



SUSTAINABILITY REPORT 2023

SALTO SYSTEMS

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Letter from the CEO

2023 has been a year of growth and significant challenges and successes for the group of companies that make up SALTO.

With the most recent incorporations, both of people and companies, we are now able to respond to the requirements of a much greater number of international clients, offer more than 1.3 million access points a year and improve the levels of innovation and integration.

This evolution has led us to consider the need for a new internal and external structure, and at the same time, prioritize the values we share with regards to business culture, responsibility and commitment to people, the environment around us, and all other parties involved.

So, as a result of this decision taken in 2023, we can confirm that SALTO's commitment to the Global Compact and its Ten Principles, grouped into human rights, safety at work, the environment and combating corruption, remains alive. Likewise, we are committed to promoting the 17 SDGs. This commitment is implicit in our nature and in our way of working, but we believe that we can also act as an agent for change and drive the whole ecosystem in which we move, towards these same principles.

In 2024, we will continue to work on our sustainability policy (ESG), with the horizon set on 2030. As the first step, in 2023, we approved the first Climate Change Policy, which started out by being deployed in highly relevant areas such as circularity, sustainable purchases, carbon footprint reduction, or environmental improvements in the product. Another of our strategic objectives is to continue to create and apply solid internal governance frameworks which support and guarantee the transparency and integrity in all our activities, and to express, through specific policies and actions, our commitment to people, their wellbeing, their dignity and their aspirations, both in SALTO and in the communities where we have influence.

We believe that it is fundamental that all those who are a part of SALTO as well the parties involved in our activities, participate with us in the challenges we have ahead, and we promise to share all relevant information through our communication channels.

Finally, I would like to thank all the people at SALTO, the shareholders, clients, suppliers, institutions and collaborators, for their support, effort and commitment. This has made it possible for our company to become what it is.

Yours sincerely,

Marc Gomez

Chief Executive Officer



02.

Salto

Salto

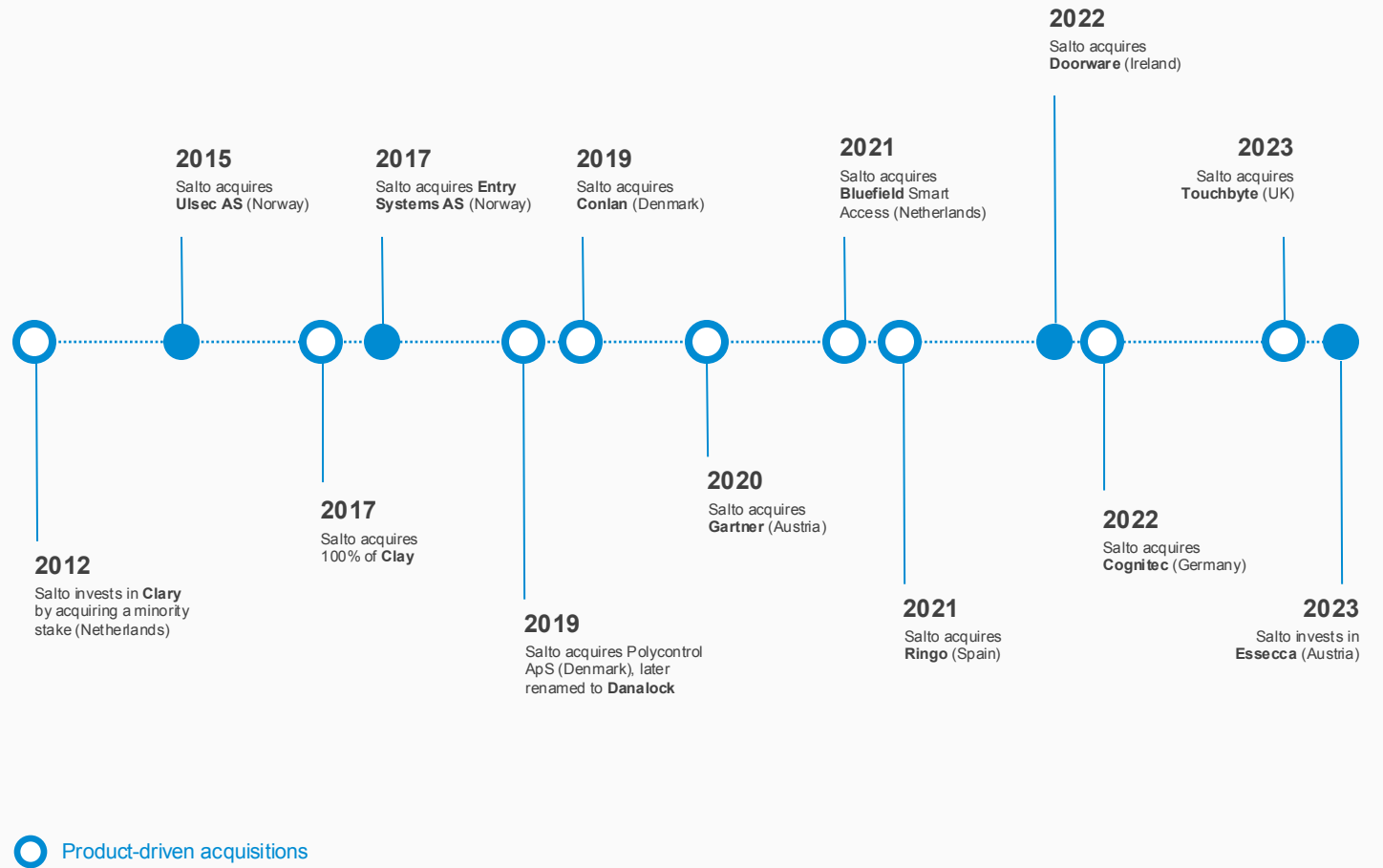
Founded in 2001, SALTO Systems revolutionized access control technology, with its *Data-on-Card*, its SVN Virtual Network, and the range of battery-operated wireless locks for all types of door.

Over these more than 20 years, and with an organic and inorganic growth strategy, we have managed to position ourselves as **one of the main brands on the market for electronic access control technology**. Both our development of innovative solutions as well as the incorporation of different technology companies into SALTO, have been guided by the same **objective**: to make our system's **users' lives easier, more comfortable and safer**.

Today, SALTO comprises more than **1,600 people working** in 8 companies dedicated to providing smart and electronic solutions to access control and management.

Each of the companies that makes up SALTO adopts the latest technology, and prioritizes the open exchange of ideas to discover and develop new ways of working, and to continue to innovate, so that we can adapt and offer better solutions to the need of the needs of the people.

The milestones in the history of **Salto's** inorganic growth are as follows:



Values

SALTO's long trajectory and extensive experience is based on the values that have driven it since its beginnings:

PASSION

Carry out our work with enthusiasm and spread it to the people with whom we interact.

RESPONSIBILITY

Undertake the commitment to manage tasks as established, achieving the expected goals (+ delegation + autonomy)

INTEGRITY

Be coherent between what we say and what we do, respecting ethical corporate rules and jointly established agreements

NON-CONFORMING

Question in a positive, rational manner, the status quo, proposing both improvements and alternative solutions

COLLABORATION

Listen, help and support in a transparent manner the diversity of our Group towards a common objective.

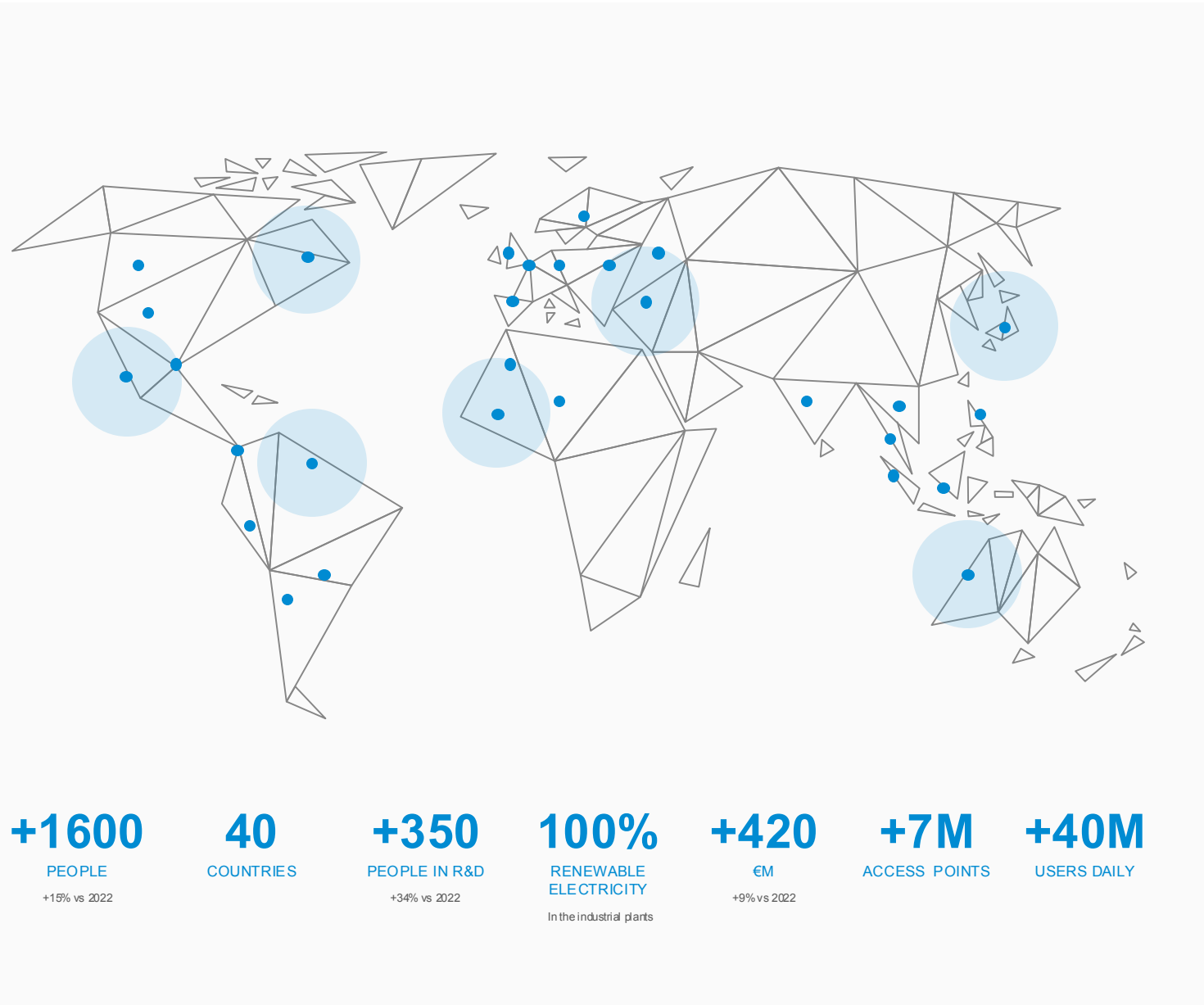
SUSTAINABILITY

Work for our operations and products to be compatible with a sustainable future for the world

Remarkable figures & Milestones 2023

2023 has been the **year of consolidation as a group** and of the impulse of **economic growth** and the **ESG**.

Among all the initiatives undertaken, we should highlight the most relevant:



Remarkable figures & Milestones 2023

Acquisition of Touchbyte

A pioneering company in access control through the use of advanced facial recognition systems. With this acquisition, and the acquisition of *Cognitec* in 2022, SALTO reaffirmed its position on accelerating the development of biometric access control systems.

Information management

Due to the rapid, inorganic growth, information management in the different companies that comprise SALTO has been the field where a lot of effort has been made over the last few years. In 2023, the project began to implement a unique ERP for all the companies and to unify the CMR. This is a very important step to improve the quality and the management of the information.

Acquisition of Touchbyte

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Collaboration with the “ONCE” foundation

We should highlight this event as for us it is an important milestone. Fruit of this collaboration is the development of a specific product which is aimed at being able to be used by the visually impaired. This new model will become standard for its family of products.

Reinforcement of specific markets

Faced with the notable growth of the business in North America, and so as not to lose closeness with the client and the ability to manage affairs locally, the North American business unit has been divided into specific areas of responsibility with regards to sales within their region and own structures.

Likewise, in order to push growth in regions where sales are not yet very significant, new company branches have been created. This is the case in South Korea or Japan within the Asia-Pacific business unit.

The opening of the XSperience Centre in Singapore as part of the expansion plan in south-east Asia. Singapore was chosen to be the center of this plan due to the favorable business environment there, the excellent infrastructure, the human resources and the strategic interconnectivity with other economies in the region.

Launch of *Homelok*

The new solution for the residential market, *Homelok*, is focused on both the residents as well as the administrators of the properties. For the first group, it offers security and smart access control to the residence, whilst for the second group, as well as providing security, it optimizes the operations of the building.

Remarkable figures & Milestones 2023

ESG 2030 strategy

We have begun to define the new strategy in the field of Sustainability for the next few years, starting with an in-depth review of our material areas, and, taking into consideration the current risks and opportunities, we have laid out the specific objectives and actions for each department, area or process.

Along with this specific plan, we reviewed the governance of the ESG and we can highlight the approval of a specific Climate Change Policy, the company's second Equality Plan and the updating of the Code of Conduct.

SALTO WECOSYSTEM: new brand platform

We dedicated a large part of the year to the strategic consideration of the group's brand and the different companies that make it up. This reflection finalized in December 2023 and the result is the new brand SALTO WECOSYSTEM, a platform that joins together its three main brands to lead the digital transformation of the management of smart access and identity.

This strategic movement implies a new design in the organization of SALTO's different teams of people, in order to reinforce our commitment to encouraging talent, the professional development and the work satisfaction of the people who comprise our organization. This is decisive in order to have a major role in the technological development of the sector and thus, maintain our position among the main manufacturers of access control systems in the world.

Organisation and structure.

Government Bodies

The inorganic growth of the Group through the incorporation of different companies has been steered from SALTO Systems in Oiartzun.

Finding the way to keep the essence of SALTO Systems, benefitting from the culture and good practices of the companies that have joined the Group, has proved to be a big challenge over the last few years, but one we have been able to meet successfully.

On this path towards consolidation, the acquisition of Gantner was an important milestone as far as organization is concerned as the size and activity of this company required more contemplation as to what the best organizational structure would be for the Group. This should make work easier for all the companies and ensure the deployment of the business culture that SALTO Systems was born with, adapted to the idiosyncrasy of each country.

The different companies are highly complementary in solutions and technology, with **SALTO Systems** in Oiartzun and **Gantner** in Nüziders being the main productive companies.

In the process of consolidating the group, which experienced huge advances in 2023, the SALTO Systems and Gantner teams have worked together, not only at management level, but also through the product, technology and sales teams.

The daily running of the company has been coordinated by the Group's management team, made up of 16 people from different companies and geographical locations. 19% of this Committee are female.

Over this year, the **Auditing and Compliance Commission** was set up and, as mentioned in the previous section, the end of 2023 saw the conclusion of the strategic reflection regarding the new brand platform. This reflection not only covered aspects of branding and marketing, but also topics such as the organization and the management teams of the group and of the companies that comprise it. As a result of this work, **SALTO WECOSYSTEM** is born, a new brand platform which will be deployed over 2024.

This new structure contemplates the existence of 3 main companies (SALTO, Gantner and Vintia) and 4 global teams that will provide service to the different companies. These teams are Sales and Marketing, Technology and Innovation, People and Global Services and Cybersecurity. In the area of Technology and Innovation are the companies of the group which focus on developing and improving technology. Together with these teams, two transversal areas of ESG and Quality and Strategy, and M&A have been defined.

The **Board of Directors** at SALTO comprises 10 people, of which 10% are female.

Business Model

Our ample presence in the access control market with a very wide variety of products, from electronic access control systems to ticket purchasing systems, allows us to be present in various sectors.

The SALTO Group **manufactures more than 1.3 million access points** every year, with over 40 million people using our solutions every day.

We have **2 main production plants**, SALTO Oiartzun in Spain and Gantner Nüziders in Austria, and the **percentage of our products manufactured in Europe** is 98%.



Business Model

Salto Oiartzun is more than 9000 m2 and has a staff of 343 people. The majority of the company's access control systems are manufactured at these facilities.

Gantner Nüziderds has a surface area of 5,000 m2 and a staff of 158 people. It is a production center for specialized solutions such as keyless access control, electronic locks for lockers, cashless payment, manufacturing systems, employee time tracking systems and management software and ticket sales for businesses and the global leisure sector.

This productive capacity is complemented with the Business Units located in different countries, whose main activity is commercial and technical services. The other companies in the Group have as their main mission, the development of technology and innovation applicable to the products and solutions which makes up the **SALTO** commercial offer.

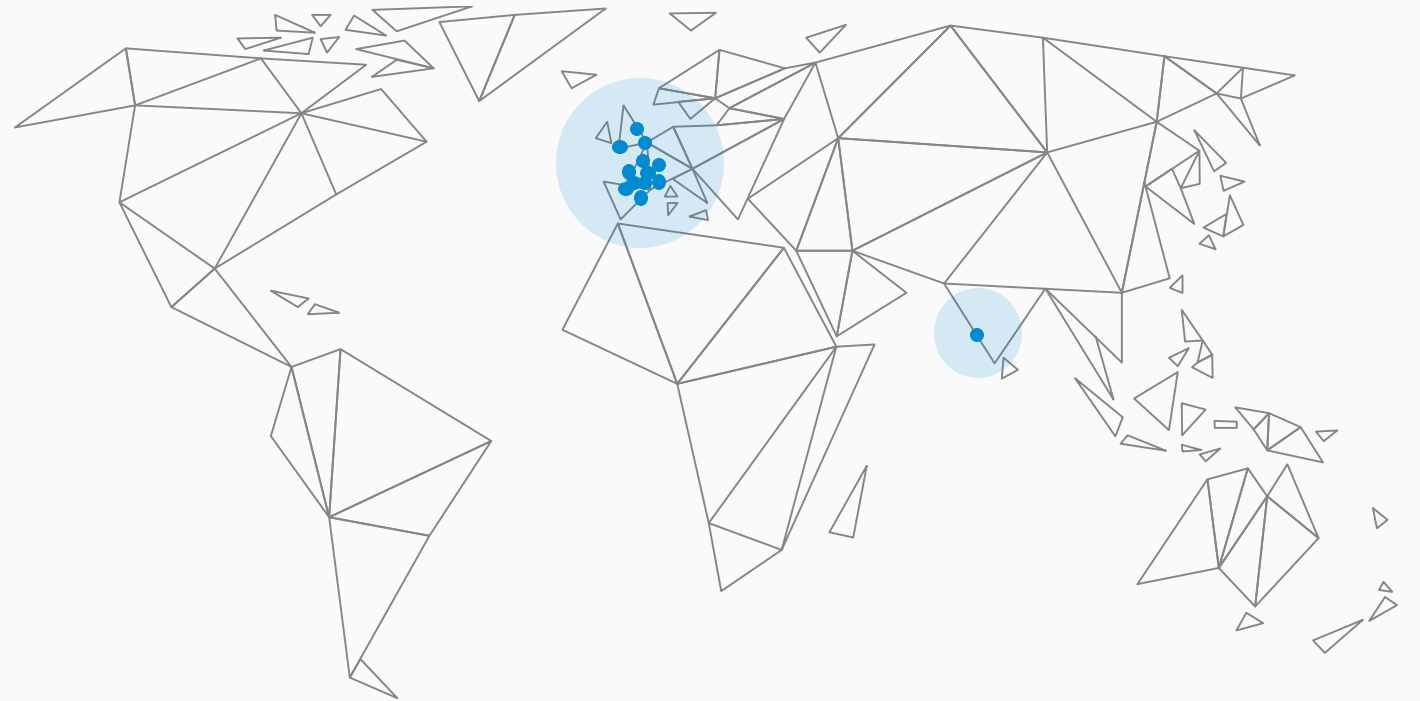
With the philosophy of working continuously to improve our products and processes, and ensure they are in line with the market standards, and to guarantee maximum quality, we have our own laboratories, certified management systems and numerous product certifications adapted to each market.



Research and development (R&D)

At **Salto** we are passionate about innovation and this drives us to go beyond the status quo. Each of our companies adopts the latest technology and prioritizes the open exchange of ideas to unblock new working methods, so that we can continue to push forwards, innovating and offering solutions that improve access for people.

This is why the area of R&D is critical for **SALTO** and comprises more than 350 experts from different branches of engineering who work in interdisciplinary teams, collaborating between different companies in the group to provide the most advanced, workable and safe solutions. Whilst never losing sight of the sustainability of our products and services.



+350

PEOPLE IN R&D

Europe

Oiartzun (Spain)
Nüziders (Austria)
Ypres (Belgium)
Amsterdam (Netherlands)

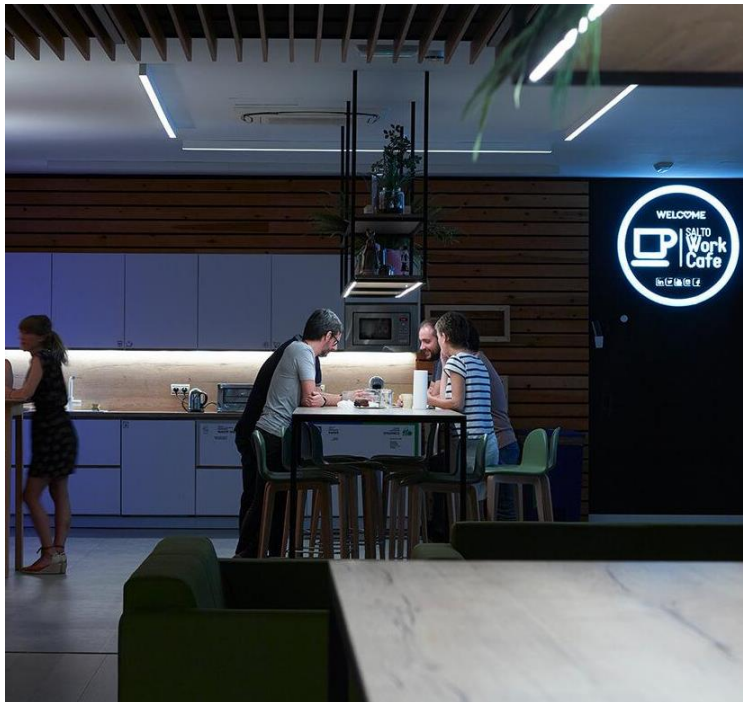
Nieuwegein (Netherlands)
Bad Fischau (Austria)
Würzburg (Germany)
Dortmund (Germany)

Andemach (Germany)
Cornwall (UK)
Aalborg (Denmark)
Harlev (Denmark)

India

Ahmedabad

Research and development (R&D)



During the design phase, the R&D teams take into account aspects such as energy saving, the incorporation of materials and components of a lighter weight or lower impact, longer product durability or less end-of-life impact.

During 2023, the training of R&D staff improved in circular economy, analysis of the life cycle and ecodesign, through a series of tailor-made actions, in a space that is open to reflection and the exchange of ideas, to systematically incorporate these aspects into the design process. The life cycle phases that have the highest environmental impact were identified and a strategy is being developed to incorporate circular economy and emissions reduction around the product, lengthening its life cycle and reducing the impact of aspects such as energy consumption and the amount of waste generated.



Electronic Locks

XS4

Intelligent, safe, innovative and easy to install: the electronic lock XS4 sets do not require wires and offer the solution of a totally wireless networked electronic lock with a wide variety of features.



Wall Readers and Control Units

Design XS Reader

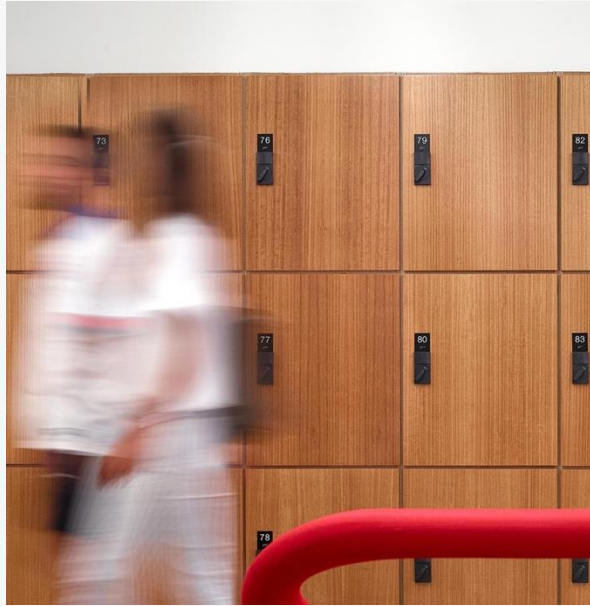
The wall readers incorporate the SALTO product range's standard pioneering design into this powerful technology to cover the demands of online access control and in real time.



Electronic Cylinders

Neo Cylinder

The SALTO Neo is perfect for standard doors where it is not possible nor necessary to install a conventional electronic lock. The installation takes less than five minutes and needs no screws nor holes.



Locks for Lockers

XS4 Locker

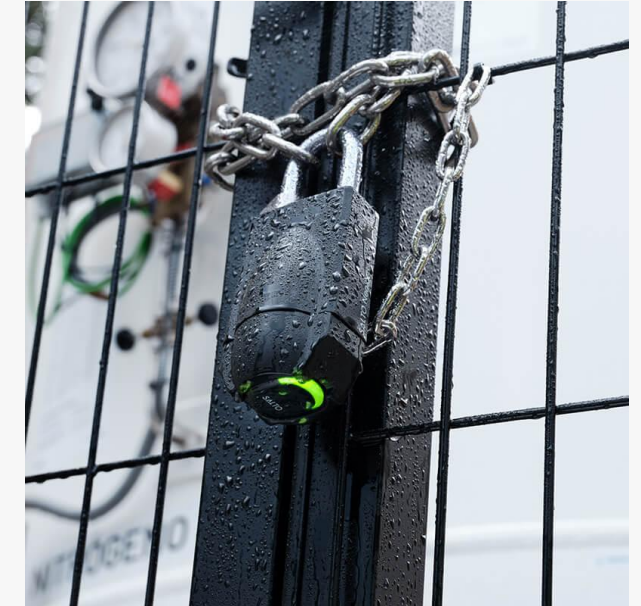
The locks for lockers provide a safe storage area by simply using a mobile phone app or keycard.



Smart cupboards and packages

GAT .Net

The series GAT NET. Lock offers a discreet, modern and clean design that adapts to all materials and provides all the advantages of access control to modern, smart buildings.



Electronic Padlocks

Neox Padlock

Designed to resist any type of application, tested and standardized, the SALTO Neox padlock is a safety element that can be trusted for any type of access control application.

Business Model

Milestones in the development of new products and solutions in 2023



- Launch of **Homelok** and Homelok physical credentials
- Integration of the SALTO **KS** system with **Net.Lock** from Gantner
- **SALTO Neoxx G3 Padlock**: New version of the NEOxx family. It is a smart, electronic padlock that allows you: to give instant access, unlock the door remotely, block a previous user, instantly send a digital key to the user and monitor the entry or status of the access point in real time.
- **SALTO XS4 Mini Metal**: New XS4 model, quick and easy installation. It allows access via a physical or digital card key and has access.
- **DBolt Touch**: The new SALTO lock, satisfying the highest safety standards. Aimed at the residential market and therefore compatible with the new Homelok program. It also allows access via the following: PIN code, physical card key, digital card key and Apple Wallet.
- **IQ3 Mini**. SALTO IQ 3 Mini is a small IQ Plug and Play which boosts the connectivity of SALTO devices, providing the residential world with all the functionality of the SALTO BLUEnet connectivity at a competitive price.
- **G7 Return (Gantner)**: The G7 automatic wristband return machine allows people to leave the installations quickly and effortlessly, eliminating long waiting times and tedious administrative processes.
- **NEO E7 y E8**
- **NEO Scandinavian security cylinder (NEO S3 + S4)**
- **NEO + 5 +10**
- **CU Bluenet**

Global presence: Markets



● Xperience Centres opened recently

Lisbon	Australia (Melbourne & Sydney)
Dublin	Vietnam
Singapore	Czech Republic
Germany	Mexico DF

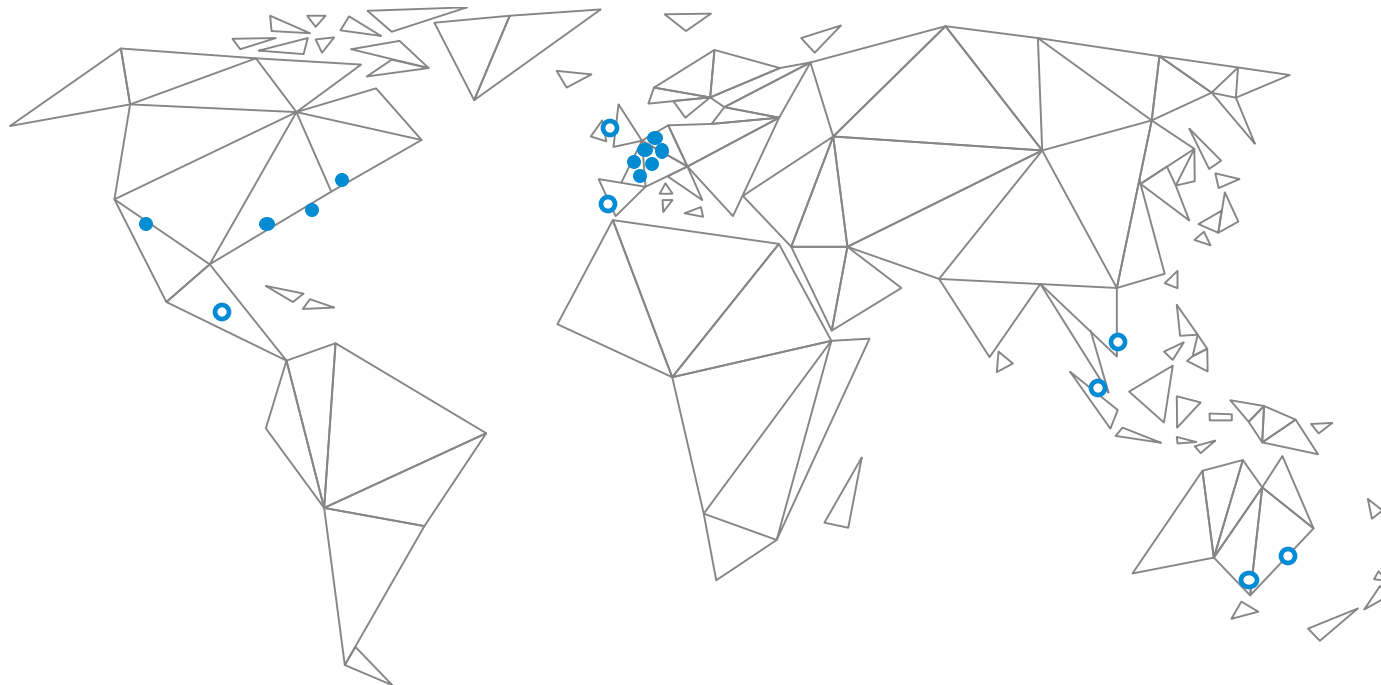
○ Xperience Centres coming soon...

USA (Atlanta, NY & Vegas)
Montreal
France (x4)
Belgium

Over the last few years, the group has experienced a high rate of growth at the same time as increasing the range of solutions for access control. This has led the SALTO Group in 2023 to be present in 40 territories around the world, specifically:

- 16 territories in Europe (Spain, Germany, Switzerland, United Kingdom, France, the Netherlands, Belgium, Ireland, Austria, Slovakia, Czech Republic, Slovenia, Poland, Portugal, Italy)
- 4 territories in the north of Europe (Denmark, Sweden, Norway and Finland).
- 2 territories in North America (United States, [Atlanta, Las Vegas, NYC and Los Angeles] and Canada).
- 4 territories in Latin America and the Caribbean (Mexico, Puerto Rico, Chile and Colombia).
- 12 territories in Asia (Singapore, Hong Kong, China, Vietnam, South Korea, India, Japan, Taiwan, India, the Philippines, Thailand and Indonesia).
- 2 territories in Oceania (Australia and New Zealand).
- 6 territories in the Middle East and Africa (United Arab Emirates, South Africa, Saudi Arabia, Egypt, Qatar and Nigeria).

Global presence: Markets



Xperience Centres opened recently

- Lisbon
- Dublin
- Singapore
- Germany
- Australia (Melbourne & Sydney)
- Vietnam
- Czech Republic
- Mexico DF

Xperience Centres coming soon...

- USA (Atlanta, NY & Vegas)
- Montreal
- France (x4)
- Belgium

That our clients and collaborating entities and companies have access to the latest access control technology and the industry know-how is a fundamental part of our strategy.

Bearing this in mind, *XExperience Centres* have been set up in various places around the world. In these, both our clients and current and potential collaborators can enjoy the SALTO experience by trying out the different products and solutions we provide.

We currently have *XExperience Centres* on the 5 continents:

- o SALTO S. Oiartzun
- o SALTO S. Germany
- o SALTO S. France
- o SALTO S. The Netherlands
- o SALTO S. Belgium
- o SALTO S. Ireland - Dublin
- o SALTO S. Portugal – Lisbon
- o SALTO S. Denmark
- o SALTO S. US – Atlanta
- o SALTO S. US - Nueva York
- o SALTO S. US - Las Vegas
- o SALTO S. Canada
- o SALTO S. México - Cancun
- o SALTO S. Singapore
- o SALTO S. Hong Kong
- o SALTO S. Vietnam
- o SALTO S. Australia – Sydney
- o SALTO S. Australia – Melbourne
- o SALTO S. EAU
- o SALTO S. South Africa
- o SALTO S. Saudi Arabia

As well as being present in several geographical markets, we also participate in a wide variety of sectors:



Commercial

High levels of a wide range of offerings combine with solutions that are more individually adapted which are both flexible, easy to manage and optimize costs for all types and sizes of company

- Production centers
- Airports and transportation
- Government and public sector
- Mines and remote fields
- Sea and logistics eTransport



Health

Solutions are provided that offer the safety, protection and flexibility needed in medical centers. Furthermore, our antimicrobial plant ions contribute to more hygienic surroundings

- Hospitals
- Life support and home care
- Laboratories



Education

We are global leaders in offering next-generation solutions for educational centers

- Universities and Campuses
- Schools
- Student residences



Hospitality

We have become global leaders in delivering access control systems to the hospitality sector. The Group offers the administrators and owners of new homes ways to keep their guests safe, manage the staff and protect assets using our advanced and unique technology.

As well as being present in various geographical markets, we also participate in a wide variety of sectors:



Retail

The Group is helping companies in the sector to simplify workflow access management in order to increase the productivity, safety and efficiency of the operations, whilst simultaneously reducing costs and optimizing processes in all types of retail centers.

- Fast food chains and restaurants
- Supermarkets and discount stores
- Gym and fitness franchises
- Banking and insurance
- Fashion stores



Coworking spaces

The SALTO smart solutions are used in coworking spaces around the world.



Sports and fitness centers

Fitness centers & gyms are helped with the automation of the daily processes.

- Fitness clubs
- Physical rehabilitation centers
- Sports clubs



Shared areas

Provide smart solutions for shared spaces from students residences to co-living areas.

As well as being present in various geographical markets, we also participate in a wide variety of sectors:



Residential

The Group now applies our advanced technology, experience in the industry and know-how to the residential market

- Single family homes
- Various family homes
- Life support and home care
- Holiday residence lets



Attractions, leisure and sports

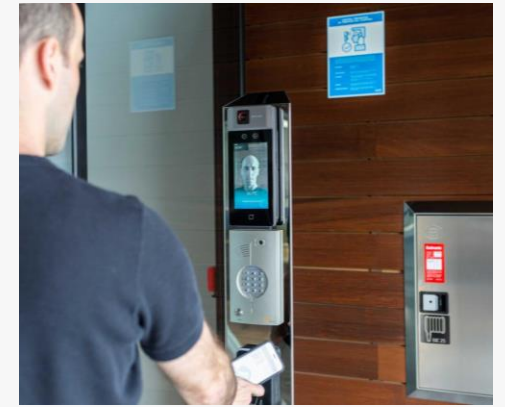
We have improved entry management by unifying it with the reservation systems, cashless sales and access control on one unique platform.

- Museums, Zoos and Attractions
- Waterparks and Resorts
- Cities and Cultural Heritage
- Sports Centers



Corporate smart offices

Using our safe, flexible and innovative access control solutions we can help companies discover modern concepts in flexible work methods, and implement the equipment that today constitutes an attractive work space.



Critical services and infrastructures

- Telecommunications
- Energy
- Oil, gas, and water treatment

03.

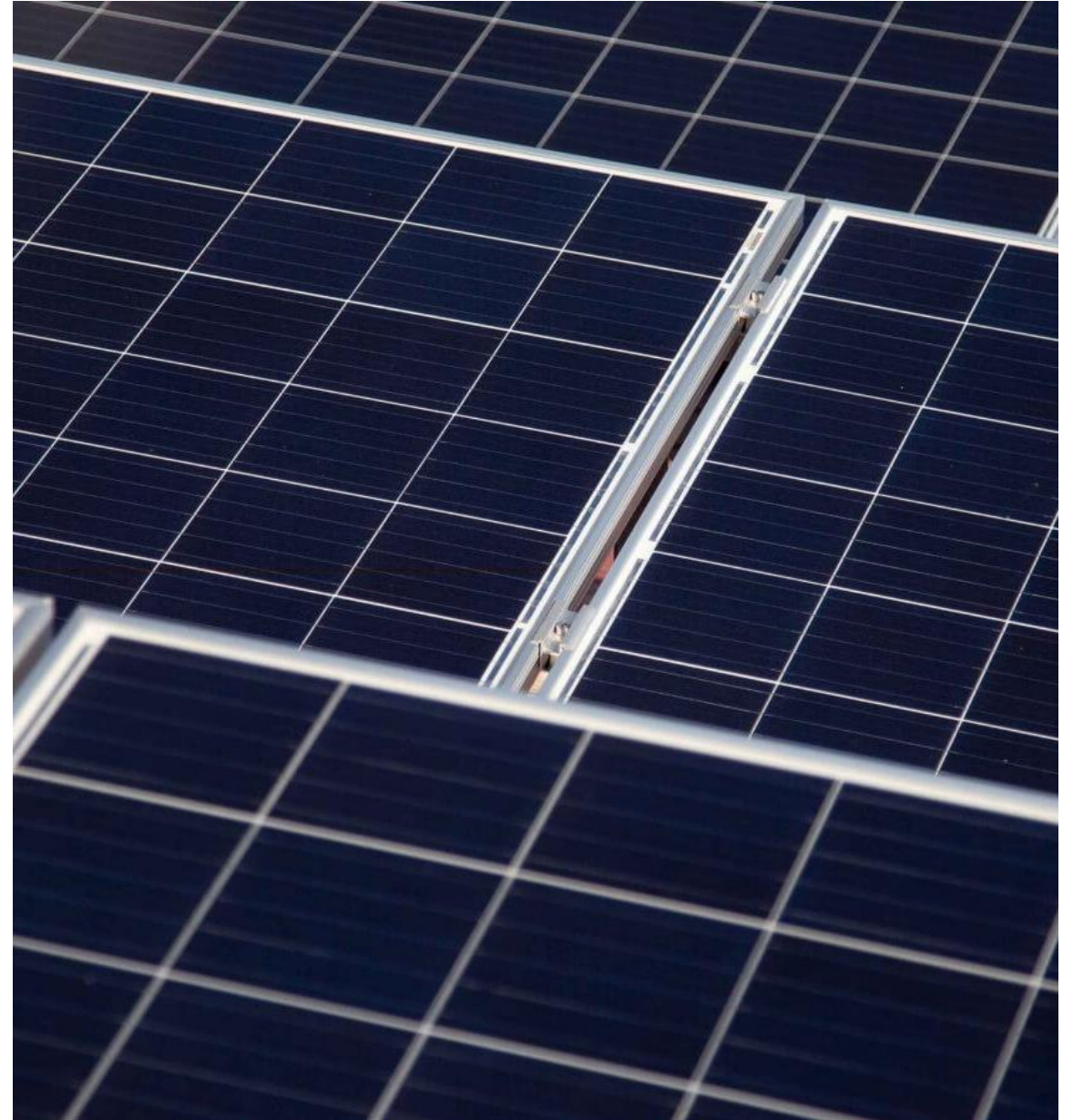
Commitment to sustainability

Commitment to Sustainability

For a few years now, SALTO has been heavily promoting becoming more and more sustainable, minimizing the environmental and social impact of our activities.

In 2020, we signed for the first time, adhesion to the Global Compact and we acquired the commitment to align our operations to the 10 Principles that cover areas such as human rights, safety at work, the environment and the fight against corruption.

Furthermore, we actively joined thousands of companies all around the world in carrying out business actions and practices that contribute to sustainable development through the 2030 Agenda and its 17 Sustainable Development Goals (SDG).



Commitment to Sustainability

The SALTO Sustainability Team is made up of people from different areas such as Environment and Quality, People, Social Initiatives and Finance, who participate in defining the ESG 2030 Strategy



As a result of the effort made in this area over the last few years, Ecovadis has given **SALTO Systems the “Silver” rating**, placing its performance in sustainability at a percentile of 90 compared to other companies in the same sector.

We can summarize our commitment in the matter of sustainability by:

<p>ENVIRONMENT (E)</p>	<p>We adopt practices that minimize our carbon footprint and emissions, we consume energy responsibly, using renewable sources as far as possible. We reduce our waste to the maximum and maximize the use of natural resources. The design of our products follows criteria that take into account circular economy principles and we actively work to help our main suppliers to reduce their environmental impact.</p>
<p>SOCIAL (S)</p>	<p>We are committed to encouraging talent, professional development and work satisfaction among the staff who are a part of the SALTO team. We offer fair working conditions which are complemented by advantages and services the company can provide to contribute to improving the professional and personal situation of each member of the team. In our work environment respect, equality, diversity and inclusivity are fundamental aspects. We want to be an attractive company for the people who work in our teams.</p> <p>Furthermore, we are actively committed to our local area and we participate in social initiatives and sports activities that contribute to the local communities in different countries and regions around the world. We promote adapted sports and para-olympian athletes through the initiative free2move.</p>
<p>GOVERNANCE (G)</p>	<p>We have solid values that highlight the role of the people in the organization and our responsibility towards our clients and society in general. It is important to us to get a good result, but it is also important how we get it. Our Code of Conduct guides the way we do business and our behavior in the communities in which we operate.</p> <p>We are also aware of the capacity we have to boost sustainability in our supply chain and, through our responsible purchasing plan, we not only assess the suppliers on this matter, but we also accompany them so they can move forwards positively.</p>

ESG risks

ESG risk management is integrated into the company's risk management. To do this, during the strategic reflection meetings, risks and opportunities related to our internal and external contexts, our stakeholders and our processes are analyzed.

To tackle the main risks we have:

- Management systems for quality, environment and information security.
- Management strategies in the areas of the markets, product, internal working, economic efficiency, client satisfaction, climate change, and soon, ESG (pending approval).
- Analysis of the internal and external parties involved.

ESG risks in the supply chain

We have a purchasing management and supplier standardization process to minimize risks in quality or supply availability. In this process, we take into consideration, amongst other aspects, the non-dependence on any specific supply company. This is carried out through a risk assessment system that includes, in the case of critical suppliers, an exhaustive annual data analysis and regular visits to their installations.

Furthermore, at SALTO Oiartzun, we draw up a supplier ESG risk map, which helps us to focus on those companies whose performance in this matter we consider could be improved. The methodology is described in point 3.7 Sustainable Supply Chain.

ESG risks due to the group's rapid growth

The rapid inorganic growth of the organization has required a robust process to analyze the acquisitions to avoid risks during the processes of integrating the companies into the group.

Furthermore, to minimize ESG risks in the business units, we are integrating these into the quality and environment management system at SALTO Systems.

Faced with the need to provide coherence to our organizational structure, during 2023 there began a reorganization of the brands and companies that comprise the group, and the process has culminated in 2024 with the definition of the new SALTO WECOSYSTEM area, a platform that joins all the companies together under three main brands, in order to improve the management and to strengthen our commitment to encouraging talent, professional development and work satisfaction among the people who make up our organization. This goal of this integration is to unify and deploy global policies in all ESG areas.

Cybersecurity risks

The risks to information security are regularly supervised by the Security Committee. To lead the deployment of the cybersecurity model in the whole group, we have a security structure and governance model based on various lines of defense.

Furthermore, these risks continue to be assessed and controlled through different information security certifications (ISO 27001, BSI).

ESG risks

Environmental risks and an increase in the applicable regulation

To identify and tackle the environmental risks, we have management systems certified according to ISO14001 at the main production plants (Oiartzun and Nüziders). These will be gradually extended to other sites. Our offices in Norway have the Miljøfyrtårn certificate, a national environmental certification system. It is in this context that we are working on minimizing consumption and improving operational efficiency.

From these very systems, the applicable regulations are monitored and compliance with them is ensured.

The increase in regulatory requirements (circular economy, imports, climate change) has driven us to strengthen the management through staff training. The new organizational structure with an ESG area which provides services to the group, responds to the growing demand for these matters.

Risks related to the loss of talent

Due to the nature of our products, markets and social-economic factors outside SALTO, recruiting highly skilled technical talent is not an easy task.

This is why we are strengthening international work teams with participants from different companies in the group, making the most of internal know-how, generating projects and stimulating careers that result in an increase in people's job satisfaction and in the success of the work.

We keep a close eye on the talent providers (universities, study centers, etc.) and we are alert to any opportunities that arise, actively collaborating and participating in activities that increase our visibility.

We make every effort to retain talent, adapting to the employees' needs, maintaining fluid communication and looking for the best social benefits we can offer at all times.

Dialogue with the Stakeholders

Stakeholders (SHs) are groups of people who are interested in SALTO's activity, either because it affects them directly or because they are sustainability report users. These SHs, along with their expectations and needs, were reviewed in 2022 and confirmed in 2023.

Over 2023 and within the framework of the consolidation process of the Group, we have worked closely with the People and Company IGs. Another of the fields where a lot of effort has been made is in establishing formal communication systems with the different IGs; tools which improve the level of communication and allow us to find out more about their expectations and needs. Work has been undertaken to boost the intranet, improve the corporate website and collect information regarding client and final user satisfaction through the CRM.



Double materiality Assessment

Within the process of defining the new ESG 2030 strategy, in July 2023 we developed a new materiality assessment. This analysis was based on the new European Sustainability Reporting Standards on questions of sustainability (ESRS) and was carried out under the perspective of double materiality: impact and financial.

In this process, the first step was the analysis of the regulation in the matter of sustainability and the definition of the ESG areas to be assessed according to double materiality. To do this, as well as the ESRS standards, the SASB classification was taken into account and the following potential areas were defined.

(E) ENVIRONMENT

- Greenhouse Gas Emissions (GHG) // Climate change
- Management of natural resources (energy, water, etc.)
- Management of waste and hazardous materials
- Circular economy
- Environmental impact of the product life cycle
- Product packaging
- Impact on Biodiversity and animal well-being

(S) SOCIAL WORKING PEOPLE

- Work relations
- Workforce health and safety
- People's well-being
- Equality and conciliation
- Employee diversity
- Inclusion: the disabled
- Pay and worker participation
- Talent management
- Human rights in the supply chain

(S) SOCIAL ENVIRONMENT, COMMUNITY

- Relationship with educational establishments
- Relationship with social entities
- Commitment from the workers regarding social issues
- Response when faced with critical / emergency social situations
- Promote purchasing locally (local suppliers)

(G) GOVERNANCE

- Business Ethics
- Competitive Behavior
- Risk management
- Internal governance
- Transparency
- Agenda 2030 and Global Compact
- Sustainability in the supply chain
- Cybersecurity
- Product labelling.

Double materiality assessment

The next step was to define and prioritize the different SHs. The influence of each in the matter of sustainability was agreed by the Management Committee and, thus, the ESG areas were assessed and the impact materiality was obtained.

To determine the financial materiality, information was taken on the ESG of the sector from 3 relevant suppliers in the world of finance: SASB, S&P and MSCI.

As a final result of the analysis process, the following material areas were selected for the next few years:

(E) ENVIRONMENT	<ul style="list-style-type: none"> ○ Greenhouse Gas Emissions (GHG) // Climate Change ○ Environmental impact on the product life cycle & circular economy
(S) SOCIAL WORKING PEOPLE & COMMUNITY	<ul style="list-style-type: none"> ○ Workforce health and safety ○ Equality and conciliation ○ Talent management & Relationship with educational establishments (oriented towards future talent)
(G) GOVERNANCE	<ul style="list-style-type: none"> ○ Business Ethics ○ Risk Management & Cybersecurity ○ Transparency

Contribution to the SDG

Our commitment to Agenda 2030 and its Sustainable Development Goals (SDGs) is centered around those areas in which we work actively, both through SALTO's activity and its support of various social initiatives.

Our adhesion to the United Nations Global Compact means we are also committed to the 10 universally accepted Principles, in matters of human rights, work aspects, environment and the fight against corruption.

Thus, the SDGs to which we contribute the most are as follows:

Environment



SALTO personnel



Local community



Strategy, policies and goals

In 2023, after analyzing the internal and external factors, the needs and expectations of the interest groups and the risks and opportunities in the SALTO processes, a business strategy was defined, aimed at:

1. Increasing client satisfaction, offering innovative solutions and defining a global ESG strategy.
2. Improving economic efficiency, maintaining the growth of the group and the responsible management of the supply chain.
3. Improving the performance of our products, giving them more functionality and integratability into our platforms, and also improving their environmental impact through eco-design and the latest technology.
4. Improving our position in the market, by being forward-thinking and facilitating our presence in certain sectors and strategic geographical areas.
5. Improving focus on the client, using the support of our partners, strengthening the brand image and offering a response that integrates our solutions.



Strategy, policies and goals

On the date this report is drawn up, the following goals have been approved:

- Manage to be Net Zero in 2040, involving the Management in matters related to climate change
- 100% electricity from renewable sources by 2030
- Reduce scope 1+2 emissions by 33% by 2030
- Reduce emissions deriving from logistics and mobility by 30% by 2030
- Design products with a lower environmental impact along its entire life cycle.
- Encourage and promote circular business models, optimizing and lengthening the life cycles of our products and reducing the amount of waste generated



Strategy, policies and goals

To develop this Strategy, we have the following Policies and their corresponding action plans:

Environment

- **Quality and Environmental Policy:** defined in 2020, we are committed to integrating environmental aspects into our activity, complying with the applicable legislation, protecting the environment and preventing contamination, continually improving in all areas.
- **Climate Change Policy:** defined in 2023 and aimed at combating climate change, it is the backbone of a series of actions with the firm and common objective of reducing GHG emissions as much as possible by 2040, achieving climate neutrality, and showing greater ambition with respect to what is established in the Paris Agreement and the European Green Deal. To achieve this, over the next decade we will transform our business, adjusting our operations and involving the main supply companies, and integrating a global vision of circular economy, reducing environmental impact in the life cycles of the products.

Social

- **Health and Safety Policy:** defined in 2019, its aim is to improve working conditions for the SALTO employees, by identifying, assessing and minimizing occupational health and safety risks connected to our activities.
- **Equality Plan:** in 2023 we drew up a second version of the plan, valid until 2026. Its goal is to integrate the principle of equality between women and men, both in its organization and internal management, as in its interaction with its surroundings and external agents with which it relates. It incorporates for the first time: actions at an international level.

Governance

- **Code of Conduct:** the 2nd version was defined in 2023. Its goal is to develop the values and principles that should govern and orientate the daily activity of everybody who belongs to the SALTO Group.
- **Information Security Policy:** Valid since 2019, it was developed in order to guarantee adequate protection for the information assets and the products and services the Group provides.
- **Corporate Policy and Data Protection:** seeks to reinforce SALTO Group's commitment to the protection of the right to privacy and to data protection
- **Business Continuity Plan**

ESG Management

Internally, the area in charge of managing matters related to ESG is the ESG and Quality area.

This is a transversal area which acts at a global level and with which other areas collaborate depending on needs. The relevant decisions are approved by the Management Committee.



Sustainable supply chain

We understand sustainability as a responsibility shared along the value chain and therefore, we focus on improving not only our performance but also that of the companies we collaborate with.



Sustainable supply chain

In 2023 we mainly worked with our critical suppliers. For this we have two mechanisms:

Environmental guidelines and code of conduct

Those companies that work for SALTO Systems and can generate significant environmental impacts or carry out their activity in our facilities receive and agree to comply with our environmental guidelines.

Furthermore, in the case of suppliers from countries with a high country risk index (combining the corruption perception index and the environmental performance index by country) they must commit to comply with our code of conduct. We are working on a new Code of Conduct for suppliers, applicable to a larger number of companies.

ESG risk map

At SALTO we have a methodology based on the combination of different factors (location, sector, supply ESG management) to assess the risk level of our suppliers. In 2023, we drew up a map of the risks corresponding to 84.2% of the critical suppliers (by volume of spending).

On the one hand, the country risk was analyzed, taking into account the Corruption Perception Index (source *Transparency International*) and the Environmental Performance Index by Country (source *Environmental Performance Index*).

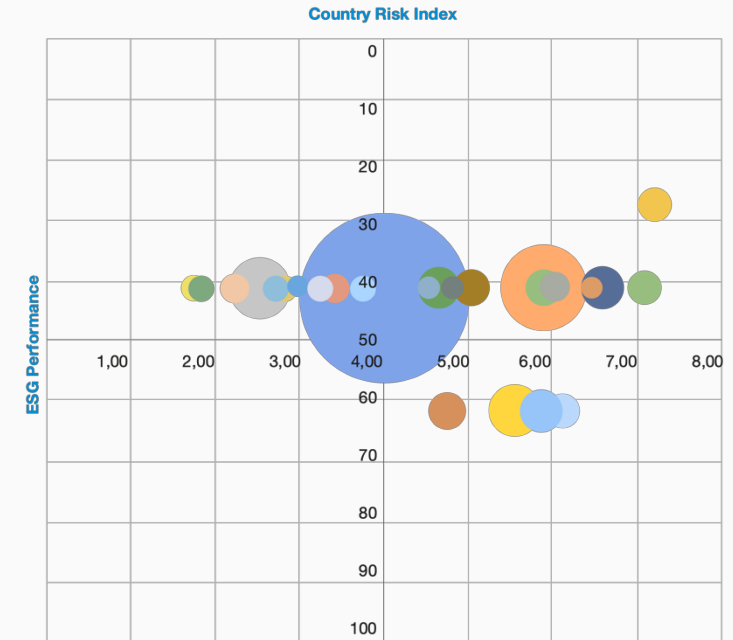
On the other hand, each company's ESG management was assessed by using a specific questionnaire.

Sustainable supply chain

ESG risk map

We have carried out training programs on sustainability matters with the suppliers that are closest to SALTO Systems in Oiartzun. At the workshop carried out with these companies, they were helped to define the priority areas with regards to materiality and SDG and to define an ESG scorecard with which their performance can be measured and managed.

In the case of Gantner, all our suppliers are certified with the ISO 9001 and the 14001. From this production center, they collaborate with them with the aim of reducing GHG emissions, mainly those related to logistics operations.



Suppliers risk map

The result can be seen on the following graph, where the diameter of the spheres represents the volume of spending per supply company, and the Y axis is the country risk index, and the X axis, the result from the ESG questionnaire.

The suppliers' average level of ESG management is 4.37 out of 8.

Once the ESG assessment process of the product suppliers has been consolidated, extending this further to other supply companies will be addressed.

Sustainable supply chain

Promoting local suppliers

From its beginnings, SALTO looks to prioritize suppliers that are located in areas close to our premises. The reason for this is double. For one, to support the local economy and also, to minimize GHG emissions due to transportation.

Therefore, the percentage of purchases from nearby suppliers has increased over the last 2 years:

	% of total purchases - Spain		% of total purchases – Europe	
	2022	2023	2022	2023
GROUP	40.60%	49.39%	80.80%	90.40%
SALTO Oiartzun	69.80%	73.00%	90.20%	90.90%
Offices (BUs)	NA	NA	41.45%	73%
Gantner Nüziders	NA	NA	90.99%	99.71%

* 30% of purchases from SALTO Oiartzun suppliers were from companies in the Basque Country.

Commitment to the Region

The direct economic value generated and distributed can be used to identify where the revenue generated over the year goes. In 2023, of the total revenue, 80% went to cover costs generated by the activity.

This spending includes the operational costs and the payment of employees' salaries and benefits. The operational costs include the purchase of raw materials and components, rental payments and the hiring of services from external companies. Finally, 12.6% is retained for the future growth of the Group.

In addition, subsidies were received in the amount of €504,827.58, 52% for SALTO Systems in Oiartzun for training activities, cybersecurity projects, sustainability and R&D.

SALTO's commitment to the Region is also channeled through other measures supporting social initiatives in the regions where we are established. We invest around 1% of our profits in different programs such as Free2move.

In 2023, the direct economic value generated and distributed by SALTO increased to €420M, distributed as follows:

	% of revenue
Operational costs	52.2%
Employees' salaries and bonuses	30.3%
Payments to capital providers	0.4%
Payments to the government	4.3%
Investments in the community	0.1%
Retained economic value (for future growth)	12.6%

04.

Environmental commitment

Environmental commitment

“We promise to protect the environment and to undertake our business activities responsibly and sustainably towards it”.

Compliance with this commitment is carried out through three main actions:

- Integrating respectful behavior towards the environment into our actions.
- Prioritizing investments and resources in those projects that take into consideration the impact not only on the value chain but also on our surrounding environment.
- We have an environmental management system aligned with the international standards (ISO 14001:2015) in the installations with a relevant environmental impact. Furthermore, some of the business units are integrating into this system or are certifying their activities under other environmental management programs (Norway has the *Miljøfyrtårn* certification).



Key figures & Milestones 2023

In environmental issues, 2023 can be summarized in the following data:

	2023	Objective
Energy intensity¹	-14.07% (compared to base year 2022)	-32.5% kWh/€ for 2030
Renewable electricity²	61.35%	100% for 2030
Net emissions	41.623 Ton CO ₂ eq.	0 Ton CO ₂ eq. For 2040
Intensity of the emissions	+1% kg CO ₂ eq /Vol sales (€) (compared to base year 2022)	-40% kg CO ₂ eq /Vol sales (€)
Sales with EPDs on the sales total	22% of sales with EPDs	90% of sales with EPDs
% of recycled material in product	30% approximately ³	33% for 2030
% of recycled material in packaging	98% (+7.78% on 2022)	100% in 2030
Intensity of waste generated	471.84 Kg/ M€ (-5.1% on 2022)	<400 Kg/ M€

¹ Includes consumption of electricity, natural gas and district heating.

² In installations controlled by SALTO.

³ Approximate data assuming the best conditions; the variability of the products and the complexity of their composition means that the calculation of this% has to be taken with caution.

Key figures & Milestones 2023

MILESTONES

Over 2023 we carried out various actions to make progress in environmental sustainability.

Below you can find the most important:

- The approval of the **climate control policy** for the group.
- Measuring fully the **scope 3 emissions** for SALTO Oiartzun.
- We have begun to draw up Oiartzun's **mobility plan**.
- At SALTO Oiartzun, we have installed pavement that captures NOx. This is part of our policy to take into consideration **environmental aspects in construction work**.
- **Improvements in the monitoring** of water, electricity and gas consumption were made, and also for CO2 emissions. These improvements allow us to see, in real time, the consumption, monitor more areas of the plant and measure more parameters.
- There have been **training sessions in eco-design, EPD and life cycle analysis** for personnel in purchasing, product management and R&D.
- Two Business Units have begun to use **electricity that is 100% from renewable sources**. Next year, another two are also expected to move to this.
- **Promoting carpooling** in Oiartzun via the launch of a specific app, and advantages for the users of this. Gantner has implemented a campaign to promote the **use of public transport** through discounts, and also the **incorporation of company bicycles**, and the **exchange of combustion cars for electric ones**.



Key figures & Milestones 2023

CLIMATE CHANGE POLICY

This is based on 5 pillars that will guide our environmental improvement actions over the next few years:

- **Governance for carbon neutrality.** To achieve net zero emissions in 2040, a solid governance structure that manages climate change must be established.
- **Low-carbon energy consumption.** We managed to reduce emissions related to energy consumption by monitoring consumption and environmental conditions, applying energy efficient measures and changing to renewable energy sources in those installations we can control. Thus, the electricity consumed is already 100% renewable in the industrial plants.
- **Sustainable logistics and mobility.** We work on reducing the impact of the organization's logistics and mobility by promoting low-carbon means of transport, improving logistics and changing habits. In 2023, an app was launched to facilitate carpooling in Oiartzun (the plant with the highest number of personas).
- **Sustainable purchases.** We focus purchases from local companies as far as possible, and we carry out actions to promote responsible practices among our closest suppliers. The goal is to speed up this process of traction, with commitment and collaboration of the entire value chain.
- **Business and circular product.** We are training and raising awareness among our R&D personnel and other areas, in circular economy and eco-design, applying environmental improvements to our products. But we want to take a leap to achieve a significant change in our products and business models.

For each of these pillars, specific objectives have been established.

We are committed to reviewing this policy at least every 5 years in order to adapt it to the new contexts.

Key figures & Milestones 2023

ENERGY

Progressing in energy efficiency and renewable energy is fundamental to reduce greenhouse gas emissions.

Internal energy consumption reduced by 6.1%. This reduction is thanks to actions carried out to eliminate unnecessary uses and to increase the group's energy efficiency. For example, turning off equipment that is not in use is encouraged. In several BUs, improvements have been made to the climate control systems in the installations or LED lights have been installed (KSA and Contidata).

In contrast, external energy consumption has increased by 11.66%; this is because the amount of travel has increased, especially air travel.

Below you can find a chart with the itemization of the energy consumption:

MWh	2022	2023	2022 vs 2023
Internal Energy consumption	3,816.168	3,580.35	-6.17%
External energy consumption	9,643.69	10,768.47	+11.66%
Total energy consumption	13,459.86	14,348.82	+6.6%

Despite the increase in absolute energy consumption, the intensity reduced by 1.3%.

kWh / €	2022	2023	2022 vs 2023
Intensity of internal energy consumption	0.00992	0.00852	-14.11%
Intensity of external energy consumption	0.02507	0.02564	2.26%
Intensity of energy consumption	0.03427	0.03416	-2.37%

Key figures & Milestones 2023

RENEWABLE ELECTRIC ENERGY

We are continuing to increase our efforts towards 100% renewable energy in the group and in 2023, 2 of the business units changed to energy products with a guarantee of origin.

These are Ireland and Italy who, along with our facilities in Spain, Austria, Germany, Holland, Switzerland and Canada, contribute to the fact that 66.52% of the electricity purchased or generated directly by SALTO is from a renewable source.

The percentage of electric energy from renewable sources is as follows:

MWh	2022 ^{1, 2}	2023 ²	2022 vs. 2023
SALTO	57.42%	61.35%	+6.8%
SALTO Oiartzun	100%	100%	0%
BUs	27.85%	30.35%	+8.97%
Gantner Nüziders	93.22%	100%	+7.28%

¹ Data corrected to improve data quality.

² Includes the installations controlled by SALTO as well as those that are not (leased offices, with no control on consumption and electricity sources).

Key figures & Milestones 2023

EMISSIONS

As a part of our commitment to the decarbonization of our activity, we have set ourselves the goal of reducing our Scope 1 emissions (direct emissions) and 2 (indirect emissions associated with generating electricity acquired and consumed by the organization) by 33% by 2030.

We can see an improvement in the indirect emissions from electricity consumption (Scope 2), which is counteracted by the increase in the scope 1 emissions, caused by the increase in the use of company or rented/leased vehicles. In this sense, it is expected that a sustainable mobility Policy will be defined over 2024. However, in terms of intensity (bearing in mind the increase in activity), the emissions of Scope 1+2 have reduced by 6.37% compared to 2022.

Below you can see the evolution of our Scope 1 and 2 emissions:

EMISSIONS Scope 1 and 2	2022 ¹	2023	Variation
Scope 1 (Tn CO_{2e})	1,173.24	1,270.82	+8.32%
Scope 2 (Tn CO_{2e})	290.54	225.67	-22.33%
TOTAL Scope 1+2 (Tn CO_{2e})	1,463.79	1,496.49	+2.23%
TOTAL INTENSITY Scope 1+2 (Tn CO_{2e} / k€)	0.00380	0.00356	-6.37%

¹ Emissions 2022 recalculated with the new acquisitions.

Key figures & Milestones 2023

EMISSIONS

In 2023 we carried out more exhaustive measurements of the scope 3 emissions, which encompass other indirect emissions whose emission sources are located along the value chain, which makes their measurement difficult.

In 2022 we measured three Scope 3 categories: category 6 (business trips), 7 (home-to-work travel), and 8 (leased assets - offices where there is no control over leased assets). In 2023, in addition to those that were already measured, five further categories were considered. These are: category 1 (acquired goods), category 2 (fixed assets), category 3 (activities related to energy), category 5 (waste generated from operations) and category 12 (end-of-life treatment). At a Group level the categories 3 and 5 were included whilst in the case of Oiartzun (where most of our main production facilities are located) we also calculated categories 1, 2 and 12. The aim is to also calculate categories 4, 9 and 11 for industrial facilities and for a third party to verify the footprint.



Key figures & Milestones 2023

EMISSIONS

Scope 3 emissions over 2023 mainly increased due to the increase in activity, which means it is not as striking in terms of intensity (+1.39%).

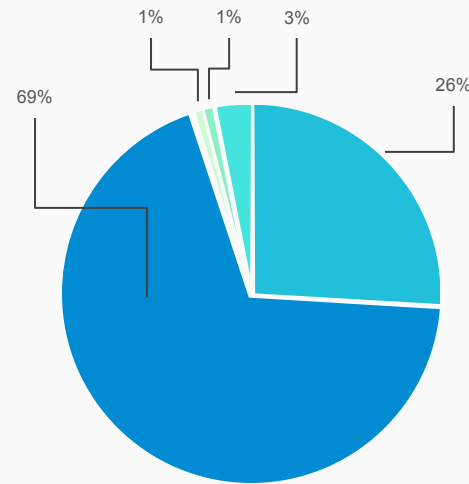
The categories that have been controlled over several years are those that reduced compared to 2022: business trips and staff travel on means of transport not controlled by the company and emissions from leased assets (energy consumption of offices rented to third parties). This improvement is influenced by actions to encourage means of transport with lower emissions such as bicycles, public transport or car sharing, as well as energy efficiency improvements in rented offices.

Category Scope 3	Emissions Ton CO ₂ e	
	2022	2023
1. Acquired goods	36.320.19	40.518.21
2. Fixed assets	1.313.73	1.784.25
3. Energy-related activities	362.08	368.02
5. Waste	4.11	4.77
6. Business trips	1.435.88	1.359.81
7. Staff travel	917.34	783.72
8. Leased assets	146.20	80.01
12. End-of-life of the sold products	778.02	795.81
Absolute Total Scope 3 (Ton CO₂e)	41,277.55	45,694.60
Intensity Total Scope 3 (Ton CO₂e / M€)	107.29	108.78

Key figures & Milestones 2023

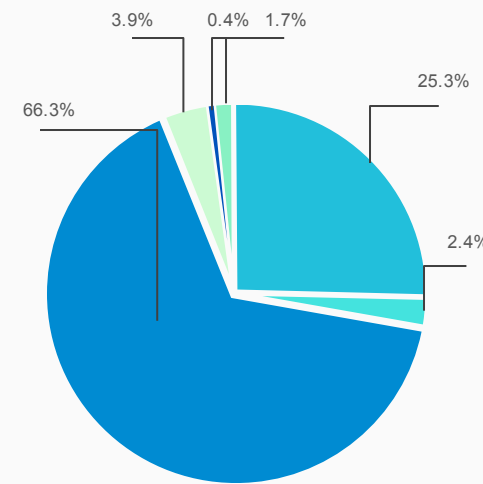
EMISSIONS

During 2023, **all emissions calculated for 2022 were offset** (scope 1, 2, and categories 6,7 and 8 of scope 3), which amounted to a total of 5,568 Tons CO₂eq. 50% of companies and BUs took responsibility for offsetting their emissions in projects that are supported by recognized organizations or certificates.



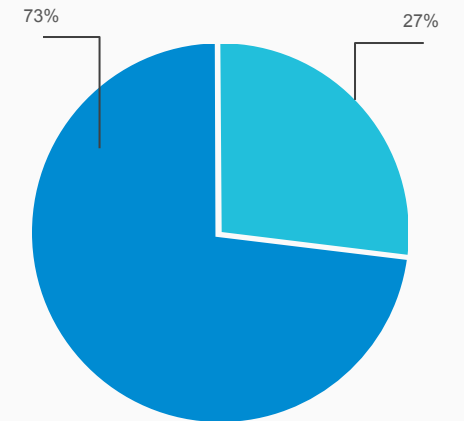
Compensation projects 2023 by continent

- Asia
- Europe
- America
- Africa
- Various



Compensation projects 2023 by platform/certificate

- United Nations-Climate Change
- The Gold Standard
- FVCC - Naturklima
- My climate
- Apadrinaunolivo
- Others



Compensation projects 2023 by type

- Mitigation beyond the value chain
- Elimination of GHG from the atmosphere

Sustainable production

ENVIRONMENTAL AND CONTAMINATION MANAGEMENT

As a company committed to the sustainability and quality of our products, our main production centers have an environmental management system (ISO 14001:2015). In addition, some business units are integrating into this system or are being certified under other environmental management programs (Norway has *Miljøfyrtårn* certification).

Thanks to the management systems, we undertake exhaustive monitoring of environmental aspects and legislation and anticipate potential unwanted impacts.

We create and maintain a culture of environmental protection through awareness-raising actions and regular communication of good practices in environmental management to business units.

Since 2023 we have had a climate change policy that will guide our actions in environmental improvement until 2030 and will be applied globally.

Finally, we assess the environmental management of our supply chain in the most relevant centers.



Sustainable production

CONSUMPTION MANAGEMENT

Our main facilities have control systems for some consumption that help not only to continuously monitor them, but also to be able to manage them, giving a more immediate response and improving the performance of our operations.



MATERIALS

Our main consumption of materials is due to the product and to the packaging.

In the first case we have a significant challenge as the high standards of the safety, functionality and aesthetics of our products make it difficult to reduce this aspect. However, we are working on the design to try to reduce the consumption of virgin materials in these, and the variability of the incorporated materials. During 2023 in Oiartzun 1,894 tons of components were consumed (mainly pieces made up of metal, plastics and electronic components).

During 2023, we centered our efforts on reducing the environmental impact of the packaging, without losing its protective function. We have mainly carried out improvements to promote the reuse of the packaging that comes with the raw materials and eliminate single-use plastic at a group level. Some of the interest actions are:

- 100% of the cardboard and paper used is from recycled sources, whilst in the case of plastic pallets, this index is 98%.
- Plastic pallets have been replaced by the wooden pallets which we receive from suppliers and reuse after reconditioning them.

- Bubble wrap plastic has been replaced by cardboard filling manufactured internally from the cardboard boxes we receive with the raw materials.
- The weight of plastic film has been reduced, and as a consequence its consumption reduced by 60% by weight in 2023.
- In the case of shipments of small individual products, plastic bags and large boxes filled with single-use materials have been eliminated, replacing these with cardboard envelopes.

This way, we have reduced the consumption of packaging material by 11%, with a total of 303.9 Tons.

Finally, this year we have managed to reduce paper consumption to 7,085 kg, which is a reduction of 44% compared to the previous year. Furthermore, it should be highlighted that the percentage of recycled material reaches 53% (7% more than last year), which, when added to the paper with ecolabel labeling, reaches 65%.

Sustainable production

CONSUMPTION MANAGEMENT



NATURAL RESOURCES

WATER

Currently, water consumption is mainly related to human use (sanitary and drinking) since none of the processes present in SALTO plants require the use of this resource (except for some laboratory tests that require minimal consumption).

In total, the consumption at SALTO was 5,700.44 m3, which is 12% higher than the previous year. However, this data is not comparable as new offices were incorporated in 2023.

Since 2023, at the Oiartzun plant we have had a new system for real-time online monitoring that makes it easier to act quickly in the event of possible incidents.

The following chart shows the results of the consumption, itemized by centers.

	SALTO HQ Oiartzun	Offices	Gantner Nüziders
Mains water consumption (m3)	1,591,98	3,210,31	898,15
Sanitary waste (m3)	1,591,98	3,210,31	898,15

NATURAL GAS

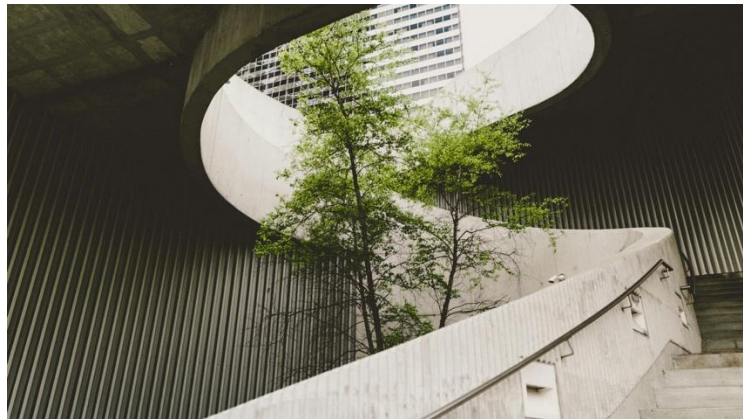
The total consumption of natural gas used for heating the facilities and hot water in 2023 has been 3.371 GJ, representing 16% less than the previous year, with notable savings in Oiartzun

	SALTO Oiartzun			Offices			Gantner Nüziders		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Consumption of natural gas (GJ)	1057,2	923,96	702	966,7	3077,7	2,669	0	0	0

Sustainable production

WASTE MANAGEMENT

In 2023, the group generated 198,225 kg of total waste in its activities, 3.3% less than the previous year. However, the data is not comparable as new facilities have been incorporated into the group. In terms of intensity, 471.84 Kg/M€ was generated, which represents a decrease of 5.28% compared to the 2022 figure, meaning we are generating less waste for each euro invoiced.



	SALTO Oiartzun			Offices			Gantner Nüziders		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
Hazardous waste (kg)	1,206	1,213	2,592	1,797	9,444	6,928	671	1,168	2,678
Non-hazardous waste (kg)	65,184	72,148	74,555	48,377	78,248	82,341	21,728	29,427	29,108
Total waste (kg)	66,390	73,361	77,147	50,174	87,692	89,269	22,399	30,595	31,786

Hazardous waste:

Our operations generate a very small amount of hazardous waste (29 Kg/M€), although it is true that in 2023, there was a one-off increase in the plants with the highest production.

Non-hazardous waste:

93.8% of the waste generated is non-hazardous, mainly scrap metal and discarded packaging. During 2023, the intensity of non-hazardous waste reduced by 5.26%, reaching an amount of 442.81 Kg/M€. The total amount is not comparable as new facilities were incorporated.

Sustainable product

In line with our environmental commitment, we are looking to integrate sustainable criteria into the development of our products. We are backing circularity and eco-design, prioritizing our investments and resources in projects that work to reduce their impact on the environment.

The main materials that make up SALTO parts are metal, plastic and electronic components, with great variability within each type of material as far as size, components and characteristics are concerned.

For certification reasons, it is currently not possible for the plastic material in the components to be recycled. However, this is a criteria which is taken into account when purchasing the raw materials, when applicable.

The percentage of recycled material varies depending the product type. We have certificates and declarations from our supplies, which accredit the percentage of recycled products in some components.

Based on a calculation of the amount of recycling in the total inputs consumed during 2023, we have been able to calculate that, on average, **42% of the materials used are of recycled origin** taking into account both the product and the packaging.



Sustainable product

ENVIRONMENTAL PRODUCT DECLARATION (EPD)

Currently, 2 of the SALTO Oiartzun product families already have a verified EPD. This represents 22% of the sales in 2023.

This ratio has decreased significantly since 2020, with a ratio of 46%, as the sales of these products have been replaced with new products whose EPDs are in the verification process. It is forecast that for 2024, 2 new families will be in possession of EPD, which will cover 59% of current sales. It is expected that there will be 3 more families with this certificate by 2025.

Our goal for 2030 is that 90% of sales have a verified EPD.



Sustainable product

CIRCULAR ECONOMY AND ECO-DESIGN

With the goal of improving the products in aspects regarding the environment, on launching a new product, various parameters are reviewed and improvements are applied to seek energy savings, a reduction in the weight and volume of the components and a reduction in the use of plastic.

With this, we intend to ensure that the new launches will be more respectful of the environment.

In the case of Gantner, we received the red dot design award for undertaking this analysis when designing a new product.

At SALTO Oiartzun, upon completion of the definition of new products or relevant modifications, an “Environmental Design Analysis” is carried out that compares the designs with a reference model and assesses characteristics related to materials, manufacturing process, packaging, energy consumption and durability and impacts at the end-of-life.

The goal is to obtain designs with lower impact than the reference model.

Among the actions by the BUs worth highlighting, in Australia, for example, they have joined the B-Cycle Battery Stewardship initiative, which means that their partners and customers can return product batteries to different recycling points intended for this type of component, for its correct management.

To reinforce these actions being carried out by the organization, we believe that staff involvement is essential. That is why we are committed to training as a first step. Throughout 2023, three environmental training courses applied to products were carried out, focused on internally expanding training to understand how to use Life Cycle Analysis (LCA), Environmental Product Declarations (EPD) and ecodesign in R&D activities.

On the one hand, two training sessions were given on LCA and EPDs aimed at people in R&D and other related areas.

On the other hand, a third specific training course on Ecodesign was given to part of the R&D team.

05.

Social commitment

Social commitment

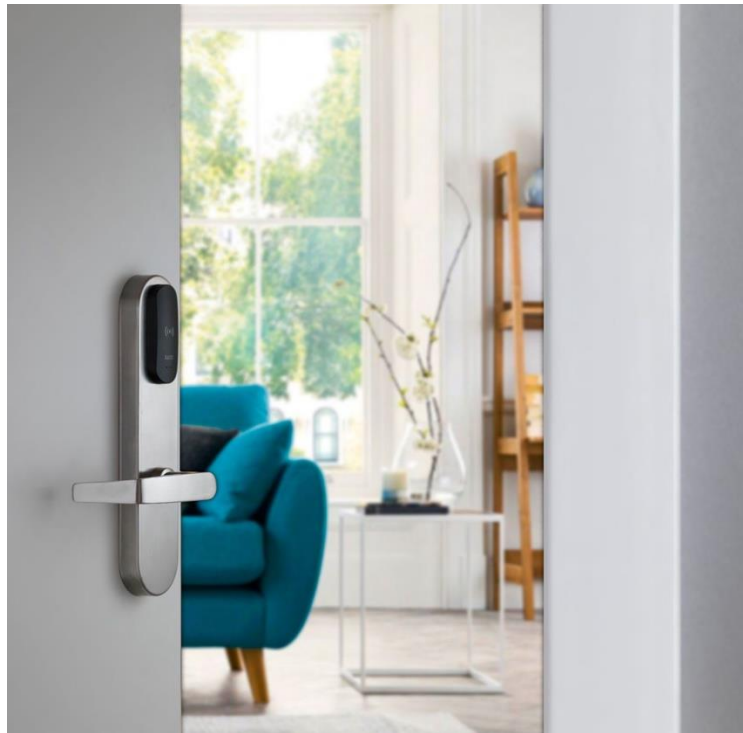
At SALTO, the future is a challenge, but it also inspires us. We look to improve the quality and the conditions of the lives of the people and communities around us, which is why we collaborate with organizations all over the world to contribute to improving people's living conditions.

It is our way of supporting sustainable and equal development which guarantees equal opportunities and helps to build a better world.

So, while we design smart access control solutions that continually improve and evolve, we also work to motivate people, improve their living conditions and build a better world. To achieve these goals, we participate in various social initiatives and we are involved in sports activity programs in support of numerous communities in various countries and regions around the world.



Key figures & Milestones 2023



1.603 (*)	28%	137
Workforce (+15% vs. 2022)	Women employees (21% more women than in 2022)	New hirings (FT)

18%	€2.9M
Females among the management	Subcontracting to special employment centers

(*) 1,644 people at SALTO on December 31, 1,603 Full Time, we use this data as a reference.

IMPORTANT MILESTONES IN 2023

- Publication of the SALTO Group Code of Conduct, specifically contemplating aspect of Human Rights.
- Publication of the SALTO Oiartzun 2nd Equality Plan
- Agreement of the SALTO Oiartzun 4th Company Pact
- Award for Business Excellence from Cadena Ser
- Collaboration agreement with the Masters in Computation and Smart Systems, and with the Degree in Mathematical Engineering at the University of Deusto.

SALTO team

We continue to grow and with us, our team also grows. Aware of the importance people have at the SALTO Group, our work surroundings are respectful, equal, diverse and inclusive.

We make an effort to be an attractive company for our workers, offering them advantages, services and care that contribute to improving their personal and professional standard of living.



SALTO team

STAFF

In 2023, we closed the year with 1,603 on full-time contracts 209 more people than in 2022. This is due to new hirings and to the joining of Touchbyte to the Group. Of the new hires, 30% were women, by age range, 34% are under 30 and 10% over 50.

100% of the staff are covered by bargain agreements for workers, with 8 in the offices (BUs) who have worker representation. SALTO Oiartzun updated the Company Plan that will be valid from 2024.

Salary equality for the Group is 1:6.9, calculated as the average of the highest 10% of the Group's salaries compared to the average of the lowest 10% of the Group's salaries. The salary disparity in the different countries (and continents) where the Group is present justifies the ratio obtained. The increase compared to the previous year is insignificant.

The SALTO Group is made up of 1,603(*) people of 30 different nationalities, 95% of them with an indefinite contract. These people are distributed as follows:

	WOMEN	MEN	TOTAL
Management	3	13	16
Middle Management (level 1)	2	55	57
Middle Management (level 2)	59	148	207
Technical	138	559	697
Administration – Commercial	162	307	469
Direct Labor (DL)	85	72	157
TOTAL	449	1,154	1,603

(*) Persons working FT on December 31, 2023.

The number of women on the staff has increased by 21% compared to 2022.

The age distribution of the workforce is as follows:

Under 30 years old	17%
30-50 years olds	60%
Over 50 years old	23%

SALTO team

WORKER HEALTH AND WELL-BEING

Given the importance that people have for the Group, it is essential that the work environment is safe, does not harm health and promotes personal well-being.

For many years now, our actions in this field look to provide the safest possible work space. We are committed to providing training, information and supervision for the people who work at SALTO to guarantee the safe and efficient performance of the activities, and a constant awareness of safety and protection at work.

With prevention being part of our culture as a Group, at SALTO Oiartzun we have an Occupational Risk and Safety and Hygiene Plan, and in 90% of the offices for which we have data we implement preventive measures. Furthermore, we provide specific training on the prevention of occupational risks and:

- 30 offices have deployed prevention measures
- 23 offices have provided training on the prevention of work risks
- 71 people have received first aid courses
- Celebration of the World Risk Prevention Day

In 2023, the number of accidents for the Group was 43; this is the first year with data for all the companies that make up SALTO. None of the accidents was serious.

It is also the first year that we have the global absenteeism data, which for the whole Group is 4.42%. In the case of SALTO Oiartzun the average absenteeism in professional contingencies is 0.26%, almost 5 times lower than that of the sector, which goes up to 1.18%.

Of note are Gantner's initiatives consisting of addiction prevention programs for "trainees," safety sessions and inspections conducted by an external expert, and on-site occupational health services and inspections by an occupational physician.

SALTO team

WORKER HEALTH AND WELLBEING

In addition, at Gantner Dubai, all the workers and their families are provided with extended medical insurance.

This covers all the medical costs, including those of maternity, preexisting medical conditions, accidents, disability, etc.

Parallel to these strategies, at the Group we offer various aids to promote well-being and health in the workplace. Some of the measures available in some facilities are:

- Preventive physiotherapy service for warehousing and assembly staff at Oiartzun.
- SALTO Wellness: is offered to all the staff, oriented at carrying out physical activities with the aim of contributing to physical and mental well-being. They are voluntary classes and out of the work schedule, they take place in the same facilities in order to promote attendance.
- Promotion of a healthy diet through weekly shopping services for bread and organic vegetables, we have vending machines with healthy products.
- Promotion of sports: physical activity is encouraged through running and cycling teams. The participants in these teams receive financing to participate in races and for sports clothing with corporate identifications.

SALTO team

CONCILIATION AND FLEXIBILITY



Understanding that people's well-being is linked to the work environment in which they find themselves, flexible hours and work-life balance measures play a fundamental role in generating a better work environment and, consequently, in improving the quality of life of people. the people in the SALTO team.

At SALTO Oiartzun we have two guides: the Guide to Flexible Working and the Guide to Coexistence. The first one collects all the flexibility measures available to the staff. Depending on the position and the needs of each person, one or more of these measures may be agreed upon, such as teleworking, flexible hours or the choice of vacations. It also specifies how overtime due to work requirements or schedules for long trips are compensated. The second explains everything that is necessary to know and that is not related to the technical responsibilities of the position: internal rules, expenses management, traditions, celebrations, etc.

In addition, the SALTO workers have the possibility of opting special schedules and extraordinary remote work measures for specific periods of caring for dependent people or for family reasons. Similarly, all staff have the right to request parental leave. Of the permits requested for maternity or paternity leave, 100% were granted. In 2023, a total of 48 people from the whole Group took parental permits.

SALTO team

EQUALITY, DIVERSITY AND DISABILITY

One of the SALTO Group's commitments in this area is to guarantee that no worker or job applicant is unfairly discriminated against for any reason.

On an internal level, there were various initiatives carried out over the year. We can highlight the following:

- Drawing up the second Equality Plan applicable in Spain and valid until 2026.
- Campaigns on social networks and the publication of news on the intranet in order to reduce the Dream Gap.
- Manual of inclusive language to be used in internal procedures and documents. This manual was defined for SALTO Oiartzun and will be extended to the rest of the Group companies in 2024.
- At Gantner India we have a board of women who meet twice a year to listen to and solve women workers' concerns.
- Inclusion of training in equality matters in the internal Training Plan.

EQUALITY PLAN

The II Equality Plan was drawn up through a working group made up of three people who represented the company and another three who represented the staff. In addition, there is a monitoring commission to ensure compliance with the agreed measures, plan actions, carry out assessments, make adjustments or improvements to the Plan, etc.

The Plan includes 4 axes of intervention with their corresponding objectives, and 48 measures to be developed have been defined in order to achieve the objectives we have set.

AXIS	OBJECTIVES
Equality strategy and management	Promote and communicate equality management
	Persuade people around us to favor of equality
	Participate and collaborate online for equality
Training, awareness and communication	Train and raise awareness on the matter of equality
	Communicate in an equal manner
People management and equal co-responsibility	Promote and transmit equal values with regards to working conditions and opportunities.
	Guarantee equal treatment and opportunities in the process of accessing the company.
	Guarantee an equal promotion system without gender bias.
	Ensure a retribution system that guarantees equality.
	Promote co-responsible conciliation.
Prevention and occupational health with a gender perspective	Incorporate the gender perspective in prevention and health surveillance.
	Update and disseminate our guidelines against sexual and gender-based harassment.

SALTO team

EQUALITY, DIVERSITY AND DISABILITY

At the SALTO Group we are aware that the sector we are in has historically had a low female representation.

For this reason, we participate and collaborate with initiatives that look to promote and facilitate access for women and girls to the field of technical science. Examples of this are the recognition from the Program *Emakumeak Zientzian* as a collaborating company, or the participation of SALTO Canada and SALTO US in the programs *Women On The Move*. The first seeks to make the activity of women in science visible and thus encourage the choice of scientific degrees among girls and teenagers. The second program seeks to inspire and empower women to advance in their professional careers.

EQUALITY PLAN

The percentage of women on the staff has increased by 21% compared to 2022, and female representation in management is 18.75%, and on the board of directors, it is 10%.

The ratio of salary differences, calculated as the average of salaries by job category and gender is as follows:

	2021	2022	2023
Management	ND	1.8	1.71
Middle Management (level 1)	-	-	1.61
Middle Management (level 2)	0.7	1.41	1.25
Technical	0.86	1.17	1.17
Administration – Commercial	0.57	1.48	1.36
Direct Labor (DL)	0.96	0.99	1.03

SALTO team

PEOPLE WITH DISABILITIES

The SALTO Group's commitment to disability focuses on subcontracting to Special Employment Centers. The special employment centers are centers that provide work for people with some type of disability.

At SALTO Oiartzun, through subcontracted work to these centers, in 2023 employment was given to 175 people, 45% of which were women. The volume of subcontracting rose to €2.9M. This represents a 31% increase in the number of people employed compared to the previous year.

At Gantner *Nüziders* this commitment to disability has the same focus; for 20 years we have subcontracted part of the production to entities that promote the integration of these people.



SALTO team

TALENT DEVELOPMENT: TRAINING AND WORK OPPORTUNITIES

We are committed to developing people's talent, which is why we offer different types of training courses, both professional and in other areas.

Likewise, we collaborate with different entities so that the younger people can have access to work opportunities.



SALTO team

TRAINING

Over 2023 we offered training courses in:

- o Eco-design and evaluation of the product life cycle: aimed at people from R&D, quality, commercial, marketing, product management, purchasing and operations.
- o Equality between women and men.
- o Classes in 5 languages for people who request this.



In addition to these actions, we have the LMS tool (Learning Management System) that has different online training programs. From this tool we obtained the following data:

	SALTO GROUP	SALTO Oiartzun	Offices	Gantner Nüziders
Training hours	3,103	529	1,372	1,202
Hours/Person	1.21	1.07	1.01	1.71

This training represents, compared to the previous year and for the case of SALTO Oiartzun and the offices (BUs), a variation of:

	2022	2023	2022 vs 2023
Training hours	1.293	1,901	+46%
Hours/Person	1.34	1.03	-23.1%

The average number of training hours per person reduced by 23.1% whilst the total number of hours and the number of people increased. This reduction is due to the fact that more people signed up to training courses through the LMS but, due to time constraints, dedicated less time to the completion of these.

In the case of SALTO Oiartzun, the total number of training hours per persona amounts to 28.1. This contemplates LMS hours and continuous training hours.

SALTO team

WORK OPPORTUNITIES

As far as work opportunities are concerned, we participated in several job fairs such as:

- *Be Basque Talent* in Germany
- NCE with Adegí
- Job fair at the Engineering School at the University of Navarre
- Company Day at the University of the Basque Country

Added to these participations, we collaborated with the University of Deusto to promote the Masters in Computation and Smart Systems, and the Degree in Mathematical Engineering.

On the other hand, at Gantner we have an apprentice program in which training in technical knowledge is provided, taking into account the demand of the labor market. In this way, an easy insertion into the labor market is sought for these apprentices.

We currently have 38 students in the Group, and in 2023, 7 interns were hired as full-time employees.



SALTO team

COMMITMENT TO HUMAN RIGHTS

Through the Code of Conduct we commit to fighting for the protection and preservation of human rights in all our operations around the world and ensuring that we are not complicit in any act of human rights abuse.

For this same reason, we are not going to get involved in activities that encourage any form of human rights abuse. Equally, we are not going to establish commercial links with any entity that does not comply or has failed to comply with respect for human rights.

In 2023 no case of the infringement of human rights was reported.



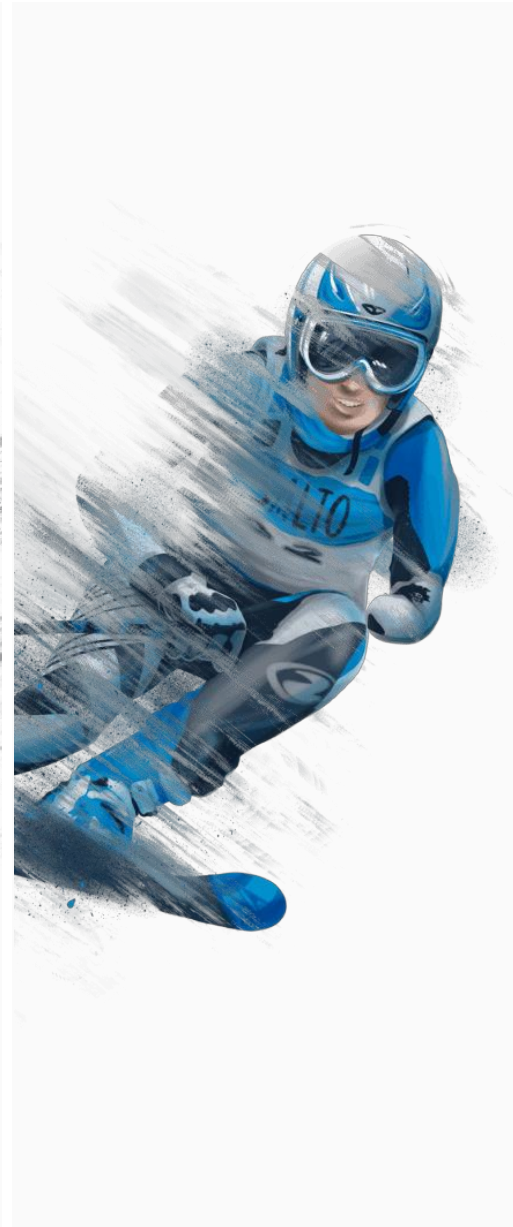
Local Environment & community

FREE2MOVE

This is the social initiative that the SALTO Group uses to support projects with the same purpose: eliminate barriers, allowing sport to be accessible to all.

The free2move activity is centered around 4 large lines:

- Adapted sports
- Sports & Health
- Corporate sponsorship
- Social initiatives.



Local Environment & community

FREE2MOVE

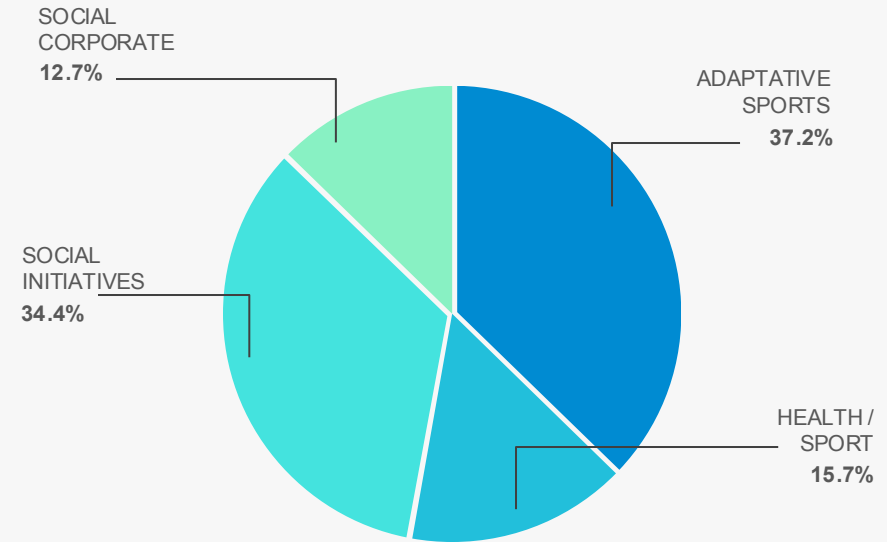
We want to give visibility to athletes with disabilities and who practice **adapted sports**, enabling them to be a source of inspiration for more people.

Currently, Free2Move has more than 18 adapted sports projects in more than 10 different countries. At the same time, and for its workers, SALTO encourages the pursuit for better health and fitness through sports.

In addition, and also through free2move, we support and work alongside change agents who carry out **social initiatives** that seek to improve the quality of life of the most needy people.

Corporate sponsorship In our desire to support and recognize people's potential, at SALTO we collaborate with different foundations, associations and sports teams, as long as their objectives are aligned with adapted sport, accessibility, integration and equal opportunities.

The **economic contribution** from SALTO Oiartzun and the BUs in 2023 reached a total of **€324,092**, compared to the €237,393.80 in 2022. This amount was assigned to each of the main action programs:



Adaptive sports	€120,500
Health / sport & equality	€50,950
Social initiatives & emergency response	€111,392
Social corporate sponsorships	€41,250

Local Environment & Community

FREE2MOVE

Gantner in turn made donations in 2023 of €5,996, which when added to the amount contributed by Oiartzun and the BUs, comes to a total of €330,088.

In the area of adapted sports, the projects center around 7 sports disciplines:

- Football
- Track and Field
- Wheelchair basketball
- Para-triathlon
- Handcycling
- Winter Sports
- Wheelchair fencing



Local Environment & Community

IMPORTANT MILESTONES IN 2023

Athletes sponsored by SALTO Free2Move received prizes and broke records in their disciplines:

- The athlete Catherine Debrunner received the World Sports Laureus Award for the Disabled Athlete of the year in May
- The Dutch athlete Sidney Bitto returned stronger than ever from his rehabilitation, with an inspiring comeback at the European Handbike Championships
- The paracyclist Emma Lund won gold at the 2023 UCI World Cycling Championship
- Catherine Debrunner won the TCS New York marathon in a record time

We sponsored two adapted sports teams:

- SALTO became the official sponsor of the Real Sociedad en la Liga Genuine team (a national football competition for people with intellectual disabilities)
- We renewed our sponsorship of the Bera-Bera wheelchair basketball team

We raised 10,064 dollars for the Paralympics in Australia

We held the 26th edition of the SALTO Classic 15k with more than 2,000 participants. Funds were raised for research into cancer through the 5K Miles SALTO race

Over the next few years, the free2move activity is going to be particularly centered on the following objectives:

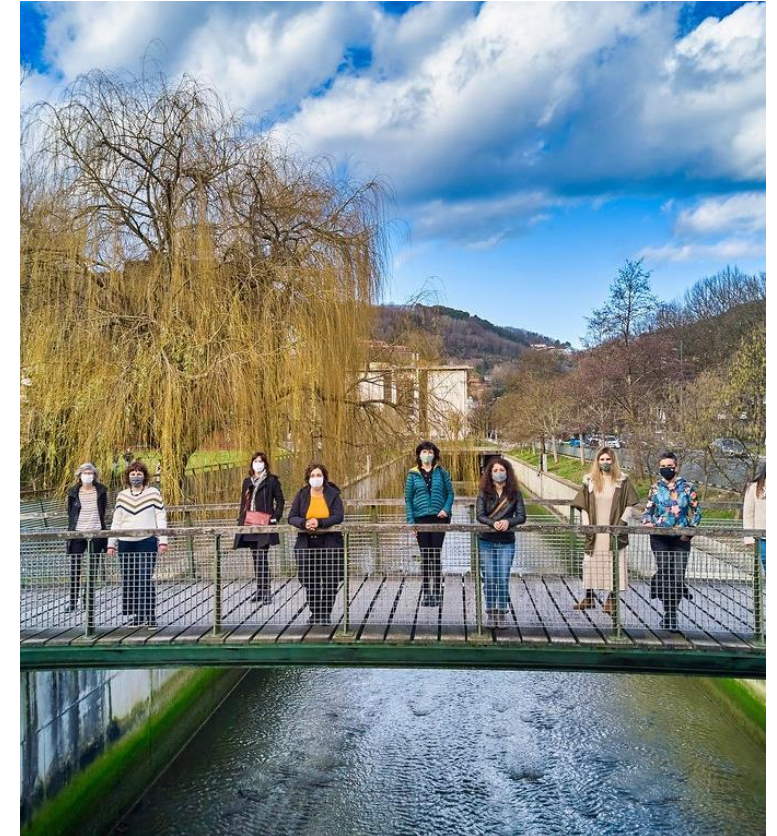
- Promoting awareness around adapted sport and improving access to the sporting activities in communities and regions all around the world.
- Boosting sport as a tool for the integration and socialization of young people. Encouraging people with a disability to join sports teams for the disabled.
- Making visible and giving support to the Paralympics. We want to eliminate possible prejudices regarding the potential of the disabled.
- Getting involved in social initiatives and being a part of sports activity programs which contribute to communities and regions all around the world.

Local Environment & Community

OTHER SOCIAL INITIATIVES

As well as Free2Move, SALTO Group's commitment to society is also reflected in other initiatives with social purposes, such as:

- The previously mentioned collaboration with the Programa *Emakumeak Zientzian*
- Visits to educational centers. In 2023, SALTO Oiartzun received visits from people from Don Bosco's Professional Diploma in Mechatronics, students and teachers from Kenya from the Degree in Electronics and Mechanics, also from Don Bosco, and students from the University of the Basque Country's School of Engineering.
- We donate blood 2 times a year
- We collaborate with the Batzen program for the insertion into the job market of young people from disadvantaged backgrounds.



06.

Ethical commitment

Ethical framework and Compliance

SALTO is firmly committed to the carrying out its activities ethically and responsibly.

It holds strong values that highlight the role of individuals within the organization and their responsibility towards clients and society at large. It makes an effort to promote a culture of compliance, not just with the applicable regulations, but also with the best ethical business practices.

For all these reasons, we strive to build and apply solid internal governance frameworks that support and guarantee transparency and integrity in our activities.

CODE OF CONDUCT

The Code of Conduct is the cornerstone of the SALTO Group's ethical business culture. It defines and develops the principles that must govern and guide the activity and actions of all the SALTO Group teams, in such a way as to ensure that these actions conform to the values of the organization. It applies to everyone who makes up the organization, regardless of which country or society they operate in.

All these values and principles together constitute the ethical model of behavior of the SALTO Group, and reflect its commitment to the principles of compliance and transparency in all its areas of action.

The first Code of Conduct was approved by the Board of Directors in November 2019 and is available on the corporate website. The latest update of this was approved by the Board of Directors in July 2023.

It is known by everybody at the company and is available to anyone who requests it.

Suppliers from countries with higher risk are requested to make a commitment in the form of a specific Code of Conduct, with social, environmental, labor and gender equality issues.

CORPORATE POLICIES

SALTO has a series of corporate policies that seek to develop in greater detail the commitments included in the Code of Conduct for some specific matters. The objective of these Policies is to reinforce the organization's responsibility in some specific areas and to ensure the development of its business and business practices in accordance with them.

Specifically, in the year 2023, SALTO worked on developing and approving the following Corporate Policies that can be consulted on the corporate website:

- The Corporate Data Protection Policy, which seeks to reinforce the SALTO Group's commitment to protecting the right to privacy and data protection.
- Policy for the Internal Infractions Information System, which seeks to establish the general principles that should govern and inspire the Internal Information System deployed in the SALTO Group (as detailed in the following section 4), as well as the protection guarantees that aid people who report or reveal violations in accordance with this.

Ethical framework and Compliance

COMPLIANCE

The SALTO Group's commitment to integrity and transparency makes it advisable to develop and document a compliance system, which helps to guarantee the actions of all people who are part of the Group in accordance with current regulations and the best business ethics practices and that helps to prevent, detect and manage risks early, especially those of a criminal nature.

For this reason, SALTO has a Corporate Compliance Committee, whose mission is, among others, to safeguard the promotion and deployment of the Group's compliance program. In 2023, the Board of Directors approved the new composition of this Corporate Compliance Committee.

INTERNAL INFRACTIONS INFORMATION SYSTEM AND ETHICAL CHANNELS

In July 2023, the Board of Directors approved an Internal Infractions Information System ("IIS") which seeks to give the SALTO Group the effective tools and procedures to allow the communication, detection, control and monitoring of certain potential infrastructures or non-compliances.

Currently, the SALTO Group's Internal Infractions Information System is made up of:

- **The Ethical Channel.** This is the channel of confidential communication that has been established in order to allow both people in the organization and other interested parties (such as suppliers, collaborators, etc.) to present communications about (i) violations of the Code of Conduct and other internal regulations and/or (ii) violations of legislation that fall within the scope of application of the Channel. The Ethical Channel can be accessed with the following link: <https://SALTOsystems.integrityline.com/>
The Ethical Channel is regulated in both the Policy of the Internal Infringement Information System and in the Procedure of the Internal Information System, which guarantee due confidentiality, the protection of the person reporting and the absence of retaliation regarding communications made in good faith.

- **The Responsible Function of the IIS.** The Responsible Function of the IIS is the collegiate body in charge of the management of the Internal Information System and the Ethical Channel of the Group's parent company.
The Responsible Function of the IIS. The Responsible Function of the IIS is the collegiate body in charge of the management of the Internal Information System and the Ethical Channel of the Group's parent company.
In July 2023, the SALTO Systems S.L. Board of Directors designated the Corporate Compliance Committee as the Responsible Function of the IIS.
- **The Procedure of the Ethical Channels.** This Procedure regulates the management and processing of the communications received through the SALTO Group's Internal Information System.

In addition, in November 2023, the Board of Directors approved the creation of an Auditing and Compliance Commission. This Commission has a consultative and non-executive nature and its objective is to provide assistance to the Board in its supervisory work, in the following matters (a) audit, (b) financial and non-financial information, (c) legal (d) compliance and governance and (e) risks.

During 2023, there were no legal actions related to unfair competition and monopolistic practices and against free competition.



Fight against corruption and bribery

The Code of Conduct contains the anti-bribery and anti-corruption regulations:

“We must not, indirectly or indirectly, accept, offer, promise, grant or authorize the delivery of a bribe, improper commission, payment or any element that may be interpreted as such to a third person, whether this is authorities or public official personnel or in the private sector, in order to influence its actions or decisions, or prevent it from acting, with the intention of obtaining favorable treatment, contracts or an improper advantage. This prohibition also affects what are known as facilitation payments.”

Additionally, with the objective of preventing bribery and improper payments, payment control procedures in the group have been established. By virtue of these procedures, SALTO Oiartzun controls 100% of the payments made in the group companies considered to be the most critical. Furthermore, in the future it is forecast to progressively integrate more companies into these payment control processes, such as the subgroup companies Gantner and Vintia.

Over 2023, no cases of corruption and/or bribery were detected.



Cybersecurity

The management of cybersecurity at SALTO is focused on integrating cybersecurity into the strategic and operative decisions of the group, and to consider it from the design of new products and processes, and is supported by the following pillars:

CYBERSECURITY CULTURE

SALTO considers that it is fundamental to promote a culture of cybersecurity in the whole group, ensuring that all the employees, at all levels of the organization, have the information and knowledge required to minimize exposure to cybersecurity risks. As an example, over the whole of 2023, work was carried out to increase information security awareness among all employees and the number of phishing campaigns launched at employees of Group companies increased.

RISK MANAGEMENT

In order to minimize the impact on the business and on the continuity of the critical processes, SALTO regularly carries out a security risk analysis under a Governance Risk and Compliance process. Over 2023, new companies in the Group were incorporated into this process. Likewise, the implementation of business continuity plans in the group's companies is being promoted to preserve the continuity of business processes and services if faced with disruptive incidents.

CERTIFICATES

SALTO seeks to certify the companies and branches in the group that are more susceptible as far as security is concerned, promoting information security systems certified by third parties. Over 2023, work was undertaken to extend the ISO 27001 certification on Information Security to more of the Group's companies, resulting in the number of certified companies increasing considerable.

SECURITY STRUCTURE

To lead the deployment of the cybersecurity model in the whole group, SALTO has a security infrastructure and governance model based on several lines of defense. Likewise, the Security Committee is periodically convened. This is represented by Senior Management and its objective is to supervise risks and promote the adoption of security policies and standards in the group's companies to place cybersecurity at the center of the strategy, generating trust and value for the group's stakeholders.

07.

Annexes

About the report

This Sustainability Report seeks to answer to the requirements established by Law 11/2018, based on international reference standards.

The objective is essentially to convey the most significant information on the economic, social and environmental performance of the company in 2023.

SCOPE OF THE INFORMATION

This is the sixth report on this subject prepared by the company, and a major effort has been made to provide information on all the companies and business units that make up the SALTO group. With the aim of continuing to improve in this area, work on the company's information collection system is ongoing. This aspect will be made easier with the implementation of a new ERP for all the Group's companies.

The data presented comply with the Global Reporting Initiative (GRI) international standard and, at the end of the report, there is a table indicating the relationship between the data provided, the GRI indicators and the corresponding SDG in each case. The report has been prepared taking into account the requirements of the Global Compact in the preparation of progress reports.



Content of the report

GRI table

CONTENT OF LAW 11/2018	LOCATION/DIRECT RESPONSE	GRI
BUSINESS MODEL	Pages 4-40	102 and 103
Corporate environment	Pages 4-22	
Organization and structure	Page 10	
Markets	Pages 18-22	
Objectives and strategies	Pages 32-34	
Factors and trends that may affect the evolution	Pages 4-27	
Policies	Pages 32-34	
Risks	Pages 26-27	

CONTENT OF LAW 11/2018		LOCATION/DIRECT RESPONSE	GRI
ENVIRONMENTAL ISSUES			
Pollution	Measures to prevent, reduce or repair any atmospheric, noise, light pollution	Page 52 Noise pollution is not relevant for the activity of the company	416-1
Circular economy, waste prevention and management	Prevention measures	Pages 56-58	
	Recycling, reuse	Page 55	301-2 / 301-3
	Waste recovery and elimination	Page 55	306-2 / 306-3 / 306-4
	Actions to combat food waste	Not a material area	Not applicable
Sustainable use of resources	Water	Page 54	303 (from 1 to 5)
	Consumption of raw materials	Page 53	301-1
	Energy consumption (measure for energy efficiency and the use of renewable energy)	Pages 46-47	302 (from 1 to 4)
Climate change	Emissions of greenhouse gases	Pages 48-51	305 (from 1 to 7)
	Adaptation to climate change measures	Pages 43-51	307-1
	Reduction targets and implemented measures	Pages 43-51	305-5
Protection of biodiversity	Measures to preserve or restore the biodiversity	Not a material area	Not applicable
	Impact caused by the activities or operations in protected areas	Not a material area	Not applicable

CONTENT OF LAW 11/2018		LOCATION/DIRECT RESPONSE	GRI
SOCIAL AND PERSONNEL ISSUES			
Employment	Total n° and distribution of employees by gender, age, country and professional category	Page 63	401
	Total number and distribution of employment contract types	Page 63	401
	Annual average of permanent contracts, temporary contracts, and part-time contracts by gender, age and job category	Page 63	401
	Number of dismissals by sex, age, job category	The n° of dismissals in the Group in 2023 was 50, 26% women	401
	Average salaries and their evolution disaggregated by sex, age and professional category	Page 63	405-2
	Pay gap	Page 68	405-2
	Average salaries of board members and directors	The company directors do not receive remuneration for being directors.	405-2
	Implementation of disconnection from work policies	The company does not have a disconnection from work policy	405-2
	Employees with disabilities	Page 69	405-1
Work organization	Organization of working time	The workforce is subject to the collective bargaining agreement of their respective country, and the number of working hours is established based on each country's legislation.	102-8
	Number of hours of absenteeism	Page 64	403-2
	Measures aimed at achieving a work-life balance	Page 66	401-3

CONTENT OF LAW 11/2018		LOCATION/DIRECT RESPONSE	GRI
SOCIAL AND PERSONNEL ISSUES			
Health and safety	Health and safety conditions at work	Pages 64-65	403 (from 1 to 3 and from 6 to 8)
	Occupational accidents (frequency and severity) and occupational illnesses broken down by gender	Page 64	403-9 / 403-10
Social relations	The organization of social dialogue, including procedures to inform and consult personnel and negotiate with them	Page 63	402-1
	Percentage of employees covered by the collective bargaining agreement by country	Page 63	102-41
	Balance of collective bargaining agreements: field of health and safety at work	Pages 64-65	403-4
Training	Policies implemented in the field of training	Pages 70-71	403-5 / 404-2
	Number of hours of training by professional category	Page 71	404-1
Accessibility	Policy to combat all types of discrimination	Page 62	103-2
	Diversity management policy	Page 62	
	Universal plan for people with disabilities	Page 69	
Equality	Measures adopted to promote equal treatment and opportunities among men and women	Pages 67-68	
	Equality plans	Pages 67-68	
	Measures taken to promote employment	Pages 67-68	
	Protocols to combat sexual harassment and gender-based harassment	Pages 67-68	
	Measures to address integration and accessibility for people with disabilities	Pages 67-68	103-2
	Policy to combat all types of discrimination	Pages 67-68	406-1
	Diversity management policy	Pages 67-68	405-1

CONTENT OF LAW 11/2018		LOCATION/DIRECT RESPONSE	GRI
INFORMATION ON HUMAN RIGHTS			
Due diligence	Due diligence procedure	Pages 73, 79-83	
Prevention	Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and repair possible abuses committed		412-1 / 412-2 / 412-3
	Balance of collective bargaining agreements: field of health and safety at work		411-1
Ethical channel - Ethical mailbox	Complaints for cases of human rights violations		407-1
	Promotion of and compliance with fundamental ILO conventions - freedom of association		
	Guaranteeing the right to collective negotiation.		
Human rights principles	Effective abolition of child labor		
	Elimination of forced or compulsory labor		
	Elimination of discrimination in employment and occupation		

CONTENT OF LAW 11/2018		LOCATION/DIRECT RESPONSE	GRI
INFORMATION ABOUT THE COMPANY			
Corruption and bribery	Measures adopted to prevent corruption and bribery	Page 82	205
	Measures to combat money laundering	Page 82	103-2
	Contributions to foundations and non-profit organizations	Pages 75-78	103-2 / 201-1
Commitments	Impact of the company's activity on local employment and development	Page 40	203-1 / 203-2 / 204-1
	Impact of the company's activity on local populations and the region	Pages 74-78	413-1 / 413-2
	Relationships with stakeholders in the local community and the types of dialogue with them	Pages 74-78	413-1
	Association or sponsorship actions	Pages 74-78	103-2 / 201-1
Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in the purchasing policy	Pages 36-39	103-3
	Consideration in the relations with suppliers and subcontractors of their social and environmental responsibility	Pages 36-39	414-1
	Supervision systems and audits and the results of these	Pages 36-39	414-2
Consumers	Measures for the health and safety of consumers	Product safety is one of the company's key competitive requirements and this is ensured by strict compliance with safety regulations by all products. Claims and complaints follow the process defined in the company's Management Manual.	416-1
	Claim systems		416-2
	Number of complaints received and their resolution	No. of product claims received in 2023 by SALTO and the BUs: 404, of which 96% have been closed. In 2023, 67,968 tickets were generated (consultations basically), of which 64 have been resolved.316 (94.6%)	
Tax information	Indicators of benefits obtained by country	Information not available	
	Taxes on profits paid and public subsidies received	Page 40	201-1 / 201-4



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