

We are a
Foundation

2023

SOCIAL IMPACT REPORT





We are a
Foundation

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We are a self-sustaining nonprofit organisation founded 80 years ago. Through our educational institutions and cultural programmes, we offer exceptional opportunities for personal development in a bilateral exchange between Mexico and the United Kingdom.



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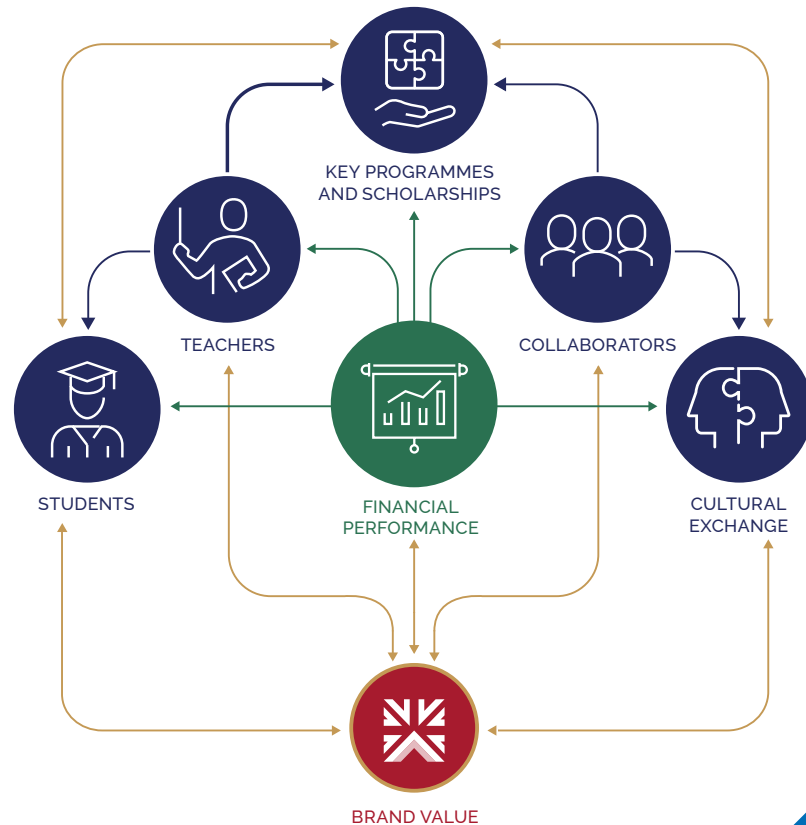
SOCIAL IMPACT MODEL

Our Social Impact Model is a strategic framework that allows us to measure and maximise the value of our actions in the fields of education and culture. This model, which was implemented in 2020, has been the key to ensuring that each effort we make and every resource we invest contributes to positive, tangible change in our communities. By implementing indicators like Key Programmes and Scholarships, Teachers, Students, Collaborators, Financial Performance, and Brand Value, we have established a solid foundation for studying our impact and outlining strategies towards the future.

In 2023, we made significant progress which is measurable through the indicators that make up this model. Through The Anglo Academy and The Anglo Assessment, we

extended our reach to new regions, bolstering language education and training nationwide. Likewise, with the support of The Anglo Arts & Culture, we promoted significant cultural exchange between Mexico and the United Kingdom, creating spaces for artistic expression and the development of talent. These actions reinforce our commitment to excellence and social impact, reflected in student and collaborator retention.

In line with our commitment to transparency and responsibility, the Social Impact Model allows us to report in detail our achievements and areas of improvement. As we look to the coming years, we will continue to adjust and optimise our indicators to ensure that every step we take is oriented towards strengthening the Foundation's mission.



FINANCIAL PERFORMANCE IOS

Each year, we focus our investment to ensure a significant social return, integrating Social Impact Instruments in initiatives aimed at our collaborators and beneficiary communities. We strive to make our services accessible, prioritizing long-term relationships with students, families, and partner institutions.

TEACHERS IOS

We ensure that our teachers maintain high professional standards, deliver outstanding classes, and grow within a solid plan of development in alignment with our social value approach.

KEY PROGRAMMES AND SCHOLARSHIPS IOS

Our portfolio of Key Programmes and Scholarships represents the Foundation's most significant impact in the fields of education and culture, as well as a bridge that connects us with society. Through these programmes, we broaden our reach and support the development of young people who receive arts training, students, teachers, collaborators, and established artists.

COLLABORATORS IOS

We assess our collaborators' commitment and ensure they have an ideal space in which to achieve their professional goals, as they create the culture of excellence that characterises us as a Foundation.

CULTURAL EXCHANGE IOS

We promote artistic and cultural exchange between Mexico and the United Kingdom through The Anglo Arts & Culture, creating opportunities that add value to our academic units and contribute to social and cultural development in key communities.

STUDENTS IOS

We strive to offer students a transformative educational experience that not only meets their expectations but maximises their capabilities, provides them with a world-class education, and fosters meaningful connections with their academic community, opening new opportunities for their future development.

BRAND VALUE IOS

We focus on being in close touch with the experience of our students, families, and partners in order to continuously improve the quality of our services, which for 80 years have been synonymous with prestige.

LETTER FROM OUR CHAIRMAN OF THE BOARD

SINCE ITS FOUNDING IN 1943, THE ANGLO FOUNDATION HAS BEEN AN ORGANISATION THAT IS DEEPLY COMMITTED TO TRANSFORMING PEOPLE'S LIVES THROUGH EDUCATION AND CULTURE, AND ESTABLISHING STRONG TIES BETWEEN MEXICO AND THE UNITED KINGDOM.

The new strategic cycle that began in 2019 has propelled the institution's transformation, building a new legacy and ensuring that investment delivers the greatest impact on our communities.

Having been a robust organisation for more than eight decades, the Foundation was able to overcome the challenges of the last five years together with its team of teachers, collaborators, and partners. In the field of education, the Foundation has adapted to the key combination of digital, in-person, and hybrid learning, extending its reach.

My gratitude goes out to the team of collaborators and teachers who make up The Anglo Foundation: thanks to your commitment, the organisation has maintained an outstanding offer in English language learning, teacher training, formal education, and culture, making significant strides towards its goals despite a challenging global context.

For yet another year, the Foundation renewed its status as an authorised donee, proof of its continued compliance with the regulations that the Ministry of Finance and Public Credit (SHCP) establishes for the operations of nonprofit organisations in Mexico. In 2023 alone, the Foundation supported more than 34,000 beneficiaries through its educational and cultural programmes.

After eight years as a member of the organisation's Board of Directors, I am pleased to assume the responsibilities of the Chairman of the Board as part of the renewal of the Foundation's corporate governance. It will be an honour to take part in the Foundation's new strategic cycle and witness the consolidation of its transformation.

Faithful to the organisation's origins, we will continue to meet operational and transparency standards in accordance with best practices in Mexico. In this report, for the fourth consecutive year, we share the scope of the Foundation's programmes and activities, and its challenges for the future.

**THANK YOU FOR YOUR TRUST
AND YOUR INTEREST IN LEARNING
ABOUT OUR SOCIAL IMPACT**



Lewis Adams
Chairman of the Board



LETTER FROM OUR CHIEF EXECUTIVE OFFICER

IT IS AN HONOUR TO SHARE THE ANGLO FOUNDATION'S 2023 SOCIAL IMPACT REPORT WITH YOU AND CELEBRATE THESE FIRST 80 YEARS OF ITS COMMITMENT TO MEXICO.

From the beginning of our current strategic cycle, we have worked to strengthen the Foundation and guarantee its growth and sustainability, conscious of the fact that lasting impact is only possible when quality is at the heart of all our initiatives in education and culture. Our Social Impact Model guides our efforts towards real, measurable transformation in the communities we serve.

In 2023, we also celebrated The Anglo Churchill School and College, which celebrated 25 and 20 years, respectively, of offering our students and their families academic excellence and a firm social commitment. In 2023, more than 50% of our families received financial support for their studies, and we are proud that, in our most recent graduating classes, 35% of graduates have won scholarships to continue their studies at the top universities in Mexico and around the world, confirming the recognition of the academic and personal development our schools provide.

Behind the data we present are stories of growth, learning, and transformation. This year, we invested more than 58 million pesos in our Key Programmes and Scholarships, Social Impact Instruments, and Cultural programmes, benefitting teachers, collaborators, artists, students, and families, contributing to the education and professionalisation of our beneficiaries, and strengthening our long-term commitment.

Civil society organisations play an increasingly important role in our country's development. As members of the nonprofit education and cultural sector, we continue to establish partnerships that expand the scope of our work, maximising our impact with sustainable initiatives and contributing to strengthening the sector.

The social impact report we share today is evidence of the strategic direction of the Foundation's investment, ensuring that our efforts bear the greatest fruits possible and guaranteeing transparency. Moving forward, we will begin a strategic planning process to guide our development over the next five years and we will continue to implement our Social Impact Indicators (IOS), strategically investing the organisation's surplus revenue to yield the greatest social return for the benefit of our communities.

I offer my deepest thanks to our partners in the 80th anniversary of The Anglo Foundation. We celebrated with iconic events in partnership with National Geographic Learning, Cambridge International Education, Cambridge University Press and Assessment, IDP Education, and the Instituto Nacional de Bellas Artes y Literatura, among many other allies. Thank you all for your generosity; I am confident that we will continue to build future projects together.

The results we present here are thanks to the dedication and effort of everyone who makes up The Anglo Foundation: our wonderful team of collaborators and teachers, our students and their families, and our partner organisations.

Thank you all for your involvement and your trust. We will continue working with the certainty that each step we take strengthens our mission's impact and brings us closer to a future full of possibilities.



Anthony McCarthy Sandland
Chief Executive Officer



PERFORMANCE AND REACH 2023

Key Programmes and Scholarships
that promote excellence among students,
teachers, artists, and collaborators

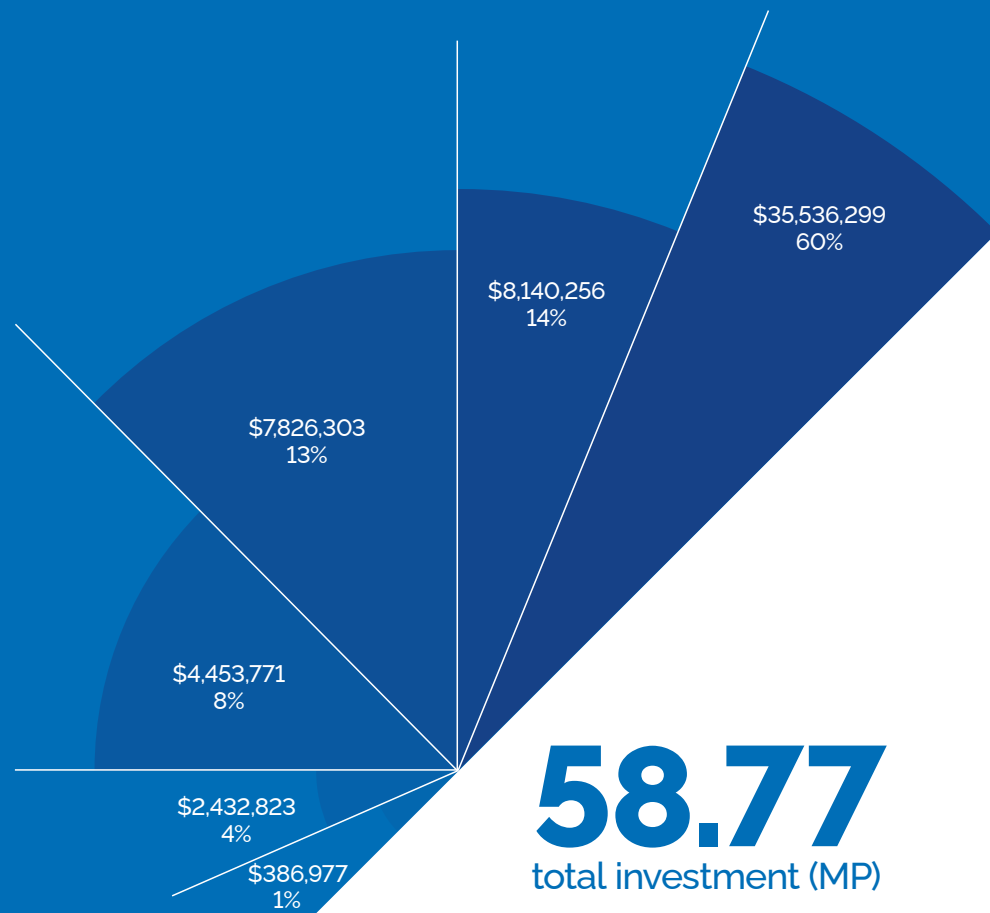
Art, Culture and Library
Cultural exchange

INVESTMENT

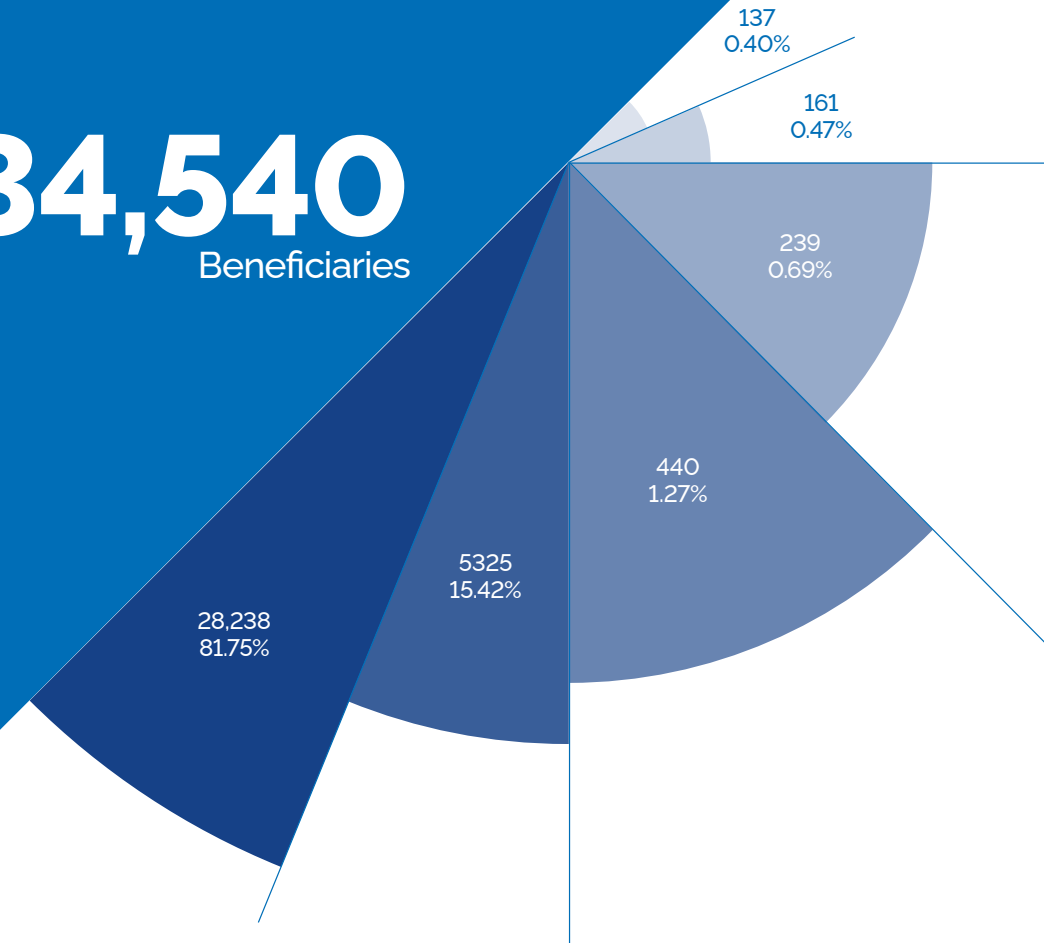
4.45 MP

0.39 MP

- Educational Incentive
- Social Responsibility
- Benefits
- Key Programmes and Scholarships
- Academic Training
- Art, Culture and Library



34,540
Beneficiaries



- Educational Incentive
- Art, Culture and Library
- Benefits
- Academic Training
- Social Responsibility
- Key Programmes and Scholarships

BENEFICIARIES

Art, Culture and Library
Cultural Exchange **5,325**

Beneficiaries of the **nine Key Programmes and Scholarships**
personal and professional development **137**

Relevant
ACTIVITIES 2023





The Anglo
Academy



We continue to guide our students on their learning journeys, establishing strategic partnerships with education institutions, national and international companies, and government agencies.

Our mission is clear: to make a significant impact on English language education.

Conscious of the fact that English proficiency opens doors to a more promising future, we strive to offer educational programmes of the highest quality. To this end, we collaborate with the best institutions worldwide, which support and validate our methodology.

LEARNER'S CLUB

We hold weekly sessions designed to reinforce oral and written expression skills, aimed at students and community members in general who want to improve their English knowledge and skills. This activity is carried out on a permanent basis, providing a space for continuous learning.

WEBINARS

Our webinars reached 614 people interested in improving their English language skills.

WORKSHOP

On 27 May 2023, author John Hughes delivered a workshop titled "Convergent and Divergent Thinking in the ELT Classroom". Aimed at teachers and academic staff at The Anglo Academy and other business units, this workshop was designed in collaboration with National Geographic Learning and provided valuable tools for English teaching.

TED TALKS: 80 YEARS

As part of the celebrations of The Anglo Foundation's 80th anniversary, on 9 June 2023, a special event was held at which collaborators who have worked with the organisation for 10 years presented their own TED Talks. The event was aimed at the personnel and teachers of The Anglo Academy as a tribute to the institution's legacy and the experience shared within it.

EXPLORER EVENT

On 18 October 2023, Rubén Salgado, photographer and National Geographic Learning explorer, presented his acclaimed, UN-supported project Solar Portraits. This talk, for staff and teachers at The Anglo Academy, inspired the audience with a unique perspective on ecology and sustainability.



The Anglo Academy participates in five indicators of The Anglo Foundation's Social Impact Model:

Financial Performance IOS



Key Programmes and Scholarships IOS



Teachers IOS



Students IOS



Brand Value IOS



27.8 MP
investment in
Social Impact

8,292
beneficiaries of
social impact initiatives

98.8%
of teachers meet expected
qualifications in techno-
pedagogical skills

88.5%
fulfilment of goal of students
achieving CEFR level B2 after
taking 12 or more courses

OUR IMPACT

68
beneficiaries of the
*Fundación BBVA - The Anglo
Foundation Key Scholarship*

599
beneficiaries of institutional
partnerships with **Deloitte** and the
Universidad Autónoma Metropolitana

155
teachers benefited from ongoing
professional development

+16,000
incentives to make **English language
learning accesible**



The Anglo
Churchill School & College®



At The Anglo Churchill School & College we provide children and young people with a strong academic education, comprehensive socio-affective development, and a deep and inclusive social consciousness so that they become agents of change in the world.

Our approach goes beyond the classroom, seeking to educate global citizens through the profile of the International Baccalaureate learning community. We strive for our students to become informed, critical, upright, caring, and curious individuals, capable of facing the challenges of the contemporary world.

Our teaching staff, who come from Mexico and around the world, are highly qualified and committed to educational excellence. We offer a first-rate education from preschool to high school, with international programmes and certifications that ensure a holistic education. We are characterised by our close accompaniment of families throughout the entire education process, providing personalised support that strengthens the bond between school and home.

CELEBRATING THE 25TH ANNIVERSARY OF THE SCHOOL AND THE 20TH ANNIVERSARY OF THE COLLEGE

The double celebration we held in 2023 to mark the Churchill's anniversaries was accompanied by our now-traditional Arts Fair. This event displayed the continuous advances and talent of students from preschool to high school with an exhibition of visual and interpretive arts. In the same vein, we enjoyed activities and workshops led by the school's staff, an art auction, and a food market. It was an opportunity to spend the day together, celebrate the Churchill community's achievements, and share successes to come.



THE ANGLO CHURCHILL SCHOOL AND THE ESCUELA GUADALUPE VICTORIA

Collaboration between The Anglo Churchill School and the Escuela Guadalupe Victoria began three years ago. Since then, our high school students have given workshops at their sister school on various topics, including music, English, art, maths, sports, and critical reading. This project meets International Baccalaureate standards, promoting a culture of inclusion among students and learning through service.

LAHC ANNUAL CONFERENCE

The Anglo Churchill School & College is part of the Latin American Heads Conference (LAHC), an association whose mission is to bring together centres of educational excellence reflecting the best of British and international educational practice. As part of its activities, the LAHC holds an annual conference that hosts school administrators from countries across the continent, allowing our teachers to learn from a broad range of experiences and practices alongside colleagues who share the same profile.

TRAINING AT THE POSTGRADUATE CERTIFICATE IN EDUCATION

The Churchill staff's participation in The Anglo Professional and the University of Buckingham's Postgraduate Certificate in Education goes beyond delivering training sessions. Our teachers actively contributed to the professional development of future educators, sharing their vast experience and conducting classroom observations as tutors or mentors to trainee teachers.



The Anglo Churchill School & College participates in five indicators of The Anglo Foundation's Social Impact Model:

Financial Performance IOS



Key Programmes and Scholarships IOS



Teachers IOS



Students IOS



Brand Value IOS



18 MP
investment in
Social Impact

2.7 MP
investment in Key
Programmes and
Scholarships

96%
of teachers match the
ideal profile

78%
achievement of goal in
student progression through
educational stages from
preschool through high school

OUR IMPACT

32
beneficiaries of the Churchill
Scholarship key programme

2,929
educational incentives to make our
educational services accessible

726
Churchill students benefitted from
Social Impact initiatives

94%
of secondary and
high school students
completed the full
educational block

7 out of every 10
College students achieved
expected grades in the Cambridge
International General Certificate
of Secondary Education (IGCSE)
programme

For detailed results of the Social Impact Model indicators, see page 44.



The Anglo
Assessment



We carry out international English testing with The Anglo's distinctive service, meeting the highest standards of security and quality. This guarantees the trustworthiness of our portfolio as a Cambridge English Platinum Centre, a IELTS centre with IDP, and a Michigan Language Assessment centre.

The Anglo Assessment offers international English testing and language immersion experiences at international destinations, contributing to expanding the academic, cultural, and employment horizons of children and adults aged six and up. Moreover, it maximises the impact of English teaching programmes at educational institutions and language schools in Mexico and Guatemala

CANDIDATE ASSESSMENT IN MEXICO AND GUATEMALA

We evaluated over 47,500 candidates at 1,159 educational institutions that partner with The Anglo Assessment in Mexico and Guatemala. Every institution is advised and monitored by professionals from our National Network.

NEW INSTITUTIONAL PARTNERSHIPS

We partnered with 222 new institutions, giving them access to comprehensive solutions from all The Anglo Foundation's Academic Units.

TRAINING ORAL EXAMINERS IN MEXICO AND GUATEMALA

We trained, updated, and recertified more than 200 highly trained speaking examiners, all of whom teach English as a foreign language, for their yearly participation in assessments in Mexico and Guatemala.

TRAINING

As we do every year, we trained more than 450 national staff members to conduct best practice evaluation.

NEW EXAM CENTRES

We incorporated dozens of new locations for holding exams, both in printed and digital format, always guaranteeing optimal conditions for test taking.

SHAKESPEARE COMPETITION AND PUBLIC SPEAKING COMPETITION

We welcomed students of The Anglo Assessment's 42 affiliated institutions across the country to participate in the 2023 editions of The Anglo Arts and Culture's Shakespeare Competition and Public Speaking Competition.

The Anglo Assessment participates in two indicators of The Anglo Foundation's Social Impact Model:

Financial Performance IOS



Brand Value IOS



OUR IMPACT

15,610

educational incentives to promote **certifications** for English students

976

institutional clients **active in 2023**

+500

schools **certified their students' English skills** with The Anglo Assessment

8.3 MP

investment in **Social Impact**

89%

achievement of **institutional client retention goal**



The Anglo
Professional



The Anglo Professional seeks to continuously improve educational quality in a broad range of contexts. We offer specialised education, not only for English teachers but for teachers in any subject and at all educational levels, guaranteeing that they acquire the necessary tools and skills to face contemporary challenges in education.

We are a leader in the field of educational training, offering professional development programmes designed to transform pedagogical practices and promote innovation in the classroom. Our approach is focused on creating dynamic and effective learning experiences that enable teachers to inspire their students and make significant contributions to the advancement of their communities.

We empower education professionals' development and strengthen educational institutions, ensuring that the quality of teaching meets the highest international standards.

PROGRAMA NACIONAL DE INGLÉS NUEVO LEÓN

During November and December of 2023, we trained 83 distance-learning high schools and preschools located in the mountains of the state of Nuevo León. Training workshops were organised by the National English Programme (PRONI) to improve English teaching practices.



CAMBRIDGE INTERNATIONAL CONFERENCE

In October 2023, we held a conference on metacognition and well-being for Mexican schools in the Cambridge International programme. Thanks to the success of this conference we will offer this annually for the next five years, addressing a range of topics to meet the needs of schools in Mexico.

ELT DIPLOMA AT UNIVERSIDAD DE SAN LUIS POTOSÍ

The English Language Teaching Diploma course taught at the Universidad de San Luis Potosí from January through June 2023 consisted of 40 sessions aimed at university-level English teachers. Our collaboration with this institution was an excellent opportunity to contribute to teachers' professional development and strengthen English teaching in the region.

EDUCATION SYMPOSIUM AT FUNDACIÓN AZTECA

In November 2023, we participated in Fundación Azteca's education symposium, presenting three sessions for high school teachers focused on integrating dialogic learning in the education process.

• Budgeting for wellbeing programs
 • Making wellbeing a priority for all the community
 • Assuring supportive academic practices
 • Amplifying strategies of collective wisdom
 • Strong safeguarding practices
 • Streamlined processes
 TAF 2023 37

The Anglo Professional participates in four indicators of The Anglo Foundation's Social Impact Model:

- Financial Performance IOS 
- Teachers IOS 
- Students IOS 
- Brand Value IOS 

1.6 MP
investment in
Social Impact

449
teachers benefitted by
social impact initiatives

98%
compliance with ideal
teacher profile

91%
of bachelor's degree
students' progress through
uninterrupted semesters

OUR IMPACT

325
teachers trained with the
Postgraduate Certificate in
Education

261
teachers trained in English language
teaching methodology

50
teachers at The Anglo Foundation's
academic units trained through career
plan

2
higher education programmes:
Bachelor's Degree in English
Language Teaching and Learning
(LEAI) and Postgraduate Certificate in
Education (PGCE)

The goal of our cultural department is to promote artistic talent through memorable experiences and support for artistic creation and dissemination. Collaboration is our strength. Transformation through art is our inspiration.



To promote artistic training, development, and creation, we design and run various programmes and scholarships, promoting collaboration with first-rate partners in the world of culture, as well as creative exchange between Mexico and the United Kingdom.

We maintain two cultural spaces located in the optimum location of the San Rafael neighbourhood : the Anglo Arts Centre, an iconic performing arts venue by renowned architect Félix Canela, where we present high-quality cultural activities, and The Anglo Foundation Library, the only library of its kind in Mexico City, which stands out for its extensive and carefully curated physical and digital collection, entirely in English.

Through the activities of The Anglo Arts & Culture, The Anglo Foundation reiterates its commitment to promoting and strengthening the arts in our country.

ROKAS VALUNTONIS AT PALACIO DE BELLAS ARTES

As part of the celebrations for The Anglo Foundation's 80th anniversary, the Lithuanian-born, England-based pianist Rokas Valuntonis performed at the Palacio de Bellas Artes in collaboration with the Coordinación Nacional de Música y Ópera (CNMO) of the Instituto Nacional de Bellas Artes y Literatura (INBAL).

A member of the Artist Programme of the London-based City Music Foundation, Valuntonis, a renowned virtuoso pianist, has performed at venues including the Barbican Centre, Sala Verdi, Lithuanian National Philharmonic Hall, and Sala Casella of the Accademia Filarmonica Romana, among many others. Some of his standout performances include those with the Lithuanian National Symphony Orchestra, Lund Symphony Orchestra, and Panevėžys Chamber Orchestra.



LITTLE AMAL IN MEXICO

Little Amal is a 3.5-metre-tall marionette who represents a 10-year-old Syrian refugee girl who walks around the world searching for her mother. Amal has become a global symbol of human rights, especially the rights of migrants or refugees.

Since 2021, she has visited 17 countries, where more than 2 million people have welcomed her at arts events. In 2023, she visited various Mexican cities, where she was received by crowds that embraced her message, "Don't forget us", a reference to the great numbers of children fleeing war, violence, and persecution.

The Anglo Arts & Culture joined forces with British production studio The Walk to make Amal's presence in Mexico possible, collaborating in the translation, research, and creation of texts for the Education and Activities Guide, which offers educational tools to understand the impact of migration on children and which, thanks to UNICEF, was printed in order to reach the greatest number of children and audiences in vulnerable situations in Mexico.



The Anglo Arts & Culture participates in three indicators of The Anglo Foundation's Social Impact Model:

Financial Performance IOS



Key Programmes and Scholarships IOS



Cultural Exchange IOS



1.36 MP
investment in Art,
Culture and Library

100%
of beneficiaries
successfully completed
their programmes

92.4%
of beneficiaries
reported satisfaction
with programmes

82.2%
compliance with criteria
for creation of artworks by
professional artists

OUR IMPACT

1,325
people benefitted by artistic and
cultural programmes

36
adults and young people receiving
cultural and artistic education

117
participants in the XXI Shakespeare
Competition from 19 schools
nationwide

144
participants in The Anglo Public
Speaking Competition from 30
schools nationwide

834
active users of
The Anglo Foundation Library

30,821
titles in
The Anglo Foundation Library
catalogue

For detailed results of the Social Impact Model indicators, see page 44.

Social Impact
INDICATORS



“This is a foundation made up of people who care about making a positive impact on the community”





FINANCIAL PERFORMANCE IOS

In 2023, The Anglo Foundation continued the evaluation of its financial performance, and the results reflect our commitment to social impact.

With an investment of 58.7 million pesos, we benefitted 34,540 people, including our students of all ages, teachers in training, and people who participated in cultural and artistic programmes.

Every number in our report represents an effort to enrich lives and support personal and professional development. Every investment contributes to creating a tangible impact on the community by expanding our students' educational opportunities, as well as bringing culture and the arts to the people who make up our community.

We first measured and reported the Financial Performance indicator in 2020, amid the Covid-19 crisis. In a world shaken by the impact of the pandemic, The Anglo Foundation developed a plan for the future focused on three core areas: reviving financial processes and systems, renovating our organisational structure, and implementing a Social Impact Model that guides and measures our activities. With this in mind, we have carried on a sustained process of financial recovery that benefits our academic, cultural, and support units.

SOCIAL IMPACT INSTRUMENTS

Social Responsibility

In 2020 and 2021, the first years of the pandemic, we supported our students and their families so they could continue their education. This effort has produced a significant recuperation of student enrolment at The Anglo Academy, The Anglo Churchill School & College, and The Anglo Professional. We focused investment on Social Responsibility in line with the regulations by the Ministry of Education (SEP) and National Autonomous University of Mexico (UNAM), granting scholarships equal to the tuition of 5% of enrolled students.

In 2022, The Anglo Foundation invested 7.6 million pesos in Social Responsibility, benefiting 198 students in academic areas. In 2023, this figure rose to 8.1 million pesos. Of the Foundation's goal to invest 2.26% of its total income, we achieved 1.76% and aim to keep working towards our target figure. In 2025, our goal is to achieve investment representing 2.10% of our total income.

BENEFICIARIES

9,297
adults, young people, and
children studying English

726
students in
formal education

449
teachers who participated in
the career plan refined their
teaching methodology or
worked towards a bachelor's
degree in English Language
Teaching and Learning (LEAI)

36
adults and young people in
cultural and artistic education

1,325
beneficiaries of cultural and
artistic programming and
activities

4,000
users of
The Anglo Foundation Library

18,502
students certified their
language proficiency

The Anglo Foundation strives to contribute to its employees' development through ongoing training.

Academic Training

Academic training is focused on Foundation employees. Teachers, who make up 46.3% of our staff, are offered a career plan that allows them to advance professionally, while administrators are offered training and support for professional development. In 2020, the Foundation invested 0.90% of payroll costs in Academic Training. After four years of measurement, we aim to further increase investment in this area. In 2023, the investment amounted to 0.88% of payroll costs. The goal set by the Foundation is to reach an investment of 2.50% of payroll costs. In the coming years, strategic planning will enable the strengthening of training initiatives focused on the professional development of its teachers and staff.

Investment in career plan programme

In 2021, we invested 2.07 million pesos in the career plan. In 2023, the 1.28-million-peso investment in this programme was maintained. We seek to increase this figure by promoting staff growth and teacher retention.

Total investment in training

In 2023, total investment in academic training amounted to 2.43 million pesos, an increase from the 2.14 million pesos invested in 2020. In the future, the Foundation plans to redouble its efforts to reach the goal which will allow for sustained and transformative development for our employees.



Benefits for Collaborators

The Anglo Foundation offers an academic benefit aimed at our collaborators which is based on two main pillars: offering financial aid for studying English at The Anglo Academy, with a partial scholarship; and extending scholarships to collaborators whose children attend The Anglo Churchill School & College.

We have established the goal of investing a percentage of payroll costs in benefits for our collaborators. In 2023, investment in support for studying English reached 5.3 million pesos, representing a 1.5-million-peso increase from 2022 and benefitting 406 people interested in studying English. For its part, The Anglo Churchill School & College's financial

aid for children of employees registered a 2.5-million-peso investment in 2023, supporting 34 students from preschool through high school.

The Foundation's 2023 investment goal for collaborator benefits was 3.06% of payroll costs, while the investment achieved represents 2.82% of the 2023 payroll. We will continue working to reach this goal in the near future and reinforce our employees' commitment.

Educational Incentive

Thanks to the Educational Incentive instrument, we bring our educational services to a greater number of beneficiaries, allowing a larger population to access our high-quality educational offering. We have focused on outside users, a grouping which includes individuals as well as institutions.

The instrument has been adjusted to meet the changing needs of the sector over the years. Today, it allows us to attract students thanks to a social impact strategy which ensures that students remain with the Foundation and permits us to closely monitor their learning progress.

In 2020 and 2021, the Foundation's contributions surpassed the target established by our Social Impact Model. In 2022, these actions experienced a change as the Foundation sought a sustainable equilibrium between income and price reductions. Focusing investment on impact instruments with the greatest social return, the Foundation balanced educational incentives at 7.99% of total income, approaching that year's target of 7.69%. 2023 was marked by a more controlled pattern of investment, reaching 7.66% of total income, or 35.54 million pesos, nearing the target of 7.46%.

With these strategies, the Foundation benefitted approximately 28,238 students, including children, young people, and adults.

	Beneficiaries who receive our educational services directly	Beneficiaries who belong to a partner institution	TOTAL BENEFICIARIES
The Anglo Academy	6,061	2,753	8,814
The Anglo Churchill School & College	524	0	524
The Anglo Professional	399	0	399
The Anglo Assessment	0	18,501	18,501
	6,984	21,254	28,238

KEY PROGRAMMES AND SCHOLARSHIPS

Given their impact, the instrument with the greatest weight in the annual evaluation of the Financial Performance IOS is the Foundation's Key Programmes and Scholarships. Thanks to this portfolio of programmes, we ensure the fulfilment of our mission, applying careful selection criteria to beneficiaries and providing significant support, accompanying our beneficiaries for a period of time that allows them to consolidate their transformation.

In 2024, we will continue to balance these incentives to reach 7% of total income. We are currently on track to ensure that our strategic investment prioritises the greatest social impact for our beneficiaries.



In 2023, 4.45 million pesos, representing 1.8% of annual operating costs, were allocated to Key Programmes and Scholarships. These benefitted 137 people from diverse communities, including formal education students, English students, teachers, young people receiving arts training, and professional artists.

Given the importance of Key Programmes and Scholarships, the targets we have set for 2025 increase each year to reach 7.32% of operating costs, which constitute the greatest increase since the base year, more than doubling the initial estimate.

	Language students	Formal education students	Young people in arts training	Professional artists	TOTAL
Beneficiaries of Key Programmes and Scholarships	69	32	25	11	137

We will continue working to consolidate the complete portfolio of Key Programmes and Scholarships, ensure scholarship recipients' success through the quality and strength of our programmes, and maintain ties with graduates that allow us to measure the impact of our support on their later academic, artistic, or professional development.



ART, CULTURE AND LIBRARY

The Art, Culture and Library area is one of the most central areas in this indicator, as it is strongly related to our mission. With this indicator, we measure the budget we dedicate to our cultural programme at The Anglo Foundation and in the programming of activities for community enrichment.

As with Key Programmes and Scholarships, the annual goals established for the 2020-2025 period increase each year, albeit more modestly. As the Foundation achieves balance in its financial results, it will be possible to improve investment in this area.

In 2023, approximately 390 thousand pesos were invested in this area, positively impacting the library's 4,000 users and the 1,325 people who enjoyed the cultural activities promoted by the Foundation. The investment goal for this year was 1.58% of operating costs, equivalent to 3.9 million pesos.

In the upcoming strategic cycle, looking at deepening the impact and increasing the visibility of the Foundation's cultural activities, The Anglo Arts & Culture will begin a process of transformation that will reinforce this unit's work as a cultural and artistic leader in Mexico City and in exchange between Mexico and the United Kingdom.

GENERAL INDICATOR	CONCEPT	KPI	WEIGHT	INVESTMENT (MILLION OF PESOS)	RATIO BASE	SCORE	GOAL	KPI RESULT
INSTRUMENTS	Social Responsibility	Investment vs Real income	15%	\$ 8.14	\$ 463.78	1.76%	2.26%	77.66%
	Educational Incentive	Investment vs Real income	5%	\$ 35.54	\$ 463.78	7.66%	7.46%	97.29%
	Academic Training	Investment vs Payroll costs	12%	\$ 2.43	\$ 277.67	0.88%	1.93%	45.40%
	Benefits	Investment vs Payroll costs	8%	\$ 7.83	\$ 277.67	2.82%	3.06%	92.11%
KEY PROGRAMMES AND SCHOLARSHIPS	Key Programmes and Scholarships	Investment vs Operating costs	35%	\$ 4.45	\$ 247.48	1.80%	5.66%	31.80%
CULTURAL EXCHANGE	Art, Culture and Library	Investment vs Operating costs	25%	\$ 0.39	\$ 247.48	0.16%	1.58%	9.90%

INTEGRATED IOS

42.93%

“The education I’ve received at The Anglo Foundation has made me a better teacher and has sparked a love for music in my students that goes beyond the classroom, helping them bring that passion to others”



STUDENTS IOS

Our goal is for every one of our students to reach their maximum potential. To achieve this, we are constantly designing transformative education experiences in all our academic units.

The Students IOS allows us to measure our students' growth through their completion of the stages of education, which means the time they remain in our programmes and their final achievement. Likewise, we assess the reach and impact of our international programmes, ensuring that each learning experience meets students' aspirations and objectives.

THE ANGLO CHURCHILL SCHOOL & COLLEGE **Completion of Stages of Education**

To measure the completion of stages of education indicator, we first focused on students in the final grades of each educational block, e.g. primary, secondary, or high school students. Once this population was determined, we analysed how many students continued into the next block.

For the preschool block, the results of the 2022-2023 school year were as follows: of the 78 students who made up the graduating class, all enrolled in first grade of primary school for the 2023-2024 school year. In this way, we achieved 100% progression as compared to the previous school year's 97%.

Eighty one percent of primary block students moved on to first year of secondary school in the 2023-2024 school year.

Thirty eight percent of the 71 students who finished third year of secondary school in the 2022-2023 school year moved on to the first year of high school, falling short of the target of 64%. To improve this transition, we implemented scholarship and financial aid programmes, in addition to the opportunities offered by the international academic programmes that culminate in Churchill College.

In summary, 78.7% of students in the final grade of each educational block enrolled in the following block, approaching our target of a total 84% progression rate in the coming school years.

International Programmes

Students at The Anglo Churchill School & College strengthen their education via two international programmes: the International Baccalaureate (IB) and Cambridge IGSCE. To measure the reach of these programmes, we focused on the number of students who receive the IB Diploma and the percentage of students who achieve target scores in the Cambridge IGSCE's five curriculum areas, equivalent to a technical baccalaureate in the United Kingdom.



Seventy-six point nine percent of students in the 2022-2023 Churchill College graduating class passed the IB Diploma, markedly surpassing our goal of 75% and the previous year's 69.2%. Given this achievement, we are working to adjust the target in order to keep challenging ourselves and ensuring continuous improvement for our students and school.

With respect to Cambridge IGSCE, 67.9% of students achieved the expected grades of A*, A, B, and C in 2023, an advance from the previous year's 66.4%. The best performing subjects were Spanish Literature and First Language English, in which 32% and 18% of students achieved the highest grades, A and A*, respectively.

THE ANGLO ACADEMY

Given that The Anglo Academy's mission is to promote English knowledge among the broader population, we are interested in determining the degree to which students reach level B2 of the CEFER, which reflects competent use of spoken and written

language. In 2023, of 4,295 students who completed level B2, 53.1% achieved this level after having taken 12 or more courses with us, similar to the previous year's 53.4% rate of achievement. We continue working towards our objective of 60% of adult students reaching B2 level at the end of their educational trajectory at The Anglo Academy.

THE ANGLO PROFESSIONAL Degree Completion

At The Anglo Professional, the first graduating class of our bachelor's degree in English Language Teaching and Learning (LEAI) proudly completed their academic programme, which spans nine semesters over three years. The quarterly progression of students in this programme showed that, on average, 91% enrolled in the following quarter. Student retention stabilised significantly following the third semester, reaching 100% in several periods.

The current score of the Students IOS, which considers all of the performance indicators we have presented, stands at 88.9%. To reach our target of 100%, we will focus our efforts on strategies that help more students complete their educational career at The Anglo Churchill School & College, especially in the transition from sixth grade of primary to first year of secondary school and from third year of secondary school to first year of College. We will also continue to strengthen actions that promote student retention at The Anglo Academy and our bachelor's degree in teaching, improving our graduate profile. With these initiatives, we will continue to guarantee a high-quality education for Foundation students.

We will continue to strengthen actions that promote student continuity at The Anglo Academy and in our Bachelor's Degree in Teaching

53.1%

of The Anglo Academy students achieved CEFR B2 level after taking 12 or more courses

GENERAL INDICATOR (GI)	GI WEIGHT	CONCEPT	KPI	KPI WEIGHT	STAGE	STAGE WEIGHT	SCORE	GOAL	ACHIEVEMENT	KPI RESULT	GI RESULT	
DEGREE COMPLETION	70%	Progression through stages of education	% of students who advanced through stages of education	50%	Churchill	Preschool to Primary	25%	100%	98%	100%	84.7%	
						Primary to Secondary	30%	81.0%	90%	90%		78.7%
						Secondary to College	45%	38.0%	64%	59.4%		
		15%	Professional	LEAI	100%	91.0%	95%	95.8%	95.8%			
Achievement of Academy language goal	% of students completing level B2.8 with 12 or more courses	35%	Academy		100%	53.1%	60%	88.5%	88.5%			
INTERNATIONAL PROGRAMMES	30%	IB Diploma	% of students who obtained IB Diploma	70%	Churchill	College	100%	76.9%	75%	100%	98.7%	
		Cambridge International programme	IGSCE pass % with A, A, B and C grades	30%		College	100%	67.9%	71%	95.6%		95.6%

INTEGRATED IOS

88.9%

"I'm enormously happy and thankful. I love where I work: they're always motivating me to grow, learn, and achieve my dreams"





TEACHERS IOS

Teachers in our academic units possess a specific profile which ensures that they meet the high educational standards that safeguard The Anglo Foundation's prestige.

The Teachers IOS allows us to determine the qualities of teachers who meet the desired profile and promote optimal classroom conditions for their students' development. We also evaluate the time they remain employed by the Foundation, as well as the background of the teachers who make up our staff, their classroom hours, and their classroom effectiveness, ensuring the highest quality of education.

THE ANGLO ACADEMY Ideal Teacher Profile

At The Anglo Academy, we orient our teachers' growth so that they are verified as having a Competent+ or higher level of English, certified by a Certificate of Proficiency in English. Of the 75 teachers who work in this unit full-time, 29 currently meet these criteria, representing 38.7% against a goal of 65%. Of these teachers, 48% are close to achieving Competent+ level thanks to the training programme in their career plan, which means we are increasingly closer to achieving our goal.

Continuity

Continuity at The Anglo Academy allows us to have an impact on our teachers' career path. We aim for 70% of full-time teachers to be part of our teaching staff for four or more years, giving them the space they need to develop professionally and train to teach better. In 2023, 62 of our 75 full-time teachers met this retention rate; at 82.7% of all teachers, this exceeded our target and represented an 18-point increase from 2022.

Teacher Backgrounds

The Anglo Foundation's staff is multicultural, reflecting our promise of a global and diverse education. To this end, our goal is that 10% of all full-time teachers come from an international background; in 2023, 14.7% of full-time teachers were international, reflecting a gradual return to normalcy after international teachers migrated due to the pandemic.

Teaching Activity

72% of full-time teachers meet the expected number of classroom hours, surpassing our goal of 70%. In 2022, 68.7% of teachers met this target. Our task in the coming years will be to define the ideal distribution of classroom hours by programme type, thus guaranteeing that our teachers strike the ideal balance between classroom hours and student activities on one hand and ensuring space for their own ongoing education on the other.

Teacher Effectiveness

We measure effectiveness through the Quality Assurance Programme, in which professors are evaluated and receive feedback for development and ongoing improvement. In 2023, our full-time teaching staff once again demonstrated their high performance: in the Initial and Initial+ categories, 99% of teachers achieved the target score of 2.35. In Competent and Competent+, 98% of teachers achieved the target score of 2.45. For the Proficient and Master Categories, the target score rises to 2.60, which 99% of teachers achieved. Looking to the future, The Anglo Academy will continue boosting its full-time staff's ranking through a career plan and a mentorship strategy, in addition to other resources that will help teachers improve their performance.

The Anglo Academy ensures its full-time teachers improve continuously through a career plan



Out of all teachers at the College and primary grade teachers, 96% meet the expected profile, demonstrating a constant improvement of 7 percentage points since the last measurement.

Continuity

With respect to retention of primary block homeroom teachers, Mexican teachers are expected to remain for at least three years, while international teachers are expected to remain for at least two. In 2023, 28.6% of Mexican teachers and 62.5% of international teachers meet these criteria, giving us an average of 45.5% and encouraging us to continue striving towards our goal of 70%.

At the College, desired retention is six years for Mexican teachers and four years for international teachers; 37.5% of Mexican teachers and 33% of international teachers currently meet this criterion, achieving an average of 35.4%. The Anglo Churchill School & College will seek to achieve its continuity goal and promote teachers' professional development through training.

Teacher Backgrounds

Among our primary block homeroom teachers, we surpassed our goal with 53% of teachers coming from abroad. At the College, 27.3% of teachers are international, bringing us closer to our goal of 33% and bolstering the pluricultural educational model that distinguishes us.

THE ANGLO CHURCHILL SCHOOL & COLLEGE Ideal Teacher Profile

For primary school grades at The Anglo Churchill School, teachers must have a specialised degree in education and be trained in the academic models of the International Baccalaureate (IB) and Cambridge IGSCE. Advanced English is a requirement for all teachers, as is an advanced level of experience in teaching basic education subjects. The ideal profile of a teacher at the College is similar, with the further requirement that teachers receive continuous refreshing on the National Autonomous University of Mexico (UNAM) baccalaureate, as well as impart extracurricular workshops and extra-academic activities that allow them to fulfil the high standards of an IB teacher.

1. The Quality Assurance Programme (QAP) is the programme for teacher evaluation that the Foundation's academic leadership has applied since 2014. The QAP establishes a standard of quality in educators' teaching and in students' academic achievements. Results are measured according to teachers' ranking: Initial, Initial+, Competent, Competent+, Proficient, and Master. Scores are marked from 1.0 to 4.0 and are assigned as follows: Inadequate (1.00-1.99 range); Satisfactory (2.00-2.49 range); Good (2.50-2.99 range); and Outstanding (3.00-4.00 range). The rubric assesses four areas: lesson planning, teaching practice, lesson reflection, and use of English.



91%
of teaching staff at The
Professional meet ideal profile
criteria

THE ANGLO PROFESSIONAL

This unit forms English teachers at the undergraduate level, as well as teachers in various subjects through the Postgraduate Certificate in Education. In addition to being highly qualified, members of our teaching staff are highly specialised, displaying leadership skills that allow them to train future teachers.

Ideal Teacher Profile

At The Anglo Professional, 91% of teaching staff meet the standards of the ideal profile. Our main improvement opportunity is in specialisation, so that teachers can deepen their areas of knowledge, and development of leadership roles. The Foundation supports this development through actions that incentivise ongoing training, ensuring that teachers not only meet current standards but also develop professionally to the benefit of Mexico's education community.

Continuity


In 2023, 48.6% of staff at The Anglo Professional had worked at the institution for three or more years, still falling short of the ideal rate of 65%, which we will continue to work towards as our youngest academic unit becomes consolidated.

The performance indicators of the Teachers IOS reflect 92% achievement. Currently, our framework for action focuses on updated the career plan and continuing to improve hiring conditions. In this way, we will improve retention of teaching staff, guaranteeing the quality of the educational services that distinguish us.

GENERAL INDICATOR (GI)	GI WEIGHT	CONCEPT	KPI	KPI WEIGHT	BUSINESS UNIT (BU)	BU WEIGHT	PROGRAMME	WEIGHT BY PROGRAMME	SCORE	GOAL	COM-PLIANCE BY SEGE-MENT	KPIX BU RESULT	KPI RESULT	GI RESULT		
IDEAL TEACHING STAFF	60%	Ideal Teacher Profile	% compliance with ideal profile	40%	Academy	40%	Full-time	100%	38.7%	65%	59.5%	59.5%	83%			
							Homeroom teachers	40%	97.3%	92%	100%	99.1%				
							College	60%	94.5%	96%	98.4%					
							LEAI	33%	92.9%	92%	100%					
							Training	33%	87.3%	93%	93.9%	98%				
							IP&S	33%	93%	92%	100%					
		Continuity	% retention	20%	Academy	40%	Churchill	40%	Full-time	100%	82.7%	70%	100%	100%	77.5%	87.6%
									Homeroom teachers	40%	45.5%	70%	65.0%	56.3%		
									College	60%	35.4%	70%	50.6%			
		Teacher Backgrounds	% international teachers	20%	Academy	45%	Churchill	55%	Full-time	100%	14.7%	10%	100%	100%	94.3%	
									Homeroom teachers	40%	53.3%	50%	100%	89.6%		
									College	60%	27.3%	33%	82.7%			
		Teaching Activity	Clasroom hours per school year	20%	Academy	100%			Full-time	100%	72.0%	70%	100%	100%	100%	
TEACHER EFFECTIVENESS	40%	Techno-Pedagogical Skill	Quality Assurance Program rating	100%	Academy	100%	Initial	16.7%	2.468	2.35	100%	98.8%	98.8%	98.8%		
							Initial +	16.7%	2.324	2.35	98.9%					
							Competent	16.7%	2.355	2.45	96.1%					
							Competent +	16.7%	2.445	2.45	99.8%					
							Proficient	16.7%	2.601	2.60	100%					
							Master	16.7%	2.549	2.60	98%					

INTEGRATED IOS
92%

“Receiving scholarships at The Anglo has changed my life and motivated me to achieve new goals. I’m so thankful that they continue to transform people’s lives”





KEY PROGRAMMES AND SCHOLARSHIPS IOS

Key Programmes and Scholarships are the Foundation's flagship initiative and represent our greatest impact in education and culture.

This IOS measures the reach and performance of these programmes' beneficiaries, to whom we wish to deliver value during their path with us, be it in their academic, cultural, or artistic education.

To achieve the reach and success we project, our nine programmes that were active in 2023 must involve the collaborative work of all areas and are thus distributed as follows: nine programmes at The Anglo Churchill School & College for formal education students, two Anglo Academy programmes for English students, and two programmes from The Anglo Arts & Culture for professional artists, as well as three for young people receiving artistic and cultural training.

SCOPE

In addition to our 137 beneficiaries, this IOS's scope focuses on their immediate communities: families, classmates, teachers, and/or teams and collectives involved in artistic work. This year, we identified more than 900 people who were indirectly benefitted by our Key Programmes and Scholarships, which have an extensive impact on the environment of our beneficiaries. In terms of scope, this figure places us at 78.2% against our target of 100%.

Our monitoring model, which provides each beneficiary of our Key Programmes and Scholarships with personalised follow-up, ensures they experience a transformative process and achieve their academic and artistic goals, securing a deep and lasting impact. We are proud to report that 97% of beneficiaries in 2023 completed their programmes successfully.

Key Programmes and Scholarships 2023	Beneficiaries Reached	
	Direct	Indirect
Language Strengthening for Special Population Programme (The Anglo Foundation - Fundación BBVA)	69	276
Promotion of Certification in High-Performing Students	1	4
Churchill Excellence Scholarship	15	60
The Churchill Scholarship Programme	13	52
Churchill Debate Scholarship	4	16
Shakespeare Competition	3	117
Artistic Creation and Dissemination - New Dramaturgy Development	10	211
Creative development for The Anglo Foundation teachers and collaborators	13	5
Public Speaking Competition	9	180
	137	921

RELEVANCE

The Foundation strives to provide its scholarship recipients with a professional, inspiring, and open environment in which to develop. To fulfil our commitment to them, we measure the relevance of our programmes. In terms of quality, we achieved a high rating of 4.52 out of 5, identifying room for improvement in the training of some of our teachers and tutors. In terms of experience, we observed a significant impact on artists' production capacity after receiving a scholarship, achieving a rating of 4.62 out of 5 in this key aspect.

MEDIUM- AND LONG- TERM PRODUCTIVITY

Another element that provides us with knowledge regarding our impact on scholarship recipients is their productivity. The Anglo Foundation seeks to promote their artistic development and help our beneficiaries' work reach a variety of audiences.

Staged readings carried out by the playwrights who made up the 2023 cohort of this scholarship reached an audience of 460 people at two venues: the Teatro Santa Catarina in Mexico City and the Royal Court Theatre in London, meeting 100% of the target goal and demonstrating the importance of The Anglo Foundation's support in forming cultural and artistic links between Mexico and the United Kingdom, as well as its impact on contemporary cultural creation.

Our financial aid for artistic creation through The Anglo Arts & Culture seeks to impact the trajectory of the artistic community we support. British artist Kathy Hinde, a 2020-2022 beneficiary of the Artistic Creation and Dissemination: Visual, Performing, and Sound Arts programme, created a sonic piece titled Earthquake Mass Reimagined. The evaluation of medium-term impact considers awards and prizes beneficiaries receive, collaborations, activity in the cultural industry, and the training they undergo. Our indicator reached 92.3% against the target of 100%, demonstrating the importance of The Anglo Foundation's support in forming cultural and artistic links between Mexico and the United Kingdom, as well as its impact on contemporary cultural creation.

New Dramaturgy Development, a key programme carried out jointly by the Royal Court Theatre, The Anglo Arts & Culture, and the cultural department at the Universidad Nacional Autónoma de México (UNAM), achieved a high productivity score of 82.2%. These criteria took into account both the originality of plays in literary terms and their relevance for their social context as well as their audience's perception, ensuring that the artistic production process is carried out in an efficient and timely manner.

The impact indicator for the Key Programmes and Scholarships IOS in 2023 stands at 86.65%. The programmes we promote on behalf of artists and students, as well as the people around them, reflect the fulfilment of our mission, which we will continue to consolidate as we increase our impact on numbers and reach.

Programa Internacional de Dramaturgia: Royal Court Theatre + Anglo Arts en la UNAM

Cierre de inscripción
30 de septiembre 2021



GENERAL INDICATOR (GI)	GI WEIGHT	CONCEPT	KPI	KPI WEIGHT	TYPE	SCORE	GOAL	ACHIEVEMENT BY TYPE	KPI RESULT	GI RESULT
SCOPE	35%	Coverage	Direct beneficiaries reached	57%	Language students	97.1%	100%	97.1%	78.2%	78.2%
					Formal education students	94.1%	100%	94.1%		
					Teachers	0.0%	100%	0.0%		
					Artists in training	100%	100%	100%		
					Professional artists	100%	100%	100%		
		Outreach	Indirect beneficiaries reached	43%	Language students	97.1%	100%	97.1%		
					Formal education students	94.1%	100%	94.1%		
					Teachers	0.0%	100%	0.0%		
					Artists in training	100%	100%	100%		
					Professional artists	100%	100%	100%		
RELEVANCE	45%	Terminal progress	% program achievement	57%	Language students	88.2%	100%	88.2%	97.1%	95.6%
					Formal education students	100%	100%	100%		
					Artists in training	100%	100%	100%		
					Professional artists	100%	100%	100%		
					Satisfaction with experience	Satisfaction	43%	Language students		
		Formal education students	95%	100%	95%					
		Artists in training	86.9%	100%	86.9%					
		Professional artists	98%	100%	98%					
		Performance	Production of artwork	60%	Professional artists			82.2%	100%	
		MEDIUM- AND LONG-TERM PRODUCTIVITY	20%	Impact of artwork	Audience	40%	Media impact	Professional artists	47%	
Follow-up with artist's career	Professional artists						100%	100%	100%	
Professional artists	100%						100%	100%		
Professional artists	92.3%						100%	92.3%		

INTEGRATED IOS

86.65%

“For us, The Anglo Foundation is more than an ally; it is the bridge that allows us to open the doors of the Frida Kahlo Museum to a global audience, enriching the experience of each visitor through language and culture”



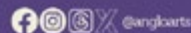
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ARTE EN EL REINO UNIDO EXPOSICIONES SELECTAS

Painting the Modern Garden - Monet to Matisse
 Matisse from MOMA and TATE Modern
 Lucian Freud - A Self Portrait
 David Hockney at the Royal Academy of Arts
 Tokyo Stories

Del 22 de septiembre al 20 de octubre, 2023


 Anglo Arts Centre
 Antonio Caso 127
 Viernes, 16:00 h



CULTURAL EXCHANGE IOS

One of The Anglo Foundation's pillars is the promotion of cultural exchange between the United Kingdom and our country, fostering artistic collaboration with strategic partners through The Anglo Arts & Culture.

One of our objectives is to reach out to young people through learning and the arts, as our offering in these areas represents our Foundation's greatest impact and relevance. Our cultural offerings increasingly seek to integrate experiences that are relevant to young people, giving them high-quality spaces and tools to create, learn, and share.

The activities we carried out in 2023 contributed to strengthening the cultural connection between Mexico and the United Kingdom. In the context of the Foundation's 80th anniversary, The Anglo Arts & Culture offered Rokas Valuntonis's piano concert in collaboration with the Instituto Nacional de Bellas Artes (INBAL) at the Palacio de Bellas Artes. These celebrations were complemented by a special concert by the Staccato choir and activities organised with Cambridge International and National Geographic Learning.

This area's courses of action focused on the professionalisation of our collaborators in the cultural sector and on strengthening our internal capacity to continue promoting artistic dialogue. We implemented an English scholarship programme so that staff at institutions like the Museo Frida Kahlo, Museo Anahuacalli, Auditorio Nacional, and Centro Nacional de las Artes can reach a level of proficiency in the language that will allow them to grow professionally. In each instance, we designed support plans that combine contributions from the Foundation and our allies.

The work of The Anglo Arts and Culture continued during this year in collaboration with our partners. In 2023, we began a long-term partnership with the Centro Nacional de las Artes which will incorporate the Teatro de las Artes theatre to stage the Shakespeare Competition and the Foundation's support for the Festival Internacional en Blanco y Negro. Our ongoing collaboration with the Auditorio Nacional encompasses advertising special events, like the projection of 2001: A Space Odyssey and concerts by figures like Lang Lang and Ximena Sariñana. Among other activities, we collaborated with the Centro Mexicano para la Música y las Artes Sonoras at the 19th edition of the festival Visiones Sonoras, which focused on the environment and climate change, promoting the participation of British artists. Additionally, we organised "Pride & Prejudice in the Spanish-speaking world", a conference at The Anglo Foundation Library in collaboration with the Jane Austen Society, which was complemented by a traditional afternoon tea in the style of the era reflected in this English author's works.

“I feel like I’m finally where I should be, doing what I love and contributing to the common good. It’s not often that you can talk about full happiness, but that’s what I feel here”



COLLABORATORS IOS

Our collaborators are the driving force behind excellence at our Foundation. This indicator allows us to measure our employees' commitment to fulfilling our mission and ensures an organisational culture aligned with our institutional DNA.

To obtain the data we present for 2023, we continued, among other actions, to implement the measurement of engagement and internal service quality. The data produced by this indicator shows us that we must maintain and increase training of our full-time staff in the future.

COMMITMENT

This item looks and accounts for the Foundation's commitment with our collaborators, and vice versa. We want our full-time staff to continue reflecting the values of inclusion that characterise the Foundation and maintain an equitable distribution in the number of men and women who work with us. At the same time, we set the target of achieving 85% favourability in engagement. This is the first year in which we measured the Turnover KPI, which allows us to evaluate and manage our collaborators' continuity at the Foundation.

The data show that our commitment to gender diversity has borne fruit over the past four years. The Anglo Foundation employs women in senior and management positions, ensuring equality of opportunity and recognizing outstanding performance. At the highest level of our organisation, 14.3% of positions are held by women, a figure we will continue to increase in coming years.

In the Engagement category, survey results show an improvement from the trend observed in 2020, 2021, and 2022. Today, trust in our leadership has grown, as has support from The Anglo Foundation to work in the best way possible, and staff members identify greater opportunity to develop professionally.



Our goal is that, upon entering the Foundation, collaborators will find a work environment in which they can explore their potential and develop in the long term. Measuring personnel retention helps us gauge our organisation's health more closely and implement the transformations needed to promote talent retention.

Given that we are part of the education sector in Mexico, our goal for this indicator has been established using national-level indicators in the sector, i.e., between 15% and 20% annually. Our measurements for 2023 place this indicator at 27.8% at The Anglo Foundation. This figure allows us to identify areas of opportunity and ensure improvements in an efficient and precise manner. 8.8% reflects performance-based termination, while 19% reflects voluntary turnover, close to our goal of an 18% turnover rate in line with sector standards. To achieve this goal, we will continue to foster optimal working conditions that allow our staff to grow and evolve within the Foundation.

PERFORMANCE

The diversity that distinguishes our organisation's academic offering and cultural work implies different operational requirements in each area. The Foundation seeks to foster a culture of collaboration that unites our collaborators' operations around a shared goal, ensuring the fulfilment of our mission. This indicator allows us to evaluate collaboration and efficiency between different areas of the Foundation, guaranteeing the quality and effectiveness of support and service internally and for our beneficiaries.

The Performance indicator allows us to focus on areas of opportunity that we must address in order to improve the quality of our internal service.

The results of the cross-service survey are measured on a scale of 1 to 5. In the last four years, the results have fluctuated between 3.5 and 3.9 points. In 2023, we achieved a score of 3.8.





61%
of management positions are
held by internal personnel

Feedback from our collaborators allowed us to identify areas where we must implement improvements, conscious of the effort needed for our collaborators to be able to perform to the fullest in an environment of transparency and continuous growth. Ongoing evaluation using this instrument will allow us to focus our strategy on improving our operational efficiency and the satisfaction of the people who contribute to our mission.

GROWTH

The Anglo Foundation measures its collaborators' growth within the structure of the organisation, especially at the management, directors, and executive management levels and taking into account the rate of personnel turnover.

In 2023, the executive team maintained the

same number of positions it had in 2022, with seven chief officers. Of these, three were held by collaborators who had grown within the organization. At the level of directors, nine of 12 positions were held by internal personnel, and 32 of 53 management positions were held by individuals who were already part of the organisation. 61% of all management roles (44 out of 72) are held by internal personnel, approaching our goal of 80%.

The overall score of the Collaborators IOS, which measures commitment, performance, and growth, reached 78.21% against a target of 100%. The indicator's results point to the central areas of improvement for the Foundation, which we are addressing with appropriate actions to strengthen our relationship with our collaborators.

GENERAL INDICATOR (GI)	GI WEIGHT	CONCEPT	KPI	KPI WEIGHT	LEVEL	WEIGHT BY LEVEL	SCORE	GOAL	COMPLIANCE BY LEVEL	RESULT BY LEVEL	KPI RESULT	GI RESULT
COMMITMENT	35%	Staff Diversity	Male-female ratio	15%	Executive Management	30%	14.3%	50%	28.6%	8.5%	78.6%	70.7%
					Directors	40%	83.3%	50%	100%	40%		
					Management	30%	58.3%	50%	100%	30%		
		Engagement	Survey score	50%	All	NA	73%	85%	NA	NA	85.8%	
		Turnover	Turnover rate	35%	All	NA	27.8%	18%	NA	NA	45.6%	
		PERFORMANCE	40%	Internal Service Quality	Cross-service survey score	100%	All	NA	3.81	4.5	NA	
GROWTH	25%	Career Progression	% internal personnel occupying senior positions	100%	Executive Management	20%	42.9%	80%	53.6%	10.7%	78.4%	78.4%
					Directors	40%	75%	80%	93.7%	37.5%		
					Management	40%	60.4%	80%	75.5%	30.2%		

INTEGRATED IOS

78.2%

“Working at the Foundation gives me numerous opportunities, broadens my perspective, and makes me feel more motivated”



BRAND VALUE IOS

Behind The Anglo Foundation is a story of prestige in education and culture maintained over the course of 80 years. The Foundation is synonymous with excellence, social commitment, and personal transformation through learning.

Over the years, we have built a solid identity that reflects not only our history but also our positive and lasting impact on the communities we serve. The Brand Value IOS measures and strengthens this reputation.

We constantly evaluate current and potential consumers' perceptions of our brand. In this report, we present the results of the general indicator of individual and institutional client retention that forms part of the Brand Value IOS and share the actions our academic units have taken to improve the experience of the public they serve.

INSTITUTIONAL CLIENT RETENTION

Our clients' Business-to-Business experience is evaluated based on the services they receive at The Anglo Academy, The Anglo Assessment, and The Anglo Professional.

The Anglo Academy

This unit offers English education to employees of various organisations. In 2023, The Anglo Academy continued to have a retention rating of 56.3% against our objective of 60%.

The Anglo Professional

The Anglo Professional offers education in English teaching and international education methodology based on the Cambridge International model to language centres and formal schools. Within this academic unit, retention stands at 48.6% versus the target of 85% in 2023. The reduction in this score, however, is attributable to the graduating class and teachers who finished the Postgraduate Certificate in Education. This service will resume next year, with new groups of teachers.

The Anglo Assessment

The Anglo Assessment offers English proficiency certification services to private and public schools, language academies, and businesses. In 2023, we added 340 new clients to our existing group of 636, achieving a retention rate of 67.9% against our target of 76%. The recovery of previous clients and engagement of new ones is thanks to the high quality of our customer service and the personalised service and experience that distinguishes Assessment.



INDIVIDUAL CLIENT RETENTION

We began measuring individual client retention in 2022 with students receiving formal education at The Anglo Churchill School & College. In 2023, we expanded this evaluation to include English students at The Anglo Academy and teachers pursuing the bachelor's degree in English Language Teaching and Learning (LEAL) at The Anglo Professional.

The Anglo Professional

The bachelor's degree in English Language Teaching and Learning (LEAL) was inaugurated in 2020 in order to train professional language teachers. At the end of 2023, the degree programme had an average retention rate of 84.9% of students who had progressed through their semesters uninterrupted.

The Churchill School & College

At the end of the 2022-2023 school year, 78 students completed preschool, with a 73.1% retention rate. For primary school students, retention stood at 89.9%, with 79 graduates completing six years of primary education, surpassing our target of 80%. Among secondary schoolers, student retention across all three years stood at 88.71% among our 71 graduates, and at the College, a 100% retention rate was achieved among the 25 graduates, surpassing our target of 84%.

The Anglo Academy

In 2023, our English academy measured retention among general English students older than 16. Of 6,153 students, 53% took three or more courses during the year, approaching our target of 60%.

ACTIONS FOR IMPROVING OUR CLIENT EXPERIENCE

In 2023, The Anglo Academy strengthened its academic programme and teaching methodology, focusing on training and mentoring its teachers to demonstrate the quality of its teaching staff. Additionally, we improved our enrolment process, offering more flexible schedules and a greater variety of options in our courses. Looking to the future, Academy students will have access to certification programmes in collaboration with The Anglo Assessment

The Anglo Assessment, meanwhile, met the growing demand for digital products, expanding its offering with the English Exams Lab programme and the Michigan English Test. Furthermore, the unit strengthened its close communication with its clients, adapting its services to expand coverage to various regions of the country and aiming to optimise the Foundation's digital infrastructure in the coming years.

At The Anglo Churchill School and College, the comprehensive support and inclusion team accompanies families in difficult situations and, alongside Human Talent, strives to recruit teachers of the highest calibre, strengthening families' trust in the school. Likewise, financial aid has been diversified, and academic talks are offered to enhance the professionalism of all employees. As part of its commitment to healthy coexistence among students, The Anglo School & College implemented the Institutional Smart Classroom Discipline System (SIDIE), aligning disciplinary policies in all sections from preschool to the College.

OUR PARTNERS

We highlight our institutional partners, both public and private, who join forces with us and place their trust in us year after year. These partnerships allow us to strengthen our initiatives and reach a greater number of people, maximizing the reach of every effort made and establishing a solid foundation for the future.

The trust and commitment of our partners are essential for expanding our reach towards a positive and lasting impact. We will continue to build a solid path for bringing cultures together through quality education and actions that create significant change in society.

- Antes de partir, A.C.
- Casa de la Amistad para niños con cáncer, A.C.
- Fundación BBVA México, A.C.
- Quiera. Fundación de la Asociación de Bancos de México A.C.
- Cobijo y Sonrisas Fundación, A.C.
- Fondo para Niños de México A.C. ChildFund México
- Fundación Fraternidad sin Fronteras, I.A.P.
- Fundación de Cáncer de Mama, A.C. (FUCAM)
- Secretaría de Cultura de México
- Instituto Nacional de Bellas Artes y Literatura
- Festival Internacional Cervantino
- Centro Nacional de las Artes
- Museo del Palacio de Bellas Artes, INBAL
- Auditorio Nacional
- ITESO Universidad Jesuita de Guadalajara
- Secretaría de Cultura del estado de Jalisco
- The Walk Productions
- Jane Austen Society México
- Sociedad Tolkiendili de México, A.C.
- Universidad Nacional Autónoma de México
- Universidad Panamericana
- CRYPTIC Glasgow
- Royal Court Theatre
- Escuela Nacional de Arte Teatral, INBAL
- Escuela Primaria Guadalupe Victoria
- British American Drama Academy
- American Shakespeare Centre
- English Speaking Union
- Centro Mexicano para la Música y las Artes Sonoras
- Docs Mx
- Museo Franz Mayer, Arte y Diseño
- Radio Nopal
- Museo Frida Kahlo
- Museo Anahuacalli
- Banco de México

Financial
INFORMATION

INDEPENDENT AUDITORS' REPORT



TO THE ASSOCIATES ASSEMBLY OF
THE ANGLO MEXICAN FOUNDATION, A.C.
AND ITS RELATED INSTITUTE

Opinion

We have audited the attached financial reports from The Anglo Mexican Foundation, A.C. and its related institute ("the Foundation"), which encompass its financial status statements as of 31 December 2023 and 31 December 2022, statements of activities and comprehensive income, statements of changes in book value, and statements of cash flows for the years ending on those dates, as well as supporting notes for the statements, which include a summary of significant accounting policies and additional explanatory information.

It is our opinion that the attached financial statements fairly and in all material aspects represent the financial position of the Foundation on 31 December 2023 and 31 December 2022, as well as the statements of activities and comprehensive income and cash flows for the years ending on those dates, in accordance with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB).

Basis for opinion

We carried out our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are explained in greater detail in the Auditor's Responsibilities Regarding Auditing of Financial Statements section of our report. In accordance with the International Ethics Standards Board for Accountants' (IESBA) International Code of Ethics for Professional Accountants and with the Code of Ethics of the Mexican Institute of Public Accountants (IMCP), we are independent from the Foundation, and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code of Ethics and IMCP Code of Ethics. We believe that the audit evidence we have obtained provides a sufficient and appropriate basis for our opinion.

Foundation management's responsibility regarding financial statements

Management is responsible for the preparation and fair presentation of the attached financial statements in accordance with the IFRS, as well as for such internal control as the administration considers necessary to allow the preparation of financial statements free of material misstatement due to fraud or error.

In preparing financial statements, management is responsible for assessing the Foundation's capacity to continue as a going concern, disclosing, as applicable, going concern issues and using the going concern basis of accounting, except in the event that management intends to liquidate the Institute or cease operations, or there is no realistic alternative but to do so.

Independent auditor's responsibility regarding auditing of financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but it does not guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement where one exists. Misstatements can arise from fraud or error and are considered material if, individually or on balance, they could reasonably be expected to influence the financial decisions of users made on the basis of the financial statements.

As part of an audit conducted in accordance with ISAs, we exercise professional judgment and maintain an attitude of professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of financial statements, whether due to fraud or error; design and perform auditing procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the Foundation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with the Foundation's governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during the audit.

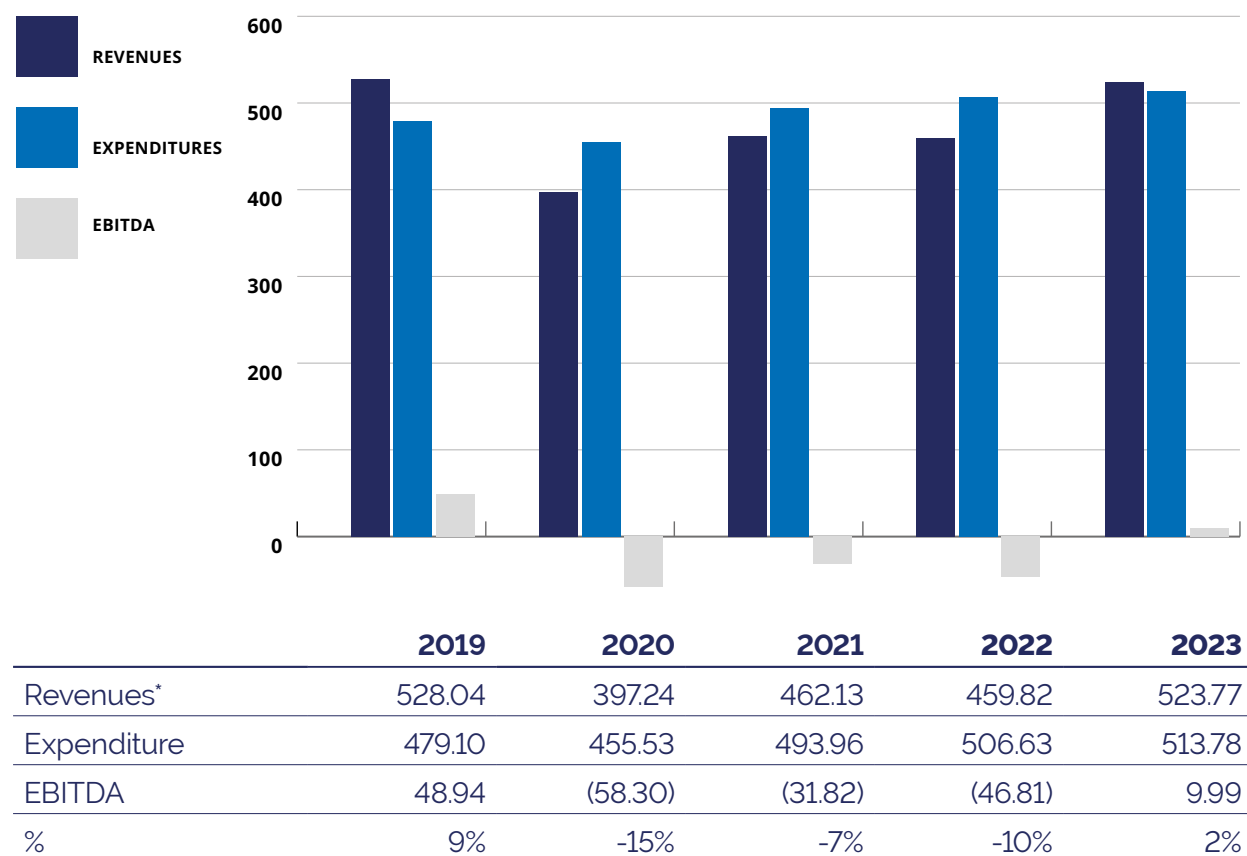


C.P.C. Carlos Fidel Carmona Estañón
Mazars Auditores, S. de R. L. de C. V.

FINANCIAL INFORMATION

Since 2019, the administration of The Anglo Foundation has implemented several innovative practices that have contributed to improving efficiency in processes and in resource management. These initiatives have allowed us to optimize operating times, reduce costs, and improve productivity in general.

INCOME STATEMENTS - HISTORICAL BEHAVIOUR



*Figures in millions of pesos. Figure for 2023 fiscal year includes accrued sales.

A fluctuation in revenues can be observed during this period. Between 2018 and 2019 there was a growth of 17%, and then a drop in 2020 due to the COVID-19 pandemic, which had a significant impact on the education sector. A recovery took place, however, between 2021 and 2023. This event indicates an improvement in our capacity to generate sales, as in 2023 there was an EBITDA margin of 2%, equivalent to 9.9 million pesos.

BALANCE SHEET*	2023
Current assets	166.68
Non-current assets	668.86
Total assets	835.54
Short-term liabilities	131.94
Long-term liabilities	27.19
Total liabilities	159.13
Total equity	676.41
Liabilities plus equity	835.54

* Figures in millions of pesos

CASH FLOW*	2023
Loss before taxes	54,692.89
Net cash decrease	(15,822.81)
Cash at beginning of year	108,169.61
Cash at end of year	92,346.80

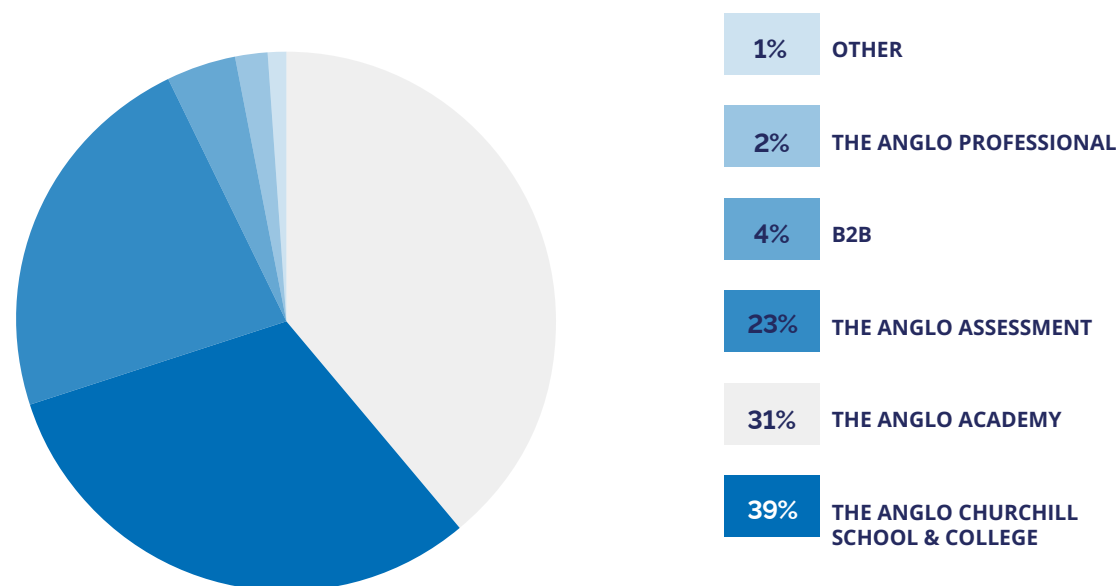
* Figures in thousands of pesos

Total liabilities represent a moderate proportion in relation to assets, with a short-term debt of 131.94 million pesos. On the other hand, long-term liabilities are relatively low, indicating careful management of the Foundation's financial obligations. In addition, the solvency ratio is 4.25, which implies that the Foundation has 4.25 pesos in assets for every peso of debt. This reflects a solid capitalization, as well as our ability to meet financial commitments with our own resources, thus guaranteeing the Foundation's economic stability.

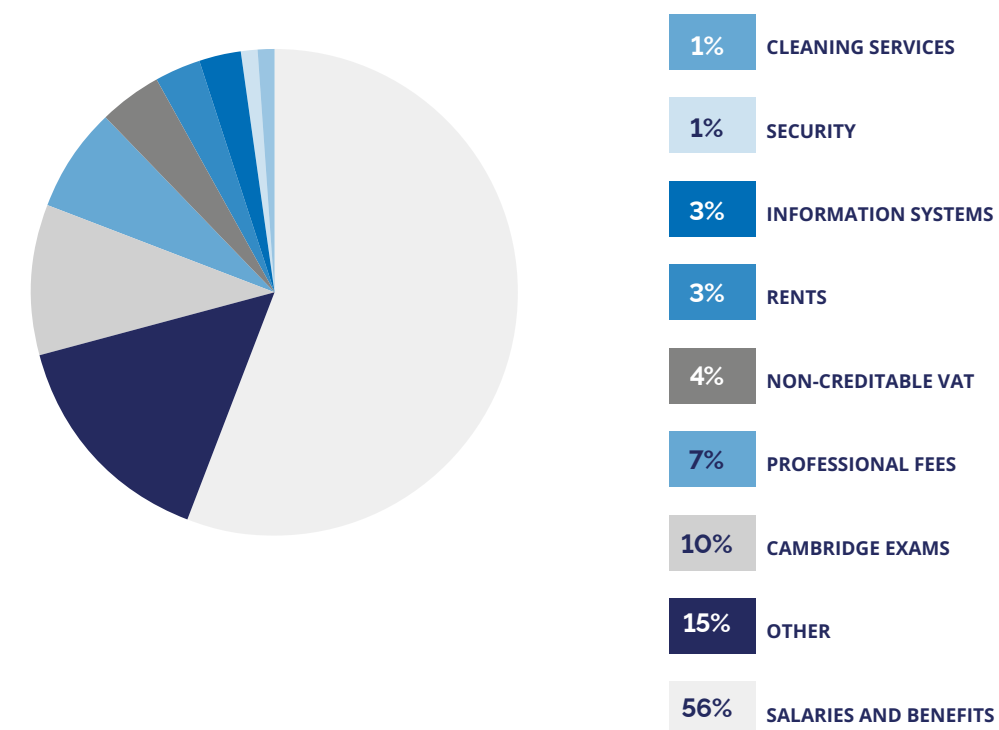
REVENUES*	2023
The Anglo Academy	162.8
The Anglo Churchill School & College	201.5
The Anglo Assessment	121.0
The Anglo Professional	11.9
B2B	19.1
Other	7.4
Total sales	523.7

* Figures in millions of pesos

PARTICIPATION IN SALES BY BUSINESS UNIT



% TOTAL EXPENSES



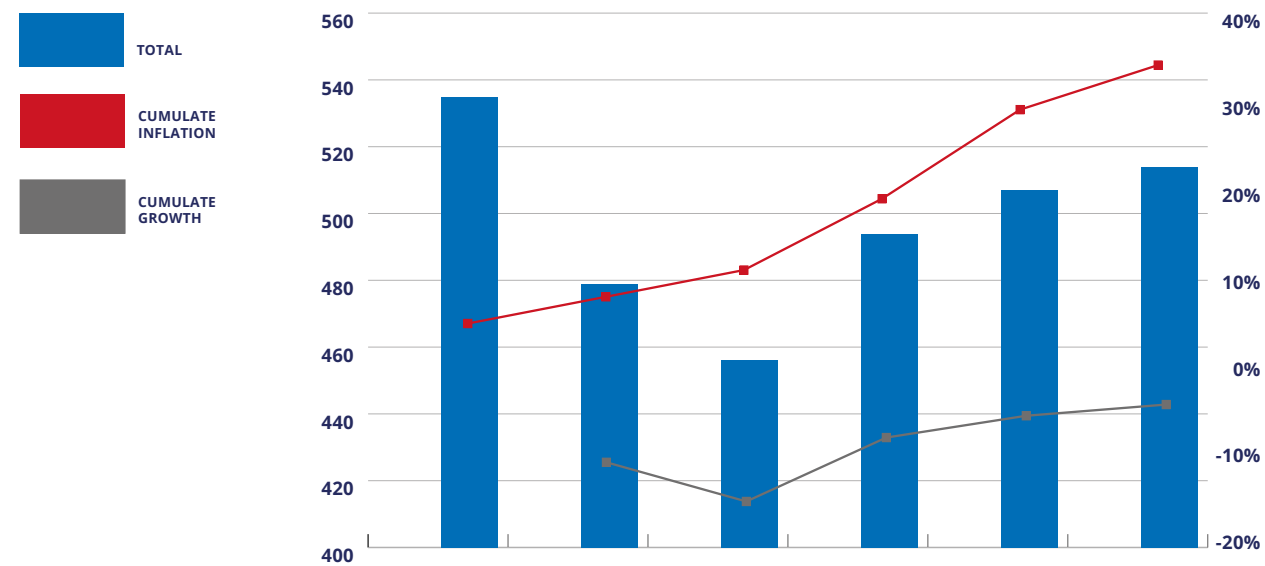
EXPENSE BEHAVIOUR*	2019	2020	2021	2022	2023	% TOTAL
SALARIES AND BENEFITS	234.14	260.75	247.39	273.61	288.64	56%
PROFESSIONAL FEES	23.18	23.53	31.98	33.64	37.52	7%
CAMBRIDGE EXAMS	56.80	24.44	36.99	48.50	48.79	10%
RENTS	28.47	31.90	21.23	9.78	15.80	3%
SECURITY	5.93	7.95	5.89	6.20	6.71	1%
NON-CREDITABLE VAT	14.56	14.89	12.59	15.95	20.50	4%
INFORMATION SYSTEMS	15.02	24.14	22.49	19.85	12.43	3%
CLEANING SERVICES	7.23	6.21	6.32	6.77	7.14	1%
OTHER	93.76	61.73	109.08	92.34	76.24	15%
TOTAL	479.10	455.53	493.96	506.63	513.78	100%

* Figures in millions of pesos

Expenditure behaviour between 2018 and 2023 shows a marked decrease in 2019 and 2020. In 2020, cumulative expenditures recorded a 14.83% decrease compared to 2018.

Beginning in 2021, expenses increased with the post-pandemic economic rebound, although cumulative growth remained in negative territory through 2023. At the end of that year, cumulative expenditures showed a decrease of 3.94% relative to 2018, indicating that despite the recent increase, the total level of expenditure is still lower than it was in 2018.

EXPENDITURE BEHAVIOUR



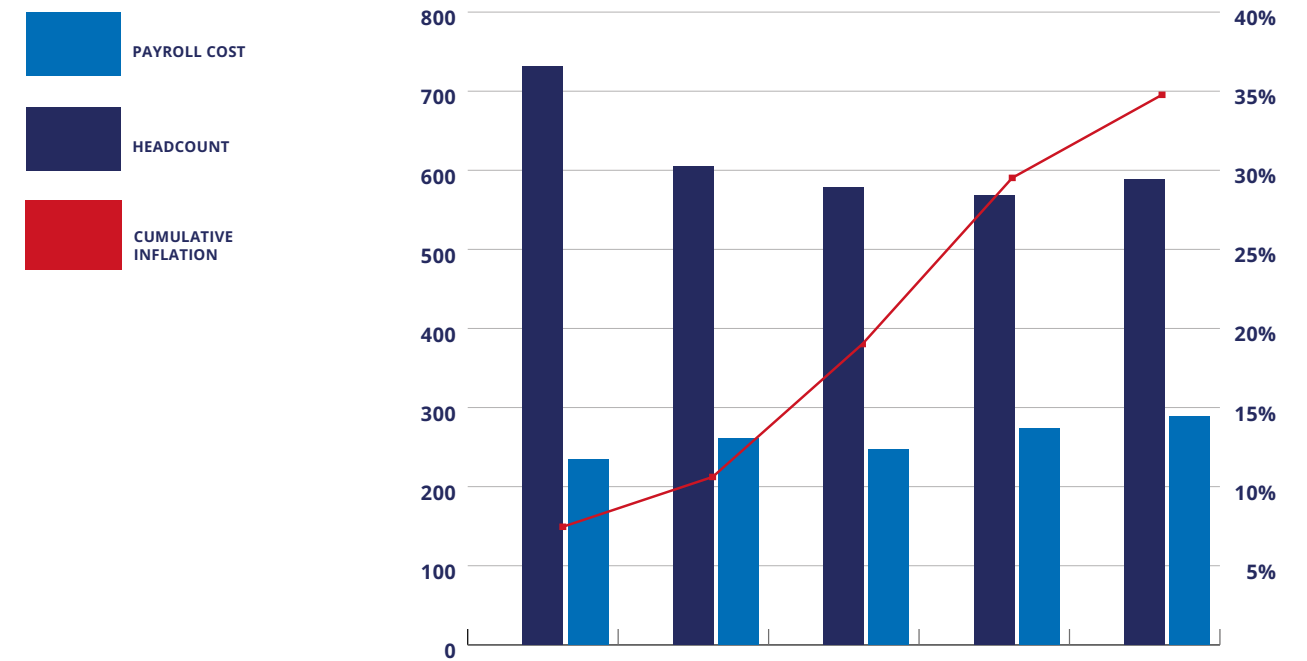
	2018	2019	2020	2021	2022	2023
TOTAL*	535	479	456	494	507	514
CUMULATE INFLATION	5%	8%	11%	19%	29%	34%
CUMULATE GROWTH	0	-10.43%	-14.83	-7.65%	-5.28%	-3.94%

* Figures in millions of pesos

Comparison with inflation: We have maintained our spending below cumulative inflation in most years, reflecting efficient cost management.

Optimization: In the future, optimizing processes so that expenses remain below inflation will be crucial. This will enable us to remain competitive in the market and continue offering better benefits to our collaborators.

PAYROLL COSTS VS INFLATION



	2019	2020	2021	2022	2023
HEADCOUNT	732	605	579	568	589
PAYROLL COST*	234.14	260.75	247.39	273.61	288.64
CUMULATIVE INFLATION	8%	11%	19%	29%	34%

* Figures in millions of pesos

The Finance Department of The Anglo Foundation is committed to meeting short- and long-term institutional goals by setting and carrying out financial strategies that guarantee efficient use of resources. This includes anticipating economic conditions to mitigate current and future risks. Through these actions, we will continue to focus on designing and implementing strategies that direct the Foundation's remaining resources towards its institutional core: generating a significant social impact.



We deeply appreciate the unwavering support of our community, including each of our staff members, teachers, and students, who enrich our mission every day with their dedication and commitment.

Together, we will continue to guide our strategy towards the values that define us and the shared purpose of making a real difference.

Thank you!

www.theanglofoundation.org.mx