advantere
School of
Management

COMILLAS
UNIVERSIDAD PONTIFICIA
ICAI | ICADE | CIHS

Deusto
Universidad de Deusto

GEORGETOWN UNIVERSITY
Strategic
Academic
Partner

Impact Report

2025–2026

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1. DIRECTOR'S OPENING REMARKS

Dear members of the Advantere community,

It is a pleasure to present Advantere School of Management's 2025–2026 Impact Report.

This report reflects a year of shared effort, learning, and commitment. It captures not only what we have achieved as an institution, but also how we continue to strengthen our purpose: to educate leaders capable of generating positive social impact while remaining faithful to our values.

Over the past year, we have taken important steps in consolidating sustainability as a strategic dimension of our school. With the support of Transcendent, we carried out a process to define our key sustainability priorities. The conclusions of this report have opened a valuable path for reflection and continue to guide the work we are undertaking as an institution.

This year has also been especially significant for our internal community. Through a participatory process involving all employees, we worked together to define the Advantere values. This exercise has helped us better express the principles that unite us and the culture we want to nurture together.

Our commitment to society has been equally visible in our actions. In partnership with Fundación Integra, 95% of our staff took part in a corporate volunteering initiative. This remarkable level of participation is a clear sign of the generosity, engagement, and social awareness that characterize our community.

In parallel, all staff members participated in six training sessions on Jesuit identity and mission, reaffirming the foundations that give meaning to our educational project and inspire the way we serve others.

Our students have also contributed actively and generously. All of them participated in social impact projects developed in collaboration with Fundación Secretariado Gitano, Carifood, and Fundación Manresa. In addition, a group of volunteer students supported the development of the strategic plan for Magis, the Jesuit youth ministry, contributing their time and talent to an initiative closely aligned with our mission.
Each of these milestones reminds us that impact is built collectively. It grows through reflection, collaboration, and the willingness to place our knowledge and capabilities at the service of others.

I would like to thank everyone who has made this possible – our faculty, staff, partners, and students. Your commitment is what allows Advantere to be not only a place of academic excellence, but also a community with the ambition to contribute to a more just and sustainable world.

I invite you to read this report and to see in its pages the expression of a shared journey – one that continues to evolve and challenge us to do more, and to do it better.





Consuelo Benito

Director of Sustainability
Advantere School of Management



2. IN A NUTSHELL

IMPACT REPORT 2025–2026

COLLABORATION PARTNERSHIPS

DIVERSITY AND INCLUSION

We embrace diversity and international perspectives as key to creating conscious leaders ready to make a meaningful impact. Our Diversity and Inclusion initiatives ensure that every individual feels valued, heard, and empowered. For this, the following activities have taken place:

Womantere	An initiative to empower women and highlight their contributions within and beyond our community. One example is the annual #IamRemarkable movement.
Bring a Bite	A cultural exchange where students and staff share culinary traditions, fostering community and celebrating diversity.
Running Club	Unites our community in support of global education initiatives.
Operation Christmas Child	Reflects Advantere's dedication to bringing Christmas joy to children worldwide, embodying our core commitment to care and solidarity.

At Advantere, sustainability is not a standalone concept — it's embedded in who we are, how we educate, and the impact we create. This year, our Sustainability Impact Report is structured around three core pillars reflecting our holistic approach: Transformation in Students, Enrichment of Employees, and Contribution with Society.

Each axis shows how we foster purpose-driven leadership, nurture our internal community, and engage with the world. As we grow, we remain committed to strengthening measurement practices, ensuring our impact is not only felt but clearly seen.

SOCIAL COLLABORATION PROJECTS

MIF — Students collaborated with Laboric, applied financial analysis to social ventures, delivering strategic growth recommendations and an impact-tracking tool to prove that financial returns are most meaningful when driving lasting social value.

MTM — students collaborated with Fundación Secretariado Gitano to refine and simplify their competency model, creating a practical performance evaluation strategy and assessment tools to better support and empower staff.

MIM — students worked with Carifood to develop strategic tools that enhance social sustainability, helping the organization optimize its hospitality training and mentorship framework to drive long-term labor reintegration for individuals at risk of exclusion.

EXPANDING OUR IMPACT THROUGH ACADEMIC PARTNERSHIPS

Advantere also became the academic partner of the Impact Observatory, a joint initiative by Transcendent to promote business leadership rooted in social and environmental impact.

We also partnered with Impact Bridge to contribute to a report on the systemic change potential of SOCIMIs, using TuTecho as a case study for inclusive and sustainable housing models.

LEADERSHIP JOURNEY — LEADERSHIP TALKS



Mavi Nafría Osorio
(EMEA Retail & CPG Lead at NVIDIA) Shared her career journey, emphasizing that authentic leadership relies on inclusion, empathy, and crucial soft skills to build meaningful relationships.



FR. Javier Bailén sj.
Explored how sports provide an exceptional environment for character development, emphasizing that true leadership is not about control, but about service, humility, and helping others shine.



María Barrié
(L'Oréal & PATIO Campus) Shared a transformative perspective on navigating career uncertainty, showing that leadership is defined by collaboration, empowering others, and the impact left behind.



Ismael Clemente
(CEO of MERLIN Properties) Drew from his experience across economic cycles to deliver a grounded perspective on real estate, proving that long-term business value requires discipline, humility, and staying true to human values.



Federico Linares
(President of EY Spain) Championed a humanistic approach to corporate growth, highlighting that professional excellence must be balanced with empathy, continuous self-challenge, and a deep responsibility toward society.



Javier García Pajares
(ILUNION) Demonstrated how a business model built entirely on universal inclusion and diverse talent can successfully bridge profitability with profound social impact.

PERSONAL LEADERSHIP

Rooted in Ignatian leadership, the Leadership Journey program began with a foundational experience at Loyola and continued to grow from there. Combining personalized mentoring, self-knowledge workshops, and the CliftonStrengths (Gallup) assessment for both students and staff, the program fosters reflection, purpose, and values-based leadership. It supports the development of conscious leaders prepared to drive meaningful and sustainable change.

OUR STUDENTS



23 54% ♀ 46% ♂

Average Age

35

Nationalities

95%

Employability rate

38%

International students

Georgetown University

10-day residency at Georgetown in Washington D.C., focused on sustainability, social impact and ethical and conscious leadership.

+ 80

Students

+ 10

Experts

+ 20

Masterclasses

+ 2

Institutional visits

OUR VALUES



Transformative Innovation

We drive change that truly matters, building new solutions for today's challenges and tomorrow's unknowns.



Universality

We see diversity as a strength and a global mindset as a necessity, fostering inclusive environments where different ideas and experiences strengthen the community and enrich every person.



Common Good

We develop leaders who serve others — channeling our capabilities toward people and society with a global sense of responsibility.



Accompaniment

We care for each person with respect and genuine closeness, walking alongside their academic, professional, human, and spiritual growth.



Academic and Professional Excellence

Beyond doing things well, we pursue the Magis — that higher standard of quality and purpose that drives us to cultivate curiosity, rigour, and creativity to create real impact and advance professionally.



3. OUR THREE MAIN AXES

THREE AXES OF IMPACT

1 Transformation in students

Transformation in students is fostered through a holistic approach that integrates well-being, personal development, leadership, training, and diversity, equity, and inclusion (DEI). Through a combination of structured programs, extracurricular activities, and transformative learning experiences, students are empowered to grow both professionally and personally while contributing to a sustainable and inclusive society.

2 Enrichment of employees

Advantere School of Business is committed to fostering an environment where employees experience professional growth, leadership development, well-being, and engagement in sustainability. Through structured training programs and well-being initiatives, employees are empowered to contribute meaningfully to the institution's mission while enhancing their own skills and leadership capabilities.

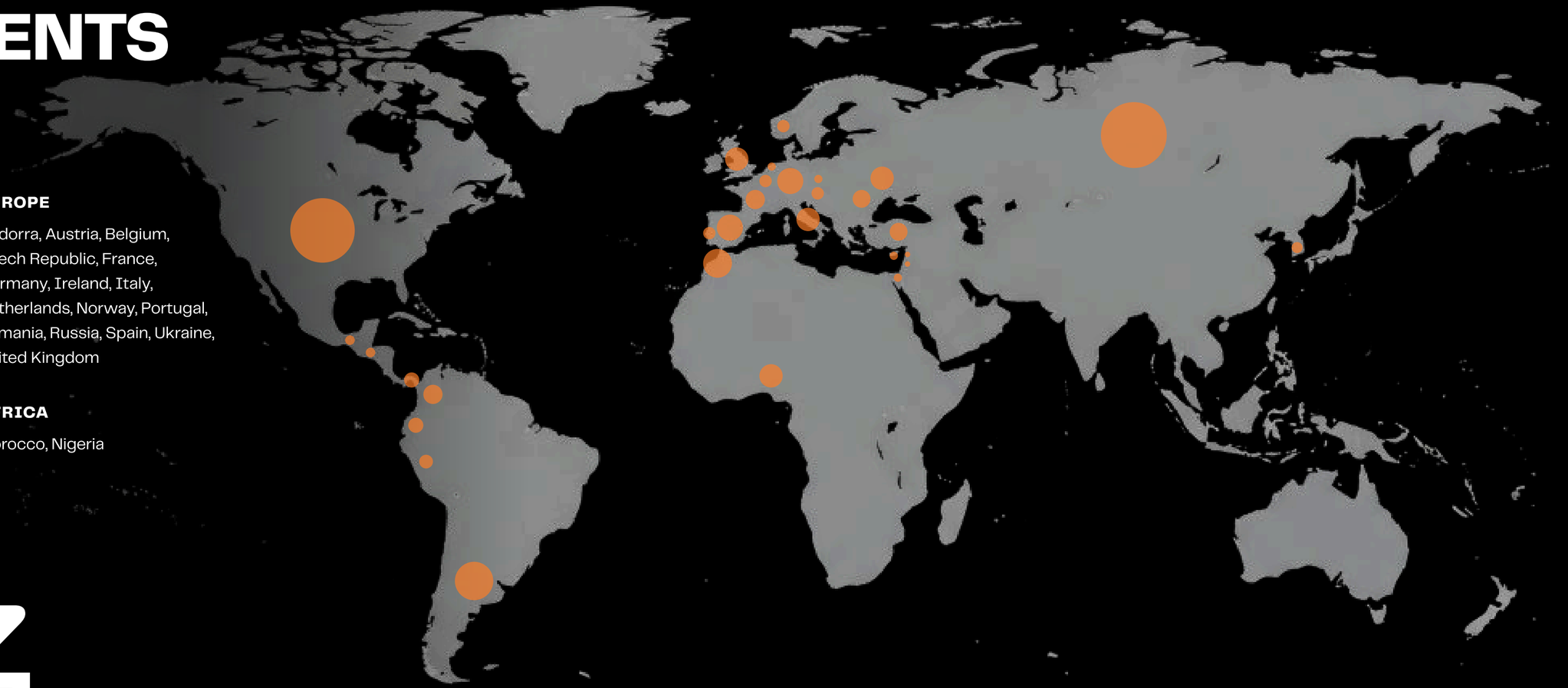
3 Contribution with society

Advantere School of Business is committed to creating a positive societal impact by integrating social responsibility, sustainability, and community engagement into its academic framework and institutional practices. Through hands-on projects, strategic partnerships, and sustainability-driven initiatives, the school fosters a culture of responsible leadership and social transformation.



3.1 TRANSFORMATION IN STUDENTS

OUR STUDENTS



SOUTH AMERICA

Argentina, Colombia, Ecuador, Peru

NORTH AMERICA

Guatemala, Mexico, Panama, USA

ASIA

Cyprus, Israel, Korea, Lebanon, Palestine, Turkey

EUROPE

Andorra, Austria, Belgium, Czech Republic, France, Germany, Ireland, Italy, Netherlands, Norway, Portugal, Romania, Russia, Spain, Ukraine, United Kingdom

AFRICA

Morocco, Nigeria

95%

Employability

23

Average Age

35

Nationalities

54%

Female students

46%

Male students



SOCIAL COLLABORATION PROJECTS

Impact Report
2025–2026

“Every action makes a difference, fostering a culture of mutual respect, understanding, and belonging.”

“Small gifts carry the transformative power of education and hope to children across the globe.”

MASTER IN INTERNATIONAL MANAGEMENT

2025–2026



42

Participants

4

Project Based Learning

70%

Female

30%

Male

RELEVANT SUBJECTS TO SUSTAINABILITY

Global environment
Strategic Management – Planning
Business Ethics, Sustainability & CSR

PROJECT BASED LEARNING PARTNERS

MAGIS · GUERLAIN · MINI · Carifood

MAG+S – SOCIAL IMPACT PROJECT

MAGIS is a Jesuit (Ignatian) network for young adults aged 18–30 across Spain, inspired by the teachings of Saint Ignatius of Loyola. It encourages participants to live their faith through community, service, and a deeper search for meaning, guided by the “Magis” spirit—striving to give their best with purpose and intention.

This project brought together 15 students to develop a strategic plan for MAGIS through four key sprints: purpose definition, external and internal analysis, and communication strategy. The strong satisfaction and engagement levels led to the continuation of the project next year, along with the creation of two internship opportunities.



15

Students

4

Key sprints

2

Internship opportunities created

CÁRITAS MADRID: CARIFOOD – SOCIAL IMPACT PROJECT

Advantere has strengthened its partnership with Carifood, a social integration company affiliated with Cáritas Diocesana de Madrid. Our students visited the Carifood kitchen, gaining firsthand insight into their “Learning to work by working” philosophy.

By exploring Carifood’s Theory of Change, students analyzed how specialized hospitality training and professional mentorship drive social sustainability and successful labor reintegration for those at risk of exclusion.



“Behind every service, there are people: purposeful collaboration facilitates the true integration of individuals facing exclusion.”

MASTER IN TALENT MANAGEMENT

2025–2026



15

Participants

3

Project Based Learning

86,7%

Female

13%

Male

RELEVANT SUBJECTS TO SUSTAINABILITY

Leadership and Social Entrepreneurship
Business Ethics, Sustainability & CSR

PROJECT BASED LEARNING PARTNERS

KPMG
the key talent
Fundación Secretariado Gitano

Secretariado Gitano – Social Impact Project

Our partnership with Fundación Secretariado Gitano for the MTM PBL has been an incredibly rewarding journey of collaborative learning.

During the initial phase, we focused on a deep-dive skills analysis to refine and simplify their competency model, ensuring the language is both practical and accessible for all staff.

Building on this foundation, we moved into the second phase: designing a comprehensive performance evaluation strategy. This includes developing the strategic framework and specialized assessment tools to empower managers to effectively evaluate and support their teams' growth.



MASTER IN FINANCE

2025–2026



34

Participants

4

Project Based Learning

20%
Female

80%
Male

RELEVANT SUBJECTS TO SUSTAINABILITY

Ethics, Sustainability and Society
Private Equity & Impact Investing

PROJECT BASED LEARNING PARTNERS

Allianz interpath Q Impact Laboric

Grupo Laboric MIF – Social Impact Project

As a core element of the Ethics & Sustainability curriculum, Master in Finance (MIF) students engaged in a transformative Project-Based Learning (PBL) initiative with Grupo Laboric. Through a rigorous financial lens, the team analyzed the business models of Ellas lo bordan, Fundación Amoverse, and IMENA to evaluate cost structures, scalability, and revenue sustainability. Enhanced by an impact management masterclass with experts from Impact Bridge Asset Management, students learned firsthand that attracting capital requires moving past noble intentions toward rigorous, transparent evidence.

The collaboration culminated in the delivery of sound strategic insights, tailored pitch templates, and a structured impact-tracking tool designed to optimize funding paths for the foundation. By linking capital allocation directly to measurable KPIs, the project tackled the real-world barriers to scaling social ventures. The final work shows how business models can achieve stable growth while staying true to their social mission, demonstrating that financial acumen is most effective when it drives structural social value.

Laboric
grupo de empresas sociales
de la Compañía de Jesús





LEADERSHIP TALKS

Impact Report
2025–2026

LEADERSHIP TALKS

Mavi Nafría Osorio

Mavi Nafría Osorio, EMEA Retail & CPG Lead at NVIDIA, defies conventional paths and inspires purposeful leadership. Drawing from an illustrious career spanning L'Oréal, Johnson & Johnson, Google, and now NVIDIA, she shared her professional journey to remind our community that authentic leadership cannot exist without inclusion. Her talk emphasized that while both hard and soft skills are essential, soft skills are ultimately crucial for building meaningful relationships. Beyond personal career inspiration, Mavi's story connected us deeply with the values of empathy and adaptability, encouraging our students to lead with purpose in an ever-evolving world and proving that continuous learning and self-confidence are the true foundations of growth.

Fr. Javier Bailén sj.

Fr. Javier Bailén, through his impactful session "Leadership Through Sports," redefines conventional authority and inspires values-driven leadership. Drawing from the dynamics of teamwork and athletic intensity, he proves that true leadership is not about control, but about service and empowering others. His talk reminded us that sports provide an exceptional environment for developing character, echoing his powerful message: "Leadership is about helping others shine." Beyond personal inspiration, Fr. Javier's story also connected us deeply with the values of humility and coherence, encouraging greater awareness, authenticity, and purpose in both life and management.

María Barrié

María Barrié, Director of Open Innovation at L'Oréal and Co-Founder of PATIO Campus, redefines professional milestones and inspires transformative leadership. Drawing from her extensive experience navigating corporate innovation and startup ecosystems, she proves that leadership is defined by the people you empower and the impact you leave behind. Her talk reminded us that career paths are rarely linear and that true innovators thrive in uncertainty, echoing her powerful message: "Leadership is not a title." Beyond career inspiration, María's story also connected us deeply with the values of trust, collaboration, and shared purpose, encouraging greater organizational awareness, resilience, and intentional culture building.

NVIDIA. Google L'ORÉAL J&J



"LEADERSHIP THROUGH SPORTS"



patio campus L'ORÉAL



LEADERSHIP TALKS

Ismael Clemente

Ismael Clemente, CEO of MERLIN Properties, redefines industry standards and inspires a grounded, values-driven approach to leadership. Drawing from his extensive experience navigating high-pressure real estate markets across multiple economic cycles, he proves that long-term business success is inseparable from humility, discipline, and personal integrity. His talk reminded us that true management requires a deep responsibility toward both financial sustainability and the people behind the assets, echoing his message to never forget where you come from. Beyond market inspiration, Ismael's story also connected us deeply with corporate social responsibility, encouraging greater ethical awareness, lifelong learning, and human-centric governance in a complex sector.

Javier García Pajares

Javier García Pajares, Ignacio Velo Antolín, and Ana Belén Bernal Ayuste of ILUNION redefine traditional corporate structures and inspire a revolutionary approach to inclusive leadership. Drawing from the realities of running a massive enterprise powered by over 45,000 employees, they prove that social impact and profitability are not competing goals, but a unified foundation. Their talk reminded us that inclusion should not be an afterthought or a charitable program, but the entire core of a business model, echoing Javier's incredible personal journey of overcoming immense barriers to climb both literal and corporate mountains. Beyond profound personal inspiration, ILUNION's story also connected us deeply with the world of diversity, encouraging our community to see talent without labels and proving that a business truly thrives when it leaves no one behind.

Federico Linares

Federico Linares, President of EY Spain, redefines corporate performance and inspires a humanistic approach to leadership. Drawing from his extensive experience steering professional services through complex global shifts, he proves that true organizational growth is measured by how much you help others realize their potential. His talk reminded us that technical excellence must always be balanced with critical thinking, empathy, and social responsibility, echoing his powerful philosophy of being at peace with others while remaining "in war" with oneself. Beyond business inspiration, Federico's story also connected us deeply with the ideals of human-centric management, encouraging greater ethical judgment, continuous self-challenge, and purpose-driven contribution to society.

MERLIN



ILUNION



EY Shape the future with confidence





Personal Leadership, Communication & Selfknowledge

Impact Report
2025–2026

The Loyola Retreat – Strategic Leadership & Purpose

As part of our Leadership journey at Advantere School of Management, our team traveled to Loyola for an immersive retreat focused on humanistic leadership. This journey bridged the gap between historical reflection and modern professional development.

KEY PROGRAM PILLARS

GEORGETOWN UNIVERSITY
Strategic Academic Partner

Self-Discovery

Utilizing the Ikigai framework to align passion, mission, vocation, and profession.

Leadership & Discernment

Transitioning from the spiritual heritage of the Sanctuary of Loyola to modern seminars on self-awareness and CliftonStrengths.

Human-Centric Skills

Addressing the evolving market where 69% of executives prioritize soft skills like adaptability and collaboration in the age of AI.



PERSONAL LEADERSHIP RETREAT – LEADERSHIP & PURPOSE

During this academic year, Advantere students took part in two personal leadership sessions focused on self-awareness, discernment, and personal growth. Held in January and April, these sessions offered a space for reflection inspired by Ignatian values, encouraging students to pause, look inward, and better understand how they want to lead their lives and careers.

The sessions introduced tools from Ignatian spirituality, especially the Examen, as a practical way to reflect on daily experience, decision-making, gratitude, and personal purpose. Through this approach, students were invited to connect leadership with deeper questions of meaning, responsibility, and service to others. In this way, personal leadership was understood not only as professional development, but as the ability to act with freedom, awareness, and commitment.

The response was very positive: 88% of participants said they would recommend the sessions. This confirms the importance of creating formative experiences that help students grow as reflective, grounded, and purpose-driven leaders, in line with Advantere's holistic educational model.



2

Personal leadership sessions (January and April)

88%

Would recommend the sessions

MENTORING PROGRAM

To boost future employability, our university's Career Services team organized a tailored mentorship program matching students with mentors based on their specific career goals. This initiative provides deep industry knowledge and helps students define their long-term professional paths.

Complementing this, we held a dedicated networking workshop to train students on building and maintaining a professional network — a powerful tool that opens doors to future opportunities and long-term career growth.



SUSTAINABILITY AND SOCIAL IMPACT PROGRAM

02 Visits

THE WORLD BANK



KEY TOPICS AND EXPERTS:
IMPACT OF THE MASTERCLASSES

Economics of Sustainability & Business Models
by Vishal Agrawal

Sustainable Finance
by Mike Lubrano

Social Impact Finance
by Melissa Bradley

Leadership Style and People Management for Sustainability and Positive Social Impact
by Robert Bies

Sustainable Energy and Technology
by Safak Yucel

Diversity, Equity and Inclusion: Laying the Foundations for Strong Workplace Cultures
by Ella Washington

+80 Students

+20 Masterclasses



Our Three main Axes – 1 Transformation in students

Advantere School of Management has a strategic partnership with Georgetown University, allowing students to participate in an 8-day residency in Washington D.C. This program focuses on sustainability, social impact, and ethical leadership. Students attend classes from field experts, visit key institutions, and present their impact projects to a panel of specialists.

8 Day residency in Washington D.C.

GEORGETOWN UNIVERSITY
Strategic Academic Partner

ALUMNI CREATING SOCIAL IMPACT

Impact Story: LA CORTADA SOLIDARIA · Seville, Spain

An Initiative founded by our alumna to support children & families from the Salesianos Jesús Obrero Parish in Polígono Sur during Christmas

20+

Bars joined the initiative

€1900+

raised in just 1 month

100%

Of funds converted into Christmas Gifts

High

Visibility: Social Media, Press & TV







"Advantere helped shape a leadership approach that integrates business, innovation, and social impact."

Beatriz Capote Ochoa de Retana
MiM 2023–2024

WOMANTERE

Womantere is a student-led movement dedicated to empowering women, amplifying voices, and addressing gender challenges that are still present in today's society. Open to everyone, it encourages both women and men to engage in meaningful conversations, fostering greater understanding, allyship, and more inclusive leadership for the future.

This year, Womantere shifted its focus from raising awareness to equipping students with practical tools for personal and professional growth. Through workshops such as Google's I Am Remarkable, Abundance vs. Scarcity Mindset, Salary Negotiation, and The Power of Boundaries, participants developed the confidence, communication, and self-advocacy skills needed to navigate the workplace, lead with authenticity, and build fulfilling careers.



Sophie EL HADDAD & Altea PATANÉ

TEAM

Yan Liu & Patricia Gil-Casares
Julia Rodríguez Teba
Jezabel Martínez Fábregas
Samantha Sacchi Muci

4

Workshops, training and talks

WOMEN IN FINANCE

Women in Finance was founded this year by the 6 female students in the Master's in International Finance in 2025. It is a student-led initiative created to empower women to learn, connect, and thrive in the world of finance.

Their mission is to bridge the gap between women and the financial industry by providing education, visibility, and inspiration. Whether you're taking your first steps into the financial world or looking to expand your professional network, Women in Finance is here to help you grow.



WiF

6

Founding female students



DIVERSITY, EQUITY AND INCLUSION (DEI)

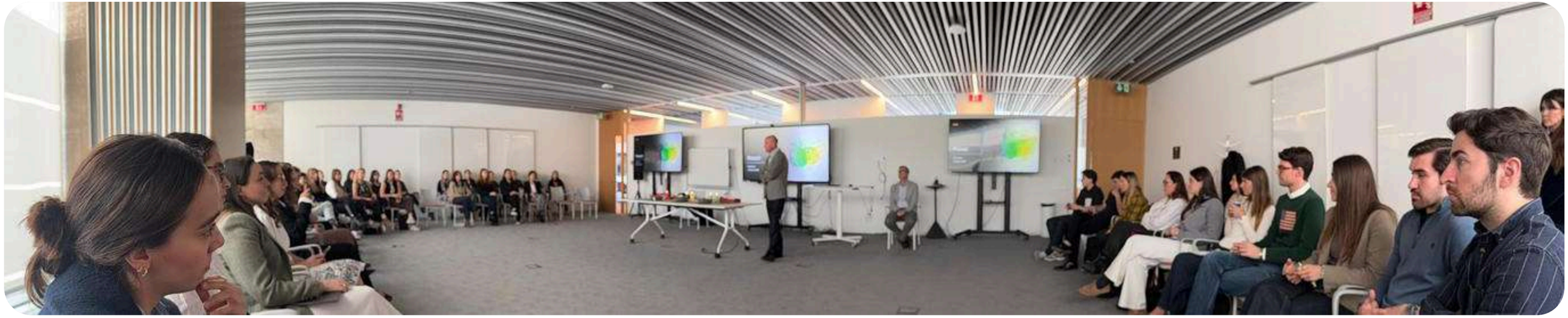
At Advantere, we are committed to fostering an environment where diversity is valued and celebrated. We stand firmly against all forms of discrimination and work to ensure an inclusive, respectful, and safe space for everyone in our community. To learn more about our guiding principles, please refer to our Code of Conduct.

See Code of Conduct

PEACE EVENT

At Advantere School of Management, a student-led “Dialogue for Peace” initiative brought together a diverse community of 33 nationalities in response to today’s global context of conflict and polarization, echoing the call of Pope Francis to foster peace. Guided by Jaume Flaquer sj. director of chair of inter-religious dialogue in the University of Loyola, the event combined readings from multiple religious traditions with open discussions on what is missing for peace globally, locally, and individually, encouraging reflection and shared understanding.

This initiative highlights Advantere’s core values: embracing diversity, fostering personal and collective growth, and promoting leadership committed to the common good. Rooted in the Ignatian tradition, it emphasizes that peace is built not only through large-scale actions but through everyday gestures such as listening, dialogue, and connection—demonstrating how students can actively contribute to becoming true “artisans of peace.”



SPANISH CLASS

Driven by a student desire for better integration and professional growth, we organized a voluntary Spanish program during the first term. We brought in a native external professor for one hour a week, splitting the group into Beginner and Advanced levels for more effective learning. This proactive, student-led initiative not only improved our internal communication but also added a key language competency for our future careers.



19
Members

15h
Of studying

1h
Per week



WELL – BEING ACTIVITIES

Bring a Bite: A Taste of our Global Community

Our recent Bring a Bite events celebrated the cultural diversity at the heart of our campus sustainability goals.



Who

Two vibrant sessions hosted by MIM and a joint MTM & MIF collaboration.

The Experience

Students shared traditional dishes and songs from their home countries.

The Impact

More than just a meal, these events fostered deep engagement and cross-cultural connection, proving that social sustainability starts with a shared table.

100%
Made with love

40
Different dishes

2
Sessions

RUNNING CLUB

Our running club took part in a run organized by Entreculturas, a powerful social initiative aimed at supporting education in crisis zones. The event became a standout moment for community building as a large group from the university showed up to cheer us on.

Beyond just being a “uni sport,” this activity acted as a vital well-being exercise that strengthened our group dynamics and mutual support. By engaging as runners, volunteers, or supporters, we found a meaningful way to connect and contribute to a global cause, proving that our club is about much more than just fitness – it’s about solidarity & social impact.





14
Student runners

3
Staff runners

5
Volunteers

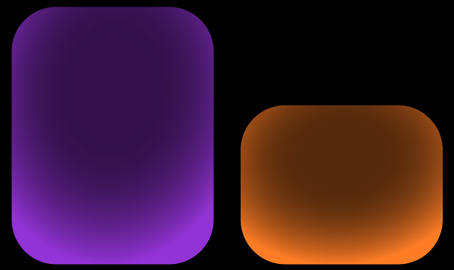


3.2 ENRICHMENT OF EMPLOYEES

OUR EMPLOYEES

Better leaders for a better world

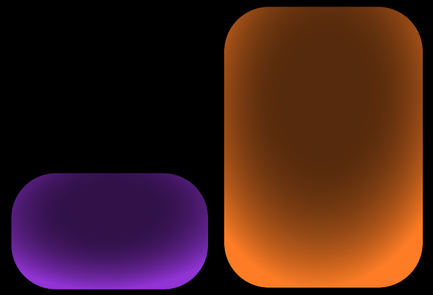
ADVANTERE STAFF



57.8% Female

42.1% Male

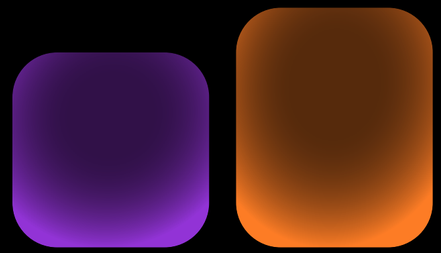
EXECUTIVE COMMITTEE



37.5% Female

62.5% Male

BOARD OF DIRECTORS



44.4% Female

55.6% Male

19 employees with a wide range of ages

7 Nationalities

NORTH AMERICA
USA

SOUTH AMERICA
Argentina, Cuba, and Venezuela

EUROPE
Spain and Denmark

ASIA
China

CORPORATE GOVERNANCE

The Board meets two times a year and has a monthly Financial Oversight Committee

9 Board composition members

3 From Deusto (Provost, Viceprovost and Dean of Business School)

3 Independent board members

3 From Comillas (Provost, Viceprovost and Dean of Business School)

BRING A BITE EMPLOYEE

This year, we launched our inaugural Bring a Bite event, a celebration of the rich cultural tapestry that defines our team. With staff hailing from six different countries, the event turned a simple lunch into a global exchange.

By sharing childhood favorites and traditional specialties, our team transitioned from colleagues to storytellers. This initiative was more than a meal; it was a powerful exercise in social sustainability and team building, proving that our diverse backgrounds are the key ingredients to a unified and inclusive workplace.

7

Different Nationalities



LEADERSHIP AS A MINDSET

Sustainability is more than actions. It's a way of thinking, deciding, and leading. At Advantere, this mindset is embedded into education and leadership development.

Consuelo Benito Olalla, Director of Sustainability and Social Impact, brings this perspective to life through initiatives like the #ThePOSITIVE podcast, where impact is discussed beyond slogans and with real depth.

The approach is clear: train leaders who not only perform, but create meaningful, measurable impact.



#ThePOSITIVE

EDUCATION DRIVING REAL IMPACT



Advantere links education with real-world impact through partnerships with organizations like UNICEF and tuTECHÔ, where students work on real challenges from day one.

This strong focus on impact has been externally recognized with the The Positive Awards 2025 in the category Education and Culture, highlighting Advantere's role in shaping responsible, impact-driven leadership.

At the same time, market trends reinforce this direction: demand for sustainability-focused talent is rapidly increasing, while supply struggles to keep pace. Advantere directly addresses this gap by preparing students to lead with purpose and create real change from the start of their careers.

#ThePOSITIVE



DEVELOPMENT

Impact Report
2025–2026

At Advantere, we believe that real impact begins from within. That's why we invest in the continuous training and development of our staff, empowering the people behind our mission with the tools, mindset, and values needed to lead with purpose.

EMPLOYEE TRAINING

"From the individual to the organization,
aligning ourselves with the mission."

This year, all Advantere staff members and some of our collaborating faculty have taken part in a six-session training program on Jesuit Identity and Mission. The program began with a focus on the individual and gradually moved toward the idea of a shared mission. It consisted of six two-hour sessions led by prominent members of the Society of Jesus. Following these sessions, we also enjoyed a series of breakfasts featuring personal testimonies from professionals closely connected to the Jesuit environment.

TRAINING PROGRAM ROADMAP

1. **Self-Knowledge and Integral Self-Care**
   Jorge Merino (Comillas)
2. **Advantere Values – Core cultural pillars**
   Chema Villanueva (Comillas)
3. **The Jesuit University – Comillas and Deusto**
   J. Tatay sj. & A. Eizaguirre
4. **Ignatian Pedagogy – Methodologies & approach**
   Alberto Núñez sj. (ESADE)
5. **Shared Mission – Jesuit works and community**
   Ana García-Mina (UNIJES)
6. **Evaluation & feedback**
   Paco Pepe Ruiz sj. (Deusto)



EMPLOYEE TRAINING

SESSION	HOURS	PARTICIPANTS	TOTAL
Academic Affairs and Quality Training	4	1	4
GenIA	4	20	80
Identity and Mission	12	18	216
Ignatian Leadership	56	3	168
English classes	32	8	256
Spanish classes	48	2	96
CRM with EY	2	3	6
Cybersecurity	10	1	10
Computer systems	180	1	180
Secure environment	4	5	20
Basics of Equality and Harassment Prevention	10	18	180
Total			**1216**



LEADERSHIP FOR MISSION: DEVELOPING PURPOSE-DRIVEN LEADERS

During the 2025–2026 academic year, three directors from Advantere School of Management took part in the Leadership for the Mission program, a year-long journey focused on self-awareness and mission-driven leadership, rooted in Jesuit values like cura personalis and cura apostolica.

Participants developed personal projects to implement within their organizations, many centered on team care, inclusion, and integrating meaningful practices into daily work. The program reflects a strong commitment to fostering leadership that combines purpose, strategy, and human-centered values.

4 Week

120 Hours

Juan de la Guardia
Managing Director

Consuelo Benito
Sustainability and
Social Impact Director

Isabel Janeiro
Director of Marketing,
International Development and Admissions

3
Directors
participating



EMPLOYEE VOLUNTEERING PROGRAM

Throughout this academic year, all Advantere employees have taken part in a corporate volunteering initiative with Fundación Integra, an organization that helps people facing severe social exclusion and people with disabilities regain control of their lives through employment.

Our contribution focused on supporting their job-readiness training, a key step in helping participants access meaningful work opportunities.

For one full week, we worked in pairs to deliver employability workshops to Fundación Integra's members. These sessions focused on job search skills, including how to approach applications, prepare for interviews, and strengthen confidence when entering the labor market.

Beyond sharing practical tools, the experience allowed us to connect directly with people whose determination and resilience were truly inspiring.

This initiative reflects Advantere's commitment to social impact and to building bridges between professional development and inclusion. It was a valuable and enriching experience for everyone involved.

Fundación integra



#VoluntariadoCorporativo



3.3 CONTRIBUTION WITH SOCIETY

RESEARCH: STRATEGIC PARTNERSHIPS

The partnership between Impact Bridge and Advantere School of Management is built on a shared belief: finance and education must work together to create real social impact. As an impact investment manager, Impact Bridge goes beyond traditional solutions, which is why Advantere has been a key academic partner in one of its most innovative projects.

This year the collaboration centers on the IB AVA Shared Opportunities Fund, a pioneering private equity vehicle designed to support the AVA Foundation. The fund will help ensure the sustainability of Casa AVA, a care center for children with severe neurological disabilities and their families.

Advantere plays a key role by hosting the project's launch and contributing academic insight, while also engaging students through Project-Based Learning. This creates a two-way impact: supporting the foundation with practical solutions and preparing future leaders with a strong sense of social responsibility.

Together, Impact Bridge and Advantere reflect a shared vision—using education and financial innovation to support the most vulnerable.



fundava
FUNDACIÓN POR LA DISCAPACIDAD INTELECTUAL

REFLECTIONS ON THE APPLICATION OF MENSURAM BONAM IN PUBLIC AND PRIVATE MARKETS



As part of our academic partnership, CaixaBank, Impact Bridge, and Advantere School of Management hosted the economic forum “Mensuram Bonam: Bringing Principles into Practice” at the Arrupe Campus in Madrid. The event was designed especially for Catholic institutions and aimed to foster reflection on the ethical principles that should guide investment decisions in accordance with the Social Doctrine of the Church.

Impact Bridge

RESEARCH: STRATEGIC PARTNERSHIPS

The academic agreement between Advantere and Transcendent, now in its third year, reflects the school's strong commitment to sustainability and impact. Through this partnership, Advantere is part of the Impact Observatory, a platform that promotes reflection and knowledge on business and social transformation.

Together, both institutions organize the annual Impact Day, an initiative that strengthens Advantere's visibility and reinforces its position as a school with sustainability at the heart of its model. The collaboration has also led to a study on the impact of family-owned businesses in Spain, a highly relevant topic given the importance of this sector in the Spanish economy.

This academic year, the research has focused on companies such as Mahou, Cosentino, Gestamp, Ebro, Adolfo Domínguez, and Hotels Artiem. Beyond its academic value, this work has increased Advantere's visibility among senior executives, who recognize and appreciate a school model that places sustainability at the core of its identity and mission.



3

Third year of the agreement

6

Companies studied

TRANSCENDENT

OBSERVATORIO DE IMPACTO
Business for Profit & Impact

INSTITUTO UNIVERSITARIO DE LA FAMILIA: GENERATIONS IN DIALOGUE: BUILDING INCLUSIVE AND SUSTAINABLE WORKPLACES

At Universidad Pontificia Comillas ICAI-ICADE, our MTM Director Pedro César Martínez Morán, is the director of the VII Conference of the Observatory on Work-Life Balance, Co-responsibility and Diversity. In his remarks he highlighted the importance of building more inclusive and sustainable workplaces under the theme “Generations in Dialogue.” Key topics included the digital divide, intergenerational mentoring, attracting young talent, and demographic ageing, all approached with a shared focus on improving well-being within organizations.

The event also featured the presentation of the guide “Conciliar para cuidar” by María José López Álvarez and María Sánchez Fernández, a practical resource outlining work-life balance rights in Spain, and recognized outstanding student research through awards. Overall, the initiative reinforced the university’s commitment to promoting equality, well-being, and responsible leadership in professional environments.



COLLABORATION AGREEMENTS

25 Collaboration agreements

unicef

Impact Bridge

Fundación Secretariado Gitano

IMPACT HUB

moda re-

KARUNA BATTAMBANG
AN AID ORGANIZATION OF THE CATHOLIC CHURCH REGISTERED IN CAMBODIA

MAN

fundava
FUNDACIÓN POR LA DISCAPACIDAD INTELECTUAL

Cáritas

entreculturas
ONG · JESUITA

PROSEGUR
CASH

SAINT LOUIS
UNIVERSITY

NASCO
FEEDING
MINDS

WOMEN
ACTION
SUSTAINABILITY

SAUCE
ONG

WOMANTERE
WA

ecca
social

sjm
SERVICIO JESUITA
A MIGRANTES

CÁTEDRA
DE IMPACTO
SOCIAL
COMILLAS
ICADE

tuTECHÔ

MAGIS

Carifood

CENTRO EDUCATIVO
PADRE PIQUER
FUNDACIÓN MONTEMADRID
dirigido por la COMPAÑÍA DE JESÚS

FUNDACIÓN MANRESA

OPERATION CHRISTMAS CHILD

(Operación Niño de la Navidad)





Advantere School of Management is proud to announce its participation in Operation Christmas Child, the world's largest Christmas solidarity project for children. Led by the NGO Samaritan's Purse and coordinated in Spain by Decisión, this initiative provides a direct way to bring joy and hope to children in need across the globe.

This year, the Advantere community joined forces to collect around 40 shoeboxes filled with original solidarity gifts, including toys, hygiene items, and school supplies. These boxes contribute to a massive international effort that has reached more than 111 million children in 130 countries since 1990.

By participating in this project, our students and staff engaged in a meaningful act of international volunteering, demonstrating Advantere's core values of empathy and social responsibility. This initiative not only provides humanitarian aid to countries such as Ukraine, Romania, Equatorial Guinea, and Namibia but also fosters a culture of solidarity that extends far beyond our campus.

40

Shoeboxes

111M

Children reached in 130 countries since 1990

SUSTAINABLE MOBILITY

Car (Driver & Passenger)	Walking	Uber	Remote Work	Public Transport	Bike
17,5%	12,7%	1,6%	1,6%	68,7%	1,6%

Employees / Students

The vast majority of students commute using sustainable transportation methods. Public transport alone accounts for over two-thirds of all responses, while walking and cycling further reinforce the preference for low-emission travel options.

81% of all commuting choices are sustainable

VS

19% rely on cars or Uber





4. OUR STORIES

04. OUR STORIES



Leonie Schrooten

MIM Student 2025–26
Germany

“Advantere has been a transformative experience for me. Coming from an International Management background, I was looking for a program that would challenge me academically while helping me understand how business can create meaningful impact. The MIM has done exactly that.

The project-based learning approach pushed me to work under pressure, solve real business challenges, and collaborate with diverse teams. By working on real projects, I gained valuable insights into the realities of the business world beyond the classroom. One of the most rewarding experiences was participating in a voluntary consulting project with Magis. Helping improve the organization’s internal processes allowed me to combine strategic thinking with social impact something that truly motivates me.

What I value most about Advantere is its focus on responsible leadership. The program reinforced my belief that sustainability is not a disadvantage for businesses but a source of long-term value and competitive advantage. It has challenged me to think bigger, act with purpose, and pursue a career where business success and positive impact go hand in hand.”



Asier Pintos Prieto

MIF Student 2025–26
Spain

“What I value most about my time at Advantere is the people I’ve shared this journey with. In my Master in Finance program, I’ve met classmates from all over the world, each bringing a different perspective on markets, culture, and how to solve problems. That mix has taught me as much as any textbook could.
More than a school, Advantere feels like a community. There’s a genuine sense that everyone, students, staff, and professors, is invested in each other’s growth, not just their own path.

The professors are practicing professionals, not just academics, and it shows. They bring real cases and real market situations into the classroom, which makes the theory click in a way that pure lectures never could.

I’m also grateful for the prestigious certifications the program provides, they add real weight to what we’re learning and open doors I wouldn’t have access to otherwise.
Advantere has shaped both my technical skills and the kind of professional I want to become.”

04. OUR STORIES



Gregorio Boscolo
MTM Student 2025-26
Italy

“One of the things I appreciated most about studying at Advantere was the opportunity to explore many different aspects of the business world. It wasn't just about studying theories or learning concepts, but about understanding the broader context and seeing how our decisions can create an impact across different industries and environments. What made this experience even more valuable were the professors, more than academics, they are experienced professionals and leaders in their fields, bringing real-world perspectives into every class. Their knowledge, practical insights, and willingness to share their experiences added tremendous value to the program and made every discussion meaningful.

Looking back, I believe the greatest value of Advantere goes beyond the classroom. The people I met—classmates, professors, and professionals coming to visit—have shaped both my personal and professional growth. Being surrounded by such an international and ambitious community challenged me to think differently, broaden my perspective, and build relationships that I know will last well beyond the master's program.”



Loren Appelmann
MIF Student 2025-26
Germany - United Kingdom

“One of the aspects I value most about studying at Advantere is the opportunity to put theory into practice while being encouraged to consider the broader impact of our work. Throughout the programme, we are challenged to look beyond traditional measures of success and think about how organisations can create meaningful value for people, communities, and society.

This perspective was especially reinforced through one of our PBLs, working with Laboric, an inspiring organisation that promotes social inclusion and creates opportunities for people facing barriers to employment. Through the project, we explored how Laboric could strengthen its financial sustainability while continuing to maximise its social impact. It was a powerful reminder that behind every strategic decision are people and communities whose lives can be positively affected.

Experiences like this have shaped the way I approach business challenges. Considering environmental, social, and governance factors is not just about meeting expectations – it is about building organisations that are more resilient, better prepared for the future, and ultimately capable of delivering stronger long-term outcomes, both financially and socially.”

04. OUR STORIES



Julia Valverde López

MTM Student 2025-26
Spain

"This year at Advantere has been a truly transformative experience. It has helped me understand that academic and professional performance only become meaningful when they are connected to the integral care of the person, realising that business can also be a space for humanity, purpose and responsibility.
Through this journey, I have learned to see companies as human networks shaped by people, values and relationships. Leadership is not only about achieving results, but about the way those results are pursued and the impact leaders have on others. True leaders act with love, humility and self-awareness, creating environments where people can grow".



Sophie El Haddad

MIM Student 2025-26
Czech - Lebanese

"Coming back to university after already having professional experience, I knew one thing for certain: I didn't want to simply sit in a classroom and study theories. I was looking for a program that would challenge me through real projects with real impact. That is exactly what Advantere gave me. Through project-based learning, I worked on strategic challenges for companies such as Guerlain and MINI, while also collaborating with social and environmental organizations that reminded us that business should always create value for society and future generations.
The project closest to my heart is Womantere. Co-leading this initiative allowed me to empower women by providing practical tools for personal and professional growth-an experience that has been one of the most meaningful parts of my master's and one I hope to continue long after graduation.
Above all, Advantere gave me a community. As someone who sees herself as a global citizen, meeting ambitious, like-minded people from around the world has been just as valuable as everything I learned in class. I am leaving with lifelong friendships, an international network, and the conviction that Advantere is far more than a university-it is a bridge between the professional world and personal development."

advantere
School of
Management

Impact Report 2025–2026

COMILLAS
UNIVERSIDAD PONTIFICIA
ICAI | ICADE | CIHS

Deusto
Universidad de Deusto

GEORGETOWN UNIVERSITY
Strategic
Academic
Partner