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**NON-FINANCIAL  
INFORMATION  
STATEMENT OF ITURRI,  
S.A. AND SUBSIDIARIES**

Translation from the original document in Spanish.  
In the event of any discrepancy, the Spanish-language version prevails.





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This **ITURRI Group Sustainability Report**, in accordance with Law 11/2018 on Non-Financial Reporting and Diversity, and following the guidelines of the Global Reporting Initiative (GRI), provides a detailed and transparent overview of our strategy and achievements. We are proud to showcase the commitment of our governance model, which integrates sustainability criteria in addition to financial ones, to provide a positive impact on people and the environment, in the short, medium and long term, in each of our solutions.

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# 01 ABOUT THIS NON-FINANCIAL INFORMATION STATEMENT: A CLEAR PICTURE

## 1.1 PREPARATION AND SCOPE OF THE REPORT

At ITURRI, we are committed to transparency and accountability in every step we take. Therefore, we present our **Non-Financial Information Statement (NFIS)** which is included in a separate statement of the Group's Consolidated Management Report, prepared in compliance with the legal requirements established by **Law 11/2018, of December 28, on non-financial information and diversity**<sup>1</sup> following the guidelines **of the Global Reporting Initiative (GRI)**.

Through this NFIS, we also seek to provide a clear and comprehensive view of our strategy and performance. This effort reflects how our governance integrates financial and sustainability criteria to generate a positive economic, social and environmental impact in the short, medium and long term through each of our activities.

In determining the content and ensuring the quality of the information in our Non-Financial

Information Statement, we have been guided by **the principles established by the Global Reporting Initiative**. These include seeking balance in the presentation of our data, ensuring that it is comparable, accurate and delivered on time. We strive to maintain clarity and completeness, providing an appropriate sustainability context and allowing our information to be verifiable.

Furthermore, in the process of developing its content, we have paid particular attention to several **key concepts** that set the tone for our commitment to sustainable and responsible management. These concepts include the **impact of our actions and decisions, the identification and prioritization of the material issues that are of greatest relevance to our company and our stakeholders, the implementation of due diligence processes to ensure integrity and accountability in all our operations, and the active participation of stakeholders in the development of our sustainability strategies**.

In this NFIS, which corresponds to the year **2023**, we include information regarding the **subsidiaries of ITURRI S.A.** (parent company) that we name below:

- Protec Fire, S.A.
- Textulan, S.A.
- Safety First, S.A.
- ITURRI Centro Especial de Empleo, S.A.
- Inversiones Albuquerque, S.L.
- ITURRI, S.A. Chile
- ITURRI Grupo Industrial, S.A. Argentina
- ITURRI Marroc, S.A.R.L.
- ITURRI Portugal Industria e Segurança, S.A.
- ITURRI Ltd.
- ITURRI GMBH
- P4S Partner for Safety S.L.
- Tulantex, S.A.R.L.
- ITURRI Coimpar Industria e Comércio de EPIS Ltd.
- ITURRI Panamá
- ITURRI Francia
- ITURRI Poland SP z.o.o
- Total Care S.L.
- ITURRI Colombia
- Guadamar Golf, S.A.
- ITURRI Feuerwehr-und umwelttechnik GmbH
- ITURRI S.A Sucursal Ecuador
- ITURRI Real Estate S.L
- ITURRI Emergencies Solutions S.L
- ITURRI Medical S.L
- Rodríguez López Auto S.L.
- Emergalia S.L.U
- Partner 4 Safety S.L.
- ITURRI Inc (USA)
- MITREN - SISTEMAS E MONTAGENS VEICULARES S.A.
- ITURRI Czech Republic s.r.o.
- Fundación ITURRI



1. **Law 11/2018, of December 28, on non-financial information and diversity** (approved on December 13, 2018 by the Congress of Deputies, amending the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of July 2, and Law 22/2015, of July 20, on auditing of accounts, in matters of non-financial information and diversity. And the amendment of article 49, section 6, of the Commercial Code through Law 5/2021, of April 12).

## 01. ABOUT THIS NON-FINANCIAL INFORMATION STATEMENT: A CLEAR PICTURE

 1.1 Preparation and  
scope of the report

It should be noted that the scope of the NFIS covers the **ITURRI companies** listed below, which are of greater relevance to our organization, in terms of their activity:

- ITURRI S.A. (Spain)
- Protec Fire, S.A. (Spain)
- Textulan, S.A. (Spain)
- ITURRI Centro Especial de Empleo, S.A. (Spain)
- Tulantex, S.A.R.L (Morocco)
- ITURRI Coimpar Industria e Comércio de EPIS Ltd. (Brazil)
- ITURRI Poland SP z.o.o (Poland)
- ITURRI Feuerwehr-und umwelttechnik GmbH (Germany)
- Rodríguez López Auto S.L. (RLA)

In order to align them with the requirements of Law 11/2018, we contemplated the expanded scope of our annual report to include all ITURRI companies, covering indicators related to social, labor, environmental and tax aspects.

Regarding the company Rodríguez López Auto S.L., which joined our group in 2022, we initially focused on its specific indicators, especially on the distribution of the workforce and types of contract. As of this year, 2023, this company's information is already fully incorporated and reflected in the NFIS 2023.

To make it easier to compare and better understand the report for all our stakeholders, we have maintained a similar structure and index as in previous years in this **sixth ITURRI Consolidated Non-Financial Information Statement**. Although we have introduced some updates to the structure and table of contents, these changes will not affect your understanding.

Any questions or queries regarding the Non-Financial Information Statement and its contents can be made via e-mail: [info@ITURRI.com](mailto:info@ITURRI.com).



## ITURRI AT A GLANCE



**14**  
countries



**+1,800**  
people



**+10,000**  
customers



**+2,000,000**  
protected people





# 02

Discovering ITURRI: who are we  
and what do we represent?

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## 02 DISCOVERING ITURRI: WHO ARE WE AND WHAT DO WE REPRESENT?

### 2.1 INTRODUCTION

At ITURRI we are a family group founded in 1947 with origins in Seville, a **leader in protection and security worldwide**, with a strong industrial presence in various sectors and countries. Since its foundation, **we focus on innovation and sustainability**, offering customized products and solutions, including advanced technologies such as AI+IoT systems for intelligent firefighting vehicles and sustainable mobility solutions. All our activities integrate **sustainability criteria in both production processes and products**, with a high technical and innovative component and integrated service of equipment and solutions, always seeking the benefit for the customer.





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1947  
FOUNDING

D. Juan ITURRI Landajo

1960  
GROWTH

D. Juan ITURRI Gisbert

1980  
PRODUCTION

- Workwear, technical and uniform clothing:**
- Brazil, São Paulo
- PPE and collective equipment:**
- Morocco, Tangier
- Safety, military and uniform footwear:**
- Spain, La Palma del Condado
- Specialized vehicles:**
- Firefighting trucks:
    - Germany, Wilnsdorf
    - Spain, Utrera
    - Brazil, São Paulo
    - USA, Oregon
  - Ambulances:
    - Spain, Orense
- Hoses:**
- Spain, Utrera
- Harnesses for work at height:**
- Poland, Bielsko-Biala
- Laundry:**
- Spain, Barcelona
  - Poland, Bielsko-Biala

1990  
INTERNATIONALIZATION

- Germany, Cologne
- Argentina, Buenos Aires, Mendoza
- Brazil, São Paulo, Salavador de Bahia, Vitoria
- Colombia Bogota
- Chile, Sanitago de Chile
- Ecuador
- France, Roanne
- Morocco, Casablanca, Tangier
- Poland, Bielsko-Biala, Tychy
- Portugal, Palmela
- United Kingdom, Banbury
- Czech Republic Prague

2000  
SOLUTIONS AND SERVICES

- Security Consulting
- Contact Center
- IMS (ITURRI Maintenance Service)
- Vehicle rental
- Clothing and PPE renting
- Integrated Services
- Firefighting solutions for industrial plants

2008  
SPECIALIZATION

- Industry:**  
Oil&Gas, petrochemicals, automotive, energy, metallurgy, transport, logistics, telecommunications, public administration, food, supermarkets, ports, fishing, cables, hoses, construction, services
- Emergencies:**  
Airports, structural, forestry, military
- Defense and security forces:**  
Military, security forces
- Healthcare:**  
Hospitals, emergency, socio-health

2025  
VISION

- In order to build the future of the company and fulfill its commitment to sustainability and continuity, the ITURRI Group has created a vision for 2025. Five master lines govern all our actions:
- 1. Value generation**  
Constant search for new and unique value propositions; ITURRI Forward.
  - 2. Efficiency**  
Simplification of procedures to achieve efficiency.
  - 3. Team**  
Consolidation of the human team and future generation.
  - 4. Diversification**  
Diversification of sales quotas in each country without any country exceeding 30% of total sales.
  - 5. Homogeneity**  
Maintenance of a strong and unique culture throughout the world.



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HIGHLIGHTS OF 2023

At ITURRI, the year 2023 has been marked by important events. We have experienced both moments of deep sorrow, as well as significant advances and achievements that underline our constant evolution and our dedicated path towards excellence.

Below, we present some of these relevant events:



Death of our Honorary President: Mrs. Maria Luisa Franco Revilla

Her dedication and love for the company, as well as for each of the people who make up the company, have been a constant source of inspiration for all of us.

Her legacy is rooted in the values of unity, integrity, respect and joy, in which she firmly believed. In these difficult times, let us remember the strength and affection she demonstrated throughout her life, wearing that indelible smile on her face. Let us move forward, keeping alive these values that she transmitted to us with her constant example.

Compliance and Anti-bribery Management

We are proud to have obtained in January 2024 the following certifications, which reflect our commitment to integrity, legality and transparency in all our operations:

UNE-19601 Certification - Criminal Compliance Management System

This standard promotes a culture of crime prevention and is aimed at reducing our exposure to criminal risk.

UNE-ISO 37001 Certification - Anti-Bribery Management System

This certification, referring to the international standard for anti-bribery management systems, provides us with reasonable and proportional measures to prevent, detect and deal with bribery.

Investments

Multi-year project in sustainable mobility

As part of our strategic plan, at ITURRI we continue to invest in Research, Development and Innovation (R&D&I). During 2023, we are executing a multi-year R&D&I project called "Integrated Solution for Sustainable Mobility in Airports and Eco-designed Vehicle for Emission Reduction".

Continuous improvement: Project LEAN

To improve productivity and efficiency in our operations, we have decided to firmly advance in the culture of **continuous improvement through the LEAN methodology**. This ambitious cultural transformation project is structured in different phases. The first phase has started to be implemented at the end of 2023 and will continue until the first half of 2024. More than 60 people are involved, with 14 ISO 18404 certified leaders, who are driving small incremental changes and the empowerment of our team.

Expansion in the United States

We have incorporated a new company with 100% ITURRI capital in the United States, with the objective of developing the North American market and exploring our entry as experts in forest emergency operations. This initiative will allow us to expand our presence and experience in a strategic and very important market.

Sustainability leap

At ITURRI, we are committed to innovation, sustainability and the integral wellbeing of our people and the environment. Throughout 2023, we have undertaken various actions and strategic alliances that strengthen our position in the market and reinforce our mission to provide advanced and sustainable solutions. Below is a summary of our main initiatives and partnerships within the framework of our strategic plan:



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· Integration of the Sustainable Development Goals (SDGs)

In 2023, at ITURRI we continue to integrate the 17 Sustainable Development Goals (SDGs), established by the United Nations in the 2015 Paris Pact, into our sustainability policy.

To advance in this process, from the Quality, Sustainability and Continuous Improvement department we continue to develop and implement the strategies contained in the **ITURRI 2030** document, with the aim of fully aligning our sustainability strategy with the SDGs.

Through our activities, we are committed to collaborate in the achievement of the SDGs that we already had identified in the last study conducted, where our actions can have a greater impact. In particular, we focus on the following goals:



As part of our commitment to sustainability, during 2023, in ITURRI we have continued to carry out various actions in this area.

· Achievement of the UNE-EN 14065 certificate, biocontamination control in laundry textiles

This year, we continued to strengthen our commitment to excellence and innovation by obtaining the UNE-EN 14065 certificate. This certificate is related to the control of biocontamination in laundry textiles, ensuring that our processes meet the highest standards of quality and safety.

The UNE-EN 14065 certification represents a step forward in our efforts to provide our customers with products that not only meet their expectations, but also ensure a safer and healthier environment.<sup>2</sup>

· Focus on the Circular Economy

In 2023, we continue to highlight the empowerment of the circular economy as a key objective. From each Business Unit, we have worked on the recovery and reuse of raw materials, and on improving the life cycle of our products and activities, reducing, on the one hand, and maximizing the use, on the other, of the waste generated.

Some of the most significant projects include the recovery of aramid from protective clothing, the management of post-industrial waste in clothing and the optimization of packaging in different operations. These projects, explained in detail below, reflect our ongoing commitment to the circular economy and environmental sustainability.

· We look for waste managers/partners to give a second life to our waste or convert it into new raw material

From the Corporate area and in collaboration with the different Business Units, this year, we have prioritized the search for solutions for our waste, as previously mentioned. We are aware that we can do a lot with the materials we use in the different ITURRI production lines, and our by-products. Adapting to waste regulations, creating awareness about separation, and the search for solutions on both a laboratory and industrial scale, has been a fundamental part of our work in Sustainability. As a result, we have created a map of managers and specialists in waste treatment that can gradually provide us with solutions to avoid landfill and energy revaluation as the only solutions.

· Scope 3 of the Carbon Footprint

In 2023, we have continued our efforts to measure and reduce our carbon footprint, building on the analysis of previous years. From 2022, we calculate the carbon footprint of the entire company, across all scopes and covering both our national and international operations. This detailed analysis includes each of our factories, logistics areas, sales offices and customer activities in all the countries where we operate.

This effort, which involves the entire company, allows us to identify, in a verified manner year after year, where the greatest impact of our activities lies. This knowledge is crucial, as it provides us with the basis to develop and implement emission reduction plans immediately, focusing on what matters most: the improvement and use of more sustainable materials and greater circularity, the transportation of goods and the mobility of our employees.

In 2024, we are carrying out the registration of our verified carbon footprint. Determining the scope 3 of our carbon footprint is a very significant step for ITURRI, especially given the complexity of this exercise. We are proud to be making progress on this important aspect of our sustainability strategy, demonstrating our commitment to reducing our environmental impact.

· "Calculate, Reduce and Compensate" Seal

At ITURRI, every year we strive to obtain the "Calculate, Reduce and Compensate" seal. In 2023, we have once again managed to reduce our carbon footprint and make the corresponding compensation. It has been more than 5 years now with this monitoring and this commitment to our environment. This year, we have selected the Silvoso Project for offsetting, which focuses on the restoration of burned areas through the creation of forests, which act as carbon sinks.

· Leap into clean energy

During 2023 we have materialized our move to the use of clean energies. It's just the beginning! We have guaranteed the use of clean energy in all the installations throughout ITURRI Spain, and by installing photovoltaic panels in three high consumption centers: the emergency vehicle factory in Utrera, the new logistics center also in Utrera and the delegation in Barcelona, where the Total Care laundry has been moved. In 2024 we will continue to implement more projects of this type. This progress has been accompanied by an analysis and optimization of the power of different centers together with the progressive replacement of high consumption lighting.

2. More information in section 8.3 Consumer Health and Safety Measures.

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• Strategic alliances

In view of the challenges presented by climate change and considering its current and future impacts, it is crucial that we focus on finding solutions. This implies changing our habits, rethinking and improving our working methods and approach. It is vital to collaborate, share efforts, knowledge and costs to move together towards a more sustainable production and face the new legislation.

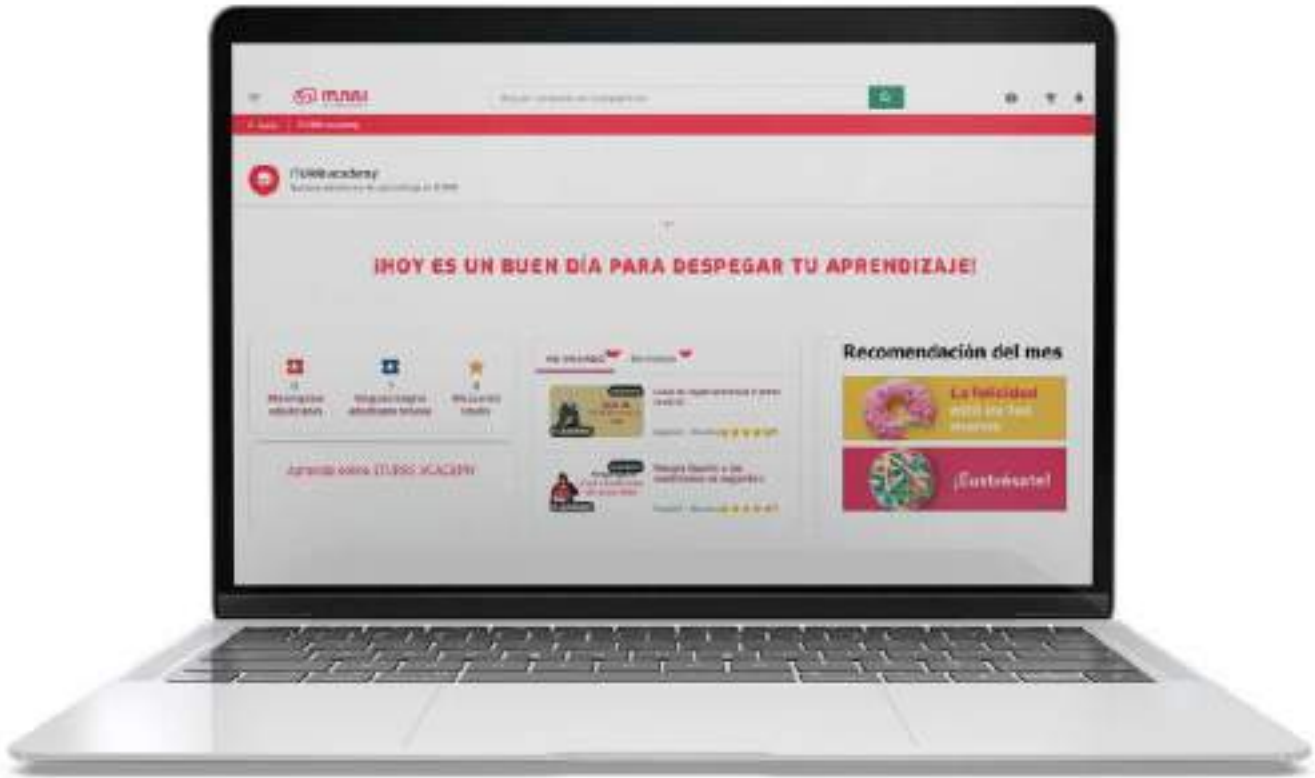
For this reason, at ITURRI we consider **SDG 17 (Partnerships for the Goals)** to be one of the five Sustainable Development Goals on which we have the greatest influence. We continue to work with different entities and clients through projects such as La Voz del Cliente and the Circular Economy Programs. In addition, we have established several collaboration alliances with companies, laboratories and training entities<sup>3</sup>.

• Sustainability Training and Awareness

At ITURRI, we understand that sustainability is in constant evolution, with new and emerging concepts. Training is essential to raise awareness and be an engine of change. For this reason, we have prioritized this aspect with various training programs aimed at both the management team and the entire staff. These trainings are given by experts in the field (both external and internal), guaranteeing a deep and updated understanding of new developments in sustainability, and ensuring our commitment to environmental objectives. In our new ITURRI Academy platform, training has been incorporated in order to cover all teams in their knowledge of sustainability.

• ITURRI ACADEMY Take-off

Learning is one of our values and fundamental pillars of ITURRI, therefore, the implementation of an ITURRI online academy was a priority during 2022, and has seen its take-off during 2023. The enrichment of the platform, with a multitude of courses at all levels (product, prevention, environment, wellbeing, psychosocial, etc.) is allowing the extension at all levels of the learning culture in the workforce, considering not only the needs of the business, but also the emotional and personal needs of each employee. This learning culture helps us to fulfill one of our mottos, "let's not repeat mistakes, if we make any, let them be new ones, because we have learned from the old ones and have corrected them".



• Immersion in sustainable mobility

Having the mobility of our employees as the third factor of impact on our carbon footprint, has put us in the responsibility of looking in detail at how our teams move to get to work, what transportation means they use, what barriers they have to opt for sustainable options, etc. During 2023 we have developed a **Sustainable Mobility pilot project** at ITURRI.

In its **1st phase**, the project has been implemented in the centers of **Seville, La Palma del Condado, Poland and the three centers located in Utrera: Vehicle Factory, Installation of cables and hoses, and Logistics Center**. Using the CICLOGREEN application, which every employee at these centers could download free of charge to their company and/or personal cell phones, they recorded their trips by **bike, on foot, by public transport or by carpooling**. In addition, we organized games and distributed monthly prizes for best practices, communicating the impact on our carbon footprint. 2024 will determine the second phase of this project.

• Voice of the Customer

One of our priority objectives, year after year, continues to be to listen to our customers' global sustainability needs. As part of our customers' value and supply chain, we have made it a priority to understand their needs in order to improve our own impact. We focus on aligning needs and concerns, identifying opportunities for collaboration and developing joint projects that benefit both our customers and the environment. Participation in the Aguas de Barcelona HUB is an example of this listening to the customer, being a supplier that goes hand in hand with sustainability projects.

3. More information on alliances in section 7.



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ITURRI Foundation

In 2023, we have taken a significant step forward by creating the ITURRI Foundation, strengthening our commitment to protection and sustainability, and making them more accessible to all. This foundation, rooted in the values of the ITURRI Group, which has been dedicated to protecting people and their environments through innovative solutions for more than 75 years, has the mission of contributing to a safer and more sustainable world, especially for the most vulnerable groups. With the foundation, we seek to reinforce our focus on protection and sustainability, and to establish a transformative and lasting legacy. Our goal is to start the Foundation's activities in 2024. In the meantime, we continue to collaborate with various NGOs and specialized professionals, locally and globally, to ensure that our projects not only get off to a strong start but are sustained and have a lasting effect<sup>4</sup>.

WITH THE ITURRI FOUNDATION WE HAVE STRENGTHENED OUR COMMITMENT TO PROTECTION AND SUSTAINABILITY, MAKING THEM MORE ACCESSIBLE TO ALL



4. More information in section 8.1. Our commitment to society.

Innovation in occupational health and safety

• Cultural integration in prevention and sustainability of ITURRI and RLA

In 2023 we have worked deeply in the integration of culture between two family companies such as ITURRI and RLA. To this end, we have developed a program of awareness, implementation of habits and leadership based on neuroscience and coaching techniques. This plan, led by the Sustainability Department, will continue through 2024 and is helping to strengthen the implementation of best practices for preventive rather than reactive safety.

• Innovation for emergency professionals

In ITURRI, from our Emergency Vehicles Division, we are carrying out an in-depth analysis of the protection needs of the professionals who operate our vehicles. We work hand in hand with our clients to review various innovative solutions. While our firefighting vehicles are designed to provide maximum coverage against fires in any environment, in 2023 we are particularly focused on innovation to protect people. The firefighters who protect us must also be protected, and that is one of our core values.

• 5AXIS Project: Innovation and Sustainability

5AXIS is the result of years of research to understand the needs of the industry. We combine design, user experience and scientific data to evaluate products and services on five key criteria: functionality, comfort, aesthetics, durability and sustainability. Our approach enables us to deliver effective and environmentally friendly solutions.

The 5AXIS process includes five stages: diagnosis, design, testing, implementation and follow-up, ensuring that each solution meets the highest standards and is tailored to the specific needs of each work context, using advanced data collection techniques.

We are proud of 5AXIS' impact in various industries and its ability to adapt to different work environments. We remain committed to continuous improvement and expanding our solutions to ensure safe and efficient work environments for all.

• Adaptation to future Due Diligence and Sustainable Procurement Law

Part of the Sustainability Department's priority is how we ensure that our customers have visibility over us and our supply chain, and how we guarantee that our suppliers work with the values and standards of fair and sustainable business, align with our ITURRI values and comply with legal requirements. During 2023 we have continued the work started in previous years, adapting step by step our processes to the new Due Diligence and Sustainable Procurement laws.

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## 2.2 THE ESSENCE OF OUR ACTIVITIES

At ITURRI, we are dedicated to the distribution and commercialization of a wide range of safety and emergency products: manufacture of safety footwear, military and technical clothing; emergency vehicles and refueling machines, etc. We also purchase materials and equipment necessary for the installation of protection systems for work at heights and fire protection systems for industrial sectors, such as lifelines, pipelines, and fire pumps. Our work encompasses both the items we produce in our own subsidiaries and those we purchase from other specialized companies.

But our mission goes beyond that:



**WE ARE FOCUSED ON PROVIDING SOLUTIONS AND EQUIPMENT THAT ENHANCE SAFETY AND SECURITY IN ALL AREAS, FROM THE SAFETY OF PEOPLE AND PROCESSES TO THE PROTECTION OF PROPERTY AND THE ENVIRONMENT**



Our **multi-sector strategy** focuses on specialization and the search for value-added solutions, promoting the continuous improvement of our products and services.

To ensure that our products and solutions are of the highest quality and are available when our customers need them, we manage purchases both nationally and internationally. These purchases range from raw materials needed for our products (such as fabrics and leathers) to finished products that we market and distribute, such as safety and protective equipment, gloves, footwear, clothing, cables and hoses.

We have warehouses that allow us to maintain an adequate stock of finished products for immediate delivery to our customers, as well as auxiliary after-sales workshops that offer additional services such as cable termination, conveyor belt repair, hose fitting, among others. These services allow us to guarantee a first-class customer service.





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OUR PRODUCTS AND SERVICES

At ITURRI, our range of specialized products and services extends to cover all safety and protection needs in different industries and sectors:



Clothing:

We have a technical team specialized in each type of industry and we collaborate closely with our first-class partners, which allows us, in addition to having a greater knowledge of the fabrics appropriate to the risk and image, to offer innovative solutions, always complying with current regulations.



Footwear:

We manufacture both military footwear (intervention, uniform, safety, sports and special footwear) and work footwear (for hospitals, agri-food, firefighters, forestry and safety). In addition, we are proud to be leaders in the manufacture of military footwear, combining technology and traditional craftsmanship in their stitching, making very high-quality products.



Vehicles:

We are specialists in the design and manufacture of state-of-the-art vehicles adapted to the specific needs of each customer (emergency, military, industrial plants and health agents). We have four factories with an annual production capacity of 500 vehicles with their own test tracks. Our vehicles have superior performance to those required by international standards UNE, ISO9001, AQAP, ICAO, NFPA, CAP168.

Regarding ambulances, thanks to the alliance with Rodriguez Lopez Auto (RLA) that was closed in 2022, we continue to innovate and grow in a sustainable way in the manufacture of ambulances, taking advantage of the **great knowledge and experience in the manufacture of ambulances, and the pioneering spirit of RLA in this sector**. In fact, **in 2023**, at the leading international fair in rescue and mobility, RLA has been one of the pioneers in bringing ADAS Systems. More information [here](#).



Personal Protective Equipment (PPE) and Collective:

We offer products adapted to each country and sector, ensuring global and effective solutions. That is, we apply a uniform solution to address the same risk, at the customer's facilities:

- **PPE:** Protective gloves, hearing protection, head protection, height protection, eye protection, respiratory protection and PPE maintenance.
- **Collective protection:** Lifelines, acoustic warning solutions, gas detectors, welding curtains.
- **Exoskeletons:** Ergonomic solutions for the lower back, arms, back and legs.
- **NBC (Nuclear, Biological and Chemical) Protection:** Personal and collective protection in this field. Detection, identification, decontamination and detoxification.

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#### Sanitary and military equipment:

At ITURRI we manufacture and distribute a wide range of both sanitary and military equipment. In the health sector, we offer products such as special surfaces for pressure management (SEMP), sheets, technical aids, cranes, transfers, surgical drapes and towels, among others. For military equipment, we have military gloves, superlight individual tents, sleeping bags, mosquito nets and self-inflating mattresses, among others.

#### Firefighting installations and equipment and industrial maintenance:

• **Firefighting solutions:** Backed by our tradition and our deep experience in firefighting installations and equipment, we develop a set of unique solutions for firefighting that can be applied in different environments, offering from the installation to the maintenance of these equipment and installations: Special Fire Extinguishing Unit (SFEU), Mobile water supply solutions in large flows, stop container, hose logistics in industrial plants, among others.



• **Firefighting installations:** We develop global solutions for the petrochemical industry, high risk industry and industrial energy plants: Installations and maintenance of fixed fire protection systems.

• **Equipos contraincendio:** We have a wide range of specialized products, including extinguishing agents and extinguishing equipment, extinguishers and complements (cabinets, loading machines, etc.), hoses, fittings and bifurcations, lances, monitors, hydrants, foam equipment, motor pumps and high-pressure equipment, tanks, etc.

• **Industrial Maintenance:** MRO services (*maintenance-repair-operations*), integral management of warehouses either at the client's facilities or from our own ITURRI facilities, being the sole supplier of all the necessary indirect material (hydraulics and pneumatics, filtration, industrial hygiene), as well as the supply of cables and custom-made hose fittings (Dunlop and IVG).



#### Environmental protection:

• **Protection of the forest environment:** We are one of the main suppliers for the Forestry Services of the Autonomous Communities and the Ministry for Ecological Transition and Demographic Challenge (MITECO). We provide, among other products and services: Audits and design of forest fire defense plans; firefighting vehicles; clothing, footwear and PPE; tools and equipment; location and control of resources; training, etc.

• **Anti-pollution equipment:** : We offer a complete service of anti-pollution equipment to combat pollution, covering the entire process from the moment of the spill, containment, collection, storage and finally, the proper management of the waste. For each situation, we design a customized turnkey project, ensuring an effective solution adapted to the specific needs of each client.

We also offer contingency and action plans, demonstrations and simulations, water treatment and noise pollution solutions, demonstrating our ability to provide a comprehensive approach to safety management and environmental protection.

We offer containment, remediation, storage and other industrial solutions. In addition, we also offer training.



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### MARKETS SERVED

ITURRI is an international group with an **active presence in four continents: Europe, Latin America, North America, North Africa and the Middle East**. We strive to adapt our solutions to the specific needs of each region, offering products and services that meet the highest standards of quality and safety, all while contributing to the creation of safe and secure environments for all.

### OUR FACILITIES AND LOCATIONS

We operate several facilities specialized in the production of a wide range of products:

- **Safety, military and uniform footwear manufacturing:**

La Palma del Condado's factory (Huelva)

- **Manufacture of specialized vehicles:**

Protec Fire (Utrera, Spain).

ITURRI Feuerwehr - und Umwelttechnik GmbH (Wilnsdorf, Germany)

Mitren, Sistemas e Montagens Veiculares Ltda. (Santa Cruz del Sur, Brazil)

ITURRI Inc. (Creswel, U.S.A.)

ITURRI Coimpar Industria e Comércio de EPIS Ltd. (Sao Paulo - Brazil)

Rodríguez López Auto S.L. (Orense, Spain)

- **Manufacture of PPE equipment:**

ITURRI Coimpar Industria e Comércio de EPIS Ltd. (Sao Paulo - Brazil)

- **Manufacture of workwear, technical clothing and uniforms:**

Textulan (Mairena del Alcor, Seville, Spain) and Tulantex (Tangier)

- **Manufacture of harnesses for work at heights:**

ITURRI Poland SP z.o.o (Polonia)

### ABOUT OUR SIZE AND ESSENCE

In the year 2023, our large ITURRI family, which includes slightly more than 1,800 workers, managed to reach more than 375 million euros in sales. Despite being a large team, we maintain the heart and values of a family business, an aspect that fills us with pride and guides our path forward.

#### Organization size:

In fiscal year 2023, the following should be highlighted:



More than 1,800  
employees



More than 375M euros  
in sales



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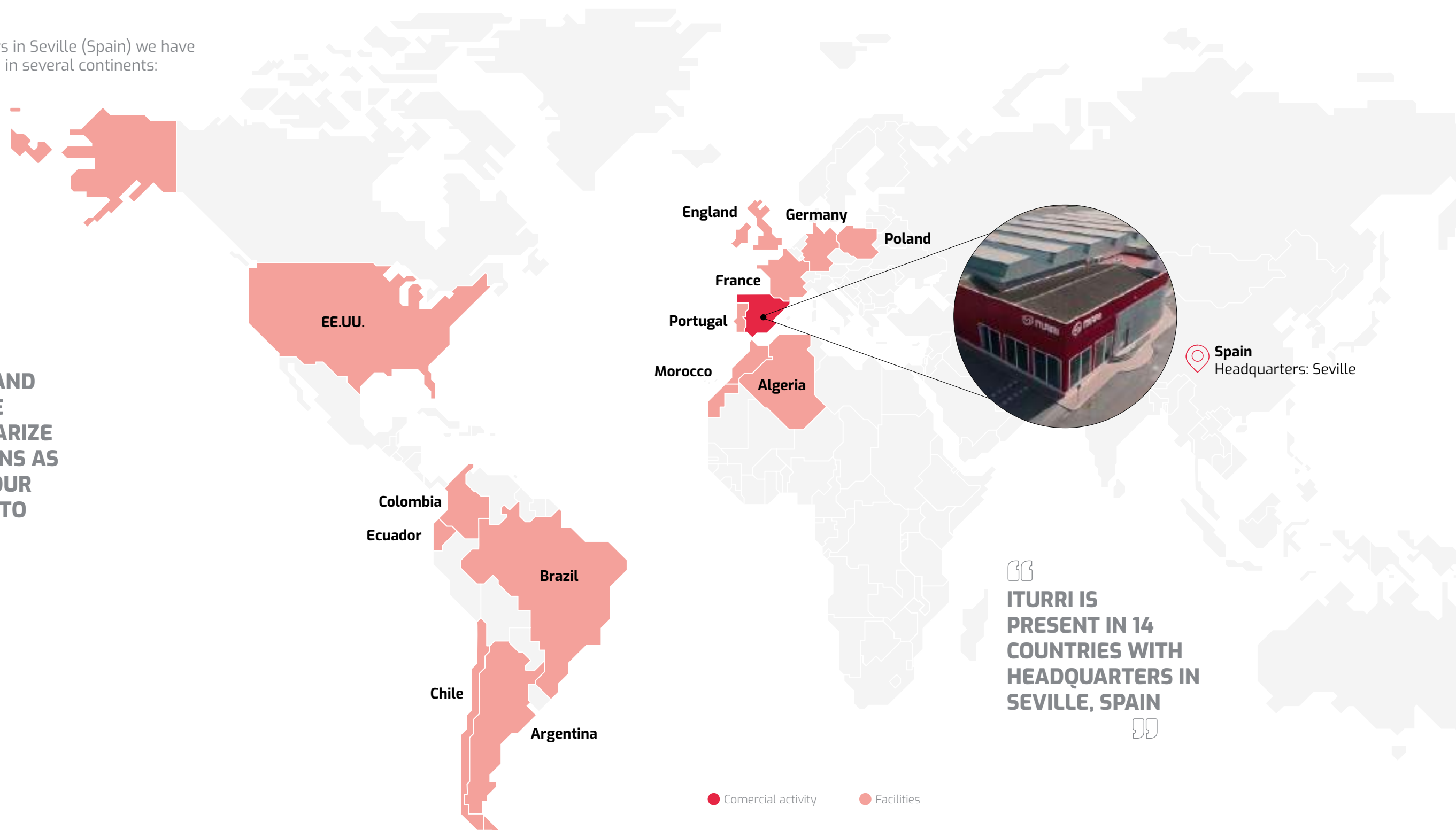
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a pillar of our culture

NON-FINANCIAL INFORMATION STATEMENT  
OF ITURRI, S.A. AND SUBSIDIARIES

OUR PRESENCE

With our headquarters in Seville (Spain) we have  
a significant presence in several continents:

“  
OUR PURPOSE AND  
VISION FOR THE  
FUTURE SUMMARIZE  
OUR ASPIRATIONS AS  
A BRAND AND OUR  
CONTRIBUTION TO  
SOCIETY  
”



“  
ITURRI IS  
PRESENT IN 14  
COUNTRIES WITH  
HEADQUARTERS IN  
SEVILLE, SPAIN  
”



02. DISCOVERING ITURRI: WHO ARE WE AND WHAT DO WE REPRESENT?

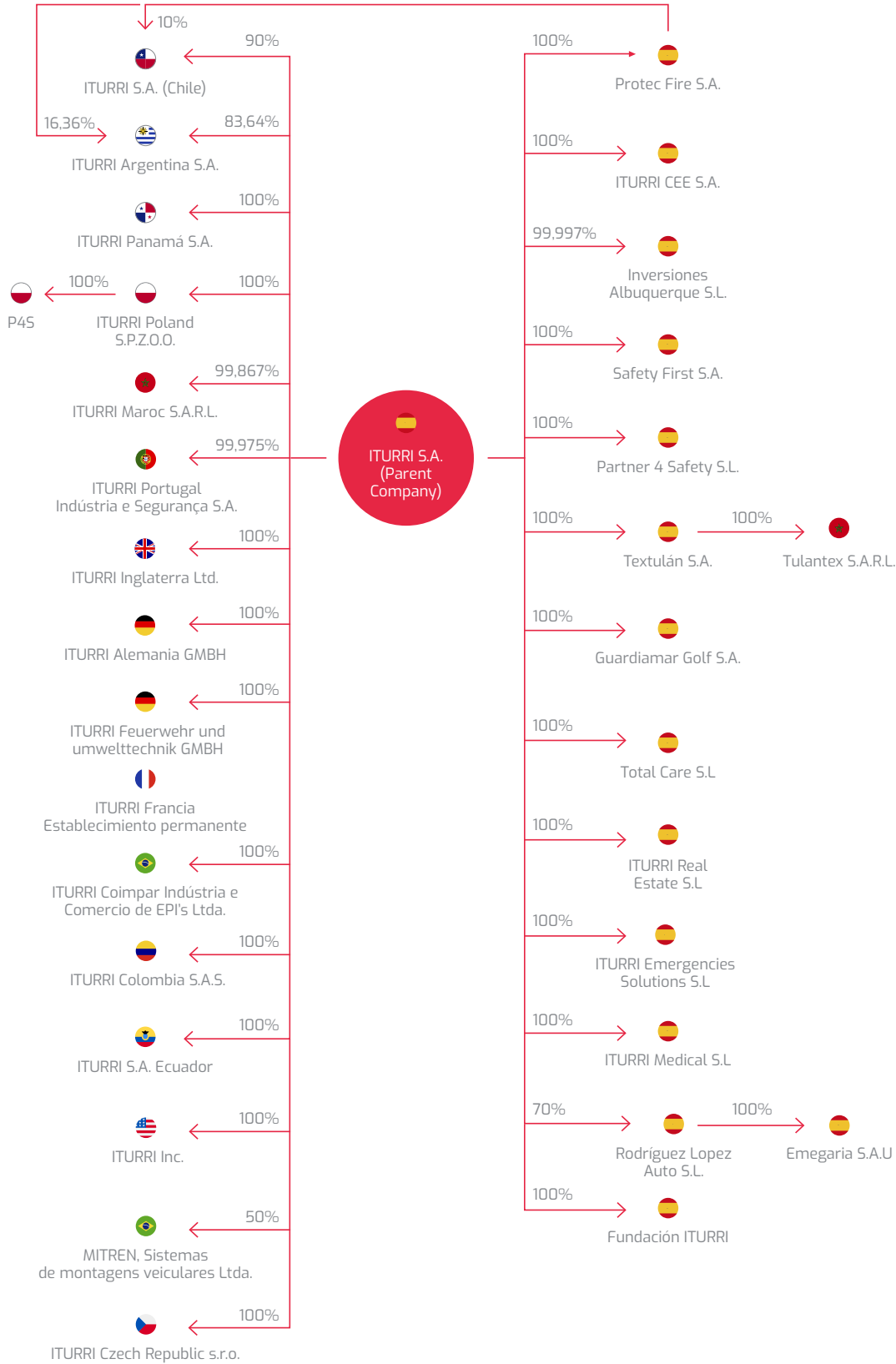
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2.3 OUR ORGANIZATIONAL STRUCTURE

Since our founding in 1947 as a family-owned company, we have experienced remarkable growth and diversification. Our **organizational structure** has expanded to include a number of specialized divisions serving specific sectors such as occupational safety, military equipment, emergency vehicle production and the development of firefighting solutions. This evolution reflects a commitment to innovation and an ability to respond to changing needs in the field of safety and security, while maintaining its original essence and values.



Legal organization chart:



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Functional organizationl chart:

CORPORATE SERVICES

Corporate Overheads
Finance & Controlling
IT
People & Culture
Personnel
EHS & Quality
General Services and Facilities
Laboratory
Marketing
ITURRI Forward

SITES

Real Estate Sites
-------------------

SALES

INDUSTRY BU

Industry BU Corporate
Industry BU France
Industry BU UK
Industry BU Portugal
Industry BU Germany
Industry BU Poland
Industry BU Rest of Europe
Industry BU E-Commerce
Industry BU Central Mngmnt
Industry BU PS4
INDUSTRY BU SPAIN

EMERGENCY BU

Emergency BU Spain
Emergency BU France
Emergency BU Portugal
Emergency BU Brazil
Emergency BU UK
Emergency BU RoW
Emergency BU LATAM
Emergency BU Chile
Emergency BU Germany
Emergency BU China
Emergency BU Corporate
Emergency BU Europa
Emergency BU Norte América
Emergency BU Asia-Pacífico
Emergency BU Moroc

DEFENSE BU

Defense BU Spain
Defense BU France
Defense BU Portugal
Defense BU UK
Defense BU RoW
Defense BU Germany
Defense BU Brasil
Defense BU Italy
Defense BU ITURRI Military
Defense BU Corporate

HEALTHCARE BU

Healthcare BU Spain
Healthcare BU Corporate

SALES

PROTECCIÓN COLECTIVA BU

Protecc. Colectiva BU Marruecos
Protecc. Colectiva BU Argentina
Protecc. Colectiva BU Brazil
Protecc. Colectiva BU RoW
Protecc. Colectiva BU RRUU
Protecc. Colectiva BU Pesca C&H
Protecc. Colectiva BU France
Protecc. Colectiva BU Corporate
Protecc. Colectiva BU Iberia
Protecc. Colectiva BU Rumania
Protecc. Colectiva BU Chile
Protecc. Colectiva BU Perú

BRASIL

Industria BU Sao Paulo
Industria BU Minas Gerais
Industria BU Espiritu Santo
Industria BU Bahía
Industria BU Rio de Janeiro

UN FORWARD

Forward Simulation & Training
Forward Personal Equipment Mmgt
Forward Monitoring
Forward HQ

CORPORATE SALES

Corporate Sales
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INTERCOMPANY SALES

Intercompany Sales
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BUSINESS OPERATIONS
Emergency BO Bid Mngmt
Defense BO Bid Mngmt
Healthcare BO Bid Mngmt
Collective Protec BO Bid Mngmt
Industry BO Bid Mngmt
Industry BO Order Allocation
E-Commerce BO
Industry BO Brazil Bid Mngmt
Industria P45

BUSINESS OPERATIONS PROJECT MANAGEMENT
Defense BO Project Management
Emergency BO Project Management
Industry BO Project Management
Collective Protec BO Project Management
Healthcare BO Project Management

PRODUCT DEVELOPMENT
Defense Product Development
Emergency Product Development
Industry Product Development
Collective Protec Product Development
Healthcare Product Development
Protection Tech Dept
Footwear SC Product Mngmt

LOGISTICS
Transportation
Distribution Warehouse

SERVICE LINES
MANAGED SERVICES
Mgd Svcs Delivery
Mgd Svcs Ovvh, Sourcing
Mgd Svcs Fire Detectors Delivery
Mairena Mgd Svcs Site
OIL&GAS
O&G Svcs Delivery
O&G Svcs Assets
O&G Svcs Ovvh, Sourcing
MANTEINANCE SERVICES
Maint. Svcs Delivery
Maint. Svcs Ovvh, Sourcing
EP&C
EP&C Svcs Delivery
EP&C Tech Office
EP&C Svcs Ovvh, Sourcing
MANTEINANCE FIRE PROTECTION
Maint. Fire Protection Svcs Delivery
Maint. Fire Protect. Svcs Ovvh
SLL SERVICES
SLL Svcs Delivery
SLL Svcs Ovvh, Sourcing

SUPPLY CHAIN
PROTECTION SUPPLY CHAIN
Protection SC Plant
Protection SC Sourcing
Protection SC Ovvh
FOOTWEAR SUPPLY CHAIN
Footwear Tech Office
Footwear SC Plant
Footwear SC Workshop
Footwear SC Ovvh
Footwear SC Sourcing
Footwear SC Quality
Footwear SC Product Mngmt
GARMENTS SUPPLY CHAIN
Garments Tech Office
Garments SC Plant
Garments Workshop
Garments SC Ovvh
Garments SC Production Mngmt
Garments SC Sourcing
Garments SC Quality
Garments SC Project Mngmt
CABLE & HOSES SUPPLY CHAIN
Cables&Hoses Plant
Cables&Hoses Ovvh
Cables&Hoses Sourcing



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INTERNAL ORGANIZATION

Within ITURRI, our internal structure is divided in **six** fundamental **areas**, designed to drive our mission of innovation and protection in various sectors:

1. BUSINESS UNITS

Our commercial areas are designed to closely align our operations with our customers' needs, involving close collaboration between our sales, operational and corporate teams. This integrated dual structure requires us to be accountable to both specific business units and operations areas, ensuring efficient management of accounts and opportunities, as well as careful monitoring of sales and financial performance in each area. This approach enables us to adapt quickly and provide accurate solutions to our customers.

- Personal Protection Industry BU
- Emergencies BU
- Defense and Security Forces BU
- Collective Protection Industry BU
- Medical BU

2. OPERATIONS DEPARTMENT

This is the logistical heart of ITURRI, ranging from centralized procurement to logistics and storage, guaranteeing the fluidity and efficiency of our operational processes.

3. TECHNICAL DEPARTMENT

With a team dedicated to technical review and development, we focus on continuously perfecting our products and services in key areas such as clothing, footwear, vehicles, and protective equipment, taking advantage of the *expertise* of different sectors of our organization. Within this team, the Footwear and Protection

sections are handled directly by our ITURRI personnel, while the Apparel section is managed by the Textulan team, and the Vehicles section by Protec Fire personnel.

4. SUPPLY CHAIN AND SERVICES DIVISION

In our team, we take charge of production, quality, delivery times and service levels, organizing ourselves in different areas to ensure efficiency and excellence in everything we do:

- **Technical Office or Engineering:** This is where our product designs are born, with a team dedicated to transforming ideas into real solutions.
- **Operations:** This team is responsible for preparing manufacturing offers and keeping detailed track of orders, purchasing, logistics and warehouse management, ensuring that everything flows optimally.
- **Factories:** These are the heart of our production, where ideas take physical form thanks to the effort and dedication of our employees.
- **Site Quality / Sustainability:** This group encompasses Health and Safety, Environment and Corporate Social Responsibility, focusing on keeping our standards high in every aspect of our work, from product quality to our impact on the world. We ensure that our employees and facilities are not harmed in any way, thus ensuring a safe and sustainable environment.



**AT ITURRI, OUR EVOLUTION AND DIVERSIFICATION ARE REFLECTED IN AN INTERNAL STRUCTURE THAT, WHILE MAINTAINING ITS FAMILY ROOTS, ALSO EXPANDS TO ADDRESS THE GROWING DEMANDS OF SAFETY AND SECURITY IN A CHANGING WORLD**



5. CORPORATE SERVICES

Within our team, we have essential transversal areas that include General Management, Organization and Systems, Finance, People & Culture, Labor Relations, Marketing, Quality and Sustainability, and General Services. These areas collaborate with each other to ensure the effective and coherent functioning of the entire company, focusing on operational efficiency and the fulfillment of our corporate objectives.

6. SERVICE LINES

Within ITURRI, we stand out for providing specialized services that adapt to the specific demands and challenges of our clients:

- **ITURRI Maintenance Service:** This is our specialized service for the after-sales maintenance of vehicles. We have workshops specialized in fire-fighting vehicles, escalators and refueling machines, among others. On the other hand, we offer technical support at our customers' facilities. This offer is a cornerstone of our Emergency Unit, designed to guarantee the operability and safety of critical equipment. Additionally, this line of service carries out work to adapt vehicles to new regulations or to give them a second life.

- **ITURRI Renting Service:** In ITURRI, our Renting division covers services such as the management of clothing, which includes washing and repair, as well as the maintenance of gas detectors and hospital material, among others. This area operates under a structure oriented towards efficiency in operations and delivery, supported by a team dedicated to customer service, available both through a call-center and in person. The Renting division is integrated within the management of the Personal Protection Industry Business Unit, guaranteeing an integral and coordinated service.

At ITURRI we are specialized in gas detection systems thanks to a highly qualified team, backed by certifications from leading manufacturers in the sector. Our commitment encompasses a complete range of services that include both maintenance and repair at our clients' locations as well as support from laboratories strategically located throughout the Peninsula. We provide everything from product supply and technical support to customer equipment maintenance, complemented by leasing options to ensure comprehensive, tailor-made maintenance coverage.

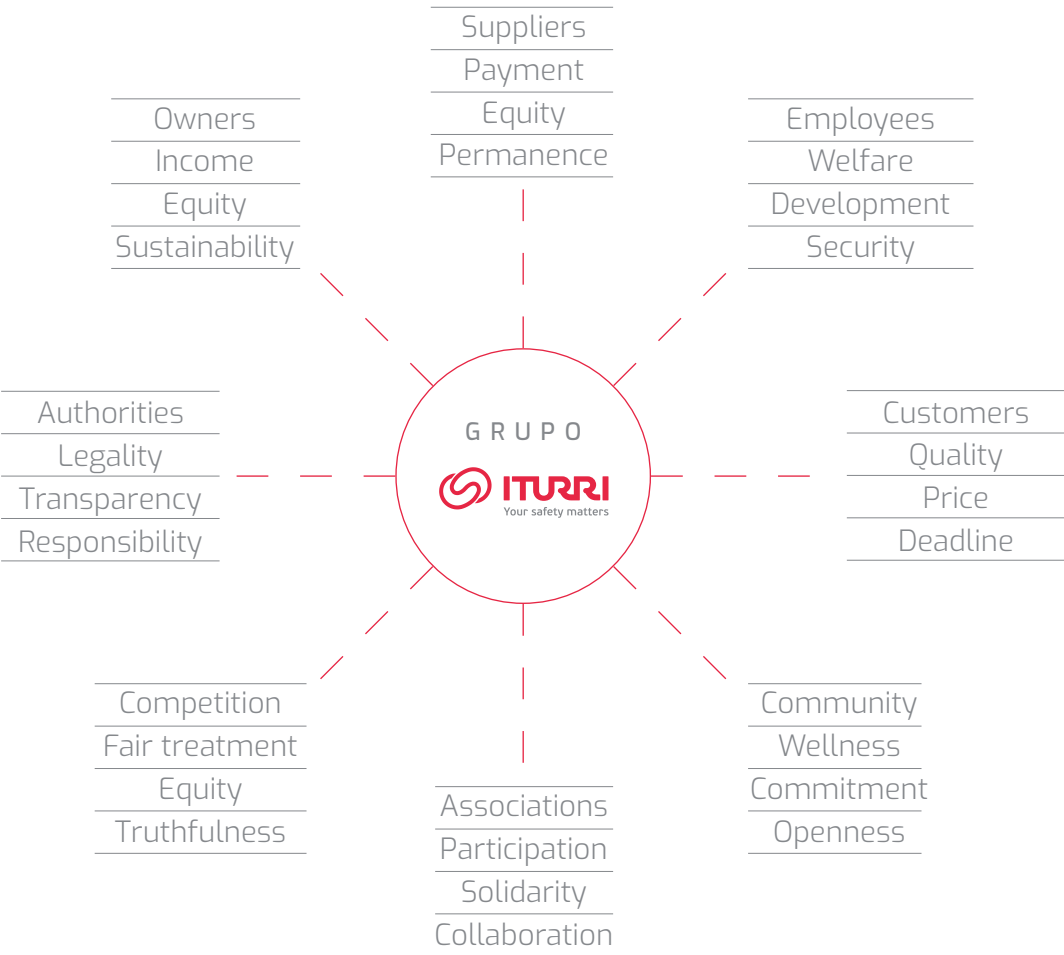
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2.4 CONNECTING WITH THOSE WHO MATTER TO US: OUR STAKEHOLDERS

At ITURRI, our strategy is forged through active listening to our stakeholders, allowing us to capture their expectations and adapt to emerging challenges. We identify not only our areas of improvement and the opportunities within our reach, but also how these perceptions align with legal requirements and market expectations. This path of constant listening and adaptation is essential to anticipate change and remain resilient and relevant over time.

The identification of stakeholders is shown below:





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OUR CUSTOMERS

At ITURRI we have historically been guided by a clear vision: to be close to our customers, understanding their needs in order to **offer them tailor-made solutions** always within the agreed timeframe. Currently, 10,000 customers trust us, which reflects the trust and solidity of the relationships we have built over the years.



Our structure is organized into five specialized business units, designed to provide clear benefits to our customers: comprehensive coverage of sectors, grouping of groups with similar work processes, a highly specialized sales team, support from expert professionals, the ability to generate work synergies at an international level, customized solutions, a "glocal" service approach (global in scope but local in service), without forgetting profitability.

We are guided by a customer-centric philosophy, which drives us to seek innovative solutions every day, relying on creativity and the ability to respond immediately. The introduction of each new product represents a breakthrough in our service, with applications extending to all our business areas.

We take the confidentiality and integrity of information very seriously and are committed to protecting the personal data of client company members, such as sizes, as well as the designs of vehicles, clothing, footwear and any other product that holds intellectual property rights on the part of the client. Likewise, we guarantee the security of the information on the commercial relations we maintain.

This information is handled exclusively for the development and provision of our services, ensuring that there are no leaks to unauthorized personnel. In addition, we guarantee the availability and confidentiality of the communication channels established for interaction between ITURRI's systems and those of our clients.





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### OUR PRODUCT AND SERVICE SUPPLIERS, SUBCONTRACTORS AND SUPPLY CHAINS

At ITURRI, our network of suppliers and collaborating companies is vital to our mission. Our strategy to foster these essential relationships includes:

- **Rigorous Selection:** We choose our partner companies through a detailed Supplier Approval process, ensuring that they share our respect for employees, the environment and other stakeholders, as well as our commitment to sustainable and ethical practices throughout our value chain.
- **Trusted Relationships:** We strive to establish honest and mutually beneficial relationships, seeking partner companies with whom to share a close and fruitful relationship. This allows us to enrich our offer with innovative solutions in product distribution, logistics and other value-added services.
- **Joint Innovation:** We prioritize collaboration with companies that, like us, place innovation and development at the center of their strategy. This affinity allows us to differentiate ourselves and be unique in the market, thus increasing the satisfaction and loyalty of our customers.
- **Confidentiality and Security:** We maintain the confidentiality of commercial conditions and the integrity of information in each operation, implementing confidentiality clauses that protect our operations and shared information.

- **Key IT Services:** Our supplier companies in critical areas such as communications (telephony, internet access, etc.), infrastructure maintenance, software development and maintenance, and hosting (SharePoint), access ITURRI information only when strictly necessary. We establish confidentiality clauses in our agreements to preserve security, including in some cases service level objectives that ensure availability and a rapid response to incidents that may affect these services.
- **Enhancement in less developed work environments:** We contribute to the growth of companies in developing countries, helping them to implement improvements in quality, social and environmental responsibility. We establish joint collaborations to enhance economic and social development, leveraging our supply chain to improve less developed work environments.



**THIS INTEGRATED APPROACH NOT ONLY STRENGTHENS OUR VALUE CHAIN, BUT ALSO UNDERSCORES OUR COMMITMENT TO RESPONSIBLE AND SAFE PRACTICES, HIGHLIGHTING THE IMPORTANCE OF TRUST, INNOVATION AND OPERATIONAL EXCELLENCE**



### OUR WORKFORCE

With just over 1,800 people of multiple nationalities, ITURRI is proud of its diverse team. We are dedicated to creating an environment that fosters professional growth in optimal conditions, always guaranteeing the safety of our personnel.

- **Diversity and Cohesion:** Our increasingly multicultural and multidisciplinary team is a model of cohesion and professionalism. Values such as responsibility, respect and trust are the basis of our daily work.
- **Commitment to Professionalism:** Continuous training and specialization are pillars that allow us to offer services of the highest quality.
- **Protection and Privacy:** We prioritize a quality work environment, maintaining the confidentiality of our team's personal and contractual information.



**AT ITURRI WE FIRMLY BELIEVE THAT A HAPPY AND WELL-CARED FOR TEAM IS THE KEY TO PROVIDING EXCEPTIONAL SERVICE TO OUR CLIENTS, REFLECTING OUR COMMITMENT TO EXCELLENCE AND SAFETY IN EVERYTHING WE DO**





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OUR MANAGEMENT TEAM

At ITURRI, we orient our management towards financial sustainability, placing it at the center of our strategy. This policy highlights the value of preserving the economic stability of the company in the long term as our main objective. In doing so, we seek to ensure the permanence and future development of our company in a sustainable manner.



• Prevention Services

At ITURRI, we consider essential the set of human, material and organizational means involved in preventive actions, all with the objective of ensuring adequate protection of the health and safety of our personnel. We have various types of external health and safety services and assistance, adapted to the specificities of each country where our work centers are located.



• Social Agents

We establish meaningful connections with all those institutions, groups, associations and organizations that directly or indirectly enrich our social fabric, reinforcing our active role in the community.



• Public Administration

We rigorously comply with legal regulations, demonstrating transparency and accountability in every aspect of our operations.



• Our community

At ITURRI, we feel that we are intrinsically linked to our community. That is why we are fully committed to the community of which we are a part and in which we are proud to be immersed. For this reason, we implement collaboration and openness initiatives that allow ITURRI to be an active agent within the community, always seeking ways to contribute to its improvement and well-being<sup>5</sup>.



• Certification / Approval Entities

These play a crucial role for us at ITURRI, as they are fundamental to ensure the proper functioning of our organization and support us in carrying out operations under the highest standards of quality and regulations.



• Accident Insurance

We work hand in hand with entities specialized in managing labor contingencies, temporary disability or termination of activities, showing our commitment to the welfare of our team.



• Competition

In the current globalized context and given the multi-sector nature of ITURRI, our organization operates in a wide variety of areas and faces intense competition with companies from different sectors. However, this competitive environment does not prevent us from committing ourselves to fair and transparent competition, always ensuring honest and ethical treatment.



• Associations

At ITURRI, we are fully aware of the challenges faced by certain sectors of society, and for this reason, we are committed to collaborate and actively participate with various organizations dedicated to promoting the welfare of the most disadvantaged sectors.



• Waste Management companies

At ITURRI we are committed to sustainability, responsibly managing the waste generated by our activity. For this reason, the relationship with public or private entities that carry out any of the operations that make up waste management is of vital importance for the company.



• End Users

ITURRI's end users are the personnel of our client companies that use the products we offer. In order to provide adequate customization and improve the user experience, especially in the sales of clothing and footwear, we collect information on sizes and measurements. We are committed to maintaining the confidentiality of this information, ensuring that it is only accessible to personnel directly involved in the sales and supply processes, and to preserving its integrity in order to guarantee the complete satisfaction of users.



• Creditors

At ITURRI, we are firmly committed to responsible and ethical economic management. We comply with all economic commitments derived from our activities, maintaining a correct relationship with those parties with the right to demand the fulfillment of an obligation from the debtor.

5. More information in section 8. Our commitment to society.

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## 2.5 RESPONSIBILITY: A PILLAR OF OUR CULTURE

At ITURRI, we take our responsibility very seriously, firmly adhering to the principles of our Code of Ethics. We strive to comply with the legislation of each country in which we operate and follow the policies and procedures established by our organization. Our goal is to have a positive impact on society and the environment, improving people's quality of life and ensuring their safety.

Ethical values and principles are fundamental to our corporate culture and guide all professional activities within ITURRI, not only for our members but also for our business partners. These guidelines reflect our commitment to responsible and ethical conduct in all aspects of our work.

**AT ITURRI, OUR MISSION IS TO POSITIVELY IMPACT SOCIETY, GUIDED BY ETHICAL VALUES THAT IMPROVE THE QUALITY OF LIFE AND SAFETY, ALWAYS COMPLYING WITH THE LEGISLATION AND PROCEDURES IN EACH COUNTRY WHERE WE OPERATE**



### ITURRI'S MISSION, VISION AND VALUES



#### OUR MISSION

To protect people and their environment through innovative, efficient and sustainable solutions.



#### OUR VISION

To contribute to a safer and more secure world.



#### OUR VALUES

Client orientation and commitment.

Collaboration and teamwork.

Enthusiasm, commitment and continuous improvement.

Integrity.

Sustainability and contribution to society.

Innovation focused on solving customer needs.



### TOWARDS THE FUTURE WITH ITURRI

At ITURRI, we are dedicated to supporting our clients in key areas such as the safety of people, processes, assets and the environment, offering customized, innovative and sustainable solutions. To achieve this, our priority focus includes:

#### • Engaged Customers:

We focus on customers who value safety and sustainability and are looking for more than just a product, service or solution.

#### • Product and Service Innovation:

We prioritize products and services that are integrated into unique and innovative solutions, useful in diverse industries.

#### • Strategic Geographic Expansion:

We focus on countries with which we share proximity (whether physical, cultural or business) and where we identify strategic growth customers.

What really sets us apart is our ability to offer tailor-made solutions, thanks to our proximity and personal commitment to each client, a deep understanding of their specific needs and our global knowledge. As an organization that operates in multiple products, countries and sectors, this is the difference that ITURRI brings.



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ITURRI'S 2025 VISION

With the firm purpose of forging the future of ITURRI and honoring our commitment to sustainability and long-term continuity, we have established a vision that will guide us until 2025, based on **six essential pillars**:



1. GENERATION OF ADDED VALUE

We focus on the tireless search for solutions that bring significant added value.



2. EFFICIENCY

We are committed to simplifying our procedures to maximize operational efficiency.



3. TEAM

We prioritize the consolidation of our team, ensuring the development of future generations



4. DIVERSIFICATION

We aim to diversify our sales quotas in each country, with none exceeding 30% of total sales



5. CONSISTENCY

We remain committed to preserving a strong and consistent organizational culture at a global level



6. SUSTAINABILITY

We are committed to guaranteeing the sustainability and durability of ITURRI, considering social and environmental criteria in our decision making.





# 03

## Into the future: strategy and risk management

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## 03. INTO THE FUTURE: STRATEGY AND RISK MANAGEMENT

3.1 Commitment to a sustainable future

3.2 Our corporate strategy

3.3 Risk identification and management: preparing for tomorrow

# 03 INTO THE FUTURE: STRATEGY AND RISK MANAGEMENT

## 3.1 COMMITMENT TO A SUSTAINABLE FUTURE

In a global context where sustainability and good business practices are becoming increasingly important, at ITURRI we position ourselves as a committed and socially responsible leader.

Thus, always looking towards the future, we remain attentive to legislative trends in sustainability. This is evidenced in our close monitoring of the **Due Diligence Directive on sustainability**, following the agreement reached by the Council of the European Union in March 2024 and the final approval by the European Parliament at the end of April 2024 and by the EU Council on May 24, 2024. Its subsequent transposition into Spanish legislation is still pending. It should be noted that in ITURRI we already have our practices adapted to due diligence in the supply chain, since in Germany this law (LkSG for its acronym in German) was approved in June 2021 by the German Federal Cabinet. In this way we demonstrate how our objective is not only to comply with current requirements, but to anticipate future demands.

In parallel, in ITURRI we are up to date with the **Corporate Sustainability Reporting Directive (CSRD)** and the gradual implementation of the European Sustainability Reporting Standards (ESRS), adapting our practices to the legal requirements.

Our approach reflects a firm commitment to sustainability and the adoption of precautionary behavior in health, safety and environmental decision-making, highlighting the importance of incorporating good habits that not only comply with current regulations, but also lead the way to a more sustainable and protected future.

In this way, we demonstrate that our focus on regulatory compliance is only the beginning. We have integrated these core values into both the heart of our strategy and our response to legislative initiatives. However, our dedication goes far beyond compliance; we see it as a starting point toward goals aimed at generating a broader positive impact.





03. INTO THE FUTURE: STRATEGY AND RISK MANAGEMENT

3.1 Commitment to a sustainable future

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3.2 OUR CORPORATE STRATEGY

Our **Strategic Plan**, prepared for the period 2019-2025, consists of **five guidelines** that are materialized through a set of basic lines:



1. PASSION FOR OUR CUSTOMERS

- ✓ The focus is on the development of our target customers (ITURRI and new customers).
- ✓ Proximity to the client.
- ✓ Prioritization of knowledge, management and fulfillment of the expectations of our target clients.
- ✓ Offer and development of global solutions.
- ✓ Recovery of commercial leadership.
- ✓ Satisfaction of end user needs.



2. PASSION FOR TEAMWORK

- ✓ Experience growth as a team, through knowledge.
- ✓ Guarantee of respect for gender, ethnicity and religion and no tolerance of any form of harassment.
- ✓ Alignment in objectives, permanently updated.
- ✓ Encouragement of collaboration and generation of trust, clarity and transparency.



3. PASSION FOR SUSTAINABILITY AND SAFETY

- ✓ Commitment to safe habits and behaviors.
- ✓ Extension of the previous commitment to the supply chain.
- ✓ Environmental commitment in all processes.
- ✓ Assessment of the impact of decisions on the community, employees and the environment.



4. PASSION FOR INNOVATION AND CONTINUOUS IMPROVEMENT

- ✓ Work to minimize time, resources and errors in all processes.
- ✓ Learning from incidents.
- ✓ Maximizing supply chain efficiency.
- ✓ Increasing sales and offering differentiation.
- ✓ Direct Integration and Marketing Plans on a day-to-day basis.
- ✓ Development of quality information flows that support decision making.



5. PASSION FOR ACHIEVING RESULTS

- ✓ Achievement of positive net results.
- ✓ Increasing gross margin.
- ✓ Reducing L&Q, obsolete and other waste.
- ✓ Maximizing cash generation, providing efficiency in operations and return on investment.



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STRATEGIC OBJECTIVES

At ITURRI, we shape our Strategic Plan and its **annual Action Plan for 2023** with a view to our medium and long term strategy. Each year we define global strategic objectives, which are broken down into specific goals by area, to be translated into personal objectives that each of us assumes responsibility for.

With the vision of ensuring our contribution to joint success, we implement a monitoring process, reviewing our progress every six months. This practice of constant evaluation allows us to adjust our routes and remain aligned with ITURRI's values and goals, thus facilitating sustained growth and continuous improvement throughout the organization.

At ITURRI, our focus and **guidelines for 2023** are centered on strengthening the pillars of our corporate strategy, reflecting our commitment to sustainable development in all our activities:

1. **Purpose:** encompasses the following five guidelines and key concepts:
- We care for our people: safety; vulnerability; diversity; equity; effort YES, suffering NO.
- We care for our customers.
- We care for our environment: carbon footprint; we help the groups around us.
- We take care of our image: Compliance and ethics committee; training and change; press and social networks.

2. People:

- Learning and continuous improvement.
- Global vision.
- Positive conflict.
- 360º Leadership
- Agility, Lean.

3. Productivity and efficiency:

- Bottom Line: Profitability.
- Responsibility of each one with its bottom line.
- All contracts in positive.
- Use Data.
- Shorten periods.
- Eliminate cost overruns (Garbage Bags).

4. Permanent presence and active listening to customers and users to detect problems/opportunities.

5. Innovative entrepreneurship to seek opportunities and solve our customers' problems.

INTEGRATED POLICY

At ITURRI, **our Integrated Policy** covers **Quality, Environment, Occupational Health and Safety, Information Security, Social Responsibility and Criminal Compliance** with the firm purpose of not only satisfying our clients, but also of promoting the development and well-being of our team, caring for our environment and securing our information resources against any threat.

These are our commitments:

- **Customer orientation:** We adapt to our customers' needs, seek to exceed their expectations and strive to maintain a close and innovative relationship with them.
- **Process approach:** We simplify our procedures to achieve optimum efficiency and quality in our products and services.
- **Continuous improvement:** We develop our activities within a management framework that not only ensures the constant improvement of our systems, processes and operating methods, but also strengthens our relationship with our stakeholders, always in strict compliance with current legislation and regulations.
- **Information security:** We protect the confidentiality and availability of the data we manage, securing our information systems.
- **Health and Safety:** We are committed to conducting all our activities in a consistent and responsible manner, maintaining safe facilities and processes to eliminate hazards and minimize risks.

- **Environmental concern:** We protect the environment through actions and measures aimed at preventing any type of pollution that may arise from our activities, as well as the efficient use of natural resources.
- **Compliance:** We establish a management framework that ensures responsible and transparent practices, reinforcing our corporate responsibility and promoting an ethical work environment for the benefit of all our stakeholders and society in general. This system allows us to prevent crimes, protect our reputation and strengthen our ethical culture, guaranteeing a safe and responsible environment for all.
- **Corporate Social Responsibility:** We respect the rights of our team, including their participation and consultation, and ensure decent working conditions, aligned with international standards such as the Universal Declaration of Human Rights, the conventions of the International Labor Organization (ILO), various international regulations on Human Rights and national labor legislation. This commitment also extends to our suppliers and subcontractors.

This **set of guidelines guides us** not only towards meeting our business and sustainability goals for 2023, but also strengthens our long-term commitment to our employees, customers, and the planet.



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In our constant commitment to **continuous improvement**, we have certifications and comply with the requirements of several **Management Systems**, among which the following stand out:

Quality Management

- ISO 9001 - Quality Management Systems
- PECAL 2110 - NATO Quality Assurance Requirements for Design, Development and Production
- Certificate of Conformity of Production and production of Ffunctional assemblies
- UNE 14065 - Bio-contamination Control System for textiles treated in laundries

Environment and Sustainability

- ISO 14001 - Environmental Management Systems
- ISO 14064 - Verification of the Organization's Greenhouse Gas Emissions Inventory
- Sello Calculo, Reduzco, Compenso (Calculate, Reduce, Compensate) Seal - Ministry of Ecological Transition and Demographic Challenge

Occupational Health and Safety

- ISO 45001 - Occupational Health and Safety Management Systems
- AEQT/ASET - Safety Qualification for Maintenance Companies in Catalonia

Information Security

- ISO 27001 - Information Security Management Systems

Ethics and Social Responsibility

- ISO 37001 - Anti-Bribery Management System
- SA 8000 - Social Responsibility
- UNE 19601 - Criminal Compliance Management System

In addition, the management models of our centers that have these certifications serve as a reference for the other centers, where, in any case, we carry out internal audits through our Corporate Department to ensure the correct implementation of the management systems, whether they are verified by an external company.

NEW HORIZONS: ITURRI SECTORIAL POLICIES

Following the revision of our Integrated Policy in 2019, which went through an update process in January 2023, at ITURRI we have embraced new challenges and developed sectorial policies aligned with our objectives and strategies.

These include:

- **Statement on Slavery and Human Trafficking:** We are committed to maintaining the highest legal and ethical standards in our operations. To this end, we disseminate our Code of Ethics among workers and suppliers, establish disciplinary measures and even terminate commercial relationships in the event of any non-compliance. We also require a specific contractual commitment in this area, among other actions. We implement regular risk assessments and take proactive measures to prevent slavery and human trafficking throughout our value chain. Integrity and ethics guide our way, ensuring that every member of our team and every business partner understands and shares this unwavering resolve against any form of forced labor.
- **Sustainable Procurement Policy:** We incorporate the Sustainable Development Goals (SDGs) into our procurement process, monitoring ethics and integrity, and committing to environmental protection and human rights. Our approach includes prioritizing sustainable products, promoting local trade, and training and sensitizing our team and supplier companies on social and legal responsibility. In addition, we evaluate supplier companies according to international standards such as SA8000:2014; we seek and value their commitment to energy efficiency and the circular economy, thus multiplying the positive impact on the community and the market.
- **CSR Human Rights:** We comply with the Global Compact Principles, the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, among others. In this way, we ensure the protection of people's dignity in all our activities. Our social responsibility extends throughout the value chain, promoting safe working environments, respecting freedom of association, and ensuring non-discriminatory and dignified practices for all.
- **Safety and Health:** Under the motto "Your Safety Matters", our goal is **zero accidents at work**, committing ourselves to creating a safe and healthy working environment that exceeds the expectations of international standards, beyond legal requirements. We focus on continuous training, eliminating and reducing risks through





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technical and organizational measures, and ensuring optimal working conditions for all our stakeholders: our personnel, customers, partners, contractors and suppliers.

- **Environmental Policy:** We are committed to making environmental protection a pillar of our global strategy. This includes promoting the circular economy; striving to achieve climate neutrality; offering total clarity to our stakeholders (customers, suppliers and authorities) about the management we carry out, to facilitate traceability and proper waste management; raising awareness and training our team in sustainable practices for a better future.
- **Compliance Policy:** We have developed a Compliance Policy adapted to our sector, identifying, analyzing and evaluating criminal risks. Our Code of Ethics and Compliance Committee supervise regulatory compliance and manage the complaints channel. In addition, we implement policies and procedures in key areas such as corruption prevention, conflict of interest management and intellectual property protection. These measures ensure an ethical and responsible environment, protecting our reputation and strengthening our culture of integrity.

## INTEGRATED MANAGEMENT SYSTEM

At ITURRI, we have an **Integrated Management System** that configures our organizational structure, assigns responsibilities, defines processes and allocates the necessary resources for an efficient operation. This system enables us to effectively manage **Quality, Environment, Greenhouse Gas Emissions Verification, textile pollution in the laundry, Health and Safety, Social Responsibility, Information Security, Criminal Compliance and prevention of bribery**. We are governed by ISO 9001:2015, ISO 14001:2015, ISO 14064, UNE 14065, ISO 45001:2018, PECAL 2110, SA 8000:2014, ISO 27001:2013, UNE 19601 and ISO 37001, thus ensuring our adherence to the highest international standards in all our areas of activity.

In this way, we ensure the satisfaction of our customers and all stakeholders, meeting their expectations and applicable regulations, along with other relevant agreements. We are actively committed to protecting the environment and our personnel, ensuring compliance with environmental, health and safety legislation, always protecting the security of sensitive information, underscoring our strong commitment to good governance.

To simplify the integration and management of systems in various processes, our organization has an **Integrated Management System Manual**. This manual details the specific requirements applicable to ITURRI, with the purpose of evidencing our ability to offer products and services that comply with the demands of our clients and with current regulations.

Within the framework of the Integrated System, we take care of:

- Identifying the processes necessary for the Management System, and their application throughout the organization.
- Define the sequence and interaction between these processes.
- Establish the criteria and methods necessary to ensure that both the operation and control of these processes are effective.
- Ensure the availability of resources and information necessary to support the effective operation and monitoring of these processes.
- Measure, monitor and analyze these processes.
- Implement actions for the achievement of planned results and continuous improvement of these processes.

Top Management reinforces our commitment to continuous improvement through the following eleven lines of action, which ensure the proper development of the **Integrated Management System**:

- Continuously communicate the importance of satisfying both customer requirements related to product quality, environmental protection, information security, as well as legal and regulatory requirements.
- Ensure the integration of the requirements of the Management System in the processes and activities of ITURRI.

- Establish the Integrated Policy covering Quality, environmental management (both pollution prevention and through GHG and textile pollution), Health and Safety, Social Responsibility, Information Security Policies, Criminal Compliance and prevention against bribery.
- Establish the objectives of each of the policies and management systems that make up the Integrated Management System.
- Ensure that the necessary resources are available for the correct operation of the system.
- Communicate the importance and benefits of effective management in accordance with the requirements of the Integrated Management System.
- Verify that the Integrated Management System achieves the expected results.
- Supervise and support people to contribute to the effectiveness of the Integrated Management System.
- Work towards continual improvement.
- Support other roles to demonstrate leadership applied to areas of responsibility.
- Conduct periodic reviews of the Integrated Management System to assess adequacy and effectiveness.

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Annually, in each of the areas of Quality, Environment, Health and Safety, Social Responsibility and Information Security, Compliance and anti-bribery management, **objectives are defined, documented and aligned with ITURRI's Strategic Objectives.** These include the persons responsible, the deadlines for implementation and the means allocated for this purpose.

The evaluation of the objectives is done quarterly through an application created by ITURRI. All employees have access to this application and can make adjustments to existing objectives or propose new ones, adapting them to the progress of the year and in line with the interaction and progress of the various areas.

These objectives are aligned with the Integrated Quality, Environment, Safety and Health Policy, as well as with Social Responsibility. They also comply with the established policies on Information Security, Compliance and anti-bribery management. In addition, every year, Management carries out an exhaustive review of these objectives, validating them and adopting the necessary measures to achieve them. This evaluation covers the entire Management System implemented, verifying its effectiveness and efficiency, and guaranteeing its continuous alignment with the Policy and the established objectives.



**AT ITURRI WE MAINTAIN THAT THESE OBJECTIVES MUST BE ACHIEVABLE, MEASURABLE AND CHALLENGING. THEREFORE, IN SITUATIONS WHERE THE OBJECTIVES ARE LESS TANGIBLE, WE ALWAYS SEEK CONSISTENCY BETWEEN THE PARTIES TO EVALUATE THEIR PROGRESS**



Regarding the **monitoring of the Management System**, we have a variety of mechanisms, such as annual internal audits, annual waste management audits, environmental and safety audits, customer surveys, the QRS complaint system, the RePro external audit of customers, and the assessment as sustainable suppliers through multiple homologation entities such as Ecovadis, GoSupply, Aquiles, etc.

### 3.3 RISK IDENTIFICATION AND MANAGEMENT: PREPARING FOR TOMORROW

#### CONTEXT ANALYSIS

At ITURRI, we annually update our **SWOT matrix** to better understand our internal environment and external context. This allows us to systematically identify the weaknesses, threats, strengths and opportunities we face as an organization.

Weaknesses and strengths belong to ITURRI's internal environment and threats and opportunities respond to the external context.

ITURRI's condition as a multi-product, multi-sector, multi-country company means that our range of weaknesses, threats, strengths and opportunities in the annual SWOT is very wide.

Even so, we apply the criterion of working with "the weakest link", understanding it as the most vulnerable point within all the areas of our activity, regardless of whether it can be considered in isolation. This approach guides us in our annual matrix review, ensuring that we continually strengthen each segment of our operation to improve our overall robustness.

In order to deepen and better understand our environment and operations, we have chosen to segment the SWOT into three areas:

- **Environment + Occupational Health and Safety SWOT:** This analysis focuses on assessing how our operations impact the environment and the health and safety of our workers, identifying opportunities for improvement and risk mitigation.

- **CSR (Corporate Social Responsibility) SWOT:** Here, we explore the company's sustainability and social responsibility practices, assessing how these practices affect our stakeholders and looking for ways to strengthen our social commitment.

- **Information Quality and Security SWOT:** This SWOT is dedicated to reviewing the robustness of our quality management systems and information security, crucial to ensure the integrity and confidentiality of the data we handle.

Importantly, we also comprehensively address various weaknesses, risks, strengths and opportunities that transcend these individual categories, such as risk assessment to ensure Human Rights compliance under the SA8000 framework and compliance risk analyses<sup>6</sup>. Our holistic approach ensures that each SWOT focuses on a particular area such as environment, safety, quality or corporate social responsibility, without losing sight of the interconnections between these areas. This holistic approach allows us to capture the complexity of our operations and ensures that our strategies and policies are robust, coherent and effective, thus covering all critical aspects of the business and guaranteeing effective and adaptive management in the face of global market challenges and opportunities.



6. More information on these risks can be found in section 7.

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ENVIRONMENT + OCCUPATIONAL HEALTH AND SAFETY SWOT

WEAKNESSES
Difficulties in keeping up with rapidly evolving sustainability regulations.
Poor communication between departments on on-boarding processes.
Low documentary control of PPE delivery and job risk information.
Application of new environmental regulations due to increased production.
Storage of sweet potato waste (all declassi-fied products) in the warehouse area, which will increase over time.
Increase in the accident rate in general, and in particular in manufacturing lines.
Increase in the hiring of personnel, which makes it more difficult to comply with PRL documentation.
Lack of space and improvement and expan-sion works in the facilities that do not favor order and cleanliness.
Expiration time of vehicles.
Manufacturing with a high process load.
THREATS
War conflict in Ukraine resulting in various consequences: energy, transportation, raw materials, delegation in Poland affected by the arrival of refugees, etc.
Start-up of new facilities with lack of commu-nication to the corresponding departments and with responsibility for advising.
Company growth involving new structures in the preventive mode.
Regulatory and certification requirements from clients.
High employee turnover, which implies low safety and environmental awareness.
Delays in original vehicles for bodywork, with no change of delivery date by the customer. Shortage of certain components in products.

STRENGTHS
New CBA platform that reduces documenta-tion burden.
Monitoring of preventive activities in all cen-ters.
Monitoring of emergency and accident bri-gades.
Carbon footprint in all activities in Spain and international centers. Verified in Spain.
Flexibility in the arrangement of remote work-ing days.
Established sustainability team.
Consolidated sustainability system.
Internal environmental and HSE communica-tion tools.
Good positioning in the development of circular economy projects.
OPPORTUNITIES
Possibility of expanding the physical spaces of the production centers to favor better storage and improve processes.
Extending the period of waste collection in the centers due to the increase in production and improving waste management.
Reduction of waste collection in some centers due to the elimination of waste generation.
Training sustainability back-ups at the centers that can transfer the new actions.
Expansion of ISO 14000 to other centers.



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CSR (CORPORATE SOCIAL RESPONSIBILITY) SWOT

WEAKNESSES	STRENGTHS
Cultural situations in the country that can lead to "less safe work" stages.	Consolidated CSR system.
Language barrier. Multi-country.	Objectives aligned with the SDGs.
Difficulty in the performance and promotion of the Social Performance Team.	Presence in different international CSR pro-jects.
Living wage calculation due to multi-city and multi-country presence.	Prioritization of the client in the strategies.
Difficulty in keeping records of hours worked.	Staff structure: multicultural.
Need to update the code of conduct.	Leading company in social management in the country.
Need for specific policies on CSR issues.	SA8000 certification well consolidated in the group's parent company and in the garment factory in Morocco.
Accident rate upturn in 2023.	
THREATS	OPPORTUNITIES
Cultural environment unaccustomed to the preventive vision.	Salary tables by center, category and posi-tion.
War conflict in Ukraine resulting in conse-quences of various kinds of harm to human be-ings: for example, the delegation in Poland af-fected by the arrival of refugees, etc.	Flexible working hours adjusted to countries and cultures.
Diplomatic conflicts between Spain and Mo-rocco leading to tension at customs.	Expansion of factories with improvements in social facilities.
Possible sanctions due to complaints from em-ployees.	Social responsibility policies in the value chain.
High staff turnover / retention of talent and highly qualified personnel.	Participation in communication and aware-ness campaigns. Workers' rights and social practices.
Social requirements from customers that can-not be met.	Participation in sustainable events by system managers.
Ampliation of supply chains that may lose con-trol over CSR.	Reinforcement of the Sustainability structure in view of the new European paradigm.
Problems arising from international conflicts (Palestine/Israel war).	Expansion of SA8000 to other centers.

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INFORMATION QUALITY AND SECURITY SWOT

WEAKENESSES
Dependence on specific markets and custom-ers.
Reactive position in the search for clients.
Insufficient presence in social networks and little publicity.
Difficulty in conducting online training in/for departments lacking IT equipment.
Financial sustainability of large contracts.
After-sales work abroad. High costs.
Constant entry of users without previous expe-rience of good information security practices.
Manual work in some production processes.
Production timings due to the needs of the cus-tomers.
Application of changing legislation regarding the origin and destination of products.
THREATS
War conflict in Ukraine resulting in various con-sequences: energy, transportation, raw mate-rials, delegation in Poland affected by the arri-val of refugees, etc.
Start-up of new facilities with little communi-cation to the relevant departments and re-sponsibility to advise.
Increased cybersecurity requirements arising from external contingencies.
Increase in prices of various materials.
Delayed deliveries of raw materials.
National Market conditions in terms of budgets of the administrations for public tenders of the autonomous communities.
Delays or cancellations in the resolutions of national public tenders.
High delays in the completion of European Type Approvals.

STRENGTHS
A consolidated process of supplier evaluation through purchasing.
Economic strength.
International presence Multi-country.
Multi-sectorial, multi-product.
Extensive language training of personnel.
Consolidated position, more than 75 years old.
Highly qualified engineering team.
Technologically updated and good quality products.
Delivery of complete product material due to the presence in the Emergalia group of com-panies, a medical devices distribution com-pany.
Complete product homologation (constant extension of homologations).
Agreements with all the brands in the market that can be used for the vehicles. European approvals with all of them.
OPPORTUNITIES
Presence in socioeconomically stable and growing countries.
Internationalization, possibility of attracting customers worldwide.
Extend best practices to the entire company.
Expand the laboratory to provide it with more resources and greater operational capacity.
Certify national safety scheme.
High degree of loyalty and recognition from European customers.
Opportunity for growth thanks to the quality and innovation of new products and services.
Worldwide after-sales service with short-term response.
Worldwide positioning.

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#### IDENTIFICATION OF RISKS AND OPPORTUNITIES

As part of our commitment to continuous improvement, we maintain an open and constant dialogue with our stakeholders. Thanks to this collaborative approach, we have been able to update and refine **the expectations and needs of our stakeholders**.

This process has been key to identifying **the main risks associated with our activities**. As a result of this study, we have implemented a series of **control and remediation measures focused on mitigating these risks**.

We classify these risks according to their severity, which can be intolerable, significant, moderate, tolerable or trivial. This classification is established through a detailed assessment that weighs the probability of occurrence, the severity of the potential impact and the frequency of occurrence. Below is a list of the main risks, still being monitored, that are rated as intolerable or significant.

#### THE ONGOING RISKS ARE AS FOLLOWS

##### Environment and Occupational Health and Safety:

- Low documentation control of PPE delivery and of the information on risks of the job.
- Increase in the accident rate in general, and in particular in the manufacturing lines.
- Application of new environmental regulations due to the increase in production.
- With the extension of environmental certification, there are centers that are not up to date with industrial safety requirements.
- Utrera and Tulantex facilities with insufficient space for the number of workers and current production.
- Environmental requirements from customers that cannot be met.
- Impact of climate change on the company's general guidelines, motivated by concerns about the global situation.

##### CSR:

- Difficulty in keeping records of hours worked and/or failure to record hours worked and/or failure to compensate overtime.
- Poor control over suppliers and supply chains.
- Spike in accident rate in 2023.
- High turnover of personnel that does not allow for a settlement of the workforce and the retention of talent.

##### Information Quality and Security:

- Increased cybersecurity requirements arising from external contingencies.

#### ONGOING OPPORTUNITIES INCLUDE

##### Environment and Occupational Health and Safety:

- Extend the system to other certifications such as ECODSIGN or EMAS.
- Standardize the PPE delivery process.
- Extend ISO 14001 certification to other centers.

##### CSR:

- Salary tables by center, category and position.
- Improvements in the social facilities of the production centers.
- Extension of SA8000 ISA certification to other centers.

##### Information Quality and Security:

- To certify national security scheme.
- Controlled and detailed stock per customer.
- Carbon footprint calculation tool per garment (in laundry and wardrobe).

From the detailed SWOT analysis and the study of risks and opportunities, at ITURRI we were able to obtain a clear vision of our position both internally and in the external business context in which we operate.



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### RISK MANAGEMENT

At ITURRI we carry out **risk management in a systematic, proactive and interactive way**, with the objective, on the one hand, of identifying risks efficiently and effectively. And on the other hand, to take advantage of opportunities. All this to ensure continuous improvement in the Integrated Management System.

We prioritize and develop response strategies to provide the necessary information at the right time and thus minimize the impact of unfavorable events (threats) or maximize the benefits of favorable events (opportunities).

To simplify planning, analysis and response, we have a Risk Management process, which follows different stages to address identified risks.

**1. PLANNING.** The Planning process begins with the collection and organization of essential information, the identification of stakeholders, and the selection of appropriate methods, tools and techniques. We then integrate risk management into the progress of the project, distribute responsibilities among the team, and approve **the Risk Management Plan**.

**2. RISK IDENTIFICATION.** At this stage, our objective is to identify and document risks along with their causes, creating a comprehensive inventory by reviewing all relevant project and product components or sectors. This risk register will provide a precise description for each risk, consisting of three components: the risk event or situation, its cause and the potential effect.

**3. RISK ANALYSIS.** We perform an analysis of the risks identified, assigning a criticality level based on risk exposure, which is evaluated in terms of probability and estimated impact. This procedure allows us to establish priorities when developing risk response strategies, considering additional elements such as the time frame for carrying out such responses.

The classification of impacts is divided into four categories:

- Minor
- Medium
- Major
- Critical

The evaluation of the Likelihood of Occurrence is divided into:

- Very unlikely
- Unlikely
- Fairly likely
- Very likely

The criticality index is calculated based on:

- The assessment of the probability of occurrence
- Severity of the impact

**4. RISK RESPONSE PLANNING.** The purpose of this phase is to define the actions necessary to increase the project's chances of success. In this process, we perform the following activities:

- We analyze all risks and determine the most appropriate risk management strategy.
- We identify various measures and choose the most appropriate one.
- We evaluate possible residual and secondary risks, which may arise as a result of the chosen action.
- We update the risk register.
- We implement and execute action plans. These can address both preventive and contingency actions.

**5. RISK SUPERVISION AND CONTROL.** In this stage, we supervise and control the execution of the risk response. In addition, we monitor triggers and control the execution of contingency plans, performing risk reviews, identifying and analyzing potential new risks. We compile and report on the status of risks to update the Risk Management Plan and, finally, to extract lessons learned.





# 04

On materiality  
analysis



## 04 ON MATERIALITY ANALYSIS

In preparing our consolidated Non-Financial Information Statement, we conducted a Materiality Study in May 2023, following the guidelines of the Global Reporting Initiative (GRI) standard and Law 11/2018. This step is crucial for the information we present to be reliable, complete and balanced, covering key topics such as environmental, social, employee welfare, human rights, anti-corruption and bribery, as well as relevant aspects of society.

Through this study, we determine the most important issues for ITURRI, those that continue to have a significant impact on us and that decisively affect the opinions and decisions of our stakeholders. In this way, through an exhaustive analysis of our organization, we identify the key issues for the sectors in which ITURRI operates and adopt the reference frameworks proposed by the Global Reporting Initiative (GRI) and the Governance & Accountability Institute (G&A), ensuring that our priorities are aligned with global expectations and the highest standards of corporate responsibility.

The analysis process consists of three phases:

- **Phase 1: Identification of potential material issues:** to carry out this phase, we initially prepared a list of potential sustainability-related issues. In this process, we considered the points outlined by the GRI standard and the requirements of Law 11/2018 on non-financial information and diversity.

- **Phase 2: Conducting the study:** we began the process with an internal assessment at ITURRI to identify the key elements for the Materiality Study. Then, we chose the stakeholders to be involved. From here, we created and disseminated an online questionnaire on materiality from April 11th to 24th, 2023, to finish by analyzing the responses obtained and to be able to develop the Materiality Matrix.

Finally, we determined the fundamental aspects, considering ITURRI's assessments and those of the stakeholders.

- **Phase 3: Validation:** in this last phase, we carried out the validation of the most relevant aspects identified.

### MATERIALITY MATRIX AND MATERIAL ASPECTS



Material aspects (score from 2.50 to 3.00)		Internal	External
General aspects			
1	Good governance, ethics and transparency	x	
2	Financial and non-financial risk management	x	
3	Reputation management	x	x
5	Commitment to sustainable development	x	x
Fight against corruption and bribery			
11	Anti-corruption	x	
12	Socio-economic compliance	x	
Respect for human rights			
14	Respect for human rights	x	x
Society			
17	Responsible supply chain	x	x
19	Customer satisfaction	x	x
Social and personnel matters			
24	Quality Occupation	x	
27	Occupational health and safety	x	
31	Work-life balance	x	
Environment			
33	Circular economy and waste management	x	x



# 05

## Our role in environmental protection

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## 05 OUR ROLE IN ENVIRONMENTAL PROTECTION

### 5.1 COMMITTED TO ENVIRONMENTAL MANAGEMENT

With the inclusion of Sustainability as the last pillar of the 5AXIS scheme, want to highlight the importance of sustainability and environmental management as a relevant criterion in our decision making.

We have a certified Environmental Management System with extensive experience. In 2005 the central facilities were certified under the ISO 14001 standard, which was followed by other international facilities and a deployment of an environmental strategy to cover all the delegations, whether they are certified or not.

In this context, at ITURRI we believe that in order to achieve these objectives, the participation of all social actors is fundamental, and to this end, in **2023 we approved and published a new specific Environmental Policy, separate from the original Integrated Policy**, which already included our environmental mission and vision.

In the ITURRI Group we work to increase our contribution to the sustainability of the planet, constantly implementing improvements. Emissions, waste management and the efficient use of resources are critical aspects for the preservation of the environment and the health of people and ecosystems. In this sense, it is essential to identify environmental impacts in detail, assessing their occurrence and adopting progressive measures towards continuous improvement.

Managing the environmental aspects of our company also means keeping up to date with new environmental regulations and laws that are being developed at European, state and regional level. This year 2023 has helped us to catch up with the **regulatory framework of Extended Producer Responsibility (EPR)** through the various SCRAP (Collective System of Extended Producer Responsibility) platforms with which we have been in contact and with



which we will continue to be in contact in view of its forthcoming implementation.

Likewise, in order to comply with the new Royal Decree 1055/2022 on Packaging and Packaging Waste, at ITURRI we have registered as a Packaging Producer in both Spain and Portugal, thus reporting to the respective governments the amount of packaging we place on the national markets. .

“  
**AT ITURRI GROUP WE  
WORK TO INCREASE OUR  
CONTRIBUTION TO THE  
SUSTAINABILITY OF THE  
PLANET, CONSTANTLY  
IMPLEMENTING  
IMPROVEMENTS**  
”

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How do we manage the environment at ITURRI?

- We are ISO 14001 certified in 3 different countries, with a scope that covers the facilities of:
  - ITURRI Central Seville
  - ITURRI Poland SP z.o.o.
  - ITURRI *Feuerwehr*-und Umwelttechnik GmbH in Wilsdorf, Germany

2023 has been a year of preparation for expanding the certification to new centers scheduled for 2024:

- Utrera Vehicles
  - IMS Alcalá de Henares
  - Tulantex Tangier, Morocco
  - Emergalia
- For the rest of the work centers, we apply the criteria established in the Integrated Management Policy and the Environmental Policy, as well as the requirements established by the ISO standard itself, generating a common environmental management model for the organization as a whole.
- The Corporate area carries out periodic monitoring and internal audits at the centers with the highest environmental risk, following the ISO 14001 standard model.
- We have a procedure for identifying and evaluating environmental aspects, which is described in more detail below, and we rely on external consulting firms to validate methodologies and results.

5.1.1 PROCEDURE FOR THE IDENTIFICATION AND EVALUATION OF ENVIRONMENTAL ASPECTS

This process is linked to our activities, products and services, with the objective of recognizing those capable of causing significant impacts on the environment. It is applied in:

- Normal and abnormal operating conditions of the facilities.
- Emergency situations and potential accidents.
- New projects or modifications.

An environmental aspect is classified as significant if it presents a level of potential impact, without necessarily having caused a concrete impact.

The aspects considered **significant** are detailed in the following table:



Seville Significant Aspects

CONSUMPTION	WASTE	POTENCIAL ASPECTS
Cardboard	Other bases	Legionella control
Electricity	Other acids	
Water	Laboratory reagents	
	Contaminated rags	
	Plastic	
	Gas bottles	

Poland Significant Aspects

EXTERNAL PROCESSES	PRODUCTION	AUXILIARY PROCESSES
Electricity consumption in sewing Fall Protection material	Post-production waste generation	Transport Emissions
Water consumption in laundry	Packaging waste	
Noise generated in the sewing process		

Wilnsdorf, Germany Significant Aspects

DESIGN	PRODUCTION	AUXILIARY PROCESSES
Emissions from supplier visits	Welding fume generation	Emissions from commercial mobility

Guarantees against environmental risks

At ITURRI we have an **Operating, Safety and Product Liability** policy that covers the specific category of Civil Liability for accidental contamination, at the level of civil and environmental liability.



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5.2 SUSTAINABLE USE OF RESOURCES:  
LET'S BE ECO-EFFICIENT

5.2.1 EMPLOYED MATERIALS

The different processes associated with our activity involve the use and consumption of a variety of raw materials and materials. The most relevant are listed in detail in Annex I.

5.2.2 OUR ENERGY CONSUMPTION

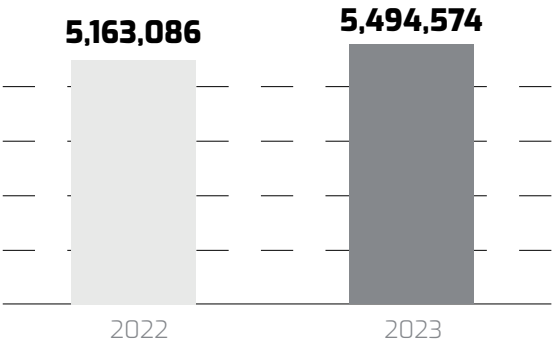
Our energy consumption is related to fuel consumption and electricity consumption.

Energy consumption of the organization

Fuel type	2022	2023
Diesel	316,515 L	394,698 L
Gasoline	110,219 L	125,004 L
Gas*		
LPG (Utrera PF and Brazil)	979 kg	4,237 kg
Propane (Poland and Germany)	51,677 kg	50,335 kg
Natural Gas (Germany)	117,549 kWh	150,870 kWh
Diesel C (RLA, Spain)	N/A	35,500 L

\*Only 5 of our facilities consume gas (Utrera PF and RLA in Spain, Brazil, Poland and Germany). In the table we display the breakdown by gas type of these facilities, as not all of them have the same global warming potential.

Total direct consumption of electricity  
(kWh)



The increase in electricity consumption compared to 2022 is due to the increase in production volume, especially in the emergency vehicle plant, and the inclusion, of the newly acquired company (RLA).

Energy efficiency measures

During 2023, we continued the process of upgrading the lighting in our buildings, replacing traditional luminaires with LED technology. This persistent change not only minimizes energy consumption, but also substantially improves the quality of internal lighting, directly benefiting the working conditions of our workers.

At the same time, we continue to promote a culture of energy savings in the organization, paying special attention to the efficiency of our heating and air conditioning systems. These efforts are part of our ongoing commitment to energy efficiency and environmental sustainability.

Along these lines, we have modernized RLA's heating system, switching from the old diesel boiler to a new, more efficient natural gas boiler, which consumes less and generates fewer emissions. In addition, this translates into economic savings.

Faced with the need for an energy transition and committed to continuous improvement in energy efficiency, at ITURRI we are taking firm steps with the installation of photovoltaic panels for self-consumption in our centers. This initiative not only allows us to reduce energy acquisition costs, but also guarantees that this energy comes from renewable sources. The installations have been completed at the following centers:

- Utrera Logistics Center
- Protec Fire Utrera
- ITURRI Barcelona

Our roadmap includes expanding the number of branches equipped with self-consumption photovoltaic systems, prioritizing those production centers or industrial activities that require higher energy consumption.

In 2023, we have established an agreement with our Spanish distribution company to ensure that all the energy we purchase has a **Guarantee of Renewable Origin**. As a result of this measure,CO<sub>2</sub> emissions associated with our energy consumption were significantly reduced to 810,000 kWh, which will have a zero impact on our footprint.

As a short- to medium-term objective, we plan to extend this strategy throughout our European locations and subsequently outside Europe.

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In addition, we are implementing **electric charging points for vehicles** at our facilities as part of our commitment to sustainability and sustainable mobility. This initiative also complies with Royal Decree Law 29/2021, which promotes electric mobility. We currently have charging stations at our headquarters, Hospitalet headquarters and Logistics Center, with plans to expand this infrastructure to more centers. This expansion is aligned with our strategy of gradual fleet electrification, which began in 2022.

Noise and light pollution

At ITURRI, we are committed to the continuous mitigation of our environmental impact in terms of **noise and light pollution** and, although this **impact is not significant**, as part of our commitment and constant effort, we highlight the progressive renovation of our fleet towards hybrid or electric vehicles, an initiative that will gradually reduce noise pollution associated with combustion engines. In addition, with respect to light pollution, we maintain minimal but sufficient lighting to minimize the impact during non-productive hours.

With respect to noise pollution, although at no time does it represent a significant impact, internally, we have continued to make improvements in noise conditions with industrial hygiene measures relating to hearing protection for our personnel.<sup>7</sup>

5.2.3 OUR WATER CONSUMPTION

One of the Group's centers with the highest water consumption was the Cables and Hoses factory in Utrera. For this reason, a water-saving project was implemented, consisting of the installation of a recirculation tank for hose testing, thus significantly reducing consumption. This project is now an integral part of the factory's routine operations.

Also in 2023, after the restoration of an old ITURRI warehouse into a new facility to adapt it to Protec Fire's production work, a rainwater collection tank was installed, capable of supporting the sanitary systems instead of consuming from the network or in the event of a power cut.

Given the good results of this measure, it is planned to implement it in other centers where it is technically feasible.

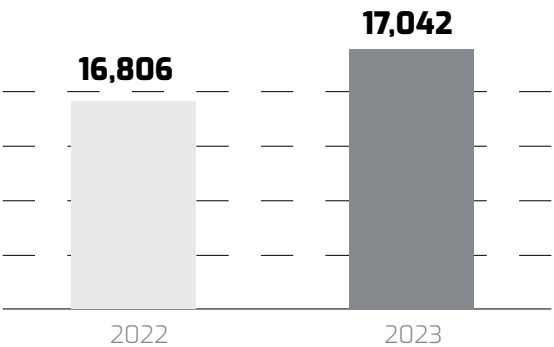
On the part of BU Medical, the paint booths of the ambulance factory facilities have been changed, generating a significant saving in water consumption. Since the new booth does not use water-based paint, the sludge generated in the painting process is practically eliminated, and only booth filters are generated. The booth is also more efficient and consumes much less energy.



Moving towards more sustainable laundries

Our water consumption is mainly associated with human consumption and sanitation, with the exception of the Total Care business, which consumes water for customer laundry.

Water consumption (m³)

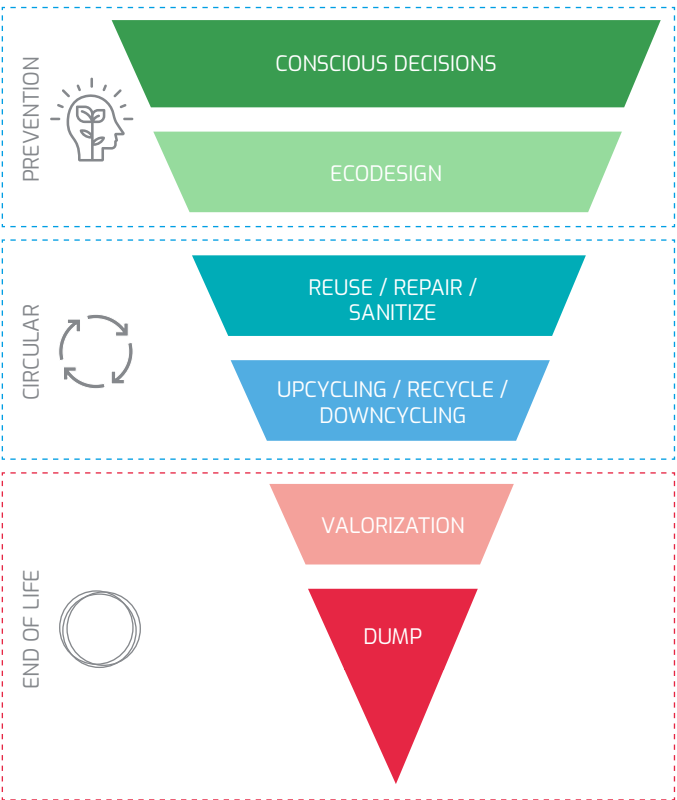


At ITURRI we have a Renting service with laundries that are implementing sustainability measures in the process. These measures include:

- Reduction of water consumption thanks to the recovery of water used in the rinsing processes.
- Use of washing products without chemical components.
- Installation of solar panels for electricity consumption in the facility.

5.2.4 WASTE PREVENTION AND MANAGEMENT

With the objective of guaranteeing adequate management of the waste generated in the different delegations of the company, promoting responsible environmental practices and raising awareness of the importance of protecting the environment, from the Quality, Sustainability and Continuous Improvement department of ITURRI we have developed a **Waste Management Plan** adapted to the context of the new law. This plan details the procedure to follow for traceability, reduction, storage, waste control until the end of life and the choice of waste management companies with a portfolio of solutions that minimize waste going to landfill or energy revaluation.



7. See section 6.4, Health and Safety improvements at our facilities.

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The application of this procedure is carried out in those delegations in which waste is generated, both hazardous and non-hazardous, or is mandatory in response to a legal requirement or customer request.

Regarding waste, 2023 has been characterized by an intensive search for solutions from different areas for waste with greater risk, greater possibility of use or greater legal requirements. This has enabled us to create a map of waste managers with their various solutions, which we have made available to the delegations. In this way, each center can better understand its region and know which entity to turn to in the event of a specific or recurring waste need, thus providing greater agility, autonomy and operability to the regional delegations.

Quantitative data related to waste are shown below:

HAZARDOUS WASTE		
Waste	Processing	Weight (kg)
Abs contaminated rags	Primary use as fuel or other form of energy production	7,117
Contaminated metal containers	Recycling or recovery of organic substances	10,439.3
Contaminated plastic containers	Recycling or recovery of organic substances	6,541.98
Cabin filters	Conditioning prior to valorization	2,934
Used oil	Regeneration or other new use of oils	5,139
Non Halogenated Solvent	Solvent recovery or regeneration	14,473.68
Shot blasting residues	Storage of waste awaiting valorization	1,014
Oil filters	Recycling or recovery of metals and metal compounds	523
Aerosols and sprays	Recycling or recovery of metals and metal compounds	106.98
Laboratory reagents	Main use as fuel or other form of energy production	284
Contaminated sepiolite	Recycling/reclamation of organic substances not used as solvents	23
Other acids	Regeneration of acids or bases	6
Waste Electrical and Electronic Equipment (WEEE)	Storage of waste awaiting valorization	887.3
Oily water from separators	Storage of waste awaiting recovery	24,034
Gases in pressure vessels	R13 Intermediate operations with final destination for recovery	71
Waste adhesives and sealants	R13 Intermediate operations with final destination for recovery	109.5
Waste paint and varnish	R13 Intermediate operations with final destination for recovery	16,674
Waste from paint stripping or paint removal	R13 Intermediate operations with final destination for recovery	294
Inorganic wastes containing hazard-ous substances	R13 Intermediate operations with final destination for recovery	2
Batteries	R12 Conditioning prior to recovery	20
Fuels	R13 Intermediate operations with final destination for recovery	6,670
Contaminated soil	R13 Intermediate operations with final destination for recovery	4,420
Lead batteries	R13 Intermediate operations with final destination for recovery	139
NON-HAZARDOUS WASTE		
Waste	Processing	Weight (kg)
Wood	Storage of waste awaiting recovery	116,360
Plastic	Storage of waste awaiting recovery	18,250
Solid Urban Waste	Storage for disposal	41,110
Scrap	Storage of waste awaiting recovery	7,672.1
Aluminum	Storage of waste awaiting recovery	11,986.3
Ferrous metals	Storage of waste awaiting recovery	71,980.6
Paper and cardboard	Storage of waste awaiting recovery	137,376.5
Textiles	Storage of waste awaiting recovery	62,255
Toner	Storage of waste awaiting recovery	220.5

\*Contains kg of scrap, aluminum and ferrous metals.



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5.2.5 PACKAGING OPTIMIZATIONS

During 2023, in the ITURRI Group we have implemented an optimization and efficiency measure in the supply chain that consists of unifying the packaging of our garments in a single box. This strategy seeks to balance the needs of storage, production, logistics and transportation, thus facilitating the standardization of the entire process, from its origin to the end user.

Packaging in logistics plays a crucial role, contributing significantly to the optimization and improvement of the entire process. Efficiency in the production and packaging process is deeply linked to sustainability, innovation and standardization.

On the other hand, since the year 2020, in ITURRI we are already delivering garments without packaging to several clients, demonstrating our commitment to more sustainable practices.

In this way, we have also evaluated the possibility of extending the delivery of all our garments without plastic wrapping, focusing especially on contracts with the renting services model.

This initiative continues with the plastic use reduction strategy, which we started in 2019, when we replaced single-use plastic with recycled and recyclable plastic, mainly low-density polyethylene (LDPE).

We estimate that this measure will materialize in 2024, **expecting to reduce more than 80 tons of CO<sub>2</sub> equivalent and eliminate more than 50 tons of plastic from the market over the next three years.**

Following the Environmental Responsibility Plan, at the Defense and Security Forces BU, we have continued working on reducing the weight of the material used for packaging and at the same time continuing with the use of 100% recycled cardboard; thus consuming much less new material.

Following this same line of action, and adjusting to the specific needs of each customer, we have minimized the use of packaging, opting in some cases for deliveries of footwear in Kraft paper.

5.2.6 AGAINST FOOD WASTE

We have a catering service at our facilities in Brazil. With the company in charge of this catering, we have agreed to use all surplus or food waste at an animal farm for full utilization.

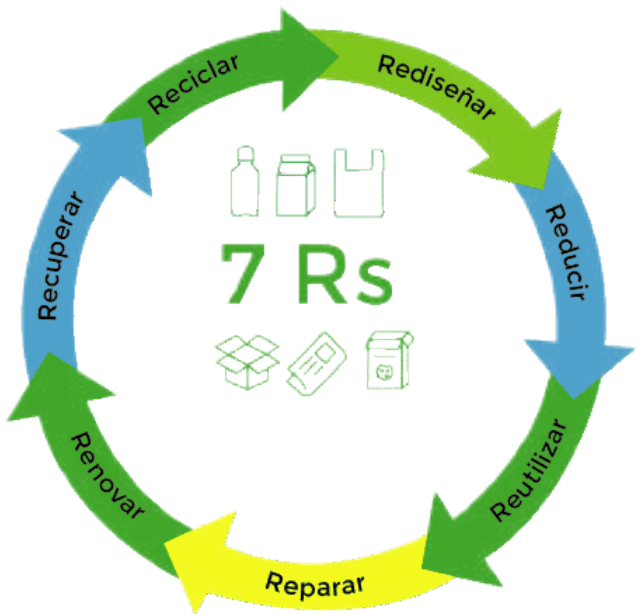
5.3 CIRCULAR ECONOMY, WASTE MANAGEMENT AND PREVENTION

From our business activity, we propose to establish a Circular Economy model that is applicable to most, if not all, of our business lines. This approach motivates us to explore various ways in which our outputs can return to the production cycle or benefit those who need them most. Beyond meeting our objectives, this project allows us to fully align ourselves with the requirements of **Law 7/2022 on waste and contaminated land**, marking a step towards a circular economy.

Our philosophy and values underline the importance of being responsible for the impact of our actions, ensuring that this principle resonates at all levels of our organization and our environment, encompassing suppliers, partners and customers.

Given that this goal is shared with a wide range of socioeconomic actors, our ability, at ITURRI, to create agreements and develop strategic alliances with other entities plays a crucial role in the success of this goal.

Based on the concept of Circular Economy, several options have been found to avoid waste generation. These solutions are based on what are called **the 7 R's**:



With this strategy we focus on:

- Looking for new circular economy solutions.
- Explore the market to identify new collaborating partners.
- Analyze and modify production processes to integrate circularity principles.
- Raise awareness: conduct educational, information and awareness campaigns aimed at personnel.



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5.3.1 CIRCULAR ECONOMY IN THE PERSONAL PROTECTION INDUSTRY BUSINESS UNIT (APPAREL DIVISION)

In our commitment to move towards a more circular and sustainable economy, in ITURRI, and particularly in our Apparel Division of the Personal Protection Industry BU, we want to overcome critical environmental challenges linked to textile waste management.

This approach responds to the urgency set by the European Commission (EC), which identifies the textile sector as one of the main sources of negative environmental impact, including climate change, and a major consumer of water and soil worldwide<sup>8</sup>. As indicated by the EC, around 5 million tons of textiles are discarded annually in the EU, which translates into approximately 12 kg per person, highlighting the magnitude of the problem.

One of the legislative developments in the field of waste is the "Regulation 2024/1157 of the European Parliament and of the Council of 11 April 2024 on shipments of waste (...)", which aims to limit the export of waste to third countries, and thus improve its management internally and move towards a more circular economy.

In other words, we face key challenges in the textile industry, and we focus on overcoming current limitations and promoting sustainability:

- **Recycling Technology:** There is a lack of advanced recycling solutions capable of processing all types of fabrics and fibers. We have initiated pilot projects with polyester-cotton blends and technical fibers, such as aramids and modacrylics, to explore new possibilities.

- **Absorption Capacity of Recycled Products:** The high cost of recycling poses difficulties in bringing recycled products back to the market. We respond to this with customized solutions that seek to maximize value for the customer and the planet, with an emphasis on product durability.
- **Traceability and Digitalization:** Improving product traceability and advancing in digitalization are priorities. In ITURRI we have programs for tracking Personal Protective Equipment (PPE), detailed management of clothing in its laundries, and development of new technologies to strengthen these aspects. On the other hand, alternatives are being studied to incorporate the Digital Product Passport (DPP), proposed by the EC, which seeks to create an electronic database with detailed information on the life cycle of garments, from their origin to the end of their useful life. This passport is key to promoting sustainability and transparency in the supply chain.

This comprehensive approach not only addresses technological and market challenges, but also aligns with a constantly evolving regulatory framework, promoting responsible and sustainable production practices.

We are committed to implementing innovative solutions, delivering substantial value to our customers and making a significant contribution to the sustainability of the textile industry.

WE SEEK INNOVATION, THE WELL-BEING OF OUR STAKEHOLDERS, AND SUSTAINABILITY THROUGHOUT OUR VALUE CHAIN

The different phases of the Life Cycle of the textile product define the usefulness and the circular processes through which these materials can pass. At ITURRI we approach it in this way:

Post-Consumer Waste Management

We maximize the useful life of the products by washing and sanitizing them in ITURRI laundries. However, once they have reached the end of their use due to the expiration of the contract or because the users decide to stop using them, we have implemented a new system to manage them.

We strive to offer a wider range of solutions to our customers, and to this end, we have an increasing number of partners to assist us in offering various options for handling post-consumer textile waste. Depending on the type of material, the condition of the garment and the customer's preferences, this waste can be processed by upcycling, recycling or downcycling.

Together with some clients, we carry out pilot projects with the collaboration of our partners to recycle used clothing and convert it into new textile material. In this way, the fibers obtained can be reused, forming part of new clothing for the same clients, thus completing a sustainable cycle.



8. Source: [Textiles strategy - European Commission \(europa.eu\)](https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&code=sdg12.2.1)

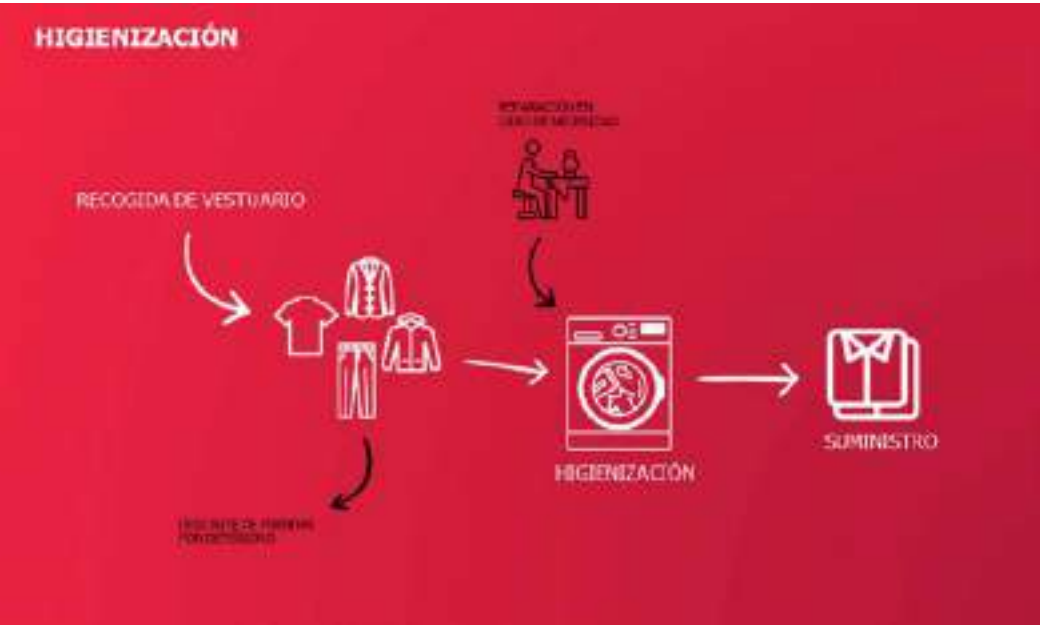


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Currently, and due to the technical viability of each of the solutions, at ITURRI we promote the following process:

- Maximize its useful life.



- Textile waste collection and energy recovery.

At each stage of the projects in which we assume responsibility for collecting garments at the end of their life cycle, we ensure that only those products that are functional and suitable for recycling are used. This approach enables us to maintain our commitment to offering high quality and safe products.

We work with several waste managers who strictly adhere to current management and recycling regulations, carefully monitoring the final destination of all discarded apparel to ensure that it is recycled or destroyed in accordance with the law. Despite this, we are focused on considerably reducing both destruction and energy recovery, driven by our growing sense of environmental responsibility and towards our customers.

This is why, in the current situation, **both as suppliers and customers, we choose to work with partners who promote circular economy.**

One of our most significant projects, which began in 2023, involves the **recovery of aramid from protective clothing**. Our goal is to manufacture fabric containing 30% of this recycled material. This project will be continued in the future and we are already managing to recycle garments to prevent them from ending up in landfills or being incinerated.

In addition, the recycled fabric has already been validated and certified in accordance with the regulations required by the customer, which has allowed the project to advance to the next phase of industrialization.

Thanks to the experience gained in this project, we plan to **eco-design the garments in the future** to optimize the disassembly phase, improve times and increase the amount of recoverable material from each garment.

- Textile waste collection and recycling (upcycling, recycling, downcycling).



Working with the ITURRI Foundation

Another line of work for post-consumer garment management directly involves our Foundation. In

“**OUR ARAMID RECOVERY PROJECT HAS SUCCEEDED IN RECYCLING PROTECTIVE CLOTHING, TRANSFORMING THEM INTO FABRICS WITH 30% RECYCLED MATERIAL AND AVOIDING THEIR DESTINATION IN LANDFILLS OR INCINERATION**”

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order to prevent garments from ending up being discarded in the landfill or incinerated, the flow that is followed is as follows:

On the one hand, at ITURRI, through its Foundation, we evaluate the condition of the garment and, in agreement with the client, we analyze whether it is possible to donate it to groups or countries in need. In this way, we manage to reuse the garment instead of discarding it. On the other hand, our renting service is in charge of sanitizing garments so that they can be used again.

WePioneer pilot project. Circular Economy in safety helmets

At ITURRI, we have launched a pilot study that promotes the circular economy for safety helmets in collaboration with the companies CEPSA and CENTURION with the objective of reducing the carbon footprint and advancing towards practices oriented towards the circular economy.

This project consists of two lines of action; on the one hand, the collection and management of used helmets, and on the other, the production of helmets with less environmental impact.

This project was recognized with the **third prize at CEPSA's WePioneer event**, where the most sustainable proposals from among the suppliers that support the energy company are awarded.

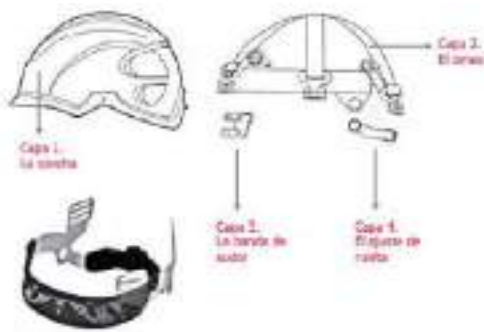
**The structure of the project presented would involve the collection and management of used helmets:**

In collaboration with the client, a system would be set up for the collection and recycling of used safety helmets after their 5 years of useful life.

Specific containers for the collection of these helmets would be distributed in the work centers. Once collected, the helmets are disassembled into their basic components. Each part is sorted and processed for subsequent recycling. **The recovered materials would be transformed into new raw materials that are used in the manufacture of other products** such as furniture or laminate flooring, promoting a complete and sustainable life cycle.

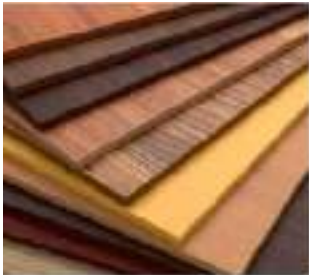


These types of containers for waste collection are distributed throughout CEPSA's work centres.



Separation of the helmet parts.

Possible uses of downcycling:



Tablero para fabricación de mobiliario (tipo aglomerado)



Suelos laminados o similares



Madreras plásticas: Para mobiliario público como un banco

**Production of bio-based helmets:** the introduction of the helmet contributes to a **38% reduction in the carbon footprint compared to traditional materials, due to its manufacture from biopolymers and vegetable fibers**. These materials not only favor better biodegradability and recyclability at the end of their useful life, but also maintain a high standard of safety and resistance, complying with the EN397 standard for personal protective equipment.

Our objective in this project is to promote and expand these circular economy practices through collaborations and alliances, thus reducing both the waste generated and CO<sub>2</sub> emissions.

Post-industrial waste management

One of the main wastes that come from textile manufacturing is the fabric left over after the cutting process. At ITURRI we had already initiated a project to optimize this process and minimize the generation of waste in the form of scraps thanks to the incorporation of new cutting machines.

Continuing with this initiative, in our Tulantex factory, we have collected more than 500 kg of these textile remnants. Our plan is to transform them into a variety of by-products, such as reinforcements, linings and gloves.

Our ultimate goal is to collect all these offcuts so that none of them end up in a landfill, thus providing them with a second life.

HOW TO REDUCE THE CARBON FOOTPRINT OF SAFETY HELMETS





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5.3.2 CIRCULAR ECONOMY IN THE EMERGENCY BUSINESS UNIT

Ecopolyfire management

In vehicle manufacturing we use a wide variety of materials, one of the most outstanding being **Ecopolyfire, a recyclable plastic material** with which we manufacture bodywork and tanks for firefighting trucks.

Last year we produced a total of 23,600 kg of waste of this material; however, we managed to recycle 100% of this amount by introducing it into other new production processes.

In parallel, aluminum, wood, paper and tire waste are managed by our waste management company to be reincorporated into new production cycles specific to each material:

**1. We reuse the waste from this material to manufacture new parts**, in particular bearing parts for new vehicles. At present, these parts are produced by combining virgin and recycled material. However, our future projects are aimed at increasing the proportion of recycled material used.

**2.** Since 2023, in collaboration with one of our partners, we **reintegrate these wastes in their own production processes for the creation of new materials for agricultural use**, strengthening our commitment to sustainable practices. The final product has a high percentage of recycled material, allowing us to recycle 100% of the Ecopolyfire waste.

Revamping

This new business line called Revamping **is a process that involves extending the useful life of the fire trucks we manufacture** by renewing, refurbishing and upgrading their components. This initiative not only provides significant added value for our customers by enabling them to save on the purchase of new vehicles, but also reduces the emissions associated with the manufacture of these vehicles.

In 2023, we carried out 7 Revamping operations for different customers and vehicles.

5.3.3 CIRCULAR ECONOMY IN THE DEFENSE BUSINESS UNIT (FOOTWEAR DIVISION)

Recently, in our footwear production process, we have included in our portfolio insoles made from 100% recycled material, and we are moving towards a model where more footwear components will be fully or partially recycled, depending on the technical specifications required. This approach not only reflects our commitment to sustainable practices, but also responds to our customers' growing expectations for environmentally friendly products.

In addition, at the end of 2023, **we initiated a pilot project to evaluate the recyclability of the various footwear components and their integration into the production of new pairs**. This effort will continue in 2024, where we will further study the percentage of recycled material that can be integrated into components, ensuring that they meet their functionalities and technical specifications without compromising quality or performance.

5.3.4 CIRCULAR ECONOMY IN THE MEDICAL BUSINESS UNIT

In the health sector a significant amount of waste is also generated due to the use of single-use personal protective equipment. At ITURRI, we carry out recycling tests with individual protection gowns, pajamas, coveralls and FFP2 masks.

So far, we have carried out tests with more than 2 tons of these types of waste, obtaining positive results in terms of their recyclability.

5.4. ADDRESSING CLIMATE CHANGE

Different summits, such as the UN Climate Ambition Summit held in September 2023 and the last Climate Summit (COP28) in December of the same year, concluded the urgent need to reduce global emissions immediately and on a large scale, in order to limit global warming to 1.5°C above pre-industrial levels (as already indicated in the 2015 Paris Agreement) and thus avoid worse consequences<sup>9</sup>.

To reach this goal, COP28 established that global greenhouse gas (GHG) emissions should be reduced by 43% by 2030 and 60% by 2035 relative to 2019 levels, and achieve net zero carbon dioxide emissions by 2050<sup>10</sup>.

Global warming and climate change are urgent challenges that demand immediate action due to the increase in greenhouse gas emissions, generating significant impacts on the environment, society and the economy.

These issues have taken on a central role in sustainable development, driving governments to take action, from emissions trading policies to regulations and standards. Given this situation, companies must understand and manage the



IN OUR COMMITMENT TO THE CIRCULAR ECONOMY, WE HAVE INTRODUCED REVAMPING, A LINE OF BUSINESS THAT REVITALIZES AND PROLONGS THE USEFUL LIFE OF EMERGENCY VEHICLES, AVOIDING SCRAPPING AND LANDFILL, MERGING SUSTAINABILITY AND EFFICIENCY IN EACH RENEWAL



9. Source: United Nations (2023) Climate Action. [Here](#).  
10. Source: Global Compact (2023) COP28. [Here](#).

05. OUR ROLE IN ENVIRONMENTAL PROTECTION

5.1 Committed to environmental management	5.2 Sustainable use of resources: let's be eco-efficient	5.3 Circular economy, waste management and prevention	5.4 Addressing climate change	5.5 We collaborate with partners to drive our research, development and innovation	5.6 Aligned with europe and sustainable investments										
<p>risks associated with greenhouse gas emissions to ensure their long-term success and adapt to future national and international policies.</p> <p>Our production activity is not considered a predominant factor in terms of carbon emissions. The main emissions come from the consumption of materials and raw materials, as well as the mobility of our equipment; and as in many other companies, the emissions associated with our global distribution and purchasing logistics.</p> <p>This is why it is so important to calculate Scope 3 emissions, i.e. those indirect emissions that occur outside the physical boundaries of the company.</p> <p>Although carbon emissions were not highlighted in the materiality analyses, we carried out several projects with the objective of:</p>			<p>As mentioned above, our main source of CO<sub>2</sub> emissions, according to our carbon footprint calculation, is the consumption of raw materials and materials. To mitigate this impact, we are incorporating recycled materials in our production processes.</p> <p>Furthermore, to effectively manage the environmental impact of the global movement of goods, in 2022 we implemented a new transportation logistics protocol. This protocol has proven so effective in reducing our carbon footprint that, as early as 2023, it has become a standard component of our regular operations.</p>												
<p>Identify the main factors that increase the carbon footprint of our activities.</p> <p>Establish communication channels to gather information about our operations.</p> <p>Calculate our carbon footprint at a global level, focusing on aspects crucial to its reduction.</p> <p>Implement measures to mitigate our environmental impact.</p>			<p><b>One step further</b></p> <p>In tune with this imperative need to preserve habitable climatic conditions and actively contribute through the improvement of our processes, at ITURRI we have been evaluating our carbon footprint since 2016. A milestone that culminates with the achievement of the <b>CALCULATE, REDUCE, COMPENSATE</b> seal that MITECO<sup>11</sup> has granted us since the aforementioned base year.</p> <p>Following the guidelines of the <b>UNE-EN ISO 14064-1:2019</b> standard, we have consolidated our emissions under the operational control approach. This approach is applied where we have full authority to implement our operational policies. In 2022, we submitted the 2021 emissions inventories for Spain and our international sites. This inventory was verified throughout 2023, ensuring the accuracy and compliance of our practices with current regulations.</p> <p>Committed to continuous improvement, in 2023, we continued to implement significant impact reduction plans and continued to measure our Scope 3 emissions globally, covering all our sites</p>												
<p>Most of the projects initiated in 2022 have continued in 2023, expanding their scope to various activities and workplaces, as well as collaborations with other entities.</p> <p>Some of these projects are developed within the promotion of the circular economy scope and our action plan for the reduction of emissions, being just a few examples among other actions undertaken to move towards environmental sustainability at all levels of our organization.</p>			<p>and activities. In addition, we provide specific training on carbon footprint to our employees and departments.</p> <p>In 2021, we took an initial step by preparing a <b>pre-assessment report on our corporate carbon footprint</b>, also known as a Significance Analysis. This report aimed to identify the main sources of carbon emissions generated by our activity, thus laying the groundwork for our future reduction strategies.</p> <p>The tasks we carried out within the framework of this project are:</p> <table><tr><td>Contextualize our priority Business Units.</td></tr><tr><td>Identify the main actors involved in the carbon footprint calculation.</td></tr><tr><td>Define the scope and limits of the study.</td></tr><tr><td>Establish communication channels for the collection of activity data.</td></tr></table> <p>The result of this Significance Analysis identified the following as significant sources of emissions:</p> <table><tr><td>Imported energy.</td></tr><tr><td>Internal transportation.</td></tr><tr><td>External transportation.</td></tr><tr><td>Upstream transportation of products and raw materials.</td></tr><tr><td>Downstream transportation of products and raw materials.</td></tr><tr><td>Products used: industrial goods.</td></tr></table> <p>2023 has been a year to consolidate and deepen the practices we have been developing in ITURRI, particularly in the collection and systematization of data. We have focused on continuing to</p>			Contextualize our priority Business Units.	Identify the main actors involved in the carbon footprint calculation.	Define the scope and limits of the study.	Establish communication channels for the collection of activity data.	Imported energy.	Internal transportation.	External transportation.	Upstream transportation of products and raw materials.	Downstream transportation of products and raw materials.	Products used: industrial goods.
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Products used: industrial goods.															
			<p>improve our data collection protocols at an international level, which will allow us to measure our environmental impact in a more agile and precise way.</p>												
			<p><b>Our vision for the future</b></p> <p>The iterative property of the methodology itself pushes us every year to continue conducting meticulous analyses and measuring our carbon footprint, with the clear objective of identifying areas of action to maximize the reduction of our footprint and meet the goal of achieving climate neutrality by 2050. In addition, we have set specific medium-term targets:</p> <ul style="list-style-type: none"><li>• <b>Reduce our emissions by 55% by 2030</b>, compared to 2021 levels.</li><li>• <b>Achieve climate neutrality by 2050.</b></li></ul> <p>These targets are aligned with the European Union's objectives, which include:</p> <ul style="list-style-type: none"><li>• A <b>55% reduction in emissions by 2030 compared to 1990.</b></li><li>• Achieving <b>climate neutrality by 2050.</b></li></ul>												
			<p><b>Carbon Footprint of the Organization</b></p> <p>Below, we show the evolution of the Organization's carbon footprint in all categories, including Scope 3, for the ITURRI Spain Group. The data is included in the Organization's Greenhouse Gas Emissions Inventory reports.</p> <p>The latest data corresponds to 2022, since the verification of the carbon footprint calculation for 2023 will be carried out in July 2024.</p>												

11. Ministry for Ecological Transition and the Demographic Challenge.



05. OUR ROLE IN ENVIRONMENTAL PROTECTION

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Global carbon footprint Spain (2021 - 2022):

GHG Inventory Category	2021 Emissions (tCO <sub>2</sub> e)	2022 Emissions (tCO <sub>2</sub> e)
1. Direct GHG emissions	641.23	595.20
2. Indirect GHG emissions from energy imports	448.67	530.58
3. Indirect GHG emissions from transportation	7,619.79	4,662.30
4. Indirect GHG emissions from products used by the organization	7,879.65	8,751.46
5. Indirect GHG emissions from the use of the organization's products	44.86	44.83
6. Indirect GHG emissions from other sources	61.38	44.10
TOTAL	16,695.58	14,628.48

Global carbon footprint international (2021 - 2022)

GHG Inventory Category	2021 Emissions (tCO <sub>2</sub> e)	2022 Emissions (tCO <sub>2</sub> e)
1. Direct GHG emissions	789.76	884.89
2. Indirect GHG emissions from energy imports	745.04	823.17
3. Indirect GHG emissions from transportation	1,568.86	2,565.29
4. Indirect GHG emissions from products used by the organization	1,483.58	2,550.59
5. Indirect GHG emissions from the use of the organization's products	0.01	0.02
6. Indirect GHG emissions from other sources	34.67	64.35
TOTAL	4,621.92	6,888.32



IN TERMS OF OUR EFFORTS TO REDUCE GHG EMISSIONS IN SPAIN, WE HAVE AGAIN MANAGED TO REDUCE THE IMPACT OF OUR ORGANIZATION. IN 2022, WE HAVE MANAGED TO REDUCE OUR EMISSIONS BY 12% COMPARED TO 2021



Reduction Plan

As a result of this study, we have developed a **Reduction Plan**, in addition to the existing one, where we are working on the following priorities:

- Transportation of goods.
- Material acquisition.
- Mobility.
- Travel.
- Electricity.

The **Reduction Plan** defines a number of specific measures to address the various carbon footprint factors mentioned above.

- We have created a new internal procedure for the approval of air freight for the transportation of goods and a prioritization of rail transport over air transport for the transfer of passengers.

- Another of the factors that contribute most to the carbon footprint is the acquisition of materials and raw materials, for which we are working on the search for new suppliers, a sustainable procurement protocol that applies eco-design criteria and the incorporation of recycled materials.
- In 2023 we changed the contract with the electricity trading company for the purchase of energy with certified Guarantee of Origin. At the same time we have installed more self-consumption photovoltaic power in a new site.
- In 2023 we have incorporated electric and hybrid vehicles for some leasing contracts (Collective Protection BU and Medical BU).
- We have installed charging points for electric vehicles in Seville, in the Utrera Logistics Center and in Hospitalet.

- In terms of mobility, we have drawn up a mobility map, reduced the number of flights for business and meetings, promoted the use of the train, reduced the number of face-to-face meetings to be held via Teams, promoted the use of car sharing, and analyzed various mobility applications (Ciclogreen), with a pilot program already underway in 2023.

Product Carbon Footprint

In order to measure and reduce the carbon footprint, we use **Revolve LCA (Lyfe Cycle Assessment)** to perform a **product life cycle analysis**, which covers from the origin of raw materials to their end of life. This approach follows international standards and allows to:

- Carry out a **comparative analysis of solutions** from a sustainability approach.
- Promote **innovation** through a tool developed at ITURRI and individually adapted for each client.
- Implement **savings plans** that reduce costs and improve the impact on sustainability.

The tool provides the calculation of the product's carbon footprint and water footprint throughout its life cycle. This allows us and our customers to have a clear reference of the contribution to the environment when making decisions on the choice of a solution. The criteria are easily understandable, such as the number of trees needed to absorb the emissions in 20 years for the carbon footprint and the water consumption in cubic meters compared to the daily consumption of family homes in the water footprint.

## 05. OUR ROLE IN ENVIRONMENTAL PROTECTION

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tCO<sub>2</sub>e

**CARBON FOOTPRINT:** reflects the total Greenhouse Gases (ghg) emitted by direct and indirect effects of a product.



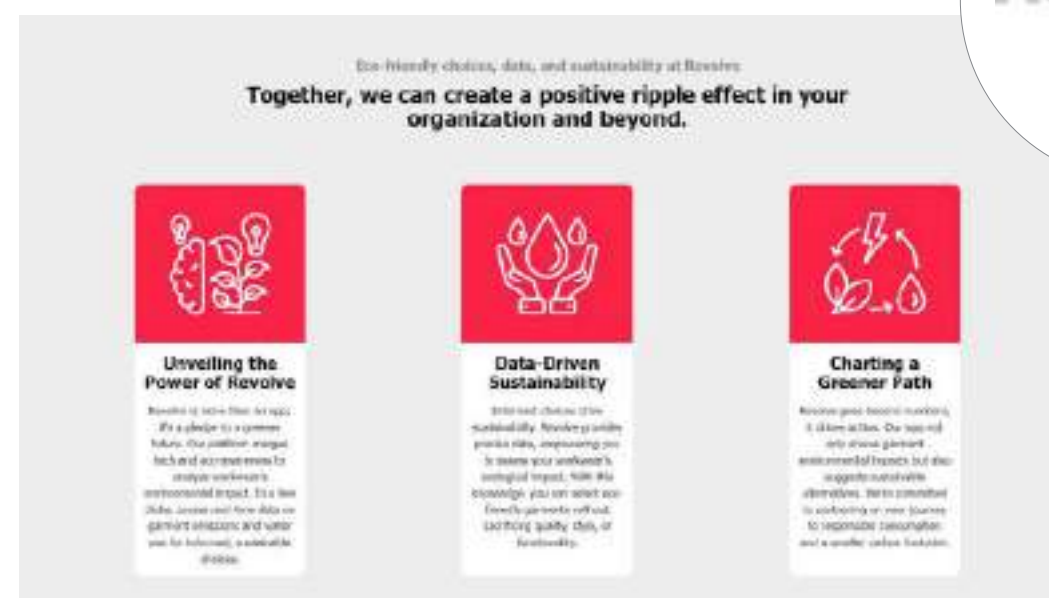
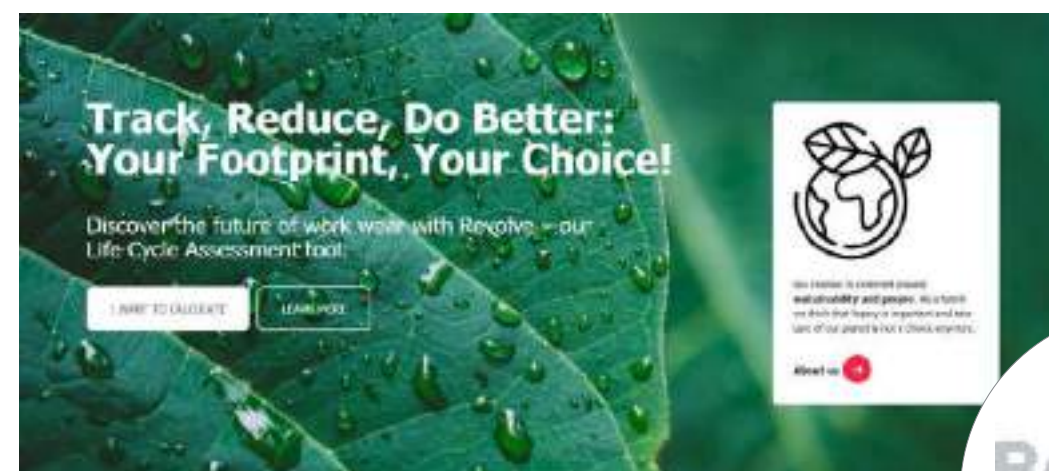
**NUMBER OF TREES NEEDED TO ABSORB THESE EMISSIONS IN 20 YEARS**


m<sup>3</sup>

**WATER FOOTPRINT:** total volume of freshwater used to produce a good or service.



**DAILY CONSUMPTION OF N SINGLE-FAMILY HOMES**



Revolve is a methodological tool that we have used in the Personal Protection BU, Medical BU and Emergencies BU. It is worth mentioning that this year we have carried out the first Product Carbon Footprint also in the Defense BU in collaboration with an external partner.

This tool also allows us to design a product with less impact. For example, by studying the components of a vehicle we can find out which materials generate the most emissions and look for more sustainable options to replace them.

By modifying the different variables included in the tool, we can produce sanitary apparel that reduces emissions and waste through a sanitization process that allows it to be put to more uses.

Revolve opens up a range of possibilities in supply and production, focusing on sustainability.

## 5.5 WE COLLABORATE WITH PARTNERS TO DRIVE OUR RESEARCH, DEVELOPMENT AND INNOVATION

At ITURRI, our strategy reflects our commitment to drive growth and remain at the forefront through investments in R&D&I. Our objective is to generate a positive impact on both society and our company. We understand that investment is crucial, but it is not enough on its own. It is equally vital to find and realize alliances and collaborations with partners who share our values and objectives, thus facilitating the path to success. From this collaboration comes shared value that benefits society as a whole.

Below are some of our most significant technological innovations and collaborations:

### • Integration of Innovative Techniques:

As a result of collaborative efforts through alliances with various research centers and universities, we have integrated innovative techniques such as 3D printing and research into new materials. These technologies are aimed at enriching our business scope, allowing us to explore new possibilities in manufacturing and product design, and enhance our ability to respond to market challenges.

### • Alliances with University Startups:

We have partnered with university Startups to develop infrared technologies applied to industry. Our know-how and resources enable the development of cameras capable of detecting gas leaks and unburned particles in plumes, as well as "dead man detection" devices to prevent and improve occupational safety in refineries. These technologies help to identify and prevent risks in confined areas.

### • Ciclogreen Project:

After mapping ITURRI's global mobility situation, and an analysis of solutions, in 2023, we launched "Ciclogreen", a **project that promotes more efficient and sustainable transportation between homes and workplaces through a mobile application**. This effort focuses on reducing the carbon footprint associated with such mobility and improving air quality, encouraging healthy transportation habits and the use of public space, as well as reducing traffic congestion.

The pilot project has been developed in the Utrera centers (vehicles, logistics center and cables and hoses), the footwear factory in La Palma, central Seville and Poland, a representative number of ITURRI, covering around 600 people.



## 05. OUR ROLE IN ENVIRONMENTAL PROTECTION

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People participating in a more sustainable transport among the different options available (bicycles, public transport, scooter, carpooling, etc.) accumulate points and participate in rankings and drawings for different prizes.

• **Reducing Emissions in Emergency Vehicles:**

During 2023, we began installing electric motor-driven pumps on our fire trucks, thereby reducing fuel consumption and noise pollution without compromising efficiency. This milestone contributes to a significant reduction in harmful gas emissions.

• **Development of alternative energy vehicles for airports:**

We develop vehicles powered by alternative energies, mainly electric, for airport refueling services (Dispenser). These vehicles not only help reduce greenhouse gas emissions, but also minimize environmental pollution in general, contributing to a better climate change performance of our customers.

The Collective Protection BU produced 5 refueling units for different clients in 2023.

**5.6 ALIGNED WITH EUROPE AND SUSTAINABLE INVESTMENTS**

The European Union is promoting the Action Plan on Financing Sustainable Growth as the roadmap for promoting sustainable financing. This includes the creation of the European Taxonomy, a tool that classifies economic activities according to their potential impact and contribution to sustainability.

In relation to the Taxonomy, in its environmental variable, it proposes the identification of economic activities that can contribute to 6 environmental objectives:

- a. climate change mitigation
- b. adaptation to climate change
- c. sustainable use and protection of water and marine resources
- d. transition to a circular economy
- e. pollution prevention and control
- f. protection and recovery of biodiversity and ecosystems

It establishes a series of requirements, which, if met, will qualify an activity as sustainable, allowing companies, investors and regulators to obtain more uniform information regarding the activities that contribute to the achievement of environmental objectives. This regulation establishes reporting requirements for companies that are obliged to publish their Non-Financial Information Statements.

The regulatory framework of the Taxonomy is currently defined by the following regulations:

- [Delegated Regulation \(EU\) 2020/852](#) of 18 June 2020, on the establishment of a framework to facilitate sustainable investment.

- [Delegated Regulation \(EU\) 2021/2139](#) of 4 June 2021 establishing the technical screening criteria for determining the conditions under

which an economic activity is deemed to make a substantial contribution to climate change mitigation or adaptation, and for determining whether that economic activity does not cause significant harm to any of the other environmental objectives. (Regulation as amended by Delegated Regulation 2022/1214 as of 1 January 2023 consolidated with Delegated Regulation (EU) 2023/2485 as of 1 January 2024).

- [Delegated Regulation\(EU\) 2022/1214](#) of 9 March 2022 amending Delegated Regulation (EU) 2021/2139 as regards economic activities in certain energy sectors and Delegated Regulation (EU) 2021/2178 as regards public disclosure of specific information on these economic activities. It is mandatory as of January 1st, 2023.

- [Commission Delegated Regulation\(EU\) 2023/2485](#) of 27 June 2023 amending Delegated Regulation (EU) 2021/2139 establishing additional technical screening criteria for determining the conditions under which certain economic activities qualify as contributing substantially to climate change mitigation or adaptation and for determining whether that economic activity does not cause significant harm to any of the other environmental objectives.

- [Delegated Regulation\(EU\) 2021/2178](#) of 6 July 2021, which specifies the content and presentation of information to be disclosed by companies regarding environmentally sustainable economic activities, and the specification of the methodology for complying with the disclosure obligation (Regulation as amended by Delegated Regulation 2022/1214 as of January 1, 2023).

- [Commission Delegated Regulation\(EU\) 2023/2486](#) of 27 June 2023 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing the technical screening criteria for determining

the conditions under which an economic activity qualifies as contributing substantially to the sustainable use and protection of water and marine resources, to the transition to a circular economy, to pollution prevention and control, or to the protection and restoration of biodiversity and ecosystems and for determining whether that economic activity causes no significant harm to any of the other environmental objectives and amending Commission Delegated Regulation (EU) 2021/2178 as regards specific public disclosures for those economic activities.

For the purpose of determining the degree of environmental sustainability of an investment, an economic activity will be considered environmentally sustainable when the economic activity is environmentally sustainable:

- a) contributes substantially to one or more of the environmental objectives.
- b) does not cause significant detriment to any of the environmental objectives.
- c) is carried out in accordance with the minimum social safeguards.
- d) complies with the technical selection criteria for each environmental objective. Currently only the technical criteria for the first two objectives are described: climate change mitigation and adaptation to climate change (Delegated Regulation 2021/2139).

According to Article 10.2 of Delegated Regulation 2021/2178, from January 1, 2022 to December 31, 2022, non-financial companies shall only disclose the proportion of taxonomy-eligible and non-taxonomy-eligible economic activities in their total turnover, their investments in fixed assets, their operating expenses and qualitative information on the specifications of the disclosures accompanying the KPIs (section 1.2 of Appendix I).

05. OUR ROLE IN ENVIRONMENTAL PROTECTION

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According to the same regulation, **an eligible activity** is an economic activity described in the delegated acts adopted to determine the technical criteria, regardless of whether that economic activity meets any or all the technical selection criteria.

Until now, the technical criteria for the first two objectives were described: mitigation of climate change and adaptation to climate change (Delegated Regulation 2021/2139).

With the new Commission Delegated Regulation (EU) 2023/2486 of 27 June 2023, the technical criteria for the four remaining objectives are described: (1) sustainable use and protection of water and marine resources, (2) transition to a circular economy, (3) prevention and control of pollution, and (4) protection and recovery of biodiversity and ecosystems.

In the case of the ITURRI Group, our economic activities carried out, and our classification as eligible or ineligible, are as follows:

CNAE (2009)	NACE	Activity	Elegibility
46,42	4642	Wholesale of clothing and footwear	Ineligible activity
29,20	2920	Manufacture of bodies (coachwork) for motor vehicles	Ineligible activity
29,20	2920	Preparation for reuse of end-of-life products and product components	Eligible activity
46,90	4690	Non-specialized wholesale trade	Ineligible activity
14,12	1412	Manufacture of workwear	Ineligible activity
96,01	9601	Washing and (dry-)cleaning of tex-tile and fur products	Ineligible activity
68,20	6820	Renting and operating of own real estate	Ineligible activity





# 06

## People at the center: social and labor issues

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6.2 Remuneration policy: recognizing effort	129
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## 06. PEOPLE AT THE CENTER: SOCIAL AND LABOR ISSUES

6.1 Our people:  
workforce structure  
and diversity

6.2 Remuneration  
policy: recognizing  
effort

6.3 Work-life balance  
and work organization:  
creating a balanced  
working environment

6.4 Prioritizing  
occupational health  
and safety

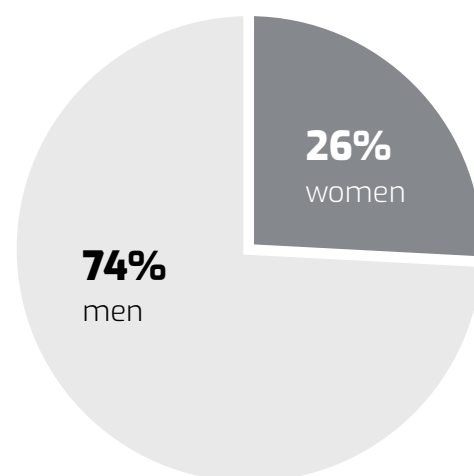
6.5 Training and  
professional  
development: investing  
in our future

6.6 Equality and diversity:  
values that unite us

# 06 PEOPLE AT THE CENTER: SOCIAL AND LABOR ISSUES

## 6.1 OUR PEOPLE: WORKFORCE STRUCTURE AND DIVERSITY

At ITURRI, we consider our team of professionals to be one of the fundamental pillars of our company. We have 1,812 employees distributed throughout Europe, North Africa and America. Within this diverse workforce, 1,346 are men, representing 74%, and 466 are women, representing 26%.



It is worth highlighting that most of our team, 54%, is between 30 and 49 years of age, which is the most representative age range.

In terms of professional categories, 60.4% of our staff is part of the operating personnel, our largest group, followed by 27.8% in the technical segment.

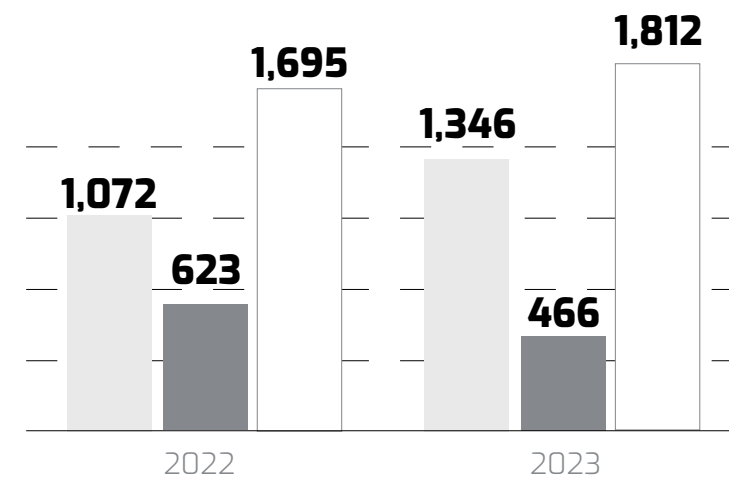
It is relevant to mention that, when comparing with data from previous years, since 2020 we have maintained consistency in terms of the predominant age group and the largest professional category.

2023  
**1,812**  
EMPLOYEES

## WORLDWIDE WORKFORCE

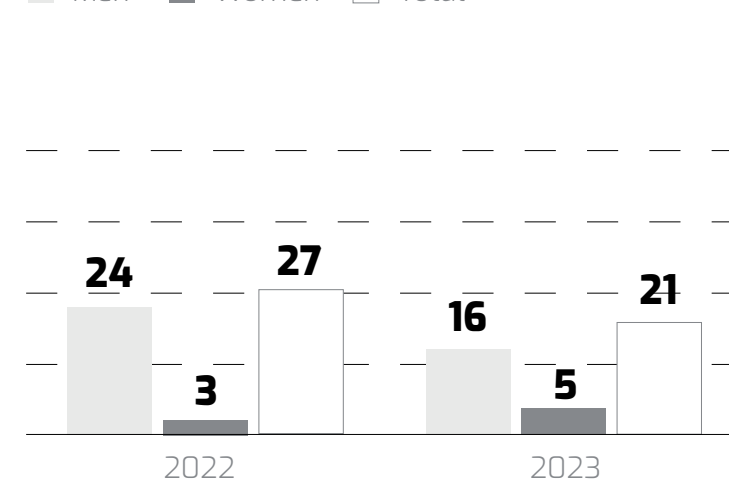
### Employees by gender

Men Women Total



### Employees with functional diversity

Men Women Total



WE HAVE 1,812  
EMPLOYEES  
DISTRIBUTED  
THROUGHOUT  
EUROPE, NORTH  
AFRICA AND  
AMERICA



06. PEOPLE AT THE CENTER: SOCIAL AND LABOR ISSUES

6.1 Our people:  
workforce structure  
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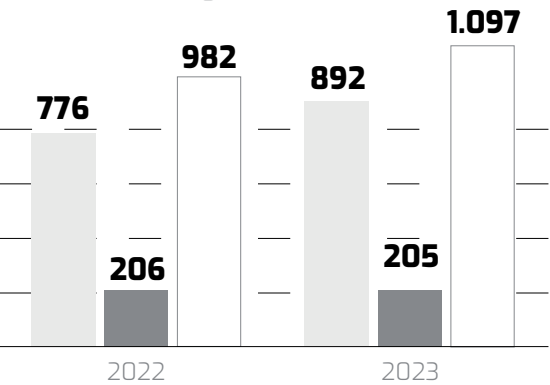
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values that unite us

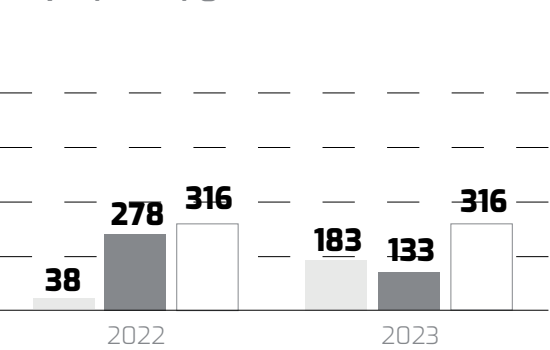
WORKFORCE DISTRIBUTION BY COUNTRY

Men Women Total

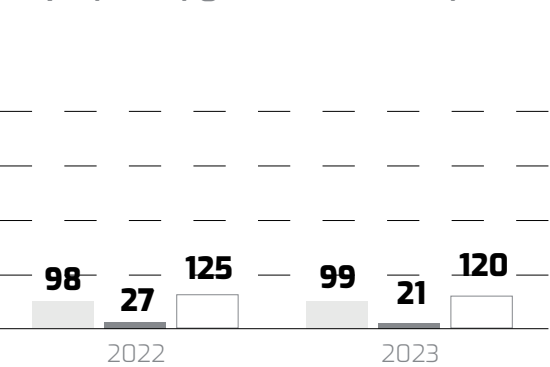
Employees by gender in Spain



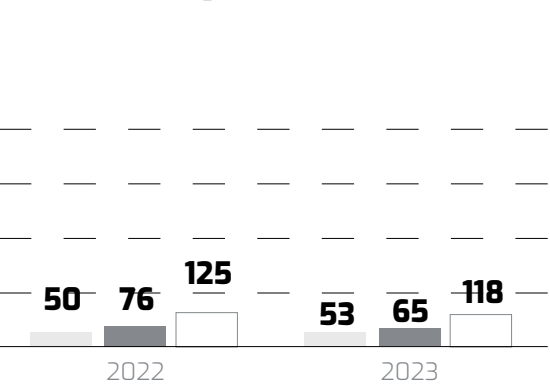
Employees by gender in Morocco



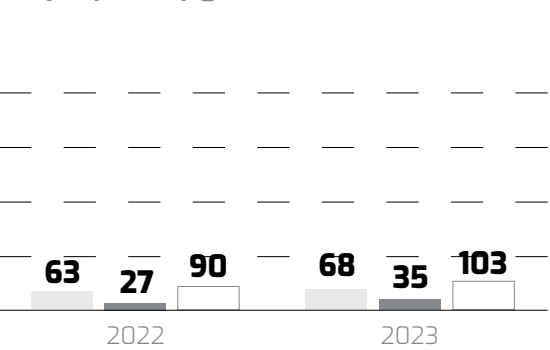
Employees by gender in Germany



Employees by gender in Poland



Employees by gender in Brazil



DISTRIBUTION OF THE WORKFORCE WORLDWIDE

Worldwide workforce distribution by gender, age and professional category:

WORLD	18 - 29 years		30 - 39 years		40 - 49 years		50 - 60 years		over 60 years	
Professional category	men	women	men	women	men	women	men	women	men	women
Top Management*	0	0	0	1	2	1	10	3	3	0
Commercial	3	0	19	2	34	3	25	2	12	0
Technical	32	19	105	44	105	60	82	34	16	6
Support	5	8	12	8	14	18	18	11	2	0
Operator	130	31	228	68	278	86	182	57	29	4
TOTAL	171	58	365	123	432	168	316	106	63	10

\*Top Management category includes the Coordination Committee and Executive Committee.



06. PEOPLE AT THE CENTER: SOCIAL AND LABOR ISSUES

- 6.1 Our people:  
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WORKFORCE BY COUNTRY

Workforce distribution by gender, age and professional category:

SPAIN	18 - 29 years		30 - 39 years		40 - 49 years		50 - 60 years		over 60 years	
Professional category	men	women	men	women	men	women	men	women	men	women
Top Management	0	0	0	1	2	1	10	3	3	0
Commercial	1	0	8	2	21	1	14	1	6	0
Technical	16	6	73	23	73	42	61	26	10	1
Support	2	3	11	2	10	11	16	6	1	0
Operator	66	7	148	19	195	28	127	18	17	4
TOTAL	85	16	241	46	302	83	227	55	37	5

POLAND	18 - 29 years		30 - 39 years		40 - 49 years		50 - 60 years		over 60 years	
Professional category	men	women	men	women	men	women	men	women	men	women
Top Management	0	0	0	0	0	0	0	0	0	0
Commercial	2	0	1	0	3	2	1	0	0	0
Technical	4	0	7	8	9	6	6	1	0	0
Support	1	0	0	2	2	3	0	0	0	0
Operator	3	2	6	14	6	19	1	8	1	0
TOTAL	10	2	14	23	20	30	8	9	1	0

MOROCCO	18 - 29 years		30 - 39 years		40 - 49 years		50 - 60 years		over 60 years	
Professional category	men	women	men	women	men	women	men	women	men	women
Top Management	0	0	0	0	0	0	0	0	0	0
Commercial	0	0	1	0	0	0	0	0	0	0
Technical	2	3	4	7	7	4	2	0	0	1
Support	1	2	1	1	1	0	0	0	0	0
Operator	34	19	43	32	52	36	33	28	1	0
TOTAL	37	24	49	39	61	40	35	28	1	1

BRAZIL	18 - 29 years		30 - 39 years		40 - 49 years		50 - 60 years		over 60 years	
Professional category	men	women	men	women	men	women	men	women	men	women
Top Management	0	0	0	0	0	0	0	0	0	0
Commercial	0	0	2	1	1	0	2	1	0	0
Technical	1	8	11	3	7	3	4	1	1	2
Support	1	3	0	3	0	1	0	0	0	0
Operator	9	3	10	4	14	2	3	0	0	0
TOTAL	12	14	23	11	23	6	9	2	1	2

GERMANY	18 - 29 years		30 - 39 years		40 - 49 years		50 - 60 years		over 60 years	
Professional category	men	women	men	women	men	women	men	women	men	women
Top Management	0	0	0	0	0	0	0	0	0	0
Commercial	0	0	5	0	3	0	3	0	4	0
Technical	8	1	8	2	4	3	5	3	5	2
Support	0	0	0	0	0	1	2	4	1	0
Operator	11	0	11	0	7	1	13	2	9	0
TOTAL	19	1	24	2	14	6	23	10	19	2



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TOTAL NUMBER AND DISTRIBUTION OF EMPLOYMENT CONTRACTS WORLDWIDE:

At ITURRI, we are firmly committed to employment stability and to providing security and continuity to the people who work with us. Currently, a remarkable 96.4% of our team has permanent contracts, while 3.53% have temporary contracts and a small 0.07% are under internship contracts.

Employee distribution by contract type and gender:

Partial indefinite			Indefinite		Partial temporary		Temporary		Partial internship		Internship	
Year	men	women	men	women	men	women	men	women	men	women	men	women
2022	5	27	747	495	106	13	210	81	1	0	3	7
2023	11	1	1,295	452	22	9	17	4	0	0	1	0

Employee distribution by contract type, gender and age:

Age	18 - 29 years		30 - 39 years		40 - 49 years		50 - 60 years		over 60 years	
Contract type	men	women	men	women	men	women	men	women	men	women
Partial indefinite	0	0	2	0	4	0	5	1	0	0
Indefinite	159	54	348	119	421	164	307	104	60	11
Partial temporary	7	1	11	3	2	3	2	2	0	0
Temporary	3	2	6	2	4	0	2	0	2	0
Partial internship	0	0	0	0	0	0	0	0	0	0
Internship	1	0	0	0	0	0	0	0	0	0
TOTAL	170	57	367	124	431	167	316	107	62	11

Worldwide number of dismissals:

Age	18 - 29 years		30 - 39 years		40 - 49 years		50 - 60 years		over 60 years	
Professional category	men	women	men	women	men	women	men	women	men	women
Top Management	0	0	0	0	0	0	0	0	0	0
Commercial	0	0	0	0	2	0	1	0	0	0
Technical	0	0	0	1	1	3	4	1	2	1
Support	0	0	0	0	0	0	0	0	0	0
Operator	2	0	2	1	2	2	2	1	0	0
TOTAL	2	0	2	2	5	5	7	2	2	1

6.2 REMUNERATION POLICY: RECOGNIZING EFFORT

Worldwide average employee remuneration:

Age	18 - 29 years		30 - 39 years		40 - 49 years		50 - 60 years		over 60 years	
Professional category	men	women	men	women	men	women	men	women	men	women
Top Management	-	-	-	-	167,831	131,326	160,265	113,302	178,572	-
Commercial	39,380	-	54,860	50,271	87,803	53,820	98,686	79,937	101,202	-
Technical	26,976	19,972	39,795	31,760	43,840	48,271	51,524	39,682	59,126	25,597
Support	16,596	16,488	30,919	28,470	46,963	44,971	61,639	51,610	94,644	-
Operator	22,514	9,393	27,931	14,312	28,107	16,509	31,574	15,908	33,483	15,871

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Worldwide average remuneration by  
professional category:

Professional category	men	women
Top Management	164,935	117,808
Commercial	84,831	59,018
Technical	42,842	37,215
Support	46,189	37,618
Operator	27,878	14,725

Worldwide average remuneration of advisors and management team:

	men		women	
	2022	2023	2022	2023
Board Members	158.494	165.668	-	-
Management Team*	184.992	164.820	-	-

\*The management team is made up of the organization's Executive Committee.

Data for women is not included for confidentiality reasons.



Worldwide wage gap

At ITURRI, we are fully aware of the importance of treating all our employees with fairness and equity, especially when it comes to remuneration. The existing wage disparities between men and women in our company are mainly attributed to differences in seniority and reduced working hours instances.

However, we wish to strongly emphasize that our **remuneration policy is rigorous and transparent**, with an unwavering commitment to equality. We strive to ensure that our entire team receives fair remuneration, without discrimination based on gender, race or any other grounds. In this way, we promote an inclusive and respectful work environment for all people.

Worldwide wage gap by professional category\*:

Professional category	2022	2023
Top Management	26.14	28.57
Commercial	42.68	30.43
Technical	24.01	13.13
Support	18.94	18.56
Operator	66.95	47.18

\*Wage gap has been calculated as follows: ((men's remuneration - women's remuneration) / men's remuneration) x 100.



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**WE ARE COMMITTED  
TO ENSURING FAIR AND  
EQUITABLE REMUNERATION  
FOR OUR ENTIRE TEAM,  
PROMOTING AN INCLUSIVE  
AND RESPECTFUL WORK  
ENVIRONMENT**  
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6.3 WORK-LIFE BALANCE AND WORK  
ORGANIZATION: CREATING A BALANCED  
WORKING ENVIRONMENT

At ITURRI, our internal policies establish that the total weekly hours worked by our team, including overtime, must never exceed the limits prescribed by the current legislation of each country where we operate.

Specifically, at ITURRI S.A. (our parent company), **we actively promote a working time management** that values **adaptability** and offers our personnel various options to configure their working day to best suit their needs. In this way, we offer:

- Flexibility when choosing the time of entry in the morning, having three options to choose from.
- The possibility of reducing the lunch break to end the day earlier.
- The option of flexibility and/or adaptation of the schedule for those employees with care responsibilities for a minor or elderly people, duly justified or within the labor legis-lation.
- The alternative of opting for remote working.

We offer our team the opportunity to choose up to 6 days of home office per month, allowing them to perform their tasks from home while maintaining the established work schedule. This policy promotes the flexibility of voluntarily opting for remote work, also allowing alternation with being in the office to maintain face to face contact and teamwork, essential pillars of our culture.



OUR FLEXIBILITY REFLECTS  
OUR DEDICATION TO  
ADAPTING TO THE  
DIFFERENT PERSONAL  
CIRCUMSTANCES OF OUR  
TEAM, WHILE PRESERVING  
CONNECTION AND  
TEAMWORK, CORE VALUES  
THAT CHARACTERIZE US



Opinion and motivational survey

Responding to the desire to listen and understand the perceptions and motivations of people in general and of our team in particular, every year we carry out an opinion and motivational survey. This initiative seeks to actively listen to the team, in order to identify aspects to improve and promote the best possible working environment and care for the team, while at the same time evaluating their perception of ITURRI<sup>12</sup> and proposals for improvement.

For the team to feel listened to, informed and above all respected, are fundamental principles and values. For this reason, we have different **listening channels** so that people have the freedom to use the one they feel most comfortable with in order to identify any aspect that requires action on the part of the company.

Work-life balance measures

At ITURRI, we are committed to guaranteeing the work-life balance of our team. To this end, we develop measures respecting the labor regulatory frameworks, creating an environment where they can balance their professional and personal responsibilities in an effective manner, in addition to promoting the exercise of co-responsibility.

Absenteeism

A total of 221,657 hours of absenteeism were registered during 2023.

Work disconnection policy

We continue to be committed to the proper education of our employees on when and how to communicate, considering that it is one of the most effective mechanisms to promote work disconnection policies, taking into account the different casuistry of each of the business activities.

We maintain a series of policies and awareness-raising actions to promote responsible handling in the management of communications, all aimed at facilitating this objective. These include:

- Recommendations on the appropriate time to send e-mails.
- Encouraging the use of tools designed to restrict the sending of emails on weekends.
- Development of policies that prioritize the sending of emails based on their level of urgency and importance.

Maternity and paternity leave cases:

	2022	2023
Maternity leave	5	8
Paternity leave	36	37

Absence hours:

	2022	2023
Absence hours	199,257	221,657*

\*Of these hours, those corresponding to maternity and paternity leave are: 28,472 hours.

To complement these measures, at ITURRI we also motivate the people responsible for each department to respect the work schedules established for communications and meetings, except in essential cases, such as the need to coordinate with offices in different time zones or to attend to client and/or company emergencies.



AT ITURRI WE PROMOTE  
THE WELLBEING OF OUR  
TEAM, EMPHASIZING  
THE IMPORTANCE OF  
MAINTAINING A HEALTHY  
BALANCE BETWEEN WORK  
AND PERSONAL LIFE



12. More information in section 6.5 of this chapter.

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6.4 PRIORITIZING OCCUPATIONAL HEALTH  
AND SAFETY

In our effort to ensure a safe and healthy work environment, at ITURRI we implement rigorous health and safety standards through our Integrated Policy. We manage all our activities in a coherent and responsible manner under an **Occupational Health and Safety Management System**, maintaining safe facilities for workers, clients and stakeholders.

We are ISO 45001:2018 Occupational Health and Safety certified in the centers corresponding to ITURRI S.A. (parent company), TULANTEX (workwear, technical and uniform factory in Tangier, Morocco) and PROTEC FIRE S.A. (specialized vehicle factory in Utrera, Spain). Thus, 50% of our personnel benefit from this system, which is certified and regularly audited by independent entities. In the rest of our organization, in areas without specific certification, ISO 45001 guidelines are followed to ensure safe conditions for all involved.

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AT ITURRI, WE  
IMPLEMENT RIGOROUS  
HEALTH AND SAFETY  
STANDARDS ENSURING  
A SAFE AND HEALTHY  
WORK ENVIRONMENT  
FOR OUR PERSONNEL  
AND CUSTOMERS  
”

In addition, we received a 4 out of 5 rating in the Safety Qualification Audit carried out by the Chemical Business Association of Tarragona (AEQT) to maintenance companies working in the chemical sector in Tarragona.



From ITURRI's Management, we deeply value health and safety at work, and we are in constant search for improvements and new systems that ensure the integration of all processes in a coordinated and safe manner. We have established high safety standards that guarantee the development of our industrial and commercial activities, ensuring that employees, contractors, customers and people in the environment are exposed to the minimum risks to their health. This comprehensive approach guarantees not only compliance with the highest standards of quality and efficiency, but also the protection and well-being of all those involved.

Occupational Risk Prevention

We provide a **Welcome Manual** to all employees who join ITURRI. Within this general presentation of the company, health and safety training is a top priority. Here we detail the rules, policies and procedures, as well as providing general instructions on occupational risk prevention in terms of:

- Prevention.
- Emergencies.
- Evacuation.
- Plans of the facilities.

Since the last revision of our commitment to Occupational Risk Prevention in the year 2023, we have a new Health and Safety policy based on:

- Guaranteeing safe and healthy working conditions for all people involved in ITURRI, prioritizing the prevention of injuries and possible deterioration of health.
- Eliminating or reducing the risks of ITURRI's activities, through technical, organiza-tional and collective and individual protection solutions, according to the nature of the work.
- Ensuring the Health and Safety of employees and other stakeholders, such as sup-pliers and customers, both in ITURRI's own facilities as well as in external ones.
- Investigating all accidents and incidents that occur in ITURRI, regardless of their se-riousness, to analyze the root causes and implement the necessary measures to avoid their repetition.
- Periodically reviewing prevention measures in search of continuous improvement.
- Providing a safe and healthy environment, exceeding legal requirements and follow-ing the highest international Health and Safety standards.

- Encouraging the participation of employees through the available communication channels.
- Evaluating the results of surveillance and health of employees, to detect possible conditions arising from work, and act by reducing or eliminating risks.
- Raising awareness of employees through training.

Our prevention model is based on respecting the specific laws of each country, as long as they guarantee the minimum standards we demand in terms of our values and commitments to prevention. Our goal is to be a benchmark in safety. At a global level, the predominant management model is the **External Prevention Services** of each country, which ensures the participation of all employees and the entire chain of command.

We strive to establish health surveillance policies that not only comply with legal requirements, but also go beyond them, aligning them with our internal requirements. Thus, we define clear goals and objectives for the preventive health of our employees.

In addition, the ITURRI **Corporate Intranet** constitutes a specific platform with an innovative methodology, which allows for the establishment of a specific training and information system on occupational risks for each worker. In this corporate Intranet, each employee associated to a specific delegation has the following information:



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- Course on Corporate Social Responsibility SA8000.
- Risk assessments of the activities carried out in each delegation.
- Emergency and evacuation plans for each center.
- Occupational Risk Prevention Plans.
- Planning of preventive activities for each center.
- Course on specific risks according to the job position.

Update on sobriety standards of ITURRI Poland

In ITURRI Poland, a significant update in the Working Regulations will be implemented as of January 2, 2024. This update includes Annex No. 10, which sets out the rules for the detection of alcohol and similar substances in the body.

This amendment is in direct response to recent updates in the 2023 Labor Code, which now includes new rules for sobriety tests applicable to both employed people and people under other types of contracts.

Health and Safety improvements at our facilities

During 2023, we have continued to **heavily invest in new facilities and in improving the conditions of existing ones**, all with the sole purpose of optimizing the working conditions of our personnel. From a Safety perspective, we have placed special emphasis on addressing some of the main current risk sources: ergonomics, work at heights, protection against physical and chemical agents, and risks associated to explosive atmospheres (ATEX). Here are some examples:

• **Emergencies Unit**

We have acquired new facilities for the bodywork of Fire Fighting Vehicles, where we have made a significant investment to implement a multitude of safety measures in order to minimize the risks of the workstations. Among the most important measures is the acquisition of new machines and more ergonomic tools. We have also equipped the facilities with new lifelines to eliminate the risk of falls when working on vehicles. In addition, we have acquired a multitude of ladders and platforms so that our personnel can work more comfortably and safely.



• **Medical Unit**

At the Rodriguez Lopez (RLA) ambulance factory, we have implemented a multitude of measures to improve working conditions.

These measures include the acquisition of a new paint booth, and the elimination of the old ones, which not only improves the safety conditions of our personnel, but also significantly reduces the environmental impact by minimizing the generation of wastewater.

We have installed new extraction systems in the welding stations to improve hygienic conditions.

In terms of work equipment, we have replaced the factory's manual ladders with handrail equipped platforms to eliminate the risk of falling.

In terms of industrial hygiene, we have taken noise level measurements to identify the noisiest workplaces and establish preventive measures to reduce noise levels.

With regard to overall cleanliness and order, we have rethought the movement layout in the factories and have repainted the areas where vehicles and people circulate, as well as the material storage areas. This has been carried out with the objective of minimizing the risk of collisions.

Finally, to improve emergency response, we have set up an emergency team in the factory, trained and qualified to act in the event of any type of occurrence, including first aid.

• **Personal Protection Industry Unit**

At the Tangier garment factory, many investments have been made to adapt the work machines to make them more ergonomic and safer to use.

These investments have carefully considered hygienic risks such as noise and lighting. Although the noisiest machines already complied with all the certifications required by law, we have made modifications to reduce their noise levels, thus improving the hygienic conditions of our personnel. In addition to the improvements in the machines, the layout has been modified to further optimize the impact of the machines.

We have also invested in improving the factory's lighting conditions in order to minimize visual fatigue among our workers.

In addition, in the rest of the production centers, the focus is being placed on analyzing all the machines to be adapted to the workers, making them more productive, safer and more ergonomic so the physical impact is as minimal as possible.

During 2023, we continued to work to reduce the risk of falls. We have analyzed the proper use of all types of ladders in our production activities, evaluating each of the needs. In addition, we have reviewed the requirements for lifelines, since the risk of falling is one of the main hazards in some of our activities at ITURRI. .

Signage

With the recent regulatory changes regarding signage in the workplace, during 2023 we have continued to review all signage related to emergencies, first aid, evacuation and the mandatory use of PPE in our delegations. Our goal is not only to comply with the new regulations, but also to improve the type and location of signage, making it clearer and more intuitive.

Management of Personal Protective Equipment (PPE)

At ITURRI, we have a procedure in place to define the aspects related to the safe and mandatory use of Personal Protective Equipment (PPE) necessary to guarantee the safety and health of employees and any other person exposed to certain risks.

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- First, we identify when it is necessary to use PPE. This is determined based on:
  - The impossibility of reasonably eliminating the risk.
  - The inability to control the risk through technical measures or collective protection systems.
  - The need to temporarily cover a risk condition which occurrence is circumstantial or temporary, or during the transition period until definitive protective measures are established.
- Based on the results of the risk assessment, we identify the necessary PPE. The External Prevention Service, in its risk assessment for each workstation, indicates which PPE must be used if it is not possible to eliminate or mitigate the risk in any other way.
- Subsequently, PPE is selected and purchased. The Purchasing Department analyzes the different equipment options that meet the necessary requirements depending on the risk to be protected from and complying with the requirements of current legislation.
- Finally, the Logistics Department, together with the safety representatives of each center, is responsible for delivering PPE to employees. In this way, the equipment is available at the workstations where it is needed.

With this procedure, we ensure that all employees are safely equipped to perform their job.

Training and awareness

We have implemented a risk assignment system considering a systematic grouping of common and homogeneous risks for different job positions. With this, we ensure that each job is perfectly identified, and incorporates those of similar jobs, so that the necessary versatility is covered in the training. Through this system, we develop a **personalized plan that includes general, specific and center-specific risks for each new employee**.

In addition, we provide new employees with the following courses:

- Basic Level Course on Occupational Risk Prevention (50 hours).
- EPI Training and Certification Plan.
- Corporate Social Responsibility SA8000.
- Training in workplace risks by the External Prevention Service.
- Induction course on workplace risks provided by internal personnel.

• Emergency and First Aid Training

During 2023, we have continued to train the emergency teams of our different delegations in Fire Fighting and First Aid, ensuring that they are prepared to act in the event of an emergency or accident. This training is provided by an external company specialized in emergency management, the instructors being professional firefighters.

• Machinery Operation Training

We additionally offer training in the use of forklifts, overhead cranes and other equipment, according to the production needs of our supply chains.

**Our objective is to reach Zero Accidents!** For this reason, at ITURRI we consider incidents and accidents to be a crucial learning, awareness and adoption of corrective measures source.

To this end, the Sustainability area systematically sends a weekly electronic communication to senior management, coordinators and managers of the different work centers, as well as to the safety representatives and supervisors of each center. In this communication, we detail workplace accidents that have occurred, describe them, analyze their causes, and explain the corrective actions and lessons learned. Through the chain of command, these lessons are transmitted to the entire organization.

During 2023, with the objective of improving awareness, and ensuring that each accident and its corresponding learnings reaches each ITURRI employee, we have implemented a system of preparing a simple and visual report including the accidents that have occurred each month as well as learnings and good practices that should be carried out to prevent their reoccurrence. This report is sent by e-mail on a monthly basis. For personnel who cannot access their e-mail,

this document is printed and posted on the information panels in each center, as well as displayed on television screens.

Ergonomics program. Zero Injury

During 2023, we continued to extend our "Zero Injury" ergonomics program to new work centers. This program aims to **reduce occupational muscle injuries**, one of the main causes of incidents and accidents at work, to zero. It is carried out in collaboration with a company specializing in occupational muscle injuries and their prevention.

The results have been excellent, as evidenced by our muscle injury reduction statistics. We have implemented several actions to achieve this goal, including:

- **Warm-up and stretching exercises:** Warm-up and stretching routines have been incorporated to prepare employees before engaging in activities with risk of musculoskeletal injuries.
- **Physiotherapists hiring:** We have hired specialized physiotherapists for the most injurious activities.
- **Safe movements training:** Our workers receive continuous training to learn how to perform certain loading and maintenance movements correctly, thus reducing the risk of injury.

This program has proven to be effective, and we will continue to develop it through 2024, reaffirming our commitment to the safety and well-being of our team.

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**AT ITURRI WE ENSURE THAT ALL EMPLOYEES ARE INFORMED, AWARE AND PREPARED FOR THE RISKS ASSOCIATED WITH THEIR JOB, PROMOTING A CULTURE OF SAFETY THROUGHOUT THE COMPANY**  
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Preventive Observations Program

Since 2018, we have been continuously improving our Preventive Observations Program with the objective of making all ITURRI employees aware of their surroundings, refreshing their knowledge about safety and health at work, and acquiring new knowledge. In this way, we seek to reach our zero accidents goal.

To achieve this, we developed a methodology of preventive observations through a cascade training system. We start by training senior managers, who then pass on this information on safety issues to their teams.

Our methodology is based on the following principles:

- **Acquisition of basic knowledge:** We provide training on safety-related subjects.
- **Improving observation and analysis skills:** We foster the ability to observe, see, talk about and analyze unsafe behavior and conditions.
- **Awareness and access to information:** We ensure that all employees, especially those under our responsibility, have access to the information necessary to understand their risks and the importance of safe work.
- **Recording and follow-up:** We record and analyze the observations made and effectively keep track of the commitments made by the professionals.

- **Accident reduction:** We verify that the implementation of this system of effectively leads to the elimination of accidents at work, through the reduction of incidents.

“  
**MAKING THE ITURRI  
GROUP A SAFER PLACE  
TO WORK IS EVERYONE'S  
BUSINESS!**”

The prevention of occupational risks is fundamental for the wellbeing of everyone in the company. We also promote that the legal repercussions and responsibilities are also known and considered. At ITURRI we make sure that **both the chain of command and employees understand the repercussions of good prevention.** For this reason, we offer training in this aspect. In 2023, the External Prevention Service imparted the course "Obligations and Responsibilities in Prevention for Executives and Managers" in some centers to ensure that everyone is informed and committed to safety. This plan for communicating the legal repercussions is gradually being implemented at various sites.

Health and Safety Committee

Occupational Health and Safety Committees are present in:

- Intercenter Committee: ITURRI, S.A., Total Care, Textulan, CEE
- Vehicle Division Spain - Protec Fire
- Vehicle Division Wilnsdorf - Germany
- ITURRI Poland
- Tulantex - Tangier
- ITURRI Brazil
- RLA

Coordination of Business Activities

At ITURRI, we maintain our facilities and many of our lines of work, with our own personnel in external facilities and with external personnel in our own ones. Ensuring the protection of these people and complying with Royal Decree 171/2004, which develops article 24 of the Law on Occupational Risk Prevention and the Coordination of Business Activities, has been a priority for us during these years.

In 2022, we took an important step by contracting a management service through the UCAE platform to improve the Coordination of Business Activities (CBA). This platform helps us, both ITURRI and our contractors, to correctly apply CBA.

Through this platform, **we provide our contractors with the necessary documents on site risks, emergency and evacuation measures, and other documents required by law. This helps them to understand the risks to be prevented and to be trained to avoid any accidents.**

With the implementation of this platform, we guarantee efficient management for both our contractors and ITURRI, and have improved occupational risk prevention for all employees of the different companies operating in the same facility.

“  
**2023 WE CONSOLIDATED  
THE USE OF THIS  
CBA PLATFORM AND  
MANAGEMENT SYSTEM  
AT ALL LEVELS WITH  
EXCELLENT TEAM  
ACCEPTANCE RESULTS**”



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Health Surveillance

In 2023, we took an important step in the management and application of Health Surveillance. We analyzed in detail the results of our team's medical check-ups in collaboration with the Prevention Services of the different centers, to define a communication and awareness plan aimed at our staff.

This plan included informative lectures to explain in depth what health surveillance is. We wanted to ensure that our employees understood that it is not just about regular medical check-ups, but a comprehensive approach to their well-being. We shared results of the annual health surveillance reports, explaining each part and the indicators presented in them, highlighting those negative aspects with high percentages. We are committed to implementing actions to improve these aspects.

This year the following two lectures have been very well received:

- **Talks on cardiovascular health:** Provided information on the differences in heart attack symptoms between men and women, a topic that many of our employees were unaware of and found very useful.
- **Talks on cervical and back health:** Addressed bad postural practices both in daily life and at work. Many workers identified with these problems. During the presentation, we recommended a series of physical exercises, which we practiced together. In addition, we provided links to videos so that they can practice at home.

To ensure that all this information is always accessible, we have shared these presentations on the company's intranet, where employees can consult them at any time.

“  
**IN 2023, OUR TALKS ON  
CARDIOVASCULAR HEALTH  
AND CERVICAL AND BACK  
HEALTH HAVE BEEN VERY  
WELL RECEIVED, PROVIDING  
ESSENTIAL INFORMATION  
AND PRACTICAL EXERCISES  
TO IMPROVE THE WELL-BEING  
OF OUR TEAM**  
”



Occupational accidents

When recoding work-related accidents that occur during our various activities, we consider both accidents that affect our workers and incidents that do not cause personal injury but are related to our facilities, machinery, tools or vehicles.

The criterion we use to differentiate between accidents and incidents is based on whether personal injury occurred. An accident at work implies that someone has been injured and has required medical assistance (insurance company); whereas an incident does not cause injuries, or these are minor and do not require medical attention. However, it is important to take into account and learn from incidents to prevent them from becoming future accidents.

At ITURRI, we firmly believe that learning from occupational accidents and incidents is fundamental. These learnings provide us with valuable knowledge that we use to evaluate the causes and improve safety in the work environment. For us, learning from incidents is as important as learning from accidents. That is why we treat both with the same seriousness and dedication, ensuring that we implement measures that contribute to a safe working environment for all our employees.

In 2023, we recorded a total of 148 cases, where both occupational accidents and incidents are added together. These include events without personal injury and events that the insurance company did not categorize as occupational accidents:

**32**  
INCIDENTS  
  
**116**  
ACCIDENTS,  
distributed by gender in the  
following table:

Occupational accidents:				
	2022		2023	
	men	women	men	women
Accidents with sick leave	33	5	36	9
Accidents without sick leave	39	3	55	4
In itinere accidents	2	1	9	3
Fatal accidents	0	0	0	0
<b>Total</b>	<b>74</b>	<b>9</b>	<b>100</b>	<b>16</b>



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Severity index:

	2022	2023
Frequency index*	14,25	13,46
Incidence rate**	25,65	24,22
Seriousness index***	0,56	0,54

\* The frequency index has been calculated according to the formula: (number of occupational accidents with sick leave / total number of hours worked) x 1,000,000. It expresses the number of occupational accidents with sick leave that occur per million hours worked.

\*\* The incidence rate has been calculated according to the formula: ((number of occupational accidents with sick leave x 1,000) / number of workers). It expresses the number of accidents with sick leave that occur per 1,000 workers.

\*\*\* The severity index has been calculated according to the formula: (number of working days lost due to occupational accidents with sick leave x 1,000) / total number of hours worked). It expresses the number of working days lost per 1,000 hours worked.

AT ITURRI, WE ARE COMMITTED TO THE PREVENTION OF OCCUPATIONAL ACCIDENTS, MANAGING TO REDUCE OUR FREQUENCY AND INCIDENCE RATES BY MORE THAN 5% COMPARED TO LAST YEAR

Investigation of occupational accidents

Our **Accident Investigation Procedure** establishes the methodology we follow to examine unsafe behavior, incidents, accidents and occupational illnesses. Our objective is to **identify, document, classify and manage** these events, as well as to report them and apply corrective or preventive measures. Thus, the objective of the **Accident Investigation Procedure** is to find out the causes that may have led to the accident or illness, eliminate or mitigate them and learn from them to avoid recurrence.

In this sense, a set of phases to be followed are established:

1. Internally communicate incidents, accidents and occupational illnesses, and provide medical care to the employee if necessary.
2. Investigate the incident and implement the corresponding actions.
3. Notify the accident to the relevant labor authority.
4. Supervise the proposed corrective or preventive measures.
5. Address unsafe behavior and facilities.
6. Ensure closure of the cycle through learning and correction.

Occupational illnesses

	2022		2023	
	men	women	men	women
Occupational illnesses	0	0	0	0

6.5 TRAINING AND PROFESSIONAL DEVELOPMENT: INVESTING IN OUR FUTURE

At ITURRI, we maintain our commitment to the professional development of our team. In 2023, we launched **ITURRI ACADEMY**, a continuous training platform designed for all employees of the organization.

For us, continuous training is essential to keep up to date and develop relevant skills in the work environment. As a company dedicated to individual and collective safety and protection, we recognize the importance of investing in the professional growth of our team.

THROUGH ITURRI ACADEMY, OUR EMPLOYEES CAN ACCESS TRAINING RESOURCES ON AN ONGOING BASIS AND TAILORED TO THEIR NEEDS

In 2023, **1,664 courses** were completed, equivalent to a total of 3,328 hours of e-learning training.

We have provided a total of **32,594** hours of training (not including the **3,328** e-learning hours recorded on **ITURRI ACADEMY**).



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Training hours by professional category:

	Men		Women		Total	
Professional category	2022	2023	2022	2023	2022	2023
Top Management	269	326	162	196	431	522
Commercial	1,615	1,956	511	619	2,127	2,575
Technical	6,192	7,497	4,469	5,410	10,660	12,907
Support	1,373	1,662	1,346	1,630	2,719	3,292
Operator	7,538	9,126	3,446	4,172	10,983	13,298
TOTAL	16,987	20,567	9,934	12,027	26,920	32,594

The following are the different courses developed in 2023, organized by category:

- **SKILLS:**
- **MANAGERS' COMMITTEE DEVELOPMENT PROGRAM:** This program aims not only to enhance individual skills, but also to contribute to the growth and effectiveness of the entire organization.
- **MANAGERS LEADERSHIP DEVELOPMENT PROGRAMS:** In 2023, we implemented leadership development programs aimed at team leaders in Spain, France and Morocco. These programs are designed to accelerate the ongoing transformation in leadership by providing future leaders with the tools, knowledge and experience necessary to meet future challenges.

- **OTTO WALTER:** In 2023, RLA team leaders participated in this program, which helped professionals with direct command functions over teams to perform their roles more effectively and to mobilize others through the quality of their professional behavior.
- **COMPLIANCE:** During 2023, we trained 80% of our team in Compliance. This aspect is crucial for ITURRI, as it allows us to comply with internal and external regulations, prevent possible infractions and foster a culture of integrity and responsibility throughout the organization.
- **CONFLICT MANAGEMENT:** The Morocco team participated in this course, which provided them with the necessary tools to manage conflicts constructively and transform them into development opportunities at both the individual and collective levels.

- **TIME MANAGEMENT:** : This course helped participants improve their efficiency and productivity.
- **CRUCIAL CONVERSATIONS:** Offered in Spain and Morocco, the objective of this course was to achieve effective communication in difficult or conflictive situations, developing a conscious, congruent, clear, direct and balanced communication style. .
- **PSYCHOLOGICAL WORKSHOPS AFFOR HEALTH:** Within the Well 360 program, in collaboration with Affor, we have offered our wellness workshops to our team. To date, 419 employees have participated in these workshops, demonstrating our commitment to the well-being and integral development of our team.

- **TOOLS AND PROCESSES:**
- **SCRUM MASTER:** This training oriented to IT and Marketing teams, plays a key role as facilitator, advocate and guide. It aims to ensure that teams adhere to Scrum principles and work efficiently towards project goals.
- **POWER BI:** Training taken by the People and Culture and Sustainability teams to improve data analysis and interactive reporting.
- **EXCEL:** : Courses for the factory teams in Utrera and Morocco, focused on organizing data, performing calculations and generating reports efficiently.
- **PRINCE2 "FOUNDATION"**

- **SALES:**
- **NEGOTIATION:** These trainings helped sales people develop the skills necessary to achieve effective, satisfactory and mutually beneficial agreements.
- **MODERN SALES AND CUSTOMER COMMUNICATION STRATEGIES**
- **PUBLIC SPEAKING AND SELF-PRESENTATION**
- **THEPOWERMBA + DIGITAL MARKETING WITH SALES SPECIALIZATION**
- **SUSTAINABILITY:**
- **SUSTAINABLE PROCUREMENT:** Integrate specifications, requirements and criteria that promote environmental protection and social welfare.
- **"RECYCLING IN THE TEXTILE SECTOR - challenges and avant-garde".**
- **ISO14001 INTERNAL ENVIRONMENTAL AUDITOR**
- **WASTE MANAGEMENT COURSE LAW 7/2023**
- **HEALTH AND SAFETY:** We have provided specific training actions in health and safety, with specialized training in:
  - Prevention of occupational hazards
  - Firefighting and first aid
  - ADA system (driving assistance systems)
  - Specific safety course for the metal sector
  - Work at height - rope access



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On the other hand, at ITURRI we have an on-boarding training system,  
adapted to the different job profiles:

PRL - Administrative warehouse
PRL - Warehouse woker/cargatherer
PRL - Customer service
PRL - Forklift operator
PRL - Sheet metal worker
PRL - Commercial
PRL - Commercial health
PRL - Quality control
PRL - Downtime coordinator
PRL - Aluminum coordinator
PRL - Circuits coordinator
PRL - EPF Coordinator
PRL - Assembly coordinator
PRL - Painting coordinator
PRL - Renting coordinator
PRL - Store seller

PRL - Electrician
PRL - CAE Training
PRL - Trainer
PRL - Guard
PRL - In-plant Renting
PRL - In-plant renting leasing
PRL - Electricity team leader
PRL - Mechanical team leader
PRL - Site manager ICI
PRL - ICI Project manager
PRL - Mechanic/ Hydraulic/ Welder
PRL - Office
PRL - Office + Visits
PRL - Custom operator
PRL - Stacker crane operator
PRL - Labeling operator

PRL - Safety, maintenance and emergency operators
PRL - Embroidery machine operator
PRL - Broaching machine operator
PRL - Cable and hose operator
PRL - Footwear chain operator
PRL - Shoe cutting operator
PRL - Laser cutting operator
PRL - Wardrobe cutting operator
PRL - Footwear sewing operator
PRL - Garment sewing operator
PRL - Weaving control operator
PRL - Harness sewing operator
PRL - Renting operator
PRL - Footwear packaging operator
PRL - Laundry operator
PRL - Cleaning operator
PRL - Ironing operator
PRL - Mattress renting operator
PRL - Screen printing operator

PRL - Thermofixing - tape cutter - transfer operator
PRL - Heat sealing operator
PRL - Painter
PRL - Delivery Driver
PRL - Renting Delivery Driver
PRL - ICI/LdV Maintenance manager
PRL - Services Oil&Gas manager
PRL - Warehouse manager
PRL - Footwear chain manager
PRL - EPF Welder
PRL - Plastic parts welder
PRL - Site quality technician
PRL - Vehicle quality technician
PRL - Technician Inst./Mto. LdV
PRL - Laboratory technician
PRL - Auto scale maintenance technician
PRL - ICI Maintenance technician
PRL - VCI Maintenance technician
PRL - Site safety technician
PRL - Oil&Gas services technician



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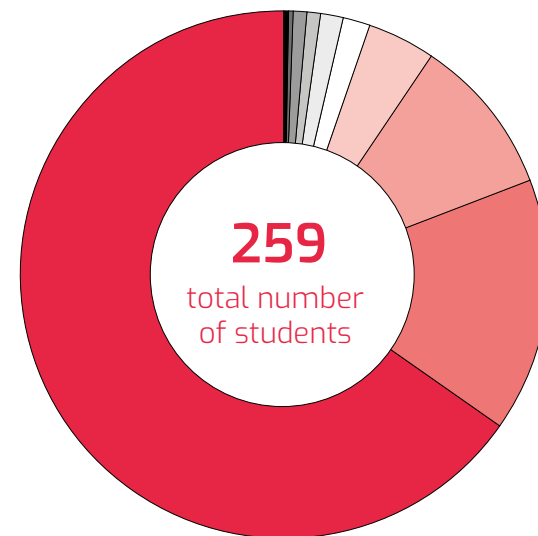
### • Languages:

In line with our international strategy and with the objective of enhancing the experience and development of our team, at ITURRI we offer our employees the possibility of participating in a continuous training program to improve their language skills. Both the employee and their manager collaborate in the choice of the most appropriate language according to the individual development plan.

- German
- Czech
- English
- Spanish
- French
- Portuguese

In 2023, there were 259 employees enrolled in language courses. A total of 197 people started and completed the entire course. Those who have continued in the course have undergone a final exam to evaluate the effectiveness of their learning. **71% of the participants have achieved their initial objective**, while the rest are still working on it.

### Students by country



- 1 Bangladesh
- 1 Pakistan
- 2 Argentina
- 2 England
- 4 Germany
- 4 France
- 11 Morocco
- 25 Brazil
- 40 Poland
- 169 Spain

### Career development

To ensure control of the professional development of the new people who join our workforce, at ITURRI we have implemented a follow-up protocol that includes:

- **Conducting follow-up interviews:** As part of the on-boarding phase for new recruits, an interview is scheduled 3 months after their arrival in the organization to check how they have been integrated. Subsequently, monitoring is carried out during the first year.

Interviews are conducted with all personnel, regardless of the time and stage in which the person is. The objective is to identify and anticipate unfamiliar situations to which a response is needed. The following topics are discussed during these interviews:

- Overall satisfaction with their work situation.
- Sense of belonging to the company.
- Work demand (both in terms of volume and task demands).
- Available support (tools, collaboration).
- Control shown over their role (knowledge required or not).
- Relationship with the manager and the team.
- Role perception.
- Future expectations and preferred positions to progress to.
- Matters related to the well-being and/or development and evolution of the individual.

- **Strategic vision of the team:** We carry out an analysis of the team through various joint exercises that, in an informal manner, facilitate the drawing of conclusions on the strategy to be followed and the actions to be planned for each team.
- **Development Interviews:** These allow us to prioritize training through personal talks.
- **Exit Interviews:** These interviews help us to identify improvements that can be applied in different areas of the organization and favor talent retention.




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Team Satisfaction Index Survey (ENPS)

In 2023, we conducted a study to evaluate the team satisfaction index (ENPS).

The objective of this study **is to identify what are the main levers of attraction of ITURRI as an employer**. By linking the data obtained with the current market and the socioeconomic context, without forgetting our strategy and values, we obtain valuable information to make decisions on how to attract, consolidate and retain talent. We prefer the term "consolidate" rather than "retain", understanding that it is about creating an environment where people choose to stay and give the best of themselves.



**A total of 988 people participated, representing a 60% participation rate with respect to the total target team.**

Training hours by professional category:

Study	Scope	Scope Team (Total people)	Answers	Identified
Spain and Portugal	All persons located in Spain and Portugal	940	524	147
Morocco	Persons located in Morocco	367	220	34
Germany	ITURRI Wilnsdorf ITURRI Colonia	150	67	9
Poland	All persons located in ITURRI Poland	126	87	12
Brazil	All persons in ITURRI Brazil	113	82	34
Others	France, UK...	16	8	1

After analyzing the results, we have drawn up an action plan to continue promoting our ITURRI employer brand.

Cultural and teamwork initiatives

At ITURRI we promote various **cultural and teamwork initiatives** to strengthen the sense of belonging and cohesion among all members of our team. Here are some of the events and acts that we have carried out during 2023:

- **Christmas Lunch:** A special meal is held during the Christmas season to foster camaraderie among employees.
- **Christmas Raffle 2023:** As a novelty, teams not only from Spain and Portugal, but also from Germany, Poland, England, Morocco and France participated in this raffle.
- **"Team Coffee" once a month on Fridays:** Managers have a fun and relaxed get-together with colleagues from different locations and departments.
- **Children's Day at ITURRI Poland:** On June 3rd, 2023, we enjoyed a festive family day at ITURRI Poland, which allowed us to open the doors of our company to 56 children, who, accompanied by their parents, were able to learn a little more about the environment in which their parents carry out their daily work. The event included games, a tour of the facilities with explanations and activities to introduce the children to the world of safety and health for work at heights, and ended with magic and surprises.





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• **Team events:** Activities such as barbecues, tournaments and parties are organized according to the calendar. For example:

◦ June saw the 20th edition of the **Siegerland AOK Firmenlauf in Siegen-Weidenau, Germany**, the traditional popular race that invites employees from different companies, institutions and groups to participate. This 2023 has attracted some 8,000 participants for a 5.5 km course. Our team, "Brennenden Hacken", joined in with 14 runners, standing out in this event that unites companies and communities around sport and health. This special event, known for promoting inclusion and sustainability, has become an annual milestone for ITURRI, where we encourage physical activity and support social initiatives.

◦ In September 2023 we celebrated **Sommerfest - ITURRI Wilnsdorf**, a special day where our team and their families get together to share a meal, thus strengthening the bond and commitment of all people to our culture and values.

6.6 EQUALITY AND DIVERSITY: VALUES THAT  
UNITE US

At ITURRI, the principle of equal opportunities and the prohibition of any form of harassment or abuse guide our ethical practices in the management of internal and external relations. This is reflected in our **Code of Ethics**, which rejects discrimination for reasons such as age, sex, health status, nationality, religious beliefs or political opinions, applying to various areas such as work organization, personnel selection and the choice of supplier companies and/or clients, among others.

We offer multiple channels for anyone experiencing discrimination to report it, such as:

- The People & Culture Department.
- The Labor Relations Department or the company's Legal Department.
- The Sustainability Area.
- The Social Performance team.
- The 'ITURRI listens to you' mailbox, which allows you to select the specific area to communicate the situation.

Once we receive a report, the Compliance, People & Culture departments, together with Labor Relations and Sustainability, proceed to analyze the case, involving all parties to fully understand the situation and develop relevant solutions. The proposed measures are then escalated to General Management for approval and communicated to the individuals and departments involved. If necessary, we also involve the Compliance Committee to ensure adherence to our ethical and legal principles.



**WE ARE GUIDED BY THE  
PRINCIPLE OF EQUAL  
OPPORTUNITY AND  
PROHIBIT ANY FORM OF  
HARASSMENT OR ABUSE,  
REFLECTING THESE  
VALUES IN OUR CODE OF  
ETHICS AND OFFERING  
MULTIPLE CHANNELS  
FOR REPORTING  
DISCRIMINATION**



Equality Plan

At ITURRI, we drew up our first Equality Plan in 2011, showing our commitment to create and develop policies that **ensure equal treatment and opportunities between women and men**. We avoid any type of discrimination, whether by sex, religion, beliefs, ideology or ethnicity, and we promote measures to achieve and maintain equality in our organization.

To reaffirm this commitment, we updated our Equality Plan in 2022 after renewing the **Equality Committee and the Social Performance Team, which now function as a single team**. The employee representatives were elected by vote and the company representatives were appointed by senior management.



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This team oversees the adherence to the Equality Plan and in 2022 led the creation of a new diagnosis and a new plan.

Our objectives through the Equality Plan are:

- Integrate equal treatment and opportunities between women and men in ITURRI.
- Ensure a healthy personal, family and work-life balance for all people who are part of our organization.
- Prevent and take action in case of sexual harassment.

In the current Equality Plan, we have established a total of **eight work areas**, each of which requires a specific effort on the part of our organization.

In each of the eight areas, we detail the analysis carried out and the specific measures to be developed:

- **Access to the company:** We guarantee equal opportunities and treatment to access the company, avoiding any possible discrimination. To this end, we are committed to:
  - Advertise job openings adding both genders in the job title.
  - Analysis and review of the criteria used in selection interviews, adequacy of tests for men and women.
  - To achieve a balanced representation of women and men in the different professional groups and in the company's management structure.
  - Establish actions for the selection of women in positions where they are less represented.

- Equality of conditions between male and female candidates, choosing for the job position the candidate according to the gender less represented in such positions in the company.

- **Hiring:** Following the last equality diagnosis carried out in 2022, we identified the differences between men and women in terms of job categories and positions, which groups had more female and male personnel, types of contracts and salary study for both genders, as well as the personnel who mainly requested reduced working hours.

To address these differences, we are committed to:

- To prioritize hiring of employees who have a part-time contract and wish to extend their employment contract to full-time.

- **Promotion:** We also analyzed whether there were disparities in the promotion of men and women within each professional category.

To address this issue, we are committed to:

- Implement measures to favor the promotion of women, contributing to reduce the imbalances and inequalities that may exist in the company.
- Offer training courses on an equal basis to all employees, allowing their promotion within the company.
- Inform, train and motivate women to participate in professional promotion processes. Disseminate promotion offers to the entire workforce, specifying the requirements and conditions of the job position.

- To study the cases in which a female employee is overqualified for her job position, in order to offer her courses that favor her promotion to a higher position.

- **Training:** We analyze the training courses provided in the company from a gender perspective, considering the position held by each employee and their academic qualifications.

To improve this aspect, we are committed to:

- Train the entire workforce in equal opportunities, paying special attention to personnel related to the company's organization, in order to guarantee objectivity and avoid discrimination.
- Develop computer tools to detect training needs and provide statistical information to avoid discrimination.
- Create a virtual training classroom accessible through the Internet.
- To provide training during working hours.

- **Remuneration:** Although we did not find discrimination in this area, we decided to follow up more closely to ensure pay equity.

In this way, we are committed to:

- Monitor pay equity.

- **Personal, family and work-life balance:** An analysis of the personal situation of ITURRI employees was carried out, analyzing family responsibilities, ages of children, number of children, cases of children with functional diversity and cases of personnel with dependents in their care.

To improve work-life balance, we are committed to:

- Ensure the exercise of work-life balance rights, informing and making them accessible to the entire workforce.
- To make entry and exit times more flexible in order to make school and daycare schedules compatible with the workday.
- Offer the possibility of accumulating breastfeeding hours.
- Do not establish limits on paid leave to attend medical appointments and to accompany minors and/or dependent persons.

- **Occupational health:** We analyze the number of occupational accidents from a gender perspective as well as absenteeism and its causes.

To improve occupational health, we are committed to:

- Introduce the gender perspective in the evaluation of occupational risks.
- Promote working conditions that prevent sexual or gender-based harassment.
- Improve the rights established for women victims of gender violence, contributing to their protection.
- Conducting studies on occupational risk prevention in positions occupied mainly by women.

- **Communication and awareness:** We analyze the internal and external communication channels available to the company. To improve our communication, we are committed to:

- Review, correct and monitor the language and images used in communications for



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both internal and external use, in order to eliminate sexist language.

- Establish continuous information channels on the integration of equal opportunities in the company.

The follow-up and evaluation of the Plan is carried out by the Equality Committee, also designated as a Follow-up and Evaluation Commission, to interpret the points adopted in the Equality Plan and to evaluate the degree of compliance with it, both in terms of the objectives set and the actions programmed.

The Equality Plan, which is drawn up by the Group's head office, is applicable to the entire Group, and is analyzed in each case to determine whether there are exceptions to be taken into account, considering the country's current legislation and whenever it does not violate the company's values and Equality Policy.

OUR EQUALITY PLAN COVERS EIGHT KEY AREAS, FROM ACCESS AND PROMOTION TO WORK-LIFE BALANCE AND OCCUPATIONAL HEALTH, ENSURING AN INCLUSIVE AND EQUITABLE ENVIRONMENT FOR ALL PEOPLE



Moral and sexual harassment protocol

At ITURRI, we have implemented a Protocol against moral and sexual harassment that reflects our **policy of zero tolerance towards any form of harassment**, as we consider it an attack on the dignity of our personnel. The General Management is firmly committed to regulating this issue through this protocol, which establishes methods for both the prevention of harassment and the resolution of complaints, using training, accountability and effective communication. In this way, we promote and ensure a safe and respectful work environment.

Among the main commitments included in this protocol, the following stand out:

- Specific training for company managers, ensuring that they understand and apply the principles and guidelines of the protocol.
- Development of information campaigns to raise awareness about occupational health and safety.
- Guarantee the right of personnel to file complaints without fear of reprisals, maintaining confidentiality and the integrity of the people involved and ensuring prompt and effective action in this regard.

Employees who experience situations of harassment may file a complaint, either to their superiors or directly to the Personnel Department. This department is responsible for evaluating the complaint and proceeding according to its nature, implementing corrective actions and/or conducting further investigation. Although it is possible to advance the complaint verbally, it must be formalized in writing. In addition, if a direct manager or delegation manager receives a notice or complaint of harassment, they should refer it to the Personnel Department.

Once the Personnel Department becomes aware of the facts, it will conduct an initial investigation. Depending on the results of this investigation, we may take the following actions:

- File the complaint if no supporting evidence is found.
- Adopt organizational, psychosocial and mediation measures to address the situation.
- Initiate a confidential investigation to adequately clarify the facts.

If the Personnel Department management, after the analysis and actions carried out, considers that there are indications of disciplinary responsibility, it may decide to initiate disciplinary proceedings and adopt the precautionary measures it deems necessary.

To determine disciplinary responsibilities and apply the corresponding sanctions, we will follow the precepts established in the Protocol of moral and sexual harassment, the applicable Collective Agreement and the specific regulations for cases classified as harassment.

IN 2023 THERE HAVE BEEN NO CASES OF DISCRIMINATION AT ITURRI



Prevention and awareness against mobbing in the workplace at ITURRI

At ITURRI, we are continuously dedicated to training and perfecting strategies to combat mobbing. An example of this is the **comprehensive program for the prevention of mobbing, discrimination, sexual harassment and corruption** that we have implemented in ITURRI Poland.

This program reflects our unwavering commitment to respecting the dignity of every employee.

Our initiative focuses on educating and training all employees (regardless of job position) on how to prevent and respond to inappropriate behavior in the workplace. Through this program, we ensure that all team members not only recognize these behaviors, but also know how to act effectively to report and combat them.

We have established procedures that include the submission of formal complaints and a response mechanism managed by a Commission specialized in mobbing and discrimination issues. This executive body is responsible for evaluating allegations and ensuring fair and confidential treatment of all parties involved.



# 07

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# 07 COMMITMENT TO ETHICS AND GOOD GOVERNANCE

## 7.1 HUMAN RIGHTS ADVOCACY

Reaffirming our commitment to social responsibility, at ITURRI we are **certified with the SA8000 standard**, which is based on international labor principles and rights in accordance with the International Labor Organization, the Universal Declaration of Human Rights and the Convention on the Rights of the Child.

With this accreditation we cover the following nine areas of application:

- Child labor
- Forced and compulsory labor
- Health and safety
- Freedom of association and the right to collective bargaining
- Discrimination
- Disciplinary measures
- Working hours
- Remuneration
- Management System



**In Spain, the certification covers all of our ITURRI S.A. companies**, which includes the central headquarters, its logistics warehouses, all commercial delegations, the emergency and firefighting vehicle maintenance center, the clothing rental center, the cable and hose workshop, and the military footwear factory.

This certification extends to all operations carried out at these sites, and also to personnel working at external sites, such as customer support services at refineries, hospitals, steel mills, etc.

The included sites are the following:

- Sevilla Central
- Coslada
- IMS – Alcalá de Henares
- Barcelona
- Tarragona
- Las Palmas de Gran Canarias
- Puertollano
- Bilbao
- La Coruña
- Gijón
- Valencia/Castellón
- Renting-Mairena del Alcor - Sevilla
- La Palma del Condado - Huelva

At an international level, at ITURRI we have considered that having the **Tulantex** technical and workwear factory in Tangier, Morocco, under the support of the SA8000 Certification, is highly valuable to approach and learn about the application of human rights, the protection of workers and the monitoring of the supply chain.

**At ITURRI, we apply the SA8000 principles in all our centers, regardless of whether they are certified or not.** However, being evaluated by an external company in a country considered at risk, such as Morocco, and in a textile industry with a history of human rights violations, provides us with a valuable learning opportunity. Working in an environment with a culture, religion and history so different from those of ITURRI's parent company, teaches us to approach the work activity from different perspectives. This allows us to respect and integrate these cultural differences, always making sure that they are aligned with the mandates of the United Nations.

In addition, it also gives us another perspective and drives us to develop supply chains in developing countries with which we want to collaborate. In 2023 we have continued to strengthen the role of tractor effect that ITURRI can play, carrying out multiple social audits.

At the end of 2022 the **external audits for recertification were carried out after the three-year cycle, having been renewed the certification by the SAI at the beginning of 2023 in both ITURRI S.A. and the Tulantex factory.**

As mentioned above, during 2023, we have continued our work to ensure that human rights and environmental and social policies are complied with throughout our value and supply chain. **Particular focus has been placed on Tulantex's apparel supply chains and the supply chains of military footwear in Morocco**, opening lines of collaboration with these chains for their improvement in human rights and environmental management.

Focus has also been placed on the **review of the supply chains of clothing and PPE in Asia, accompanied by social audits carried out by third parties and our own team.**

At ITURRI we manage the nine areas of application of the SA8000 standard with the purpose of ensuring maximum social and ethical responsibility in all our operations. And we do this in the following way:

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Prohibition of Child Labor

We take a firm stance against the employment of children and minors, extending this prohibition to our suppliers and collaborating companies and carrying out audits to ensure compliance, especially in areas such as apparel manufacturing and among their subcontractors.

Our procedure for the Detection of Child Labor:

- Detection of the employment of children and minors triggers immediate action on our part to cease their labor by notifying the Labor Relations Department with specific details about the minor and their work location. Continued employment of the minor is prohibited during any phase of the investigation.
- The Labor Relations Department, in collaboration with other departments and employees, is responsible for verifying the age of the worker through interviews, official documentation, and other methods necessary to confirm the information.

Actions according to the age of the employee:

- **Regarding children:** Work is stopped immediately. Our organization would analyze the causes and take corrective measures, including support for the child's schooling.
- **Regarding minors:** A suitable job would be evaluated and assigned, in consultation with the person responsible for the department involved.

Monitoring and Reporting Violations:

All persons employed by our company must be alert to violations of regulations against child or forced labor during their visits to supplier or collaborating companies, reporting any irregularities through the channels we have established for such purposes.

This structure demonstrates our commitment to fair and responsible labor practices, ensuring an ethical work environment that complies with international standards.

During 2023, we continued to collaborate with dual vocational training schools, allowing some employees to carry out internships at our facilities. These internships are carried out with all the control required by law with respect to the schedules and activities that these minors can develop in the exercise of their training in factories. In addition, we take the fight against modern slavery very seriously, ensuring that all our operations comply with international regulations and that workers' rights are fully respected.

Forced and mandatory labor

**We maintain strict measures against forced or involuntary labor, as detailed in our Protocol.** The Sustainability Department plays a crucial role in verifying that:

- There's no withholding of employees' personal documents, such as passports or others.
- No financial deposits are requested from employees.

- Employees' families are allowed to visit them without restrictions, promoting a welcoming environment.
- Employees are not forced to work overtime, unless it is voluntary and previously agreed.

Our company urges all our employees to report any violation of these standards to the Labor Relations Department, People & Culture and Sustainability, reinforcing our commitment to ethical and respectful labor practices.

Freedom of association and the right to collective bargaining

At ITURRI we uphold the recognition of freedom of association and the right to collective bargaining, allowing individuals to form groups or legal entities with common objectives.

Although there is currently no formal union within our company, at ITURRI we fully respect the right of personnel to establish or join an external union. To facilitate dialogue between the team and management there are various paths and bodies depending on the country where our activity is located: we have designated **Health and Safety Committees, workers' representatives, personnel delegates, as well as the figure of the Social Performance Teams.**

In this way, we ensure a discrimination-free environment for those who choose to join or form part of an association, committing to provide the necessary resources, such as meeting spaces, for the development of related activities and negotiations. This approach highlights our commitment to creating an inclusive and respectful work environment.

We work for a workplace where everyone feels respected and integrated!

A great example of a communication channel between employees and management is the **development of the Social Performance Teams activity:**

2021 was the year of renewal of the Social Performance Team in Spain and Morocco, and during 2022, the team reinforced its role as an entity to detect social risks in the organization, communicating and working with management and senior management in the resolution of the deviations detected. Below are some examples of open lines of communication and joint work between ITURRI management and employees:

- Thanks to the existing lines of collaboration, significant changes have been made to the work calendar approved in 2022 and implemented in 2023, allowing a **better work-life balance**, considering the global nature of our activities.
- Our Social Performance team in Spain played a key role in the **revision of the company's existing Equality Plan**. They collaborated with the Labor Relations area and prepared the ground for the joint review with trade unions prior to its registration.
- In Morocco, the Social Performance Team has followed up on the **application of criteria for non-discrimination against women**, monitoring and improving relations between supervisors and employees; they have also reinforced assistance to staff with low cultural level so that training and communication programs take these barriers into account.



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On the other hand, we have continued using our mailboxes. The communication channel **"ITURRI listens to you"**<sup>13</sup> has been increasingly strengthened, **publishing on the ITURRI intranet, the complaints collected and the responses to these complaints, as part of a policy of transparency and collaboration.**



Regarding the **internal audits carried out at our sites by the Sustainability Department**, the Social Performance Team plays a crucial role by conducting personal interviews with randomly selected employees. We try to directly identify any social risks, preserving confidentiality and protecting the workers involved.

Similarly, at the Garment facility in Tangier, the **Performance Team** performs similar functions, adapted to local cultural and educational needs. In this case, for those employees who do not have access to digital media, we have set up physical mailboxes and report audit findings and improvement measures via a public address system, communicating in Arabic, French and Spanish, ensuring that all our staff are informed and can participate in the improvement process.

The privacy and confidentiality of these procedures are strictly maintained by our team under the surveillance of the Corporate Sustainability Management, thus reinforcing a continuous commitment to a safe working environment open to suggestions. .

**DURING 2023, WE HAVE NOT RECEIVED ANY HUMAN RIGHTS VIOLATIONS COMPLAINT**

The cases reported in the mailboxes to the Social Performance teams have always been discussed openly with the areas involved, in addition to establishing improvement plans. We review these cases and analyze some of them with the certification body itself.

### Respecting Human Rights in the supply chain

Our **Supplier Approval Procedure** requests from the supplier company its certifications in Quality (ISO 9001), Environment (14001), Health and Safety (OSHSA 18001 or ISO 45001) and Social Responsibility (SA8000), as well as its Data Protection policies and/or corresponding Certificate (ISO 27001).

In the event that a supplier company is not SA8000 certified, a questionnaire is sent to the company to be completed with questions related to respect for human rights. For example, in relation to commitments not to hire underage employees, the right of association and collective bargaining or the existence of non-discrimination measures. In addition, the supplier or subcontractor company provides and signs a document of commitment to the principles established in the SA8000 standard.

In this way, we ensure that supplier and subcontractor companies with which we work comply with minimum requirements in terms of non-employment of child labor, rejection of forced or compulsory labor, health and safety, respect for the right to freedom of association and collective negotiation, among other aspects.

Likewise, we carry out on-site Social Responsibility audits of its suppliers' factories. These are carried out by the Sustainability Department itself, or if necessary by personnel from the Procurement and/or Technical Department who have received the tools to incorporate Social Responsibility issues in the approval of suppliers that they carry out.

**WE CARE ABOUT ENSURING MAXIMUM WELFARE THROUGHOUT OUR VALUE CHAIN**

The concept of Sustainable Procurement has acquired crucial importance in our commitment as a company. At ITURRI, we have taken a significant step forward in the demands throughout the value chain to unequivocally guarantee compliance with the standards, beyond the guarantees offered by the Certifications.

For this reason, we have reinforced and expanded the number and scope of social audits, contracting external companies, especially in supply chains located in countries considered at risk or in activities of criticality.

This is why we are carrying out an ambitious project to improve our Sustainable Procurement management, initiated in 2021 and extending through 2023. This project involves a series of audits with ESG (Environmental, Social and Governance) criteria that give high priority to ensuring human rights.

**OUR SUSTAINABLE PROCUREMENT MANAGEMENT IS SUPPORTED BY ESG AUDITS THAT PRIORITIZE HUMAN RIGHTS**

13. More information at the end of this chapter, in communication channels.

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On the other hand, just we are becoming more demanding in the verification and scope of Sustainable Procurement and the guarantee of compliance with international Workers' Rights Standards, our clients are also increasing their level of demand.

Already in 2022, we collaborated with one of our major customers in Germany to verify the implementation of the **new Supply Chain Due Diligence law passed in Germany**. This collaboration enabled us to set the path for improvement during 2023.

It is worth mentioning the audit carried out in our Tangier Garment factory by one of the most demanding and important customers in the German market, with excellent results based on the Due Diligence law in that country.

In this sense, we are preparing to face the new **Due Diligence Directive on sustainability**, which has just been finally approved by the EU Council on May 26, 2024. We are awaiting the transposition into Spanish law, which should take place no later than two years after the implementation of the Directive.



Risk assessment

Under the framework of the SA8000 standard, we carry out a risk assessment to guarantee compliance with Human Rights, maintaining a high level of demand, critical spirit and continuous improvement.

The evaluation is carried out considering both the severity and importance of each Human Rights risk, using a rating scale from 0 to 10 to determine its impact.

Given the variability of our activities and the different countries where our supply chain extends, at ITURRI we place the impact and risk assessment in the most unfavorable levels. This is because we believe that this is where we should concentrate our resources to strengthen the application of our Social Responsibility.

This approach allows us to concentrate efforts and resources in areas that require greater attention in terms of Social Responsibility, prioritizing those activities and locations with high levels of risk, instead of relying on an average or on locations where Social Responsibility practices are more advanced:

**We prioritize the highest risk levels in our diverse supply chain, concentrating our efforts and resources in areas that require greater attention in terms of Social Responsibility.**

Risk description	Rating	Impact
Flexible working hours	Moderate	3
Facilities expansion in various sites	Moderate	3
Improvement of common areas such as dining rooms, toilets, showers, and specific facilities for women.	Very Important	7
Involvement in sustainable events by system managers	Moderate	3
Strengthening the Sustainability department	Moderate	3
Extension of ISO 14001 certification to other sites	Important	5

In this context, the Social Performance Teams (SPTs) at our sites in Spain and Tangier (Morocco) work in sync under the coordination of the Sustainability Department. **The objective is to exchange best practices and knowledge, facilitating the adaptation to diverse cultures and realities in the places where we operate, thus promoting a coherent and effective approach to Social Responsibility at an international level.**

**The overall SPT targets for 2023 agreed with management and to be continued through 2024 were:**

- Equality plan:**
- Plan review with trade unions and its registration.
  - Action plan and follow-up.
  - Special monitoring of harassment and discrimination risks throughout the organization (national and international).
- Overtime:**
- Continue to improve overtime legal compliance implementation. Collaborate in the identification of risks in the different areas.

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### Active listening and risk identification:

- Conversations on Social Responsibility with all areas.
- Integration of international areas and RLA: "everyone well treated, wherever they are".
- Regular communication with more isolated individuals/teams.
- Monitoring of psychosocial risks.
- Analyze what biases we have, to identify positive and negative ones.
- Maintain and reinforce the "ITURRI listens to you" mailbox. Keeping people trained so that they know who to contact when they have a question or problem.
- Well-being and concern for safety and accidents.

### Learning:

- Help the organization to integrate continuous learning habits, based on internal or external experiences, successes, failures, different resources such as books, etc. Think about how to incorporate this into the company's DNA.

### Internal team management:

- Extend the organization's knowledge of the Social Performance team members and their roles.

### Team

- Collaborate with senior management on the following questions: What does it mean to be an ITURRIan? What characteristics should it have?

### We are trained in Social Responsibility

At ITURRI, we firmly believe in the importance of training and continuous learning in order to offer the best of ourselves. From day one, our team receives constant training in Corporate Social Responsibility.

As part of the onboarding, we provide a course that details the objectives of the SA8000 standard and the specific requirements of its nine areas of application that we address at ITURRI. In addition, we cover broader concepts of Corporate Social Responsibility, international frameworks and the main reference documents.

### ITURRI listens to you

This is our internal and external communication platform, to accommodate the opinions, suggestions and needs of both ITURRI employees and all those who have an employment, professional or commercial relationship or are interested parties, allowing them to communicate directly with us.

Communicating with us is as simple as writing through the intranet for people with access to it; or through the web or the different QR codes that are distributed throughout our facilities. In this way we are accessible to everyone who requires it.

This tool offers different channels, depending on which area you want to communicate with:

### Internal communication channels through the intranet or QR codes:

- **Corporate Social Responsibility (CSR) Channel:** The CSR team, called Social Performance Team, receives and manages communications made through this channel, concerning the scope of SA8000 and queries related to CSR regulations.
- **People and Culture (P&C) Channel:** This channel is managed by the P&C (Human Resources) team and is designed to receive communications about personal concerns that employees feel they cannot address through other channels. Examples of such communications may include issues related to personal well-being, relationship with a supervisor or other co-workers, partnership issues, etc.
- **Compliance Channel:** Through this channel, the Compliance Committee receives and manages communications concerning non-compliance with the law, suspected criminal offenses, workplace or sexual harassment, serious or very serious administrative violations of the law, or other violations of our internal regulations.



### External Communication Channels:

At ITURRI, we facilitate external communication by offering anyone outside the company a channel for queries or complaints. This channel is available through our web page and through QR codes in our offices. The new Compliance Committee responsible for receiving and managing these consultations.



All communications, both internal and external, are managed in a completely anonymous and confidential manner, without keeping any traceability element of the person using it.

“  
**AT ITURRI WE ARE  
COMMITTED TO LISTENING  
AND RESPONDING TO ALL  
VOICES, GUARANTEEING  
ACCESSIBLE, ANONYMOUS  
AND CONFIDENTIAL  
COMMUNICATION CHANNELS  
FOR EVERYONE**





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7.2 GOOD GOVERNANCE AND  
TRANSPARENCY

In 2023, in **ITURRI S.A.** (the “**Organization**” or the “**Company**”) we worked so that the organization and criminal risk management model implemented, could evolve towards certification in two national and international standards: UNE Standard 19601:2017 on criminal compliance management systems (“**Standard 19601**”) and ISO Standard UNE 37001: 2017 on anti-bribery management systems (“**Standard 37001**”).

The audit to obtain certification by an external third party was held during the month of December 2023, and ITURRI obtained both certifications in January 2024.

The actions taken to evolve the existing Compliance model in the Company towards a management system certifiable by both standards are described below.

1.  
REVIEW OF THE CONTEXT AND SCOPE OF THE  
COMPLIANCE RISK MANAGEMENT SYSTEM

At ITURRI we documented the scope and context of the system in October 2022 and revisited it in 2023. This document analyzes the objective and subjective scope of the System, in addition to identifying our business partners, relationships with other companies, civil servants and public administrations, the economic and legal situation, structure, size, legal, contractual and professional obligations, as well as the nature and scale of the activities we carry out in the Organization.

We also proceeded to establish the scope of the bribery and corruption prevention management system, differentiating our objective, subjective and geographical scope, including the different locations in which ITURRI carries out its activities, as well as the number of employees.

Finally, the document contains the identification, analysis and evaluation of the bribery and corruption risk. In the risk assessment, the following have been identified, analyzed and evaluated:

- Business corruption (art. 286 PC).
- Public corruption. Bribery and influence peddling (art. 419 to 431 PC).
- Discovery and disclosure of secrets (Art. 197 and 197 bis PC).
- Discovery and disclosure of company secrets (art. 278, 279 and 280 PC).
- Illegal financing of political parties (art. 304 bis and ter).
- Conflicts of interest.

2.  
COMPLIANCE-RELATED LEADERSHIP AND  
ENGAGEMENT ACTIONS

The leadership and commitment of the **ITURRI Administrative Body** to the System implemented and certified, is evidenced by the approval of the following documents that constitute the basic pillars of the System, which have been made public and disseminated among the members of our company:

- Criminal Compliance Policy.
- Code of Ethics.
- Bribery and corruption prevention policy.
- Compliance Committee Statute.
- Communication Channel Policy.
- Procedure for the management of communications received in the Communication Channel.

In addition to the above, the Administrative Body proceeded to make the following appointments in the years 2022 and 2023:

- Appointment of the Compliance Committee members. Made up of external and internal members to achieve a strong Compliance structure.
- Designation of the person in charge of the communication channel, in line with the legislative amendments introduced by Law 2/2023, of February 20, regulating the protection of people who report regulatory infringements and the fight against corruption (“**Law 2/2023**”).

Regarding the **Compliance Committee**, it is made up of five members, three external and two internal, who have been assigned the supervision and control of both the criminal compliance management system and the prevention of bribery and corruption. It has been endowed with a Statute that regulates its function and in fiscal year 2023, it has proceeded to the approval of different policies and procedures to mitigate risks.

3.  
COMPLIANCE RISK IDENTIFICATION, ANALYSIS AND  
ASSESSMENT

We carried out an **identification, analysis and evaluation of criminal risks (“Risk Analysis”)** which is documented through the so-called “Criminal Risk Analysis Report”. In the Risk Analysis, we differentiated crimes based on whether they are related to the corporate purpose of the company or not.

We have proceeded to make a risk distribution by department of the mentioned crimes and to establish specific risk events according to our activity developed for each crime.

The risk analysis contemplates all crimes that generate criminal liability for the company (legal entity). The Criminal Risk Analysis Report contemplates all the variables that make up the Impact and Probability for the calculation of the inherent risk, as well as control categorization and the mitigation percentages to obtain the residual risk, that which our Organization is willing to assume.

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In relation to the **valuation**, following the parameters contained in the aforementioned report, we have elaborated a tool in Excel format through which we can value the risk of each event and of the crime in general, as well as assign the corresponding controls, categorize them and obtain the residual risk.

The current identification, analysis and evaluation was approved by the Administrative Body on July 14, 2023.

**4.**  
ITURRI'S COMPLIANCE OBJECTIVES

At ITURRI we have created a Procedure for the establishment and management of criminal risks in the Organization. In this procedure, our Organization has defined the most relevant issues in Compliance, resulting in the following:

- Compliance Policy.
- Applicable requirements.
- Compliance risk assessment.
- Findings of System reviews.
- Objectives not achieved in the previous period.
- Compliance performance.
- Audits results.
- Resources needed to meet objectives.

Compliance objectives in ITURRI are measurable through an Excel tool.

In the year 2023 we achieved a 100% of our Compliance objectives.

**5.**  
ASSIGNED RESOURCES TO THE COMPLIANCE  
FUNCTION

At ITURRI we assign the following resources to the Compliance function and the prevention of bribery and corruption:

- Internal human resources: two members of the Organization belong to the Compliance Committee.
- External Compliance experts hired for this purpose. Three members of the Committee are from the firm Andersen Tax & Legal S.L.P.
- IT resources: external tool for the communication channel management and One Drive for the filing of the information documented in both systems.

All of the above is articulated in a procedure approved by the Compliance Committee, called "Compliance Competence, Training and Awareness Procedure".

**6.**  
DUE DILIGENCE IN ITURRI WITH MEMBERS OF THE  
ORGANIZATION

Our Compliance Committee, with the knowledge of the Administrative Body, approved a "Due Diligence Procedure for Specially Exposed Positions" in the Organization, by virtue of which these positions are defined and due diligence measures are defined for them, as well as for new hires and promotions. The due diligence measures are as follows:

- Conducting an interview in order to assess whether the person to be promoted is aligned with our compliance culture.
- Receive training related to the Compliance System and the prevention of bribery and corruption in ITURRI.

- Receive and ratify:
  - Code of Ethics.
  - Criminal Compliance Policy.
  - Bribery and Corruption Prevention Policy.

**7.**  
COMPLIANCE, BRIBERY AND CORRUPTION  
PREVENTION TRAINING

In ITURRI we have provided training to the members of the Organization in matters of Compliance and prevention of bribery and corruption. The aspects addressed in the aforementioned training are listed below:

- Criminal Compliance Policy.
- Criminal Risk.
- Code of Ethics.
- Bribery and Corruption Prevention Policy.
- Contribution of the members of the Organization in the prevention.
- Consequences of non-compliance.
- Communication channel.
- Compliance Committee.
- Circumstances in which a corruption risk may materialize.
- How to know and respond to offers of bribery and corruption.
- Bribery and corruption risks.

In fiscal year 2023, 87% of the workforce was trained in compliance, as well as bribery and corruption prevention.

**8.**  
COMPLIANCE COMMUNICATION

The Organization has created a Compliance tab on its website where the Criminal Compliance Policy, the Code of Ethics and the Bribery and Corruption Prevention Policy are accessible.

In addition, the Administrative Body has sent communications to the entire Organization.

**9.**  
THIRD PARTY DUE DILIGENCE

Our Compliance Committee approved a "Due Diligence Procedure with third parties", in order to control and mitigate the risk they may transfer to us. This procedure includes the due diligence measures listed below:

- Parameters are established to differentiate business partners from other third parties.
- Business partners shall:
  - Receive our Code of Ethics, to be acknowledged by the business partner.
  - Receive the Criminal Compliance Policy, to be acknowledged by the business partner.
  - Receive the Bribery and Corruption Prevention Policy, to be acknowledged by the business partner.
  - Fill out the questionnaire contained in Annex II of this procedure.
- With regard to joint ventures, the Organization has created clauses to be included in the bylaws of future joint ventures.

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- To the rest of the interested parties not considered joint ventures and business partners in general, a compliance clause will be included in all contracts, in addition to:
  - Informing that our Code of Ethics, Criminal Compliance Policy and Bribery and Corruption Prevention Policy are available on our website.

**10.**  
LIST OF CONTROLS ASSOCIATED WITH RISKS**Financial:**

- Proxy structure.
- SAP.
- Good practices in tax matters policy.
- Accounts payable management procedure.
- Collection and risk management procedure.
- Customer registration and maintenance.
- Treasury management procedure.
- Sales invoicing procedure.
- Indirect purchasing procedure.
- Closing procedure.
- Change types treatment.
- External advice on subsidies.
- Expenses: CAPTIO application (employee expense management) and approval of expenses by team managers.
- External audit of accounts (Ernst & Young, S.L.).

**Non-financial:**

- Conflict of interest management policy and Kinship and related employment relation-ship management policy.
- Equality Plan.
- Moral and sexual harassment protocol.
- RGPD adaptation.
- Confidentiality clauses (employee).

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- Ministry of Defense authorized individual.
- Disciplinary procedure.
- PRO- Non-discrimination (SA 8000 - Social Responsibility).
- PRO- Child and forced labor (SA 8000 - Social Responsibility).
- PRO- Freedom of association and right to collective bargaining (HS 8000 - Social Responsibility).
- PRO-Remuneration and working hours (HS8000 - Social Responsibility).
- Human Rights Policy (HS 8000 - Social Responsibility).
- Statement on slavery and human trafficking.
- Occupational Health and Safety Policy (SA 8000 - Social Responsibility).
- ISO 45001 - Occupational Health and Safety Management System (ENAC).
- External and in-house Prevention Service in each country.
- Confidentiality clauses (clients).
- ISO 14001 - Environmental Management Systems (ENAC).
- ISO 14064 - Verification of the Organization's Greenhouse Gas Emission Inventory (EQA).
- Environmental Policy.
- ISO 27001 - Information Security Management System (ENAC).
- ICT Policy.
- Supplier approval procedure.
- Supplier registration procedure.
- ISO 9001- Quality Management System.
- PECAL 2110 - NATO Quality Assurance Requirements for Design, Development and Production.
- Industrial and Intellectual Property Policy.

**11.**  
COMPLIANCE CONTROL AT SUBSIDIARIES

At ITURRI we have drawn up a commitment whereby the subsidiaries controlled by the Organization must endorse the System through a declaration to be ratified by the relevant and authorized individuals at the subsidiaries.

**12.**  
REPORTING NON-COMPLIANCE AND  
IRREGULARITIES

ITURRI has implemented a communication channel in accordance with the requirements of both standards and Law 2/2023.

ITURRI's communication channel is located on our website available to members of the Organization and also to third parties.

It allows the communication of anonymous information and follow up. The associated data is stored at an external third party to ensure confidentiality.

Our Communication Channel Policy was approved by the Board of Directors on June 6, 2023. In this act of approval, the Compliance Committee was appointed to be responsible for the Internal Information System, who in a meeting held on June 7, 2023 agreed to appoint Ms. Beatriz Delmás as a natural person.

Our Administrative Body also approved on June 6, 2023 a Procedure for the management of communications received through the Communication Channel. This Procedure is managed by the Compliance Committee as it is in charge of the Internal Information System.

The Organization also has a disciplinary procedure associated with non-compliance with the System.

**13.**  
COMPLIANCE PERFORMANCE EVALUATION AT  
ITURRI

Within the organization we have established performance indicators for measuring, analyzing, monitoring and evaluating the system. Our aim is to determine the monitoring method, who is responsible, when the monitoring and measurement should be carried out, when to analyze the data and to whom the monitoring information should be provided.

All of the above is essential to evaluate compliance with the System and its effectiveness, and evidence of the results obtained must be kept.

In order to keep the procedures of the System up to date, at ITURRI we have prepared a questionnaire to gather the opinion of third parties and members of the Organization on the performance of the System.

We have prepared a general questionnaire and another for members of the Organization that serves as the basis for the audit.

**14.**  
INTERNAL AUDIT OF THE COMPLIANCE SYSTEM

At ITURRI we have implemented an Internal Audit Procedure which establishes the methodology to be followed in carrying out an internal audit, from the requirements of the auditors, external or internal, the preparation and development of the audit to the final audit report. In addition, it also contemplates the registration of the documents that make up the audit for 5 years.



07. COMMITMENT TO ETHICS AND GOOD GOVERNANCE

7.1 Human rights advocacy	7.2 Good governance and transparency	7.3 Contributions to non-profit organizations	7.4 Tax reporting
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7.3 CONTRIBUTIONS TO NON-PROFIT ORGANIZATIONS

In **2023**, at ITURRI we have continued to make important economic and material contributions<sup>14</sup> to various foundations and non-profit organizations.

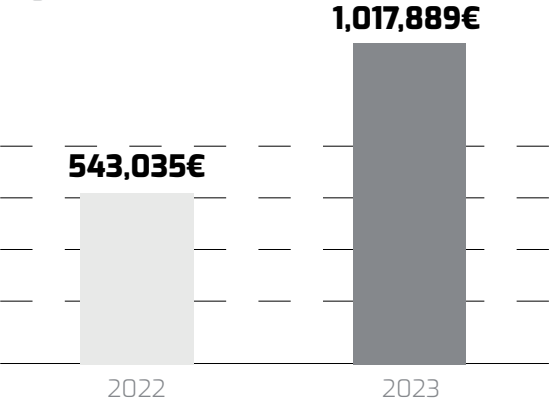
Below is a list of these foundations and non-profit organizations in which we have collaborated by means of a contribution throughout this fiscal year, in addition to the economic amount allocated:



Material Contribution

Centro Español Foundation
CEAR (Spanish Commission for Refugee Aid)
Croissant Rouge Marocain Marrakech Committee
Candelita Association
La Colmena Foundation
Bomberos Unidos Sin Frontera
Bomberos GIRECAN

Contributions to foundations and non-profit organizations:s



• Foundations and non-profit organizations:

Financial contributions

CEAR (Spanish Commission for Refugee Aid)
Spanish Red Cross
Paz y Bien association
Clarisas convento Santa Clara
Cáritas Españolas
Carmelitas de las Descalzas
Autismo Sevilla association
Bulanda association
Dream Nepal Foundation
The Social Water Foundation
Monte Azul association



394,514 €  
Contribution to foundations



623,375 €  
Contribution to non-profit organizatio

Compared to 2022, the amount of donations in 2023 has shown a significant increase. The main cause for this difference has been the higher volume of donations channeled through the ITURRI Foundation, mainly due to a large contribution of 150,000 € to the Foundation.



14. In the case of material donations, the cost of the product has been accounted for and converted into an economic amount.

07. COMMITMENT TO ETHICS AND GOOD GOVERNANCE

- 7.1 Human rights advocacy
- 7.2 Good governance and transparency
- 7.3 Contributions to non-profit organizations
- 7.4 Tax reporting

7.4 TAX REPORTING

Profits

Below we detail the profit before taxes obtained by our different companies during 2023, in the different countries where we are located.

Profit before taxes (€):

Spain:		England:		Brazil:		Argentina:	
2022	2023	2022	2023	2022	2023	2022	2023
23,338,733€	14,626,941€	105,735€	328,818€	260,766€	5,856,529€	-988.894€	-1.791.374€
Portugal:		France:		Chile:		Colombia:	
2022	2023	2022	2023	2022	2023	2022	2023
1,539,823€	2,595,191€	143,795€	-36,122€	82,489€	25,562€	3,997€	5,431€
Poland:		Germany:		Panamá:		Ecuador:	
2022	2023	2022	2023	2022	2023	2022	2023
408,900€	750,207€	186,507€	-419,128€	0€	0€	9,345€	16,032€
Czech Republic:		Morocco:		USA.:			
2022	2023	2022	2023	2022	2023		
*	-27,463€	589,015€	1,181,993€	*	-273,577€		

\*No activity

\*No activity

07. COMMITMENT TO ETHICS AND GOOD GOVERNANCE

- 7.1 Human rights advocacy
- 7.2 Good governance and transparency
- 7.3 Contributions to non-profit organizations
- 7.4 Tax reporting

Taxes paid on profits

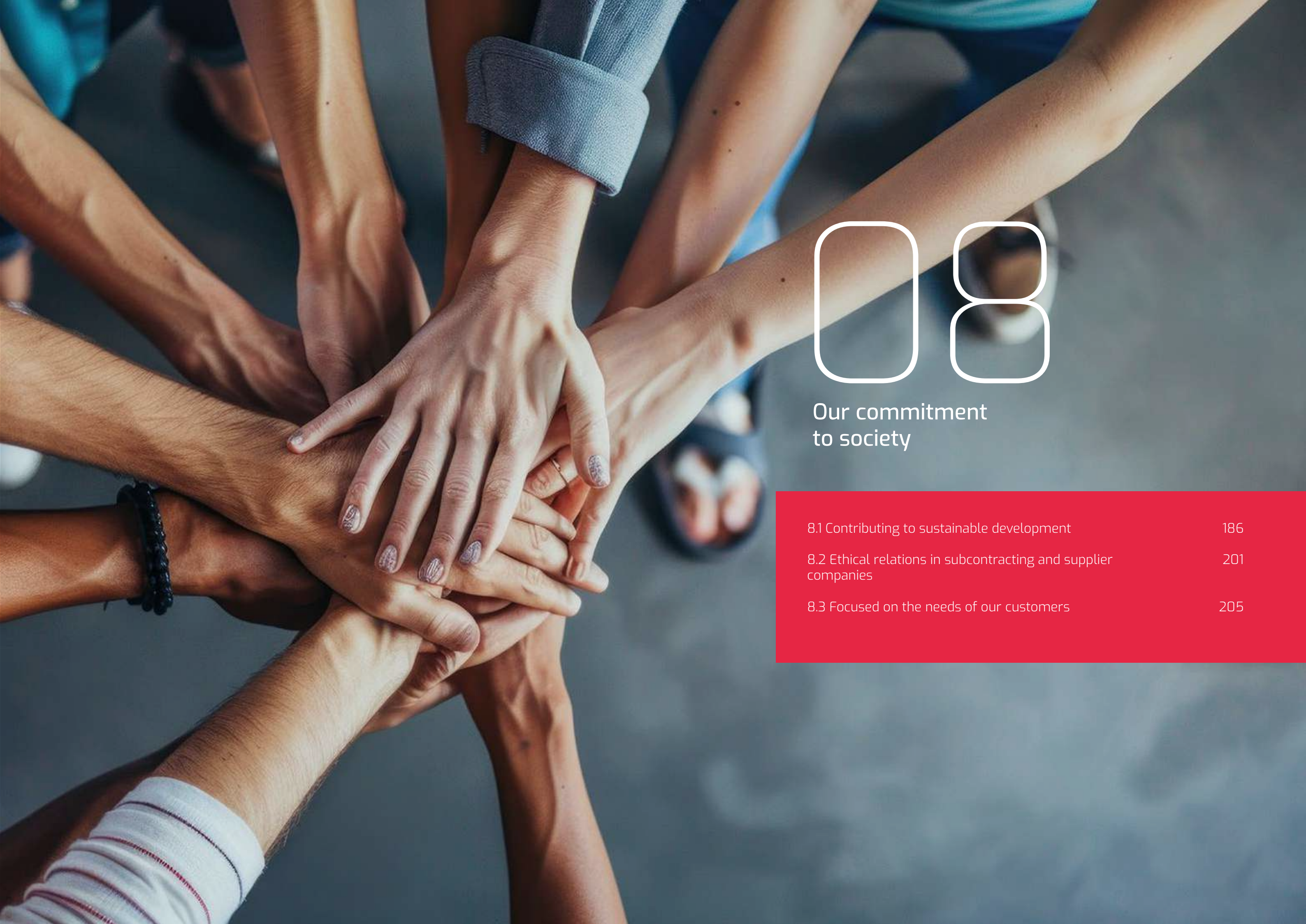
Taxes paid on the profits of our different companies, by the different countries in 2023.

Spain:		England:		Brazil:		Argentina:	
2022	2023	2022	2023	2022	2023	2022	2023
3,459,432€	3,186,403€	3,013€	74,165€	0€	1,531,541€	-259,058€	-469,013€
Portugal:		France:		Chile:		Colombia:	
2022	2023	2022	2023	2022	2023	2022	2023
356,475€	625,122€	0€	0€	0€	0€	1,399€	0€
Polond:		Germany:		Panamá:		Ecuador:	
2022	2023	2022	2023	2022	2023	2022	2023
111,756€	268,031€	18,041€	-1,457€	0€	0€	4,689€	7,987€
Czech Republic:		Marocco:		USA:		Public subsidies received in 2023	
2022	2023	2022	2023	2022	2023	2023	
*	0€	152,560€	385,091€	*	0€	682,257€	

\*No activity

\*No activity





# 08

## Our commitment to society

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## 08. OUR COMMITMENT TO SOCIETY

8.1 Contributing to sustainable development

8.2 Ethical relations in subcontracting and supplier companies

8.3 Focused on the needs of our customers

# 08 OUR COMMITMENT TO SOCIETY

## 8.1 CONTRIBUTING TO SUSTAINABLE DEVELOPMENT

At ITURRI we have built our business model with a firm commitment to Corporate Social Responsibility. We integrate social and environmental concerns in all aspects of our activities, always seeking to benefit all our stakeholders. We actively promote the social and environmental sustainability of our company, creating value in a responsible manner for all.

### ITURRI Foundation

In 2023, we have marked a significant milestone with the **creation of the ITURRI Foundation**. Over the years, our collaboration has taken various forms, and now, we decided to take a step forward by establishing our own foundation. This new chapter reinforces our commitment to protection and sustainability, seeking to make them more accessible to everyone.

The ITURRI Foundation, established in 2023, has the **mission to contribute to a safer and more sustainable world, paying special attention to the most vulnerable groups**. This objective is aligned with the vision



and values of the ITURRI Group, which for more than 75 years has been dedicated to protecting people and our environment through innovative and sustainable solutions. The creation of the Foundation arises from two key motivations: to reinforce our purpose in protection and sustainability, and to establish a lasting and transformative legacy.

During this year, we have continued to strengthen our commitment to the community through sponsorship, patronage and social action activities, carried out directly by the company or in collaboration with social organizations. We also have worked on the constitution of the ITURRI Foundation. As of 2024, we will remain committed to our purpose, broadening and deepening our work.

We remain committed to deepening our efforts to extend security to all areas, with a special focus on the most vulnerable, and to do so in a sustainable manner. Our purpose

is to ensure that our actions are solid and have continuity, caring for an increasingly vulnerable environment.

We are not alone in this mission. There are many organizations and teams that are already doing essential work in emergency prevention and intervention, health, safety and environment. We firmly believe that by supporting each other and working together, each in our own area of expertise, we can make a greater impact. Our desire is to be useful where we are most needed and to join forces.

We are supported by specialized organizations and professionals in fields such as emergencies, health and care for vulnerable groups, working both locally and globally. We focus on the sustainability of projects, seeking not only to initiate them, but to maintain them over time and ensure that they have a lasting effect on those who benefit from them.

We are born from a family business, and that is reflected in the way we do things. We are people who help other people, in a close and simple way, with joy and humility, learning every day to improve. We act with transparency and authenticity, always as a team.

“  
WE ARE PROUD TO  
HAVE ESTABLISHED  
THE ITURRI  
FOUNDATION IN 2023:  
A SAFER AND MORE  
SUSTAINABLE WORLD  
FOR THE MOST  
VULNERABLE  
”



## 08. OUR COMMITMENT TO SOCIETY

8.1 Contributing to sustainable development

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### The ITURRI Foundation will have 5 lines of action:



01

#### Aid to the emergency and health sector.

We collaborate with rescue teams to assist the population in vulnerable situations where emergencies arise (natural disasters, armed conflicts, etc.).



02

#### Promoting domestic security.

We want to carry out prevention and care actions in the domestic sphere.



03

#### Provision of materials and protective equipment and uniforms.

Equipping emergency groups, as well as sectors of the population in vulnerable situations that need protection in their daily professional life.



04

#### Aid for basic necessities to vulnerable groups.

We make donations through various organizations to facilitate the effective delivery of aid to the population in need.



05

#### Aid for environmental protection.

We want to promote the sustainability of our environment.

### Our collaboration with society



- **Donation of a state-of-the-art scanner for the rescue of people** under collapsed structures to **GIRECAN**, an **organization** specialized in the rescue of people in natural disasters, in order to provide its USAR (Urban Search And Rescue) team with the latest rescue technology and thus save more lives.



- **Salary funding of medical and healthcare personnel at the Monte Azul Medical Center in Brazil** to ensure consultations through 2023. **The Monte Azul Community Association**, a non-governmental organization working in the slums of São Paulo, provides low-income people with access to medical and therapeutic care and resources. This project has benefited 3,500 inhabitants.



- **Renovation of a maternity center in the Democratic Republic of Congo**, in collaboration with the **NGO Bulanda**. The purpose of this organization is to help improve the living conditions of Congolese people, focusing on their wellbeing and integral development, especially in the region of Kassay Central. From ITURRI we have collaborated financially to rehabilitate the building located in the San José maternal and child health center in Bikuku. This action contributes directly to reducing the mortality of both women and newborns, by being able to access the appropriate treatments in the new center.



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- **Supply of drinking water filters in South Sudan**, in collaboration with the NGO **The Social Water**, which offers a solution as simple as innovative and sustainable as a water filter to ensure access to drinking water in vulnerable communities. From ITURRI, we have financed the Nakipi project in South Sudan, where filters have been distributed to guarantee access to drinking water for 2,700 families.



213 family stores



30 bags / 930 mats



500 garments + 200 pairs of shoes

- **Aid to the Moroccan population affected by the earthquake:** From our delegation in Casablanca and in collaboration with the Moroccan authorities, we have financed and managed the donation of family tents, clothes, slippers, blankets and sleeping bags to ensure the shelter and protection of the population affected by the terrible earthquake in Morocco.



140 firefighting helmets



1 fire truck



1 van



49 pallets / 10,000 garments

- **Aid to the population in war zones in Ukraine**, through the **Spanish Center in Ukraine**, founded in Lviv in 2019, which actively contributes to helping groups that suffer the war conflict. From ITURRI, we are donating useful materials for the population, such as clothing and footwear. In 2023, a total of 49 pallets with more than 10,000 garments have been donated. The Spanish Center in Ukraine has also facilitated contact and logistics with Ukrainian fire departments, to whom we have donated helmets and rescue material.



18 minors in Malahome



- **Funding of a shelter for children and mothers in prison in Nepal:** Dream Nepal was founded in 2015 with the aim of creating and maintaining several houses in Kathmandu, Nepal. These houses host and provide food, medical and psychological care, schooling and psychosocial care to those children who are in prison in Nepal with their mothers. These minors have no one to take care of them while their mothers serve their sentence. From ITURRI, we are collaborating with the financing of one of the three shelters of the organization. In this house, 18 children and adolescents find a safe haven. From ITURRI, we cover essential expenses such as rent, maintenance, supplies and food for these young people, among other costs that are generated on a daily basis.



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### BBMIRADAS: PROGRAM FOR DEVELOPMENTAL MONITORING, DETECTION AND INTERVENTION OF AUTISM IN INFANTS BETWEEN 4 AND 36 MONTHS OF AGE



- **Funding of the bbMiradas project for the early detection, diagnosis and early care of Autism Spectrum Disorder (ASD) in babies from 0 to 3 years of age:** This is a developmental disability of neurobiological origin that affects how people communicate and interact with their environment. **The Association of Families of People with Autism Spectrum Disorder (Autismo Sevilla)** makes a permanent effort to build an inclusive society in which people with disabilities, and specifically those with Autism Spectrum Disorder, do not see their possibilities of living in society limited. This will result in an improvement in the quality of life of people with autism and their families.

ITURRI collaborates with various social organizations, among them:

Paz y bien Association

Autismo Sevilla Association

Bulanda Association

Dream Nepal Foundation

The Social Water Foundation

Monte Azul Community Association

Centro Español Foundation

Croissant Rouge Marocain Marrakech Committee

Candelita Association

La Colmena Foundation

- **Sustainability event at the Seville Chamber of Commerce.** Organized by the company ECOTERRAE, we attended in this event with the aim of collaborating in the promotion of the culture and extension of Sustainability inside and outside the company. Topics such as climate change and drought, new trends in ESG reporting and Sustainable tourism and events, were discussed. At ITURRI we participated by sharing our experience and trajectory in the implementation of sustainability in our processes.

- **Collaboration with the School of Engineering of the University of Seville,** in the Master's Degree developed by the Department of Chemical and Environmental Engineering in Circular Economy. The faculty and students of this master's degree were able to visit the facilities of our vehicle factory in Utrera where we explained our projects and implementation of the Circular Economy in our production system.



- **Financial support for children in distress shelters:** The **Paz y Bien Association**, founded in 1979 in Andalusia, aims to provide a professional response to the needs of people with disabilities and care for children in vulnerable situations. From ITURRI we have financed the change of a shelter for 12 children to a building in more suitable conditions for their development and care, with an outdoor garden area and space for educational activities.

### We organize and participate in knowledge exchange events

At ITURRI we are actively involved in the organization and participation in acts, events, congresses and various forums for the exchange of information and knowledge. These activities allow us to publicize our work, establish cooperative alliances and promote mutual learning. We always keep the focus on the importance of improving the safety of people and facilities, integrating sustainability and innovation in every step we take.





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129 Congrès National des Sapeurs – Pompiers de France

### • 129 Congrès National des Sapeurs – Pompiers de France

Pompiers de France. As every year, we attended the Congrès National des Sapeurs - Pompiers de France, held from October 4 to 8 in Toulouse, where firefighters from all over France gather to share knowledge and advances in civil protection. We are committed to providing firefighters with the tools to perform their noble work safely and effectively.

### • A+A 2023

We were delighted to participate in the event A+A (AplusA) - International Fair and Congress 2023. At ITURRI, we focus on sustainable solutions for the health and safety of working people. During the event, we presented a range of innovative products and services designed to make workplaces safer and healthier, while reducing our environmental impact. From eco-friendly safety equipment to advanced health and safety solutions, we were there to help workforces thrive.

### • ANECORM 23

We participated in ANECORM 23 (National Association of Nurse Material Resource Coordinators), an event where participants share knowledge and advances in nursing and health management. At ITURRI Medical, we are always in constant search for innovation and excellence. In this 16th edition, we presented cutting-edge ergonomic solutions, new generation healthcare textiles and monitoring equipment with two-way 5G connectivity.



A+A 2023

### • ENRAT 23 (SEVILLA)

We participated in the **XVII National Meeting on Traffic Accident Rescue and Trauma** ENRAT2023, which was held at the prestigious FIBES - Palacio de Exposiciones y Congresos de Sevilla, where **we were official sponsors of the event**.

During this multi-day meeting, the most prominent professionals in the field of rescue and emergency medical care gathered to exchange knowledge and experiences on the latest advances in traffic accident rescue and trauma victim care. It was a unique opportunity to learn from the best and promote excellence in the provision of these services, not to mention the mock interventions performed at the venue on extrication and trauma.

### • FEINDEF 23

We attended FEINDEF 2023, the most prominent event for the security and defense sector in Spain.

FEINDEF 2023 brought together the main players in the security and defense industry, providing a unique platform to showcase the latest innovations and solutions.



ANECORM 23



ENRAT 23 (SEVILLA)



FEINDEF 23



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### • I Edition "Los Debates del Círculo de la Sanidad"

We celebrated together with the Círculo de la Sanidad (Healthcare Circle) a conference called **'Medical emergencies and medical transport'**. These were held at our headquarters and marked a before and after in the health emergency sector, to which we have a deep respect and the most sincere admiration. It is very necessary for the sector to speak, to be heard and to create forums such as #LosDebatesDelCírculo, organized by Círculo de la Sanidad.



I Edition "Los Debates del Círculo de la Sanidad"

### • II Conference for new joiners

During this event held in Seville, we had the opportunity to meet and share experiences with colleagues from different cultures and countries. This allowed us to appreciate the richness of diversity and understand how each of us brings our own perspective and knowledge to the team.

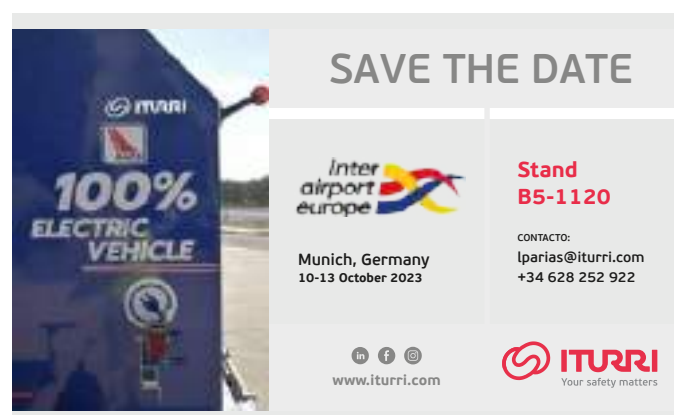
Together we strengthened the bonds that unite us and reaffirmed our commitment to work together to achieve our common goals. The place was infused with positive energy and commitment to our values, which resulted in great inspiration for all of us.



II Conference for new joiners

### • INTERAIRPORT

At this trade show where cutting-edge innovations and services for the airport industry are explored, we had the opportunity to present our fully autonomous electric dispenser and participate in inspiring conversations about the future of aviation.



INTERAIRPORT

### • PREVERAS

We participated in the **13th International and 17th National Congress of Ergonomics and Psychosociology**, which took place on November 9th and 10th in Gijón. As a company committed to the protection of people and their environment, we highlighted our ability to reduce ergonomic risk through our highly customizable exoskeletons and our objective measurement methodologies.

At our stand, everyone was able to get to know our products up close, witness live demonstrations, participate in personalized consulting sessions and share their needs and expectations.



PREVERAS

### • RETTMobil

We attended RETTMobil from May 10-12 in Fulda, Germany. This international trade fair is a key event for the rescue and emergency services industry, where we presented the latest innovations in rescue equipment and technologies, emergency vehicles and occupational health and safety products.



RETTMobil

### • SEMES 2023

We attended the **33rd SEMES National Congress**, held from June 7 to 9 at the IFEMA Exhibition Center in Madrid. This event is a key meeting point for emergency medicine professionals, where participants share knowledge, techniques and solutions in health emergencies. Here, we presented our latest innovations in emergency and safety equipment.



SEMES 2023



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### • SPUTNIK 23

The private, non-profit SPUTNIK Foundation seeks to foster entrepreneurship, ambition, idealism and a love for science and technology as tools to build a better world among youth. This year, we are honored to have won the SPUTNIK award in Seville, a recognition that celebrates innovation, entrepreneurship and emerging talent.



SPUTNIK 23

### • 112rescue Dortmund

From June 14 to 17, 2023, Dortmund hosted the first edition of the 112Rescue fair, an event dedicated to fire protection, rescue services, disaster management and civil protection. ITURRI Wilnsdorf participated with an outdoor stand, where we presented the **new ELW 2** (in German, "Einsatzleitwagen", a vehicle for the coordination and management of operations at the scene of the incident) **for the Hamburg Fire Department** and our vehicle specialized in forest fires.



112rescue Dortmund

### • FLORIAN 2023

We participated in the FLORIAN 2023 trade fair in Dresden, Germany, at the stand of the "Saxonian Ministry of the Interior and Fire Department School". This event, focused on firefighters, civil protection and disaster control, was attended by more than 30,000 visitors. During the fair, we presented the new **fire truck "TLF-W"** (in German, "Tanklöschfahrzeug-W"), a vehicle specifically designed for water transport and equipped for firefighting.



FLORIAN 2023

## Strategic Alliances

### • Affor Prevención Psicosocial S.L.

Affor Prevención Psicosocial S.L., is a consulting firm specializing in psychosocial well-being. Our joint goal is to expand the international reach of this consultancy and make it a global provider of mental health solutions. This collaboration reinforces our shared vision of caring for the physical and mental health of people in companies. With this alliance, **ITURRI complements its portfolio of protection products and services for workers in the health, emergency, defense, industrial and private sectors, adding the psychosocial area to our portfolio. This represents a further step in our social impact strategy**, as Affor is the first worldwide corporation specialized in psychosocial occupational health management.

In 2023, we have implemented a comprehensive wellness program for our 2,000 employees under the slogan "We take care of your well-being from head to toe." We offer 24-hour online access to a psychology professional, in addition to providing digital resources for psychological education and emotion management.

### • SKYLIFE S.L.

We have also teamed up with SKYLIFE S.L. to promote the development of Sileme, a revolutionary monitoring system for occupational emergencies. This collaboration is a milestone that marks a bold step into the future, merging safety and innovation to save lives. With our safety expertise and Skylife's innovative drive, Sileme aims not only to revolutionize indoor safety, but also to expand into sectors such

as logistics, mining and Industry 4.0. This collaboration reflects **our mutual commitment to creating safer and more efficient work environments**.

### • ITURRI and the Textile and Fashion Observatory: together, towards more sustainable production

At ITURRI, we understand the challenges that the textile industry is facing in terms of sustainability and the importance of moving towards a more sustainable production that minimizes negative externalities. For this reason, we are collaborating partners of the Textile and Fashion Observatory<sup>15</sup>. This collaboration and strategic alliance aims to find solutions for textile waste. The Observatory acts as the single intermediary entity to communicate the sector's challenges to public administrations and negotiate the necessary European funds.

### • MITREN, Sistemas e Montagens Veiculares Ltda

We have established a strategic alliance with MITREN, a Brazilian specialist in the assembly of fire trucks. This company develops vehicles for companies, airports and corporations in Brazil, also exporting internationally. MITREN is recognized for the quality of its rescue vehicles, using equipment and components from renowned brands and its own technological solutions, always prioritizing the highest quality.

15. For more information about the Observatory, please [consult here](#).

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Local community development

At ITURRI, we strive to promote the development of the local community through our activities, always maintaining open communication and a focus on mutual support.

We deeply value our relationships and collaborations with the community and its stakeholders, considering them essential to our business philosophy. We therefore maintain a constant and active dialogue with them. Partnerships are central to this approach, and we work closely with them to contribute to the social progress of our local community.

The following **associations** are those with which we have been affiliated throughout **2023**:

Professional and Technical Associations
APTB - Asociación Profesional de Técnicos de Bomberos (Professional Association of Firefighter Technicians)
APD - Association for the Advancement of Management
Professional Association for Traffic Accident Rescue
Spanish Firefighting Association
Business and Contractors Associations
AESMIDE - Asociación de Empresas Contratistas con las Administraciones Públicas de España y Otros Estados (Association of Contracting Companies with the Public Administrations of Spain and Other States)
CESUR - Asociación Círculo de Empresarios del Sur (Southern Businessmen's Circle Association).
Club Empresarial Financiero y de Negocios de Andalucía - Financial and Business Club of Andalusia.
Andalusian Association of Family Businesses
EPIS Health Cluster Association

Standardization and Certification Associations
AENOR - Spanish Association of Standardization and Certification
AEC - Spanish Association for Quality
Ecovadis
RePro
Equipment and Manufacturers Associations
ASEPAL - Asociación de Empresas de Equipos de Equipos de Protección Individual (Association of Personal Protective Equipment Companies)
SERCOBE - Asociación Nacional de Fabricantes de Bienes de Equipo (National Association of Capital Goods Manufacturers)
AECOC - Manufacturers and Distributors Association
Research and Technology Associations
Aitex - Textile Industry Research Association
INESCOP - Footwear Technology Center
AIMPLAS - Plastics Materials Research Association
ITECAM - Association for the Research and Technological Development of the Metal Industry
Fraunhofer Institute for Manufacturing Engineering and Automation IPA
Polytechnic University of Madrid
Observatory of the Textile and Fashion Sector
Asociación de Empresas Investigadoras Extractoras Transformadoras Minería (Association of Mining and Processing Research Companies)
Foundations
CRE100DO Foundation
Ricardo Valle Institute Foundation
San Telmo Foundation
State Foundation for Employment Training (EOI)
AFA: Andalusian Foundation Association

8.2 ETHICAL RELATIONS IN SUBCONTRACTING AND SUPPLIER COMPANIES

At ITURRI, we stand out for our extensive network of supplier companies, who offer us a diversity of services and products. We carefully select these companies through an approval system that ensures compliance with high standards of respect for people, the environment and other interested parties, in line with our principles.

We place special emphasis on establishing solid, transparent and mutually beneficial relationships with our partner companies. Our goal is not only to distribute products and manage logistics, but also to integrate services that add significant value to our supply chain.

In addition, our partners share our enthusiasm for innovation and development in our sector. This synergy between ITURRI and our supplier companies is key to differentiate us in the market, thus increasing the satisfaction and loyalty of our clients.

In order to regulate all these aspects, we have a Procurement Plan which has the objective of understanding and monitoring the supplier companies, establishing a purchasing policy in accordance with the needs and strategies of the company, with the aim of improving quality and reducing incidents related to the supplier companies. The purchasing policy and its follow-up is carried out by analyzing supplier companies, working on continuous improvement, considering the company's needs, marketing plans and general guidelines.

Approval system for supplier companies

We are immersed in a project to transform the procurement and supplier evaluation process, from traditional standards to the new concept of **Sustainable Procurement**, paying great attention to **social, environmental and governance aspects**. As a main pillar and basis to continue building the new process, in January 2023 the implementation of the **Sustainable Procurement Policy** was published and made available to all interested parties on the ITURRI website ([www.iturri.com](http://www.iturri.com)).

Although **social, environmental and governance aspects** were already part of our approach, we now go further in the evaluation of new collaborating companies through the use of tools such as risk mapping.

With this new approach we can better classify each partner, considering ESG risks, the implementation of necessary measures and a more detailed follow-up of corrections or improvements made. This approach not only optimizes our internal process, but also drives improvements along the entire value chain. We are aware of the tractor effect we have and this is why this project is a priority for us.

At the start of the pilot project in 2022, a team received specialized training, and during 2023 we continued to train the purchasing and sustainability teams in this new discipline.

From there, we designed a new risk map and established new criteria and approval mechanisms for social, environmental and governance aspects. Considering the activity criteria and geographical areas with the highest risks, we selected the Footwear and Apparel business lines. The lessons learned and best practices from this pilot project are being transferred to the entire organization.

Within the framework of this project and as a result of the risk mapping analysis, **we are**



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### conducting social audits in Brazil, Morocco and Asia.

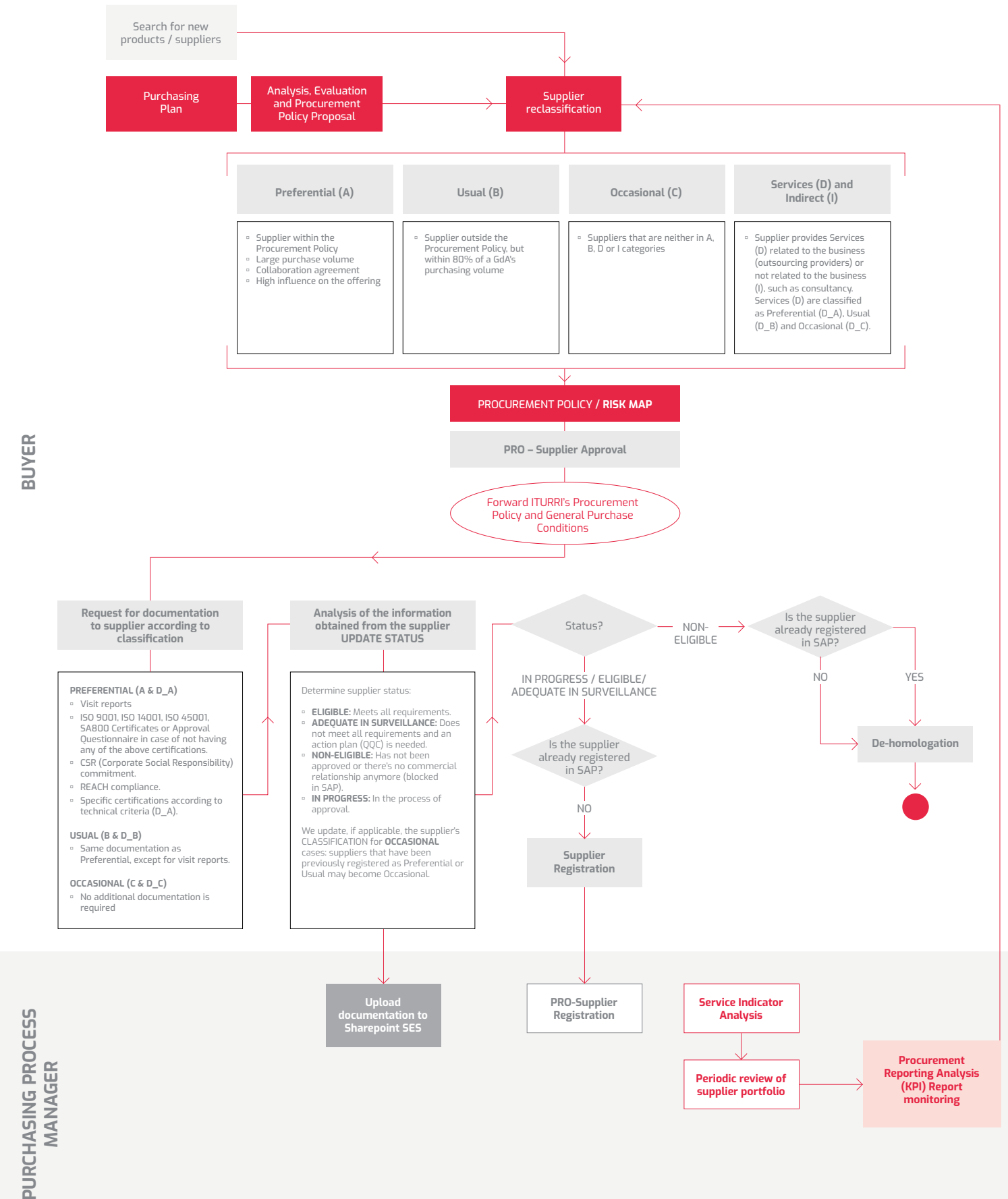
We have also been subject to similar audits by some of our customers, obtaining very satisfactory results, and valuable learnings for the entire value chain, from our customers to our suppliers and supply chains.

The dynamics and steps we follow for the evaluation and re-evaluation of suppliers and partners are as follows:

- Analysis of supplier lists: Annually, each item group purchasing manager reviews and prepares a list of preferred suppliers for the coming year, and the supplier master manager includes those that are within the 80% of purchases.
- Quarterly Communication: every quarter, we inform all buyers about the status of their suppliers in the Approval SES.
- Annual Review: at the end of the year, we update the final status of the SES and the new list of supplier companies for the following year is reanalyzed.

### Approval phases of supplier companies

Once we detect the need for a new supplier, the **approval process** follows a series of phases that allow us to maintain high standards of quality and sustainability in our supply chain. In this way, we ensure that we work with committed and responsible suppliers. .



## 08. OUR COMMITMENT TO SOCIETY

8.1 Contributing to sustainable development

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**1. Request for documentation:** We ask the supplier company for the necessary documentation for approval, at the same time that we communicate ITURRI's Integrated Policy and General Purchasing Conditions.

**2. Risk Assessment and Audits:** Depending on our new risk map and the questionnaire for ESG criteria, the steps for approval may include a more exhaustive documentary audit carried out by third parties or by our specialized team, as well as social audits with ESG criteria.

**3. Analysis and Classification:** We analyze the information obtained from the supplier company and evaluate it, classifying it into one of three categories:

- **Eligible:** Companies that have ISO 9001, 14001, OHSAS 18001 and SA8000 certifications; or companies that, although not certified, adequately complete the evaluation form and obtain the minimum required score. In sectors such as apparel and footwear, we send questionnaires covering quality management, health and safety, environment and social responsibility.
- **Adequate in Surveillance:** Those companies that do not have the requested certifications, but present signed commitments and obtain a score above the minimum (50 points) in the evaluation questionnaire. Also for those companies that commit to an improvement action plan and show progress in meeting the milestones set in a timely manner.

- **Non Eligible:** Those companies that do not present the required documentation, do not have certifications, do not complete the evaluation questionnaire correctly, or do not adhere to the improvement plans defined by ITURRI to correct the deviations considered essential and necessary.

**4. Registration of the supplier company:** If applicable, we register the supplier company in our system.

**5. Follow-up and re-evaluation:** We continuously follow up and re-evaluate approved suppliers, defining and monitoring improvement action plans. For eligible suppliers, we annually review their documentation and re-request expired documentation. For the "Adequate in Surveillance" suppliers, we develop a monitoring process for a maximum of one year. This process includes the definition of an Improvement Plan aimed at complying with the requirements of the Quality, Environmental, Risk Prevention, Social Responsibility and Good Governance/Compliance Management Systems.

**6. De-homologation of supplier companies:** If necessary, we proceed to de-homologate those supplier companies whose action and follow-up plans do not demonstrate improvements, those classified as "non eligible" during the review of the required documentation, or occasional supplier companies that have no activity.

### 8.3 FOCUSED ON THE NEEDS OF OUR CUSTOMERS

#### Complaints and claims management

At ITURRI we manage our clients' complaints and claims through a structured system that is adjusted to the seriousness of each case. Less serious incidents are dealt with by our contract managers, known as Business Operations, while the most serious incidents are the responsibility of the commercial person assigned to the client.

To classify these situations, we use a matrix of criteria within our Quality Record System (QRS), a specialized platform developed on SharePoint online.

Our policy states that all customer complaints must be recorded in the QRS. It is the managers who receive the complaints who are responsible for entering the information in the QRS system for subsequent analysis and resolution.

We consider that any problem with our products reflects a failure in our internal controls. Therefore, we treat all incidents seriously and ensure their prompt resolution through the QRS, reaffirming our commitment to quality and customer satisfaction.

In order to develop this system, we have established a series of fundamental criteria, which are as follows:

- Customer satisfaction
- Product quality
- Safety
- Recurrence
- Cost
- Timing

These criteria help us ensure that our responses to complaints and claims are effective and aligned with our quality and service standards. In 2023, **29 complaints or claims** from customers have been registered.



Security and transparency  
in the Supply Chain:





## 08. OUR COMMITMENT TO SOCIETY

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### ITURRI listens to you

At ITURRI, we are dedicated to always being available to listen and attend to the needs and suggestions of our consumers. Our communication platform (with both internal and external communication channels), **"ITURRI listens to you"**, already mentioned in a previous section<sup>16</sup>, is designed to facilitate the exchange of opinions and consultations in a direct and effective manner.

Customers can easily contact us through our web page or through the QR codes located in our facilities, ensuring complete accessibility.

In addition, we offer various specialized channels according to the area of interest, managed by dedicated teams that guarantee an adequate and timely response, including the Compliance Committee. All of this is handled with total anonymity and confidentiality, ensuring that communication is handled with the utmost privacy and allows for open and fearless communication for users.

In 2023 we obtained the **ISO 37001 and UNE 19601 Compliance** certifications, which reinforce our commitment, both internally and with society, to integrity and ethical practices in our management. These certifications endorse our continuous effort to maintain the highest standards in regulatory compliance and corruption prevention, which is reflected through the operation of the mailbox and also in our customer service and complaints management policy.



### About the voice of the customer program

We consider our ongoing commitment to **customer satisfaction and stakeholder feedback, the prime directive of management and our entire organization**. To directly measure our customers' experience and satisfaction, we use the following sources:

- **General Surveys:** addressed to the people responsible for purchasing, safety and/or production of our clients, where we measure the Net Promoter Score (NPS).
- **Specific Surveys:** conducted after the delivery or completion of a specific product or service, such as vehicles and maintenance.
- **Satisfaction Surveys:** aimed at the end users of our products or services.
- **Personal Interviews:** carried out by ITURRI senior management with the people responsible for purchasing, safety and sustainability of our clients.

The process followed is perfectly implemented and systematized in each of our business units. All of them participate actively under the leadership of their managers, which guarantees involvement and rapid response. This structure ensures continuous improvement and a capacity to adapt to the demands of our customers and end users, reaffirming our commitment to excellence as a supplier.

### Customer Experience and Satisfaction

In 2023, **general surveys** were sent:

- To INDUSTRY clients in 5 countries (Spain, Poland, Portugal, Germany and France), sent to 3,554 contacts in 1,184 clients.
- To INDUSTRY - ECOMMERCE clients, sent to 26,590 contacts.
- To INDUSTRY - BRAZIL clients, sent to 28 clients.
- To HEALTH clients, sent to 59 contacts in 56 clients.

In relation to the surveys sent to INDUSTRY customers in 5 countries, this year, we have modified the criteria for sending surveys to broaden the scope and to have more information about their experience with us. This has resulted in a significant increase in the number of surveys sent out<sup>17</sup>.

The result of the surveys received indicates that in 2023 **we have slightly improved the Net Promoter Score (NPS) of our customers** and we continue with initiatives and actions to improve the customer experience, mainly focusing on improving delivery times, which has been the most highlighted point in the surveys conducted.

On the other hand, at ITURRI we actively listen to the end user and give great importance to their opinion, since it is a very important source for implementing improvements in our products. To this end, during 2023, satisfaction surveys and specific surveys were sent to customers of Footwear, Gloves and Protective Eyewear, among others.

16. Mentioned in section 7.1.

17. In 2022 we sent out 882 surveys to INDUSTRY customers in 5 countries.

## 08. OUR COMMITMENT TO SOCIETY

8.1 Contributing to sustainable development

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### Consumer Health and Safety Measures

We market and manufacture a wide variety of safety-related products, and we are deeply committed to the health and safety of our consumers in each one of them. To guarantee this, with each launch of a new product, we fill out a form following the Canvas model, where we carry out an exhaustive analysis of the risks associated with the product.

In this way, we share some concrete examples of the measures we take:

- **Safety measures in our PPE** (Personal Protective Equipment) **clothing**. Before being launched on the market, ITURRI's personal protective clothing is subjected to a verification process by a certifying company. This verification focuses on ensuring compliance with the European Union Regulation 2016/425 of the European Parliament and of the Council, dated March 9, 2016. This regulation establishes the essential health and safety requirements that Personal Protective Equipment (PPE) must meet, thus ensuring maximum safety and compliance of the company's products with current regulations.

- **We make sure to include in all our products a series of essential information elements on the proper use, maintenance and safety** of each product, ensuring that our consumers can use them safely and efficiently:

- Maintenance labels, which provide instructions on how to properly care for the product.
- Composition labels, which detail the used materials.
- Information brochures, which provide detailed guidance on the product's use and characteristics.
- Declarations of conformity, which certify that the product complies with relevant standards and regulations.

- **Our investment in the development of forest vehicles for firefighters ensures that they are the safest on the market.** We are dedicated to ensuring that these vehicles are the most protected place for firefighters in potentially dangerous situations. We have equipped these vehicles with advanced systems to address the major hazards that forest vehicle crews may encounter, including:

- Entrapment.
- Problems with smoke generated in fires.
- Overturning.
- Difficulties in communications.

- As of 2023, we have **UNE 14064 certification** at our headquarters in Alcalá de Henares, focused on the **control of textile contamination in laundry**. This certification ensures that our textile products are free of contaminants, maintaining their quality and functionality. Thus, we guarantee that consumers receive safe and high-quality products, protecting their health and increasing their confidence in our processes.
- **We have expanded our Sanitary Products Import License** to cover both the import of new products, such as our clean air sanitary pajamas, as well as the new storage facilities in our new logistics center in Utrera.



LICENCIA SANITARIA PREVIA DE FUNCIONAMIENTO  
DE INSTALACIÓN DE PRODUCTOS SANITARIOS





# APPENDIX I: EMPLOYED MATERIALS

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APPENDIX I: EMPLOYED MATERIALS

The following table details the raw materials and materials that include ITURRI's most relevant inputs:

Emergency BU - vehicles

Category	UM	Quantity	%TG* Quantity
U-bolt	UN	1,587.00	0.03%
Clamp	PQ	85,002.00	1.56%
Oil	UN	2,659.00	0.05%
Acetone	L	285.00	0.01%
Coupler	UN	111.00	0.00%
Adapter	UN	1,096.00	0.02%
Adhesive	UN	1,490.00	0.03%
Additive	UN	42.00	0.00%
Gripper	UN	253.00	0.00%
Insulation	UN	1,744.50	0.03%
Extension bar	UN	48.00	0.00%
Alarm	UN	673.00	0.01%
Pliers	UN	279.00	0.01%
Lodging	UN	22.00	0.00%
Speaker	BAG	467.00	0.01%
Alternator	UN	2.00	0.00%
Tying	UN	126.00	0.00%
Grinder	UN	4.00	0.00%
Shock absorber	UN	8.00	0.00%
Amplifier	UN	170.00	0.00%
Anchoring	UN	62.00	0.00%
Angle	UN	7,734.45	0.14%
Ring	UN	374.00	0.01%
Ring	UN	21.00	0.00%
Anode	UN	10.00	0.00%

Category	UM	Quantity	%TG* Quantity
Antenna	UN	300.00	0.01%
Anti fall	UN	24.00	0.00%
Antifreeze	L	489.00	0.01%
Anticorrosive	UN	84.00	0.00%
Fog light	UN	32.00	0.00%
Packing ring	UN	830,980.00	15.27%
Cabinet	UN	324.00	0.01%
Seat	UN	412.00	0.01%
Rocker arm	UN	6.00	0.00%
Band	ROL	10,818.40	0.20%
Bar	UN	10.00	0.00%
Firefighter	UN	111.00	0.00%
Battery	UN	600.00	0.01%
Cloth	UN	1,208.00	0.02%
Drum	UN	547.00	0.01%
Bifurcation	UN	478.00	0.01%
Hinge	PQ	6,433.00	0.12%
Blindex	UN	440.00	0.01%
Block	UN	30.00	0.00%
Coil	UN	173.00	0.00%
Hose	UN	243.00	0.00%
Horn	UN	6.00	0.00%
Ball	UN	259.00	0.00%
Pump - Aluminum	UN	38.00	0.00%
Godiva Pump - Aluminum	UN	46.00	0.00%

Category	UM	Quantity	%TG* Quantity
Nozzle	UN	8.00	0.00%
Nozzle	UN	4,464.00	0.08%
Terminal box	UN	1,370.00	0.03%
Boot	PAA	104.00	0.00%
Canister	UN	456.00	0.01%
Bottle	UN	778.00	0.01%
First Aid Kit	UN	101.00	0.00%
Button panel	UN	58.00	0.00%
Arm	UN	229.00	0.00%
Fogger	UN	24.00	0.00%
Coverall	UN	237.00	0.00%
Head	UN	10.00	0.00%
Booth	UN	4.00	0.00%
Cable	UN	89,350.00	1.64%
Rope	UN	40	0.00%
Winch	UN	235.00	0.00%
Chain	ROL	534.00	0.01%
Box	UN	3,671.00	0.07%
Drawer	UN	38.00	0.00%
Chock	UN	651.00	0.01%
Camera	UN	258.00	0.00%
Change	UN	7.00	0.00%
Stretcher	UN	29.00	0.00%
Cable duct	UN	1,262.00	0.02%
Padlock	CS	180.00	0.00%



APPENDIX I: EMPLOYED MATERIALS

NON-FINANCIAL INFORMATION STATEMENT  
OF ITURRI, S.A. AND SUBSIDIARIES

Category	UM	Quantity	%TG* Quantity
Cannula	PQ	5,380.00	0.10%
Cane	UN	3.00	0.00%
Fairing	UN	5.00	0.00%
Charger	UN	978.00	0.02%
Reel	UN	224.00	0.00%
Trolley	UN	3.00	0.00%
Cartridge	CS	95.00	0.00%
Helmet	UN	141.00	0.00%
Stand	UN	6.00	0.00%
Cap	UN	1,480.00	0.03%
Catadioptric	UN	487.00	0.01%
Catalyst	UN	702.00	0.01%
Flow meter	UN	99.00	0.00%
Starter	UN	3.00	0.00%
Switchboard	UN	13.00	0.00%
Brush	UN	64.00	0.00%
Lock	UN	1,710.00	0.03%
Basket	UN	1.00	0.00%
Vest	UN	8.00	0.00%
Sheet metal	UN	7,118.00	0.13%
Chassis	UN	354.00	0.01%
Closing	UN	5,174.00	0.10%
Cylinder	UN	152.00	0.00%
Tape	UN	23,648.00	0.43%
Belt	UN	15.00	0.00%
Circuit	UN	22.00	0.00%
Cistern	UN	10.00	0.00%
Shear	UN	212.00	0.00%
Plug	UN	309.00	0.01%
Elbow	UN	20,291.00	0.37%

Category	UM	Quantity	%TG* Quantity
Chest	UN	114.00	0.00%
Cushion	UN	12.00	0.00%
Bearing	UN	325.00	0.01%
Strainer	UN	12,000.00	0.22%
Collector	UN	79.00	0.00%
Collar	UN	146.00	0.00%
Column	UN	28.00	0.00%
Compensator	UN	349.00	0.01%
Compressor	UN	182.00	0.00%
Coupling assembly	UN	4.00	0.00%
Tying set	UN	13.00	0.00%
Tray set	UN	4.00	0.00%
Frame assembly	UN	16.00	0.00%
Hinge assembly	UN	23.00	0.00%
Box set	UN	13.00	0.00%
Loading set	UN	5.00	0.00%
Sheet metal set	UN	50.00	0.00%
Circuit assembly	UN	4.00	0.00%
Shutter assembly	UN	7.00	0.00%
Set of blinds	UN	178.00	0.00%
Support assembly	UN	108.00	0.00%
Transmission assembly	UN	212.00	0.00%
Converter	UN	370.00	0.01%
Belt cutter	UN	16.00	0.00%
Glass cutter	UN	2.00	0.00%
Cutter	UN	3.00	0.00%
Cutter	UN	1.00	0.00%
Pedal clippers	UN	7.00	0.00%
Curtain	UN	65.00	0.00%
Crystal	UN	10.00	0.00%

Category	UM	Quantity	%TG* Quantity
Control panel	UN	62.00	0.00%
Electrical panel	UN	45.00	0.00%
Generator box	UN	4.00	0.00%
Cover	UN	493.00	0.01%
Blade	UN	299.00	0.01%
Rope	PQ	1,656.00	0.03%
Wedge	UN	33.00	0.00%
Curve	UN	1,187.00	0.02%
Cutter	UN	220.00	0.00%
Datalogger	UN	2.00	0.00%
Deposit	UN	202.00	0.00%
Depressor	UN	1.00	0.00%
Deaerator	UN	4.00	0.00%
Brushcutter	UN	20.00	0.00%
Descender	UN	8.00	0.00%
Disconnecter	UN	43.00	0.00%
Degreaser	UN	329.00	0.01%
Defibrillator	UN	1.00	0.00%
Flashing	UN	561.00	0.01%
Screwdriver	UN	117.00	0.00%
Acoustic diaphragm	UN	45.00	0.00%
Differential	UN	209.00	0.00%
Diluent	UN	710.00	0.01%
Dynamometric	UN	10.00	0.00%
Disk	CS	61,263.00	1.13%
Solvent	UN	1,428.00	0.03%
Trigger	UN	26.00	0.00%
Dispenser	UN	73.00	0.00%
Display	UN	4.00	0.00%
Device	UN	16.00	0.00%

APPENDIX I: EMPLOYED MATERIALS

NON-FINANCIAL INFORMATION STATEMENT  
OF ITURRI, S.A. AND SUBSIDIARIES

Category	UM	Quantity	%TG* Quantity
Distributor	UN	3.00	0.00%
Divider	UN	17,991.00	0.33%
Drainage	UN	842.00	0.02%
Axis	UN	51.00	0.00%
Electropump	UN	15.00	0.00%
Solenoid valve	UN	936.00	0.02%
Elevator	UN	15.00	0.00%
Embellisher	UN	8,000.00	0.15%
Clutch	UN	21.00	0.00%
Broadcaster	UN	324.00	0.01%
Handle	UN	302.00	0.01%
Plug	UN	506.00	0.01%
Encoder	UN	15.00	0.00%
Hardener	UN	1,771.00	0.03%
Hitch	UN	2,055.00	0.04%
Gear	UN	12.00	0.00%
Winder	UN	5.00	0.00%
Packaging	UN	24,000.00	0.44%
Team	UN	72.00	0.00%
Ladder	UN	280.00	0.01%
Brush	UN	24.00	0.00%
Bracket	UN	13,543.00	0.25%
Shields	UN	8.00	0.00%
Sling	UN	268.00	0.00%
Back protector	UN	250.00	0.00%
Mirror	UN	9.00	0.00%
Dowel	UN	2,365.00	0.04%
Corner	UN	138.00	0.00%
Tin	UN	120.00	0.00%
Choke	UN	2.00	0.00%

Category	UM	Quantity	%TG* Quantity
Stirrup	UN	106.00	0.00%
Scouring pad	UN	45.00	0.00%
Structure	UN	104.00	0.00%
Label	UN	1,750.00	0.03%
Extractor	UN	16.00	0.00%
Removable	UN	236.00	0.00%
Skirt	UN	435.00	0.01%
Light	UN	1,025.00	0.02%
Terminal block	UN	124.00	0.00%
Fixing	UN	250.00	0.00%
Fixative	UN	1,260.00	0.02%
Film	CS	366.00	0.01%
Filter	UN	2,954.00	0.05%
Flexometer	UN	313.00	0.01%
Float	UN	53.00	0.00%
Focus	UN	33.00	0.00%
Trainer	UN	202.00	0.00%
Brake	UN	2.00	0.00%
Drill	UN	56.00	0.00%
Front light	UN	1.00	0.00%
Blower	UN	1,612.00	0.03%
Holster	UN	1,441.00	0.03%
Fuse	UN	576.00	0.01%
Hook	UN	1,926.00	0.04%
Garmin	UN	7.00	0.00%
Diesel	L	74,957.00	1.38%
Hydraulic jack	UN	13.00	0.00%
Generator	UN	37.00	0.00%
Rotator	UN	15.00	0.00%
Cap	CS	360.00	0.01%

Category	UM	Quantity	%TG* Quantity
GPS	UN	14.00	0.00%
Recorder	UN	4.00	0.00%
Grit	KG	2,000.00	0.04%
Clamp	CS	11,625.00	0.21%
Grease	UN	258.00	0.00%
Tap	UN	2.00	0.00%
Shackle	UN	567.00	0.01%
Crane	UN	5.00	0.00%
Glove	PAA	198.00	0.00%
Fenders	UN	136.00	0.00%
Dust cover	UN	26.00	0.00%
Guide	UN	1,813.00	0.03%
Axe	UN	170.00	0.00%
Buckle	UN	80.00	0.00%
Tool	UN	179.00	0.00%
Tools	UN	1.00	0.00%
Hydro cleaner	UN	1.00	0.00%
Thread	UN	873.00	0.02%
Saw blade	UN	620.00	0.01%
Printer	UN	3.00	0.00%
Primer	UN	650.00	0.01%
Impeller	UN	1.00	0.00%
Inclinometer	UN	156.00	0.00%
Indicator	UN	162.00	0.00%
Inductive	UN	136.00	0.00%
Immobilizer	UN	49.00	0.00%
Insert	CS	27,100.00	0.50%
Intercom	UN	5.00	0.00%
Joystick	UN	50.00	0.00%
Seal	UN	2,364.00	0.04%



APPENDIX I: EMPLOYED MATERIALS

NON-FINANCIAL INFORMATION STATEMENT  
OF ITURRI, S.A. AND SUBSIDIARIES

Category	UM	Quantity	%TG* Quantity
Lamp	UN	3.00	0.00%
Fire hose nozzle	UN	1,745.00	0.03%
Crossbar	UN	42.00	0.00%
Can	UN	53.00	0.00%
Hose	UN	1,153.00	0.02%
Eyewash	UN	2.00	0.00%
LED	UN	5,007.00	0.09%
Lid lifter	UN	61.00	0.00%
Cleaner	UN	337.00	0.01%
Windshield wipers	UN	3.00	0.00%
Dashboard cleaner	CS	168.00	0.00%
Flashlight	UN	368.00	0.01%
Key	UN	1,439.00	0.03%
Logo	UN	2,374.00	0.04%
Tarpaulin	UN	43.00	0.00%
Windshield	UN	29.00	0.00%
Light	UN	2,924.00	0.05%
Machete	UN	32.00	0.00%
Nipple (plumbing)	UN	7,666.00	0.14%
Circuit breaker	UN	500.00	0.01%
Briefcase	UN	94.00	0.00%
Partition	UN	2.00	0.00%
Command	UN	93.00	0.00%
Large diameter hose	PQ	92,401.00	1.70%
Hose	UN	78,490.00	1.44%
Sleeve	UN	23,474.00	0.43%
Crank	UN	62.00	0.00%
Pressure reducer	UN	10.00	0.00%
Pressure reducer	UN	24.00	0.00%
Hand vacuum gauge	UN	306.00	0.01%

Category	UM	Quantity	%TG* Quantity
Blanket	UN	37.00	0.00%
Frame	UN	62.00	0.00%
Hammer	UN	98.00	0.00%
Mask	UN	675.00	0.01%
Putty	UN	180.00	0.00%
Mast	UN	90.00	0.00%
Fender	UN	10.00	0.00%
Anti-spark	UN	4.00	0.00%
Mallet	UN	1,326.00	0.02%
Membrane	UN	160.00	0.00%
Table	UN	4.00	0.00%
Methacrylate	UN	10.00	0.00%
Mixer	UN	17,791.00	0.33%
Microphone	UN	323.00	0.01%
Monitor	UN	358.00	0.01%
Mounting	UN	59.00	0.00%
Clamp	UN	17.00	0.00%
Carabiner	UN	40.00	0.00%
Motor pump	UN	129.00	0.00%
Engine	UN	41.00	0.00%
Chainsaw	UN	104.00	0.00%
Motor miter saw	UN	2.00	0.00%
Multimeter	UN	20.00	0.00%
Multiplier	UN	3.00	0.00%
Browser	UN	26.00	0.00%
Tire	UN	147.00	0.00%
Refrigerator	UN	25.00	0.00%
Level	UN	176.00	0.00%
Nylon	UN	49.00	0.00%
Lever	UN	3,916.00	0.07%

Category	UM	Quantity	%TG* Quantity
Palette	UN	46.00	0.00%
Paper	UN	19.00	0.00%
Windshield	UN	4.00	0.00%
Bumper	UN	34.00	0.00%
Parasol	UN	3.00	0.00%
Pin	UN	40.00	0.00%
Hose pass	UN	15.00	0.00%
Handrails	UN	227.00	0.00%
Pedal	UN	59.00	0.00%
Glue	UN	144.00	0.00%
Step	UN	247.00	0.00%
Pant leg	UN	39.00	0.00%
Blinds	UN	2.00	0.00%
Pole vault	UN	36.00	0.00%
Pilot	UN	1,131.00	0.02%
Brush	UN	3,012.00	0.06%
Paint	UN	3,297.00	0.06%
Footprint	UN	36.00	0.00%
Swimming pool	UN	4.00	0.00%
Gun	UN	98.00	0.00%
Pivoting	UN	2.00	0.00%
Pivot	UN	60.00	0.00%
Plate	UN	4,214.00	0.08%
Base Plate	UN	317.00	0.01%
Ceiling	UN	303.00	0.01%
Plates	UN	2,228.00	0.04%
Insert	UN	3,900.00	0.07%
Plastic	UN	7,570.00	0.14%
Platform	UN	10.00	0.00%
Tape deck	UN	2,833.90	0.05%

APPENDIX I: EMPLOYED MATERIALS

NON-FINANCIAL INFORMATION STATEMENT  
OF ITURRI, S.A. AND SUBSIDIARIES

Category	UM	Quantity	%TG* Quantity
Well	UN	198.00	0.00%
Gaiters	UN	36.00	0.00%
Pulley	UN	54.00	0.00%
Hoist	UN	63.00	0.00%
Powder	UN	70.00	0.00%
Nozzle holder	UN	101.00	0.00%
Fuse holder	UN	712.00	0.01%
Lampholder	UN	2,537.00	0.05%
Laptop	UN	9.00	0.00%
Positioner	UN	103.00	0.00%
Potentiometer	UN	3.00	0.00%
Press	UN	4,672.00	0.09%
Binoculars	UN	6.00	0.00%
Prolonger	UN	6.00	0.00%
Protection	UN	463.00	0.01%
Protector	UN	3,917.00	0.07%
Projector	UN	7.00	0.00%
Bridge	UN	85.00	0.00%
Door	UN	500.00	0.01%
Post	UN	2.00	0.00%
Pushbutton	UN	46.00	0.00%
Strut	UN	6.00	0.00%
Fitting	UN	29,891.00	0.55%
Radar	UN	1.00	0.00%
Radiator	UN	2.00	0.00%
Radio	UN	52.00	0.00%
Ramp	UN	79.00	0.00%
Rake	UN	89.00	0.00%
Coating	UN	1,596.00	0.03%
Web	UN	467.00	0.01%

Category	UM	Quantity	%TG* Quantity
Reduction	UN	11,886.00	0.22%
Reflective	UN	4,500.00	0.08%
Refrigerator	UN	9.00	0.00%
Reinforcement	UN	3,611.00	0.07%
Reinforcement	UN	108.00	0.00%
Regulator	UN	436.00	0.01%
Grid	UN	5,491.00	0.10%
Rivet	CS	39,500.00	0.73%
Trailer	UN	5.00	0.00%
Dispenser	UN	202.00	0.00%
Latch	UN	94.00	0.00%
Resistance	UN	470.00	0.01%
Spring	UN	2,753.00	0.05%
Support	UN	71.00	0.00%
Retractable	UN	99.00	0.00%
Rearview mirror	UN	5.00	0.00%
Coating	UN	1,774.00	0.03%
Robot	UN	36.00	0.00%
Bearing	UN	17.00	0.00%
Rotary	UN	572.00	0.01%
Wheel	UN	6,590.00	0.12%
Dashboard	UN	2.00	0.00%
Dryer	UN	27.00	0.00%
Sensor	UN	1,885.00	0.03%
Signal	UN	39.00	0.00%
Separator	UN	130.00	0.00%
Saw	UN	35.00	0.00%
Saw	CS	285.00	0.01%
Silicone	UN	1,963.00	0.04%
Chair	UN	6.00	0.00%

Category	UM	Quantity	%TG* Quantity
Siren	UN	109.00	0.00%
Solenoid	UN	14.00	0.00%
Sounding line	UN	2.00	0.00%
Blower	UN	2.00	0.00%
Spray	UN	741.00	0.01%
Table	UN	63.00	0.00%
Tablet	UN	19.00	0.00%
Peg	UN	864.00	0.02%
Tachometer	UN	12.00	0.00%
Drill	UN	7.00	0.00%
Drum	UN	8.00	0.00%
Tank	UN	6.00	0.00%
Cover	UN	18,986.00	0.35%
Plug	UN	80,157.00	1.47%
Roof	UN	1.00	0.00%
Teflon	UN	1,544.00	0.03%
Pincer	UN	24.00	0.00%
Terminal	UN	192,982.00	3.55%
Retractable thermos	UN	824.00	0.02%
Test	UN	52.00	0.00%
Scissors	UN	253.00	0.00%
Handle	UN	754.00	0.01%
Titan	UN	13.00	0.00%
Awning	UN	5.00	0.00%
Outlet	UN	177.00	0.00%
Stop	UN	48,505.00	0.89%
Screw	CS	623,188.00	11.45%
Tractel	UN	12.00	0.00%
Suit	UN	14.00	0.00%
Tramex	UN	2.00	0.00%



Category	UM	Quantity	%TG* Quantity
Tramo	UN	10.00	0.00%
Hatch	UN	2.00	0.00%
Transmission	UN	59.00	0.00%
Rag	UN	841.00	0.02%
Rung	UN	127.00	0.00%
Braided	M	2.00	0.00%
Trifurcation	UN	29.00	0.00%
Tripod	UN	139.00	0.00%
Trumpets	UN	39.00	0.00%
Mitre saw	UN	27.00	0.00%
Tube	M	151,154.17	2.78%
Nut	UN	641,833.00	11.79%
Turbopump	UN	23.00	0.00%
Ultrasound	UN	26.00	0.00%
Valve	UN	9,707.00	0.18%
Rod	M	3,132.00	0.06%
Vehicle	UN	76.00	0.00%
Fan	UN	77.00	0.00%
Vertical	UN	35.00	0.00%
Glass	UN	12.00	0.00%
Vinyl	UN	5.00	0.00%
Brake shoe	UN	4.00	0.00%
TOTAL		3,607,840.42	66.30%

\*Significance within each business unit's consumption

CPI BU - Cables and hoses

Category	UM	Quantity	%TG* Quantity
Steel/stainless steel wire ropes	M	541,134.00	83.51%
Steel bushing	UN	4,266.00	0.66%
Marine hardware	UN	46,536.00	7.18%
Hose	M	37,630.50	5.81%
Fittings	UN	500.00	0.08%
TOTAL		630,066.50	97.23%

\*Significance within each business unit's consumption

Defense BU - Footwear

Category	UM	Quantity	%TG* Quantity
Adhesive	L	10,152.74	0.03%
Additive	KG	360,000.00	1.11%
Ring	TS	352,000.00	1.08%
Packing ring	TS	4,109,540.00	12.63%
Box	FT2	310,787.75	0.96%
Coal	M2	2,676.00	0.01%
Tape	M	499,061.00	1.53%
Glue	L	5,330.00	0.02%
Stiffener	PAA	87,132.00	0.27%
Shoelaces	M2	235,620.07	0.72%
Cream	M2	343.62	0.00%
Leather	FT2	170,430.73	0.52%
Bullseye	M2	77.00	0.00%
Dissolution	L	600.00	0.00%
Duracom	M2	14,755.60	0.05%

Category	UM	Quantity	%TG* Quantity
Foam	M2	70,843.05	0.22%
Label	UN	619,031.00	1.90%
Felt	M2	15,312.61	0.05%
Brochure	UN	12,389.00	0.04%
Lining	FT2	34,299.75	0.11%
Hook	TS	2,948,700.00	9.06%
Hardware	M2	450.00	0.00%
Thread	CN	7,247,300.00	22.27%
Lanex	M2	586.50	0.00%
Logo	UN	2,040.00	0.01%
Mesh	M2	280.50	0.00%
Membrane	M2	230.61	0.00%
Eyelet	TS	332,000.00	1.02%
Paper	KG	6,500,587.00	19.98%
Iron	M2	80,612.75	0.25%
Sole	PAA	113,967.00	0.35%
Template	PAA	122,069.00	0.38%
Polyamide	CN	112,500.00	0.35%
Grid	TS	17,000.00	0.05%
Rivet	TS	3,504,000.00	10.77%
Stamp	PAA	6,000.00	0.02%
Serafil	CN	3,474,300.00	10.68%
Split leather	FT2	55,370.86	0.17%
Soles	PAA	116,867.00	0.36%
Fabric	M2	25,792.24	0.08%
Stop	PAA	71,209.00	0.22%
TOTAL		31,642,244.37	97.23%

\*Significance within each business unit's consumption

PPI BU - Renting

Category	UM	Quantity	%TG* Quantity
Bicarbonate	KG	1,000.00	0.12%
Bag	UN	173,280.00	21.03%
Chip	UN	126,000.00	15.29%
Zipper	UN	1,309.00	0.16%
Emblem	UN	2,700.00	0.33%
Foam	M	20.00	0.00%
Label	UN	63,000.00	7.65%
Thread	CN	117,000.00	14.20%
Fabric	UN	600.00	0.07%
Transfer	UN	143,739.00	17.44%
Velcro	ROL	350.00	0.04%
TOTAL		628,998.00	76.33%

\*Significance within the consumption of each business unit.

PPI BU Apparel

Category	UM	Quantity	%TG* Quantity
Adjustment	UN	30,951.00	0.01%
Ring	BAG	26,210,205.00	10.72%
Packing ring	UN	229,000.00	0.09%
Harness	UN	2,549.00	0.00%
Flag	UN	7,795.00	0.00%
Barrier	M	200.00	0.00%
Battery	UN	24.00	0.00%
Bag	UN	566,000.00	0.23%
Nozzle	UN	481.00	0.00%
Bottle	UN	4.00	0.00%
Button	UN	503,722.00	0.21%
Brooch	UN	1,913,839.00	0.78%
Box	UN	323.00	0.00%
Chip	UN	272,450.00	0.11%
Closing	UN	46,000.00	0.02%
Tape	M	1,464,124.40	0.60%
Lace	M	177,915.00	0.07%
Zipper	UN	6,479,173.00	2.65%
Cover	UN	521.00	0.00%
Elastic	CS	21,217.50	0.01%
Emblem	UN	145.00	0.00%
Packing	UN	29.00	0.00%
Interlining	M	8,900.00	0.00%
Scanner	UN	3.00	0.00%
Shield	UN	189.00	0.00%
Foam	M	3,069.00	0.00%
Label	UN	763,158.00	0.31%

Category	UM	Quantity	%TG* Quantity
Brochure	UN	5,230.00	0.00%
Gama	UN	133,634.00	0.05%
Buckle	UN	37,100.00	0.02%
Thread	CN	189,999,140.00	77.72%
Lanza	UN	15.00	0.00%
Sign	UN	18.00	0.00%
Carabiner	UN	3,600.00	0.00%
Chest protector	UN	21,000.00	0.01%
Polo shirt	UN	16,127.00	0.01%
Push button	UN	31.00	0.00%
Reflective	CS	237,270.12	0.10%
Sprinkler	UN	513.00	0.00%
Bearing	UN	54.00	0.00%
Separator	UN	17,000.00	0.01%
Silencer	UN	90.00	0.00%
Tanka hole	BAG	2,229,500.00	0.91%
Plug	UN	20,000.00	0.01%
Fabric	M	1,499,459.34	0.61%
Tensioner	UN	19,300.00	0.01%
Terminal	UN	20,000.00	0.01%
Handle	UN	1,548.00	0.00%
Brace	M	20,721.50	0.01%
Transfer	UN	554,736.00	0.23%
Valve	UN	90.00	0.00%
Velcro	ROL	579,090.00	0.24%
Visor	UN	7,790.00	0.00%
TOTAL		234,125,043.86	95.77%

\*Significance within each business unit's consumption



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LAW 11 /2018	Reporting criteria (GRI and others)	Section
GENERAL ASPECTS		
a) A brief description of: <b>The group's business model</b> , which shall include its business environment, its organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future evolution.	2-1 Organizational details	2.1
	2-2 Entities included in the organization's sustainability reporting	1
	2-3 Reporting period, frequency and contact point	1
	2-6 Activities, value chain and other business relationships	2.2
	2-9 Governance structure and composition	2.3
	2-23 Policy commitments	2.5
	Organizational objectives and strategies	2.5 3.2
	2-29 Approach to Stakeholder Engagement	2.4
b) A description of the policies applied by the group with respect to such matters, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and verification and control, including what measures have been adopted.	2-23 Policy commitments	3.2
c) The results of these policies, including relevant non-financial key performance indicators that allow for the monitoring and evaluation of progress and that favor comparability between societies and sectors, in accordance with the national, European or international reference frameworks used for each subject.	Indicators included in the Non-Financial Information Statement in the economic, social and environmental spheres	Throughout the NFIS

LAW 11 /2018	Reporting criteria (GRI and others)	Section
GENERAL ASPECTS		
d) The main risks related to those issues associated with the group's activities, including, where relevant and proportionate: <ul style="list-style-type: none"><li>• Its business relationships</li><li>• Products or services that may have an adverse effect in those areas</li><li>• How the group manages these risks, explaining the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each subject.</li><li>• Information on the impacts that have been identified should be included, giving a breakdown of these impacts, in particular the main short, medium and long-term risks.</li></ul>	Incorporation of commitments and policies	3.3
	2-16 Communication of critical concerns	3.3
	3-2 List of material topics	4
	3-3 Management of material issues	4
	Main factors and trends that may affect the company's future development	4
e) Non-financial key performance indicators that are relevant to the specific business activity, and that meet the criteria of comparability, materiality, relevance and reliability. Standards that can be generally applied and that comply with the EC guidelines on this matter and the GRI standards shall be used, and the national, European or international framework used for each matter shall be mentioned in the report. The non-financial key performance indicators should be applied to each of the sections of the non-financial information statement. These indicators must be useful, taking into account the specific circumstances and consistent with the parameters used in its internal risk management and assessment procedures. In any case, the information presented must be accurate, comparable and verifiable.	3-1 Process for determining material issues	4
	3-2 List of material issues	4
	Indicators included in the Non-Financial Information Statement in the economic, social and environmental spheres	Throughout the NFIS
INFORMATION ON ENVIRONMENTAL ISSUES		
Detailed information on current and foreseeable effects of the company's activities on the environment and, where applicable, health and safety, environmental assessment or certification procedures; resources devoted to environmental risk prevention; application of the precautionary principle, number of provisions and guarantees for environmental risks.	3-3 Management of material issues	5.1
- <b>Pollution:</b> measures to prevent, reduce or remediate carbon emissions that seriously affect the environment; taking into account any form of activity-specific air pollution, including noise and light pollution.	Noise and light pollution	5.2
	302-4 Measures taken to improve energy efficiency	5.2 5.5

LAW 11 /2018	Reporting criteria (GRI and others)	Section
INFORMATION ON ENVIRONMENTAL ISSUES		
<b>- Circular economy and waste prevention and management:</b> prevention measures, recycling, reuse, other forms of waste recovery and disposal; actions to combat food waste.	306-3 (2020) Generated waste	5.2
	306-4 (2020) Waste not intended for dis-posal	5.2
	306-5 (2020) Waste for disposal	5.2
	Circular economy	5.3
	Food waste	5.2
<b>- Sustainable use of resources:</b> water consumption and water supply in accordance with local constraints; consumption of raw materials and measures taken to improve the efficiency of their use; direct and indirect energy consumption, measures taken to improve energy efficiency and the use of renewable energies.	301-1 Materials used by weight or volume	5.2 Appendix I
	302-1 Energy consumption within the organization	5.2
	302-2 Energy consumption outside the organization	5.2
	303-1 Water interaction as a shared resource	5.2
	303-5 Water consumption	5.2
<b>- Climate change:</b> the significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces; the measures adopted to adapt to the consequences of climate change; the reduction targets voluntarily established in the medium and long term to reduce greenhouse gas emissions, and the means implemented to this end.	305-1 Direct (Scope 1) GHG emissions	5.4
	305-2 Energy indirect (Scope 2) GHG emissions	5.4
	305-3 Other indirect (Scope 3) GHG emissions	5.4
	305-5 Reduction of GHG emissions	5.4
<b>- Biodiversity protection:</b> measures taken to preserve or restore biodiversity; impacts caused by activities or operations in protected areas.	304-2 Significant impacts of activities, products and services on biodiversity	It is not a material issue
Information on Environmental Taxonomy	European regulation on sustainable investments	5.6

LAW 11 /2018	Reporting criteria (GRI and others)	Section
INFORMATION ON SOCIAL AND PERSONNEL MATTERS		
<b>- Employment:</b> <ul style="list-style-type: none"><li>• Total number and distribution of employees by gender, age, country and professional category;</li><li>• Total number and distribution of employment contracts, Annual average number of permanent contracts, temporary contracts, and part-time contracts by gender, age, and professional category,</li><li>• Number of dismissals by gender, age and professional category;</li><li>• Average salaries and their evolution broken down by gender, age and professional category or equal value;</li><li>• Pay gap</li><li>• The remuneration of equal or average jobs in the company,</li><li>• The average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings systems and any other payments disaggregated by sex,</li><li>• Implementation of policies of disconnection from work,</li><li>• Employees with disabilities.</li></ul>	2-6 Activities, value chain and other business relationships	6.1
	2-7 Employees	6.1
	Distribution of the workforce by gender, age and professional category	6.1
	Total number and distribution of employment contract modalities	6.1
	Annual average by type of contract by age, gender and professional category	6.1
	Number of dismissals by gender, age and professional category	6.1
	Wage gap and average compensation	6.2
<b>- Work organization:</b> organization of working time; number of hours of absenteeism; measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	Work disconnection policies	6.3
	Work-life balance measures	6.3
	Absence hours	6.3
<b>- Health and safety:</b> <ul style="list-style-type: none"><li>• Health and safety conditions at work;</li><li>• Occupational accidents, in particular their frequency and severity, as well as occupational illnesses; disaggregated by gender.</li></ul>	403-8 Workers covered by an occupational health and safety management system	6.4
	403-9 Work-related accidents	6.4
	2-4 Information update	6.4
	403-10 Occupational illnesses	6.4

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NON-FINANCIAL INFORMATION STATEMENT  
OF ITURRI, S.A. AND SUBSIDIARIES

LAW 11 /2018	Reporting criteria (GRI and others)	Section
<b>INFORMATION ON SOCIAL AND PERSONNEL MATTERS</b>		
<b>- Social relations:</b> organization of social dialogue, including procedures for informing, consulting and negotiating with employees; percentage of employees covered by collective bargaining agreements by country; the balance of collective bargaining agreements, particularly in the field of occupational health and safety.	2-30 Collective bargaining agreements	It is not a material issue
	Review of collective agreements, particularly in the field of occupational health and safety.	It is not a material issue
	Mechanisms and procedures in place to promote the involvement of employees in the management of the company, in terms of information, consultation and participation.	7
<b>- Training:</b> the policies implemented in the field of training; the total number of training hours per professional category.	404-1 Average hours of training per year per employee	6.5
<b>- Universal accessibility</b> for people with disabilities.		It is not a material issue
<b>- Equality:</b> adopted measures to promote equal treatment and opportunities between women and men; equality plans (Chapter III of Organic Law 3/2007, of March 22, for effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility of people with disabilities; the policy against all types of discrimination and, where appropriate, diversity management.	Measures taken to promote equal treatment and opportunities for women and men	6.6
	406-1 Incidents of discrimination and corrective actions taken	6.6
	Protocols against sexual or gender-based harassment	6.6
	Measures taken to promote employment and occupation	6.6
	Policy against all types of discrimination	6.6
<b>INFORMATION ON RESPECT FOR HUMAN RIGHTS</b>		
Implementation of human rights due diligence procedures; prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses; reporting of human rights abuses; promotion of and compliance with the provisions of the International Labor Organization's core conventions related to respect for freedom of association and the right to collective bargaining; elimination of discrimination in respect of employment and occupation; elimination of forced or compulsory labor; effective abolition of child labor.	406-1 Incidents of discrimination and corrective actions taken	6.6 7
	408-1 Operations and suppliers at significant risk for incidents of child labor	7.1
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	7.1

LAW 11 /2018	Reporting criteria (GRI and others)	Section
<b>INFORMATION RELATED TO THE FIGHT AGAINST CORRUPTION AND BRIBERY</b>		
Measures adopted to prevent corruption and bribery; measures to combat money laundering, contributions to foundations and non-profit entities.	Measures taken to prevent corruption and bribery	7.2
	Measures to combat money laundering	7.2
	201-1 Contributions to foundations and non-profit organizations	7.3
<b>COMPANY INFORMATION</b>		
Company commitments to sustainable development: • The impact of the company's activity on employment and local development; • The impact of the company's activity on local populations and the territory; • The relations maintained with local community stakeholders and the modalities of dialogue with them; • Partnership or sponsorship activities	2-23 Policy commitments	8.1
	2-28 Membership associations	8.1
	2-29 Approach to Stakeholder engagement	8.1
	Partnership and sponsorship actions	8.1
e) Non-financial key performance indicators that are relevant to the specific business activity, and that meet the criteria of comparability, materiality, relevance and reliability. Standards shall be used that can be generally accepted in the industry and that meet the criteria of comparability, materiality, relevance and reliability.	2-6 Activities, value chain and other business relationships	8.2
	Inclusion of social, gender equality and environmental issues in the procurement policy	8.2
	Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	8.2
	Monitoring and auditing systems and audit results	8.2
<b>- Consumers:</b> measures for consumer health and safety; complaint systems, complaints received and resolution of complaints.	416-1 Assessment of the health and safety impacts of product or service categories	8.3
	Complaint systems, complaints received and their resolution	8.3
<b>- Tax information:</b> profits earned on a country-by-country basis; profit taxes paid, and government subsidies received.	Profits earned and taxes paid on profits on a country-by-country basis	7.4
	201-4 Financial assistance re-ceived from government	7.4





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