



Solvo Corporate Social Responsibility (CSR) Policy

At Solvo, we believe that true success is measured by the impact we generate in the world. **Solvo Social**, our Corporate Social Responsibility division, was born from the heart of our culture, where **Integrity and Initiative** combine with a higher purpose: **to improve the quality of life in the communities where we operate.**





Solvo Social channels the collective energy that defines us as an organization to **open paths, break barriers, and create real opportunities for all**, without labels or exclusions. We are guided by international standards such as **ISO 26000:2010**, the **United Nations Sustainable Development Goals (SDGs)**, the **UN Global Compact**, and the **principles of Diversity, Equity, and Inclusion (DEI)**. These frameworks support our mission of building a fairer, more inclusive, and sustainable future.



Our mission



We aim to be protagonists of change. **That is why we actively engage our Soulvers** in initiatives that reflect our values and contribute to building a world with more opportunities for everyone.

This mission is deeply connected to our core business and **OneSource's** sustainability strategy. As a true **Wolfpack**, we know that when we work together, we can face any challenge and leave a lasting mark.

Alignment with One Source

Our CSR strategy unfolds across three
→ transformational pillars:

Employability:

We create inclusive job opportunities that strengthen local economies and empower communities.

Bilingualism:

We promote language learning as a tool for competitiveness and social mobility.

Talent attraction, retention, and development:

We drive innovative social strategies to identify, train, and empower diverse, highly skilled talent.

Each initiative responds to real business needs while embodying our guiding principles: **we value talent without labels, we act for and with the client, and we are driven by a constant desire to win.**

Our Strategic Pillars

➤ Positive impact on society:

We believe in the power to

transform realities. Every program and every shared smile represent a step toward a more equitable future. We are moved by **initiative to act fast, think differently, and never settle**. Our commitment to the SDGs translates into actions that truly change lives.

➤ Strengthening our culture:

Our culture is the soul of Solvo and strengthening it, means connecting our Soulvers with a greater purpose, deepening their sense of belonging, and living our values authentically. **We enjoy the journey, but we work even harder**. Every social initiative is a way to **reinforce our DNA and howl together** as the pack we are.

➤ Corporate reputation:

Reputation is built with consistency, integrity, and visible results. Our CSR policy is public, dynamic, and profoundly authentic. We believe in the power of alliances, which is why we **promote cross-sector collaboration** and invite all our stakeholders to be co-creators of change. **When we bring together different efforts, we multiply our impact.**

Our Social Programs

Each program is a living expression of our values, a purposeful story that transforms realities:

➤ Early Wins

Purpose-driven volunteering. We bring our Soulvers into communities to **create genuine connections and generate direct impact**. Every action is a shared victory, an opportunity to transform our surroundings **and howl together**.





➤ **Dream machine**

We support the integral development of children through educational infrastructure. **We turn vulnerable environments into spaces of hope,** planting possibilities and building futures with **initiative and passion.**

➤ School of Service with Purpose

We believe in the transformative power of education. More than workshops, we create experiences that awaken vocations and empower children with the tools for a future full of opportunities.





➤ **Social Seedbed**

We invest in talent without labels. We sponsor technical education and English training for young people seeking to overcome social limitations, paving the way to sustainable and purposeful employability.

➤ Cinema on the Cable

We bring the magic of cinema to new heights. A cultural experience for children and their families that **inspires, educates, and transforms** through art and storytelling.





➤ **All For One**

We care about our pack. This program supports our Soulvers in housing, health, and education, ensuring that **well-being begins at home.**

➤ Solvo Green

Caring for the planet is part of what makes us Soulvers: we promote sustainable practices and an ecological culture lived daily: reduce, reuse, recycle, and act consciously wherever we are.



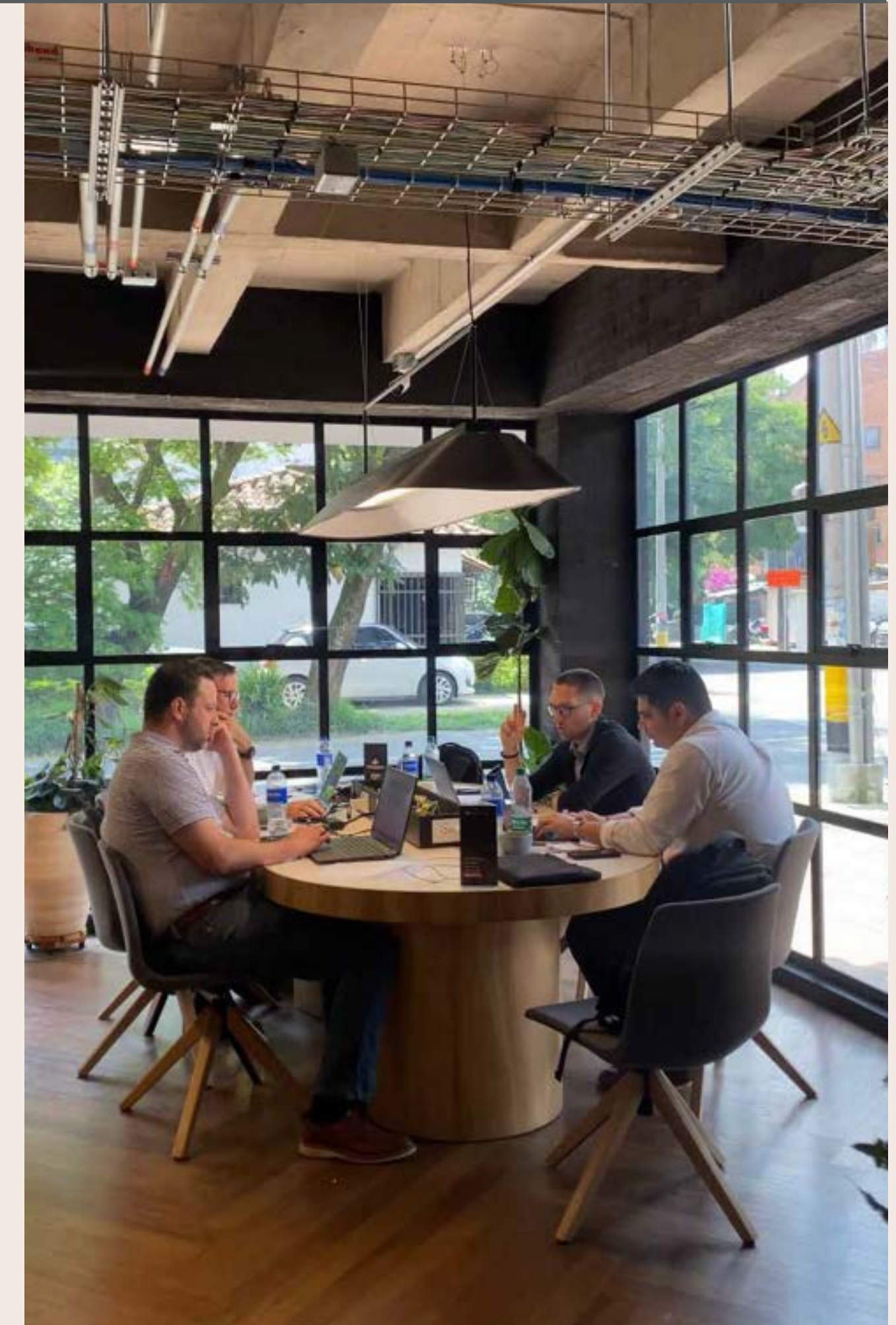


➤ Wellness Fest

We promote holistic well-being through activities focused on physical, mental, and emotional health. At Solvo, **working hard also means taking care of ourselves.**

➤ **Conexión Café**

A space where social innovation is served in every cup. Our clients' purchases are transformed into incentives and educational opportunities for children. **Consumption with purpose that leaves a mark.**



➤ Community Experiences for Our Clients

These are not just volunteer days: they are **transformative encounters** between our allies and the communities. We generate shared value and reinforce our mutual commitment to social transformation.



Our goals and how we are achieving them

We move with ambition and purpose.
We aim to:

- **Expand and enhance the quality of our programs.**



- **Inspire our Solvers to become leaders of change.**



- **Position ourselves as a CSR benchmark in every country where we operate.**



At Solvo, **we do not stop in the face of challenges.** We are **Resolvers**: we seek solutions, act quickly, and do not rest until we see the change we want in the world.