2022 Sustainability Report

WE WERE
WE ARE
WE WILL BE

HINOJOSA

HINOJOSA

"THE BEST WAY TO PREDICT THE FUTURE IS TO CREATE IT"

PETER DRUCKER

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Rubén Martínez
Chairman of Hinojosa Packaging Group

"2022 WAS ALSO A YEAR OF OPPORTUNITIES FOR ENHANCING THE BUSINESS RESPONSE TO SOCIAL AND ENVIRONMENTAL CHALLENGES. THAT'S HOW WE HAVE APPROACHED IT AT HINOJOSA"

In general, 2022 was a turbulent year. The combination of factors such as climate change, geopolitical tensions, the energy crisis, the commodity crisis and inflation, all interrelated, have once again made it absolutely clear—as did the pandemic—that nothing can be taken for granted. It's not a question of living in uncertain times; uncertainty is the playing field.

Being well prepared therefore implies anticipation, adaptation, sustainable leadership, long-term vision and collaboration. This is the recipe that has allowed **Hinojosa,** not without difficulties, to get to where it is today after **75 years of existence** and that allows us to decide what we want to be in the future.

That is why I am pleased to share with you our **Corporate Social Responsibility Report,** which provides an overview of our strategy and a series of initiatives aimed squarely at having a positive impact on our environment. With a clear and shared purpose: working to improve common well-being through sustainable packaging solutions.

As we were saying, **2022** was a turbulent year. But it was also **a year of opportunities for enhancing the business response to social and environmental challenges.** That's how we have approached it at Hinojosa: with the accent on commitment and performance, supported by innovation and sustainability as the main strategic lines.

> At a key moment of growth and internationalisation, we have immersed ourselves in deep reflection to define our purpose. To be clear about who we are and who we want to be."

Among other milestones during the year, we joined the **United Nations Global Compact** and obtained certification for the management model developed by AENOR, which is based on the **Sustainable Development Goals (SDGs).** We also improved our scores on platforms where we already had a presence, such as the **Ecovadis gold medal** for continuous progress in sustainability.

We also continued to make significant strides in **decarbonisation, reducing our CO_2 emissions by 14.4%,** in line with the European climate neutrality targets for 2050, and **increasing our renewable energy use by 11.35%** over the previous year by running the biomass boilers in our paper mills at full capacity. We intend to further improve these rates through the roll-out of new photovoltaic projects at our plants.

This effort in climate action and environmental sustainability is reflected in the financial **support provided by the European Investment Bank** for adding new efficient technologies.

The **circular economy** is the basis of our model, a modus operandi that extends to both the design and manufacture of our products and to our processes. In 2022, **we recovered over 93% of our waste,** reintegrating it as raw materials in the value chain. In addition, in an exercise of **ongoing innovation,** we launched new products such as sustainable packaging for fresh food and the Foodservice line, prioritising the health and safety of people and the planet in each product development.

I would also like to highlight the clear commitment **to training and to attracting talent,** through high-level programmes for our employees' individual development, the recruitment of talent through **Dual Vocational Training** and our collaboration with universities to offer internships at the company to young graduates.

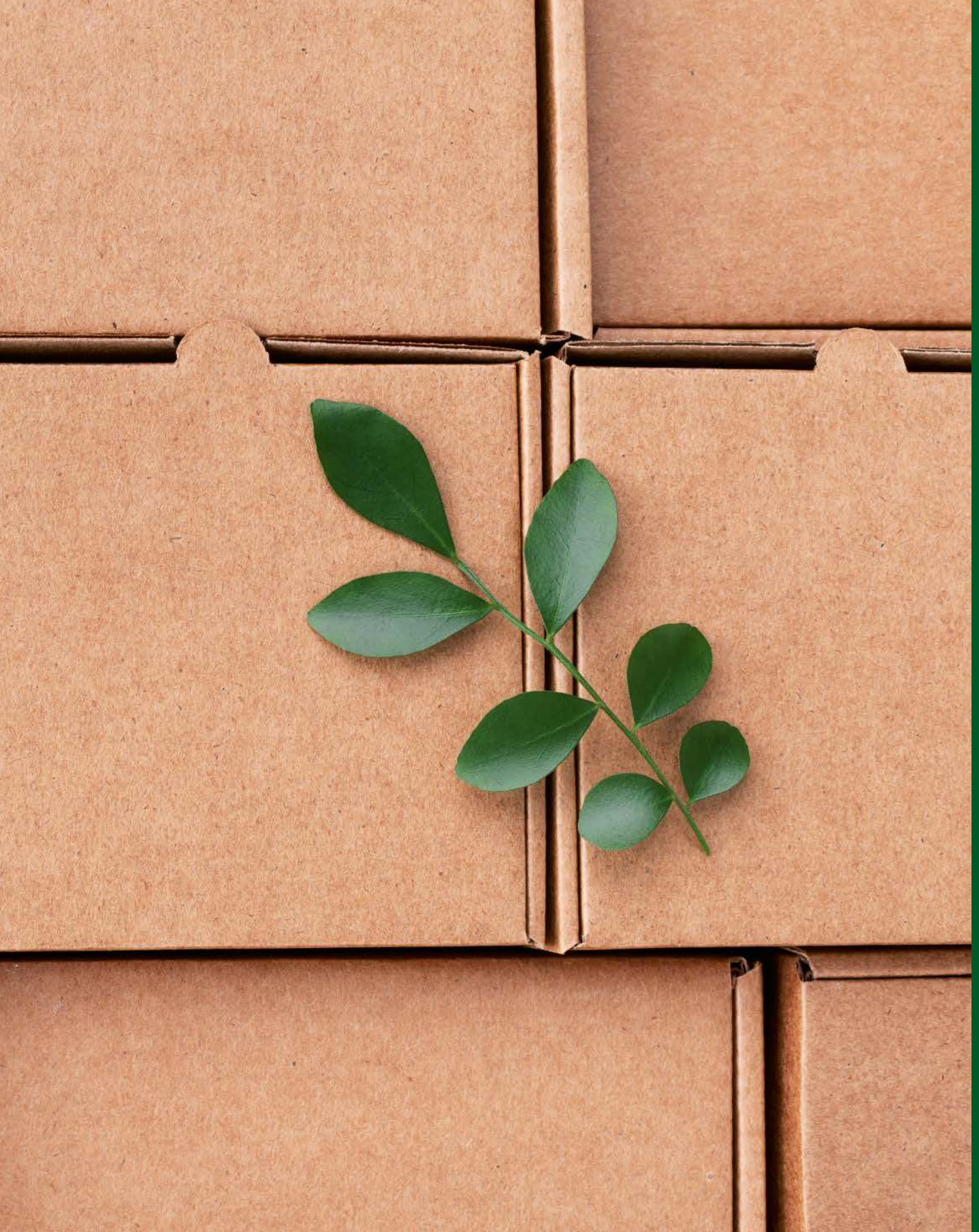
We are likewise proud of the success of our **volunteer programme,** which will be extended to more of the group's plants in the future, and of our contributions to various charitable projects that we have decided to support this year.

To immerse yourself in these pages is to see that we are on the right track. And to see that our **2021-2023 Be Stronger strategic plan** is an ambitious and realistic roadmap that is allowing us not only to respond adequately to the demands of the context but also to set our sights on new horizons. This is all thanks to the work of a great team and always hand in hand with our customers and suppliers.

These new horizons are also geographical horizons: in addition to Hinojosa's strong presence in Spain, it is **expanding internationally.** In 2022, the company consolidated its presence in Portugal and France after acquiring and integrating Allard Emballages, a family-owned French group specialising in the manufacture and sale of paper and corrugated cardboard packaging.

At this key moment of growth and internationalisation, we have also immersed ourselves in deep reflection to define our purpose. To be clear about who we are and who we want to be as a global company with close ties to the territory. This exercise has resulted in many things. These include the **unification of our brand** in Spain, as well as in France and Portugal, and a **renewed value proposition** that effectively sums up the reason for each of our decisions: "**Adding value to what's inside**".

At Hinojosa Packaging Group, we understand that safeguarding the value of the products that use our packaging is our greatest contribution to society, but our work goes beyond making excellent packaging. Society is moving forward and is increasingly aware that the expansion of our well-being as people must balance economic activity, respect for the environment and a positive impact on society.



02

WHAT'S INSIDE

At Hinojosa, what we do reflects who we are. **We want to make a positive impact wherever we are by contributing to improved common well-being.** We don't just make innovative and sustainable packaging for our customers, we seek to care for the planet and its ecosystems, our employees and the communities affected by our operations.

WHAT YOU WILL FIND IN THIS CHAPTER

OUR HISTORY: ONCE UPON A TIME IN 1947

OUR VALUES

THE HINOJOSA REALITY TODAY

LOCATIONS

MARKETS AND PRODUCTS

CONTRIBUTING TO IMPROVED COMMON WELL-BEING

WHAT WE WILL BE

02.1

OUR HISTORY: ONCE UPON A TIME IN 1947

Like almost all companies, Hinojosa is the result of a dream and lots of hard work. In 1947, Rafael Hinojosa Sanchís undertook the project of his lifetime: a factory that ventured on the use of cardboard to produce packaging. In the postwar period, things were not easy for businesses like his, but thanks to his values and cosmopolitan and entrepreneurial vision, he was able to plant the seeds of the company we are today.

In these 75 years, we have worked to keep alive the entrepreneurial spirit we were born with, while adapting it to the pace set by new times and the needs of the people who live in them. During this time, we have learned to adapt to changing contexts, always with an innovative approach. For example, **we were pioneers in introducing the cardboard box to the food industry in the 1980s, as well as one of the first manufacturers to use high-quality digital printing to improve the personalisation of packaging.**

Throughout these 75 years, we have worked to keep alive the entrepreneurial spirit we were born with.

Now, with the third generation of Hinojosa at the helm, we know that the world is very different from the one our founder lived in. **Today's challenges require us to redouble our efforts in the area of sustainability, focusing on the circularity of our processes and on sustainable materials.** That's how we've always done things, looking to our founding values: innovation, specialisation, customer orientation and close relationships with our customers. Thanks to this approach, we can say that **we are leaders in the packaging sector, with plants in Spain, Portugal and France.**

In 2022, we have also opened our first plant entirely dedicated to the manufacture of paper-based primary packaging for the foodservice business, i.e. suitable for producing and distributing ready-made or ready-to-use food and beverages to the food industry and for vending machines, supermarkets and the Horeca channel (hotels, restaurants and catering). A new page to continue writing our history.

1947
- Rafael Hinojosa founded the company

1970
- **Food Industry** Differentiating the product on the shelf
- Pioneers in Europe: **prepress line**

1980
- Professionalisation of the **agricultural sector**
- Pioneers in the introduction of **cardboard boxes**

1985
- Growth in the **ceramic sector**
- We developed an **exclusive system** for large formats

1995
- **Paper shortage** Guaranteeing customer provision
- **Vertical integration** First paper plant

2000
- Single point of contact for **pan-European customers**
- **2000 Blue Box Partners** European Alliance

2009
- **The Intangible Economy**
- **Professionalisation of the Lean Methodology**

2014
- **CULTURE**
  Sustainability
  Wide range
  Offset and digital plants
  Vertical Integration

2021
- **PURPOSE**
  Internationalisation
  Portugal and France

2022
- **Food Industry** Elimination of plastic
- **Foodservice Plant**
  CTO International
  Strategic Innovation

02.2

OUR VALUES

At Hinojosa, we understand that safeguarding the value of the products that use our packaging is our greatest contribution to society. Which, in turn, helps improve the environment.

To achieve this goal, our corporate culture is underpinned by four solid values:

Customer orientation

We want to help and satisfy our customers (internal and/or external) by always meeting their needs.

Positive attitude

We understand reality and deal with it in the best possible way, by focusing on the positive aspects that we can manage and that allow us to move forward.

Excellence

We want to do things right and do them right all the time by aiming for optimum quality from the very start.

Trust

We believe in people and trust them to act appropriately in a given situation.

The customer is our point of reference and the foundation on which these values are based. Everyone in the company, from senior management to the last employee hired, share a **culture built around customer service,** which is also the basis of our decentralised management model that allows us to provide personal and direct service.

We understand that safeguarding the value of the products that use our packaging is our greatest contribution to society.

02.3 THE HINOJOSA REALITY TODAY

After a long journey of continuous learning, today we can say that at Hinojosa we are leaders in sustainable packaging solutions by applying the principles of the circular economy.

While maintaining our essence as a family group operating in a global market, we find ourselves at a key moment of strong growth and international expansion, consolidating our brand in Spain, France and Portugal.

How did we achieve this?

- We work guided by **innovation, decarbonisation and talent,** our three priority lines of development.
- We are committed to **proximity,** using a **specialised and comprehensive approach,** with **agile and flexible service.**
- We generate a **greater positive impact in the communities where we operate.** The more we grow as a company, the more value we add.
- We are inspired by the **circular model of nature,** where waste does not exist because everything has a purpose.
- We are **committed to sustainable excellence with each customer,** adding value to their business and seeking maximum customer satisfaction.

19 plants in Spain, France and Portugal

2,500+ EMPLOYEES

8,000+ customers in 31 countries

1,097 million m² of cardboard produced each year

2 DIVISIONS
Paper and Packaging

283 kt of paper produced each year

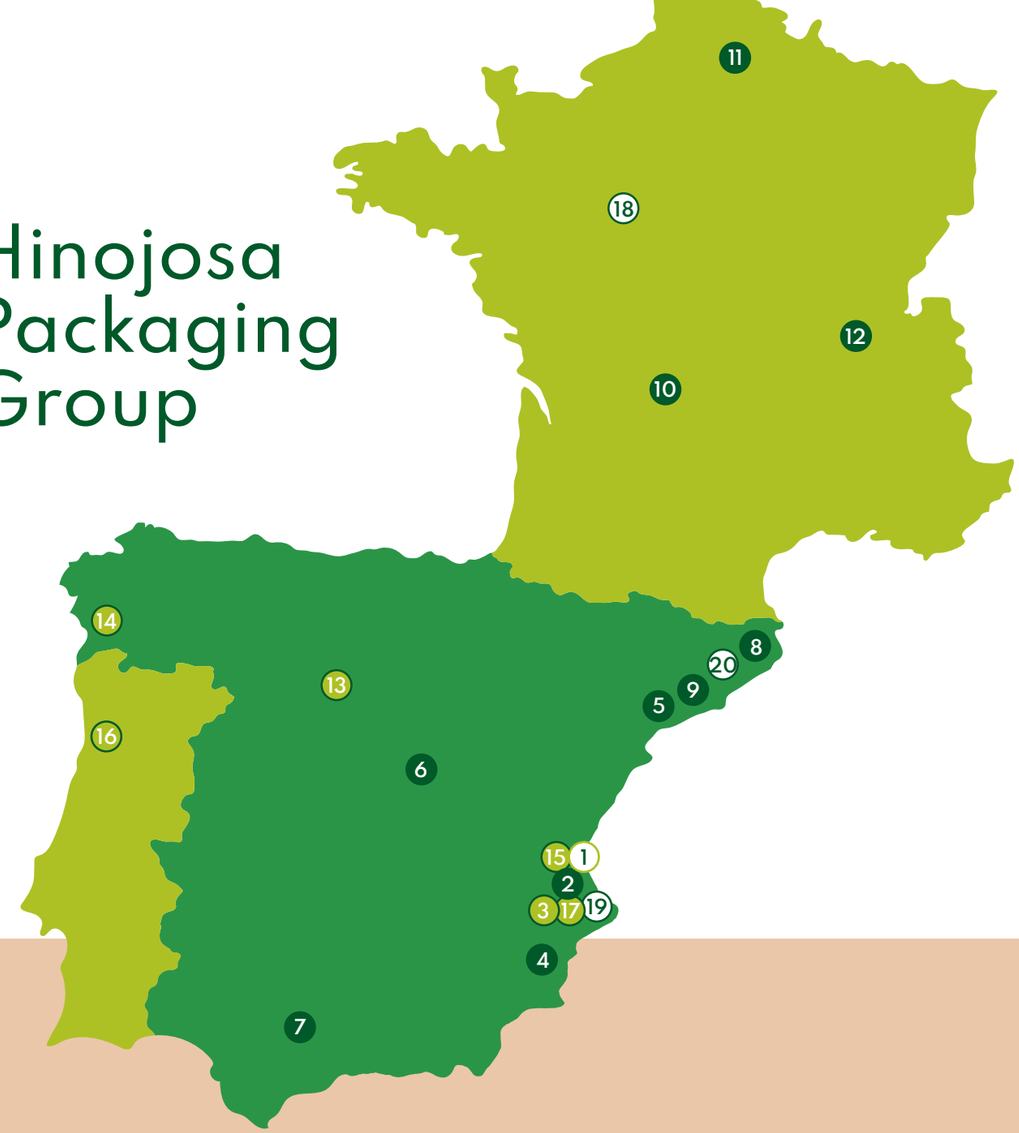
02.4 LOCATIONS

Our history started in a small factory in Xàtiva (Valencia), but today we can say that it is being written in three different countries. We have 16 packaging plants and three paper plants located in different parts of Spain, France and Portugal, thereby enabling us to be close to our customers and suppliers. This is the core of **our decentralised management model,** in which plant managers have a high degree of autonomy—and therefore responsibility—to make decisions that enable us to meet our customers' needs at all times.

Why opt for decentralisation?

- It combines the strength of a large international group with the flexibility of being close to the territory.
- It ensures proximity to people, whether they are customers, suppliers or employees.
- It enables us to listen to and anticipate the needs of our customers and respond to them with agility, always striving to do things with a human touch and excellent service that exceeds their expectations and those of consumers.

Hinojosa Packaging Group



Head Offices

1. HINOJOSA PACKAGING GROUP

Hinojosa Packaging

Consumer Packaging

2. HINOJOSA PACKAGING XÀTIVA
3. CARTONAJES BERNABEU
4. VEGABAJA PACKAGING
5. HINOJOSA PACKAGING PACS
6. HINOJOSA PACKAGING GUADALAJARA
7. HINOJOSA PACKAGING CÓRDOBA
8. HINOJOSA PACKAGING SARRIÀ
9. HINOJOSA PACKAGING CARDEDEU
10. ALLARD EMBALLAGES BRIVE
11. ALLARD EMBALLAGES COMPIÈGNE
12. ALLARD EMBALLAGES SAINT-VULBAS
13. HINOJOSA PACKAGING VALLADOLID
14. HINOJOSA PACKAGING VIGO
15. HINOJOSA PACKAGING GALERÍA GRÁFICA
16. HINOJOSA PACKAGING GRAPHICSLEADER
17. HINOJOSA PACKAGING FOODSERVICE

Hinojosa Paper

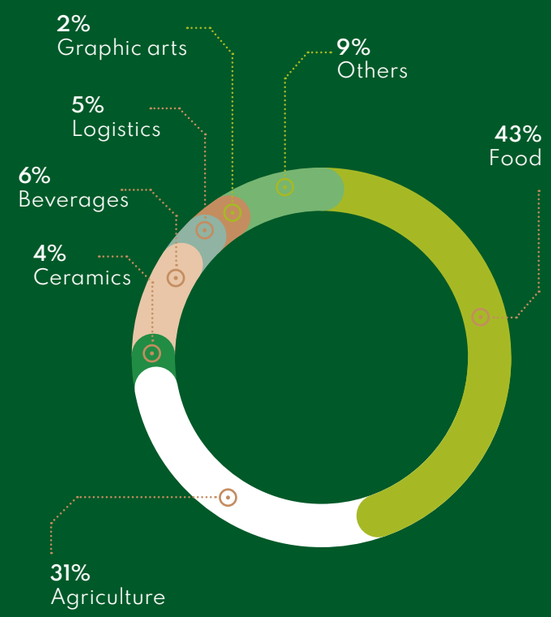
18. HINOJOSA PAPER VARENNES
19. HINOJOSA PAPER ALQUERÍA
20. HINOJOSA PAPER SARRIÀ

02.5 MARKETS AND PRODUCTS

The packaging sector, like so many others, has suffered in the past year from the international geopolitical upheavals and their impact on the global economy. The war between Ukraine and Russia and increased prices for gas and energy, crucial inputs for the paper industry, have marked the last financial year: while the corrugated board sector grew by 10% in 2021, in 2022 production was down by nearly 3%, according to the Association of Corrugated Board Manufacturers (AFCO).

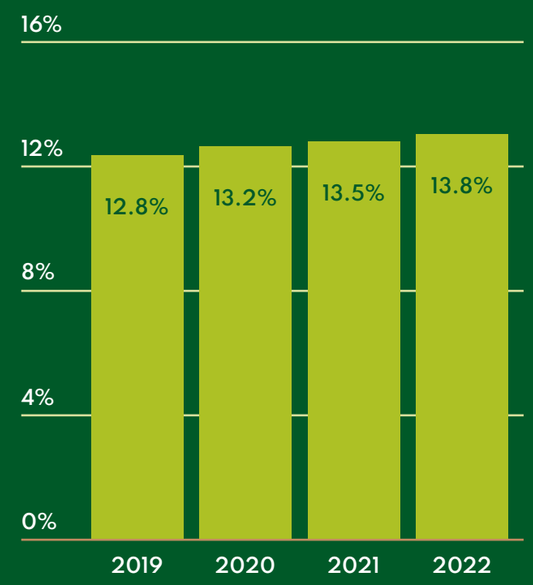
Despite the uncertainties of the context, in **2022 we grew in both sales volume and market share, consolidating our leadership.** Seventy-five percent of our turnover comes from the food, retail and agricultural sectors, the market for the vast majority of our packaging solutions.

BUSINESS SECTORS*



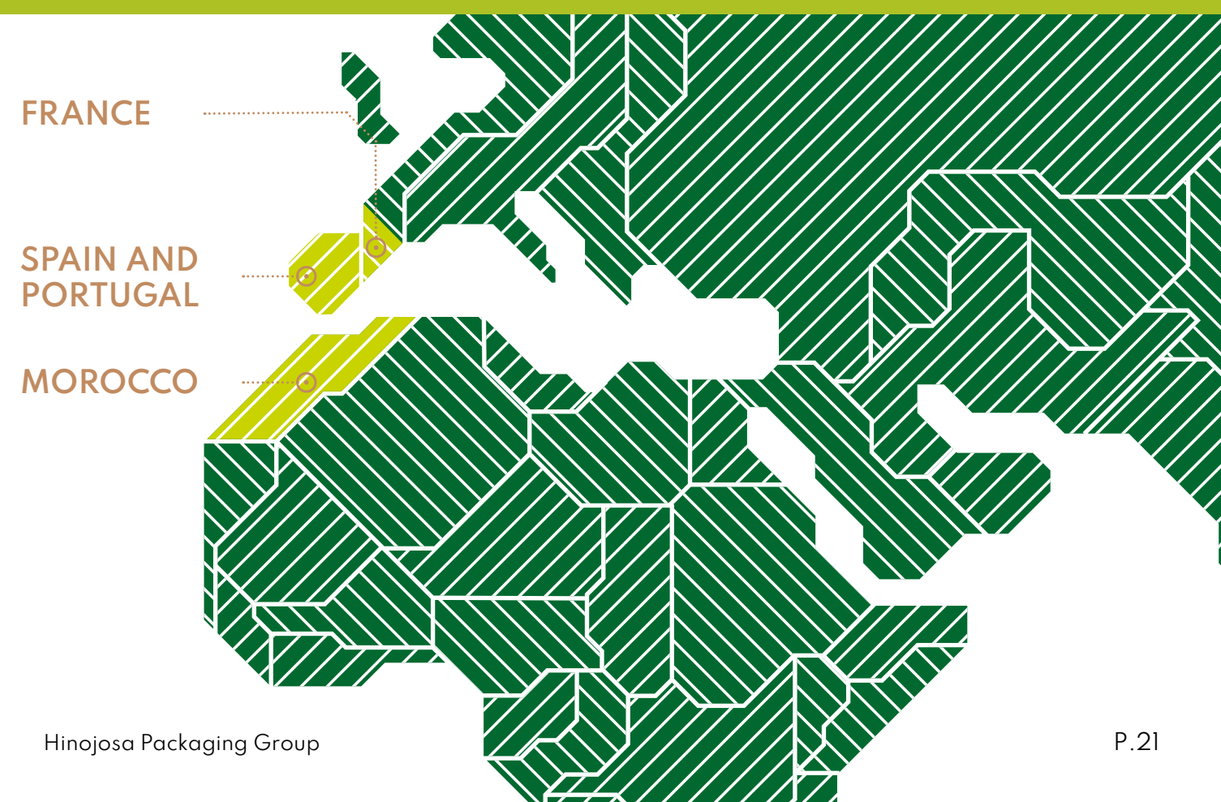
*Data not included: Hinojosa Packaging Cardedeu, Hinojosa Packaging Galeria Gráfica and Allard Emballages.

MARKET SHARE** IN SPAIN (M^2)



**Data referring to the corrugated cardboard market.

PRIMARY COUNTRIES OF OPERATION



Our portfolio

We have an extensive portfolio of **innovative solutions for agriculture, logistics, e-commerce and end-consumption, all adapted to our customers' needs.** It includes transport packaging, sophisticated options suitable for luxury goods and a wide variety of foodservice containers.

We specialise in packaging of various materials, especially corrugated cardboard, which accounted for 84.7% of our production in 2022. We also work with corrugated fibreboard, compact cardboard and paperboard, a segment in which Hinojosa has an increasing presence thanks to the acquisition of Graphicsleader (Portugal) and Galería Gráfica (Valencia) in 2020. We use printing techniques such as high-quality flexography, offset and digital printing to produce customised products.

AGRICULTURE

- Heat-sealable punnets
- Fruit and vegetable punnets
- Agricultural trays
- Box for melons and watermelons
- Octabox for fruit concentrates

FRESH FOOD

- Halopack
- Stone fruit
- Frozen Food / Ready Meals
- Meat
- Fish
- Primary packaging

E-COMMERCE

- Boxes: self-adjustable boxes in varying heights, returnable boxes for product returns, extra-strong auto-bottom boxes for sending bottles and flowers.
- Returnable envelopes
- Tamper-evident seals
- Protective accessories

FOOD AND BEVERAGES

- Display cases, stands and point-of-purchase displays
- Ecogrip
- Beverages
- Coffee / Sugar
- Dairy Products / Desserts
- Confectionery / Cereals
- Preserves

FMCG

- Display cases, stands and point-of-purchase displays
- Household cleaning
- Fashion and footwear
- Perfumery and cosmetics

INDUSTRIAL SECTOR

- Paints and chemicals
- Ceramics sector
- Fanfold

FOODSERVICE

- Ice cream tubs
- Take-away
- Cups and lids

02.6 CONTRIBUTING TO IMPROVED COMMON WELL-BEING

Citizens are increasingly aware of the world they live in and of the interdependence between people and the planet: **we know that our well-being depends on the well-being of our environment and that economic development has to go hand in hand with caring for the environment.**

At Hinojosa we assume and make this reality our own, always seeking to generate a positive impact wherever we operate and helping people to satisfy their well-being needs and desires. As an essential part of the value chain for millions of products, we focus our work on getting them to those who need them in an environmentally friendly way. This principle underpins our present and future commitment to building better business models that contribute to creating a more sustainable world.

Our work goes beyond the production of high-quality containers and packages. We have to take care of everything around them: the customer, with custom solutions; our employees, our most important asset, by promoting and training them; society, by collaborating with the communities where we are present; and the natural environment on which we depend.

The **purpose** of our work is clear: **to contribute to improved common well-being with sustainable packaging solutions.** To continue "Adding value to what's inside", as our updated value proposition states.

This unwavering principle is the basis for all our activities, for how we understand our business and for how we see the future. We act from the conviction that **our best contribution to society is to safeguard the value of the products that our packaging contains in a sustainable way for people and the planet.** This is Hinojosa's *raison d'être* and is what drives us to keep going, without complacency, working to improve ourselves every day.

→ WE TALK ABOUT OUR PURPOSE IN THIS VIDEO.

02.7

WHAT WE WILL BE

Hinojosa is the legacy of someone who envisioned a project and, with enthusiasm and hard work, succeeded in making it a reality.

Today we have a great responsibility, but also a great opportunity, to work to maintain that valuable legacy and decide what we want to be in the next 75 years.

With optimism and the conviction that intelligence applied to innovation and sustainability is the key to meeting the challenges of our time.

"Remember, when you think all is lost, there is still the future", in the words of inventor Robert H. Goddard. The philosophy we use when approaching our day-to-day work.

The opportunities are many and highly motivating. And while it's true that nothing is set in stone, we know that the choices we make today will, to a large extent, determine what we will be tomorrow.

Let's continue walking that path together.

2022 at a glance

Celebrating our **75th anniversary**

→ WATCH THIS VIDEO
#ValuesTour2022

We reached

820 MILLON

in net sales

Hinojosa Foodservice Packaging was born

We adhered to the

Pacto Mundial
Red Española

We won the **WORLDSTARS AWARD** for Barket's work

We were the **FIRST PACKAGING COMPANY** to be certified for its contribution to the **SDGs**

39,700
hours of training

We achieved the milestone of obtaining

99.2% of our raw materials from renewable sources

We managed to recover

93.6% of our waste

We managed to get

63.7% of our energy from renewable sources

We were recognised with the **Liderpack Award** for the design of a **100% RECYCLABLE** container for liquids

04 THE THREE Ps: A NEW LOOK AT SUSTAINABILITY

For Hinojosa, **sustainability** is no fad, it is a way of doing things. It has been something integral to **our nature and to the materials we work with since we took our first steps as a company.** We understand it in its broadest sense (environmental, social, economic and in terms of governance), and as a **strategic commitment linked to the development of our business.** We spell sustainability with a "P" for planet, people and progress.

WHAT YOU WILL FIND IN THIS CHAPTER

PLANET

Circularity: the answer can be found in nature

Finite resources, responsible management

Putting CO_2 in check

PEOPLE

More and better jobs: a question of well-being

Health and safety, an inalienable priority

Being and working as a team

Being and working as a community

PROGRESS

Out-of-the-box innovation

The quest for excellence

Together we go further: the importance of partnerships

Stronger, more resilient, more sustainable

This perspective is at the heart of **Be Stronger, our 2021-23 Strategic Plan,** which integrates our company's sustainability objectives. We use it to further strengthen the group's pillars in order to better adapt to market transformation and to the new needs of our customers.

> **"I felt I had a solemn obligation to do what I could"**
>
> Rachel Carson

It envisages **investments of more than 131 million euros,** which will mainly focus on **talent, digitisation, innovation and the competitiveness of our plants.**

Thus, our strategic objectives are focused on organic and inorganic growth to improve profitability and offer solutions that are increasingly sustainable, therefore applying a **long-term vision based on the differentiation of both our products and services and our own internal reality.**

Main strategic lines included in **Be Stronger**

04.1 PLANET

"Without urgent, effective and equitable mitigation and adaptation actions, climate change increasingly threatens ecosystems, biodiversity and the livelihoods, health and well-being of current and future generations." This is according to the sixth report of the Intergovernmental Panel on Climate Change (IPCC), published in early 2023.

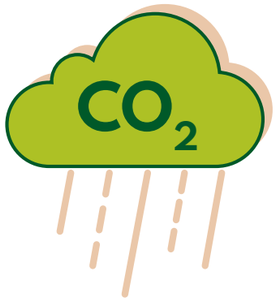
The best available science is clear: **the climate emergency is real and human action has a determining impact on it.** Nor does it leave any room for doubt in terms of urgency: **the window of opportunity that still exists for ensuring a sustainable, liveable future for all is closing fast.** Fortunately, this countdown is increasingly being internalised by governments, institutions, companies and the general public: according to a 2022 Ipsos study, 77% of the Spanish population acknowledges feeling concerned about climate change, making Spain the second-most concerned country in Europe regarding the consequences of climate change.

> **Seventy-seven percent of the Spanish population acknowledges feeling concerned about climate change**
>
> (Source: Ipsos, 2022)

At Hinojosa, we are aware of this reality, and **we work with the conviction that we can and must do everything in our power to minimise our environmental impact in every way** by being committed to **regenerative and circular models** and making **environmental protection** the guiding light of our decisions, because we know that if the planet, our home, is not healthy, we cannot be healthy either.

CORE STRATEGY

Actions aimed at reducing our carbon footprint.



SUSTAINABLE DEVELOPMENT GOALS	2023 TARGET SP	2021 MILESTONES	2022 MILESTONES
7 AFFORDABLE AND CLEAN ENERGY	**60%** Renewable energy used	**52.3%** Renewable Energy	**63.7%** Renewable Energy ✓
	10 MWh of photovoltaic solar energy	**1.5 MWh** generated	**1.4 MWh** generated
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	**100%** Electricity from renewable sources on the Iberian Peninsula	**100%** renewable electricity	**100%** renewable electricity ✓
	2.5 GJ/T produced in the energy consumption ratio	**2.98 CJ/T** produced	**3.30 CJ/T** produced
13 CLIMATE ACTION	**30%** Reduction in carbon footprint (Scope 1+2)	**26.1%** reduction	**47.7%** reduction ✓
	130 kg CO_2e/kg produced emission ratio (Scope 1+2)	Reduction to **173.2 kg CO_2e/kg prod**	Reduction to **143.2 kg CO_2e/kg prod**
	80% Scope 1 reduction for the Paper division	**9.4%** reduction	**28%** reduction
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**Zero Waste** Extend to packaging plants on the Iberian Peninsula	**1st packaging plant** with "Zero Waste" certification	**1st packaging plant** with "Zero Waste" certification
	100% of paper mills with "Zero Waste" certification	**1st paper mill** with "Zero Waste" certification	**1st paper mill** with "Zero Waste" certification
	8 packaging plants with environmental certification	**5 packaging plants**	**5 packaging plants**
	Optimise the **final destination of waste**	**94.5%** of waste sent for recovery	**93.6%** of waste sent for recovery

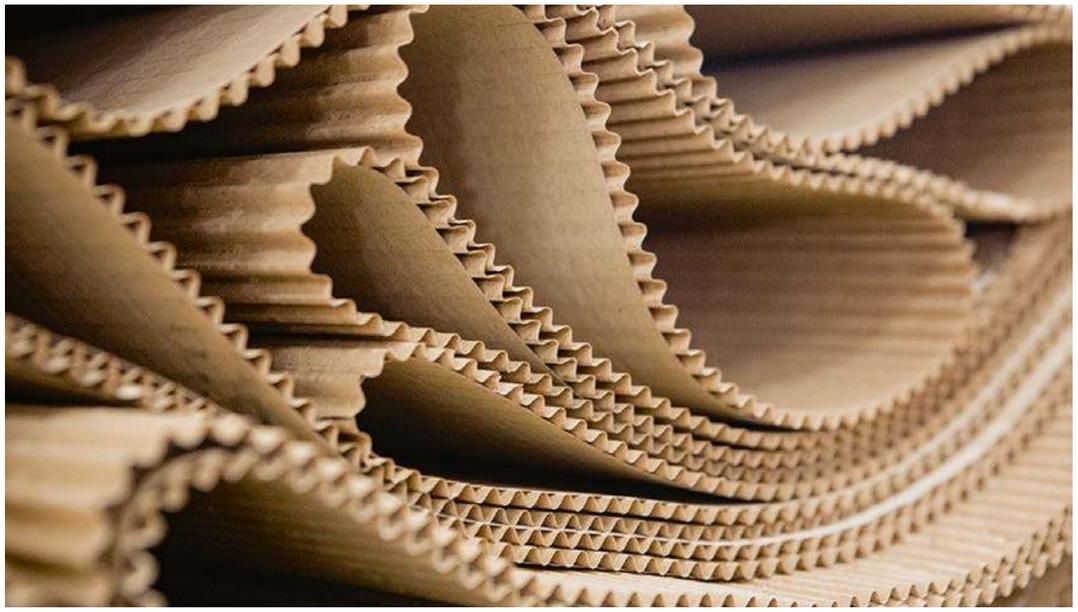
04.1.1

Circularity: the answer can be found in nature

In nature, the word "waste" does not exist: everything generated is a raw material for new processes. The linear economic model that has prevailed for years does not work in a world of finite resources. **Turning our eyes to nature, its cycles and its circular essence are the key to ensuring present and future prosperity.**

At Hinojosa, we apply this perspective in our business strategy and in our day-to-day decisions, incorporating all the **best practices, methodologies, processes and cutting-edge technologies for the management and reuse of materials and resources,** monitoring their impact through indicators that are periodically evaluated by specific committees.

The circular perspective starts long before our packaging solutions are manufactured: at the design stage we look at the life cycle of our products, using innovation to get the most value from the materials. In addition, **our environmental management and energy-efficiency systems ensure the optimisation of materials, the optimal use of resources and the reduction of emissions.**



We are circular natives

Our company was founded more than 75 years ago in the Valencian town of Xàtiva as a packaging and corrugated cardboard factory. Therefore, we can say that **circularity has been implicit in our business model since the birth of the company** and that we continue to pursue the same goal as we have since then: the design and development of sustainable packaging solutions.

Even though innovation has meant that today the process is very different, as well as our company, the commitment to sustainability and our belief in circular processes are still a part of Hinojosa's DNA. Thus, in line with the Circular Economy Action Plan adopted by the European Commission in 2015, we are firmly committed to reducing our environmental impact, therefore establishing mechanisms and means to implement models that prevent pollution.

The paper journey

We aspire to imitate the circular model of nature, where everything has its function and nothing is considered waste. Using the recycled paper manufactured by Hinojosa, its packaging plants produce sustainable containers and packaging which, once used, are deposited in blue curbside bins and are returned to the paper mills, together with the trimmings from its cardboard boxes. A virtuous circle in which everything is reused.

01. We incorporate the best practices, methodologies, processes and technologies into our work.

02. We give new life to materials and resources.

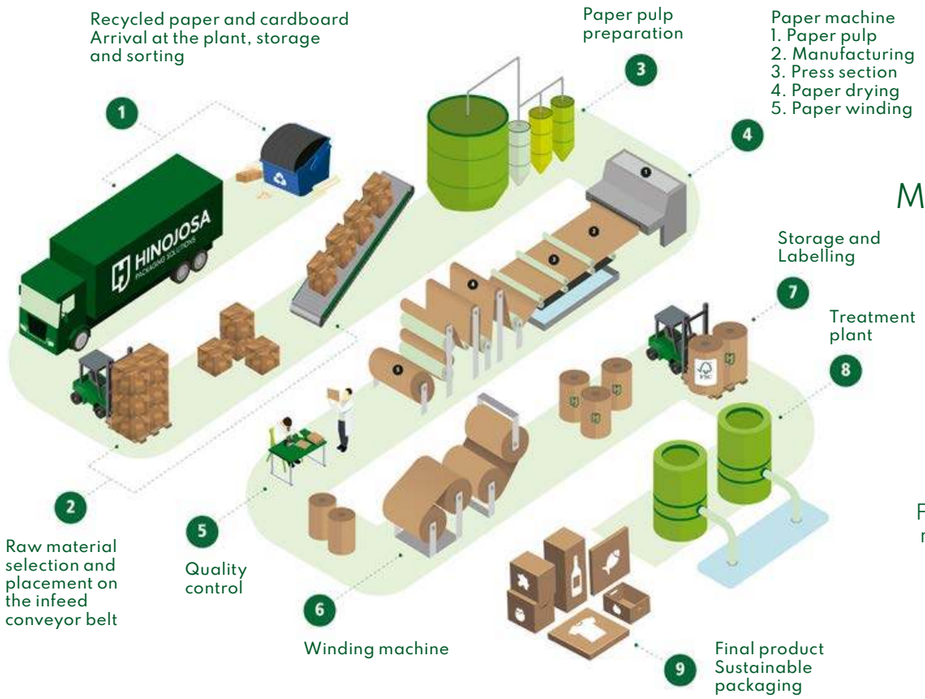
03. We monitor the impact of our activity.

Daniel Rafart
Director of Hinojosa Paper Sarrià

Fulfilling our role in the world

Circularity is the essence of Hinojosa: all the raw materials that enter our factory have already had one or more lives, given that we do not use any virgin fibre. At Sarrià, we have been working hard for years to create value from all the by-products of our activities: for example, the ash generated by our biomass boiler is used for composting, and the plastic from bales goes to a company for energy recovery. In addition to improvements in water and decarbonisation, we believe it is important to continue innovating and looking for alternatives to do things better every day. It's not always easy and requires thought and resources, but it is worth it. The urgency to curb the climate emergency means that industry must make agile decisions and must venture on innovation and seek new solutions that respond to legislation, while also seeking to live in a better, more circular and sustainable world. That is the mission and the conviction of all of us at Hinojosa.

It all begins with recycled paper production:



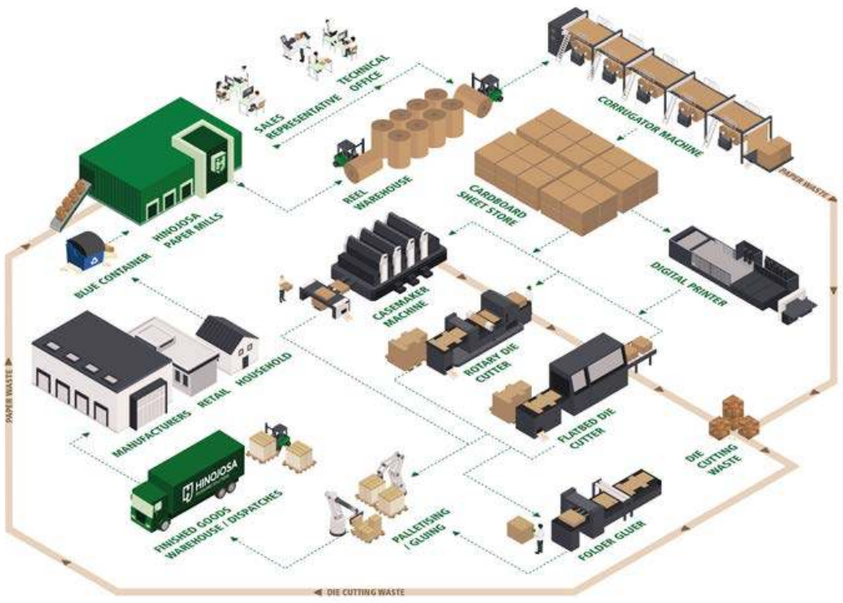
RAW MATERIALS

99.23%
Renewable materials

87.11%
Recycled resources

97.8%
FSC® certified raw material

And its transformation continues in packaging plants:



WASTE MANAGEMENT AND END OF LIFE

93.62%
Of waste is sent for recovery

29.31%
Of recycled fibre comes from scrap bales

84.6%
Recycling rate of paper and cardboard

"With these figures on the table, our goal is to gradually obtain the **Aenor Zero Waste certification** at all our factories in Spain in coming years. This is a seal awarded to organisations that valorise more than 90% of their wastes, keeping them from going to landfills and using them to generate energy and new raw materials. We are already well on our way to achieving this: our Hinojosa Paper Alquería and Hinojosa Packaging Xàtiva plants were the first companies in the paper and packaging sector in Spain to be certified as Zero Waste.

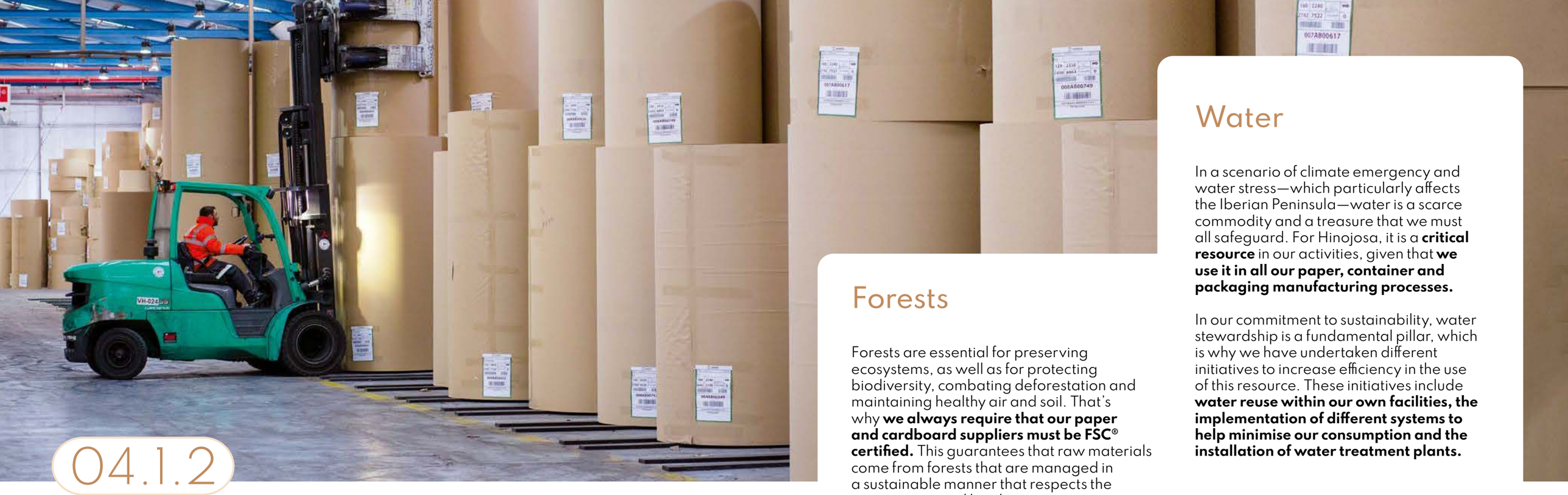
AENOR
RESIDUO CERO

End? of life

Knowing the manufacturing process from start to finish gives us the traceability we need for taking action and preventing pollution. We thereby ensure that **the waste we generate at all our facilities is properly managed,** so that it can be transformed into new resources. Thus, **93.62% of the 139,725.35 tonnes of waste we generated in 2022 went to various recovery operations.**

Of all this waste, broke accounts for 74%. And 100% of the broke generated at the cardboard plants is reused in the paper mills as a raw material and is re-integrated back into the production chain.

Moreover, after being placed on the market, at the end of its useful life, it can be re-used to manufacture new products, given that it is a 100% recyclable material.



04.1.2

Finite resources, responsible management

While the pace of consumption may seem infinite, we know that the earth's natural resources are anything but. To raise awareness of this reality, for years people have been observing Earth Overshoot Day, a date that represents the point at which we go into ecological debt, i.e. when we have used up the raw materials available for the whole year, leaving a deficit to be paid by future generations. The seriousness of the situation becomes clear when we realise that, while in the 1970s the worldwide date arrived in December, in 2022 it occurred at the end of July. In the case of Spain, we have been in the red since 22 May.

Aware of this reality and in line with our commitment to fight climate change, Hinojosa makes **responsible management of natural resources a primary focus, therefore prioritising process efficiency and circularity** and ensuring the sustainable origin of raw materials at all times through the implementation of chain of custody management systems at its plants.

> **With the current model of production and consumption, humanity would need on average 1.75 planets to meet its demands for natural resources**
>
> (Source: WWF Spain)

Forests

Forests are essential for preserving ecosystems, as well as for protecting biodiversity, combating deforestation and maintaining healthy air and soil. That's why **we always require that our paper and cardboard suppliers must be FSC® certified.** This guarantees that raw materials come from forests that are managed in a sustainable manner that respects the environment and local communities.

97.8% FSC® certified raw material

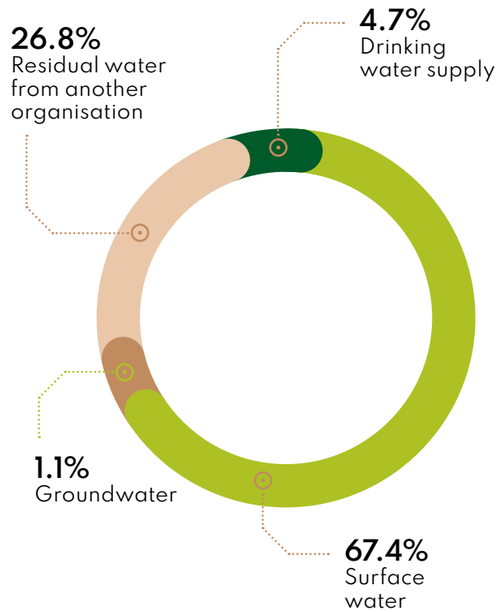
90% of our plants have chain of custody systems in place

Water

In a scenario of climate emergency and water stress—which particularly affects the Iberian Peninsula—water is a scarce commodity and a treasure that we must all safeguard. For Hinojosa, it is a **critical resource** in our activities, given that **we use it in all our paper, container and packaging manufacturing processes.**

In our commitment to sustainability, water stewardship is a fundamental pillar, which is why we have undertaken different initiatives to increase efficiency in the use of this resource. These initiatives include **water reuse within our own facilities, the implementation of different systems to help minimise our consumption and the installation of water treatment plants.**

WATER CONSUMPTION BY SOURCE IN M^3



Energy

Energy is essential in all production processes, including our own. Aware of the importance of addressing the energy transition in which society is immersed, **we are firmly committed to using energy from renewable sources, which in 2022 accounted for 63.7% of our total consumption, exceeding the target of 60% set in our Strategic Plan and representing an 11.3% increase over the previous year.** This percentage comes mainly from an improvement in the performance of the biomass and biogas boiler commissioned at the Sarrià plant, which produces the steam used in the drying process for recycled paper.

We continue to work on improving our performance in this area with specific and measurable objectives. This year, **six more photovoltaic installation projects have been approved** at Hinojosa Packaging Xàtiva, Hinojosa Packaging Guadalajara, Hinojosa Packaging Valladolid, Vegabaja Packaging, Hinojosa Paper Alquería and Hinojosa Paper Sarrià; and a **new biomass boiler** has been commissioned at Cartonajes Bernabeu, which will contribute to generating cleaner energy at the plant.

In addition, as an example of the work already done, in 2022 **the Hinojosa Paper division's plants were certified under ISO 50001,** which allows us to continue improving in terms of efficiency, safety, energy use and consumption.

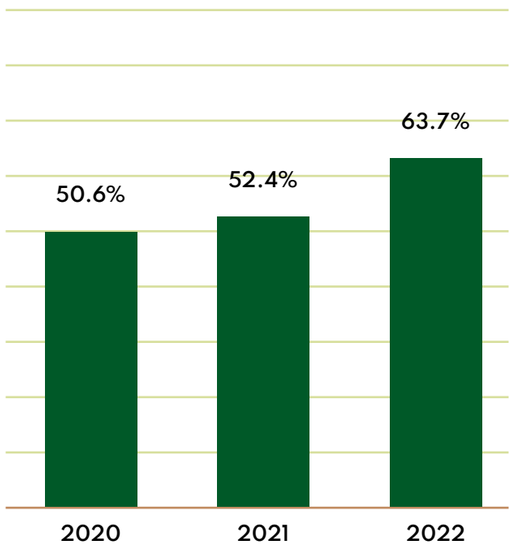
THE TOTAL ENERGY CONSUMPTION within the organisation was

3,049,767.58 GJ.

ENERGY CONSUMPTION outside the organisation was

662,716.8 GJ.

EVOLUTION OF RENEWABLE ENERGY AS A %



04.1.3

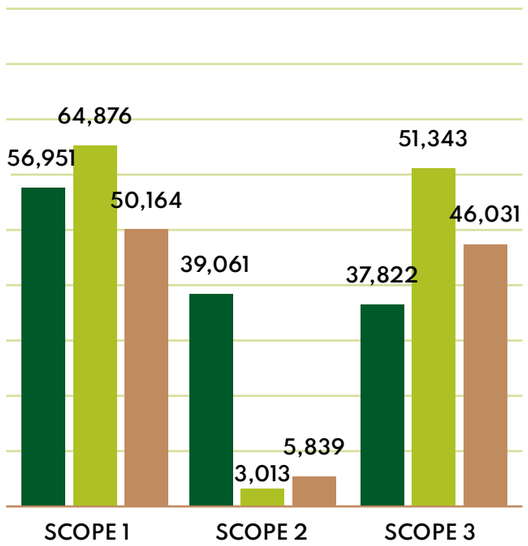
Putting CO_2 in check

Decarbonisation is, in all its facets and permutations, **one of the crucial challenges ahead of us in fighting the climate emergency.** Moving from a fossil fuel-based model to a clean one that minimises or eliminates emissions is essential not only for meeting targets set by legislation but also for avoiding the worst consequences of global warming that scientists have been warning about for decades.

At Hinojosa, **we have been committed for years to decarbonising our production through the installation of biomass and biogas boilers, as well as photovoltaic solar energy production plants** and monitoring systems that allow us to reduce our energy consumption. In doing so, we have achieved one of our main objectives: **reduce our emissions by 14.4% in 2022.**

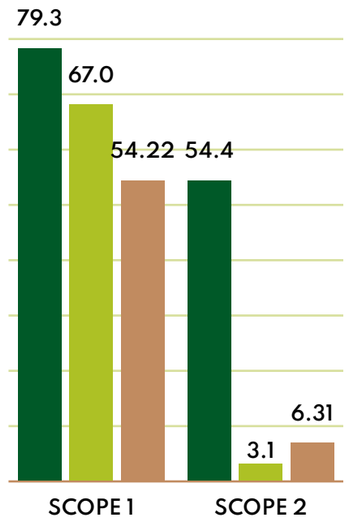
SCOPE 1	SCOPE 2	SCOPE 3
50,164.42 tonnes CO_2e	5,838.95 tonnes CO_2e	46,030.98 tonnes CO_2e

EVOLUTION OF CO_2 EMISSIONS



CO_2 EMISSIONS RATIO

(KG CO_2/T PRODUCED)



* The categories included in the SCOPE 3 calculation are the following: 4, 5, 6, 7 and 9 from the GHG Protocol method.

04.2

PEOPLE

Running the machines of a factory takes raw materials and energy. But to move a company you need, first and foremost, the talent of its people.

Harnessing the multiplicity and diversity of talent is key to aligning individual and corporate priorities and adapting to the rhythm of changing times. While one hundred years ago the formula of eight hours for work, eight for leisure and eight for rest made sense, today the debate focuses on other issues. These include flexibility, work-life balance and ways we can align our individual purpose with that of the company for which we work. These are sine qua non conditions for retaining talent, but above all for attracting young talent.

Working better to be better

Both what we have experienced in recent years and the pressure from new generations are showing us that there is no turning back: we no longer just want to fulfil our salary expectations in our job; we want something more. We want to feel happy and satisfied in the workplace, no matter what sector we work in. The physical and emotional well-being of our people is a primary objective for us: we are driven by the certainty that feeling good in our workplace helps us to achieve our goals as individuals. As a company, it is our responsibility to make everyone feel proud to work at Hinojosa, and every day we strive to achieve this.

Carlos Pérez Arenas

Health and Safety Coordinator at Hinojosa Packaging Group

CORE STRATEGY

Actions aimed at guaranteeing an education and decent work of our employees.

Promoting actions that improve health and well-being.

Develop talent to ensure growth.

SUSTAINABLE DEVELOPMENT GOALS	2023 TARGET SP	2021 MILESTONES	2022 MILESTONES
4 QUALITY EDUCATION	**Dual Vocation Training,** Extension **100%** of the workforce informed of CSR-related matters	**2nd** Dual Vocational **Training group** Training Awareness sessions for Sales	Graduation of **2nd** Dual Vocational **Training group** ✓
3 GOOD HEALTH AND WELL-BEING	**Promote healthy habits** among employees **0 accidents**	Health Week, Healthy City Challenge **9.51** reduction overall accident rate	Health Week, Healthy City Challenge Overall accident rate **12.2**
8 DECENT WORK AND ECONOMIC GROWTH	**Profesional development** for recent graduates **Career and training plans** for internal development Attracting and **managing talent**	**Hinojosa Graduate Programme** **Metatop** Campus, **HiTalent**	— **Metatop** Campus, **HiTalent** ✓

04.2.1

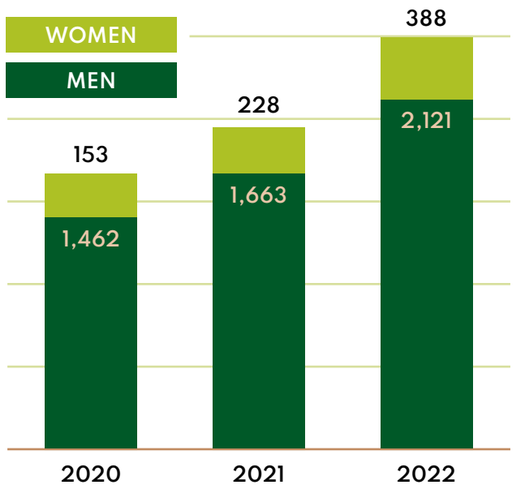
More and better jobs: a question of well-being

At Hinojosa, we have a highly committed and qualified team. A team that is growing steadily: **last year, our workforce reached 2,509 people, a 3.7% increase over the preceding year.**

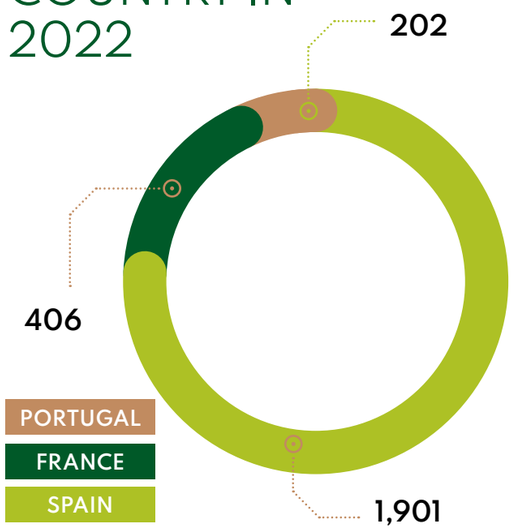
This **commitment** to more (and better) employment goes hand in hand with another **essential one: the search for well-being during and outside of working hours.** Because people are the heart of companies, we work continuously to take care of them and their quality of life through improved employment conditions, as well as projects and initiatives aimed at developing talent and providing flexibility and work-life balance. Both at the corporate level and at the plants themselves.

We also work to involve everyone who forms part of the big Hinojosa family in our challenges and our achievements, to ensure better individual and collective performance that will enable us to move forward and generate a greater positive impact every day. In particular, each year we ask for their opinion in our **annual Climate survey,** and we invite them to participate in **safety communications** and **ideas for progress,** where employees propose improvements that are subsequently implemented through specific plans.

EVOLUTION OF THE WORKFORCE BY GENDER



STAFFING PER COUNTRY IN 2022



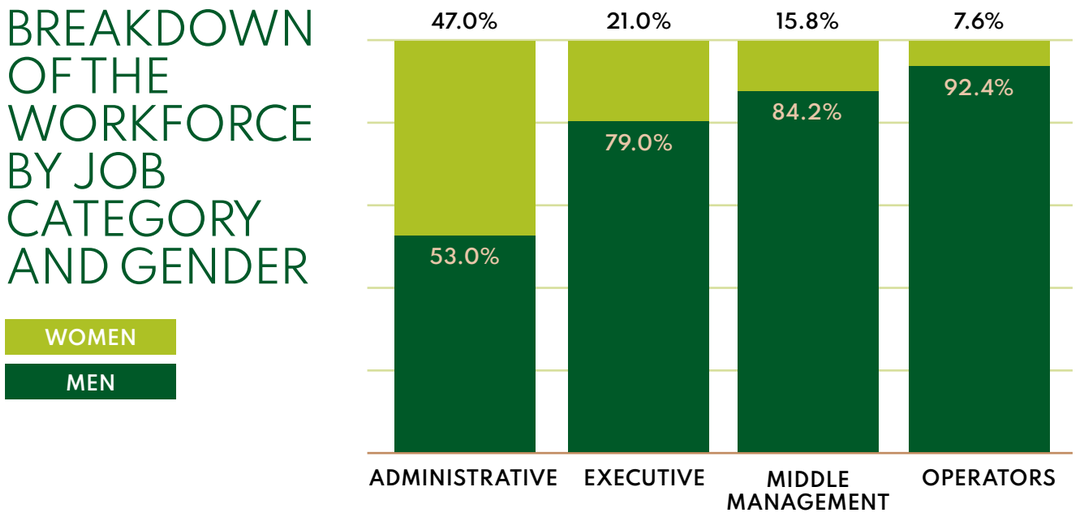
85.01%
of all employees live within 25 km of the plant

93.18%
of employees have indefinite-term contracts

15.46%
ratio of female employees hired

572
new employees were hired

BREAKDOWN OF THE WORKFORCE BY JOB CATEGORY AND GENDER



50.1%
of the training provided corresponds to Health and Safety

12.2%
Overall accident rate

53
accidents with medical leave

04.2.2

Health and safety, an inalienable priority

Worker health and safety are priorities on which Hinojosa bases not only its operations as an organisation but also its business objectives. The **Hinojosa Safety Model (HSM)** was created to guarantee the well-being of the workforce and to integrate and promote a culture of prevention throughout the organisation and at all our centres.

Training in this regard is also key, so all our plants have taken the **Safety First risk perception course,** which aims to train everyone on identifying potential risks at the workplace.

In addition, the Hinojosa Safety Model (HSM) covers all workers, whether or not they are employees, and all activities arising from their relationship with the company. Thanks to the involvement of everyone in this model and in a culture of accident prevention, as well as the monitoring and investigation of accidents and the empowerment of prevention managers, **in 2022 we achieved five years with zero accidents at the Sarrià plant and one year at the Vegabaja and Córdoba plants.**

04.2.3

Being and working as a team

Talent is the engine that drives us to continue advancing. We are therefore committed to both attracting talent and helping it flourish within Hinojosa. Training is a key pillar of our strategy, through high-level programmes for the individual development of our employees, dual vocational training and partnerships with universities.

Training to never stop learning

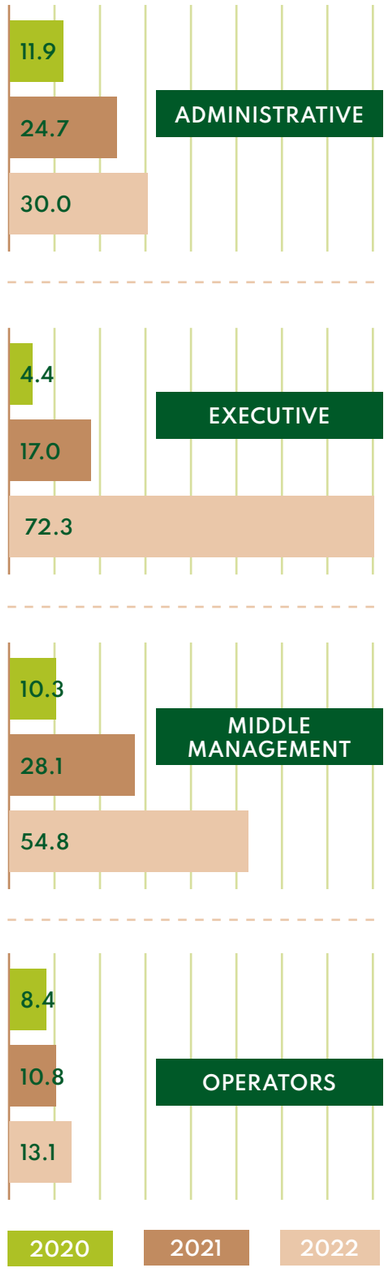
We want to be the place where people can and want to develop their talents. That's why caring for them and helping them to grow is fundamental for us and is one of our main goals as a company. To this end, **training** is a fundamental point that **helps the staff learn and continue progressing.** We monitor and analyse performance indicators throughout the year to ensure that training programmes reach everyone: in recent years we have increased the number of training hours to nearly 40,000 in 2022.

795
training actions

39,700 h
of training provided

1,386
participants

AVERAGE HOURS OF TRAINING BY PROFESSIONAL CATEGORY



Within these programmes, we highlight two initiatives implemented for a second time in 2022:

HiTalent

An ad hoc programme developed by ESIC Business & Marketing School that focuses on broadening general knowledge about the company and experiencing its values through outdoor days and teamwork sessions to reinforce management skills. In 2022, 26 employees took part in this major commitment to quality training.

Metatop Campus

A training programme aimed at company employees that seeks to convey an overview of the business to people with a bright future at the company. This fosters an internal culture and prepares those who will be in positions of responsibility in the future.

ATTRACT AND RETAIN

Together with the training and development policy, **maintaining an attractive remuneration policy is important for attracting and retaining the most talented profiles.** Therefore, in order to keep our remuneration system competitive and up to date with market standards, we regularly take into account salary surveys published by specialised consultancy firms in the field, as well as studies commissioned for this purpose.

Talent recruitment

Recruiting and developing talent is an **essential growth lever for ensuring our long-term sustainability and competitiveness.** To this end, we develop **internal mobility action programmes and career plans.**

We also attend specialised fairs to show students our work and invite them to join Hinojosa, highlighting our commitment to sustainable development, innovation and training. For example, in 2022 we attended the 35th edition of the Grenoble Employment Forum, where we presented our internship and work experience programmes for students and young graduates at the group's different plants in Spain, France and Portugal.

"We young people bring an innovative perspective that is connected to the reality of the industry"

This is an interview with Stéphan Zhang, a Master's student at the Ecole de Pagora-Grenoble (France), who had the opportunity to do his internship at Hinojosa.

→ INTERVIEW

Dual Vocational Training in Graphic Printing, Hinojosa's commitment to the future

As part of its commitment to employment, at Hinojosa we are implementing an ambitious study plan to attract future professionals to the paper industry and to train tutors to accompany students in their learning. **We therefore launched the Dual Vocational Training programme in Graphic Printing, a pioneering initiative in Spain with over 2,000 class hours** that combines theoretical and practical training and helps to train students on the skills needed in the packaging industry. Given the success of this programme, at Hinojosa Packaging Xàtiva and Cartonajes Bernabeu we are evaluating the possibility of extending it to other plants in the group.

In 2022, eleven students went through this programme and all of them have been given the opportunity to sign an employment contract at a plant of the group. There, they will be able to continue improving their skills in techniques such as offset, flexo, high-quality and digital.

Recognising effort

Recognising the effort and work of those who form part of Hinojosa is fundamental to caring for people's well-being. Although we try to do it every day, we also celebrate it together to share our learning and progress.

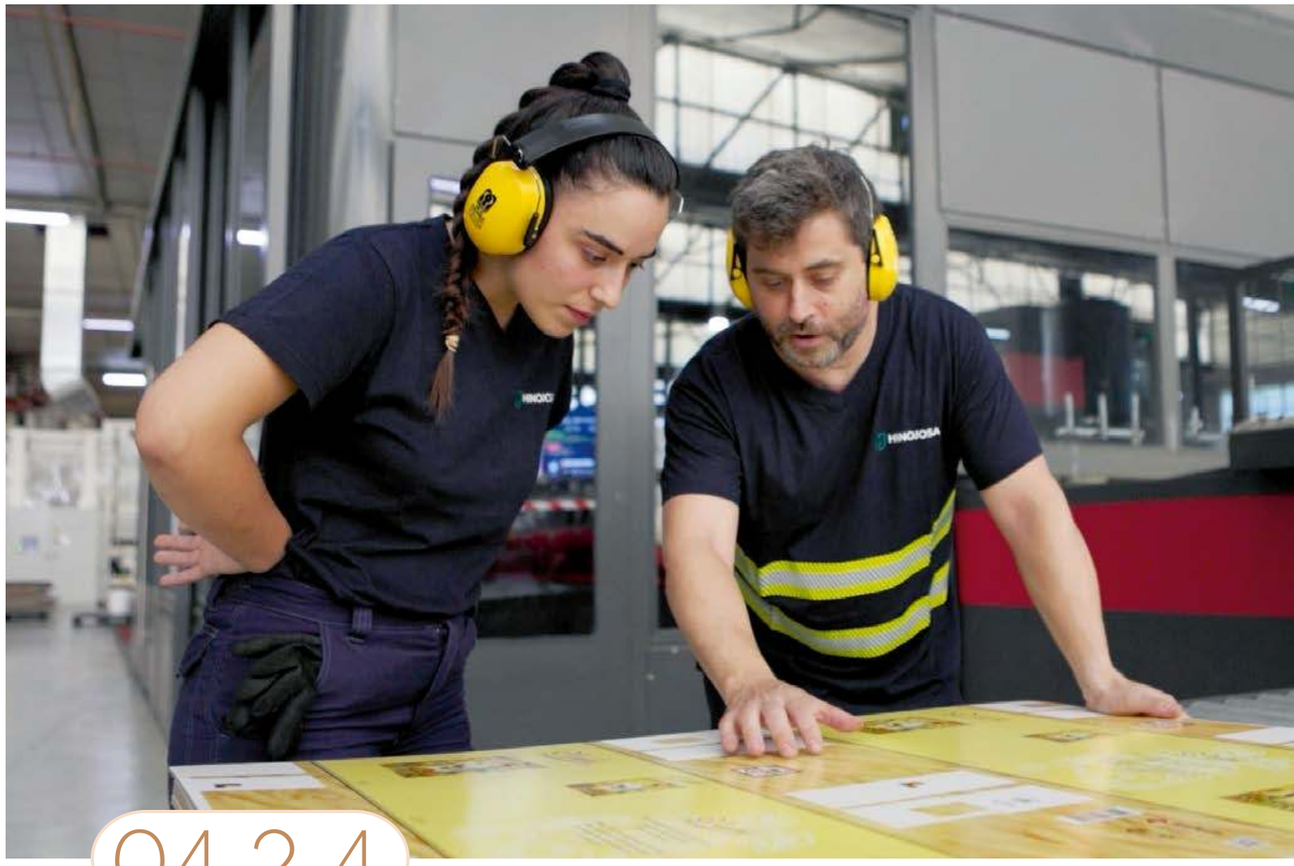
Thus, **in 2022 we held the 2nd edition of the Interplantas Awards Gala in Madrid,** which rewards the achievements made within the objectives set out in the seven main lines of the Be Stronger Strategic Plan, the guide that sets the path for us to continue advancing as a company. Awards were presented to initiatives in the areas of **safety, talent development, the most innovative project, digitisation, improved competitiveness and sustainability.**

Learning to continue growing

For young people, entering the job market can be complicated because often your academic training is insufficient or does not match the duties you will have at a company. The Dual Vocational Training programmes allow you to get your feet wet on the job, learning from the direct experience of your colleagues. In my case, as a student of Graphic Arts, I am very satisfied with my time at Hinojosa, given that they taught me the whole process of cardboard production from start to finish, machine by machine. I would recommend it to everyone: it is an experience that shapes you for the future.

Amelia Miñana

Dual Vocational Training student in Graphic Arts



04.2.4

Being and working as a community

As the poet John Donne once said, no man is an island: we live in community and are part of a whole. That's why we work to create a positive impact on the planet and on people's lives, inside and outside the gates of our plants.

Long live our villages

Thanks to our decentralised business model, we have contact with different locales, thereby guaranteeing proximity and allowing us to generate a real positive impact in various areas of Spain, France and Portugal. We thus promote employment and the local economy, while demonstrating a special commitment to towns in rural Spain: with our factories **we generate employment in areas at risk of depopulation, we contribute through taxes to small town councils and we stimulate local businesses, generating indirect employment wherever we are.**

Local impact for global change

La Alquería has always been linked to the paper sector, and we can say today that the factory is the industrial engine of the village. In addition to the economic impact through the payment of taxes, it is also a catalyst for life in the town: it provides employment to several families; it attracts workers, salesmen and carriers daily, who patronise the shops and hotels; and, thanks to the plant, the town's name is known in Spain, France and Portugal. The work carried out in recent years has minimised problems such as noise, spillage and odours, thereby increasing the well-being of residents. With a depopulation problem like the one in our country, establishing this type of industry in small towns can help give families in villages like ours a future.

César Palmer

Mayor of La Alquería de Aznar and employee of Hinojosa Paper Alquería

Our (other) role

In 2022 we collaborated with a variety of **non-profit organisations, such as UNHCR and the Red Cross** to help those displaced by the conflict in Ukraine and in campaigns to collect school supplies. We also participated in the food collection of International Day of Charity and in Blood Donation drives.

In addition to these initiatives, last year we launched a **Corporate Volunteering Programme to offer our employees the opportunity to get involved in different programmes aligned with our purpose and business,** therefore developing different programmes in collaboration with entities and associations that share our vision and social commitment.

Hinojosa Packaging Xàtiva and Hinojosa Paper Alquería participated in these programmes with actions grouped under the name **#TuPapelMásImportante,** inviting their workers to join the programme. In these activities, **positive attitudes are encouraged, and innovation, commitment and leadership skills are reinforced.**

Hinojosa Paper Alquería

As part of this programme, we would highlight the collaboration between Alquería workers and the Red Cross, which made **breakfast kits for families in situations of vulnerability.** Seven employees assembled 125 kits with different food items donated by the plant, adding a parcheesi board and markers for children's entertainment.

Hinojosa Packaging Xàtiva

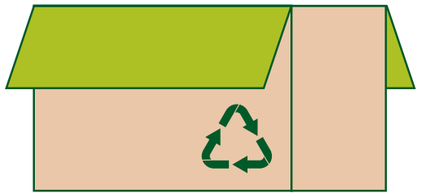
In addition to collaborating with the local Red Cross in various activities (helping them in food collection campaigns, administrative tasks or supervising school tutoring), at our Xátiva plant, they carried out an impact initiative of which we are especially proud.

Volunteers from the plant collaborated on creating **superpower kits for children being cared for at the Luís Alcañiz Hospital in Xàtiva,** made by the company itself. Each set contained a cape, a mask, two armbands, a bed sign, a door sign and an IV drip bag cover to transform the children into the real heroes they are.

In doing so, Hinojosa teamed up with the Pequeño Deseo Foundation, which for many years has been helping children with serious illnesses by making their dreams come true and providing them with emotional support. The collaboration has only just begun: Hinojosa will produce 500 boxes of kits for children in twelve hospitals in our country.

CORE STRATEGY

Social and/or environmental actions related to its products, and having a positive impact on society through the company's human resources.



SUSTAINABLE DEVELOPMENT GOALS	2023 TARGET SP	2021 MILESTONES	2022 MILESTONES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**Environmental certification** of our products	—	—
17 PARTNERSHIPS FOR THE GOALS	**10%** increase in our local community actions	—	**Corporate Volunteering** programme ✓
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Carbon footprint calculated for **50%** of our products	Creation of **Carbon Footprint Calculator**	—
13 CLIMATE ACTION	**100% of office staff** trained in circular economy and ecodesign	—	**70%** of Technical Offices trained
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Due to the fact that the organisation is required to prepare a non-financial information status report under Law 11/2018, the company has decided not to implement actions related to SDG 16 in this Strategic Plan, given that the formulation, verification and publication of the Non-Financial Information Status Report is considered a transparency exercise.		
17 PARTNERSHIPS FOR THE GOALS	Despite not being relevant in the materiality analysis, the organisation understands that establishing partnerships is required to achieve goals. The organisation also leverages its engagement in various associations and organisations in order to share its knowledge about best practices and how it incorporates sustainability in its operations. The inclusion of SDG 17 in the new Strategic Plan takes into account the newly identified opportunity to make an impact on our environment through the Group's human resources (employees).		

04.3 PROGRESS

Building a better tomorrow requires effort and a long-term vision that not only allows us to imagine the future we want but also motivates us to work towards making it a reality.

Aware of the world we live in, **at Hinojosa we believe that progress depends on the well-being of all people.** Beyond business indicators and figures, we believe in sustainable growth at a social, environmental and economic level, which requires that we know and improve what we do inside and outside our company.

Ethics, transparency and honesty are indispensable pillars of our activity, and they determine how we make decisions today and what we want to be in the coming tomorrow.

04.3.1

Out-of-the-box innovation

Our strong interest in innovation is part of our commitment to our customers: it is a key element in our ability to anticipate their needs and adapt to a changing and demanding reality. Consumers, increasingly aware of the impact of their purchasing decisions, expect the best packaging solutions, which requires that we **rethink existing options and generate ground-breaking innovations using the most advanced technology and competitive intelligence.**

Identified in the 2021-2023 Strategic Plan as a fundamental lever for growth and differentiation from the competition, innovation is an opportunity for Hinojosa to reinforce its leadership in the packaging industry through the creation of **more sustainable and disruptive solutions.** The company's innovation area, consisting of the corporate department, three R&D&i centres, 15 technical offices and 83 connected designers, aims to **identify opportunities for improvement and promote the development** thereof, in addition to analysing the dynamics of each plant in order to systematise their processes and promote innovation through support.

In view of the new restrictions on the use of plastics being imposed in Europe, and within this context of commitment to innovation, we are working to create the most sustainable and environmentally friendly solutions, such as the **360 Green Packaging** line, which includes cutting-edge packages in the sector.

Examples include the **Halopack,** of which Hinojosa is the exclusive producer on the Iberian Peninsula, as well as **Carton Skin and Hiliner,** among others.

Another highlight is our heat-sealable **Barket,** a sustainable alternative to traditional single-use plastic trays for fruit and vegetables. And the **Foodservice** line of 100% recyclable and sustainable primary packaging for preserving fresh foods.

360 GREEN PACKAGING

360 GREEN HALOPACK

HALOPACK©
Packaging with a green heart. One of our flagship products for the gradual elimination of single-use plastics. **Hinojosa** is the exclusive producer of this laminated tray with peel-off plastic in the Iberian market.

360 GREEN CARTOSKIN

CARTOSKIN
Another alternative to plastic. Developed in collaboration with **ULMA Group and Belmis Packaging Spain**, this product is another type of laminated tray solution that enables food to be vacuum sealed on the tray itself or on a cardboard insert.

360 GREEN HILINER

HILINER
This laminated paper solution comes rolled on a spool and is **perfect for any type of thermoforming machine.** Some other strengths are that it can be frozen, it is lightweight and uses as few materials as possible.

360 GREEN SUMBOX

SUMBOX
This is the **ultimate alternative** to traditional **POREX polystyrene boxes. Sumbox** is a thoroughly market-tested solution that can be recycled just like any other paper or cardboard product. 100% airtight and leak-proof.

04.3.2

The quest for excellence

"Perfection is not attainable, but if we pursue it, we can achieve excellence". The words of the famous American football coach Vincent Lombardi could well define Hinojosa's philosophy: the constant search for excellence in a broad sense. Not only in relation to **maximising the quality of our products and improving production processes but also in relation to the activation of challenges and mechanisms that allow us to generate a positive impact on our surroundings and stakeholders through our business.**

Not only do we work to meet internationally recognised safety and quality standards, we are also able to analyse and implement improvements throughout the entire process—from strategic planning to the most specific operational instructions—through the **Hinojosa Excellence System (HES),** a single, harmonised method for the entire group, based on the Lean management model.

For Hinojosa excellence is:

Transparency

We report all relevant information through a series of platforms, such as ECOVADIS, SEDEX and CDP, through which our social and environmental performance is analysed, as well as our supply chain practices. **In 2022, Hinojosa improved its score on all platforms, achieving the ECOVADIS Gold Medal, which places us in the top 4% of the companies with the highest sustainability ratings internationally.**

Good governance

The management of a complex, decentralised and international organisation requires the **precise management of its governance bodies.** The key lies in the **coexistence of and cooperation** between the General Shareholders' Meeting, which decides on legal matters and the current Articles of Association; the Board of Directors, which is the company's highest governance body and which defines and supervises the implementation of Hinojosa's policy and strategy; and the various strategic committees and commissions.

Ethics and integrity

One of the cornerstones of Hinojosa is our **profound support for human rights,** which is reflected **in the company's Code of Conduct. It sets out the ethical rules of conduct that must govern the organisation.** In addition, it also publicises the existence of an anonymous Ethics Line so that any employee can confidentially ask questions or report suspicions.

Risk management

Identifying, managing and preventing the potential risks associated with our activities **enables us to minimise their consequences and be alert to possible opportunities for improvement.** To this end, Hinojosa has various **protocols** in place to identify strategic, operational, reputational, legal compliance and environmental risks.

The ultimate aim is to integrate them into strategy plans and to better respond to stakeholder needs.

04.3.3

Together we go further: the importance of partnerships

Looking inward is not enough: addressing global challenges requires a global perspective. That is why our Strategic Plan includes the company's commitments to the main global sustainability agendas and common alliances to protect the planet and ensure prosperity for all its inhabitants. **For Hinojosa, this future is not an unattainable utopia but a horizon we can aim for: precisely because we believe it is possible, we are working to make it a reality.**

Sustainable Development Goals

Within this commitment, the Sustainable Development Goals established by the United Nations are a key element. In September 2015, world leaders subscribed to this grand global compact on sustainability, poverty reduction and social justice consisting in 17 goals and 169 targets to be met by 2030. With less than ten years to go before that deadline, we still have a long way to go, and the commitment of not only national governments but also of institutions, businesses and the general public will be crucial.

At Hinojosa we are convinced of the need to commit to a shared global agenda that mobilises all stakeholders in society in order to build a fairer, more humane and sustainable world. Thus, in 2022 we became the first company in the packaging sector to obtain **AENOR certification that accredits our contribution to the SDGs,** which we are integrating into the company's strategy as a fundamental element of our future growth.

To achieve this certification, we thoroughly analysed our entire supply chain, products, operations and implications with each stakeholder group to understand which goals were impacted in each stage. With that information, we were able to integrate them into our Strategic Plan and determine specific actions to help meet them.

United Nations Global Compact

We firmly believe that we will go further if we work together. That is why we have also joined the UN Global Compact, the world's largest corporate social responsibility initiative, to which more than 20,000 organisations in over 160 countries belong. In particular, we joined two programmes immediately.

UN Global Compact programmes to which we adhere

Climate Ambition Accelerator

Training to advance on science-based emission reduction targets in order to achieve carbon neutrality by 2050, in line with the Paris Agreement.

Early Adopters

Pilot programme for applying the new Communication on Progress (CoP) methodology to the Ten Principles and SDGs.

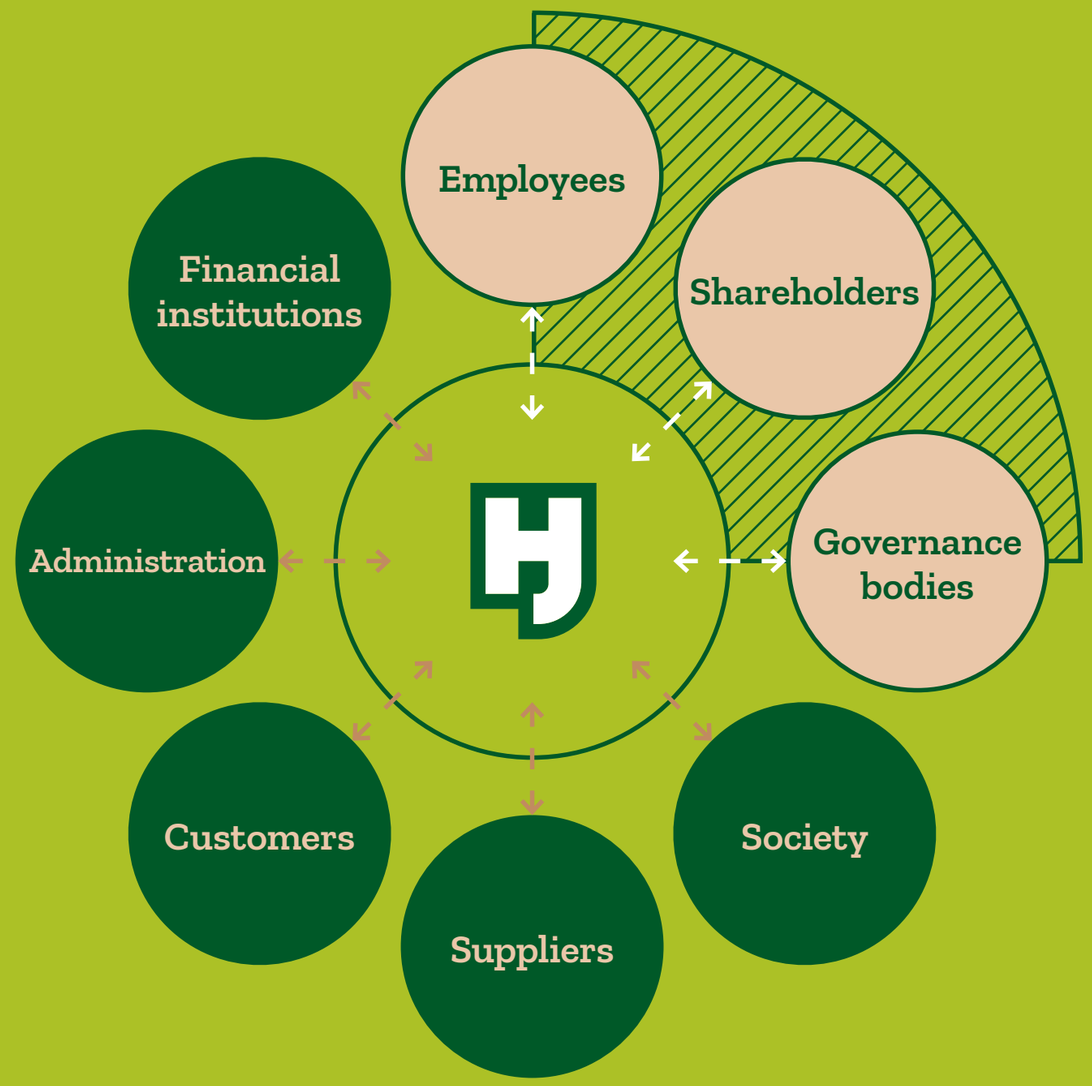
Hand in hand with our stakeholders

Giving each of our stakeholders the opportunity to express their expectations, concerns and needs helps us to understand them and accompany them on their journey, in addition to helping us make better decisions as a company. Therefore, **maintaining fluid communication and working hand in hand with them in an honest and transparent way is essential to implementing a long-term strategic vision.**

Referring to the **"three Ps of sustainability"** is neither accidental nor random: it reflects the **outcome of the materiality analysis conducted in 2022, which identified these nine relevant topics,** all of which are addressed in this report:

By developing our own business activity, we have the opportunity to help all our stakeholders along the value chain to meet their own commitments and have a positive impact. For example, we help them to achieve their sustainability goals by manufacturing containers and packaging with a certified chain-of-custody, by establishing policies on sourcing from our own suppliers and by measuring both the environmental and social impact of our activities wherever we operate and of the products we place on the market.

MATERIAL ISSUE	ASPECT
01. HEALTH AND SAFETY 02. CAREER PLAN AND TRAINING 03. ATTRACTING AND RETAINING TALENT	PEOPLE
04. EMISSIONS AND CLIMATE CHANGE 05. CIRCULAR ECONOMY 06. WASTE MANAGEMENT 07. ENERGY MANAGEMENT 08. CONSUMPTION OF RAW MATERIALS	PLANET
09. INNOVATION	PROGRESS



In addition, Hinojosa forms part of various organisations and associations with the intention of joining forces, gathering information and seeking common interests. In the business sphere, we could highlight our **participation in working groups such as the APD, AVE and the Club de Excelencia en Gestión.** At the same time, in the packaging sector **we also collaborate with the Cluster Innovación Envases y Embalaje and form an active part of associations such as AFCO, ASPAPEL and ASPACK.**

Collaboration and cooperation with customers, suppliers and competitors will undoubtedly enable us to face the challenges of the future with greater confidence.

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