

# Sustainable Development Goals (SDGs)

Management Solutions recognizes the importance of carrying out its activity in a responsible, committed and respectful manner, both in relation to its clients and professionals and to the communities in which it has a presence. For this reason, the Firm operates under a responsible consulting model, compatible with SDGs, with a double objective: to create value for all of the Firm's stakeholders and to participate in society's sustainable development.

With this double approach in mind, we will now describe those activities that Management Solutions has carried out during 2023 in connection with SDGs where the Firm's influence may be greater in light of its business and the likely concerns of its stakeholders.



## END POVERTY & ACHIEVE ZERO HUNGER



Management Solutions' Social Action group, set up at the initiative of the Firm's professionals and with their full support, has sought to respond to social needs related to poverty and hunger through activities organized in solidarity with different groups of people, such as:

- ▶ Organizing charity collections for their distribution and for the purchase of basic necessities in support of natural disasters or emergencies, such as the violent fires in Chile that severely affected different regions of the country in 2023, Hurricane Otis in Mexico, Cyclone Yaku in Peru, flooding in the state of São Paulo (Brazil) or the earthquakes in Turkey and Syria in February 2023 (solidarity campaign "Multiply x2 your support for the Turks" organized in collaboration with the Turkish NGO Ahbap).
- ▶ Collection of food and basic necessities to collaborate with shelters and soup kitchens (Missionaries of Charity, Madrid Food Bank in Spain, Frankfurtel Tafel in Germany, Rosie's Place in the United States, Núcleo Assistencial Anjos da Noite and Santo Amaro centers in Brazil).
- ▶ Printing of Christmas cards in collaboration with PRODIS.
- ▶ Solidarity Christmas Campaign with collection of basic goods and gifts for children's day centers and shelters (Spain, United Kingdom, Germany, France, Norway, Poland, Italy, Portugal, United States, Mexico, Colombia, Ecuador, Peru, Brazil, Chile and Argentina).
- ▶ "Dia das crianças" and "Sacolinhas de Pascóia" donation campaign in Brazil to raise food and basic hygiene products for the Casa Lar, Saica I and Saica II centers in São Paulo.
- ▶ "Agasalho" campaign in Brazil to donate warm clothes to Anjos da Noite, an organization that helps people in need in São Paulo.
- ▶ Donation of computer equipment for disadvantaged groups.



Urgent help for Cyclone Yaku, Peru

## HEALTH AND WELL-BEING

Management Solutions offers its professionals a safe working environment as well as an Occupational Medicine and Occupational Risk Prevention Service.

In addition, Management Solutions continues to promote sport and corporate wellness, organizing various sports activities for its employees throughout the year and offering subsidized gyms and other sports centers.

The Firm has also organized or participated in other activities to promote health and well-being, such as:

- ▶ Blood donation campaigns in various Management Solutions offices.
- ▶ Solidarity at Work Programs, in collaboration with the AECC (Spanish Cancer Prevention Association) for the dissemination of health messages and awareness about the importance of prevention and early detection.

- ▶ Participation in solidarity races to support the fight against disease ("Madrid en marcha contra el cáncer" and "Barcelona en marcha contra el cáncer" in Spain, "Cancer Research UK London Winter Run" in the United Kingdom, "Sempre Mulher" race in Portugal, to support women with breast cancer, and "Carrera Kardias" in Mexico City, to raise funds for heart surgery for children with heart disease.
- ▶ Donation of books and children's stories for the creation of four libraries in different pediatric centers in Argentina, Brazil, Portugal and Ecuador, as well as the organization of storytelling events to support the properties of reading as a curative therapy.



Race in March Against Cancer, Madrid, Spain



## QUALITY EDUCATION

Management Solutions attaches special importance to the training of its professionals, dedicating approximately 10% of its capacity to this end:

- ▶ More than 330,000 hours of training in more than 750 courses.
- ▶ More than 300 students complete their internship with the Firm each year.
- ▶ Sponsorship of best Final Year Project and best academic record awards in universities.
- ▶ Support through various activities with schools and universities to promote quality, entrepreneurship and innovation in education (this year we designed and taught a course on advanced modeling for solving business cases at UPM).
- ▶ Participation in activities related to 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 to defend the right to education of children in refugee or forced displacement situations.

- ▶ Close relationship with the Albéniz Foundation to contribute to the promotion of cultural activities, especially music education: Collaboration agreement to participate in the work of training young talent through the creation of the Tchaikovsky Trio of Management Solutions within the Escuela Superior de Música Reina Sofía; organization of activities to support the training and development of young musical talent (Solidarity Golf Tournament in support of the Albéniz Foundation's Santander Music Encounter and Academy Program); participation in the inter-company singing competition "La Voz Cantante" organized by the Escuela Superior de Música Reina Sofía; and Collaboration with the Foundation in the preparation of the Social Impact Report of the Escuela Superior de Música Reina Sofía for the academic year 2021-2022.
- ▶ As a sign of its commitment to the cultural world and the performing arts, the Firm is also a patron of Madrid's Royal Theater. In 2023, Management Solutions also sponsored the "Great Spanish Gala" in New York.



Management Solutions' Tchaikovsky Trio



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## GENDER EQUALITY



Management Solutions has a corporate culture that holds equal opportunities, with no discrimination whatsoever, as a basic principle. For this reason, the Firm has always implemented measures aimed at promoting equality. Regardless of the legal system in force in each of the countries in which the Firm has a presence, the Firm has an Equality Plan that ensures that there are no unequal situations between women and men in any area of Management Solutions. Particular attention is paid to key issues such as access to employment, job tenure and compensation policies. Among other measures, the following stand out:

- ▶ Developing, updating and monitoring equality plans (in all countries where Management Solutions is present) through the Equality Monitoring Committee.

- ▶ Updating the protocol to prevent sexual and gender-based harassment in the workplace.
- ▶ Third edition of the iDanae Award for women with excellent STEM (Science, Technology, Engineering and Math) careers, with the aim of making the academic and professional careers of women in the STEM field more visible and broadening the base of female talent in this field.
- ▶ Awareness campaigns among the Firm's professionals and social networks on the occasion of International Women's Day and the International Day of Women and Girls in Science.



## DECENT WORK AND ECONOMIC GROWTH



At Management Solutions, we are committed to excellence at work (quality work that creates value for our clients and for society as a whole). The Firm maintains high organic growth rates year after year, ensuring career growth for all its members as there is a need to onboard new recruits (young graduates) to meet the growing business. Some of the highlights of this commitment are:

- ▶ Creation of quality employment (more than 1,000 recruits).
- ▶ Collaboration agreements with schools, giving high school students the opportunity to have their first work experience in a business environment.
- ▶ Collaboration with universities and business associations by teaching numerous seminars and courses on entrepreneurship.
- ▶ Participation in the "Drawing ED" program from the Créate Foundation, which offers methodologies, teaching resources and prizes to encourage innovation among young people.

- ▶ Support for microfinance foundations, which promote access to credit and financial activity for the most disadvantaged sectors of society.
- ▶ Joined the Board of Trustees of the Princess of Girona Foundation to help young people with their education and job search skills.
- ▶ Joined the Board of Trustees of the SERES Foundation, whose mission is to encourage and promote strategic business actions that contribute to the overall improvement of social reality.



## INDUSTRY, INNOVATION AND INFRASTRUCTURE



The Firm is committed to Research and Development as a key element that differentiates its market offering. Also, Management Solutions' strong industry focus allows it to gain in-depth knowledge of the businesses in which its clients operate. Some of the keys to this commitment to innovation and industry specialization are:

- ▶ Investing 10% of the Firm's capacity in R&D.
  - ▶ Participation in the monitoring committee of the iDanae chair (intelligence, data, analysis and strategy) in Big Data and Analytics, and founding member of the chairs of Social Impact and Hydrogen Studies, both at Comillas Pontifical University.
  - ▶ Sponsorship and collaboration with the Royal Academy of Sciences Foundation of Spain in the dissemination of scientific content.
  - ▶ More than 5,000 projects (50% of which are new) that are largely related to hot topics such as digital transformation or the development of Artificial Intelligence.
- ▶ Accredited by supervisors and supranational organizations (ECB, BoS, FCA, PRA, BNH, BNG, BNS, BNM, SBIF, SBS, BCCR, SSN, EIOPA, MEDE/ESM, WB, BEI, 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, Grupo CERO, Instituto de Actuarios Españoles, Círculo de Empresarios, Club de CDOs, Club de Data Ethics, in Spain; UK Finance and Finance and Leasing Association (FLA) in the UK, AIFIRME in Italy, Club de Gestión de Riesgos de República Dominicana, Chambers of Commerce, etc.



## REDUCTION OF INEQUALITIES



Management Solutions has an Anti-discrimination and Anti-harassment Policy that aims to avoid any 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.

For these purposes, the Firm promotes:

- ▶ Collaboration agreements with Down Madrid, OPTEAM, Ibermática Social and Fundación ONCE, to facilitate and promote 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 (Promentor) launched by Prodis Foundation.
- ▶ Global awareness campaign "Unmatched Socks" on the occasion of World Down Syndrome Day, in addition to the organization of other activities in Italy (event organized by AIPD Nazionale), Peru (training sessions to facilitate job placement in collaboration with the Peruvian Down Syndrome Association) and Colombia (virtual mandala workshop given by the children of Corporación Síndrome de Down).
- ▶ Organizing corporate volunteering with Down Madrid.
- ▶ 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.



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## RESPONSIBLE PRODUCTION, CONSUMPTION & CLIMATE ACTION



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

- ▶ Commitment to achieving carbon neutrality by 2030 by reducing greenhouse gas emissions and offsetting those emissions that cannot be eliminated through constantly evolving our activity and using the most innovative solutions, in order to achieve sustainable growth aligned with international environmental agreements.
- ▶ Obtaining ISO14064 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.
- ▶ Application of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), responding to the growing demand for environmental reporting aligned with best market practices.
- ▶ Delivery of conferences and seminars that deepen into the problem associated with climate change and the actions that must be carried out by organizations under the current regulatory framework.
- ▶ Support to 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.
- ▶ Creation of 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.
- ▶ 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.
- ▶ Offsetting the carbon footprint generated by our Annual Convention.
- ▶ 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 (the "MS Forest" currently has 745 trees).
- ▶ Collaboration with Auara, a social enterprise whose dividends go towards promoting projects to provide drinking water to disadvantaged communities, all through sport events and business meetings.



## PEACE, JUSTICE AND STRONG 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 that aims to foster 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 on any type of criminal act, especially, due to our area of activity, those related to corruption, money laundering, confidentiality and personal data protection.
- ▶ Internal Criminal Compliance Management System in accordance with the UNE 19601 standard for business consulting activities and related technologies, certified by AENOR.
- ▶ Business Continuity Management System in accordance with UNE-EN ISO 22301:2020 Citizen Protection and Security, certified by AENOR.



### “Corporate Social Responsibility is one of our pillars of action”

For more than two decades, we have carried out our activities with the aim of contributing to the sustainable growth of our clients, professionals and society as a whole.

We understand CSR as an extension of our corporate principles of dedication to service and a constant search for excellence.

This reflects our strong commitment to the communities in which we operate.

Creating quality employment, professional development, equal opportunities, training in knowledge and skills, research and innovation, health and welfare, respect for human rights, care for the environment and support for science and culture, are top priorities in the way we conduct our business.

**Esmeralda García**  
Partner at Management Solutions

