

Madrid, 18th September 2020

Dear collaborator:

We want to inform you that the implementation process of our **Corporate Social Responsibility Management System** has recently been finalized, which has been externally audited based on the international IQNET SR10 regulation.

The implementation of the system **responds to the commitment** that IMBISA has always acquired at all levels: **business, labor and social**, to contribute to the fulfillment of the objectives of CSR being aligned with the guidelines of the European Central Bank in the field of **Good Governance, the Environment and Employees and Society in general**.

To this end, in July 2019, **a materiality study was carried out in collaboration with the IMBISA prevention delegates**, asking the main interest groups (employees, suppliers, Banco de España and the Fábrica Nacional de la Moneda y Timbre) which are, for each one of them, the priority aspects that IMBISA should promote from a Social Responsibility point of view

This allowed **the identification of priority aspects to set IMBISA's CSR objectives**, including these objectives in specific action plans with periodic monitoring in the CSR Committee.

**The main objectives are:**

- 1.- Ethical Performance and Good Governance: TRANSPARENCY**
- 2.- Environmental Performance: WASTE MANAGEMENT**
- 3.- Social Performance: DISABLED, EMPLOYABILITY AND OCCUPATIONAL HEALTH**

**Up to today, the following measures have already been passed:**

- **A Social Responsibility Policy integrated** with the current IMBISA Management Policy.
- **The management procedures and protocols** that allow, together with the monitoring of indicators, to analyze progress and work on the continuous improvement of our Social Responsibility actions.
- **An Ethical Code**, which includes the general principles and behaviors that we maintain and require of our stakeholders in any joint project or relationship that we maintain.
- **A specific Code of Conduct for IMBISA employees**, mandatory for the entire staff, which includes the principles and behaviors that should govern our daily work and, especially, our relationship with other stakeholders.
- **A specific channel** for any person at IMBISA, in a confidential manner, to be able to communicate breaches or provide any related suggestion.
- Formalization of a **collaboration agreement** with the Juan XXIII Foundation to address disability issues.
- Granting of **aid for the disability** of employees or direct family members.
- **IMBISA's first participation in the Healthy Olympics**; an event destined to transfer the Olympic spirit, its values and its philosophy to the business world.
- Inclusion of the ethical requirements requested by the European Central Bank within the Integrated Management System.

Without further ado, best regards,

Julio de Ancos  
General Manager