

grupo **Sesé**

Social Corporate Responsibility Report

Non-financial statement

2022





The main objective of Grupo Sesé's Corporate Social Responsibility 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.

Grupo Sesé has prepared this report in accordance with the GRI Standards for the period from 1 January 2021 to 31 December 2021.

This Report is also the tool used for presenting information on the status of the non-financial position of Grupo 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 Grupo Sesé contributes to the achievement of those SDGs that are most closely linked to its sustainability strategy and that position the organisation on the path that Agenda 2030 sets for everyone.

Photography, editing, design and layout: GRUPO SESÉ.

www.gruposese.com

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01.

Letter from the President.



2022 has been a **key year** for Sesé. The delicate and challenging situation that the market has experienced in recent years – and indeed, continues to experience – has been a challenge, but it has also served to demonstrate the relevance of our sector to the global economy and the great flexibility with which we, as managers, can adapt to circumstances.

Our business model as an **integrated supply chain manager** is in a period of maturation, consolidating and strengthening the entire working model that we have created in the twenty-plus countries in which we are present. As a result, we have achieved **903 million euros in turnover** and **more than 37 million euros in EBITDA**. However, to focus solely on the economic approach would not fully reflect the magnitude of what has been achieved this year.

The **transport business**, in all its areas (land, air, sea and vehicle transport) has demonstrated an excellent capacity for adaptation and management at a highly challenging time for the market and for our customers. In addition, the commitment we have made in the United States and Germany with two new operations for the assembly of automotive modules has been one of the major milestones of the year and of the company's history. The **Industrial Services** division has taken a qualitative leap forward, tackling the development and industrialisation of innovative assembly lines designed to meet the needs of new electric vehicles.

In terms of **Logistics**, the company has positioned itself strongly in Central European countries thanks to new projects in Germany and the Netherlands, such as the start-up from scratch of a complex warehouse in Amsterdam for the retail sector. Thanks to the strong and steadfast management of the commercial and operational team, we are taking firm steps in **diversifying** into new sectors and new customers.

All of the above has enabled us to be in a position to face the year 2023 with the necessary momentum to develop the next stages of our strategic plan with two key levers: **sustainability and technological innovation**.

Innovation is part of our DNA and the lever that drives the improvement of our operations. This is how we understand business at Sesé – as a firm commitment to improving processes, applying the best technology and having the best technical and human resources, as well as an effective capacity to invest. We have been demonstrating this for years, developing pioneering digital tools for traceability and digital management of the entire chain such as Sesé PLUS or the Control Tower; implementing the best technological solutions in plants such as autonomous robots, drones or virtual reality glasses; and recently participating with artificial intelligence solutions in change projects such as "Future: Fast Forward".

Indeed, one of the main attributes that digitalisation brings us is **efficiency and sustainability**. At Sesé we are committed to being a **fully sustainable company** in all areas and lines of our business. This involves ensuring a 360-degree view of our activities, facilities, processes and supply chain in order to help us become a **CO₂-neutral company by 2050 (Scopes 1 and 2)**.

In the **environmental** field, we are basing our **strategy to combat climate change** on a comprehensive and transversal decarbonisation plan that combines technology, processes, digitalisation and training. A clear example is the pioneering project we are developing together with Repsol and Scania, conducting tests (under realistic operating conditions) of **advanced and renewable biofuels** that allow us to reduce **CO₂** emissions by up to 90% on each journey.

Sustainability has a **positive impact** on both the environment and human life. **Fundación Sesé** celebrates its **tenth anniversary** in 2023, proud and grateful for the progress made in the integration of people with disabilities and those at risk of exclusion in the workplace. Thanks to the social work they carry out, we can proudly state that 6% of Sesé's workforce in Spain are people with disabilities, and we also integrate an average of 80 people every year through our employment agency. In addition, this year more than €40,000 was raised for projects to support people displaced by the war in Ukraine and to fight energy poverty through the La Caridad foundation.



We are also proud to be recognised for the joint efforts of the entire organisation to incorporate sustainability and due diligence into every facet of the business. In 2022, we received several awards for our work in favour of human rights, recognising the journey we have undertaken in supporting the development of the SDGs since joining the Global Compact in 2016. Both Sesé and Fundación Sesé have once again received the **RSA Seal** from the Government of Aragon and Sesé has once again renewed its **RSA+ Seal** for its effective commitment to work-life balance, equality, volunteering, social action, dissemination of culture in Aragon and its commitment to the 2030 Agenda. That is why I am convinced – for another year running – that we can rightly 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.

I would not like to end this letter without thanking the 11,000 **employees** who make up Sesé worldwide for their effort, commitment and dedication to achieving the above-mentioned achievements. I would also like to thank our **customers**, who have been an essential part of the results achieved. Thank you for trusting in us and in our capacity – and most importantly, challenging us every day to be better, to surpass ourselves as an organisation and as a team. We would also like to thank all our **suppliers, partners and collaborators**, who are a fundamental part of our operations, for their hard work and commitment.

Challenges await us along the way, helping us to grow and build our best version of ourselves. And together, we will make Sesé a grander company – but most importantly, a great company!

Many thanks.

Saragossa, Spain, March 2023

SESÉ'S BOARD OF DIRECTORS



Alfonso Sesé
President of Grupo Sesé
Chairman of the Board



Ana Sesé
Sesé Group Vice-President
President Fundación Sesé



José Antonio Sanz
Sesé Group Vice-Chairman



Ángel Pueyo
CEO



César Arranz
Director



Tomás García Madrid
Director



Carlos Oehling
Director



Marcos de Quinto
Director



Jordi Trilles
Secretary
(Non-Director)



02.

About Grupo Sesé.

About Grupo Sesé

An On-The-Move Experience

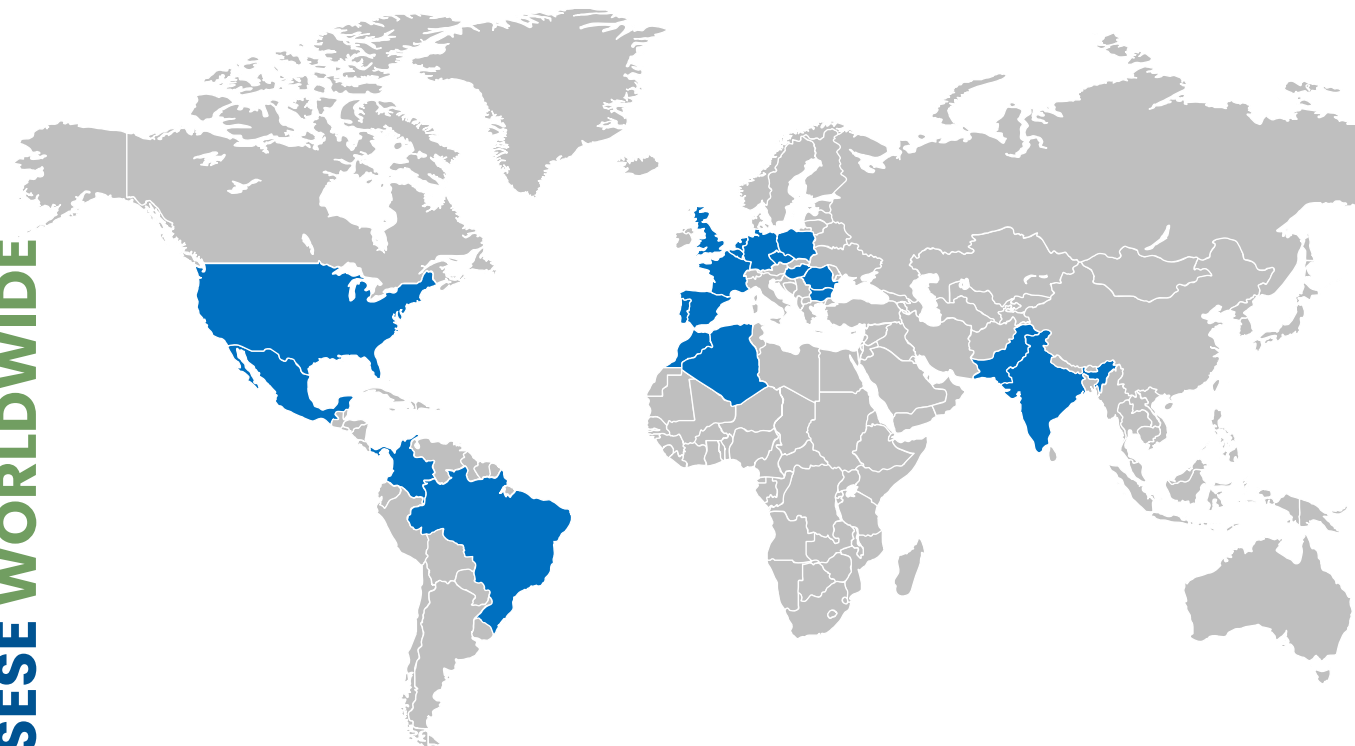
Grupo Sesé is a second-generation company, the origins of which date back to 1965 and the work carried out by Mr. Alfonso Sesé Tena, although it was in the 1990s that its activity was consolidated under the guidance of Mr. Alfonso Sesé Asensio, beginning an expansion process that continues to this day.

The seed of what today is Grupo Sesé was a small business involved in marketing agricultural raw materials, located in the rural area of the interior of Teruel. In the 1960s, the father of the current President of Grupo Sesé carried out small transport jobs in the area related to family activities.

” *Grupo Sesé is currently a benchmark business organisation as an integrated supply chain manager that designs and develops sustainable, cutting-edge technological solutions that are efficient and adapted to the needs of its clients.*

Grupo Sesé, present in 21 countries, is made up of a team of 11,000 people who offer services that go beyond simple transport or storage, as it actively participates in the supply chains of its customers.

SESÉ WORLDWIDE



EUROPE

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

AMERICA

- Brazil
- United States
- Mexico
- Colombia
- Panama

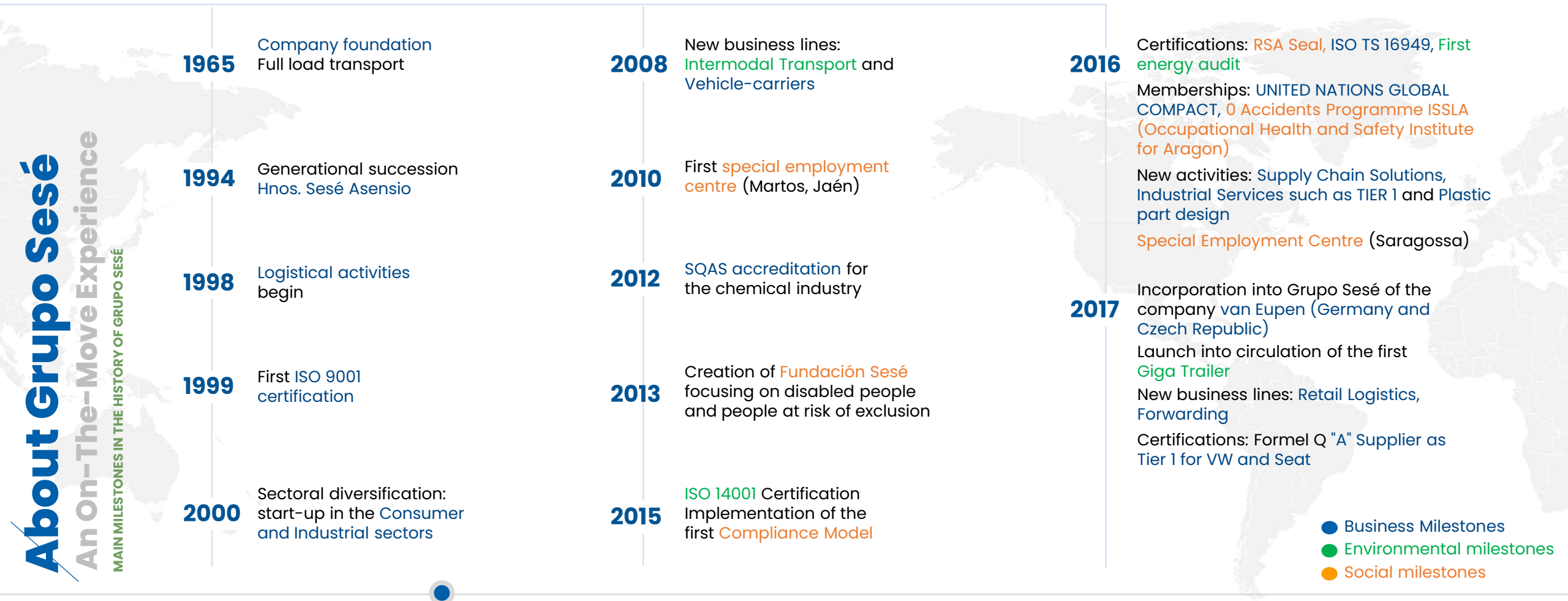
AFRICA

- Algeria
- Morocco

ASIA

- Pakistan
- India

**INTERNATIONAL PRESENCE OF Grupo Sesé
MAIN MARKETS IN WHICH IT OPERATES**



1956

Spain

2008

Romania
Bulgaria

2009 | 2010

Czech
Republic
Mexico

2011

Germany
Brazil
Portugal

2012

France
Poland
USA

2013

United
Kingdom
Morocco

2017 | 2019

Algeria
Hungary
Pakistan

2020

The
Netherlands

2021

India
Colombia
Panama

2022

Belgium

2018

The first **Dúo Trailer** is put into circulation

Autonomous inventory drone

Certifications: **RSA+ seal**, OEA, IATA, IATF 16949,

Ecovadis CSR Gold Medal

Memberships: **Luxembourg Pact**, **Aragon Hydrogen Foundation Board of Trustees**

2019

Carbon Footprint Project

Founding of **Sesé Chair**

JIT supply of components with guided drone

Certifications: **ISO 27001**, **ISO 45001**, **ZeroCO₂ Seal**, **Verification of CSR/EINF (Statement of Non-Financial Information) Report (GRI, Law 11/2018)**

Memberships: **Aragonese Network of Healthy Companies (RAES)**, **Programme Por Ti**

2020

Constitution of the **new Board of Directors of Grupo Logístico Sesé**

Launch of the new **Code of Ethics and Business Conduct**

New business line: **E-Commerce**

Certifications: **ADT**, **Safe Cargo Agent (RA)**

Memberships: **European Clean Trucking Alliance (ECTA)**, **LIFE Vecto Project**

2021

Certifications: **TISAX**, **RSA Seal for Fundación Sesé**, **Ecovadis Platinum CSR Medal**

ACL and **DELTACARGO** joined the Group

Memberships: **Science Based Targets Initiative (SBTi)**, **Sernauto**, **El Bosque de los Zaragozanos**

New business lines: **Training centre for INAEM** and **Vocational School**

Special Employment Centre (Navarre)

2022

New business lines: **New international transport agency in France**

First pilot transports in Spain with green fuels: biomethane and HVO biofuels

Certifications: **Customs warehousing in the Netherlands**

Launch of the **Code of Ethics for Third Parties**

- Business Milestones
- Environmental milestones
- Social milestones

About Grupo Sesé

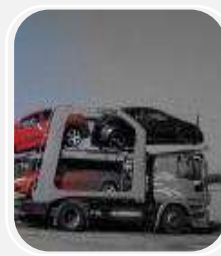
Structure and organisation chart

Grupo Sesé is made up of independent companies that are managed in a coordinated manner by an organisation structured into Operating Divisions:

It has a multi-plant structure, where each of the operating centres that make up the companies functionally depend on the Head Office, located in Saragossa, Spain. The Operations Department has branch offices distributed according to the needs of the businesses developed.



TRANSPORT



VEHICLE CARRIERS



LOGISTICS



E-COMMERCE



FORWARDING



INDUSTRIAL
SERVICES



MOTORWAY



RAILWAY



FERRY



LOGISTICS



SPARE PARTS



LAST MILE



REPAIRS



FREIGHT FORWARDER



ADT



CUSTOMS



MODULE ASSEMBLY



SUB-ASSEMBLIES



INJECTION

DIAGRAM OF GRUPO SESÉ DIVISIONS

About Grupo Sesé

Structure and organisation chart

ORGANISATION CHART

BOARD OF DIRECTORS



President of Grupo Sesé
President of the Board
Alfonso Sesé



Vice-President of the Board
Ana Sesé
President Fundación Sesé



Vice-President of the Board
José Antonio Sanz



CEO
Ángel Pueyo



Director
César Arranz



Director
Tomás García Madrid



Director
Marcos de Quinto



Director
Carlos Oehling



Secretary of the Board (non-director)
Jordi Trilles

In January 2020, a new Board of Directors was formed with the appointment of external directors who joined the (non-executive) Chairmanship of the Board (Mr Alfonso Sesé) and the Vice-Chairmanship (Ms Ana Sesé, Mr. José Antonio Sanz). Mr. Ángel Pueyo was likewise appointed as Chief Executive Officer. This modifies the previous Board of Directors, which was in force until 31/12/2019 and comprised the shareholders (Mr. Alfonso Sesé, Ms. Ana Sesé and Mr. José Antonio Sanz).

About Grupo Sesé

Structure and organisation chart

The highest governing body of Grupo Sesé is the Board of Directors, which oversees the functioning of the organisation through the figures of the Chief Executive Officer (Mr. Ángel Pueyo) and the General Manager (Mr. Sergio Treviño).

Mr. Sergio Treviño joined the organisation in January 2023, and we would like to take this opportunity to give him a warm and cordial welcome to the Sesé family.

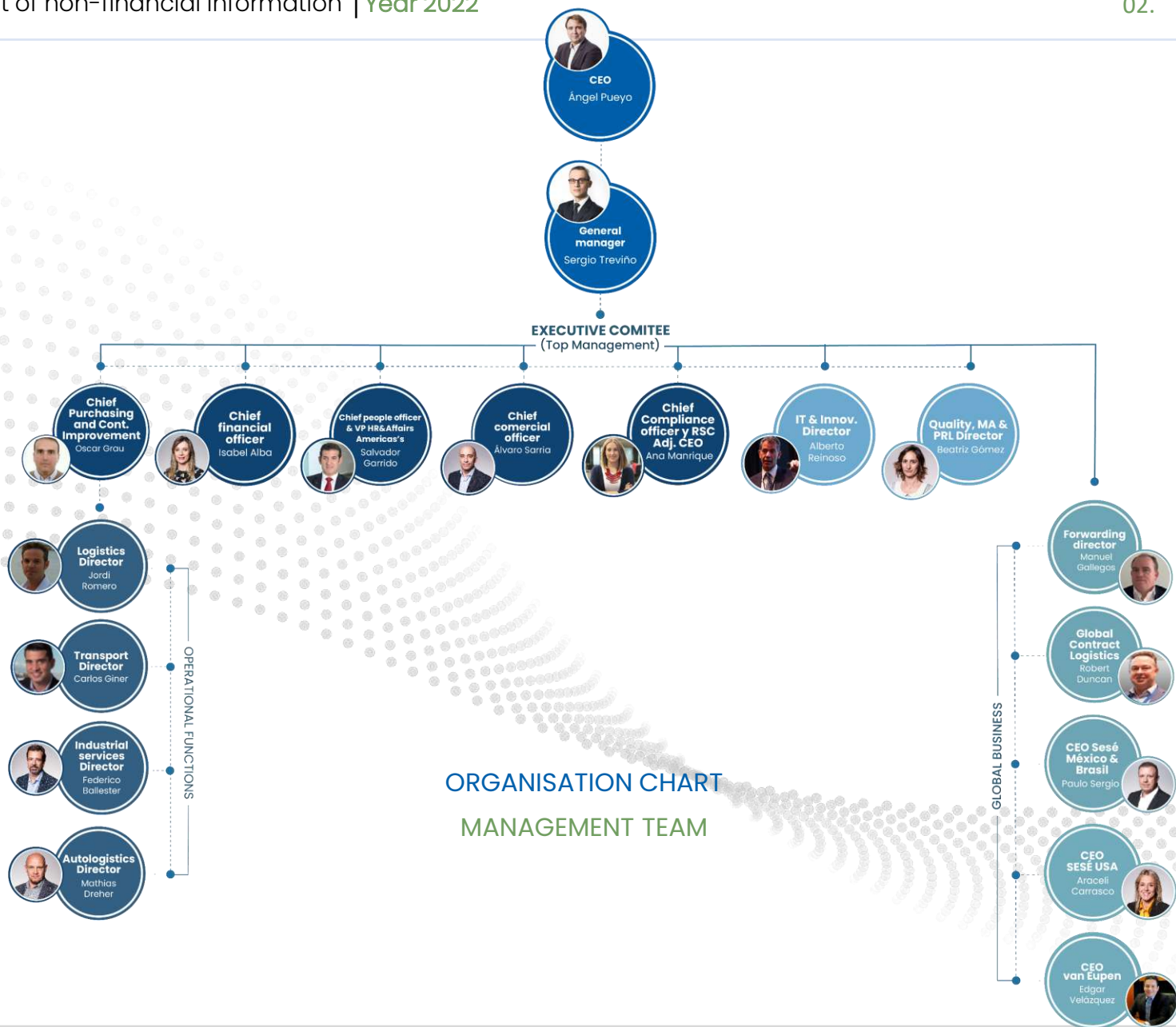
Sesé is structured into business families:

- Transport Division
- Logistics Division
- Industrial Services Division
- Carrier Division (Autologistics)

In subsidiary business:

- Director
- Global Contract Logistics
- Brazil & Mexico
- United States
- van Eupen (Germany, Hungary, Czech Republic, Belgium)

And finally, the corporate departments that work transversally throughout the organisation.



About Grupo Sesé

Grupo Sesé in 2022



As a result of an ambitious and carefully planned strategy, Grupo Sesé is a benchmark company in its sector, actively participating in the supply chains of its clients, providing innovative and high value-added solutions. A quick glance at the most representative figures allows us to evaluate the size and characteristics of the company today.

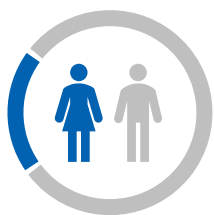
Social

10,943
people work at
Grupo Sesé



4,493

staff in Spain



24%
women in
management positions



2.90%

minority
groups
world



6.07%

minority
groups
Spain

63%

% reduction in road
accidents
compared to 2016



46%

% reduction SI
compared to 2016

66,518 hours
training

21.03 hours

per-employee training



Environmental



Zero CO₂ Label

external carbon footprint calculation
verification



95%

Euro fleet 6



2.26

fleet age

13
Giga / Dúo
Tráiler



10
Gas
Natural

11

Biocomb.
HVO

1

Biomethane



100%

"green" tyres

86%

% emissions reduction
NOX vs 2016

12%

% emissions reduction
CO₂ vs 2012

Economic

EUR 903 million

€ million invoiced
in 2022



+55%

turnover in Aragon



+2.4 Mill m²

managed warehouses



21

countries with a
presence



+5,200

Fleet units



RA (1) IATA (3)

ADT and DA (2) DEA (4)



9

industrial
centres

- (1) EASA Accredited Agent (RA)
- (2) Warehouse Temporary Warehouse, Customs Warehouse
- (3) IATA Cargo Agent
- (4) Authorised Economic Operator

Fundación Sesé
created in 2013



global pact
United Nations
member company since 2016



Cátedra Sesé
Universidad Zaragoza

carbon footprint
reduction
in the supply chain

Ecovadis
PLATINUM medal
for the Group's CSR
management

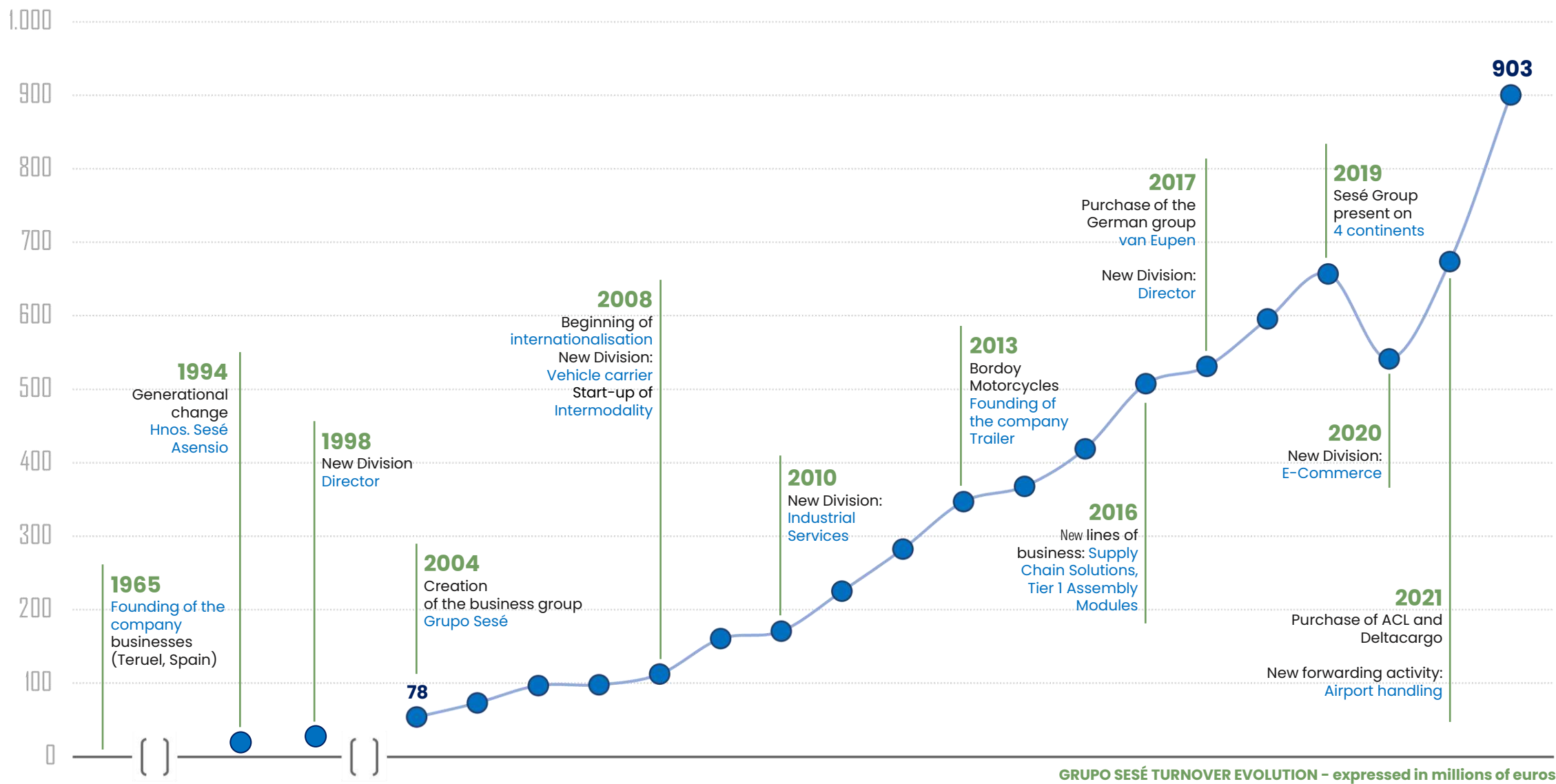
RSA and RSA+ seal
renewed
annually

SBTi
committed
company
since 2021

REPRESENTATIVE FIGURES AND MILESTONES OF THE YEAR REGARDING SOCIAL, ENVIRONMENTAL AND ECONOMIC MATTERS

About Grupo Sesé

Grupo Sesé in 2022



Compared to the year 2022, the following may also be highlighted as the most relevant milestones of this year:



Bonded warehouse in the Netherlands: start-up of a warehouse measuring more than 15,000 m² in Amsterdam, in record time and from the ground up. First distribution solution for Retail operated by Grupo Sesé



Qualitative leap in Industrial Services: First axle assembly, a new module for the company's portfolio with **high complexity and high demands** in terms of quality and automation



Sesé is part of the F3 Group to **transform electric mobility in Spain**



Contract Logistics expands in Central Europe: 8 new Contract Logistics projects in Germany and Brussels for Daimler, Porsche and Audi. Grupo Sesé enters its 22nd country (+€30 million annual turnover and +440 staff)



Pilot testing of the first trucks powered by HVO Hydrotreated Vegetable Oil (reducing net CO₂ emissions by up to 90%)



Grupo Sesé opens an **international transport agency in France**

January



January



May



March



July



October



About Grupo Sesé

Awards and recognition

2007 **TRADIME-ARAGÓN AWARD** granted by the Business Association.



2008 **FERNANDO ORÚS AWARD**, granted by ASZA (The Deaf Association of Saragossa and Aragon) in recognition of support for labour integration of deaf people.



2009 Finalists of the **ENTREPRENEUR PRIZE** organised by Ernst & Young.



2010 ICIL AWARD for **LOGISTIC EXCELLENCE** for the IBERIAN PROJECT (this institute supports research, training, dissemination and business applications in logistics).



2012 **BEST NATIONAL LOGISTICS COMPANY AWARD** at the Logistics and Maintenance Exhibition (SIL).



2012 PILOT AWARD FOR LOGISTICAL EXCELLENCE in Aragon, in the Large Companies category.



2013 **DIRECTORS AWARD** for our business trajectory.



2013 **ASTER AWARD** for our business trajectory.



2014 **GENERAL MOTORS SUPPLIER OF THE YEAR AWARD** FOR WAREHOUSING AND MATERIAL LOGISTICS: Grupo Sesé was crowned Logistics Supplier of the Year by GM for its management of the Mokka Project.



2015

The **SOLIDAR** certificate was issued to the companies **Trans Sesé** and **Logística JIT Aragon** for their efforts to integrate disabled personnel, not only complying with but surpassing the requirements of current legislation.



The **ADEA** (Association of Directors and Entrepreneurs of Aragon) AWARD 2015 was issued to Don Alfonso Sesé, within the **DIRECTORS OF Aragon** category.



The **SOLIDAR** EXCEPTIONAL 3-STAR certificate was issued to Fundación Sesé for actions carried out to favour labour insertion of disabled people in the labour market.



2016

Recognition by the Government of Aragon and the different promoters of the Social Responsibility Plan of Aragon, with the issuance of the **RSA COMPANY SEAL**.



Grupo Sesé received a **SILVER MEDAL** from **ECOVADIS** (an independent platform for rating the **sustainability** performance of companies).



Urrea de Gaén, the municipality where Grupo Sesé originated, appointed Alfonso and Ana Sesé as its **FAVoured CHILDREN**.



Grupo Sesé received **SEAT's BEST LOGISTICS INNOVATION PRIZE** for the SIDI project (involving use of autonomous unmanned drones for inventory).



The **SOLIDAR** certificate was issued to the company COLIN for its efforts to integrate disabled personnel, not only complying with but surpassing the requirements of current legislation



2017

The **RSA COMPANY SEAL** was renewed as part of the Social Responsibility Plan of Aragon.



The actions and collaboration of Grupo Sesé and Fundación in response to the September 19 earthquake were recognised in Mexico by different institutions such as the Red Cross and Volkswagen-Mexico. This work has also been recognised by the FROC-CROC, who awarded Fundación Sesé the **CONSTANTINO SÁNCHEZ ROMANO MEDAL FOR SOCIAL MERIT**.



About Grupo Sesé

Awards and recognition

2018

The **RSA COMPANY SEAL** was renewed as part of the Social Responsibility Plan of Aragon.



The Social Responsibility Board of Aragon recognised Grupo Sesé with the **RSA+ Seal** for its initiatives in the reconciliation of personal, family and professional life; the promotion of equality; voluntary work and involvement in the promotion of culture in Aragon.



Grupo Sesé received a **GOLD MEDAL** from **ECOVADIS** (an independent platform for rating the **sustainability** performance of companies).



The Aragonese Council for Safety and Work awarded Grupo Sesé the **"Aragon, committed to prevention"** Prize for its achievements in the field of occupational risk prevention.



Prize for the **Best Internationalisation Strategy** awarded by **EL VIGIA**, at the 20th staging of the awards for the best logistics initiatives in Spain.



2019

At the 9th Anniversary Charity Gala of the **Lacus Aragon Foundation**, Fundación Sesé received an **Annual Distinction** in recognition of all the work carried out by this body to aid the labour integration of disabled people.



The **RSA COMPANY SEAL** was renewed as part of the Social Responsibility Plan of Aragon.



The Social Responsibility Board of Aragon recognised Grupo Sesé with the **RSA+ Seal** for its initiatives in the reconciliation of personal, family and professional life; the promotion of equality; voluntary work and involvement in the promotion of culture in Aragon.



Ms. Ana Sesé received the **Business Excellence Award** from **ARAME** (the Aragonese Association of Businesswomen), at its 20th awards ceremony at the Saragossa Chamber of Commerce.



2019

Grupo Sesé receives the **Logistics Category Award** at the 8th staging of the **Aragon Executives Awards** from the Executives Magazine.



Grupo Sesé received a **GOLD MEDAL** from **ECOVADIS** (an independent platform for rating the **sustainability** performance of companies).



Mr. Alfonso Sesé, President of Grupo Sesé, proclaimed **central Spain's finalists for the EY Entrepreneur of the Year Award**, which is being held for the 24th time this year.



Grupo Sesé is **honoured as a company integrating people with intellectual disabilities** by **Down Zaragoza**.



Grupo Sesé obtained the **Safe Area Seal** at its corporate headquarters for the **Health and Safety protocols implemented against COVID-19**, awarded by MAS Prevención.



The **RSA COMPANY SEAL** was renewed as part of the Social Responsibility Plan of Aragon.



Grupo Sesé receives one of the **first accreditations of the Aragonese Network of Healthy Companies (RAES)**, for its commitment to the promotion of occupational health and the search for a cultural change in the health of its workers.



2020

Grupo Sesé received a **GOLD MEDAL** from **ECOVADIS** (an independent platform for rating the **sustainability** performance of companies).



The Social Responsibility Board of Aragon recognised Grupo Sesé with the **RSA+ Seal** for its initiatives in the reconciliation of personal, family and professional life; the promotion of equality; voluntary work and involvement in the promotion of culture in Aragon.



Mr. Alfonso Sesé, President of Grupo Sesé, has been awarded the **prize for Innovation** at the 24th staging of the awards granted by **Ernst & Young (EY)**, the consulting firm.



The Association of Former Democratic Councillors of Saragossa presents Fundación Sesé with the **3 de Abril award in the Social Work category**. The development and completion of a cinema room for hospitalised children at the Miguel Servet University Hospital in Saragossa is thus recognised.



About Grupo Sesé

Awards and recognition

2021

The **RSA COMPANY SEAL** was renewed as part of the **Social Responsibility Plan of Aragon**.



Grupo Sesé renews its **RSA+ Seal**, awarded for its initiatives supporting **reconciliation** of personal, family and working life, promotion of **equality**, **volunteering** and involvement in **promoting Aragonese culture**.



For the first time, **Fundación Sesé** obtains the **RSA SEAL**, in the company category, within the Social Responsibility Plan of Aragon.



Grupo Sesé received a **PLATINUM MEDAL** from **ECOVADIS** (an independent platform for rating **sustainability** performance).



Renewal of the **Safe Area Seal for the corporate headquarters of Grupo Sesé due to the Health and Safety protocols implemented against COVID-19**, awarded by MAS Prevention.



Grupo Sesé is a **finalist** in the **XX PILOT Awards for Logistics Excellence in Aragon** (Aragon Business Programme of Aragon's Institute of Development) in the category of large companies for its good practices in the management of the supply value chain and specifically for its **Smart & Green** project **studying environmental sustainability**.



The Spanish Logistics Centre presents its awards at the 31st staging of Logistics Excellence. Grupo Sesé receives the **CEL Sustainable Logistics Award** for its **Smart & Green** project for the **decarbonisation** of the supply chain.



The Government of Aragon recognises Grupo Sesé in the **RSA 2021 Awards** in the large company category for its **"Think green, act blue"** good practice, whereby it works **against climate change** in the supply chain.



2021

Grupo Sesé received an award in the large company category of the **ONCE Aragon Solidarity Awards** for its strong commitment to social issues and for actively working through its Foundation to support accessibility and integration for the most vulnerable groups, developing strategies and applying methodologies that achieve real inclusion.



At the **8th staging of the Aragón en la Red Awards**, organised by the **Henneo** business group, Grupo Sesé has been awarded for the digital transformation in the **optimisation of its processes**.



Renewal of the **RSA BUSINESS SEAL of Grupo Sesé and Fundación Sesé** as part of the Aragon Social Responsibility Plan.



Grupo Sesé renews its **RSA+ Seal**, awarded for its initiatives supporting **reconciliation** of personal, family and working life, promotion of **equality**, **volunteering** and involvement in **promoting Aragonese culture**.



Grupo Sesé again received a **PLATINUM MEDAL** from **ECOVADIS** (an independent platform for rating **sustainability** performance).



Grupo Sesé receives an award at the **8th staging of the MAZ Healthy Company Awards** "for the promotion of sport and the Get Fit challenge".



2022

The **ICT Cluster of Aragon**, Tecnara, awarded Grupo Sesé with the Tecnara T Award for its efforts in favour of the **digitalisation of the logistics sector**



The Department of Citizenship and Social Rights of the **Government of Aragon** awarded Grupo Sesé for its **work in favour of human rights**, specifically for its work in the field of **inclusion and diversity in the workplace** developed through Fundación Sesé and the Special Employment Centres.



The company **Sesé México** received the **"Dignified Work"** award from the Secretary of Labour and Social Welfare of the Government of the **State of Puebla**.



About Grupo Sesé

Awards and recognition



Ms. Ana Sesé Asensio, President of Fundación Sesé, receives the award from the **Government of Aragon** that recognises Grupo Sesé for its **work in favour of human rights**

Ms. Beatriz Gómez, Quality, M.A. and ORP Director of Grupo Sesé, receives the **MAZ Healthy Company award** "together with her ORP team, for the promotion of sport and the Get Fit challenge"



Mr. Alberto Reinoso, IT Director of Grupo Sesé, receives the award from the **ICT Cluster of Aragon** for the efforts of Grupo Sesé in favour of the **digitalisation of the logistics sector**



The Sesé México team receives the **"Dignified Work" award** from the Secretary of Labour and Social Welfare of the **Government of the State of Puebla**



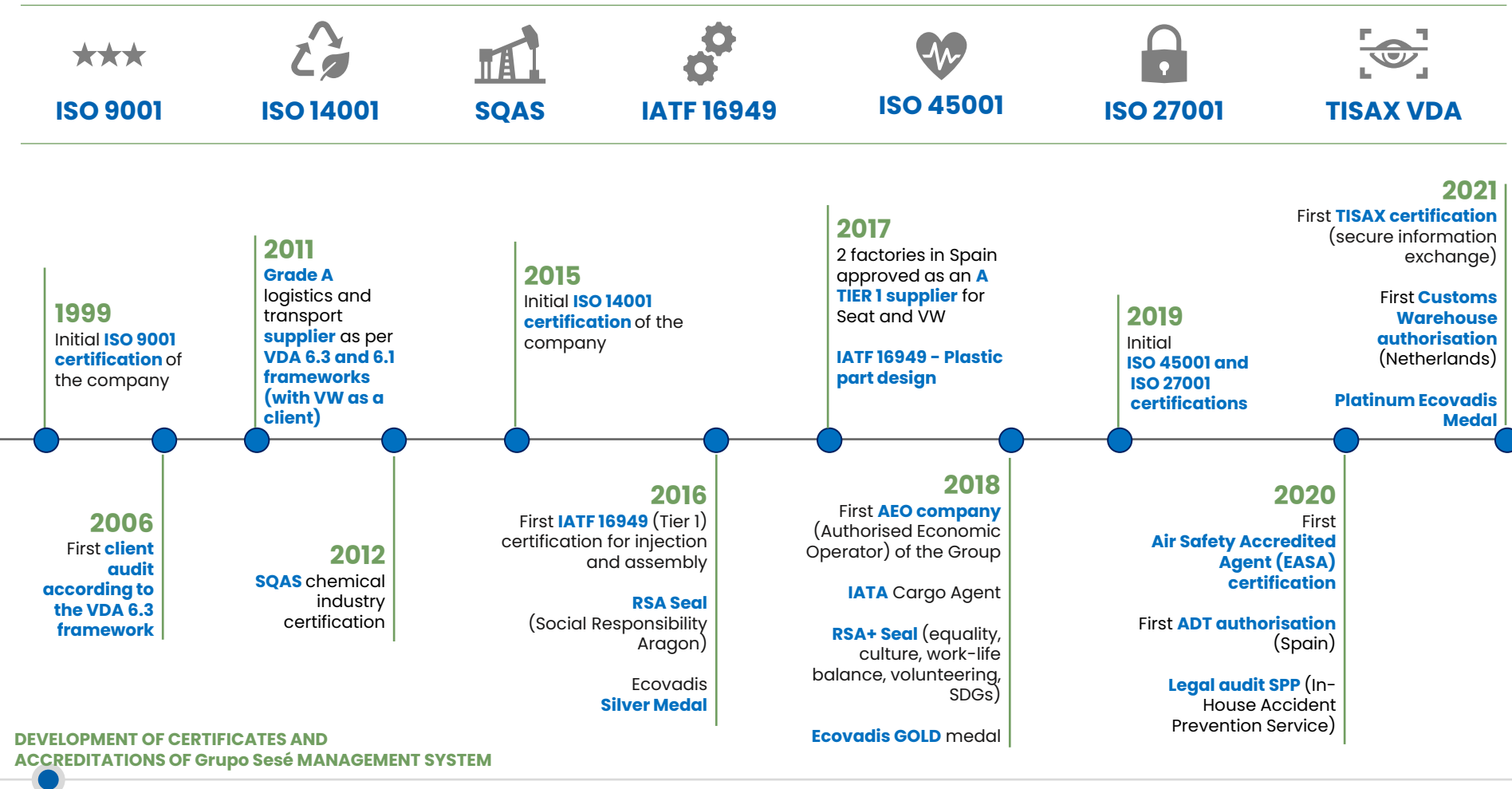
About Grupo Sesé

External principles

Grupo 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



About Grupo Sesé

External principles

VDA FRAMEWORK

VDA 6.3 is a strict quality framework for the German automotive industry. Within Grupo Sesé, VW Logistics audits:

- » The transport and logistics activities of Trans Sesé, SLM, PAM, van Eupen, Sesé Mexico and Sesé Brazil.
- » The vehicle transport activity of Sesé Autologistics
- » The activity of the entire Industrial Services Division.

The first VDA 6.3 audit dates from 2006.

FORMEL Q FRAMEWORK

In 2017, two production centres in Spain were audited pursuant to **Formel Q**, obtaining approval as a supplier.

In less than 12 months, the organisation achieved the approval of two production centres in Spain as a Tier 1 supplier of the VW Group.



Formel Q: a framework for verifying the capacity of a supplier to supply according to the quality requirements of the sector and the VW Group.



SQAS ACCREDITATION

Since **2012**, Trans Sesé has held **SQAS** (Safety and Quality Assessment System) chemical industry accreditation encompassing its Plaza and Cogullada (Saragossa) facilities and its road freight transport activities.

It has since renewed its accreditation periodically, outperforming the European average at all times.



TISAX FRAMEWORK

TISAX (short for Trusted Information Security Assessment Exchange) is a form of accreditation of compliance with VDA-ISA requirements issued by the Verband der Automobilindustrie (VDA).

The VDA ISA catalogue comprises the key aspects and criteria of ISO 27001 and additional lists of criteria, which apply specifically to the automotive sector, such as third-party involvement and prototype protection.

Since 2021, Grupo Sesé's production centres are being certified against this benchmark.

ISO REGULATIONS

ISO 9001 certification for the following activities:

- » Road freight transport.
- » Combined transport of goods.
- » Integrated logistics.
- » Assembly and sub-assembly of automotive parts
- » Air and maritime operator.
- » Employment guidance and training for employment.

ISO 14001 certification for the following activities:

- » Road freight transport.
- » Combined transport of goods.
- » Integrated logistics.
- » Assembly and sub-assembly of automotive parts
- » Air and maritime operator.

IATF 16949 standard certification for the following activities

- » Design and manufacture of front-end and plastic parts
- » Manufacture of injection moulded components.
- » Retainer, front end and centre console assembly.
- » Sub-assemblies.

ISO 45001 certification for management of:

- » Road freight transport.
- » Combined transport of goods.
- » Employment guidance and training for employment.

ISO 27001 certification for the following activities:

- » Software development processes and information technologies provided by the central HQ.

SUMMARY OF CURRENT CERTIFICATIONS

”

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

About Grupo Sesé

External principles



Grupo Sesé has developed and continues to develop different projects within the framework of Corporate Responsibility:



Accession to the United Nations International Convention on Persons with Disabilities



The agreement is signed on an annual basis, through which Ibercaja Banco and Fundación Ibercaja support the project for the social and labour insertion of people with disabilities and/or at risk of exclusion throughout the country developed by Fundación Alfonso Sesé Tena.



Adhesion to the Campaign for the dissemination and recognition of Eco-innovation and Business Eco-design run by CIRCE (*Centro de Investigación de Recursos y Consumos Energéticos*, the Research Centre for Energy Resources and Consumption) at the University of Saragossa.



Adherence to the "Target: Zero Working Accidents" programme of the Government of Aragon.



The ICIL (an institute that supports research, training, dissemination and business applications in logistics) has a training room sponsored by Grupo Sesé, with the aim of promoting the dissemination and training of logistics as a science.



Grupo Sesé joined the "Leading Company Club" of the Chamber of Commerce.



Collaboration with Mutua MAZ on the "Committed to road safety" project.



Systematic collaboration agreement between Grupo Sesé and VfL Wolfsburg Football Club through a sponsorship contract. For example, VfL Wolfsburg holds an annual football training camp for the children of Grupo Sesé employees in the cities where the company is present.

» Commitments, collaborations and sponsorships



Participation in Talento Aragon Joven, a training programme created by Heraldo de Aragon and the ESIC business school to facilitate the access of young people to companies.



As a result of a collaboration within the Automotive Cluster of Catalonia, Grupo Sesé and Seat were the two main partners that facilitated the first journey of a Mega Trailer in Spain in 2016.



In 2018, Grupo Sesé signed the Luxembourg Declaration of the European Network for Health Promotion at Work, which established the basic principles of action and the reference framework for good management of employee health in the company.



In 2018, a collaboration between Grupo Sesé and the University of Saragossa (liaising with the DGT at all times) allowed the first Dúo Trailer to be put into circulation in Spain – a 31.75 metre lorry with a 70 tonne MMA.



In 2019, Grupo Sesé signed up to and sponsored the *Por Ti* Programme, the company's first healthy habits programme. It is the only programme of its type designed for companies, by companies. Promoted by Quirónsalud and Fundación Ibercaja, it includes activities inside and outside the working environment as well as training and dissemination of best practices, with the aim of improving the physical and mental well-being of employees.



In 2019, Grupo Sesé signed up to the RAES (*Red Aragon Empresas Saludables*, the Aragon Healthy Companies Network), a network that was created with the aim of ensuring recognition from the Government of Aragon of all the companies that have imbued their organisations with a commitment to the promotion of health in the workplace and are seeking a cultural change based on the health of their workers.



In 2019, Grupo Sesé launched the Sesé Chair for research into technology to reduce the carbon footprint in the supply chain, in collaboration with the University of Saragossa.



In 2019, Grupo Sesé signed up to the AECC's Solidarity in Business Programme.



Grupo Sesé signed an agreement with BebeDeParis in 2019 as part of the Baby Friendly Programme.

About Grupo Sesé

External principles

Since June 2020 Grupo Sesé has been participating in the Roland Berger study, commissioned by the Fuel Cell & Hydrogen Joint Undertaking, to study the costs of hydrogen vehicle operations in the short and medium term. FCH JU is the lead agency for hydrogen research projects supported by the European Commission.



Since 2020, Grupo Sesé has participated in the advisory board of the AEROFLEX Project. This project aims to develop and demonstrate new technologies, concepts and architectures for complete vehicles that are energy efficient, safe, comfortable, configurable and cost-effective.

In 2020, the Archbishopric of Saragossa and Fundación Sesé signed an agreement to collaborate on the development of various food assistance programmes that are integrated into the Food Bank of Saragossa's plan to help the disadvantaged, and which are growing exponentially due to the emergency caused by COVID-19.



In 2020, European companies and organisations grouped themselves around the European Clean Trucking Alliance (ECTA), of which Grupo Sesé is a member together with other relevant organisations, including Deutsche Post Group, Michelin, Unilever, FM Logistics, Geodis, Girtelka, Nestlé, Vos Logistics, Inter IKEA Systems and DB Schenker.



In 2020, Grupo Sesé signed its affiliation to the LIFE VECTO Project "Vecto for Low emissions from trucks and Lorries – VELOS".



In 2021, Grupo Sesé signed its adhesion to the SBTi (Science Based Targets) initiative whose objectives are to lead the way towards a carbon-free economy, boost innovation and drive sustainable growth by setting ambitious science-based emission reduction targets



In 2021, Grupo Sesé signed its adhesion to the Sanitas Healthy Cities programme



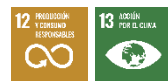
In 2021, Fundación Sesé joined the new social cluster Sumando Empleo Aragón to promote employment in the Community, where 17 entities distributed throughout the three provinces of the Community collaborate.



In 2021, Grupo Sesé signed the GetHyGA initiative, with the aim of consolidating an energetic and technological hydrogen path in Aragón, promoted by the Department of Industry, Competitiveness and Business Development, through the Hydrogen Foundation.



In 2021, Grupo Sesé became a member of the Spanish Association of Automotive Suppliers (SERNAUTO).



In 2021, Grupo Sesé joined the project "El Bosque de los Zaragozanos", a great collaborative initiative for sustainability, whose objective is to plant 700,000 trees and bushes in Saragossa and its surroundings over the next few years.



Grupo Sesé participates as a partner in the ZEFES Project, a European research project, made up of vehicle manufacturers and innovative companies related to heavy electric and hydrogen fuel cell vehicles, as well as logistics operators and other stakeholders. The Consortium has been selected as a beneficiary of Horizon Europe funds from the European Union.



Grupo Sesé is a member of Agrupación F3 – Future Fast Forward, a group that seeks to promote the development and manufacture of electric and connected vehicles to make Spain the European hub for electromobility. The cluster has been selected as a beneficiary of the European Union's Electric and Connected Vehicle Programme (PERTE) funds.



Collaboration with European organisations and institutions for the development of Dúo-Trailer vehicles: Dutch conference for the promotion of the Trailer Dúo, Revision of European Legal Framework for Maximum Authorised W&D of Certain Road Vehicles.



About Grupo Sesé

External principles

Grupo Sesé and the Foundation are regular collaborators and/or sponsors of sporting, social and cultural events. Examples of initiatives carried out in 2022 include:

- Sponsorship of the driving simulator in PARQUE POLO, a facility in Pamplona, which develops Road Safety Education programmes aimed at schoolchildren between the ages of 5 and 15. Grupo Sesé also provides vehicles for training the youngest members of the family.
- Sponsorship of the *Por Ti* programme
- Sponsorship of the Altatorre Women's Club, supporting its presence in the Deaf Football Championships.
- Sponsorship of the Royal Saragossa School of Intellectual Disability (Genuine League).



Source: Chamber of Commerce of Saragossa



Source: Chamber of Commerce of Saragossa

- Sponsorship of a reforestation plot in the El Bosque de los Zaragozanos project.
- Gastronomic networking of Club Cámara with Alfonso Sesé, President of Grupo Sesé and President of AEFA.
- EShow News discussion forum on retail, e-commerce, and the integration of technology and digital strategy in last-mile services.
- Conversations between the Saragossa Chamber of Commerce and Ana Sesé, President of Fundación Sesé, talking about the commitment of companies to society.
- Forum for dissemination of CIFPA, Centro de Innovación para la FP de Aragón / CRN Logística y Transporte; a space created for professionals from the sector to open up about their work, careers paths and experience.
- Weekend in Cheste: Grupo Sesé presented its decarbonisation strategy and shared its experience with renewable fuels as a result of the alliance with Repsol to develop freight transport pilot tests.
- The 3rd Conference of the Sesé Chair addressed the subject of HVO and its potential as a stepping stone to synthetic fuel and the next step after diesel for road freight transport.

About Grupo Sesé

External principles



Grupo Sesé participates in the following associations, groups and collectives:



- › IEF – Instituto de Empresa Familiar
- › AEFA – the Aragonese Family Business Association.
- › AE-PLA – Plaza Business Association. Grupo Sesé is a member of the Board of Directors.
- › CEOE-ARAGÓN Spanish Confederation of Business Organisations. Grupo Sesé is a member of the Logistics and Transport Committee and the Human Resources Committee.
- › ADEA – Aragon Business Executives' Association
- › CAN – Automotive Cluster of Navarre.
- › Board of Trustees of the Foundation for the Development of New Hydrogen Technologies in Aragon, where Grupo Sesé actively participates in meetings.
- › IDiA Cluster. The IDiA Association – Research, Development and Innovation in Aragon, where Grupo Sesé participates in work tables, round tables and training workshops.
- › Saragossa Chamber of Commerce Club.
- › FETRAZ – Federation of Freight Transport Companies of Saragossa
- › SERNAUTO – the Spanish Association of Automotive Suppliers.



Fundación Sesé has signed the following Agreements / Collaboration Agreements:



An agreement with Ibercaja for the development of social and labour insertion projects.



An agreement to join the Incorpora programme of the La Caixa Banking Foundation.



An agreement with Inserta, a human resources company of the ONCE Foundation for the training and labour insertion of disabled personnel.



Fundación Sesé has joined the *Fuerza del Corazón* (Strength of the Heart) network, a network that brings together the various social causes supported by the singer Alejandro Sanz.



Fundación Sesé has joined the Saragossa Chamber of Commerce's Comprehensive Plan for Qualification and Employment.



Collaboration agreement with the Energy Cluster of Aragon, in order to jointly develop activities for dissemination and collaboration in social projects carried out by Fundación Sesé.

03.

Value Chain.



Value Chain

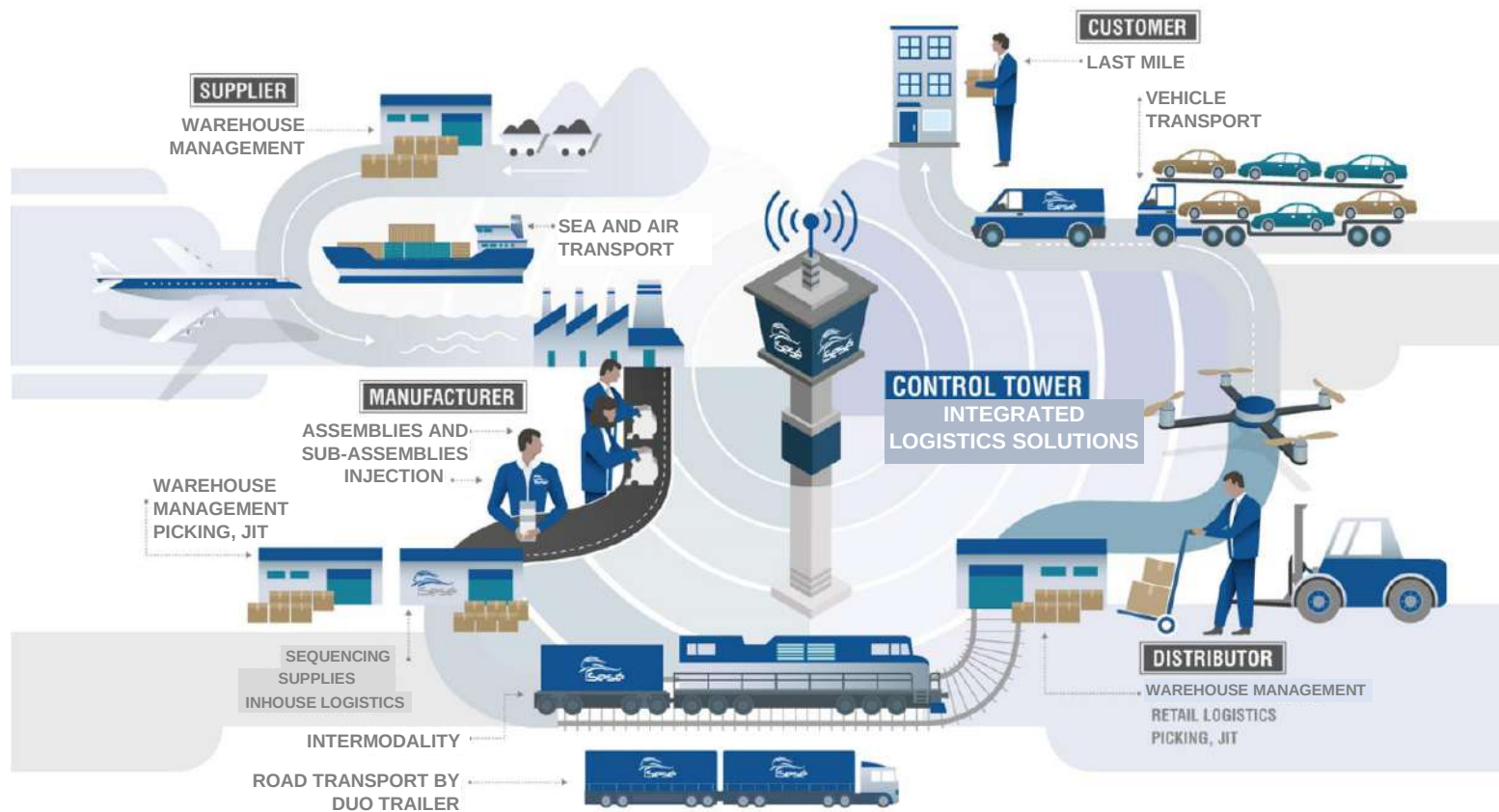
Process map

One of the most important aspects of the value 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 avoiding 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.

It is common for companies to **outsource or subcontract** stages of their supply chain **to companies in the logistics sector** that have a high level of knowledge and specialisation in their field of activity, which is also a handicap, since the vast majority do not know what the other links in the chain are doing.

Grupo 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.



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

VEHICLE CARRIERS

INVENTORY MANAGEMENT

- Field management

TRANSPORT

- Transport planning
- Finished vehicle transport
- Finished vehicle logistics distribution

ERROR-PROOF TRACEABILITY



TRANSPORT

AUTOMOTIVE

- LTL, FTL
- Transport lightened platform
- JIT transport
- Finished vehicle transport

INDUSTRY

- Tailored solutions
- Transport of wood, paper, steel, special transport

RETAIL

- Hanging garments, express traffic, air freight

SUSTAINABILITY

- Intermodality (rail and short sea)
- Modularity (EMS: Giga, Dúo)



LOGISTICS

INVENTORY MANAGEMENT

- In-house logistics
- Consolidation and deconsolidation of material
- Conventional and automated warehouses
- Field management
- Cross-docking

ORDER PREPARATIONS

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

ERROR-PROOF TRACEABILITY

REVERSE LOGISTICS



SUPPLY CHAIN

DESIGN & IMPROVE

- Define and optimise solutions
- Consultancy and analysis

CONTROL & MONITORING

- Contract management and control
- Management of purchases and payments to suppliers

MANAGE & EXECUTIVE

- Supplier management (LLP 4PL)
- Transport planning and management
- Monitoring and traceability of logistics milestones
- Information and performance monitoring



E-COMMERCE

DISTRIBUTION

- Domestic and international FTL cargo
- Customs storage facility
- International transport (Forwarding)
- Storage

LAST MILE

- B2C Service
- Control tower monitors punctuality
- Use of electric vehicles.



FORWARDING

ROAD FREIGHT

- National and international partial and full loads.

MULTIMODAL

- Train, Air Bridge (Air and Sea), Ro-RO, Swap bodies

OVERSEAS

- Sea freight (FLC, LCL)
- Airfreight (Consolidated, Imp & Exp)
- Customs service

OTHERS

- Urgent Air Services – Time Critical
- Foreign Trade Advice



INDUSTRIAL SERVICES

PRODUCT DEVELOPMENT (R&D&I)

- Product and mould engineering

DESIGN OF THE ASSEMBLY PROCESS

- Process engineering
- Design and manufacture of assembly lines
- JIT / JIS assembly

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

- Plastic part injection



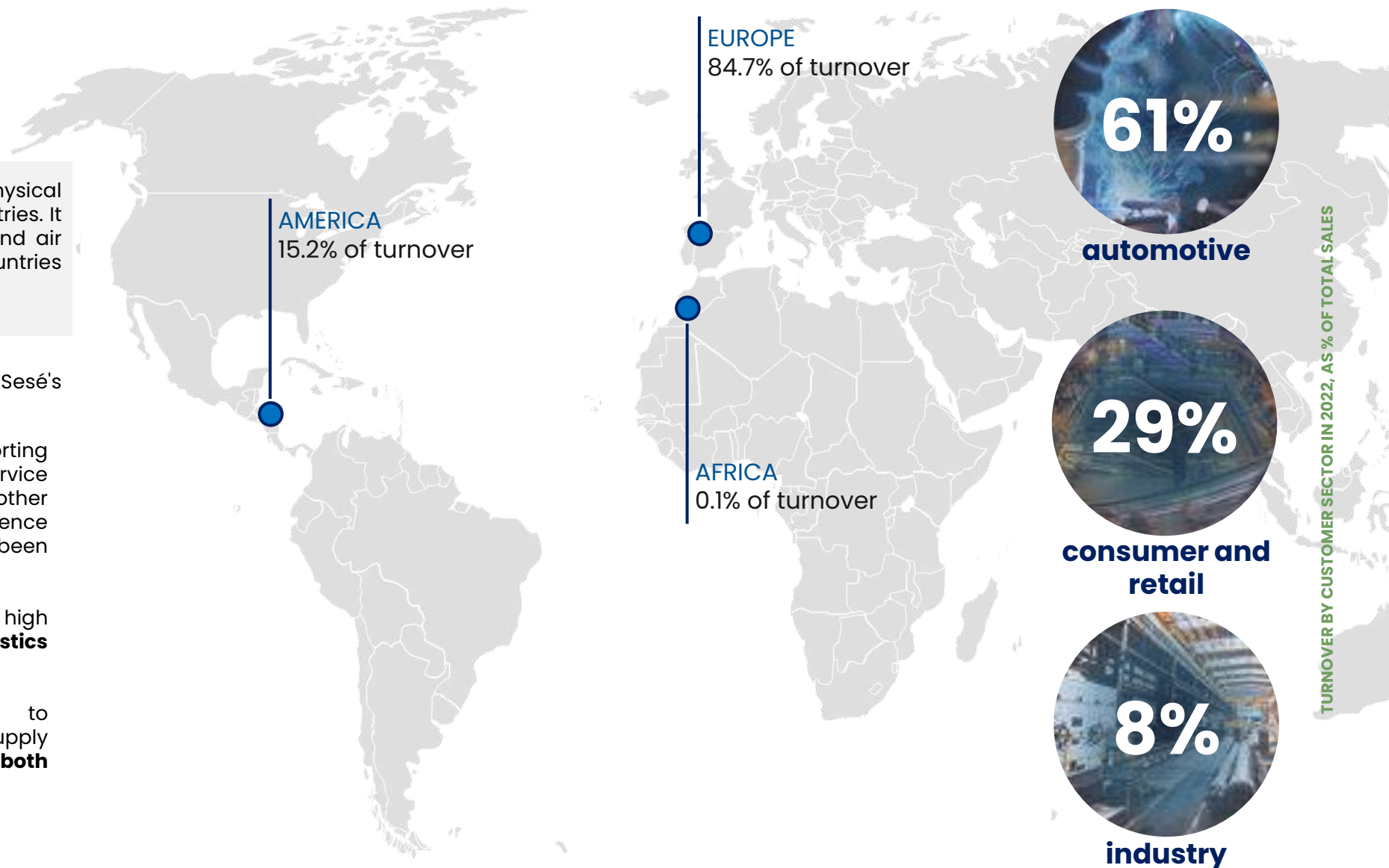
Value Chain

Business markets

Grupo Sesé operates directly, with 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 Grupo 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 value-added **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 **integration of both operations and IT systems**.





04.

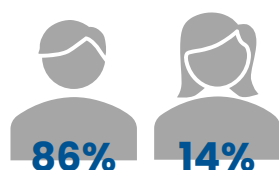
Corporate Governance.

Corporate Governance

Governing bodies and functions

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

Grupo 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 with stakeholders.



Breakdown by **gender**
of the Board of Directors



Breakdown by **age**
of the Board of Directors



57%
Board Members
External and Independent

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

See trends from previous years in Annex 1 Indicators and additional information



President of Grupo Sesé
President of the Board
Alfonso Sesé



Vice-President of the Board
Ana Sesé
President Fundación Sesé



Vice-President of the Board
José Antonio Sanz



CEO
Ángel Pueyo



Director
César
Arranz



Director
Tomás García
Madrid



Director
Marcos de
Quinto



Director
Carlos
Oehling



**Secretary of
the Board
(non-
director)**
Jordi Trilles

**BOARD OF DIRECTORS
PROCESSES**

Corporate Governance

Governing bodies and functions

» 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.



The appointments, remuneration and RSC committee

This committee is delegated by the Board of Directors and chaired by Mr. César Arranz, External Director. All members are Independent Non-Executive Directors.

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.



Strategy Task Force

A Board of Directors' delegated work team which is chaired by Mr. Marcos de Quinto, External Director.

The purpose of this team is to develop, deploy and communicate the organisation's Strategic Plan.



Audit and Internal Control Committee

Committee delegated by the Board of Directors 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.



European Funds Task Force

A Board of Directors' delegated work team which is chaired by Mr. Tomás García Madrid, External Director.

This temporary team is responsible for supervising the correct structuring and deployment of all projects with the potential to be submitted to any of the calls for proposals for funds associated with the Plan for Recovery, Transformation and Resilience.

Corporate Governance

Governing bodies and functions



Management Committee

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



CTA

Technical Committee Supporting Compliance:

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



Trade Committee

Review and update the Sales Plan Set guidelines in the short and medium term. Review the main current ranges and feedback on client satisfaction.

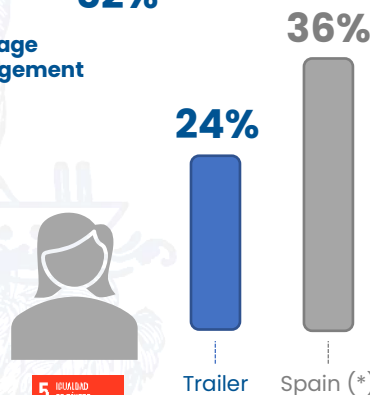


Operational Committees

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 Committee.



Breakdown by age of the Senior Management



Percentage of women in senior management positions

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

Note: Senior Management encompasses the positions of the Board of Directors, Corporate Management Team and Country Managers

(*) Source: Women In Business 2022 Report, Grant Thornton Benchmark for Spain 36%

See trends from previous years in Annex I Indicators and additional information

Committees, Commissions and Working Groups



Business committees

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



Occupational Health and Safety Committee

The Company's 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

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



Volunteering Commission

To promote and articulate the organisation's corporate volunteering, acting as ambassadors for its dissemination and coordinating the design of the actions and projects to be developed.

Ms. Ana Sesé, Vice-President of Sesé and President of Fundación Sesé, is an active member of this Commission.

Corporate Governance

Governing bodies and functions

» Board of Directors

Designation and selection. The Chairman, Vice-Chairman, 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.

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 (Chief Executive Officer) 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.

Remuneration policies. Defined and based on the Remuneration Policy, which the Board itself approves and periodically reviews to ensure its adequacy. Each year, following the proposal of the NR & CSR Committee, the Board approves a report on this policy, which focuses on the policy approved by the Board for the current year, as well as,

where appropriate, that envisaged for future years, with reference to the most significant changes that this policy represents, as compared with 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.

» NR & CSR Commission

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 to the Board the Company's Remuneration Policy, as well as 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

» 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.



**DO NOT GO WHERE THE PATH MAY LEAD, GO INSTEAD
WHERE THERE IS NO PATH AND LEAVE A TRAIL.**

RALPH WALDO EMERSON

Government Corporate

Risk management

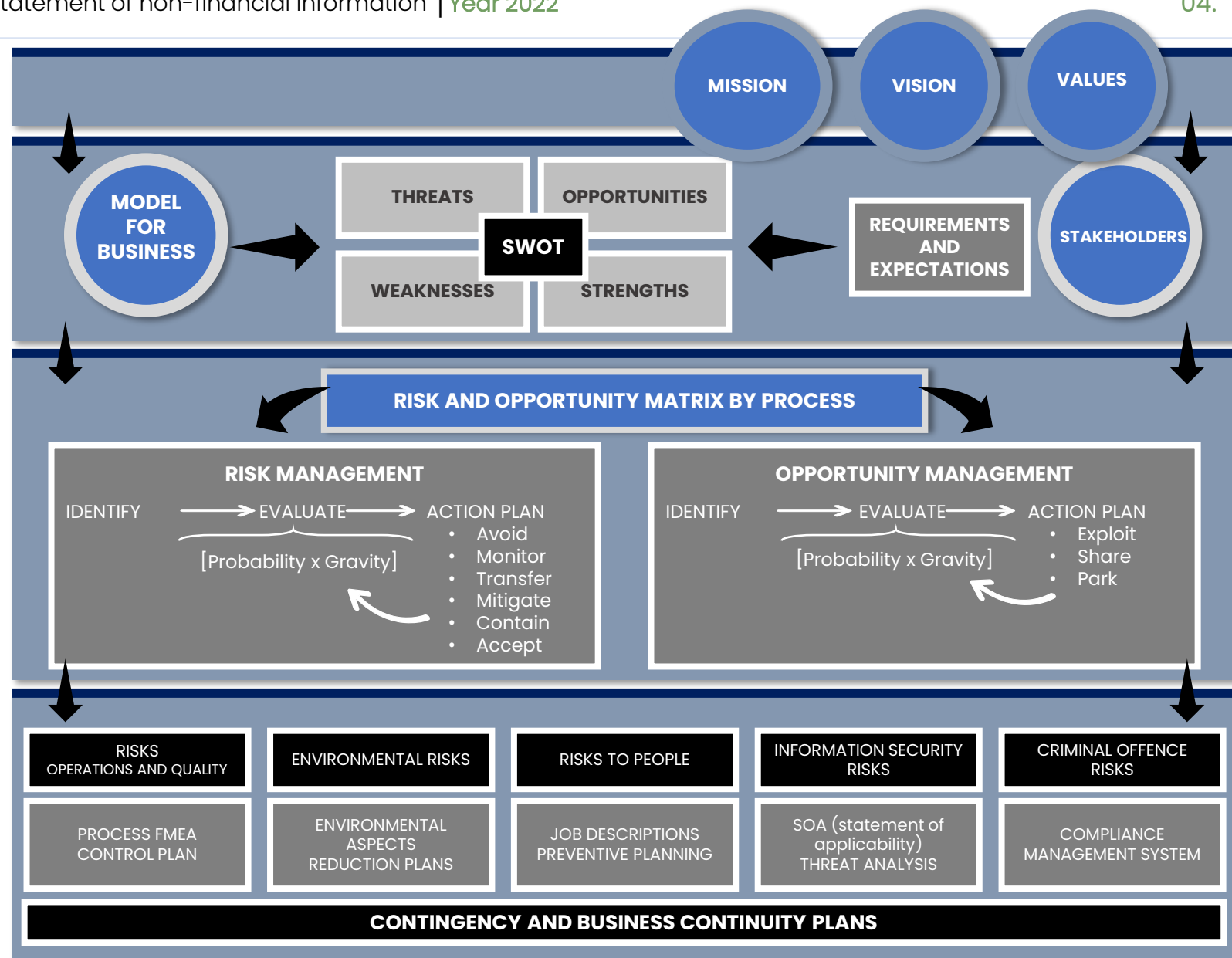
Just as important as the definition of the strategy and the deployment of the corresponding strategic lines is to maintain a focus on risk in every facet of the business.

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:

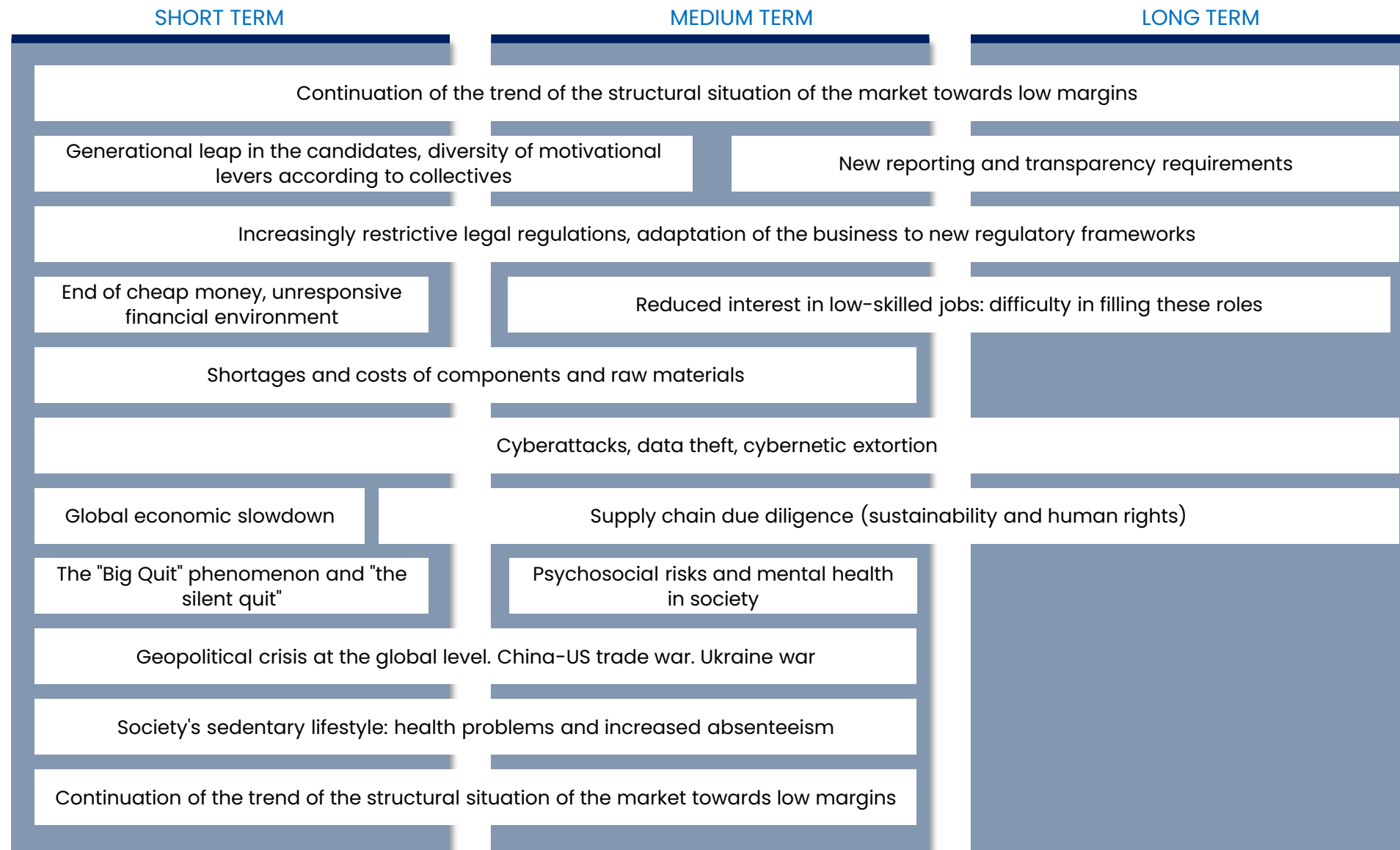
- Operational and quality risks: ISO 9001, IATF
- Environmental risks ISO 14001
- Occupational risks: ISO 45001 and SQAS
- Information security risks: ISO 27001
- Criminal risks: UNE 19601

**RISK APPROACH DEPLOYED
IN THE ORGANISATION'S PROCESSES**



Government Corporate

Risk management



OUTLINE OF THE MAIN RISKS AND THREATS FACED
BY GRUPO SESÉ

Corporate Governance

Ethics and transparency

Potential negative impacts (actual with *)

- Money laundering
- Contamination by business partners and/or subsidiaries
- International corruption
- Shortcomings in customs formalities
- Unauthorised transactions with embargoed countries

External commitments

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

Monitoring

- Criminal Compliance Body
- Internal Audit Committee
- Technical Committee Supporting Compliance
- Compliance Scorecard
- Internal audits

Stakeholder information

- Board of Directors and senior management: quarterly performance reporting
- Employees: SITE internal compliance and awareness campaigns
- Clients: CSR assessments
- All: Annual CSR-Statement of Non-Financial Information

Awards

- Ecovadis Platinum Medal
- RSA Seal

Management measures

- Criminal Compliance Management System according to UNE 19601
- Criminal Compliance Policy
- Code of Ethics and Conduct
- Risk map
- 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
- Screening of partners and suppliers in risky operations

**Management approach
GRI 205 Anti-Corruption 2016**

Grupo 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 the Group's personnel.

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

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 concerning Criminal Compliance Management Systems.

In 2022, the Ecovadis Platinum Medal was renewed, obtaining a rating well above average in the areas of Labour Practices and Human Rights as well as in the area of Ethics.

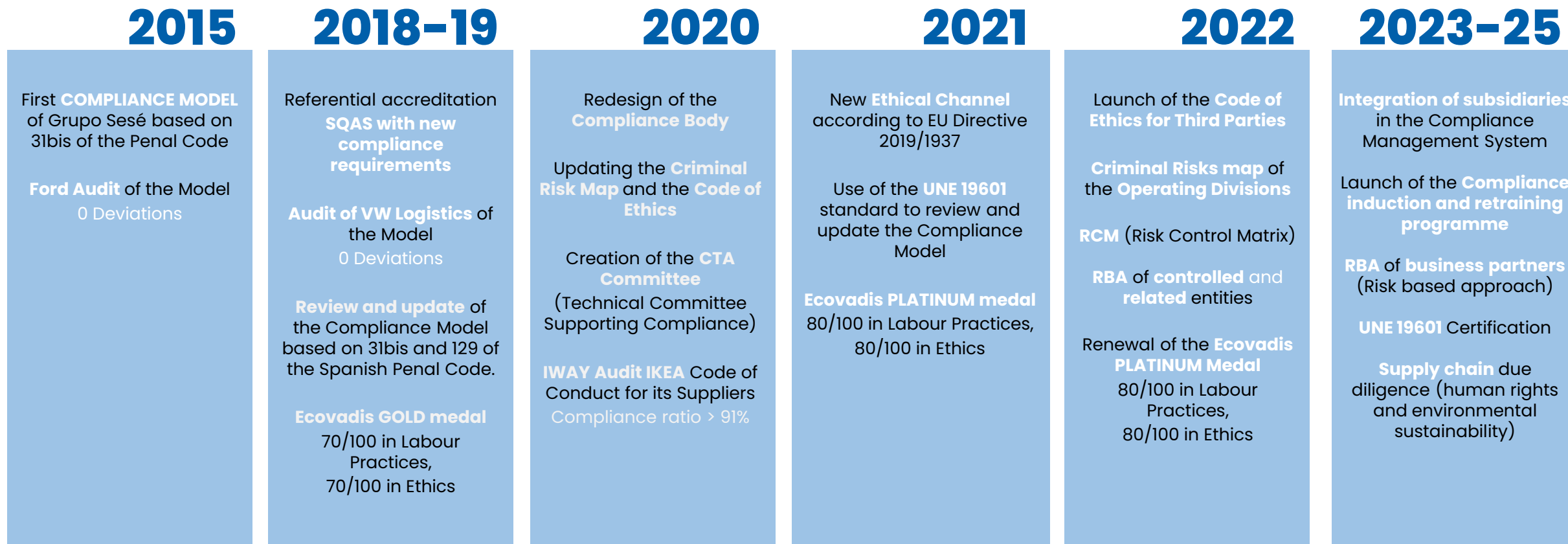


Note: the black mark indicates the average of the companies assessed



Corporate Governance

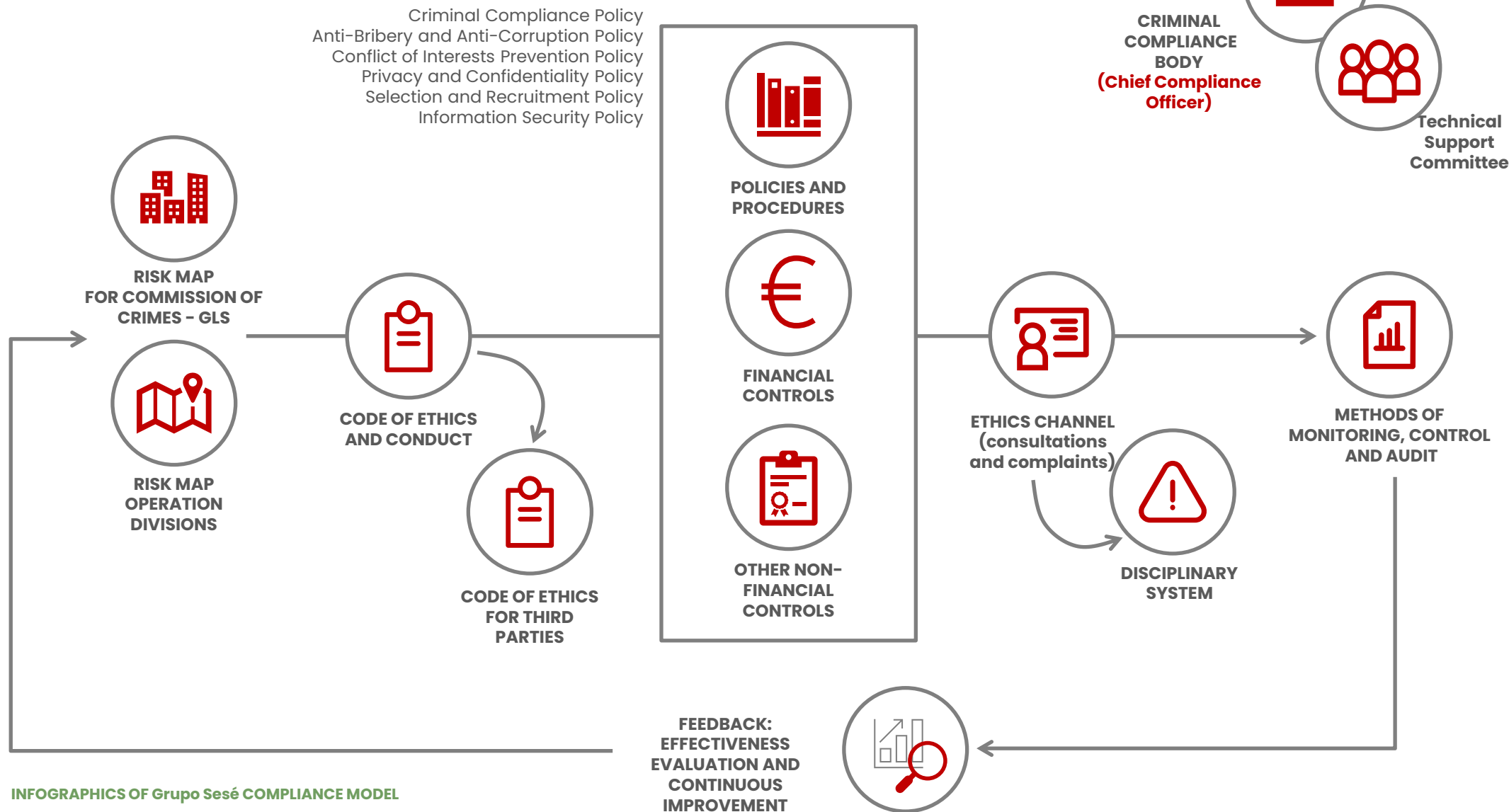
Ethics and transparency



MAIN MILESTONES IN THE EVOLUTION OF THE GRUPO SESÉ COMPLIANCE MODEL

Corporate Governance

Ethics and transparency



INTEGRITY IS DOING THE RIGHT THING, EVEN WHEN NO ONE IS WATCHING

C.S. LEWIS

Corporate Governance

Ethics and transparency

This Criminal Compliance Management System is based mainly on the Criminal Compliance Body as an internal control and management body, and on the support of the Technical Compliance Support Committee. Both the Code of Ethics and Conduct, and the entire roll-out of the Compliance Programme itself have been reviewed and approved by the Management Committee.

The following channels are used for internal and external distribution:

- Internal distribution: The entire Model is available through the Quality SITE to which all employees have access via their corporate email and is part of the Passport to Sesé internal training within the staff induction process.
- External distribution: The Code of Ethics is available for consultation on Grupo Sesé corporate website.



Corporate Governance

Ethics and transparency

Grupo 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.

For **employees**, the Ethics Channel is located on an internal platform hosted on the intranet where they can interact and communicate through two different forms:

- **Consultation Channel:** the different corporate areas, supervised by the Compliance Department, collaborate in providing answers to the doubts or concerns raised by employees depending on the corresponding thematic area (equality, occupational risks, data protection, information security, criminal compliance, etc.).
- **Whistleblowing Channel:** reports of possible non-compliance or irregularities are received exclusively by the Criminal Compliance Body, guaranteeing the confidentiality of the data communicated. This channel allows for the reporting of irregularities related to criminal compliance, as well as any other breach of the principles of the Code of Ethics and Compliance Policies. The Ethical Channel's management processes ensure that there are no reprisals for reports made in good faith. For the investigation, depending on the matter concerned, other internal areas or external experts may be called upon to participate.



External stakeholders have specific access through the corporate website. In this case, queries and requests for information are channelled through the Marketing Department, while communications of possible non-compliance or irregularities are received exclusively by the Criminal Compliance Body.

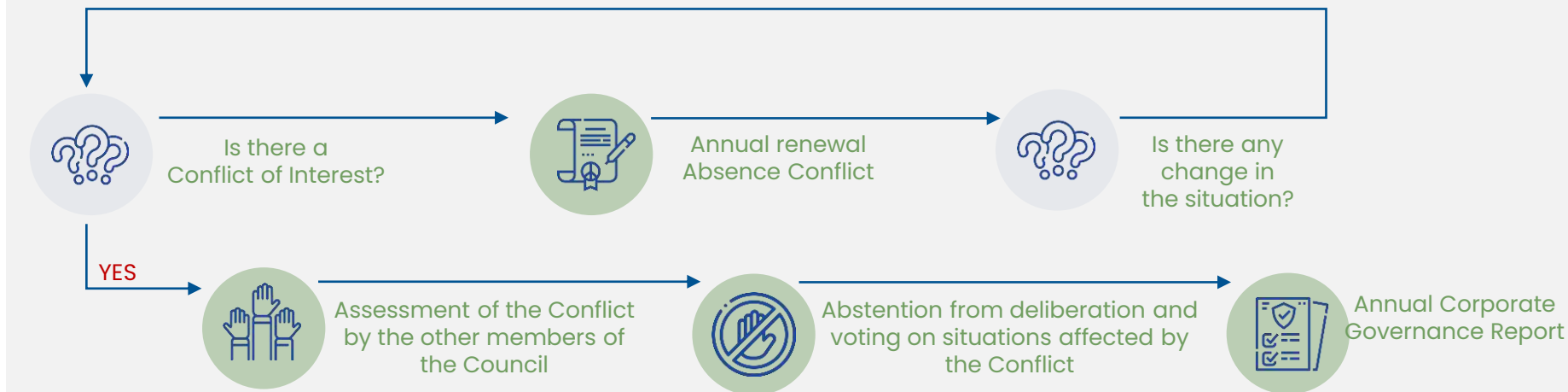
Sanctions and actions arising from communications received through the Ethics Channel are, depending on their seriousness, submitted to the Chief Executive Officer or the Board of Directors for ratification. The Board of Directors is regularly informed about the results of investigations and the measures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



OUTLINE OF THE ETHICAL CHANNEL MANAGEMENT PROCESS

Government Corporate

Ethics and transparency

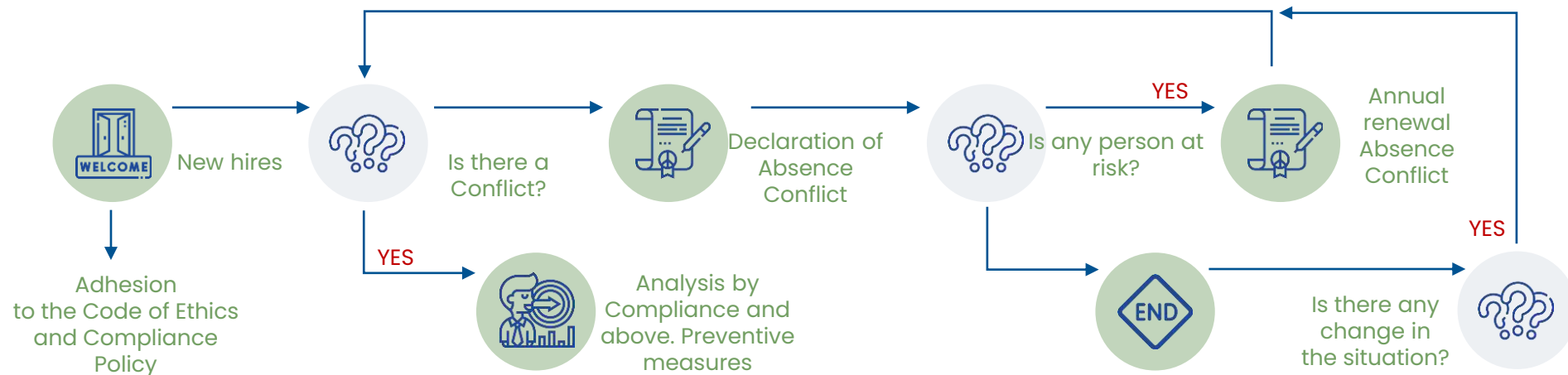


OUTLINE OF THE PROCESS FOR MANAGING CONFLICTS OF INTEREST | BOARD OF DIRECTORS

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

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.



OUTLINE OF THE PROCESS FOR MANAGING CONFLICTS OF INTEREST | EMPLOYEES AND MANAGEMENT

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

Corporate Governance

Ethics and transparency

As a result of the application of this model and the commitment to strict compliance with the legislation in force, to date Grupo Sesé has not received any sanctions for corruption, unfair competition, holding a monopoly or opposition to free competition.



Key performance data and performance of the Criminal Compliance Management System

System audited by different OEMs at 2015 and 2018
2nd part audit
0 deviations

System audited in 2020 by **IKEA** according to the **IWAY methodology**
Compliance ratio > 91%

Self-assessment of the System on external platforms with excellent results
SAQ 5.0 (VW), Sofidel

RSA Seal and RSA+ Seal of the Government of Aragon

Ecovadis Platinum Medal
80/100 Ethics
80/100 Labour practices and **human rights**



0

confirmed corruption cases



0

legal actions due to unfair competition



8

communications received through the Ethics Channel (*)



19

queries received through the Ethics Channel (*)



0

complaints of human rights violations

[GRI 102-17 COUNSELLING MECHANISMS AND ETHICAL CONCERNS],
[GRI 205-3 CONFIRMED CASES OF CORRUPTION AND MEASURES TAKEN]
[GRI 206-1 LEGAL ACTIONS RELATING TO UNFAIR COMPETITION AND MONOPOLISTIC AND ANTI-COMPETITIVE PRACTICES]

(*) Directly related to compliance/non-compliance with the principles of action of the Criminal Compliance Management System

See trends from previous years in Annex I Indicators and additional information

05.

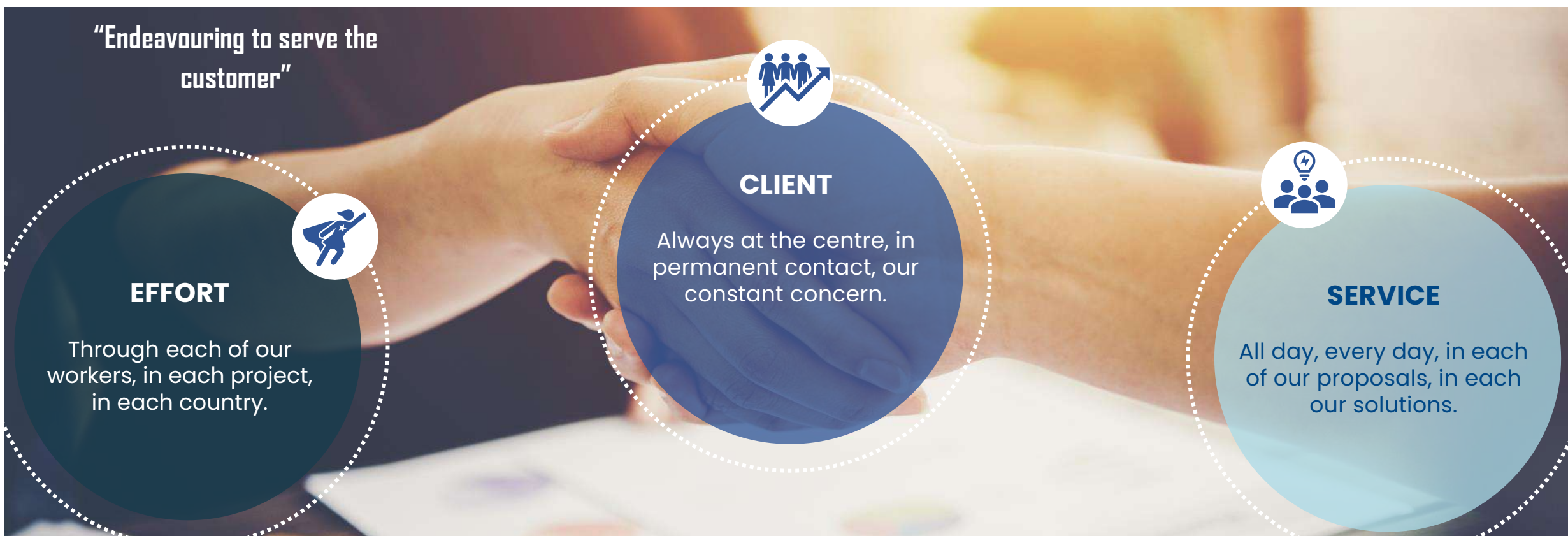
Policy and Strategy.



Policy and strategy

Mission – Vision – Values

Grupo Sesé is the result of an excellent team, which day after day provides the client with the greatest possible commitment and dedication, and the best service with adequate support and the highest quality. The management philosophy is based on three fundamental principles that have supported the company throughout its 20+ years of existence and are defined in the following sentence:



Policy and strategy

Mission – Vision – Values

Effectively transmitting this business culture to all the company's stakeholders stems from eating, sleeping and breathing these principles from day one, from the very first act of management. Grupo Sesé was born and has grown upholding the values of work, commitment and passion, but without stopping researching and innovating; in this manner what started as a slogan has now become a reality.

But the market, the clients, the environment and even the organisation itself are very different today from when the company was taking its first steps on the path that has turned it into the current Grupo Sesé. For this reason, throughout 2017, Grupo Sesé's Management, as part of its drive for excellence, carried out a profound exercise of strategic reflection, analysing and reviewing both its Business Model and its Management Model, in order to update the pillars of these models to the new times.

As a result of this exercise in self-criticism and improvement, the organisation's current Mission, Vision and Values have been developed, which are a faithful reflection of the organisation's highest aspiration: to passionately bring to life a business that provides real and objective value to its clients, its employees, its suppliers and, in short, to society.

Since 2018, Grupo Sesé has been holding an annual meeting between managers and executives (Global Management Meeting). In this conference, the results of the closing of each year are presented, as well as the strategy and objectives for the following year.

INFOGRAPHIC OF THE MISSION, VISION AND VALUES OF GRUPO SESÉ



Policy and strategy

Strategy and objectives

Grupo 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 reaching a stage does not mean reaching the goal and both the Ownership and the Management Team of the Company share the objective of reaching the very top of the summit: **Leadership in their sector**, a clear and concise goal based on experience, knowledge, instinct and a passion for always doing better.

growth

to ensure that the right results are obtained to enable the organisation to grow in a sustainable manner over time.

profitability

that going forward, accredits and establishes those lines of work marked by innovation, but that also guarantees the economic sustainability of the company.

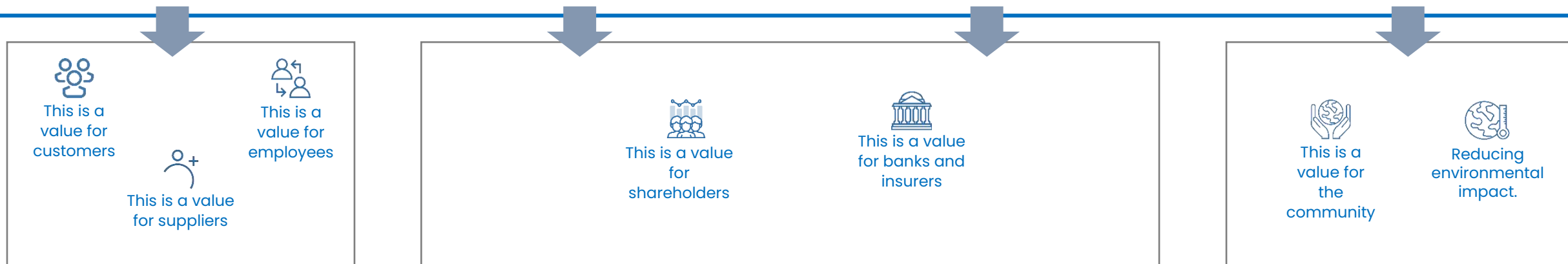
solvency

that makes the company a reference within the sector that guarantees not only its activity in the market but also its image as an economic agent in society.

sustainability

that guarantees value for the community and respectful interaction with its environment.

"TO CREATE VALUE THROUGH CONTINUOUS AND SUSTAINABLE GROWTH TO ENHANCE PROFITABILITY"



OUTLINE OF THE DEPLOYMENT OF THE ORGANISATION'S STRATEGIC LINES

Policy and strategy

Strategy and objectives

Grupo Sesé's Strategic Plan sets out the general guidelines that align the Group at a global level. The strategic planning process is led by the Board of Directors through the **Strategic Task Force**, which, together with the Presidency, determines the short, medium and long term objectives for the business development of Grupo Sesé.

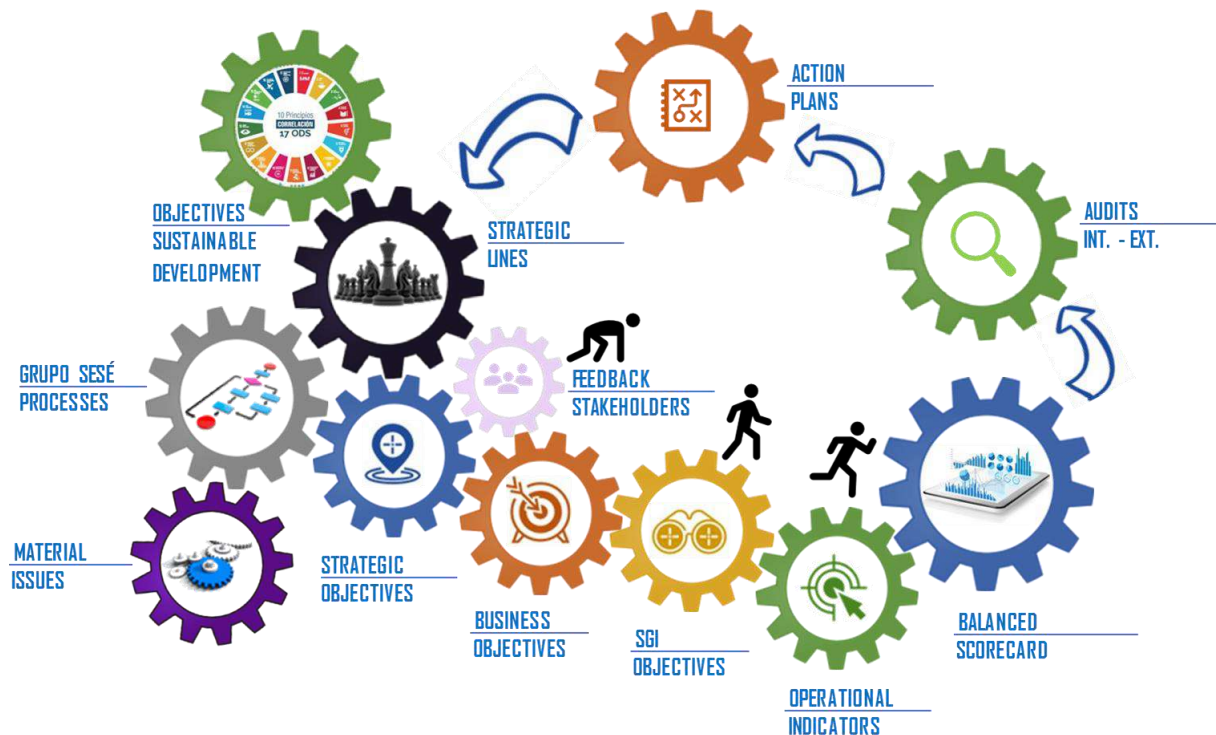
Within this plan, the **strategic lines** aimed at the sustainable growth of the organisation are outlined, through 4 key lines of action, which enable the **creation of value for all stakeholders**, and which are deployed through the management of the organisation's executive team.

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 lines marked. 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 set of 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.



ACTION PLAN MONITORING METHOD



DEPLOYMENT OF INDICATORS AND FEEDBACK OF RESULTS

The monitoring mechanisms for the evaluation of 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 are incorporated as inputs on material issues. The results of this evaluation are described in the corresponding sections of the report.

Policy and strategy

Quality policies

Since 1999, the year of its first certification under the ISO 9001 standard, Grupo 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, Grupo Sesé manages its processes with a permanent focus on the **needs and expectations of its stakeholders**: clients, employees, suppliers, shareholders, banks and society.

+98.21%

Level of customer satisfaction in 2022



+6,000

Employees working according to standard VDA 6.3



100%

Employees working according to standard ISO 9001



-56%

Reduction of complaints (2022 vs 2018)

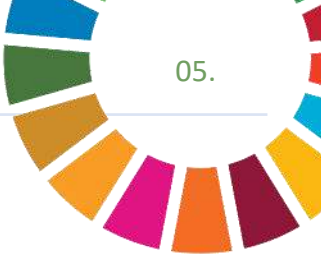


A

Supplier A for major customers



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



Policy and strategy

Committed to SDGs

The responsible commitment to sustainability is reflected in the approach and deployment of this business strategy. In 2016, Grupo Sesé signed **up** to both the **Global Compact** and the **Spanish Network of the Global Compact** and since then, it has been actively working to integrate transversal actions and projects into its strategic lines in order to comprehensively address the management of the risks and opportunities derived from the achievement of the 17 Sustainable Development Goals (SDGs) and the 10 principles promoted by the United Nations Global Compact.

In 2015, the UN adopted the 2030 Agenda for Sustainable Development, an opportunity for countries and their societies to embark on a new path to improve the lives of all.

Grupo Sesé is currently 1 of the 50 Aragonese companies that already comply with the UN's 2030 Agenda. The 10 Principles of the United Nations Global Compact are the core values since the birth of the initiative in 2000, enjoy universal consensus, and are derived from:

- The Universal Declaration of Human Rights.
- The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on the Environment and Development
- The United Nations Convention against Corruption

In all its strategies, Grupo Sesé is committed to going beyond the gaining of respect, i.e., it is not enough not to cause negative impacts on stakeholders and society as a whole, but rather it advocates acting as an agent of development, launching initiatives aimed at causing positive impacts that change the way business is done and provide a real return for society as a whole.

10 PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT AND THE SPANISH NETWORK OF THE COMPACT

1 Support and respect the protection of human rights

2 Never be complicit in human rights abuses

3 Support freedom of association and collective bargaining

4 Support the elimination of all forms of forced labour or performance under coercion

5 Supporting the elimination of child labour

6 Support the abolition of discriminatory practices

7 Maintain a preventive approach that favours the environment

8 Encourage initiatives that promote greater environmental responsibility

9 Encourage the development of environmentally friendly technologies

10 Work against corruption in all its forms

Policy and strategy

Committed to SDGs

Grupo Sesé considers it essential to uphold the principles of honesty, justice and integrity and is committed in all its activities to respecting human rights and, where necessary, establishing mechanisms to evaluate, verify and guarantee compliance with them. In this way, its **Code of Ethics and Conduct** contains the following points:



To pursue strict compliance with the law and internal regulations.



To guarantee equality, fairness, respect and dignity in the treatment of all employees, collaborators, partners, suppliers, competitors and other related third parties.



To work for the protection of the most vulnerable groups.



To safeguard a responsible commitment to health and safety. The prevention of accidents and the assurance of safety in the development of activity will run in parallel to the Group's activity.



To develop activities while showing respect for natural resources and natural heritage, adopting a preventive approach that favours the environment, thus seeking to achieve sustainable business development through the use of environmentally friendly technologies and pursuing economic prosperity without losing sight of social justice and environmental protection.



To ensure transparency, objectivity and professionalism in the development of all activities and relations with all stakeholders.



To respect the right to privacy of the Group's employees and collaborators, adopting the necessary measures to preserve the confidentiality of personal data and protect the intellectual and industrial property of third parties.



This summary details the interrelationship of the SDGs identified by Grupo Sesé with both the Global Compact Principles and the strategic lines established in the organisation. Throughout the report, you can see in more detail how each SDG is being developed and much more specifically in section 7.

Policy and strategy

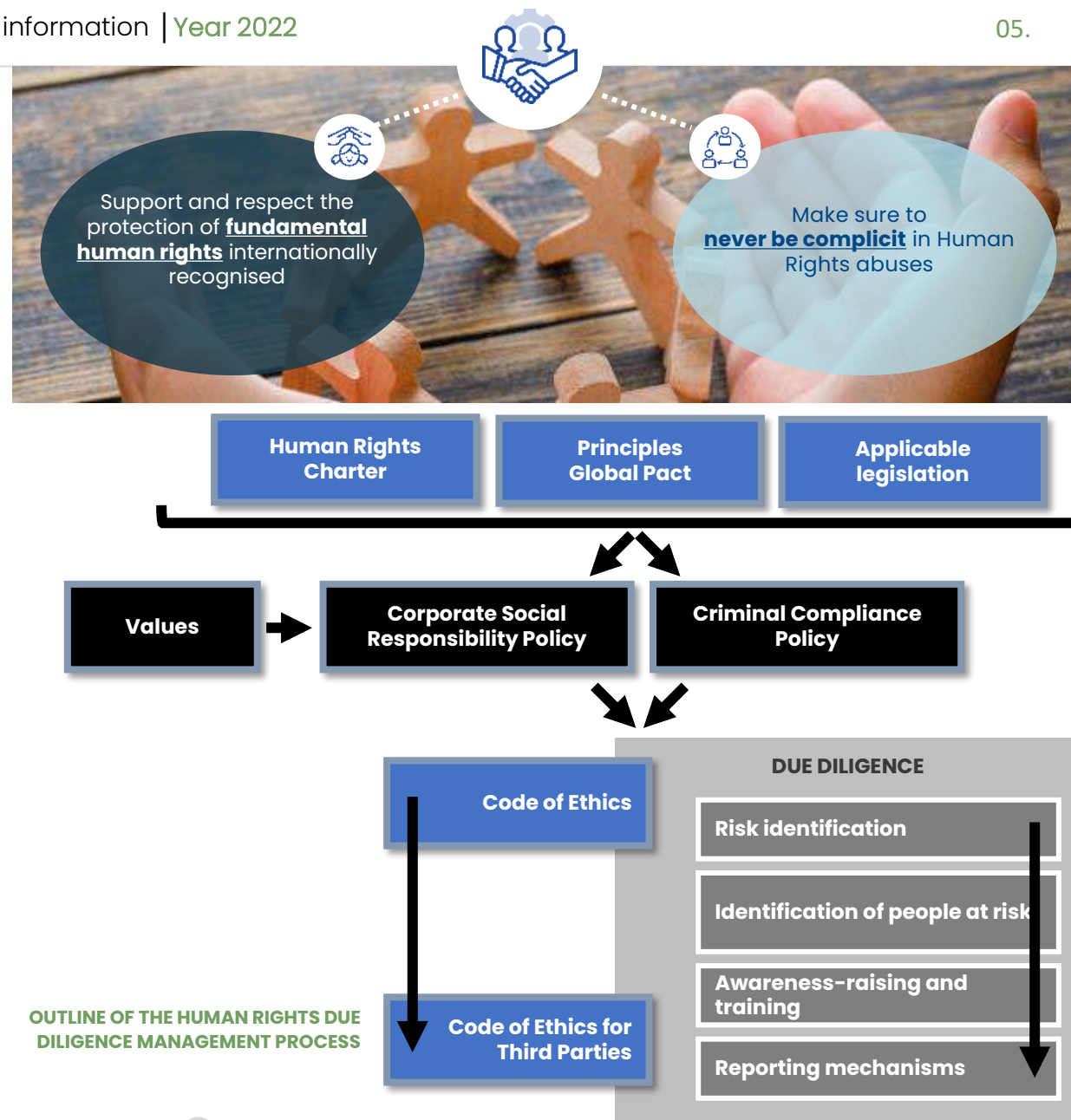
Respect for human rights

In order to contribute to the agenda set by the United Nations for sustainable development, Grupo Sesé assumes the Sustainable Development Goals as its own. Grupo 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.

Grupo 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.



OUTLINE OF THE HUMAN RIGHTS DUE DILIGENCE MANAGEMENT PROCESS

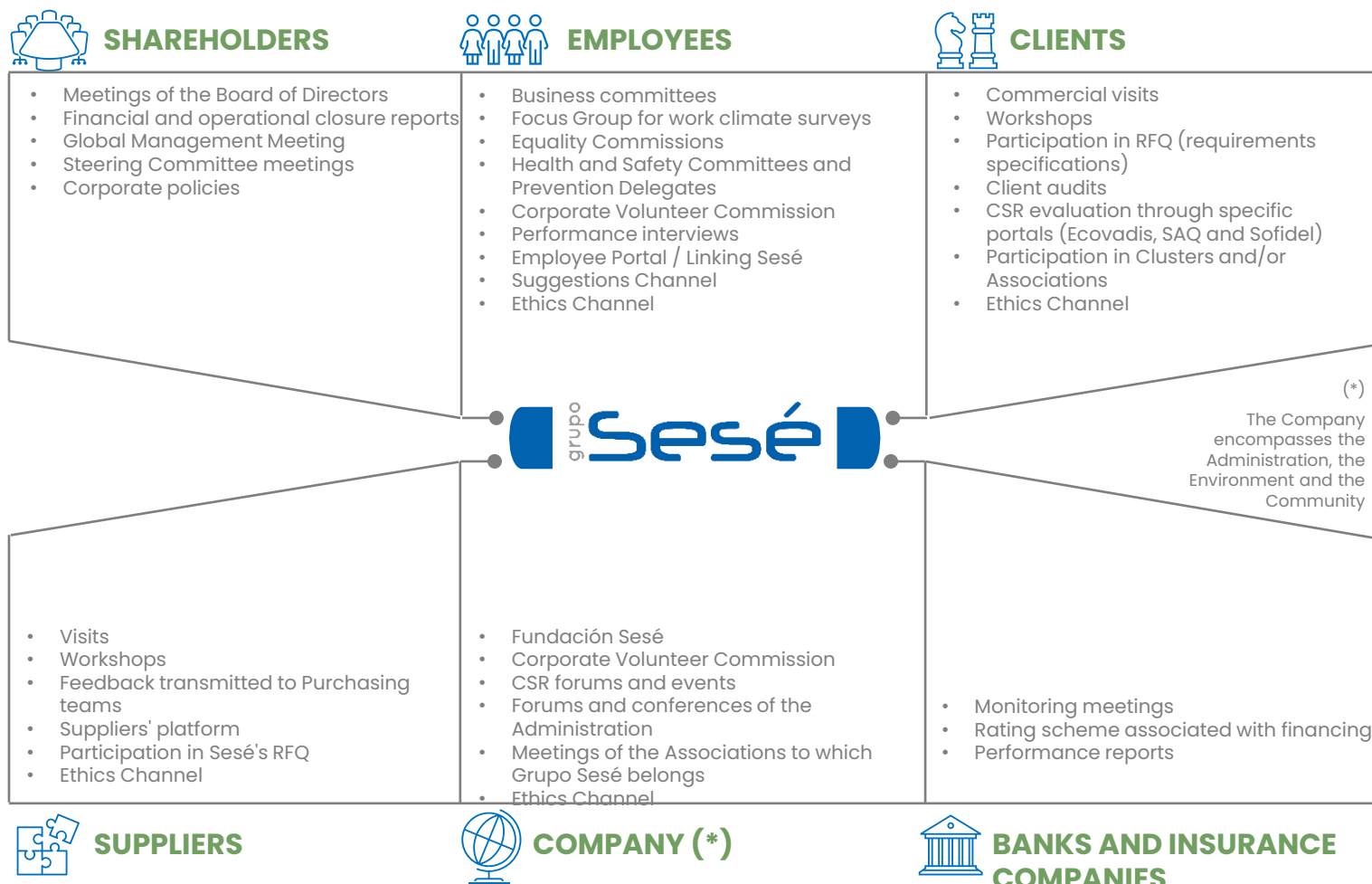
06.

Materiality.



Materiality

Relationship with our stakeholders



Grupo 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 seen 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:



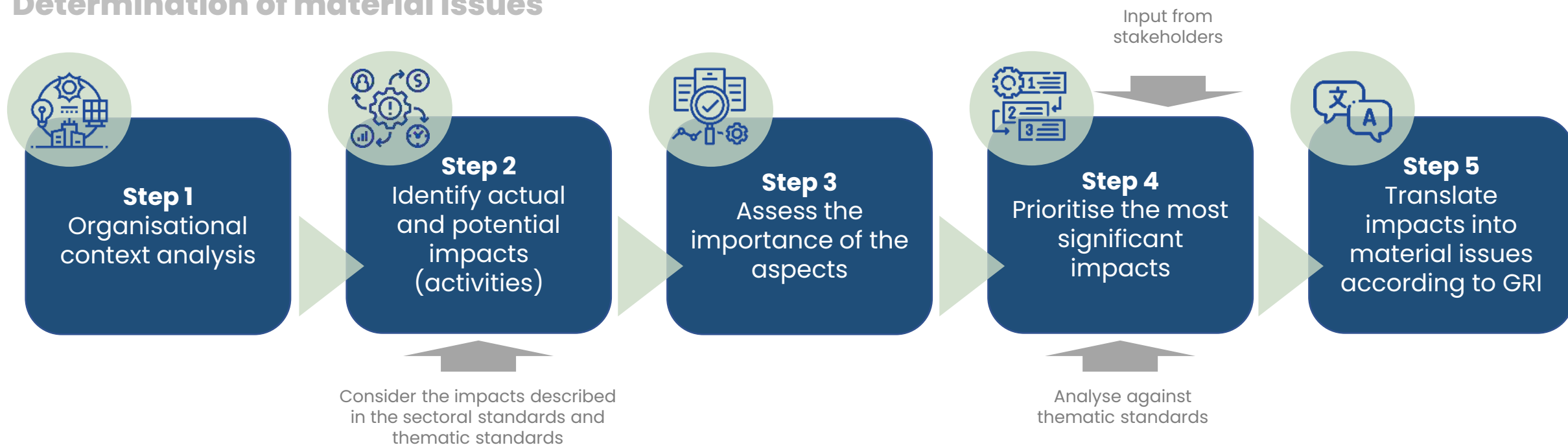
In 2017 both the structure of the stakeholders and their needs and expectations, mechanisms for dialogue and monitoring were reviewed as part of the process of strategic reflection on the Group's Management Model.

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 has been 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.

Materiality

Determination of material issues

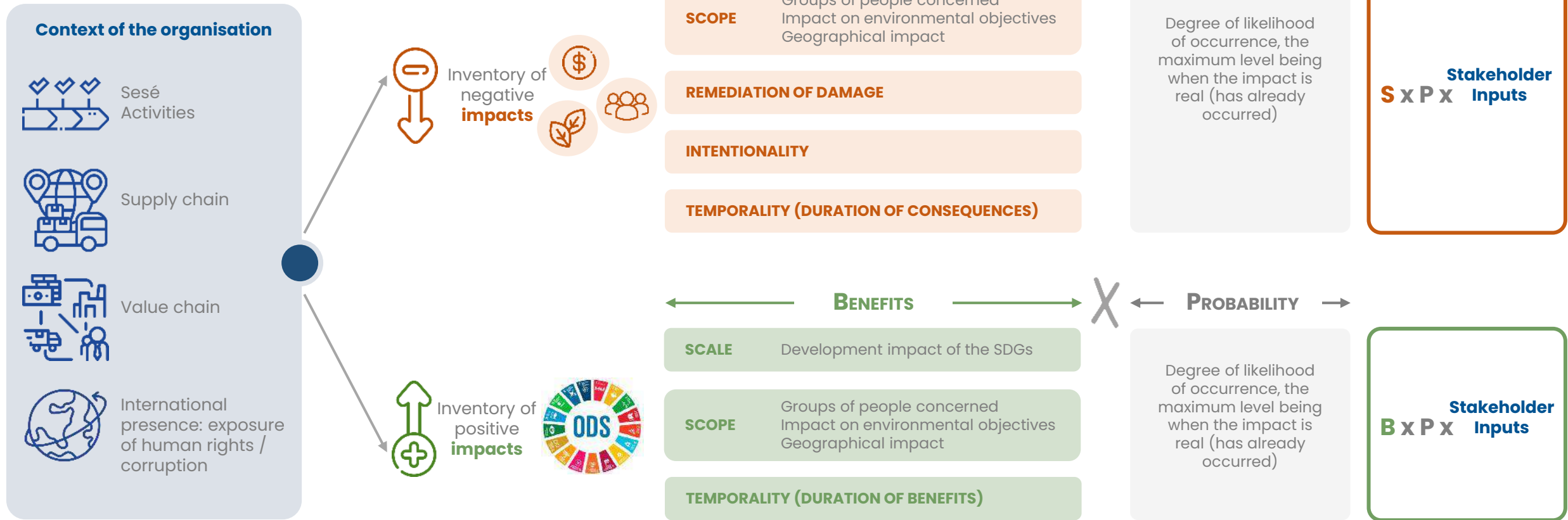


The origin of the information reported in the chapters of this Corporate Social Responsibility Report is based on the materiality study carried out by Sesé, through the identification of a considerable number of impacts (both positive and negative), from which the most relevant have been selected, taking 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 issues, stakeholder input is essential as it allows the voice of all relevant actors to be incorporated into the analysis and prioritisation. An example of this is the impact of Sesé's ownership (shareholders) and customers on the weight that Innovation has as a material issue for the organisation. 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 issues 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 CSR Report for the year, but also to review and ensure that strategies are aligned with those issues of interest.

Materiality

Determination of the material issues



HUMAN RIGHTS: Human Rights

Materiality

List of material topics

The management approach for each of the material issues 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 reported in this Report, the summary of the aforementioned management approach is detailed in each of the blocks of the "Sustainability Model" section.

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

Compared to the previous year, four material topics have been eliminated, two of them because they were eliminated from the catalogue of material topics of the GRI standard:

- GRI 307 Environmental Compliance 2016
- GRI 419 Socio-economic compliance 2016

The third and fourth of these, GRI 206 Unfair Competition 2016 and GRI 413 Local Communities 2016, which prove to be less critical when analysed from the new perspective of positive and negative impacts of GRI 2 General Contents 2021.

A new material topic has been added with respect to the previous year, GRI 306 Waste 2020, which proves to be more critical as it is analysed from the new perspective of positive and negative impacts of GRI 2 General Contents 2021.

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. Details of the specific mechanisms are explained in the corresponding sections of this Report (Ethics and Transparency, Customers, People and Environment).

GRI 403 Occupational Health and Safety 2018



GRI 201 Economic Performance 2016



GRI 305 Emissions 2016



GRI 405 Diversity and Equal Opportunities 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



Sesé 01 Innovation



GRI 301 Materials 2016





07.

Model

Sustainability.

”

YOU CAN'T EXPECT TO BUILD A BETTER COMPANY WITHOUT IMPROVING PEOPLE



Sustainability model

People



Selection

Staff selection processes are key and are based on transparent methodologies and **equity** principles. The organisation's policies expressly prohibit the asking of 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**. 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 human resources to the technological and organisational changes that our clients demand.



Development and remuneration

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.



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.



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.



Conciliation

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**.

Sustainability model

People



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.



We promote **corporate volunteer** actions that are aligned with the values, principles and idiosyncrasies of our organisation, together with our employees and Fundación Sesé, with the firm purpose of returning to the **local communities** where we operate part of the benefits that we obtain as a company and playing our part in the protection of the **most disadvantaged groups**.

Equality

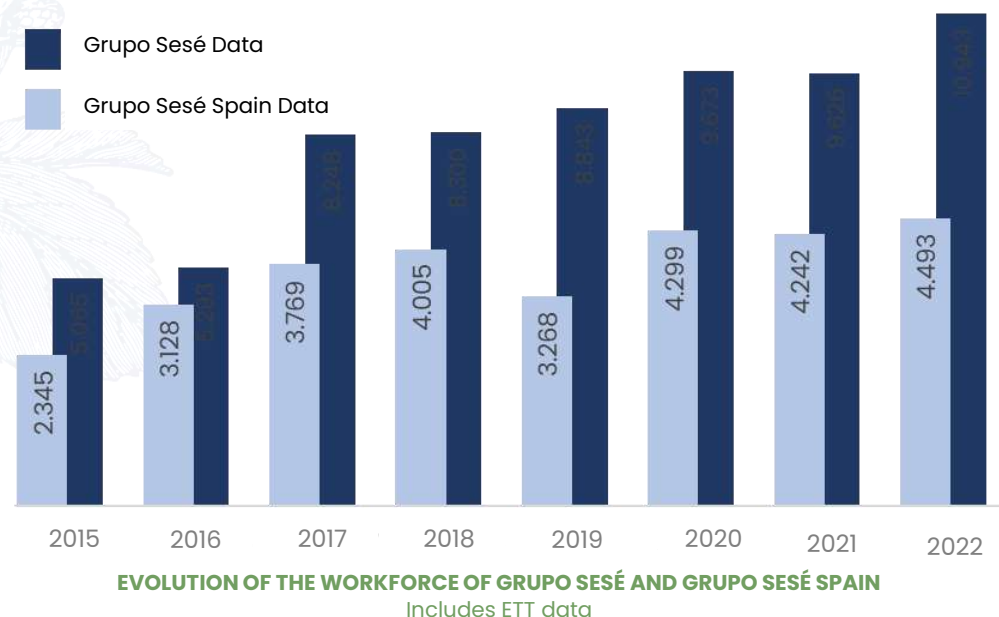
Solidarity

WORKFORCE PROFILE

The saying 'a company's assets are its employees' has lost some of its meaning by being exploited in different forums, but in the service sector it is a reality; it is the people who allow the company to function, who transmit the values, who represent the face, the voice and the eyes in front of the clients and the rest of the stakeholders.

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



Sustainability model

People

[GRI 405-1 DIVERSITY OF GOVERNING BODIES AND EMPLOYEES]
Data segregated by sex and age are the only ones that do not include ETTs
[Data corresponding to 2022]

10,943

people work at
Grupo Sesé



24%
women



76%
men



	men	women
corporate	55%	45%
transport	79%	21%
logistics	77%	23%
industrial	67%	33%



24%
women
in management
positions



+80
nationalities

4,493

people work
in Spain

38.52%
America

61.44%
Europe

0.05%
Africa

2.90%
minority
groups
worldwide

41%
Spain

24%
Brazil

12%
Germany

11%
Mexico

4%
USA

8%
Others

6.07%
minority
groups
in Spain

42.06

average age of
the workforce

16%
MOI

84%
MOD.

< 30 years

19%

30 – 50
years

75%

> 50 years

6%

not set

83%

temporary

9%

Temp agency

8%

38.59%

of our Spanish
staff are in Aragon

Aragon

38.59%

Catalonia

25.95%

Castile-Leon

9.19%

Madrid

8.82%

Navarre

8.50%

Andalusia

7.97%

Basque Country

0.37%

Galicia

0.31%

Castile
La Mancha

0.19%

Valencia

0.11%

Sustainability model

People

Potential negative impacts (actual with *)

- Discrimination
- Wage gap
- Non-compliance of supplier HRDs in the subcontracting chain
- Harassment at work (*) / sexual harassment

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- Baby Friendly Programme
- Int. Convention on Persons with Disabilities

Monitoring

- The Appointments, Remuneration and RSC Committee
- Internal Audit Committee
- Sesé Foundation Board of Trustees
- Equality Commissions
- Internal audits
- Control panel

Stakeholder information

- Board of Directors: reports quarterly results
- Top management: Global Management Meeting
- Employees: Works Councils and Equality Commissions
- Clients: CSR assessments
- All: Annual CSR-Statement of Non-Financial Information

Awards

- Award in Mexico for Dignified Work
- Aragon Government Prize for Human Rights
- RSA+ Seal
- ONCE Solidarity Awards
- Solidar 3 Stars Sesé Foundation
- Ecovadis Platinum Medal

Management measures

- Criminal Compliance Management System according to UNE 19601
- Criminal Compliance Policy
- Selection and Recruitment Policy
- Code of Ethics and Conduct
- Equality plans, protocols for the management of harassment
- Remuneration register and remuneration audit
- Code of Ethics for Third Parties
- Ethics Channel
- Training and awareness-raising
- Sesé Foundation: integration of people with disabilities and/or at risk of exclusion

**Management approach
GRI 405 Diversity and equal
opportunities 2016. GRI 406 Non-
discrimination 2016**

BREAKDOWN OF WORKFORCE BY CONTRACT TYPE

Includes ETT data

83%

Permanent contracts

Permanent contracts		Temporary contracts		
Part-time work	Full-time work	Part-time work	Full-time work	Temp agency
1.79%	81.49%	0.27%	8.61%	7.84%

Details of indefinite partial contracts

men	women	<30 years	30-50	>50 years
55	141	12	174	10

Details of temporary partial contracts

men	women	<30 years	30-50	>50 years
21	9	7	19	4

DETAILS OF PART-TIME STAFF CONTRACTS BY TYPE OF CONTRACT

Total hours of absence

706,201

 corporate

3.78%

 transport

tarpaulin 3.52%
carrier 1.51%
forwarding 8.07%

 logistics

12.09%

 industrial

14.30%

ABSENTEEISM SESÉ GROUP SPAIN

See trends from previous years in Annex 1
Indicators and additional information

Sustainability model

People

» EQUALITY



The first equality policy and protocols for dealing with sexual harassment and discrimination in the workplace date back to 2012. Throughout 2016 and 2017, these commitments were renewed and new Equality Plans were launched. Since the publication of Spanish Royal Decree-Law 6/2019, dated 1 March, Grupo Sesé has reviewed and adapted its Equality Plans to the new criteria and requirements set out in the aforementioned Decree.

The management of Grupo Sesé bases its equality policy on the following principles and commitments:

- All staff have the right to have their dignity respected, and are also obliged to treat people with whom they interact for work reasons (clients, suppliers, etc.) with respect. Therefore, the Management of the company, declares that sexual harassment and/or harassment on the grounds of sex will not be allowed or tolerated under any circumstances. It must not be overlooked. And it will be robustly sanctioned.
- The company is committed to establishing mechanisms for the detection of new inequalities, as well as to implementing the necessary procedures that contribute to continuous improvement within the area of equality.
- The new regulations are very active in terms of additional provisions in the field of labour and social security, compliance with legal regulations and internal company rules, which is one of the priority objectives for the company in terms of equality and gender-based violence.
- Establish a culture of continuous improvement, through the establishment of equality objectives that will be periodically reviewed.

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.

Spain	Companies with more than 50 employees	5 companies in the process of negotiation with the Commissions, expected to close in 2023
Romania	This is not required	
Bulgaria	This is not required	
Czech Republic	This is not required	
Mexico	This is not required	
Germany	Public sector companies Public administration	Not applicable due to the sector to which the company belongs. No public sector companies
Brazil	This is not required	
Portugal	This is not required	
France	Companies with more than 50 employees	Not applicable due to the size of the company
Poland	Written information on legal regulations on equality	All employees are informed at the time of recruitment
USA	This is not required	
United Kingdom	Companies with more than 250 employees	Not applicable due to the size of the company
Morocco	This is not required	

Sustainability model

People

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	Indirect Structure	Direct Structure
x 3.52	x 4.12	x 2.53	- 39%	x 1.49	x 3.57	x 1.71	x 4.64	x 1.51

[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				
Direct Structure	Indirect Structure	<30 years	30-50 years	>50 years	Direct Structure	Indirect Structure	<30 years	30-50 years	>50 years
318	25	144	189	10	1,297	37	505	794	35

Note: until 2018 the details only correspond to Grupo Sesé Spain. As of 2019, the details correspond to Grupo Sesé. See details by country and trends from previous years in Annex I Indicators and Additional Information

Algeria This is not required

Hungary This is not required

Pakistan This is not required

The Netherlands Companies with more than 250 employees Not applicable due to the size of the company

India This is not required

Colombia Having protocols available for the prevention and management of sexual harassment Not applicable due to the size of the company

Panama This is not required

Belgium Wage gap analysis for companies with more than 50 employees Not applicable due to the size of the company



In 2022, no cases of discrimination were reported or detected

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

”

**THE BIGGEST REASON TO WORK SAFELY MAY BE
THE SMALLEST**



Sustainability model

People

» OCCUPATIONAL HEALTH AND SAFETY

Since 2005, Grupo 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 Grupo Sesé in the **"Best career or action in occupational risk prevention for companies with more than 50 workers"** category.

In 2019, Grupo Sesé certified its transport activities on a voluntary basis according to the ISO 45001 standard (see detail of certified companies, Annex 1 Indicators and additional information). In the same year, the company Hnos. Sesé Asensio S.L. set up its own Prevention Service, the legal audit of which is carried out annually in accordance with the provisions of Law 31/1995, Law 54/2003 and RD 39/1997. In addition, for the rest of its companies, Sesé has an External Prevention Service to cover the following specific accident prevention matters



Employees monitored by the ORP Management System



Employees under internal ORP audit



Employees under external ORP certificate

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

See details on trends from previous years in Annex 1 Indicators and additional information

Potential negative impacts (actual with *)

- Accidents at work (*)
- Occupational illnesses (*)
- Psychosocial risks (*)
- Digital disconnection problems due to different time zones (*)
- Non-compliance of supplier HRDs in the subcontracting chain

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

Monitoring

- Quality, MA and ORP Department
- In-House Prevention Service
- External Prevention Service
- Mutual Accident Insurance Company
- Health and Safety Committees
- Business committees
- Internal audits
- Control panel

Stakeholder information

- Steering Committee: weekly and monthly reports
- Top management: Global Management Meeting
- Employees: Safety and Health Committees and Works Councils
- Clients: CSR assessments
- All: Annual CSR-Statement of Non-Financial Information

Awards

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

Management measures

- Occupational Risk Management System according to UNE 45001 and SQAS (Safety and Quality Assessment System, CEFIC)
- Healthy Business Plan
- Prevention plan
- Risk assessments
- PPE management
- Job adaptations
- Code of Ethics for Third Parties
- Ethics Channel
- Training and awareness-raising
- Internal audits, safety walks
- Medical examinations and health surveillance
- Lessons learnt

**Management approach
GRI 403 Occupational Health and
Safety 2018**

Sustainability model

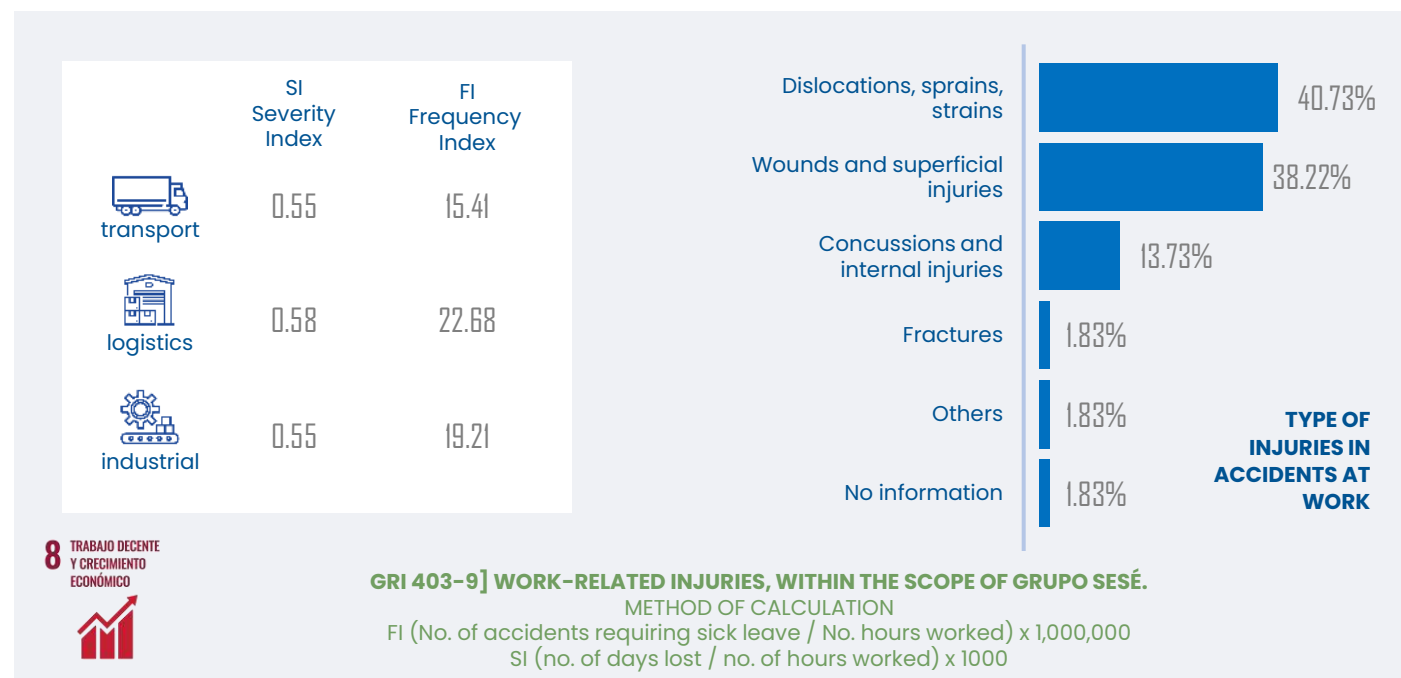
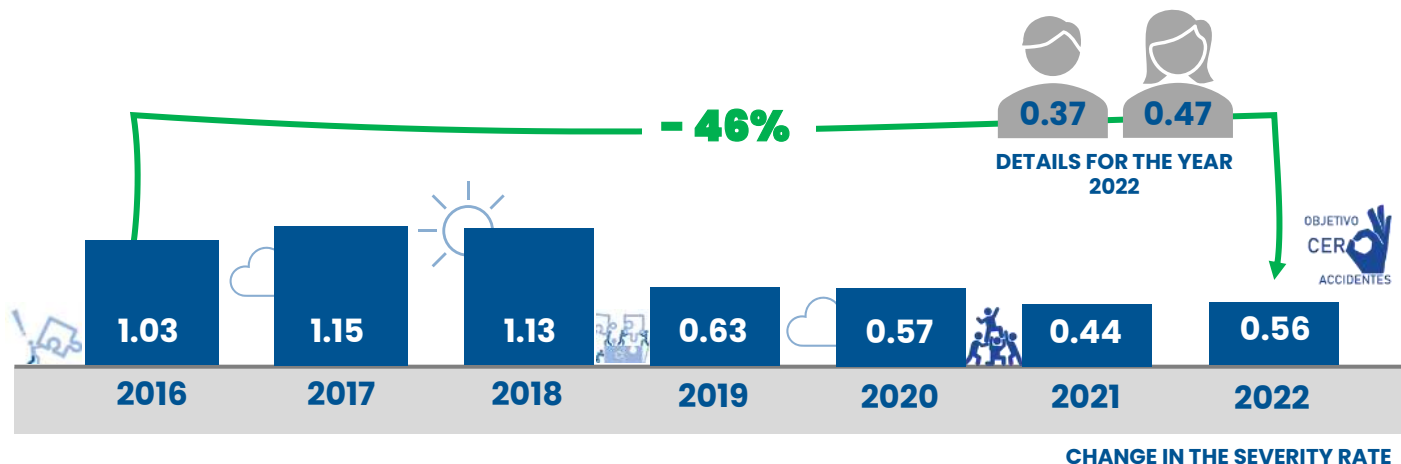
People



THE BUSINESS OBJECTIVE OF GRUPO SESÉ IS TO ACHIEVE ZERO ACCIDENTS

- A prevention management system implemented in accordance with ISO 45001 (see details of certificates in Annex 1)
- Training in ORP, also carrying out awareness campaigns, recycling and specific training activities for groups at greater risk. At Grupo Sesé, specific road safety training is carried out using virtual simulators to ensure that drivers adopt safe practices and positive driving habits.
- Periodic assessments of occupational risks, identifying hazards to workers and defining measures and controls aimed at eliminating or minimising them.
- Elaboration of preventive manuals per job based on risk assessments, in which preventive measures are developed to avoid risks.
- Teamwork with both clients and collaborators, carrying out specific workshops on safety matters.
- Investigations of accidents, incidents and occupational diseases, in order to implement corrective and preventive actions.
- Internal audits, Safety Walks and OPS to detect opportunities for improvement
- Lessons learned: transfer of improvements detected in investigations of incidents / accidents / occupational illnesses, audits, workshops, etc. to the rest of Sesé's work centres in order to continuously improve the occupational health and safety management system.
- Medical examinations and health surveillance.
- Coordination of activities with subcontractors accessing Sesé's facilities in order to scrupulously comply with the applicable legal requirements.

For details of other claims ratios and trends from previous years, see Annex I Indicators and additional information



Sustainability model

People

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 Grupo 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 BUSINESS PLAN

Since 2018, as part of its organisational strategy, Grupo 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, Grupo 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.

As part of the collaboration with SPMAS to promote a healthy company, we have developed the "Get in Shape" challenge, a project that promotes physical exercise, proper nutrition and monitoring by medical specialists during the duration of the challenge for proper adaptation to the changes.



2005

The OHS Dept. is established

2010

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

2016

1st "Road Safety" week

Adherence to the "Target: Zero Working Accidents" programme of the Government of Aragon

2018

Empresa Segura Award

Corporate Mindfulness Programme

Accession to the Luxembourg Pact

2019

Membership of RAES

1st ISO 45001 certification

Programme *Por Ti*

Agreement with SPMAS for the development of the healthy company programme

2021

Deployment of the project at Sesé Mexico

2022

MAZ "Healthy Company" Award

HEALTHY COMPANY PLAN



EMOTIONAL WELL-BEING



PHYSICAL WELL-BEING



HEALTHY EATING



ROAD SAFETY

Sustainability model

People



The initiatives in both Mexico and Brazil are part of activities aimed at raising awareness of physical and mental illnesses, preventing road accidents and protecting employees from diseases such as influenza and COVID-19.

- As part of the local "Healthy Company" initiatives, various health-themed days were held throughout 2022 with the aim of encouraging employees and their families to take care of their health and well-being in areas such as physical health, dental care, family planning and prevention of breast and cervical cancer.
- Immunisation campaigns against influenza, hepatitis B and COVID-19 viruses have also been launched.
- Virtual chat to raise awareness about prevention and early detection of breast cancer.



- "Yellow May" is an annual campaign aimed at raising employee awareness of the importance of safe and responsible driving as a means of reducing road accidents.
- The annual "Yellow September" campaign focuses on suicide prevention and raising awareness of mental illness.
- The annual "Pink October" campaign aims to raise awareness of breast cancer prevention and early detection.
- The local "Healthy Company" initiatives include an annual employee vaccination campaign against influenza viruses and COVID-19.



INITIATIVES IN MEXICO AND BRAZIL FOR THE PROMOTION OF HEALTH AND THE PREVENTION OF PHYSICAL AND MENTAL ILLNESSES

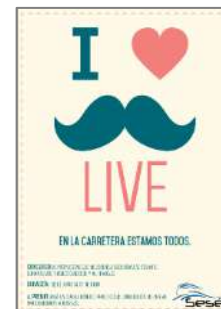
Sustainability model

People

UNITED FOR ROAD SAFETY

Grupo 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.



It is precisely within the framework of preventing road accidents — specifically, those occurring in-itinere — that the ORP Department of Grupo Sesé has marked **WORLD ROAD SAFETY DAY** since 2014 with competitions for the Group's personnel which seek, among other aspects, to raise awareness of the importance of this issue and to promote good practices during **in-itinere driving**, the source of many of the occupational accidents that occur in Spain.

In 2016 a qualitative and quantitative leap was made, turning this competition into a full week full of activities for all the organisation's stakeholders, thus creating the **Road Safety Week**, which since then has been repeated every June at one of the Sesé venues with the following objectives:

- A global scope. To **integrate and involve all the stakeholders** of the organisation so that they themselves become receivers and, consequently, active disseminators of the messages behind this initiative.
- To **raise awareness** of the importance and impact of road accidents on the life of any person, focusing on those that occur on the way to or from work and which are known as in-itinere accidents.
- And – lastly – to lay the foundations for the future **Grupo Sesé Mobility Plan**.
- The event always includes a series of varied, complementary activities.



In **Brazil, SIPAT week** – SIPAT's Internal Accident Prevention Week is held on an annual basis.

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

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.

Sustainability model

People

» TRAINING

Grupo 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.

INTERNAL CHANNELS TO IDENTIFY TRAINING NEEDS

- At the end of the reception process of a new worker, his/her tutor and the person in charge evaluate how the incorporation process has gone, the assimilation of knowledge and the degree of competence achieved. If a competence gap is detected, the person responsible for the employee contacts the Human Resources Department and makes a request for training, which may be either external or internal.
- At the end of each year, Department Directors and Area/Centre Managers complete the Training Needs Form and submit it to the Human Resources Department.
- The Human Resources Department proactively launches training offers that it believes may be of interest to employees via corporate e-mail and the information boards of each centre.
- By reviewing the changes in the legislation, the Quality and ORP staff report to the Human Resources Department regarding any needs in terms of new training actions or retraining courses to meet these legal requirements, indicating which groups should carry them out.
- The Human Resources Department keeps a record of those statutory training activities that must be carried out periodically in order to incorporate them into the Training Plan.

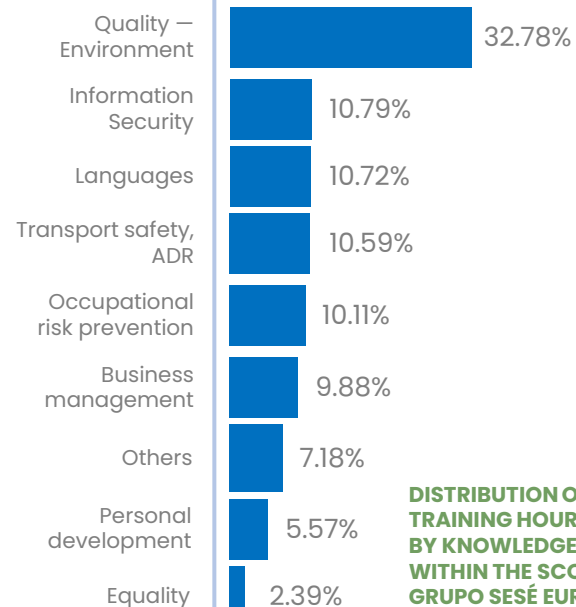


As of 2016, Grupo Sesé has operated CAMPUS SESÉ, an on-line training platform with self-developed training. Within this platform, different training initiatives have been launched, which are fundamental for the professionalisation of the staff and the deployment of the corporate culture:

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

21.03 hours-year / person

by gender		by type of structure	
men	women	direct structure	indirect structure
9.20	24.60	6.43	78.60



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

HOURS OF TRAINING BY TYPE OF STRUCTURE. WITHIN THE SCOPE OF GRUPO SESÉ EUROPA

66,518 hours

by type of structure	
direct structure	indirect structure
16,227	50,291

effectiveness of training [score out of 4]

3.82

See details on trends from previous years in Annex 1: Indicators and additional information

Sustainability model

People

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

External commitments

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

Monitoring

- The Appointments, Remuneration and RSC Committee
- Human Resources Committee
- Equality Commissions
- Internal audits
- Control panel

Stakeholder information

- Appointments, Remuneration and CSR Committee: quarterly results report
- Top management: monthly reports and Global Management Meeting
- Employees: Works Councils and Equality Commissions
- Clients: CSR assessments
- All: Annual CSR-Statement of Non-Financial Information

Awards

- RSA+ Seal
- Ecovadis Platinum Medal

Management measures

- PR09 People Process Dossier and supporting documentation
- Quality Management System according to ISO 9001
- Training plan.
- SESÉ Campus
- Performance Management
- Career plans
- Internship programmes and collaboration agreements with training centres and universities
- Code of Ethics and Conduct
- Equality Plans
- Ethics Channel
- Sesé Foundation Training Centre

**Management approach
GRI 404 Training and
education 2016**

20 executives and managers from **Sesé México** took part in a Training and Team Building session for managers. The process started with a skills assessment, followed by a skills feedback workshop, and ended with a team building event at Filobobos in Veracruz.

The aim of this project is to develop team awareness, improve relationships, align people in the same direction, improve communication and optimise processes based on the skills of each participant.



Sustainability model

People

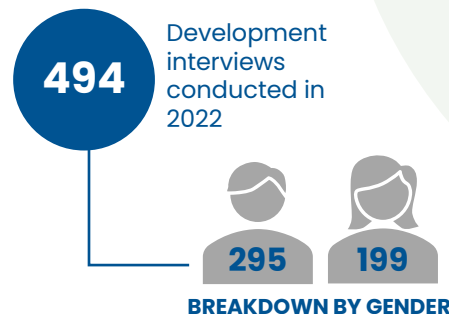
SKILLS AND DEVELOPMENT

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 Grupo Sesé's professional team.

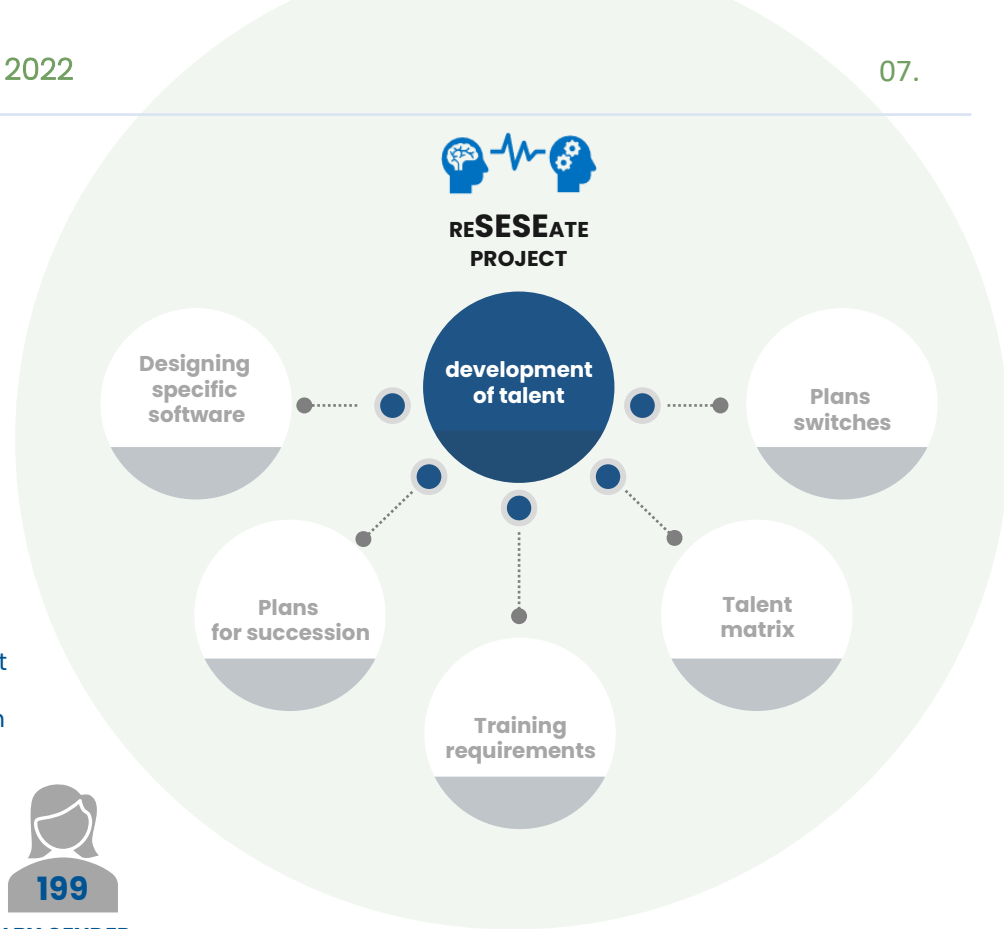
The defined work process has been extended and enriched by different steps that are detailed at a general level, referring to the analysis of the data obtained from the evaluation and its management, which will generate commitments to action to achieve the points mentioned above.

- Provision of **training** for new recruits and refresher and update training for those who have already undergone this process in the past.
- **Performance appraisal questionnaires** are issued by both the employee and the person in charge, separately.
- A **personal face-to-face interview** is conducted, where we discuss how the year has gone in terms of performance, the status of personal objectives, difficulties encountered, evolution with respect to the previous year and what the following year should be like. A **consensus is reached regarding the final assessment of performance**, and from there the **training** necessary to continue growing professionally is assessed.
- New objectives and action plans for personal improvement are established, with six-monthly follow-up.
- Once the period is closed, joint information is obtained, such as the **talent map** of each department, area and company, which provides knowledge on the potential of our workforce and to manage it from the perspective of succession plans, development plans, internal promotions, increases, etc.



[GRI 404-3] PERCENTAGE OF EMPLOYEES RECEIVING PERIODIC PERFORMANCE AND PROFESSIONAL DEVELOPMENT APPRAISALS WITHIN THE SCOPE OF STAFF IN THE STRUCTURE OF GRUPO SESÉ SPAIN

See details on trends from previous years in Annex 1: Indicators and additional information



Sustainability model

People

» YOUNG TALENTS

One of the aspects that characterise Grupo Sesé's human resources policy is the clear and direct commitment to create its own talent pool, to 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, Grupo Sesé's priority has been to approach training centres: universities, business schools and professional training centres are regular meeting points for the youngest members of local communities.



SCHOLARSHIPS. Every year, Grupo Sesé takes part in “**Talento Joven Aragón**” (“Young Talent of Aragon”), a training programme created by Heraldo and the ESIC Business School that aims to facilitate the access to companies for young people. For this purpose, and after a previous selection process, a group of young people live together for three days in a hotel in Saragossa with the purpose of obtaining one of the scholarships offered by the participating companies. For Grupo Sesé, the internship programme through grants is an invaluable source as a quarry for the organisation's new employees, which is why it is committed to quality programmes, the application of rigorous tutoring and the development of the personnel who participate in these programmes.

Every year, Grupo Sesé participates in trade shows and job fairs, fostering a more direct relationship through interaction and the exchange of purposes and interests.

DUAL TRAINING. In 2017, Grupo Sesé was once again a pioneer, designing a project in Spain that adapts training contents to the real functions to be performed in the company within a **Dual Vocational Training** plan, aimed at young people between 16 and 30 years old.

This programme, specially designed by the HR and IT departments, makes it clear that the advantages are both for the company and for the students, future workers of the company, since the young people move 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.

The company also aligns the competences of the students to the specific processes and technologies, training them in its business culture. Once they have completed this training programme, they will obtain the Level 3 Professional Certificate, known as Object- and Basis-Oriented Language Programming, and will be able to join the group full-time. In addition to the dual training programmes developed in the IT Department, on an annual basis, the Transport Department also welcomes students from training centres specialised in Logistics and Transport.



22

Dual training students
in 2022



56

People have undergone
internships in the year 2022



33%

Recruitment rate of the
traineeship + dual training
programme

MAIN FIGURES OF THE INTERNSHIP AND SCHOLARSHIP PROGRAMME OF GRUPO SESÉ SPAIN
Excludes ETT and subcontractors.

See details on trends from previous years in
Annex 1 Indicators and additional information

Sustainability model

People

COMPENSATION AND BENEFITS

In 2018, Spain experienced the lowest number of births in history. With the aim of increasing this rate, and focusing on family conciliation, Grupo Sesé has become the first Baby Friendly company in the Spanish logistics sector, through the agreement signed by Ana Sesé, Vice-president of Grupo Sesé and President of Fundación Sesé, and Elena Gómez del Pozuelo, CEO of BebeDeParis.

Baby Friendly programmes make employees feel supported by their company during one of the most important moments of their lives: when they have a child. In this way, the company shows that it cares not only for the professional development of people, but also for the personal and family development. This programme begins with the presentation of a copy of *Vamos a ser padres* (We're Going to be Parents), a classic book on parenting, and continues with the gift of a set of baby clothes and accessories after the birth.



At our **Mexican subsidiary**, in order to support and encourage our employees, we have agreements with the **Mexican Social Security Institute (IMSS)** to provide **free daycare centres** so that employees who need to leave their children in a safe place while they work can request this service free of charge.



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.

Every month, the area and department managers select those individuals who have stood out for their performance from among their employees, and these candidates are entered into a draw for **gift vouchers** worth €250 which may be exchanged at the partner fashion shop Bee Lion.

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



Baby layette



Gift Vouchers for the best employees



Club Benefits



Parking for employees

Sustainability model

People

In Mexico and Brazil there are numerous initiatives throughout the year to thank employees for their work, dedication and effort.



- Gifts for employees' birthdays.
- Gifts for women on International Women's Day.
- Luncheon to celebrate Brazil Day.
- A 'Coffee with your Boss' programme to bring employees and managers together in a setting outside the day-to-day operational environment.



- Annual recognition with "Perfect Annual Record".
- Delivery of school supplies for children of administrative employees.
- School scholarships for 50 children of employees in collaboration with the trade union FROC CONLABOR.
- Gifts for women on International Women's Day.
- Family trips for employees to the Africam Safari Zoo.
- Mixed Football Tournament.
- Christmas gift raffle with a message from the management.



PROXIMITY TO EMPLOYEES IN THEIR DEALINGS

In 2016, the **Employee Portal** was launched, with the aim of automating all procedures related to personnel administration and providing each employee with access to his/her personal information, payroll and other relevant documents, thanks to its connection with human resources' software. The implementation continues to be carried out in layers until it reaches all the staff of the organisation and covers all the personnel administration processes, thus improving the communication flow between the company and the employee.

In 2020, **Linking Sesé** was launched, an integrated platform where employees of Grupo Sesé can access all relevant information to aid the optimal development of their roles – from informative itineraries to learning about the organisation through direct access to internal promotions within the organisation, or the comprehensive training on offer at Campus Sesé, the company's online training platform.



Sustainability model

People

» WORK ORGANISATION

At all production centres, whether proprietary or in-house, the work centre schedules are adapted to the time organisation of the clients for whom we are working in a personalised manner. 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.
- In two of the work centres in Spain we work 5 shifts.
- In the central offices, the general working hours are Monday to Thursday from 08:30 to 18:30 and Friday from 08:30 to 14:00.

Grupo 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.
- The corporate website has a robotic chat feature that allows queries and requests for simple procedures from clients, suppliers and the public to be channelled at any time and in an automated manner, regardless of the time zone in which the query is made, without affecting the teams that usually handle such requests.

» WORK-LIFE BALANCE

For staff with children, whether male or female, measures are generally established to facilitate a **work-family life balance** in accordance with the provisions of the legislation in force and above the level shown in benchmark laws.

Measures for all staff:

- Reduced working hours for child care, 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.

» INTERNAL PROMOTION

At Grupo 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 Grupo Sesé employees.



Sustainability model

People

» UNIVERSAL ACCESSIBILITY

In its work processes, Grupo Sesé upholds the greatest respect for personnel with different abilities. Through Fundación Sesé, it is an active player that participates in the labour inclusion of disabled personnel and those at risk of exclusion.

But the support does not end at this point – 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.



93

Adaptations/improvements of posts made in 2022



» WORK ENVIRONMENT

In April 2019, the "Sesé People Satisfaction and Motivation Measurement Project" was launched in Spain, the first global survey encompassing all personnel in **Spain** (3,000 employees).

In designing the questionnaire, a series of Focus Groups were created to identify the expectations of Sesé's people, as employees of the Group. These Focus Groups have included personnel from the Central Services and the Operational Centres in Aragon, Catalonia, Navarre and Andalusia.

STRENGTHS

Occupational risk prevention
Working conditions
Contents of daily work
Relations with management



AREAS FOR IMPROVEMENT

Promotion and development
Training
Internal communication
Recognition and participation
Working resources and means

For the second consecutive year, **Sesé Mexico** is launching its organisational climate survey, in which more than 1,100 employees have participated.

The results have been very positive and allow the organisation to implement tailor-made improvement plans that respond to the specific needs of the organisation.



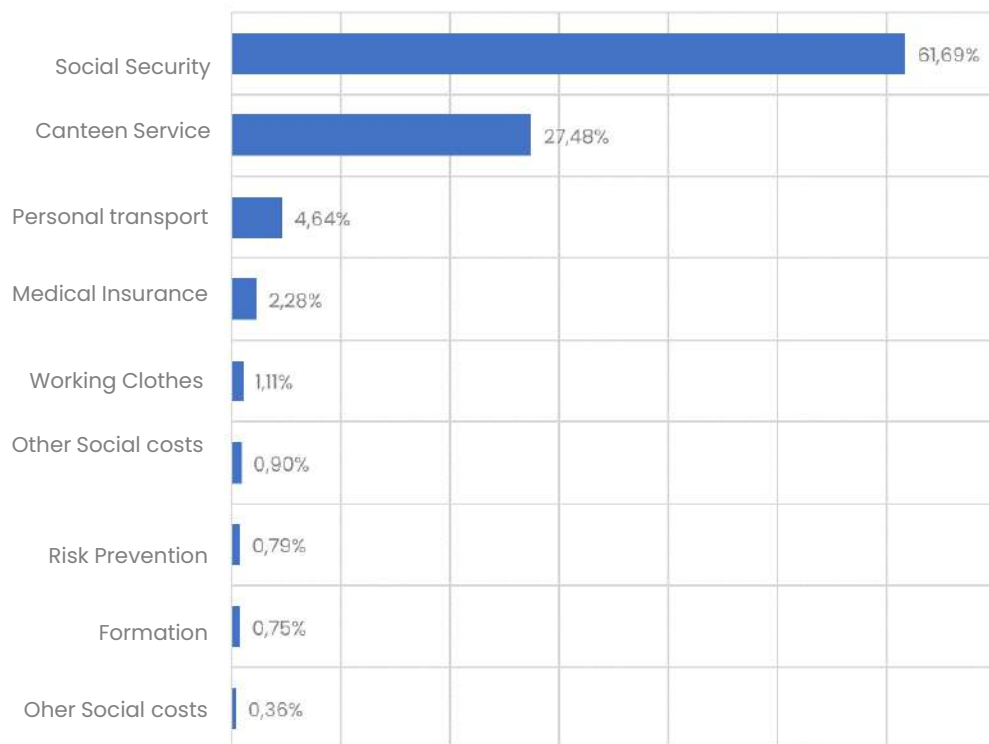
See details on trends from previous years in Annex 1 Indicators and additional information

Sustainability model

People

» SOCIAL EXPENDITURE

The attached figure shows the breakdown of Grupo Sesé's social expenditure (EUR 74.37 million).



BREAKDOWN OF SOCIAL EXPENDITURE, WITHIN THE SCOPE OF GRUPO SESÉ

» CORPORATE VOLUNTEERING

Two thousand nineteen was the year in which **Grupo Sesé Corporate Volunteer Programme (PVGS)** was launched, an initiative promoted by the Sesé family directly which seeks to complement the social action developed by Fundación Sesé. The objectives with which this Programme is launched are:

- To promote and support the exercise of the spirit of solidarity of the workers of Grupo 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 Grupo 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.

In order to structure the actions of the PVGS, a Volunteering Policy has been developed and there is a joint management committee, the Volunteering Committee, made up of staff from the CSR area, HR, Fundación Sesé and the elected representatives of the volunteers.



See details on trends from previous years in Annex I Indicators and additional information

Sustainability model

People

» DIALOGUE AND PARTICIPATION

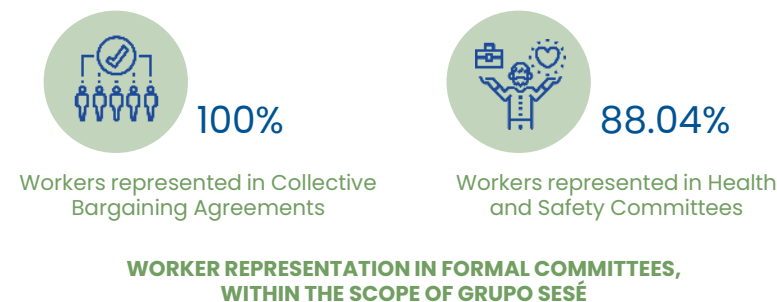
Grupo Sesé carries out its human resources management in accordance with the legislation in force and the agreements that apply to each of the activities it carries out. It also supports and facilitates the formation and operation of the Health and Safety Committees, essential and indispensable channels 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.

Communication and responsible relationships are a guarantee for the success of the organisation in the search for a triple benefit: business – people – society. The boundaries of Grupo Sesé are expanding inwards and outwards, and with them its communication, which is why its leaders are a fundamental part of this puzzle of Social Responsibility. The objective is to generate and manage the trust of all the members of the organisation in their relationships both vertically (ascending – descending) and horizontally (transversal), through the design of processes of participation, motivation and the use of accessible channels that facilitate information and contributions – in general terms, the necessary feedback for decision making.

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



See details on trends from previous years in Annex 1 Indicators and additional information

Sustainability model

People

In the management and development of daily operations, Grupo Sesé uses online tools and applications available to employees:

- **Corporate Website** (www.gruposese.com) and its news channel.
- **Linking Sesé**, a platform launched in 2020, is a comprehensive communication tool designed to contain all relevant corporate information for employees.
- **Employee portal**. A tool hosted on a Web portal and connected to the HR management programme that allows each employee to access all relevant information for their day-to-day work (personal data, payroll, absences and holidays, etc.).
- **Corporate mail** in the iCloud environment where Apps are used to improve internal communication, event organisation and access to shared documentation.
- Additionally, the organisation has **internal departmental portals** to pool together information/documentation. You only need to have a corporate email account to access it.
 - **Quality, Environment and Risk Prevention WEBSITE**: Management System Documentation accessible online.
 - **Compliance Website**. Intranet developed to bring criminal compliance and data protection closer to employees in a simple and understandable way.
- **Microsoft Teams**: As communication tools to bring customers, suppliers and subsidiaries closer together.
- **Information boards**: A corporate information manager has been appointed at each Grupo Sesé work centre. The Human Resources Department periodically sends its network of managers the news, points of interest and new items that make up the Group's information board.

Likewise, Grupo Sesé promotes meetings with its employees at all levels both to transmit the organisation's strategy and to spread the corporate culture and values.



The Global Management Meeting is held annually, where executives and managers belonging to the first lines of command of the Group's countries meet to share the year's results and key strategic lines. After the obligatory hiatus due to the restrictions associated with COVID-19, the event resumed in March 2023, with the full Board of Directors as the main guests. **"Now, together"** was the motto of a two-day session during which more than 160 professionals shared the company's achievements and future strategy based on two fundamental pillars: **sustainability** and **technological innovation**.

COLLABORATION AND EMPLOYEE PARTICIPATION INITIATIVES AT SESÉ MEXICO



2nd competition
"Family Photo"



1st competition
"Super Heroes of Sesé"



3rd "Mexican Pride"
Contest



3rd "Casetas Navideñas" (Christmas Stalls) competition



4th Day of the Dead
poem competition



1st competition
"Serenade for Mum"



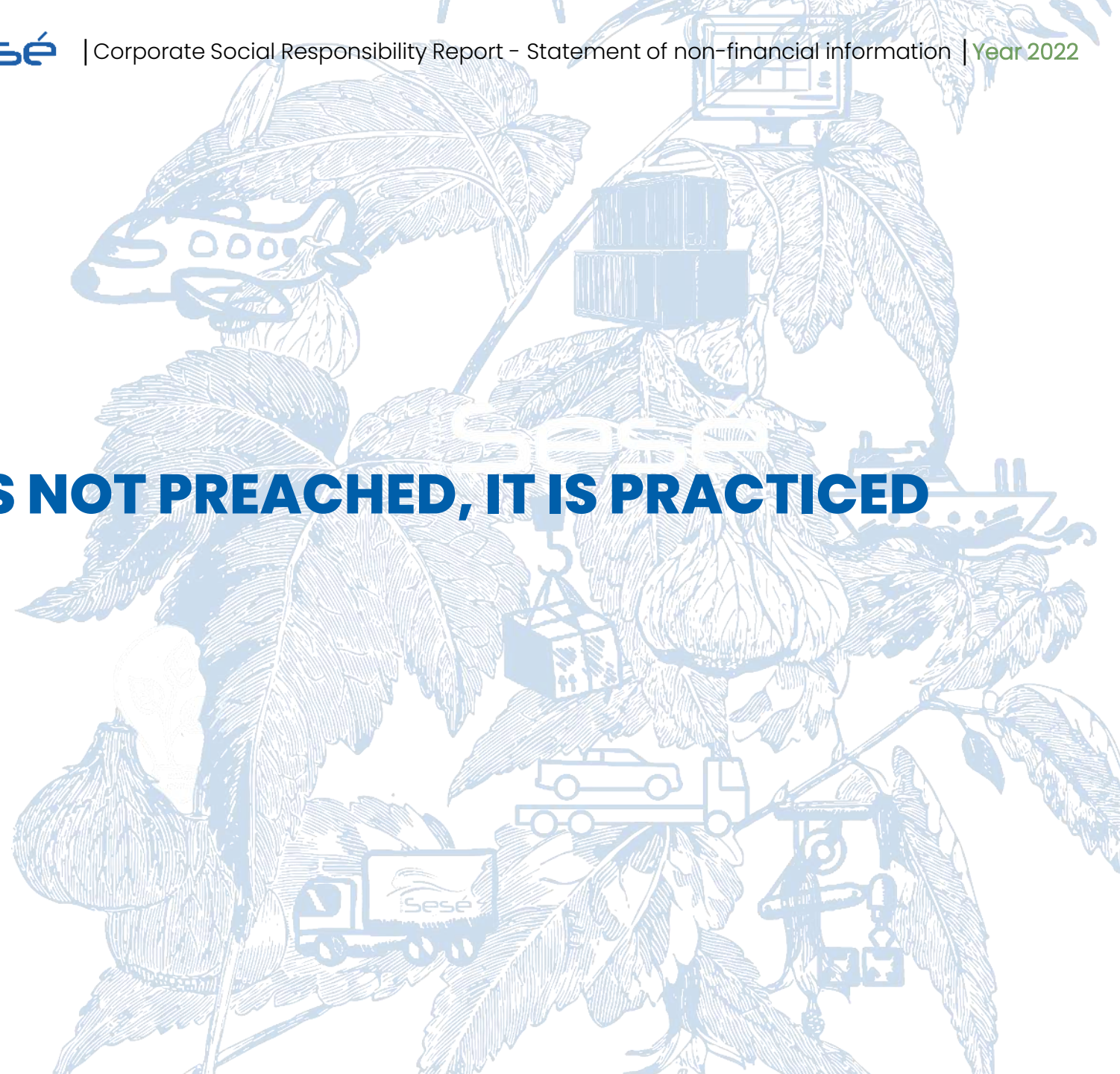
3rd "Papa Sesé"
competition



Mexican Roots
Mass 12 December

”

SOCIAL RESPONSIBILITY IS NOT PREACHED, IT IS PRACTICED



Sustainability model

Company

The Fernando Orus Award, granted by ASZA in 2008 in recognition of the economic contribution to the labour integration of deaf people and the unconditional support for the needs of the entity, was only the first step in a clear commitment by the shareholders of Grupo Sesé to relate to society.

In 2010, the first **Special Employment Centre** was created under the name Sesé Integra, serving as the seed for the creation of the Fundación Sesé in 2013, which was set up to support the various actions for integrating disabled and/or at-risk personnel into the workplace and to direct and unite all of Grupo Sesé's Social Responsibility activities.



In the year 2016, in an initiative coordinated by the Government of Aragon, CREA, Cepyme Aragon, UGT and CCOO, the Social Responsibility Plan of Aragon was launched, with the aim of ensuring that companies in the community strengthen their commitment to CSR, integrating this commitment into their policies and strategies.

As a result of its participation in this plan, Grupo Sesé was recognised by various promoters of the Social Responsibility Plan of Aragon through the granting of the **RSA Company Seal**, which has been renewed annually since then.



In 2016, the town of **Urrea de Gaén** in Teruel named the **siblings Alfonso and Ana Sesé as its Favoured Children** in a ceremony in which the president of Aragon, Javier Lambán, praised the success of the company, which is vital to logistics – the most important strategic sector in the community.



The Aragonese Safety and Labour Council awards the **Aragon, Committed to Prevention prize** 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 Grupo Sesé in the "Best career or action in occupational risk prevention for companies with more than 50 workers" category.

In 2018, the Social Responsibility Board of Aragon approved the creation of the **RSA+ Seal**, which seeks to encourage organisations holding the RSA Seal to deepen key aspects of Corporate Social Responsibility – in the first edition, Grupo Sesé was one of the companies awarded with this **RSA+ Company Seal**. Since that initial edition, Grupo Sesé has had the honour of annually renewing the seal.



In order to obtain the RSA+ Seal, in addition to having a current and valid RSA seal it is necessary to meet the requirements of four aspects.

- The **reconciliation** of personal, family and working life.
- The drive for **equality**.
- **Volunteering**.
- Involvement with the **promotion of culture** in Aragon.
- The development of the **Sustainable Development Goals**.

In 2021, **Fundación Sesé** 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.



Sustainability model

Company

Potential negative impacts (actual with *)

- Subcontracting chain outside Spain: environmental and HR perspective
- Trade / operations with internationally sanctioned and/or embargoed countries (*)
- Exposure to international corruption
- Contamination by subsidiaries and business partners in high-risk jurisdictions

External commitments

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

Monitoring

- Criminal Compliance Body
- Internal Audit Committee
- The Appointments, Remuneration and RSC Committee
- Technical Committee Supporting Compliance
- Internal audits
- Control panel

Stakeholder information

- Board of Directors: reports quarterly results
- Sesé Foundation Board of Trustees
- Top management: Global Management Meeting
- Employees: Business committees
- Clients: CSR assessments
- All: Annual CSR-Statement of Non-Financial Information

Awards

- Award in Mexico for Dignified Work
- Aragon Government Prize for Human Rights
- Ecovadis Platinum Medal

Management measures

- Quality Management System according to ISO 9001
- Environmental Management System according to ISO 14001
- Criminal Compliance Management System according to UNE 19601
- Risk map
- Anti-Bribery and Anti-Corruption Policy
- Code of Ethics and Conduct
- Due diligence with third parties
- Screening of partners and suppliers in risky operations
- Code of Ethics for Third Parties
- Prevention plans, occupational risk assessments
- Training and awareness-raising
- Ethics Channel

**Management approach
GRI 202 Market presence
2016**

» GROUP SESÉ, SUPPORTING THE LOCAL COMMUNITIES WHERE IT OPERATES

One of the bases of Grupo 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, Grupo Sesé supports local development initiatives, always counting on personnel local to the country to aid their establishment.



Latin America headcount
growth 2022 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 Grupo Sesé employs more than 3,600 people.

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.



Percentage of total turnover of
Group companies
headquartered in Aragon



Group employees
recruited in Aragon

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



**[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.

See details on trends from previous years in Annex 1
Indicators and additional information

Sustainability model

Company



The **"Sesé Runners"** team kept the flag flying for another year running in the ESIC Business Race in Saragossa. The 42 participants finished the course in less than one hour. A truly spectacular result!

Source: Carrera de la Mujer Official Website



42 of our female employees participated in the various editions of the Women's Race held in Spain, their efforts once again offering support. More than one hundred thousand women joined the Central Lechera Asturiana 2022 Women's Race, which has raised €104,685.



For another year running, the Lion duly met with the Patroness of Spain. Despite the early hour, the proud Aragonese natives of Sesé took part in the **Offering of Flowers to the Virgen del Pilar**.

Sustainability model

Company

FUNDACIÓN SESÉ

Grupo Sesé channels all of its social strategy through Fundación Sesé, a statewide non-profit organisation. Fundación Sesé 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, and a change in society, 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 Fundación Sesé in recognition of its actions carried out to favour labour insertion of disabled people within the labour market.

The awarding of this prize gives value to the social commitment of the organisation, by permanently allocating resources to the promotion and creation of activities to facilitate jobs for groups that find it harder to access the labour market. Furthermore, since 2021 it has also been awarded the **RSA Seal** (Aragon Social Responsibility), which it renews annually.



This is a special year of celebration because Fundación Sesé is celebrating its **tenth year of life**, having enjoyed the honour of changing many lives since its establishment in 2013.



Potential negative impacts (actual with *)

- Subcontracting chain: environmental and human rights perspective

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- International Convention on Persons with Disabilities
- Agreement with the Archbishopric of Saragossa
- Agreement with the Food Bank
- The Sumando Empleo (Uniting Employment) Cluster

Monitoring

- Criminal Compliance Body
- Internal Audit Committee
- The Appointments, Remuneration and RSC Committee
- Technical Committee Supporting Compliance
- Sesé Foundation Board of Trustees
- Internal audits
- Control panel

Stakeholder information

- Board of Directors: reports quarterly results
- Top management: Global Management Meeting
- Employees: Business committees
- Clients: CSR assessments
- All: Annual CSR-Statement of Non-Financial Information

Awards

- Award in Mexico for Dignified Work
- Aragon Government Prize for Human Rights
- RSA+ Seal
- Solidar 3 Stars Sesé Foundation
- Ecovadis Platinum Medal

Management measures

- Quality Management System according to ISO 9001
- Environmental Management System according to ISO 14001
- Criminal Compliance Management System according to UNE 19601
- Code of Ethics and Conduct
- Due diligence with third parties
- Code of Ethics for Third Parties
- Prevention plans, occupational risk assessments
- Training and awareness-raising
- Ethics Channel
- Sesé Foundation: integration of people with disabilities and/or at risk of exclusion
- Corporate Volunteering Programme

**Management approach
GRI 203 Indirect economic
impacts 2016**

Sustainability model

Company

» SESÉ FOUNDATION SOCIAL PROJECTS

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

Every year, Fundación Sesé promotes different 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.



€+245,000

Collected at charity events
organised by Fundación
Sesé



62%

Research / health



38%

Fighting hunger
and poverty



SESÉ BIKE TOUR



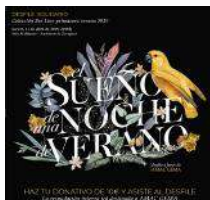
It is a cycling tour for charity, incorporated into the national circuit of the Great Cycling Marches in 2018 under the supervision of **El Pedal Aragonés** and Fundación Sesé, departing and arriving in Urrea de Gaén and making for a challenging journey on unpublished routes in the province of Teruel / Bajo Martín and Maestrazgo. Every year, more than 120 volunteers, including volunteers from Grupo Sesé and neighbours from Urrea de Gaén and the surrounding villages, make this great event possible.

Edition	Participants	Proceeds	Beneficiaries
2022	526	€19,479	SOS! Vulnerable families, Ukraine
2021	432	€19,400	Food Assistance Programme
2020 [virtual]	200	€600	Food Assistance Programme
2019	560	€26,000	Fight against cancer
2018	260	€22,000	Amyotrophic Lateral Sclerosis (ALS)

Sustainability model

Company

Edition	Proceeds	Beneficiaries
2022	Energy poverty €23,570	Caritas, Coordinating Board of Saragossa Brotherhoods
2021	Food solidarity €30,000	Delicias Dining Hall Food Assistance Programme
2019	Childhood cancer €30,130	Miguel Servet Hospital, Aspanoa
2018	Down's Syndrome €37,406	Amyotrophic Lateral Sclerosis (ALS)
2018	Autism €33,885	Autismo Aragón, Fundación Lacus Aragón, Fundación CEDES, Associació VIU-LA, Autismo Diario ORG



SOLIDARITY PARADE

In 2019, the Multi-purpose Hall in Saragossa hosted 'A Midsummer Night's Dream' in the form of a solidarity parade led by the Bee Lion store. Fundación Sesé coordinated the event and acted as a link to make this fashion event a channel to fight against genital and/or breast cancer. 400 people watched this solidarity-focused fashion show, the contributions of which, in addition to those of the front row, enabled the association Amac Gema to receive a cheque for 4,100 euros for the development of its projects.



Thanks to the funds collected at the 2018 Gala at Miguel Servet Children's Hospital in Saragossa, a cinema was opened so that hospitalised children can enjoy a film every week while they receive their treatment. Volunteers from Grupo Sesé attend the Miguel Servet Hospital every Tuesday afternoon to show a film to the hospitalised children.



Sustainability model

Company



ACADEMIC TRAINING AND SUPPORT

Since 2015, Fundación Sesé 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.

The purpose of the adult school is to teach students to speak Spanish, to read and write, to master basic maths, and to familiarise them with the customs and culture of the country.

26 Young people aged 10 to 16 **10** women



DELICIAS FAMILY CANTEEN

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

30 people attend every day **6,980** Solidarity menus / year



TRAINING CAMP – VFL WOLFSBURG



46 sons and daughters of employees

+30 Volunteers Grupo Sesé

As a result of the agreement signed in 2016 between Grupo Sesé and VFL Wolfsburg Football Club through a sponsorship contract, the Sesé Training Camp for the children of Grupo 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.



LIGA GENUINE, REAL Saragossa

Since 2018, Fundación Sesé has sponsored the Real Saragossa School for Intellectual Disability. This type of initiative seeks to promote social inclusion, coexistence and fun through this sport. **68 people** with learning difficulties participate in the activities of the team formed by Real Saragossa for LaLiga Genuine.

Sustainability model

Company



ALTATORRE WOMEN'S CLUB

Fundación Sesé sponsors the women's football team of the Altatorre Centre for Deaf People in Madrid (CAPSM), a team for women who face inequality in terms of both gender and disability.



LA NOCHE MÁS MÁGICA

Grupo Sesé participates annually in the toy collection campaign organised by Aragon Radio (La Noche Más Mágica – The Most Magical Night) in collaboration with several dozens of Aragonese entities and institutions. This 13th staging of the campaign saw over 15,000 gifts distributed.



ROMANIAN RED CROSS

Since 2019, Sesé has been collaborating with the Romanian Red Cross and Inditex on several projects aimed at providing clothing to groups at risk of exclusion (**the Second Life project.**). Grupo Sesé collaborates on a voluntary basis with the collection, classification and transport of clothes donated by individuals and companies.



COMPUTERS FOR CHILDREN

Fundación Sesé, Entrerriós Automatización and Grupo Henneo collaborated to deliver 52 computers to special education schools for the training and recreational use of people with disabilities. Many thanks to our IT team for their help!



A TODO TRAPO

Since 2018, Grupo Sesé has operated a permanent collection point for the **A todo trapo (Full Sails)** project. This is a networking programme promoted by **Cáritas** and aimed at the social and labour insertion of women in disadvantaged social situations. More than **3,000 kilograms of clothes** have been collected at Sesé's facilities.

This social action generates job roles for persons at risk of exclusion, and also has an important environmental impact since the use of second-hand clothes does away with the water consumption and greenhouse gas emissions that would otherwise be required to manufacture them.



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 will later be sent to solidarity projects in Africa and America



SOLIDARITY FOOD TRANSPORT

For several years, Grupo Sesé has maintained a collaboration agreement with the Archdiocese and Fundación Sesé to collaborate in the development of different food assistance programmes. It thereby collaborates in logistics and transport between the Food Bank of Saragossa and the Oliver and San Juan de la Cruz neighbourhood parishes.

58,374 kilograms of food transported

7,755 beneficiaries served

36 Sesé Group volunteers

Sustainability model

Company



Imaginarium

€10,717

donated
to Caritas

11

volunteers
from Sesé



CHARITY MARKET

Since 2020, Fundación Sesé has collaborated with Imaginarium to organise a charity market, where the funds raised are used to improve the food assistance programme response promoted by Fundación Sesé at the Delicias soup kitchen.



CINEMA, MIGUEL SERVET HOSPITAL

Fundación Sesé promoted the project, financed it and has been bringing it to life since 2019 thanks to Grupo Sesé's Corporate Volunteering. Every Tuesday, a rotating group of 3 volunteers from Grupo Sesé's Moving the World programme turn on the lights in this special cinema and assist the attending children and their families.



PARQUE POLO ROAD SAFETY

Fundación Sesé collaborates annually with the Volkswagen Polo Park (Navarre), which develops road safety education programmes for children. Through educational and recreational activities, the basic principles of the rules of road education are explained to future drivers and pedestrians.



SOS, FOR UKRAINE

The war in Ukraine mobilised the Fundación Sesé team and Sesé volunteers. Numerous initiatives were launched to help Ukrainian families:

- The Asociación Asistencia para la Infancia chartered a bus that brought more than 110 refugees to Aragon.
- Numerous trucks were made available to NGOs such as Zero Hunger, Olvidados, CEO Foundation, Open Verein, Second Childhood Association, etc. to bring humanitarian aid to the Ukrainian borders.
- The collection of food and humanitarian aid was organised in the Bajo Aragon region and then transported to Ukraine.



FOOD COLLECTION, BRAZIL

Sesé Brasil carries out annual food collection campaigns among its employees to help the most vulnerable families in the area.



CREATING SMILES PROGRAMME, MEXICO

Three social actions with an impact on the community have been launched by Sesé Mexico in 2022 and are articulated through the internal initiative Programa Creando Sonrisas (the Creating Smiles Programme). The collection of toys, clothes, food and basic necessities among the employees has made it possible to realise three different social projects:

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



Sustainability model

Company

» SPECIAL EMPLOYMENT CENTRES (CEE)

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

The commitment to and development of these EWCs is an idea driven by Grupo Sesé's Ownership, which shows that socially responsible behaviour is not incompatible with economic profitability and efficiency.

In 2010, the first Special Employment Centre for the integration of disabled people was established at **Sesé Integra (Martos)**, through the development of professional activity within the framework of a business project. In June 2016, a new industrial activity started within this CEE: injection of thermoplastics for the automotive industry. 5 million has been invested in machinery and facilities, with a proportionate increase in staff, 76% of whom are disabled.

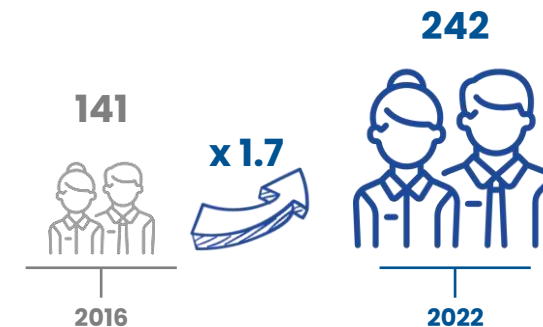


In 2015, **Sesé Integra Norte (Saragossa)** obtained the qualification for its activity, which officially started in 2016. This SEC covers the professional demands of some of the most important companies in the automotive, logistics or food sector. In 2018, a new line of digitisation work started in this CEE. The activity was created in order to respond to the internal needs of the Group and then offer this digitalisation service externally to other companies and entities.

In 2021, **Sesé Integra Landaben (Navarre)** obtained the qualification, with activity starting in 2022.



STATUS OF DISABLED STAFF IN SPAIN



» EMPLOYMENT AGENCY

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

Fundación Sesé has an On-Line Placement 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

See details on trends from previous years in Annex 1 Indicators and additional information

Sustainability model

Company

» TRAINING CENTRE

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

In 2021, Fundación Sesé 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.



ESSENTIAL PROGRAMME

Born from a collaboration between Fundación Sesé, Down Saragossa and INAEM, this training project has been designed to promote the employment of people with learning difficulties.

Throughout 280 hours of training in these administrative tasks, given at Fundación Down's training centre in Saragossa, ten people acquired the necessary skills to get a job.



The closing of the programme was celebrated with a joint recognition of the employer companies (Grupo Saica, Fersa, Transcoop, Universidad de San Jorge and Grupo Sesé) that contributed to the final success of the project by incorporating 7 of the trained students into their workforces.



Sustainability model

Clients

Grupo Sesé is aware of the impact of its activity on the health and safety of both its clients and all its stakeholders, and takes active steps to prevent this. It is in this area where training and good practices in load securing are promoted, as well as in safe and efficient driving in transport and logistics activities; in the case of industrial services the focus is on avoiding potential problems during the life of the product and that is why Process and/or Design MFA's are carried out during the development of processes and products.

► PROFILE OF THE CLIENTS

Grupo Sesé's clients are located all over the world, carrying out multiple activities in a wide range of sectors.

- 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 customers who require transport with the most innovative and efficient means, with the best designed and planned routes, with the lowest environmental impact and with the most highly trained and expert professionals.



► CLIENT SATISFACTION

Grupo Sesé's Commercial, Operations and Quality teams work in coordination to manage this stakeholder group. The organisation of the Commercial team is based on criteria of volume and strategy (Key Accounts) and business division. During the initial phase, this team is responsible for getting to know the client: what they need, what they expect and applying cross-selling techniques, which services from Grupo Sesé's portfolio can respond to these needs and even others that the client is not aware of.

The Back-Office staff and Quality staff carry out exhaustive analyses of the specifications to identify legal, operational and service requirements which are then transferred by Operations and Quality to ensure the optimal design of the service to be provided. This design is embodied in procedures and work instructions, with which operational personnel are trained, and indicators (KPIs) are defined to quantitatively verify compliance with these requirements.

From this moment on, monthly monitoring of compliance with the indicators is established by the same parties already mentioned. Each client is assigned one or more sales representatives who are responsible for keeping the inputs of needs and expectations updated. As soon as they join the client portfolio, all clients are classified according to their estimated turnover, their strategic weight - in accordance with Grupo Sesé's strategic plan - and their sector/activity. In this way, a specific system for measuring and monitoring satisfaction is automatically assigned.



Top30 Group and strategic clients. The clients in this Group have an assigned Key Account Manager, who makes periodic visits to find out their state of satisfaction, reviews the Tenders in progress, and sounds out new business options and/or needs for improvement in the services provided by Grupo Sesé. This information is transmitted to the Commercial Department (to launch new ranges), to Operations (to establish improvements / action plans) and to the Quality Department (to consolidate the satisfaction results achieved).



The OEMs (**Original Equipment Manufacturers**) for which Grupo Sesé is a Tier 1 supplier are monitored on a monthly basis in accordance with the requirements established by the IATF 16949 and Formel Q framework, for an enhanced in-depth determination of their level of satisfaction with the services provided by Grupo Sesé.



For **all clients**, an assessment is performed through an Operational Satisfaction Template. This document is updated weekly by the operational staff in direct contact with the client in order to make the organisation aware of the client's feelings regarding the service provided, and to be able to establish actions as soon as possible where a clients' satisfaction could be improved. The results are reviewed monthly by the Business Division Management.

Sustainability model

Clients

QUANTITATIVE MEASUREMENT OF THE SERVICE

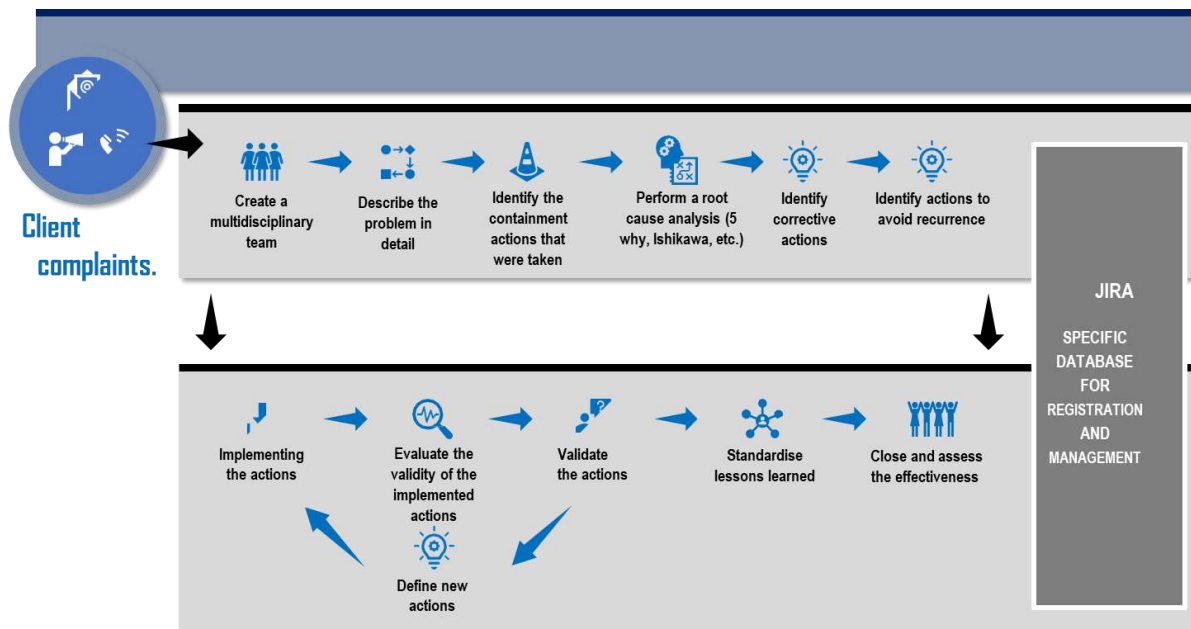
- Results of client audits.
- Operational KPIs, both internal and issued by clients.
- Quality evaluations / performance reports issued by clients.
- Client complaints.

From all these sources of information, the Quality Department prepares a monthly consolidated report, which is available in the Quality WEBSITE of the SGI (Integrated Management System) distribution available for the whole organisation.

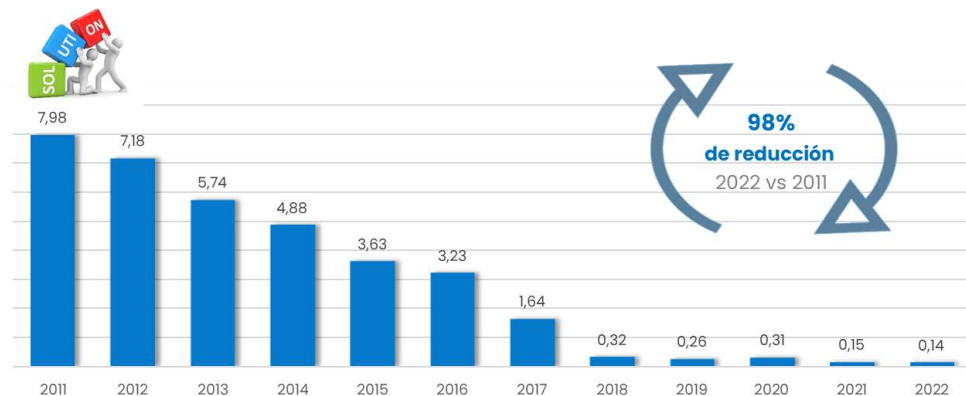
This document is analysed monthly and reported annually as input to the Management Review.

98.21%

Overall customer satisfaction



CLIENT COMPLAINT HANDLING SCHEME



INTERANNUAL EVOLUTION OF CLIENT COMPLAINTS, EXPRESSED IN PPM, WITHIN THE SCOPE OF GRUPO SESÉ EUROPA

98%
de reducción
2022 vs 2011

The 2022 EcoVadis assessment awarded Sesé a **Platinum Medal** rating with a 99% percentile. It is notable that a score of 80 out of 100 was reached in 3 of the 4 categories.

EcoVadis manages the first collaboration platform that allows companies to evaluate the performance of their suppliers in terms of sustainability in 110 countries and 150 sectors. EcoVadis' total score reflects the quality of the company's CSR management system.



RESULT OF THE ECOVADIS EVALUATION

Note: the black side mark indicates the average result of the companies evaluated

See details on trends from previous years in Annex 1 Indicators and additional information

Sustainability model

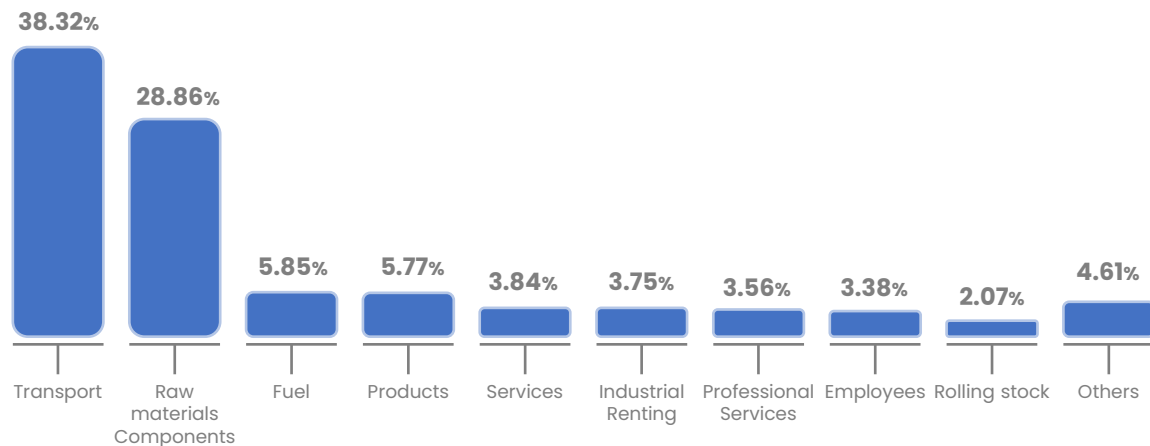
Suppliers

The success of a company is the sum of all its elements. That is why Grupo 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.

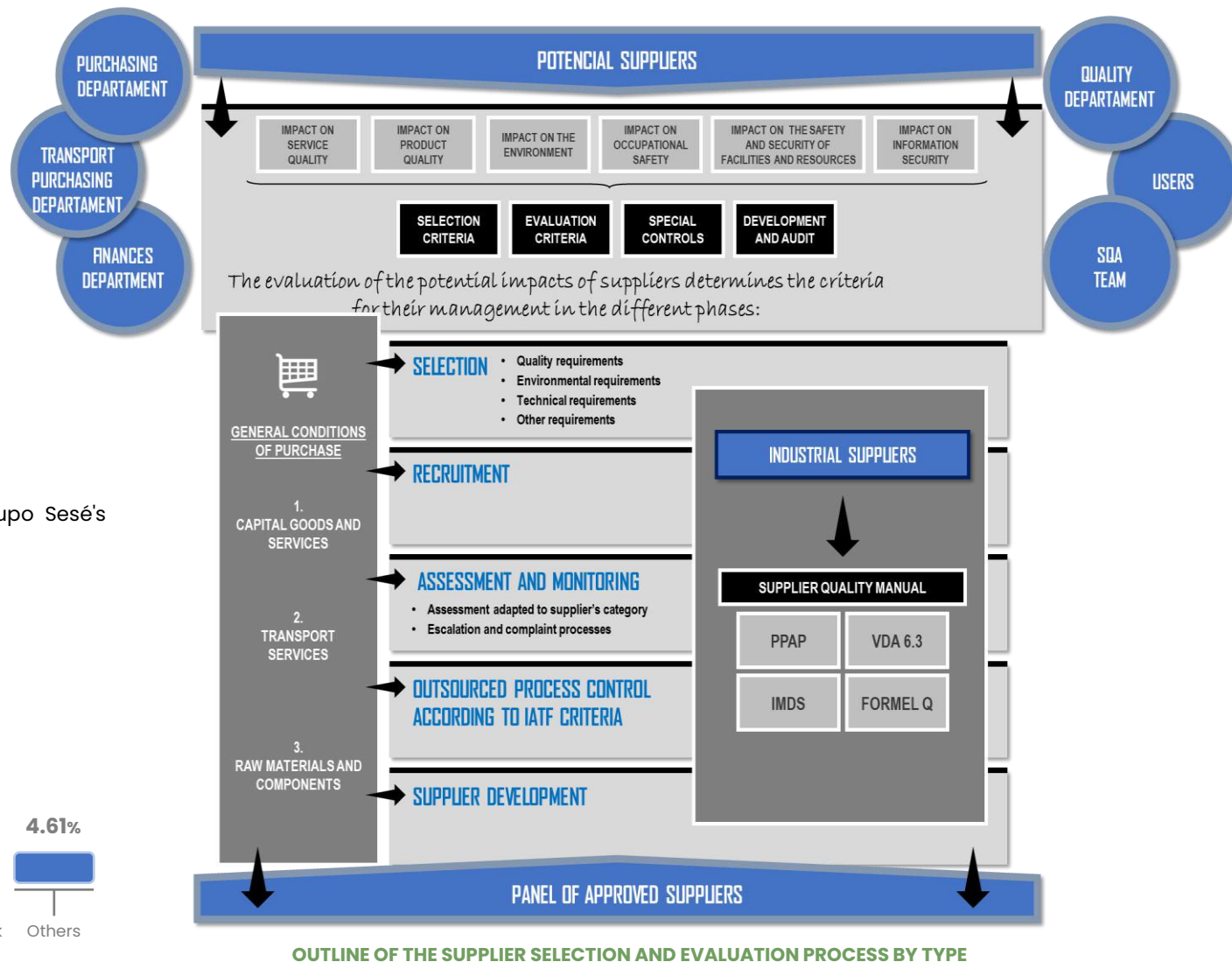
Grupo Sesé has a powerful Purchasing Department aimed at managing needs and collaborations with a system of identification and monitoring. This team is divided into two main areas, Transport Procurement and General Procurement.

» SUPPLIER PROFILE

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



BREAKDOWN OF CATEGORIES OF SUPPLIERS PURCHASED BY ANNUAL VOLUME



Sustainability model

Suppliers

Grupo Sesé has access to a platform (JAGGAER) for comprehensive management of suppliers, which consists of the following processing blocks that will be activated in stages:



Grupo Sesé's supplier selection and approval 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, Grupo 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 Grupo Sesé panel. Before entering into a relationship with Grupo Sesé, all suppliers sign an **adherence to Grupo 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.

The following is a summary of the specific requirements in terms of safety, environment and social aspects that are requested from those suppliers associated with the most significant impacts of the organisation:

- **Purchases of rolling stock:** a classification of all suppliers is made based on their safety equipment – AEB, ACC, ASR – aerodynamics and emissions, taking into account that in no case will a vehicle with a non-Euro VI engine be purchased, with those with the best rating being granted purchasing priority.
- **Transport suppliers:** environmental requirements are included in the selection and homologation process, and it is essential for a dedicated fleet of more than 10 lorries that these be Euro V or higher, promoting the development of smaller suppliers, mainly autonomous, giving support and backing for the improvement of their fleet, which represent 64% of the kilometres covered out by the transport activities of Grupo Sesé.
- **Suppliers of industrial services:** in addition to quality criteria, other criteria related to their social practices are taken into account, ensuring that they do not use conflict minerals in their production.

In addition, for the rest of the suppliers, the development of good environmental practices is encouraged in the selection and contracting process. These good practices are particularly valued in the context of large purchases or tenders. These are not exclusive criteria, but practices such as these can be evaluated:

- Printers and paper suppliers – use / supply paper with FSC certificates
- Printer suppliers – this includes management of out-of-use toners with authorised managers.
- Suppliers who present/promote initiatives that favour recycling over recovery in treatment.
- Suppliers that use sustainable manufacturing techniques (co-generation, CO2 emission offsets, green technologies, use of green energy, etc.)
- Hardware suppliers that minimise environmental impact when producing equipment (high % of recycled material, etc.)

Sustainability model

Suppliers

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 Purchasing, Human Resources and Quality Departments hold regular meetings with larger-volume and larger-impact suppliers in order to make the following assessments:

- Quality of services / products supplied.
- Analyse incidents that may have occurred in order to establish joint action plans.
- Study options for new synergies or collaborations to improve the partnership with the supplier.
- Integration options within Grupo Sesé's IT systems to improve communication and data transfer.
- Explore new ways of collaboration.
- Involve the supplier within initiatives or good practices of Grupo 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.



88.78%

Average result of the annual evaluation



91.79%

Percentage of suppliers evaluated (*)



94.50%

Results of process audits of industrial suppliers

DETAIL OF THE EVALUATION OF SUPPLIERS, WITHIN THE SCOPE OF GRUPO SESÉ

(*) per equivalent volume of purchases within the Total Supplier Panel

See details on trends from previous years in Annex I
Indicators and additional information

	Transport suppliers	Industrial suppliers	Suppliers accessing Sesé (1)	Other suppliers
Acceptance Code of Ethics Third Parties, Policies				
CGC for Transport Services				
GCC for Raw materials and Components				
CGC for Capital Goods and Services				
Supplier Portal				
KeepingDocs Platform (2)				
Platform Jaggaer (2)				
Driver's Manual				
Supplier Quality Manual				
Results of Quality Evaluations				
CAE + Good Practices ORP & Environment				

COMMUNICATION QUALITY, ENVIRONMENT, PREVENTION, CSR AND DUE DILIGENCE ASPECTS OF SUPPLIERS

(1) Suppliers and subcontractors who access Sesé facilities.

(2) The platform has integrated the requirements for accreditations, certificates, etc.

(3) The platform has integrated the requirements of the Supplier Selection and Approval Questionnaire.

”

**WE DO NOT INHERIT THE LAND FROM OUR ANCESTORS,
WE BORROW IT FROM OUR CHILDREN**

Native American proverb

Sustainability model

Environment

Potential negative impacts (actual with *)

- Greenhouse gas air pollution (*)
- Air pollution by other substances (*)
- Subcontracting chain in Spain and outside Spain: an environmental perspective

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- Adherence to SBTi (Science Based Target)
- GethyGA initiative of the Government of Aragon (industrial ecosystem based on hydrogen)
- Aragon Hydrogen Foundation Board of Trustees
- Shyne, Respol Green Hydrogen Initiative

Monitoring

- Internal Audit Committee
- Internal audits
- Control panel
- Carbon footprint calculator

Stakeholder information

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Awards

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- RSA Award from the Government of Aragon for the Smart & Green decarbonisation project

Management measures

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- Commitment to intermodality
- Pioneers in modular transport (EMS): Dúo Trailer and Giga Trailer
- Training in efficient driving
- Carbon footprint calculator
- Sesé Chair, University of Saragossa:

**Management approach
GRI 305 Emissions 2016**

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.

- Grupo Sesé works obeying **ISO 14001 standards** and is certified for transport activities, comprehensive logistics and assembly of automotive parts.
- All waste is managed using **authorised waste managers** and in compliance with all associated regulations.
- The Fleet and Planning Departments work actively to design optimised routes where both diesel consumption and empty miles (and consequently **CO₂ emissions**) are minimised.
- Likewise, the Transport, Systems, Quality and Fleet Departments are constantly researching new technologies, processes and equipment to reduce CO₂ emissions and **fight against climate change**.

Every year, Sesé identifies the environmental aspects of its activity, evaluating each one of them to detect the **most significant aspects** and act on them. During this process, it has been detected that **diesel consumption and greenhouse gas emissions** have a significantly greater impact on the environment than the rest, and therefore they present measures and action plans that are effective and robust over time.

Non-significant environmental aspects of the organisation include, among others:

- **noise pollution**, although due to the organisation's activity this aspect is not significant; it should be emphasised that in the case of transport all vehicles are cutting-edge, and this point is a value taken into account by the manufacturers; furthermore, the vehicles annually undergo an ITV (MOT equivalent) test during which one of the aspects assessed for the result is the level of noise emitted.
- consumption of **water**, which is supplied in all centres of the public network; in industrial activities, where the highest water consumption occurs and it is used for cooling the injection equipment, the water is recirculated to mitigate the impact and reduce consumption.
- in the case of **light pollution**, no specific action has been taken as no indication or aspect considered relevant for analysis has been detected.

This chapter will pay greater attention to these impacts, without ignoring other information that may be considered relevant for stakeholders.

Sustainability model

Environment

► CARBON FOOTPRINT IN THE SUPPLY CHAIN

In 2019, new firm and decisive steps were taken towards the integrated management of the organisation's carbon footprint and, by extension, the carbon footprint of Grupo Sesé's contribution to its clients' supply chains. The project began by analysing the greenhouse gas emissions of Grupo Sesé in 2018.

The project is an ambitious and global one, that has had to be modified on some of the planned dates due to the direct impact of Covid-19 on the stalling of activity worldwide, milestones that, for this reason, have seen the execution of some of their activities transferred to 2022.

This is the first comprehensive project for measuring, verifying and reducing the carbon footprint of all of Grupo Sesé's activities and business lines:

- The measurement includes scopes 1 (full), 2 (full) and 3 (partial).
- The data sources and calculation formulas have been verified externally, which has led to the attainment of the ZeroCO2 Label in 2019 for the verification of the calculated emissions.
- The first comprehensive emissions reduction plan (**Smart & Green**) was defined, covering all of the organisation's business lines, with specific actions for each type of activity and in full alignment with the SDGs.
- Following this path, Grupo Sesé joined the SBTi Initiative in 2021, actively participating in the initial staging of the *Climate Ambition Accelerator* programme sponsored by the United Nations Global Compact, which facilitates knowledge and skills to accelerate progress towards the establishment of science-based emission reduction targets, aligned with the 1.5°C pathway, and net zero emissions by 2050.

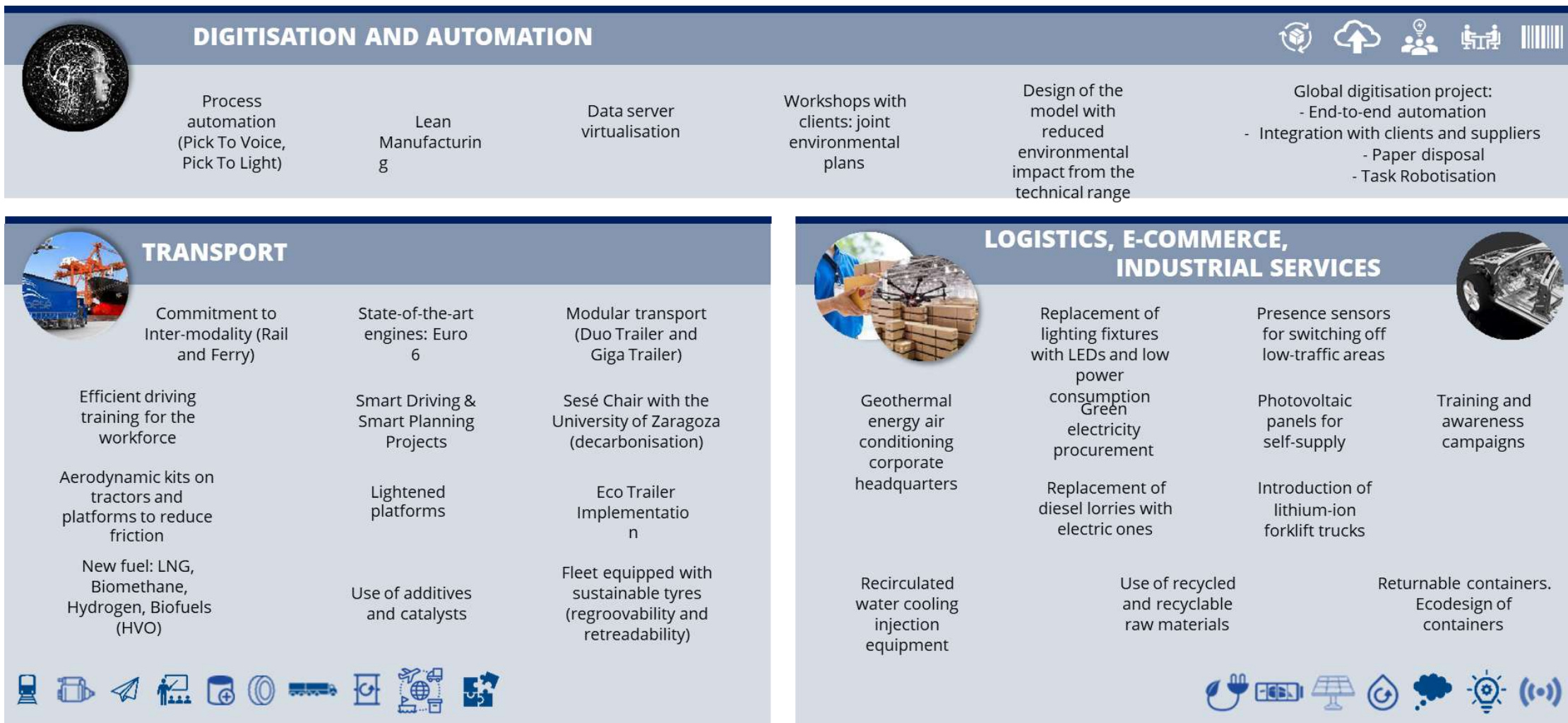
As a result, it is possible to determine the percentage contribution of each of the organisation's Operational Business Divisions in a quantified and objective manner. Likewise, there is a detailed map of emissions in Grupo Sesé's own supply chain, differentiating by the source of generation of these emissions. With this valuable information, a starting point has been established to reference the Smart & Green comprehensive plan for reducing greenhouse gas emissions.

13 ACCIÓN POR EL CLIMA

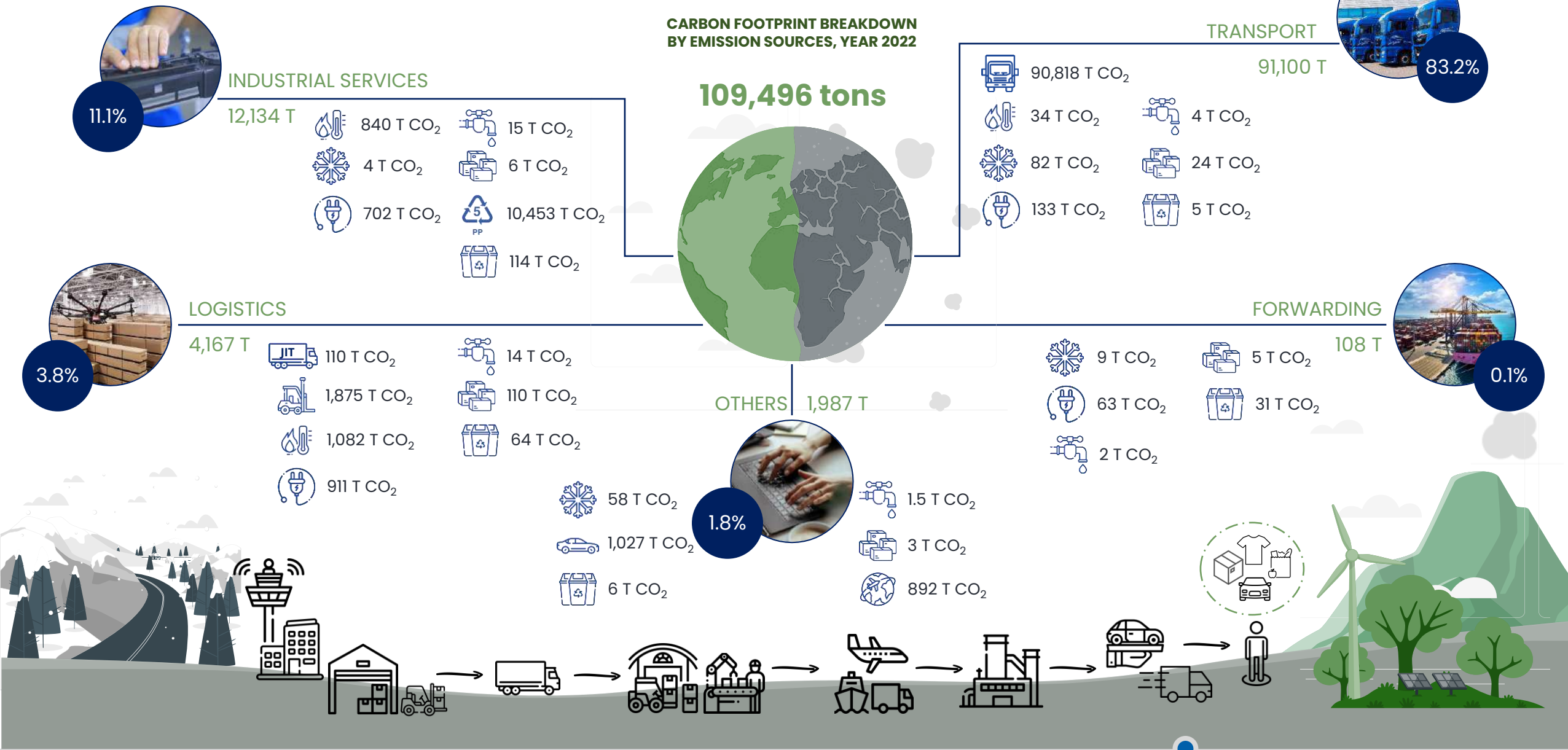


(*) Base year 2021

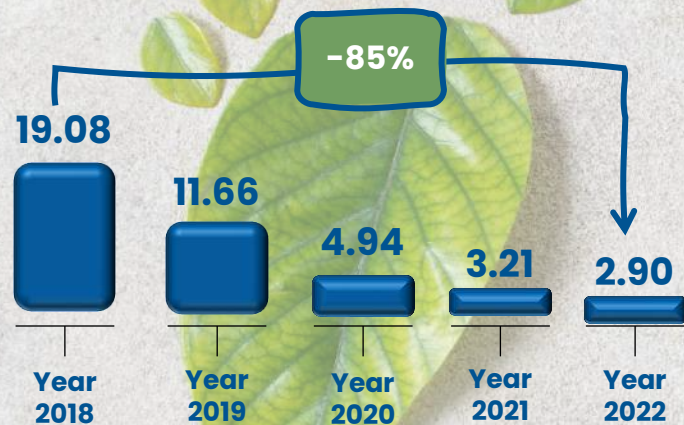




SMART & GREEN: A SMART DECARBONISATION PROJECT



109,496 tons



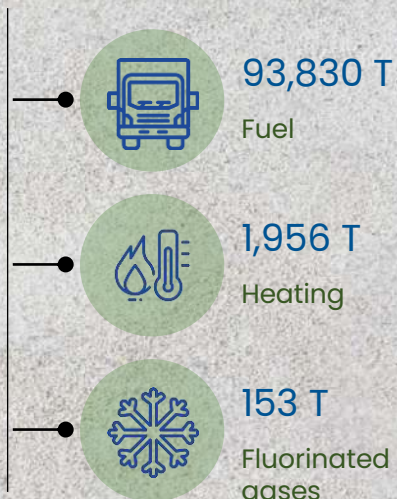
EVOLUTION OF THE RATIO OF TOTAL CO₂ EMISSIONS / SURFACE AREA OF INSTALLATIONS (M₂)

-12.21%

CUMULATIVE
REDUCTION IN CO₂
EMISSIONS / KILOMETRE
(compared to 2012)

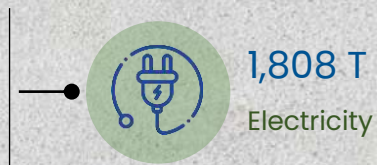
95,939 T

Scope
1



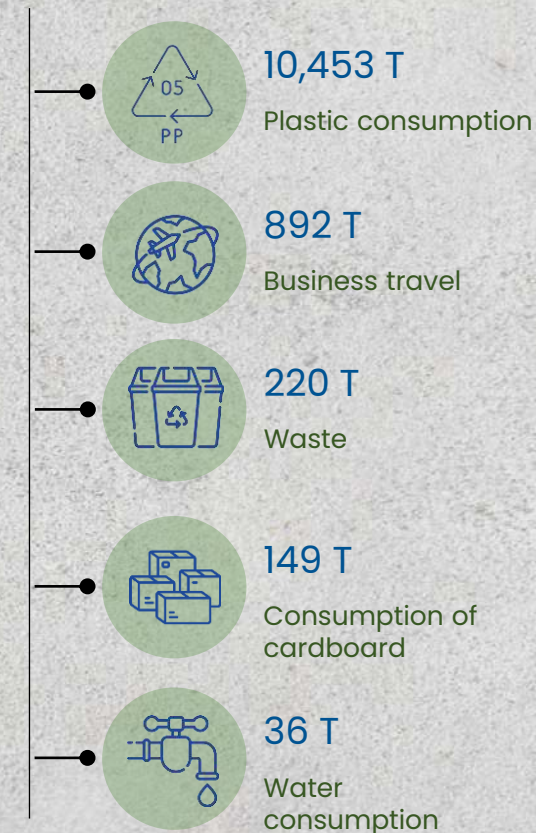
1,808 T

Scope 2



11,751 T

Scope
3



[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 GRUPO SESÉ (Note: From the year 2019 the data correspond to Grupo Sesé, and until the year 2018 to Grupo Sesé Europe; scope 3 of the data for the year 2022 now includes those related to the waste generated, a new feature in the inventory of emissions.

DETAILS OF THE CARBON FOOTPRINT BY SCOPE, 2022

Sustainability model

Environment

» SESÉ CHAIR FOR CARBON FOOTPRINT REDUCTION

One of the levers of this comprehensive reduction plan is the Sesé Chair, whose central axis is research for the reduction of the carbon footprint in the supply chain. The Chair's committee has Emilio Larrodé, Professor of Engineering and Transport Infrastructure, as the Chair's Director.

The University of Saragossa and Grupo Sesé joined forces to establish the Sesé Chair, which aims to develop innovative solutions for supply chains with a view to reducing their carbon footprint. Grupo Sesé is also fully aware that the most important element of an organisation is the people who make it up. Talent and teamwork are essential to be able to be leaders in any activity, and clearly, with the creation of the Sesé Chair at the University of Saragossa, synergies and achievements can arise in that direction.



**SIGNATURE OF THE CHAIR BY
Mr. ALFONSO SESÉ, Mrs. ANA SESÉ
AND THE RECTOR OF THE UNIVERSITY,
JOSÉ ANTONIO MAYORAL**



Research
Development
Co-operation

Three different themes will be developed in the first axis:

- 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

Proposal 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.

Disclosure

Participation in the preparation and editing of text books, as well as in the organisation of informative days and congresses.



The Chair was able to draw upon the presence of Repsol to explain its strategy concerning renewable fuels. The day ended with a round table with senior representatives from **Repsol, Scania, VW Navarre, Coca Cola, Seat and Sesé** (Mr. Carlos Giner, Director of Transport) to discuss the prospects for the implementation of HVO as a key element in the short term for the decarbonisation of freight transport.

The **3rd Conference of the Sesé Chair**, organised in December 2022, addresses the issue of HVO, which may be the step before synthetic fuel, and the step after the use of diesel for road freight transport.

Sustainability model

Environment

► RENEWABLE FUELS, BUILDING SUSTAINABILITY

2022 was the starting milestone for the green vehicle deployment strategy in the Transport Division. Two pilot projects focusing on **renewable fuels** have been launched:

- The first of these, from Repsol and Scania, revolves around an **advanced biofuel** produced from waste such as used vegetable oils, animal fats and non-food agricultural and forestry residues. This fuel complies with the sustainability certifications required by the EU Renewable Energy Directive.



11

trucks operating

4

clients involved
(Seat, Coca Cola, Inditex,
VW Navarre)

263

Tons of CO₂
avoided

7 ENERGÍA ASEQUIBLE
Y NO CONTAMINANTE



13 ACCIÓN
POR EL CLIMA



17 ALIANZAS PARA
LOGRAR
LOS OBJETIVOS



- The second is based on the application of **biomethane** of certified origin as a fuel source for natural gas trucks. 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.

-3,307,694
Kilograms CO₂

2022

-4,707,486
Kilograms CO₂

2021

-2,121,283
Kilograms CO₂

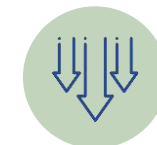
2020

-1,710,262
Kilograms CO₂

2019

-881,382
Kilograms CO₂

2018



12.7 T CO₂

A direct impact on the reduction of these emissions has undoubtedly stemmed from the commitment to the use of intermodality through the Bettembourg-Le Boulou route via Lorry Rail, which in the last 5 years has made it possible to **avoid the emission of more than 12.7 tonnes** of CO₂ into the atmosphere.



REDUCTION OF CO₂ EMISSIONS FROM RAIL USE



NOx EMISSIONS



SOx EMISSIONS



VOCs

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

Note: From 2019 the data corresponds to Grupo Sesé, and until 2018 to Grupo Sesé Europe

See details on trends from previous years in Annex 1
Indicators and additional information

Sustainability model

Environment

» MODULAR TRANSPORT DIRECT IMPACT ON THE FIGHT AGAINST CLIMATE CHANGE

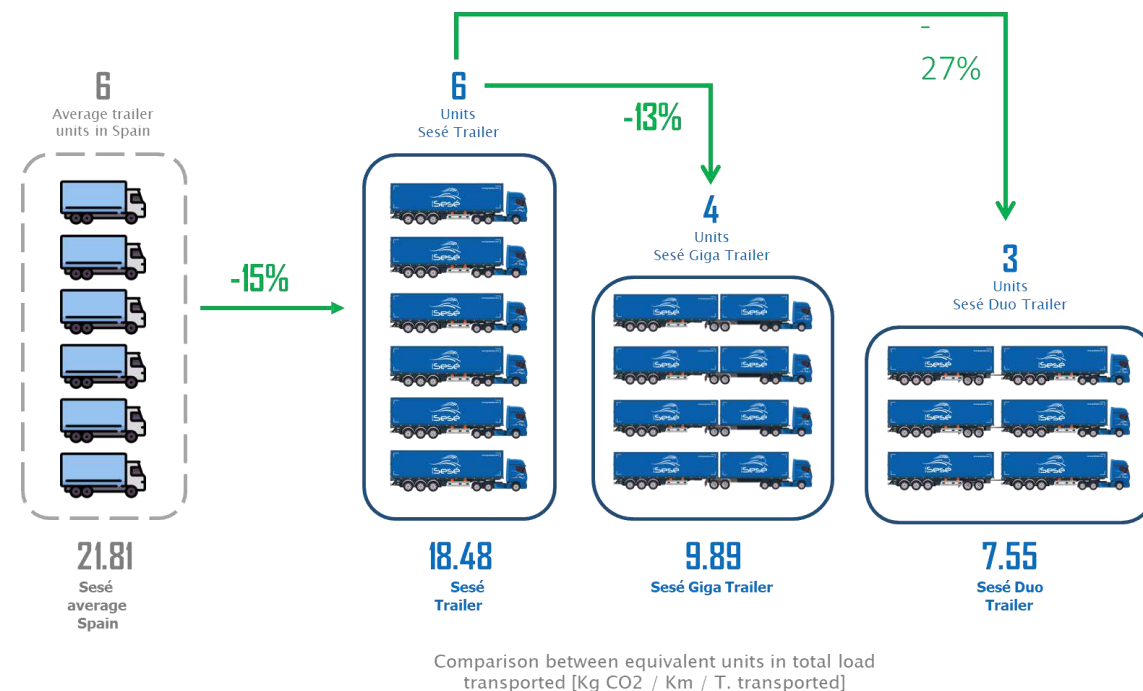
One of the major advances against climate change is the progressive introduction of modular transport. As a result of a collaboration within the Automotive Cluster of Catalonia, Grupo Sesé and Seat were the two main partners that facilitated the first journey of a Mega Trailer in Spain in 2016.

In 2018, Grupo Sesé, once again a pioneer, together with the Department of Mechanical Engineering of the University of Saragossa, put the Dúo Trailer, a 31.75 metre lorry with a 70 tonne MMA, into circulation in Spain for the first time.

These initial research tests will culminate in a report to demonstrate the behaviour and benefits of this new vehicle in terms of emissions reduction, efficiency and road safety so that its traffic can be normalised in Spain in the near future. All relevant data from the two pilot routes are sent to the DGT to enable the study of this new type of vehicle.

It is estimated that the Dúo Trailer could allow the equivalent of a 30% reduction in under-load emissions, in addition to the fact that it will probably have a positive impact on reducing road accidents, since the Dúo Trailer could have the capacity to reduce the number of lorries on the road by 50% and that implies enormous advantages in terms of sustainability, safety and efficiency.

In addition, the Dúo Trailer offers greater efficiency in terms of inter-modality with rail transport as the trains are designed to operate at maximum performance with 13.60 metre trailers, such as those of the Duo Trailer. Therefore, the Dúo Trailer could also favour rail transport with the rest of Europe.



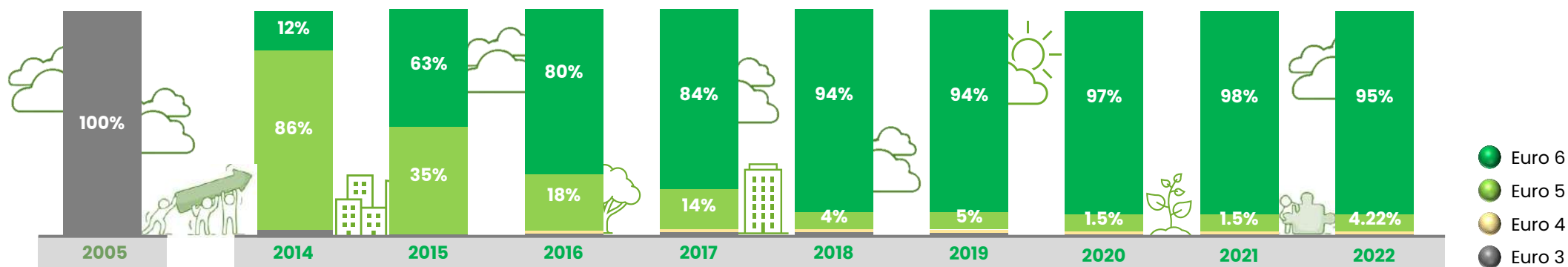
COMPARISON BETWEEN EQUIVALENT UNITS IN TOTAL LOAD TRANSPORTED
[KG CO₂ / KM / TRANSPORTED TON]

Sustainability model

Environment

» 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.



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



AS A COMPANY, WE ARE FACED WITH THE EXCITING CHALLENGE OF BEING AN AGENT OF CHANGE, PROVIDING INNOVATIVE AND UNIQUE SOLUTIONS TO OUR CLIENTS' NEEDS. IT IS OUR RESPONSIBILITY TO TAKE ON THIS CHALLENGE WITH MOTIVATION AND DRIVE.

Sustainability model

Environment

Potential negative impacts (actual with *)

- Exploitation / depletion of natural resources (diesel and other non-renewable fuels, plastic injection chippings) (*)
- Subcontracting chain in Spain and outside Spain: an environmental perspective

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- Adherence to SBTi (Science Based Target)
- GetHyGA initiative of the Government of Aragon (industrial ecosystem based on hydrogen)
- Aragon Hydrogen Foundation Board of Trustees
- Shyne, Respol Green Hydrogen Initiative

Monitoring

- Internal Audit Committee
- Internal audits
- Control panel
- Carbon footprint calculator

Stakeholder information

- Board of Directors: annual results reports
- Top management: Global Management Meeting
- Clients: CSR assessments
- All: Annual CSR-Statement of Non-Financial Information

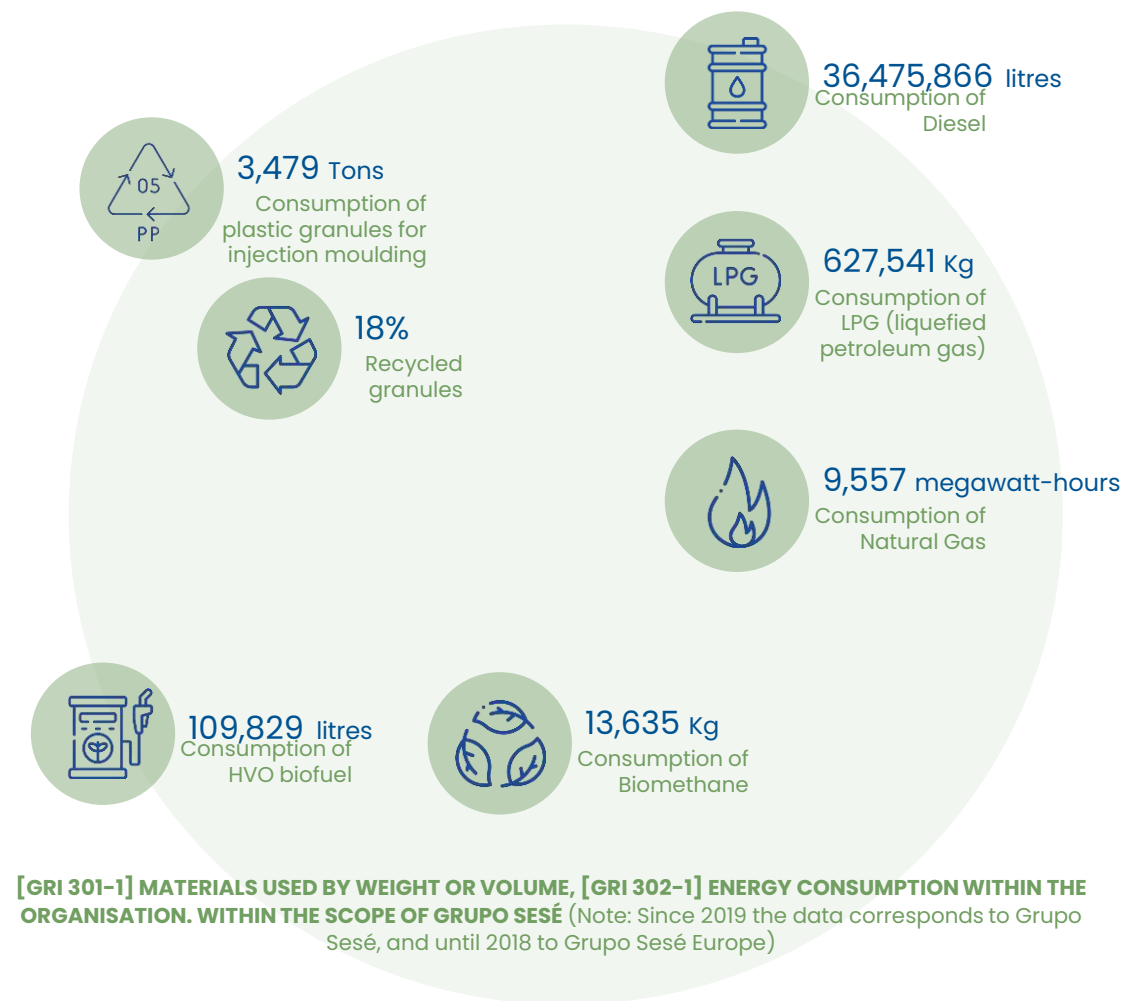
Awards

- Ecovadis Platinum Medal
- RSA Award from the Government of Aragon for the Smart & Green decarbonisation project

Management measures

- Environmental Management System according to ISO 14001
- Smart & Green decarbonisation project, green vehicle strategy
- Commitment to renewable electricity
- Renewal of the vehicle fleet
- Pilots with alternative fuel (biomethane, HVO, electricity, hydrogen)
- Commitment to intermodality
- Pioneers in modular transport (EMS): Dúo Trailer and Giga Trailer
- Training in efficient driving
- Carbon footprint calculator
- Sesé Chair, University of Saragossa:

Management approach
GRI 301 Materials 2016



[GRI 301-1] MATERIALS USED BY WEIGHT OR VOLUME, [GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANISATION. WITHIN THE SCOPE OF GRUPO SESÉ (Note: Since 2019 the data corresponds to Grupo Sesé, and until 2018 to Grupo Sesé Europe)

See details on trends from previous years in Annex 1
Indicators and additional information

Sustainability model

Environment



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**Management approach
GRI 302 Energy 2016**

ENERGY EFFICIENCY

Grupo 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.



21,135

Electricity consumption
(megawatt-hour)



17,209 (81%)

Electricity renewable origin
(megawatt-hours)



Corporate headquarters air-conditioned with **geothermal energy**

[GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANISATION, WITHIN THE SCOPE OF Grupo Sesé

See details on trends from previous years in Annex 1 Indicators and additional information

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

Lighting

- 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. Replacement plan in all the Group's work centres.
- 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.

Personal

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.

Sustainability model

Environment

Potential negative impacts (actual with *)

- Deficiencies in waste storage: soil contamination / sewage network.
- Spillage (*) / dumping.
- Hazardous waste (no segregation / correct recycling of waste, excessive generation)
- Non-hazardous waste (failure to segregate / properly recycle waste, excessive generation)

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragon)
- Adherence to SBTi (Science Based Target)

Monitoring

- Internal Audit Committee
- Internal audits
- Control panel
- Waste control book

Stakeholder information

- Board of Directors: annual results reports
- Top management: Global Management Meeting
- Clients: CSR assessments
- All: Annual CSR-Statement of Non-Financial Information

Awards

- Ecovadis Platinum Medal
- RSA Award from the Government of Aragon for the Smart & Green decarbonisation project

Management measures

- Environmental Management System according to ISO 14001
- Smart & Green decarbonisation project, green vehicle strategy
- Renewal of the vehicle fleet
- Commitment to intermodality
- Training and environmental awareness
- Assessment of environmental aspects
- Authorised waste managers
- Contingency plans for spills and releases
- Fleet and facilities maintenance plan
- Tyre maintenance and renewal agreement with prestigious partners

Management approach
GRI 306 Waste 2020

WASTE MANAGEMENT AND MINIMISATION, 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

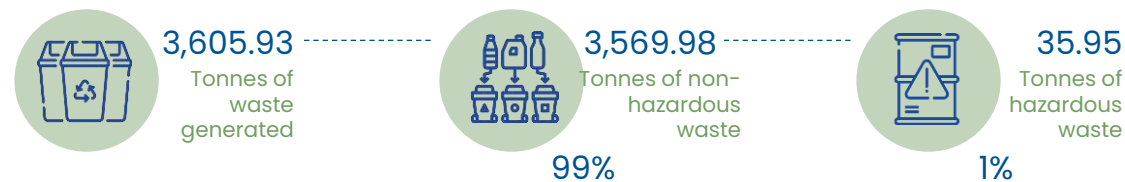
- Segregation of paper and cardboard, plastics and wood in offices and operational and production centres.
- Conditioned and secure hazardous waste segregation areas.

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.

Waste of food

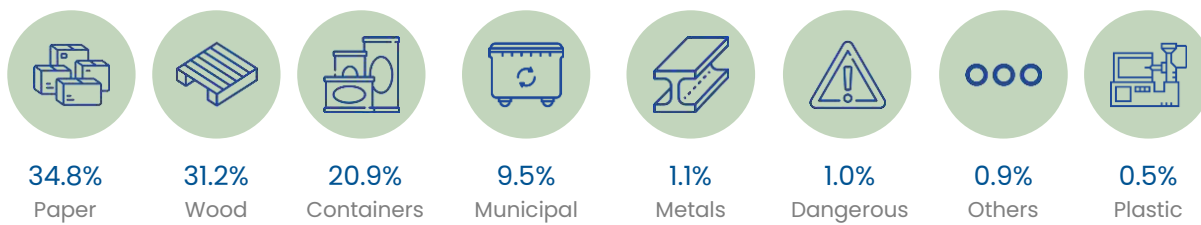
Our canteen service provider is working on the development of SDG 12 by innovating and collaborating to reduce food waste, working towards a circular model.



[GRI 306-3] WASTE GENERATED, WITHIN THE SCOPE OF GRUPO SESÉ ESPAÑA

Sustainability model

Environment



[GRI 306-3] WASTE GENERATED, WITHIN THE SCOPE OF GRUPO SESÉ ESPAÑA

BIODIVERSITY

As this is not a relevant material aspect for Grupo Sesé, within the legal requirements associated with the activities carried out and directly linked to the protection of biodiversity, it can be said that the new centres where Grupo Sesé is established have an Environmental Licence which includes, where necessary, an Environmental Impact Assessment / Study.

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).



MEASURES TO PROTECT THE ENVIRONMENT AND BIODIVERSITY, YEAR 2022 DATA

ENVIRONMENTAL EXPENDITURES

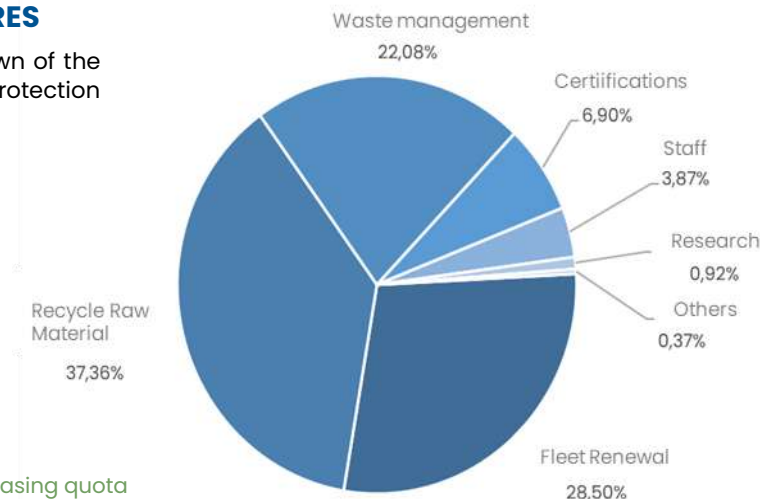
The attached graph shows the breakdown of the distribution of environmental protection expenditures.



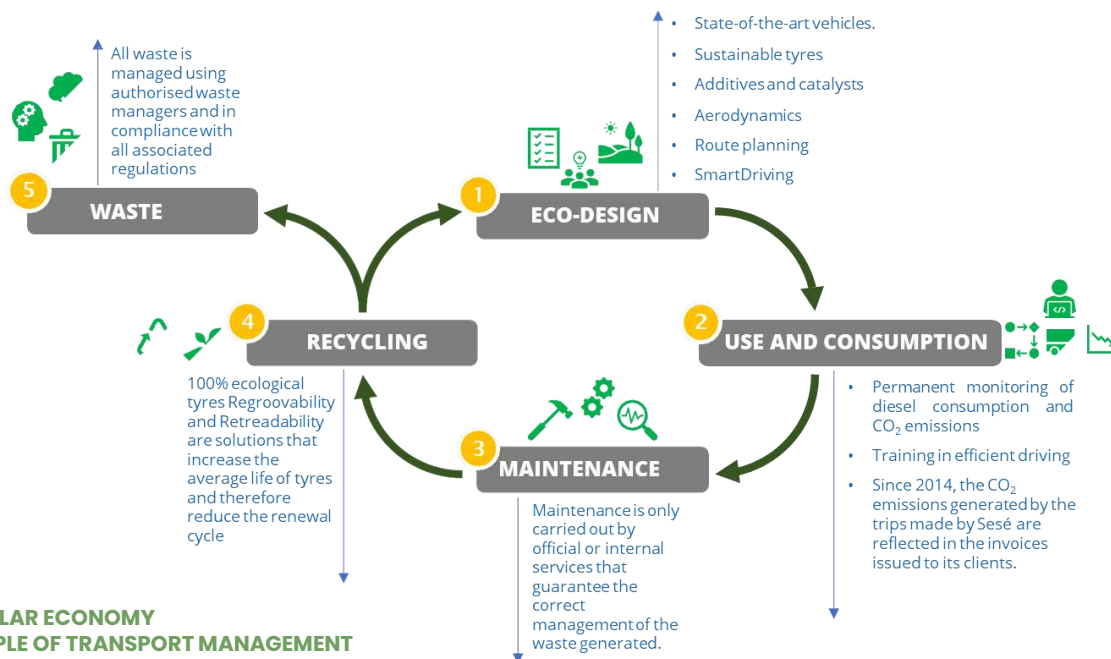
Percentage of the costs (*) of purchases of products and services dedicated to environmental expenses.

Note 1. When renewing the fleet, the entire leasing quota of the tractor unit is taken into account.

Note 2. Transport purchases are excluded.



See details on trends from previous years in Annex I Indicators and additional information



CIRCULAR ECONOMY
EXAMPLE OF TRANSPORT MANAGEMENT

Sustainability model

Environment



» SESÉ, ALONGSIDE EL BOSQUE DE LOS ZARAGOZANOS

El Bosque de los Zaragozanos faces a challenge — with a 2030 target date — for the planned recovery of up to 1,000 hectares of public land, taking into account the specific characteristics and the different aptitudes and purposes of each space. The aim is to intervene in the urban territorial model of the city in an integrated manner with the Saragossa Green Infrastructure Master Plan.

The work is based on the connectivity of green and blue spaces, strengthening the link between the city and the territory with a broad vision, opening paths of naturalisation and biodiversity that can be enjoyed by citizens.

Sesé is one of the 60+ Aragonese companies that have already joined the initiative. Over 60 volunteers from the Sesé family have jointly planted over 700 trees in the hectare that Sesé sponsors in the Mirador de las Planas (Cuarte de Huerva, Saragossa).



“

**INSANITY IS DOING THE SAME THING OVER AND
OVER AND EXPECTING DIFFERENT RESULTS**

ALBERT EINSTEIN

Sustainability model

Innovation

In the last decade, innovation has become one of the preferred terms for defining 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, Grupo Sesé relies on collaboration and establishment of alliances with:

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

The essence of Grupo 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. Grupo Sesé embraces innovation and continuous improvement within the organisation's mission as key and differentiating elements.

This is why Grupo Sesé focuses its innovation efforts on three clearly differentiated areas:



Innovation
in processes



Innovation
people



Organisational
innovation



Potential negative impacts (actual with *)

- Reduction / elimination of low-skilled human operations.

External commitments

- Adherence to the Global Compact
- Accession to the RSA Scheme (Social Responsibility in Aragón)
- Navarre Automotive Cluster
- IDiA Cluster (Innovation of Aragón)
- Partners in the F3 Grouping (PERTE VEC)

Monitoring

- IT Executive Committee
- Internal Audit Committee
- CISO (Chief Information Security Officer)
- Internal audits
- Control panel

Stakeholder information

- Board of Directors: reports quarterly results
- Top management: IT Executive Committee
- Clients: CSR assessments
- All: Annual CSR-Statement of Non-Financial Information

Awards

- Aragón TIC Cluster Award for digitalisation
- Aragón on the Net Award for process optimisation
- Seat Award for the best innovation in logistics
- PILOT Logistics Excellence Award

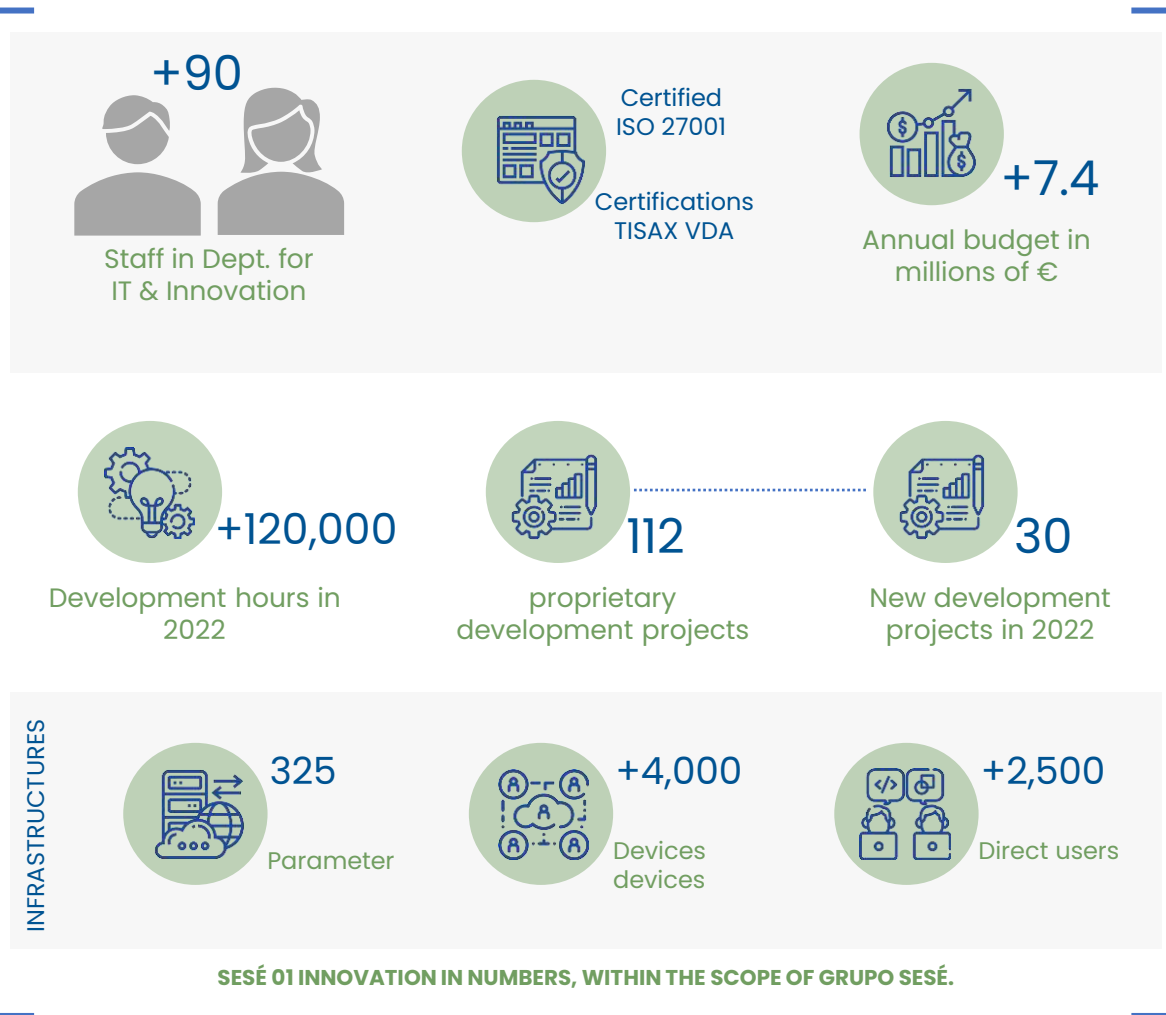
Management measures

- Quality Management System according to ISO 9001
- Information Security Management System according to ISO 27001
- IT department for the development of proprietary solutions
- Innovation department integrated within the IT department
- Dedicated improvement staff in each of the Operating Divisions
- Central Continuous Improvement Department for mainstreaming improvements
- Lean Manufacturing
- Methods and Timing

**Management approach
Sesé 01 Innovation**

Sustainability model

Innovation



» SUCCESSFUL CASES IN 2022



DYNAMIC REPLENISHMENT SOFTWARE IN SEQUENCE ISLANDS – GERMANY

proprietary software development designed to work in sequence islands with a very high number of references per families; all of them have a high or medium consumption ratio so it is not possible to physically sort them by "consumption" criteria.

The computer system issues indications on how to order and distribute the references in the sequence island according to the line requests and the sequenced mixes that are requested from the line (it analyses the information and the trends).

The high rotation references have a fixed location assigned to them and are replenished by consumption when the minimum marked in the system requests it. The rest of the existing locations are used to add and remove references according to production (both programming and changes).



E-COMMERCE SOLUTIONS

Solution for managing goods from outside the European Economic Area with the Spanish tax agency through automatic integration between Sesé's IT platform and the different customs services of the tax agency. Integration of the legal requirements of the applicable customs regulations.

Sustainability model

Innovation



► FUTURE: FAST FORWARD (GROUPING F3)

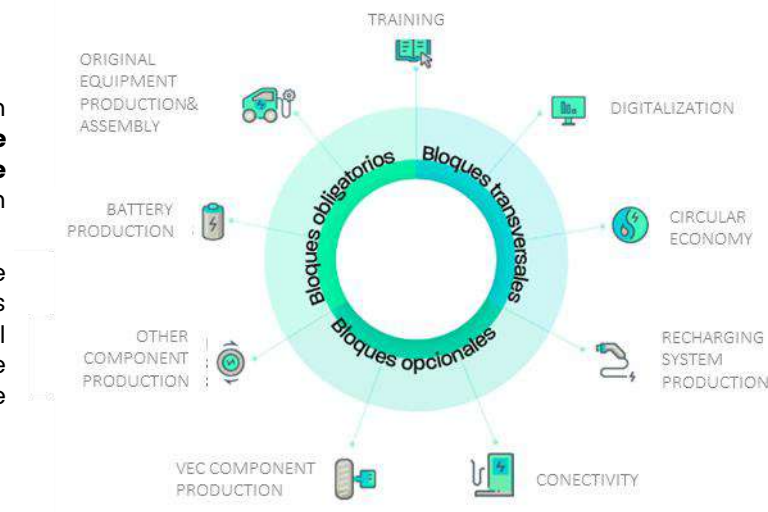
The F3 Group, headed by Volkswagen and Seat, is made up of more than 50 companies and is the largest business grouping in the history of the Spanish automotive industry.

The Future project: Fast Forward 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, mobilising a total investment of €10 billion, the largest industrial investment ever made in Spain.



In 2022, Sesé signed up to participate in the F3 Group with a project to **improve and automate processes for the electric car supply chain based on artificial intelligence**.

It also participates actively in the Group's governance bodies through its representation in the General Assembly, the Executive Committee and the Risk and Compliance Committee.SISTEM



Source: <https://www.futurefastforward.es>



Participation of Mr. Alfonso Sesé in one of the round tables of the presentation of the F3 Group.

The Delegate Commission of the F3 Group meets at the Corporate Headquarters of Sesé (Saragossa).



Sustainability model

Innovation

► HISTORY OF PREVIOUS YEARS



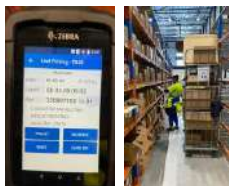
YEAR 2021 – SPAIN PROPRIETARY PICK-TO-LIGHT SYSTEM



Installation and development of a poka-yoke system, which by means of illuminated push-buttons facilitates the sequencing of components to clients (automotive sector). The devices light up progressively, indicating the quantity of parts to be supplied and the position where they should be placed.



YEAR 2021 – NETHERLANDS FIRST IN-HOUSE DESIGN OF SOFTWARE FOR RETAIL LOGISTICS



Development of an IT system for the comprehensive management of an operation that brings together the processes of forwarding, transport, logistics and customs management (Retail sector). The system has been prepared to sort and prioritise an average of 68,000 units per day and is capable of categorising more than 64 destinations in Europe, 6 categories and request date.



YEAR 2021 – NETHERLANDS UNLOAD MONITORING AUTOMATION



Development of a proprietary application that enables the reporting through a mobile device of any incident in the unloading process of a truck, generating a report and letters that include photographs of the event, either of the goods or of the carrier. This process, which until now was completely manual, now operates fully online and, in addition, provides visibility to the Client (automotive sector) as it has a web viewer to review the anomalies themselves.



YEAR 2021 – SPAIN SYSTEM INTEGRATION USING QR CODE



The Client's computer system did not allow the printing of internal delivery notes or labels with legible identifiers. Grupo Sesé designed and implemented a software tool capable of capturing information from the client's computer system (automotive sector) and integrating this information into a QR code.



YEAR 2020 – GERMANY AND SPAIN TRACEABILITY FOR LAST MILE TRANSPORT



As part of a new last-mile project for a significant retail client, different technological solutions were comprehensively incorporated:

- Electronic management of delivery manifests.
- Integration with an address normaliser.
- Design of delivery routes using a route optimiser.
- Telematic reporting to the end user.



YEAR 2020 – SPAIN ADAPTABLE SAFETY STOCK MANAGEMENT SYSTEMS



This project makes it possible to guarantee JIT supplies in situations that would make them infeasible. These systems enable the analysis of future orders based on forecasts, defining the ideal combination of safety stocks, and establishing the ideal combination of pre-assembled product to simplify the combinations to be stored.



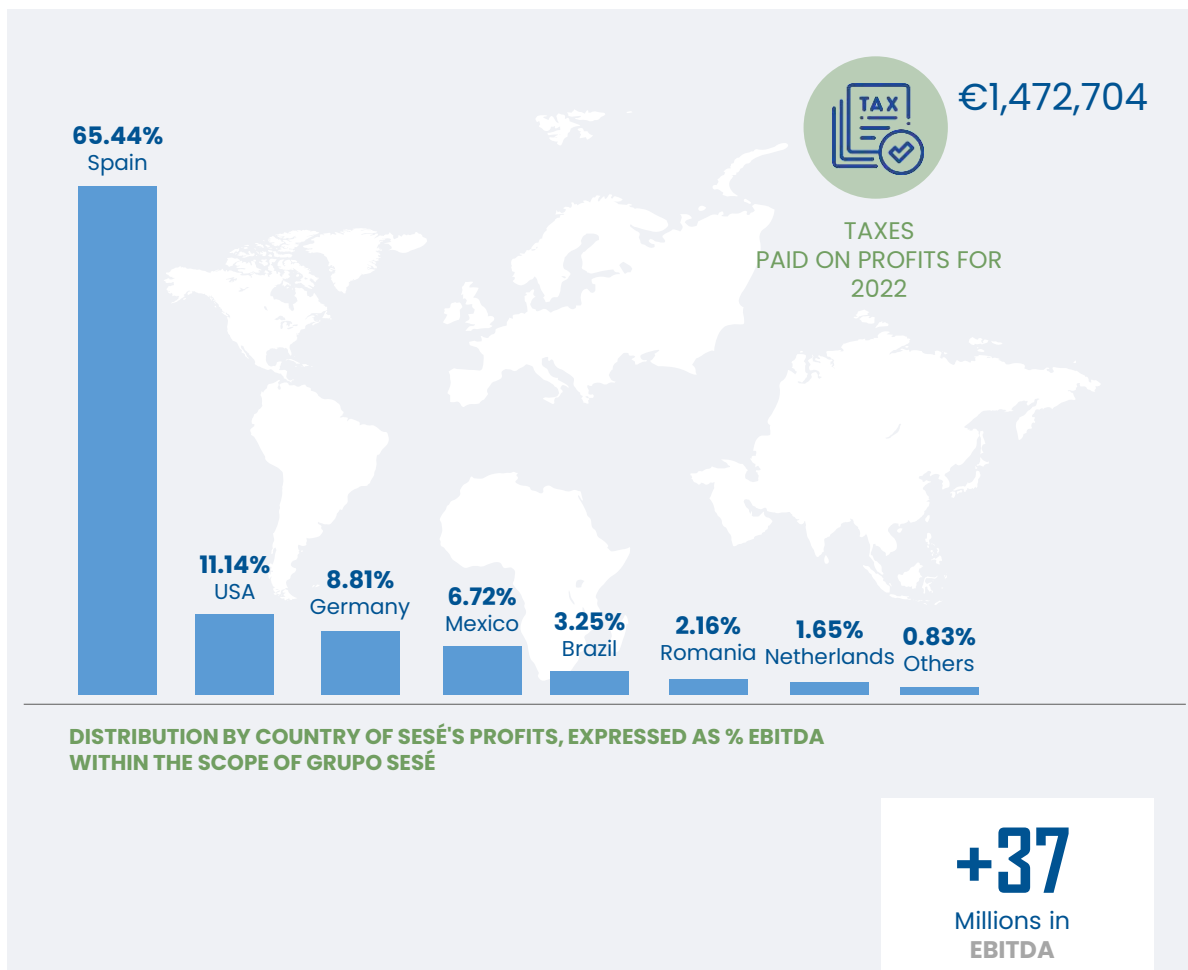
YEAR 2020 – SPAIN ONLINE PRODUCTION CONTROL, EFFICIENCY MEASUREMENT SYSTEMS



A new system integrated into the assembly lines has been designed that enables the automatic launching of all production orders. The system also registers the progressing of the components through all the assembly stations, recording the tasks and work times of each operator in the assembly of each unit, which allows an impeccable traceability of all activities.

Sustainability model

Economy



	2022	2021	2020	2019	2018	2017
NET VALUE OF TURNOVER	909.164.391	676.701.768	553.447.894	666.464.550	590.932.649	531.278.913
Sales	12.992.275	8.762.754	3.445.264	11.565.516	11.752.045	15.325.678
Services Delivery	896.172.116	667.939.014	550.002.630	654.899.035	579.180.604	515.953.235
PROCUREMENTS	-449.414.401	-309.075.696	-248.512.261	-319.283.295	-311.058.018	-288.490.477
Consumer goods	-31.907.034	-19.023.548	-16.030.356	-103.085.306	-27.725.692	-33.964.730
Raw materials and consumables	-33.875.192	-21.040.630	-15.178.280	44.016.382	-23.764.277	-22.062.259
Work carried out by other companies	-383.632.175	-269.011.518	-217.303.625	-260.214.371	-259.568.049	-232.463.488
Impairment of goods	0	0	0	0	0	0
OTHER OPERATING INCOMES	20.835.706	16.738.152	12.222.339	5.476.838	15.556.363	12.155.766
Non-core and other current operating revenues	13.243.152	12.471.483	7.036.056	3.795.931	13.921.941	11.621.969
Operating subsidies incorporated in the financial year.	5.460.772	2.398.151	5.186.283	1.680.906	1.010.499	533.797
One-off revenues	2.131.783	1.868.518		0	623.923	0
STAFF COSTS	-272.591.297	-215.505.702	-184.097.449	-203.283.439	-155.938.103	-117.163.971
Wages, salaries and similar expenses	-215.604.366	-170.055.653	-143.368.195	-155.722.294	-119.471.077	-89.769.435
Social Charges	-57.099.306	-45.697.828	-40.804.985	-47.766.694	-36.467.026	-27.394.536
Provisions	112.376	247.780	75.730	205.549	0	0
OTHER OPERATING EXPENSES	-203.064.517	-148.845.521	-125.468.499	-128.873.250	-125.073.723	-124.752.539
External services	-197.848.499	-143.906.734	-120.981.753	-124.637.985	-119.433.239	-119.453.777
Taxes	-1.978.538	-1.400.288	-1.574.741	-1.513.968	-1.465.453	-1.173.831
Loss, impairment and variation in provisions for trade operations	-716.334	-395.178	-738.319	110.947	27.306	-1.730.492
Other Current Operating Expenses	-2.521.146	-3.143.321	-4.002.644	-4.582.944	-4.202.337	-2.394.439
One-off expenses	0	0	1.828.959	1.750.700	0	0
Retained economic value	4.929.882	20.013.002	7.592.025	20.501.405	14.419.168	13.027.692

[GRI 201-1] DIRECT ECONOMIC VALUE GENERATED, DISTRIBUTED AND RETAINED, EXPRESSED IN EUROS
WITHIN THE SCOPE OF GRUPO SESÉ, see details of the companies in section 1 of this report

Sustainability model

Economy

Potential negative impacts (actual with *)

- Money laundering
- Shortcomings in customs formalities

External commitments

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

Monitoring

- Board of Directors
- Internal Audit Committee
- The appointments, remuneration and RSC committee
- Criminal Compliance Body
- Control panel
- Internal audits

Stakeholder information

- Board of Directors and senior management: monthly reports
- Employees: Business committees
- Clients: CSR assessments
- All: Annual CSR-Statement of Non-Financial Information

Awards

- Ecovadis Platinum Medal
- RSA Seal
- Pilot Logistics Excellence Award
- General Motors, Supply of the Year
- Award for the best internationalisation strategy

Management measures

- Criminal Compliance Management System according to UNE 19601
- Criminal Compliance Policy
- Code of Ethics and Conduct
- Risk map
- Segregation of duties in the areas of Purchasing and Finance
- Conflict of Interest Management Policy
- Anti-Bribery and Anti-Corruption Policy
- Ethics Channel
- Training and awareness-raising
- Outsourced auditing of accounts
- External verification of the Statement of Non-Financial Information

**Management approach
GRI 201 Economic
Performance 2016**



€4,953.00

AGGREGATE
REMUNERATION OF THE
BOARD OF DIRECTORS



€81,365

CONTRIBUTIONS MADE TO
FOUNDATIONS AND NON-
PROFIT ORGANISATIONS



€5,471,778

PUBLIC SUBSIDIES
RECEIVED

OTHER ECONOMIC INDICATORS FOR 2022 WITHIN THE SCOPE OF GRUPO SESÉ

(*) Includes cost of salaries and professional services



0 cases

€0

Sanctions
issues



2,394 cases

€269,294

Traffic
fines



40 cases

€67,094

Labour
sanctions



1 case

€2,691

Sanctions for
occupational hazards



843 cases

€154,502

Fiscal/financial penalties

SANCTIONS RECEIVED IN 2022, WITHIN THE SCOPE OF GRUPO SESÉ.

Note, until 2018 the data corresponded to Grupo Sesé Europe, as of 2019 it corresponds to Grupo Sesé

See details on trends from previous years in Annex 1 Indicators and additional information

Sustainability model

Economy

» SANCTIONS PREVENTIVE APPROACH

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.

PENALTIES FOR ENVIRONMENTAL VIOLATIONS

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.

TRAFFIC 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.

EMPLOYMENT SANCTIONS

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.

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. Grupo 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.

08.

Regarding this report.



Regarding this report

Report contents

This document contains the Corporate Social Responsibility Report of GRUPO SESÉ, which is published with the objective of reporting on the management and results of the social, economic and environmental indicators covering the period from 01/01/2022 to 31/12/2022 (the same period as the financial reports).

The companies that make up Grupo Sesé and on which information is reflected in this report are listed in Appendix 1: 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 2022 the following companies will be incorporated into Grupo Sesé's consolidated group:

- Kaira Digital SL (Spain)
- Sesé E-Commerce Logistics SL (Spain)
- van Eupen Logistik Belgium SRL (Belgium)

In addition, the company Servicios & Negocios Sesé Logística LTDA (Brazil) has changed its name to TCM Logística do Brasil LTDA.

As with the financial reports, this report is published annually (the last report published is for the year 2021). It has been prepared **in accordance** with the principles and guidelines of the **Global Reporting Initiative (GRI)** standard published in 2016. It is worth highlighting the adaptation of the structure and content to the new GRI 1 requirements: Fundamentals 2021, GRI 2: General Contents 2021 and GRI 3: Material Themes 2021. It has also been developed in accordance with the provisions of **Spanish Law 11/2018**, dated 28 December, regarding non-financial information and diversity.

The scope (global, European, national, etc.) has been indicated for all the ratios shown, depending on the structure of the data available. It should be noted that for 2018 most of the ratios referred only to Grupo Sesé in Spain and for 2019 a large majority of them already refer to the entire Grupo Sesé. This change has been reflected in the footer of each indicator. Since 2020, the Group's coverage efforts for all indicators have been strengthened.

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 Grupo 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.

The Corporate Social Responsibility Report has been externally verified by TÜV Rheinland (an external service provider). The verification statement is available in digital format, and has been disseminated through various internal and external communication channels: e-mail, intranets and websites. For any queries or additional information, please contact Grupo Sesé's Area of Corporate Social Responsibility through one of the following channels:



C/ Virgen del Buen Acuerdo 5
50014 Saragossa, Spain



+34,976,455,800



www.gruposese.com

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

Regarding this report

External verification of the report



Informe de Verificación



Ciente	Periodo de verificación
Grupo Logístico Sesé S.L. y Sociedades Dependientes – Exp. Nº 00/210012	2022

1.2 Alcance y Cobertura de la verificación

Alcance y cobertura de la verificación	Actividades de Grupo SESE detallado en el anexo 2.
Periodo verificado	2022
Exclusiones justificadas:	Las no aplicables a GRI– Opción Conforme a los estándares GRI
Marco/s empleado para la presentación de indicadores	GRI Standards – Opción Conforme a los estándares GRI

2 Resultados de la verificación

Se concluye que el informe: "Memoria de Responsabilidad Social Corporativa - Estado de la Información no Financiera" correspondiente al ejercicio 2022 para Grupo Logístico Sesé S.L. y Sociedades Dependientes recoge información suficiente para entender la evolución, los resultados y la situación del grupo/empresa y el impacto de su actividad respecto a cuestiones ambientales, sociales, de respeto a los derechos humanos, lucha contra la corrupción y soborno, así como relativo al personal incluidas las medidas adoptadas para favorecer el principio de igualdad de trato y de oportunidades entre mujeres y hombres, la no discriminación e inclusión de las personas con discapacidad y la accesibilidad universal.

La información financiera relacionada con este informe, proviene de las cuentas anuales de Grupo SESE y otra documentación financiera, que ha sido revisada por terceros independientes (Deloitte). Las conclusiones de este informe sólo afectan a la información no financiera contenida en él.

Sobre los indicadores e información revisada con un nivel de aseguramiento limitado, no hemos observado circunstancias que nos indiquen que los datos recogidos en el informe no hayan sido obtenidos de manera fiable, que la información no esté presentada de manera adecuada, ni que existan desviaciones ni omisiones significativas, excepto para las discrepancias detectadas.

Las discrepancias detectadas se encuentran descritas en el anexo 1 de este informe y han sido presentadas en la reunión final.

Por todo lo expuesto, la opinión sobre la verificación realizada es FAVORABLE, con excepción de las discrepancias detectadas.

Las conclusiones presentadas en este informe son válidas para la última versión del Informe de Estados no financiero recibido con fecha 17/4/2023.

3 Aclaraciones y responsabilidades sobre la verificación

Se entiende por Nivel de Aseguramiento Limitado aquel en el cual la naturaleza y la extensión de las actividades de verificación se han diseñado para proporcionar un nivel de aseguramiento, en la información y los datos históricos, reducido. El riesgo de verificación es más alto que en el nivel de aseguramiento razonable y la naturaleza, dedicación y extensión de la recolección de evidencias es deliberadamente menor, pero mantiene un nivel de aseguramiento útil.

Se considera discrepancia material aquella omisión, distorsión o error que pueda ser cuantificado y suponga una diferencia superior al 5% con respecto al total del valor declarado.

La verificación de los auditores no exime a la organización de la responsabilidad, el cumplimiento y una constante atención a las exigencias de los requisitos legales aplicables en vigor.

Informe de Verificación



Ciente	Periodo de verificación
Grupo Logístico Sesé S.L. y Sociedades Dependientes – Exp. Nº 00/210012	2022

La verificación responde a un trabajo muestral, basado en ISO 2859-parte 1, es por ello por lo que se garantiza un nivel de aseguramiento reducido.

Hemos realizado nuestro trabajo de acuerdo con las normas de independencia requeridas por el Código de Ética de TÜV Rheinland Iberica Inspection, Certification and Testing, S.A. y basándonos en el cumplimiento de los requisitos establecidos en la ISO/IEC 17029 Evaluación de la conformidad. Principios generales y requisitos para los organismos de validación y verificación.

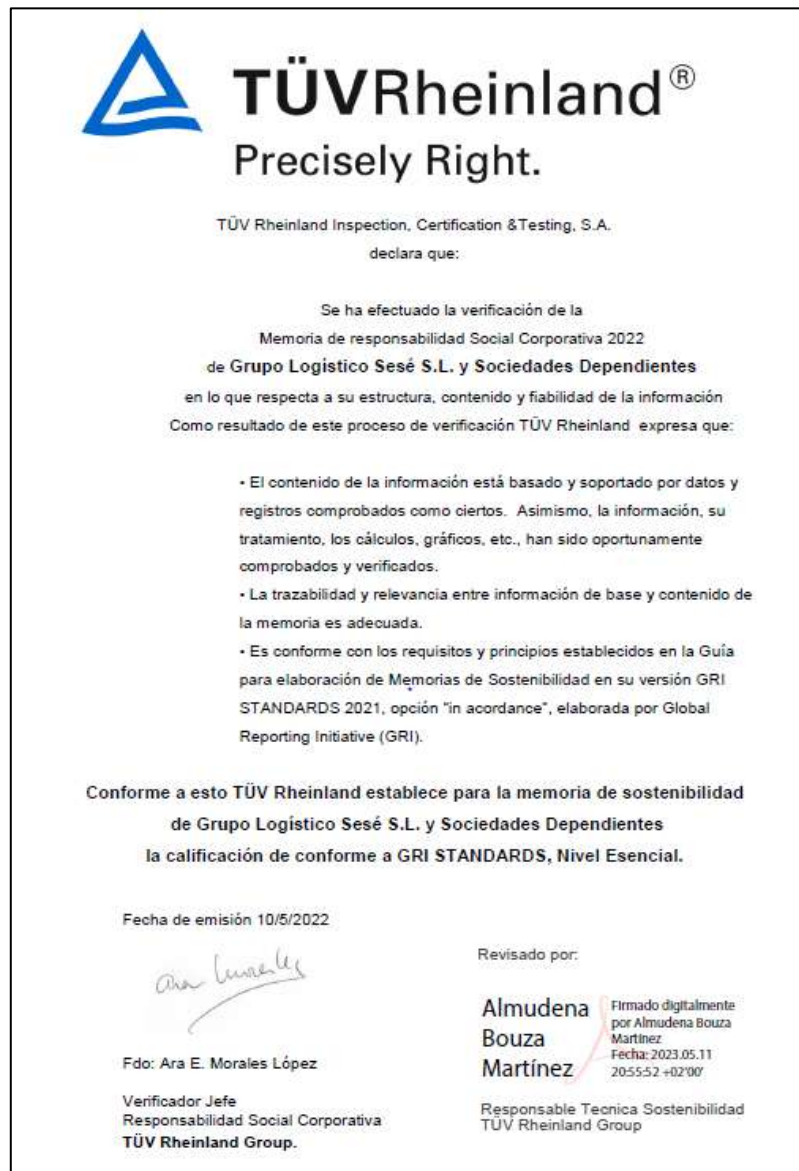
Toda la información obtenida durante la verificación será tratada con la más estricta confidencialidad por el equipo auditor y la entidad de certificación.

Este informe es propiedad de TÜVRheinland® y no podrá ser modificado sin su autorización.

4/5/2023	Ara E. Morales López	Almudena Bouza	Santiago Carrete
Fecha	Verificador jefe	Responsable técnica de sostenibilidad	Responsable del área de Certificación

Regarding this report

External verification of the report





CORPORATE SOCIAL RESPONSIBILITY REPORT. NON-FINANCIAL STATEMENT. 2022

ANNEX 1 - INDICATORS AND ADDITIONAL INFORMATION

INFORMATION ON COMPANIES

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

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

(1) Companies incorporated in the year 2022

(2) Results included within Sesé US Corp

CORPORATE SOCIAL RESPONSIBILITY REPORT. NON-FINANCIAL STATEMENT. 2022

ANNEX 1 - INDICATORS AND ADDITIONAL INFORMATION

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	SQAS	SPP (*)
88%	6%	57%	45%	88%	38%	Not applicable, intragroup
Grupo Logístico Sesé SL Aerospace Cargo Logistics, SLU Fundación Sesé 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 Hungary, Kft van Eupen Logistik GmbH	Grupo Logístico Sesé SL, (remote location) Palau Automotive Manufacturing SLU Pino Automotive Mexico SA de CV Sesé Integra SLU	Grupo Logístico Sesé SL Hermanos Sesé Asensio SLU Logística JIT Aragón SLU PKW Logistik Iberia SLU Sesé Autologistics SLU Tir Bages SL Trans Sesé SLU	Grupo Logístico Sesé SL Hermanos Sesé Asensio SLU Trans Sesé SLU	Trans Sesé SLU	Hermanos Sesé Asensio SLU

TISAX VDA	AEO
42%	59%

Palau Automotive Manufacturing SLU Trans Sesé SLU	Deltacargo SL Logística Sesé México SA de CV Trans Sesé SLU van Eupen Logistik GmbH
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(*) Own Prevention Service - legal audit in accordance with the provisions of Law 31/1995, Law 54/2003 and RD 39/1997.

CORPORATE SOCIAL RESPONSIBILITY REPORT. NON-FINANCIAL STATEMENT. AÑO 2022

ANNEX 2 - GRI TABLE OF CONTENTS

Declaration of use	Grupo Sesé has prepared the report in accordance with the GRI Standards for the period from 01 January 2022 to 31 December 2022.									
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 Grupo Sesé.									
GRI Standard	Contents		Chapter	Section	Page(s)	EXCLUSION			GRI sector standard ref. no	Other observations
						Requirements	Reason	Explanation		
GRI 2: General contents 2021	1. The organisation and its reporting practices									
	2.1	Organisational details	About Grupo Sesé	An on-the-move experience	8, 11	Not applicable			N.A.	Grupo Sesé is the name of the commercial group of companies managed under the holding company Grupo Logístico Sesé SL
	2.2	Entities covered by sustainability reporting	Regarding this report	Report contents	128				N.A.	
			Annex 1	--	16				N.A.	
	2.3	Reporting period, frequency and contact point	Regarding this report	Report contents	128				N.A.	
	2.4	Updating of information	Regarding this report	Report contents	128				N.A.	GRI 305-1 and GRI 305-2, recalculation of 2021 emissions to incorporate emission factors published after the 2022 Report is issued. The recalculation has been done to improve comparability between the years 2021 and 2022. In 2022, the electricity consumption of in-house facilities was eliminated from the calculation method for GRI 305-2 and GRI 302-1
	2.5	External verification	Regarding this report	Report contents	128				N.A.	
	2.5	External verification	Regarding this report	External verification of the report	129				N.A.	
	2. Activities and workers									
	2.6	Activities, value chain and other business relationships	About Grupo Sesé	An on-the-move experience	8,11,13				N.A.	
			Value chain	Processes map	29, 30					
			Value chain	Business markets	31					
			Sustainability model	Customers	99					
			Sustainability model	Providers	101					
	2.7	Employees	Sustainability model	People	65 to 67				N.A.	For the calculation of the headcount, the year-end figure as of 31 December is used. History of previous years in Annex 1 For all indicators relating to employees (staff). The figures for Altia Logistic Software SL, Deltacargo SL and Pino Automotiv México SA de CV are included in the total data and the breakdown by sex. In the remaining breakdowns (age, type of contact, etc.) their data are not available for reporting.
	2.8	Non-employee workers	Sustainability model	People	65, 66				N.A.	For temp agency calculations, the monthly average for the year is used. History of previous years in Annex 1
			Sustainability model	People	79					
	3. Governance									
	2.9	Governance structure and composition	About Grupo Sesé	Structure and organisation chart	12,13				N.A.	
			Corporate Governance	Governing bodies and functions	33 to 35					
	2.10	Designation and selection of the highest governing body	Corporate Governance	Governing bodies and functions	36				N.A.	
	2.11	President of the highest governing body	Corporate Governance	Governing bodies and functions	33				N.A.	
	2.12	Role of the highest governing body in overseeing the management of impacts	Corporate Governance	Governing bodies and functions	33 to 36				N.A.	
	2.13	Delegation of responsibility for impact management	Corporate Governance	Governing bodies and functions	33 to 36				N.A.	
	2.14	Role of the highest governing body in presenting sustainability reports	Corporate Governance	Governing bodies and functions	33 to 36				N.A.	
			Regarding this report	Report contents	128					
	2.15	Conflicts of interest	Corporate Governance	Ethics and transparency	46				N.A.	
	2.16	Communication of critical concerns	Corporate Governance	Ethics and transparency	45				N.A.	
	2.17	Collective knowledge of the highest governing body	Corporate Governance	Governing bodies and functions	33 to 36				N.A.	
			Sustainability model	People	86					
	2.18	Evaluation of the performance of the highest governance body	Corporate Governance	Governing bodies and functions	36				N.A.	
	2.19	Remuneration policies	Corporate Governance	Governing bodies and functions	36				N.A.	
			Sustainability model	People	64					
	2.20	Process for determining remuneration	Corporate Governance	Governing bodies and functions	36				N.A.	There is no involvement of stakeholders or external specialist consultants

ANNEX 2 - GRI TABLE OF CONTENTS

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GRI Standard	Contents	Chapter	Section	Page(s)	EXCLUSION			GRI sector standard ref. no.	Other observations
					Requirements	Reason	Explanation		
		Sustainability model	People	64				N/A	Total annual compensation ratio 21.40 Change in total annual compensation: 0
2.21	Total annual compensation ratio	--	--	--				N.A.	Total annual compensation ratio 21.40 Change in total annual compensation: 0

CORPORATE SOCIAL RESPONSIBILITY REPORT. NON-FINANCIAL STATEMENT. AÑO 2022

ANNEX 2 - GRI TABLE OF CONTENTS

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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 Grupo Sesé.									
GRI Standard	Contents		Chapter	Section	Page(s)	EXCLUSION			GRI sector standard ref. no	Other observations
						Requirements	Reason	Explanation		
	4. Strategy, policy and practice									
	2.22	Sustainable Development Strategy Statement	Letter from the president	--	5				N.A.	
	2.23	Commitments and policies	About Grupo Sesé	External principles	24 to 27				N.A.	
			Corporate Governance	Ethics and transparency	44					
			Policy and strategy	--	49 to 56					
			Sustainability model	Customers	100					
			Sustainability model	Providers	102					
	2.24	Mainstreaming commitments and policies	Corporate Governance	Governing bodies and functions	36				N.A.	Further integrated into the management approaches to material issues throughout the Sustainability Model chapter
			Corporate Governance	Ethics and transparency	44					
			Policy and strategy	Strategy and objectives	52					
			Policy and strategy	Committed to SDGs	55, 55					
			Policy and strategy	Respect for human rights	56					
	2.25	Processes to remedy negative impacts	Sustainability model	People	76				N.A.	Further integrated into the approaches to managing material issues throughout the Sustainability Model chapter Stakeholders are not directly involved in the evaluation of the mechanisms
			Corporate Governance	Ethics and transparency	45					
			Policy and strategy	Strategy and objectives	52					
			Materiality	List of material topics	61					
			Sustainability model	People	72					
	2.26	Mechanisms for seeking advice and raising concerns	Sustainability model	Customers	100				N.A.	
			Sustainability model	Environment	105					
			Corporate Governance	Ethics and transparency	45					
2.27	Compliance with legislation and regulations	Sustainability model	Customers	100				N.A.	Further integrated into the management approaches to material issues throughout the Sustainability Model chapter. There are no significant non-compliance issues.	
		Economy	--	125						
2.28	Affiliation with associations	About Grupo Sesé	External principles	27				N.A.		
5. Stakeholder engagement										
2.29	Approach to stakeholder engagement	Materiality	Relations with our stakeholders	58, 59				N.A.		
2.30	Collective bargaining agreements	Sustainability model	People	85				N.A.		
GRI 3: Material issues 2021	3.1	Process of determining the material issues	Materiality	Determination of material issues	59 to 60	Not applicable			N.A.	
	3.2	List of material topics	Materiality	List of material topics	61				N.A.	
GRI 201: Economic performance 2016										
GRI 3: Material issues 2021	3.3	Management of material issues	Sustainability model	Economy	125				N.A.	
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	Sustainability model	Economy	124				N.A.	History of previous years in Annex 1
GRI 202: Market presence 2016										
GRI 3: Material issues 2021	3.3	Management of material issues	Sustainability model	Company	89				N.A.	
GRI 202: Market presence 2016	202-2	Proportion of senior executives hired in the local community	Sustainability model	Company	89				N.A.	History of previous years in Annex 1
GRI 203: Indirect economic impacts 2016										
GRI 3: Material issues 2021	3.3	Management of material issues	Sustainability model	Company	91				N.A.	
GRI 203: Indirect economic impacts 2016	203-2	Significant indirect economic impacts	Sustainability model	Company	89, 92 to 98				N.A.	History of previous years in Annex 1

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GRI Standard	Contents		Chapter	Section	Page(s)	EXCLUSION			GRI sector standard ref. no	Other observations
						Requirements	Reason	Explanation		
GRI 205: Anti-corruption 2016										
GRI 3: Material issues 2021	3.3	Management of material issues	Corporate Governance	Ethics and transparency	40				N.A.	
GRI 205: Anti-corruption 2016	205-3	Corruption cases confirmed and action taken	Corporate Governance	Ethics and transparency	47				N.A.	History of previous years in Annex 1
GRI 301: Material issues for 2016										

CORPORATE SOCIAL RESPONSIBILITY REPORT. NON-FINANCIAL STATEMENT. AÑO 2022

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GRI Standard	Contents		Chapter	Section	Page(s)	EXCLUSION			GRI sector standard ref. no	Other observations
						Requirements	Reason	Explanation		
GRI 3: Material issues 2021	3.3	Management of material issues	Sustainability model	Environment	114				N.A.	
GRI 301: Material issues for 2016	301-1	Materials used by weight or volume	Sustainability model	Environment	114				N.A.	History of previous years in Annex 1
GRI 302: Energy 2016										
GRI 3: Material issues 2021	3.3	Management of material issues	Sustainability model	Environment	114				N.A.	
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Sustainability model	Environment	114,115				N.A.	History of previous years in Annex 1
GRI 305: Emissions 2016										
GRI 3: Material issues 2021	3.3	Management of material issues	Sustainability model	Environment	105				N.A.	
GRI 305: Emissions 2016	305-1	Direct GHG emissions (Scope 1)	Sustainability model	Environment	109				N.A.	History of previous years in Annex 1
	305-2	Indirect GHG emissions (Scope 2)	Sustainability model	Environment	109				N.A.	History of previous years in Annex 1
	305-3	Other indirect GHG emissions (Scope 3)	Sustainability model	Environment	109				N.A.	History of previous years in Annex 1
	305-4	Intensity of GHG emissions	Annex 1	Environment	12				N.A.	
	305-5	Reduction of GHG emissions	Annex 1	Environment	12				N.A.	
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	Sustainability model	Environment	111				N.A.	History of previous years in Annex 1
GRI 306: Waste 2020										
GRI 3: Material issues 2021	3.3	Management of material issues	Sustainability model	Environment	116				N.A.	
GRI 306: Waste 2020	306-3	Waste generated	Sustainability model	Environment	116,117				N.A.	
GRI 403: Occupational health and safety 2018										
GRI 3: Material issues 2021	3.3	Management of material issues	Sustainability model	People	65, 71				N.A.	
GRI 403: Occupational health and safety 2018	403-1	Occupational Health and Safety Management System	Sustainability model	People	71				N.A.	
	403-2	Hazard Identification, Risk Assessment and Incident Investigation	Corporate Governance	Risk management	38				N.A.	
			Corporate Governance	Ethics and transparency	45					
			Sustainability model	People	72,83					
	403-3	Occupational health services	Sustainability model	People	71,72,85				N.A.	
	403-4	Worker participation, consultation and communication on occupational health and safety	Corporate Governance	Governing bodies and functions	35					
			Sustainability model	People	72,85				N.A.	
	403-5	Training of workers in occupational health and safety	Sustainability model	People	75,76				N.A.	
	403-6	Do you monitor your workers' health?	Sustainability model	People	73, 80				N.A.	
	403-7	Prevention and mitigation of impacts on the health and safety of workers directly linked to business relationships	Sustainability model	People	72				N.A.	
403-8	Coverage of the occupational health and safety management system	Sustainability model	People	71				N.A.		
403-9	Work-related injuries	Sustainability model	People	72,75				N.A.	Historical data from previous years in Annex 1 Pending incorporation of data on non-employees (temp agencies, subcontractors and trainees)	
403-10	Occupational ailments and illnesses	Sustainability model	People	72				N.A.	Current and historical data from past years in Annex 1 Pending incorporation of data on non-employed workers (temp agencies, subcontractors and trainees)	
		Annex 1	Government, People	8, 9						
GRI 404: Training and education 2016										
GRI 3: Material issues 2021	3.3	Management of material issues	Sustainability model	People	77				N.A.	
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	Sustainability model	People	76				N.A.	History of previous years in Annex 1
	404-3	Percentage of employees receiving periodic performance and professional development appraisals	Sustainability model	People	78				N.A.	History of previous years in Annex 1
GRI 405: Diversity and equal opportunities 2016										
GRI 3: Material issues 2021	3.3	Management of material issues	Sustainability model	People	67				N.A.	

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GRI Standard	Contents		Chapter	Section	Page(s)	EXCLUSION			GRI sector standard ref. no	Other observations
						Requirements	Reason	Explanation		
GRI 405: Diversity and equal opportunities 2016	405-1	Diversity in governing bodies and employees	Corporate Governance	Governing bodies and functions	33, 35				N.A.	History of previous years in Annex 1
		Sustainability model		People	66					
	405-2	Ratio of basic salary and remuneration of women compared to men	Sustainability model	People	69				N.A.	History of previous years in Annex 1

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GRI Standard	Contents		Chapter	Section	Page(s)	EXCLUSION			GRI sector standard ref. no	Other observations
						Requirements	Reason	Explanation		
GRI 406: Non-discrimination 2016										
GRI 3: Material issues 2021	3.3	Management of material issues	Sustainability model	People	67				N.A.	
GRI 406: Non-discrimination 2016	406-1	Cases of discrimination and corrective actions taken	Sustainability model	People	69				N.A.	History of previous years in Annex 1
SESÉ 1: Innovation										
GRI 3: Material issues 2021	3.3	Management of material issues	Sustainability model	Innovation	120				N.A.	
SESÉ 1: Innovation	Sesé 01	Innovation in figures	Sustainability model	Innovation	121				N.A.	

ANNEX 3 - TABLE OF CONTENTS LAW 11/2018 CNFS			CHAPTER	SECTION	PAGE(S)
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	About Grupo Sesé	An on-the-move experience	8 to 10
			About Grupo Sesé	Structure and organisation chart	11
			Value Chain	--	29 to 31
			Policy and strategy	Strategy and objectives	51 to 52
	»	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	About Grupo Sesé	External principles	21
			Corporate Governance	Risk management	38
			Corporate Governance	Ethics and transparency	42
	»	Main risks linked to the organisation's activities	Corporate Governance	Risk management	39
	»	Non-financial key performance indicators relevant to the business activity	Sustainability Model	--	63 to 126 [To be developed by issue in the sections of the Report]
	INFORMATION ON ENVIRONMENTAL ISSUES				
Contamination	»	Measures to prevent, reduce or remediate contamination by carbon emissions that seriously affect the environment.	Sustainability Model	Environment	104 to 118
	»	Measures to prevent, reduce or repair atmospheric contamination by noise and light pollution.	Sustainability Model	Environment	105
Circular economy	»	Waste prevention and management measures	Sustainability Model	Environment	116 to 117
	»	Actions to combat food waste	Sustainability Model	Environment	116
Sustainable use of resources	»	Water consumption	Sustainability Model	Environment	105
	»	Consumption of raw materials	Sustainability Model	Environment	114
	»	Energy: direct and indirect consumption. Measures taken to improve energy efficiency. Use of renewable energies	Sustainability Model	Environment	114,115
Climate change	»	Greenhouse Gas Emissions (GHG)	Sustainability Model	Environment	108,109,110
	»	Measures to adapt to the consequences of climate change	Sustainability Model	Environment	104 to 118
	»	Greenhouse gas (GHG) emission reduction measures	Sustainability Model	Environment	104 to 118
	»	Medium-term and long-term reduction targets for greenhouse gas (GHG) emissions	Sustainability Model	Environment	106
Protection of biodiversity	»	Measures taken to preserve or restore biodiversity	Sustainability Model	Environment	117
	»	Impacts caused by the organisation's activity in protected areas	Sustainability Model	Environment	117

ANNEX 3 - TABLE OF CONTENTS LAW 11/2018 CNFS		CHAPTER	SECTION	PAGE(S)
INFORMATION ON SOCIAL AND PERSONNEL ISSUES				
Employment	› Total number of dismissals and breakdown by sex, age, country and professional classification	Sustainability Model	People	66 to 67
		Annex 1	Government, people	1,2,3,4,6
	› Total number and distribution of employment contracts.	Sustainability Model	People	66 to 67
		Annex 1	Government, people	2,3,4
	› Average annual number of indefinite, temporary and part-time contracts by sex, age and professional classification.	Sustainability Model	People	66 to 67
		Annex 1	Government, people	2,3,4
	› Number of dismissals by sex, age and professional classification.	Sustainability Model	People	69
		Annex 1	Government, people	6
	› Average salaries and their evolution by sex, age and professional classification or equal value.	Sustainability Model	People	69
		Annex 1	Government, people	4, 5
	› Wage gap	Sustainability Model	People	69
		Annex 1	Government, people	4
Organisation of work	› Average remuneration of directors and executives broken down by sex	Sustainability Model	Economy	125
	› Work disengagement policies	Sustainability Model	People	64,82
	› Employees with disabilities	Sustainability Model	People	66
Health & safety		Sustainability Model	Company	97
	› Organisation of working time	Sustainability Model	People	82
	› Number of hours of absence	Sustainability Model	People	67
Social Relationships	› Measures to facilitate reconciliation	Sustainability Model	People	80,82
	› Occupational health and safety conditions	Sustainability Model	People	71 to 75
	› Occupational accidents (frequency, severity and occupational diseases disaggregated by sex)	Sustainability Model	People	72
		Annex 1	Government, people	8, 9
	› Organisation of social dialogue	Sustainability Model	People	85
	› Percentage of employees covered by collective bargaining agreements of their country	Sustainability Model	People	85

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Training	›	Training policies	Sustainability Model	People	76 to 79
	›	Total number of hours of training per professional category.	Sustainability Model	People	76
Accessibility	›	Universal accessibility for persons with disabilities	Sustainability Model	People	83
Equality	›	Measures taken to promote equal treatment and equal opportunities between men and women, equality plans	Corporate Governance	Ethics and transparency	44
			Sustainability Model	People	67 to 69
	›	Measures adopted to promote employment	Sustainability Model	People	76 to 79
			Sustainability Model	Company	91 to 98
	›	Protocols against sexual and gender-based harassment	Sustainability Model	People	67 to 69
	›	Universal integration and accessibility for persons with disabilities.	Sustainability Model	Company	91 to 98
	›	Anti-discrimination policy and diversity management	Sustainability Model	People	67 to 69
			Sustainability Model	Company	91 to 98

Note: for all indicators relating to employees (personnel). The figures for Altia Logistic Software SL, Deltacargo SL and Pino Automotive México SA de CV are included in the total data and the breakdown by sex. In the remaining breakdowns (age, type of contact, etc.) their data are not available for reporting.

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	Corporate Governance	Ethics and transparency	41, 44
			Policy and Strategy	Committed to SDGs	54 to 55
			Policy and Strategy	Respect for human rights	56
			Sustainability Model	Providers	101 to 103
	➤	Complaints of human rights violations	Corporate Governance	Ethics and transparency	45,47
			Annex 1	Government, people	1
	➤	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.	Corporate Governance	Ethics and transparency	41, 44
			Policy and Strategy	Committed to SDGs	54 to 55
			Policy and Strategy	Respect for human rights	56

FIGHTING CORRUPTION AND BRIBERY					
Fighting corruption and bribery	➤	Measures taken to prevent corruption and bribery	Corporate Governance	Ethics and transparency	40 to 47
	➤	Measures to combat money laundering	Corporate Governance	Ethics and transparency	40 to 47
	➤	Contributions to foundations and non-profit organisations	Sustainability Model	Economy	125
			Annex 1	Companies	15

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INFORMATION ABOUT THE COMPANY					
The company's commitment to sustainable development	›	Impact of the company's activity on local employment.	Sustainability Model	People	66
			Sustainability Model	Company	89
	›	Impact of the company's activity on the local populations and territory.	Sustainability Model	Company	89 to 98
	›	Relationships with local community stakeholders, methods of dialogue	Materiality	Relationship with our stakeholders	58
	›	Partnership or sponsorship actions	About Grupo Sesé	External principles	92 to 98
Subcontracting and suppliers	›	Procurement policies: social, gender equality and environmental issues	Sustainability Model	Providers	101 to 103
	›	Social and environmental responsibility in relations with suppliers	Sustainability Model	Providers	101 to 103
	›	Monitoring systems and audits and their results.	Sustainability Model	Providers	101 to 103
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	Sustainability Model	Customers	100
Tax information	›	Benefits obtained by country	Sustainability Model	Economy	124
	›	Paid benefit taxes	Sustainability Model	Economy	124
			Sustainability Model	Economy	125
	›	Public subsidies received	Annex 1	Economy	15