

Official Sponsors of AmChamSpain 2022



# 2022 ANNUAL REPORT



**AmChamSpain**  
American Chamber of Commerce in Spain

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# 1. Letter from the Chairman

Dear Partners,

I am writing to present to you the Annual Report of activities promoted by the Chamber in 2022, a year in which the world continued to face significant challenges, such as the recovery from the COVID-19 pandemic, gas shortages, the trade war between China and the United States, the war in Ukraine, supply shortages and major geopolitical and monetary uncertainty around the globe.

Although the Spanish economy experienced 5.5% growth in 2022, exceeding the expectations of many economic analysts, it has not yet recovered to the pre-pandemic level of wealth. This growth was due in large part to the recovery of consumer spending and the increase in exports. The unemployment rate in Spain is still among the highest in the European Union, with a 12.9% unemployment rate at the end of 2022, yet the addition of 278,000 new jobs represents a significant improvement. One of our objectives as an organization is to support the creation of large-scale, quality employment through the appropriate legislative framework.

As a result of the combined efforts of the Chamber and its members, in 2022 we worked to influence improvements to the competitiveness, productivity and internationalization of the Spanish economy through various activities and events, such as dialogues with senior government representatives and roundtable discussions with the country's business leaders. Our Working Committees also played a prominent role, rendering numerous proposals to government institutions to improve the business climate, cooperation between Spain and the United States and foreign direct investment.

I would especially like to highlight our influence and networking activity around topics such as the digital economy, sustainability, corporate social responsibility, health, talent and corporate culture, investment attraction and retention, as well as diversity and inclusive leadership. In addition, our Young Leaders Network program successfully held its third edition with the participation of more than 50 young professionals, demonstrating our commitment to the development of future business leaders in our country.

Finally, I am pleased to announce that the Chamber has incorporated 18 new partner companies, which further strengthens our organization and its impact on public affairs in Spain. I want to extend a special thanks to the AmChamSpain staff under the direction of Aida Casamitjana for all of their hard work.

On behalf of the Board of Directors, I wish you and your families the best.

Warmest regards,



**Jaime Malet**

Chairman, AmCham Spain

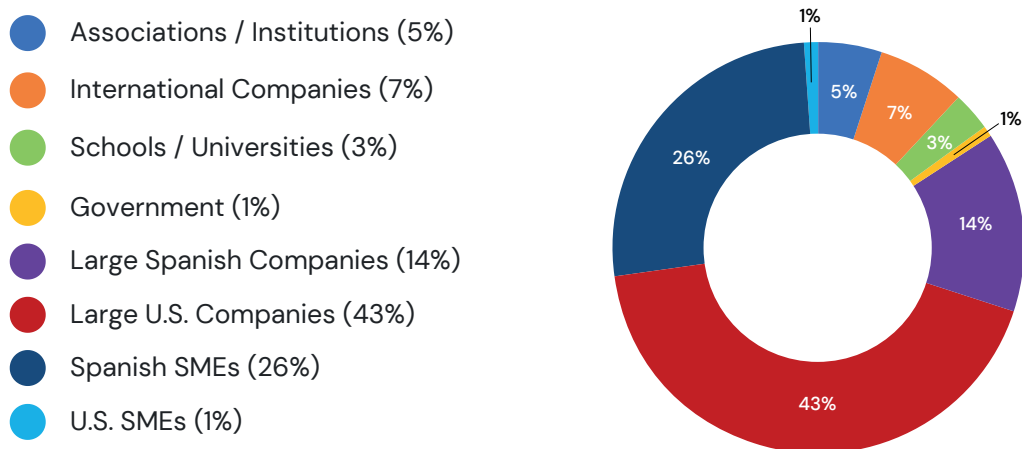
## 2. AmChamSpain 2022 in Numbers

AmChamSpain continues to play a key role in networking between companies in the United States and Spain.

Below are some figures that detail the Chamber's activity in 2022

### AmChamSpain Partners

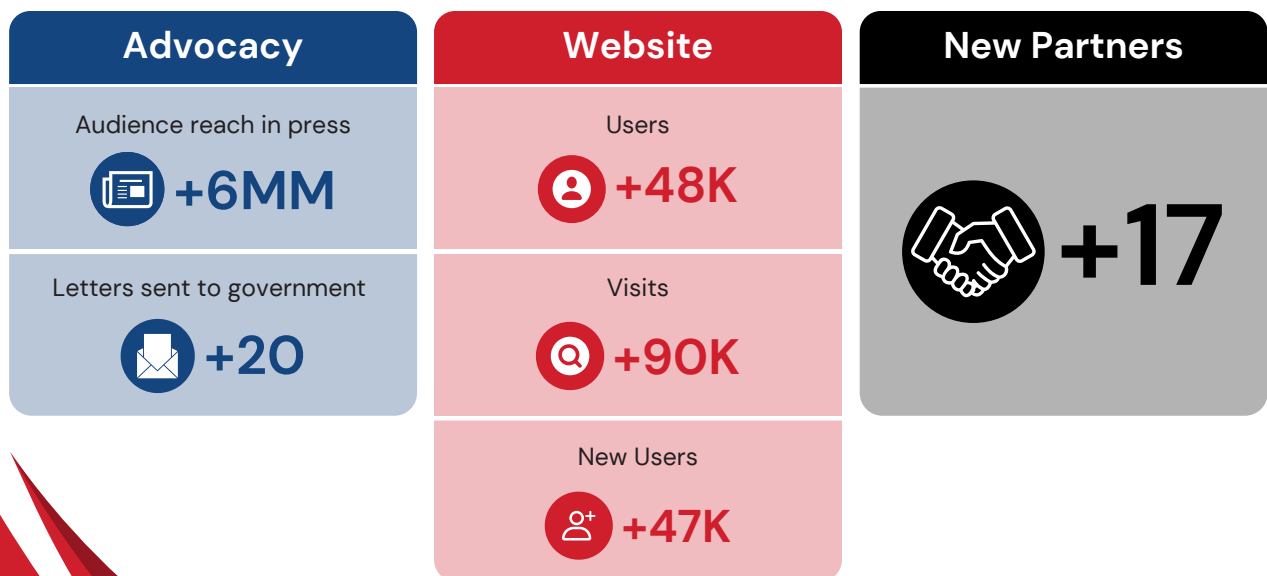
Over 270 partner companies, with more than 490 senior executives participating



**+27** Fortune 100 Companies

**+14** IBEX 35 Companies

**+65** Fortune 500 Companies





### 3. Events Held in 2022

#### The State of Play ahead of the U.S. Midterm Elections

*January 17 – Madrid*

On January 17, we hosted “*The State of Play ahead of the U.S. Midterm Elections*,” in collaboration with IE University. The event featured **Jon Decker**, White House Correspondent for Gray Television, who presented an overview of the Joe Biden Presidency in 2021, and analyzed the political trends in the U.S. against the backdrop of upcoming elections in the country.



#### Luncheon with the new U.S. Ambassador to Spain and Honorary Chairwoman of AmChamSpain, Julissa Reynoso

*February 24 – Madrid*

On February 24, we hosted a luncheon to welcome the new U.S. Ambassador to Spain, the Hon. **Julissa Reynoso**. Marked by the fact that it coincided with the start of the Ukraine invasion, she highlighted in her speech that one of her priorities was to continue strengthening the historic collaboration between Spain and the United States. The luncheon was attended by more than 100 top executives representing the Chamber’s partner companies.



## Business Opportunities in the United States

March 1 – Virtual

On March 1, we hosted the event "*Business Opportunities in the U.S.*," where we analyzed the current economic and investment perspectives in America. The seminar, which took place online, featured **Linda Carouso**, Commercial Officer for U.S. Commercial Service, **Vicente Ferrer**, Director of Santander Multinationals & International Desk, and **Jurdana Izaguirre**, Director of Basque Trade & Investment.



## Industry, a Key Player in Changing the Economic Model of Spain

March 15 – Madrid



On March 15, we hosted the event "*Industry, a Key Player in Changing the Economic Model of Spain*," promoted by the AmChamSpain Sustainability Committee.

The event featured a roundtable discussion moderated by **Roberto Anta**, General Manager of 3M Spain and Portugal, and was comprised of **Jon Bilbao**, President of Dow, **Josu Calvo**, CEO of Gonvarri, **Álvaro de la Haza**, Executive Vice President of Cosentino, and **Javier Targhetta**, President of Atlantic Copper. The topics discussed included sustainability of the industrial sector and the industry's opportunities and challenges in the face of the ecological transition.

## Presentation of the 3rd Edition of the Innodiversity Index

March 23 – Madrid

On March 23, the Foundation for Diversity presented the 3rd Edition of the Innodiversity Index, a study that measures how companies strategically manage "Innodiversity" to enhance their competitiveness and efficiency in times of crisis.

The project, in which AmChamSpain collaborated on, is a joint initiative of the Foundation for Diversity and the IE Foundation, with support from Pfizer and HP.



## Member 2 Member: Talent Development and Technology Solutions to Reduce the Digital Gap

March 29 – Virtual



The virtual event "*Talent Development and Technology Solutions to Reduce the Digital Gap*" was held on March 29 as part of our Member2Member series. Issues such as the challenges and opportunities of artificial intelligence, reducing the digital gap and the role of technology in new e-learning platforms were addressed at the event. The event featured **Carmen Alba**, Academic Director of Schiller University, **Cherelle Davis**, Customer Experience Director for ASER IT, and **José Ramón Rufo**, Europe Regional Sales Manager for Cypher Learning.

## Masterclass – How to be an extraordinary speaker

April 6 – Virtual

On April 6, our Diversity and Inclusive Leadership Committee organized the online masterclass: "*How to be an Extraordinary Speaker*," in collaboration with BCW and Dooit.

The event featured **Diane Tucci**, Country Manager for Costco Wholesale and Chairwoman of the Diversity and Leadership Committee, **Carmen Valera**, Non-Executive President of BCW Spain, and **Mariana Ferrari**, President of Dooit.

 **¿Cómo ser una Speaker Extraordinaria?**  
*Impulsado por BCW y Dooit*



Diane Tucci  
Country Manager de Costco Wholesale



Carmen Valera  
Non-Executive President of BCW



Mariana Ferrari  
Presidenta de Dooit



## The Spanish Economy and Geopolitics

April 22 – Barcelona



On April 22, we hosted the conference “*The Spanish Economy and Geopolitics*” at the Majestic Hotel in Barcelona. An analysis of the effects of the new geopolitical scenario, marked by the invasion of Ukraine, and the Spanish economy was discussed at the event. Featured speakers included **Antonio Garamendi**, President of the CEOE, **José Luis Bonet**, President of the Chamber of Commerce of Spain, **Gonzalo García**, State Secretary for Economy and Business Support, **Fátima Báñez**, Former Minister of Employment and S.S., **Trinidad Jiménez**, Former Minister of Foreign Affairs, **Koldo Echebarria**, General Director of ESADE, **Pedro Nueno**, Professor at IESE Business School, and **Pedro Gete**, Professor at IE Business School.

## The Spanish Economy and Geopolitics, 2nd Edition

May 18 – Madrid

On May 18, the second edition of the conference “*The Spanish Economy and Geopolitics*” was held in Madrid, and featured **Jaime Malet**, Chairman of AmChamSpain, **Javier Vega De Seoane**, Honorary Chairman of Círculo de Empresarios, **Laura González-Molero**, Chairwoman of APD, and **Manuel Pérez-Sala**, Chairman of Círculo de Empresarios.



## The Role of Spanish Companies in the Decarbonization of the U.S. Economy

June 14 – Madrid



The second event promoted by the Sustainability Committee in 2022 took place on June 14 at Casa América, with the seminar “*The Role of Spanish Companies in the Decarbonization of the U.S. Economy.*”

The event included **Roberto Anta**, General Manager of 3M Spain and Portugal and Chairman of the Sustainability Committee, **Linda Carouso**, Commercial Officer of U.S. Commercial Service, **Joseba Eceiza**, Partner of McKinsey & Company, **Miguel Gallardo**, Head of M&A Transactions Execution for Iberdrola, **Gonzalo Nieto**, CEO of Energy Infrastructure.

## Luncheon with Alberto Núñez Feijóo, President of the People's Party

September 28 – Madrid

On September 28, we hosted a luncheon with **Alberto Núñez Feijóo**, President of the People's Party, as part of our series "AmChamSpain Dialogues on the Competitiveness, Productivity and Internationalization of the Spanish Economy." More than 100 senior-level representatives of the Chamber's member companies participated in the event.



## Kick Off: "Moving Upwards with AmChamSpain" Mentoring Program for Women

October 19 – Madrid



On October 19, we celebrated the Kick Off of our mentoring program for women: "Moving Upwards with AmChamSpain", promoted by our Diversity and Inclusion Committee, in collaboration with the Mentoring Network Spain. The meeting was led by **Julio Rodríguez**, CEO of Mentoring Network Spain.

## November Elections in the U.S.: Perspectives on the Midterm Elections

November 2 – Madrid

The seminar "November Elections in the U.S.: Perspectives on the Midterm Elections" was held on November 2.

Possible election results, as well as their domestic and global impact, were analyzed during the event. Participants included **Antonio Garamendi**, President of the CEOE, **Jon Decker**, White House Correspondent and Editor for Gray Television, **Carlota García**, Senior Analyst for the U.S. and Transatlantic Relations at the Royal Elcano Institute, **Amanda Mars**, Director of Cinco Días and El País Economy and **Lorenzo Milá**, Director of Objetivo Planeta for Canal24h on TVE1.





# Christmas Party and 105th Anniversary

## *November 30 –Teatro Real of Madrid*

On November 30, we hosted AmChamSpain's traditional Christmas party and 105th Anniversary, the Chamber's most important networking event, at Teatro Real.

Over the course of the evening, we celebrated the achievements of 2022 and welcomed the Christmas holidays with the partners, collaborators and friends of the Chamber. The event was attended by the U.S. Ambassador to Spain, **Julissa Reynoso**, as well as by authorities, representatives of institutions and partners of the Chamber, turning the Teatro Real into a grand celebration with more than 300 attendees.







We would like to thank the sponsors that made this celebration possible:



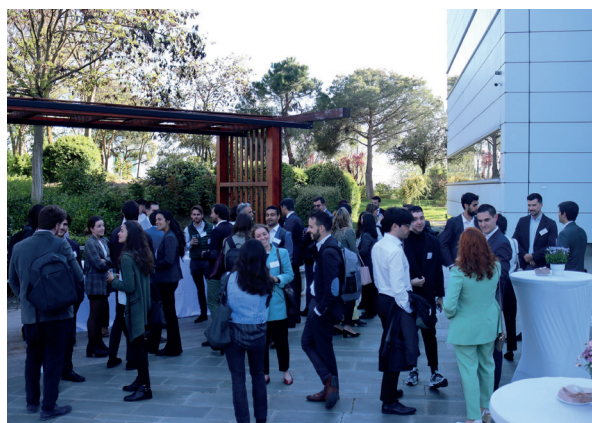
## 4. Young Leaders Network – 3<sup>rd</sup> edition

### Kick Off of the 3rd Edition of YLN

*April 25 – Madrid*

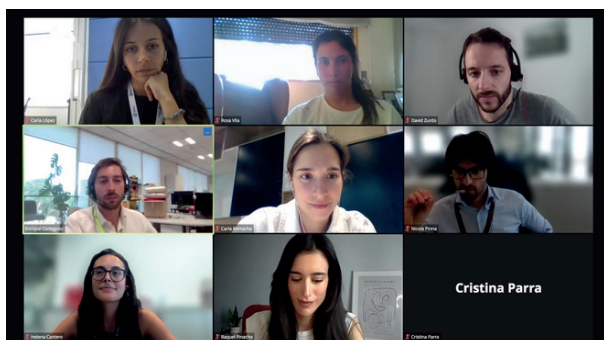
On April 25, we celebrated the Kick Off of the 3rd edition of the Young Leaders Network (YLN) program at HPE headquarters in Madrid, a professional development program aimed at young professionals from our partner companies.

Program leaders **José María de la Torre**, CEO of HPE, and **Alberto Granados**, President of Microsoft, were both featured at the event.



### Change Management with Prosci

*May 18 – Virtual*



On May 18, we co-hosted the workshop "Change Management: An Essential Leadership Skill in the 21st Century" with our partner Prosci.

Keys to the Prosci methodology were taught at this online workshop, placing focus on the human side and how to incorporate this core competence into the personal leadership model.

### Growth Mindset and Cultural Transformation with Microsoft

*June 17 – Madrid*

The event featured a roundtable discussion moderated by **Raquel Abizanda**, Marketing Director for Microsoft, who was joined by **Alberto Granados**, President of Microsoft, **Carolina Castillo**, Director of Partners, **Luisa Izquierdo**, Director of Human Resources, and **Carmen Cordero**, Digital Advisor and member of the Aspire Community. The attendees also visited Microsoft's EduLab with **María Comín**, Director of Primary and Secondary Education.





## Visit to the 3M Innovation Center

June 21 – Madrid

On June 21, we visited the 3M Innovation Center, joined by **Roberto Anta**, Country Manager of 3M Spain and Portugal, **Maria de los Ángeles**, Manufacturing Manager, and **Alicia Ortega**, R&D Operations and Innovation Center Leader



## Personal Branding in a Professional Context with BCW

July 5 – Madrid



On July 5, we hosted the workshop "*Personal Branding in a Professional Context*" in collaboration with BCW. During the workshop, participants used both theory and practice to learn more about the importance of building a personal brand. In addition, they also analyzed the most appropriate channels to strengthen their digital footprint and learned how to use communication techniques such as storytelling, spokespersonship and the elevator pitch to achieve their professional goals.

## Technology and Leadership with HPE

September 13 – Madrid

On September 13, we hosted the "*Technology and Leadership*" event, organized in collaboration with HPE. Participants listened to a presentation given by **Isabel Acedo** and **Galo Montes**, CTOs of HPE Spain, and **José María de la Torre**, CEO of HPE.



## Visit to the Amazon Logistics Center

*October 6 – Madrid*

On October 6, we visited Amazon's SES1 Logistics Center in Coslada, Madrid. SES1 is a center that specializes in ultra-fast deliveries and serves customers residing in Madrid and surrounding areas. A large part of their activity is carried out with state-of-the-art robots developed by Amazon. The visit was led by **Alexandra Sierra**, Operations Director.



## Behavioral Economics & Sustainability Workshop with Evidentia University

*November 3 – Madrid*



A workshop on Behavioral Economics and Sustainability, organized in collaboration with Evidentia University, was held on November 3. During the workshop we analyzed the biases and barriers that create a gap between desired and actual behavior in relation to the implementation of sustainability policies. The meeting was led by **Rafael López**, President of Evidentia University, and **Antonio González**, CEO of Impact Hub.

## A Glimpse into the Future: From A.I. to the Metaverse Through Quantum Computing with Microsoft

*November 29 – Madrid*

The 3rd edition of the Young Leaders Network professional development program concluded on November 29. **David Hurtado**, Director of Innovation at Microsoft, gave the presentation "From Artificial Intelligence to the Metaverse through Quantum Computing." Following that, **Carolina Castillo**, Marketing Director at Microsoft, moderated a panel that included **Alberto Granados**, President of Microsoft, **José María de la Torre**, CEO of Hewlett Packard Enterprise, and **Jaime Malet**, Chairman of AmChamSpain, to make a final assessment of this 3rd Edition of the Young Leaders Network.





## 5. Board of Directors

The Board of Directors met on the following dates in 2022:



**February 24 – Madrid.** Held at the Westin Palace Hotel in Madrid, featuring a luncheon with the Hon. **Julissa Reynoso**, U.S. Ambassador to Spain and Honorary Chairwoman of AmChamSpain

**April 27 – Madrid.** Held at the Westin Palace Hotel in Madrid.

**June 9 – Barcelona.** Board of Director's Meeting and General Meeting of the Chamber's members, held at the Majestic Hotel in Barcelona. This was followed by a luncheon attended by the guests of honor: **Katie Stana**, U.S. Consul General, and **Pere Aragonès**, President of the Government of Catalonia.

**September 28 – Madrid.** Held at the Westin Palace Hotel in Madrid, featuring a luncheon with the President of the People's Party, **Alberto Núñez Feijóo**.

**November 23 – Madrid.** Held at the Westin Palace Hotel in Madrid.

## 6. U.S. Embassy Relations



During 2022, we continued to work closely with the entire diplomatic staff of the U.S. Embassy in Spain, led by Ambassador **Julissa Reynoso**, whom we welcomed to Spain at an official Chamber event on February 24.

In September, we attended the presentation and welcome ceremony for the new Economic Counselor, **Isabel Rioja-Scott**, and the new Commercial Counselor, **John Coronado**, which was held at the Ambassador's residence. Since then, they have already taken part in

Board meetings and various committees, thereby strengthening our relationship with them and their staff.

## 7. AmChamSpain in Collaboration with AmChams in Europe (ACE Network)

AmChamSpain is part of AmChams in Europe (ACE Network), the organization that encompasses 45 American Chambers of Commerce (AmChams) from 43 countries in Europe and Eurasia, representing the interests of more than 17,000 American and European companies that employ 20 million workers and account for more than \$1.1 trillion in investments on both sides of the Atlantic.

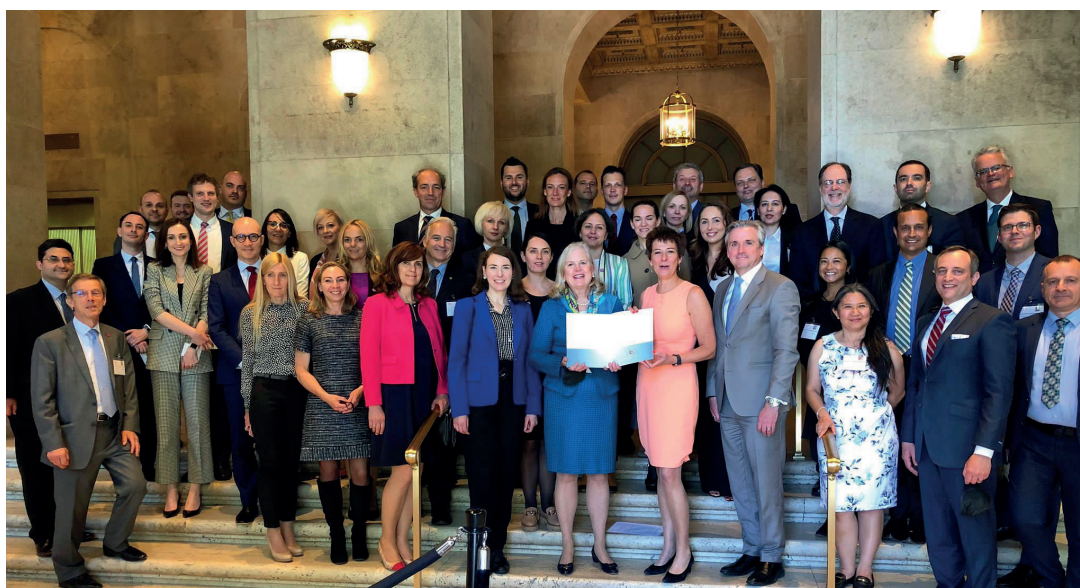
AmChams in Europe resumed their two on-site annual conferences in 2022 following a hiatus due to the pandemic. Our Executive Director, **Aida Casamitjana**, participated in them.

### 2022 AmChams in Europe U.S. Conference

*Washington, D.C., & North Carolina, United States*

From May 9 to 13, a delegation of AmChams in Europe executives and other AmCham representatives from more than 30 countries in Europe and Eurasia attended the annual U.S. Conference in Washington, D.C., and Raleigh, North Carolina, to visit government officials, institutions, and some of the country's most prominent companies and universities. The conference provided a variety of forums to discuss current world affairs and the latest trends in politics and business.

In the U.S. Capitol, the delegation met with the U.S. Chamber of Commerce, the Departments of State and Commerce, the U.S. Congress and the Office of the U.S. Trade Representative, and attended a reception at the Embassy of the Republic of Bulgaria in light of the upcoming European conference in Sofia.






Together with the International Trade Administration, they launched EMPOWER HER, an initiative for the empowerment of women in trade on both sides of the Atlantic. **Susan Danger**, CEO of AmCham EU and CEO of AmChams in Europe, and **Diane Farrell**, Deputy Under Secretary for International Trade, signed the Declaration with the aim of promoting women's economic empowerment and their role in international trade.

## 2022 AmChams in Europe Best Practices Conference

*Sofia, Bulgaria*

From October 5 to 8, 40 representatives from 27 different AmChams met in Bulgaria to analyze and discuss the state of the organization and to share best practices. The four-day meeting was organized by AmCham Bulgaria and included social events to learn about the country's business ecosystem, as well as the signing of the "Empower Her" agreement with the International Trade Administration. This was followed by a reception hosted by the U.S. Ambassador to Bulgaria, the Hon. **Herro Mustafa**.





At the regulatory level, AmChams in Europe worked collaboratively in 2022 to monitor several legislative developments with regard to the EU, especially in the digital economy domain. Most of our efforts were focused on the development of the new cloud certification standard (EUCS), which is still under negotiation. This new regulation is of great interest to American technology companies established in Europe, given the introduction not only of technical elements, but potentially discriminatory elements depending on the origin of companies' capital or their top management.

A number of virtual meetings have also been held throughout the year, following the geopolitical current events marked by the beginning of the Ukraine invasion:

## **Business and Global Impact of the Ukraine–Russia Crisis**

*March 10 – Virtual*

The meeting was moderated by **Susan Danger**, CEO of AmCham EU and CEO of AmChams in Europe, who discussed with **Andy Hunder**, President of AmCham Ukraine, the business perspective of the Ukraine–Russia conflict, the role of the economic sector, sanctions, solidarity measures and possible consequences.

## **Ukraine, the Baltics, and the Nordic Region: Discussing Security Narratives and Business Outlooks.**

*March 21 – Virtual*

The meeting analyzed the latest updates to AmCham Ukraine, as well as security concerns in the Baltics and Nordic region. It was attended by **Andy Hunder**, President of AmCham Ukraine, **Liga Smildzina-Bertulsone**, CEO of AmCham Latvia, **Tadas Vizgirda**, Chairman of AmCham Lithuania, **Daria Sivovol**, CEO of AmCham Estonia, **Peter Dahlen**, Managing Director of AmCham Sweden, and **Tomi Ere**, Chairman of AmCham Finland.

## 8. Working Committees

### The Voice of our Companies

Committees are the real engine of the Chamber. Our partners, American companies established in Spain and Spanish companies with interests in the United States, are structured in specialized groups according to their objectives and expertise to guide the advocacy work of our organization and define our positions on issues of vital importance for the business environment and foreign direct investment, particularly U.S. foreign direct investment in Spain.

As a result of this work, throughout 2022, we have held numerous private meetings and sent hundreds of letters and reports to the Government, members of Parliament and the European Parliament, Autonomous Communities and political and business leaders. This work makes AmChamSpain one of the leading business advocacy organizations in Spain.



9 Committees



25+  
Events



30+  
Average attendance  
per event

### Committee Structure and Dynamics

Our committees convene in person several times each year to discuss major matters of interest and prepare monographs on specific topics and shared issues.

Most committees are led by a group of volunteer companies and a larger group of supporters who receive frequent updates on topics of interest, the development of position papers and position statements and other related activities.

## Audiovisual

Its objective is to demonstrate the importance of the defense of industrial and intellectual property in Spain as a driver of economic development. Its activity brings together companies from the audiovisual and content distribution sectors.



Led by:

The **WALT DISNEY** Company

## Diversity and Inclusive Leadership

The committee's mission is to promote diversity among its member companies, as well as project its value as an element of competitiveness for the Spanish economy. The committee likewise promotes training and informative actions aimed at the development of diverse talent in the Spanish business fabric (female talent, LGBTI, generational and cultural diversity, etc.).



Led by:

**COSTCO**  
WHOLESALE



## Digital Economy

Committee members develop their activities around the benefits that digitalization brings to the Spanish economy, in terms of improved competitiveness, growth and job creation. This committee also closely follows the regulatory debate in the EU regarding policies affecting multinational companies and the financial framework for the development of public-private projects, as well as the incorporation of these regulations into Spanish law.



Led by:

**IBM**



## Fiscal

This committee acts as a forum for the exchange of information and best practices between the heads of finance and taxation of member companies and the leading experts from legal and tax firms. It also promotes interaction with representatives of the Spanish (AEAT) and U.S. (IRS) tax authorities.

*Led by:*



COSENTINO

## Health

Pharmaceutical, biomedical and healthcare technology companies assemble together in this committee to promote access to innovation in the Spanish healthcare system, with the aim of improving the health of the population and the sustainability of the Spanish healthcare system.

*Led by:*



Boston  
Scientific

AMGEN

## People, Talent and Corporate Culture

Committee members construct AmChamSpain's position on labor legislation, proposing reforms and initiatives to improve the labor market in Spain, particularly from the perspective of multinational companies established in Spain. The committee makes recommendations on attracting international talent, reskilling and upskilling. Its members continuously exchange best practices in the area of people.

*Led by:*



Ius Laboris Spain Global HR Lawyers  
Sagardoy Abogados

## Corporate Social Responsibility

This committee brings together American and Spanish companies with outstanding efforts in corporate social responsibility sharing their expertise on the matter and their best projects both in Spain and in other markets. The group also helps to publicize the initiatives developed by its members as a platform for generating synergies in the development of new projects and communication with NGOs and foundations linked to AmChamSpain.

## Sustainability

This committee promotes sustainability as a strategic lever to drive economic growth and strengthen the competitiveness of companies, serving as a meeting place for AmChamSpain members to jointly publicize our commitment to environmental and social responsibility and to channel collaboration with governments, institutions and other stakeholders.

*Led by:*



## Young Leaders Network

The objective of this committee is to lead the Chamber's efforts to develop young talent within partner companies through the annual Young Leaders Network program, which includes leadership meetings with CEOs, visits to partner companies, skills development workshops and networking activities.



*Led by:*



## 9. New Partners

In 2022, 18 new partner companies joined the Chamber.  
It is a great honor to welcome:



## 10. Patron Executive Members

### 3M ESPAÑA

3M was founded in 1902 in St. Paul, in northern Minnesota. Considered the company of innovation, 3M applies science in different fields to improve the daily lives of people around the world. With worldwide sales exceeding \$32 billion, of which 6% is invested in R&D&I, 3M connects and collaborates with customers in more than 200 countries.

### AFINITI SPAIN

Afiniti uses artificial intelligence to match customers and companies, typically through a contact center, based on the probability of success of that interaction. Afiniti's AI solution is used to enhance customer and agent satisfaction, reduce costs and increase revenues of many companies in different sectors. In operation for more than 16 years, Afiniti has around 2,000 employees worldwide and over 400 patents.

### AIG EUROPE

AIG is an insurance company dating back to 1919, with operations in more than 80 countries and jurisdictions. It offers comprehensive insurance programs with a wide range of products supporting its clients in their businesses and advising them on risk management. It was established in Spain in 1954, and today its policyholders include large multinational corporations and SMEs.

### ALCOA

Alcoa is a world leader in the bauxite, alumina and aluminum products industry, with strong values and operational excellence dating back to the discovery 130 years ago that made aluminum an affordable and essential part of society. Since then and throughout its history, Alcoa's talented people have continued delivering innovative discoveries and leading best practices in efficiency, safety and sustainability, thereby strengthening the communities in which they operate.

### ALLIANCE HEALTHCARE ESPAÑA

Alliance Healthcare offers professional solutions for the pharmacy office and pharmaceutical industry. Since its founding in 1919, Alliance Healthcare has brought healthcare closer to people, as its global service offering enables it to support the industry's various stakeholders at every point in the value chain: clinical trials, product development, patient care, marketing and the healthcare supply chain.

### AMAZON SPAIN

Amazon is one of the 500 largest companies in the U.S. The Seattle, Washington-based company is a global leader in e-commerce and cloud computing. Since Jeff Bezos launched Amazon.com in 1995, it has steadily expanded its offering and international distribution network, as well as its customer service. Today, it offers a wide variety of products including e-books with Kindle or devices with Alexa, food and beverages with Fresh and content through Prime Video. Amazon has a direct presence in the United States, United Kingdom, Germany, France, Italy, Japan, Canada, China and Spain, where it employs more than 18,000 workers.



## **AMAZON WEB SERVICES**

For more than 15 years, Amazon Web Services has been the world's most comprehensive and widely adopted cloud services platform. AWS offers more than 175 comprehensive services related to computers, storage, databases, networks, analytics, robotics, machine learning and artificial intelligence (AI), Internet of Things (IoT), mobile services, security, hybrid services, virtual and augmented reality, media development and application, deployment, and management in 77 Availability Zones located in 24 regions, with announced plans for 18 more Availability Zones and six new AWS regions in Australia, India, Indonesia, Japan, Spain and Switzerland. Millions of customers, including the fastest growing startups, leading organizations and landmark government agencies, rely on AWS to power their infrastructure, facilitate agility and reduce costs

## **AMERICAN EXPRESS ESPAÑA**

American Express Company (also known as AMEX) is a global financial company headquartered in New York, with a presence in more than 130 countries. Its services include cards, digital services, products and services for companies, insurance and lifestyle, and travel services. With a presence in Spain since the start of the 20th century, its continuous growth in the territory is having very solid business results, with double-digit revenues across the various lines of business. Its staff includes nearly 600 employees in Madrid, servicing more than 30 markets. It has also become the legal headquarters for most EU countries for card issuance and acceptance at establishments, in addition to housing a commercial hub to generate business for the European continental market and an international hub for Accertify, its technology division for controlling online transactional fraud, which has given the company a significant boost in Spain.

## **AMGEN**

Amgen is one of the world's leading biotechnology companies whose mission is to serve patients by using science and innovation to develop drugs that can change the course of the most serious diseases. Founded in California in 1980, Amgen currently has a presence in more than 100 countries and employs more than 20,000 workers. Amgen arrived in Spain in 1990, where it has already become one of the country's benchmark biopharmaceutical companies

## **ASTRAZENECA**

AstraZeneca is a global and innovative biopharmaceutical company focused on the discovery and development of innovative treatments in three priority therapeutic areas: Oncology, Cardiovascular, Renal & Metabolism and Respiratory & Immunology. Innovation and science are the company's driving forces in bringing value to healthcare systems and transforming the health of the population. Through scientific and technological advances, such as big data, automation and artificial intelligence, AstraZeneca opens new avenues for scientific innovation to improve the quality of life of millions of patients around the world. AstraZeneca operates in more than 100 countries and is a Top Employer in Spain and Europe, in addition to being certified as a Family-Responsible Company.

### **ATLANTIC COPPER**

Atlantic Copper is the largest copper producer in Spain, the third largest smelter and refinery in Europe, the top producer of copper in Andalusia and the leader in exports. Its plant smelts around one million tons of mineral concentrate annually and produces more than 280,000 tons of high-quality copper cathodes, as well as other products such as sulfuric acid, iron silicate and anode sludge. Atlantic Copper's Metallurgical Complex in Huelva, which generates more than a thousand direct jobs, is dedicated to the integral use of raw materials containing valuable elements. The company is aligned with the Sustainable Development Goals (SDGs), investing in innovation, equality and respect for the environment. Through its Foundation, the company carries out numerous actions in Huelva's academic, social and cultural sectors.

### **AYMING**

With over 30 years of experience, Ayming is an international consulting group that provides strategic and operational support to companies to develop and improve their global competitiveness through different areas of expertise such as innovation financing and international and local taxation. It currently offers global services in 15 countries in Europe and North America, and has more than 1,300 employees worldwide.

### **BANCO SANTANDER (SANTANDER BANK)**

Santander Bank is a commercial bank founded in 1857, with headquarters in Spain. It has a significant presence in 10 key markets in Europe and the Americas, and is one of the largest banks in the world by market capitalization. Its mission is to contribute to the progress of people and companies by making things simple, personal and fair. Santander is making advancements in responsible banking and has set several goals, including providing more than 120 billion euros in green financing from 2019 to 2025, and the financial inclusion of more than 10 million people in the same period.

### **BANK OF AMERICA**

Bank of America is one of the world's leading financial institutions, serving individual consumers and small, medium and large corporations with a broad range of banking products and services, ranging from investments, asset management, risk management and other financial products and services. Bank of America is a global leader in wealth management, corporate and investment banking and trading across a broad range of asset classes, servicing companies, governments, institutions and individuals around the world. In Spain, Bank of America is present through Bank of America Europe DAC, Sucursal en España and Merrill Lynch Capital Markets España, S.A., S.V., a local broker dealer, which offers a wide range of banking, advisory and other financial and risk management products to companies and financial institutions, as well as sales and trading services in global markets.

### **BECTON DICKINSON**

BD is a leading global medical technology company that develops, manufactures and sells medical devices, instrumentation systems and reagents. The company is dedicated to improving the health of people around the world. BD is focused on improving drug delivery, increasing the quality and speed of diagnoses of infectious diseases and cancers, and advancing the research, discovery and production of new drugs and vaccines.





## **BLACKSTONE**

Blackstone is one of the world's leading investment firms that seeks to create long-term value and positive economic impact for its investors, the companies in which they invest and the communities in which they operate. Its asset management businesses, with \$618.6 billion in assets under management, include worldwide investment vehicles specializing in private equity, real estate, public debt and equities, non-investment-grade credit, real assets and secondary funds.

## **BOEING**

Boeing has had a presence in Spain for over 85 years. Throughout this time it has responded to the needs of airlines, maintaining a strong partnership with the Spanish aerospace industry. It is also a leading supplier of military aircraft, helicopters and systems for the Spanish Armed Forces. Boeing has its European R&D Center (Boeing Research & Technology Europe -BR&T- Europe) located in Madrid, a facility that has successfully exported innovative ideas to meet the needs of Boeing customers in areas such as model-based engineering, sustainable biofuel development and tools for improving airline operations, autonomy, materials and manufacturing technologies.

## **BOSTON SCIENTIFIC IBERICA**

Boston Scientific is a biomedical engineering firm and a multinational manufacturer of medical devices used in interventional medical specialties, which cover different areas such as interventional radiology, interventional cardiology, peripheral interventions, neurovascular intervention, electrophysiology, cardiac surgery, vascular surgery, endoscopy, oncology, urology and gynecology, among others. The organization's mission is to transform lives through innovative medical solutions that improve the health of patients around the world, for which it conducts direct sales in more than 70 countries, employs 32,000 workers worldwide and has more than 40 offices, one of which is located in Madrid.

## **BRISTOL MYERS SQUIBB**


Bristol Myers Squibb (BMS) is a leading global biopharmaceutical company whose mission is to discover, develop and make available to patients innovative treatments that help them overcome serious diseases in areas such as oncology, hematology, immunology, cardiovascular, fibrosis and neuroscience. People at BMS work every day to transform patients' lives through science.

## **BURSON COHN & WOLFE**

Burson Cohn & Wolfe (BCW) is a consulting firm that designs creative communications strategies to connect its clients with various stakeholders, and to create trusting relationships, build lasting engagement and influence audiences to mobilize in the right direction. BCW works on the visibility, relevance and reputation of corporations and brands to generate engagement and obtain high-impact results, focusing on the measurement of outcomes, ROI and the experience of customers working with them. With more than 100 employees in the Madrid and Barcelona offices, they are pioneers in Spain and have become leaders in methodology and innovation.

## **CISCO SYSTEMS SPAIN**

Cisco is the worldwide leader in Internet technology. It helps organizations inspire new possibilities by reinventing their applications, securing their data, transforming their infrastructure and facilitating collaborative work to move towards a global and inclusive future. From delivering the



best customer experience to solving business challenges and responding to the most complex social issues of our time, it builds bridges that transform global challenges into great possibilities by connecting the disconnected.

### **CITIGROUP**

Founded in New York in 1812, Citi is a global bank that provides financial services that enable economic progress and growth around the world. Citi provides a broad range of financial products and services to consumers, companies, governments, and institutions. It currently operates in more than 160 countries and has close to 200 million customers. Citi has had a presence in Spain since 1919, and is a leading bank in the Investment Banking, Capital Markets, Asset Liquidation and Private Banking and Custody businesses.

### **COCA-COLA**

The Coca-Cola Company is a Total Beverage Company with more than 500 brands and a presence in more than 200 countries and territories. The company has been operating in Spain since 1953 through its subsidiary Coca-Cola Iberia, one of the ten most important markets worldwide and the leading food and beverage company in the Iberian Peninsula. Its beverage offering is made up of 18 brands and more than 100 products. Among them are all the varieties of the Coca-Cola brand, the most chosen mass-market brand in Spain; as well as some of the most valued beverage brands in our country such as Fanta, Aquarius, Royal Bliss, Sprite, Powerade, Nestea, Minute Maid and Aquabona; and new launches like Honest, Appletiser and GLACÉAU smartwater, among others. Together with its bottling partner Coca-Cola European Partners, they employ more than 4,500 people in Spain and contribute to the economic development of the country and local communities through its business and investment in social and environmental programs.

### **CONSORCI ZONA FRANCA DE BARCELONA**

The “Consorti de la Zona Franca de Barcelona” is a public company that is financed entirely by its own funds, such as industrial leases from the Zona Franca de Barcelona Industrial Park and through its asset management. Although its main field of activity is the industrial park and its customs-free zone, it also promotes buildings, urban and industrial land, acts as a driving force for business transformation towards the 4.0 economy and organizes events of economic interest for Barcelona such as Barcelona New Economy Week (BNEW), the International Logistics Exhibition (SIL) and the Real Estate Fair (BMP).

### **COSENTINO**

The Cosentino Group is a global Spanish family-owned company that produces and distributes innovative and sustainable high-value surfaces for the world of architecture and design. It works alongside its customers and partners to offer solutions that provide design and value and inspire people's lives, acting according to its accountable and transparent ESG criteria.

### **COSTCO WHOLESALE SPAIN**

Costco Wholesale is one of the largest distribution groups in the world and offers its partners exclusive products and services from leading brands at the most competitive prices on the market. Costco Spain already has close to 300,000 members nationwide, in addition to the more than 100 million that the company has worldwide. Costco Wholesale currently has 3 locations in Spain and more than 790 stores distributed across 13 countries.





### **CUSHMAN & WAKEFIELD:**

Cushman & Wakefield is a leading global real estate services firm that delivers exceptional value by putting great ideas into practice for occupants and owners in the real estate sector. Cushman & Wakefield is one of the largest real estate services firms with 51,000 employees in approximately 400 offices and 70 countries. In Spain, where Cushman & Wakefield has more than 30 years of experience, the company covers all of Spain's geography, with offices located in Madrid and Barcelona.

### **DAMM**

Damm is a multinational company founded in Barcelona by master brewer August K. Damm, creator of the original recipe for today's Estrella Damm. Since then, this beer, brewed according to the original recipe of 1876 and with 100% natural ingredients, has been synonymous with Barcelona and the Mediterranean lifestyle all over the world. With an added presence in the distribution, logistics and catering sectors, the company is currently present in more than 130 countries. It has 16 factories in the Iberian Peninsula with a production and packaging capacity of more than 25 million hectoliters of beer, water, soft drinks, milk and milkshakes.

### **DOW**

Dow combines its global presence, scale and asset integration with focused innovation and leading business positions to achieve profitable growth. The Company's ambition is to become the most innovative, customerfocused, inclusive and sustainable materials science company, aiming to contribute to a more sustainable society through materials science expertise and stakeholder collaboration. Dow's business portfolio of plastics, industrial and infrastructure products, coatings and silicones offers a wide range of solutions.

### **EXPERIAN:**

Experian is a technology company specializing in credit risk management, fraud, decision tools and engines, advanced analytics and data. For more than 20 years they have been assisting their clients with responsible credit decisions, fraud prevention, portfolio segmentation and analysis, and the development of recovery strategies. Its solutions are designed for sectors such as banking, consumer funding, insurance, telecommunications, energy and retail, among others.

### **GILEAD SCIENCES**

Gilead Sciences Inc. is a biopharmaceutical company that researches, develops and markets innovative drugs in areas with unmet medical needs. Over the course of 30 years, Gilead's innovations have transformed the course of disease, transforming HIV from a fatal to a chronic disease, making hepatitis C curable and eradicable, and advancing the field of cell therapy to become the leading company in the sector. Gilead has a presence in more than 35 countries around the world and is headquartered in Foster City, California.

### **GLOBALVIA**

Globalvia, established in 2007, is a world leader in the management of transportation infrastructure concessions, currently managing 18 highways and 7 railroads in the seven countries in which it operates: Spain, U.S.A., Ireland, Portugal, Mexico, Costa Rica and Chile. With a firm commitment to sustainability, innovation and efficient management of its assets, Globalvia's objective is to be a driving force for change in order to transform society, providing value to all its stakeholders. Globalvia is currently immersed in a growth and projection phase, seeking the internationalization



of its portfolio through new strategic opportunities in OECD countries, with a special focus on North America.

### **GONVARRI**

Gonvarri Industries is a leading company in the transformation of flat steel and aluminum. With more than 60 years of experience, it has 45 factories, 20 distribution centers and offices in 19 countries, from which it supplies metal solutions for four business lines: Service Centers, Material Handling, Precision Tubes and Metal Structures. It employs more than 6,000 people.

### **HEWLETT PACKARD ENTERPRISE**

Hewlett Packard Enterprise (HPE) offers unique, open and intelligent technology solutions, and has strong expertise from millions of endpoints to multiple clouds to help companies and institutions develop new business models, drive their digital transformation and increase both operational performance and service to citizens.

### **HEYCO ENERGY GROUP**

Heyco Energy Group is a privately held energy company developing gas exploration, production and commercialization projects in the United States and Europe (Spain and the UK) which also includes the latest renewable projects such as green gas and renewable hydrogen. Heyco has been active in the O&G business since 1920, and internationally for over 20 years.

### **HOTUSA**

Founded in 1977, Hotusa Group is a dynamic organization with a workforce of more than 5,500 employees and revenues in excess of 1.2 billion euros. The organization is made up of the hotel operations area, Eurostars Hotel Company, with a portfolio of more than 200 establishments; the world's leading hotel consortium, Hotusa Hotels (with 3,030 associated hotels); the hotel representative Keytel, with more than 1,300 member establishments; and the Restel reservations center.

### **HP**

Founded in 1939 in a garage in Palo Alto (Silicon Valley), HP is a technology giant with more than 55,000 workers in over 120 countries. HP is a leader in PCs and printing systems, including digital and large format printing, with an increasing focus on 3D printing. HP opened its first office in Spain in 1971, and almost 50 years later, it is present in Madrid, Barcelona, León, Bilbao and Seville. Barcelona is home to one of the corporation's most emblematic R&D business centers outside the U.S., with around 600 engineers of more than 60 nationalities working in R&D and innovation.

### **IBM**

IBM is a company dedicated to the development and implementation of information technology products, solutions and services for companies and institutions. IBM is currently leading the digital transformation of companies, with technologies ranging from cloud computing and artificial intelligence to blockchain and the Internet of things, including the first services for accessing quantum computing. With one of the largest research organizations in the business world, IBM has been the company that registers the most patents in the world for 27 consecutive years. Founded in 1911 in the United States, and with a presence in Spain for more than 90 years, IBM has more than 360,000 employees, operates in over 170 countries, and in 2020 reported over \$50 billion in revenue.

## **INDRA**

Indra is a leading global technology and consulting company and the technology partner for its clients' key business operations around the world. It is a world-leading provider of proprietary solutions in specific segments of the Transportation and Defense markets, and a leading company in digital transformation and Information Technology consulting in Spain and Latin America through its subsidiary Minsait. Its business model is based on a comprehensive offering of proprietary products, with an end-to-end, high-value approach and a highly innovative component.

## **JANSSEN CILAG**

Janssen aims to create a future in which diseases are a thing of the past, which is why they are the pharmaceutical companies of Johnson & Johnson and work to bring this future closer to patients all over the world. They do this by fighting disease with science and improving access to treatments in areas of medicine such as cardiovascular and metabolism, immunology, infectious diseases and vaccines, neuroscience, oncology and pulmonary hypertension.

## **JONES DAY**

With a presence on five continents, Jones Day has more than 2,500 lawyers in 43 offices located in the major business and financial centers of the world. The Madrid office, founded in 2000, currently has a team of approximately 70 employees.

## **KYNDRYL ESPAÑA**

Kyndryl is the world's largest provider of IT infrastructure services, providing services to thousands of business customers in more than sixty countries. The company designs, builds, manages and modernizes the complex, mission-critical information systems that the world depends on every day.

## **LILLY**

Founded in 1876 in the United States, Lilly is one of the world's fifteen largest pharmaceutical companies. Lilly's mission is to produce medicines that help people live longer, healthier and more active lives. It has been present in Spain since 1963 as a joint venture and since 1997 as a wholly owned affiliate of Lilly. In Spain, Lilly has more than a thousand employees who participate in the whole process of the life of a drug, since it has a Research Center and a production plant that exports to countries all over the world.

## **MANPOWERGROUP**

ManpowerGroup is a world leader in innovative Talent and Technology solutions to drive the development of people, companies, communities and countries. Under three brands (Experis, Manpower, Talent Solutions) it covers all talent and technology needs: flexible work, recruitment and assessment, training and development, professional career management, relocation, outsourcing and consulting. ManpowerGroup is the driving force behind the Human Age Institute in Spain, the largest talent and employability initiative in the country. The company has been recognized as a Top Employer 2020 for its policy of attracting, developing and engaging talent, is an EFQM 500+ Excellent Company, and has the "Gold Recognition Level" in the EcoVadis sustainability ranking. It is also one of the most ethical, admired and sustainable companies in the industry according to Fortune and Ethisphere Institute.



## **MCDONALD'S**

McDonald's is the world's leading quick-service restaurant company, with more than 38,000 restaurants in more than 100 countries on five continents. It has around 205,000 employees providing service to more than 65 million people every day through the sale of food products such as hamburgers, fries, soft drinks, salads and desserts. Headquartered in Spain since 1981, McDonald's Spain has more than 483 restaurants distributed all across the country, which generates about 23,000 direct jobs.

## **MCKINSEY AND COMPANY**

McKinsey & Company has had a presence in Spain for more than 40 years and has already undertaken more than 2,000 projects in Spain, working directly with different stakeholders in both the public and private sectors. McKinsey & Company combines its international 30 experience with local expertise to help clients in Spain address their most important challenges and achieve lasting performance improvements, working closely with teams at all levels of an organization to answer strategic questions, mobilize change, build capacity and drive execution.

## **META**

Meta is an American technology and social networking conglomerate founded in 2004 and headquartered in Menlo Park, California. It is the parent company of Facebook, Instagram, WhatsApp, and other subsidiaries. Meta is one of the most valuable companies in the world and currently aims to offer people the possibility to create communities and make the world a more connected place.

## **MICROSOFT IBERICA**

Microsoft develops, manufactures, licenses and produces software and electronic equipment that drive digital transformation for the era of the intelligent cloud and Intelligent Edge. Its mission is to help every person and every organization on the planet to do more in their daily lives.

## **MODERNA BIOTECH SPAIN**

Moderna is a U.S. biotechnology company based in Cambridge, Massachusetts, specializing in the discovery and development of drugs and technologies that enable the greatest possible impact on health through mRNA-based medicine. Moderna has more than 3,900 employees in 17 countries and had revenues of nearly \$20 billion in 2021.

## **MORGAN STANLEY**

Morgan Stanley is a global financial services company. Its main areas of activity are: investment banking and capital markets, sales/trading of equity and fixed income products, asset and investment management, research, and wealth management.

## **MSD**

MSD aims to harness the power of cutting-edge science to save and improve lives around the world. For over 130 years globally and more than 50 years in Spain, MSD has been developing medicines and vaccines, as well as advancing treatments for human and animal diseases. The organization has more than 720 employees in Spain, and in 2021 had revenues of more than 1.195 billion euros.

### **ORGANON HEALTH**

Organon (NYSE: OGN) is a global healthcare company focused on improving the health of women throughout their lives. Organon has a portfolio of more than 60 medicines and products in different therapeutic areas, led by a reproductive health unit, together with a rapidly expanding biosimilars unit and an established franchise of original brands in key women's health therapeutic areas such as Cardiovascular, Respiratory, Pain and Mental Health. Organon is also looking for possibilities to collaborate with innovative biopharmaceutical companies for the marketing of its products, bringing its size and expansion to international markets.

Organon, headquartered in New Jersey, USA, has a global presence with significant scale and geographic reach, with approximately 10,000 employees worldwide.

### **OTIS MOBILITY**

Otis is the world's leading manufacturer and servicer of passenger transportation equipment, including elevators, escalators and moving walkways. Founded 165 years ago by the inventor of the safe elevator, Otis offers products and services in more than 200 countries and territories. Combining a passion for science with precision engineering, the company designs and delivers smart, sustainable solutions to meet the world's needs.

### **PAYPAL**

PayPal has been at the forefront of the digital payments revolution for more than 20 years. The platform, which leverages technology to make financial services and commerce more convenient, affordable and secure, enables more than 350 million consumers and merchants in over 200 markets to join and thrive in the global economy.

### **PFIZER**

Pfizer is a pharmaceutical company founded in 1849 by Charles Pfizer in the United States. As a biomedical company that works to improve people's health, it is dedicated to developing innovative therapies and vaccines to cure and prevent diseases or alleviate their symptoms. With a history spanning more than 170 years, Pfizer remains committed to society and invests in the R&D to meet the medical needs of today and tomorrow. Pfizer promotes the advancement of science and technology, as well as their medical application, and therefore collaborates with all those involved to maximize the portfolio of medicines, bringing pharmaceutical innovation to all people in accordance with the highest standards of quality and safety.

### **PHILIP MORRIS**

Philip Morris is a leading global tobacco company with more than 73,500 employees, leading the transformation in the tobacco industry to build a better future with smoke-free products. In Spain, Philip Morris has more than 700 employees at its central offices in Madrid and its different centers in Barcelona, Seville, Valencia and the Canary Islands. Philip Morris has the EQUAL-SALARY certification in recognition of its commitment to equal pay between men and women both in Spain and internationally.

### **PROSCI IBERIA**

Prosci is the world's leading company in Change Management solutions. With more than 22 years conducting research on best practices in Change Management, Prosci helps companies develop effective capacities to manage change. Prosci has a presence in more than 50 countries and works with over 80% of the Fortune 100 companies.





## **QUALCOMM**

For more than 25 years, Qualcomm's ideas and inventions have promoted the evolution of wireless communications by connecting people closest to one another to information and entertainment. Today, Qualcomm's technologies are driving the convergence of mobile communications and consumer electronics by making wireless devices and services more personal and accessible to the entire world.

## **RUSSELL REYNOLDS ASSOCIATES**

Russell Reynolds is a global search and leadership advisory firm. With 47 offices around the world and over 470 customer service consultants, Russell Reynolds is committed to building transformational leadership teams that respond to today's challenges and anticipate the digital, economic and political trends that are reshaping the global business environment.

## **SKYDANCE ANIMATION MADRID**

Skydance was founded in 2010 to create high-quality content and engaging experiences for a global audience. Skydance's independence, versatility and multi-platform approach have driven the company's growth in live action, television, animation, interactive and the latest media features. Skydance Animation Madrid was established to create a globally integrated studio on two continents, with more than 500 animation employees in Los Angeles and Madrid.

## **TELAM**

Telam Partners is a strategic consulting firm specializing in the development, market access and financing of energy, technology and infrastructure projects.

## **TELEFÓNICA**

Telefónica is one of the world's leading telecommunications service providers. The company offers fixed and mobile connectivity services, as well as a wide range of digital services for individuals and companies. It is present in Europe and Latin America, where it has more than 341 million customers. Telefónica is a privately owned company whose shares are traded on the Spanish stock market and on the New York and Lima stock exchanges.

## **THE WALT DISNEY COMPANY IBERIA**

Disney is the world's leading family entertainment company. It was founded in 1923, and currently operates in various business segments such as television content and channels, theme parks, consumer experiences and products, cinema and direct-to-consumer audiovisual services. The company has been operating in Spain since 1973, and has offices in Madrid and Barcelona. The Disney brand is also considered Europe's leading tourist destination with Disneyland Paris, which opened in 1992.

## **UBER**

Uber was founded in 2010 to solve a simple problem: How do you request a ride with just the click of a button? More than 36 billion rides later, Uber is available in more than 10,000 cities in 71 countries, where around 21 million Uber rides take place every day. In the third quarter of 2022, Uber had more than 124 million active users on the platform, and today more than 5 million drivers and delivery people use the app worldwide.

### **UPS SPAIN**

Operating in more than 220 countries and territories, UPS is committed to advancing our world by delivering what matters. Beginning as a small courier service started by teenage entrepreneurs and a \$100 loan, UPS and its more than 500,000 employees worldwide are leaders in transportation and logistics, offering innovative solutions to customers, large and small. UPS understands and appreciates its responsibility to help build safer, stronger and more resilient communities based on justice and economic opportunity for all, supported by a healthy and sustainable global environment.

### **URSO HOTEL & SPA**

First opened in August 2014, URSO Hotel & Spa belongs to Small Luxury Hotels of the World, being the first five-star boutique hotel in Madrid. Located in a privileged enclave in the central Salesas neighborhood, URSO has sought to integrate the stately character of the bourgeois architecture of 1915 Madrid with the modern-day comfort expected in a 21st century accommodation, with its building over 100 years old and designed by architect Jose María Mendoza Ussía. Along with our 78 rooms, we aim to make each stay at URSO a memorable experience, and to this end, we focus our attention on personalized service and attention to detail.

### **VERTEX PHARMACEUTICALS:**

Vertex is a global biotechnology company founded in 1989 in Cambridge, Massachusetts, that drives the discovery and development of innovative medicines for people suffering from serious and life-threatening diseases with unmet medical needs. Their focus is on discovering transformative medicines through significant and sustained investment in research and development, working in collaboration with patient organizations, the clinical community, academia and decision makers. This vision enables them to provide patients with the first medicines that treat the underlying cause of cystic fibrosis (CF), a rare and serious genetic disease.

### **VIATRIS PHARMACEUTICALS, S.L.U**

Viatis is an American global pharmaceutical and healthcare company headquartered in Canonsburg, Pennsylvania, founded in November 2020. The mission of Viatis is to enable people around the world to live healthier lives at every stage of life. With its product portfolio, Viatis provides medicines and health services that treat 9 out of 10 of the leading causes of death declared by the WHO, and more than 200 of its medicines are on the WHO Essential Medicines List. Viatis operates in more than 165 countries and territories and has a global workforce of more than 38,000 employees. In Spain, Viatis has more than 420 employees, 60% of whom are women, and with corporate offices in Madrid and Barcelona.

### **VISA EUROPE MANAGEMENT SERVICES**

Visa is one of the world's leading digital payments companies, facilitating payment transactions between consumers, merchants, financial institutions and government entities in more than 200 countries and territories. Its mission is to connect the world through the most innovative, reliable, convenient and secure payments network, something that enables individuals, companies and economies to thrive. Visa believes that economies that include everyone, everywhere are key to improving and continuing to grow, and they consider financial access and inclusion key components in defining the future of the movement of money.

# 11. Composition of the Board of Directors

As of: December 5, 2022

<b>CHAIRMAN</b>	Jaime Malet	CEO of TELAM GLOBAL PARTNERS
<b>VICE PRESIDENTS</b>	Joaquín Arenas Alejandro Beltrán Helena Herrero	President for Spain and Portugal, BANK OF AMERICA Senior Partner & Chairman for Iberia, MCKINSEY & CO President & CEO, HP
<b>BOARD MEMBERS</b>	Miguel Álava Simón Amselem Roberto Anta Ana Argelich Jon Víctor Bilbao Claudio Boada Irene Cano Demetrio Carceller Benedetta Cossarini Juan Ignacio de Elizalde Álvaro de la Haza José María de la Torre Andrés Esteban Ramón Gómez de Olea Alberto Granados Luis Isasi Trinidad Jiménez Alfonso Libano Josefina Lladós Amancio López Pedro López-Quesada Horacio Morell Brian O'Hare Juan Orti María Río Sergio Rodríguez Richard Alan Silberstein Javier Targhetta Diane Tucci Roberto Urbez Carmen Valera Andrés Vilamitjana	Managing Director, AMAZON WEB SERVICES Country Manager to Spain & Portugal, THE WALT DISNEY COMPANY General Country Manager, 3M SPAIN President and CEO, MSD General Manager for Spain and Portugal, DOW Senior Advisor to Spain, BLACKSTONE CEO for Iberia, FACEBOOK Executive President, DAMM General Manager for Iberia, AIG EUROPE General Manager, COCA-COLA Iberia Executive Vice President, COSENTINO CEO for South Europe, HEWLETT PACKARD ENTERPRISE (HPE) Chairman for Spain and Portugal, MORGAN STANLEY Country Manager, RUSSELL REYNOLDS General Manager, MICROSOFT IBERICA Chairman, SANTANDER BANK SPAIN Director of Global Public Affairs Strategy, TELEFÓNICA Chairman, EQUATORIAL COCA-COLA General Manager, Spain and Portugal, AMGEN Chairman & CEO, HOTUSA GROUP Chief Country Officer, Spain and Portugal, BCMA, CITIGROUP General Manager for Spain, Portugal, Greece and Israel, IBM Managing Partner, CLAIRFIELD CORPORATE FINANCE (TREASURER) Chairman & CEO, AMERICAN EXPRESS SPAIN Vice President and General Manager, GILEAD SCIENCES President & CEO, PFIZER Associate / Partner for Barcelona, GOMEZ-ACEBO & POMBO ABOGADOS (SECRETARY) President, ATLANTIC COPPER VP & Country Manager, COSTCO WHOLESALE SPAIN Vice President & General Manager for Spain and Portugal, BRISTOL MYERS SQUIBB Executive President, BURSON, COHN & WOLFE General Manager, CISCO SYSTEMS SPAIN
<b>HONORARY CHAIRWOMAN</b>	Julissa Reynoso	U.S. Ambassador to Spain
<b>U.S. EMBASSY</b>	Isabel Rioja-Scott John Coronado	Economic Affairs Counselor, US EMBASSY IN SPAIN & ANDORRA Commercial Affairs Counselor, US EMBASSY IN SPAIN & ANDORRA





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U.S. Chamber of Commerce in Spain

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