



LamiGraf

*The Human Touch*

**NON-FINANCIAL  
INFORMATION  
STATEMENT**

*JUNE 2023*

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## 1. BASES FOR THE PREPARATION OF THE NON-FINANCIAL INFORMATION STATEMENT

This Non-Financial Information Statement (NFIS) has been produced in line with the requirements established in Law 11/2018 of 28 December 2018 on Non-Financial Information and Diversity amending the Code of Commerce, the Consolidated Spanish Companies law approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Account Auditing, on non-financial information and diversity (deriving from Royal Decree-Law 18/2017, of 24 November).

The guidelines on the presentation of non-financial reports by the European Commission (2017/C 215/01) deriving from Directive 2014/95/EU were also considered in its preparation. Likewise, the contents have been defined based on the standards of the Global Reporting Initiative (GRI) selected which are outlined in Annex 1. Table of contents required by Law 11/2018, of 28 December.

In accordance with Law 11/2018 of 28 December, for matters on non-financial information and diversity, the Board of Directors of LAMIGRAF S.A.U. (Parent company of the Lamigraf Group) has produced this Non-Financial Information Statement (NFIS) for the year 2021. Throughout the NFIS, the name LAMIGRAF GROUP or LAMIGRAF will be given to all the companies that fall within the scope of consolidation of this NON-FINANCIAL INFORMATION STATEMENT.

The information included in the NFIS, which will form part of the Management Report as an annex and that will accompany the corresponding Annual Accounts, refers to the 2022 financial year, between 1 January 2022 and 31 December 2022, it is public and can be consulted on the company website [www.lamigraf.com](http://www.lamigraf.com).

The LAMIGRAF GROUP has carried out materiality analysis taking into account the social and environmental impacts of its business model and considering what is relevant for both its strategy and its stakeholders. As shown in Annex 1 "Table of contents required by Law 11/2018, of 28 December", the preparation process has followed the International Global Reporting Initiative (GRI) standard as a reference, and the material issues are specifically marked in the table of contents required by Law. Within this context, the NFIS is aimed at providing information about environmental and social matters, and matters relating to staff that are relevant for it in the execution of the activities of its business.



## Materiality analysis: what is important for LAMIGRAF

LAMIGRAF has carried out a study to identify the most important and priority issues for the GROUP on an environmental, social and governance level, as well as from the point of view of the impact on the business and expectations of its stakeholders in this respect.

Likewise, the macroeconomic context and regulation of the sector has been taken into account, along with the main demands of the stakeholders, the sector trends and the best practices in order to determine which non-financial aspects are relevant for LAMIGRAF.

Thus, the following have been identified as the main important aspects:

- Ethics and integrity.
- Quality of the service and product.
- Health and wellbeing.
- Human rights and care of staff.
- Environmental issues.
- Attracting and promoting talent.
- Innovation and sustainable development.
- Energy efficiency and sustainable use of resources.
- Commitment of the company to society.
- Processing of information.

As a consequence of the impact generated by the current pandemic, the important aspects that impact on both the company and stakeholders have changed, as have their impact.



## 2. GENERAL INFORMATION

LAMIGRAF S.A.U. is a company founded in 1975 devoted to the production of decorative printed paper for furniture manufacture and interior décor. Its corporate purpose consists of the handling, processing, distribution and sale of decorative paper and similar materials, as well as any other activity relating to the aforementioned corporate purpose.

The Parent Company of GRUPO LAMIGRAF is domiciled in l’Ametlla del Vallès, Barcelona, and holds a majority stake, and consequently, control over all the companies in the GROUP, with which it shares the corporate purpose.

Since its establishment, LAMIGRAF has gradually grown and expanded into different countries with the aim of continuing to provide a quality service and satisfy the increasingly demanding needs of the market in general and of clients in particular.

In addition to the main production plant located in Barcelona, expansion policies have led LAMIGRAF to have several production centres in Bönen (Germany), in San Jose dos Pinhais (Brazil) and Changzhou (China), as well as commercial offices in different countries around the world, allowing them to have international presence in strategic markets."

### 2.1. VALUE CHAIN

The key cornerstone of our value chain begins in the creative process. Nature is, in most cases, the source of endless inspiration. Our purpose is the pursuit of sensations such as happiness, warmth, sophistication, elegance, harmony, and serenity.

The first stage of the creative process begins with scanning the original.

The professional trends team is responsible for choosing the originals that will then end up becoming the basis for the decorative papers.

These originals come from different parts of the world in accordance with regional and global trends and they are subsequently processed and handled by carpenters and specialists on materials in order to adapt them to the needs of the market. Subsequently, the image is worked on.



The design team is responsible for turning the originals into digital files suitable for entering the production process. In this process, the design team adapts to the latest trends observed globally and regionally, incorporating knowledge deriving from the relationship with architects, interior designers, journalists and other trendsetters.

After this point, the industrial process begins.

In the phase of electroplating and cylinder engraving the digital files are engraved on copper cylinders which will be the basis of the rotogravure industrial printing process.

For the paper printing, the manufacture of inks is integrated into the production process.

At its factory in L'Ametlla del Vallès, LAMIGRAF manufactures the inks that are used in all the production centres, which enables it to guarantee consistent product quality regardless of where the printing process is carried out.

Once the inks have been prepared, the printing process begins.

LAMIGRAF has state-of-the-art rotogravure printers, with up to 5 printing units, for the production of decorative paper. The expert printing team is responsible for guaranteeing product quality that is consistent and in line with the demands of clients.

## **2.2. BUSINESS AND MANAGEMENT MODEL**

The LAMIGRAF GROUP is a global design and decorative paper printing company that aims to offer clients market trends with high standards of quality.

With global, flexible, integrated and sustainable manufacturing, and with the adoption of new technological tools to obtain and analyse data, the company wants to focus its objectives on optimisation.

The business model of the company is based on people, their winning spirit, their involvement and team work.

In recent years, LAMIGRAF has been implementing a new structural model which aims to provide efficient solutions for the needs of its stakeholders, and all actions are aimed at meeting these needs.

The business model is focused on offering the best service and the best products to clients, working to foresee new market trends with a team that bases its work on operational excellence, efficiency, ongoing improvement, the sustainability of decisions, gender equality and promoting talent.

Excellence in service, design and the product finish is a maxim in all the projects that the GROUP is involved in. Thus, all the production centres and offices of LAMIGRAF are structured to have the right number of professionals for their area of operation and they are run by people who are capable of



meeting needs with a comprehensive and multidisciplinary approach, harnessing communication that enables closeness with the client.

Some of the characteristics of the service that the GROUP provides, both in Spain and in the rest of the world, and that determine its entire business model, are as follows:

- International commitment regarding quality and focus on adding value.
- A distinguishing, innovative, effective and flexible methodological approach, that requires complete understanding of the sector that clients operate in.
- Proactive participation of staff: communication, collaboration and foresight.
- Specialisation of the work teams, which ensures maximum knowledge of the best market practices.
- Optimisation of internal processes, economising stages and improving productive profitability.
- High quality facilities and machinery to improve productive efficiency and energy efficiency.

The development of the company has followed the increasing demand for decorative papers as replacements for natural wood veneers, in the manufacture of furniture and interior décor. Accompanying this development, LAMIGRAF has continued to specialise for ongoing improvement in the design of woods and other materials, following a clear trend towards faithful reproduction of the originals in terms of structures and colors, while also creating new products tailored to market needs.

To do so, LAMIGRAF carries out the entire process from capturing the originals and digitalising images, to the electronic engraving and printing in rotogravure, following its model based on the knowledge and mastery of development, planning and production processes and control stages.

The management model of the organisation is also applied to the industrial process through a proximity production model, which makes it possible to respond with the greatest possible speed to the specific demand of markets, both in terms of the production volume and the need to personalise products for local preferences.

During the year 2022, LAMIGRAF introduced new plastic-based products with the intention of continuing to innovate and adapt to market needs, offering the possibility to print the majority of the decoration range on new polymeric substrate bases with PVC.



### 2.3. ORGANISATIONAL AND CORPORATE STRUCTURE

In the year 2021, a year of pandemic with significant restrictions on external mobility in China, the production plant in Changzhou was inaugurated, and during the year 2022, the training and growth phase of the reference production center in the Asian market continues to be implemented. During this phase, the GROUP has experienced changes in size and structure. As of the end of the 2022 fiscal year, LAMIGRAF has increased its workforce by 12% compared to the previous year, with a total of 372 employees worldwide. Of these, 51% are employed at the production plant in Spain, 21% in Brazil, 17% in Germany, and 11% in China. In terms of gender breakdown, 21% of the employees are women, and 79% are men.

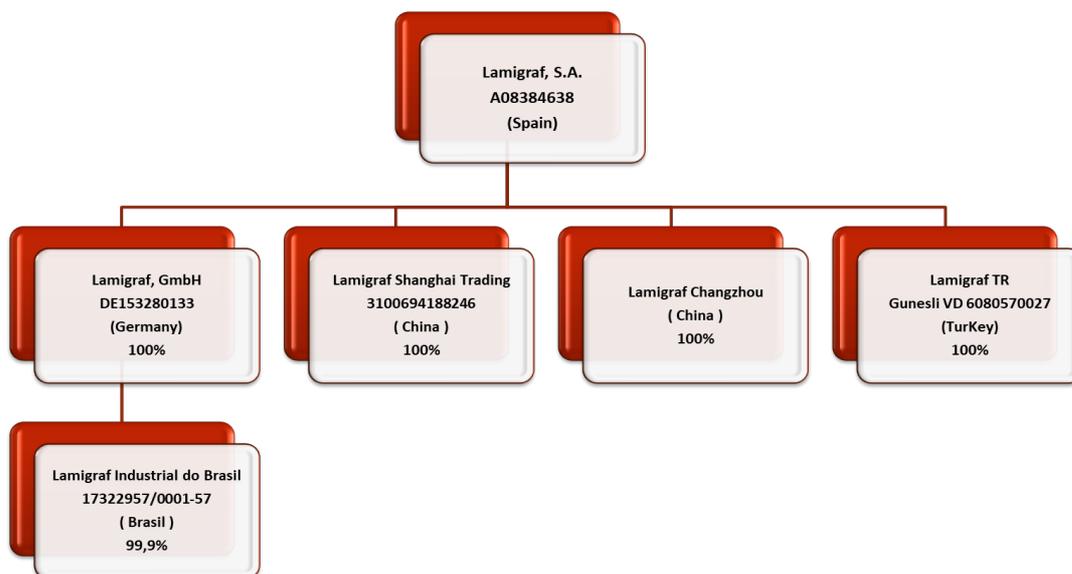
In 2022, a change in positioning and identity evolution occurred, strengthening the commitment to society that LAMIGRAF has had since it was founded and that it manifests in its responsible management model. Also, in line with the strategic plan, at the core of LAMIGRAF is integral sustainability through environmental care, wellbeing and social development and economic growth in the communities where it is present.

All of the staff at LAMIGRAF are included within the scope of application of the collective agreement of Graphic Arts, which regulates relations in the company within the framework of labour legislation.

For LAMIGRAF, promoting the agreement, communication, and respect for the representation of workers is a key principle in order to work on achieving a balance within the organisation.

Dialogue and social understanding have always been crucial at times of greater uncertainty and/or changes in markets which have required greater flexibility to adapt to specific circumstances.

At a company level, the LAMIGRAF GROUP has the following structure.



## 2.4. GOVERNING BODIES

The governance structure of LAMIGRAF is shaped in accordance with a self-owned Business Model, whose objective is to convey the purpose of the owner family to the management, and based on the best practices of good governance and excellence.

This model is structured around four axes:

- The owners, in conjunction with the Board, defines the purpose, vision, mission and values of the company.
- The Governing Bodies (Board of Directors and its delegate committees: Board, Steering Committees and other committees), are responsible for applying and including these principles in the Code of Conduct and in the corresponding Compliance policies, ensuring their implementation.
- The Steering Committees in each country ensure the integration into the preparation and strategic planning of the needs and expectations of the stakeholders, obtained through the processes of listening to consumers, clients, employees, suppliers, society and shareholders.
- The strategy defined by the Steering Committees is deployed by the entire GROUP through a management and ongoing improvement model, around which the daily operations of the company are structured.

Through the progressive consolidation of this organizational model, the GROUP works to tackle, in a flexible way and with the capacity to adapt, the challenges of a market that is constantly changing, both due to the uncertain economic trend and the transformation deriving from digitalisation, which has direct consequences on the design and manufacture of products, as well as the development of new distribution channels.

At present, the GROUP has a balanced geographic implementation, with a stable proportion between production plants and representative offices, which make it possible to have a significant presence in both mature markets and in emerging economies. A balance that makes it possible to reduce the risk resulting from economic uncertainties, increase the GROUP's commercial opportunities and provide an optimal service to the different value chains.

Thus, current clients are offered solutions targeted at their success. Foresight forms part of the key to success, meeting the needs that end consumers will demand in coming seasons (For a better display of sales by geographic area, see the breakdown of sales by market in the report in the consolidated audit report).



## 2.5. STRATEGY AND OBJECTIVES

To have an entrepreneurial spirit, to be committed, to act with professionalism and lead by example are the values that have guided the activity of the LAMIGRAF GROUP for more than forty years. These values are manifested in a long term business vision, developed through a business project of continued growth that produces wealth in places where it is implemented and it offers its staff the chance to develop.

Through the vision of the creation of value, the GROUP views sustainable development through three main lines of action: maintaining a solvent and profitable organisation; the extension of a working model of maximum quality, efficiency and performance; and the responsibility to offer society products without jeopardising environmental resources for future generations. Through these principles, LAMIGRAF aims to achieve the following objectives:

In line with the mission of the company, LAMIGRAF aims to leave the legacy of a better company across all levels. This applies to shareholders, employees, the communities where it operates and the entire value chain.

Faithful to the entrepreneurial spirit of the family company, LAMIGRAF aims for sustained growth and obtaining the necessary profitability to remain as an independent company, constantly capable of investing with the long term in mind.

In order to achieve those objectives in all the markets in which it operates, LAMIGRAF has developed a series of principles based on the following pillars:

- Persevering on organisational integration in order to be increasingly competitive on a global scale.
- Managing information about markets quickly and precisely in order to adapt its offer and foresee trends.
- Maintaining a balanced geographical position between developed countries and emerging economies, that enables the offsetting of local fluctuations in the economy, under the premise of the continuous increase of the market share in real terms.
- Establishing and developing trusting relationships in the markets where it operates.
- Ensuring compliance with the code of ethics in its entire business perimeter.
- Leading technical and technological development of the industry at a global level.
- Cultivating the value proposition in order to develop its intangible value.
- Developing intellectual capital and corporate culture based on its values so that new generations are capable of taking the project forward.



## Design and Innovation

One of the premises of LAMIGRAF expresses the conviction that technological innovations constitute an essential element to achieve progressive development and ongoing improvement in any of its activities, with a special focus on the design and production phases. Thus, its main objective is to offer innovative product proposals that go beyond mere formal design.

At present, LAMIGRAF has design centres where designers and engineers focus on seeking inspiration in nature in order to create the best designs. This search for solutions is inspired by the current needs of users, but also by the signs that enable them to sense what the parameters that will shape society over the coming years will be.

Aspects such as sustainability, population ageing, new lifestyles and in general, any macrotrend that may affect society and its needs, are explored by the design team at LAMIGRAF.

## DIGIPRINT Project

Within the framework of the ONEIDA community, the Community for Intelligent Specialization in the Fashion and Habitat Industries in Catalonia, LAMIGRAF has joined the RIS3CAT programme with the project under the acronym DIGIPRINT.

The objective of the DIGIPRINT project consists of developing a digital laboratory (software) that enables LAMIGRAF to replace the current analog laboratory with a rotogravure printing process that enable the transfer of a digital sample obtained with plotter (LDC - Lamigraf Design Center) directly to Production (rotogravure). In other words, DIGITPRINT will consist of the digitalisation of the "Analog laboratory" of LAMIGRAF.

This project will run until 2023 and is carried out with public grants awarded by the Agency for Business Competitiveness (ACCIÓ), part of the Department of Business and Knowledge of the Regional Government of Catalonia.



## Types of products

### 1- Decorative printed paper

As specialists in the field of surfaces, LAMIGRAF produces a wide variety of high quality decorative papers used for furniture production, laminate flooring and other interior surfaces.

Following market trends, authentic reproductions of real woodgrains, stones, fantasies, metals and other materials, creating a visual effect similar to the natural diversity of the materials. Also, these designs can be produced with a wide range of colours.

The paper is printed using the rotogravure method, a process where the printing ink is impregnated into the base paper using rotary cylinders.

### 2- LamiFoil: Pre-impregnated decorative paper

Lamifoil is a type of special and flexible paper manufactured with pre-impregnated papers. These special printing papers have been impregnated beforehand with thermoplastic resins with the additional application of systems of thermosetting varnishes in order to provide a high-resistance surface.

These sheets of decorative paper are a paper coating with an intermediate quality range ideal for use in the production of furniture and interior design, and they also offer a wide variety of finishes: natural wood effect, variety of glosses, elegant matt effect, super-matt and 3D pore.

All the decorative paper designs are available in finish foil as is the wide range of colours.

### 3- Synchro Wood

The Synchro Wood concept, especially innovative for the furniture industry, was created to offer clients designs with clearly differentiated structures using a single press plate and thus creating collections of designs at the lowest possible cost.

The in-house technology of Synchro Wood enables clients:

- a) To reduce press plate investments.
- b) Reduce press set-up time by up to 4 times, which results in a substantial improvement in productivity.
- c) Attain a high quality product through innovation.



#### 4- Unicolours

As the best ally to combine with design, unicolours have always been the greatest trend for furniture surfaces.

For LAMIGRAF there are no limits when it comes to creating colours. Thanks to experience, research and the best technologies, it has attained high levels of intensity and uniformity which has enabled it to offer a wide range of colours adapted to market trends.

#### 5- Plastic-based products

LAMIGRAF, with the intention of continuing to innovate and develop new products tailored to market needs, has introduced during the year 2022 the possibility to print the majority of its decoration range on new polymeric substrate bases with PVC. This material also offers a wide range of uses such as furniture and flooring, and it is capable of providing excellent head lamination properties as well as high-quality and defined printing.

## 2.6. CORPORATE POLICIES

LAMIGRAF is governed by a series of Professional Standards and Policies that are predefined by the GROUP´s global network and which are mandatory for all the professionals at LAMIGRAF, and by other regulations which complement these general standards, and which apply to product lines, industries or markets that, owing to their characteristics, have specific regulation.

Knowledge and observation of applicable policies is mandatory for all LAMIGRAF professionals. Specifically, the Compliance Policies and all of those produced for optimal functioning of the company in accordance with its values and ethical principles.

## 2.7. FACTORS AND TRENDS THAT MAY AFFECT THE FUTURE OF THE ORGANISATION

### Factors in the macro environment

Taking into account the global generation of business, political and economic instability in regions considered strategic can have a major impact on the company´s expansion challenges, as well as on the consolidation of emerging markets. Therefore, the global macroeconomic situation is regularly analysed and studied with a special focus on markets in which the company operates directly or indirectly.



To initiate this analysis, it is necessary to acknowledge that, following the significant setbacks observed in 2020 as a result of the pandemic, the global economy was on a path of gradual recovery before the onset of the invasion of Ukraine. However, the intensity of this recovery varied across geographical areas and sectors. While some economies were able to reach or even surpass pre-pandemic activity levels by the end of the previous year, others still faced a negative activity gap. Nonetheless, the recovery remained contingent on the evolution of the pandemic itself, partly due to the emergence of new virus variants. Moreover, a novel aspect of the economic behavior in 2021 was the sharp increase in global inflation. Particularly, in both energy and non-energy commodities, after several decades of persistently low price growth rates. The inflation surge consistently surprised on the upside, both in terms of its intensity and persistence. This surge was influenced by both demand and supply factors. These two aspects - a recovery conditioned by the evolution of the pandemic and ongoing inflation surprises - continued to shape the trajectory of the global economy in early 2022.

### **Economic Consequences of the Conflict in Ukraine and Its Impact on LAMIGRAF**

The invasion of Ukraine by Russia on February 24, 2022, and the reaction of Western authorities, which has led to the introduction of unprecedented economic sanctions against Moscow, represent a new disruption that is expected to have significant consequences, including adverse effects on economic activity and increased inflationary pressures.

The impact of the Ukrainian crisis has had a drastic effect on the entire supply chain in which LAMIGRAF operates as a decorative paper printer.

This supply chain consists of:

- Paper manufacturers
- Decorative paper printers
- Particle board and MDF manufacturers
- Furniture and flooring manufacturers

The high level of uncertainty regarding the duration and intensity of the recession makes it impossible to predict the effect on final consumption and the financial results of the companies involved in this production chain.

The initial consequences of this uncertainty are reflected in declining sales orders, with a progressive and constant decrease that renders industrial production inoperative with the current allocation of resources.



## Energy sector

A first economic effect of the invasion of Ukraine stems from the fact that Russia and, to a lesser extent, Ukraine, are among the world's major producers of certain energy and non-energy commodities, and Europe relies heavily on imports of some of these products, especially Russian oil and gas.

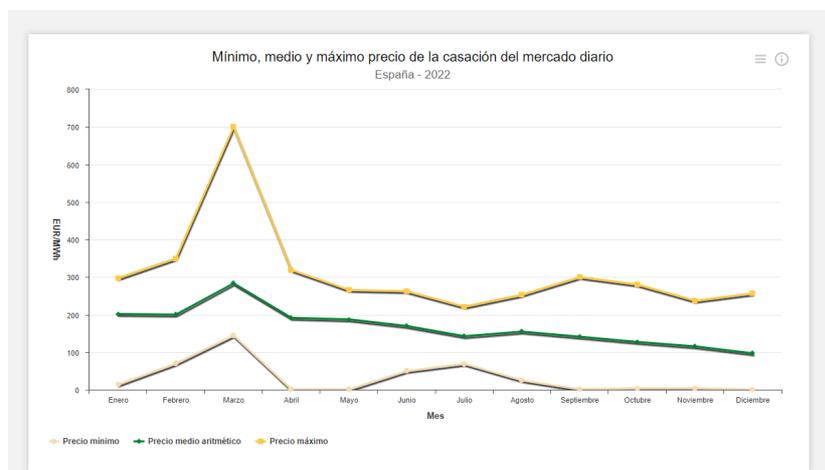
The impact on both gas and electricity is significantly affecting manufacturing costs. In the following table (certified by BDO), we can observe the impact per kilogram produced at the L'Ametlla del Vallès plant.

On average, the manufacturing cost of one kilogram of printed paper is 0.15 cents higher than in mid-2021.

## Electricity

On one hand, the armed conflict has exacerbated the supply shock that the European economy has been experiencing since the summer of 2021 due to the escalation of energy prices. Additionally, it has added a high level of uncertainty regarding its duration and intensity.

Mes	Electricidad	Gas	Electricidad (91%)+ Gas	Kg. producidos	Tasa de producción	Año
Enero	39.356,53	21.179,45	56.993,89	705.000	0,08	2021
Febrero	41.249,10	18.271,42	55.808,10	783.200	0,07	2021
Marzo	38.686,12	24.477,21	59.681,58	832.600	0,07	2021
Abril	33.236,96	27.071,51	57.317,14	702.200	0,08	2021
Mayo	35.098,32	24.967,86	56.907,33	891.200	0,06	2021
Junio	62.232,10	28.243,53	84.874,74	1.022.500	0,08	2021
Julio	68.280,56	34.901,23	97.036,54	591.600	0,16	2021
Agosto	45.096,73	28.371,20	69.409,23	472.100	0,15	2021
Septiembre	86.578,51	59.183,78	137.970,22	806.800	0,17	2021
Octubre	105.715,64	78.672,10	174.873,33	952.200	0,18	2021
Noviembre	111.755,24	102.786,85	204.484,12	1.042.600	0,20	2021
Diciembre	131.374,29	105.596,18	225.146,78	1.038.300	0,22	2021
Enero	113.758,05	107.215,13	210.734,96	817.000	0,26	2022



In the above graph, we can see the evolution of MWh prices in the spot market in Spain. The current high uncertainty does not yet allow us to determine the trend for the coming months.

Graph of MWh price evolution in Spain's spot market: <https://www.esios.ree.es/es/analisis>

## Gas

In the production process of LAMIGRAF, natural gas is used for drying the paper once it is printed. As the paper passes through each of the cylinders, it is dried using gas as fuel. Most designs use between three and four rollers, so the drying process is repeated three to four times.

The company has a gas consumption contract with the distributor MOLGAS ENERGIA S.A.U., and the contract is subject to daily purchase quotations (spot), which can lead to high fluctuations. You can observe the consumption and unit price fluctuations of liquefied gas in Spain at the following link:

<https://www.mibgas.es/es/market-results/price-per-negotiation-session/gnl->

## Freight transportation and packaging

Within the same inflationary spiral, transportation expenses have seen an increase of 28% at the end of May 2022 compared to the previous year, and packaging expenses have increased by 26%."

## Measures to mitigate the inflationary spiral.

"The inflationary scale of energy resources has had a negative impact on the company, causing a loss of competitiveness. However, measures have been taken to mitigate this impact by implementing two major investments, one of which was partially completed by the end of 2022:

- A new gravure printing machine that incorporates technology capable of reducing energy consumption and increasing productivity. The improved design of the new printing machine allows for the incorporation of highly energy-efficient equipment while maintaining high production quality standards.
- Investment in solar panels, promoting the sustainability of the business and cost optimization. This action is also part of an emergency climate scenario where, once the uncertainty of gas and oil costs is eliminated, it will contribute to offering more competitive prices in the decorative paper market."



## Raw materials sector

The margins of LAMIGRAF products have suffered significant erosion, which the company began to notice in the second half of 2021.

As a result of the shortage in the supply of titanium dioxide (the main component of its raw material - base paper), as well as its high demand and successive price increases in pulp, the average purchase prices experienced a variation of 27.7% at the end of the first quarter compared to the same period of the previous year. This increase was gradual throughout the second half of 2021 and early 2022 and represented an approximate variation of 40 cents per kilogram.

Since the beginning of the price escalation, it has been a challenging task to pass on the raw material price increases to customers. The fact that some of the main competitors decided not to pass on part of the increases made the product less competitive in terms of prices. This has led to adjusting the rates with a certain delay interval."

## Technological sector

In 2021, LAMIGRAF decided to take a step forward by integrating the entire business management into a new software. Although this software is not yet fully implemented in all production centers, it has provided the opportunity, during the year 2022, to make global decisions with greater precision and based on profitability criteria, always aiming to satisfy and better meet the needs of customers.

Additionally, a software was also integrated to automate human resources processes as a further step in empowering the staff with up-to-date information and, at the same time, facilitating better business decisions."

## Digitalisation

Although the digitalisation of printing is already a reality for low volume productions, the profitability of it is still far from being real and competing with analogue printing. Undoubtedly, following the R+D process in order to personalise digital printing applied to decorative panels is part of the strategic projects of LAMIGRAF.

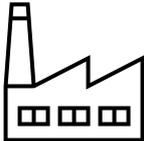


## 2.8. RISK MANAGEMENT

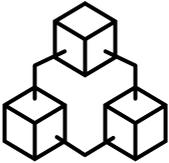
LAMIGRAF manages existing and future risks responsibly and proactively, in a way that enables it to identify and manage critical issues for the company.

It continuously identifies and manages its risks, taking into account the economic and business environment it is in, as well as trends and future challenges for the group. Within this context, over recent years, LAMIGRAF has systematically extended risk analysis and detection in areas such as occupational risk prevention, the environment and penal regulatory compliance.

The GROUP has information systems and internal procedures that make it possible to identify potential risks of a financial nature. There are policies and specific rules for the management of global financial risk, as well as for specific aspects such as management of exchange rate risk, interest rate risk, credit risk and liquidity risk.

	Risks	Control and management mechanisms
	Exchange rates	<ul style="list-style-type: none"> <li>Monitoring of fluctuations in the exchange rate of the currencies it operates with.</li> <li>Establishment of coverage for currencies that are most important for the business</li> </ul>
	Technological barriers	<ul style="list-style-type: none"> <li>Certification in accordance with the regulations of the countries where it sells.</li> </ul>
	Trade barriers in markets where it operates	<ul style="list-style-type: none"> <li>Instructions to the company's own commercial network not to operate in markets where there are commercial risks or the breach of international regulations.</li> <li>Guidance on the risks inherent to each country and trade regulation.</li> <li>Legal advice in the destination</li> </ul>
	Data protection	<ul style="list-style-type: none"> <li>Staff training on regulations that affects the GROUP.</li> <li>Implementation of policies and processes to ensure compliance with applicable legislation.</li> </ul>
	Production and supply chain capacity	<ul style="list-style-type: none"> <li>Establishment of minimum safety stock.</li> <li>Technological and strategic development of optimum manufacturing.</li> <li>Availability of alternative suppliers in order to reduce the level of dependency.</li> </ul>



	<p>New business models and new technologies.</p>	<ul style="list-style-type: none"> <li>▪ Investment in R+D+I.</li> <li>▪ Technological watch and creation of ecosystems in order to incorporate new technologies and collaborate with other agents.</li> <li>▪ Active listening of the market and new trends.</li> </ul>
	<p>Regulatory framework</p>	<ul style="list-style-type: none"> <li>▪ Crime Prevention Plan (Corporate Compliance), action protocols and ethical channel for complaints.</li> <li>▪ Compliance Training for the entire team of staff.</li> <li>▪ Regular checks to ensure compliance with regulations.</li> </ul>
	<p>Climate change</p>	<ul style="list-style-type: none"> <li>▪ Existence of an environmental management system.</li> <li>▪ Active policy to reduce consumption of energy and natural resources</li> </ul>



### 3. ENVIRONMENT AND SUSTAINABILITY

#### 3.1. COMMITMENTS AND ENVIRONMENTAL PROTOCOLS

The commitment, protocols, and environmental measures of LAMIGRAF contribute to the United Nations Sustainable Development Goals. The 17 sustainable development goals aimed at promoting peace and sustainable prosperity become a vision upon which LAMIGRAF builds its demanding individual challenges to become the first company in its sector to achieve net-zero emissions.



Environmental friendliness is an essential requirement for a company with a sustainable vocation like LAMIGRAF. The manufacturing process is focused on the optimisation of the use of natural resources and energy and ongoing improvements in order to mitigate and minimise the environmental impacts caused.

The GROUP is aware of the importance of making the need for growth and economic profitability compatible with an efficient, sustainable and transparent model of development, with rational use of resources through environmental plans and programmes and the encouragement of the circular economy.

LAMIGRAF establishes a series of guidelines aimed at satisfying the needs of Stakeholders in terms of the environmental impact of the value chain:

- Minimise the negative impact of the set of activities.
- Prevent a negative impact on the business through proper management of environmental incidents and crises.
- Add value with ongoing optimisation of the resources needed for proper environmental management.



- Contribute to the image and reputation of LAMIGRAF, based on excellent and innovative environmental management.



For LAMIGRAF, the knowledge amassed, legislative developments and the active listening of stakeholders, are the basis for the definition of new actions within the strategic environmental plan. The encouragement of the circular economy (sustainable materials, waste and life cycle) and the promotion of environmental sustainability on the entire value chain (reduced emissions, reduced water and electricity consumption, biodiversity and sustainable mobility), through efficient management of resources in a way that minimises its environmental impact, is the ambition that will be manifested in the corresponding actions and goals, covering all of the company's activities.

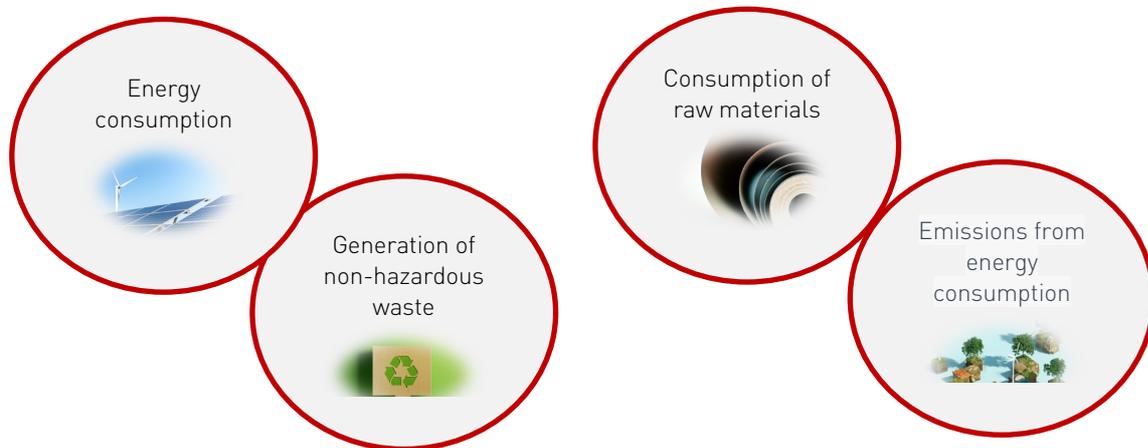
Within the framework of LAMIGRAF's environmental commitments, which extend to all the production centres and commercial offices, it promotes and respects the following commitments:

- The production processes comply with the applicable environmental legislation and other voluntary commitments, and it works, year after year, to make them more sustainable.
- Environmental protection and prevention of pollution through the rational use of resources and by properly managing the waste and atmospheric emissions that are generated.
- The incorporation of the best available techniques in the design and production process, with the aim of minimum risk of environmental impact in all activities.
- Adapting environmental management to its context, implementing the necessary processes to obtain the continuous improvement of environmental performance.
- Training, awareness raising and the involvement of the entire team of staff so that they develop and apply good environmental practices.
- Ongoing evaluation of the effects that its products and procedures may have on health and the environment.
- Collaboration with suppliers in order to improve their procedures in relation to the environment.
- Establishment of ongoing communication with all staff and stakeholders, disseminating these principles and commitments and promoting environmental management at all times as a participatory task at all levels.
- The development of new work processes aimed at saving energy and water.



### 3.2. ENVIRONMENTAL MANAGEMENT SYSTEM

The significant environmental aspects identified within the framework of LAMIGRAF's environmental management system are:



For the control and management of these aspects, monitoring indicators are tracked and procedures are in place that define the systematic approach. Improvement objectives are defined annually to reduce the environmental impact of activities, with a particular focus on reducing energy and raw material consumption.

Most of the actions taken to reduce environmental impact have been gradually implemented in different production centers based on their higher environmental impact. Energy consumption reduction is already being addressed in all production centers, while raw material consumption reduction is addressed in industrial subsidiaries.

Environmental risks and opportunities are identified and controlled in the operational aspect. Opportunities are translated into improvement objectives that are included in the environmental program.

#### Main risks

- No longer being competitive in the environmental efficiency of machines and production processes.
- Incorrect identification of environmental aspects and unsuitable criteria for their evaluation.
- Not achieving the environmental objectives

#### Main opportunities

- Training and raising awareness of staff for more efficient use of production machines.
- Reduced consumption of environmentally hazardous products.
- Optimisation of waste segregation in the factory.
- The installation of solar panels for the self-generation of electrical energy.



- Development of new business models within the circular economy.

### 3.3. LINES OF WORK TOWARDS SUSTAINABILITY

The main lines of work within the field of Sustainability are:

#### Decarbonisation

Reduction of CO2 emissions in order to be carbon neutral in the future.

- Lower energy consumption
- Increased consumption of clean energies
- Offsetting CO2 emissions

#### Materials

Recyclable sustainable materials, not based on fossil fuels.

- Reduced water consumption
- Reduced single-use plastics in packaging
- Improved waste treatment

#### Products

Giving the market solutions and/or services that contribute to a sustainable life.

- Product certifications
- Design and development of sustainable products

#### Persons

Empower employees so that they prosper and can help LAMIGRAF to achieve its mission.

- Facilitate training and qualifications
- Standout as attractive employers in order to attract and promote talent
- Continuously provide healthy and safe conditions

#### Company

Increase commitment to communities.

- Continue to develop the commitment to society

#### Supply chain

Direct the GROUP's supply chain towards sustainability.



- Implement contracts with sustainability clauses

### Logistics

Optimisation of transport by reducing emissions.

- Improved efficiency of the means of transport
- Implementation of forward logistics

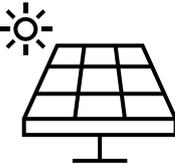
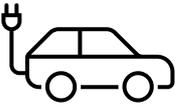
### Communication of sustainability

- Internal - Inform and involve all employees.
- External - In order to inform all stakeholders, making them participants in the way that sustainability is approached and developed.

## 3.4. ENERGY EFFICIENCY

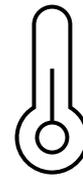
Within the framework of the transition towards a decarbonised economy, LAMIGRAF adopts measures to reduce the consumption of energy, both in all the company's processes, paying special attention to the production process, given that it is the most critical and has the greatest impact on the environment. All the processes are based on energy efficiency, with a direct impact on reducing the consumption of energy and the creation of user emissions, by introducing efficient solutions.

Main improvement actions implemented and planned for future implementation:

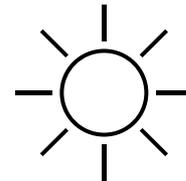
Installation of solar panels to self-generate electric power on the roof.	
Replacement of existing lighting with more efficient (LED type) lighting with a longer useful life as renovations are carried out.	
Progressive incorporation of hybrid and/or electric vehicles in the company fleet.	



Regulation and optimisation of the functioning of air-conditioning systems.



Harnessing of natural light, use of energy-efficient computer equipment, installation of air-conditioning systems split into areas, campaigns with staff for good environmental practices about the functioning of devices and the options to reduce energy consumption.



Installation of a new production machine at the l'Ametlla del Vallès plant with lower energy consumption and increased production efficiency.

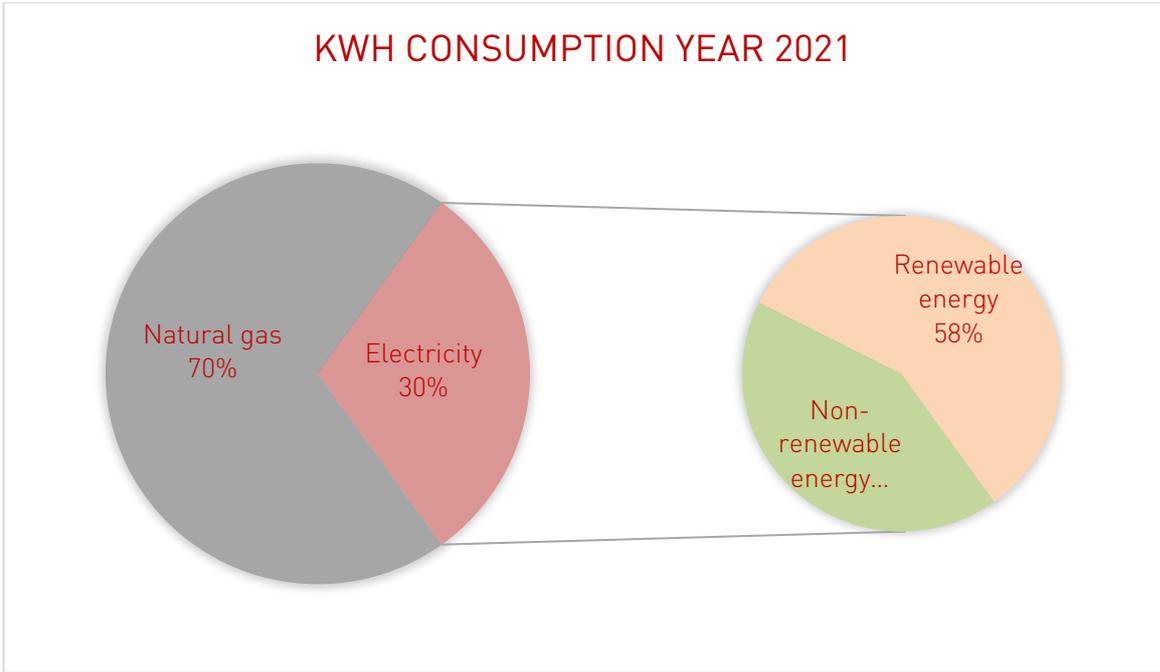


Since the l'Ametlla del Vallès plant is the industrial facility within the GROUP with the highest activity, it is also the installation that consumes the most energy. The main sources of energy used are natural gas, with a consumption of 7,482,580 kWh in the year 2022, and electricity, with a consumption of 3,875,538 kWh sourced 100% from renewable energy.

The result of LAMIGRAF's commitment to energy efficiency and environmental stewardship is reflected in:

- A 27.6% reduction in total kWh consumption compared to the year 2021.
- Complete elimination of non-renewable electricity sources.



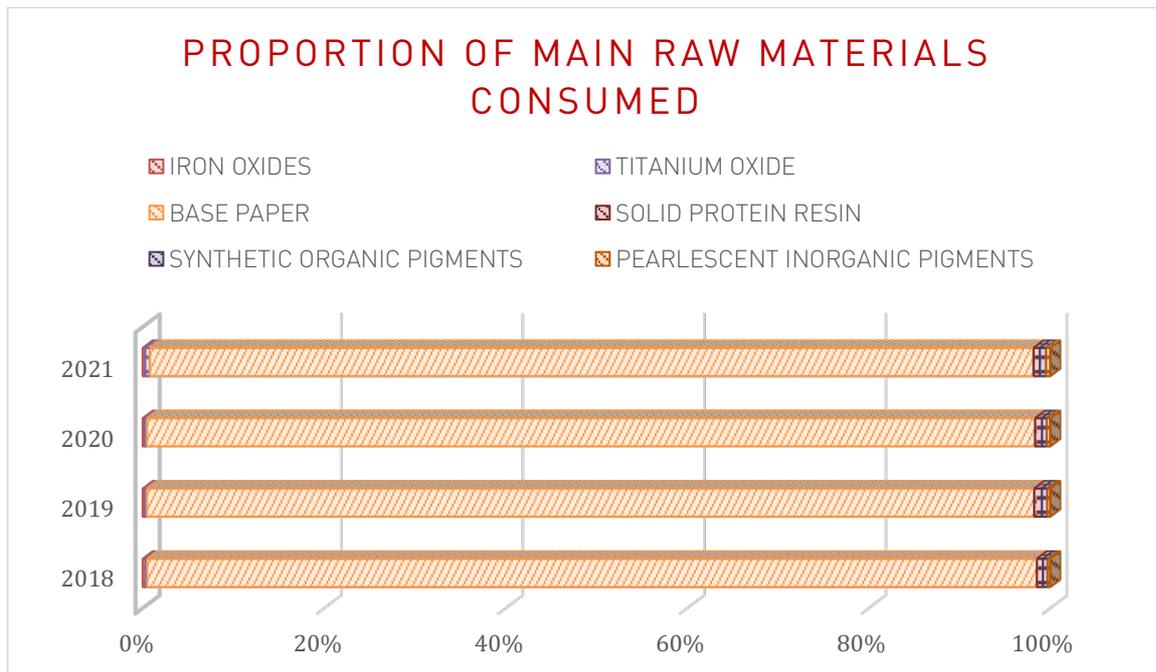


### 3.5. CONSUMPTION OF RAW MATERIALS

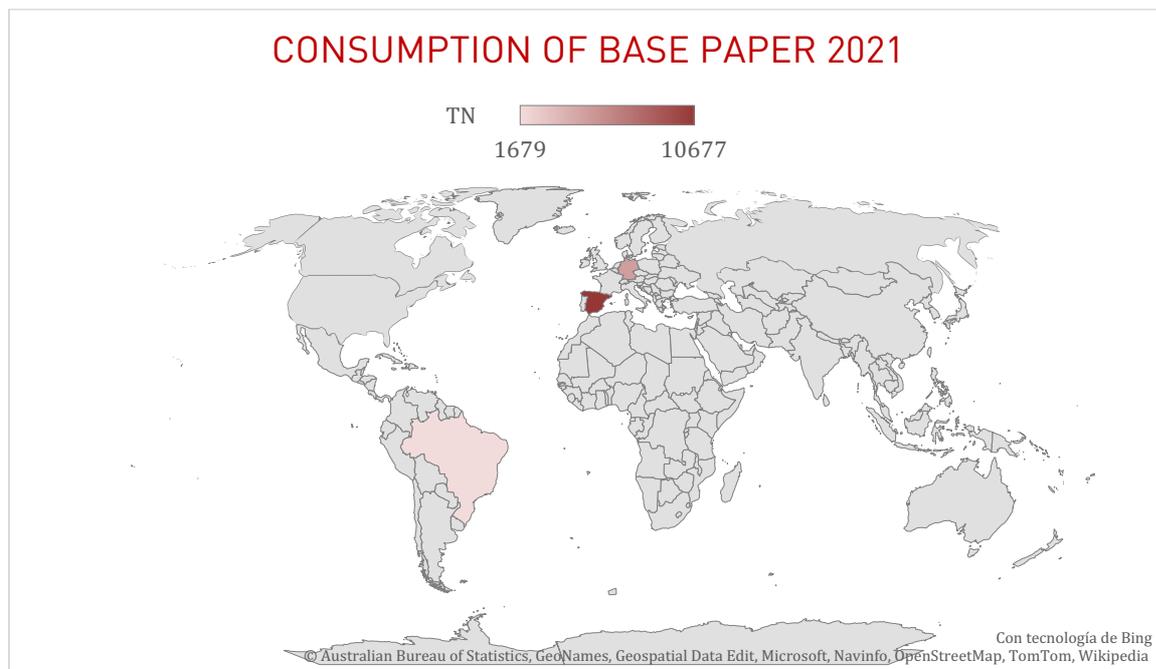
LAMIGRAF is committed to reducing the consumption of raw materials in line with market needs and the company's commitment to sustainability. In this regard, it adapts its purchases to its actual market needs from an operational and customer quality perspective. Additionally, LAMIGRAF constantly innovates in the production and manufacturing process of inks to prevent the waste of raw materials. As a result, there has been an 8% reduction in the variety of raw materials used compared to the previous year.



The proportion of the consumption of the main raw materials over recent years is:



The base paper accounts for over 97% of the raw materials consumed in LAMIGRAF, with a consumption of 15,780.5 tons in the year 2021.



In line with the other commitments to sustainability and the environment, LAMIGRAF purchases paper on FSC Mix and FSC Controlled Wood rolls for the production of decorative printed paper. Thus, it guarantees the sustainable origin of all the paper used and it is certified at all the production plants with the FSC label.



### 3.6. REDUCTION OF GREENHOUSE GAS EMISSIONS

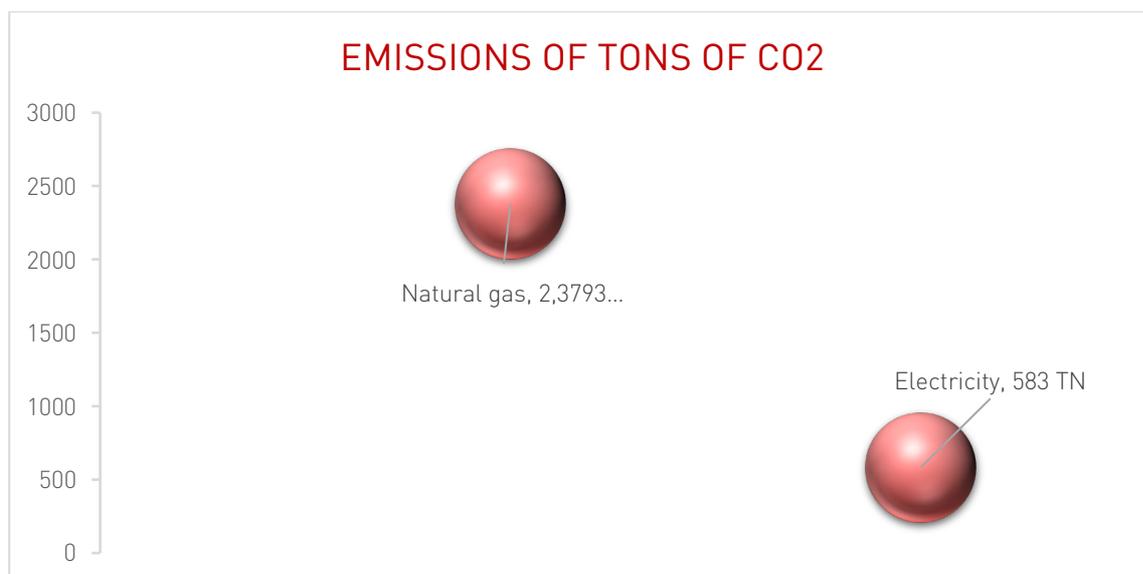
With the aim of reducing the impact of the business on the environment and climate change, LAMIGRAF works to reduce atmospheric emissions caused by operations.

Due to the company's activity, the emission of greenhouse gases is caused by the use of electrical energy, gas, and to a lesser extent, by other fossil fuels. Using the consumption data from these energy sources, the calculation of CO<sub>2</sub> emissions is carried out.

The main actions carried out to minimise atmospheric emissions are:

- Regular implementation of checks of smoke emissions from boilers by specialised staff, as part of the preventive maintenance programmes.
- Optimisation of energy consumption through the use of technologies and energy-efficient machinery.
- Optimisation of the loading of lorries and containers.
- Promotion of meetings via videoconference, avoiding the need for travel.
- The progressive replacement of the range of company vehicles is planned in order to adapt it to environmental standards.
- The installation of solar panels for the self-generation of electrical energy is planned.





Reducing greenhouse gas emissions (GHG) is one of the top priorities in LAMIGRAF's strategic plan to become the first company in its sector to achieve net-zero emissions. To accomplish this, the company implemented an ambitious plan to reduce energy consumption and CO2 emissions, which is yielding results year after year.

**4,3 millones de KWh**  
ahorrados en 2022 gracias a la  
eficiencia energética

**1.300 TN menos**  
de CO2  
durante el año 2022

### 3.7. CONSUMPTION OF WATER AND SAVING MEASURES

The consumption of water is not a significant aspect of LAMIGRAF's activity. The use of water from the mains supply is for the industrial process, as well as the services in all the plants.

In accordance with the commitment to the environment and efficiency in the consumption of resources, LAMIGRAF applies measures and carries out campaigns to raise awareness of responsible use, for example:

- Analysis and monitoring of water consumption.
- Incorporation of automatic devices to limit the flow of water.
- Checks and control of water pressure with the adjustment of regulating equipment.
- Use of drip irrigation in gardens, as well as efficient design of landscaped areas.

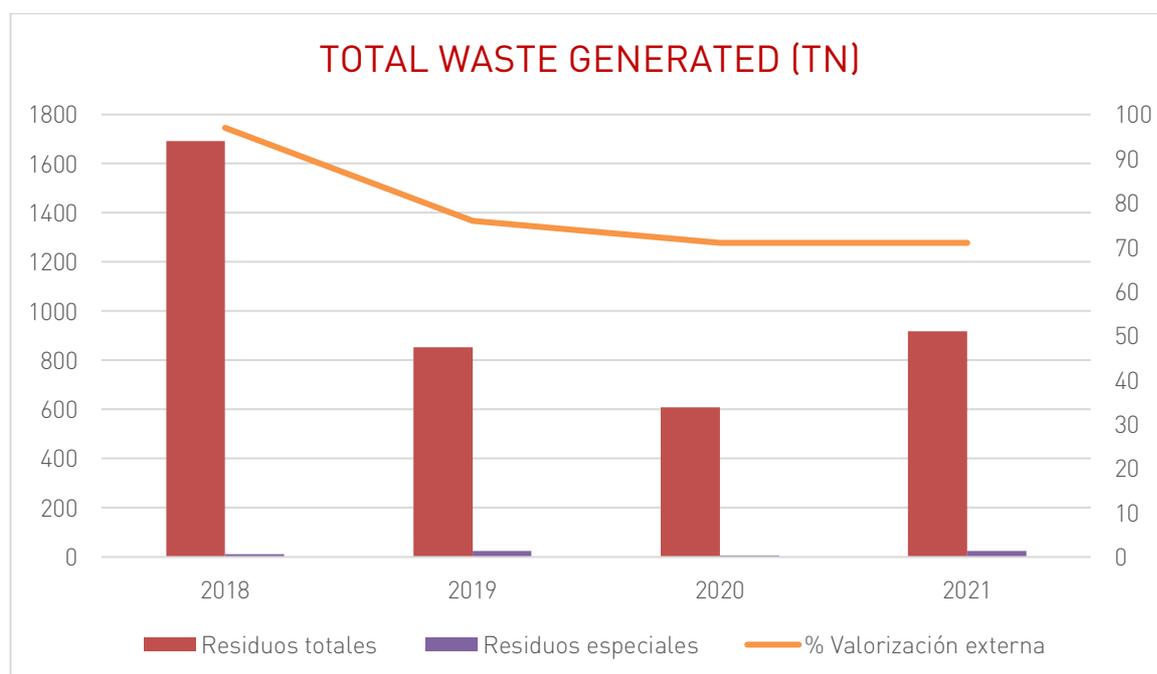


WATER CONSUMPTION		2021
Consumption of water from mains supply		6,592 m3

### 3.8. WASTE AND WASTEWATER

LAMIGRAF promotes responsible management of waste in all production centres and commercial offices and all waste is managed through authorised carriers and managers.

LAMIGRAF externally recovers more than 70% of the waste produced and continues to invest in the resources needed to improve and achieve the recovery objectives established.



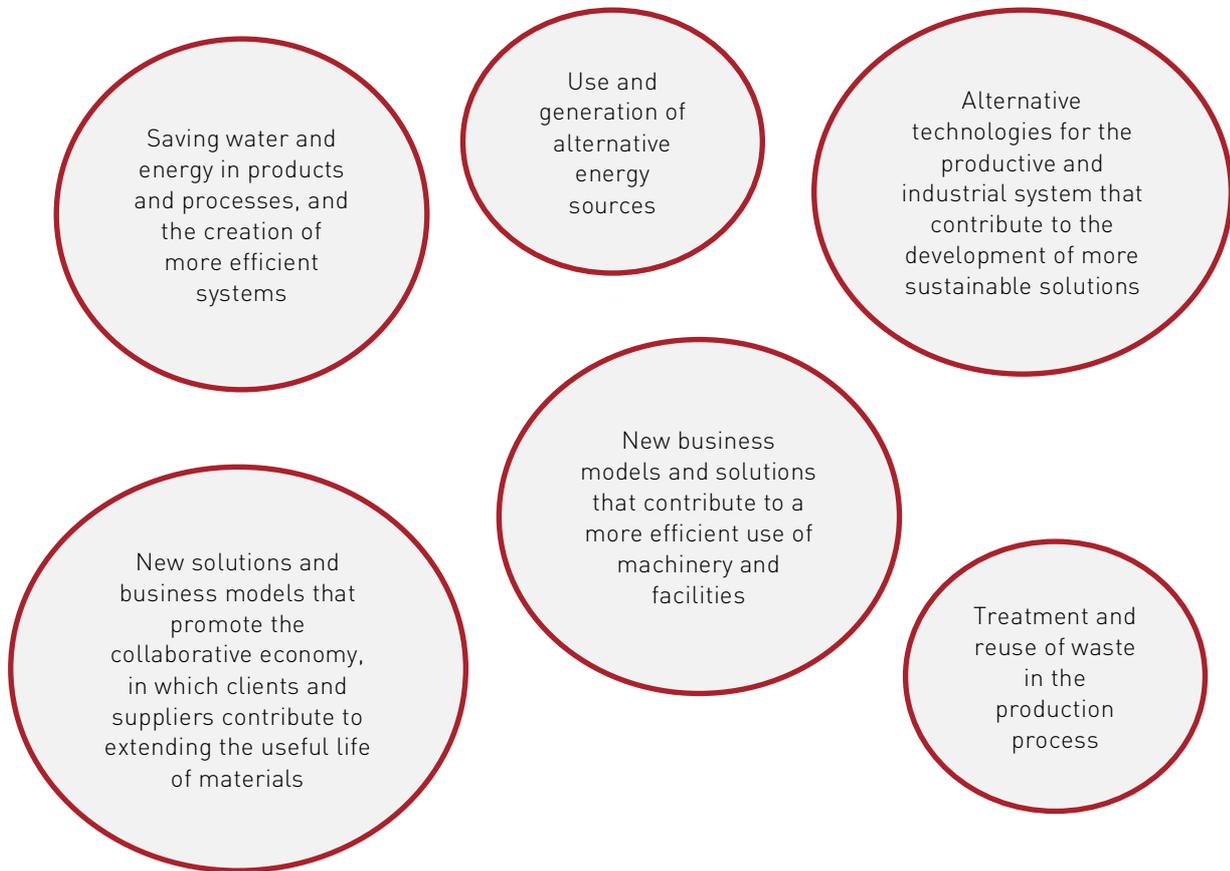
In order to promote and guarantee optimal management of waste, LAMIGRAF has implemented the following actions and corporate policies:

- Operating procedures for Waste Disposal (WD) in the production process.
- Procedure for the Management of IBC Containers in the production and manufacturing process of inks.
- Study for the minimisation of special waste.
- Protocol for Discharge Management and Soil Reports.
- Own Wastewater Treatment Plan with regular analysis of water discharged.
- Preventive maintenance on facilities with specialised companies from the sector.



### 3.9. CLIMATE CHANGE AND ECO-SUSTAINABLE PRODUCTS

One of the strategic challenges of LAMIGRAF is sustainability and circularity, whose objectives are:



LAMIGRAF has outstanding technical solutions that make it possible to precisely determine the optimal consumption of the necessary chemical products and consequently the load of wastewater is reduced. All the products are manufactured in accordance with environmental friendliness criteria. From the design phase, the environmental management procedure is applied according to which it is necessary to take measures to minimise negative environmental effects.

The aspects taken into account are:

- Machines that guarantee the optimisation of natural resources, therefore they save energy and water.
- Noiseless machines to reduce noise pollution.
- Use of durable materials to prevent the consumption of new materials.
- Use of recyclable materials in order to recover them.



## 4. TEAM OF STAFF

### 4.1. CODE OF ETHICS

The Code of Ethics of the GROUP establishes the set of principles and guidelines for conduct targeted at guaranteeing the ethical and responsible behaviour of all the group's administrators, professionals and suppliers.

Thus, the code applies to all administrators (including the individuals who are appointed, legal persons to represent them in the exercise of their role), professionals and suppliers of the group regardless of their hierarchical level, their geographic location or who they are functionally dependent on and the group company to which they provide their services.

The body responsible for ensuring the application of the *Code of Ethics* is the Ethics Committee, an internal and permanent professional body, with responsibility in the field of regulatory compliance. Its roles include promoting an ethical culture and "zero tolerance" of fraud and the commission of unlawful acts, as well as management of the Compliance system.

The *Code of Ethics* is part of the System of governance and sustainability, approved by the Board of Directors. It is the "cornerstone" on which the Compliance system is developed and it acts constantly as an "inspiring" element of the others that comprise the system.

### 4.2. QUALITY OF EMPLOYMENT AND WELLBEING OF STAFF

LAMIGRAF is committed to the creation of a framework of trust in which staff can grow and develop professionally and personally. Empowerment, communication, training and development, equality, work-life balance, and health and safety are the pillars on which the trust is built.

One of the strategic pillars in the evolution of the GROUP's business model are its employees. At the end of 2021 the LAMIGRAF team of staff is formed by 331 people with different profiles, cultures, origins and experiences. Thus, for LAMIGRAF it is essential to promote a quality working environment based on respect, diversity and professional and personal development.

The staff of the GROUP are classified into 4 categories or professional groups:

- Operator
- Clerks & technician
- Middle management
- Management



### 4.3. RESPECT FOR EQUALITY AND DIVERSITY

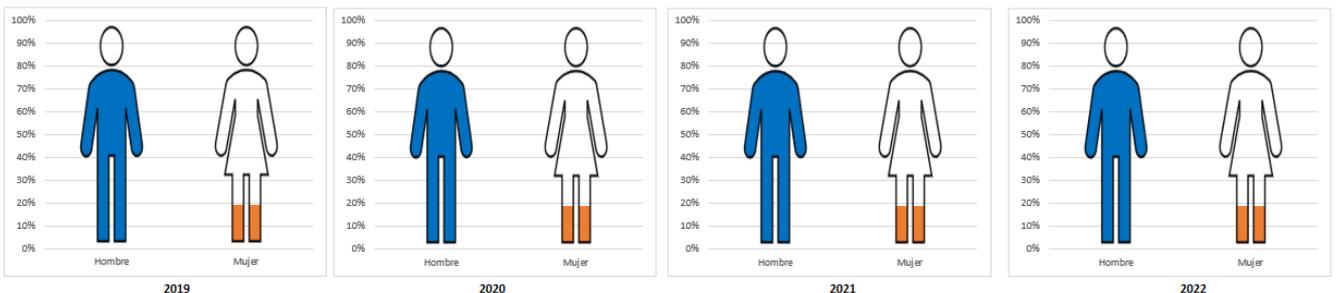
Aware of the importance of encouraging equal opportunities and avoiding discrimination with staff, LAMIGRAF is governed by the Plan for Equal Opportunities, in compliance with Organic Law 3/2007, of 22 March, for the Effective Equality of Women and Men.

It also has a protocol for sexual harassment, mobbing or gender-based harassment, as well as a guide for gender-neutral language in the workplace.

The plan is regularly reviewed and updated, and the Equality Committee, whenever necessary, meets to monitor the implementation of the plan. This committee has representatives from Management and the Company Committee.

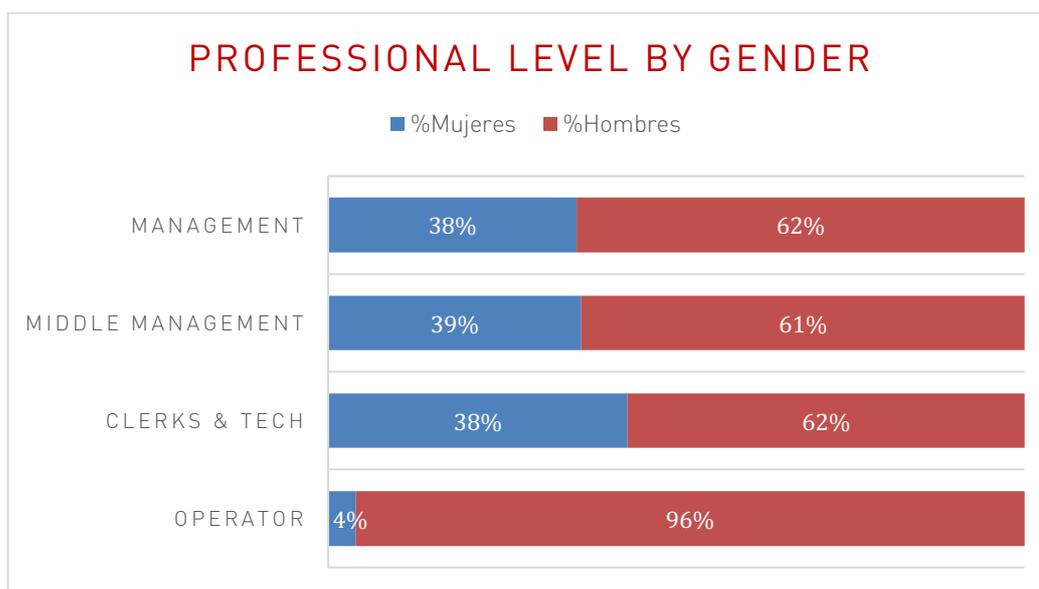
#### Staff by gender

The diverse cultural environments in which LAMIGRAF operates are decisive for understanding the current situation of employment held by men and women. Industrial activity and the different levels of maturity of the labour markets explains the gender distribution of staff.



## Staff by professional level

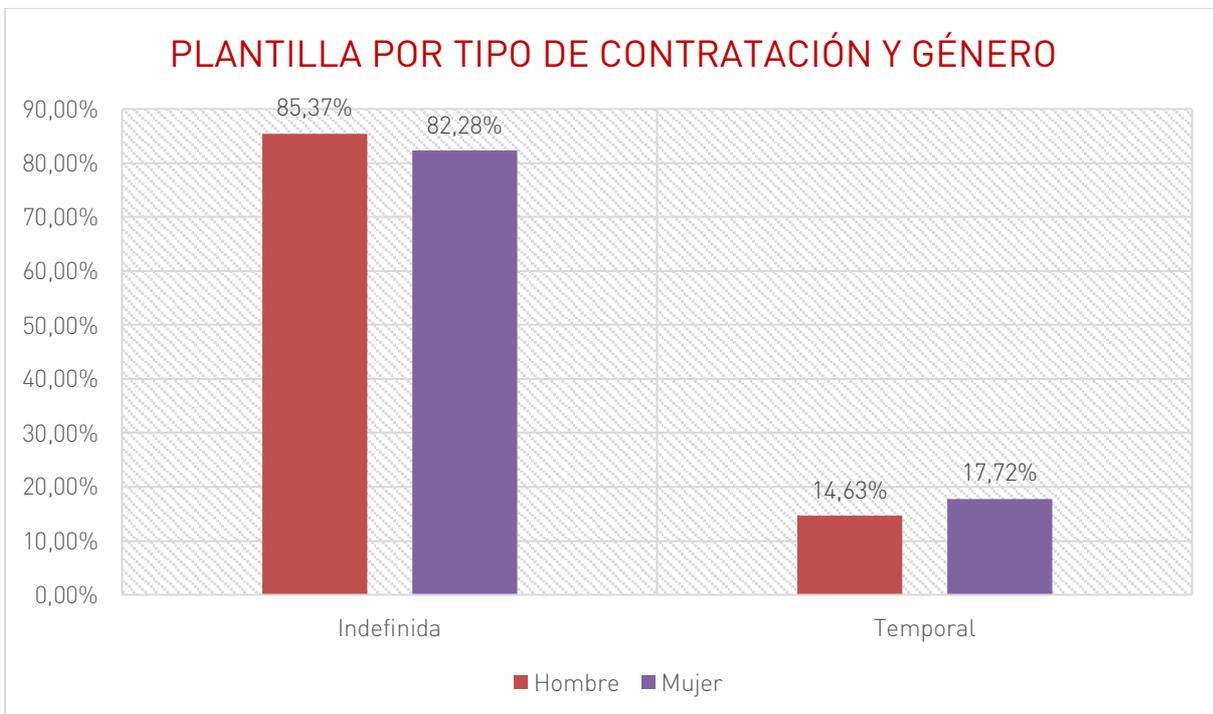
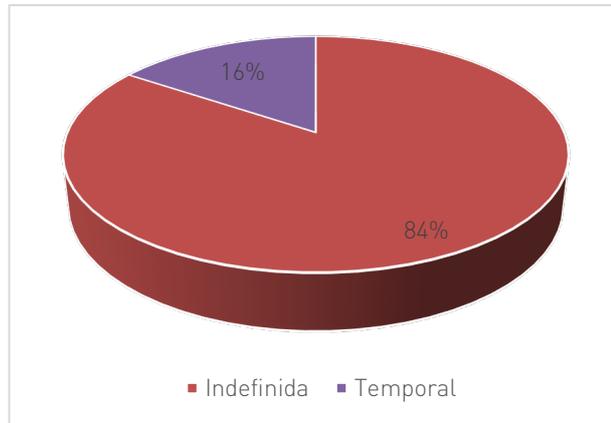
	Total		
	Mujeres	Hombres	Total
Management	6	10	16
Middle Management	16	25	41
Clerks & Tech	46	73	119
Operator	8	188	196
<b>Total</b>	<b>76</b>	<b>296</b>	<b>372</b>



	España			Brasil			Alemania			China		
	M	H	%M	M	H	%M	M	H	%M	M	H	%M
Operator	7	106	6,19%	1	34	2,86%	0	28	0,00%	0	16	0,00%
Clerks & Tech	24	38	38,71%	8	8	50,00%	8	16	33,33%	8	9	47,06%
Middle Management	5	14	26,32%	4	2	66,67%	4	7	36,36%	4	2	66,67%
Management	1	4	20,00%	1	2	33,33%	2	3	40,00%	2	0	100,00%
<b>Total</b>	<b>37</b>	<b>162</b>	<b>18,59%</b>	<b>14</b>	<b>46</b>	<b>23,33%</b>	<b>14</b>	<b>54</b>	<b>20,59%</b>	<b>14</b>	<b>27</b>	<b>34,15%</b>



## Staff according to type of contracting



	Contrato indefinido				
	Total			Total%	
	Mujeres	Hombres	TOTAL	Mujeres	Hombres
Operator	7	159	166	4%	96%
Clerks & Tech	40	60	100	40%	60%
Middle Management	13	23	36	36%	64%
Management	5	9	14	36%	64%
<b>Total</b>	<b>65</b>	<b>251</b>	<b>314</b>	<b>21%</b>	<b>79%</b>



	Contrato temporal				
	Total			Total%	
	Mujeres	Hombres	TOTAL	Mujeres	Hombres
Operator	1	27	28	4%	96%
Clerks & Tech	8	13	21	38%	62%
Middle Management	4	2	6	67%	33%
Management	1	1	2	50%	50%
<b>Total</b>	<b>14</b>	<b>43</b>	<b>57</b>	<b>25%</b>	<b>75%</b>

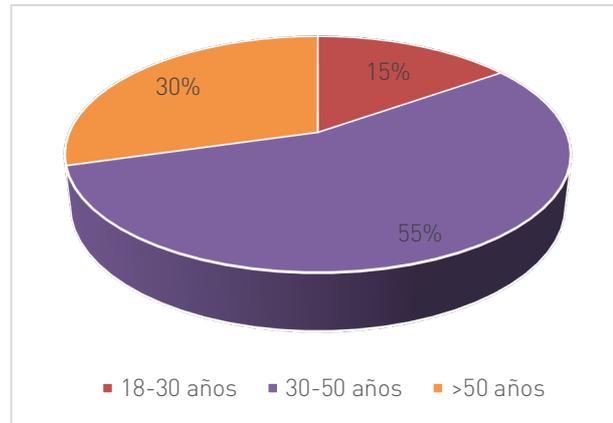
	Contrato indefinido											
	España			Brasil			Alemania			China		
	M	H	%M	M	H	%M	M	H	%M	M	H	%M
Operator	6	100	5,66%	1	34	2,86%	0	23	0,00%	0	2	0,00%
Clerks & Tech	21	33	38,89%	8	7	53,33%	3	13	18,75%	8	7	53,33%
Middle Management	5	14	26,32%	3	1	75,00%	3	6	33,33%	2	2	50,00%
Management	1	4	20,00%	1	2	33,33%	2	3	40,00%	1	0	100,00%
<b>Total</b>	<b>33</b>	<b>151</b>	<b>17,93%</b>	<b>13</b>	<b>44</b>	<b>22,81%</b>	<b>8</b>	<b>45</b>	<b>15,09%</b>	<b>11</b>	<b>11</b>	<b>50,00%</b>

	Contrato temporal											
	España			Brasil			Alemania			China		
	M	H	%M	M	H	%M	M	H	%M	M	H	%M
Operator	1	6	14,29%	0	2	0,00%	0	5	0,00%	0	14	0,00%
Clerks & Tech	3	5	37,50%	0	3	0,00%	5	3	62,50%	0	2	0,00%
Middle Management	0	0		1	1	50,00%	1	1	50,00%	2	0	100,00%
Management	0	0		0	1	0,00%	0	0		1	0	100,00%
<b>Total</b>	<b>4</b>	<b>11</b>	<b>26,67%</b>	<b>1</b>	<b>7</b>	<b>12,50%</b>	<b>6</b>	<b>9</b>	<b>40,00%</b>	<b>3</b>	<b>16</b>	<b>15,79%</b>

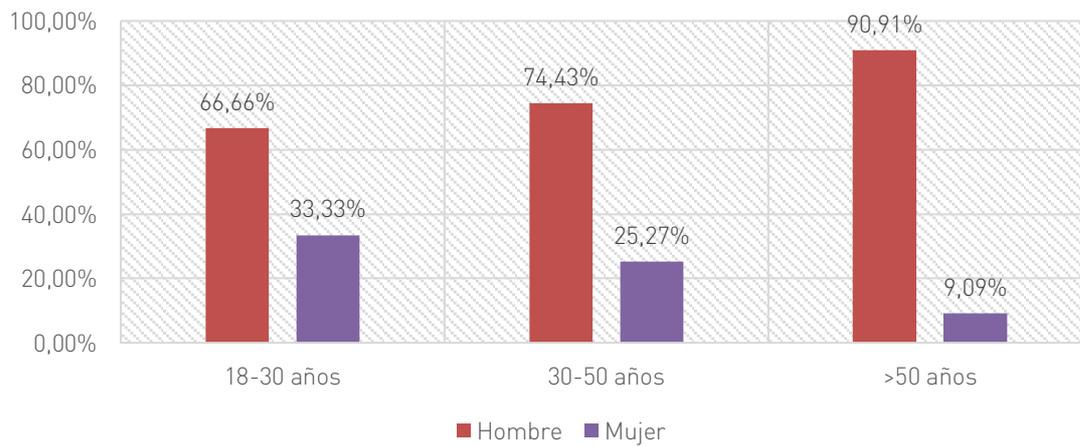
During the year 2022, there were 5 contract terminations, consisting of 4 men and 1 woman, in the age group between 30 and 50 years old, and belonging to the professional groups of Clerks&Technicians and Operators.



## Staff by age group



## PLANTILLA POR FRANJA DE EDAD Y GÉNERO



	18-30 años				
	Total			Total%	
	Mujeres	Hombres	TOTAL	Mujeres	Hombres
Operator	4	24	28	14%	86%
Clerks & Tech	11	10	21	52%	48%
Middle Management	2	0	2	100%	0%
Management	0	0	0	0%	0%
<b>Total</b>	<b>17</b>	<b>34</b>	<b>51</b>	<b>46%</b>	<b>54%</b>



30-50 años					
	Total			Total%	
	Mujeres	Hombres	TOTAL	Mujeres	Hombres
Operator	6	94	100	6%	94%
Clerks & Tech	31	29	60	52%	48%
Middle Management	6	11	17	35%	65%
Management	4	5	9	44%	56%
<b>Total</b>	<b>47</b>	<b>139</b>	<b>186</b>	<b>25%</b>	<b>75%</b>

Más de 50 años					
	Total			Total%	
	Mujeres	Hombres	TOTAL	Mujeres	Hombres
Operator	1	52	53	2%	98%
Clerks & Tech	4	25	29	14%	86%
Middle Management	2	7	9	22%	78%
Management	2	6	8	25%	75%
<b>Total</b>	<b>9</b>	<b>90</b>	<b>94</b>	<b>12%</b>	<b>88%</b>

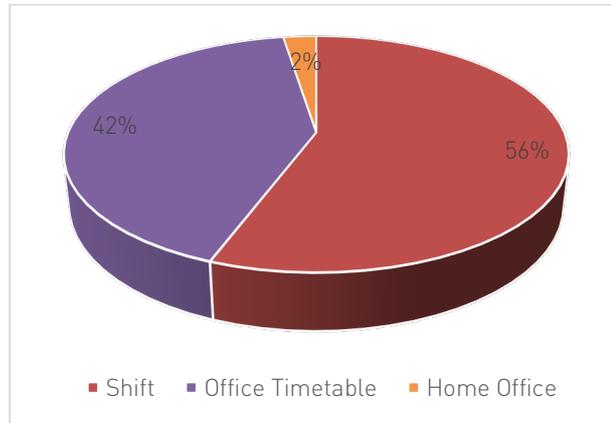
18-30 años												
	España			Brasil			Alemania			China		
	M	H	%M	M	H	%M	M	H	%M	M	H	%M
Operator	3	9	25,00%	1	8	11,11%	0	6	0,00%	0	1	0,00%
Clerks & Tech	4	5	44,44%	3	1	75,00%	0	1	0,00%	4	3	57,14%
Middle Management	0	0		1	0	100,00%	1	0		0	0	
Management	0	0		0	0		0	0		0	0	
<b>Total</b>	<b>7</b>	<b>14</b>	<b>33,33%</b>	<b>5</b>	<b>9</b>	<b>35,71%</b>	<b>1</b>	<b>7</b>	<b>12,50%</b>	<b>4</b>	<b>4</b>	<b>50,00%</b>

30-50 años												
	España			Brasil			Alemania			China		
	M	H	%M	M	H	%M	M	H	%M	M	H	%M
Operator	4	61	6,15%	0	23	0,00%	0	9	0,00%	2	1	66,67%
Clerks & Tech	14	16	46,67%	6	6	50,00%	6	3	66,67%	5	4	55,56%
Middle Management	4	7	36,36%	1	1	50,00%	0	1	0,00%	1	2	33,33%
Management	1	2	33,33%	1	1	50,00%	0	2	0,00%	2	0	
<b>Total</b>	<b>23</b>	<b>86</b>	<b>21,10%</b>	<b>8</b>	<b>31</b>	<b>20,51%</b>	<b>6</b>	<b>15</b>	<b>28,57%</b>	<b>10</b>	<b>7</b>	<b>58,82%</b>

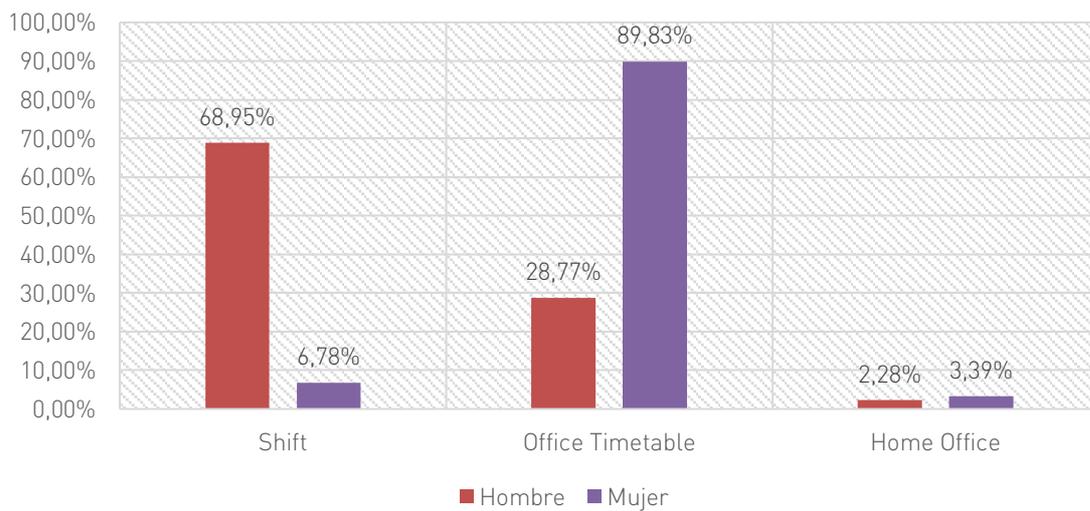
Más de 50 años												
	España			Brasil			Alemania			China		
	M	H	%M	M	H	%M	M	H	%M	M	H	%M
Operator	1	35	2,78%	0	3	0,00%	0	14	0,00%	0	0	
Clerks & Tech	4	13	23,53%	0	2		0	10	0,00%	0	0	
Middle Management	0	5	0,00%	0	0		2	2	50,00%	0	0	
Management	0	2	0,00%	0	1	0,00%	2	3	40,00%	0	0	
<b>Total</b>	<b>5</b>	<b>55</b>	<b>8,33%</b>	<b>0</b>	<b>6</b>	<b>0,00%</b>	<b>4</b>	<b>29</b>	<b>12,12%</b>	<b>0</b>	<b>0</b>	



## Staff by work day



## STAFF BY WORK DAY AND GENDER



	Shift				
	Total			Total%	
	Mujeres	Hombres	TOTAL	Mujeres	Hombres
Operator	5	153	158	3%	97%
Clerks & Tech	2	20	21	10%	90%
Middle Management	0	0	0		
Management	0	0	0		
<b>Total</b>	<b>7</b>	<b>173</b>	<b>179</b>	<b>4%</b>	<b>96%</b>



Office Timetable					
	Total			Total%	
	Mujeres	Hombres	TOTAL	Mujeres	Hombres
Operator	17	30	47	36%	64%
Clerks & Tech	35	41	76	46%	54%
Middle Management	12	23	35	34%	66%
Management	5	7	12	42%	58%
<b>Total</b>	<b>69</b>	<b>101</b>	<b>170</b>	<b>41%</b>	<b>59%</b>

Home Office					
	Total			Total%	
	Mujeres	Hombres	TOTAL	Mujeres	Hombres
Operator	0	0	0		
Clerks & Tech	0	0	0		
Middle Management	0	2	2	0%	100%
Management	1	2	3	33%	66%
<b>Total</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>20%</b>	<b>80%</b>

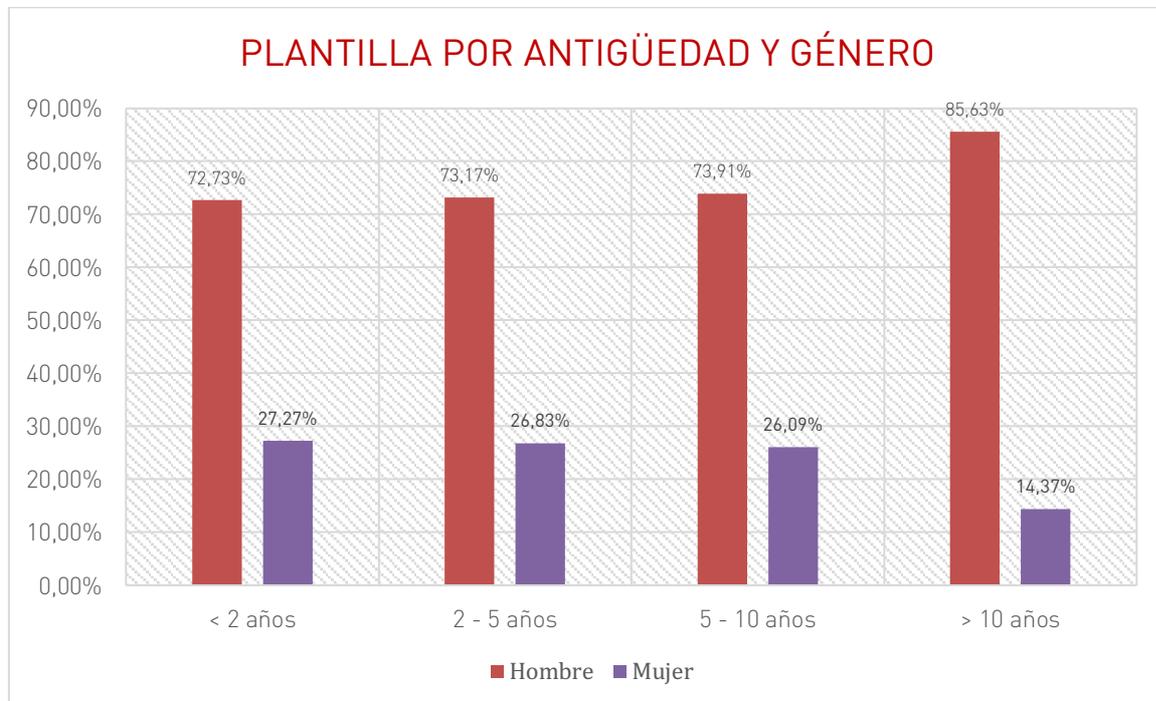
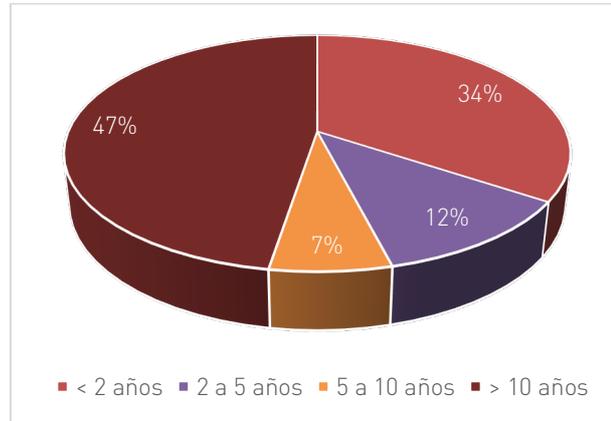
Shift												
	España			Brasil			Alemania			China		
	M	H	%M									
Operator	2	74	2,63%	1	35	2,78%	0	30	0,00%	2	14	12,50%
Clerks & Tech	2	7	22,22%	0	0		0	10	0,00%	0	3	0,00%
Middle Management	0	0		0	0		0	0		0	0	
Management	0	0		0	0		0	0		0	0	
<b>Total</b>	<b>4</b>	<b>81</b>	<b>4,71%</b>	<b>1</b>	<b>35</b>	<b>2,78%</b>	<b>0</b>	<b>40</b>	<b>0,00%</b>	<b>2</b>	<b>17</b>	<b>10,53%</b>

Office Timetable												
	España			Brasil			Alemania			China		
	M	H	%M	M	H	%M	M	H	%M	M	H	%M
Operator	17	30	36,17%	0	0		0	0		0	0	
Clerks & Tech	11	26	29,73%	8	6	57,14%	7	3	70,00%	9	6	60,00%
Middle Management	5	14	26,32%	3	3	50,00%	2	3	40,00%	2	3	40,00%
Management	2	4	33,33%	1	2	33,33%	1	0	100,00%	1	1	50,00%
<b>Total</b>	<b>35</b>	<b>74</b>	<b>32,11%</b>	<b>12</b>	<b>11</b>	<b>52,17%</b>	<b>10</b>	<b>6</b>	<b>62,50%</b>	<b>12</b>	<b>10</b>	<b>54,55%</b>

Home Office												
	España			Brasil			Alemania			China		
	M	H	%M	M	H	%M	M	H	%M	M	H	%M
Operator	0	0		0	0		0	0		0	0	
Clerks & Tech	0	0		0	0		0	0		0	0	
Middle Management	0	0		0	0		0	2	0,00%	0	0	
Management	0	0		0	0		1	2	33,33%	0	0	
<b>Total</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>1</b>	<b>4</b>	<b>20,00%</b>	<b>0</b>	<b>0</b>	



## Staff by seniority



	Menos de 2 años				
	Total			Total%	
	Mujeres	Hombres	TOTAL	Mujeres	Hombres
Management	1	5	6	17%	83%
Middle Management	2	5	7	29%	71%
Clerks & Tech	20	18	38	53%	47%
Operator	7	35	42	17%	83%
<b>Total</b>	<b>30</b>	<b>63</b>	<b>93</b>	<b>32%</b>	<b>68%</b>



De 2 a 5 años					
	Total			Total%	
	Mujeres	Hombres	TOTAL	Mujeres	Hombres
Management	0	1	1	0%	100%
Middle Management	3	3	6	50%	50%
Clerks & Tech	6	5	11	55%	45%
Operator	1	23	24	4%	96%
<b>Total</b>	<b>10</b>	<b>32</b>	<b>42</b>	<b>24%</b>	<b>76%</b>

5-10 años					
	Total			Total%	
	Mujeres	Hombres	TOTAL	Mujeres	Hombres
Management	0	1	1	0%	100%
Middle Management	2	2	4	50%	50%
Clerks & Tech	4	1	5	80%	20%
Operator	0	16	16	0%	100%
<b>Total</b>	<b>6</b>	<b>20</b>	<b>26</b>	<b>23%</b>	<b>77%</b>

Más de 10 años					
	Total			Total%	
	Mujeres	Hombres	TOTAL	%Mujeres	%Hombres
Management	4	2	6	67%	33%
Middle Management	5	11	16	31%	69%
Clerks & Tech	16	37	53	30%	70%
Operator	1	99	100	1%	99%
<b>Total</b>	<b>26</b>	<b>149</b>	<b>175</b>	<b>15%</b>	<b>85%</b>

Menos de 2 años												
	España			Brasil			Alemania			China		
	M	H	%M	M	H	%M	M	H	%M	M	H	%M
Operator	6	8	42,86%	1	21	4,55%	0	4	0,00%	0	2	0,00%
Clerks & Tech	4	5	44,44%	4	3	57,14%	4	4	50,00%	8	6	57,14%
Middle Management	1	1	50,00%	0	0		0	2	0,00%	1	2	33,33%
Management	0	1	0,00%	1	1	50,00%	0	3	0,00%	0	0	
<b>Total</b>	<b>11</b>	<b>15</b>	<b>42,31%</b>	<b>6</b>	<b>25</b>	<b>19,35%</b>	<b>4</b>	<b>13</b>	<b>23,53%</b>	<b>9</b>	<b>10</b>	<b>47,37%</b>

2-5 años												
	España			Brasil			Alemania			China		
	M	H	%M	M	H	%M	M	H	%M	M	H	%M
Operator	1	10	9,09%	0	6	0,00%	0	7	0,00%	0	0	
Clerks & Tech	3	4	42,86%	2	0	100,00%	1	0	100,00%	0	1	0,00%
Middle Management	0	3	0,00%	2	0	100,00%	0	0		1	0	100,00%
Management	0	1	0,00%	0	0		0	0		0	0	
<b>Total</b>	<b>4</b>	<b>18</b>	<b>18,18%</b>	<b>4</b>	<b>6</b>	<b>40,00%</b>	<b>1</b>	<b>7</b>	<b>12,50%</b>	<b>1</b>	<b>1</b>	<b>50,00%</b>



5-10 años												
	España			Brasil			Alemania			China		
	M	H	%M	M	H	%M	M	H	%M	M	H	%M
Operator	0	2	0,00%	0	7	0,00%	0	7	0,00%	0	0	
Clerks & Tech	1	1	50,00%	2	0	100,00%	1	0	100,00%	0	0	
Middle Management	1	1	50,00%	1	1	50,00%	0	0		0	0	
Management	0	0		0	1	0,00%	0	0		0	0	
<b>Total</b>	<b>2</b>	<b>4</b>	<b>33,33%</b>	<b>3</b>	<b>9</b>	<b>25,00%</b>	<b>1</b>	<b>7</b>	<b>12,50%</b>	<b>0</b>	<b>0</b>	

Más de 10 años												
	España			Brasil			Alemania			China		
	M	H	%M	M	H	%M	M	H	%M	M	H	%M
Operator	1	84	1,18%	0	0		0	15	0,00%	0	0	
Clerks & Tech	14	24	36,84%	0	0		2	13	13,33%	0	0	
Middle Management	2	7	22,22%	0	0		3	4	42,86%	0	0	
Management	1	2	33,33%	0	0		2	0	100,00%	1	0	100,00%
<b>Total</b>	<b>18</b>	<b>117</b>	<b>13,33%</b>	<b>0</b>	<b>0</b>		<b>7</b>	<b>32</b>	<b>17,95%</b>	<b>1</b>	<b>0</b>	<b>100,00%</b>

The commitment to the labor integration of people with functional diversity is fulfilled through the direct hiring of 4 individuals who have a certain degree of disability, occupying a position that suits their situation, as well as contracting services from special employment centers.

#### 4.4. REMUNERATION AND COMPENSATION

The operating criteria of LAMIGRAF on pay have to simultaneously reflect the culture and values of the company and the specific frameworks of each of the markets and different working environments in which it operates.

The organisational system implemented at LAMIGRAF directly involves the departments on the progressive application of high common stands for working quality and professional remuneration.

The criteria in terms of establishing remuneration aims to be consistent with the level of difficulty and responsibility assumed by the people, commensurate with effort and performance, and stimulate the attainment of better results. It is thus based on objective and measurable meritocracy criteria.

Remuneration is established according to the job category.

The level of remuneration of the employees included in the collective agreement is established in accordance with the professional group and/or professional category to which they belong.



21% of the total workforce is composed of women, while 79% is composed of men. The average salary for women in the year 2022 is €30,153.19, and for men, it is €29,595.07. These figures indicate a gender pay gap of -1.8%.

#### **4.5. WORKING ENVIRONMENT AND COMMUNICATION**

The working climate is a strategic cornerstone of the management of people and an important component for the organisational culture of LAMIGRAF. Consequently, it works to create a working environment where people, in addition to giving the best of themselves, are satisfied with their workplace. It regularly carries out a survey of psychosocial risks (with the participation of the Company Committee) and encourages an engagement survey aimed at all the people who work in the community.

LAMIGRAF encourages communication through internal corporate channels, as well as through the two-way flow between teams.

- Internal signage located in all the work centres.
- Statements via email
- Mobile application
- Employee Portal, through which personal information can be accessed
- Sessions aimed at all staff, in order to make staff aware of the main projects of the current year.
- Half-yearly meetings aimed at the group of middle management in order to transmit information about the most important elements for the development of the company.
- Meetings among members of staff and Management, in order to promote channels of direct communication with senior management where it is possible to talk about and debate different company issues that generate interest and concern.

#### **4.6. DIGITAL DISCONNECTION**

The right to digital disconnection has recently been incorporated into the Spanish legal system as a way to guarantee the respect for rest time without the working day being exceeded through the use of electronic means provided to employees.

LAMIGRAF is an essentially industrial corporation devoted to the design, production and marketing of decorative printed paper. This means that, due to the very nature of the industrial work, which is mostly carried out in production plants, employees do not have access to digital devices, even during the hours of the working day.



Within the GROUP, although there is no specific formalised policy for digital disconnection, unlike the members of Management, the other roles are governed by a system of clocking in and out at the start and end of the day and, generally, they are not provided with digital devices of a professional nature that can be used outside of their working hours.

#### **4.7. SOCIAL DIALOGUE, RELATIONS AND SOCIAL BENEFITS**

Staff representation in LAMIGRAF work centres is established by the Company Committee, in accordance with what is established by law. The staff-company social dialogue is mainly carried out through committees or work groups according to the subject in question.

LAMIGRAF, in the interest of its commitment to people and social relations, carries out the following programmes:

##### ***“VALOREM LES TEVES IDEES” PROGRAMME***

The “VALOREM LES TEVES IDEES” Programme encourages staff participation in order to determine general improvements in the working environment, whether through energy saving proposals, innovation, social partnerships, work-life balance, improved process or any other area of interest with an impact on the professional environment.

This programme inspires creativity, innovation and continuous learning as key skills in order to encourage ideas for joint improvement, and also financially rewards those that are implemented.

##### **COOL PROGRAM**

The “COOL” Program, acronym for Comfort, Order, Organization, and Cleanliness, promotes collaboration among employees to generate improvement ideas in the work environment. Its objective is to foster internal talent and implement proposals that meet the needs of the workforce.

##### **TEAM BUILDING PROGRAMMES**

The Team Building programmes include a series of outdoor and training activities aimed at training the teams, creating a systematic process designed to improve relationships between the participants.

LAMIGRAF believes that these activities encourage productive working relationships in a relaxed environment, they help to improve understanding, increase the sense of belonging, resolve conflicts, seek solutions and align objectives.



## TEAM BONDING PROGRAMMES

The Team Bonding programmes include fun and entertaining activities outside of the company's facilities and they are aimed at creating greater unity and cohesion in the group, in order to generate new energies that have a positive influence on personal and group wellbeing.

## BENEFITS PROGRAMME

In addition to financial remuneration, which is established in accordance with the characteristics of the position held, market competitiveness, individual skills and the value contributed, there are benefits programmes that complement the financial salary.

These benefits programmes are an integral part of the compensation policy and strategy and they are designed to care for people as a whole, implementing specific wellbeing policies that encourage the balance between work performance and physical, mental and emotional health.

### Balance between work and personal life

LAMIGRAF has implemented specific measures aimed at balancing family and work life.

- Flexible working hours

People included in the office hours regime have flexible hours and can follow a working day that is appropriate to their professional and personal commitments.

- Short working day

Staff included in the office hours regime have a short working day every Friday of the year.

### Preservation of health

LAMIGRAF has implemented actions that help to preserve physical, mental and emotional health.

- "*T'escoltem*" Programme

Support and emotional monitoring programme for all staff, through a personalised assistance project in which psychological support and integral emotional care is offered.

- Accident insurance

24/7/365 Accident insurance that covers all staff regardless of the role they hold.

- Emergency and first aid room



It has specific units for handling emergencies and for carrying out first aid treatments, equipped with a defibrillator and all the material and implements needed to carry out first aid.

- Life insurance

Incentives programme in management roles and for employees subject to constant travel, offering protection against a possible contingency in order to guarantee the necessary financial support for the person insured and their beneficiaries.

### Specific benefits

As a result of the social dialogue and smooth communication between staff and the company, specific aspects are agreed for the social benefit of staff:

- Benefits negotiated above the level of the agreement or paid leave.
- Salary supplement in the first 3 days of leave.

### Favourable transport conditions

Own fleet of vehicles and private parking within the facilities, as well as providing discounts on fuel at agreed service stations.

### Food and social relations

Canteen fitted out for the use of all employees who wish to use it. This space is viewed as a hub for relations where it is possible to share and chat in a more informal atmosphere, encouraging interaction between people.

## **4.8. TALENT MANAGEMENT AND TRAINING FOR DEVELOPMENT**

At LAMIGRAF the business vision is based on the long term and this vision is passed on to employees and to their professional careers, promoting a working environment that ensures the internal recognition of talent and the culture of work.

The corporate principles of LAMIGRAF include the growth and development of professionals through training, which is understood by the GROUP as all the teaching activities that enable the development of the capacities and talent of the people employed.



The development of staff is one of the cornerstones for tackling the business challenges and LAMIGRAF encourages continuous professional improvement, bearing in mind the business model, corporate culture and adaptation to the environment. The management of people seeks to attract, develop, motivate and gain the necessary human talent to achieve the strategic objectives, aligned to meet the expectations of clients and markets.

Such is the importance of training that LAMIGRAF has introduced an initial Training programme for everyone who joins the company and specific development programmes to achieve a working environment of maximum quality and efficiency at all of the GROUP 's centres.

The training activity is aimed at meeting training needs through programmes or projects and contributing to the development of professionals. That is why the Personnel department, along with the people in charge of the departments, identifies which courses are necessary for each group of employees and the training offered is created based on this.

The areas of training worked on are based on 3 main pillars: technical training, which, depending on the professional category held by the professionals is carried out with one kind of training or another, the development of staff skills, relating to the culture and values of LAMIGRAF, and other areas that have a significant impact on the organisation. In any case, cross-cutting areas are also included such as occupational health and safety and languages.

In order to promote the hiring of talent through work placement agreements, LAMIGRAF has dual training programmes and collaboration with social entities, schools and institutes.

The hours of training taught at LAMIGRAF over recent years have followed an upward trend, in accordance with its strategic policy and commitment to the professional development of staff, the trend was only curtailed over the last two years due to the Covid-19 pandemic.

Thus, in the year 2017, a total of 2,444 training hours were provided at the Barcelona headquarters. In 2018, it increased to 3,088 hours, and in 2019, it further rose to 5,071 hours. In the years 2020, 2,313 hours of training were conducted, while in 2021, it increased to 2,850 hours. In the year 2022, the training levels reached pre-pandemic levels, with over 5,000 hours dedicated to employee development.



The type of actions taught within the Training Plan is:

- Languages and computing.
- Technical training.
- Safety, Health, Environment and Quality.
- Management and administration

The following sunburst chart graphic shows the proportionality of the training hours taught in each of the areas and segregated by gender. We can see that, due to the pandemic and the strategic commitment of LAMIGRAF to preserve health and the environment, the trend in 2020 and 2021 has been to increase the training hours in the department of Safety, Health, Environment and Quality.

#### **4.9. ORGANISATION OF PERFORMANCE**

##### **Organisation of work time**

With regard to the organisation of work, it should be considered that LAMIGRAF is an industrial company and undertakes continuous production according to manufacturing requirements and demand. To this end, the GROUP has different production plants, factories and warehouses, and allocates most of its human capital to the production process, for subsequent marketing.

Consequently, LAMIGRAF has a situation where the vast majority of its staff provide their services in the production area, with a regime of work shifts, whether rotating (morning, afternoon and nights) or fixed.

##### **Number of absenteeism hours**

The analyzed index indicates that during the year 2022, taking into account all types of absenteeism except for vacation periods, a total of 1,280 hours of absenteeism were recorded.

##### **Measures to facilitate work-life balance and encourage shared responsibility**

LAMIGRAF carries out its activity aware of the growing importance of measures aimed at enjoying a work-life balance and encouraging its exercise by both parents, regardless of gender.

Therefore, this practice is carried out in accordance with the national legislation and culture of each country where LAMIGRAF undertakes its activity.



One of the key values of the GROUP is to be committed and responsible at a local and international level, as outlined in the code of ethics.

Thus, LAMIGRAF not only imposes compliance with current legislation, but also the promotion of the purpose of the regulations.

Thus, it is worth highlighting that the companies that comprise the GROUP adopt different work-life balance measures according to their local legislation.

So, in Spain, aside from promoting the use of flexible remuneration, all relevant information is provided to staff about balancing personal and family life, employees are duly informed of their rights, among which it is worth highlighting the option for flexible hours in their working day.

#### **4.10. HEALTH AND SAFETY – COVID-19**

Health and safety in the workplace is a basic and essential principle for LAMIGRAF, based on the integration of prevention into all of its activities and at all hierarchical levels of its staff, in order to ensure effective protection against the occupational risks present, as well as continuous improvement of working conditions and the working environment.

The GROUP has committed to ongoing improvement of health and safety conditions in the workplace through a scheduled, systematic and regular process of evaluation and analysis of incidents.

As outlined in the Occupational Risk Prevention Plan in Spain, the commitment and occupational risk prevention model that LAMIGRAF follows is based on the integration of preventive activity at all hierarchical levels of the organisational structure, especially, in activities with a potential impact on the health and safety of workers, which mainly encompass the professional categories of technicians, skilled staff and operators, without ignoring risks in administrative positions.

The other countries where LAMIGRAF carries out its activity ensure the correct application of health and safety in the workplace, in accordance with the legislation that applies to them.



Likewise, there are mandatory corporate regulations for the entire GROUP that establish specific regulation on the use of work clothing and the use of Personal Protective Equipment (PPE).

In line with its occupational safety objective, the objectives of the Prevention Plan are:

- To integrate **the prevention of occupational risks** in the general management system of LAMIGRAF, into its series of activities and all of its hierarchy levels.
- To describe **the organisational structure**, responsibilities, duties, practices, procedures, processes and resources needed to complete risk prevention action in the company.

LAMIGRAF regularly carries out the preventive actions required by the regulation on occupational risk prevention which is applied in each centre: evaluation of workplace risks, general and specific training of staff on occupational risk prevention, investigation of accidents reported by the company, planning of preventive activity, regular checks of working conditions and staff activity, hygienic measures if necessary and the creation of the annual report on preventive activity carried out.

With regard to the other production centres, it has an occupational risk management system for each country, and holds the certifications stipulated in the requirements for the best practices for health and safety in the workplace, aimed at enabling the organisation to control its risks and improve its performance in this area.

With regard to the accident rate, during 2022 LAMIGRAF worked on:

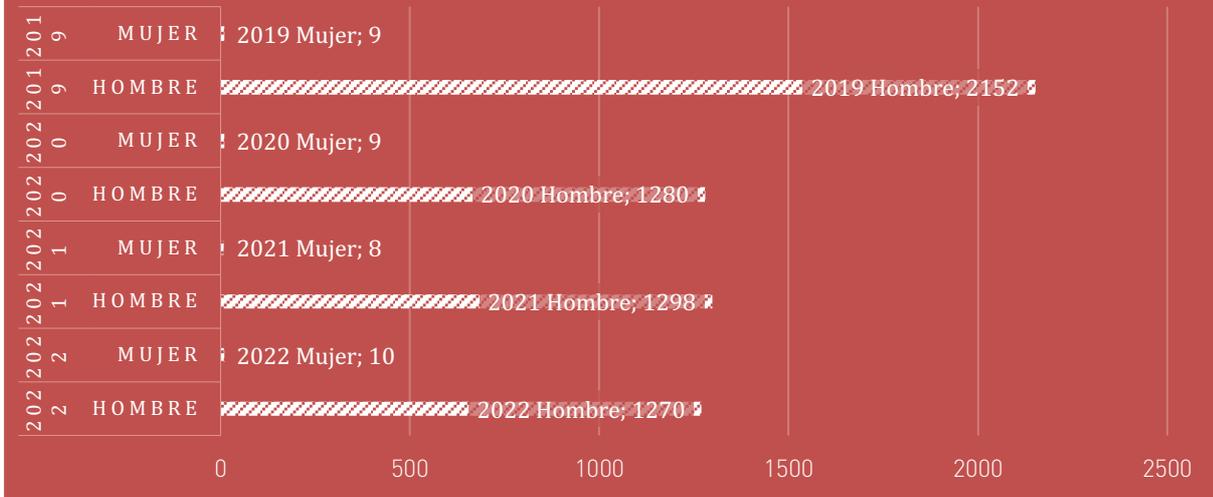
- Improvement of risk analysis relating to the movement of materials in different workstations.
- Definition of specific instructions appropriate for each role.
- Campaigns relating to movement around plants and production centres.

### **Accident rate indicators**

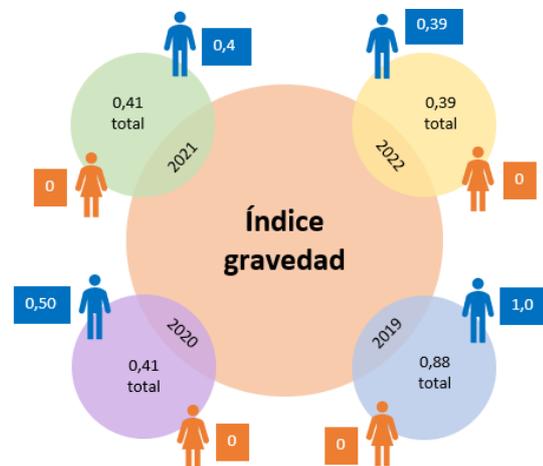
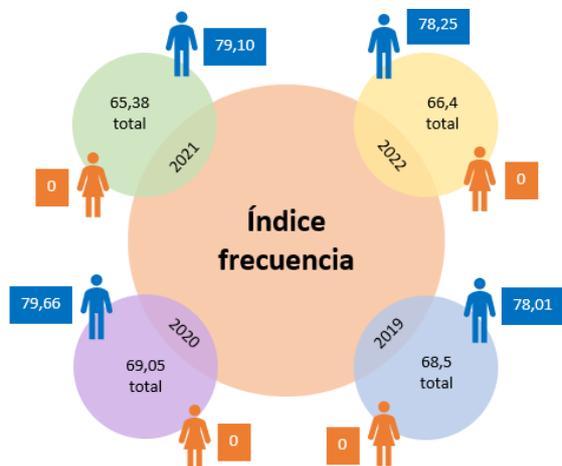
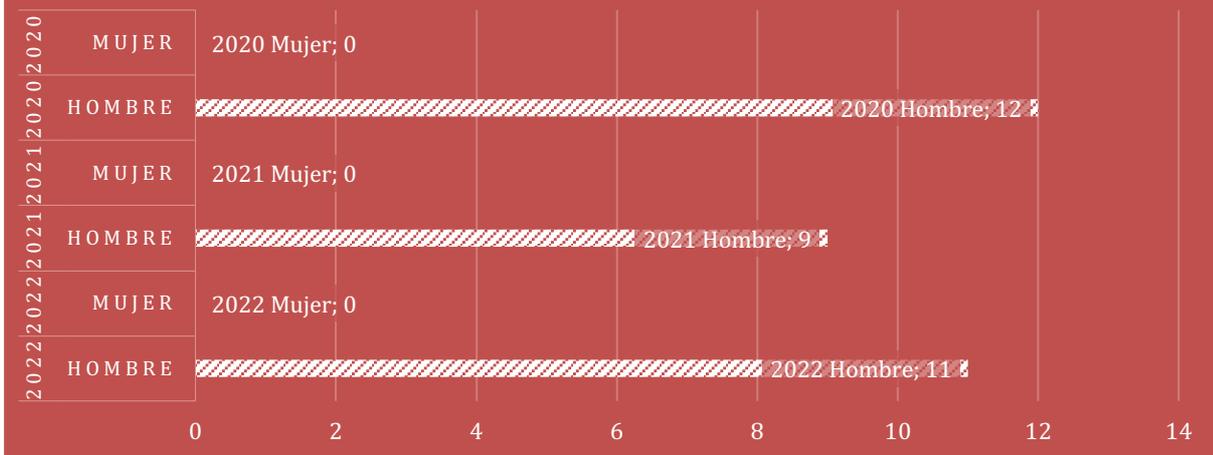
- Number of absenteeism hours
- Number of work accidents with leave (including in itinere)
- Frequency rate: number of accidents with work leave per million hours worked.
- Severity rate: number of days lost due to accidents per thousand hours worked.



## NÚMERO HORAS ABSENTISMO



## NÚMERO ACCIDENTES DE TRABAJO CON BAJA LABORAL



LAMIGRAF, in addition to the actions established by regulations in the field of Health, has developed Health Protocols to provide the entire staff with specific measures on how to act in a post-pandemic situation, what measures to take, how to manage meetings/visits with external companies, etc., in order to preserve health and actively participate in the protection of individuals associated with LAMIGRAF. In general, during the year 2022, some of the measures have still been maintained in the workplaces of the GROUP.

### **Preferential nature of teleworking during periods of strict lockdown**

In most cases, the industrial nature of the company does not make it possible to carry out remote working, however, the Company Management implemented –on an exceptional basis and where possible – preferential remote working as a preventive measure against the risk of Covid-19 infection.

### **Access and Temperature Check**

A temperature check was established for everyone requiring access to the Main Work Centres. The check is carried out using thermal-imaging cameras or other devices. Access is refused for people, both internal and external, with a body temperature equal to or higher than 37.5°C.

### **Prevention and control elements**

- Reorganisation of timetables to prevent arrival and departure times from coinciding.
- Reassignment of lockers to prevent crowding.
- Obligatory use of masks and hydroalcoholic gel.
- Specific signage with prevention measures.
- Limited capacity in canteens and establishment of social distancing.
- Specific training for staff.

### **Cleaning and disinfection of facilities**

An increase in the cleaning and disinfection of facilities was established, especially canteens, changing rooms and sinks.

### **Control of incidence**

Daily monitoring was carried out of the incidence of COVID among the GROUP on infections in all work centres.



### **Diagnostic tests**

Implementation of detection tests on employees, with special monitoring of close contacts.

### **Psychological support**

LAMIGRAF launched a specific support and assistance programme for employees with the aim of preserving their mental, emotional and physical health and supporting people who require personal support

The intense prevention and monitoring health policy developed by the GROUP has made it possible to detect most of the cases and isolate contacts, thus protecting both the health of employees and their families and people close to them.



#### 4.11. RESPECT FOR HUMAN RIGHTS

LAMIGRAF works based on a corporate culture that is free from any discrimination and it has never received any communication or complaints due to a breach of human rights. This, the Code of Ethics of the GROUP, in section *VI. Guiding principles of our activity, establishes:*

- ***We respect human rights and the law***

*We agree to exalt internationally proclaimed human rights within our sphere of influence, and to also ensure that under no circumstances are we complicit in the infringement of them.*

*We assume the respect and dignity of people as a fundamental value, and we fully endorse the Universal Declaration of Human Rights adopted by the United Nations in 1948 and the instruments deriving from it.*

*We state our commitment and bond to human and labour rights recognised in national and international legislation and to the principles on which the United Nations Global Compact is based, as well as the documents or texts that supplement or that may replace those outlined above.*

*We comply with all current laws of a local, national and international nature, wherever we carry out our activities.*

- ***We promote ethical professional conduct***

The guiding principles that the conduct of Lamigraf collaborators shall adhere to will be professionalism, integrity and self-control in actions and decisions:



*a) Professionalism is acting in a diligent, responsible, efficient way and focused on excellence, quality and innovation.*

*b) Integrity is acting fairly, honourably, in good faith, objectively and aligned with the interests of the Company and with its principles and values expressed in this Code.*

*c) Self-control in actions and decision making means that any action carried out is based on four basic premises: (i) that it is ethically acceptable; (ii) that it is legal; (iii) that it is carried out within the framework of the corporate interest of the Company; and (iv) that they are willing to assume responsibility for it.*

- **We encourage a discrimination-free workplace**

*We accept the provisions that apply to the prohibition of child labour, and those on not using or tolerating any kind of slave labour, forced labour or labour carried out under coercion, servitude or people trafficking. And we also ensure that our employees will not be subject to inhuman or degrading treatment.*

*We reject any discrimination, harassment, abuse or inappropriate treatment based on gender, race, colour, nationality, creed, religion, political belief, affiliation, age, sexual orientation, status, disability, handicap and other situations protected by law, both in relation to our employees, management and members of the board of directors, as well as shareholders, clients, potential clients and suppliers or anyone who interacts with us.*

*We commit to maintaining a work environment that is free of harassment, intimidation and offensive or inappropriate conduct, including sexual propositions and suggestions, graphic material and other actions that may offend the dignity of a person.*

- **We guarantee fair working conditions**



*We advocate the protection of the rights of the People Subject to this Code in compliance with laws and the applicable collective agreement, and we respect the right of our staff to freely choose their representatives, to bargain collectively, to the freedom of assembly and the formation of interest groups.*

*We comply with the legal provisions that safeguard fair working conditions, including those that regulate remuneration, working hours and we respect the right to privacy of our staff, in all its forms, and especially with regard to personal, medical and financial data.*

*The Company respects the personal and family life of its employees and will promote work-life balance programmes that enable a better balance between life and their work responsibilities.*

- **We defend the right to privacy**

*Lamigraf respects the right to privacy of the People Subject to this Code, in all of its forms, and especially with regard to their personal, medical and financial data.*

*The Company respects the personal communications of its collaborators through Internet and other means of communication.*

*The People Subject to this Code undertake to responsibly use the means of communication, computer systems and, in general, any other resources that Lamigraf provides them with in accordance with the policies and criteria established for that purpose. These resources are provided for professional use and are consequently not suitable for private communication. Therefore, they are not liable to generate an expectation of privacy and they may be supervised by the Company in the proportionate exercise of its duties of control.*

*Lamigraf undertakes not to disclose personal data from its collaborators, unless it has consent from the subjects and in the cases where it is legally required or in compliance with judicial or administrative rulings. Under no circumstances can the personal data of the People Subject to this Code be processed for purposes other than those legally or contractually provided for.*



*Lamigraf will comply with the requirements established in the legislation on personal data protection relating to the communications sent to it by its collaborators in accordance with the provisions of this Code.*

## **5. BUSINESS INTEGRITY AND RISK MANAGEMENT**

### **5.1. VALUES AND ETHICAL PRINCIPLES**

Since its creation, LAMIGRAF has carried out its activity with complete respect for current legislation and based on the principle of integrity, honesty and respect for its employees and all the groups that the GROUP interacts with (consumers, suppliers, clients, administrations, local communities, etc.).

These principles are included in the Company Code of Ethics, which aims to serve as an action guide for the company in all countries where it is present and regardless of the market situation.

In this regard, the Company Code of Ethics of LAMIGRAF is a mandatory regulation for the GROUP's employees, taking precedence over any other local or specific code of ethics, and any order from a superior.

Knowledge of the Code implies the commitment to report any individual or group behaviour that breaches the principles included in the document to the Ethics Committee. Likewise, the Committee, as the competent body for the administration of the Code, undertakes to ensure dissemination, correct interpretation and compliance with the Code, establishing the measures that it considers appropriate in the event of inappropriate behaviour.

### **5.2. FIGHT AGAINST CORRUPTION AND BRIBERY**

With regard to the prevention of corruption, in its company code of ethics LAMIGRAF establishes mandatory regulations, that all of the employees accept in writing when they join the company. Section VI of the Company code of ethics refers to the way of acting to prevent situations of conflict of interest and corruption, and also fairly compete on the market.



- **We condemn all forms of corruption and bribery.**

*Lamigraf expresses its firm commitment against corruption and fraud, and in particular, to not carrying out practices that could be considered irregular in its relations with third parties (clients, suppliers, competitors or authorities, among others), we will adopt the appropriate measures to prevent money laundering and the financing of terrorism, and we commit to ensuring that employees will receive appropriate training on applicable legislation in countries where we carry out our activities.*

*Transparency to society is a fundamental value of our actions. We do not tolerate any kind of unfair business practices, corruption or financial crime by our employees, collaborators, suppliers or by any other entity. At Lamigraf it is forbidden to give or accept any kind of bribes, both in the public and private sectors.*

*The trust of our clients and of the environment we operate in is the foundation of our business integrity, in accordance with this, we make the commitment to provide accurate, truthful and comprehensible information about our services.*

*We contract suppliers within a framework of free competition and not subject to any link or interference unrelated to our interests. We undertake the purchasing of goods and contracting of services with objectivity and transparency, avoiding situations with family, financial or friendship ties to the supplier.*

*Our objective is to avoid any kind of conflict of interest that may result in a risk of corruption and we only accept or give invitations, gifts and other gratuities when they are given in good faith, serve a legitimate commercial purpose, and do so within reasonable limits, are intended for the maintenance of cordial relations and the presentation of the Company's products or services; and provided that they do not entail obtaining or granting an improper advantage or an expectation of unlawful compensation or preference of another kind.*

*The Company, within the framework of achieving the corporate interest and support for the long term business strategy, will ensure compliance with the applicable tax legislation avoiding risks and tax inefficiencies in the implementation of business decisions.*



- **We avoid conflicts of interest in our work.**

*It is possible that in the exercise of our work for Lamigraf we may encounter situations where the decision that most benefits the Company interferes with our own personal interests. A conflict of interests can result in a person not being capable of fulfilling their duty to the Company in an impartial manner.*

*It shall be understood that there is a conflict of interest in situations where there is a conflict, directly or indirectly, between the personal interest of the collaborator and the interest of the Company.*

*Before carrying out the operation or concluding the business concerned, employees with a potential conflict of interest should (i) inform the Company in order to resolve it; (ii) act professionally and fairly at all times; (iii) refrain from influencing decision making, participating in deliberations for the adoption of such decisions and accessing confidential information that affects this conflict.*

*Professional decisions must be based on the best defence of the Company's interests, in a way that they are not influenced by personal or family relations or by any other individual interests.*

- **We compete on the market fairly.**

*We always act responsibly and fairly as an active agent on the market, and we also encourage this behaviour from our collaborators, suppliers and clients.*

*We comply with all relevant requirements in terms of competition legislation. In particular, we will not adopt any kind of arrangement, agreement or behaviour that limits or which could limit competition in an inadmissible way.*

*We commit to acting impartially and objectively when contracting suppliers and to not disclosing information or prices from a supplier to third parties unless we are legally obliged to or there is the consent of the interested parties.*



### 5.3. PREVENTION AND CONTROL MEASURES

LAMIGRAF has the following specific Protocols to apply control and prevention measures with the objective of minimising risk, pursue and condemn any conduct that is contrary to its policies:

- Commercial, Sales and client relationship protocol
- Purchases and Relationship with suppliers protocol.
- Taxation protocol.

## 6. SOCIETY AND STAKEHOLDERS

### 6.1. CLIENTS AND CONSUMERS

The end product of LAMIGRAF ends up being a part of daily life for millions of people, therefore it is aware of and committed to the responsibility it has in order to create safe products that do not affect the health of direct clients or end users, therefore it has control protocols for production and common manufacturing processes in all plants.

All the designs and products take the same criteria into account and extensive tests are carried out to guarantee that the product is not dangerous or harmful to health.

The Quality Department is responsible for maintaining this level of excellence by:

- i) Promoting knowledge exchange with production units and aligning teams under common objectives.
- ii) Conducting internal process audits and providing technical support to all group subsidiaries when required.
- iii) Ensuring customer satisfaction.

To achieve this, LAMIGRAF has a mandatory Quality Policy in place at all production plants, guaranteeing high standards of quality for the final product.

Furthermore, LAMIGRAF conducts regular audits to ensure the proper implementation of chain of custody and traceability in all its paper raw materials, detecting any anomalies that may arise and applying appropriate corrective actions.



## 6.2. CUSTOMER ASSISTANCE AND QUALITY SERVICE

LAMIGRAF, in its commitment to work and quality finishes, and with the objective of offering integral support to clients, has a Quality and Customer Assistance Service that involves the Production, Quality and Commercial departments and a Samples Laboratory, as well as specific customer assistance Protocols for complaints about products and claims resulting from transport, which guarantees a maximum response time of 24 hours for any type of claim.

During the year 2022, approximately 264 complaints were registered through various channels across the global network, primarily through online communication channels. These complaints accounted for a percentage of the amount paid compared to the total invoiced amount, which was 0.99%.

The claims system is adapted to each of the markets where the commercial distribution network has a presence, also, it is completely integrated into the value chain of LAMIGRAF, which makes it possible to guarantee the recording of claims and requests made, as well as their analysis and evaluation, in a satisfactory way.

The complaints are classified into 40 different typologies, and as an example, among those received during the year 2022, 19.32% were related to color discrepancies, 12.88% to warp issues, and 10.61% to weight variances.

## 6.3. SUPPLIERS

The mission of the Purchasing Department is to have a network of suppliers, categories and areas of activity that are very diverse, optimal for guaranteeing the correct implementation of activity. This not only means having suppliers with a high technical and product quality performance, it also means that suppliers should comply with and be aligned with the sustainability requirements that LAMIGRAF defines.

Due to the large purchasing volumes, the way in which suppliers are selected and managed is essential, and the company has many who have been able to adapt from the point of view of technology, competition, quality, productivity and sustainability, adapting to the requirements demanded in order to comply with requirements and regulations.

LAMIGRAF considers management criteria in different areas by suppliers at the time of selecting them, and it has the following processes, systems and protocols that include issues of social and environmental responsibility.



- Purchases and relationship with suppliers protocol
- Supplier Evaluation System
- Protocol for Inspection of Receipt of Goods.

When work is outsourced, these suppliers or subcontracted companies are informed of the basic requirements that they need to meet in terms of environmental responsibility and waste management. The policies and practices for selecting suppliers are the same for both local and foreign suppliers. In the case of similar conditions, preference is given to local suppliers who minimise the environmental impact caused by transport and contribute to the cohesiveness of the factories with their environment.

Thus, during the year 2022, 28.05% of the total amount of purchases made from suppliers was with domestic suppliers, of which 6.52% was from local suppliers.

## **7. TAX CONTRIBUTION**

### **7.1. COMMITMENT TO TAX COMPLIANCE**

LAMIGRAF is a group with an international vocation.

In this context of global and international business, the GROUP is subject to different tax regulations and obligations which are managed by different Tax Administrations and Authorities relating to the territories in which it is present.

Operating in such an environment requires management of tax affairs that is responsible and that makes it possible to support the business by guaranteeing its sustainability in the short, medium and long term; to this end, LAMIGRAF ensures strict compliance with the tax requirements and obligations that apply to it, in a way that is fully aligned with the strategy of the business and with its values and ethical principles.

In response, the tax function of LAMIGRAF seeks to contribute to the development of activity through compliance with current legislation and based on the principles of integrity, honesty and respect for the groups that it interacts with, which also includes Public Administrations, consumers and local communities. Thus, LAMIGRAF acts with the conviction that the taxes paid are also a way of rewarding the territories where it is present.

As guiding principles on taxation, LAMIGRAF manages tax matters seeking to ensure compliance with legislation, trying to minimise tax risk in a preventive way, as well as conflicts with the corresponding Public Administrations.



All without prejudice to the fact that in achieving those objectives it will seek to prevent inefficiencies and undue tax costs for the GROUP.

LAMIGRAF believes that, in the case of an administrative discrepancy with the Administration and with the objective of ensuring the corporate interest and interest of its shareholders, it is legitimate to present reasonable interpretations that legislation permits and to uphold, where applicable, disputes that may derive from it, always acting on the basis of trust, honesty and mutual good faith.

With regard to the Corporate income tax, LAMIGRAF acts to observe and respect current legislation on transfer pricing and international taxation, with the objective of the operation and presence of its entities in different territories corresponding to business reasons, and whose results are aligned in each case with the real generation of value and start-up of activity, in accordance with the functions, assets and risks assumed.

Based on the criteria and calculation methodology defined by the OECD within the framework of the "Country-by-country" report, the Consolidated Annual Accounts submitted by LAMIGRAF outlines the pre-tax profit in the jurisdictions in which it operates.

## **7.2. INCOME TAX AND PUBLIC SUBSIDIES**

The amount of income taxes paid by the GROUP during the year 2022 corresponds to what is indicated in the consolidated statement of cash flows of the consolidated financial statements.

Regarding the public subsidies received, the amount corresponds to what is recorded in the consolidated income statement during the year 2022.



## 8. TABLE OF CONTENTS REQUIRED BY LAW 11/2018, OF 28 DECEMBER.

Information requested by Law 11/2018	Materiality	Page of report where answer is provided	Reporting criteria: GRI selected (2016 Version unless otherwise indicated)
GENERAL INFORMATION			
A brief description of the business model which includes its business environment, its organisation and structure	Material	6 to 11	GRI 102-2 GRI 102-7
Markets in which it operates	Material	9	GRI 102-3 GRI 102-4 GRI 102-6
Objectives and strategies of the organisation	Material	11 to 14	GRI 102-14
Main factors and trends that may affect its future development	Material	14 to 17	GRI 102-14 GRI 102-15
Reporting framework used	Material	4	GRI 102-54
Principle of materiality	Material	5	GRI 102-46 GRI 102-47
ENVIRONMENTAL ISSUES			
Management approach: description and results of policies relating to these matters as well as the main risks relating to these matters linked to the activities of the group	Material	18 to 20	GRI 102-15 GRI 103-2
General detailed information			
Detailed information on the current and foreseeable effects of the company's activities on the environment and where applicable, health and safety	Material	18 to 20	GRI 102-15



Information requested by Law 11/2018	Materiality	Page of report where answer is provided	Reporting criteria: GRI selected (2016 Version unless otherwise indicated)
Evaluation and environmental certification procedures	Material	18, 19	GRI 103-2
Resources devoted to the prevention of environmental risks	Material	20 to 22 See annual accounts	GRI 103-2
Application of precautionary principle	Material	18	GRI 102-11
Amount of provisions and guarantees for environmental risks	Material	20, 21 See annual accounts	GRI 103-2
Pollution			
Measures to prevent, reduce or repair emissions that seriously affect the environment; taking into account any specific form of atmospheric pollution of an activity, including noise and light pollution	Material	22, 23	GRI 103-2
Circular economy and waste prevention and management			
Prevention measures, recycling, reuse, other forms of waste recovery and disposal	Material	27	GRI 103-2 GRI 306-4 and 306-5 (2020) with regard to weight of hazardous and non-hazardous waste.
Actions to combat food waste	No material	N/A	N/A
Sustainable use of resources			



Information requested by Law 11/2018	Materiality	Page of report where answer is provided	Reporting criteria: GRI selected (2016 Version unless otherwise indicated)
Consumption of water and supply of water in accordance with local limitations	Material	26, 27	GRI 303-5 (2018) EI 303-3 (2018) with regard to the origin of the water consumed
Consumption of raw materials and measures adopted to improve efficiency of their use	Material	24, 25	GRI 103-2 GRI 301-1 with regard to the total weight by material
Consumption, both direct and indirect, of energy	Material	22, 23	GRI 302-1
Measures taken to improve energy efficiency	Material	20 to 23	GRI 103-2
Use of renewable energies	Material	23	GRI 302-1
Climate change			
Greenhouse gas emissions produced as a result of the company's activities, including the use of the goods and services that it produces	Material	25, 26	GRI 305-1 GRI 305-2 GRI 305-3
Measures adopted to adapt to the consequences of climate change	Material	28	GRI 103-2
Reduction targets established voluntarily in the medium and long term to reduce greenhouse gas emissions and the measures implemented for that purpose	Material	20 to 22	GRI 103-2
Protection of biodiversity			
Measures taken to preserve or restore biodiversity	Material	19, 20	GRI 103-2



Information requested by Law 11/2018	Materiality	Page of report where answer is provided	Reporting criteria: GRI selected (2016 Version unless otherwise indicated)
Impacts caused by activities or operations in protected areas	Material	18	GRI 103-2
<b>SOCIAL ISSUES AND ISSUES RELATING TO STAFF</b>			
Management approach: description and results of policies relating to these matters as well as the main risks relating to these matters linked to the activities of the group	Material	29, 43 to 47	GRI 102-15 GRI 103-2
<b>Employment</b>			
Total number and distribution of employees by country, gender, age and professional classification	Material	30 to 41	GRI 405-1 b
The total number and distribution of forms of work contracts and annual average number of indefinite contracts, temporary contracts and part time contracts by gender, age and professional classification	Material	33, 34	GRI 102-8 a) c)
Number of redundancies by gender, age and professional classification	Material	34	GRI 103-2
Average remuneration and its evolution broken down by sex, age and professional classification or equal value	Material	42 Limited scope	GRI 103-2 GRI 405-2
Salary gap, remuneration of equivalent jobs or average of the company	Material	42 Limited scope	GRI 103-2 GRI 405-2
Average remuneration of executives, including variable remuneration, allowances, compensation, payment into long term pension saving systems and any other payments broken down by gender	Material	The Board has 3 men and 1 woman. Data not reported for reasons of confidentiality	



Information requested by Law 11/2018	Materiality	Page of report where answer is provided	Reporting criteria: GRI selected (2016 Version unless otherwise indicated)
Implementation of work disconnection policies	Material	43	GRI 103-2
Number of disabled employees	Material	41	GRI 405-1 b
Training			
Policies implemented in the field on training	Material	46, 47	GRI 404-2
Total training hours per subject	Material	47, 48	GRI 404-1
Organisation of work			
Organisation of work time	Material	49	GRI 103-2
Number of absenteeism hours	Material	49	GRI 103-2
Measures aimed at facilitating the enjoyment of a work-life balance and encouraging shared responsibility by both parents	Material	49	GRI 103-2
Health and safety			
Health and safety conditions in workplace	Material	50 to 54	GRI 103-2 GRI 403-1 (2018) GRI 403-3 (2018) GRI 403-7 (2018)
Work accidents, in particular their frequency and severity, as well as occupational illnesses; broken down by gender	Material	51, 52	GRI 403-9 (2018) with regard to the number and rate of accidents GRI 403-10 (2018) a)



Information requested by Law 11/2018	Materiality	Page of report where answer is provided	Reporting criteria: GRI selected (2016 Version unless otherwise indicated)
Policy against all forms of discrimination and, where applicable, management of diversity	Material	30	GRI 103-2
RESPECT FOR HUMAN RIGHTS			
Management approach: description and results of policies relating to these matters as well as the main risks relating to these matters linked to the activities of the group	Material	54 to 56	GRI 102-15 GRI 103-2
Application of due diligence procedures			
Application of due diligence procedures in relation to human rights and the prevention of the risks of infringing human rights and, where applicable, measures to mitigate, manage and redress possible abuses committed	Material	54 to 56	GRI 102-16 GRI 102-17
Complaints for cases of infringement of human rights	Material	54	GRI 103-2 GRI 406-1
Measures implemented for promotion of and compliance with the provisions of the fundamental conventions of the ILO relating to the freedom of association and the right to collective bargaining; the elimination of discrimination in employment and occupation; the elimination of forced or compulsory labour; the effective abolition of child labour	Material	54 to 56	GRI 103-2 GRI 407-1 GRI 408-1 GRI 409-1
FIGHT AGAINST CORRUPTION AND BRIBERY			



Information requested by Law 11/2018	Materiality	Page of report where answer is provided	Reporting criteria: GRI selected (2016 Version unless otherwise indicated)
Management approach: description and results of policies relating to these matters as well as the main risks relating to these matters linked to the activities of the group	Material	57	GRI 102-15 GRI 103-2
Measures adopted to prevent corruption and bribery	Material	58, 59	GRI 103-2 GRI 102-16 GRI 102-17 GRI 205-3
Measures to combat money laundering	Material	59	GRI 103-2 GRI 102-16 GRI 102-17
Contributions to foundations and non-profit entities	Material	Not reported	GRI 102-13
INFORMATION ABOUT THE COMPANY			
Management approach: description and results of policies relating to these matters as well as the main risks relating to these matters linked to the activities of the group	Material	18 to 23	GRI 103-2
Commitment of the company to sustainable development			
The impact of the activity of the company on employment and local development	Material	18 to 23, 61	GRI 103-2
The impact of the activity of the company on local populations and on the territory	Material	18 to 23, 61	GRI 103-2



Information requested by Law 11/2018	Materiality	Page of report where answer is provided	Reporting criteria: GRI selected (2016 Version unless otherwise indicated)
Relationships with stakeholders in local communities and forms of dialogue with them	Material	18 to 23, 61	GRI 102-43
Partnership or sponsorship actions	Material	Not reported	GRI 103-2
Subcontracting and suppliers			
Inclusion in purchasing policy of social issues, gender equality and environmental issues	Material	61	GRI 103-2
Consideration in relationships with suppliers and subcontractors of their social and environmental responsibility	Material	61	GRI 102-9 GRI 103-2
Monitoring systems and audits and results of them	Material	Not carried out	GRI 102-9 GRI 308-2 a) GRI 414-2 a)
Consumers			
Measures for health and safety of consumers	Material	60	GRI 103-2 GRI 416-1
Systems for claims, complaints received and resolution of them	Material	60, 61	GRI 103-2
Tax information			
Profits obtained country-by-country	Material	62, 63	GRI 103-2
Taxes on profits paid	Material	62, 63	GRI 103-2
Public subsidies received	Material	63	GRI 201-4 a)



**Lamigraf, S.A. and  
Subsidiary Companies**

Independent verification  
report from the  
Consolidated Non-Financial  
Information Statement of  
Lamigraf S.A. and  
Subsidiary companies

20/06/23

