



SUSTAINABILITY
REPORT

2024

SANINDUSA
GROUP



WE ARE WORKING TODAY FOR A SUSTAINABLE TOMORROW

MESSAGE FROM THE BOARD OF DIRECTORS

Dear Stakeholder,

2024 represented an important milestone in Sanindusa's trajectory, reinforcing our commitment to a sustainable, innovative, and people-centered future. Our strategic vision continues to guide every step, ensuring that economic growth is developed in harmony with environmental and social responsibility and with a genuine concern for future generations and the well-being of our employees.

Among the most important initiatives, we highlight the installation of photovoltaic panels in all production units, a structuring investment that allows us to significantly reduce our carbon footprint and strengthen our energy independence. At the same time, we began studying and negotiating the transition of our car fleet to electric vehicles, reinforcing our commitment to sustainable mobility and reducing the emissions associated with the company's operations.

We have been forging closer relations with universities, promoting the integration of new talent into differentiating projects, which strengthens our capacity for innovation and guarantees a direct link to future generations of professionals.

Sanindusa's sustainable growth has been based on continuous investment in more efficient equipment, specialised training, and responsible production practices. This approach allows us to improve our industrial performance, consolidate our presence in strategic markets, and strengthen our position in the domestic market, contributing to the diversification and resilience of the business.

At Sanindusa, we believe that sustainability is more than a commitment - it is a central pillar of our business model. We will continue to invest in innovation, efficiency, and partnerships that promote a balanced and responsible future, creating value for our employees, customers, partners, and the community.

We reiterate our commitment to developing industrial and social solutions that guarantee a sustainable future for all.



SCOPE OF THE REPORT

2ND SUSTAINABILITY REPORT



Sanindusa, S.A., hereinafter referred to as “Sanindusa”, is publishing its second Sustainability Report in 2025, based on the data collected during 2024, covering all the Group’s companies: Sanindusa, Sanindusa 2, Grau and UNISAN.

Committed to the sustainable growth of their business, they began their journey towards objectives and metrics that guarantee transparency and credibility.

The Sanindusa Group’s 2024 Sustainability Report was prepared with reference to international tools, methodologies and standards, specifically the most recent (2021) version of the Global Reporting Initiative (GRI), the SASB Standards’ materiality identification tool, and the AA1000 Stakeholder Engagement Standard. This report is based on the Environmental Declaration - a document that details Sanindusa’s commitment to environmental issues, reflecting its current and future objectives and prospects - as well as the data contained in the 2024 Management Report. The aim of this approach is to assess the organisation’s performance holistically, both internally and in terms of its impact on society, thereby reinforcing transparency and trust with key stakeholders.

The structure of this report is based on an ESG (Environmental, Social, and Governance) approach, reflecting a strategic organisation of the contents according to indicators and metrics associated with the priority material issues for the company and its

main stakeholders, based on their impact on the three dimensions of sustainability. The environmental impact is related to the management of natural resources and the production practices adopted. The social impact refers to the organisation’s human capital and its relationship with the local community. The governance impact covers aspects such as ethics, legal compliance, innovation, and other strategic issues for the organisation’s performance and sustainability.

Sanindusa is available for requests for information on this report at: Zona Industrial de Aveiro Sul Rua Augusto Marques Branco, 84 3810-783 Aveiro.

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1. SANINDUSA GROUP



1. SANINDUSA GROUP

Sanindusa: innovation with purpose, quality with responsibility, value with sustainability.

Sanindusa is a Portuguese company specialising in the production and sale of sanitary ware, bathroom furniture, taps, and bathroom accessories. Founded in 1991, it quickly established itself on the national and international markets thanks to the quality, innovation and design of its products. It offers a wide range of solutions that combine functionality and aesthetics, meeting the needs of its customers.

With deep family roots, Sanindusa has integrated these values into its journey, guided by a culture of excellence,

proximity, and continuous innovation. This commitment to its employees, customers and other stakeholders has enabled it to achieve, in just a few years, a prominent position in a highly competitive sector dominated by large corporate groups.

Today, it is recognised as the largest company in the Iberian Peninsula with its own national capital dedicated to the production of sanitary ware and complementary products.



VISION

To be a brand recognised for the Design, Innovation and Quality of its products for the bathroom and kitchen and to become a reference in the mind of the consumer.

MISSION

To be a brand recognised for the Design, Innovation and Quality of its products for the bathroom and kitchen and to become a reference in the mind of the consumer.

VALUES

Our five values:

INNOVATION



TRUST



PROXIMIDADE



SUSTAINABILITY



RESILIENCE



1. SANINDUSA GROUP

This organisational structure guarantees clear functions, well-defined lines of communication and agile management, prepared to respond in a coordinated manner to the challenges and opportunities of the sector.



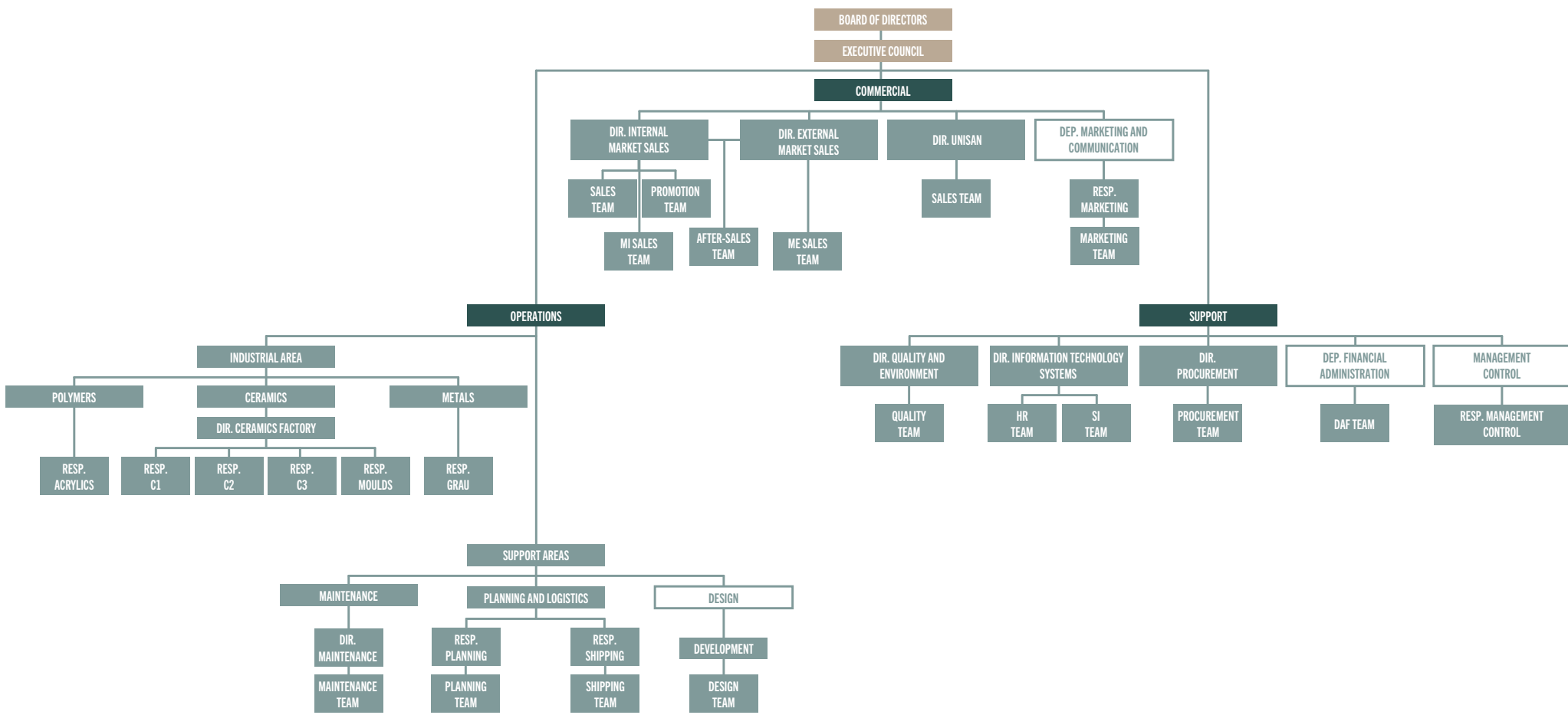
The Sanindusa Group's organisational chart reflects an integrated, efficiency-oriented governance structure, allowing for the transversal coordination of operations in Portugal and Spain.

At the top of the structure is the Board of Directors, common to the Group's four companies, ensuring strategic alignment and consistency in decision-making. The Board is made up of five members, with a distribution of responsibilities that ensures that each key area has two directors, thus reinforcing responsiveness and ensuring business continuity in unforeseen scenarios.

Below the Board, the Group's activity is organised into three major divisions:

- . **Commercial Division**, structured by market and also responsible for the areas of Communication and Image and Product Development, ensuring proximity to customers and a continuous commitment to innovation;
- . **Operational Division**, dedicated to production, logistics and quality management, ensuring efficiency and rigour;
- . **Support Division**, which includes transversal functions cross-cutting functions such as finance, human resources, information systems and administrative services, supporting all the business areas.

1. SANINDUSA GROUP



1.1 OUR STORY

1991  INDUSA
INDUSA - INDÚSTRIA DE SANITÁRIOS, LDA
Foundation

1993
vitreous china
Start of production



1997
grau - fábrica de torneiras e acessórios, s.a.
Acquisition of **GRAU**



1998
acrylics
New unit



2000
sanindusa 2 - indústria de sanitários, s.a.
Foundation
SANINDUSA 2

2001
Fireclay
New unit



1.1 OUR STORY

2003 **UNISAN**
Unisan XXI
acquisition

2003 **SANINDUSA**
Sanindusa
new brand name

2003 
NP EN ISO 9001:2000
change of standard

2004 
NP EN ISO 14001. EMAS
certification by the standard

2017 **SANINDUSA 2**
fires2017
destruction of the plant

2021 **SANINDUSA**
shareholder restructuring

2021 **SANINDUSA 2**
a new beginning

2023 **SANINDUSA**
rebranding


SANINDUSA
THE PATH OF WATER

1.2 GROUP STRUCTURE

With this integrated and complementary structure, the Sanindusa Group strengthens its position as one of the main players in the sanitary equipment sector in the Iberian Peninsula, combining domestic manufacturing, continuous innovation, and a strong international vocation.

The Sanindusa Group is made up of four companies, three located in Portugal and one in Spain, forming an industrial and commercial ecosystem specialising in bathroom solutions.

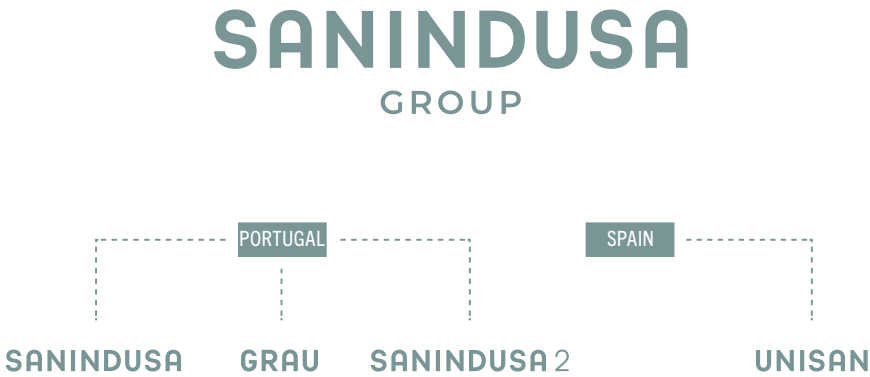
The parent company, Sanindusa, is located in the Aveiro Sul Industrial Zone, where it operates three different manufacturing units - Cerâmica 1, Cerâmica 2 and Acrílicos - which ensure a diversified production of sanitary ware and complementary components. These units integrate advanced technologies and optimised industrial processes, which guarantee high standards of quality, efficiency, and sustainability.

Sanindusa 2, located in the Tocha Industrial Zone in Cantanhede, complements the group's production capacity, focusing on the manufacture of bathroom products,

strengthening the brand's presence in different market segments and increasing operational flexibility.

GRAU, based in the Oiã industrial area, is dedicated to the production of sanitary fittings, contributing to the Sanindusa Group's integrated and coherent offer, ensuring that all the functional and aesthetic elements of bathrooms can be designed with consistent identity, quality, and design.

In Valencia, Spain, there is UNISAN, which currently acts as a sales warehouse, consolidating the brand's international presence in the Iberian market and strengthening its distribution capacity and commercial response to Spanish customers.



1.3 SANINDUSA IN THE WORLD

From Europe to the world, Sanindusa brings quality and innovation to every continent.

Sanindusa is present on all continents, with a greater presence in the European market, in line with the location of its main entities in Portugal and Spain, followed by the African continent.



1.4 PORTFOLIO

Bold, innovative design is the common denominator of our creations, and ecological concern for toilets and bidets underpins a considerable range of pieces. Our constant commitment to technology has enabled us to achieve a cutting-edge position, providing a return on investment and ensuring the company's present and future continuity

It strategically focuses on the following factors: Quality, Design, Innovation, and Service, enabling its products to be present worldwide today.

Over 30 years of production, the following factors have been strategically invested in: Quality, Design, Innovation Sanindusa has developed a portfolio of and Service, allowing today its products and solutions that fulfil the products are present in all the requirements and needs of the demanding world. construction market, always having the Circular Economy, Water Efficiency and Sustainability as guidelines.

TOILETS AND BIDETS



WASHBASINS



URINALS



BATHROOM FURNITURE



1.4 PORTFOLIO

SHOWER TRAYS



BATHTUBS



FAUCETS



DISHWASHERS



PARTITIONS



REDUCED MOBILITY



CHILD



WHIRLPOOL



STRUCTURES



ACCESSORIES



1.4 PORTFOLIO

Sanindusa consistently invests in research and development, dedicating a significant part of its resources to the continuous search for new solutions and the improvement of its products. Combining innovation, aesthetics, and functionality, it collaborates with renowned designers to create exclusive pieces, and has won several awards and recognitions, both nationally and internationally.

INTERNATIONAL AWARDS



The textured SANLIFE toilet, designed by Melissa Vilar, a Sanindusa designer, has been widely recognised for its excellent design, having won four prestigious international awards: the German Design Award, the Red Dot Award, the Iconic Design Award, and the Good Design Award. In addition to these distinctions, it has also been selected for the permanent collection of the Red Dot Design Museum in Essen, Germany.



reddot winner 2022



The Line 42 high basin mixers, designed by Sanindusa designer Emanuel Rufo, won the prestigious iF Design Award in Germany in 2016. This award, given by the iF International Forum Design, is recognised worldwide as a seal of excellence, quality and innovation in design.



The WCA suspended toilet, developed by the prestigious architect Carvalho Araújo, was awarded the Design Plus Award in 2005, a recognition of excellence in the field of industrial design, which annually distinguishes products that stand out for their innovation, functionality and aesthetic value. This same line was also awarded the Good Design Award, one of the most prestigious international design awards, which celebrates the most innovative and avant-garde projects at a global level.



DESIGN PLUS

1.4 PORTFOLIO

BLUE CATALOGUE

Committed to sustainability and the preservation of natural resources, Sanindusa has strengthened its commitment to designing products that favour water efficiency without compromising functionality and comfort.

As part of our commitment to the environment, we have launched the Blue Catalogue - a careful selection of solutions designed to optimise water consumption in bathrooms, contributing to environmentally responsible buildings.

This catalogue brings together a range of products with A, A+ and A++ water performance ratings, in accordance with the most demanding European efficiency standards. The solutions available include:

- . Ceramic tanks with dual flush mechanisms, which make it possible to reduce the volume of water used each time;
- . Installation systems with integrated cisterns, designed for efficient and silent flushing;
- . Single-lever and electronic mixers, designed to precisely control water flow

and temperature, avoiding waste;

- . Shower kits with flow limiters, which provide comfort in use with significantly reduced consumption.

Each product included in the Blue Catalogue has been developed on the basis of strict technical criteria that balance performance, durability, and environmental responsibility. This approach reflects Sanindusa's commitment to sustainable innovation, responding to the current demands of the construction sector, which is increasingly oriented towards eco-efficient solutions.





2. COMMITMENT TO SUSTAINABILITY



2.1 COMMITMENT TO SUSTAINABILITY

At Sanindusa, sustainability is not a goal - it is an integrated strategy, guided by innovation and risk management, to ensure a more efficient, responsible and lasting future.

Sanindusa sees sustainability as one of the fundamental pillars of its development strategy, recognising the environmental, social and economic responsibility that arises from its industrial activity. Rather than an isolated objective, sustainability is seen as a continuous process, integrated across all areas of the organisation.

This procedural approach allows Sanindusa to align its operations with the demands of the present and the future, promoting practices that guarantee not only resource efficiency, but also business resilience in the face of an increasingly volatile and demanding regulatory environment.

The introduction of sustainability as a strategic factor is a conscious decision

to create long-term value by protecting natural resources and promoting the well-being of future generations.

To ensure this integration, Sanindusa has complemented its management model with the identification and assessment of impacts, risks and financial opportunities linked to sustainability. This process allows us to make more informed decisions in product development, production processes and value chain management, as well as strategically planning business development.

THE DRIVING FORCES BEHIND OUR COMMITMENT TO SUSTAINABILITY:



ECO-EFFICIENCY IN PRODUCTION, with continuous investment in clean technologies, optimising the use of raw materials and reducing energy and water consumption;



SUSTAINABLE INNOVATION, in products, by designing solutions that promote water and energy efficiency, such as the Blue Catalogue;



COMPLIANCE AND TRANSPARENCY, with strict compliance with environmental standards, certifications and good practices, contributing to credibility and trust with customers, partners, and other stakeholders.



2.1 COMMITMENT TO SUSTAINABILITY

The four strategic pillars of sustainability at Sanindusa encompass a business model geared towards responsibility and efficiency, a value chain based on ethical principles and resilience, and, internally, valuing human capital and a commitment to a just transition.



2.1 COMMITMENT TO SUSTAINABILITY

Our commitment to sustainability is based on an integrated approach to ENVIRONMENTAL ESG



ENVIRONMENTAL

- Reduce the ecological footprint by reincorporating waste into paste formulations;
- Optimise the manufacturing process with a view to reducing waste of natural resources and greater energy efficiency;
- Commitment to EcoDesign, providing more environmentally friendly products;



SOCIAL

- Ensure conditions for the well-being of employees;
- Invest in training for employees.



ECONOMIC

- Focus on partnerships with suppliers to use more sustainable raw materials.
- Consolidate strategic markets;
- Diversify markets and types of customers to reduce risk and increase business;
- Customise solutions for specific customers;
- Invest in state-of-the-art production and product development equipment;
- Optimise information to support decision-making, through new management tools;
- Increase the operating cash flow generated;
- Strengthen financial solidity through a positive change in equity;
- Invest in digital transformation.

2.1.1 POLICY

RESPECTING THE ENVIRONMENT

- Sustainably minimise the environmental impact of the organisation through the reduction of its waste, liquid and gaseous effluents, thus preventing pollution and protecting the environment.
- Raise awareness of the best environmental practices by promoting proper management of the environment.

MEETING CUSTOMER NEEDS

Innovate and improve the quality of our products and services by focusing on design and differentiation at competitive prices, increasing trust in the company and contributing to customer loyalty.

Sanindusa's Policy rigorously translates is felt by the Board of Directors and defines the guidelines to be followed by all the people who work with the company.

USE OF THE BEST TECHNOLOGIES

Use the best technologies by sharing synergies between manufacturing units to increase productivity, reduce costs, increase profitability, reduce environmental impacts, and reduce risks to the health and safety of employees.

CONTINUOUS IMPROVEMENT OF EVERYTHING WE DO

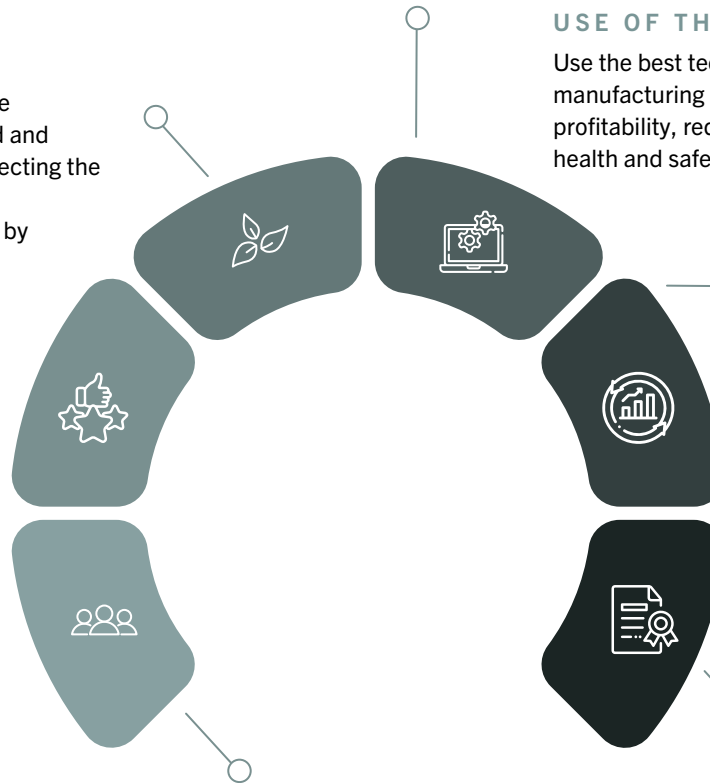
- To add value for the relevant stakeholders.
- Continuously improve the quality and environmental management system, to support increased performance, including environmental performance.
- Based on risk analysis, incorporate safety concerns into action planning.

COMPLIANCE WITH APPLICABLE LEGAL REQUIREMENTS, REGULATIONS AND STANDARDS

- Quality: NP EN ISO 9001
- Environment: NP EN ISO 14001 and EMAS Regulation

RESPECT FOR PEOPLE

- Rationally develop the best hygiene, health and safety conditions at work for its employees by reducing workplace risks.
- Invest in training and accountability as a vehicle for employee integration and satisfaction.



2.2 CERTIFICATION

The results obtained demonstrate the company's commitment and are the starting point for defining new environmental goals, objectives, and actions. They contribute to the continuous improvement of the management system and to the sustainability of the Group's business activity.

Sanindusa's commitment to the quality of its products and services, as well as to the continuous improvement of environmental performance, is reflected in the certification of its Quality and Environmental Management System (QEMS). The company has EMAS registration PT-000105, as part of a certified management programme that brings together the ISO 9001 and ISO 14001 standards.

Adherence to this commitment dates back to 2005, demonstrating that, for Sanindusa, environmental responsibility is not a legal requirement or a recent trend, but a structuring

conviction of its operations.

EMAS and ISO 14001 are essential management tools that enable industrial and commercial development to be aligned with a vision of continuity and sustainable growth.

The definition of concrete goals and objectives, which are systematically monitored, as well as the sharing of this organisational culture, drive the continuous improvement of quality and environmental systems, while contributing to the sustainable progress of the ceramics sector.



2.3 2030 AGENDA PERFORMANCE

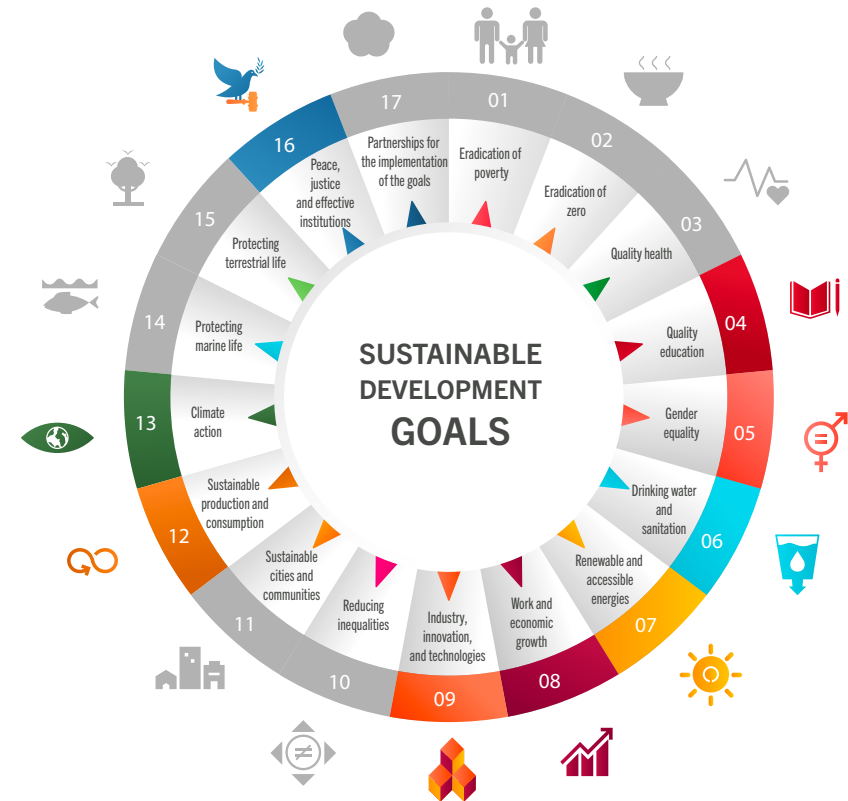
Sanindusa's performance is in line with the principles and goals of the 2030 Agenda, reflecting a concrete commitment to sustainable development.

Sanindusa is on a growth path underpinned by a clear vision: to actively contribute to a more balanced, fair, and sustainable future. In line with the Sustainable Development Goals (SDGs) defined by the United Nations 2030 Agenda, the company integrates these principles into its strategy and day-to-day operation.

This commitment translates into the implementation of processes and tools that reinforce production efficiency, responsible resource management and innovation as a driver of transformation. Sanindusa recognises innovation as a central element in building solutions that respond to global challenges global challenges, contributing to environmental preservation and social well-being.

At the same time, it promotes an organisational culture based on ethics, transparency and respect for human rights, valuing the development of skills, equal opportunities and the promotion of safe and inclusive working environments.

This approach also extends to its relations with partners and other stakeholders, reinforcing an ecosystem of shared responsibility. Focused on quality, design and the customer experience, Sanindusa combines business excellence with a strong social and environmental conscience, positioning itself as a benchmark in the sector and an active ally in meeting the global SDG targets.



2.3 2030 AGENDA PERFORMANCE

ENVIRONMENT



ENERGY MANAGEMENT

- 7.2.** By 2030, substantially increase the share of renewable energy in the global energy mix.
- 7.3.** By 2030, double the global rate of improvement in energy efficiency.



WATER MANAGEMENT

- 6.4.** By 2030, substantially increase water use efficiency in all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity, and substantially reduce the number of people suffering from water scarcity



WASTE MANAGEMENT

- 12.4.** By 2020, achieve environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their negative impacts on human health and the environment.
- 12.5.** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.



GREENHOUSE GAS EMISSIONS

- 13.2.** Integrate climate change-related measures into national policies, strategies and plans.



USE OF SUSTAINABLE MATERIALS

- 9.4.** By 2030, modernise infrastructures and rehabilitate industries to make them sustainable, with greater efficiency in the use of resources and greater adoption of clean and environmentally correct technologies and processes, with all countries acting according to their respective capacities.



PRODUCTIVE EFFICIENCY

- 9.4.** By 2030, modernise infrastructures and rehabilitate industries to make them sustainable, with greater efficiency in the use of resources and greater adoption of clean and environmentally correct technologies and processes, with all countries acting according to their respective capacities.

2.3 2030 AGENDA PERFORMANCE

SOCIAL



RESPONSIBLE HIRING

8.3. Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small-, and medium-sized enterprises, including through access to financial services.

8.5. By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.



WORKPLACE HEALTH AND SAFETY

8.8. Protect labour rights and promote safe and secure working environments for all employees, including migrant employees, in particular migrant women, and people in precarious employment.



DIVERSITY

5.5. Ensure the full and effective participation of women and equal opportunities for leadership at all levels of decision-making in political, economic and public life.



ATTRACTING QUALIFIED TALENT

8.3. Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small-, and medium-sized enterprises, including through access to financial services.



TRAINING AND SKILLS DEVELOPMENT

4.4. By 2030, substantially increase the number of young people and adults who have relevant qualifications, including technical and professional skills, for employment, decent work and entrepreneurship.



2.3 2030 AGENDA PERFORMANCE

GOVERNANCE



ETHICS

- 16.5. Substantially reduce corruption and bribery in all their forms.
- 16.7. Ensure that decision-making, at all levels, is responsible, inclusive, participatory and representative.



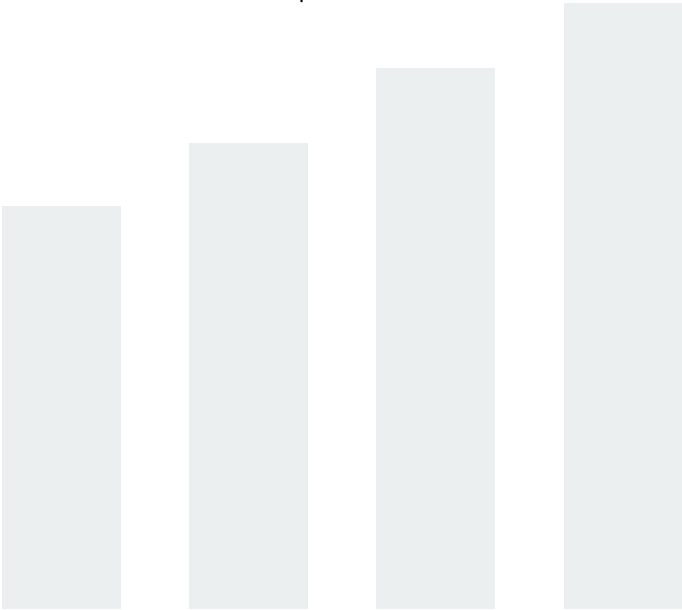
TRANSPARENCY

- 12.6. Encourage companies, especially large and transnational ones, to adopt sustainable practices and to integrate sustainability information into their activity reports.



INNOVATION

- 9.2. Promote inclusive and sustainable industrialisation and, by 2030, significantly increase the share of industry in employment and GDP, in accordance with Portuguese circumstances, and double its share in least-developed countries.
- 9.4. By 2030, modernise infrastructures and rehabilitate industries to make them sustainable, with greater efficiency in the use of resources and greater adoption of clean and environmentally correct technologies and processes, with all countries acting according to their respective capacities.
- 9.5. Strengthen scientific research, improve the technological capabilities of industrial sectors in all countries, particularly developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development employees per million people and public and private spending on research and development.



2.4 ESG APPROACH

Taking the lead with ethical, responsible and transparent management, guided by ESG criteria that make sustainability a real commitment.

Sustainability requires an integrated approach, based on ESG principles - Environmental, Social and Governance. This broad perspective makes it possible to comprehensively assess the organisation's performance, combining qualitative and quantitative indicators for a complete reading of its performance.

Integrating ESG criteria into decision-making processes makes it possible to anticipate and mitigate risks - operational, financial or reputational - while at the same time promoting the creation of long-term sustainable value. This approach goes beyond a management tool, it is the strategic axis that guides the way Sanindusa communicates, acts, and evolves.

Sanindusa's reporting strategy is based on ESG logic, reflected in this report

as an exercise in responsibility, rigour, and transparency. Through clear and accessible communication, the company strengthens the relationship of trust with its stakeholders, guaranteeing them relevant information and promoting the active involvement of all.

Sanindusa recognises that the full adoption of ESG principles is essential for its market positioning and alignment with the SDGs. This commitment allows it to comply with legal requirements and market expectations, as well as taking a leading role in the sector, inspiring practices that generate a positive impact on the environment, people, and corporate governance.



2.5 RISK MANAGEMENT

Organizational Resilience

Integrating sustainability into risk management implies the systematic incorporation of ESG factors into the organisational strategy, with the aim of mitigating negative impacts and simultaneously enhancing opportunities associated with sustainability. Faced with growing pressure from stakeholders - such as regulators, investors, consumers and employees - organisations are being challenged to adapt their business models in order to reduce environmental and social impacts, while at the same time promoting sound and responsible governance practices.

Within this framework, sustainable risk management focuses on identifying and assessing risks related to climate change, the evolution

of the environmental regulatory framework regulatory framework, the efficient management of natural resources, corporate social responsibility, diversity and inclusion, as well as integrity and ethics in governance. Failure to adequately address these factors can result in significant financial consequences, including sanctions, loss of operating licenses, reputational damage and disinvestment by investors who favour companies with more transparent and sustainable practices.

Adopting a sustainable risk management model allows companies to protect themselves against unexpected risks and to identify new opportunities to create value. This strategic approach empowers organisations to anticipate

and effectively manage emerging risks, while aligning themselves with the growing demands of a changing global market.

Integrating sustainability into risk management strengthens organisational resilience, improves competitive position and promotes responsible growth, in line with the environmental, social and economic challenges on the global agenda.



2.5.1 SUSTAINABILITY 2025-2027

Sanindusa reaffirms its commitment to strict compliance with legal sustainability requirements, ensuring the integration of good ESG practices in all its operations. The company operates within a demanding regulatory framework regulatory framework, which includes European normative instruments such as the Corporate Sustainability Reporting Directive (CSRD), which requires transparent disclosure of sustainability information in accordance with the ESRS, as well as the EU Taxonomy Regulation, which defines technical criteria for classifying activities as environmentally sustainable.

In response to these obligations, as of this report, Sanindusa is beginning to implement measures that integrate sustainability into its risk management processes. The organisation has adopted a structured approach to identifying, classifying and assessing

impacts, risks and opportunities associated with its activity, ensuring regulatory compliance regulatory compliance and strengthening its response capacity, in line with the Materiality Assessment Implementation Guidance.

With this approach, Sanindusa reinforces its commitment to sustainable development, promoting a balance between scientific innovation and environmental and social responsibility, in compliance with legal requirements and international best practices.

To mitigate these risks, Sanindusa is reviewing its sustainability instruments to ensure that its operations are aligned with best sustainability practices and applicable legal requirements.

This legislative framework puts pressure on risks:

Legal and Financial Risks:

Fines, sanctions, and additional costs arising from non-compliance with legal obligations.

Reputational risks; Damage to the corporate image resulting from a lack of transparency in operations.

Operational Risks: Interruptions to operations due to inadequate environmental practices or inefficient resource management.

2.5.2 MATERIALITY

Materiality is a fundamental principle in sustainability reporting and is particularly important in the context of the standards defined by EFRAG. According to this framework, materiality in sustainability refers to the topics and issues that have a significant impact on the organisation's financial and non-financial results, as well as on the decisions of stakeholders. For an issue to be considered material, it must be relevant to the company and/or its stakeholders, taking into account the effects it could have on the organisation's results in the short, medium, and long term.

The concept of materiality advocated by EFRAG requires companies to identify, assess and prioritise the ESG factors that are most critical to their business model and sustainable performance.

This analysis covers the risks and opportunities that affect the organisation's value creation, as well as the impacts that the company itself can generate on the environment and society. The process of determining materiality involves weighing up various factors - economic, reputational, regulatory and strategic - as well as articulating the expectations and interests of stakeholders.

Sanindusa's materiality assessment was carried out using the EFRAG Guidance on Materiality Assessment methodology, ensuring a structured process aligned with the ESRS. This approach makes it possible to identify and prioritise the most relevant issues for the company and its stakeholders, considering both the impact of its activities on the environment and society, as well as the risks and opportunities that sustainability

represents for its performance and long-term value creation.

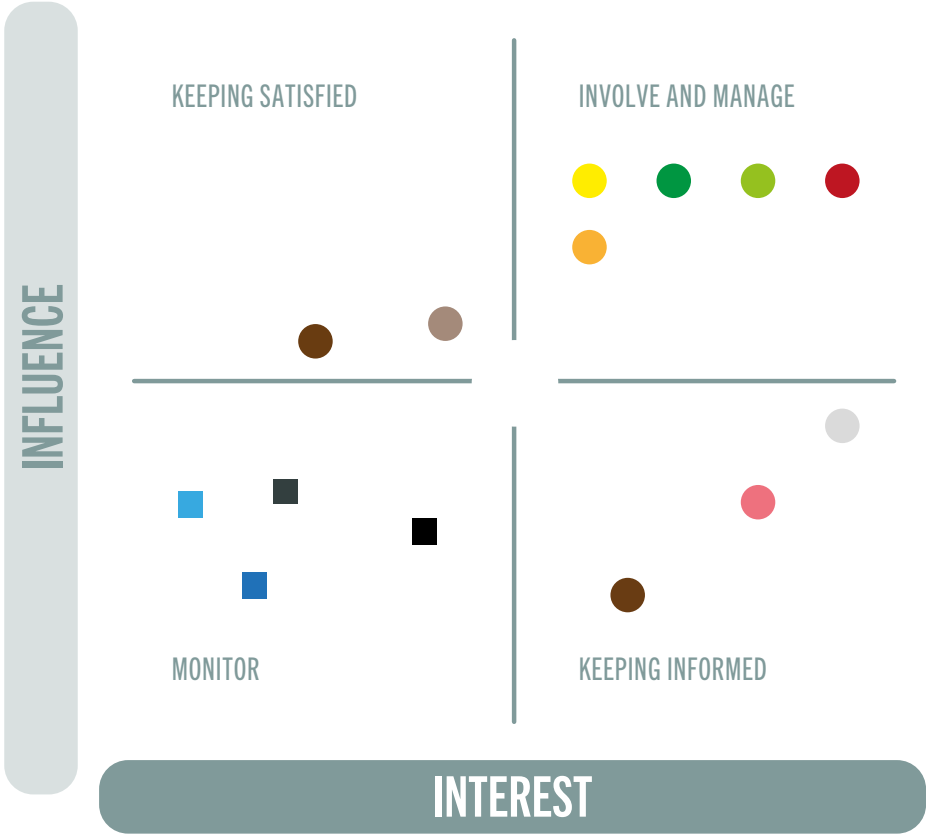
The application of this methodology involved detailed analysis of internal and external factors, including regulations, stakeholder expectations, industry trends and financial and non-financial impacts. In this way, Sanindusa ensures that its sustainability reporting reflects in a transparent and relevant way the aspects critical to its business strategy and commitment to sustainability.

2.5.1.1 STAKEHOLDERS

In the process of identifying stakeholders, Sanindusa adopted a rigorous and inclusive approach, in line with the EFRAG Guidance on Materiality Assessment and the AA1000 Sustainability Engagement Standard. This methodology made it possible to assess and map the affected stakeholders, distinguishing between those directly impacted by the company’s activities and the users of the sustainability statement, who only benefit from Sanindusa’s sustainability information, such as Credit Institutions, Central Administration, Public Authorities, among others. Identification was conducted on the

basis of criteria such as degree of dependence, responsibility, tension, influence and diversity of perspectives, ensuring the inclusion of multiple points of view in the definition of strategic priorities.

This process involved analysing the concerns expressed by stakeholders regarding the impacts identified, promoting more transparent, coherent communication in line with their interests.



LEGEND:

- | | | |
|--|---|---|
| ● CUSTOMERS | ■ ACADEMY | ● CENTRAL ADMINISTRATION |
| ● EMPLOYEES | ■ PUBLIC AUTHORITIES | ● CENTRAL ADMINISTRATION |
| ● THE ORGANISATION'S COMMERCIAL PARTNERS | ■ CIVIL SOCIETY | ● CONSUMERS |
| ● ORGANIZATION'S BUSINESS PARTNERS | ■ INSURANCE COMPANIES | ● CREDIT INSTITUTIONS |
| ● SUPPLIERS | | |

2.5.2.1 STAKEHOLDERS

Sanindusa adopts a participatory and strategic approach, promoting the continuous involvement of stakeholders through multiple channels of communication and dialogue, as shown in the following table.

Over the last few years, the company has been structuring and deepening effective methods of dealing with its most relevant stakeholders, based on principles of transparency, integrity, and active consultation. These mechanisms ensure consistent communication on structuring issues for the organisation's activity and sustainability. This commitment to dialogue has been constant and, as of this year, has taken a significant step forward with the implementation of a formal consultation process specifically geared towards sustainability issues.

With this development, Sanindusa reinforces its commitment to sustainability and the generation of shared value, ensuring that its business practices remain aligned with the needs, expectations and dynamics of a social and economic ecosystem that is constantly changing.

	EMPLOYEES AND OTHER WORKERS	SUPPLIERS	CUSTOMERS	INVESTORS	PARTNERS COMPANY'S COM- MERCIAL AGENTS
MEETINGS	●	●	●	●	●
INTRANET	●				
BULLETIN BOARDS	●				
SMS NETWORK	●				
MARKETING EMAIL	●	●	●	●	●
SOCIAL MEDIA	●	●	●	●	●
WEBSITE	●	●	●	●	●
EVENTS	●		●	●	●
COMMEMORATIVE INITIA- TIVES	●				
SITE VISITS		●			
SHOWROOM			●		●
CATALOGS AND BROCHURES			●		●
REPORTS					
MULTIMEDIA MATERIALS	●	●	●	●	●

2.5.1.2 DUAL MATERIALITY

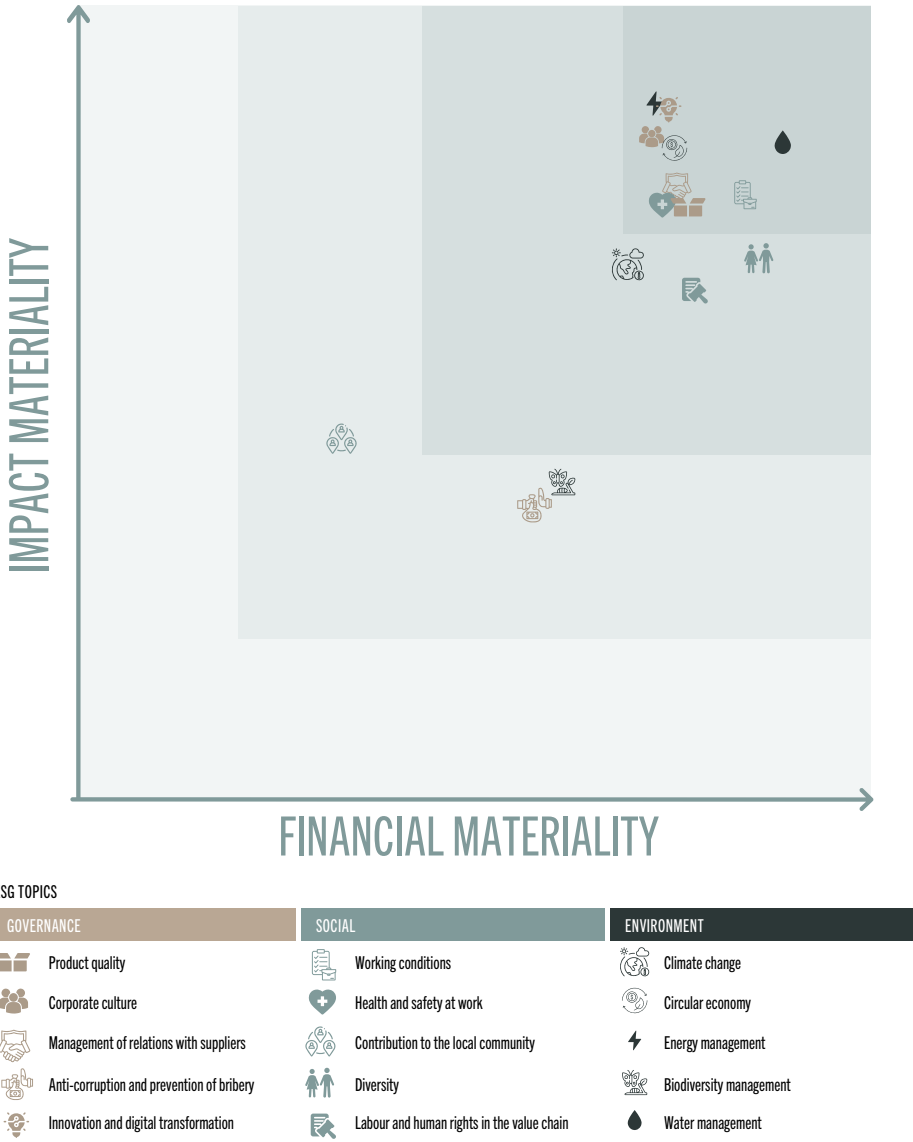
As part of its materiality assessment, and in accordance with the methodology recommended by EFRAG’s Materiality Assessment Implementation Guidance, Sanindusa carried out a structured and methodologically robust process of identifying, classifying and prioritising the impacts, risks and opportunities (IROs) associated with its activity. This exercise ensures that the most relevant aspects, both for the organisation and its stakeholders, are duly incorporated into its sustainability report.

The IROs considered material were those that scored above 3.5, reflecting their relevance both in terms of impact on the company’s operations and in terms of stakeholder perception and interest. These IROs were subsequently grouped into material themes, allowing Sanindusa to adopt an integrated and coherent approach when defining its corporate sustainability strategies and initiatives.

The full methodology is described in the Dual Materiality Report, reinforcing the company’s commitment to transparency, traceability and the technical rigour of the process. By adopting this approach, Sanindusa

consolidates informed decision-making, anchored in a careful analysis of emerging sustainability challenges and opportunities.

This exercise ensures compliance with European regulatory requirements, as well as helping to strengthen the credibility and consistency of its sustainability strategy, thus promoting the creation of lasting value for the company and society in general.





3. ECONOMIC PROFILE AND GOVERNANCE

3.1 ECONOMIC PROFILE

The year 2024 was marked by greater dynamism on the international markets, motivated above all by the change in monetary policy, the main result of which was a reduction in financing costs. On the other hand, in the Portuguese market there was a slowdown in the economy due to a reduction in household disposable income justified by a slower adjustment in the prices of goods and energy.

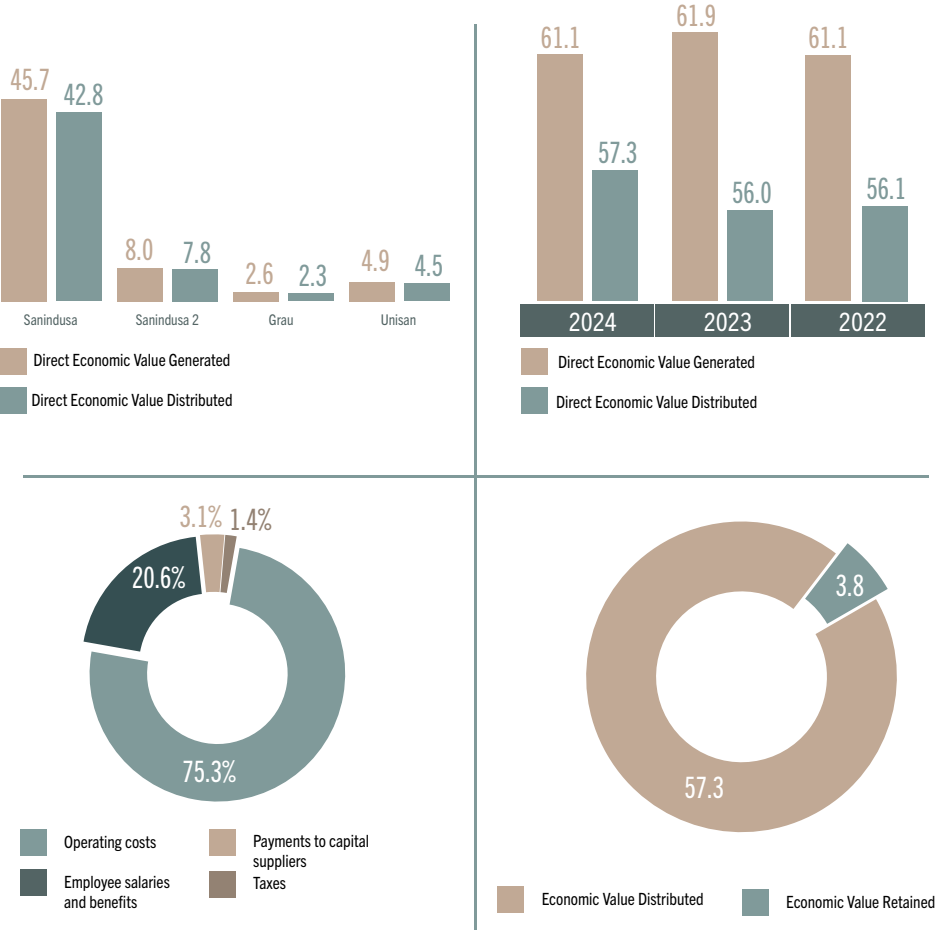
While the economic value generated in 2024 was similar to that of 2023, the economic value retained fell by more than 30 % due to the

increase in operating costs. This decrease was due to increased subcontracting of temporary work and the cost of electricity, as well as greater investment in the Sanindusa community via salaries and benefits.

Faced with growing demand for the Group’s products, one of the major challenges in 2024 was the difficulty of hiring and retaining labour. This difficulty cuts across several sectors of activity and is therefore expected to continue in the coming years.

€61.1 M

Economic value generated



3.1.1 FUNCTIONS AND COMPOSITION OF TOP MANAGEMENT

In recent years, Sanindusa's governance structure has been ensured by a Board of Directors made up of five members, four of whom perform executive duties and one of whom performs non-executive duties.

Gender representation, although present in the form of one female executive director executive administrator, highlights the need to continue to promote greater diversity within the leadership, in line with the best international practices of inclusive governance.

The age composition of the Board is mostly between 31 and 50, combining the vitality and adaptability of a dynamic generation with already robust professional experience. Although there are currently no independent members, all the directors have in-depth knowledge of the sectors, products and geographical markets in which Sanindusa operates, ensuring a precise strategic reading and an

integrated vision of the specifics of the business.

This configuration allows for leadership that is strongly connected to operations, endowed with the sensitivity to identify emerging trends emerging trends and anticipate risks, while remaining focused on creating long-term value. Sanindusa's governance thus reflects a commitment to responsible management, operational excellence and sustainable development, underpinning the foundations for solid growth and competitiveness on the global stage.

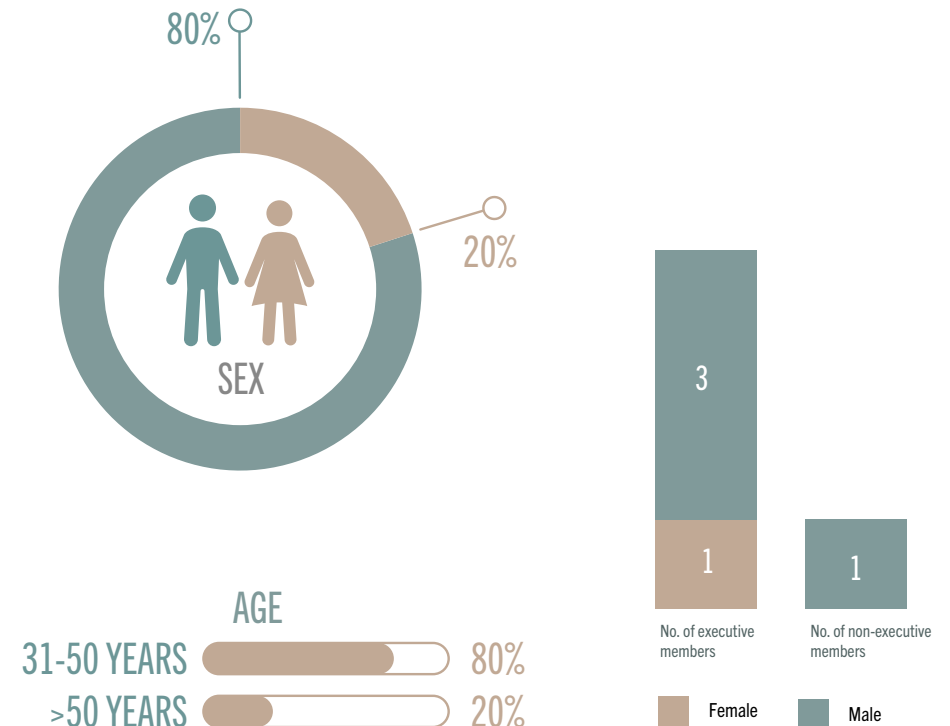


CHART 21 - Composition of Management Bodies by age group (%)

3.1.1 FUNCTIONS AND COMPOSITION OF TOP MANAGEMENT

At Sanindusa, the Board of Directors has a solid knowledge of strategic and operational business issues, complemented by specific skills that enable them to understand and integrate sustainability as an essential vector for the organisation's competitiveness and resilience. These issues are managed by the Sustainability Committee, which includes two executive directors, ensuring that the impacts, risks and opportunities (IRO) related to sustainability are analysed across the board and aligned with the corporate strategy.

These matters are monitored through internal governance processes which include regular meetings of the Sustainability Committee, at which reports and analyses prepared by the responsible areas are presented. These reports make it possible to monitor key indicators, assess emerging risks and identify opportunities for improvement. The results are communicated to the Board of Directors in a structured way,

ensuring that the information is clear, relevant and supported by evidence, which contributes to informed decisions.

As far as controls and procedures are concerned, the management of sustainability-related IRO is integrated into the internal quality, safety and environmental control systems, allowing it to be linked with other essential functions such as operations, purchasing and product development. This model guarantees coherent management and reduces redundancies, while strengthening the company's ability to respond to environmental, social, and governance challenges.

The definition of targets related to material impacts is managed by the Sustainability Committee and is overseen directly by the Board of Directors, which monitors progress by analysing performance indicators and periodically evaluating the objectives set. This supervision includes

reviewing action plans and identifying new strategic priorities, ensuring that the company's sustainability ambition is consistent and measurable.

The technical knowledge and accumulated experience of Sanindusa's directors and managers means that decisions on sustainability are directly linked to the company's material IRO, ensuring that the strategies defined have a real impact on mitigating risks, creating value and making a positive contribution to society and the environment.

3.1.2 CORPORATE CULTURE

A business based on principles: ethics, conduct, and legal compliance

Since it was founded in 1991, Sanindusa has guided the development of its business and its relationship with all stakeholders by the highest ethical standards and a solid culture of compliance, based on a system of values and principles that has inspired trust and credibility over the decades.

These values, passed down from the founders and widely disseminated in the organisation, constitute the ethical benchmark that guides strategic and operational decisions, reinforcing collective commitment and promoting awareness of a common mission. Integrity, responsibility, and respect are pillars that shape the way the company operates in the markets where it is present, positioning it as an example of responsible business conduct.

The Board of Directors plays a central role in preserving this conduct, ensuring that business practices reflect Sanindusa's values and that decision-making is aligned with principles of transparency, fairness, and social responsibility.

This body has specialised knowledge and relevant experience in matters of business ethics, legal compliance and good governance practices, enabling them to assess reputational risks, oversee prevention mechanisms and ensure the consistent application of defined standards.

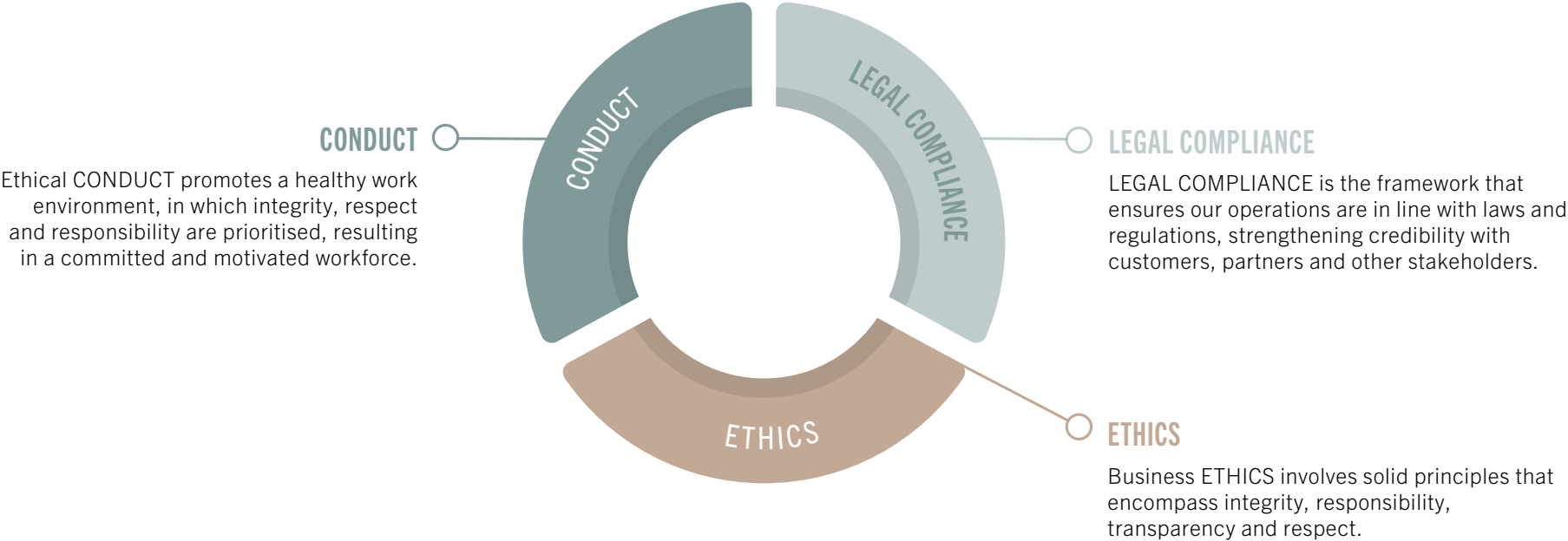
The integration of these ethical values is present in all operations, guiding the way in which customers, employees, suppliers, partners and other stakeholders are treated, always with fairness and respect. In addition

to strict compliance with legal and regulatory obligations, Sanindusa invests in creating a healthy and inclusive working environment that values human dignity and fosters a sense of belonging.

This consistent and transversal approach to business conduct has been decisive in building a solid reputation and ensuring the company's long-term sustainability and success competitiveness on the global stage.

3.1.2 CORPORATE CULTURE

Maintaining high standards of ethics, conduct and legal compliance is fundamental to strengthening trust and credibility with stakeholders, ensuring transparency in operations, mitigating risks and fostering a responsible, sustainability-oriented business environment.



3.1.2 CORPORATE CULTURE

Sanindusa has structured mechanisms in place to prevent, detect and respond quickly and effectively to unlawful behaviour illegal behaviours or behaviour contrary to its Code of Conduct and other internal rules, ensuring high standards of integrity and legal compliance. One of these mechanisms is the Whistleblowing Channel, which is widely publicised among employees and guarantees total confidentiality and measures to protect against any form of retaliation against those who report an incident.

The complaints received are subject to rigorous analysis rigorous examination, following internal investigation processes that ensure impartiality and the taking of appropriate corrective measures. The company implements robust policies to prevent and combat

corruption and bribery, as part of its Plan to Prevent Risks of Corruption and Related Offenses, which defines procedures to identify and mitigate risks, strengthen internal control and ensure compliance with applicable legislation.

In order to consolidate this culture of ethics and transparency, Sanindusa holds biannual training sessions on business conduct, aimed at the Board of Directors and managers, promoting awareness and responsibility in decision-making and in relations with all stakeholders.

0

confirmed cases of corruption or
bribery charges

fines

3.1.2 CORPORATE CULTURE

In 2024, Sanindusa took a significant step towards strengthening its organisational culture by officially publishing its Code of Ethics and Good Conduct. This document clearly sets out the guiding principles guiding principles, fundamental values and rules of action that guide the company, reflecting its commitment to the highest standards of responsibility and professional ethics.

Guided by universal principles such as transparency, integrity, loyalty, independence, honesty, responsibility, trust, confidentiality, respect and good faith, Sanindusa ensures that all its business practices are conducted in an exemplary manner and in line with the expectations of its stakeholders.

Recognising the cultural and linguistic diversity of its workforce, the company has fully translated the Code into English, ensuring that all employees, regardless of their nationality, fully understand

its content and can conduct themselves in accordance with the organisation's values.

With this initiative, Sanindusa reinforces the importance of ethics as a central pillar of its success, promoting a work environment that is inclusive, responsible and geared towards mutual trust.



3.2 INNOVATION AND DIGITAL TRANSFORMATION

A pioneer in the sanitary ceramics sector in Portugal, Sanindusa combines innovation and digital transformation, incorporating cutting-edge technologies and reinventing processes to maximise efficiency, quality and competitiveness.

With a firm stance on innovation and development, Sanindusa has established itself as a pioneer in the introduction of new technologies in the sanitary ceramics sector in Portugal.

Using modern manufacturing techniques, it optimises technical and human resources as much as possible, standing out for the robotisation of the production process and the application of high pressure in the forming of parts. These solutions significantly shorten the production cycle and ensure exemplary uniformity in product quality.

The integration of advanced technology into the production process not only increases quality and efficiency, but also the sustainability

of the solutions offered. By combining technological innovation, human talent and rigorous quality standards, Sanindusa establishes solid synergies that respond with excellence to the demands of an increasingly competitive market. Digital transformation in the ceramics sector involves adopting advanced technologies and restructuring processes in order to increase efficiency, quality and competitiveness.

In this context, Sanindusa uses an ERP system to manage its business operations in an integrated way and is implementing a comprehensive digitalisation plan, which focuses on modernising production systems. This plan includes the digitalisation of data collection and

systematisation, combined with data analysis and management, covering all manufacturing areas - ceramics, acrylics and metallurgy - at all production sites.

At the same time, the company is investing in the transformation of documentary processes by digitising files and implementing the Green Document Portal, optimising management and access to information. On the commercial side, it is investing in a solid digital marketing strategy, strengthening the brand's presence in the market and fostering proximity with customers and partners.

3.2 INNOVATION AND DIGITAL TRANSFORMATION

ECP - ECOCERÂMICA E CRISTALARIA DE PORTUGAL

An integrated, cross-cutting proposal for the ceramics and crystal sectors, geared towards their critical competitive factors and aimed at improving their international positioning.

With a focus on 4 central thematic areas - energy sustainability, circular economy and industrial symbioses, digital transition and capacity building - it focuses on the development of new products, processes and services with high added value, based on new models of cross-sector industrial organisation, thus ensuring progress

in the international value chain and a focus on activities with higher added value.



ENERGY SUSTAINABILITY, CIRCULAR ECONOMY AND INDUSTRIAL SYMBIOSES, DIGITAL TRANSITION AND CAPACITY BUILDING

3.3 VALUE CHAIN MANAGEMENT

Sanindusa's value chain management is based on an integrated approach aimed at ensuring operational efficiency, superior quality and sustainable practices at all stages, from the selection of suppliers to the final delivery of the products.

The company establishes strict criteria for choosing and evaluating its business partners, favouring suppliers who share the same principles of ethics, quality and environmental responsibility. This process involves verifying legal compliance, complying with technical standards and adopting practices in line with the Sustainable Development Goals.

Throughout the value chain, Sanindusa promotes long-term relationships based on trust, transparency and mutual cooperation, encouraging continuous improvement and

innovation. The integration of digital processes and monitoring tools allows for more precise monitoring of logistics flows, production efficiency and environmental performance, reducing waste and optimising resources.

This responsible management guarantees the competitiveness and resilience of the business, as well as contributing to minimising negative impacts and creating shared value for customers, suppliers, employees and communities.

3.3 VALUE CHAIN MANAGEMENT

In 2024, Sanindusa maintained a solid and diversified network of 936 suppliers, registering growth of 3 % compared to 2023.

This increase reflects the continuous expansion of operations and the need to guarantee a stable, quality supply in line with market demands and the company’s technical standards.

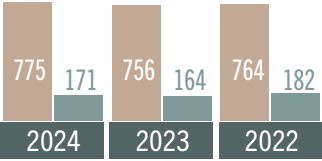
Proximity to the supply chain is one of the pillars of Sanindusa’s strategy, with an average of 80 % of suppliers being of national origin, equivalent to 35 140 503 euros in 2024. This commitment to local partners contributes to strengthening the regional economy, creating jobs in the communities where the company operates and reducing the environmental impact associated with the transportation of goods.

The relationship with suppliers is managed in a structured way, through periodic assessments, surveys and audits, which make it possible to monitor performance and

ensure compliance with established requirements. These practices aim to guarantee the quality, efficiency and reliability of the products and services supplied, and are fundamental to maintaining a sustainable and competitive production environment.

Although environmental and social criteria are not currently formally integrated into the purchasing decision process, Sanindusa recognises the importance of these aspects for the sustainability of the value chain. To this end, the evolution of procurement practices is being studied in order to progressively include parameters related to the environmental performance, working conditions and ethical practices of suppliers. This commitment to responsible value chain management reinforces Sanindusa’s long-term vision, based on building

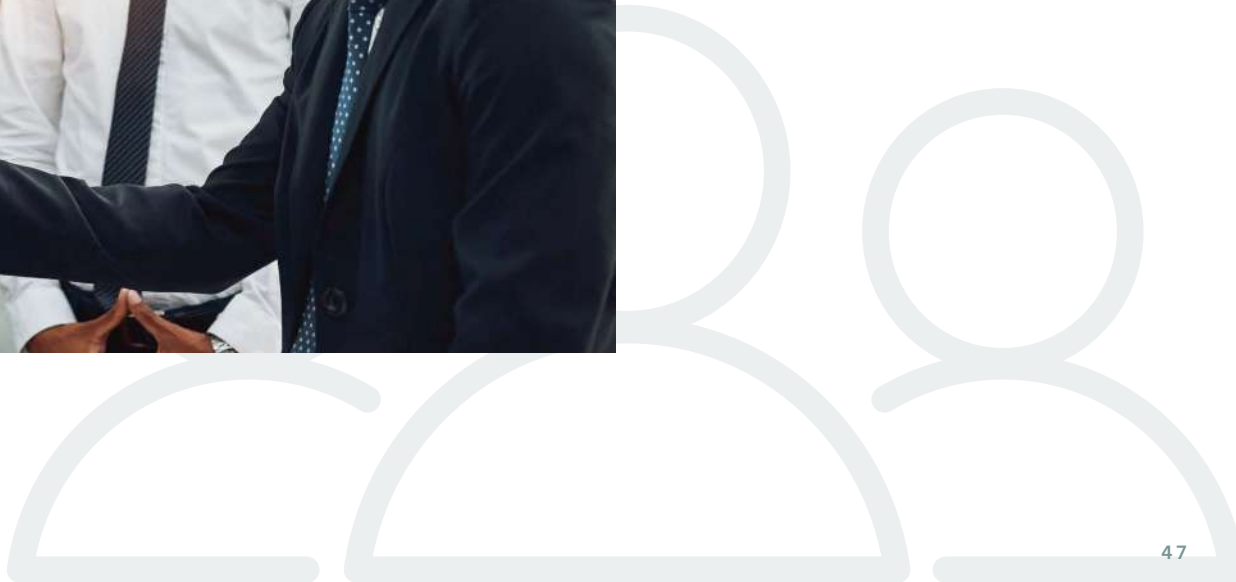
relationships of trust, promoting responsible business practices and gradually aligning with internationally recognised sustainability best practices.



No. of local suppliers
No. of international suppliers

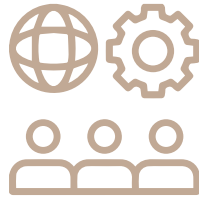


4. SOCIAL



4. SOCIAL

Sanindusa is a reflection of its human capital, which guarantees the development, innovation, and sustainability of the business.



HUMAN RESOURCES

Ensure that employees are integrated and aligned with the company culture.



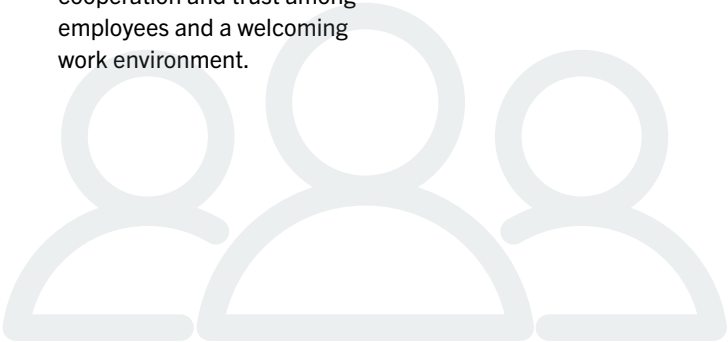
SKILLS

Develop skills aligned with the strategy, which stimulate productivity and the capacity for innovation.



COMMUNICATION

Promote effective communication, capable of providing a spirit of cooperation and trust among employees and a welcoming work environment.



4.1 WORKING CONDITIONS

Over the years, Sanindusa has shown consistency in the management of its human resources, reflected in the stability of the number of employees, which has remained at around 400, even recording growth of 4 % over the last period. This evolution demonstrates the company's ability to attract and retain talent, sustaining its growth with experienced and qualified teams.

Over the years, Sanindusa has shown consistency in the management of its human resources, reflected in the stability of the number of employees, which has remained at around 400, even recording growth of 4 % over the last period. This evolution demonstrates the company's ability to attract and retain talent, sustaining its growth with experienced and qualified teams.

In terms of gender composition, the profile of the ceramics and sanitary fittings sector, traditionally associated with more physical jobs, means that men predominate, accounting for 71 % of all employees. This distribution is seen in all the group's companies, with the exception of Grau, where women make up 63 % of the team.

This reveals the adaptation of the different units to the specificities of their areas of activity, as well as Sanindusa's ability to integrate and value the contribution of professionals with diverse skills, regardless of gender.

The age structure of the employees reinforces the mature and experienced profile of the organisation: 48 % of professionals are between 30 and 50 years old, while 39 % are over 50, showing a human capital with deep knowledge and connection to the company. This balanced presence of different profiles in the group's various companies underlines Sanindusa's commitment to inclusion and to valuing people as its greatest asset,

promoting a working environment that respects and enhances talent.

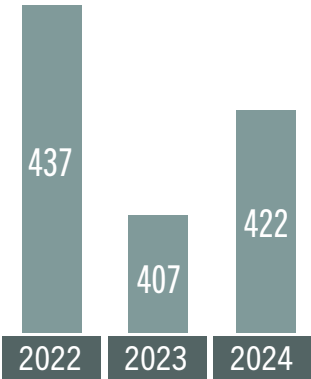
Also in the area of diversity, Sanindusa stands out for having nine disabled employees on its team, promoting an inclusive and representative working environment. This reflects the company's commitment to equal opportunities and valuing different abilities, contributing to a richer and more plural organisational culture.

400
average number of
employees

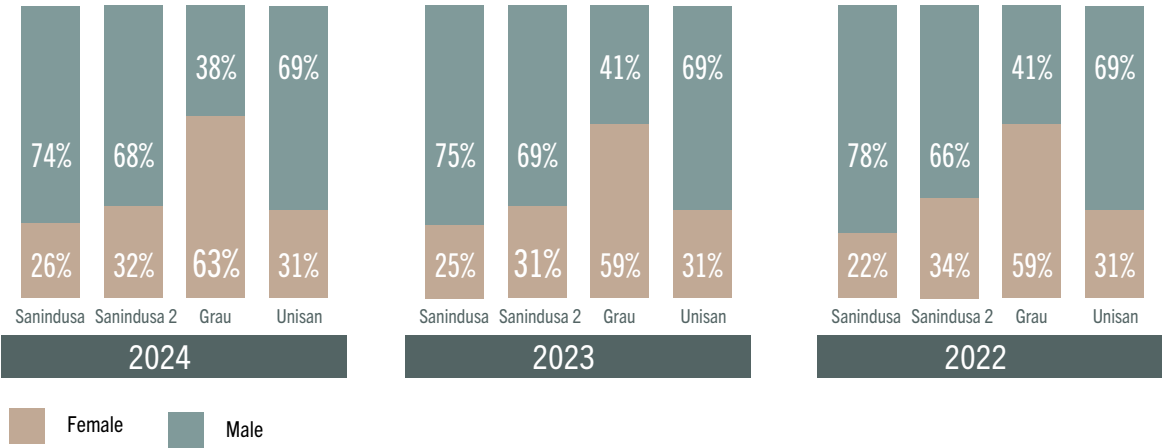


4.1 WORKING CONDITIONS

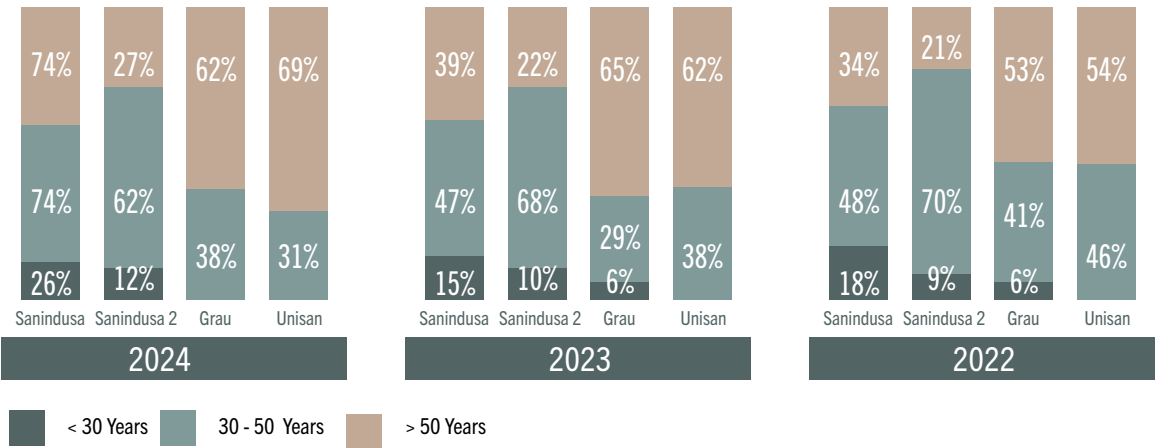
EVOLUTION OF THE NUMBER OF EMPLOYEES BY GENDER



EVOLUTION OF THE NUMBER OF EMPLOYEES BY GENDER



EVOLUTION OF THE NUMBER OF EMPLOYEES BY AGE GROUP



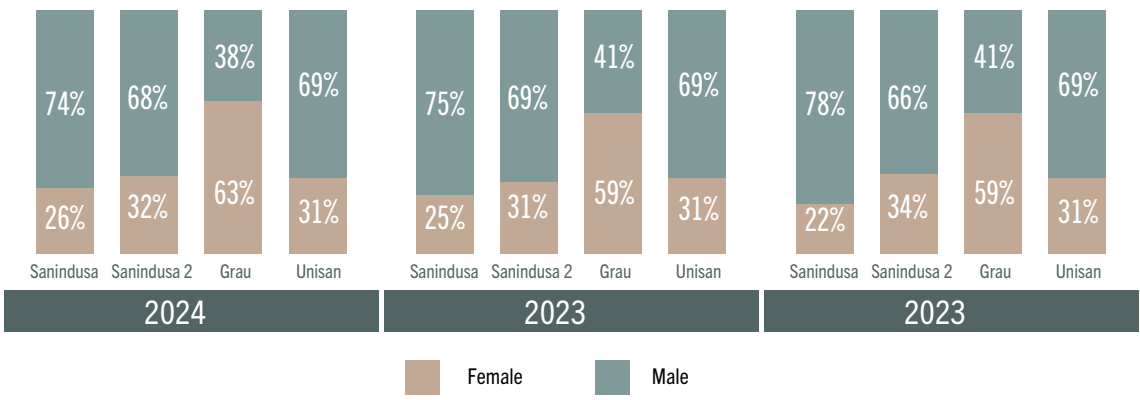
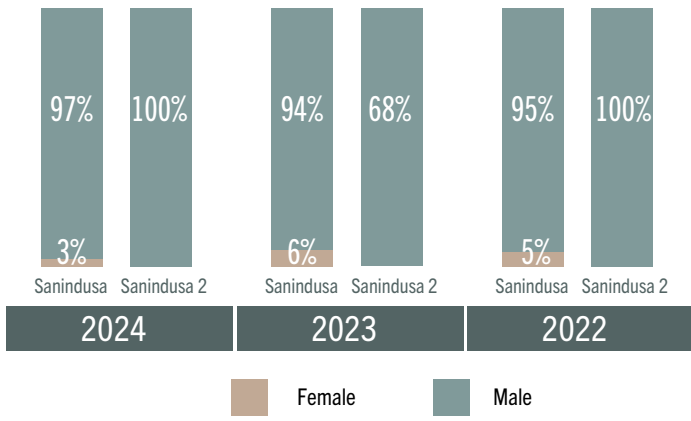
4.1 WORKING CONDITIONS

Sanindusa maintains a solid and stable team, reflected by the fact that 91 % of employees are permanent, while only 42 employees have temporary contracts. The company seeks, whenever possible, to transition temporary employees to permanent contracts, reinforcing its commitment to retaining talent, the continuity of internal skills and job stability.

As far as gender distribution is concerned, permanent employees are in line with the company's general outlook, maintaining the same proportion between men and women. Among temporary employees, on the other hand, due to the small number, the impact of men is more significant, resulting in a male predominance in this group.

91%

the employees have permanent contracts



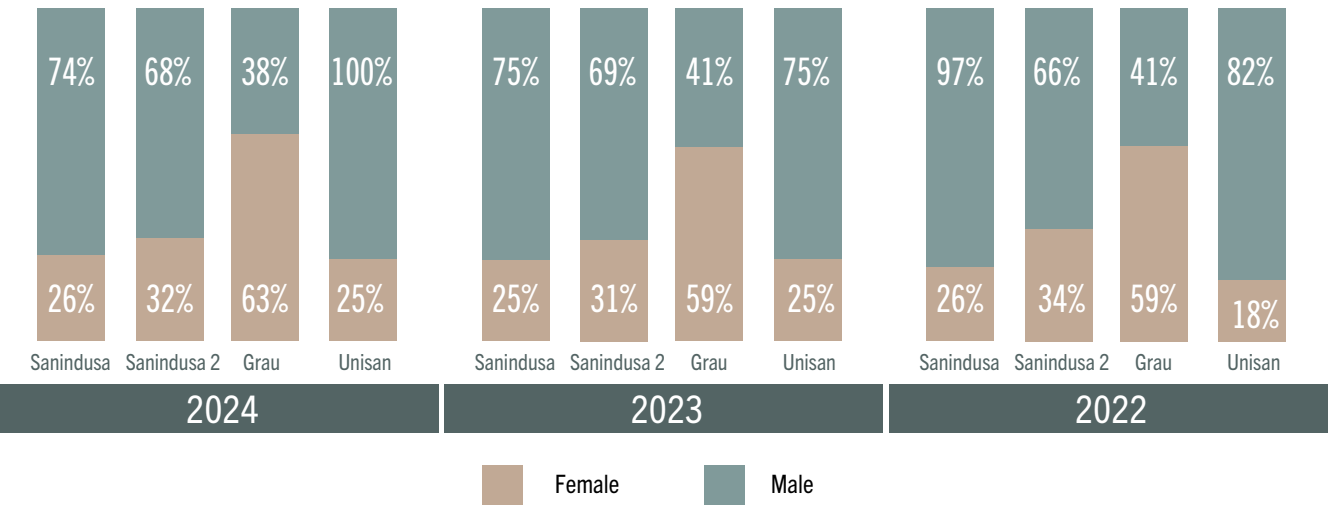
4.1 WORKING CONDITIONS

A milestone in promoting gender equality at Sanindusa

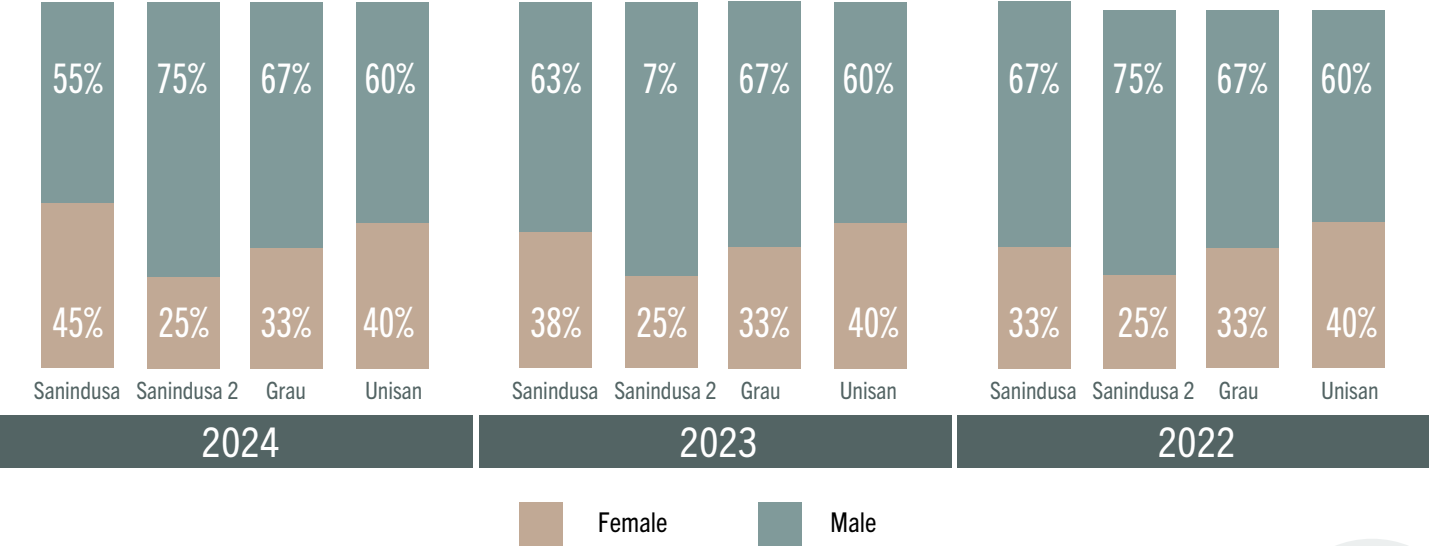
Sanindusa maintains a strongly committed team, mostly full-time, with only two temporary employees, reflecting stability and alignment with the company’s general profile in terms of gender distribution. In 2024, only one employee left the company, showing the high level of retention and continuity of the team.

As far as senior management is concerned, the organisation currently has 60 employees, four more than in the previous year, showing a continuous evolution continuous evolution in the leadership structure. This growth is also reflected in significant advances in gender diversity, with 42 % of top positions held by women, an increase of 17 % on the previous year. These results reinforce Sanindusa’s commitment to gender parity, promoting balanced leadership.

42%
of women in leadership



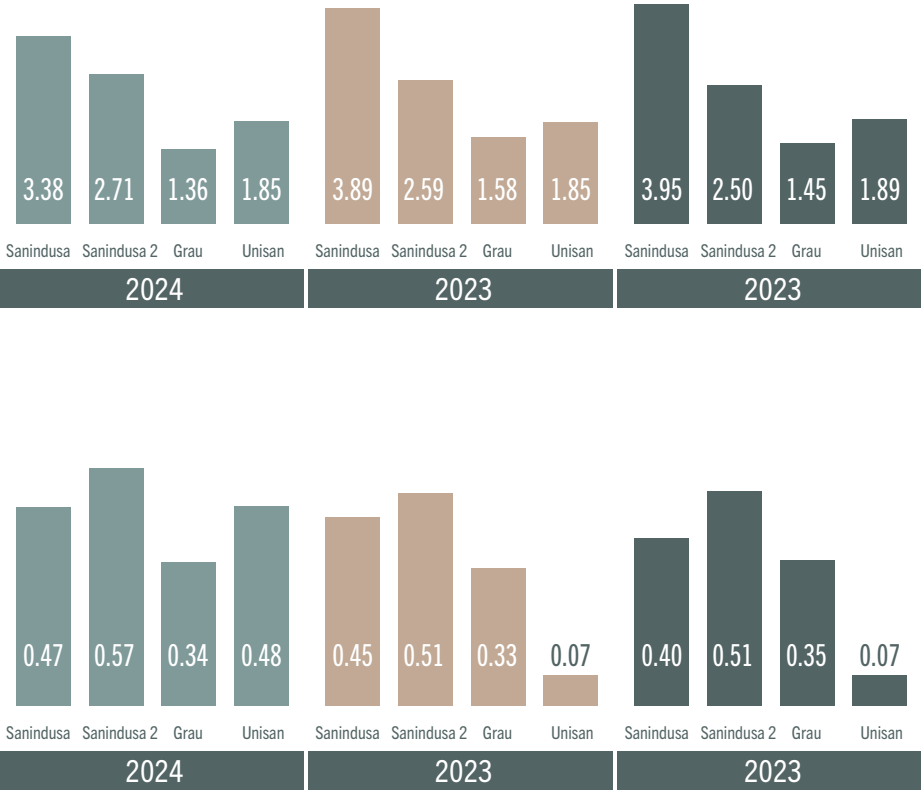
4.2 GENDER DIVERSITY



4.1 WORKING CONDITIONS

With regard to the pay gap, it can be seen that, on average, men are paid more than women, with a difference of 2.12. This trend is particularly evident at Sanindusa, despite a slight decrease over the last year. Sanindusa 2 shows an opposite trend, with a slight increase in the wage gap. These figures largely reflect the company's historical composition, marked by a greater male presence and the family nature of the organisation. The long tenure of employees contributes to a gradual increase in salaries, through seniority and performance, accentuating the average difference observed.

In terms of the salary ratio, it can be seen that, on average, Sanindusa's best-paid director earns a salary 47 % above the average for employees, a figure that has remained stable over the years. This indicator reflects the company's remuneration policy, which balances valuing leadership with maintaining a transparent and consistent salary structure for the entire team.





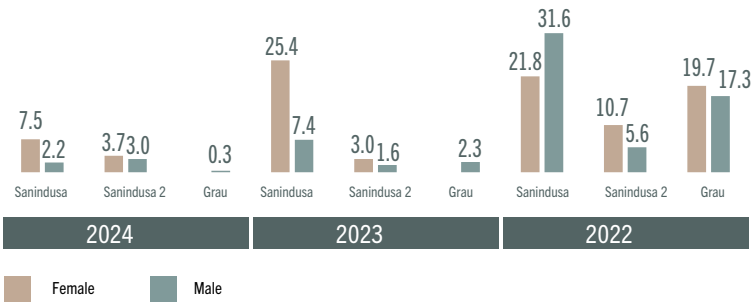
2024 projects with the new generation of talent

In recent years, Sanindusa has consistently invested in developing the skills of its team through funded training programs, with particular emphasis on 2023, which saw the highest levels of participation.

In 2024, although the numbers were lower, the company maintained its commitment to valuing its employees, ensuring continuous learning opportunities. With regard to gender diversity in participation in training, there are no substantial differences between men and women, reflecting a policy of equal access to professional development opportunities. Access to training is defined on the basis of each employee's job and career path, ensuring that the content is relevant, applicable and aligned with the

company's individual and strategic needs.

Recognising that retaining talent is a strategic factor for the future, Sanindusa remains active in creating proximity projects with the new generation of professionals in the area, strengthening its links with universities and educational institutions. These initiatives promote the transfer of knowledge, stimulate innovation and ensure that the company remains aligned with emerging trends and skills in the sector.



4.3 TRAINING AND SKILLS DEVELOPMENT

UNIVERSITY OF AVEIRO | CTCV

Sanindusa welcomed a group of students from the postgraduate course in Ceramic Technology, which is a collaboration between the University of Aveiro and the CTCV - Centre for Technology and Innovation.



JOB FAIR - UA

Sanindusa welcomed a group of students from the postgraduate course in Ceramic Technology, which is a collaboration between the University of Aveiro and the CTCV - Centre for Technology and Innovation.



UNIVERSITY OF TRÁS-OS-MONTES

At the invitation of a partner, the Sustainable Architecture and Construction Portal, Sanindusa was present at the University of Trás-os-Montes and Alto Douro to take part in an open class, where it had the opportunity to present its range of solutions with a focus on water efficiency and sustainability.





4.4 WORKPLACE HEALTH AND SAFETY

Sanindusa implements a comprehensive Occupational Health and Safety (OHS) management system, based on legal and regulatory requirements. This system is supported by the Internal Occupational Health and Safety Services and covers all employees, and is reflected in the company’s policy and in the documents supporting the Quality management system. Its quality strategy is based on 5 key areas:

RISK IDENTIFICATION AND ASSESSMENT	HAZARD COMMUNICATION	EMPLOYEE HEALTH	ACCIDENT INVESTIGATION	BEST PRACTICES
To guarantee safety in the workplace, Sanindusa has a specific registration document for the identification and assessment of risks in each workplace. Specialised OSH technicians continuously monitor these processes to ensure the effectiveness of the measures implemented.	Employees can report dangerous situations through the usual channels, such as in person, by telephone or email. Protection against reprisals is ensured by Sanindusa’s Code of Ethics and Good Conduct, which prohibits any form of harassment, threat, coercion or professional persecution.	Sanindusa offers consultations with the company’s Health Services, where employees’ working conditions are assessed. The company also promotes flu vaccination campaigns, vision screening and maintains protocols with various health organisations. It also offers health insurance to its employees.	Sanindusa has a documented Procedure for Investigating Accidents at Work, as well as detailed occurrence and investigation records. Although there is no formal procedure for employee participation in OSH issues, everyone is encouraged to express their opinions through communication channels, contributing to the continuous improvement of safety practices.	The company has Good Practice Documents that guide the safe execution of each task and activity, promoting a safer working environment.



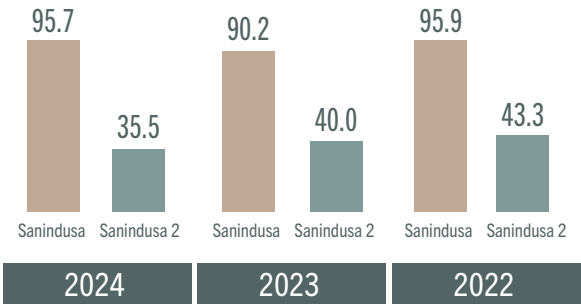
4.4 WORKPLACE HEALTH AND SAFETY

In terms of OSH, Sanindusa ensures that all employees and other workers who work with the company are duly covered by the OSH Management System. This framework guarantees the transversal application of policies, procedures and good prevention practices, in accordance with legislation and the organisation’s internal standards.

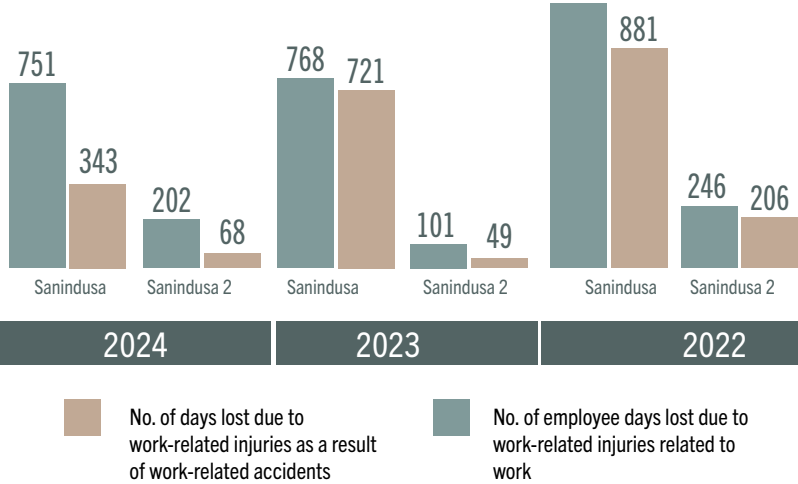
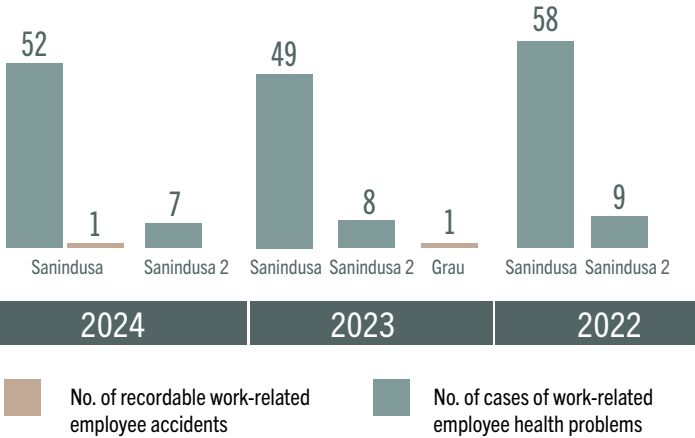
Given Sanindusa’s manufacturing context, the risks inherent in the activity make the occurrence of accidents at work inevitable. In 2024, there were 59 accidents, very close to the 57 recorded in 2023, which shows stability in the frequency of these events. This consistency can be interpreted as the result of ongoing prevention efforts, although it also highlights the need to strengthen proactive measures to further reduce their occurrence. Although accidents

inevitably entail days of absence, there was a slight reduction in total days lost in 2024 compared to the same period last year. This trend suggests that, although the frequency remained stable, the average severity of incidents was lower.

The accident frequency index remained, as in previous years, at around 90, reflecting the consistency of the metrics over time. Even so, this indicator reinforces the importance of maintaining and strengthening awareness programmes, ongoing training and investment in technological and organisational solutions that contribute to increasingly safe working environments.



4.4 WORKPLACE HEALTH AND SAFETY



4.5 WORK-LIFE BALANCE

At Sanindusa, employee well-being occupies a central position in the approach to sustainability. The benefits provided are structured around three main areas:

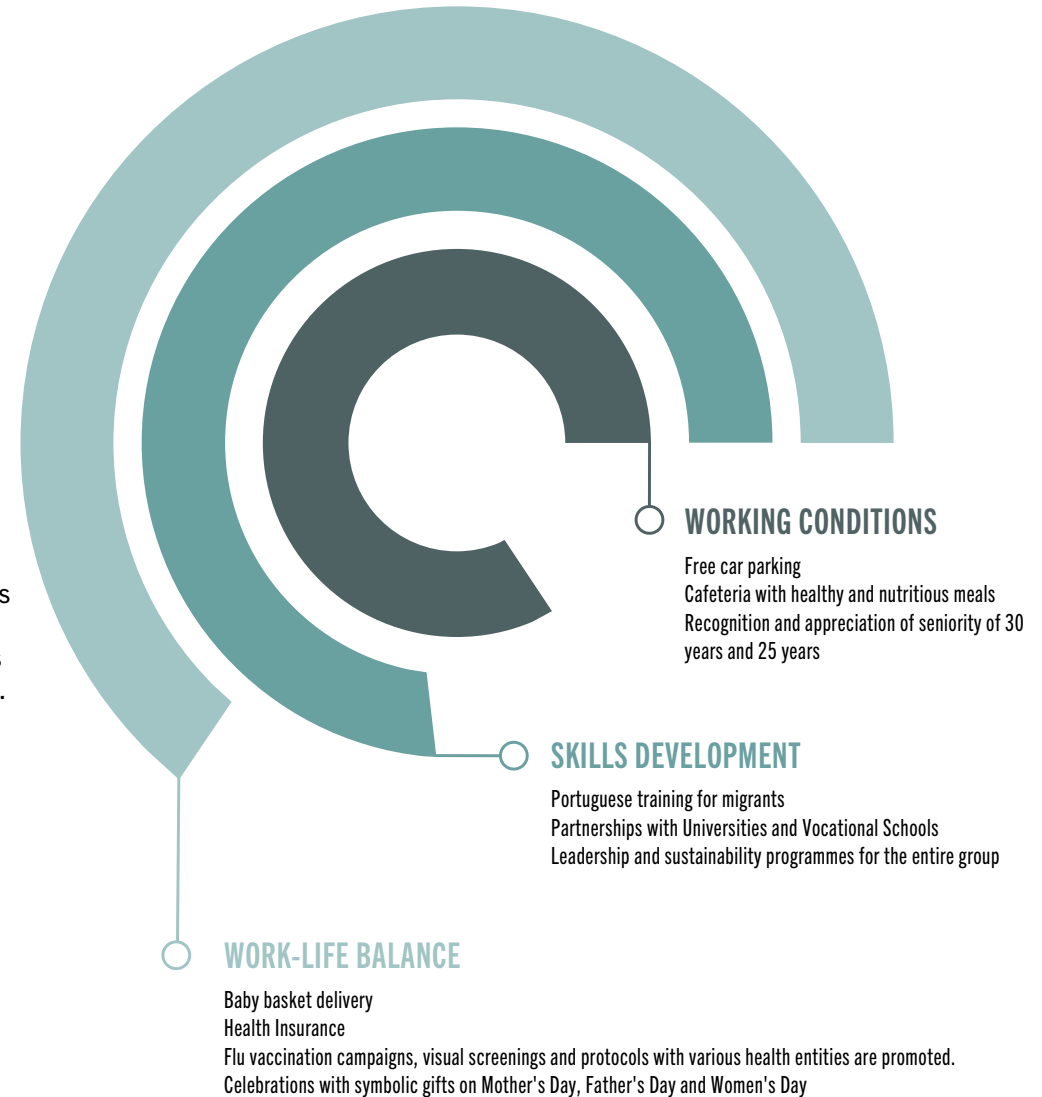
- Working Conditions;
- Skills Development;
- Work-life balance.

The company invests in creating a comfortable and motivating work environment, providing resources that promote the well-being, recognition and appreciation of employees, reinforcing their stability and job satisfaction.

For Sanindusa, employees are its greatest asset and investing in their development is part of the organisation's DNA. To this end, continuous training opportunities are made available, enabling the development of professional skills and fostering a culture of learning,

innovation and sustainable growth. Recognising that personal and family well-being directly influences professional performance, the company implements measures that promote the reconciliation of professional, family and personal life, contributing to employees' quality of life in all its dimensions.

With these practices, Sanindusa reaffirms its commitment to sustainable people management, adopting a holistic approach that integrates care, appreciation and development. This strategy strengthens a positive and productive working environment, reflecting the company's commitment to its social responsibility.



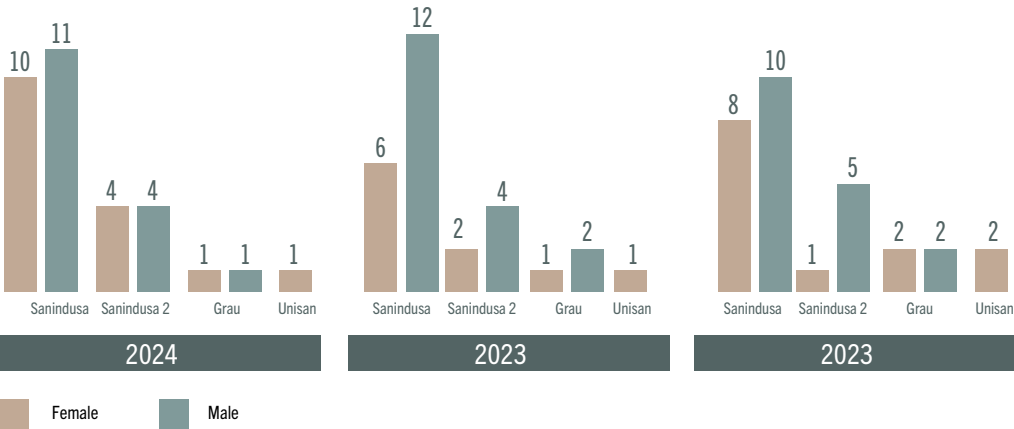


4.5 WORK-LIFE BALANCE

In 2024, 31 Sanindusa employees benefited from parental leave, reflecting the company’s commitment to reconciling professional, family and personal life. Of the total number of beneficiaries, 16 were women and 15 were men, showing a significant balance in the sharing of this right between the sexes.

This result demonstrates compliance with the applicable legislation, as well as an organisational culture that encourages and normalises the active

participation of both parents in family care and monitoring during the first months of the child’s life.



4.5 WORK-LIFE BALANCE

Figures that make a difference.



TRIBUTE TO DEDICATION

Sanindusa paid tribute to the dedication and achievements of all those who have been with the company for 25 and 30 years. They are part of its history and success.



WORLD FOOD DAY

To commemorate World Food Day, all employees were offered an extra piece of fresh fruit, in addition to what we already provide on a daily basis.



SOLIDARITY WALK

Sanindusa took part in the Solidarity Walk held in Tocha, demonstrating its commitment to social responsibility and support for the local community.



THE WAVE THAT UNITES US

“The Wave that Unites Us” is an annual Sanindusa event that brings together all employees, reinforcing the organisational culture, team spirit and sense of belonging to the company. This moment goes beyond socialising: it’s an opportunity to share experiences, values and achievements, strengthening internal cohesion and encouraging collaboration between different areas. Technology and Innovation.



SUSTAINABILITY DAY

On Sustainability Day, Sanindusa launched “The Path of CLEAN Water” awareness campaign, with the aim of promoting good environmental practices among our entire team. The initiative highlights the United Nations’ warnings about protecting the environment, encouraging everyone to contribute to reducing plastic in the oceans. As part of this action, reusable aluminium bottles were distributed to minimise the consumption of plastic cups and bottles.



5. ENVIRONMENT



Sanindusa keeps a close eye on its greenhouse gas emissions, aware of the impact associated with the sector in which it operates, which is heavily dependent on machinery. In this context, it is expected that scope 1 emissions will be high, varying according to the volume of production.

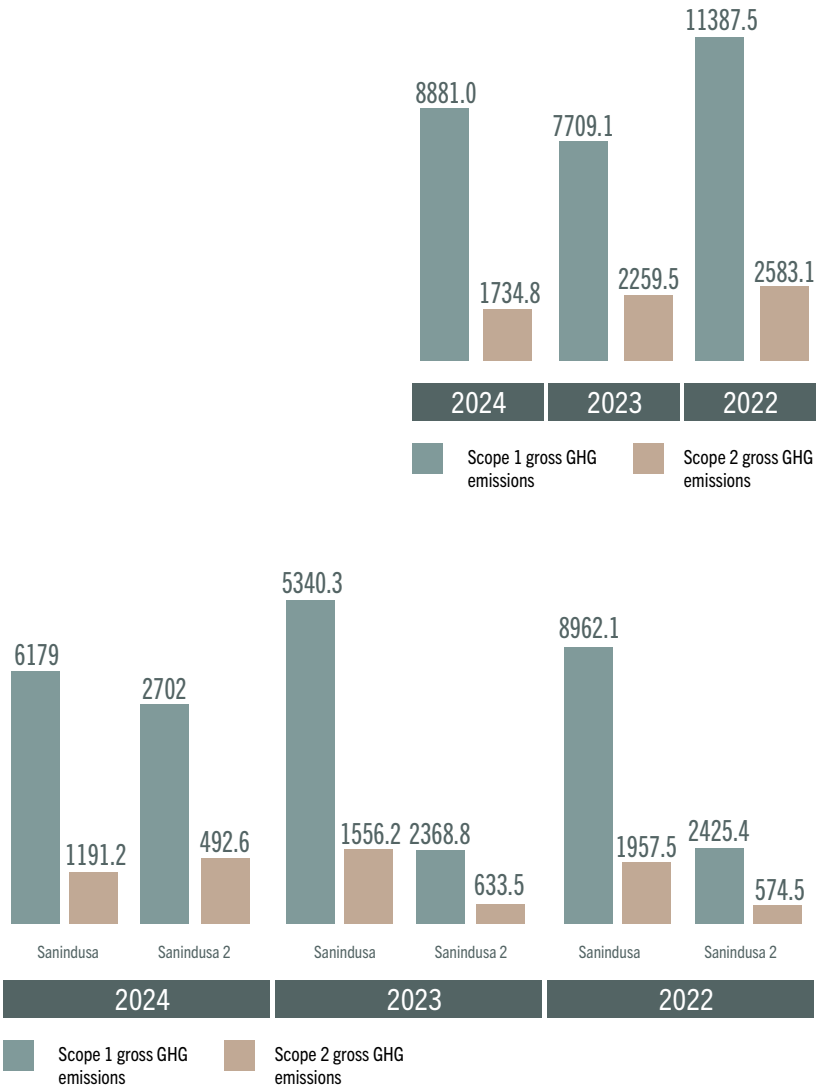
In 2024, the increase in sales resulted in an increase in these emissions compared to 2023, although the levels recorded remained lower than those seen in 2022, showing a continuous effort towards efficiency and control.

In terms of scope 2, there was a reduction in electricity consumption, a direct consequence of the installation of solar panels, a measure that reflects Sanindusa’s commitment to adopting

cleaner and more sustainable energy solutions energy solutions.

This confirms Sanindusa’s determination to reduce its environmental footprint by reconciling business growth with more energy-efficient practices. The company thus reaffirms its commitment to aligning industrial development with sustainability, investing in solutions that ensure a more responsible and balanced future.

5.1 CLIMATE CHANGE





5.2 ENERGY MANAGEMENT

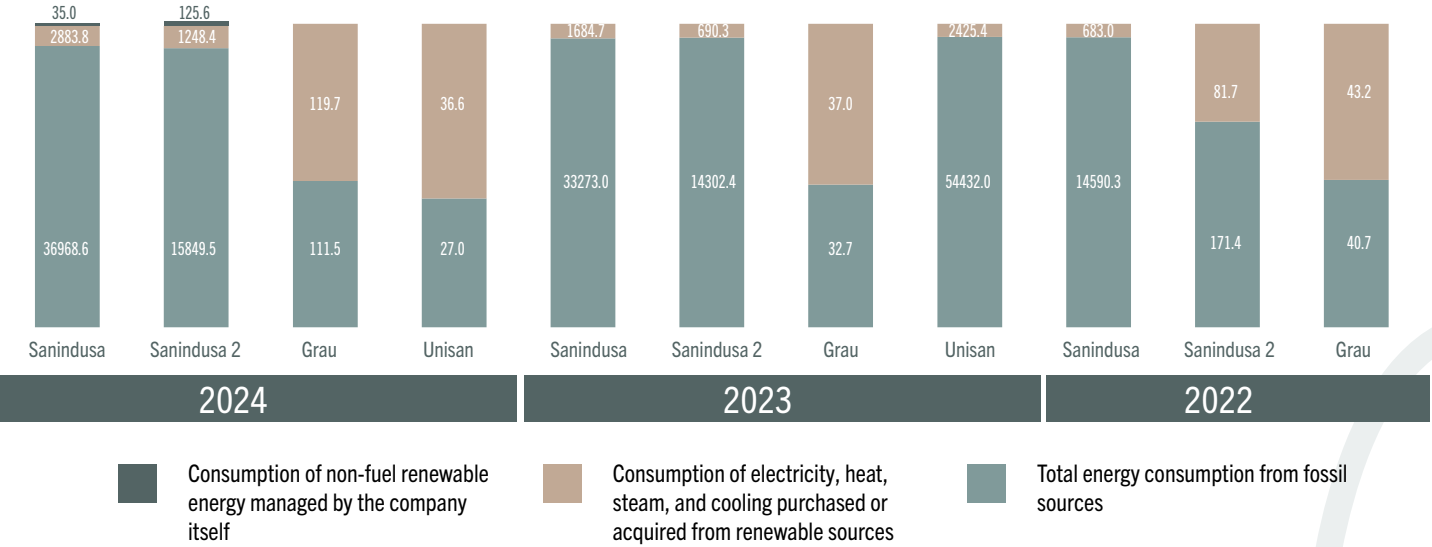
Sanindusa has an energy consumption profile in which most of the energy comes from fossil sources, a direct consequence of the intensive use of machinery necessary for the production process. In second place is the consumption of electricity from the grid, which comes from renewable sources. In the same year, the company started producing its own clean energy by installing solar panels, which contributed 160.6

MWh to total consumption. Although it still represents a small portion of energy consumption, this transition marks an important step on the road to decarbonisation. By 2025, a significant increase in consumption from solar panels is expected, as they will be in full operation throughout the year.

It should also be noted that between 2023 and 2024 there

was an overall increase in energy consumption as a result of the growth in production. This scenario reinforces the challenge of reconciling the expansion of industrial activity with the implementation of energy efficiency measures and investment in renewable sources, fundamental pillars of Sanindusa’s sustainability strategy.

Energy consumption by Group company



5.3 WATER MANAGEMENT

Sanindusa’s water consumption is accounted for in terms of industrial use, and its main source is its own borehole. In 2024, there was an increase compared to 2023, directly related to the growth in production.

Despite the increase in abstraction, Sanindusa maintains efficient and responsible management of water resources. All the water needed for production processes is reused several times, making it possible to optimise its use and significantly reduce the pressure on water sources. As a result, the volume of water resources reused was 58 %

higher than the consumption of water abstracted, demonstrating the high level of circularity and water efficiency achieved.

In addition to reuse, Sanindusa implements complementary measures to optimise water use, including:

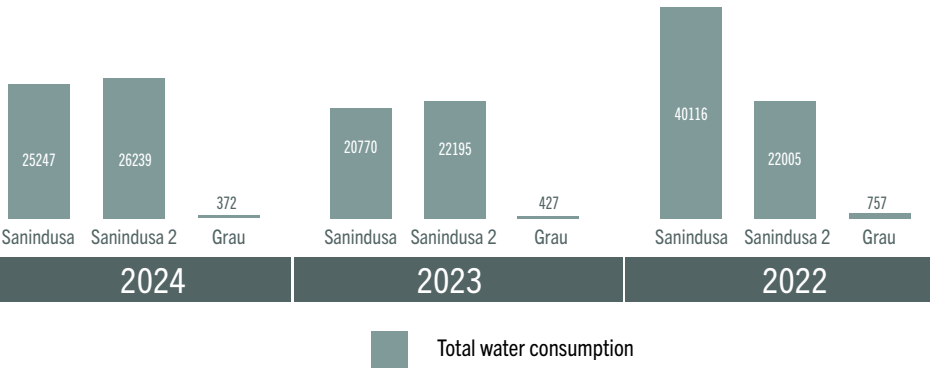
- **Continuous monitoring of consumption**, allowing opportunities for reduction to be identified and waste to be prevented;
- **Maintenance and modernisation of equipment**, to ensure that the water used in production processes is the

minimum necessary;

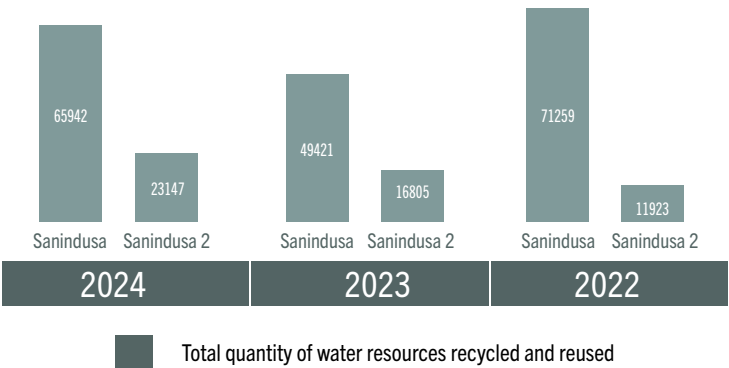
- **Raising awareness and training teams**, promoting good water management practices at all stages of production.

This performance demonstrates Sanindusa’s commitment to sustainable water management, ensuring a balance between production needs and the preservation of the resource.

Total water consumption by Group company



Total quantity of water resources recycled and reused



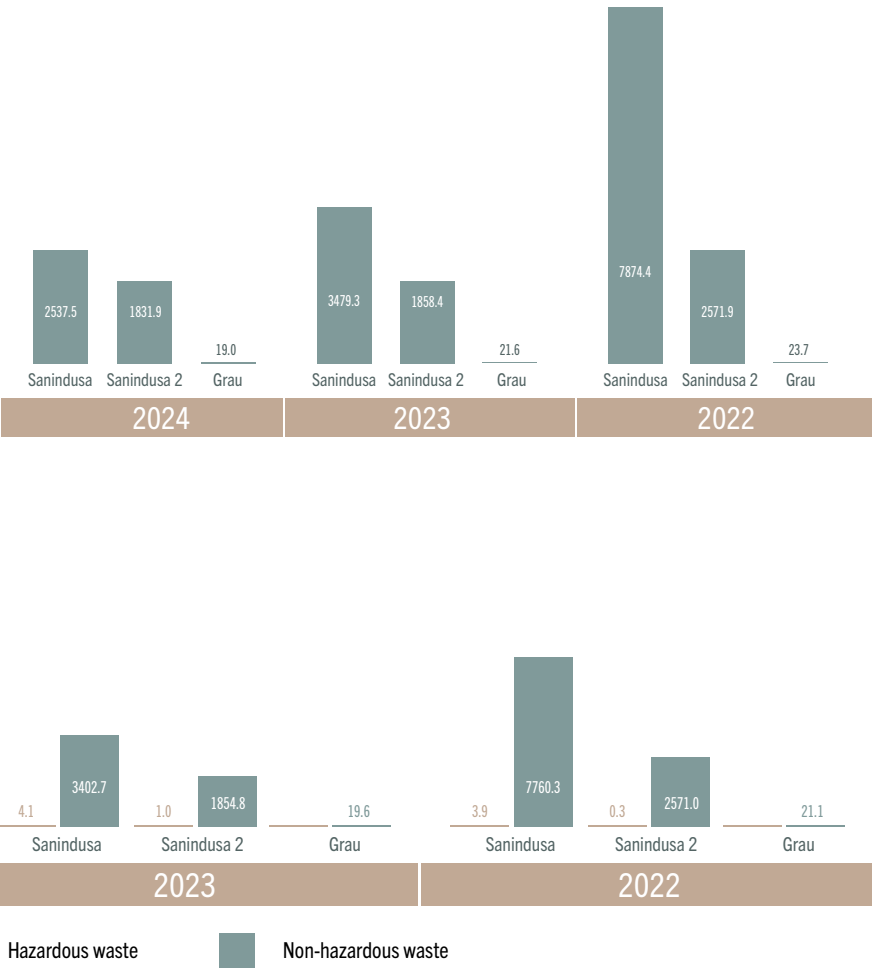
5.4 WASTE MANAGEMENT

Sanindusa continues to invest in solutions that promote a more efficient use of resources, reducing waste and reinforcing the circularity of materials. In 2024, we achieved a significant milestone in waste management, with an overall reduction of 18 % in the amount produced compared to the previous year. We went from 5 282 tons in 2023 to 4 318 tons in 2024, a result that reflects the effectiveness of the prevention, process optimisation and by-product recovery measures implemented.

The type of waste generated confirms that the vast majority is non-hazardous waste, while hazardous waste is residual and managed in accordance with current legislation, guaranteeing safety, traceability and proper disposal in licensed operators.

This performance demonstrates Sanindusa’s commitment to aligning itself with the principles of the circular economy, through:

- Reusing materials whenever possible, reducing the need for virgin raw materials;
- Investing in cleaner and more efficient technologies;
- Implementing good waste separation and selective storage practices;
- Continuous awareness-raising and training of teams on the importance of reducing and correctly managing waste.

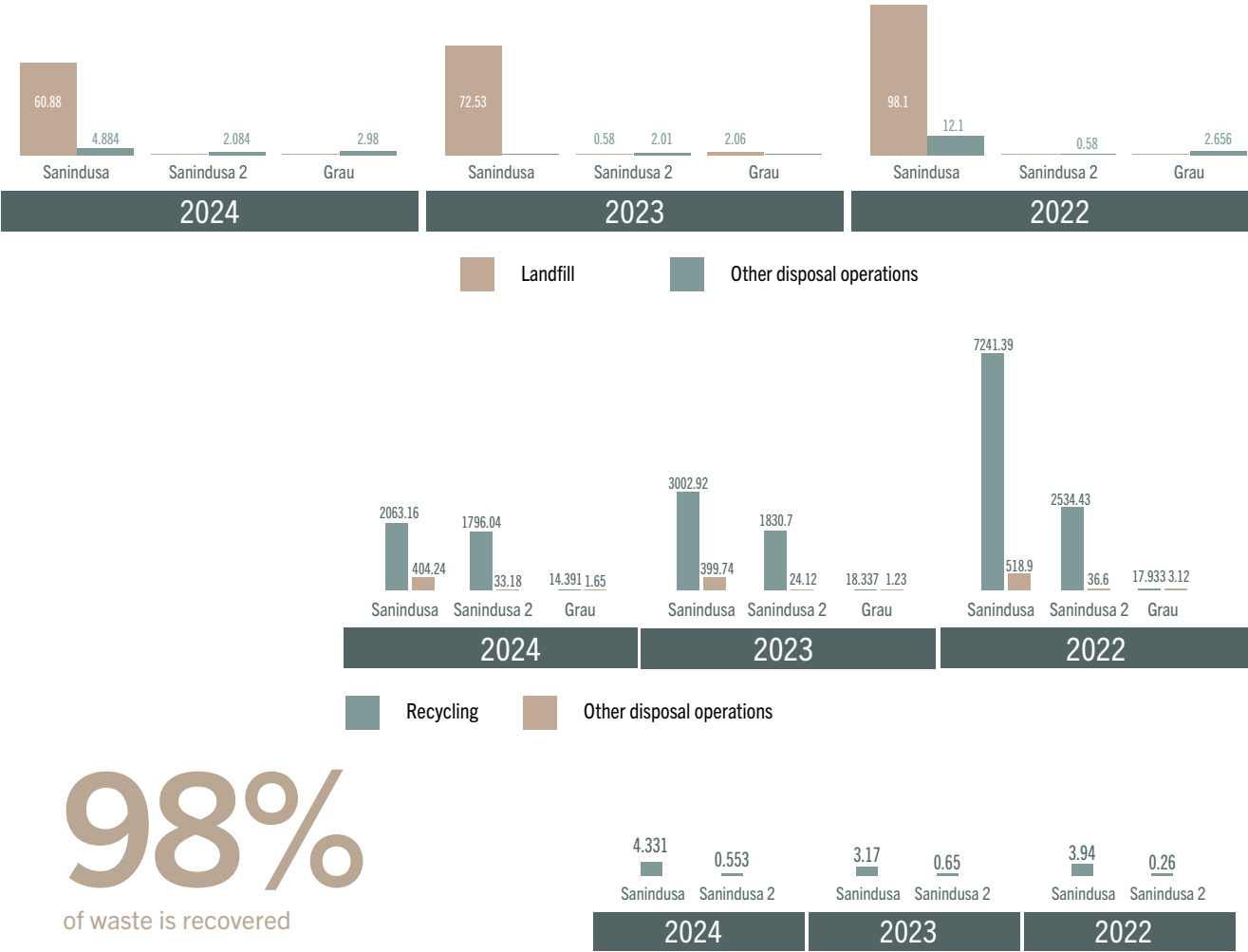


5.4 WASTE MANAGEMENT

With regard to the treatment of the waste produced by Sanindusa, the strong commitment to recovery and valorisation stands out. In 2024, 98 % of the waste generated was sent for recovery, reinforcing the company’s commitment to practices in line with the principles of the circular economy. All hazardous waste was fully recovered, ensuring not only compliance with applicable legislation, but also minimising the environmental impact associated with its management.

In the case of non-hazardous waste, a significant proportion was sent for recycling, contributing to the reintegration of materials into the production cycle and reducing the consumption of natural resources. As for waste sent for disposal, most of it went to landfill, which is the last resort after evaluating recovery alternatives. This figure highlights the ongoing need to strengthen strategies to reduce the amount of waste sent to landfill, giving increasing priority to recovery and recycling.

Sanindusa therefore remains committed to maximising the recovery of waste, progressively reducing the fractions destined for disposal and promoting a more sustainable and responsible environmental management model.



5.4 WASTE MANAGEMENT

For 2025, Sanindusa intends to consolidate and expand its commitment to sustainability, aligning itself with national and European legislation that guide the industrial sector towards more responsible and circular practices. The company is developing a new sustainability strategy, supported by a structured action plan, which will guide initiatives over the next three years. The main prospects for 2025 include:

- **Efficiency in the use of water and energy:** implementing new technologies to optimise water and energy consumption, increasing water reuse and the efficiency of production processes.
- **Transition to more sustainable materials and processes:** focus on raw materials with a lower environmental impact and on production processes that reduce emissions and waste.
- **Employee involvement and development:** continuous training and awareness programs on sustainability, reinforcing the corporate culture and the active involvement of the team.
- **Social and community responsibility:** expansion of community engagement initiatives, promoting Sanindusa's positive impact on the territory and local communities.

The 2025 action plan includes concrete targets and performance indicators, allowing Sanindusa to monitor results, adjust strategies and transparently communicate the progress made. These initiatives reinforce the company's goal of integrating sustainability across the board into its operations, contributing to a more sustainable, resilient and innovative future.



6. ANNEXES



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List of Disclosure Requirements observed when drawing up Sustainability Declarations

REQUIREMENTS	NAME		INDICATOR	PAG.
E1-5	Energy consumption and mix	The company must provide information on its energy consumption and energy mix.	Total energy consumption from fossil sources;	
			Total energy consumption from nuclear energy sources;	
			Total energy consumption from renewable sources, broken down by:	
		The disclosure required by paragraph 35 shall include the total energy consumption in MWh related to own operations as follows:	Consumption of fuel from renewable sources, including biomass (also including industrial and urban waste of biological origin) biofuels, biogas, hydrogen from renewable sources, etc;	
			Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources, and	
			Consumption of renewable non-fuel energy generated by the company itself.	
		Companies with activities in sectors with a high climate impact should disaggregate their total consumption of energy from fossil sources by:	Fuel consumption from coal and coal products,	
			Fuel consumption from crude oil and petroleum products oil products,	
			Fuel consumption from natural gas,	
			Fuel consumption from other fossil sources;	
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	The company must disclose, in metric tons of CO ₂ eq:	Consumption of electricity, heat, steam and cooling purchased or acquired from fossil sources;	
			In addition, where applicable, the company shall disaggregate and disclose separately its non-renewable energy production and its renewable energy production in MWh ⁴³ .	
			The company must provide information on the energy intensity (total energy consumption per net revenue) associated with activities in sectors with a high climate impact.	
E3-4	Water Consumption	The company shall disclose information on its water consumption performance related to its material impacts, risks and opportunities. The disclosure required in paragraph 26 relates to the operations themselves and includes:	Scope 1 gross GHG emissions;	
			Scope 2 gross GHG emissions;	
			Scope 3 gross GHG emissions; and	
			Total GHG emissions.	
			Total water consumption in m ³ ;	
			The total water consumption in m ³ in areas where there is a material water risk, including areas of high water stress;	



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REQUIREMENTS	NAME	INDICATOR	PAG.
E5-5	Resource outflows	The company must disclose the following information on its total amount of waste, in tonnes or kilogrammes, from its own operations:	
		The total amount of waste generated;	
		The total quantity, by weight, diverted from disposal, with a breakdown between hazardous and non-hazardous waste and a breakdown by the following types of recovery operations:	
		preparation for reuse,	
		recycling; and	
		other disposal operations;	
		The quantity, by weight, destined for disposal by type of waste treatment and the total quantity combining the three types, with a breakdown between hazardous and non-hazardous waste. The types of waste treatment to be disclosed are as follows:	
		Incineration;	
		landfill; and	
		other disposal operations;	
		The total quantity and percentage of non-recycled waste.	
S1-6	Characteristics of the undertaking's employees	The company must also disclose the total amount of hazardous waste and radioactive waste produced by the company, where radioactive waste is defined in Article 3 executive administrator of Council Directive 2011/70/Euratom.	
		The total number of employees per headcount and breakdown by gender and country for countries where the company has 50 or more employees representing at least 10 % of its total number of employees;	
		The total number by headcount or full-time equivalent (FTE) of permanent salaried workers and breakdown by gender	
		The total number by headcount or full-time equivalent (FTE) of salaried workers and breakdown by gender; and	
		The total number of employees who left the company during the reporting period and the turnover rate per employee in the reporting period.	
S1-7	Characteristics of self-employed workers in the company's own workforce	The enterprise should describe the main characteristics of the self-employed in its own workforce. The disclosure requirement should include a disclosure of the total number of self-employed workers in the enterprise's own workforce, i.e. persons with contracts with the enterprise to supply labour ("own-account workers") or workers supplied by enterprises primarily engaged in "employment activities" (NACE code N78).	
S1-8	Coverage of collective bargaining and social dialogue	The company must disclose the percentage of total salaried workers covered by collective bargaining agreements.	
		The company must disclose the following information in relation to social dialogue the overall percentage of salaried workers covered by employee representatives, reported at country level for each EEA country in which the company has a significant number of employees; and	

6. ANNEXES

REQUIREMENTS	NAME	INDICATOR	PAG.
S1-9	Diversity metrics	The company must disclose the gender distribution, in number and percentage, at senior management level; and	
		The company must disclose the distribution of employees by age group: under 30 years of age; between 30 and 50 years of age; and over 50 years of age.	
S1-13	Training and skills development metrics	The disclosure requirement should include the percentage of salaried workers who have participated in regular performance and career development reviews; this information should be broken down by gender;	
		The disclosure requirement should include the average number of training hours per employee and per gender	
S1-15	Work-life balance metrics	The disclosure requirement shall include the percentage of salaried workers entitled to take family leave; and	
		The disclosure requirement shall include the percentage of salaried workers entitled to take family leave and a breakdown by gender.	
S1-17	Incidents, complaints and severe human rights impacts	The company should disclose the number of labour-related incidents and/or grievances and serious human rights impacts and incidents in its own workforce, as well as any fines or material sanctions or compensation during the reporting period.	
		The enterprise should disclose the number of grievances submitted through channels that allow the enterprise's own workforce to raise concerns (including grievance mechanisms) and, where applicable, to the national contact points for OECD MNEs related to the matters defined in paragraph 2 of this standard, excluding those already referred to in a) above;	
		The enterprise should disclose the total amount of fines, penalties and damages for the incidents described in (a) above, together with a reconciliation of the monetary amounts disclosed to the most relevant amount in the financial statements financial statements.	
G1-1	Business conduct policies and corporate culture	A description of the mechanisms for identifying, reporting and investigating concerns about illegal behaviours or conduct contrary to its code of conduct or similar internal rules; and whether it	
		it takes into account reporting by internal and/or external stakeholders;	
		Detailed information on the creation of internal whistleblowing channels, including whether the company provides information and training to its own employees and information on the designation and training of staff who receive reports; and	
G1-2	Management of relations with suppliers	Measures to protect against retaliation against its own employees who are whistleblowers whistle-blowers, in accordance with the applicable legislation transposing Directive (EU) 2019/1937 of the European Parliament and of the Council.	
		The company's approach to its relationships with its suppliers, taking into account risks to the company related to its supply chain and impacts on sustainability issues; and	
		Whether and how it takes into account social criteria and environmental criteria when selecting its suppliers.	



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REQUIREMENTS	NAME	INDICATOR	PAG.
GOV-1	The role of administrative, supervisory and management bodies.	Composition and diversity of the administrative, management and supervisory bodies	
		The roles and responsibilities of the administrative, management and supervisory bodies in overseeing the process of managing material impacts, risks and opportunities	
		The expertise of its administrative, management and supervisory bodies on sustainability issues or access to such knowledge and skills	
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Whether, by whom and how often the administrative, management and supervisory bodies, the implementation of due diligence and the results and effectiveness of the policies, actions, metrics, and targets adopted to address them	
		How the administrative, management and supervisory bodies take impacts, risks and opportunities into account when overseeing the company's strategy, its decisions on major transactions and its risk management processes	
		A list of the material impacts, risks and opportunities impacts, risks and opportunities addressed by the administrative, management and supervisory bodies during the reporting period.	
SBM-1	Strategy, business model and value chain	The company should disclose the following information about the company's market position and the main elements of its overall strategy that relate to or affect sustainability issues	
		The company should disclose a description of its business model and value chain	
SBM-2	Interests and stakeholder points-of-view	<p>The company should disclose a brief description:</p> <p>Of its stakeholder engagement with stakeholders</p> <p>The company's understanding of stakeholder interests and views as they relate to the company's strategy and business model (s), to the extent that these were analysed during the company's due diligence process (es) and/or the materiality assessment process</p> <p>Whether and how the administrative, management and supervisory bodies are informed about the views and interests of affected stakeholders with regard to the company's sustainability-related impacts.</p>	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	A brief description of its material impacts, risks and opportunities resulting from its materiality assessment, including a description of the elements on which these material impacts, risks and opportunities are concentrated in its business model, its own operations and its upstream and downstream value chain.	
		<p>With regard to the company's material impacts:</p> <p>How the company's negative or positive material impacts affect people or the environment</p> <p>Whether and how the impacts originate from or are related to the company's strategy and business model</p> <p>The reasonably expected time horizons of the impacts</p> <p>Whether the company is involved in the material impacts through its activities or due to its business relationships, describing the nature of the activities or business relationships concerned</p>	

6. ANNEXES

REQUIREMENTS	NAME	INDICATOR	PAG.
IRO-1	A description of the processes for identifying and assessing material impacts, risks and opportunities	A description of the methodologies and assumptions applied in the processes described	
		An overview of the process used to identify, assess, prioritise and monitor the company's potential and actual impacts on people and the environment, based on the company's sustainability due diligence process.	
		An overview of the process used to identify, assess, prioritise and monitor risks and opportunities that have or could have financial effects	
		A description of the decision-making process, as well as the respective internal control procedures	
		To what extent and how the process of identifying, assessing and managing impacts and risks is integrated into the company's overall risk management process and is used to assess the company's overall management risk profile	
		To what extent and in what way the process of identifying, evaluating and managing opportunities is integrated into the company's overall management process	
		The parameters it uses	
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement.	The company should include a list of disclosure requirements observed in the preparation of sustainability statements, following the materiality assessment	



SANINDUSA

GROUP

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