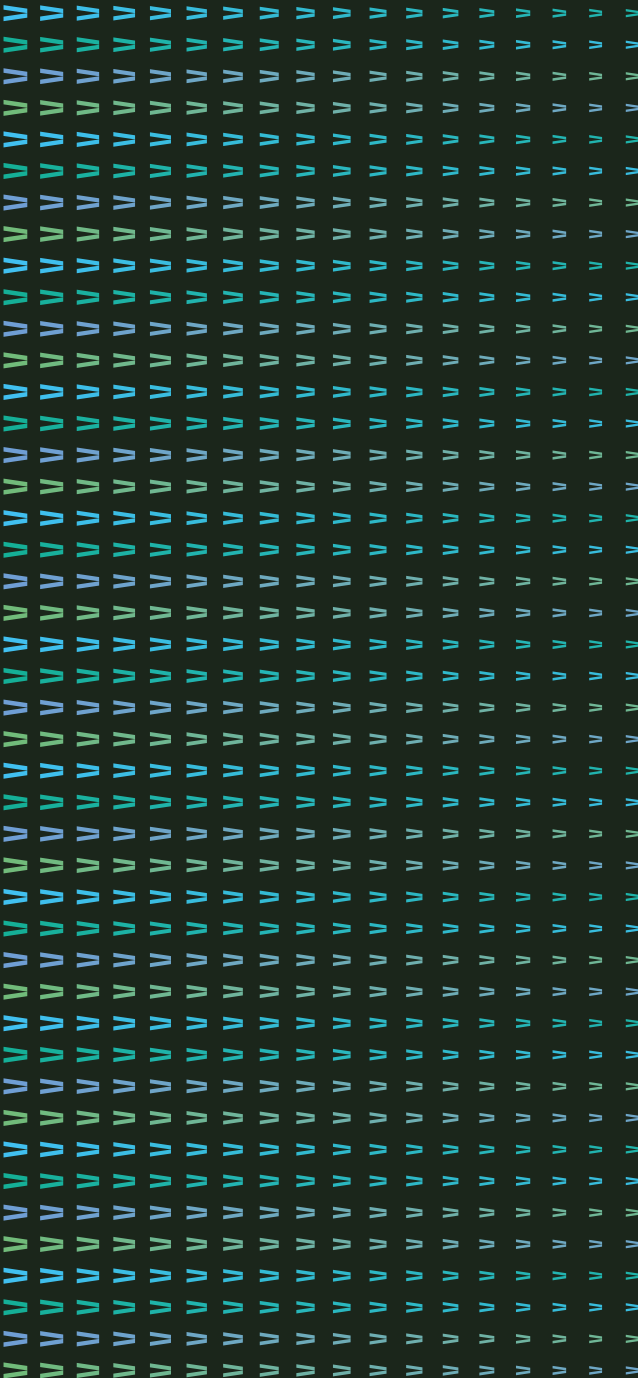




ESG Report

2025

gantner 
salto 
vintia 

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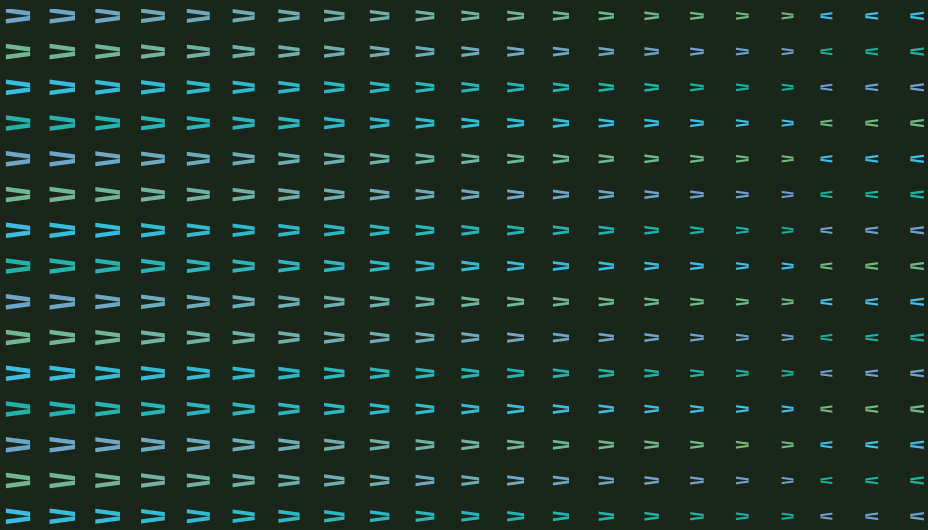
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1.
Letter from
the CEO



1. LETTER FROM THE CEO

When I look back at what we've built together this year, what gives me the greatest sense of satisfaction is seeing the SALTO WECOSYSTEM move forward with purpose and a clear understanding of who we are and where we're going.

2025 has been a year of real consolidation and sustained growth. We have continued to expand our capacity through strategic investments such as Normo—an initiative with clear efficiency and sustainability benefits—as well as the integration of Stentron, now established as our business unit in the Baltic countries. At the same time, we are building on the strong foundations in the markets where we already operate.

From a product perspective, we have launched more than 15 new solutions that address real customer needs, including DLOK, a system that transforms existing mechanical locks without the need for replacement; XS4 Com Igo, our innovative connected intercom system; XS4 One Surface; DBolt Touch IC Outdoors; XS4 Sense; and others. Each product launch represents another step toward our mission: to simplify access in every sense—to places, experiences, and opportunities.

On an organizational level, I want to highlight the addition

of Valerie Morel as CEO of Vintia. Her experience and vision come at a time when Vintia needs to take the next step, and I am convinced that she will do so with the momentum Edwin Hemkes has built over the past few years. Valerie also joins the SALTO WECOSYSTEM Steering Committee, a team that has reached full operational maturity this year.

I would like to pause here because I believe that one of the most important areas of progress in 2025 has been governance. In addition to the Management Committee and the Cybersecurity Committee, both of which had already been fully operational since 2024, we have established a new ESG Committee. This is not a symbolic gesture: it is the mechanism that allows us to systematically address the environmental, social and governance issues that define what we want to be as an organization. The “G” in ESG —governance— is, in my view, the foundation on which everything else is built. Without clear structures, defined responsibilities and rigorous monitoring mechanisms, good intentions remain mere statements. That is why I am particularly proud that we have approved our 2030 ESG Strategy: a plan with a long-term vision, specific goals and the firm commitment of the entire organization.

In this chapter, we have updated our materiality analysis more deeply and with the direct involvement of customers, suppliers, partners, and, above all, the people at SALTO WECOSYSTEM. The priorities that have emerged – greenhouse gas emissions, circular economy, working conditions, product safety, information security, ethics, and transparency – come as no surprise to us, but they do commit us to action.

This year we have also developed and approved the Supplier Code of Conduct, already in the process of being deployed with our main suppliers, because sustainability doesn't stop within these walls – it covers the entire value chain.

Internally, we have launched a new intranet that connects people and locations, and we are continuing to implement a common ERP system across the entire Group.

These are investments in efficiency and culture: when we work in a more integrated way, we respond better to those who place their trust in us. Along the same lines, we have launched the new Salto partner portal, designed to strengthen collaboration and improve the experience of those who build alongside us.

But if there's something about 2025 that I remember with special personal excitement, it's the launch of the SALTO FOUNDATION. This year, we completed the transition from Free2Move toward an effective philanthropy model: greater impact that is structured and measurable. The Foundation's projects are now organized around two major initiatives – Access to Sport and Sport for Change— which reflect our conviction that sport is a powerful tool for social transformation. We take a long-term approach because we believe that real change is built through consistency and rigor. If you would like to learn more about the projects currently underway and the impact they are having, I encourage you to visit the Foundation's website. What you find there will inspire you.

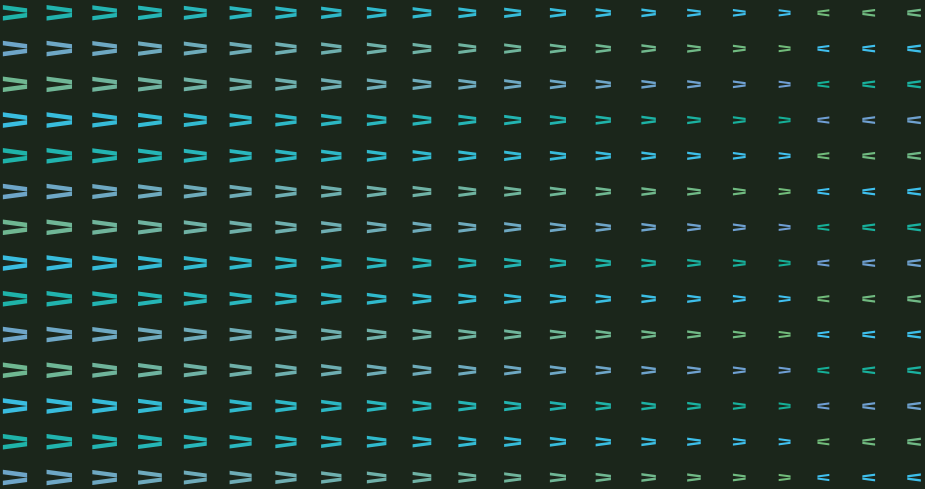
We close 2025 as a stronger, more connected, and more engaged company. But above all, we close the year knowing that the best access we can offer is not just that of a door opening—it is access to opportunities that change lives. That's what moves us. And that's what will keep moving us.

Marc Gómez
CEO





2.
SALTO
WECOSYSTEM



2. SALTO WECOSYSTEM

2.1 History of WECOSYSTEM

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

Over these almost 25 years, and with an organic and inorganic growth strategy, we have managed to position ourselves as one of the main brands on the market for electronic access control technology.

As a result of this growth and with the aim of establishing a common element and a shared spirit by the companies that make up the group, in 2024 the new brand platform SALTO WECOSYSTEM was created, which is defined as the Group of companies of which Salto Systems S.L. is the parent company¹.

¹ Hereinafter, any references to SALTO WECOSYSTEM or the Group shall be understood to refer to the entire group of companies of which Salto Systems S.L. is the parent company.

Under the umbrella of the SALTO WECOSYSTEM brand, three main, independent brands were established to take full advantage of the strengths of each entity: Gantner, Salto and Vintia. Each of them will play a fundamental role in the success and general growth of the organization, while maintaining their own identities and unique focuses.

gantner

It creates reliable and intelligent identification, access and locker solutions that automate and digitize business processes to maximize efficiency and security for organizations.

salto

It develops pioneering facility access, identity management and electronic locking technology that ensures reliable and secure experiences.

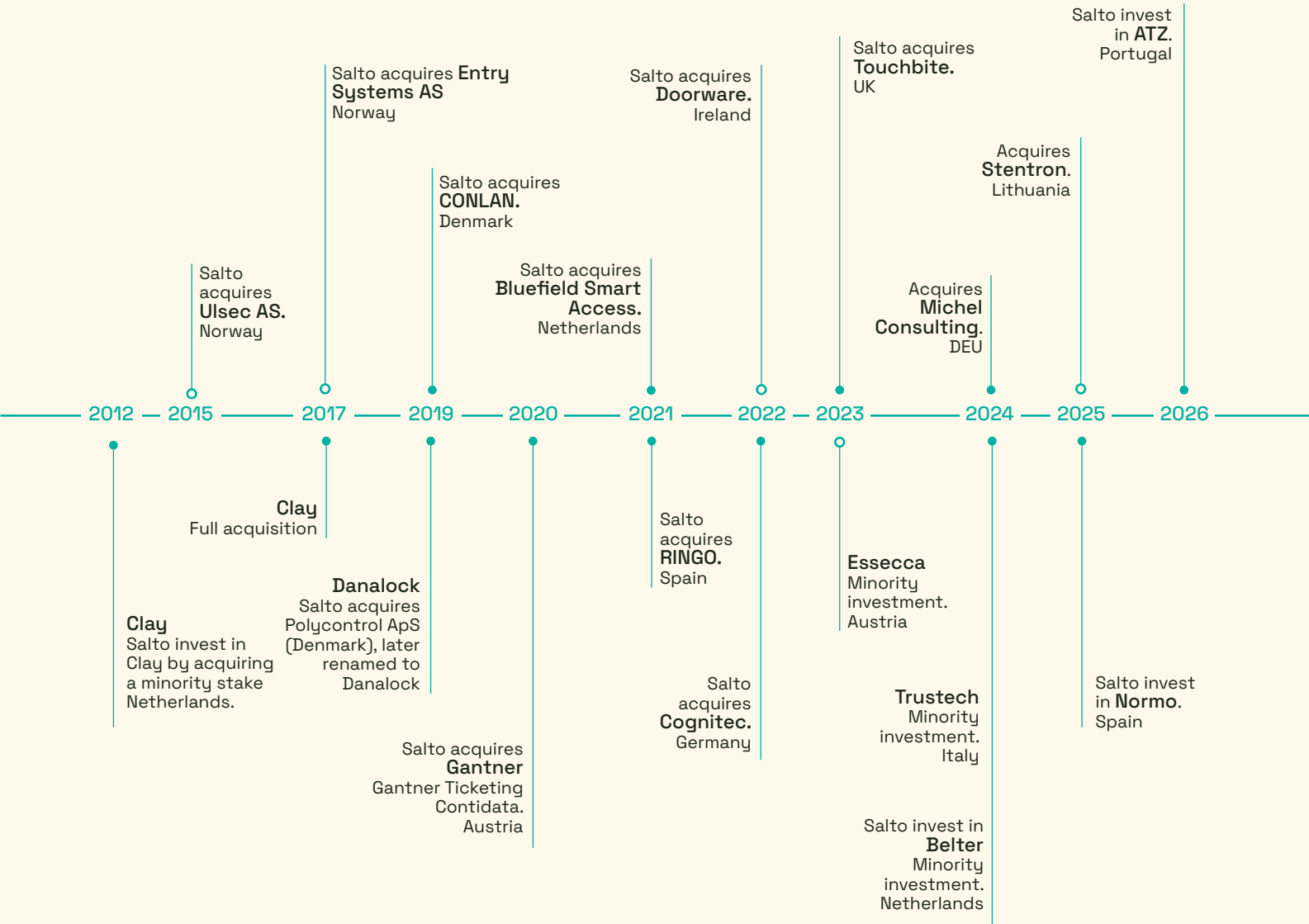
vintia

It creates scalable and comprehensive ticketing, booking, management and payment solutions for the leisure and attractions industry that increase operational efficiency, security and revenue by optimizing customer experiences.

Today, SALTO WECOSYSTEM is made up of more than 1,800 people who carry out their activities in the Group’s three main companies, as well as in the various Business Units established globally.

The main milestones related to the Group’s evolution and inorganic growth are presented below:

- PRODUCT-DRIVEN ACQUISITIONS
- MARKET-DRIVEN ACQUISITIONS



2.2 Values

This long history and experience of SALTO WECOSYSTEM is rooted in the values (WECONNECTORS) that have driven it from the beginning:

Proximity to People



We go above and beyond to understand how we can improve the daily lives of people with smarter access solutions.

Integrity at each Stage



We do not make concessions. Our commitment to creating a positive impact is what drives us to work with honesty and efficiency.

Passion for Innovation



We exceed expectations. Our passion for shared innovation drives us to go beyond the *status quo*.

Collaboration with each Other

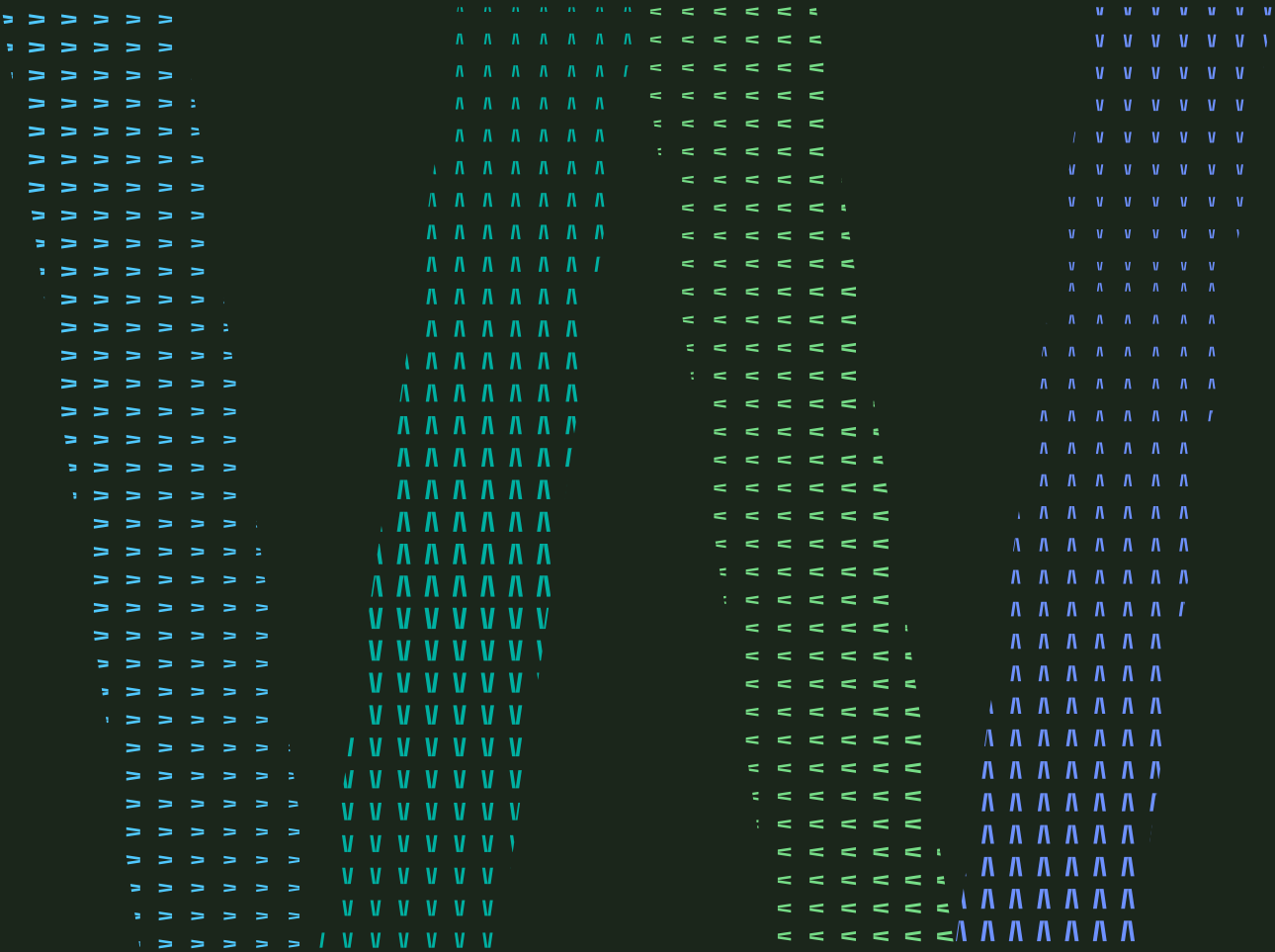


We work as one single team. Together, we design solutions that benefit people and the planet.

Agility in our Thinking



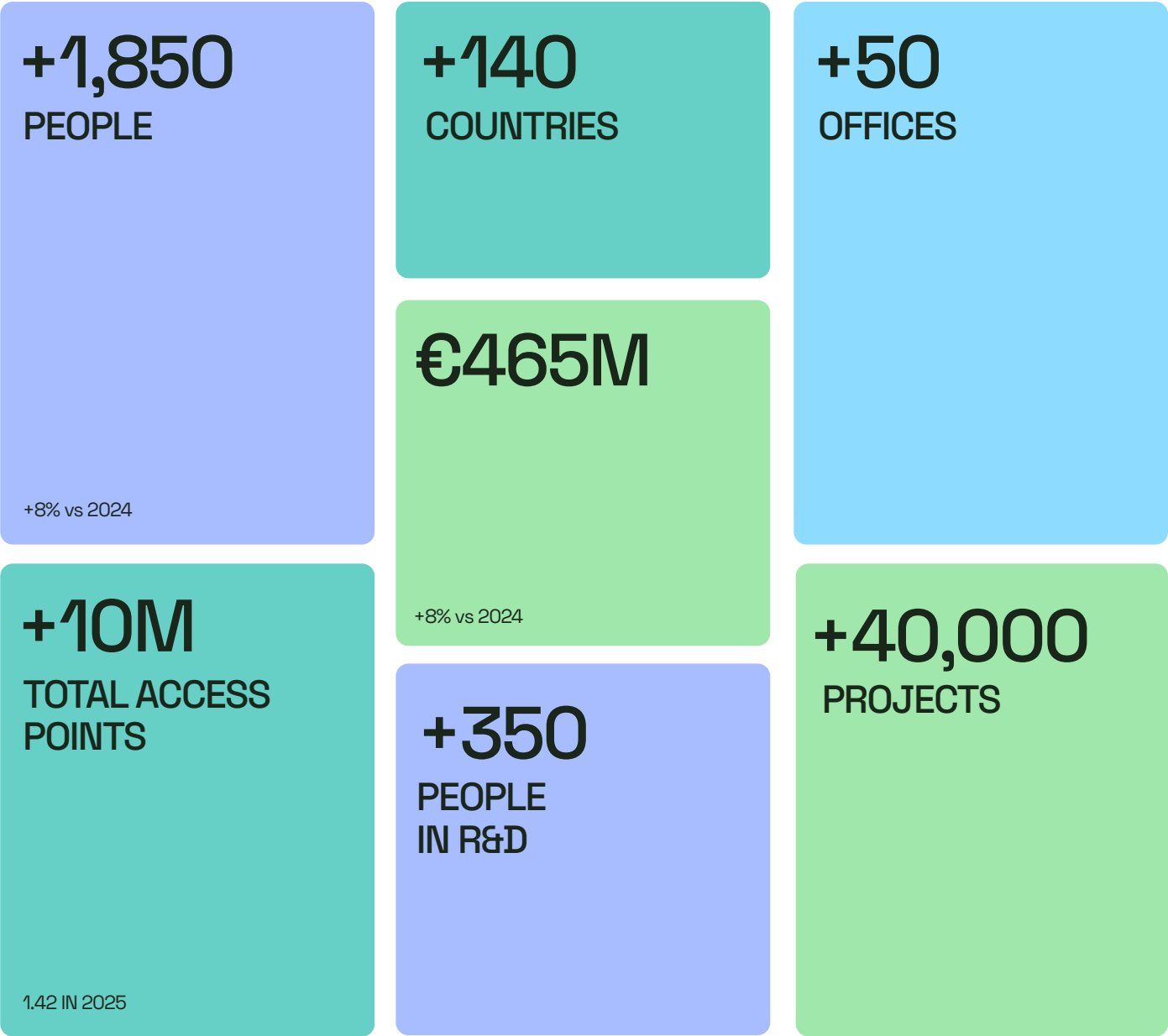
We encourage thinking outside of the box. By openly embracing new challenges, we inspire inventive solutions.



2.3 Key Figures & 2025 Milestones

2025 has been the year of consolidation of the new SALTO WECOSYSTEM brand and a decisive push towards Sustainability (ESG).

In data terms, we can summarize the year 2025 as follows:



Regarding the many initiatives carried out, the following stand out:

> ESG Strategy Approval

During the fiscal year 2025, the Group’s sustainability strategy has been approved and articulated, establishing a structured framework for ESG action with a 2030 horizon. Its development and follow-up mainly falls in the Group’s specific ESG area, which acts cross-sectionally with the rest of the organization’s areas.

The strategy encompasses the three dimensions of sustainability—environmental, social, and governance—and integrates actions ranging from ESG risk analysis and management to concrete initiatives on climate change, social impact, and updating the compliance framework.

> Investment in Normo, Stentron and ATZ

During 2025, the Group has made strategic investments in three companies, reinforcing its commitment to innovation and sustainability.

> **Normo** has developed a universal technology that turns a traditional mailbox into a smart one. This enables the deployment of large-scale smart mailboxes without the need for Internet connection or electric power, solving last-mile delivery problems by minimizing missed deliveries, ensuring 100% effectiveness on the first delivery attempt. Not only does this technology provide a better user experience, it also helps to significantly reduce urban traffic congestion and carbon emissions, two key factors in making parcel delivery in urban cores evolve to smarter, keyless, and sustainable systems.



> **Stentron**, with more than 15 years’ experience in the Lithuanian access control market, has transitioned to operating as the new SALTO WECOSYSTEM Business Unit in the Baltic countries, with the primary objective of developing a strong partner network and accelerating growth in the region through the Group’s full portfolio.

> **ATZ**, a manufacturer of mechanical locks and pipe handles in Portugal, replaces other OEM suppliers located in Asia. This reduces supply chain risk and increases its resilience.

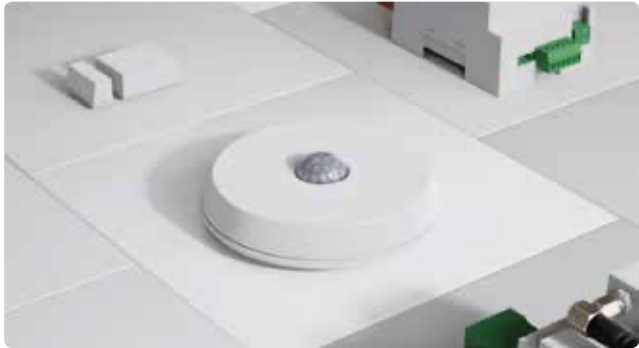
> SALTO FOUNDATION

In 2025, the Salto Foundation was officially incorporated, consolidating itself as the engine of the Group’s social investment strategy. The Foundation has made a direct impact on more than 30,000 people through more than 10 international sporting events, with an active presence in Europe, Africa, India, and Australia. Its four lines of action—adapted sports, community development projects, strategic alliances, and corporate social sponsorship—are articulated around sport as a tool for inclusion and social transformation. Milestones include the 27th edition of the Classic Salto 15K Donostia, with more than 3,000 participants and a 28% growth in female participation, and the participation of Access to Sport athletes in the Paris Olympics. The Group’s economic contribution to the Foundation has amounted to €400,000, supporting a professionalized governance model aligned with the SDGs.



> Launch of Salto XS4 Sense

The intelligent energy management and control platform transforms energy optimization and management into smart buildings. It enables building and real estate managers to improve energy efficiency, achieve sustainability goals, and measure energy savings effectively by leveraging occupancy-based automation and motion sensors.



> New Intranet

Due to the Group’s rapid growth and the inorganic nature of that growth, communication between the companies that make up SALTO WECOSYSTEM has been an area in which much effort has been focused in recent years. In 2025, a new intranet has been launched for all Group companies, a very important step in promoting efficient collaboration, improving internal communication and optimizing processes and workflows.

> New CEO at Vintia

Valerie Morel has been appointed CEO of Vintia, effective November 1, 2025. With more than 20 years of management and board experience, she brings extensive experience in growing global technology companies and is well positioned to continue building on the foundations established by Edwin Hemkes in his seven years as CEO.



> XSperience Center at Vintia Belgium

In 2025, we opened our first XSperience Center in Belgium, a space designed to comprehensively explore the visitor experience through demonstrations, training sessions, user groups and interactive workshops. The center enables interest groups to test and learn about our technologies in a real world environment, promoting innovation, knowledge sharing, and more efficient and sustainable management in the leisure sector.



> Lequaro at Vintia Germany

Vintia has launched Lequaro, an all-in-one cloud platform for pools, spa spaces and leisure facilities, which unifies ticket, booking, access control, and point-of-sale management into a single scalable system. From an ESG perspective, Lequaro drives the digital transformation of public leisure facilities, reducing manual processes, enabling digital ticketing, and improving resource planning through data analysis.



2.4 Structure and organization. Government bodies

The Group’s inorganic growth through the incorporation of different companies has been piloted from Salto Systems S.L. in Oiartzun. Finding a way to maintain the essence of Salto Systems S.L. by enriching ourselves with the culture and best practices of the companies that have joined the Group has been a great challenge in recent years, which we can say we are successfully mastering. A central element of this integration is the design of the Group’s organizational structure. It must facilitate the work of all companies and ensure the deployment of the corporate culture with which Salto Systems S.L. was born, adapted to the idiosyncrasies of each country.

With the creation of SALTO WECOSYSTEM, a new corporate structure has been designed, focused on improving agility, encouraging collaboration and ensuring efficient operations. The organization has three core brands (Gantner, Salto, Vintia) and five global teams (Sales & Marketing, Technology & Innovation, People & Global Services, ESG and Cybersecurity). These global teams form the backbone of SALTO WECOSYSTEM’s operations, ensuring a unified and collaborative approach to the global market.

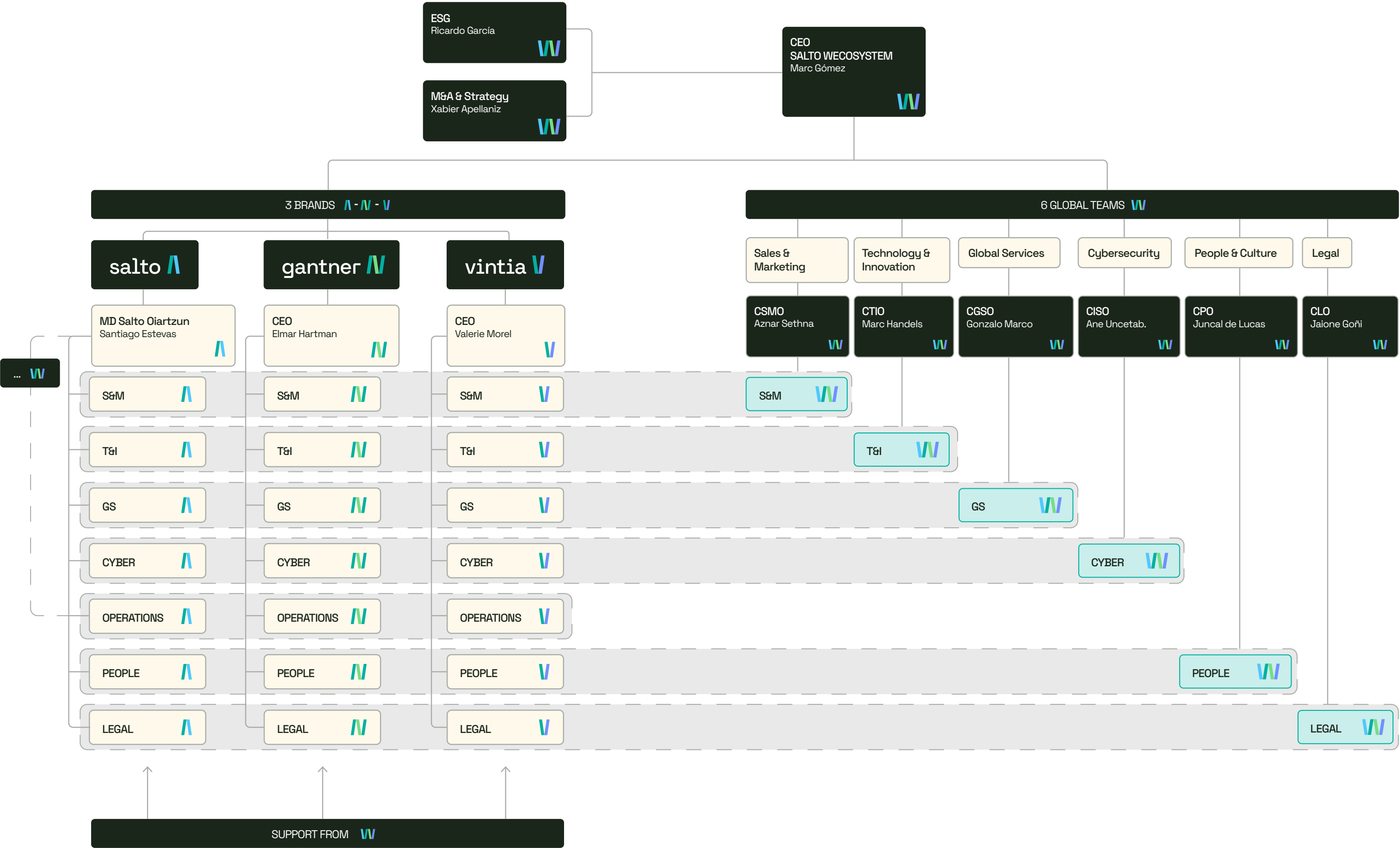
After spearheading the company since its beginnings, in April 2024, Javier Roquero handed over the baton as CEO of SALTO WECOSYSTEM to Marc Gómez, a manager with extensive experience and leadership, who takes on the challenge of guiding the company towards new challenges. Javier Roquero remains connected to SALTO WECOSYSTEM as a member of the Board of Directors and the Strategy Committee.

In 2025, after the first year of consolidation, the teams of the Group’s three main companies have continued to work together not only at the management level but also through the five global teams. In addition, as mentioned above, SALTO WECOSYSTEM has a **Strategy Committee**, whose mission is to oversee the strategic direction of the Group and provide support to the management team in making decisions, and an **Audit and Compliance Committee** in charge of ensuring that the organization operates transparently and efficiently, complying with the legal regulations and standards of the SALTO WECOSYSTEM ethical model.

The day-to-day management of the company has been coordinated by the **Group Management Committee**, made up of 10 people who represent the different companies and functional areas. Female representation on this Committee is 20%.

The Group’s **Board of Directors** comprises 10 people, of which 10% are female.





2.5 Business Model

Our ample presence in the access control market with a very wide variety of products, from electronic access control systems to ticket purchasing systems, allows us to be present in various sectors. **The Group manufactures over 1 million access points a year.**

We have **2 main production plants**, Salto Oiartzun in Spain and Gantner Nüziders in Austria, with **98%** of our products **being manufactured in Europe.**

> **Salto** Oiartzun has over 9,000 m2 of space and a workforce of 431 people. Most of the company’s access control systems are designed and manufactured at this facility.

> **Gantner** Nüziders has a surface area of 5,000 m2 and a workforce of 193 people. It is the production center for specialized keyless access control solutions and electronic locks for lockers.

> In the case of **Vintia**, as a provider of billing systems, staff time-tracking and ticketing management and sales software solutions, it does not operate production plants but rather centers where its solutions are developed.

This productive capacity is complemented with the Business Units located in different countries, whose main activity is commercial and technical services.

With the philosophy of working continuously to improve our products and processes, and ensure

these are in line with market standards as well as guarantee **top quality**, we have our own laboratories, certified management systems and numerous product certifications adapted to each market.

Research and Development (R&D)

At SALTO WECOSYSTEM we feel a deep passion for innovation, which constantly drives us to exceed the status quo. Each Group company incorporates the most advanced technologies and encourages open exchange of ideas, creating an environment where collaboration drives new ways of working and enables us to develop solutions that improve the access experience for people.

R&D is therefore a fundamental pillar for SALTO WECOSYSTEM. It consists of more than 350 experts in various engineering branches working in cross-functional teams, collaborating among the Group companies to develop increasingly advanced, functional, and safe solutions. This dynamic of working cross-sectionally incorporates sustainability as a key criterion at all stages of the process.

In this context, the principles of eco-design have long been incorporated into different developments in the R&D area, especially in those projects where their impact may be more significant. However, the Group is actively working to make this approach a common and fully integrated system across teams. During the design and development phases, progress is made to progressively include environmental criteria—such as energy efficiency, weight reduction or impact of materials and components, increased durability, or end-of-life impact minimization—in order to structurally form part of the product and service design process.



EUROPE

Oiartzun
Nüziders
Ypres
Amsterdam
Bad Fischau
Würzburg

Spain
Austria
Belgium
Netherlands
Austria
Germany

Dortmund
Dresde
Andernach
Cornwall
Aalborg
Harlev

Germany
Germany
Germany
United Kingdom
Denmark
Denmark

INDIA

Ahmedabad

India

Milestones in New Product and Solution Development in 2025

Innovation is an activity inherent in the nature of SALTO WECOSYSTEM. As a result, more than 15 new products or updates were developed in 2025, of which we can highlight the following:

In addition, other products were developed such as: GL7p family BK/GY, GT7 Holder F, BLE.Connect /GAP 7, Design XS, XS4 Original + variants: XS4 Original 3G KPPs and XS4 Original 3G Hilton DK (not yet released), Deadbolt 60 70 (ATZ): Dbolt Touch accessory product, NEO Cylinder modular: NEO cylinder range expansion.



XS4 One S Keypad

An innovative, high-performance electronic lock that integrates with the XS4 One family of products and the SALTO WECOSYSTEM Smart Access Ecosystem. The XS4 One S Keypad is an intelligent access solution equipped with a capacitive and intuitive touch keyboard capable of supporting a huge variety of codes to respond to different use cases.



XS4 One S

A new electronic lock with a square-shaped reader that allows you to expand the product range and meet design needs.



Salto Homelock

Significant improvements in platform stability and solution commercialization, as well as new functionalities applied to the residential industry.



XS4 Com iGO

An innovative connected intercom system that combines the latest in access control with its own platform, transforming access and communication in buildings by integrating an advanced video intercom.



Salto XS4 Face

Our first facial recognition access control solution, which only requires the user's facial features as an access badge, connecting access control and facial recognition technology, offering a more comfortable, fast and secure experience without the need for physical credentials.



DBolt Touch IC Outdoors

The latest version of the DBolt Touch series. The DBolt Touch outdoors is a manual electronic lock solution with a pass-through doorknob and an elegant outdoor touchscreen keyboard reader. It delivers a fully digitalized, modern property that brings together security, access control, property management, and the tenant experience in a single all-in-one smart residential access solution. Now also applicable to exterior doors thanks to its new outdoor version.



Salto XS4 Sense

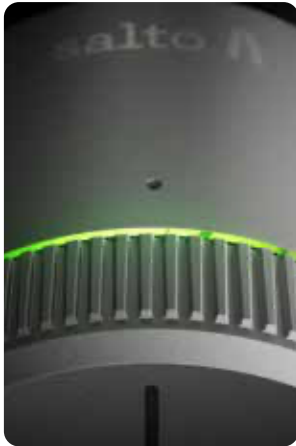
The intelligent energy management and control platform transforms energy optimization and management into smart buildings.

It enables building and real estate managers to improve energy efficiency, achieve sustainability goals, and measure energy savings effectively by leveraging occupancy-based automation and motion sensors.



XS4 Eco Lock

The most advanced battery-powered locker lock with push-button operation. Developed through a joint project leveraging synergies between Salto and Gantner.



DLok

Our new residential lock with the ability to adapt to the existing mechanical lock and powers the use of a mobile key.

2.6 Global presence: Markets

In recent years the Group has experienced accelerated growth while increasing the offering of access control solutions. This has led to SALTO WECOSYSTEM having a direct presence in 45 territories around the world in 2025, specifically:

EUROPE	19	Spain Germany France The Netherlands Switzerland Slovakia United Kingdom	Austria Belgium Ireland Portugal Denmark Norway	Slovenia Czech Republic Italy Poland Sweden Finland	
NORTH AMERICA	2	United States Canada			
LATIN AMERICA AND THE CARIBBEAN	4	Mexico Puerto Rico Chile Colombia Expansion in the Dominican Republic			
ASIA	11	Singapore Hong Kong Vietnam China South Korea India	Japan Taiwan The Philippines Thailand Indonesia		
OCEANIA	2	Australia New Zealand			
MIDDLE EAST AND AFRICA	6	United Arab Emirates South Africa Saudi Arabia Nigeria Qatar Egypt			

Enabling our clients and entities or collaborating companies to access state-of-the-art technologies and find out the latest about the access control industry is a fundamental part of our strategy. With this in mind, XSperience Centers have been set up around the world. In these facilities, both current and potential clients and collaborators can enjoy the SALTO WECOSYSTEM experience by trying out the different products and solutions we offer.

In 2025, the fully renovated, brand-new office of the BU in France and the 100% digital XSperience Center opened.

We currently have XSperience Centers on all 5 continents:

XSPERIENCE CENTER LOCATION LIST
Salto Systems HQs Salto Systems Germany Salto Systems France Salto Systems Netherlands Salto Systems Belgium Salto Systems Ireland - Dublin Salto Systems Portugal - Lisbon Salto Systems Denmark
Salto Systems US - Atlanta Salto Systems US - Nueva York Salto Systems US - Las Vegas Salto Systems Canada Salto Systems Mexico - Cancun
Salto Systems Singapore Salto Systems Hong Kong Salto Systems Vietnam
Salto Systems Australia - Sydney Salto Systems Australia - Melbourne
Salto Systems UAE Salto Systems South Africa Salto Systems Saudi Arabia

Just as we are present in various geographic markets, we also participate in a wide variety of Industries. In 2025, the Group's industries have consolidated into 13 industries in which SALTO WECOSYSTEM will focus its strategies at the global level and across the Group: Hospitality, Residential, Maritime, Critical Infrastructures, Fitness, Retail, Sports Stadiums, Corporate Offices, Accommodation of remote workers, Education, Health, Public and Industrial Sector and Attractions.

In each of them, SALTO WECOSYSTEM offers specific and specialized value propositions, with solutions that adapt to the reality of each industry, combining and integrating the product portfolio of each of the companies that make up the Group.

This global presence addresses the need to support and service an increasingly global client base, which looks to SALTO WECOSYSTEM as a global partner offering

consistently high standards of quality and professionalism anywhere in the world.



Public and Industrial

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

- > Production centers
- > Airports and transportation
- > Government and public sector
- > Mines and remote fields
- > Marine Transport and Logistics



Education

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

- > Universities and Campuses
- > Schools
- > Student residences



Healthcare

We offer solutions that provide the security, protection and flexibility required in healthcare centers. In addition, our antimicrobial plant-ion technology contributes to more hygienic environments.

- > Hospitals
- > Laboratories



Hospitality

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



Retail

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

- > Fast food chains and restaurants
- > Supermarkets and discount stores
- > Gym and Fitness Franchises
- > Banking and insurance
- > Fashion stores



Workspace

Smart access, digital credentials and locker and door management for modern workspaces.



Fitness

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

- > Fitness clubs
- > Physical rehabilitation centers
- > Sports clubs



Sport Facilities



Critical Infrastructures

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



Leisure & Attractions

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

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



Workforce Accommodation



Residential

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

- > Single family homes
- > Various family homes
- > Vital support and lifelong care
- > Vacation home rentals
- >

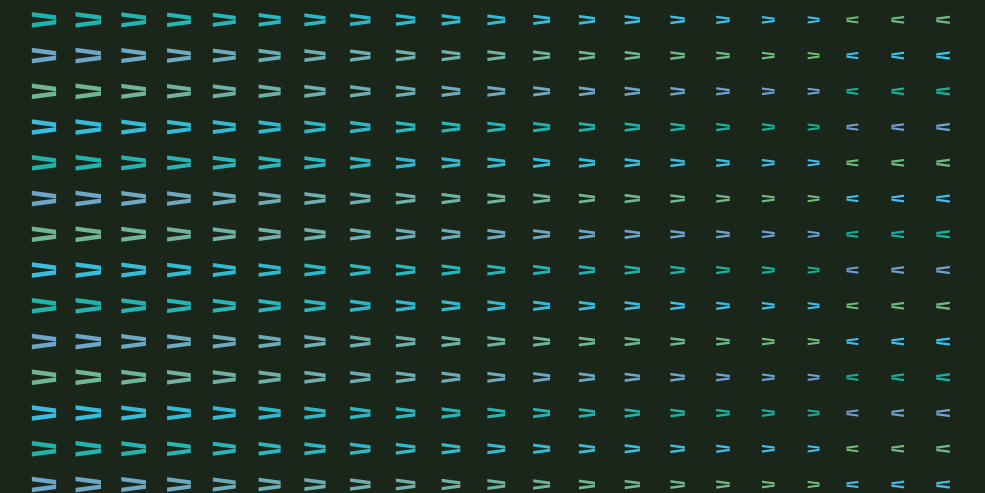


Marine

Salto's smart access solutions bring complete and secure smart access to the maritime industry, streamlining and unifying onboard experiences. They improve passenger safety and comfort and provide flexible, seamless smart access, in line with strict maritime safety and compliance standards.



3. Our Sustainability Strategy



3. OUR SUSTAINABILITY STRATEGY

For several years, SALTO WECOSYSTEM has maintained a strong commitment to sustainability, focusing on minimizing the environmental and social impact of our activities.

In 2020, we subscribed to the Global Compact for the first time, and have made a commitment to align our operations with its 10 Principles, that cover topics such as human rights, workplace safety, the environment and the fight against corruption. In addition, we actively join thousands of companies around the world in implementing actions and business practices that contribute to sustainable development through the 2030 Agenda and its 17 Sustainable Development Goals (SDGs).

The SALTO WECOSYSTEM Sustainability Team is made up of people from different areas such as ESG and Quality, People, Social Initiatives, Finance, Legal, Cybersecurity and Marketing, and in 2024 we created a specific area for ESG at SALTO WECOSYSTEM. We can summarize our sustainability commitment as follows:

3. OUR SUSTAINABILITY STRATEGY

E

ENVIRONMENT

We adopt practices towards minimizing our carbon footprint and emissions by prioritizing energy efficiency and maximizing the use of renewable sources. We also strive to reduce waste and make the most of natural resources.

The design of our products follows criteria that take into account efficiency and circular economy principles, and we actively work to help our main suppliers reduce their negative environmental impact.



S

SOCIAL

We are committed to encouraging talent, professional development and work satisfaction among the staff who are a part of the team. We offer fair working conditions which are complemented by advantages and services the company can provide to contribute to improving the professional and personal situation of each member of the team.

In our work environment, respect, equality, diversity and inclusiveness are fundamental. We want to be an attractive company for the people who develop professionally in our teams.

In addition, we have made an active commitment to our environment and participate in social initiatives and sports activities that contribute to the development of local communities in different countries and regions of the world. Our commitment to adapted sport and paralympic athletes has been developed through the Free2move initiative, and, starting in 2025, it has taken a significant step forward by becoming the SALTO FOUNDATION.



G

GOVERNANCE

We have solid values that highlight the role of the people in the organization and our responsibility towards our clients and society in general.

We care about obtaining a good result, but also about how we manage to do that. Our Code of Conduct guides the way we do business and behave in the communities in which we operate.

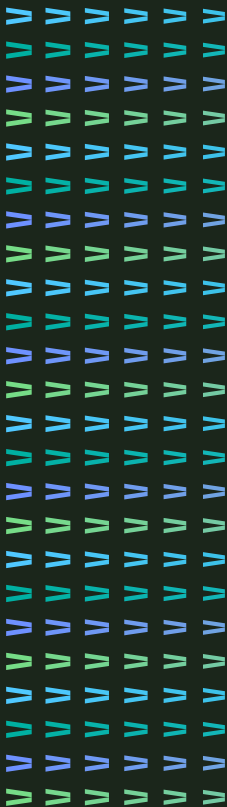
We are also aware of the capacity we have to boost sustainability in our supply chain and, through our responsible purchasing plan, we not only assess the suppliers on this matter, but we also accompany them so they can move forwards positively.





Silver rating in the EcoVadis assessment ranking

As a result of the efforts made in this area in recent years, Ecovadis has awarded SALTO WECOSYSTEM the rating “Silver”, placing its sustainability performance at an 85th percentile compared to other companies in the same sector.



3.1 ESG risks

ESG risk management is integrated with the company’s risk management. Strategic reflections do this by analyzing the risks and opportunities related to our external and internal context, our stakeholders and our processes.

To tackle the main risks we have:

01

Management systems for quality, environment and information security.

03

Analysis of the internal and external parties involved.

02

Management strategies in the areas of markets, product, internal functioning, economic efficiency, customer satisfaction, climate change, and ESG.

04

Dual materiality analysis.

ESG risks

Supply chain

Supply chain risks are addressed from a quality, supply availability and ESG performance standpoint.

We have an acquisitions management and supplier approval process in place to minimize quality and supply availability risks. This process takes into account, among other things, not to be excessively dependent on any specific supplier company. This is done by means of a risk assessment system that includes, in the case of critical suppliers, an exhaustive annual data analysis and regular visits to their facilities.

In 2025, our SALTO WECOSYSTEM Responsible Supplier Code of Conduct was approved, which outlines our requirements and expectations for our

suppliers in terms of Business Integrity, Environmental Responsibility, Human and Labor Rights, and Information Privacy and Security. The roll-out has begun across the Group’s main supplier companies.

At major sites, we also take additional steps to help our supply chain improve its ESG performance.

At Salto Oiartzun, we create an ESG risk map of critical suppliers that helps us focus on companies whose performance in this area we consider to be better. The methodology is described in section 3.7 Sustainable Supply Chain. Likewise, work is being done to expand the risk analysis of suppliers to the entire Group.

At Gantner, all major suppliers have ISO9001 and ISO14001 certification. The supplier agreement includes a commitment to comply with environmental, quality, workplace safety and information security management requirements. It also includes a commitment to ethical behavior in the areas of equality, diversity and working conditions, amongst others.

The group’s rapid growth

The accelerated inorganic growth of the Group carries specific ESG risks, especially during the integration processes of new entities. To mitigate these risks, the Group has established a structured pre-acquisition ESG analysis process, as well as a framework of common corporate policies that ensure consistency in terms of compliance with the Group’s values and standards across integrated entities.

In order to minimize ESG risks across business units, efforts are being made

to gradually integrate them into the Group’s corporate ESG strategy and its quality and environment management systems.

In addition, the Group has initiated the process of adapting to the requirements of the B Corp certification, which reinforces the commitment to integrate social, governance and environmental criteria cross-sectionally in business management, including new-hire entities.

ESG risks

Environmental and an increase in applicable regulation

To identify and manage environmental risks, we have certified management systems that allow us to operate rigorously and anticipate potential impacts. The main production plants, Oiartzun and Nüziders, are certified according to ISO 14001, and their scope is being progressively extended to the other entities of the Group.

Ireland has been the first office to implement an integrated management system according to ISO 9001 and ISO 14001 consistent with the Oiartzun model, and during 2026 the offices in Denmark, Finland, Norway, and Sweden will be incorporated, with certification

scheduled for that same year. For its part, Gantner Germany has achieved ISO 9001 and ISO 45001 certifications, while Vintia, GDR (DigiRest) and Gantner India have achieved ISO 9001 certification. Norway’s offices are also certified as Miljøfyrtårn, a national benchmark in environmental management in the Scandinavian context.

This certification framework provides us with a solid foundation for identifying environmental risks, complying with applicable legislation in each territory, and continuously working on minimizing consumption and improving operational efficiency.

For the first time, we have looked at our climate risks, both physical and transitional, and will incorporate them into our next Climate Change Policy revision.

Related to the loss of talent

The highly specialized nature of our products and markets, combined with socioeconomic factors outside of SALTO WECOSYSTEM, makes the recruitment of highly technically qualified talent one of the most relevant challenges for the Group. To mitigate this risk, we act on three complementary fronts.

First, we empower international work teams with participants from different Group companies, leveraging internal knowledge to generate stimulating projects and career paths that increase both people satisfaction and project success.

Second, we maintain an active relationship with leading talent providers—universities, training centers,

and other schools—by engaging in activities that increase our visibility as an employer and allow us to identify recruitment opportunities early.

Third, we actively work on retaining existing talent, adapting to the needs of our workforce, maintaining fluid communication channels and offering the best possible social benefits at every moment and context.

ESG risks

Geopolitical

In an international context marked by changing policy, armed conflicts, tariff imposition, and regulatory changes on a global scale, the operability of the Group’s companies may be significantly affected. These factors can impact our ability to maintain resilient supply chains, access strategic markets and ensure the security of our operations in certain regions.

To mitigate these risks, the ESG area at SALTO WECOSYSTEM works cross-functionally with other areas of the organi-

zation to ensure a rigorous and up-to-date assessment of the risks associated with our supplier base. This evaluation process is being progressively expanded with the aim of systematically incorporating geopolitical criteria into supply chain management.

Cybersecurity

Information security risk management is a priority for the Group. Its supervision rests with the Security Committee, which periodically monitors the status of risks and the measures implemented to mitigate them. To lead the deployment of the cybersecurity model across entities, the Group has a security structure and governance model articulated across multiple lines of defense.

In order to minimize business impact and ensure continuity of critical processes, security risk analyses are performed on a regular basis within the framework of the Governance, Risk and Compliance (GRC) process. During 2025, progress has been made in integrating the Group into this process, gradually expanding its scope and standardizing

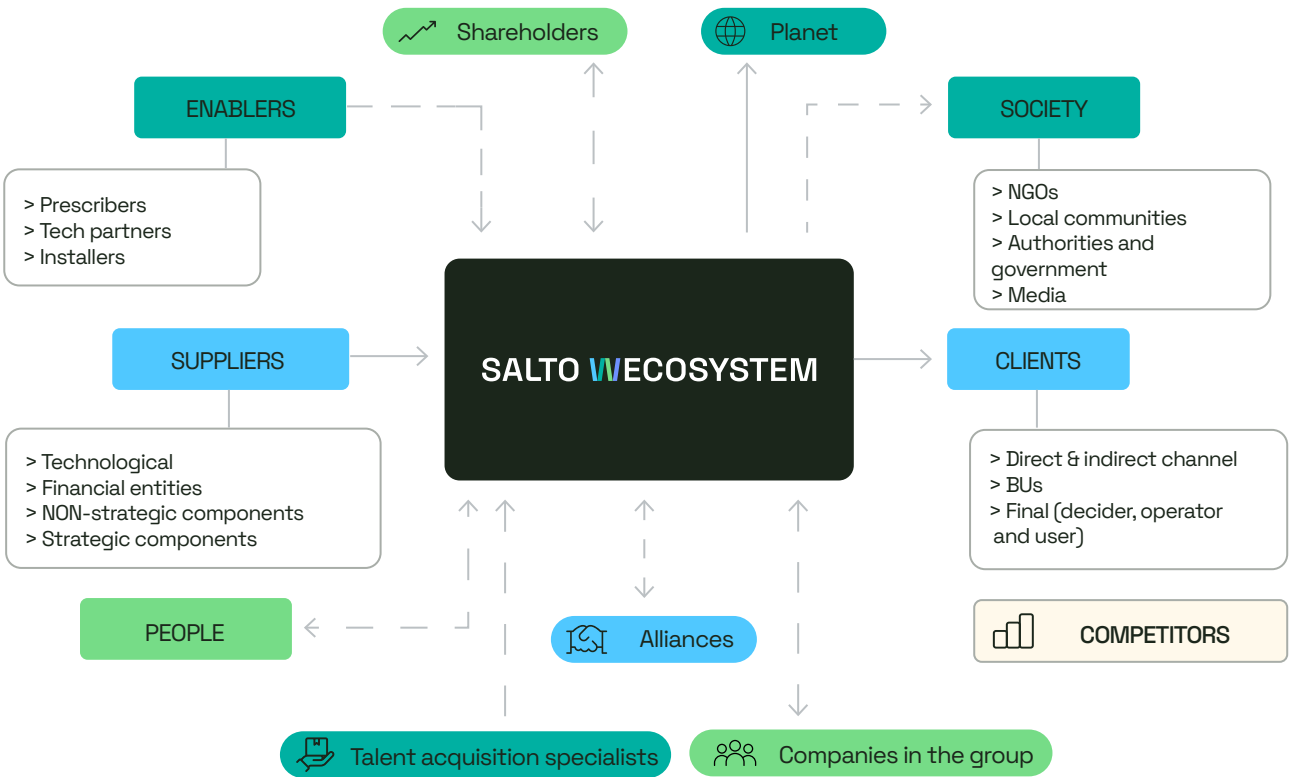
risk assessment criteria at the corporate level.

In parallel, the Group has accelerated the rollout of its Business Continuity Program, promoting the adoption of a common framework for incident management and operational recovery in the event of disruptions.

The robustness of the Group’s security model is supported by international information security benchmark certifications, including ISO 27001 and BSI certification, which accredit compliance with recognized risk management and control standards.

3.2 Dialogue with the Interest Groups

Interest Groups (IGs) are groups of people who have an interest in the SALTO WECOSYSTEM activity, either because it directly affects them, or because they use the information from sustainability reports.



Throughout the year and within the framework of the Group’s consolidation process, collaboration with the IGs was intensified with the aim of strengthening the links between the different entities and aligning expectations on ESG.

One area of special dedication has been the establishment of formal channels and systems of communication with the different IGs, aimed at improving the quality of the dialog and obtaining a deeper knowledge of their needs and expectations.

In this regard, relevant steps have been taken during the fiscal year:

- > The implementation of the new portal for Salto partners (PRM) has been concluded, which allows for more structured and efficient management of the relationship with this stakeholder.
- > For the first time, all SALTO WECOSYSTEM employees, key clients and investors have been consulted directly about their perceptions of the Group’s key sustainability areas. This process is a relevant milestone in the maturity of the Stakeholder engagement model and lays the foundation for prioritization of material issues.

In this vein, as part of the dual materiality exercise carried out during 2025, a structured consultation was carried out with the Group’s main IGs using specific questionnaires designed for each category. In order to ensure the relevance and relevance of the responses, each questionnaire focused exclusively on the sustainability issues—in each dimension E, S and G—previously identified as priority for each IG.

The IGs consulted were classified into two categories:

- Internal Stakeholders:
Group employees.
- External Stakeholders:
Customers, product and service providers, talent providers, shareholders, SALTO WECOSYSTEM investors, and society at large.

The response levels obtained were satisfactory in both categories, lending representativeness and robustness to the results of the materiality exercise.

For internal IGs, 39% of the workforce participated, representing 8 out of 10 countries in which the Group is present (82%).

For external IGs, the overall response rate was 36%, with the following category distribution:

STAKEHOLDER	RESPONSE RATE
Shareholders	75%
SALTO WECOSYSTEM Companies	67%
Supplier companies	57%
Customers	29%
Talent supplier companies	19%
Society	15%
External Total	36%

3.3 Dual Materiality

In 2025, the double materiality analysis was updated, with the first double materiality exercise carried out at the Group level, unlike the previous one carried out exclusively by Salto Systems S.L. At this time, the impacts, risks and opportunities of the Group companies and their value chain were analyzed in more detail.

In addition to the review of the applicable ESG regulations and the starting point of the company, the following activities were carried out:

With this, the financial materiality and impact materiality analyses were carried out, obtaining the following material areas for the Group:

1

Value Chain Analysis

An analysis of the main business activities and relationships of SALTO WECOSYSTEM was performed, including the determination of its value chain. In the case of Upstream Waters, up to Tier 1 suppliers were evaluated.

2

Competitor Analysis

The most relevant ESG topics for major competitors were identified. For this purpose, the available public information on its strategies, its dual materiality analyses and its sustainability reports were analyzed.

3

Stakeholder Consultation

An analysis of the main Stakeholders or Interest Groups for the Group was carried out. Its relevance to the materiality analysis was defined and some representatives from each Group to be consulted were selected.

4

Identification and assessment of IROs in the value chain

In this phase, the main Impacts, Risks and Opportunities (IROs) were defined for each sustainability issue. In addition, each impact was evaluated based on the following criteria: Magnitude, Scope, and Irremediability (for negative impacts only).

MATERIAL AREAS FROM A FINANCIAL PERSPECTIVE	DOUBLE MATERIAL AREAS
GHG emissions in the process (carbon footprint)	Circular economy (+ environmental impact of the product on its lifecycle)
Product safety	Compensation and fair employment conditions
	Corporate ethics and governance
NON-MATERIAL AREAS	MATERIAL AREAS FROM AN IMPACT PERSPECTIVE
	Energy Management and Consumption
	Information security

3.4 Our commitment to the UN’s Sustainable Development Goals

Our commitment to the 2030 Agenda and its Sustainable Development Goals (SDGs) is centered around those areas in which we actively work, both through the Group’s activity and its support of various social initiatives. Thus, the SDGs to which we contribute the most are as follows:

E

ENVIRONMENT

7



Accessible and non-polluting energy

12



Responsible production and consumption

13



Action for the climate

9



Industry, innovation and infrastructure

S

PEOPLE

8



Decent employment and economic growth

5



Gender equality

3



Health and wellbeing

17



Partnerships to achieve goals

G

LOCAL COMMUNITY

10



Reduction in inequality

1



End poverty

11



Sustainable cities and communities

2



Zero hunger

4



Quality education



Some concrete actions taken for each SDG in 2025:

SDG 1	INCLUSIVE SPORTS PROJECTS: Health, Sports, and Equality; Sports Sponsorships: local initiatives and the SALTO FOUNDATION.
SDG 2	SOCIAL INITIATIVE PROJECTS (fighting hunger, support for research in diseases, educational development in developing countries, social integration); local actions and the SALTO FOUNDATION.
SDG 4	Sponsorship of inclusive educational projects in developing countries: local initiatives and the SALTO FOUNDATION. Participating in educational centers and job fairs to promote training in STEM subjects and the incorporation of young people into the job market.
SDG 3	INCLUSIVE SPORTS PROJECTS; Health, Sports, and Equality; Sports Sponsorships: local initiatives and the SALTO FOUNDATION.
SDG 5	Promoting equal and inclusive sports. Drafting of a protocol against sexual harassment and discrimination. Local and global equality plans. Reconciliation measures that favor women’s work and professional development at SALTO WECOSYSTEM. Participation in campaigns that support the empowerment and participation of women in professional and social life.
SDG 7	Promotion of energy from renewable sources. Electricity consumption and other parameters are monitored to reduce inefficiencies and losses.
SDG 8	Guaranteeing the freedom of trade unions, collective bargaining and social dialogue. Promoting youth employment through hiring and internship programs. Guaranteeing permanent contracts and opportunities for promotion and professional development. Integration of diverse capabilities in the workforce.

SDG 9	We are working towards reducing materials and circularity of packaging. We use cardboard and paper from recycling or sustainable forest management. New product designs take into account aspects such as reduced energy consumption, material replacement, reduced material variability, reduced number of parts or their weight, etc. Awareness and training of R&D people to incorporate criteria for eco-design and circularity.
SDG 10	Encourage responsible purchasing through ESG assessments and the Supplier Code of Conduct. Diversity: onboarding people with diverse capabilities into the Group. Drafting of non-discrimination protocols; Code of Conduct that guarantees the defense of human rights. Assure dignified working conditions and salaries for all employees.
SDG 11	Promoting local employment. Promoting purchasing from local suppliers. Sustainable mobility and work from home plans. Promoting public transportation, carpooling, etc.
SDG 12	Environmental Management. Identification and control of our environmental aspects in HQ and other BUs. Promoting sustainable practices among BUs. Awareness-raising news on the intranet, promotion of participation in offsetting projects, suggesting engaging renewable energy companies.
SDG 13	We are working on decreasing emissions from travel: reducing the need to commute (WFH), facilitating the recharging of electric vehicles, app to promote carpooling. Expanding the calculation of our carbon footprint to include emissions from other activities in our entire value chain. Reduction of materials and their circularity in packaging.
SDG 17	Establish partnerships with different organizations to: Promote CO2 offsetting through local projects (Naturklima, local governments). Shared mobility projects. Collaboration with entities and institutions through the SALTO FOUNDATION.

Adherence to the United Nations Global Compact further commits us to its 10 universally accepted Principles on human rights, labor aspects, environment, and anti-corruption.

3.5 Strategy, policy and goals

During 2025, the Group carried out an in-depth review of its ESG strategy, aligning it with the updated results of the dual materiality analysis. This process ensures that the strategic axes respond directly to the sustainability issues identified as relevant from both an impact and financial perspective.

The Group’s ESG strategy is articulated around five axes:

1.

Increase client satisfaction, offering innovative solutions and defining a global ESG strategy.
2.

Improve economic efficiency, maintaining Group growth and supply chain management in a responsible manner.
3.

Improve the performance of our products, giving them more functionality and ease of integration into our platforms, and also improving their environmental impact through eco-design and the latest technology.
4.

Improve our position in the market, by being forward-thinking and facilitating our presence in certain sectors and strategic geographical areas.
5.

Improving the focus on the client, using the support of our partners, strengthening the brand image and offering a response that integrates our solutions.

The strategy, focused on the year 2030, has the following concrete objectives:

- > Achieve Net Zero in 2040, involving the Management in matters related to climate change.

> Establish sustainable logistics and mobility: reduce the intensity of emissions from logistics and mobility by 30% before 2030.

> Bolster information safety management systems in the Group companies: ISO 27001 third-party certification for 100% of the companies developing solutions.

> Lifelong Learning as part of the company culture: all employees at SALTO WECOSYSTEM receive annual training and have basic training in equality.

> People’s well-being: the entire staff has a job-specific risk assessment.

> Support and encourage the development of sports-related activities as tools for social inclusion: at least 1 project per year in this area at locations with a significant billing level.

> Promote low-carbon energy consumption: 100% electricity from renewable sources and reduction of GHG emissions of scope 1+2 by more than 30% by 2030.
- > Circular economy: design products with a lower environmental impact along their entire life cycles, and reduce the amount of waste produced.

> Guarantee sustainability in the supply chain: audit 90% of providers located in high-ESG-risk countries.

> Integrate the diversity of existing abilities: include at least one person with a disability in locations with more than 50 people.

> Measure and improve the experience of each employee during his or her life in the Group.

> Strategic alignment with dual materiality: the ESG strategy has been reviewed and updated based on the results of the dual materiality analysis conducted in 2025, which first incorporated direct consultation with employees, clients and investors. This process has made it possible to prioritize the sustainability issues of greatest relevance to the Group and its Stakeholders, ensuring that strategic objectives respond to both the actual impact of the Group’s activity and the legitimate expectations of those affected by it.

To develop this strategy, we have taken into account the following policies and their corresponding action plans:

E

ENVIRONMENT

Quality and Environmental Policy

Defined in 2020, we are committed to integrating environmental aspects into our activity, comply with the applicable legislation, protect the environment and prevent contamination, continually improving in all areas.

Climate Change Policy

Established in 2023 and aimed at fighting climate change, it structures a series of actions with the firm and common objective of reducing GHG emissions as much as possible by 2040, achieving climate neutrality and showing greater ambition with regards to the provisions of the Paris Agreement and the European Green Pact. To achieve this, we will transform our business over the next decade, adjusting our operations and getting our main suppliers involved, and integrating a global vision of circular economy, reducing the environmental impact in the life cycle of our products.

S

SOCIAL

Health and Safety Policy

Defined in 2019, its aim is to improve working conditions for the Group employees by identifying, assessing and minimizing occupational health and safety risks connected to our activities.

Equality plan

The second version was drawn up in 2023 and is valid until 2026. Its main objective is to integrate the principle of equality between women and men, both in its internal organization and management, as well as in its interaction with the environment and the external agents with which it relates. For the first time, it incorporates actions at an international level.

G

GOVERNANCE

Code of Conduct

Established in 2023, its main objective is the development of values and principles that should govern and guide the day-to-day lives off all those who belong to the Group.

Supplier Code of Conduct

During 2025, the Supplier Code of Conduct has been approved and its progressive implementation has begun, thus extending the Group's ethical framework to one of its key external stakeholders.

Information Security Policy

Valid since 2019, it was developed in order to guarantee adequate protection for the information assets and the products and services the Group provides.

Corporate Policy and Data Protection

Seeks to reinforce the Group's commitment to the protection of the right to privacy and to data protection.

Business Continuity Policy

Its objective is to preserve the continuity of processes and services in the face of disruptive incidents, strengthening the Group's capacity to manage their consequences effectively and guarantee an adequate response that minimizes impact on the business.

Additionally, in order to continue strengthening the governance framework, the Group plans to develop the following policies during the next few years:

> Sustainable Mobility Policy, aimed at reducing the environmental impact associated with professional travel and the Group's fleet of vehicles.

> Responsible Communication Policy, which will establish the criteria for transparency, truthfulness and responsibility in internal and external communications.

> Policy against Lobbying, aimed at regulating and ensuring integrity in relations with public institutions and influencers.

3.6 ESG management

The management of Group ESG matters falls to the area of ESG and Quality, a cross-functional area that operates globally and collaborates with the rest of the areas of the organization based on needs. The person responsible for this area is part of the Group Steering Committee, ensuring that sustainability issues have representation and visibility at the highest level of decision-making.

3.7 Sustainable supply chain

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

In 2025, the SALTO WECOSYSTEM Responsible Supplier Code of Conduct was approved, which outlines the requirements and expectations for our suppliers regarding Business Integrity, Environmental Responsibility, Human and Labor Rights and Information Privacy and Security. In 2025, its rollout began among some of the Group’s main suppliers and we expect that in the coming months 85% of the total purchases and contracts made in the Group will be covered by companies that have accepted this code.

In addition, at the Oiartzun headquarters, we have two other mechanisms to promote the improvement of ESG management in collaborating companies:

During 2025, the ESG Committee was established, a sustainability monitoring and oversight body with representation from the management of the three brands of SALTO WECOSYSTEM. The main function of this committee is to monitor the most relevant ESG issues, ensuring their alignment with the corporate strategy and facilitating coordination between the different business units.

1. ESG Supplier Assessment

The process of approval of critical suppliers performs an assessment of its environmental, societal and governance performance. An ESG Risk Map of these vendors is performed annually with this assessment.

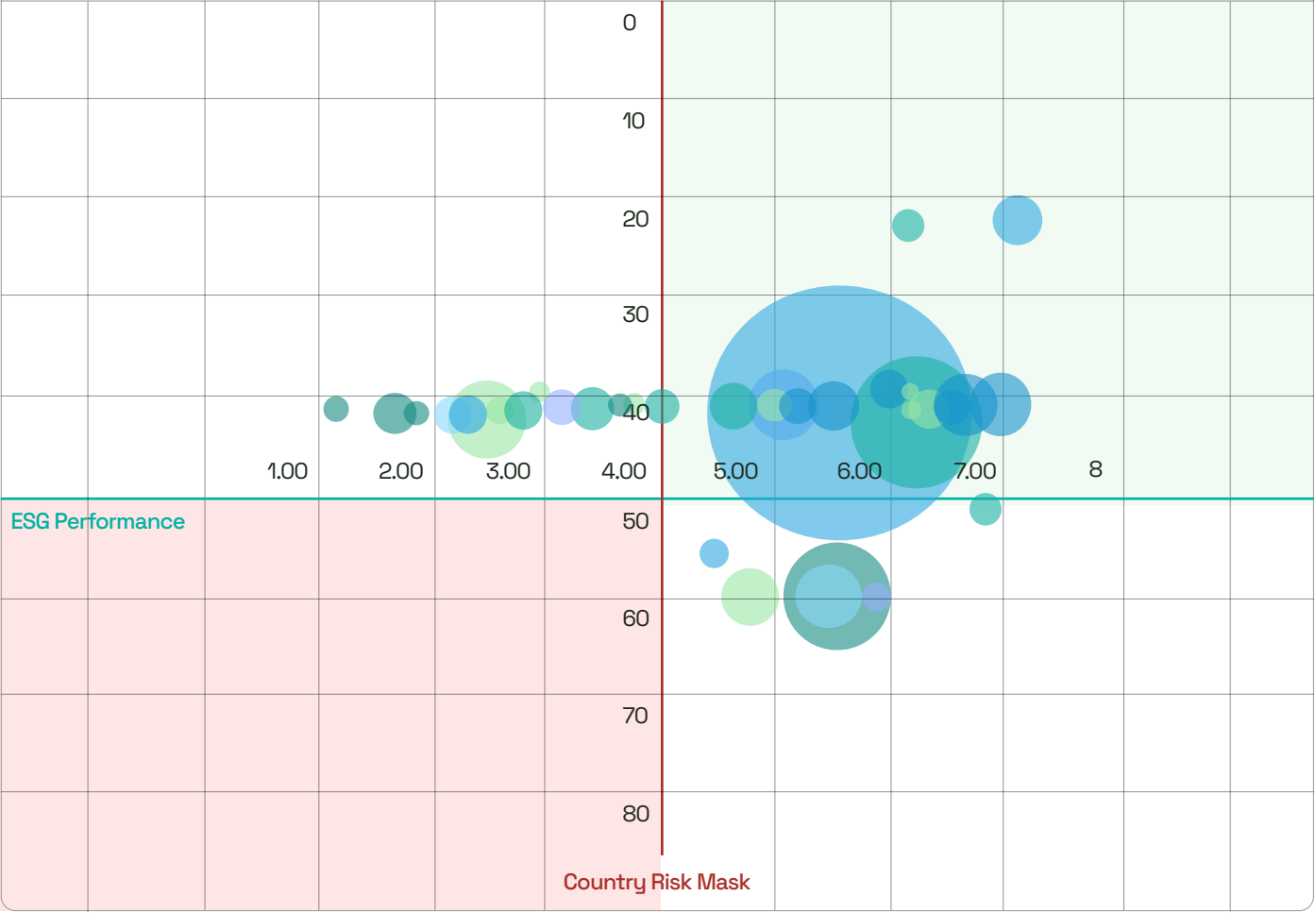
At Salto Oiartzun, we have a methodology based on the combination of different factors (location, sector, management, and ESG performance) to assess the risk level of companies.

Today, critical suppliers accounting for 88% of purchases are specifically ESG assessed, and country risk is assessed for those accounting for 90% of purchases.

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

3. OUR SUSTAINABILITY STRATEGY

> SUPPLIERS RISK MAP



The average level of ESG management by suppliers is 4.47 out of 8.

Once the ESG assessment process of the product suppliers has been consolidated, this will further be extended to other suppliers and to the rest of SALTO WECOSYSTEM.

2. Environmental Guidelines.

In addition to the Responsible Supplier Code of Conduct, any company that works for Salto Oiartzun with the potential to generate significant environmental impacts and which carries out its activities at our facilities receives our environmental guidelines and commits to complying with them.

In the case of Gantner, in addition to the Responsible Supplier Code of Conduct, we ensure that critical suppliers are certified to ISO 9001 and 14001. Nüziders collaborates with them to reduce GHG emissions, mainly those related to logistics operations. Additionally, all companies are assessed on ESG matters during the supplier selection process and are subsequently reviewed through random audits.

Commitment to local suppliers

Since its beginnings, SALTO WECOSYSTEM seeks to prioritize suppliers that are located in areas close to our plants. The objective of this is twofold: on the one hand, supporting the local economy, and on the other, minimizing GHG emissions due to transportation.

The percentage of purchases from nearby suppliers has thus increased in the last 3 years, and for all companies except Gantner, the % of purchases in Europe has increased.

	% of total purchases - Spain		% of total purchases – Europe	
	2024	2025	2024	2025
GROUP	58.9%	50.7%	75.3%	81.6%
Salto Oiartzun	66.4%	68.0% ²	89.4%	92.0%
Offices (BUs)	58.9%	58.5%	85.9%	88.19%
Gantner Nüziders	NA	NA	29%	28.1%
Vintia	NA	NA	7.7%	9.0%

(2) 40.5% of supplier purchases from Salto Oiartzun were from companies in the Basque Country

3.8 Commitment to the Region

In 2025, the direct economic value generated and distributed by SALTO WECOSYSTEM amounted to €464 million.

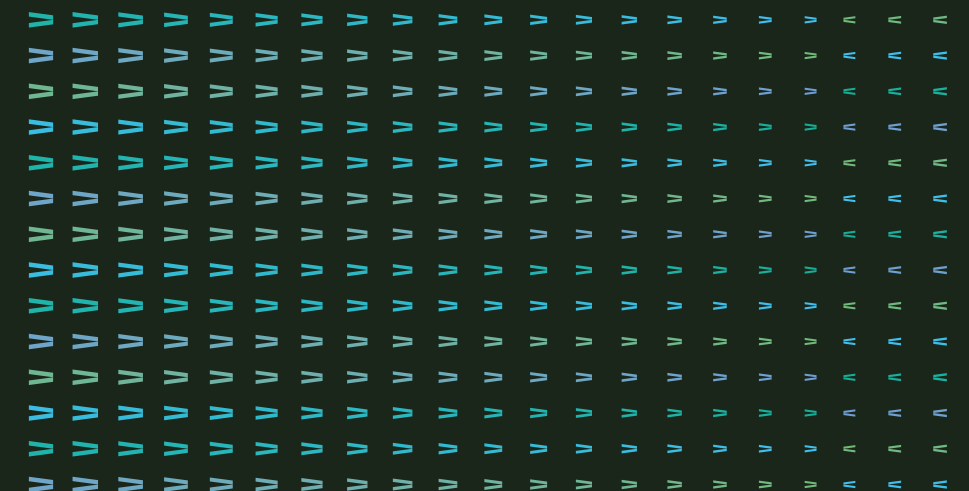
The direct economic value generated and distributed serves to identify where revenue generated in the year is allocated. In 2025 of total revenue more than 84.4% was used to cover the costs generated by the activity. These expenses include operating costs and the payment of employee wages and benefits. Operational costs include purchasing raw materials and components, paying rent, and contracting services from outside companies. Finally, 11.7% was retained for the Group’s future growth.

In addition, grants of €775,500.07 were received, 69% for Salto Systems S.L. in Oiartzun for training, staffing, sustainability and R&D activities. All other grants were awarded to the Salto BUs by governments in different countries.

Commitment to the SALTO WECOSYSTEM territory is also channeled through other measures to support social initiatives in the communities in which we are established. We invested €0.56 million of our benefits through various programs managed primarily by the SALTO FOUNDATION in 2025.



4. Environmental Commitment



04. ENVIRONMENTAL COMMITMENT

“We are focusing our efforts on reducing our impact with a particular emphasis on the circularity of our processes and products.”

Compliance with our environmental commitment is articulated around three main lines of action:

- > Integration of environmental behavior across the value chain. We incorporate criteria for respecting the environment from the design and manufacture of our products to the way people act and make decisions in their day-to-day lives, promoting a cross-sectional environmental culture across the organization. This shows the active participation of some BUs in local emissions offset projects, as well as initiatives linked to World Environment Day.
- > Investment and allocation of resources with impact criteria. We incorporate environmental and sustainability criteria in the valuation of investments and projects, considering their impact on both the value chain and the environment in which we operate.
- > Certified environmental management systems. We have environmental management systems aligned

with the international standard ISO 14001:2015 at facilities with relevant environmental impact. The implementation of this system continues to be progressively extended to the Group’s business units: Ireland was certified in 2025, the Nordic countries—Denmark, Finland, Norway, and Sweden—are expected to be certified in Q1 2026, and the U.K. has begun the process. It should be noted that Norway also has the Miljøfyrtårn certification, a benchmark environmental recognition in the Scandinavian context. Environmental awareness is growing notably at all levels of the Group and in all geographies in which we operate.

4.1 Key Figures & 2025 Milestones

On environmental issues, 2025 can be summarized as follows:

	2025	Objective
Energy intensity ¹	-19.0%	-32.5% kWh/€ by 2030
Renewable electricity ²	83.7%	100% by 2030
Net emissions ⁵	27,037 metric tons of CO ₂ eq.	0.00 ton eq. CO ₂ by 2040
Intensity of the emissions	-5.5% kg CO ₂ eq/Vol sales (€) ³	-40% kg eq. CO ₂ /sales vol (€)
Sales with EPDs on the sales total	54% of the sales with EPDs	90% of sales with EPDs
% of recycled material in product	approximately 30% ⁴	33% by 2030
% of recycled material in packaging	97%	100% in 2030
Intensity of waste generated	452.0 kg/€M	<400 Kg/ M€
Intensity of water consumption	3.5 m ³ / person	< 2.9 m ³ / person

1 Includes power consumption in fixed installations. Base year 2022.
2 In installations controlled by SALTO WECOSYSTEM
3 We took 2023 as the reference year as the verified footprint is available
4 Approximate data assuming the best conditions; the variability of the products and the complexity of their composition means that the calculation of this % has to be taken with caution.
5 Total emissions, with reduction measures applied, subtracting offsets.

Milestones

During 2025, we have taken several actions to advance environmental sustainability. Here are the most important:

> Environmental improvements in products. We have advanced eco-design and the circular economy through several initiatives: the Second Life project to extend the life of major products, the launch of XS4 Sense aimed at energy efficiency in hotels, the launch of Neo Modular that prioritizes repair over replacement, the elimination of physical software cards in favor of virtual versions, and the incorporation of lockers without cable or battery through participation in Normo.

> Packaging improvements. Gantner has made progress in reducing plastic in packaging, replacing it with paper alternatives, and standardizing cardboard packaging. The collected cardboard is recycled directly to a local plant 10 km away, and a Europallet return and exchange system has been established with the main carrier.

> Improvements in sustainable mobility. Various measures were put in place to reduce emissions associated with mobility, including the unification of schedules to promote carpooling, bicycle use campaigns, the progressive replacement of combustion vehicles with electric or hybrid alternatives, and the Digital First initiative to reduce travel by holding meetings online.

> Improvements in energy efficiency. Measures were implemented at several Group facilities, including the installation of solar panels in Gantner Germany, the installation of a high-efficiency compressor in Oiartzun and various lighting and HVAC improvements in DigiRest.

> Advance Carbon Footprint measurement. The quality of the category 1 data of Scope 3 has been significantly improved, representing 78% of the Group's total footprint. Thanks to the work done in ACV, it has been moved from an expense-based method to

a mass-based method for the main categories of goods purchased. The analysis reinforces the need to act on materials consumed, transportation and staff mobility.

> Responsible Supply Chain. The Responsible Supplier Code of Conduct has been approved at the SALTO WECOSYSTEM level and its deployment has been initiated. In addition, we have participated as speakers in conferences to promote ESG management among local suppliers (Fabrika Inguru+).

> Participation in sustainable innovation platforms. At Gantner, we actively collaborate on technology platforms such as WISTO and Platform V, aimed at making our products more sustainable and promoting the circular economy in the sector.

> Naturklima certification for our participation in the Gipuzkoa Voluntary Carbon Fund, an award we also received in 2024, that reflects the continuity of our commitment to emissions compensation locally.

> Sustainable Company Award from El Diario Vasco, a recognition that seeks to see and value the binomial sustainability – competitiveness among companies in Gipuzkoa.

4.2 Action for the Climate: Climate Change Strategy

Climate Change Policy

The SALTO WECOSYSTEM Climate Change Policy is articulated around 5 pillars that guide our environmental improvement actions for the coming years:

1

Governance for carbon neutrality

To achieve net zero emissions in 2040, a solid governance structure that manages climate change must be established.

2

Low carbon energy consumption

We managed to reduce emissions related to energy consumption by monitoring consumption and environmental conditions, applying energy efficient measures and changing to renewable energy sources in those installations we can control. In this way, the electricity consumed is now 100% renewable in industrial plants.

3

Sustainable logistics and mobility

We work on reducing the impact of the organization's logistics and mobility by promoting low-carbon means of transport, improving logistics and changing habits.

4

Sustainable purchasing

We focus on purchases from local companies as far as possible, and we carry out actions to promote responsible practices among our closest suppliers. The aim is to accelerate this traction, with the commitment and collaboration of the entire value chain.

5

Circular business and products

We are training and raising awareness among our R&D personnel and other areas on circular economy and eco-design, in order to incorporate environmental enhancements in our products. But we want to take a leap in achieving a significant change in our products and business models.

For each of these pillars, specific goals and objectives were set in line with European policies:

Indicators	NEW VERIFIED BASELINE (2023)	Objective	2024	2025
Emissions Scope 1 (Intensity): metric tons of CO ² /€M	3.17	2.11	3.30	3.25
Emissions Scope 2 (Intensity): metric tons of CO ² /€M	0.54	0.36	0.49	0.44
Emissions Scope 3(Intensity): metric tons of CO ² /€M	57.81	49.14	59.16	54.66
Emissions Scope 1 (Absolute): metric tons of CO2	1,332.06	887.15	1,410.11	1,507
Emissions Scope 2 (Absolute): metric tons of CO2	224.99	149.84	212.58	205.64
Emissions Scope 3 (Absolute): metric tons of CO2	24,271.00	20,630.35	25,247.00	25,323.56

In addition, for each of the pillars, objectives (19 in total), specific goals and a complete reduction plan were established and registered in the Carbon Footprint Registry of the Spanish Ministry of the Environment.

The main objectives of this policy have been captured in our ESG Strategy and are as follows:

Objective	Progress 2025
0.1.1.- Achieve Net Zero in 2040	Reduction plan being implemented. 2% reduction in absolute emissions in 2025 compared to the base year.
0.2.1.- 100% renewable electricity by 2030	In 2025, 83.7% of electricity (Scope 2 and self-generated) is renewable.
0.2.2.- Reduce scope emissions 1+2 by 33% by 2030	Combined Scope 1+2 emissions we are 10% above the base year due to the increase in Scope 1.
0.3.1.- Reduce emissions derived from logistics and mobility by 30%	While emissions from Scope 3 categories 6 and 7 are being reduced, those from category 9 have increased markedly.
0.7.1.- Ensure the sustainability of the SALTO W supply chain.	> 85% of suppliers in HIGH-risk countries have signed the Code of Ethics (version prior to 2025) or have been evaluated on ESG issues.
0.5.1.- Design products with a lower environmental impact throughout their lifecycle.	54% of product sales have Lifecycle Analysis (ACV) verified in 2025.
0.5.2.- Foster and promote circular business models, optimizing and extending the lifecycle of our products and reducing the amount of waste generated.	In 2025, the Second Life project was launched that will allow the recirculation of raw materials in the value chain.

The annual review of the Climate Change Policy has allowed new actions to be incorporated that reinforce and update the plan. At the same time, a special effort is being made to disseminate and deploy it throughout the Group, with the aim of ensuring that its principles are known and applied at all levels of the organization.

Climate risks

At the end of 2025, we conducted our first climate risk analysis of SALTO WECOSYSTEM, a relevant milestone in the maturity of our climate change management and in meeting the reporting requirements in this area.

The analysis encompasses two risk categories:

> Physical risks: nine climate risks were assessed in three global warming scenarios: the current scenario (1.2°C), a short-term scenario aligned with the Paris Agreement objectives (1.5°C by 2030) and a higher-heating medium-term scenario (2°C by 2050). Climate models have been developed to assess the exposure of the main Salto locations and facilities to each of these risks, applying damage functions to quantify the associated potential financial impact.

Physical risk exposure is low except for flood risk at one of our plants, which already has preventive measures in place to avoid damage.

> Transition Risks: three transition events have been evaluated under two scenarios: the “Net Zero Emissions” scenario and the “Delayed Transition” scenario. The assessment has been performed qualitatively using recognized scenario modeling tools, complemented by quantification based on case-specific carbon pricing methodologies.

The main risks are related to a possible increase in the cost of raw materials that we will address through the reduction of consumption and circular economy.



Emissions

SALTO WECOSYSTEM production processes do not include any activities classified as potentially atmosphere polluting.

Our main emissions are therefore greenhouse gases (GHGs) and we therefore closely monitor our carbon footprint. We currently calculate the full Scopes 1 and 2 as well as all relevant categories of Scope 3.

Since 2023, we have verified the organization’s carbon footprint under the GHG PROTOCOL reference scheme, by the entity accredited by ENAC European Quality Assurance (EQA). This ensures that the information declared is accurate, complete, transparent, and free from errors or omissions.

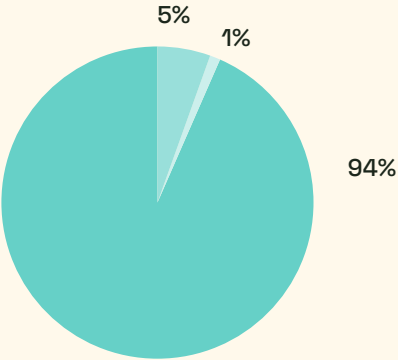
In 2025, the total GHG emissions derived from the Group’s activity have been 27,036.93 metric tons of CO2 eq. As can be seen in the graph, 94% of emissions are derived from scope 3. Specifically, 33% corresponds to emissions derived from the goods and services acquired and 31% to the transportation of our products downstream.

In 2025, the quality of the data for the consumption of the main components and sub-assemblies of our products has been improved from the databases incorporated in the Lifecycle Analysis tool LCA for Experts (former GaBi). Therefore, emission factors based on economic spending have been changed to factors based on materials and purchased mass. These emissions account for 33% of SALTO WECOSYSTEM’s total footprint.

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

Breakdown of emissions by scope

- Scope 1
- Scope 2
- Scope 3



4. ENVIRONMENTAL COMMITMENT

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

Scope 1 and 2 Emissions	2023*	2024*	2025	Variation vs. 2024	Variation vs. Base Year
Scope 1 (Tn CO2e)	1,332.06	1,410.11	1,507.73	+6.92%	+13.19
Scope 2 (Tn CO2e)	224.00	212.58	205.64	-3.26%	-8.20%
TOTAL Scope 1+2 (Tn CO2e)	1,557.04	1,622.69	1,713.37	+5.59%	+10.04%
TOTAL INTENSITY Scope 1+2 (Tn CO2e / €M)	3.71	3.80	3.69	-2.89	-0.54%

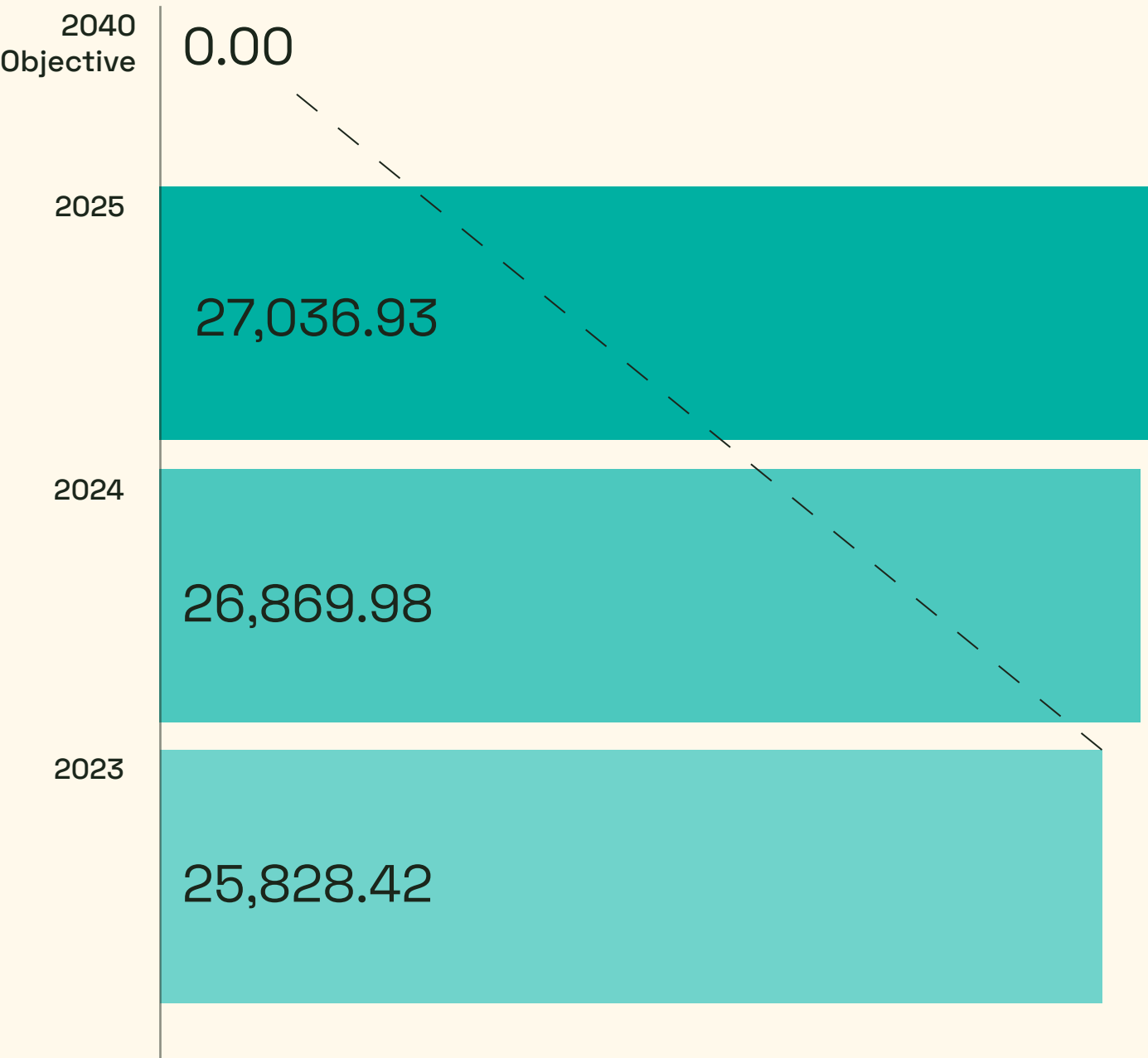
Carbon Footprint verified by EQA

Category Scope 3	Emissions Ton CO2e				
	2023	2024	2025	Variation vs. 2024	Variation vs. Base Year
Category 1 Purchased goods*	11,354.66	9,981.72	8,839.47	-11.44%	-22.15%
Category 2 Capital goods*	1,258.39	886.12	1,449.64	+63.59%	+15.20%
Category 3 Energy-related activities	392.36	436.32	449.85	+3.10%	+14.65%
Category 4 Transport of goods and services*	2,176.21	2,132.17	1,147.11	-46.20%	-47.29%
Category 5 Waste	5.05	1.36	8.12	+497.06%	+60.79%
Category 6 Business travel	1,290.51	1,445.94	1,373.92	-4.98%	+6.46%
Category 7 Employee commuting	816.31	851.78	862.30	+1.24%	+5.63%
Category 8 Leased goods	182.23	194.44	149.96	-22.88%	+17.71%
Category 9 Transportation and distribution*	4,290.55	6,880.30	8,278.32	+20.32%	+92.94%
Category 11 Use of products*	1,677.35	1,631.83	1,851.28	+13.45%	+10.37%
Category 12 End-of-life of the sold products*	827.77	805.30	913.60	+13.45%	+10.37%
Scope 3 Absolute Total (Tn CO2e)	24,271.38	25,247.29	25,323.56	+030%	+4.34%
Scope 3 Intensity Total (Tn CO2e/€Mill)	57.81	59.16	54.47	-7.91%	-5.77%

*Calculated for our main production plant in OIartzun, Spain.

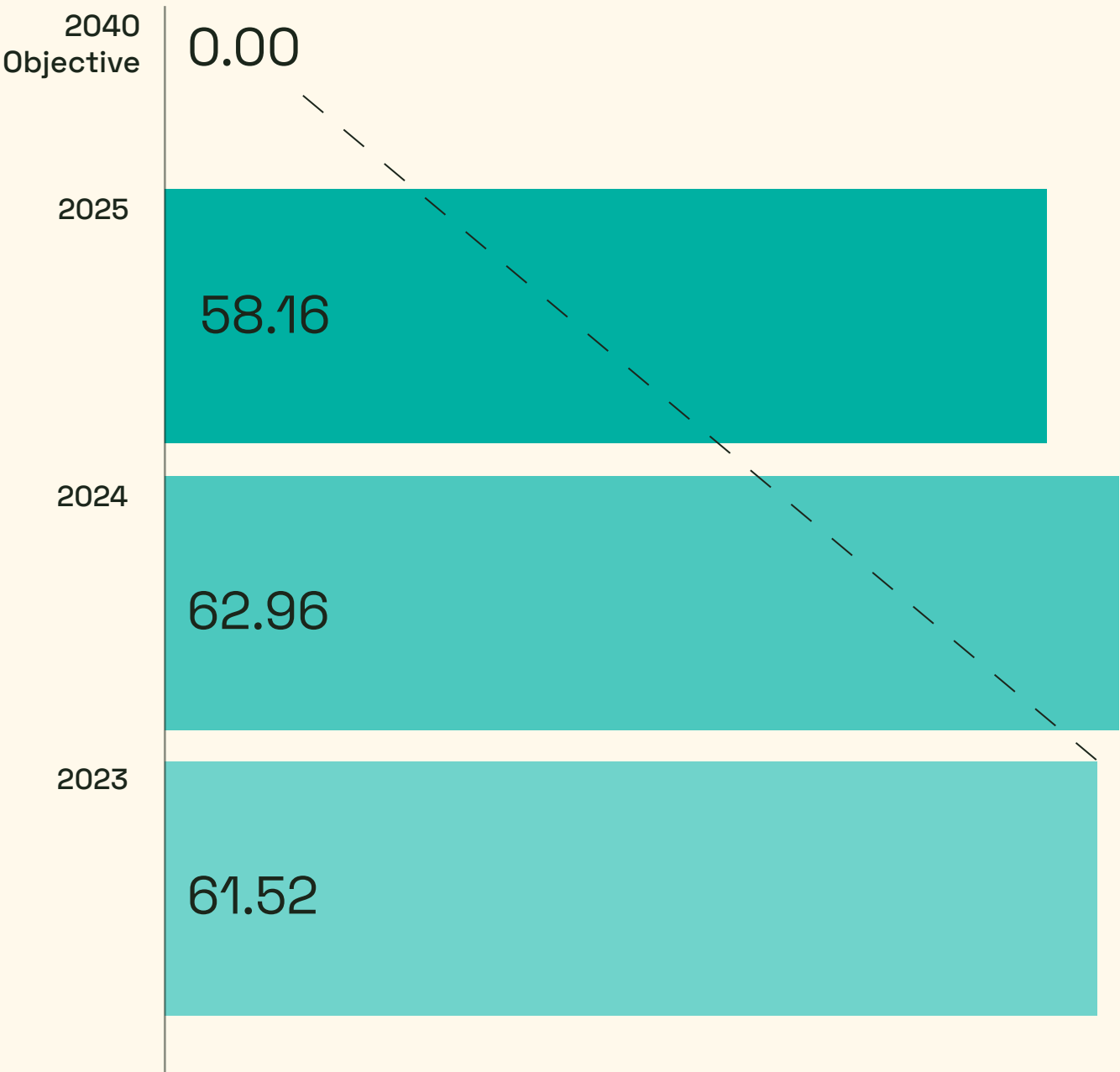
Scopes 1, 2 and 3

Total emissions (Ton CO₂e)



Scopes 1, 2 and 3

Emission intensity (Ton CO₂e/€M)



As can be seen in the table and graphs, the category of “Purchased Goods and Services” represents 33% of the total footprint and the category of Downstream Transportation represents 31%.

In order to address those categories over which we have the greatest control, during 2025 the following actions have been taken:

- > Recalculation of the footprint of the main raw materials and components from an expense-based method to a much more accurate mass-based method. We have used a third-party audited Lifecycle Analysis database to do so.
- > Promoting sustainable mobility, advancing the decarbonization of company cars.
- > Seeking models to increase the circularity of our products.

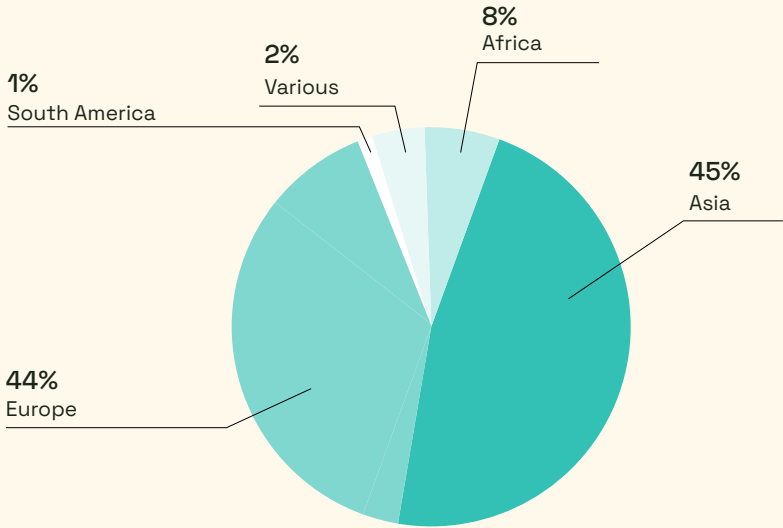
Furthermore, to influence the management of our path towards Net Zero, we differentiate emissions between:

- > Corporate, understood to be those that are not directly linked to the LCA of the product: Scope 1, Scope 2 and categories 3, 5, 6, 7 and 8 of Scope 3.
- > Related to the LCA of the product: Categories 1, 2, 4, 9, 11 and 12 of Scope 3.

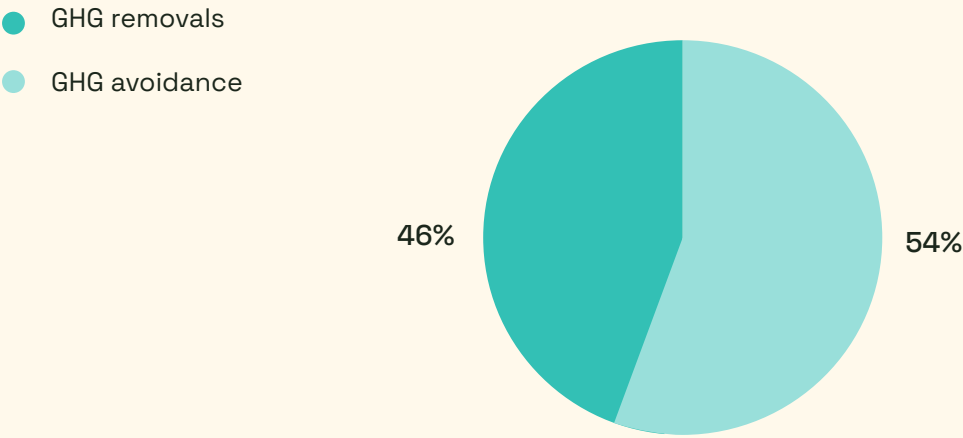
During 2025, 100% of “Corporate” emissions associated with the carbon footprint of 2024 were offset, totaling 4,552.59 metric tons of CO2 eq. We remain focused on seeking a significant reduction in product LCA-related emissions before proceeding to offset.

79.5% of companies and BUs were responsible for offsetting their emissions on projects that are supported by recognized organizations or certificates.

Compensation projects 2025
by continent



Compensation projects 2025
by type



SALTO WECOSYSTEM’s main activity is not considered eligible a priori among the activities of the European Climate Taxonomy.

4.3 Sustainable production

Energy

Advancing energy efficiency and renewable energy use is critical to reducing our greenhouse gas emissions and meeting the commitments set forth in our Climate Change Policy.

During 2025, we carried out energy efficiency improvements at several Group facilities, which are in addition to the initiatives implemented in previous years and consolidate a trend of continuous improvement:

- > In Oiartzun, replacing the two old compressors with a new, more efficient unit has reduced energy consumption associated with the plant's compressed air systems.
In addition, the batteries in the server room temperature sensors have been replaced, improving the monitoring of environmental conditions in this critical facility.
- > At Gantner Germany, the installation of solar panels on the roof of the building incorporates renewable energy generation into the facility itself, complemented by improvements in building insulation that reduce HVAC needs.
- > At DigiRest, reducing ambient temperature and replacing light sources with more efficient systems have helped optimize office energy consumption.

It should be noted that during 2025 an emergency generator was installed at the Oiartzun plant, a necessary measure to ensure the safety and continuity of production, which entails a timely consumption of diesel for its correct maintenance. This is an example of the necessary coexistence between energy efficiency objectives and the operational demands of industrial activity.

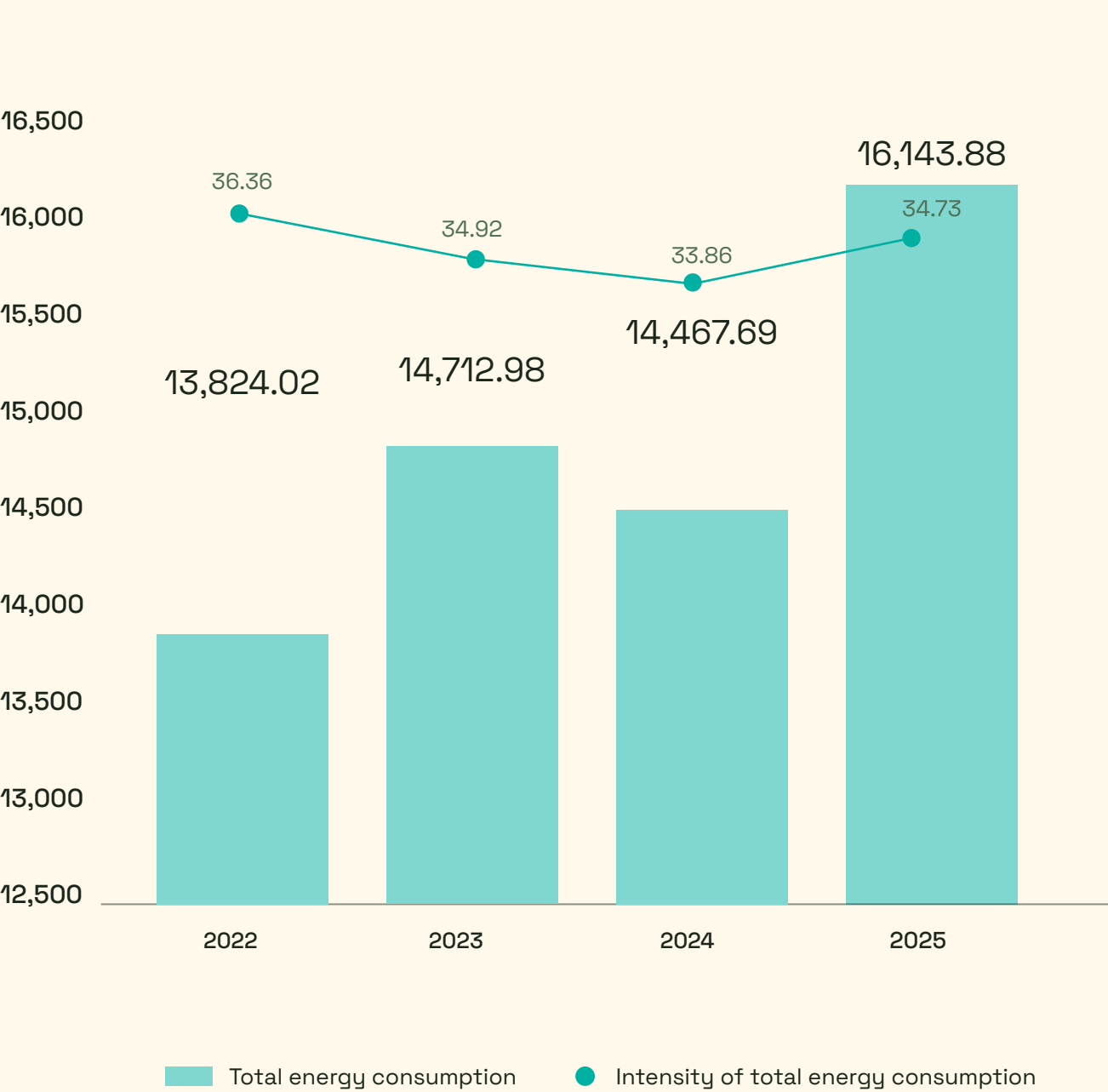
Domestic energy consumption fell by 2.05% compared to 2024, but remains close to the base year 2022. The data remains conditional on Vintia facilities, where electricity consumption is included in the rental price and where we have no direct action capacity on the level of consumption or energy sources used.

External energy consumption saw an increase of 16.67% in 2025, driven by the growth of the Group's activity. The increase is mainly due to a higher volume of travel – both direct and indirect – resulting from more people in the organization and increased business activity. While steps have been taken to move towards less polluting means of transport, the increase in miles traveled has offset improvements in efficiency, resulting in increased aggregate consumption. With the aim of managing this growth more efficiently and accelerating the reduction of emissions associated with mobility, a Sustainable Mobility Policy is planned to be developed during the next fiscal year.

The Group's energy consumption and intensity data are as follows:

Gross energy consumption					
MWh	2022	2023	2024	2025	2025 vs 2024
Internal Energy consumption	3,893.71	3,657.89	3,935.87	3,855.30	-2.05%
External energy consumption	9,930.00	11,055.09	10,531.82	12,288.58	+16.67%
Total	13,824.0	14,712.98	14,467.69	16,143.88	+11.58%
Relative energy consumption (Intensity)					
MWh/€	2022	2023	2024	2025	2025 vs 2024
Intensity of internal energy consumption	10.24	8.68	9.21	8.29	-9.97
Intensity of external energy consumption	26.12	26.24	24.65	26.43	+7.23%
Total	36.36	34.92	33.86	34.73	+ 2.56%

Intensity (MWh/€) and Gross Energy Consumption (MWh)



Energy Mix

The following details the energy consumption in fixed and mobile installations broken down by energy source, differentiating between internal and external consumption:

Consumption in Fixed Installations			
CONSUMPTION	Power Source	MWh	%
Internal—Facilities	Energy Consumption from Fossil Sources	1,229.4	31.8%
	Energy Consumption from Renewable Sources	2,444.32	63.4%
	Energy Consumption from Nuclear Sources	178.5	4.7%
External—Vehicles	Energy Consumption from Fossil Sources	≥ 11,341.1	≥ 92.3%
	Energy Consumption from Renewable Sources		
	Energy Consumption from Nuclear Sources	≤ 947.2	≤ 7.7%

In terms of domestic consumption, 63% comes from renewable energy sources, 32% from fossil fuels, and the remaining 5% from nuclear energy. This breakdown reflects the Group’s progress toward a cleaner energy mix at the facilities under its direct control.

External consumption, associated with mobility, has a very different profile: most comes from fossil sources, while energy from renewable sources represents a significantly lower proportion. This imbalance demonstrates the importance of acting on mobility as a key lever for reducing emissions, in line with the Sustainable Mobility Policy foreseen for the next fiscal year.

The energy sources used have been determined by applying the following criteria:

- > Electrical and thermal energy purchased at facilities and offices: the use of certificates of origin or the specific mix of the contracted product has been prioritized. In the absence of this information, country percentages published in Our World in Data’s Share of Electricity Generation from Fossil Fuels, Renewables and Nuclear, by Country & Year report, which compiles data from Ember and Energy Institute, have been used.
- > Fossil fuels (natural gas, diesel, gasoline, and LPG) – fully accounted for as fossil sources. In the specific case of plug-in hybrid (PHEV) and hybrid (HEV) vehicles, an estimate of 29% in electric mode and 71% in gasoline mode has been applied, according to the methodology included in the document 2025 Government Greenhouse Gas Conversion Factors for Company Reporting of the U.K. Government.
- > Electricity consumed by cars charged in third-party facilities, trains, ferries and buses: it is not possible to reasonably determine the energy source used, since these means operate in third-party infrastructures over which SALTO WECOSYSTEM has no control or direct access to data. It accounts for less than 7.7% of external consumption.

Renewable Electric Energy

Progress towards 100% renewable electricity consumption at all Group facilities over which we have operational control is one of the key commitments of our Climate Change Policy. In 2025, we achieved 83.7% of electricity from renewable sources at these facilities, reflecting a positive development from previous years and progressively bringing us closer to the target set for 2030.

It should be noted that part of this increase is due to a methodological change in the calculation. Until 2024, electricity without verified evidence of renewable origin was accounted for as 0% renewable. Starting in 2025, in order to provide a more accurate reflection of reality, the energy mix of the corresponding country has been applied to electricity purchased directly or indirectly when no specific certificate of origin is available.

The percentage of electricity from renewable sources is as follows:

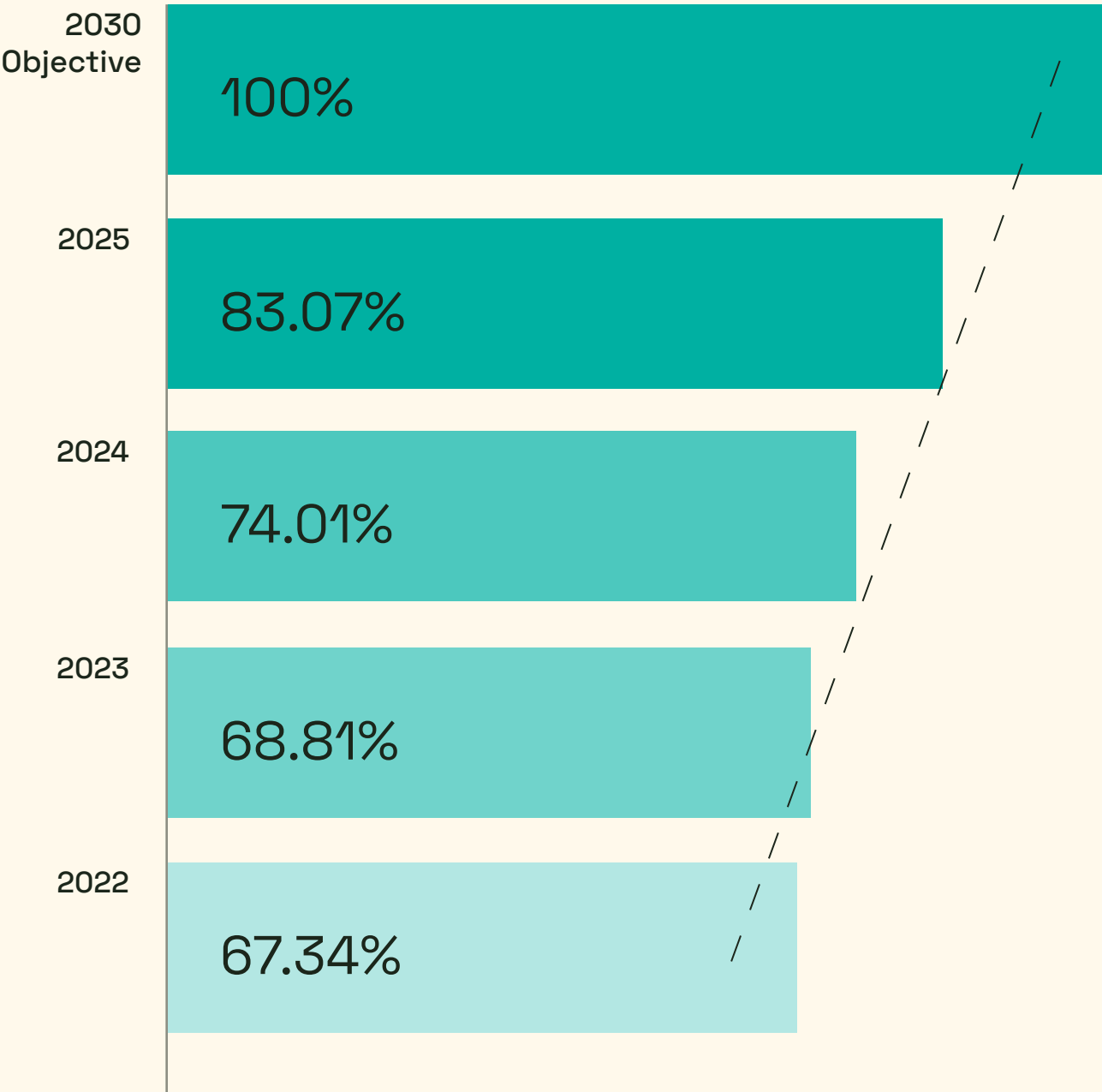
	2023	2024	2025	2025 vs. 2024
SALTO WECOSYSTEM	68.81% ¹ 659.46% ²	74.01% ¹ 58.02% ²	83.07% ¹ 79.2% ²	+13.0% +36.5%
Salto	69.27% ¹ 65.55% ²	70.08% ¹ 60.46% ²	81.7% ¹ 78.7% ²	+16.6% +30.2%
Gantner	66.12% ¹ 56.25% ²	82.27% ¹ 69.62% ²	94.8% ¹ 96.3% ²	+15.2% +38.3%
Vintia ³	0%	0%	41.42% ²	

(1) Includes plants with electricity acquisition controlled by SALTO WECOSYSTEM (Scope 2 and self-generated).

(2) Includes both plants controlled by SALTO WECOSYSTEM and those that are not (leased offices, with no control on energy consumption and source).

(3) The energy consumption at all Vintia facilities is included in the lease and we do not have direct control on consumption and the energy sources used.

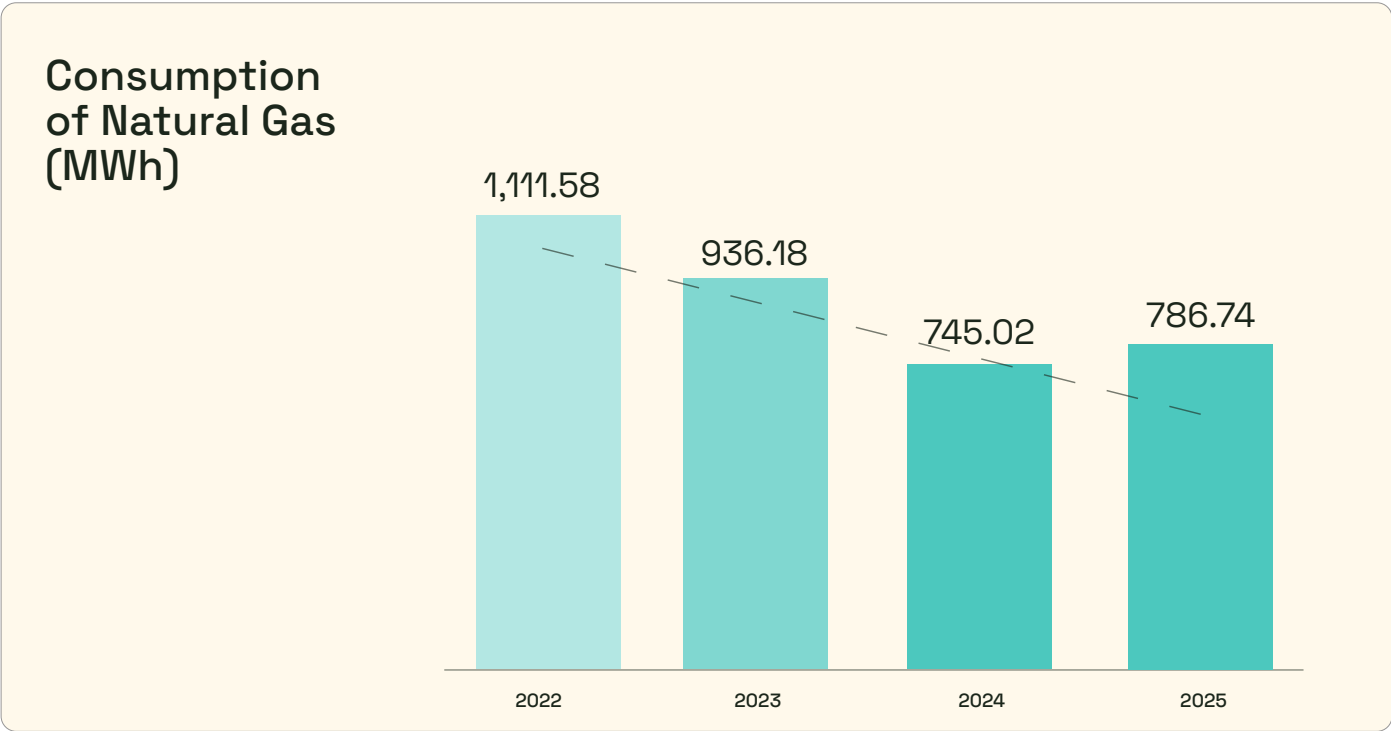
Electricity from renewable origin at SALTO WECOSYSTEM



Natural gas

Total natural gas consumption used for facility heating and hot water in 2025 amounted to 786.74 MWh, representing a 5.60% increase compared to the previous year. This increase should be interpreted in context: 23% of consumption occurs in leased facilities within shared buildings, where we do not have direct control over overall energy management, limiting our ability to act on a significant portion of this consumption.

MWh	2022	2023	2024	2025
SALTO WECOSYSTEM	1,111.58	936.18	745.02	786.74
Salto	512.87	430.98	540.22	564.47
Gantner	348.33	252.52	204.80	222.27
Vintia	250.38	252.69	0.00	0.00



Environmental and contamination management

As a company committed to sustainability and quality, our main production centers have an environmental management system certified to ISO 14001:2015. This system allows us to closely track the environmental aspects and impacts of our activity, comply with applicable legislation and anticipate potential undesirable impacts.

The implementation of this system continues to be progressively rolled out across the Group’s business units. Ireland obtained certification in March 2025, the Nordic countries—Denmark, Finland, Norway, and Sweden—are expected to achieve certification in the second quarter of 2026, and the U.K. has already initiated the certification process. Notably, Norway also holds the Miljøfyrtårn certification, a leading environmental management recognition in the Scandinavian context.

Since 2023, we have had a global Climate Change Policy that guides our actions in environmental improvement until 2030, and we have evaluated the environmental management of our supply chain in the most relevant centers.

Raising awareness and fostering shared environmental responsibility among all employees of SALTO

WECOSYSTEM is a core pillar of our sustainability culture. To support this, we regularly communicate best practices across all business units and run engagement campaigns throughout the year, regardless of employees’ geographic location. In 2025, the following initiatives stand out:

- > Environmental Day, with cleaning and tree planting activities.
- > European Mobility Week, with incentives for carpooling and bicycle and public transport, and challenges to foster sustainable mobility habits among staff.
- > International Climate Change Day, with communications on global climate challenges and actions taken by the Group to date.

Additionally, continuous awareness actions are carried out throughout the year through the Group’s internal channels. The quarterly newsletters in 2025 included communications on the approval of the Group’s ESG strategy, thus reinforcing the knowledge and commitment of the entire organization to sustainability objectives.



Management of miscellaneous consumption

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

1. Raw materials and other materials

Our main material consumptions come from product and packaging. In the case of the products, we face a relevant challenge: the high standards of safety, functionality and aesthetics that characterize our products make it difficult to reduce the consumption of materials. However, we work from design to minimize the use of virgin materials and reduce the variability of embedded materials. The most relevant initiatives carried out in 2025 in this area are detailed in the Sustainable Product section.

Product Materials

During 2025, Oiartzun (our main production plant) consumed 1,649 metric tons in components—mainly metal, plastics and electronics—reducing 6.8% in kg/ manufactured part from 2024, although in absolute terms consumption increased by 8.2% as a result of activity growth⁴.

The key materials used for the manufacture of products are as follows:

Material type	Character	Total weight (metric tons)	% of total
Product Materials			
Parts (mainly metal and plastic)	Strategic	1,625	98.5%
Circuits	Critical	24	1.5%
Total Product		1,649	100%
Packaging Materials			
Cardboard + Paper	Strategic	280	62%
Plastic pallets	Strategic	11	2%
Wood pallets	Strategic	146	33%
Other	Non-key	14	3%
Total Packaging		451	100%
Total		2,100	100%

(4) BD information has improved, bringing the updated value for 2024 to 1,524 metric tons

Of the total key raw materials used, approximately 44% come from recovery or recycling processes, reflecting steady progress toward a more circular production model. In addition, according to the information provided by the supplier companies, all our products contain less than 0.1% by weight of the Substances of Very High Concern (SVHC) published by the ECHA (European Chemicals Agency, Annex XIV of the Reach) and which are included in the list of substances identified as highly hazardous. Nor are such substances used in production.

Packaging Materials

We maintain an ongoing effort to optimize packaging, reducing and reusing materials, and prioritizing lower environmental impact alternatives. The main advances in 2025 were:

- > 100% of the cardboard and paper used is recycled or sustainably managed forestry, as are pallets, which were progressively replaced with recycled wood. As a result, 98% of packaging materials are recycled.
- > We reuse some of the packaging received with our purchases: the wooden pallets are conditioned and reintroduced into the market, and the cardboard is used as a filling material in place of bubble wrap, already removed from our plant.
- > Gantner has made progress in eliminating plastic in packaging, replacing it with paper alternatives, and standardizing cardboard packaging. The collected cardboard is recycled directly at a local plant located just 10 km away, minimizing emissions associated with the transport of the waste. In addition, a Europallet return and exchange system has been established with the main carrier, reducing the consumption of new pallets and closing the cycle of this material.
- > Testing is underway to replace the current shrink film with an alternative containing recycled material.
- > Paper installation guides have been replaced with QR codes in more than 90% of product families, significantly reducing paper consumption and keeping documentation always up to date.



2. Natural resources

Water

Water consumption at SALTO WECOSYSTEM is mainly linked to human use—sanitation, and beverages—since none of the production processes require the use of this resource, with the exception of certain laboratory tests with minimum and timely consumption.

At the Oiartzun plant, we have had a real-time online monitoring system in place since 2023, enabling us to quickly detect and respond to potential incidents. However, during the first quarter of 2025, unusually high consumption was recorded, primarily due to the installation and filling of two water storage tanks to reinforce the fire protection system. This largely explains why Salto accounted for 70.9% of the Group's total consumption in 2025, compared to 64% in 2024.

For its part, Gantner has managed to slightly reduce its consumption by 3.4%, being the only entity in the Group to improve its absolute data compared to the previous year.

Overall, the Group's total consumption reached 6,555.6 m³ in 2025, the highest value recorded to date, driven by the extraordinary factors mentioned and by the significant increase in the workforce. Consumption per person has gone from 2.96 m³/person in 2024 to 3.13 m³/person in 2025.

Given this development, Management has set the goal of reducing consumption in intensity by 15%, bringing it below 2.66 m³ per person.

We will do this in two areas:

- > Monitoring consumption in facilities with manufacturing processes and a larger number of people.
- > Raising awareness and communicating good practices to all SALTO WECOSYSTEM employees.

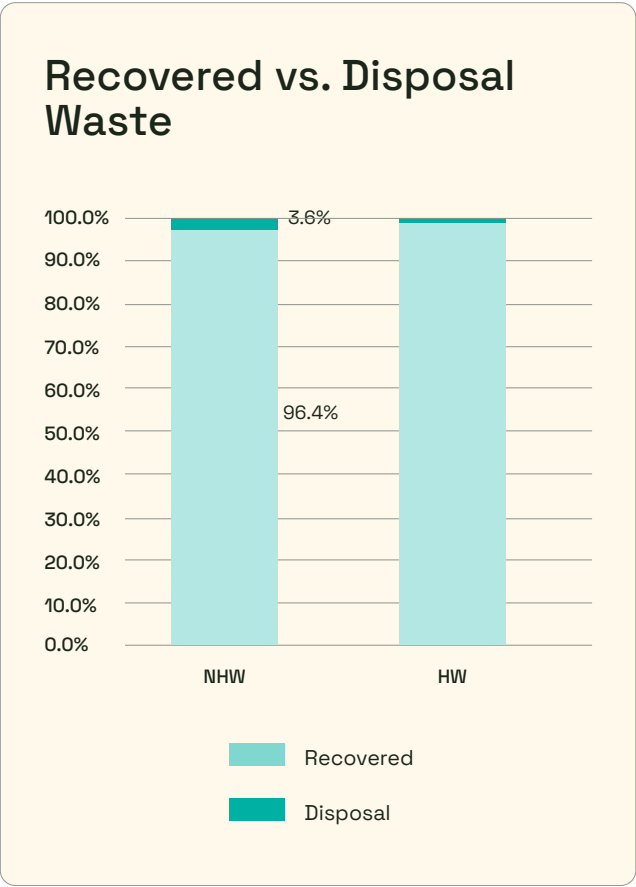
	2024				2025			
	Salto	Gantner	Vintia	Total	Salto	Gantner	Vintia	Total
WATER								
Municipal water consumption (m³)	3,272.4	1,381.7	457.9	5,112	4,645.1	1,335.2	575.3	6,555.6
Sanitary waste (m³)	3,272.4	1,381.7	457.9	5,112	3,845.1	1,335.2	575.3	5,755.6
Consumption per person (m³)	-	-	-	2.88	-	-	-	3.46

Waste management

In 2025, the Group generated a total of 210,128 kg of waste, representing a 2% increase compared to 2024. However, the generation intensity fell by 5.8%, reaching 452.04 kg/€M, reflecting an improvement in the efficiency of waste management in relation to the Group’s activity and allowing the evolution of the indicator to be positively assessed in relative terms.

WASTE INDICATORS	Value 2025	%
Total waste (Kg)	210,128.28	100%
Total HW	6,215.19	3%
Total NHW	203,913.09	97%
Total Radioactive	0.00	0%
Waste Intensity (Kg/€M)	452.04	
Waste Recovered (Kg)	159,795	76.0%
RECOVERED: NHW	153,974.71	2%
RECOVERED: HW	5,819.98	33%
Waste sent for disposal (Kg)	17,708.13	100%
DISPOSAL: NHW	17,392.66	100%
DISPOSAL: HW	315.47	1.8%
Waste with unknown destination (Kg)	32,625	15.5%

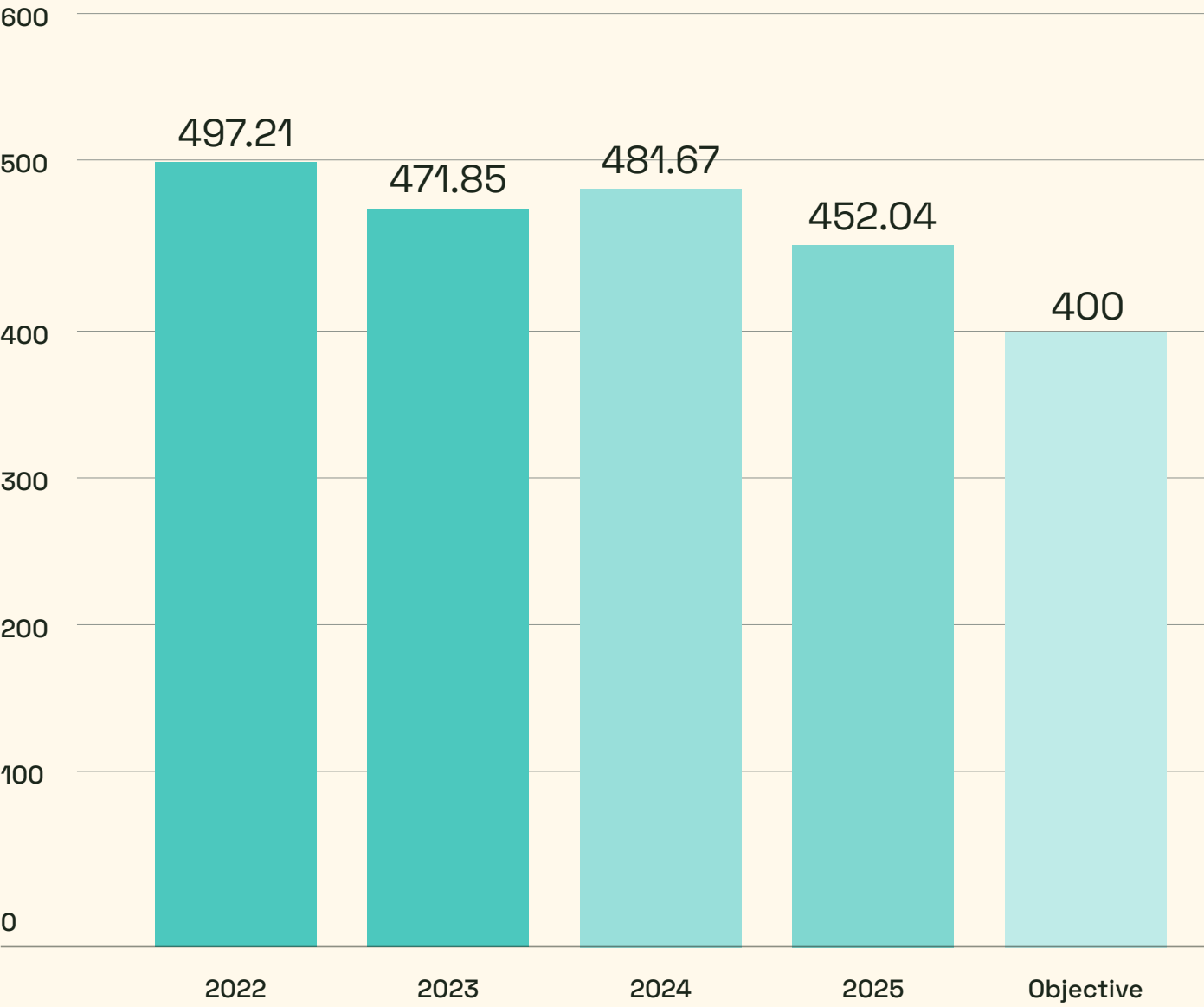
Of the total waste, 76% was allocated for recovery (mainly recycling or incineration with energy recovery), while 8.4% was allocated for disposal. The remaining 15.6% (32,625 kg) corresponds to waste whose treatment destination could not be determined, as it comes from facilities over which the Group does not exercise direct operational control. The Group is working to progressively improve the coverage and quality of this data in future fiscal years⁵.



(5) Waste data has been collected from facilities over which the Group has operational control. For those facilities without direct control, the treatment destination data is not available, which explains the unclassified percentage

Intensity of waste (Kg/€Mill)

In terms of intensity, 452.04 kg/€M has been generated, which is a reduction of 6.15% compared to the 2024 data.



Hazardous waste

Our operations generate a very small amount of hazardous waste, which is reduced in intensity, from 15.27 kg/€M in 2024 to 13.37 kg/€M in 2025.

93.6% of hazardous waste is sent for valuation operations, thus preventing its disposal.

	2022	2023	2024	2025	2025 vs. 2024
Gantner	7,863	9,450	4,216	1,631	-61%
Salto	3,623	1,659	2,306	4,571	+98%
Vintia	347	6	4	13	+225%
Total	11,833	11,115	6,526	6,215	-4.7

Non-hazardous waste

97% of waste generated is non-hazardous, primarily waste packaging of components received by suppliers. During 2025, the intensity of non-hazardous waste has decreased by 5.95%, obtaining a value of 438.67 kg/€M. Because the Group continues to grow, it is difficult to compare absolute amounts.

75.5% of the non-hazardous waste generated goes to recycling or recovery operations, thus preventing its disposal.

	2022	2023	2024	2025	2025 vs. 2024
Gantner	49,151	37,879	49,678	44,368	-10.7%
Salto	120,669	139,534	140,243	146,175	+4.2%
Vintia	10,913	9,496	9,354	13,370	+42.9%
Total	180,733	186,909	199,275	203,913	-2.3

Biodiversity

SALTO WECOSYSTEM's direct operations do not have a major impact on biodiversity, and we have no facilities with external impacts on protected areas or areas of special interest.

However, every year we collaborate with ecosystem restoration projects that positively impact biodiversity. In 2025, we collaborated on the following projects:



> Reforestation and afforestation of indigenous species in Dubai, Malawi, Spain, Norway, and other parts of Europe.



> Naturalization of moorlands in Switzerland.



> Cleaning beaches in Ireland, community cleaning in Oiartzun, Spain.



> Environmental recovery and climate shelter creation in Gipuzkoa, Spain.

4.4 Sustainable product

Milestones

2025 has been a year of concrete and significant advances in integrating eco-design and the circular economy criteria into our products:

- > The Second Life project has, for the first time, made it possible to recover components from products that have been taken off the market and to reintroduce them into the production chain, thus launching a long-term recovery process.
- > The Neo Modular launch introduces a design that prioritizes repair over replacement, extending product life and reducing waste generation.
- > The new XS4 Sense incorporates connectivity between energy-consuming devices in hotel rooms, actively contributing to the reduction of energy consumption in the use of the product.
- > The addition of cordless and battery-free lockers through participation in Normo eliminates difficult-to-manage components at the end of product life.
- > The elimination of physical software cards in favor of virtual versions has resulted in a direct reduction in material consumption.

These initiatives are part of a broader circular economy strategy that also includes developing service models and

engaging technology platforms to make our products and processes more sustainable.

Aligned with our milestones and environmental commitment, we integrate sustainability criteria into product development, focusing on circularity and eco-design, and prioritizing investments and resources in projects aimed at reducing environmental impact throughout the entire product lifecycle.

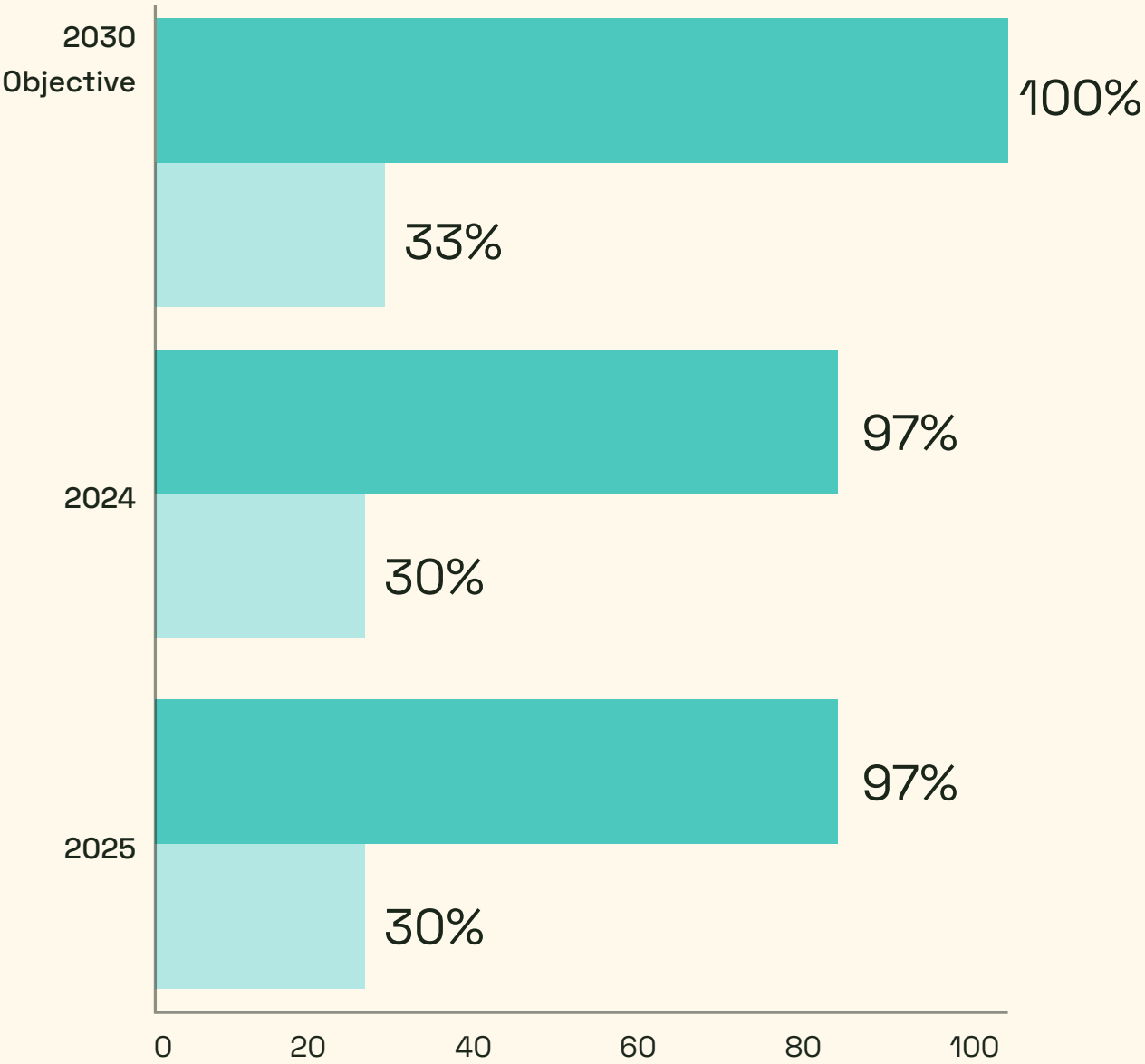
The main materials that make up Salto and Gantner products are metal, plastic, and electronic components, with a large variability in size, composition, and characteristics within each category. For certification reasons, it is currently not possible to use recycled plastic in certain components; however, sustainability of materials is a criterion that is taken into account in the purchase of raw materials when applicable. In this line, we are progressively working on the incorporation of more sustainable materials—bio-based, with higher recycled content or with lower environmental impact—supporting us in calculating the environmental footprint of products through lifecycle analysis (CVA).

The percentage of recycled material varies by product type. We have certificates and declarations from our suppliers that prove the content of recycled material in the corresponding components.

Based on the calculation made on the inputs consumed during 2025, 44% of the materials used are of recycled origin, considering both product and packaging.

Percentage of materials of recycled origin used

- % of recycled material in packaging
- % of recycled material in product



Additionally, the recyclability of our products is high, due to the materials of the components used (>98% of the product is metal and plastic). However, the rate of recycling and reuse at the end of its useful life depends on the processes available at the final treatment facilities. Thus, we can state that in Spain 79.45% of the devices delivered at the end of their useful life were recycled and 83.8% were recovered. For packaging material used, 97% is recyclable and 100% recoverable.

In SALTO WECOSYSTEM, as part of our Sustainability Strategy, we have set the following objectives in terms of resource use and circular economy:

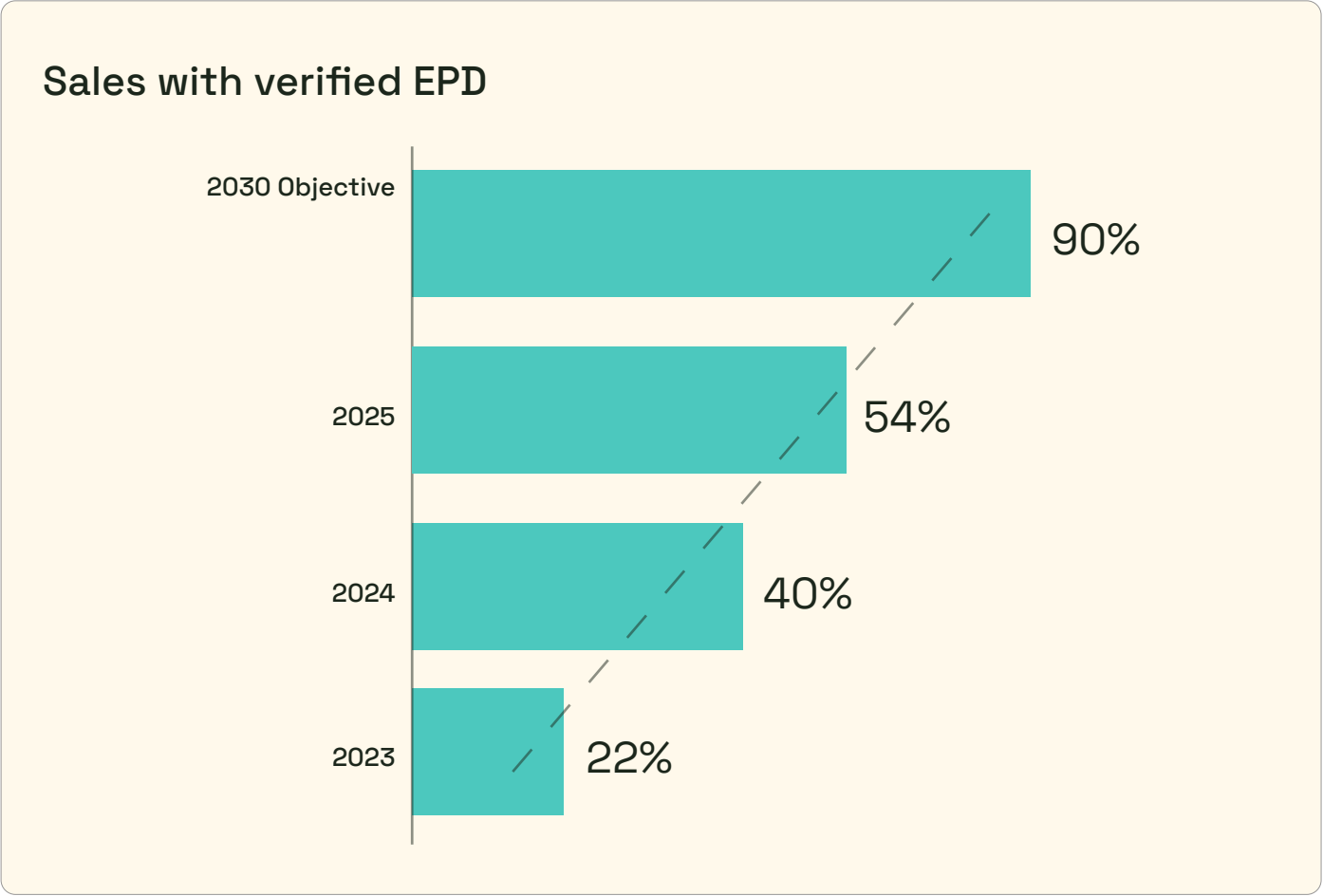
Indicators	Baseline 2022	Objective	2023	2024	2025
I5.1.- % of production covered by published Environmental Product Declarations (DAP/EPD) ⁸	25%	90%	22%	40%	54%
I5.2.-% of eco-designed products over total sales ⁸	nda	nda	nda	nda	nda
I5.3.-% recycled materials in product ⁸	6.96%	9%	7.05%	30%	30%
I5.4.-% recycled materials in packaging ⁸	90.93%	100%	98.00%	97%	97%
I5.5.- Material consumption intensity (kg of material per unit of activity) ⁸	2.76	2.49	1.83	1.44	1.35
I5.6.- Intensity of consumption of packaging materials (kg of packaging per unit of activity) ⁸	0.31	0.28	0.40	0.35	0.37
I5.7.- Number of hours of training and workshops to promote more sustainable product alternatives among R&D staff ⁸	4	40	180	nda	nda

⁽⁸⁾ Salto Products

Product certifications (DAP or EPD)

Currently, five of the Group’s most relevant product families have a verified EPD, representing 54% of 2025 sales. This represents a 35% increase compared to the previous year, thanks to the incorporation of new product families into this certification process, thus consolidating the Group’s leadership in environmental product transparency within the sector.

Looking ahead to 2030, we remain committed to the goal of having 90% of products manufactured by SALTO WECOSYSTEM backed by verified EPDs, which will enable us to provide rigorous and comparable environmental information on virtually our entire product portfolio.



Circular economy

In order to reduce the environmental impact of our products, each new release undergoes a systematic review of key parameters: energy savings, reduced component weight and volume, and minimized use of unrecycled plastic. This process allows us to ensure that new products are progressively more environmentally friendly.

At Gantner, this sustainable design approach has been recognized with the prestigious Red Dot Design Award, an international distinction that accredits design excellence and the integration of sustainability criteria into the product development process.

During the EPD preparation process, a comprehensive lifecycle analysis is carried out “from the cradle to the grave,” which allows to know in detail the environmental impact of each product according to its life phase and the type of component, and establish from there concrete improvements of impact reduction. At Salto Oiartzun, this environmental analysis is part of the process of designing new products and relevant modifications: the designs are compared with a reference model evaluating materials, manufacturing process, packaging, energy consumption, durability and impacts on the end of life, with the aim of obtaining designs with less impact than said reference model.

In terms of waste management and the end of life of the product, two relevant initiatives stood out during 2025. Australia has maintained its adherence to the B-Cycle Battery Stewardship initiative, which allows partners and customers to return product batteries at recycling points enabled for proper management. For its part, Gantner is participating in a pallet deposit, return and exchange (SDDR) system with one of its main carriers, closing the lifecycle of this material and reducing the need for new pallets in the logistics chain.

At the same time, we are advancing service as a strategic line of business, with the aim of extending the life of our products, reducing waste generation and optimizing the use of materials over time.

OTHER ACTIONS

Gantner and Vintia have driven initiatives aimed at social development and environmental protection, improving local ecosystems and long-term sustainability.

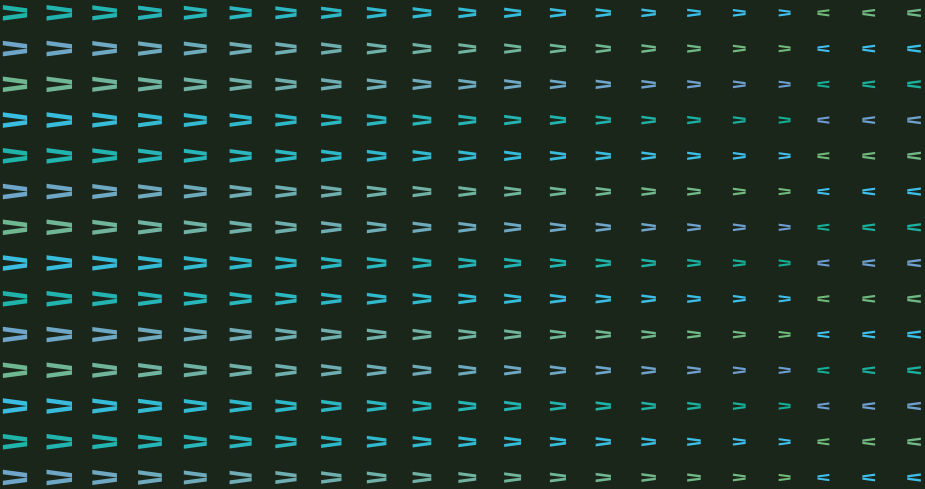
Vintia has developed a reforestation project focused on the recovery of native ecosystems and the preservation of biodiversity, reflecting its commitment to generate a positive environmental impact beyond the strictly business environment.

Gantner has collaborated in India with the Drishti Foundation by planting 30 native trees, advancing towards its ESG goal of reaching 100 trees planted by 2026, thus contributing to the partial offsetting of its local carbon footprint.





5. Social commitment



5. SOCIAL COMMITMENT

At SALTO WECOSYSTEM, the future is a challenge, but it also inspires us.

As a company, we recognize that our activity has the potential to make a positive impact beyond the business, contributing to the development of the communities and territories in which we operate.



That's why we collaborate with organizations around the world to improve people's living conditions, support sustainable and equal development, and contribute to equal opportunities. This commitment translates into active participation in various social initiatives at the local level, as well as sports activity programs in support of communities in different countries and regions of the world.

In addition to driving these initiatives from within the organization, we actively encourage the involvement of our workforce in them, as we believe that social transformation is stronger when it arises from the collective commitment of the people who make up SALTO WECOSYSTEM.

5.1 Key Figures & 2025 Milestones



Important milestones in 2025

- > Gipuzkoa Best Company award from the Chamber of Commerce
- > Drafted new protocol against sexual harassment, sex discrimination, workplace harassment, and other discriminatory harassment. Presented by Company Management to the entire Salto Oiartzun workforce
- > Sustainable Company Award from El Diario Vasco, a recognition that seeks to see and value the binomial sustainability – competitiveness among companies in Gipuzkoa.
- > Quarterly communications have been established throughout the year in which CEO Marc Gomez reports on the evolution of the company. Reports on sales, relevant projects, product launches and notable milestones. The goal is to “live” the company through quarterly 30-minute sessions.

(*) 1,898 people at SALTO WECOSYSTEM as of December 31, 1,735 in full-time equivalents (FTEs), a figure we use as a reference.

5.2 SALTO WECOSYSTEM team

The growth of the Group is accompanied by the growth of the people who form it. With an awareness that people are the Group’s main asset, we are committed to maintaining a respectful, equal, diverse and inclusive work environment, in which each person can develop in dignified and equitable conditions.

We work to be an attractive company for talent, offering

our workers advantages, services and conditions that contribute to improving their personal and professional well-being, and that reinforce their relationship with the Group’s project.

Template

The Group is composed of **1,898 people of over 30 different nationalities, 95% of whom have a permanent contract**. They are distributed as follows:

	WOMEN	MEN	Total
Management	2	8	10
Leaders (level 1)	14	80	94
Leaders (Level 2)	43	129	172
Technical	133	651	784
Administration – Commercial	250	419	669
Production-Logistics	90	79	169
Total	532	1,366	1,898

The age distribution of the workforce is as follows:

Under 30 years old	17%
30-51 years of age	58%
Over 51 years of age	25%

In 2025 we closed the year with 1,735 people at EJC, 84 more people than in 2024. This growth reflects the Group’s continued expansion and increased business activity during the year.

5. SOCIAL COMMITMENT

Social dialogue

Social dialog is a fundamental pillar in our management of working relationships, supported by principles of transparency, participation and full respect for the rights of working people.

100% of the SALTO WECOSYSTEM workforce is covered by collective bargaining agreements and/or labor legislation applicable in each territory, ensuring fair and equitable working conditions for all individuals regardless of geographic location.

This commitment is complemented by open and collaborative communication with unions and workers’ representatives.

Likewise, the Group’s Code of Conduct explicitly includes the principles aligned with the Conventions of the International Labor Organization (ILO), in particular in terms of freedom of association, right of association and right to collective bargaining, thus reinforcing the ethical and regulatory framework that governs labor relations throughout the Group.

The Salto Oiartzun Company Agreement, signed in 2024 for the period 2024-2027, continues in force during 2025, consolidating the framework of labor relations agreed with the representation of the workers and guaranteeing the stability and predictability of the working conditions for the entire workforce of this entity during its validity period.

Worker health and well-being

The safety and health of workers is an inalienable priority for SALTO WECOSYSTEM. For years, all our efforts in this area have been focused on ensuring safe and healthy work environments that promote personal well-being. We are also committed to providing the training, information, and supervision necessary so that each person can carry out their work in the best possible condition. Prevention is part of our culture as a Group. At Salto Oiartzun, we have an Occupational and Safety and Hygiene Risk Prevention Plan that articulates the measures and

procedures applicable in preventive matters. At the Group level, we have implemented preventive measures in 80% of the offices for which we have data, with the goal of gradually expanding this framework to all of our facilities.



Top Prevention Initiatives 2025

With regard to prevention training, Salto Oiartzun has provided 2,474 hours, while the rest of the Group’s companies provided

Type of measure	Number of offices
Deployment of preventive measures	33
Training on the prevention of workplace risks	20
Detailed risk assessments	15
Workplace health and safety committees	9
Mandatory medical check-ups	18
Noise and stress prevention	8

297.5 hours – 287 in Gantner and 11.5 in Vintia.

In 2025, the digital disconnection protocol was implemented at Salto Oiartzun. These workplace risk training sessions included a presentation on both this digital disconnection protocol and the updated workplace harassment protocol.

With regard to risk assessments, during 2025 risk assessments were conducted for the Production-Assembly and Office units, including appendices that identify the risks and specific preventive measures for tasks performed by specific individuals. In addition, due to the transfer of the Madrid site, the evaluation of the Madrid office and the Commercial position has been updated. In all the evaluations, the gender perspective has been considered with the methodology started last 2024.

At Salto Oiartzun, due to the positive assessment by staff, the measures implemented to promote health and well-being have been maintained. In terms of physical health, we offer a preventive physical therapy service for warehouse and assembly staff, as well as the Salto Wellness

program for all staff, which consists of voluntary physical activities carried out outside of working hours, but in our own facilities to encourage participation.

During 2025, Salto Oiartzun recorded 34 occupational accidents, none of which was serious. Of the 34, 12 resulted in sick leave, 12 did not, and 10 were occupational illnesses. Additionally, 19 claims filed with the workers’ compensation insurance provider were investigated. While these were not recognized as occupational illnesses, they were deemed potentially related to various aspects of the jobs and were considered worth analyzing. In addition, two incidents reported by labor personnel have been investigated. The total absenteeism rate for the Group is 3.25%.

With respect to leave for childcare, our entire workforce has the right to apply for it and we have granted 100% of the applications received. During 2025, 168 reconciliation measures (understood as childcare leave) have been

managed across the Group by 134 people (some of these people have enjoyed more than one measure). This leave was taken by 55 women and 79 men across the Salto and Vintia companies.

We believe that well-being is closely linked to the working environment, for which flexible working hours and work-life balance measures are essential to improve the quality of life of our team.

At Salto Oiartzun, we have two fundamental reference documents that order working conditions beyond the technical responsibilities of each position:

- > The Flexible Workbook, which lists all the flexibility measures available to the workforce. Depending on the position and the needs of each individual, one or more of these measures can be agreed upon, such as teleworking, flexible hours, or choosing vacation. The guide also sets out the criteria for compensation for overexertion arising from work needs or travel on long-haul trips.
- > The Coexistence Guide, which includes everything that is necessary to know about the internal functioning of the Group and is not linked to the technical responsibilities of the position: internal regulations, expense management, customs, celebrations, and other aspects of the organizational culture.

We have adapted our schedules to make them more flexible, extending the arrival time slot from 7:30 a.m. to 9:00 a.m., which allows departure from 4:15 p.m. Monday to Thursday and at 2:30 p.m. on Fridays (for indirect positions). In addition, we offer the ability to set special schedules and extraordinary remote work measures for dependent care periods. During 2025, we have adapted the working hours of 8 people to meet these needs. In the Company Agreement 2024-2027 of Salto Oiartzun, we have incorporated a bag of annual hours so that each person on the staff can attend to personal needs that cannot be avoided during working hours. For the assembly area, we have extended break times and implemented active breaks in working time in three of the four established breaks.

Likewise, Gantner and Vintia have reinforced their commitment to the well-being of people and the creation of healthier and more inclusive work environments during 2025.

Gantner has implemented a set of internal initiatives aimed at both the physical and emotional health of its workforce and strengthening the sense of belonging. These include physical therapy services, activities outside work for team cohesion, and recognition actions for more veteran staff. Occupational health and safety awareness sessions, including fire safety training, evacuation drills, and guidance on occupational safety protocols, have been organized at its India headquarters along with regular yoga and meditation sessions by certified professionals as a support tool for the physical and mental well-being of the workforce.

Vintia, for its part, has implemented a Corporate Wellness Program that includes a personal fitness diagnosis (Fitcheck) and a series of workshops specializing in sleep, nutrition, time management, limit setting, stress resilience, and concentration.

Both initiatives respond to a shared corporate culture focused on people, mutual care and developing healthier, more inclusive and sustainable working communities.

Equality, diversity and disability

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

Internally, everal initiatives that were developed throughout the year. Among the most relevant are:

SALTO WECOSYSTEM:

- > Social awareness initiatives disseminated through the intranet for gender equality, specific support for women in STEAM professions and anti-harassment through the intranet on March 8—International Women’s Day, February 13—International Women’s and Girls’ Day in Science and November 25—International Violence Elimination Day against Women (2025 campaign against digital harassment).
- > Creating a map of internal policies of our supplier entities, analyzing resulting data and designing measures according to results (training actions, etc.).

Salto Oiartzun:

- > Sponsorship for the third consecutive year of the Emakumeak Zientzian Program in commemoration of International Women and Girls in Science Day (February 13)
- > Launch of the new Protocol for the Prevention of Harassment of any kind (based on sex, sexual, employment, and other discriminatory harassment).
- > Harassment training given to Management, RLT (representation of workers) and areas such as HR, Legal and Marketing.
- > Update of texts, manuals and policies to adapt them to the inclusive language.
- > Sponsorship of the Behobia—San Sebastian half marathon with a goal of 50% of men 50% women participating. Women’s Race Sponsorship (8M) Lilaton, San Sebastian (Gipuzkoa)

- > Gender-sensitive occupational risk prevention study in all jobs.
- > Creation of a section in Merchandise Logistics of less than 5 kilograms, managed by those over 55 years of age. This opens up the possibility of hiring women in Logistics.

Gantner India:

- > Group of Women active within the organization. Regular meetings are held to provide a safe and supportive platform for employees to discuss work challenges, share experiences and support each other. These discussions also include perspectives related to POSH awareness, potential workplace biases, and ways to further strengthen an inclusive work environment.

Salto USA:

- > Emerging Professionals program aimed at those who are starting their career at Salto and who want to advance their personal and professional career. The Group offers support, challenges, encouragement, and power.
- > “Salto Women on the Move” program, aimed at women who want to advance their personal and professional career. The Group is a safe space to discuss issues and concerns. It’s a place where everyone can get support, be seen and heard.

Equality plan

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

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

In addition, a monitoring commission is in place to ensure compliance with the agreed measures, plan initiatives, carry out assessments, make adjustments or improvements to the plan, etc.

At SALTO WECOSYSTEM we realize that historically our sector has low female representation. That’s why we participate and collaborate with initiatives that seek to promote and facilitate access for women and girls to the field of technical sciences. Examples of this are that we are for the third time the main sponsors of the Emakumeak Zientzian Program, which seeks to visualize

women’s activity in science and thus promote the choice of scientific careers between girls and adolescents, or the Group’s participation in the movement of international day of eradication of violence against women.

With headcount growing 4.45% this year, the percentage of women in headcount has increased 17.3% from 2024. Female representation on the board of directors has risen from 10% to 20% and in Leaders positions (Level 1) has increased by 55.6%—from 5 women in 2024 to 12 in 2025.

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

	2022	2023	2024	2025
Management	1.8	1.7	1.7	3.26
Leaders (level 1)	-	1.61	1.27	1.98
Leaders (Level 2)	1.41	1.25	1.4	1.25
Technical	1.17	1.17	1.06	1.14
Administration – Commercial	1.48	1.36	1.45	1.42
Direct Labor (DL)	0.99	1.03	1.04	1.04
Global	--	1.37	1.34	1.34

Pay equity has been measured by the ratio between the average of 10% of the highest wages and the average of 10% of the lowest wages in the organization. For the Group as a whole, the ratio obtained is 1:7.27, which represents a slight increase compared to the previous year, although it is not considered significant.

This result should be interpreted in its context: the Group’s presence in multiple countries and continents, with salary structures very different from each other depending on local markets, largely explains the breadth of the aggregate ratio. This geographical factor is a determining factor when assessing the data with rigor.



Individuals with disabilities

The Group maintains an active commitment to the labor integration of people with disabilities, whose main channel of action is the subcontracting of services and production to Special Employment Centers, entities whose activity is specifically aimed at providing decent work to people with some type of disability.

In 2025, this commitment has been reinforced with the addition of Sarea Fundazioa as a new collaborating entity, an association dedicated to the promotion of social progress, employment and the social economy.

At Salto Oiartzun, 154 people were employed during the fiscal year 2025 through the three Special Employment Centers with which we collaborate, of which 51% are women. The subcontracting volume amounted to 4 million euros, representing an increase of 21% compared to 2024, showing the sustained growth of this commitment.

Additionally, in Salto Oiartzun, we have jointly promoted

the incorporation of a person with a disability to fill a vacancy generated by retirement with our catering service provider. To ensure proper welcome, we have relied on Gureak as an advisory entity, as this is the first experience of this nature for the catering company.

At Gantner Nüziders, disability engagement has a consolidated track record of more than 20 years, during which we have subcontracted some of our production to entities specializing in the integration of people with disabilities.

Talent development: training and work opportunities

We are firmly committed to developing people’s talent. To this end, we offer different types of training courses, both in the professional area and other areas. Similarly, we collaborate with different entities for younger people to be able to gain access to job opportunities.

Training

During 2025 we have offered training in:

- > Cybersecurity
- > First aid
- > Safety and health training at work with people in mind and gender perspective.
- > Classes in 5 languages for people who request this.

In addition to these actions, we use the LMS tool (Learning Management System), that has different online training programs.



Total training	Group	Salto	Gantner	Vintia
Training hours	33,854.35	28,743.64	3,855.98	1,254.73
Hours/Person	17.85	22.03	10.68	5.41

During 2025, cybersecurity training has been reinforced through specific training programs delivered through the LMS platform, complemented by the incorporation of KnowBe4, a solution aimed at awareness and training of staff against threats of phishing and other forms of social engineering.

In terms of occupational health and safety, a total of 2,737 hours of training have been allocated, promoting programs designed with a gender perspective that

guarantee an inclusive approach adapted to the different realities of the workforce.

In addition, commitment has been maintained to the development of Level 1 and Level 2 leaders, promoting training programs aimed at talent selection and conflict management and resolution, with the objective of strengthening their leadership competencies and their ability to manage teams effectively.

Work opportunities

As regards job opportunities, several of the Group’s offices have participated in collaboration initiatives with education institutions (universities, schools, etc.). Specifically, Salto Oiartzun, in 2025, participated in 6 job fairs:

- > Chamber of Commerce
- > Tecnun Employment Forum
- > NCG Adegi
- > GI Talent
- > Eguna Industry
- > UPV/EHU Company Day

In addition, 9 study center visits were received.

We are firmly committed to collaborating with academia for talent development. During 2025, 13 Group companies maintained active links with universities and educational centers through various initiatives: we organized guided tours of our facilities, shared educational materials and specialized information, and participated directly in training activities.

Over the year we hosted 61 interns across the Group, up 15% from the previous year. It is noteworthy that 21 of these students have become part of our staff, confirming that our commitment to training is also an effective way to attract and incorporate talent.

Additionally, in 2025, Salto Oiartzun continued to sponsor the Lego League, held at the University of Deusto. We seek to encourage interest in younger people in the STEM disciplines.

At Gantner, we continue the industry-leading apprentice program designed to provide technical training aligned with the real needs of the labor market. The excellence of this program has been recognized for one more year with the prestigious “Excellent Apprenticeship Company” seal, which includes other national awards that support our commitment to educational quality.



Commitment to Human Rights

At SALTO WECOSYSTEM we believe that all people should be treated with dignity, fairness and respect. In line with our Code of Conduct, we remain committed to protecting and upholding human rights across our operations globally. We also ensure that the company is not directly or indirectly complicit in any form of abuse of these rights.

In this regard, we reject any practice that may involve its violation, including human trafficking, forced labor or child labor. Similarly, we promote these principles in our business relationships and do not establish links with individuals or entities who do not adhere to these standards or who have been involved in human rights violations.

During the 2025 fiscal year, no cases related to the violation of human rights have been reported in our operations.

5.3 Social impact

At SALTO WECOSYSTEM, we understand that our technology leadership must walk hand in hand with deep and measurable social engagement. The social backbone of our ESG strategy finds its pinnacle in the SALTO FOUNDATION, the vehicle through which we transform our purpose into tangible social impact. During this year, we have consolidated our Corporate Social Responsibility model, overcoming exclusion barriers and promoting equal opportunities, as well as accessibility. Through programs focused on sport and project development and funding, we have not only positively impacted hundreds of boys, girls and adults, but aligned our operations with the Sustainable Development Goals (SDGs), ensuring that every investment translates into a more equitable and cohesive society.

By integrating sport as a catalyst for development, we foster social cohesion beyond our offices. From our roots to our global reach, we promote sustainable partnerships based on data and results, demonstrating that people’s well-being is the most valuable asset in our ecosystem

Group Brand

SALTO WECOSYSTEM

Core Brands

gantner  salto  vintia 

FOUNDATION Brand

SALTO FOUNDATION.org

IMPORTANT MILESTONES IN 2025

The social impact of SALTO WECOSYSTEM through its SALTO FOUNDATION, officially and legally incorporated in 2025 as an evolution of Salto's Free2Move, has had a notable impact, focusing on social inclusion via sport for vulnerable people, children and athletes on a global scale in each of the countries in which Salto operates.

At SALTO WECOSYSTEM, technological leadership and social engagement are inseparable. FY25 has strengthened the role of the SALTO FOUNDATION, consolidating as the driver of our social investment strategy and core to our ESG criteria.

Project Consolidation and Inclusive Sports

Sport acts as our main social cohesion tool, overcoming barriers to exclusion and promoting universal accessibility.

- > Historical Milestone - SALTO Classic 15K Donostia: In its 27th edition, the event exceeded 3,000 participants. It highlights a 28% growth in female engagement, and getting closer to the parity goal (50/50).
- > Salto Family Day at the Salto facilities. The Salto teams and their families were able to learn about some of the projects we have integrated within the Foundation and participate actively.
- > "Access to Sport" Program: International activation of athletic and club support programs in Ireland, Germany, Austria, Denmark, Norway, Spain and the Netherlands, with collaborations extended to Australia and Vietnam.
- > Global Reach: Participation in more than 10 sporting events with a direct impact on more than 30,000 people.
- > Athletes from the Access to Sport program at the Paris Olympics, highlighting the 5 medals of Swiss athlete Catherine Debrunner.
- > Aitor Francesena, a blind surfer, became the sixth time champion at the Association of Adapted Surf Professionals (AASP).



Strategic Alliances and Systemic Development

We have strengthened our collaboration network to ensure that the impact is scalable and sustainable over the long term.



- > Total Integration: formalization of alliances with sports federations, clubs and social agents to promote adapted sport and the inclusion of vulnerable groups.
- > Sport for Change Program: projection of a systemic model that uses sport for economic and social empowerment, enabling the sustainability of change projects in disadvantaged communities. In 2025, we operated 4 international projects in key regions such as Congo, India and Spain. Financial support and resource allocation to these projects account for more than 40% of the total budget.
- > Ashoka: SALTO FOUNDATION is part of Ashoka’s associate network. A global nonprofit dedicated to identifying and supporting the world’s leading social entrepreneurs. Ashoka’s Sport for Changemaking initiative is a global movement that harnesses the power of sport to drive positive social change. With a network of more than 3,800 social entrepreneurs, Ashoka leverages its more than 40 years of social entrepreneurship experience to collaborate with sports innovators. Together, they seek to activate a sports ecosystem where every person is a powerful contributor to the common good.
- > Laureus: Laureus - Sport for Good is a global movement that harnesses the power of sport to transform the lives of boys, girls and young people facing social challenges. The initiative supports more than 300 programs in more than 40 countries, using sport as a tool to combat violence, discrimination and social disadvantage. The SALTO FOUNDATION together with Laureus work and believe in the idea that “sport has the power to change the world.”
- > Real Sociedad Foundation: the Real Sociedad Foundation acts as the philanthropic arm of Real Sociedad football club, dedicated to defending the principles of education, equality, solidarity and social inclusion. Leveraging its own sports programs, the foundation strives to promote a more just and united society, using the transformative power of sport as a catalyst for positive change. The SALTO FOUNDATION works to boost football among people with disabilities, through the Liga Genuine project.

ESG Governance and Integration

2025 has been the year of professionalization of our social structure to ensure transparency and alignment with the SDGs and purpose of SALTO WECOSYSTEM.

- > Professional Management Framework
Implementation of a governance structure designed to align each social action with the Group’s Sustainable Development Goals (SDGs) and the purpose of the Foundation, in which the governing body meets 4 times a year through its employer, and the work team develops the projects and actions to support the Foundation with resources from SALTO WECOSYSTEM.
- > Roadmap and Transparency
Approval of the Foundation’s strategic plan and integration of its indicators in the ecosystem’s non-financial information report.
- > Digital Ecosystem
Launch of saltofoundation.org and new social channels to encourage direct communication with the community. Commitment to transparency and accountability.

With the social initiatives implemented by the Foundation, we have supported projects with the same purpose: to generate social impact and promote social integration with sport as a tool. The activity focuses on 4 big lines:

3

Alliances

We foster a network of allies and sports enthusiasts to generate social and community transformation, where each person acts as an engine of change. We actively collaborate with associations, sports clubs, foundations and NGOs on multiple initiatives and programs that contribute to the development of communities in different countries and regions of the world.

1

Adapted sports

We collaborate with Paralympic athletes and ambassadors from around the world who help us drive our mission and amplify the impact of adapted sport. Through these partnerships, we promote benchmarks that inspire, pave the way and reinforce a truly accessible and transformative sport.

2

Development Projects

We support projects that use sport as a development engine to improve the lives of underserved and underrepresented communities. We collaborate with organizations facing major social challenges, promoting initiatives that drive lasting change in areas such as education, inclusion, health, and sustainability.

4

Corporate Social Sponsorship

The Group drives its social engagement by sponsoring initiatives that promote inclusion, gender equality or community development.

The economic contribution of SALTO WECOSYSTEM in 2025 reached a total of €400,000, accounting for 50% of the total budget of the Foundation.

This amount was assigned to each of the main action programs:

1

Adapted Sports: Access to Sport

We strive for everyone to have access to sports on an equal basis, eliminating the economic, physical, social or territorial barriers that limit their participation. We drive initiatives that promote inclusive opportunities for people with disabilities, promote equity in access and reduce inequalities arising from the environment or lack of infrastructure, ensuring that sport is an open, accessible and transformative space for all.

We promote access through various disciplines: athletics, basketball, cycling, soccer, fencing, surfing and table tennis. These modalities allow us to reach very diverse athlete profiles and adapt to the different realities of each community, expanding the impact of the program.

2

Development Projects: Sport for Change

In this program, we support multi-year projects that use sport as a catalyst tool for social change, with the goal of improving the lives of disadvantaged people and communities. These collaborations go far beyond financial support: we actively work with each organization, setting annual goals, shared milestones and continued support throughout the collaboration period.

Through these projects that are active in India, the Democratic Republic of the Congo and Spain, we foster personal development, open educational and economic opportunities, improve physical and emotional well-being, and strengthen community cohesion. Thus, sport becomes a space for growth and transformation that creates a sustainable impact over time.

In currently active projects, we especially support girls

We are firmly committed to gender equity. Among the individual athletes who are part of the program, 44% are women, reinforcing our commitment to promoting women’s references and promoting equal participation in the sport.

Access to Sport is currently being developed in Spain, Germany, Switzerland, the Netherlands, Austria and Ireland, consolidating an international network that enables impact in different cultural and social contexts.

and youth living in contexts where their rights are severely violated—for example, in communities where they face early marriages, violence, or lack of security— boys, girls, and youth with functional diversity (including ASD, cerebral palsy, Down syndrome, and neuromotor disorders); children at risk of social exclusion; and adults with cerebral palsy.

Through them, we celebrate stories of overcoming obstacles, resilience and potential, demonstrating the real value sport has in their lives: a space to grow, gain confidence and build relationships that strengthen their well-being.

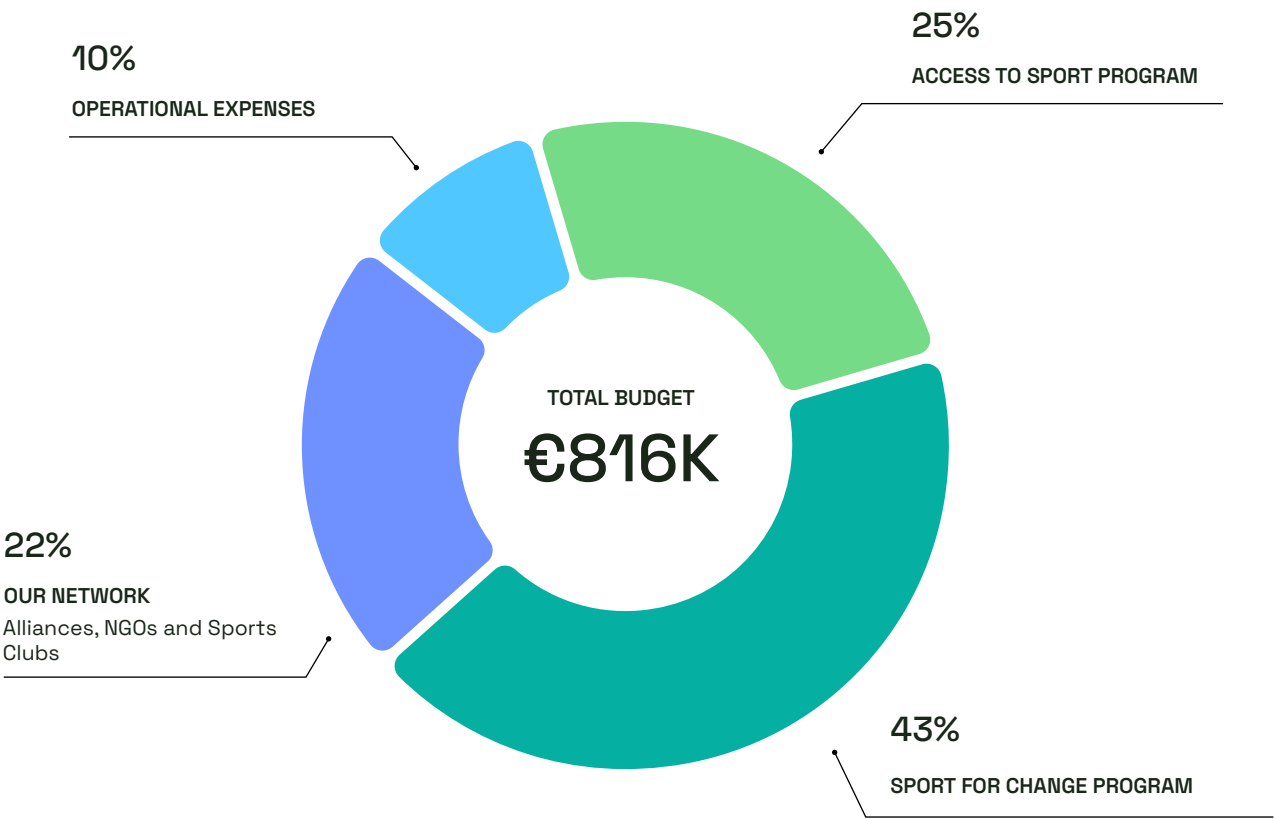
3

Alliances

We foster a network of allies and sports enthusiasts to generate social and community transformation, where each person acts as an engine of change. We actively collaborate with associations, sports clubs, foundations and NGOs on multiple initiatives and programs that contribute to the development of communities in different countries and regions of the world.

- > Strategic alliances: we collaborate strategically with organizations or individuals that reinforce the foundation’s mission and expand its impact. We seek to generate synergies, optimize efforts and address social challenges more effectively, always from shared values, trust and a common commitment to positive change.
- > Sports clubs: we develop positive social impact activities in collaboration with sports clubs, using sport as a tool for personal and community development. These initiatives seek to foster healthier, more active, and cohesive communities, with particular attention to youth.

- > NGOs: Our partnerships with NGOs are based on uniting efforts to drive common social goals. Rather than just supporting one-time projects, we continuously collaborate to strengthen their programs, expand their reach and make a more sustainable impact. These partnerships, primarily present in Africa and Europe, allow us to move forward with local organizations that know first-hand the needs of their communities.



4 Corporate Social Sponsorship

The Group drives its social engagement by sponsoring initiatives that promote inclusion, gender equality and community development, supporting projects with real impact on the local and global environment.

A prominent example is collaboration with the Real Sociedad Foundation, a non-profit entity aimed at promoting sports, social and cultural activities. Sharing a similar vision on the transformative role of sport and social responsibility, we collaborate on two specific programs. The SAREAK project works on the recovery of seabed and port networks to give them a second life, combining environmental action with awareness of the importance of protecting marine and coastal ecosystems. On the other hand, we participate in the Fundazioaren

Eguna, a day aimed at the families of Real Sociedad and Gipuzkoa that fosters community bonding through festive and inclusive activities.

Beyond this collaboration, we support other social and cultural impact initiatives in the local environment, including the Albaola Museum, the Lilaton charity career for women, and the Emakumeak Zientzian project, aimed at raising awareness and promoting women's participation in science.

We also sponsor athletes whose achievements in 2025 have been particularly notable:





Aitor Francesena

A blind surfer, he has been proclaimed champion for the sixth time in the Association of Adapted Surf Professionals (AASP), cementing his status as one of the world’s leading figures in adaptive surfing.



Eva-Maria Dünser

She has achieved a historic result at the Austrian Alpine Ski Championships, winning four gold medals in one edition by taking on the slalom, giant slalom, superG and combined disciplines.



Catherine Debrunner

She won 5 medals at the Para Athletics Championships in New Delhi. She also achieved a podium finish at the New York City Marathon.



Ander Cepas

He won second place in the European Paralympic Table Tennis Championship.

To learn more and learn about the projects on which SALTO FOUNDATION works and the impact they generate, the *Foundation’s Report* provides a detailed overview of its initiatives, results, and commitment to social and sustainable development.



Collaboration with NGOs and Community Action

The Group’s commitment to local communities manifests itself in a wide variety of charitable initiatives driven by different entities.

At Gantner India, we regularly collaborate with local NGOs supporting vulnerable children, through visits, learning and participation activities, donations of essential materials, and sometimes meal sponsorship. Additionally, we organize blood donation campaigns in collaboration with local health organizations. This same initiative is replicated in Salto Oiartzun, where two annual blood donation sessions are held at the facility itself.

At Salto Oiartzun, we also developed other regular solidarity actions: a collection of toys at Christmas for the Red Cross, participation in the Food Bank campaign, and the installation of a permanent container for the collection and donation of clothing.

Gantner Austria participates every year in Samaritan’s Purse’s *Christmas in a Shoebox campaign*, in which employees voluntarily donate toiletries, toys, and clothing for children in underprivileged countries.

Salto USA has a corporate volunteer program—Salto Cares—that provides each employee with 16 paid hours annually to dedicate to charity of their choice, from food banks and shelters to school educational activities. The program is renewed every year and adds to vacation days, reinforcing the culture of individual social engagement within the organization.

Collaborating with Universities and Developing Young Talent

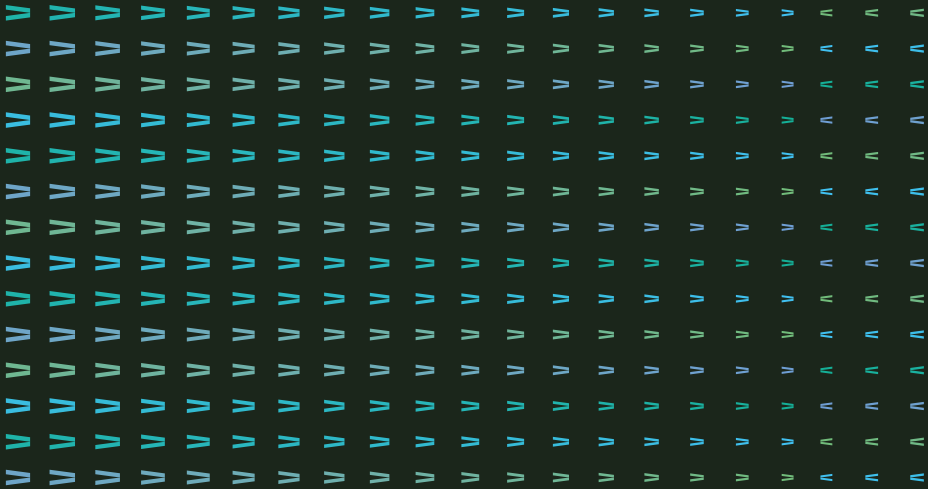
The Group maintains an active relationship with the academic field, contributing to the development of young talent and strengthening links with educational institutions.

At Gantner India, we offer training and internship opportunities to undergraduate students, providing them with hands-on exposure to the industry’s professional environment and direct support from our teams.

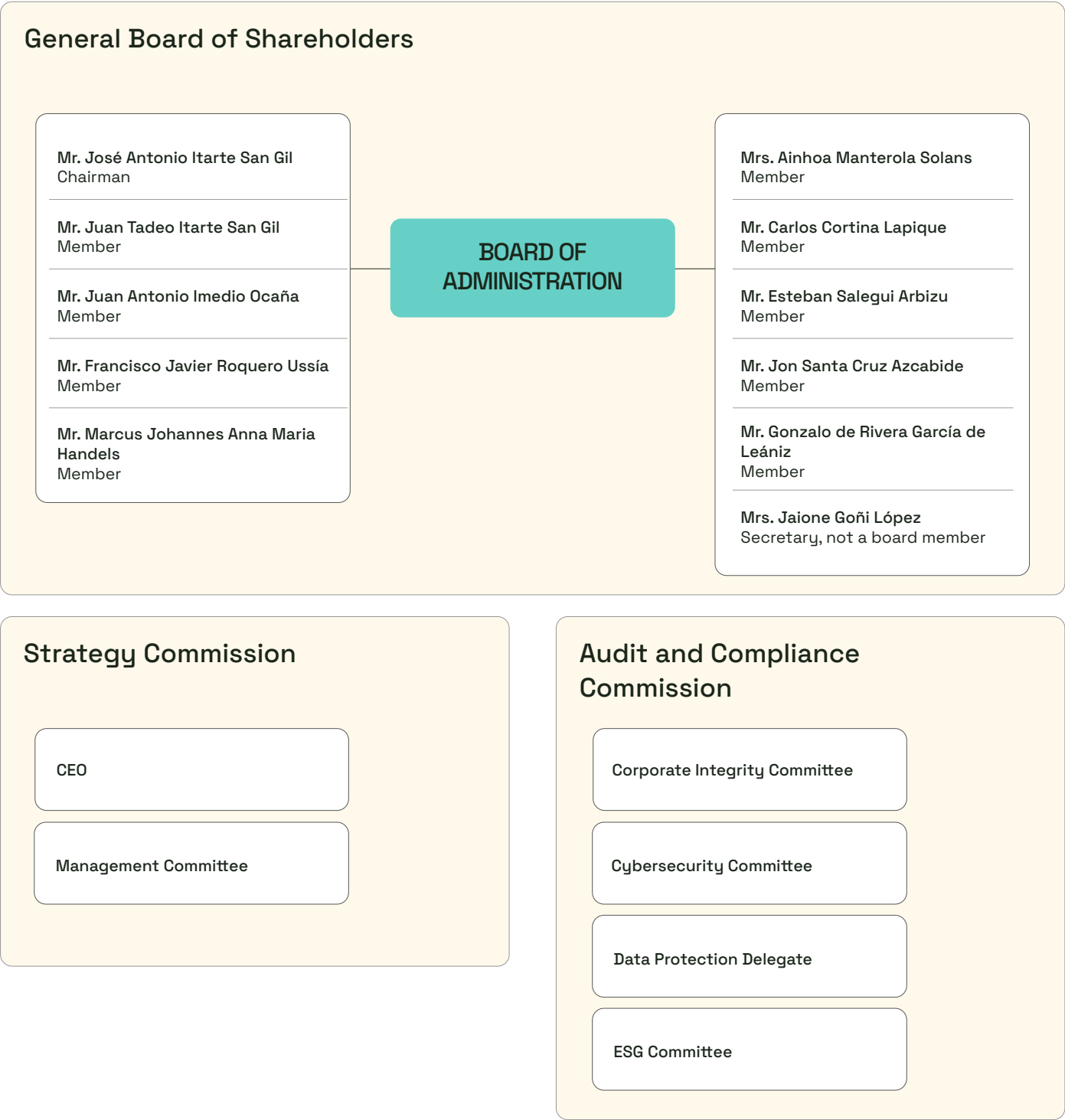
In 2025, at Salto Oiartzun we participated in 6 job fairs, received a visit from 6 university groups in our facilities and taught 6 training sessions at the main universities in the area, consolidating our presence as an employer reference in the local academic environment.



6. Good Governance



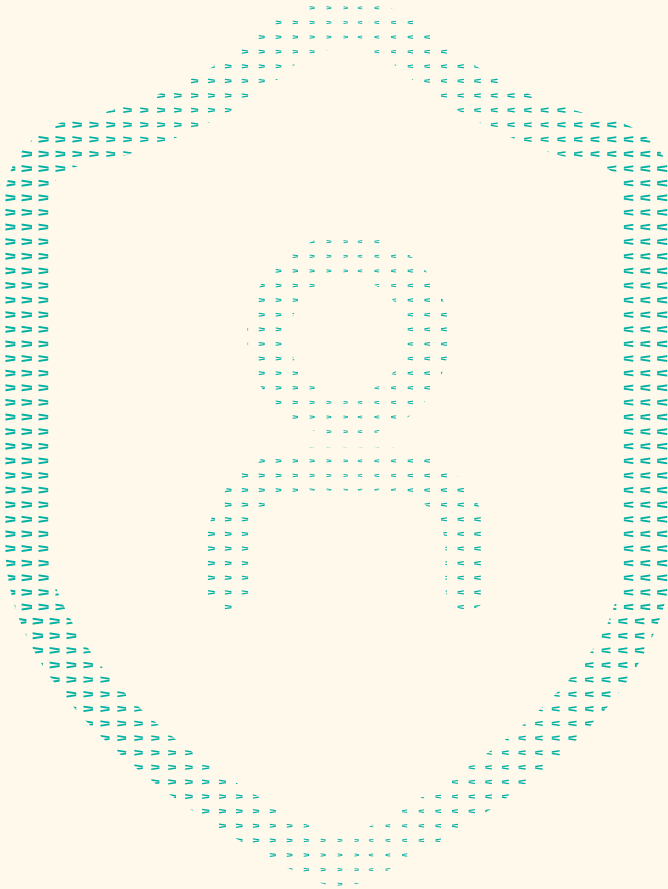
The following is the governing structure at SALTO WECOSYSTEM:



Additionally, the Board of Directors has delegated the daily management of SALTO WECOSYSTEM to the CEO, who, in turn, has the support of the SALTO WECOSYSTEM Steering Committee, as well as other advisory committees.

In 2024, the Cybersecurity Committee of SALTO WECOSYSTEM was incorporated, as a result of the evolution of the Cybersecurity Committee of Salto Oizartun, created in 2019 and which progressively expanded its responsibilities and competencies. During 2025, this Committee continued to consolidate and expand its global reach, reinforcing the centralized coordination of all aspects related to cybersecurity throughout the SALTO WECOSYSTEM Group.

During 2025, the ESG Committee, represented by the management of the Group’s three brands, was established as a body for monitoring and supervising sustainability issues at the highest level. (See section 3.6. ESG management)



6.1 Code of Ethics and Compliance

At SALTO WECOSYSTEM, we are firmly committed to undertaking our activity ethically and responsibly. Our values emphasize the role of our people in the organization and the responsibility we assume towards our customers and society at large.

Therefore, we are fostering a culture of compliance within the Group, focused on ensuring that our business is conducted in accordance with applicable regulations and best business ethics practices.

This way, SALTO WECOSYSTEM strives to build and apply robust internal governance frameworks that support and guarantee transparency and integrity in all of our activities.

Code of Conduct

Corporate Policies

Compliance System

Internal Reporting System and Ethical channels

Code of Conduct

The Code of Conduct is the cornerstone of SALTO WECOSYSTEM’s ethical business culture. It defines and develops the principles that should govern and guide the activity and actions of all the people in the Group. This set of values and principles establishes the Group’s ethical behavior model in all our areas of action, and is applicable to all the people who are part of it regardless of the country or society where we operate.

In May 2025, the Board of Directors reviewed and approved a new version of the Code of Conduct, which is available on the corporate website.

In addition, in order to reinforce and ensure the alignment of supplier entities with our values, with our ethical model and with our general principles of transparency and compliance, in 2025 the Supplier Entity Code of Conduct was approved and published, which incorporates commitments on social, environmental, labor and gender equality issues.

The Code is currently in the implementation and dissemination phase among our supplier entities. Its adherence is especially required for those from countries with higher risk or considered strategic due to their relevance in the total volume of purchases of the Group. However, the objective is to make it extendable to all of our supplier entities.

Corporate Policies

SALTO WECOSYSTEM has a series of corporate policies that further develop the commitments included in the Code of Conduct for specific matters. The purpose of these corporate policies is to reinforce the responsibility of the organization in these specific areas and to ensure that we adhere to them throughout the course of our business and in our corporate practices.

In 2024, we worked on the preparation of an Anti-Harassment Protocol for Salto Oiartzun, which was approved in 2025. Although this company already had a procedure against workplace and sexual harassment since

2019, it was considered necessary to review and update the existing protocol to adapt it to the latest legislative developments and best practices, as well as to the new types of harassment that may arise in the work environment, including cases in the digital field.

Currently, work is underway on the development of a global anti-harassment policy that extends the same guiding principles across the entire SALTO WECOSYSTEM.

The Corporate Policies can be consulted on the corporate website.

Compliance System

SALTO WECOSYSTEM’s commitment to integrity and transparency drives us to develop and document a Compliance system that ensures that all people in the Group act in accordance with current regulations and best business ethics practices. This system allows us to prevent, detect, and manage risks early, especially those of a criminal nature.

To this end, we have a Corporate Integrity Committee whose mission is to ensure the promotion and deployment of the Group’s Compliance program, among other functions.

The Corporate Integrity Committee has prepared the Annual Compliance Activities Plan for 2026, in which the work objectives, deadlines, and actions necessary to achieve them have been defined. This Annual Plan has been approved by the Board of Directors of Salto Systems, S.L. (after approval of the Audit and Compliance Committee).

Internal Reporting System and Ethical channels

SALTO WECOSYSTEM has an Internal Reporting System for Violations, which seeks to provide the Group with effective tools and procedures to allow the communication, detection, control, and monitoring of certain potential violations or non-compliances.

Currently, the Group’s Internal Reporting System consists of:

01.

Ethical Channel

It is a confidential reporting channel establishe in order to allow both people in the organization and other interested parties (such as supplier entities, collaborators, etc.) to submit communications about (i) violations of the Code of Conduct and other internal regulations and/or (ii) violations of legislation that are within the scope of application of the Hotline.

The Ethical Channel can be accessed with the following link:

<https://saltowecosystem.integrityline.com/>

The Ethics Hotline is governed by both the Internal Whistleblowing Policy and the Internal Whistleblowing Procedure, which ensure confidentiality, the protection of whistleblowers, as well as the absence of retaliation for reports made in good faith.

During the 2025 fiscal year, no legal actions related to unfair competition, monopoly practices or conduct contrary to free competition were recorded.

6.2 Fight against corruption and bribery

The Code of Conduct establishes the principles that govern our actions in the prevention of bribery and corruption:

“We must not, directly or indirectly, accept, offer, promise, give or authorize the giving of bribes, kickbacks, payments or any other items that could be interpreted as such to a third person, both public and private sector officials or authorities, in order to influence their acts or decisions, or to prevent them from acting, with the intention of obtaining favorable treatment, contracts or an improper advantage. This prohibition also affects those known as facilitation payments.”

In addition, in order to reinforce the prevention of possible bribery and improper payments, specific payment control procedures have been established in the Group. In accordance with these procedures, Salto OIartzun carries out a systematic control of the payments made in the Group’s companies considered most critical, with a special focus on those identified as priority at all times. Progressively, it is planned to extend the scope of these procedures to other Group companies, including the companies of the Gantner and Vintia sub-group, in order to consolidate a homogeneous and robust system of financial supervision.

During the 2025 fiscal year, no cases of corruption and/or bribery were detected in the Group.

In the prevention of money laundering, we apply due diligence measures before entering into any business relationship, along with strict controls over payments. We do not accept unusual cash payments, payments made by bearer checks, payments in currencies not agreed upon, or payments made by individuals or entities not specified in the contracts or from non-standard accounts. We also strengthen controls when it comes to transactions linked to tax havens or to entities whose ownership or beneficial owners cannot be clearly identified.

As stated in our Code of Conduct, we remain vigilant for possible atypical activities, with our obligation to immediately report any suspicious activity that may be related to money laundering or other criminal acts.

No cases of money laundering were detected in the Group during the fiscal year 2025.

6.3 Cybersecurity

Cybersecurity at SALTO WECOSYSTEM is a key pillar of the governance area. Our commitment is based on protecting the information of our customers, employees and partners, ensuring its confidentiality and availability, in line with major international standards. To achieve this, cybersecurity is based on two main pillars:

> Strategy and Governance

SALTO WECOSYSTEM’s cybersecurity strategy is based on prevention, detection and response to threats that may affect the business. To this end, the following measures are in place:

> Security Policies

In order to ensure compliance with the highest information security standards across all Group companies, SALTO WECOSYSTEM maintains its security policies aligned with international standards and regulations such as ISO 27001 or NIS 2. In this regard, the Group seeks to ensure that its information security management systems have third-party certifications that guarantee their robustness and alignment with international standards. During this process, priority has been given to the Group companies that develop products and those that operate in the corporate technology infrastructure, ensuring that their critical activities are supported by certified systems.

In 2025, the transition to the ISO 27001:2022 standard was completed for the Group’s certifications, and the certification was extended to new Group companies. Due to the hard work and coordination of the various teams involved, virtually the entire Group now holds Information Security certification.

> Risk Management

In order to minimize risks to the business and ensure continuity of critical processes, security risk analyses are performed on a regular basis within the framework of the Governance, Risk and Compliance process. Over the course of 2025, progress was made in integrating the Group into this process, gradually expanding its scope and standardizing risk assessment criteria at the corporate level.

Likewise, throughout the year, the implementation of the Business Continuity Program at the Group level has been promoted, advancing the adoption of a common and aligned framework for incident management and operational recovery.

> Governance and Leadership

To lead the deployment of the cybersecurity model across the Group, SALTO WECOSYSTEM has a security structure and governance model based on three lines of defense. In addition, there is a Security Committee represented by Senior Management, whose objective is to monitor risks and drive the adoption of security policies and standards at the Group’s companies, placing cybersecurity at the center of the strategy.

During 2025, all planned Security Committees have been held, consolidating a regular space for monitoring and making strategic decisions regarding security. These meetings have allowed for strengthening coordination between areas, monitoring the evolution of technological risk and ensuring the uniform implementation of cybersecurity controls in the Group.

6. GOOD GOVERNANCE

> Culture of Cybersecurity

With the belief that security is everyone’s responsibility, SALTO WECOSYSTEM considers it essential to promote a culture of cybersecurity throughout the Group. To this end, it is necessary to ensure that all employees, at all levels of the organization, have the information and knowledge necessary to minimize exposure to cybersecurity risks.

During 2025, cybersecurity awareness has been reinforced through the launch of a cybersecurity awareness course and several additional initiatives aimed at consolidating good information security practices. In addition, internal phishing campaigns have shown a significant improvement in their results, reflecting a higher level of maturity and awareness in the workforce.

As part of this momentum, specific security training has been delivered to the Steering Committee and Board of Directors in 2025, with the aim of reinforcing its key role in strategic oversight of technology risk and cybersecurity. Likewise, a crisis simulation exercise has been carried out with the Steering Committee to improve the capacity to respond to incidents and strengthen organizational preparation in the face of critical scenarios.

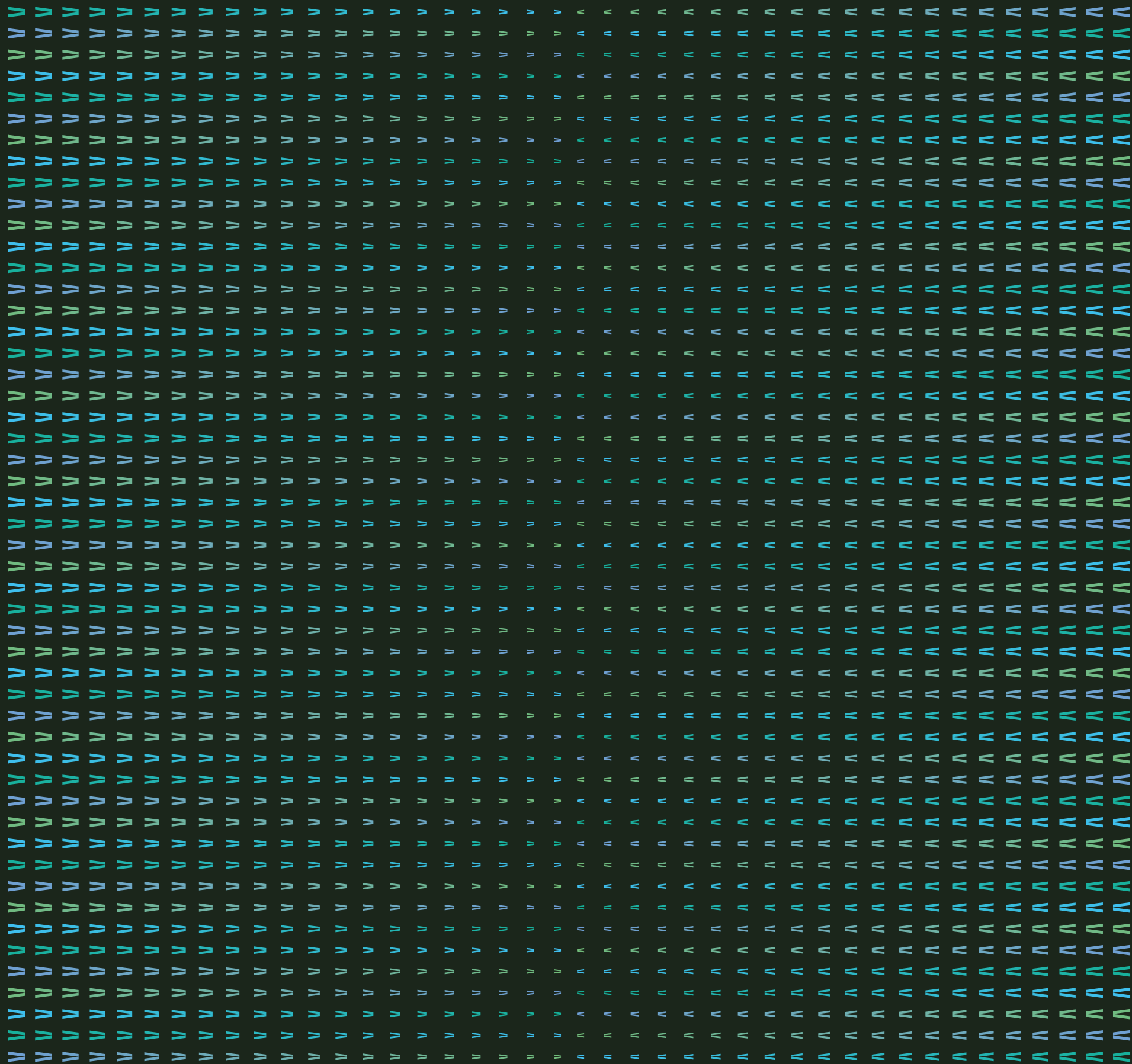
Moving forward, we will continue to promote initiatives that strengthen our cybersecurity culture and ensure the protection of our internal systems and technological solutions.

6.4 Consumers and end users

The health and safety of consumers and end users is a fundamental matter at SALTO WECOSYSTEM. This is why 100% of our products are certified under strict safety standards (UNE-EN IEC 62368-1:2020/ A11:2020, UNE-EN IEC 63000:2018).

Furthermore, in 2024, there were no cases of non-compliance relating to the health and safety impact of our products.

	2025
Number of fines or sanctions for non-compliance with regulations	0
Number of warnings for non-compliance with regulations	0
Number of cases of non-compliance with voluntary codes	0



7. Annexes

7.1 About the report

This Sustainability Report aims to transmit the most significant information on the Group’s economic, social, and environmental performance during the fiscal year 2025, responding to the requirements established in Law 11/2018 and taking as reference the main international standards of reporting on sustainability.

Scope of the information

This is the seventh sustainability report prepared by the company. In its preparation, a significant effort has been made to integrate information from all the companies and business units of SALTO WECOSYSTEM, and work continues to be carried out on the improvement of the data collection systems, a process that has made significant progress with the implementation of the ERP in all the entities of the Group.

The data presented have been prepared using the Global Reporting Initiative (GRI) standard as a reference, and the UN Global Compact framework for progress reporting has been taken into account. The appendix includes a table of correspondence between the data provided, the GRI indicators and the Sustainable Development Goals (SDGs) associated with each case.

7.2 Actions toward the SDG

Carbon Emissions and Climate Change	
7 Accessible and non-polluting energy	> At SALTO Oiartzun, Gantner Nüziders and several other locations, 100% of the energy consumption comes from renewable sources. Other offices and companies source their electricity and heating from partially renewable sources. > HQ and Gantner have solar panels for self-consumption. > Electricity consumption and other parameters are monitored to reduce inefficiencies and losses. > We encourage more and more Business Units to source their energy from renewable sources. > We collaborate with various renewable energy infrastructure creation projects in Asia, America and Oceania (offsetting projects).
11 Sustainable cities and communities	> Sustainable mobility plans and working from home. Promotion of public transport, carpooling, etc. > Energy efficiency and fuel-saving plans, data monitoring. Calculation and reduction of the carbon footprint. > Use of sustainable materials.
13 Action for the climate	> We are working to reduce emissions from travel by minimizing commuting (WFH), facilitating the charging of electric vehicles and providing an app to promote carpooling. > There is a project in place to provide an electric vehicle for our main components’ supplier (who brings material most frequently). > Raising awareness among the BUs and the Group’s companies regarding their carbon footprint: information on their individual footprint, their contribution to the Group’s footprint and their direct participation in offsetting their emissions. > Communicating Good Environmental Practices via the Intranet. > Programs for the neutralization of unavoidable emissions, mainly through projects to remove CO2 from the atmosphere and in mitigation projects beyond our value chain. These projects, in addition to improving the environment, lead to improvements in the living conditions of the communities where they take place. We collaborate with projects around the world. > Expanding the calculation of our carbon footprint to include emissions from other activities in our entire value chain. > Collaboration in forums with the Provincial Council of Gipuzkoa and Naturklima in participation activities that develop strategies toward a carbon neutral economy.

Life cycle of the products and services, circular economy and resource management	
9 Industry, innovation and infrastructure	> We are working toward reducing materials and circularity of packaging. > We use cardboard and paper from sources using sustainable forest management. > When designing new products, we take into account different aspects such as energy consumption, replacement of materials, reduction in variability of materials, reduction in the number or weight of pieces, etc. > Supplier awareness project: in-person workshop on SDG awareness and support in preparing an action plan. > We are working on raising awareness and training R&D personnel to incorporate sustainability criteria in new or modified designs.
12 Responsible production and consumption	> Environmental management. Identification and control of our environmental aspect at HQ and other BUs. > Sustainable resource consumption: cardboard and paper from sustainable forest management, cleaning products with low environmental impact. > Waste reduction and recycling. > Promoting sustainable practices among BUs: awareness-raising news on the intranet, promotion of participation in offsetting projects, suggesting engaging renewable energy companies. > Supplier awareness project: in-person workshops on SDG awareness and support in the development of an action plan. > Sustainability information reports: Sustainability Report, EcoVadis, Global Compact CoP, EPDs (Environmental Product Declarations).
13 Action for the climate	> Reduction of materials and their circularity in packaging. > Use of recycled cardboard and paper or from sources with sustainable forest management. > In the design of new products, different eco-design aspects are taken into account, such as the reduction of energy consumption, the replacement of materials with others having lower impact, the reduction in the number or weight of pieces, the reduction in material variability, etc.

Relationships with society	
1 End poverty	INCLUSIVE SPORTS PROJECTS; Health, Sports and Equality; Sports sponsorships, Free2Move (as of the end of 2024, the SALTO FOUNDATION)
2 Zero hunger	SOCIAL INITIATIVE PROJECTS (combatting hunger, supporting disease research, educational development in the third world, social integration,...) FREE-TO-MOVE (as of the end of 2024, the SALTO FOUNDATION)
3 Health and wellbeing	> Promotion of sport as a tool for physical health and emotional well-being for people in vulnerable situations, with special attention to people with disabilities and groups at risk of exclusion. > Support for paralympic athletes and adapted sports programs that contribute to comprehensive health and personal autonomy. > Development of community projects in developing countries that use sport as a way to improve the physical and emotional well-being of children and young people.
4 Quality education	> Sponsoring inclusive educational projects in developing countries: FREE-TO-MOVE (as of the end of 2024, the SALTO FOUNDATION) > Participating in educational centers and job fairs to promote training in STEM subjects and the incorporation of young people into the job market.
5 Gender equality	> Sponsorship of inclusive gender-equal sports. > Internal equality training. > Drafting of a protocol against sexual harassment and discrimination.
8 Decent employment and economic growth	> Integration of diverse capabilities in the workforce. > Correct management of the health and safety of all external people who access the organization. > Responsible purchasing: Supplier Code of Conduct.
10 Reduction in inequality	> Implementing responsible purchasing through ESG assessments and the Supplier Code of Conduct. > Diversity: incorporating individuals with diverse capabilities into the SALTO group. > Drafting of non-discrimination protocols; Code of Conduct that guarantees the defense of human rights. > Assure dignified working conditions and salaries for all employees.
11 Sustainable cities and communities	> Promoting local employment. > Promoting purchasing from local suppliers. > Improving green areas in the workplace.

17 Partnerships to achieve goals	> Building an international network of strategic alliances with global reference organizations such as Ashoka and Laureus, multiplying the reach and impact of social action. > Active collaboration with sports federations, clubs, NGOs, and foundations in multiple countries for the development of inclusion and social transformation programs. > Integration of social action into the Group's ESG reporting framework, ensuring transparency, accountability, and alignment with the SDGs at the corporate level. > Fostering public-private and civil society partnerships to address long-term, systemic, and sustainable social challenges.
Employee talent management	
4 Quality education	> Promoting in-house staff training in work-related, health and well-being issues. > Developing training plans.
5 Gender equality	> Local and global equality plans. > Conciliation measures that favor female work and professional development at SALTO. > Guaranteeing the full and effective participation of women and equal opportunities for leadership at all levels of decision-making. > Ensure non-discrimination in the workplace for reasons of gender, including the elimination of the wage gap.
8 Decent employment and economic growth	> Establishing inclusion and diversity actions. > Guaranteeing the freedom of trade unions, collective bargaining and social dialogue. > Promoting youth employment through hiring and internship programs. > Internal training on non-discrimination, integration and diversity. > Drafting of a protocol against harassment and discrimination. > Guaranteeing permanent contracts and opportunities for promotion and professional development.

7.3 Contents of the report

GRI TABLE			
Content of Law 11/2018		Location / Direct response	GRI
BUSINESS MODEL		Pages 22-23	102 and 103
Corporate environment		Pages 10-29	
Organization and structure		Pages 18-21	
Markets		Pages 26-29	
Objectives and strategies		Pages 48-51	
Factors and trends that may affect the evolution		Pages 32-55	
Policies		Pages 48-51	
Risks		Pages 36-39	
ENVIRONMENTAL ISSUES			
Pollution	Measures to prevent, reduce or repair any atmospheric, noise, light pollution	Pages 50-53, 80-85 Noise pollution is not relevant for the activity of the company	416-1
Circular economy, waste prevention and management	Prevention measures	Pages 50-53, 92	
	Recycling, reuse	Pages 32-35, 80-92	301-2 / 301-3
	Waste recovery and elimination	Pages 32-35, 80-92	306-2 / 306-3 / 306-4
	Actions to combat food waste	Not a material area	Not applicable

Sustainable use of resources	Water	Page 83	303 (from 1 to 5)
	Consumption of raw materials	Pages 81-82	301-1
	Energy consumption (measure for energy efficiency and the use of renewable energy	Pages 72-79	302 (from 1 to 4)
Climate change	Emissions of greenhouse gases	Pages 66-71	305 (from 1 to 7)
	Adaptation to climate change measures	Pages 48-51, 63, 138	307-1
	Reduction targets and implemented measures	Pages 48-51, 63, 138	305-5
Protection of biodiversity	Measures to preserve or restore the biodiversity	Not a material area	Not applicable
	Impact caused by the activities or operations in protected areas	Not a material area	Not applicable

SOCIAL AND PERSONNEL ISSUES

Employment	Total n° and distribution of employees by gender, age, country and professional category	Page 98	401
	Total number and distribution of employment contract types	Page 98	401
	Annual average of permanent contracts, temporary contracts, and part-time contracts by gender, age and job category	-	401
	Number of dismissals by sex, age, job category	The number of layoffs in the Group in 2025 has been 13, 6 in Gantner and 7 in Salto, 23% of which affected women	401
	Average salaries and their evolution disaggregated by sex, age and professional category	Page 104 (without detail)	405-2
	Pay gap	Page 104	405-2
	Risks Average salaries of board members and directors	The company directors do not receive remuneration for being directors	405-2
	Implementation of disconnection from work policies	Page 101	405-2
	Employees with disabilities	Page 105	405-1

Work organization	Organization of working time	The workforce is subject to the collective bargaining agreement of their respective country, and the number of working hours is established based on each country's legislation.	102-8
	Number of hours of absenteeism	Page 100 (as a rate)	403-2
	Measures aimed at achieving a work-life balance	Pages 100-101	401-3
Health and safety	Health and safety conditions at work	Pages 99-101	403 (from 1 to 3 and from 6 to 8)
	Occupational accidents (frequency and severity) and occupational illnesses broken down by gender	Page 100	403-9 / 403-10
Social relations	The organization of social dialogue, including procedures to inform and consult personnel and negotiate with them	Pages 98-99	402-1
	Percentage of employees covered by the collective bargaining agreement by country	Pages 98-99	102-41
	Summary of collective agreements: area of health and safety at work	Pages 98-99	403-4
Training	Policies implemented in the field of training	Pages 106-107	403-5 / 404-2
	Number of hours of training by professional category	Page 106	404-1
Accessibility	Policy to combat all types of discrimination	Pages 102-103	103-2
	Diversity management policy	Page 105	
	Universal plan for people with disabilities	Pages 102-103	
Equality	Measures adopted to promote equal treatment and opportunities among men and women	Pages 102-103	
	Equality plans	Pages 103-104	
	Measures taken to promote employment	Pages 106-107	
	Protocols to combat sexual harassment and gender-based harassment	Page 102	
	Measures to address integration and accessibility for people with disabilities	Page 105	103-2
	Policy to combat all types of discrimination	Pages 102-105	406-1
	Diversity management policy	Pages 33, 102, 139-140	405-1

INFORMATION ON HUMAN RIGHTS			
Due diligence	Due diligence procedure	Pages 130-131	412-1 / 412-2 / 412-3
Prevention	Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and repair possible abuses committed		411-1
	Summary of collective agreements: area of health and safety at work		407-1
Ethical channel - Ethical mailbox	Complaints for cases of human rights violations		
	Promotion of and compliance with fundamental ILO conventions – freedom of association		
	Guaranteeing the right to collective negotiation		
Human rights principles	Effective abolition of child labour		
	Elimination of forced or compulsory labor		
	Elimination of discrimination in employment and occupation		

INFORMATION ABOUT THE COMPANY			
Corruption and bribery	Measures adopted to prevent corruption and bribery	Page 131	205
	Measures to combat money laundering	Page 131	103-2
	Contributions to foundations and non-profit organizations	Pages 116-121	103-2 / 201-1
Commitments	Impact of the company's activity on local employment and development	Pages 44-47, 108-121	203-1 / 203-2 / 204-1
	Impact of the company's activity on local populations and the region	Pages 44-47, 108-121	413-1 / 413-2
	Relationships with stakeholders in the local community and the types of dialogue with them	Pages 44-47, 108-121	413-1
	Association or sponsorship actions	Pages 108-121	103-2 / 201-1
	Inclusion of social, gender equality and environmental issues in the purchasing policy	Pages 54-55	103-3
Subcontracting and suppliers	Consideration in the relations with suppliers and subcontractors of their social and environmental responsibility	Pages 54-55	414-1
	Supervision systems and audits and the results of these	Pages 54-55	414-2
Consumers	Measures for the health and safety of consumers	Product safety is one of the company's key competitive requirements and this is ensured by strict compliance with safety regulations by all products. Claims and complaints follow the process defined in the company's Management Manual.	416-1
	Claim systems		
	Number of complaints received and their resolution	Total number of product complaints received in 2025 by SALTO and the BUs: 687, of which 96% have been closed. In 2025, 61,918 tickets (basically queries) were generated, of which 60,201 (97.22%) were resolved.	416-2
Tax information	Indicators of benefits obtained by country	Information not available	
	Taxes on profits paid and public subsidies received	Page 55	201-1 / 201-4

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