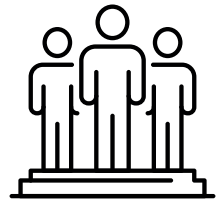


Environmental and Sustainability Model

ESG Standards

Galicia
Abogados

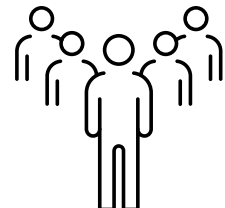


TALENT AXE

To create and enhance the capabilities of our employees by creating a great place to work that promotes well-being with a focus on diversity, equality and inclusion

- Respect for Human Rights and Labor Conditions
- Internal structure and working tools
- Integral Wellness Programme procuring Health an Safety
- Hybrid & Flexible Return to Offices Plan
- Diversity, Equality and Inclusion
- Institutional Career Plan
- Mentoring and Training

HUMAN RIGHTS AND LABOR CONDITIONS



COMMUNITY AXE

To strengthen and empower Civil Society Institutions and young Entrepreneurs that have a positive impact on society and the environment

- Comprehensive Pro Bono Programme
- Partnerships with Clearinghouses and NGOs
- Support Entrepreneurs
- Volunteering and Civil Protection Programme
- Local, sustainable and minority suppliers

HUMAN RIGHTS AND LABOR CONDITIONS

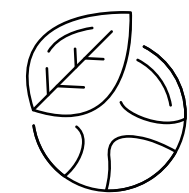


INTEGRITY AXE

To permeate in our stakeholders a culture of corporate integrity through compliance with Business Ethics, Integrity and Transparency standards

- Due Diligence and Reputational Risk
- Anti-Money Laundering and Anti-Corruption Training
- Code of Ethics and Best Practices
- Corporate Governance

LABOR CONDITIONS AND ANTICORRUPTION AND INTEGRITY



ENVIRONMENT AXE

To reduce our environmental impact through the efficient use of resources and offsetting our environmental footprint

- Dissemination of a Sustainable culture to impact climate change and biodiversity
- Intelligent use of resources
- Offset of our environmental footprint
- Environmental and Waste Management education
- Energy & Water Saving Programmes
- Limited use of Paper and No Plastic use

ENVIRONMENT



Galicia DNA

Collaboration + Adaptability + Innovation + Talent + Sustainability + Efficiency