



2023

# Sustainability Report

and non-financial information

altia

### Reference model

This report has been prepared using the GRI Standards as a reference, and in accordance with the requirements of Law 11/2018, of 28 December, on non-financial information and diversity and EU Delegated Regulation 2021/2178 of 6 July 2021 and subsequent regulations on sustainable economic activities.

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### Periodicity

Published annually.

### Verification

This 2023 sustainability report and non-financial information report is presented and verified during the verification audit carried out by the verification entity TÜV Rheiland from March 18 to 22, 2024.

The company's accounts are audited by Deloitte, S.L. For its part, KPMG performs the internal audit function under the direct supervision of the Audit Committee. In addition, Det Norske Veritas, TÜV Rheiland, OCA Global and SGS verify environmental, quality and service data and Applus, OCA Global and SGS verify information security data through annual audits for compliance with ISO 9001, ISO 14001, ISO 20000, ISO 27001, ISO 27017, ISO 27018, ISO 22301, GHG Protocol and National Security Scheme.

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# Introduction

Scope

Letter from the President

2023 in numbers



# Scope

## Transparent commitment to sustainability

In this Sustainability Report, we present the evolution, **achievements and challenges we have faced in the fiscal year 2023** in terms of sustainability, which runs from January 1, 2023 to December 31, 2023. This report not only reflects our performance, but also details the management approach taken to address the most significant impacts on our stakeholders and our environment.

Building on the challenges identified in previous sustainability reports, **this report highlights the progress made during 2023**. We have enhanced our measurement and disclosure capabilities to more comprehensively address the impacts of our operations.

Although Altia is part of a business group and is a company dependent on the head of the group, the data presented here relate to its individual activity and that of its subsidiaries. Comparability is carried out between periods and directly by means of management indicators in which values of two or more years are reflected.

We assess the eligibility of our activities against the criteria of the European Taxonomy, ensuring their alignment with mitigation and adaptation objectives.

With this transparent and rigorous approach, we reaffirm our commitment to sustainability and accountability.



*"Transparent  
and rigorous  
approach"*

## Our approach is based on the core principles of the Global Reporting Initiative (GRI)

At Altia, we are committed to preparing our Sustainability Report in accordance with the **standards of the Global Reporting Initiative (GRI)**, in compliance with the provisions of **Law 11/2018, of 28 December, on non-financial information and diversity**, and **EU Delegated Regulation 2021/2178 of 6 July 2021 regarding sustainable and subsequent economic activities**.

### GRI principles in our Sustainability Report

These principles guide us in the preparation of our Sustainability Report and **reflect our commitment to transparency, responsibility and sustainable development** in all our business activities.

#### *Inclusiveness*

We recognize the importance of the participation of all stakeholders in the process of preparing our Sustainability Report. **We are committed to engaging** employees, investors, suppliers, local communities, and other relevant groups to identify and address the issues most important to our sustainability.

#### *Relevance*

We focus **on reporting on topics that are material to our organization** and relevant to our stakeholders. We identify and prioritize issues that have a significant impact on our sustainability and the achievement of our **ESG** (environmental, social and governance) goals and the United Nations Sustainable Development Goals (SDGs).

#### *Clarity*

We are committed to presenting our Sustainability Report in a way that is **clear and understandable** to our stakeholders. We use plain language and avoid technical jargon to ensure that the information is accessible to everyone.

#### *Reliability*

We guarantee the accuracy and **completeness of the information** presented in our Sustainability Report. We use reliable data collection methods and document our reporting processes to ensure the reliability of information.

#### *Verifiability*

The **information included in the report can be verified** by third parties, and the data collected is supported by relevant documentation and control systems.

#### *Comparability*

We strive to allow **comparison between different time periods and between similar organizations**. We use the reporting principles set out in GRI 1 Fundamentals and provide historical data to make it easier to track our sustainability progress.

#### *Opportunity*

Our Sustainability Report is published with the data for the 2023 financial year, maintaining a rigorous reporting practice over the last 11 years. We are committed to **regularly maintaining its publication on an annual basis**, ensuring that our stakeholders can access information in an effective and timely manner to support their decision-making processes.

## Letter from the President

Since the publication of our first Sustainability Report, we have witnessed how our commitment to ESG (environmental, social and governance) criteria has evolved and gained greater relevance in our activity, reflecting **our commitment to responsible and sustainable business management**.

In a world that is increasingly aware of the challenges in these areas, it is essential that companies take an active role in being agents of change that contribute with their actions to **the construction of a more equitable, prosperous and sustainable future for all**.

At Altia we are firmly committed to this purpose. We have always believed that our responsibility as a company goes beyond the mere pursuit of economic profit and that we must act responsibly and ethically in all our operations.

The publication of the Altia Group's 2023 Sustainability Report, as I have already commented in previous reports, is a reflection of **our commitment to transparency, economic and financial sustainability and continuous improvement in all areas of our activity**.

The strong results achieved during the 2023 financial year reflect not only our ability to meet challenges, but also to identify and take advantage of the many opportunities that lie ahead.

*We have full confidence in our Group's ability to navigate an increasingly dynamic and competitive business environment*

I would like to highlight the solid growth in our **turnover**, which this year has reached **241 million euros, 44% more than that obtained in 2022**, thanks to organic growth, the

success of the integration of Wairbut and Bilbomática and the continuous development in strategic areas such as cybersecurity, data analytics, artificial intelligence and cloud services. The synergies derived from the integration processes of recent years have strengthened our results across the board, with growth in revenues and an improvement in profitability, which demonstrates the effectiveness of our strategy and the commitment of the entire team to the Group's objectives. **EBITDA** has exceeded the forecasts we had set in the current Business Plan (€23.3 million) to **€25.2 million, 55% of what was obtained in 2022**, and **Net Profit** has reached **€15.4 million**, exceeding the target of the Business Plan (€14.6 million) and **beating all the records obtained by the Group since its incorporation**.

In relation to the figures obtained, I would also like to highlight the enormous effort made in the financial performance during the year, with a **very significant reduction in debt** very close to 14 million euros. Despite this, the Group managed to close the year with **€24 million in liquid assets**, well above the €17.4 million it had set as a target this year.

At Altia, **technology and innovation are fundamental pillars of our success**. We are committed to developing future-proof solutions that not only address our customers' current needs, but also anticipate and adapt to future changes. **We want to be active protagonists of an inclusive and sustainable digital future**, where technology is a force for the well-being of society in general and people in particular.

And if I'm talking about people, I must highlight **that our team is the talent that drives us**. We are a global entity committed to our people. We recognize that they are the engine of our organization, which is why we constantly strive to provide an **engaging, flexible and equitable work environment that fosters professional and personal growth**. We strive to be an **inclusive, diverse and ethical organization**, where each individual can fully develop and contribute to collective success.

Throughout our **history**, we have developed solid management and leadership structures, **working with transparency, rigor, ethics and integrity** in every decision we have made. We firmly believe that **trust and leadership are fundamental to good corporate governance** and to building strong and lasting relationships with all our stakeholders.

At Altia we understand the importance of creating value with everything we do. For this reason, **we integrate ESG criteria across our business strategy**, ensuring that every action we take into account its environmental, social and governance impact. We are proud to see how these principles have evolved and gained relevance in our company over the years. With the aim of increasing our impact and ensuring long-term sustainable management, we have established a Sustainability Coordination and are integrating ESG criteria throughout our business strategy. This approach will guide us in the years to come and help us stay aligned with our values and sustainability goals.

Finally, I want to thank all the people who are part of the Altia group for their work and dedication, as well as our customers who trust us to solve their technological challenges. Let's continue **to move forward with determination and passion** on this exciting journey towards personal and professional development, innovation and commitment.

*Constantino Fernández · Chair of the Board*

"We strive to create a technology industry that is more equitable and committed to human rights, where all people have the opportunity to grow and thrive."



# 2023 in numbers

The most relevant data that provides insight into our growth.



## Talent

**+3.500**

PEOPLE



**27,1%**

WOMEN



**72,9%**

MEN

## Actions

Formation

**+122.900**

HOURS

Social Actions

**+80**

INITIATIVES

Turnover

**241,3** mn€

Compared to the previous period

**+44,3%**

Net Profit

**15,3** Mn€

EBITDA

**25.2** Mn€

Revenue evolution



Evolution of capitalization



# Our Company: We Are Altia

Group Description

Principles

Lines of business: portfolio

Certifications & Recognitions

Featured Projects



# We are Altia

OUR GROUP AT A GLANCE



Listed since 2010

## BME Growth



**9** Countries  
Nearly 30 locations



## +1.000

International Clients  
leaders in their sectors



**29** years  
of experience



# Group Description

Altia was founded in 1994 with the firm conviction that technology would be a key element in transforming the future and generating a positive impact on society.

Over the years we have grown steadily and sustainably, maintaining the illusion of what is still to come. Today, we are proud of our presence in **9 countries**, the team of nearly **3.600 professionals** and offering our services to **more than 1,000 global clients**, always with the commitment to continue driving innovation and creating a better world through technology.

*We are technology*

*We are talent*

*We are innovation*

*We are trustworthy*

*We Are Impact*

*We are Altia*



"We are driven by a clear purpose: to grow by growing, and to do so in a sustainable and lasting way.

We have accompanied different organizations in their technological development, in their challenges in the field of digital transformation. I am convinced that the best is yet to come and that the weight of the digital economy will continue to grow in the coming years.

We look forward to rising to the important challenges of the times ahead. They will always find in us commitment and enthusiasm for what we do."

**Constantino Fernández** · *Chair of the Board*

Altia Consultores, S.A. (hereinafter, Altia, the Company or the Company) is the head of the Altia group (hereinafter, "the Group" or "Altia group") and its activity is framed in the Information Technology sector (hereinafter "ICT" or "ICT sector").

Altia is an independent Spanish consulting and service provider company belonging to the ICT sector, which develops projects for practically all economic sectors and focuses its commercial activity on large clients, those with a high expenditure on Information Technologies or with a high potential for the implementation of ICT projects.

*We are an "intermediate piece" between technology manufacturers and the implementation of technological solutions. We try to find the best technological solutions, implement them, adapt them or develop them, in the event*

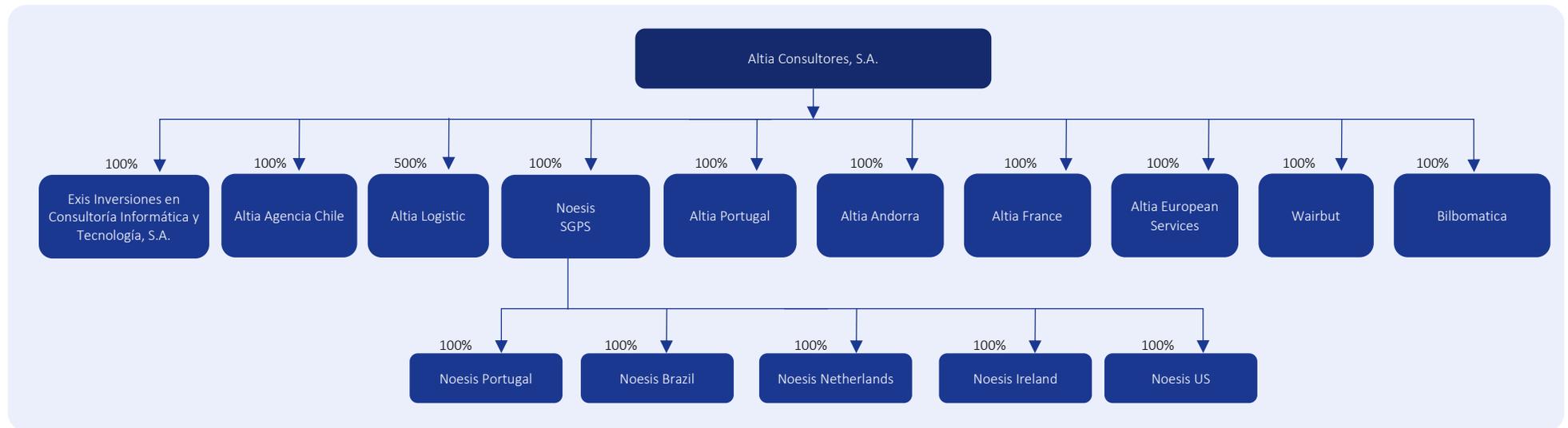
*that they do not exist, to solve the problems and specific needs of our customers.*

We have an **end-to-end approach**; our services can range from the conceptualization of a project, its design and development and its implementation, or maintenance once it is already implemented.

Within the Group there is a high corporate awareness so that the investments made by its customers have the expected return and translate into benefits and/or tangible improvements in their production processes and/or provision of services. In this sense, the Altia group has successfully accompanied its customers in their digital transformation processes in its **29 years of history**.

Our **business model** is based on **proximity** and **commitment** to our customers.

Altia Consultores, S.A. (Altia) is the parent company of the Altia group, which currently includes:



*Altia has been listed in the BME Growth segment of BME MTF Equity (hereinafter BME Growth) since 1 December 2010. The market capitalization with which it closed the 2023 financial year consolidates Altia as one of the largest BME Growth companies.*

On the other hand, Altia does not conceive its business model without taking into account the professional and human development of its employees and collaborators, as well as **the creation of value for all its stakeholders** (customers, employees, shareholders, public administrations, investors and supervisors). It therefore gives priority importance to social, economic and environmental performance and attention to shareholders, investors, market supervisors and society in general.

## Corporate Strategy

*Our success is to create more opportunities and create more value for all stakeholders involved in the Altia project*

The aspects that represent the strengths of our business model and that are considered key to continue the success obtained to date:

**The experience of the management team and the lead partner.** Strength and ability to adapt to the changing environment that characterizes the sector.

**Internationalization.** Approximately 50% of the business is obtained outside Spain, in markets that are many of them technologically advanced, financially solvent and with great capacity for development in the coming years.

**A wide portfolio of products and services,** many of them technologically advanced and expected to be massively implemented in the coming years, a diversified portfolio of clients and sectors that reduces the risks of concentration in these areas and a presence in consumer markets in technological services and products.

**Talent of the professionals who make up the teams.** A culture of effort and orientation to both customers and results.

**'Real' customer orientation:** proximity, warmth in treatment, commitment, flexibility and the ability to be differential in daily relations with consumers of the services provided by the Group. The goal is for the client to perceive that they have had a return on the investment made.

**Results-oriented,** understanding that each operation, project... It must make economic and financial sense in itself.

**Solid financial position, which,** together with good working capital management and an appropriate policy of restricting expenditure and reducing debt, positions the Group as one of the most profitable and successful in the sector.

**Flexibility and agility** in operational decision-making.

**The value of Altia's share** on BME Growth, an equity story of success.

**Increased recurring sales.**

**Success in previous integration processes** that allow us to be optimistic about possible processes of this nature that could occur in the future.

**Lower structure costs and rigorous cost control** in relation to competitors.

**The entry into customers with high potential** for intensive use of technology provides the Group with ample room for growth in projects across multiple technologies and functional know-how.



## Our offices

*Nearly 30 locations in 9 countries guarantee a strong presence and give the Altia group the possibility to be closer to its customers*

### SPAIN

A Coruña (head office)  
Alicante  
Barcelona  
Bilbao  
Madrid  
Palma de Mallorca  
Pamplona  
Santa Cruz de Tenerife  
Santiago de Compostela  
Toledo  
Valencia  
Valladolid  
Vigo  
Vigo - Datacenter  
Vizcaya

### Portugal

Lisboa (Central Noesis)  
Coimbra  
Covilha  
Guarda  
Porto  
Proença a Nova

### USA

Raleigh

### Andorra

Andorra la Vella

### Francia

Bayona

### Holanda

Rotterdam

### Irlanda

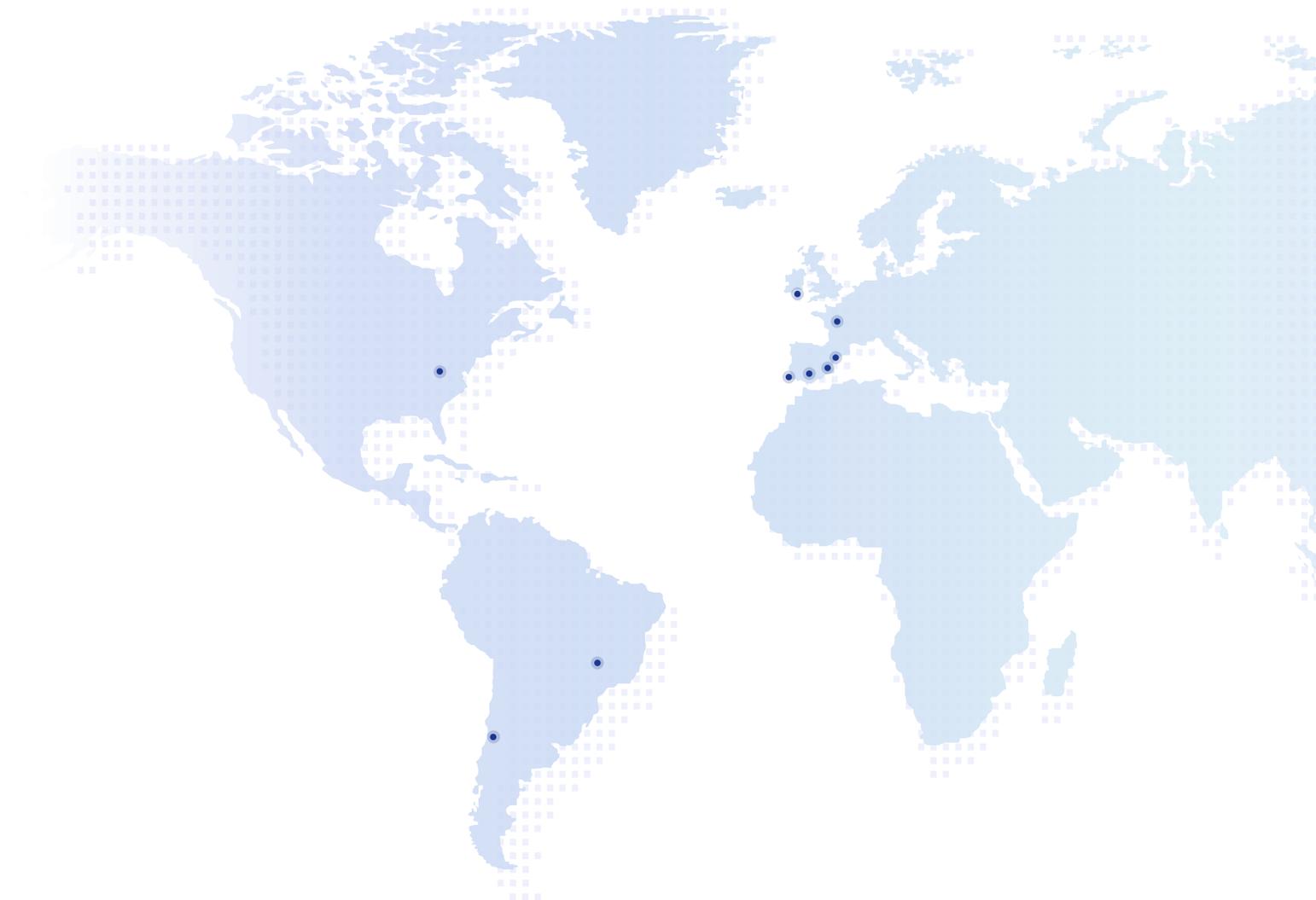
Dublín

### Brasil

Rio de Janeiro

### Chile

Santiago de Chile



# Principles

The Altia group is committed to maintaining its business strategy and proximity to its customers, a strategy that has been fundamental to maintaining a prominent position in the sector in which it operates over the years. This is ratified in the **2023-2024 Business Plan**, which establishes the direction to be followed to ensure the long-term sustainability of our project.

In a world where technology is fundamental to business management, our sector plays a crucial role in providing tools that facilitate remote working, drive technological innovation, improve processes and promote business digitalization. We recognize that society and different economic areas are increasingly dependent on technology to handle large volumes of information in an increasingly complex operating environment.

We firmly believe that those who adapt to new technological trends and have a well-dimensioned production capacity and cost and financing structure, will be the ones who manage to grow and develop their businesses effectively. Therefore, we are committed to staying at the forefront of innovation and **delivering technology solutions that meet the evolving needs of our customers and the market at large.**

## A changing and uncertain world

The Altia group **identifies, evaluates, verifies and controls the risks** arising from its activity and proposes all the corrective and improvement measures necessary to mitigate these risks through specific improvement plans. This process is supervised by the Global Risk Unit, which reports to the Audit Committee and, in the last case, to the Board of Directors.

**The economic, social and political environment.** A significant change in market conditions or even in the economy, as has happened in recent years with the pandemic, the energy crisis or the war in Ukraine, can cause our business to be affected. The uncertainty in which we are currently operating means that the Group remains very cautious about the evolution of the economy, with prudence in terms of investments and new businesses being its guide for action. The challenge continues to be to grow in an orderly and sustainable manner, in order to be able to undertake more and larger projects.

**Scarcity of technological profiles.** The growing demand for technological profiles for practically any type of business or sector is complicating access to talent in an activity in which this aspect is critical. In this sense, the Altia group has a series of policies and initiatives in place with the aim of being able to access this talent in a way that is different from that of its competitors, and it is only with practices that are better than those of the competition that it will be possible to succeed in the decisive challenge of attracting and retaining people with high technical qualifications and who understand the business as Altia understands it.

**The complete integration of the acquired businesses.** Altia's strategy has always been to integrate 100% from a business, systems, finance, people point of view... the businesses it has acquired.

**Cybersecurity vs cyberattacks.** Altia carries out its activity on the basis of an intensive use of technology, so the Group has to be particularly cautious on this issue by applying strict cybersecurity policies that prevent any cyberattack from paralyzing the Group's activity.

**Business risk.** The Altia group does not have a special concentration at the level of markets, nor at the level of customers, nor at the level of technologies. The financial risks are relatively low, due to its contained debt and low activity outside the Eurozone.

The Group is optimistic about the future, the presence of the organization outside Spain is increasing, with the business dependent on Noesis, the Agency in Chile and with the increasing consolidation of business related to European agencies and organizations, reinforced with the incorporation of Bilbomática.

### What Moves Us: Guiding Our Vision

At the **core of Altia** are fundamental principles that drive, inspire and guide us on our path to a sustainable and prosperous future.

We believe that only a **positive attitude**, a **real commitment to sustainability** and a **long-term vision** will achieve real and meaningful change. These principles guide every aspect of our business and inspire us to move forward on our journey towards a better future for all.

**Altia's corporate culture** is characterized by:

*Maintain open communication with our stakeholders, fully integrate the Company's activities with those of our clients and respect for quality, the environment, and the occupational health and safety of our professionals and collaborators.*

Our vocation for permanence means that we seek the sustainable growth of the Company, backed by a technical and financial solidity that allows us to continuously and safely assume the new challenges that the future poses to us.

## *Together we will build a better world.*

**Driving sustainable growth through technology.** We strive to drive growth for our customers and our people through innovation and technology. We believe in the transformative power of technology to improve lives and communities.

**Commitment to evolution and innovation.** We recognize that evolution is a fundamental pillar for progress. We are committed to changing to constantly improve, adopting a mindset of continuous learning and agile adaptation. Innovation is our way to the future. We are up for the challenge of exploring new horizons and finding innovative solutions to current and future challenges.

**Passion as a driver of change.** At the core of everything we do is passion: the spark that ignites our ideas, drives our creativity, and gives us the strength to overcome obstacles. We celebrate every breakthrough together and inspire each other to reach new heights. We believe in the power of collaboration and teamwork to drive innovation and progress.

**Responsibility and impact.** We recognize our responsibility as agents of change. We are committed to using our work and influence to make a positive and meaningful impact on the communities in which we operate and the environment we share. We seek responsible growth, balancing the needs of the present with those of the future, in favor of a fairer, more inclusive and sustainable world for the new generations.

Customer orientation, commitment to results, high qualification and talent are the keys to the Group's competitive advantage.

We define ourselves as "the good company" and believe that "innovation is the way."

Innovation along with customer orientation are at the core of the company's strategy.



## Lines of business: portfolio

The Altia Group is known for providing future-proof solutions, addressing its customers' challenges from different approaches and creating the best possible path to sustainable growth.

**Passion makes all the difference. Passion with which we undertake our projects. Passion for digital change. Passion for business acceleration.**

The company is structured in **business lines** as a strategic approach to optimize its operations and maximize its performance in different sectors of activity. This organization allows for a more efficient allocation of resources and greater specialization in each area, thus facilitating adaptation to changing market demands. Each line of business has its own dedicated team and specific goals, promoting greater responsibility and accountability within the organization. This strategy not only improves operational efficiency, but also provides the flexibility needed for diversification and sustained growth in a dynamic business environment.

The Altia group differentiates its solutions division depending on its brands and the markets in which it operates. It offers an **offer adapted to the needs and linked to the origin and experience of each of them. Whether with a more transversal vision based on service or a more vertical vision based on products**, the Group aims to provide the best solution to its customers and be the best option for its collaborators.



## Future-proof solutions

Our **portfolio** reflects this passion and commitment to excellence. It is designed to cover a wide range of technology needs, backed by experience and in-depth knowledge of the sectors in which we operate. With a strengthened structure as a Group, we open up to greater possibilities, expanding our capabilities and offering new windows of opportunity to our current and potential customers, as well as to markets and administrations.

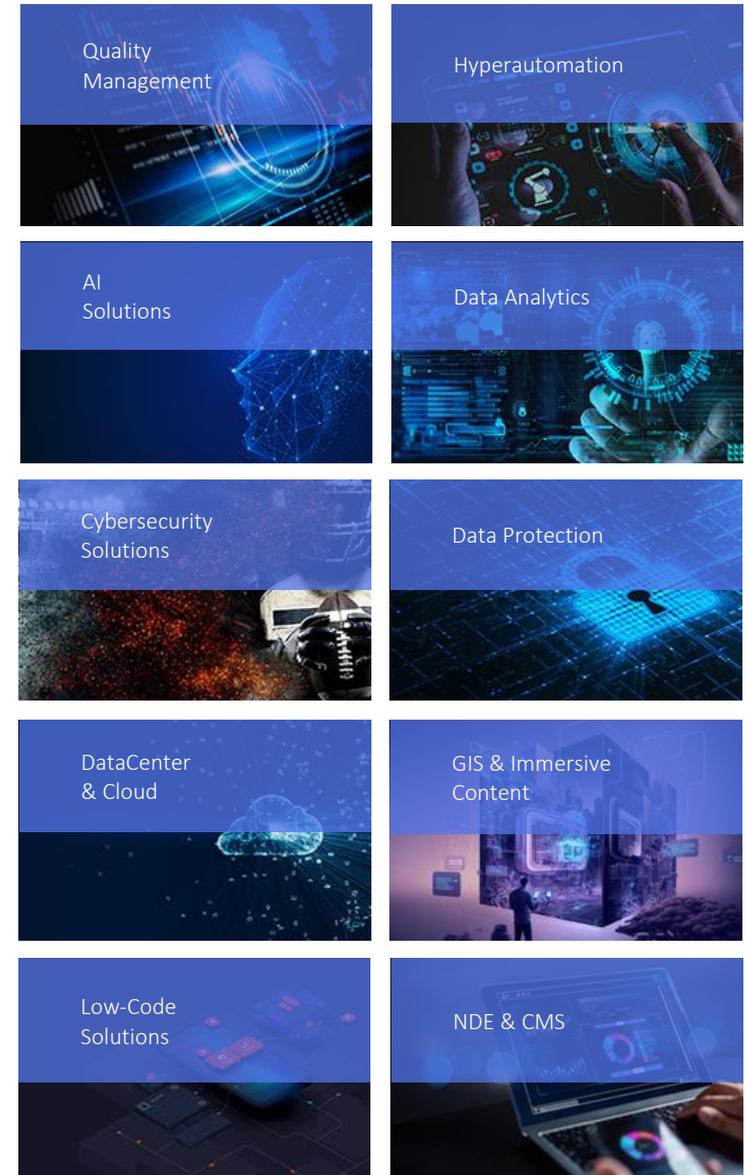
We base our portfolio on strategic lines that are a mixture of the Group's traditional virtues and the new initiatives launched in reaction to an uncertain and very dynamic environment.

"Stable growth, proven solvency and intact values demonstrate our long-term vision."

*Ignacio Cabanas · Economic and Financial Director*

## Technologies with impact

Capabilities and technologies on which we anchor our **growth, change and improvement**. These are the keys that we believe will accompany our clients towards the digital change and guide them in the reinvention of their businesses:



At Altia, we recognize that the **Technology and sustainability** They are two fundamental pillars on the path to a more prosperous and equitable future. We strive to deliver innovative solutions that not only drive business growth, but also minimize our impact on the environment and promote sustainable development.

We understand that many companies are faced with the challenge of **adopting sustainable technologies while looking to maintain their competitiveness in the market**. That's why we're committed to being a trusted and disruptive technology partner that can help implement sustainable practices effectively and aligned with each client's specific goals.

Our optimized digital vision allows us to lead the transformation towards a greener and more efficient economy. From optimizing data centers to implementing intelligent e-management solutions, we work closely with our customers to find the best solutions that not only reduce their environmental footprint, but also drive innovation and productivity.



## SUCCESS STORIES

### Aslan Awards for Transformation in Public Administrations

The XV edition of the Aslan Awards for Transformation in Public Administrations recognizes the **efforts of public bodies and companies in the implementation of new technologies** to provide better services to citizens, improve efficiency and optimize costs.

Bilbomática, an Altia company, has been selected as a finalist in four categories with innovative projects:

- Boosting digitalization and productivity: "Simula" - A business simulation tool with an interactive online game format.
- Mobility: "Conect@Min".
- Health: "Atlas of Health Care of Cantabria".
- Processing and documentation: **"Electronic Judicial Archive" - Project awarded with the prize in this category.**

[See more](#)

*We strongly believe that sustainable technology is a profitable and necessary investment to build a better future for all.*

One of the elements that contributes most to the development of sustainable policies is **cloud computing**. The use of own data centers is becoming increasingly reduced, and this leads to a reduction in emissions and energy consumption. In addition, data centers, which are responsible for the highest consumption rates, are becoming more efficient and environmentally friendly thanks, among other things, to the commitment to virtualization, cloud and hyperconvergence as drivers of change and process optimization.

Intelligent **e-administration**, with complete and agile solutions with applications such as e-office, file manager, contractor profile, electronic bidding and open data. Needless to say, paper requires wood, water, electricity, and substances to manufacture. Its reduction, avoiding documents and printed matter, facilitates management processes, as well as the extraction of information, and the processing of it, once digitized, allows for improved classification and search.

**Realities beyond the smart concept.** Because intelligent management is based on integrating and analysing all the information available by different means, so it is necessary to include tailor-made solutions for the visualisation, analysis and exploitation of information. Whether we are talking about flood risk warnings with information captured through satellites and analysed with machine learning, or smart measurement to prevent leaks in buildings, smart technologies serve to save water and leave a better world for future generations.

The **transformation of data into knowledge**. The processing and processing of data through different platforms allows companies to have the relevant information at the right time for decision-making. In addition to traditional related information systems, there are advanced Big Data systems, which store and process large volumes of data, including real-time information that each company can generate through internal and external systems. All the information collected is analysed and the necessary algorithms are applied to obtain the key indicators demanded by the client.

**Mobility and geopositioning.** It's no secret that the evolution of mobile communications networks, combined with increasingly powerful, simpler-to-use and versatile portable devices, has made mobility a key part of modern information systems.

## Our products

Based on the needs of its customers and the know-how accumulated, the Group has developed its our products that combine the **innovative vision of its equipment** and **in-depth knowledge** of market needs.

With complementary approaches, the creation of **our products** is approached from a **double perspective**:

### Improving the experience of citizens and their administrations

The development of specific solutions for public administrations aims **to respond to digital hyper-acceleration** and the construction of a **robust, efficient and open digital administration**; designed by and for citizens.

Solutions that make it possible in an integrated way to improve the **management of processes** in a scalable and flexible way or the total digitalization of processes such as **tendering**.

### Creating Value and Ensuring Growth for Businesses

Create future-proof solutions that ensure **long-term growth, with real value**.

With an innovative vision that optimizes results, the Group's products address different needs such as **data optimization**, more effective implementation of the **hybrid cloud**, **advanced testing solutions** that guarantee better results, **integration of processes and document management** or the **improvement of the logistics chain** through platforms for simplification in transport management.



## Our products.

### The test automation solution

#### Mercurio

Adapted e-tendering

**Mercurio** is an Electronic Bidding platform that facilitates the complete management of procurement and purchasing processes, from the publication of the Terms and **Conditions to the signing of the contract, all 100% electronic.**

Fully aligned with current legislation, it allows all contracting procedures to be processed.

Through the use of signatures and encryption of the documents, total transparency is the bidding processes, through the concept of Virtual Safe of Bids: non-repudiation, confidentiality and no access to them until the Public Openings of Bids.



#### Altia Control Tower

Global Transportation Management

**Altia Control Tower** is the Transport Management System that unifies, simplifies and manages all your transports through a single tool. A collaborative logistics network with the broadest integration and scalability capabilities.

Web platform and mobile app, different visions, same goal.



#### eVisitAR+

eTourism Platform

**eVisitor** offers tourist destinations a complete Management System, covering all current needs related to tourism promotion and optimizing management processes.

**eVisitor** allows access to *eTourism* in a simple, intelligent and sustainable way.

**eVisitor** is responsible for the automatic appearance of the content (messages, resources, photos, videos, offers,...) prepared by the tourist destination, on all *eTourism* channels.



#### VR Tourism

Virtual Reality Tourist Office

The **Virtual Reality Tourist Office** is the gateway to virtual tours of places of interest, 3D models of heritage elements or trips to the past (or the future) through the 3D recreation of archeological sites or environments in different eras.

The product is offered in two different modes, as a one-person metaverse and as a multi-user metaverse. The one-person metaverse has been conceived and developed in such a way that is a real multi-device, being able to be enjoyed both on PC and Mac computers, as well as on mobile devices, through the browser or with Virtual Reality glasses. The multi-user metaverse allows you to enjoy a shared experience with other users through their avatars.

The office has the virtue of allowing the traveler to be captured in the three phases of the trip, before the choice of the destination, offering them a unique way of getting to know them before making the trip, at the destination itself by facilitating accessibility to places after hours or places that are difficult to access and once the trip has been made, turning the traveler into an ambassador of the destination. The system includes a built-in videoconferencing system that allows guided tours by a tourism technician.




## Stand VR

### Virtual Reality Booth

**Virtual Reality Stand** is a 3D environment that allows you to promote companies, products and services.

The VR Stand is a space open 365 days a year and 24 hours a day. It allows companies to make videos, PDFs, high-resolution photographic images, 360 images or 2D/3D maps available to users, as well as any other multimedia element, including streaming video. The product is the best way to have a truly interactive presence, allowing direct contact with users through an integrated videoconferencing system.

The Stand is available, both as a one-person metaverse and as a multi-user metaverse.

## STAND VR



## DESIMS

### Graphical view of the patient's process

**Management of multidisciplinary breast cancer committees and support in clinical decision-making**, providing a graphic view of the breast cancer process. Collecting the most relevant information of the process.



## Naia Healthcare

### Nursing care

**Nursing care managent.** Integrated and interoperable system with Health Information Systems, based on the Nursing Care Process (PAE), Virginia Henderson and NANDA/NOC/NIC taxonomies.



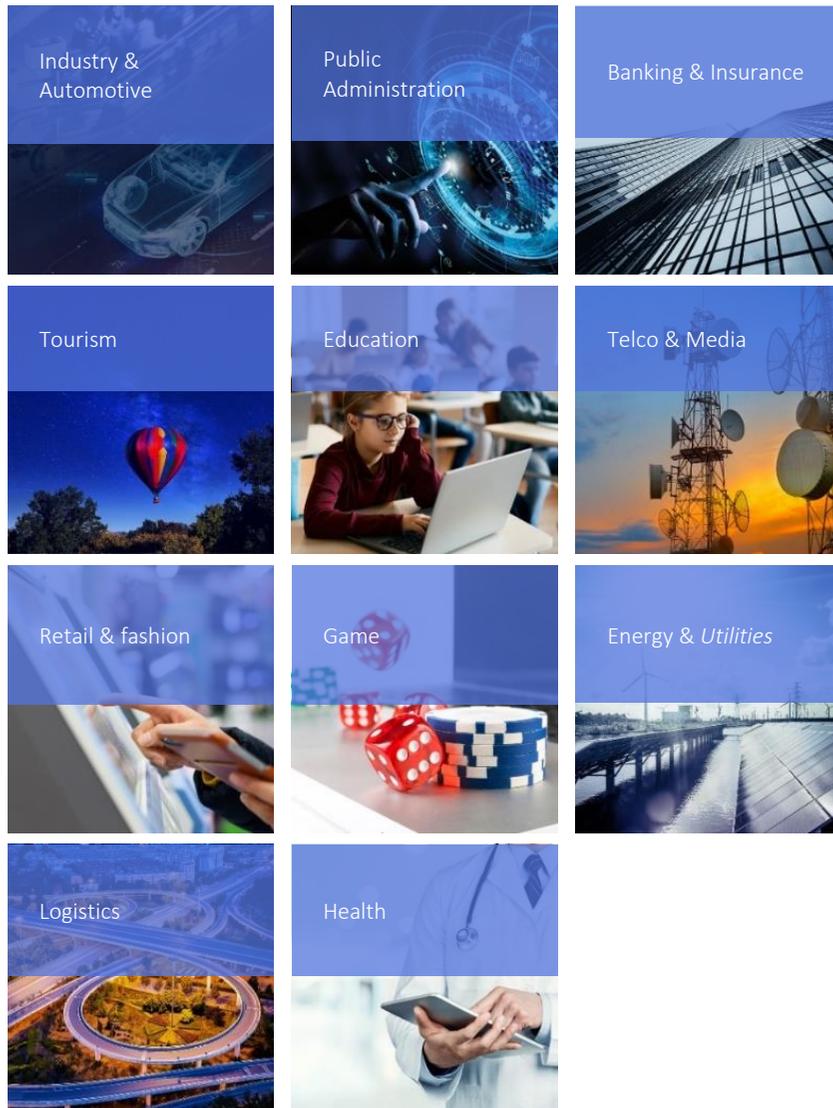
## TestingON

### Nursing care

**The test automation solution** that ensures better detection, correction and reduction of errors, ensuring the optimization of testing time.



## Clients



*With a transformative vision, oriented to the specific business objectives of its clients, new formulas are created with which to face the digital revolution, designing strategies to meet the needs of all sectors of activity.*

The Altia Group has global customers, leaders in their respective sectors, to whom it offers real solutions to meet their daily challenges.

He combines extensive **experience with public bodies at local, regional, national and European level with private companies** from all areas:

The Group's international projection is evident, with almost half of its turnover outside Spain, **accompanying clients all over the world:**

With **solutions and services created to meet the challenges of the future**, Altia addresses the needs of its customers in a differential way:

# Global Clients

REINVENTING BUSINESS TOGETHER



**+40%**

International invoicing



**+44,3%**

Turnover compared to 2022



Weight of scopes according to billing

**PUBLIC: 47.5%**

**PRIVATE: 52.5%**



# Certifications & Recognitions

## Certifications.

### ISO 9001

#### ISO 9001:2015 by DET NORSKE VERITAS

Altia Consultores  
S.A.

Certified in the offices of A Coruña, Vigo, Vizcaya, Álava, Santiago de Compostela, Madrid, Valladolid, Datacenter Vigo and Chile.

The scope of application of ISO 9001 certification is:

- Design, development, maintenance, implementation, integration, maintenance of support services and administration of computer systems.
- Consulting and training in information and communications systems.
- Technical support services.
- Management of computer licenses.
- Hosting services (colocation, housing, dedicated hosting, virtual hosting) and IT systems outsourcing.
- Provision and maintenance of computer systems (hardware infrastructure, operating systems, databases and computer applications).



#### NP EN ISO 9001:2015 by SGS ICS.

Noesis  
Consultadoria em  
Sistemas Informáticos,  
S.A.

Certified in its offices in Lisbon, Porto, Coimbra, Proença a Nova, Guarda and Covilha.

The field of application of the ISO 9001 certification is:

- Provision of consulting services in the area of information systems and technologies: IT Staffing, Outsourcing and Projects.



#### ISO 9001:2015 by SGS ICS

Wairbut, S.A.

Certified in its offices in Madrid

The field of application of the 9001 certification is: Consulting and development of solutions/services in the field of information technology.



ISO 9001:2015 by OCA Certification Institute, S.L.U.

Bilbomática, S.A.

Certified in its offices in Bilbao and Madrid

The scope of application of the 9001 certification is: Design, development, implementation and maintenance of: computer systems and their integration.



## ISO 14001

ISO 14001:2015 by DET NORSKE VERITAS.

Altia Consultores S.A.

Certified at the Datacenter Vigo office

El campo de aplicación de la certificación ISO 14001 es: Servicios de alojamiento (colocación, housing, hosting dedicado, hosting virtual) y outsourcing de sistemas informáticos. Provisión y mantenimiento de sistemas de informáticos (infraestructura hardware, sistemas operativos, bases de datos y aplicaciones informáticas).



ISO 14001:2015 by OCA Certification Institute, S.L.U.

Bilbomática, S.A.

Certified in its offices in Bilbao and Madrid

The field of application of the 14001 certification is: The design, development, implementation and maintenance of: computer systems and their integration.



ISO 14001:2015 by SGS ICS

Wairbut, S.A.

Certified in its offices in Madrid

The field of application of the 14001 certification is: Consulting and development of solutions/services in the field of information technology.



## ISO 20000

ISO/IEC 20000-1:2018 by DET NORSKE VERITAS.

Altia Consultores S.A.

Certified at the Vigo Datacenter.

The scope of application of ISO 20000 certification is:

- Hosting services (colocation, housing, dedicated hosting, virtual hosting).
- Managed services for the operation, administration and maintenance of information systems (hardware infrastructure, operating systems, databases and applications).
- Data communications.
- User support.



ISO/IEC 20000-1:2018  
by OCA Certification  
Institute,  
S.L.U.

Billbomática, S.A.

Certified in its  
offices in Bilbao  
and Madrid

The field of application of the 20000 certification is:

- Design, development, implementation, maintenance and management of IT systems.



ISO/IEC  
20000-1:2018 by  
SGS IC

Wairbut, S.A.

Certified in its  
offices in Madrid

The scope of application of the 20000 certification is:

- The provision of the following services:
  - o Technical assistance in outsourcing.
  - o Software maintenance.



## ISO 22301

UNE-EN ISO  
22301:2020 standard  
by Applus+

Altia Consultores  
S.A.

Certified at the  
Vigo Datacenter.

The activities of the **Business Continuity Management system** covered by the certification under the **UNE-EN ISO 22301:2020 Standard** cover the following field of application: The business continuity management system of Data Processing Center services (colocation, housing, hosting), installation and operation of managed services, administration and maintenance of information systems (DPC, Hardware infrastructure, operating systems, databases and applications), data communications and user support for these services, both in cloud, on-premise or third-party infrastructures.



## ISO 27001

ISO/IEC 27001:2013  
standard by Applus+

Altia Consultores  
S.A.

Certified at the  
Vigo Datacenter.

The implementation activities of the **Information Security Management system** covered by Certification under **ISO /IEC 27001:2013** covers the following field of application: Information systems that support hosting business processes (colocation, housing, dedicated hosting, virtual hosting), **managed services operation, administration and Maintenance of information systems** (hardware infrastructure, operating systems, databases and applications), **data communications and support to the user** of these services in relation to the declaration of applicability in force on the date of issuance of the certificate.



ISO/IEC 27017:2021  
standard by Applus+

Altia Consultores  
S.A.

Certified at the  
Vigo Datacenter.

The activities of the **Security Controls for Cloud Services system** covered by the certification under the **ISO/IEC 27017:2021 Standard** cover the following field of application: The information security management system that supports the services of the Data Center (colocation, housing, hosting), installation and operation of managed services, administration and maintenance of information systems (data center, hardware infrastructure, operating systems, databases and applications), data communications and user support of these services, both in cloud mode, on-premise or in third-party infrastructures, in relation to the declaration of applicability V 15 of 01/06/2023.



UNE-EN ISO/IEC  
27018:2020 standard  
by Applus+

Altia Consultores  
S.A.

Certified at the  
Vigo Datacenter.

The activities of the **Code of Practice system for the Protection of Personally Identifiable Information (PII)** covered by the certification under the **UNE-EN ISO/IEC Standard 27018:2020** cover the following field of application: The information security management system that supports the services of the Data Processing Center (colocation, housing, hosting), installation and operation of managed services, administration and maintenance of information systems (data center, hardware infrastructure, operating systems, databases and applications), data communications and user support of these services, Both in cloud mode, on-premise or in third-party infrastructures, in relation to the declaration of applicability V 15 of 01/06/2023.



ISO/IEC 27001:2013 standard by SGS ICS.

Noesis Consultadoria em Sistemas Informáticos, S.A.

Certified at its offices in Lisbon.

The scope is:

- Management systems and processes of the technological infrastructure to support Noesis' business P196V01 Statement of Applicability.



ISO/IEC 27001:2013 by SGS ICS.

Wairbut, S.A.

Certified at its offices in Madrid.

It complies with the requirements of ISO/IEC 27001:2013 UNE EN ISO/IEC 27001:2017, for the following activities:

- Design, development, maintenance and support of applications.
- Administration and maintenance of information systems (hardware infrastructure, operating systems, databases, data communications and user support)

In accordance with the declaration of applicability in force v5 15/01/2020.



UNE-ISO/IEC 27001:2017 standard by OCA Instituto de Certificación, S.L.U.

Bilbomática, S.A.

Certified in its offices in Bilbao and Madrid.

The field of application of the 27001 certification is:

- Information systems that support: design, development, implementation, maintenance and management of IT systems.



## CMMI

CMMi-DEV 2.0 with level Maturity 3.

Altia

Centres located in A Coruña

The scope of the assessment of this maturity model focuses on projects of Maturity 3. Coruña Development and maintenance of software systems and products. The model defines five maturity levels of which level 3 encompasses the entire life cycle of a software development project, including the areas of:

- Project management.
- Process management.
- Engineering.
- Support.



CMMI-DEV level 3

Bilbomática

Bilbao

Application development, support and maintenance activities.



## SAP

Certified as SAP  
Certified in Hosting  
Operations.

Altia Consultores  
S.A.

Altia offers SAP software and technology hosting operations services with high-quality operational standards, hosting and managing the IT infrastructure of its customers' SAP systems.

**SAP Certified**  
in Hosting Operations

Certified as SAP  
Certified in Cloud  
and Infrastructure  
Operations.

Altia Consultores  
S.A.

It recognizes the ability of Altia Consultores S.A. to manage SAP solutions and services in the cloud with high-quality operational standards, providing administration, operation and monitoring services of its clients' IT infrastructure.

**SAP Certified**  
in Cloud and Infrastructure Operations

Certified as SAP®  
Certified in SAP  
HANA® Operations.

Altia Consultores  
S.A.

As an SAP HANA® Operations Partner, Altia offers solutions based on the SAP HANA® platform with high-quality service level agreements.

**SAP Certified**  
in SAP HANA Operations

## ENS

Certification of  
compliance with the  
National Security  
Scheme according to  
Royal Decree  
311/2022 by Applus+

Altia Consultores  
S.A.

Certified in the  
Vigo Datacenter

In accordance with the requirements of Royal Decree 311/2022 for:

- Information systems that support hosting business processes (colocation, housing, dedicated hosting, virtual hosting)
- Operation of managed services, administration and maintenance of information systems (hardware infrastructure, operating systems, databases and applications).
- Data communications and user support for these services.

Information systems include the application called "**Altia Mercurio**, the e-procurement ®", service for the integrated management of the procurement process by electronic means, including the publication of bidding documents, receipt of bids, management of the opening of bids, management of the award and signing of the contract, in relation to the document of categorization in force 31/01/2023.



Certification of  
compliance with the  
National Security  
Scheme according to RD  
311/2022 by Applus+

Altia Consultores  
S.A.

Certified in your  
Valencia office

In accordance with the requirements of Royal Decree 311/2022 for:

- Information system that supports the provision of services for the design, development, implementation, integration and maintenance of computer systems, according to the categorization of the current system (version 3 of 20-10-2023)



Certified in the National Security Scheme in accordance with RD 3/2010 by OCA Instituto de Certificación, S.L.U. (MEDIA)

Bilbomática, S.A.

Certified in its offices in Bilbao and Madrid

The scope of compliance of the information system is:

- The information systems managed by the company that support the development, maintenance and support services of applications, as well as consulting and technical support services, technical assistance, sale of licenses and customer service, provided both from the company's headquarters and from the facilities of the Public Administrations and affiliated entities



Certified in the National Security Scheme in accordance with RD 3/2010 by SGS ICS. (HIGH)

Wairbut, S.A.

Certified in its offices in Madrid

The scope of compliance of the information system is:

- The information systems that support the services:
  - Design, development, maintenance and support of applications.
  - Administration and maintenance of information systems (hardware infrastructure, operating systems, databases, data communications and user support).



## ENI

National Interoperability Scheme in accordance with RD 4/2010

Altia Consultores S.A.

MERCURIO

**MERCURIO's Altia platform for electronic public procurement and bidding** has been COMPLIANT with the audit process of compliance with RD 4/2010 that regulates the National Interoperability Scheme as well as the Technical Standards that develop it. This regulation includes a set of conditions to facilitate the organisational, semantic and technical interoperability necessary to facilitate the cooperation of public administrations in the provision of digital administration services, from the perspective of jointly articulating the legal framework, cooperation and services.



## HUELLA DE CARBONO

Carbon footprint verification according to GHG Protocol, year 2022

Altia Consultores S.A.

Data Center de Vigo

Altia Consultores, S.A. has calculated the footprint of its Data Center located in Vigo, since this center concentrates almost 80% of the Group's emissions. Greenhouse Gas Report of Altia Consultores, S.A. Year 2022, dated October 2023 ratified by the Management of the organization is in accordance with the requirements of the Greenhouse Gas Protocol Corporate Standard (GHG Protocol)



## Recognitions and alliances

### PROGRAMA / ACCIÓN

Corporate Social Responsibility (CSR) Award from the Xunta de Galicia in the category of Large Company.	2019	Corporate Social Responsibility (CSR). Altia	<b>Xunta de Galicia</b>	 <a href="#">Ver más</a>
Recognition as a Collaborating Company in Matters of Equality granted by Emakunde-Basque Women's Institute	2021	Equality. According to decree 11/2014: · Resolution: 2021/08/04 · BOPV: 2021/09/10	<b>Emakunde.</b> Instituto Vasco de la mujer	 <a href="#">Ver más</a>
Cegos Award with E&T 2022 Talent Attraction and Integration Category	2022	#AltiaDigitalHub. Altia	<b>Cegos.</b> Leader in training and development.	 <a href="#">Ver más</a>
Company adhered to Por Talento Digital	September 2022	Improving the employability of people with disabilities in the digital sphere. Altia	Initiative promoted by the <b>ONCE Foundation</b> to improve training in digital skills for disabled people.	 <a href="#">Ver más</a>
Ranked 31st in the First Ranking of Companies for Equality by the Woman Forward Foundation	06/2023	Equal opportunities. Altia	<b>Woman Forward Foundation</b> A non-profit institution that promotes female empowerment, gender equality and diversity.	 <a href="#">Fundação José Neves (FJN),</a>

Best Workplaces in Portugal

Marzo 2023

Noesis ranked 2nd in the Best Workplaces in Portugal, in the category of more than 500 employees.

Great Place to Work Portugal



[Ver más](#)

Best Places to Work in Europe

September 2023

Noesis obtains the 12th position in the Great Place To Work® ranking

GPTW®



[Ver más](#)

Member of the Galician Climate Pole Alliance

23/10/2023

Improving the environment, achieving the Sustainable Development Goals and the 2030 Agenda.

Xunta de Galicia



[Ver más](#)

Alliance for Vocational Training

10/11/2023

Commitment to Vocational Training. Altia

Ministry of Education and Vocational Training



[Ver más](#)

Ranked 27th in the ranking of medium-sized companies in the Computerworld 2024 Best Places to Work in IT list

11/2023

People. Talent management.

Foundry Computerworld



[Ver más](#)

Adhesion to the DINAMIZA project	26/12/2023	Revitalization of the SDGs.	<b>Amicos.org</b> In collaboration with: Ministry of Social Rights and Agenda 2030 of the Government of Spain	
Company Committed to Youth. Recognition of the OIJ and DCH	2023	#AltiaDigitalHub. Altia/Recognition for having actions to promote the recruitment of Young Talent within the company, with internal policies to promote their empowerment and training and with direct investments in public programs for the young population	<b>International Youth Organization for Ibero-America de Juventud (OIJ) and the International Organization of Human Capital Managers (DCH)</b>	 <a href="#">Ver reconocimiento</a> <a href="#">Ver ranking</a>
Noesis, Grace's partner company- Responsible Companies	2023	Noesis. Commitment to the principles of sustainability in its various dimensions (ESG - Environmental, Social and Governance). Noesis.	<b>GRACE - Responsible Companies</b> , a non-profit business association a for-profit and public utility company that operates in the areas of Social Responsibility and Sustainability	 <a href="#">Ver más</a>
Noesis is a signatory of the BCSD's Charter of Principles for Companies for Sustainability	2023	This initiative sets guidelines for sustainable business governance and the signatories commit to working towards the achievement of the SDGs. Noesis.	<b>Business Council for Sustainable Development (BCSD) Portugal</b> is a non-profit association that brings together more than 170 leading companies in Portugal, committed to sustainability. It is part of the Global Network of the World Business Council for Sustainable Development (WBCSD), the largest international business organization working in the area of sustainable development.	 <a href="#">Ver más</a>
Pact for More and Better Jobs for Youth	2023	Adhesion to the Pact for More and Better Jobs for Young People, an initiative created by the Fundação José Neves and the Portuguese Government, whose main objectives are to attract, retain and accompany young workers, up to the age of 29, in Portugal. Noesis.	<b>Fundação José Neves (FJN)</b> , promoter and coordinator of the Pact for More and Better Jobs for Young People, which arises as a result of the launch of the White Paper, an initiative of the FJN, the Youth Employment Observatory and the International Labor Organization.	 <a href="#">See more</a>
Aslan Awards for Transformation in Public Administrations	2023	Bilbomática, has been selected as a finalist in four categories and awarded in one of them, in the XV edition of the Aslan Awards for Transformation in Public Administrations. These awards recognize the efforts of public bodies and companies in the implementation of new technologies to provide better services to citizens, improve efficiency and optimize costs.	<b>Partnership @aslan</b> . A non-profit association made up of technology companies.	 <a href="#">Ver más</a>

## Featured Projects



### » European Aviation Safety Agency Evolution of incident reporting systems

We are addressing the ECCAIRS2 project for the **Evolution and maintenance of the information system for reporting air incidents** of the European Aviation Safety Agency (EASA). The project has a duration of four years with a maximum amount of 4,5 million euros.

ECCAIRS2 is a **digital platform** that integrates European National Aviation and Safety Investigation Authorities.

The system is used by national authorities and aviation safety and **more than 5.000 users which will reach the figure of 20.000 by 2025**.

Deploying containers, automating tests, and integrating DevSecOps practices are key.

*"WITH THIS PROJECT, WITHOUT A DOUBT, WE WILL CONTINUE TO DEMONSTRATE THAT TECHNOLOGY AND INNOVATION GO HAND IN HAND WITH SAFETY AND OPERATIONAL EFFICIENCY"*

*Óscar Fernández, Altia European Services Manager*



### » UE Agency for Criminal Justices Cooperation Partnering in European security

We have been selected by Eurojust, the European Union Agency for Judicial Cooperation in Criminal Matters, for a four-year framework contract with a maximum value of € 6,5 million. This contract focuses on **improving and maintaining the essential information systems for Eurojust**.

**Eurojust, based in The Hague, is helping to combat cross-border crime in Europe.**

Altia will be responsible for detailed requirements analysis, planning and development of new components, extensive testing, and ongoing implementation and maintenance of Eurojust's information systems.

This award reflects **Altia's commitment to excellence in technology and Eurojust's confidence in its ability to provide effective and secure solutions.**



### » Castilla y León Supercomputing Center Cibersecurity for Critical Infrastructure

We reinforce the cybersecurity of the Supercomputing Center of Castilla y León (SCAYLE) through a **contract awarded under REACT-EU funds**. This agreement involves the provision and **implementation of advanced cybersecurity tools, supported by Altia's Security Operations Center (SOC), to Address cyber threats in real-time.**

We will provide advanced solutions to protect SCAYLE's diverse environments, including a high-availability perimeter firewall and email protection systems. In addition, A **Artificial Intelligence-based surveillance** for Detection of potentially dangerous patterns, activities, and traffic. Altia will also deploy a corporate IP network analysis and monitoring system to manage risks, prevent threats, and ensure an appropriate response



### » Barceló Hotel Group Automation of booking processes

Barceló Hotel Group has relied on Altia to **Automate your hotel reservation system** in Spain, starting the project in January 2022. Currently, the system has 18 tour operators integrated in 25 hotels in Spain, with plans to expand to other regions. This automation has improved the quality of information, optimised time and increased productivity, allowing Barceló Hotel Group to focus resources on more strategic tasks.

**Altia's Booking Integration Platform** is a **SaaS software** that, acting in a similar way to RPA (Robotic Process Automation), allows you to automate manual booking entry tasks in the PMS or CRS of hotel chains..

*"WE HAVE SUCCESSFULLY COMPLETED THE FIRST PHASE OF THE PROJECT, WITH NUMBERS AND A RETURN ON INVESTMENT THAT EXCEED THE CLIENT'S EXPECTATIONS"*  
*Óscar Muñoz, Account Manager at Altia*



### » Lung Cancer-related risk factors and their Impact

## Advances in the fight against lung cancer

We joined the **LUCIA** ( Lung Cancer- related risk Factors and their Impact Assessment) project, funded by the Horizon Europe Framework Programme (HORIZON). This project **brings together nine European countries** with the The goal is to approach lung cancer from different angles, including early diagnosis, prevention and treatment.

As experts in software development in the field of oncology and interoperability of hospital information systems, Bilbomática will contribute to the project by creating software tools for the management of prospective and retrospective patient data. This includes the co-creation of a **digital Biobank** and the integration of software tools for the collection of data from health and social registries, as well as exposure data.

**"IN THE LUCIA PROJECT, TECHNOLOGY WILL BE KEY TO IMPROVING THE DETECTION AND MANAGEMENT OF LUNG CANCER. CONTRIBUTING OUR KNOWLEDGE AND SOFTWARE TO IMPROVE PREVENTION AND DIAGNOSIS STRATEGIES FILLS US WITH SATISFACTION".**

*Frank Guijarro, head of R+D+I projects at Bilbomática, an Altia Company.*



### » Basque Agency for Development Cooperation

## Efficient e-processing

We are in charge of the maintenance and evolution of the management system of the Basque Agency for Development Cooperation during the years 2023 and 2024. This system administers all the agency's calls for grants, scholarships and awards, both for direct cooperation projects and for local awareness of needs in other countries.

The information system allows **100% electronic management** of all processes, from submission of applications to processing which **improves efficiency and agility in the management**. In addition, it facilitates the evaluation, monitoring and control of development cooperation projects, as well as the payment of the aid granted.

This service reflects Bilbomática's commitment with the **efficient and sustainable management of public calls**, thus contributing to the Strengthening international cooperation and the development of communities in vulnerable situations.



### » DAVE

## We improve your shopping experience

Dave is an **innovative shopping assistant** developed by the Low-Code Solutions (LCS) and Data Analytics and Artificial Intelligence teams (DAAI). Dave **uses ChatGPT technology** to deliver a natural conversational experience and human, differentiating itself from other Chat Bots without Generative AI.

This virtual assistant is designed to help users find products quickly and personally, providing recommendations based on their preferences. With Dave, users can ask questions about products and receive a list of options tailored to their needs.

The goal is to improve the shopping experience in line, offering truthful information and facilitating the selection of the perfect product in a matter of seconds..

**"DAVE APORTA LA INTELIGENCIA QUE OTROS CHAT BOTS SIN IA GENERATIVA NO TIENEN"**

*Margarida Morais, del equipo de LCS de Noesis, an Altia Company.*



### » COFCO International

## BI to meet new challenges

COFCO International, a leader in the agribusiness market, prioritizes the adoption of information technologies to boost its business efficiency and provide strategic reporting to its managers. Hugo Pereira, Global Head of SAP AMS and IT Operations, highlights the importance of digital transformation in the group, which continues to evolve to adapt to new emerging technologies.

Noesis collaborates in the project **"One Company, One BI"**. After the merger of the companies that gave rise to COFCO, multiple Business Intelligence (BI) platforms were inherited, so it was necessary to work on their unification. The **more than 12,000 employees have benefited from the use of the data analysis** in your day-to-day work, facilitating the **Daily reporting to support decision-making**

The integration of technology into COFCO International not only improves operational efficiency, but also strengthens its position to meet the challenges and opportunities of the ever-evolving agribusiness market.

# Our Commitment

Sustainability model

*Our contribution to the 2030 Agenda*

*Our strategy*

*Materiality analysis*



# Sustainability model

## Innovation and Commitment: Transforming Realities in a Changing World

Altia carries out its activity in an increasingly changing and competitive environment, in which our sector will continue to be a fundamental support for business and will be a vital help in people's lives.

Our **vision** of sustainability is not just an aspect of our business strategy, it is a fundamental part of our identity. We believe that technology companies have a crucial role to play in achieving the United Nations Sustainable Development Goals (SDGs) and we are committed to integrating these goals into every aspect of our business. Our business strategy is aligned with these objectives, and we consider them a fundamental guide for our actions and decisions, communicating and raising awareness about them.

Altia's corporate culture is characterized by maintaining open communication with all our stakeholders (customers, employees, shareholders, public administrations, investors and supervisors). The total integration of the company's activities with those of our customers and respect for quality, the environment, and the occupational health and safety of our professionals and collaborators are fundamental pillars of our business strategy.

Our sustainability **model** is based on **values of integrity, responsibility and commitment to the well-being of people and the planet**. Through **ethical and transparent management**, we seek to create long-term value for all our stakeholders and contribute positively to the sustainable development of society.

In this sense, **our ESG** (environmental, social and corporate governance) **approach** reflects the company's ongoing commitment to environmental sustainability, concern for people's well-being and the importance of strong corporate governance in our activity and decision-making.

**"Future" and "sustainability"** are key words that mark Altia's progress as a Group and that in 2023 has been reinforced with the creation of a Sustainability Coordination. **The creation of our company's Sustainability Coordination is an important milestone that reaffirms our commitment to promoting responsible business practices and contributing to sustainable development.** We recognize the importance of preparing for future challenges and adapting to an ever-evolving business environment.



Being

# #moresustainable

As a principle, goal and purpose

"With the creation of the Sustainability Coordination, our strategy will be reinforced by the integration of ESG criteria in a cross-cutting way.

Today's environmental, social and economic challenges require joint action and a long-term vision, which supports the transformation towards a sustainable global society. From the **Sustainability Coordination** we will be in charge of **supervising and coordinating our sustainability initiatives, ensuring that they are aligned with the Sustainable Development Goals (SDGs) established by the United Nations**. In this way, we assume our commitment to the 2030 Agenda, to analyze the SDGs that are most relevant to the company and its stakeholders, with the aim of focusing our actions where we can best contribute."

**Josefina Fernández** · *Chief Operating Officer and Director of Altia. Head of Sustainability Coordination*



We strive for excellence in corporate social responsibility, with a special focus on **people and working conditions**. This translates into concrete initiatives such as training and professional development programs for the people who are part of our workforce, equal opportunities and diversity policies, as well as measures to promote a safe and healthy work environment.

In addition, we are committed to protecting the **environment** and adopting sustainable business practices. We implement measures to reduce our environmental impact, such as the efficient management of natural resources, the reduction of emissions and waste, and the promotion of the circular economy in our operations.

Our **corporate governance** is based on principles of transparency, ethics and responsibility, with the aim of building trust among our stakeholders and ensuring sound and transparent business management. We are committed to complying with applicable laws and regulations, as well as promoting standards of ethical conduct in all our business relationships and business activities.

We strongly believe in the power of technology to make a positive impact on society and the environment. That is why we promote and support innovation as a fundamental tool to address challenges and contribute to the achievement of innovation of the SDGs.

## Sustainability & ESG

### Innovation and Commitment: Transforming Realities in a Changing World





# E

## Commitment to the environment

We recognize the impact that companies have on the environment. We work on reducing our energy consumption, reducing our greenhouse gas emissions, and reducing our IT asset waste. This commitment includes the acquisition of like-minded companies with similar values in terms of environmental sustainability.

We are committed to technological solutions that help reduce environmental impact and promote more sustainable practices, betting on cloud solutions and data center management.



# S

## Social Commitment

We focus on the well-being of the people who are part of our teams, betting on talent and committed to their personal and professional development, guaranteeing a safe, equal and inclusive workplace.

We understand the challenges faced by people and communities in the areas where the company operates, which is why we are committed to making a positive contribution to their well-being. We promote social initiatives that create opportunities among vulnerable groups, raise awareness of the proper use of technology and share knowledge through professionals from different business areas.



# G

## Commitment to good corporate governance

We have strong corporate governance in place to ensure sustainability efforts are effective and consistent across the company.

We are committed to transparency in management and decision-making and maintain solid values despite changes and adaptation to the current reality.

A key point of our strategy is to meet the needs and challenges of our customers, ensuring that the company responds to their demands in an ethical

The Altia group's performance in the ESG field is becoming increasingly relevant. And it's being done by:

## SUSTAINABILITY MODEL

Commitment to a **transversal and integrated model of sustainability**:

- *Embedded ESG compliance, not in silos, not in silos, not in silos, but as a single and coordinated element in the organization*
- *Implementation of a culture of control in ESG factors in the organization*
- *Definition of a strategic ESG vision that is fully integrated into the organization's operations*

## REGULATORY PRESSURE

Regulatory **pressure**, focused on three aspects:

- *Proliferation of specific regulation in different ESG areas*
- *Requirements for greater supervision of non-financial risk governance bodies (CBGSC 2020/GTCNMV 3/2017)*
- *Increase in emerging risks*

## VALUE OF TRUST

The **value of trust**, fundamental in an organization listed on a stock market such as the Altia group for:

- *Impact on reputation and market value*
- *Difficulty associating qualitative ESG factors with quantitative impacts*
- *Impact on specific ESG ratings that are becoming more and more common*



## SUCCESS STORIES

### Joining the GRACE Initiative

In 2023, Noesis has joined GRACE - Responsible Companies, a non-profit and public utility business association that operates in the areas of Social Responsibility and Sustainability. GRACE integrates the European networks EVPA and CSR Europe, a leader in sustainability and corporate responsibility, with the mission of helping organizations around the world implement best practices for **sustainable growth**. Joining GRACE is a way of reinforcing Noesis' commitment to the principles of sustainability in its various dimensions (ESG - Environmental, Social and Governance), which are increasingly **present in our** company and in all the initiatives in which we participate and organize. The employees themselves consider sustainability to be one of the most important issues in the organization, so the company has been working to meet the expectations of its team and also the community.

"We all need to play an active role in a more sustainable future, and organizations need to be the driving force behind a change in mindset" **Ricardo Rocha** - Director of Marketing and Communication at Noesis

## Cross-cutting approach

We are working to drive positive change in our society and our planet, taking a cross-cutting approach to sustainability. **We want to be leaders not only in technological innovation, but also in sustainable business practices that benefit everyone.**

"Altia's purpose in this area is to grow and also to do so in a sustainable and safe way, contributing corporate and social value at every step, in order to ensure stable and lasting growth in the long term."

*Josefina Fernández - Director of Operations and Head of Sustainability Coordination*

### Comprehensive approach

Our sustainability model is based on a comprehensive approach that considers the environmental, social and economic aspects of our operations and activities. **We recognize the interconnectedness between these three domains and work to balance them** harmoniously.

### Commitment to ESG principles

We embrace and promote ESG principles as a guiding framework for our business performance. We are committed **to rigorously complying with the required regulations and demonstrating our commitment to** social responsibility and sustainability in all our actions and decisions.

### Transparency and accountability

We are committed to operating in a transparent and responsible manner, **clearly and rigorously communicating our sustainability impacts and actions.** We take responsibility for our actions and strive to make a positive impact on our communities and the environment.

### Focus on the long term

We take a long-term view in all our initiatives and decisions. We are guided by a clear purpose of "growing by growing" **in a sustainable and lasting way**, ensuring our future growth through responsible and prudent management.

### Innovation and adaptability

We promote innovation and adaptability as drivers of our business model. We are constantly looking for new solutions and approaches to **address emerging challenges and respond effectively** to the changing demands of the environment.

### Collaboration and strategic alliances

We recognize the importance of partnerships and collaborations to **amplify our impact and maximize our collective influence.** We build strong relationships with other

organizations in the private sector, public sector, and civil society to work together on projects and programs that drive our sustainability strategy.

### Promoting Equity and Inclusion

We are committed to promoting equal opportunities, diversity and inclusion in all our activities and operations. **We actively work to eliminate any form of discrimination and ensure an equitable and respectful work environment** for everyone who is part of the Altia team.



#### SUCCESS STORIES

### Adherents to the BCSO Portugal Charter of Principles

BCSO Portugal's Charter of Principles, published in 2017, is the document that brings together Portuguese companies around common commitments for the sustainable development of Portugal. Its objective is **to strengthen sustainable management practices based on six principles: Legal Compliance and Ethical Conduct; Human rights; Human rights; Prevention, Health and Safety; Environment; and Management.**

Noesis is one of the more than 200 companies that have signed the Charter of Principles. This initiative establishes guidelines for sustainable business management, encouraging companies to go beyond legal compliance, to adopt practices that reflect the highest ethical, social, environmental and quality standards. Signatories commit to **sharing sustainability information with all stakeholders and working towards the United Nations Sustainable Development Goals.**

## Our contribution to the 2030 Agenda

At Altia, we recognize the global challenges facing our world and are firmly committed to the United Nations 2030 Agenda and its Sustainable Development Goals (SDGs). Through a comprehensive strategy, we strive to actively contribute to the achievement of these goals, addressing critical issues such as environmental sustainability, social equality, and responsible economic development.

Our vision for the 2030 Agenda is based on the conviction that a more equitable, resilient and sustainable future for people and the planet is possible through joint and coordinated action. That's why we work closely with our stakeholders to align our strategy with the SDGs where we can have the greatest impact.

### We innovate with purpose, committed to change, aligned with the SDGs.

The Altia group wants to show its strong commitment to the United Nations Sustainable Development Goals (SDGs), recognizing the importance of addressing global challenges and actively working to contribute to the sustainable development agenda.

Through the **integration of the SDGs into our strategy and operations**, we strive to make a positive impact in key areas such as quality education, economic growth, gender equality, social engagement, climate change and information security, as well as transparency, ethics and integrity in the business. We are committed to taking concrete action, collaborating through partnerships with different actors, and measuring our progress towards achieving the SDGs, seeking to build a more sustainable and prosperous future for all.

## Our strategy

Over the years, we have added talent, new concerns and a wide range of perspectives that have enriched our company. This journey has led us to constantly adapt to an evolving world, facing new challenges, opportunities, and responsibilities.

Every step of the way, we have remained steadfast in our **commitment to a sustainable growth model**. While we have evolved, our core values remain the same, rooted in the relentless pursuit of making a positive impact on the world around us and responding to the needs of our customers in a professional and ethical manner.

*Today, more than ever, we see ourselves as allies for change. We recognize the urgency of addressing global challenges and are committed to playing our role as agents of transformation.*

The SDGs are a universally recognized roadmap and framework for moving forward in building a better, fairer, more sustainable and equal world. We are committed to moving forward and taking a step further by aligning ourselves with the SDGs, to identify and tackle risks and drive innovation; to strengthen the trust of different stakeholders; to help us have a comprehensive perspective of all the actions we carry out in terms of sustainability as part of our corporate strategy.

For this reason, we have analyzed our contribution to the 2030 Agenda and the United Nations Sustainable Development Goals (SDGs), seeking not only to fulfil our corporate responsibility, but also to drive significant change in our work environment, society and the environment.

At the core of our sustainability strategy are **four fundamental pillars** that guide our actions and define our commitment to creating a positive impact on society and the environment. These pillars are the foundation of our action plan for 2023 and beyond,



### Technology & Innovation

#### Future-proof solutions

We drive innovation **as a driver of change towards a more sustainable future**. We look for new solutions and approaches that allow us to address environmental and social challenges effectively, developing products and services that promote sustainability and resilience.

In this sense, we are committed to emerging areas and technologies such as artificial intelligence, cloud computing and cybersecurity. These areas represent not only opportunities for innovation, but also **powerful tools to address current and future sustainability challenges**.

In addition, these new solutions and trends are combined with services based on our extensive experience and deep knowledge of the sectors in which we operate. This allows us to offer highly specialized services tailored to the specific needs of our clients, thus contributing to their growth and success in an increasingly changing environment.



### We

firmly believe that **people are the force that drives us to constantly improve and evolve**. We strive to be a company that values and promotes talent development, creating a work environment where every person can reach their full potential.

To achieve this, we implement internal policies that ensure equal and fair treatment for all members of our workforce. We are committed to fostering inclusion and diversity in our teams, recognizing that diversity of thought and experiences enriches our company and makes us stronger as a team. We believe in **creating a more equitable technology industry**, where human rights are respected and promoted at all stages of the business process.

We strive to create an inclusive, diverse, and respectful work environment, where every person feels valued, supported, and motivated to achieve personal and professional success.



### Dynamic and collaborative spirit

#### Commitment to social initiatives

Our commitment to corporate social responsibility is reflected in **our dynamic and collaborative spirit**, where people are the engine that drives our initiatives. We believe in the power of corporate volunteering as a catalyst for the company's social commitment, where our employees act as agents of change in their communities.

The combination of talent and solidarity of the people who make up Altia generates a positive social impact. We are committed to fostering STEM vocations from an early age.

We support social entities. **We believe in the importance of contributing to the well-being of our communities** and using our position to make a positive and lasting impact on society.

We are committed to continuing to promote actions that contribute to building a more just and equitable world.

providing a solid structure on which to build a more sustainable, equitable and resilient future:



### Integrity and transparency

#### Trust and leadership as a guide to good governance

**Integrity and transparency are central to our commitment to good governance**. We are guided by trust and leadership to establish solid management structures, which operate with transparency, rigor, ethics and integrity in all our operations and decisions.

Our commitment to integrity is reflected in our Ethical Code, which clearly sets out the fundamental principles that govern our personal and professional relationships. We strongly believe in fairness, dignity and respect as essential pillars in all our interactions, both inside and outside the organization.

**We are committed to maintaining high standards of ethical conduct in all our activities**, ensuring that our actions are aligned with our values and principles. At Altia, we are dedicated to cultivating a work environment where integrity and transparency are the foundation of our corporate culture, and where trust and mutual respect are fostered in all relationships.

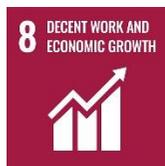
## SDGs on which we have the greatest impact.



Nos comprometemos a promover la educación inclusiva y accesible en habilidades digitales, facilitando oportunidades de formación para nuestra plantilla y estudiantes en formación. A través de programas de capacitación, contribuimos al fomento de una educación de calidad y al acceso equitativo a oportunidades de aprendizaje.



We promote gender equality and diversity at Altia, ensuring an inclusive environment where men and women have equal opportunities, promoting equity in all labor and social aspects of our organization. We promote initiatives with which we want to break the gender stereotypes associated with STEM vocations.



We promote dignified and quality employment, creating a work environment where talent and effort are valued and the professional and personal development of all Altia professionals is promoted.



We promote technological development and innovation as fundamental pillars of our activity. We accompany our clients in their digital transformation, putting our knowledge and experience at the service of their needs.



We collaborate with social projects that focus on reducing inequalities and supporting vulnerable groups. To this end, partnerships with government entities, universities and NGOs are key.

We promote a culture of integrity, transparency and equality within the Group, ensuring that our actions and relationships are governed by ethical principles and respect.



We promote the adoption of sustainable technologies and practices to mitigate climate change and reduce our environmental footprint.



We act transparently and are committed to accountability in all our activities. Thanks to our internal policies and ethical governance practices, we build trust both among our stakeholders and in the market.



We are committed to active and responsible collaboration with various stakeholders, establishing strategic alliances that promote sustainable development, innovation and compliance with the Sustainable Development Goals (SDGs) established by the United Nations.

*We strongly believe that these goals accurately reflect our ability to incorporate material ESG challenges into our business strategy.*

## Commitment to the SDGs. How do we contribute from Altia?



MOST RELEVANT GOAL	OUR STRATEGIC ACTION	ESG
<p>Target 4.3 Ensure equal access to Higher Education</p>	<p>We collaborate with different social initiatives to promote STEAM vocations from an early age that promote and promote equal access for men and women to technical, professional and higher education including university education.</p> <p><a href="#">Digitalent Plan</a>, <a href="#">GenTech</a></p>	<p>S</p>
<p>Target 4.4 Increasing competencies for access to employment.</p>	<p>We are convinced that training is the key for young people to be trained yn the skills of the future. We are committed to Vocational Training, in its traditional or dual version, and we support the university education. We have a collaboration agreements with educational institutions for this.</p> <p><a href="#">FP Dual</a>, <a href="#">#AltiaPremia</a></p> <p>Training for our teams. Training plan adapted to the different profiles that allows us to stay at the forefront of today's technologies.</p> <p><a href="#">Training plan</a>. <a href="#">Training Committee</a></p>	
<p>Target 4.5 Elimination of Gender and vulnerable groups</p>	<p>Collaboration with different social action entities that work with vulnerable groups to bring the technology to its users, breaking the digital divide of access.</p> <p><a href="#">Punto.tech</a></p>	



Target 5.1  
End discrimination.

Altia has a strong commitment to equal opportunities between men and women in all areas.

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This year 2023 we approved our II Equality Plan, focused on supporting equal opportunities and non-discrimination. The Equality Plan is subject to a process of continuous improvement. The Plan is monitored by the Equality Commission, which is made up of representatives of the company and the workers.

[Equality Plan](#), [Equality Commission](#), [Altia\\_Care: specific measures](#)

Target 5.2  
Eliminate all forms of gender-based violence

We have a firm commitment to the eradication of all forms of gender-based violence by disseminating our commitment to all people in the company and encouraging them to make this commitment visible through internal campaigns.

Zero tolerance for any form of violence in the workplace. At the corporate level, we have a Gender Violence Protocol with the aim of promoting and protecting the right of all professionals who make up the organization, particularly women, to live safe from violence, both in the workplace and in the private sphere.

It is completed with a Harassment Prevention Protocol and the Equality Plan.

[#25N. We say NO. Gender-based violence protocol](#), [Harassment prevention protocol](#).

Target 5.5  
Ensure women's full participation and equal opportunities.

We have a firm commitment that is guided by the premise that the talent and preparation of people is the only decisive factor in the selection and promotion criteria of the people who are part of our teams.

Presence of women in the various Committees.

% of women in the workforce (above the sector).

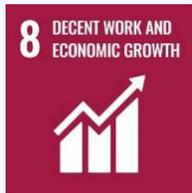
[Equality Plan](#), [Equality Commission](#), [HR/Recruitment Department](#), [Career Plan](#), [Family conciliation](#), [Altia\\_Care](#), [Altia\\_Teamlab](#)

Target 5.B  
Improve the use of technology and ICT.

We collaborate with different social initiatives to promote STEAM vocations and with social action entities to focus on eliminating the digital gender divide, supporting the participation of women and girls.

We give internal and external visibility to our professionals to provide female role models and eliminate gender stereotypes.

[Plan Digitalent](#), [GenTech](#), [commemoration of international days: Day of the Girl in Science](#), [participating in career fairs in high schools](#).



**Target 8.2**  
Raise productivity through diversification, technology and innovation.

In Business Plan 23-24, stable growth with a long-term vision is presented. Among the keys to the success of our plan are the internationalization after the latest additions to the Group, an increase in recurring sales, the wide portfolio of products and services, many of them technologically advanced and with a forecast of massive implementation in the coming years and a presence in mass consumption markets in technological services and products.

It is committed to areas and technologies with the greatest capacity for growth in the coming years: artificial intelligence, robotization, cloud, cybersecurity and low code.

[Business Plan 23-24](#)

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**Target 8.5**  
Achieving full employment and decent work

Controlled and cost-effective recruitment of talent based on business needs.

Planned to increase the team of people by more than 450 professionals within the 23-23 Business Plan.

We focus on three main blocks: talent loyalty, increasing engagement and improving productivity.

These objectives will be achieved through: Support to the talent and HR team: Generate good experience in the selection process.

Onboarding: Transparent, with knowledge transfer, improved expectations, etc.

Day-by-day: Engagement, belonging, retention and training.

Improved operability: Internal apps, usability, coexistence, equality, sustainability.

We promote the employment of young professionals, through an internship program, with a high level of continuity once completed.

[HR/Recruitment Department](#), [Ethical Code](#), [AltiaDigitalHub](#).

**Target 8.8**  
Protection of labour rights and safe work.

People are one of Altia's priorities, which is why it works to improve the employee 'experience' with formulas of maximum flexibility, equality, work-life balance and digital disconnection, which allow their development professional and humane.

Our Ethical Code includes a firm commitment to human and labor rights and the right to Discrimination and equal opportunities in internal selection, evaluation and promotion.

The staff is trained in occupational risk prevention (we promote a safe and unsafe work environment). risks for all workers) and a number of internal programs have been launched to transparently set out all our commitments and initiatives in relation to this goal

[Ethical Code](#), [Occupational Risk Prevention Guide Altia\\_TeamLab](#), [Altia\\_Care](#), [Professional Career Plans](#), [Labor Relations Guide](#), [Digital Disconnection Policy](#)



Target 9.B  
Technology development, research  
and innovation

Technological advances and research and innovation are essential to find permanent solutions to new economic and environmental challenges. We are committed to developing reliable, sustainable, resilient and quality infrastructures to support economic development and human well-being.

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We strive to provide our stakeholders with an innovative, serious and approachable way to manage infrastructures and solutions for their digital transformation. We put all our technology, experience and Group talent at your disposal to achieve this.

It is committed to areas and technologies with the greatest capacity for growth in the coming years: artificial intelligence, robotization, cloud, cybersecurity and low code.

We are part of the Galicia ICT Cluster to create synergies to promote the change of the production model in the face of an economy based on innovation and productivity, capable of creating wealth and quality employment.

[Business Plan 23-24, associates in Technology Clusters.](#)



Target 10.2  
Promoting Social, Economic and  
Political Inclusion

Reducing inequalities and ensuring that no one is left behind is an integral part of achieving the Sustainable Development Goals.

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Since 2017, our social commitment has been channeled through the Altia team, in *in\_Action* focuses on promoting the different actions undertaken among the people of the Group, as well as encouraging the active participation of all offices and locations.

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Its objective is to collaborate with social action projects carried out by entities that work with vulnerable groups (special attention to young people at risk of exclusion).

Establish alliances with entities (administration, universities and NGOs) that contribute to the reduction of inequalities.

[Altia in\\_Action](#)

Target 10.3  
Ensuring equal opportunities

Altia y, por extensión el Grupo en el que actúa como matriz, históricamente se ha autodefinido como 'La Buena Compañía'. This declaration goes far beyond a mere way of presenting itself to the outside world and is intended to govern the day-to-day performance of all its professionals. It is essential that all of them understand and adopt the concept of "behaving with unquestionable integrity and in accordance with the organization's Policy and Ethics". The management team aims to promote a deep culture of integrity and ethical behavior.

We encourage transparency in all our actions. These must be in accordance with the Ethical Code approved in 2017, which defines how personal and professional relationships should be based on fairness, dignity, and respect.

We adopt equality policies within the Group, to provide equal opportunities.

[Código ético](#), [Plan de igualdad](#), [Planes de Carrera Profesional](#)



**Target 13.2**  
[Incorporate action on climate change](#)

Our environmental strategy is based on a commitment to climate change and decarbonization across our operations and facilities. We promote the circular economy through the donation of our IT equipment.

We are making progress to quantify our greenhouse gas emissions, and also to identify areas for improvement and set clear targets to reduce our environmental footprint.

[ISO 14001:2015](#) , [Carbon footprint verification according to GHG Protocol](#)



**Target 16.5**  
[Reduction of corruption and bribery](#)

Among the values of the Altia group that appear in the Ethical Code, the Integrity, Responsibility and Regulatory Compliance stand out.

Our Ethical Code focuses, among others, on the Group's regulatory compliance in terms of: prevention of corporate crimes, anti-corruption policies, internal rules derived from the company's listing on the BME Growth, and compliance with the obligations imposed on electronic communications service providers (Altia is registered in the Register of Network Operators and Providers of Electronic Communications Services of the National Commission on Markets and Competition.)

**Target 16.6**  
[Effective and transparent institution-building](#)

All of the Group's stakeholders have at their disposal the Ethics Channel, provided for in the Ethical Code and in operation since October 2017, which they can access in a confidential manner to report irregularities or raise doubts or suggestions.

[Ethical Code](#), [Ethics Channel](#), [Regulatory Compliance](#)

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**Target 17.17**  
[Promotion of public-private partnerships](#)

Within the framework of this objective, we focus on the systemic issues of multi-stakeholder partnerships.

We work to build effective partnerships in the public, public-private and civil society spheres, drawing on the expertise and synergies in our sector, aligning our strategy with the Sustainable Development Goals.

[Universities](#), [Vocational Training Centres](#), [Technology Clusters](#) and [Business Associations](#)

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## Materiality analysis

### 360 Approach

The **Risk Management System** (SGIR) of Altia and its Group is inspired by the COSO ERM (Committee of Sponsoring Organizations of the Treadway Commission) reference framework standard, a risk management methodology generally accepted in the market and adapted to the needs of the Company and its Group, with the aim of **Facilitate key business decision-making, under a common risk culture, through a systematic and structured analysis of the risks** inherent to our business activity.

The IRMS is implemented and consolidated in all our operations and supports the Group's risk culture and Risk Control and Management Policy (hereinafter, the "Policy"), approved by the Board of Directors on 20 December 2019, which establishes the basic principles and general framework that must govern the Group's supervisory actions. the control and management of risks of all kinds inherent to our activity.

This risk management system is the responsibility of the Global Risks Unit, created in 2019, under the Audit Committee and made up of four representatives of the Management teams of Altia's Strategic, Financial, Technical and Business lines.

The components of Altia's risk management system are as follows: **risk governance and culture, strategy and goal setting, performance, reporting, risk communication and reporting, and review and monitoring.**

The Global Risks Unit is responsible for:

- Ensure **the proper functioning of the risk management system** and, in particular, the identification, quantification and management of the most important risks affecting the Company.
- Functions assigned, if any, in relation to the Strategic Plan.
- **Reassess corporate risks** on an annual basis.
- **Regularly monitor the main risks** identified
- Prepare **risk reports** for the Audit Committee.

For its part, Senior Management, as responsible for the execution of the strategy and its objectives, is responsible for the implementation of actions and measures related to the Company's risk management system and the allocation of responsibilities and resources.

Thus, the following **typologies of global risks** have been identified:



### OPERATIONAL RISKS

- Advertising / Reputation
- Continuity of services
- Asset Management
- Supplier Relations
- Fraud
- Contingency Plans
- Human resources
- Loss of key personnel
- Infrastructure security and systems
- Coordination between areas
- Technological obsolescence
- Efficiency & Quality
- Supplies



### STRATEGIC RISKS

- Internal
- Corporate Governance
- Markets/internationalization
- Strategic Alliances and Contracts
- Types of clients
- Strategic Initiatives
- External
- Politicians
- Economic
- Social
- Technological
- Competence



### RISKS FINANCIAL

- Interest rate risk
- Exchange rate risk
- Instrument Price Risk
- Financial
- Liquidity risk
- Credit risk
- Debt management



### COMPLIANCE RISKS

- Legislation
- Criminal, tax, labor, customs, environmental, Etc.
- Contracts
- Suppliers, financial institutions, rentals, Franchising, etc.
- Internal Policies
- Purchases, investments, tax, etc.



### RISKS OF REPORTING

- Internal Financial Information
- External Financial Information
- Internal non-financial information
- External non-financial information

As a result of the exercise, the existing global risks for the different typologies have been identified. Once the existing risks have been identified, they have been assessed according to the probability of the risk occurring, its impact (quantitative and qualitative) on the business and the need for safeguards, on a scale of low, moderate or high.

The final result of this **analysis at the end of 2023** reveals that 4 high risks have been identified, 8 moderate risks and the rest have been considered low risks.

The most relevant assessed risks are related to cyber/cybersecurity attacks, data protection and information confidentiality (R1), potential breaches of applicable legal regulations (R2), shortage of qualified human capital (R3) and procurement challenges (R4). Moderate risks are: dependence on macroeconomic factors (R5), significant deviations in project execution (R6), collection risk (R7), intra-group shared risks (R8), loss of competitiveness due to technological obsolescence (R9), market and internationalization risks (R10), loss of contracts with large customers (R11) and brand image (R12).

For all of them, regardless of their assessment, an Action Plan has been defined, which includes the measures to be implemented, their leader(s), their deadline and the associated resources.

In any case, and beyond the approach from the legal point of view and the powers of the Board, the identification, monitoring and measurement of Economic, Social and Environmental Impacts is an important part of the current management system of the organization.

Altia's management ensures that customers' expectations are met with the purpose of increasing their satisfaction, ensuring the correct environmental and social management of its professionals, collaborators and other stakeholders.

Altia guarantees access, identification, registration and updating of legal and other requirements to which it is subjected, which are applicable to it by object of its activity and geographical location.

This positioning and the transparency provided by this report are intended to provide greater confidence to social, financial and other stakeholders, and we hope that, for all these reasons, the Altia group's proposal to the market will be more trustworthy compared to proposals from competitors.

## Reflection as part of DNA

During the preparation of the report, the general functioning of the Group has been reviewed, evaluating the economic, environmental and social performance of the entity and all its components, including risks and opportunities, compliance with standards and code of conduct, which are relevant to Altia's stakeholders (external perspective) and business (internal perspective).

The Group, as a socially responsible organization, carries out reflection in order to identify its stakeholders.

In this sense, and in order to carry out the identification of its stakeholders, Altia takes into account:

- The participation of different levels of the organization, including the Management in order to identify all the groups with which each area is related.
- Taking into consideration the Mission, Vision and Values or any strategic element defined by it, in order to establish the segmentation criteria of the groups most oriented to the achievement of the strategy.

- Stakeholders are part of the Company, and Altia treats them as such, including them in day-to-day management and strategic decision-making.
- Thus, significant stakeholders for the organization have been identified and selected and the results obtained through the communication channels with the interested parties have been analyzed.
- The most important stakeholders identified are the following:

1. *Clients*
2. *Governing Bodies / Investors*
3. *People*
4. *Partners / Collaborators / Suppliers*
5. *Investment Opportunities*
6. *Institutional Relations*
7. *Society*
8. *Competence*

Once the stakeholders have been identified and segmented, those that are key to Altia are prioritized based on:

*Power. Degree of dependency or impact on the organization or its results of any decision they make.*

*Interest. Degree of correlation that the collective has with respect to the strategic objectives of the organization.*

As a result of identifying the degree of power and interest of each stakeholder, the organization defines the strategy with respect to them and also prioritizes the needs and expectations of those 'key' stakeholders on which efforts must be focused:

Altia classifies the identified needs and expectations based on their materiality analysis, in order to confirm which ones are priorities for both its stakeholders and Altia and thus integrate them into its Strategic Plan.

It also uses the economic/environmental/social dimension to classify needs and expectations, in order to assess that all the aspects that define a strategy as socially responsible are considered.

		INTEREST	
		LOW	HIGH
POWER	LOW	A Minimal Effort	B Keep them informed
	HIGH	C Keeping Them Satisfied	D Key Actors

	Economic Dimension / Corporate Governance
	Environmental Dimension
	Social Dimension

INTEREST GROUP	STAKEHOLDER NEEDS AND EXPECTATIONS	DIMENSION CSR
1. Customers	Quality	
	Price	
	Deadline/Cost Compliance	
	Commercial Attention	
	Warranty Enforcement	
	Safe use of product/service	
	Environmental aspects of the product/service	
	Social aspects of the product/service	
	Offer Fulfillment	
	Socially Responsible Behavior	
	Attention Suggestions	
	Specially Responsible Behavior	
	Attention Suggestions	
	Attention Complaints and Claims	
Added value – innovation and creativity		

	Integration of teams in the organization	
	Regulatory Compliance	
	Strict implementation of security measures and confidentiality of information	
	Dividend	
2. Governing Bodies/Investors	Share Value	
	Sustainability	
	Involvement and Leadership	
	Legal/Criminal Risk Management/Compliance/Good Governance/Security Information	
	Business Continuity Management. Definition & Testing	
	Strategic Management (Planning, Monitoring and Reporting)	
	Let the CEO himself explain his expectations	
	Have a formal and specific investor relations channel	
	Presence in MedCap forums to access potential investors	
	Personal attention to requests by Directors and Directors	

3. People	Wellbeing (Work environment and attention suggestions/complaints)	
	Development (Training & Career)	
	Safety (Job Stability & Security)	
	Equal Opportunities - Gender Non-Discrimination	
	Performance Recognition	
	Social benefits	
	Innovation and creativity	
	Open and systematic communication between the company and staff	
	Work-life balance	
	Salary Recognition	
4. Partners /Collaborators	Confidence in your responsibility	
	Protection of personal data	
	Have sufficient, agile and appropriate operational means and tools	
	Payment	
	Fair/Mutually Beneficial Relationship	

	Permanence/Partnership Development	
	Suggestions/Complaints/Claims	
	Socially Responsible Behavior	
	Degree of market access. Client Portfolio that it provides.	
	Compliance with the Code of Conduct.	
	Compliance with information security measures	
	Contribution Technical solvency of your proposal	
	Contribution of the financial solvency of your proposal	
	Exclusivity	
	Business Objectives	
	Service capacity, availability of communications, uninterrupted service (DNS, Mail, ...)	
	Rapid communication of vulnerabilities, information management and best practices	
5. Investment Opportunities Attention	Capital injection/investment	
	Business Development. Growth	
	Experience in business management	

6. Authorities/ Administration/ Institutions/ Organizations (Institutional Relations)	Legality/Transparency/Accountability	
	Participation/Solidarity/Collaboration	
	Fair Dealing/Fairness/Truthfulness	
	Sustainability/Performance	
	Openness/Transparency	
	Legal/Criminal Risk Management/Compliance/Good Governance/Information Security	
	Socially Responsible Behavior	
	Buy Green	
	Ethical Behavior	
	Compliance with information security measures	
	Rapid communication of relevant facts, management of Information, good practices	
	Payment	
	Relación justa / beneficio mutuo	
	Establishment of Collaborative Programs for the ICT Community	
Collaboration to Improve the Training of the ICT Community		

	Creation of a nursery for potential workers. Search for ICT Talent.	
7. Society	Environmental impact management (ISO 14001 - carbon footprint reduction)	
	Educational role with students (dissemination of activity/sector development) and environmental education providers	
	Legal Regulatory Compliance (Information Security, Compliance, Environmental, etc.)	
	Promotion of Sport (Sponsorship of Sports Clubs, Federations and Foundations)	
	Collaboration with NGOs	
	Funding & Sponsorships	
	The field of application of ISO 14001 certification is:	
8. Competence	Knowledge of Market Strategy	
	Price	

The nature of the expectations that relevant stakeholders have of the organization involves issues related to **good governance, respect for human rights, labor practices, environmental impacts, operating practices and those of the value chain, as well as the positive and negative impacts** that can be generated in local communities.

The prioritized needs and expectations of stakeholders are taken as input information in the strategic reflection generated by the organization's strategic objectives.

In this sense, and in order to confirm that they have been considered, Altia generates a matrix that correlates them with the strategic objectives.

The Strategic Planning and the Operational Plans that derive from it are made known to all the parties interested in its achievement, to each one according to their participation or involvement in it.

## Materiality and coverage analysis

As a result of the dialogue with stakeholders, a list of material aspects and their coverage has been identified. That list, in turn, has served to define the list of specific core contents that have been included in the report.

In this way, an exhaustive exercise has been carried out, for which the latest market trends, the new demands of its stakeholders and possible future disruptions were taken into account. The aim is to focus the Group's efforts on the issues that have become most relevant and thus manage any related risks more effectively.

### List of material aspects validated by the Board of Directors

IDENTIFICATION	CERTIFIED IN ITS OFFICES IN MADRID
ESTABLISHMENT OF AN INITIAL LIST OF POTENTIALLY MATERIAL OR RELEVANT ISSUES FOR ALTIA AND ITS STAKEHOLDERS	REQUERIMIENTOS MARCOS DE REPORTE ANALISTAS, INVERSORES Y MERCADO RELACIONES
Prioritization.	Internal prioritization Interviews conducted with: Key personnel from the different areas of the company.

Degree of relevance to stakeholders and to the business

Areas related to sustainability.

External prioritization: Meetings and interviews with stakeholders.  
Exhaustive analysis of the sources of information in the identification phase.

Validation List of material aspects

List of material aspects validated by the Board of Directors

The list of material aspects has been validated by the Board of Directors, as well as its coverage and prioritization.

#### Material aspects for Altia:

For the material aspects considered relevant, the information is specified in each of the sections included in this report according to the GRI index of this Sustainability Report.

Thus, the aspects considered material are:

*Cybersecurity and data protection*

*Compliance*

*Talent Development*

*Ethics, Compliance and Integrity in Business*

Other aspects considered significant:

*Good corporate governance.*

*Risk and opportunity management.*

*Customer satisfaction and safety, and quality products and services.*

*Climate change and energy efficiency.*

*Occupational safety, health and well-being.*

*Equality, inclusion and diversity among employees.*

*Relationship with analysts, investors and regulators.*

*Human and labor rights.*

*Sustainable innovation and digitalization.*

# Impact on governance (G)

Organizational Structure

Integrity & Commitment

| *Ethics & Integrity*

Economic Dimension



# Good governance

## KEY FACTS



Billing by region:

SPAIN: 138.9 Mn€  
 PORTUGAL: 43.7 Mn€  
 REST EUROPE: 49.7 Mn€  
 REST WORLD: 8.9 Mn€



Billing by sector

PUBLIC: **114.7** Mn€  
 PRIVATE: **126.6** Mn€



**241,3** Mn€

Turnover

**+44.33%** compared to 2022



Billing for services and solutions:

Provision of  
 Services: 219.17 Mn€  
 Product Sales: 22.14 Mn€



At Altia Consultores, S.A. and throughout the Altia group, we define ourselves as "the good Company". This statement goes beyond a simple external presentation; It's a commitment that guides our daily actions. For us, it is essential that all the people who make up the Group understand and adopt the concept of **behaving with integrity**, in accordance with the organization's Policy and Ethics.

**The management team is committed to fostering a deep culture of integrity and ethics, and everyone in the Altia group is responsible for preserving.**

"At Altia, we understand that good governance is not simply an obligation, but a commitment rooted in our core values."

**Ignacio Cabanas** · *Financial Director*

We place integrity at the heart of our ethical behavior, acting with transparency and accountability in all our relationships. We firmly believe that **exemplarity and trust** are essential pillars in the relationships we maintain with our wide portfolio of clients, partners and collaborators.

Through these principles, we forge the path that guides us towards a solid and sustainable future, where ethics and transparency are the foundations of our shared success and through which we seek to achieve excellence in our services.

To this end, within the organizational structure we have established various committees that work collaboratively to support the work of all the people who are part of Altia. The Quality, Financial, and Training Committees, the Regulatory Compliance Unit, the Global Risks Unit, the Equality Plan Monitoring Committee, the

Process Improvement Team and the Sustainability Coordination are made up of professionals who specialize in different areas, who work rigorously to ensure that projects are carried out in full compliance with regulations and the highest standards of quality and legal compliance.



The core values that guide our actions are:

*Customer orientation.*

*Autonomy and initiative.*

*Integrity, accountability, and compliance.*

*Adaptability to change.*

*Results-oriented.*

The success of our Group depends on the strength of our relationships with our customers, with the people in our teams, suppliers and society in general. We believe that by behaving with integrity, we nurture those relationships. Our **Ethical Code** defines how personal and professional relationships should be based on **fairness, dignity** and **respect**.



#### SUCCESS STORIES

### Altia at the 5th International Congress of CIOs

In 2023 we participated in Santiago de Compostela in the 5th International Congress of CIOs, of which we were silver sponsors.

Among all the presentations that the Congress brought with it, attendees were able to listen to Constantino Fernández, president of Altia, at the table "Corporate governance: without technology, there is no strategy". In it, accompanied by Fernando Lucero, Former CIO of Iberdrola; and Alfonso Jiménez, Partner of Exec Avenue, they shared impressions on the importance of having technology and the challenges it brings when addressing a government strategy. In his words: **"A CIO is someone with a high capacity who is used to solving complex problems and can be on the boards of the board and help in that migration to the more traditional boards, with more financial, economist and legal profiles."**

[See more](#)

# Organizational Structure

## Governing bodies

With regard to our corporate governance structure, our bodies are in continuous communication to develop frameworks, procedures and practices that ensure quality and accountability in a fair and transparent manner.

**We are committed to addressing the impacts of our operations and acting in accordance with the highest ethical and legal standards.**

The Governance and Administration of the Company are entrusted to the General Meeting of Shareholders and the Board of Directors.

Each of these bodies has the powers indicated in the Company's Articles of Association and in the legal and regulatory provisions that apply to it as a commercial company. The Audit Committee is part of the Board of Directors, with the functions set out below.

For its part, the Board of Directors is supported by the Management Committee, the Economic-Financial Department and External Advisors.

## *General Shareholders' Meeting*

## *Board of Directors*

*Altia Board of Directors*

*Board of Directors in the parent company of the Noesis sub-group and in its Portuguese subsidiary*

## *Audit Committee*

*Internal Audit*

*Internal control and risk management system*

*External Audit*

*Financial Reporting Process*

*Other competencies*

## *Altia Board of Directors*

## General Shareholders' Meeting

### Main competencies:

Among its most important responsibilities are: the appointment and dismissal of Directors, the approval of the Annual Accounts, the discharge of the Board of Directors and the resolution on the application of results. It is also the competent body to amend the Company's Articles of Association.

As indicated, the General Shareholders' Meeting is responsible for appointing directors at the proposal of the Board. The proposal and the appointment take into account several requirements and conditions, such as their specialized knowledge and experience related to the economic, environmental and social effects of the Company, their harmony with the business project and its values, their independence, in the case of non-executive or proprietary employees, and their independence. or their diversity.

## Board of Directors

### Main competencies

The Board of Directors has all the powers of representation, governance, management and administration of the Company and of the social and environmental businesses and interests, in all matters not specially reserved by the Laws and by the Bylaws to the competence of the General Shareholders' Meeting.

Among the functions and responsibilities of the Board of Directors are: the preparation of the annual accounts, the management report and the proposal for the application of the result, the determination of the Company's general policies and strategies, the internal distribution of positions, the call, attendance and preparation of the agenda of the General Meetings, the appointment and dismissal of the Company's CEOs, as well as the establishment of the terms of their contract and the authorisation of the creation of committees for specific advisory, organisational or functional purposes.

### Altia Board of Directors.

The composition of the Board of Directors at the end of 2023 included **eleven directors**. Of those, **three were women**.

The Board of Directors of the Company was re-elected at the Ordinary General Meeting of shareholders on 05.06.2023. **At the Extraordinary General Meeting of shareholders held on November 13, 2023, Miguel Jove Ortega was appointed proprietary director on behalf of Incio Inversiones, S.L.** The Board is chaired by **Constantino Fernández Pico**, who is also the **Chief Executive Officer**. **Luis Huete, Carlos Bercedo, representative of Mr. Bhavnani's investment group, and Teresa Mariño**, independent and Chair of the Audit Committee, **form the Audit Committee** and look after the interests of minority

shareholders. As indicated, **Miguel Jove Ortega is a proprietary director, Manuel Gómez-Reino is the Secretary of the Board** and the rest (**Adela Pérez, Josefina Fernández, Ignacio Cabanas, Ramón Costa and Fidel Carrasco**) also hold executive positions in the Company. The appointment is mainly based on knowledge and experience in the Company and in the sector and in tune with the business project and its values.

Stakeholders have several possibilities to communicate with the Company's Board of Directors.

These include, for shareholders, participation in the General Shareholders' Meeting, and in general for investors, consultations of the information published in the BME Growth (formerly MAB) and on the Company's website, events and conferences organised by BME Growth and other bodies, or direct communication through the Altia website and email and, finally, through the Ethics Channel.



## Board of Directors in the parent company of the Noesis sub-group and in its Portuguese subsidiary

The Boards of Directors of these two companies have all the powers of representation, governance, management and administration of the Company and of the company's business and interests, in all matters not specially reserved by the Laws and by the Bylaws to the General Meeting of Shareholders.

The composition of the two Boards of Directors at the end of 2022 includes seven counsellors. Of those, one was a woman. La composición de los dos Consejos de Administración al final de 2022 incluye **siete consejeros**. De ellos, **una era mujer**.

The structure of both Boards of Directors was determined at meetings held on 02.07.2021. They are chaired by Constantino Fernández Pico. Fidel Carrasco and Manuel Alexandre Fernandes Silva Rosa are its vice-presidents and María Dolores Suárez, Ignacio Cabanas, Luis Manuel de Castro and Nelson Pereira are members. As already indicated for Altia's Board of Directors, the appointment is mainly based on knowledge and experience in the organization and in the sector (in this case within the scope of the Noesis subgroup) and in tune with the business project and its values.

**An Executive Committee** was set up within both Boards of Directors **composed of the three Portuguese Executive Directors and chaired by Alexandre Rosa**. The Council delegated to that Commission a number of management powers in accordance with the usual practice in both Portugal and Spain. In addition to the powers that cannot be delegated by law, the Council reserved to itself those of a more strategic nature.

The members of the Executive Committee have, in turn, powers delegated by the committee itself in matters pertaining to their area. Specifically:

- Alexandre Rosa, CEO.
- Nelson Pereira, CTO or Chief Technology Officer.
- Luís de Castro, CFO or Chief Financial Officer.

However, these delegations must discuss and agree on certain matters by the full Executive Committee.

## Audit Committee

Integrated within the Board of Directors, it is made up of non-executive directors, with a majority of independent directors, as required by article 529 quaterdecies.1 of the Capital Companies Act:

### Main competencies.

Its powers are regulated by the Council Regulation, among which the following stand out:

**Internal audit.** Define the internal audit system, approve the annual plan, supervise the internal audit systems, ensure the independence and effectiveness of this function and monitor it.

**Risk management and control system.** Identify the different risks as well as the information and internal control systems that will manage those risks, determine the acceptable level of risk, indicate the measures planned to mitigate the impact and supervise the Internal Control System for Financial Information (ICFR) and the actions related to Regulatory Compliance.

**External Audit.** Analyze with the external auditors the significant weaknesses of the internal control system, prepare the report on the independence of the auditor and propose the appointment of auditors to the Board of Directors.

**Process of preparing financial information.** Monitor the process of preparation and presentation of financial information, review of accounts and the correct application of accounting principles, ensure that all financial statements are prepared according to the same accounting criteria and that both individual and consolidated accounts are prepared.

**Other competencies.** To inform the General Meeting of any questions that may arise on matters under the responsibility of the Committee, to report on transactions that may involve a conflict of interest, to report on related-party transactions and to advise the Board of Directors.

The Audit Committee, the Internal Audit function, the Regulatory Compliance Unit (UCN) and the Global Risk Unit (URG) are attached to the Audit Committee, with the

latter two units having a person from the Investor and Markets Relations team among their members.

## Steering Committee

### Main competencies

All the members of the Management Committee are fully committed to the Company and have sufficient experience and skills to carry out their duties. The Steering Committee **meets once a month**.

The main functions of this Committee are as follows:



The composition of the Management Committee is as follows:

- Constantino Fernández, Chief Executive Officer.
- Adela Pérez, Vice-President.
- Fidel Carrasco, Director of Corporate Development.
- Ignacio Cabanas, Economic and Financial Director.
- Ramón Costa, Director of Cybersecurity, Datacenter & Cloud.

- Jesús Criado, Technical Director.
- Alberto Loureiro, Director of the Madrid Office.
- Consuelo Luces, Head of Marketing & Communication.
- Joaquín Donesteve, Head of Legal Department.
- Walter Mattheus Elorza, Managing Director of Bilbomática.

From the Committee, 4 dependent committees have been created, **distributed by areas of work**. Each committee is made up of a person in charge and a series of people with different responsibilities and competencies within the organization:

*Committee of People*

*Business Committee*

*Finance Committee*

*Corporate Development Committee*

Both these working groups and the Management Committee are dynamic in their composition, so they can change their composition at any time. The Subcommittees meet and organize as established by their members and are responsible for submitting proposals to the Steering Committee. It is estimated that they should meet at least once a month.

Likewise, seven members of the Management Committee, assisted by the Group's Controller, make up the **Operations Committee**, which analyses and, where appropriate, approves, on a weekly basis or whenever a specific and urgent need arises, business opportunities that, due to their size, having a lower margin than that usually managed by the organization or because they are carried out in a Consortium or Temporary Union of Companies with the shared responsibility that this entails, the Company believes that there may be a higher level of risk than usual. Those business opportunities that do not go through this Committee are technically and financially validated according to the existing internal procedure for this purpose.

# Integrity & Commitment

This approach reflects our commitment to **excellence and accountability**. Our **Code of Ethics**, approved by the Board of Directors at its meeting on 22 September 2017, sets out the **principles and commitments that guide our conduct in all areas of activity**.

From respecting human and labor rights to complying with the law and fostering a safe and healthy work environment, we strive to uphold the highest ethical standards in everything we do.

At Altia, we abide by four **fundamental pillars of ethical behavior**, all of which are based on the principle of integrity:

## Commitment to our professionals

We are committed to safeguarding human and labor rights, promoting equal opportunities and work-life balance, as well as ensuring health and safety in the work environment.

## Commitment to the company and shareholders

We maintain high standards of commitment and transparency in all our operations, with a zero-tolerance policy for corruption and a firm commitment to the transparent disclosure of economic and financial information.

## Commitment to customers, partners and collaborators

We establish relationships based on trust and mutual respect, ensuring confidentiality and the duty of professional secrecy in all our interactions, as well as promoting ethical principles in our supply chain and collaboration.

## Commitment to the community and society

We are committed to contributing positively to the well-being of the community and the care of the environment, complying with environmental and social regulations, as well as actively participating in the fight against money laundering and other illicit activities.

## The Ethical Code

Our Ethical Code is not only a formal document, but a practical **guide that defines the way we do business and interact with the world around us**. It is the foundation on which we build strong and lasting relationships, both inside and outside our organization.

The Ethical Code sets out the **Altia Group's commitments to business ethics** in all its areas of activity and **applies to**:

- All persons in the organization and those who work on their behalf in the performance of the activities for which they are responsible.
- The management of customer needs and expectations and the planning and management of relationships with competitors, suppliers and allies, with the anti-corruption policy as one of the most relevant aspects.
- Establishing relationships with the social and environmental environment.

- Planning relations with the competent administrations and relevant institutions.
- The management of confidentiality and privileged information, particularly in the area of market abuse.
- The resolution of possible conflicts of interest between Altia's interests and those of its professionals.

## Our Commitment to Ethics and Integrity

As part of our general ethical commitments to the company, the professionals of the Altia group assume a series of principles and criteria of action that govern our conduct in all spheres of our business activity. These commitments are the cornerstone of our business ethos and reflect our unwavering commitment to integrity and accountability.

First of all, we are committed to **scrupulously complying with current legislation** in all aspects of our activity. This is a fundamental premise that guides our actions and decisions, ensuring that we operate within legal limits at all times.

In addition, we are committed to maintaining **professional, loyal, and upright conduct** in all of our interactions and business transactions. This implies acting with honesty, honesty, transparency and ethics in all our business and operational relationships, thus promoting an environment of trust and credibility.

**Diligence, professionalism and anticipation** are values that guide us in our daily work. We strive to be proactive in identifying and managing risk, as well as constantly looking for opportunities to improve and grow sustainably.

We also take responsibility as a central commitment in our actions. We take responsibility for our actions and decisions, recognising the impact they can have on our customers, employees, shareholders and society as a whole.

We highlight the detailed identification of an **Anti-Corruption Policy**, which establishes clear guidelines on the conduct of our managers and professionals in relation to corruption and the relationship with suppliers. In the same vein, our Ethical Code addresses the treatment of conflicts of interest in professional conduct, ensuring that our professional decisions are aligned with the highest ethical and legal standards.



## Anti-corruption policy. Conduct of Altia's Managers and Professionals

- **The directors and employees of the Altia group will act with honesty, integrity and impartiality** in their relationships both within the organization and in their relationships with customers and suppliers.
- They will avoid entering into any contract that may entail or pose a **conflict of interest** between personal activities and the activities of the company.
- **They will comply with all applicable anti-corruption laws, regulations and policies** at all times.
- In the course of their professional activity , **they will not accept or carry out, directly or through an intermediary, invitations, gifts, unjustified benefits, benefits or advantages** to clients, public officials, Spanish or foreign, authorities, personnel of other companies, competitors, political parties, suppliers and suppliers, which involve any form of bribery or commission or that may generate an appearance that a breach is being incurred. obligation as a result of the receipt or delivery of such invitations, gifts, gifts, benefits or advantages. The prohibited activities expressly include the offering or promise, directly or indirectly, of any kind of improper advantage and any form of concealment of the main offer, as well as influence peddling.

Notwithstanding the above rule, it is permitted to accept or make gifts and invitations considered courtesy or commercial attention, understood as the following:

- Advertising gifts worth less than €50.
- Regular invitations whose amount does not exceed the limits considered reasonable in social uses and which does not exceed €100 in any case.

- Invitations and gifts for specific or exceptional reasons (e.g. Christmas gifts), provided that they are within moderate and reasonable limits and whose amount is in any case less than €250.
- Those that do not constitute cases specially prohibited by law or generally accepted business practices.

Any invitation, gift or gift that exceeds the established limits must be brought to the attention of the immediate superior. The Department of Administration shall keep a record of all such cases, which shall be kept for a minimum period of five years.

- Professionals may also not receive, in a personal capacity, money from clients or suppliers, even in the form of a loan or advance. This prohibition does not extend to the normal and customary operations of financial institutions that are customers or suppliers of the Group, under market conditions or previously agreed for the Group's professionals as the commercial policy of the entity and provided that they are not involved in the activities described above in points 1 and 2 of this section.

## Anti-corruption policy. Relationship with suppliers

**Suppliers** directly involved in the management of projects and in the provision of services to the Altia group's customers will be required to comply with the principles of action and the anti-corruption policy defined by Altia. In particular, all **the Group's suppliers, except those that have an anti-corruption system comparable to Altia's, must sign a commitment** that includes the following obligations:

- Know the anti-corruption policy defined by Altia.
- Not to carry out any action that entails a breach of the laws, regulations and anti-corruption policies applicable at any given time, in particular the anti-corruption policy established by Altia.
- Not to carry out any action that would result in the Altia group failing to comply with the applicable laws, regulations and anti-corruption policies at any given time.
- Have and maintain during the term of the contract a compliance program that includes, among other things, preventive measures to prevent and detect any breach of the applicable anti-corruption laws, regulations and policies at any given time.
- Issue, at any time, at the request of the Altia group, a certificate signed by a legal representative of the supplier with sufficient powers to certify compliance with anti-corruption commitments.
- Keep documentation related to payments related to the contract, as well as compliance with anti-corruption regulations and policies, for a period of 5 years.
- Allow the Altia group and its representatives, provided that sufficient notice is given and without the need for prior notice in the event of a well-founded suspicion of non-compliance with the anti-corruption commitment, access to the documentation kept by the supplier referred to in the previous point and to make copies of it, as well as to hold the necessary meetings with the supplier's staff to verify compliance with the established obligations.
- Have in operation and keep up to date a register of all gifts, hospitality and events that exceed 150 euros, made to/by employees of any of the companies of the Altia group or of Altia's contractors, allowing access to this information on an annual basis.

In the event that the supplier subcontracts part of its obligations to Altia, it must require the subcontractor to sign a commitment to comply with the same obligations relating to the fight against corruption. This commitment must include the possibility for Altia to carry out the necessary checks on the subcontractor's compliance with the applicable anti-corruption laws, regulations and policies at any given time.

Suppliers that have a system comparable to that of the Altia group must issue a certificate, signed by a legal representative, that this system includes the obligations contemplated in the commitment described above.

## Conflicts of interest

As one of the typical manifestations of the performance of a loyal and upright professional conduct, the **professionals of the Altia group undertake to ensure that their professional decisions are always based on the best defense of the Group's interests**, so that they are not influenced or conditioned by personal or family relationships or by any other particular interests.

A situation of conflict of interest shall be considered to be any situation in which there is, or is likely to occur, a conflict, direct or indirect, between the interests of the Altia group and those of one of its professionals, whether by reason of their personal circumstances or activity, their family relationships, their assets or for any other reason. and this situation could compromise, in the eyes of an external observer, the impartial performance of that professional.

The following are persons or entities related to a Group professional for the purposes of conflict of interest:

- The spouse or person with a similar affective relationship.
- Dependent children.

- Ascendants, descendants and siblings and their respective spouses or persons with a similar affective relationship.
- Ascendants, descendants, and siblings of the spouse or of the person with a similar affective relationship.
- Any legal entity or any fiduciary legal business in which the professional holds a managerial position or is in charge of its management; or that is directly or indirectly controlled by the professional; or that it has been created for your benefit; or whose economic interests are largely equivalent to those of the obligated person; or over which it may exert a significant influence.
- Interposed persons, acting in their own name, but on behalf of any of the above.

By way of example and without being exhaustive, the following situations can be identified **as potential generators of a conflict of interest**:

- Carry out transactions or economic operations with any of the companies of the Group, except in the case of ordinary operations, carried out under standard conditions for customers or of little relevance.
- In the event that they have the authority to do so, negotiate and, where appropriate, formalise contracts on behalf of any of the Group's companies with natural or legal persons linked to the professional.
- Using the name of one of the Group's companies or of the Group itself or invoking its status as a professional to unduly influence the conduct of private transactions.
- Use the Company's assets, including the Group's confidential information, for private purposes.
- Take advantage of the Group's business opportunities.

- Obtain advantages or remuneration from third parties other than the Group company for which they provide their services, associated with the performance of these services, except in the case of mere courtesy.
- Be a significant shareholder or partner, administrator or representative of customers or suppliers of any of the Group's companies.
- Carry out activities on their own account or on behalf of others, individually or as a shareholder or significant partner, administrator or representative of a company that involves an activity of direct or indirect, actual or potential competition with the Group.

**In the event of a potential conflict of interest, professionals will act loyally and will not put their own interests above those of the Group.** Consequently, they will refrain from intervening in or influencing decision-making that may affect the companies of the Group with which there is a conflict of interest, from participating in the meetings at which such decisions are raised and from accessing confidential information that affects such conflict.

Likewise, professionals will report on any conflicts of interest in which they are or may be involved. To this end, they shall communicate the situation and its circumstances in writing to the immediate superior, who shall forward it to the Compliance Officer, for the study of the matter and the adoption of the corresponding decision.

Persons subject to the Internal Rules of Conduct shall observe in particular the provisions established in the Rules of Conduct regarding conflict of interest.

For their part, Altia's Directors and the directors of the Group Companies shall observe in particular the obligations imposed on directors in the applicable corporate and market abuse legislation, and shall adopt the necessary measures to avoid incurring in situations in which their interests may conflict with the corporate interest and with their duties to the Company.

In particular, the Noesis subgroup has a Ethical Code and Conduct (<https://noesis.pt/about-noesis/Compliance>), approved by the Board of Directors of Noesis Global SGPS, S.A. at its meeting on May 26, 2022. Likewise, the Noesis Ethical Code and Conduct includes as an Annex a Chapter dedicated to Harassment at Work, which complies with the requirements of section k) of no. 1 of article 127 of the Portuguese Labor Code.

In the same way, Bilbomática has a code of conduct approved on October 16, 2023.



## Our Commitment to Human and Labor Rights

In our constant pursuit of business and ethical excellence, the Altia Group assumes an irrevocable commitment to respect for human and labor rights. This commitment translates into **concrete actions and labor practices that guarantee a fair, safe and equitable environment for all our professionals and collaborators**. Among the commitments we make in this area, the following stand out:

- Do not employ anyone who is below the legal age.
- No person employed in the companies of the Altia group is discriminated against on the basis of race, physical disability, religion, age, nationality or sex.
- Employees of the companies of the Altia group have the right to organize, associate and bargain collectively.
- Any form of physical, sexual, psychological or verbal harassment or abuse is not permitted in the companies of the Altia group.
- No form of forced or involuntary labor is permitted in the companies of the Altia group.
- The salary received by the employees of the companies of the Altia group is commensurate with the function performed and respects the agreements of the sector.
- The Altia group rejects any form of violence, physical, sexual, psychological or moral harassment, abuse of authority at work and any other conduct that generates an intimidating or offensive environment for the personal rights of its professionals. The Group promotes measures to prevent sexual harassment and gender-based harassment in its Equality Plans.

## Non-discrimination and equal opportunities in internal selection, evaluation and promotion

This is a basic criterion followed by the Altia group in the selection of its professionals. **The procedure ensures that the academic, personal and professional merits of the candidates and the needs of the Group are objectively addressed.** Likewise, the Group evaluates and promotes its professionals internally objectively, according to their professional performance, their teamwork and their contribution to the achievement of the organization's objectives.

Notwithstanding the above statements, the companies of the Altia group undertake to ensure equal opportunities and non-discrimination in the selection, evaluation and internal promotion, mainly on the grounds of sex, race, origin and sexual orientation.

Specifically, the Group's companies are committed to offering the same opportunities and conditions of work and professional development to men and women, in all positions and profiles of the organization. The commitment is complemented by an active policy aimed at achieving an increase in the percentage of women among the professionals of the Group's companies, despite the fact that, both in the IT sector and in the Faculties and Technical Schools where most of the people who can join the Altia project are trained, The percentage of men is much higher.

The Altia group's specific commitments and objectives in this area are set out in the Equal Opportunities Plans signed by the Group's companies and the workers' legal representatives.

## Protocol for the prevention of workplace, sexual and gender-based harassment

During 2016, Altia joined the 'Protocol for the Detection and Treatment in the Company of Situations of Gender Violence Occurring inside and outside the workplace', a protocol promoted by the Observatory against Domestic and Gender Violence, an entity that is part of the General Council of the Judiciary. By signing this document, **the organisation's governing bodies have committed to protecting the fundamental rights of people in their work environment, taking initiatives that foresee and act firmly against gender-based violence**, acting with total guarantees of confidentiality for victims.

On March 20, 2018, Altia's management signed an express commitment to defend people's dignity and against any type of discrimination at work, a commitment published on March 22 (see <https://www.altia.es/es/compromisos-contra-la-discriminacion>). On 19 April 2018, the Equality Plan Monitoring Committee approved the final version, which was published on the corporate website on 30 April 2018 (the document can be accessed through the [www.altia.es/documentos/Protocolo\\_Preencion\\_acoso\\_laboral\\_sexual\\_razonsexo.pdf](http://www.altia.es/documentos/Protocolo_Preencion_acoso_laboral_sexual_razonsexo.pdf) address) for Altia and its subsidiaries. It is expected that the Monitoring Committee will approve during the first half of 2024 a new version of the Protocol that includes, in addition to those already collected, measures for the prevention of harassment and discrimination based on sexual orientation and identity, gender expression or sex characteristics of people.

Bilbomática, for its part, approved its protocol on workplace or gender-based harassment on March 22, 2022. Subsequently, on 15 January 2024, it amended this protocol to extend its scope of application to situations of harassment and/or discrimination against LGBTBI people, in accordance with the requirements of Law 4/2023, of 28 February, for the real and effective equality of trans people and for the guarantee of the rights of LGBTBI people.

In the same way, Noesis has approved its protocol "Ethical Code and Conduct of Noesis" and Code of Conduct for the Prevention and Combat of Work Assédio on 20.05.2022.

## Reconciling family life with work

The companies of the Altia group are committed, in coordination with the needs of customers and projects, to promote measures to reconcile family life with work activity such as flexible schedules, teleworking, intensive working hours in the summer period and the reduction of working hours and leaves in the cases provided for by law.

The companies of the Group have undertaken to adopt the necessary measures to facilitate the return to work of those workers who have completed their leaves of absence arising from the birth, foster care or legal guardianship of a minor, care of a family member and all those established or may be established by the applicable regulations.

## Internal rules deriving from the company's listing on the BME Growth

The fact that Altia's shares are listed on the BME Growth meant that from the moment they were listed on the market in 2010, the Board of Directors approved and published **two internally applicable regulations**, the description and basic content of which are as follows:

## Internal Code of Conduct in matters relating to the Securities Market

Its existence is mandated by the rules of the stock market. According to the document itself (Article 1), "These Internal Rules of Conduct establish the guidelines for the behaviour and action of the persons to whom the Regulation applies, in **order to guarantee transparency and the protection of investors**".

Its latest version was approved by the Board of Directors in July 2019 and includes the necessary adaptations on the occasion of the entry into force of Royal Legislative Decree 4/2015 of 23 October 2015 approving the revised text of the Securities Market Law and Regulation (EU) No 596/2014 of the European Parliament and Council. of 16 April 2014 on market abuse, which occurred for the latter provision on 3 July 2016 and in strict compliance with the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and in Organic Law 3/2018, on the Protection of Personal Data and Guarantee of Digital Rights.

Likewise, those relating to treasury stock were adapted to include not only purchases and sales derived from the BME Growth liquidity mechanism but also the two new theoretical possibilities of use approved by the Extraordinary General Meeting of 16 July 2019: means of payment in corporate transactions and for eventual plans for the delivery of shares or stock options for employees and executives.

The Regulations are published on the Company's website, in the Corporate Governance section of the 'Investors & Shareholders' section. The link is as follows: [https://www.altia.es/documentos/Reglamento\\_interno\\_de\\_conducta\\_julio\\_2019.pdf](https://www.altia.es/documentos/Reglamento_interno_de_conducta_julio_2019.pdf)

The Secretary of the Board of Directors is responsible for disseminating the obligations arising therefrom to the persons affected by the Regulation, as well as clarifying any doubts that may arise. The dissemination of obligations is carried out by means of

written instructions and communications. In 2020, all these issues were also implemented in Noesis and subsidiaries.



## Regulations of the Board of Directors

Its existence was not strictly necessary for a company whose shares are listed on the BME Growth, but it was approved and published on the occasion of its listing on that market in 2010.

Its latest version was approved by the Board of Directors at its meeting on 24 May 2017.

According to the document itself: "the purpose of these Regulations is to establish the **general principles of action, the structure and organization, the operation and the rules of conduct of the Board of Directors of Altia Consultores, S.A. and the companies of its Group**".

This document, prepared by the Board itself, develops and expands the legal and statutory regulations, with the aim of providing greater transparency in management to shareholders and potential investors without losing efficiency.

Notwithstanding the foregoing, the Regulations, as a corporate governance standard of the Company, are open to any modifications that may be made by the evolution of the Company and by the regulations and recommendations that are drawn up in relation to the matters that constitute its subject-matter.

The Regulation also applies, as appropriate, to the senior managers of the Company and of the companies in its Group who report directly to the Board or, as the case may be, to its chief executive.

The Regulations are published on the Company's website, in the section "About Altia - Corporate Governance" in the section dedicated to the Board of Directors. The link is as follows

[https://www.altia.es/documentos/Reglamento\\_del\\_Consejo\\_de\\_Administracion.pdf](https://www.altia.es/documentos/Reglamento_del_Consejo_de_Administracion.pdf)

## Ethics Channel

All of the Group's stakeholders have at their disposal the Ethics Channel, provided for in the Ethical Code and in operation since October 2017, which they can access in a confidential manner to report irregularities or raise doubts or suggestions. The access link for Altia, Exis and Wairbut, is as follows: <https://www.altia.es/canal-etico>. The access link for Bilbomática is as follows: <https://canaletico-bilbomatica.altia.es/#/>.

No irregularities have been reported by the Ethics Channel that have led to the opening of an internal investigation. The remaining entries produced in the Ethics Channel have been dealt with in accordance with the provisions of the Ethical Code.

Without prejudice to the possibility of using the channels specifically established according to the matters in Portuguese legislation and in that of the countries where the subsidiaries of the Noesis subgroup are located, there is an own access to the Ethical Channel of the Altia group (<https://canaletico-noesis.altia.es>), specially adapted to the legal requirements of Portugal. Within this special access, there are two different sub-channels for dealing with the matter: 1) assault and 2) corruption, related matters and complaints.

## Compliance with the obligations imposed on providers of electronic communications services

Altia, as a provider of electronic communications services, is registered in this category in the Registry of Network Operators and Providers of Electronic Communications Services of the National Commission of Markets and Competition.

Additionally, Altia undertakes to comply with the obligations established in the document Obligations of the Service Provider related to the internet, published at the following link of the Ministry of Energy, Tourism and Digital Agenda:

<https://lssi.digital.gob.es/lssi/la-ley/aspectos-basicos/obligaciones-y-responsabilidades-de-los-prestadores>

## Other issues

In no case have any infringements of fundamental rights been detected in the workplaces of the Altia group.

No formal assessments of negative impacts on human rights, child labour, forced labour, etc., have been carried out during this 2023 financial year.



# Economic dimension

## Responsible Taxation

Article 34 of the Ethical Code establishes in general that the Group's relations with the Public Administrations in general and the Regulatory Bodies with competences for the Group's activity shall be executed and raised under the principles of regulatory compliance, cooperation and transparency, with the aim of defending the company's interests but always within the law.

In the specific area of taxation, the Board of Directors makes specific commitments that reinforce these principles. According to the provisions of Article 5 of the Regulations of the Board of Directors ("General functions and powers of the Board of Directors"), the Board may not delegate a series of matters, i.e. it has to analyse, debate and adopt the corresponding decisions, with all that this entails. These subjects include:

16) The determination of the control and management policy for risks, **including tax risks**, and the supervision of internal information and control systems.

20) The approval of investments or operations of any kind that, due to their high amount or special characteristics, are of a strategic nature **or have a special tax risk**, unless their approval corresponds to the general meeting.

21) The approval of the creation or acquisition of shares in **special purpose entities or entities domiciled in countries or territories that are considered tax havens**, as well as any other transactions or operations of a similar nature that, due to their complexity, could undermine the transparency of the company and its group.

On the other hand, and given the Group's growing international presence, with companies domiciled in nine countries, Altia is aware that the valuation of transactions between the Group's companies must be in accordance with the OECD Transfer Pricing Guidelines for Multinational Enterprises and Corporate Administrations ("OECD Guidelines"), which establish the arm's length principle and which are also included in Spanish legislation and those of the countries where Altia's subsidiaries are located. This issue requires, both in substance and in terms of formal obligations, a continuous effort to analyse the situation and establish Group transfer pricing policies that are in line with national and international standards, which basically seek to ensure that the taxation of profits tends to take place in the courts where they are generated.

## Economic summary. Altia & Evolution

The Altia group is one of the leading groups in the ICT sector in Spain, with a **consolidated turnover of 241.3 million Euros**, with almost three thousand six hundred professionals at the end of the year, with projects developed in practically all sectors and with an increasing international presence (43% of total revenues). through Noesis and its subsidiaries, Chile, the business in the EU, mainly in European agencies, developed by both Altia and Bilbomática and, since 2021, in Andorra. A **significant diversification of the business in terms of clients, sectors and markets**, the experience and energy of the management team, proven technical and financial solvency, great flexibility and agility in decision-making, a clear focus on customers and results, a rigorous control environment and a firm commitment to talent and a culture of effort give the Group an optimal position within the ICT solutions market to continue with its plan growth and positioning in key accounts, sectors and new markets.

Amid a period of rising geopolitical tensions, the world is facing an uncertain landscape that threatens to redefine international relations as we know them. The trade war between China and the United States, the Covid-19 pandemic and, most especially, the war in Ukraine and Palestine, have divided the world and seriously questioned the foundations of the current global system.

The EU faces unique challenges in this changing and complex international environment. From supply problems to escalating prices in critical sectors such as energy. The downgrade in inflation projections in 2023 compared to 2022 was mainly due to the lower contribution of energy, with a better performance of oil and gas prices.

The economic benefits generated by the process of globalization are undeniable. The opening of global markets has boosted international trade and fostered economic growth, job creation and poverty reduction in many parts of the world. All indications are that we are now heading towards a world where alliances become more important and economic efficiency gives way to other priorities such as security and strategic autonomy. There is a clear desire on the part of the authorities to reduce the risks arising from over-dependence on countries with which there may be political or trade disputes. This is already translating, in some cases, into more restrictions on technology transfer, greater investment in defence, a greater emphasis on environmental and logistical sustainability, and an attempt to adjust global value chains.

What we can expect in the coming years is not so much deglobalization, which is clearly unfeasible, but rather a growing trend towards greater regionalization in supply chains. This will imply an increase in production within regions, such as Europe, the Americas, and Asia, and a decrease in production between regions, such as Asia and Europe.

In the current macroeconomic environment, the International Monetary Fund (IMF) estimates global growth of 3.1% in 2024, before rebounding to 3.2% in 2025. This institution forecasts that global inflation will rise from 6.9% in 2023 to 5.8% in 2024. These positive factors include the possibility of easing financial conditions with rapid disinflation and greater dynamism in structural reforms.

In the context described above, the ICT sector has been one of the few sectors that has been less affected by the current macroeconomic context to date. The global landscape of the sector continues to undergo a significant transformation, driven by significant advances in areas such as artificial intelligence (AI), cloud computing, data management and cybersecurity. These technologies are not only revolutionizing the way companies operate, but they are also generating profound changes in society as a whole, impacting virtually all sectors, from distribution, services, or the financial sector to the infrastructure sector, utilities, even in the public sector. We are possibly facing a disruptive period, of a true digital revolution, with major changes in the way we relate to each other and do things, which may be intensified by the phenomenon of 'AI'. Growing awareness of topics such as data security, privacy, sustainability, and ethics in AI is adapting customer expectations and influencing investment decisions. Companies that can align their strategies with these emerging issues will be in a position of clear advantage to gain the confidence of the market.

The pandemic period we have just overcome further accelerated the adoption of digital solutions, as we all had to look for solutions to face the challenges imposed by the crisis. This has led to an even greater demand for IT services, including remote and more collaborative work solutions, cybersecurity (what has been labelled as 'digital transformation'), which the Group has leveraged to improve its global position in the markets.

We believe that the Group is well positioned to capitalize on these trends, based on the strengths that characterize us: experience of the management team, increasingly broad portfolio of services aligned with market demand, excellence of our talents, reputation and credibility, global delivery capacity and risk diversification.

From an investment point of view of the various industries, a favorable environment is expected. The Information Technology sector is expected to continue growing in the period 2024-2027, with a sustained pace in all sectors of the economy. The ICT investment data is even more relevant when compared to the European Central Bank's projected economic growth estimates of 0.6% in 2024, 1.5% in 2025 and 1.6% in 2026.

Finally, an equally relevant issue is related to the concentration of demand in our sector. This translates into larger and larger projects that create a risk, but at the same time a challenge of selecting a single technology provider. Therefore, the need to continue growing is intuited as an essential strategic element. With the growth that the Group has registered in recent years, we are increasingly able to be within a restricted group of players well positioned to accompany our clients in their digital transformation process.

In this context, the Group, which starts from a very low share in those markets in which it operates in the ICT services sector, sets itself the challenge of consolidating its brand image within the sector and growing in an orderly and sustainable manner, in order to be able to undertake more and larger projects. In an environment such as the one described, the objective circumstances are in place for an efficient organization such as the Altia group, which provides high-quality services at competitive rates, to increase its market share in a significant way.

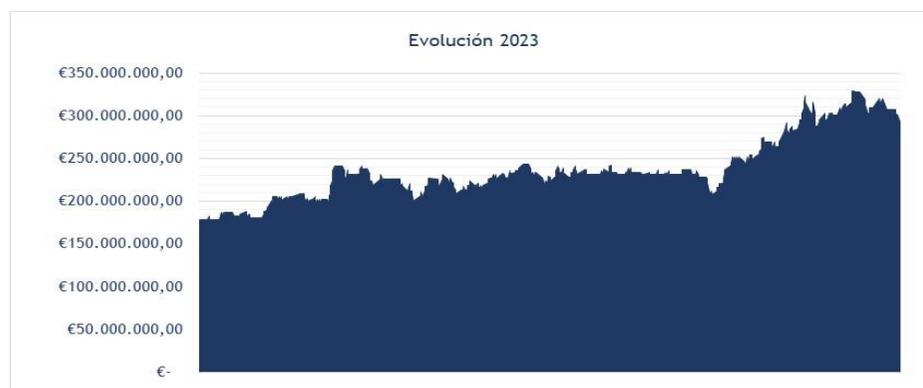
## Stock Price

Altia has been listed since 1 December 2010 on BME Growth, formerly known as the Alternative Stock Market (MAB).

The evolution of the value during the 2023 financial year was fairly stable for most of the year and has rebounded in the last weeks of the year to reach a 63.8% increase compared to the price it had at the beginning of the year (€4.26 per share compared to €2.6 per share at the beginning of the year) and its capitalization has gone from €178.8 million on January 1 to €293.0 million on December 31, as shown graphically below.

In relation to the liquidity of the security, this has increased slightly compared to previous years. The "Split" approved at the beginning of 2023, at a rate of 10 new shares for each previous share, has led to this slight improvement compared to previous years. With the "Split", the number of shares has been set at 68.8 million compared to 6.8 million previously.

From the point of view of financial markets in general and BME Growth in particular, the result obtained by Altia in 2023 can be considered very commendable given the environment of high volatility and uncertainty that has characterized the year in the stock markets. The results obtained consolidate Altia as one of BME's largest and best-performing companies and are expected to continue the successful trajectory that began in 2010, although – logically – the macroeconomic environment at the beginning of 2024 poses uncertainty for any forecast that may be made.



Market capitalization evolution 01-01-23 to 31-12-23 (Source: Altia).

	2020	2021	2022	2023
Admitted capital (Thousands of Euros)	138	138	138	138
Number of shares (x 1,000)	6.878	6.878	6.878	68.782
Period-end price (euros)	22,2000	26,4000	26,0000	4,2600
Last. Period price (euros)	23,2000	26,4000	26,0000	4,2600
Max. price period (euros)	23,8000	28,6000	28,8000	4,7800
Min. period price (euros)	16,0000	21,6000	22,6000	2,6000
Capitalization (Thousands of Euros)	159.574	181.584	178.833	293.011
Volume (thousands of shares)	6.083	702	544	4.634
Cash (thousands of euros)	11.560	1.779	1.414	13.386

## Forecasts for the future

The environment in which the Group operates presents numerous opportunities compared to other sectors, as 'technology' is constantly growing for both society and companies. Especially today, due to the complicated economic situation, technology is essential to optimize business processes and improve their efficiency. Also for the personal development of individuals and global development of countries and society in general.

On the other hand, the market share of the Altia group is still very small, so the field of growth is high and there is no vulnerability for companies that have to defend a significant share from competition.

The Altia group does not have a special concentration either in terms of customers or in terms of technology. In this context, the main risks identified by the Group in 2023 were:

- **Cybersecurity/cyberattacks.** As a technology-based organization, the Group has to be particularly cautious about this issue, which is also a line of business of its own. The application of strict cybersecurity policies is considered an absolutely necessary policy so that the Group's development plans can be carried out successfully, in an environment in which cyberattacks are becoming more common and on a larger scale, especially since the start of the war in Ukraine.
- **Failure to comply with the regulations affecting the Group's activity.** The globalisation of the economy and the increasingly demanding regulatory environment in which companies have to carry out their activity are forcing organisations to improve their transparency, identify and mitigate the risks of their activity, increase their degree of compliance with the rules that apply to

them and respond to all their stakeholders. The Group continues to make a considerable effort to position itself as a socially responsible entity and thus provide the greatest possible value to all the groups related to its activity.

- **Shortage of qualified human capital.** The growing demand for technological profiles for any business, activity or sector is complicating access to talent in an activity in which this aspect is critical, given that the Group's main asset lies in the high technical and professional qualifications of the people who make it up. Inadequate talent management (recruitment, retention, remuneration policies, digital disconnection, career plan, social benefits, compensation plans, etc.) could mean that the Group does not have the right professionals to achieve its objectives. In this sense, as previously mentioned in this Report, the Altia group is paying special attention to this issue, making a firm commitment to maintaining the technological talent it has at its disposal through the aforementioned policies, even if this means a certain reduction in its margins in the short term. just as it has happened this year.
- **Procurement-related challenges.** Particularly active in recent years and with a vocation to incorporate companies or businesses with a good base and that fit into Altia's approaches, the risk for the Group lies not only in a good selection and execution of the transaction but, basically, in being able to carry out an integration process that does not take time and that takes full advantage of all the virtues of the acquired company so that it can be acquired in order to achieve a good quality of the company. The operation is not limited to a mere juxtaposition of business and figures. The results of the corporate operations carried out to date endorse the Group's execution in this type of process, but do not guarantee the success of those that will be carried out in the future, hence

the risk identified here is one of the main risks faced by the organization and is very present in the organization.

The Group will remain firm in its business model through a combination of its traditional virtues (customer orientation, shareholder stability, highly qualified human resources and management team, healthy accounts, lower structural costs than those of our competitors, financial policy aimed at optimising working capital) and the new initiatives adopted (promotion of a collaborative culture and synergies between different areas of the company) organization and especially those obtained by the integration of Noesis, Wairbut and Bilbomática, focus on areas and technologies with better positioning and greater capacity for future growth such as AI, Cybersecurity or Data Analytics, policies aimed at attracting and retaining talent, internationalization and the implementation of greater control systems and, finally, the progressive adoption of standards and recommendations required of companies listed on official secondary markets, even above those strictly mandatory for those listed on BME Growth). The Group is convinced that the provision of advanced services in information and communication technologies not only has a long way to go in the market, but that the demand for this type of service will be increasing.

The 2023 annual accounts can be considered satisfactory. They are a good basis for continuing to increase sales, for maintaining a diversified portfolio, for continuing to internationalize, for gradually continuing to recover the levels of profitability that the Company has historically had and, of course, for continuing to generate cash and increase solvency through an increase in Equity, as well as recovering the levels of Working Capital at which the Company has usually been developing its activity. Despite the difficulties inherent in any inorganic growth, we believe that Altia is demonstrating an efficient use of the debt capacity that allows it to be solvent and track record and, as we said before, the combination of a good choice in acquisitions and good execution in integrations. This inorganic growth should serve to accelerate the achievement of

strategic objectives, among which the main objective is to maintain the Group's traditional margins.

In an environment of extreme uncertainty such as the current one, the Group remains very cautious about the evolution of the economy, with prudence in terms of investments and new businesses being its guide for action, but without ceasing to try those that are considered particularly attractive and that fit in terms of profitability and integration. The challenge continues to be to consolidate the brand image within the sector and grow in an orderly and sustainable way, in order to be able to undertake more and larger projects.

# Impact on society (S)

People & Talent

Social action

*Education & Development*

*Gender Equity & Diversity*

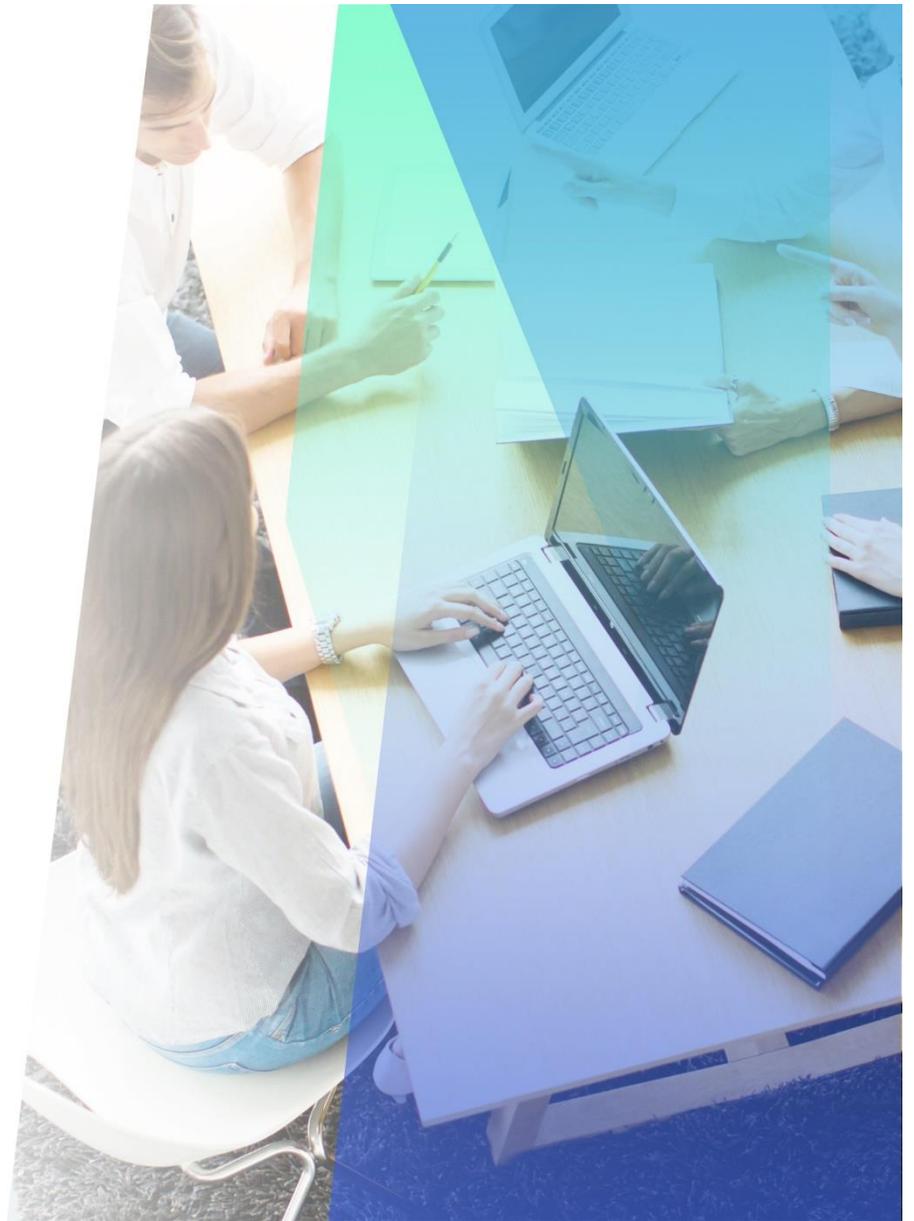
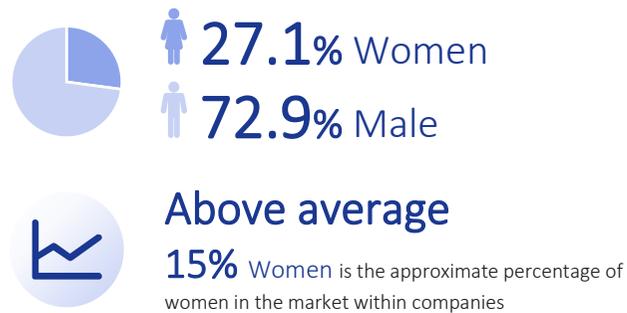
*Health & Wellness*

*Solidarity and social support*



# Social character

## KEY FACTS



In our ongoing quest to be a company committed to sustainability in all areas of our operations, we recognize the fundamental importance of the social dimension in our ESG strategy.

**Our focus** is on **valuing and empowering the people who are part of our team**, while also **engaging with the community** around us.

From attracting and retaining the best talent to promoting a safe, inclusive and healthy work environment, we seek to foster the growth and well-being of our people.

In addition, we are actively involved in social actions that generate a positive impact on society. Through our own actions, volunteer initiatives and collaborations with third sector organizations, we strive to contribute to the development and well-being of the communities in which we operate.

*The Group's achievements are possible thanks to a team committed to our strategic project and business culture: a predisposition to continuous improvement, a focus on results, teamwork, communication, initiative, enthusiasm, innovation and motivation. Together, we are building a better future for all.*



## » Best Places to Work in IT



On November 27, 2023, Foundry Computerworld selected Altia as one of the Best Places to Work in IT in 2024, including the company in 27th place in the midsize company ranking.

The Best Places to Work in IT list is an annual ranking of the best work environments for tech professionals by Computerworld. The list is compiled from an in-depth questionnaire on what the company offers in categories such as social benefits, career development, DEI, future of work, training and talent loyalty. The rankings are reviewed and vetted by a panel of industry experts.

*This recognition is a great boost and reaffirms our commitment to attract the best profiles in the IT world.*

## » Best Places to Work in Portugal



Noesis' participation in the Organizational Culture and Climate Study, conducted by Great Place to Work Portugal, turned out to be a success, presenting a response rate of 77% and a confidence index of 86% which, compared to the results of the previous year, translates into an increase of seven and four percentage points respectively.

The distinction of Noesis as Best Workplaces™ in Portugal, for the second consecutive year, makes us look inside and confirm that we are on the right track by putting our people at the center of the organization. At this time, when talent is difficult to attract and retain, we are particularly pleased with this result.

*Teresa Lopes Gândara - Director of Human Capital at Noesis*

## » Best Workplaces Europe



According to the Great Place To Work ranking, Noesis obtains the 12th position in the ranking of Large Companies with more than 500 employees by being recognized for our culture of trust and our excellent work environment. We are the only Portuguese company in this ranking of 50 organizations.

In this ranking, companies distinguish themselves by the way they develop a Workplace For AllTM experience.

Crucial to this nomination is listening to employees to find out how they feel about the work environment and how they evaluate the organization's trust, innovation, internal and external initiatives, values, and leadership.

*We make it clear that our motto, Let's Innovate Together!, is not just a philosophy, it is a promise that the goal is always to grow together.*

# People & Talent

## Our driving force towards a sustainable future

At Altia, we recognize that our people are the core of our organization and the engine that drives our commitment to sustainability and innovation. Each of our professionals represents a fundamental piece in the construction of a better and more sustainable world, generating value through technology.

With a diverse and highly qualified workforce, we have undertaken numerous international projects in collaboration with nearly a thousand clients, leaders in their respective sectors. Together, we have understood that technology is not only a tool, but an opportunity to revolutionize business and contribute to generating a positive impact on the economy and society.

*The objectives for the coming years are to attract as much talent as possible, maintain an increase in human capital in line with the growth of the business project and delve into the increasing participation of women in the different levels of the organization, meeting the objectives of the Equality Plan.*



The Altia group has had a growth in human capital in line with its strategic and territorial expansion, ending the 2023 financial year with 3,570 people on staff.

## We believe in the potential of people and their ability to drive change

Our professionals are the lifeblood of our company. Their experience and dedication, as well as the continuous improvement in their actions and capabilities, allow us to offer innovative solutions adapted to the needs of our clients. That's why we strive to create a work environment that inspires and motivates us to do our best, fostering collaboration and teamwork to address the challenges of an increasingly complex environment.



## The pillars of our people-centric strategy

The value proposition for the people of our company is represented in fundamental principles and key practices that guide our organizational culture and define the work experience we offer our employees. These pillars reflect our commitment to the personal and professional development of each individual, as well as to creating an inclusive, motivating and safe work environment.

- **Open Culture: Fostering Equality, Inclusion, and Collaboration.** Our organizational culture is based on principles of equality, fairness and transparency. We recognize and value the contributions of each individual, encourage self-managed work, and promote an inclusive and collaborative environment where all voices are heard and respected. We strive to create connected and positive teams, where internal recognition, active participation and a good atmosphere are the norm.
- **Hybrid work model: Adapting to change and individual preferences.** We recognize flexibility as an integral part of our work culture. Through our hybrid work model, we give our workforce the freedom to choose where they work from. We understand that each person has unique needs and preferences, so we encourage an approach that fits your lifestyle and maximizes your productivity and well-being.
- **Training and evolution: Enhancing your personal and professional development.** Our commitment to the comprehensive development of our team considers continuous learning as a fundamental axis for the personal and professional growth of our professionals. We provide the people in our teams with the tools and resources they need to acquire and improve their skills and abilities, thereby fostering their professional development at all stages of their careers. In addition, through our internal career plans and promotion programs, we provide clear and structured opportunities for our staff to

advance their career paths within the company, achieving their career goals and aspirations.

- **Flexible and competitive remuneration: Recognising value and autonomy.** We value the talent and effort of the people who are part of Altia and we demonstrate this through flexible and competitive remuneration. Our progressive increment system recognizes individual performance and encourages autonomy and professional growth. In addition, we offer variable compensation initiatives that complement base pay, providing additional opportunities to be rewarded for your dedication and contribution to the company's success.
- **Idea Accelerators: Inspiring creativity and innovation. We believe in the power of ideas to drive change and innovation.** Through our internal programs, we provide a space where people on our teams can share and collaborate on initiatives that have the potential to transform business and society.
- **Occupational health and safety. The safety and health of our team is a top priority.** We are firmly committed to ensuring a safe and healthy work environment. To achieve this goal, we implement rigorous measures and protocols that comply with occupational safety regulations and standards. We provide our employees with the training to perform their jobs safely and efficiently.

- **In action: people who want to improve the world.** We strongly believe in the transformative power of collective action and the positive impact we can make when we come together to improve our environment. For this reason, we foster a culture of social responsibility that encourages our employees to actively participate in solidarity actions. Every small action counts and together we can make a big difference in building a more sustainable and equitable future for all people.



We grow with the  
best talent

## The Challenge: Attracting and Retaining Talented Professionals

In a highly competitive and constantly evolving job market, our main challenge lies in attracting, developing and retaining the best talent. The creation of quality and stable employment is a priority for the Group.

To this end, the HR and Recruitment departments and the People and Training committees work together and in coordination on a **comprehensive strategy** that ranges from the identification of suitable profiles to the implementation of professional development programs and effective retention measures. Our approach is focused on **providing an inclusive, flexible and ever-growing work environment**, where every employee feels valued and has the opportunity to reach their full potential.

With a committed and motivated team, we are prepared to overcome this challenge and ensure the continued growth of our organization.

At Altia, we recognize that our success lies in the talent and experience of our team. That's why we strive to attract and retain the best professionals in the industry. Given the highly specialized nature of our activities, we particularly value the high degree of technical qualification in information and communication technologies (ICT). In this sense, STEM (Science, Technology, Engineering and Mathematics) careers play a fundamental role in the training of professionals trained to address the current and future challenges of the labor market in the field of ICT. The demand for STEM professionals is constantly increasing due to the growth and evolution of the tech industry, which requires specialized skills in areas such as software development, data analytics, cybersecurity, and artificial intelligence.

However, it is important to reflect on the scarcity of women in these disciplines, which limits the possibilities for innovation and new perspectives to address the challenges of our sector. Despite progress, a significant gender gap still persists in the field of STEM careers, where women are less represented. This disparity also contributes to the

gender gap in the labour market. It is essential to promote inclusion and gender diversity in STEM. At Altia, we are committed to creating an inclusive and diverse work environment, where all people, regardless of gender, have the opportunity to realize their potential.

Our team is mainly made up of people with **advanced degrees** in technical careers and experts in ICT-related consulting. At the end of 2023, 51.08% of our workforce had a university degree, standing out mainly in engineering and careers in the STEAM branch.

DEGREES	SEX	2021	2022	2023	% S/TOTAL
Graduates	Men	798	1.053	1175	32,92%
	Women	442	611	648	18,16%
Other qualifications	Men	872	1.234	1428	40,01%
	Women	184	286	319	8,94%
% of university graduates out of the total		54,01%	52,26%	51,08%	

At Altia we also nurture students and professionals in **vocational training**. We recognize the importance of vocational training in both its traditional and dual modalities, as a fundamental way that contributes to the development of strategic sectors, such as ICT, by providing trained professionals adapted to the needs of the market. That is why we work closely with educational institutions and vocational training centres to offer hands-on learning opportunities and experiences in the world of work, preparing young people to face the challenges of the future in the field of ICT.

*In 2023, Altia has joined the Alliance for Vocational Training as a tool that will allow joining forces and seeking synergies between administrations, companies, training centres and social agents, to promote specific initiatives that contribute to shaping effective, dynamic and excellent Vocational Training.*



#### SUCCESS STORIES

### Harrobi Programme for Vocational Training

Bilbomática has launched the Harrobi Programme, an initiative to support internships in vocational training, in which centres in Bizkaia and Álava participate. Through this program, it seeks to train students in the real needs of the company, allowing the incorporation of young people with no work experience to Bilbomática and creating a talent pool linked to the company. Its objective is to support the training of highly qualified personnel for their incorporation into the labour market. In 2023, **the program benefited 20 people** (14 men and 6 women). The Harrobi Program was born in 2016, which has allowed it to actively collaborate with public institutions and vocational training centers in the region.

» We bring the company closer to the educational world through Dual Vocational Training



*Nowadays it is increasingly important to promote coordinated training between companies and educational centres.*

At Altia, we recognize the importance of fostering dual vocational training as an efficient means of addressing the challenges of the current and future labour market. In 2023, the second edition of the Dual Higher Cycle in Web Application Development has been developed with the IES Fernando Wirtz (A Coruña). In addition, during the 2023/2024 academic year we have started our collaboration with IES San Clemente (Santiago de Compostela), thus extending our commitment to education and talent development. This program offers young students the opportunity to combine academic education with hands-on experience in the world of work. Through this initiative, we seek to facilitate the insertion of young talent in our company, promote their professional development and contribute to the formation of a cohesive team of motivated professionals. With this commitment to dual training, we are committed to preparing the next generation of technology professionals for the challenges that await them in the labor market.

## #AltiaDigitalHub

The internship program at Altia is aimed at students of university degrees and vocational training. It seeks to boost talent through tools and sub-programs that support professional and personal development, with an eye to the future and individual growth. The people who join our #AltiaDigitalHub collaborate first-hand in innovative projects in which they are aware of current technological trends, with a direct impact on society and have the support of expert professionals in the area, in a collaborative environment aimed at continuous improvement.

# 140

PEOPLE INTERNED AT  
ALTIA

# 71%

STARTED WORKING AT  
ALTIA



### SUCCESSIONS

## DCH recognizes us as a Company Committed to Youth

The ranking of Companies Committed to Youth is a recognition of the International Youth Organization for Ibero-America (OIJ) and the International Organization of Human Capital Managers (DCH) which includes companies and entities in the private sector that have actions to promote the recruitment of Young Talent within the company, with internal policies to promote their empowerment and training and with direct investments in public programs for the population young.

Our #AltiaDigitalHub program has allowed us to opt for this recognition, in which 40 companies from all over the world are selected.

"It has always been our maxim to provide added value to all the people who come to study with us for their first professional experience. We have worked on the continuous improvement of the AltiaDigitalHub program to adapt to their needs and be able to offer them the best of Altia"

Angela Souto, Talent Acquisition Manager at Altia.



## SUCCESSIONS

## Signing of the Pact for More and Better Jobs for Youth

Noesis became one of the 51 new companies that formalized their adhesion to the Pact for More and Better Jobs for Youth, an initiative created by the José Neves Foundation and the Portuguese Government, whose main objectives are to attract, retain and accompany young workers, up to the age of 29, in Portugal. Through this collaboration and considering projections for 2026, Noesis is committed to creating more attractive working conditions for young people, including ensuring quality employment, increasing the integration and participation of young people in the business world. For Alexandre Rosa (CEO), "Noesis always seeks to create sustainable employment opportunities and is pleased to be part of a group of more than one hundred companies that are committed to investing in initiatives to recruit and retain young workers."

The Youth Pact now has 101 Portuguese companies dedicated to increasing the number of young people hired by 14% and permanent contracts by 10% by 2026.

At Altia, we value every new addition as a fundamental part of our team. That is why we have developed a complete **Onboarding Plan**, designed to accompany and facilitate the integration of new hires into the company. This plan establishes an organized process that ensures the necessary support for each new member of the company to be fully integrated into our culture. It includes access to our internal corporate programs and has the personalized accompaniment of one of the people from the *welcomers* team during the following three months, through periodic meetings to ensure a successful adaptation and a quick integration into the team.

"Welcomers provide an overview of the company to new crew members. From my point of view, the most important thing is that this welcome conversation creates a bond, a reference to go to until the project welcomes the person. The welcomer should be that 'someone' we like to meet when we go to a new place."

Eva María Rodríguez Misa - Welcomer

# 40

Welcomers  
support us



# Team Vision

## Support for our professionals

At Altia we focus on people and work to prioritize their development and well-being, convinced that in this way we enhance our collective ability to achieve our organizational goals and objectives. Each person's success is intrinsically linked to the success of the team.

We believe in the importance of cultivating an environment where each person feels valued, empowered, and an integral part of the whole. For us, creating diverse and equal work environments is crucial. We seek to reflect the evolution of society in heterogeneous teams that enrich our projects, where everyone has a place and a voice.

## Forging Strong Career Paths

### Elevating Commitment to Quality Training

At Altia, we consider quality training as a strategic pillar for the development of our professionals. This involves an exhaustive analysis of training processes, with the aim of meeting market demand, increasing competitiveness and ensuring excellence in our work.

We are looking for committed, customer-oriented and results-oriented professionals who are able to contribute to the process of continuous improvement and adapt to a changing environment. To achieve this, we encourage the exchange of knowledge and experiences through formulas such as tutored self-learning, mentoring and the creation of internal knowledge networks.

In the current situation, where flexibility and excellence are key, continuous training becomes even more crucial. In 2023, we continue to actively promote the professional development of our people, providing them with opportunities for growth and continuous learning. The Altia group is committed to intensive and continuous training

policies through courses, seminars and specialized conferences. Our goal is to define a training strategy that improves basic skills, motivates our team and ensures a high level of service to our customers. We believe that by investing in their development, we strengthen not just individuals, but the entire team and the organization as a whole.

On an annual basis, the Altia group detects those areas in which the worker (or his or her superiors) demand greater training action. This demand is reflected at the beginning of each year in the **Strategic Training Plan**, which ensures the technical competence and management skills of all the professionals of the Altia group and is approved by the employees through their representatives and the Group Management. With this Strategic Plan, we seek to integrate training as a fundamental element of the human resources management model, providing our staff with the necessary means for their professional development and improving performance.

Training needs are evaluated according to the characteristics of each job, the projects to be executed and the specific or conjunctural needs of the organization.



## Career Map: Guiding in Professional Development

At Altia, we recognize the importance of driving the professional development and growth of our team through the Altia Career Map, a comprehensive process linked to talent management. That's why we've established a strong Career Plan that provides our employees with clear and structured opportunities to advance their career paths within the company.

The **Altia Career Map** is a tool designed to plan the future development of people within the organization, offering guidance, accompaniment and adequate training to take advantage of growth opportunities. From the moment they join Altia, our employees have access to development tools and programs designed to strengthen their skills and competencies.

This process covers all existing positions in Altia, following a functional criterion and is structured in five key parts:

1. List of jobs and equivalences: Correspondences are established with the categories of the current Collective Bargaining Agreement, currently the XVIII State Collective Bargaining Agreement for consultancy, information technology and market and public opinion research companies.
2. Job Map: The job structure within the organization is depicted, providing a clear view of career development possibilities.
3. Corporate Organizational Chart: The hierarchy and relationship between the different departments and roles within Altia is presented.
4. Job Definition: The functions, requirements and knowledge required for each position are detailed, as well as the personal, technical and managerial skills required, along with the associated minimum salary.
5. Competency Dictionary: A set of key competencies necessary for successful performance in each position is established.

We believe in internal growth and promote mobility within the organization. Our Career Plan offers different development paths, from vertical progression within a department to the exploration of roles and responsibilities in cross-cutting areas.

The Career Plan at Altia is subject to periodic reviews to ensure its optimal adaptation to current labor regulations, as well as to the dynamic changes in the Information and Communication Technology (ICT) sector and the evolving needs of our organization. This commitment reflects our firm commitment to cultivating and retaining talent within Altia.



*Retaining talent and enhancing it is only feasible in a motivating work environment that favors job stability.*

*In this sense, we observe an absolute growth in permanent employment for both women and men within Altia. In addition, in relative terms, the job stability rate has improved significantly in the last financial year.*

*This achievement is particularly relevant considering the high growth in the number of professionals in the Group and the high turnover characteristic of the sector.*



1.162

Indefinite additions

770 casualties. With a turnover rate of 10.98

95,77%

Permanent contracts

Connected from anywhere, united in the same purpose

**Hybrid and Flexible Work Model: adapting to the needs of our professionals**

At Altia, we follow a hybrid and flexible work model that adapts to the individual needs and preferences of the people in our workforce, complying with the provisions of Law 10/2021 of 9 July on remote work. **Altia\_TeamLab** is Altia's program that includes all the initiatives around work flexibility, through remote work, allowing our professionals to carry out their work from any location, without losing connection or commitment to our clients and common goals. We value each individual's autonomy and responsibility to manage their time and workspace effectively, without compromising collaboration and teamwork.

At Altia, we understand that work flexibility is critical to promoting a work-life balance, as well as boosting the productivity and well-being of our teams. For this reason, we maintain a constant commitment to the continuous improvement of our work model. Altia\_TeamLab was born in 2022 as a living proposal, with the capacity to evolve and adapt to new labor formulas. This approach also seeks to facilitate the work-life balance of the people who make up our teams, allowing them to manage their time more efficiently. We also encourage the development of self-management skills, promoting work for objectives and results. With this initiative, we seek to reduce absenteeism and workers' commuting to work. As a result, we expect a reduction in both economic and time costs for our people, as well as a decrease in occupational risks, such as commuting accidents. In addition, by reducing travel, we contribute to the reduction of greenhouse gas emissions, thus promoting a more sustainable economy.

## Objectives Altia\_TeamLab

- Help in the work-life balance of workers.
- Development of the capacity for self-management, enhancing work for objectives and results.
- Reduce absenteeism.
- Reduce workers' commutes to work. As a consequence of this, the following will be obtained:
  - Reduction of costs for the worker, both economic and time-wise.
  - Reduction of occupational risks (commuting accidents).
  - Reduction of greenhouse gas emissions by promoting a more sustainable economy.

In **2023** we went a step further by incorporating **new measures**, including:

- 100% remote work during school holidays.
- 100% remote work for pregnant women from week 28 and people with functional diversity greater than 33% (reduced mobility).
- 100% remote work in cases of hospitalization of more than 5 days of spouse, parents or children.
- Financial compensation for expenses derived from teleworking.

This programme is reformed by **general measures** related to:

- Geographical mobility: The company offers people the possibility of requesting a change of office due to proximity to the family home.

- Temporary flexibility: Flexible entry and/or exit schedule with which workers will be able to choose between three entry slots, reduction of lunch time and the possibility of making a personalized distribution of the working day, in which people each day, within the established flexibility parameters, can define their working day. On a general level, the company has established intensive working hours on Fridays and in the summer months. Workers will be able to request holidays flexibly throughout the year.



As a result of the initiatives implemented, we expect to achieve a number of **key objectives for Altia**:

- To significantly improve the quality of life of all the people who are part of our organization, offering a more flexible work environment adapted to their individual needs.
- To meet the objectives established in our Equal Opportunities Plan, promoting equity and diversity in all areas of our company.
- Strengthen our ability to attract and retain top talent by offering attractive professional and personal development opportunities. This, in turn, will help boost our competitiveness in the market, allowing us to stay at the forefront of innovation and performance.
- By providing greater versatility in the way we work, we will facilitate effective collaboration between teams located in different locations, which will drive efficiency and excellence in our projects.

## Altia's Digital Disconnect Policy: Balancing Work and Personal Life

At Altia, we value the well-being and health of our workers, recognising the importance of setting clear boundaries between work and personal life. For this reason, our digital disconnection policy guarantees the right of all people in the Altia group to disconnect once their working day is over in accordance with Organic Law 3/2018, of 5 December, on the Protection of Personal Data and Guarantee of Digital Rights (LOPDGDD), which regulates for the first time in Spain the right of workers to digital disconnection.

Our digital disconnection policy generally establish, in relation to the effective reconciliation of personal, family and work life, that workers are not obliged to respond to emails, messages and professional calls outside of their working hours, or during leaves of any kind, days off and/or holidays. It also guarantees that the convening of work meetings, both internally and with clients, as well as the training courses that the

worker must necessarily attend, are held within their working hours and do not extend beyond it.

On the other hand, the right to privacy and the use of digital devices in the workplace is contemplated. Altia employees will have the right to the protection of their privacy in the use of digital devices validated by the Altia group for the exercise of their professional functions. You can exercise at any time your rights of access, rectification, limitation of processing and deletion regulated by the data protection regulations in force in relation to the processing of your personal data through the email [lopd@altia.es](mailto:lopd@altia.es) and complying with the requirements established by the legislation in force at any given time.

In order to promote awareness and compliance with this policy, information and training measures are carried out aimed at all employees of the Group. All the necessary information is provided to understand and implement these measures, taking into account the work and personal circumstances of each individual.

With this policy we seek to protect the work-life balance of our workers, promoting their health and well-being.

*"We prioritize the well-being of our people. Disconnecting is a fundamental right to maintain work-life balance."*

## Fostering Connection

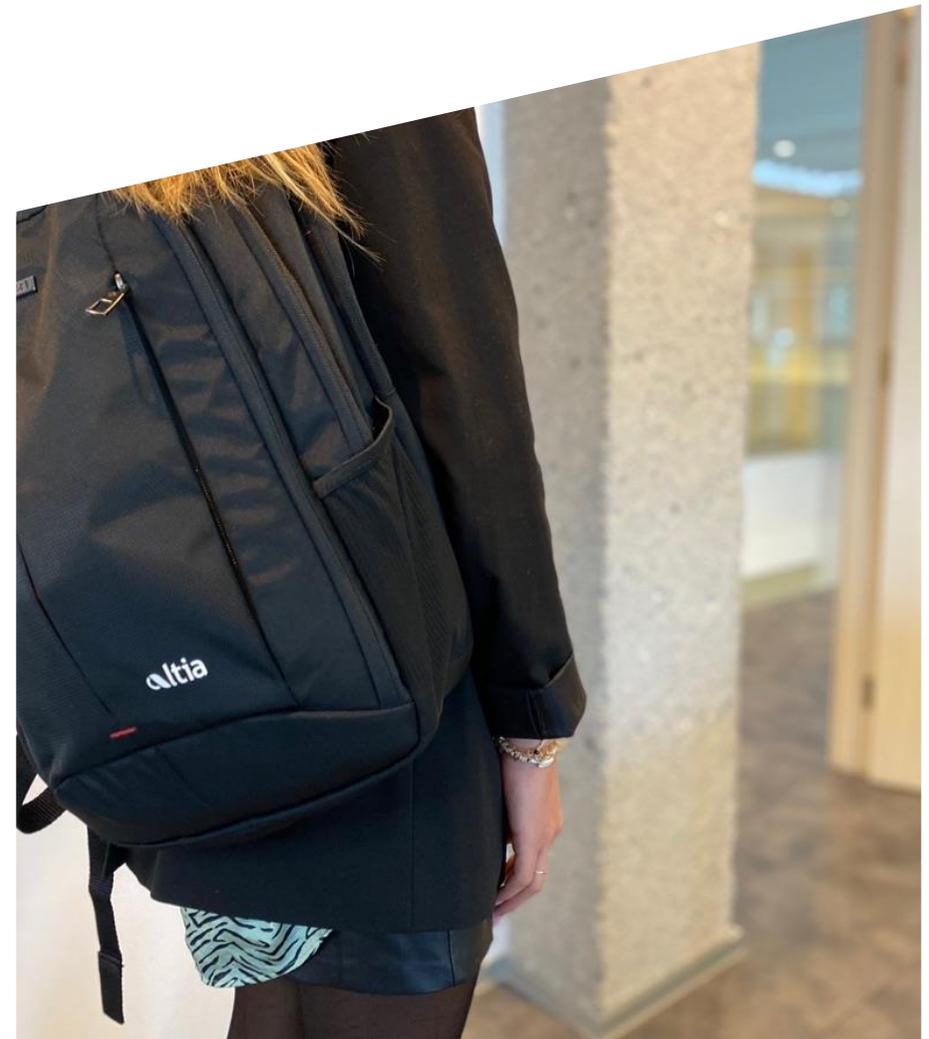
At Altia, we believe in the importance of building a work environment where participation, collaboration, and connection among the people who make up Altia are critical to our collective success. For this reason, we have developed a dynamic **communication strategy**, which includes various initiatives designed to strengthen the bonds between the members of our organization.

We recognize the importance of cultivating a positive and healthy work environment that promotes the well-being and satisfaction of the people who are part of Altia. Our commitment to creating a strong culture is reflected in various initiatives and practices implemented throughout the year.

Our internal activities are designed to foster team cohesion, a sense of belonging, and a spirit of collaboration. This includes social events, gatherings, and celebrations that provide opportunities for us to connect with each other, strengthen personal and professional relationships, and share moments of relaxation and joy.

In addition, we maintain open and transparent communication, which contributes to creating an inclusive, respectful and motivating work environment where everyone can reach their full potential.

*“A committed and motivated team is critical to the long-term success of our company”.*



## Internal Programs

**Accelerator** Accelerator of ideas that help us improve processes, increase internal productivity or help us get to know ourselves better. We are also looking for initiatives that boost our business through new opportunities, improvements, reuse of experience, new applications...

**House of\_** Internal communities are transversal spaces to all Altia teams and projects that connect interested profiles on a common theme. The creation of these communities pursues 3 clear objectives: to enhance talent, promote knowledge transfer and generate synergies. UX and agile design communities are underway.

**Altia\_trainers** People from our team who provide internal training.

**Altia\_ambassadors** Program designed so that all the people who are part of the company can join to support and disseminate different corporate initiatives that we carry out every day.

**Altia in\_Action** Internal promotion of social, sports and environmental initiatives, which help to re-imagine our closest reality. During 2023, 8 AIA coordination people in physical office.

**Inspiring Technology Live!** The Hunters, hunters of technological holdings in Altia, periodically organize dynamic talks in online format to show the team discoveries and new keys to take into account in the world of technology .

**#DigitalTalk** Online talks where we show colleagues the projects we are involved in. The goal is to transfer knowledge and generate engagement.

**BIT** Altia's monthly newsletter. A space to accommodate outstanding projects, curiosities, corporate news and, above all, to get to know each other a little better.

## Family Event

Special event on the occasion of the Christmas holidays in which we invite the families of our professionals to participate in the elaboration of crafts and the decoration of the Christmas tree in our office in Santiago de Compostela. These activities not only promote the active participation of employees and their families, but also strengthen family ties and a sense of community within our organization.

## Employee Events

**Summer Event.** Summer event to chat and have a different time in all the cities where we have offices.

**Christmas Event.** Altia's Christmas Event.

**A morning of surfing in Costa da Caparica.** To celebrate the World Day of Nature Conservation, Noesis organized the first #teamnoesis Day of 2023, dedicated to Surfing to celebrate together the passion for the oceans.

**Challenge Day.** We held a series of co-op games that made us put all our trust in the hands of our teammates.



## Occupational Health and Safety

At Altia, the health and safety of our professionals is of the utmost importance, and for this reason, we carry out active management in this area. In general, the activities carried out by our employees do not entail significant risks to their safety and health. However, we work proactively to identify and assess any risks inherent in each job position and activity.

Management works closely with workers and their representatives to carry out comprehensive risk assessments, with the aim of establishing active and participatory safety and prevention policies. Based on the risk assessments carried out, we implement appropriate preventive measures. This strategy has become one of the fundamental pillars of our management.

The commitment of all Altia departments and workplaces to prevention is strengthening the concept of "**Integrated Security**". This means that occupational health and safety is embedded in all aspects of our organization, promoting a safe and healthy work environment for all our professionals.

In the specific field of Occupational Health and Safety, the organisational modality chosen by the Altia group has been to resort to the contracting of External Prevention Services (SPA) that have the mandatory administrative authorisation in all preventive disciplines (in Altia, Cualtis for the work centres located in Galicia and Group R of Occupational Health, S.L. for the rest of Spain; Medical-Surgical Prevention Equalizer in Bilbomática; Geseme1996, S.L. for Wairbut; INTERPREV – Segurança e Saúde do Trabalho, S.A. and Sagies Saúde Ocupacional in Portugal). In Brazil, the United States and the Netherlands this figure does not exist and it is carried out by qualified contracted technicians.

### Intervention of workers, representative bodies and action in matters of occupational health and safety.

The last and most important link in the Prevention Organization of the Altia Group is made up of the employees. Their participation is regulated through the channels provided for in articles 33 to 40 of the Law on the Prevention of Occupational Risks (Law 31/95) and in the terms of article 18 of the same in Spain, Law No. 16,744 on the Management of Safety and Health at Work in Works, Tasks or Services in Chile. Law No. 102/2009 on the Legal Regime for the Promotion of Occupational Safety and Health in Portugal, Law 6514 of December 22, 1977 in the case of Brazil, the Working Conditions Law of March 18, 1999 in the Netherlands and the Occupational Safety and Health Law (OSHA) of 1970 in the United States.

To date, only in Spain, and specifically in Altia and Bilbomática, have workers channelled their participation in occupational safety and health into the use of the rights established in their favour in the aforementioned regulations. Altia and Bilbomática have Workers' Representation in some of the existing workplaces (Santiago de Compostela and Datacenter Vigo in Altia and Bilbao in Bilbomática), as the workers have exercised their right to the election of representatives provided for in Spanish regulations and in the centre of Santiago de Compostela and Bilbao it is provided, as well as a Health and Safety Committee. In the rest of the Group's workplaces and companies, workers have not exercised their right to elect representatives and to participate in matters of occupational health and safety.

The existence of these Committees in Santiago and Bilbao means that **16.53% of the total workers of the Altia group are represented** through this body.

## Health Surveillance

With the periodicities established in the Health Surveillance Planning provided by the contracted Surveillance Service, all the workers of the Altia group staff in Spain, Portugal and Brazil are offered the possibility of carrying out general and specific medical examinations of the risks of their job on an annual basis. In order to prevent the occurrence of occupational diseases, or, where appropriate, to minimise their effects.

In Chile, the United States and the Netherlands, workers are required by law to take out either private health insurance or social security at their own expense.

## Investments in occupational safety and health

The main investments in the field of Occupational Health and Safety are made both in training in Occupational Risk Prevention and in the agreement with the aforementioned external prevention services and their actions (mainly, medical examinations, risk assessments and training in this area).

Investments in Occupational Health and Safety during 2023 were €278,838.89, mainly including training in risk prevention, medical and accident insurance, expenditure on health surveillance and SPA, compared to €350,418.20 in 2022, compared to €380,303.63 in 2021 and €165,564.11 in 2020.

## Incidents

The low occupational accident rate in the Altia group is maintained thanks to the Occupational Health and Safety policies and the joint effort of workers and the organization. Accidents that are subject to communication and notification in accordance with current legislation are notified to the Labour Authority by the procedures established by the Competent Administration. In Spain, during 2023 there have been 4 accidents with sick leave (3 in itinere) and 5

without sick leave (2 in itinere), which have resulted in 46 days of sick leave. In Portugal, there was 1 accident with sick leave with 22 days of absence. In Chile, Brazil, the United States and the Netherlands there were no accidents.

## Remuneration and benefits

At Altia, we recognize and value the talent and effort of our professionals and reflect this through a flexible and competitive remuneration system. Our approach is focused on recognizing individual performance and fostering the autonomy and professional growth of each member of our team.

Our system of progressive increments ensures that effort and performance are properly recognized, thus incentivizing excellence in work. In addition to base pay, we offer a variety of variable compensation initiatives that allow our employees to be rewarded for their dedication and contribution to the company's success.

We understand that everyone has different needs and priorities, which is why we offer flexible compensation options that are tailored to the individual circumstances of our employees. Staff salaries may be supplemented, in some cases, by different concepts linked to the work performed by the staff, as well as to the personal and overall objectives determined by the organization. In the same way, Altia and Wairbut, in Spain, optimize the salary of workers by giving them the option of contracting products or services through flexible remuneration, such as a nursery ticket, restaurant ticket and transport card. In Portugal, there is an allowance per child up to the age of 18, which is doubled in the event of the child's illness.

Currently, in **Spain**, there are the following social benefits in force:

- **Group health insurance** for 98 workers (34 women and 64 men).
- **Life insurance** for 18 workers (2 women and 16 men).
- **Restaurant voucher** for 28 workers (5 women and 23 men).

- **Collective pension fund** for 18 workers (2 women and 16 men).
- **Altia Club Benefits Program.** Platform for discounts on different products/services encompassed in different categories (Technology, Leisure Time, Home, Travel...) that aim to make your life easier and reduce your day-to-day expenses.

In **Portugal**, Noesis has a curative medicine service, available via teleconsultation and health insurance for all employees. In addition, various discount protocols are made available on the Noesis Intranet for workers for gyms, pharmacies and healthy eating.

In **Brazil**, Noesis has a health and dental insurance plan for workers, which includes free consultations and discounts on health care, and the possibility of extending maternity/paternity leave without penalty. In addition, there is free teleconsultation per month of curative medicine, access to free psychology consultation per month and alliance with local companies for discounts.

In the U.S., Noesis pays for health insurance for all employees, with dental coverage. Employees have access to an FSA: a tax-advantaged (pre-tax) account used to pay for eligible medical, dental, vision, and pharmaceutical expenses. Noesis pays 50% of the value of the collaborator's contribution.

During 2023, the Altia\_Care program has expanded its measures aimed at improving and making working conditions more flexible, with the aim of facilitating the reconciliation between personal, family and professional life for all people in Altia. Recognising that work-life balance is not exclusive to women, it is established as a fundamental objective to achieve the full implementation of the principle of equal treatment and opportunities through actions that promote compatibility between personal and family responsibilities and professional growth, for both men and women.

*Extension of leave in case of hospitalization of spouse or children up to 5 days, when hospitalization exceeds 5 days.*

*Financial assistance aimed at Altia employees with disabilities (and/or children of employees with disabilities).*

*100% teleworking in case of hospitalization of more than 5 days of first-degree relative (spouse, children or parents).*

*In addition, the 40-hour non-recoverable bag for the care of the minor for parents is maintained.*

At Altia, we are committed to providing fair and competitive compensation that recognizes and values the talent and effort of our team. Pay equity is part of our principles, ensuring that there are no significant differences between men's and women's salaries for doing the same work and having the same experience. This commitment to equal pay reflects our values of fairness and equity in the workplace.

Altia and Wairbut, in Spain, govern their remuneration policy by the conditions established in the aforementioned applicable collective bargaining agreement. Bilbomática on the basis of its own approved collective agreement. In Chile, Portugal, Brazil, the United States and the Netherlands, salaries are established according to the different professional categories according to the market and the labor legislation of that country. Subsistence, travel and employment expenses are covered by the organization.



## Taking Steps for Equity and Inclusion

## Moving towards a diverse and respectful work environment

At Altia, we are committed to continuously advancing in the construction of a work environment based on equal opportunities, non-discrimination and respect for diversity. Our goal is to create a space where all people feel valued, respected, and safe, thus promoting a culture of inclusion and equity. To achieve this, we have established Equality Commissions tasked with implementing and overseeing the actions defined in our equality plans, ensuring that our practices reflect our core values and principles.

*Bilbomática has been recognized as a Collaborating Company in Matters of Equality granted by Emakunde-Basque Women's Institute.*



Altia, Exis, Wairbut and Bilbomática have an Equality Plan in Spain, the purpose of which is to promote measures that guarantee the principle of equal treatment between women and men, integrating equal opportunities in talent management, in order to promote equality between women and men in professional development and job promotion.

### SUCCESS STORIES

## II Altia Equality Plan

Altia's **II Equality Plan**, which came into force on 24/11/2022 and was registered in the register of the General Directorate of Employment of the Ministry of Employment and Social Security by the labour authority on 8/03/2023, is the result of joint work and negotiations between the legal and trade union representation of the workers and the management of the company, and its scope of application is that of all the company's work centres in Spain. This Equality Plan will be in force from 24/11/2022 to 23/11/2026 and will be subject to a process of continuous improvement, in order to ensure compliance at all times.

This monitoring will be carried out by the **Monitoring Committee**, made up of business and workers' representatives, who will be responsible for reviewing progress and ensuring compliance with the objectives set. Other measures include strategic training on equal opportunities for 100% of workers. With this new Equality Plan, we are taking another step forward to continue contributing to a fairer and more egalitarian society.

We know that the sector in which the Group operates is a sector where the percentage of men is much higher than that of women, but the work of the organization in this field is to work firmly for equality.

**Distribution by sex**

Only three out of every ten workers in technology sectors in our country, for now, are women, according to the study ["Transformative skills for gender equality in society and the digital economy"](#) by the Observatory of Equality and Employment. Meanwhile, the European Commission warns that only 17% of ICT positions in European companies are currently held by women.

At the end of the 2023 financial year, the Group's workforce was distributed as 2,603 men and 967 women.



While the number of men is considerably higher than that of women, it should be noted that the percentage of women in the Altia group exceeds the share of female employment in the sector.

Regarding the Board of Directors of Altia, its composition, by sex and age range, is as follows:

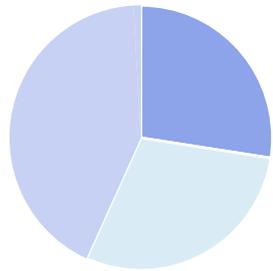
2023	
Men	8
Range 30-50	1
Rank >50	7
Women	3
Range 30-50	0
Rank >50	3
<b>Total</b>	<b>11</b>

**Age distribution**

In an increasingly diverse and dynamic world of work, we recognize the importance of valuing and promoting diversity in all its forms, including age diversity. In our workforce, we strive to create an environment where young talent can collaborate and learn from the experience of our senior employees. We strongly believe that this combination of perspectives and skills enriches our team and drives us towards innovation and success.

Our fight against ageism is reflected in our firm commitment to equal opportunities for everyone on our team, regardless of age. We value the unique contribution that each person makes, regardless of their life stage or career path.

At the end of the 2023 financial year, data related to the age distribution in our workforce shows generational diversity and our determination to combat age-related prejudices and stereotypes in the workplace.



27.4% 18-29 years old

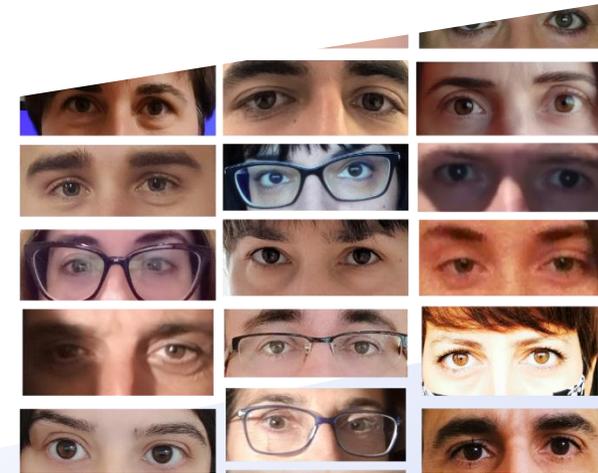
29.4% 30-39 years old

42.2% 40-59 years old

0.9% +59 years

During 2023, the Group employed 45 people (35 men and 10 women) with a degree of **disability** equal to or greater than 33%, thus increasing the number compared to previous years (38 people in 2022, 35 people in 2021, 24 people in 2020 and 20 people in 2019)

*Altia, as a company adhered to the initiative promoted by the ONCE Foundation, Por Talento Digital, has participated in Madrid in two hiring day sessions where a student could be selected to do an internship in our offices in Madrid. By participating in this initiative, Altia collaborates in improving the employability of people with disabilities in the digital sphere.*



#### SUCCESS STORIES

### Firm in our commitment against gender-based violence

Altia adheres to the 'Protocol for the Detection and Treatment in the Company of Situations of Gender Violence Occurring inside and outside the workplace' promoted by the Observatory against Domestic and Gender Violence, an entity that is part of the General Council of the Judiciary.

With this initiative, Altia aims to collaborate in the eradication of this scourge from our society, assuming the commitment to collaborate proactively against everything that threatens the integrity and freedom of women.

### Specific measures for women who are victims of gender-based violence:

- **Women who are victims of gender-based violence will be granted the automatic change of office**, in addition to preserving the right to reserve the job in the office of origin for the first six months as dictated by law.
- **During the first three months of the reduction, the company will supplement the salary of women victims of gender-based violence** up to a maximum of 25% of the usual working day.
- Women who are victims of gender-based violence **may adapt their working hours without being subject to the limits established** in the Schedule Management Policy in order to ensure their protection or their right to comprehensive social assistance, with the only limit being that they do so within the opening hours of the workplaces.
- With regard **to the right to suspension of the employment contract**, for a period of six months (extendable by decision of the judge for periods of three months, with a maximum of eighteen months) by decision of the worker who is forced to leave her job as a result of being a victim of gender-based violence, With job reservation and entitlement to unemployment benefits, the Company will extend the job reservation for an additional six months.
- When a worker who is a victim of gender-based violence is forced to **leave her job definitively** for this reason (article 49.1.m of the Workers' Statute), in this cause of termination the worker is not entitled to receive any compensation, however, the company will pay, as compensation, an **amount equivalent to ten days per year worked with a limit of four monthly payments**.

The organisation's governing bodies are committed to protecting the **fundamental rights of people** in their work environment to ensure a working environment in which the human rights and dignity of all people are respected.

- **Protocol for the detection and treatment of gender-based violence.** The Altia group is committed to preventing gender-based violence within the company and in its social environment, providing information and support to female workers who are victims of gender-based violence, in accordance with the principles established in Organic Law 1/2004, of 28 December, on Comprehensive Protection Measures against Gender-based Violence. The Altia group expresses its deep rejection of any behaviour that involves violence against women. In this regard, the Group's management is committed to addressing this serious violation of human rights by establishing the principle of zero tolerance with regard to violence against women throughout the organization.
- **Protocol for the Prevention of Harassment in the Workplace, Sexual and Gender-Based Harassment:** preventing harassment at work as well as guaranteeing a work environment free of discrimination, ensuring a healthy and safe work environment and, in particular, respectful of situations of maternity or assuming other family responsibilities. Altia Consulotres, S.A. aims to advance in the development of a favorable framework of labor relations based on equal opportunities, non-discrimination and respect for diversity, promoting a safe and healthy environment and facilitating communication with the human team. The development of a climate and working environment in which the human rights and dignity of all people are respected, as well as a clear and determined attitude on the part of ALTIA not to tolerate harassment at work, sexual and gender-based are not only an ethical imperative, but also essential elements to ensure its growth. sustainability, competitiveness and profitability. ALTIA expresses its profound rejection of any discriminatory behaviour, in particular towards those of a sexual nature or connotation, and undertakes to work effectively to prevent, detect, correct and punish this type of behaviour

- **Non-sexist language guide:** specific objectives for the Communication Area, both internal and external, the use of inclusive language in company communications and ensuring an image of the company free of gender stereotypes. The objective is to promote a way of communicating where the link between social sexism and language is eliminated. ensuring that the company's publications and communications do not use discriminatory language or reproduce sexist and/or stereotyped images.

## Commitment to co-responsible work-life balance: balancing life and work

As part of our commitment to the comprehensive well-being of our staff, at Altia we have implemented various measures and improvements aimed at facilitating the reconciliation of our people's personal, family and work lives. We recognize the importance of promoting a **co-responsible work-life balance approach**, where both men and women can balance their professional and personal responsibilities equally.

Through flexible policies on working hours, teleworking, parental leave and other initiatives, we seek to create an environment that fosters harmony between the different aspects of our professionals' lives. Our goal is to ensure that every member of Altia can fully develop both at work and personally, thus promoting a balance that contributes to their well-being and job satisfaction.

### Temporary flexibility measures

*Workers will be able to request individual vacation days to meet particular needs.*

*Recoverable paid absences: In accordance with the provisions of the Equality Plan, in order to promote work-life balance, workers may be absent from the workplace, receiving their ordinary remuneration, to attend to personal matters, in which there is no paid leave.*

*Unpaid leave. In addition to the cases provided for by law (leave of absence), workers who have been with the company for at least one year will be entitled to unpaid leave for a maximum of one month and only once each year, being able to split this leave into two maximum periods of fifteen calendar days, one in each semester of the year.*

*Workers who are breastfeeding will be able to benefit from the reduction of one hour of working hours, compared to the thirty minutes set out in the Workers' Statute and in the applicable Collective Bargaining Agreement.*

*Breastfeeding workers may replace the right to be absent from work, if they so wish, with paid leave of 15 calendar days.*

*Workers who have minor children in their care, or who have taken advantage of the reduction in working hours for family care, will have preference in the assignment to projects without night shifts.*

#### Improvements to legally established permissions

*Workers who take advantage of a reduction in working hours may do so on independent days, and the reduction of all the days of the week is not mandatory.*

*The company equates paid leave due to illness, hospitalization and/or death of family members, for unmarried couples registered in administrative registers or unmarried couples constituted by notarial deed. Likewise, any leave related to the status of spouse will be extended to the unmarried partner.*

During 2023, 166 workers, 38 women and 128 men, have taken **maternity/paternity leave**. Of the leaves completed in 2023, 22 women and 81 men have returned to work after maternity or paternal leave, with the return rate being 91.01% for men and 68.75% for women.

Similarly, 77.55% of workers on maternity/paternity leave in 2022 were still active at the date of this report. (78.15% for men and 75.00% for women).



Commitment to  
quality and customer  
service

## Customers, Transparency and Continuous Improvement

Clients and third parties are increasingly aware of their **right to complain and are more demanding with the quality of the service and work provided.**

The Altia group encourages customers to submit their complaints and suggestions by telephone, e-mail, letter and through the website, in order to know their opinion and receive suggestions for the improvement of the service or work carried out. Since October 2017, the Ethics Channel has also been available for complaints, doubts and suggestions related to the content of the Ethical Code.

During the year 2023, **no complaints have been received derived from any project.** Nor have any other complaints been received (labour, human rights, corruption, child or forced labour, etc.).

Although this is a positive development, all staff are stressed and reminded of the importance of their collaboration in the communication and resolution of incidents and complaints that may go unnoticed, so that the efficiency of services and work can be improved.

Likewise, the Altia group controls and manages the incidents detected. Incident detection generally arises as a result of:

- Receipt of materials and supplies.
- Results of planned checks and inspections.
- Comments made by staff.
- Deviations from what is established in the management system for the development of activities involved in it and described in the corresponding documentation.
- Damage to property or workers resulting from an incident.
- Deviations during environmental or information security emergency plan drills.
- Information Security Incidents.



# Social action

## Positively Impacting the Community

In the Altia group, social commitment goes beyond the conviction of the management team, its active and collaborative spirit is driven through its own people, who are in most cases the activists and entrepreneurs of the concrete actions.

**At Altia we understand that as a technology company we have a responsibility beyond our business scope. We must contribute to the well-being of the communities in which we operate and we will only have a real impact if we really get all our people involved in it.**

Our work in relation to the Group's social action is planned through the design of major areas of impact, which allows us to manage and communicate our initiatives more effectively.

This ranking reflects the priorities and areas of influence related to Altia's activity and our ability to generate change, aligning these actions with the company's medium- and long-term goals and strategy.

*Education & Development*

*Gender Equity & Diversity*

*Health & Wellness*

*Solidarity and social support*

The Group's social commitment is manifested through various initiatives that reflect its commitment to inclusion, equity and sustainable development.

We recognize the transformative potential of technology in society, which is why we focus on fostering STEM vocations among young people. Through mentoring programs, educational talks and collaborations with educational institutions, we seek to inspire and support new generations of professionals in the technological field.

In addition, we are committed to supporting vulnerable groups and social entities. We donate, sponsor, and collaborate with non-profit organizations working in areas such as education, health, social inclusion, and community development. We strive to use our technological *expertise* and business reach to contribute to positive change in society and be agents of change.



**+ 80**

Social initiatives



#### SUCCESS STORIES

## Altia in\_action is the program that channels and multiplies the solidarity action of our people

This initiative was born in 2017 with the aim of channeling and multiplying the solidarity action of the people of Altia. Its mission is focused on promoting the different actions undertaken among the people of the Group, as well as encouraging the active participation of all offices and locations.

In 2023, the in\_action team was made up of 8 coordinators, who are responsible for promoting the actions.

This team is coordinated by Raquel Costas, who is in charge of planning and monitoring the actions carried out and is led by a responsible person within the Group's management area, Josefina Fernández (Altia's Director of Operations).

## Education & Development

Actions focused mainly on promoting STEM vocations among young people.

Our actions to promote STEM vocations not only promote innovation and technological growth, but we also believe that it is a fundamental pillar to achieve a quality, egalitarian education without gender stereotypes to which it was traditionally associated.

Altia Tech\_Day *Altia promotes STEM vocations through workshops that bring advanced technologies closer to future professionals in the sector, with the aim of enhancing talent and completing training in innovative technologies with which we currently work on real projects.* This theoretical and practical training program provides knowledge in React.js, Drupal, Docker, Joomla, and Design Thinking.





## Altia awards TFG

Altia Premia TFG wants to be a stimulus for students to analyze the application that their final degree project can have in the business world.

This initiative is part of Altia's commitment and commitment to promoting talent in the technology sector. In the 4th edition, the jury has awarded The prize, with a cash prize of 1,500 euros- to Ainhoa Vivel Couso with her Final Project. Degree entitled "AgeX: Automatic Natural Language Explanation of Dental Age Calculation."

The award ceremony took place at the institutional event of ETSE Day 2023.

"TODAY'S STUDENTS ARE TOMORROW'S PROFESSIONALS. THE ENTHUSIASM AND MOTIVATION THEY SHOW IS EXCEPTIONAL AND WE HAVE A DUTY TO ENCOURAGE INNOVATIVE IDEAS. THEY PROVIDE THE PASSION, WE PROVIDE THE MEANS."

*Josefina Fernández - - Director of Operations and Sustainability at Altia and member of the jury.*

[See more](#)



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This theoretical and practical training program provides knowledge in React.js, Drupal, Docker, Joomla, and Design Thinking.

*We are currently collaborating with the Faculty of Informatics of the UDC, the Technical Schools of the Universities of Valladolid, the University of Santiago de Compostela and the University of Alicante, the IES Teis (Vigo), the IES Cebem (Vigo), the IES Julián Marías (Valladolid), EGBIDE (Vitoria-Gasteiz), the IES Nuestra Señora del Pilar (Madrid), the IES Clara del Rey (Madrid) and the IES Virgen de la Paloma (Madrid). etc.*

45  
Attendees

[See more](#)



## TecStorm'23

Noesis supported TecStorm'23, the hackathon organized by Junitec, the Junior Company of the Instituto Superior Técnico, considered the best junior company in Europe of 2023. During months of preparation, Noesis mentored teams of young students who participated in the tech marathon, famous for supporting youth entrepreneurship and the development of ideas capable of making an impact on society.

The initiative had **111 participants in the final**. Márcio Carvalho from DevOps & Automation and Olga Carvalho from IT Operations, Cloud & Security helped the teams define ideas and structure projects and solutions.

The winning team, under the mentorship of Márcio Carvalho, was Santri, recognized with an **award at the Connectivity category**.

"WE HIGHLIGHT THE IMPORTANCE OF EVENTS LIKE TECSTORM, WHERE PARTICIPANTS, WHETHER OR NOT THEY HAVE AN ENGINEERING BACKGROUND, IMMEDIATELY UNDERSTAND THE IMPORTANCE OF THE CONNECTION BETWEEN BUSINESS AND INFORMATION TECHNOLOGY".

*Márcio Carvalho - DevOps & Automation*



## GenTech

Altia's GenTech program seeks to promote scientific-technological vocations among young people, bringing Altia professionals closer to middle and high school students, with the aim of dismantling stereotypes, showing digital training as a tool for the future and emphasizing the need to end the gender gap in STEM vocations.

"GENTECH HAS ALLOWED ME TO HUMANIZE THE ROLE OF A PROGRAMMER LOCKED IN HIS CAVE WITH MANY BLACK SCREENS AND GREEN LETTERS. IT'S ALSO ALLOWED ME TO GET MY FEET DOWN TO EARTH IN THE SENSE THAT EVEN THOUGH IT'S ALL ABOUT TECHNOLOGY THESE DAYS, THERE'S STILL A LOT OF MISINFORMATION OUT THERE".

*Elvira Vegas - GenTech Member*

14  
Talks  
GenTech

9  
Volunteers

"IT'S A WONDERFUL EXPERIENCE TO PASS ON OUR VISION AND PASSION FOR TECHNOLOGY TO MUCH YOUNGER GENERATIONS. IT REALLY SHOWS THAT GENTECH IS SOMETHING THAT CROSSES GENERATIONS AND GENRES."

*Miguel Ares - GenTech Member*

[See more](#)



## Inspire STEAM

Bilbomática actively participates in the Inspira STEAM project, organized by the University of Deusto, demonstrating its commitment to actively work for equality between women and men in the scientific-technological field.

This initiative seeks to promote interest in STEM (Science, Technology, Engineering and Mathematics) disciplines, especially among young women. Through awareness-raising and guidance actions given by Bilbomática professionals, we seek to inspire the next generation of talents in the technology area.

*In the year 2023, 2 mentors, 1 woman and 1 man, have given talks at CEIP Luis Briñas-Santutxu HLHI and Salesianos Barakaldo respectively.*

That same year, 2 new people have joined the mentoring team, which is now made up of 4 people, 2 men and 2 women. Since the beginning of our collaboration in the 2019-2020 academic year, we have actively participated in this program, offering our support through volunteers committed to the initiative.

[See more](#)



## Tecnólog@ for a day

In collaboration with the Plan for the Promotion of Digital Talent in Galicia, **DigiTalent**, of the Agency for the Technological Modernization of Galicia (AMTEGA), we have received **38 students from 15 to 17 years** in our offices in Galicia.

During a working day, the young people shared experiences and knowledge with volunteer professionals from Altia. Tecnólog@ for a day allows you to explore what a working day is like in the field of digital professions, actively participating in different activities and getting to know the tools and projects used in the sector up close.

Participation in this initiative, part of Altia's commitment to the promotion of technological talent in Galicia, seeks not only to offer an enriching experience for young people, but also to broaden their vision of professional opportunities in the scientific-technological field.

At the end of the day, the students expressed their enthusiasm for having had the opportunity to resolve vocational doubts directly with experts in the sector and for having experienced first-hand the dynamics of working in a digital environment.



## Open Day

As part of its commitment to the promotion of higher education in Portugal, Noesis organized **open days at the offices in Coimbra and Lisbon**.

During these two days, university students had the opportunity to immerse themselves in the environment of Noesis. Our goal was to give them an inside view of our company and allow them to learn about the daily lives of our professionals. In addition, students had the opportunity to raise their doubts and receive guidance on their career paths.

Jéssica Franco from Talent Selection and Recruitment, André Carvalho from Low Code Solutions, Márcio Carvalho from DevOps and Automation and Elsa Ferreira from Quality Management, were the hosts at the Open Day in Coimbra.

In Lisbon, Marta Grilo, Nicole Couto and Karien Human from Talent Selection and Recruitment, Sandra Martins from Marketing and Communication, were in charge of accompanying the students on the open day.



## Internet Day

The **#Internetday** is a social revitalization project that is built around new technologies. From Altia we have joined in its commemoration by holding an online talk given by one of our volunteers in the cybersecurity area: "**Secure Digital Citizenship: Cybersecurity and Protection of People in Digital Environments**".

The recipients were people who are part of the of the staff of **IGAXES, an NGO that works with children at risk of exclusion** and promotes the active citizenship of people in a situation of or at risk of social exclusion.

The 35 people who attended were able to become aware of the importance of security in an increasingly digital and interconnected world through tips and good practices.



## Gender Equity & Diversity

### Ethics, equality, diversity and inclusion.

Altia is committed to gender equality and diversity, key aspects for social change, which is why we support and actively participate in actions that aim to eliminate stereotypes and celebrate women's achievements in fields such as technology and science. Not only does this commitment have an impact on our corporate culture, but we also contribute to the fulfilment of the

*SDG 5: Gender equality and SDG 10: Reduced inequalities.*





## Technovation Girls

Technovation Girls is the world's largest technology education program, and its goal is to The main objective is **to encourage girls between the ages of 8 and 18 to have their first contact with the world of computer science and gain more confidence in the STEM area.**

Organized by Happy Code in Portugal, Noesis participated in Technovation Girls for the second time.

Over the course of several weeks, teams of girls, with the help of mentors, came together to create solutions that would have an impact in their community.

*The "CreateAttack" application was developed by the "Super Heroines of Sustainability" team, composed of Marina Galvão and Rita Madeira, and with the mentorship of Carolina Oliveira, from Low-Code Solutions.*

"PARTICIPATING AS A MENTOR AT TECHNOVATION TURNED OUT TO BE A VERY ENRICHING EXPERIENCE AGAIN. IT IS ALWAYS VERY IMPORTANT TO INTEGRATE THESE GIRLS INTO THE WORLD OF COMPUTER SCIENCE AND TO SEE THAT AT THE END OF THE CONTEST THEY ARE HAPPY WITH THE APPLICATION THEY CREATED AND DEvised."

*Carolina Oliveira, from Noesis Low-Code Solutions, an Altia Company.*



## International Day of Women and Girls in Science

On February 11, a #DigitalCoffee was organized open to all people who are part of Altia, with which **we join in the recognition of the key role played by women in the scientific community and in technology.**

The talk, which spoke about the role of women in STEM careers from different points of view, featured María Carreiro, president of the Galician node of AMIT, the Association of Women Researchers and Technologists and professor of architecture at the University of A Coruña.

On behalf of Altia, Josefina Fernández, Director of Operations and Sustainability and Celia Fernández, computer engineer and winner of the 3rd edition of the Altia Premio, shared experiences.

This type of activity makes visible the work of women who are dedicated to STEM areas and contributes to creating female role models.



## Women In Tech

Noesis held a special edition of "Inspirational Sessions" in which it highlighted the importance of fighting for greater equality of opportunities between genders in the ICT world.

*In collaboration with the Women In Tech movement, present in Portugal, we seek to demystify the idea that this field is exclusively for men and support women in the technology sector, promoting their visibility and supporting their growth and progress.*

The session, moderated by Teresa Lopes Gândara, Senior Director of Human Capital at Noesis, featured the outstanding participation of Nádía Miranda, IT Operations and Application Support Leader at Worten; Sofia Couto da Rocha, Director of Transformation and Head of Virtual Client at the Lusíadas Saúde group; Geraldine Matias, Head of IT Governance & Global IT at Ferring Pharmaceuticals; Sandra Mateus, Public Sector Account Executive and Health Leader at Microsoft, and Joana Alves, Industrial Engineering and Management student at the Instituto Superior Tecnico, University of Lisbon.

These women, who have played an active role in issues of diversity and female empowerment, shared their experiences and perspectives.



## International Girls in ICT Day

We join the International Day of Girls in ICT, which aims to **support education of young women and girls in the tech sector.**

We join this commemoration to help create a global environment that empowers and encourages girls and young women to choose STEM careers, in order to contribute to the digital transformation that will shape the future.

With this support campaign built through inspiring messages from the people who are part of Altia, we want to encourage young women and girls, so that they can not only be users of technology, but also become its creators.

**THE GENDER GAP IN STEM IS REAL. BE ENCOURAGED TO BE PART OF THE CHANGE AND REDUCE INEQUALITY IN THE ICT SECTOR. TECHNOLOGY NEEDS YOU!**

*David Serantes, Software Engineer at Altia.*

**ICTS ARE A UNIQUE OPPORTUNITY FOR WOMEN. IT ALLOWS THEM TO DEMONSTRATE THE SKILLS THEY HAVE WANTED TO COVER UP OVER THE YEARS.**

*Dolores Fernández, Project Manager at Altia.*



## International Women's Day

As part of our commitment to gender equality and inclusion in the digital realm, we are joining the International Women's Day initiative. Women, under the slogan **"For an inclusive digital world: Innovation and technology for gender equality"**, in collaboration with UN Women.

Internally, we spread the message on our social networks and communication channels to highlight our commitment to gender equality and the promotion of an inclusive work environment. We recognize the importance of fostering a more equal digital world, where women have equal opportunities in all areas, including technology.

In our day-to-day activities, women in our organization play critical roles and contribute meaningfully to our mission and vision, working to develop innovative solutions that promote gender equality in all areas of our work. Their presence and contributions are valued and recognized not only on International Women's Day, but every day of the year.



## We say no to gender-based violence

In commemoration of the International Day for the Elimination of Violence against Women, the Altia group reaffirms its commitment to gender equality and the eradication of violence against women. Through our own campaign, under the slogan "In the face of violence and those who exercise it. We say NO", we seek to raise awareness and make visible our transversal commitment against any form of gender violence.

*This initiative reflects our commitment as a Group to Sustainable Development Goal 5, which seeks to achieve gender equality in all aspects of society.*

Our campaign aims to raise awareness among our entire team about the importance of being agents of change in the fight against violence against women. We firmly believe in the need to promote a future where all people, regardless of their gender, live free from violence.



## Bilbomática collaborates with the Adecco Foundation

Bilbomática is committed to the inclusion of people with disabilities in the labour market in collaboration with the Adecco Foundation. The aim of this collaboration is to facilitate access to the labour market for those who face greater difficulties in finding a job.

Throughout our collaboration with the Adecco Foundation, we have supported the integration of people with disabilities and other groups at risk of social exclusion into the labour market.

As a company committed to diversity and inclusion, we support an inclusive labor market that offers equal opportunities for all.

Through our diversity and inclusion team, established in 2020, we carried out several actions in collaboration with the Adecco Foundation during 2023:

*Raising awareness on World Down Syndrome Day.*

*Information about the Aflora Plan to facilitate the process of obtaining disability certification.*

*Participation in two employment forums through the Adecco Foundation and local universities for the search for talent.*

*Collaboration in the #MentalHealth program, providing talks on selection processes through our volunteers.*

These initiatives reflect our ongoing commitment to inclusion and equal opportunities in the workplace.



## Health & Wellness

### Commitment and comprehensive approach

In our commitment to the health and well-being of the people who are part of Altia, we promote a holistic approach that takes into account both physical and mental health.

In addition to initiatives such as Mental Health Month, we encourage participation in sporting events, where not only healthy habits are promoted, but also the spirit of solidarity and integration is strengthened. In this way, we contribute to the fulfillment of

**SDG 3: Good Health and Well-being.**





## Solidarity race for multiple sclerosis

Altia has participated as a sponsoring company of the VI Solidarity Race for Multiple Sclerosis, held on June 11, 2023 and organized by the Compostela Association of Multiple Sclerosis (ACEM), a non-profit entity that is part of AEDEM-COCEMFE (Spanish Association of Multiple Sclerosis - Spanish Confederation of People with Physical and Organic Disabilities) and FEGADEM (Galician Federation of Multiple Sclerosis).

Among the more than 700 participants were **8 of our professionals and their families** who They participated in different modalities.

In this edition, ACEM wanted to have the representation of Altia, both in the official photo and for the awards ceremony, for its continuous commitment.



## Sempre Mulher Race

On March 26, 20 people from #teamnoesis participated in the Sempre Mulher Race.

The funds raised by the Sempre Mulher Race go to the Portuguese Association for the Support of Women with Breast Cancer, a Private Institution of Social Solidarity (IPSS) for health purposes, non-profit and of public utility, registered with the Health Regulatory Entity (ERS) with number E114871, which since 1999 has been dedicated to early diagnosis in oncology, Especially in women, with the main objective of providing preventive, curative and rehabilitative medical care to patients with oncological diseases, especially breast and gynecological diseases, and health care to the general population through its private health unit.



## Let's Get UPNDO

In partnership with UPNDO, a company committed to incorporating healthy habits into organizations, Noesis encouraged its staff to join and move for a charitable cause.

*According to the World Health Organization (WHO), we should take between 8,000 and 10,000 steps a day to consider ourselves active individuals.*

Through this initiative we want to convert the kilometers they walk, run or cycle for 45 days (between September 19 and November 1), into donations to support non-governmental organizations (NGOs).

In this way, Noesis selected four organizations that work in different areas, so that the people who participated in the initiative could choose which cause they want to support: **Doctors of the world, Animal, CDI - Centro de Inclusión Digital, Enconr+se.**

7.460 KM  
Traveled



## Without mental health, there is no health

As part of our commitment to the well-being of our teams, Altia and Noesis carried out various activities during the month of October in commemoration of World Mental Health Day.

These actions seek to break stigmas and promote awareness of the importance of taking care of mental health.

At Altia we create a space on our corporate intranet where useful materials and resources are collected for all Altia members. Including team talks and wellness sessions.

150+  
People have  
participated in the  
initiatives

From Noesis, it participated in a UPNDO corporate wellness event, a Walkathon, where employees covered more than 42 km in just 14 days, from October 10 to 23.

## Solidarity and social support



Collaboration with NGOs and third sector entities through solidarity campaigns not only allows us to meet specific needs, but also allows us to convey a message of solidarity and support, as well as strengthening our positive impact on society, contributing mainly to **SDG 10: Reduced Inequalities**



### Gira no Bairro Project

Noesis collaborated with the Gira no Bairro Project, a 100% voluntary project based on three pillars— education, employability and community— that covers various stages in the lives of young people.

*The people who participate in this project of the Mundos de Papel association will be able to use the donated backpacks to carry out various sports activities, such as soccer.*



### World NGO Day

Day that recognizes the positive impact non-governmental organizations have in our communities and around the world.

*Noesis employees came together to participate in the donation of clothes to Comunidade Vida e Paz, in Lisbon, and to the Casa Porto institution, in Porto.*

The campaign organized by Animalife to help abandoned animals was also promoted.



### The Magic of Learning

During the month of September, Altia ran the "The Magic of Learning" campaign in all our offices, as part of our contribution to **International Literacy Day**. This initiative reinforces our commitment to education, a crucial element for youth empowerment.

*The campaign consisted of the donation of school supplies for hospitalized children in Galicia.*

We work together with the Andrea Foundation, which collaborates closely with hospitals and early care units in the region. The materials provided were delivered to the hospital classroom of the University Clinical Hospital of Santiago de Compostela (CHUS), thus benefiting the minors who are undergoing medical treatment.

In addition, solidarity piggy banks were installed in our offices, where employees were able to make donations. These funds were earmarked for Hospital projects of the Foundation.

### Toy Pickup

Altia's offices were filled with excitement with Our traditional **Christmas collection campaign of toys**, in which we collaborate with different social entities such as **Cáritas Coruña, Psychology Without Borders Foundation, Caritas Milladoiro, Stop Association - Every child a toy and Porunfuturo CyL**. The main objective of this initiative is to keep children's enthusiasm alive during these dates and remember that play is a fundamental right, recognized by the United Nations in the Declaration of Human Rights of the Child.

Our offices in A Coruña, Data Center in Vigo, Madrid, Santiago de Compostela and Valladolid, demonstrated the solidarity and constant support of our team towards children in vulnerable situations and with fewer economic resources.

**+ 300**  
Donated Toys

## By the numbers

The organization's social investment during 2023 is grouped into:

- Donations to foundations, associations and NGOs
- Promotion of sport, especially focused on supporting clubs and federations of different sports modalities and the promotion of sport among employees

DONATIONS	AMOUNT
Association. Acad. da Univ. da Beira Interior	€ 350,00
Academic Association of Coimbra	€ 230,00
Asociación médicos do Mundo	€ 350,00
CDI Portugal	€ 54,00
Fundación Realizar Um Desejo	€ 100,00
IPO- Portuguese Inst. of Oncology	€ 500,00
Juventude da Castanheira	€ 300,00
Sporting de Tomar	€ 5.000,00
Children's Villages	€ 216,36
Rías Altas Food Bank	€ 1.200,00
Compostela Multiple Sclerosis Association	€ 548,00
A UDC Foundation	€ 150,00
Growing Foundation	€ 3.000,00
Adecco	€ 10.800,00
<b>Total</b>	<b>€ 15.914,36</b>

SPONSORSHIPS	AMOUNT
AIESEC	€ 500,00
Academic Association of Coimbra	€ 121,95
Associação Deportiva do Ensino Superior de Lisboa	€ 590,00
Clube de Golfe dos Engenheiros	€ 8.000,00
Golf Classic	€ 2.500,00
GSMC	€ 1.500,00
IMATCH	€ 15.000,00
Tomar Polytechnic Institute	€ 250,00
JEEFEUC	€ 115,00
Jeknowledge	€ 500,00
Junitec	€ 2.000,00
Omniprotic	€ 1.500,00
Outsystems	€ 15.000,00
Pestana Hotel	€ 3.000,00
PSTQB	€ 15.000,00
Secretscreen	€ 450,00
Central Theme	€ 5.000,00
The British Irish Chamber of Commerce	€ 12.500,00
Club Basquet Coruña	€ 10.000,00
RC Celta De Vigo	€ 43.076,00
Colexio Profesional de Enxeñaría en Informática	€ 3.000,00
AUSAPE	€ 2.050,00
<b>Total</b>	<b>€ 133.652,95</b>

# Impact on the environment (E)

Our Environmental Aspects

Our Progress & Initiatives



# Collaborating with the environment

## KEY FACTS

In our Sustainability Report, we reaffirm our commitment to protecting the environment, taking concrete steps to reduce our environmental impact and promote sustainable practices throughout our operations.



**30%** lower  
GHG emissions

Waste delivered for  
reuse/recovery

**756k**

**252k** Waste Removed



**-70%**  
Light consumption



*At Altia, we recognize the urgency of addressing climate change and take responsibility for reducing carbon emissions. In line with this commitment, in 2023, we have taken a significant step forward by obtaining the verification of our carbon footprint according to the GHG Protocol for scope 1 and 2 in our Data Center located in Vigo, since this center concentrates almost 80% of the Group's emissions.*

*This achievement reflects our commitment to transparency and accountability in environmental matters. By subjecting our carbon footprint to external verification, we reaffirm our commitment to continuous environmental improvement.*

*Obtaining this verification is the result of a collective effort and reflects the commitment of our entire team to protecting the environment. We will continue to actively work to implement measures that minimize our environmental impact and promote responsible business practices.*

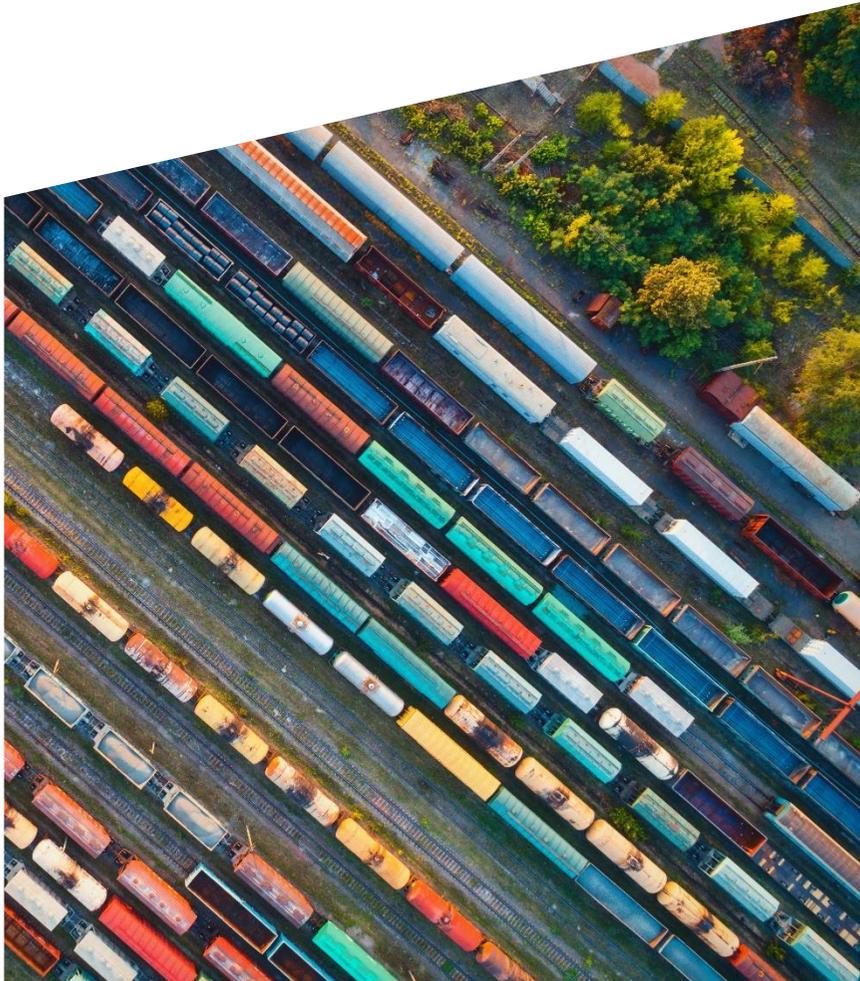
We are committed to addressing the environmental issues that are important to both us and our stakeholders, highlighting the importance of working collaboratively with all stakeholders to bring about meaningful change. We recognize that caring for the environment is a shared responsibility and, therefore, we believe in the importance of establishing alliances with organizations and initiatives that bring together different

actors with the purpose of collaborating in the care of the environment. Through these collaborations, we seek to amplify the impact of our actions and contribute more effectively to the protection of our environment.

As part of our commitment to sustainability, we actively encourage the recycling and reuse of materials, promoting a company culture that values resource conservation and waste reduction. Responsible management of e-waste is essential to reduce our environmental footprint and promote the circular economy. That's why we involve our staff in equipment recycling and reuse initiatives.

We strive to ensure the efficient use of resources, as well as the reduction and correct management of waste derived from our activity. In addition, we aim to reduce our ecological footprint by saving energy, using sustainable sources, and reducing water and paper consumption.

Finally, we are firmly committed to the responsible use of technology as an essential part of our commitment to a sustainable present and future. We understand the transformative potential of technology to address environmental challenges and promote more environmentally friendly practices and must integrate technological innovation into all our operations responsibly and ethically.



#### SUCCESS STORIES

## Adif and Altia Control Tower successfully complete a pilot project to trace goods on rail routes

The Altia Control Tower® solution, which is integrated with SIMPLE, has tracked the goods from Algeciras to the Zaragoza Plaza freight transport terminal, owned by Adif, providing the data that gives value to the transport chain.

We have successfully completed, in collaboration with [Adif](#), a pilot project that has verified the effectiveness of the SIMPLE technology platform in the traceability of goods on rail routes.

This initiative is the **first step** towards the implementation of freight tracking systems in the railway sector, which will give an **important boost** to rail transport as the **most sustainable alternative** for the movement of containers.

In addition, this project is fully aligned with Mitma's 2030 Safe, Sustainable and Connected Mobility strategy, in particular with Axis 6, and will contribute to the Sustainable Development Goals (SDGs), supporting decarbonization and the development of sustainable and environmentally friendly multimodal logistics chains.

[See more](#)



## SUCCESS STORIES

### We contributed to the creation of the largest marine data visualization portal in the European Union

The European Marine Observation and Data Network (EMODnet), a web portal that brings together marine data and metadata from various sources within Europe in a uniform way, has counted on the Altia group, through Bilbomática, to be part of the new **unified information service through a single portal**.

The portal provides quick access to reliable and accurate data and information, and is a visual tool for policy- and legislation-making and for the protection of coasts and oceans, as well as for understanding trends and anticipating future changes.

Specifically, our participation has been focused on the implementation of the project, carrying out a requirements analysis and understanding the needs and objectives to determine the specific requirements of the geographic information system; in the design of the technical architecture that defines the structure of the system, including the choice of platform (database, servers and appropriate software technologies); and in the design of the user interface and the development of the map viewer that allows to visualize, analyze and manage the geographic data of the EMODnet network.

[See more](#)



#### SUCCESS STORIES

## New system for the evaluation of soil quality by IHOBE – Public Environmental Management Company of the Basque Government

In 2023, Bilbomática has started the project to renew IHOBE's Soil Quality Management (SSI) system.

This **information system contains, in a grouped form, the information of the inventory and the administrative procedures associated with these plots**, providing the basis for the Administrative Register of Soil Quality.

Through the analysis of the requirements and functionalities, a new design of the information system will be carried out to maximize its usability for all types of users of the system, its efficiency, its agility and the quality of the data, through 100% electronic management, automated integration with the different systems of IHOBE and the Vice-Ministry of the Environment, as well as, through an interface designed applying the UX methodology of user experience.

## Environmental Commitment through Integrated Quality and Safety Management Systems

The Altia group has an integrated quality, environmental, information security and IT service management management system implemented in all the work centres of Altia, Bilbomática and Wairbut, (certified in the DataCenter located in Vigo for Altia, in the Bilbao and Madrid centres for Bilbomatica and in its Madrid centre for Wairbut) and a quality and information security management system in Noesis in Portugal. Through the application of these systems, we are committed to the continuous improvement of our environmental practices and the preservation of the environment.

*The Group's senior management has defined its policies in the "Integrated Management System Policy" document for Altia, in the "Integrated Management Policy" document for Wairbut, in the "Quality and Environment Policy" document for Bilbomática and in the "Quality Policy" and "Information Security Policy" documents for Noesis.*

*In addition, to ensure that the policies are known by all staff, suppliers, subcontractors and the general public, the organization distributes copies of them and reflects them on the corporate intranet and on the websites of Altia, Bilbomática, Wairbut and Noesis, respectively.*

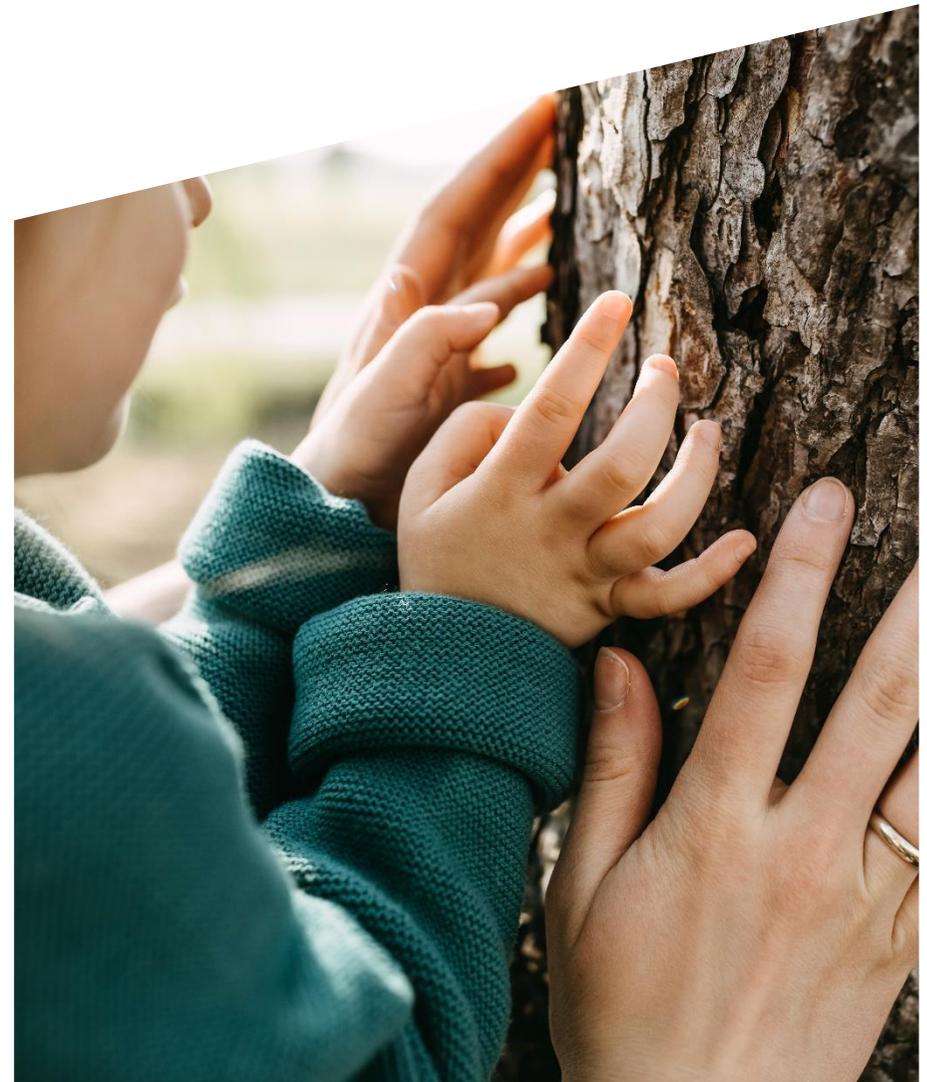
From the point of view of coordination, environmental responsibility lies with the Quality Manager, appointed by the Board of Directors, who, independently of other responsibilities, has the responsibility and authority to:

- Ensure that the processes and requirements necessary for the integrated management system are established, implemented and maintained.
- Inform senior management about the performance of the integrated management system, and any need for improvement.
- Ensure that awareness of customer requirements is promoted at all levels of the organization.

*Finally, at the operational level, it is the Associate Directors who carry out the specific actions at the environmental level.*

## Principles and objectives that reflect the Altia Group's commitment to environmental sustainability

1. We consider the **protection of the environment as a fundamental responsibility**, which involves the adoption of concrete measures and the definition of specific objectives at all levels of our organization.
2. We promote the **rational use of natural resources**, as well as the reduction, selection and recycling of waste, as part of our strategy to minimise our environmental impact.
3. We **monitor and evaluate** the environmental aspects of our activities, products and services, with the aim of preventing, eliminating or reducing as much as possible any negative impact on the environment.
4. We implement **preventive measures to avoid accidents that may negatively affect the environment**, working closely with public authorities to coordinate protection actions.
5. We are committed to **complying with current environmental regulations** and strive to exceed the minimum requirements established, continuously seeking to improve our environmental practices.
6. We are committed to **continuously improving** our environmental protection measures, by adopting the latest technology available and innovating our business practices.
7. **We involve all the people of the Group** in our environmental protection efforts, providing them with relevant information on environmental issues and offering them specific training programs.
8. **We transparently communicate** our environmental management to employees, customers, subcontractors, suppliers and the community in general, **in line with the standards of ISO 14001**.



## Our Environmental Aspects

In our constant pursuit of environmental improvement, we have carried out a thorough assessment of environmental aspects in our centres, with a special focus on those that have environmental certification. In those centers that do not yet have certification, **we rigorously follow the environmental practices established in our management system and the best available environmental practices.**

It is important to note that the nature of our operations, with the exception of the Datacenter, has minimal impact on the environment. However, we maintain high standards of compliance **and are committed to achieving our environmental goals diligently and responsibly.**

Our environmental assessment process involves a detailed analysis of all production and ancillary processes. We identify and evaluate these aspects based on their environmental impact, using technical and objective criteria to determine their significance.

Those aspects that are considered significant after the evaluation become the basis on which we establish our objectives and goals for continuous improvement, in line with our corporate environmental policy.

We recognize the importance of integrating the environmental dimension into all our operations and business decisions. We are committed to following the standards and guidelines set by the Global Reporting Initiative (GRI) to ensure transparency and accountability in our environmental management.

In this sense, GRI establishes five key environmental vectors that should be taken into account when reporting on sustainability:





## Emissions

### DIRECT ASPECTS

- **Consumption of:**
  - ✓ Electricity
  - ✓ Water
  - ✓ Fuels
  - ✓ Paper
  - ✓ Ink / Toner

### EMERGENCY ASPECTS

- **Fire**
  - ✓ Pollutant gas emissions
- **Refrigerant gas leaks from air conditioning equipment in installations**



## Consumption

### DIRECT ASPECTS

- **Electrical** Power Consumption
- **Water** Consumption
- **Fuel** Consumption
- **Paper** Consumption
- Consumption of **cleaning products**
- **Toner** consumption



## Noise

### DIRECT ASPECTS

- **Installations** in normal condition
- **Small works**
- **Large-scale works**



## Waste

### DIRECT ASPECTS

- **Hazardous Waste Generation:**
  - ✓ Generation of absorbents and contaminated material
  - ✓ Generation of contaminated packaging waste (chemical packaging, ...)
  - ✓ Generation of contaminated aerosol waste
  - ✓ Fluorescent and sodium lamp waste
  - ✓ Waste batteries
  - ✓ Waste from used batteries
  - ✓ Expired Drug Waste

### EMERGENCY ASPECTS

- **Fire**
  - ✓ Burnt waste (wood, plastics, computer equipment, ...)
- **Rupture of Water and Electricity Pipes**
  - ✓ Construction & Demolition Waste (concrete, plastic, metal, ...)

### • **Generation of Non-Hazardous Waste that cannot be assimilated to urban waste:**

- ✓ Waste electrical and electronic equipment
- ✓ Waste Toner
- ✓ Metal Waste
- ✓ Wood Waste

### • **Generation of Non-Hazardous Municipal Solid Waste or similar:**

- ✓ Municipal waste
- ✓ Paper & Cardboard Waste
- ✓ Plastic waste



## Discharges

### DIRECT ASPECTS

- **Discharge of sewage and faeces**

### EMERGENCY ASPECTS

- **Fire**
  - ✓ Hazardous Waste Landfill
- **Accidental spillage of diesel, fuel oil, oil, hazardous waste or similar**
- **Rupture of Water and Electricity Pipes**
  - ✓ Water discharge

## Environmental Legal Compliance: Our Priority

The Altia Group achieves a satisfactory degree of compliance with environmental requirements. In our ongoing commitment to environmental improvement, we deeply value the participation and commitment of every member of our team, as well as our subcontractors and suppliers. It is thanks to their daily dedication that we continue to make progress towards our environmental sustainability goals.

All the activities of the Altia group take into account a series of environmental conditions that come from seven areas: international, European, national, regional, local, licenses and permits and specific external regulations of voluntary compliance.

To ensure that we are up to date with applicable environmental legislation, our Legal Department conducts periodic reviews of relevant regulations, assessing the need to incorporate new laws or eliminate those that have been repealed. This is achieved through continuous consultation of reliable sources, such as government websites and publications from national regulatory bodies. In addition, it ensures that all members of our team have access to information pertinent to their work by providing copies of applicable legal requirements.

## Greenhouse gases

Altia has been continuously consolidating its commitment to transparency and its defense of a sustainable and environmentally friendly growth model. As a continuation of this commitment, Altia has presented its Greenhouse Gas Report for the activities carried out at the Vigo Datacenter, the company's most representative centre from the environmental point of view and emission sources.

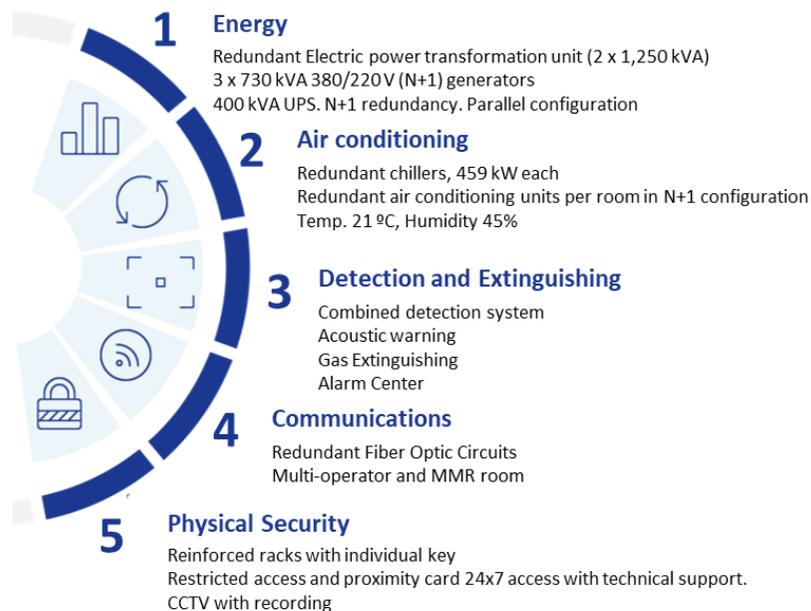
Altia verifies the Greenhouse Gas inventory in order to transparently inform its stakeholders of the Company's emissions, in accordance with the commitments made in the Integrated Management System Policy and this Sustainability Report.

The Greenhouse Gas (GHG) inventory for 2022 is collected with the following considerations:

*It includes the emissions of Altia's activities for the activities carried out from the Vigo Datacenter in the 2022 financial year.*

*The consolidation of GHG emissions is approached from the operational control approach.*

The calculation has been made in accordance with the requirements established in the **Greenhouse Gas Protocol – GHG Protocol's Corporate Accounting and Reporting Standard**.



The Footprint data is specified below and refers to a calendar year, specifically the year 2022.

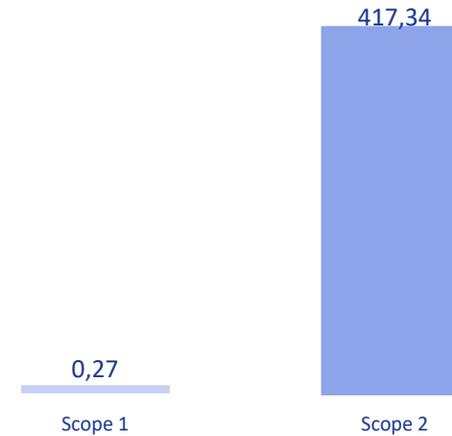
EMISSIONS 2022	TCO2	KGCH4	KGN2O	TCO2 EQ	TCO2 EQ
DIRECT				MARKET FOCUS	LOCALIZATION APPROACH
Scope 1	0,27	0,00	0,01	0,27	0,27

Indirect					
Scope 2				709,49	417,34
Total Range 1 +2				709,76	417,61

EMISSIONS 2022		KGCO2	GCH4	GN2O	KGCO2 EQ
DIRECT EMISSIONS	Fixed Installations	0,00	0,00	0,00	0,00
Scope 1	Road Transport	270,35	0,65	12,82	273,76
	Rail transport	0,00	0,00	0,00	0,00
	Shipping	0,00	0,00	0,00	0,00
	Air transport	0,00	0,00	0,00	0,00
	Operation of Machinery	0,00	0,00	0,00	0,00
	Fugitives– air conditioning and refrigeration	0,00	0,00	0,00	0,00
	Process	0,00	0,00	0,00	0,00
	Subtotal		270,35	0,65	12,82
INDIRECT EMISSIONS	Electricity Buildings				709.486,16

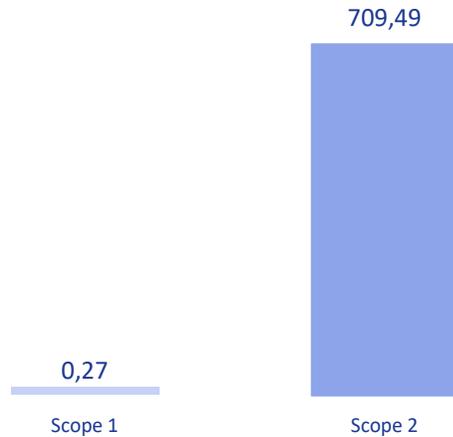
Scope 2	Electricity Vehicles				0,00
	Heat, Steam, Cold, Compressed Air				0,00
	Subtotal				709.486,16
Total Range 1 +2		270,35	0,65	12,82	709.759,92

EMISSIONS – LOCALIZATION FOCUS – tCO2 eq



Graphically:

EMISSIONS – MARKET APPROACH – tCO2 eq



Environmental objectives and actions

A programme of environmental objectives for the year 2023 has been proposed in significant offices certified by ISO 14001.

In the case of the Vigo Datacenter, as it is the most significant center in environmental terms, it was proposed to minimize the consumption of electrical energy PUE, below 1.80 units (PUE < 1.80) (an indicator that measures efficiency based on the total energy consumption versus the necessary IT consumption).

This target in 2023 has not been met, as a PUE of 2 has been reached. This value is expected to be improved in 2024 with the new energy efficiency measures proposed for the centre and achieve a reduction in scope 1 and 2 emissions of at least 10% for the period 2022-2025.

# Our Progress & Initiatives

## Committed to environmental sustainability: actions for conservation and the fight against climate change

Altia is committed to waste reduction and sustainable practices. Our main action in this area is the donation of refurbished equipment to third sector entities, which can take advantage of this equipment for their activities or allocate it to the groups with which they work. By refurbishing and reliving technological equipment instead of discarding it, we not only extend its lifecycle, but also reduce our environmental footprint and contribute to the circular economy.

The commitment to the reuse of resources and the reduction of electronic waste contributes directly to **SDG 12: Responsible production and consumption**. At the same time, extending the useful life of equipment, reducing waste generation, impacts **SDG 13: Climate Action**, by mitigating environmental impact and reducing our carbon footprint.





## PuntoTech

With the reuse **and donation of the equipment**, On the one hand, Altia manages to **extend the life of the optimising** resources and advocating for reuse and sustainability within a responsible environmental framework, and on the other hand, **supporting different social entities**.

On this occasion we collaborate with: **Association Cultural Poland in Galicia**, Albores Saúde Mental, A.V. San Cristovo de Camposancos, Social Initiative Foundation, ASARGA, FADEMGGA, RECICLA ALICANTE, Elorrieta Vocational Training Center.

The Punto.tech initiative was born in 2022 from the idea of collaboration with social action entities from different fields through sustainable digitalization as an opportunity to reuse and promote a rational, responsible and supportive use of technology. During 2023 we have continued with the initiative, ratifying our commitment to reuse and sustainability. We've been able to collaborate with **8 social action entities in Galicia, Alicante and Bilbao**, with a total donation of more than **60 complete refurbished equipment**.



## Bottle caps for a new life

This project to collect plastic caps has a double objective: to help finance medical and orthopaedic treatments not covered by Social Security for children with serious illnesses, and to recycle plastic so that it does not end up indiscriminately in landfills.

In 2017 we started our collaboration with the **SEUR Foundation** in its campaign "**Stoppers for a new life.**" A solidarity project that consists of collecting plastic caps in our offices to help children with health problems. The change in the working model, with less influx to the offices, has had an impact on the reduction of this type of waste. During the year 2023, the **Valladolid office** has participated by filling a total of **3 containers**.



## Planting an Island of Biodiversity

We joined forces and rolled up our sleeves to create a microforest together with the Higher School of Social Communication (ESCS) that aims to reduce car noise, combat air pollution from the 2nd Circuit, create an ecological corridor and promote the connection between students and biodiversity.

We accept this challenge with a "green" conscience to reinforce our commitment to Nature.

**+150**  
Trees and shrubs  
planted

"TOGETHER WITH OUR EMPLOYEES AND THEIR YOUNGER FAMILY MEMBERS, IT IS A UNIQUE OPPORTUNITY TO PUT OUR VALUES INTO PRACTICE AND CONTRIBUTE TO A BETTER WORLD".

Sandra Martins - Gerente de Marketing y Comunicación de Noesis



## World Ecology Day

On this Ecology Day, we draw attention to the importance of "building greenly" a sustainable consciousness that can protect our environment and our biodiversity.

Now more than ever we must unite for a greener future, taking care of planet Earth for future generations. Every action counts and together we can make a difference.

To commemorate this day, we remember the planting of trees in Pampilhosa da Serra, where **#teamnoesis** gathered to reinforce the commitment to Nature.



## SUCCESS STORIES

### Members of the Galician Climate Alliance: A Commitment to the Environment

Our adhesion to the Galician Climate Alliance, promoted by the Xunta de Galicia, reflects our firm **commitment to sustainability and the environment**. This alliance represents a joint effort that unites various entities, such as universities, professional associations, port authorities, companies and environmental organizations, in the search for collaborative solutions to environmental challenges.

Through our participation in this initiative, we reaffirm our **conviction about the importance of cross-sectoral partnerships to address environmental issues effectively**. We recognize that working together with different actors allows us to take advantage of the diversity of knowledge, resources, and experiences, enabling us to make a more meaningful impact in protecting the environment and promoting sustainability.

We highlight our contribution to the **shared goal of climate change adaptation and mitigation**, as well as the exchange of scientific, technological, socio-economic and legal knowledge in this crucial area. In addition, we actively support the promotion of climate-related research and the dissemination of innovative technologies to facilitate the transition to low-emission energy systems.

# Data & Reporting Framework

ESG information and indicators

*Organizational Structure*

*Environmental Indicators*

*Social indicators*

*Economic or governance indicators*

Taxonomy

Partners & Suppliers

Associations



# ESG information and indicators

## Organizational Structure

Altia Consultores, S.A. (hereinafter, Altia, the Company or the Company) is the head of the Altia group (hereinafter, "the Group" or "Altia group") and its activity is framed in the Information Technology sector (hereinafter "ICT" or "ICT sector").

Altia was initially incorporated as a limited company on 17 March 1994 and became a public limited company in 2010. It is registered in the Mercantile Registry of La Coruña, in Volume 1451, folio 109, page C-10893, and its registered office is located at Calle Vulcano 3, Icaria III, 15172 Oleiros – A Coruña.

Altia is an independent Spanish consulting and service provider company belonging to the **Information and Communication Technology sector**, which develops **technology projects** for practically all sectors: **Public Administrations, Industry, Services, Telecommunications and Financial Services**. Altia has a strategic orientation mainly aimed at large clients, understood as those with a high expenditure on Information Technologies or those with a high potential for the implementation of ICT projects; It provides advanced services in this sector and is concerned that the investments made by its clients in this type of service obtain the expected return and translate into tangible benefits. In this regard, Altia carries out its activity in Spain through the **offices** it maintains in the Autonomous Communities **of Galicia, Madrid, Castilla-León, the Basque Country, Valencia, Catalonia, Navarre, the Balearic Islands and the Canary Islands**, through the companies in which it participates, as well as through its participation in certain Temporary Joint Ventures. In its international activity, it is present in **Chile**, through an Agency, **France and Andorra** and in **Portugal, Brazil,**

**Holland, Ireland, and the United States**, mainly through the Portuguese subgroup Noesis, which it controls in its entirety.

Altia is in turn, under the terms of article 42 of the Commercial Code, part of the Boxleo Tic Group, controlled by the parent company Boxleo Tic, S.L., which is formed by the parent company Boxleo Tic, S.L., a company domiciled at Calle Vulcano 3, Icaria III, 15172 Oleiros – A Coruña and its subsidiaries, joint ventures and associated companies.

The composition of the Boxleo Group as of December 31, 2023 is detailed below:

SOCIETY	ADDRESS	% DIRECT PARTICIPATION	% INDIRECT PARTICIPATION
Parent Entity: Boxleo TIC, S.L.	C/ Vulcano, 3. Icaria Oleiros. A Coruña (España).		
Other companies of the Group			
Altia Consultores, S.A.	C/ Vulcano, 3. Icaria Oleiros. A Coruña (España)	80,91%	
Altia Consultores Sociedade Unipessoal, L.D.A.	Rúa de Ceuta 118 2º Andar, Porto (Portugal)		80,91%
EXIS Inversiones en Consultoría Informática y Tecnología, S.A.	Calle O'Donnell, Num 34 Planta 7, Puerta B 28009 Madrid - (Madrid)		80,91%
Altia Logistic Software, S.L.	C/ Vulcano, 3. Icaria Oleiros, A Coruña (España)		40,45%
Altia Consultores Agency in Chile	Nueva Tajamar 555, Torre Costanera, Oficina 301, Santiago de Chile, Región Metropolitana (Chile)		80,91%
Noesis Global SGPS, S.A. (Portugal)	Centro Empresarial Torres de Lisboa, Rua Tomás da Fonseca, Torre E, 14º 1600-209 Lisboa (Portugal)		80,91%

Altia Andorra, S.L.U. * L-718161-K	Carrer Pau Casals, 10, 3er piso AD500 Andorra la Vella (Andorra)		80,91%
Altia France, S.A.S * 980 059 000 (R.C.S. Bayonne)	Espace Gestion Pyrénées Atlantique, 10 Place André Emlinger Central Forum 64100, Bayonne (Francia)		80,91%
Altia European Service, B.V.	GrootHandelsGebouw, Stationsplein 45, 4th floor 3013 AK Rotterdam (Holanda)		80,91%

\* Companies created before 31/12/2023. No activity until 01/2024.

Although the parent company is Boxleo Tic, S.L., a subgroup has been set up voluntarily, in which Altia acts as the parent company and whose composition as of December 31, 2023 is as follows:

	ADDRESS	% DIRECT PARTICIPATION	% INDIRECT PARTICIPATION
Dominant entity: Altia Consultores, S.A.	C/ Vulcano, 3. Icaria Oleiros. A Coruña (España).		
Otras empresas del Grupo			
EXIS Inversiones en Consultoría Informática y Tecnología, S.A.	Calle O'Donell, Num 34 Planta 7, Puerta B 28009 Madrid - (Madrid)	100,00%	
Altia Consultores Agencia en Chile	Nueva Tajamar 555, Torre Costanera, Oficina 301,	100%	

	ADDRESS	% DIRECT PARTICIPATION	% INDIRECT PARTICIPATION
(Chile)	Santiago de Chile, Región Metropolitana (Chile)		
Noesis Global SGPS, S.A. (Chile)	Centro Empresarial Torres de Lisboa, Rua Tomás da Fonseca, Torre E, 14º 1600-209 Lisboa (Portugal)	100%	
Consultadoria em Sistemas Informáticos, S.A. (Portugal)	Centro Empresarial Torres de Lisboa, Rua Tomás da Fonseca, Torre E, 14º 1600-209 Lisboa (Portugal)		100%
Noesis Consulting, B.V. (Holanda)	GrootHandelsGebouw, Stationsplein 45, 4th floor 3013 AK Rotterdam (Holanda)		100%
Noesis US Corp. (United States)	Raleigh Founded, 16 W Martin St Raleigh, 27601, North Carolina (Estados Unidos)		100%
Consultoria e Programação de Sistemas Informáticos Ltda. (Brasil)	Centro Empresarial Mourisco Praia de Botafogo, 501 1º Andar – Sala 152 - Botafogo RJ 22250-040 (Brasil)		100%
Bilbomática S.A. A-48-270227	C/ Santiago de Compostela, 12 - 4ªA, Edificio Miribilla, 48003 Bilbao	100%	
Wairbut, S.A. A82921388	Avda del Partenón, Num 16 Puerta 4 28037 Madrid - (Madrid)	100%	

	ADDRESS	% DIRECT PARTICIPATION	% INDIRECT PARTICIPATION
Altia Andorra, S.L.U. * L-718161-K	Carrer Pau Casals, 10, 3er piso AD500 Andorra la Vella (Andorra)	100%	
Altia France, S.A.S * 980 059 000 (R.C.S. Bayonne)	Espace Gestion Pyrénées Atlantique, 10 Place André Emlinger Central Forum 64100, Bayonne (France)	100%	
Altia European Service, B.V.	GrootHandelsGebouw, Stationsplein 45, 4th floor 3013 AK Rotterdam, The Netherlands	100%	

\* Companies created before 31/12/2023. No activity until 01/2024.

Note: International Noesis Consulting Limited, a company with registered office in Ireland and which is part of the Noesis subgroup, has been excluded from the scope of consolidation because it does not have a significant interest, which is also the case with Altia Consultores Sociedade Unipersonal, L.D.A. located in Portugal, with Altia Andorra, S.L.U. located in Andorra, with Altia France, S.A.S., located in Bayonne (France) and with Altia European Services, B.V., located in the Netherlands. The shareholding in the associated company Altia Logistic Software, S.L. has been accounted for using the equity method.

## Environmental Indicators

As for the rest of the environmental aspects identified, a control is kept of the consumption derived from the activities of the Altia group, in order to have information on the trend of these aspects and evaluate the establishment of improvement actions.

The following table shows the **electricity consumption**:

ENERGY SOURCE	CONSUMPTION 2021	CONSUMPTION 2022	CONSUMPTION UNIT 2023	
Electricidad Coruña	60.693,00	69.745,00	68.574,00	kWh
Electricity Vigo	31.192,00	35.657,00	38.887,00	kWh
Electricity Bilbao	4.980,00	4.692,00	0	kWh
Electricity Vitoria	22.811,00	25.363,00	21.347,00	kWh
Electricity Santiago	66.678,00	65.706,00	62.736,00	kWh
Electricity Madrid	38.270,00	46.895,00	35.342,00	kWh
Electricity Valladolid	38.107,00	49.761,00	44.674,00	kWh
Electricity Datacenter	2.672.867,00	2.649.956,00	2.595.852,00	kWh
Electricity Alicante	117.427,00	86.451,00	52.848,00	kWh
Electricity Mallorca	779,64	1.030,16	0	kWh
Electricity Wairbut Madrid	-	35.983,00	0	kWh
Electricity Bilbomática Bilbao	-	160.037,13	155.963,52	kWh
Electricity Bilbomatica Madrid	-	13.114,73	910,19	kWh
Electricity Bilbomatica Pamplona	-	3.489,49	3.209,12	kWh
Electricity Noesis Lisboa	113.970,00	120.255,00	138.350,00	kWh
Electricity Noesis Guarda	-	-	955,00	kWh

ENERGY SOURCE	CONSUMPTION 2021	CONSUMPTION 2022	CONSUMPTION 2023	UNIT
Electricity Noesis Proença-a- Nova	1.748,00	2.184,00	2.643,00	kWh
Electricity Chile	1.800,00	0,00	5.767,00	kWh
Total	3.171,32	3.370.319,52	3.440.774,61	kWh
Billing	125,93	167,192	241,311	Millions €
Indicator	25.183,66	20.158,36	14.258,67	Kw.h / Million €

In relation to electricity consumption during the period, the percentage of renewable energy established by each supply company has been used. The central offices in Coruña use 100% green energy.

The absolute value presented shows a moderate increase, mainly due to the growth in activity and new branches. The overall indicator confirms the reduction resulting from the increase in the Group's overall turnover.

**Gas consumption** during the year was as follows:

ENERGY SOURCE	CONSUMPTION 2021	CONSUMPTION 2022	CONSUMPTION 2023	UNIT
Gas Alicante	0,00	0,00	0	kWh
Gas Mallorca	0,00	9.590,00	0	kWh

During the period, gas is consumed in the facilities in Mallorca, although consumption will be eliminated in 2022.

**Water consumption** during the year was as follows:

ENERGY SOURCE	CONSUMPTION 2021	CONSUMPTION 2022	CONSUMPTION 2023	UNIT
Water Coruña	259,00	221,00	312,00	M3
Vigo Water	97,00	113,00	207,00	M3
Water Santiago	174,00	170,00	200,00	M3
Water Datacenter	92,00	112,00	134,00	M3
Water Alicante	250,00	577,00	121,00	M3
Water Palma de Mallorca	18,00	25,00	0	M3
Water Lisbon	631,35	505,09	690,16	M3
Water Guards	-	-	2	M3
Water Proença-a-Nova	6,00	4,00	10	M3
<b>Total</b>	<b>2.535,35</b>	<b>1.651,09</b>	<b>1.676,16</b>	<b>M3</b>

Note: the rest of the offices do not have water consumption data.

Consumption during the period has decreased, although in the last year it has remained practically constant.

All the water consumption of the workplaces is collected from municipal supply networks.

**Fuel consumption has been:**

ENERGY CONSUMPTION TO GJ CONVERSION TABLE						
Energy Source	Year	Annual consumption	Unit	Conversion Factor	Conversion Unit	Gj Consumed
Diesel Datacenter	2020	1.000,00	Litres	0,39	Gj	390,00
	2021	1.000,00	Litres	0,39	Gj	390,00
	2022	0,00	Litres	0,39	Gj	0,00

ENERGY CONSUMPTION TO GJ CONVERSION TABLE						
	2023	0,00	Litres	0,39	Gj	0,00
Diesel vehicles	2020	86.118,33	Litres	0,39	Gj	33.586,15
	2021	79.303,94	Litres	0,39	Gj	30.928,54
	2022	98.952,71	Litres	0,39	Gj	38.591,56
	2023	104.714,28	Litres	0,39	Gj	40.838,56

Note: IDAE 2011 conversion. For the conversion of the kilometers traveled, the average consumption is estimated at 6 liters per 100 km.

As can be seen, the consumption of diesel for passenger transport has increased by 5.8% in the period, due to the increase in activity. During the period, no fuel has been replenished in the Datacenter.

**Paper consumption** has been:

PAPER CONSUMPTION CONVERSION TABLE						
	Year	Annual consumption	Unit	Conversion Factor	Conversion Unit	Tn Consumed
Paper Consumption	2020	115.000	Pages	0,00000498	Tn	0,5727
	2021	41.500	Pages	0,00000498	Tn	0,2067
	2022	206.000	Pages	0,00000498	Tn	1,0258
	2023	71.100	Pages	0,00000498	Tn	0,3540

No recycled paper has been used. Paper consumption has been reduced very significantly compared to 2022.

**Toner consumption** has been:

TONER CONSUMPTION CONVERSION TABLE						
	Year	Annual consumption	Unit	Conversion Factor	Conversion Unit	Tn Consumed
Toner/ink consumption	2020	38,28	Units	0,00025	Tn	0,0095
	2021	36,54	Units	0,00025	Tn	0,0091
	2022	67,13	Units	0,00025	Tn	0,0167
	2023	74,36	Units	0,00025	Tn	0,0186

Note: It is estimated that I use 1 toner for every 20,000 leased copies.

The toner used is not recycled. During the period, the consumption of ink and toner increased compared to the previous year as a result of the increase in activity and the incorporation of new offices.

## DISCHARGES

The discharges produced in the development of the activities of the Altia group that require monitoring are the discharges of wastewater into sanitation networks derived from the cleaning of facilities and bathrooms and those generated by emergency situations. For each of them, the corresponding operational control has been established to know their trend and to reduce their associated impact.

## AIR EMISSIONS / GREENHOUSE GASES

As a general rule, there are no air emissions in the course of activities in most of the existing workplaces. This is due to the non-existence of emission sources (boilers, generators, ...).

The emissions generated during the development of the activities are those due to the displacement of workers to the client, those associated with emergency situations and the Data Center work center in Vigo (generators and heating).

In the case of emissions derived from emergency situations, preventive and action measures have been defined in the event of such emergencies.

Thus, the indicator of greenhouse gas emissions resulting from electricity, diesel and water consumption for the year 2023 of the offices of the Altia group for which data is available (conversion factors defined by the IPPC 2006 and MITECO 2021 for low-voltage electricity and natural gas - domestic sector - at the point of consumption and for diesel and natural gas - domestic sector - has been calculated. Water as an energy source):

\* Emissions due to water consumption include the distribution and purification of water for municipal supply.

#### BOARD OF CONVERSION OF CONSUMPTION ENERGY A EMISSIONS OF CO2 EQUIVALENT

ENERGY SOURCE	ANNUAL CONSUMPTION	UNIT	FACTOR OF CONVERSION	CONVERSION UNIT	EMISSIONS KG CO2 EQUIVALENT IS
Electricity Coruña	68.574,00	Kwh	0,0	Kg CO2 / Kwh	0,00
Vigo Electricity	38.887,00	Kwh	0,26	Kg CO2 / Kwh	10.110,62
Vitoria Electricity	21.347,00	Kwh	0,26	Kg CO2 / Kwh	5.550,22
Santiago Electricity	62.736,00	Kwh	0,26	Kg CO2 / Kwh	16.311,36
Electricity Madrid	35.342,00	Kwh	0,26	Kg CO2 / Kwh	9.188,92
Valladolid Electricity	44.674,00	Kwh	0,26	Kg CO2 / Kwh	11.615,24
Electricity Datacenter	2.595.852,00	Kwh	0,26	Kg CO2 / Kwh	674.921,52
Alicante Electricity	52.848,00	Kwh	0,26	Kg CO2 / Kwh	13.740,48

ENERGY SOURCE	ANNUAL CONSUMPTION	UNIT	FACTOR OF CONVERSION	CONVERSION UNIT	EMISSIONS KG CO2 EQUIVALENT IS
Electricity Chile	5.767,00	Kwh	0,26	Kg CO2 / Kwh	1.499,42
Bilbao Electricity Bilbao	155.963,52	Kwh	0,26	Kg CO2 / Kwh	40.550,52
Electricity Bilbomatica Madrid	910,19	Kwh	0,26	Kg CO2 / Kwh	236,65
Electricity Bilbomatica Pamplona	3.209,12	Kwh	0,26	Kg CO2 / Kwh	834,37
Electricity Noesis Lisbon	138.349,77	Kwh	0,26	Kg CO2 / Kwh	35.970,94
Noesis Proença-a-Nova Electricity	2.643,00	Kwh	0,26	Kg CO2 / Kwh	687,18
Kg CO2 / Kwh Electricity	Noesis Guarda 1.590,00	Kwh	0,26		413,40
Diesel Vehicles	104.714,28	Litres	2,59	Kg CO2 / Kwh	271.209,99
Water Coruña	312,00	M3	1,5	Kg CO2 / m3	468,00
Vigo Water	207,00	M3	1,5	Kg CO2 / m3	310,50
Water Santiago	200,00	M3	1,5	Kg CO2 / m3	300,00
Water Datacenter	134,00	M3	1,5	Kg CO2 / m3	201,00
Water Alicante	121	M3	1,5	Kg CO2 / m3	181,50
Water Lisbon	690,16	M3	1,5	Kg CO2 / m3	1.035,25
Water Proença-a-Nova	10	M3	1,5	Kg CO2 / m3	15,00
Water Guards	2	M3	1,5	Kg CO2 / m3	3.00
<b>Total Emissions Kg CO2 / Kwh/litre/m3</b>					<b>1.095.355,07</b>
<b>Total Tn CO2 emissions / kWh/litre/m3</b>					<b>1.095,36</b>
<b>Turnover million €</b>					<b>241,311</b>
<b>Total Tn CO2 emissions / million €</b>					<b>4,54</b>

Total CO2 emissions during 2023 are 4.54 Tn CO2 / € million. During the 2022 financial year, CO2 was 6.61 tonnes / € million. During the 2021 financial year, CO2 was 14.26 tonnes / € million.

Similarly, the equivalent emissions in 2023 of N2O are 1.49 10<sup>-2</sup> Tn and 288.54 Tn COeq. In 2022, N2O emissions were 1.41 10<sup>-2</sup> Tn and 272.69 Tn COeq. In 2021 it was 1.13 10<sup>-2</sup> Tn of N2O and 218.52 Tn CO eq.

The indicator of total CO2 emissions maintains the trend of reduction in relation to previous periods, it continues at much lower values, led by the reduction in electricity consumption and the general reduction in consumption as a result of the lower influx of workers to the facilities due to the implementation of teleworking, which resulted in lower electricity consumption. In the period, fuel consumption increased significantly due to the increase in activity.

## NOISE

As a result of the activity carried out by the Altia group, noise does not generate significant noise pollution, and following the guidelines set out in environmental management, all occasional work susceptible to noise (repairs, improvement of installations, etc.), is carried out around noon and always using equipment that is in accordance with and checked and according to the manufacturer's specifications.

## WASTE

In the Altia group, the control, storage and management that must be carried out has been defined for each of the waste generated in its activities. Thus, they are segregated at source, and deposited in drums, containers or bins unequivocally identified, for subsequent management according to the applicable requirements.

The waste is not reused or recovered, but handed over to authorised managers so that they can carry out the reuse or recovery treatments, if necessary.

The total amount of waste delivered for reuse/recovery was 755.90 kilos, while it was 252.00 kilos for disposal.

In the case of waste generated in the offices by external personnel (cleaning of facilities), the corresponding environmental guidelines have been defined to carry out correct management and have been communicated to the supplier. In the event that any deviation is detected, the Altia group takes measures to ensure that the supplier is properly managed by the company.

In relation to waste, in all centres with the exception of the Vigo Data Centre, waste can be assimilated to urban waste as it is paper, cardboard and plastics. The non-computer WEEE generated is delivered to the electricity distributor.

In relation to the waste managed, the following were used:

RESIDUE	GENERATION 2021	GENERATION 2022	GENERATION 2023	UNIT
Toner	7,00	13,00	6,00	Kilos
Batteries	3,00	21,00	2,00	Kilos
WEEE (Computer Equipment)	0,00	4.867,00	0,00	Kilos
Fluorescent	19,80	4,20	16,20	Kilos
Metal Waste	260,00	0,00	203,00	Kilos
Paper & Cardboard	740,00	3.222,70	388,70	Kilos
Plastic	70,00	60,00	0,00	Kilos
Polystyrene	50,00	10,00	80,00	Kilos
Wood	50,00	30,00	60,00	Kilos
Contaminated absorbents	6,00	0,00	0,00	Kilos

RESIDUE	GENERATION 2021	GENERATION 2022	GENERATION 2023	UNIT
Contaminated packaging	0,00	0,00	0,00	Kilos
Used Batteries	35,00	0,00	60,00	Kilos
Used oil	160,00	0,00	180,00	Kilos
Oil/Diesel Filters	13,00	0,00	12,00	Kilos
<b>Total, Kilos Waste</b>	<b>1.413,80</b>	<b>8.227,90</b>	<b>1.007,90</b>	<b>Kilos</b>

As can be seen, waste has been reduced very significantly in the period, mainly due to the fact that in 2022 there was a punctual delivery of computer equipment at the Vigo Datacenter and the removals and disposal of archives at Bilbomática and Wairbut.

All waste generated has been handed over to an authorised manager for collection, storage, disposal, reuse or recovery, where appropriate.

### COSTS ARISING FROM ENVIRONMENTAL ACTIONS

In recent years, actions have been carried out related to the protection and improvement of the environment, consisting of the correct environmental management of waste and other environmental impacts generated in the development of the activities carried out, thanks to the maintenance of environmental management systems in certified workplaces. and the monitoring of good environmental practices defined in the rest.

As of December 31 of this year, there are no contingencies related to the protection and improvement of the environment.

The estimated expenditure made on the maintenance of the ISO 14001 environmental management system and environmental actions during 2023 has been:

ACTION	AMOUNT
Waste management	€ 2,438.57
Environmental Improvement Facilities	€ 41,236.00
"Tempo Consultores" Consulting	€ 4,500.00
DNV Certification	€ 5,000.0
<b>Total</b>	<b>53.174,57€</b>

## Social indicators

### Qualification

Due to the high degree of technical specialization of the work it does, the profile of the people who join the Group is mostly Higher Graduates in technical careers and experts in consulting related to Information and Communication Technologies.

51,08% of the professionals who make up the staff have university degrees, mainly in engineering or careers in the specific branch.

DEGREES	SEX	2021	2022	2023	% S/TOTAL
Graduates	Men	798	1.053	1175	32,92%
	Women	442	611	648	18,16%
Other qualifications	Men	872	1.234	1428	40,01%

DEGREES	SEX	2021	2022	2023	% S/TOTAL
	Women	184	286	319	8,94%
% of university graduates out of the total		54,01%	52,26%	51,08%	

Altia offers the possibility of internships to university students, mainly in technical careers (STEM) such as Computer Engineering or Telecommunications.

### Job stability (by type of contract and gender)

Retaining and empowering talent is only possible in a motivating environment that fosters stable employment. For the Group, the creation of quality, stable employment that prioritizes the occupational health and safety of its workers is a priority.

Thus, the evolution of job stability (by type of contract and sex) in the period It has been:

	2022		2023	
	No. empl.	% of total headcount	No. empl.	% of total headcount
Employment stability				
Indefinite	2.979	93,56%	3.419	95,77%
Men	2.130	66,90%	2.480	69,47%
Women	849	26,67%	939	26,30%
Temporary	205	6,44%	151	4,23%

	2022		2023	
	Men	157	4,93%	123
Women	48	1,51%	28	0,78%
<b>Total</b>	<b>3.184</b>	<b>100%</b>	<b>3.570</b>	<b>100,00%</b>

	2022		2023	
	Employment stability	% people with permanent contracts. (Referring to persons of your sex)	% people with a temporary contract. (referring to persons of their sex)	% people with permanent contracts. (Referring to persons of your sex)
Men	93%	7%	95%	5%
Women	95%	5%	97%	3%

In absolute terms, we can observe the growth of permanent employment for both women and men. In relative terms, the stability rate has improved significantly during the year, which is particularly valuable in an environment of high growth in the number of professionals in the Group and where turnover is also high.

### Job stability (by category and sex)

The number of people employed in the last three years, broken down by category, is as follows:

NUMBER OF PEOPLE EMPLOYED IN THE YEAR	2021	2022	2023
Administrators & Managers	35	42	51
Men	32	38	44
Women	3	4	7
Professionals, technicians and the like	2.158	2.991	3.357
Men	1.608	2.214	2.516
Women	550	777	841
Administrative Services Staff	103	151	162
Men	30	35	43
Women	73	116	119
<b>Total</b>	<b>2.296</b>	<b>3.184</b>	<b>3.570</b>

Disaggregated by professional category and gender:

ALTIMA + EXIS	2023		
	MEN	WOMEN	TOTAL
Business Architect	1	4	5
Systems/Communications Architect	15	2	17

ALTIMA + EXIS	2023		
	MEN	WOMEN	TOTAL
Software Architect	84	29	113
Senior Business Consultant Level I	4	3	7
Senior Business Consultant Level II	5	5	10
Senior Business Consultant Level III	1	6	7
Business Consultant. Level I	10	10	20
Business Consultant. Level III	3	4	7
Technology Consultant. Level I	1	1	2
Technology Consultant. Level II	1	0	1
Controller	0	1	1
Associate Director	8	2	10
Technical Director	1	0	1
Associate Director	1	0	1
Director of Operations	0	1	1
Director of Managed Services	1	0	1
Director of Investees	0	1	1

ALTIA + EXIS	2023		
	MEN	WOMEN	TOTAL
Account Manager	15	3	18
Business Development Manager	1	0	1
Business Development Manager	1	0	1
Project Manager	26	18	44
Senior Systems Engineer Level I	31	4	35
Senior Systems Engineer Level II	20	1	21
Senior Systems Engineer Level III	36	4	40
Systems Engineer. Level I	54	7	61
Systems Engineer. Level II	16	0	16
Systems Engineer. Level III	31	5	36
Senior Software Engineer Level II	73	21	94
Senior Software Engineer Level III	83	21	104
Senior Software Engineer. Level I	113	29	142
Software Engineer. Level I	107	28	135
Software Engineer. Level II	43	12	55

ALTIA + EXIS	2023		
	MEN	WOMEN	TOTAL
Software Engineer. Level III	59	12	71
Project Manager	72	48	120
Head of Legal Advice	1	0	1
Head of Accounting and Finance	0	1	1
Training Manager	1	0	1
Recruitment Manager	0	1	1
Head of MK&COM	0	1	1
HR Manager	0	1	1
Accounting and Finance Technician Level II	2	2	4
Training Technician Level II	1	0	1
Office Management Technician Level II	1	6	7
Systems Technician. Level I	92	14	106
Systems Technician. Level II	98	13	111
Software Technician. Level I	68	21	89
Software Technician. Level II	87	30	117

ALTIMA + EXIS	2023		
	MEN	WOMEN	TOTAL
Office Support Technician Level II	4	6	10
Financial Management Technician Level I	1	3	4
Financial Management Technician Level II	0	2	2
Office Management Technician Level I	1	17	18
Legal Technician Level II	0	2	2
MK & COM Technician Level I	0	1	1
MK & COM Technician Level II	0	2	2
HR Technician Level I	0	2	2
HR Technician Level II	0	2	2
Level I Selection Technician	3	5	8
Level II Selection Technician	1	4	5
Office Support Technician. Level I	0	2	2
<b>Total</b>	<b>1.278</b>	<b>420</b>	<b>1.698</b>

ALTIMA CHILE	2023		
	MEN	WOMEN	TOTAL
Business Architect	0	1	1
Systems/Communications Architect	1	0	1
Software Architect	1	0	1
Business Consultant. Level I	1	0	1
Business Consultant. Level III	2	1	3
Account Manager	0	1	1
Project Manager	2	0	2
Senior Software Engineer. Level I	2	1	3
Software Engineer. Level I	1	0	1
Project Manager	0	1	1
Office Management Technician Level II	0	1	1
Systems Technician. Level I	6	4	10
Level I Selection Technician	0	1	1
<b>Total</b>	<b>16</b>	<b>11</b>	<b>27</b>

BILBOMATICA	2023		
	MEN	WOMEN	TOTAL
Administrative B	0	3	3
Administrative C	0	2	2
Functional Analyst A	26	16	42
Functional Analyst B	36	23	59
Functional Analyst C	36	16	52
Technical Analyst A	43	13	56
Technical Analyst B	32	13	45
Technical Analyst C	31	13	44
Technical Analyst D	25	10	35
Technical Analyst E	1	0	1
Administrative Assistant A	0	2	2
Chief Information Officer	1	0	1
Cfo	1	0	1
Managing Director	1	0	1
Chief Operating Officer	1	0	1

BILBOMATICA	2023		
	MEN	WOMEN	TOTAL
Graphic Designer B	1	0	1
Account Manager	8	3	11
Administrative Officer	0	4	4
Junior Programmer A	2	1	3
Junior Programmer B	5	2	7
Junior Programmer C	4	1	5
Senior Programmer A	16	5	21
Senior Programmer B	13	5	18
Senior Programmer C	9	3	12
Senior Programmer D	18	10	28
Project Manager A	19	14	33
Project Manager B	18	5	23
Project Manager C	31	11	42
Executive Secretary	0	2	2
HR Technician	0	2	2

BILBOMATICA	2023		
	MEN	WOMEN	TOTAL
Systems Technician B	4	0	4
Systems Technician C	3	2	5
<b>Total</b>	<b>385</b>	<b>181</b>	<b>566</b>

WAIRBUT	2023		
	MEN	WOMEN	TOTAL
Systems/Communications Architect	22	1	23
Software Architect	15	4	19
Senior Business Consultant Level II	1	0	1
Account Manager	1	0	1
Senior Systems Engineer Level I	2	0	2
Senior Systems Engineer Level II	3	1	4
Senior Systems Engineer Level III	3	0	3
Systems Engineer. Level I	4	2	6
Systems Engineer. Level II	8	0	8

WAIRBUT	2023		
	MEN	WOMEN	TOTAL
Systems Engineer. Level III	3	0	3
Software Engineer Level I	1	0	1
Software Engineer Level II	0	1	1
Senior Software Engineer Level II	6	1	7
Senior Software Engineer. Level I	8	0	8
Software Engineer. Level I	4	0	4
Software Engineer. Level II	1	0	1
Software Engineer. Level III	1	0	1
Project Manager	0	1	1
Responsible sub. Accounting & Finance	0	1	1
Systems Technician. Level I	17	2	19
Systems Technician. Level II	3	2	5
Software Technician. Level I	7	0	7
<b>Total</b>	<b>110</b>	<b>16</b>	<b>126</b>

NOESIS	2023		
	MEN	WOMEN	TOTAL
Account Manager	5	3	8
Assistant	0	2	2
Associate Director	15	2	17
Consultant	260	128	388
Director	11	1	12
Expert	3	11	14
IT Senior Specialist	7	0	7
IT Specialist	27	1	28
Junior Consultant	126	51	177
Manager	23	9	32
Officer	8	11	19
Sales Assistant	0	2	2
Junior Account Manager	1	0	1
Senior Account Manager	1	0	1
Senior Consultant	215	75	290

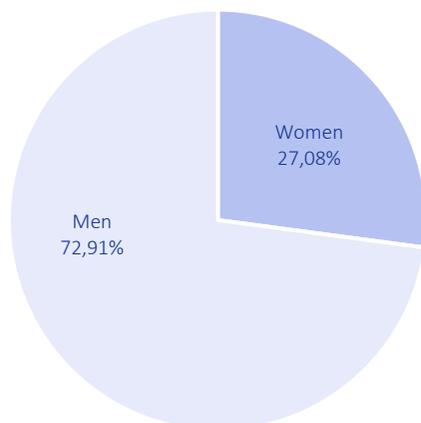
WAIRBUT	2023		
	MEN	WOMEN	TOTAL
Senior Director	2	1	3
Senior Manager	19	5	24
Senior Officer	2	7	9
Team Lead	20	18	38
Tech Lead	32	1	33
Trainee	37	11	48
<b>Total</b>	<b>814</b>	<b>339</b>	<b>1153</b>

As a relevant fact, it can be indicated that 100% of the Directors come from the province where the work center they direct is located.

During 2023, the Group employed 45 people (35 men and 10 women) with a degree of disability equal to or greater than 33%, thus increasing the number compared to previous years (41 people in 2022, 35 people in 2021, 24 people in 2020 and 20 people in 2019).

#### Distribution by sex:

At the end of the 2023 financial year, the Group's workforce was distributed as 2,603 men and 967 women, 72.91% and 27.08% respectively. In 2022, the Group's workforce was distributed as 2,287 men and 897 women, 71.83% and 28.17% respectively.



Although the number of men is considerably higher than that of women, it should be noted that the percentage of women in the Altia group exceeds the participation of women in the sector, estimated at 15.6% according to data published by the Ministry of Economy and Employment included in the study 'White Paper on Women in the Technological Field' carried out in March 2019. In the same way, it exceeds the percentage of women enrolled in STEM specialties in Spain, which amounts to only 20%, according to data from the report "Women and Innovation 2022", published by the Ministry of Science and Innovation. Only three out of every ten workers in technology sectors in our country, for now, are women, according to the study "[Transformative skills for gender equality in society and the digital economy](#)" by the Observatory of Equality and Employment. Meanwhile, the European Commission warns that only 17% of ICT positions in European companies are currently held by women.

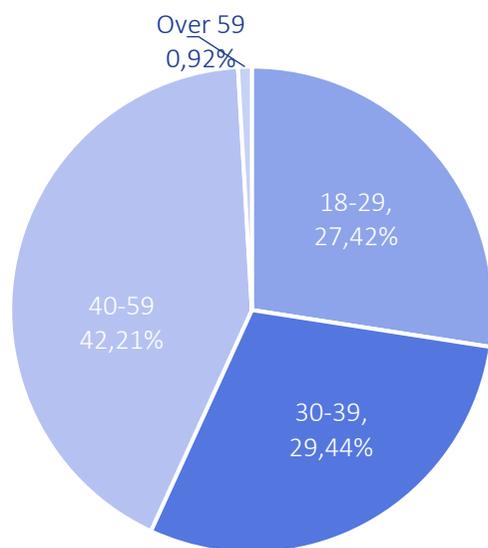
### Age distribution:

In 2023, 27.42% of the workforce was between the ages of 18 and 29. 29.44% were between 30-39 years old. 42.21% were between 40-59 and 0.92% were older than 59.

In 2022, 26.04% of the workforce is between the ages of 18 and 29. 30.40% are between 30-39 years old. 42.71% are between 40-59 and 0.85% are over 59.

In 2021, 27.13% of the workforce is between the ages of 18 and 18 29 years old. 33.97% are between 30-39 years old. 38.28% are between 40-59 and 0.61% are over 59.

	2021	2022	2023
Range between 18-29	623	829	979
Men	492	641	758
Women	131	188	221
Range between 30-39	780	968	1051
Men	554	684	755
Women	226	284	296
Range between 40-59	879	1.360	1507
Men	613	941	1063
Women	266	419	444
Range > 59	14	27	33
Men	11	21	27
Women	3	6	6
<b>Total</b>	<b>2296</b>	<b>3.184</b>	<b>3570</b>



As far as Altia's **Board of Directors is concerned**, its composition, by sex and age range, is as follows:

	2021	2022	2023
Men	7	7	8
Range 30-50	2	2	1
Rank >50	5	5	7
Women	3	3	3
Range 30-50	0	0	0
Rank >50	3	3	3
<b>Total</b>	<b>10</b>	<b>10</b>	<b>11</b>

In percentage terms, 73% of the Board of Directors are men and 27% are women, below the desirable value of 40% for 2023 of the CNMV's Code of Good Corporate Governance for listed companies published in 2021 in its recommendation 15. However, according to the same report, in 2021 in Spain only 29.3% of board members were women (25.3% in companies with less than €500M).

The **distribution of staff** by workplace and sex as it follows:

	2021		2022		2023	
	MAN	WOMAN	MAN	WOMAN	MAN	WOMAN
Altia Coruña	206	75	215	83	245	93
Altia Santiago	125	51	141	51	147	51
Altia Vigo	110	37	118	46	128	49
Altia DataCenter	60	8	73	9	77	13
Altia Alicante	59	21	49	21	62	17
Altia Madrid	171	56	204	71	336	97
Altia Vitoria	19	3	24	3	24	2
Altia Valladolid	46	19	47	16	54	20
Altia Toledo	1	1	0	0	0	0
Altia Bilbao	14	4	17	9	10	10
Altia Tenerife	7	3	4	2	4	1
Altia Barcelona	13	5	19	5	23	8
Altia Mallorca	12	4	6	2	6	2
Altia Valencia	4	1	10	3	9	2

	2021		2022		2023	
	MAN	WOMAN	MAN	WOMAN	MAN	WOMAN
Exis Madrid	134	49	139	61	153	54
Exis Valladolid	0	1	0	1	0	1
Altia Chile	10	5	10	6	16	11
Bilbomatica Bilbao	-	-	212	135	250	142
Bilbomatica Vitoria	-	-	5	3	9	3
Bilbomatica Pamplona	-	-	24	8	30	9
Bilbomatica Madrid	-	-	126	41	96	27
Wairbut Madrid	-	-	128	21	110	16
Noesis Coimbra	90	24	92	29	98	34
Noesis Lisbon	439	170	447	164	498	188
Noesis Porto	105	67	114	71	145	73
Noesis Proença-a- Nova	6	3	6	3	8	3
Noesis Covilhã	-	-	8	8	16	8
Noesis Guarda	-	-	8	4	10	7
Noesis Brazil	34	18	35	20	32	25
Noesis Netherlands	5	1	4	1	2	1
Noesis US	-	-	2	0	5	0
<b>TOTAL</b>	<b>1670</b>	<b>626</b>	<b>2287</b>	<b>897</b>	<b>2603</b>	<b>967</b>

On the other hand, for some specific projects, work has been carried out by other companies or freelancers. Thus, during the 2023 financial year, 111 self-employed workers and 206 workers belonging to 141 companies have carried out work for the

Group's companies (115 self-employed and 221 workers in 2022 and 98 self-employed and 184 workers in 2021).

### Staff Turnover

During the 2023 financial year, there has been the following **staff rotation** by workplace and gender:

	HIGH		LOW		TURNOVER INDEX
	MAN	WOMAN	MAN	WOMAN	
Altia Coruña	70	26	36	17	12,72
Altia Santiago	19	4	14	3	1,39
Altia Vigo	36	8	25	5	18,92
Altia DataCenter	18	4	14	0	8,89
Altia Alicante	26	3	13	7	11,39
Altia Madrid	186	51	54	26	75,85
Altia Vitoria	5	0	4	1	0
Altia Valladolid	17	9	10	5	220
Altia Bilbao	5	6	10	5	-20
Altia Tenerife	0	0	0	1	-12,50
Altia Barcelona	6	4	2	0	25,81
Altia Palma	0	0	0	0	0
Altia Valencia	2	0	2	1	-0,51
Exis Madrid	130	35	116	43	4,88
Exis Valladolid	0	0	0	0	0
Altia Chile	12	8	8	3	33,33
Bilbomática Bilbao	72	21	30	15	184,62
Bilbomática Madrid	7	3	36	17	-10,97

	HIGH		LOW		TURNOVER RATE
	MAN	WOMAN	MAN	WOMAN	
Bilbomatica Pamplona	8	1	2	0	58,33
Bilbomática Vitoria	2	0	2	0	0,00
Wairbut Madrid	25	4	43	9	-18,25
Noesis Coimbra	21	8	15	3	8,33
Noesis Covilhã	7	3	0	0	41,67
Noesis Guarda	3	3	0	0	35,29
Noesis Lisbon	138	45	85	27	10,35
Noesis Porto	60	22	31	17	15,60
Noesis Proença-a- Nova	2	0	0	0	18,18
Noesis Brazil	6	6	9	1	3,51
Noesis Netherlands	0	1	1	1	-33,33
Noesis US	4	0	1	0	60,00
<b>TOTAL 887 275 563</b>				<b>207</b>	<b>10,98</b>

**Note:** Turnover rate = (high–low) / headcount\*100

In the same way, layoffs in the period by region, professional category, age and sex have been:

REGION	CATEGORY	MAN				WOMAN				TOTAL
		18-29	30-39	40-59	>59	18-29	30-39	40-59	>59	
Spain	Software Architec	1	1	1	0	0	0	1	0	4

REGION	CATEGORY	MAN				WOMAN				TOTAL
		18-29	30-39	40-59	>59	18-29	30-39	40-59	>59	
	Senior Business Consultant. Level I	0	1	0	0	0	0	0	0	1
	Consultant of Business. Level I	0	0	0	0	0	0	1	0	1
	Business Consultant. Level III	0	0	0	0	1	3	0	0	4
	Systems Engineer Senior. Level I	0	0	1	0	0	0	0	0	1
	Systems Engineer. Level II	0	0	1	0	0	0	0	0	1
	Software Engineer Senior. Level II	0	1	0	0	0	0	0	0	1
	Software Engineer Senior. Level I	0	0	1	0	0	0	1	0	2
	Software Engineer. Level I	1	7	1	1	0	0	2	0	12
	Software Engineer. Level II	0	0	1	0	0	0	1	0	2
	Software Engineer. Level III	3	0	0	0	0	0	0	0	3
	Project Manager	0	1	0	0	0	0	0	0	1

REGION	CATEGORY	MAN				WOMAN				TOTAL
		18-29	30-39	40-59	>59	18-29	30-39	40-59	>59	
	Office Management Technician. Level II	0	0	0	0	1	0	0	0	1
	Systems Technician. Level I	3	4	2	0	1	1	1	0	12
	Systems Technician. Level II	2	0	3	0	2	0	0	0	7
	Software Technician. Level I	0	0	2	0	1	0	0	0	3
	Software Technician. Level II	2	0	0	0	1	0	0	0	3
	Financial Management Technician. Level II	0	0	0	0	0	1	0	0	1
	MK & COM Technician. Level II	0	0	0	0	0	1	0	0	1
	Technical Analyst A	0	0	4	0	0	0	0	0	4
	Technical Analyst B	0	0	1	0	0	0	0	0	1
	Technical Analyst C	1	1	5	0	0	0	1	0	8
	Graphic Designer B	0	1	0	0	0	0	0	0	1
	Junior Programmer A	0	3	0	0	0	0	0	0	3

REGION	CATEGORY	MAN				WOMAN				TOTAL
		18-29	30-39	40-59	>59	18-29	30-39	40-59	>59	
	Senior Programmer B	1	0	0	0	0	0	0	0	1
	Senior Programmer D	0	3	0	0	0	0	0	0	3
	Project Manager C	0	0	1	0	0	0	0	0	1
	A2C2	0	0	0	0	0	0	0	1	1
Chile	Software Engineer Senior. Level I	0	1	0	0	0	0	0	0	1
	Software Engineer Level II	1	0	0	0	0	0	0	0	1
	Business Consultant. Level III	1	0	0	0	0	0	0	0	1
	Systems Engineer Senior Level II	0	0	1	0	0	0	0	0	1
Portugal	Junior Consultant	0	1	0	0	0	0	0	0	1
Brasil	Junior Consultant	1	0	0	0	0	0	0	0	1
	Senior Consultant	0	0	3	0	0	0	1	0	4
	Consultant	1	0	0	0	0	0	0	0	1
	Tech Lead	0	0	1	0	0	0	0	0	1
	<b>Total</b>	<b>17</b>	<b>25</b>	<b>28</b>	<b>1</b>	<b>7</b>	<b>6</b>	<b>9</b>	<b>1</b>	<b>94</b>

## Wages:

Below is the relationship between men's and women's salaries by region:

REGION	CATEGORY	RATIO % (SALARIES MEN / WOMEN)
Balearic	Islands Software Architect	92,68%
Canary	Project Manager	110,09%
Castilla León	Software Architect	96,41%
	Project Manager	103,22%
	Senior Software Engineer Level I	77,84%
	Senior Software Engineer Level II	109,44%
	Senior Software Engineer Level III	103,14%
	Software Engineer Level I	109,02%
	Software Engineer Level III	103,85%
	Project Manager	100,88%
	Systems Technician Level I	80,15%
	Software Technician Level I	92,15%
	Software Technician Level II	110,89%
Catalonia	Software Engineer Level I	110,42%
	Project Manager	112,50%

REGION	CATEGORY	U% RATIO (MALE/FEMALE)
Community of Madrid	A2 D II	69,84%
	A2 D III	92,41%
	Functional Analyst A	99,46%
	Functional Analyst B	100,72%
	Functional Analyst C	99,31%
	Technical Analyst A	100,23%
	Technical Analyst B	101,19%
	Technical Analyst C	98,17%
	Technical Analyst D	98,99%
	Business Architect	110,75%
	Systems Architect	83,06%
	Software Architecture	106,53%
	Senior Business Consultant Level I	107,32%
	Senior Business Consultant Level II	113,42%
	Senior Business Consultant Level III	117,86%
	Level I Business Consultant	119,17%
	Business Consultant Level II	117,14%
	Level III Business Consultant	110,97%
	Level I Technology Consultant	84,56%
	Associate Director	101,82%
D. Des. Business	95,16%	
Account Manager	123,75%	
Project Manager	87,98%	
Senior Systems Engineer Level II	136,99%	
Senior Systems Engineer Level III	87,55%	

REGION	CATEGORY	U% RATIO (MALE/FEMALE SALARIES)
	Systems Engineer Level I	108,87%
	Senior Software Engineer Level I	109,13%
	Senior Software Engineer Level II	106,84%
	Senior Software Engineer Level III	105,35%
	Software Engineer Level I	103,67%
	Software Engineer Level II	93,27%
	Software Engineer Level III	91,12%
	Project Manager	104,07%
	Junior Programmer A	98,96%
	Senior Programmer A	105,82%
	Senior Programmer B	99,43%
	Senior Programmer C	98,66%
	Senior Programmer D	90,11%
	Project Manager A	99,70%
	Project Manager C	101,44%
	Office Management Technician Level I	82,35%
	Level I Selection Technician	120,63%
	Systems Technician Level I	100,49%
	Systems Technician Level II	100,29%
	Software Technician Level I	93,66%
Software Technician Level II	115,97%	
Office Support Technician Level II	75,02%	
Community of Valencia	Level I Business Consultant	92,84%
	Senior Software Engineer Level I	143,30%
	Senior Software Engineer Level II	130,42%

REGION	CATEGORY	U% RATIO (MALE/FEMALE SALARIES)
	Senior Software Engineer Level III	116,94%
	Software Engineer Level I	97,45%
	Software Engineer Level II	85,26%
	Software Engineer Level III	97,54%
	Project Manager	117,11%
	Software Technician Level I	96,47%
	Software Technician Level II	103,83%
	Galicia	Software Architect
Senior Business Consultant Level II		122,14%
Level I Business Consultant		83,53%
Account Manager		101,89%
Project Manager		107,77%
Senior Systems Engineer Level I		102,98%
Senior Systems Engineer Level II		105,86%
Senior Systems Engineer Level III		102,39%
Systems Engineer Level I		100,96%
Systems Engineer Level III		96,57%
Senior Software Engineer Level I		106,38%
Senior Software Engineer Level II		106,64%
Senior Software Engineer Level III		94,47%
Software Engineer Level I		105,87%
Software Engineer Level II		103,30%
Software Engineer Level III		106,96%

REGION	CATEGORY	U% RATIO (MALE/FEMALE SALARIES)	
	Project Manager	100,80%	
	Financial Accounting Technician Level II	84,73%	
	Financial Management Technician Level	127,95%	
	Office Management Technician Level	84,36%	
	Office Management Technician Level II	100,00%	
	Level I Selection Technician	72,99%	
	Level II Selection Technician	107,29%	
	Systems Technician Level I	101,60%	
	Systems Technician Level II	100,08%	
	Software Technician Level I	104,74%	
	Software Technician Level II	96,75%	
	Basque Country	Functional Analyst A	103,40%
		Functional Analyst B	100,51%
Functional Analyst C		99,64%	
Technical Analyst A		103,23%	
Technical Analyst B		101,18%	
Technical Analyst C		99,14%	
Technical Analyst D		99,49%	
Software Architect		119,61%	
Senior Business Consultant Level II		107,14%	
Account Manager		107,46%	
Senior Systems Engineer Level III		96,00%	
Senior Software Engineer Level I		117,86%	
Senior Software Engineer Level II		90,56%	
Senior Software Engineer Level III	92,35%		

REGION	CATEGORY	U% RATIO (MALE/FEMALE SALARIES)
	Software Engineer Level I	92,71%
	Software Engineer Level II	85,45%
	Software Engineer Level III	102,58%
	Project Manager	110,18%
	Junior Programmer A	85,12%
	Junior Programmer B	104,50%
	Junior Programmer C	100,59%
	Senior Programmer A	105,46%
	Senior Programmer B	100,27%
	Senior Programmer C	100,42%
	Senior Programmer D	98,19%
	Project Manager A	97,63%
	Project Manager B	102,77%
Project Manager C	100,48%	
Autonomous Community of Navarre	Software Technician Level II	100,00%
	Systems Technician C	93,56%
	Functional Analyst C	104,26%
	Technical Analyst A	100,98%
	Technical Analyst B	102,13%
Chile	Technical Analyst C	101,91%
	Senior Programmer B	101,36%
	Systems Technician Level I	169,04%
	Level III Business Consultant	159,88%
Coimbra	Senior Software Engineer Level I	199,74%
	Consultant	93,73%

REGION	CATEGORY	U% RATIO (MALE/FEMALE SALARIES)
	Junior Consultant	100,63%
	Senior Consultant	106,26%
	Team Lead	90,61%
	Trainee	67,10%
Covilhã	Consultant	84,49%
	Junior Consultant	94,08%
Guard	Consultant	93,65%
	Junior Consultant	94,98%
	Trainee	50,24%
Lisbon	Account Manager	94,88%
	Associate Director	107,67%
	Consultant	103,82%
	Director	112,57%
	Expert	108,22%
	IT Especialist	102,08%
	Junior Consultant	96,06%
	Manager	112,24%
	Officer	101,44%
	Senior Consultant	106,34%
	Senior Director	119,79%
	Senior Manager	102,62%
	Senior Officer	121,23%
	Team Lead	94,67%
Tech Lead	109,86%	
Trainee	114,18%	

REGION	CATEGORY	U% RATIO (MALE/FEMALE SALARIES)
Porto	Consultant	104,59%
	Junior Consultant	93,98%
	Manager	110,77%
	Senior Consultant	115,38%
	Senior Manager	126,58%
	Team Lead	72,11%
	Trainee	84,75%
Proença-a-Nova	Consultant	99,04%
Brazil	Consultant	92,94%
	Junior Consultant	116,82%
	Manager	88,94%
	Senior Consultant	120,29%

**Note:** Only the data for Altia, and Exis in Spain and Chile includes the annual bonuses received

Staff salaries may be supplemented, in some cases, by different concepts linked to the work performed by the staff, as well as to the personal and overall objectives determined by the organization. In the same way, Altia and Wairbut, in Spain, optimize the salary of workers by giving them the option of contracting products or services through flexible remuneration, such as a nursery ticket, restaurant ticket and transport card. In Portugal, there is an allowance per child up to the age of 18, which is doubled in the event of the child's illness.

During 2023, a performance evaluation of the Altia group's workforce has been carried out in the following proportion:

% PERFORMANCE EVALUATION	
Altia	100,00%
Exis IT	Not performed
Wairbut	Not performed
Bilbomática	93,12%
Noesis	56,03%

There is no formal performance evaluation for the members of the Management Committee or the Board of Directors of the parent company Altia. Such a formal evaluation is not considered necessary since for these persons the evaluation is carried out directly by the Chief Executive Officer, who only reports the results of the process to the Board of Directors. In the same way, managers at Bilbomática and Altia staff who have been with the company for less than 3 months are not considered to be assessable.

Altia and Wairbut, in Spain, govern their remuneration policy by the conditions established in the aforementioned applicable collective bargaining agreement. Bilbomática on the basis of its own approved collective agreement. In Chile, Portugal, Brazil, the United States and the Netherlands, salaries are established according to the different professional categories according to the market and the labor legislation of that country.

Subsistence, travel and employment expenses are covered by the organization.

The **difference**, in percentage points, between the **salary of the person with the highest salary and the average** workforce per location is:

	2021	2022	2023
Spain	10,06	7,27	8,13

Portugal	4,26	12,53	16,13
Brazil	2,44	7,77	8,82
Holland	1,82	3,74	2,72
Chile	2,23	1,88	1,88
United States	-	-	2,72

Note: Only the data for Altia, Exis and Chile includes the annual bonuses received.

The **variation in average wages** is:

	2021	2022	2023
Spain	2,75%	3,17%*	3,57%
Portugal	6,20%	5,41%	4,22%
Brazil	-1,56%	-32,23%	2,22%
Holland	-34,11%	-7,25%	26,83%
Chile	-2,96%	25,35%	5,60%
United States	-	-	-10,40%

\*Note: For Spain, only Altia and Exis data are included.

The relationship, in percentage points, between the **percentage increase in the total annual remuneration** of the highest-paid person and the increase in the average annual remuneration of the entire workforce by location was:

	2021	2022	2023
Spain	1,24	0,77*	1,01
Portugal	4,24	2,72	3,71
Brazil	-184,12	0,00	10,72
Holland	0,00	0,00	0,18

Chile	-6,17	21,88	0,99
United States	-	-	-0,32

\*Note: For Spain, only Altia and Exis data are included.

During the 2023 financial year, there were 1,162 incorporations. The percentage ratio between the salary (RBA) of the people incorporated in the period and the salary of the applicable Collective Bargaining Agreement (SBA) or Country Minimum Wage, broken down by region is:

REGION	U% RATIO (RBA/SBA)
Spain	137,16%
Portugal	275,89%
Holland	291,16%
Brazil	629,01%
United States	910,02%

### Accident rate:

The low occupational accident rate in the Altia group is maintained thanks to the Occupational Health and Safety policies and the joint effort of workers and the organization. Accidents that are subject to communication and notification in accordance with current legislation are notified to the Labour Authority by the procedures established by the Competent Administration.

In Spain, during 2023 there have been 4 accidents with sick leave (3 in itinere) and 5 without sick leave (2 in itinere), which have resulted in 46 days of sick leave. In Portugal, there was 1 accident with sick leave with 22 days of absence. In Chile, Brazil and the Netherlands there were no accidents.

In Spain, during 2022, there were 3 accidents with sick leave (in itinere) and 2 without sick leave (1 in itinere), which have resulted in 215 days of sick leave. In Portugal, there was 1 accident with sick leave with 30 days of absence. In Chile, Brazil and the Netherlands there were no accidents.

ACCIDENTS	2021		2022		2023	
	With low	With low	With low	No Leave	With low	No Leave
Mild	0	1	1	1	1	3
Serious	0	0	0	0	0	0
Very Serious or Fatal	0	0	0	0	0	0
In Itinere	1	3	3	0	3	2

The absenteeism rate (lost days of the period/workers \* 365 days of the period) of the Altia group during the year 2023 was 1.79%, slightly higher than the 1.67% of 2022 and 2021 and lower than the 1.94% of the year 2020 and 1.96% of the year 2019, below the sector average of 1.90%.

### Formation:

On an annual basis, the Altia group detects those areas in which the worker (or his superiors) demand greater training action. This demand is reflected at the beginning of each year in the Strategic Training Plan approved by employees through their representatives and the Group Management.

Training needs are evaluated according to the characteristics of each job, the projects to be executed and the specific or conjunctural needs of the organization.

The Altia group aims to motivate the team to grow professionally, updating or expanding their knowledge.

The importance of training as the main tool for improving training and customer satisfaction has been a constant in recent years.

In total, 122,921 hours of training have been carried out in 2023, for the 77,287 hours of training during the year 2022, for the 33,077 hours of training during the year 2021 and the 31,247 hours of training during the year 2020.

The **training by hours, gender and professional** category carried out in 2023 has been

FORMATION	MEN	WOMEN	TOTAL
Business Architect	32	236	268
Systems/Communications Architect	934	140	1074
Software Architect	5071	1025	6096
Senior Business Consultant Level I	278	222	500
Senior Business Consultant Level II	305	290	595
Senior Business Consultant Level III	105	275	380
Business Consultant. Level I	336	606	942
Business Consultant. Level III	154	251	405
Technology Consultant. Level II	0	52	52
Technology Consultant. Level I	52	271	323
Controller	0	12	12
Director of Operations	0	12	12
Director of Managed Services	12	0	12
Chief Technology Officer	12	0	12
Director of Corporate Development	12	0	12
Economic and Financial Director	12	0	12

Business Unit Director	358	32	390
Investee Directors	0	104	104
Account Manager	1102	270	1372
Business Development Manager	12	0	12
Corporate Development Manager	30	0	30
Business Development Manager	92	0	92
Project Manager	1543	1270	2813
Senior Systems Engineer Level I	1367	467	1834
Senior Systems Engineer Level II	1035	42	1077
Senior Systems Engineer Level III	1970	665	2635
Systems Engineer. Level I	2621	219	2840
Systems Engineer. Level II	1287	0	1287
Systems Engineer. Level III	2277	224	2501
Senior Software Engineer Level II	4123	1404	5527
Senior Software Engineer Level III	4712	952	5664
Senior Software Engineer. Level I	5557	1380	6937
Software Engineer. Level I	6054	680	6734
Software Engineer. Level II	2330	546	2876
Software Engineer. Level III	3658	735	4393
Project Manager	3855	2709	6564
Head of Legal Advice	12	0	12
Responsible for Accounting and O Finance	0	21	21
Training Manager	32	0	32
Recruiter	0	135	135
MK&COM Manager	0	71	71
HR Manager	0	60	60
Accounting and Finance Technician Level II	130	70	200

Office Management Technician Level II	0	218	218
Systems Technician, Level I	2820	866	3686
Systems Technician, Level II	3959	831	4790
Software Technician, Level I	5032	1196	6228
Software Technician, Level II	5274	1982	7256
Office Support Technician Level II	104	158	262
Financial Management Technician Level I	52	182	234
Financial Management Technician Level II	0	100	100
Office Management Technician Level I	0	488	488
Legal Technician Level II	0	88	88
MK & COM Level I	0	27	27
MK & COM Level II	0	160	160
HR Technician Level I	0	144	144
HR Technician Level II	0	141	141
Level I Selection Technician	141	428	569
Level II Selection Technician	71	352	423
Office Support Technician, Level I	0	12	12
Functional Analyst C	335	113	448
Technical Analyst C	184	134	318
Functional Analyst B	266	161	427
Systems Technician C	84	31	115
Project Manager C	201	142	343
Senior Programmer A	612	24	636
Systems Technician B	30	0	30
Chief Information Officer	69	0	69
Functional Analyst A	156	142	298

Project Manager A	248	185	433
Technical Analysis A	198	400	598
Account Manager	95	115	210
Technical Analyst D	107	0	107
Technical Analyst B	108	186	294
Senior Programmer B	141	34	175
Senior Programmer C	80	91	171
Senior Programmer D	595	48	643
Junior Programmer C	4	0	4
Project Manager B	42	18	60
Technical Analyst E	15	0	15
Administrative Officer	0	12	12
Graphic Designer B	12	0	12
Account Manager	97	102	199
Assistant	0	20	20
Associate Director	40	0	40
Consultant	4071	2333	6404
Director	89	5	94
Expert	80	102	182
IT Senior Specialist	27	0	27
IT Specialist	527	8	535
Junior Consultant	2272	1476	3748
Manager	348	290	638
Officer	476	176	652
Sales Asistant	0	40	40
Senior Account Manager	49	24	73
Senior Consultant	2399	1173	3572
Senior Director	18	11	29

Senior Manager	578	68	646
Senior Officer	168	90	258
Team Lead	301	529	830
Tech Lead	509	4	513
Trainee	1055	401	1456
Other	3547	2254,50	5801,50
<b>TOTAL</b>	<b>89.158</b>	<b>33.763,50</b>	<b>122.921,50</b>

In relation to training in Ethical Code and compliance, training has been carried out at Altia for 1,528 people with a total of 15,270 hours. In Equality training, for Altia and Bilbomática, training has been carried out for 857 people and a total of 7,946 hours.

## Economic or governance indicators

### Profit and Loss, 2023, 2022 and 2021.

FIGURES IN €	2021 2022		2023 VARIATION	
Work carried out by the company for its asset	111.996	69.750	86.998	24,73%
Direct costs	-27.817.168	-40.737.765	-68.297.229	67,65%
Gross Margin	98.222.623	126.524.153	173.101.356	36,81%
Other Income	122.292	374.873	917.691	144,80%
Personnel Costs	-77.348.953	-99.130.093	-137.630.492	38,84%
Operating Expenses	-7.312.033	-11.565.999	-11.207.280	-3,10%
EBITDA	13.683.929	16.202.934	25.181.275	55,41%

Amortizations	-2.329.831	-3.041.225	-3.598.720	18,33%
EBIT	11.354.098	13.161.709	21.582.555	63,98%
Extraordinary Result	-750.650	39.911	-645.075	-1716,28%
Financial Result	-703.061	-479.473	-1.011.688	111,00%
EBT	9.900.387	12.722.147	19.925.792	56,62%
Corporate Income Tax	-1.153.152	-2.523.019	-4.561.103	80,78%
Net Profit	8.747.235	10.199.128	15.364.689	50,65%

The most significant figure for 2023 is that the Group's turnover has increased by 44.3% compared to that obtained in 2022 (€241.3 million in 2023 vs €167.2 million in 2022). The Altia Group has continued the organic growth trend of previous years during 2023 with a significant commercial and execution effort, although part of the growth obtained comes from the consolidation of the full accounts of the companies acquired in 2022 (Wairbut and Bilbomática), which in 2022 were only partially consolidated in the Group's accounts, from the date of incorporation into the same.

## Revenue

The breakdown of the company's revenues for 2023, broken down by business lines and their comparison with the end of 2021 and 2022 is as follows:

SALES € PER LINE OF BUSINESS	2021	2022	2023	VARIATION
Technology Consulting	1.063.659	2.515.193	5.957.503	136,86%
Development of computer applications	18.296.747	28.550.356	37.418.099	31,06%
Implementation of third-party solutions	5.484.466	7.967.319	10.738.429	34,78%
Outsourcing & Maintenance	75.261.961	98.565.713	144.678.608	46,78%
Proprietary solutions	1.402.940	693.046	1.157.030	66,95%
Hardware & Software Supplies	9.037.210	11.239.192	22.141.170	97,00%
Managed Services	15.380.813	17.661.349	19.220.748	8,83%
<b>Total revenue by portfolio</b>	<b>125.927.795</b>	<b>167.192.168</b>	<b>241.311.587</b>	<b>44,33%</b>

The main line of business during 2023 continues to be, as in previous years, '*Outsourcing and Maintenance*', which has increased in absolute terms (from €98.6 million in 2022 to €144.7 million in 2023), and which maintains its weight in total revenues (59.0% in 2022 compared to 60.0% in 2023). It represents a very high percentage of total revenue, a very interesting phenomenon since this line is characterized by being a business of high recurrence.

The second line by weight is '*Development of Computer Applications*', which accounts for 15.5% of total revenues. This facility increased by 31.1% compared to 2022, from €28.5 million to €37.4 million. The objective of this line of business, in addition to the correct execution of the project or work to be carried out, is that it can become a recurring business through the maintenance (evolutionary, corrective or both) of the

developed application, integrating at that time, in the line of '*Outsourcing and Maintenance*'.

In third place was the '*Hardware and Software Supplies*' line, which represents 9.2% of turnover. This item increased by 97.0% compared to 2022, going from €11.2 million in 2022 to €22.1 million in 2023. This line, without being strategic or generating high margins, complements the Company's portfolio of services and in some cases is a good way to enter certain accounts, sectors or markets.

In fourth place was the '*Managed Services*' line with 8.0% of total revenues, with a slight relative reduction (not so in absolute terms, where it increased from €17.7 million to €19.2 million). Part of the loss of weight of this line (and the increase in the previous line of '*Hardware and Software Supply*') is explained by a reclassification in the segmentation carried out by the Group in relation to previous years in mixed type projects, i.e. those that carry out activity in more than one business line. In addition, in the case of this line of business, there has been a high level of competition for years, which explains the constant reduction in prices year after year. Along these lines, the strategy continues to be to specialise in those services with the highest added value in which prices are not only maintained, but can even increase, depending on the complexity of the service provided.

The '*Implementation of third-party solutions*' line has consolidated the increase in weight over revenues that occurred in 2022. In 2023, it accounts for 4.5% of the total. This line includes activity related to Data Analytics, Artificial Intelligence and Enterprise Solutions (ERP, Microsoft solutions), areas in which the Group intends to intensify its activity in the coming years.

The other two lines continue to have a very low weight in total revenues, around 1-2%.

Regarding the distribution of turnover by geography, a comparative table is included below:

SALES € BY GEOGRAPHY	2021	2022	2023	VARIATION
Spain	63.657.914	89.524.654	138.909.329	55,16%
Portugal	31.706.849	35.505.136	43.723.643	23,15%
Rest of Europe	23.723.794	32.560.369	49.726.705	52,72%
Rest of the World	6.839.238	9.602.009	8.951.910	-6,77%
<b>Total revenue by portfolio</b>	<b>125.927.795</b>	<b>167.192.168</b>	<b>241.311.587</b>	<b>44,33%</b>

In terms of the (geographical) origin of sales, with the incorporation of Wairbut and Bilbomática into the Group, the business provided outside Spain has lost weight with respect to total revenues: at the end of 2023, 42.4% of the Group's total revenues were located outside Spain. The distribution is: 57.6% of revenues come from business carried out in Spain, 18.1% from Portugal, 20.6% from the rest of Europe (where it rebounded slightly despite the general percentage reduction in international business) and 3.7% from the rest of the world. The weight of international activity is combined with an increasing diversification in terms of presence in territories, thus minimizing the risk of excessive dependence on one or another market, except in the case of the Spanish market. The Group's future prospects are in line with the fact that the Spanish market is losing weight in total revenues.

In relation to the turnover by sector, a comparative table is included below:

SALES € BY SECTOR	2021	2022	2023	VARIATION
AA.PP.	37.585.042	66.093.351	114.709.216	73,56%
Industry	72.917.024	86.715.814	109.101.964	25,82%
Financial services	15.425.728	14.383.003	17.500.407	21,67%
<b>Total revenue by portfolio</b>	<b>125.927.795</b>	<b>167.192.168</b>	<b>241.311.587</b>	<b>44,33%</b>

In relation to the sector in which the client carries out its activity, 47.5% of revenues come from the business with 'Public Administrations' with an increase of 73.6% compared to 2022. In absolute terms, there was a very significant growth of €48.6 million. It is gaining weight, given that almost all of Wairbut and Bilbomática's activity is carried out in this sector. On the other hand, although they lost weight, the 'Industry' and 'Financial Services' sectors also grew in absolute terms, by 25.8% and 21.7% respectively.

## Taxes

For corporate income tax purposes, the Group's companies in Spain are taxed under the Consolidated Declaration Regime in a Group whose parent company is Boxleo Tic, S.L. For each of the companies belonging to the consolidated tax group, corporate income tax is calculated on the basis of the economic or accounting result obtained by applying generally accepted accounting principles, although it does not necessarily have to coincide with the tax result, understood as the taxable base of the aforementioned tax, which results from the application of the provisions of the Tax Law in this regard.

The reconciliation of the accounting result for the years 2021, 2022 and 2023 with the individual taxable base of the Corporate Income Tax is as follows:

FIGURES IN €	2021 FINANCIAL YEAR	FINANCIAL YEAR 2022	FINANCIAL YEAR 2023
Accounting profit before tax	9.900.387	12.722.147	19.925.792
Permanent Differences	64.576	(401.687)	338.577
Time Differences	(197.020)	460.125	(316.413)
Originating in the exercise	(193.055)	438.900	(152.464)
Originating in previous years	(3.965)	21.225	(163.949)
Other Time Allocation Differences	27.373	(2.372)	25.886
Consolidation Differences	5.411	(1.307.440)	(375.963)
Offsetting of tax losses	(497.417)	(2.425.103)	(4.324.711)
Taxable Base (Tax Result)	9.303.310	9.045.670	15.273.168

The reconciliation between the accounting result and the corporate income tax expense for the years 2021, 2022 and 2023 is as follows:

FIGURES IN €	2021 FINANCIAL YEAR	FINANCIAL YEAR 2022	FINANCIAL YEAR 2023
Accounting profit before tax	9.900.387	12.722.147	19.925.792
Permanent Differences	64.576	(401.687)	338.577
Time Differences	(197.020)	460.125	(316.413)
Other Time Allocation Differences	27.373	(2.372)	25.886
Other settings	113.309	(1.307.440)	(375.963)
Total	9.908.625	11.470.773	19.597.879
Quota at 25%	2.477.156	2.867.693	4.899.470
Reduction of Article 25 TRLIS	(96.797)	(74.623)	(44.428)
Deductions	(97.798)	(306.940)	(1.056.479)
Other	(1.065.572)	205.326	571.153
Differences in tax rates	(63.837)	(168.438)	191.388
<b>Total corporate tax expense</b>	<b>1.153.152</b>	<b>2.523.019</b>	<b>4.561.103</b>

Thus, the amounts accrued by country in 2021, 2022 and 2023 were:

AMOUNTS € PER COUNTRY	2021	2022	2023
Spain	1.745.387,59	1.712.863,85	3.114.806,64
Portugal	(715.103,94)	455.345,32	1.156.538,20
Chile	(2.849,25)	47.462,09	11.086,54
Brazil	40.127,05	95.035,99	4.844,31
United States	115.591,73	83.609,04	122.652,15
Holland	34.269,00	128.703,00	151.175,00
<b>Total taxes</b>	<b>1.217.422,18</b>	<b>2.523.019,29</b>	<b>4.561.102,84</b>

### Fines or penalties

There were no fines or penalties related to economic terms during the year. However, permanent non-significant differences in the year derived from tax revisions from previous years are included.

## Grants

During the 2023 financial year, the Group has received a capital grant granted by the European Health and Digital Executive Agency to a consortium of entities (of which Bilbomática is a member) for the financing of the LUCIA project (Understanding Lung Cancer related risk factors and their Impact). The part of the subsidy allocated to the Group's activities amounted to €300,125, which was outstanding as of December 31, 2023.

The Group has not received any subsidies during the 2022 financial year or in 2021.

## Boards of Directors. Costs

The accounting of these expenses is in accordance with the accrual principle and the expense is recorded in the profit and loss account in accordance with the actual flow of the service provided to the Group, valuing it at cost.

The amounts corresponding to the amounts received by the Directors of the parent company (Altia) for all items in 2023 are as follows:

	2023		
Salaries	594.769 €	552.271 €	624.084 €
Statutory remuneration of directors	78.000 €	78.000 €	79.000 €
Other remuneration	€ 204,570	€ 292,263	254.829 €
<b>Total</b>	<b>877.339 €</b>	<b>922.534</b>	<b>957.913</b>

There are no senior management personnel other than the members of the Board of Directors.

The remuneration of the Board of Directors is set out in the Company's Articles of Association, as follows:

"The remuneration of the directors consists of a fixed monthly allowance. The maximum amount that the Company can pay to the total number of Directors in this regard will be determined for this purpose by the General Shareholders' Meeting. That amount will remain in effect until the Board agrees to modify it. The Board of Directors shall be responsible for setting the exact amount within the maximum limit set by the General Meeting and its internal distribution among the Directors.

In addition to the above remuneration and, independently of the same, the Directors may be recipients of remuneration systems referenced to the share price or that involve the delivery of shares or option rights over the shares. It shall be the responsibility of the General Meeting of Shareholders to adopt and establish these remuneration systems and their conditions."

Regardless of Altia's statutory remuneration, the Directors receive from the Company and other Group companies the items indicated in the table above.

The remuneration systems referenced to the quoted value of the shares or that involve the delivery of shares or option rights over the shares, which are contemplated as possible by the Articles of Association, have not been developed. There is no evaluation of the performance of the members of the Board of Directors.

# Taxonomy

On 22 June 2020, European Union Regulation (EU) 2020/852 was published to facilitate the reorientation of capital flows towards more sustainable activities. It aims to respond to initiatives such as the Green Deal, the Paris Agreement or the Sustainable Development Goals, contributing to the transformation of the current economic model towards a carbon-neutral one.

The regulation establishes a taxonomy, based on science, and six environmental objectives to which such activities could contribute.

The implementation of the "European Environmental Taxonomy" will be implemented gradually and a specific one will be added to assess the contribution to social objectives.

During December 2021, the complementary regulatory developments were published. Delegated Regulation (RD) (EU) 2021/2139 sets out the technical criteria for considering an economic activity to contribute to climate change mitigation or adaptation and determines whether it does not cause significant harm (circular economy, water and marine resources, pollution prevention and control and biodiversity). RD (EU) 2021/2178 specifies the content, presentation of information and methodology to be disclosed by companies subject to Articles 19a or 29a of Directive 2013/34/EU.

During 2023, new regulatory developments were published. Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing the technical screening criteria for determining under what conditions an economic activity shall be considered to make a substantial contribution to the sustainable use and protection of water and marine resources, to the transition to a circular economy, to the prevention and control of pollution, or the protection and restoration of biodiversity and ecosystems, and to determine whether such economic activity does not cause significant harm to any of

the other environmental objectives. COMMISSION DELEGATED REGULATION (EU) 2023/2485 of 27 June 2023 amending Delegated Regulation (EU) 2021/2139.

In this context, the following concepts can be distinguished:

- **Eligible:** refers to activities with alignment potential included in (RD) (EU) 2021/2139 Annex I (mitigation) and Annex II (adaptation).
- **Ineligible:** refers to activities not included in (RD) (EU) 2021/2139, either by:
  - Generate a very significant negative impact on climate change.
  - Not have a substantial contribution to climate change mitigation and adaptation.
  - Integration into future developments, revisions of the EU taxonomy, or approvals by the European Parliament and Council.
- **Aligned eligible:** refers to eligible activities that meet the technical selection criteria (STS) of the environmental objective, ensure that they do not significantly harm the other objectives (DNSH) and that they are carried out in accordance with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights (Social Safeguards).
- **Non-aligned eligible:** Eligible activities that do not meet the alignment analysis phases (CTS, DNSH, and Safeguards).

According to the provisions of RD (EU) 2023/2486, for the year 2024, it is required to report the percentage of INCN (Net Turnover), CapEX ("capital expenditure") and OpEX ("operation expenditure"), of the company's activities that are eligible and ineligible with information from the 2023 financial year, as well as the qualitative information related to its accounting policies, compliance assessment and contextual information according to the methodology and templates provided by RD (EU) 2023/2486.

Altia has focused the reporting process on the identification of eligible and ineligible economic activities, taking into account all the Companies in which it has economic control.

Likewise, RD (EU) 2023/2486 includes the technical criteria to determine whether actions are being carried out in relation to the environmental objectives of mitigation and adaptation to climate change, sustainable use and protection of water and marine resources and whether a transition to a circular economy is being carried out, thus expanding the scope of the study into new environmental objectives that were not included in the previous version of the standard.

## Procedure in Altia

Based on the perimeter of companies that consolidate in the Altia group in 2023, we have assessed which of our economic activities are eligible and ineligible, in accordance with the taxonomic activities included in Delegated Regulation (EU) 2021/2139 on Climate published on 9 December 2021 and updated by Delegated Regulation (EU) 2023/2485 on Climate published on 27 June 2023 for their significant contribution to climate mitigation and adaptation. climate change, sustainable use and protection of water and marine resources and whether a transition to a circular economy is underway, expressed in terms of net turnover (INCN or turnover), CapEX and OpEX.

Identification and analysis of the Group's activities.

- Through this process, Altia has classified all its economic activities along its value chain.
- Thus, the following activities have been identified according to the lines of identified by Altia.

LINES OF BUSINESS		DESCRIPTION OF THE ACTIVITY (ACCORDING TO THE EU TAXONOMY)
1	Technology Consulting	Programming, consultancy and other computer-related activities (NACE code J62 in accordance with the statistical classification of economic activities established by EC Regulation No. 1893/2006).
2	Application Development Computer Machines	
3	Implementation of third-party solutions	
4	Outsourcing and Maintenance	
5	Proprietary Solutions	
6	Supplies Hardware & Software	
7	Managed Services	Data processing, hosting and related activities (NACE Code J63.1.1. in accordance with the statistical nomenclature of economic activities established by EC Regulation No. 1893/2006).

Proportion of turnover from products or services associated with economic activities that comply with the taxonomy-disclosure for the year 2023

Economic Activities	Code	Absolute turnover (thousands of €)	Proportion of turnover (%)	Criteria for substantial contribution		Absence of significant prejudice						Minimum Guarantees	Proportion of turnover that conforms to the taxonomy (%)	Category*
				Climate change mitigation (%)	Adaptation to climate change (%)	Climate change mitigation (Yes/No)	Adaptation to climate change (Yes/No)	Sustainability and protection of water and marine resources (Yes/No)	Transition to circular economy (Yes/No)	Pollution prevention and control (Yes/No)	Protection and restoration of biodiversity and ecosystems (Yes/No)			
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>														
<b>A. Environmentally sustainable activities (in line with the taxonomy)</b>														
Turnover of environmentally sustainable activities (in line with the taxonomy) (A.1)														
<b>A. Taxonomy-eligible but not environmentally sustainable activities (non-taxonomy-compliant activities)</b>														
Data Processing, Hosting, and Related Activities	J63.1.1.	19.220,747	7,97%											
Programming, consulting, and other related activities	J62	44.532,630	18,45%											
Turnover of activities that are eligible according to the taxonomy, but not environmentally sustainable (activities that do not comply with the taxonomy) (A.2)	J63.1.1 J62	63.753,378	26,42%											
<b>Total A.1 + A.2</b>		<b>63.753,378</b>	<b>26,42%</b>											

B. NON-TAXONOMY-ELIGIBLE ACTIVITIES														
Turnover of activities not eligible according to taxonomy (B)	J62	177.558,208	73,58%											
TOTAL A + B		241.311,587	100%											
Proportion of CapEx from products or services associated with economic activities that comply with the taxonomy-disclosure for the year 2023														
Economic Activities	Code	Absolute turnover (thous ands of €)	CapEx	Substantial Contribution Criteria		Criteria for the absence of significant								
				Climate change mitigation (%)	Adaptation to climate change (%)	Sustainability and protection of water and marine resources	Transition to circular economy	Pollution prevention and control	Protection and restoration of biodiversity and ecosystems	Minimum Guarantees	Proportion of turnover that conforms to the taxonomy	Category*		
				(%)	(%)	(%)	Yes / No	Yes / No	Yes / No	Yes / No	Yes / No	Yes / No	%	F/T
A. TAXONOMY-ELIGIBLE ACTIVITIES														
A. Environmentally sustainable activities (in line with the taxonomy)														
Turnover of environmentally sustainable activities (in line with the taxonomy) (A.1)														
A. Taxonomy-eligible but not environmentally sustainable activities (non-taxonomy-compliant activities)														
Data Processing, Hosting, and Related Activities	J63.1.1.	381,171	-220,91%											
Programming, consulting, and other computer-related activities	J62	0,00	0,00%											

Turnover of taxonomy-eligible but not environmentally eligible activities (A.1)	381,171	-220,91%												
Turnover of non-taxonomy-compliant activities (A.2)														
<b>Total A.1 + A.2</b>	<b>381,171</b>	<b>-220,91%</b>												

**B. NON-TAXONOMY-ELIGIBLE ACTIVITIES**

Turnover of non-business activities eligible according to taxonomy (B)	-553,715	320,91%												
<b>TOTAL A + B</b>	<b>-172,543</b>	<b>100,00%</b>												

**Proportion of OpEx from products or services associated with economic activities that comply with the taxonomy-disclosure for the year 2023**

Economic Activities	Code	Absolute CapEx (thousands of €)	Contribution		Criteria for the absence of significant prejudice									
			(% CI)	(%)	Climate change mitigation	Adaptation to climate change	Transition to circular economy	Pollution prevention and control	Protection and restoration of biodiversity and ecosystems	Minimum Guarantees	confo	Category*		
					Yes / No	Yes / No	Yes / No	Yes / No	Yes / No	Yes / No	Yes / No	Yes / No		

**A. TAXONOMY-ELIGIBLE ACTIVITIES Substantial**

A. Environmentally sustainable activities (in line with the taxonomy)													
OpEx of environmentally sustainable activities (in line with the taxonomy) (A.1)													
A. Taxonomy-eligible but not environmentally sustainable activities (non-taxonomy-compliant activities)													
Data Processing, Hosting, and Related Activities	J63.1.1.	57,075	1,76%										
Programming, consulting, and other activities related to the computer science	J62	0,00	0,00%										
OpEx of activities eligible according to the taxonomy but not environmentally sustainable (non-taxonomy-compliant activities) (A.2)													
Total A.1 + A.2		57,075	1,76%										
B. NON-TAXONOMY-ELIGIBLE ACTIVITIES													
OpEx of activities not eligible under taxonomy (B)		3.194,261	98,24%										
TOTAL A + B		3.251,336	100%										

## Eligibility Analysis

The activity of "Data processing, hosting and related activities" according to the provisions of Annex I of Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021 (as amended by Delegated Regulation (EU) 2023/2486), is considered 100% eligible-aligned derived from the following technical selection criteria in relation to its substantial contribution to the environmental objectives of adaptation to climate change, sustainable use and protection of water and marine resources and whether a transition to a circular economy is taking place.

The activity "Programming, consulting, and other computer-related activities" is considered eligible in relation to:

- Software that enables the management of and adaptation to physical climate risks.
- Providing data-driven IT/OT solutions for leakage reduction
- Provision of data-driven IT/OT solutions.

Therefore, Altia's activities encompassed in the business areas of Computer Application Development, Proprietary Solutions and Technology Consulting can be considered eligible.

## Calculation of key indicators

In accordance with Delegated Regulation (EU) 2021/2178 (as amended by Delegated Regulation (EU) 2023/2486) on the disclosure of Taxonomy information, the accounting criteria to be taken into account when calculating the numerator and denominator of the eligible and ineligible INCN, CapEX and OpEX according to the EU Environmental Taxonomy have been considered.

To calculate the ratios of the three financial KPIs, the proportion of INCN, CapEX and OpEX that is considered eligible by Taxonomy as the numerator has been calculated, divided by the total INCN, CapEX and OpEX of the Altia group at the end of the year.

### Calculation of % of Turnover

The proportion of turnover referred to in Article 8(2)(a) of Regulation (EU) 2020/852 shall be calculated as the share of net turnover derived from products or services, including intangible products, associated with economic activities complying with the taxonomy (numerator), divided by the net turnover (denominator) as defined in Article 2; paragraph 5 of Directive 2013/34/EU.

In the case of Altia, the numerator includes the sum of the Turnover (accounting accounts of the Group 70 General Accounting Plan) of the business lines mentioned above that are taxonomically eligible. While the denominator corresponds to the total balance of the Group's turnover.

Specifically in the case of the turnover KPI, i) the Group has made the calculation only with sales to third parties external to the Group (considering the premise of vertical integration discussed above); ii) it has avoided double counting of revenues in its estimation, iii) and has ensured that the analysis is carried out on the basis of the Group's consolidated revenue data without the inclusion of internal consumption or other ineligible additional services.

### CapEx % Calculation

The proportion of CapEx referred to in Article 8(2)(b) of Regulation (EU) 2020/852 shall be calculated as the numerator divided by the denominator; The denominator is the additions to tangible and intangible assets during the period under consideration before depreciation, amortization and possible new valuations, including those resulting from revaluations and impairments, corresponding to the relevant period,

excluding changes in fair value. The denominator will also include additions to tangible and intangible assets resulting from business combinations.

For non-financial undertakings applying the International Financial Reporting Standards (IFRS) adopted by Regulation (EC) No 1126/2008, CapEx shall cover costs that are accounted for in accordance with:

- IAS 16 Property, plant and equipment, paragraph 73(e)(i) and (iii);
- IAS 38 Intangible Assets, paragraph 118(e)(i);
- IAS 40 Real Estate Investments, paragraph 76(a) and (b) (for the fair value model);
- IAS 40 Real Estate Investments, paragraph 79(d)(i) and (ii) (for cost modeling);
- IAS 41 Agriculture, para. 50(b) and (e);
- IFRS 16 Leases, paragraph 53(h).

Leases that do not result in the recognition of a right of use of the asset will not be accounted for as CapEx.

On the other hand, the numerator shall include the portion of fixed asset investments included in the denominator that:

- is related to assets or processes that are associated with economic activities that conform to the taxonomy;
- is part of a plan to expand economic activities that comply with the Taxonomy or to allow economic activities eligible under the Taxonomy to comply with the Taxonomy ('CapEx plan') under the conditions specified in the second subparagraph of this point 1.1.2.2 (relating to the 'CapEx plan');
- is related to the purchase of production from taxonomy-compliant economic activities and individual measures enabling the target activities to become low-carbon or lead to greenhouse gas reductions, in particular the activities listed in points 7.3 to 7.6 of Annex I to the ADC; as well as other economic

activities listed in the Delegated Acts adopted in accordance with Articles 10(3), 11(3), 12(2), 13(2), 14(2) and 15(2) of Regulation (EU) 2020/852, and provided that those measures are implemented and operational within 18 months.

In the case of Altia, the denominator will be the Group's total Capex, which includes investments in intangible fixed assets and investments in property, plant and equipment. In relation to the numerator, it will only be the aggregation of the Capex of the activities considered taxonomically eligible.

### OpEx % Calculation

The proportion of OpEx referred to in Article 8(2)(b) of Regulation (EU) 2020/852 shall be calculated as the numerator divided by the denominator; including the latter uncapitalised direct costs relating to research and development, building renovation measures, short-term leases, maintenance and repairs, as well as other direct expenses related to the day-to-day maintenance of property, plant and equipment assets, by the undertaking or a third party to whom activities are subcontracted, and that they are necessary to ensure the continued and efficient operation of those assets.

On the other hand, the numerator shall include the portion of operating expenses included in the denominator that:

- is related to assets or processes associated with economic activities that are in line with the taxonomy, including training and other human resource adaptation needs, and uncapitalised direct costs representing research and development;
- forms part of the CapEx plan to expand economic activities that are in line with the Taxonomy or to allow economic activities eligible under the Taxonomy to

be in line with the Taxonomy within a predefined time frame, as set out in the second subparagraph of this point 1.1.3.2 (concerning the 'CapEx plan');

- relates to the purchase of production from taxonomy-compliant economic activities and individual measures enabling the target activities to become low-carbon or lead to greenhouse gas reductions, as well as individual building renovation measures, as identified in the Delegated Acts adopted in accordance with Article 10; Article 11(3), Article 12(2), Article 13(2), Article 14(2) or Article 15(2) of Regulation (EU) 2020/852, and provided that those measures are implemented and operational within 18 months.

In the case of Altia, only uncapped direct costs related to short-term leases and maintenance and repairs have been considered for the OpEx indicator.

The denominator will bring together the expenditure of these two OpEx items of the entire Group, while the numerator will consist of the same items, but only of the activities recognized as eligible.

## Alignment analysis

Altia has carried out the **analysis of alignment with the environmental objectives of adaptation to climate change, sustainable use and protection of water and marine resources** and whether a transition to a circular economy **is being carried out** with the data at the end of the 2023 financial year for all eligible activities in its portfolio.

In relation to the alignment criteria established by the delegated regulations, it is established that:

- The Global Warming Potential (GWP) must be less than 675 tons of CO<sub>2</sub> emitted.

Global Warming Potential (GWP) is a relative measure of the warming effect a gas produces when it is in the atmosphere.

For the eligible activity "Data Processing, Hosting and Related Activities", it is evident that the Altia Datacenter uses the refrigerant gas R143A. The emission of 1 ton of refrigerant gas HFC-134A into the atmosphere would contribute to global warming, as would the emission of 1300 tons of CO<sub>2</sub> emitted into the atmosphere according to the conversion factors published by MITERD.

Therefore, and as it does not comply with the maximum value of 675 Tn CO<sub>2</sub>, the activity is considered non-alignable by taxonomy.

However, economic activity has implemented physical and non-physical solutions that substantially reduce the most important physical climate risks that are material to that activity.

The assessment of climate vulnerabilities and risks is proportional to the scale of the activity and its expected duration.

Specifically, there is an environmental management system in accordance with ISO 14001, as specified in the environmental performance of this report, which includes

measures to minimize the impact of activities focused on achieving the environmental objective of adaptation to climate change.

In relation to the activity "Programming, consulting and other activities related to computing" we are not in a position to corroborate that work has been carried out that is included among those considered to be alignable, so it is considered that there is no contribution to the achievement of the environmental objectives of adaptation to climate change, sustainable use and protection of water and marine resources and whether a transition towards a sustainable and sustainable environment is being carried out. circular economy.



## Partners & Suppliers

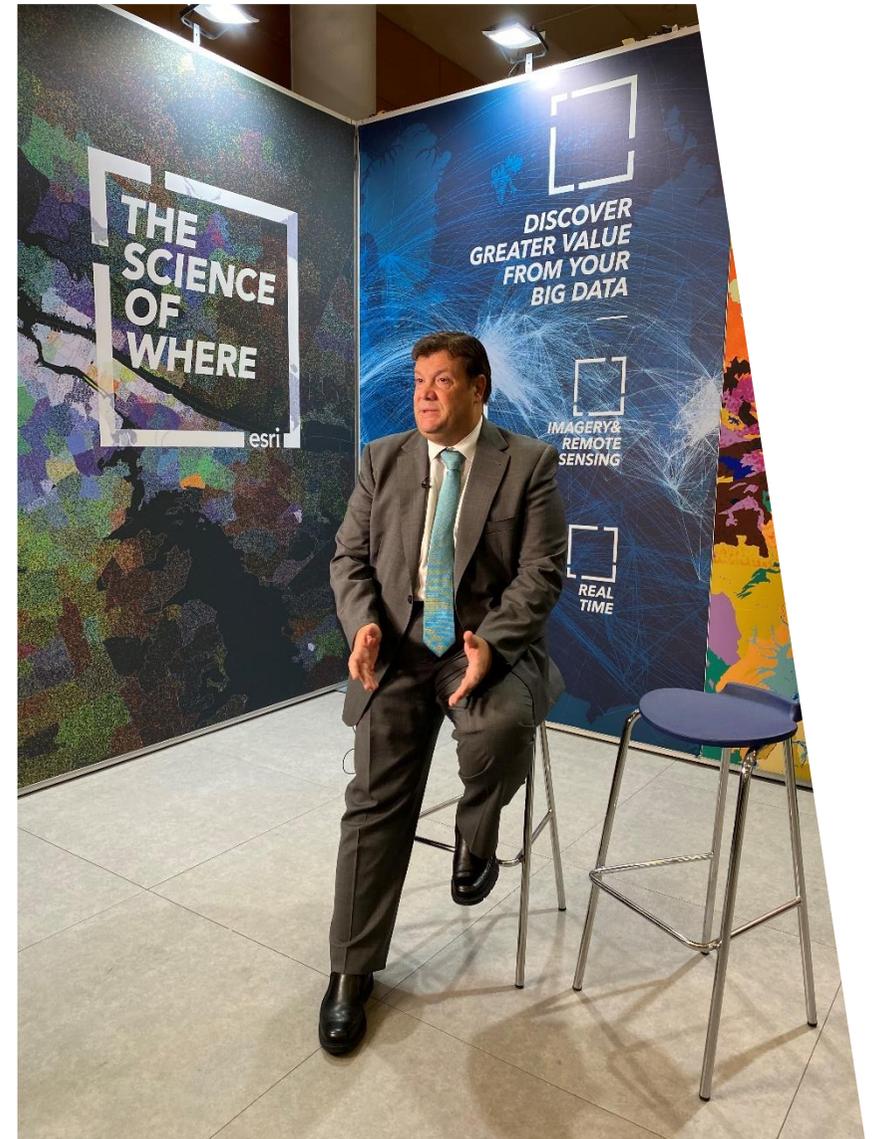
The Altia Group's purchasing policy aims to optimize the relationship between the cost, quality and performance of the purchase or subcontracting of all kinds of goods and services.

To this end, it is based on the general principle of competition and at the same time on the promotion of the principles of transparency and non-discrimination.

As a result of the geographical location of the work centres in Spain, Portugal, the Netherlands, the United States, Brazil and Chile, the Group relies mainly on national suppliers. The most significant purchases are made in Spain and Portugal, where local purchases represent more than 80% of the total volume of contracts.

In the case of projects carried out outside Spain, Portugal, Holland, the United States, Brazil and Chile, the contracting of products and services is usually carried out in the location where the project is developed. Occasionally, jobs have been contracted in other EU countries.

All the companies of the Group sign a **contract that regulates the relationship with all their suppliers**, with special detail with those who carry out work for clients. Since the end of 2013, Altia has attached to all signed contracts the corresponding clauses on confidentiality, anti-corruption, compliance with codes of conduct, human rights, child or forced labor, environmental compliance, etc. Altia's subsidiaries incorporate the same clauses into all their contracts after their integration into the Group.



In the Altia group, a continuous evaluation and approval of suppliers is carried out. The integrated management system of Altia, Bilbomatica and Wairbut in Spain and the quality and information security management system of Noesis in Portugal include in their documentation the procedure for carrying out the continuous evaluation of suppliers, based on purchase orders and incidents detected in supplies during a given period. The available records are analyzed and decisions are taken.

No negative environmental impacts have been identified in the relationship with suppliers in the period.

Likewise, within the risk analysis in terms of Regulatory Compliance, the criminal risks and serious wrongdoing applicable to the relationship with suppliers are analysed and specific auditable controls have also been designed.

In the same way, the **main partners and suppliers** are:



# Associations

Altia maintains collaboration agreements with sectoral and national associations with which it participates in different activities such as work commissions or events and collaborates in the dissemination of these through content in its newsletters, magazines or websites.

Below are the Associations in which Altia participated in one way or another during 2023:



# Non- Financial Information Index



## Non-Financial Information Index

The **non-financial information** included in this document forms part of the Consolidated management under the terms of article 49.7 of the Commercial Code.

TABLE EQUIVALENCES INFORMATION REQUIREMENTS LAW 11/2018		
NON-FINANCIAL INFORMATION TO BE REPORTED	PAGE	GRI INDICATORS
<b>0: GENERAL INFORMATION</b>		
Brief description of the Group's business model (including its business environment, its organisation and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future evolution).	2, 11-16, 42-56, 69- 73, 151-153, 179- 182.	GRI 2-1, GRI 2-2, GRI 2-6, GRI 2-22
A description of the policies applied by the Group, which will include: the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts and verification and control, including the measures that have been adopted.	42-56, 57-59, 74-83	GRI 2-22, GRI 2-23, GRI 2-24, GRI 2-25
The results of these policies should include relevant non-financial key performance indicators that allow for the monitoring and evaluation of progress and that promote comparability between companies and sectors, in accordance with the national, European or international reference frameworks used for each subject.	42-56, 57-59, 74-83	GRI 2-22, GRI 2-23, GRI 2-24, GRI 2-25

The main risks related to these issues linked to the Group's activities (business relationships, products or services) that may have a negative effect in these areas, and how the Group manages these risks, explaining the procedures used to detect and assess them in accordance with the national, European or international reference frameworks for each area. Information should be included on the impacts that have been identified, providing a breakdown of them, in particular on the main risks in the short, medium and long term.	42-56, 57-59, 69-71	GRI 2-12, GRI 2-13, GRI 2-16, GRI 2-22
<b>1: INFORMATION ON ENVIRONMENTAL ISSUES</b>		
Detailed information on the current and foreseeable effects of the company's activities on the environment and, where applicable, health and safety, environmental assessment or certification procedures; resources dedicated to the prevention of environmental risks; the application of the precautionary principle, the amount of provisions and guarantees for environmental risks.	42-56, 57-59, 135- 141, 144-146, 153-158	GRI 2.22, GRI 2-25, GRI 302, GRI 303, GRI 305, GRI 306
<b>Contamination:</b>		
Measures to prevent, reduce or remedy carbon emissions that severely affect the environment, taking into account any form of activity-specific air pollution, including noise and light pollution.	135-141, 144-146, 153-158	GRI 302, GRI 305
<b>Circular economy and waste prevention and management:</b>		
Measures for prevention, recycling, reuse, other forms of waste recovery and disposal; Actions to combat food waste.	135-141, 157-158	GRI 301-2 GRI 306

Sustainable use of resources:		
Water consumption and supply in accordance with local constraints	153-155	GRI 303
Consumption of raw materials and the measures taken to improve the efficiency of their use.	153-155	GRI 301-1 GRI 301-2
Energy: Consumption, direct and indirect; Measures taken to improve energy efficiency, use of renewable energy.	146, 153-155	GRI 302-1 GRI 302-3
Climate change		
Significant elements of greenhouse gas emissions generated as a business activity (including goods and services it produces).	9, 135, 144-146, 155-157, 180-193	GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4
Measures taken to adapt to the consequences of climate change.	144-146, 155-157, 180-193	GRI 305, GRI 201-2
Reduction targets voluntarily set in the medium and long term to reduce GHG emissions and means implemented to this end.	146	GRI 305
Protection of biodiversity:		
Measures taken to preserve or restore biodiversity.	135-146, 208	GRI 304-1
Impacts caused by protected area activities or operations	135-146, 208	GRI 304-2
<b>2: INFORMATION ON SOCIAL AND PERSONNEL ISSUES</b>		
Employment: In some cases, the information disaggregated according to any of the following items (professional category or age) is not provided because it is considered relevant to us or because it is data that is published in the annual accounts in this way.		
Total number and distribution of employees by sex, age, country and occupational classification	98-112, -158-170	GRI 2-7, GRI 405-1

Total number and distribution of types of contracts and annual average of permanent contracts, temporary contracts, and part-time contracts by sex, age and professional classification.	91, 159-168	GRI 405-1
Number of dismissals by: sex, age and occupational classification.	168-170	GRI 401-1
Average remuneration and its evolution disaggregated by sex, age and occupational classification.	170-175	GRI 405-2
Pay gap and pay equal or average jobs in society.	170-175	GRI 202-1, GRI 405-2
Average remuneration of directors and officers (including variable remuneration, allowances, compensation, payment to long-term savings pension schemes and any other payment disaggregated by sex.	170-175, 183	GRI 2-19, GRI 2-20, GRI 2-21
Implementation of work disconnection policies	54, 108	GRI 2-23, GRI 401-1
Employees with disabilities	113, 117	GRI 405-1
Organization of work:		
Organization of working time	91-110, 113-120	GRI 2-30
Number of hours of absenteeism		GRI 403-2
Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of these rights by parents	113-120	GRI 401-2
Health & Safety:		
Health and safety conditions at work	111-113	GRI 403-1, GRI 403-3

Accidents at work, in particular their frequency and severity, as well as occupational diseases. Disaggregated by sex	112	GRI 403-2, GRI 403-3, GRI 403-9, GRI 403-10
Social Relationships:		
Organisation of social dialogue (including procedures for informing, consulting and negotiating with staff)	111-113	GRI 403-4
Percentage of employees covered by collective agreement by country.	111-113	GRI 2-30
Assessment of collective agreements (particularly in the field of occupational health and safety)	111-113	GRI 2-30, GRI 403-1 GRI 403-4
Formation:		
Policies implemented in the field of training	49-55, 176-179	GRI 404-2
Total number of training hours by professional category.	176-179	GRI 404-1
Accessibility:		
Universal accessibility for people	44	GRI 405-1
Equality:		
Measures taken to promote equal treatment and opportunities for women and men; equality plans (Chapter III of Organic Law 3/2007 of 22 March 2007 for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility for people with disabilities; the policy against all types of discrimination and, where appropriate, diversity management.	44-48, 49-55, 74-83, 95-97	GRI 401-3, GRI 405-1, GRI 405-2, GRI 406-1

3: INFORMATION ON RESPECT FOR HUMAN RIGHTS		
Implementation of human rights due diligence procedures	74-83	GRI 410-1, GRI 412-1, GRI 412-3
Prevention of the risks of human rights violations and, where appropriate, measures to mitigate, manage and repair possible abuses committed.	74-83	GRI 410-1, GRI 412-1, GRI 412-3
Complaints of human rights violations	83	GRI 406-1
Promotion and enforcement of the provisions of the fundamental conventions of the International Labour Organization relating to respect for freedom of association and the right to collective bargaining.	74-83	GRI 2-30
4: INFORMATION ON THE FIGHT AGAINST CORRUPTION AND BRIBERY		
Measures taken to prevent corruption and bribery.	74-83	GRI 2-23, GRI 2-24, GRI 2-25. GRI 2-27, GRI 205-1. GRI 205-2, GRI 205-3
Measures to combat money laundering.	74-83	GRI 2-23, GRI 2-24, GRI 2-25. GRI 2-27, GRI 205-1. GRI 205-2, GRI 205-3
Contributions to foundations and non-profit organizations.	123-133, 196	GRI 201-1, GRI 413-1
5: INFORMATION ABOUT THE COMPANY		
The company's commitments to sustainable development:		
The impact of the company's activity on employment and local development.	123-133	GRI 203-1 GRI 203-2 GRI 413-1
The impact of the company's activity on local populations and the territory.	123-133	GRI 203-1 GRI 203-2

		GRI 411-1 GRI 413-1 GRI 413-2
Relations with local community actors and modalities of dialogue with them.	80-85, 123-133	GRI 2-26, GRI 2-29, GRI 413-1
Partnership or sponsorship actions	123-133	GRI 2-28
Subcontracting & Suppliers:		
Inclusion of the procurement policy on social, gender equality and environmental issues	194-195	GRI 406-1, GRI 407-1, GRI 412-1, GRI 414-1, GRI 414-2
Consideration of their responsibility in relationships with suppliers and subcontractors	194-195	GRI 2-6, GRI 204-1, GRI 308-1, GRI 414-1, GRI 414-2

Supervision and audit systems and their resolution.	3, 29-35, 69-73	GRI 2-5, GRI 2-12
Consumers:		
Measures for the health and safety of consumers	111-112, 122	GRI 416-1, GRI 417-1
Complaint and complaint systems received and resolution of these	122, 140	GRI 416-2, GRI 417-2, GRI 418-1
Tax Information:		
The benefits obtained on a country-by-country basis.	180-182	GRI 201-1, GRI 207-4
Taxes Earned on Profits Paid	182	GRI 201-1, GRI 207-4
Public subsidies received	183	GRI 201-4

# GRI Indicators



GRI CONTENT INDEXES			
STATEMENT OF USE	The Altia group has presented the information cited in this GRI content index for the period from January 1, 2023 to December 31, 2023 using the GRI Standards as a reference.		
GRI 1 USED	GRI 1: FUNDAMENTALS 2021		
INDICATOR / CONTENT		PAGE	FEEDBACK
GRI 2: GENERAL CONTENTS 2021			
THE ORGANIZATION AND ITS REPORTING PRACTICES			
2-1	Organizational Details	2, 11-16, 69-73, 151-153, 179-182.	
2-2	Entities included in sustainability reporting	14, 151-153	
2-3	Reporting period, frequency, and point of contact	2	
2-4	Updating information	203	No relevant information update has been made
2-5	External Verification	2, 211	
ACTIVITIES & WORKERS			
2-6	Activities, value chain and other business relationships	12-13, 20-28, 42-56	
2-7	Employees	98-112, -158-171	
2-8	Workers Who Are Not Employees	168	
GOVERNANCE			
2-9	Governance Structure and Composition	69-73	
2-10	Appointment and selection of the highest governing body	69-73	
2-11	President of the highest governing body	7-8, 70-71	
2-12	Role of the highest governing body in overseeing the management of impacts.	69-73	
2-13	Delegation of responsibility for managing impacts	57-59	
2-14	Role of the highest governing body in sustainability reporting	69-73	
2-15	Conflicts of interest	77-79	
2-16	Communicating Critical Concerns	57-64	
2-17	Collective knowledge of the highest governing body	71	

2-18	Performance evaluation of the highest governing body	174-175, 183	
2-19	Remuneration Policies	183	
2-20	Process for Determining Remuneration	183	
2-21	Annual Total Compensation Ratio	183	
STRATEGY, POLICIES AND PRACTICES			
2-22	Declaration on the Sustainable Development Strategy	42-56	
2-23	Commitments and policies	42-48, 50-56, 74-83	
2-24	Mainstreaming commitments and policies	42-56, 74-83	
2-25	Processes to Remedy Negative Impacts	57-59	
2-26	Mechanisms for seeking advice and raising concerns	57-64	
2-27	Compliance with laws and regulations	74-83, 108, 144	
2-28	Membership in associations	35-37, 133, 196	
STAKEHOLDER ENGAGEMENT			
2-29	Approach to Stakeholder Engagement	59-64	
2-30	Collective bargaining agreements	105, 112-113, 175	
GRI 3: MATERIAL TOPICS 2021			
3-1	Process of Determining Material Issues	57-64	
3-2	List of Material Topics	64	
TALENT DEVELOPMENT			
3-3	Management of material issues	91-110	
202-1	Ratio of the standard entry-level wage by sex to the local minimum wage	176	
401-1	New Employee Hires and Staff Turnover	168-169, 176	
401-2	Benefits for full-time employees that are not given to part-time or temporary employees	112-120	
402-1	Minimum Notice Periods for Operational Changes	112-120	
404-1	Average number of hours of training per year per employee	176-179	
404-2	Employee Upskilling Programs and Transition Assistance Programs	176-179	
404-3	Percentage of employees who receive regular performance appraisals and professional development	174-175, 183	

COMPLIANCE			
3-3	Management of material issues	74-83	
205-1	Operations assessed for corruption-related risks	193-194	
205-2	Communication and training on anti-corruption policies and procedures	75-84	
205-3	Confirmed cases of corruption and measures taken	84	There have been no cases of corruption.
206-1	Legal actions related to unfair competition	203	They have not occurred in the period.
307-1	Failure to comply with environmental laws and regulations	145	
419-1	Failure to comply with laws and regulations in the social and economic spheres	203	None
CYBERSECURITY AND DATA PROTECTION			
3-3	Management of material issues	75-84	
418-1	Fundamental Claims Relating to Customer Privacy Breaches and Loss of Customer Data	203	None
ETHICS, COMPLIANCE AND INTEGRITY IN BUSINESS			
3-3	Management of material issues	75-85	
204-1	Proportion of Spend on Local Suppliers	194-195	
RISK AND OPPORTUNITY MANAGEMENT			
3-3	Management of material issues	78-79, 67-70	
CUSTOMER SATISFACTION AND SAFETY AND QUALITY PRODUCTS AND SERVICES			
3-3	Management of material issues	122	
302-5	Reduction of energy requirements for products and services	122	
416-1	Assessment of the health and safety impacts of product or service categories	122	
416-2	Non-compliance cases relating to the health and safety impacts of product and service categories	122	
417-1	Requirements for information and labelling of products and services	122	
417-2	Cases of non-compliance related to the information and labelling of products and services	205	None
417-3	Cases of non-compliance related to marketing communications	205	None
OCCUPATIONAL SAFETY, HEALTH AND WELL-BEING			
3-3	Management of material issues	91-103	
403-1	Occupational Health and Safety Management System	111-112	

403-2	Hazard Identification, Risk Assessment, and Incident Investigation	176	
403-3	Occupational health services	111-112	
403-4	Worker involvement, consultation and communication on occupational health and safety	111	
403-5	Worker training on occupational health and safety	9, 176-179	
403-6	Promoting workers' health	112	
403-7	Prevention and mitigation of impacts on the health and safety of workers directly linked to business relationships	111-112	
403-8	Coverage of the occupational health and safety management system	111-112	
403-9	Workplace Accident Injuries	176	
403-10	Occupational ailments and illnesses	176	
EQUALITY, INCLUSION AND DIVERSITY AMONG EMPLOYEES			
3-3	Management of material issues	91-103	
401-3	Parental leave	120	
405-1	Diversity in governing bodies and employees	117, 158-170	
405-2	Ratio of women's basic salary and remuneration to men	171-174	
406-1	Discrimination cases and remedial actions taken	122	
HUMAN AND LABOUR RIGHTS			
3-3	Management of material issues	91-103	
412-1	Operations subject to human rights reviews or impact assessments	194-195	
412-2	Training of employees in human rights policies or procedures	206	Not done
412-3	Significant investment agreements and contracts with human rights clauses or subject to human rights assessment	122, 194	
407-1	Operations and suppliers whose right to freedom of association and collective bargaining could be at risk	206	No operations and suppliers with significant risk are identified
408-1	Operations and suppliers at significant risk of child labor	206	No operations and suppliers with significant risk are identified
410-1	Security personnel trained in human rights policies or procedures	206	There are no security personnel
411-1	Cases of violations of the rights of indigenous peoples	206	There have been no incidents involving the indigenous population

414-1	New suppliers who have passed selection filters according to social criteria	194-195	
414-2	Negative social impacts on the supply chain and measures taken	194-195, 207	No negative effects have been identified.
CLIMATE CHANGE AND ENERGY EFFICIENCY			
3-3	Management of material issues	135-141	
301-1	Materials Used by Weight or Volume	143, 144-158	
301-2	Recycled inputs	153-155	
301-3	Reused Products & Packaging Materials	207	No reuse or packaging
302-1	Energy consumption within the organization	153-155	
302-2	Energy consumption outside the organization	207	Not considered relevant
302-3	Energy Intensity	135, 153-155	
302-4	Reduced energy consumption	141, 146	
303-1	Interaction with water as shared resources	154	
303-2	Managing the impacts related to water discharges	135-141, 155	
303-3	Water Extraction	154	
303-4	Water Discharges	155	
303-5	Water Consumption	154	
305-1	Direct GHG emissions (scope 1)	9, 135, 144-146, 155-157	
305-2	Indirect GHG emissions from power generation (scope 2)	9, 135, 144-146, 155-157	
305-3	Other indirect GHG emissions (scope 3)	207	Not considered relevant
305-4	GHG Emissions Intensity	9, 135, 144-146, 155-157	
305-5	Reduction of GHG emissions	9, 135, 144-146, 155-157	
305-6	Emissions of ozone-depleting substances (ODS)	207	None
305-7	Nitrogen oxides (NOx), sulfur oxides (SOX) and other significant air emissions	207	No relevant SOX and other emissions occur
306-1	Waste generation and significant waste-related impacts	157-158	
306-2	Management of significant waste-related impacts.	135-141, 158, 19	
306-3	Waste generated	157-158	
306-4	Waste not destined for disposal	135, 157-158	

306-5	Waste destined for disposal	135, 157-158	
308-1	New suppliers that have passed evaluation and selection filters in accordance with environmental criteria	194-195	
308-2	Negative Environmental Impacts on the Supply Chain and Measures Taken	208	No suppliers with significant environmental impacts have been identified
304-1	Owned, leased or managed operations centres located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	208	There are no centres in areas with a significant impact on biodiversity
304-2	Significant impacts of activities, products and services on biodiversity	208	There are no impacts on biodiversity
304-3	Protected or restored habitats	208	No protection actions were carried out
304-4	Species listed on the IUCN Red List and national conservation lists whose habitats are in areas affected by operations	208	There are no impacts on protected species
RELATIONS WITH ANALYSTS, INVESTORS AND REGULATORS			
3-3	Management of material issues	66-68, 74-83	
207-1	Tax Approach	9, 181-182	
207-2	Fiscal governance, control and risk management	84-89, 181-182	
207-3	Stakeholder Engagement and Managing Tax Concerns	17-18, 57-64, 67-73	
207-4	Taxes by country	182	
GOOD CORPORATE GOVERNANCE			
3-3	Management of material issues	66-68	
201-1	Direct Economic Value Generated and Distributed	9, 66, 84-89, 179-183	
201-2	Financial implications and other risks and opportunities arising from climate change	49-56, 184-193	
201-3	Defined Benefit Plan and Other Retirement Plan Obligations	112-113, 183	
201-4	Financial Assistance Received from the Government	183	
202-2	Proportion of senior executives hired from the local community	165	
203-1	Investments in infrastructure and supported services	123-133	
203-2	Significant indirect economic impacts	123-133	
204-1	Proportion of Spend on Local Suppliers	194-195	
413-1	Operations with local community participation, impact assessments and development programme	123-133, 194-195	
413-2	Operations with significant negative impacts – actual and potential – on local communities	208	No negative impacts on local communities have been detected

415-1	Contributions to political parties and/or representatives	209	No political contributions are made
SUSTAINABLE INNOVATION AND DIGITALIZATION			
3-3	Management of material issues	42-56	

# TUV. Memory Verification





#### Declaración sobre la verificación

TÜV Rheinland Inspection, Certification&Testing, S.A.  
declara que:

Se ha efectuado la verificación de la **Memoria de Sostenibilidad e Información no Financiera 2023** en lo que respecta a su estructura, contenido y fiabilidad de la información aportada por

#### GRUPO ALTIA CONSOLIDADO

Como resultado de este proceso de verificación TÜV Rheinland expresa que:

- El contenido de la información está basado y soportado por datos y registros comprobados como ciertos. Así mismo la información, su tratamiento, los cálculos, gráficos, etc., han sido oportunamente comprobados y verificados
- La trazabilidad y relevancia entre información de base y contenido de la memoria es adecuada.
- Se ha realizado de conformidad con los requisitos y principios establecidos en la Guía para elaboración de Memorias de Sostenibilidad, elaborada por Global Reporting Initiative (GRI), en concreto según los estándares GRI.

**Conforme a esto, TÜV Rheinland establece para la Memoria de Sostenibilidad e Información no Financiera 2023 de GRUPO ALTIA CONSOLIDADO, que se ha realizado DE CONFORMIDAD para la opción "In reference"**

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TÜV Rheinland Group in Spain

# 2023 Sustainability Report

and non-financial information

[altia.es](http://altia.es)

