

sesé

A year of commitment

2023 SUSTAINABILITY REPORT

The main objective of Sesé's Sustainability Report is to highlight the activities carried out by the organisation from a perspective of total transparency, offering a complete overview of the social, environmental and economic development of the organisation.

Sesé has prepared this report in accordance with the GRI Standards for the period from the 1st of January 2023 to the 31st of December 2023.

This Report is also the tool used for presenting information on the status of the non-financial position of Sesé and, therefore, forms part of the organisation's Management Report, thus responding to the requirements of Spanish Law 11/18 on non-financial information and diversity.

The contents of the Report focus on the issues that have been identified as most relevant to the organisation, taking as a reference the Global Reporting Initiative framework, the 10 Principles of the United Nations Global Compact and the 17 Sustainable Development Goals, highlighting how Sesé contributes to the achievement of those SDGs that are most closely linked to its sustainability strategy and that positions the organisation on the path that Agenda 2030 sets for everyone.

Design, editing and layout: SESÉ.

www.gruposese.com



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COMMITTED TO A PURPOSE

Letter from the president

One story, three lives

We are Sesé

Good Governance

A year in figures



1.



LETTER FROM THE PRESIDENT

We hereby end 2023 satisfied with our efforts and achievements, and with our sights set on the future. We now face Sesé's 'third life' with a steadfast pledge to **sustain our accomplishments to date and to drive the efficient, profitable growth of our business**. We're achieving this with a new brand launched in 2023 that positions us in the market as exactly what we are: a comprehensive supply chain manager.

Last year, thanks to the efforts of the entire team and the favourable development of operations, Sesé closed the year with the best results in its history: 1,038 million euros in turnover and an EBITDA of 60 million euros. These results stem from the positive performance of the Industrial Services Division, most notably in the USA where the consolidation of axle assembly activities for electric and combustion vehicles was a key driver in achieving these results. The start-up of new international transport businesses, as well as continued growth in markets such as Mexico and Brazil, have also made a fundamental contribution to the results achieved.

Sesé's business structure is increasingly solid **and allows us to look to the future with stability and trust**. We have adopted a strategy based on the creation of value throughout the entire supply chain, constantly striving for excellence in our operations and firmly committed to our projects and the people behind them. Furthermore, it is crucial not to forget the role of **innovation** and **sustainability** — both key levers in achieving a more efficient and decarbonised supply chain.

It is our responsibility to ensure that we minimise the impact of our activities on the environment, while having a positive impact on that environment and on society. That is why I wish — as I do every year — to expressly reaffirm our full commitment to the Ten Principles of the Global Compact, to the Guiding Principles on Business and Human Rights and to the 17 Sustainable Development Goals (SDGs) included in the 2030 Agenda.



LETTER FROM THE PRESIDENT

Now it is time to go a step further. In 2024 we must take the Sesé brand to its fullest expression. Our **attitude**, our customer proximity, our **values** and our human quality as a team make us unique and different, make us better, make us more competitive. We have the capacity to achieve great things, and we feel deeply responsible for that capacity to fearlessly assume the transformative role we want to play in industry and society.

But none of this would be possible without our company's most important asset. The asset that makes things happen, that drives us to improve every day in order to be more competitive and offer the best possible solutions: **our people**.

I would like to thank each and every person at Sesé for their commitment to the company; for their attitude of constant improvement; for their efforts to guarantee excellence in everything we do and, above all, for being Sesé's best ambassadors.

Alfonso Sesé
President of Sesé

Almost 60 years of experience based on commitment, trust and an entrepreneurial spirit that has marked every decision and every step

FIRST LIFE

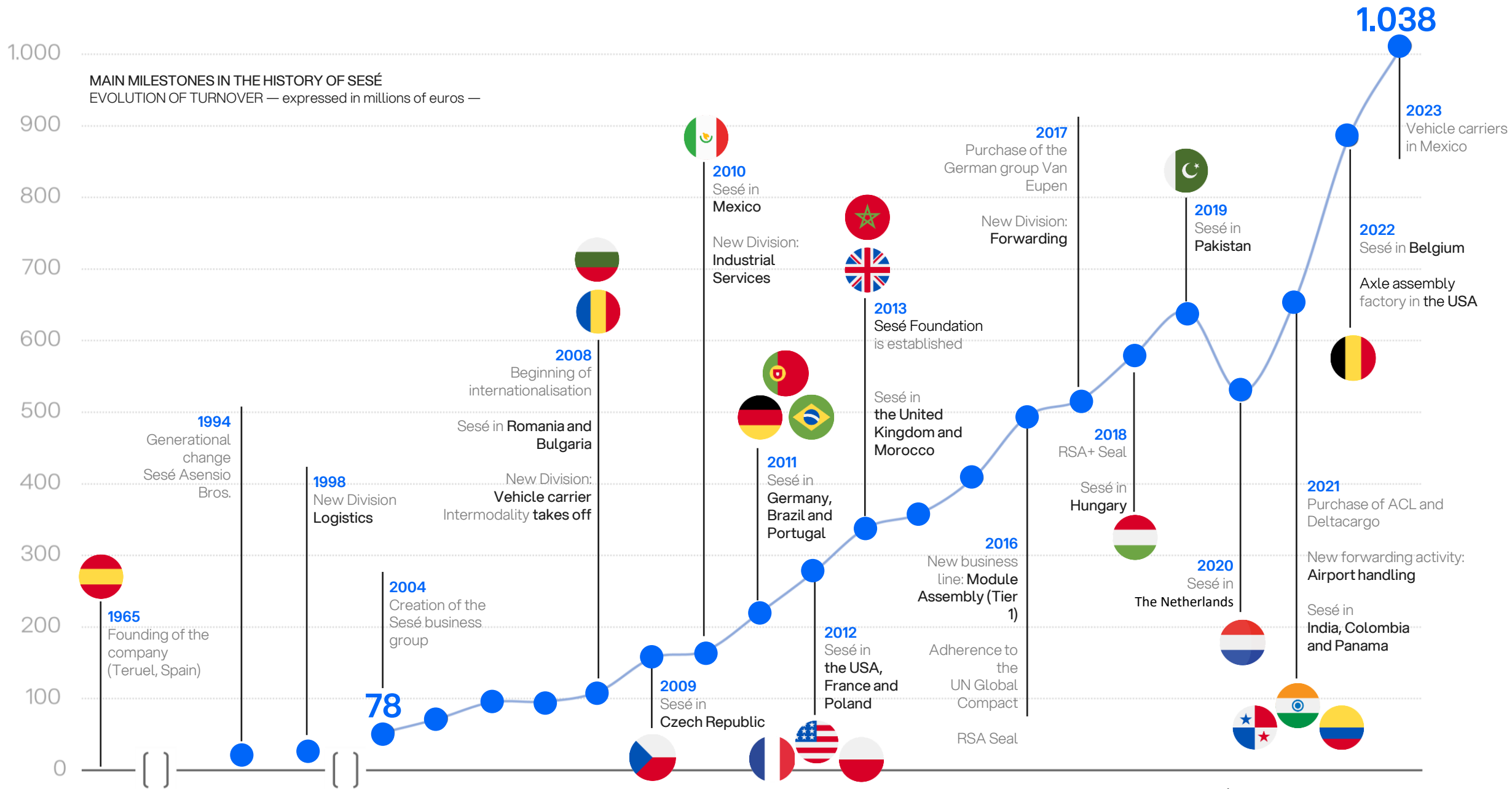
In 1965, **Alfonso Sesé Tena** started his business in Urrea de Gaén (Teruel), **dedicated to the transport of goods by road**. For years, it was dedicated to the purchase, sale and transport of agricultural products, the seasonality of which allowed it to meet the needs of other customers, optimise resources and grow to a modest fleet of lorries. **And so, it all began.**

SECOND LIFE

Our **second life** began 30 years later, when **Alfonso Sesé**, together with his sister, Ana Sesé, created the family company on the basis of their father's achievements, with a clear objective: to expand the business and **diversify** its services. Their instinct for identifying new opportunities and a spirit marked by **courageous decisions** led to the opening of international locations and the diversification of the business beyond road transport: logistics and industrial services were added to our range of solutions. Sesé, as a global company, was already a reality.

THIRD LIFE

Now, our **third life begins**. Sesé has become a comprehensive **supply chain manager** with the same entrepreneurial spirit as on day one. Aware of our environment, we know that we have a role in the world and that we have the capacity to achieve great things. Technological innovation and sustainability mark our path to **transforming the supply chain of the future**.



Sesé is a comprehensive supply chain manager that designs and develops sustainable, cutting-edge technological solutions that are efficient and adapted to the needs of its clients. It is present in 20 countries and comprises a team of over **12,500 people** who develop solutions within its various business divisions.

Europe

- | | | |
|----------------|-----------------|----------------|
| Spain | The Netherlands | Czech Republic |
| Germany | Belgium | Poland |
| France | Portugal | Bulgaria |
| United Kingdom | Romania | Hungary |

America

- | | |
|---------------|----------|
| United States | Panamá |
| Mexico | Colombia |
| Brazil | |

Asia

- India
Pakistan

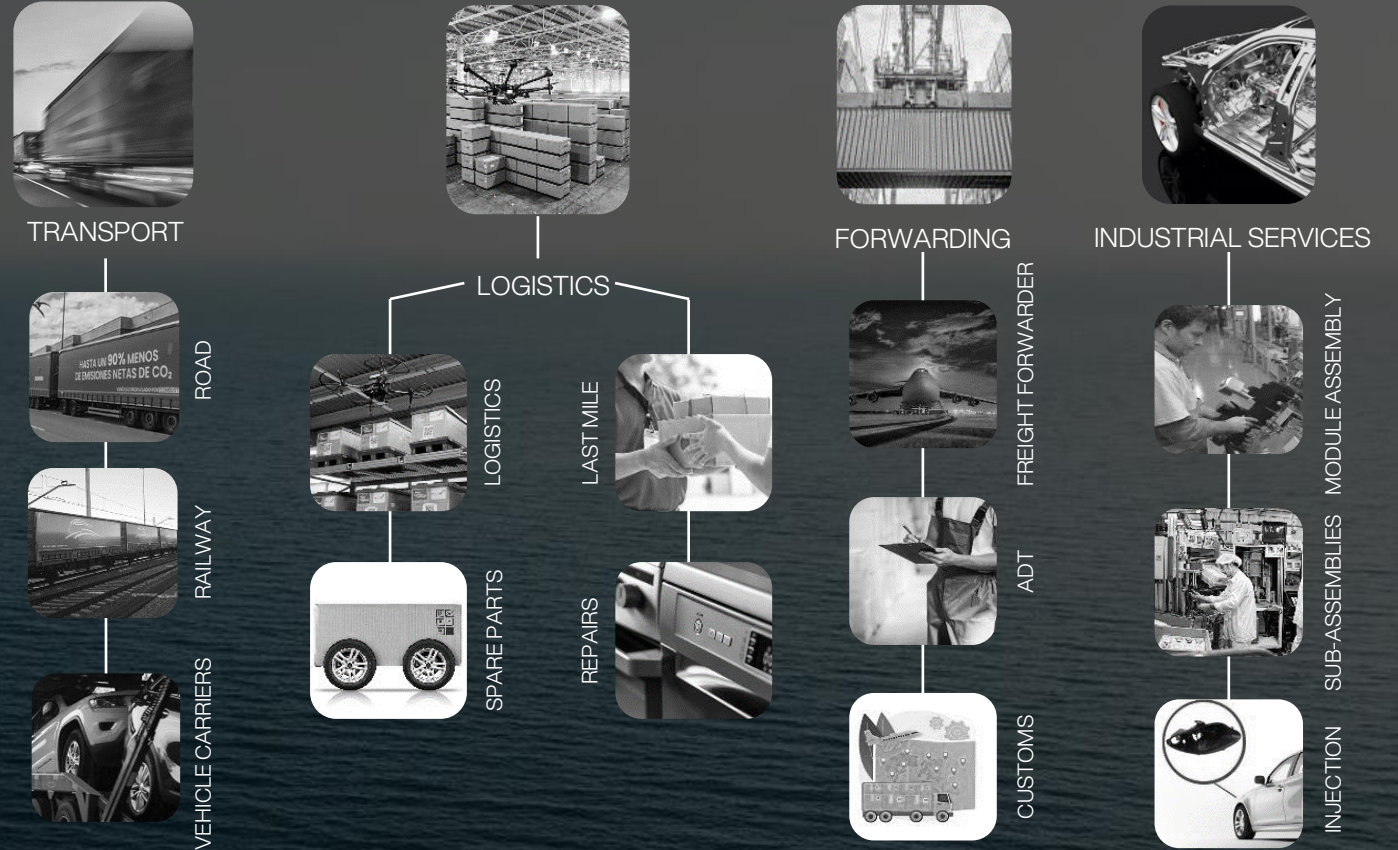
Africa

- Morocco



The courage to find the solution with you

Sesé has four main business divisions that offer customised and efficient solutions for the entire supply chain.





President of Sesé
President of the Board
Alfonso Sesé



Vice-President of the Board
President of the Sesé Foundation
Ana Sesé



Vice-President of the Board
José Antonio Sanz



Vice-President of the Board
Ángel Pueyo



Independent Director
Tomás García
Madrid



Independent Director
Carlos Oehling



Independent Director
Marcos de Quinto



Secretary of the Board
Non-Director
José Luis Blanco

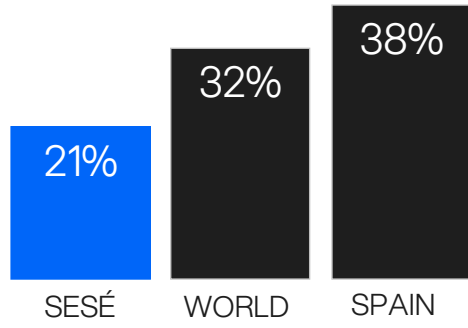
Since 2020, Sesé has had a professionalised Board of Directors, incorporating external directors of recognised prestige who contribute their experience, knowledge and strategic vision in order to further Sesé's Third Life.

In January 2024 there were a number of changes within the Council:

- Mr. Ángel Pueyo, CEO of Sesé since 2020, left his position and became Vice-President of the Board.
- Mr. Sergio Treviño, Managing Director of Sesé since January 2023, holds the position of CEO of Sesé.
- Mr. César Arranz resigned as Independent Director.
- Mr. José Luis Blanco joined the Board as its new Secretary.

As President of the Board, Mr. Alfonso Sesé is deeply grateful for the commitment of Mr. César Arranz in his work over the years within the Board and warmly welcomes the new members of the great Sesé family.

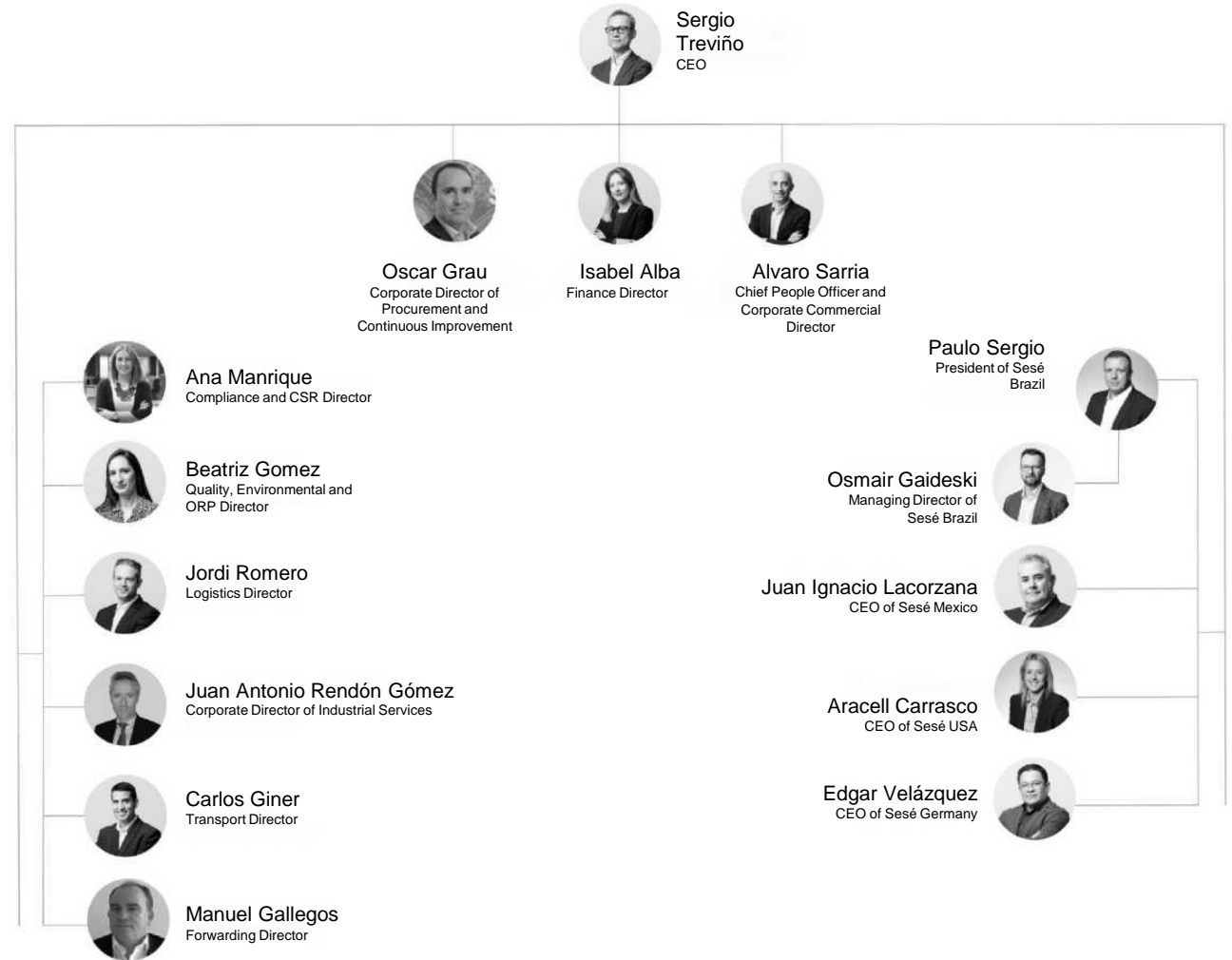
MANAGEMENT TEAM



Percentage of women in senior management positions (*)



Management Breakdown by Age (*)



[GRI 405-1] DIVERSITY OF THE GOVERNANCE BODIES AND EMPLOYEES, WITHIN THE SCOPE OF SESÉ

(*) Management includes the positions of the Board of Directors, Management Committee and Country Managers

Source references: *Women In Business 2023 Report*, Grant Thornton

courage

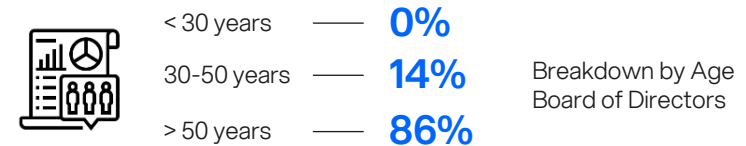
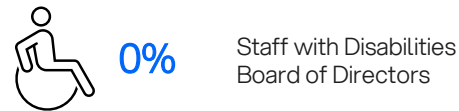
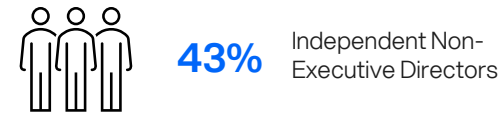
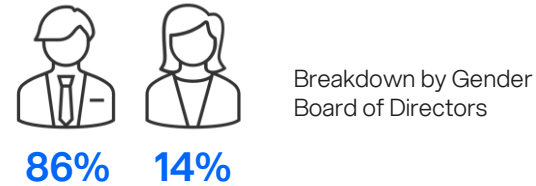
”

May every decision we make reflect solid values of ethics and an enduring commitment to make a difference. Those footprints we leave are the true measure of our impact as a company.

GOVERNANCE BODIES

The highest governance and control body of Sesé is the **Board of Directors** which, through its President **Mr. Alfonso Sesé Asensio** and its Chief Executive Officer (CEO) **Mr. Sergio Treviño**, supervises, manages and controls the appointments of the organisation's management team.

Sesé establishes its corporate governance with the aim of providing the necessary resources to protect the company's interests, working on the creation of value and the efficient use of resources, and responsibly assuming the repercussions of its activities involving stakeholders.



CHARACTERISTICS OF THE BOARD OF DIRECTORS
[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES,
WITHIN THE SCOPE OF SESÉ

GOVERNANCE BODIES, COMMITTEES, COMMISSIONS AND WORKING GROUPS



Board of Directors

The main objectives of the company's management are to guide the affairs of the organisation and to look after the interests of the shareholders through the control of the senior management, thus acting as an intermediate body between the shareholders and the management team.



Appointments, Remuneration and CSR Committee

Delegated Committee of the Board and chaired by Mr. Carlos Oehling, External Director. The Committee is responsible for advising the Board of Directors and supervising the organisation's promotion and compensation policies, as well as the company's corporate social responsibility strategy.



Audit and Internal Control Committee

Committee delegated by the Board and chaired by Mr. Tomás García Madrid, External Director. The Committee is responsible for advising the Board of Directors and for supervising and controlling the preparation and presentation of financial and non-financial information, the independence of the auditor and the effectiveness of internal control and risk management systems.



Management Team

To manage the company's units (Central Services and Operational Divisions), deploying the culture, values, strategy and objectives of the organisation within the organisation.



Technical Committee Supporting Compliance (TCSC)

Advisory Committee of the Compliance Body formed by members of the Senior Management of Sesé, which was created with the aim of ensuring effective, robust development of the Compliance Management System.



Internal Control Body (ICB)

A collegiate committee, the secretary of which is answerable to SEPBLAC, which ensures the correct application of the policies and procedures of Sesé's regulated entities in relation to the prevention of money laundering and terrorist financing.



Privacy Committee

Multidisciplinary in nature, it promotes a culture of data protection in the organisation and encourages the implementation of procedures and practices in accordance with the relevant regulations.



Operational Committees

Analyse the monthly economic and service results of each of the Divisions, discussing the data with the managers of each centre. Deploy the strategies marked by the Management Team.



Business committees

In accordance with Article 63 of the Workers' Statute, it is a body representing all workers for the defence of their interests.



Occupational Health and Safety Committees (HSCs)

The advisory body, where the exchange of points of view is facilitated and a stable forum for dialogue on safety issues is created, composed in parity by social and company representatives and advised by the prevention technicians. The HSCs meet at least quarterly.



Equality Commissions

Encourage a culture of promoting equal treatment and opportunities between women and men as a strategic value for progress.

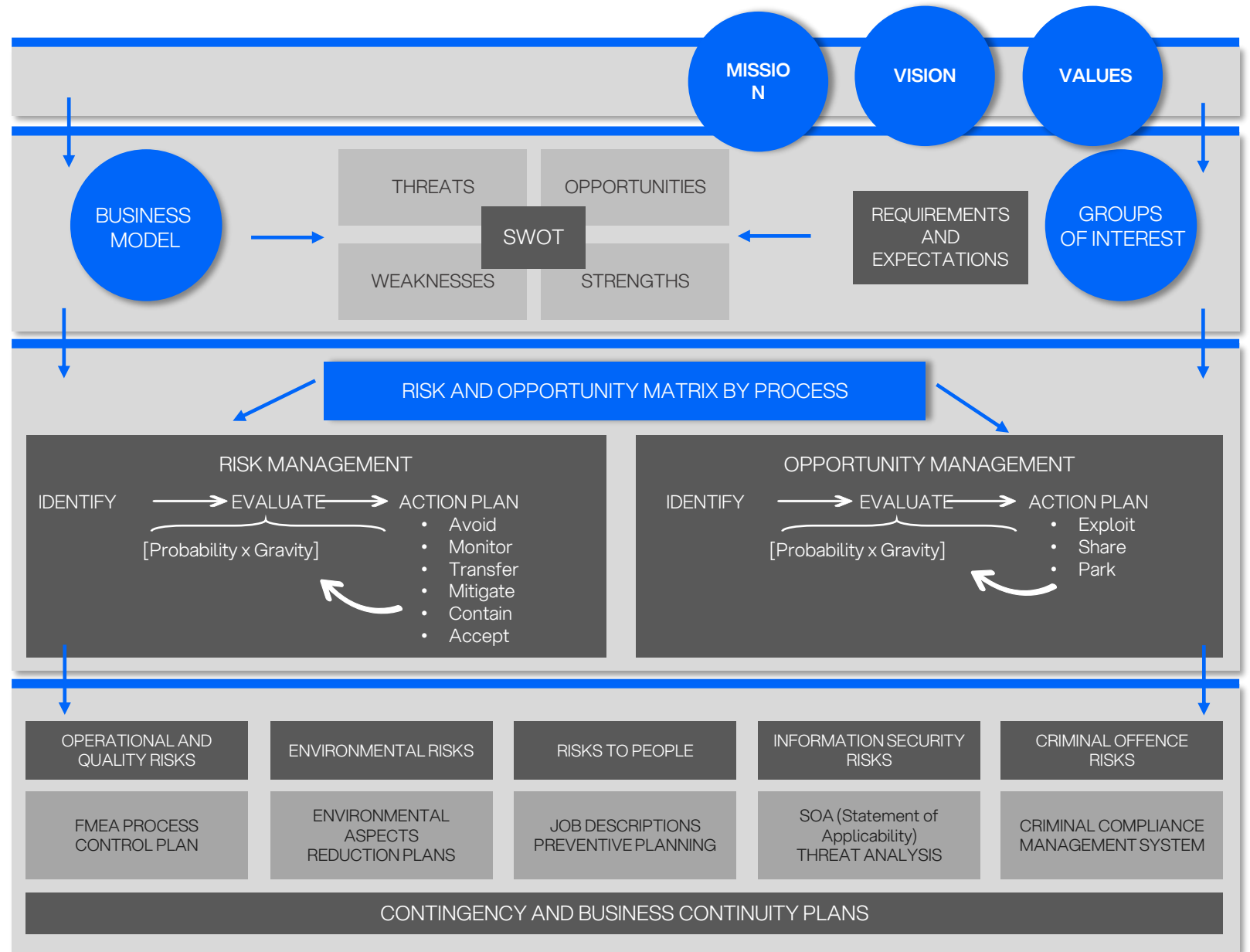
RISKS MANAGEMENT

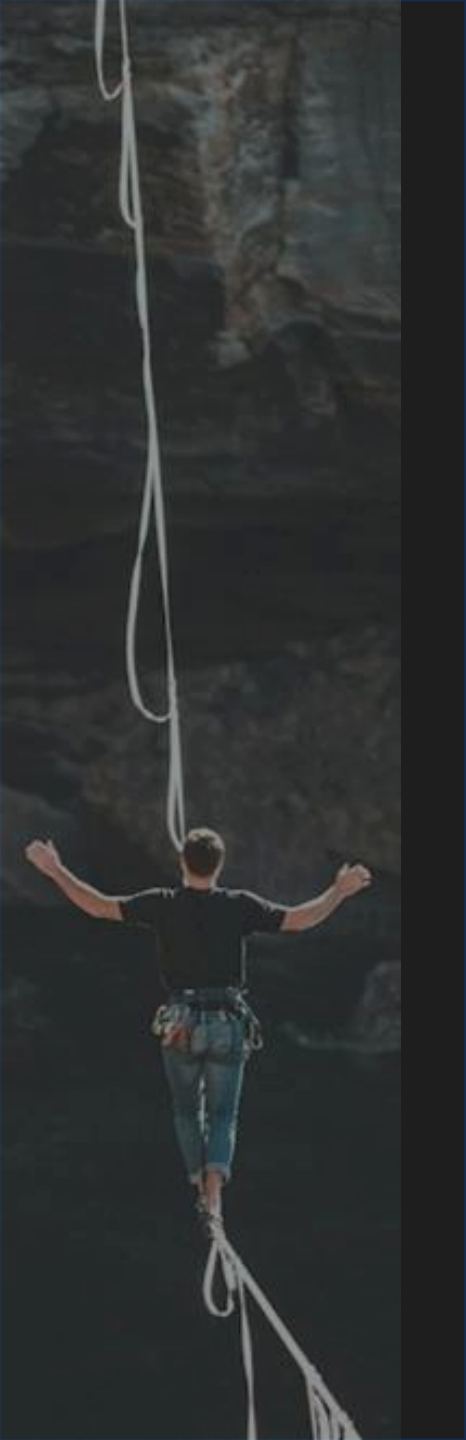
Just as important as the definition of the strategy and the deployment of the corresponding strategic lines is to maintain a focus on risk in every facet of the business.

This risk management provides an excellent tool to support the organisation in making decisions proactively, effectively managing the current market uncertainty, analysing the possibility of future events and possible effects or impacts on the objectives of the organisation.

Risk management is integrated into Sesé's various management schemes based on the strictest benchmarks:

- Operational and quality risks: ISO 9001, IATF, VDA
- Environmental risks ISO 14001
- Occupational risks: ISO 45001, SQAS
- Information security risks: ISO 27001, TISAX (Trusted Information Security Assessment Exchange)
- Criminal risks: UNE 19601





SHORT TERM

MEDIUM TERM

LONG TERM





Integrity is doing the right thing, even when
no-one is watching.

C.S. Lewis

ETHICS AND COMPLIANCE

2015

Initial Compliance Model of Sesé based on 31bis of the Spanish Penal Code
Ford Audit of the Model. 0 Deviations

2018-19

Review and update of the Compliance Model based on 31bis and 129 of the Spanish Penal Code.
VW Logistics Audit of the Model 0 Deviations
Ecovadis evaluation: 70/100 for Labour Practices and Ethics

2020

Creation of the Compliance Department and the CTA Committee
IWAY IKEA Audit Code of Conduct for its Suppliers
Compliance ratio > 91%

2021

Use of the UNE 19601 standard to review and update the Compliance Model
Ecovadis evaluation: 80/100 for Labour Practices and Ethics

2022

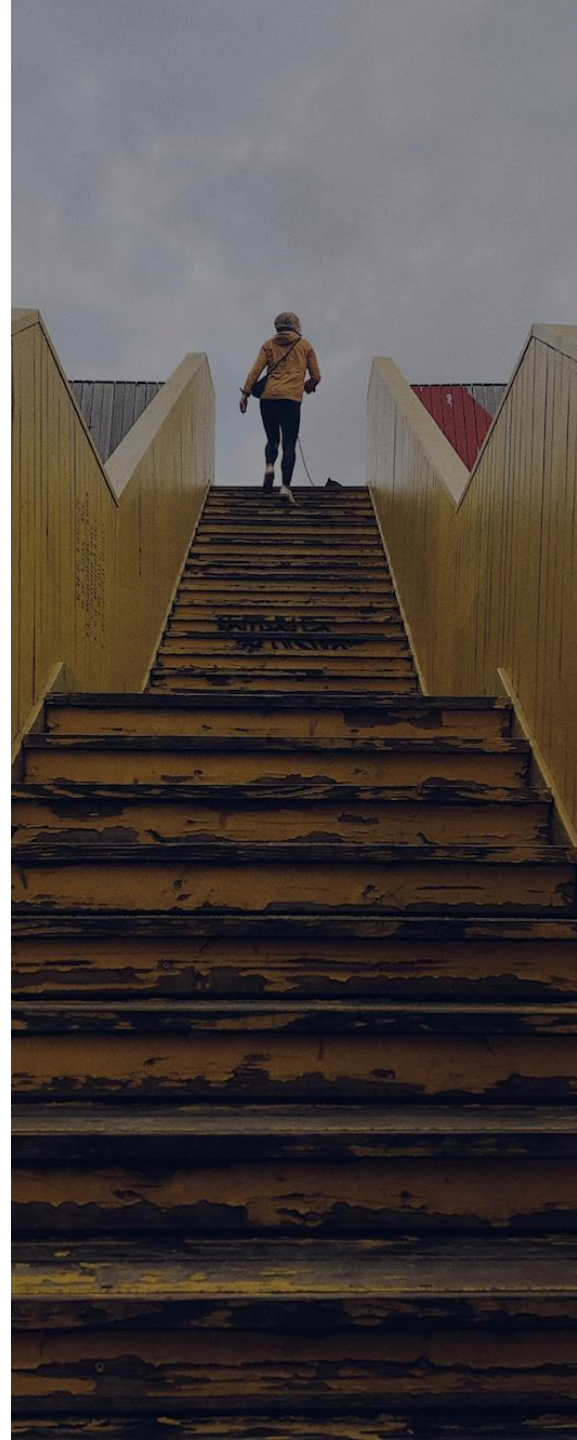
Launch of the Code of Ethics for Third Parties
RCM (Risk Control Matrix)
RBA (Risk-Based Approach) of controlled and related entities

2023

UNE 19601 Certification for GLS
RBA (Risk-Based Approach) of business partners
New Ethical Channel under Law 2/2023

2024-26

Integration of subsidiaries in the Compliance Management System
Supply chain due diligence supply chain (human rights and environmental sustainability)



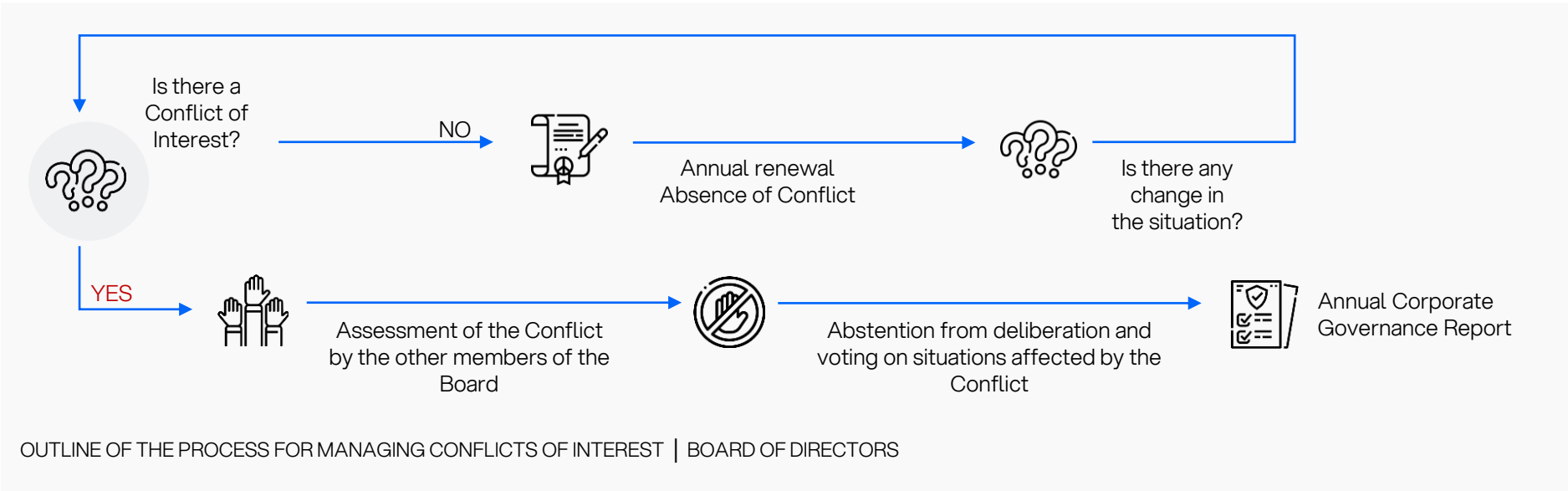
Sesé's Criminal Compliance Management System dates back to 2015. The purpose of this Management System is to generate a culture of ethics and regulatory compliance in the organisation, as well as to serve as a means of preventing the commission of criminal acts by Sesé's personnel.

The System bases its operation on determining and managing risks according to their level of criticality; therefore, the analysis exercise covers all Sesé's activities and lines of business, both in Spain and internationally.

Since 2015, the system has been in a continuous process of improvement. Reviews and updates are carried out with the dual objective of verifying compliance with the established preventive protocols and strengthening the system.

The current system is based on the UNE 19601 standard for Criminal Compliance Management Systems.

Sesé's holding company, Grupo Logístico Sesé, has been certified under this UNE 19601 standard since December 2023.

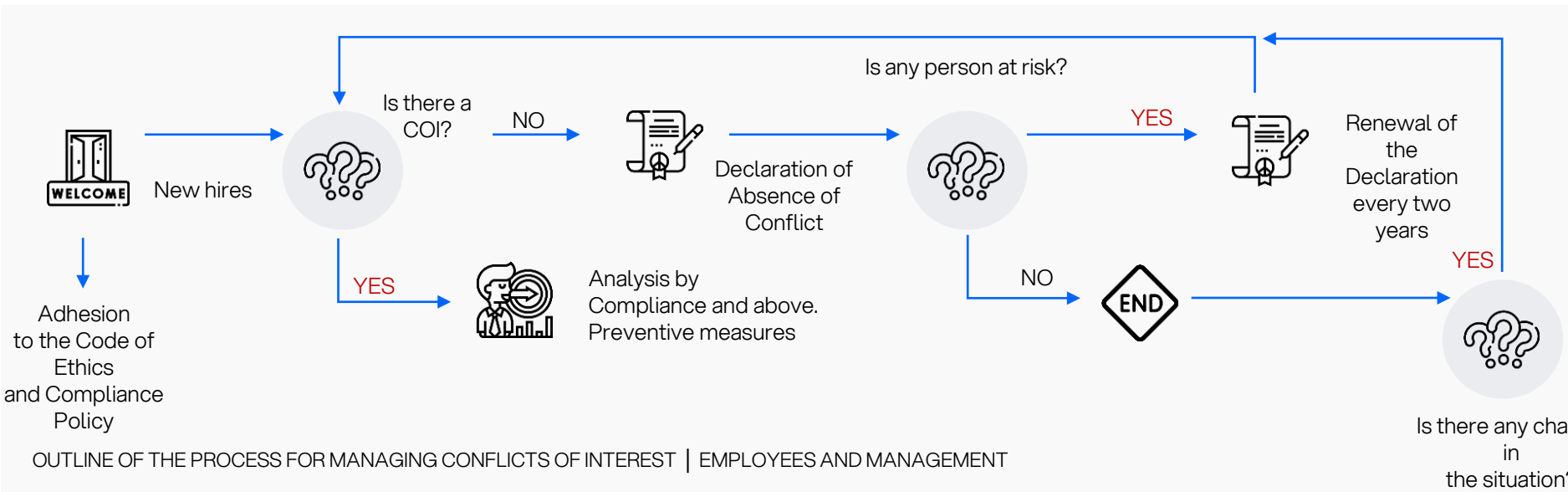


PREVENTION AND MANAGEMENT OF CONFLICTS OF INTEREST (COI)

Any person affected by a conflict of interest must refrain from participating in any decision-making affected by that COI (*).

The Compliance Department, together with the affected person's line manager, will determine the mechanisms that guarantee this impartiality: four-eye processes, segregation of functions, etc.

If at any time the situation of an employee or manager changes, there is a specific channel on the intranet to notify Compliance of the existence of a conflict of interest.



(*) Management in accordance with the Conflict-of-Interest Policy (COI)

ETHICAL CHANNEL

Sesé has channels open to its stakeholders to send them queries, express doubts and make reports regarding alleged behaviour that goes against the principles and rules of the Compliance Management System, the Code of Ethics or other policies of the organisation.

- The **Communications Channel** is accessible to all internal and external stakeholders through Sesé's corporate website and was adapted in 2023 to the requirements of Law 2/2023 and the Whistleblower Protection Directive.
- External groups can submit their queries via the form available on the corporate website. For employees, a **Query Channel** has been set up on the Intranet.

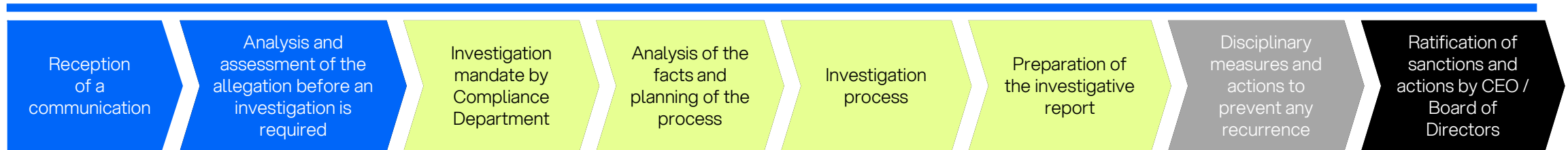


Query Channel



Communications Channel

Sanctions and actions arising from communications received through the Ethics Channel are, depending on their seriousness, submitted to the Chief Executive Officer or the Board of Directors for ratification. The Board of Directors is regularly informed about the results of investigations and the measures taken in those cases that are confirmed.



0

Confirmed corruption cases



0

Legal actions due to unfair competition



19

Communications received through the Ethics Channel



53

Queries received through the Ethics Channel



0

Complaints of human rights violations

[GRI 205-3] CONFIRMED CASES OF CORRUPTION AND MEASURES TAKEN WITHIN THE SCOPE OF SESÉ

An aerial photograph of a coastal landscape. A winding path or road curves through a sandy area, leading towards a large body of water. The water is dark and textured, with some ripples. The sky is a deep, dark blue, suggesting dusk or dawn. The overall mood is serene and contemplative.

”

We hereby close 2023 taking stock of the results obtained and laying the foundations to face 2024 with the aim of taking the Sesé Brand to its maximum expression

Alfonso Sesé

2023 HEADLINES

MARCH



Launch of the first Duo Trailer powered by **HVO (*)**, combining the advantages of modular transport and biofuels.

Collaborative project with Repsol Scania and VW Navarre.



APRIL



Accession to the OCS Programme (**Operation Clean Sweep**) to prevent the loss of plastic pellets throughout the supply chain.



JUNE



Commissioning of Sesé's first **100% electric tractor unit** as part of a JIT shuttle service to Zaragoza airport for an important retail client.



JULY



Awarded the **Aragón Circular Seal** by the Government of Aragon as public recognition of its commitment to the circular economy model within the framework of excellent, **innovative and sustainable management**.



DECEMBER



Certification of the Criminal Compliance Management System of the holding company of the business group, Grupo Logístico Sesé, according to the Spanish standard **UNE 19601:2017**.



(*) HVO: Hydrotreated Vegetable Oil.

2023 FIGURES



20 Countries

9 Industrial centres

+ 2.4M m² of warehouses managed



+5700 Fleet units



12.625 People

75% Men

25% Women

21% Women in management positions

5.39% People with disabilities in Spain



60 Mn euro EBITDA

+67%
vs 2022



1.038 Mn euro turnover

54% Turnover in Aragon



-62% Severity Index vs 2018



-71% Road accidents vs 2018



+69,000 Training hours

17.01 Training hours per person

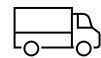


14% ↓

CO₂ emissions vs 2012

87% ↓

NO_x emissions vs 2012



99.75% Euro 6 Fleet

3.07 Fleet age

100% "Green" tyres

58% Lightened platforms



9%

Low-emission towing vehicles (*)

(*) In-house fleet: includes EMS (up to -27%), Biomethane (-91%) and HVO (-93%)
EMS: Modular transport, HVO: Hydrotreated Vegetable Oil.

COMMITTED TO EXCELLENCE

Comprehensive supply chain manager

It's not what we do, it's how we do it

Relationship with our stakeholders

Putting customers first — always

Synergies for development

Pioneers

2.

One of the most important aspects of the supply chain is synchronisation. Any error in any link in the chain can generate a domino effect with fatal consequences for the overall process. This is why it is important to regulate and control the flows between each phase and to avoid creating 'islands', where each link breaks up and forgets that it belongs to a greater whole.

Unlike the classic input/output concepts, in supply chains the flows are intertwined. There are input/output flows at each link, and each link furthermore serves as an input and output for others.

Sesé, as a major logistics operator with expertise in supply chains, recognises that the key to success lies in **integration** and the ability to create **synergies** within clients' operations.

Success can only be achieved by achieving the ability to effectively deliver a service at every stage of the supply chain.

Knowledge of the activities of each phase allows for a more effective and efficient design of working methods, results that are perceived not only by the client but also by the other players involved in the chain.

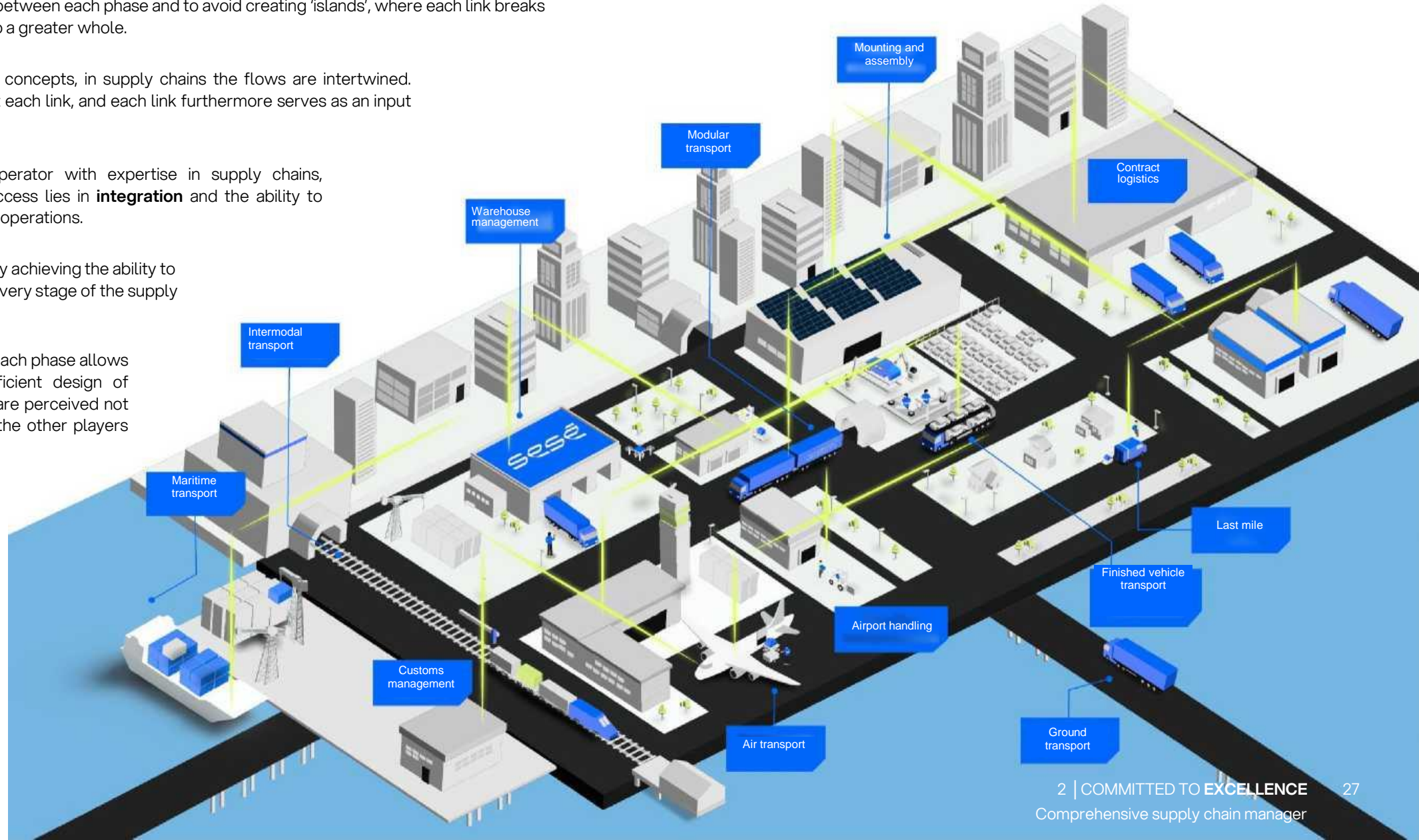


DIAGRAM OF SESÉ'S OPERATIONS MAP AND ITS INTEGRATION INTO THE SUPPLY CHAIN OF ITS CLIENTS

TAILOR-MADE SERVICES

- LTL and FTL road transport
- Lightened platform transport
- JIT transport
- Finished vehicle transport.

SOLUTIONS FOR ANY SECTOR

- Transport of wood, steel, paper
- Special transport
- Temperature-controlled transport
- Hanging garments, express traffic, air freight

SUSTAINABILITY

- Intermodality (rail and short-sea)
- Modularity (EMS: Giga, Duo)
- Green vehicles (HVO, Electric)

DIGITALISATION**HIGH VALUE-ADDED OPERATIONS**

- In-house logistics
- Consolidation and deconsolidation of material
- Conventional and automated warehouses
- Field management
- Cross-docking
- Lean Manufacturing
- Error-proof traceability

ORDER PREPARATIONS

- Picking / kitting / packing / labelling
- Packaging and load preparation (co-packing)
- Supermarket management
- Sequencing and pre-assembly of components
- JIT/JIS supply

MULTIMODAL

- Air
- Maritime FLC and LCL
- "Roll On-Roll Off"

HANDLING

- Handling of cargo and mail
- Airport logistics
- Flight supervision

OTHERS

- Urgent air services
- Customs service
- Foreign Trade Advice
- OAS, ADT, LAME, RA

PRODUCT DEVELOPMENT (R&D&I)

- Product and mould engineering

ASSEMBLY PROCESS DESIGN

- Process engineering
- Design and manufacture of assembly lines

INTERNAL LOGISTICS AND SUPPLY

- Pre-logistics, design and manufacture of containers

QUALITY CONTROL

- Quality control services
- Design and manufacture of prototypes
- Laboratory test plan management

MANUFACTURE

- JIT / JIS assembly of automotive modules
- Plastic part injection
- Pre-assemblies

DESIGN AND IMPROVEMENT

- Define and optimise solutions
- Consultancy and analysis
- Implementation and monitoring of improvement plans

OUTSOURCED MANAGEMENT

- Transport planning and management
- Procurement
- Monitoring and traceability of logistics milestones
- Information and performance monitoring



Sesé operates directly with a direct physical presence through subsidiaries in over 20 countries. It is present indirectly through road, rail, sea and air transport throughout Europe and in many countries in Asia, Africa and Latin America.

There are three levers that summarise Sesé's market strategy:

- **Diversification and cross-selling**, exporting what we have learnt from the high service demands of automotive customers to other sectors. In this way, the increase in reference clients in industry, consumer and retail has been exponential in recent years.
- We have a role as a **reference partner** for **high added-value logistics operations** in the automotive sector.
- **Transversalise the services offered** to customers, covering as much of their supply chains as possible by **integrating both operations and IT systems**.



A dark, low-angle photograph of a person's legs and feet in athletic wear, standing on a track. The words "ARE YOU READY?" are painted on the ground in large, light-colored letters. A white horizontal line is positioned above the quote.

”

Being extraordinary does not mean doing extraordinary things every day, but doing the ordinary in an extraordinary way

Victor Kupperts



We are the partner of companies looking for comprehensive, sustainable, innovative and efficient solutions for their supply chain.

WHAT

We create supply chain solutions so that businesses and communities can thrive

WHY

We exist to transform the supply chain of the future

HOW

We believe that commitment to our customers, partners and employees, innovation and cross-company partnerships will bring about the change that our industry, society and the planet need

With you, we seek out sustainable, efficient and customised solutions to any supply chain challenge

Personal involvement and commitment determine our every step. The way we relate to our environment is guided by our values.



Engagement



Passion



Responsibility



Trust



Flexibility

Sesé has consolidated its position over the years by combining enthusiasm, discipline, effort and innovation, and has therefore gone through several stages before becoming a company totally focused on its clients and on the growth of its team. But getting to one stage does not mean getting to the finish line and both the Ownership and the Company's Management Team are aiming to get to the top of the summit: **transforming the supply chain of the future**, an ambitious goal that is underpinned by experience, knowledge and the instinct to excel.

OUTLINE OF THE DEPLOYMENT OF THE ORGANISATION'S STRATEGIC LINES

GROWTH

We accompany our customers throughout their operations, developing customised solutions that not only address their supply chain challenges, but also drive mutual growth, through the pillars of innovation, sustainability and talent, with the passion and commitment of our team.

EFFICIENCY

We work every day to improve and optimise the organisation's processes, aspiring to be a benchmark for both our performance efficiency and our economic impact on the community, with the ambition to continue investing in innovative projects that will transform the supply chain.

SUSTAINABILITY

We make a positive contribution to our industry, society and the planet. We position ourselves as agents of change, driving responsible sustainability that encompasses both the fight against climate change and the decarbonisation of the supply chain, as well as the generation of a positive social footprint in the community.

"MAKE A POSITIVE IMPACT ON"



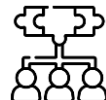
CUSTOMERS



EMPLOYEES



SUPPLIERS



SHAREHOLDERS



BANKS AND INSURANCE COMPANIES



COMMUNITY



ENVIRONMENT

...TRANSFORMING THE SUPPLY CHAIN OF THE FUTURE THROUGH SUSTAINABILITY, INNOVATION AND PEOPLE

Sesé's Strategic Plan sets out the general guidelines that align the organisation globally. The strategic planning process is led by the Management Committee, which, together with the Presidency, determines the short-, medium- and long-term objectives for the business development of Sesé.

Within this plan, the following are outlined: **strategic lines** for the sustainable growth of the organisation that allow us to **positively impact all stakeholders**, and which are deployed through the management of the organisation's management team.

Each of these strategic lines is deployed through **strategic objectives** and compliance indicators that allow for quantitative verification of the degrees of achievement of the delineated lines. They are supported by specific initiatives and plans that are set out in an annual programme. Monitoring is done within the company's Balanced Scorecard.

The collected elements that make up the policy and strategy of the organisation are transmitted by the senior management to all workers through the different communication channels established, which include periodic dissemination and awareness campaigns.



DEPLOYMENT OF INDICATORS AND FEEDBACK OF RESULTS

The monitoring mechanisms to evaluate the effectiveness of our management approaches are fully integrated within the continuous improvement chain of the organisation's Management Systems and aligned with the strategic plans.

Within these mechanisms, which include internal and external audits, monitoring of indicator results, feedback from our stakeholders and possible complaints and claims, material topics are incorporated as inputs. The results of this evaluation are described in the corresponding sections of the report.



ACTION PLAN MONITORING METHOD



COMMITTED TO SUSTAINABLE DEVELOPMENT GOALS

In 2016, Sesé signed its **adhesion** to the United Nations Global Compact, and since then has worked actively to comprehensively address the management of risks and opportunities arising from the achievement of the 17 Sustainable Development Goals (SDGs) and the 10 principles promoted by the United Nations Global Compact.

Sesé considers the principles of honesty, justice and integrity to be essential and is committed in all its activities to respecting human rights and, where necessary, establishing mechanisms to evaluate, verify and guarantee its compliance. Thus, its **Code of Ethics and Conduct** contains the following points:



COMPLIANCE WITH THE LAW AND INTERNAL REGULATIONS



EQUALITY, EQUITY, RESPECT AND DIGNITY IN OUR BEHAVIOUR



PROTECTION OF THE MOST VULNERABLE GROUPS



RESPONSIBLE COMMITMENT TO HEALTH AND SAFETY



RESPECT FOR NATURAL RESOURCES AND NATURAL HERITAGE



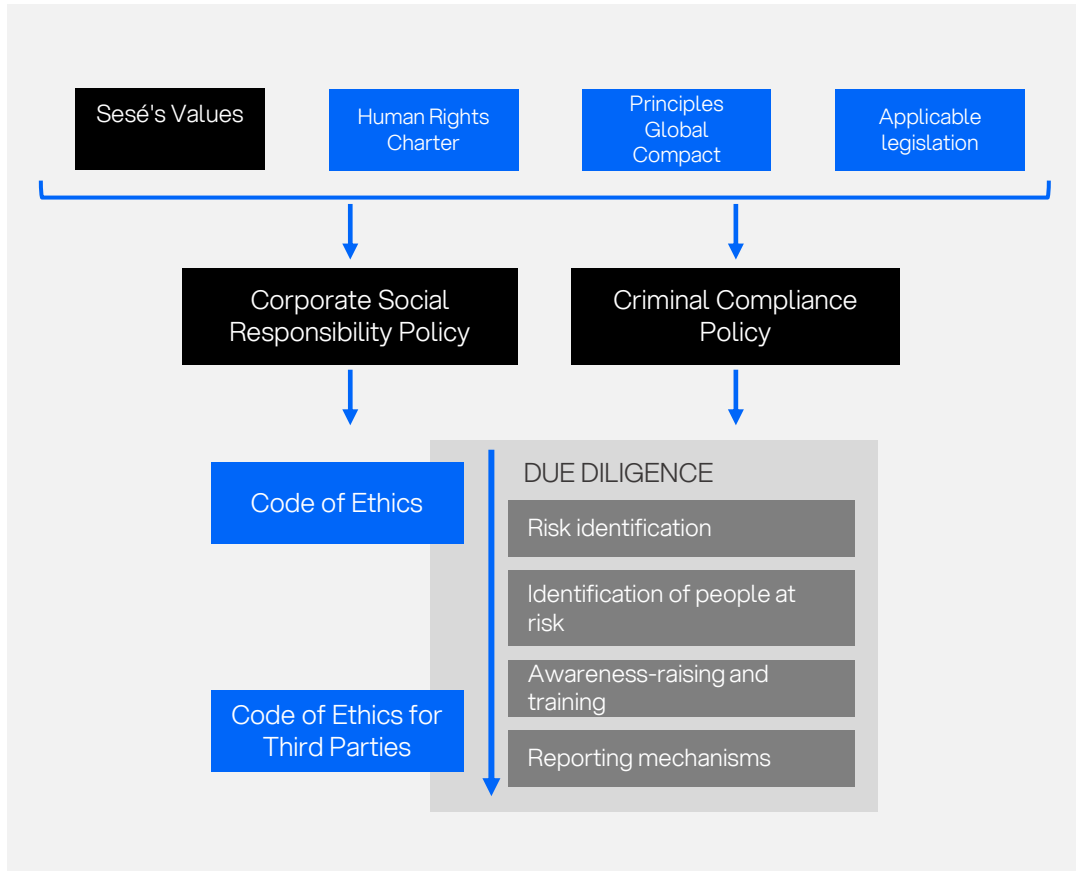
TRANSPARENCY, OBJECTIVITY AND PROFESSIONALISM



RIGHT TO PRIVACY AND INTIMACY

PRINCIPLES OF SESÉ'S CODE OF ETHICS AND CONDUCT

COMMITTED TO HUMAN RIGHTS



In order to contribute to the agenda, set by the United Nations for sustainable development, Sesé assumes the Sustainable Development Goals as its own. Sesé recognises the vital importance of respecting Human Rights as a fundamental and essential aspect for a truly sustainable development.

This commitment involves avoiding or, where appropriate, mitigating the negative consequences on human rights of its own activities. This commitment is supported by a corporate culture based on the sustainability of the business model and extends transversally to all the Group's operations and value chain.

Sesé's human rights strategy is based on:

- The guiding principles set out in both the **Code of Ethics and Conduct** and the Policies that develop it, principles that establish the organisation's commitment to reducing negative impacts on its stakeholders.
- **Human rights risk management**, which involves the identification, assessment and prioritisation of risks and/or potential impacts on human rights in the normal course of business of the Group and its direct suppliers.
- The transfer of values and principles to business partners, including suppliers, through the **Third Party Code of Ethics** which integrates the responsibility to transfer **due diligence measures** to their own supply chain.
- The progressive incorporation of corporate responsibility requirements into the criteria for the **approval and evaluation of suppliers**, acting as promoters and developers of due diligence and sustainability mechanisms. Factors related to quality, environment, occupational safety, information security as well as ethics and compliance are now considered.
- **Reporting mechanisms available to all stakeholders** to help identify opportunities for improvement, potential problems or actual and/or potential non-compliance.

In 2023, Sesé participated in the first edition of the **Business & Human Rights Accelerator programme of the Global Compact**, a six-month international programme that links business action with the defence of human rights and which aims to promote companies to move from commitment to action in the field of human rights.

COMMITTED TO EXCELLENCE AND QUALITY

Since 1999, the year of its first certification under the ISO 9001 standard, Sesé has been constantly innovating its management processes, adapting them to the changes and demands of the sector and its clients, and making quality the **company's standard**. The work system has been adapting and improving as the company has grown and changed, taking a radical turn in 2004 when the Management decided to overcome the traditional structure based on functional departments that made it difficult to be client-focused, and decided to establish **management by processes**. Faithful to a company philosophy based on service quality, being self-demanding and continuous improvement with a clear focus on excellence, Sesé manages its processes with a permanent focus on the **needs and expectations of its stakeholders**: clients, employees, suppliers, shareholders, banks and society.

96.93%

Level of customer satisfaction
in 2023

+8,500

Employees working according
to standard **VDA 6.3**

100%

Employees working
according to standard **ISO
9001**

-97%

Reduction of complaints
(2023 vs 2013)

” WE ARE WHAT WE DO REPEATEDLY. EXCELLENCE IS
THEREFORE NOT AN ACT, BUT A HABIT.

Sesé is committed to principles and initiatives that cover different areas of social reality in the search for improvement, quality and sustainability:

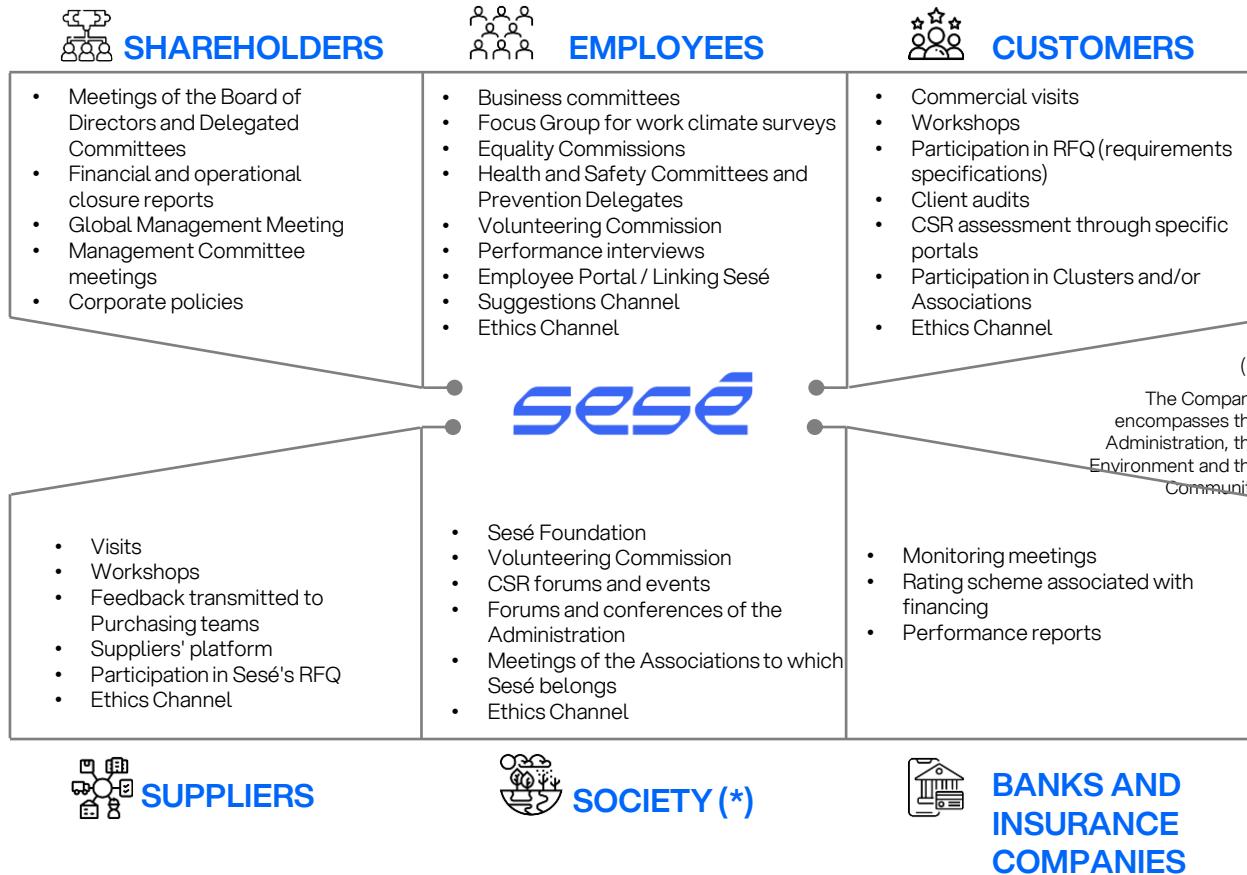
- Certification according to standards, norms or models of recognised prestige in areas of quality, prevention or environment.
- Support, participation and/or sponsorship of initiatives in the social, technological or environmental field.
- Membership and/or participation in business and/or technology associations.

STANDARDS AND CERTIFICATIONS

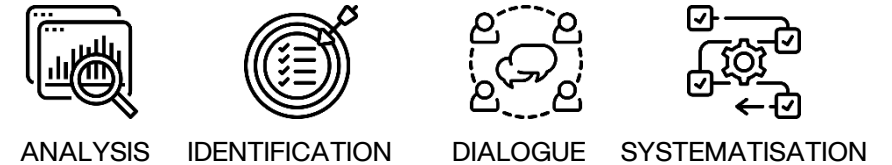


COMMITTED TO OUR STAKEHOLDERS

Sesé establishes its sustainability strategy taking into account the interests, requirements and expectations of its stakeholders. Its commitment to stakeholders is firm, as can be noticed in the implementation of its Strategic Plan and in the fulfilment of the objectives derived from it.



The initial identification of stakeholders was completed in 2013, thanks to a teamwork process led by the Management Committee and in accordance with the following methodology:



In 2017 both the structure of the stakeholders and their needs and expectations, mechanisms for dialogue and monitoring were reviewed as part of the process of strategic reflection on the Group's Management Model.

As a result, a new stakeholder, the banks, was identified as relevant and incorporated into the corresponding monitoring matrix. In the January 2020 Stakeholders' Review, the "Banks" group was expanded in scope to include all "Banks and Insurance Companies".

Sesé relies upon **communication and dialogue** as the basis of its relationships with its stakeholders. The company needs to know the expectations generated with respect to its sustainability performance and, to this end, maintains an ongoing dialogue that enriches its knowledge. Through this dialogue, Sesé is able to gauge how well it is meeting the requirements and expectations of its stakeholders and to ensure that their involvement is mutually beneficial.



The newspaper La Razón awards Sesé the Excellence Award for Business Success in the Management of Innovative Logistics Solutions.



As part of the "3rd April Awards", granted by the Association of Former Democratic Councillors of Zaragoza, the Sesé Foundation received the Social Work Award for the "Indispensable" programme it developed in collaboration with the Zaragoza Down Foundation.



Sesé renews the Ecovadis Platinum Medal for its performance in Corporate Social Responsibility and Sustainability.



The Sesé Foundation is recognised for its collaboration with Obra Social El Carmen in its employment and job placement projects.



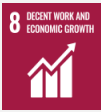
Volkswagen Brazil recognises Sesé Brasil's IT team for their creativity and inspiration to drive innovation and generate enhanced business performance.



Volkswagen Brazil awards Sesé's Brazilian subsidiary the Best Partner Services award.



Sesé and the Sesé Foundation renew the RSA Seal of the Government of Aragon. Sesé renews the RSA+ Seal for its involvement in initiatives to promote work-life balance, equality, volunteering and social action, the dissemination of culture and commitment to the SDGs.



Sesé Mexico is recognised for the second consecutive year by the state of Puebla with the "Trabajo Digno" (Decent Work) award.



The ASAMPE Award is given to the Sesé Foundation for its activity in the labour integration of people with disabilities and/or at risk of exclusion.



Volkswagen USA recognises Sesé's USA subsidiary for its support as a critical supplier in achieving production of 11,000 vehicles per day at its Chattanooga plant.



Attainment of the Aragon Circular Seal, awarded by the Government of Aragon in public recognition of commitment to the circular economy model within the framework of excellent, innovative and sustainable management.

PRIZES, AWARDS AND DISTINCTIONS: 2023



Source: El Alto Jalón Newspaper

Ms. Ana Sesé, President of the Sesé Foundation and Vice-President of Sesé, receives the prize awarded by ASAMPE.



Mr. Sergio Treviño, CEO of Sesé, receives recognition from VW as a supplier and partner in the development of business in the country on behalf of the Sesé Brazil team.



Mr. Luciano Silva, Technology and Innovation Manager of Sesé Brasil, receives recognition from VW for the company's innovative performance.



COMMITTED TO OUR CLIENTS

Sesé provides services worldwide to clients from various sectors, but with a common denominator: the highest quality standards and requirements, challenging Sesé in its evolution and growth as comprehensive supply chain manager.

- **Supply Chain Solution Provider.** Clients who need supply chains that are perfectly attuned to their complex structures and production processes, which require integrated solutions using sophisticated technology.
- **Tailor-made proprietary solutions.** Clients with needs that are not so much focused on their production processes as on logistics and distribution.
- **Innovative and sustainable solutions** For clients who require the most innovative and efficient means, with the lowest environmental impact and the most highly trained and experienced professionals.

CUSTOMER SATISFACTION: QUANTITATIVE MEASUREMENT OF THE SERVICE

Excellence and proximity in all interactions are the basis for all teams and departments that interact in one way or another with Sesé's customers

- Results of client audits.
- Operational KPIs, both internal and issued by clients.
- Quality evaluations / performance reports issued by clients.
- Client complaints.

Based on all these sources of information, the Quality Department prepares a monthly consolidated report, which is available to the whole organisation on the Quality website.

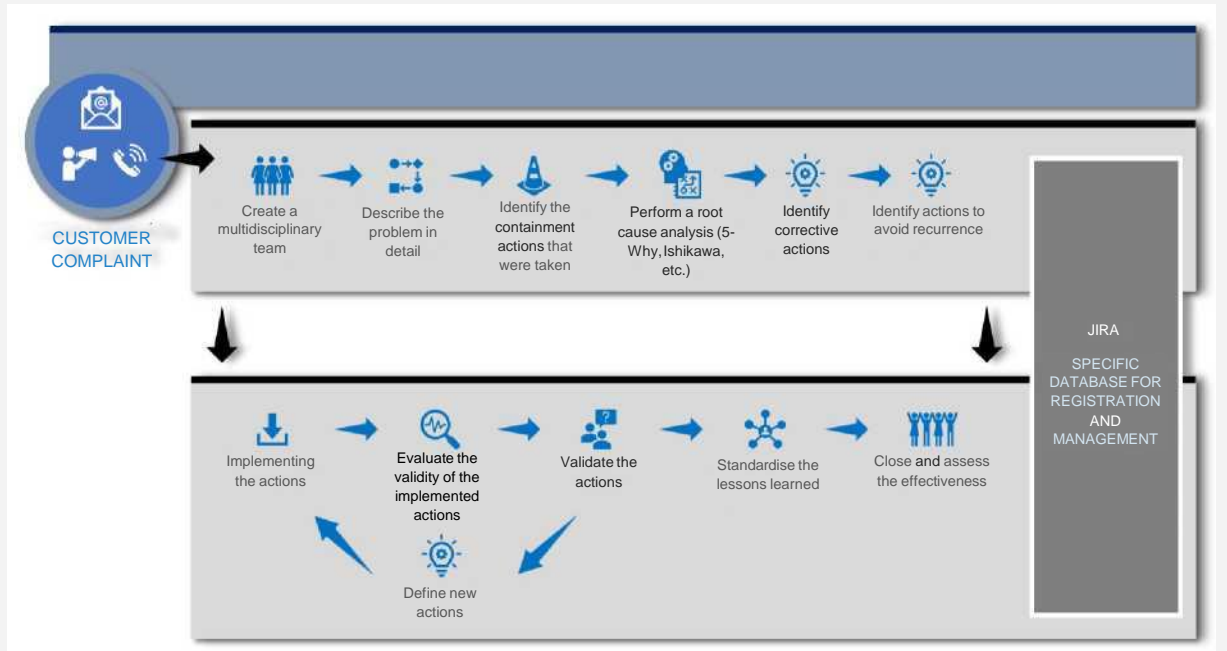
This document is analysed monthly and reported annually as input to the Management Review.



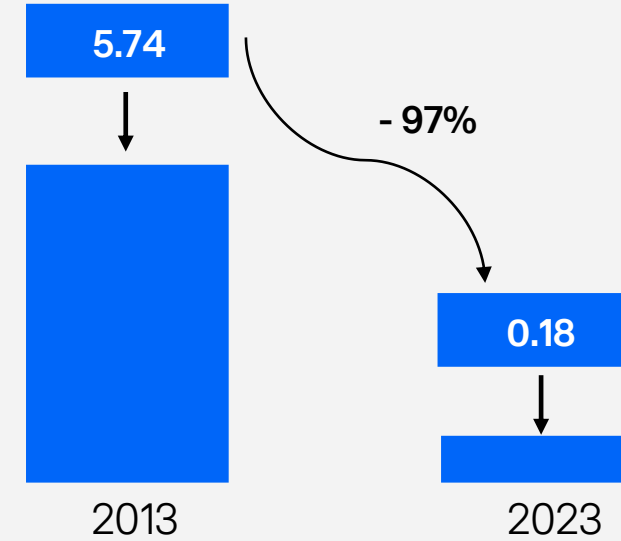
96.93%

Worldwide customer satisfaction in 2023

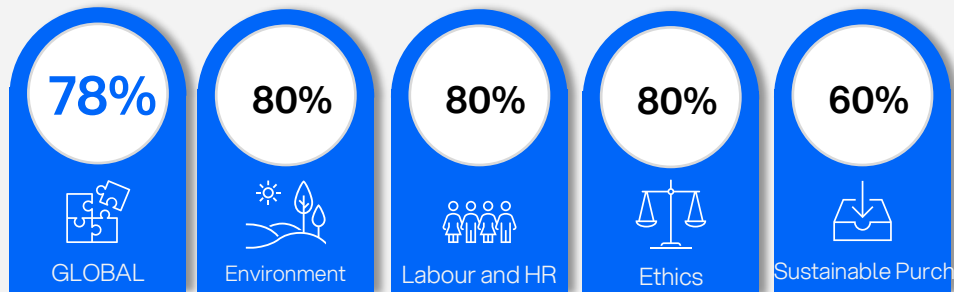




CLIENT COMPLAINT HANDLING SCHEME



EVOLUTION OF CLIENT COMPLAINTS, expressed in ppm, WITHIN THE SCOPE OF SESÉ (EUROPE)



RESULT OF THE ECOVADIS EVALUATION



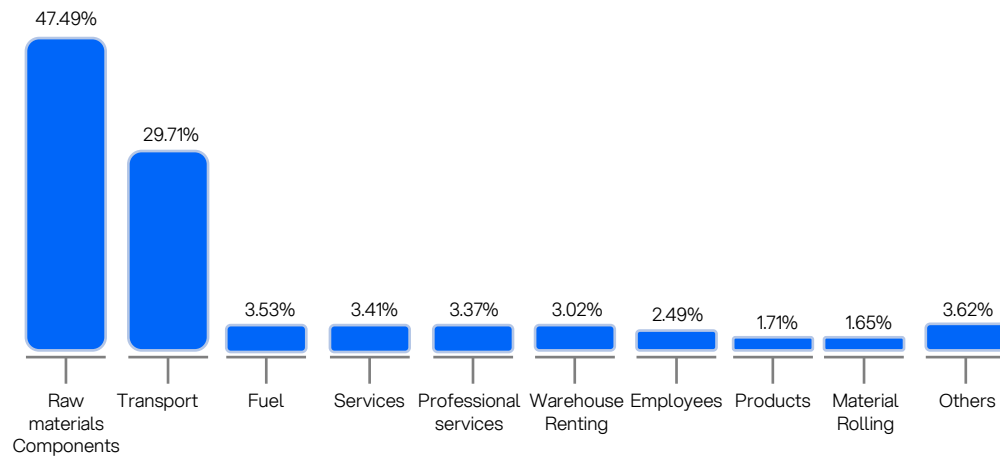
Sesé's clients evaluate its Corporate Social Responsibility performance on an annual basis through the independent EcoVadis platform. In 2023, Sesé renewed its Platinum Medal status with a percentile ranking of 99 among the companies in its sector. It is notable that a score of 80 out of 100 was reached in 3 of the 4 categories.

COMMITTED TO OUR SUPPLIERS

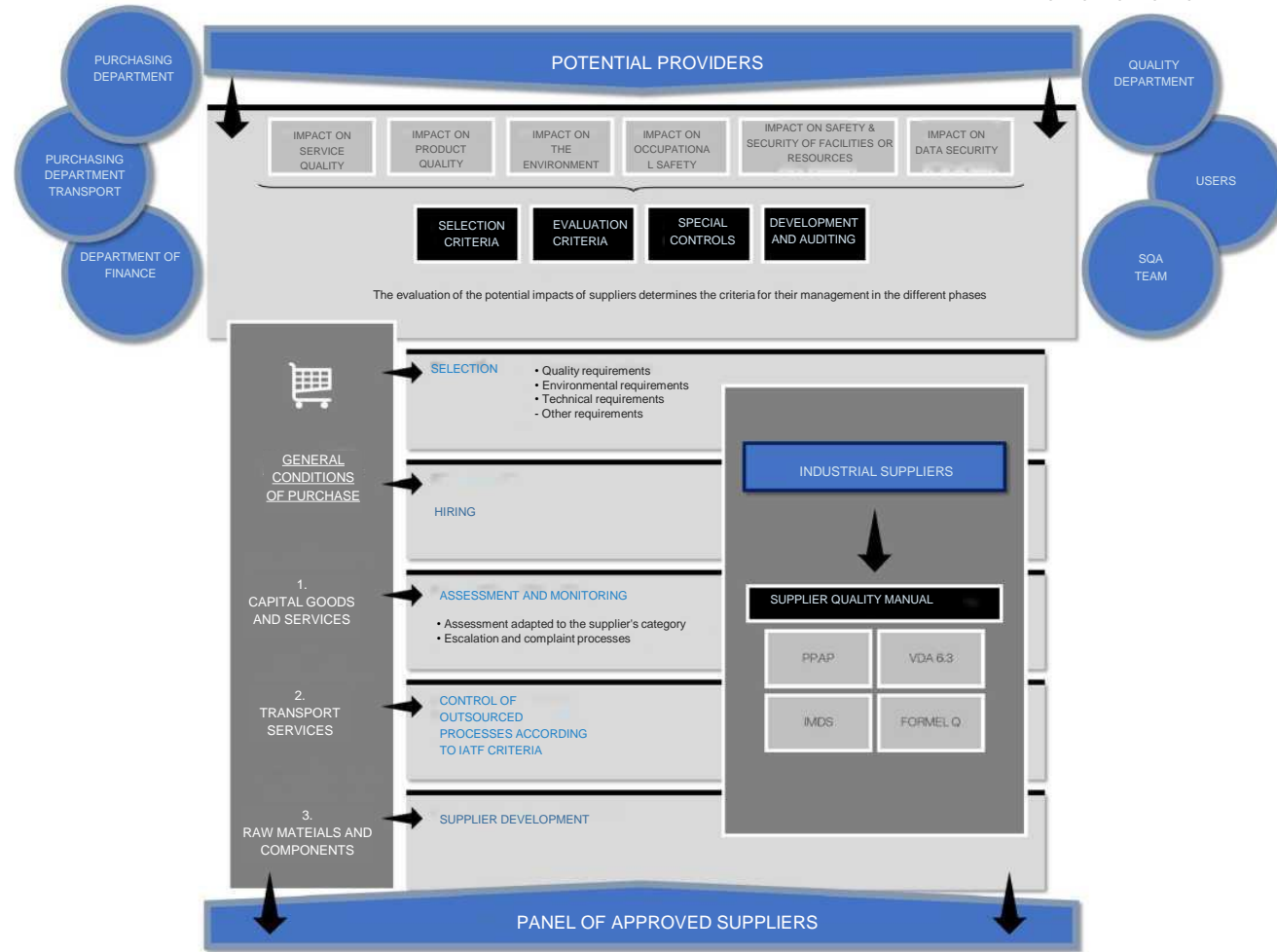
The success of a company is the sum of all its elements. That is why Sesé seeks to establish synergies in its relationship with its suppliers, that is, to integrate the qualities of both organisations, with the aim of resulting in something greater than the simple sum of them.

Sesé has a powerful Purchasing Department aimed at managing needs and collaborations using a system for identification and monitoring. This team is divided into two main areas, Transport Procurement and General Procurement.

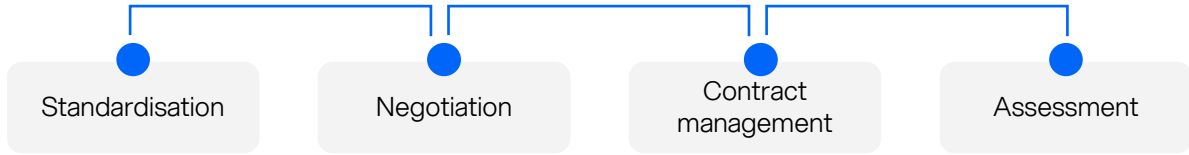
The attached graph shows Sesé's purchasing panel, according to the type of products/services purchased.



BREAKDOWN OF CATEGORIES OF SUPPLIERS PURCHASED BY ANNUAL VOLUME



OUTLINE OF THE SUPPLIER SELECTION AND EVALUATION PROCESS BY TYPE



Sesé's supplier selection and standardisation process is based on the following criteria:

- Quality.
- Solvency.
- Competitiveness.
- Social prestige.
- References and prestige in the sector.
- Environmental impact of its activities, as well as the environmental impact of its products in the activities carried out by Sesé
- Geographical proximity. Whenever possible, Sesé prefers to give priority to local suppliers for local development.



In the selection process, one of the filters that the supplier must pass focuses on quality, safety and CSR standards. If the Quality Department does not give its approval at this point, the supplier will not become part of the Sesé panel. Before entering into a relationship with Sesé, all suppliers sign an adherence to Sesé's Management and CSR Policies and acceptance of the Code of Ethics for Third Parties.

In the case of industrial suppliers, potential audits are also carried out based on automotive frameworks (VDA), which serve to ensure that they meet the requirements and standards requested by both Sesé and its clients. If the result of these audits is unfavourable and the potential supplier does not present a sound action plan, this filter is decisive.

In the process of evaluating and monitoring suppliers, each of the different categories is evaluated according to the most relevant requirements in its field of application, taking into account quality, environmental, safety and, in certain cases, social criteria.

The different departments hold regular face-to-face meetings with the highest-volume and highest-impact suppliers, in order to undertake the following:

- Evaluation of the quality of services / products supplied.
- Analysis of incidents that may have occurred to establish joint action plans.
- Study of options for new synergies or collaborations to improve the partnership with the supplier.
- Evaluation of integration options within Sesé's IT systems to improve communication and data transfer.
- Exploration of new ways of collaboration.
- Involvement of the supplier within initiatives or good practices of Sesé.

In the case of industrial service providers, and within the development of the same, process audits are carried out according to VDA standards to ensure that the products supplied meet the requirements set.

89.90%

Average result of the annual evaluation

94.85%

Percentage of suppliers evaluated (*)

90.40%

Results of process audits of industrial suppliers

DETAILS OF THE EVALUATION OF SUPPLIERS, WITHIN THE SCOPE OF SESÉ
 (*) per equivalent volume of purchases within the Total Supplier Panel

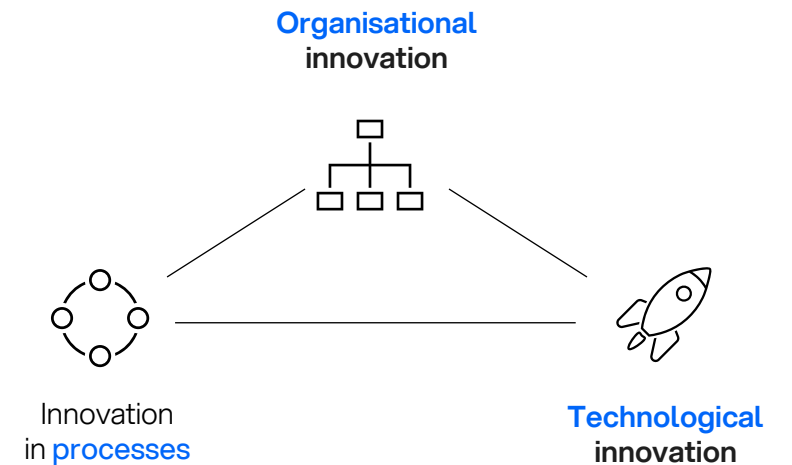
With the aim of transforming the future supply chain through digitalisation and the implementation of sustainable and efficient processes, more than 15 years ago Sesé opted for the design and development of its own tools, capable of integrating with those of its customers and thereby managing to engage the different links in the supply chain.

To that end, innovation has become one of the preferred terms to define strategies, business models and entrepreneurial attitudes. The need for constant renewal and innovation is mandatory in today's business environment.

For the research and development of these initiatives, Sesé relies on collaboration and establishment of alliances with:

- Universities.
- Technology centres.
- Industrial and sectorial clusters.
- Benchmark private technological companies.

The essence of Sesé is the ability to anticipate and adapt to change, developing solutions on an ongoing basis, ensuring that the organisation's goal of "staying one step ahead" is successfully achieved every year. Sesé embraces innovation and continuous improvement within the organisation's mission as key and differentiating elements.





100



Staff in Dept. for IT & Innovation

+7.2



IT Dept. 2023 budget in millions of euros

ISO 27001 and TISAX VDA Certifications



260



Servers

5,500



Connected devices

+3,700



Direct users

+1,800



Training hours on continuous improvement tools (Lean Manufacturing, MTM)

27



Persons trained in Continuous Improvement

15



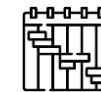
Lean Manufacturing projects promoted in 2023

+110,000

0110
1001
1010

Development hours in 2023

66



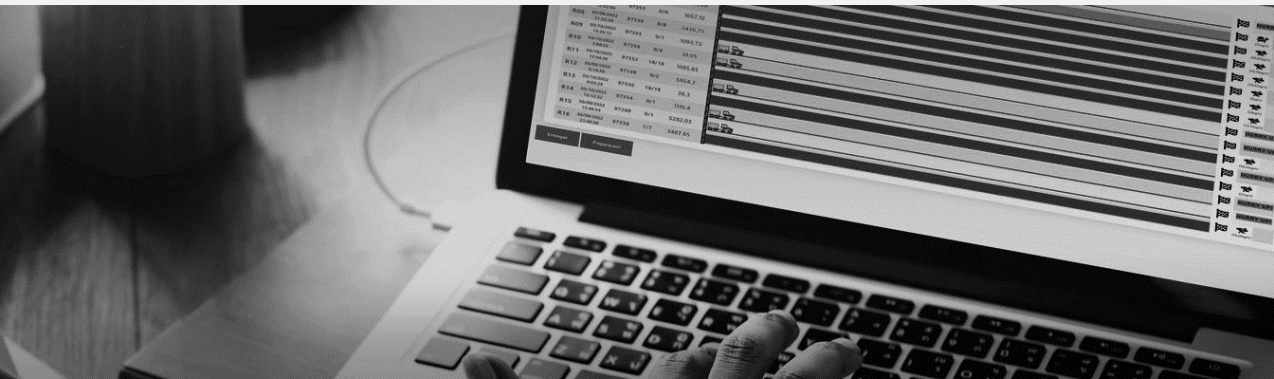
New development projects in 2023

eCMR: TRANSFORMING THE SUPPLY CHAIN OF THE FUTURE

In 2023, Sesé carried out the first e-CMR pilot tests for integrated digital data management in the supply chain. The SIMPLE (Simplification of Processes for a Logistic Enhancement) Project aims to interconnect the entire data flow of the various actors involved in the supply of goods and to generate a single standard for different platforms, companies and countries.

As part of this project, **Sesé is the first company to have carried out these tests** along with its client Saica, digitally managing all the documentation, information and processes of the logistics chain from origin to destination. The pilot test with electronic CMR has been performed on a route between Zaragoza and Valencia, in which all transport planning has been carried out in a 100% integrated and digital way.

The SIMPLE project has been promoted by the Ministry of Transport, Mobility and Urban Agenda, State Ports, ADIF, Indra and has benefited from collaboration with the Spanish Shippers' Association. This has led to the integration of all the links in the logistics chain (operators and infrastructures) and the administrations involved in transport operations.



CLOSER TO GREEN CORRIDORS IN EUROPE

In 2023, Sesé, Repsol, Volkswagen Navarre and Scania deployed **the first Duo Trailer powered by renewable fuel (HVO)** into circulation. Sesé has thereby become the first company to promote this long-distance heavy goods vehicle — the most sustainable of its type — in Spain and southern Europe, reaffirming its **commitment to driving the decarbonisation of goods transport in the supply chain.**

The renewable fuel is produced from used vegetable oils and agricultural and forestry waste. It also has the sustainability certifications required by the European Union's Renewable Energy Directive, and it meets all the technical requirements that guarantee its use in vehicles, without the need for any modifications.

Finding efficient, sustainable and innovative supply chain solutions is one of Sesé's top priorities, as it seeks to become an emission neutral company by 2050.

The vehicle will travel 4,500 kilometres a week in total between Pamplona and Barcelona, thus avoiding the emission of approximately 4.5 tonnes of CO₂ per journey.

PERTE VEC: GROUP F3

Sesé is one of the partners of the F3 Association. The Future: Fast Forward project seeks to promote the development and manufacture of electric and connected vehicles, based on the sustainability of the entire value chain, to make Spain the European hub for electromobility.

Sesé is working with F3 on an artificial intelligence and machine learning project to digitise and optimise the electric vehicle supply chain.

This project has been funded by the European Union — Next Generation EU and by the Ministry of Industry, Trade and Tourism.



The President of Sesé, Mr. Alfonso Sesé, participates in the presentation event of the F3 Association

NEW STEPS IN THE DIGITALISATION OF TRANSPORT

In-house software development has made it possible to digitise the administrative tasks necessary for the approval and settlement of journeys.

Thanks to a combination of various technologies and platforms, the project has made it possible to eliminate all associated manual tasks by automating both the documentation review and scanning process and the subsequent tasks required for the validation and payment of transport orders. In addition, the solution allows the storage of batches in an indexed manner to facilitate subsequent searches.

TERMINAL V: DIGITISING AIR HANDLING

Terminal V is an in-house designed software for the management and control of an air cargo and mail handling warehouse. It provides a computerised solution for both operational and administrative processes with the specific features of such a complex activity, including (but not limited to):

- Cross Dock activities.
- Planning and control processes for loading and unloading lorries.
- Control of goods that are transferred to air traffic.
- Billing.

COMMITTED TO PEOPLE

A committed team
Boosting talent
Equality and equity
Safety, health and well-being

A person with a backpack walking through tall grass, seen from behind. The background is a blurred natural setting with trees and a body of water.

3.



SELECTION

Staff selection processes are key and are based on transparent methodologies and **equity principles**. The organisation's policies expressly prohibit any questions regarding religion, sexual orientation or political views during selection processes.

We select **professionals** with a desire to learn, work in teams and develop, capable of aligning themselves with the values of the organisation and the skills required by our sector.

We encourage the **access of young people** to their first job through scholarship programmes and other partnership agreements.



TRAINING

We firmly believe that people must have the necessary skills to respond satisfactorily to **current and future challenges**, and for this reason we promote **continuous training** for all personnel through specific plans that allow them to acquire, update or improve their technical and personal skills for better performance, adapting the organisation's teams to the technological and organisational changes that our clients demand.



WELCOME

We take care of the incorporation of new employees so that they achieve a quick and successful integration within the organisation.

In the reception processes we make use of **technologies** and **digitalisation** to standardise the employee's journey in all centres of the organisation.



EQUALITY

We firmly believe in **equal treatment and opportunities** for women and men, without direct or indirect discrimination on the basis of sex, promoting and encouraging measures to achieve real equality within our organisation.

We are committed to ensuring that these principles are translated into guidelines that naturally govern both the behaviour of the people who make up the organisation and the processes that define the ways of working in the company, from selection to promotion, including wage policy, training, working and employment conditions, occupational health, working time arrangements and the reconciliation of personal and professional life.



DEVELOPMENT

We identify **talent** and **potential**, applying appropriate tools in tune with the activity and the market that allow it to grow and develop skills that improve the professionalism and employability of our employees.

The **Remuneration Policies** for executives and employees are based on objective criteria associated with the functional levels occupied (salary bands) which are validated and ratified by the Delegate Appointments and Remuneration Committee.



We seek to inspire, motivate and empower individual talent, thus building a committed team that transforms challenges into opportunities.



WORK-LIFE BALANCE

We promote the reconciliation of work and family life of our employees by implementing measures that allow to make the incredible experience of motherhood or fatherhood practical and compatible with a successful professional career, supporting the right to **digital disconnection**.



COMMUNICATION

We adopt the appropriate and necessary channels to provide our employees with **relevant information** about the organisation and their position, and we facilitate upstream communication through channels of opinion gathering and participation.

We provide **suitable climates and environments** so that each of our employees feels that they can express themselves and that their ideas are heard and valued.



SOLIDARITY

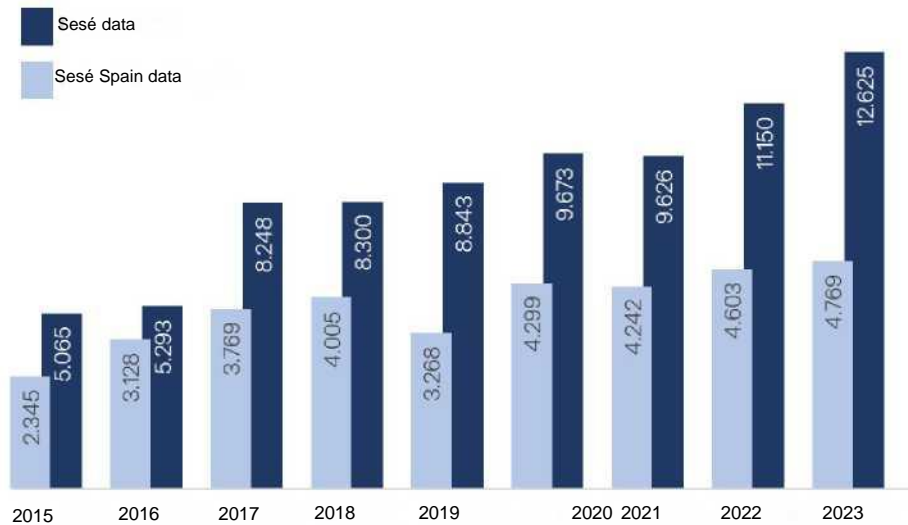
We promote **volunteering actions** aligned with the values, principles and idiosyncrasies of our organisation, hand in hand with our employees and the Sesé Foundation, with the firm intention of returning part of the benefits that we obtain as a company to the **local communities** where we operate and do our bit to protect **the most disadvantaged groups**.

SESÉ — A TEAM WHERE ATTITUDE MAKES THE DIFFERENCE

The saying 'a company's assets are its employees' has lost some of its meaning by being exploited in various forums, but in the service sector, it is a reality — it is people who allow the company to function, who transmit its values, who represent its face, voice and eyes vis-à-vis our clients and all other stakeholders.

The relevance of people management is highlighted in the improvement plans associated with the Group's Strategic Plan. To understand the characteristics of the people who make up Sesé is to understand Sesé. In recent years, Sesé's growth has gone beyond Spain's borders, placing the company's direct employees in 20 countries.

Throughout the chapter, the segmentation ratios that objectively define the current staff structure will be presented graphically. Later, in the following sections, we will go deeper into the values, competencies and true essence of the basic pillar of the organisation: its employees. In general terms, these ratios do not include data on non-employees (temporary agency workers, subcontractors and trainees) unless expressly stated otherwise.



EVOLUTION OF THE WORKFORCE OF SESÉ AND SESÉ SPAIN
Includes TEA data

86%
Permanent contracts

BREAKDOWN OF WORKFORCE BY CONTRACT TYPE Includes TEA data

Permanent contracts		Temporary contracts		
Part-time work	Full-time work	Part-time work	Full-time work	Temp agency (TEA)
0.90%	85.29%	0.44%	7.16%	6.22%

Details of indefinite partial contracts

men	women	<30 years	30-50	>50 years
59	54	25	79	9

Details of temporary partial contracts

men	women	<30 years	30-50	>50 years
32	23	24	25	6

DETAILS OF PART-TIME STAFF CONTRACTS BY TYPE OF CONTRACT

Total hours of absence 724,765

- corporate** 3.42%
- transport**
 - fabric carrier 4.87%
 - forwarding 9.76%
- logistics** 11.04%
- industrial** 14.11%

ABSENTEEISM AT SESÉ SPAIN

12,625

people work at Sesé



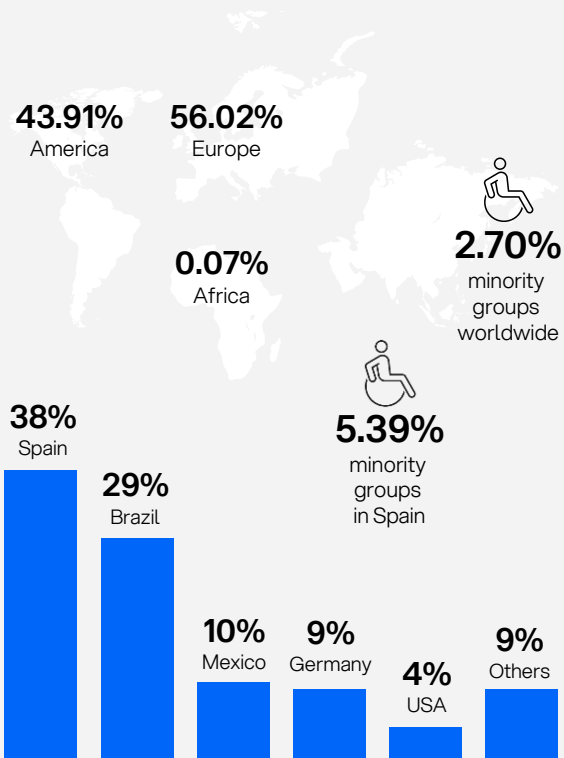
	men	women
corporate	52%	48%
transport	76%	24%
logistics	77%	23%
industrial	65%	35%

21% women in management positions

+80 nationalities

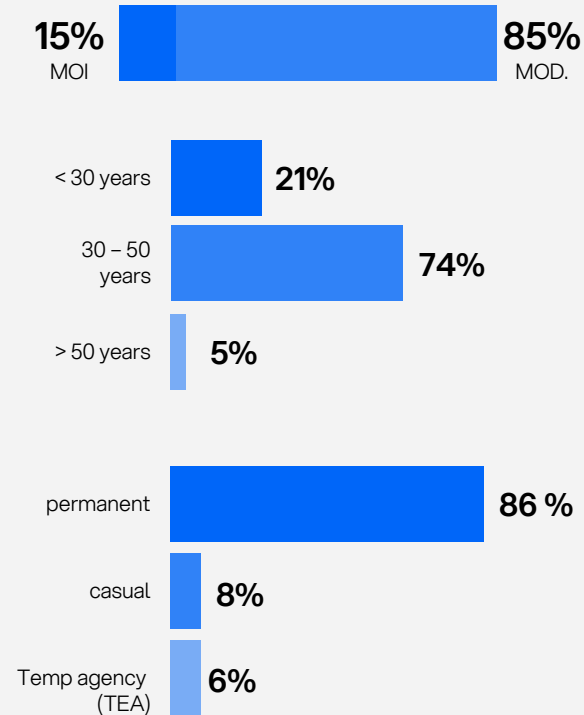
4,769

people work in Spain



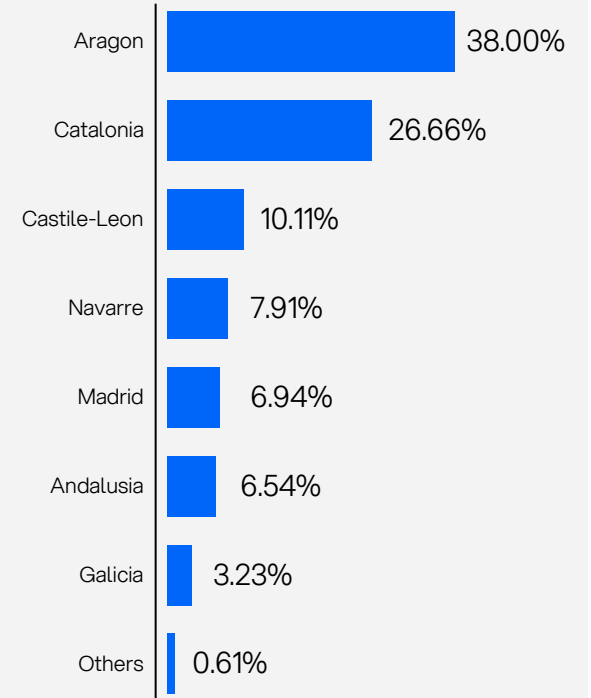
41.29

average age of the workforce



38.00%

of our Spanish staff are in Aragon



[GRI 405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES] WITHIN THE SCOPE OF SESÉ. Data segregated by sex and age are the only ones that do not include TEAs



Your talent determines what you can do.
Your motivation determines how much
you are willing to do. Your attitude
determines how well you do it.

Lou Holtz

TRAINING

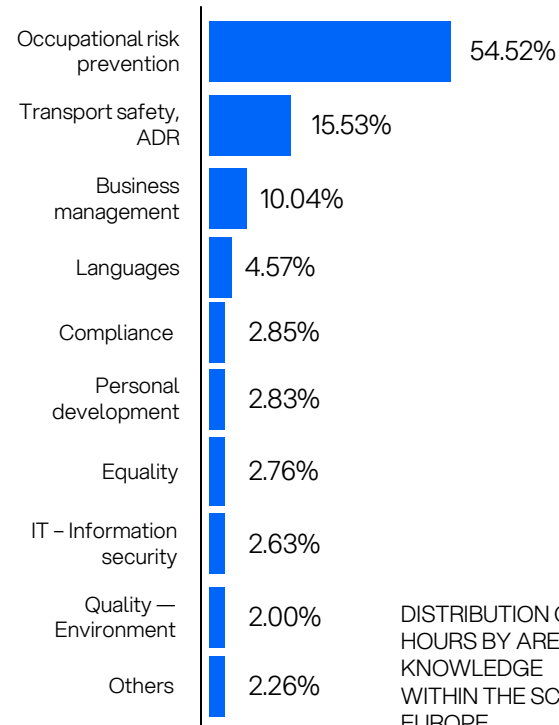
Sesé firmly believes that people must have the necessary training to respond satisfactorily to current and future challenges, and therefore in each exercise these needs are identified in order to plan the training action and ensure the maximum effectiveness of each course or training programme.

The Human Resources Department coordinates **training plans** aimed at:

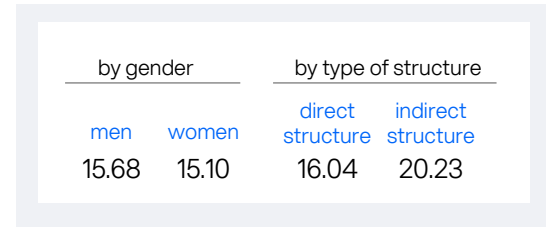
- acquiring the necessary workplace skills,
- or allowing us to be more effective, within our philosophy of continuous improvement,
- or keeping the knowledge and skills required in our sector up to date.

17.01 hours-year / person

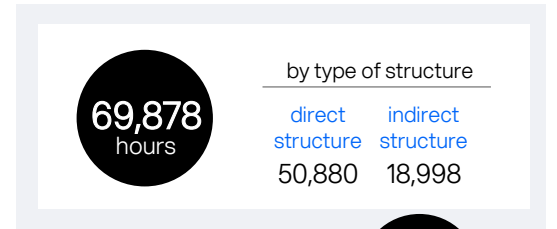
[GRI 404-1] AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE WITHIN THE SCOPE OF SESÉ EUROPE



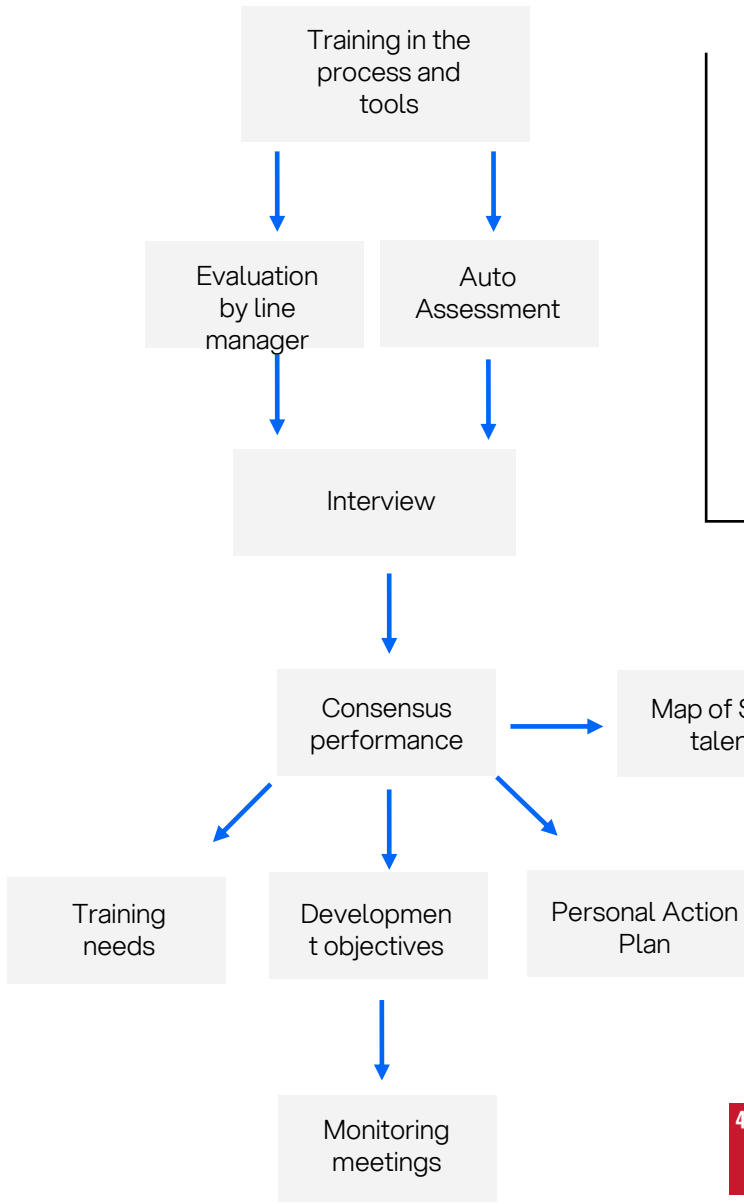
DISTRIBUTION OF TRAINING HOURS BY AREA OF KNOWLEDGE WITHIN THE SCOPE OF SESÉ EUROPE



HOURS OF TRAINING BY TYPE OF STRUCTURE. WITHIN THE SCOPE OF SESÉ EUROPE



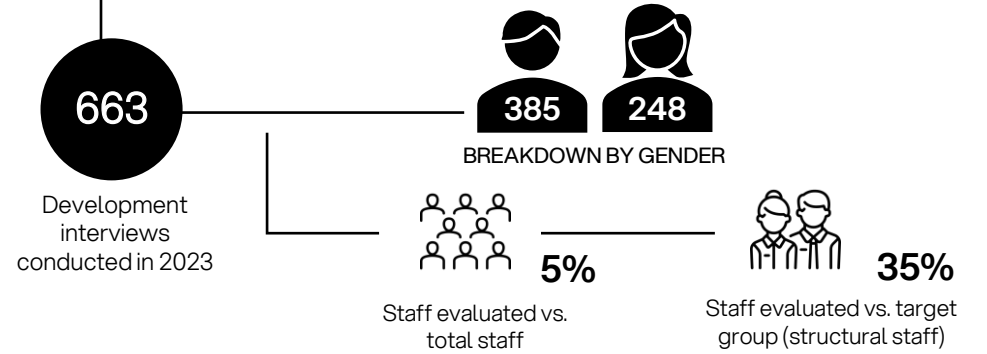
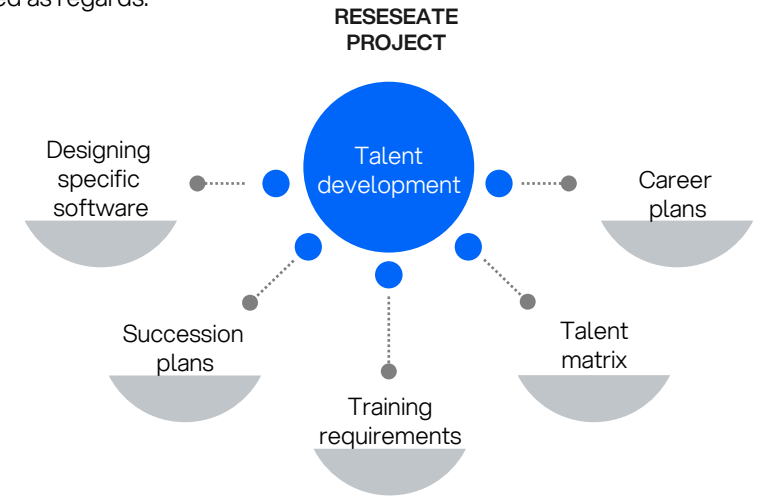
effectiveness of training [score out of 4] **3.52**



SKILLS AND DEVELOPMENT

In 2017 the Talento Sesé project was born: reSESEate. Since then, the project has continued to grow in order to gradually reach the global projection pursued as regards:

- Personal and professional growth
- Efficiency in performance and management
- Improvements in organisation competitiveness
- The alignment of corporate culture and values
- Promotion of the talent of Sesé's professional team.



[GRI 404-3] PERCENTAGE OF EMPLOYEES RECEIVING PERIODIC PERFORMANCE AND PROFESSIONAL DEVELOPMENT APPRAISALS SCOPE OF STAFF STRUCTURE (SESÉ SPAIN)



YOUNG TALENTS

One of the aspects that characterise Sesé's Human Resources Policy is the clear and direct commitment to create its own talent pool and give young people the opportunity to grow and develop within the organisation's work teams, in a continuous search for talent, experience and knowledge that can generate value and growth for the company. In recent years, Sesé has therefore actively promoted programmes for students and graduates.

DUAL TRAINING. In 2017, Sesé was once again a pioneer in Spain, designing a tailor-made training and educational project that adapted the training content to the real functions to be carried out in the company within a **Dual Vocational Training plan**, aimed at young people between 16 and 30 years of age.

This programme, specially designed by the People and IT Departments, makes it clear that the advantages are both for the company and for the students set to be its future workers, since the young people are active in a real environment and acquire professional experience that facilitates their entry into the labour market, with the relationship between company and worker being regulated by a financially paid employment contract.

Since that first iteration, various programmes covering IT, Logistics and Transport have been launched on an annual basis.

12

Dual Training students in 2023 (*)

83

51% 49%

People have done internships in 2023

19%

Recruitment rate of the internship + dual training programme



MAIN FIGURES OF THE INTERNSHIP AND SCHOLARSHIP PROGRAMME OF SESÉ SPAIN

Excludes temps and subcontractors.

(*) Included in the total number of trainees



EQUALITY

The first equality policy and protocols for dealing with sexual harassment and discrimination in the workplace date back to 2012. The Management of Sesé bases its equality policy on the following principles and commitments:

- Equal opportunities for women and men is a strategic principle for the organisation.
- In each and every one of the areas in which the company operates, from recruitment to promotion, including wage policy, training, working and employment conditions, occupational health, working time and work-life balance, prevention of and action against harassment and/or discrimination, Sesé assumes the principle of equal opportunities.

The principles set out above are put into practice through the implementation of Equality Plans and/or Equality Policies, as appropriate, and the corresponding monitoring systems are set up in order to make progress in achieving the improvement objectives set.

The legal representatives of the workers — or, failing that, the workers themselves — are involved in promoting and monitoring these plans.

With the aim of continuing to make progress in equality management, the Equality Policy is regularly reviewed for its continuing suitability, communicated and passed on to all those working for the organisation and kept available to stakeholders.

In Spain, only five plans have yet to be finalised with the Equality Commissions of the companies that are obliged to do so.

COMPARISON OF AVERAGE GROSS WAGE vs. LOCAL MINIMUM WAGE

Comparative analysis by sex, type of structure and age range

data average	men	women	Wage gap woman vs. men	<30 years	30-50 years	>50 years	Structure Indirect	Structure Direct
x 2.33	x 2.50	x 1.52	- 39%	x 1.12	x 2.42	x 1.20	x 2.97	x 1.52

[GRI 405 -2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN COMPARED TO MEN]

DISTRIBUTION OF REDUNDANCIES BY AFFECTED GROUPS

Details for women					Details for men				
Structure Direct	Structure Indirect	<30 years	30-50 years	>50 years	Structure Direct	Structure Indirect	<30 years	30-50 years	>50 years
255	52	127	176	4	1,298	164	488	932	42

1

reported



0

confirmed

[GRI 406-1] CASES OF DISCRIMINATION AND REMEDIAL ACTION TAKEN, WITHIN THE SCOPE OF SESÉ EUROPE



WORK ORGANISATION

In all production centres, whether proprietary facilities or in-house, the working hours of the work centres are adjusted to the operational organisation of the customers for whom we are working. They are also adapted to the holidays and production days of these clients.

- In all production centres and the vast majority of logistics centres, work is organised in 3 rotating shifts. Some of the workplaces in Spain are organised in 5 rotating shifts.
- In the central offices, the general working hours are Monday to Thursday from 08:00 to 17:30 and Friday from 08:30 to 14:00. In the summer months, opening hours are 08:00 to 17:00 and Fridays from 08:30 to 14:00.

Sesé is starting to take the first steps to support the digital switch-off of its employees through highly focused initiatives at the points where the greatest potential risk exists:

- Guards on rotating incentive-based shifts for nights and holidays.
- Night shift coverage of a specific team for follow-ups and contacts with both clients and drivers.
- Office positions structured specifically for rotating shifts.

WORK-LIFE BALANCE

For all staff members who have children, measures to facilitate the reconciliation of work and family life are established across the board:

Measures for all staff:

- Reduced working hours for childcare, making the schedule more flexible to meet the needs of the mother or father.
- Reception of mothers / fathers in posts with schedules that are easier to reconcile with the reduction of the working day.
- Flexible entry and exit times for all office staff.
- Mobility between centres closer to the home to facilitate conciliation.
- In general, labour agreements have been established on top of regional or general agreements for accompanying relatives to doctors and/or specialists.

Measures for staff working in shifts

- Facilitate shift changes for family/personal reasons on a temporary and/or permanent basis.
- Voluntary night shift, those workers who cannot reconcile this shift with their family life are not obliged to do so.



COMPENSATION AND BENEFITS

In Spain, new compensation and motivation mechanisms for all employees are being introduced on an ongoing basis. The management of the payment of health insurance and the non-subsidised part of the canteens is done through the payroll (**flexible remuneration**) with income tax exemption, which increases the total remuneration received by the employees proportionally.

In 2022, the **Benefits Club** was launched — a platform with discounts for employees within a savings platform as a corporate benefit from Aon, Inspiring Benefits.



Partially subsidised corporate canteens



Health insurance for employees



Gift Vouchers for the best employees



Club Benefits



Baby gift basket



Parking for employees

Sesé, the first logistics company in Spain with the Baby Friendly label



PEOPLE
Equality and Equity



SESÉ #SOY MUJER CAMPAIGN



ACKNOWLEDGEMENTS FOR PERFECT RECORD AND COMMITMENT



SCHOOL PACKAGES DELIVERY



MANAGEMENT SKILLS WORKSHOP



COMMITMENT RECOGNITION



LEADERSHIP ACADEMY



INTERNATIONAL WOMEN'S DAY



MOTHER'S DAY



INTERNAL PROMOTION

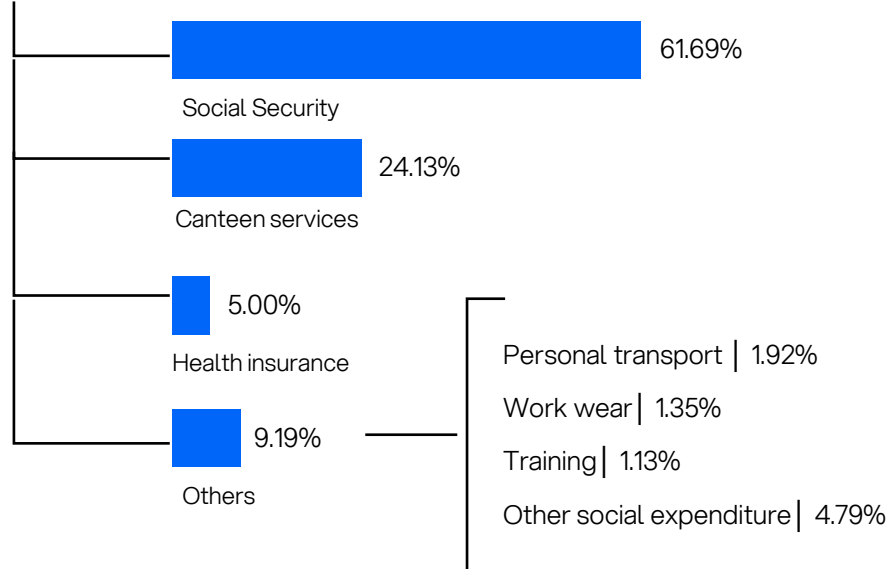
At Sesé there is a process called Job Posting whereby job vacancies are published internally to be filled by Group employees, either by horizontal or vertical promotion, which encourages internal promotion and career development of Sesé employees.

As part of the performance assessment process, there is a Talent Map of the organisation, identifying people with special growth potential whose development at Sesé is promoted through training and career plans.

SOCIAL EXPENDITURE

89

The attached figure shows the breakdown of Sesé's social expenditure (EUR 89.032 million).





UNIVERSAL ACCESSIBILITY

In its work processes, Sesé upholds the greatest respect for personnel who are functionally diverse. Once new recruits are incorporated into the organisation's centres, the Occupational Risk Prevention teams are in charge of constantly monitoring their adaptation to the positions they hold. These are just a few examples of the results achieved:

- The corporate offices have full accessibility on all floors, specific parking spaces for the disabled and adapted toilets.
- In production and logistics centres where there is the possibility of interaction between mobile equipment with hearing impaired personnel, these workers wear a vest of a specific colour that allows the operators of the mobile equipment to identify them and be aware that they cannot hear acoustic signals.
- The EWC in Martos (Jaén), which has a high percentage of hearing impaired staff, has staff who are fluent in sign language. Likewise, this centre has a Social Worker on staff for the individualised monitoring of each of the workers.

In Spain, the country where the Group has the greatest concentration of staff with functional diversity, personalised studies are carried out on the jobs they perform in order to implement the necessary adaptations. This type of study also applies to personnel who are not disabled but who have conditions for the normal development of their daily activities.

 **892**

Adaptations / improvements of posts carried out since 2018

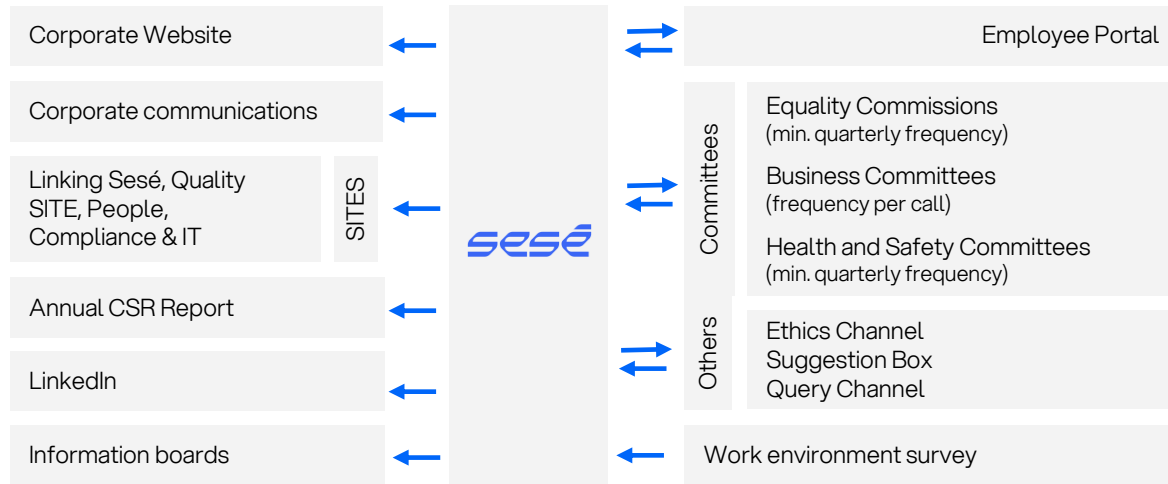


True diversity knows no limits. To integrate staff with disabilities is to open the door to the infinite human capacity.

DIALOGUE AND PARTICIPATION

Sesé carries out its human resources management in accordance with the legislation in force and the agreements that apply to each of the activities it performs. It also supports and facilitates the formation and operation of the Health and Safety Committees, essential and indispensable channels for keeping the workforce informed in terms of occupational health and safety and for acting as interlocutors in the identification of improvements in the occupational risk prevention management system.

The attached diagram shows the channels of communication established with employees, both one-way and merely informative in nature by the company to employees, as well as two-way, allowing for the establishment of frameworks for dialogue and consultation with employees.



OUTLINE OF COMMUNICATION, DIALOGUE AND WORKER PARTICIPATION CHANNELS

100%

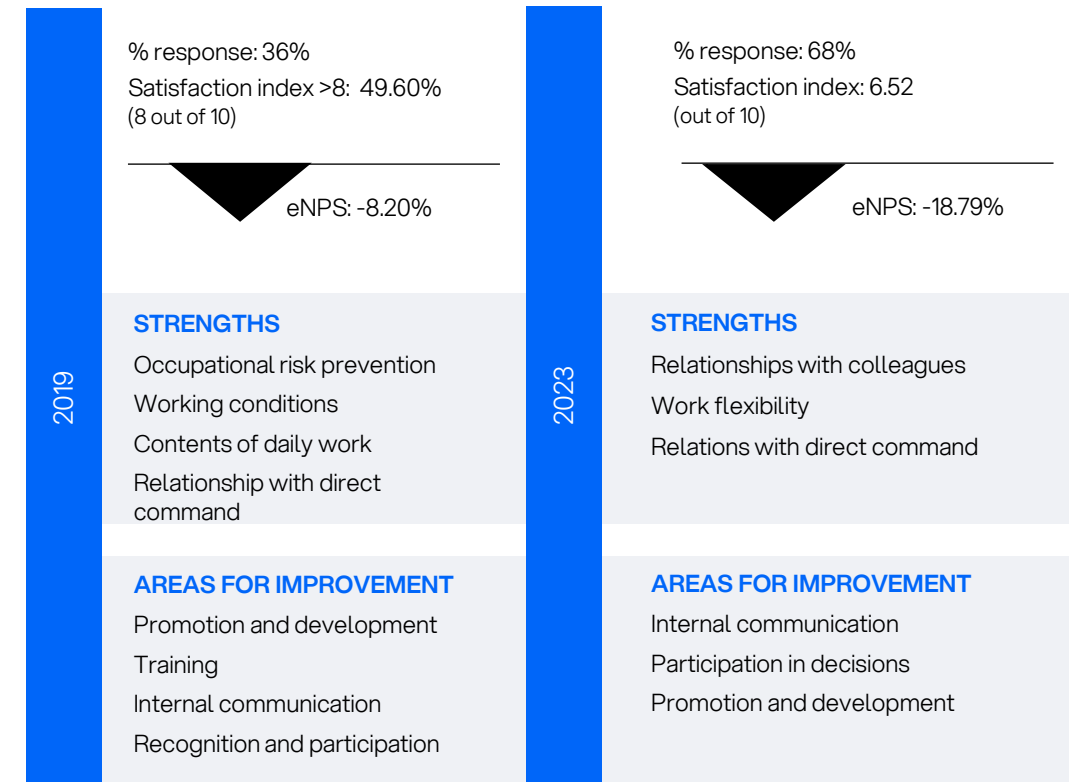
Workers represented in Collective Bargaining Agreements

87.08%

Workers represented in Health and Safety Committees

WORK ENVIRONMENT

The People Department periodically launches work climate surveys to assess the level of satisfaction and motivation of Sesé employees and identify potential areas for improvement.





The team at **Sesé Mexico** has once again given its all in the different competitions launched by the People team. Creativity, caring and a strong sense of belonging. Thank you, Mexico!



Mexican Roots — Traditional Ofrenda Laying. As is done every November, the traditional Offerings to the Deceased are held at the corporate headquarters in Mexico



The "**Sesé Runners**" team kept the flag flying for another year running in the ESIC Business Race. A truly spectacular result!

Girls in power! Female employees from all over Spain joined the 'pink tide' once again this year, accompanied by their daughters, participating in the various stagings of the Women's Race.



SESÉ, SUPPORTING THE LOCAL COMMUNITIES WHERE IT OPERATES

One of the bases of Sesé's strategy has been and still is growth, diversification and international expansion, but upholding the greatest respect and commitment to the local communities where it is established at all times. Thus, as a personnel policy in the countries where it is positioned, Sesé supports local development initiatives, always counting on personnel local to the country to aid their establishment.



Latin America headcount growth 2023 vs 2015

The aim is to create quality and sustainable employment regardless of the region and thus contribute to the industrialisation of the environments with which it interacts.

A significant example is Latin America, where Sesé employs almost 5,000 people, more than doubling the workforce hired in 2015.

Sesé is an Aragonese company, with deep roots in its origins. It carries out a large part of its activities in Aragon.

This situation is accompanied by consequences that directly influence the economic and social panorama of the Autonomous Community.



54%

Percentage of total turnover of Sesé companies headquartered in Aragon



+1,800

People from Sesé recruited in Aragón

[GRI 203-2] SIGNIFICANT INDIRECT ECONOMIC IMPACTS ON THE COMMUNITY



82%

[GRI 202-2] PROPORTION OF SENIOR EXECUTIVES RECRUITED FROM THE LOCAL COMMUNITY

Note: the concept of "senior executives" encompasses the positions of the Board of Directors, Management Committee and Country Directors. It is considered "local" when the nationality of the executive is the same as that of the country in which it exercises its function.

A person wearing a blue lab coat is holding a pink stethoscope. The stethoscope is held in a way that its tubing forms a heart shape. The person's hands are visible, and they are wearing several rings. The background is dark and out of focus.

”

Occupational risk prevention not only protects lives, it also safeguards a company's most valuable asset: its people

Prevention management system implemented in accordance with ISO 45001 and SQAS (see details of certifications in Annexes).

Periodic occupational risk assessments, planning measures and controls aimed at eliminating or minimising identified hazards.

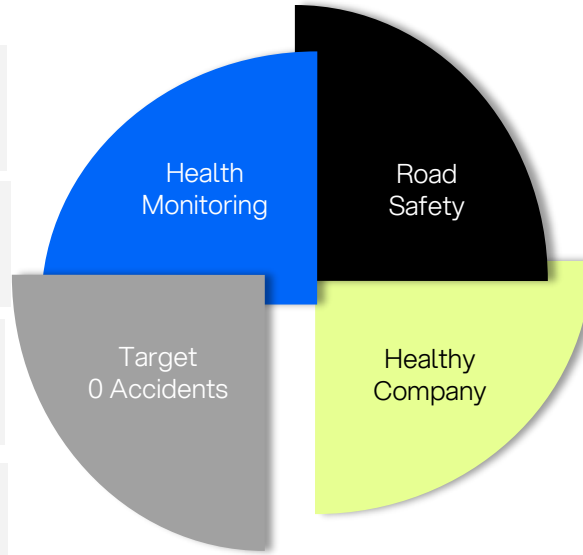
Preventive manuals per workstation based on risk assessments, which develop the corresponding preventive measures.

Occupational risk training, awareness campaigns, retraining and specific training activities for groups at higher risk.

Internal audits and Safety Walks to detect opportunities for improvement. Specific security workshops.

Investigations of accidents, incidents and occupational illnesses. Lessons learned for mainstreaming in other centres.

Coordination of activities with subcontractors accessing Sesé's facilities.



OCCUPATIONAL HEALTH AND SAFETY

Since 2005, Sesé has had an Occupational Risk Prevention (ORP) Department that manages and coordinates preventive activities along with the improvement of working conditions. Awareness raising, staff training and health care, especially for the most sensitive groups, are a priority in the Group.

In 2018, at its 7th staging, the jury — made up of the Directorate General of Labour, the Directorate General of Public Health, the Territorial Directorate of Labour and Social Security Inspection, CEOE, CEPYME, UGT and CCOO — agreed to award the work of Sesé in the "Best Occupational Risk Prevention track record or action for companies with more than 50 workers" category.

2019 saw the establishment of the Internal Prevention Service for the company Hnos. Sesé Asensio S.L., which undergoes an annual legal audit in accordance with the provisions of Law 31/1995, Law 54/2003 and Spanish Royal Decree 39/1997. In addition, for the rest of its companies, Sesé has an External Prevention Service to cover the following specific accident prevention matters



11,661
98.49%

Employees monitored by the ORP Management System



10,310
87.08%

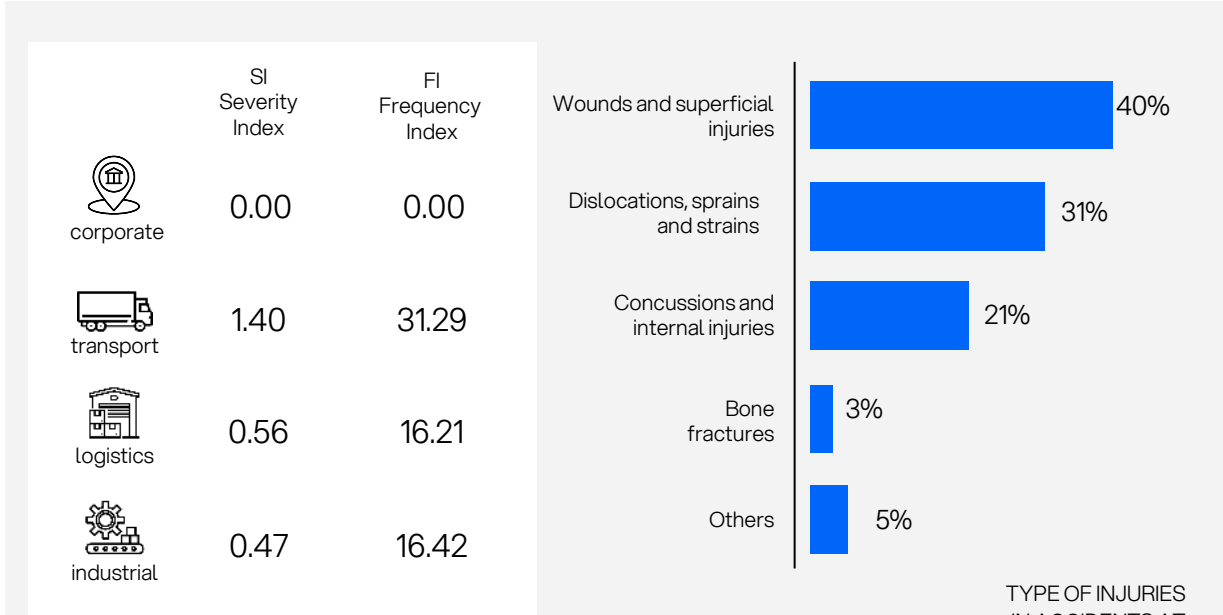
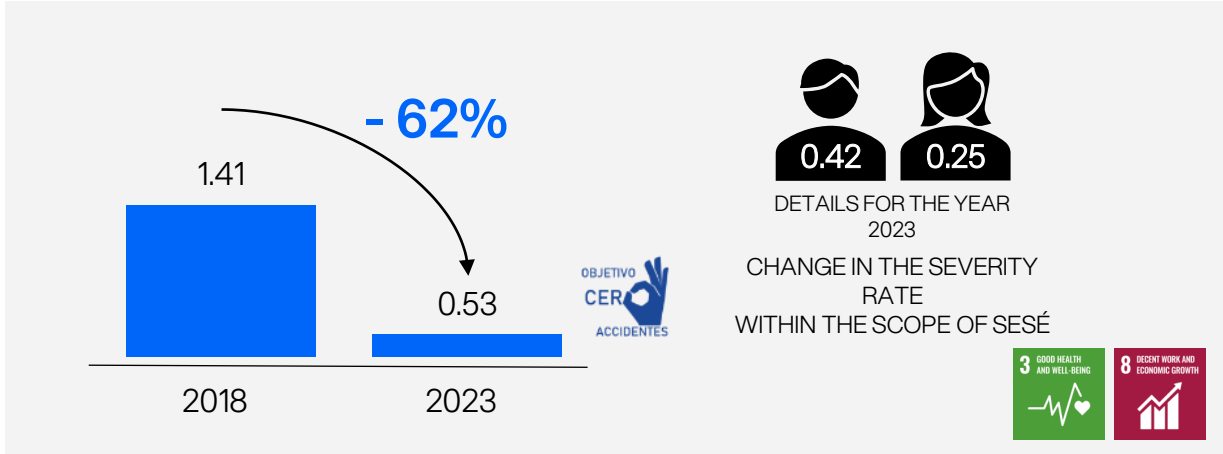
Employees under internal ORP audit



1,125
9.50%

Employees under external ORP certificate

[GRI 403-8] OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM COVERAGE, WITHIN THE SCOPE OF SESÉ.



[GRI 403-9] WORK-RELATED INJURIES, WITHIN THE SCOPE OF SESÉ.
 FI (No. of accidents requiring sick leave / No. hours worked) x 1,000,000
 SI (no. of days lost / no. of hours worked) x 1000

HEALTH MONITORING

The medical services in the area of occupational medicine are key to identifying potential areas for improvement in the work environment, both in terms of health and safety — for this reason, the prevention technicians work closely with these professionals with the clear objective of improving the workplaces and the quality of life of Sesé’s staff.

Access to medical examinations is universal and voluntary within the organisation, and the results of these examinations are confidential and privacy is respected.

RISK IDENTIFICATION

- Visits by medical practitioners to the facilities.
- Analysis of job posts.

SURVEILLANCE PROTOCOLS

- Defined according to job characteristics and risks.
- At-risk staff are taken into account.
- Preventive health markers.

INITIAL MEDICAL CHECK-UPS

- Ensure that the work does not pose health risks.
- Identification of adaptations to job posts.
- Confidential results.

PERIODIC MONITORING

- Checks on stable working conditions and staff health.

EPIDEMIOLOGICAL ANALYSIS

- Identification of health habits.
- Basis for setting goals and action plans.

ACTION PLANS

- Improvement / adaptation of workplaces.
- Healthy Company Plan.
- Prevention Plan.

HEALTH SURVEILLANCE PROCESS

HEALTHY COMPANY PLAN

Since 2018, as part of its organisational strategy, Sesé has been working on a Healthy Company Plan through both activities and continuous communication with its employees, with the aim of making them aware of the importance of leading a healthy life, both in the workplace and outside it.

In 2019, Sesé signed up to the Aragonese Network of Healthy Companies (RAES) that the Government of Aragon launched with the aim of promoting the culture of health, the exchange of business experiences and the recognition of the work of companies in the field of improving the health and well-being of workers.



Talks on healthy eating (face-to-face and online)



Participation in the challenge Sanitas Healthy Cities



Get Fit Challenge with SPMAS

2005

The OHS Dept. is established

HEALTHY COMPANY PLAN

2010

1st Integrated management policy on Quality, M.A. and ORP



2016

1st "Road Safety" week Adherence to the "Target: 0 Working Accidents" programme of the Government of Aragon



EMOTIONAL WELL-BEING

2018

"Safe Business" Award Mindfulness Programme Accession to the Luxembourg Pact



Participation in sports and cancer events (ESIC Race, Women's Race, Race against Cancer)



Programmes to quit smoking

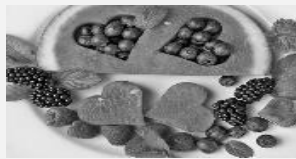
2019

Membership of RAES 1st ISO 45001 certification "Por ti" (For you) Programme Agreement with SPMAS for the development of the healthy company programme in Spain

PHYSICAL WELL-BEING



Influenza, hepatitis and Covid-19 vaccination programmes



HEALTHY EATING

2021

Deployment of the project at Sesé Mexico



ROAD SAFETY

2022

MAZ "Healthy Company" Award



The Aragonese Safety and Labour Council awards the Aragon, Committed to Prevention prizes to those companies that stand out for their achievements in occupational risk prevention.

In 2018, at its 7th staging, the jury — made up of the Directorate General of Labour, the Directorate General of Public Health, the Territorial Directorate of

Labour and Social Security Inspection, CEOE, CEPYME, UGT and CCOO — agreed to award the work of Sesé in the "Best Occupational Risk Prevention track record or action for companies with more than 50 workers" category.

In 2023, Sesé Mexico once again received the prestigious "Reconocimiento Trabajo Digno" (Decent Work Recognition) awarded by the Ministry of Labour and Social Welfare. The State of Puebla recognises companies that stand out for promoting practices in favour of the welfare of their workers and for rigorously respecting labour rights.



BRAZIL



MENTAL HEALTH AND ERGONOMIC ACTION

Taking care of the mental health of Sesé's employees, through talks with experts, providing guidance on the importance of preventing mental illness and injuries derived from repetitive movements. Action implemented in Juiz de Fora, with plans to expand to all plants by 2025.



PURPLE AUGUST
AWARENESS-
RAISING AGAINST
GENDER-BASED
VIOLENCE



PINK OCTOBER
BREAST CANCER
PREVENTION



BLUE NOVEMBER
PROSTATE CANCER
PREVENTION

MÉXICO



"NO LABELS" CAMPAIGN

Raise awareness and educate about the importance of eradicating prejudices and stereotypes that limit full acceptance and respect for LGBTQ+ people.



"PINK RIBBON" CAMPAIGN,
BREAST CANCER PREVENTION



HEALTH FAIR

Various health days with the aim of promoting care and well-being in areas such as physical and dental health, family planning and prevention of breast and cervical cancer. Includes vaccination campaigns against influenza, hepatitis and Covid-19.

UNITED FOR ROAD SAFETY



Sesé is fully aware that one of the most serious risks associated with its operations is that of road accidents. Due to the proximity of our drivers to clients on a day-to-day basis, they are considered part of the organisation's sales force. Thanks to both internal and external training campaigns, accident rates are continuing to improve. Road safety training is essential to ensure that drivers adopt safe practices and positive driving habits.

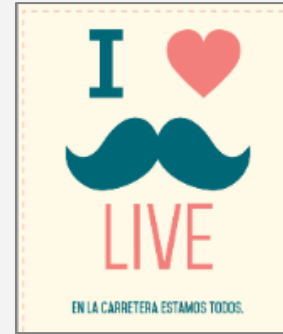
As part of this training plan, all drivers on their first day of work receive training on the risks associated with their job and all aspects necessary for efficient and safe driving are explained to them through the Driver's Manual. This Manual is available through the tablet carried in the lorry by the driver.



6 SEGURIDAD EN LOS PROCESOS DE CARGA Y DESCARGA

- Antes de acceder al punto de carga y descarga, el conductor debe primero revisar los requisitos de protección individual obligatorios. Además, para carga, verificar que tiene a mano todos los elementos de aseguramiento de carga necesarios.
- No está permitido acceder con acompañamiento (save camión de casa conductor) o mascotas.
- Respetar las normas de circulación dentro de las instalaciones. Especial atención al uso de las zonas de separación autorizadas.
- Seguir instrucciones del personal que realiza la carga y descarga especialmente ante una emergencia.
- El conductor no puede usar los equipos de trabajo (herramientas, transportes, etc.) en los puntos de carga y descarga sin autorización expresa por parte del cliente y que cuente con la formación adecuada para ello.
- mantenimiento, advertir a los clientes en áreas autorizadas para ello.
- No subir a los contenedores, utilizar el gancho para retirar y colocar los otros artículos. Hacer uso de los ascensores para acceder a puntos e niveles. Las operaciones de carga y descarga deben realizarse con el vehículo parado y asegurado con el freno de mano. En carga / descarga travesa, utilizar siempre los cables.
- Operar en la zona de seguridad de conducción.
 - Carga / descarga travesa: Conducir y conductor no pueden estar a la vez dentro de la perforación ni en la zona de estancamiento.
 - Carga / descarga lateral: No estar cerca de la cornisa en el momento de carga o descarga, asociado junto a cualquier elemento.

As a complement to the Training Plan, theoretical and practical training activities are launched annually for drivers (both efficient driving and road safety), the group most exposed to this type of accident.



The ORP Department, on the occasion of each annual **World Road Safety Day**, launches various initiatives to raise awareness of the importance of this issue and to promote good practices during in-itinere driving, which is the origin of many of the work-related accidents occurring within the Group.



Accident Prevention Days are held annually in both Mexico and Brazil.



During these days, talks and conferences are given by the work centres' Occupational Risk Prevention team, refreshing and promoting the main guidelines on safety at work.

COMMITTED TO SUSTAINABILITY

Sustainability Strategy

Supply chain decarbonisation

Leaving footprints that matter

A close-up photograph of a hand gently touching a tree trunk. The tree trunk is covered in vibrant green moss, and the background is a soft-focus forest. The overall tone is natural and sustainable.

4.

If you don't plan for change, you're preparing to fail in how to manage it.



Environmental management system implemented in accordance with ISO 14001 and SQAS (see details of certifications in Annexes).

Identification and annual evaluation of the environmental aspects of all activities in order to detect the most significant aspects and act on them.

Integration of environmental operational control into the organisation's operational processes.

Awareness campaigns covering environmental risks, good practices in daily management, waste recycling, etc.

Internal audits to detect opportunities for improvement.

All waste is managed using authorised waste managers and in compliance with all associated regulations.

Specific supply chain decarbonisation plan to impact both customers and suppliers. Specific tools for measurement.

Communication to customers regarding the emissions generated by their activity with Sesé (reports on transport invoices, in CSR questionnaires and with ad-hoc reports).



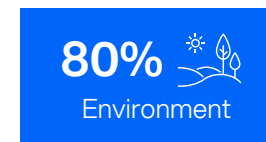
In 2023, Sesé obtained the **Aragón Circular Seal**. This is an initiative of the Department of Economy, Planning and Employment of the Government of Aragon allowing companies and local administrations to highlight their commitment to the circular economy and be publicly recognised for it.

The evaluation of the applications assessed the degree of implementation of the principles of the circular economy, its impact along the value chain and its contribution to achieving a more sustainable, competitive and resource-efficient economy in Aragon.



In 2023, Sesé signed up to the OCS (Operation Clean Sweep) programme, a global initiative promoted by the plastics industry to prevent the emission of these particles into the environment.

The aim is to help ensure that all operations where plastic pellets are handled use good cleaning and control practices to ensure that nothing ends up in the environment.



RESULT OF THE ECOVADIS EVALUATION

Sesé is independently assessed by the Ecovadis platform. The latest qualification obtained was a **Platinum Medal** overall result, which places it in the 99th percentile of its sector.

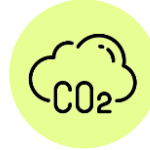
The **Environment** section received a score of **80 out of 100** when the average for its sector is 43.

Aware that business expansion only makes sense if it is accompanied by sustainable development and based on the precautionary principle, from the birth of each new project measures are implemented to minimise the impact on the environment, focusing efforts on those factors that have the greatest environmental impact.

SIGNIFICANT ENVIRONMENTAL ASPECTS



Diesel consumption



Greenhouse gas emissions

NON-SIGNIFICANT ENVIRONMENTAL ASPECTS



Noise pollution



Water consumption



Light pollution

In relation to the organisation's non-significant environmental aspects, report the following:

Noisepollution:

- All vehicles in the transport fleet are state-of-the-art and are equipped with the best technology to minimise noise. Vehicles are also checked at regular statutory inspections to ensure that the vehicle thresholds remain within the regulations.
- In the case of workplaces, regular noise measurements are also carried out.

Water consumption:

- All workplaces are supplied with water from the publicwater supply.
- In industrial activities, where the highest consumption occurs and which is used for cooling the injection equipment, water is recirculated to mitigate the impact and reduce consumption.

Light pollution.

- No specific action has been necessary, as no evidence or aspect considered relevant for analysis has been detected.



RESPONSIBLE AND EFFICIENT CONSUMPTION OF NATURAL RESOURCES



3,461 Tonnes
Consumption of plastic granules for injection moulding



28%
Recycled granules



33,267,988 litres
1,191 TJ
Consumption of Diesel



584,170 Kilograms
26.93 TJ
LPG consumption (liquefied petroleum gas)



10,079 MWh
36,284 TJ
Consumption of Natural Gas



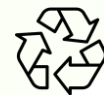
971,515 litres
34.78 TJ
Energy consumption HVO biofuel (*)



100%
Recycled



17,697 Kilograms
0.90 TJ
Biomethane Consumption



100%
Recycled

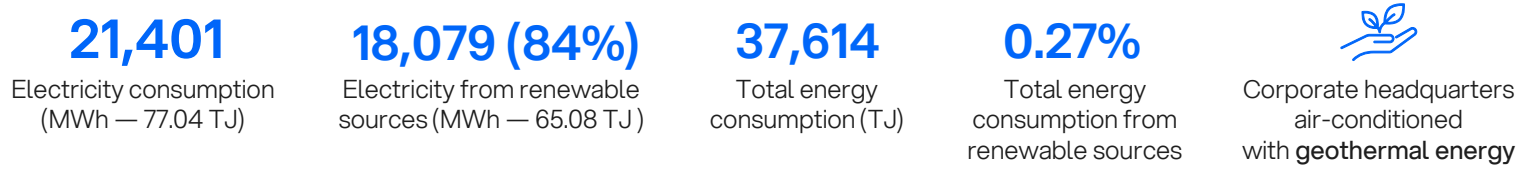
[GR 301-1] MATERIALS USED BY WEIGHT OR VOLUME,
[GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANISATION
WITHIN THE SCOPE OF SESÉ

(*) HVO: Hydrotreated Vegetable Oil.
TJ: Terajoules

ENERGY EFFICIENCY

Sesé is aware that its activity and electricity consumption is an environmental impact regarding which action can be taken and takes measures in all its lines of business to improve the energy efficiency of products and services.

Some of the initiatives launched in recent years are summarised below.



[GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANISATION, WITHIN THE SCOPE OF SESÉ
 Note: Excludes energy consumption of in-house centres

- Energy sources**
- Shift from traditional energy sources to renewable energy sources.
 - Study of options for self-consumption from renewable sources.

- Illumination**
- Presence detectors in passageways and access areas.
 - Cold fluorescent lamps that consume 50% less than the standard.
 - Replacement of standard light fittings with LED light fittings that consume up to 80% less.
 - Awareness campaigns for the reasonable use of resources.
 - Use of renewable energy sources.

- Air conditioning**
- Awareness campaigns for the reasonable use of resources.
 - Automation of air conditioning according to external conditions.
 - Use of geothermal energy in the air conditioning of the corporate headquarters.
 - Implementation of temperature reading software for the geothermal system of the corporate headquarters.

Hardware Implementation of virtual services in the cloud that have allowed the solution's energy consumption to be up to 75% lower than that of previous physical infrastructure.



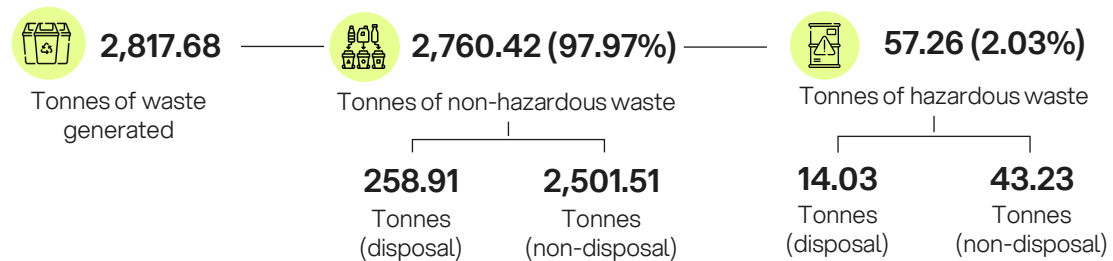
CIRCULAR ECONOMY

Training and awareness-raising ■ Annual awareness and training campaigns for the reasonable use of resources and the proper separation of waste.
 ■ Visual signage to aid recycling.

Segregation ■ Segregation of paper and cardboard, plastics and wood in offices and operational and production centres.
 ■ Conditioned and secure hazardous waste segregation areas.

Minimisation ■ Treatment of waste via authorised waste managers who give priority to recovery over other management methods
 ■ Use of returnable containers for transport and storage of industrial service components
 ■ Use of 100% sustainable tyres.
 ■ Elimination of water bottles in corporate canteens by replacing them with ionised water sources.
 ■ Adaptation of coffee machines to dispense drinks without plastic cups, using hard cups.

Food waste Our canteen service provider is working on the development of SDG 12 by innovating and collaborating to reduce food waste, working towards a circular model.



Details of final destination for waste in "disposal" category

75%	Direct deposit in landfill
13%	Intermediate transactions with final disposal destination
6%	Combination / premixing before disposal operation
4%	Physical-chemical treatment prior to landfilling
2%	Permanent storage

[GRI 306-3] WASTE GENERATED.
 [GRI 306-4] WASTE NOT DESTINED FOR DISPOSAL
 [GRI 306-5] WASTE FOR DISPOSAL WITHIN THE SCOPE OF SESÉ SPAIN

- Smart Planning: Optimal route planning.
- Design of returnable and collapsible containers.
- State-of-the-art vehicles, environmentally friendly vehicles.
- Lightened platforms.

37.13%
Containers

22.99%
Paper and cardboard

20.66%
Wood

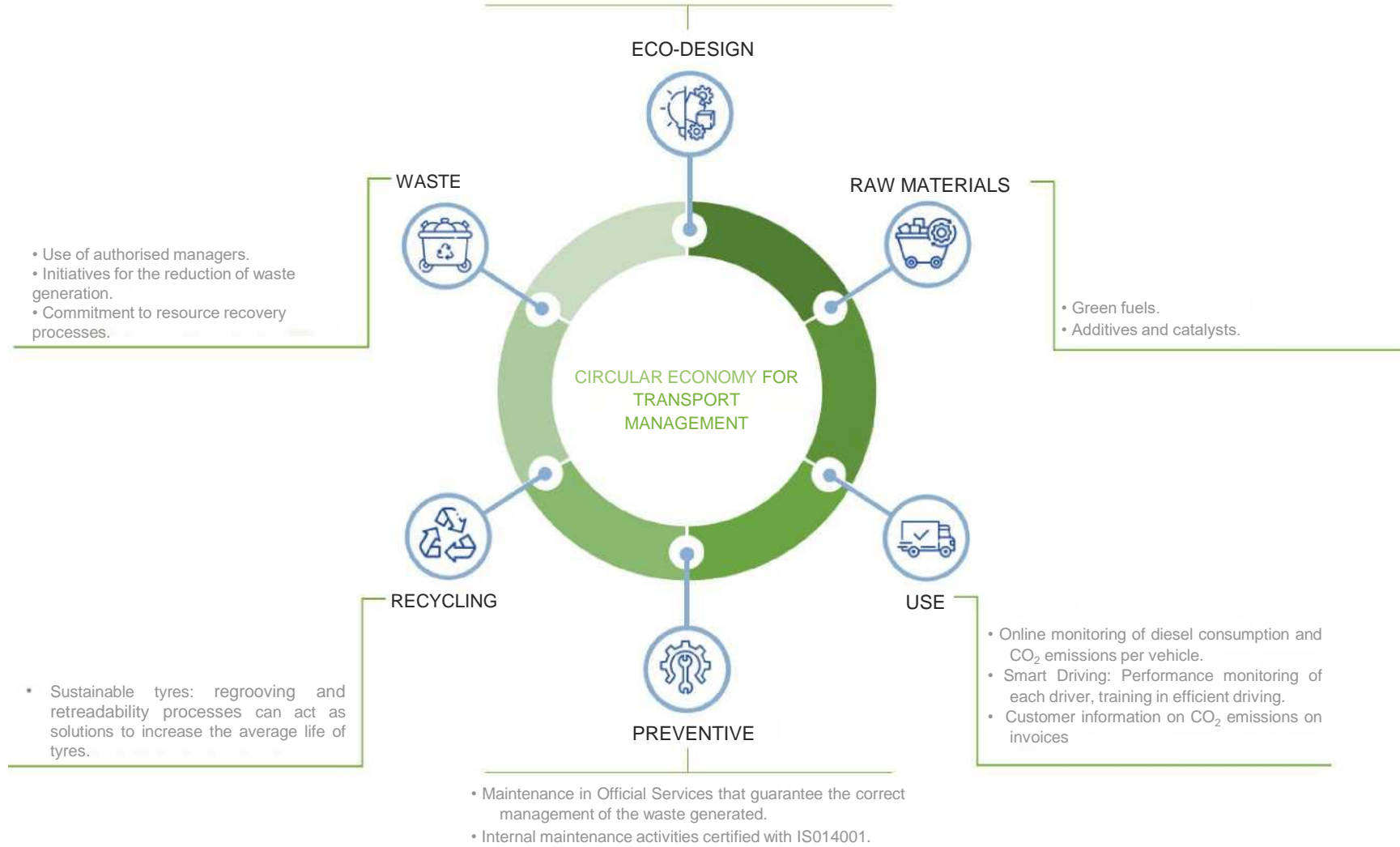
12.63%
Municipal

2.93%
Plastic

2.03%
Dangerous

1.25%
Metals

0.37%
Others





IMPACT ON BIODIVERSITY

As this is not a relevant material aspect for Sesé, in terms of the legal requirements associated with its activities directly linked to biodiversity protection, it suffices to state that the new centres where Sesé is established have an Environmental Licence which includes an Environmental Impact Assessment / Study where necessary.

Within the Volunteering project, one of the lines of action is focused on the environment; for example, in 2019 a riverbank cleaning operation was conducted in Soto de Ranillas (Saragossa), through the Circular Seas initiative in collaboration with Coca-Cola. In 2022, within the framework of the Bosque de los Zaragozanos initiative, Sesé volunteers planted more than 700 trees at the Mirador de las Planas beauty spot (Cuarte de Huerva, Saragossa).



0 Centres
Located in
protected
areas



€56.3 million
Guarantees and
provisions for
environmental risks



**243 trees as of
the year 2016**
CO₂ compensation
"1 Scania, 1 tree"
project

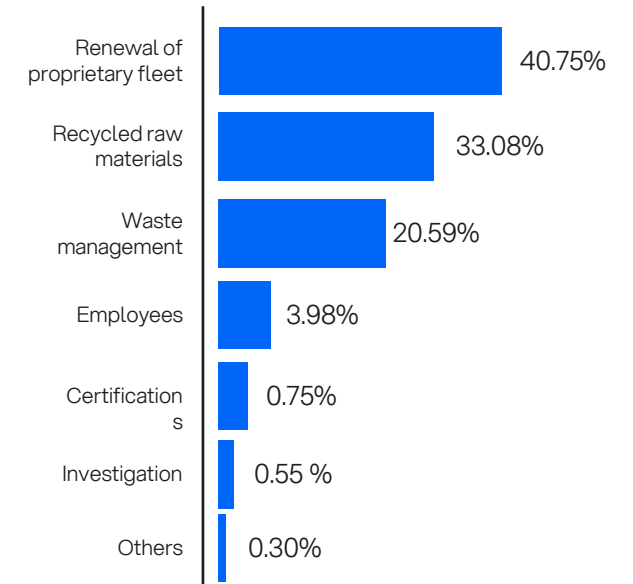


0.39% (*)

% Expenditure incurred for the
protection of the environment

(*)

Percentage of the costs of purchases of products
and services dedicated to environmental expenses.
Note 1. When renewing the fleet, the entire leasing
quota of the tractor unit is taken into account.
Note 2. Transport purchases are excluded.



MEASURES TO PROTECT THE ENVIRONMENT AND BIODIVERSITY



”

Commitment to supply chain decarbonisation is the path to climate neutrality.

Every step counts in the race towards a sustainable future

DECARBONISING THE SUPPLY CHAIN

Sesé has been working for more than 20 years to decarbonise its activities and, by extension, its customers' supply chain. 2019 was a turning point on this path in this regard, since the initial validation of the calculation methods applied was carried out in collaboration with Ecodes, resulting in the attainment of the ZeroCO2 Label for emission calculation.

This meant it was possible to determine the percentage contribution to the total footprint of each of the organisation's Operating Business Divisions in a quantified and objective manner. Likewise, there is a detailed map of emissions in Sesé's own supply chain, differentiating by the source of generation of these emissions.

It was the first comprehensive footprint measurement project for all Sesé's activities and business lines and the starting point for designing an equally cross-cutting decarbonisation plan. Since then and in parallel, all Departments of Sesé have collaborated to do the following:

- Deepen the scope of emission sources mapped within Scope 3.
- Promote timely compliance with the milestones of the decarbonisation plan.
- Deploy additional new measures in line with new technological developments available on the market.

Sesé's footprint measurement currently covers scopes 1 and 2 in full, and scope 3 in part:

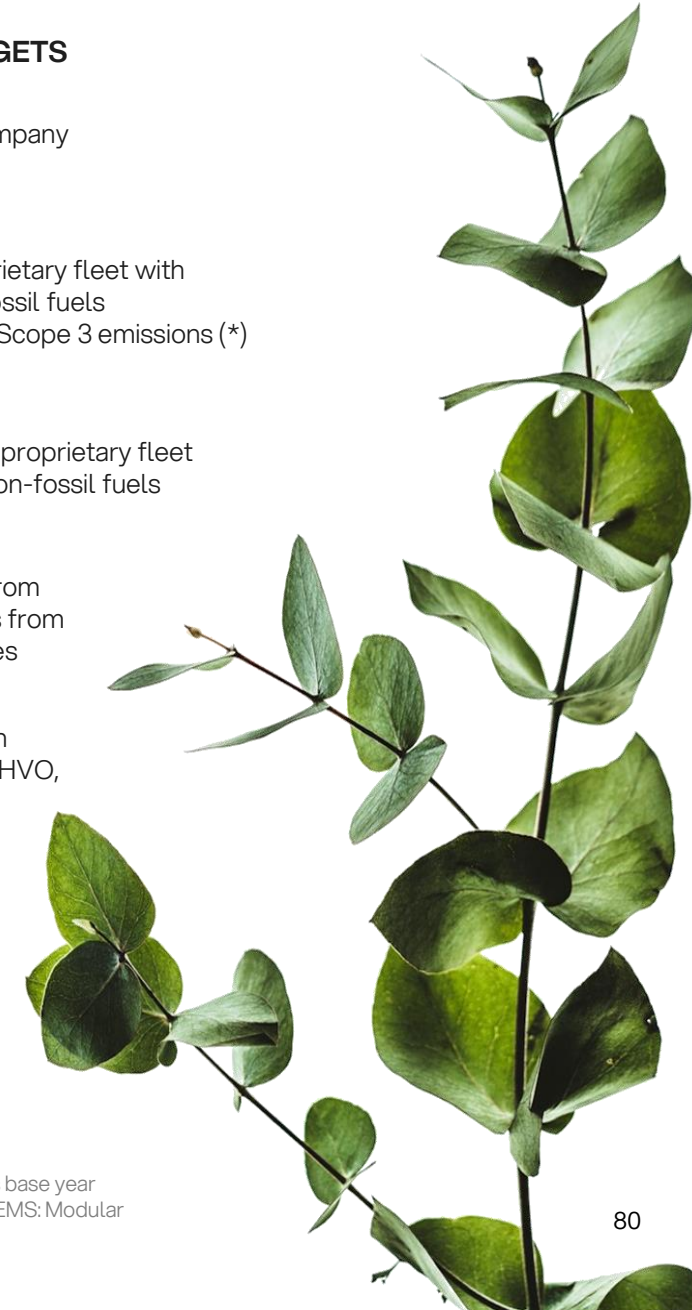
- Emissions from plastic, cardboard and water consumption.
- Emissions from waste generation.
- Emissions from business travel and in-itinere transport of Sesé employees.
- Emissions from subcontracting of transport services to third parties.

Sesé is currently working on the definition of decarbonisation targets in line with the SBTi guidelines.

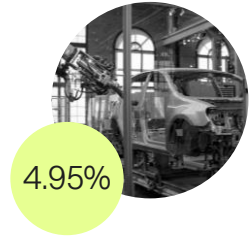
DECARBONISATION TARGETS

2050	A CO ₂ neutral company (Scope 1 + 2)
2040	100% of the proprietary fleet with alternative non-fossil fuels 30% reduction in Scope 3 emissions (*)
2030	100% of Europe's proprietary fleet with alternative non-fossil fuels
2028	100% electricity from proprietary plants from renewable sources
2025	20% low-emission proprietary fleet (HVO, electric, EMS)
2021	Base Year

(*) Percentage reductions calculated vs base year
(**) HVO: Hydrotreated Vegetable Oil. EMS: Modular transport



DETAILS OF THE CARBON FOOTPRINT BY EMISSION SOURCES, YEAR 2023



4.95%

INDUSTRIAL SERVICES

16,856 T

- 932 T CO₂ (Water tap icon)
- 27 T CO₂ (Snowflake icon)
- 1,011 T CO₂ (Lightbulb icon)
- 4,489 T CO₂ (Truck icon)
- 11 T CO₂ (Water tap icon)
- 4 T CO₂ (Printer icon)
- 10,170 T CO₂ (Recycling icon with '5' and 'PP')
- 212 T CO₂ (Recycling icon)

340,587 tonnes

- Scope 1:** 88,263 tonnes
- Scope 2:** 1,433 tonnes
- Scope 3:** 250,890 tonnes



OTHERS 22,058 T

6.48%

- 819 T CO₂ (Car icon)
- 21,238 T CO₂ (Globe icon)
- 1 T CO₂ (Water tap icon)
- 1 T CO₂ (Printer icon)



83.74%

TRANSPORT

285,206 T

- 83,768 T CO₂ (Truck icon)
- 34 T CO₂ (Water tap icon)
- 25 T CO₂ (Snowflake icon)
- 14 T CO₂ (Lightbulb icon)
- 4 T CO₂ (Water tap icon)
- 12 T CO₂ (Printer icon)
- 8 T CO₂ (Recycling icon)
- 201,328 T CO₂ (Truck icon)
- 14 T CO₂ (Factory icon)



4.80%

LOGISTICS

16,355 T

- 1,537 T CO₂ (Truck icon)
- 1,087 T CO₂ (Water tap icon)
- 354 T CO₂ (Lightbulb icon)
- 12,346 T CO₂ (Truck icon)
- 10 T CO₂ (Water tap icon)
- 118 T CO₂ (Printer icon)
- 29 T CO₂ (Recycling icon)
- 875 T CO₂ (Factory icon)

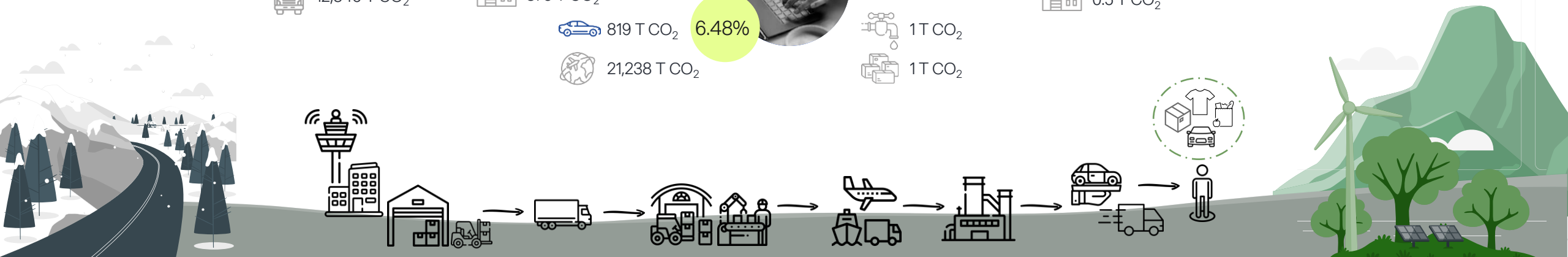
FORWARDING

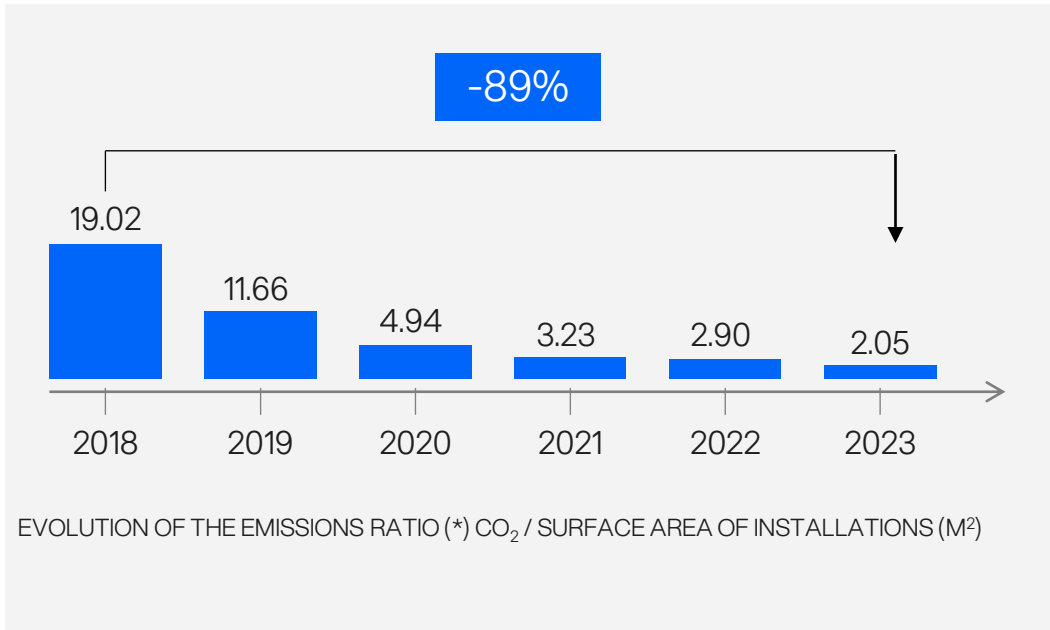
111 T

- 34 T CO₂ (Forklift icon)
- 55 T CO₂ (Lightbulb icon)
- 1 T CO₂ (Water tap icon)
- 0.5 T CO₂ (Factory icon)
- 7 T CO₂ (Printer icon)
- 2 T CO₂ (Recycling icon with '5' and 'PP')
- 11 T CO₂ (Recycling icon)



0.03%





86
TONNES (*)
CO₂ / MILLION
TURNOVER 2023

▼
-23% vs 2021

-87%
ACCUMULATED NO_x
EMISSIONS REDUCTION /
KILOMETER
**PROPRIETARY FLEET
RANGE**
(compared to 2012)

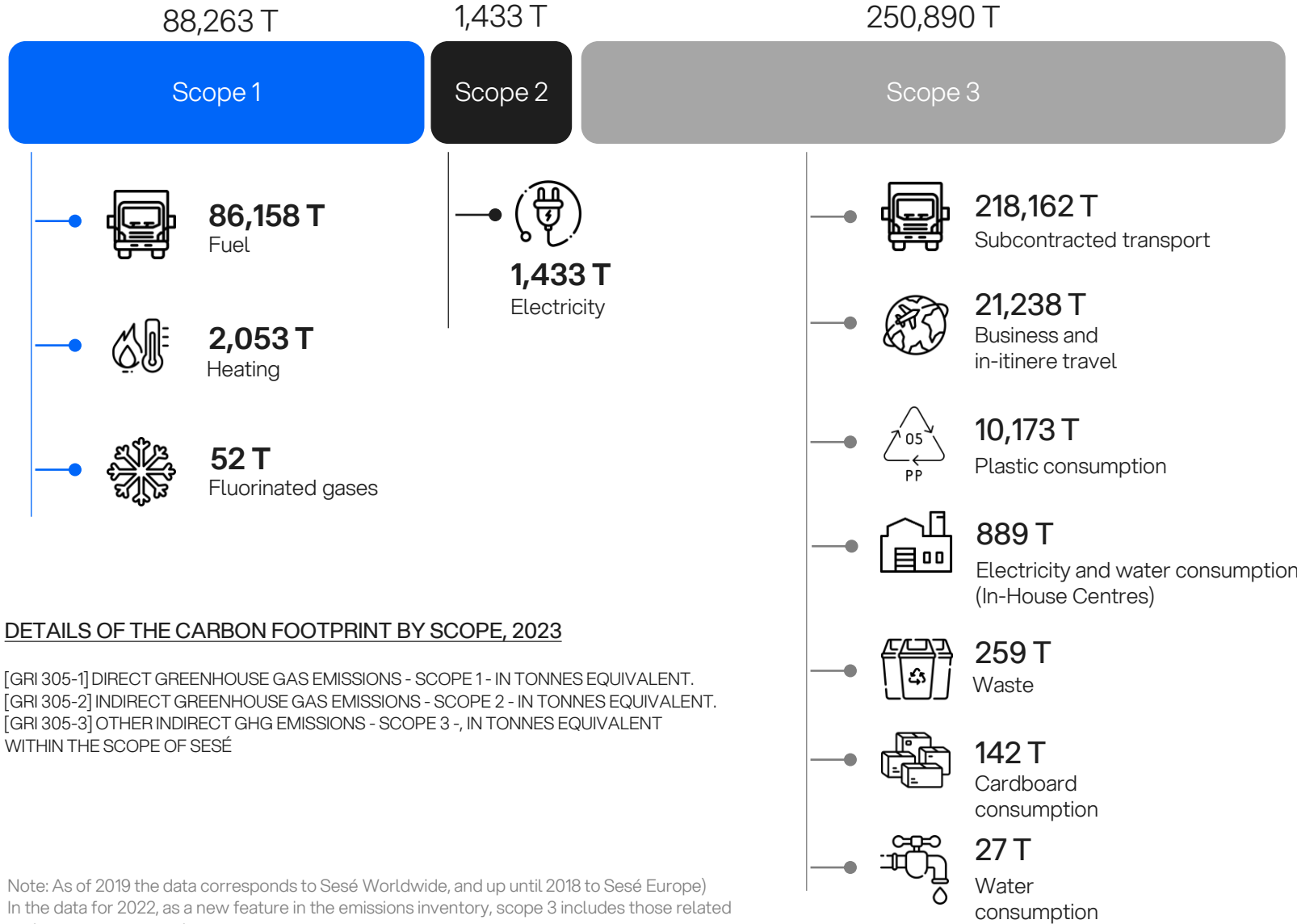
-14%
CUMULATIVE REDUCTION IN
CO₂ EMISSIONS / KILOMETRE
**PROPRIETARY FLEET
RANGE**
(compared to 2012)

-8%
EMISSIONS (*) CO₂
2023 vs 2022

[GRI 305-4] GEI EMISSIONS INTENSITY
[GRI 305-5] REDUCTION OF GHG EMISSIONS
WITHIN THE SCOPE OF SESÉ

(*) Includes proprietary Scope 1 and Scope 2 emissions



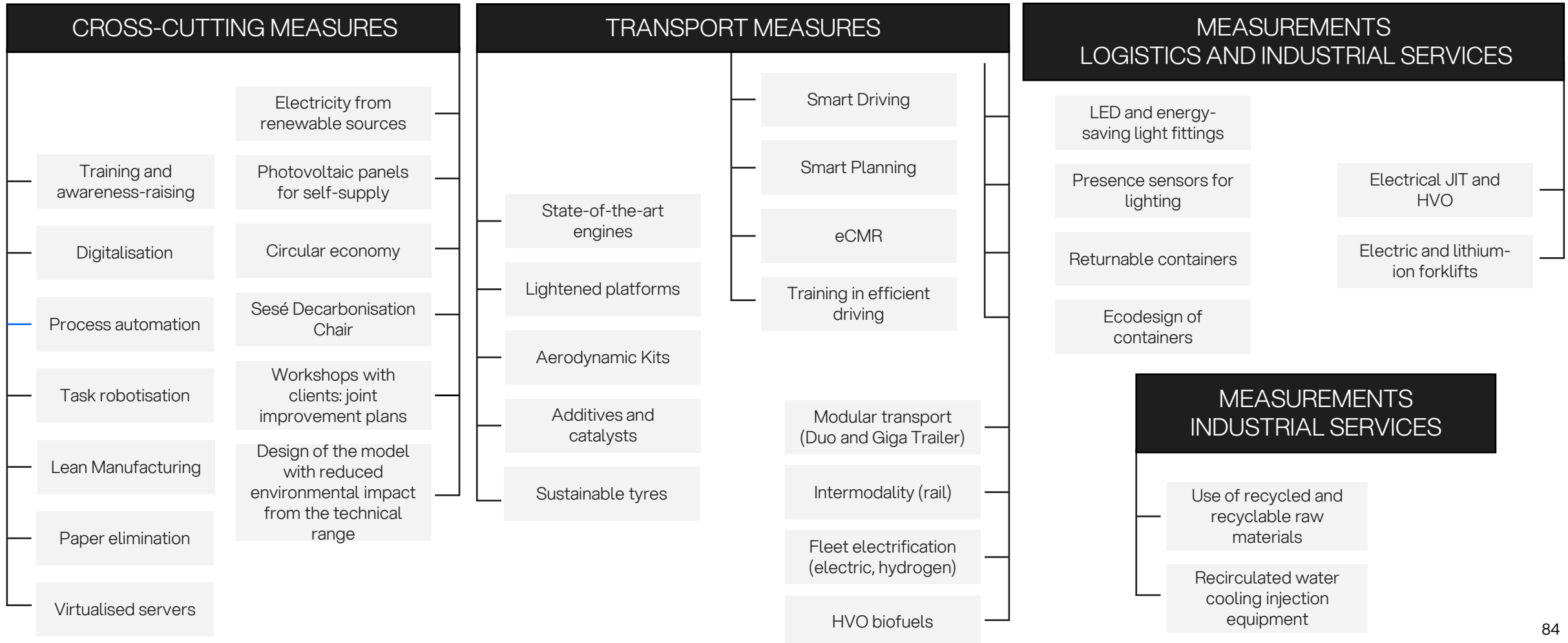


DETAILS OF THE CARBON FOOTPRINT BY SCOPE, 2023

[GRI 305-1] DIRECT GREENHOUSE GAS EMISSIONS - SCOPE 1 - IN TONNES EQUIVALENT.
 [GRI 305-2] INDIRECT GREENHOUSE GAS EMISSIONS - SCOPE 2 - IN TONNES EQUIVALENT.
 [GRI 305-3] OTHER INDIRECT GHG EMISSIONS - SCOPE 3 -, IN TONNES EQUIVALENT
 WITHIN THE SCOPE OF SESÉ

Note: As of 2019 the data corresponds to Sesé Worldwide, and up until 2018 to Sesé Europe)
 In the data for 2022, as a new feature in the emissions inventory, scope 3 includes those related to the waste generated.
 In 2023, Scope 3 includes subcontracted transport, in-itinere travel of employees and electricity and water consumption at In-House sites as a new feature in the emissions inventory.

SMART & GREEN DECARBONISATION PLAN FOR THE SUPPLY CHAIN





GREEN VEHICLES, BUILDING SUSTAINABILITY

There are several current avenues of work on green vehicles for the decarbonisation of the supply chain:

ELECTRIFICATION. Start-up of Sesé's first 100% electric shuttle for short distance air freight transport, which provides a 24-hour service between the airport and one of Sesé's logistics centres at the Zaragoza Logistics Platform (PLAZA).

BIOMETHANE. Application of biomethane of certified origin as a fuel source for natural gas lorries. In this way, in collaboration with HAM, a lorry is being operated on a trial basis that has made it possible to eliminate compressed natural gas of fossil origin.

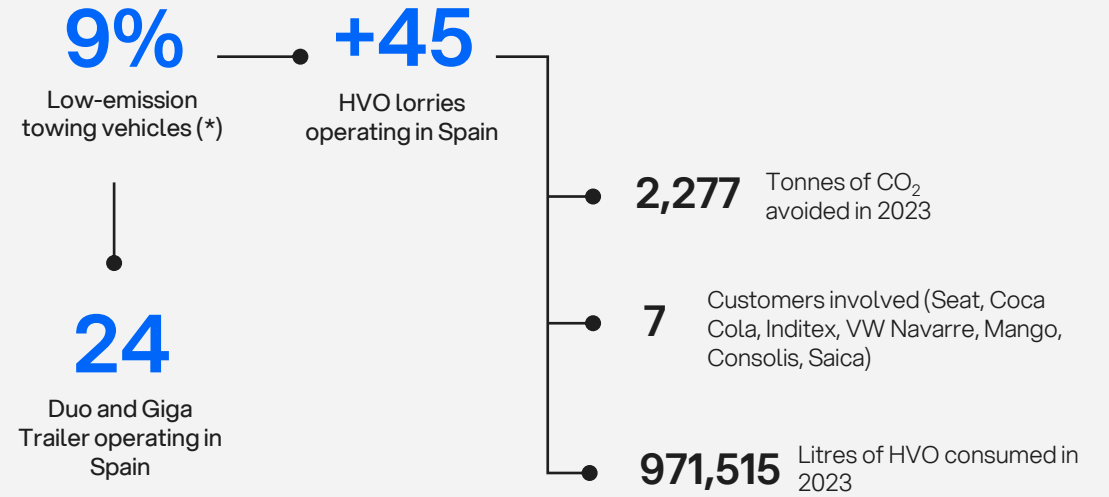
BIOFUELS. Implementation of HVO — an advanced biofuel produced from waste such as used vegetable oils, animal fats and non-food agricultural and forestry residues — in the fleet, in collaboration with Repsol and Scania. This fuel complies with the sustainability certifications required by the EU Renewable Energy Directive.

MODULAR TRANSPORT. Since Sesé launched the first Giga Trailer in Spain in 2018, its commitment to modular transport (EMS) has been firm and decisive. Sesé currently has 24 modular units in Spain.

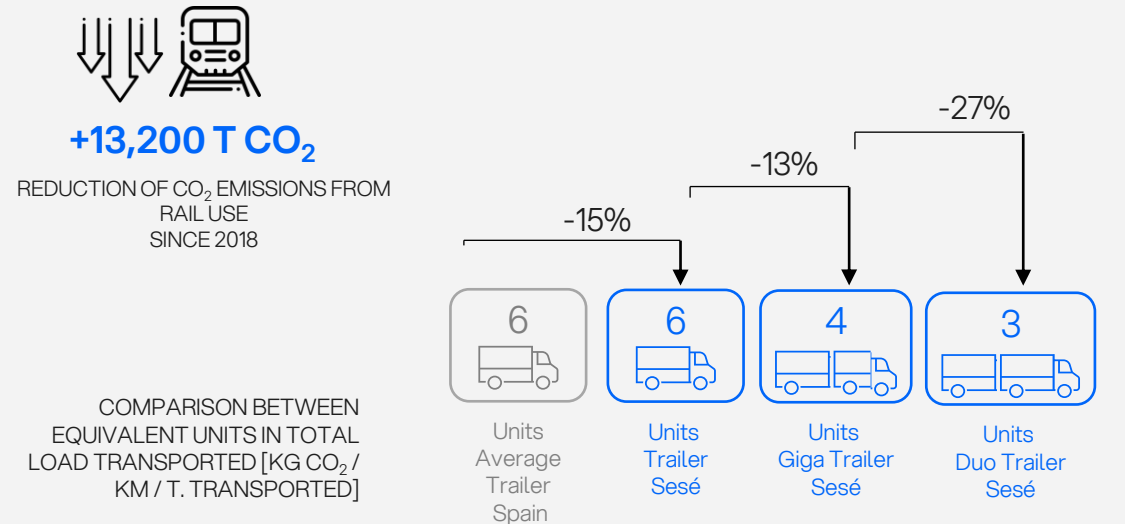
GREEN CORRIDORS. Sesé is today designing the green corridors of tomorrow by combining the logistical capacity of modular transport and the decarbonising capacity of HVO. In 2023, Sesé launched its first HVO-powered Duo Trailer, making it an example of efficiency and sustainability, capable of moving 70 tonnes with only 4% of the CO₂ emissions of a conventional diesel trailer.

INTERMODALITY. For several years, Sesé has been operating part of its international routes in Europe by rail. The direct impact of diverting part of the road traffic via the Bettembourg-Le Boulou route via Lorry Rail is significant.

(*) In-house fleet: includes EMS (up to -27%), Biomethane (-91%) and HVO (-93%)
EMS: Modular transport, HVO: Hydrotreated Vegetable Oil.



[GRI 305-5] REDUCTION OF GHG EMISSIONS.
[GR 301-1] MATERIALS USED BY WEIGHT OR VOLUME, WITHIN THE SCOPE OF SESÉ





RESEARCH, COLLABORATION AND CUTTING-EDGE TECHNOLOGY

SESÉ CHAIR. One of the levers of Sesé's decarbonisation plan is the Sesé Chair with the University of Zaragoza, whose central axis is research into the reduction of the carbon footprint in the supply chain through innovative solutions. The Chair's committee has Emilio Larrodé, Professor of Engineering and Transport Infrastructure, as the Chair's Director.

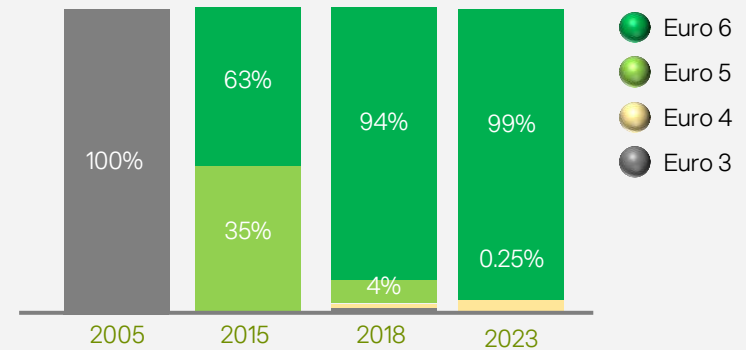
- Research, through participation in research and innovation projects.
- Development, through the completion of doctoral theses, development of online platforms and collaboration with academic institutions.
- Cooperation, which includes collaboration with local institutions, companies and international networks, or awarding end-of-degree, master and doctoral theses by granting them different distinctions.
- Training and availability of free-choice subjects and complementary academic activities, the possibility of collaborating in a Master's Degree in Freight Transport Management, or the management of summer courses.
- Dissemination and organisation of informative conferences and congresses.

FLEET RENEWAL — A COMMITMENT TO THE LATEST TECHNOLOGY. Sesé designs its operational processes combining productivity, innovation and sustainability, therefore, as far as the design of its transport fleet is concerned, it is clearly committed to a permanent and continuous renewal of these resources to ensure that it has the best technology to serve its customers.

SESÉ, ALONGSIDE EL BOSQUE DE LOS ZARAGOZANOS. Sesé is one of the 60-plus Aragonese companies that have already joined the initiative, which seeks to make the city of Zaragoza green again with the planned recovery of up to 1,000 hectares of public land.



[GRI 305-7] NITROGEN OXIDES (NO_x), SULPHUR OXIDES (SO_x) AND OTHER SIGNIFICANT AIR EMISSIONS, IN KILOGRAMS. WITHIN THE SCOPE OF SESÉ



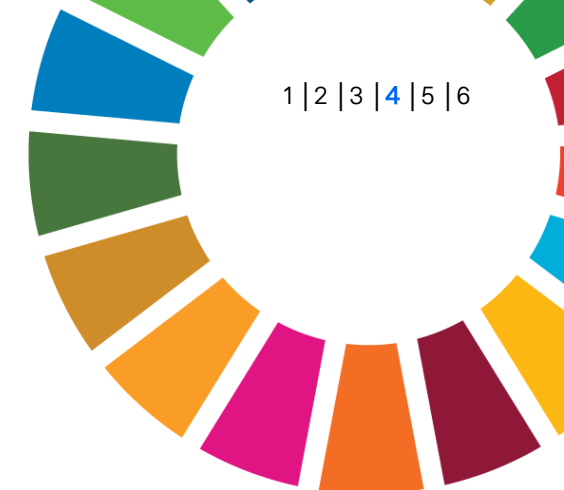
EVOLUTION OF PROPRIETARY FLEET ENGINES, WITHIN THE SCOPE OF GRUPO SESÉ
[Note: Euro 5 engines include LNG lorries]



DO SOMETHING GREAT

”

Social Responsibility is not preached,
it is practised



2008

Sesé receives the **Fernado Orus Award**, granted by ASZA, in recognition of its support for the integration of deaf people in the workplace. This recognition is only the first step in a clear commitment by the Sesé family to give back to society.

2013

Creation of the **Sesé Foundation** which has been established to support various labour integration actions involving disabled personnel and / or those at risk of exclusion, and to direct and unite all activity related to society and communities in the Social Responsibility Plan of the organisation.

2016

The Aragon Social Responsibility Plan is born, an initiative coordinated by the Government of Aragon, CREA, Cepyme Aragon, UGT and CCOO, intending to help companies in the community strengthen their commitment to CSR. As a result of its participation in this plan, **Sesé** received its first **RSA Company Seal**, which has been renewed on an annual basis ever since.

2018

The **RSA+ Seal is created**, seeking to encourage organisations that hold the RSA Seal to go deeper into key aspects of CSR, and at the first staging Sesé is one of the companies awarded with this Seal. Since that initial staging, Sesé has had the honour of annually renewing the seal.

2021

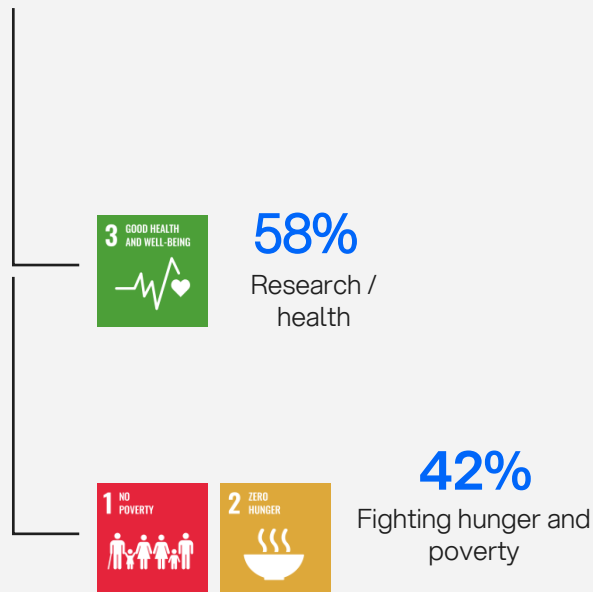
The **Sesé Foundation** obtained the **RSA Seal** in the Company category, a seal which is renewed annually, taking another step forward along the path towards consolidating the direction it is taking by increasing the Group's Social Responsibility strategy and supporting the local communities where it operates.





€+296,000

Collected at charity events organised by Sesé Foundation



FUNDACIÓN SESÉ

Sesé channels all of its social strategy through Sesé Foundation, a statewide non-profit organisation. Sesé Foundation defines its principles by focusing on the equality of all people and establishes its goals in terms of:

- mediation,
- education and training,
- consultancy,
- accessibility
- and the creation of companies,

for people with different abilities and/or a risk of exclusion, focusing on a 'without barriers' mentality and developing people's potential.

The objective is **to promote CHANGE in companies**, a change in society, and a new FOCUS on workers with high adaptation and performance capacities, seeking maximum COMPATIBILITY between profiles and positions, and qualified TRAINING.

The SOLIDAR Exceptional 3-Star Certificate was issued to the Sesé Foundation in recognition of its actions carried out to favour labour insertion of disabled people within the labour market. With this recognition, the organisation's social commitment is highlighted, as it permanently allocates resources to the promotion and creation of activities to facilitate job opportunities for groups that face greater challenges in accessing the labour market.

SESÉ FOUNDATION SOCIAL PROJECTS

[GRI 203-2] SIGNIFICANT INDIRECT ECONOMIC IMPACTS ON THE COMMUNITY



Every year, Sesé Foundation promotes various social projects aimed at helping society locally.

This is done through collaborations and alliances with other social entities, NGOs and private companies:

- funds are raised for disease research or to fight hunger and energy poverty;
- general, financial or voluntary support are given to local entities;
- initiatives are sponsored that raise the profile of disability in sport.



The Sesé Awards seek to recognise and encourage the work of people, projects, companies and organisations for their positive impact, for their work as agents of change for the improvement of society. They were created in Aragon with an international vocation and a vision of the future.

THE SESE FOUNDATION REWARDS AGENTS OF CHANGE IN SOCIETY

The Sesé Foundation Awards were launched in 2023. They were launched to coincide with the Sesé Foundation's 10th anniversary, ten years in which the Foundation has promoted the creation of more than 1,000 jobs for people with disabilities, trained more than 1,200 people, transported more than 148,000 kilos of food, served more than 27,100 charity menus and raised more than 296,000 euros for various social projects.

The Sesé Foundation Awards, at their first staging, recognised the extraordinary contribution to the improvement of society by:

- Researcher Mateo Valero, in the Talent category.
- The Saica Group, in the Commitment category.
- The brothers Miguel and Prudencio Indurain in the Alliances category.

More than 300 people attended the award ceremony of the 1st Sesé Foundation Awards, in the Sala de la Corona of the Pignatelli Building, headquarters of the Government of Aragon.



SESÉ BIKE TOUR (SBT 23)



SBT is a cyclo-tourist event with a charitable purpose that joined the national circuit of Great Cycling Tours in 2018, organised by **El Pedal Aragonés** and the Sesé Foundation, with the starting and finishing point in Urrea de Gaén and a challenging route through unexplored paths in the provinces of Teruel / Bajo Martín and Maestrazgo.



Every year, over 130 volunteers, including Sesé staff and their neighbours from Urrea de Gaén and the surrounding villages, make this great event possible.



At its 5th staging, the SBT 203 brought together more than 550 people who cycled with great stars of the sport such as Miguel Induráin, Pruden Induráin, Carlos Hernández, Susana Luaces and César Laínez. On this occasion, the march shared the route with the II National Military Road Cycling Championship 2023. Another 120 people were able to enjoy the inclusive and adapted routes organised by Asapme and Special Olympics Aragón.



The €17,500, raised thanks to participants and sponsors, have been donated to the **"El Sitio de mi Re-Creo"** ("My Playground") project of ASAPME-Aragon which offers psychological care throughout Aragon.

Thanks to this contribution, it has been possible to equip a space that offers psychological care to minors, family therapy or educational support to more than a hundred people a year throughout Aragon, including rural areas, by equipping the space with the appropriate technology to provide online care.

CHARITY GALA 2023

The Multipurpose Hall of the Zaragoza Auditorium witnessed performances by top artists such as India Martínez, DePol and María José Hernández, who brought together 1,250 people. During this 6th staging of the Sesé Foundation Charity Gala, €16,950 was raised and donated to the **Hermandad del Refugio**.

Thanks to this contribution, the Brotherhood will be able to care for more than 200 babies from vulnerable families through its **"Gota de Leche"** ("Drop of Milk") service. This paediatric project, which has been active since 1907, will ensure the healthy development of these infants through the free distribution of food such as milk, cereals and baby food, as well as other basic necessities such as nappies, soap, cots and highchairs.





+25 children attend every day

SCHOOL REINFORCEMENT – ASOCIACIÓN EL CAÑAR

Since 2015, Sesé Foundation has been the main collaborator of the ASOCIACIÓN EL CAÑAR project, as part of which two lines of work have been developed: school support and adult school for groups at risk of exclusion, specifically immigrant families from the Delicias district of Saragossa.



+30 people attend every day

DELICIAS FAMILY CANTEEN

In 2019, a Family Canteen was opened in the Delicias district of Saragossa, run by the Parish of San Pedro Arbués and supported by the **Sesé Foundation** for citizens at risk of social exclusion or for those experiencing poverty.



+640 child spectators

CINEMA AT MIGUEL SERVET HOSPITAL

Sesé Foundation promoted the project, financed it and has been bringing it to life since 2019 thanks to Sesé's Corporate Volunteering.

Every Tuesday, a rotating group of 3 volunteers from Sesé's Moving the World programme turn on the lights in this special cinema and assist the attending children and their families.

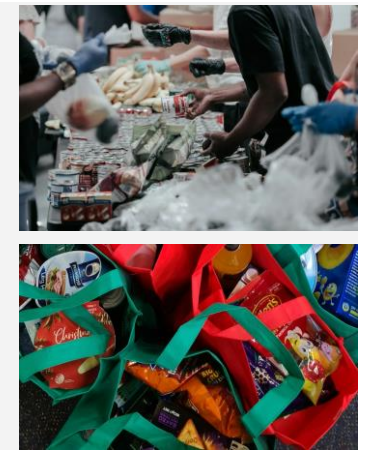


+7,400 people have benefited

FOOD ASSISTANCE PROGRAMME

For several years now, the Sesé Foundation has had a collaboration agreement with the Archbishopric to collaborate in logistical assistance and transport between the Food Bank and the parishes of Barrio Oliver and San Juan de la Cruz, in Zaragoza, and the Caliu Centre, in Barcelona.

+57,000 kilograms transported



SOLIDARITY THROUGH MEDICAL-HEALTHCARE TRANSPORT

Collaboration with the Juan Ciudad NGO and San Juan de Dios Hospital for the transport of medical-healthcare material and other auxiliary materials to the logistics centre in Madrid, from where they are later sent to Africa and America



+3,500 kilograms collected

A TODO TRAPO

Since 2018, Sesé has operated permanent collection points for the "A todo trapo" (Full Sails) project. This is a networking programme promoted by Caritas and aimed at the socio-occupational integration of people at risk of exclusion.

The clothes are processed fully at the Sant Esteve Ses Rovires treatment plant, which belongs to the Caritas Formació i Treball insertion company.





30 child participants

TRAINING CAMP

As a result of the agreement signed in 2016 between Sesé and VfL Wolfsburg Football Club through a sponsorship contract, the Sesé Training Camp for the children of Sesé employees is held every year.

This means that 5 coaches from their football school travel to carry out a 3-day training and game session for groups of children between 6 and 16 years old.

This year, the Training Camp moved to **Chattanooga, Tennessee**, where the children of the employees of Sesé's North American subsidiary were able to experience the excitement of football first hand.

This event was made possible thanks to the collaboration of VfL Wolfsburg, Operation Get Active and the CFC Foundation.



70 wonderful players

GENUINE LEAGUE

Since 2018, Sesé Foundation has sponsored the Real Saragossa School for Intellectual Disability. This type of initiative seeks to promote social inclusion, coexistence and fun through this sport.

The Genuine team has 70 players who defend Real Zaragoza wherever they go, forming an exceptional human group and contributing their values to the world of football.



POLO PARK

Sesé Foundation collaborates annually with the Volkswagen Polo Park (Navarre), a park that began its activity in 1999 and develops road safety education programmes for children (schoolchildren between 5 and 15 years of age).

Through educational and recreational activities, the basic principles of the rules of road education are explained to future drivers and pedestrians.



SESÉ FOUNDATION INTERNATIONAL PROJECTS



BRAZIL

FOOD ASSISTANCE PROGRAMME

Three food collection campaigns have been organised among employees to support families in situations of social vulnerability.

In these campaigns, more than 60 Sesé volunteers collaborated in the collection and distribution of some 2 tonnes of non-perishable food.



LABOUR MARKET INSERTION: DISABILITIES

As a result of the commitment to promote the employment of the most vulnerable groups, 54 people with disabilities were hired by Sesé's Brazilian subsidiary in positions such as logistics assistants, operations assistants, goods receivers, multi-purpose operators, administrative assistants, logistics assistants, work safety technicians and IT specialists.

SESÉ BRASIL INSTITUTE IS BORN

December was a special month for the Sesé Brasil team and the Sesé Foundation, as it concluded with the creation of the Sesé Brasil Institute, which, from 2024, will promote social projects in the communities where the subsidiary operates.

The Institute shares objectives with its Spanish parent company Sesé Foundation, working for the social inclusion of people with disabilities and in vulnerable situations.



MÉXICO

CREANDO SONRISAS PROGRAMME

The "Creando Sonrisas" ("Creating Smiles") programme was launched in 2021 with the aim of improving the quality of life and integration of socially vulnerable groups.

Three projects are the beneficiaries of the campaigns to collect toys, clothes, food and basic necessities:

- The children of the Sacred Heart of Jesus Crèche.
- Poor grandparents who are cared for by the team of the Vivir de Amor Shelter.
- Children from the "Casa Sol" children's home.

LABOUR MARKET INSERTION: RISK OF EXCLUSION

Sesé México collaborates with the Food Bank of Puebla in one of its projects, Alimento del Futuro (Food of the Future) aimed at vulnerable groups at risk of exclusion.

This agreement with the Food Bank supports the reception, integration and accompaniment of these people, facilitating dignified and permanent employment.



SESÉ FOUNDATION INTERNATIONAL PROJECTS



RUMANÍA

Since 2019, Sesé has been collaborating with the Romanian Red Cross and Inditex on several projects aimed at supporting underprivileged groups.

SECOND LIFE PROJECT

This project was created for the recovery and reuse of textile products. Sesé carries out the complete logistical management of the process until it reaches the final beneficiaries. Thanks to this joint initiative it has been possible to assist more than 7,000 people at risk of exclusion.

LA CUNA DEL BEBÉ PROJECT

The project "Cadita Bebelusului" ("The Baby's Cradle") aims to provide complete sets of baby clothes and hygiene products to vulnerable families (such as single mothers, teenagers, the unemployed or families without resources). Sesé manages transport and deliveries in solidarity.

MOROCCO

POST-EARTHQUAKE ASSISTANCE

Sesé Foundation, through Sesé's Moroccan subsidiary, joined the solidarity caravan promoted by social entities, companies, citizens and local authorities to bring humanitarian aid to the victims of the earthquake that shook the centre of Morocco.

The rapid response of the Sesé team in the country made it possible to mobilise more than twenty lorries to transport blankets, warm clothes, water, food, medicines and school materials, reaching the most remote villages in collaboration with the Moroccan authorities.

In a complementary manner, a donation campaign was activated to broaden the scope of this assistance. The funds raised were donated to the Baki Kheir association to help earthquake victims.

Additional lines of support were opened in the months following the earthquake:

- Collaboration in the collection of school material in collaboration with the Spanish Ramón y Caja School
- Coordination of the transport of mattresses, rugs, clothes, personal hygiene products and school supplies for families re-housed by the Baki Kheir association.

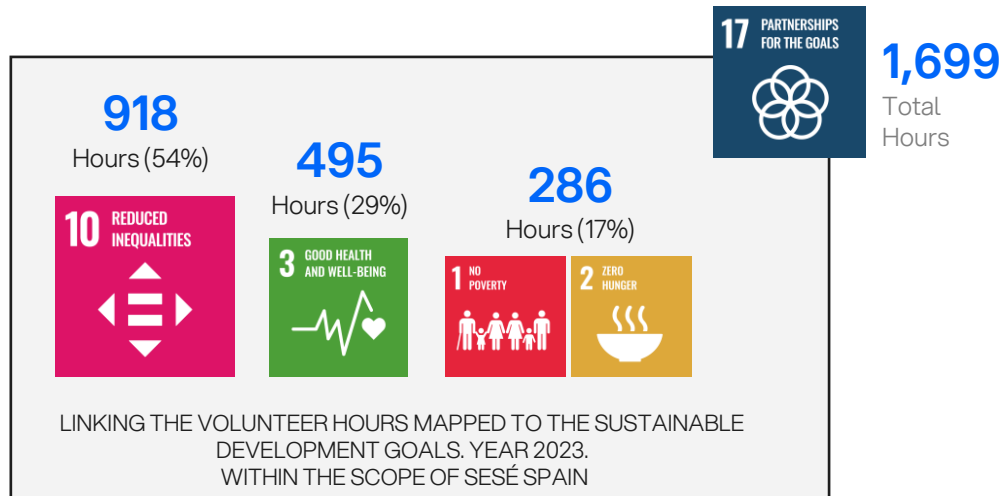


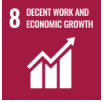
SESÉ MOVES THE WORLD THROUGH VOLUNTEERING

2019 saw the launch of the Sesé "Moving the World" Volunteering Programme, an initiative promoted by the Sesé family directly and which seeks to complement the social action developed by the Sesé Foundation.

The objectives with which this Programme is launched are:

- To promote and support the exercise of the spirit of solidarity of the workers of Sesé, facilitating their participation in causes and projects that improve the quality of life and the integration of disadvantaged groups or those at risk of exclusion.
- To reinforce the commitment of Sesé employees to the values of excellence, a sense of belonging and teamwork.
- To help workers develop skills that will help them in their personal and professional growth.
- To support the achievement of the 17 Sustainable Development Goals (SDGs) approved within the United Nations 2030 Agenda for Sustainable Development.



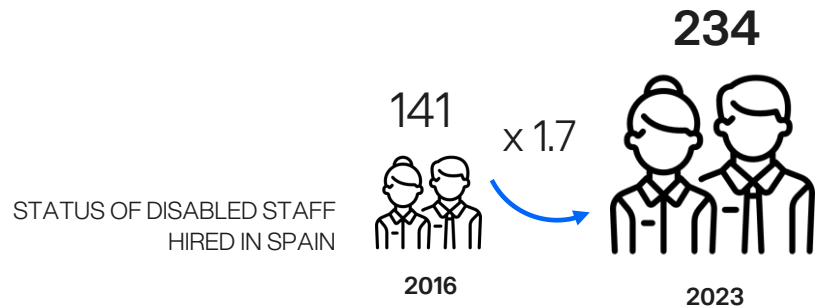


TRUE INTEGRATION OF STAFF WITH DISABILITIES

[GRI 203-2] SIGNIFICANT INDIRECT ECONOMIC IMPACTS ON THE COMMUNITY

The commitment to launch initiatives, projects and measures to achieve true and responsible integration of people with disabilities in the industrial fabric is a will promoted by Sesé Property and is structured into several lines of work:

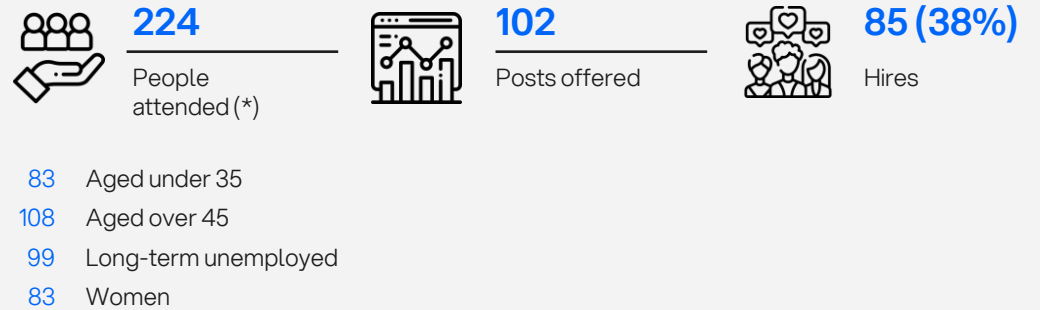
- SPECIAL EMPLOYMENT CENTRES
- EMPLOYMENT AGENCY
- TRAINING CENTRE



- 2010** The first Special Employment Centre (SEC) of Sesé is created in Martos, Andalucía; it is also framed within the industrial sector and conducts pre-assembly and injection of plastic parts for the automotive industry.
- 2015** After the qualification obtained in Andalusia, the qualification is obtained for **Aragon** once more in 2015, supporting the industrial sector of the Community with logistics activities, pre-assembly of parts for the automotive industry or welding.
- 2021** The third qualification as an SEC is obtained, this time in **Navarre** where auxiliary logistics activities are carried out.
- 2023** The latest qualification obtained is in the community of **Madrid**. The newest centre is ready to provide both industrial and logistical services and is expected to start operations in 2024.

EMPLOYMENT AGENCY

Sesé Foundation has an On-Line Employment Agency that offers the best mediation service for applicants, especially for those with disabilities and/or at risk of exclusion.



(*) A person can belong to more than one category



SESÉ FOUNDATION TRAINING CENTRE

[GRI 203-2] SIGNIFICANT INDIRECT ECONOMIC IMPACTS ON THE COMMUNITY

In 2021, Sesé Foundation launched a training centre in its facilities in Plaza, Saragossa, accredited as an INAEM collaborator to provide training to employed and unemployed groups.

This is an ambitious project aimed at the training and professional improvement of employed and unemployed people, with training oriented to the world of logistics and transport, IT, environment and digitalisation that will enable the training and updating of people interested in these subjects in different modalities.

Its main purpose is to help companies and institutions so that they have people prepared and trained to face the future challenges of a strategic and constantly evolving activity.

Since its launch, the training offered has been growing exponentially, approaching both the local government and private enterprises as well as society.



INAEM training plans for employees and the unemployed



PIMEI (*)



Turnkey training projects



Experiential Programme (Workshop School)



Social training programmes

(*) PIMEI: Comprehensive employability improvement programme



47

Training actions



52,793

Training hours



983

Students enrolled

- 23 Employment Plan, Inaem
- 14 Private training projects
- 6 Unemployment Plan, Inaem
- 3 PIMEI
- 1 Experiential Programme

TRAINING CENTRE FIGURES



"IMPRESINDIBLES" PROGRAMME

In 2023, Sesé Foundation launched the second edition of the "Imprescindibles" ("Essentials") Programme, with the participation of the Aragonese Employment Institute (INAEM) and Fundación Down Zaragoza. This is a programme that aims to facilitate and improve the integration of people with intellectual disabilities into the labour market.

The Programme was awarded in the 2023 edition of the **3 April Awards** in the Social Work category.

ABOUT THIS REPORT

Report contents

External verification

5.



This document contains SESÉ's Sustainability Report, which is published with the aim of reporting on the management and results of the social, economic and environmental indicators, covering the period from 01/01/2023 to 31/12/2023 (same period as the financial reports).

The companies that make up Sesé and on which information is reflected in this report are listed in Appendix 3: Indicators and Additional Information. The table gives details of the scope of the nomenclature in terms of grouping by geographical criteria. The companies are the same as in the audited consolidated financial statements.

The consolidation mechanisms are (see additional details in the audit report):

- Subsidiaries (more than 50%), full consolidation.
- Multigroup companies (with a percentage equal to 50%), integration proportional to the percentage.
- Associated companies (with a percentage of more than 20% and less than 50%), consolidation of the percentage by the equity method.

In 2023 the following companies will be incorporated into Sesé's consolidated group:

- Intelog Ibérica SL (Spain). For the present reporting exercise, only the statistical data on staff and salary have been included.
- Sesé Autologistics Polska (Poland). For the current reporting exercise, all of their data have been incorporated.

The following companies were dissolved in 2023:

- Sesé Deutschland GmbH (Germany)
- Sesé Global Forwarding LLC (USA)

As with the financial reports, this report is published annually (the last report published is for the year 2022). It has been prepared **in accordance** with the principles and guidelines of the **Global Reporting Initiative (GRI)** standard published in 2016.

The scope (global, European, national, etc.) has been indicated for all the ratios shown, depending on the structure of the data available. This level of detail is reflected at the bottom of each indicator.

PRINCIPLES FOR THE PREPARATION OF THE REPORT

- **ACCURACY:** information that is correct and sufficiently detailed to allow for an assessment of the organisation's impacts
- **BALANCE:** information that is unbiased and gives a fair representation of the negative and positive impacts of the organisation.
- **CLARITY:** accessible and understandable information.
- **COMPARABILITY:** information systematically selected, compiled and presented to facilitate both the analysis of changes in the organisation's impacts over time and the analysis of these impacts in relation to those of other organisations.
- **EXHAUSTIVENESS:** sufficient information to be able to assess the impacts of the organisation during the reporting period.
- **SUSTAINABILITY CONTEXT:** information on the impacts of the organisation in the broader context of sustainable development.
- **TIMELINESS:** information on a regular schedule and made available to the public in time for its users to make decisions.
- **VERIFIABILITY:** information collected, recorded, compiled and analysed in such a way that the information can be examined to determine its quality.

The preparation of this Report has been carried out with the collaboration of each of the Corporate Governance Departments of Sesé. Both the Nomination, Remuneration & CSR Committee and the Board of Directors have supervised the process of preparing and verifying the Report. The participation of other Stakeholders has been carried out using the available information on their needs, expectations and level of satisfaction expressed through the existing relationship channels.

For any queries or additional information, please contact Sesé's Area of Corporate Social Responsibility through one of the following channels:



C/ Virgen del Buen Acuerdo 5
50014 Saragossa, Spain



+34 976455800



www.gruposese.com



SESE's Sustainability Report has been externally verified by TÜV Rheinland (an external service provider).

The verification statements in accordance with the requirements of the GRI and Law 11/2018 are available in digital format on Sesé's corporate website, in the Good Governance section, Reporting subsection.

Further information can be found at www.gruposese.com.

An aerial photograph of a dense, green forest with a winding asphalt road cutting through it. The road has yellow dashed lines and curves through the trees. The overall scene is lush and natural.

seesé

The courage to find the solution with you

ADDITIONAL INFORMATION AND ANNEXES

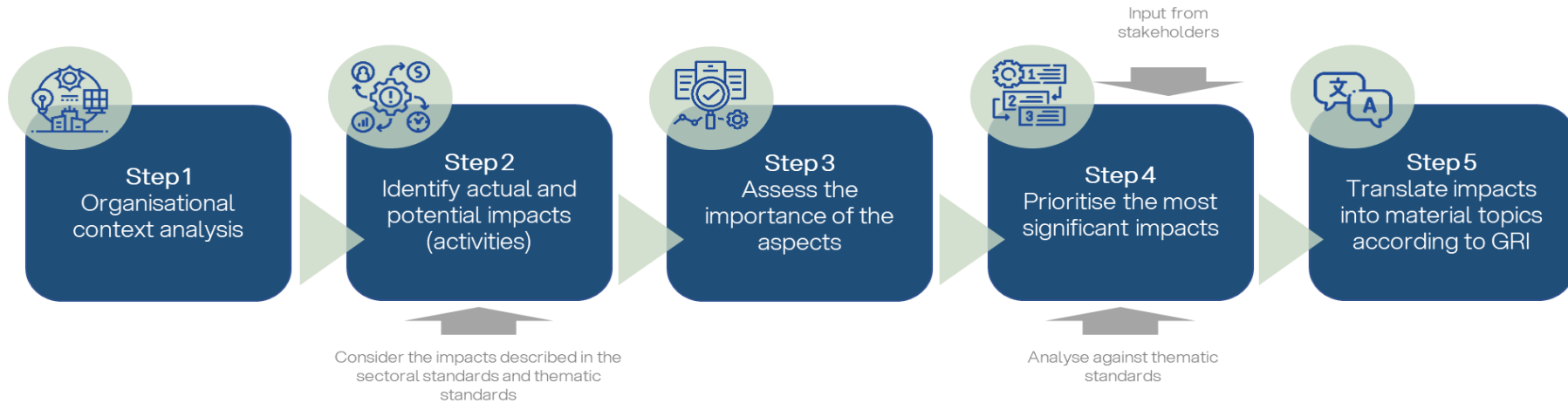
Annex 1 — Materiality Analysis

Annex 2 — GRI Management Approaches

Annex 3 — Historical indicators and additional information

Annex 4 — GRI table of contents

Annex 5 — Table of contents concerning Law 11/2018

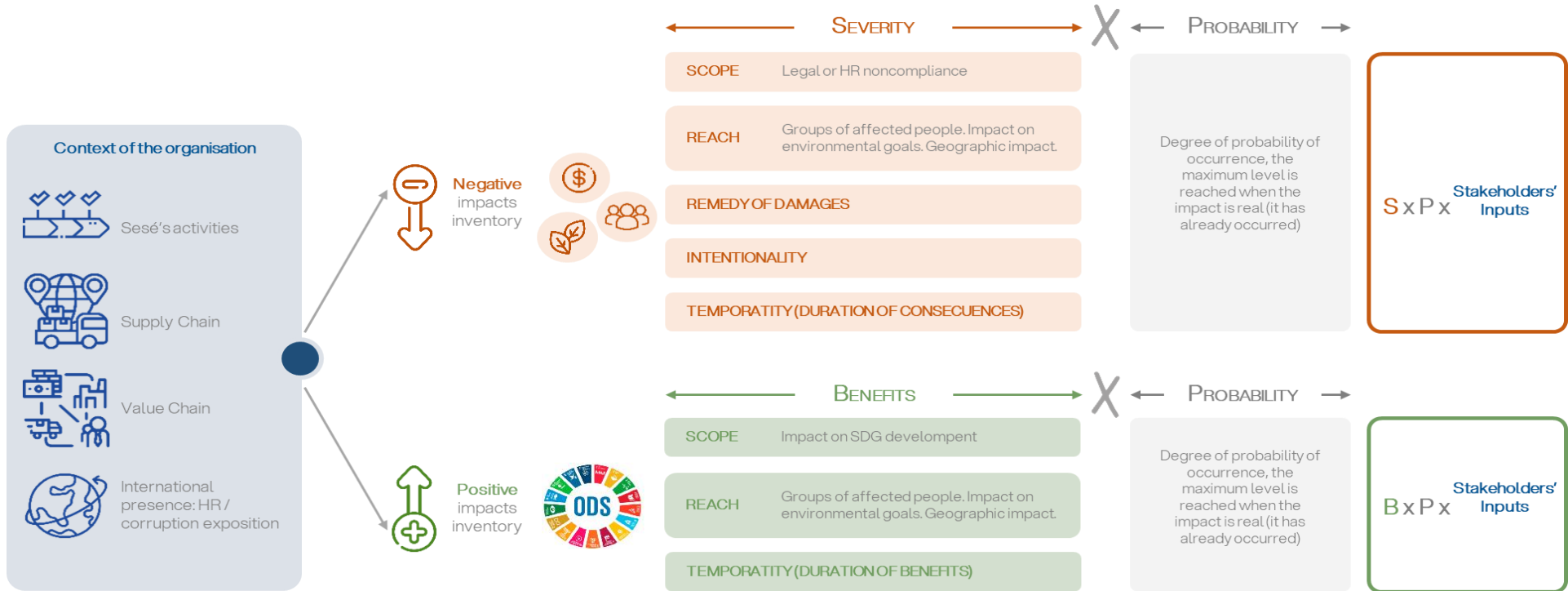


The origin of the information reported in the chapters of this Sustainability Report is based on the materiality study carried out by Sesé, through the identification of a considerable number of impacts (both positive and negative), from which the most relevant have been selected, taking into account each of the business lines, which, in turn, reflect the importance of these issues in the context of the organisation.

For the selection of material topics, stakeholder input is essential as it allows the voice of all relevant actors to be incorporated into the analysis and prioritisation. One of the most important purposes of stakeholder interaction and engagement is to ensure that stakeholder requirements and expectations are incorporated into the management of the business and operations, in order to ensure that no aspect of relevance or significance is left outside the management perimeter of the organisation.

Sesé uses the methodology of Identification and prioritisation of material topics and coverage to continuously improve the sustainability of the business and relationships with stakeholders, defined in accordance with the Principles of the GRI standards. The result is a matrix of materiality which serves not only to define the contents of the Sustainability Report for the year, but also to review and ensure that strategies are aligned with those issues of interest.

MATERIALITY ANALYSIS



HR: Human Rights

ANNEX 1

MATERIALITY ANALYSIS

The management approach for each of the material topics identified is made clear through the document Mission, Vision and Values, the company's performance policies at a general level and particularly in departments or areas, and through methodology embodied in documents and processes that make it possible to describe and represent how each material aspect is addressed.

In relation to the content described in this Report, the summary of the aforementioned management approach is detailed throughout each of the blocks of the Report itself.

This prioritisation exercise has revealed the existence of 13 relevant material topics, which must be addressed within the scope of the organisation's sustainability. The results have been validated by the Board of Directors of Sesé.

The following changes or modifications have occurred compared to the previous year:

- The proprietary material topic Sesé-01 Innovation disappears. The reason for removing it is to conform exclusively to the content and material topics proposed by GRI.

Sesé is committed to achieving maximum excellence in all areas of its activity, always seeking to generate a positive impact on the three aspects of sustainability: the economy, people and the environment. It therefore provides mechanisms and channels to identify, manage and remedy any negative impacts generated in the framework of its direct activity or in the framework of its commercial relations. The details of the specific mechanisms are explained in the corresponding sections of this Report.

Note: the material aspects are listed in order of priority within the Materiality Analysis.

GRI 403 Occupational Health and Safety 2018



GRI 201 Economic Performance 2016



GRI 305 Emissions 2016



GRI 405 Diversity and Equal Opportunity 2016



GRI 203 Indirect Economic Impacts 2016



GRI 306 Waste 2020



GRI 404 Training and Education 2016



GRI 205 Anti-corruption 2016



GRI 202 Market Presence 2016



GRI 406 Non-discrimination 2016



GRI 302 Energy 2016



GRI 301 Materials 2016



GRI 201 Economic Performance 2016 -- GRI 202 Market Presence 2016

Potential negative impacts (actual with *)

- Money laundering
- International corruption
- Contamination by business partners and/or subsidiaries
- Authorised transactions with internationally sanctioned and/or embargoed countries (*)
- Unauthorised transactions with embargoed countries
- Shortcomings in customs formalities
- Non-compliance in the subcontracting chain: HRD perspective

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- Partner of SERNAUTO
- F3 Association Partner (electric vehicle)

Awards

- Tradime-Aragón Award granted by the Business Association.
- ICIL Logistics Excellence Award
- Award for the best National Logistics Company at SIL
- PILOT Award for Business Excellence in Aragon, Large Companies category.
- DIRECTORS AWARD for our business track record.
- ASTER AWARD for our business track record.
- Sesé is awarded by General Motors as logistics supplier of the year.
- ADEA Executive Award of Aragon to Mr. Alfonso Sesé.
- Sesé receives the SEAT Award for Best Innovation in Logistics
- Ms. Ana Sesé receives the Award for Business Excellence from ARAME
- Awarded in the Logistics Category at the 8th edition of the Aragon Executive Awards
- Mr. Alfonso Sesé wins the EY Innovation Award
- Sesé finalist in the 20th PILOT Awards for Logistics Excellence in Aragon
- Aragón En La Red Henneo Awards: Sesé awarded for its digital transformation
- Tecnara T Award, for its efforts in favour of the digitalisation of the logistics sector
- Sesé Mexico receives the "Decent Work" recognition from the State of Puebla
- Excellence in Business Success Award, La Razón Newspaper
- VW Brazil: Sesé Brazil recognised for its innovative activity
- VW Brazil: Sesé recognised as a logistics supplier
- Sesé Mexico receives the "Decent Work" recognition from the State of Puebla
- VW USA: recognition of Sesé USA as an industrial supplier

Management measures

- Risk and opportunity management
- Criminal Compliance Management System UNE 19601
- Criminal Compliance Policy
- Code of Ethics and Conduct.
- Ethics Channel
- Anti-Bribery and Anti-Corruption Policy
- Conflict of Interests Prevention Policy
- Training and awareness-raising
- Code of Ethics for Third Parties.
- Due diligence with third parties.
- Screening of partners and suppliers in risky operations
- Internal audits
- Emergency and contingency plans.
- Business continuity plan
- Management System according to UNE 45001, SQAS, ISO 9001, ISO 14001, ISO 27001 and TISAX VDA standards
- Environmental issue management.
- Decarbonisation plan.
- Carbon Footprint Calculator.
- IT department for the development of proprietary solutions.
- ISO 9001, ISO 14001, ISO 45001 and 27001 certified. TISAX, 19601.
- SQAS Accreditation
- Lean Manufacturing, Process Improvement

Monitoring

- Board of Directors
- Internal Audit Committee
- Appointments, Remuneration And CSR Committee
- Internal Audits
- Control panels
- Finance Department: Management Control
- CISO, Privacy Committee
- External verification Sustainability Report — CNFS

Stakeholder information

- Board of Directors / Delegated Committees: Regular four-monthly reports
- Board of Directors: Annual SGCP Report
- Senior Management: Global Management Meeting (annual)
- Senior Management: Integrated Management System Annual Management Review
- Senior Management: TAC meetings, Annual SGCP review
- Employees: Internal WEBSITE
- Employees: Regular awareness-raising campaigns
- Customers: CSR Assessments
- Administration: CSR Assessments
- All: Annual Sustainability Report — CNFS
- All: Corporate Website

GRI 203 Indirect economic impacts 2016

Potential negative impacts (actual with *)

- Non-compliance in the subcontracting chain: an HR perspective

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- Accession to the United Nations International Convention on Persons with Disabilities
- Agreement with Ibercaja Banco and Fundación Ibercaja for social and labour insertion with the Sesé Foundation
- Sesé Foundation joins the "Sumando Empleo Aragón" ("Adding Employment Aragón") social cluster

Awards

- Ecovadis Platinum Medal
- RSA seal for Sesé and the Sesé Foundation. RSA+ seal for Sesé
- Solidar 3 Star Certificate for the Sesé Foundation
- Down Zaragoza badge: company integrating people with intellectual disabilities
- 3 de Abril Award to the Sesé Foundation, Social Work
- ONCE Aragón Solidarity Award
- Sesé Mexico, "Decent Work" recognition from the State of Puebla
- ASAMPE Award to the Sesé Foundation

Monitoring

- Board of Directors
- Sesé Foundation Board of Trustees
- Internal Audit Committee
- Appointments, Remuneration And CSR Committee
- Internal Audits
- Control panels
- External verification Sustainability Report — CNFS

Management measures

- Risk and opportunity management
- Criminal Compliance Management System UNE 19601
- Criminal Compliance Policy
- Code of Ethics and Conduct
- Anti-Bribery and Anti-Corruption Policy
- Conflict of Interests Prevention Policy
- Code of Ethics for Third Parties
- Ethics Channel
- Training and awareness-raising
- Due diligence with third parties
- Internal audits
- Emergency and contingency plans. Business continuity plan
- Sesé Foundation: integration of people with disabilities and/or at risk of exclusion
- Quality Management System according to ISO 9001
- Sesé Volunteer Programme
- ISO 9001 Quality Certificate
- UNE 19601 Criminal Compliance Certificate

Stakeholder information

- Foundation Board of Trustees: Regular periodic reports
- Senior Management: Global Management Meeting (annual)
- Senior Management: Integrated Management System Annual Management Review
- Customers: CSR Assessments
- Administration: CSR Assessments
- All: Annual Sustainability Report — CNFS
- All: Corporate Website

GRI 205 Anti-Corruption 2016

Potential negative impacts (actual with *)

- Money laundering
- International corruption
- Contamination by business partners and/or subsidiaries
- Authorised transactions with internationally sanctioned and/or embargoed countries (*)
- Unauthorised transactions with embargoed countries
- Shortcomings in customs formalities
- Non-compliance in the subcontracting chain: HRD perspective

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)

Awards

- Ecovadis Platinum Medal
- RSA Sesé Stamp
- Sesé Foundation RSA Seal

Monitoring

- Board of Directors
- Internal Audit Committee
- Appointments, Remuneration And CSR Committee
- Internal Audits
- Control panels
- Finance Department: Management Control
- Compliance Department
- Technical Committee Supporting Compliance (TCSC)
- PBC-FT Internal Control Body (ICB)
- External expert verification PBC-FT
- External verification Sustainability Report — CNFS

Management measures

- Risk and opportunity management
- Criminal Compliance Management System UNE 19601
- Criminal Compliance Policy
- Code of Ethics and Conduct
- Anti-Bribery and Anti-Corruption Policy
- Conflict of Interests Prevention Policy
- Selection and Recruitment Policy
- Code of Ethics for Third Parties
- Ethics Channel
- Training and awareness-raising
- Due diligence with third parties
- Screening of partners and suppliers in risky operations
- Internal audits
- Emergency and contingency plans. Business continuity plan
- Quality Management System according to ISO 9001
- ISO 9001 Quality Certificate
- UNE 19601 Criminal Compliance Certificate

Stakeholder information

- Board of Directors / Delegated Committees: Regular four-monthly reports
- Board of Directors: Annual Compliance Report (GFCS)
- Senior Management: Global Management Meeting (annual)
- Senior Management: Integrated Management System Annual Management Review
- Senior Management: TAC meetings, Annual SGCP Review
- Employees: Internal WEBSITE
- Employees: Regular awareness-raising campaigns
- Customers: CSR Assessments
- Administration: CSR Assessments
- All: Annual Sustainability Report — CNFS
- All: Corporate Website

GRI 301 Materials 2016

Potential negative impacts (actual with *)

- Non-compliance in the subcontracting chain: an environmental perspective
- Environmental incidents due to lack of training
- Exploitation / depletion of natural resources (diesel and other non-renewable fuels, plastic injection chippings) (*)

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- Sesé Chair – University of Zaragoza
- GetHyGA Initiative of the Government of Aragon
- Aragon Hydrogen Foundation Board of Trustees
- Shyne, Respol Green Hydrogen Initiative
- Partner of the F3 Association (electric vehicles)
- "El Bosque de los Zaragozaños", City Council of Zaragoza

Awards

- Ecovadis Platinum Medal
- Sesé RSA Seal and Sesé Foundation
- RSA Aragon Government Award (Smart & Green)
- CEL Sustainable Logistics Award (Smart & Green)
- Aragon Circular Stamp, Government of Aragon

Monitoring

- Board of Directors
- Internal Audit Committee
- Appointments, Remuneration And CSR Committee
- Internal Audits
- Control panels
- Quality, Environmental and Safety Department
- External verification Sustainability Report — CNFS

Management measures

- Risk and opportunity management
- Ethics Channel
- Training and awareness-raising
- Due diligence with third parties
- Internal audits
- Emergency and contingency plans. Business continuity plan
- Quality Management System according to ISO 9001
- Environmental Management System according to ISO 14001
- Environmental issue management
- Decarbonisation plan
- Transition from diesel to "green" alternative fuels
- Carbon Footprint Calculator.
- Annual Report Security Advisor
- ISO 9001 Quality Certificate
- ISO 14001 Environmental Management Certificate

Stakeholder information

- Board of Directors / Delegated Committees: Regular four-monthly reports
- Senior Management: Global Management Meeting (annual)
- Senior Management: Integrated Management System Annual Management Review
- Employees: Regular awareness-raising campaigns
- Customers: CSR Assessments
- Administration: CSR Assessments
- All: Annual Sustainability Report — CNFS
- All: Corporate Website

GRI 302 Energy 2016

Potential negative impacts (actual with *)

- Non-compliance in the subcontracting chain: an environmental perspective
- Greenhouse gas air pollution (*)
- Exploitation / depletion of natural resources (diesel and other non-renewable fuels) (*)

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- Sesé Chair – University of Zaragoza
- GetHyGA Initiative of the Government of Aragon
- Aragon Hydrogen Foundation Board of Trustees
- Shyne, Respol Green Hydrogen Initiative
- Partner of the F3 Association (electric vehicles)
- "El Bosque de los Zaragozaños", City Council of Zaragoza

Awards

- Ecovadis Platinum Medal
- Sesé RSA Seal and Sesé Foundation
- RSA Aragon Government Award (Smart & Green)
- CEL Sustainable Logistics Award (Smart & Green)
- Aragon Circular Stamp, Government of Aragon

Monitoring

- Board of Directors
- Internal Audit Committee
- Appointments, Remuneration And CSR Committee
- Internal Audits
- Control panels
- Quality, Environmental and Safety Department
- External verification Sustainability Report — CNFS

Management measures

- Risk and opportunity management
- Ethics Channel
- Training and awareness-raising
- Due diligence with third parties
- Internal audits
- Emergency and contingency plans. Business continuity plan
- Quality Management System according to ISO 9001
- Environmental Management System according to ISO 14001
- Environmental issue management
- Decarbonisation plan
- Transition from diesel to "green" alternative fuels
- Carbon Footprint Calculator.
- Annual Report Security Advisor
- ISO 9001 Quality Certificate
- ISO 14001 Environmental Management Certificate

Stakeholder information

- Board of Directors / Delegated Committees: Regular four-monthly reports
- Senior Management: Global Management Meeting (annual)
- Senior Management: Integrated Management System Annual Management Review
- Employees: Regular awareness-raising campaigns
- Customers: CSR Assessments
- Administration: CSR Assessments
- All: Annual Sustainability Report — CNFS
- All: Corporate Website

GRI 305 Emissions 2016

Potential negative impacts (actual with *)

- Non-compliance in the subcontracting chain: an environmental perspective
- Environmental incidents due to lack of training
- Greenhouse gas air pollution (*)
- Air pollution by other substances (*)

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- Sesé Chair – University of Zaragoza
- GetHyGA Initiative of the Government of Aragon
- Aragon Hydrogen Foundation Board of Trustees
- Shyne, Respol Green Hydrogen Initiative
- Partner of the F3 Association (electric vehicles)
- "El Bosque de los Zaragozaños", City Council of Zaragoza

Awards

- Ecovadis Platinum Medal
- Sesé RSA Seal and Sesé Foundation
- RSA Aragon Government Award (Smart & Green)
- CEL Sustainable Logistics Award (Smart & Green)
- Aragon Circular Stamp, Government of Aragon

Monitoring

- Board of Directors
- Internal Audit Committee
- Appointments, Remuneration And CSR Committee
- Internal Audits
- Control panels
- Quality, Environmental and Safety Department
- External verification Sustainability Report — CNFS

Management measures

- Risk and opportunity management
- Ethics Channel
- Training and awareness-raising
- Due diligence with third parties
- Internal audits
- Emergency and contingency plans. Business continuity plan
- Quality Management System according to ISO 9001
- Environmental Management System according to ISO 14001
- Environmental issue management
- Decarbonisation plan
- Commitment to renewable electricity
- Renewal of the vehicle fleet
- Transition from diesel to "green" alternative fuels
- Intermodality
- Modular EMS transport
- Carbon Footprint Calculator.
- Maintenance plans
- ISO 9001 Quality Certificate
- ISO 14001 Environmental Management Certificate

Stakeholder information

- Board of Directors / Delegated Committees: Regular four-monthly reports
- Senior Management: Global Management Meeting (annual)
- Senior Management: Integrated Management System Annual Management Review
- Employees: Regular awareness-raising campaigns
- Customers: CSR Assessments
- Administration: CSR Assessments
- All: Annual Sustainability Report — CNFS
- All: Corporate Website

GRI 306 Waste 2020

Potential negative impacts (actual with *)

- Non-compliance in the subcontracting chain: an environmental perspective
- Environmental incidents due to lack of training
- Deficiencies in waste storage: soil contamination / sewage network.
- Spills/spillages (*)
- Waste (no segregation / correct recycling of waste, excessive generation)

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- Sesé Chair – University of Zaragoza
- "El Bosque de los Zaragozaños", City Council of Zaragoza)

Awards

- Ecovadis Platinum Medal
- Sesé RSA Seal and Sesé Foundation
- RSA Aragon Government Award (Smart & Green)
- CEL Sustainable Logistics Award (Smart & Green)
- Aragon Circular Stamp, Government of Aragon

Monitoring

- Board of Directors
- Internal Audit Committee
- Appointments, Remuneration And CSR Committee
- Internal Audits
- Control panels
- Quality, Environmental and Safety Department
- External verification Sustainability Report — CNFS

Management measures

- Risk and opportunity management
- Ethics Channel
- Training and awareness-raising
- Due diligence with third parties
- Internal audits
- Emergency and contingency plans. Business continuity plan
- Quality Management System according to ISO 9001
- Environmental Management System according to ISO 14001
- Environmental issue management
- Decarbonisation plan
- Renewal of the vehicle fleet
- Intermodality
- Carbon Footprint Calculator.
- Annual Report Security Advisor
- Authorised waste managers
- Waste control book
- Maintenance plans
- ISO 9001 Quality Certificate
- ISO 14001 Environmental Management Certificate

Stakeholder information

- Board of Directors / Delegated Committees: Regular four-monthly reports
- Senior Management: Global Management Meeting (annual)
- Senior Management: Integrated Management System Annual Management Review
- Employees: Regular awareness-raising campaigns
- Customers: CSR Assessments
- Administration: CSR Assessments
- All: Annual Sustainability Report — CNFS
- All: Corporate Website

GRI 403 Occupational Health and Safety 2018

Potential negative impacts (actual with *)

- Accidents at work (*)
- Occupational illnesses (*)
- Psychosocial risks (*)
- Digital disconnection problems due to different time zones (*)
- Non-compliance in the subcontracting chain: an HR perspective

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- Healthy Companies Network of Aragon
- Luxembourg Declaration
- Government of Aragon 0 Accidents Programme

Awards

- Award in Mexico for Dignified Work
- Aragon Government Prize for Human Rights
- Sesé RSA Seal and Sesé Foundation
- MAZ VIII Healthy Company Award
- Ecovadis Platinum Medal
- Aragon Committed to Prevention Award

Monitoring

- Board of Directors
- Internal Audit Committee
- Appointments, Remuneration And CSR Committee
- Internal Audits
- Control panels
- Quality, Environmental and Safety Department
- Internal Prevention Service (IPS)
- External Prevention Service (EPS)
- Mutual Accident Insurance Company
- Health and Safety Committee / ORP Delegate
- Works Council
- External verification Sustainability Report — CNFS

Management measures

- Risk and opportunity management
- Code of Ethics and Conduct, Code of Ethics for Third Parties, Ethical Channel
- Training and awareness-raising
- Due diligence with third parties
- Internal audits
- Emergency and contingency plans. Business continuity plan
- Occupational Risk Management System according to UNE 45001 and SQAS
- Healthy Business Plan
- Prevention plans. Risk assessments
- PPE management. Job adaptations for staff with disabilities / constraints
- Medical examinations and health surveillance
- Management System according to ISO 9001, ISO 14001
- Annual Report Security Advisor
- Maintenance plans
- ISO 9001 and ISO 45001 certification
- SQAS (Safety and Quality Assessment Systems) Accreditation

Stakeholder information

- Board of Directors / Delegated Committees: Regular four-monthly reports
- Senior Management: Global Management Meeting (annual)
- Senior Management: Monthly Steering Committees
- Senior Management: Integrated Management System Annual Management Review
- Senior Management: Weekly reports
- Employees: Regular awareness-raising campaigns
- Employees: Health and Safety Committee / ORP Delegate
- Customers: CSR Assessments
- Administration: Annual Report Security Advisor
- Administration: CSR Assessments
- All: Annual Sustainability Report — CNFS
- All: Corporate Website

GRI 404 Training and education 2016

Potential negative impacts (actual with *)

- Accidents at work due to lack of training
- Quality issues due to lack of training
- Environmental incidents due to lack of training
- Lack of motivation of employees due to lack of training and/or skills development
- Non-compliance in the subcontracting chain: an HR perspective

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- Sponsorship of the driving simulator at Parque Polo (VW Navarre)
- CAN — Automotive Cluster of Navarre.
- IDiA Cluster

Awards

- RSA Seal, RSA+ Seal
- Ecovadis Platinum Medal
- Sesé Mexico receives the "Decent Work" recognition from the State of Puebla

Monitoring

- Board of Directors
- Sesé Foundation Board of Trustees
- Internal Audit Committee
- Appointments, Remuneration And CSR Committee
- Internal Audits
- Control panels
- People Department
- Works Council
- Equality Commissions
- External verification Sustainability Report — CNFS

Management measures

- Risk and opportunity management
- Code of Ethics and Conduct
- Selection and Recruitment Policy
- Code of Ethics for Third Parties
- Ethics Channel
- Training and awareness-raising
- Due diligence with third parties
- Internal audits
- Emergency and contingency plans. Business continuity plan
- Equality Plans
- Quality Management System according to ISO 9001
- Training plans
- Performance management, career plans
- Traineeship and internship programmes. Dual training
- Sesé Foundation Training Centre
- ISO 9001 Quality Certificate
- Lean Manufacturing, Process Improvement

Stakeholder information

- Board of Directors / Delegated Committees: Regular four-monthly reports
- Foundation Board of Trustees: Regular periodic reports
- Senior Management: Global Management Meeting (annual)
- Senior Management: Integrated Management System Annual Management Review
- Employees: Regular awareness-raising campaigns
- Employees: Equality Commissions
- Employees: Health and Safety Committee / ORP Delegate
- Customers: CSR Assessments
- Administration: CSR Assessments
- All: Annual Sustainability Report — CNFS
- All: Corporate Website

GRI 405 Diversity and Equal Opportunity 2016 -- GRI 406 Non-discrimination 2016

Potential negative impacts (actual with *)

- Discrimination in employment on any grounds
- Wage gap
- Harassment at work
- Sexual harassment
- Non-compliance in the subcontracting chain: an HR perspective

External commitments

- Adhesion to the United Nations Global Compact
- Adhesion to the RSA Plan (Social Responsibility of Aragon)
- Adhesion to the United Nations International Convention on Persons with Disabilities
- Sponsorship of the Royal Saragossa School of Intellectual Disability (Liga Genuine).
- Agreement with BebeDeParis within the Baby Friendly Programme
- Sesé Foundation joins the "Sumando Empleo Aragón" ("Adding Employment Aragón") social cluster
- Agreement with Ibercaja Banco and Fundación Ibercaja for social and labour insertion with the Sesé Foundation

Awards

- Fernando Orús Award (ASZA), for supporting the integration of deaf people in the workplace.
- Certificate Solidarity for the companies Trans Sesé and Logística JIT Aragón
- 3-Star Exceptional Solidarity Certificate awarded to Sesé Foundation
- Sesé receives RSA Seal (annual renewal)
- EcoVadis Silver Medal
- Sesé receives RSA+ Seal (annual renewal)
- Ecovadis Gold Medal
- Annual Distinction from the Lacus Aragon Foundation awarded to the Sesé Foundation
- Down Zaragoza badge: company integrating people with intellectual disabilities
- 3 de Abril Award granted to the Sesé Foundation in the Social Work category
- Sesé Foundation receives the RSA Seal (annual renewal)
- Ecovadis Platinum Medal (annual renewal)
- ONCE Aragón Solidarity Award
- Government of Aragon awards Sesé for its work in favour of human rights
- Sesé Mexico receives the "Decent Work" recognition from the State of Puebla
- 3 de Abril Award granted to the Sesé Foundation in the Social Work category
- Recognition from Obra Social El Carmen for Sesé Foundation
- Sesé Mexico receives the "Decent Work" recognition from the State of Puebla
- ASAMPE Award to the Sesé Foundation

Management measures

- Risk and opportunity management
- Criminal Compliance Management System according to UNE 19601
- Criminal Compliance Policy
- Code of Ethics and Conduct
- Selection and Recruitment Policy
- Code of Ethics for Third Parties
- Ethics Channel
- Training and awareness-raising
- Due diligence with third parties
- Internal audits
- Emergency and contingency plans.
- Business continuity plan
- Equality Plans
- Protocols for dealing with harassment
- Remuneration register. Remuneration audit
- Sesé Foundation: integration of people with disabilities and/or at risk of exclusion
- Medical examinations and health surveillance
- Quality Management System according to ISO 9001
- Sesé Foundation Training Centre
- Sesé Volunteer Programme
- ISO 9001 Quality Certificate
- UNE 19601 Criminal Compliance Certificate

Monitoring

- Board of Directors
- Sesé Foundation Board of Trustees
- Internal Audit Committee
- Appointments, Remuneration And CSR Committee
- Internal Audits
- Control panels
- Compliance Department
- Technical Committee Supporting Compliance (TCSC)
- People Department
- Works Council
- Equality Commissions
- External verification Sustainability Report — CNFS

Stakeholder information

- Board of Directors / Delegated Committees: Regular four-monthly reports
- Board of Directors: Annual Compliance Report (GFCS)
- Foundation Board of Trustees: Regular periodic reports
- Senior Management: Global Management Meeting (annual)
- Senior Management: Integrated Management System Annual Management Review
- Senior Management: TAC meetings, Annual SGCP Review
- Employees: Regular awareness-raising campaigns
- Employees: Equality Commissions
- Customers: CSR Assessments
- Administration: CSR Assessments
- All: Annual Sustainability Report — CNFS
- All: Corporate Website

CORPORATE GOVERNANCE

BOARD OF DIRECTORS STATISTICS

	Breakdown by gender		Breakdown by age range			Independent Directors.
	Men	Women	< 30 years	30 - 50 years	> 50 years	
2023	86%	14%	0%	14%	86%	43%
2022	86%	14%	0%	0%	100%	57%
2021	86%	14%	0%	0%	100%	57%
2020	86%	14%	0%	0%	100%	57%

SENIOR MANAGEMENT STATISTICS

	Percentage of women in senior management					Breakdown by age range for Senior Management		
	Comparative references (*)					< 30 years	30 - 50 years	> 50 years
	Sesé	Spain	Europe	Worldwide				
2023	21%	38%	33%	32%	2023	0%	48%	52%
2022	24%	36%	33%	32%	2022	0%	48%	52%
2021	23%	34%	34%	31%	2021	0%	38%	62%
2020	24%	34%	30%	29%	2020	0%	44%	56%
2019	23%	30%	28%	29%	2019	0%	50%	50%

[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Data for Sesé Worldwide

Senior management includes the positions of the Board of Directors, the Management Team and Country Managers

(*) Source: *The Women In Business Report*, Grant Thornton

ETHICAL CHANNEL STATISTICS

	2023	2022	2021	2021
No. of confirmed cases of corruption	0	0	0	0
No. of legal actions for unfair competition	0	0	0	0
No. of communications received via the Ethics Channel (*)	19	8	2	0
No. of queries received via Ethics Channel (*)	53	19	0	0
Number of complaints of human rights violations	0	0	0	0

[GRI 205-3] CONFIRMED CASES OF CORRUPTION AND MEASURES TAKEN

Data corresponding to Sesé Spain (*), rest of data corresponding to Sesé Worldwide

BOARD OF DIRECTORS

Designation and selection.

The President, Vice-President, Chief Executive Officer and Directors are appointed by the Board of Directors in accordance with the provisions of the Spanish Companies Act and the Company's Articles of Association. Proposals for appointments are preceded by a report from the Nomination, Remuneration and CSR Committee (NR & CSR Committee). The Board and the NR & CSR Committee, within the scope of their competencies, endeavour to ensure that the selection of candidates is made by persons of recognised solvency, competence and experience, and must be extremely rigorous in relation to those called upon to fill independent director positions.

Remuneration policies.

Defined and based on the Remuneration Policy, which the Board itself approves and periodically reviews to ensure its adequacy. The Board approves a report on this policy annually at the proposal of the NR & CSR Committee, focusing on the policy approved by the Board for the current year, as well as, if applicable, the policy foreseen for future years, making reference to the most significant changes that this policy represents, as compared to that of the previous year.

Delegation of powers.

The committees set up by the Board of Directors do not have delegated decision-making powers. They are empowered to inform, advise and make proposals to the Board on the matters assigned to them and set out in their respective operating regulations. Direct management of risks and impacts on the economy, people and the environment is delegated to the Management Committee. Direct responsibility for the implementation of the commitments and/or policies for responsible business conduct rests with each of Sesé's Directors and Managers in the different countries. Direct dialogue with stakeholders is delegated both to the Management Committee itself and to the different managers within Sesé's organisational structure. The Board of Directors is responsible for overseeing the proper discharge of all delegated responsibilities through the internal reporting and accountability processes of each of the operating divisions and corporate departments.

Appointments, Remuneration and CSR Committee — Powers and responsibilities

- Assess the skills, knowledge and experience required of Board members, defining the skills required of the candidates to fill each vacancy and the time and dedication necessary for them to carry out their duties effectively.
- To submit to the Board proposals for the appointment of Board members.
- Propose the Company's Remuneration Policy to the Board and periodically review its validity, including share-based remuneration systems and their application.
- Annually verify compliance with the Diversity and Director Selection Policy, reporting thereon in the annual corporate governance report.
- Send the Board an annual evaluation report on its own performance and an annual evaluation report on the performance of the Board, as part of the annual evaluation of the Board and its Committees

Powers and responsibilities.

- Approve general policies and strategies, and in particular:
- The strategic or business plan, as well as the annual management objectives and budget.
 - Investment and financing policy.
 - The definition of the structure of the corporate group.
 - The corporate social responsibility policy
 - The remuneration policy and that on performance evaluation of senior management.
 - The risk management and control policy and the regular monitoring of internal information and control systems.
 - The dividend and treasury stock policy, with a particular focus on its limits.
 - The definition of the basic organisation chart of the Company.
 - The annual management report (annual accounts and non-financial information).

The Board dedicates at least one meeting a year to evaluating its functioning and the quality of its work: the functioning of the Board itself, the performance of the duties of the company's chief executive (CEO) and the functioning of its Committees on the basis of their reports. It also prepares an annual report on corporate governance, which assesses the functioning of the company's bodies from this perspective.

Internal Audit Committee — Powers and responsibilities

- Monitor the financial and non-financial reporting process and internal control systems and check their adequacy and completeness.
- Review the Company's annual accounts, monitoring compliance with legal requirements and their correct application.
- Report to the Board on any significant changes in accounting policies and on-balance sheet and off-balance sheet risks.
- Periodically review the Risk Management and Control Policy.
- Oversee the good governance of the Company: compliance with environmental, social and corporate governance policies and internal codes of conduct.
- Send the Board an annual evaluation report on its own performance, as part of the annual evaluation of the Board and its Committees.

PEOPLE

YEAR-ON-YEAR BREAKDOWN OF THE WORKFORCE BY CONTINENT AND BUSINESS LINE

	Breakdown by business line				Breakdown by continent			
	Logistics	Transport	Industrial	Central	Europe	America	Africa	Asia
2023	72%	17%	9%	2%	56,02%	43,91%	0,07%	--
2022	63%	25%	11%	2%	59,19%	40,76%	0,04%	--
2021	67%	24%	7%	2%	61,42%	38,53%	0,05%	--
2020	75%	17%	6%	2%	60,65%	39,28%	0,07%	--
2019	70%	20%	5%	5%	54,45%	45,27%	0,28%	--
2018	76%	17%	7%	--	53,50%	46,20%	0,30%	--

Data for Sesé Worldwide

Does not include non-employees (temp agencies, subcontractors and trainees)

BREAKDOWN OF WORKFORCE BY GENDER

	Sesé		Sesé Spain	
	Men	Women	Men	Women
2023	75%	25%	73%	27%
2022	76%	24%	76%	24%
2021	77%	23%	75%	25%
2020	78%	22%	75%	25%
2019	80%	20%	75%	25%
2018	80%	20%	76%	24%

[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Data for Sesé Worldwide

Does not include non-employees (temp agencies, subcontractors and trainees)

BREAKDOWN OF WORKFORCE BY CATEGORY

	Sesé		Sesé Spain	
	Indirect	Direct	Indirect	Direct
2023	15%	85%	22%	78%
2022	18%	82%	24%	76%
2021	15%	85%	15%	85%
2020	18%	82%	24%	76%
2019	14%	86%	24%	76%
2018	17%	83%	19%	81%

Data for Sesé Worldwide

Does not include non-employees (temp agencies, subcontractors and trainees)

BREAKDOWN OF WORKFORCE BY AGE RANGE

	Sesé			Sesé Spain		
	< 30 years	30 - 50 years	> 50 years	< 30 years	30 - 50 years	> 50 years
2023	21%	74%	5%	11%	82%	7%
2022	20%	76%	5%	10%	84%	6%
2021	19%	59%	22%	9%	62%	29%
2020	20%	58%	22%	9%	60%	31%
2019	21%	59%	20%	11%	60%	29%
2018	22%	58%	20%	11%	56%	33%

[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Data for Sesé Worldwide

Does not include non-employees (temp agencies, subcontractors and trainees)

NATIONALITIES

	Nationalities
2023	82
2022	82
2021	57
2020	48
2019	45
2018	43

[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Data corresponding to Sesé Worldwide. Detail for Sesé Spain

Does not include non-employees (temp agencies, subcontractors and trainees)

MINORITY GROUPS

	Minority groups				Universal accessibility No. of post adaptations
	Sesé	Sesé Spain	Board	Senior Management	
2023	2,70%	5,39%	0,00%	0,00%	46
2022	2,89%	6,08%	0,00%	0,00%	93
2021	--	7,01%	0,00%	0,00%	226
2020	--	7,81%	0,00%	0,00%	222
2019	--	7,22%	0,00%	0,00%	169
2018	--	6,29%	0,00%	0,00%	136

No. of adaptations/improvements to posts, staff with disabilities and/or handicaps

Data corresponding to Sesé Worldwide. Detail for Sesé Spain

Does not include non-employees (temp agencies, subcontractors and trainees)

DISTRIBUTION OF WORKFORCE BY TYPE OF CONTRACT AND TYPE OF WORKING DAY

	Global distribution contracts			Global distribution contracts				Temp agency
	Indefinite	Temporal	Temp agency	Indefinite (day)		Temporary (day)		
				Partial	Full time	Partial	Full time	
2023	86%	8%	6%	0,90%	85,29%	0,44%	7,16%	6,22%
2022	84%	8%	8%	1,76%	82,57%	0,13%	761,00%	7,94%
2021	83%	9%	8%	0,59%	82,06%	3,38%	5,87%	8,10%
2020	69%	20%	11%	0,32%	68,20%	3,68%	16,81%	10,99%
2019	72%	23%	5%	0,32%	71,24%	0,11%	23,26%	5,07%
2018	77%	13%	10%	0,27%	76,99%	0,11%	12,49%	10,14%

Does not include non-employees (temp agencies, subcontractors and trainees)

DETAILS OF PART-TIME STAFF CONTRACTS BY TYPE OF CONTRACT

	Details of indefinite partial contracts					Details of temporary partial contracts				
	Men	Women	Details of indefinite partial contracts			Men	Women	Details of temporary partial contracts		
			< 30 years	30-50 years	> 50 years			< 30 years	30-50 years	> 50 years
2023	59	54	25	79	9	32	23	24	25	6
2022	52	138	9	172	9	9	5	2	8	4
2021	30	27	16	32	9	214	111	145	145	35
2020	8	23	1	22	8	265	91	115	186	55
2019	6	22	3	21	4	8	2	2	1	7
2018	6	16	1	4	17	9	0	2	0	7

Does not include non-employees (temp agencies, subcontractors and trainees)

PEOPLE

DETAILED DISTRIBUTION OF STAFF BY COUNTRY

2023	By sex		By age range			By category type		By type of contract			By type of working day	
	Men	Women	< 30 years	30-50 years	> 50 years	Direct	Indirect	Indefinite	Temporal	Temp agency	Full time	Partial
Germany	80%	20%	16%	75%	9%	94%	6%	70%	18%	11%	97%	3%
Belgium	100%	0%	0%	100%	0%	100%	0%	100%	0%	0%	100%	0%
Brazil	84%	16%	30%	68%	2%	85%	15%	97%	0%	3%	100%	0%
Colombia	100%	0%	0%	100%	0%	0%	100%	100%	0%	0%	100%	0%
USA	57%	43%	33%	59%	8%	92%	8%	89%	0%	11%	100%	0%
Spain	73%	27%	11%	82%	7%	78%	22%	86%	5%	9%	98%	2%
France	75%	25%	0%	100%	0%	65%	35%	71%	0%	29%	100%	0%
Hungary	57%	43%	25%	68%	7%	98%	2%	83%	0%	17%	99%	1%
Morocco	33%	67%	0%	100%	0%	0%	100%	100%	0%	0%	100%	0%
Mexico	64%	36%	28%	70%	2%	89%	11%	69%	31%	0%	100%	0%
The Netherland	57%	43%	34%	64%	2%	66%	34%	58%	42%	0%	4%	96%
Panamá	50%	50%	0%	100%	0%	0%	100%	100%	0%	0%	100%	0%
Poland	92%	8%	8%	88%	4%	91%	9%	36%	64%	0%	100%	0%
Portugal	70%	30%	10%	90%	0%	10%	90%	100%	0%	0%	100%	0%
United Kingdom	100%	0%	19%	69%	12%	74%	26%	100%	0%	0%	100%	0%
Czech Republic	48%	52%	32%	66%	2%	99%	1%	89%	4%	7%	100%	0%
Romania	72%	28%	24%	73%	3%	95%	5%	98%	2%	0%	100%	0%

[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Data for Sesé Worldwide

Does not include non-employees (temp agencies, subcontractors and trainees)

DETAILED DISTRIBUTION OF THE WORKFORCE IN SPAIN BY AUTONOMOUS COMMUNITIES

2023	By sex		By age range			By category type		By type of contract			By type of working day	
	Men	Women	< 30 years	30-50 years	> 50 years	Indirect	Direct	Indefinite	Temporal	Temp agency	Full time	Partial
Andalusia	78%	22%	7%	82%	11%	89%	11%	96%	3%	1%	100%	0%
Aragon	74%	26%	13%	79%	7%	70%	30%	87%	6%	7%	99%	1%
Castile-La Man	100%	0%	0%	100%	0%	50%	50%	100%	0%	0%	100%	0%
Castile-Leon	77%	23%	5%	89%	7%	93%	7%	85%	4%	11%	100%	0%
Catalonia	73%	27%	8%	84%	8%	83%	17%	86%	4%	10%	99%	1%
Galicia	40%	60%	25%	74%	1%	66%	34%	82%	18%	0%	83%	17%
Canary Islands	0%	100%	0%	100%	0%	100%	0%	2%	0%	98%	100%	0%
Madrid	72%	28%	20%	78%	3%	79%	21%	81%	2%	17%	92%	8%
Navarre	78%	22%	8%	87%	5%	84%	16%	96%	3%	1%	99%	1%
Basque Countr	43%	57%	7%	93%	0%	71%	29%	86%	14%	0%	100%	0%
Valencia	40%	60%	0%	80%	20%	60%	40%	100%	0%	0%	100%	0%

[GRI 405-1] DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Data for Sesé Spain

Does not include non-employees (temp agencies, subcontractors and trainees)

ABSENTEEISM DATA BY DIVISION

Ratio	Central	Fabric	Transport			Logistics	Industrial
			Carrier	Forward.			
2023	3,42%	4,87%	1,21%	9,76%		11,04%	14,11%
2022	3,78%	3,52%	1,51%	8,07%		12,09%	14,30%
2021	3,00%	3,89%	1,11%	8,77%		10,93%	16,08%
2020	2,17%		4,86%			8,66%	13,81%
2019	1,92%		2,67%			6,86%	10,08%
2018	2,82%		2,99%			5,87%	5,06%

Hours	Central	Fabric	Transport			Logistics	Industrial
			Carrier	Forward.			
2023	16.337	102.982	1.533	44.006		416.624	143.283
2022	16.799	61.707	2.234	43.883		429.923	151.655

	TOTAL
2023	724.765
2022	706.201

Data for Sesé Spain

Does not include non-employees (temp agencies, subcontractors and trainees)

DISCRIMINATION CASES AND ASSOCIATED ACTIONS

	Cases received	Confirmed cases	Actions arising from confirmed cases			
			Dismissal	Sanctions	Training	Others
2023	1	0	0	0	0	0
2022	0	0	0	0	0	0
2021	0	0	0	0	0	0

[GRI 406-1] CASES OF DISCRIMINATION AND CORRECTIVE ACTION TAKEN

Data for Sesé Spain

Does not include non-employees (temp agencies, subcontractors and trainees)

PEOPLE

COMPARISON OF AVERAGE GROSS WAGE VS SMI (MINIMUM WAGE) BY SEX, AGE RANGE AND CATEGORY

	Versus local SMI (x times) by sex			Wage gap (*)
	Average	Men	Women	
2023	2,3	2,5	1,5	-39%
2022	3,5	4,2	2,6	-38%
2021	3,7	4,3	2,5	-11%
2020	2,9	3,0	2,5	-13%
2019	2,6	2,8	2,0	-16%
2018	2,6	2,8	2,1	-26%

[GRI 405 -2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN COMPARED TO MEN]

Data for Sesé Worldwide

Does not include non-employees (temp agencies, subcontractors and trainees)

(*) Gap calculated Female vs Male

	Total annual compensation ratio	Change in total annual compensation:
2023	13,08	0,00
2022	21,40	0,00

Data for Sesé Worldwide

Versus local SMI (x times) by age range

	< 30 years	30 - 50 years	> 50 years
2023	1,1	2,4	1,2
2022	1,5	3,6	1,8
2021	1,6	3,7	2,3
2020	2,4	2,8	3,0

Versus local SMI (x times) per category

	Indirect	Direct
2023	3,0	1,5
2022	4,6	1,5
2021	4,7	1,6
2020	4,7	2,2

Data for Sesé Worldwide

Does not include non-employees (temp agencies, subcontractors and trainees)

AVERAGE GROSS WAGE VS SMI BY COUNTRY, BREAKDOWN BY GENDER, AGE RANGE AND CATEGORY

2023	Comparison with local SMI (x times)								
	Average	By sex		Wage gap (*)	By age range			By category type	
		Men	Women		< 30 years	30-50 years	> 50 years	Indirect	Direct
Germany	1,5	1,5	1,4	-8%	1,4	1,5	1,4	1,4	2,4
Belgium	1,3	1,3	0,0	--	0,0	1,3	0,0	1,3	0,0
Brazil	2,4	2,2	2,1	-8%	1,9	2,3	3,0	2,0	3,4
Colombia	19,6	19,6	0,0	--	0,0	19,6	0,0	0,0	19,6
USA	3,0	3,1	2,8	-8%	2,8	3,2	2,4	2,8	5,6
Spain	1,8	1,8	1,7	-4%	1,5	1,8	1,7	1,6	2,4
France	1,8	1,5	2,6	77%	0,0	1,8	0,0	1,6	2,7
Hungary	1,2	1,4	1,0	-29%	0,8	1,4	1,2	1,2	2,9
Morocco	3,6	3,1	3,8	23%	0,0	3,6	0,0	0,0	3,6
Mexico	2,2	2,3	2,0	-12%	1,8	2,3	1,8	1,7	5,7
The Netherlands	1,5	1,7	1,3	-23%	1,3	1,7	1,8	1,2	2,1
Panamá	16,4	24,3	8,4	-65%	0,0	16,4	0,0	0,0	16,4
Poland	3,7	3,8	2,8	-25%	3,0	3,8	3,8	3,8	2,6
Portugal	3,0	3,5	1,8	-48%	1,3	3,2	0,0	1,3	3,2
United Kingdom	1,7	1,7	0,0	--	1,2	1,8	1,3	1,2	2,8
Czech Republic	1,2	1,3	1,1	-17%	0,9	1,4	1,4	1,2	1,8
Romania	1,2	1,2	1,2	-7%	1,2	1,2	1,1	1,1	2,7

[GRI 405 -2 RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN COMPARED TO MEN]

Data for Sesé Worldwide

Does not include non-employees (temp agencies, subcontractors and trainees)

(*) Gap calculated Female vs Male

DISTRIBUTION OF REDUNDANCIES BY AFFECTED GROUPS

	Total	Distribution by category and sex				Distribution by age range and sex					
		Women		Men		Women			Men		
		Direct	Indirect	Direct	Indirect	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years
2023	1.769	255	52	1.298	164	127	176	4	488	932	42
2022	1.677	318	25	1.297	37	144	189	10	505	794	35
2021	1.116	134	34	878	70	59	89	20	311	508	129
2020	1.558	173	63	1.158	164	67	153	16	427	753	142
2019	334	67	45	159	63	17	78	17	32	149	41
2018	79	7	17	43	12	1	20	3	6	34	15

Data for Sesé Worldwide

Does not include non-employees (temp agencies, subcontractors and trainees)

	2023	2022	2021
Germany	155	77	2
Belgium		750	679
Brazil	1.031		
Colombia	2		
USA	179	140	
Spain	169	37	133
France			
Hungary	11		
Morocco			
Mexico	157	527	292
The Netherlands	14		1
Panamá			
Poland		125	4
Portugal	1		3
United Kingdom			2
Czech Republic			
Romania	50	21	

Data for Sesé Worldwide

Does not include non-employees (temp agencies, subcontractors and trainees)

PEOPLE

TRAINING DATA BY GENDER AND CATEGORY

	Total training hours			Ratio person-hours/year					Effectiveness of training
	Total	Direct	Indirect	Total	Men	Women	Direct	Indirect	
2023	69.878	50.880	18.998	17,10	15,68	15,10	16,04	20,23	3,52
2022	66.518	16.227	50.291	21,03	9,20	24,60	6,43	78,60	3,82
2021	38.600	17.030	21.570	10,50	7,08	12,21	5,66	26,47	3,18
2020	24.577	15.166	9.411	5,92	6,32	4,47	5,24	8,90	3,53
2019	38.323	25.283	13.039	11,94	13,15	14,18	10,23	17,68	3,45
2018	49.177	24.850	24.327	12,29	10,43	17,51	7,77	31,93	3,54

[GREY 404 -1] AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

Data for Sesé Europe

Does not include non-employees (temp agencies, subcontractors and trainees)

DATA FROM ANNUAL PERFORMANCE EVALUATIONS

	Total	% of target	% of indirect	Men	Women
2023	663	5%	35%	385	248%
2022	494	5%	28%	295	199
2021	466	--	--	218	248
2020	--	--	--	--	--
2019	301	--	--	158	142
2018	70	--	--	42	28

[GRI 404-3] PERCENTAGE OF EMPLOYEES RECEIVING PERIODIC PERFORMANCE AND PROFESSIONAL DEVELOPMENT APPRAISALS

Data for Sesé Spain

Does not include non-employees (temp agencies, subcontractors and trainees)

INTERNSHIP PROGRAMMES

	Internship programme			Dual Training Programme			% contracts
	Total	Men	Women	Total	Men	Women	
2023	83	51%	49%	12	75%	25%	19%
2022	56	48%	52%	22	91%	9%	33%
2021	48	65%	35%	18	--	--	8%
2020	46	59%	41%	--	--	--	20%
2019	57	60%	40%	8	--	--	18%
2018	36	--	--	10	--	--	--

Data for Sesé Spain

Does not include non-employees (temp agencies, subcontractors and trainees)

DATA ON WORKER REPRESENTATION AND COVERAGE

	% employees in collective bargaining agreements	% employees in Health and Safety Committees
2023	100,00%	87,08%
2022	100,00%	87,56%
2021	100,00%	90,38%
2020	100,00%	91,00%
2019	100,00%	92,48%
2018	100,00%	86,02%

Data for Sesé Worldwide

Does not include non-employees (temp agencies, subcontractors and trainees)

Data for Sesé Worldwide

Does not include non-employees (temp agencies, subcontractors and trainees)

PEOPLE

DATA ON ACCIDENTS AT WORK

	No. of fatalities — occupational accident			Rate of death — occupational accident rate			No. of serious accidents			Rate of serious accidents			No. of accidents requiring sick leave			Rate of accidents requiring sick leave (F.I.)		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
2023	1	1	0	0,047	0,006	0,000	1	1	0	0,047	0,006	0,000	267	214	53	18,50	11,89	8,89
2022	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00	220	178	40	20,45	12,54	9,46
2021	0	0	0	0,00	0,00	0,00	0	0	0	0,00	0,00	0,00	203	157	46	11,95	12,01	11,76
2020	0	0	0	0,00	0,00	0,00	1	1	0	0,06	0,09	0,00	284	194	90	16,38	16,21	27,47
2019	0	0	0	0,00	0,00	0,00	3	3	0	0,20	0,24	0,00	309	196	77	20,16	15,97	25,22
2018	2	2	0	0,30	0,00	0,00	1	1	0	0,15	0,20	0,00	215	161	54	32,22	31,57	34,37

[GRI 403-9] OCCUPATIONAL INJURIES.

Data for Sesé Worldwide
Does not include non-employees (temp agencies, subcontractors and trainees)
Calculation Rate: (No. fatalities per accident / No. hours worked) x 1,000,000

[GRI 403-9] OCCUPATIONAL INJURIES.

Data for Sesé Worldwide
Does not include non-employees (temp agencies, subcontractors and trainees)
Calculation Rate: (No. serious accidents / No. hours worked) x 1,000,000

[GRI 403-9] OCCUPATIONAL INJURIES.

Data for Sesé Worldwide
Does not include non-employees (temp agencies, subcontractors and trainees)
Calculation Rate: (No. accidents with sick leave / No. hours worked) x 1,000,000

	Severity Index (SI)			Hours worked			No. deaths — occupational illness			Death rate — occupational illness			No. occupational illnesses			SI Reduction vs 2018
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
2023	0,53	0,42	0,25	21.404.480	16.229.600	5.174.880	0	0	0	0,00	0,00	0,00	15	7	8	-62%
2022	0,56	0,37	0,47	18.637.600	14.200.000	4.437.600	0	0	0	0,00	0,00	0,00	25	14	11	-50%
2021	0,44	0,41	0,53	16.984.320	13.073.280	3.911.040	0	0	0	0,00	0,00	0,00	6	5	1	-61%
2020	0,57	0,62	0,71	16.057.680	11.043.680	3.058.080	0	0	0	0,00	0,00	0,00	3	3	0	-50%
2019	0,63	0,51	0,91	15.329.040	12.276.480	3.052.560	0	0	0	0,00	0,00	0,00	25	13	12	-44%
2018	1,13	1,11	1,21	6.671.840	5.100.480	1.571.360	0	0	0	0,00	0,00	0,00	25	20	5	--

[GRI 403-9] OCCUPATIONAL INJURIES.

Data for Sesé Worldwide
Does not include non-employees (temp agencies, subcontractors and trainees)
Calculation Rate: (No. of days lost / No. of hours worked) x 1000

[GRI 403-10] OCCUPATIONAL DISEASES AND ILLNESSES.

Data for Sesé Worldwide
Does not include non-employees (temp agencies, subcontractors and trainees)
Calculation Rate: (No. fatalities per EP / No. hours worked) x 1,000,000

	Transport Division			Logistics Division			Industrial Division		
	Fatal Accidents	S.I.	F.I.	Fatal Accidents	S.I.	F.I.	Fatal Accidents	S.I.	F.I.
2023	0	0,61	11,30	0	1,18	36,74	0	0,44	17,48
2022	0	0,55	15,41	0	0,58	22,68	0	0,55	19,21
2021	0	0,43	8,16	0	0,32	10,60	0	1,70	39,74
2020	0	1,10	29,79	0	0,38	12,83	0	1,25	30,09
2019	0	0,85	11,11	0	0,46	18,38	0	1,50	46,39
2018	2	0,89	15,68	0	1,53	46,91	0	1,35	30,05

[GRI 403-9] OCCUPATIONAL INJURIES.

Data corresponding to Sesé Worldwide. Does not include non-employees (temp agencies, subcontractors and trainees)

DATA ON NON-EMPLOYEE WORKERS - SUBCONTRACTORS OPERATING ON SESÉ PREMISES

	Total	% PCD	Sex		Age range			Type of structure		Type of contract			Type of working day				Absenteeism rate	F.I.	S.I.
			Men	Women	< 30 years	30 - 50 years	> 50 years	Indirect	Direct	Indefinite	Temporal	Temp agency	Indefinite		Temporal				
2023	141,00	2,84%	72,00	70,00	20,00	56,00	66,00	0,00	141,00	129,00	13,00	0,00	56,00	74,00	8,00	4,00	8,59%	5,94	0,09
2022	78,83	0,00%	54,00	24,83	9,00	47,50	22,33	7,00	72,83	72,25	6,58	0,00	21,17	45,08	0,58	6,00	3,09%	6,38	0,13

The 2022 financial year was the first year in which relevant data was collected for the subcontractor group (non-worker employees). All ratios referenced in GRI 403-9 and GRI 403-10 will be phased in.

[GRI 403-9] OCCUPATIONAL INJURIES.

Data, Sesé Spain

ENVIRONMENT

DATA ON WASTE GENERATION AND MANAGEMENT

	Total waste generated (tonnes)	By hazard (tonnes and %)		By nature of management (Tonnes and %)			
		Dangerous	Non-Hazardous	Dangerous		Non-Hazardous	
				Removal	No Elimination	Removal	No Elimination
2023	2.817,68	57,26 2,03%	2.760,42 97,97%	14,03 24,50%	43,23 75,50%	258,91 9,38%	2.501,51 90,62%
2022	3.605,93	35,95 1,00%	3.569,98 99,00%	--	--	--	--

[GRI 306-3] WASTE GENERATED
Data for Sesé Spain

[GRI 306-4] WASTE NOT INTENDED FOR DISPOSAL [GRI 306-5]
WASTE INTENDED FOR DISPOSAL
Data for Sesé Spain

	D5	D9	D12	D13	D15
2023	204.572 75%	11.360 4%	4.380 2%	17.640 6%	34.989 13%

D5: Direct deposit in landfill
D9 Physical-chemical treatment prior to landfilling
D12 Permanent storage
D13 Combination / premixing before disposal operation
D15 Intermediate transactions with final disposal destination

[GRI 306-5] WASTE FOR DISPOSAL. Destination detail
Data for Sesé Spain

	Paper and cardboard	Wood	By type of waste (tonnes and %)					Dangerous	Others	Plastics
			Containers	Municipal	Metals					
2023	647,70 22,99%	582,27 20,66%	1.046,18 37,13%	355,93 12,63%	35,50 1,25%	57,26 2,03%	10,42 0,37%	82,58 2,93%		
2022	1.256,03 34,83%	1.126,71 31,25%	753,18 20,89%	343,51 9,53%	39,91 1,11%	36,03 1,00%	31,85 0,88%	18,71 0,52%		

[GRI 306-3] WASTE GENERATED

ACTIONS TO PROTECT THE ENVIRONMENT AND BIODIVERSITY

	Protected sites affected by Sesé's activity	Provisions and guarantees against environmental risk	CO ₂ offset 1 Scania, 1 Tree project	Expenditure related to environmental protection (*)
2023	0	56.300.000 €	18	0,39%
2022	0	56.300.000 €	9	0,70%
2021	0	56.300.000 €	43	0,94%
2020	0	53.300.000 €	20	0,76%
2019	0	13.300.000 €	48	0,63%

[GRI 304-1] CENTRES IN PROTECTED AREAS
Data for Sesé Worldwide

Percentage of costs (*) of purchases of products and services (excluding transport purchases) devoted to environmental expenditures.

GREENHOUSE GAS EMISSIONS DATA

	Tonnes of CO ₂	Scope 1 (tonnes) [GRI 305-1]				Scope 2 (T) [GRI 305-2]	Scope 3 (tonnes) [GRI 305-3]						
		Heating	Fluorinated gases	Fuel	Electricity	Water	Plastic	Cardboard	Business travel	In-Itinere	Prov. Transp.	Radioactive	In-House
2023	340.587	2.053	52	86.158	1.433	27	10.173	142	963	20.274	218.163	259	889
2022*	281.271	1.942	153	93.893	1.846	36	10.453	148	892	13.307	158.380	220	--
2022	109.496	1.956	153	93.830	1.808	36	10.453	149	892	--	--	220	--
2021*	235.308	2.443	70	71.102	2.483	12	9.432	139	434	15.458	133.730	5	--
2021	85.782	2.479	70	70.995	2.222	12	9.432	139	434	--	--	--	--
2020	86.390	1.042	--	73.324	3.105	72	8.912	--	--	--	--	--	--
2019	102.557	6.095	--	81.811	6.878	6	7.768	--	--	--	--	--	--

Data for Sesé Worldwide

[GRI 305-1] DIRECT GREENHOUSE GAS EMISSIONS - SCOPE 1 -, IN TONNES EQUIVALENT
[GRI 305-2] INDIRECT GREENHOUSE GAS EMISSIONS - SCOPE 2 -, IN TONNES EQUIVALENT
[GRI 305-3] OTHER INDIRECT GREENHOUSE GASES EMISSIONS - SCOPE 3 -, IN TONNES EQUIVALENT

Years marked with * refer to retroactive recalculations due to a change in the emission factor of the reporting year after the publication of the corresponding report

In scope 3 for the year 2023, emissions from in-itinere transport of employees and transport providers are incorporated. 2022 emissions are recalculated accordingly. For 2021 an estimate is made based on the number of employees

In scope 3 for the year 2023, emissions from electricity and water consumption of in-house centres are incorporated. Not recalculated for previous years as the information is not available

	Other emissions in Kg		
	[GRI 305-7] NOx	[GRI 305-7] SOx	[GRI 305-7] VOCs
2023	28.246	0,27	1.053
2022*	29.807	0,38	69
2022	29.808	0,38	69
2021*	29.327	0,43	87
2021	24.400	0,43	42
2020	23.615	0,14	80
2019	26.456	0,13	48

[GRI 305-7] NITROGEN OXIDES (NOX), SULPHUR OXIDES (SOX) AND OTHER SIGNIFICANT EMISSIONS TO AIR, IN KILOGRAMS

Data for Sesé Worldwide

ENVIRONMENT

DATA ON ENERGY CONSUMPTION AND MATERIAL CONSUMPTION

	Cumulative reduction in the Tonnes CO ₂ / Km Ratio vs. 2012	Ratio of Tonnes of CO ₂ / m ² facilities	Emission reduction Kg CO ₂ rail vs road use
2023	-14,37%	2,05	-481.210
2022*	N.A.	2,90	N.A.
2022	-12,21%	2,90	-3.307.694
2021*	N.A.	3,23	N.A.
2021	-15,29%	3,21	-4.707.486
2020	-11,14%	4,94	-2.121.283
2019	-12,85%	11,66	-1.710.262

[GRI 305-5] REDUCTION OF GREENHOUSE GAS EMISSIONS
 [GRI 305-4] INTENSITY OF GREENHOUSE GAS EMISSIONS

Data for Sesé Worldwide

The emissions of these two indicators are within scope 1 and 2

	Injection moulded plastic consumption		Diesel Consumption (litres)	HVO consumption (litres)	Biomethane consumption (Kg)	LPG consumption (kg)	Natural Gas Consumption (MW-hour)	Electricity Consumption		
	Tonnes	% recycled						Total (MW-hours)	Renewable (MW-hour)	% Renewable
2023	3.461	28%	33.267.988	971.515	17.697	584.170	10.079	21.401	18.079	84%
2022	3.479	18%	36.475.866	190.829	190.829	627.541	9.557	21.135	17.209	81%
2021	3.745	23%	33.091.640	--	--	--	12.080	21.795	15.668	72%
2020	3.460	22%	29.702.518	--	--	--	4.418	20.049	13.117	65%
2019	3.496	34%	31.670.011	--	--	--	2.665	25.332	6.392	25%

[GR 301-1] MATERIALS USED BY WEIGHT OR VOLUME.

[GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANISATION

	Diesel consumption (Terajoules)	HVO consumption (Terajoules)	Biomethane consumption (Terajoules)	LPG consumption (Terajoules)	Natural Gas consumption (Terajoules)	Electricity consumption (Terajoules)		TOTAL ENERGY CONSUMPTION		
						Renewable (Terajoules)	Non-renewable (Terajoules)	(Terajoules)	% Renewable	% Non-renewable
2023	1.190,99	34,78	0,90	26,93	36.283,71	65,08	11,96	37.614	0,27%	99,73%

[GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANISATION

Conversion factor Diesel B7, HVO B100 (source ChatGPT): 1 litre = 35.8 MJ

Electricity conversion factor (source ChatGPT): 1 MWh = 3.6 GJ

Data for Sesé Worldwide

Natural gas conversion factor (source ChatGPT): 1 Mwh = 3.6 TJ

LPG conversion factor (source ChatGPT): 1 Kg = 46.1 MJ

CLARIFICATION ON SCOPE AND SOURCES OF CALCULATION OF ENVIRONMENTAL GRI INDICATORS

Indicator	Source of emission/consumption	Source for calculation of emissions / consumption	Other observations
302-1	Renewable energy	Report on guarantee of origin system and electricity labelling for the year 2022, CNMC and the Spanish Office for Climate Change. Electricity labelling included in invoice information: Czech Republic, France, Portugal Mexican Secretariat of Environment and Natural Resources, Year 2022 (28 February 2023) US Energy Information Administration (year 2023) German Federal Environment Agency (Umweltbundesamt) Fatores de emissão de CO2 pela geração de energia elétrica no Sistema Interligado Nacional do Brasil - 2023 (gov.br) Electricity emission factor APA (Ag. Portuguesa Ambiente), Report March 2023	The scope of the environmental dimension includes the activities over which the organisation has operational control. The calculation method is based on information extracted from primary sources; if these are not available, the data are estimated based on 2022 and/or consumption averages of months with available information.
305-1	CO ₂ lorry, forklift CO ₂ fixed installations	Emission factors, July 2023 v23 - DECC (Oficina Española de Cambio Climático, the Spanish Climate Change Bureau), the Spanish Ministry for Ecological Transition Report on guarantee of origin system and electricity labelling for the year 2022, CNMC and the Spanish Office for Climate Change. Mexico's Energy Regulatory Commission Report 2022 EPA Centre for Corporate Climate Leadership - ghg_emission_factors_hub 2023 Federal Environment Agency (Umweltbundesamt), for Germany and Romania (due to proximity) Fatores de Emissão de CO2 2023 pela geração de energia elétrica no Sistema Interligado Nacional do Brasil 2023 v1.1 _Guidelines to Defra/DECCs GHG Conversion Electricity labelling included in invoice information: Germany, Portugal Electricity emission factor APA (Ag. Portuguesa Ambiente), Report March 2023	The method of calculating GHG emissions is based on the GHG Protocol, taking into account all greenhouse gases (CO ₂ , CH ₄ AND N ₂ H ₄), whereby the reporting unit is CO ₂ equivalent. The information provided in the report regarding the organisation's GHG emissions includes Scope 1 and Scope 2, based on operational control.
305-2	CO ₂ electricity	Report on guarantee of origin system and electricity labelling for the year 2022, CNMC and the Spanish Office for Climate Change. Mexico's Energy Regulatory Commission Report 2022 EPA Centre for Corporate Climate Leadership - ghg_emission_factors_hub 2023 Federal Environment Agency (Umweltbundesamt), for Germany and Romania (due to proximity) Fatores de Emissão de CO2 2023 pela geração de energia elétrica no Sistema Interligado Nacional do Brasil 2023 v1.1 _Guidelines to Defra/DECCs GHG Conversion Electricity labelling included in invoice information: Germany, Portugal Electricity emission factor APA (Ag. Portuguesa Ambiente), Report March 2023	In the case of Scope 3: - Indirect emissions caused by the transport of supplies and products for the Industrial Services Division are included in Scope 1 as they are carried out internally through Sesé's Transport Division. - Indirect emissions caused by products used by the organisation include: water consumption, plastic consumption in industrial activities, business travel by company staff and paper and cardboard consumption, in addition to emissions from employees' in-litene travel and emissions from transport subcontracted by Sesé's Transport Division. It also incorporates the emissions generated by the consumption of electricity and water in the In-House centres. - Indirect GHG emissions associated with end-of-life emissions have not been reported.
305-3	CO ₂ raw materials CO ₂ waste CO ₂ business travel	Guidelines to Defra/DECCs GHG Conversion. Version 1.1 2023 Guidelines to Defra/DECCs GHG Conversion. Version 1.1 2023 Supplier information.	Offsets and GHG removals have not been taken into account in the calculation of emissions.
305-7	NOx transports NOx and SOx forklifts Nox and SO _x fixed installations VOCs stationary installations	Calculation guide of the pollutant emissions of the Department of Territory and Sustainability of the Generalitat de Catalunya. Vehicle specification sheet European Environment Agency. Guidance for the inventory of pollutant emissions to air. 2023 European Environment Agency. Guidance for the inventory of pollutant emissions to air. 2023	

COMPANY

PROCEEDS AND BENEFICIARIES OF CHARITY EVENTS — SESÉ FOUNDATION

	SESÉ BIKE TOUR		Beneficiaries
	Participants	Collected	
2023	571	17.500 €	ASAPME, for mental health
2022	526	19.500 €	SOSI Vulnerable families, Ukraine
2021	432	19.400 €	Food assistance: Social Canteen Delicias Zaragoza, Food Bank Zaragoza and Jaén
2020	200	600 €	Food assistance: Social Canteen Delicias Zaragoza
2019	560	26.000 €	Fight against Cancer
2018	260	22.000 €	Amyotrophic Lateral Sclerosis

[GRI 203-2] SIGNIFICANT INDIRECT ECONOMIC IMPACTS ON THE COMMUNITY

	CHARITY GALA		Beneficiaries
	Event	Collected	
2023	Solidarity food	16.950 €	Hermandad el Refugio, Project "La Gota de Leche"
2022	Energy poverty	23.570 €	Caritas, Coordinating Board of Zaragoza Brotherhoods
2021	Solidarity food	30.000 €	Food assistance: Social Canteen Delicias Zaragoza
2020	--	--	--
2019	Down's Syndrome	30.130 €	Down Zaragoza and Special Olympics Aragón
2018	Childhood Cancer	37.406 €	Miguel Servet Hospital, Aspanoa

[GRI 203-2] SIGNIFICANT INDIRECT ECONOMIC IMPACTS ON THE COMMUNITY

EMPLOYMENT AGENCY — SESÉ FOUNDATION

	Total attendance	< 35 years (**)	Data of the persons assisted (*)			Hires	
			Unemployed	Women	> 45 years	Number	%
2023	224,00	83	99	83	106	85	38%
2022	436	132	171	172	175	106	24%
2021	646	238	189	301	251	82	13%
2020	198	97	38	81	82	102	52%
2019	166	44	19	77	61	50	30%
2018	133	28	8	57	74	74	56%

[GRI 203-2] SIGNIFICANT INDIRECT ECONOMIC IMPACTS ON THE COMMUNITY

(*) A person can belong to several different categories

(**) From 2022 the definition of young people will be changed to under 35 years of age, before 2022 this figure corresponds to under 30 years of age

TRAINING CENTRE — SESÉ FOUNDATION

	Training actions	Training hours	Students enrolled
2023	47	52.793	983
2022	19	35.905	361

[GRI 203-2] SIGNIFICANT INDIRECT ECONOMIC IMPACTS ON THE COMMUNITY

VOLUNTEERING DATA

	No. of shares	No. of hours
2023	8	1.699
2022	7	835
2021	5	1.308
2020	13	5.203
2019	12	1.590

Data for Sesé Spain

Does not include non-employees (temp agencies, subcontractors and trainees)

SUPPLIERS

	Industrial process audits: industrial suppliers	
	No. of audits	Profit/(loss)
2023	5	90,40%
2022	1	94,50%
2021	3	91,33%
2020	5	93,20%
2019	5	94,40%
2018	16	92,00%

AUDITS PROCESS: INDUSTRY

Data for Sesé Worldwide

	Annual supplier evaluation	
	% Evaluated	Evaluation result
2023	94,85%	89,90%
2022	94,50%	94,50%
2021	91,33%	91,33%
2020	93,20%	93,20%
2019	94,40%	94,40%
2018	92,00%	92,00%

SUPPLIER ANNUAL ASSESSMENT

Data for Sesé Europe

CUSTOMERS

	Customer satisfaction	Reduction in claims vs 2013
2023	96,93%	-97%
2022	98,21%	-98%
2021	98,73%	-97%
2020	99,34%	-95%
2019	98,64%	-95%
2018	95,41%	-94%

CUSTOMER SATISFACTION

Data, Sesé Europe

ECONOMIC AND FINANCIAL DATA

DETAILS OF THE ECONOMIC VALUE

	2023	2022	2021	2020	2019
NET TURNOVER AMOUNT FROM TRADE	1.038.268.069	909.164.391	676.701.768	553.447.894	666.464.550
Sales	12.390.162	12.992.275	8.762.754	3.445.264	11.565.516
Service rendering	1.025.877.907	896.172.116	667.939.014	550.002.630	654.899.035
PROCUREMENTS	-471.642.735	-449.414.401	-309.075.696	-248.512.261	-319.283.295
Merchandise consumption	-33.838.225	-31.907.034	-19.023.548	-16.030.356	-103.085.306
Consumption of raw materials and other consumables	-32.125.249	-33.875.192	-21.040.630	-15.178.280	44.016.382
Work carried out by other companies	-405.679.261	-383.632.175	-269.011.518	-217.303.625	-260.214.371
Merchandise impairment	0	0	0	0	0
OTHER OPERATING INCOME	21.885.035	20.835.706	16.738.152	12.222.339	5.476.838
Ancillary and other current operating income	18.103.792	13.243.152	12.471.483	7.036.056	3.795.931
Operating subsidies included in the outturn for the year	2.164.269	5.460.772	2.398.151	5.186.283	1.680.906
Exceptional income	1.616.974	2.131.783	1.868.518		0
PERSONNEL COSTS	-331.525.025	-272.591.297	-215.505.702	-184.097.449	-203.283.439
Wages, salaries and similar items	-261.800.709	-215.604.366	-170.055.653	-143.368.195	-155.722.294
Employee benefit costs	-69.724.316	-57.099.306	-45.697.828	-40.804.985	-47.766.694
Provisions	0	112.376	247.780	75.730	205.549
OTHER OPERATING EXPENSES	-215.811.291	-203.064.517	-148.845.521	-125.468.499	-128.873.250
External services	-210.292.066	-197.848.499	-143.906.734	-120.981.753	-124.637.985
Taxes	-2.624.075	-1.978.538	-1.400.288	-1.574.741	-1.513.968
Losses, impairment and variance in profit from commercial operations	-985.951	-716.334	-395.178	-738.319	110.947
Other current management expenses	-874.519	-2.521.146	-3.143.321	-4.002.644	-4.582.944
Exceptional expenses	-1.034.680	0	0	1.828.959	1.750.700
RETAINED ECONOMIC VALUE	41.174.053	4.929.882	20.013.002	7.592.024	20.501.404

[GRI 201-1] DIRECT ECONOMIC VALUE GENERATED, DISTRIBUTED AND RETAINED, EXPRESSED IN EUROS

Data for Sesé Worldwide

OTHER ECONOMIC DATA

	EBITDA Millions of euros	Breakdown of EBITDA by country								
		Spain	USA	Brazil	Mexico	Germany	Hungary	Romania	Netherlands	Others
2023	60,37	59,20%	30,80%	1,83%	2,91%	0,53%	2,49%	1,94%	0,95%	-0,66%
2022	37,00	65,44%	11,14%	3,25%	6,72%	8,81%	1,50%	2,16%	1,65%	-0,67%

DISTRIBUTION BY COUNTRY OF SESE'S PROFITS, EXPRESSED AS % EBITDA

Data for Sesé Worldwide

	Aggregate remuneration of Board of Directors (*)	Income tax	Public grants received	Contributions to foundations and non-profit organisations
2023	5.931.874 €	5.432.014 €	2.514.086 €	428.009 €
2022	4.953.000 €	1.472.704 €	5.471.778 €	81.365 €
2021	4.796.010 €	489.914 €	2.216.513 €	128.171 €
2020	5.421.938 €	865.910 €	5.362.275 €	315.570 €
2019	3.124.602 €	141.715 €	1.563.453 €	352.836 €
2018	761.655 €	783.505 €	1.227.979 €	265.744 €

Data for Sesé Worldwide

(*) Includes cost of salaries and professional services

ECONOMIC AND FINANCIAL DATA

INFORMATION ON SANCTIONS

PREVENTIVE APPROACH SANCTIONS

This section presents the main mechanisms and tools with which Sesé undertakes its legal obligations, in order to guarantee compliance with all the assignment requirements. In addition to these mechanisms, the organisation's Criminal Compliance Management System globally supervises their application and effectiveness.

SANCTIONS FOR ENVIRONMENTAL NON-COMPLIANCE

Sesé has an environmental legislation update service that provides advanced news of entry into force of any local, national and European regulations. As such, it can use this tool to stay aware of all the applicable legal requirements, so as to ensure that the necessary actions are implemented for compliance. The Quality Department carries out an annual evaluation of compliance. The organisation also has specific civil liability insurance that guarantees coverage in the event of environmental incidents that may affect it.

DRIVING OFFENCE FINES

When they join, drivers receive specific training on good driving practices and respect for traffic rules. The Driver's Manual, where all the necessary information for respectful and preventive actions is collected, is also provided and explained to them. The vehicles in the fleet are cutting-edge and incorporate the latest technology to ensure speed control and maximum driving safety. In addition, these vehicles undergo all the maintenance and inspections stipulated to ensure their optimum condition at all times. We are currently working on a SmartDriving project that will guide each driver regarding the speeds to be maintained on each type of route.

SANCTIONS IN THE WORK FIELD

Sesé has a complete network of labour advisors that provide the organisation with all the necessary mechanisms for legal compliance in labour, immigration and social security matters. The Human Resources and Labour Relations team is constantly working to ensure that people management processes comply not only with the legislation of each country, but also with the organisation's internal policies in this area.

	Environmental		Traffic		Employment		Occupational Risks		Financial / Fiscal	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
2023	0	0 €	1.959	561.240 €	81	74.962 €	1	3.000 €	753	324.913 €
2022	0	0 €	2.394	269.294 €	40	67.094 €	1	2.691 €	843	154.502 €
2021	0	0 €	3.630	536.692 €	49	87.042 €	0	0 €	186	137.447 €
2020	0	0 €	3.559	482.512 €	24	20.408 €	1	2.046 €	399	586.938 €
2019	1	606 €	3.467	442.802 €	22	36.273 €	3	8.184 €	1.057	293.851 €
2018	0	0 €	2.090	255.668 €	2	197.000 €	2	6.000 €	--	560.837 €

DETAILS OF SANCTIONS RECEIVED.

Until 2018 the data belonged to Sesé Europe, as of 2019 the data belongs to Sesé Worldwide

SANCTIONS IN THE FIELD OF OCCUPATIONAL RISK PREVENTION

Sesé has a risk prevention and industrial safety legislation update service that provides advanced news of entry into force of any local, national and European regulations. As such, it can use this tool to stay aware of all the applicable legal requirements, so as to ensure that the necessary actions are implemented for compliance. Sesé establishes collaborative relationships with mutual insurance companies and prevention services in order to receive the best possible advice and supervision regarding how to apply the requirements at each of its centres. Sesé also has an occupational risk prevention team that continuously audits the work centres to evaluate work practices and the effectiveness and efficiency of the measures implemented in them.

OTHER SANCTIONS OF A FISCAL OR FINANCIAL NATURE

Sesé has a complete network of tax advisors that provide the organisation with all the necessary mechanisms for legal compliance in economic matters. Likewise, its accounts and related procedures are externally audited by an independent body on an annual basis.

INFORMATION ABOUT THE COMPANIES THAT MAKE UP SESÉ

COMPANY	COUNTRY	Sesé Spain	Sesé Europe	Sesé Worldwide
Grupo Logístico Sesé SL (Holding)	Spain	●	●	●
Aeocronos SL	Spain	●	●	●
Aerospace Cargo Logistics SLU (ACL)	Spain	●	●	●
Altia Logistic Software SL	Spain	●	●	●
Deltacargo SL	Spain	●	●	●
Sesé Foundation	Spain	●	●	●
Hermanos Sesé Asensio SLU	Spain	●	●	●
Horizon Overseas Logistics SL	Spain	●	●	●
Intelog Ibérica SL (1)	Spain	●	●	●
Kaira Digital SL	Spain	●	●	●
Landaben Logistik SLU	Spain	●	●	●
Lion Dos Capital Partners SL	Spain	●	●	●
Logística JIT Aragón SLU	Spain	●	●	●
Noil Station Service SL	Spain	●	●	●
Operaciones de Picking Martorell SLU	Spain	●	●	●
Palau Automotive Manufacturing SLU	Spain	●	●	●
PKW Logistik Iberia SLU	Spain	●	●	●
Secuenciación Navarre Automotive Logistic SLU	Spain	●	●	●
Servicios Logísticos Martorell s.XXI SLU	Spain	●	●	●
Sesé Autologistics SLU	Spain	●	●	●
Sesé E-Commerce Logistics SL	Spain	●	●	●
Sesé Go Last Mile SLU	Spain	●	●	●
Sesé Integra Landaben SLU	Spain	●	●	●
Sesé Integra Norte SL	Spain	●	●	●
Sesé Integra SLU	Spain	●	●	●
Sesé JIT Industrial Services SL	Spain	●	●	●
Tarim Blue, S.L.	Spain	●	●	●
Terram Caelum Mare Logistics SL (TCM)	Spain	●	●	●
Tir Bages SL	Spain	●	●	●
Trans Sesé SLU	Spain	●	●	●
Transportes Basegar, S.L.	Spain	●	●	●

COMPANY	COUNTRY	Sesé Spain	Sesé Europe	Sesé Worldwide
Sesé Deutschland GmbH (2)	Germany		●	●
Sesé Industrial Services Deutschland GmbH	Germany		●	●
van Eupen Holding GmbH	Germany		●	●
van Eupen Logistik GmbH & Co	Germany		●	●
van Eupen Repair GmbH	Germany		●	●
van Eupen Service Logistik Verwaltungs GmbH	Germany		●	●
Deux S Logistic SPA	Algeria		●	●
van Eupen Logistik Belgium SRL	Belgium		●	●
Sesé France SARL	France		●	●
Sesé Autologistics Hungary Kft	Hungary		●	●
van Eupen Logistics Hungary, Kft	Hungary		●	●
Sesé Maroc SRL	Morocco		●	●
Sesé Netherlands BV	The Netherlands		●	●
Sesé Autologistics Polska SPZOO (1)	Poland		●	●
Sesé Polska SPZOO	Poland		●	●
Sesé Portugal LDA	Portugal		●	●
Sesé Logistics UK LTD	United Kingdom		●	●
Sesé Autologistics Czech Republic SRO	Czech Republic		●	●
van Eupen Czech SRO	Czech Republic		●	●
SC Trans Sesé SRL	Romania		●	●
Sesé Logística Do Brasil LTDA	Brazil			●
Serviços & Negócios Sesé Logística, Ltda.	Brazil			●
Transportes y Cargas Sesé Logística LTDA	Brazil			●
TCM Logistics Colombia SAS	Colombia			●
Sesé Fleet US LLC	USA			●
Sesé Global Forwarding LLC (2)	USA			●
Sesé Industrial Services US Corp	USA			●
Sesé Logistics US LLC	USA			●
Sesé US Corp	USA			●
SKH Sesé Logistics PVT LTD	India			●
Logística Sesé México SA de CV	Mexico			●
Pino Automotive Mexico SA de CV	Mexico			●
TCM Forwarding México SA de CV	Mexico			●
TCM Logistics LATAM SA	Panamá			●

(1) Companies incorporated in the year 2023

(2) Companies dissolved in the year 2023

INFORMATION ABOUT THE COMPANIES THAT MAKE UP SESÉ

DETAILS OF THE COVERAGE OF THE CERTIFICATES BY COMPANY. PERCENTAGES CALCULATED ACCORDING TO THE EXTERNAL TURNOVER OF CERTIFIED / ACCREDITED COMPANIES

ISO 9001	IATF 19649	ISO 14001	ISO 45001	ISO 27001
83%	5%	56%	44%	95%

Aerospace Cargo Logistics, SLU Sesé Foundation Grupo Logístico Sesé SL Hermanos Sesé Asensio SLU Landaben Logistik SLU Logística JIT Aragón SLU Logística Sesé México SA de CV Palau Automotive Manufacturing SLU Pino Automotive Mexico SA de CV PKW Logistik Iberia SLU SC Trans Sesé SRL Secuenciación Navarre Automotive Logistic SLU Servicios Logísticos Martorell s.XXI SLU Sesé Autologistics Czech Republic SRO Sesé Autologistics Hungary Kft Sesé Autologistics SLU	Sesé France SARL Sesé Go Last Mile Sesé Integra Norte SL Sesé Integra SLU Sesé Logística do Brasil LTDA Sesé Logistics UK LTD Sesé Logistics US LLC Sesé Maroc, SRL Sesé Netherlands Sesé Portugal LTDA Tir Bages SL Trans Sesé SL van Eupen Holding, GmbH Van Eupen Logistics Belgium SRL van Eupen Logistics Hungary, Kft van Eupen Logistik GmbH	Grupo Logístico Sesé SL (remote) Palau Automotive Manufacturing SLU Pino Automotive Mexico SA de CV Sesé Industrial Services Deutschland GmbH Sesé Integra SLU	Grupo Logístico Sesé SL Hermanos Sesé Asensio SLU Logística JIT Aragón SLU Logística Sesé México SA de CV Palau Automotive Manufacturing SLU PKW Logistik Iberia SLU Sesé Autologistics SLU Sesé Integra SLU Tir Bages SL Trans Sesé SLU	Grupo Logístico Sesé SL Hermanos Sesé Asensio SLU Sesé Autologistics SLU Trans Sesé SLU	Grupo Logístico Sesé SL [Common processes for companies]
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TISAX VDA	AEO	UNE 19601	SQAS	SPP (*)
39%	51%	1%	34%	Not applicable, intragroup

Palau Automotive Manufacturing SLU Sesé Industrial Services Deutschland GmbH Trans Sesé SLU	Deltacargo SL Logística Sesé México SA de CV Trans Sesé SLU van Eupen Logistik GmbH	Grupo Logístico Sesé SL	Trans Sesé SLU	Hermanos Sesé Asensio SLU
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(*) Internal Prevention Service - legal audit in accordance with the provisions of Law 31/1995, Law 54/2003 and Spanish Royal Decree 39/1997.

ANNEX 4 GRI TABLE OF CONTENTS

Declaration of use	Sesé has prepared the report in accordance with the GRI Standards for the period from 01 January 2022 to 31 December 2023.
GRI 1 used	GRI 1:2021 Fundamentals
Sectoral GRIs	No sectoral GRI Standards have been used. On the date of preparation of this report, there is no sector standard published that covers the activities carried out by the companies of Sesé.
History of previous years	During the Report, historical data for some indicators are outlined. For all of them, see detailed history in Annex 3. Indicators and additional information

GRI Standard	Contents	Chapter	Section	Page(s)	EXCLUSION			GRI sector standard ref. No.	Other observations
					Requirements	Reason	Explanation		
1. The organisation and its reporting practices									
2.1	Organisational details	1. Committed to a Purpose	One Story, 3 Lives	8	Not applicable			N.A.	Sesé is the name of the commercial group of companies managed under the holding company Grupo Logístico Sesé SL
		1. Committed to a Purpose	We are Sesé	10 - 12					
		1. Committed to a Purpose	Good Governance	14 - 15					
2.2	Entities covered by sustainability reporting	5. Regarding This Report	Report Contents	100					
		Annex 3 — Indicators and Additional Information	--	124					
2.3	Reporting period, frequency and contact point	5. Regarding This Report	Report Contents	100					
2.4	Updating of information	5. Regarding This Report	Report Contents	100					
		Annex 3 — Indicators and Additional Information	--	119 - 120					
2.5	External verification	5. Regarding This Report	External verification	101					
2. Activities and workers									
2.6	Activities, value chain and other business relationships	1. Committed to a Purpose	We are Sesé	9 - 10					
		2. Committed to Excellence	Comprehensive supply chain manager	27 - 29					
		2. Committed to Excellence	Relations with our stakeholders	38					
		2. Committed to Excellence	Putting customers first — always	40 - 41					
		2. Committed to Excellence	Synergies for development	42 - 43					
2.7	Employees	3. Committed to People	A committed team	49 - 52				N.A.	For the calculation of the headcount, the year-end figure as of 31 December is used. For temp agency calculations, the monthly average for the year is used.
2.8	Non-employee workers	Annex 3 — Indicators and Additional Information	--	118				N.A.	
3. Governance									
2.9	Governance structure and composition	1. Committed to a Purpose	We are Sesé	11 - 12					
		1. Committed to a Purpose	Good Governance	14 - 15					
2.10	Designation and selection of the highest governing body	Annex 3 — Indicators and Additional Information	--	113				N.A.	
2.11	President of the highest governance body	1. Committed to a Purpose	We are Sesé	11				N.A.	
2.12	Role of the highest governing body in overseeing the management of impacts	Annex 3 — Indicators and Additional Information	--	113				N.A.	
2.13	Delegation of responsibility for impact management	Annex 3 — Indicators and Additional Information	--	113				N.A.	
2.14	Role of the highest governing body in presenting sustainability reports	Annex 3 — Indicators and Additional Information	--	113				N.A.	
2.15	Conflicts of interest	1. Committed to a Purpose	Good Governance	20				N.A.	

ANNEX 4 GRI TABLE OF CONTENTS

Declaration of use	Sesé has prepared the report in accordance with the GRI Standards for the period from 01 January 2022 to 31 December 2023.
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History of previous years	During the Report, historical data for some indicators are outlined. For all of them, see detailed history in Annex 3. Indicators and additional information

GRI Standard	Contents	Chapter	Section	Page(s)	EXCLUSION			GRI sector standard ref. No.	Other observations		
					Requirements	Reason	Explanation				
GRI 2: General contents 2021	2.16	Communication of critical concerns	1. Committed to a Purpose	Good Governance	21				N.A.		
	2.17	Collective knowledge of the highest governing body	Annex 3 — Indicators and Additional Information	--	113				N.A.		
	2.18	Evaluation of the performance of the highest governing body	Annex 3 — Indicators and Additional Information	--	113				N.A.		
	2.19	Remuneration policies	Annex 3 — Indicators and Additional Information	--	113				N.A.		
	2.20	Process for determining remuneration	Annex 3 — Indicators and Additional Information	--	113				N.A.	There is no involvement of stakeholders or external specialist consultants	
	2.21	Total annual compensation ratio	Annex 3 — Indicators and Additional Information	--	116				N.A.		
	4. Strategy, policy and practice										
	2.22	Sustainable Development Strategy Statement	1. Committed to a Purpose	Letter from the President	5					N.A.	
			2. Committed to Excellence	It's not what we do, it's how we do it	34 - 35						
	2.23	Commitments and policies	1. Committed to a Purpose	Good Governance	19					N.A.	
			2. Committed to Excellence	It's not what we do, it's how we do it	31 - 37						
			Annex 2 — GRI Approaches	--	107 - 112						
	2.24	Mainstreaming commitments and policies	1. Committed to a Purpose	Good Governance	19					N.A.	It is also integrated in the management approaches of the material topics (see Annex 2) and in the descriptions in sections 1, 2, 3 and 4 of this report.
			2. Committed to Excellence	It's not what we do, it's how we do it	31 - 37						
			3. Committed to People	A committed team	49 - 50						
3. Committed to People			Safety, Health and Welfare	65							
4. Committed to Sustainability			Sustainability Strategy	72							
4. Committed to Sustainability			Leaving a Footprint that Matters	88 - 98							
2.25	Processes to remedy negative impacts	1. Committed to a Purpose	Good Governance	16 - 17					N.A.	It is also integrated in the management approaches of the material topics (see Annex 2) and in the descriptions in sections 1, 2, 3 and 4 of this report. Stakeholders are not directly involved in the evaluation of the mechanisms	
		1. Committed to a Purpose	Good Governance	19 - 21							
		2. Committed to Excellence	It's not what we do, it's how we do it	33 - 37							
		2. Committed to Excellence	Putting customers first — always	41							
		3. Committed to People	Safety, Health and Welfare	65							
		4. Committed to Sustainability	Sustainability Strategy	72 - 73							
2.26	Mechanisms for seeking advice and raising concerns	1. Committed to a Purpose	Good Governance	21					N.A.		
		2. Committed to Excellence	Putting customers first — always	40 - 41							

ANNEX 4 GRI TABLE OF CONTENTS

Declaration of use	Sesé has prepared the report in accordance with the GRI Standards for the period from 01 January 2022 to 31 December 2023.
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History of previous years	During the Report, historical data for some indicators are outlined. For all of them, see detailed history in Annex 3. Indicators and additional information

GRI Standard	Contents		Chapter	Section	Page(s)	EXCLUSION			GRI sector standard ref. No.	Other observations
						Requirements	Reason	Explanation		
GRI 2: Environmental impacts 2021	2.27	Compliance with Legislation and regulations	Annex 3 — Indicators and Additional Information	--	123				N.A.	It is also integrated in the management approaches of the material topics (see Annex 2) and in the descriptions in sections 1, 2, 3 and 4 of this report. There are no significant non-compliance issues.
	2.28	Affiliation with associations	Annex 2 — GRI Approaches	--	107 - 112				N.A.	
			Table of Contents Law 11/2018 (CNFS)	--	134					
	5. Stakeholder engagement									
GRI 2: Environmental impacts 2021	2.29	Approach to stakeholder engagement	2. Committed to Excellence	Relations with our stakeholders	38				N.A.	
	2.30	Collective bargaining agreements	3. Committed to People	Equality and Equity	62				N.A.	
GRI 3: Material topics 2021	3.1	Process of determining the material topics	Annex 1 — Materiality Analysis	--	104 - 106	Not applicable			N.A.	
	3.2	List of material topics	Annex 1 — Materiality Analysis	--	106	Not applicable			N.A.	
GRI 201: Economic performance 2016										
GRI 3: Material topics 2021	3.3	Management of material topics	Annex 2 — GRI Approaches	--	107				N.A.	
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	Annex 3 — Indicators and Additional Information	--	122				N.A.	
GRI 202: Market presence 2016										
GRI 3: Material topics 2021	3.3	Management of material topics	Annex 2 — GRI Approaches	--	107				N.A.	
GRI 202: Market presence 2016	202-2	Proportion of senior executives hired in the local community	3. Committed to People	Equality and Equity	63				N.A.	
GRI 203: Indirect economic impacts 2016										
GRI 3: Material topics 2021	3.3	Management of material topics	Annex 2 — GRI Approaches	--	108				N.A.	
GRI 203: Indirect economic impacts 2016	203-2	Significant indirect economic impacts	3. Committed to People	Equality and Equity	63				N.A.	
			4. Committed to Sustainability	Leaving a Footprint that Matters	88 - 98					
			Annex 3 — Indicators and Additional Information	--	12					
GRI 205: Anti-corruption 2016										
GRI 3: Material topics 2021	3.3	Management of material topics	Annex 2 — GRI Approaches	--	108				N.A.	
GRI 205: Anti-corruption 2016	205-3	Corruption cases confirmed and action taken	1. Committed to a Purpose	Good Governance	21				N.A.	
			Annex 3 — Indicators and Additional Information	--	113					
GRI 301: Material issues for 2016										
GRI 3: Material topics 2021	3.3	Management of material topics	Annex 2 — GRI Approaches	--	109				N.A.	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	4. Committed to Sustainability	Sustainability Strategy	74				N.A.	
			4. Committed to Sustainability	Supply Chain Decarbonisation	85					
			Annex 3 — Indicators and Additional Information	--	120					
GRI 302: Energy 2016										
GRI 3: Material topics 2021	3.3	Management of material topics	Annex 2 — GRI Approaches	--	109				N.A.	
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	4. Committed to Sustainability	Sustainability Strategy	74 - 75				N.A.	
			Annex 3 — Indicators and Additional Information	--	120					

ANNEX 4 GRI TABLE OF CONTENTS

Declaration of use	Sesé has prepared the report in accordance with the GRI Standards for the period from 01 January 2022 to 31 December 2023.
GRI 1 used	GRI 1:2021 Fundamentals
Sectoral GRIs	No sectoral GRI Standards have been used. On the date of preparation of this report, there is no sector standard published that covers the activities carried out by the companies of Sesé.
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GRI Standard	Contents	Chapter	Section	Page(s)	EXCLUSION			GRI sector standard ref. No.	Other observations
					Requirements	Reason	Explanation		
GRI 305: Emissions 2016									
GRI 3: Material topics 2021	3.3	Management of material topics	Annex 2 – GRI Approaches	--	110				N.A.
GRI 305: Emissions 2016	305-1	Direct GHG emissions (Scope 1)	4. Committed to Sustainability	Supply Chain Decarbonisation	83				N.A.
			Annex 3 – Indicators and Additional Information	--	119				
	305-2	Indirect GHG emissions (Scope 2)	4. Committed to Sustainability	Supply Chain Decarbonisation	83				N.A.
			Annex 3 – Indicators and Additional Information	--	119				
	305-3	Other indirect GHG emissions (Scope 3)	4. Committed to Sustainability	Supply Chain Decarbonisation	83				N.A.
			Annex 3 – Indicators and Additional Information	--	119				
	305-4	Intensity of GHG emissions	4. Committed to Sustainability	Supply Chain Decarbonisation	82				N.A.
			Annex 3 – Indicators and Additional Information	--	119 - 120				
305-5	Reduction of GHG emissions	4. Committed to Sustainability	Supply Chain Decarbonisation	82 - 85				N.A.	
		Annex 3 – Indicators and Additional Information	--	119 - 120					
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	4. Committed to Sustainability	Supply Chain Decarbonisation	86				N.A.	
		Annex 3 – Indicators and Additional Information	--	119					
GRI 306: Waste 2020									
GRI 3: Material topics 2021	3.3	Management of material topics	Annex 2 – GRI Approaches	--	110				N.A.
GRI 306: Waste 2020	306-3	Waste generated	4. Committed to Sustainability	Sustainability Strategy	76 - 77				N.A.
			Annex 3 – Indicators and Additional Information	--	119				
	306-4	Waste not destined for disposal	4. Committed to Sustainability	Sustainability Strategy	76				N.A.
			Annex 3 – Indicators and Additional Information	--	119				
	306-5	Waste for disposal	4. Committed to Sustainability	Sustainability Strategy	76				N.A.
			Annex 3 – Indicators and Additional Information	--	119				
GRI 403: Occupational health and safety 2018									
GRI 3: Material topics 2021	3.3	Management of material topics	Annex 2 – GRI Approaches	--	111				N.A.
GRI 403: Occupational health and safety 2018	403-1	Occupational Health and Safety Management System	3. Committed to People	Safety, Health and Welfare	65 - 69				N.A.
			1. Committed to a Purpose	Good Governance	16, 21				
	403-2	Hazard Identification, Risk Assessment and Incident Investigation	3. Committed to People	Equality and Equity	61, 65				N.A.
			3. Committed to People	Safety, Health and Welfare	65				
	403-3	Occupational health services	3. Committed to People	Equality and Equity	62				N.A.
			3. Committed to People	Safety, Health and Welfare	65				

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Declaration of use	Sesé has prepared the report in accordance with the GRI Standards for the period from 01 January 2022 to 31 December 2023.
GRI 1 used	GRI 1:2021 Fundamentals
Sectoral GRIs	No sectoral GRI Standards have been used. On the date of preparation of this report, there is no sector standard published that covers the activities carried out by the companies of Sesé.
History of previous years	During the Report, historical data for some indicators are outlined. For all of them, see detailed history in Annex 3. Indicators and additional information

GRI Standard	Contents	Chapter	Section	Page(s)	EXCLUSION			GRI sector standard ref. No.	Other observations
					Requirements	Reason	Explanation		
GRI 403: Occupational health and safety 2018	403-4 Worker participation, consultation and communication on occupational health and safety	1. Committed to a Purpose	Good Governance	15				N.A.	
		3. Committed to People	Equality and Equity	62					
		3. Committed to People	Safety, Health and Welfare	65					
	403-5 Training of workers in occupational health and safety	3. Committed to People	Boosting Talent	53				N.A.	
		3. Committed to People	Safety, Health and Welfare	69					
	403-6 Promotion of worker health	3. Committed to People	Equality and Equity	58				N.A.	
		3. Committed to People	Safety, Health and Welfare	66 - 67					
	403-8 Coverage of the occupational health and safety management system	3. Committed to People	Safety, Health and Welfare	65				N.A.	
	403-9 Work-related injuries	3. Committed to People	Safety, Health and Welfare	66				N.A.	Pending incorporation of data on non-employed workers (temporary employment agencies and subcontractors)
		Annex 3 — Indicators and Additional Information	--	118					
403-10 Work-related ailments and illnesses	Annex 3 — Indicators and Additional Information	--	118				N.A.	Pending incorporation of data on non-employed workers (temporary employment agencies and subcontractors)	
GRI 404: Training and education 2016									
GRI 3: Material topics 2021	3.3 Management of material topics	Annex 2 — GRI Approaches	--	111				N.A.	
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	3. Committed to People	Boosting Talent	53				N.A.	
		Annex 3 — Indicators and Additional Information	--	117					
	404-3 Percentage of employees receiving periodic performance and professional development appraisals	3. Committed to People	Boosting Talent	54				N.A.	
		Annex 3 — Indicators and Additional Information	--	117					
GRI 405: Diversity and equal opportunities 2016									
GRI 3: Material topics 2021	3.3 Management of material topics	Annex 2 — GRI Approaches	--	112				N.A.	
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	1. Committed to a Purpose	We are Sesé	12, 14				N.A.	
		3. Committed to People	A committed team	52					
		Annex 3 — Indicators and Additional Information	--	113 - 116					
	405-2 Ratio of basic salary and remuneration of women compared to men	3. Committed to People	A committed team	56				N.A.	
Annex 3 — Indicators and Additional Information	--	116							
GRI 406: Non-discrimination 2016									
GRI 3: Material topics 2021	3.3 Management of material topics	Annex 2 — GRI Approaches	--	112				N.A.	
GRI 406: Non-discrimination 2016	406-1 Cases of discrimination and corrective actions taken	3. Committed to People	A committed team	56				N.A.	
		Annex 3 — Indicators and Additional Information	--	115					

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BUSINESS MODEL				
Description of the business model	Description of the organisation's business model, organisation and structure, markets in which it operates, objectives and strategies	1. Committed to a Purpose	One Story, 3 Lives	8
			We are Sesé	10 - 12
		2. Committed to Excellence	Good Governance	14 - 15
			Comprehensive supply chain manager	27 - 29
	Description of the policies applied by the organisation, including due diligence procedures applied for the identification, assessment, prevention, and mitigation of significant risks and impacts, and for verification and control. Results of the implementation of such policies, including relevant non-financial key performance indicators	1. Committed to a Purpose	It's not what we do, it's how we do it	31 - 35
			Good Governance	19
		2. Committed to Excellence	It's not what we do, it's how we do it	31 - 37
			A committed team	49 - 50
		3. Committed to People	Safety, Health and Welfare	65
			Sustainability Strategy	72
4. Committed to Sustainability	Leaving a Footprint that Matters	88 - 89		
	Annex 3 — Indicators and Additional Information	--	113 - 125	
Main risks linked to the organisation's activities	1. Committed to a Purpose	Good Governance	16 - 17	
Non-financial key performance indicators relevant to the business activity	3. Committed to People	--	48 - 69	
	4. Committed to Sustainability	--	70 - 86	
	Annex 3 — Indicators and Additional Information	--	113 - 125	
INFORMATION ON ENVIRONMENTAL ISSUES				
Pollution	Measures to prevent, reduce or remediate contamination by carbon emissions that seriously affect the environment.	2. Committed to Excellence	It's not what we do, it's how we do it	34
		4. Committed to Sustainability	Sustainability Strategy	71 - 78
Measures to prevent, reduce or repair atmospheric contamination by noise and light pollution.	4. Committed to Sustainability		Decarbonising the Supply Chain	80, 84 - 86
		Sustainability Strategy	73	
Circular economy	Waste prevention and management measures	4. Committed to Sustainability	Sustainability Strategy	76 - 77
	Actions to combat food waste	4. Committed to Sustainability	Sustainability Strategy	76
Sustainable use of resources	Water consumption	4. Committed to Sustainability	Sustainability Strategy	73
	Consumption of raw materials	4. Committed to Sustainability	Sustainability Strategy	74
		4. Committed to Sustainability	Decarbonising the Supply Chain	85
		Annex 3 — Indicators and Additional Information	--	120
	Energy: direct and indirect consumption. Measures taken to improve energy efficiency. Use of renewable energies	4. Committed to Sustainability	Sustainability Strategy	74 - 75
Climate change	Greenhouse Gas Emissions (GHG)	4. Committed to Sustainability	Decarbonising the Supply Chain	81 - 83
		Annex 3 — Indicators and Additional Information	--	119
	Measures to adapt to the consequences of climate change	4. Committed to Sustainability	Sustainability Strategy	71 - 73, 75 - 78, 80 - 86
	Greenhouse gas (GHG) emission reduction measures	4. Committed to Sustainability	Sustainability Strategy	71 - 73, 75 - 78
			Decarbonising the Supply Chain	80, 84 - 86
Medium-term and long-term reduction targets for greenhouse gas (GHG) emissions	4. Committed to Sustainability	Decarbonising the Supply Chain	80	
Protection of biodiversity	Measures taken to preserve or restore biodiversity	4. Committed to Sustainability	Sustainability Strategy	78
	Impacts caused by the organisation's activity in protected areas	4. Committed to Sustainability	Sustainability Strategy	78

INFORMATION ON SOCIAL AND PERSONNEL ISSUES				
Employment	Total number of dismissals and breakdown by sex, age, country and professional classification	3. Committed to People	A committed team	51 - 52
		Annex 3 — Indicators and Additional Information	--	114 - 115
	Total number and distribution of employment contracts.	3. Committed to People	A committed team	51 - 52
		Annex 3 — Indicators and Additional Information	--	114 - 115
	Average annual number of indefinite, temporary and part-time contracts by sex, age and professional classification.	3. Committed to People	A committed team	51 - 52
		Annex 3 — Indicators and Additional Information	--	114 - 115
	Number of dismissals by sex, age and professional classification.	3. Committed to People	Equality and Equity	56
		Annex 3 — Indicators and Additional Information	--	116
	Average salaries and their evolution by sex, age and professional classification or equal value.	3. Committed to People	Equality and Equity	56
		Annex 3 — Indicators and Additional Information	--	116
Wage gap	3. Committed to People	Equality and Equity	56	
	Annex 3 — Indicators and Additional Information	--	116	
Average remuneration of directors and executives broken down by sex	Annex 3 — Indicators and Additional Information	--	122	
Work disengagement policies	3. Committed to People	A committed team	50 - 57	
Employees with disabilities		1. Committed to a Purpose	A year in figures	24
		3. Committed to People	A committed team	52
		4. Committed to Sustainability	Leaving a Footprint that Matters	97
	Annex 3 — Indicators and Additional Information	--	114	
Organisation of work	Organisation of working time	3. Committed to People	Equality and Equity	57
	Number of hours of absence	3. Committed to People	A committed team	51
		Annex 3 — Indicators and Additional Information	--	115
	Measures to facilitate reconciliation	3. Committed to People	Equality and Equity	56 - 59
Health and safety	Occupational health and safety conditions	3. Committed to People	Safety, Health and Welfare	65 - 69
	Occupational accidents (frequency, severity and occupational diseases disaggregated by sex)	3. Committed to People	Safety, Health and Welfare	66
		Annex 3 — Indicators and Additional Information	--	118
Social Relationships	Organisation of social dialogue	3. Committed to People	Equality and Equity	62
	Percentage of employees covered by collective bargaining agreements of their country	3. Committed to People	Equality and Equity	62
Training	Training policies	3. Committed to People	Boosting Talent	53 - 55
		4. Committed to Sustainability	Leaving a Footprint that Matters	98
	Total number of hours of training per professional category	3. Committed to People	Boosting Talent	53
	Annex 3 — Indicators and Additional Information	--	117	

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Accessibility	Universal accessibility for persons with disabilities	3. Committed to People	Equality and Equity	61
		Annex 3 — Indicators and Additional Information	--	114
Equality	Measures taken to promote equal treatment and equal opportunities between men and women, equality plans	2. Committed to Excellence	It's not what we do, it's how we do it	34
		3. Committed to People	Equality and Equity	56 - 63
	Measures implemented to promote employment	3. Committed to People	Boosting Talent	53 - 55
		4. Committed to Sustainability	Leaving a Footprint that Matters	89, 97 - 98
	Protocols against sexual and gender-based harassment	3. Committed to People	Equality and Equity	56 - 63
	Universal integration and accessibility for persons with disabilities.	3. Committed to People	Equality and Equity	61
4. Committed to Sustainability		Leaving a Footprint that Matters	89, 97 - 98	
Annex 3 — Indicators and Additional Information		--	114	
Anti-discrimination policy and diversity management	3. Committed to People	Equality and Equity	56 - 63	
	4. Committed to Sustainability	Leaving a Footprint that Matters	89, 97 - 98	

INFORMATION ON RESPECT FOR HUMAN RIGHTS

Human Rights	Implementation of human rights due diligence procedures Prevention of risks of human rights violations and, where appropriate, mitigation of such risks	1. Committed to a Purpose	Good Governance	21
		2. Committed to Excellence	It's not what we do, it's how we do it	34 - 35, 37
	Complaints of human rights violations	2. Committed to Excellence	Relations with our stakeholders	39
		2. Committed to Excellence	Synergies for development	43
	Promotion and enforcement of the provisions of the ILO core conventions on freedom of association and collective bargaining. Elimination of discrimination at work. Elimination of forced labour. Effective abolition of child labour.	1. Committed to a Purpose	Good Governance	21
		Annex 3 — Indicators and Additional Information	--	113
1. Committed to a Purpose		Good Governance	19, 21	
	2. Committed to Excellence	It's not what we do, it's how we do it	34 - 35, 37	
	4. Committed to Sustainability	Leaving a Footprint that Matters	89, 97 - 98	

FIGHTING CORRUPTION AND BRIBERY

Fighting corruption and bribery	Measures taken to prevent corruption and bribery	1. Committed to a Purpose	Good Governance	15, 16, 19 - 21
	Measures to combat money laundering	1. Committed to a Purpose	Good Governance	15, 16, 19 - 21
	Contributions to foundations and non-profit organisations	Annex 3 — Indicators and Additional Information	--	122

INFORMATION ABOUT THE COMPANY

The company's commitment to sustainable development	Impact of the company's activity on local employment.	3. Committed to People	A committed team	51 - 52	
		3. Committed to People	Equality and Equity	63	
		4. Committed to Sustainability	Leaving a Footprint that Matters	89, 97 - 98	
	Impact of the company's activity on the local populations and territory.	3. Committed to People	A committed team	51 - 52	
		3. Committed to People	Equality and Equity	63	
		4. Committed to Sustainability	Leaving a Footprint that Matters	88 - 98	
	Relationships with local community stakeholders, methods of dialogue	2. Committed to Excellence	Relations with our stakeholders	38 - 39	
	Partnership or sponsorship actions	<p><u>ASSOCIATIONS:</u></p> <p>IEF — Instituto de Empresa Familiar; AEFA — Asociación Empresa Familiar Aragonesa AEPLA — Asociación Empresarial Plaza. Sesé is a member of the Board of Directors CEOE-ARAGÓN Spanish Confederation of Business Organisations ADEA — Association of Business Executives of Aragón CAN — Automotive Cluster of Navarre; IDIA Clúster Board of Trustees of the Hydrogen Foundation in Aragón Club Cámara de Comercio Zaragoza FETRAZ — Federación Empresas de Transporte de Mercancías de Zaragoza.</p> <p><u>RECURRENT SPONSORSHIPS:</u></p> <p>Driving simulator in Parque Polo (VW Navarre) Intellectual Disability School Real Zaragoza (Genuine League) "El Bosque de los Zaragozanos" Project of the Zaragoza City Hall</p>			
	Subcontracting and suppliers	Procurement policies: social, gender equality and environmental issues	2. Committed to Excellence	Synergies for development	42 - 43
		Social and environmental responsibility in relations with suppliers	2. Committed to Excellence	Synergies for development	42 - 43
Monitoring systems and audits and their results.		2. Committed to Excellence	Synergies for development	43	
Consumers	Measures for the health and safety of consumers	Not applicable due to the activity of the company. There is no activity involving end-clients (consumers), the clients are all legal entities			
	Complaints systems. Complaints received and resolution	2. Committed to Excellence	Putting customers first — always	40 - 41	
Tax information	Benefits obtained by country	Annex 3 — Indicators and Additional Information	--	122	
	Paid benefit taxes	Annex 3 — Indicators and Additional Information	--	122	
	Public grants received	Annex 3 — Indicators and Additional Information	--	122	