

NON-FINANCIAL
INFORMATION
STATEMENT

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 intermas group

2021 NON-FINANCIAL INFORMATION STATEMENT

 **intermas group**

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INTRODUCTION

This non-financial information statement has been prepared in accordance with the requirements of Law 11/2018, of 28 December 2018, on Non-financial Information and Diversity, approved on 13 December 2018 by the Spanish Congress of Deputies, which amends the Spanish Commercial Code; the rewritten text of the Spanish Corporations Law approved by Royal Legislative Decree 1/2010, of 2 July 2010; and Law 22/2015, of 20 July 2015, on Account Auditing, regarding non-financial information and diversity (coming from Royal Decree-Law 18/2017, of 24 November).

It has been prepared based on the standards established in the

Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI Standards).

Within this context, the purpose of the non-financial information statement of the Intermas Group is to report on the environmental, social, personnel, anti-corruption and human rights matters relevant to the company in the performance of its business activities. For each matter proposed by law, this non-financial information statement indicates the degree of relevance for the company, the associated policies, the related risks and the benchmarks used for the monitoring and evaluation thereof.

➤ 01

➤ **GENERAL
MATTERS:
BUSINESS MODEL**

COMPANIES AND PRODUCTS

102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7

The **Intermas Group**, founded in 1957 and with its headquarters in Catalonia, is a global leader in extruded netting solutions.

History

During its more than 60 years of history, the Intermas Group has transformed the manufacture and application of tubular meshes and nets, offering solutions to different sectors and geographic markets, which have been the main basis for its organic and inorganic growth.

1957

- Intermas was founded in 1957 in Cardedeu by Josep Mas to offer tubular packaging nets for the fruit and vegetable sector. Industrial expansion began in 1973 with the opening of the Llinars del Vallès factory.

2000

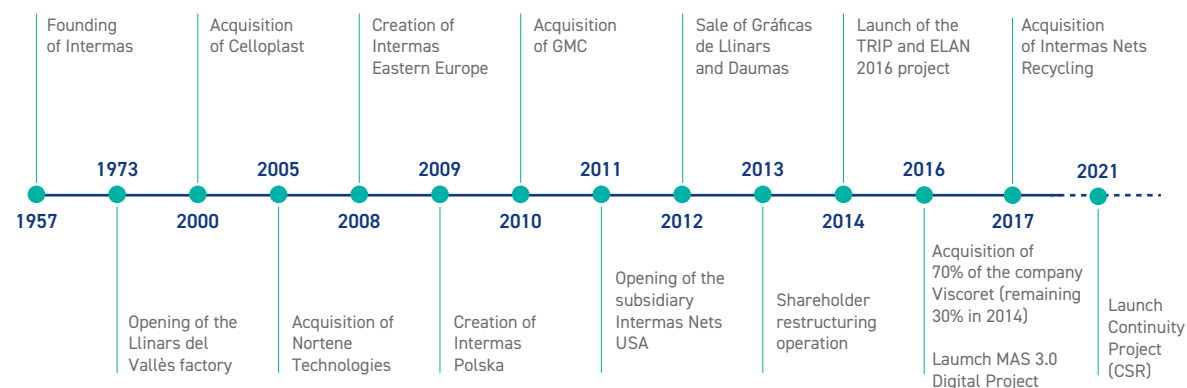
- In 2000, the Group entered the French market through the acquisition of Celloplast, a leading company in the distribution of gardening and agriculture products, and in 2005 it bought Nortene Technologies, a specialist in the manufacture of extruded and laminated nets.

2011

- In 2011, the Group continued its international expansion with the acquisition of Viscoret (now Intermas Italia), an Italian manufacturer of orange nets for construction signage, and later with the opening of the subsidiary Intermas Nets USA (2013), consolidating its presence in the United States and Canada.

Intermas Nets, S.A., the parent company of the group, has the following shareholding structure:

Shareholder	No. of shares	%
New Plus 3, S.L.	8,233	58.51%
Treasury shares	3,379	24.01%
Palestrins, S.L.	1,805	12.83%
Others	655	4.65%
Total	14,072	100.00%



Corporate Organizational Chart

The Group is made up of ten companies, with three extrusion factories located in Spain, France and Italy. It has 7 branches between Europe and the United States, through which it distributes to the rest of the companies, with international capillarity in more than 70 countries. Celloplast, S.A.S. and Interamas Nets, S.A. represent 72% of the total consolidated turnover. The latter is the parent company of the Group, as well as the main manufacturing company.

Work centre locations of the Interamas Group:

Spain

- **Intermas Nets, S.A.**
Rda Collsabadell, 11, Llinars del Valles (08450)
- **Intermas Nets Recycling S.A.U.**
Rda Collsabadell, 11, Llinars del Valles (08450)
- **Noplex Artes Gráficas S.L.U**
Carrer Jornalers s/n, Alberic (46260)

France

- **Celloplast S.A.S.**
13 Rue de la Libération, Val-du-Maine (Ballée, 53340)
- **Nortene Technologies S.A.S**
13, Avenue de la Rotonde Lomme (59645)

Netherlands

- **Intermas Netherlands B.V.**
Siriusdreef 17-27, Hoofddorp (2132 WT)

Italy

- **Intermas Italia S.r.l.**
Via Garcia Lorca, 27, Lomagna (23871)

Hungary

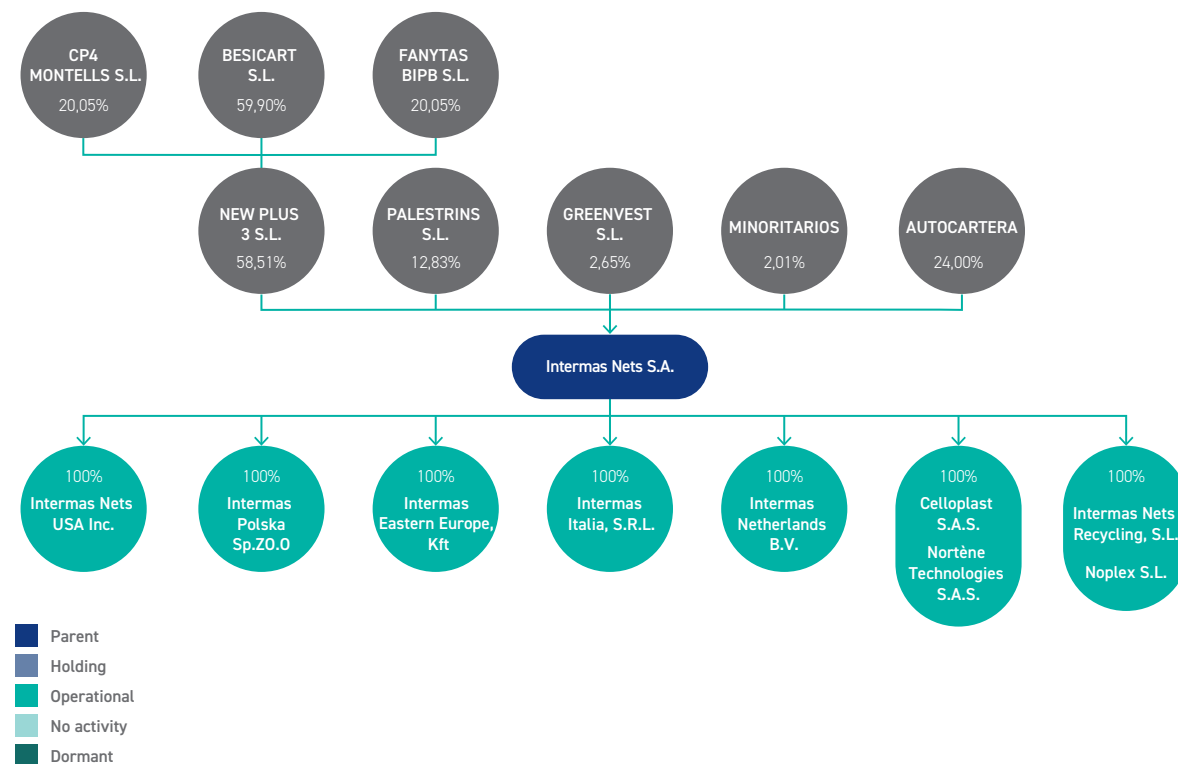
- **Intermas Eastern Europe kft**
Baross u. 85/2, Albertisa (H2730)

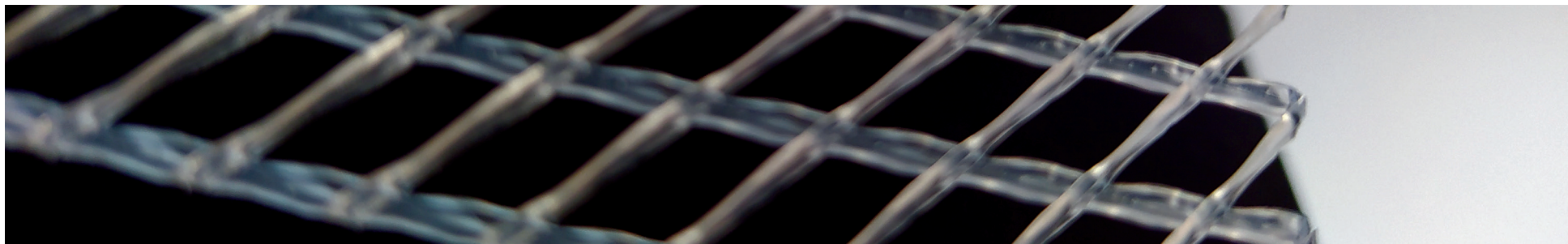
Poland

- **Intermas Polska spzo.o**
ul Lutomierska 46, Pabianice (95-200)

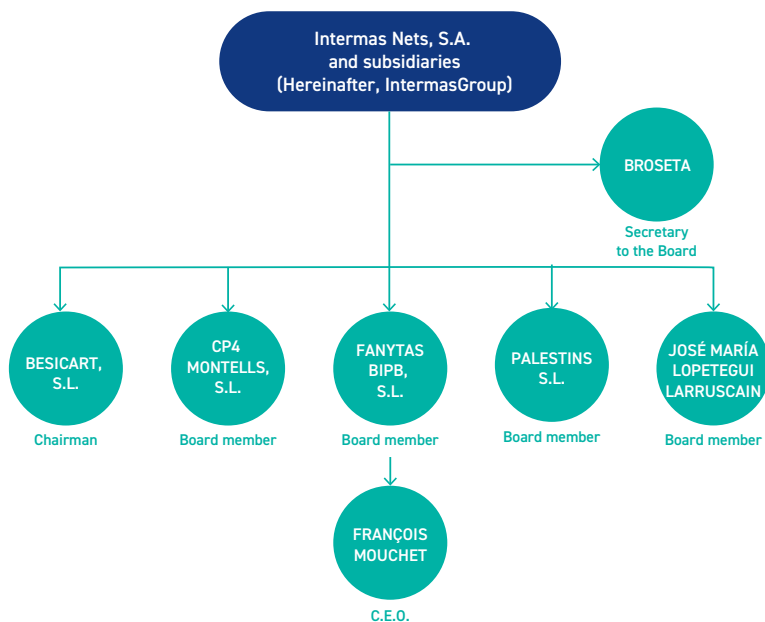
USA

- **Intermas nets USA inc.**
2655 Le Jeune Rd, Coral Gables, FL (33134)





As of the end of the 2021 financial year, the group is led by a Board of Directors with the following structure:



Lines of business

The Group's activity focuses on 8 main lines of business, although its products have multiple functionalities and different target sectors. Gardening is the most significant line, accounting for 44% at the end of 2021 (and 43% in 2020), followed by Agriculture and Packaging.

Gardening

Garden solutions, DIY accessories, concealment, garden furniture and decorative elements. 20% of our products are manufactured in-house.



Our major markets in terms of sales are France and Spain, and our products are mainly sold under the brand NORTENE®, as well as GARDELYS®. Our main customers are large Do-It-Yourself retailers such as Leroy Merlin and Bauhaus, garden centres such as Jardiland and Gamm Vert and Hardware stores such as Ehlis and Optimus.

Packaging

Extruded nets, printed films and global solutions for packaging that help protect products and preserve their visual appearance. The Group's packaging solutions are suitable for contact with food.

The main market is Spain, where we sell to both packaging distribution companies and supermarket chains.



Agriculture

Extruded and woven plastic nets for different specialities: arboriculture and forestry, and the protection and cultivation of vegetables in green spaces.

The main market is Spain, where we sell to distribution companies and cooperatives.



Civil works (Geosynthetics)

Implementation of customized projects, offering the solution that adapts the best to the needs of the terrain.

Our main customers are civil works contractors, installers and construction companies in Spain, France, Germany and Italy.



Industry

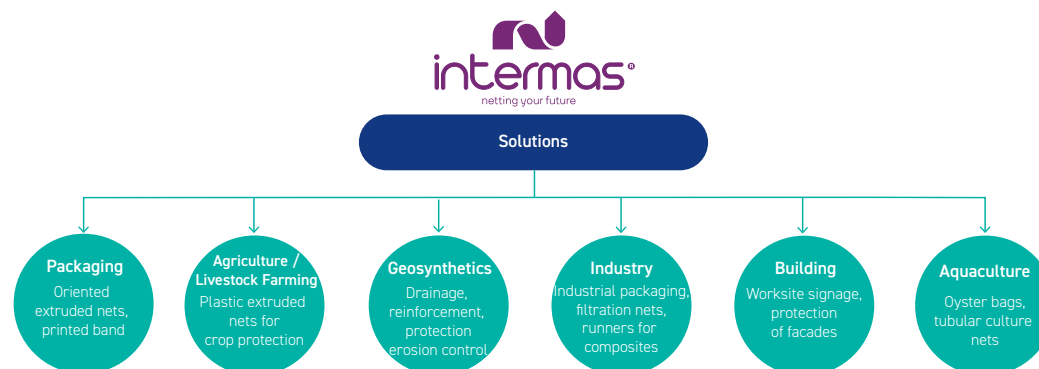
Innovative and customized solutions applied to filtration, protection and composite materials.

Our main customers are companies located in Germany, France, Italy and Spain. They include multinationals with production factories all over the world, local manufacturers and distributors.



Others: Includes Construction, Aquaculture, Livestock farming and others.

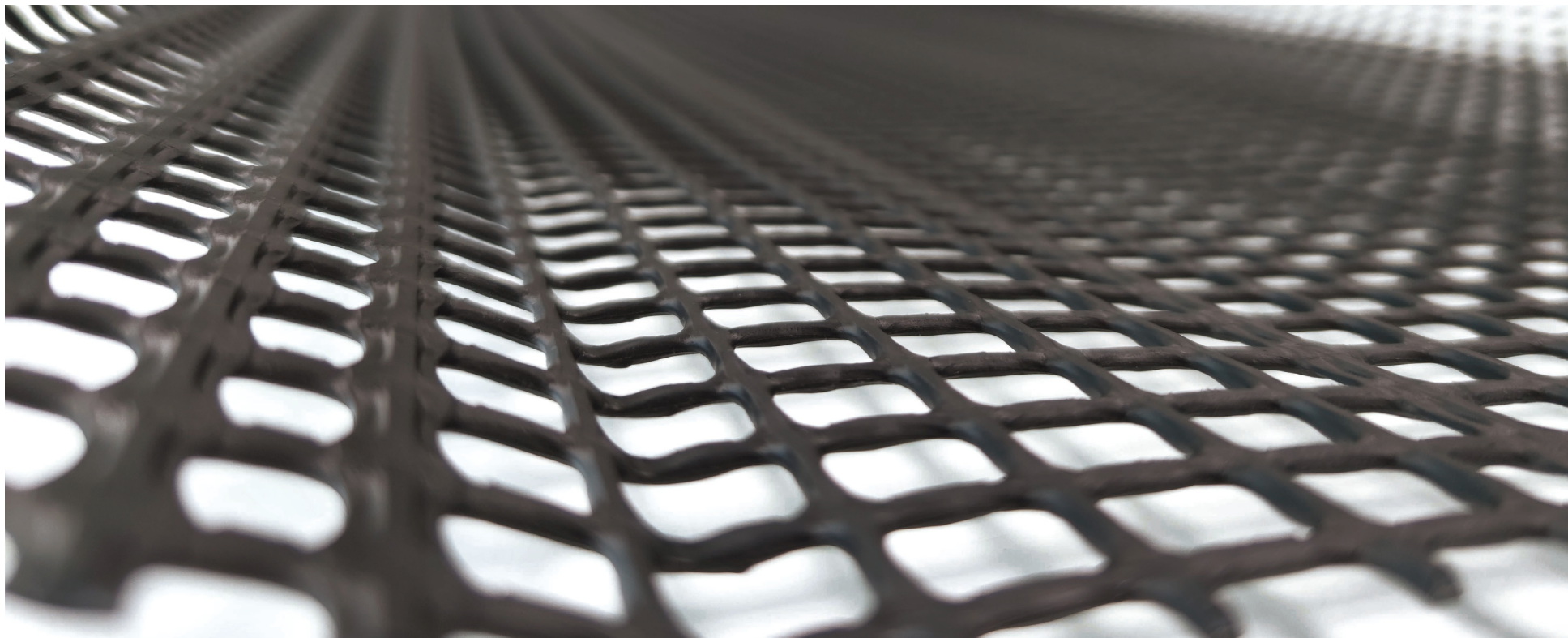
This section includes lines of business that together account for sales amounting to €20.5 M. Intermas offers solutions for aquaculture (*oyster boxes, protective meshes*), construction (*worksite signage, protection of facades*) and livestock farming (*plastic and extruded nets*).



The rest of our activities, with the exception of Gardening, can be included within what we call our professional activities (*Business to Business*), and the products are sold under the Interimas brand.

In 2021, the Interimas Group obtained a net turnover of €188.9 million, which represents an increase of 14.1% over the €165.6 million obtained the preceding year. It should be noted that this turnover comes not only partly the sale of products but also from significant industrial activity with the following production volumes:

Group Company	Tonnes Transformed (2021)	Tonnes Transformed (2020)
INTERMAS NETS, SA	11,715	12,129
NORTENE TECHNOLOGIES, SAS	3,296	3,350
INTERMAS ITALIA, SRL	3,031	2,810
TOTAL	18,043	18,290



BUSINESS CUSTOMERS AND MARKETS

102-6

Markets—The Group has based its growth on international expansion, with France as its main market. During the financial year, the French subsidiaries earned 44% of the Group's total consolidated sales, followed by the Spanish subsidiaries at 42%. The Group's objective is growth through expansion in the United States, Europe and Latin America.

2021 Financial year

44%

Consolidated sales
of French subsidiaries

42%

Consolidated sales
of Spanish subsidiaries

MEMBERSHIP IN SECTOR AND LOCAL ASSOCIATIONS 102-13

All the main companies of the group are firmly committed to participating in local and sector associations. The associations to which they belong are detailed below:

INTERMAS
NETS, S.A.

- › FEDEQUIM: Federation of chemical companies
- › Spanish Plastics Centre
- › Trustee of IESE, one of the world's leading business schools

NORTENE
TECHNOLOGIES
SAS

- › GIPCO: Association of Plastic and Composite Industrialists of Hauts de France and Ile-de-France
- › ARIA: Regional Association of the Automobile Industry of Hauts de France

NOPLEX
ARTES
GRÁFICAS,
S.L.U.

- › AIMPLAS: Technological Institute of Plastics

INTERMAS
ITALIA
SRL

- › Confindustria Lecco e Sondrio: industrial trade association

CELLOPLAST
SAS

- › GS1: association that advises companies on commercial relations (digitalization of sales, logistics optimization, etc.)
- › FCBA: promotion of technological progress
- › INOHA: Professional association of DIY, gardening and homeware industrialists

INTERMAS
EASTERN
EUROPE
KFT

- › Regional Chamber of Commerce

OBJETIVES AND STRATEGIES

Vision

To become the preferred global company in our industrial and business activities by offering innovative, sustainable and integrated solutions to our business customers.

Mission

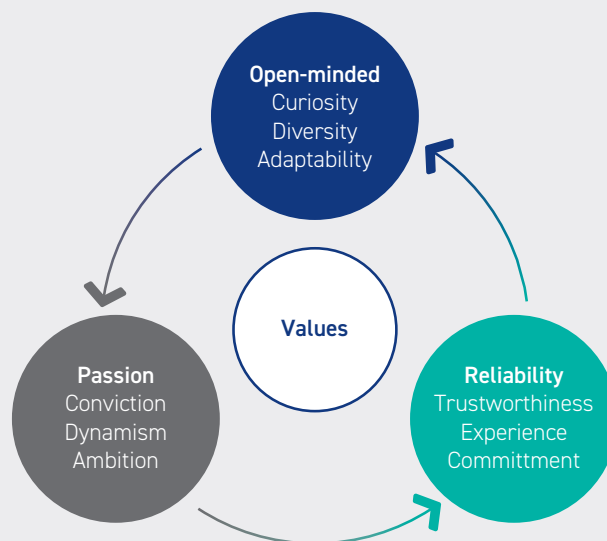
Imagine, design, manufacture and offer the best products in plastic nets, and supply high quality products that respond to the expectations of our business customers, while anticipating market needs.

Develop strong brand strategies within the framework of our activities: gardening, agriculture & aquaculture, geosynthetics & construction, industry and packaging.

Strive to offer excellent working conditions, promote relationships based on mutual respect and trust, and develop our talents.

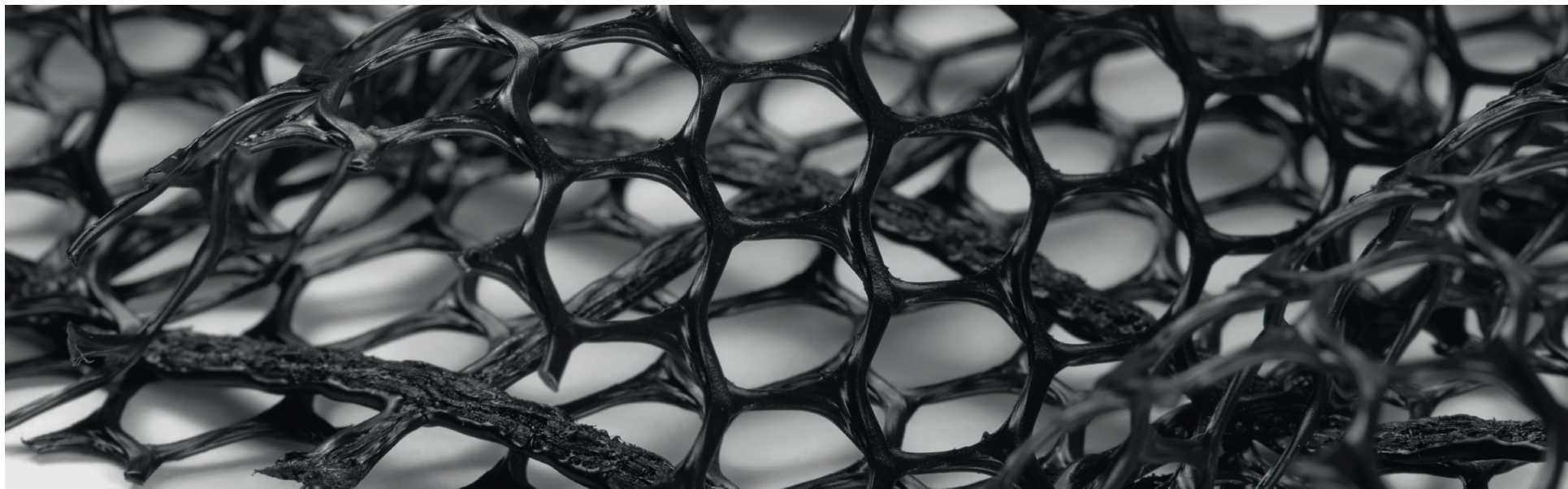
Value long-term partnerships with all stakeholders in order to maintain sustainable growth.

Values



Sustainability Strategy

Sustainability or ESG aspects (*ESG: Environmental, Social and Governance*) have become increasingly important in the last decade. More and more companies are incorporating sustainability or social responsibility into their strategy as part of the value creation of their business activity. Although ESG matters focus on the long term, some can arise suddenly. Sustainability is becoming more widespread. In the last decade, sustainability strategies have become a trend across large organizations. Accepted by stakeholders, these strategies have brought about change and differentiation in various sectors. Moreover, they have helped to make sustainability a part of the core business.



The Intermas Group is committed to environmental, social and economic sustainability.

This was already demonstrated back in 1998, when the parent company (Intermas Nets, SA) obtained its ISO 14001 Environmental Management certification. Consequently, the Intermas Group has an Integrated Management System (IMS) that incorporates both environmental management and quality management in accordance with the ISO 9001 standard. The group also focuses its efforts on adopting all the necessary measures to guarantee the safety of its products for the health of the final consumer thanks to the BRC Packaging food safety certification. Through its non-financial information reports, the group discloses its efforts in contributing to sustainable development, with actions already underway in this regard. With the aim of improving the overall sustainability of the company, as well as progressing and advancing in the management of ESG aspects, the **Intermas Group is preparing to define its sustainability strategy.**

Sustainability strategies have proved to be the best way of going beyond mere compliance with regulations and associating sustainability with a growing number of products and services from its businesses.

They have become a key tool for interacting and communicating with stakeholders and guaranteeing the future of organizations.

Integrating sustainability into the business is a corporate behaviour that contributes to sustainable development, takes into account the expectations of stakeholders, complies with and goes beyond applicable legislation, is consistent with international regulations, is integrated throughout the organization and is put into practice in its relations.

The organization has carried out a process to identify its stakeholders (sole director, financial groups, business partners, customers, suppliers, authorities, political groups).

Materiality Matrix

As part of the framework of the sustainability strategy, a materiality analysis has been conducted based on a direct consultation to find out those matters that are considered to be the most relevant by the organization's different stakeholders, as well as by the Intermas Group itself.

Using the GRI Standards of the Global Reporting Initiative (GRI) as a reference, the materiality analysis has been performed both from an external perspective, by consulting stakeholders of the Intermas Group, and from an internal perspective, through a participatory session with different members of the organization.

A materiality matrix has been drawn up based on the results obtained. All issues of critical importance for both the Intermas Group and its stakeholders have been considered material (the content of the blue boxes are these material issues).

Relevance for stakeholders	High		8. Emissions 29. Improved working environment	9. Waste 11. Occupational Health and Safety 13. Equal opportunities 14. Non-discrimination 23. Regulatory compliance 24. Business ethics 25. Circular economy
	Medium	6. Water		4. Materials 5. Energy 10. Occupation 12. Training 17. Customer safety 28. Quality assurance
	Inactive	7. Biodiversity 19. Customer privacy 21. Green logistics 22. Social action 27. Logistics cooperation	2. Acquisition practices 3. Unfair competition 15. Freedom of association and collective bargaining 18. Marketing and labelling 20. Technological innovation 31. Promote teleworking	1. Economic performance 16. Supplier evaluation 26. EEdesign 30. Customer satisfaction
		Inactive	Medium	High
		Relevance for Intermas Group		

Sustainable (“green”) Syndicated Financing

In 2019, the Loan Market Association (LMA), together with the Asia Pacific Loan Market Association (APLMA) and the Loan Syndications and Trading Association (LSTA) launched the Sustainability Linked Loan Principles (SLLP). These were designed by an experienced working group made up of representatives of leading financial institutions that are active in the global syndicated loan market, and they will be reviewed regularly in light of their development and growth.

SLLPs focus on promoting the development and preserving the integrity of the sustainability linked loan product by providing guidelines that outline the fundamental characteristics of these loans, while facilitating and supporting economic activity and growth from an environmentally and socially sustainable point of view.

SLLPs are intended to be used extensively in the market, providing a framework that ensures the flexibility of the loan product. They are therefore recommended guidelines, voluntary in nature, to be applied by market participants on a case-by-case basis, depending on the underlying characteristics of the transaction.

On 29 June 2020, the INTERMAS Group signed a **sustainable syndicated loan** with an ICO guarantee, as part of a financial debt restructuring process. The operation, whose conditions are linked to reducing the environmental impact of its industrial production, is partly aimed at adapting the company and its production chain to the highest standards of sustainability. It is the first syndicated loan signed in Spain with an ICO guarantee linked to environmental, social and corporate governance factors (ESG rating) and the first operation in this sector.

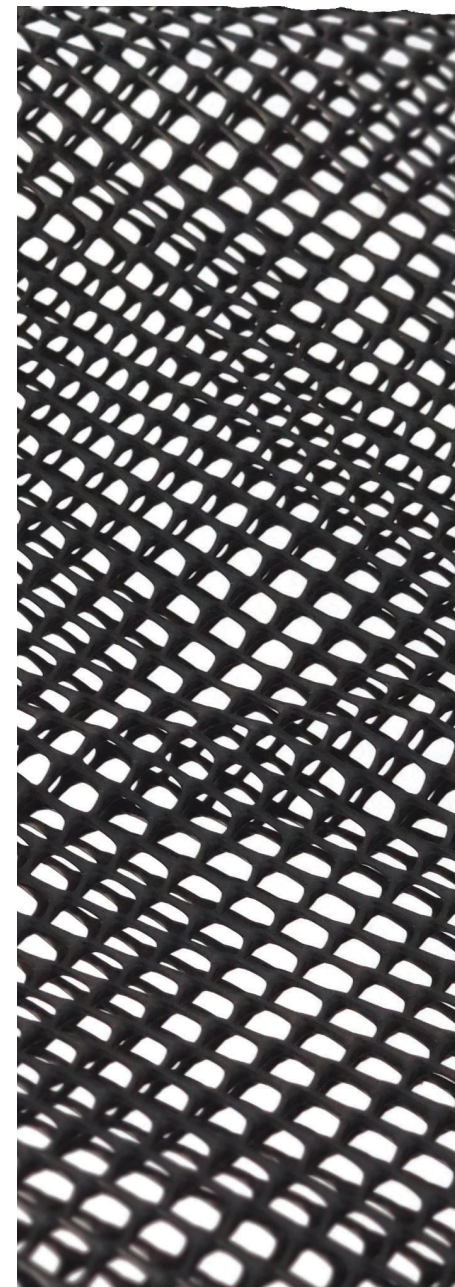
The INTERMAS Group is the first company in Spain engaged in the manufacturing of plastic solutions to obtain a sustainability linked green loan. The form of financing is “ESG-linked”, with an interest rate that is linked to the evolution of the INTERMAS Group’s sustainability parameters. This means that any improvements over the initial sustainability assessment will lead to a reduction in the interest rate.

To this end, the independent sustainability consulting firm Anthesis Lavola will issue an annual report analysing the group’s performance on environmental, social and corporate governance (“ESG”) issues.

With this financing, the INTERMAS Group seeks to minimize the environmental impact of its business activity as much as possible by increasing recycling in its production plants, applying and using biodegradable materials in its products and also activating and promoting the circular economy. These improvements seek to adapt the business to the highest standards of sustainability and thus comply with the UN Sustainable Development Goals (SDGs), while meeting the growth needs of the company.



The Intermas Group is the first company engaged in the manufacturing of plastic solutions in Spain to obtain a sustainability linked green loan.





VISION OF THE ENVIRONMENT

Because of the exceptional circumstances occurring during 2020 and 2021, and given that we live in a changing and uncertain world, it is difficult to make forecasts for the upcoming year and establish trends that don't have to be adjusted over time. There is great concern today about knowing what is going to happen and where we'll be in 2022. It's increasingly more difficult to make predictions and trace patterns that can help us understand the future. The pandemic has shown that, also in economic matters, it is difficult to make predictions and anticipate where we'll be in the upcoming months. Despite the uncertainty and the shocks and successive waves of COVID-19, we can reflect on the main economic matters that will determine the environment of the Interimas Group in 2022.

A new year full of uncertainty is beginning, and we therefore have to be prepared as best we can to face the challenges that await us. It is important to think in the medium and long term and anticipate major trends, but we also have to be aware of the present and know what's waiting for us tomorrow. The evolution of the pandemic; the impact of geostrategy on global economic policy (at the gates of seeing the final outcome of the military conflict between Russia and Ukraine); the progress of international trade; the deployment of the Recovery, Transformation and Resilience Plan; the orientation of monetary and

tax policy; and the implementation of structural reforms, together with sector trends and major transversal disruptions such as the digital transformation and the ecological transition, will mark the reality of our experience in 2022.

It will be a year marked by implementation of the EU Next Generation funds, key to understanding what will happen in 2022. We must prepare to re-train in view of a year in which there will most likely be shocks and uncertainty, but also positive changes and opportunities. The upward cycle of costs in international trade will likewise be relevant, fed by bottlenecks in supply chains and an extraordinary increase in energy prices. We'll see how these fronts clear up. We expect to have to tackle increased tax pressure on the company due to the establishment of a minimum rate for the corporate income tax and due to the entry into force of environmental taxes on plastics and waste. This fiscal effort for companies, the increase in social security contributions to pay for improvement in the sufficiency of pensions, the upward pressure on wage costs in collective bargaining and the increase in energy costs could represent a challenge to driving recovery and to the ability of companies to increase their competitiveness within the context of "globalization".



A new year full of uncertainty is beginning, and we therefore have to be prepared as best we can to face the challenges that await us.



All of this is every bit a challenge for the Intermas Group, which in 2022 will continue to stay focused on digitizing its processes; advancing on innovating its products and services; retaining and attracting talent; strengthening its financial and operational capacities; strengthening its supply chains; and improving its logistics, while at the same time increase its growing business commitment to environmental and social sustainability. These are common challenges that must be faced by the entire production fabric, in which we include ourselves with respect to the response to the particulars of our sector. Knowing the impact of the “sustainable consumer” and knowing the new consumption habits in the retail sector will be key; in addition to supply problems and decarbonization in the industrial sector; the deployment of cryptocurrencies, fintechs and new bank models; the new threats to cybersecurity; the new office model; and sustainable mobility, among others.

Considering all the aforementioned and the successive COVID-19 waves, the Company's Administrative Body states that:

- The contingency plans have remained active in the successive COVID-19 waves, which have allowed the business to continue to operate as normally as possible. To ensure this, the company has implemented organizational measures to manage the crisis, both individual (management of contagion or isolation situations) and collective. Said measures have been perfectly compatible with the continuity of the business and activity, and the company is in a position to be able to extend these measures for as long as the authorities require, without thereby critically affecting its activity.
- The Company has not had any difficulties in complying with any contractual obligation, and therefore no consequence is foreseen as a result of any contractual non-compliance due to the epidemic.
- As of the formulation date of this report, the administrative body considers that the aforementioned situation of successive COVID-19

waves has not had and is not having any significant effect on the Company.

Consequently, the Company is closely following the evolution of the successive waves of COVID-19 and is taking all the necessary prevention, control and containment measures for the pandemic that are required in accordance with legislation in force, in addition to additional measures that allow improving and further guaranteeing safety and health.



The Intermas Group will continue to stay focused on digitizing its processes; advancing on innovating its products and services; retaining and attracting talent; strengthening its financial and operational capacities; strengthening its supply chains; and improving its logistics, while at the same time increasing its growing business commitment to environmental and social sustainability.

The background of the slide is a close-up, textured purple fabric with a ribbed pattern. A teal rectangular box is positioned in the lower right area, containing white text and a chevron symbol. In the upper left area, there is a white chevron symbol followed by the number '02'.

> 02

> **INFORMATION ABOUT
ENVIRONMENTAL
MATTERS**

ENVIRONMENTAL MANAGEMENT

103-2, 103-3, 102-15, 102-29

Respect for and protection of the environment has been one of the fundamental pillars of Interimas. These commitments were already demonstrated in 1998, when the parent company (Interimas Nets S.A.) obtained its ISO 14001 Environmental Management certification. At that time, it became the first Spanish company in the plastics sector to obtain that certification. At Interimas, we have always understood that we needed to go beyond merely complying with our legal obligations.

The parent company, Interimas Nets, whose Environmental Management is certified, comprises more than 50% of the personnel of the production centres. Moreover, its environmental commitments extend to all factories of the group, as it is thus defined in the Environmental Policy of the Interimas Group.

Our Integrated Management System (IMS) incorporates both Environmental Management and Quality Management in accordance with the ISO 9001 standard at the 6 most important companies of the group: Interimas Nets, Nortene Technologies, Interimas Italia, Noplex, Celloplast and IEE.

Meanwhile, in 2021, **Interimas Nets maintained its BRC Packaging food safety certification** and kept its A grade. This standard allows the Group to offer an even greater guarantee that its products are safe for the health of end consumers. During 2021, we worked on an action plan for beginning implementation at the Noplex subsidiary in 2022.

Since 2020, all companies in the Interimas group have a specific score-card for monitoring the main environmental indicators.

These monthly monitoring indicators are analysed annually by Management in order to determine if an Action Plan is necessary to reduce risks and negative impacts.

Interimas's commitment to sustainable development is implemented through the surveillance of our products throughout their entire life cycle.

It should be highlighted that a total of 8 people dedicate part or all of their working hours to managing environmental matters.

Moreover we should also mention that Interimas integrates environmental aspects in supplier selection and approval policies, therefore including various questions in the validation questionnaires used.

Finally, the Interimas Group has an insurance policy that covers any environmental damage that could be caused by Interimas Nets Recycling, which is obliged to have the policy because of the type of business activity it carries out (recycling of plastic material).



The parent company (Interimas Nets S.A.) obtained its ISO 14001 Environmental Management certification in 1998. It became the first Spanish company in the plastics sector to obtain that certification.


Rigorously selected raw materials and recycled materials

As part of its global approach to optimizing its environmental impact, the Interamas Group uses mostly polyethylene and polypropylene in its processes, two of the thermoplastic resins most used in our day-to-day lives, which are harmless, non-toxic and 100% recyclable. As proof of its environmental commitment, the group offers sustainable solutions for the various sectors in which it operates. For example, in the following Business Units:

The increase in the use and improvement of recycled materials was reinforced with the incorporation of the Interamas Nets Recycling Group in 2017.


Manufacturing

At the three production plants, our highly dedicated teams carry out continuous actions to reduce the environmental impact of our production tools. These actions consist in optimizing resources by:




AQUACULTURE

new, compostable catinage and anti-gilt-head bream nets. In addition to the manufacturing of nets using 100% compostable ropes according to a patented process




PACKAGING

biodegradable raw materials are used to manufacture mesh as a sustainable packaging solution.




INDUSTRIAL APPLICATIONS

a complete range of compostable protection




AGRICULTURE


the manufacturing of protectors for arboriculture, viticulture and green spaces, as well as bird screens and mesh for staking that are 100% biodegradabl.




Reducing the quantity of raw materials of fossil origin, always tending to use the least possible quantity of raw materials, and whenever possible incorporating the use of raw materials that have been reprocessed (internally) or recycled (especially from our own sources). The use of compostable materials is also being implemented more and more, although this is still subject to the final demand of the market, which is not yet consolidated.



Reducing water consumption and optimizing the management of water already used.



Improving energy efficiency.



Controlling the volume and recycling of waste.

Packaging

The packaging of our products is part of our global commitment to reducing our environmental impact. In a first phase, we are renewing our existing packaging, while respecting our requirements in terms of hygiene, safety and protection. During a second phase, we will develop new packaging that improves upon the characteristics of what we currently use.

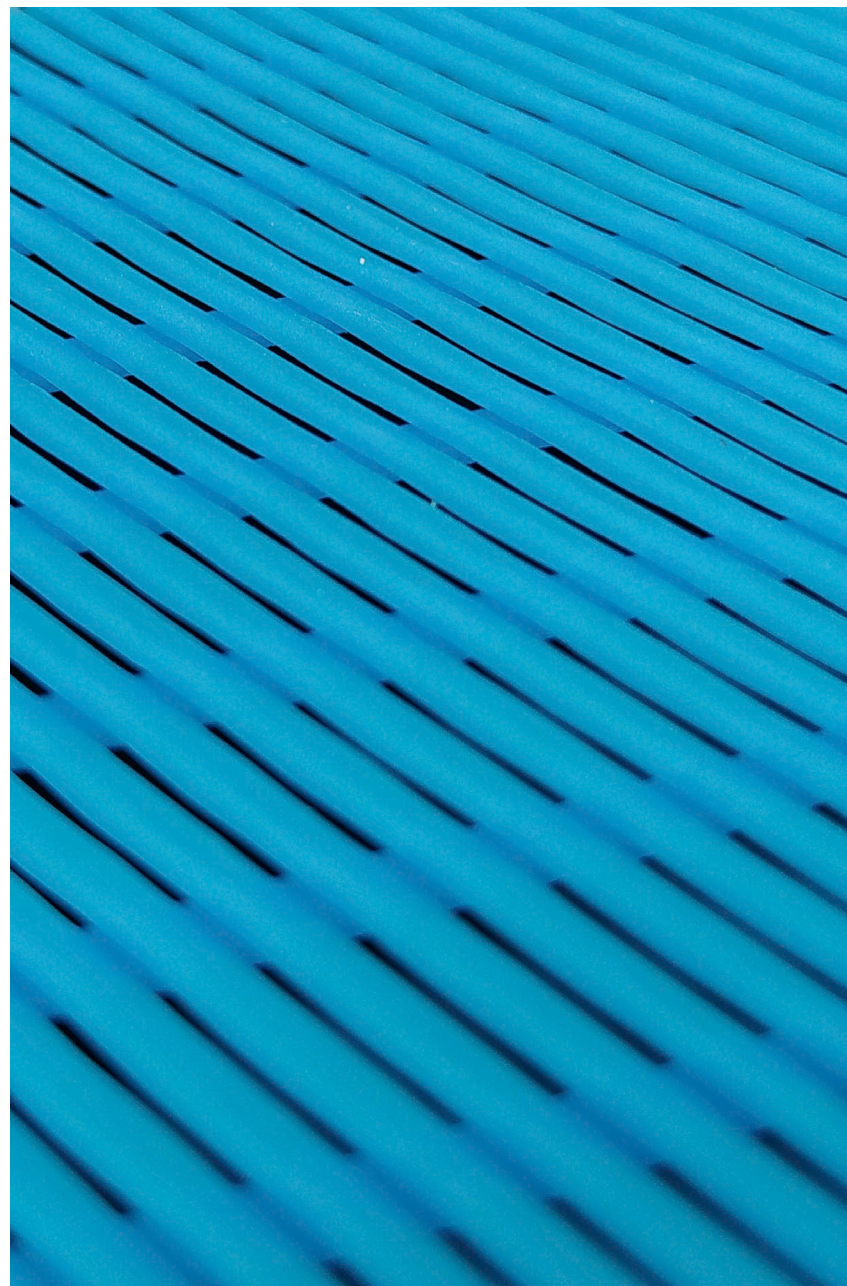
A packaging optimization study has allowed us to reduce the amount we use, which has contributed to an improvement in transport conditions and a subsequent reduction in CO2 emissions.

Intermas Nets adheres to the Ecoembes Corporate Prevention Plan (PEP) which aims to reduce the environmental impact of packaging and make it more sustainable. This enables the application of different measures such as the reduction of packaging, redesigning new packaging and reusing, recycling or eliminating packaging. Among these measures, in 2021 we worked on reducing the thicknesses of cardboard tubes in order to reduce their weight, but without sacrificing their technical characteristics. These actions will bear fruit in 2022.

Transport and Logistics

Reducing greenhouse gas emissions and pollution from freight transport (traffic, noise, etc.) is one of the Group's priorities. Whenever possible, our buyers source raw materials as close to our production facilities as possible. Our teams work together with our logistics suppliers to optimize distribution routes, the occupation rate of trucks or containers and the selection of the least polluting means of transport, whenever possible.

During 2021, we will start to collect information on the carbon footprint of our purchases and shipments.



End-of-life of products

Our commitment to protecting the environment has led us to invest in the development and continuous improvement of a loop in the Aquaculture Business Unit that involves taking back the oyster boxes used by our business customers once they are no longer needed (Take-back). Controlling this process allows us to reaffirm our commitment to sustainable development.

At the end of 2020, the Sustainability Strategy of the Interimas Group was defined within the Continuity Project, and during 2021 we worked on development and implementation the Action Plan. That Plan includes all the core aspects of sustainability: environment, labour practices, human rights and governance. The strategic environmental lines, defined under the concept "Towards a Circular Economy", are the following:



Development of sustainable products: working with new raw materials, through the eco-design of products and packaging...



Continuing to improve waste management: reduce, reuse, recycle....



Progressing towards energy efficiency and the use of renewable energies: more modern and efficient machines, green energy...



Carbon neutrality at the Interimas Group: Carbon footprint calculation, reduction and offsetting...

The main risk that Interimas faces is global pressure on the use of plastic. Faced with this situation, Interimas aims to respond to this important challenge through its Sustainability Strategy.

The use of packaging for food products is a very important resource against food spoilage since it preserves products during the transport and handling phases throughout the supply chain. The fact that more and more compostable products are being implemented in our Packaging product lines is proof of our commitment, as well as a huge contribution to the food sector.

Meanwhile, Interimas already offers products whose composition is 100% recyclable and therefore potentially not harmful to the environment.

Interimas offers sustainable solutions with plastic nets among its product range, including:

- Drainage nets that allow the non-use (as was the case in the past) of gravel extracted from rivers.
- The range of Trinter® nets that help vegetation to grow on the slopes of construction sites.
- Nets used for the production of wind turbine blades, therefore contributing to the creation of green energy systems.
- Nets for creating oyster reefs, which therefore contribute to maintaining the biodiversity favoured by ecosystems that live in salt marshes.
- Biodegradable products used for padding in agriculture, which avoid collection operations at the end of the season, so plastic remains can be broken up and left in the soil.

Interimas has created a **Monitoring Committee**, made up of the members of the Executive Committee, among others, as the highest governing body for Environmental, Social and Governance matters.



CLIMATE CHANGE AND OTHER TYPES OF POLLUTION

103-1, 103-2, 305-1, 305-2, 103-2

Aware of the importance of the environmental aspects that can affect climate change, Intermas has always focused on improving energy efficiency and the rational use of energy.

To calculate the carbon footprint, the following aspects have been taken into account:

Vehicle fleet consumption	Unit	2021 Total	2020 Total
Diesel	liters	126,013	137,728
	kg CO ₂ /year*	309,867	338,674
Gasoline	liters	51,252	17,946
	kg CO ₂ /year*	115,010	40,270
		378,944	424,877

This table has been added for the first time in the 2021 NFIS. The 2020 data were calculated using the same method as the one used for the 2021 data.

The atmospheric emissions associated with these forms of consumption and the basis for the calculations are the following:

Energy	Unit	2021 Total	2020 Total
Electricity	kWh	24,339,136	25,193,285
	kg CO ₂ /year*	6,084,478	6,298,321
Natural gas	kWh	13,336,395	12,461,201
	m3	1,132,122	1,065,060
Diesel	kg CO ₂ /year*	2,422,741	2,279,228
	liters	29,168	13,884
	kg CO ₂ /year*	85,004	31,155

The consumption data of kg of CO₂/year for 2020 in the table in question do not match the 2020 NFIS data, given that they were recalculated based on the conversion factors published by the Generalitat de Catalunya after the publication date of the 2020 NFIS.

*Calculation basis: For 2021, the same calculation bases were used as in 2020, given that, at the time of this report, the Catalan Government had not published the new conversion factors.

Conversion factor **2020/2021**

Equipment: Electricity: Kg of CO ₂ /kWh of electricity	0.250
Equipment: Natural gas: kg of CO ₂ /Nm ³ of gas natural	2.14
Equipment: Diesel: kg of CO ₂ /l of diesel fuel	2.87
Vehicle fleet: Diesel: kg of CO ₂ /l of diesel fuel	2.459
Vehicle fleet: Gasoline: kg of CO ₂ /l of gasoline	2.244

The natural gas conversion factor is 1m³ = 11.78 kWh.



Font	Emissions
Enllumenat i semàfors	Emissions de CO ₂ = (1.961.000 kWh x 0,250 kgCO ₂ /kWh) = 490.250 kg de CO₂
Equipaments	Emissions de CO ₂ = (1.942.500 kWh x 0,250 kgCO ₂ /kWh) = 485.625 kg de CO ₂
• Energia elèctrica	Emissions de CO ₂ = (137.140 m ³ x 2,14 kg CO ₂ /m ³) = 293.480 kg de CO ₂
• Gas natural	Emissions de CO ₂ = (15.450 l x 2,87)(kgCO ₂ /l) = 44.342 kg de CO ₂
• Gasoil	
TOTAL	Emissions de CO₂ = 485.625 + 293.480 + 44.342 = 823.446 kg de CO₂
Flota de vehicles propis	Emissions de CO ₂ = (15.250 l x 2,459 kgCO ₂ /l) = 37.500 kg de CO ₂
• Dièsel	Emissions de CO ₂ = (1.786 l x 2,244 kgCO ₂ /l) = 4.008 kg de CO ₂
• Gasolina	
TOTAL	Emissions de CO₂ = 37.500 + 4.008 = 41.508 kg de CO₂
Flota de vehicles externalitzats	Emissions de CO ₂ = (122.000 l x 2,459 kgCO ₂ /l) = 299.998 kg de CO ₂
• Dièsel	Emissions de CO ₂ = (3.975 l x 2,244 kgCO ₂ /l) = 8.920 kg de CO ₂
• Gasolina	
TOTAL	Emissions de CO₂ = 299.998 + 8.920 = 308.918 kg de CO₂

MEASURES FOR REDUCING THE IMPACT OF THE CARBON FOOTPRINT



During 2020 we began the renovation of 10 extruders, which continued throughout 2021, consequently adapting the power to their needs. This renovation will continue in 2022 with 4 more extruders, as planned.

The new extruders incorporate a specific monitoring system that, together with the pre-existing measurement equipment installed the preceding year, allow undertaking permanent improvement actions.

Lighting changes: At Interma Nets Recycling, lighting has been changed at the entire plant.

For 2022, the first two green energy contracts at the Interma Group have been signed, which affect 100% of the consumption at the plants of Interma Nets and Noplex. These contracts mean that over 60% of the group's total consumption will come from renewable energies. This will mean a notable reduction of the impact by the group's carbon footprint.



Vehicle fleet: During 2021, we began renovating the vehicle fleet with hybrid vehicles, which will be done gradually at each of the group's centres.

POLLUTION

Since companies of the Interma group are all located in industrial areas, their impact on noise and light pollution is not relevant. They all comply with the legislation in each country with no issues.

During 2021 at the Noplex plant, assembly began on an installation for the elimination of volatile organic compounds (VOCs) using RTO technology (Regenerative Thermal Oxidizer).

CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT

103-2, 306-2

With the purchase in 2017 of a plastics recycling company, Intermas demonstrated its commitment to closing the circle and controlling the entire loop of its own process waste. Thanks to better control and the increased quality of recycled materials, these materials are used in all the processes and products that allow it.

Extruded nets are a clear example, which are composed almost exclusively of a single material, using 100% recyclable polymers such as PE and PP. Moreover, in 2021 work began on improving the labelling of Gardening products according to new legal provisions, the purpose of which is to improve information for consumers regarding the recyclability of product packaging.

The use of recyclable plastic materials, together with the use of new biodegradable materials in those products where this is possible, offers a clear environmental benefit.

These are some of the measures in progress at the Intermas Group which will allow preventing, or at least reducing, the impact of our products - especially plastics - in the environment.

Lower energy consumption and less waste generation are among Intermas's annual objectives. In this regard, the investment in purchasing 14 new extruders within two years should be highlighted (10 are already installed), which have better energy efficiency, as well as the commissioning in 2020 of a new reprocessing facility for our internal waste.

Intermas has been promoting selective collection within its facilities for many years, enabling the separation of plastic, cardboard, paper, batteries and other forms of waste.

Companies of the Intermas group, as a part of their legal obligations, manage and control their industrial waste, consequently separating it into hazardous and non-hazardous and recyclable and non-recyclable waste:

WASTE

TOTAL HAZARDOUS WASTE



TOTAL NON-HAZARDOUS WASTE



TOTAL WASTE



The investment in a new reprocessing installation at Intermas Net, which began in 2019 and ended in 2020, has resulted in the reprocessing of over 500 tonnes in 2021, thereby reaching the generated waste reduction target (among non-hazardous waste).

SUSTAINABLE USE OF RESOURCES

WATER 303-1, 303-3, 303-5

Water consumption at Interimas takes place mainly at its production centres, where the best available practices are used to reduce the collection and consumption of water. Despite this, and as a result of the commissioning of two osmosis plants at the Interimas Nets centre, total water consumption increased in 2020. This new treatment for process water has allowed eliminating a critical point in the analysis of food safety, which is key to obtaining the BRC certification. This certification allows us to prove the good manufacturing and hygienic practices of the production centre and the high level of food safety of our extruded products.

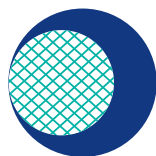
On the other hand, the company is committed to the efficient and responsible use of domestic water in offices and buildings.

Consumption is periodically monitored. In addition, all production plants are located in areas of low water stress, with the exception of Noplex, which does not use water in its manufacturing processes.

WATER CONSUMPTION (M³)

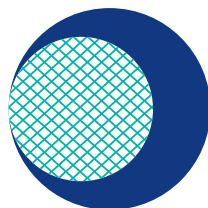
Water from public grid

28.729
27.205



Well water

37.570
42.345



● 2021 ⦿ 2020

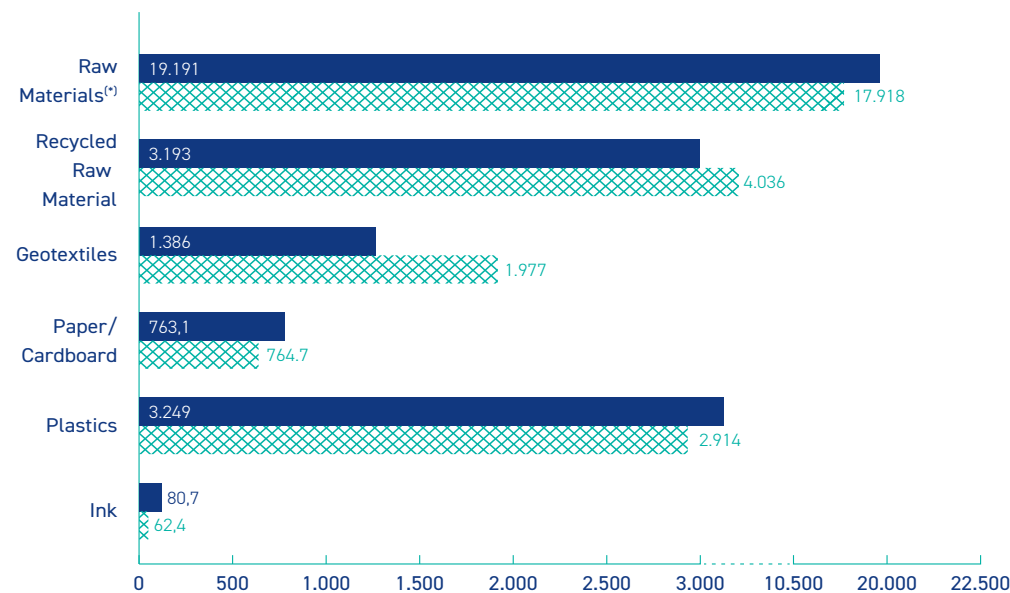
RAW AND ANCILLARY MATERIALS 103-2, 301-1, 301-2

Interimas, as a manufacturer of extruded plastic netting for different applications (such as agriculture, packaging, industrial applications, gardening, geosynthetics and aquaculture), uses mainly virgin or recycled polyethylene and polypropylene in its process.

When possible, entirely or partly recycled material or internally reprocessed material is always used.

The manufacturing process may also incorporate the use of other elements such as geotextiles, film sheets, cardboard and inks for printing. Our products are usually packaged using plastic or cardboard.

MOST CONSUMED MATERIALS (T)



(*) PE, PP, PA, BIO, etc.

● 2021 ⦿ 2020

The company's objectives include implementing the usual measures for controlling overconsumption, using recycled and reprocessed materials, using biodegradable materials and using more sustainable packaging.

ENERGY 103-2, 302-1, 302-4

ENERGY CONSUMPTION WITHIN THE GROUP

Electricity (kWh)

2021	24.339.136
2020	25.193.285

Natural Gas (kWh)

2021	13.336.395
2020	12.416.201

Industrial Diesel (M3)

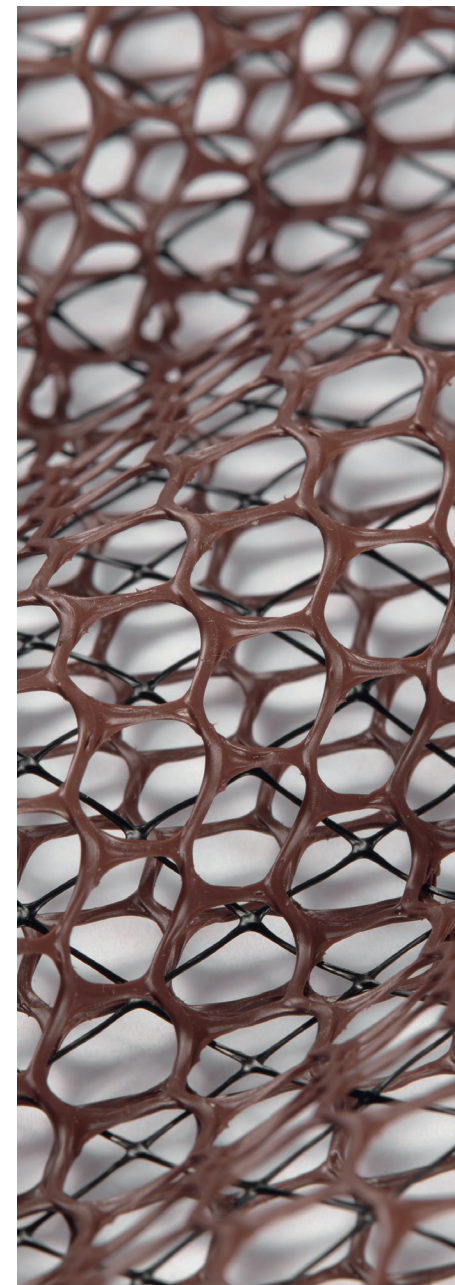
2021	29.168
2020	13.884

ACTIONS FOR ENERGY SAVINGS:

- During 2020 we began the renovation of 10 extruders, which continued throughout 2021, consequently adapting the power to their needs and avoiding oversized machines, while installing more modern and efficient motors. This renovation will continue in 2022 with 4 more extruders, as planned.
- The new extruders incorporate a specific monitoring system that, together with the pre-existing measurement equipment installed the preceding year, allow undertaking permanent improvement actions.
- Lighting changes:
 - The changes at the warehouses of Interma Nets will be completed in the first half of 2022, given that they could not be completed in 2021.
 - At Interma Nets Recycling, lighting has been changed at the entire plant.
- For 2022, the first two green energy contracts at the Interma Group have been signed, which affect 100% of the consumption at the plants of Interma Nets and Noplex. These contracts mean that over 60% of the group's total consumption will come from renewable energies. This will mean a notable reduction of the impact by the group's carbon footprint.

PROTECTION OF BIODIVERSITY 103-2, 304-2

Despite the fact that none of the activities of the group's companies have a direct impact on protected areas, Interma has always shown utmost respect for laws on pollution, emissions and discharges.



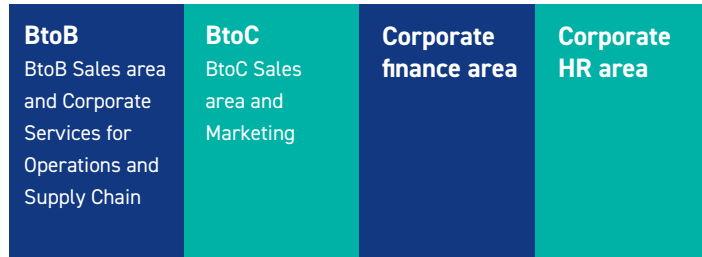


> 03

> **INFORMATION
ABOUT COMPANY
AND PERSONNEL
MATTERS**

103-2, 103-3, 102-15

The Intermas Group is organized in 4 basic areas within a matrix structure at the various countries where it operates:

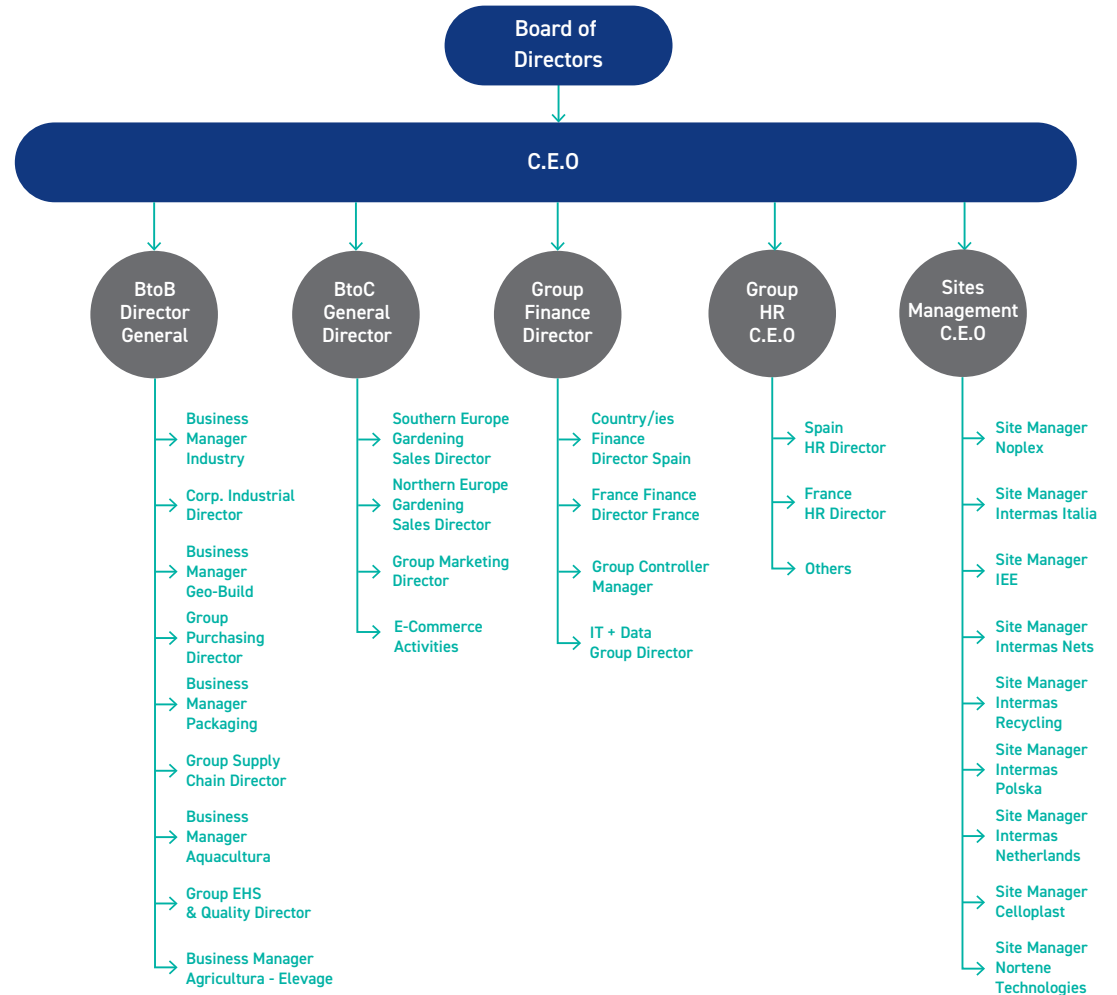


With the exception of BtoC and Marketing Management, which is located in France, all other Management Headquarters are located at the group's parent company in Llinars del Vallés. At the country level, there is direct reporting to these four areas, and their organizational structure is implemented according to the volume of business and personnel.

In line with its business model, the Intermas Group began a process of professionalizing, modernizing and digitizing the work structures, as well as defining policies at the corporate level that will ensure that the business can more quickly adapt to constant changes in the market.

In terms of Human Resources, we continue to develop our unique management system, in which the main HR processes are being centralized, including the assessment and calculation of objectives and merit increase processes, and in 2021 a pilot test for performance evaluation was implemented.

Additionally, automation of the reporting of HR's KPIs will be completed in 2022.



On the other hand, we also have a Code of Ethics that establishes the minimum bases throughout the group:

- RESPECT FOR THE LAW, PERSONAL RIGHTS AND MORAL VALUES
- RESPECT FOR PEOPLE
- EQUAL OPPORTUNITIES AND PROFESSIONAL DEVELOPMENT
- OCCUPATIONAL RISK PREVENTION
- PROCESSING OF INFORMATION AND KNOWLEDGE
CONFLICT OF INTEREST
- COMPANY IMAGE AND REPUTATION
- RELATIONSHIP WITH COLLABORATING COMPANIES AND SUPPLIERS
- RELATIONSHIP WITH SHAREHOLDERS AND BUSINESS CUSTOMERS
- CORRUPTION
- PROTECTION OF THE ENVIRONMENT
- COMPLIANCE

Regarding any issue related to non-compliance with any of these elements, employees can contact the local HR Department and the complaints channel (ethicalchannel@intermasgroup.com). During 2021 the company did receive any complaint regarding workplace harassment or the violation of human rights.

Internal communication has been improved as a result of assigning corporate e-mail addresses and providing all personnel with access to systems. And in addition to the reporting channel, in 2021 various communication channels were implemented according to the subject.

An independent Communications Department will be fully operational in 2022, the process of which began towards the end of 2021.

In relation to recruitment policies, labour relations and OHS, in addition to diversity and equal opportunities, freedom of association and collective bargaining, each country is governed by local regulations and according to the spirit of our code of ethics.

At the Interimas Group we have an integrated Quality and Environmental management system. An analysis of strengths and weaknesses, opportunities and threats is carried out annually and is monitored.

The most important threats at the HR level are related to the ageing of the workforce, so work must be done on retaining knowledge and reducing absenteeism. In recent years, the group has focused on offering voluntary partial retirement.



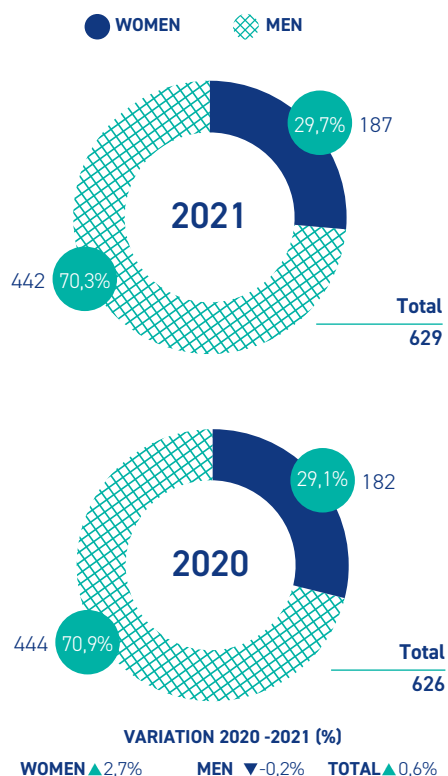
At the Interimas Group, we have an integrated Quality and Environmental management system. An analysis of strengths and weaknesses, opportunities and threats is carried out annually and is monitored.

EMPLOYMENT

OCCUPATION 102-8, 405-1, 401-1

In 2021, the workforce was made up of 629 people. Even though the presence of women has increased only slightly, from 29.1% to 29.7%, an upward trend in recent years can be observed.

NUMBER OF EMPLOYEES, BY GENDER AT 31 DECEMBER



At the group's parent company, located in Spain, in 2021 a new equality plan was implemented, with positive actions that have fostered the hiring of women at the company. This was possible at this centre because it is the one with the most workers and the greatest turnover.

NUMBER OF EMPLOYEES, BY COUNTRY AT 31 DECEMBER

Spain

	2021	2020	VARIATION 2020-2021 (%)
WOMEN	94	88	▲ 6,8%
MEN	242	249	▼ -2,8%
TOTAL	336	337	▼ -0,3%

France

	2021	2020	VARIATION 2020-2021 (%)
WOMEN	54	53	▲ 1,9%
MEN	133	133	= 0,0%
TOTAL	187	186	▲ 0,5%

USA

	2021	2020	VARIATION 2020-2021 (%)
WOMEN	1	1	= 0,0%
MEN	2	2	= 0,0%
TOTAL	3	3	= 0,0%

Holland

	2021	2020	VARIATION 2020-2021 (%)
WOMEN	1	1	= 0,0%
MEN	1	1	= 0,0%
TOTAL	2	2	= 0,0%

Hungar

	2021	2020	VARIATION 2020-2021 (%)
MUJERES	27	28	▼ -3,6%
HOMBRES	28	25	▲ 12,0%
TOTAL	55	53	▼ 3,8%

Poland

	2021	2020	VARIATION 2020-2021 (%)
WOMEN	2	3	▼ -33,3%
MEN	8	7	▲ 14,3%
TOTAL	10	10	= 0,0%

Italy

	2021	2020	VARIATION 2020-2021 (%)
WOMEN	8	8	= 0,0%
MEN	28	27	▲ 3,7%
TOTAL	36	35	▲ 2,9%

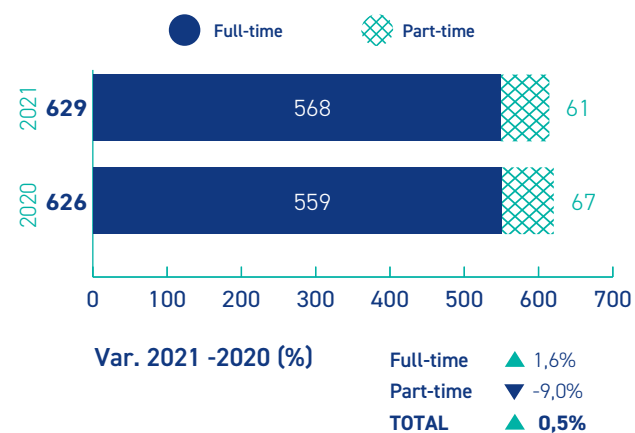
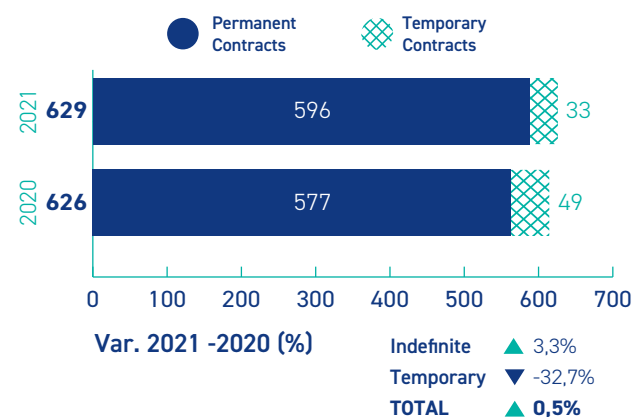
TOTAL

	2021	2020	VARIATION 2020-2021 (%)
629	626	▲ 0,5%	

At the end of the 2021 financial year, 94.8% of employment contracts were open-ended. Of the 33 temporary contracts at 31/12/2021, 19 were due to partial retirement, which in reality represents a job stability rate of 97.8%.

On the other hand, part-time recruitment is mainly linked to partial retirement and a specific work shift on weekends and holidays. It represents approximately 85% of the collectively agreed annual working days and is remunerated in line with a worker on a shift from Monday through Friday working full time. These two groups represent 50 of the 61 people with a part-time contract.

TOTAL NUMBER AND BREAKDOWN BY TYPES OF EMPLOYMENT CONTRACT AT 31 DECEMBER



Taking into account the average workforce and the low level of seasonality, it is not considered necessary to indicate the average seasonal values.

In 2021, a total of 103 people were hired, 39 of whom were women.

The parent company of the group is located in Spain, and this is where the largest number of positions of responsibility or qualified technical positions are concentrated. After a collective bargaining process, at the end of 2020 the new equality plan was approved, which includes a series of objectives resulting from a diagnosis of the situation.

The new equality plan focuses a large part of its efforts on raising awareness among the workforce about gender equality and emphasizing the need for specific actions and a change of mindset to make progress on this subject.

On the other hand, there has been a focus on hiring women in positions where there is a predominance of men, such as in sales, production and IT.



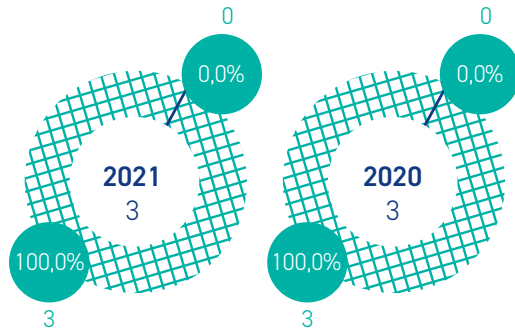
In 2021, a total of 103 people were contracted, 39 of whom were women.

The presence of women in management and positions of responsibility is still proportionally lower, although an upward trend can be observed. In this regard, actions within this area are somewhat limited due to the organization's low employee turnover.

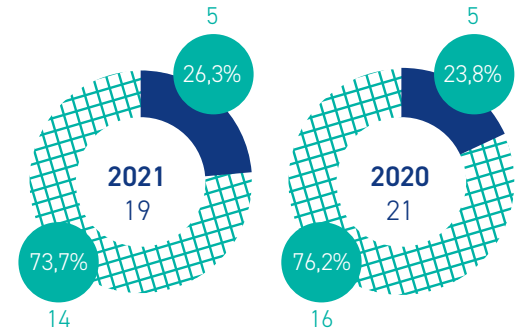
NUMBER AND PERCENTAGE OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER AT 31 DECEMBER

● WOMEN ▨ MEN

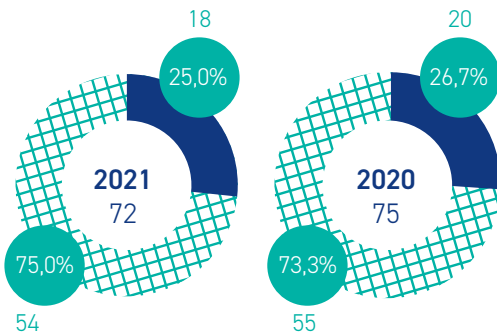
General Management



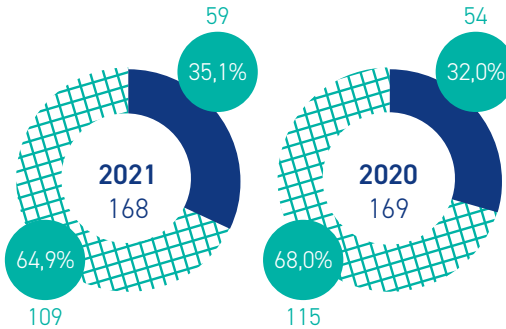
Management Positions



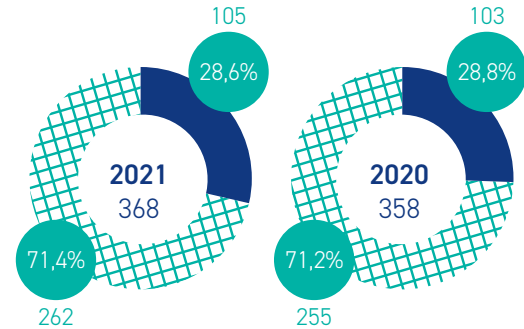
Heads and Middle Managers



Technical and Sales Personnel



Administrative and operational positions



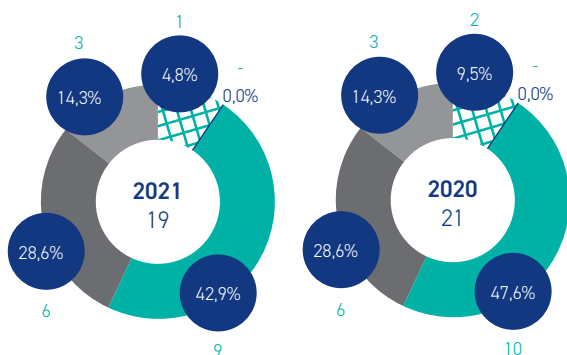
The breakdown by category and by age of the Intermas Group workforce is as follows:

NUMBER AND PERCENTAGE OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP AT 31 DECEMBER

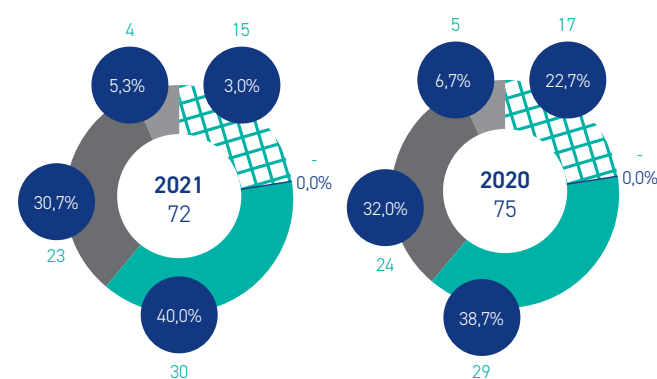
General Management



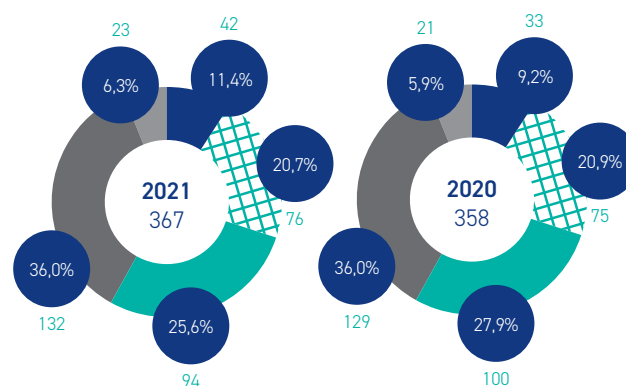
Management Positions



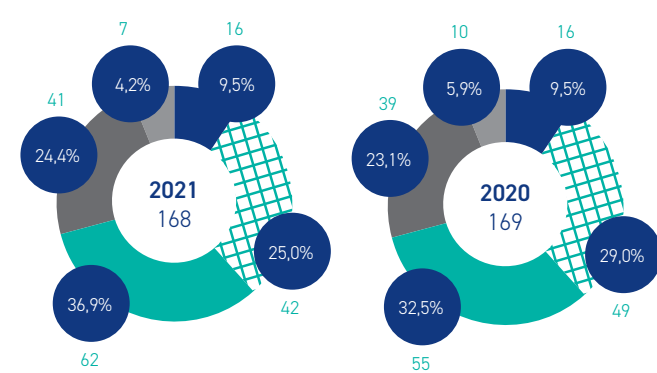
Heads and Middle Managers



Administrative and operational positions



Technical and Sales Personnel



- Between 18 and 30
- Between 31 and 40
- Between 41 and 50
- Between 51 and 60
- Over 60

In 2021, 99 people left the company. 16 were related to dismissals linked to disciplinary reasons or as a consequence of economic and organizational factors. None were for reasons of age or gender. That same year, new-hires of people over 50 years of age exceeded the number of layoffs.

NUMBER OF DISMISSALS IN THE YEAR

By gender

	2021	2020	VARIATION 2020-2021 (%)
Women	3	1	▲ 200,0%
Men	13	10	▲ 30,0%
Total	16	11	

By age group

	2021	2020	VARIATION 2020-2021 (%)
Between 18 and 30	2	0	
Between 31 and 40	5	2	▲ 150,0%
Between 41 and 50	3	5	▼ -40,0%
Between 51 and 60	4	1	▲ 300,0%
Over 60	2	3	▼ -33,3%
Total	16	11	

By country

	2021	2020	VARIATION 2020-2021 (%)
Spain	10	6	▲ 66,7%
France	3	4	▼ -25,0%
Italy	0	1	▼ -100%
Poland	3	0	
Total	16	11	

By professional category

	2021	2020	VARIATION 2020-2021 (%)
General Management	0	0	
Management Positions	1	3	▼ -66,7%
Heads and			
Middle Managers	1	2	▼ -50,0%
Technical and			
sales personnel	3	3	= 0,0%
Administrative			
and operational positions	11	3	▲ 266,7%
Total	16	11	

REMUNERATION 405-2, 102-35

In terms of remuneration, salaries are set according to the job position and not the gender or age of the person. The objective is to achieve internal and external equality.

The salary structure is governed by the regulations of each country and includes the following remuneration items:

- Fixed Salary
- Bonus and Commissions
- Overtime and bonuses per job position
- Variable remuneration
- Remuneration in kind (car, medical insurance)

Our bonus system is directed at positions with greater responsibility. Generally for executive positions and managers, although it can also include senior technical teams. The system is the same for everyone and is composed of Group/Company objectives and individual objectives. The commission system is directed at the Gardening sales team.

The policy as a whole is the same for everyone, regardless of the type of contract or working hours. However, access to variable remuneration is only possible for those with an open-ended contract. The INTERMAS NETS collective bargaining agreement allows employees in the first year of employment to enter with a lower salary than the rest of the company, which is set by the agreement. In practice, this occurs only in entry-level positions.

To make a salary comparison that reflects company policy, the agreed full-time, annual gross salary (including remuneration in kind) plus the real variables received (without annualizing) has been taken into account.

AVERAGE REMUNERATION (IN EUROS)

By gender

	2021	2020	VARIATION 2020-2021 (%)
Women	28.128	27.906	▲ 0,8%
Men	35.012	35.838	▼ -2,3%
Total	32.848	33.515	▼ -2,0%

By age group

	2021	2020	VARIATION 2020-2021 (%)
Between 18 and 30	20.385	20.285	▲ 0,5%
Between 31 and 40	28.489	28.611	▼ -0,4%
Between 41 and 50	36.744	37.168	▼ -1,1%
Between 51 and 60	34.921	36.149	▼ -3,4%
Over 60	41.596	40.588	▲ 2,5%
Total	32.848	33.515	▼ -2,0%

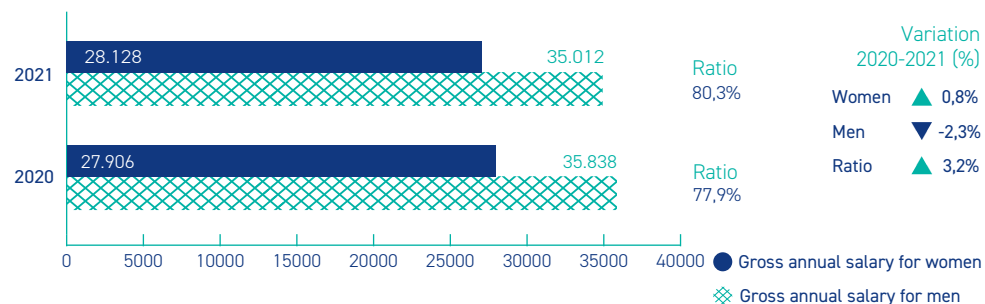
By professional category

	2021	2020	VARIATION 2020-2021 (%)
General Management	240.064	218.591	▲ 9,8%
Management Positions	91.187	88.330	▲ 3,2%
Heads and Middle Managers	48.009	45.647	▲ 5,2%
Technical and sales personnel	37.848	37.824	▲ 0,1%
Administrative and operational positions	24.277	24.075	▲ 0,8%
Total	32.848	33.515	▼ -2,0%

Wage gap

Although the salary allocation is based on objective criteria, there are historical reasons for understanding the wage gap. A company with a historically male-dominated workforce with low turnover means that there is more seniority among the male workforce (with the associated salary items) and that men occupy more positions of responsibility, which means that in the overall calculation of the wage gap, there is a greater difference between the salary received by men compared to women.

WAGE GAP BY GENDER

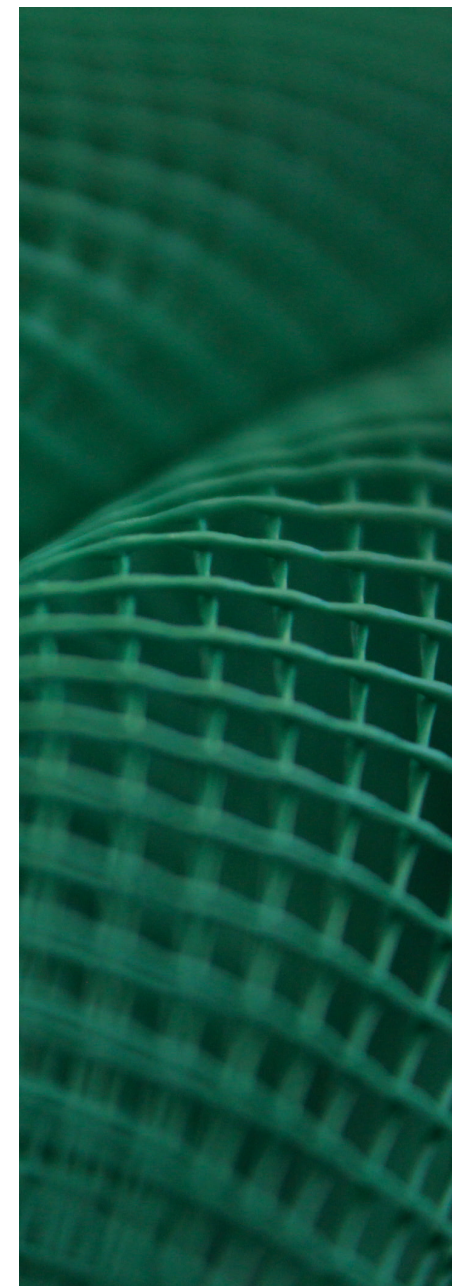


The wage gap in 2021 was 19.7%, versus 22.1% in 2020. Consequently, we can see progress in reducing the gap in recent years. The average salary of women divided by the average salary of men.

The remuneration accrued and received by the Company's Management Body in monetary income during 2021 amounted to €648,326, while in 2020 it was 240,000 euros.

In 2021, as in 2020, the members of the Company's Management Body did not receive dividends directly or indirectly.

In 2021 and 2020, no contribution was made to pension funds or plans on behalf of former or current members of the Management Body.



RIGHT-TO-DISCONNECT POLICIES

In 2021, a public right-to-disconnect policy was defined, thereby establishing measures such as the limitation of presence in offices based on a time limit, as well as the limitation of meetings and the use of e-mail.

This policy is included in the policy on work-life balance, the organization of work time and the right to disconnect. And with the implementation of telework, the entire office staff has a laptop to be able to work from home on flexi day.

PEOPLE WITH DISABILITIES

103-2, 405-1

The Intermas Group continues to support people with disabilities, and in terms of workplace inclusion, we currently comply with the % required by the LISMI (Law on Social Integration of People with Disabilities) in Spain. At the group level we employ 21 people with disabilities. Two more than in 2020.

NUMBER OF EMPLOYEES WITH DISABILITIES BY PROFESSIONAL CATEGORY AT 31 DECEMBER

General Management

	2021	2020	VARIATION 2020-2021 (%)
Women	0	0	= 0,0%
Men	0	0	= 0,0%
Total	0	0	= 0,0%

Heads and Middle Managers

	2021	2020	VARIATION 2020-2021 (%)
Women	0	0	= 0,0%
Men	2	2	= 0,0%
Total	2	2	= 0,0%

Administrative and operational positions

	2021	2020	VARIATION 2020-2021 (%)
Women	4	4	= 0,0%
Men	12	11	▲ 9,1%
Total	16	15	▲ 6,7%

Management Positions

	2021	2020	VARIATION 2020-2021 (%)
Women	0	0	= 0,0%
Men	0	0	= 0,0%
Total	0	0	= 0,0%

Technical and sales personnel

	2021	2020	VARIATION 2020-2021 (%)
Women	1	1	= 0,0%
Men	2	1	▲ 100,0%
Total	3	2	▲ 50,0%

ORGANIZATION OF WORK

ORGANIZATION OF WORKING HOURS 102-8

In terms of working hours, there is a difference between factory jobs and office and sales jobs.

Our production process is continuous from Monday to Sunday. Part of the factory staff works from Monday through Friday on rotating shifts between the morning, afternoon and night shifts every two weeks, and another part works weekend and holiday shifts of 12 hours each, also rotating.

This form of organization allows the two groups to have greater flexibility and a better work-life balance. There is mobility between shifts whenever production needs allow it.

The work schedule is agreed with workers' representatives, and holidays are set for the summer, Easter and Christmas periods.

For the office and sales staff at Interimas Nets, S.A., the working hours total 39 hours per week from Monday to Friday, with a flexible entry and exit time of one hour, as well as at lunchtime. And Fridays are established as shorter, intensive working days.

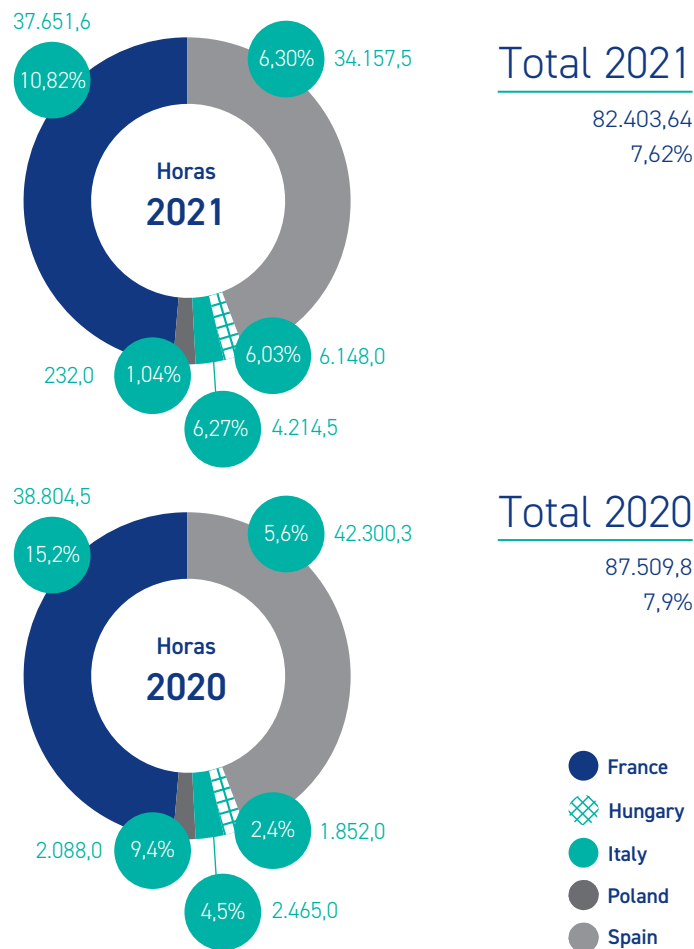
In terms of leave, the various and pertinent collective agreements in accordance with the legislation are applied, and possible solutions are studied for particular situations that may arise.

Recruitment is usually based on offering open-ended contracts. Almost half of all temporary contracts are partial retirements, and the remainder are substitutions for sick leave and peak work periods.

ABSENTEEISM 403-2

Despite the fact that absenteeism has continued to rise, it continues to be related to the Covid situation, and it has been contained thanks to the prevention measures that were implemented during this period.

ABSENTEEISM BY COUNTRY



WORK-LIFE BALANCE 103-2, 401-3

In terms of work-life balance, the company is governed by the regulations of each country. However it is true that the work schedule allows for a good work-life balance.

Additionally, it provides an environment in which the established rights can be enjoyed as normal.

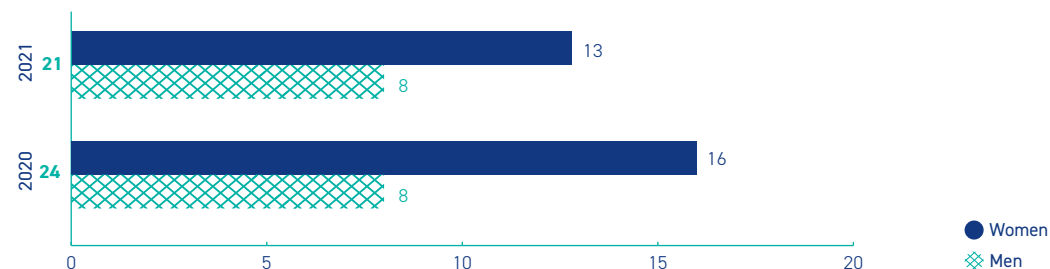
In 2021, as a result of the COVID-19 pandemic, office personnel were able to telework in weekly rotations, with the presence of 50% of the workforce nearly all year.

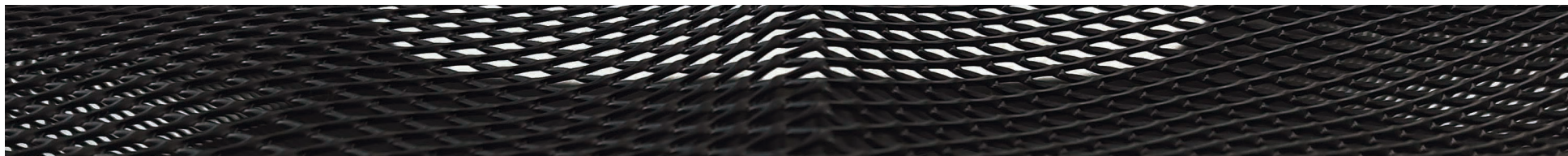
In 2021, aside from the Covid measures, the **policy on work-life balance, the organization of work time and the right to disconnect** was implemented.

This policy includes greater schedule flexibility, the use of an hours bank, a time limit for meetings, the implementation of Flexi day, greater schedule flexibility in reductions for child care and the right to disconnect with a limitation on the use of e-mail and calls after a certain time.

Regarding leaves to take care of a minor, the trend is the same as in recent years.

PERSONNEL WHO WERE ENTITLED TO PARENTAL LEAVE





OCCUPATIONAL HEALTH AND SAFETY

403-1, 403-2, 403-3, 403-5, 403-6, 403-9, 403-10

At the Intermas Group we firmly believe that the health and safety of our employees is a fundamental pillar for our growth as a company.

The Industrial Group is committed to complying with the legal obligations in each region in which we operate, and this commitment has become the basis of our management system. The legal requirements applied in each location are as follows:

- Council Directive 89/391/EEC, of 12 June 1989, on the introduction of measures to encourage improvements in the safety and health of workers at work (Framework Directive).
- Council Directive 89/654/EEC, of 30 November 1989, concerning the minimum safety and health requirements for the workplace.
- Directive 2006/42/EC of the European Parliament and of the Council, of 17 May 2006, on machinery, and amending Directive 95/16/EC.
- Council Directive 89/656/EEC, of 30 November 1989, on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace.
- Council Directive 90/269/EEC, of 29 May 1990, on the minimum health and safety requirements for the manual handling of loads where there is a risk particularly of back injury to workers.
- Council Directive 98/24/EC, of 7 April 1998, on the protection of the health and safety of workers from the risks related to chemical agents at work.
- Regulation (EC) No 1907/2006 of the European Parliament and of the Council, of 18 December 2006, concerning the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), establishing a European Chemicals Agency, amending Directive 1999/45/EC and repealing Council Regulation (EEC) No 793/93 and Commission Regulation (EC) No 1488/94 as well as Council Directive 76/769/EEC and Commission Directives 91/155/EEC, 93/67/EEC, 93/105/EC and 2000/21/EC.
- Directive 2003/10/EC of the European Parliament and of the Council, of 6 February 2003, on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (noise). As in the previous regulation, it establishes the noise exposure limit values, as well as the employer's obligations regarding the protection of workers against exposure to occupational noise.
- Council Directive 92/85/EEC, of 19 October 1992, on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding.
- Council Directive 90/270/EEC, of 29 May 1990, on the minimum safety and health requirements for work with display screen equipment. The obligations attributable to the employer are defined in Section II of said Directive.



The monitoring of these European regulations, together with the specific ones in each country, constitutes the framework for implementing our health and safety management system.

Internally, each plant has a human resources team to manage the processes, in addition to the support of external consultants.

Specifically during 2021, a Health and Safety Management System based on the ISO 45001 standard was implemented for the Intermas Nets centre and workers, which should be audited during the second quarter of 2022.

Hazard identification and risk assessment is carried out following the procedure drawn up in our Prevention Plan.

We have a matrix table that shows the future reviews.

As the basis for the Planning of Preventive Activity, we have the results of the Risk Assessments, the investigation of incidents, worker proposals, deviations from applicable legislation and investment plans.

These measures are drafted into an action plan that is periodically monitored by a working group.

Workers can report dangerous situations in several ways, which include reporting to their immediate superior, filling out a register addressed to the person in charge of safety and/or by notifying the workers' legal representatives. During 2021, an e-mail account and a questionnaire of proposals were made available.

In accordance with current legislation, any person who detects a serious and imminent risk to their health and safety can stop the activity and not resume it until the situation has been resolved. They also have the option of informing their representatives, who can put a stop to the activity on their behalf.

Accident and incident investigations are carried out with the participation of workers and senior managers, who analyse the situation that occurred and propose corrective measures for its resolution.

For example, a total of 78 investigations of this kind were conducted at Intermas Nets in 2021.

Intermas offers medical check-ups to its employees, both periodic and at the beginning of their contractual relationship.

These examinations are carried out by specialist companies that have personnel trained for this task.

Training in occupational health and safety is given to all employees when they start working for the group.

We conduct periodic training on work equipment and on emergency and rescue actions.

This training is included in the company's annual Training Plan.

An on-site medical service is made available to our employees at the facilities for medical appointments. It is an activity that is carried out during working hours, by health personnel who are specialists in occupational medicine.

The analysed period takes place under the various waves of the global COVID-19 pandemic. During this period, Intermas adopted the following health and hygiene measures:

COVID-19: HYGIENIC AND SANITARY MEASURES ADOPTED BY INTERMAS

- PREPARED A CONTINGENCY PLAN DETAILING POSSIBLE ACTIONS THAT MAY BE REQUIRED.
- IMPLEMENTED TELEWORKING FOR OFFICE STAFF ESTABLISHMENT OF AUDIOVISUAL RESOURCES FOR MEETINGS.
- DRAFTING OF ACTION PROTOCOLS FOR THE WORKFORCE (SALES, ADMINISTRATION, PRODUCTION AND WAREHOUSE).
- ESTABLISHMENT OF RULES ON THE USE OF MASKS, SOCIAL DISTANCING AND HAND WASHING/DISINFECTION.
- PLACEMENT OF DISINFECTANT AT ALL ENTRANCES TO THE FACILITIES.
- SUPPLY OF MASKS FOR THE ENTIRE INTERMAS WORKFORCE.
- REGULATIONS IMPLEMENTED ON THE USES OF CHANGING ROOMS, CANTEENS AND COMMON AREAS.
- SPECIAL CARE PROVIDED TO VULNERABLE PERSONNEL.
- FOLLOW-UP ON POSSIBLE POSITIVE CASES AND TRACING OF CLOSE WORK CONTACTS.
- PERFORMING DIAGNOSTIC TESTS FOR PERSONNEL WHO HAD TO TRAVEL OVERSEAS.
- ENVIRONMENTAL MEASUREMENTS OF INTERIOR AIR QUALITY FOR DETERMINING THE EFFICACY OF VENTILATION SYSTEMS

In addition to these activities, the instructions and recommendations of the different health authorities of each country have been followed at each work centre.

DATA	W	M	2021 Total	W	M	2020 Total
Workplace accidents	3	34	37	1	23	24
Hours lost	398	11,163	11,561	64	13,476	13,540
ACCIDENT RATES						
Incident rate	1.73	7.54	5.93	0.59	5.08	3.85
Frequency rate	10.39	48.21	37.22	3.93	32.14	24.75
Severity index	0.19	2.22	1.62	0.03	2.59	1.92
Absence rate	2.3	24.77	18.54	0.38	29.75	21.74

*Incidence = no. accidents resulting in medical leave *100 / no. workers (average workforce)*

*Frequency = no. of accidents resulting in medical leave * 1,000,000 / no. of hours worked*

*Severity = no. of days lost *1,000 / no. of hours worked*

Absence = no. hours of absence / no. workers (average workforce)

The frequency rate of occupational diseases for the workforce was 1.308 in 2021 compared to 0.516 in 2020 (*) calculated only for cases of occupational disease recognized by the workers' Mutual Insurance Company for Workplace Accidents-

The number of cases recognized to date is 9 men and 4 women.

(*) The frequency rate is the number of cases divided by the number of hours worked, multiplied by 100,000

SOCIAL RELATIONS 102-43, 102-41

At the Intermas Group, we respect freedom of association and the right to collective bargaining, in accordance with the regulations of each country. In all the countries in which we operate, there are Labour Regulations in place, and the rules and roles of each corporate actor in the company are respected.

The entire workforce is governed either by collective bargaining agreements or the country's regulations (90% of the workforce under a collective bargaining agreement in 2021 and 89% in 2020). We do not have any special agreements for senior management or others. In Hungary, Poland and the USA, there are no collective agreements, basically due to the size of the companies and the historical context of trade unions in these countries. Nevertheless, we comply with local regulations.

In Spain, France and Italy, there is union representation, although the greatest representation is in Spain and France. Each country has different forms of interaction under its regulations. In all of them there is a joint OHS committee, and depending on the regulations or specific needs, there is also an equality committee and a committee on methods and times or training. Depending on the legislation of each country, the required information is delivered periodically.

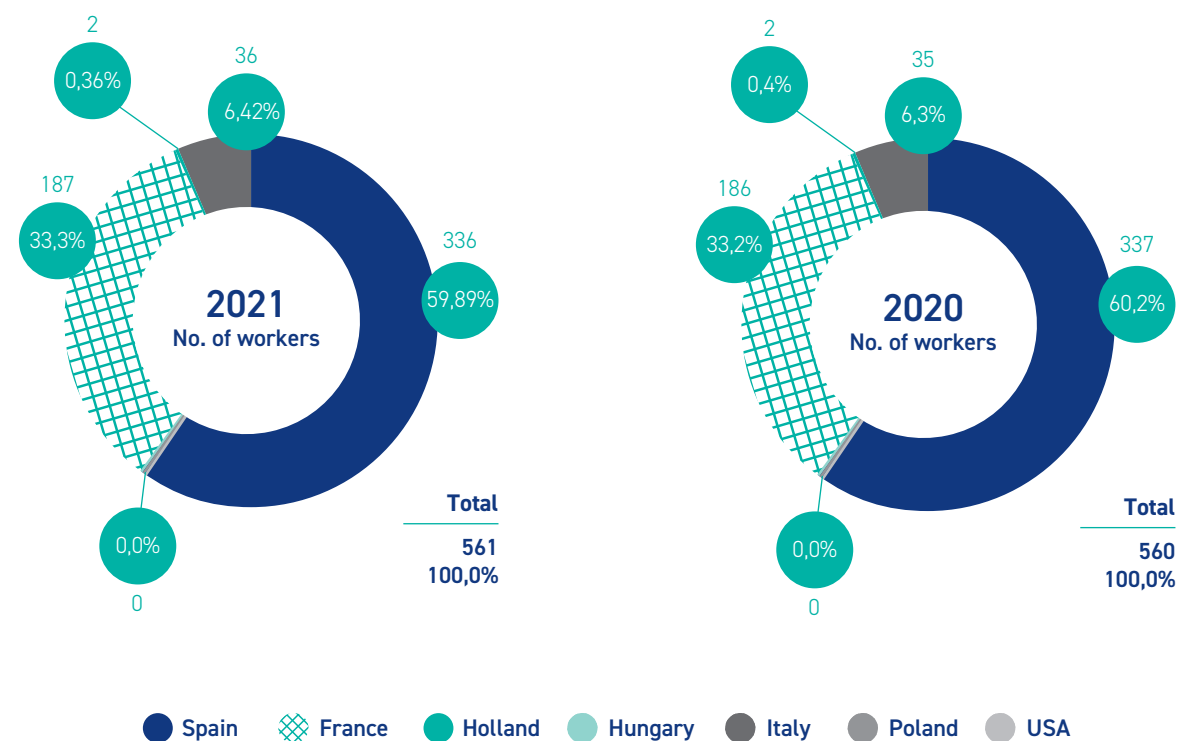
Additionally, quarterly meetings are held with the Committees, in addition to any meetings that may arise due to specific issues during the year.

In Spain we have different committees in which workers' representa-

tives take part, such as the equality and the health and safety committees.

In each country, the legislation or collective bargaining agreement establishes the terms and matters of negotiation with the representation of the workers.

NO. OF EMPLOYEES COVERED UNDER COLLECTIVE AGREEMENTS BY COUNTRY AT 31 DECEMBER



There is a Risk Prevention Committee, with representatives from the workforce and the company at those companies where the national legislation requires it, which meets periodically.

TRAINING 103-2, 404-1, 404-2

Although there is no written training policy, each year a budget is allocated for training. Training courses focus primarily on languages and risk prevention, followed by technical training. Training is also provided on new regulations.

In 2021, on-site training on the prevention of recycling risks was cancelled, as well as some on-site technical training and training on equality between women and men. All language training remained in the online format.

Corporate e-mail was provided for the entire staff in 2020. This facilitated the ability to continue with training in 2021 and the expansion of language training to other groups.

Total hours of training by professional category

	2021	2020	VARIATION 2020-2021 (%)
General Management	12	213	▼ -94,4%
Management Positions	340	553	▼ -38,6%
Heads and Middle Managers	1.085	1.020	▲ 6,4%
Technical and sales personnel	2.665	1.627	▲ 63,8%
Administrative and operational positions	2.917	2.019	▲ 44,4%
Total	7.018	5.431	▲ 29,21%
Average per employee	11,1	8,7	▲ 27,63%

EQUALITY AND NON-DISCRIMINATION

103-2, 406-1

Our code of ethics provides for equal treatment regardless of sex, race, skin colour, religion, age, political ideas, disability, etc.

In December 2020, the equality plan of INTERMAS NETS, S.A. was signed, the result of collective bargaining. It includes a timeline of actions for the next 4 years, with awareness-raising in this area as the main objective in the first year.

Several training actions were conducted on equality in 2021, totaling 900 hours. Because of Covid, a second on-site training action for factory personnel was postponed.

Regarding the harassment, there is a protocol in place that responds to the applicable collective bargaining agreement. During 2021 there were no cases of sexual or gender-based harassment.

COVID SITUATION

Regarding the Covid situation, the preventive measure of teleworking was maintained. For office personnel of Intermas Nets, desktop computers are being replaced with laptops, which has allowed the general implementation of work-life balance measures at the company, such as flexi day.





➤ 04

➤ **INFORMATION
ON THE
FIGHT AGAINST
CORRUPTION AND
BRIBERY**

THE FIGHT AGAINST CORRUPTION, BRIBERY AND MONEY LAUNDERING 103-2, 205-2, 102-16, 407-1, 406-1

Ethical conduct is the fundamental pillar that underlies the responsible management of a company and allows the INTERMAS GROUP to differentiate itself, thereby building loyalty in the business customer and helping to consolidate the position of leadership that the INTERMAS GROUP holds in the market.

The INTERMAS GROUP's Criminal Compliance Policy

The INTERMAS GROUP has a Criminal Compliance Policy that complies with the regulations that are applicable to the Group regarding the criminal liability of legal entities. The principles that inspire this policy are:

- 1. Lawfulness**, understood as respect for and compliance with legislation in force.
- 2. Due diligence**, understood as the need to obtain and analyse information for proper decision-making.
- 3. Risk management**, prioritizing those cases that pose a greater risk to the organization or society in general.

The INTERMAS GROUP establishes models for the identification and monitoring of the legal requirements that apply to the company's activities.

The Ethics and Compliance Committee is a body with autonomous powers of initiative and control, and it is responsible for supervising the operation and observance of these models. It also has a Compliance Coordinator who is entrusted with the task of maintaining and promoting crime prevention within the organization.

The INTERMAS GROUP also advocates regulatory compliance and crime prevention among any business partners whose irregular behaviour could have legal or criminal consequences for the Organization.

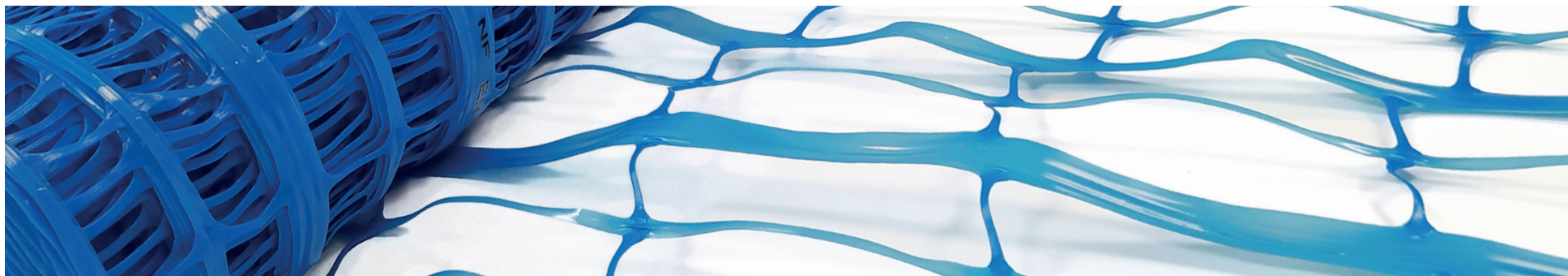
The INTERMAS GROUP's Criminal Compliance Policy is operational at its Iberian companies, and preparations are underway for complete implementation of the policy at the remainder of the Group. In this regard, the main components of our Management System for Crime Prevention (SGPD), such as our Compliance Policy, the Anti-corruption Policy, the Code of Ethics and Conduct and the Regulations of the Ethical Channel, have been translated into English, French, Italian and Hungarian, and they will be available to the Group's entire staff on our Intranet during the first quarter of 2022.

Specific training on the Compliance Policy has been taking place annually since 2021.

Within our Continuity Project (CSR), training actions on Compliance have been conducted online for employees of the Iberian Peninsula, France, Hungary and Italy. The objective of training has been to not only provide knowledge about the basic concepts of Compliance but also familiarize the staff with the Sustainable Development Goals (SDGs), to which the Group is fully committed. Within the fight against corruption, bribery and money laundering, the INTERMAS GROUP mainly contributes to SDG 16, Peace, Justice and Strong Institutions.

The details of the employees who received training in 2019 and 2021 are the following, by company:

COMPANY	2021	2020	SUSTAINABLE DEVELOPMENT GOALS		
Intermas Nets, S.A.	161	21	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Noplex, S.A.	8	2			
Intermas Nets Recycling, S.L.	1	1	10 REDUCED INEQUALITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Celloplast, S.A.S.	5	1			
Nortene Technologies, S.A.S	2	0			
Intermas Eastern Europe, Kft.	2	0			
Intermas Italia, S.R.L.	1	0			
Intermas Polska, Sp.z o.o.	0	0			
Intermas Netherlands, B.V	0	0			
Intermas Nets USA, Inc.	0	0			
TOTAL	180	25			



Due to the pandemic situation and in order to safeguard the health of our staff, the on-site training of factory personnel of companies on the Iberian Peninsula was postponed. For the same reason, training on and complete implementation of the Compliance Programme in France was postponed. Training will continue to be given during the upcoming year, both online and in-person, so that there is full knowledge of our Compliance Programme and so that it is applied at all companies of the Group, as it already is at the Spanish companies.

Code of Ethics and Conduct and the Anti-corruption Policy

The INTERMAS GROUP is fully committed to complying with ethical principles and all current legislation and regulations in relations with its stakeholders, and in all its activities.

The Group has a Code of Ethics and Conduct and an Anti-Corruption Policy integrated into its Criminal Compliance Policy, which include the ethical values, commitments and responsibilities assumed by all its employees.

Code of Ethics and Conduct

The Code of Conduct is made up of the General Principles that govern relations with stakeholders and that define the values that underpin all Interimas Group activities, including behavioural criteria in relationships with each stakeholder, which provide the guidelines and rules to be followed by business customers, suppliers, shareholders, business partners and members of the Interimas Group for respecting the general principles and preventing the risk of unethical behaviour.

The Ethical Channel is a tool that allows the confidential notification of irregular conduct related to any alleged breach of the Code of Ethics and Conduct. In 2021, the workforce was informed and reminded of the notification procedure, and no messages were received in the mailbox.

Anti-corruption Policy

The Interimas Group has an Anti-Corruption Policy that represents the Group's specific commitment to the fight against corruption and the full rejection of any form in which it occurs in all the countries in which the Group operates.



Training will continue to be given, both online and on-site, so that our Compliance Programme is fully known and applied at all companies of the Group.

Due diligence procedures

The INTERMAS GROUP conducts periodic reviews of the due diligence procedures that it applies to external factors that could expose the organization to criminal risks.

Specifically, in 2021 the due diligence procedure on the criminal compliance of suppliers was reviewed and improved, whereby the Group ensures that our main suppliers sign the Code of Conduct of Interimas suppliers and they thereby undertake to comply with the Group's fundamental principles.

Moreover, this year a specific Compliance questionnaire was included in the form that our main suppliers have to complete for subsequent assessment as possible suppliers of the Group. Only suppliers that comply strictly with our principles are accepted.

Monitoring of the implementation procedures

This year we established, as an annual procedure, monitoring of the procedures that were implemented regarding the Criminal Compliance Policy throughout the Group.

This monitoring includes the KPIs report regarding the employees who have received training on Compliance, the number of reports received through the Ethical Channel and the number of confirmed incidents of corruption, among others.

There was no confirmed incident of corruption in 2021.



A close-up photograph of a green plastic mesh, likely used for agriculture or construction, with a white arrow pointing right and the number '05' overlaid on the left side.

➤ 05

➤ **INFORMATION
ABOUT SOCIETY**

IMPACT OF THE BUSINESS ACTIVITY ON SOCIETY 103-2, 103-3, 413-1

The Intermas Group collaborates with the local community through various initiatives and activities, thereby responding to its commitment to the development of society. The various subsidiaries of the Group contribute in different ways with time and/or money in the community where we develop our business activities. The actions are voluntary and focused on a social benefit.

Investment in the local community: Commitments

1. Monetary contributions

- Club Hoquei i patinatge artistic Breda
- Nits de jazz de Cardedeu donation



2. Contributions in kind

- Participation in the recycling promotion. Plastic bottle caps were collected at the company and then delivered to the local primary school. In exchange, the school received money from the waste management company.
- Fruit and vegetable sales with local products were organized to benefit local trade and producers, while contributing healthy habits to employees through responsible consumption.

3. Contributions with time

- Participation and support on the local race for health in Hungary.

Commitments to civil society

We collaborate in fighting against inequality and reducing our impact in civil society through donations that benefit non-profit, social and/or environmental organizations.

- Annual donation to the Red Cross.



- Annual donation to the association against cancer of Alberic.



- Donation to My Forest Association to Community Forest for tree planting.



- Collaboration with Viver de Belloc for the social and labour integration of persons with mental disabilities and illnesses. Work involving the handling of products for sending samples.



- Social action through the service contract for outdoor maintenance performed by the association, ESAT "Les Chênes".



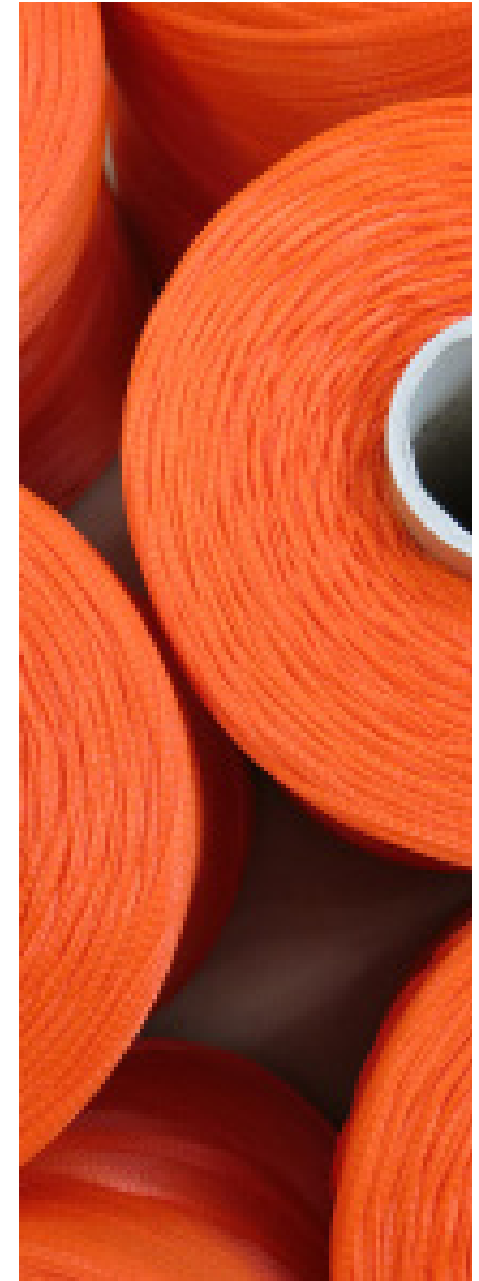
- Added social value through service contracting, thereby promoting the employment of persons in a situation of disability, through LEA 53 on product packaging.



- Donation to a local non-profit association that is building a school in Africa.



- The inclusion of persons with disabilities is promoted at all subsidiaries through personnel hiring.





Educational partnerships

The impact on people through education and development through academics is an essential point for the Interimas Group. It therefore develops different partnerships in education.

- IESE Partner Company The Interimas Group, recognized by the IESE Business School during the “Company Partner Day Event” in June 2021.



- Business cooperation between Interimas and the Institut d'estudis professionals aquícoles ambientals de Catalunya.



- Visits from local schools are organized annually to learn about the production facilities of a plastics factory. A way to convey and contribute to an open attitude in future generations. It could not be done this year because of the health situation (COVID-19). It will resume when the health situation allows.

Communication with the local environment

Our corporate website (www.interimasgroup.com) is translated into all the languages of the countries where the group operates, and it contains updated information on the group's activities and the most significant news, as well as communication channels such as the email address at info@interimasgroup.com and newsletters/communications.

We also publish content through specialized online and offline magazines for each commercial brand, and we are members of associations and clusters to help us promote better relationships in the value chain, as well as innovate and undertake and develop the business (Inda, IGC, etc.)

The group also has a Communications Department that manages accounts on social media such as LinkedIn, YouTube, Facebook, Instagram, Twitter and Pinterest for each commercial brand and the internal digital screens of each subsidiary. Today, all employees of the Group have a professional email account for communicating with the rest of the workforce and receiving all the internal communications available on the Intranet.

SUBCONTRACTING AND SUPPLIERS

SOCIAL AND ENVIRONMENTAL RESPONSIBILITY OF SUPPLIERS 103-2

During 2021, the Interimas Group continued to conduct periodic evaluations of its suppliers. These evaluations, due to the pandemic, continued to be done remotely through questionnaires that take into account environmental, social, governance, food safety, occupational health and safety and human rights aspects. Compliance aspects were included in the questionnaires this year.

Despite not being able to travel, on-site quality controls continued to be conducted by the suppliers themselves, as well as by subcontracted companies in order to reduce risks and, to the extent possible, ensure that the product we receive complies with the required specifications.

In 2021, a total of 92 new supplier evaluations were received, making a total of 285 questionnaires received. Of these, 239 were suitable and 46 were evaluated with the possibility of improvement.

On the other hand, the Code of Conduct was revised, therein also including labour, health and environmental aspects. This document has been signed by all new suppliers, and it is being sent, step by step and to the extent possible, to all previously validated suppliers.

And, wherever we can, we continue to work with local suppliers in order to reduce the environmental impact of transport.

CONSUMERS

CONSUMER HEALTH AND SAFETY 103-2

Our Commitments

Interimas works to provide an accessible, efficient and safe product in order to respond to the growing demand for extruded plastic nets without compromising future generations. We are committed to sustainability, a key piece in our vision of the future as a plastic transformation company.

The company's commitment to sustainability is integrated in our strategy and has the support and involvement of senior management.

Innovation and engineering development– these are our best available tools to differentiate ourselves from the competition. The result of collective and continuous work between laboratory researchers, marketing teams and workers in the field, the Interimas Group stands out for its original approach, and every year it contributes numerous innovations to the markets.

Customer satisfaction–In an increasingly competitive market, long-term customer satisfaction represents a guarantee of loyalty and development. Whether it is exploited or not, the Interimas Group works to meet and surpass the needs of its customers and all stakeholders every day.

Every year, companies of the Interimas Group, as part of their ISO 9001 certification, analyse the satisfaction of their customers. When doing so, the following aspects are taken into account:

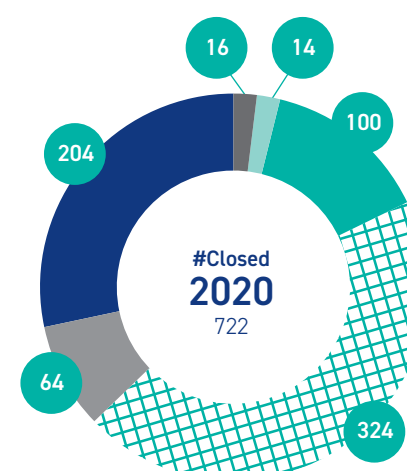
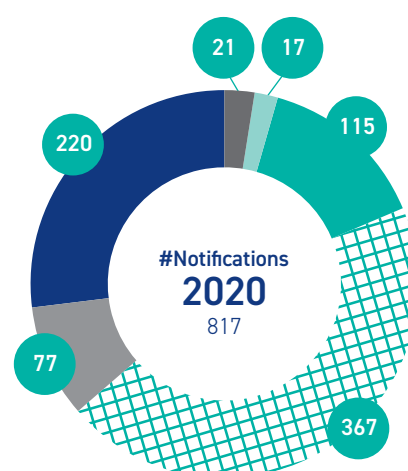
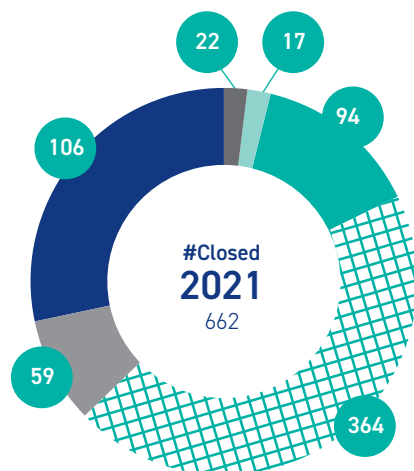
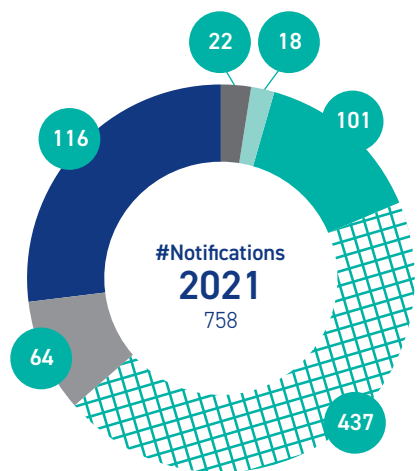
- THE SERVICE RATE, WHICH MEASURES COMPLIANCE WITH DELIVERY DEADLINES AND IMMEDIATE AVAILABILITY.
- THE CLAIMS RECEIVED AND THEIR HANDLING.
- THE FEEDBACK

CLAIMS AND COMPLAINTS SYSTEMS 103-2

Intermas places great importance on the customer complaint resolution process. The following comparative summary shows the different types of claims:

In 2021, there was a significant decrease in the total number of claims in general and the resolution % was maintained.

In recent years, no claim that puts the health of consumers at risk has been recorded.



- TYPE OF CLAIM OR COMPLAINT**
- Commercial
 - Packaging
 - Product
 - Wharehousing
 - Internal Logistics
 - Transport

	% resolved		
	2021	2020	% var.
Warehousing	100%	76%	▲ 5%
Packaging	94%	82%	▲ 6%
Internal logistics	93%	87%	▼ -12%
Product	83%	88%	▲ 19%
Transport	92%	83%	▼ -17%
Commercial	91%	93%	▼ -47%
Total	87%	88%	▼ -7%



Over the last two years, no claim has been recorded that puts the health of consumers atrisk.

RESPONSIBLE TAXATION

207-1, 207-2, 207-4, 201-4

The Group's tax strategy is aligned with its mission and values, as well as with its long-term business strategy, therefore managing its tax affairs while applying good tax practices and acting with transparency, paying its taxes in a responsible and efficient manner and promoting cooperative relations with governments to avoid significant risks and unnecessary conflicts.

The Interimas Group's tax practice is inspired by **four principles** based on **responsible compliance**:



Application of the Spanish Code of Good Tax Practices.



Simplification of the corporate structure and not using tax havens or opaque structures.



Transfer pricing aligned with the creation of value and the arm's length principle.



Implementation of the immediate information system (SII) with the National Tax Administration (AEAT).

In 2020, the Board of Directors formalized the Corporate Tax Policy that includes these basic lines of action.

In accordance with its tax practice, Interimas does not use opaque or artificial structures for the purpose of hiding or reducing the transparency of its activities.

For the purpose of defining the tax haven concept, the list contained in Royal Decree 1080/1991, of 5 July, is used as a reference. The Group also carries out comprehensive monitoring of existing international initiatives on the matter and their possible impact on the definition of the concept of tax haven and, therefore, potential expansion of the list to other countries or territories (EU list of non-cooperative jurisdictions for tax purposes, prepared by the Economic and Financial Affairs Council -ECOFIN- of the European Union). The Company proactively manages this issue in order to reduce its limited presence in territories classified as tax havens or considered non-cooperative with the tax authorities.

With regard to the Spanish list of tax havens, as of 31 December 2021, Interimas does not have a controlling stake in any company that is active and that has its registered office and tax address in such territories. Interimas does not own any companies residing in countries or territories classified by Spanish regulations as non-taxed, other than those already mentioned.

Moreover, one of the Interimas Group's objectives is to maintain a simple and easily manageable corporate structure. Therefore, in this part of the report, all the efforts regarding corporate simplification made in 2017 should be highlighted. Subsequently in 2018, the corporate structure in Italy was simplified through the reverse merger of Interimas Italia S.r.l. (holding company of Viscoret S.r.l. shares) with the latter, and through the change of company name of the latter to Interimas Italia, S.r.l., which consequently became 100% directly owned by Interimas Nets S.A.

In 2019, the merger of Interimas Holding France S.A.S. with Interimas Nets SA also took place. This company held a 100% interest in the two French companies of the group (Celloplast, S.A.S. and Nortene Technologies, S.A.S.), signifying the culmination of the global corporate simplification project, through which the parent company, Interimas Nets, S.A. now owns 100% of all companies of the group. This has meant reaching the Interimas Group's objective of maintaining a transparent corporate structure.

These processes have also allowed the group to project a unified and homogeneous image and reinforce its position in the market with a single identity.

The tax burden of the Group, which is subject to various taxes, fees, contributions and other payments in each and every one of the countries in which it operates, has a very significant impact on its results. Each tax is subject to its own structure and rate. The table below shows the breakdown of the profit earned in each country, as well as the total tax contribution broken down by type:

In this regard, the large and growing tax contribution that the Interimas Group makes to the countries in which it operates should be highlighted, especially in such a difficult year as 2021, reaching 11.4 million euros, which represents an increase of €2.4 million (26%). In 2021, the Interimas Group received public subsidies amounting to €89,813, which was 65% more than the amount received in 2020 (€54,516), basically related to allowances from FORCEM (Spanish continuous training foundation) for personnel training actions and subsidies for industrial projects via the CDTI.

Profit (in €)

2020	2021	2020
Spain	1.177.751	1.419.268
France	4.233.469	1.601.867
Italy	219.915	116.406
Hungary	418.057	204.202
Poland	-347.882	-163.784
Holland	198.808	63.307
USA	273.596	-105.195
Total	6.173.714	3.136.07

Tax contribution

	2021	2020
Spain	4.760.031	4.331.471
France	5.672.253	3.954.419
Italy	552.344	372.946
Hungary	376.392	304.730
Poland	74.434	42.764
Holland	26.099	21.193
USA	15.617	16.940
Total	11.477.169	9.044.463

Corporate tax

	2021	2020
Spain	281.232	283.816
France	2.177.512	905.439
Italy	154.520	41.223
Hungary	42.510	21.254
Poland	0	
Holland	0	
USA	700	
Total	2.656.474	1.251.732

Social Security contributions

	2021	2020
Spain	3.405.453	3.297.216
France	2.380.398	2.226.252
Italy	344.343	319.232
Hungary	127.083	115.113
Poland	35.031	35.032
Holland	26.099	21.193
USA	14.773	16.735
Total	6.333.179	6.030.773

Taxes

	2021	2020
Spain	251.371	259.058
France	406.687	448.602
Italy	10.349	11.333
Hungary	66.225	87.576
Poland	447	704
Holland	0	0
USA	145	205
Total	735.224	807.478

Tariffs

	2021	2020
Spain	821.974	491.381
France	707.656	374.126
Italy	43.132	1.158
Hungary	140.574	80.787
Poland	38.956	7.028
Holland	0	
USA	0	
Total	1.752.292	954.480

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Requirements of Law 11/2018	Related GRI standards		Response in the 2021 NFIS Interimas Group
General information			
Brief description of the group's business model, including: 2.) its organization and structure	102-1	Name of the organization	Companies and products
Brief description of the group's business model, including: 4.) its objectives and strategies, 5.) the main factors and trends that could affect its future evolution.	102-2	Activities, brands, products, and services	Companies and products
Brief description of the group's business model, including: 1.) its business environment, 2.) its organization and structure	102-3	Location of the headquarters	Companies and products
Brief description of the group's business model, including: 3.) the markets in which it operates	102-4	Location of operations	Companies and products
Brief description of the group's business model, including: 3.) the markets in which it operates	102-6	Markets served	Companies and products
Brief description of the group's business model, including: 2.) its organization and structure, 3.) the markets in which it operates, 4.) its objectives and strategies, 5.) the main factors and trends that could affect its future evolution.	102-7	Size of the organization	Companies and products
	102-5	Ownership and legal form	
A description of the policies that the group applies regarding these matters, including due diligence procedures applied for identifying, evaluating, preventing and reducing significant risks and impacts, as well as for verification and control, including what measures are adopted.	103	Management focus for each one of the scopes	It cuts across the entire report
The results of these policies, which must include key indicators of pertinent non-financial results that allow monitoring and evaluating progress and which favour comparability between companies and sectors, in accordance with the national, European or international reference frameworks used for each issue.	103	Management focus for each one of the scopes	It cuts across the entire report
The main risks associated with issues linked to the group's activities, including, where relevant and proportionate, its business relationships and those of its products or services that may have a negative impact on said areas, as well as how the group manages those risks, therefore explaining the procedures used to detect them and assess them in accordance with national, European or international reference standards for each subject. This should include information about the identified impacts, therefore providing a breakdown of each one, especially the principle risks in the short, medium and long term.	102-15	Main impacts, risks and opportunities	Environmental management Information about social and employee issues The fight against corruption, bribery and money laundering

I. Information about environmental issues:

1.) Detailed information on the current and anticipated effects of the company's business on the environment and, where applicable, on health and safety, including evaluation and environmental certification procedures;
 2.) Resources dedicated to the prevention of environmental hazards;
 3.) Application of the precautionary principle. The amount of provisions and guarantees for environmental hazards.

103-2
Environment

Management approach
and its components

Environmental management

1.) Detailed information on the current and anticipated effects of the company's business on the environment and, where applicable, on health and safety, including evaluation and environmental certification procedures;
 2.) Resources dedicated to the prevention of environmental hazards;
 3.) Application of the precautionary principle. The amount of provisions and guarantees for environmental hazards.

103-3
Environment

Management approach
and its components

Environmental management

1.) Detailed information on the current and anticipated effects of the company's business on the environment and, where applicable, on health and safety, including evaluation and environmental certification procedures;
 2.) Resources dedicated to the prevention of environmental hazards;
 3.) Application of the precautionary principle. The amount of provisions and guarantees for environmental hazards.

102-29

Identification and management of
economic, environmental and social impacts

Environmental management

Pollution

Measures to prevent, reduce or redress carbon emissions that seriously affect the environment.
 Taking into account any form of air pollution specific to an activity, including noise and light pollution.

103-1
Pollution

Explanation of the material topic
and its Scope

Climate change and
other types of pollution

Circular Economy and waste prevention and management

Circular Economy
 Waste: Measures for prevention, recycling, reuse and other forms of reclamation and disposal of waste;
 Actions to prevent food waste.

103-2
Circular economy

Management approach and its components

Circular Economy and
waste prevention and management

Circular Economy
 Waste: Measures for prevention, recycling, reuse and other forms of reclamation and disposal of waste;
 Actions to prevent food waste.

306-2

Waste by treatment type
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Circular Economy and waste pre-
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Direct and indirect consumption of energy; measures taken to improve energy efficiency and the use of renewable energy.	302-1	Energy consumption within the organization	Energy
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Climate change

The important elements of the greenhouse gas emissions generated by the company's activities, including the use of the goods and services it produces: the measures adopted to adapt to the consequences of climate change, the medium- and long-term reduction targets voluntarily established to reduce greenhouse gas emissions and the measures implemented for this purpose.	103-2 Climate change	Management approach and its components	Climate change and other types of pollution
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The important elements of the greenhouse gas emissions generated by the company's activities, including the use of the goods and services it produces;	305-2	Indirect GHG emissions from power generation (scope 2).	Climate change and other types of pollution

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II. Information about social and employee issues

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Total number and distribution of employees by gender, age, country and professional category; Total number and distribution of employment contract types, Average annual number of open-ended, temporary and part-time contracts by gender, age and professional category,	405-1	Diversity in governance bodies and employees	Occupation
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Employees with disabilities.	103-2	Management approach and its components	Disabled people
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Organization of work time	102-8	Information about employees and new workers	Organization of work time
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Work accidents, particularly their frequency and severity, professional illnesses, broken down by sex.	403-10	Occupational injuries and illnesses	Occupational health and safety

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Universal accessibility for disabled people	406-1	Cases of discrimination and corrective actions taken	Equality and non-discrimination

Equality

Measures in place to promote equal treatment and opportunities for men and women; Equality plans (Chapter III of Spanish Organic Law 3/2007, of 22 March, on the effective equality of women and men), measures adopted to foster employment, protocols against sexual and gender-based harassment and protocols for integration and universal accessibility for disabled people; The policy against all forms of discrimination and, where appropriate, diversity management.	103-2 Equality	Management approach and its components	Equality and non-discrimination
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III. Information about respect for human rights

Application of due diligence procedures in matters concerning human rights Prevention of risks of human rights violations and, where appropriate, measures to reduce, manage and readdress any abuses committed;	103-2 Human Rights	Management approach and its components	The fight against corruption, bribery and money laundering
Application of due diligence procedures in matters concerning human rights Prevention of risks of human rights violations and, where appropriate, measures to reduce, manage and readdress any abuses committed;	102-16	Values, principles, standards and rules of conduct	Anti-corruption, bribery and money laundering measures
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Impact of the company's business activity on local employment and development; Impact of the company's business activity on local populations and in the territory; Association or sponsorship actions.	103-3	Assessment of the management approach	Impact of the business activity on society
Membership or sponsorship actions.	102-13	Affiliation with associations	Membership in sector and local associations
Relations with actors in the local community and the corresponding forms of dialogue;	102-43 102-44	Approaches for stakeholder engagement Key subjects mentioned	Impact of the business activity on society
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Profits earned by country Income taxes paid	207-2	Tax Governance, risk control and management	Responsible Taxation
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