

Acerolux, S.L. and Subsidiaries

Independent Limited Assurance Report
on the Consolidated Non-Financial
Information Statement for the year
ended 31 December 2022

Translation of a report originally issued in Spanish. In the event of a discrepancy, the Spanish-language version prevails.

INDEPENDENT LIMITED ASSURANCE REPORT ON THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT OF ACEROLUX, S.L. AND SUBSIDIARIES FOR 2022

To the Shareholders of Acerolux, S.L.,

In accordance with Article 49 of the Spanish Commercial Code, we have performed the verification, with a scope of limited assurance, of the accompanying Consolidated Non-Financial Information Statement (“CNFIS”) for the year ended 31 December 2022 (“2022”) of Acerolux, S.L. and subsidiaries (“Acerolux” or “the Group”), which forms part of the accompanying Consolidated Directors’ Report of the Group.

The content of the CNFIS includes information, additional to that required by current Spanish corporate legislation relating to non-financial reporting, that was not the subject matter of our verification. In this regard, our work was limited solely to verification of the information identified in the “Appendix I: Table of Contents of Law 11/2018 and GRI Standards” included in the accompanying CNFIS.

Responsibilities of the Sole Director

The preparation and content of the CNFIS included in the Group’s Directors’ Report are the responsibility of the sole director of Acerolux, S.L. The CNFIS was prepared in accordance with the content specified in current Spanish corporate legislation and with the criteria of the selected Global Reporting Initiative Sustainability Reporting Standards (GRI standards) described as well as other criteria described as indicated for each matter in “Appendix I: Table of Contents of Law 11/2018 and GRI Standards” of the aforementioned CNFIS.

These responsibilities of the sole director also include the design, implementation and maintenance of such internal control as is determined to be necessary to enable the CNFIS to be free from material misstatement, whether due to fraud or error.

The sole director of Acerolux, S.L. is also responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the CNFIS is obtained.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA), which is based on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management (ISQM) 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our engagement team consisted of professionals who are experts in reviews of non-financial information and, specifically, in information about economic, social and environmental performance.

Our Responsibilities

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed. We conducted our work in accordance with the requirements established in International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements other than Audits or Reviews of Historical Financial Information (ISAE 3000 Revised), currently in force, issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and with the guidelines published by the Spanish Institute of Certified Public Accountants on attestation engagements regarding non-financial information statements.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and, consequently, the level of assurance obtained is substantially lower.

Our work consisted of making inquiries of Parent's management and the various units of the Group that participated in the preparation of the CNFIS, reviewing the processes used to compile and validate the information presented in the CNFIS, and carrying out the following analytical procedures and sample-based review tests:

- Meetings held with Group personnel to ascertain the business model, policies and management approaches applied, and the main risks relating to these matters, and to obtain the information required for the external review.

- Analysis of the scope, relevance and completeness of the contents included in the 2022 CNFIS based on the materiality analysis performed by the Acerolux and described in the Standards and Materiality Analysis section of the CNFIS, also taking into account the contents required under current Spanish corporate legislation.
- Analysis of the processes used to compile and validate the data presented in the 2022 CNFIS.
- Review of the information relating to risks and the policies and management approaches applied in relation to the material matters presented in the 2022 CNFIS.
- Verification, by means of sample-based review tests, of the information relating to the contents included in the 2022 CNFIS, and the appropriate compilation thereof based on the data furnished by information sources.
- Obtainment of a representation letter from the Parent's sole director and management.

Conclusion

Based on the procedures performed in our verification and the evidence obtained, nothing has come to our attention that causes us to believe that the CNFIS of Acerolux, S.L. and subsidiaries for the year ended 31 December 2022 was not prepared, in all material respects, in accordance with the content specified in current Spanish corporate legislation and with the criteria of the selected GRI standards, as well as other criteria described as indicated for each matter in the “Appendix I: Table of Contents of Law 11/2018 and GRI Standards” included in the accompanying CNFIS.

Use and Distribution

This report has been prepared in response to the requirement established in corporate legislation in force in Spain and, therefore, it might not be appropriate for other purposes or jurisdictions.

DELOITTE, S.L.

José María Hernández Álvarez

17 July 2023

Translation of a report originally issued in Spanish. In the event of a discrepancy, the Spanish-language version prevails.

2022 NON-FINANCIAL INFORMATION STATEMENT

Scope of application

Spanish Non-Financial Information and Diversity Law 11/2018, of 28 December, establishes that companies that prepare consolidated financial statements must include a Consolidated Non-Financial Information Statement (“CNFIS”) in the consolidated directors’ report or in a separate document provided that, among other requirements:

- The average number of employees of the Group companies during the year is greater than 500.
- For two consecutive years, at the end of each of the reporting periods at least one of the following conditions is met:
 - Total consolidated asset items exceed EUR 20,000,000.
 - Consolidated revenue exceeds EUR 40,000,000.
 - The average number of employees during the year is greater than 250.

Acerolux, S.L. is the majority shareholder of Mecalux, S.A. and the core business of Acerolux, S.L. is the purchase and subscription of marketable securities. It does not have any other significant activities for the purposes of Law 11/2018 and, accordingly, its contribution to the non-financial information statement is not significant.

Therefore, since all the relevant information included in this CNFIS relates to the contribution of the subgroup of which Mecalux, S.A. is the parent (“the Group”, “the Mecalux Group” or “Mecalux”), in the wording of the document, reference is made to this subgroup when appropriate. Specific reference is made to Acerolux’s contribution on an individual basis when the importance thereof makes it appropriate.

As the Acerolux Group also meets the above requirements, this CNFIS for 2022 was prepared by the deadline legally established for such purpose and contains the various sections established by the aforementioned Law, specifically environmental and employee matters and matters relating to human rights, corruption, and bribery and society in general.

Materiality standards and analysis

In preparing this CNFIS, the Global Reporting Initiative Standards (GRI) were used as a reference for the preparation of the various sections of the report.

The principles of comparability, reliability, materiality and relevance set out in Spanish Law 11/2018, of 28 December, on non-financial information and diversity, were also applied:

COMPARABILITY PRINCIPLE: the reporting organisation shall select, compile, and report information consistently. The reported information shall be presented in a manner that enables stakeholders to analyse changes in the organisation’s performance over time, and that could support analysis relative to other organisations.

RELIABILITY PRINCIPLE: the reporting organisation shall gather, record, compile, analyse and report information and the processes used in the preparation of the report in a way that they can be subject to examination, and that establishes the quality and materiality of the information.

MATERIALITY AND RELEVANCE PRINCIPLE: the report shall cover topics that: reflect the reporting organisation's significant economic, environmental and social impacts; or substantially influence the assessments and decisions of stakeholders.

Also, Acerolux has conducted a materiality analysis on the most important aspects of the Group in relation to those matters that are the subject of this report. Specifically, those matters of most significance in terms of corporate responsibility and, in particular, for the Mecalux's various stakeholders, were taken into account, prioritising those matters of most importance to the Group.

Specifically, regard was had to the information of the Mecalux Group companies, which account for more than 94% of the headcount and 90% of billings, for the scope of this report, which includes, for the purposes of this CNFIS, the Group companies in Spain, France, Poland, the US, Argentina, Brazil and Mexico, which are all the countries in which Mecalux has a production centre, with the exception of France which, despite being a distribution subsidiary without a production centre, assumes particular importance with respect to the Group as a whole, for which reason it is included for the purposes of this report.

The Mecalux Group's business model

The Mecalux Group is a corporate group the parent of which is Mecalux, S.A., whose object is the manufacture and marketing of metal shelving and storage systems, and the marketing of certain logistics consulting and project management services for the automation of warehouses.

After more than 50 years of activity, Mecalux has positioned itself as a leading company in its industry and has gradually developed its activity through the direct presence of its subsidiaries in other countries in Europe and South and North America. Mecalux is one of the world's top ten companies in its industry.

1. *Geographical presence and size of the Group*

At present, Mecalux has a direct presence in three geographical segments and 19 countries, with eleven production centres (factories) and technological research and development activities in three countries.

The following table presents a summary of Mecalux's geographical presence through the companies composing the Group, as well as the activities performed and the number of employees at year-end:

GEOGRAPHICAL SEGMENT/ COUNTRY	No. OF COMPANIES	ACTIVITY PERFORMED	FACTORIES	HEADCOUNT	
				2022	2021
EUROPE					
SPAIN	6	Central head offices/R&D+I/Industrial/Commercial	3	2,080	2,038
FRANCE	1	Commercial	-	231	214
PORTUGAL	1	Commercial	-	15	14
ITALY	1	Commercial	-	48	38
BELGIUM	1	Commercial	-	8	7
NETHERLANDS	1	Commercial	-	9	7
POLAND	1	R&D+I/Industrial/Commercial	1	684	699
GERMANY	1	Commercial	-	40	37
UNITED KINGDOM	1	Commercial	-	31	27
CZECH REPUBLIC	1	Commercial	-	11	10
SLOVAKIA	1	Commercial	-	3	3
TURKEY	1	Commercial	-	3	4
NORTH AMERICA (NAFTA)					
US	2	R&D+I/Industrial/Commercial	3	363	349
MEXICO	1	Industrial/Commercial	2	959	830
SOUTH AMERICA (MERCOSUR)					
BRAZIL	1	Industrial/Commercial	1	181	158
ARGENTINA	1	Industrial/Commercial	1	115	115
CHILE	1	Commercial	-	4	3
COLOMBIA	1	Commercial	-	21	22
URUGUAY	1	Commercial	-	13	11
PERU	0	Commercial	-	0	1
	25		11	4,819	4,587

The configuration and geographical distribution of the Group, and the distribution of functions between production centres and commercial enterprises enabled the Group to obtain consolidated revenue of EUR 1,478 million in 2022 (2021: EUR 1,040 million) with existing resources.

Also, through local distributors, the Group has additional geographical coverage in other countries where it does not have a direct presence (Scandinavia, the Russian Federation, the Balkans, Africa, the Middle East, Asia, Oceania and Central America). Mecalux's vocation is to serve its customers wherever its products and services are required, with a firm commitment to quality and good service, offering a global scope to its customers in all its markets.

The production centres occupy a total area of more than 372 thousand m², of which 170 thousand m² are in Europe, 154 thousand m² are in Nafta countries and 48 thousand m² are in Mercosur countries. Of the eleven factories at which Mecalux carries out the industrial process to manufacture its products, two (Gliwice in Poland and Palencia in Spain) are devoted to the manufacture of components for automated warehouses and automated logistics equipment.

A summarised list of the catalogue of products and services offered by Mecalux is detailed below.

Industrial metal racking and shelving			
Pallet racking Conventional pallet racking Drive-in/drive-through pallet racking Movirack mobile pallet racking Live racking (FIFO) Pallet Shuttle Push-back racking (LIFO) Clad-rack warehouses	Picking Heavy duty shelving for picking M7 Light duty shelving for picking M3 Live picking racks Movibloc mobile shelving Simplos modular shelving for picking Metal Point boltless shelving system Slotted-angle racks	Cantilever racking Light duty cantilever racking Heavy-duty cantilever racking Mobile cantilever racks Warehouse services Technical Racking Inspection (ITE) Warehouse logistics consulting	Other systems Mezzanine floors Metal cabinets Coil racks Mesh enclosures Customised storage solutions
Automated warehouses			Software
Automated warehouses for pallets Stacker cranes for pallets Automatic trilateral stacker crane Pallet conveyors Automated Pallet Shuttle	Automated warehouses for boxes Stacker cranes for boxes or miniload Box conveyors Light-duty overhead conveyor system	After-sales Service Preventive maintenance Corrective maintenance	WMS Easy WMS WMS for Production Multi-Carrier Shipping Software WMS for e-commerce Supply Chain Analytics Software Labor Management System (LMS) Supply Chain Event Management (SCEM) Supply Chain Visibility Easy Assistant Easy Monitor Integration of WMS with Pallet Shuttle Easy Builder

Also, the www.mecalux.com website contains further information, providing more in-depth details of the catalogue, as well as a series of publications focusing on the problems of the logistics function and the range of solutions offered for each scenario.

2. Trademarks and other intangible assets

For the products that it manufactures and sells, the Group operates globally under the Mecalux® trademark and, in the US markets and, significantly, in Mexico under the Interlake® trademark, which is very well known in those markets.

Since inception, the Mecalux Group has always been at the cutting edge of technology as regards the materials it manufactures and uses in the storage solutions it offers its customers. In order to achieve this objective, Mecalux carries out its own R&D+I activities, focusing on product development and production technology and the installation thereof.

For Mecalux, the quality and safety of its products are non-negotiable and are incorporated from the design of the products to their installation.

3. Group exposure to risk

Mecalux and its Group are exposed to three very specific types of risk: a) risks arising from its own business activities; b) risks arising from its market environment; and c) financial risks.

The various processes and measures that the Group has in place to control and manage exposure to these risks are detailed below.

3.1. Risks arising from the Group's own business activities

The Mecalux Group's risk control structure rests on two pillars: management systems and audit and internal control services.

- The management systems develop the Group's internal rules and its risk assessment and control methods, and represent a common business management culture and language involving the sharing of acquired knowledge and the definition of common rules and guidelines for action.
- The audit and internal control function is structured around the Group's Board of Directors and senior management, which encompasses the internal control teams of the various Group divisions and subsidiaries, which act in a coordinated manner and report to the Board of Directors.

The mission of the internal audit function is to improve and protect the value of the Mecalux Group by providing risk-based assurance, advisory services and knowledge.

The objectives, with the aim of providing reasonable assurance, are to:

- Assist the Board of Directors in objectively complying with its obligations, guaranteeing the effectiveness of the Company's internal control and the risk management systems;
- Verify appropriate management of risk, through uniform and efficient application of the policies and procedures composing the internal control system, thus facilitating the achievement of the Mecalux Group's strategic goals;
- Verify the process of preparation and the completeness of the financial and non-financial information, as well as the systems for control and management of the financial and non-financial risks, reviewing compliance with regulatory requirements, appropriate definition of the scope of consolidation and correct application of the accounting policies;
- Review and verify that the organisation's processes are appropriate and comply with the approved policies and procedures;
- Propose recommendations to correct internal control weaknesses and improve the effectiveness of processes;
- Identify and assess the risks of any nature faced by the organisation;
- Ensure the independence of the auditor and verify, where appropriate, any additional services other than the statutory audit services conducted by the external auditor;
- Ensure compliance with the law; and
- Prevent and detect situations of internal fraud.

The Group also has a Compliance Department which, led by the Compliance Officer, establishes, and exercises oversight of, the performance policies and standards in the context of the organisation and its third-party relationships.

Specifically, the measures taken to control and manage the main risks arising from the Group's activities are as follows:

- Control in the acceptance phase: case-by-case study of each project in order to ensure that the projects are performed in accordance with the contractually established terms and conditions, with parameters of the utmost quality, ensuring customer satisfaction and achieving the required levels of minimum revenue.
- Control during the execution of the projects: the Group has the human and material resources necessary to ensure appropriate monitoring of the projects, from both a technical and economic perspective, which enables it to take the corrective measures required to complete them successfully.
- Quality policy: the Group has its own management system in order to guarantee the quality of its products and services. This system, which is the same for all Mecalux Group companies, meets the requirements of the following standards: ISO 9001 (Quality products and services), ISO 14001 (Environmental management systems), ISO 45001 (Occupational health and safety) and ISO 27001 (Information security certification) at most of its most important operations centres such as factories and head offices. These certifications are kept duly up to date and in compliance with their objectives.

3.2. Market environment risks

This section includes those risks which, being external to the Group's activities, may significantly affect its strategic objectives and economic results and require strict and prudent monitoring to anticipate, as far as possible, the impacts of this type of risks.

The Group considers that the most significant risks in this area are as follows:

- The cyclical nature of the economy: changes in the demand for products and services offered by Mecalux based on market performance.
- Availability and volatility of raw material prices: risk inherent to significant fluctuations in the value of raw materials, particularly over short periods of time, as well as the risk associated with a lack of availability and/or delivery due to problems with the manufacturer or the supply chain.
- Competition: risk associated with the commercial policies of the other players in the market.
- Technological progress and success in the development of our R&D projects: in today's ever-changing environment, product and technology development efforts are crucial to ensure future competitiveness.
- Regulatory risk: due to the Group's presence on the international stage with activities in numerous countries, the existence of increasingly complex and unstable regulatory frameworks is a factor which increases risk and obliges the Group to monitor developments, always with the professional support of renowned external specialists.

The industry in which the Group operates, principally the design and construction of storage systems, is highly dependent on the economic cycle as these systems are capital goods. As a consequence, the demand for these capital goods is affected to a considerable degree by the evolution of macroeconomic aggregates, such as gross fixed capital formation, interest rates and confidence in market demand, as these aspects, among others, are crucial in the investment decisions that companies make regarding their future projects.

In order to alleviate its dependence on the evolution of the economic cycle, for years the Group has been developing a strategy founded on three fundamental pillars: 1) the gradual internationalisation and geographical diversification of its business activity so that sales are not subordinated to the situation of a single market; 2) the development of new, more technologically intensive products, enabling customers to improve the efficiency and productivity of their logistics systems; and 3) the pursuit of high value-added products and services for customers as a means of enhancing the recurrence and predictability of business flows. The Group considers that these three strategic pillars are critical to reducing its dependence on the economic cycle in its various markets.

3.3. Financial risks

The Group's financial risk management is centralised in the Board of Directors and the Group's Financial Department, which has established the mechanisms required to control exposure to interest rate and exchange rate fluctuations, and to credit and liquidity risk. The main financial risks affecting the Parent and its Group are as follows:

- Credit risk: in general, the Group holds its cash and cash equivalents at banks with a high level of solvency. Also, dependence on the solvency of a customer or group of customers is low since concentration of sales is not significant. In most of its markets, the Group does not have accounts receivable secured through credit insurance although certain large volume transactions with foreign customers are secured through letters of credit issued by leading banks. Also, it is common industry practice for the cash flows generated by the orders in progress to be collected mainly over the course of the work, which reduces the risk of default. In any case, control over trade receivables is carried out by means of the preventive assessment of the solvency rating of potential customers, both at the beginning of the relationship and throughout the duration of the contract, evaluating the credit rating of the amounts receivable and reviewing and segregating the estimated recoverable amounts from those considered to be doubtful receivables.
- Liquidity risk: the Group manages liquidity risk prudently thanks to a combination of financial instruments with multi-year maturity dates and other current financial instruments to manage its working capital needs. All these financial instruments are arranged with a diverse range of banks selected for their quality of service and high level of solvency.
- Interest rate risk: the Parent manages the Group's financing policy and assumes a significant part of the borrowings required to finance its operating and corporate activities. The strategy followed in 2022, as in previous years, was focused on optimising borrowing costs by taking advantage of the existing liquidity in the markets, extending maturities and reasonably covering interest rate fluctuation risk through hedges. At 31 December 2022, close to 74.6% of the bank borrowings, relating to the existing syndicated loan (see Notes 13 and 14 to the consolidated financial statements) were associated with interest rate caps, while the financial debt relating to notes bears interest at a fixed rate. However, although the exposure of the Mecalux Group's borrowings to interest rate increases could be considered very mitigated, the contractual terms and conditions of the syndicated borrowings and of the loans represented by long-term obligations establish that the applicable spreads may be increased depending on changes in certain economic performance measures. Note 13 to the consolidated financial statements provides exhaustive detail on these terms and conditions which, at present, are not applicable and do not represent increased debt servicing costs for the Group.

- Foreign currency risk: with regard to the risk of exchange rate volatility, the Group carries on activities through its various investees in countries outside the environment of its functional currency. Therefore, the individual transactions of each of the companies are performed in their respective functional currencies other than the euro. The Group has not arranged any foreign currency hedges or any other instruments to hedge foreign currency risk. With respect to the risk associated with the consolidation of the results of subsidiaries with a functional currency other than the euro, the greatest exposure relates to the US dollar, the Polish zloty, the Mexican peso, the Argentine peso and the Brazilian real. The Group adopts a conservative policy in this connection and, accordingly, does not arrange foreign currency hedges to speculate with open positions, considering both balance sheet positions and the risk assumed in the backlog.
- Risk relating to volatile essential commodity prices and availability risk: The industrial activities of the Mecalux Group require the procurement of certain raw materials, the most significant of which is sheet steel, the prices of which are subject to market fluctuations based on a wide range of external factors that are beyond the Group's control. Those price fluctuations may be unexpected and very significant, as seen in 2022 and 2021. In response to this business condition, the Mecalux Group has team of professionals specialising in its procurement management and monitors those factors associated with production on an ongoing basis, thereby ensuring that it acquires the information required to be able to make decisions with a view to protecting its profit margins and returns. The Mecalux Group is also exposed, as are other economic players in general, to the availability and/or scarcity of certain goods and services that are necessary for its production activities, which are dependent on both supply capacity and transport and delivery logistics capacity since, in some cases, they relate to products subject to a logistical process from the manufacturer's location. Also, in this respect, the Mecalux Group takes the protective measures it judges appropriate at any time to maintain its production forecasts and meet its obligations to its customers in an efficient manner.
- Environmental risks: environmental risks are risks associated with natural disasters, climate change and interactions arising from human exploitation of the environment. Key operations in the business and transportation processes could be paralysed as a result of natural disasters (floods, storms, hurricanes, fires, earthquakes, among others), particularly if they were to affect the Group's critical infrastructure. The Group's performance is exposed to the potential impact of climate change in its various manifestations involving physical risk, whether chronic or catastrophic. In this regard, drastic changes in climate cycles that could affect consumer demand patterns and the supply and demand for raw materials, particularly steel, among others. There are potential financial and reputational risks associated with the nature, speed and approach of the political, legal, technological and market changes as society transitions towards a low-carbon economy. There is also a risk arising from the potential adverse effects of the Group's value chain due to the discharge of undesirable or dangerous substances into the environment, or substances which may result in a loss of biodiversity, deforestation, soil degradation or scarcity of raw materials, among others.

Outlook for the Group

The Group had a significant backlog at 2022 year-end (EUR 543 million) and the volume of orders expected for 2023 remains unchanged. In the short term, the Group will adapt to the circumstances of each of the markets in which it has a presence, although the outlook in the medium to long term is positive due to the growing demand for automated warehousing and other logistics solutions.

Economic activity has also undergone a transformation as a result of the events that affected the last three years. On the one hand, logistics activity has received a substantial boost by the exponential increase in the e-commerce activity and, on the other, this trend has been reinforced by the need to prevent interruption of, and unforeseen circumstances in, the logistics flow and to automate warehouses to offset increases in labour costs. Activity in 2021 was significantly affected by incidents in the shipping and logistics associated with international trade, with bottlenecks, unusually long waiting times and breakdowns in the supply and availability of certain goods. These incidents had serious repercussions on industrial and commercial activity, and also with respect to

the price increases that affected 2021 and 2022. The answer to these problems involves rethinking logistics flows, and the range of potential responses includes shortening transportation routes and times, using local production instead of externalising production to other countries and establishing secure warehousing facilities for vital components.

Implicit in e-commerce is an acceleration of logistics flows and circuits to adapt them to new market requirements regarding speed, traceability and flexibility. The growing volume of deliveries, together with new consumer demands, have resulted in the logistics industry focusing its business on efficiency and, consequently, it needs warehousing solutions that provide resource optimisation. Also, greater speed is demanded in preparation, packaging, labelling, dispatch, delivery and, occasionally, returns (inverse logistics) and reconditioning; as a result, the markets need to be integrated in highly efficient logistics distribution platforms which, together with business intelligence solutions, enable the integration of information on demand and the responsiveness of supply.

Another important issue is the configuration of the operation of a logistics facility, traditionally based on manpower with support from mechanical lifting and transport equipment. Although there are no universal solutions adaptable to every type of business and product, it is reasonable to believe that the logistics function will be increasingly based on the potential of warehouse management and control software, the use of robotised mechanical equipment and reduced human involvement. This trend is basically undeniable if the demographical issues faced by most of the advanced economies are taken into account, as well as the increased labour costs required to operate logistics facilities. The increase in labour costs and any labour shortages are powerful incentives to find automated solutions and implement new technologies, once they are sufficiently developed and achieve a level of efficiency that will make the replacement of workers by technology unstoppable.

Such factors have constituted a gradual trend in recent years and were assumed to be essential elements for the future development of the Group's business. The current outlook signals an acceleration in this trend and taking into account the Group's positioning and commitment to this future scenario, it is appropriate to believe that the expected developments will translate into improved prospects in the years to come.

All this enables us to forecast a growing demand for automated warehousing and other logistics solutions, such as warehouse management software and constant, real-time availability of performance metrics for logistics facilities. These technologies are already offered within the Mecalux product portfolio and will make it possible to successfully respond to the demanding environment with a high technological component foreseen in the short term.

In addition, our business is sensitive to the economic conditions in the eurozone and the geopolitical uncertainty caused, among other factors, by the crisis due to the geopolitical tensions between Russia and Ukraine, international trade tensions between the US and China, volatile raw material prices and rising interest rates, any of which could have a significant adverse effect on our business, financial position, the results of our operations and outlook in the coming months. However, on the other hand, the Parent and its Group are aware of the potential for growth that still lies ahead, and they have the capabilities and resources to leverage this potential and are wholeheartedly committed to taking the lead in this transformation process.

IV. Information on environmental matters

Mecalux's Integrated Policy is a declaration of the Group's intentions and principles with respect to the environment, quality and the health and safety of its employees. In which the Group makes a formal commitment to protect the environment, the ultimate aim being the sustainability of the activities carried on by Mecalux. The guidelines used as the basis for this policy are as follows:

- Apply the concept of continuous improvement and sustainability in the quality of its products and services, its processes and transactions, and the health and safety of its working conditions.
- Respect and comply with current legislation and any other requirements applicable in each case.
- Prioritise prevention, to its full extent, over detection and correction, directing efforts (eliminating hazards, reducing risks, preventing contamination, etc.) to avoid possible incidents.
- Give responsibility to the employees who carry out their activities at Mecalux, promoting their consultation and involvement.

In order to enable these basic principles to be implemented, Mecalux undertakes to:

- Inform and train employees and other stakeholders on how to perform all aspects of their activities more effectively.
- Facilitate the resources needed to report weaknesses and/or make suggestions for improvement, so that they can be analysed and, as far as possible, corrected and applied, based on the premise that the spirit of innovation and improvement is fundamental for the future of the organisation.
- Encourage research of all kinds (new technologies, calculation systems, production processes and resources, accident statistics, environmental impacts, life cycle analysis, ecodesign, etc.) to achieve improvements in processes and increased protection of the environment and workers' safety and health.

The Mecalux Group's Environmental Management System

Mecalux is aware of the environmental situation and the impact the activities carried out at its workplaces have on environment. For this reason, Mecalux's wishes to respect the environment and to satisfy the environmental awareness of our customers, which explains Mecalux's implementation of a certified Environmental Management System (EMS). The EMS is a way of organising and performing work so that the operations carried out at the organisation respect the environment and allow them to be developed sustainably.

The Environmental Management System used at Mecalux is based on the international UNE-EN ISO 14001 standard. The various Mecalux production centres are certified by Bureau Veritas under UNE-EN ISO 14001 (with the exception of the US, which is at the implementation phase).

Based on the foregoing and to facilitate a proper dissemination and understanding of its Environmental Management System, Mecalux carries out the following actions:

- Informs all employees and suppliers of the content of our Integrated Policy.
- Raises awareness and trains in these matters all the employees whose activities have a major impact on the environment.

- Uses analysis and optimisation with the aim of achieving higher levels of environmental protection and preventing pollution.
- Improves waste, discharge and emission management.
- Oversees compliance with current legislation and other applicable legislative requirements.

Mecalux has an Environment Department which is specifically responsible for implementing, following and managing the EMS on the basis of the functions described above. Also, Mecalux has a series of internal environmental management procedures that set the procedural guidelines by type of action and subject, and an internal database that contains the Environmental Handbook and the procedures and instructions of the EMS under the UNE-EN ISO 14001 standard. All departments involved with the EMS have access to this database.

Ecodesign

Mecalux decided to certify its ecodesign management under the UNE-EN ISO 14006 standard and passed the related certification audit in December 2021. This standard provides guidelines to help organisations establish, document, implement, maintain and continuously improve their management of ecodesign as part of an environmental management system.

Ecodesign is the integration of environmental aspects in product design and development with the aim of reducing adverse environmental impacts throughout its life cycle, from the process of obtaining the steel to the recycling of the shelving at the end of its useful life. This is achieved thanks to environmental considerations. These are criteria that must be taken into account in the design process and enable a global vision of the product throughout its life cycle to be obtained.

Actions aimed at managing environmental impacts

As part of the EMS planning, initially the environmental aspects of the activities, products and services offered by Mecalux are identified and assessed by means of the internal procedure for identification and assessment of environmental aspects, impacts, risks, and opportunities (PR-MA-1001). The environmental aspects are the critical points of the activities or processes that might give rise to some kind of pollution or impact on the environment.

Frequency and probability criteria, inter alia, are taken into account in order to assess the environmental aspects. In general, the significant environmental aspects are as follows:

- Use of paints
- Use of acid and base chemical products
- Acid waste
- Paint residues
- Use of electricity
- Use of natural gas
- Treated waste water discharge

- Accidental risk of uncontrolled waste water discharge

In order to minimise the significant environmental aspects identified and documented, every year a series of environmental targets are established, all of which are quantified as far as possible, which are approved by management. These objectives are generally aimed at:

- Reducing the emissions associated with CO₂.
- Reducing the consumption of energy sources (electricity, natural gas).
- Reducing the consumption of natural resources (water).
- Minimising waste.

On the basis of these targets, the actions required to achieve the targets are established through environmental management programmes (EMPs) in which the individuals responsible for their management, and the resources and means for control and monitoring of the targets are established.

Actions performed by the Environment Department to identify and assess environmental aspects and risks

The environmental aspects and risks identified are those that will probably produce a potentially adverse effect (threat) or beneficial effect (opportunity) on the EMS. The Environment Department generates, by workplace, an up-to-date register of the environmental aspects/risks identified and assessed for all the activities, products and/or services, based on the criteria indicated in the PR-MA-1001 procedure that establishes the methodology in the identification and assessment of the environmental aspects, impacts, risks and opportunities of the activities of the Mecalux Group.

In order to guarantee its commitment to the environment and the efficiency of its EMS, Mecalux identifies, accesses and complies with the legal and regulatory requirements that affect or might affect the environmental aspects of its activities, products, processes and services, following its internal procedure of identification and access to the legal requirements (PR-MA-1002). Also, in order to review, assess and periodically record compliance with the applicable legislation, the EMS has established the PR-MA-1023 procedure the purpose of which is to review, assess and periodically record the aforementioned regulatory compliance.

The Mecalux Group has arranged an international insurance programme which, inter alia, covers third-party liability for accidental pollution, which is understood to be the disturbance of the natural condition of air, water, or soil caused by emissions from the Company's facilities, when as a consequence of this disturbance damage may be caused to people or tangible assets.

In order to ensure that Mecalux management reviews the effectiveness of the EMS, the procedure for EMS review by management (PR-MA-1022) has been prepared. Thus, it is possible to correct existing deficiencies, develop improvements and review the Environmental Policy and its objectives effectively.

Every year the Environmental Management Report is prepared which contains all the information necessary to enable management to confirm the effectiveness of the EMS and to verify its development with respect to previous years, correct possible deficiencies, propose improvements and establish environmental objectives pursuant to the aforementioned standard UNE-EN ISO 14001.

Environmental audits

The audit is a tool for checking the functioning and implementation of the related management system. The audit can be internal or external (annual frequency).

At Mecalux, annual audits in accordance with the UNE-EN ISO 14001 standard are performed by a Management System Certification Entity in accordance with the UNE-EN ISO 14001 standard, and the level of compliance with each of the points of the aforementioned standard is verified.

The control of operations that is required to minimise the environmental impacts may identify faults that must be corrected in order to achieve the desired objectives, for which purpose the EMS has a procedure for the control and monitoring of non-conformances, corrective and preventive measures (PR-RL-2001) through which to:

- Develop a plan to correct non-conformity.
- Determine which preventive measures should be adopted.
- Ensure that the preventive measures are effective.
- Ensure that any procedure affected by the corrective measure is duly reviewed.
- Establish and maintain a procedure that defines the individual responsible and their competencies, in order to investigate, correct, mitigate, prevent and monitor the non-conformance.
- Document and maintain a register of non-conformances.

Measures implemented by the Department to prevent, reduce or offset carbon emissions that seriously affect the environment

In all Mecalux's operations installations and/or processes are designed or selected to eliminate or, where appropriate, minimise the associated emissions, applying at all times preventive maintenance and best practice criteria in order to ensure the optimum functioning of its equipment through:

- Preventive maintenance of installations (filters, combustion regulation, etc.).
- Tight closing of packaging of products that evaporate and not exposing such products to the sun.
- Efficient driving of vehicles (forklifts, trucks, cars, etc.), putting into practice measures such as not accelerating sharply and switching the engine off if it is not going to be used for a while, etc.
- Capture of emissions where they arise, so that they are channelled correctly.
- Using the extraction system, if available, when operations involving the emission of particles or dust (welding, cleaning of zones, etc.) are being performed.
- Keeping general ventilation systems activated.
- Forbidding the burning of products or making of fires.
- Prioritising the acquisition/use of equipment that minimises emissions (electric forklifts, etc.).

- Also, in order to control the legal compliance of the atmospheric emissions at each source of emissions, internal and/or external checks are regularly made of the legal compliance of the emissions associated with Mecalux's activities and the results are shown in the related reports: Internal control of the combustion parameters (CO, NO_x, CO₂, etc.) performed by qualified internal technicians following the guidelines of the PR-MA-1009 internal procedure to ensure that in the atmospheric emissions of MECALUX's functioning, management and maintenance operations, the emissions take place in accordance with the provisions of this procedure and current legislation from an environmental standpoint, and the results obtained are recorded.
- Legal external control, performed in Spain, by external technicians from a collaborating entity of the government (ECA, OCA, etc.). The frequency, the parameters to be controlled (CO, NO_x, COT, HCl, etc.) and other obligations are regulated by environmental authorisation, environmental licence or other legal requirements.

In accordance with the legislation in force in each country, the following internal and/or external controls are periodically performed to control the legal compliance of the physical emissions (noise levels):

- Control by qualified internal technicians, in accordance with the IN-MA-1017 internal instruction, establishing the criteria to enable the A-weighted equivalent continuous sound level outside MECALUX's centres to be assessed.
- And an external control performed, in Spain, by external technicians from a collaborating entity of the government (ECA, OCA, etc.). The frequency is regulated by the obligations regarding environmental authorisation, environmental licence or other requirements.

In the event of incidents, the pertinent measures are implemented that are recorded in a plan of preventive/corrective measures, in accordance with PR-RL-2001 internal procedure.

Circular economy and waste prevention and management. Measures for prevention, recycling, reuse and other forms of recovery/disposal of waste

In order to ensure that all waste is collected selectively and managed to maximise recycling, the PR-MA-1007 procedure establishes a system for the selective collection, storage and delivery of the waste that is generated. To this end, the following actions are taken:

- Internal initial training is given to all employees.
- Awareness-raising posters are placed strategically throughout the various production centres.
- Different types of recipients are distributed throughout each workplace to facilitate segregation, reuse and/or recycling, by type of waste.
- Measures included in the plan of preventive/corrective measures plan related to waste management are implemented. Waste generation is prevented through appropriate planning of work and operations. If waste is generated, it is identified to avoid mixing different types.
- Waste is reused whenever possible.
- Selective separation of waste (hazardous/non-hazardous), with each type of waste being deposited in its respective container.
- The different types of waste are not mixed; if waste is hazardous, unexpected reactions may be caused.

- Management of waste with authorised treatment plants, prioritising the selection of reuse and recovery treatments and minimising the amount sent to landfill.

At each workplace, the waste generated by our activities is separated selectively into different containers by type and is labelled and recorded internally.

Following is a detail of the amounts of waste generated, by country, in 2022 and 2021:

2022		SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
Non-Hazardous Waste (MT)	Scrap	12,291.00	1,394.00	1,151.00	9,058.00	4,105.00	8,643.00
	Other Non-Hazardous Waste	965.25	33.24	44.35	630.10	513.87	251.92
Hazardous Waste (MT)		2,612.76	69.29	28.36	383.53	134.59	178.15

2021		SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
Non-Hazardous Waste (MT)	Scrap	12,079.00	980.00	1,058.00	7,481.00	4,030.00	6,010.00
	Other Non-Hazardous Waste	1,061.84	48.22	54.21	403.15	386.64	537.47
Hazardous Waste (MT)		2,459.80	38.08	13.44	282.76	102.53	235.71

In general, there were no large differences between the amounts generated in 2021 and in 2022. With regard to the US, in 2022 a decrease was achieved in the production of both non-hazardous and hazardous waste thanks to improvements in waste separation and the change made in a production process, respectively.

Measures aimed at reducing the use of paper in offices

In order to encourage employees to minimise the use of office paper and ensure that all the waste paper generated at the Mecalux Group is collected selectively to maximise its recycling, the guidelines of PR-MA-1026 procedure are implemented which give rise to the following actions:

- Placing awareness-raising posters strategically throughout the production centres.
- Providing containers to facilitate separation, reuse and/or recycling in areas where paper is used.
- Using email for internal communications.
- As far as possible, printing on both sides and reusing paper only printed on one side.
- Minimising the use of paper files and encouraging the use of computer files.
- Separating paper from other rubbish to enable its recycling.

Climate change. GHG emissions generated as a result of the Company's activities, including the use of goods and services it produces

The Mecalux Group identifies and assesses the risks associated with Climate Change using the methodology reflected in the PR-MA-1001 internal procedure, the main risks being as follows:

- Development of European and international legislation and an increase in the requirements.
- Reduction of limited potable water resources.
- Acidification and greenhouse gases.
- Global warming.
- Reduction of natural/non-renewable resources.
- Waste generation.
- Risk of spillage, leakage or accidental discharges that might affect the groundwater, aquatic ecology and the environment.
- Soil pollution, related to environmental problems and health issues.
- Risk of explosions or fires that might affect safety, health and the local environment.

The above may give rise to opportunities for economic, social and environmental growth:

- Improved efficiency in the harnessing of resources.
- Improved competitiveness in the industry.
- Improved versatility, flexibility and competitiveness between production plants.
- Sustainable growth.
- Improved local environmental quality.

In order to control the legal compliance of the atmospheric chemical emissions at each source of emissions, internal and/or external checks are regularly made:

- Internal control of the combustion parameters (CO, NO_x, CO₂, etc.) performed by qualified internal technicians following the guidelines of the PR-MA-1009 internal procedure to ensure that in the atmospheric emissions of Mecalux's functioning, management and maintenance operations, the emissions take place in accordance with the provisions of this procedure and current legislation from an environmental standpoint, and the results obtained are recorded.
- Legal external control performed by technicians of accredited external entities. The frequency, the parameters to be controlled (CO, NO_x, COT, HCl, etc.) and other obligations are regulated by the environmental authorisation, environmental licence or other legal requirements.

The GHG emissions associated with the activities can be classified according to whether they are direct emissions (Scope 1), indirect emissions (Scope 2) or other indirect emissions (Scope 3).

The calculation is made taking tonnes of CO₂ equivalent emissions (Tn CO₂ eq.) as a benchmark value and a useful metric for comparing different GHG emissions.

Scope 1 Direct Emissions: Following is a table with the calculation of those emissions from sources that own or control the organisation's activity in the various countries:

2022:

Tn CO ₂ eq.	SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
Scope 1	5,311.32	950.98	1,587.24	3,190.53	3,649.23	13,987.18

2021:

Tn CO ₂ eq.	SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
Scope 1	6,791.59	973.99	1,884.55	3,165.31	4,037.93	13,133.87

In 2022 Scope 1 emissions in Spain were reduced due to the decrease in natural gas and diesel fuel consumption following the elimination of the cogeneration installations and the gradual replacement of diesel-fuelled forklifts with LPG forklifts.

Scope 2 Indirect GHG emissions: Following is a table with the calculation of those emissions associated with the generation of electricity acquired and consumed by Mecalux in the various countries:

2022:

Tn CO ₂ eq.	SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
Scope 2	4,786.58	526.24	570.74	3,342.80	2,209.50	5,029.44

2021:

Tn CO ₂ eq.	SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
Scope 2	4,684.58	598.72	653.67	3,142.95	2,327.87	4,685.41

Scope 3 Other indirect GHG emissions: The Group does not have any information associated with Scope 3 relating to the performance of its activities; however, following is a table with the calculation, by country, of those emissions associated with Mecalux's water consumption:

2022:

Tn CO ₂ eq.	SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
Scope 3	32.97	3.87	2.96	14.37	5.95	19.77

2021:

Tn CO ₂ eq.	SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
Scope 3	32.95	3.20	2.78	13.56	5.72	15.52

Measures adopted to adapt to the consequences of climate change

At Mecalux procedures, instructions and other types of operating documentation are prepared to provide guidelines and rules to minimise, prevent and correct each of the environmental vectors related to climate change.

An environmental management plan is available at each workplace with specific measures related directly or indirectly to factors that might influence climate change. These measures, in turn, can be related to environmental goals and/or objectives.

Mecalux has a corporate plan of environmental objectives that has been approved by Company management, which proposes, inter alia, goals aimed at reducing such emissions and specifies the resources used. Similarly, there are production centres that have their own environmental targets. The targets established for 2021-2023 are as follows:

- 2% reduction in CO₂.
- 1% reduction in water consumption and/or use.
- 1% reduction in electricity consumption and/or use.
- 3% reduction in natural gas consumption and/or use.
- 2% reduction in the generation of hazardous waste.

These targets and the related goals are tied directly or indirectly to the reduction of GHG emissions and, accordingly, with an ongoing improvement at medium- and long-term.

Protection of biodiversity

The protection and conservation of biodiversity is vital, and its management is tied to the management of natural resources and people's health and well-being. In addition, it constitutes one of the fundamental bases for sustainable socio-economic development to be able to ensure the supply of the raw materials and natural wealth that companies use.

Through its EMS, Mecalux has implemented different operating documents (procedures, instructions, etc.) that establish the control systems, minimisation, prevention and correction of each of the environmental vectors. Also, Mecalux's production centres all have protection facilities (waste water purification, particulate filtering systems, channelling of chemical atmospheric emissions, waste management, holding tanks, waterproofing, etc.) in place to minimise the environmental effects of its activity.

Mecalux is not located in specially protected areas, although at the centres where there are green spaces (lawn, trees, bushes, flowers), they are looked after and maintained in accordance with the biological cycles and the seasons of the year.

Accordingly, the activity at the Mecalux plants is carried out in strict compliance with environmental legislation in each of the countries in which it operates while looking after its surroundings, in such a way that its activity does not have any direct influence on biodiversity.

Sustainable use of resources: Consumption of water, energy and raw materials

Water consumption

To ensure the control of water consumption at Mecalux’s workplaces, for the purpose of guaranteeing rational water usage and establishing possible minimisation targets, periodic monitoring of the water consumption takes place based on water bills, and performance ratios are calculated. All the water consumed comes from the public supply network.

Following is a detail of water consumption by country:

m ³	SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
2022	83,476.00	9,803.00	7,488.00	36,370.00	15,056.00	50,060.47
2021	83,416.00	8,089.00	7,030.00	34,332.00	14,488.00	39,294.48

In the US, the increased water consumption observed in 2022 is explained by the increase in production.

As part of the best environmental practices regarding water consumption, the following measures, inter alia, are taken:

- Use of economisers/atomisers for taps, showers, etc.
- Regulation of water flow of taps, showers, etc.
- Use of the correct measure of products for cleaning operations.

Energy consumption

The electricity consumed comes from the electricity network. Minimising consumption reduces the impacts associated with atmospheric pollution and the generation of waste.

Following is a detail of electricity consumption by country:

kWh	SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
2022	14,911,477.00	1,639,385.00	1,778,006.00	10,413,713.00	6,883,171.00	15,668,022.00
2021	14,593,712.00	1,865,182.00	2,036,356.00	9,791,112.00	7,251,926.00	14,596,298.00

Natural gas is one of the most important sources of non-renewable energy and is formed by a mix of light gases found in oil fields, dissolved or associated with the oil or in coal deposits, which is used as fuel for various applications/processes. It is a finite resource, and although it is a cleaner fuel than others, its use also generates atmospheric emissions.

Following is the detail of natural gas consumption by country:

m ³	SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
2022	2,310,156.00	424,337.00	722,167.35	1,159,396.14	1,326,765.00	6,023,084.70
2021	2,997,328.00	432,411.00	839,494.21	1,131,729.53	1,491,989.00	5,756,042.95

In addition, in the production processes, other fossil fuels are also used as sources of energy, the detail being as follows:

2022	Units	SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
Diesel	Litres	23,252.00	11,988.93	0.00	0.00	179,798.46	9,853.43
Petrol	Litres	0.00	0.00	0.00	16,204.98	38,584.62	0.00
Propane	kg	0.00	0.00	0.00	0.00	0.00	322,801.01
GLP	kg	85,454.00	0.00	9,182.00	218,533.35	61,764.19	0.00

2021	Units	SPAIN	ARGENTINA	BRAZIL	MEXICO	POLAND	US
Diesel	Litres	34,515.00	13,930.00	0.00	0.00	187,173.44	11,447.10
Petrol	Litres	0.00	0.00	0.00	13,306.75	37,802.30	0.00
Propane	kg	0.00	0.00	0.00	0.00	0.00	227,199.50
GLP	kg	73,255.00	0.00	23,907.00	232,224.75	65,903.29	0.00

To ensure the control of energy consumption at Mecalux's workplaces and guarantee rational energy usage and establish achievable minimisation targets, periodic monitoring of consumption takes place through the bills, and evolution ratios are calculated.

Energy efficiency

Energy efficiency is an essential aspect of the strategy for sustainable growth of any organisation, and one of the most direct ways of reducing emissions of greenhouse gases and other pollutants. Mecalux carries out various actions as part of its energy consumption processes to contribute to saving and the efficiency of the primary energy sources consumed, as well as to optimise the energy demand of energy consuming facilities, equipment and systems:

- Best practices in the use of energy by raising awareness among employees of the use of different energy sources.
- Prioritisation of the acquisition of more efficient equipment through the analysis of the various options in the market in the procurement process.
- Energy audits, which enable the situation with respect to the use of energy to be ascertained and the identification of operations within the processes that might contribute to savings and the efficiency of the primary energy consumed, as well as optimising the energy demand of energy consuming facilities.

Following is a detail of the actions performed on an ongoing basis to improve energy efficiency in the various energy vectors:

- Electricity:

- Switching off unnecessary illumination (automatic switching on/off, raising awareness among employees, etc.).
- Using low consumption equipment (LED lighting, efficient appliances, etc.).
- Organising and distributing lighting by sector.
- Harnessing natural light and regulating exposure to the sun, as far as possible, to keep areas cool or warm depending on the time of year.
- Not leaving machines and equipment in operation unnecessarily.
- Ensuring the ongoing efficiency of energy-consuming elements (ensuring that intakes are correct and there is no leakage, etc.).
- Carrying out preventive maintenance of equipment that uses compressed air to avoid air leaks.
- Ensuring that windows and doors are properly closed to avoid energy loss.
- Controlling the thermostat of air conditioning equipment.

- Natural gas:

- Organising production to ensure that equipment that consumes large amounts of heat (kilns, etc.) are started up for long production runs.
- Ensuring the ongoing efficiency of energy-consuming elements (avoiding leaving kilns switched on, ensuring that intakes are correct and there is no leakage, etc.).
- Ensuring the upkeep of combustion equipment (correct flame, inspections, periodic reviews, etc.).
- If underfloor heating is used, ensuring it is switched off when not necessary and ensuring that rooms are airtight.
- Minimising consumption of hot water in washbasins/showers to reduce natural gas consumption.
- Adjusting the temperature in the hot water boilers for the washbasins/showers.

- Other fuels (diesel, LPG, propane):

- Efficient driving of vehicles.
- Prioritising the use of tanks rather than portable containers (canisters).

Cost of raw materials by type and volume

In Mecalux's various production processes various raw materials are used, most notably steel (coils) and paint. In Spain, the production processes are centralised at the Cornellà 1, Cornellà 3, Gijón and Palencia workplaces. In the rest of the world, Mecalux has production centres in Poland, Mexico, the US, Argentina and Brazil.

Consumption of our two main raw materials was as follows in 2022 (countries with production centre(s)):

2022	Spain	Argentina	Brazil	Mexico	Poland	US	TOTAL*
STEEL (TM)	159,931.00	10,524.00	14,117.00	94,607.00	51,309.00	137,507.00	467,995.00
PAINT (MT)	1,070.00	88.00	199.95	810.00	415.00	1,614.00	4,196.95

2021	Spain	Argentina	Brazil	Mexico	Poland	US	TOTAL*
STEEL (TM)	156,984.00	11,151.00	15,457.00	75,368.00	50,942.00	103,284.00	413,186.00
PAINT (MT)	1,136.00	103.00	215.22	671.00	386.00	1,133.00	3,644.22

* Steel and paint account for more than 95% of the raw materials used at Mecalux.

Measures adopted to optimise their use

Mecalux designs its products with the quality and the thickness of raw material strictly necessary according to the specific functionality of the product. Accordingly, in the design of each product, a detailed analysis is made of the use of the raw material in order to reduce wastage as much as possible and, therefore, our raw materials are used as efficiently as possible.

Also, the production processes are designed to optimise the use of resources, in terms of both raw materials and natural resources (energy, water, etc.), and ancillary materials. Material flows are also designed to optimise movement, storage, shipment and transport.

Similarly, and with the main objective of correcting any type of variance in raw material use, however small it may be, a monthly control has been initiated of scrap, by type.

Also, as part of the global process of optimisation and efficiency in the use of raw and ancillary materials, Mecalux gives priority to reuse and recycling and carries out actions such as:

- Recycling of pallets.
- Using reusable flexible packing straps for internal transport rather than steel straps.
- Reusing wooden packaging and blocks.
- Reusing cardboard raw material packaging.
- Restructuring and use of materials in intermediate processes.

Evaluation of suppliers

Mecalux has the PR-AC-0005 internal procedure the purpose of which is to define the method we use to evaluate the suppliers and subcontractors that have a significant impact on the environment, thus ensuring that our products and/or services comply with the requirements of the Environmental Management System.

The Procurement Department, among other functions, keeps a list of duly assessed suppliers that supply products that might have environmental implications. Similarly, Mecalux selects suppliers taking into account environmental criteria, as well as quality, cost and service. It is worthy of mention that the Procurement Department is charged with the duty of halting payments to suppliers of machinery, chemical products, lifting accessories or certain services when environmental non-conformances are identified in the product to be acquired. Specifically, our suppliers are requested to provide all documentation that may be necessary in accordance with current environmental legislation, mainly recycling certificates and technical descriptions of the product in question.

V. Information on the current and foreseeable effects of the Group's activities on health and safety

The Mecalux Group's Plan for the Prevention of Occupational Risk

The Plan for the Prevention of Occupational Risk is the tool through which preventive activity is included in Mecalux's general management system; it describes the organisation in general and serves as a guide for the implementation, maintenance and ongoing improvement of the Occupational Risk Prevention Management System (ORPMS). Mecalux's ORPMS was designed, implemented and certified in accordance with the ISO 45001 standard, with the exception of the US, and is applicable to all the activities that it carries on; specifically, it covers the design, manufacturing, sale, installation and after-sales services in respect of all of our storage systems. This system is managed, reviewed and implemented by the Occupational Risk Prevention Department, and the guidelines used as the basis for the ORPMS are as follows:

1. Apply the concept of continuous improvement in the quality of our products and services and in our processes and working conditions.
2. Respect and comply with current laws and regulations.
3. Prioritise prevention, to its full extent, over detection and correction, directing efforts to avoiding possible incidents.
4. Give responsibility to the employees who carry out their activity at Mecalux, informing and training employees, encouraging research and communicating deficiencies and/or suggestions for improvement.

Actions performed to identify hazards and assessment of risks affecting employees' health and safety

Mecalux has established, in all the countries with production centres, a series of internal procedures for the appropriate management of Occupational Risk Prevention, duly documented and implemented to that effect by the Occupational Risk Prevention Department, such as:

- Risk of people falling.
- Risk of objects falling.
- Risk of blows or cuts from objects.
- Risk of entanglement with objects or machines.
- Risk of thermal or electrical contact.
- Other

The "PR-RL-2025 Identification and assessment of risks" procedure has been prepared for the general processing of identification, assessment and control of risks, with the following phases:

- Identification of job positions and the tasks performed.
- Identification of risks at the work station.
- Assessment of such risks.

- Proposal of preventive and corrective measures.

On the basis of the assessment of risks or of the other specific assessment processes, the preventive measures are controlled and monitored through the “PR-RL-2001 Control and monitoring of non-conformance, corrective and preventive measures” procedure. The main objective of this procedure is to manage non-conformance in occupational risk prevention and environmental matters, and to ensure the correct implementation of corrective and preventive measures undertaken. Each workplace has its own programme for the control and monitoring of these actions, and the workplace’s Prevention Service or the Head of Prevention schedules the corrective and preventive measures (risk assessment, accident investigation, audits, etc.), while the workplace supervisor performs the control and monitoring thereof.

The Prevention Department is charged with the identification and assessment of the legal and other Health and Safety requirements applicable to Mecalux. To this end, the “PR-RL-2014 Recording and assessment of legal, regulatory and legislative requirements” procedure was prepared, with the following phases:

1. Identification of applicable health and safety requirements, according to the activities or services carried out.
2. Recording and classification of consultations collected on paper or by computer.
3. Periodic review and update.
4. Dissemination of requirements regarding Occupational Risk Prevention at the Mecalux workplaces where they must be applied.
5. Evaluation consisting of associating the obligations established with each requirement identified and assessing the level of compliance.

On the basis of the information received in respect of the needs for the risk assessment, the Prevention Service will establish the scheduling for the performance of the risk assessment process. These risk assessment needs may arise as a result of the introduction of new job positions, the acquisition of new work teams, a significant modification of the working conditions of the existing job positions, the opening of new workplaces and the occurrence of accidents.

Planning of Mecalux’s preventive activity

In order to ensure the achievement of the Occupational Risk Prevention policy to eliminate, reduce and/or control the occupational risks disclosed, Mecalux has established the “PR-RL-2037 Planning of the targets and goals of the prevention programme” procedure, which establishes the targets and general action guidelines applicable to the Mecalux Group.

The Prevention Service periodically proposes to Industrial Management the general targets and goals of the prevention programme envisaged for the coming year. The priority in the establishment of these objectives is established on the basis of the terms indicated in Mecalux’s current policy and the Group’s general goals. Following are the targets established for 2021-2023 by Mecalux in Spain:

2021-2023 TARGETS	(%)*
Reduction of the accident rate with respect to the previous year of...	2%
Level of execution of minimum corrective measures of...	95%
Technical ergonomic measures with an investment as a percentage of the minimum total budget for corrective measures executed of...	10%

** Each Mecalux Group production centre shall adapt these targets to its specific situation.*

The Mecalux Group's ORPMS is reviewed annually, and the related Annual Report is approved.

Coordination of Business Activities

When several companies coexist at a workplace, it is necessary to coordinate the business activities of all of them in order to efficiently ensure the protection of the workers' health and safety.

At Mecalux, this coordination has two dimensions: an internal one relating to the work that is performed by external companies at our workplaces (upkeep, inspection, etc.) and a second one relating the work performed externally at clients' workplaces and relate mainly to the assembly of the various storage systems. In Spain, Mecalux has a computer application in the form of a database called "Documentation of Subcontractor Companies" for the coordination of these activities, thus manages subcontracting documentation digitally.

Occupational Risk Prevention Advisory Bodies

- Prevention Department: qualified technical staff whose job is to advise, assist and support all the areas of the organisation in matters related to Occupational Risk Prevention.
- Prevention Delegates: workers' representatives with specific, legally established Occupational Risk Prevention duties, chosen by and among the elected representatives of the workers at each workplace.
- Health and Safety Committee: joint representation body existing in all countries with the exception of the US, which is formed by equal numbers of representatives of the company and representatives of the workers designated from among the Prevention Delegates. It ensures compliance with Occupational Risk Prevention procedures and requirements and proposes the actions required for the continuous improvement of working conditions. The matters discussed include, inter alia, the following:
 - Accident rate of the workplace.
 - Developments in the planning of corrective and preventive measures.
 - Specific aspects or actions related to health and safety in the workplace.

Also, at each workplace there are employees designated to perform specific actions related to individuals' health and safety, such as the designated internal employees who take action in the event of an emergency or when first aid is required, all pursuant to the Emergency Plan established for each workplace.

Occupational Health and Safety Management Audit and Certification

The Mecalux Group and its production centres* are duly certified under ISO 45001, the benchmark international standard that establishes the requirements for the implementation of an Occupational Health and Safety Management System, compliance with which by companies is voluntary. This standard is applicable to all the activities that Mecalux carries on; specifically, it covers the design, manufacturing, sale, installation and after-sales services in respect of storage systems.

**With the exception of the production centres in the US, which are in the process of certification or equivalent*

Number of work-related injuries each year, in particular the frequency and severity thereof, broken down by gender

Work-related injuries and ill health are managed in accordance with the PR-RL-2002 internal procedure, which set outs the operating process used to investigate and document work-related injuries and incidents, as well as work-related illnesses arising as a consequence of performing work for Mecalux. As indicated in the aforementioned procedure, the following terms are defined as follows:

- Occupational accident: any unexpected or unintentional incident which results in employee injury or ill health.
- Lost work-day injuries: work-related injury with loss of more than one work day.
- Work-related ill health: Harm or ill health caused by the physical, chemical and biological hazards present in the workplace.

The number of work-related injuries with lost work days occurring in 2021 and 2022 at the various production centres of the Mecalux Group and France is as follows:

	SPAIN*	ARGENTINA	BRAZIL	MEXICO	POLAND	US	FRANCE
Year	Accidents	Accidents	Accidents	Accidents	Accidents	Accidents	Accidents
2022	85	24	6	67	12	23	0
2021	81	22	5	51	12	19	3

* Including all the Group companies in Spain: Mecalux, S.A., Mecalux Servis, S.A., Mecalux Levante, S.A., Mecalux Software Solutions, S.A. and Mecalux IT Services, S.L., including production centres, warehouses and offices.

The aforementioned data relates mainly to work-related injuries suffered by male employees of Mecalux, except for three cases of work-related injury suffered by female workers:

- 1 case of work-related injury involving a female employee at Mecalux Sp. Z.o.o
- 1 case of work-related injury involving a female employee at Mecalux México, S.A. de C.V.
- 4 cases of work-related injury involving female employees at Interlake Mecalux, Inc.

In addition, the IN-RL-2024 accident statistics instruction was implemented to conduct regular monitoring of accident levels at the various workplaces. This monitoring is performed based on standardised data which permits internal comparison between departments and workplaces, with respect to other competitors in the sector. The data analysed include most notably:

- Frequency rate: (ratio of the total number of lost work-day injuries and the total number of hours worked/person) x 1,000,000
- Severity rate: (ratio of the total number of work days lost as a result of lost work-day injuries and the total number of hours worked/person) x 1,000

The Frequency Rate (F.R.) in the various countries in which Mecalux has production centres and France in 2021 and 2022 is as follows:

	SPAIN*	ARGENTINA	BRAZIL	MEXICO	POLAND	US	FRANCE
Year	F.R.	F.R.	F.R.	F.R.	F.R.	F.R.	F.R.
2022	21.46	234.94	16.79	41.30	9.72	13.67	0.00
2021	20.74	169.74	14.45	35.96	9.29	14.51	8.40

* Including all the Group companies in Spain: Mecalux, S.A., Mecalux Servis, S.A., Mecalux Levante, S.A., Mecalux Software Solutions, S.A. and Mecalux IT Services, S.L., including production centres, warehouses and offices.

The Seriousness Rate (S.R.) in the various countries in which Mecalux has production centres and France in 2021 and 2022 is as follows:

	SPAIN*	ARGENTINA	BRAZIL	MEXICO	POLAND	US	FRANCE
Year	S.R.	S.R.	S.R.	S.R.	S.R.	S.R.	S.R.
2022	0.68	4.44	0.10	1.09	0.45	0.27	0.02
2021	0.76	4.80	0.13	0.57	0.30	0.34	0.09

* Including all the Group companies in Spain: Mecalux, S.A., Mecalux Servis, S.A., Mecalux Levante, S.A., Mecalux Software Solutions, S.A. and Mecalux IT Services, S.L., including production centres, warehouses and offices.

In connection with the frequency and seriousness rates, it can be seen that in Argentina's case, both rates are high with respect to the other countries due primarily to the number of work-related injuries among temporary employees (TEA personnel), since under Argentinian legislation the host employer is required to recognise the work-related injuries of TEA personnel as if they were employees.

The number of cases of work-related ill health with lost work days in the various countries in which Mecalux has production centres and France is as follows:

	SPAIN*	ARGENTINA	BRAZIL	MEXICO	POLAND	US	FRANCE
Year	Work-related ill health	Work-related ill health	Work-related ill health	Work-related ill health	Work-related ill health	Work-related ill health	Work-related ill health
2022	0	0	0	0	0	1	0
2021	1	5	0	0	0	0	0

* Including all the Group companies in Spain: Mecalux, S.A., Mecalux Servis, S.A., Mecalux Levante, S.A., Mecalux Software Solutions, S.A. and Mecalux IT Services, S.L., including production centres, warehouses and offices.

The foregoing information relates to cases of work-related ill health suffered by Mecalux's male employees. No female employees lost work days for work-related ill health in 2022.

The Frequency Rate for work-related ill health in the various countries in which Mecalux has production centres and France in 2021 and 2022 is as follows:

	SPAIN*	ARGENTINA	BRAZIL	MEXICO	POLAND	US	FRANCE
Year	F.R.	F.R.	F.R.	F.R.	F.R.	F.R.	F.R.
2022	0.00	0.00	0.00	0.00	0.00	0.59	0.00
2021	0.26	38.58	0.00	0.00	0.00	0.00	0.00

* Including all the Group companies in Spain: Mecalux, S.A., Mecalux Servis, S.A., Mecalux Levante, S.A., Mecalux Software Solutions, S.A. and Mecalux IT Services, S.L., including production centres and offices.

The Seriousness Rate for work-related ill health in the various countries in which Mecalux has production centres and France in 2021 and 2022 is as follows:

	SPAIN*	ARGENTINA	BRAZIL	MEXICO	POLAND	US	FRANCE
Year	S.R.	S.R.	S.R.	S.R.	S.R.	S.R.	S.R.
2022	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2021	0.03	3.22	0.00	0.00	0.00	0.00	0.00

* Including all the Group companies in Spain: Mecalux, S.A., Mecalux Servis, S.A., Mecalux Levante, S.A., Mecalux Software Solutions, S.A. and Mecalux IT Services, S.L., including production centres and offices.

The Mecalux Group's accident rate is below the benchmark indices for the sector it forms part of.

Effect of covid-19 on health and safety

2022 was characterised by a gradual decrease in the number of cases of covid-19, stemming from the vaccination of the population and the related decrease in infection rates. Mecalux has progressively adapted the preventive measures established internally against covid-19 which has enabled the pandemic's effects on the health and safety of the organisation's personnel to be minimised and controlled.

VI. Information on personnel and HR matters

Human resource management helps to ensure that Company employees engage in the achievement of its corporate goals. Hiring the most suitable employees for each position is essential for effective performance of the business activities in the achievement of the organisation's goals.

The Company is aware that human capital is the most fundamental resource and that ensuring the creation and sustenance of the Company's competitive advantages hinges upon the skills, training and experience of its people. In this context, human resource analysis and management acquires a critical role, evaluating the HR structure and its competence as a means of attaining the Company's goals and fulfilling its strategies.

The goals pursued by human resource management are as follows:

- Diagnose the structure and competence of the Company's current human resources.
- Attract qualified candidates to develop the required competencies.
- Contribute to employees' growth to encourage their development within Mecalux.

The analysis of human resources pursues two major goals: the first consists of diagnosing the structure and competence of the current group of people who make up the company; and the second, of diagnosing the practices and processes adopted and undertaken to engage the number of employees required, with the appropriate skills, at the right time and in the right place using an effectiveness criterion.

Internal advancement is a way to retain talent. All the job vacancies at any given time are posted on the corporate website, thus enabling any member of the workforce to request a transfer to the new job position, provided they fulfil the requirements of the new role. In the event that the employee fails to fulfil any of the requirements sought, but the required knowledge may be acquired with training, they also have the opportunity to apply for the new job position.

Mecalux develops policies and procedures that comply with the principles and values defined in its Code of Ethics. Mecalux fosters female and male equality with regard to access to employment, training, professional advancement and working conditions, in accordance with the requirements of each job position at any given time.

Mecalux' Code of Ethics promotes non-discrimination on the basis of race, nationality, social origin, age, gender, marital status, ideology, political views or religion.

Despite the content of the "Standards and Comparability" section, the information disclosed in this section includes all the employees of the Mecalux Group, not only those belonging to Group companies in Spain, France, Poland, the US, Argentina, Brazil and Mexico. This presentation criterion is consistent with that used in the tables for 2021 which are presented for comparison purposes.

The detail of the total number and distribution of employees, by gender, age and professional category, at year-end is as follows:

Employees by gender, age, country and professional category - 2022

COMPANY	AGE	GENDER	MANAGEMENT	MIDDLE MANAGEMENT	TECHNICAL AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	TOTAL
Mecalux Argentina, S.A.	< 30	MEN	0	0	5	0	4	9
Mecalux Argentina, S.A.	< 30	WOMEN	0	0	3	1	0	4
Mecalux Argentina, S.A.	30 to 45	MEN	0	8	1	3	38	50
Mecalux Argentina, S.A.	30 to 45	WOMEN	0	2	1	0	0	3
Mecalux Argentina, S.A.	46 to 55	MEN	0	2	0	1	17	20
Mecalux Argentina, S.A.	46 to 55	WOMEN	0	1	0	0	0	1
Mecalux Argentina, S.A.	> 55	MEN	2	3	0	3	20	28
Mecalux Belgium, S.A.	< 30	MEN	0	0	1	3	0	4
Mecalux Belgium, S.A.	30 to 45	MEN	0	1	0	3	0	4
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	< 30	MEN	0	0	5	1	37	43
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	< 30	WOMEN	0	0	8	0	0	8
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	30 to 45	MEN	2	7	12	19	53	93
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	30 to 45	WOMEN	0	2	5	1	0	8
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	46 to 55	MEN	3	3	1	3	10	20
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	> 55	MEN	0	2	1	3	3	9
Mecalux Ceska, S.R.O.	< 30	WOMEN	0	0	1	0	0	1
Mecalux Ceska, S.R.O.	30 to 45	MEN	0	0	2	3	0	5
Mecalux Ceska, S.R.O.	30 to 45	WOMEN	0	0	2	0	0	2
Mecalux Ceska, S.R.O.	46 to 55	MEN	0	0	0	1	0	1
Mecalux Ceska, S.R.O.	46 to 55	WOMEN	0	0	0	1	0	1
Mecalux Ceska, S.R.O.	> 55	MEN	0	0	0	1	0	1
Mecalux Chile, Ltda.	30 to 45	MEN	0	1	0	1	0	2
Mecalux Chile, Ltda.	30 to 45	WOMEN	0	1	0	0	0	1
Mecalux Chile, Ltda.	46 to 55	MEN	0	0	0	1	0	1
Mecalux Colombia, S.A.S.	< 30	WOMEN	0	0	4	0	0	4
Mecalux Colombia, S.A.S.	30 to 45	MEN	0	0	2	3	4	9
Mecalux Colombia, S.A.S.	30 to 45	WOMEN	0	0	1	2	0	3
Mecalux Colombia, S.A.S.	46 to 55	MEN	0	0	1	1	1	3
Mecalux Colombia, S.A.S.	46 to 55	WOMEN	1	0	0	0	0	1
Mecalux Colombia, S.A.S.	> 55	MEN	0	0	0	1	0	1
Mecalux Slovensko, S.R.O.	30 to 45	MEN	0	0	0	2	0	2
Mecalux Slovensko, S.R.O.	46 to 55	MEN	0	0	0	1	0	1
Mecalux Estantes, Lda.	< 30	MEN	0	0	1	0	0	1
Mecalux Estantes, Lda.	< 30	WOMEN	0	1	0	0	0	1
Mecalux Estantes, Lda.	30 to 45	MEN	0	2	0	2	0	4
Mecalux Estantes, Lda.	30 to 45	WOMEN	0	0	1	0	0	1
Mecalux Estantes, Lda.	46 to 55	MEN	0	1	2	2	0	5

COMPANY	AGE	GENDER	MANAGEMENT	MIDDLE MANAGEMENT	TECHNICAL AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	TOTAL
Mecalux Estantes, Lda.	46 to 55	WOMEN	0	0	1	0	0	1
Mecalux Estantes, Lda.	> 55	MEN	0	0	0	1	0	1
Mecalux Estantes, Lda.	> 55	WOMEN	1	0	0	0	0	1
Mecalux France, S.A.R.L.	< 30	MEN	0	2	25	30	10	67
Mecalux France, S.A.R.L.	< 30	WOMEN	0	0	7	0	0	7
Mecalux France, S.A.R.L.	30 to 45	MEN	3	26	10	43	19	101
Mecalux France, S.A.R.L.	30 to 45	WOMEN	0	4	9	2	2	17
Mecalux France, S.A.R.L.	46 to 55	MEN	3	9	0	6	2	20
Mecalux France, S.A.R.L.	46 to 55	WOMEN	1	2	5	1	0	9
Mecalux France, S.A.R.L.	> 55	MEN	1	1	0	2	3	7
Mecalux France, S.A.R.L.	> 55	WOMEN	1	0	1	0	1	3
Mecalux GmbH	< 30	MEN	0	0	1	3	2	6
Mecalux GmbH	< 30	WOMEN	0	0	1	0	0	1
Mecalux GmbH	30 to 45	MEN	0	2	3	8	2	15
Mecalux GmbH	30 to 45	WOMEN	0	0	3	0	0	3
Mecalux GmbH	46 to 55	MEN	2	1	2	4	1	10
Mecalux GmbH	46 to 55	WOMEN	0	0	1	0	0	1
Mecalux GmbH	> 55	MEN	0	1	1	1	1	4
Mecalux Italia, S.R.L.	< 30	MEN	0	2	1	1	1	5
Mecalux Italia, S.R.L.	< 30	WOMEN	0	0	1	1	0	2
Mecalux Italia, S.R.L.	30 to 45	MEN	0	9	5	6	1	21
Mecalux Italia, S.R.L.	30 to 45	WOMEN	0	0	2	1	0	3
Mecalux Italia, S.R.L.	46 to 55	MEN	1	3	0	7	0	11
Mecalux Italia, S.R.L.	46 to 55	WOMEN	0	1	1	0	0	2
Mecalux Italia, S.R.L.	> 55	MEN	0	1	0	2	1	4
Mecalux Levante, S.A.	< 30	MEN	0	0	4	0	0	4
Mecalux Levante, S.A.	30 to 45	MEN	0	8	4	2	4	18
Mecalux Levante, S.A.	30 to 45	WOMEN	0	0	1	0	0	1
Mecalux Levante, S.A.	46 to 55	MEN	1	2	2	6	1	12
Mecalux Levante, S.A.	46 to 55	WOMEN	0	0	3	0	0	3
Mecalux Levante, S.A.	> 55	MEN	0	3	1	3	0	7
Mecalux Levante, S.A.	> 55	WOMEN	0	0	2	0	0	2
Mecalux Nederland, B.V.	< 30	MEN	1	0	1	1	0	3
Mecalux Nederland, B.V.	< 30	WOMEN	0	0	1	0	0	1
Mecalux Nederland, B.V.	30 to 45	MEN	0	0	0	3	0	3
Mecalux Nederland, B.V.	30 to 45	WOMEN	0	0	1	0	0	1
Mecalux Nederland, B.V.	46 to 55	MEN	0	0	0	1	0	1
Mecalux Servis, S.A.	< 30	MEN	0	0	5	1	2	8
Mecalux Servis, S.A.	30 to 45	MEN	0	6	14	6	8	34
Mecalux Servis, S.A.	30 to 45	WOMEN	0	1	4	0	0	5
Mecalux Servis, S.A.	46 to 55	MEN	1	11	3	10	3	28
Mecalux Servis, S.A.	46 to 55	WOMEN	0	1	4	0	0	5
Mecalux Servis, S.A.	> 55	MEN	0	7	4	4	2	17
Mecalux Servis, S.A.	> 55	WOMEN	0	0	1	0	0	1
Mecalux Software Solutions, S.A.	< 30	MEN	0	1	96	0	0	97
Mecalux Software Solutions, S.A.	< 30	WOMEN	0	0	19	0	0	19
Mecalux Software Solutions, S.A.	30 to 45	MEN	6	15	99	0	0	120

COMPANY	AGE	GENDER	MANAGEMENT	MIDDLE MANAGEMENT	TECHNICAL AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	TOTAL
Mecalux Software Solutions, S.A.	30 to 45	WOMEN	0	0	22	0	0	22
Mecalux Software Solutions, S.A.	46 to 55	MEN	5	0	15	0	0	20
Mecalux Software Solutions, S.A.	46 to 55	WOMEN	1	0	10	0	0	11
Mecalux Software Solutions, S.A.	> 55	MEN	0	1	2	0	0	3
Mecalux Software Solutions, S.A.	> 55	WOMEN	0	0	2	0	0	2
Mecalux, S.A.	< 30	MEN	1	7	72	4	99	183
Mecalux, S.A.	< 30	WOMEN	0	1	10	0	0	11
Mecalux, S.A.	30 to 45	MEN	5	13	124	14	346	502
Mecalux, S.A.	30 to 45	WOMEN	1	5	41	0	0	47
Mecalux, S.A.	46 to 55	MEN	7	27	88	13	331	466
Mecalux, S.A.	46 to 55	WOMEN	4	3	57	3	1	68
Mecalux, S.A.	> 55	MEN	7	15	38	9	191	260
Mecalux, S.A.	> 55	WOMEN	0	1	16	1	1	19
Mecalux México, S.A. de C.V.	< 30	MEN	0	0	29	0	296	325
Mecalux México, S.A. de C.V.	< 30	WOMEN	0	1	22	0	12	35
Mecalux México, S.A. de C.V.	30 to 45	MEN	0	3	59	7	325	394
Mecalux México, S.A. de C.V.	30 to 45	WOMEN	1	1	41	1	8	52
Mecalux México, S.A. de C.V.	46 to 55	MEN	3	5	5	8	95	116
Mecalux México, S.A. de C.V.	46 to 55	WOMEN	0	2	8	2	2	14
Mecalux México, S.A. de C.V.	> 55	MEN	0	0	1	2	16	19
Mecalux México, S.A. de C.V.	> 55	WOMEN	0	0	2	0	2	4
Mecalux Sp. Z.o.o	< 30	MEN	0	2	21	7	74	104
Mecalux Sp. Z.o.o	< 30	WOMEN	0	2	20	0	1	23
Mecalux Sp. Z.o.o	30 to 45	MEN	7	20	37	27	223	314
Mecalux Sp. Z.o.o	30 to 45	WOMEN	1	6	48	2	1	58
Mecalux Sp. Z.o.o	46 to 55	MEN	3	4	6	7	103	123
Mecalux Sp. Z.o.o	46 to 55	WOMEN	0	3	2	0	0	5
Mecalux Sp. Z.o.o	> 55	MEN	2	1	1	0	52	56
Mecalux Sp. Z.o.o	> 55	WOMEN	0	0	0	0	1	1
Mecalux Logística Insaat	30 to 45	MEN	0	1	1	0	0	2
Mecalux Logística Insaat	46 to +55	MEN	1	0	0	0	0	1
Mecalux U.K., Ltd	< 30	MEN	0	0	1	7	1	9
Mecalux U.K., Ltd	30 to 45	MEN	1	2	1	5	3	12
Mecalux U.K., Ltd	30 to 45	WOMEN	0	0	3	0	0	3
Mecalux U.K., Ltd	46 to 55	MEN	0	1	0	3	2	6
Mecalux U.K., Ltd	> 55	WOMEN	0	0	1	0	0	1
Mecalux Uruguay, S.A.	< 30	MEN	0	0	3	1	0	4
Mecalux Uruguay, S.A.	30 to 45	MEN	0	0	3	0	1	4

COMPANY	AGE	GENDER	MANAGEMENT	MIDDLE MANAGEMENT	TECHNICAL AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	TOTAL
Mecalux Uruguay, S.A.	30 to 45	WOMEN	0	0	1	1	0	2
Mecalux Uruguay, S.A.	46 to 55	MEN	0	0	1	0	0	1
Mecalux Uruguay, S.A.	46 to 55	WOMEN	1	0	0	1	0	2
Interlake Mecalux, Inc.	< 30	MEN	0	3	40	2	23	68
Interlake Mecalux, Inc.	< 30	WOMEN	0	0	16	2	1	19
Interlake Mecalux, Inc.	30 to 45	MEN	10	8	29	21	54	122
Interlake Mecalux, Inc.	30 to 45	WOMEN	1	4	17	2	5	29
Interlake Mecalux, Inc.	46 to 55	MEN	1	4	5	4	27	41
Interlake Mecalux, Inc.	46 to 55	WOMEN	0	1	3	0	6	10
Interlake Mecalux, Inc.	> 55	MEN	3	0	3	6	59	71
Interlake Mecalux, Inc.	> 55	WOMEN	0	0	1	0	2	3
Mecalux I.T. Services, S.L.	< 30	MEN	0	0	15	0	0	15
Mecalux I.T. Services, S.L.	< 30	WOMEN	0	0	2	0	0	2
Mecalux I.T. Services, S.L.	30 to 45	MEN	0	0	31	0	0	31
Mecalux I.T. Services, S.L.	30 to 45	WOMEN	0	0	4	0	0	4
Mecalux I.T. Services, S.L.	46 to 55	MEN	4	0	17	0	0	21
Mecalux I.T. Services, S.L.	46 to 55	WOMEN	0	0	2	0	0	2
Mecalux I.T. Services, S.L.	> 55	MEN	0	3	6	0	0	9
Mecalux I.T. Services, S.L.	> 55	WOMEN	0	0	1	0	0	1
TOTAL			100	306	1,415	381	2,617	4,819

Employees by gender, age, country and professional category - 2021

COMPANY	AGE	GENDER	MANAGEMENT	MIDDLE MANAGEMENT	TECHNICAL AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	Total
Mecalux Argentina, S.A.	< 30	MEN	1	0	4	0	4	9
Mecalux Argentina, S.A.	30 to 45	MEN	0	6	2	2	45	55
Mecalux Argentina, S.A.	30 to 45	WOMEN	0	2	3	0	0	5
Mecalux Argentina, S.A.	46 to 55	MEN	0	2	0	1	16	19
Mecalux Argentina, S.A.	46 to 55	WOMEN	0	0	1	0	0	1
Mecalux Argentina, S.A.	> 55	MEN	3	3	0	3	16	25
Mecalux Argentina, S.A.	> 55	WOMEN	0	0	1	0	0	1
Mecalux Belgium, S.A.	< 30	MEN	0	0	1	1	0	2
Mecalux Belgium, S.A.	30 to 45	MEN	0	1	0	4	0	5
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	< 30	MEN	0	1	9	1	17	28
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	< 30	WOMEN	0	0	7	0	0	7
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	30 to 45	MEN	3	3	18	19	46	89
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	30 to 45	WOMEN	0	1	8	0	0	9
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	46 to 55	MEN	1	2	1	5	8	17
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	> 55	MEN	0	1	2	2	3	8
Mecalux Ceska, S.R.O.	< 30	WOMEN	0	0	1	0	0	1
Mecalux Ceska, S.R.O.	30 to 45	MEN	0	0	2	3	0	5
Mecalux Ceska, S.R.O.	30 to 45	WOMEN	0	0	2	0	0	2
Mecalux Ceska, S.R.O.	46 to 55	MEN	0	0	0	2	0	2
Mecalux Chile, Ltda.	30 to 45	MEN	0	0	0	1	1	2
Mecalux Chile, Ltda.	30 to 45	WOMEN	0	1	0	0	0	1
Mecalux Colombia, S.A.S.	< 30	MEN	0	0	1	0	0	1
Mecalux Colombia, S.A.S.	< 30	WOMEN	0	0	3	1	0	4
Mecalux Colombia, S.A.S.	30 to 45	MEN	0	0	2	4	4	10
Mecalux Colombia, S.A.S.	30 to 45	WOMEN	0	0	1	1	0	2
Mecalux Colombia, S.A.S.	46 to 55	MEN	0	0	1	1	1	3
Mecalux Colombia, S.A.S.	46 to 55	WOMEN	1	0	0	0	0	1
Mecalux Colombia, S.A.S.	> 55	MEN	0	0	0	1	0	1
Mecalux Slovensko, S.R.O.	30 to 45	MEN	0	0	0	2	0	2
Mecalux Slovensko, S.R.O.	46 to 55	MEN	0	0	0	1	0	1
Mecalux Estantes, Lda.	30 to 45	MEN	0	4	1	1	0	6
Mecalux Estantes, Lda.	30 to 45	WOMEN	0	0	1	0	0	1
Mecalux Estantes, Lda.	46 to 55	MEN	0	1	2	2	0	5
Mecalux Estantes, Lda.	> 55	MEN	0	0	0	1	0	1
Mecalux Estantes, Lda.	> 55	WOMEN	1	0	0	0	0	1

COMPANY	AGE	GENDER	MANAGEMENT	MIDDLE MANAGEMENT	TECHNICAL AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	Total
Mecalux France, S.A.R.L.	< 30	MEN	0	3	7	27	29	66
Mecalux France, S.A.R.L.	< 30	WOMEN	0	0	8	0	2	10
Mecalux France, S.A.R.L.	30 to 45	MEN	3	17	2	38	26	86
Mecalux France, S.A.R.L.	30 to 45	WOMEN	1	3	8	1	4	17
Mecalux France, S.A.R.L.	46 to 55	MEN	3	6	0	6	1	16
Mecalux France, S.A.R.L.	46 to 55	WOMEN	0	3	5	0	1	9
Mecalux France, S.A.R.L.	> 55	MEN	1	2	0	1	3	7
Mecalux France, S.A.R.L.	> 55	WOMEN	1	0	2	0	0	3
Mecalux GmbH	< 30	MEN	0	0	0	1	3	4
Mecalux GmbH	< 30	WOMEN	0	0	3	0	0	3
Mecalux GmbH	30 to 45	MEN	0	0	5	6	3	14
Mecalux GmbH	30 to 45	WOMEN	0	0	3	0	0	3
Mecalux GmbH	46 to 55	MEN	2	0	1	6	0	9
Mecalux GmbH	> 55	MEN	0	1	1	1	1	4
Mecalux Italia, S.R.L.	< 30	MEN	0	1	0	0	1	2
Mecalux Italia, S.R.L.	< 30	WOMEN	0	0	2	2	0	4
Mecalux Italia, S.R.L.	30 to 45	MEN	0	5	4	7	1	17
Mecalux Italia, S.R.L.	46 to 55	MEN	1	2	0	7	0	10
Mecalux Italia, S.R.L.	46 to 55	WOMEN	0	0	2	0	0	2
Mecalux Italia, S.R.L.	> 55	MEN	0	0	0	2	1	3
Mecalux Levante, S.A.	< 30	MEN	0	0	3	0	0	3
Mecalux Levante, S.A.	30 to 45	MEN	0	7	11	2	4	24
Mecalux Levante, S.A.	30 to 45	WOMEN	0	0	2	0	0	2
Mecalux Levante, S.A.	46 to +55	MEN	1	1	2	6	1	11
Mecalux Levante, S.A.	46 to 55	WOMEN	0	0	2	0	0	2
Mecalux Levante, S.A.	> 55	MEN	0	2	1	3	0	6
Mecalux Levante, S.A.	> 55	WOMEN	0	0	2	0	0	2
Mecalux Nederland, B.V.	< 30	MEN	1	0	1	3	0	5
Mecalux Nederland, B.V.	30 to 45	MEN	0	0	0	1	0	1
Mecalux Nederland, B.V.	30 to 45	WOMEN	0	0	1	0	0	1
Mecalux Servis, S.A.	< 30	MEN	0	0	4	0	1	5
Mecalux Servis, S.A.	30 to 45	MEN	1	4	12	8	8	33
Mecalux Servis, S.A.	30 to 45	WOMEN	0	1	4	0	0	5
Mecalux Servis, S.A.	46 to 55	MEN	0	14	3	9	3	29
Mecalux Servis, S.A.	46 to 55	WOMEN	0	1	4	0	0	5
Mecalux Servis, S.A.	> 55	MEN	0	5	6	3	2	16
Mecalux Servis, S.A.	> 55	WOMEN	0	0	1	0	0	1
Mecalux Software Solutions, S.A.	< 30	MEN	0	2	76	0	0	78
Mecalux Software Solutions, S.A.	< 30	WOMEN	0	0	14	0	0	14
Mecalux Software Solutions, S.A.	30 to 45	MEN	6	18	94	0	0	118
Mecalux Software Solutions, S.A.	30 to 45	WOMEN	0	0	25	0	0	25
Mecalux Software Solutions, S.A.	46 to 55	MEN	5	1	12	0	0	18
Mecalux Software Solutions, S.A.	46 to 55	WOMEN	1	0	7	0	0	8
Mecalux Software Solutions, S.A.	> 55	MEN	0	0	1	0	0	1

COMPANY	AGE	GENDER	MANAGEMENT	MIDDLE MANAGEMENT	TECHNICAL AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	Total
Mecalux Software Solutions, S.A.	> 55	WOMEN	0	0	2	0	0	2
Mecalux, S.A.	< 30	MEN	0	4	50	0	104	158
Mecalux, S.A.	< 30	WOMEN	0	0	8	0	0	8
Mecalux, S.A.	30 to 45	MEN	5	15	140	15	376	551
Mecalux, S.A.	30 to 45	WOMEN	1	4	47	2	0	54
Mecalux, S.A.	46 to 55	MEN	9	26	86	12	330	463
Mecalux, S.A.	46 to 55	WOMEN	1	4	49	2	1	57
Mecalux, S.A.	> 55	MEN	7	15	33	8	171	234
Mecalux, S.A.	> 55	WOMEN	0	1	16	1	1	19
Mecalux México, S.A. de C.V.	< 30	MEN	0	0	22	0	251	273
Mecalux México, S.A. de C.V.	< 30	WOMEN	0	1	28	0	10	39
Mecalux México, S.A. de C.V.	30 to 45	MEN	0	3	50	12	277	342
Mecalux México, S.A. de C.V.	30 to 45	WOMEN	1	1	36	2	8	48
Mecalux México, S.A. de C.V.	46 to 55	MEN	3	5	5	9	77	99
Mecalux México, S.A. de C.V.	46 to 55	WOMEN	0	1	9	0	2	12
Mecalux México, S.A. de C.V.	> 55	MEN	0	0	2	1	10	13
Mecalux México, S.A. de C.V.	> 55	WOMEN	0	0	3	0	1	4
Mecalux Perú, S.A.C.	30 to 45	MEN	0	0	1	0	0	1
Mecalux Sp. Z.o.o	< 30	MEN	0	2	26	5	88	121
Mecalux Sp. Z.o.o	< 30	WOMEN	0	0	20	0	0	20
Mecalux Sp. Z.o.o	30 to 45	MEN	7	19	41	25	238	330
Mecalux Sp. Z.o.o	30 to 45	WOMEN	1	6	43	2	1	53
Mecalux Sp. Z.o.o	46 to 55	MEN	3	3	4	7	100	117
Mecalux Sp. Z.o.o	46 to 55	WOMEN	0	2	1	0	0	3
Mecalux Sp. Z.o.o	> 55	MEN	2	1	1	0	50	54
Mecalux Sp. Z.o.o	> 55	WOMEN	0	0	0	0	1	1
Mecalux Logística Insaat	30 to 45	MEN	0	1	1	1	0	3
Mecalux Logística Insaat	46 to 55	MEN	1	0	0	0	0	1
Mecalux U.K., Ltd	< 30	MEN	0	0	2	4	2	8
Mecalux U.K., Ltd	30 to 45	MEN	1	2	1	6	1	11
Mecalux U.K., Ltd	30 to 45	WOMEN	0	0	2	0	0	2
Mecalux U.K., Ltd	46 to 55	MEN	0	1	0	1	3	5
Mecalux U.K., Ltd	> 55	WOMEN	0	0	1	0	0	1
Mecalux Uruguay, S.A.	< 30	MEN	0	0	2	1	0	3
Mecalux Uruguay, S.A.	30 to 45	MEN	0	0	2	0	1	3
Mecalux Uruguay, S.A.	30 to 45	WOMEN	0	0	1	1	0	2
Mecalux Uruguay, S.A.	46 to 55	MEN	0	0	1	0	0	1
Mecalux Uruguay, S.A.	46 to 55	WOMEN	1	0	0	1	0	2
Interlake Mecalux, Inc.	< 30	MEN	1	3	34	7	18	63
Interlake Mecalux, Inc.	< 30	WOMEN	0	0	15	2	0	17
Interlake Mecalux, Inc.	30 to 45	MEN	10	6	24	18	59	117
Interlake Mecalux, Inc.	30 to 45	WOMEN	2	5	14	2	4	27

COMPANY	AGE	GENDER	MANAGEMENT	MIDDLE MANAGEMENT	TECHNICAL AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	Total
Interlake Mecalux, Inc.	46 to 55	MEN	1	2	3	3	30	39
Interlake Mecalux, Inc.	46 to 55	WOMEN	0	1	4	0	5	10
Interlake Mecalux, Inc.	> 55	MEN	3	0	2	7	60	72
Interlake Mecalux, Inc.	> 55	WOMEN	0	0	1	0	3	4
Mecalux I.T. Services, S.L.	< 30	MEN	0	0	17	0	0	17
Mecalux I.T. Services, S.L.	< 30	WOMEN	0	0	2	0	0	2
Mecalux I.T. Services, S.L.	30 to 45	MEN	0	0	32	0	0	32
Mecalux I.T. Services, S.L.	30 to 45	WOMEN	0	0	5	0	0	5
Mecalux I.T. Services, S.L.	46 to 55	MEN	4	1	15	0	0	20
Mecalux I.T. Services, S.L.	46 to 55	WOMEN	0	0	2	0	0	2
Mecalux I.T. Services, S.L.	> 55	MEN	0	2	5	0	0	7
Mecalux I.T. Services, S.L.	> 55	WOMEN	0	0	1	0	0	1
TOTAL			101	264	1,327	356	2,539	4,587

Employees by type of contract and gender - 2022

CONTRACT	WOMEN	MEN	Overall total
PERMANENT	513	3,751	4,264
TEMPORARY	64	491	555
Overall total	577	4,242	4,819

Employees by type of contract and gender - 2021

CONTRACT	WOMEN	MEN	Overall total
PERMANENT	489	3,543	4,032
TEMPORARY	58	497	555
Overall total	547	4,040	4,587

Employees by type of contract and age - 2022

CONTRACT	< 30	30 to 45	46 - 55	> 55	Overall total
PERMANENT	799	1,911	1,026	528	4,264
TEMPORARY	294	216	38	7	555
Overall total	1,093	2,127	1,064	535	4,819

Employees by type of contract and age - 2021

CONTRACT	< 30	30 to 45	46 - 55	> 55	Overall total
PERMANENT	739	1,875	949	469	4,032
TEMPORARY	236	246	50	23	555
Overall total	975	2,121	999	492	4,587

Employees by type of contract and professional category - 2022

CONTRACT	MANAGEMENT	MIDDLE MANAGEMENT	TECHNICAL AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	Overall total
PERMANENT	100	288	1,310	353	2,213	4,264
TEMPORARY	0	18	105	28	404	555
Overall total	100	306	1,415	381	2,617	4,819

Employees by type of contract and professional category - 2021

CONTRACT	MANAGEMENT	MIDDLE MANAGEMENT	TECHNICAL AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	Overall total
PERMANENT	100	251	1,207	339	2,135	4,032
TEMPORARY	1	13	120	17	404	555
Overall total	101	264	1,327	356	2,539	4,587

Employees by type of working hours and gender - 2022

CONTRACT	WOMEN	MEN	Overall total
FULL-TIME	526	4,155	4,681
PART-TIME	51	87	138
Overall total	577	4,242	4,819

Employees by type of working hours and gender - 2021

CONTRACT	WOMEN	MEN	Overall total
FULL-TIME	485	3,951	4,436
PART-TIME	62	89	151
Overall total	547	4,040	4,587

Employees by type of working hours and age - 2022

CONTRACT	< 30	30 to 45	46 - 55	> 55	Overall total
FULL-TIME	1,087	2,096	1,030	468	4,681
PART-TIME	6	31	34	67	138
Overall total	1,093	2,127	1,064	535	4,819

Employees by type of working hours and age - 2021

CONTRACT	< 30	30 to 45	46 - 55	> 55	Overall total
FULL-TIME	967	2,074	965	430	4,436
PART-TIME	8	47	34	62	151
Overall total	975	2,121	999	492	4,587

Employees by type of working hours and professional category - 2022

CONTRACT	MANAGEMENT	MIDDLE MANAGEMENT	TECHNICAL AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	Overall total
FULL-TIME	99	302	1,346	380	2,554	4,681
PART-TIME	1	4	69	1	63	138
Overall total	100	306	1,415	381	2,617	4,819

Employees by type of working hours and professional category - 2021

CONTRACT	MANAGEMENT	MIDDLE MANAGEMENT	TECHNICAL AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	Overall total
FULL-TIME	100	260	1,245	353	2,478	4,436
PART-TIME	1	4	82	3	61	151
Overall total	101	264	1,327	356	2,539	4,587

The workforce at 2022 year-end was up 5.06% on that at 2021 year-end. A comparison of both years, in terms of age range, indicates that in 2022 the number of employees in the under 30 age group increased by 1.43% with respect to 2021, while those aged between 30 and 45 decreased by 2.10%. Numbers remained largely unchanged in the other age groups.

With regard to the type of working hours, the foregoing tables indicate that the number of part-time employees decreased by 8.61% with respect to 2021. In particular, with respect to gender, the number of women working full time increased by 8.45% while those working part time decreased by 17.74%, and the number of men working full time increased by 5.16% and those working part time decreased by 2.25%.

Grounds for termination (including dismissals) by gender - 2022

TERMINATION	MEN	WOMEN	Overall total
DISMISSAL	124	12	136
RESIGNATION	945	82	1,027
DEATH	7	0	7
END OF CONTRACT	287	11	298
RETIREMENT	21	1	22
END OF SICKNESS ABSENCE	9	1	10
FAILING PROBATIONARY PERIOD	17	10	27
LEAVE OF ABSENCE	24	4	28
INVALIDITY	2	0	2
SUBROGATION	1	0	1
Overall total	1,437	121	1,558
Average headcount	4,182.21	560.22	4,742.43
PERCENTAGE OF WORKFORCE	0.34	0.22	0.33

Grounds for termination (including dismissals) by gender - 2021

DISMISSALS	MEN	WOMEN	Overall total
DISMISSAL	118	14	132
RESIGNATION	941	82	1,023
DEATH	2	0	3
END OF CONTRACT	279	12	291
RETIREMENT	30	3	33
END OF SICKNESS ABSENCE	2	0	2
FAILING PROBATIONARY PERIOD	16	1	17
LEAVE OF ABSENCE	8	4	12
INVALIDITY	3	0	3
SUBROGATION	70	10	80
Overall total	1,470	126	1,596
Average headcount	4,034.25	540.24	4,574.49
RATIO	0.36	0.23	0.35

Grounds for termination (including dismissals) by age - 2022

TERMINATIONS	< 30	30 to -45	46 to -55	> 55	Overall total
DISMISSAL	47	66	18	5	136
RESIGNATION	541	412	60	14	1,027
DEATH	1	0	3	3	7
END OF CONTRACT	144	111	32	11	298
RETIREMENT	0	0	0	22	22
END OF SICKNESS ABSENCE	0	4	5	1	10
FAILING PROBATIONARY PERIOD	13	9	4	1	27
LEAVE OF ABSENCE	7	19	1	1	28
INVALIDITY	0	0	1	1	2
SUBROGATION	0	1	0	0	1
Overall total	753	622	124	59	1,558
Average headcount	996.26	2,121.15	1,067.81	557.18	4,742.43
PERCENTAGE OF WORKFORCE	0.76	0.29	0.12	0.11	0.33

Grounds for termination (including dismissals) by age - 2021

TERMINATIONS	< 30	30 to -45	46 to -55	> 55	Overall total
DISMISSAL	46	67	11	8	132
RESIGNATION	533	428	46	16	1,023
DEATH	1	0	1	1	3
END OF CONTRACT	140	106	42	3	291
RETIREMENT	0	0	0	33	33
END OF SICKNESS ABSENCE	0	0	2	0	2
FAILING PROBATIONARY PERIOD	8	8	1	0	17
LEAVE OF ABSENCE	3	7	2	0	12
INVALIDITY	1	1	1	0	3
SUBROGATION	10	40	22	8	80
Overall total	742	657	128	69	1,596
Average headcount	917.14	2,130.44	1,011.26	515.65	4,574.49
RATIO	0.81	0.31	0.13	0.13	0.35

Grounds for termination (including dismissals) by professional category - 2022

TERMINATIONS	MANAGEMENT	MIDDLE MANAGEMENT	TECH. AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	Overall total
DISMISSAL	2	6	30	22	75	136
RESIGNATION	6	20	221	23	757	1,027
DEATH	0	0	1	0	6	7
END OF CONTRACT	0	2	38	8	250	298
RETIREMENT	0	1	6	0	15	22
END OF SICKNESS ABSENCE	0	0	2	0	8	10
FAILING PROBATIONARY PERIOD	1	0	22	0	4	27
LEAVE OF ABSENCE	0	3	18	5	2	28
INVALIDITY	0	0	0	0	2	2
SUBROGATION	0	0	1	0	0	1
Overall total	10	32	339	58	1,119	1,558
Average headcount	103.77	292.12	1,381.08	372.44	2,593.02	4,742.43
RATIO	0.10	0.11	0.25	0.16	0.43	0.33

Grounds for termination (including dismissals) by professional category - 2021

DISMISSALS	MANAGEMENT	MIDDLE MANAGEMENT	TECH. AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	Overall total
DISMISSAL	0	3	31	19	79	132
RESIGNATION	1	18	171	42	791	1,023
DEATH	0	0	0	0	3	3
END OF CONTRACT	1	1	37	7	245	291
RETIREMENT	0	0	6	1	26	33
END OF SICKNESS ABSENCE	0	0	1	0	1	2
FAILING PROBATIONARY PERIOD	0	0	8	0	9	17
LEAVE OF ABSENCE	0	0	9	0	3	12
INVALIDITY	0	0	0	0	3	3
SUBROGATION	4	3	73	0	0	80
Overall total	6	25	336	69	1,160	1,596
Average headcount	98.42	258.30	1,307.76	364.36	2,545.65	4,574.49
RATIO	0.06	0.10	0.26	0.19	0.46	0.35

The number of resignations indicated in the foregoing table was due to the specific circumstances in each of the countries in which the Group has a presence, e.g., in the US where a high rate of employee turnover is customary; in Poland where there is full employment which has given rise to an aggressive job market; or in Mexico which, due to its frontier location, sees a large flow of immigrants who are resident for short periods of time, leading to very high rates of employee turnover, in combination with the competition from the medical and electronics industries which are leading competitors when it comes to hiring.

Average remuneration and remuneration trends by gender, age and professional category or equivalent value

The Group's remuneration policy is always determined by the salary ranges established in the applicable collective agreements, the legislation in each country and the agreements with the trade unions in the industry.

However, management of the various Group companies is always open to negotiating improved salary conditions, which are entered into and agreed by the employee representatives and Company management, with the intention of ensuring that the various wage bands align with the labour market in the corresponding sector.

Talent retention is one of the challenges currently facing companies. We are in a changing labour market, in which candidates have increasing opportunities and, accordingly, it is easier for professionals to move to other companies.

For this reason, through the managers of the various departments, the companies in the Mecalux Group take employees' achievements into account and promote wage increases which, subsequent to analysis, receive the corresponding authorisation.

Average remuneration by gender - 2022 (Euros)

	MEN	WOMEN	Pay gap
Total	35,082.13	31,531.08	10.12 %

Average remuneration by gender - 2021 (Euros)

	MEN	WOMEN	Pay gap
Total	30,696.42	27,520.77	10.35 %

Average remuneration by age - 2022 (Euros)

	< 30	30-45	46-55	> 55
Total	25,234.66	33,723.65	40,311.81	41,274.01

Average remuneration by age - 2021 (Euros)

	< 30	30 to -45	46 to -55	> 55
Total	22,537.48	28,951.16	36,353.75	35,552.17

Average remuneration by professional category - 2022 (Euros)

	MANAGEMENT	MIDDLE MANAGEMENT	TECH. AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS
Total	148,205.26	55,105.59	32,057.60	64,550.99	24,231.58

Average remuneration by professional category - 2021 (Euros)

	MANAGEMENT	MIDDLE MANAGEMENT	TECH. AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS
Total	121,095.03	49,074.76	28,197.98	52,185.52	22,351.33

Wage gap

In 2022 the gender pay gap decreased slightly with respect to the previous year to 10.12% as compared to 10.35% in 2021. The gender pay gap was calculated on the basis of the difference in the annual average remuneration of men and women, as a percentage of remuneration of men.

The tables summarising the average remuneration by age and the average remuneration by professional category show clearly that there was an increase in average remuneration in all the age ranges and all professional categories in 2022. At international level, in 2022, the labour market was influenced by various factors, which have made it necessary to increase salaries mainly to avoid staff turnover, attract new professionals or update salaries in line with the depreciation of the currencies of certain countries. Also, any comparison between years should take into account the existence of employees whose remuneration has been established in currencies other than the euro since they work at Group companies whose notional currency is not the euro (e.g., the US dollar, Polish zloty, Argentinean peso or Brazilian real) and, therefore, the aforementioned data are affected by fluctuations in those currencies' exchange rates against the euro.

Remuneration of equal or average jobs at the Company.

LOWEST EMPLOYEE WAGE VS. NATIONAL MINIMUM WAGE - 2022

COMPANY	EUROS	
	LOWEST WAGE	MINIMUM LEGAL WAGE
Mecalux Argentina, S.A.	7,188.67	3,932.06
Mecalux Belgium, S.A.	24,000.00	22,107.60
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	4,724.38	2,674.86
Mecalux Ceska, S.R.O.	14,702.82	7,939.52
Mecalux Chile, Ltda.	13,067.33	5,226.93
Mecalux Colombia, S.A.S.	2,955.45	2,686.77
Mecalux Slovensko, S.R.O.	18,000.00	7,752.00
Mecalux Estantes, Lda.	13,196.96	9,870.00
Mecalux France, S.A.R.L.	21,216.00	20,147.40
Mecalux GmbH	25,200.00	21,736.00
Mecalux México, S.A. de C.V.	5,086.66	4,480.49
Mecalux Nederland, B.V.	30,000.00	21,074.40
Mecalux Italia, S.R.L.	22,279.74	22,279.74
Mecalux Perú, S.A.C.	10,495.80	3,073.77
Mecalux, Sp Zo.o.	7,712.35	7,712.35
Mecalux Logística Insaat	5,606.77	4,417.20
Mecalux U.K., Ltd.	22,287.39	21,730.21
Mecalux Uruguay, S.A.	16,224.95	5,405.42
Interlake Mecalux, Inc.	29,094.36	14,287.35
Mecalux, S.A.	17,757.00	14,000.00
Mecalux Servis, S.A.	18,200.00	14,000.00
Mecalux Levante, S.A.	17,833.40	14,000.00
Mecalux Soft. Solutions, S.A.	16,074.18	14,000.00
Mecalux I.T. Services, S.L.	24,311.84	14,000.00

LOWEST EMPLOYEE WAGE VS. NATIONAL MINIMUM WAGE - 2021

COMPANY	EUROS	
	LOWEST WAGE	MINIMUM LEGAL WAGE
Mecalux Argentina, S.A.	5,977.95	3,297.17
Mecalux Belgium, S.A.	33,358.90	19,508.40
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	3,702.25	2,070.43
Mecalux Ceska, S.R.O.	14,971.64	7,111.53
Mecalux Chile, Ltda.	20,916.96	4,470.62
Mecalux Colombia, S.A.S.	3,258.85	2,467.80
Mecalux Slovensko, S.R.O.	18,000.00	7,476.00
Mecalux Estantes, Lda.	16,471.34	9,309.60
Mecalux France, S.A.R.L.	21,189.27	18,655.00
Mecalux GmbH	24,840.00	19,967.50
Mecalux México, S.A. de C.V.	3,563.73	3,245.55
Mecalux Nederland, B.V.	36,000.00	20,412.00
Mecalux Italia, S.R.L.	21,745.16	21,745.16
Mecalux Perú, S.A.C.	25,874.28	2,452.10
Mecalux, Sp Zo.o.	7,498.15	7,362.29
Mecalux Logística Insaat	6,634.02	4,711.00
Mecalux U.K., Ltd.	22,238.37	20,202.91
Mecalux Uruguay, S.A.	10,709.21	4,214.99
Interlake Mecalux, Inc.	24,964.92	12,734.35
Mecalux, S.A.	19,700.60	13,510.00
Mecalux Servis, S.A.	17,441.73	13,510.00
Mecalux Levante, S.A.	17,000.00	13,510.00
Mecalux Soft. Solutions, S.A.	16,074.18	13,510.00
Mecalux I.T. Services, S.L.	24,028.00	13,510.00

Note 1: Italy does not have a national minimum wage in the same way as the other EU member states, since contractual minimum wages are set out in each of the collective agreements applicable for each type of company.

Note 2: In all cases, and as in 2021, the salary of the employee with the lowest wage at all the Group's branches is higher than the national minimum wage in each country.

Note 3: Remuneration and minimum wages are converted to euros based on the amounts recognised in the Group's various functional currencies and subject to fluctuations in the prevailing exchange rates with respect to the euro in this connection, which may affect the comparison.

Remuneration of directors and executives:

In 2022 the senior management of Acerolux, S.L. consisted of its sole director, a man, who received remuneration for exercising his functions of EUR 105 thousand (2021: EUR 75 thousand) and its General Manager, a man who received remuneration for exercising his functions of EUR 44 thousand.

Appropriate consideration of the Acerolux Group's senior management should take into account that its senior management, which consists of 19 executives, 16 of whom were men and 3 women in 2022 (2021: 18 executives, all of whom were men) whose remuneration totalled EUR 5,465 thousand in 2022 (2021: EUR 4,258 thousand).

Implementation of disconnection from work policies

Work is currently underway to regulate what are known as “disconnection from work policies”, since it is considered that new communication technologies are being used inappropriately and may have an adverse impact of employee health. Aware of the importance of our employees’ rest and the adverse impact of making working days longer than is strictly necessarily, Mecalux Group companies are working on actions that align with this concept.

In accordance with the recent legislation in Spain, and as is being developed at Mecalux France, Mecalux will adopt those measures required to adapt to the legal developments and guarantee digital disconnection.

In addition to the specific legislation being developed in this connection, all the collective agreements in the countries in which this legislation is applicable include articles that regulate the elimination, abolition or reduction of overtime. In this connection, Mecalux is promoting holding departmental meetings and meetings with third-party service providers and suppliers, and organising training courses and sessions held in-house or at training centres, during working hours.

At production centres, shift-work is planned in such a way that, when planning shift changes, working hours are distributed evenly and the workers on one shift are succeeded by those on the following shift.

Worth noting are the measures adopted in Brazil, where access to the “CIM” data management system and emails is blocked at the end of the working day for all the company’s users. Another example of a branch where digital disconnection measures were implemented is the Belgian branch which restricted access to the “CIM” data management system, preventing any access to it outside working hours and at weekends.

Employees with disabilities

As set out in its Code of Ethics, at all its workplaces Mecalux fosters equality of men and women with regard to access to employment, training, professional advancement and working conditions, in accordance with the requirements of each job position at any given time.

At Mecalux we endeavour to engage persons with disabilities at all our workplaces within the framework of local regulations. At 2022 year-end, Mecalux employed a group of 76 individuals (2021 year-end: 76) with a degree of disability recognised under the applicable local legislation.

Organisation of working hours

The working hours for each year are generally established, on an annual basis, in the collective agreement applicable at each workplace and in accordance with the applicable legal provisions in each country. It may subsequently be adapted based on customer service-related production and/or commercial needs, it being possible to implement a single work timetable for all the employees at the same workplace or various co-existing work timetables in those workplaces where it may be necessary in order to ensure the performance of the activities required for the smooth running of the business.

Every year a work calendar is prepared for each workplace, which, once the national, autonomous community and local public holidays have been established, displays the vacations up to the maximum number of hours allowed per year.

Once the work calendar is completed, all employees are notified through the communication channels defined in each case.

Absenteeism

The detail of the number of hours of absenteeism and the employee absenteeism rate* is as follows:

Absenteeism - 2022

Company	No. of employees	Potential Hours	Total Hours	Hours Absent	Absenteeism Rate
Mecalux, S.A.	1,578.75	1,954.26	3,085,287.98	224,035.40	7.26 %
Mecalux Servis, S.A.	98.08	1,976.00	193,806.08	4,657.42	2.40 %
Mecalux Levante, S.A.	50.88	1,949.67	99,199.21	878.06	0.89 %
Mecalux Soft. Solutions, S.A.	286.52	1,980.67	567,501.57	19,787.04	3.49 %
Mecalux I.T. Services, S.L.	84.16	1,941.84	163,425.25	4,322.92	2.65 %
Mecalux France, S.A.R.L.	221.71	1,813.10	401,982.40	19,781.19	4.92 %
Mecalux Estantes, Lda.	13.95	2,000.00	27,900.00	266.80	0.96 %
Mecalux U.K., Ltd.	28.50	1,882.50	53,651.25	1,284.25	2.39 %
Mecalux GmbH	39.89	2,036.48	81,235.19	3,789.00	4.66 %
Mecalux Italia, S.R.L.	41.87	2,047.00	85,707.89	2,477.50	2.89 %
Mecalux Argentina, S.A.	113.41	2,187.00	248,027.67	22,321.00	9.00 %
Mecalux Uruguay, S.A.	12.86	2,259.00	29,050.74	0.00	0.00 %
Mecalux Perú, S.A.C.	0.50	1,125.00	562.50	0.00	0.00 %
Mecalux Chile, Ltda.	3.72	2,232.00	8,303.04	0.00	0.00 %
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	167.85	2,252.33	378,053.59	5,984.19	1.58 %
Mecalux Belgium, S.A.	8.54	1,712.74	14,626.80	468.00	3.20 %
Mecalux México, S.A. de C.V.	888.90	2,438.40	2,167,493.76	129,369.60	5.97 %
Mecalux Nederland, B.V.	8.92	2,080.00	18,553.60	0.00	0.00 %
Mecalux Colombia, S.A.S.	21.46	2,000.00	42,920.00	176.00	0.41 %
Interlake Mecalux, Inc.	359.04	2,016.00	723,824.64	11,171.53	1.54 %
Mecalux, Sp Zo.o.	694.96	2,008.00	1,395,479.68	98,064.00	7.03 %
Mecalux Ceska, S.R.O.	11.24	2,016.00	22,659.84	2,200.00	9.71 %
Mecalux Slovensko, S.R.O.	3.00	2,000.00	6,000.00	0.00	0.00 %
Mecalux Logística Insaat	3.72	2,163.00	8,046.36	285.00	3.54 %
TOTAL	4,742.43				

Absenteeism - 2021

Company	No. of Employees	Potential Hours	Total Hours	Hours Absent	Absenteeism Rate
Mecalux, S.A.	1,634.94	2,289.59	3,743,342.27	208,645.13	5.57 %
Mecalux Servis, S.A.	95.40	1,984.00	189,273.60	4,753.87	2.51 %
Mecalux Levante, S.A.	51.04	1,935.00	98,762.40	2,107.28	2.13 %
Mecalux Soft. Solutions, S.A.	260.20	1,992.00	518,318.40	17,382.84	3.35 %
Mecalux I.T. Services, S.L.	0.00	0.00	0.00	0.00	0.00 %
Mecalux France, S.A.R.L.	202.27	1,762.32	356,464.47	15,750.00	4.42 %
Mecalux Estantes, Lda.	15.27	2,024.00	30,906.48	475.00	1.54 %
Mecalux U.K., Ltd.	24.72	1,897.50	46,906.20	817.50	1.74 %
Mecalux GmbH	35.23	1,929.95	67,992.14	2,942.00	4.33 %
Mecalux Italia, S.R.L.	36.48	2,032.00	74,127.36	3,142.00	4.24 %
Mecalux Argentina, S.A.	119.37	2,231.00	266,314.47	21,118.00	7.93 %
Mecalux Uruguay, S.A.	11.88	2,250.00	26,730.00	0.00	0.00 %
Mecalux Perú, S.A.C.	4.24	2,277.00	9,654.48	0.00	0.00 %
Mecalux Chile, Ltda.	3.00	2,277.00	6,831.00	0.00	0.00 %
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	165.06	2,229.33	367,973.21	4,778.15	1.30 %
Mecalux Belgium, S.A.	8.26	1,677.59	13,856.89	303.00	2.19 %
Mecalux México, S.A. de C.V.	801.05	2,419.20	1,937,900.16	104,159.80	5.37 %
Mecalux Nederland, B.V.	5.13	2,088.00	10,711.44	0.00	0.00 %
Mecalux Colombia, S.A.S.	21.07	2,008.00	42,308.56	408.00	0.96 %
Interlake Mecalux, Inc.	362.20	2,016.00	730,195.20	16,680.11	2.28 %
Mecalux, Sp Zo.o.	699.94	2,016.00	1,411,079.04	96,843.00	6.86 %
Mecalux Ceska, S.R.O.	10.74	2,016.00	21,651.84	928.00	4.29 %
Mecalux Slovensko, S.R.O.	3.00	2,008.00	6,024.00	0.00	0.00 %
Mecalux Logística Insaat	4.00	2,117.50	8,470.00	187.00	2.21 %
TOTAL	4,574.49				

* Both tables were prepared based on the average headcount in 2022 and 2021.

* The global absenteeism rate is calculated using the global total hours divided by the global total hours absent x 100.

Despite the increase in the Group's average headcount, there was a slight increase in the absenteeism rate in 2022. Therefore, while the rate of absenteeism in 2021 was 5.03%, in 2022 it increased to 5.02%.

Measures to facilitate work-life balance and encourage shared parental responsibility

In accordance with current legislation, in workplaces where it is applicable, Mecalux has an Equality Plan which aims to establish measures to ensure equal treatment and opportunities for men and women, and prevent any discrimination, especially on gender grounds, in any of its workplaces.

In the work-life balance area, the various voluntary measures implemented by the Company as are follows:

- Enjoyment of reduced working hours without being required to take a lunch break.
- Extension of breastfeeding leave by an extra half an hour per day if employees opt to take this time off at the end of the working day.
- Possibility of accumulating 100% of breastfeeding leave time at the workplaces where it is not regulated in the applicable collective agreement.

Parental leave

Parental leave - 2022

Mecalux Group Information	MEN	WOMEN	Overall total
Number of employees with the right to parental leave	155	19	174
Number of employees who took parental leave	148	17	165

Parental leave - 2021

Mecalux Group Information	MEN	WOMEN	Overall total
Number of employees with the right to parental leave	153	29	182
Number of employees who took parental leave	149	29	178

In accordance with the foregoing table, the number of people taking parental leave in 2022 differs from those who have the right to take parental leave. This is due to the fact that the right to take paternal leave arises in the year in which the employee's child is born but it may start to be taken from that time and continue in the following year. It should also be taken into account that in certain countries parental leave continues to be limited to favouring childcare by women. An example of this is the United States where 12-week leave for fathers exists but since it is unpaid, the majority of men do not take it.

Labour relations

In compliance with prevailing legislation and the collective agreements applicable to Mecalux's business activities in each country, workers' representation bodies are set up to guarantee the workers' representation and participation rights applicable in each country.

Mecalux maintains channels of communication with the workers' representatives at each workplace.

In the workplaces regulated by a corporate collective agreement, the workers' representation bodies are able to negotiate the scope of the collective agreement, and can agree on and improve workers' conditions such as, in the case of salaries, increments to and revaluations of the collective agreement, directly with Company management until a consensus is reached to the satisfaction of both parties.

In the remaining workplaces, where the prevailing collective agreement is the provincial agreement or the industry agreement, negotiations are conducted by the joint committee (of an independent entity) with responsibility and prestige in this connection.

However, the works council/trade union is the representation body between the workers and, among duties, it may arrange meetings to raise workers' concerns, negotiate improvements and address issues of general interest.

As it has several workplaces, Mecalux, S.A. also has various works councils/trade union representatives which also have several committees, such as, for example, the Security Committee and the Equality Committee, which are found in all those countries with a production centre, with the exception of the US.

The percentage of the total number of employees covered by the collective bargaining agreements is as follows:

Labour relations - 2022

COMPANY		WORKFORCE	%
Mecalux Argentina, S.A.	Covered by a collective agreement	79	68.70
	Not covered	36	31.30
Mecalux Belgium, S.A.	Covered by a collective agreement	0	0.00
	Not covered	8	100.00
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	Covered by a collective agreement	180	99.45
	Not covered	1	0.55
Mecalux Ceska, S.R.O.	Covered by a collective agreement	0	0.00
	Not covered	11	100.00
Mecalux Chile, Ltda.	Covered by a collective agreement	0	0.00
	Not covered	4	100.00
Mecalux Colombia, S.A.S.	Covered by a collective agreement	0	0.00
	Not covered	21	100.00
Mecalux Slovensko, S.R.O.	Covered by a collective agreement	0	0.00
	Not covered	3	100.00
Mecalux Estantes, Lda.	Covered by a collective agreement	15	100.00
	Not covered	0	0.00
Mecalux France, S.A.R.L.	Covered by a collective agreement	0	0.00
	Not covered	231	100.00
Mecalux GmbH	Covered by a collective agreement	0	0.00
	Not covered	40	100.00
Mecalux Nederland, B.V.	Covered by a collective agreement	0	0.00
	Not covered	9	100.00
Mecalux México, S.A. de C.V.	Covered by a collective agreement	702	73.20
	Not covered	257	26.80
Mecalux Italia, S.R.L.	Covered by a collective agreement	48	100.00
	Not covered	0	0.00
Mecalux Perú, S.A.C.	Covered by a collective agreement	0	0.00

COMPANY		WORKFORCE	%
	Not covered	0	0.00
Mecalux, Sp Zo.o.	Covered by a collective agreement	0	0.00
	Not covered	684	100.00
Mecalux Logística Insaat	Covered by a collective agreement	0	0.00
	Not covered	3	100.00
Mecalux U.K., Ltd.	Covered by a collective agreement	0	0.00
	Not covered	31	100.00
Mecalux Uruguay, S.A.	Covered by a collective agreement	0	0.00
	Not covered	13	100.00
Interlake Mecalux, Inc.	Covered by a collective agreement	0	0.00
	Not covered	363	100.00
Mecalux, S.A.	Covered by a collective agreement	1,555	99.94
	Not covered	1	0.06
Mecalux Servis, S.A.	Covered by a collective agreement	97	98.98
	Not covered	1	1.02
Mecalux Levante, S.A.	Covered by a collective agreement	46	97.87
	Not covered	1	2.13
Mecalux Soft. Solutions, S.A.	Covered by a collective agreement	293	99.66
	Not covered	1	0.34
Mecalux I.T. Services, S.L.	Covered by a collective agreement	85	100.00
	Not covered	0	0.00
TOTAL	Covered by a collective agreement	3,100	64.33
	Not covered	1,719	35.67
	TOTAL	4,819	

Labour relations - 2021

COMPANY		WORKFORCE	%
Mecalux Argentina, S.A.	Covered by a collective agreement	82	71.30
	Not covered	33	28.70
Mecalux Belgium, S.A.	Covered by a collective agreement	0	0.00
	Not covered	7	100.00
Mecalux do Brasil Sistemas de Armazenagem, Ltda.	Covered by a collective agreement	157	99.37
	Not covered	1	0.63
Mecalux Ceska, S.R.O.	Covered by a collective agreement	0	0.00
	Not covered	10	100.00

COMPANY		WORKFORCE	%
Mecalux Chile, Ltda.	Covered by a collective agreement	0	0.00
	Not covered	3	100.00
Mecalux Colombia, S.A.S.	Covered by a collective agreement	0	0.00
	Not covered	22	100.00
Mecalux Slovensko, S.R.O.	Covered by a collective agreement	0	0.00
	Not covered	3	100.00
Mecalux Estantes, Lda.	Covered by a collective agreement	14	100.00
	Not covered	0	0.00
Mecalux France, S.A.R.L.	Covered by a collective agreement	0	0.00
	Not covered	214	100.00
Mecalux GmbH	Covered by a collective agreement	0	0.00
	Not covered	37	100.00
Mecalux México, S.A. de C.V.	Covered by a collective agreement	568	68.43
	Not covered	262	31.57
Mecalux Nederland, B.V.	Covered by a collective agreement	0	0.00
	Not covered	7	100.00
Mecalux Italia, S.R.L.	Covered by a collective agreement	38	100.00
	Not covered	0	0.00
Mecalux Perú, S.A.C.	Covered by a collective agreement	0	0.00
	Not covered	1	100.00
Mecalux, Sp Zo.o.	Covered by a collective agreement	0	0.00
	Not covered	699	100.00
Mecalux Logística Insaat	Covered by a collective agreement	0	0.00
	Not covered	4	100.00
Mecalux U.K., Ltd.	Covered by a collective agreement	0	0.00
	Not covered	27	100.00
Mecalux Uruguay, S.A.	Covered by a collective agreement	0	0.00
	Not covered	11	100.00
Interlake Mecalux, Inc.	Covered by a collective agreement	0	0.00
	Not covered	349	100.00
Mecalux, S.A.	Covered by a collective agreement	1,543	99.94
	Not covered	1	0.06
Mecalux Servis, S.A.	Covered by a collective agreement	93	98.94
	Not covered	1	1.06
Mecalux Levante, S.A.	Covered by a collective agreement	49	98.00
	Not covered	1	2.00

COMPANY		WORKFORCE	%
Mecalux Soft. Solutions, S.A.	Covered by a collective agreement	263	99.62
	Not covered	1	0.38
Mecalux I.T. Services, S.L.	Covered by a collective agreement	86	100.00
	Not covered	0	0.00
TOTAL	Covered by a collective agreement	2,893	63.07
	Not covered	1,694	36.93
	TOTAL	4,587	

Operational changes

The period of prior notice to employees and their representatives habitually used in relation to operational changes is in accordance with the provisions of the collective agreement or the prevailing legislation, which is different in each country and varies according to the type of change. In general terms, the minimum period of prior notice (which may be extended according to the type operational change in question) in those countries for which data is available is 15 days in Spain, 8 days in Peru, 14 days in Czech Republic, 45 days in Italy, 14 days in Poland and 15 days in Turkey.

Accessibility

In compliance with the applicable legislation, Mecalux guarantees access to its facilities and workplaces for disabled people and enables access, movement and entry without any obstacles.

Training

A priority goal at the Mecalux Group is the development of the professional skills and knowledge of all its employees.

Every year the HR Department prepares a training plan in accordance with the Group's strategies and the training requirements identified by the department heads, the purpose being to improve the skills of people as part of their professional development.

This annual training plan is constantly being updated with the inclusion of all the training requirements that were not envisaged when it was first prepared.

Hours of training by professional category in 2022

	MANAGEMENT	MIDDLE MANAGEMENT	TECH. AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	Overall total
Total	427.58	3,058.97	15,435.09	3,785.18	36,534.09	59,240.91

Hours of training by professional category in 2021

	MANAGEMENT	MIDDLE MANAGEMENT	TECH. AND CLERICAL STAFF	SALES STAFF	MANUAL WORKERS	Overall total
Total	641.75	2,826.42	12,768.11	3,825.68	39,547.31	59,609.28

Comparing the 2022 figures with those for 2021 it can be seen that the training hours are quite similar in both years for both genders. In 2022 the percentage of training hours in the case of women was 11.97% compared to 2021 when the figure was 11.93%, while for men training hours in 2022 accounted for 88.03% of the total hours that year and in 2021 training hours accounted for 88.07%. This increase is mainly the result of training courses aimed at acquiring new knowledge and training courses established as a consequence of new legal provisions relating to risk prevention, quality, confidentiality and personal data protection.

Equality

Mecalux's Equality Plan is embedded in the framework of its social responsibility policy as a management tool that aims to comply with current legislation in relation to effective equality between women and men.

To prepare its Equality Plan, Mecalux took into account the findings obtained in a situation analysis on equal treatment and opportunities at a national level.

The Equality Plan contains a series of measures to achieve goals related to promoting a culture of equal treatment and opportunities, and is developed with content on the following areas:

- Access to employment
- Work-life balance
- Training and promotion
- Remuneration
- Communication
- Prevention of harassment

The evaluation and monitoring of the Equality Plan is led by an equality agent and an Equality Committee made up of employee representatives who monitor, assess and implement the Plan.

The results of the assessments are included in an annual report.

Mecalux France has an "Action Plan for Professional Equality between Men and Women" in which it defines the scope and actions required to guarantee the equality goals in relation to hiring, training, return to work positions following maternity, adoption or parental leave, promotion, remuneration, appraisal, classification, working conditions and work-life balance for the exercise of family responsibilities.

Similarly, Mecalux Mexico includes a chapter on the Equal Employment Policy in the Employee Handbook, which establishes that people will be hired without taking into account, inter alia, their gender.

The Employee Handbook of Interlake Mecalux, Inc. (US) has included an "Equal Employment Opportunity Declaration" section in which it states that the company hires people solely on the basis of employment qualifications and skills, this approach being also applicable to internal promotions.

In relation to the Employee Handbook of Mecalux UK Ltd., an “Equal Opportunities and Dignity at Work Policies” chapter has been included, which states, inter alia, that the company provides equal opportunities and underlines its commitment to apply objective criteria to assess individual achievement, the purpose of all of which is to guarantee that all people have the same opportunity to be hired or promoted without any kind of discrimination. Moreover, equality between men and women is promoted by raising the awareness of the company's employees.

At other branches, effective equality between men and women is promoted internally despite not being required by law.

Harassment

At Mecalux, harassment is regulated through procedure PR-RL-2035 Attitude, Conduct, Interpersonal Conflict Management and Harassment. The goal of this procedure is twofold; first to establish the principles to prevent attitudes, conduct or situations of harassment at work. Second, to ensure any variance in compliance with the occupational risk prevention procedures, instructions and standards arising as a result of attitudes, behaviour, conduct, conflicts or situations entailing harassment is addressed in the management system. In 2022 work began on a new sexual and gender-based harassment protocol as part of the equality management system which will replace the existing protocol once the stakeholders have reached an agreement on the new content through negotiations.

For this purpose, the scope, responsibilities of the people involved, prevention principles, resources and who communications should be addressed to, as well as procedure phases, should they be launched, and lastly, procedural guarantees in relation to respect and protection of persons, confidentiality, diligence and flexibility, objectivity, victim restitution and exoneration, were defined.

Mecalux Mexico regulates harassment through the inclusion of a chapter in the Induction Handbook, which contains the Harassment Prohibition Policy defining the various harassment situations, how to act, the response of the company through an investigation of the case and the confidentiality of all the persons involved.

Interlake Mecalux, Inc. includes the Anti-Harassment Policy in the Employee Handbook, which defines the various harassment situations, and indicates the whistleblowing channel, the start of the relevant investigation and the determination and application of appropriate disciplinary measures in each case.

Mecalux France includes a chapter on harassment in the “Internal Regulations” document, pursuant to French law.

The Employee Handbook of Mecalux UK Ltd. also includes anti-harassment measures as well as the possibility of dismissal, depending on the seriousness of the case. And in the case of Mecalux Colombia, the employment harassment law is included in the framework of Law 1010/2006.

VII. The Company's sustainable development commitments

The impact of the Group's activities on local populations and territory

The impact of Mecalux's activities on our society, both in terms of employment and the local development of the areas in which we operate, is significant since our activities generate direct and indirect employment, which is especially important in the areas in which we carry on our activities.

Relationships with society and stakeholders

The Group promotes communication channels to regularly foster dialogue with and the participation of the organisation's various stakeholders located in the community.

The channels of dialogue established with the stakeholders are the website and social media, as well as customer service systems (in writing or by telephone). An example of this framework for dialogue and the Group's ongoing contribution to and interaction with society may be highlighted by some of the most significant activities carried on in Spain:

- "Annual Company Forum": at which stands are set up at universities for the various participating companies, the main aim of which is to attract students for subsequent hiring.
- "February at the ETSEIB": in participation with Universitat Politècnica de Catalunya (UPC), with the Barcelona Industrial Engineering Higher Technical School (ETSEIB), this activity consists of visits by school students to the university to the Showroom to learn about Mecalux's activities.
- Educational Showroom visits: Mecalux's Showroom is a centre dedicated to the exhibition, implementation and testing of the various products developed by Mecalux's R&D Department. In addition to serving a commercial purpose as a tool for showing customers the possible solutions provided by Mecalux, the centre is also used to train Mecalux's own employees, and as a teaching centre for students in which they have an opportunity to view all of Mecalux's products and observe how a warehouse operates.
- Presentations: Throughout 2022, Mecalux Software Solutions, S.A. made several presentations at universities, worked on associations with end-of-master/degree projects, entered into internship agreements and participated at various recruitment events, such as the "Gijón Employment Forum".

I. Information on the company: Consumers: consumer health and safety measures; complaint systems, grievances received and their resolution

Risks identified and consumer health and safety measures

To guarantee the correct operation of the warehouse and the protection of the personnel working in it, it is essential for the user and the racking supplier to observe a series of safety measures to avoid or minimise the risk of accidents that might occur in everyday operations.

The racking supplied by Mecalux is designed to withstand a series of loads in strict compliance with European standards regarding calculation and use, specifically UNE-EN 15512 on "*Steel static storage systems. Adjustable pallet racking systems. Principles for structural design*" and UNE-EN 15620 on "*Steel static storage systems. Adjustable pallet racking. Tolerances, deformations and clearances*". Similarly, the racking supplied by Mecalux in the US complies with the standards of the Rack Manufacturers Institute (RMI).

Accidents and harm can be caused to the storage structure and the personnel as a result of the interaction between workers, forklifts and other handling equipment. The vast majority of accidents or incidents are caused by direct impacts of the handling equipment, especially on the outer struts of the racks. Depending on the intensity of the impact, the rack may collapse immediately or remain upright for some time, albeit with a reduced resistance capacity. In addition, if an essential rack element such as a strut is damaged and no immediate action is taken, the rack may collapse upon receiving further impacts or a push force. It is therefore essential for users of the installation to be properly trained in the correct use of the equipment and to know how to react in the event of any unforeseen circumstances. Among other risks, the following are especially major risks:

- Deficient or inadequate loading of racks
- Faulty forklift operation
- Quality of workers' training
- Deficient condition of handling equipment
- Type or quality of pallets used
- Damaged storage elements
- Overhanging load with respect to goods storage elements
- Excessively reduced clearances
- Deficient cleaning and order
- Deficient floor surface

Upon delivery of the installation and in compliance with European standard UNE-EN 15635, Mecalux provides its customers with the safety and user handbooks for the installation which, among other aspects, contain the guidelines and instructions required for the proper use of the installation thus preventing or minimising risks. In addition, Mecalux makes the After-Sales Service Department available to its customers, which provides advice on the safe use of racking, possible modifications and/or extensions, installation maintenance and the investigation of incidents and accidents.

Complaint systems, grievances received and their resolution

Customer complaints are managed through Mecalux Customer Services, in conjunction with the head of the department involved, with the most appropriate solution being analysed and applied in each case.

In addition, Customer Services makes calls to customers selected at random to enable them to assess their satisfaction with commercial visits in terms of aspects such as the professionalism of the service provided, the delivery time or the solution provided.

No significant complaints were received in 2022 and 2021. Neither did Mecalux receive any complaints related to possible breaches of privacy or loss of customer data over the two years.

Technical Inspection of Racking

The European UNE-EN 15635 standard obliges the owner, among other matters, to perform an annual inspection of the metal racking, which must be carried out by qualified technicians who assess the condition of all of the installation's elements. Mecalux provides its customers with a Technical Inspection service, which assists them, among other recommended inspections, in the aforementioned mandatory annual inspection. As a result, Mecalux issues a status report, including actions to be taken, such as, for example, the replacement of damaged elements rather than their repair. The Inspection Plan prepared by the technicians will verify, inter alia:

- Overall condition of the racking
- Good condition or suitability of the pallets
- Equivalence of the installation levels with the levels included in the plan
- Suitability of forklifts and racking loading units
- Visible existence and location of plates detailing features
- Correct performance of manoeuvres by workers
- Orderly and clean aisles
- Existence and need for strut protections
- Cracks, subsidence or other floor defects
- Tolerances and deformations
- Notification of possible risks in the installation with the potential need to unload the various affected modules and levels.

Similarly, in order to guarantee maximum protection and minimise risks, there are three fundamental aspects that Mecalux transmits to its customers for the purpose of using and maintaining the installation properly:

1. Training: the need for training as a fundamental prevention measure, through courses given to the users of the installation on the safe and effective use of the equipment, as well as furnishing the related safety handbooks for each of the products supplied.
2. Prevention: risk assessment is the cornerstone of accident prevention, and preventive maintenance is therefore vital. The user company is under the obligation to provide its workers with safe installations and suitable equipment in good condition.
3. Responsibility: pursuant to the aforementioned UNE-EN 15635 standard, responsibilities for the installation are shared between the supplier and the user of the racking:

a. Supplier responsibilities:

- Prepare the layout and calculation on the basis of the specifications furnished by the customer.
- Define the technical limits of the system.
- Advise on the type of additional racking protection that should be supplied.
- Define the loads to be borne by the warehouse floor as a result of the warehouse equipment.
- Supply plates detailing features of the installation, which must be placed in visible locations, indicating the layout of the levels and the maximum load capacities of the racks.

b. User responsibilities:

- Establish safe working conditions based on a risk assessment that minimise potential damage to people and storage equipment.
- Appoint a person responsible for supervising the safety of workers and the storage equipment on a daily basis.
- Ensure the personnel operating the handling equipment are properly trained and perform manoeuvres correctly.
- Ensure operations are performed in line with the instructions of the racking supplier.
- Prevent or reduce the number of incidents through the use of signs and safety measures (separating panels, netting and protections, etc.).
- Make regular inspections of the racking.
- Maintain the storage equipment in good working condition.

Maintenance of automated installations

The robotics after-sales services offered by Mecalux to its customers include a maintenance service for its installations and racking to ensure they operate at maximum levels of efficiency throughout their life. There are five types of after-sales services offered by Mecalux: preventive maintenance, corrective maintenance, electromechanical availability, warehouse management system remote maintenance and production assistance:

- Preventive maintenance: this includes a programme of regular checks of the various components that form part of the customer's installation, which is essential for its correct operation.
- Corrective maintenance: based on these preventive maintenance visits and once the related report has been issued, the corrective measures deemed necessary for the correct operation of the installation are proposed and planned.
- Electromechanical availability: this entails the availability of specialist personnel to address and resolve electromechanical and control system faults that affect the operation of the installation.
- Remote maintenance: A service that includes the corrective actions to be carried out remotely on the warehouse management software that forms part of the installation.
- Production assistance: This involves all those operations that enable the installation to be kept in proper working condition, by immediately making any adjustments that might be required. Production assistance guarantees the presence of Mecalux personnel in the agreed-upon shifts.

Mecalux Group quality system

The quality policy set by Mecalux's management establishes the requirement to furnish and update a quality system certified in accordance with the international ISO 9001 standard.

The Mecalux quality system is made up of a set of activities that are performed for the purpose of ensuring products and services are obtained that meet customer requirements. The aforementioned international ISO 9001 standard defines the sequence in which these activities are carried out, their interrelationships, and the way in which the products and services are reviewed and verified for compliance with the expected quality. In addition to production processes, this system also includes commercial management, and design, purchasing, manufacturing and shipping phases, as well as the assembly, installation and after-sales service phases offered to customers.

The adoption of the ISO 9001 standard by companies, as a benchmark for the quality system, is voluntary. However, Mecalux not only adopts this standard, it is also duly certified for this purpose. Specifically, Mecalux has had a quality system in place and certified in accordance with the ISO 9001 standard since 1994, when there were fewer than 500 certified companies in Spain.

As a result of the above, the main advantage is that Mecalux supplies the same product, irrespective of whether or not it comes from different workplaces, with identical levels of quality because the same operations, processes and controls are followed at all of them. In addition, the changes and improvements made at each workplace, both in relation to operations and work processes, are transmitted and implemented at the other workplaces.

Other international certifications also endorse Mecalux's commitment to the quality of its products and services, such as the TÜV-GS ZH 1/428 certificate and the respective CE marking.

Moreover, Mecalux's Quality Department is responsible for implementing, documenting, maintaining and reviewing our general quality system. However, the implementation of the system itself is the direct or indirect responsibility of a significant portion of Mecalux's personnel.

Similarly, Mecalux has a general procedure in place for the evaluation of suppliers and subcontractors (PR-AC-0005), the purpose of which is to ensure that the various supplies comply with the requirements of our quality and environment systems. Specifically, it covers those products that may affect the final quality of the product or have a significant impact on the environment, either arising from the product itself or from its production process. This assessment is conducted by the Quality Department at the request of the Procurement Department, and is performed using one of the following methods:

- a) Quality certificates attesting to the supplier's capacity, such as ISO 9001.
- b) Testing of samples of the products supplied.
- c) Historical references to previous supplies or the ongoing receipt of supplies.
- d) Assessment questionnaires and audits of the quality system and supplier organisation, or its environmental management system.

Following a positive assessment by the Quality Department, the Procurement Department makes the related order.

II. Information on combatting corruption and bribery: measures adopted to prevent corruption and bribery; anti-money laundering measures and contributions to foundations and not-for-profit entities

The Mecalux criminal risk management system

Since 2015, Mecalux has worked to implement and improve a criminal risk management system based on the international UNE-ISO 19600 standard. Specifically, the ethical values and principles of the Mecalux Group are contained in its Code of Ethics, which was prepared and approved by the Board of Directors of Mecalux, S.A. in 2015 and updated in December 2018.

The Code of Ethics is available on the corporate websites www.mecalux.es and www.mecalux.com, as well as in the Group's various corporate media. The values contained in this Code are as follows:

- Compliance with the law and zero tolerance for crime.
- Commitment to human and employment rights.
- Total rejection of fraud and corruption.
- Respect for and protection of the environment.

The whistleblowing channel is activated in the Code of Ethics for the notification of any potential breach of internal rules and is managed by the Compliance Department in complete confidence.

In 2022 and 2021 no significant complaints were received via the Group's ethics channel (compliance@mecalux.com).

In August 2022, the EcoVadis Silver Rating was obtained, which assesses corporate social responsibility and, inter alia, aspects related to the environment; labour practices; human rights; ethics and the organisation's sustainable procurement.

Lastly, new hires are given an Induction Handbook on their first day, which, inter alia, furnishes the new employees with the ethical principles of Mecalux. In addition, the new hires are provided with online training on Compliance and Mecalux's Code of Ethics.

Respect for Human Rights

In all of its business activities, the Mecalux Group complies with the ten principles of the United Nations Global Compact in relation to human rights, labour, environment and anti-corruption, which are universally accepted. Mecalux also respects freedom of association and the right to collective bargaining, as well as non-discrimination in employment and occupation, together with the elimination of forced labour and the rejection of child labour, all of which are basic principles included in the Code of Ethics. Mecalux complies with the principles of the International Labour Organisation in relation to non-discrimination, free association and the elimination of forced labour.

All the employees, executives and members of the managing bodies of the Mecalux Group, irrespective of their level in the hierarchy, geographical or functional location and the Group company to which they provide their services, must understand and comply with the aforementioned Code. Specifically, Mecalux promotes non-discrimination on the grounds of race, nationality, social origin, age, gender, marital status, sexual orientation, ideology, political opinions or religion.

Similarly, Mecalux promotes the equal treatment of women and men as regards access to employment, training, promotion and working conditions, in accordance with the requirements of each job position at any moment in time.

Contributions to Foundations and not-for-profit entities in 2022

Each Mecalux Group company is integrated in its local area and specific market and, therefore, should participate in the life of its business, social and institutional community. Our contributions basically support certain social projects of significance for the community in which the Group subsidiary in question is integrated. One especially noteworthy ongoing contribution, among others, of which the Group is particularly proud, is its association with certain university bodies. In this connection, it is worth noting the association with Universidad Polit cnica de Catalu a (UPC), which has continued for more than 20 years and given rise to the Mecalux Chair, thus constituting an example of a major success story involving the private sector in partnership with a university.

The direct benefits of this association include, most notably, the development of new materials and techniques related to the calculation of industrial structures, enhanced safety and energy efficiency tied to such improvements, and the financing provided to University projects and those of its students and researchers, among many other contributions.

In 2022 the companies making up the Mecalux Group made contributions to foundations and not-for-profit entities amounting to EUR 295 thousand (EUR 241 thousand in 2021). Controls are performed to verify the ownership of the current accounts in which these contributions are deposited at foundations and other not-for-profit entities.

Association or sponsorship activities

Mecalux promotes regular communication channels to foster dialogue with and the participation of the organisation's various stakeholders located in the community.

VIII. Tax information: profit (loss) by country, government grants received and income tax paid in 2022

Profit (loss) by country*:

Country	Company	Net Profit (Loss) for the Year	
		Thousands of Euros	
		2022	2021
Spain	Mecalux, S.A.	81,634	68,417
Spain	Mecalux Servis, S.A.	1278	1,262
Spain	Mecalux Levante, S.A.	2,879	2,793
Spain	Mecalux Software Solutions, S.A.	245	216
Spain	Esmena Norte, S.L.U.	0	0
Spain	MECALUX, IT	95	15
France	Mecalux France, S.A.R.L.	7,367	2,879
UK	Mecalux UK, Ltd.	673	240
Germany	Mecalux GmbH	231	(1,469)
Portugal	Mecalux Estantes, Lda.	406	155
Italy	Mecalux Italia, S.R.L.	1,599	466
The Netherlands	Mecalux Nederland, B.V.	896	688
Slovakia	Mecalux Slovensko, S.R.O.	7	3
Czech Republic	Mecalux Ceska, S.R.O.	19	15
Argentina	Mecalux Argentina, S.A.	4,759	5,884
Mexico	Mecalux México S.A. de CV	17,986	4,337
Mexico	Interlake de México, S.A. de C.V.	0	617
United States	Mecalux Corporation	23,708	0
United States	Interlake Mecalux Inc.	77,777	24,531
Chile	Mecalux Chile, Ltda.	(165)	31
Poland	Mecalux Sp Zo.o.	8,768	11,345
Belgium	Mecalux Belgium, S.A.	772	326
Brazil	Mecalux do Brasil Sistemas de Armazenagem, Ltda.	5,599	5,919
Uruguay	Mecalux Uruguay, S.A.	183	90
Peru	Mecalux Perú, S.A.C.	(74)	(335)
Turkey	Mecalux Logística Insaat (Turkey)	(382)	(86)
Colombia	Mecalux Colombia, S.A.S.	(926)	228
	Aggregate Total =	236,501	128,567

***Note:** The data included in this table relate to the Net Profit (Loss) of each company on an individual basis and according to its country's regulatory framework. Also, neither adjustments to align the financial statements with International Financial Reporting Standards (IFRSs) nor adjustments arising from the consolidation process are included. The data of companies with a presentation currency other than the euro were translated to euros at the official exchange rate closest to 31 December 2022 (31 December 2021 in the case of the comparative data).

2021 data: obtained from the prepared separate financial statements and/or separate financial statements of the Mecalux Group companies;

2022 data: obtained from the separate financial statements of the Mecalux Group companies;

Public grants received

In 2022, the Mecalux Group received grants from public bodies amounting to EUR 183 thousand (2021: EUR 340 thousand) relating mainly to training and employment promotion activities, as well as to exports.

Income tax paid

Throughout the year ended 31 December 2022, the companies making up the Mecalux Group paid income tax in their respective tax jurisdictions totalling EUR 55,671 thousand (2021: EUR 25,775 thousand), net of any refunds.

APPENDIX I: Table of contents of Law 11/2018 and GRI standards

Contents of Law 11/2018 on non-financial information and diversity		Standard	Page/ Reference	Comments
BUSINESS MODEL				
Description of the Group's business model	Brief description of the Group's business model, which will include its business environment, organization and structure, the markets in which it operates, its objectives and strategies and the main factors and trends that could affect its future development.	GRI 2-1 Organizational details	III Business model	
		GRI 2-6 Activities, value chain and other business relationships	III Business model	
		GRI 2-9 Governance structure and composition	III Business model	
		GRI 3-1 Process to determine material topics	III Business model	An analysis of general risks was conducted in the preparation of the Non-Financial Information Statement.
INFORMATION ON ENVIRONMENTAL MATTERS				
Policies	Policies that the Group applies, including the due diligence procedures for the identification, assessment, prevention and mitigation of significant risks and impacts, and for verification and control, as well as the measures adopted.	GRI 2-22, GRI 2-23 and GRI 2-24 (in the light of the GRI 300 series)	IV Information on environmental matters	
Main risks	Main risks related to these issues that are associated with the Group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have adverse effects on those areas, and how the Group manages those risks, explaining the procedures used to identify and evaluate them in accordance with the national, European and international reference frameworks for each issue. Information must be included on the impacts detected and they should be detailed, particularly in relation to the main risks at short, medium and long term.	GRI 2-25 Processes to remediate negative impacts (in the light of the GRI 300 series)	IV Information on environmental matters	
		GRI 201-2 Financial implications and other risks and opportunities due to climate change	IV Information on environmental matters	Climate Change Section

Contents of Law 11/2018 on non-financial information and diversity		Standard	Page/ Reference	Comments
General	Current and foreseeable effects of the Company's activities on the environment and, where applicable, on health and safety.	GRI 3-3 Management of material topics	IV Information on environmental matters	
	Environmental certification or assessment procedures	GRI contents Description of the environmental certification and assessment procedures	IV Information on environmental matters	
	Resources allocated to prevent environmental risks	NON GRI indicator. Description of the main environmental expenses and investments	IV Information on environmental matters	
	Application of the precautionary principle	GRI 2-23 Policy commitments	IV Information on environmental matters	
	Provisions and guarantees for environmental risks.	GRI 307-1 Non-compliance with environmental laws and regulations	IV Information on environmental matters	
Pollution	Measures to prevent, reduce or redress carbon emissions that seriously affect the environment, taking into account any type of activity-specific atmospheric pollutants including noise and light pollution.	GRI 3-3 Management of material topics (in the light of GRI 302 and GRI 305)	IV Information on environmental matters	The Group does not detail these data although they can be obtained since the previous year's data are included for comparison purposes.
		GRI 302-4 Reduction of energy consumption	IV Information on environmental matters	
		GRI 305-5 Reduction of GHG emissions	IV Information on environmental matters	
Circular economy and waste prevention and management	Prevention measures, recycling, reuse, other forms of recovery and disposal of waste Activities to combat food waste	GRI 306-1. Waste generation and management of waste-related impacts	IV Information on environmental matters	
Sustainable use of resources	Water consumption and supply in accordance with local limitations	GRI 303-1 Interactions with water as a shared resource GRI 303-2 Management of water discharge-related impacts GRI 303-5 Water consumption	IV Information on environmental matters	
	Consumption of raw materials and measures adopted in order to improve the efficiency of their use.	GRI 3-3 Management of material topics (in the light of GRI 300 series)	IV Information on environmental matters	
		GRI 301-1 Materials used by weight or volume	IV Information on environmental matters	
	Energy: Direct and indirect consumption, Measures adopted to	GRI 3-3 Management approach (in the light of GRI 302 Energy)	IV Information on environmental matters	

Contents of Law 11/2018 on non-financial information and diversity		Standard	Page/ Reference	Comments
	improve energy efficiency, Use of renewable energies	GRI 302-1 Energy consumption within the organization (energy from renewable and non-renewable sources)	IV Information on environmental matters	
		GRI 302-2 Energy consumption outside of the organization	IV Information on environmental matters	The Group does not have indirect consumption data since it is not considered to be material
		GRI 302-4 Reduction of energy consumption	IV Information on environmental matters	The Group does not detail this figure although it can be obtained since the previous year's data are included for comparison purposes
Climate change	Greenhouse Gas Emissions.	GRI 305-1 Direct (Scope 1) GHG emissions	IV Information on environmental matters	
		GRI 305-2 Energy indirect (Scope 2) GHG emissions	IV Information on environmental matters	
		GRI 305-3 Other indirect (Scope 3) GHG emissions	IV Information on environmental matters	The detail of the Scope 3 emissions only includes those relating to water consumption
	Measures adopted to adapt to the consequences of climate change	GRI 3-3 Management of material topics (in the light of the GRI 300 series)	IV Information on environmental matters	
	Medium- and long-term voluntary targets to reduce GHG emissions and measures implemented to that end.	GRI 3-3 Management of material topics (in the light of GRI 305-5 Reduction of GHG emissions)	IV Information on environmental matters	
Protection of biodiversity	Measures taken to preserve or restore biodiversity	GRI 3-3 Management of material topics (in the light of GRI 304 Biodiversity)	IV Information on environmental matters	
		GRI 304-3 Habitats protected or restored		
	Impacts caused by activities or operations in protected areas.	GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		The Group does not carry on activities in protected areas
		GRI 304-2 Significant impacts of activities, products, and services on biodiversity		
		GRI 304-4 IUCN Red List species and national conservation list species		

Contents of Law 11/2018 on non-financial information and diversity		Standard	Page/Reference	Comments
INFORMATION ON SOCIAL MATTERS IN RELATION TO PERSONNEL				
Policies	Policies that the Group applies, including the due diligence procedures for the identification, assessment, prevention and mitigation of significant risks and impacts, and for verification and control, as well as the measures adopted	GRI 2-22, GRI 2-23 and GRI 2-24 (in the light of the GRI 400 series)	VI. Information on personnel and HR matters	
Main risks	Main risks related to these issues that are associated with the Group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have adverse effects on those areas, and how the Group manages those risks, explaining the procedures used to identify and evaluate them in accordance with the national, European and international reference frameworks for each issue Information must be included on the impacts detected and they should be detailed, particularly in relation to the main risks at short, medium and long term.	GRI 3-3 Management of material topics	V. Effects of the activities on health and safety	
		GRI 2-25 Processes to remediate negative impacts	V. Effects of the activities on health and safety	
Employment	Total number and distribution of employees by gender, age, country and professional category.	GRI 2-7 Employees	VI. Information on personnel and HR matters	No data is reported on workers who are not employees as this information is not material for the Company.
		GRI 2-8 Workers who are not employees		
		GRI 405-1. b) Percentage of employees per employee category in each of the following diversity categories: gender and age group (indicate total number in addition to the percentage).		

Contents of Law 11/2018 on non-financial information and diversity		Standard	Page/Reference	Comments
	Total number and distribution of types of employment contract,	GRI 2-7 Employees	VI. Information on personnel and HR matters	
	Annual average number of permanent, temporary and part-time contracts by gender, age and employee category	GRI 2-7 Employees	VI. Information on personnel and HR matters	
	Number of terminations by gender, age and employee category	GRI 401-1.b) Total number and rate of employee turnover during the reporting period, by age group, gender and region	VI. Information on personnel and HR matters	
	Average remuneration and remuneration trends by gender, age and professional category or equivalent value	GRI 405-2 adjusted: average remuneration and remuneration trends by gender, age and professional category (comparison with previous year) shall be reported on.	VI. Information on personnel and HR matters	The trend is reported in comparison with 2021
	Gender pay gap	GRI 405-2 adjusted: average remuneration and remuneration trends by gender, age and professional category (comparison with previous year) shall be reported on.	VI. Information on personnel and HR matters	Calculation of the gender pay gap = (Average remuneration of men - Average remuneration of women) / Average remuneration of men. Being the total average remuneration of the gender/average employee length of service. The wage gap information is not broken down by job category or geographical location due to the difficulties in compiling data and the multiple collective agreements in each location as a result of the Group's dispersal over a wide geographical area.
	Remuneration of equal or average jobs at the Company.	GRI 405-2 Ratios of standard entry level wage by gender compared to local minimum wage	VI. Information on personnel and HR matters	
	Average remuneration of directors and executives, including variable remuneration, attendance fees, termination benefits, payments to long-term	GRI 2-19 Remuneration policies GRI 2-20 Process to determine remuneration	VI. Information on personnel and HR matters	

Contents of Law 11/2018 on non-financial information and diversity		Standard	Page/ Reference	Comments
	savings schemes and any other benefits, broken down by gender.			
	Implementation of disconnection from work measures	No associated GRI. Qualitative information on measures implemented	VI. Information on personnel and HR matters	
	Employees with a disability	GRI 405-1. b) Percentage of employees per employee category in each of the following diversity categories.	VI. Information on personnel and HR matters	
Organisation of work	Organisation of working time.	No associated GRI. Description of the organisation of working time	VI. Information on personnel and HR matters	
	Number of hours of absenteeism	GRI 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	VI. Information on personnel and HR matters	
	Measures to foster a good work-life balance and shared parental responsibility.	GRI 401-3 Parental leave	VI. Information on personnel and HR matters	
		Qualitative description	VI. Information on personnel and HR matters	
Health and Safety	Healthy and safe working conditions.	GRI 403-1 to 403-7 Management approach	V. Effects of the activities on health and safety	
	Occupational accidents (frequency and severity) broken down by gender.	GRI 403-9 Work-related injuries		Data on non-employee worker injury rates are not available
	Work-related ill health (frequency and severity) broken down by gender	GRI 403-10 Work-related ill health		Data on non-employee worker injury rates are not available
Labour Relations	Organisation of social dialogue, including procedures for informing, consulting and negotiating with employees.	GRI 2-29 Approach to stakeholder engagement	VI. Information on personnel and HR matters	
		GRI 402-1 Minimum notice periods regarding operational changes	VI. Information on personnel and HR matters	
		GRI 403-1 Workers representation in formal joint management–worker health and safety committees	VI. Information on personnel and HR matters	
	Percentage of employees covered by collective bargaining agreements by country	GRI 2-30 Collective bargaining agreements	VI. Information on personnel and HR matters	

Contents of Law 11/2018 on non-financial information and diversity		Standard	Page/ Reference	Comments
	Assessment of collective agreements, particularly in the field of occupational health and safety	GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	VI. Information on personnel and HR matters	
Training	Training policies implemented	GRI 3-3 Management of material topics (in the light of Training)	VI. Information on personnel and HR matters	
		GRI 404-2 Programs for upgrading employee skills and transition assistance programs	VI. Information on personnel and HR matters	
	Total number of hours of training by employee category	GRI 404-1 Average hours of training per year per employee	VI. Information on personnel and HR matters	
Accessibility	Universal accessibility for people with disabilities	GRI 3-3 Management of material topics (in the light of GRI 405 Diversity and equal opportunity and GRI 406 Non-discrimination)	VI. Information on personnel and HR matters	
Equality	Measures adopted to promote equal treatment and opportunities between men and women	GRI 3-3 Management of material topics (in the light of GRI 405 Diversity and equal opportunity)	VI. Information on personnel and HR matters	
	Equality plans	GRI 3-3 Management of material topics (in the light of GRI 405 Diversity and equal opportunity and GRI 406 Non-discrimination)	VI. Information on personnel and HR matters	
	Measures adopted to promote employment	GRI 3-3 Management of material topics (in the light of GRI 401 Employment)	VI. Information on personnel and HR matters	
		GRI 404-2 Programs for upgrading employee skills and transition assistance programs	VI. Information on personnel and HR matters	
	Protocols against sexual and gender-based harassment	GRI 3-3 Management of material topics (in the light of GRI 405 Diversity and equal opportunity and GRI 406 Non-discrimination)	VI. Information on personnel and HR matters	
	Integration and universal accessibility for persons with disabilities	GRI 3-3 Management of material topics (in the light of GRI 405 Diversity and equal opportunity and GRI 406 Non-discrimination)	VI. Information on personnel and HR matters (Accessibility)	

Contents of Law 11/2018 on non-financial information and diversity		Standard	Page/ Reference	Comments
	Anti-discrimination policy and, where appropriate, diversity management policy	GRI 3-3 Management of material topics (in the light of GRI 405 Diversity and equal opportunity and GRI 406 Non-discrimination)	VI. Information on personnel and HR matters	
		GRI 406-1 Incidents of discrimination and corrective actions taken		
INFORMATION ON RESPECT FOR HUMAN RIGHTS				
Policies	Policies that the Group applies, including the due diligence procedures for the identification, assessment, prevention and mitigation of significant risks and impacts, and for verification and control, as well as the measures adopted	GRI 2-22, GRI 2-23 and GRI 2-24 (in the light of GRI 412 Human rights assessment)	IX. Combatting corruption and bribery	
		GRI 3-3 Management of material topics	IX. Combatting corruption and bribery	
		GRI 412-2 Employee training on human rights policies or procedures	IX. Combatting corruption and bribery	
Main risks	Main risks related to these issues that are associated with the Group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have adverse effects on those areas, and how the Group manages those risks, explaining the procedures used to identify and evaluate them in accordance with the national, European and international reference frameworks for each issue. Information must be included on the impacts detected and they should be detailed, particularly in relation to the main risks at short, medium and long term.	GRI 2-12 and GRI 2-25 Processes to remediate negative impacts	IX. Combatting corruption and bribery	An analysis of the general risks was conducted for the preparation of the Non-Financial Information Statement
		GRI 3-3 Management of material topics	IX. Combatting corruption and bribery	The organisation's risk management and internal control model is currently being implemented
Human rights	Application of due diligence procedures in human rights matters	GRI 3-3 Management of material topics (in the light of GRI 412 Human rights assessment)	IX. Combatting corruption and bribery	
		GRI 414-2 Negative social impacts in the supply chain and actions taken		No studies were conducted on negative social impacts in the value chain

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	Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress any abuses committed.	GRI 3-3 Management of material topics (in the light of GRI 412 Human rights assessment)	IX. Combatting corruption and bribery	
		GRI 412-1 Operations that have been subject to human rights reviews or impact assessments		No reviews or assessments of the impact on Human Rights were performed
	Complaints of violations of human rights	GRI 2-26 Mechanisms for seeking advice and raising concerns	IX. Combatting corruption and bribery	
		GRI 3-3 Management of material topics (in the light of GRI 412 Human rights assessment)	IX. Combatting corruption and bribery	
		GRI 419-1 Non-compliance with laws and regulations in the social and economic area		Non-compliances of this nature did not arise
Promotion and fulfilment of the provisions of the fundamental conventions of the ILO in relation to respect for freedom of association and the right to collective bargaining, elimination of discrimination in employment and work, elimination of forced or compulsory labour and abolition of child labour.	GRI 3-3 Management of material topics (in the light of GRI 406 Non-discrimination; GRI 407 Freedom of association and collective bargaining; GRI 408 Child labour; GRI 409 Forced or compulsory labour and GRI 412 Human rights assessment)	IX. Combatting corruption and bribery		
INFORMATION RELATING TO ANTI-CORRUPTION AND BRIBERY ISSUES				
Policies	Policies that the Group applies, including the due diligence procedures for the identification, assessment, prevention and mitigation of significant risks and impacts, and for verification and control, as well as the measures adopted	GRI 2-22, GRI 2-23 and GRI 2-24 (in the light of GRI 205 Anti-corruption)	IX. Combatting corruption and bribery	
Main risks	Main risks related to these issues that are associated with the Group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have adverse effects on those areas, and how	GRI 3-3 Management of material topics	I. The Mecalux Group's business model	
		GRI 2-25 Processes to remediate negative impacts	IX. Combatting corruption and bribery	
		GRI 205-1 Operations assessed for risks related to corruption		Operations involving risks related to corruption were not performed in 2022

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	the Group manages those risks, explaining the procedures used to identify and evaluate them in accordance with the national, European and international reference frameworks for each issue. Information must be included on the impacts detected and they should be detailed, particularly in relation to the main risks at short, medium and long term.			
Corruption and bribery	Measures adopted to prevent corruption and bribery	GRI 3-2 Management of material topics (in the light of GRI 205 Anti-corruption) - If the entity submits GRI 205-2, it also meets the legal requirements by means of this indicator	IX. Combatting corruption and bribery	
	Measures to combat money laundering	GRI 3-3 Management of material topics (in the light of GRI 205 Anti-corruption)	IX. Combatting corruption and bribery	
	Contributions to foundations and not-for-profit entities	GRI 3-3 Management of material topics (in the light of GRI 205 Anti-corruption)	IX. Combatting corruption and bribery	
		GRI 201-1 Direct economic value generated and distributed (community investments)	IX. Combatting corruption and bribery	
		GRI 415-1 Political contributions		The organisation does not make any contributions to political parties and/or representatives
INFORMATION ON THE COMPANY				
The Company's sustainable development commitments	Impact of the Company's activity on employment and local development.	GRI 203-1 Infrastructure investments and services supported		The organisation does not make infrastructure investments or have services supported
		GRI 203-2 Significant indirect economic impacts	VII. Information on society	
		GRI 413-1 Operations with local community engagement, impact assessments, and development programs	VII. Information on society	

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		GRI 413-2 Operations with significant actual and potential negative impacts on local communities		The organisation does not perform operations with significant negative impacts on local communities	
	Impact of the company's activity on local populations and on the territory	GRI 203-2 Significant indirect economic impacts	VII. Information on society		
		GRI 413-1 Operations with local community engagement, impact assessments, and development programs	VII. Information on society		
		GRI 413-2 Operations with significant actual and potential negative impacts on local communities		The organisation does not perform operations with significant negative impacts on local communities	
	Relationships and dialogue with local community players.	GRI 2-29 Approach to stakeholder engagement (in relation to the community)	VII. Information on society		
		GRI 413-1 Operations with local community engagement, impact assessments, and development programs	VII. Information on society		
	Association or sponsorship activities.	GRI 2-28 Membership of associations	IX. Combating corruption		
		GRI 201-1 Direct economic value generated and distributed (community investments)	IX. Combating corruption		
	Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in the procurement policy.	GRI 3-3 Management of material topics (in the light of GRI 308 and GRI 414)	IV Information on environmental matters	The Group does not have a formal procurement policy, although it does have an internal procedure defining the supplier evaluation and selection method
			GRI 3-3 Management of material topics (in the light of GRI 308 and GRI 414)	IV Information on environmental matters	Suppliers are not evaluated using social criteria
		308-1 New suppliers that were screened using environmental criteria	IV Information on environmental matters	Mechanisms to oversee this information are yet to be established since it is not considered to be material	
		GRI 308-2 Negative environmental impacts in the supply chain and actions taken	IV Information on environmental matters	Studies relating to negative environmental impacts are not	

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				conducted in the supply chain
		GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	IV Information on environmental matters	Suppliers were not identified in which the right to freedom of association and collective bargaining may be at risk
		GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	IV Information on environmental matters	Suppliers at significant risk for incidents of forced or compulsory labour were not identified
		GRI 414-1 New suppliers that were screened using social criteria	IV Information on environmental matters	Evaluations are not conducted in relation to the selection of suppliers screened using social criteria
		GRI 414-2 Negative social impacts in the supply chain and actions taken	IV Information on environmental matters	Studies are not conducted on negative social impacts in the supply chain
	Supervision and audit systems and results thereof	GRI 308-1 New suppliers that were screened using environmental criteria	IV Information on environmental matters	Mechanisms to oversee this information are yet to be established since it is not considered to be material
Consumers	Consumer health and safety measures.	GRI 3-3 Management of material topics (in the light of GRI 416 Customer health and safety)	VIII. Consumers	
		GRI 416-1 Assessment of the health and safety impacts of product and service categories	VIII. Consumers	
		GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	VIII. Consumers	No significant complaints were received in 2022
		GRI 417-1 Requirements for product and service information and labeling	VIII. Consumers	
	Complaint systems, grievances received and their resolution	GRI 2-26 Mechanisms for advice and concerns about ethics (complaints received and resolution)	IX. Combating corruption	
		GRI 3-3 Management of material topics (in the light of GRI 416 Customer health and safety)	VIII. Consumers	
		GRI 418-1 Substantiated complaints concerning breaches of customer	VIII. Consumers	No complaints related to breaches of privacy or loss of customer data were received

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		privacy and losses of customer data		
Tax information	Profit/Loss by country	GRI 207-4 The source shall be the audited financial statements	X. Tax information	
	Income tax paid	GRI 207-4 in relation to payments to public authorities taking into consideration OECD guidelines http://www.oecd.org/tax/beps/country-by-country-reporting.htm	X. Tax information	
	Government grants received	GRI 201-4 Financial assistance received from government	X. Tax information	