan adopted in accordance with Rule 10b5-1 of the Exchange Act. The Company's board will review the share repurchase program periodically and may authorize adjustment of its terms and size or suspend or discontinue the program.

For the year ended December 31,	2024	2023	2022
Cash and cash equivalents	\$ 91,350	\$ 89,392	\$ 85,167
Restricted cash	6,504	7,505	8,617
Total Cash and cash equivalents and Restricted cash shown in the Consolidated Statements of Cash Flows	\$ 97,854	\$ 96,897	\$ 93,784

#### Item 9. Changes in and Disagreements With Accountants on Accounting and Financial Disclosure

None.

#### Item 9A. Controls and Procedures

##### Evaluation of Disclosure Controls and Procedures

Our management, with the participation of our Chief Executive Officer ("CEO") and Chief Financial Officer ("CFO"), has evaluated the effectiveness of our disclosure controls and procedures (as defined in Rules 13a-15(e) and 15d-15(e) under the Securities Exchange Act of 1934 (the "Exchange Act")), as of the end of the period covered by this report.

Based on that evaluation, our CEO and CFO have concluded that, as of **December 31, 2023** **December 31, 2024**, our disclosure controls and procedures are effective. The Company's disclosure controls and procedures are designed to ensure that information required to be disclosed in our Exchange Act reports is recorded, processed, summarized and reported within the time periods specified in the SEC's rules and forms, and that such information is accumulated and communicated to management, including our CEO and CFO, to allow timely decisions regarding required disclosures.

#### Management's Report on Internal Control Over Financial Reporting

Management's report on the Company's internal control over financial reporting as of **December 31, 2023** **December 31, 2024** is included in Part II, Item 8 "Financial Statements." The effectiveness of the Company's internal control over financial reporting as of **December 31, 2023** **December 31, 2024** has been audited by PricewaterhouseCoopers LLP, an independent registered public accounting firm. Their report appears in Part II, Item 8 "Financial Statements."

#### Changes in Internal Control Over Financial Reporting

There were no changes in our internal control over financial reporting during the quarter ended **December 31, 2023** **December 31, 2024** that have materially affected, or that are reasonably likely to materially affect, our internal control over financial reporting.

#### Item 9B. Other Information

##### During Rule 10b5-1 Trading Arrangements

Except as set forth below, during the three months ended **December 31, 2023** **December 31, 2024**, none of the Company's directors or officers (as defined in Rule 16a-1(f) of the Securities Exchange Act of 1934, as amended) adopted, terminated or modified a Rule 10b5-1 trading arrangement or non-Rule 10b5-1 trading arrangement (as such terms are defined in Item 408 of Regulation S-K of the Securities Act of 1933, as amended).

On November 6, 2024, Marcelo Cardoso, the Company's Executive Vice President and Chief Operating Officer, adopted a trading plan intended to satisfy the affirmative defense of Rule 10b5-1(c) under the Securities Exchange Act of 1934, as amended. Mr. Cardoso's trading plan provides for the sale of only those shares necessary to satisfy tax withholding obligations incurred in connection with the vesting of restricted stock units on December 31, 2024, and performance share units on March 15, 2025. The total number of shares that may be sold pursuant to Mr. Cardoso's 10b5-1 plan is not determinable. Such plan terminates on April 1, 2025.

#### Item 9C. Disclosure Regarding Foreign Jurisdictions that Prevent Inspections

Not applicable.

### Part III

#### Item 10. Directors, Executive Officers and Corporate Governance

Certain of this information will be contained in our definitive proxy statement for the **2024** **2025** Annual Meeting of Stockholders, to be filed within 120 days following the end of our fiscal year, and is incorporated herein by reference.

##### Information about our Executive Officers

The following table sets forth information regarding our current executive officers, including their ages. Executive officers serve at the request of the Board of Directors. There are no family relationships among any of our executive officers.

Name	Age	Position
Eilif Serck-Hanssen	58	Director, President and Chief Executive Officer
Leslie S. Brush	61	Senior Vice President, Chief Legal Officer and Secretary
Richard M. Buskirk	47	Senior Vice President and Chief Financial Officer
Marcelo Barbalho Cardoso	53	Executive Vice President and Chief Operating Officer
Richard H. Sinkfield III	54	Chief Legal Officer and Chief Ethics & Compliance Officer

*Eilif Serck-Hanssen* has served as our Chief Executive Officer since January 2018 and became our President in July 2019. From March to December 2017, Mr. Serck-Hanssen served as our President and Chief Administrative Officer as well as our Chief Financial Officer. From 2008 to March 2017, Mr. Serck-Hanssen served as our Executive Vice President and Chief Financial Officer. Before joining the Company, Mr. Serck-Hanssen served as Chief Financial Officer and President of International Operations at XOJET, Inc. and was part of the team that founded premium airline, Eos Airlines, Inc., where he served Executive Vice President and Chief Financial Officer. Prior to starting Eos Airlines, Mr. Serck-Hanssen served in several executive positions at US Airways, Inc. (now American Airlines, Inc.) and Northwest Airlines, Inc. (now Delta Airlines, Inc.), including serving as a Senior Vice President and Treasurer of US Airways, Inc. Before joining the airline industry, Mr. Serck-Hanssen spent over five years with PepsiCo, Inc. in various international locations and three years with PricewaterhouseCoopers LLP (formerly Coopers & Lybrand Deloitte) in London. He is an Associate Chartered Accountant (ACA) and a member of the Institute of Chartered Accountants in England and Wales. Mr. Serck-Hanssen earned a B.S. in civil engineering from the Western Norway University of Applied Sciences, a B.A. in management science from the University of Kent at Canterbury (United Kingdom), and an M.B.A. from the University of Chicago Booth School of Business.

*Leslie S. Brush* has served as our Senior Vice President, Chief Legal Officer and Secretary since April 2024. Ms. Brush previously served as our Deputy General Counsel and Secretary from March 2023 to 2024 and Vice President, Assistant General Counsel and Secretary from January 2020 to March 2023. Prior to joining Laureate in September 2019, Ms. Brush was Chief Governance Officer, Vice President-Legal and Secretary for software and solutions services company SunGard Data Systems (now part of FIS) for over 20 years and worked at global law firm Morgan, Lewis & Bockius. Ms. Brush earned a B.S. and M.S. in communication disorders from The Pennsylvania State University and a J.D. from Temple University School of Law.

*Richard M. Buskirk* has served as our Senior Vice President and Chief Financial Officer since April 2021. Mr. Buskirk previously served as our Senior Vice President, Corporate Development from 2018 to April 2021 and as our Vice President, Global Financial Planning & Analysis from 2015 to 2018. Prior to joining Laureate, Mr. Buskirk was a CPA with Ernst & Young LLP, and an investment banker with Deutsche Bank, and worked for multiple global brands, including Vodafone, NII Holdings, Inc. (formerly Nextel International) and Sprint/Nextel in a range of financial, strategy and advisory positions. Mr. Buskirk earned a B.S. in accounting from the University of Maryland and a dual M.B.A. from Columbia University and London Business School.

*Marcelo Barbalho Cardoso* has served as our Executive Vice President and Chief Operating Officer since June 2021 and has also served as our Chief Executive Officer, Mexico since June 2022. Mr. Cardoso has been with Laureate since 2011, holding several leadership positions across our Brazil operations including Chief Executive Officer of Laureate Brazil from 2019 to June 2021, Global Chief Transformation Officer during 2019, Chief Operating Officer of Laureate Brazil from 2017 to 2018, and Vice President of Operations and President of FMU from 2013 to 2017. Prior to joining Laureate, Mr. Cardoso served as Latin America Vice President, Business Ops & CFO for Dell EMC Computer Systems and held senior leadership positions at Johnson Controls. Mr. Cardoso earned an undergraduate degree in chemical engineering from Universidade Estadual de Campinas (Brazil) and an MBA in management from the University of Michigan.

*Richard H. Sinkfield III* has served as our Chief Legal Officer and Chief Ethics & Compliance Officer since June 2020. Mr. Sinkfield previously served as Laureate's Senior Vice President and Assistant General Counsel, Latin America. He has been with Laureate since 2004, and during this time has overseen the work of corporate and university counsel across eight countries, including serving as Regional General Counsel for Brazil for five years. Prior to joining Laureate, Mr. Sinkfield practiced law at several top U.S. law firms, including the Washington D.C. offices of Sidley Austin LLP and Akin Gump Strauss Hauer & Feld LLP. He also has taught as an adjunct professor at the George Washington University Law School and has served on

multiple non-profit boards in the United States and across Latin America. Mr. Sinkfield earned a B.S.F.S. from Georgetown University and a J.D. from Harvard Law School.

#### **Item 11. Executive Compensation**

This information will be contained in our definitive proxy statement for the 2024 2025 Annual Meeting of Stockholders, to be filed within 120 days following the end of our fiscal year, and is incorporated herein by reference.

#### **Item 12. Security Ownership of Certain Beneficial Owners and Management and Related Stockholder Matters**

This information will be contained in our definitive proxy statement for the 2024 2025 Annual Meeting of Stockholders, to be filed within 120 days following the end of our fiscal year, and is incorporated herein by reference.

#### **Item 13. Certain Relationships and Related Transactions, and Director Independence**

This information will be contained in our definitive proxy statement for the 2024 2025 Annual Meeting of Stockholders, to be filed within 120 days following the end of our fiscal year, and is incorporated herein by reference.

#### **Item 14. Principal Accountant Fees and Services**

This information will be contained in our definitive proxy statement for the 2024 2025 Annual Meeting of Stockholders, to be filed within 120 days following the end of our fiscal year, and is incorporated herein by reference.

### **Part IV**

#### **Item 15. Exhibits and Financial Statement Schedules**

(a) The following documents are filed as part of this report:

(1) Financial Statements (certain schedules are omitted because they are not applicable or not required, or because the required information is included in the consolidated financial statements or notes thereto).

(2) Those exhibits required by Item 601 of Regulation S-K and by paragraph (b) below.

(b) The following exhibits are filed as part of this Annual Report or, where indicated, were filed and are incorporated by reference:

<b>Exhibit</b>				<b>Exhibit</b>		
<b>No.</b>	<b>Exhibit Description</b>		<b>Form</b>	<b>File Number</b>	<b>Number</b>	<b>Filing Date</b>
2.2#	<a href="#">Sale and Purchase Agreement, dated April 12, 2018, among LEI European Investments B.V., Laureate International B.V. and Global University Systems Germany B.V.</a>		8-K	001-38002	2.1	04/18/2018
2.5#	<a href="#">Sale and Purchase Agreement, dated December 12, 2018, by and among Iniciativas Culturales de España S.L., Laureate I B.V. and Samarinda Investments, S.L.</a>		10-K	001-38002	2.5	02/28/2019

2.6#	<a href="#">Share Purchase Agreement relating to the sale and purchase of equity shares of Pearl Retail Solutions Private Limited, M-Power Energy India Private Limited and Data Ram Sons Private Limited</a>	8-K	001-38002	2.1	05/13/2019
2.7#	<a href="#">Share Purchase Agreement relating to all the shares in the capital of Education Turkey B.V.</a>	8-K	001-38002	2.1	08/29/2019
2.8#	<a href="#">Equity Purchase Agreement, dated January 10, 2020, by and among SP Costa Rica Holdings, LLC, Laureate International B.V. and Laureate Education, Inc.</a>	10-K	001-38002	2.8	02/27/2020
2.9#	<a href="#">Sale and Purchase Agreement, dated July 29, 2020, by and among LEI AMEA Investments B.V., Laureate Education, Inc., SEI Newco Inc. and Strategic Education, Inc.</a>	10-Q	001-38002	2.9	11/05/2020
2.10#	<a href="#">Master Agreement, dated September 10, 2020, by and among Laureate International B.V., Laureate I.B.V., Servicios Regionales Universitarios LE, S.C. and Fundación Educación y Cultura</a>	10-Q	001-38002	2.10	11/05/2020
2.11#	<a href="#">Membership Interest Purchase Agreement, dated September 11, 2020, by and between Laureate Education, Inc. and Adtalem Global Education Inc.</a>	10-Q	001-38002	2.11	11/05/2020
2.12#	<a href="#">Transaction Agreement, dated October 30, 2020, by and among Laureate Education, Inc., Laureate Netherlands Holding B.V., ICE Inversiones Brazil, SL, Rede Internacional de Universidades Laureate Ltda., Ánima Holding S.A., VC Network Educação S.A., and, solely for the purposes of certain provisions thereof, the controlling shareholders of Ánima Holding S.A.</a>	10-K	001-38002	2.14	02/25/2021
2.13#	<a href="#">Waiver and Amendment to Membership Interest Purchase Agreement by and between Adtalem Global Education Inc. and Laureate Education, Inc., dated as of July 21, 2021</a>	8-K	001-38002	2.1	07/27/2021
2.14#	<a href="#">Amendment dated August 10, 2021 to Membership Interest Purchase Agreement, dated September 11, 2020, by and between Laureate Education, Inc. and Adtalem Global Education Inc.</a>	10-Q	001-38002	2.2	11/04/2021
2.15	<a href="#">First Amendment dated April 19, 2022 to the Transaction Agreement, dated October 30, 2020, by and among Laureate Education, Inc., Laureate Netherlands Holding B.V., ICE Inversiones Brazil, SL, Rede Internacional de Universidades Laureate Ltda., Ánima Holding S.A., and VC Network Educação S.A.</a>	10-Q	001-38002	2.1	08/04/2022
3.1	<a href="#">Amended and Restated Certificate of Incorporation</a>	S-1/A	333-207243	3.1	01/31/2017
3.2	<a href="#">Amended and Restated Bylaws</a>	S-1/A	333-207243	3.2	01/31/2017
3.3	<a href="#">Certificate of Retirement of Convertible Redeemable Preferred Stock, Series A</a>	8-K	001-38002	3.1	07/20/2018

Exhibit				Exhibit	
No.	Exhibit Description	Form	File Number	Number	Filing Date
2.1#	<a href="#">Equity Purchase Agreement, dated January 10, 2020, by and among SP Costa Rica Holdings, LLC, Laureate International B.V. and Laureate Education, Inc.</a>	10-K	001-38002	2.8	02/27/2020
2.2#	<a href="#">Sale and Purchase Agreement, dated July 29, 2020, by and among LEI AMEA Investments B.V., Laureate Education, Inc., SEI Newco Inc. and Strategic Education, Inc.</a>	10-Q	001-38002	2.9	11/05/2020
2.3#	<a href="#">Master Agreement, dated September 10, 2020, by and among Laureate International B.V., Laureate I.B.V., Servicios Regionales Universitarios LE, S.C. and Fundación Educación y Cultura</a>	10-Q	001-38002	2.10	11/05/2020
2.4#	<a href="#">Membership Interest Purchase Agreement, dated September 11, 2020, by and between Laureate Education, Inc. and Adtalem Global Education Inc.</a>	10-Q	001-38002	2.11	11/05/2020
2.5#	<a href="#">Transaction Agreement, dated October 30, 2020, by and among Laureate Education, Inc., Laureate Netherlands Holding B.V., ICE Inversiones Brazil, SL, Rede Internacional de Universidades Laureate Ltda., Ánima Holding S.A., VC Network Educação S.A., and, solely for the purposes of certain provisions thereof, the controlling shareholders of Ánima Holding S.A.</a>	10-K	001-38002	2.14	02/25/2021
2.6#	<a href="#">Waiver and Amendment to Membership Interest Purchase Agreement by and between Adtalem Global Education Inc. and Laureate Education, Inc., dated as of July 21, 2021</a>	8-K	001-38002	2.1	07/27/2021
2.7#	<a href="#">Amendment dated August 10, 2021 to Membership Interest Purchase Agreement, dated September 11, 2020, by and between Laureate Education, Inc. and Adtalem Global Education Inc.</a>	10-Q	001-38002	2.2	11/04/2021
2.8	<a href="#">First Amendment dated April 19, 2022 to the Transaction Agreement, dated October 30, 2020, by and among Laureate Education, Inc., Laureate Netherlands Holding B.V., ICE Inversiones Brazil, SL, Rede Internacional de Universidades Laureate Ltda., Ánima Holding S.A., and VC Network Educação S.A.</a>	10-Q	001-38002	2.1	08/04/2022
3.1	<a href="#">Amended and Restated Certificate of Incorporation</a>	S-1/A	333-207243	3.1	01/31/2017
3.2	<a href="#">Amended and Restated Bylaws</a>	S-1/A	333-207243	3.2	01/31/2017
3.3	<a href="#">Certificate of Retirement of Convertible Redeemable Preferred Stock, Series A</a>	8-K	001-38002	3.1	07/20/2018
3.4	<a href="#">Certificate of Retirement of Class A Common Stock and Class B Common Stock</a>	8-K	001-38002	3.1	12/17/2021
4.1	<a href="#">Description of Capital Stock of Laureate Education, Inc.</a>	10-K	001-38002	4.1	02/23/2023

10.1†	<a href="#">2013 Long-Term Incentive Plan Form of Stock Option Agreement effective as of September 11, 2013</a>	S-1/A	333-207243	10.34	11/20/2015
10.2†	<a href="#">Form of Management Stockholder's Agreement for equityholders</a>	S-1/A	333-207243	10.36	11/20/2015
10.3†	<a href="#">Form of Stockholders' Agreement for Entity-Appointed Directors</a>	S-1/A	333-207243	10.47	11/20/2015
10.4†	<a href="#">Form of Stockholders' Agreement for Individual Directors</a>	S-1/A	333-207243	10.48	11/20/2015
10.5†	<a href="#">2013 Long-Term Incentive Plan Form of Stock Option Agreement for 2016 for Named Executive Officers</a>	S-1/A	333-207243	10.57	05/20/2016

<b>Exhibit</b>				<b>Exhibit</b>	
<b>No.</b>	<b>Exhibit Description</b>	<b>Form</b>	<b>File Number</b>	<b>Number</b>	<b>Filing Date</b>
3.4	<a href="#">Certificate of Retirement of Class A Common Stock and Class B Common Stock</a>	8-K	001-38002	3.1	12/17/2021
4.1	<a href="#">Description of Capital Stock of Laureate Education, Inc.</a>	10-K	001-38002	4.1	02/23/2023
10.1†	<a href="#">2013 Long-Term Incentive Plan Form of Stock Option Agreement effective as of September 11, 2013</a>	S-1/A	333-207243	10.34	11/20/2015
10.2†	<a href="#">Form of Management Stockholder's Agreement for equityholders</a>	S-1/A	333-207243	10.36	11/20/2015
10.3†	<a href="#">Employment Offer Letter, dated July 21, 2008, between Laureate Education, Inc. and Eilif Serck-Hanssen</a>	S-1/A	333-207243	10.40	11/20/2015
10.4†	<a href="#">Amendment to Employment Offer Letter, dated December 9, 2010, between Laureate Education, Inc. and Eilif Serck-Hanssen</a>	S-1/A	333-207243	10.41	11/20/2015
10.5†	<a href="#">Form of Stockholders' Agreement for Entity-Appointed Directors</a>	S-1/A	333-207243	10.47	11/20/2015
10.6†	<a href="#">Form of Stockholders' Agreement for Individual Directors</a>	S-1/A	333-207243	10.48	11/20/2015
10.7†	<a href="#">2013 Long-Term Incentive Plan Form of Stock Option Agreement for 2016 for Named Executive Officers</a>	S-1/A	333-207243	10.57	05/20/2016
10.8†	<a href="#">2013 Long-Term Incentive Plan Form of Stock Option Agreement for 2016</a>	S-1/A	333-207243	10.58	05/20/2016
10.9	<a href="#">Subscription Agreement, dated as of December 4, 2016, by and among Laureate Education, Inc., Macquarie Sierra Investment Holdings Inc., and each of the other Persons listed on Schedule A and Schedule B thereto.</a>	S-1/A	333-207243	10.63	12/15/2016
10.10	<a href="#">Registration Rights Agreement by and among Laureate Education, Inc., each of the Investors set forth on Schedule A thereto, Douglas L. Becker and Wengen Alberta, Limited Partnership</a>	10-K	001-38002	10.29	03/20/2018
10.11	<a href="#">Investors' Stockholders Agreement by and among Laureate Education, Inc., Wengen Alberta, Limited Partnership and the Investors set forth on Schedule A thereto</a>	10-K	001-38002	10.30	03/20/2018
10.12	<a href="#">Amended and Restated Securityholders Agreement by and among Wengen Alberta, Limited Partnership, Laureate Education, Inc. and the other parties thereto</a>	8-K	001-38002	10.1	02/06/2017
10.13	<a href="#">Amendment No. 1 dated October 28, 2021 to the Amended and Restated Securityholders Agreement, dated as of February 6, 2017, among Wengen Alberta, Limited Partnership, Laureate Education, Inc. and the other parties thereto</a>	10-K	001-38002	10.16	02/24/2022
10.14	<a href="#">Amended and Restated Registration Rights Agreement by and among Wengen Alberta, Limited Partnership, Wengen Investments Limited, Laureate Education, Inc. and the other parties thereto</a>	8-K	001-38002	10.2	02/06/2017
10.15	<a href="#">Amended and Restated Guarantee, dated as of April 26, 2017, by Laureate Education, Inc. and certain domestic subsidiaries of Laureate Education, Inc. party thereto from time to time, as guarantors, in favor of Citibank, N.A., as collateral agent</a>	10-Q	001-38002	10.83	05/11/2017
10.16	<a href="#">Amended and Restated Pledge Agreement, dated as of April 26, 2017, among Laureate Education, Inc. and certain domestic subsidiaries of Laureate Education, Inc. party thereto from time to time, as pledgors, and Citibank, N.A., as collateral agent</a>	10-Q	001-38002	10.84	05/11/2017
10.17	<a href="#">Amended and Restated Security Agreement, dated as of April 26, 2017, among Laureate Education, Inc. and certain domestic subsidiaries of Laureate Education, Inc. party thereto from time to time, as grantors, and Citibank, N.A., as collateral agent</a>	10-Q	001-38002	10.85	05/11/2017
10.18	<a href="#">Third Amended and Restated Credit Agreement, dated as of October 7, 2019, among Laureate Education, Inc., the lending institutions from time to time parties thereto, and Citibank, N.A., as administrative agent and collateral agent</a>	8-K	001-38002	10.1	10/11/2019
10.19	<a href="#">First Amendment to Third Amended and Restated Credit Agreement, dated as of July 20, 2020, by Laureate Education, Inc. and Citibank, N.A., as administrative agent</a>	10-Q	001-38002	10.57	11/05/2020

Exhibit	Exhibit Description	Form	File Number	Exhibit Number	Filing Date
10.6†	<a href="#">2013 Long-Term Incentive Plan Form of Stock Option Agreement for 2016</a>	S-1/A	333-207243	10.58	05/20/2016
10.7	<a href="#">Registration Rights Agreement by and among Laureate Education, Inc., each of the Investors set forth on Schedule A thereto, Douglas L. Becker and Wengen Alberta, Limited Partnership</a>	10-K	001-38002	10.29	03/20/2018
10.8	<a href="#">Investors' Stockholders Agreement by and among Laureate Education, Inc., Wengen Alberta, Limited Partnership and the Investors set forth on Schedule A thereto</a>	10-K	001-38002	10.30	03/20/2018
10.9	<a href="#">Amended and Restated Securityholders Agreement by and among Wengen Alberta, Limited Partnership, Laureate Education, Inc. and the other parties thereto</a>	8-K	001-38002	10.1	02/06/2017
10.10	<a href="#">Amendment No. 1 dated October 28, 2021 to the Amended and Restated Securityholders Agreement, dated as of February 6, 2017, among Wengen Alberta, Limited Partnership, Laureate Education, Inc. and the other parties thereto</a>	10-K	001-38002	10.16	02/24/2022
10.11	<a href="#">Amended and Restated Registration Rights Agreement by and among Wengen Alberta, Limited Partnership, Wengen Investments Limited, Laureate Education, Inc. and the other parties thereto</a>	8-K	001-38002	10.2	02/06/2017
10.12	<a href="#">Amended and Restated Guarantee, dated as of April 26, 2017, by Laureate Education, Inc. and certain domestic subsidiaries of Laureate Education, Inc. party thereto from time to time, as guarantors, in favor of Citibank, N.A., as collateral agent</a>	10-Q	001-38002	10.83	05/11/2017
10.13	<a href="#">Amended and Restated Pledge Agreement, dated as of April 26, 2017, among Laureate Education, Inc. and certain domestic subsidiaries of Laureate Education, Inc. party thereto from time to time, as pledgors, and Citibank, N.A., as collateral agent</a>	10-Q	001-38002	10.84	05/11/2017
10.14	<a href="#">Amended and Restated Security Agreement, dated as of April 26, 2017, among Laureate Education, Inc. and certain domestic subsidiaries of Laureate Education, Inc. party thereto from time to time, as grantors, and Citibank, N.A., as collateral agent</a>	10-Q	001-38002	10.85	05/11/2017
10.15	<a href="#">Third Amended and Restated Credit Agreement, dated as of October 7, 2019, among Laureate Education, Inc., the lending institutions from time to time parties thereto, and Citibank, N.A., as administrative agent and collateral agent</a>	8-K	001-38002	10.1	10/11/2019
10.16	<a href="#">First Amendment to Third Amended and Restated Credit Agreement, dated as of July 20, 2020, by Laureate Education, Inc. and Citibank, N.A., as administrative agent</a>	10-Q	001-38002	10.57	11/05/2020
10.17	<a href="#">Second Amendment dated as of December 23, 2022 to Third Amended and Restated Credit Agreement, dated as of July 20, 2020, by Laureate Education, Inc. and Citibank, N.A., as administrative agent</a>	10-K	001-38002	10.20	02/23/2023
10.18	<a href="#">Third Amendment dated as of September 18, 2023 to Third Amended and Restated Credit Agreement by Laureate Education, Inc. and Citibank, N.A., as administrative agent</a>	10-Q	001-38002	10.1	11/02/2023
10.19†	<a href="#">Laureate Education, Inc. Amended and Restated 2013 Long-Term Incentive Plan</a>	8-K	001-38002	10.1	06/20/2017
10.20†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Performance-based Stock Option Agreement for 2017</a>	10-Q	001-38002	10.52	08/08/2017
10.21†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Time-based Stock Option Agreement for 2017</a>	10-Q	001-38002	10.53	08/08/2017
10.22†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Performance-based Stock Option Agreement for 2017 for Certain Executives</a>	10-Q	001-38002	10.56	08/08/2017
10.23†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Time-based Stock Option Agreement for 2017 for Certain Executives</a>	10-Q	001-38002	10.57	08/08/2017

Exhibit	Exhibit Description	Form	File Number	Exhibit Number	Filing Date
10.20	<a href="#">Second Amendment dated as of December 23, 2022 to Third Amended and Restated Credit Agreement, dated as of July 20, 2020, by Laureate Education, Inc. and Citibank, N.A., as administrative agent</a>	10-K	001-38002	10.20	02/23/2023
10.21	<a href="#">Third Amendment dated as of September 18, 2023 to Third Amended and Restated Credit Agreement by Laureate Education, Inc. and Citibank, N.A., as administrative agent</a>	10-Q	001-38002	10.1	11/02/2023
10.22†	<a href="#">Laureate Education, Inc. Amended and Restated 2013 Long-Term Incentive Plan</a>	8-K	001-38002	10.1	06/20/2017
10.23†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Performance-based Stock Option Agreement for 2017</a>	10-Q	001-38002	10.52	08/08/2017

10.24†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Time-based Stock Option Agreement for 2017</a>	10-Q	001-38002	10.53	08/08/2017
10.25†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Performance-based Stock Option Agreement for 2017 for Certain Executives</a>	10-Q	001-38002	10.56	08/08/2017
10.26†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Time-based Stock Option Agreement for 2017 for Certain Executives</a>	10-Q	001-38002	10.57	08/08/2017
10.27†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Time-based Stock Option Agreement for 2018 Grants</a>	10-K	001-38002	10.29	02/24/2022
10.28†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Time-based Stock Option Agreement for 2019 Grants</a>	10-K	001-38002	10.30	02/24/2022
10.29†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Restricted Stock Units Notice and Agreement for 2021-2022 Grants for Certain Executives</a>	10-K	001-38002	10.32	02/24/2022
10.30†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Performance Share Units Notice and Agreement for 2021-2022 Grants</a>	10-K	001-38002	10.34	02/24/2022
10.31†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Performance Share Units Notice and Agreement for 2023 Grants</a>	10-Q	001-38002	10.1	05/04/2023
10.32†	<a href="#">2013 Long-Term Incentive Plan Form of Restricted Stock Units Agreement for Non-Employee Directors</a>	10-K	001-38002	10.35	02/24/2022
10.33†	<a href="#">Form of Director Indemnity Agreement</a>	10-Q	001-38002	10.64	08/08/2019
10.34†	<a href="#">Form of Director and Officer Indemnity Agreement</a>	10-Q	001-38002	10.1	08/04/2022
10.35†◊	<a href="#">Form of Retention Letter for Certain Corporate Executives</a>	10-Q	001-38002	10.53	05/07/2020
10.36†	<a href="#">Letter Agreement dated October 9, 2022 between Laureate Education, Inc. and Eilif Serck-Hanssen</a>	8-K	001-38002	10.1	10/14/2022
10.37	<a href="#">Amended and Restated Employment Letter Agreement dated November 8, 2023 between the Company and Eilif Serck-Hanssen</a>	8-K	001-38002	10.1	11/13/2023
10.38†	<a href="#">Promotion Offer Letter, dated July 8, 2020, between Laureate Education, Inc. and Richard H. Sinkfield III</a>	10-K	001-38002	10.45	02/25/2021
10.39†	<a href="#">Promotion Offer Letter, dated March 16, 2021, between Laureate Education, Inc. and Richard M. Buskirk</a>	10-K	001-38002	10.44	02/24/2022
10.40†	<a href="#">Independent Contractor and Consultant Agreement, dated May 28, 2021, between Laureate Education, Inc. and Marcelo Barbalho Cardoso</a>	10-K	001-38002	10.46	02/24/2022
10.41†	<a href="#">Amendment dated July 21, 2022 to Independent Contractor and Consultant Agreement, dated May 28, 2021, between Laureate Education, Inc., Marcelo Barbalho Cardoso and MC Consultoria and Asesoria Empresarial LTDA</a>	10-K	001-38002	10.43	02/23/2023
10.42†	<a href="#">Second Amendment to Independent Contractor and Consultant Agreement as of March 1, 2022 between Laureate Education, Inc. and MC Consultoria and Asesoria Empresarial LTDA</a>	10-K	001-38002	10.44	02/23/2023

Exhibit			Exhibit		
No.	Exhibit Description	Form	File Number	Number	Filing Date
10.24†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Time-based Stock Option Agreement for 2018 Grants</a>	10-K	001-38002	10.29	02/24/2022
10.25†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Time-based Stock Option Agreement for 2019 Grants</a>	10-K	001-38002	10.30	02/24/2022
10.26†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Restricted Stock Units Notice and Agreement for 2022-2024 Grants for Certain Executives</a>	10-K	001-38002	10.32	02/24/2022
10.27†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Performance Share Units Notice and Agreement for 2021-2022 Grants</a>	10-K	001-38002	10.34	02/24/2022
10.28†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Performance Share Units Notice and Agreement for 2023-2024 Grants</a>	10-Q	001-38002	10.1	05/04/2023
10.29†	<a href="#">Amended and Restated 2013 Long-Term Incentive Plan Form of Special Restricted Stock Units Notice and Agreement dated May 30, 2024 for Certain Executives</a>	10-Q	001-38002	10.2	08/01/2024
10.30†	<a href="#">2013 Long-Term Incentive Plan Form of Restricted Stock Units Agreement for Non-Employee Directors</a>	10-K	001-38002	10.35	02/24/2022
10.31†	<a href="#">Form of Director Indemnity Agreement</a>	10-Q	001-38002	10.64	08/08/2019

10.32†	<a href="#">Form of Director and Officer Indemnity Agreement</a>	10-Q	001-38002	10.1	08/04/2022
10.33†	<a href="#">Promotion Offer Letter, dated July 8, 2020, between Laureate Education, Inc. and Richard H. Sinkfield III</a>	10-K	001-38002	10.45	02/25/2021
10.34†	<a href="#">Promotion Offer Letter, dated March 16, 2021, between Laureate Education, Inc. and Richard M. Buskirk</a>	10-K	001-38002	10.44	02/24/2022
10.35†	<a href="#">Independent Contractor and Consultant Agreement, dated May 28, 2021, between Laureate Education, Inc. and Marcelo Barbalho Cardoso</a>	10-K	001-38002	10.46	02/24/2022
10.36†	<a href="#">Amendment dated July 21, 2022 to Independent Contractor and Consultant Agreement, dated May 28, 2021, between Laureate Education, Inc., Marcelo Barbalho Cardoso and MC Consultoria and Asesoria Empresarial LTDA</a>	10-K	001-38002	10.43	02/23/2023
10.37†	<a href="#">Second Amendment to Independent Contractor and Consultant Agreement as of March 1, 2022 between Laureate Education, Inc. and MC Consultoria and Asesoria Empresarial LTDA</a>	10-K	001-38002	10.44	02/23/2023
10.38†	<a href="#">Third Amendment to Independent Contractor and Consultant Agreement as of March 1, 2023 between Laureate Education, Inc. and MC Consultoria and Asesoria Empresarial LTDA</a>	10-Q	001-38002	10.2	05/04/2023
10.39†	<a href="#">Fourth Amendment to Independent Contractor and Consultant Agreement as of September 18, 2023 between Laureate Education, Inc. and MC Consultoria and Asesoria Empresarial LTDA</a>	10-Q	001-38002	10.2	11/02/2023
10.40†	<a href="#">Fifth Amendment to Independent Contractor and Consultant Agreement as of March 1, 2024 between Laureate Education, Inc. and MC Consultoria and Asesoria Empresarial LTDA</a>	10-Q	001-38002	10.2	05/02/2024
10.41†	<a href="#">Form of Annual Incentive Plan for Certain Executives</a>	10-K	001-38002	10.45	02/22/2024
10.42†	<a href="#">Separation Agreement, dated February 28, 2024, between Laureate Education, Inc. and Richard H. Sinkfield III</a>	10-Q	001-38002	10.1	05/02/2024
10.43**†	<a href="#">Promotion Offer Letter, dated February 29, 2024, between Laureate US Holdings Corporation and Leslie S. Brush</a>				
10.44	<a href="#">Stock Purchase Agreement, dated March 5, 2024, between Laureate Education, Inc. and each of ILM Investments Limited Partnership, Torreal Sociedad de Capital Riesgo S.A., Pedro del Corro García-Lomas, a member of Laureate's Board of Directors, Ana Gómez Cuesta and José Díaz-Rato Revuelta</a>	10-Q	001-38002	10.3	05/02/2024

<b>Exhibit</b>	<b>No.</b>	<b>Exhibit Description</b>	<b>Form</b>	<b>File Number</b>	<b>Exhibit</b>	<b>Number</b>	<b>Filing Date</b>
10.43†		<a href="#">Third Amendment to Independent Contractor and Consultant Agreement as of March 1, 2023 between Laureate Education, Inc. and MC Consultoria and Asesoria Empresarial LTDA</a>	10-Q	001-38002	10.2		05/04/2023
10.44†		<a href="#">Fourth Amendment to Independent Contractor and Consultant Agreement as of September 18, 2023 between Laureate Education, Inc. and MC Consultoria and Asesoria Empresarial LTDA</a>	10-Q	001-38002	10.2		11/02/2023
10.45†		<a href="#">Form of Annual Incentive Plan for Certain Executives</a>					
21.1*		<a href="#">List of Subsidiaries of the Registrant</a>					
23.1*		<a href="#">Consent of PricewaterhouseCoopers LLP</a>					
31.1*		<a href="#">Certification pursuant to Section 302 of the Sarbanes-Oxley Act of 2002</a>					
31.2*		<a href="#">Certification pursuant to Section 302 of the Sarbanes-Oxley Act of 2002</a>					
32*		<a href="#">Certifications pursuant to Section 906 of the Sarbanes-Oxley Act of 2002</a>					
97*		<a href="#">Laureate Education, Inc. Incentive Compensation Clawback Policy</a>					
Ex. 101.INS*		<a href="#">XBRL Instance Document - - the instance document does not appear in the Interactive Data File because its XBRL tags are embedded within the inline XBRL document</a>					
Ex. 101.SCH*		<a href="#">Inline XBRL Taxonomy Extension Schema Document</a>					
Ex. 101.CAL*		<a href="#">Inline XBRL Taxonomy Extension Calculation Linkbase Document</a>					
Ex. 101.LAB*		<a href="#">Inline XBRL Taxonomy Extension Label Linkbase Document</a>					
Ex. 101.PRE*		<a href="#">Inline XBRL Taxonomy Extension Presentation Linkbase Document</a>					
Ex. 101.DEF*		<a href="#">Inline XBRL Taxonomy Extension Definition Linkbase Document</a>					
104		<a href="#">Cover Page Interactive Data File (formatted in Inline XBRL and contained in Exhibit 101)</a>					
* Filed herewith.							
# The exhibits, disclosure schedules, and other schedules, as applicable, have been omitted pursuant to Item 601(a)(5) of Regulation S-K.							
† Indicates a management contract or compensatory plan or arrangement.							
◊ Certain identified information has been omitted from this exhibit because it is both (1) not material, and (2) is the type that the Company treats as private or confidential.							

<b>Exhibit</b>	<b>No.</b>	<b>Exhibit Description</b>	<b>Form</b>	<b>File Number</b>	<b>Exhibit</b>	<b>Number</b>	<b>Filing Date</b>
10.45		<a href="#">Stock Purchase Agreement, dated May 6, 2024, between Laureate Education, Inc. and each of Snow Phipps Group, LLC, Snow Phipps Group, L.P., Snow Phipps Group (B), L.P., Snow Phipps Group (Offshore), L.P., Snow Phipps Group (RPV), L.P. and SPG Co-Investment, L.P.</a>	10-Q	001-38002	10.1		8/1/2024
10.46†		<a href="#">Employment Letter Agreement, dated December 12, 2024, between Laureate Education, Inc. and Elif Serck-Hanssen, including Form of One-Time Restricted Stock Unit Award</a>					
19*		<a href="#">Laureate Education, Inc. Insider Trading Policy</a>					
21.1*		<a href="#">List of Subsidiaries of the Registrant</a>					
23.1*		<a href="#">Consent of PricewaterhouseCoopers LLP</a>					
31.1*		<a href="#">Certification pursuant to Section 302 of the Sarbanes-Oxley Act of 2002</a>					
31.2*		<a href="#">Certification pursuant to Section 302 of the Sarbanes-Oxley Act of 2002</a>					
32*		<a href="#">Certifications pursuant to Section 906 of the Sarbanes-Oxley Act of 2002</a>					
97		<a href="#">Laureate Education, Inc. Incentive Compensation Clawback Policy</a>	10-K	001-38002	97		2/22/2024
Ex. 101.INS*		<a href="#">XBRL Instance Document - - the instance document does not appear in the Interactive Data File because its XBRL tags are embedded within the inline XBRL document</a>					
Ex. 101.SCH*		<a href="#">Inline XBRL Taxonomy Extension Schema Document</a>					
Ex. 101.CAL*		<a href="#">Inline XBRL Taxonomy Extension Calculation Linkbase Document</a>					
Ex. 101.LAB*		<a href="#">Inline XBRL Taxonomy Extension Label Linkbase Document</a>					
Ex. 101.PRE*		<a href="#">Inline XBRL Taxonomy Extension Presentation Linkbase Document</a>					
Ex. 101.DEF*		<a href="#">Inline XBRL Taxonomy Extension Definition Linkbase Document</a>					
104		<a href="#">Cover Page Interactive Data File (formatted in Inline XBRL and contained in Exhibit 101)</a>					
* Filed herewith.							
# The exhibits, disclosure schedules, and other schedules, as applicable, have been omitted pursuant to Item 601(a)(5) of Regulation S-K.							
† Indicates a management contract or compensatory plan or arrangement.							

◊ Certain identified information has been omitted from this exhibit because it is both (1) not material, and (2) is the type that the Company treats as private or confidential.

The agreements and other documents filed as exhibits to this report are not intended to provide factual information or other disclosure other than the terms of the agreements or other documents themselves, and you should not rely on them for that purpose. In particular, any representations and warranties made by the Company in these agreements or other documents were made solely within the specific context of the relevant agreement or document and may not describe the actual state of affairs at the date they were made or at any other time.

**Item 16. Form 10-K Summary**

None.

**Signatures**

Pursuant to the requirements of Section 13 or 15(d) of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized, on **February 22, 2024** **February 20, 2025**.

**Laureate Education, Inc.**

By: /s/ RICHARD M. BUSKIRK

Richard M. Buskirk

*Senior Vice President and Chief Financial Officer*

Pursuant to the requirements of the Securities Exchange Act of 1934, this report has been signed below by the following persons on behalf of the registrant and in the capacities and on the dates indicated.

<u>Name</u>	<u>Title</u>	<u>Date</u>
/s/ EILIF SERCK-HANSEN Eilif Serck-Hanssen	President, Chief Executive Officer and Director (Principal Executive Officer)	February 22, 2024 20, 2025
/s/ RICHARD M. BUSKIRK Richard M. Buskirk	Senior Vice President and Chief Financial Officer (Principal Financial Officer)	February 22, 2024 20, 2025
/s/ GERARD M. KNAUER Gerard M. Knauer	Vice President, Accounting and Global Controller (Principal Accounting Officer)	February 22, 2024 20, 2025
/s/ KENNETH W. FREEMAN Kenneth W. Freeman	Chairman of the Board	February 22, 2024
/s/ ANDREW B. COHEN Andrew B. Cohen	DirectorChairman of the Board	February 22, 2024 20, 2025
/s/ WILLIAM J. DAVIS William J. Davis	Director	February 20, 2025
/s/ PEDRO DEL CORRO Pedro del Corro	Director	February 22, 2024 20, 2025
/s/ ARISTIDES DE MACEDO Aristides de Macedo	Director	February 22, 2024 20, 2025
/s/ KENNETH W. FREEMAN Kenneth W. Freeman	Director	February 20, 2025
/s/ BARBARA MAIR Barbara Mair	Director	February 22, 2024 20, 2025
/s/ GEORGE MUÑOZ George Muñoz	Director	February 22, 2024 20, 2025
/s/ DR. JUDITH RODIN Dr. Judith Rodin	Director	February 22, 2024 20, 2025
/s/ IAN K. SNOW Ian K. Snow	Director	February 22, 2024 20, 2025

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Exhibit 10.43 February 29, 2024 Leslie Brush [email address] Dear Leslie, It is with extreme pleasure to confirm your promotion to the position of Senior Vice President, Chief Legal Officer and Secretary, effective April 1, 2024, reporting directly to Eilif Serck-Hanssen, CEO. This position is remote and is classified as regular, full time salaried position for wage and hour purposes, and we are making the following changes: New Position: Senior Vice President, Chief Legal Officer and Secretary New Annual Salary: \$ 374,500 Bonus Target: 75% Long Term Incentive (LTI) Target: 75% Congratulations on this well-deserved promotion. I wish you continued success at Laureate Education. Please indicate your acceptance of this offer by signing in the space provided below and return a copy to me and [email address], retaining a copy for your files. Thank you for your ongoing contributions to Laureate Education, Inc. Sincerely, /s/ Adam Smith

Adam Smith SVP, People & Culture Acknowledgment of Acceptance: Enclosures cc: File /s/ Leslie Brush - March 1, 2024 - Signature Date

**Exhibit 10.46**  
**Execution Version**

December 12, 2024 (the "Effective Date")

Eilif Serck-Hanssen  
[address]

REFINITIV CORPORATE DISCLOSURES | [www.refinitiv.com](http://www.refinitiv.com) | Contact Us

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**REFINITIV** 

Dear Eilif:

I am pleased to confirm certain terms of your continuing employment in the position of Chief Executive Officer for Laureate Education, Inc. ("Laureate" or the "Company"), in accordance with the terms and conditions set forth in this letter agreement. This letter agreement was approved by the compensation committee of the Company's board of directors (the "Board") at its December 11, 2024 meeting.

You will continue to report directly to the Board.

The Company intends for this to continue to be a highly successful relationship and believes your continued employment with the Company on the following terms is in our mutual best interest:

**Base Salary:** Through and until December 31, 2024, your Base Salary shall be \$880,000 per annum (pro-rated for any partial year). Commencing as of January 1, 2025, your Base Salary shall be \$1,000,000 per annum (pro-rated for any partial year).

**Annual Bonus:** For fiscal 2024, fiscal 2025 and continuing for each fiscal year thereafter during your period of employment, your target bonus is 130% of your Base Salary in effect for such applicable fiscal year (the "Target Bonus"). You will be subject to the terms of the Company's annual bonus plan, as approved annually by the compensation committee of the Board.

**Laureate Equity:** In connection with your entry into this letter agreement, you will receive a one-time equity grant of restricted stock units ("RSUs") with an aggregate grant date value equal to \$5,000,000 (the "One-Time RSU Award"). Such grant shall be made on January 2, 2025, subject to your continued employment with the Company through such date. The One-Time RSU Award will be subject to the terms and conditions of the Restricted Stock Units Notice and Agreement attached as Exhibit A. The number of RSUs granted will be determined based on the volume weighted average price per share of Laureate common stock on the NASDAQ during regular trading sessions (and excluding pre-market and after-hours trading) over the 30 consecutive trading days prior to and including the grant date.

Commencing with the Company's regular annual equity grant cycle for fiscal year 2025 (i.e., commencing with the grant date occurring in or about February 2025), and continuing for each fiscal year thereafter during your period of employment, your target long term incentive equity grant date value will be equal to 350% of your Base Salary in effect as of the equity grant date. For example, if your Base Salary as of the equity

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grant date is \$1,000,000 per annum, your target long term incentive equity grant will have an aggregate grant date value of \$3,500,000.

In connection with the equity grants described in this letter agreement, you will be required to sign a Restricted Stock Units Notice and Agreement. With respect to your annual equity grants, the form of Restricted Stock Units Notice and Agreement will be consistent with the form used for other members of the Company's executive team.

**Benefits:** You will be eligible for continued participation in standard Company benefits offered to the Company's senior executives.

**Vacation:** You will earn five (5) weeks/twenty-five (25) days paid vacation, accrued on an annual basis. Vacation time will accrue at the rate of 16.67 hours per month.

**Notice of Termination:** The Company may terminate your employment for Cause (as defined in the Company's Severance Policy for Executives (as it may be amended from time to time, the "Severance Policy")) immediately upon written notice to you. The Company may terminate your employment without Cause upon six (6) months written notice to you. You may terminate your employment for any reason or no reason upon six (6) months' written notice to the Company. Such notice periods shall not apply in the event your employment terminates due to your death or inability to perform your job functions due to a disability.

**Severance Provision:** You will be eligible to receive severance benefits pursuant to the Severance Policy, subject to the following:

- (a) if the Company terminates your employment without Cause prior to January 2, 2025, and you become entitled to severance benefits under Section 2.02 of the Severance Policy, such severance benefits shall be payable in substantially equal installments over the 18 month period following the termination of your employment, and payable in accordance with the Company's regular payroll practices;

(b) if your employment terminates without Cause during the period January 2, 2025 through April 7, 2025, and you become entitled to severance benefits under Section 2.02 of the Severance Policy, such severance benefits shall be payable in substantially equal installments over the 13.5 month period commencing 4.5 months following the termination of your employment, and payable in accordance with the Company's regular payroll practices; and

(c) if the Company terminates your employment without Cause (as defined in the Severance Policy) in accordance with Section 2.02 of the Severance Policy, or if your employment with the Company terminates due to your death or Disability (as defined in the Severance Policy), all your then-outstanding RSUs granted pursuant

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to the One-Time RSU Award will vest in full and settle on or within thirty (30) days after the date of your termination of employment.

All other terms and conditions of the Severance Policy will apply with full force and effect.

This letter agreement represents an amendment of Section 2.02 the Severance Policy as the Severance Policy applies to you and forms a part of the Severance Policy as the Severance Policy applies to you.

**D&O Coverage:** The Company provides full D&O insurance coverage for its executive team and is obligated under its charter and bylaws to indemnify and advance expenses to, to the fullest extent permitted under law, any of its directors and officers who, by reason of such position, was, is, or is threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative. The right to indemnification and advancement of expenses is hereby incorporated into this letter agreement as a contractual right.

**Outside Board Memberships:** Your service on other boards of directors shall be governed by the Company's Code of Conduct and Corporate Governance Guidelines (the "Company Code"). Notwithstanding anything set forth in the Company Code, any service on other boards of directors is subject to the prior written approval of the Board.

**Non-Compete & Non-Solicit:** By executing this letter agreement, you agree and acknowledge that you are subject to certain non-compete and non-solicit covenants, which remain in full force and effect.

**Section 409A** (i) Notwithstanding anything contained in this letter agreement to the contrary, if, on the date of termination of your employment, you are a "specified employee" within the meaning of Section 409A ("Section 409A") of the Internal Revenue Code of 1986, as amended (the "Code") and the Company's policy for determining specified employees, then to the extent required in order to comply with Section 409A, all payments, benefits, or reimbursements paid or provided under this Agreement that constitute a "deferral of compensation" within the meaning of Section 409A, that are provided as a result of a "separation from service" within the meaning of Section 409A and that would otherwise be paid or provided during the first six (6) months following the date of such termination of employment shall be accumulated through and paid or provided (together with interest at the applicable federal rate under Section 7872(f)(2)(A) of the Code in effect on the date of termination of employment) within thirty (30) days after the first business day following the six (6)-month anniversary of such termination of employment, if and to the extent required under Section 409A, or, if earlier, within fifteen (15) days after the appointment of your personal representative or the executor of your estate following your death.

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(ii) For purposes of this letter agreement, the phrase "termination of employment" or words or phrases of similar import shall mean a "separation from service" with the Company and its Affiliates and Subsidiaries within the meaning of Section 409A. In this regard, you

and the Company shall take all steps necessary (including with regard to any post-termination services by you) to ensure that (A) any termination of employment under this letter agreement constitutes a "separation from service" within the meaning of Section 409A, and (B) the date on which such separation from service takes place shall be the date of the termination of employment for purposes of this letter agreement.

(iii) It is intended that the payments and benefits provided under this letter agreement shall either be exempt from the application of, or comply with, the requirements of Section 409A. Any installment payment made under this letter agreement shall be designated as a "separate payment" within the meaning of Section 409A. This letter agreement shall be construed, administered, and governed in a manner that effects such intent, and the Company shall not take any action that would be inconsistent with such intent. Without limiting the foregoing, the payments and benefits provided under this letter agreement may not be deferred, accelerated, extended, paid out, or modified in a manner that would result in the imposition of an additional tax on you under Section 409A. Although the Company shall use its best efforts to avoid the imposition of taxation, interest, and penalties under Section 409A, the tax treatment of the benefits provided under this letter agreement is not warranted or guaranteed. Neither the Company, its Affiliates, nor their respective directors, officers, employees, or advisers shall be held liable for any taxes, interest, penalties, or other monetary amounts owed by you as a result of the failure of this letter agreement to be exempt from or comply with Section 409A.

This letter agreement contains all of the understandings and representations between the Company and you relating to the subject matter herein and supersedes the letter agreement between you and the Company, dated November 8, 2023; provided, however, that except as expressly set forth in this letter agreement, the documents governing the terms of your long term incentive awards (as may be amended from time to time in accordance with their terms) will continue to apply with full force and effect. In the event the Severance Policy is amended in any way that would be adverse to you (including termination of the Severance Policy), then the terms of the Severance Policy in effect as of the Effective Date (as modified by this letter agreement) will govern your rights to severance benefits. If your employment terminates prior to the Effective Date, this letter agreement shall terminate and have no force or effect.

This letter agreement shall be binding upon and shall inure to the benefit of the parties hereto and their respective heirs, representatives, and successors.

The execution of this letter agreement will not be construed as entitling you to continued employment with the Company (or any affiliate of or successor to the Company) or otherwise interfere with the right of the Company (or any affiliate of or successor to the Company) to terminate your service at any time for any reason or no reason upon satisfaction of any applicable notice requirement set forth in this letter

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agreement. Any amounts payable under this letter agreement shall be less all withholdings and authorized deductions.

This letter agreement may not be amended or modified unless in writing signed by both the Company and you. This letter agreement shall be construed in accordance with the laws of the State of Maryland without regard to conflict of laws principles. This letter agreement may be executed in one or more counterparts, all of which taken together will be deemed to constitute one and the same original.

We are proud of the significant contributions that you have made to this point in the growth of Laureate. We look forward to having you continue on as Chief Executive Officer in accordance with the terms and conditions of this letter agreement.

[signatures on next page]

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Please indicate your acceptance of this letter agreement by signing in the space provided below and returning it to my attention, retaining a copy for your files.

Sincerely,

/s/ Leslie S. Brush

Leslie S. Brush  
Senior Vice President, Chief Legal Officer, and Secretary

Accepted: /s/Eilif Serck-Hanssen Date: 12/12/24  
Eilif Serck-Hanssen

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Annual Incentive Plan [ELT Form]

**Exhibit 10.45 EXHIBIT A**

Restricted Stock Units Notice and Agreement (One-Time RSU Award)

{Year} Annual (See attached.)

**Laureate Education, Inc.**

**Restricted Stock Units Notice  
under the**

**Laureate Education, Inc.**

**Amended and Restated 2013 Long-Term Incentive Plan**

**Name of Grantee:** Eilif Serck-Hanssen

This Notice evidences the award of restricted stock units (each, an "**RSU**," and collectively, the "**RSUs**") of Laureate Education, Inc., a Delaware public benefit corporation ("**Laureate**"), that have been granted to you pursuant to the Laureate Education, Inc. Amended and Restated 2013 Long-Term Incentive Plan, as may be amended from time to time (the "**Plan**") and conditioned upon your agreement to the terms of the attached Restricted Stock Units Agreement (the "**Agreement**"). **You must accept this Award in the manner specified by Laureate no later than ninety days after the Grant Date. If you fail to do so, this Award will be null and void.** This Notice constitutes part of and is subject to the terms and provisions of the Agreement and the Plan, which are incorporated by reference herein. Each RSU is equivalent in value to one share of Laureate's Common Stock and represents Laureate's commitment to issue one share of Laureate's Common Stock at a future date, subject to the terms of the Agreement and the Plan.

**Grant Date:** [January 2, 2025]

**Number of RSUs:** [To have a Grant Date value of \$5,000,000]

**Vesting Schedule:** All of the RSUs are nonvested and forfeitable as of the Grant Date. So long as you remain an Eligible Individual (as defined in the Agreement) continuously from the Grant Date through the applicable vesting dates below (each, a "**Vesting Date**"), the RSUs shall become vested pursuant to the following schedule:

<b>Vesting Date</b>	<b>Number of RSUs that become vested:</b>
December ___, 2025	[Insert # (1/2 of RSUs granted)]
December ___, 2026	[Insert # (1/2 of RSUs granted)]

If, before a Vesting Date, you cease to be an Eligible Individual due to your death or Disability, you will become fully vested in all remaining unvested RSUs on your termination date.

If, before the final Vesting Date, you cease to be an Eligible Individual because the Company or its successor terminates your employment or other service relationship without Cause (other than during the Change in Control Protection Period (as defined below)), you will become fully vested in all remaining unvested RSUs on your termination date.

If, before the final Vesting Date, but on or within the eighteen (18) months after a Change in Control (the "**Change in Control Protection Period**"), you cease to be an Eligible Individual either because the Company or its successor terminates your employment or other service relationship without Cause, or you terminate with Good Reason, you will become fully vested in all remaining unvested RSUs on your termination date.

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Laureate Education, Inc.

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I acknowledge that I have carefully read the Agreement, the Plan, and Plan prospectus. I agree to be bound by all of the provisions set forth in the Agreement and Plan. I also consent to electronic delivery of all notices or other information with respect to the RSUs or the Company.

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Signature of Grantee

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Date

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February 04, 2019 5:29 PM

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**Laureate Education, Inc.**

**Restricted Stock Units Agreement**

**under the**

**Laureate Education, Inc.**

**Amended and Restated 2013 Long-Term Incentive Plan**

**1. Terminology.** Unless otherwise provided in this Agreement or the Notice, capitalized terms used herein are defined in the Glossary at the end of this Agreement or in the Plan.

**2. Vesting.** All of the RSUs are nonvested and forfeitable as of the Grant Date. So long as you remain an Eligible Individual continuously from the Grant Date through the applicable Vesting Date, the RSUs will become vested and nonforfeitable in accordance with the vesting provisions set forth in the Notice. Unless otherwise provided in the Notice, none of the RSUs will become vested and nonforfeitable after you cease to be an Eligible Individual.

**3. Termination of Employment or Service.** Unless otherwise provided in the Notice, if you cease to be an Eligible Individual for any reason, all RSUs that are not then vested and nonforfeitable will be forfeited to the Company immediately and automatically upon such cessation without payment of any consideration therefor and you will have no further right, title or interest in or to such RSUs or the underlying shares of Common Stock.

**4. Restrictions on Transfer.** Neither this Agreement nor any of the RSUs may be assigned, transferred, pledged, hypothecated or disposed of in any way, whether by operation of law or otherwise, and the RSUs shall not be subject to execution, attachment or similar process. All rights with respect to this Agreement and the RSUs shall be exercisable during your lifetime only by you or your guardian or legal representative. Notwithstanding the foregoing, the RSUs may be transferred upon your death by last will and testament or under the laws of descent and distribution.

**5. Settlement of RSUs.**

(a) **Manner of Settlement.** You are not required to make any monetary payment (other than applicable tax withholding, if required) as a condition to settlement of the RSUs. Laureate will issue to you, in settlement of your RSUs and subject to the provisions of Section 6 below, the number of whole shares of Common Stock that equals the number of whole RSUs that become vested, and such vested RSUs will terminate and cease to be outstanding upon such issuance of the shares. Upon issuance of such shares, Laureate will determine the form of delivery (e.g., a stock certificate or electronic entry evidencing such shares) and may deliver such shares on your behalf electronically to Laureate's designated stock plan administrator or such other broker-dealer as Laureate may choose at its sole discretion, within reason.

(b) **Timing of Settlement.** Your RSUs will be settled by Laureate, via the issuance of Common Stock as described herein, on or within thirty (30) days after the date that the RSUs become vested and nonforfeitable. However, if a scheduled issuance date falls on a Saturday, Sunday or federal holiday, such issuance date shall instead fall on the next following day that the principal executive offices of the Company are open for business. Notwithstanding the foregoing, in the event that (i) you are subject to Laureate's policy permitting officers and directors to sell shares only during certain "window" periods, in effect from time to time or you are otherwise prohibited from selling shares of Laureate's Common Stock in the public market and any shares covered by your RSUs are scheduled to be issued on a day (the "**Original Distribution Date**") that does not occur during an open "window period" applicable to you, as determined by Laureate in accordance with such policy, or does not occur on a date when you are otherwise permitted to sell shares of Laureate's Common Stock in the open market, and (ii) the Company elects not to satisfy its tax withholding obligations by withholding shares from your distribution, then such

shares shall not be issued and delivered on such Original Distribution Date and shall instead be issued and delivered on the first business day of the next occurring open "window period" applicable to you pursuant to such policy (regardless of whether you are still providing continuous services at such time) or the next business day when you are not prohibited from selling shares of Laureate's Common Stock in

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the open market, but in no event later than the fifteenth day of the third calendar month of the calendar year following the calendar year in which the Original Distribution Date occurs. In all cases, the issuance and delivery of shares under this Agreement is intended to comply with Treasury Regulation 1.409A-1(b)(4) and shall be construed and administered in such a manner.

**6. Tax Withholding.** On or before the time you receive a distribution of the shares subject to your RSUs, or at any time thereafter as requested by the Company, you hereby authorize any required withholding from the Common Stock issuable to you and/or otherwise agree to make adequate provision in cash for any sums required to satisfy the federal, state, local and foreign tax withholding obligations of the Company which arise in connection with your RSUs (the "**Withholding Taxes**"). Additionally, the Company may, in its sole discretion, satisfy all or any portion of the Withholding Taxes obligation relating to your RSUs by any of the following means or by a combination of such means: (i) withholding from any compensation otherwise payable to you by the Company; (ii) causing you to tender a cash payment; (iii) permitting you to enter into a "same day sale" commitment with a broker-dealer that is a member of the Financial Industry Regulatory Authority (a "**FINRA Dealer**") whereby you irrevocably elect to sell a portion of the shares to be delivered under the Agreement to satisfy the Withholding Taxes and whereby the FINRA Dealer irrevocably commits to forward the proceeds necessary to satisfy the Withholding Taxes directly to the Company; or (iv) withholding shares of Common Stock from the shares of Common Stock issued or otherwise issuable to you in connection with the RSUs with a Fair Market Value (measured as of the date shares of Common Stock are issued to you pursuant to Section 5) equal to the amount of such Withholding Taxes; provided, however, that the number of such shares of Common Stock so withheld shall not exceed, by more than the Fair Market Value of one share of Common Stock, the amount necessary to satisfy the Company's required tax withholding obligations using the minimum statutory withholding rates for federal, state, local and foreign tax purposes, including payroll taxes, that are applicable to supplemental taxable income (except as otherwise permitted by the Administrator and would not create an adverse accounting consequence or cost). Unless the tax withholding obligations of the Company are satisfied, Laureate shall have no obligation to deliver to you any Common Stock. In the event Laureate's obligation to withhold arises prior to the delivery to you of Common Stock or it is determined after the delivery of Common Stock to you that the amount of the Company's withholding obligation was greater than the amount withheld by the Company, you agree to indemnify and hold the Company harmless from any failure by the Company to withhold the proper amount.

**7. Confidential Information; Covenant Not to Solicit.**

(a) In consideration of this Award, unless otherwise provided in any employment or severance agreement entered into by and between the Company and you (in which case the corresponding provisions therein shall control), you hereby agree effective as of the date of your commencement of employment with the Company, without the Company's prior written consent, you will not, directly or indirectly:

(i) at any time during or after your employment with the Company, disclose or use any Confidential Information pertaining to the business of the Company or Affiliates, except when required to perform your duties to the Company, by law or judicial process; and

(ii) at any time during your employment with the Company and for a period of twelve (12) months thereafter, directly or indirectly (A) solicit customers or clients of the Company or Affiliates to terminate their relationship with the Company or Affiliates or otherwise solicit such customers or clients to compete with any business of the Company or Affiliates or (B) solicit or offer employment to any person who is, or has been at any time during the twelve (12) months immediately preceding the termination of your employment employed by the Company or Affiliates.

If you are bound by any other agreement with the Company regarding the use or disclosure of Confidential Information, the provisions of this Section shall be read in such a way as to further restrict and not to permit any more extensive use or disclosure of Confidential Information.

(b) Notwithstanding clause (a) above, if at any time a court holds that the restrictions stated in such clause (a) are unreasonable or otherwise unenforceable under circumstances then existing, the

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parties hereto agree that the maximum period or scope determined to be reasonable under such circumstances by such court will be substituted for the stated period or scope. Because your services are unique and because you have had access to Confidential Information, you agree that money damages will be an inadequate remedy for any breach of this Section. In the event of a breach or threatened breach of this Section, the Company or its successors or assigns may, in addition to other rights and remedies existing in their favor, apply to any court of competent jurisdiction for specific performance and/or injunctive relief in order to enforce, or prevent any violations of, the provisions hereof (without the posting of a bond or other security).

(c) In the event that you breach any of the provisions of this Section, in addition to all other remedies that may be available to the Company, all vested and unvested RSUs shall be cancelled for no consideration and you must account for and pay over to the Company all compensation, profits, monies, or other benefits derived or received by you under this Agreement, including any portion of the RSUs that have been settled or proceeds thereon realized by you and all amounts paid to you upon the sale of shares of Common Stock you received under this Agreement.

**8. Adjustments for Corporate Transactions and Other Events.**

(a) **Stock Dividend, Stock Split and Reverse Stock Split.** Upon a stock dividend of, or stock split or reverse stock split affecting, the Common Stock, the number of outstanding RSUs shall, without further action of the Administrator, be adjusted to reflect such event; provided, however, that any fractional RSUs resulting from any such adjustment shall be eliminated. Adjustments under this paragraph will be made by the Administrator, whose determination as to what adjustments, if any, will be made and the extent thereof will be final, binding and conclusive.

(b) **Merger, Consolidation and Other Events.** If Laureate shall be the surviving or resulting corporation in any merger or consolidation and the Common Stock shall be converted into other securities, the RSUs shall pertain to and apply to the securities to which a holder of the number of shares of Common Stock subject to the RSUs would have been entitled. If the stockholders of Laureate receive by reason of any distribution in total or partial liquidation or pursuant to any merger of Laureate or acquisition of its assets, securities of another entity or other property (including cash), then the rights of the Company under this Agreement shall inure to the benefit of Laureate's successor, and this Agreement shall apply to the securities or other property (including cash) to which a holder of the number of shares of Common Stock subject to the RSUs would have been entitled, in the same manner and to the same extent as the RSUs.

**9. Non-Guarantee of Employment or Service Relationship.** Nothing in the Plan or this Agreement shall alter your at-will or other employment status or other service relationship with the Company, nor be construed as a contract of employment or service relationship between the Company and you, or as a contractual right of you to continue in the employ of, or in a service relationship with, the Company for any period of time, or as a limitation of the right of the Company to discharge you at any time with or without cause or notice and whether or not such discharge results in the forfeiture of any nonvested and forfeitable RSUs or any other adverse effect on your interests under the Plan.

**10. Rights as Stockholder.** You shall not have any of the rights of a stockholder with respect to any shares of Common Stock that may be issued in settlement of the RSUs until such shares of Common Stock have been issued to you. No adjustment shall be made for dividends, distributions, or other rights for which the record date is prior to the date such shares are issued, except as provided in Section 10 of the Plan.

**11. The Company's Rights.** The existence of the RSUs shall not affect in any way the right or power of Laureate or its stockholders to make or authorize any or all adjustments, recapitalizations, reorganizations, or other changes in the Company's capital structure or its business, or any merger or consolidation of the Company, or any issue of bonds, debentures, preferred or other stocks with preference ahead of or convertible into, or otherwise affecting the Common Stock or the rights thereof, or the dissolution or liquidation of the Company, or any sale or transfer of all or any part of the Company's assets or business, or any other corporate act or proceeding, whether of a similar character or otherwise.

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**12. Restrictions on Issuance of Shares.** The issuance of shares of Common Stock upon settlement of the RSUs shall be subject to and in compliance with all applicable requirements of federal, state, or foreign law with respect to such securities. No shares of Common Stock may be issued hereunder if the issuance of such shares would constitute a violation of any applicable federal, state, or foreign securities laws or other law or regulations or the requirements of any stock exchange or market system upon which the Common Stock may then be listed. The inability of Laureate to obtain from any regulatory body having jurisdiction the authority, if any, deemed by Laureate's legal counsel to be necessary to the lawful issuance of any shares subject to the RSUs shall relieve Laureate of any liability in respect of the failure to issue such shares as to which such requisite authority shall not have been obtained. As a condition to the settlement of the RSUs, Laureate may require you to satisfy any qualifications that may be necessary or appropriate, to evidence compliance with any applicable law or regulation, and to make any representation or warranty with respect thereto as may be requested by Laureate.

**13. Notices.** All notices and other communications made or given pursuant to this Agreement shall be given in writing and shall be deemed effectively given upon receipt or, in the case of notices delivered by Laureate to you, five (5) days after deposit in the United States mail, postage prepaid, addressed to you at the last address you provided to Laureate, or in the case of notices delivered to Laureate by you, addressed to the Administrator, care of Laureate for the attention of its Secretary at its principal executive office or, in either case, if the receiving party consents in advance, transmitted and received via telecopy or via such other electronic transmission mechanism as may be available to the parties. Notwithstanding the foregoing, Laureate may, in its sole discretion, decide to deliver any documents related to participation in the Plan and this award of RSUs by electronic means or to request your consent to participate in the Plan or accept this award of RSUs by electronic means. You hereby consent to receive such documents by electronic delivery and, if requested, to agree to participate in the Plan through an on-line or electronic system established and maintained by Laureate or another third party designated by Laureate.

**14. Entire Agreement.** This Agreement, together with the relevant Notice and the Plan, contain the entire agreement between the parties with respect to the RSUs granted hereunder. Any oral or written agreements, representations, warranties, written inducements, or other communications made prior to the execution of this Agreement with respect to the RSUs granted hereunder shall be void and ineffective for all purposes.

**15. Amendment.** This Agreement may be amended from time to time by the Administrator in its discretion; provided, however, that this Agreement may not be modified in a manner that would have a materially adverse effect on the RSUs as determined in the discretion of the Administrator, except as provided in the Plan or in a written document.

signed by each of the parties hereto.

16. Section 409A. This Agreement and the RSUs granted hereunder are intended to fit within the "short-term deferral" exemption from Section 409A of the Code as set forth in Treasury Regulation Section 1.409A-1(b)(4). In administering this Agreement, Laureate shall interpret this Agreement in a manner consistent with such exemption. Notwithstanding the foregoing, if it is determined that the RSUs fail to satisfy the requirements of the short-term deferral rule and are otherwise deferred compensation subject to Section 409A, and if you are a "Specified Employee" (within the meaning set forth Section 409A(a)(2)(B)(i) of the Code) as of the date of your separation from service (within the meaning of Treasury Regulation Section 1.409A-1(h)), then the issuance of any shares that would otherwise be made upon the date of the separation from service or within the first six (6) months thereafter will not be made on the originally scheduled date(s) and will instead be issued in a lump sum on the date that is six (6) months and one day after the date of the separation from service, but if and only if such delay in the issuance of the shares is necessary to avoid the imposition of additional taxation on you in respect of the shares under Section 409A of the Code. Each installment of shares that vests is intended to constitute a "separate payment" for purposes of Section 409A of the Code and Treasury Regulation Section 1.409A-2(b)(2).

17. No Obligation to Minimize Taxes. The Company has no duty or obligation to minimize the tax consequences to you of this award of RSUs and shall not be liable to you for any adverse tax

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consequences to you arising in connection with this award. You are hereby advised to consult with your own personal tax, financial and/or legal advisors regarding the tax consequences of this award and by signing the Notice, you have agreed that you have done so or knowingly and voluntarily declined to do so.

18. Conformity with Plan. This Agreement is intended to conform in all respects with, and is subject to all applicable provisions of, the Plan. Inconsistencies between this Agreement and the Plan shall be resolved in accordance with the terms of the Plan. In the event of any ambiguity in this Agreement or any matters as to which this Agreement is silent, the Plan shall govern. A copy of the Plan is available upon request to the Administrator.

19. No Funding. This Agreement constitutes an unfunded and unsecured promise by Laureate to issue shares of Common Stock in the future in accordance with its terms. You have the status of a general unsecured creditor of Laureate as a result of receiving the grant of RSUs.

20. Effect on Other Employee Benefit Plans. The value of the RSUs subject to this Agreement shall not be included as compensation, earnings, salaries, or other similar terms used when calculating your benefits under any employee benefit plan sponsored by the Company, except as such plan otherwise expressly provides. The Company expressly reserves its rights to amend, modify, or terminate any of the Company's employee benefit plans.

21. Governing Law. The validity, construction and effect of this Agreement, and of any determinations or decisions made by the Administrator relating to this Agreement, and the rights of any and all persons having or claiming to have any interest under this Agreement, shall be determined exclusively in accordance with the laws of the State of Maryland, without regard to its provisions concerning the applicability of laws of other jurisdictions. As a condition of this Agreement, you agree that you will not bring any action arising under, as a result of, pursuant to or relating to, this Agreement in any court other than a federal or state court in the districts which include Baltimore, Maryland, and you hereby agree and submit to the personal jurisdiction of any federal court located in the district which includes Baltimore, Maryland or any state court in the district which includes Baltimore, Maryland. You further agree that you will not deny or attempt to defeat such personal jurisdiction or object to venue by motion or other request for leave from any such court.

22. Resolution of Disputes. Any dispute or disagreement which shall arise under, or as a result of, or pursuant to or relating to, this Agreement shall be determined by the Administrator in good faith in its absolute and uncontrolled discretion, and any such determination or any other determination by the Administrator under or pursuant to this Agreement and any interpretation by the Administrator of the terms of this Agreement, will be final, binding and conclusive on all persons affected thereby. You agree that before you may bring any legal action arising under, as a result of, pursuant to or relating to, this Agreement you will first exhaust your administrative remedies before the Administrator. You further agree that in the event that the Administrator does not resolve any dispute or disagreement arising under, as a result of, pursuant to or relating to, this Agreement to your satisfaction, no legal action may be commenced or maintained relating to this Agreement more than twenty-four (24) months after the Administrator's decision.

23. Headings. The headings in this Agreement are for reference purposes only and shall not affect the meaning or interpretation of this Agreement.

24. Electronic Delivery of Documents. By your signing the Notice, you (i) consent to the electronic delivery of this Agreement, all information with respect to the Plan and the RSUs, and any reports of Laureate provided generally to Laureate's stockholders; (ii) acknowledge that you may receive from Laureate a paper copy of any documents delivered electronically at no cost to you by contacting Laureate by telephone or in writing; (iii) further acknowledge that you may revoke your consent to the electronic delivery of documents at any time by notifying Laureate of such revoked consent by telephone, postal service or electronic mail; and (iv) further acknowledge that you understand that you are not required to consent to electronic delivery of documents.

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25. **No Future Entitlement.** By your signing the Notice, you acknowledge and agree that: (i) the grant of a RSU award is a one-time benefit which does not create any contractual or other right to receive future grants of RSUs, or compensation in lieu of RSUs, even if RSUs have been granted repeatedly in the past; (ii) all determinations with respect to any such future grants and the terms thereof will be at the sole discretion of the Administrator; (iii) the value of the RSUs is an extraordinary item of compensation which is outside the scope of your employment contract, if any; (iv) the value of the RSUs is not part of normal or expected compensation or salary for any purpose, including, but not limited to, calculating any termination, severance, resignation, redundancy, end of service payments or similar payments, or bonuses, long-service awards, pension or retirement benefits; (v) the vesting of the RSUs ceases when you cease to be an Eligible Individual, or other cessation of eligibility for any reason, except as may otherwise be explicitly provided in this Agreement; (vi) the Company does not guarantee any future value of the RSUs; and (vii) no claim or entitlement to compensation or damages arises if the RSUs decrease or do not increase in value and you irrevocably release the Company from any such claim that does arise.

26. **Personal Data.**

You voluntarily consent to the collection, use and transfer, in electronic or other form, of your personal data as described in this Agreement and any other Plan materials ("Data") by and among, as applicable, the Company and any Affiliate for the exclusive purpose of implementing, administering, and managing your participation in the Plan.

You understand that the Company and any Affiliate may hold certain personal information about you, including, but not limited to, your name, home address and telephone number, date of birth, social insurance number or other identification number, salary, nationality, job title, any Shares or directorships held in the Company, details of all equity awards or any other entitlement to stock awarded, canceled, exercised, vested, unvested or outstanding in your favor, for the exclusive purpose of implementing, administering, and managing the Plan.

You understand that Data will be transferred to one or more a stock plan service provider(s) selected by the Company, which may assist the Company with the implementation, administration, and management of the Plan. You understand that the recipients of the Data may be located in the United States or elsewhere, and that the recipient's country (e.g., the United States) may have different, including less stringent, data privacy laws and protections than your country. You understand that if you reside outside the United States, you may request a list with the names and addresses of any potential recipients of the Data by contacting a local human resources representative. You authorize the Company and any other possible recipients that may assist the Company (presently or in the future) with implementing, administering and managing the Plan to receive, possess, use, retain and transfer the Data, in electronic or other form, for the sole purposes of implementing, administering and managing participation in the Plan.

You understand that Data will be held only as long as is necessary to implement, administer and manage participation in the Plan. You understand that if you reside in certain jurisdictions outside the United States, to the extent required by applicable laws, you may, at any time, request access to Data, request additional information about the storage and processing of Data, require any necessary amendments to Data or refuse or withdraw the consents given by accepting the RSUs, in any case without cost, by contacting in writing a local human resources representative. Further, you understand that you are providing these consents on a purely voluntary basis. If you do not consent or if you later seek to revoke consent, your engagement as a service provider with the Company or an Affiliate will not be adversely affected; the only consequence of refusing or withdrawing consent is that the Company will not be able to grant you RSUs under the Plan or administer or maintain the RSUs. Therefore, you understand that refusing or withdrawing your consent may affect your ability to participate in the Plan (including the right to retain the RSUs). You understand that you may contact a local human resources representative for more information on the consequences of refusal to consent or withdrawal of consent.

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{Glossary begins on next page}

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## GLOSSARY

- (a) "**Agreement**" means this document, as amended from time to time, together with the Plan which is incorporated herein by reference.
- (b) "**Code**" means the Internal Revenue Code of 1986, as amended, and the Treasury regulations and other guidance promulgated thereunder.
- (c) "**Common Stock**" means the Class A common stock, US\$.004 par value per share, of Laureate Education, Inc.

(d) "Company" means Laureate and its Subsidiaries.

(e) "Confidential Information" means all non-public information concerning trade secret, know how, software, developments, inventions, processes, technology, designs, the financial data, strategic business plans or any proprietary or confidential information, documents or materials in any form or media.

(f) "Disability" means "Disability" as such term may be defined in any employment agreement in effect at the time of termination of employment between you and Laureate or any of its Subsidiaries, or, if there is no such employment agreement or such term is not defined therein, "Disability" shall mean a total and permanent disability as defined in the long-term disability plan of Laureate or the Subsidiary, as applicable, with which you are employed on the date as of which the existence of a Disability is to be determined.

(g) "Eligible Individual" shall mean an officer or employee of, and other individual, including a non-employee director, who is a natural person providing bona fide services to or for, Laureate or any of its Subsidiaries, provided that such services are not in connection with the offer or sale of securities in a capital-raising transaction and do not directly or indirectly promote or maintain a market for Laureate's securities.

(h) "Good Reason" means "Good Reason" as such term may be defined in any employment agreement in effect at the time of termination of employment between you and Laureate or any of its Subsidiaries, or, if there is no such employment agreement or such term is not defined therein, "Good Reason" shall mean, without your consent, (i) a material reduction in base salary (other than a general reduction in base salary that affects all similarly situated employees), (ii) a substantial diminution in your title, duties and responsibilities, other than any isolated, insubstantial and inadvertent failure by the Company that is not in bad faith, or (iii) a transfer of your primary workplace by more than fifty (50) miles from your current workplace; provided, however, that in any event, such conduct is not cured within ten (10) business days after you give the Company notice of such event.

(i) "Grant Date" means the effective date of a grant of RSUs made to you as set forth in the Notice.

(j) "Notice" means the statement, letter or other written notification provided to you by the Company setting forth the terms of a grant of RSUs made to you.

(k) "You" or "Your" means the recipient of the RSUs as reflected on the applicable Notice. Whenever the word "you" or "your" is used in any provision of this Agreement under circumstances where the provision should logically be construed, as determined by the Administrator, to apply to the estate, personal representative, or beneficiary to whom the RSUs may be transferred by will or by the laws of descent and distribution, the words "you" and "your" shall be deemed to include such person.

{End of Agreement}

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**Exhibit 19**

## **INSIDER TRADING POLICY**

**Amended and Restated as of December 14, 2023**

This insider trading policy (the "Policy") describes the standards of Laureate Education, Inc. and its subsidiaries and affiliated entities, including all institutions that are part of the *Laureate International Universities* network (collectively, the "Company" or "Laureate") on trading, and causing the trading of, Laureate's securities or the securities of certain other publicly traded companies while in possession of confidential information.

### **I. General**

The purchase or sale of securities by any person who possesses material nonpublic information (often referred to as "insider trading") is a violation of U.S. federal and state securities laws, may violate the laws of other countries, and is a violation of Laureate's Code of Conduct and

Ethics. It is important that the appearance, as well as the fact, of trading on the basis of material nonpublic information be avoided. Therefore, it is Laureate's policy that any person subject to this Policy who possesses material nonpublic information pertaining to the Company not trade in Laureate's securities, advise anyone else to do so, or communicate the information to anyone without the Company's authorization until that person knows that the information has been disseminated to the public.

If you are a person to whom this Policy applies and you are aware of material nonpublic information relating to the Company you may not, directly or through family members or other persons or entities over which you have or share direct or indirect voting or investment control,

- trade Laureate securities, other than pursuant to a trading plan that complies with Rule 10b5-1 promulgated by the Securities and Exchange Commission ("SEC").
- engage in any other action to take personal advantage of that information, or
- pass that information on to others outside the Company, including friends and family (a practice referred to as "tipping").

In addition, it is Laureate's policy that if you are a person to whom this Policy applies and, in the course of working for the Company, you learn of material nonpublic information of another company with which the Company does business, such as a customer or supplier, you may not trade in that company's securities or its industry until that information becomes public or is no longer material.

Every person to whom this Policy applies has an individual responsibility to comply with this Policy against illegal insider trading. A director, officer or employee may, from time to time, have to forego a proposed transaction in the Company's securities even if he or she planned to make the transaction before learning of the material nonpublic information and

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even though such person believes that he or she may suffer an economic loss or forego anticipated profit by waiting.

## II. Persons Subject to this Policy

This Policy applies to all directors, officers and employees of the Company, including, for the avoidance of doubt, all of the Company's subsidiaries and affiliated entities, including all institutions that are part of the *Laureate International Universities* network, and to contractors, consultants or any other persons the Company determines should be subject to the Policy. For the purposes of this Policy, officers and outside directors, including officers and outside directors of institutions that are part of the *Laureate International Universities* network, are included within the term "employee." This Policy also applies to any other persons whom the Company's insider trading "Compliance Officer" (as defined in Section 5 of this Policy) may designate because they have access to material nonpublic information concerning the Company, as well as any person who receives material nonpublic information from any Insider (as defined in Section 3 of this Policy). This Policy covers actions by family members who reside with employees, officers and directors (including a spouse, a child, a child away at college, stepchildren, grandchildren, parents, stepparents, grandparents, siblings and in-laws), anyone else who lives in such persons' household and any family members who do not live in their household but whose transactions in the Company's securities are directed by employees, officers and directors or are subject to the control or influence by such persons, such as parents or children who consult with such persons before they trade in the Company's securities (collectively referred to as "family members"). Employees are responsible for the transactions of these other persons and therefore should make them aware of the need to confer with you before they trade in the Company's securities, and you should treat all such transactions for purposes of this Policy and applicable securities laws as if the transactions were for your own account. This Policy does not, however, apply to personal securities transactions of family members where the purchase or sale decision is made by a third party not controlled by, influenced by or related to you or your family members. This Policy also covers actions by any entities (such as trusts, limited partnerships and corporations) over which employees have or share voting or investment control (collectively referred to as "Controlled Entities"), and transactions by Controlled Entities should also be treated for purposes of this Policy and applicable securities laws as if they were for your own account.

## III. Persons Subject to Additional Restrictions

**Section 16 Insiders.** The Company has designated certain persons who are subject to the reporting provisions and trading restrictions of Section 16 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), and the underlying rules and regulations promulgated by the SEC. Each such person is referred to herein as a "Section 16 Insider." The Compliance Officer will maintain a list of Section 16 Insiders and amend such list from time to time as necessary to reflect the addition or removal of Section 16 Insiders.

**Access Persons.** The Compliance Officer will also maintain a list of other employees, and of position titles and descriptions of employees, who, by virtue of their position, have regular access to material nonpublic financial information concerning the Company, particularly nonpublic information concerning quarterly operating results, or who perform

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an operational role, such as head of a division or business unit, that is material to the Company as a whole ("Access Persons"). The Compliance Officer will maintain and amend such list from time to time as necessary to reflect the addition or removal of Access Persons, and the Compliance Officer will notify you if you are added to the list of Access Persons.

**Additional Restrictions.** Because Section 16 Insiders and Access Persons are more likely than other employees to possess material nonpublic information about the Company, and in light of the reporting requirements to which Section 16 Insiders are subject under Section 16 of the Exchange Act, Section 16 Insiders and Access Persons are subject to the additional restrictions set forth in Appendix I hereto. For purposes of this Policy, Section 16 Insiders and Access Persons are each referred to as "Insiders."

#### IV. Material Nonpublic Information

**"Material".** Information about the Company is generally "material" if it would be expected to affect the investment or voting decisions of a reasonable stockholder or investor, or if the disclosure of the information would be expected to significantly alter the total mix of the information in the marketplace about the Company. In simple terms, material information is any type of information that could reasonably be expected to affect the market price of the Company's securities. Both positive and negative information may be material. In addition, it should be emphasized that material information does not have to relate to a company's business; information about the contents of a forthcoming publication in the financial press that is expected to affect the market price of a security could well be material. While it is not possible to identify all information that would be deemed material, the following types of information ordinarily would be considered material:

Financial performance, especially quarterly and year-end operating results, and significant changes in financial performance or liquidity.

Significant changes in the prospects of the Company or of any institutions in the *Laureate International Universities* network.

Significant write-downs in assets or increases in reserves.

Changes in earnings estimates or unusual gains or losses at significant institutions in the *Laureate International Universities* network.

Company projections and strategic plans.

Company targets and budgets. Growth or expansion plans.

New academic programs in development.

Significant changes or trends in enrollment data.

Potential mergers or acquisitions, the sale of Company assets or subsidiaries or major partnering agreements, even if discussions are only in very preliminary stages.

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New major contracts, suppliers, customers or financing sources or the loss thereof. New marketing strategies. Lead flow, conversion rates and graduation rates.

Receipt or denial of regulatory approvals significantly affecting the Company's institutions or significant changes in regulations affecting the Company's institutions.

Significant pricing changes on key services.

Stock splits, public or private securities/debt offerings, or changes in Company dividend policies or amounts.

Changes in ratings on the Company's debt.

Significant changes in senior management or membership of the Board of Directors. Significant labor disputes or negotiations.

Significant disruption in the Company's operations or loss, potential loss, breach or unauthorized access of its property or assets, including its facilities, data and information technology infrastructure and cybersecurity and privacy incidents or events.

Actual or threatened major litigation, or the resolution of such litigation.

Investments, joint ventures or changes in assets.

Layoffs, furloughs, bankruptcy, corporate restructuring or receivership.

Changes in, or disagreements with, auditors or notifications that the Company may no longer rely on such firm's report.

**"Nonpublic".** Material information is "nonpublic" if it has not been widely disseminated to the general public through a report filed with the SEC or through major newswire services, national news services or financial news services. For purposes of this Policy, information will be considered public after the close of trading on the second full trading day on the Nasdaq Global Select Market following the Company's widespread public release of the information.

**Consult the Compliance Officer When in Doubt.** Any persons subject to this Policy who are unsure whether the information that they possess is material or nonpublic must consult the Compliance Officer for guidance before trading in any Company securities.

## V. Insider Trading Compliance Officer

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The Company has designated its Chief Legal Officer and Chief Ethics & Compliance Officer, as its Insider Trading Compliance Officer (the "Compliance Officer").

The duties of the Compliance Officer include the following:

Administering this Policy and monitoring and enforcing compliance with its provisions and procedures.

Responding to all inquiries relating to this Policy and its procedures.

Designating and announcing special trading blackout periods during which no Insiders may trade in Company securities.

Providing copies of this Policy and other appropriate materials to all current and new directors, officers and employees, and such other persons as the Compliance Officer determines have access to material nonpublic information concerning the Company.

Administering, monitoring and enforcing compliance with applicable insider trading laws and regulations; and, if requested, assisting in the preparation and filing of all required SEC reports relating to trading in Company securities, including without limitation Forms 3, 4, 5 and 144 and Schedules 13D and 13G.

Approving designated brokers through which Insiders are authorized to trade Company securities.

Revising this Policy as necessary to reflect changes in applicable insider trading laws and regulations.

Maintaining as Company records originals or copies of all documents required by the provisions of this Policy or the procedures set forth herein, and copies of all required SEC reports relating to insider trading, including without limitation Forms 3, 4, 5 and 144 and Schedules 13D and 13G.

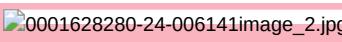
Maintaining the lists of Section 16 Insiders and Access Persons, and updating such lists periodically as necessary to reflect additions or deletions.

The Compliance Officer may designate one or more individuals who may perform the Compliance Officer's duties in the event that the Compliance Officer is unable or unavailable to perform such duties. The Compliance Officer has established a dedicated email address, [stocktrading@laureate.net](mailto:stocktrading@laureate.net), that will be monitored by the Compliance Officer and by the other persons who have been designated by the Compliance Officer to perform the Compliance Officer's duties under this Policy. In fulfilling his or her duties under this Policy, the Compliance Officer shall be authorized to consult with the Company's outside counsel.

## VI. Statement of Policy

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**TableGeneral Rule.** This Policy applies to all transactions in Laureate's common stock, options to purchase common stock and any other securities the Company may issue from time to time, such as preferred stock, convertible notes, warrants, bonds, notes and convertible debentures, as well as derivative securities relating to the Company's stock, whether or not issued by the Company, such as exchange-traded options or swaps. For purposes of **Contents** this Policy, the term "trade" includes any transaction in the Company's securities, including gifts and pledges.

No director, officer or employee may disclose material nonpublic information concerning the Company to any other person (including family members). No director, officer, employee, family member or Controlled Entity may make recommendations or express opinions as to trading in the Company's securities while in possession of material nonpublic information, except that such person may advise others not to trade in the Company's securities if doing so might violate the law or this Policy.

Employees are prohibited from posting messages or otherwise participating in chat room discussions, blogs or other Internet forums regarding the Company's securities.

#### **Certain Limited Exceptions**

**Equity Incentive Plans.** The trading prohibitions and restrictions set forth in this Policy do not apply to the exercise of stock options or other equity awards for cash, but do apply to all sales of securities acquired through the exercise of stock options or other equity awards. Thus, this Policy does apply to the "same-day sale" or cashless exercise of Company stock options.

**Tax Withholding Rights.** The trading prohibitions and restrictions set forth in this Policy do not apply to the exercise of tax withholding rights pursuant to which a director, officer or other employee elects to have Laureate withhold shares of Laureate securities to satisfy any tax withholding requirements.

**Transferring of Shares.** The trading prohibitions and restrictions set forth in this Policy do not apply to transferring shares to an entity that does not involve a change in the beneficial ownership of the shares (for example, to certain types of trusts of which you are the sole beneficiary during your lifetime).

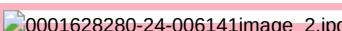
**10b5-1 Plans.** The trading prohibitions and restrictions set forth in this Policy do not apply to the execution of transactions pursuant to a trading plan that complies with Rule 10b5-1 under the Exchange Act and which has been approved by the Company (see Section 8 of Appendix I).

#### **VII. Release of Material Nonpublic Information**

The Company is required under the U.S. federal securities laws to avoid the selective disclosure of material nonpublic information. The Company has established procedures for releasing material information in a manner that is designed to achieve broad dissemination of the information immediately upon its release, including a Communications Policy and a Regulation FD Policy. Employees may not, therefore, disclose material information to

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Purpose anyone outside the Company, including family members and friends, other than in accordance with those established policies. Any inquiries from outsiders regarding material nonpublic information about the Company should be forwarded to the Compliance Officer, the Chief Financial Officer, or the designated executive with Laureate's finance group who is responsible for investor relations, in accordance with this Policy, the Communications Policy and the Regulation FD Policy.

It is the intent of Laureate Education, Inc. (together with its affiliates and subsidiaries, the "Company") to reward for results. The Annual Incentive Plan (the "Plan") provides an incentive to participants to maximize results in areas critical to the Company's success during the current year, and also rewards participants for their individual performance.

#### **VIII. Incentive Targets Prohibited Transactions**

The bonus target is based on each employee's level/position within the organization and is expressed as a percentage. **Short Sales.** Short sales of the base salary. This bonus target would have been communicated as Company's securities evidence an expectation on the part of an employee's new hire/transfer/promotion letter. The following table contains an example of an employee with a \$200,000 base salary the seller that the securities will decline in value, and a bonus target of 30%. An employee can earn up therefore signal to the maximum amount if maximum results are attained by both market that the seller has no confidence in the Company and/or its short-term prospects. In addition, short sales may reduce the individual employee.

Sample Bonus Target	Sample Maximum Bonus
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30% of base salary	60% of base salary
\$60,000	\$120,000

## Summary

The level of an employees' bonus payment will be based on seller's incentive to improve the results of two components:

### Business Results Component for Corporate Employees - ELT: 80%

The Business Results component Company's performance. For these reasons, short sales of the bonus payout is comprised Company's securities are prohibited by this Policy. In addition, Section 16(c) of the following factors: Exchange Act expressly prohibits Section 16 Insiders from engaging in short sales.

#### **1. Publicly Traded Options** Meeting or exceeding Adjusted EBITDA (Earnings Before Interest, Taxes, Depreciation, and Amortization)

threshold amount (40%. A transaction in options is, in effect, a bet on the short-term movement of the Business Results component):

2. Meeting Company's stock and therefore may create the appearance that the director or exceeding employee is trading based on inside information. Transactions in options also may focus the Revenue threshold amount (30%director's or employee's attention on short-term performance at the expense of the Business Results component);
3. Meeting Company's long-term objectives. Accordingly, transactions in puts, calls or exceeding other derivative securities involving the New Enrollment threshold amount (20%Company's stock, on an exchange or in any other organized market, are prohibited by this Policy. (Option positions arising from certain types of hedging transactions are governed by the Business Results component); and
4. Meeting or exceeding Unlevered Free Cash Flow (Adjusted EBITDA +/- Working Capital +/- Cash Taxes – Capital Expenditures - EIP) threshold amount (10% of the Business Results component)

### Individual Results Component - ELT: 20%

Each employee's performance level on their Personal Objectives (100% of the Individual Results component)

### Adjusted EBITDA Threshold Gatekeeper

If Adjusted EBITDA is less than 85%, no incentive payments will be made to any participant. section below captioned "Hedging Transactions.")

#### Internal Controls

**It is critical Hedging Transactions.** Certain forms of hedging or monetization transactions, such as zero- cost collars and forward sale contracts, allow an employee to maintain lock in much of the value of his or her stock holdings, often in exchange for all or part of the potential for upside appreciation in the stock. These transactions allow the employee to continue to own the covered securities, but without the full risks and rewards of ownership. When that occurs, the employee may no longer have the same objectives as the Company's position of having no material weaknesses. If you other stockholders. Therefore, such transactions involving the Company's securities are responsible for any Internal Control(s), your payment under prohibited by this plan may be reduced if you have a deficiency or material weakness at the end of {Year} as determined by the Laureate Internal Controls organization.

#### Metric Targets

Adjusted EBITDA, Unlevered Free Cash Flow, Revenue and New Enrollment are based on total Laureate Education, Inc. ("Laureate") targets. Policy.

**Discretion Margin Accounts and Pledges.** Securities held in a margin account as collateral for a margin loan may be sold by the broker without the customer's consent if the customer fails to meet a margin call. Similarly, securities pledged (or hypothecated) as collateral for a loan may be sold in foreclosure if the borrower defaults on the loan. Because a margin sale or foreclosure sale may occur at a time when the pledgor is aware of material nonpublic information or otherwise is not permitted to trade in Company securities, directors, officers and other employees are prohibited from holding Company securities in a margin account or pledging Company securities as collateral for a loan. An exception to this prohibition may be granted where a person wishes to pledge Company securities as collateral for a loan (not including margin debt) and clearly demonstrates the Company

Notwithstanding anything contrary in this summary, any bonus that you are eligible financial capacity to receive under repay the Plan will be subject loan without resort to the discretion, including the negative discretion, of the Compensation Committee of the Board of Directors of Laureate.

### Base Salary

Bonus calculations under the Plan will be based on a participant's base salary as of November 1, {Year} if they have been in the same job for the entire year. Please see the sections below titled "New Hire", "Internal Transfer/Promotion" and "Termination" if you experience any of those changes during the year.

pledged securities. Any person wishing to enter into such an

Performance Period arrangement must first receive pre-approval for the proposed transaction from the Compliance Officer in accordance with the pre-approval procedures set forth in Appendix I.

The effective performance period for this Plan runs from January 1, {Year} **Managed Accounts**. If you have a managed account (where another person has been given discretion or authority to trade without your prior approval), through December 31, {Year} (the "Performance Period"), you must advise your broker or investment advisor not to trade in Company securities at any time.

#### IX. Suspension of Trading Activities by Employees

In order to avoid any questions and to protect directors, officers and employees and the Company from any potential liability, from time to time the Company may impose a "blackout" period during which time directors, officers and some or all of the Company's employees may not buy or sell the Company's securities. The Compliance Officer will impose such a blackout period if, in his judgment, there exists nonpublic information that would make trades by the Company's directors, officers and employees (or certain of the Company's employees) inappropriate in light of the risk that such trades could be viewed as violating applicable securities laws. All those affected shall not trade in the Company's securities while the suspension is in effect, and shall not disclose to others inside or outside the Company that trading has been suspended for certain individuals.

#### X. Violations of Insider Trading Laws or this Policy

**Civil and Criminal Penalties.** The consequences of prohibited insider trading or tipping can be severe. Persons violating insider trading or tipping rules may be required to disgorge the profit made or the loss avoided by the trading, pay civil penalties of up to three times the profit made or loss avoided, face private action for damages, as well as being subject to criminal penalties, including up to 20 years in prison and fines of up to \$5 million. The Company and/or the supervisors of the person violating the rules may also be required to pay major civil or criminal penalties. The SEC has imposed large penalties even when the disclosing person did not profit from the trading. The SEC, the stock exchanges and the Financial Industry Regulatory Authority use sophisticated electronic surveillance techniques to uncover insider trading.

**Company Discipline.** Violation of this Policy or applicable insider trading laws by any director, officer or employee may subject the director to removal proceedings and the officer or employee to disciplinary action by the Company, including termination for cause.

**Reporting Violations.** Any person who violates this Policy or any federal or state laws governing insider trading, or knows of any such violation by any other person, must report the violation immediately to the Compliance Officer at [stocktrading@laureate.net](mailto:stocktrading@laureate.net) or the Audit Committee of the Company's Board of Directors. Upon learning of any such violation, the Compliance Officer or Audit Committee, in consultation with the Company's legal counsel, will determine whether the Company should release any material nonpublic information or whether the Company should report the violation to the SEC or other appropriate governmental authority.

#### XI. Confidentiality

**How Results Are Measured** Neither this Policy nor any policy of the Company, and notwithstanding any other confidentiality or non-disclosure agreement (whether in writing or otherwise, including without limitation as part of an employment agreement, separation agreement or similar

employment or compensation arrangement) applicable to current or former directors, officers or employees, should be deemed to restrict any current or former director, officer or employee from communicating, cooperating or filing a complaint with any U.S. federal, state or local governmental or law enforcement branch, agency or entity (collectively, a "Governmental Entity") with respect to possible violations of any U.S. federal, state or local law or regulation, or otherwise making disclosures to any Governmental Entity, in each case, that are protected under the whistleblower provisions of any such law or regulation, provided that (1) in each case such communications and disclosures are consistent with applicable law and (2) the information subject to such disclosure was not obtained by the current or former director, officer or employee through a communication that was subject to the attorney-client privilege, unless such disclosure of that information would otherwise be permitted by an attorney pursuant to 17 CFR 205.3(d)(2), applicable state attorney conduct rules, or otherwise. Any agreement in conflict with the foregoing is hereby deemed amended by the Company to be consistent with the foregoing.

## XII. Acknowledgement

**Key Performance Results Weights** The Company's Policy with respect to securities trading and the disclosure of confidential information, and the procedures that implement this Policy, are not intended to serve as precise recitations of the legal prohibitions against insider trading and tipping which are highly complex, fact specific and evolving. Certain of the procedures are designed to prevent even the appearance of impropriety and in some respects may be more restrictive than the securities laws. Therefore, these procedures are not intended to serve as a basis for establishing civil or criminal liability that would not otherwise exist.

As previously noted, if the Adjusted EBITDA threshold of 85% (\$319,459,078) is not met or exceeded, no payments will be made available on the Company's intranet (or click on the following link: [Insider Trading Policy](#)) and delivered to all directors, officers and employees upon its adoption or material revision, and to all new employees at the start of their employment or relationship with the Company. Upon receiving a copy of the Policy or any participant revised versions, each Section 16 Insider or Access Person must acknowledge that he or she has received a copy and agrees to comply with the Policy's terms.

This Policy continues to apply to transactions in the Company's securities even after termination of employment. If an employee is in possession of material nonpublic information when his or her employment terminates, he or she may not trade in the Company's securities until that information has become public or is no longer material.

The total bonus payment Company may change the terms of this Policy from time to time to respond to developments in law and practice. The Company will be based on Business and Individual components. The following table defines the component factors and assigns the weighting take steps to inform all affected persons of each:

	Component Factors	Factor Definitions	Component Weighting	Factor Weighting
Business Component Factors	Adjusted EBITDA	Corporate Adjusted EBITDA results for {Year} versus a target based on the budgeted {Year} Adjusted EBITDA.	80%	40%
	Revenue	Corporate Revenue results for {Year} versus a target based on the budgeted {Year} Revenue.		30%
	New Enrollment	Corporate New Enrollment results for {Year} versus a target based on the budgeted {Year} New Enrollment.		20%
	Unlevered Free Cash Flow	Corporate Unlevered Free Cash Flow results for {Year} versus a target based on the budgeted {Year} Unlevered Free Cash Flow.		10%
Individual Component	Individual Objectives	Individual results achieved during {Year} versus objectives as approved by management at the start of {Year}.	20%	100%

## Adjusted EBITDA Factor Table any material change to this Policy.

Adjusted EBITDA will account for 40% Please direct all inquiries regarding any of the Business Results component provisions or procedures of your targeted bonus payment potential. Adjusted EBITDA results will be analyzed after the end of the calendar year versus targeted Adjusted EBITDA. To achieve any bonus payment for the Adjusted EBITDA factor of your bonus, and any bonus payment under this Plan, the threshold level of Adjusted EBITDA must be met or exceeded. If that level is achieved, payment for Adjusted EBITDA results will be determined according Policy to the following table: Compliance Officer at

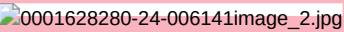
{Year} Adjusted EBITDA Target for Corporate			
Performance Against Plan	Adjusted EBITDA for {Year}	% Attainment of Target	Bonus Factor
Maximum		115%	200%
Above Target		>100% to <115%	+6.67% for every incremental 1% in Adjusted EBITDA above target
Target		100%	100%

Above Threshold		85% to <100%	-6.67% for every 1% decrease in Adjusted EBITDA below target
Threshold		<85%	0%

[stocktrading@laureate.net](mailto:stocktrading@laureate.net).

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### Revenue Factor Table

Revenue will account for 30% of the Business Results component of your targeted bonus payment potential. Revenue results will be analyzed after the end of the calendar year versus targeted Revenue. To achieve any bonus payment for the Revenue factor of your bonus, the threshold level of Revenue must be met or exceeded. If that level is achieved, payment for Revenue results will be determined according to the following table:

{Year} Revenue Target for Corporate			
Performance Against Plan	Revenue for {Year}	% Attainment of Target	Bonus Factor
Maximum		110%	200%
Above Target		>100% to <110%	+10.00% for every 1% increase in Revenue above target
Target		100%	100%
Above Threshold		90% to <100%	-10.00% for every 1% decrease in Revenue below target
Threshold		<90%	0%

### New Enrollment Factor Table APPENDIX I

New Enrollment will account for 20%Special Restrictions on Transactions in Company Securities by Section 16 Insiders and Access Persons

#### Section 1. Overview

To minimize the risk of apparent or actual violations of the Business Results component rules governing insider trading, we have adopted these special restrictions relating to transactions in Company securities by Insiders. As with the other provisions of your targeted bonus payment potential. New Enrollment results this Policy, Insiders are responsible for ensuring compliance with this Appendix I, including restrictions on all trading during certain periods, by family members and members of their households and by entities over which they exercise voting or investment control. Insiders should provide each of these persons or entities with a copy of this Policy.

#### Section 2. Trading Window

In addition to the restrictions that are applicable to all employees, any trade by an Insider that is subject to the Insider Trading Policy will be analyzed after permitted only during an open "trading window." The trading window generally opens following the end close of trading on the second full trading day following the public issuance of the calendar year versus targeted New Enrollment. To achieve any bonus payment Company's earnings release for the New Enrollment factor most recent fiscal quarter and closes at the close of your bonus, trading on the threshold level fifteenth day of New Enrollment the last month of a fiscal quarter. For the avoidance of doubt, this means the regular quarterly trading windows will close at the close of trading on March 15, June 15, September 15 and December 15. In addition to the times when the trading window is scheduled to be closed, the Company may impose a special blackout period at its discretion due to the existence of material nonpublic information, such as a pending acquisition, that is likely to be widely known among Insiders. Following termination of employment or other service, Insiders will be subject to the trading window for the quarter in which termination occurs, as well as any special blackout period in effect at the time of termination. Even when the trading window is open, Insiders and other Company personnel are prohibited from trading in the Company's securities while in possession of material nonpublic information. The Company's Compliance Officer will advise Insiders when the trading window opens and closes.

#### Section 3. Pre-Clearance of Trades

As part of the Company's Insider Trading Policy, all purchases and sales of equity securities of the Company by Insiders, other than transactions that are not subject to the Policy or transactions pursuant to a Rule 10b5-1 trading plan approved in accordance with this Policy, must be met or exceeded. If pre-cleared by the Compliance Officer. This applies even during an open trading window. The intent of this requirement is to prevent inadvertent violations of the Policy, avoid trades involving the appearance of improper insider trading, facilitate timely Form 4 reporting and avoid transactions that level is achieved, payment for New Enrollment results will be determined according are subject to disgorgement under Section 16(b) of the following table: Exchange Act.

{Year} New Enrollment Target for Corporate			
Performance Against Plan	New Enrollment for {Year}	% Attainment of Target	Bonus Factor
Maximum		115%	200%
Above Target		>100% to <115%	+6.67% for every 1% increase in New Enrollment above target
Target		100%	100%
Above Threshold		85% to <100%	-6.67% for every 1% decrease in New Enrollment below target

Requests for pre-clearance must be submitted to the Compliance Officer at [stocktrading@laureate.net](mailto:stocktrading@laureate.net) at least two (2) business days in advance of each proposed transaction. If the Insider submits the request by email and does not receive a response from the Compliance Officer within twenty-four (24) hours (not including weekend days), the Insider will be responsible for following up to ensure that the message was received.

A request for pre-clearance should provide the following information:

The nature of the proposed transaction and the expected date of the transaction. The number of shares involved.

If the transaction involves a stock option exercise, the specific option to be exercised and the manner of exercise (e.g., "same-day sale" or "cashless exercise").

Contact information for the broker who will execute the transaction.

Certification to the Compliance Officer by the Insider that the Insider is not in possession of material nonpublic information concerning the Company.

Once the proposed transaction is pre-cleared, the Insider may proceed with it during an open window and within two trading days on the approved terms, provided that he or she complies with all other securities law requirements, such as (if applicable to the Insider) SEC Rule 144 and prohibitions regarding trading on the basis of inside information, and with any special trading blackout imposed by the Company prior to the completion of the trade. If the transaction does not occur with the two-day period following pre-clearance, the Insider must re-request pre-clearance. If the Insider is a Section 16 Insider, the Insider and his or her broker will be responsible for immediately reporting the results of the transaction as further described below.

In addition, pre-clearance is required for the establishment, modification or termination of a Rule 10b5-1 trading plan (see Section 8 of this Appendix I). However, pre-clearance will not be required for individual transactions effected pursuant to a pre-cleared Rule 10b5-1 trading plan that specifies or establishes a formula for determining the dates, prices and amounts of planned trades. Of course, the results of transactions effected by a Section 16 Insider under a Rule 10b5-1 trading plan must be reported immediately to the Company since they will be reportable on Form 4 within two (2) business days following the execution of the trade.

Notwithstanding the foregoing, any transactions by the Compliance Officer shall be subject to pre-clearance by the Chief Financial Officer or, in the event of his or her unavailability, the Chief Executive Officer.

#### Section 4. Hardship Exemptions

The Compliance Officer may, on a case by case basis, authorize a transaction in the Company's securities by an Insider outside of the trading window (but in no event during a

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### Unlevered Free Cash Flow Factor Table

Unlevered Free Cash Flow will account (special blackout period) due to extreme financial or other hardship. Any request for 10% a hardship exemption must be in writing and must describe the amount and nature of the Business Results component of your targeted bonus payment potential. Unlevered Free Cash Flow results will be analyzed after proposed transaction and the end circumstances of the calendar year versus hardship. (The request may be made as part of a pre-clearance request, so long as it is in writing.) The Insider requesting the targeted Unlevered Free Cash Flow. To achieve any bonus payment for the Unlevered Free Cash Flow factor of your bonus, the threshold level of Unlevered Free Cash Flow hardship exemption must be met or exceeded. If that level is achieved, payment for Unlevered Free Cash Flow results will be determined according also certify to the following table:

{Year} Unlevered Free Cash Flow Target for Corporate			
Performance Against Plan	Unlevered Free Cash Flow for {Year}	% Attainment of Target	Bonus Factor
Maximum		120%	200%
Above Target		>100% to <120%	+5.00% for every incremental 1% in Unlevered Free Cash Flow above target
Target		100%	100%
Above Threshold		80% to <100%	-5.00% for every 1% decrease in Unlevered Free Cash Flow below target
Threshold		<80%	0%

### Individual Objectives

Individual objectives make up 20% of your bonus payment for the year. Objectives will be set by each participant and their manager at the start of the year. At the end of the year, 20% of your targeted bonus will be based on the results attained for those objectives. Results for each objective will be rated by your manager, and a final overall percentage between 0% and 200% should be applied by the manager Compliance Officer within two (2) business days prior to this portion of the bonus. *The system used to plan incentive payments will not accept any percentage above 200%*

### Timing of Bonus Payments

Bonuses, if paid at all, are paid once a year as soon as administratively practicable after the Company's certification of achievement against the metrics outlined above. Furthermore, the timing of bonus payments is contingent on the publication of Laureate's {Year} audited financial statements.

### New Hire

Bonuses for Plan participants hired on or after March 1<sup>st</sup> of the Performance Period will be prorated depending on the date of hire. Those hired prior to the proposed trade that he or she is not in possession of material nonpublic information concerning the Company.

#### Section 5. Reporting of Transactions

To facilitate timely reporting under Section 16 of the Exchange Act of Insider transactions in Laureate's common stock, Section 16 Insiders are required to March 1<sup>st</sup> will not have their bonus prorated. For example, someone hired on July 1<sup>st</sup> would receive a prorated bonus (a) report the details of 184/365ths of their projected bonus. Employees hired each transaction immediately after November 1<sup>st</sup> it is executed and (b) arrange with persons whose trades must be reported by the Section 16 Insider under Section 16 (such as immediate family members living in the Insider's household) to immediately report directly to the Company and to the Insider the details of any year are ineligible for transactions they have in Laureate's common stock.

Transaction details to be reported include: Transaction date (trade date).

Number of shares involved.

Price per share at which the transaction was executed (before addition or deduction of brokerage commissions and other transaction fees).

If the transaction was a bonus payment for that year. Please consult your local HR partners stock option exercise, the specific option exercised. Contact information for the new hire date that applies broker who executed the transaction.

The transaction details must be reported to your country/region, the Compliance Officer at [stocktrading@laureate.net](mailto:stocktrading@laureate.net), with copies to the Company personnel who will assist the Section 16 Insider in preparing his or her Form 4.

#### Section 6. Persons Subject to Section 16

**Internal Transfer/Promotion** Most purchases and sales of Company securities by directors, executive officers, Laureate's principal accounting officer and greater-than-10% stockholders are subject to Section 16 of the Exchange Act. The Board of Directors or its designated committee will review, at least annually, those individuals who are deemed to be executive officers for purposes of Section 16 and will recommend any changes regarding such status to the Board of Directors. An executive officer is generally defined as the president, principal financial officer, principal accounting officer, any vice president in charge of a principal business unit, division or function or any other officer or person who performs a policy making function. As a general matter, the members of Laureate's Executive Committee shall be its executive officers.

Employees transferring from one bonus-eligible position

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#### Section 7. Form 4 Reporting

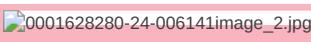
Under Section 16, most transactions in Company securities by Section 16 Insiders are subject to reporting on Form 4 within two (2) business days following the Company to another will have their bonus compensation pro-rated based on their time in each position if the change in position means a change in salary grade and therefore eligibility. An employee who transfers from a bonus-eligible position to other positions within the Company not covered by this Plan will be paid bonus compensation based on the job they are leaving and only for the pro-rated period the employee actually worked transaction date (which in the bonus-eligible position).

Termination

Employees who leave case of an open market trade is the Company either voluntarily date when the broker places the buy or involuntarily sell order, not the date when the trade is settled). To facilitate timely reporting, all transactions that are not eligible for bonus payments under this Plan. To be eligible for a bonus payment, the participant subject to Section 16 must be actively employed by reported to the Company on the exact same day as the trade date, that or, with respect to transactions effected pursuant to a Rule 10b5-1 trading plan, on the bonuses are paid. Notwithstanding day the foregoing two sentences, any employee who Insider is involuntarily terminated without cause by the Company during the fiscal year to which this Plan applies (the "Plan Year") will be eligible to receive a pro-rated portion of his or her performance bonus if the employee works

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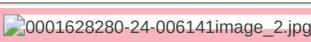
Confidential 8

Annual Incentive Plan [ELT Form] 

through June 30 advised of the Plan Year, to be paid at terms of the same time and under the same circumstances as then-current employees, transaction.

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Confidential 9

Annual Incentive Plan [ELT Form] 

#### Section 8. 10b5-1 Trading Plans

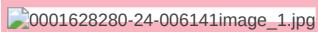
Putting It All Together – Sample Bonus Payment Calculation

Targets were A 10b5-1 trading plan is a binding, written contract between you and your broker that specifies the price, amount, and date of trades to be executed in your account in the future, or provides a formula or mechanism that your broker will follow, and satisfies various other conditions and limitations set forth in Rule 10b5-1 under the Exchange Act. A 10b5-1 trading plan can only be established when you do not possess material nonpublic information. Therefore, Insiders cannot enter into these plans at the start any time when in possession of the calendar year for each bonus plan component.

After the end of the period, results are tabulated. If results exceed threshold material nonpublic information and, in a positive manner, and Gatekeepers are met or exceeded, a bonus payment will be calculated using the tables above.

#### Bonus Calculation Example

Annual Base Salary:	\$200,000
Incentive Target (as % of salary):	30%
Annual Bonus Target:	\$60,000 (30% of \$200,000)
EBITDA Gatekeepers Met or Exceeded:	Yes



\*The factor % applied addition, persons subject to the individual portion pre-clearance requirements of this Policy described in Section 3 of this Appendix I cannot enter into these plans outside an open trading window. In addition, a 10b5-1 trading plan must not permit you to exercise any subsequent influence over how, when, or whether the bonus is determined based on the employee's performance rating and the organizational achievement.

**This example is for illustration purposes only. Your specific salary level and results will vary from this example and there is no guarantee that you will earn any level bonus in any given performance period.**

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#### Additional Information

Employees may not expect to participate in this Plan if they purchases or sales are participants in any other cash-based short-term incentive plan of the Company. Short-term incentive plans are defined as plans for which desired results will be achieved in 1 year or less. made.

The Plan may be amended, revised, replaced, rules regarding 10b5-1 trading plans are complex and you must fully comply with them. You should consult with your legal advisor before entering into any 10b5-1 trading plan.

Each Insider must pre-clear with the Compliance Officer any proposed trading plan or terminated at any time unilaterally by the Company, arrangement, including 10b5-1 trading plans, prior to establishing, amending or terminating such plan. The Company reserves the right to interpret and implement withhold pre- clearance of the terms adoption, amendment or termination of this Plan any such trading plan that the Company determines is not consistent with the rules regarding such plans. No Insider will be permitted to adopt a 10b5-1 trading plan if such Insider has an existing contract, instruction or plan that would qualify for the affirmative defense under Rule 10b5-1, subject to the exceptions set forth in its sole discretion, the rule. Notwithstanding any pre-clearance of a 10b5-1 or other trading plan, the Company assumes no liability for the consequences of any transaction made pursuant to such plan.

Incentive targets If you enter into a 10b5-1 trading plan, your 10b5-1 trading plan should be structured to avoid purchases or sales on dates occurring shortly before known announcements, such as quarterly or annual earnings announcements. Even though transactions executed in accordance with a properly formulated 10b5-1 trading plan are exempt from the insider trading rules, the trades may be adjusted by nonetheless occur at times shortly before we announce material news, and the investing public and media may not understand the nuances of trading pursuant to a 10b5-1 trading plan. This could result in negative publicity for you and the Company at its sole discretion for any reason during if the course of SEC or Nasdaq were to investigate your trades. If you enter into a 10b5-1 trading plan, the Performance Period, including but not limited to changes in business conditions, first

Appendix I - 13

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The Plan is governed by

trade under that plan cannot occur until the laws later to occur of (i) 90 days after the State of Maryland.

The Plan forms a part of the Laureate Education, Inc. Amended and Restated 2013 Long-Term Incentive Plan (the "2013 Plan"). To the extent there are any conflicts between the Plan and the Equity Plan, the terms of the 2013 Plan will control.

Nothing herein guarantees to you the right to continued employment with the Company, nor does it obligate the Company to make any Annual Incentive Plan payment, regardless of whether any of the performance criteria described herein have been met or exceeded. You will remain an at will employee at all times.

The Company retains the right to make adjustments in subsequent payments for errors that have occurred with relation to Annual Incentive Plan payments. This includes both errors made in favor of establishment of the plan participant, and errors made in favor (ii) two trading days after the next public release of quarterly earnings by the Company. Additionally, you must comply with other applicable and/or amended rules regarding 10b5-1 trading plans, including with respect to required certifications.

For Insiders, any modification or termination of a pre-approved 10b5-1 or other trading plan requires pre-clearance by the Compliance Officer. In addition, any modification of a pre-approved 10b5-1 or other trading plan must occur before you become aware of any material nonpublic information and must comply with the requirements of the rules regarding such trading plans (including Rule 10b5-1, if applicable) and, if you are subject to the trading window restrictions, must take place during an open trading window. Any modification of a 10b5-1 trading plan will not take effect until the later to occur of (i) 90 days after the modification of the plan and (ii) two trading days after the next public release of quarterly earnings by the Company.

Except

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#### CERTIFICATION FOR INSIDERS

The undersigned certifies that the undersigned has read, understands and agrees to comply with the Insider Trading Policy (the "Policy") of Laureate Education, Inc. (the "Company") as long as I am subject to the Policy. The undersigned agrees that the undersigned will be subject to sanctions, including, as to employees of the Company, termination of employment, that may be required imposed by applicable law, you shall not disclose the terms Company, in its discretion, for violation of this form (including the Policy, and that the Company may give stop-transfer and other instructions to the Company's financial and other performance objectives disclosed herein). transfer agent against the transfer of Company securities by the undersigned in a transaction that the Company considers to be in contravention of the Policy.

Insider:

Signature

Printed Name

Date

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Exhibit 21.1

Laureate Education, Inc.  
List of Subsidiaries as of February 7, 2024 January 27, 2025

Company	Jurisdiction of Organization
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1.	Inmobiliaria Educacional SPA	Chile
1.	Inmobiliaria e Inversiones San Genaro, SPA	Chile
1.	Laureate SPA	Chile
1.	Servicos Andinos SPA	Chile
1.	Fleet Street Development Company Honduras, S. de R.L. de C.V.	Honduras
1.	Laureate Education Asia Limited	Hong Kong
1.	LEI China, Limited	Hong Kong
1.	LEI Holdings, Ltd.	Hong Kong
1.	India Centric Education Hub Private Limited	India
1.	Exeter Street Holdings Sdn. Bhd.	Malaysia
1.	Colegio Americano de Veracruz, S.C. <sup>1</sup>	Mexico
1.	Colegio Villa Rica Coatzacoalcos, S.C. <sup>1</sup>	Mexico
1.	Colegio Villa Rica, S.C. <sup>1</sup>	Mexico
1.	Corparación Educativa de Celaya, S.C.	Mexico
1.	Fundacion UVM, S.C. (fka Fundación Laureate S.C.)	Mexico
1.	Laureate Education Mexico, S. de R.L. de C.V.	Mexico
1.	LEM Holdco, S DE RL De CV	Mexico
1.	Servicios Regionales Universitarios LE, S.C.	Mexico
1.	Universidad Autónoma de Veracruz, S.C. <sup>1</sup>	Mexico
1.	Universidad del Valle de México, S.C. <sup>1</sup>	Mexico
1.	Universidad Tecnológica de Mexico, S.C. <sup>2</sup>	Mexico
1.	Administradora CA Universitaria, S.C.	Mexico
1.	Education Trademark B.V.	Netherlands
1.	Fleet Street Education B.V.	Netherlands
1.	Fleet Street International Universities C.V.	Netherlands
1.	Idamus Global B.V. (fka Sumadi Global B.V.)	Netherlands
1.	Laureate Coöperatie U.A.	Netherlands
1.	Laureate International B.V.	Netherlands
1.	Laureate Middle East Holdings B.V.	Netherlands
1.	Laureate Netherlands Holding B.V. (fka Iniciativas Culturales de España B.V.)	Netherlands
1.	Laureate Trademark Holding B.V.	Netherlands
1.	LEI AMEA Investments B.V.	Netherlands
1.	LEI European Investments B.V.	Netherlands
1.	Desarrollos Urbanos Educativas, S. de R.L.	Panama
1.	Laureate Peru, S.A.C. (fka Inversiones Educacionales Perú S.R.L.)	Peru
1.	Laureate Education Perú S.A.C.	Peru
1.	Metramark S.A.C.	Peru
1.	Universidad Peruana de Ciencias Aplicadas, S.A.C.	Peru
1.	Universidad Privada del Norte, S.A.C.	Peru
1.	Instituto de Educacion Superior Privado Cibertec SAC (fka Instituto de Educación Superior Tecnológico Privado Red Avansys S.A.C.)	Peru
1.	Laureate Vocational Saudi Limited	Saudi Arabia
1.	LEI Singapore Holdings Pte. Ltd.	Singapore
1.	Education Trademark GmbH	Switzerland
1.	Laureate Coop GmbH	Switzerland
1.	Laureate I GmbH	Switzerland
1.	Laureate International GmbH	Switzerland
1.	Laureate Switzerland Holding GmbH (fka Iniciativas Culturales de España B.V., fka Laureate Netherlands Holding B.V.)	Switzerland
1.	Laureate-Obeikan, Ltd.	United Arab Emirates
1.	Exeter Street Holdings LLC	Maryland, USA
1.	Fleet Street International University Holdings, LLC	Maryland, USA
1.	FSIUH Holding LLC	Maryland, USA
1.	Exeter Street Illinois LLC (fka Kendall College LLC)	Illinois, USA
1.	Laureate US Holdings Corporation	Delaware, USA

1.	National Hispanic University, LLC	California, USA
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1 D/B/A Universidad del Valle de Mexico

2 D/B/A Universidad Tecnológica de México; Universidad del Valle de Mexico

1.	Exeter Street Holdings LLC	Maryland, USA
1.	Fleet Street International University Holdings, LLC	Maryland, USA/ Netherlands
1.	FSIUH Holding LLC	Maryland, USA/ Netherlands
1.	Exeter Street Illinois LLC (fka Kendall College LLC)	Illinois, USA
1.	Laureate US Holdings Corporation	Delaware, USA
1.	National Hispanic University, LLC	California, USA
1.	LEI Netherlands Corporation (fka Sumadi US Holding Corporation)	Delaware, USA

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Exhibit 23.1

CONSENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

We hereby consent to the incorporation by reference in the Registration Statements on Form S-3 (No. 333-255452) and Form S-8 (No. 333-217010) of Laureate Education, Inc. of our report dated **February 22, 2024** **February 20, 2025** relating to the financial statements and the effectiveness of internal control over financial reporting, which appears in this Form 10-K.

/s/ PricewaterhouseCoopers LLP

Baltimore, Maryland  
February **22, 2024** **20, 2025**

Exhibit 31.1

Certification Pursuant to Section 302 of the Sarbanes-Oxley Act of 2002

I, Eilif Serck-Hanssen, certify that:

1. I have reviewed this Annual Report on Form 10-K of Laureate Education, Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:

- (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information related to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
- (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
- (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
- (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and

5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):

- (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
- (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: **February 22, 2024** February 20, 2025

/s/ **EILIF SERCK-HANSSEN**

**Eilif Serck-Hanssen**  
President and Chief  
Executive Officer

Exhibit 31.2

**Certification Pursuant to Section 302 of the Sarbanes-Oxley Act of 2002**

I, Richard M. Buskirk, certify that:

1. I have reviewed this Annual Report on Form 10-K of Laureate Education, Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information related to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):

(a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and

(b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: February 22, 2024 February 20, 2025

/s/ /s/ RICHARD M.

BUSKIRK

Richard M. Buskirk  
Senior Vice President  
and Chief Financial  
Officer

Exhibit 32

Certificate Pursuant to Section 906 of the Sarbanes-Oxley Act Of 2002

In connection with the Annual Report of Laureate Education, Inc. on Form 10-K for the annual period ended December 31, 2023 December 31, 2024, as filed with the Securities and Exchange Commission on the date hereof (the "Report"), each of the undersigned officers of Laureate Education, Inc. does hereby certify, to the best of such officer's knowledge and belief, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that:

(1) The Report fully complies with the requirements of section 13(a) or 15(d) of the Securities Exchange Act of 1934; and

(2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: February 22, 2024 February 20, 2025

/s/ /s/ EILIF SERCK-HANSSEN

Eilif Serck-Hanssen  
President and Chief Executive Officer

/s/ /s/ RICHARD M. BUSKIRK

Richard M. Buskirk  
Senior Vice President and Chief Financial  
Officer

Exhibit 97

LAUREATE EDUCATION, INC.

Incentive Compensation Clawback Policy

(As Adopted on September 14, 2023 Pursuant to Nasdaq Rule 5608)

**1. Overview.** The Board of Directors (the "Board") of Laureate Education, Inc. (the "Company") has adopted this Incentive Compensation Clawback Policy (the "Policy") which requires the recoupment of certain incentive-based compensation in accordance with the terms herein and is intended to comply with

Listing Rule 5608, as promulgated by The Nasdaq Stock Market LLC, as such rule may be amended from time to time (the "*Listing Rules*"). Capitalized terms not otherwise defined herein shall have the meanings assigned to such terms under Section 12 of this Policy.

**2. Interpretation and Administration.** The Compensation Committee of the Board (the "**Committee**") shall have full authority to interpret and enforce the Policy; provided, however, that the Policy shall be interpreted in a manner consistent with its intent to meet the requirements of the Listing Rules. As further set forth in Section 10 below, this Policy is intended to supplement any other clawback policies and procedures that the Company may have in place from time to time pursuant to other applicable law, plans, policies or agreements.

**3. Covered Executives.** The Policy applies to each current and former Executive Officer of the Company who serves or served as an Executive Officer at any time during a performance period in respect of which Incentive Compensation is Received, to the extent that any portion of such Incentive Compensation is (a) Received by the Executive Officer during the last three completed Fiscal Years or any applicable Transition Period preceding the date that the Company is required to prepare a Restatement (regardless of whether any such Restatement is actually filed) and (b) determined to have included Erroneously Awarded Compensation. For purposes of determining the relevant recovery period referenced in the preceding clause (a), the date that the Company is required to prepare a Restatement under the Policy is the earlier to occur of (i) the date that the Board, a committee of the Board, or the officer or officers of the Company authorized to take such action if Board action is not required, concludes, or reasonably should have concluded, that the Company is required to prepare a Restatement or (ii) the date a court, regulator, or other legally authorized body directs the Company to prepare a Restatement. Executive Officers subject to this Policy pursuant to this Section 3 are referred to herein as "**Covered Executives**".

**4. Recovery of Erroneously Awarded Compensation.** If any Erroneously Awarded Compensation is Received by a Covered Executive, the Company shall reasonably promptly take steps to recover such Erroneously Awarded Compensation in a manner described under Section 5 of this Policy.

**5. Forms of Recovery.** The Committee shall determine, in its sole discretion and in a manner that effectuates the purpose of the Listing Rules, one or more methods for recovering any Erroneously Awarded Compensation hereunder in accordance with Section 4 above, which may include, without limitation: (a) requiring cash reimbursement; (b) seeking recovery or forfeiture of any gain realized on the vesting, exercise, settlement, sale, transfer or other disposition of any equity-based awards; (c) offsetting the amount to be recouped from any compensation otherwise owed by the Company to the Covered Executive; (d) cancelling outstanding vested or unvested equity awards; or (e) taking any other remedial and recovery action permitted by law, as determined by the Committee. To the extent the Covered Executive refuses to pay to the Company an amount equal to the Erroneously Awarded Compensation, the Company shall have the right to sue for repayment and/or enforce the Covered Executive's obligation to make payment through the reduction or cancellation of outstanding and future compensation. Any reduction, cancellation or forfeiture of compensation shall be done in compliance with Section 409A of the Internal Revenue Code of 1986, as amended, and the regulations promulgated thereunder.

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**6. No Indemnification.** The Company shall not indemnify any Covered Executive against the loss of any Erroneously Awarded Compensation for which the Committee has determined to seek recoupment pursuant to this Policy.

**7. Exceptions to the Recovery Requirement.** Notwithstanding anything in this Policy to the contrary, Erroneously Awarded Compensation need not be recovered pursuant to this Policy if the Committee (or if the Committee is not composed solely of Independent Directors, a majority of the Independent Directors serving on the Board) determines that recovery would be impracticable as a result of any of the following:

(a) the direct expense paid to a third party to assist in enforcing the Policy would exceed the amount to be recovered; provided that, before concluding that it would be impracticable to recover any amount of Erroneously Awarded Compensation based on expense of enforcement, the Company must make a reasonable attempt to recover such Erroneously Awarded Compensation, document such reasonable attempt(s) to recover, and provide that documentation to the Exchange;

(b) recovery would violate home country law where that law was adopted prior to November 28, 2022; provided that, before concluding that it would be impracticable to recover any amount of Erroneously Awarded Compensation based on violation of home country law, the Company must obtain an opinion of home country counsel, acceptable to the Exchange, that recovery would result in such a violation, and must provide such opinion to the Exchange; or

(c) recovery would likely cause an otherwise tax-qualified retirement plan, under which benefits are broadly available to employees of the Company, to fail to meet the requirements of 26 U.S.C. 401(a)(13) or 26 U.S.C. 411(a) and the regulations thereunder.

**8. Committee Determination Final.** Any determination by the Committee with respect to the Policy shall be final, conclusive and binding on all interested parties.

**9. Amendment.** The Policy may be amended by the Committee from time to time, to the extent permitted under the Listing Rules.

**10. Non-Exclusivity.** Nothing in the Policy shall be viewed as limiting the right of the Company or the Committee to pursue additional remedies or recoupment under or as required by any similar policy adopted by the Company or under the Company's compensation plans, award agreements, employment agreements or similar agreements or the applicable provisions of any law, rule or regulation which may require or permit recoupment to a greater degree or with respect to additional compensation as compared to this Policy (but without duplication as to any recoupment already made with respect to Erroneously Awarded Compensation pursuant to this Policy). This Policy shall be interpreted in all respects to comply with the Listing Rules.

**11. Successors.** The Policy shall be binding and enforceable against all Covered Executives and their beneficiaries, heirs, executors, administrators or other legal representatives.

**12. Defined Terms.**

**"Covered Executives"** shall have the meaning set forth in Section 3 of this Policy.

**"Erroneously Awarded Compensation"** shall mean the amount of Incentive Compensation actually Received that exceeds the amount of Incentive Compensation that otherwise would have been Received had it been determined based on the restated amounts, and computed without regard to any taxes paid. For Incentive Compensation based on stock price or total shareholder return, where the amount of erroneously awarded Incentive Compensation is not subject to mathematical recalculation directly from the information in a Restatement:

- (A) The calculation of Erroneously Awarded Compensation shall be based on a reasonable estimate of the effect of the Restatement on the stock price or total shareholder return upon which the Incentive Compensation was Received; and
- (B) The Company shall maintain documentation of the determination of that reasonable estimate and provide such documentation to the Exchange.

**"Exchange"** shall mean The Nasdaq Stock Market.

**"Executive Officer"** shall mean the Company's president, principal financial officer, principal accounting officer (or if there is no such accounting officer, the controller), any vice-president of the Company in charge of a principal business unit, division, or function (such as sales, administration, or finance), any other officer who performs a policy-making function, or any other person who performs similar policy-making functions for the Company. Executive officers of the Company's parent(s) or subsidiaries shall be deemed executive officers of the Company if they perform such policy-making functions for the Company.

**"Financial Reporting Measures"** shall mean measures that are determined and presented in accordance with the accounting principles used in preparing the Company's financial statements, and any measures that are derived wholly or in part from such measures, including, without limitation, stock price and total shareholder return (in each case, regardless of whether such measures are presented within the Company's financial statements or included in a filing with the Securities and Exchange Commission).

**"Fiscal Year"** shall mean the Company's fiscal year; provided that a Transition Period between the last day of the Company's previous fiscal year end and the first day of its new fiscal year that comprises a period of nine to 12 months will be deemed a completed fiscal year.

**"Incentive Compensation"** shall mean any compensation (whether cash or equity-based) that is granted, earned, or vested based wholly or in part upon the attainment of a Financial Reporting Measure, and may include, but shall not be limited to, performance bonuses and long-term incentive awards such as stock options, stock appreciation rights, restricted stock, restricted stock units, performance share units or other equity-based awards. For the avoidance of doubt, Incentive Compensation does not include (i) awards that are granted, earned and vested exclusively upon completion of a specified employment period, without any performance condition, and (ii) bonus awards that are discretionary or based on subjective goals or goals unrelated to Financial Reporting Measures. Notwithstanding the foregoing, compensation amounts shall not be considered "Incentive Compensation" for purposes of the Policy unless such compensation is Received (1) while the Company has a class of securities listed on a national securities exchange or a national securities association and (2) on or after October 2, 2023, the effective date of the Listing Rules.

**"Independent Director"** shall mean a director who is determined by the Board to be "independent" for Board or Committee membership, as applicable, under the rules of the Exchange, as of any determination date.

**"Listing Rules"** shall have the meaning set forth in Section 1 of this Policy.

Incentive Compensation shall be deemed **"Received"** in the Company's fiscal period during which the Financial Reporting Measure specified in the Incentive Compensation award is attained, even if the payment or grant of the Incentive Compensation occurs after the end of that period.

**"Restatement"** shall mean an accounting restatement due to the material noncompliance of the Company with any financial reporting requirement under the securities laws, including any required accounting restatement to correct an error in previously issued financial statements that is material to the Company's previously issued financial statements, or that would result in a material misstatement if the error were corrected in the current period or left uncorrected in the current period.

**"Transition Period"** shall mean any transition period that results from a change in the Company's Fiscal Year within or immediately following the three completed Fiscal Years immediately preceding the Company's requirement to prepare a Restatement.

Adopted by the Board of Directors on: September 14, 2023

Acknowledgment of Incentive Compensation Clawback Policy

Reference is made to the Laureate Education Inc. Incentive Compensation Clawback Policy (as adopted on September 14, 2023 pursuant to Nasdaq Rule 5608) (the "**Policy**"). Capitalized terms used herein without definition have the meanings assigned to such terms under the Policy.

By signing below, the undersigned acknowledges, confirms and agrees that:

- the undersigned has received and reviewed a copy of the Policy;
- the undersigned is, and will continue to be, subject to the Policy to the extent provided therein;
- the Policy may apply both during and after termination of the undersigned's employment with the Company and its affiliates; and
- the undersigned agrees to abide by the terms of the Policy, including, without limitation, by returning any Erroneously Awarded Compensation to the Company pursuant to the Policy.

Signature

Print Name

Date

**DISCLAIMER**

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