



**making
science**

ESG POLICY



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Our business unit, Making Science Group, comprises several global enterprises that deliver on our position as a leading digital marketing and technology consultancy company. In 18 countries, we have more than 1,300 employees.

Corporate Social Responsibility policy is an integral part of the Group's strategy that reflects the goals, values and interests of all our employees, customers, investors and the international community.

Making Science is committed to sustainability and good corporate governance. ESG matters will be governed by the principles and objectives defined in this policy.

Making Science's ESG policy encompasses the following principles:

Environment

Making Science is committed to sustainability, decarbonisation of the economy, compliance with the 2030 Agenda and respect for the Ten Principles of the Global Compact.

Society

The company believes in people and how innovation, technology and digitalisation can help them progress. But above all, Making Science believes in the importance of giving back to society.

Governance

Making Science focuses on transparency, health and safety, ethics, privacy and data security. Prioritizing quality standards and management processes, as well as corporate values and culture.

ESG objectives:

The company is committed to sustainability, decarbonisation of the economy, compliance with the 2030 Agenda and respect for the Ten Principles of the Global Compact.

Environmental targets:

- Carbon footprint of 0t CO₂ in the Headquarters offices.
- Zero environmental complaints and denunciations.
- Ensure adherence to and continuous improvement of environmental and recycling good practices across all offices.
- Implement a dashboard to monitor energy consumption in Headquarters offices.
- Promote the consistent usage and maximize the adoption of the Sustainable Mobility Plan.

Social objectives:

- Ensure sustained promotion of gender equality and diversity, utilizing the established Gender Equality Plan as our framework.
- Create an inclusive environment within the Making Science community.
- Create new job opportunities and promote internal talent development, guaranteeing equal access for all individuals.
- Provide employees with a flexible and tailored work experience. Implementing policies that promote a balance between work and personal life to enhance employee well-being.
- In terms of economic development, Making Science aims to assist local businesses.
- Promoting the digitalization of the local community. Including initiatives to improve access to education and technology.
- Channel and maximize the company's social impact through the active support of the Making Science Foundation's initiatives and programs.

Corporate governance objectives:

- Ensure transparency and accountability.
- Encourage collaboration with stakeholders, such as customers, employees, and local communities, to understand and address their concerns.
- Protecting customer data privacy through ethical practices and compliance with privacy regulations.
- Ensure security and privacy in the development and implementation of technological solutions.
- Improve responsiveness to cyber threats by implementing advanced security protocols.
- Develop and maintain comprehensive cyber incident management plans to minimize the impact of potential security breaches.
- Implement practices that prevent manipulation and discrimination, fostering customer trust and satisfaction through responsible marketing.



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- Prevent biased advertising resulting from the uncontrolled use of Artificial Intelligence by establishing a robust ethical code.

To help achieve this corporate ESG policy, the company relies on the **Making Science Foundation**, a non-profit organization whose assets are allocated towards the following interests.

The Making Science Foundation was created to help society in various areas such as education, employment, entrepreneurship, digitisation of the economy and digitisation of human capital.

In addition to adopting the company's global objectives, the Foundation has specific objectives aligned with the ESG policy, which focuses on specific actions.

They are based on achieving social action through actions in **education, employment, entrepreneurship, digitisation of the economy and digitisation of human capital. The Foundation will also promote philanthropy in areas of general interest such as social action, health, science, education, culture, the environment, art and historical heritage, among others, including the international arena.**

Specific Foundation goals:

- Promote programmes that help disseminate technology and digitalisation in all areas of society, especially among the most disadvantaged groups.
- Contribute to improving management and increasing the resources invested in digitisation and technology.
- Encourage companies to promote actions that favor digitalisation and the use of technology in society.
- Promote initiatives to position our country as a global technological and digital hub.
- Drive community engagement and social aid through dedicated employee volunteering programs and philanthropic initiatives.

To achieve these objectives, the Making Science Foundation can carry out four different types of actions:

1. **Joint actions with other Foundations:** Organisation of a joint event or activity between the Making Science Foundation and another foundation. Training events, solidarity events...
2. **Employee volunteering:** Joint volunteering action by Making Science employees.
3. **Free consultancy services:** Making Science offers its services as a consultant to another foundation free of charge.
4. **Donation:** Strengthen our commitment to social welfare by promoting employee volunteerism and providing financial and in-kind contributions to selected NGOs, foundations, and causes.

Company values:

This policy is reflected in the company's corporate values, with which all employees, customers and investors must be familiar and comply.

Values:

- **Innovation & Growth:** With the right capabilities, organizational ability and our culture based on experience, we accomplish constant growth through commitment to strategy, innovation and excellence in the relationship with our clients.
- **Empowering people:** The development, improvement and continuous and comprehensive training of the people who make up Making Science is the basis of our culture. The achievement of their goals and ambitions, our objective, their success and professional growth, and our commitment.
- **Customer Centric:** Each client's objectives and needs are ours too. The fundamental objectives for Making Science's continuous search for excellence are the success, growth and improvement of our clients' business.
- **BIAS For Action and Results:** We seek excellence through leadership in decision-making and creativity in everything we do. Our drive to continuous improvement determines our difference in success and adds a differential value that surprises our customers. We can make things happen!
- **Fairness & Collaboration:** Working together, being responsible in decision-making, sharing knowledge and working closely with each other, valuing diversity and uniting talent in what differentiates us, defines who we are and determines our goals.

Memberships and Accesses:

To complement this policy, Making Science offers a range of memberships and accesses commitment to sustainability and the planet.

The company is committed to the 2030 Agenda and respect for the Ten Principles of the Global Compact.

Making Science is part of the following memberships:



Implementation:

The company is committed to implementing this policy in all its operations. To this end, the following mechanisms will be put in place:

- **Developing an ESG action plan:** The ESG action plan will define the specific actions the company will take to achieve its objectives.
- **Measuring and tracking progress:** The company will measure and track progress in implementing this policy.
- **Audits:** with the ISOs 14001, 9001 and 27001 external audits in the centers, the compliance of quality, environment and information security will be guaranteed.
- **Communication:** The company is committed to communicating its ESG progress to its stakeholders. To this end, it will make public both the company's ESG policy and strategy.

Compliance:

This policy is binding on all employees, suppliers, customers and other stakeholders of Making Science. Any breach of this policy will be treated with the utmost seriousness and may result in disciplinary action.

Conclusion:

In conclusion, Making Science is committed to fostering a sustainable and responsible business environment through the implementation of our comprehensive Environmental, Social, and Governance (ESG) policy. By integrating these principles into our corporate strategy, we strive to create long-term value not only for our shareholders but also for our employees, communities, and the planet.

Our dedication to environmental stewardship is evident through the objectives, demonstrating our proactive approach to minimizing our ecological footprint. We acknowledge the importance of social responsibility, and our commitment to fostering diversity, ensuring fair labor practices, and contributing positively to the communities in which we operate remains unwavering.

Furthermore, our governance framework is designed to uphold the highest ethical standards, transparency, and accountability. We believe that effective governance is fundamental to building trust among stakeholders and sustaining our long-term success.

As we move forward, Making Science will continue to evolve and enhance our ESG practices,



staying attuned to emerging trends and global challenges. We recognize that responsible business practices are not just a moral imperative but are also critical for long-term business resilience and competitiveness.

By adhering to the principles outlined in this ESG policy, we are confident that Making Science will not only thrive in a rapidly changing business landscape but also contribute positively to the well-being of the planet and society at large. We invite all stakeholders to join us on this journey towards a more sustainable and responsible future.

This policy is a flexible document that can be adapted to the specific needs of each company. However, the policy must be clear and concise and aligned with the company's overall strategy.

Making Science Group S.A.