

MITSUBISHI LOGISNEXT EUROPE, S.A.



Logisnext

Logistical Equipment & System Solutions Next

Non-Financial Information Statement 31/03/2023

MITSUBISHI LOGISNEXT EUROPE, S.A.

Non-Financial Information Statement 31/03/2023

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Logisnext

Logistical Equipment & System Solutions Next

Chapter 1

INTRODUCTION



Introduction

This Non-Financial Information Statement is part of the management report of Mitsubishi Logisnext Europe S.A. (hereinafter MLESA or Company), as an annex thereto, and includes information on environmental and social issues, as well as those relating to personnel, the Company, respect for human rights and the fight against corruption and bribery. The content to be included in this Non-Financial Information Statement has been developed taking as a reference Law 11/2018, of December 28, which modifies the Commercial Code, the consolidated text of the Capital Companies Law approved by Royal Legislative Decree 1/2010, of July 2, and Law 22/2015, of July 20, on Audit of Accounts, in matters of non-financial information and diversity.

Throughout this Statement of Non-Financial Information, the description of the policies applied by MLESA regarding non-financial issues will be presented, as well as the results thereof, including key indicators. It has been prepared based on the expectations and requirements of the Stakeholders identified as a result of the evaluation and assessment work carried out in the year ended March 31, 2023, paying special attention to those issues that we have identified as most relevant to these, and which have the greatest impact on the Company's strategy.

To maintain the maximum rigor and transparency, this document has been prepared following the requirements of international standards of reference in

terms of Reporting, the selected Global Reporting Initiative (GRI) Standards, as well as those other criteria described in accordance with what is mentioned for each subject in the table "Index of contents required by Law 11/2018". The associated contents have been verified by Deloitte according to the ISAE 3000 standard.

Scope

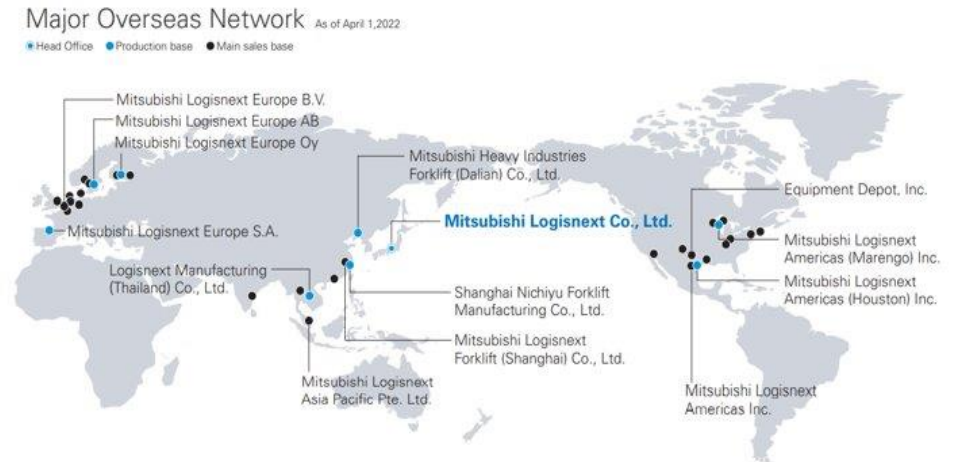
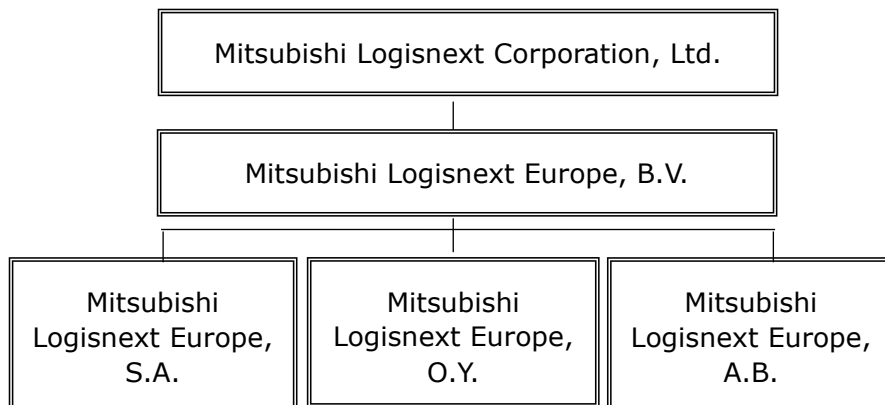
The period between April 1, 2022, and March 31, 2023, is covered. It is not necessary to provide comparative data as it is the first time that we publish a Statement of Non-Financial Information.



MITSUBISHI LOGISNEXT EUROPE, S.A. (MLESA)

Located in Navarra (Spain) it is one of the 14 global factories of Mitsubishi Logisnext (ML), one of the main providers of logistics solutions in the world. Electric and internal combustion counterbalanced forklifts are manufactured.

Within Mitsubishi Logisnext, the European division is Mitsubishi Logisnext Europe (MLE), which is made up of different entities. The headquarters are located in Almere (The Netherlands); and has three manufacturing plants in Järvenpää (Finland), Pamplona (Spain) and Mölnlycke (Sweden), and also has direct commercial branches in 9 countries that offer first-hand contact with our customers in these markets.



Values

The values of Mitsubishi Logisnext Europe S.A. are our essence. All of us who are part of the Group share these same values.

Mitsubishi Logisnext means offering a product under the highest safety and quality standards, to generate lasting links with our customers.

We respect the integrity and rights of each person and empower them to be the image of our entity.

Technology and the environment are fundamental pillars, we fight for the conservation of the environment at a global level through the development and implementation of cutting-edge technology in our products, so that they help us solve the challenges of future generations.

Management Policy



02 WHERE WE COME FROM

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Since 1989, MLESA is the only company in Spain that continuously produces forklifts. Its long and wide history has shaped the modern company it is today demonstrating its ability to adapt and evolve over the years.

1958

"Motorización
Agrícola"
establishment



1980

Nissan Motor
Ibérica S.A.



1989

Beginning of
Manufacturing trucks



2012

Creation of
Unicarriers
Corporation



2016

MHI acquires
UniCarriers



2020

Mitsubishi
Logisnext
Europe, S.A.



The MLESA company was founded in 1958 as a manufacturer of agricultural machinery but it was not until 1966 when it started at Motor Ibérica, which later became Nissan Motor Ibérica in 1980 when it was acquired by the Japanese vehicle manufacturer Nissan.

In 1989, more than 30 years ago, the company began to manufacture forklifts, becoming part of Nissan's forklift division in 1995, when Nissan Forklift España, S.A. was created. By 2008, more than 100,000 units of forklifts had already been manufactured.

In 2012 Nissan partnered with INCJ and TCM, agreeing to the creation of UniCarriers Corporation, becoming in 2013 UniCarriers Manufacturing Spain S.A.

Not long after, in 2016, Unicarriers Corporation was acquired by Mitsubishi Heavy Industries (MHI). In 2020, the legal name was changed to Mitsubishi Logisnext Europe, S.A (MLESA).

INTERNAL COMBUSTION FORKLIFT WITH (DIESEL AND LPG)

Diesel and LPG forklifts excel at heavy duty, versatile and intensive material handling. Its robust structure, advanced emission control and intelligent engine management systems are combined with an inherently stable design.

The range includes load capacities from 2.0 to 3.5 tons and all models come with a generous specification of advanced construction features series.



ELECTRIC FORKLIFTS

Mitsubishi electric forklift models offer robust and precise high performance indoors or outdoors. Its advanced systems ensure that its intuitive operation remains productive even on the longest shifts, and its comfortable work environment helps counteract operator fatigue.

The range includes load capacities from 2.5 to 5.5 tons and all models come with a generous specification of advanced construction features.



04 FISCAL YEAR EVOLUTION

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179M€ Sales <i>36% increase over the previous year</i>	6,6M€ EBITDA <i>44% increase over the previous year</i>
276 People (average) <i>29% increase over the previous year</i>	94M€ Total assets <i>5% increase over the previous year</i>

OUR KEY MILESTONES

The year has been marked by the incorporation of a new internal combustion model in production and instability in demand. At the beginning of the year, we started with a high backlog and the company's strategy was to increase production to reduce this backlog and also reduce delivery times. Therefore, the great challenge of the company has been to gradually adapt the personnel, the warehouse management, the manufacturing shifts, the logistics shifts, and the logistics system to the market needs. These changes in record time are what have allowed us to end the year by adapting the production rate to real demand.

1. Changes in the balance: Starting the year with a production of 14 Units/day, increasing in June to 37 Units/day, and reducing again in February to 28 Units/day.
2. New internal combustion model incorporation
3. Obtaining the award for the best sustainable product 2022. Our XL forklift model



EDIA XL: ARCHIE 2022 AWARD FOR THE BEST SUSTAINABLE PRODUCT OF THE YEAR

The effort in innovation and our concern for the environment have been rewarded.

Our EDiA XL forklift has received the Product of the Year award at the 27th edition of The Archies Awards, organized by the UKHMA trade organization.

The jury of the event determined that our electric forklift is a real alternative to internal combustion engine forklifts.

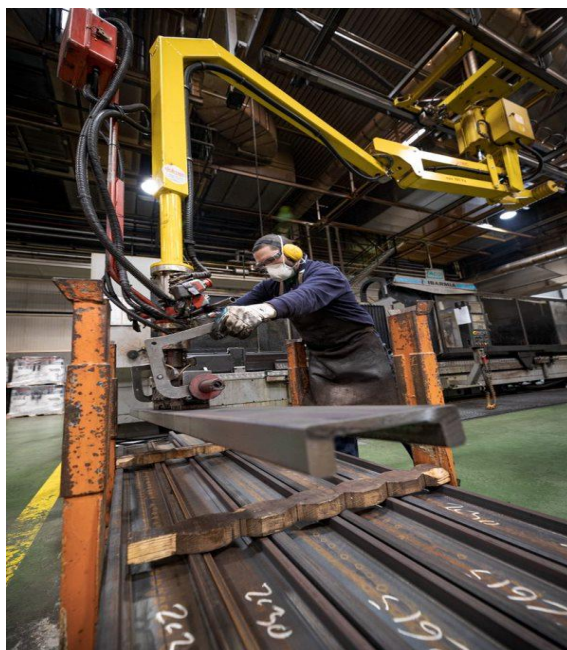
05 THE ETHICAL FRAMEWORK THAT GUIDES US

The ethical framework that guide us



From the beginning, we have been committed to carrying out activities in accordance with the highest ethical and legal standards. Each of the directors and employees of the company is personally responsible for ensuring that these standards are continuously maintained and that practices contrary to the law are not tolerated under any circumstances and for any reason. Failure to comply with these requirements endanger the name,

reputation, the integrity, and business activity of the company. For this reason, and although it is an objective of Logisnext to have a leadership position in the market and achieve business success, we cannot tolerate the use of business or personal practices that violate the order established to achieve it.



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✓ Equity as a principle

Our global Code of Conduct expressly states that we are firmly committed to the rights of our employees. Through this Code of Conduct, the company intends to support and develop a unique and consolidated common corporate culture, characterized by inclusiveness and mutual trust, in which everyone who works for Mitsubishi Logisnext Europe, S.A. regardless of their condition are treated fairly, with dignity and respect without regard to race, color, religion, political conviction, sex, age, national origin, sexual orientation, marital status, disability or any other characteristic protected by local or national laws.

In the Group, and therefore in Mitsubishi Logisnext Europe S.A., we will not tolerate discriminatory treatment of any kind. Our management supports the commitment acquired by the Group in terms of equality. From MLESA, we have committed ourselves to establishing and developing the necessary policies that

05 THE ETHICAL FRAMEWORK THAT GUIDES US

integrate equal treatment and opportunities between men and women, without any type of discrimination based on sex. This commitment is reflected in the sixth final provision of our collective agreement. Likewise, we are committed to fostering and promoting the appropriate measures aimed at achieving real equality within our company, establishing equal opportunities between men and women as one of the strategic principles within the Corporate Policy and Human Resources of the company.



✓ Defence of Human Rights

Ensuring respect for Human Rights throughout the entire value chain is one of our priorities. For this we take as reference, among others:

- The Universal Declaration of Human Rights.
- The United Nations Guiding Principles on Business and Human Rights.
- The Fundamental Principles and Rights of the International Labor Organization (ILO).

At the Company we are committed to preventing and mitigating possible harassment, physical and psychological punishment, and any abuse that our employees may suffer. To ensure that this is complied with, we carry out training and campaigns with the aim of encouraging anyone who has suffered any similar treatment to report this situation through the complaints channel that we have made available.

- Address to make an online complaint online.

@ mitsubishilogisnext.navexone.eu

- Complaints channel telephone number:

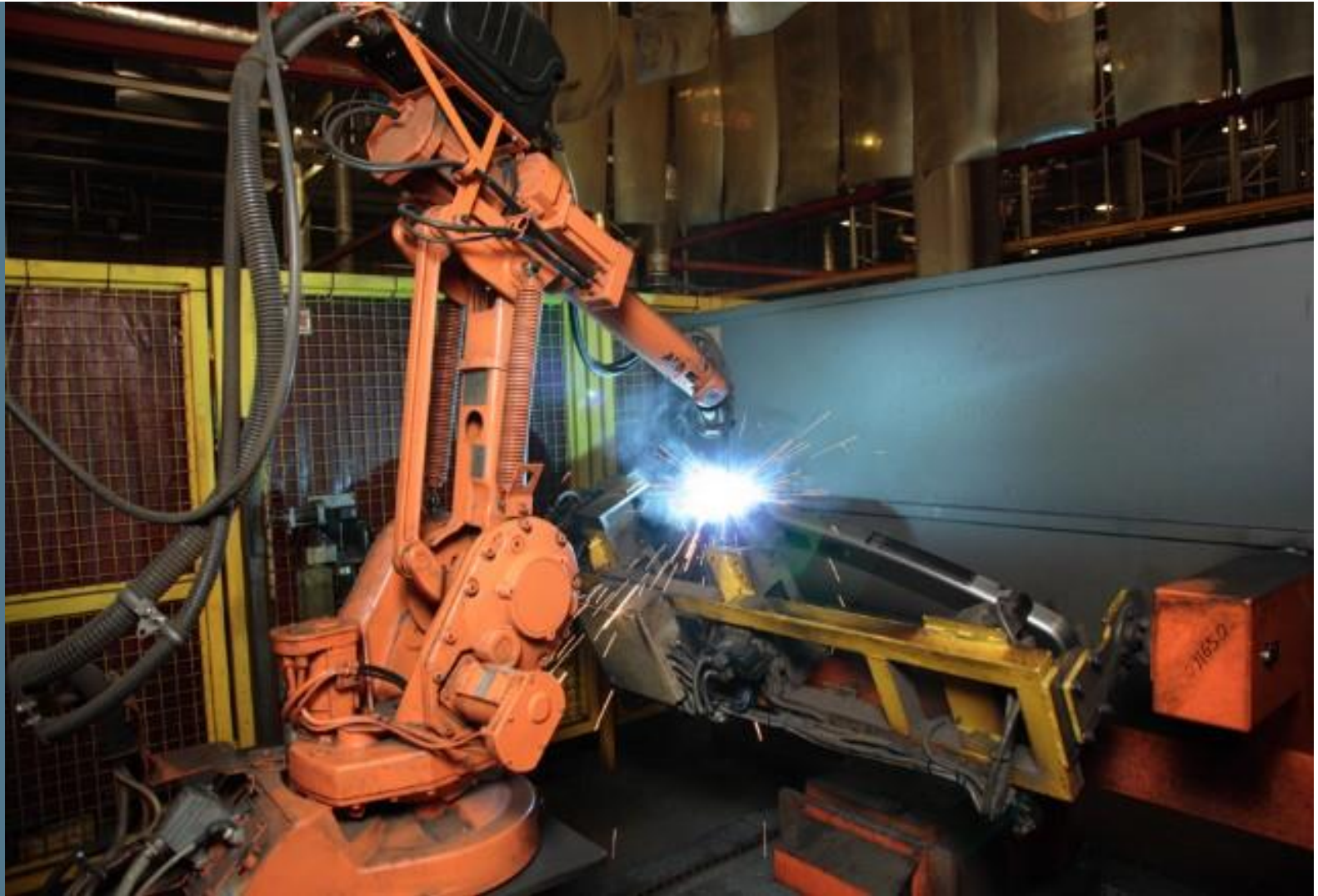
☎ +34 900 876 131

- The channel is outsourced to guarantee anonymity and ensure impartial treatment.

Our complaints system is centralized in the Group, so all complaints that can be made from any Group company, in any geographical point, are collected in a single mailbox. At the Company, we have developed an action plan for these violations through the Harassment Behavior Protocol. Throughout the year ended March 31, 2023, we have not received any complaints for this reason or any other.

Chapter 2

OUR CORNERSTONES



06 OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

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At the Company, we have committed to approaching our business sustainably in accordance with our corporate philosophy of:

“Moving the world forward as the leading provider of innovative logistics and material handling solutions”.



Generating a positive impact on the environment and on society cannot be carried out without addressing the complexity of the challenges defined by

the United Nations Sustainable Development Goals (SDGs).

We want to give a boost to the SDGs with the aim of integrating commitment, dissemination, and action in favor of compliance with the global agenda into the culture. To this end, the Group to which we belong has worked on various initiatives and some SDGs have been selected as preferred to monitor compliance with the commitments associated with them in each pillar.

Policies related to the SDGs

At the Company, as a manufacturer of forklift trucks that support logistics operations around the world, we support the goals of the SDGs defended by the United Nations, offering solutions to social problems through our commercial operations, and we contribute to the sustainable development of the planet

and society in general, while helping to build a better future.

1. Environment conservation

stakeholderenvironment with a global perspective.

For further details, see chapter "4. Our environment."



2. Development of local communities

We will establish good relationships with stakeholders, offer solutions to social problems through our business operations and contribute to the continuous development of local communities. For further details, see chapter "5. Our contribution to the Society"



06 OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

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3. Development of our employees



We will respect the human rights, individuality and creativity of each person who makes up the Company, provide a rewarding work environment, support personal growth and develop staff that is capable of supporting our global society.

For more details see chapter "3. People"

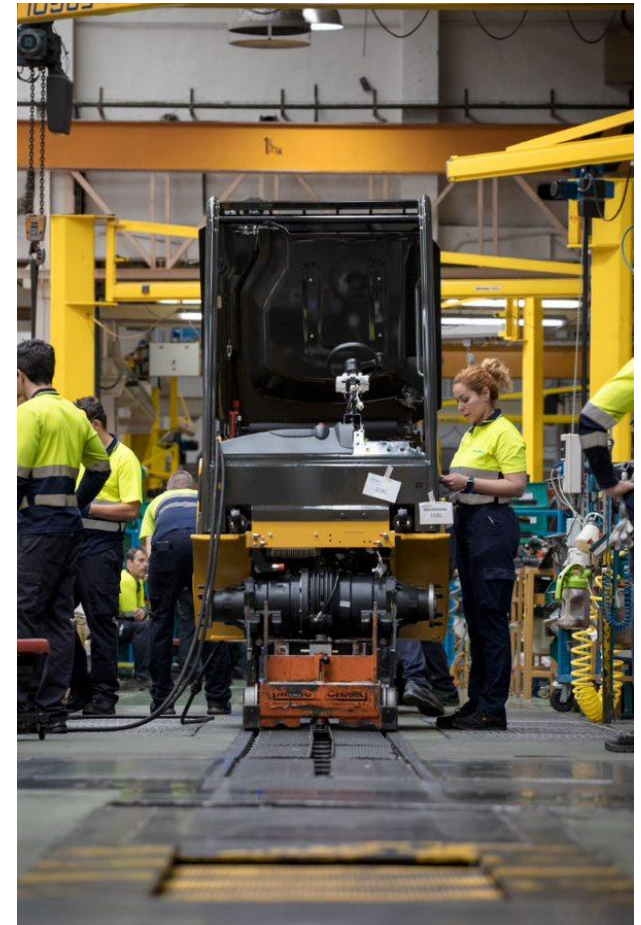


4. Strengthening corporate governance

We will implement an effective corporate governance system to ensure fair and honest business practices while delivering on our social commitments.



For more details see chapter "5. Our contribution to Society"



06 OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

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People, our focus

We have identified eight SDGs of particular relevance to our activity and our stakeholders.



Our prioritization of the SDGs



Ensure women's full and effective participation and equal leadership opportunities. Promote women's empowerment.



Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.



Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

The value creation, our priority



- ✓ Make cities more inclusive, safe, resilient, and sustainable by promoting sustainable mobility.
- ✓ Ensuring sustainable consumption and production patterns.

- ✓ Increase the share of renewable energy consumed and boost energy efficiency.

Let's respect our environment



- ✓ Ensure inclusive, participatory, and representative decision-making at all levels that responds to needs.
- ✓ Promote and implement non-discriminatory laws and policies for sustainable development.

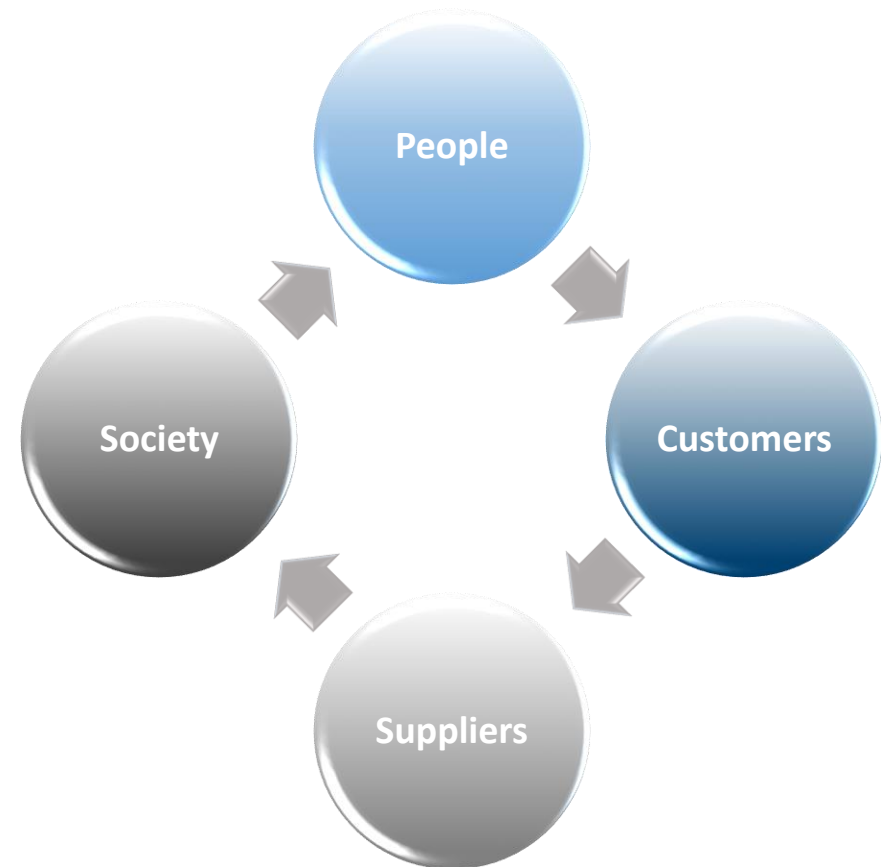
07 BUILDING TRUST RELATIONSHIPS

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We are committed to meeting the needs and expectations of our stakeholders.

Stakeholders are defined as entities or individuals who can reasonably be expected to be significantly affected by our activities, products or services, or whose actions can be expected to affect our organizational ability to successfully carry out our strategies and achieve our objectives.

Our relations with them take as principles transparency and trust, to establish lasting relationships and contribute as much as possible to society through our economic activity.



Our dealings with suppliers

At Mitsubishi Logisnext Europe S.A. we consider it essential that our supply chain is aligned with our values and requirements in terms of health and safety, respect for human rights, environment, ethics, and integrity. One of our goals is to foster social responsibility in our supply chain.

The bulk of the volume of purchases is concentrated in the components necessary for the manufacture of forklifts, to which we add a large network of suppliers that we have in our daily operations: maintenance, manufacture of tools, new infrastructures, etc.

MLESA's purchasing policy is based on the proximity of its supply chain, the proximity to our suppliers is what allows us to optimize the manufacturing process, through the delivery of sequenced materials for daily production.

In turn, this proximity to our supply chain promotes and energizes the environment around us in labor and economic.

Mitsubishi Logisnext Europe S.A. annually purchases 40.9 million euros worth of components for its production from 41 local suppliers (within a radius of less than 200 km); to which are added another 5.7 million euros in services to local companies (within a radius of less than 200 km).

To determine whether a supplier meets the necessary requirements to supply us, it must be previously audited according to the criteria of the Mitsubishi Logisnext group.

From MLESA we are very committed to sustainability, with a supply chain equally involved with the environment, with the objective that all our suppliers are governed by ISO 14001.

In those cases, in which the supplier does not yet have the required certification, the supplier must fill out a questionnaire that allows us to evaluate the commitment of our potential collaborators to the



environment and its evolution over time.

Product safety and quality, a key pillar of customer satisfaction

Forklifts must be safe both for the operator who uses them, for the load they are transporting and the people who work around.

07 BUILDING TRUST RELATIONSHIPS

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At MLESA, our products go through strict quality controls both in their design phase and during the production process.

During the production process, not only the basic operation of the truck is checked, but 100% of the demanding

products are also tested for speed, braking, turning capacity and load.

The latest technologies such as Artificial Vision are used to evaluate the speed of lifting, lowering and tightness of the entire hydraulic circuit. All this is completed with a final inspection process by the Quality Control team that certifies that the truck meets all the requirements.

An example to follow in quality

Our assembly line has a quality control section once the assembly phase of the truck is completed. This section discusses whether the product is safe and offers its highest performance. The relevance we give to this section is reinforced through ISO 9001, which certifies the high standards with which our product meets

in terms of quality, and the declaration of conformity. This declaration is always provided to customers and can be found on the corporate web portal available to the entire commercial network.

Our entity has been able to adapt to a multitude of contexts and situations that have taken place since our foundation. This ability to adapt, we have been able to transfer it to our product. It is a product that adapts to the needs of our customers. That is why we have various ranges and accessories that complement each machine in a unique way and adapted to each unique need that our customers transmit to us.

Guarantee

We must consider that our business model takes place in a "Business to Business" framework, so our machines mostly cover the needs of other companies.

At MLESA we are highly committed to offering a quality and safe product. When we develop a truck, we put all our effort into it so that these qualities endure in the product over time. The maintenance of these qualities also depends on us, so we have worked on the development and implementation of a single system for the management of complaints related to our products and services, which is led and centralized by the Group. From the Group we derive all those claims that are associated with incidents occurred in our production plant

We have a corporate complaints and claims procedure in which the process to be followed is established from the moment the claim is received, to the collection of information, evaluation, and classification of the incident. That is, the internal procedure establishes the guidelines to be followed from the opening of an incident to its conclusion.

Communication channels

Customer satisfaction is our priority so at the corporate level we consider that communication with customers must be fluid. From Noain, Navarra, we serve part of the European market by providing forklifts and spare parts for Mitsubishi machines to continue working and offering the highest performance. We ensure the quality that Mitsubishi

Logisnext provides by being geographically close to the European market.

Communication with customers is mainly done through the commercial network that Mitsubishi Logisnext Europe has for each market and that provides information on the quality of our products and services.

On the other hand, customer visits to the factory are a very common communication tool and used by the commercial network since it allows the customer to see the production process of our product and have direct contact with the factory staff on the day of the visit.

07 BUILDING TRUST RELATIONSHIPS

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MAIN COMMUNICATION CHANNELS

Surveys



Mailbox



Telephone



Corporate web



Intranet



Regular meetings



In this line, **we operate with justice, transparency, and equity, protecting the common interest of all of them**, also safeguarding that of the Company, understanding that trust and commitment are pillars to maintain a professional relationship with a lasting vocation. For this it is essential to have a fluid and clear communication, allowing the exchange of ideas and opinions.



08 MATERIALITY ANALYSIS

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In the Group to which we belong, an identification of the most relevant issues in terms of sustainability has been carried out through a materiality analysis.

Specifically, the Group has identified 14 material issues in consideration of their relevance to the business and their influence and interest for stakeholders. In addition, key performance indicators have been established for each material theme,

through which performance in these material matters can be evaluated and reported.

Carrying out the materiality analysis is essential to understand the expectations of stakeholders, plan an adequate response and make commitments on issues that are not only economic; but also environmental, social, and good governance. Therefore, for our part, in

line with the work already done in the Group, we have proceeded to carry out our own materiality analysis, adapting it to our geography and the concretions of our business. We have done so following the best practices in the field, in accordance with the requirements of the GRI standard and the latest requirements in this area.



08 MATERIALITY ANALYSIS

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The methodology consisted of 3 phases: **Identification, Prioritization and Validation.**

Based on what has been identified, we develop and apply various commitments, policies, management procedures and mitigation measures to act accordingly. Our management model is based on the identification of the possible impacts and risks in sustainability that may arise from our activities, as well as the impact that sustainability risks have on our business.



1. Identification of material aspects of sustainability

The objective of this first phase is to understand the needs and requirements of the different stakeholders, as a source to define the main ESG issues on which we must focus. To this end, we have held meetings with the company's main stakeholders and have carried out an analysis of the internal and external context:

- ✓ Internal context analysis: review of all information related to ESG that is available within the company and the Group, and communications received from stakeholders.
- ✓ External context analysis:
 - Review of public documentation of sustainability of competitors.
 - Examine the legal obligations that affect or could affect us in terms of sustainability (the Non-Financial

information Law, the Corporate



Sustainability Reporting Directive, the Corporate Due Diligence Directive on Sustainability and Human Rights, the Environmental Taxonomy, the law on Climate Change and Energy Transition.

- Check of the news that have been published by Mitsubishi Logisnext Europe S.A. in the press, identifying the matters reflected from April 1, 2022 to March 31, 2023.

08 MATERIALITY ANALYSIS

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As a result, 14 potential material issues have been obtained in the Environmental, Social or Governance field, which have served as the basis for the second phase of the process.



2. Priorization of the relevant topics

To proceed to prioritize the 14 themes



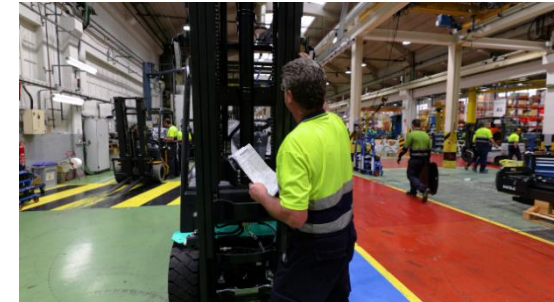
identified in the previous phase, we have considered the valuation for external importance and the valuation for internal importance.

-External Importance Assesment: The number of times each of the 14 themes are mentioned/appear as relevant topics for the different stakeholders has been counted and weighted.

- Assessment of internal importance: Surveys have been carried out with the people responsible for the key areas so that they can proceed to their

assessment. Concretely 12 managers have participated in the assessment. These surveys and meetings have highlighted the operational and reputational importance of each of the relevant issues previously identified.

All of the above, has allowed to us to order matters According to the degree of relevance to stakeholders and to the business.



3. Validation

Once the analysis has been completed and quantified, a consolidation and weighting of the results obtained has been carried out, and a validation of the results has been carried out.

08 MATERIALITY ANALYSIS

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Main results

From this work, knowledge of the most relevant aspects for both stakeholders and Mitsubishi Logisnext Europe S.A. emerges.

All these issues influence our ability to create value, with a special focus on the 5 priorities:



E nvironmentals

- ✓ Energy efficiency

S ocials

- ✓ Product quality and safety
- ✓ Customer satisfaction
- ✓ Occupational health and safety

G overnance

- ✓ Ethics and compliance



Chapter 3

PEOPLE



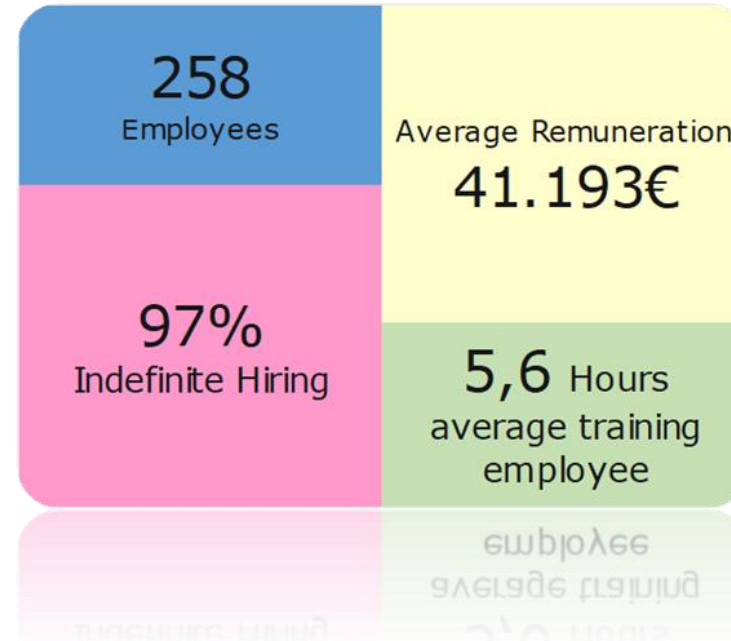
09 WE ARE OUR PEOPLE

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We are very aware that without people we cannot be a reference, so we place talent as one of our axes.

We have a multidisciplinary team composed of qualified, competent, and committed professionals, who thanks to their work and good work, allow us to successfully face the challenges that are presented to us.

We work to foster the personal and professional growth of our entire team, promoting two-way communication between the different levels of the organization, providing conciliation measures, and promoting equal opportunities.

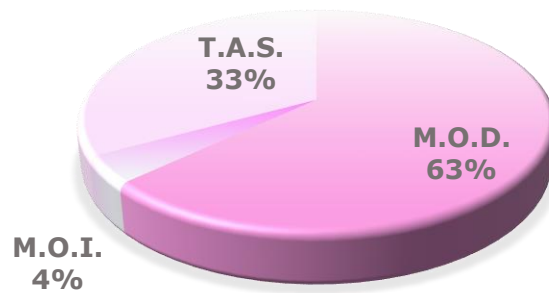


09 WE ARE OUR PEOPLE

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Employment: At the end of the year ended March 31, 2023, we had a workforce of 258 people. The breakdown by professional category, gender, age brackets and type of contract is detailed below:

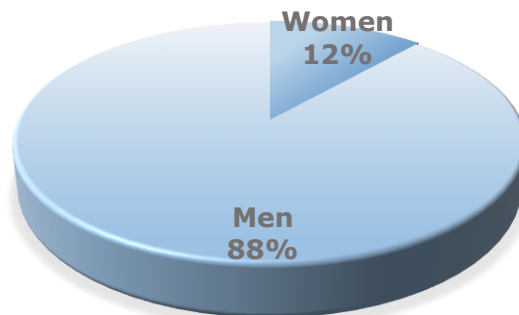
PROFESSIONAL CATEGORY



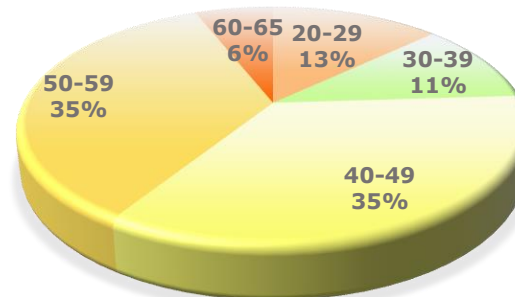
- ✓ T.A.S.: Administrative Technician and Services
- ✓ M.O.I.: Indirect labor
- ✓ M.O.D.: Direct labor



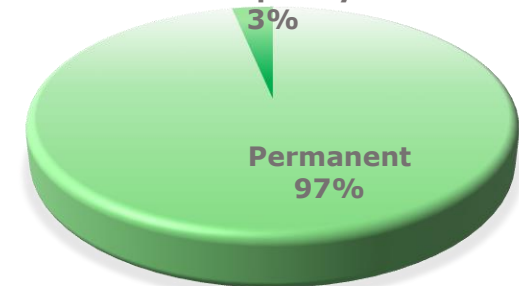
GENDER



AGE RANGES



CONTRACT TYPE
Temporary



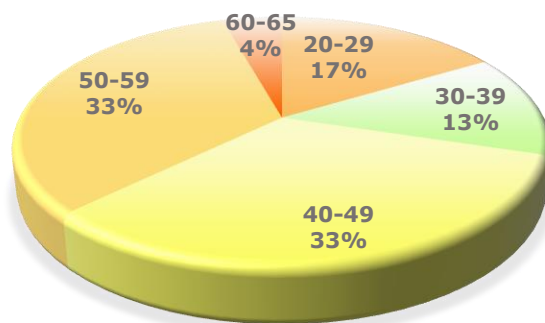
09. WE ARE OUR PEOPLE

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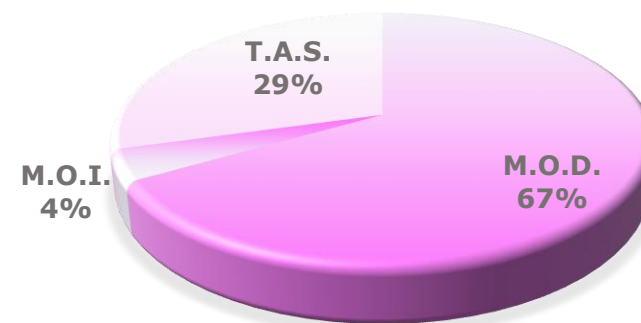
Employment: The **average workforce** has been 276 employees. The breakdown by gender and type of contract does not vary from the previous one explained. However, the age ranges and professional category are detailed below:



AGE RANGES



PROFESSIONAL CATEGORY



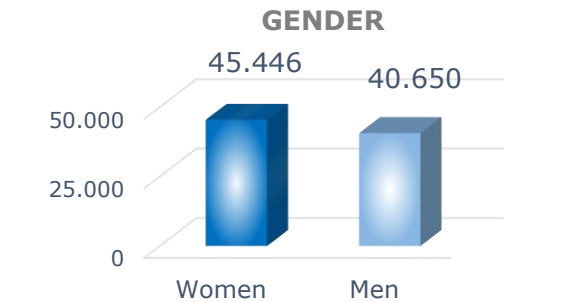
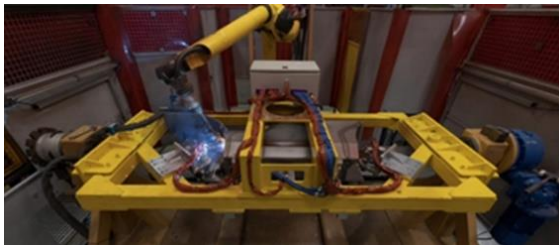
09 WE ARE OUR PEOPLE

Average remuneration

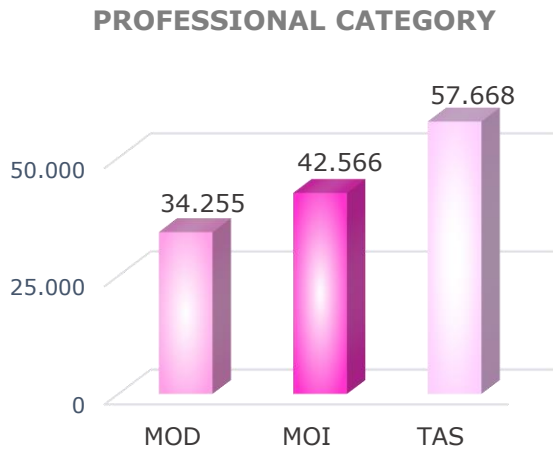
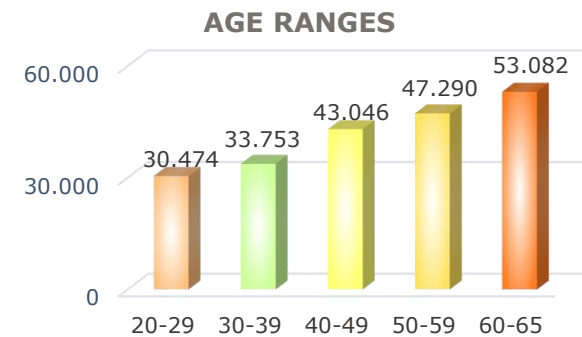
The remuneration we offer is calculated based on job ratings and is classified into categories. Each category has its remuneration defined by agreement. In this way, we ensure that we have a positioning that is equitable for all people.

Likewise, the salary of all our professional groups is above the corresponding minimum interprofessional wage.

Below, we detail the average annual remuneration for the year ended March 31,2023, considering the total remuneration and disaggregated by gender:



The average remuneration of women is higher than that of men since most men are in the direct labor category, which has a lower average remuneration associated with it.



If we disaggregate the remuneration of Senior Management included in TAS, the remuneration accrued by the members of the Company's Senior Management during the 2022/23 financial year amounts to 1,433 thousand euros, of which 1,348 thousand euros correspond to salaries and 85 thousand euros to contributions to the contribution plan defined by commitment for pension salary benefits.

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Wage gap

As we have mentioned, staff remuneration is established equitably based on objective parameters, and is defined according to the job and its assignment to the specific professional group, as regulated in the MLESA collective agreement. Regardless of who occupies the position, avoiding the existence of discrimination in the setting of salaries based on gender, religious status, race, etc.

The wage gap has been calculated taking into account the average remuneration (without seniority) of men with respect to that of women, as long as a job has representation of both genders. If we detail the wage gap by type of workforce (workforce in productive and, technical

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and administrative positions) we have the following data:

11,15% MOD Wage Gap
9,99% TAS Wage Gap

The result of the wage gap is due to different factors, among them, that our sector has historically been very masculinized, with the proportion of men in positions of responsibility being higher than that of women.

According to the latest reports published by Eurostat, the wage gap in Spain is 9.4% and in Europe 13%.

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We are working on the design of a work plan that will help us to continue incorporating women in different jobs, especially in direct positions and positions with command or direction, thus reducing these differences, being our initial objective, to be below the average in our sector.



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People development

We understand that building and maintaining a united team requires commitment and dedication. Therefore, talent management is a fundamental axis of our strategy.

This leads us to incorporate policies and methodologies considering and adapting the best practices to make our company a place where professionals want to develop their careers.

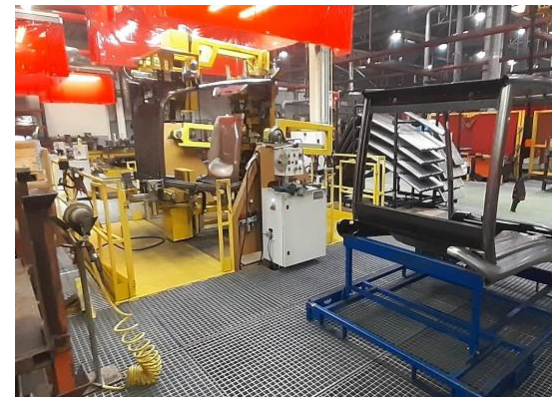
The effectiveness with which we achieve the proposed goals depends to a large extent on the way in which our staff is selected, and trained, in such a way that our processes guarantee the coverage of the needs of our organization to have a trained and committed staff.

Among the key activities of HR management are identifying recruitment needs again personal, to develop training plans and implement training programs,

involve employees so that they understand that their activities are part of a process and also be a source of motivation and commitment to the business project.



As a sign of our commitment, we have designed a training system to improve the training of our employees and as a motivation tool at work. Our training plan is developed based on the needs detected and offers workers the possibility of continuing to learn and be able to obtain training that improves their knowledge, versatility, and growth potential.



This training plan is carried out annually, and it includes the training actions for the entire group of workers, in collaboration with the corresponding hierarchical line, guaranteeing the improvement of their personal and professional skills considering all categories (operators, technicians and managers) and adapting to their knowledge and abilities.

For the preparation of our training plans we follow the following steps:

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1. Diagnosis of triennial training needs, with interviews with management, employees, and worker representatives to find out the needs of the organization and professional concerns

Interviews and analysis of needs based on our future challenges are carried out every 3 years. This allows us to adapt the way we work to the conditions of the project, achieving flexibility and immediacy in the response that the market requires of us to adapt to the project and the specific circumstances of the environment.

2. Detection of needs of the positions and profiles that we need.

3. Creation of an annual plan considering all the information obtained in the previous processes and setting objectives.

We make an annual plan according to the information received. The annual plan

considers the needs that each year are analyzed and valued by the different managers.

4. Annual performance evaluations and monitoring of objectives.

Finally, performance evaluations are carried out from March, that is when our year is about to end. We must mention that the evaluations of our employees are made differently depending on whether the person is a direct labor employee or an employee with technical, administrative, or managerial functions. This is mainly because the required skills objectives, initiative and responsibilities are different, so they must be evaluated in a differentiated way. For direct and indirect labor personnel, their aptitude, behavior, and alignment with the company's values are assessed. While employees with administrative, technical and management positions, in addition to these behaviors and values, are valued for meeting their annual objectives. To

encourage effort, dedication, and motivation, we have developed an internal policy that includes our way of proceeding in relation to the selection, training, and promotion processes of our employees so that they have the options, preparation, and capacity to occupy positions of greater responsibility.



An example of internal development and promotion is the promotion of many of our employees to leadership and management positions, as well as the appointment of our Managing Director as CFO of the organization in Europe.

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Empowering continuous learning

At MLESA we offer professional development opportunities establishing different challenges that allow us to improve the capabilities within the company, linking the development of our employees to training plans that are revised and evaluated periodically.



Training is an essential aspect for the development of our employees, which, in turn, allows us to maintain an efficient and optimized production chain. In the Company, we pay special attention to

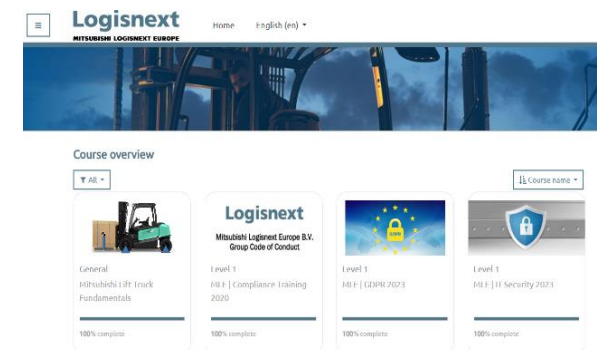
each product being manufactured according to quality standards and Safety of the company and by the most prepared people. This allows us to offer a quality and safe product in all aspects.

It has been a year of many changes in which we have modified our product range and increased our production, which has caused an increase in the workforce. This has been a challenge for our employees with more years of experience who, in addition to facing the increase in production, have had to transmit their knowledge to the new incorporations.

To establish an order in this productive growth and to promote the development of our employees, we have used the **ILU methodology**. It is an innovative production method that we have applied in our production chain that aims to share knowledge between jobs. This method implies that each person must know 3 jobs and that, at the same time, a job must be known by 3 people. It is a system

that, in addition to strengthening knowledge in the production chain, is capable of largely supplying casualties and absenteeism that may occur.

Additionally, employees have access to multiple trainings through our internal **Logisnext Academy**. In addition, once a course is completed, a degree is automatically generated to certify the knowledge acquired.



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To continue improving in this process and choose the appropriate training to the needs detected, we have several processes:

1. A diagnosis of training is prepared, following the methodology of "Guy le Boterf", and covers a period of 3 years.

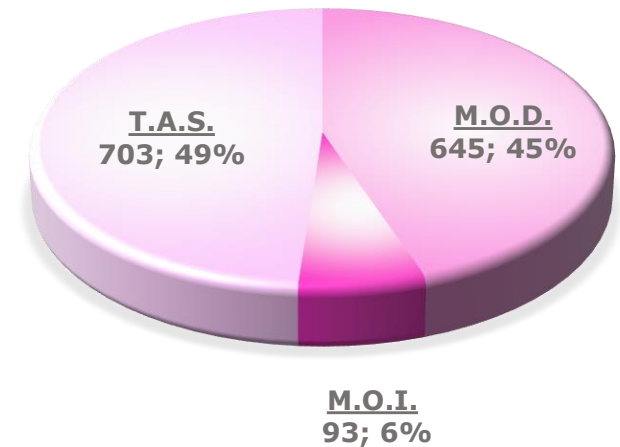
2. The training plan for that year is prepared annually, based on the sources, and needs collected in the training diagnosis. This plan covers the needs detected by all areas of the company.



To check the effectiveness of the training, as well as its quality, each person who has attended a training action must evaluate it by filling out an evaluation questionnaire.

Once the training has been implemented on the job and the knowledge acquired has been applied, a questionnaire is completed by the person in charge to objectively measure and evaluate the real results of the effectiveness of the training and its transfer to the workplace.

1.441 total annual hours of training



10 PEOPLE DEVELOPING

Providing continuous learning



In the next year, our training will aim to strengthen the organization to address with guarantees the different challenges in topics such as:

- ✓ New products.
- ✓ Development of the Company's human resources.
- ✓ Improvement in all activities and relationships, both internal and external, of the Company.
- ✓ Development of the Company's management system.

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- ✓ Improve the competitiveness of the Company.
- ✓ Introduction of new tools: Industry 4.0, Power BI, Big Data...

For this, we have planned around 1,070 hours of training in courses with external entities.

Also, to improve the training of our staff in learning a language, 580 hours have been planned.



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The people who belong to the Company are a strategic ally that we must take care of and offer decent, quality, and safe jobs. Therefore, we strive for the well-being of our employees so that in addition to working safely, they work satisfied.

It is noteworthy to mention that from the Group to which we belong, Mitsubishi Logisnext Europe, questionnaires are carried out globally to evaluate the well-being of the workforce, knowing the status of all the people who form it, including us.

Main magnitudes of health and well-being

24,50 Frequency Rate

0,64 Seriousness Rate

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Safety is our priority

Ensure a safe workspace is essential. For that implementation of the appropriate measures, we have taken into account all jobs. In the same way, we have several measures that guarantee an accident-free space in any of the areas of the factory.

Safety and ergonomic measures

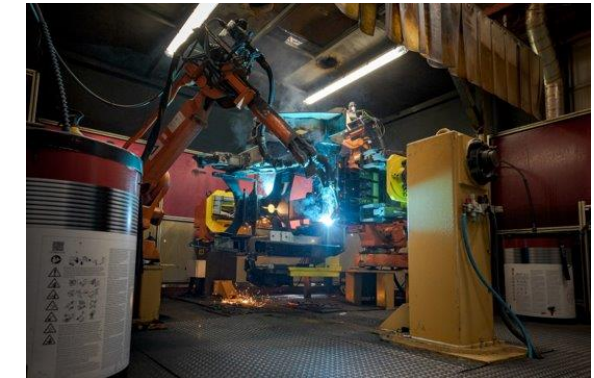
We have developed a Prevention Plan whose general criteria serve to define the policy and organization of the company in preventive matters, and which allows an effective integration of prevention in the whole structure of the company. Our Plan is the starting point for the implementation of the preventive organization and the development of the activities that are necessary to apply for the control of occupational accidents in the company, as well as for compliance with current legislation on prevention.

Based on this Prevention Plan, procedures and other documents have been

implemented that will be defined, depending on the needs detected in the risk assessments and periodic controls carried out in our company.

This Prevention Plan consists of two parts:

✓ The Organizational Structure that is



included in this document, is defined the preventive policy of the company, organization, functions, and responsibilities, as well as resources to be used for the development of the preventive system of the company.

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✓ The Manual of Procedures, which is constituted by the set of documents where the specific instructions and the measures to be adopted for the realization of the different processes that are carried out in the company are collected.



For the preparation of the Prevention Plan, especially for the Manual of Procedures, as well as for its continuous maintenance, risk assessments, periodic planning of preventive activity, as well as the follow-

up and control actions of the previous ones, have been considered as essential instruments.

Training is a relevant axis in the consolidation of an environment with zero accidents. The training in each job not only consists of the transmission of technical knowledge, also includes knowledge in the prevention of occupational risks associated with each job. Each person operating in the workshop must complete at least 4 hours of annual training in safety and prevention of their workplace.

In addition to having the safety training of each position, we have a generic annual training in occupational risk prevention that recalls the main and mandatory protection measures in each space of our company.

Likewise, to monitor and supervise all these areas, we have a health and safety

committee that meets every month to implement new internal policies and regulations that ensure the safety of all people who are in our facilities. One of our most recent policies prohibits people on production floors from using music headphones and mobile phones, as they are a distraction from attracting people's attention. This type of device generates situations in which the risk of an accident occurs is considerably increased.



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The company's Management, as set out in the Occupational Risk Prevention Plan, has shown its support for the General Policy by adopting the [following commitments](#):

- ✓ Integrate the entire production system into the safety program: management, managers, direct and indirect personnel, union representatives and external personnel.
- ✓ Eliminate those occupational risks that could be triggered by occupational accidents, occupational diseases, and material damage.
- ✓ Improve the working conditions of the different sections and dependencies, as well as of the specific jobs.
- ✓ Raise awareness, sensitize and mentalize all workers in the aspects of Occupational Health and Safety.

Likewise, MLESA undertakes to develop its activities within the framework of the promotion of [Health and Safety](#), to:

- ✓ Avoid or minimize risks, combating them at their source.
- ✓ Adapt the job to the person who occupies it.
- ✓ Eliminate or replace hazardous products and equipment.
- ✓ Provide adequate protection to workers.
- ✓ Ensure proper preventive training.



Specifically, preventive [activity](#) will be applied in all areas, through:

- ✓ Compliance with legal requirements and issuance of standards and procedures.
- ✓ Analysis of safety and health conditions of jobs.
- ✓ Establishment scheduled security visits.
- ✓ Emergency and first aid plans.
- ✓ Health surveillance.
- ✓ Control of purchases that may affect health.



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- ✓ Coordination of preventive activities with external companies.
- ✓ Information and training for employees.

To this end, it will be provided with the material means and resources necessary in each case, and the fulfillment of the commitments to which it is obliged will be taken care of, which will cover all the people that make up the organization.

All jobs have documentation with the specific functions of each job and an analysis of all risks and measures to be



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considered according to the job. In this way, we contemplate the most relevant hazards of the production chain.

Ergonomics is another relevant aspect. This factor is considered from the early stages of the development and definition of jobs, adapting each position of the production process with facilities, means and accessories that facilitate and avoid efforts or forced postures.

Safety campaigns

Security is something we work on from the moment you access our facilities. Throughout the year, we have carried out safety campaigns that remind us of the main rules that must be always respected to reduce the probability of accidents.

Our staff has been trained in prevention issues and is periodically informed about the measures of Prevention in

Occupational Risks, through de campaigns, training actions and other means of information, such as network access to our entire system and preventive documentation, digital signage in all our workshops and offices, etc.

Achieving a workspace of 0 accidents in our production plant is our goal, being one of our values "safety first".



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Prevention and emergency plan

In MLESA we have put into operation a Prevention Management System that is integrated into the general organization of the company, based on the following general objectives:

- ✓ Help achieve a common culture between the different areas and levels of the company, ensuring proper communication regarding the Prevention of Occupational Risks.
- ✓ Assist the organization in compliance with legal requirements, reducing the possibility of non-compliance with current regulations.
- ✓ Offer guidelines to implement and evaluate Occupational Risk Prevention management strategies.

It is essential to ensure an adequate implementation of the Preventive Management System to:

- ✓ That this is an integrated tool in the activity of the general management of the company.
 - ✓ That includes all aspects of the organization that have an impact on the Prevention of Occupational Risks.
 - ✓ To ensure that the activities of the organization are in accordance with the Prevention Policy defined in the form of objectives and goals.
- Our Prevention Plan is the permanent preventive reference in the company and flexible enough that it adapts to the evolution of the types and nature of the risks detected, to the existing technologies always for the control of risks, as well as to the changes that occur in the internal processes of the organization.

The management model included in our Prevention Plan is inspired by the concept of "Integrated Security", based on the assumption by all levels of the company of the corresponding obligations in terms

of Prevention of Occupational Risks. In the implementation of the Management System will therefore actively involve all employees from their respective competencies in the company.

In application of the above, this Prevention Plan includes the methodology to develop the following fundamental aspects:

- ✓ The evaluation of occupational risks at work.
- ✓ Planning preventive actions.
- ✓ Employees training.
- ✓ Information, participation, and consultation of workers.
- ✓ Periodic checks.
- ✓ The monitoring of accidents.
- ✓ Measures for actions in case of emergencies.
- ✓ Environmental controls and health surveillance, that of particularly sensitive workers.

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On the other hand, our emergency plan also includes the protection and evacuation of our employees in the event of a risky situation.



The Document "Actions against Emergencies" establishes the sequence of actions to be developed for the initial control of emergencies, as well as to prepare and organize the human and material resources available and the evacuation of personnel, if necessary, within the best order and in the shortest possible time, guiding the conduct to be followed by all people who are on MLESA's premises at the time of an emergency.

In this document, the actions are established both for the personnel to whom specific tasks have been assigned to combat the emergency, and for the rest of the personnel, including those not belonging to MLESA.

Equality, flexibility and work-life balance

With the aim of offering an environment of well-being, we promote family reconciliation measures and promote equal opportunities. Specifically, we have an equality policy and plan, and different policies of social measures and reconciliation of personal and family life, which focus on gender equality and the reconciliation of work with family life and social benefits.

One of the main measures to give effect to the principle of equality is the establishment of improvements in working conditions and the application of measures of a social, conciliation and

equality nature that are included in our policies and that cover multiple measures in different areas, such as:

- ✓ Working conditions.
- ✓ Remuneration policy and social benefits.
- ✓ Professional classification and promotion.
- ✓ Professional promotion and training.
- ✓ Selection and hiring.
- ✓ Underrepresentation of women.
- ✓ Co-responsible exercise of personal, family and work life: conciliation, permits and working hours.
- ✓ Prevention of sexual harassment and gender-based violence. Complaints channel.
- ✓ Occupational health.
- ✓ Time management and meetings.
- ✓ Communication.

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Disconnection

We are aware that our employees have the right to privacy in the use of digital devices made available to them, to digital disconnection and privacy against the use of video surveillance, and geolocation devices in the terms established in current legislation on the protection of personal data and guarantee of digital rights.

That is why we have developed a Disconnection Policy that includes the measures implemented by MLESA to guarantee respect for the personal and family time of our employees, allowing them to effectively enjoy their rest time and vacations.

The right to digital disconnection is a right that is recognized for all our workers regardless of the position they hold.

Mainly the digital disconnection measures focus on the use of information systems during the rest time, either their own, or that of other working people, among other

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disconnection measures that we have implemented either through the company agreement or internal policy, we can



highlight the following:

✓ Use of email: we recommend our employees not to send a professional email out of working hours, as well as to ensure that the recipient of the mail is within their working hours. If you want to send it anyway, please assess the urgency of the communication and the real need to send the information.

✓ Mobile phones: the private telephone of our employees should be used in situations of urgency, justified or force majeure and should avoid contacting customers or suppliers outside their working time. In case the recipient of the call is in vacation time or due to medical leave, we must contact the designated person.

✓ Instant messaging tools: we ask to analyze if the associated telephone number is a professional or private number and, if contacted, that it be done during the working day. We ask our employees not to use this method of communication as a usual means, only in case of urgency or exceptional circumstances that required a quick answer.

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✓ Portable devices: these devices allow remote work to be carried out partially or totally, so it is recommended to use these means within working time and a manager can never ask his team to work outside working hours.



Working time registration

We have a policy on the registration of working hours, where entry and exit times are regulated, different flexibility measures are collected, as well as other internal rules on how to proceed in the event of an extension of the working day.

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Absenteeism from work

Due to the increase in the company's production volume in the last period, two work shifts have been established in our production chain. This increase in production has meant the incorporation of more people in our company. Despite having a percentage of structural absenteeism derived from sick leaves, illnesses and common contingencies, the current workforce can cover production according to market demand.

For this, we have an organization system that favors the transmission of knowledge, allows us to maintain a complete staff with full knowledge of the production process and capable of maintaining a high production rate.

These practices protect our production chain from delays, but they do not mean a measure that reduces absenteeism. To measure the rate of absenteeism, we have our own indicators and measures that allow us to accurately and personally

monitor the working hours dedicated by each of us to the production process. Therefore, as of March 31, 2023, our total number of absenteeism hours amounts to 31,388 hours, which is equivalent to an absenteeism rate of 6.86%. The rate has been calculated considering absenteeism due to common and professional contingencies, which contains, among others, common diseases, accidents and occupational diseases, different permits and leave, and hours per union credit.

Social relations

At the Company, we care about the well-being of our employees. As a sign of this concern, all our workers are protected by all the policies that we have developed in our organization, as well as by our company collective agreement, prevention plan and equality plan.

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We maintain open and regular contact with the 13 union representatives. This close and continuous relationship with the workers' representatives is maintained: either with the whole works council or through the different commissions contemplated in our agreement and which are:

- ✓ Works council
- ✓ Safety and Health Committee
- ✓ Joint Committee on Methods and Times
- ✓ General Affairs Committee
- ✓ Job evaluation Committee
- ✓ Interpretation and validity of the agreement Committee
- ✓ Equality Commission



In these meetings, different aspects that affect our company are discussed, agreed, and reported and relevant changes or developments that may affect operations are discussed.

Committed to equality and inclusion

Equality as a sign of equity

Today, in the Society we have an Equality Plan and an Equality Committee. Our Equality Plan is an example of the unilateral commitment we have acquired to promote a culture of equal opportunities and non-discrimination based on colour, sex, sexual orientation, language, religion, political or any other opinion, national or social origin, economic position, disability, or any other condition.

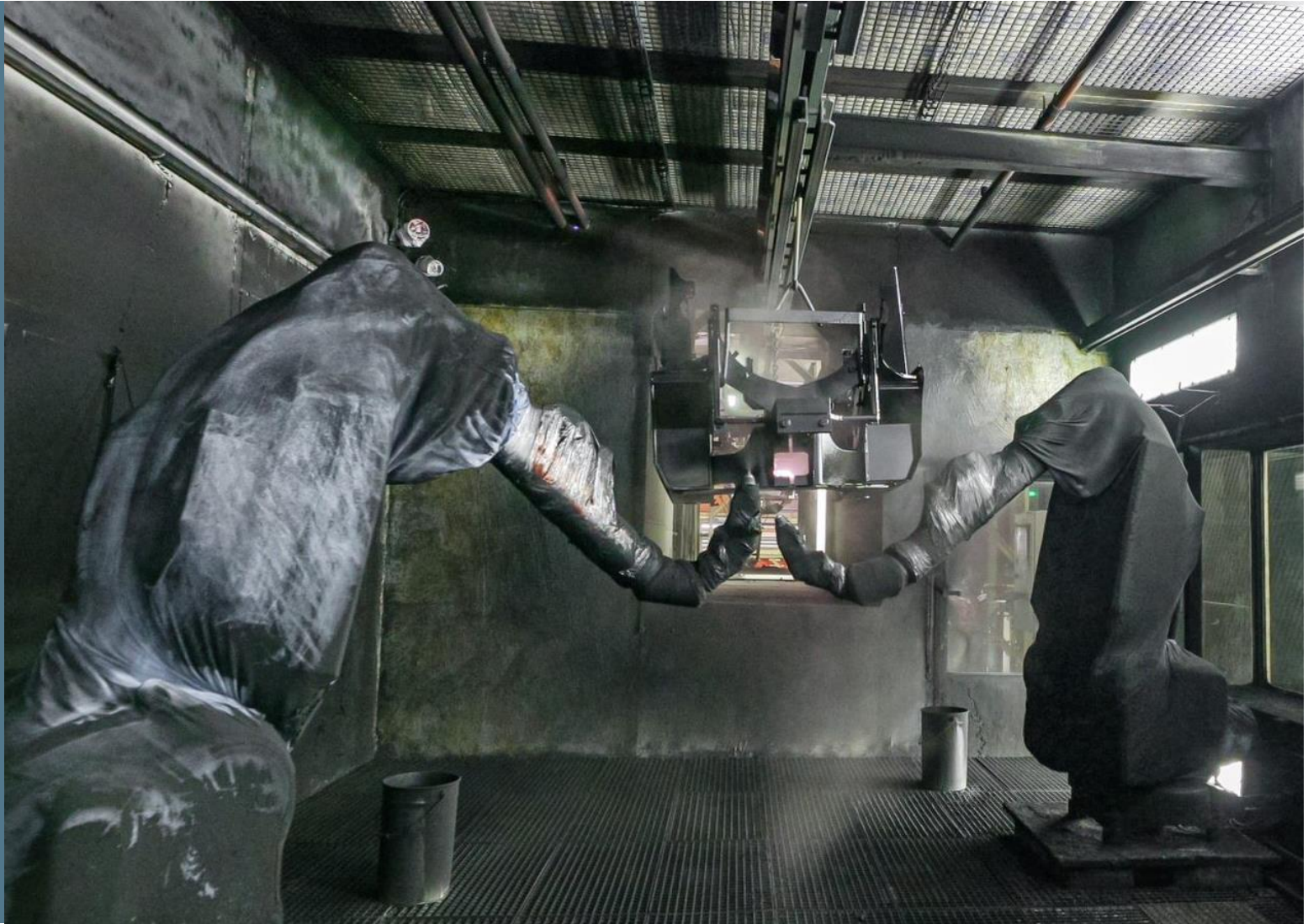
For cases in which someone, whether part of our staff or collaborates with us as an external third party, is discriminated against for any reason, our complaints and harassment policy establishes a complaints channel accessible 24 hours a day. This whistleblowing channel

guarantees anonymity at all times, since its supervision and control depends on third parties; thus guaranteeing freedom of expression and eliminating the conflict assessment bias that could be generated if the process was initially managed internally. Thus, once the complaints channel is opened, it is processed and communicated directly to the management so that it can take the measures it deems appropriate.

On the other hand, our Equality Committee, with the aim of maintaining a pleasant and respectful working environment, meets every 6 months to review internal policies and initiatives. This committee encourages internal communication to be aware of the problems or concerns of all of us and mediate against them. Likewise, it also constantly seeks an improvement in internal policies and plans to continue promoting equality and equity in society.

Chapter 4

OUR ENVIRONMENT



12 RESPONSIBILITY

We are responsible for our environment

We share the concern that exists for the future of the planet. To preserve it, we have an environmental management system that establishes, among others, our way of operating and our principles. Likewise, proof of the commitments acquired is that we have been certified in ISO 14001 for years.

With regard to environmental provisions, as of March 31, 2023, there is no provision for risks and expenses derived from environmental actions recorded in the balance sheet, as it is not necessary, nor are there ongoing litigation, compensation or contingencies related to the protection and improvement of the environment.

The goal at Group level is to be carbon neutral by 2040. To achieve this goal, we all must do our bit. In the Company, we set annual objectives to gradually reduce our carbon footprint and contribute to the

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decarbonization of the economy. Our Commitment is reflected **in actions**, such as, for example, the performance of energy audits, and **concrete improvements** that we have made in the year, as well as in future objectives.

CO₂ Emissions Reduction Targets

Target year	Our reduction of CO ₂ emissions from business activities
2030	- 40% (relative to fiscal 2017)
2040	Net Zero

Goal: Carbon neutrality by 2040

The need to achieve carbon neutrality is a global challenge. Our corporate philosophy is *"moving the world forward as the leading provider of innovative logistics and material handling solutions"*. Consequently, preserving the global environment, as the very basis of this philosophy, remains our top priority.

As a member of the Mitsubishi Group, which has a proven track record in decarbonization, we believe our mission is to take the lead in implementing countermeasures to combat climate change. To achieve carbon neutrality by 2040 (Mitsubishi Group goal), we will contribute to the decarbonization, electrification and improvement of all its businesses, products, and services.

12 RESPONSABILITY

Sustainable use of resources

Water consumption

Figures for the year ended 31 March 2023:

12.485 m ³ Total water consumption
2,09 m ³ /unit Water consumption

Actions and improvements made in the year:

- ✓ The operation of the ultrafiltration system in the process water treatment plant has been optimized to avoid changing the washing water of the membranes frequently.
- ✓ We have renewed the water meters to be able to accurately monitor water consumption in each part of the production process and to be able to set specific actions, which has resulted in a 45% reduction in water consumption compared to the previous year.

Electricity consumption

Figures for the year ended 31 March 2023:

4.098.896 kWh Total electricity consumption
666 kWh/unit Electricity consumption

Actions and improvements made in the year:

- ✓ We have removed the welding cooling tower and it is planned to replace LED lighting in the paint hall this year. The rest of the warehouses have been changed to LED gradually.
- ✓ We have introduced a control in the pumping system. Currently, we have replaced the water tap system with frequency inverters that electronically regulate the water flow.

✓ We have obtained a 20% reduction in the energy we consumed in the previous year.

✓ We have carried out a feasibility study for the implementation of solar panels with shared self-consumption. Shared self-consumption would allow us, in addition to consuming our own energy, to lend the remaining generated electricity to other surrounding societies. This initiative would contribute in addition to the recipients of our energy to be more sustainable, to a less polluted society.

✓ Our energy supplier guarantees that our energy consumed is of renewable origin.



12 RESPONSABILIDAD

Gas consumption



Figures for the year ended 31 March 2023:

6.410.014 kWh Total gas consumption
1.041 kWh/unit Gas consumption

Actions and improvements made in the year:

- ✓ We replaced the old air heaters with more modern and efficient ones, having detected a reduction in gas consumption of 32% compared to the previous year.
- ✓ We have installed air curtains in the doors of the welding hall to optimize gas consumption.

Consumption of raw materials

Figures for the year ended 31 March 2023:

10.089 iron tons
10.798 steel tons
941 rubber tons

Based on the average weight of the machine, the type and production, a consumption of raw materials of:

Actions and improvements made in the year:

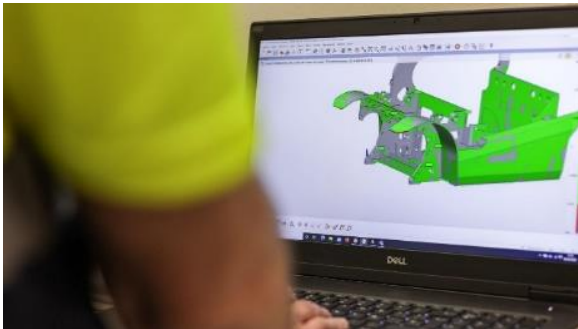
- ✓ Study of new environmental improvements and we have carried out a feasibility study to introduce cataphoresis, a process that allows painting the pieces by immersion in paint, in our production process. This can save raw materials and natural resources.



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Goals 2023



- ✓ Reduction of resource consumption: reduce the consumption of water, gas, and electricity by 1% and improve the painting process to reduce color changes.
- ✓ Environmental improvements: continuing to reduce contaminated packaging.
- ✓ Study of new environmental improvements: analyze the possibility of making the air conditioners of the various warehouses independent to obtain the consumption of each of them and take

measures as a result of a reduction in energy consumption.

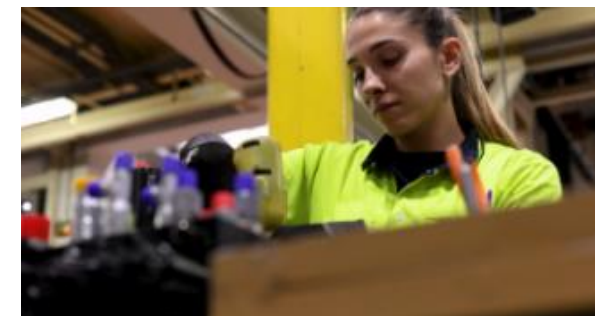
- ✓ Install thermostatic valves with temperature control in the radiators of the office area to continue with the gradual reduction of gas.

Circular economy and waste management

The circular economy for us is a system that fosters sustainability. It aims to maintain our industrial production by optimizing the use of resources to minimize the consumption of raw materials or resources, leading to the generation of less waste, and generating an economic benefit. By reducing the acquisition of materials and energy resources, to produce the same volume of forklifts, an environmental benefit is thus generated.

At the group level, our greatest achievement in this economic system has been the implementation of a second-hand program. When a customer does not need our trucks because they want to upgrade to an improved version, because they are disused or any other reason, our colleagues are responsible for picking up the machine and worry about giving it a new life.

In our case, due to our production system in which we produce to order and have a very limited storage capacity, we cannot participate in this initiative.



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We are currently working with some suppliers to return contaminated empty containers and reuse them, giving more life to the use of the container and thus reducing the amount of contaminated packaging generated.

On the other hand, we have implemented the Mewan cloth system. These types of cloths are not disposable, they are used, washed and reused. The impact of this initiative is adapted to our concept of circular economy since we buy fewer cloths and give many uses to the few we have.

Our main data regarding the generation of waste for the year ended March 31, 2023, refer to a generation of hazardous waste of 154,803 kilograms.

Promoting sustainable mobility

One of our greatest achievements in the field of sustainable mobility has been the

implementation of a bus that is responsible for transporting our employees from home to the workplace. Thus, in addition to considerably reducing the risk of *commuting accidents*, we reduce our emissions. This bus runs through the region of Pamplona and performs up to 8 services attending the production shifts so there are many people who make use of this service.



In the Company we leave no one behind. For those who do not use the Company's bus, recommendations are provided with

the aim of reducing emissions. In addition, people who have been provided with a company car have been provided with a hybrid vehicle. This condition of the vehicles allows the displacements from the home to the work center to suppose a reduced pollution because the distance between both places is short so that the whole route can be done with the electric charge. It should be noted that, to give absolute coverage to the route made by these vehicles, we have made available to their users and anyone who works with us battery chargers in our parking lot.



Chapter 5

OUR CONTRIBUTION TO THE SOCIETY



13 ENERGY TRANSITION

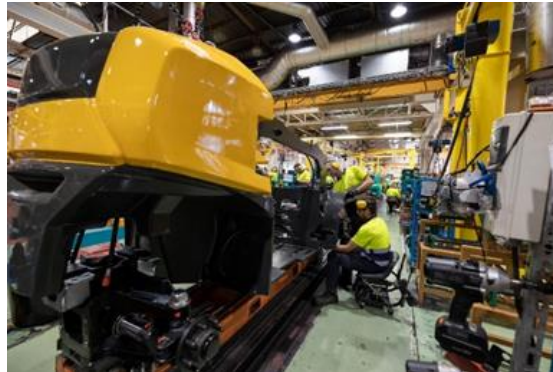
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Our contribution to promoting the energy transition

Part of our vision as a group is **to advance as a leading provider of innovative logistics solutions, contributing to the transition towards a decarbonized economy.** That's why we have started to develop forklifts with electric motors that promote sustainable mobility.

Our product innovation has allowed us to produce electric trucks capable of offer the same performance as a forklift using fossil fuels. The incorporation of the EDiA XL model has allowed us to meet the European demand that represents 90% of our orders for electric forklifts. As we anticipated, this truck has been awarded this year for presenting itself as a real alternative to trucks driven by combustion engine capable of lifting up to 5 tons of weight.

On the other hand, we have been committed to developing equipment with lower greenhouse gas emissions for



years. For example, the engines developed in recent years incorporate an "Eco" function, which optimizes energy by reducing its consumption offering similar performance but less harmful to the environment.

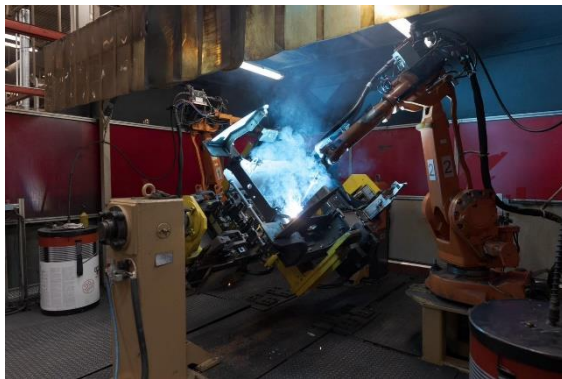


14 SOCIAL COMMITMENT

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Social commitment

At MLESA we want to contribute our grain of sand to local development. We are aware that we can contribute to society in different ways than just through our main business.



Our contributions for the year ended March 31, 2023, were as follows:

- ✓ We have made two contributions to the Navarra Industrial Foundation of 1.350 euros and 2.700 euros respectively. This non-profit organization acts as a cross-sectoral cluster with the aim of promoting

the industrial and economic development of Navarra through the provision of aid to companies to make them more competitive.

- ✓ We allocated 400 euros to the Noain Skating Sports Association as sponsorship and with the aim of promoting sport and physical activity.



- ✓ We allocated 2.500 euros to the Noain Jai-alai Club-Elkartea as sponsorship of this sport with the aim of promoting sport and physical activity.



Contributions to the development of the local environment are not our only contribution to society. Some of our employees collaborate in their free time with non-profit organizations that contribute to making a better world, we reward their effort and make contributions as an entity to their projects.

14 SOCIAL COMMITMENT

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Our social initiative consists of proposing to our employees that each month they donate part of their payroll to a fund of the Company. The amount accumulated at the end of the year is doubled by the company, which contributes the same amount as that collected by employee donations.



At the end of the year, we select two social projects from among all those presented to distribute 60% of the proceeds to the most important project and the remaining 40% to the second project.

The selection of the projects is done as follows: every year, our people present non-profit entities in which they collaborate or simply know. After the deadline for submission that we grant for submission, our entire staff votes to determine the two projects that they find more interesting.

In the year between April 1, 2022, and March 31, 2023, a total of 6.296 euros were collected, which were distributed as follows:

✓ 3.777 euros were allocated to the FRIDA Association (Association of Fibromyalgia and Chronic and multiple chemical sensitivity), whose objective is to improve the quality of life of those affected by fibromyalgia, as well as to inform and sensitize society about this disease.

✓ 2.519 remaining euros were assigned to the Project Connect Destiny, which focuses on providing support to the educational and social environment of

families in vulnerable situations and social risk in southern India, specifically in the state of Tamil Nadu.



15 FISCALIDAD RESPONSABLE

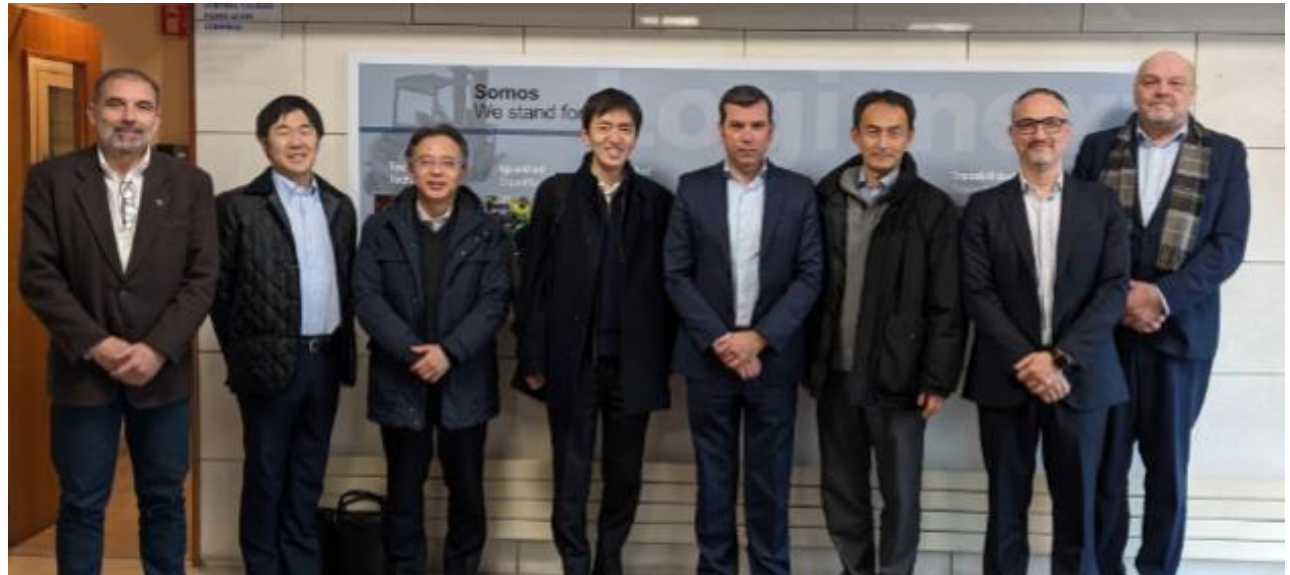
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Fiscalidad responsable

We are aware of the impact of good fiscal management for the economic stability of the local territory in which we operate. The Group's Financial Department is the executive Department in charge of ensuring compliance with this, raising material issues to the Management Committee. The associated risks are dealt with on a monthly basis by the Group's financial team, relying on external advisors for the most relevant issues.

For the year ended March 31, 2023, we have obtained a profit before taxes of 3,799 thousand euros. Likewise, the tax on profits paid has been 224 thousand euros, as indicated in the Statement of Cash Flows.

Regarding subsidies, the information is detailed in notes 5.3 and 11 of the annual accounts.



Chapter 6

ANNEX



Annex. Table of contents required by the Law 11/2018 [INTRODUCTION](#) [OUR CORNERSTONES](#) [PEOPLE](#) [OUR ENVIRONMENT](#) [OUR CONTRIBUTION](#) [ANNEX](#)

Contents of Law 11/2018 INF	Standard used (GRI)	Chapter / Page	Comments
<ul style="list-style-type: none"> Description of the business model Geographical presence Objectives and Strategies Main factors and trends affecting future developments 	GRI 2-1, GRI 2-2, GRI 2-6	Chapter 1 – Introduction 5- 9 Chapter 2 – Our Pillars 13 - 17	
Materiality Analysis	GRI 3-2, GRI 3-3	Chapter 2 – Our Pillars 21 - 25	
Information on environmental issues			
Current and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety:	GRI 3-2	Chapter 4 – Our Environment 46- 51	
✓ Environmental Assessment or certification procedures	GRI 2-24, GRI 3-1	Chapter 4 – Our Environment 47	
✓ Resources dedicated to the prevention of environmental risks	GRI 3-1	Chapter 4 – Our Environment 46- 51	
✓ Application of the precautionary principle	GRI 2-24	Chapter 4 – Our Environment 47	
✓ Provisions and guarantees for environmental risks	GRI 307-1	Chapter 4 – Our Environment 47	

Contents of Law 11/2018 INF	Standard used (GRI)	Chapter / Page	Comments
Measures to prevent pollution	GRI 302-4	Chapter 4 – Our Environment 47, 51	
Circular economy, sustainable use of resources and waste prevention	GRI 306-2	Chapter 4 – Our Environment 50-51	No waste information is provided non-dangerous as they have begun to Monitor in 2023.
Water consumption and water supply according to local constraints	GRI 303-3, GRI 303-5	Chapter 4 – Our Environment 48-50	
Consumption of raw materials and measures taken to improve the efficiency of their use	GRI 3-3	Chapter 4 – Our Environment 49	
Energy: Consumption; Measures taken to improve energy efficiency, Use of renewable energies	GRI 302-1, GRI 302-3, GRI 302-4	Chapter 4 – Our Environment 48-50	
Climate change. Greenhouse Gas Emissions and measures adopted to adapt to the consequences of Climate Change. Greenhouse gas reduction targets.	GRI 305-5	Chapter 4 – Our Environment 47, 51	

Contents of Law 11/2018 INF	Standard used (GRI)	Chapter / Page	Comments
Biodiversity: <ul style="list-style-type: none"> ✓ Measures to preserve or restore biodiversity ✓ Impacts caused by activities or operations in protected areas 			It does not apply because it has been identified as non-material topic as observed in "08 Materiality Analysis"
Information on social and personnel issues			
Total number and distribution of employees by sex, age, country, occupational classification, type of contract	GRI 2-7	Chapter 3 – People 28	
Distribution of employment contract modalities and annual average by sex, age and occupational classification	GRI 2-7	Chapter 3 – People 29	
Number of dismissals by sex, age, and occupational classification	GRI 401-1	Annex	There have been 19 dismissals of direct labour, 18 of men and 1 of women. By age groups, 10 people aged 20-29, 6 people aged 30-39, and 3 people aged 40-49.
Average earnings and their evolution disaggregated by sex, age and occupational classification or equal value	GRI 405-2	Chapter 3 – People 30	
Wage gap	GRI 405-2	Chapter 3 – People 31	
Remuneration of equal or average jobs in society	GRI 3-3	Chapter 3 – People 30	

Contents of Law 11/2018 INF	Standard used (GRI)	Chapter / Page	Comments
Average remuneration of directors and managers, disaggregated by sex	GRI 3-3, GRI 405-2	Chapter 3 – People 30	
Implantación de medidas de desconexión laboral	GRI 3-3	Chapter 3 – People 43 – 44	
Employees with disabilities	GRI 405-1	Annex	3 people and alternative measures
Organization of working time	GRI 2-7	Chapter 3 – People 43 – 44	
Number of hours of absenteeism	GRI 403-9	Chapter 3 – People 44	
Measures aimed at facilitating the enjoyment of conciliation and encouraging the exercise of these by both parents.	GRI 3-3	Chapter 3 – People 45	
Occupational health and safety conditions	GRI 403-2, GRI 403-6	Chapter 3 – People 37 – 42	
Occupational accidents and diseases (frequency and severity) by sex	GRI 403-9	Chapter 3 – People 37 – 42	All the occupational accidents indicated concern men. 4 cases of occupational diseases corresponding to men.
Organization of social dialogue	GRI 3-3, GRI 2-29	Chapter 2 – Our Pillars 20 Chapter 3 – People 44-45	
Percentage of employees covered by collective agreement by country	GRI 2-30	Annex	94% of the workforce is covered by a collective agreement.

Contents of Law 11/2018 INF	Standard used (GRI)	Chapter / Page	Comments
Assessment of collective agreements, particularly in the field of health and safety at work	GRI 2-30	Chapter 3 – People 45	
Policies implemented in the field of training	GRI 404-2	Chapter 3 – People 32 – 36	
Total number of training hours by professional category	GRI 404-1	Chapter 3 – People 35	
Universal accessibility for persons with disabilities	GRI 405-1	Annex	We comply with the requirements of the relevant regulations.
Equality	GRI 405-1	Chapter 3 – People 45	
Information on respect for human rights			
Application of human rights due diligence procedures	GRI 2-26	Chapter 1 - Introduction 10- 11	
Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and remedy possible abuses committed	GRI 3-3	Chapter 1 - Introduction 10- 11	
Complaints of human rights violations	GRI 2-26, GRI 411-1	Chapter 1 - Introduction 10- 11	
Promotion of and compliance with ILO provisions	GRI 3-3	Chapter 1 - Introduction 10- 11	

Contents of Law 11/2018 INF	Standard used (GRI)	Chapter / Page	Comments
Información relativa a la lucha contra la corrupción y el soborno			
Measures taken to prevent corruption, bribery, and the fight against money laundering	GRI 2-26, GRI 205-2	Chapter 1 - Introduction 10- 11	
Contributions to foundations and non-profit organizations	GRI 2-28, GRI 413-1	Chapter 5 – Our contribution 53- 55	
Information about the Company			
The company's commitments to sustainable development	GRI 413-1	Chapter 5 – Our contribution 53- 55	
Partnership or sponsorship actions	GRI 2-28	Chapter 5 – Our contribution 53 – 55	
Inclusion of social, gender equality and environmental issues in procurement policy	GRI 3-3	Chapter 2 – Our Cornerstones 17	
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	GRI 308-2, GRI 414-2	Chapter 2 – Our Cornerstones 17	
Supplier and subcontractor monitoring and audit systems and results	GRI 308-2, GRI 414-2	Chapter 2 – Our Cornerstones 17	
Measures for the health and safety of consumers	GRI 416-1	Chapter 2 – Our Cornerstones 17-19	

Contents of Law 11/2018 INF	Standard used (GRI)	Chapter / Page	Comments
Complaint systems, complaints received and resolution thereof	GRI 2-26	Chapter 2 – Our Cornerstones 17-19	
Benefits obtained by country	GRI 207-4	Chapter 5 – Our contribution 56	
Taxes on profits paid	GRI 207-4	Chapter 5 – Our contribution 56	
Public subsidies received	GRI 201-4	Chapter 5 – Our contribution 56	



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