

Introduction

Management Solutions views Corporate Social Responsibility as acting in accordance with its corporate principles of dedication to service and commitment to excellence and quality, going beyond the basic legal requirements.

The Firm recognizes the importance of conducting its activity while contributing to the sustainable growth of society. For this reason, Management Solutions is committed to supporting the communities of the countries in which it operates. Support for the academic world and job creation, respect for human rights and care for the environment are part of the Firm's business strategy, guiding its growth in a responsible manner in line with the Sustainable Development Goals.



ManagementSolutions



Message from the Chairman



The world is changing at a dizzying pace. We are facing highly complex problems that we all share a responsibility to solve. We need answers that create enduring value - solutions that inspire and remain relevant even when their creators are no longer present.

Faced with this challenging context and the ambition to transcend, a question arises: how can we leave a positive mark on what we do?

Transcending means going beyond limits, building with purpose and a commitment to permanence, in short, generating lasting value. It's not just about being successful, it's about building a positive legacy that inspires others and endures over time.

However, transcending is not the norm in the professional world. More than half of newly created companies disappear within five years without leaving a lasting mark. Moreover, barely ten percent of companies founded fifty years ago are still operating today.

For Management Solutions, transcending is not merely a theoretical aspiration; it is the natural outcome of our approach. By integrating technical knowledge, strategic vision, and personal commitment, we create solutions that not only address immediate challenges but also deliver lasting value long after a project is completed.

At Management Solutions, we create value-generating dynamics that contribute to the sustainable growth of our clients, professionals, and society. We do this by developing innovative solutions that maximize the value of available information, enhance customer experience, improve organizational efficiency, and strengthen risk management. Our solutions are designed, developed, and implemented with a focus on long-term impact.

Many leading companies in their respective markets have relied on our approach to building solutions that effectively address their challenges.

This responsibility drives us to constantly evolve our value proposition — strengthening research and development in new competencies, reinforcing our analytical and technological capabilities, deepening our sectoral expertise, and expanding our international presence.

All of this is made possible by the talent, dedication, and expertise of an extraordinary team of professionals capable of tackling increasingly complex challenges.

A team with proven analytical, quantitative, and technological capabilities, one that places the client at the

center of its actions and remains in constant pursuit of excellence.

A team that cares not only about what it does, but also about how it does it.

For yet another year, we have surpassed our goals across the geographies and industries in which we operate, and across all the service lines we provide.

Today, we are a leading business consulting firm serving more than 2,200 global and local clients who are leaders in their respective industries.

Over the past twenty-three years, we have increased our size more than fiftyfold — an achievement within reach of very few organizations. We have done so by growing consistently across economic cycles and adapting to an ever-changing reality.

Today, we have a global team of more than 4,000 talented and committed professionals, operating in over 50 countries across Europe, the Americas, Asia, Africa, and Oceania through our 52 offices worldwide, supported by a differentiated value proposition driven by cutting-edge R&D.

In parallel, we have significantly increased our investment in training and research, expanded our links with universities, broadened our sponsorship and patronage initiatives in support of science and culture, and reinforced our social action activities.

Social responsibility is a strategic element of our management model and a long-term commitment to our clients, professionals, and the communities in the countries where we operate.



Management Solutions partners at 2025 Yearly Meeting

A fundamental pillar of our social responsibility policy has always been our relationship with universities. We collaborate with more than 400 institutions through scholarship and internship agreements; the delivery of master's programs, expert-led classes, and specialized seminars; cooperation in research programs; participation in employment forums; and the sponsorship and support of university foundations and associations.

Encouraging entrepreneurship and innovation is another key line of action within our social responsibility policy. Initiatives in this area have also expanded into education through projects that foster entrepreneurial and innovative values, attitudes, and skills from the earliest formative stages for children and young people.

Our social commitment also includes our participation in professional associations related to our activity, our involvement in institutions that support the development and dissemination of science, and our engagement with cultural organizations through sponsorship and patronage.

We are particularly aware of the need to work together towards sustainable development, which is why we integrate environmental conservation into our policies and actions.

We also continue to support and encourage, with great enthusiasm, the initiatives promoted by our professionals through Management Solutions' Social Action Group, of which we are especially proud for its selfless dedication to supporting the most disadvantaged.

With the publication of our twentieth Corporate Social Responsibility Report, we aim to provide a transparent and detailed account of the progress achieved in 2025 across different areas and, in particular, of our social commitment, in line with the Sustainable Development Goals and the United Nations Global Compact, which we joined in April 2019.

At Management Solutions, we face the future with great enthusiasm and confidence, committed to our clients, our team, and society as a whole, and with a firm intention to transcend.

Alfonso Serrano-Suñer
Chairman of Management Solutions

CSR Report

Corporate Social Responsibility is a strategic element of Management Solutions' activity

Aware that the continued growth and success of our organization entail greater accountability across all areas and toward all stakeholders (clients, employees, suppliers, universities, and other institutions), we published our first Corporate Social Responsibility Report in 2006.

Since then, we have prepared our annual Corporate Social Responsibility Report with the aim of sharing our experience and results with our stakeholders, detailing the most significant impacts of our activities and outlining our commitments for the future.

Each year, we update the milestones achieved by the Firm, both in terms of employment and from economic, social, and environmental perspectives. This applies to all the countries in which we operate. In addition, we establish objectives that serve as guidelines for the coming year.

Through this Report, we reaffirm our confidence in this responsible business model, make our commitments public, and actively engage our stakeholders, who are the focus of our actions and whose input contributes to the achievement of our objectives.

This Corporate Social Responsibility Report presents Management Solutions¹ achievements for the period from January 1 to December 31, 2025², across our offices in: Europe (Spain, UK, Germany, Austria, France, Belgium, the Netherlands, Denmark, Norway, Sweden, Poland, Switzerland, Italy and Portugal), the Americas (USA, Canada, Mexico, Puerto Rico, Costa Rica, Colombia, Ecuador, Brazil, Peru, Chile and Argentina), Asia (China, Turkey and United Arab Emirates), África (South Africa) and Oceania (Australia).

Report preparation process

To prepare this CSR Report and determine its content, we conducted a dual materiality analysis in accordance with the Corporate Sustainability Reporting Directive (CSRD), the European regulation governing sustainability reporting requirements, using the European Sustainability Reporting Standards (ESRS) as a reference framework.

This analysis enabled us to identify relevant issues by considering both the impact of our activities on the environment and society and the risks and opportunities that these issues may represent for the Firm.

The preparation of this Report also follows the guidelines and recommendations of the Global Reporting Initiative (GRI), an organization dedicated to enhancing the quality, rigor, and usefulness of sustainability reporting. Specifically, this report has been prepared in accordance with the GRI Standards.



¹ Management Solutions refers to GMS Management Solutions S.L. and subsidiaries. For more details you can visit www.managementsolutions.com/group-companies
² In addition, some sections of this document include references to year 2025 or fiscal year 2025, which begins on September 1, 2024 and ends on August 31, 2025.

Stakeholders

We consider our clients, the professionals who make up Management Solutions, and the broader environment — including academia, prospective employees, regulatory agencies, suppliers, and society at large— to be our primary stakeholders.

Meeting the expectations of these groups remains a central focus of our corporate strategy. Accordingly, establishing strong and productive relationships with them is a key objective. For this reason, dedicated sections are included for each group (Commitment to Our Clients, Commitment to Our Professionals, and Commitment to the Environment), describing how we understand and manage our relationship with each of them.

Stakeholder communication channels

At Management Solutions, we recognize that the communication channels established with each stakeholder group are essential for identifying and understanding their needs, while enabling us to respond effectively.

The information gathered through these channels helps us better understand the environment in which we operate. These channels also represent a valuable asset that allows us to anticipate stakeholder needs, identify opportunities for improvement, explore new initiatives, evaluate ideas, and launch new projects.

Results of the analysis of materiality

The materiality analysis is a dynamic process that is reviewed annually to reflect changes in the Firm’s strategic priorities, regulatory and market conditions, stakeholder expectations, and other external developments.

For the 2025 review, the Firm updated its methodology to incorporate the dual materiality approach established by the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). This approach considers both: impact materiality (the actual or potential positive or negative effects of the Firm on people and the environment) and financial materiality (the effects of sustainability issues on the Firm’s financial position, performance, and prospects).

Communication channels	Clients	Professionals	Environment ³
Intranet	●	●	●
Corporate webpage	●	●	●
Social networks	●	●	●
Ethical channel	●	●	●
Apps and microsities	●	●	●
Corporate Social Responsibility Report		●	●
Direct communication with clients	●		
Specialized publications	●	●	●
University chairs		●	
Internal meetings		●	
Email communications		●	
Suggestions mailbox		●	
Mentoring program		●	
Evaluation program	●	●	
Questionarios ESG	●	●	● ⁴
Interviews			● ⁵
Organization and participation in different forums, meetings, working breakfasts, conferences, etc.	●		
Participation in business, scientific and cultural institutions			●
Organization of university events			●
Sponsorship, patronage and collaboration agreements with associations, cultural institutions and other not-for-profit associations		●	●
Organization and/or participation in solidarity activities and volunteering in collaboration with NGOs	●		

³ Considering the university world and candidates to join the Firm, regulatory agencies, suppliers and society in general.

⁴ This communication channel applies exclusively to suppliers.

⁵ This communication channel applies exclusively to the academic community.

Materiality

Through this dual materiality assessment, the issues and sub-issues defined by the ESRS that are most relevant to the Firm’s activities have been identified. By combining environmental analysis, active stakeholder engagement, and the evaluation of impacts, risks, and opportunities (IROs), the Firm has assessed the aspects of its operations that are most significant for the economy, the environment, and people.

The analysis identified 28 material IROs, structured into five sustainability issues. Four of these correspond to topics defined in the ESRS — climate change, own workforce, affected communities, and business conduct — while the fifth represents an additional category defined by the Firm.

This additional category, entitled “Sustainable and Resilient Business Growth, Focused on the Client,” reflects the Firm’s nature and strategic priorities. It includes various aspects of the business that had been identified as material in previous years but are not fully covered by the ESRS topics. Its inclusion responds to the Firm’s strategic priority of promoting a balanced development model that emphasizes environmental adaptation, continuous innovation, and the creation of long-term value for clients.

This approach highlights the strategic importance for Management Solutions of integrating sustainability into the core of its operations, beyond the requirements of established regulatory frameworks.

The table below presents the material issues identified and their contribution to the Sustainable Development Goals (SDGs).

Identifying these material issues — on which the Firm’s ESG (environmental, social, and governance) strategy is based — enables the integration of the matters most relevant to stakeholders into decision-making processes.

The prioritized list of material issues is reviewed and approved by the Firm’s Executive Committee, its highest governance body.

Scope of impact	ESRS	Topic	Subtopic	Contribution to SDGs
ENVIRONMENT	E1	CLIMATE CHANGE	Adaptation to climate change	7, 12, 13, 15 and 17
			Climate change mitigation	
			Energy management	
SOCIAL	S1	OWN PERSONNEL	Working conditions	3 and 8
	S3	AFFECTED GROUPS	Equal treatment and opportunities	5, 8, 10 and 17
			Economic, social, and cultural rights of affected groups	1, 2, 3, 4, 5, 8, 9, 10, 13, 15 and 17
GOVERNANCE	G1	BUSINESS CONDUCT	Corporate culture	8 and 16
			Whistleblower protection	
			Management of supplier relationships, including payment practices	
BUSINESS	N/A	SUSTAINABLE AND RESILIENT BUSINESS GROWTH, WITH A FOCUS ON THE CUSTOMER	Customer satisfaction	8 and 16
			Sustainable growth	
			Business continuity	

Our commitment to responsible and sustainable practices goes beyond fulfilling this important responsibility; it also involves continuously seeking the most effective approaches to maximize impact and efficiency.

The Firm's CSR strategy is aligned with its business philosophy, culture, and values, as reflected in its ethical principles of conduct. These principles are expressed through three key areas for the Firm: clients, our professionals, and the environment.

This business philosophy forms the foundation of our commitment, which we have chosen to extend by incorporating international standards that provide guidance for our CSR strategy and help direct our efforts toward a shared long-term objective.

In this context, in December 2010 Management Solutions committed to the United Nations Millennium Development Goals (MDGs) and subsequently to the Sustainable Development Goals (SDGs), established by the United Nations as their successor. Both the MDGs and the SDGs aim to contribute to protecting the planet and fostering prosperity for all people, especially those who are most disadvantaged.

The SDGs are structured around a set of goals that reflect our organizational approach to CSR, particularly in areas such as combating poverty and hunger, promoting health and well-being, addressing all forms of discrimination, protecting the environment, investing in quality education worldwide, and supporting entrepreneurship and decent work.

Furthermore, to reinforce its firm commitment to CSR, Management Solutions adheres to the principles of the United Nations Global Compact, an international initiative that promotes responsible and sustainable business practices.

As a result, Management Solutions became a partner of the Spanish UN Global Compact Network, committing to integrating the principles endorsed by this initiative into its business activities:

- ▶ **Human Rights:** Management Solutions carries out a number of initiatives related to human rights (see the breakdown of activities carried out within the framework of the Sustainable Development Goals in the following pages). The Firm also has mandatory policies that govern the conduct of all professionals and ensure alignment with these principles.
- ▶ **Workers' rights:** Management Solutions supports the eradication of child labor and all forms of forced or compulsory labor. In addition, the Firm has an Equality Plan and an Anti-Discrimination and Anti-Harassment Policy and complies with applicable labor regulations in all countries where it operates. All professionals are covered by the laws and collective agreements that protect their rights.

In April 2019, Management Solutions joined the United Nations' Global Compact



CSR Master Plan

► **Environment:** In addition to a guide to good environmental practices, Management Solutions has implemented an environmental management system that reflects the Firm's commitment to environmental protection. Our professionals also actively participate in initiatives aimed at environmental conservation. In line with this objective — and despite the limited environmental impact of our office-based activity — we have announced our commitment to achieving carbon neutrality by 2030. This will be achieved by reducing greenhouse gas (GHG) emissions and offsetting those emissions that cannot be eliminated, while continuously evolving our activity and adopting innovative solutions to support sustainable growth aligned with international environmental agreements.

► **Anti-corruption:** Management Solutions is firmly committed to rigorous compliance with applicable legislation and holds the UNE 19601 Criminal Compliance Certification (best practices for preventing crime, reducing risk, and promoting an ethical and law-compliant corporate culture). In this context, all operational processes are subject to continuous auditing.

These two United Nations initiatives form the backbone of our CSR strategy and define the main strategic lines of action in these areas for the coming years.

Approach

At Management Solutions, we understand CSR as a commitment embedded in our daily business operations. Respect for human rights is therefore always present in our activities, guiding our growth in a manner consistent with the principles of sustainable development.

We are committed to supporting local communities in the countries where we operate, as we believe that our involvement in society should go beyond the economic development and job creation inherent to our activity. This broader commitment is reflected in our collaboration with initiatives aimed at improving the socio-economic environment through social action, sponsorship, and patronage activities.

Goals

Several years ago, we established a set of general CSR commitments. These commitments, which reflect Management Solutions' business philosophy, help us coordinate and further strengthen our efforts in the area of corporate social responsibility.

Our first commitment is to excellence and quality in all our actions, achieved by minimizing any negative impacts that may arise from our business activity.

Although the environmental impact of our activity is limited — as is typical of an office-based business — environmental responsibility remains an area of particular focus within the Firm.

Another key objective is to continue promoting social values. We therefore aim to increase the number of responsible initiatives we undertake in alignment with the Sustainable Development Goals and the principles of the UN Global Compact.

Finally, we will continue working to expand the global reach of our CSR actions by consolidating partnerships with universities, strengthening social action initiatives, and extending other programs across all countries where we operate.

Management system

Each year, we strive to improve our internal Corporate Social Responsibility management system by strengthening the functions carried out by our CSR area. This area reports directly to the Firm's Executive Committee and leads the management of CSR-related matters through the following responsibilities:

1. Ensuring that CSR is integrated into the Firm's strategic business vision, as a cross-cutting area that affects all business lines and is embedded throughout the value chain.
2. Promoting programs aligned with the SDGs and the principles of the UN Global Compact, both from a business perspective and through the work carried out by our internal corporate departments and Social Action Group.
3. Fostering initiatives that create value for stakeholders by integrating the expectations of our clients, professionals, and the communities in which we operate.
4. Involving all areas and units of the Firm in CSR and promoting the attitudes and procedures necessary to support these efforts.
5. Monitoring and evaluating the commitments voluntarily included in our Master Plan, tracking progress toward objectives, and analyzing the reasons for any deviations.

The Sustainable Development Goals (SDGs)

Management Solutions recognizes the importance of conducting its activities in a responsible, committed, and respectful manner — both toward its clients and professionals and toward the communities in which it operates.

For this reason, the Firm operates under a responsible consulting model aligned with the Sustainable Development Goals (SDGs), with a dual objective: to create value for all stakeholders and to contribute to the sustainable development of society.

With this dual approach in mind, we describe below the activities carried out by Management Solutions during 2025 in relation to the SDGs where the Firm's influence is most significant, considering the nature of its business and the expectations of its stakeholders.

END POVERTY & ACHIEVE ZERO HUNGER



Management Solutions' Social Action Group — established at the initiative of the Firm's professionals and supported by their active involvement — has sought to respond to social needs related to poverty and hunger through initiatives carried out in solidarity with different communities, including:

- ▶ Organization of charity campaigns to collect and purchase essential goods in response to natural disasters or emergency situations in countries where the Firm operates, such as the initiative launched following the heavy rains that affected the Mexican regions of Puebla, Hidalgo, and Veracruz in October 2025.
- ▶ Collection of food and basic necessities in support of shelters and soup kitchens, including Banco de Alimentos de Madrid, Centro Social de São Nicolau, La Balade des Lucioles, Die Arche Kinderprojekt, Netherlands Food Bank, Fundación Clara Moreno y Miramón, and Núcleo Assistencial Anjos da Noite.

- ▶ Christmas solidarity campaigns involving the collection of essential goods and gifts for children's centers and shelters across Spain, Portugal, the United Kingdom, Germany, France, the Netherlands, Poland, Italy, Turkey, Mexico, Colombia, Ecuador, Peru, Brazil, Chile, Argentina, and South Africa.
- ▶ Participation in the Somerville 5K Road Race in Boston in support of homeless individuals.
- ▶ Collaboration with the NGO TETO in Brazil to build a home for a family in need.
- ▶ Donation of computer equipment to support underprivileged groups.



Solidarity Christmas, Portugal



Solidarity Christmas, South Africa



Volunteer Initiative with the NGO TETO, Brazil

The Sustainable Development Goals (SDGs)

HEALTH AND WELLNESS



Management Solutions provides its professionals with a safe working environment, supported by Occupational Medicine and Occupational Risk Prevention services.

In addition, the Firm continues to promote sport and corporate well-being by organizing a variety of sports activities throughout the year and offering subsidized access to gyms and other sports centers.

The Firm has also organized or participated in initiatives aimed at promoting health and well-being, including:

- ▶ Implementation of flexible working arrangements.
- ▶ Blood donation campaigns across various Management Solutions offices.
- ▶ Solidarity at Work programs, carried out in collaboration with the Spanish Association Against Cancer, aimed at promoting

health awareness and encouraging prevention and early detection.

- ▶ Volunteer initiatives supporting fundraising activities organized by the Spanish Association Against Cancer.
- ▶ Organization of activities such as “Solidarity Kilometers,” designed to promote healthy habits among professionals while raising funds for research projects supported by the Spanish Association Against Cancer.
- ▶ Participation in charity races and sports tournaments supporting health-related causes, including: the Madrid en Marcha Contra el Cáncer race and sponsorship of the 4th AVA Foundation Tournament, organized to support children affected by neurological disorders and their families, both in Spain; the Cancer Research UK London Winter Run in the

United Kingdom; the Sempre Mulher race in Portugal, supporting women with breast cancer; the LoveLife Run Leiden, organized by Fight Cancer in the Netherlands to support cancer research; the Carrera Kardias, organized to raise funds for heart surgeries for children with heart disease, and the Carrera ANSeR (Aquí Nadie Se Rinde), supporting children and adolescents with cancer, both in Mexico City; and the 16th Annual TC Golf Outing in the United States, held to raise funds for cancer research.



LoveLife Run Leiden, the Netherlands



Cancer Research UK London Winter Run, United Kingdom

QUALITY EDUCATION



Management Solutions attaches great importance to the training and development of its professionals, dedicating approximately 10% of its capacity to this purpose. In addition, the Firm maintains close ties with the academic world across multiple areas to support quality education.

- ▶ Nearly 400,000 hours of training delivered across more than 150 courses.
- ▶ More than 250 students complete internships with the Firm each year.
- ▶ Teaching activities at universities and business schools, at both undergraduate and postgraduate levels.
- ▶ Sponsorship of awards recognizing the best Final Year Projects and outstanding academic records at universities.
- ▶ Contributions to the promotion of quality education, entrepreneurship, and innovation through various initiatives

carried out with schools and universities. These include an award for the best artificial intelligence initiative developed by high school students and a training session for high school students focused on key aspects of AI adoption in companies and current AI trends. Both initiatives were carried out within the framework of the iDanae Chair, with the latter conducted jointly with students from the Program for the Stimulation of Mathematical Talent (ESTALMAT) at the Royal Academy of Sciences. Additional initiatives included a business problem-modeling competition organized in collaboration with the Complutense University of Madrid.

- ▶ Participation in initiatives aimed at bringing education closer to disadvantaged groups, such as the Run for a Cause - Run for Refugee Children race organized by Entreculturas and Alboan to raise funds in support of the right to education for children affected by refugee and forced displacement situations.
- ▶ Participation in the IBERO 2025 Race in Mexico City, organized

by Universidad Iberoamericana to raise funds for its scholarship program.

- ▶ Participation in the Special Intervention Plan for Young People in Valencia, launched by the Princess of Girona Foundation to support the reconstruction of the youth ecosystem following the hurricane. The initiative focused on four areas: education, youth entrepreneurship, health and well-being, and talent visibility. Management Solutions contributed financially and supported the initiative through the direct involvement of its professionals in implementation and coordination activities.
- ▶ A close relationship with the Albéniz Foundation to promote cultural activities, particularly music education. Initiatives included a collaboration agreement supporting the training of young musical talent through the creation of the Management Solutions Tchaikovsky Trio at the Reina Sofía School of Music; sponsorship of the concert "Journey to the New World," marking the debut of the Reina Sofía School Symphony Orchestra at Carnegie Hall; organization of activities supporting the development of young musicians, such as the Golf Tournament benefiting the Albéniz Foundation's Santander Music Encounter and Academy program; and participation in the inter-company singing competition "La Voz Cantante," organized by the Reina Sofía School of Music.
- ▶ As part of its commitment to the performing arts and cultural promotion, the Firm is a patron and Great Friend of the Royal Theater through contributions made by both the Firm and its professionals to the Friends of the Royal Theater Foundation. In addition, Management Solutions sponsored the IV Spanish Gala in New York and the debut of the Royal Theater's Principal Orchestra in Beijing, with the aim of enhancing the international visibility of Spanish music and culture.



International training hub, Spain

The Sustainable Development Goals (SDGs)

GENDER EQUALITY



Management Solutions promotes a corporate culture that embraces equal opportunity and rejects discrimination of any kind. For this reason, the Firm has consistently implemented measures aimed at advancing equality.

Regardless of the legal framework applicable in each country where the Firm operates, Management Solutions maintains an Equality Plan designed to ensure that no unequal situations arise between women and men across any area of the organization. Particular attention is given to key issues such as access to employment, career development and retention, and compensation policies. Among the measures implemented, the following stand out:

- ▶ Development, ongoing review, and monitoring of equality plans in all countries where Management Solutions operates, overseen by the Equality Monitoring Committee.
- ▶ Commitment to equality within a highly specialized workforce, with approximately two-thirds of professionals trained in STEM disciplines. The workforce distribution remains balanced (approximately 60% men and 40% women), and average pay differences by category — whether in favor of men or women— remain below 5% at headquarters, with similar figures across other business units.
- ▶ Ongoing updates to the protocol for the prevention of sexual and gender-based harassment in the workplace.
- ▶ The iDanae Award, granted to the STEM student achieving the highest score in the Spanish University Entrance Exam, aimed at students completing a science-oriented upper-secondary education track, with the objective of promoting and expanding female talent in STEM fields.
- ▶ Awareness campaigns among the Firm’s professionals and across social media to mark International Women’s Day and the International Day of Women and Girls in Science.
- ▶ Participation in initiatives designed to raise awareness of the role of women in technology, including events such as those organized by the Autonomous University of Querétaro.



DECENT WORK AND ECONOMIC GROWTH



At Management Solutions, we are committed to excellence in our work — delivering high-quality services that create value for our clients and for society as a whole. The Firm maintains strong organic growth year after year, fostering the professional development of its members and continuously recruiting new professionals to support its expanding business activity.

Some highlights of this commitment include:

- ▶ Creation of quality employment (nearly 1,000 new hires).
- ▶ Continuous promotion of professionals based on merit.
- ▶ Personalized career development through mentoring and performance evaluation programs.
- ▶ Collaboration with universities and business associations through the delivery of seminars and courses focused on entrepreneurship.
- ▶ Sponsorship of awards recognizing outstanding Final Year Projects and academic performance at universities.
- ▶ Participation on the Board of Trustees of the Princess of Girona Foundation, supporting initiatives aimed at improving education and employability among young people.
- ▶ Membership on the Board of Trustees of EDEM, a business and management school dedicated to fostering talent and individual initiative through training, advisory services, and financing for entrepreneurs.



"Corporate Social Responsibility is present in all areas of the Firm's management"

From the very beginning, we've seen Corporate Social Responsibility (CSR) as a commitment that deeply resonates with us. We believe that true business success isn't just about reaching economic goals; it's also about aspiring to transcend, contributing to the sustainable growth of our clients and professionals, while generating value for society.

For this reason, we always carry out our activities responsibly, integrating CSR across all areas of management. Our commitment to service, the constant pursuit of excellence, creating quality employment, ensuring equal opportunities, promoting professional development and training, supporting research and innovation, backing scientific and cultural initiatives, protecting health and well-being, respecting human rights, and caring for the environment are all key pillars of our actions.

Sandra Martins
Partner at Management Solutions

The Sustainable Development Goals (SDGs)

INDUSTRY, INNOVATION AND INFRASTRUCTURE



The Firm is committed to Research and Development as a key element that differentiates its market offering. In addition, Management Solutions' strong industry focus allows it to gain in-depth knowledge of the businesses in which its clients operate.

Some of the key elements of this commitment to innovation and industry specialization are:

- ▶ Investment of 10% of the Firm's capacity in R&D, which in turn leverages the Firm's collaborations with universities and the academic community.
- ▶ Leadership of the iDanae Chair on Artificial Intelligence and Data at the Polytechnic University of Madrid, and founding membership in the Social Impact and Hydrogen Studies Chairs, both at Comillas Pontifical University.
- ▶ Collaboration with the Inditex-UDC (Universidade da Coruña) Chair of Sustainability through participation in the CESIS (Expert Course on Sustainability and Social Innovation).
- ▶ Sponsorship and collaboration with the Royal Academy of Sciences Foundation of Spain to disseminate scientific content.
- ▶ Nearly 5,500 projects (50% initiated in 2025), addressing current issues such as digital transformation and the development of artificial intelligence.
- ▶ Accreditations from the world's leading supervisory and supranational bodies (ECB, BoE, FCA, PRA, BNH, BNG, BNS, BNM, SBIF, SBS, BCCR, SSN, EIOPA, MEDE/ESM, WB, EIB, etc.).
- ▶ Participation in knowledge sharing activities and presence in specialized forums.
- ▶ Publication of macroeconomic reports, industry reports and other specialized studies.
- ▶ Sponsorship, patronage and participation in industry associations: ENERCLUB, Club de Gestión de Riesgos de España, Grupo CERO, Instituto de Actuarios Españoles, Círculo de Empresarios and Observatorio de Industria y Tecnología in Spain; Bankenfachverband in Germany; UK Finance and Finance and Leasing Association in the United Kingdom; Risk Management Club of the Dominican Republic; AIFIRM in Italy; Chambers of Commerce, etc.



REDUCTION OF INEQUALITIES



Management Solutions has a Policy against Discrimination and Harassment aimed at preventing any form of discrimination or inequality based on race, gender, sexual identity, sexual orientation, age, religion or belief, disability, marital status, pregnancy or maternity, or any other characteristic protected by law.

To this end, the Firm promotes initiatives such as:

- ▶ Collaboration agreements with Down Madrid, OPTEAM, IntegralAV, Ibermática Social and Fundación ONCE, to facilitate and promote the social and labor inclusion of people with disabilities in ordinary work environments.
- ▶ Participation in the Training Program for Labor Inclusion of Young People with some kind of disability (Promotor) launched by the Prodis Foundation.
- ▶ Close cooperation with the Down Madrid Foundation to promote the inclusion of people with intellectual disabilities, organizing volunteer activities in partnership with the

Foundation's recreational area (accompanying the foundation's children during ceramic workshops) and sponsoring and participating in the Down Madrid race.

- ▶ Organization of the global awareness campaign "Unmatched Socks" on World Down Syndrome Day, alongside other local activities: in Chile, collaboration with the Rayün Down Foundation for a day of integration and recreation; in Colombia, Healthy Living Workshop on nutrition and wellness, organized with the Down Syndrome Corporation; in Ecuador, a Gymkhana with over 150 participants, organized with the El Triángulo Foundation; and in Peru, support for the Diverso Fest of the Peruvian Down Syndrome Society, focused on integration through art and games.
- ▶ Participation in the Pro-Am charity golf tournament organized by the Sports and Challenge Foundation for the social integration of people with disabilities through sport.

- ▶ Printing of Christmas Solidarity cards in collaboration with the PRODIS Foundation, which supports people with intellectual disabilities.
- ▶ Formal adherence to the Pan-Hispanic Plain Language Network, an initiative of the RAE, which has two essential objectives: to promote clear and accessible language as a foundation of democratic values and citizenship, and to promote the commitment of the authorities to ensuring it in all areas of public life. In order to achieve these goals, the network aims to integrate all current and future initiatives in defense of the fundamental right of citizens to understand the laws and basic rules that govern social coexistence. It also aims to integrate projects in favor of language accessibility.



World Down Syndrome Day, Colombia



Pro-Am charity golf tournament, Spain

The Sustainable Development Goals (SDGs)

RESPONSIBLE PRODUCTION, CONSUMPTION & CLIMATE ACTION



Although the environmental impact of our activity is very limited (typical environmental issues arising from an office), there is a special sensitivity toward this issue at the Firm, with initiatives such as the following currently in place:

- ▶ Sustainability Policy that makes sustainable growth a top priority for the Firm.
- ▶ Adherence in May 2021 to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), responding to the growing demand for environmental reporting in line with best market practices.
- ▶ Obtaining ISO14064 certification on carbon footprint calculation to independently verify that the Firm's declaration of greenhouse gas emissions is complete, i.e. accurate, consistent, transparent and without significant discrepancies.
- ▶ Offsetting the carbon footprint generated by our Annual Convention."
- ▶ Participation in conferences and seminars that provide deeper insight into the problem associated with climate change and the actions that must be carried out by organizations under the current regulatory framework.
- ▶ Support for supranational organizations and institutions such as the IFC-Green Banking Academy of the World Bank Group in the areas of impact analysis, regulatory compliance, review of climate risk management or the incorporation of climate risk in the valuation of financial assets.
- ▶ Participation in the Social Impact Chair with the aim of promoting knowledge, research and innovation around impact investment, business philanthropy and its metrics, as well as the sustainable growth of companies and its growing association with social and environmental impacts.
- ▶ Participation in the Hydrogen Studies Chair at Comillas Pontifical University with the aim of studying the role of hydrogen as a new energy vector in the transition to a decarbonized economy and contributing to its development.

- ▶ Participation in the Inditex-UDC (Universidade da Coruña) Chair of Sustainability, including teaching sessions of the CESIS (Expert Course in Sustainability and Social Innovation).
- ▶ Development of proprietary solutions, such as MS² (Management Sustainability Solutions™), a tool for financial institutions and insurance companies that applies methodologies to measure physical and transition risks linked to climate change, as well as to estimate financed emissions; and ESG MetriQ, a comprehensive solution for the operational, traceable, and efficient management of ESG metrics.
- ▶ Reduction of the impact of our activities on the environment (through implementing policies for energy efficiency and reduced water and electricity consumption, reducing our carbon footprint, recycling and reducing paper usage, eliminating plastics, etc.) in all countries in which Management Solutions has a presence.

- ▶ Investment in new technologies with the aim of facilitating communication between employees as well as with clients in order to avoid travel.
- ▶ Awareness campaigns among the Firm's professionals and social networks, and planting trees in the "MS Forest" in collaboration with Saving the Amazon.
- ▶ Participation in the Green Race 2025, organized in Bogotá by Fundación Natura, aimed at restoring natural reserves and raising awareness about forest recovery and respect for the environment.



Reforestation Day with Saving the Amazon, Colombia

PEACE, JUSTICE AND SOLID INSTITUTIONS



Management Solutions is firmly committed to compliance not only with the legislation and regulations in force in all countries in which it operates, but also with its own internal regulations, a control framework designed to promote legal, ethical and professional conduct among employees, managers and directors, implementing initiatives such as:

- ▶ Training on our code of conduct, ethics, compliance and corporate policies for all our professionals.
- ▶ Zero tolerance for any type of criminal act, especially, due to our area of activity, those related to corruption, money laundering, confidentiality and personal data protection.
- ▶ An internal Criminal Compliance Management System in accordance with the UNE 19601 standard for business consulting activities and related technologies, certified by AENOR.
- ▶ Implementation of a Business Continuity Management System in accordance with the UNE-EN ISO 22301:2020 standard on Security and Resilience, certified by AENOR.
- ▶ Achievement of High-level certification under the National Security Scheme (ENS), ensuring compliance with the most stringent Public Administration requirements for information protection in service delivery.



ALLIANCES TO ACHIEVE OUR OBJECTIVES



Our commitment to responsible practices drives us to continue seeking collaborations that advance sustainable development and maximize the impact of initiatives in support of the Sustainable Development Goals:

- ▶ The Firm is a signatory to the United Nations Global Compact (UN Global Compact), an international initiative promoting principles in sustainability, human rights, labor, environment, and anti-corruption.
- ▶ Members on the Board of Trustees of the SERES Foundation, whose mission is to encourage and promote strategic business actions that contribute to improving social realities globally.
- ▶ Participation in the Business Council for Sustainable Development (BCSD) Portugal network, a non-governmental organization supporting member companies on their path to sustainability. BCSD Portugal is part of the Global Network of the World Business Council for Sustainable Development (WBCSD), the largest international business organization working on sustainable development.
- ▶ Participation in the Polish Sustainable Investment Forum (POLSIF), a leading Polish market organization promoting sustainable investment practices in the country.

