

FERMATOR IS COMMITTED TO
ENVIRONMENTAL AND SOCIAL RESPONSIBILITY.



Fermator open its doors to sustainability:
A comprehensive review of main achievements and future goals

SUSTAINABILITY REPORT

2023



HIGHLIGHTS





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OVERVIEW

At Fermator, we recognize that our impact goes far beyond the doors we open. It's about the communities we uplift, the environments we protect, and the legacies we build. Our commitment to sustainability isn't just a goal; it's a pledge to leave the world better than we found it.

ABOUT US

In 1977, in a farmhouse in Reus (Spain), a spark of innovation was ignited that would become Fermator, a company that today moves the world with its doors for elevators, and values. The story of Fermator is a passionate journey, a reflection of the entrepreneurial spirit and vision of its founder, who, together with a dedicated team of professionals, transformed a small factory into a global leader in elevator doors.

FERMATOR: A JOURNEY OF PASSION, INNOVATION AND COMMITMENT

The Early Steps

Inspired by the booming elevator sector in Spain, the founder of Fermator took his first steps in a small factory. His tenacity and leadership skills soon became evident, driving the development of a revolutionary system: electronic vector control for cabin doors. In 1994, the presentation of this system at the international fairs in Brussels and Augsburg marked a turning point. Fermator’s innovation captivated the market, catapulting the company to exponential growth and consolidating its prestige worldwide.

Global Expansion with a Local Heart

Guided by its founder, his family, and a constantly growing team, Fermator expanded its operations, establishing factories in Greece, China, Brazil, Italy, France, India, and Poland. In each country, the company forged close relationships with local businesses, creating a collaborative network based on hard work,

quality and human values. Fermator’s success led it to establish supply agreements with the world’s leading elevator companies, consolidating its position as a leader in the sector.

An Unexpected Challenge

In January 2021, a snow and ice storm hit Spain, leaving one of Fermator’s factories, Doors Movement Technology S.L., in ruins. In a scenario of global uncertainty after a Covid pandemic, the company faced a crucial decision. Despite the difficulties, the decision was clear: to rebuild the factory in Spain, maintaining all jobs. This act of commitment to the community and to the business project evidenced the strength of the values that underpin Fermator’s core values. In April 2022, the rebuilt factory reopened its doors, a symbol of Fermator’s resilience and unbreakable spirit. Today, the company continues its expansion, establishing five distribution centers in Europe and planning further growth in Asia and America.

The Heart of Fermator

Fermator’s success is not based solely on innovation and expansion. Its true driving force lies in the passion and commitment of its employees, who day after day give their best to offer products and services of the highest quality. Fermator is more than a company, it is a global community united by a passion for innovation, a commitment to quality and the pursuit of a more sustainable future for all.





MISSION & STRATEGY

The Fermator Group’s mission is to be a leading company in innovation, to implementat new technologies across all areas of our business, and to be specialists in the conception, design, distribution and commercialisation of automatic doors for lifts. Empowering a sustainable future through innovative business practices and technological advancements is at the heart of Fermator’s mission. As pioneers in our field, we aim to revolutionize the lift industry with cutting-edge solutions that enhance safety, efficiency, and convenience.

Our strategy for achieving this mission is built on four main pillars:

- 1. Specialized Mono-Product Supplier: Focusing on specialized expertise to deliver exceptional quality in elevator door solutions.
- 2. Product Segmentation: Tailoring our doors to meet the unique needs of each application, ensuring precision and efficiency.
- 3. Global Presence: Expanding our reach internationally to serve diverse markets and customer bases.
- 4. Market Leadership in R&D and Innovation: Establishing ourselves as a benchmark for research, development, and innovation within our industry.

Through our mission and strategy, we are dedicated to not only being leaders in our industry but also champions of sustainability and responsible business practices. We strive to integrate sustainability concepts into every aspect of our operations, from product design to manufacturing processes, to ensure a more sustainable future for all.

MESSAGE FROM THE BOARD OF DIRECTORS

Jaume Vicheto



Eduard Amigó



EMPOWER A SUSTAINABLE FUTURE THROUGH INNOVATIVE BUSINESS PRACTICES AND TECHNOLOGICAL ADVANCEMENTS

At Fermator, our commitment to sustainability runs deep. Our business is intrinsically tied to the principles of a regenerative business model. That's why investing in Environmental, Social, and Governance (ESG) principles is essential to our long-term success. As we aim to advance our mission to offer the best solutions in the industry for our customers, environment, and communities, we believe that operating in a more sustainable way will help build a resilient system.

With decades of combined experience as members of the Board, we are deeply invested in driving sustainability initiatives within our organization. Our passion for sustainability extends to every aspect of our operations. From product design to supply chain management, we are constantly exploring innovative ways to minimize waste and maximize efficiency.

Our Sustainability group, chaired by the executive team, is at the forefront of these efforts. Together, we are formulating and implementing

strategies that address ESG issues, creating long-term value for all stakeholders.

As we embark on our journey towards sustainability, we at Fermator recognize the critical importance of addressing the challenges posed by climate change. In today's interconnected world, it is imperative that we all take collective action to promote sustainability and work towards building a circular economy. From protecting the environment to promoting gender equality, our sustainability initiatives are guided by a commitment to making a positive impact on the world around us. Together, let us embrace sustainability as a core principle and work towards a brighter, greener future for generations to come.

Board of Directors

PURPOSE & SCOPE OF THE SUSTAINABILITY REPORT

This report has been developed utilizing the Environmental, Social, and Governance (ESG) sustainability framework. This framework serves as a robust model, allowing us to identify, prioritize, and categorize key areas of action within Fermator. We aim to not only enhance our operational efficiency but also to align our strategic goals with broader social and environmental objectives. Through these endeavours, we seek to enhance our positive influence while simultaneously empowering our key stakeholders.



Customers:

We collaborate closely with our customers to develop safe, reliable, sustainable, and high-performance doors, fostering trust and enduring partnerships.



Employees:

We prioritize creating the optimal environment for our employees to thrive and build successful careers. We are dedicated to providing them with the support and resources they need to excel.



External providers:

We view our suppliers as strategic partners, working collaboratively to ensure mutual success and uphold the highest standards of ethical conduct and sustainability practices.

Moreover, our sustainability reporting adheres to internationally recognized standards and guidelines, including the Global Reporting Initiative (GRI) framework. This ensures transparency, accountability, and comparability in our reporting practices. Additionally, we

uphold the principles outlined in the United Nations Global Compact, integrating them into our business strategies to uphold human rights, labour standards, environmental stewardship, and anti-corruption measures.



OVERVIEW

This first Fermator sustainability report of 2023 stands as a robust roadmap, offering detailed insights into our strategies and initiatives implemented across the following manufacturing hubs:



(tecnolama



(tecnoamerica



(dmt



(tecnidoors



(henri peignen



(arttec



(tecno doors



(enginova



(wanyou



(innovatec



MATERIALITY ASSESSMENT

At Fermator, we are committed to understanding and addressing the most significant sustainability impacts, risks, and opportunities relevant to our business and key stakeholders. Through a comprehensive materiality assessment, we have identified 11 industry-specific topics that guide our sustainability strategy and reporting. These topics are informed by our analysis of various reporting frameworks, including the Global Reporting Initiative (GRI), as well as the United Nations Sustainable Development Goals (SDG).

Our materiality assessment process at Fermator involves engaging stakeholders such as employees, customers, suppliers, investors, and community representatives to gather insights on important sustainability issues. We conduct research and benchmarking against industry standards and best practices to identify potential material topics. These topics are evaluated for their relevance and impact, and then discussed in workshops with the Board of Directors to prioritize them based on significance, stakeholder interest, and alignment with our

corporate strategy. Finally, the executive leadership team reviews and validates the prioritized topics to ensure they align with Fermator’s strategic objectives and long-term vision.

Materiality Assessment Matrix

We conducted a materiality assessment to evaluate the significance of each material topic for Fermator. The assessment considers both Fermator’s impact and its economic, environmental, and social implications. On the right, the matrix outlines the ratings for each material topic.

These ratings help us prioritize our focus areas and allocate resources effectively to maximize our positive impact while minimizing risks. Through ongoing monitoring and engagement with stakeholders, we remain committed to continuously improving our performance across these material topics to create long-term value for our stakeholders and contribute to a sustainable future.

- A

Technology & Product Innovation
- B

Quality & Product Safety
- C

Cyber security
- D

Industrial Innovation & infrastructure
- E

Circular economy & climate change
- F

Training & development
- G

Inclusion & diversity
- H

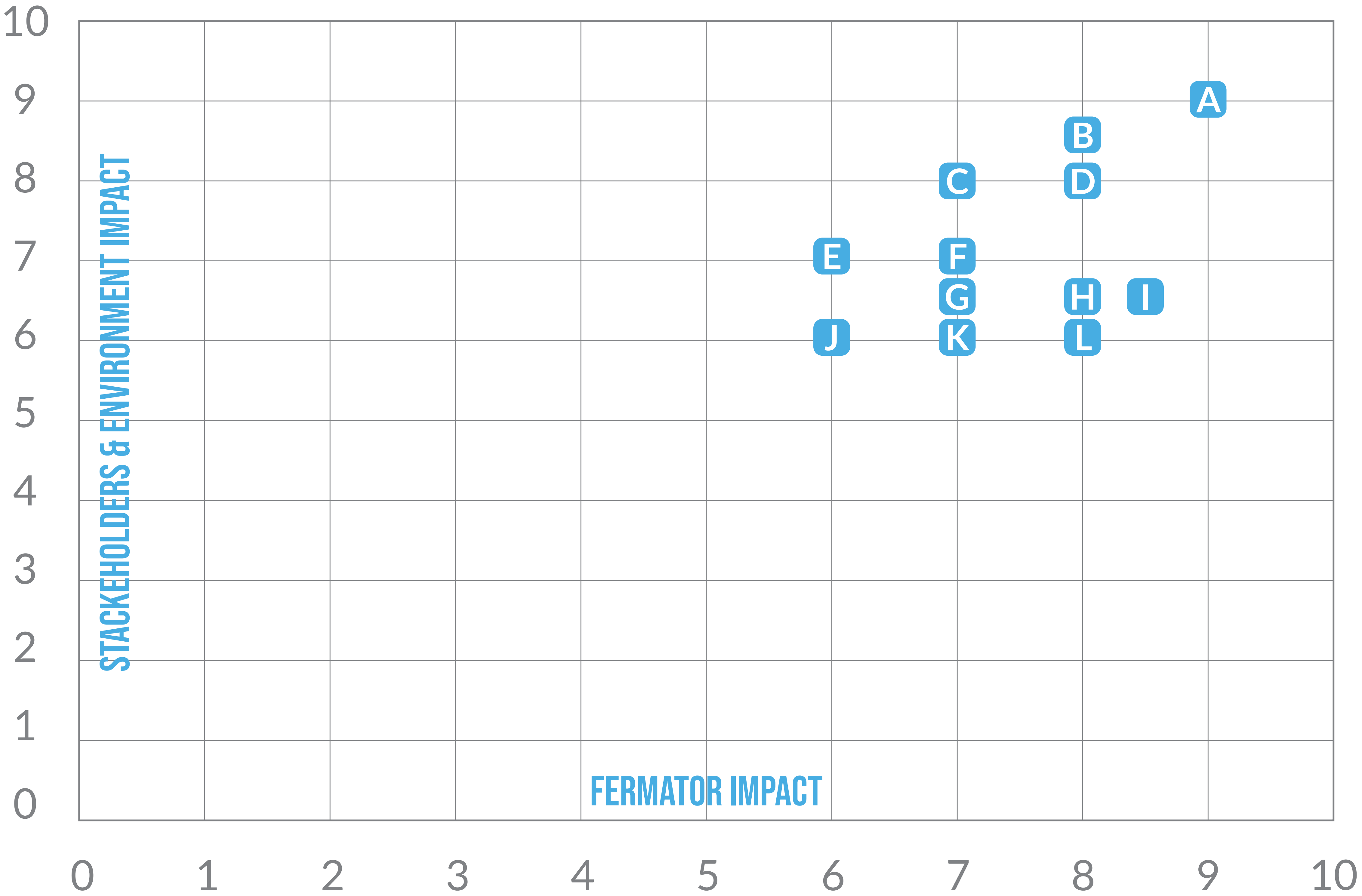
Employee well being & motivation
- I

Health & Safety
- J

Charitable donations & community engagement
- K

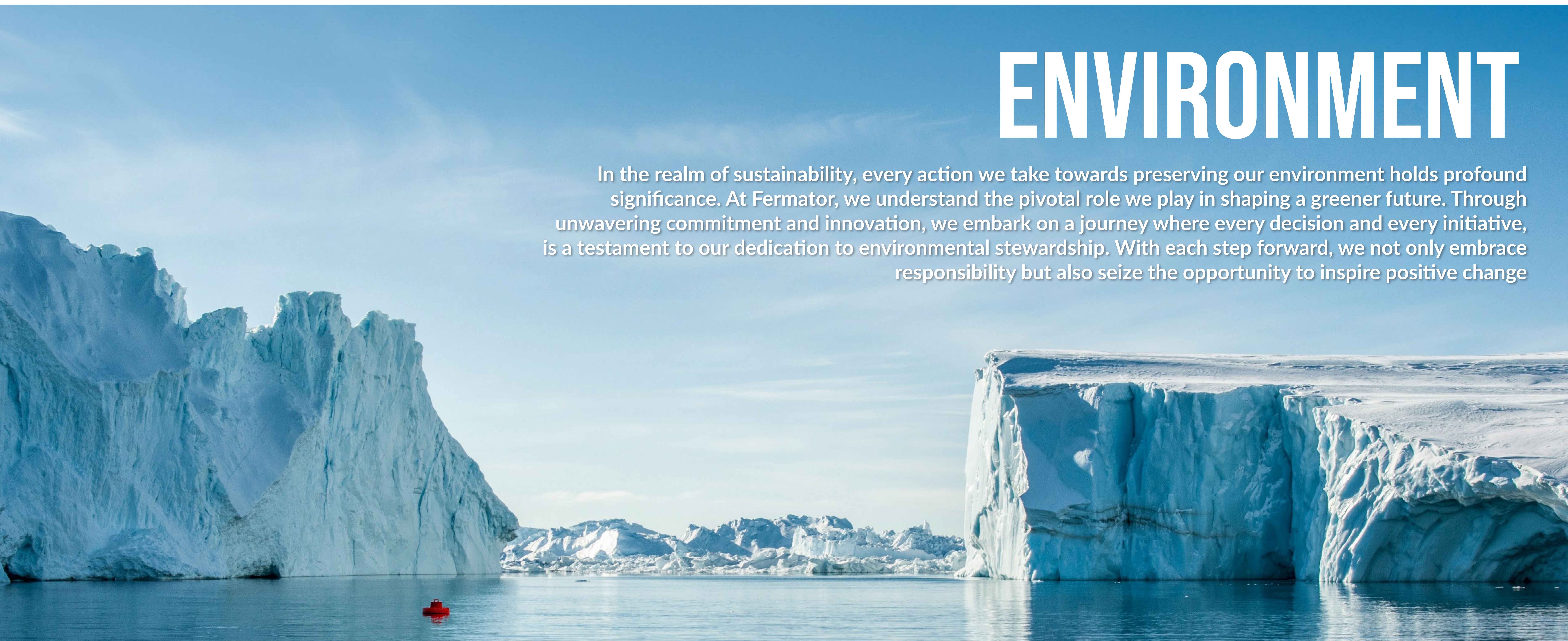
Affordable and clean energy
- L

Digitalization



ENVIRONMENT

In the realm of sustainability, every action we take towards preserving our environment holds profound significance. At Fermator, we understand the pivotal role we play in shaping a greener future. Through unwavering commitment and innovation, we embark on a journey where every decision and every initiative, is a testament to our dedication to environmental stewardship. With each step forward, we not only embrace responsibility but also seize the opportunity to inspire positive change



ECO-DESIGN & PRODUCT INNOVATION

Eco-design, also known as ecological design or sustainable design, is an approach to design that aims to minimize environmental impact and promote sustainability throughout the product's life cycle. Fermator encompasses various principles and strategies to reduce resource consumption, energy use, and waste generation while maximizing efficiency and environmental performance.



MATERIAL SELECTION
Choosing materials that are renewable, recyclable, and non-toxic. This includes using recycled materials, responsibly sourced wood, and alternatives to traditional plastics.



ENERGY EFFICIENCY
Designing products to be energy-efficient helps reduce greenhouse gas emissions and minimize the use of fossil fuels. This can involve optimizing product components, using energy-efficient manufacturing processes, and incorporating renewable energy sources.



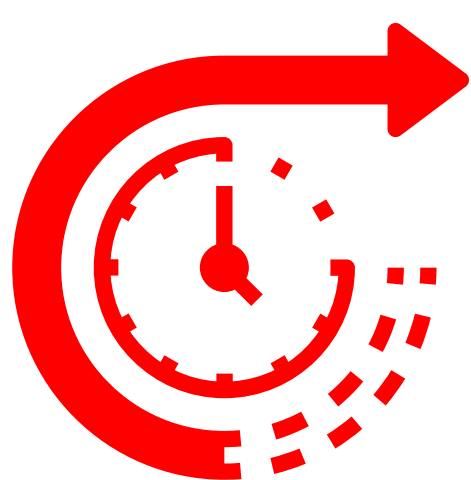
WASTE REDUCTION
Minimizing waste generation by designing products for disassembly, repair, and recycling. This includes using modular designs, reducing packaging, and promoting a circular economy where materials are reused or recycled.



FUNCTIONALITY AND DURABILITY
Designing products for long-lasting and effective performance reduces the need for frequent replacements, conserving resources and reducing waste.

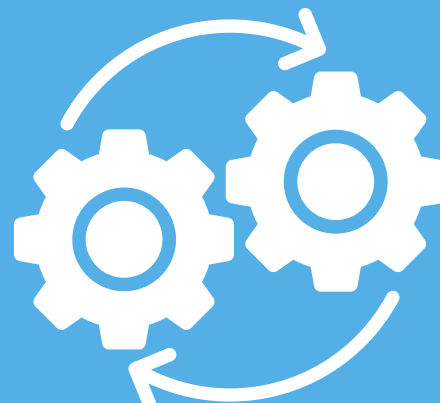
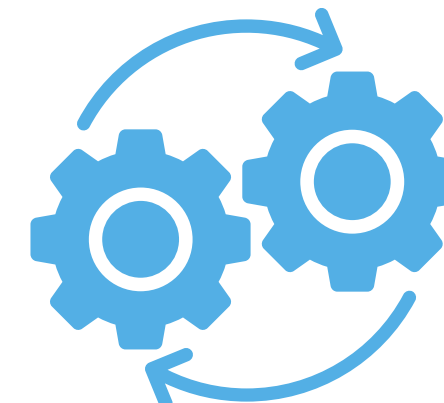
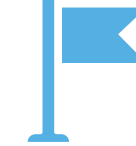
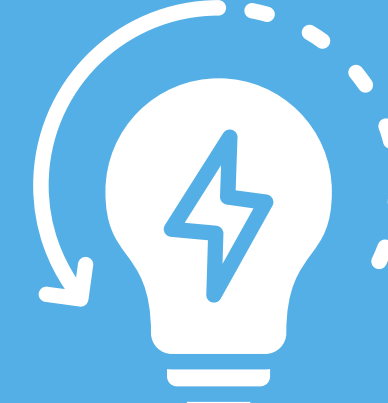
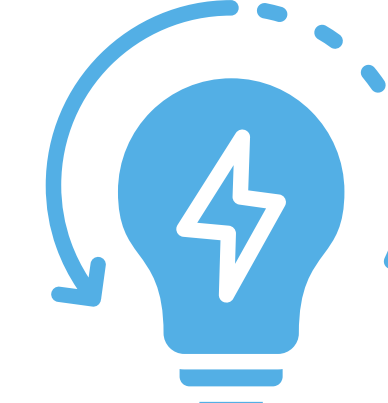
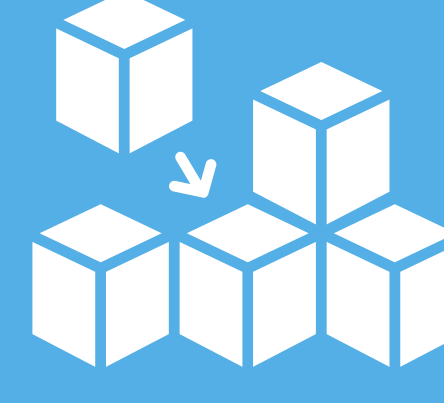
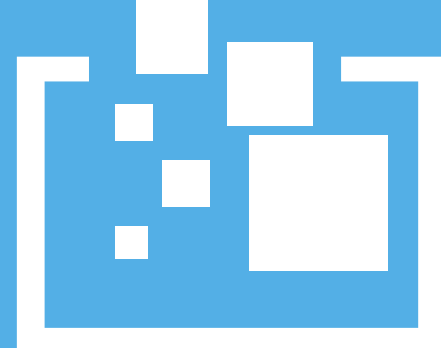
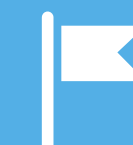
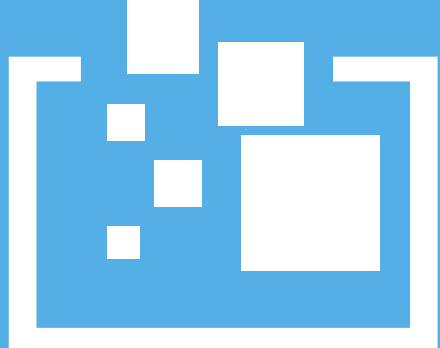
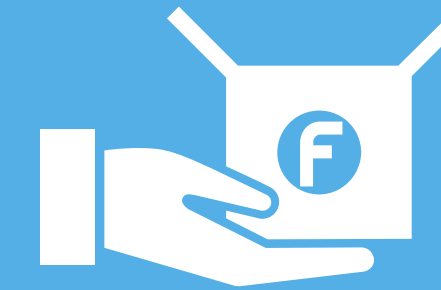
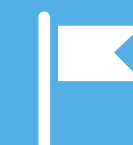
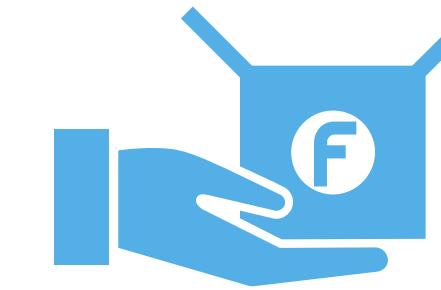
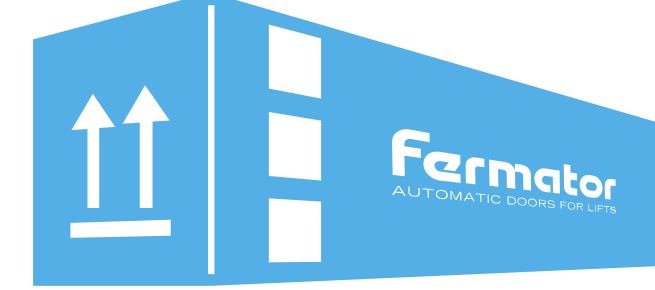
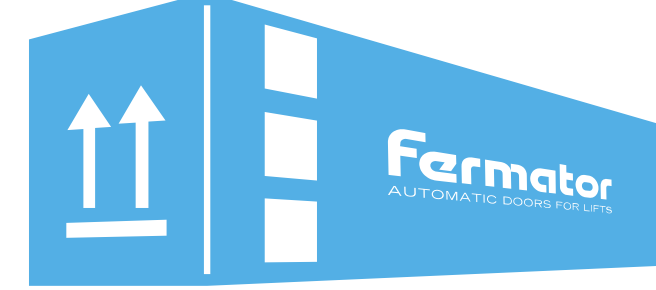


USER EXPERIENCE
Considering user behaviour and preferences is crucial for Fermator product development. Products that are intuitive to use and encourage sustainable behaviours, such as energy conservation and waste reduction, can have a significant impact on overall environmental performance.



Overall, eco-design seeks to balance environmental, social, and economic considerations to create products that meet the needs of the present without compromising the ability of future generations to meet their own needs. It is an essential approach in addressing environmental challenges and transitioning towards a more sustainable future



 Lighter products Thickness reduction and improved robustness.  New products up to 20% lighter than previous versions.	 Harmonious operation Vector control: reduce vibrations.  During door operation, 25% of energy consumption reduction by improving the torque applied to the motor.	 Harmonious operation New roller profile and materials to reduce vibrations, wear out and improved smoothness of the riding. Easier and faster to change during maintainability.  80% wear out reduction.	 Energy efficiency ECO modes.  35% power consumption reduction in door closed position.	 Energy efficiency Stand-by mode.  Up to 65% power consumption reduction in door closed position.	 Energy efficiency Low voltage car door systems (48V DC).  40% power consumption reduction. Average consumption complete cycle of the door running at 180 cycles / hour.	 Modular Products MOD MC: same components for different applications.  Lead time reduction from 6 to 2 working weeks
 References optimization Less landing brackets in lower position.  30% installation time reduction.	 References optimization Unification of fasteners  From 57 to 18 fastening elements. From 8 to 1 fastening reference.	 References optimization Optimized sill supports to reduce complexity and material.  7 days lead time reduction.	 Product usage Panels faster installation by direct fastening.  25% installation time improvement.	 Product Usage Embedded IA for preventive maintenance.  No data yet.	 Packaging EPS and plastic reduction.  The kilograms of plastic purchased for packaging (normalized per equivalent product) have been reduced by 57% in 2023 compared to five years ago.	 Packaging Product design for optimized packaging.  For example: toe guard designed in two parts to reduce packaging dimensions.

PACKAGING

The packaging design and materials strategy outlined in Fermator’s sustainability report demonstrate a commitment to minimizing environmental impact while maintaining product quality and effectiveness.

- **Compact Design:** Packaging is designed to be as compact as possible, particularly for standard products and high-volume items. This minimizes the need for additional fillers and reduces logistic costs.
- **Reduction of EPS and Plastic Usage:** Fermator has actively worked to decrease the use of Expanded Polystyrene (EPS) and plastic materials in packaging.



solution for critical intercompany component shipping as circuits. This solution is designed to be reusable for the final product.

Moreover, in the same year, we began implementing a cardboard alternative to the polyethylene used in panel packaging in some companies. Our goal is to fully implement this change across the entire Group by 2024.

The following graph illustrates the progressive reduction in plastic usage for packaging and protecting doors, spare parts, and accessories. This reduction is a clear reflection of the significant actions implemented by Fermator.

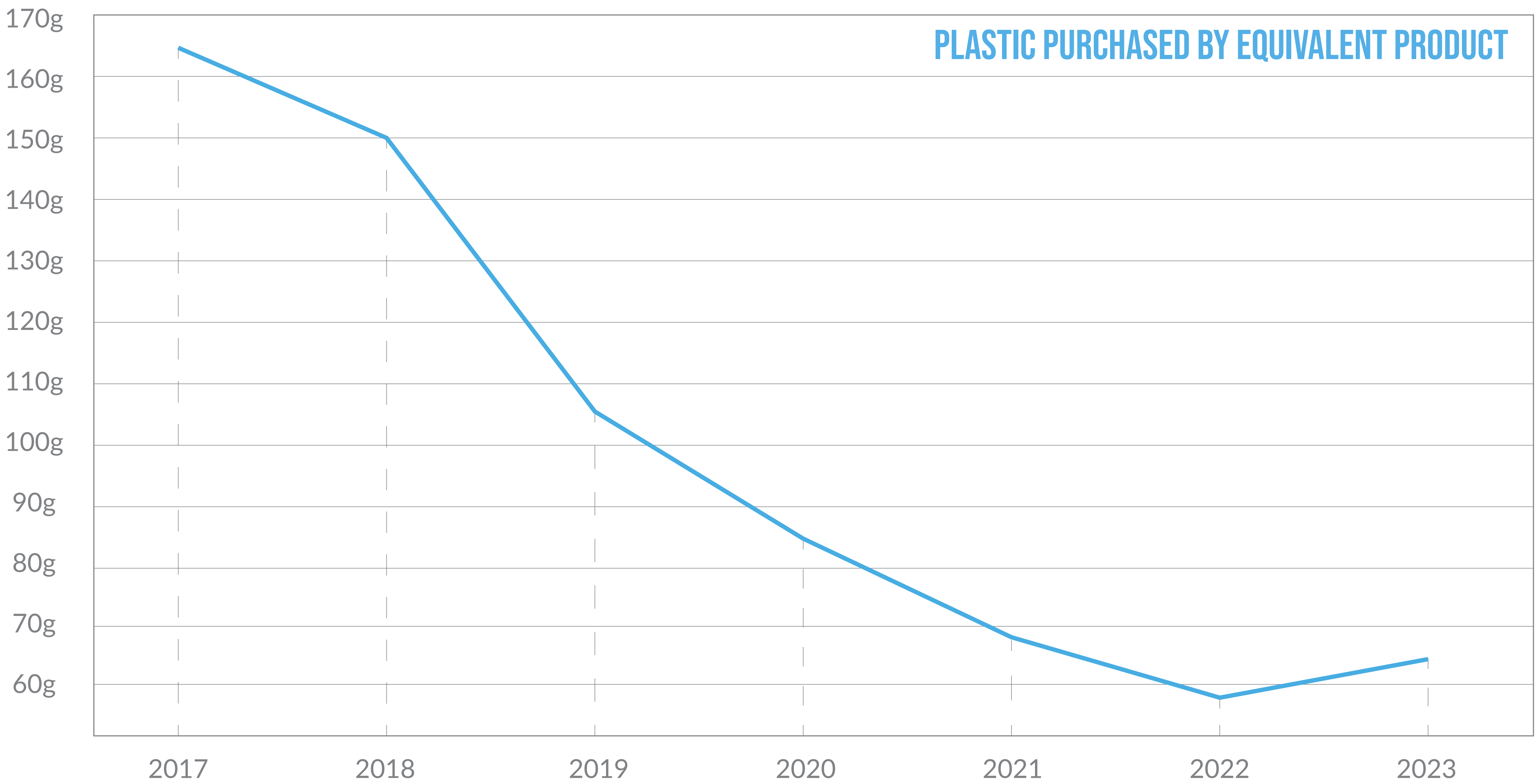
Starting in early 2024, Tecnidoors, S.p.A., a Fermator subsidiary in Italy, will switch from using

EPS to cardboard honeycomb for general packaging. This change is expected to cut down on plastic use significantly for this year. Additionally, Fermator aims to completely stop using EPS and Polyethylene for packaging by 2025, showing a strong commitment to sustainability.

Fermator also consistently works to use materials with the highest recycled content when non-plastic

options aren’t available.

In summary, Fermator’s proactive steps to reduce plastic use not only help the environment but also show their dedication to sustainable packaging practices.



Since 2017, Fermator has transitioned to using cardboard honeycomb as an alternative to EPS, eliminating its usage and contributing to sustainability efforts.

Fermator is continuously exploring ways to eliminate EPS and Polyethylene foam from all products, including spare parts, further enhancing the sustainability of our packaging solutions. Starting in 2019, Fermator has introduced infilling paper for spare parts packaging, replacing less sustainable alternatives. This switch reflects a commitment to adopting environmentally friendly packaging materials.

In 2023, Fermator replaced EPS with a cardboard

DIGITALIZATION

ODA - ONLINE DOCUMENTS ACCESSIBILITY

Since 2023, Fermator has introduced a significant initiative aimed at simplifying access to its technical documentation and aligning with digitalization and sustainability trends. The company has informed its customers that, starting in October, the "Online Documents Accessibility" (ODA) project, initially launched at Tecnomat S.A., will gradually expand to all other factories within the group next year.

Throughout this transition both the print and digital systems will coexist until the format becomes entirely electronic by the end of 2023. The order number, key product information for each order, as well as installation manuals for each product, can be traced from any mobile device by scanning the QR code available on all operators and mechanisms. Once

the system is fully established, access to other relevant documents such as the declaration of conformity, maintenance manual, or spare parts catalogue will be possible. To facilitate the understanding of this crucial change, Fermator created a guide video that will serve as support, providing clear guidance to customers on the

new processes and procedures we will implement. This aims to ensure a more comfortable and sustainable experience when accessing technical documents.



AVERAGE SAVED
PAGES PER MANUAL

60

SAVED PAGES
TARGET 2024

5M₀

SAVED
PAGES 2023
(DIN-A5)

430K

OBJECTIVE
OF MANUAL
REDUCTION 2024

60%

REDUCTION
OF MANUALS
DELIVERED 2023

1'3%

QUANTITY
OF PRODUCTS
DELIVERED 2023

550K
UNITS

TREES SAVED
IN 2023

625

SAVED
MANUALS 2023

7.2K



On average, it is estimated that approximately 8,000 sheets of paper are produced from each tree.

OPERATIVE DIGITAL
WORKINSTRUCTIONS
28%

DIGITALIZATION

DIGITAL WORKING INSTRUCTIONS

Digital work instructions, which extract information directly from 3D models, provide numerous benefits for the industry

MAIN BENEFITS:

EFFICIENCY & PRODUCTIVITY

- A) Digital work instructions streamline standard operating procedures (SOPs) by providing step-by-step guidance. This reduces cycle times and ensures consistent processes, ultimately enhancing productivity.
- B) Workers can access instructions easily, eliminating guesswork and errors. Even less experienced employees can become proficient with straightforward guidance.

QUALITY & ACCURACY

- A) By overlaying digital instructions onto the physical world, digital work instructions ensure precise execution. Workers have access to the same up-to-date information, resulting in consistent quality across the workforce. This enhances accuracy and significantly reduces the likelihood of mistakes.
- B) Digital work instructions enhance accuracy and reduce the likelihood of mistakes.

CUSTOMIZATION & KNOWLEDGE TRANSFER

- A) Digital work instructions can be customized to meet worker needs. Whether it's assembly, inspection, or maintenance, these instructions adapt to specific tasks.
- B) They serve as both process documentation and a means of knowledge transfer, ensuring that workers follow standardized procedures.

TRAINING EFFICIENCY

- A) Visual work instructions on digital platforms engage learners more effectively than paper-based or classroom training. New employees find interactive content digestible, accelerating their learning process.

PAPERLESS & ACCESSIBLE

- A) Digital work instructions replace outdated paper-based procedures. They are accessible through electronic devices such as PCs, tablets, smartphones, and even augmented reality devices.
- B) Workers can access relevant information easily, reducing stress and saving time.

“Digital work instructions revolutionize how tasks are performed, leading to improved efficiency, accuracy, and knowledge dissemination in the industry.”

PROCESS DIGITALIZATION

As part of our ongoing commitment to environmental stewardship, we have embarked on a journey of digitalization within our operational processes. Following are some key advancements made in recent years.

Purchasing:

In 2019, Fermator embarked on a transformative endeavour by initiating digital approval processes for purchasing requests, signalling a decisive departure from paper-centric operations. This strategic pivot has revolutionized our procurement framework, effectively mitigating the laborious paperwork historically associated with purchasing approvals. As a result, we have achieved a substantial reduction of over 168.000 units in paper consumption, equivalent to preserving approximately 17 trees. Demonstrating our steadfast commitment to sustainable practices, our project attained an 85% implementation rate by 2023. Looking ahead, we are resolute in our pursuit of full implementation by 2024, reaffirming our dedication to digitalization and environmental responsibility.

Supplier Invoicing:

We have extended digitalization efforts to invoicing and invoice approval processes. By fully embracing

digital solutions, we have streamlined invoicing procedures, ensuring swift and accurate validation.

This transition has been successfully integrated into the operations of our Spanish subsidiaries, Tecnolama S.A. and Doors Movement Technology S.L., marking a significant step towards enhancing efficiency and aligning with our sustainability goals by minimizing paper usage and its consequential waste.

As a result of this initiative, we have already reduced paper consumption by 210.000 units, equivalent to the preservation of 21 trees. Our ongoing objective is to start the implementation of this initiative across all European Fermator companies by 2024, aiming for a reduction in paper usage of approximately 19%.

Preventive Maintenance:

In various companies within our group, we have successfully transitioned to a digital Preventive Maintenance system. Leveraging digital tools and technologies, our aim is to enhance maintenance operations' efficiency and effectiveness while minimizing the environmental impact of paper-based maintenance records.

Building upon this success, we are committed to expanding the implementation of this project to

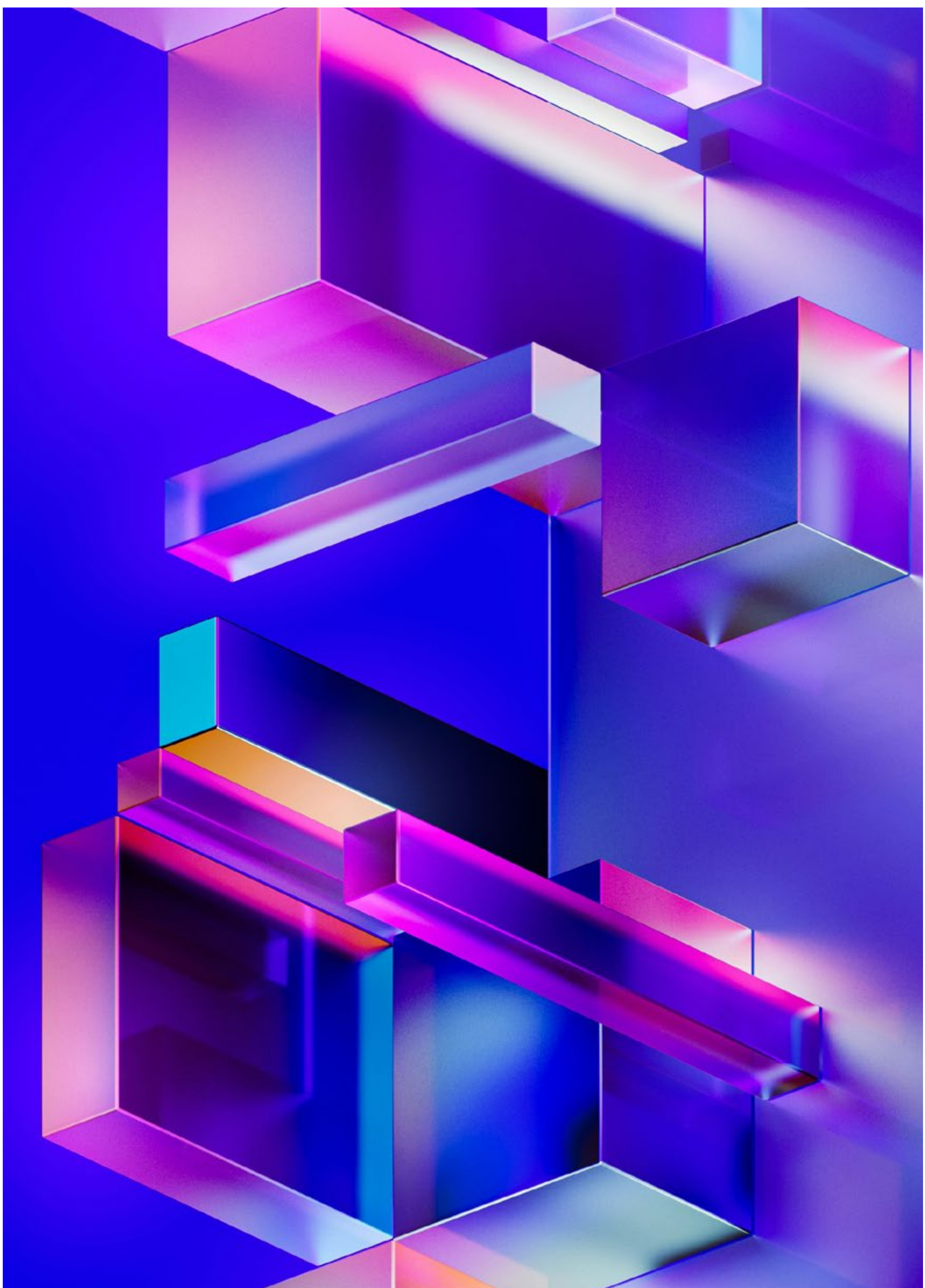
additional manufacturing centers, with the aim of achieving a further 25% reduction in paper usage by the end of 2024.

Production Assembly Process:

Our commitment to digitalization extends to revolutionizing the production assembly process, starting with cabin operators assembly. By replacing paper-based order systems with intuitive online platforms, we aim to streamline production workflows, reduce errors, and significantly curtail paper consumption throughout the assembly process.

Our target is to start with the implementation of this digitalization in cabin operators in 2024.

The digitalization of our processes stands as a testament to our unwavering dedication to sustainability. By embracing technology, we have not only streamlined operations but also minimized our environmental impact. As we continue this transformative journey, we remain committed to leveraging digital innovations to drive sustainable practices across all facets of our operations at Fermator.



WASTE MANAGEMENT

& RECYCLING INITIATIVES

At Fermator, we recognize the critical importance of responsible waste management in minimizing our environmental footprint and contributing to a sustainable future. Our strategy is built upon three fundamental principles: Reduce, Reuse, and Recycle. Through these principles, we aim to mitigate the environmental impact of our operations while promoting efficiency and innovation.

Reduce

We believe that prevention is the most effective approach to waste management. Fermator’s primary raw material, which also generates waste, is metal. We primarily utilize cold steel, along with austenitic and ferritic stainless steel. Our main objective is to minimize waste by purchasing custom sheet metal formats cut to size and optimizing CAM programs to maximize the quantity of components produced by metal sheet.

Therefore, we actively collaborate with our suppliers to optimize packaging solutions, particularly focusing on eliminating or reducing plastic usage. By working closely with our suppliers, we aim to streamline packaging processes, reduce excess materials, and minimize overall waste generation.

Reuse

In line with our commitment to sustainability, Fermator has implemented a comprehensive program for reusable packaging. We prioritize the use of durable and eco-friendly materials for packaging strategic components and work closely with local suppliers to ensure the longevity of our packaging solutions. By employing reusable packaging systems, we promote circularity within our operations, minimizing the need for single-use materials and reducing waste generation over multiple cycles. This approach not only reduces our environmental impact but also contributes to cost savings and resource conservation.

In 2023, two of our strategic suppliers of electronic components adopted reusable packaging for all local deliveries, complementing our ongoing efforts with other suppliers to reuse boxes, pallets, and protective infill materials.

Recycle

Fermator is firmly committed to responsible waste management through effective recycling practices. We have established a robust system for waste segregation, with dedicated containers for various types of materials such as cardboard, paper, general

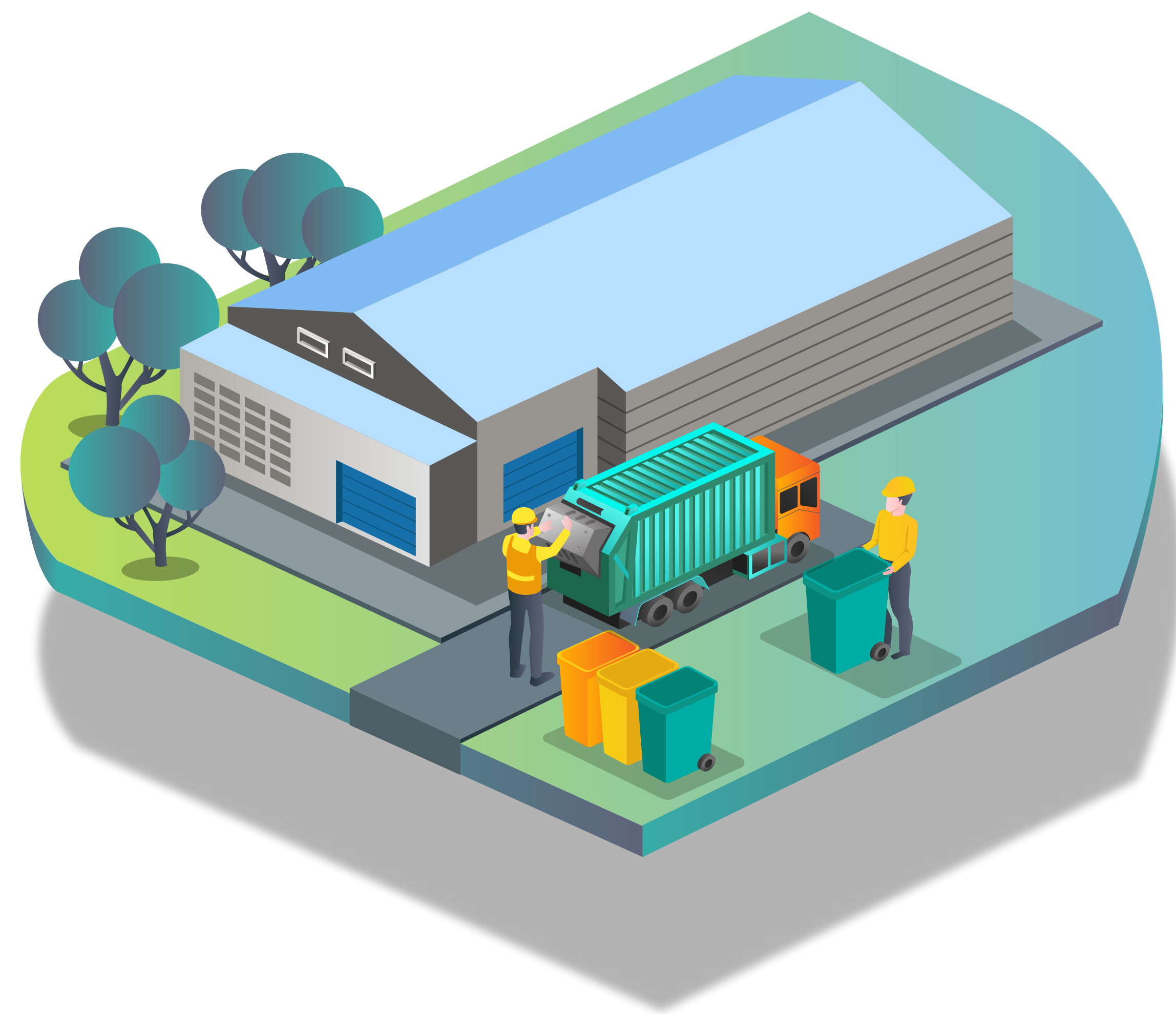
plastic, and plastic packaging. By segregating waste at the source, we facilitate the recycling process and minimize contamination, thereby maximizing the recovery of valuable resources.

Our waste management partners are carefully selected based on their expertise in handling specific materials, ensuring that waste is processed using the most efficient and environmentally sustainable methods available.

In 2023, some Fermator companies implemented new containers for the segregation of plastic packaging (additionally to the already available containers for Plastic LDPE).

Furthermore, in 2023 we enhanced training documentation to provide clearer guidance on waste segregation practices, and conducted comprehensive communication and training of all Fermator staff. These initiatives are integral to maintaining high standards of waste management across our organization.





In addition to these actions, in 2024, we plan to implement a Fermator Materials, Chemical Products, and Waste Policy. This comprehensive policy will outline our commitment to sustainable practices regarding materials, chemical products, and waste management. It will encompass guidelines for responsible procurement, usage, and disposal of materials and chemicals, as well as strategies for minimizing waste generation and promoting recycling and reuse initiatives. The Fermator Materials, Chemical Products, and Waste Policy will be shared internally with all employees and main stakeholders to foster awareness and ensure collective engagement in our sustainability efforts.

At Fermator, we recognize that effective waste management is essential for preserving the planet for future generations. Through our concerted efforts to reduce, reuse, and recycle, we aim to minimize our environmental footprint while fostering a culture of sustainability within our organization and beyond.

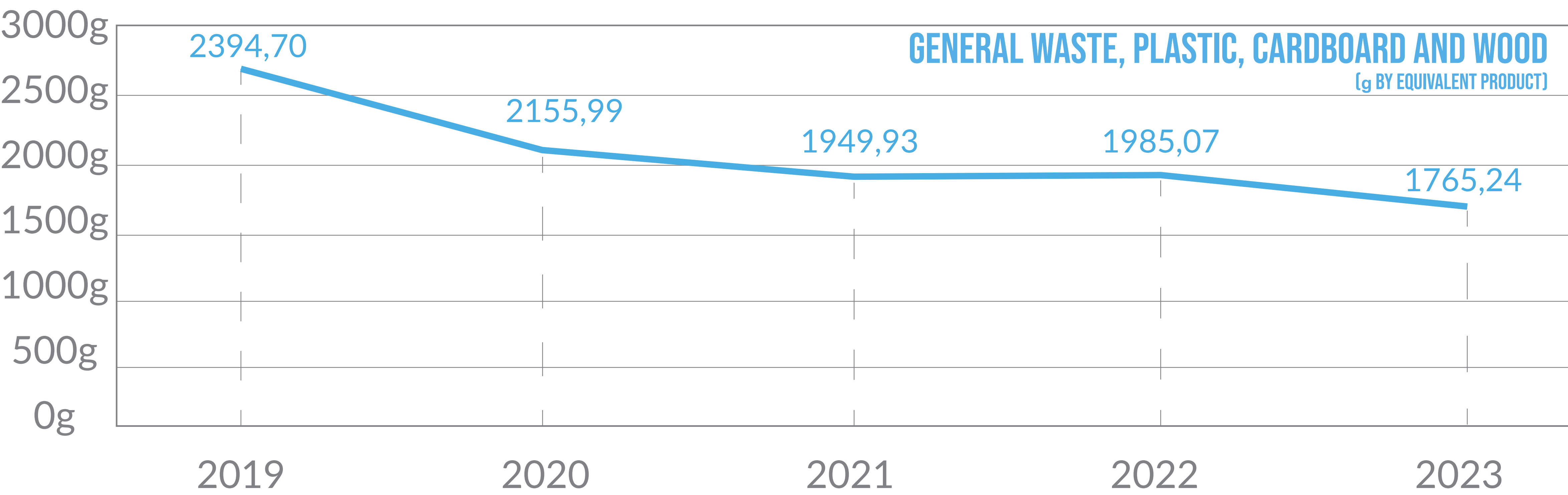
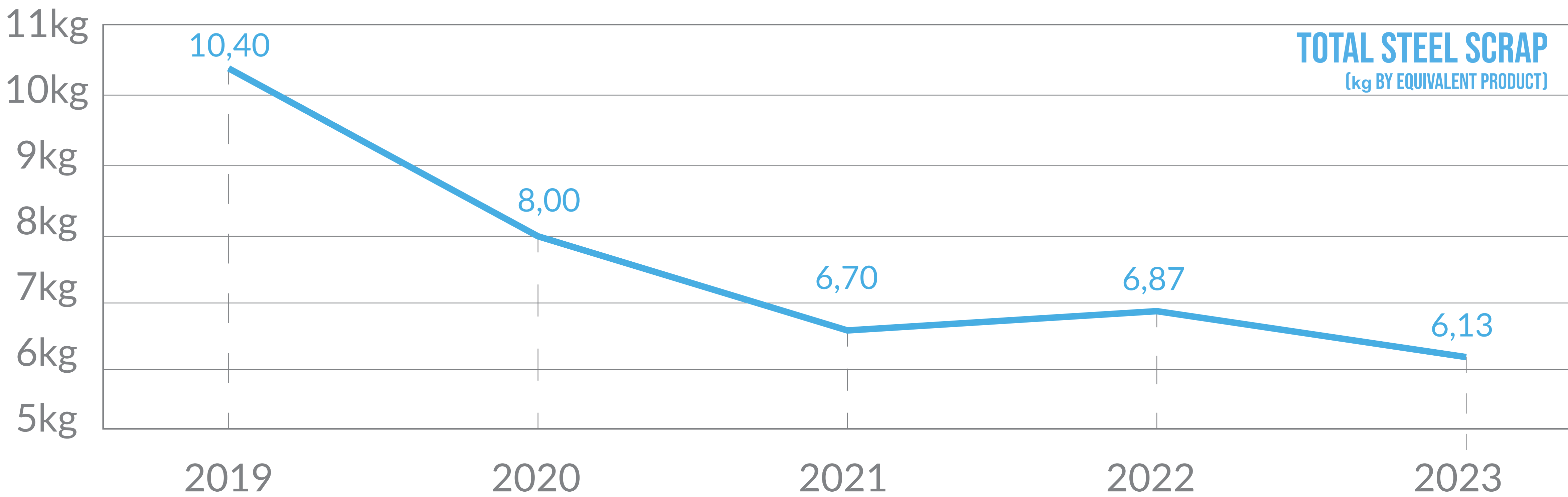
Together, we can create a more sustainable future for all.

Data

The following graphs illustrate the waste results, with all data corresponding to the weight of waste by equivalent product. We are pleased to highlight a positive trend in the reduction of our main wastes, as shown in the graphs. This reduction has been particularly notable in the last year, with a 11% decrease in total scrap and other main wastes.

Looking ahead to 2024, our focus will continue to be on optimizing our suppliers' packaging to enhance efficiency without compromising quality. Additionally, we are dedicated to conducting more extensive awareness training and supervision of recyclable

practices. Through these concerted efforts, we anticipate maintaining our positive trajectory toward waste reduction.



Note: Some specific waste records or older records are not available for all companies. In such cases, since the data is normalized by equivalent product, companies without data have been excluded from the analysis.

Monitoring and Assurance

Fermator conducts rigorous audits to ensure the correct segregation of waste and adherence to established protocols. Through regular audits and inspections, we verify compliance with waste management procedures and identify areas for improvement. Quantitative monitoring of waste quantities enables us to track our progress over time and assess the effectiveness of our waste reduction and recycling initiatives. By maintaining transparency and accountability in our waste management practices, we strive to continuously improve our environmental performance and uphold our commitment to sustainability.

WATER USAGE

& CONSERVATION EFFORTS

Water is a precious resource, and we recognize the importance of conserving it for both environmental and operational reasons. Through a combination of proactive measures and technological advancements, we strive to minimize our water footprint and promote responsible stewardship of this vital resource.

1. Preventing Waste

One of the key strategies we employ to conserve water is through vigilant maintenance practices. All employees are informed, trained, and regularly evaluated on water-saving measures to ensure a collective commitment to sustainability. Specifically, our protocols include:

Prompt Fault Notification: Our employees are encouraged to notify the maintenance service at the first sign of any faults in plumbing or water systems to promptly address leaks and prevent unnecessary water loss.

Proper Waste Disposal: We emphasize the importance of using appropriate disposal methods and discourage using toilets as trash cans, reducing

the risk of water contamination and unnecessary flushing.

Efficient Hot Water Usage: We advocate for the judicious use of hot water, encouraging employees to use it only when necessary to avoid wastage and unnecessary energy consumption.

In addition to these actions, in 2024, we plan to implement a Fermator water policy. This policy will be shared internally with all employees and main stakeholders, outlining our commitment to responsible water usage and conservation efforts.

2. Technological Innovations for Water Efficiency

In line with our commitment to sustainability, Fermator has implemented technological solutions to optimize water usage:

Automatic and Pressure Taps: Since 2017, we have incorporated automatic and pressure taps in new installations to ensure that water is dispensed only as needed, minimizing excess usage and promoting efficiency.

Sewage and Effluent Treatment: In our operations in India, we have invested in new sewage treatment plants (STP) and effluent treatment plants (ETP). These state-of-the-art facilities not only ensure compliance with regulatory standards but also contribute to a more efficient and cleaner process, with enhanced control over all parameters.

3. Monitoring and Reporting

At Fermator, we recognize the importance of transparency in our sustainability efforts. As part of our commitment to responsible water management, we closely monitor water consumption across all our

manufacturing centers. Over the past five years, we have observed a general positive trend, with 2023 showing better results compared to 2019. However, despite various implemented actions, water consumption has increased in recent years. Specifically, 2023 saw a 19% increase in water consumption compared to 2022, based on data normalized by equivalent product.

In 2021, water consumption notably decreased, largely due to the restructuring following the collapse of Doors Movement Technology S.L. Facilities were temporarily relocated to Tecnolama S.A., where both companies shared the same painting line. In April 2022, Doors Movement Technology was reestablished in Falset with a more efficient painting line. Additionally, reconstruction efforts at Doors Movement Technology and construction activities at Tecnolama S.A. during 2022 and 2023 likely contributed to the increased water consumption in these years.

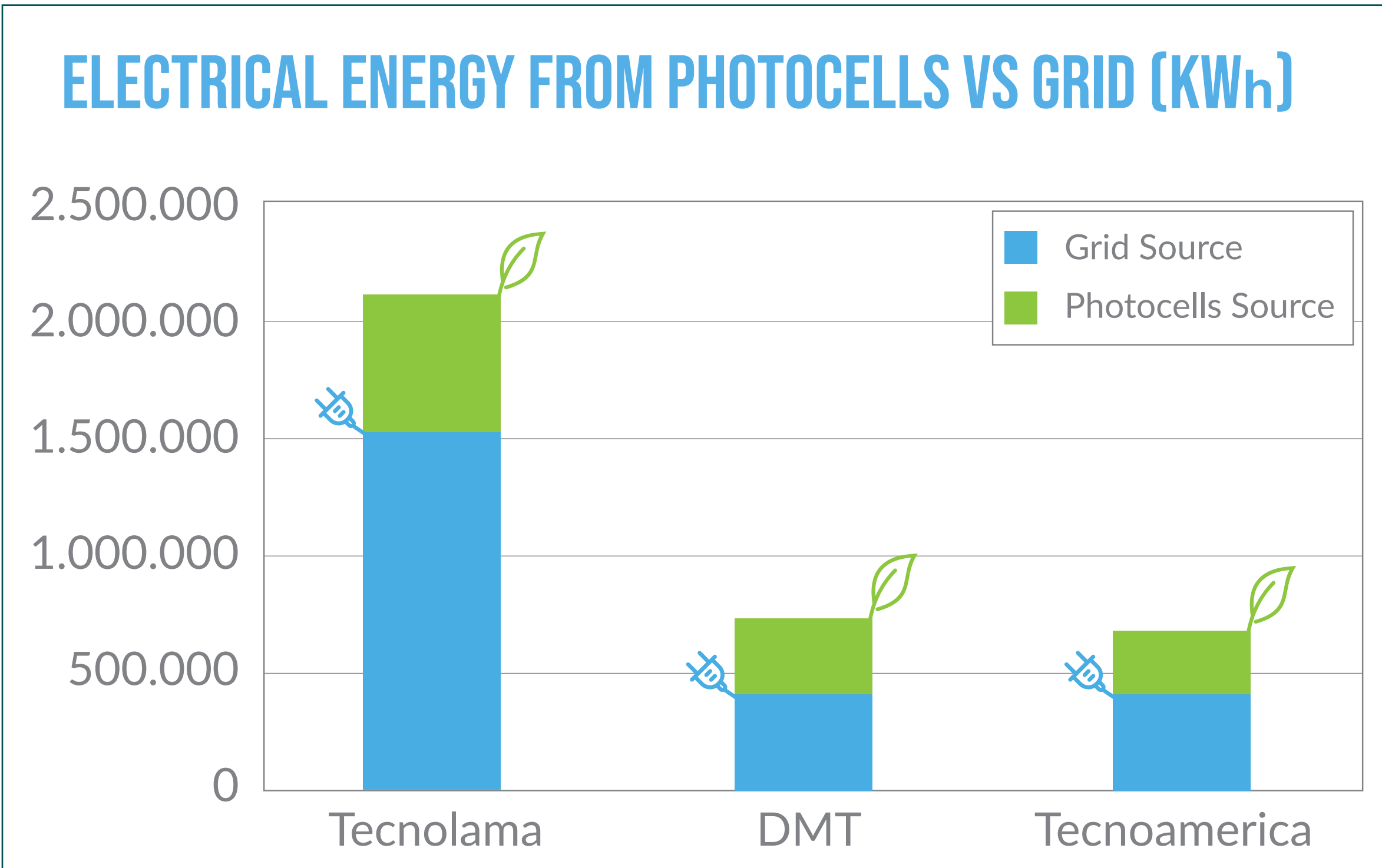
Furthermore, in 2023, we established a new entity, Innovatech India Pvt. Ltd., located in the high-temperature zone of Ahmedabad, India. Innovatech employs an evaporative cooling system, which significantly improves worker well-being but also requires substantial water usage. This has consequently elevated the overall water consumption within the Group. Given this unforeseen development, predicting water consumption for 2024 is challenging. Nevertheless, our objective is to either maintain current levels or minimize any significant increases.

At Fermator, we are unwavering in our dedication to environmental stewardship, and our water management practices reflect this commitment. By implementing innovative technologies, fostering employee engagement, and investing in advanced wastewater treatment systems, we strive to improve our water footprint and contribute to a sustainable future for all.

ENERGY CONSUMPTION

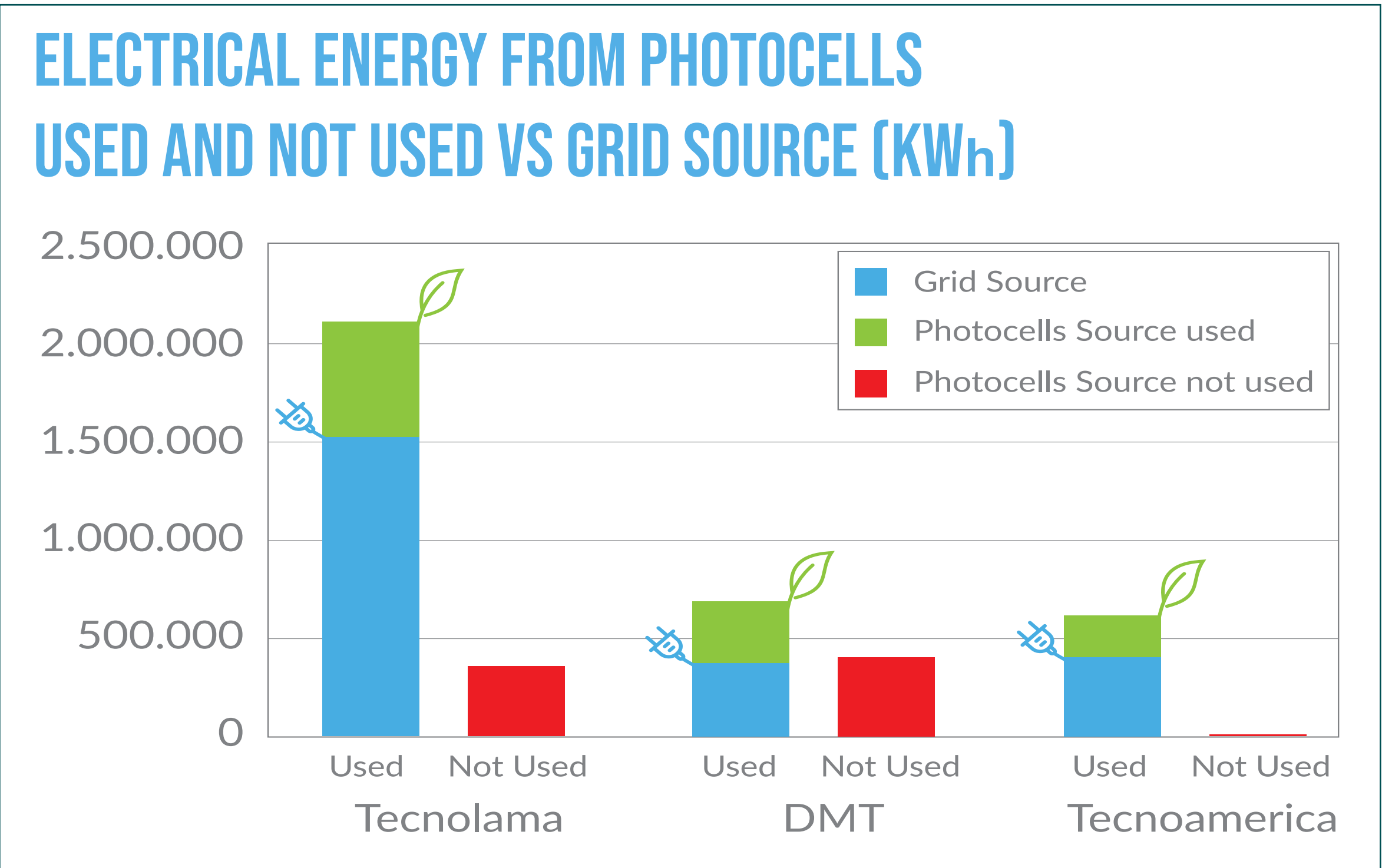
& EFFICIENCY MEASURES

Fermator has made significant strides in reducing its energy consumption through a series of strategic efficiency measures. The company’s commitment to sustainability is evident in its adoption of



photovoltaic cells, which harness solar energy to generate electricity. This renewable energy source has significantly offset the factory’s reliance on traditional electricity, leading to a lower carbon footprint. Fermator’s decision to install photovoltaic cells is not only environmentally responsible but also economically sensible. The initial investment in solar technology is offset by the long-term savings on energy costs. Photovoltaic cells have already

been successfully integrated into our operations at Tecnolama, S.A. and Doors Movement Technology, S.L. in Spain, as well as at Tecnoamerica Ind. e Comércio Ltda. in Brazil and Tecnoamerica S.p.A. in Italy.



Looking ahead to 2024, our focus is on extending this sustainable energy solution to our Indian subsidiaries: Tecno Doors Pvt. Ltd and Innovatec India Pvt. Ltd., where we plan to install and activate photovoltaic systems. Additionally, switching to LED lighting has enhanced factory illumination and led to significant energy savings. LEDs are known for their energy efficiency, using up to 80% less energy than

traditional bulbs, and for their durability, with an average lifespan of 50,000 hours or more. This not only reduces energy consumption but also minimizes maintenance costs and environmental impact. LED lighting has been seamlessly integrated into nearly all Fermator manufacturing centers, showcasing our commitment to energy efficiency and sustainability. Tecnoamerica Ind. e Comércio Ltda. facility in Brazil, is currently undergoing the installation process. By 2024, we anticipate this installation to be completed, marking another milestone in our global sustainability efforts. Furthermore, in 2024, we are excited to commence the installation of LED lighting at our plant in Poland, with the aim of achieving comprehensive LED lighting across all Fermator manufacturing centers by 2025. Furthermore, the implementation of the Digital Addressable Lighting Interface (DALI) technology enhances the control and flexibility of lighting systems. DALI provides a digital protocol for lighting control, enabling individual addressability of lights, simplified reconfiguration through software, and improved system monitoring. This level of control facilitates the creation of dynamic lighting environments tailored to specific needs and preferences, which can adapt to various scenarios and occupancy patterns, leading to further energy savings. This DALI technology

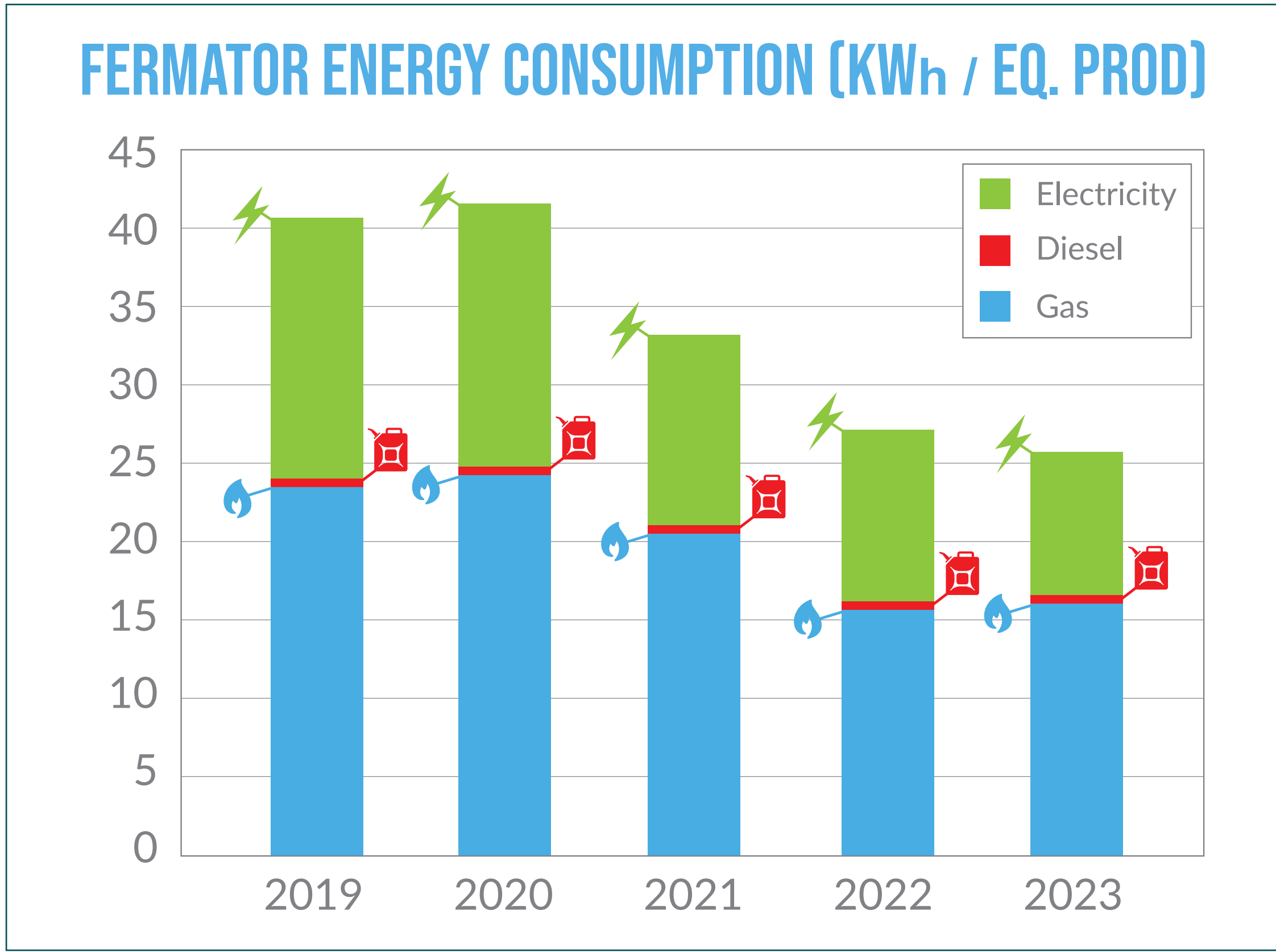
is already implemented in our Spanish and Indian centers. The heating requirements of the factory and the paint oven process, traditionally powered by Natural Gas or LPG, have been addressed by the installation of new, more efficient burners. These burners optimize fuel consumption, ensuring that the heat generated is used effectively, thereby reducing waste and lowering emissions. The following graphs offer a comprehensive view of Fermator’s energy landscape, showcasing the balance between renewable energy sources, represented by the electrical output from photovoltaic cells, and electricity from the grid. An additional graph has been included to highlight the energy generated from renewables that currently cannot be utilized within our processes, remaining unused, due to existing legislation in Spain, Fermator faces limitations in supplying certain electrical energy generated by its photovoltaic cells to the electrical grid. We earnestly hope for legislative reforms in the near future, which would enable us to make a more substantial contribution to emission reduction within our community.

Furthermore, a graphical representation of total electrical energy consumed from external sources across all Fermator manufacturing facilities by equivalent product manufactured, provides insight into the company's sustainability and energy efficiency efforts. This visual representation demonstrates a positive trend, underscoring the tangible outcomes of Fermator's commitment to sustainable practices.

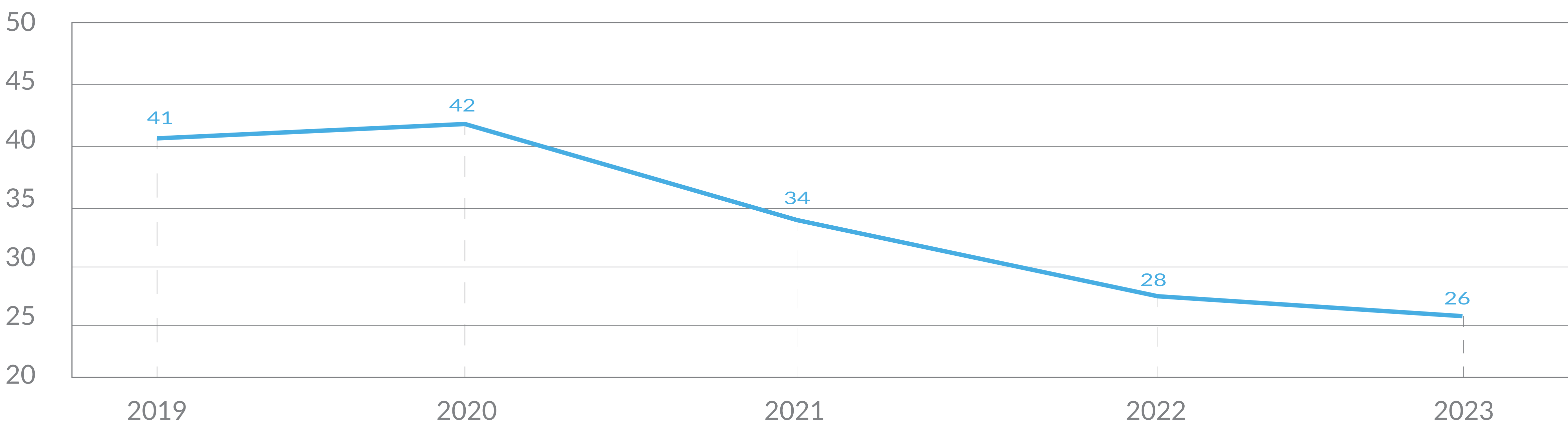
The total energy consumption of natural gas and electricity has a tendency to go down.

Fermator's proactive approach extends beyond energy consumption to include a comprehensive review of its production processes. By streamlining operations and investing in energy-efficient machinery, the company has reduced its energy usage without compromising productivity and costs. This strategic integration aligns with global trends towards greener, more efficient, and intelligent building solutions, positioning Fermator at the forefront of

innovative energy reduction practices. The company continues to explore innovative solutions to further reduce its environmental impact, setting a benchmark for the industry.



KWh BY EQUIVALENT PRODUCT



EMISSIONS

MANAGEMENT OF EMISSIONS-RELATED IMPACTS IN FERMATOR

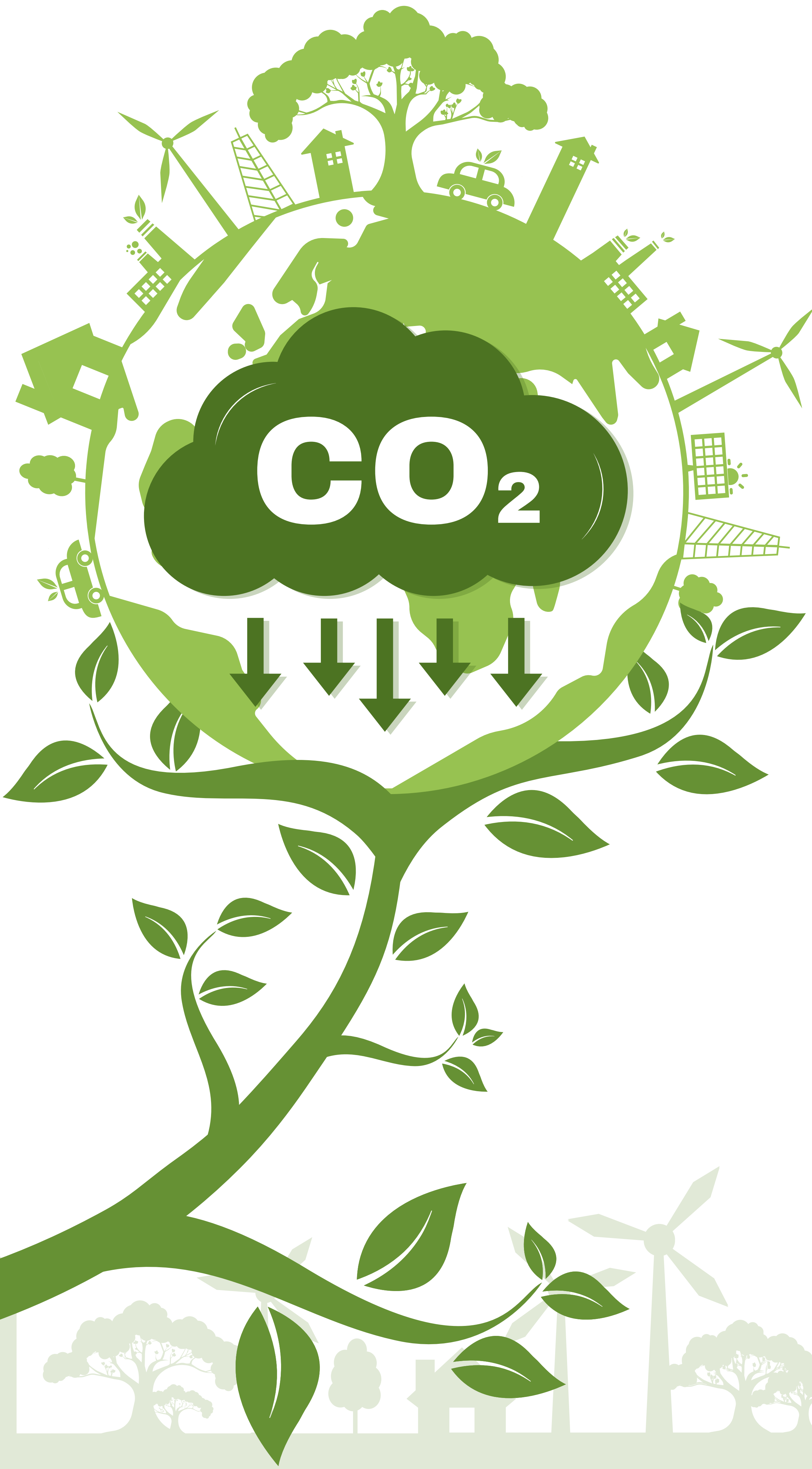
As commented in previous sections, Fermator has implemented a comprehensive approach to manage its emissions, focusing on both the positive and negative impacts on the economy, environment, and people. The company acknowledges its role in potential negative impacts through its operations and business relationships, particularly in manufacturing processes. To address these, Fermator has committed to eco-design and product innovation, ensuring that its products are energy-efficient and environmentally friendly, which helps customers reduce their environmental footprint.

In terms of policies, Fermator adheres to ISO 9001 and ISO 14001 standards, which guide its environmental impact control and preservation efforts. Looking ahead, in 2024, we are planning to introduce the Fermator Energy Consumption and Greenhouse Gas (GHG) Policy. This policy will be disseminated internally to all employees and key stakeholders, outlining our commitment to reducing energy consumption and GHG emissions. It will encompass strategies for optimizing energy

use, promoting renewable energy sources, and implementing carbon reduction initiatives across our operations.

To track the effectiveness of these actions, Fermator employs processes that include regular monitoring and reporting, setting clear goals and targets, and using indicators to measure progress. The effectiveness of these actions is evaluated against these goals and targets, with continuous learning and adaptation informing operational policies and procedures.

Overall, Fermator's approach to emissions management is proactive and integrated, reflecting a commitment to environmental stewardship and sustainable development. The company's efforts demonstrate a balance between economic growth and environmental responsibility, contributing to a greener future for all stakeholders involved.



EMISSIONS

DISCLOSURES ABOUT THE ORGANIZATION’S EMISSIONS-RELATED IMPACTS

At Fermator, we understand the significance of our environmental footprint and are committed to transparency in reporting our emissions-related impacts. Our approach aligns with globally recognized standards such as the Greenhouse Gas (GHG) Protocol and ISO 14064-1. Fermator calculates in yearly basis its emissions taking into account the emissions of all manufacturing centres. The calculations consider Scope 1 (Direct GHG emissions) and Scope 2 (Energy indirect GHG emissions).

Scope 1 Emissions: Direct GHG Emissions

Scope 1 emissions encompass direct greenhouse gas emissions arising from our manufacturing operations. We meticulously calculate these emissions, which primarily stem from:

- 1. Painting Lines: Emissions generated by painting lines utilizing Natural Gas or LPG.
- 2. Fugitive Emissions: Emissions released during the recharging of air conditioning systems.
- 3. Diesel Emissions: Emissions from generator sets installed as backup power sources.

Scope 2 Emissions: Energy Indirect GHG Emissions

Scope 2 emissions pertain to energy indirect greenhouse gas emissions, particularly from purchased

electricity. We monitor and report on our electricity consumption from external providers. The reduction in Fermator's emissions during the last year can be attributed mainly to:



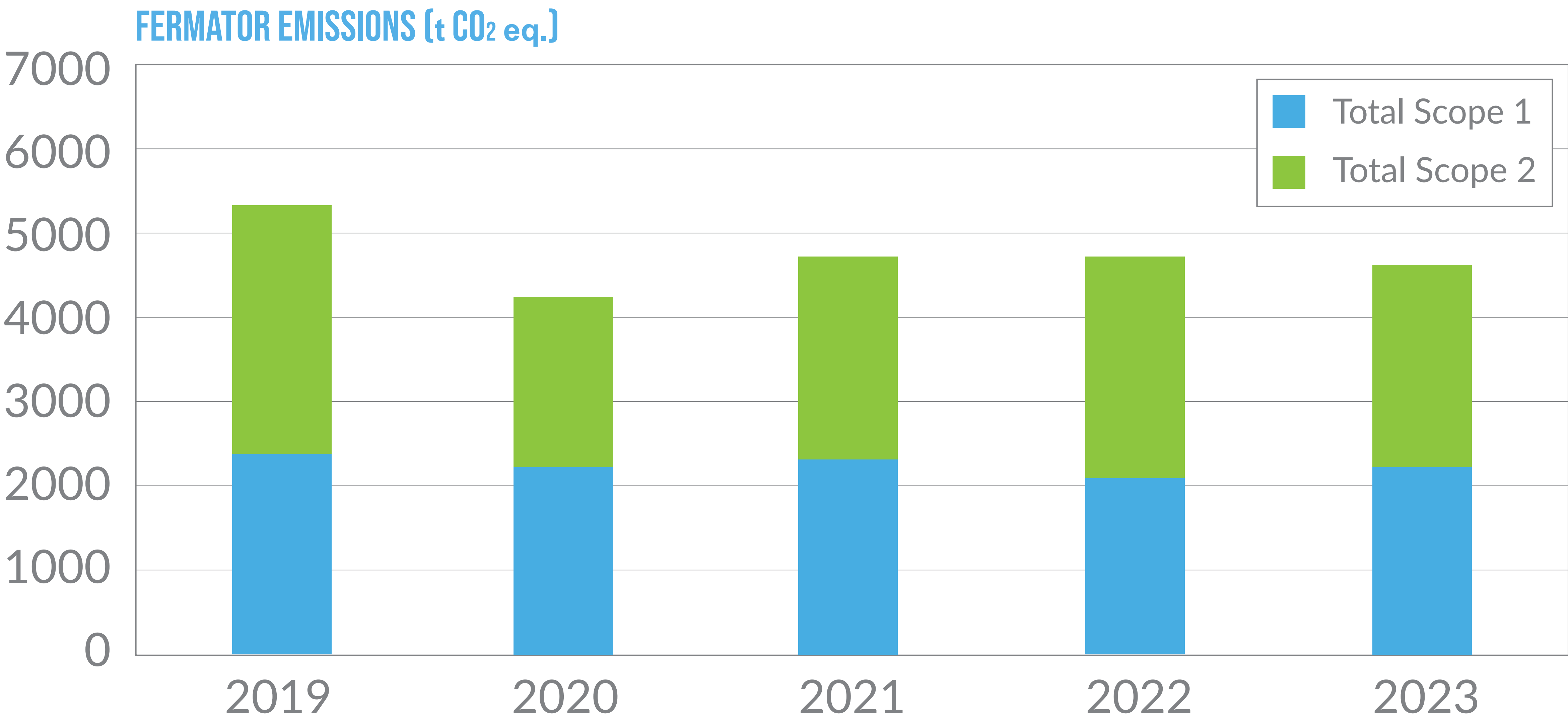
- 1. Photocell Panels Installation.
- 2. Reduction of CO2 in the Electrical Mix: We have observed a reduction in CO2 emissions associated with the electricity purchased in regions, particularly in countries like Spain, where efforts to mitigate CO2 emissions are prioritized.

Our emissions data has been systematically calculated since 2019, providing a comprehensive

overview of our environmental impact. Through ongoing monitoring and initiatives aimed at emission reduction, Fermator remains dedicated to sustainable practices and minimizing our ecological footprint.

The strategic integration of technologies such as photovoltaic cells, LED lights, and DALI, alongside the adoption of more efficient machinery and processes, presents a powerful framework for minimizing our

environmental impact. These innovations have not only optimized our energy usage but also significantly reduced our carbon footprint. By seamlessly incorporating these advancements into our operations, we actively champion environmental responsibility and contribute to the global effort to combat climate change reducing our emissions.



SOCIAL

At Fermator, we recognize the pivotal role of social responsibility in shaping a brighter future for all. Through collaborative efforts and unwavering dedication, we strive to cultivate an inclusive environment where every individual is valued and empowered to thrive. Our dedication to social well-being drives us to embrace diversity, uphold human rights, and champion equality at every turn. Together, we stand poised to make a meaningful impact, not just within our organization, but in the communities we serve.

HEALTH & SAFETY

At Fermator, the health and safety of our personnel is our priority. Our goal is to create a safe working environment, free from serious accidents and occupational diseases. We take a proactive approach, striving for a corporate-wide goal of zero accidents. Headquarters has implemented standardized practices to ensure that all employees receive the same level of protection, regardless of their location or role within the company.

Occupational Health and Safety Policy:

All members of the Fermator and contractor companies are committed to adhering to the Occupational Health and Safety Policy, which prioritizes the health and safety of individuals. The Fermator Group's efforts are centered around two key principles:

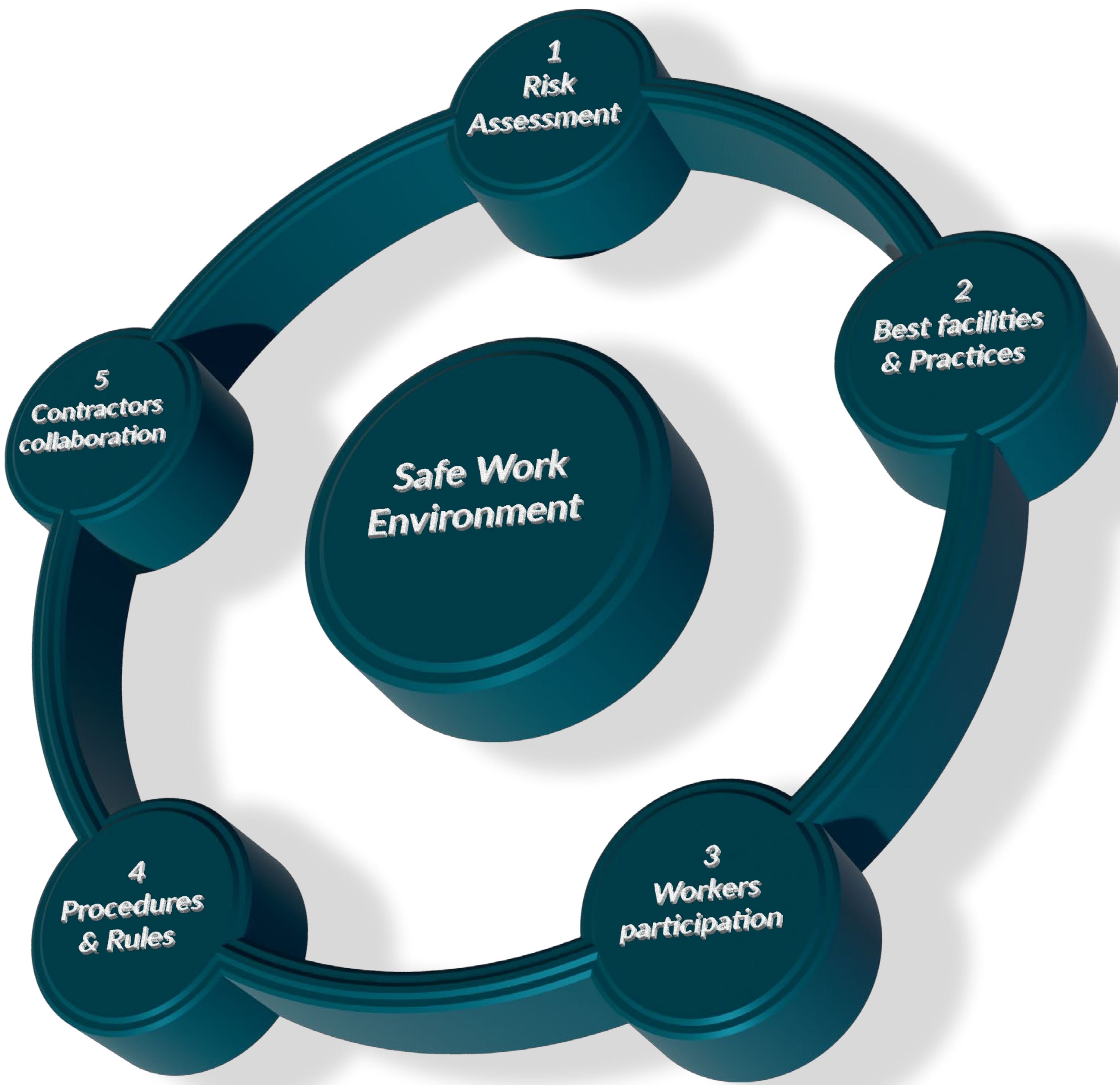
- 1. All accidents are preventable.
- 2. Occupational health and safety is part of the company's entire structure and business activities.

How do we do it?

1) Assessing the risks associated with each job allows us to implement measures aimed at eliminating or minimizing these risks to ensure that individuals can carry out their activities safely. These assessments

also consider potential emergencies and the intervention teams required to manage them.

The risk assessments have been led by internal company staff as well as external professionals who evaluate potential hygiene risks. This process is reviewed whenever there is a change in the production process to ensure the safety of everyone involved.



A significant measure implemented involves closely monitoring and thoroughly examining all chemical products to ensure the exclusion of any

2) Maintaining our facilities in optimal conditions and applying continuous awareness and training.

Our team's training complies with applicable local regulations and is focused on equipping employees with the theoretical and practical knowledge necessary to fulfil their responsibilities safely. Training programs are designed for each specific job role and are explained in collaboration with experienced personnel who mentor new recruits from their first day at the company.

Preventive measures carried out in 2023	
Machine Safety System Inspections	1.031
Warehouse Inspections	143
Inspections of Individual and Collective Protective Equipment	933
Drills	29
Occupational Health and Safety Trainings	45
Measures taken to improve safety	107

All deviations identified during inspections are documented, addressed, and resolved to ensure ongoing improvement in safety standards. To enhance awareness across the organization, quarterly meetings are held with Team Leaders to monitor the accident rate and analyze each incident that has occurred.

3) We encourage all collaborators to actively participate in ensuring their own safety and that of their colleagues. Each employee is empowered to report any unsafe situation either through their direct manager or by contacting the Health & Safety (H&S) Department directly. To support this initiative, we

have a specialized team dedicated to addressing and evaluating any identified risks within our facilities. Fermator promotes the involvement of Workers' Representatives to continually enhance the safety and health standards across our facilities.

4) We meticulously design work procedures and rules to guarantee safety in every position. Alignment

with our Occupational Health and Safety policy is mandatory for all members of the Fermator team.

5) Contractors are provided with clear safety standards before the start of their contract. Throughout the duration of their work, our Health and Safety (H&S) team conducts regular inspections to ensure the safety of both contractors and Fermator Group workers.



product potentially mutagenic and/or carcinogenic substances from our production process.

Regular monitoring of accident rates at each Fermator production center is crucial for maintaining safety standards and identifying areas for improvement. By tracking these rates monthly, both headquarters and local companies can quickly identify trends or patterns that may indicate areas needing attention or intervention. This proactive approach allows Fermator to prioritize safety measures and allocate resources effectively to address any potential risks or hazards. Ultimately, this commitment to safety helps to ensure the well-being of employees and the overall success of the company.

Rate	Definition	Result
Severity rate	- Working days lost due to a work accident per 1.000 worked hours. - S.R.= (No. lost working days / worked hours)*1.000	0,21
Incidence rate	- Accidents with time of sick per 100 workers. - I.R.= (No. accidents with leave / average of workers)*100	2,42
Frequency rate	- Accidents with time off sick per 1.000.000 worked hours. - F.R.= (No. accidents with sick leave / worked hours)*1.000.000	12,73

Each accident and incident undergo thorough investigation and analysis to identify their root causes, enabling the implementation of actions. These investigations are instrumental in preventing

recurrence, as they provide insights into underlying factors contributing to each event. By delving into the specifics of each incident, Fermator can proactively address systemic issues and implement preventative measures, fostering a safer and more secure working environment for all employees.

Promoting healthy living

At Fermator, we prioritize the cultivation of hobbies that promote both physical and mental well-being among our employees. We achieve this by organizing a variety of sports activities aimed at not only enhancing health but also fostering stronger bonds and camaraderie among our workforce. These initiatives not only contribute to improved fitness levels but also promote teamwork, communication, and mutual support, ultimately creating a more vibrant and cohesive workplace culture. Fermator Group schedules annual medical check-ups to ensure the effectiveness of implemented measures. Additionally, we provide enhanced conditions for private medical insurance, facilitating quick access to quality care for employees and their families, thereby effectively addressing and preventing health issues. At Fermator, our commitment

to health and safety is unwavering. Through rigorous monitoring, proactive measures, and a culture of continuous improvement, we prioritize the well-being of our employees at every level of our organization. By fostering a safe and supportive work environment, we not only mitigate risks and prevent accidents but also cultivate a culture of care, collaboration, and excellence.



DIVERSITY, NON-DISCRIMINATION AND INCLUSION

At Fermator, the principles of diversity, non-discrimination, and inclusion are not just words; they form the bedrock of our organizational ethos.

We believe that embracing diversity in all its forms, nurturing an environment free from discrimination, and actively promoting inclusion are not only moral imperatives but also essential for driving innovation, creativity, and success.

Diversity: We embrace diversity across race, gender, sexual orientation, age, disability, religion, and nationality. We recognize that diversity brings valuable perspectives, diverse experiences, and enhances talent.

Non-discrimination: We are committed to treating all individuals fairly and equally, regardless of their personal characteristics or affiliations . This means eliminating any form of unfair discrimination based on race, gender, sexual orientation, religion, disability, or other characteristics protected by law.

Inclusion: For us, fostering inclusion is paramount, especially for groups facing social exclusion. We strive for all individuals to feel valued, respected, and accepted. This means dismantling barriers and promoting the active participation of all individuals, particularly those historically marginalized or excluded. Inclusion recognizes and celebrates diverse experiences and

perspectives. Currently we work with specialized organizations that employ individuals with diverse abilities, including those with physical or cognitive differences, employing 30 people.

Fermator is aware of non-discrimination in the workplace, applying different policies related to the field of corporate social responsibility. In 2023,



Fermator officially implemented across all Group a robust “Discrimination and Work Harassment policy” that prohibits discrimination based on factors such as race, ethnicity, gender, age, religion, sexual orientation,

disability, or any other characteristic protected by applicable law. This policy applies to all aspects of employment, including recruitment, hiring, training, promotion, compensation, and termination.

To further advance our commitment to diversity and inclusion, Fermator has developed comprehensive equality plans. These plans outline specific initiatives

everyone understands their role in creating an inclusive workplace. Additionally, we continuously evaluate our equality plans to identify areas for improvement and adapt our strategies to meet evolving needs. This ongoing assessment allows us to stay proactive in addressing any challenges or gaps in our efforts to promote diversity and inclusion.

	Distribution of the staff according to sex			
	Total Workers		% on the total Nr	
	Women	Men	Women	Men
Factory	253	824	23,49%	76,51%
Office	156	327	32,30%	67,70%
Total	409	1151	26,22%	73,78%

At Fermator, we believe that every individual should have an equal opportunity to succeed based on their skills, abilities, and contributions. We actively promote diversity in leadership positions and work to ensure that all employees have access to professional development opportunities regardless of background. Through mentorship programs and networking initiatives, we strive to create a level playing field where talent and merit are the primary drivers of success.

TRAINING

& PROFESSIONAL DEVELOPMENT

At Fermator, we prioritize the continual growth and development of our employees through robust training and professional development programs. These initiatives are not just beneficial; they are essential for ensuring that our team members acquire the requisite skills and knowledge to excel in their roles while staying abreast of the latest industry trends and technologies. By fostering a culture of continuous learning, we empower our workforce to remain agile and adaptable in an ever-evolving landscape.

Our commitment to training and professional development begin with an annual performance evaluation conducted by departmental leaders. This evaluation serves as an opportunity for open dialogue aimed at enhancing both personal and company performance. Recommendations for further training and development are provided as necessary, aligning individual goals with organizational objectives.

Additionally, management review meetings are held at least once a year across all Fermator group companies. These meetings serve as invaluable forums for assessing current training initiatives and identifying areas for improvement. Insights gathered from these sessions inform the development of our annual training plan, ensuring that it remains

dynamic and responsive to the evolving needs of our workforce.

To maintain the quality and effectiveness of our training programs, all initiatives undergo thorough evaluation processes. This ensures that our investments in employee development yield tangible results, equipping our team with the skills and competencies needed to thrive in today's competitive landscape. Through these comprehensive training and professional development initiatives, Fermator cultivates a workforce that is not only competent and committed but also well-prepared to tackle future challenges.



LABOUR PRACTICES

& HUMAN RIGHTS

At Fermator, we consider fair and employee-benefit labor practices to be foundational to our commitment to creating a workplace where every individual is treated with dignity and fairness. Upholding human rights and fostering a supportive culture are core values that guide our actions.

In line with this commitment, we introduced our comprehensive code of conduct in 2015. This code delineates the standards and expectations for ethical behavior, ensuring effective communication,

comprehension, and endorsement by all employees and throughout our entire organization.

Building upon this fundamental principle, we expanded our efforts in 2023 by implementing comprehensive policies addressing labor practices, child labor, and human rights across all Fermator group. These policies, which complement our Discrimination and Work Harassment policy outlined in the Diversity, Non-Discrimination, and Inclusion section, have been effectively communicated to and understood by all employees. We are dedicated to upholding these standards and continuously improving our practices to create a workplace where everyone feels valued, respected, and empowered to succeed.

Key focal points of our labor practices include:

- **Fair payment:** Our policies establish transparent criteria for determining employee remuneration, ensuring equitable pay practices devoid of discrimination.
- **Reasonable Work Hours:** We set clear boundaries on working hours to prevent burnout and promote a healthy work-life balance.
- **Equal Opportunity:** Fermator champions equal opportunities for all, irrespective of gender, age, race, sexual orientation, religion, or ethnicity.
- **Workplace Safety:** Prioritizing employee well-being, our policies mandate a safe and healthy work environment, bolstered by comprehensive occupational safety and health training and provision of requisite personal protective equipment.
- **Respect for Labor Rights:** We uphold workers' fundamental rights, including the freedom of association, collective bargaining, and the right to work in an environment free from harassment and discrimination.
- **Professional Development and Training:** Encouraging continuous growth, Fermator

fosters employee development through robust training programs and ample opportunities for advancement within the organization.

- **Legal Compliance:** Our fair labor practices policies are crafted to align with all pertinent labor laws and regulations applicable in the jurisdictions where we operate.

Moreover, in our commitment to transparency and accountability, Fermator has available a communication channel, providing a controlled communication to report any perceived irregularities or breaches of regulations or the Code of Conduct. By 2024, we aim to enhance this channel further by integrating a direct link on our website and also improving the confidentiality in some cases.

Through unwavering adherence to our Code of Conduct and the promotion of human rights in the workplace, Fermator fulfills not only its legal and ethical responsibilities but also cultivates a culture centered on fairness, safety, and respect. In doing so, we actively contribute to the overall well-being of both our employees and stakeholders, fostering an environment where everyone can thrive.



RESPONSIBILITY FOR THE COMMUNITY

COMMUNITY ENGAGEMENT INITIATIVES

Volunteer activities aimed at enhancing the local environment. This includes initiatives such as cleaning common areas, forests, and paths, which not only beautify the surroundings but also promote environmental sustainability. We actively encourage our employees to participate in these efforts, fostering a sense of community and collective responsibility among our team members.

In 2023, thanks to the participation of over 100 people, including Tec nolama S.A. employees and their families, we managed to collect 650 kilograms of waste from the Pi del Burgar ravine, located near the headquarters of the Fermator Group.

Fermator is committed to contributing positively to the well-being of the community in which we operate.



RESPONSIBILITY FOR THE COMMUNITY

COMMUNITY ENGAGEMENT INITIATIVES

Support for social causes: Our commitment to social causes manifests through both financial contributions and the provision of resources to charities and community projects. We prioritize initiatives addressing critical social issues, including poverty, education, health, and environmental conservation. Through our support, we aim to catalyse positive change and create lasting impacts in our community and beyond.



RESPONSIBILITY FOR THE COMMUNITY

COMMUNITY ENGAGEMENT INITIATIVES

Student Support and education programs:

Recognizing the importance of education and skill development, we actively engage in supporting students in their academic and professional endeavors. We offer tutoring programs to students, making it easier for them to excel in their studies, providing opportunities to undertake internships within our company, offering valuable real-world experience and exposure to various aspects of our industry.



Educational institutions partnerships:

We actively cooperate with universities and local educational institutions to facilitate the seamless integration of students into the workforce. By forging strong partnerships with academic institutions, we bridge the gap between education and employment, ensuring that students are well-prepared for the challenges of the professional world. Through initiatives such as job fairs, career counseling, and collaborative research projects, we foster a culture of lifelong learning and continuous growth.



At Fermator, we deeply acknowledge that our success is intricately linked to the well-being of our community. Driven by our commitment to social responsibility, we endeavor to forge a path towards a more inclusive, equitable, and sustainable future for everyone.

GOVERNANCE & MANAGEMENT

At Fermator, we strongly believe in effective leadership and responsible decision-making. Our commitment goes beyond mere compliance; it's about fostering a culture of integrity in everything we do. As we navigate the complexities of our industry, we remain dedicated to ethical business practices, risk management, and ensuring the safety and compliance of our products.



GOVERNANCE & PERFORMANCE

SUSTAINABILITY

Our commitment to sustainability governance and performance is integral to our business strategy, as we strive to create long-term value for our stakeholders while minimizing environmental impact and upholding social responsibility.

General organization

Our sustainability journey is steered by our global Board of Directors who hold the responsibility of making strategic decisions that impact the entire Fermator group. They lead our corporate global teams, integrating sustainability seamlessly into our business operations. This includes setting external commitments, defining targets, and tracking the progress. By aligning sustainability initiatives with our overall business objectives, our global Directors ensure that sustainability remains at the forefront of our organizational agenda.

This reporting on corporate sustainability performance is spearheaded by our Head of Global Quality & Environment, ensuring transparency and accountability across the organization. This comprehensive report, which outlines our sustainability achievements and challenges, is meticulously reviewed and approved by Board of Directors. Through robust reporting mechanisms, we aim to provide stakeholders with a clear

understanding of our sustainability efforts and progress towards our goals.

Central to our sustainability governance structure is the Environmental, Social, and Governance (ESG) Committee. Comprising key stakeholders from various departments, this committee plays a pivotal role in guiding Fermator towards fulfilling its sustainability-related and corporate responsibilities. By overseeing and advising on ESG matters relevant to our business operations, the ESG Committee ensures that sustainability remains integrated into our decision-making processes and business activities. Additionally, the ESG Committee actively monitors and addresses any potential conflicts of interest to ensure ethical and transparent conduct throughout our sustainability initiatives.

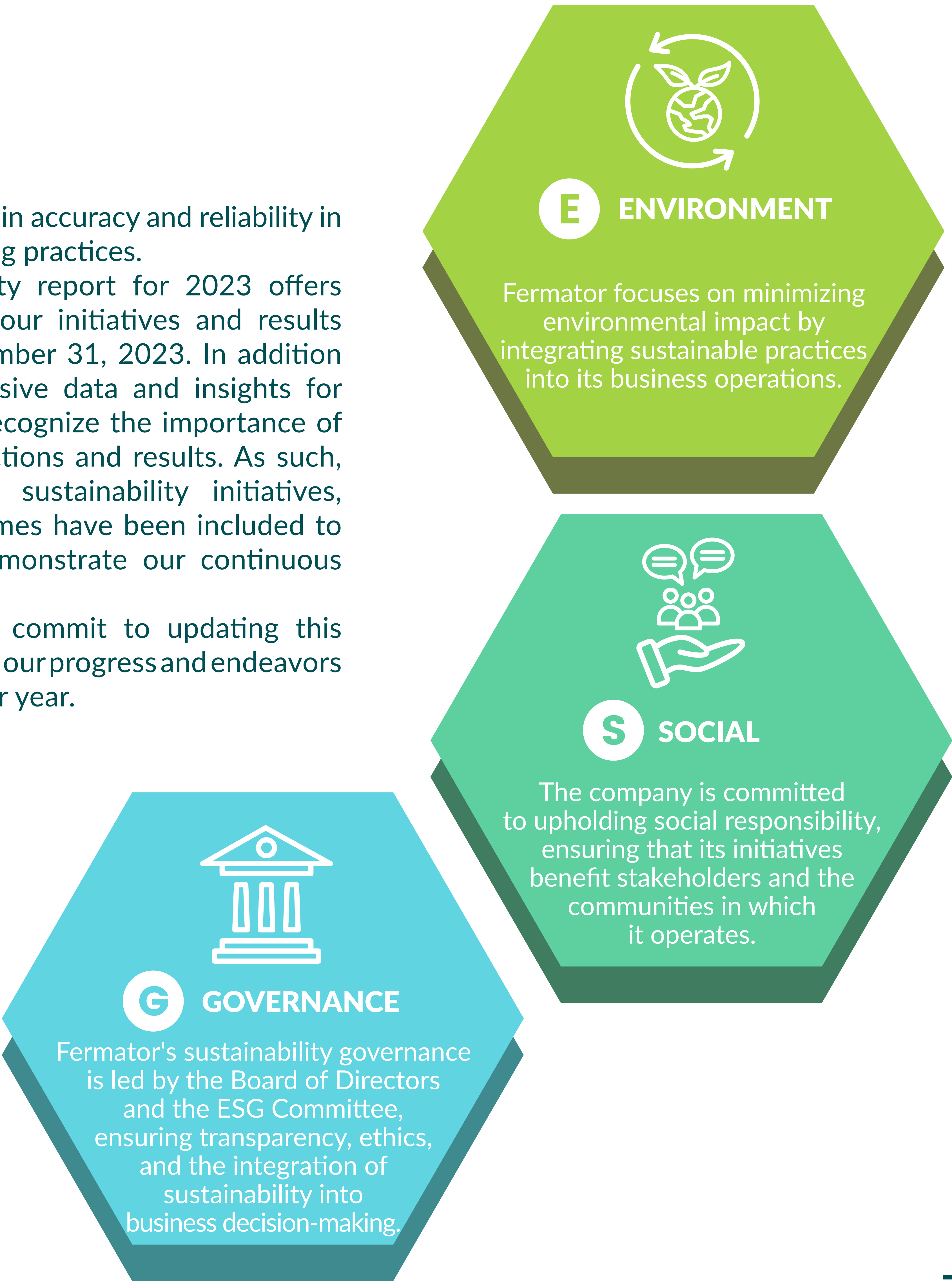
Reporting Standards

Transparency and accountability lie at the heart of our sustainability reporting standards. As we embark on our sustainability reporting journey, we adhere to the Global Reporting Initiative (GRI) standards to ensure consistency and comparability. We recognize the importance of effectively managing and improving the quality of sustainability data to facilitate robust reporting and goal attainment. Through stringent quality control measures at both country and global

levels, we strive to maintain accuracy and reliability in our sustainability reporting practices.

Our first sustainability report for 2023 offers a detailed summary of our initiatives and results from January 1 to December 31, 2023. In addition to providing comprehensive data and insights for the reporting year, we recognize the importance of reflecting on our past actions and results. As such, references to previous sustainability initiatives, performance, and outcomes have been included to provide context and demonstrate our continuous improvement efforts.

Moving forward, we commit to updating this report annually, reflecting our progress and endeavors throughout each calendar year.



ETHICAL BUSINESS CONDUCT

Fermator is committed to maintaining high ethical standards in all aspects of its business operations. Our principles are rooted in ethics, professional responsibility and strict compliance with all legal and regulatory requirements. By adhering to these principles, we contribute to corporate sustainability and responsible management.

The Fermator Group’s Code of Conduct establishes rules for sustainable management and acts as a guide in specific situations. To encourage compliance with the Code of Conduct, it is especially important for all Fermator Group’s managers to fulfil their duties in an exemplary manner, display a high level of ethical commitment and regularly inform employees and collaborators of any changes or additions. The key governance points are:

Legal Compliance: We prioritize compliance with legal requirements across all business areas, including taxation, environmental regulations, and occupational health and safety.

All Fermator manufacturing companies hold ISO 14001 certification, demonstrating their commitment to rigorous environmental protocols. Furthermore, internal audits conducted by external experts serve to verify our compliance with all applicable legal mandates.

Confidentiality: Keeping confidential the Fermator Group’s business, financial and technical data and internal documents, without divulging or appropriating any of the company’s assets, or physical or intellectual property or making use of them outside the framework of the company. This also applies to the information third parties provide in confidence. Employees are bound by confidentiality agreements to safeguard company assets, intellectual property, and third-party information entrusted to us.

Integrity in Relationships: Establishing an honest relationship with clients, suppliers and other people providing their services to our company, and neither accepting nor offering gifts of any kind, or illicit advantages and separating private interests from the company’s interests.

At Fermator, our unwavering commitment to ethical conduct is the cornerstone of our operations, guiding us as we uphold the highest standards of integrity, transparency, and sustainability. Through this dedication, we build trust with our stakeholders, drive innovation, and fulfill our responsibility to society and the environment.



RISK MANAGEMENT

At Fermator, we understand that effective risk management is paramount to sustaining our business operations and ensuring resilience in the face of challenges. Our commitment to robust risk management processes is evident through our proactive approach in identifying, assessing, and mitigating potential threats.

Proactive Risk Management:

At Fermator, we take a comprehensive approach to risk management, extending beyond mere identification to proactive measures that safeguard our operations, employees, and the environment.

Each identified risk, whether operational or environmental, undergoes thorough evaluation

to gauge its potential impact and likelihood. Our assessments are meticulous, considering factors such as severity, frequency, and potential cascading effects.

Following assessment, we implement comprehensive mitigation strategies tailored to each specific risk. These strategies are proactive, adaptive, and deeply aligned with our overarching sustainability goals. By addressing risks before they materialize, we minimize their impact on our operations, employees, and the environment.

Our rigorous mechanisms also involve a corporate-wide simulation plan, implemented across all Fermator Group companies, ensuring a unified approach to risk assessment and mitigation. Our simulation plan, defined corporately for the entire Fermator Group, encompasses evaluations and actions pertaining to safety and the environment. Through simulated scenarios, we test our readiness to respond to various risks, allowing us to refine our strategies and enhance our preparedness.

Contingency Planning:

Fermator recognizes the paramount importance of preparedness in navigating the unpredictable



landscape of unforeseen events. We understand that crises can arise without warning, disrupting normal operations and threatening business continuity. Therefore, we maintain a contingency plan to swiftly respond to such challenges and mitigate their impact.

Our contingency plan serves as a blueprint for resilience, outlining clear protocols and procedures to be activated in times of crisis. It is designed to ensure that Fermator can adapt and respond effectively, minimizing disruption and safeguarding our operations, employees, and stakeholders.



RISK MANAGEMENT

An illustrative example of our resilience and rapid response capabilities is evident in our experience with the collapse of Doors Movement Technology S.L., one of Fermator's manufacturing centers in Spain, due to a severe snowstorm. Despite the unexpected nature of the event, our contingency plan was promptly activated. Our teams mobilized swiftly, coordinating efforts to assess the situation, mitigate immediate risks, and initiate recovery measures.

Through effective communication, collaboration, and decisive action, we were able to navigate the crisis with resilience and determination. Our ability to adapt and respond decisively in the face of adversity not only ensured the safety of our employees but also minimized the impact on our operations and customers.

This experience underscores the importance of proactive contingency planning and highlights Fermator's commitment to preparedness in the face of uncertainty. Moving forward, we remain steadfast in our dedication to refining and enhancing our contingency measures to ensure that we are always ready to respond effectively to whatever challenges may arise.

Cybersecurity Measures:

In the rapidly evolving digital landscape, robust cybersecurity practices are essential for safeguarding

business operations and protecting sensitive information. Fermator recognizes the critical role of cybersecurity in risk management and has implemented a comprehensive set of measures to ensure the safety and continuity of our business. Key Cybersecurity Initiatives include:

1. Perimeter Protection:

- Fermator employs robust perimeter protection mechanisms to safeguard our network infrastructure. This includes firewalls, intrusion detection systems, and access controls that prevent unauthorized access to our systems.

2. Behavioral Data Analysis:

- We continuously monitor user behavior and network traffic to detect anomalies and potential security threats. By analyzing patterns and deviations, we can proactively address any suspicious activities.

3. Multi-Factor Authentication (MFA):

- MFA adds an extra layer of security by requiring users to provide multiple forms of identification before accessing critical systems. This significantly reduces the risk of unauthorized access.



RISK MANAGEMENT



4. Employee Training and Policies:

- Fermator conducts regular cybersecurity awareness training for employees. Our policies emphasize safe practices, such as password hygiene, secure file sharing, and recognizing phishing attempts.
- Employees are educated on the correct use of digital devices, emphasizing the importance of keeping software up-to-date and avoiding risky behaviors.

5. Commitment to Confidentiality and Secrecy:

- Access to sensitive data is restricted to authorized personnel only.
- Fermator’s commitment to secrecy ensures that proprietary information remains protected from external threats.

By 2024, we are dedicated to deepening our cybersecurity defenses through collaborative efforts with external suppliers. These collaborations will involve comprehensive assessments of our systems, allowing us to benchmark our cybersecurity practices against recognized international standards such as ISO 27001. By tapping into expert guidance and industry best practices, we aim to fortify our capabilities and resilience against cyber threats.

Physical Security:

All Fermator companies prioritize physical security measures to complement our cybersecurity efforts. This includes:

- Assuring visibility of critical areas through adequate lighting and video surveillance.
- Implementing access control measures to restrict unauthorized entry.
- Utilizing perimeter protection mechanisms to safeguard physical premises.

These measures are integral to ensuring the safety and security of our facilities and assets, further enhancing our overall risk management framework.

At Fermator, our commitment to risk management extends beyond mere compliance; it is ingrained in our culture, driving us to continually innovate and adapt to emerging challenges. By prioritizing sustainability and resilience, we aim to safeguard our business for the long term, ensuring a brighter future for all stakeholders.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

At Fermator, we are committed to integrating social, environmental, and ethical considerations into every aspect of our business operations, including our supply chain. We recognize that the sustainability of our products and services depends not only on our internal practices but also on the practices of our external providers. In our pursuit of sustainability, we have implemented stringent measures and guidelines to ensure that our supply chain aligns with our values and principles.

Supplier Engagement and Compliance

One of the fundamental aspects of our sustainable supply chain approach is the integration of social, environmental, and ethical criteria into our contracts with external providers. Every supplier working with Fermator is required to adhere to our Supplier Manual, which outlines our expectations and standards regarding responsible business practices. This manual serves as a framework for ensuring compliance with legal requirements and upholding fundamental principles such as human rights, equality, and non-discrimination.

Key components of our Supplier Manual include:

- **Code of Conduct:** Suppliers are required to abide by a comprehensive code of conduct that covers various aspects, including labor rights,

environmental management, and ethical business practices. This code emphasizes the importance of compliance with legal regulations, the prohibition of child labor, and the promotion of safe and fair working conditions.

- **Ethical Policies:** Fermator has established clear guidelines regarding gift-giving and reporting procedures for ethical violations. Suppliers are expected to adhere to these policies to maintain transparency and integrity in their dealings with Fermator.
- **Environmental Compliance:** We place a strong emphasis on environmental responsibility throughout our supply chain. Suppliers are required to provide declarations of hazardous substances for all new or redesigned products, in accordance with global standards such as the EU REACH regulation and the RoHS directive. Furthermore, we actively assess our suppliers' sourcing practices to avoid purchasing components produced using minerals from conflict-affected regions, in line with the Conflict Minerals Reporting Template (CMRT) of the Responsible Minerals Initiative.
- **Packaging Sustainability:** Fermator is committed to reducing the environmental impact of our packaging materials. We prioritize the use of eco-

friendly materials, minimize packaging weight, and promote reusable packaging solutions. Additionally, we aim to eliminate or minimize the use of non-reusable plastics in packaging, opting for 100% recycled alternatives whenever possible.

As part of our ongoing commitment to sustainability, Fermator is dedicated to enhancing our Responsible Supply Chain (RSC) policies, bolstering cybersecurity measures, and further integrating sustainability considerations into our operations. In 2024, we plan to release an updated version of our external providers manual, which will encompass more detailed guidance on RSC, cybersecurity, and sustainability practices. All current and prospective suppliers will be required to adhere to these enhanced standards, reaffirming our unwavering commitment to responsible business practices.

By enforcing these guidelines and collaborating closely with our suppliers, we strive to create a sustainable and ethical supply chain that aligns with our commitment to corporate social responsibility and environmental stewardship. Through ongoing monitoring and engagement, we seek to continuously improve the sustainability performance of our supply chain operations.



SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Risk Management in Supply Chain

Fermator recognizes the importance of risk management in ensuring the sustainability of its supply chain and procurement processes. By implementing proactive measures, Fermator aims to mitigate potential disruptions and maintain business continuity while adhering to sustainable practices. The following strategies highlight Fermator's approach to risk management:

1. **Safety Stock Management:** Fermator maintains safety stocks of critical materials and components, which are continuously reviewed and adjusted based on market dynamics. This ensures that Fermator is adequately prepared to address fluctuations in demand or unforeseen disruptions in the supply chain.
2. **Global Supply Strategy:** Given that similar components and models are produced across different manufacturing centers, Fermator adopts a global strategy to manage supply chain risks effectively. This strategy involves allocating higher safety stock levels to specific Fermator companies to mitigate any potential material shortages or production delays at other facilities.
3. **Proactive Engagement with Suppliers:** Fermator establishes direct and continuous communication

channels with key suppliers, particularly those providing carbon steel and stainless-steel raw materials. By maintaining close relationships with steel service centers, Fermator can anticipate potential challenges, such as price speculation or supply chain disruptions from mills. Fermator proactively negotiates agreements with suppliers to address these concerns before they escalate.

4. **Diversification of Electronic Components Supply:** Recognizing the critical role of electronic components in its manufacturing processes, Fermator maintains an additional stock of these components to address any potential shortages from Electronic Manufacturing Service (EMS) suppliers. This proactive measure ensures that Fermator can sustain its operations without disruptions caused by component unavailability.

By integrating these risk management strategies into its sustainable supply chain and procurement practices, Fermator demonstrates its commitment to resilience, continuity, and sustainability across its operations. These efforts not only safeguard Fermator's business interests but also contribute to the long-term viability of its supply chain ecosystem while minimizing environmental impact.



PRODUCT SAFETY & COMPLIANCE

Ensuring product safety and compliance is crucial for Fermator at company strategy level as well as in the daily operations. By meeting regulatory requirements, we can provide clients with products that are safe, reliable, and meet the highest quality standards.



RISK MITIGATION

At Fermator we assure that the products we sell will not pose any risks to the health or property. Regulatory compliance plays a vital role in ensuring our products safety and by adhering to the specific lift industry safety standards and undergoing rigorous testing and homologation, our products are designed to minimize potential hazards and mitigate associated risks which gives our customers peace of mind knowing that the products they choose have met the necessary safety requirements.



QUALITY STANDARDS

Regulatory compliance also encompasses quality standards that our products must meet. By adhering to these standards, we demonstrate our commitment to delivering products of consistent quality. Our customers seek products that are reliable, durable, and perform as expected. Compliance ensures that products undergo rigorous quality control measures, resulting in products that meet the desired standards. When our clients choose Fermator products, they can trust their quality, compliance and consistent level of performance.



USER SAFETY & SATISFACTION

We also understand that compliance is instrumental in building trust and maintaining a positive brand reputation. Customers are more likely to choose products from companies that prioritize regulatory compliance which demonstrates commitment to adhering to industry standards, consumer protection, and ethical practices. Customers associate compliant products with reliability, credibility, and responsible business conduct and they feel more confident in choosing products from brands with a reputation for compliance, as it indicates a commitment to delivering products that meet the necessary standards and expectations. Furthermore, regulatory compliance empowers our clients by providing them with the information they need to make informed choices. Compliance requirements often involve labelling, product information, and disclosures which enables us to understand the features, potential risks, and proper usage guidelines of the product.

ADDITIONAL INFORMATION



GLOSSARY

OF TERMS & ABBREVIATIONS

- **CMRT:** Conflict Minerals Reporting Template. Free, standardized reporting template developed by the Responsible Minerals Initiative (RMI) that facilitates the transfer of information through the supply chain regarding mineral country of origin and the smelters and refiners being utilized
- **DALI:** Digital Addressable Lighting Interface
- **Eco-design:** Approach to design that aims to minimize environmental impact and promote sustainability throughout the product's life cycle
- **EPS:** Expanded Polystyrene
- **Equivalent product:** Weighted units of manufactured product
- **ESG:** Environmental, Social, and Governance
- **ETP:** Effluent Treatment Plant
- **EU:** European Union
- **GHG:** Greenhouse gas
- **GRI:** Global Reporting Initiative
- **ISO:** International Organization for Standardization
- **LED:** Light-Emitting Diode. A semiconductor diode which glows when a voltage is applied
- **LDPE:** Low-Density Polyethylene
- **LPG:** Liquefied Petroleum Gas
- **ODA:** Online Documents Accessibility
- **REACH:** Registration, Evaluation, Authorisation and Restriction of Chemicals
- **RoHS:** Restriction of Hazardous Substances in Electrical and Electronic Equipment
- **SASB:** Sustainability Accounting Standards Board
- **STP:** Sewage Treatment Plant

GRI

CONTEXT INDEX

As part of our commitment to transparency and accountability, we have adopted the Global Reporting Initiative (GRI) framework to structure and disclose our sustainability performance. The GRI Index provided in this report serves as a comprehensive guide to navigate through our sustainability disclosures, ensuring clear and consistent communication of our ESG efforts.

GRI 1 used	GRI 1: Foundation 2021
Period	This Fermator Group sustainability report primarily covers 1st January to 31st December 2023, with additional references to past actions and results, given that this is the first Fermator sustainability report.

GRI Standard	Disclosure*	Location or Comments
GRI 2: General Disclosures 2021	2-1 Organizational details	0, 37
	2-2 Entities included in the organization’s sustainability reporting	09
	2-3 Reporting period, frequency and contact point	37, 47
	2-4 Restatements of information	Not restatements. First Fermator Sustainability Report.
	2-5 External assurance	38
	2-6 Activities, value chain and other business relationships	05, 08
	2-7 Employees	30
	2-9 Governance structure and composition	37
	2-10 Nomination and selection of the highest governance body	37
	2-11 Chair of the highest governance body	37
	2-12 Role of the highest governance body in overseeing the management of impacts	37
	2-13 Delegation of responsibility for managing impacts	37
	2-14 Role of the highest governance body in sustainability reporting	37
	2-15 Conflicts of interest	37
	2-16 Communication of critical concerns	32
	2-22 Statement on sustainable development strategy	07
	2-23 Policy commitments	Relevant policies are mentioned in the different sections of the report.

GRI

CONTEXT INDEX

GRI Standard	Disclosure*	Location or Comments
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	How we embed policy commitments is developed throughout the different sections of the report
	2-25 Processes to remediate negative impacts	27, 32, 38
	2-26 Mechanisms for seeking advice and raising concerns	27, 30, 31, 32
	2-27 Compliance with laws and regulations	38
	2-28 Membership associations	32, 37
	2-29 Approach to stakeholder engagement	42
GRI 3: Material Topics 2021	3-1 Process to determine material topics	10
	3-2 List of material topics	10
	3-3 Management of material topics	10
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	31
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	32, 38, 42
	205-2 Communication and training about anti-corruption policies and procedures	32, 38, 42
	205-3 Confirmed incidents of corruption and actions taken	No incidents confirmed
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	32, 38, 42
GRI 207: Tax 2019	207-1 Approach to tax	38
	207-2 Tax governance, control, and risk management	38
	207-3 Stakeholder engagement and management of concerns related to tax	38, 42
GRI 301: Materials 2016	301-2 Recycled input materials used	12, 14, 42

GRI

CONTEXT INDEX

GRI Standard	Disclosure*	Location or Comments
GRI 302: Energy 2016	302-1 Energy consumption within the organization	22
	302-2 Energy consumption outside of the organization	22
	302-3 Energy intensity	22
	302-4 Reduction of energy consumption	22
	302-5 Reductions in energy requirements of products and services	13
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	21
	303-2 Management of water discharge-related impacts	21
	303-3 Water withdrawal	21
	303-4 Water discharge	21
	303-5 Water consumption	21
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	33
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	25
	305-2 Energy indirect (Scope 2) GHG emissions	25
	305-3 Other indirect (Scope 3) GHG emissions	25
	305-4 GHG emissions intensity	25
	305-5 Reduction of GHG emissions	25
	305-6 Emissions of ozone-depleting substances (ODS)	25
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	25

GRI

CONTEXT INDEX

GRI Standard	Disclosure*	Location or Comments
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	18
	306-2 Management of significant waste-related impacts	18
	306-3 Waste generated	19
	306-4 Waste diverted from disposal	18
	306-5 Waste directed to disposal	19
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	42
	308-2 Negative environmental impacts in the supply chain and actions taken	42
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits extend beyond full-time employees and may vary based on local legislation and standards.
	401-3 Parental leave	Parental leave permissions are implemented across all Fermator Group locations in accordance with local legislation and standards.
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	We prioritize transparent communication, ensuring compliance with regulations that mandate informing employees and their representatives about impactful operational changes promptly.

GRI

CONTEXT INDEX

GRI Standard	Disclosure*	Location or Comments
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	27, 28, 29
	403-2 Hazard identification, risk assessment, and incident investigation	27, 28, 29
	403-3 Occupational health services	27, 28, 29
	403-4 Worker participation, consultation, and communication on occupational health and safety	27, 28, 29
	403-5 Worker training on occupational health and safety	27, 28, 29
	403-6 Promotion of worker health	29
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	27, 28
	403-8 Workers covered by an occupational health and safety management system	27
	403-9 Work-related injuries	29
	403-10 Work-related ill health	29
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	31
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	30
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	30, no discrimination incidents reported
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	33, 34, 35

GRI

CONTEXT INDEX

GRI Standard	Disclosure*	Location or Comments
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	44
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	53, Product safety
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	44
	417-2 Incidents of non-compliance concerning product and service information and labeling	53, Product safety
	417-3 Incidents of non-compliance concerning marketing communications	No substantiated complaints reported in 2023.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints reported in 2023.

*Certain disclosures have been omitted from this report due to incomplete or unavailable information. These aspects are currently under review and will be considered for inclusion in the next sustainability report.

SASB

METRICS

At Fermator, we are dedicated to providing relevant information on our sustianability performance. We have utilized the Sustainability Accounting Standards Board (SASB) table to offer a consolidated overview of Fermator’s reporting, aligning with the Electrical & Electronic Equipment Sustainability Accounting Standard (version 2023-12). Metrics and disclosures included in this index cover our activities during the period from January 1st to December 31st, 2023. The table below, in some cases, cross-references the SASB accounting metrics with the information found in Fermator’s 2023 sustainability report.

Topic	Accounting metric	2023 results
Energy management	Total energy consumed	63565 GJ
	Percentage grid electricity	34.8%
	Percentage renewable	6.7%
Hazardous waste management	Amount hazardous waste generated, % recycled	Not reported
	Number and aggregate quantity of reportable spills, quantity recovered	No significant spills occurred in 2023.
Product safety	Number of recalls issued, total units recalled	No recalls reported due to any severe problem associated with product safety. Fermator ensures the reliability and safety of its products through a comprehensive quality system implemented throughout all the enterity of the organization. This system focuses on rigorous testing and quality controls aimed at ensuring that each product adheres to established norms and specifications. In the event of a critical issue, a non-conformity process is promptly initiated categorizing it as high priority, facilitating seamless communication across all pertinent departments, including Research and Development, Production, Commercial, and others. This collaborative approach ensures the timely and optimal resolution of challenges.
	Total amount of monetary losses as a result of legal proceedings associated with product safety	There were not legal proceedings associated with product safety.

SASB

METRICS

Topic	Accounting metric	2023 results
Product lifecycle management	Percentage of products by revenue that contain IEC62474 declarable substance	None
	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Fermator does not currently offer products certified for energy efficiency. Nevertheless, Fermator headquarters conduct energy audits in compliance with EN 16247 standards.
	Revenue from renewable energy-related and energy efficiency-related products	Not reported
Materials sourcing	Description of the management of risks associated with the use of critical materials	Page 42: Sustainable supply chain management
Business ethics	"Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior"	Page 32: Labour practices and Human Rights
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	None
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulation	None
Other	Number of units produced by product category	In 2023, Fermator recorded a total equivalent product count of 623989. The extensive variety of products manufactured by Fermator presents a considerable difficulty in terms of categorization.
	Number of employees	1560

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