

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 2019 in connection with SDGs that the Firm may be better able to influence in light of its business and the likely concerns of its stakeholders.



No poverty and zero hunger

The Management Solutions Social Action group, set up on the initiative of our professionals with the Firm's full support, has sought to respond to poverty and hunger related social needs through solidarity activities such as:

- ▶ Organization of charitable collections of essential goods for natural disasters or emergency situations.
- ▶ Collection of food and essential goods to support shelters and social canteens (Missionaries of Charity, Bizkaia's Food Bank and Barcelona's Banc dels Aliments in Spain, Frankfurtel Tafel in Germany, Clara Moreno y Miramón Foundation in Mexico, San Ricardo Home in Chile).
- ▶ Printing of Christmas cards together with Ayuda en Acción to support the "Schools for the Future" project launched by this NGO in Mozambique to rebuild schools affected by Cyclones Idai and Kenneth, rehabilitate the educational system, and provide a daily meal to children in school canteens.
- ▶ Solidarity Christmas Campaign with collection of basic goods and gifts for children's day centers and shelters (Spain, United Kingdom, Germany, France, Italy, Portugal, United States, Mexico, Colombia, Peru, Brazil, Chile and Argentina).
- ▶ Participation in the "No child without a mustache" milk collection campaign promoted by Caixabank in collaboration with a Food Bank.
- ▶ Participation in charity races ("UNICEF Race" in Colombia, "Somerville 5K Detour Road Race" in the United States).
- ▶ Organization of the "Festa Junina Solidária" in Brazil, aimed at collecting warm clothing items and non-perishable food to collaborate with a shelter for homeless people.
- ▶ Donation of computer equipment for disadvantaged groups.

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Good 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 has a policy in place to promote sport and corporate wellness by organizing various sports activities for its employees throughout the year and offering subsidized gyms and other sports center memberships. The Firm has also organized or participated in other activities to promote health and well-being, such as:

- ▶ Blood donation campaigns in the different ManagementSolutions offices.
- ▶ Solidarity at Work Programs, in collaboration with the Spanish Cancer Prevention Association, for the dissemination of health messages and awareness about the importance of prevention and early detection.
- ▶ Collaboration with two Mother Teresa centers, the Pre Dam center for the terminally ill and chronically ill, the Shanti Dan center for women and girls with disabilities, and the Shishu Bhavan orphanage during the Solidarity Summer activity promoted by the Firm in Kolkata (India).
- ▶ Collection of solidarity caps to raise funds to combat childhood diseases through the SEUR Foundation.
- ▶ Participation in different solidarity races to support the fight against diseases ("En marcha contra el cáncer" in Madrid and Barcelona, "Winter Run" and "JP Morgan Corporate Challenge" in London, "Race for the cure" in Rome, "FUCAM Race" in Mexico City, "Rumpshaker Race" in Birmingham, etc.).



Goal 4: Quality education

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

- ▶ More than 250,000 training hours spanning 575 courses.
- ▶ 250 students complete their internship with the Firm each year.
- ▶ Teaching of specialized subjects in universities, both for degree and postgraduate courses, and in business schools.
- ▶ Sponsorship of best Final Year Project awards in universities.
- ▶ Support to Créate Foundation through different activities that aim to help promote quality, entrepreneurship and innovation in the field of education.
- ▶ Participation in activities to bring education closer to disadvantaged groups (in collaboration with New Light during the Firm's Solidarity Summer in Kolkata, India; "Run for a cause, run for girls to Shine race").



Blood donation campaigns, Mexico



"From code to project", Spain



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 and has an Equality Plan in place that ensures equality between women and men in some key areas such as access to employment, job permanence and remuneration policies, regardless of the legal system in force in each of the countries in which the Firm has a presence. Some of these measures include:

- ▶ Development and monitoring of Equality Plans (in all countries where Management Solutions has a presence).
- ▶ Participation in events aimed at supporting groups of vulnerable women (“Run for a cause, run for girls to Shine”, in Madrid and Barcelona).



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 (500 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 “From code to project” program of Créate Foundation, which promotes innovation and entrepreneurship, fosters critical thinking and problem solving, teaches programming and robotics skills to children and young individuals in Spain.
- ▶ Support to the BBVA Foundation in Microfinance, which promotes access to credit and finance by those groups most at a disadvantaged in society.
- ▶ Sponsorship of the Family Entrepreneurship and Family-owned Business program developed by Deusto Business School and INSEAD, with the aim of supporting these types of companies.



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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.
- ▶ Creation of the IDanae Chair in Big Data and Analytics, thanks to collaborative work between Management Solutions and the Polytechnic University of Madrid (UPM).
- ▶ Sponsorship and collaboration with the Royal Academy of Sciences Foundation of Spain in the dissemination of scientific content.
- ▶ More than 1,800 projects (70% 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.
- ▶ Sponsorship, patronage and participation in industry associations: ENERCLUB, Risk Management Club, Institute of Spanish Actuaries, Entrepreneurs Circle, Alastria Consortium in Spain; British Bankers Association in the UK, Bundesverband deutscher Banken in Germany, AIFIRME in Italy, Chambers of Commerce, etc.

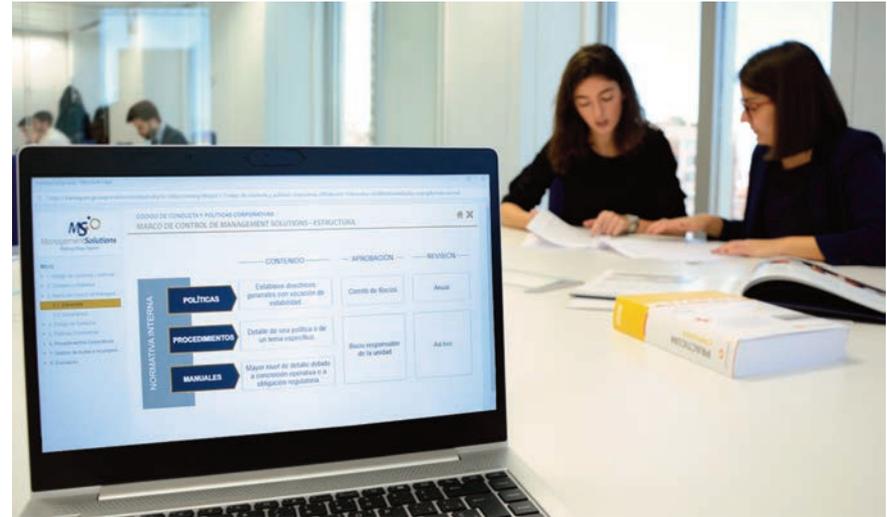


Reduce inequalities

Management Solutions has an Anti-Discrimination 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.

The Firm's Anti-Discrimination Policy promotes:

- ▶ Collaboration agreements with Down Madrid and Ilunion Viajes aimed at facilitating and promoting 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.
- ▶ Participation in the "By yourself" race and volunteer days for the integration of people with Down syndrome and other intellectual disabilities.
- ▶ Pro-Am charity golf tournament organized by the Sports and Challenge Foundation for the social integration of people with disabilities through sport.



Responsible Consumption and Production and 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:

- ▶ Reduction of the impact of our activities on the environment (through implementing energy efficiency policies, reducing our carbon footprint, recycling and reducing paper consumption, 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.
- ▶ Environmental protection and recovery related activities, such as the “Green Race” in Bogotá, to promote the recovery of local forests.
- ▶ Collaboration with Auara, a social enterprise whose dividends go towards promoting projects to provide drinking water to disadvantaged communities, all through solidarity races, football soccer and paddle tennis marathons, and golf tournaments.
- ▶ Sponsorship of the “Climate Change Econometrics and Fisheries - Natural Resources” conference held in Madrid.



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. This includes a control framework that aims to foster legal, ethical and professional conduct among employees, managers and directors while 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.