

2024

# Sustainability Report



## REFERENCE MODEL

This report has been prepared using the GRI Standards as a reference, and in accordance with the requirements of Law 11/2018, of 28 December, on non-financial reporting and diversity and EU Delegated Regulation 2021/2178 of 6 July 2021 and subsequent with respect to sustainable economic activities.

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## PERIODICITY

Published annually.

## VERIFICATION

This 2024 sustainability report and non-financial information report is presented and verified during the verification audit carried out by the verification entity Applus dated March 24 to 28, 2025.

The company's accounts are audited by Deloitte, S.L. Grant Thornton performs the internal audit function under the direct supervision of the Audit Committee. In addition, Applus, OCA Global and SGS verify environmental, quality and service IT data and Applus, OCA Global and SGS information security data through annual audits for compliance with ISO 9001, ISO 14001, ISO 20000, ISO 27001, ISO 27017, ISO 27018, ISO 22301, GHG Protocol and National Security Scheme.

*This document is a translation of the original Spanish.*

*If there are differences between this translation and the original, the Spanish text will be considered the official source.*

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01

# Introduction

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# About this report

This report reflects our performance in the environmental, social and governance (ESG) dimensions, in accordance with the GRI (Global Reporting Initiative) standards and in accordance with the Non-Financial Information Statement (NFIS). Its scope covers all the group's activities and operations during the corresponding fiscal year 2024, providing a transparent and structured view of our commitment to sustainability, business ethics and social responsibility.

This document sets out our management approach, the actions implemented and the results obtained in relation to the material issues for our stakeholders and the environment in which we operate. We also ensure the comparability of the data through management indicators that allow us to evaluate our evolution in different years.

# Committed to sustainability and transparency

Following the criteria of the European taxonomy, we assess the eligibility and alignment of our activities with climate change mitigation and adaptation objectives, ensuring a more robust integration of sustainability into our corporate strategy.

With this report, we reaffirm our commitment to accountability and generating a positive impact, consolidating our position as a responsible company aligned with international sustainability standards.

Although Altia is part of a business group and is a subsidiary of the head of the group, the data presented in this report relate to its individual activity and that of its subsidiaries.

## Our approach is based on the fundamental principles of the Global Reporting Initiative (GRI)

At Altia, we are committed to preparing our Sustainability Report in accordance with the **standards of the Global Reporting Initiative (GRI)**, in compliance with the provisions of **Law 11/2018, of 28 December, in non-financial information and diversity**, and **EU Delegated Regulation 2021/2178 of 6 July 2021 regarding sustainable and downstream economic activities**.

## GRI principles in our Sustainability Report

These principles guide us in the preparation of our Sustainability Report and **reflect our commitment to transparency, responsibility and sustainable development** in all our business activities.

### INCLUSIVENESS

We recognize the importance of the participation of all stakeholders in the process of preparing our Sustainability Report. **We are committed to engaging** employees, investors, suppliers, local communities, and other relevant groups to identify and address the issues most important to our sustainability.

### CLARITY

We are committed to presenting our Sustainability Report in a way that is **clear and understandable** to our stakeholders. We use plain language and avoid technical jargon to ensure that the information is accessible to everyone.

### RELIABILITY

We guarantee the accuracy and **completeness of the information** presented in our Sustainability Report. We use reliable data collection methods and we document our reporting processes to ensure the reliability of the information.

### OPPORTUNITY

Our Sustainability Report is published with data from the 2024 financial year, maintaining a rigorous reporting practice for the last 12 years. We are committed to **regularly maintaining its publication on an annual basis**, ensuring that our stakeholders can access information effectively and in a timely manner to support their decision-making processes.

### RELEVANCE

We focus on **reporting on topics that are material to our organization** and relevant to our stakeholders. We identify and prioritize issues that have a significant impact on our sustainability and on the achievement of our **ESG** (environmental, social and governance) goals and the United Nations Sustainable Development Goals (**SDGs**).

### VERIFIABILITY

The **information included in the report can be verified** by third parties, and the data collected is supported by relevant documentation and control systems.

### COMPARABILITY

We strive to allow **comparison between different time periods and between similar organizations**. We use the reporting principles contained in the GRI 1 Fundamentals and provide historical data to make it easier to track our sustainability progress.

# Letter from the CEO

Constantino Fernández  
– Chairman of the Board



“ 30 years growing by boosting growth: technology, people and sustainability driving our future”

**In 2024, we celebrate 30 years of history** – three decades in which we have brought our clients closer to their own digital future and, together, built a team with exceptional capabilities. Since starting out in 1994, we have evolved to become a leader in the tech sector, driving the digitisation of companies and public administrations in various countries and markets. All this time, we have kept to **our mission: to grow by boosting growth**. To grow together with our team, our clients and our environment, generating value through technology.

Technology has always been at the heart of our business, but it is people who have made Altia what it is today. Throughout 2024, we have continued to grow with the largest, strongest and most promising team in our history.

Today we are a **consolidated group** – a network of global talent that unites knowledge, experience and innovation. Together, all the companies that make up this organisation have built something greater than the sum of our parts: a shared vision of growth, impact and future. In 2024, we have continued to strengthen our international presence by opening new offices in Castelo Branco (Portugal), Rotterdam (Netherlands), Dubai (United Arab Emirates) and Dundalk (Ireland), solidifying our global presence and augmenting our ability to make an impact. We closed the year with the **acquisition of IN2**, reinforcing our **presence in Catalonia** and **expanding our portfolio of technological solutions** in strategic sectors such as healthcare, social services, tourism and transport.

In 2024, we won the **largest project in our history by leading the consortium selected to develop and maintain European Patent Office (EPO) applications** for the next five years, demonstrating our ability to tackle large-scale technological challenges. This achievement, together with being included in the top 50 Computing

“Thirty years on, we are still driving digital transformation with the same passion with which we started. We have grown, evolved and consolidated as a business group, but our essence remains unchanged: technology, people and sustainability are the pillars on which we build the future. It’s not just about moving forward, but doing so while generating value, innovating with purpose and making a positive difference in our environment. Because growth isn’t just about size – it’s about impact.”

Leaders 2024 Ranking, has reinforced our position as a strategic tech partner, driving innovation and strengthening our presence in the international market.

This year has also marked a key milestone in our commitment to sustainability. We joined the **United Nations Global Compact**, doubling down on our **commitment to ESG** (environmental, social and governance) criteria as the basis of our strategy. We want our growth to be responsible and sustainable, ensuring that every step forward contributes to a better future for people and the planet.

Throughout these 30 years, we have walked our own path, with an independent vision, far removed from large groups or funds. **We continue to set our strategy independently, which allows us to remain close to our clients and teams, growing steadily and holding true to our values.** We know that the tech sector is facing an increasingly competitive landscape with tighter profit margins, but we are confident in our ability to continue to evolve and make the most of every opportunity to build the future we want.

At Altia, we will continue to grow together with our clients, our professionals and our environment, driving innovation and **counting on technology as a catalyst for positive change.**

Finally, I would like to thank everyone who has been part of our journey over these 30 years: our professionals, who are Altia’s soul; our clients, who trust us to solve their technological challenges; our shareholders, who have placed their trust in a unique and independent form of management focusing on solvency and results; and all those who have stood by us on this journey. **Let us continue to move forward together, with determination, vision and passion for innovation.**

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# We are Altia

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# We are Altia

## OUR GROUP AT A GLANCET

### Making our own way

An independent company of funds and large investment groups that is charting its own path.

It gives us dynamism and long-term vision.



#### GLOBAL VISION AND LOCAL PRESENCE

International teams and capabilities complemented by a fully customer-focused DNA.

More than **30 locations in 10 countries** from 3 continents.



#### MORE VOICES, MORE IDEAS, MORE FUTURE

**41 nationalities**, different approaches, the same vision: to build technology without barriers.

### More than customers, travel companions

We build long-lasting relationships based on in adaptation, the understanding of needs and continuous innovation.



#### COMMITMENT TO GROWTH

Growth that brings real and concrete value to customers, investors and our people.

We have reached **€255.7 million in 2024 turnover**, which represents a compound annual growth of 18.4% in recent



#### DEMAND AND RESPONSIBILITY

After 14 years of being listed on BME Growth, we have **multiplied the value of the share by 17 (17x)**.

A sign of our commitment to quality, transparency and liquidity.

# Company Description

We are Altia.  
30 years  
accompanying  
to organizations  
in change

Altia Consultores, S.A. is the head of the Altia group and operates in the Information Technology sector. As an independent ICT consulting and service delivery company, we design, implement and manage innovative technology solutions that drive the digital transformation of our clients in various economic sectors. Our strategic approach is aimed at large clients with a high potential for the implementation of ICT projects or with a significant investment in technology.

Since **our founding in 1994**, Altia has firmly believed in the key role of technology as a driver of change and progress. Over the years, we have grown steadily and sustainably, consolidating **our presence in 10 countries and building a team of 3,742 professionals**. With intact values, we are one of the first independent companies in the sector. **Since December 1, 2010, Altia has been listed on the BME Growth segment of BME MTF Equity**, the market for companies in growth, where it stands out for being the oldest listed company in the BME Growth market.

Our business model is based on an end-to-end approach, ranging from the conceptualization and design of projects to their implementation, maintenance and evolution. We position ourselves as a key link between technology manufacturers and the effective application of technological solutions, seeking, adapting or developing the best tools to respond to the specific needs of each client. For 30 years, the Altia group has been a strategic partner in the digital transformation of companies and institutions, contributing to their growth and adaptation to an ever-evolving environment.

Our commitment goes beyond technology. At Altia, we understand that business growth must be sustainable and lasting, driving the development of our clients, professionals, and communities.

To do this, we rely on four fundamental pillars:

1. **Technology:** An innovative and responsible vision of technology, as a tool to build a better world.
2. **Evolution:** Change as the basis of progress, always betting on continuous improvement.
3. **Passion:** The energy and commitment that drive us to celebrate every advance and challenge overcome.
4. **Impact:** Responsible growth, using our capacity for innovation to generate significant change.

# We ensure that every technological advancement contributes to a positive impact on society

## Strengths of our business model

Altia does not conceive its business model without taking into account the professional and human development of its staff, as well as the creation of value for all its stakeholders (customers, shareholders, public administrations, investors and supervisors).

The aspects that represent the strengths of our business model and that are considered key to continue with the success obtained to date:

**The experience of the management team and the main partner.** Strength and ability to adapt to the changing environment that characterises the sector.

**Internationalization.** 43.34% of the business is obtained outside Spain, in markets many of them technologically advanced, financially solvent and with a great capacity for development in the coming years.

**Extensive portfolio of products and services,** many of them technologically advanced and with a forecast of massive implementation in the coming years, a diversified portfolio of clients and sectors that reduces the risks of concentration in these areas and a presence in mass consumption markets in technological services and products.

**Talent of the professionals who make up the teams.** Culture of effort and orientation to both clients and results.

**'Real' customer orientation:** proximity, warmth in treatment, commitment, flexibility and ability to be differential in daily relations with consumers of the services provided by the group. The objective is for the customer to perceive that they have had a return on the investment made.

**Results-oriented,** understanding that each operation, project... that it is carried out must make economic and financial sense in itself.



**Solid financial situation**, which together with good management of working capital and an adequate policy of restricting spending and reducing debt, positions the group as one of the most profitable and successful in the sector.

**Flexibility and agility** in operational decision-making.

**The value of Altia's share** on BME Growth, a successful equity story.

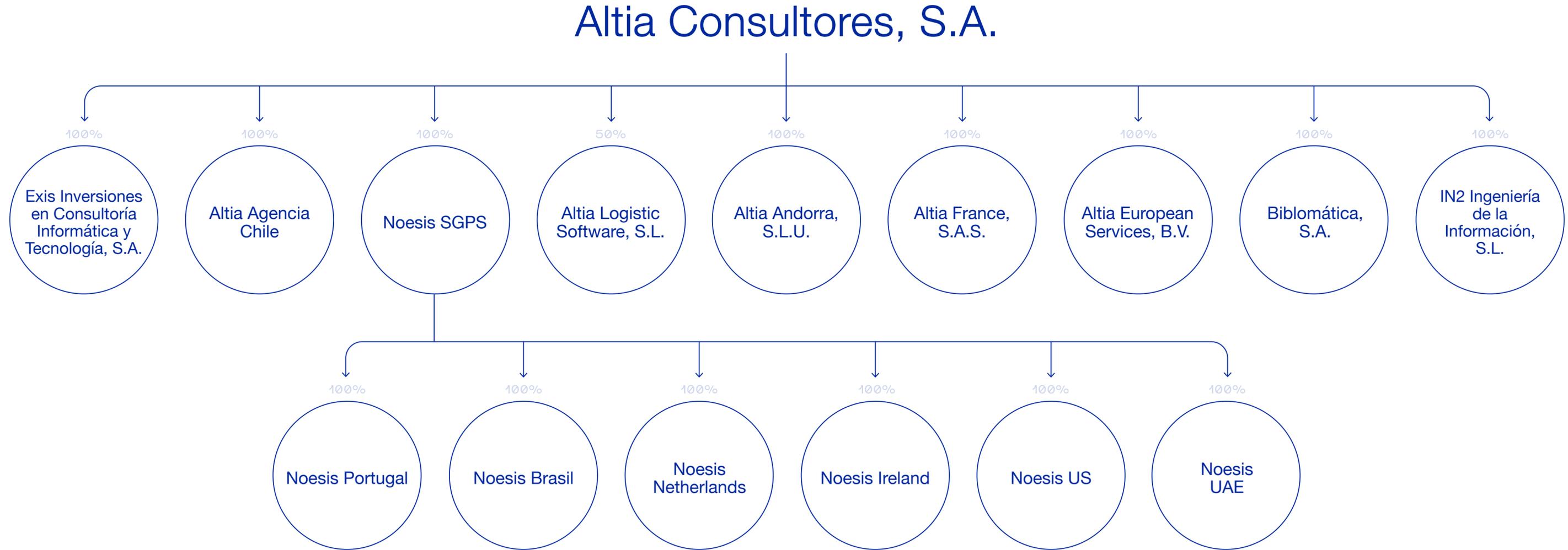
**Increase in recurring sales.**

**Success in previous integration processes** that allow us to be optimistic about possible processes of this nature that could occur in the future.

**Lower structural costs and rigorous control of related expenses** to their competitors.

**The entry into customers with great potential** for intensive use of technology provides the group with a wide margin for growth in projects in multiple technologies and functional know-how.

Altia Consultores, S.A. is the head of the Altia group, of which as of 31/12/2024 the following are part:



More than 30 locations in 10 countries give the Altia group the possibility to be closer to its customers

**ESPAÑA**

- A Coruña
- Alicante
- Barcelona
- Bilbao
- Madrid
- Palma de Mallorca
- Pamplona
- Santa Cruz de Tenerife
- Santiago de Compostela
- Valencia
- Valladolid
- Vigo
- Vigo - Datacenter
- Vitoria

**PORTUGAL**

- Lisboa
- Castelo Branco
- Coimbra
- Covilha
- Guarda
- Porto
- Proença a Nova

**EAU** Dubai

**EEUU** Raleigh

**ANDORRA** Andorra la Vella

**FRANCIA** Bayona

**HOLANDA** Rotterdam

**IRLANDA** Dublín  
Dundalk

**BRASIL** Rio de Janeiro

**CHILE** Santiago de Chile



# International vision

## We strengthen our presence in Europe with a new headquarters in Rotterdam

Altia has opened a new office in Rotterdam, making this city the headquarters of Altia European Services, its business unit focused on European public organizations. This opening is part of its international expansion strategy and consolidates its presence in European Union institutions, where it already provides services to more than 30 organisations with a team of more than 400 professionals.

The choice of Rotterdam responds to its strategic location near Brussels and Altia's strong relationship with European bodies in the Netherlands, such as Euro-just and the European Medicines Agency (EMA)..

With this new headquarters, Altia strengthens its commitment to innovation and high-value service in a highly demanding and competitive environment.

“ The location in Rotterdam allows us to be in a privileged geographical position within the EU environment. This new office will allow us to continue improving our services and continue to grow in this market”

Óscar Fernández  
– Director of Altia European Services

## Altia France starts its activity in 2024

Altia France starts its activity at the beginning of 2024 with the aim of strengthening its growth in the private sector and serving one of its main customers in Europe

From this office, in this first year, activity has been generated in a new country and we are already working in different regions, such as Île-de-France and Alsace.

Our goal is to continue growing and to be able to offer our services and solutions to the French and Central European market.

“ The opening of this office has allowed us to carry out projects with European scope in the industrial sector, in countries such as the United Kingdom, United Kingdom, Germany, Poland and Slovakia”

Adolfo Román  
– Director of Altia France

# International vision

## We land in the Middle East with a new strategic direction

Noesis expands its operations to the United Arab Emirates in 2024 as part of its internationalization strategy, consolidating its global presence beyond Europe and reinforcing its growth in new markets. To lead this new stage, Alberto Jorge Ferreira has been appointed Managing Director for the Middle East and Asia. With a focus on digital transformation, cloud, cybersecurity and artificial intelligence, the company seeks to support organizations in the region in their modernization challenges.

“ This expansion is one of the objectives of our 2024-2027 strategic plan, reinforcing our international ambition and contributing to the company’s continued growth”

Alexandre Rosa  
– CEO of Noesis, an Altia Company

## New Centre of Excellence in Dundalk, Ireland

Noesis has inaugurated a new Center of Excellence (CoE), which will specialize in quality management, low-code development, DevOps, data analytics, artificial intelligence and software development.

The new center aims to create 30 highly skilled IT jobs, driving the company’s growth and providing cutting-edge solutions for customers, especially in the U.S. market.

The Minister for Enterprise, Trade and Employment, Peter Burke, welcomed the new CoE as a significant step towards creating employment opportunities and enhancing regional investment in Ireland’s technology sector.

“ We are very proud to have a presence in Ireland and to grow together with our customers and team”

Alexandre Rosa  
– CEO of Noesis, an Altia Company

## Our strategy

The Altia group is committed to maintaining its business strategy and proximity to its customers, a strategy that has been fundamental to maintaining a prominent position in the sector in which it operates during these years. This is ratified in the **2023-2024 Business Plan**, which establishes the direction to be followed to ensure the long-term sustainability of our project.

In a world where technology is central to business management, our industry plays a crucial role in providing tools that facilitate remote work, drive technological innovation, improve processes, and promote business digitalization. We recognize that society and different economic areas are increasingly dependent on technology to handle large volumes of information in an increasingly complex operating environment.

We firmly believe that those who adapt to new technological trends and have a well-dimensioned productive capacity and cost structure and financing, will be the ones who manage to grow and develop their businesses effectively. Therefore, we are committed to staying at the forefront of innovation and delivering **technology solutions that meet the changing needs of our customers and the market at large**.

Innovation together with customer orientation are at the heart of the company's strategy

## A changing and uncertain world

The Altia group **identifies, evaluates, verifies and controls the risks** arising from its activity and proposes all the corrective and improvement measures necessary to mitigate these risks through specific improvement plans. This process is supervised by the Global Risk Unit, which reports to the Audit Committee and, in the last case, to the Board of Directors.

### THE ECONOMIC, SOCIAL AND POLITICAL ENVIRONMENT

A relevant change in market conditions or even in the economy, as has happened in recent years with the pandemic, the energy crisis or the war in Ukraine, can cause our business to be affected. The uncertainty in which we are currently operating means that the group is very cautious about the evolution of the economy, with prudence in terms of investments and new businesses being its guide for action. The challenge continues to be to grow in an orderly and sustainable way, in order to be able to undertake more and larger projects.

### SHORTAGE OF TECHNOLOGICAL PROFILES

The growing demand for technological profiles for practically any type of business or sector is complicating access to talent in an activity in which this aspect is critical. In this sense, the Altia group has a series of policies and initiatives in place with the aim of being able to access this talent in a way that is different from that of its competitors, and that is that only with better practices than those of the competition will it be possible to succeed in the decisive challenge of attracting and retaining people with high technical qualifications and who understand the business as Altia understands it.

### THE COMPLETE INTEGRATION OF ACQUIRED BUSINESSES

Altia's strategy has always been to integrate 100% from a business, systems, finance, people point of view... of the businesses it has been acquiring.

**CYBERSECURITY VS CYBERATTACKS**

Altia develops its activity on the basis of an intensive use of technology, so the group has to be especially cautious with this issue by applying strict cybersecurity policies that prevent any cyberattack from paralyzing the group's activity.

**BUSINESS RISK**

The Altia group does not have a special concentration at the level of markets, nor at the level of customers, nor at the level of technologies. The financial risks are relatively low, due to its contained debt and low activity outside the euro zone. The group is optimistic about the future, the organization's presence outside Spain is increasing with the business dependent on Noesis, the Agency in Chile and with the increasing consolidation of business related to European agencies and organizations.

Our commitment to permanence means we seek sustainable growth for the company, backed by technical and financial strength that allows us to continuously and confidently take on the new challenges that the future presents.

**What moves us: Guiding our vision**

At the **core of Altia** are fundamental principles that drive us, inspire us, and guide us on our path to a sustainable and prosperous future.

We believe that only a **positive attitude, a real commitment to sustainability and a long-term vision** will achieve real and meaningful change. These principles guide every aspect of our business and inspire us to move forward on our journey to a better future for all.

**Altia's business culture** is characterised by open communication with our stakeholders, total integration of the company's activities with those of our customers and respect for the quality, environment, occupational health and safety of our professionals and collaborators.

**DRIVING SUSTAINABLE GROWTH THROUGH TECHNOLOGY**

Driving sustainable growth through technology. We strive to drive growth for our customers and our people through innovation and technology. We believe in the transformative power of technology to improve lives and communities.

**COMMITMENT TO EVOLUTION AND INNOVATION**

Commitment to evolution and innovation. We recognize that evolution is a fundamental pillar for progress. We are committed to change to constantly improve, adopting a mindset of continuous learning and agile adaptation. Innovation is our path to the future. We are ready for the challenge of exploring new horizons and finding innovative solutions to current and future challenges.

**PASSION AS A DRIVER OF CHANGE**

At the heart of everything we do is passion: the spark that ignites our ideas drives our creativity and gives us the strength to overcome obstacles. We celebrate every breakthrough together and inspire each other to reach new goals. We believe in the power of collaboration and teamwork to drive innovation and progress.



### RESPONSIBILITY AND IMPACT

We recognize our responsibility as agents of change. We are committed to using our work and our influence to make a positive and meaningful impact on the communities in which we operate and the environment we share. We seek responsible growth, balancing the needs of the present with those of the future, in favor of a fairer, more inclusive and sustainable world for new generations.

Customer orientation, commitment to results, high qualification and talent are the keys to the group's competitive advantage

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# Our Business

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# Technology for digital reinvention

The Altia group is known for providing future-proof solutions, addressing its customers' challenges from different approaches and creating the best possible path to sustainable growth.

**Passion makes all the difference. Passion with which we undertake our projects. Passion for digital change. Passion for business acceleration.**

The company is structured into **business lines** with a strategic approach to optimize its operations and maximize its performance in different sectors of activity. This allows for a more efficient allocation of resources and greater specialization in each area. Each line of business has its own dedicated team and specific goals, which promotes greater responsibility and accountability within the organization. This strategy not only improves operational efficiency, but also provides the flexibility needed for diversification and sustained growth in a dynamic business environment.

## Business lines

The Altia group differentiates its solutions division depending on its brands and the markets in which it operates. It offers an **offer adapted to the needs** and linked to the origin and experience of each of them. Whether with a **more transversal service-based vision or a more vertical product-based vision**, the group aims to provide **the best solution to its customers and be the best option for its employees**.

### **OUTSOURCING AND MAINTENANCE, GUARANTEEING THE CONTINUITY AND OPTIMIZATION OF TECHNOLOGICAL SYSTEMS**

This line includes outsourcing services, including advice, implementation, monitoring or administration, as well as advanced technical assistance services and application maintenance services.

### **DEVELOPMENT OF COMPUTER APPLICATIONS, ADAPTED TO THE SPECIFIC NEEDS OF EACH CLIENT**

This line includes services for the design, development and implementation of customised information systems.

### **HARDWARE AND SOFTWARE SUPPLIES, FACILITATING ACCESS TO THE BEST SOLUTIONS ON THE MARKET**

This line includes infrastructure installation, integration and after-sales maintenance services, which ensure and improve their useful life, allowing the associated costs to be under control.

### **MANAGED SERVICES, WHICH ALLOW PROCESSES AND TECHNOLOGIES TO BE OUTSOURCED FOR GREATER EFFICIENCY**

This line includes cybersecurity services provided.

### **IMPLEMENTATION OF THIRD-PARTY SOLUTIONS, INTEGRATING INDUSTRY-LEADING TOOLS**

This line includes activity related to third-party solutions in areas such as Data Analytics, Artificial Intelligence or 'packaged' Business Solutions.

### **TECHNOLOGY CONSULTANCY, PROVIDING STRATEGIC ADVICE ON INNOVATION AND DIGITALISATION**

This activity includes the preparation of strategic plans, studies, reports, technological consultancy in general, technical offices and/or specialised training.

### **PROPRIETARY SOLUTIONS, DESIGNED AND DEVELOPED TO RESPOND TO SPECIFIC MARKET CHALLENGES**

This line includes the marketing of 'packaged' solutions and proprietary products developed by the different companies and business units that make up the Group.

## Technologies with impact

With an **end-to-end approach**, we develop **tailor-made solutions** and integrate products from the main manufacturers in the sector.

On the basis of a wide range of services and products, we promote innovation and technological renewal.

### QUALITY MANAGEMENT

We improve productivity and experience with services in **Quality Assurance, DevOps and Test Management**.

### AI SOLUTIONS

We adapt **AI solutions** to the specific needs of each client.

### HYPERAUTOMATION

Increased productivity and efficiency with **automated solutions in partnership with Process Mining and RPA technology leader**.

### DATA ANALYTICS

We transform **data into knowledge to create value** in business decisions.

### CYBERSECURITY SOLUTIONS

**360 focus** on defensive security services, regulatory compliance, solutions and infrastructures. From our **SOC** we protect your organization, **adapting to the needs** of each client.

### DATACENTER & CLOUD

Where reliability of the cloud meets the agility of managed services. Our Center provides the perfect environment for your digital transformation.

### GIS & IMMERSIVE CONTENT

GIS applications and services, **Virtual Reality, Augmented Reality and linked 3D**.

### LOW-CODE SOLUTIONS

We use platforms where automation is applied in software delivery. We create and deploy business applications **reducing time to market and increasing efficiency**.

### ECM & CMS

We accompany in the **design, implementation, maintenance and support** of the solution in Document Management together with **leading manufacturers**.

### DATA PROTECTION

We offer **comprehensive data protection** and security **compliance services of information**.

# Voices that transform



**Pablo Méndez**

**Director of Artificial Intelligence**

“ During 2024, Artificial Intelligence (AI) has continued to its explosive expansion. Far from development being in a state of equilibrium, we have witnessed new advances and ideas in the field of Artificial Intelligence. New algorithms continue to be produced, which improve the previous ones in efficiency both in terms of their predictive power and their inference cost.

Agentic AI has been a hot-topic during 2024, and will be so during 2025. We are also entering a strange geopolitical environment, where the search for sovereignty and technological independence from non-EU powers will drive the strategic development of European AI.”



**Belén Ferreiro**

**Account Manager of Cybersecurity at Altia**

“ In the field of cybersecurity, we are faced with a complex landscape marked by the constant evolution of threats, the growing demand to comply with increasingly complex regulations and the lack of specialized personnel. At Altia, we accompany our clients with personalized services and incorporate innovative solutions (AI, automation, etc.) that allow us to anticipate and mitigate risks effectively. To do this, the experience of our team is essential, since the synergy between technology and human talent is key to achieving successful results. Consolidating cybersecurity as an essential pillar for a more sustainable future through the implementation of efficient, safe and responsible practices.”



**Yolanda Ulloa**

**GIS and New Technologies Area Consultant in Bilbomática, an Altia Company**

“ The GIS (Geographic Information Systems) area has experienced significant growth in the last year, driven by the growing demand for geospatial data-based solutions for strategic decision-making. We have faced challenges such as integration of big data and the need to offer real-time analytics, but we have also found opportunities in the expansion of markets such as urban planning, natural resource management and smart logistics.

Technological trends, such as artificial intelligence and machine learning applied to geospatial data, as well as the integration of 3D and immersive environments, are setting the course for the sector. At Altia, we’re adapting to these changes by developing more

Robust and scalable solutions that enable our customers to optimize their operations and improve their efficiency. We

believe that the key factors for success in the coming years will be the ability to innovate, the integration of emerging technologies and the delivery of customized solutions.

Altia stands out as a strategic partner thanks to our ability to combine technical expertise with a deep understanding of market needs. Our solutions are evolving to be more agile and sustainable, responding to our customers’ demand for more responsible and efficient practices.

The relationship between technology, innovation and sustainability is central to our approach, as we seek not only to improve operational efficiency, but also to contribute to a positive impact on the environment and society.”

## Voices that transform



### Luis Gonçalves

Director of Data Analytics & AI at Noesis,  
an Altia Company

“ The year 2024 was clearly marked by a strong commitment to Artificial Intelligence, especially Generative AI, in the different industries in which the Altia group operates. This democratization of AI has brought with it new challenges, but also new opportunities in Generative AI projects in sectors as diverse as legal, consumer goods, and even universities.

Our Data & AI area is currently an essential element for organizations. A data-driven strategy is undoubtedly a differentiator for our clients, and we, at the Altia group, have the ability to address it from the beginning (when the data reaches the organization) to the generation of insights that support the business.

Deliverability, coupled with a multi-pro-IT-industry and multi-supplier, allows us to stand out in the market thanks to our ability to take advantage of all the synergies we have as a group. In addition, our adaptability in the face of the constant challenges posed by customers makes us an agile, flexible team with a hunger for knowledge.

Professionals in the Data & AI area are mainly characterized by their curiosity: curiosity to learn, to deliver results and to add value to organizations.

Technology drives innovation. And innovation supports greater sustainability by optimizing resources, whether computational or organizational.”



### Ramón Costa

Cloud Director, Infrastructures  
and Cybersecurity at Altia

“ In the area of cloud computing, cybersecurity and infrastructures we are very focused on the principles of sustainability with reuse, recycling and above all energy efficiency, since energy is one of the main components of the cost of our product.

Cloud-based technologies are an increasingly used resource, which avoids the need to invest in infrastructures individually, allowing physical resources to be shared between customers.

The use of Artificial Intelligence in security incident detection systems also helps us to be more efficient, allowing us to achieve very high levels of productivity with the use of fewer resources and materials.”



### Miguel Palomares Román

Development Manager  
Low-Code Business at Altia

“ The low-code approach is revolutionizing the way companies approach their technology challenges. These platforms allow applications to be developed quickly and efficiently, which not only reduces implementation time, but also minimizes the use of resources, contributing to a lower environmental footprint and adding value in the field of sustainability.

In addition, Low-Code offers an unparalleled opportunity to retrain talent. Professionals from various areas can easily adapt to these new technologies, fostering an inclusive and diverse environment. This not only empowers innovation, but also allows companies to make the most of their human capital.

In Spain, Altia is positioned as a leader in this field, guiding organizations towards a more sustainable and technological future.”



### Víctor Fariña

Director of Content Management  
Business Enterprises (ECM) at Altia

“ Enterprise content management not only drives operational efficiency, but also plays a key role in sustainability. At Altia, we are committed to solutions that reduce paper consumption, optimize digital storage and reduce the energy footprint through more efficient technologies.

The future of the sector lies in smarter platforms, capable of adapting to changing environments and offering a seamless experience to users. Our commitment is clear: to evolve towards ECM solutions & CMS that not only solve the current needs of companies, but also anticipate the challenges of tomorrow, positioning us as a key partner in their digital transformation.”





## Our Products

Based on the needs of its customers and the know-how accumulated, the group has developed its own products that combine the innovative vision of its teams and the in-depth knowledge of market needs.

With complementary approaches, the creation of own products is approached from a double perspective:

### 1 Improving the experience of citizens and their administrations

The development of specific solutions for public administrations aims to respond to digital hyper-acceleration and the construction of a solid, efficient and open digital administration; designed by and for citizens.

### 2 Value creation and growth assurance for businesses

With an innovative vision that optimises results, the group's products address different needs such as data optimisation, more effective implementation of the hybrid cloud, advanced testing solutions that guarantee better results, integration of processes and document management or the improvement of the logistics chain through platforms for simplification in transport management.

# Our Products

INNOVATION AND EXPERIENCE AT THE SERVICE OF THE MARKET



**Mercurio** is an Electronic Bidding platform that facilitates the complete management of procurement and purchasing processes, from the publication of the Specifications to the signing of the contract, all 100% electronic.



**Altia Control Tower**® is the Transport Management System that unifies, simplifies and manages all your transports through a single tool. A collaborative logistics network with the broadest integration and scalability capabilities.



**eVisitar** offers tourist destinations a complete Management System, covering all current needs related to tourism promotion and optimizing management processes.gestión.

TURISMO VR



The **Oficina de Turismo en Realidad Virtual** is the gateway to virtual tours of places of interest, 3D models of heritage elements or trips to the past (or future) through the 3D recreation of archaeological sites or environments in different periods.

STAND VR



**Stand en Realidad Virtual** is a 3D environment that allows companies, products and services to be promoted 365 days a year and 24 hours a day.



**Management of multidisciplinary breast cancer committees and support in clinical decision-making**, providing a graphic view of the patient's process. Collecting the most relevant information of the process.



**Nursing care management.** System integrated and interoperable with Health Information Systems, based on the Nursing Care Process (PAE), Virginia Henderson and the NANDA/NOC/NIC taxonomies



The **test automation solution** that guarantees better detection, correction and reduction of errors, ensuring the optimization of test time.



## Reference sectors

The Altia group has global customers, leaders in their respective sectors, to whom it offers real solutions to face their daily challenges.

It combines **extensive experience with public agencies at the local, regional, national, and European levels with private companies** from all sectors.

The group's international reach is evident, with almost half of its revenue outside of Spain, **serving clients worldwide**.

With **solutions and services created to meet the challenges of the future**, Altia addresses its clients' needs in a distinctive way.

With a transformative vision, oriented to the specific business objectives of its customers, new formulas are created with which to face the digital revolution, designing strategies to meet the needs of all sectors of activity

# Alliances

The development of technology is a collaborative effort. Altia, in its continuous commitment to offer quality solutions and remain at the forefront of technology, has developed an **alliance strategy based on the principle of triple benefit**: the customer wins, the partner wins, Altia wins.

This policy not only aims to improve **competitiveness and efficiency** operational of the company, but also generate a positive impact in the field of sustainability, covering environmental, social and governance (ESG) aspects.

We surround ourselves with leading partners and generate alliances with solvent entities capable of generating real changes. We build an ecosystem of relationships capable of providing differential value

## A changing and uncertain world

### Technology partners

Altia selects its technology partners through an evaluation process that considers not only the **technological potential** and innovation **capacity of the partners**, but also their alignment with the company's values. This approach allows the creation of synergies that **complement** Altia's internal capabilities, enhancing the offer of advanced technological services and solutions to its customers.

From an economic point of view, alliances with technology partners allow Altia to **access the latest technologies and specialized knowledge** in an efficient way. These partners bring innovation, facilitating the rapid adoption of new technologies, allowing Altia to remain competitive in an ever-evolving market. By sharing resources and knowledge, processes are optimized and economies of scale are achieved that result in improved operational efficiency and reduced costs.

Similarly, collaborations with the partner ecosystem are based on a clear **joint commitment to sustainable and responsible practices**, aligned with the SDGs.

### Technology partners

#### LOW CODE & AUTOMATIZACIÓN



#### ECM & CMS



#### INFRASTRUCTURE



#### CYBERSECURITY



#### DATA & AI



#### CLOUD & BIG TECH



#### OTHER PARTNERS



## Suppliers

Similarly, Altia has a rigorous process for the **comprehensive lifecycle management of supplies and subcontractors**. All the companies of the Group sign a contract that regulates the relationship with all their suppliers, with special detail with those who carry out work for customers. All signed contracts contain the corresponding clauses on confidentiality, anti-corruption, compliance with codes of conduct, human rights, child or forced labour, environmental compliance, etc. Altia’s subsidiaries incorporate the same clauses into all their contracts after their integration into the Group.

In the Altia group, continuous **evaluation** and approval of suppliers is carried out. The integrated management system of Altia and Bilbomatica in Spain and the quality and information security management system of Noesis in Portugal include in their documentation the procedure for carrying out the continuous evaluation of suppliers, based on purchase orders and incidents detected in supplies during a given period. The available records are analysed and appropriate decisions are taken.

No negative environmental impacts have been identified in the relationship with suppliers in the period.

Likewise, within the risk analysis in terms of Regulatory Compliance, the criminal risks and serious crimes applicable to the relationship with suppliers are analysed and specific auditable controls have also been designed.

## Associations

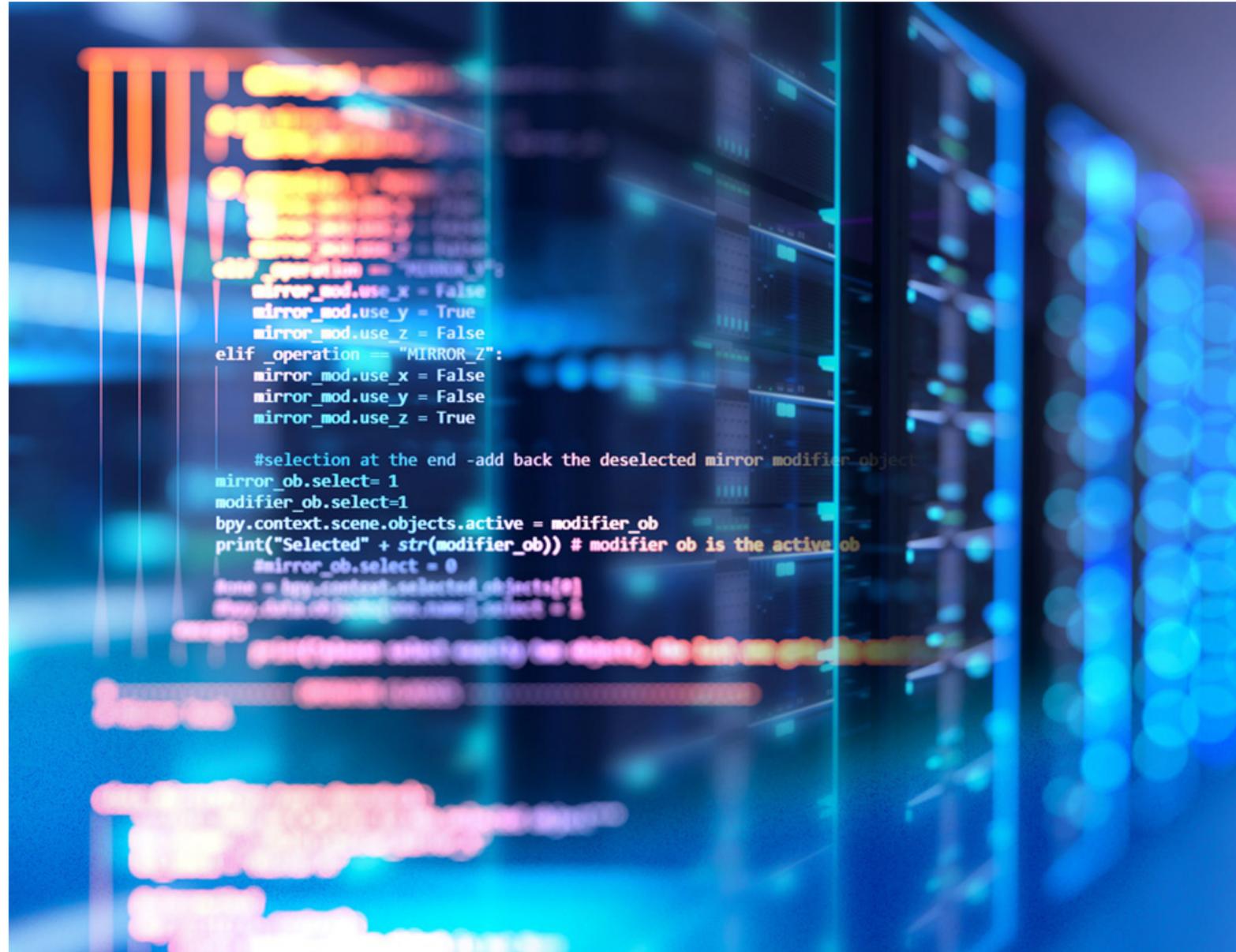
Altia maintains collaboration agreements with sectoral and national associations with which it participates in different activities such as work commissions or events and collaborates in the dissemination of these through content in its bulletins, magazines or websites.



## ESG Alliances

	<p>Adherence to Pacto Mundial de Naciones Unidas Pacto Mundial de la ONU</p>	<p><a href="#">see more ↗</a></p>		<p>Alianza por la FP Dual</p>	<p><a href="#">see more ↗</a> <a href="#">see more ↗</a></p>
	<p>Signatory of the Carta de Principios Empresas por la Sostenibilidad del BCSO Business Council for Sustainable Development (BCSD) Portugal</p>	<p><a href="#">see more ↗</a></p>		<p>Pacto por Más y Mejores Empleos para Jóvenes Fundação José Neves (FJN)</p>	<p><a href="#">see more ↗</a></p>
	<p>Empresa asociada a Grace – Empresas Responsables GRACE - Empresas Responsables</p>	<p><a href="#">see more ↗</a></p>		<p>Company adhered by Talento Digital Fundación ONCE</p>	<p><a href="#">see more ↗</a></p>
	<p>Member of Alianza Galega polo Clima Xunta de Galicia</p>	<p><a href="#">see more ↗</a></p>		<p>BAIDATA partners Partnership for the Development of Data Sovereignty and the Data Economy</p>	<p><a href="#">see more ↗</a></p>
	<p>Alianza por la Formación Profesional Ministry of Education and Vocational Training</p>	<p><a href="#">see more ↗</a></p>		<p>BAIC partners Basque Centre for Artificial Intelligence</p>	<p><a href="#">see more ↗</a></p>

# Success stories



## Altia leads EPO's largest technology contract

EUROPEAN PATENT OFFICE (EPO)

Altia leads the consortium awarded the main contract for software development and maintenance for the European Patent Office (EPO). The contract has an estimated maximum value of 160 million euros and an expected duration of five years.

The contract, called SDAM, is fundamental for the EPO, an intergovernmental institution that received more than 199,000 patent applications in 2023 and plays a crucial role in supporting innovation and economic growth in Europe. We will focus on the development and maintenance of critical applications, responsible for managing the complexities of the European patent system.

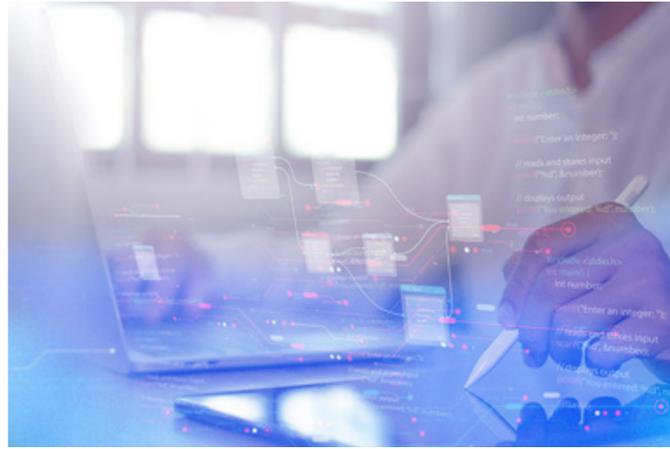
“We are very proud to lead this consortium and to have been selected by the EPO for a contract of such relevance and magnitude,” says Óscar Fernández, director of Altia European Services.

Altia started working for the European Patent Office in 2017. The great work of our teams during these years is behind this new contract, much more important than the previous ones.

This success at the EPO boosts Altia's positioning as an IT service provider for large European public organisations. Currently, our business unit focused on European services works for more than 30 bodies, mainly in the EU, in a very demanding and competitive environment. Our clients include leading organisations such as the European Union Intellectual Property Office, the European Aviation Safety Agency, the European Centre for Disease Control, the European Fisheries Control Agency, and the European Environment Agency, among others. The unit, with more than 15 years of experience, is made up of more than 400 professionals in information technology who successfully compete with the main European companies.

“ We are very proud to lead this consortium and to have been selected by the EPO for a contract of such relevance and magnitude”

Óscar Fernández  
– Director of Altia European Services



## Agile Development for Business Computing Systems

EUROPEAN RESEARCH ORGANIZATION  
NUCLEAR ( CERN)

Altia has been selected by the European Organization for Nuclear Research (CERN) to lead the evolution and the maintenance of its applications in the area of Business Computing. With a duration of five years, this project reinforces Altia's commitment to innovation and agile development, employing Scrum and SAFe methodologies in one of the most advanced and complex research environments in the world.

CERN, recognized for operating the largest laboratory for particle physics, requires efficient administrative systems. Our agile and multidisciplinary development teams will work in close cooperation with the of Business Computing at CERN, ensuring the operation, maintenance and evolution of developments as they meet CERN's administrative needs in critical areas such as Human Resources, Finance, Purchasing and Logistics.

This project consolidates Altia as a benchmark in agile development and represents a unique opportunity to contribute to the advancement of science and technology at a global level.

“ This collaboration will not only boost efficiency and innovation at CERN, but it will also mark a milestone in the application of methodologies agile in enterprise computing”

Jorge Sáenz  
– Account Manager at Altia



## Real-time digital production management

VOLKSWAGEN AUTOEUROPA

Noesis implemented a management cockpit for Volkswagen Autoeuropa's production line that offers real-time visibility of key indicators, consolidating data from various applications into a single dashboard.

The solution allows you to display information on quality, volume, safety, labor and budget on large format monitors distributed along the production line, as well as on PC and tablet devices, managing up to 400 simultaneous sessions with updates in less than 3 minutes.

To achieve this, Grafana has been implemented as a visualization tool and a data lake has been built that normalizes information from multiple global and local Volkswagen applications. The hierarchical structure of the system allows the performance to be analyzed from the different production areas to the level of the work shifts, showing the current values, deviations and objectives at each level, using color codes to highlight deviations from the objective and facilitate decision-making.

This tool allows us to guarantee rapid responses, minimise failures and optimise resources, thus meeting production and digital sustainability objectives.



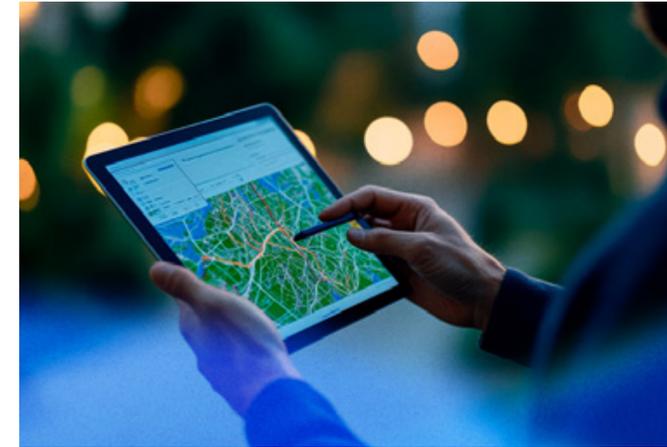
## Digital interoperability for the social and health sector

DEPARTMENT OF HEALTH – BASQUE GOVERNMENT

The Basque Government has placed its trust in Bilbomática, an Altia Company, to develop the new Basque Social and Health Portal, an innovative project to improve collaboration and interoperability between the different agents of the social and health model in the region.

The portal acts as a central platform for the creation of digital tools that facilitate coordination between administrations and professionals in the sector. In addition, it incorporates an evaluation system that will measure the impact of the initiatives implemented and guarantee effective monitoring of socio-health interoperability.

The project also includes specialized support for data integration, the use of new tools and the technical support necessary to optimize management and coordination between the social and health systems.



## Advancing GIS and immersive technologies

PROVINCIAL COUNCIL OF BIZKAIA

We are consolidating our role as a strategic partner in the digital transformation of Bizkaia with a new collaboration agreement with the Provincial Council, which will last for five years. This agreement focuses on the development and maintenance of applications in GIS environments and immersive technologies, with special emphasis on virtual and augmented reality. The initiatives promoted will benefit various functional areas such as Public Works, Agriculture, Environment and Cadastre, improving the efficiency and quality of public services offered to citizens.

With a team of more than 20 multidisciplinary professionals, including consultants, analysts and programmers, Bilbomática, an Altia Company, has been key in the design of advanced technological solutions.

This new cycle of collaboration promises to continue promoting the development of technological solutions that continue to contribute to the modernization of public services.



## Advanced cybersecurity with AI

NOS

Noesis, as a Platinum Darktrace Partner, has implemented Darktrace's Cyber AI platform in NOS, the leading telecommunications and entertainment group in Portugal. This self-learning artificial intelligence solution allows detecting and responding in real time to threats and anomalous behaviors, evolving along with the business and adapting to new cyberthreats.

With complex networks and a high volume of data, NOS faced significant cybersecurity challenges. Despite having multiple protection tools, managing these solutions together was challenging. In addition, the increase in unknown attacks and the risk of insider threats drove the search for an AI-based platform that would offer full visibility into digital operations.

NOS selected Darktrace's Cyber AI because of its ability to distinguish between normal and abnormal activity of each user and device, learning their typical "life patterns" as they work, identifying subtle deviations that could indicate unpublished threats. This self-learning capacity allows to detect incidents proactively, improving the security of digital infrastructure.

“ Thanks to this implementation, we have reinforced NOS's cybersecurity strategy with an innovative solution, optimizing threat detection and response and consolidating its position as a benchmark in security within the telecommunications sector”

Nuno Cândido  
– IT Operations, Cloud & Security Associate  
Director of Noesis, an Altia Company



## Modernization for more accessible administration

MINISTRY OF LABOR  
AND SOCIAL ECONOMY (MITES)

We have been selected by the Ministry of Labour and Social Economy (MITES) to carry out the creation and integration of a new electronic office for 1,397,000 euros, a key project in the modernisation of its digital infrastructure.

This initiative will improve interaction with citizens and companies, optimizing the management of administrative procedures with advanced technologies and high standards of security and accessibility. The new platform will update the catalog of procedures and guarantee a more efficient and secure management of data, prioritizing an agile and intuitive user experience.

With this project, Altia reaffirms its leadership in the digital transformation of the Public Administration, promoting innovative solutions that improve the efficiency and accessibility of public services.



## Optimization of banking processes with data mining

CREDIBOM

Credibom, a leading global banking institution, has trusted Noesis to implement an innovative process mining project with the aim of improving efficiency and transparency in the management of the funding cycle. In a sector where digitalization is key, this initiative optimizes acceptance, financing, and fraud processes, ensuring faster and more accurate responses to customers.

The solution is based on the implementation of dashboards with Celonis Process Mining, which monitor uptime and critical metrics with an end-to-end view of the process, from credit application to approval. The connection with Credibom's data lake allows information from multiple systems to be consolidated, providing a complete and real-time view of process performance.

Thanks to this technology, Credibom has managed to reduce response times, improve the customer experience and guarantee total transparency of the process. In addition, the panels of simulation Facilitate the taking of strategic decisions by identifying bottlenecks and optimizing cash flows. work. With this initiative, Noesis reinforces Its commitment to the digital transformation of the banking sector, offering advanced solutions that drive operational efficiency.



## Gestión integral de los sistemas TI

SERVICIO PÚBLICO DE EMPLEO ESTATAL (SEPE)

The SEPE has awarded Altia, together with two other consulting firms, the management of its technological systems for the next two years. This contract is part of its modernization strategy to guarantee a more efficient service to citizens, employees and collaborators.

Altia will be responsible for the management and support of the departmental systems, including the administration of workstations and peripheral devices essential for the operation of the SEPE throughout the country. It will also manage IoT solutions, supervise inventories of peripheral systems and the correct implementation of corporate applications to optimize internal processes and improve operational efficiency.

This contract reflects SEPE's commitment to innovation and the modernisation of its technological infrastructures, which are fundamental to its role in the management of employment in Spain. It also represents an opportunity for Altia to continue to establish itself as a strategic partner in the field of information technologies for the public sector.

“ This project reinforces our position in the digital transformation of the public sector and demonstrates our technical solvency in highly relevant projects”

Manuel Aranda  
– *director at Altia*



## Leadership in enterprise Low-Code development

We have been recognized as **an OutSystems Premier Partner**, achieving the highest category of partnership with the leading platform for the development of enterprise Low-Code applications. This distinction positions us as one of the most solvent partners for the execution of projects Low-Code and places us among the **Top 4 OutSystems Delivery Partners globally**, in an ecosystem of more than 500 partners.

This recognition reflects our experience, quality and ability to implement customized Low-Code solutions, optimizing the efficiency and productivity of our customers' business applications. In addition, it will allow us to strengthen our internal teams and expand our execution capacity in projects based on OutSystems technology.

We thus consolidate our leadership in the sector, reaffirming our commitment to innovation and international growth, and consolidating ourselves as a benchmark technology partner for organizations seeking to digitally transform their processes.

03

# Sustainability model

[Sustainability & ESG strategy ↗](#)  
[Commitment to the ODS ↗](#)  
[Materiality Analysis ↗](#)  
[Awards and recognitions ↗](#)

# Sustainability & ESG Strategy

Altia carries out its activity in an increasingly dynamic and competitive environment, where our sector will continue to be a fundamental pillar for business growth and a key tool in people's lives.

Integrating ethical and sustainable practices into all of our business is not only a responsibility, but also a strategic opportunity to consolidate our long-term growth and competitiveness.

In December 2024, the Board of Directors approved the **Sustainability & ESG Policy**, which sets out the **framework for the integration of environmental, social and governance (ESG) criteria across our operations**.

This policy is supported by our Code of Ethics and is complemented by key internal regulations, including:

- Code of Ethics.
- Stakeholder Management Policy.
- Internal Rules of Conduct.
- Regulations of the Board of Directors.
- Plans and Policies on Equality.
- Protocols and measures for the detection and treatment of gender-based violence.
- Protocols and policies for the prevention of harassment in the workplace, sexual harassment and harassment based on sex, sexual orientation, gender identity or gender expression.

This regulatory framework establishes the fundamental principles for sustainability management in the Group and lays the foundations for their integration into the corporate strategy.

Altia is committed to **incorporating sustainability throughout its business model**, ensuring that its activities are carried out in a manner that respects people, the environment and the community, in line with respect for Human Rights and sustainable development.

In addition, we recognize that technology and sustainability are key to building a more prosperous and equitable future. Through innovation, we seek solutions that reduce our environmental impact and promote sustainable development.

Aware of global challenges, we reaffirm our commitment to the 2030 Agenda and the SDGs, aligning our strategy with those goals on which we can have the greatest impact. **Our purpose** is clear: **to contribute to building a more equitable, resilient and sustainable future for people and the planet.**

“ We are benchmarks for our commitment to people, society and the environment, aligning our strategy with the 2030 Agenda and the Sustainable Development Goals (SDGs)”

Josefina Fernández  
– Director of Sustainability & ESG



Be  
**#moresustainable**  
 as a principle,  
 objective  
 and purpose

## Our cross-cutting approach to sustainable and innovative growth

### PURPOSE

To generate long-term value for all our stakeholders, integrating sustainability, innovation and responsibility into every action.

### VISION

To grow today without compromising tomorrow, integrating sustainable practices and promoting innovation as a driver of change. We leverage talent, technology, and collaboration to develop solutions that contribute to a more equitable, resilient, and sustainable world.

### VALUES

- Integrity
- Responsibility
- Commitment

### STAKEHOLDERS

- Employees
- Society
- Clients
- Partners, collaborators and suppliers
- Shareholders and investors
- Authorities and institutions



We strive for excellence in corporate social responsibility, with a special focus on **people and working conditions**. This translates into concrete initiatives such as training and professional development programmes for our workforce, equal opportunities and diversity policies, as well as measures to promote a safe and healthy working environment.

In addition, we are committed to protecting the **environment** and adopting sustainable business practices. We implement measures to reduce our environmental impact, such as the efficient management of natural resources, the reduction of emissions and waste, and the promotion of the circular economy in our operations.

Our **corporate governance** is based on principles of transparency, ethics and responsibility, with the aim of generating trust among our stakeholders and guaranteeing solid and transparent business management. We are committed to complying with applicable laws and regulations, as well as promoting standards of ethical conduct in all our business relationships and business activities.

We strongly believe in the power of technology to generate a positive impact on society and the environment.

We promote and support innovation as a fundamental tool to address challenges and contribute to the achievement of the SDGs.

## Transversal approach

Our sustainability model is based on values of integrity, responsibility and commitment to the well-being of people and the planet. Through ethical and transparent management, we seek to create long-term value for all our stakeholders and contribute positively to the sustainable development of society.

In this sense, our ESG approach reflects the company's ongoing commitment to environmental sustainability, concern for people's well-being, and the importance of strong corporate governance in our activity and decision-making.

We adopt a cross-cutting vision of sustainability in relation to our activity, based on the following principles:

- 1 **COMPREHENSIVE APPROACH**  
Our sustainability model is based on a comprehensive approach that considers the environmental, social and economic aspects of our operations and activities. **We recognize the interconnectedness between these three domains and work to balance them** harmoniously
- 2 **COMMITMENT TO ESG PRINCIPLES**  
We adopt and promote ESG principles as the guiding framework for our business performance. We are committed **to strictly complying with the required regulations and to demonstrating our commitment** to social responsibility and sustainability in all our actions and decisions.
- 3 **TRANSPARENCY AND ACCOUNTABILITY**  
We are committed to operating in a transparent and responsible manner, **clearly and rigorously communicating our sustainability impacts and actions**. We take responsibility for our actions and strive to make a positive impact on our communities and the environment.

- 4 **FOCUS ON THE LONG TERM**  
We take a long-term view in all our initiatives and decisions. We are guided by a clear purpose of "growing by growing" in a **sustainable and lasting way**, ensuring our future growth through responsible and prudent management.
- 5 **INNOVATION AND ADAPTABILITY**  
We promote innovation and adaptability as drivers of our business model. We are constantly looking for new solutions and approaches to **address emerging challenges and respond effectively** to the changing demands of the environment.
- 6 **COLLABORATION AND STRATEGIC ALLIANCES**  
We recognize the importance of partnerships and collaborations to **expand our impact and maximize our collective influence**. We build strong relationships with other organizations in the private sector, public sector, and civil society to work together on projects and programs that drive our sustainability strategy.
- 7 **PROMOTING EQUALITY AND INCLUSION**  
We are committed to promoting equal opportunity, diversity and inclusion in all our activities and operations. **We actively work to eliminate any form of discrimination and ensure an equitable and respectful work environment** for all people who are part of the Altia team.
- 8 **COMMITMENT TO THE 2030 AGENDA AND THE SDGS**  
We align our strategy with the UN Sustainable Development Goals, **identifying those goals on which we can have the greatest impact**.

## Integrating ESG Principles

At Altia, we understand that sustainability is not just a trend, but a strategic imperative that guides our decisions and operations. In an increasingly interconnected world that is aware of environmental, social and governance challenges, we are committed to embedding ESG (environmental, social and governance) principles into all aspects of our business, ensuring that our operations and decisions generate a positive and lasting impact in the environment.

The integration of ESG principles is a cross-cutting process in all our activities, from decision-making to the execution of our projects. These principles are the framework that guides our actions and allows us to responsibly manage the impact we generate on the social and environmental environment and economic.



### E

We work to reduce our energy consumption, our greenhouse gas emissions and our waste from IT assets.

We are committed to technological solutions that help reduce environmental impact and promote more sustainable practices, such as cloud solutions and efficient data center management.

### S

We focus on the well-being of the people who are part of our teams, betting on talent and committed to their personal and professional development, guaranteeing a safe, egalitarian and inclusive workplace.

We promote social initiatives that create opportunities among vulnerable groups, raise awareness of the proper use of technology and share knowledge through professionals from different business areas.

### G

We are committed to transparency in management and decision-making, as well as to accountability and integrity.

We have a robust governance model in place to ensure that sustainability efforts are effective and consistent across the company.

We can only build trust by ensuring clear procedures to respond to our clients' needs and challenges in an ethical and professional manner.

## Pillars of the sustainability strategy

Altia's sustainability strategy is based on the total **integration of our operations with the needs of our customers**, always guaranteeing respect for quality, the environment and the occupational health and safety of our team.

At the core of this strategy are **four fundamental pillars** that guide our actions and consolidate our commitment to the integration of ESG criteria into our business model:



### Technology and innovation

FUTURE-PROOF SOLUTIONS

We want to be an active part of an **inclusive and sustainable digital future**, for which we are committed to areas and technologies such as Artificial Intelligence, Cloud, Cyber-security and Green Coding.



### Talent and team

THE ENGINE THAT MOVES US

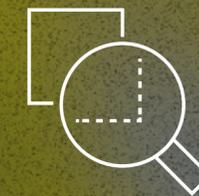
We are committed to the equality, inclusion and diversity of our teams, promoting the development of their talent to create **a more equitable technology industry** committed to the human rights.



### Dynamic and collaborative spirit

COMMITMENT TO SOCIAL INITIATIVES

We combine **talent and solidarity** to generate a positive social impact. **We promote initiatives** focused on the promotion of **STEM vocations** from an early age and support of social entities.



### Integrity and transparency

TRUST AND LEADERSHIP  
AS GUIDE TO GOOD GOVERNANCE

**We develop strong management and leadership structures, which work with transparency, rigor, ethics and integrity.**

# Commitment to the SDGs

Altia aligns its strategy with the United Nations Sustainable Development Goals (SDGs), prioritizing those in which it can generate the greatest positive impact.

Our contribution to the 2030 Agenda translates into concrete initiatives that address major global challenges, such as **sustainable digitalization**, **carbon footprint reduction**, equal opportunities, and **strengthening business ethics**.

Over the years, we have evolved to respond to a constantly changing world, maintaining our commitment to a responsible growth model. The SDGs provide us with a universally recognised framework for action that reinforces our sustainability strategy and allows us to assess our impact.

To advance this commitment, we have analysed our contribution to the 2030 Agenda and defined strategic actions that allow us to:

- **Identify and manage** sustainability-related risks and social responsibility.
- **Promote innovation** as a key tool for sustainable development.
- **Strengthen the trust** of our stakeholders through transparency and continuous dialogue.
- **Adopt a comprehensive vision** in all our actions, ensuring their alignment with the priority SDGs for our company.

In this regard, we seek not only to fulfil our corporate responsibility, but also to drive significant change in our work environment, in society and in the environment.

## Our contribution to the 2030 Agenda

INNOVATING TODAY. TRANSFORMING THE FUTURE.

We are aware of global challenges, which is why we are committed to the United Nations 2030 Agenda and its Sustainable Development Goals (SDGs). We work to align our strategy with the SDGs where we can have the greatest impact to create a more equitable, resilient and sustainable future for people and the planet.

Through the integration of the SDGs into our strategy and operations, we strive to make a positive impact on key areas such as quality education, economic growth, gender equality, social commitment, climate change and information security, as well as transparency, ethics and integrity in the business. We commit to taking concrete action, collaborating through partnerships with different actors, and measuring our progress towards achieving the SDGs, seeking to build a more sustainable and prosperous future for all.

**Since 2024, Altia has been committed to the United Nations Global Compact's corporate responsibility initiative and its principles in the areas of human rights, labor, environment, and anti-corruption.**



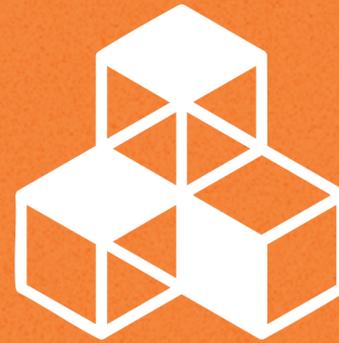
## SDGs on which we have the greatest impact

Although we are committed to all the SDGs, due to our activity, our impact is most direct on the SDGs related to **work** and **innovation**.



### 8 Decent work and economic growth

We promote decent and quality employment, creating a work environment where talent and effort are valued and the professional and personal development of all Altia professionals is promoted.



### 9 Industry innovation and infrastructure

We promote technological development and innovation as fundamental pillars of our activity. We accompany our clients in their digital transformation, putting our knowledge and experience at the service of their needs.



### 4 Quality education

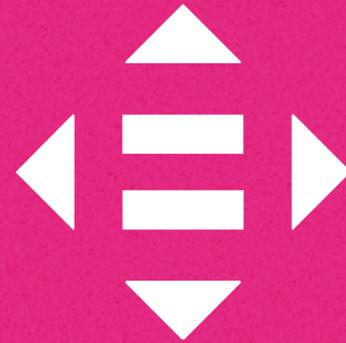
We are committed to promoting inclusive and accessible education in digital skills, facilitating training opportunities for our staff and students. Through training programs, we contribute to the promotion of quality education and equitable access to educational opportunities.



### 5 Gender equality

We promote gender equality and diversity at Altia, ensuring an inclusive environment where men and women have equal opportunities, promoting equity in all labor and social aspects of our organization. We promote initiatives with which we want to break down gender stereotypes associated with vocations.

## SDGs on which we have the greatest impact



### 10 Reduction of inequalities

We collaborate with social projects that focus on reducing inequalities and supporting vulnerable groups. To this end, alliances with government entities, universities and NGOs are key.

We promote a culture of integrity, transparency and equality within the Group, ensuring that our actions and relationships are governed by ethical principles and respect.



### 13 Climate action

We promote the adoption of sustainable technologies and practices to mitigate climate change and reduce our environmental footprint.



### 16 Peace, justice and strong institutions

We act with transparency and are committed to accountability in all our activities. Thanks to our internal policies and ethical governance practices, we build trust both among our stakeholders and in the market.



### 17 Partnerships to achieve the goals

We are committed to active and responsible collaboration with various stakeholders, establishing strategic alliances that promote sustainable development, innovation and compliance with the Sustainable Development Goals (SDGs) established by the United Nations.

# Materiality analysis

With the established annual periodicity, the general operation of the group has been reviewed, evaluating the economic, environmental and social performance of the entity and all its components, including risks and opportunities, compliance with standards and code of conduct, which are relevant to Altia's stakeholders (external perspective) and to the business (internal perspective).

The group, as a socially responsible organization, reflects on the identification of its stakeholders.

In this sense, and to carry out the identification of its stakeholders, Altia takes into account:

The participation of different levels of the organisation, including the Management, in order to identify all the groups with which each area is related.

Taking into consideration the Mission, Vision and Values or any strategic element defined by it, in order to establish the criteria for segmentation of the groups most oriented to the achievement of the strategy.

Stakeholders are part of the company, and Altia treats them as such, including them in day-to-day management and strategic decision-making.

Thus, significant stakeholders for the organisation have been identified and selected and the results obtained through the communication channels with stakeholders have been analysed.

The most important stakeholders identified are the following:

1. Clients
2. Governing Bodies / Investors
3. People
4. Partners / Collaborators / Suppliers
5. Investment Opportunities
6. Institutional Relations
7. Society
8. Competence

Once the stakeholders have been identified and segmented, those that are key to Altia are prioritized based on:

## POWER

Degree of dependence or impact on the organization or its results that any decision they adopt entails.

## INTEREST

Degree of correlation that the group has with respect to the strategic objectives of the organization.

As a result of identifying the degree of power and interest of each interest group, the organization defines the strategy with respect to them and also prioritizes those needs and expectations of those 'key' stakeholders on which efforts must be focused.

Altia classifies the identified needs and expectations based on their materiality analysis, in order to confirm which are a priority for both its stakeholders and Altia and thus integrate them into its Strategic Plan.

It also uses the economic/environmental/social dimension to classify needs and expectations, in order to assess that all aspects that define a strategy as socially responsible are considered.

		INTEREST	
		LOW	HIGH
POWER	LOW	A Minimal effort	B Keep them informed
	HIGH	C Keeping them satisfied	B Key Agents

Legend:

- Economic Dimension / Corporate Governance
- Environmental Dimension
- Social Dimension

GROUP OF INTEREST	STAKEHOLDER NEEDS AND EXPECTATIONS	ESG DIMENSION
1. Clients	Quality	
	Price	
	Compliance with deadlines/costs	
	Commercial service	
	Warranty Compliance	
	Safe use of the product/service	
	Environmental aspects of the product/service	
	Social aspects of the product/service	
	Offer Fulfillment	
	Clear, accurate and truthful information	
	Ethical Behavior	
	Socially Responsible Behavior	
	Attention Suggestions	
	Attention Complaints and Claims	
	Added value - innovation and creativity	
Integration of teams in the organization		

	Regulatory Compliance	Blue
	Strict implementation of security measures and confidentiality of information	Blue
<b>2. Governing bodies /Investors</b>	Dividend	Blue
	Share value	Blue
	Sustainability	Green
	Involvement and Leadership	Blue
	Legal/Criminal/Compliance Risk Management /Good Governance/Information Security	Blue
	Business Continuity Management. Definition and testing	Blue
	Strategic Management (Planning, Monitoring and Reporting)	Blue
	Let the CEO himself explain his expectations	Blue
	Have a formal and specific channel for investor relations	Blue
	Presence in MedCap forums for access to potential investors	Blue
Personal attention to requests by Directors and Directors	Blue	
<b>3. People</b>	Welfare (Work environment and attention to suggestions/complaints)	Red
	Development (Education and Career)	Red

	Safety (Job Stability and Safety)	Red
	Equal Opportunities - Non-discrimination on the basis of gender	Red
	Performance recognition	Red
	Social Benefits	Red
	Innovation and creativity	Blue
	Open and systematic communication of the company with the staff	Red
	Reconciliation of family life	Red
	Salary recognition	Red
	Confidence in your responsibility	Blue
	Protection of personal data	Blue
	Have sufficient, agile and appropriate operational means and tools	Blue
<b>4. Partners /Collaborators</b>	Payment	Blue
	Fair Relationship/Mutual Benefit	Blue
	Permanence/Development of Partnerships	Blue
	Attention Suggestions/Complaints/ Claims	Blue
	Socially Responsible Behavior	Red
	Degree of market reach. Client Portfolio provided	Blue

	Compliance with the Code of Ethics and Conduct	
	Compliance with information security measures	
	Technical solvency of your proposal	
	Contribution of financial solvency of your proposal	
	Exclusivity	
	Business Objectives	
	Service capacity, availability of communications, uninterrupted service (DNS, Mail, ...)	
	Rapid communication of vulnerabilities, information management and best practices	
<b>5. Investment opportunities</b>	Capital/investment injection	
	Business Development. Growth	
	Experience in business management	
<b>6. Authorities /Administration /Institutions /Organizations (Institutional Relations)</b>	Legality/Transparency/Accountability	
	Participation/Solidarity/Collaboration	
	Fair Dealing/Fairness/Truthfulness	
	Sustainability/Performance	
	Openness/Transparency	

	Legal/Criminal/Compliance Risk Management /Good Governance/Information Security	
	Socially Responsible Behavior	
	Green Shopping	
	Ethical Behavior	
	Compliance with information security measures	
	Rapid communication of relevant facts, information management, good practices	
	Payment	
	Fair Relationship/Mutual Benefit	
	Establishment of Collaborative Programs for ICT Community	
	Collaboration for Improvement of community formation TIC	
	Creation of a nursery for potential workers. ICT Talent Search.	
<b>7. Society</b>	Well-being/Commitment/Openness (visits)	
	Environmental Impact Management (ISO 14001 - carbon footprint reduction)	
	Educational role with students (activity disclosure) / sector development) and environmental education suppliers	

	Legal regulatory compliance (Information Security, Compliance, Environmental...)	
	Promotion of Sport (Sponsorship of Clubs, Federations and Foundations of sports modalities)	
	Collaboration with NGOs	
	Funding and sponsorships	
<b>8. Competition</b>	Market Strategy Knowledge	
	Price	

The nature of the expectations that the relevant stakeholders have of the organization involves issues related **to good governance, respect for human rights, labor practices, environmental impacts, operating practices and those of the value chain, as well as the positive and negative impacts** that can be generated in local communities.

The prioritized needs and expectations of stakeholders are taken as input information in the strategic reflection generated by the organization’s strategic objectives.

As a result of the dialogue with stakeholders, a list of material aspects and their coverage has been identified. This list, in turn, has served to define the list of specific basic contents that have been included in the report.

In this way, an exhaustive exercise has been carried out, for which the latest market trends were taken into account, the new demands of its stakeholders and potential future disruptions. The aim is to direct the Group’s efforts towards the issues that have become most relevant and thus manage any related risks more effectively.

**METHODOLOGY**

<p><b>Identification</b> Establishment of an initial list of potentially material or relevant matters for Altia and its stakeholders</p>	<p>Company Context Requirements Reporting frameworks Analysts, investors and the market Relations</p>
<p><b>Prioritization</b> Degree of relevance to stakeholders and to the business</p>	<p>Internal prioritization Interviews carried out with: Key personnel from the different areas of the company. Areas related to sustainability.</p> <p>External prioritization Meetings and interviews with stakeholders. Exhaustive analysis of the sources of information of the identification phase.</p>
<p><b>Validation</b> List of material aspects</p>	<p>List of material aspects validated by the board of directors</p>

# A firm commitment to our stakeholders

The list of material aspects has been validated by the Board of Directors, as well as its coverage and prioritization.

Material aspects for Altia:

For the material aspects considered relevant, the information is specified in each of the sections included in this report according to the GRI index of this Sustainability Report.

Thus, the **aspects considered material** are:

- |   |  |
|---|--|
| 1. Cybersecurity and protection of data | 3. Talent development                        |
| 2. Compliance                           | 4. Ethics, Compliance and Business Integrity |

Other aspects considered significant:

- Good corporate governance.
- Risk and opportunity management.
- Customer satisfaction and safety, and quality products and services.
- Climate change and energy efficiency.
- Occupational safety, health and well-being.
- Equality, inclusion and diversity among employees.
- Relationship with analysts, investors and regulators.
- Human and labor rights.
- Sustainable innovation and digitalisation.

# Awards and Recognition

## ALTIA



Aslan Awards for the Transformation of the AGE

These awards recognise the efforts of public bodies and companies in the implementation of new technologies to provide better services to citizens, improve efficiency and optimise costs.

In this edition, the Ministry for Digital Transformation and Public Function has been awarded the project “Transparency Portal and its electronic headquarters” with Altia as a technological partner.

[see more ↗](#)

@aslan Association



Innovative Company Award: Venancio Salcines Foundation

These awards recognize the collaboration of different companies in the labor insertion of graduates and postgraduates and, in addition, show the social work and promotion of culture, sport and entrepreneurship.

[see more ↗](#)

Venancio Salcines Foundation



Finalists XVIII National Awards for the Reconciliation of Family, Work and Personal Life and Social Responsibility

These awards aim to recognise and reward the work of different institutions, companies, social agents and the media in favour of work-life balance, co-responsibility and CSR.

[see more ↗](#)

Vivofacil Foundation



Finalists of the CSR Good Practices Award of the 15th Sustainability Week

The purpose of this award is to promote and promote more and better social responsibility practices in entities and companies as a way of contributing to a fairer, more egalitarian and sustainable world.

Our initiative “Punto.tech, technology for all” has been one of the finalists of the contest.

[see more ↗](#)

Energía Local

## ALTIA



Best Places to Work in IT ranked 29th in the ranking of medium-sized companies

Best Places to Work in IT is a worldwide recognition for organizations that care about having a motivated and caring IT team. Companies are selected based on the excellence and quality of the workplace.

Foundry Computerworld

[see more ↗](#)



38th place in the II Ranking of Companies for Equality of the Woman Forward Foundation

The objective of this classification is to make visible and reward the efforts of all those companies that demonstrate a commitment to equal opportunities.

This ranking serves as a tool to help companies implement effective equality management systems, as well as to raise awareness of the importance of equality in strategic management.

Woman Forward Foundation

[see more ↗](#)



TOP 50 Companies Committed to Youth

The Ranking of Companies Committed to Youth includes 50 companies and entities of the private sector that weigh intergenerational objectives and propose solutions to promote young people in their transition to working life and their personal and professional development within the company.

International Youth Organization for Ibero-America (OIJ) and the International Organization of Human Capital Managers (DCH)

[see more ↗](#)



Ranked 48th in the 2024 Computing Leaders Ranking

The ranking provides a privileged view of the main companies in the ICT sector in Spain. This comprehensive study not only analyzes the performance of the large companies in the sector, but also provides a detailed assessment of the strategic evolution of the 30 leading companies at the national level, as well as key turnover data.

[see more ↗](#)



Company with 3 stars in all categories of the Galician Atlas of Committed Company

The fourth edition of the Galician Atlas of Committed Companies (AGEC) measures the degree of commitment of 80 business groups, based on four different indicators such as the environment, sustainability, people and good governance.

Economía Digital Galicia

[see more ↗](#) [see more ↗](#)

NOESIS



Best Places to Work in Europe

Noesis obtains 31st position in the Large Companies category (more than 500 employees), standing out as the only Portuguese company in the top 50.

[see more ↗](#)



Best Workplaces in Portugal

For the third consecutive year, Noesis obtains 2nd place in the Best Workplaces in Portugal, in the category of more than 500 employees.

[see more ↗](#)



Best Workplaces™ IT 2024

Noesis won third place in the Best Places to Work™ IT 2024 in the large companies category.

[see more ↗](#)



Best Workplaces™ Wellbeing 2024

Working at Wellbeing 2024, highlighting their commitment to creating a healthy and motivating work environment.

[see more ↗](#)

# 04

# Environment

[Environmental aspects ↗](#)

[Environmental initiatives ↗](#)

# Environmental aspects

Our environmental strategy is based on prevention, continuous improvement and regulatory compliance

At Altia, we take responsibility for managing our environmental impact with the firm purpose of achieving the highest standards of sustainability.

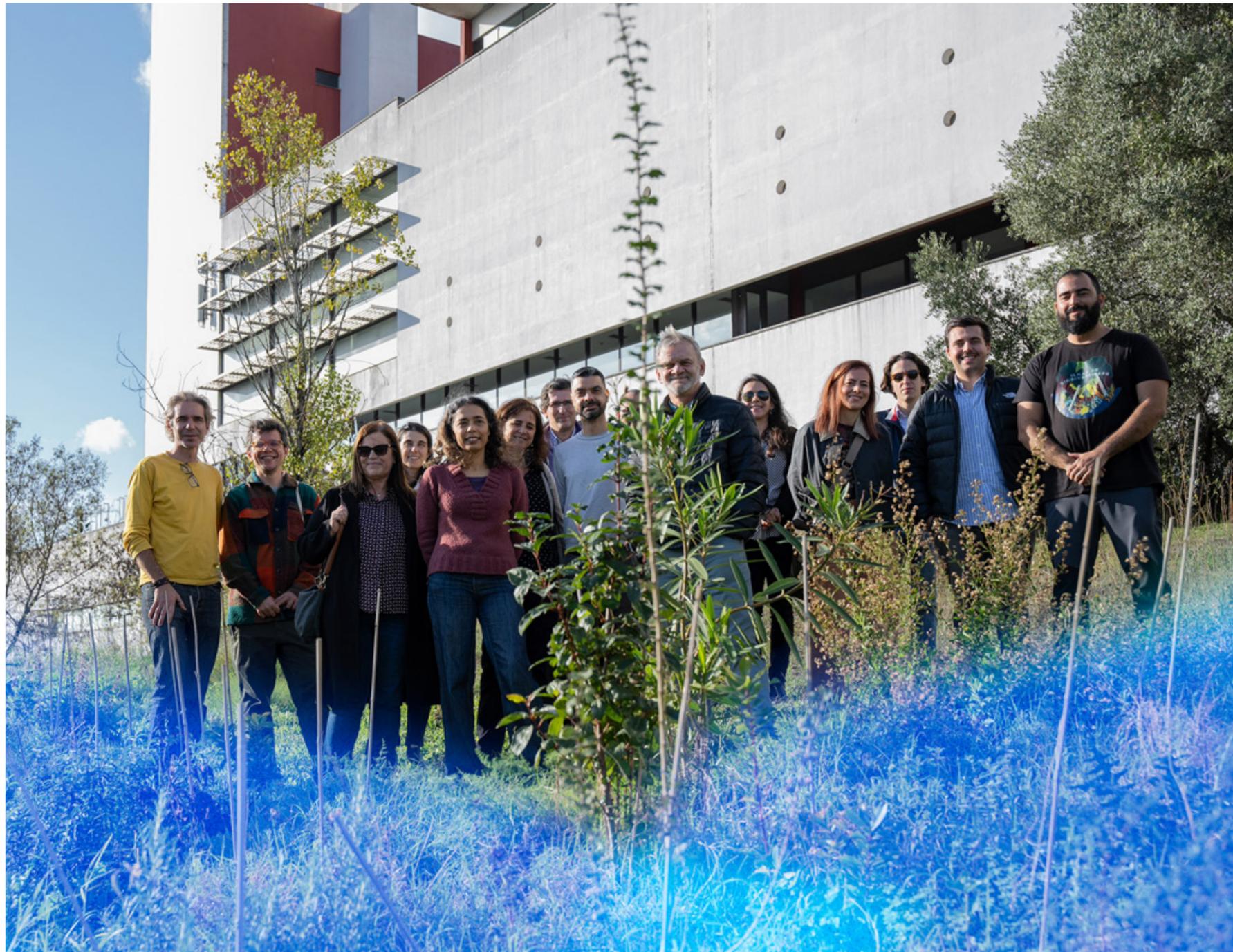
We actively work to **reduce our ecological footprint by optimizing energy consumption, using sustainable sources, and reducing water and paper consumption**. We also foster a culture of recycling and reuse, promoting the responsible management of waste, especially electronic waste, as part of our commitment to the circular economy.

The awareness of the people who are part of the group is key to advancing in this commitment. We integrate environmental protection into our corporate culture, encouraging the participation of our employees in sustainable initiatives.

In addition, we understand that sustainability is a joint effort. We believe in the importance of establishing strategic alliances that drive innovation and the development of sustainable solutions.

Finally, we are committed to the responsible use of technology as an essential part of our commitment to a sustainable future. We integrate technological innovation into our operations in an ethical and responsible manner, recognizing its transformative potential to address environmental challenges and promote more environmentally friendly practices.

The **Altia group's principles of environmental sustainability** guide our actions, consolidating our commitment to protecting the planet and the well-being of future generations.



- 1 We consider environmental **protection to be a fundamental responsibility**, which involves the adoption of concrete measures and the definition of specific objectives at all levels of our organization.
- 2 We promote the **rational use of natural resources**, as well as the reduction, selection and recycling of waste, as part of our strategy to minimize our environmental impact.
- 3 **We monitor and evaluate** the environmental aspects of our activities, products and services, with the aim of preventing, eliminating or reducing as much as possible any negative impact on the environment.
- 4 We implement **preventive measures to avoid accidents that may negatively affect the environment**, working closely with public authorities to coordinate protection actions.
- 5 We are committed to **complying with current environmental regulations** and strive to exceed the minimum requirements established, continuously seeking to improve our environmental practices.
- 6 We are committed to **continuously improving** our environmental protection measures, by adopting the latest available technology and innovation in our business practices.
- 7 **We involve all the people of the Group** in our environmental protection efforts, providing them with relevant information on environmental issues and offering them specific training programs.
- 8 **We transparently communicate** our environmental management to employees, customers, subcontractors, suppliers and the community in general, **in line with the standards of the ISO 14001 Standard**.

## Altia European Services: Technological Innovation for Environmental Sustainability in Europe

At Altia European Services, we are proud to actively contribute to the mission of the **European Environment Agency (EEA)** by providing information systems and data management solutions to boost Europe's environmental knowledge. Our work focuses on ensuring that information on the Environment is accurate, accessible and useful for decision-making, facilitating the fulfilment of the European Union's sustainability objectives.

One of the key pillars of our collaboration with the EEA is the processing, analysis and visualisation of large volumes of environmental data, both geospatial and alphanumeric. Through our involvement in key projects such as the EEA's Data Hub, we develop digital platforms innovative technologies that provide access to

“ Through our expertise and the use of technologies applied to the environment, we reinforce our commitment to environmental sustainability, supporting the EEA in its mission to provide reliable and accessible data to build a greener future in Europe”

Óscar Fernández  
– Director of Altia European Services

essential information on the evolution of the territory and climate, ecosystems and natural resources throughout Europe. These platforms act as open knowledge hubs, facilitating the integration and distribution of data in interoperable formats under open standards.

Our team of experts in software engineering, data management and GIS (Geographic Information Systems) also plays a key role in the collection, validation and dissemination of data within European Environmental Directives, such as the **Floods Directive, the Marine Strategy Directive (MSFD) or the Habitats and Species Directive**. We implement technological solutions, including data extraction, transformation, storage, analysis and visualization processes. These solutions not only improve the quality of environmental data, but also optimize its accessibility for policymakers, scientists and citizens for decision-making, knowledge generation and awareness of the state of the environment.

In addition, we collaborate in projects aimed at improving the sustainable management of protected natural areas, such as the **Natura 2000 Network**, where we develop data platforms for biodiversity conservation, and **EU Grassland Watch**, which integrates satellite Earth observation data to obtain indicators for monitoring grasslands in Europe.

In addition, we play a key role in the **Copernicus programme**, the European Earth observation initiative. Within the framework of the **Copernicus Land Monitoring Service (CLMS)**, we contribute to the development and maintenance of the **CLMS Portal**, an essential platform that centralises geospatial data on the evolution of European land use, vegetation and ecosystems. Thanks to our technological solutions, this portal facilitates access and interoperability of environmental data, promoting evidence-based decision-making. We also participate in the **Copernicus Reference Data Access (CORDA)**, a reference node that integrates and harmonizes spatial datasets from 39 European countries, providing a single point of access to critical information for Copernicus services such as natural disaster emergency services.

## Efficiency and sustainability in transport

At Altia, we are committed to sustainability and responsible digital transformation, developing **technological solutions that optimize efficiency in logistics and reduce environmental impact**. Through our Altia Control Tower platform, we drive digitalization and sustainability in the transport and supply chain sector, aligning with the Sustainable Development Goals (SDGs) and European regulations, such as the Fit for 55 package and the European Green Deal, which seek to reduce carbon emissions by 55% by 2030 and achieve climate neutrality by 2050.

“ We continue to evolve our technological solutions to offer our customers tools that not only optimize their operations, but also drive a greener and more efficient future”

Iago Rodríguez-Quintana  
– Altia Logistic Account Manager

CAware of the need for more efficient and sustainable logistics, **we have developed advanced capabilities to improve transport traceability and reduce our customers’ carbon footprint**. Among our most outstanding initiatives are:

### RAILWAY TRACEABILITY MODULE

It allows real-time visibility of rail freight traffic, integrating data from various national railway operators and technologically integrated with Adif (the Railway Infrastructure Manager of Spain), through the SIMPLE Platform.

The integration of rail flows into transport traceability tools is a **pioneering initiative** that facilitates the digital exchange of documents and information between all actors in the supply chain. This not only optimizes cargo management and route planning, but also improves operational efficiency, reduces costs, and strengthens security in the logistics chain.

### CARBON FOOTPRINT CALCULATION MODULE

Developed to measure and analyse the environmental impact of multimodal transport, this module allows CO2 emissions to be calculated in real time of logistics flows and visualize this data in an intelligent dashboard. In this way, we can monitor fossil fuel consumption, identify opportunities to reduce emissions and make informed decisions for more sustainable logistics.

Our strategy is fully aligned with the Ministry of Transport and Sustainable Mobility’s **2030 Safe, Sustainable and Connected Mobility Strategy**. We actively contribute to the decarbonisation of the sector, promoting more sustainable and multimodal logistics chains that minimise environmental impact.

## Integrated Management System (IMS)

Compliance with environmental regulations is a priority in our commitment to sustainability. At the Altia group, we guarantee that our operations comply with the legal requirements applicable at all levels: international, European, state, regional, local and in voluntary regulations.

To this end, our Legal Department carries out periodic reviews of environmental legislation, ensuring that it is updated and complied with through official sources. In addition, we provide our employees with access to this information to ensure its correct application in each work area.

Our environmental responsibility extends to our customers, suppliers and sub-contractors, promoting their active participation in our commitment to sustainability. Thanks to their involvement, we continue to move towards the continuous improvement of our environmental management.

In this line, we have an **Integrated Management System that covers quality, environment, information security and IT service management**, certified in different centers of Altia and its associated companies. Through this system, we are committed to applying the highest standards in all our activities, ensuring continuous improvement and minimization of environmental impact.

The Altia group's senior management has established **specific policies** to ensure compliance with these commitments, ensuring their dissemination among employees, suppliers and other stakeholders through the intranet and corporate websites.

- “Integrated Management System Policy” for Altia.
- “Quality and Environmental Policy” for Bilbomática.
- “Quality Policy” and “Information Security Policy” for Noesis.

From an organizational point of view, the **Environmental Coordinator** is responsible for the supervision and coordination of environmental management. Its functions include:

- Represent and coordinate with the **Director of Quality** in each of the offices of the entity.
- Establish, implement, maintain and control the processes of the Environmental System in the offices under its responsibility.
- Promote awareness and compliance with environmental requirements throughout the organization.

With this structured approach, at Altia we consolidate our commitment to environmental legal compliance and sustainable management, guaranteeing a business activity aligned with the highest standards of responsibility and respect for the environment.

We ensure  
environmental  
compliance  
and sustainability

We recognize the importance of integrating the environmental dimension into all our operations and business decisions. We ensure transparency and accountability in our environmental management

## Environmental aspects

In our quest for environmental improvement, we have carried out a thorough assessment of the environmental aspects in our centres, with special emphasis on those with environmental certification. For centers that are not yet certified, we rigorously apply the practices set out in our management system and adopt the best available practices.

It is important to note that the nature of our operations, with the exception of the Datacenter, has minimal impact on the environment. However, we maintain high standards of compliance and are committed to achieving our environmental goals with diligence and responsibility.

Our evaluation process analyzes in detail the production and auxiliary processes, identifying environmental aspects according to their impact and determining their significance through technical and objective criteria. The significant aspects identified become the basis for defining our environmental objectives and establishing continuous improvement goals, aligned with our corporate environmental policy.

GRI sets out five key environmental vectors that we consider when reporting on sustainability.

## Emissions

### DIRECT ASPECTS

#### Consumption of:

- Electricity
- Water
- Fuels
- Paper
- Ink / Toner

### EMERGENCY ASPECTS

#### Fire:

- Pollutant gas emissions
- Refrigerant gas leaks from HVAC equipment**

## Consumption

### DIRECT ASPECTS

#### Consumption of:

- Electrical energy
- Water
- Fuel

- Paper
- Cleaning products
- Toner

## Discharges

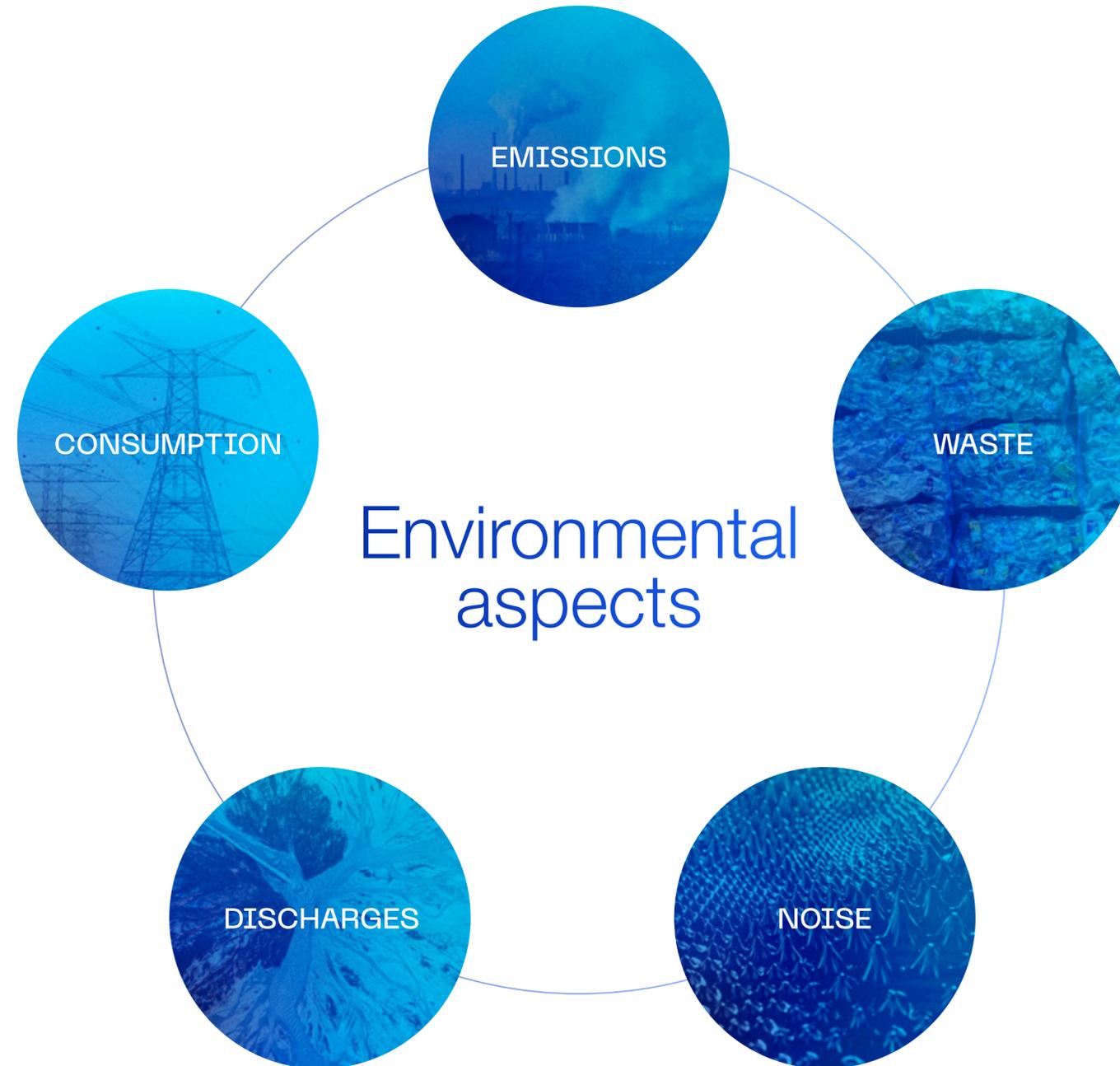
### DIRECT ASPECTS

- Wastewater discharges and feces

### EMERGENCY ASPECTS

#### Fire:

- Dumping of hazardous waste
- Accidental spillage of diesel, fuel, oil, hazardous waste or similar.**
- Rupture of water and electricity pipes:**
- Water discharge



## Waste

### DIRECT ASPECTS

#### Generation of hazardous waste:

- Generation of absorbents and contaminated materials
- Generation of contaminated packaging waste (chemical product packaging, ...)
- Waste generation of contaminated aerosols
- Fluorescent and sodium lamp residues
- Battery waste
- Waste from used batteries
- Expired Drug Waste

#### Waste generation non-hazardous not assimilable to urban waste:

- Waste Electrical and Electronic Equipment
- Toner waste
- Metal waste
- Wood waste

#### Generation of non-hazardous urban solid waste or similar

- Urban waste
- Paper and carbon waste
- Plastic waste

### EMERGENCY ASPECTS

#### Fire:

- Burnt waste (wood, plastics, computer equipment...)

#### Rupture of water and electricity pipes:

- Construction and demolition waste (concrete, plastic, metal...)

## Noise

### ASPECTOS DIRECTOS

- **Installations** in normal conditions
- **Small works**
- **Works of great magnitude**

# Efficient use of resources

Although Altia's activity generates a minimal environmental impact, we recognize the importance of efficiently managing resources and minimizing our ecological footprint. In this sense, our environmental impacts are mainly derived from two factors:

1. The consumption of energy, gas, fuels and water resources.
2. The generation of waste derived from our operations.

The annexes to this report detail the energy and water resource consumption during the 2024 financial year, as well as the generation of waste in our facilities under normal operating conditions.

We ensure the efficient use of resources, as well as the reduction and correct management of waste derived from our activity

## Responsible Waste Management and Circular Economy

In the Altia group, the control, storage and management that must be carried out has been defined for each of the waste generated in its activities. Thus, they are segregated at source, and deposited in unequivocally identified drums, containers or litter bins, for subsequent management according to the applicable requirements.

This waste is delivered to authorised managers so that they can carry out reuse or recovery treatments, if necessary.

Our **goal is to maximize recycling and reduce the environmental impact derived from waste generation.**

In addition, **we promote the refurbishment and reuse of technological equipment that has been left unused** in the projects, but which is still useful for office use **through donations to third sector entities**, promoting a culture of repair, restoration and reuse that **contributes to a circular economy model within the group.**

**1.131,20k** Waste delivered for reuse/recovery.  
154k Waste Removed

# Climate change

At the Altia group, we recognize the urgency of addressing climate change and take responsibility for **reducing greenhouse gas emissions**.

In 2024 we have taken a significant step, by **calculating and verifying our carbon footprint according to the GHG Protocol, covering scopes 1 and 2 nationally and internationally for the entire group**.

This achievement reflects our commitment to transparency and accountability in environmental matters. By **subjecting our carbon footprint to external verification, we reaffirm our commitment to continuous improvement in the environmental aspect**.

Obtaining this verification is the result of a collective effort that demonstrates the commitment of our entire team to environmental protection.

As an objective of the Emissions Minimization Plan, the minimization of carbon footprint emissions in scope 1 and 2 of 10% for the period 2023-2025 was proposed.

## Greenhouse gases

Altia has been continuously consolidating its commitment to transparency and its defence of a sustainable and environmentally friendly growth model. Continuing this commitment, Altia has presented its Report of Greenhouse Gases for all its national and international activity.

In this regard, the Altia Group carries out its activity in Spain through the offices it maintains in the Autonomous Communities of Galicia, Madrid, Castilla-León, the Basque Country, Valencia and Navarre, through the companies in which it participates, as well as through participation in certain Temporary Joint Ventures. In its international activity it is present in Chile, through an Agency, France and Andorra and in Portugal, Brazil, Holland, Ireland, and the United States, mainly through the Portuguese subgroup Noesis which it controls in its entirety.

It is important to note that the nature of our operations, with the exception of the Datacenter, has minimal impact on the environment.

Altia verifies the Greenhouse Gas inventory to transparently inform its stakeholders of the Company's emissions, in accordance with the commitments made in the Integrated Management System Policy and this Sustainability Report.

**35% less**  
of GHG emissions in relative  
terms (tCO<sub>2</sub>eq/thousands)

The Greenhouse Gas (GHG) inventory for 2023 is included with the following considerations:

- It includes the emissions of the Altia group’s activities for the activities carried out in the 2023 financial year.
- The consolidation of GHG emissions is addressed from the operational control.
- The 2024 data will be validated in mid-FY2025 and incorporated into the 2025 Sustainability Report

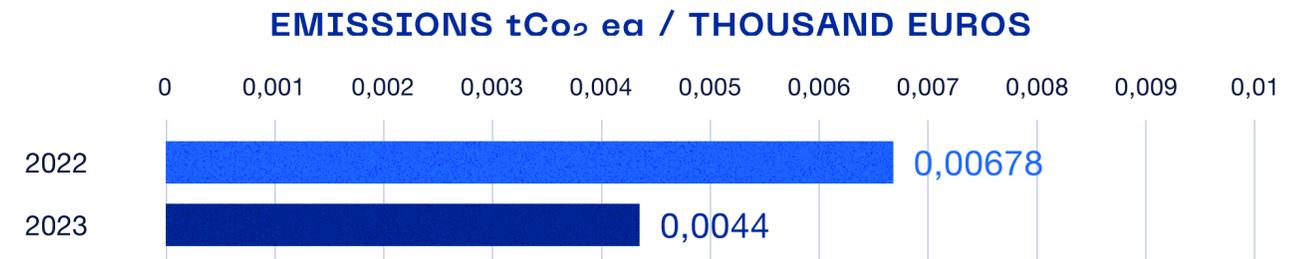
**The calculation has been made in accordance with the requirements established in the Greenhouse Gas Protocol – Corporate Standard of Accounting and Reporting of GHG Protocol.**

EMISSIONS 2023	tCo <sub>2</sub>	KGCH <sub>4</sub>	KGN <sub>2</sub> O	tCo <sub>2</sub> eq	tCo <sub>2</sub> eq
Direct				Market focus	Location focus
Range 1	26w8,46	0,34	4,35	269,65	269,65
Indirect					
Range 2				796,43	386,32
<b>Total Range 1 + 2</b>				<b>1.066,09</b>	<b>655,98</b>

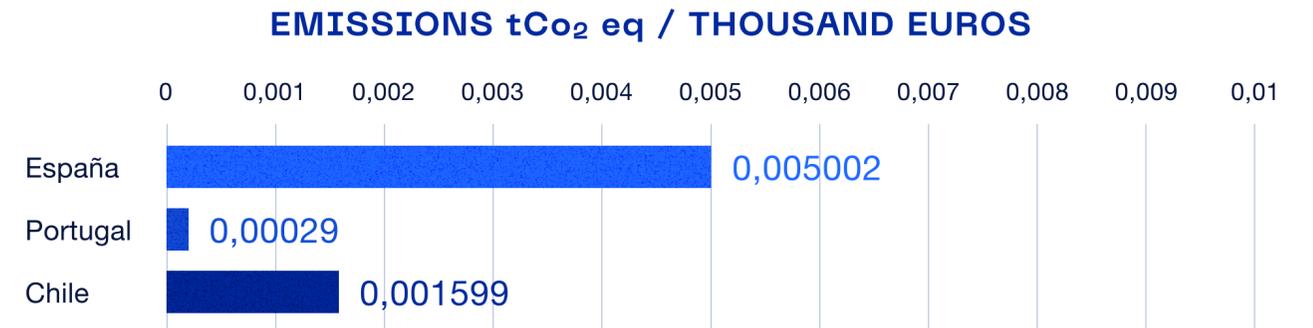
The data in the Footprint is specified below and refers to a calendar year, specifically the year 2023.

Emissions in **relative terms** for the year 2023 have been **0.0044 tCO<sub>2</sub> eq/ thousand euros**.

The evolution of the last two years in graphical terms is:



In **relative terms by country (2023):**



**Total tCo2 eq/thousand euros: 0.004418**

We are moving towards greater energy efficiency and emission reduction, with the aim of a more sustainable future



## Environmental objectives and actions

A programme of environmental objectives for the year 2024 has been proposed in the significant offices certified by ISO 14001.

In this case, it has been proposed for the Vigo Datacenter, the most significant center in environmental terms, the minimization of PUE electricity consumption, below 1.80 units (PUE < 1.80) (indicator that measures efficiency based on total energy consumption against the necessary IT consumption).

In 2024, the expected value has not been reached, achieving a reduction in PUE from 2 (final figure for 2023) to 1.83 at the end of 2024,

This value is expected to improve in the 2025 financial year with the new energy efficiency measures proposed for the centre.

Also for the year 2025, the global objective is to achieve a reduction in scope 1 and 2 emissions of at least 40% for the period 2022-2025 in relative terms.

# Environmental awareness

At the Altia group, we promote a **company culture committed to sustainability and environmental protection**. To this end, we propose a Decalogue of **Good Environmental Practices** among our staff that seeks to integrate responsible habits into the daily routine of our employees.

Among the recommendations included in the decalogue, we **highlight**:

We integrate responsible habits in our routine for a more sustainable future

- 1 Turn off computers, printers, and other equipment when not in use, as well as lights in the facility.**
- 2 Encourage the delivery of documentation in digital format.** Whenever possible, we ask our customers to opt for digital formats.
- 3 Reuse paper** whenever possible and deposit paper that can no longer be reused in the places designated for collection.
- 4 Properly manage e-waste.** We follow the instructions for the delivery of batteries, printer consumables and electronic components to the people responsible for their management.
- 5 Collaborate in the optimization of journeys.** We encourage the rationalisation of journeys in vehicles, thus contributing to the reduction of emissions.

We carry out environmental awareness campaigns aimed at our staff, addressing issues such as environmental protection, waste management and the fight against climate change. Through these actions, we reinforce our commitment as a group to a more sustainable and responsible future.

# Environmental initiatives



## Punto.tech

We actively encourage the recycling and reuse of materials, promoting a company culture that values the conservation of resources and the reduction of waste. For this reason, **we involve our staff in equipment recycling and reuse initiatives.**

Our main action in this area is **the Punto.tech initiative with which we collaborate with social action entities** from different fields through sustainable digitalization, such as a opportunity to reuse and promote a rational, responsible and supportive use of technology

With the **reuse and donation of the equipment**, Altia manages, on the one hand, to extend the life of the equipment by optimising resources and advocating for reuse and sustainability in a responsible environmental framework, and on the other, to support different social entities.

During 2024 we collaborate with the Andrea Foundation (Santiago de Compostela), the Social Initiative Foundation (Alicante), the APNABI Foundation (Bilbao), the Autism Foundation Galicia (Santiago de Compostela), the Association for a Future CyL (Valladolid), the Down Syndrome Foundation of the Basque Country (Bilbao). In total, 1 tablet, 20 laptops, 33 computers were donated desktop, 31 screens and 26 keyboards.

## Environmental awareness aimed at the workforce

Various initiatives and actions seek to draw attention to the importance of “building environmental awareness” among the people in our workforce that can protect our environment and biodiversity.

Now more than ever we must unite for a greener future, taking care of the planet for future generations.

Every action counts and together we can make a difference.

- Sensitization.
- Practical tips 3 “R”: reduce, recycle, reuse
- Team activities:
  - Beach cleaning in Matosinhos, Porto.
  - Activities in contact with nature: surfing, forest therapyn.

## Earplugs for a new life

We collaborate with the Seur Foundation in the “Stoppers for a new life” campaign, which has a double objective, on the one hand, to help finance medical treatments and treatments for children with serious illnesses, and on the other hand, to recycle plastic so that it does not end up indiscriminately in landfills.

By 2024, we contributed to the recycling of 7,500 plastic caps, avoiding the emission of 23 kg of CO2 and supporting medical treatments for children with serious illnesses.

05

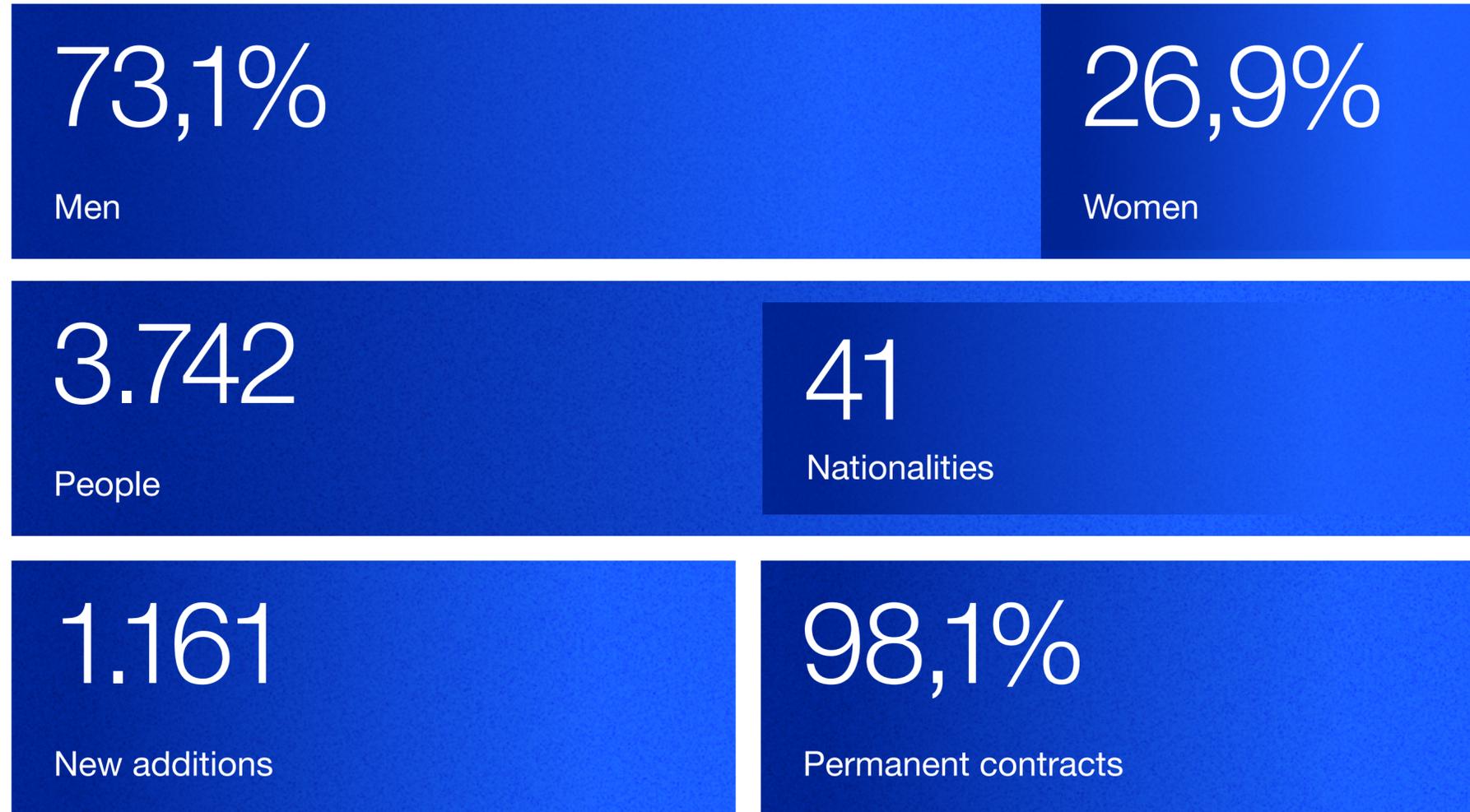
# Social

[Professionals ↗](#)

[Clients ↗](#)

[Social action ↗](#)

# Professionals



We are a diverse, global and ever-growing team

Within the Altia Group’s ESG strategy, the “Social” axis acquires fundamental relevance by placing people at the centre of our management and vision of the future. Our firm commitment to a business environment that respects human rights, labour standards, diversity, equality and inclusion is a strategic priority that guides our actions.

We believe that the well-being, development and commitment of all members of the Altia Group are essential to amplify our positive impact on society and the communities where we operate.

The social model we promote is based on a cross-cutting vision of the “S”, which encompasses three key dimensions:

- 1 TALENT EMPOWERMENT AND GROWTH**  
We promote fair, competitive and safe working conditions. We are committed to building sustainable teams, capable of coexisting between different generations, prepared for a demanding work environment and aligned with their purpose.
- 2 BUSINESS CONNECTION AND GOVERNANCE**  
Our professionals are the engine that drives the continuous improvement of our business and the growth of our clients through technology and innovation. Their dedication favors the competitiveness, transparency and expansion of our group.
- 3 SOCIAL IMPACT AND ENVIRONMENTAL COMMITMENT**  
We are committed to assuming our social responsibility and managing the environmental impacts derived from our activity..

At the Altia Group, we work to ensure that our actions reinforce a responsible, inclusive and sustainable business model, thus contributing to a better future for all.

Our value proposition is based on principles and practices that define our organizational culture and the work experience we offer. We are committed to the personal and professional development of each person, fostering an inclusive, motivating and safe environment..

#### **HYBRID WORK MODEL: FLEXIBILITY AND WELL-BEING**

Flexibility is an essential part of our culture. Our hybrid model allows each person to choose where to work from, adapting to their needs and maximizing their productivity and well-being.

#### **PROFESSIONAL DEVELOPMENT: TRAINING AND GROWTH**

We believe in continuous learning as an engine of growth. We provide tools, career plans, and internal promotion programs that allow our teams to evolve and achieve their career goals.

#### **COMPETITIVE REMUNERATION: RECOGNITION AND AUTONOMY**

We value talent with a competitive remuneration system, which includes progressive increases and variable compensation, encouraging performance and professional growth.

#### **OCCUPATIONAL HEALTH AND SAFETY: A PROTECTED ENVIRONMENT**

Ensuring a safe and healthy work environment is a priority. We apply rigorous protocols and offer training so that our teams work with confidence and well-being.

#### **OPEN CULTURE: EQUALITY, INCLUSION AND COLLABORATION**

Our culture is based on fairness, transparency and respect. We encourage self-management, collaborative work and internal recognition, creating a positive environment where every voice counts.

#### **IDEA ACCELERATORS: CREATIVITY AND INNOVATION**

We are committed to creativity and transformation. Through internal programs, we provide spaces where teams can develop ideas with impact inside and outside the company.

#### **SOCIAL COMMITMENT: BUILDING A BETTER FUTURE**

We promote corporate social responsibility, encouraging our employees to participate in solidarity initiatives that generate a positive impact and contribute to a more sustainable and equitable world..



Great Place To Work.

## A committed group with talent and well-being

At the Altia group, we believe that the success of our organization is based on the talent, motivation and well-being of the people who make it up. Our commitment to a positive, inclusive and constantly evolving work environment has been recognised by various entities, reflecting our commitment to excellence in talent management.

At **Altia**, we've been recognized as **one of the best places to work in IT, according to Foundry Computerworld**, ranking 29th in the mid-sized business category. In addition, in the **Computing Leaders 2024 ranking**, we have **consolidated our position among the top 50 companies in the ICT sector in Spain**.

For its part, Noesis, which has been part of our organization since 2019, has consolidated its position as a benchmark in the workplace, obtaining prestigious recognitions such as:

- **Europe's Best Workplaces**, the only Portuguese company in the top 50.
- **Best Workplaces Portugal**, ranking second for the third year in a row.
- **Best Workplace in Wellbeing 2024** in Portugal.
- **Portugal's Best Workplaces in Information Technology**, obtaining 3rd place in the large companies category.

These achievements reflect the group-wide commitment to providing work environments that promote collaboration, professional development and people's well-being. We will continue to move forward together, promoting a culture that puts people first as the engine of our organization

## Working conditions and industrial relations

For the Group, the creation of quality and stable employment is a priority.

### Remuneration and benefits

We value the talent and effort of our professionals with a competitive remuneration system, which recognises performance and encourages professional growth. We offer progressive increases, variable compensation, and compensation options tailored to individual needs.

In **Spain**, Altia has the following social benefits:

- Flexible remuneration plan
- Life Insurance
- Health Insurance
- Restaurant voucher (Spain and France)
- Pension fund
- Altia Club Benefits Program: a platform with discounts on technology, leisure, home or travel.

With a committed team and motivated, we are prepared to ensure the continued growth of our organization

At **Bilbomatica** they have the following social benefits:

- Flexible remuneration plan.

In **Portugal**, Noesis offers the following social benefits:

- Health insurance for the entire workforce. It covers the purchase of glasses, dentist and psychology. Free teleconsultations are available.
- Life insurance for the entire workforce
- Curative medicine service: every week, a general practitioner conducts a teleconsultation for employees who have booked an appointment (available in teleconsultation or face-to-face)
- Discount protocols for gyms, pharmacies and healthy eating, available on the corporate Intranet and published monthly in the internal newsletter.
- Travel insurance, which covers medical expenses, death, disability, as well as expatriation..

In **Ireland**, Noesis offers the following social benefits:

- Health insurance (includes dental coverage) for all employees.
- Pension plan of up to 5% available to the employee after 6 months with the company.

In **Brasil**, Noesis has the following social benefits:

- Health plan (includes free consultations) and a dental agreement (dentist).

In **United States**, Noesis has the following social benefits:

- Medical, dental, and vision insurance from day one.
- Flexible Spending Account (FSA).
- Retirement savings plan, which allows employees to put a portion of their salary into a tax-advantaged retirement account.

In line with our commitment to equality, we guarantee **pay equity**, ensuring that there are no gender gaps in pay for equivalent roles and similar experience. In each country, we adjust our policies to the collective agreements and current legislation, ensuring fair conditions and aligned with the best market practices.

Through this strategy, we seek not only to attract and retain talent, but also to foster a culture of recognition and well-being that motivates our professionals and reinforces their commitment to the company's values and objectives.

## Hybrid and flexible work model

At Altia, we are committed to a hybrid and flexible work model that balances the individual needs of our professionals with the strategic objectives of the company. Through the **Altia\_TeamLab** program, we promote work flexibility through remote work, guaranteeing connection and commitment with our clients and projects, without losing collaboration and team spirit.

Since its inception in 2022, Altia\_TeamLab has evolved to adapt to new ways of working, strengthening the autonomy of our employees.

With this approach, we seek to reduce absenteeism and minimise commuting to work, which translates into cost savings for workers, less exposure to occupational risks and a significant contribution to environmental sustainability through the reduction of greenhouse gas emissions.

We understand that flexibility is key to improving work-life balance, boosting productivity and promote the well-being of our team

### OPEN CULTURE: EQUALITY, INCLUSION AND COLLABORATION

- Teleworking and mixed face-to-face teleworking.
- 100% remote work during school vacation periods.
- 100% remote work from the 28th week of pregnancy and for people with functional diversity of more than 33% (reduced mobility).
- 100% remote work in cases of hospitalization of more than 5 days of direct family members.
- 80% remote work for mothers and fathers during the breastfeeding period.
- Financial compensation for expenses derived from teleworking

### COMPLEMENTARY MEASURES FOR GREATER FLEXIBILITY

- Geographical mobility, allowing staff members the possibility of requesting a change of office due to proximity to the family home.
- Flexible hours, with entry and exit slots, reduction of lunch time and intensive working hours on Fridays and in summer.
- Flexible holidays, with the possibility of distributing the days of rest throughout the year.

### RESULTS AND BENEFITS OF A MORE ADAPTABLE MODEL

- To improve the quality of life of our professionals through a more flexible work environment adapted to their needs.
- Comply with our Equal Opportunities Plan, promoting equity and diversity.
- Attract and retain the best talent, offering innovative and competitive working conditions.
- Encourage collaboration between distributed teams of people, optimizing efficiency and performance..

# Professional development and talent management

At Altia, we recognize that our success lies in the talent and experience of our people..

## Quality training

At Altia, we consider training an essential pillar for the professional development and growth of our organization. We believe that investing in our team’s learning not only boosts individual talent, but also strengthens competitiveness and excellence in our projects. For this reason, we designed a **Training strategy aligned with the needs of the market and the company**, promoting the development of technical and management skills through specialized courses, mentoring and internal knowledge networks.

Each year, we analyse priority areas for training to ensure our team has the skills they need to meet the challenges of an ever-changing environment. This evaluation is reflected annually in our Strategic Training Plan, a framework that allows us to define the most appropriate training actions and ensure that all Altia professionals have.

Training is the key to boosting talent, strengthening competitiveness and fostering excellence at Altia

Access to continuous learning opportunities. With this Plan, we seek to integrate training as a fundamental element of the human resources management model, providing our staff with the necessary means for their professional development and improving performance.

Our training approach not only seeks to enhance individual capabilities, but also to enhance innovation and collaboration within the group. We are committed to flexible methodologies that combine tutored self-learning, practical training and the exchange of experiences, facilitating adaptation to the challenges of the sector. Through this firm commitment to talent development, we ensure a highly prepared team aligned with the values of excellence and continuous improvement that define us.





## Career Map

At Altia, we promote the professional development of our team through the **Altia Career Map, a key tool within our talent management strategy**. Altia's career plan allows our professionals to have clear opportunities for growth and evolution within the company, providing guidance, accompaniment and training adapted to their needs.

The Altia Career Map covers all the positions in the company and is structured in five fundamental pillars: the list of jobs and their equivalence with the current collective agreement, the map of positions that defines the opportunities for development, the corporate organizational chart that reflects the internal structure, the detailed definition of each position with its requirements and competencies, and a dictionary of key competences for professional success. Through this framework, we promote both vertical progression within a department and internal mobility into new areas, fostering internal growth and diversification of functions within the company.

## Attracting and retaining talent

In a highly competitive market, at Altia we are committed to a **comprehensive strategy to attract, develop and retain the best talent**. Our HR and Recruitment team, together with the People and Training Committees, work in a coordinated manner to identify key profiles, offer professional development plans and implement effective retention measures.

Given the specialization of our sector, we especially value training in STEM disciplines (Science, Technology, Engineering and Mathematics), essential to respond to the challenges of the ICT field in areas such as software development, data analysis, cybersecurity and artificial intelligence.

Our talent comes mainly from university degrees in engineering and STEM careers, with 52.06% of the workforce trained in these areas at the end of 2024.

DEGREES	SEXO	2022	2023	2024	% S/TOTAL
Graduates	Men	1053	1175	1270	33,94%
	Women	611	648	678	18,12%
Other qualifications	Men	1234	1428	1466	39,18%
	Women	286	319	328	8,77%
<b>Total</b>		<b>3184</b>	<b>3570</b>	<b>3742</b>	
% of university graduates over the total		52,26%	51,08%	52,06%	

In addition, we recognize the value of vocational training, both in its traditional and dual modalities, as a key avenue for the development of the ICT sector.

We work closely with universities and vocational training centres to provide training experiences that prepare future professionals, ensuring real access to the labour market and encouraging their growth in a constantly evolving sector.

### We reinforce our commitment with dual training

In 2024, at Altia we have taken a further step in our commitment to dual vocational training with our adherence to the **Alliance for Dual Vocational Training**, a network of companies, institutions and educational centres that work together to promote this teaching model in Spain. With this initiative, we reinforce our commitment to the development of young talent and to the creation of opportunities for their incorporation into the world of work.

Through Dual Vocational Training, we facilitate the transition of students to the professional environment, combining academic training and practical experience in a real work environment. Currently, we collaborate with the **IES Fernando Wirtz (A Coruña)**, where we have developed the second edition of the Dual Higher Cycle in **Web Application Development**, and with the **IES San Clemente (Santiago de Compostela)**, thus expanding our contribution to technological training in Galicia.

“ Our adherence to the Alliance for Dual Vocational Training reinforces our role as talent drivers and allows us to continue advancing in the construction of a team of motivated professionals prepared for the challenges of the technology sector”

Angela Souto  
 – Talent Acquisition Manager de Altia

## AltiaDigitalHub

We believe in young talent. With AltiaDigitalHub, we connect knowledge and practice to train the professionals who will drive the future of the technology sector.

AltiaDigitalHub is our academic internship program designed to offer students a real immersion in the world of work, allowing them to develop their skills in an innovative and dynamic environment. Through this experience, participants learn by doing, while accessing key resources to enhance their professional growth.

The program includes initiatives such as LinkUp, sessions taught by specialists from various areas of the company to get to know our organization in depth, and an internal mentoring program, where Altia professionals guide and guide students in their development and career decision-making.

With a practical and educational approach, AltiaDigitalHub prepares future professionals in the technology sector to face the challenges of the market, providing them with tools, knowledge and support in their transition to the world of work.

# 110

people did internships at Altia,  
80% men, 20% women.

# 66%

ended joining  
the squad.

## Onboarding Plan

Thanks to the “welcomers” we create an environment of closeness and support so that each person feels part of the team from day one.

At Altia, we want the onboarding of each new talent to be a positive experience from day one. For this reason, we have developed an intensive onboarding program that accompanies the new people in our workforce during their first three months in the company, facilitating their adaptation to the work environment and our organizational culture.

To do this, we have a group of Welcomers in each office, reference people who provide support and guidance in this initial period. Their role is key to ensuring a smooth transition, resolving doubts and strengthening the sense of belonging within the team.

This program allows us to reduce turnover in the first months of incorporation and reinforce our organizational culture through an enriching employee experience, where each person feels valued and accompanied from the beginning.

# 60

Welcomers support us

## Occupational health, safety and well-being

At Altia we focus on people and work to prioritize their development and well-being, convinced that in this way we enhance our collective capacity to achieve our organizational goals and objectives.

### Occupational health and safety

We guarantee the health and safety of our staff through active and preventive management. Although our activities do not entail significant risks, we identify and assess potential threats in each workplace, adopting the corresponding preventive measures.

Altia aims to involve the entire human team that makes up the organization, as well as suppliers, customers and the company's corporate image by virtue of its commitment to the prevention of occupational risks. To this end, prevention is incorporated into all the organization's processes through the intervention of the prevention service.

Management is coordinated through the occupational risk prevention department. It is currently made up of Occupational Risk Prevention technicians at higher and intermediate levels, supporting the needs and improvements of Altia and the human resources that make it up.

The Occupational Risk Prevention department ensures Altia's commitment to the Group's occupational risk prevention and health surveillance policies. Likewise, the head of Occupational Risk Prevention leads the work team, establishing objectives, accompanying them in achieving them and evaluating them. The ORP department provides support and technical consultation in the management of the rest of Altia's departments. Likewise, a non-exhaustive list of the most common functions within the department is included below:

- Dialogue with prevention services and workplaces in the different specialties.
- ORP document management for each company and each workplace.
- Coordinate and plan, in terms of ORP, the incorporation of new people into the company, guaranteeing the risk prevention coverage corresponding to the beginning of the employment relationship.
- Development of ORP training according to job position.
- Support and technical advice to the health and safety committee.
- Coordination of the initial and periodic health surveillance of workers.
- Study, elaboration and dialogue for protocols.
- Responsibility for the coordination of internal and external business activities.

#### **PARTICIPATION AND REPRESENTATION IN RISK PREVENTION**

Employee involvement is key to our health and safety policy. In Spain, Altia and Bilbomática have union representation in some workplaces, such as Santiago de Compostela, Data Center in Vigo, Bilbao and Madrid. In the case of the workplaces in Santiago de Compostela and Bilbao, both Health and Safety Committees have been set up. For the rest of the workplaces and companies of the Group, the workers have not exercised the right to elect representatives and to participate in matters of safety and health at work.

Currently, 19.40% of the total workforce is represented through these bodies.

#### **HEALTH SURVEILLANCE**

We offer our entire workforce in Spain, Portugal and Brazil general and specific annual medical examinations according to the risks of the position. In Chile, the USA and the Netherlands, health coverage is managed through private health insurance or social security at their expense.

#### **INVESTMENTS IN SAFETY AND HEALTH**

Altia allocates resources to the prevention of occupational risks, maintaining our commitment to continuous improvement in this area. In 2024, the investment was €345,559.84, aimed at:

- Health insurance.
- Prevention services.
- Technical documentation.
- Provision of material means of safety and first aid, as well as their maintenance in each work centre.
- Health surveillance.
- Training in OR.
- Measuring equipment in the field of industrial hygiene.

#### **ONE MORE STEP IN THE SAFETY AND WELL-BEING OF OUR COMMUNITY**

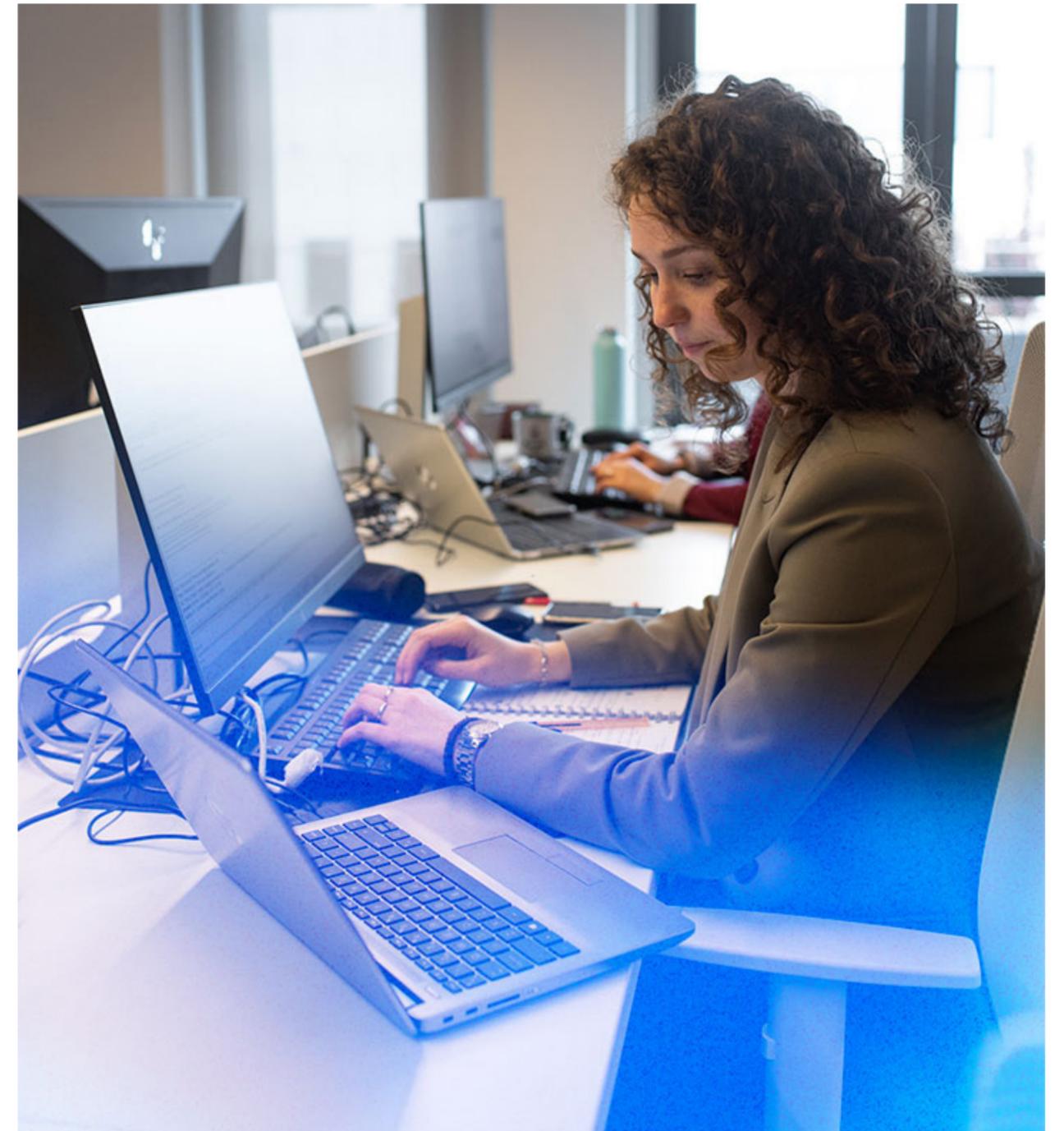
Our Milladoiro office, in A Coruña, has a defibrillator, installed in compliance with Decree 38/2017, which regulates its use outside the health field. This device, officially registered, is part of the Galician network of Semi-Automatic External Defibrillators (AED), facilitating access in case of emergency for people who may require its use in bordering areas.

Their presence not only reinforces safety in our workplace, but also represents a social improvement for the community. In addition, our team has received training in Basic Life Support (BLS) and the use of the AED, guaranteeing a quick and effective response to emergencies.

#### **UNIVERSAL ACCESSIBILITY**

By 2024, all Altia group offices will have universal accessibility systems for workers with disabilities. In general, all offices have a lift and accessible access to the work rooms.

In the same way, universal accessibility is taken into account in the opening of the new offices.



## Firm in our commitment against gender-based violence

Altia is a member of the 'Protocol for the Detection and Treatment in the Company of Situations of Gender Violence Produced Inside and Outside the Workplace' promoted by the Observatory against Domestic and Gender Violence, an entity that is part of the General Council of the Judiciary.

With this initiative, Altia intends to collaborate in the eradication of this scourge from our society, assuming the commitment to collaborate proactively against everything that threatens the integrity and freedom of women.

We are actively engaged in the fight against gender-based violence, ensuring protection, support and measures for victims

### Specific measures for women who are victims of gender-based violence:

- **Women who are victims of gender-based violence will be granted a change of office automatically**, in addition to preserving the right to reserve the job in the office of origin during the first six months as dictated by law.
- **The company will supplement, during the first three months of the reduction, the salary of the woman victim of gender violence** up to a maximum of 25% of the usual working day.
- Women who are victims of gender-based violence **may adapt their working hours without being subject to the limits established** in the Time Management Policy in order to ensure their protection or their right to comprehensive social assistance, with the only limit being to do so within the opening hours of the workplaces.
- With regard to **the right to suspension of the employment contract**, for a period of six months (extendable by decision of the judge for periods of three months, with a maximum of eighteen months) by decision of the worker who is forced to leave her job as a result of being a victim of gender violence, with reservation of the workstation and the right to unemployment benefits, the company will extend the reservation of the job for an additional six months.
- When a worker who is a victim of gender-based violence is forced to **leave her job permanently** for this reason (article 49.1.m of the Workers' Statute), in this cause of termination the worker is not entitled to receive any compensation, however, the company will pay, by way of compensation, **an amount equivalent to ten days per year worked with a limit of four monthly payments**.

## Digital disconnection is a right to ensure a healthy and sustainable work environment



### Digital Disconnect Policy

We believe that technology should be a tool to improve productivity and quality of work, but never at the expense of people's well-being. For this reason, we promote a culture where digital disconnection is not only a right, but a guarantee to promote a healthy and sustainable work environment.

Our digital disconnection policy allows all Altia workers to fully enjoy their personal time, ensuring that, once their working day is over, there is no obligation to respond to emails, messages or professional calls. In the same way, we establish that meetings and training should be scheduled during working hours, avoiding interference with personal life and favoring a better work-life balance.

In addition, the protection of privacy in the use of digital devices is a fundamental pillar. Altia guarantees the right of its staff to privacy in the handling of professional devices and provides mechanisms to exercise control over their personal data, complying with current regulations.

To reinforce this commitment, we carry out awareness-raising and training actions, promoting a responsible use of technology that respects the boundaries between the work and personal spheres. In short, we work to ensure that the well-being of our staff is not compromised by hyperconnectivity, consolidating a more humane, efficient and sustainable work model.

## Diversity, Equity, and Inclusion

At Altia, we are convinced that a diverse, inclusive and equal work environment is essential for the advancement of our projects. We strive to create a space where all people feel respected, empowered, and recognized, and where they can fully contribute their unique voice and perspective.

We are committed to continuing to promote a work environment based on equal opportunities, mutual respect and non-discrimination. **Our goal is to build an inclusive and equitable culture**, where every person feels valued and safe. To this end, we have Equality Commissions in charge of implementing and supervising the actions established in our equality plans, ensuring that our practices are aligned with the values and principles we defend.

### Human rights

We are firmly **committed** to the protection of **Human Rights, respect for fair working conditions and the promotion of integral well-being** in the work environment. To this end, we have developed and adopted a series of **specific policies and protocols that guarantee a safe, inclusive and equitable** environment for all people in the group. Among these policies The following are included:

- 1 CODE OF ETHICS**  
A framework that defines the fundamental values and principles of conduct in the company, ensuring respect for Human Right and fostering a culture of integrity, transparency and responsibility in all our activities.

- 2 INTERNAL RULES OF CONDUCT**  
Establishes the rules and behaviors expected within the work environment, promoting an environment of respect, collaboration, and safety for all employees.

- 3 EQUALITY PLANS AND POLICIES**  
Specific approaches to ensure equal opportunities and treatment, avoiding any type of discrimination based on gender, origin, race, sexual orientation, gender identity or other factors, in line with international best practices.

- 4 PROTOCOLS AND MEASURES FOR THE DETECTION AND TREATMENT OF GENDER-BASED VIOLENCE**  
Procedures aimed at preventing, identifying and addressing cases of gender-based violence, protecting the physical and emotional well-being of those affected.

- 5 PROTOCOLS AND POLICIES FOR THE PREVENTION OF HARASSMENT IN THE WORKPLACE, SEXUAL, BASED ON SEX, SEXUAL ORIENTATION, SEXUAL IDENTITY OR GENDER EXPRESSION**  
Clear guidelines to prevent and manage any form of harassment or discrimination in the workplace, ensuring a safe, inclusive and respectful environment for all.

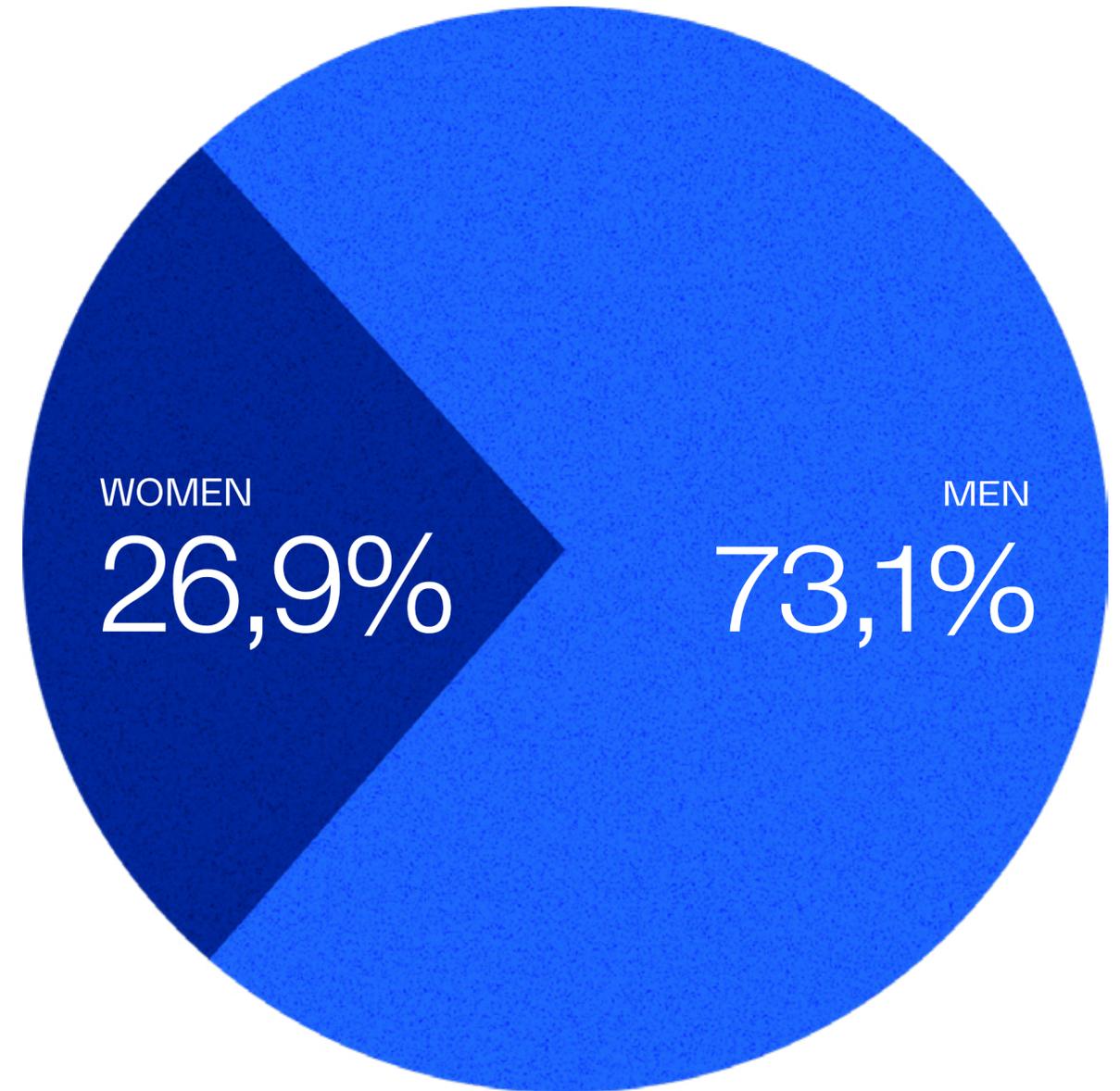
- 6 ON-SEXIST LANGUAGE GUIDE**  
The aim is to ensure that our publications and communications do not use discriminatory language or reproduce sexist or stereotypical images, promoting a respectful and egalitarian way of communicating for all people.

## Gender equity

We recognize that the sector in which the Altia group operates has a notable disproportion between the number of men and women. Aware of this reality, our group is committed to working with determination for gender equality in this area.

At the end of the 2024 financial year, the Group's workforce is distributed among 2,736 men and 1,006 women.

Altia, Exis TI and Bilbomática have, in Spain, an Equality Plan whose purpose is to promote measures that guarantee the principle of equal treatment between women and men, integrating equal opportunities in talent management, to promote equality between women and men in professional development and job promotion.



**26,9%** This % exceeds Employment participation women in the ICT sector

## Generational diversity

We are committed to generational diversity as a key value for growth and innovation. We encourage collaboration between young talent and the experience of our senior professionals, convinced that this combination of knowledge and perspectives strengthens our team and enriches our projects.

We take a strong stand against ageism and work to ensure equal opportunities for all people, regardless of age. We believe in the unique value that each generation brings and promote an inclusive environment where experience and mutual learning are the foundation of our collective success.

At the end of the 2024 financial year, the data related to the age distribution in our workforce show generational diversity and our determination to combat age-related prejudices and stereotypes in the workplace.

## People with disabilities

During 2024, the Group employed 47 people (35 men and 12 women) with a degree of disability equal to or greater than 33%, thus increasing the number compared to previous years (45 people in 2023, 41 people in 2022, 35 people in 2021, 24 people in 2020 and 20 people in 2019).

## EONES: Talent has no age

With the EONES campaign, we highlight the value of generational diversity in our company. Through testimonies from different people, we show how each generation brings a unique and complementary vision. Our professionals shared their experience, their journey in the company and their perspective on the present and future of Altia.

We believe that talent does not understand age: whether we have been working for a year, a decade or an eon, each professional stage adds up. We foster an environment where collaboration across generations drives innovation, growth, and collective success, reaffirming our commitment to equal opportunities.

62,5%

30-50 years

25,3%

< 30 years

12,2%

> 50 years

## Building a team

At Altia, we foster a **work environment based on collaboration, participation, and a sense of belonging**. In a hybrid model, where the connection between teams is key, we promote a dynamic communication strategy with initiatives designed to strengthen the bonds between the people who are part of the organization.

We believe in the importance of a positive and healthy work environment, which is why we promote meeting spaces through **internal events, meetings and celebrations that reinforce the sense of belonging and team cohesion**. These initiatives allow us to generate links, share experiences and consolidate our organizational culture.

In addition, we are committed to **open and transparent communication**, which is key to building an inclusive and motivating environment where each person can develop their full potential and contribute to collective success.

# We are more than a staff, we are a team



## Internal programs

### OPEN CULTURE: EQUALITY, INCLUSION AND COLLABORATION

Accelerator of ideas that help us improve processes, increase internal productivity or help us get to know each other better. We are also looking for initiatives that boost our business through new opportunities, improvements, reuse of experience, new applications...

### HOUSE OF\_

Internal communities are transversal spaces to all Altia teams and projects that put interested profiles in contact on a common topic. The creation of these communities pursues 3 clear objectives: to promote talent, promoting knowledge transfer and generating synergies. The following are currently underway:

- HouseOf\_Architecture: On the Universe of Architecture
- HouseOf\_UXdesign: aimed at all people who are dedicated to user experience design
- HouseOf\_Agile: to be able to transfer knowledge among all those interested in project management

### ALTIA\_AMBASSADORS

Program designed so that all the people who are part of the company can join to support and disseminate different corporate initiatives that we carry out day by day.

### ALTIA\_IN\_ACTION

Internal promotion of social, sports and environmental initiatives, which help to re-imagine our closest reality. During 2024, 8 people were dedicated to AIA coordination in physical offices.

### INSPIRING TECHNOLOGY LIVE!

The Hunters, hunters of technological holdings at Altia, periodically organize dynamic talks in online format to show the team findings and new keys to take into account in the world of technology.

### #DIGITALTALK

Online talks where we show colleagues the projects in which we are involved. The objective is to transfer knowledge and generate engagement.

### ALTIA\_IMPULSA

Internal program for the dissemination of job opportunities on the corporate portal with the aim of enhancing transparency and communication in terms of job promotion.

### BIT

Altia's monthly newsletter. A space to accommodate outstanding projects, curiosities, corporate news and, above all, to get to know each other a little more.

## Events

### FAMILY EVENT

**Carnival with the family.** We celebrate Carnival with a costume party for the little ones in our office in A Coruña. A day full of color, creativity and fun, where children enjoyed craft workshops and themed activities in a festive atmosphere. An event designed to share with the family and strengthen the bonds within our

**Exploring creativity with Minecraft and robots.** In our office in Santiago de Compostela we organize a special day of crafts inspired by Minecraft and robotics workshops with recycled materials. A unique experience where the little ones could let their imagination run wild and enjoy a playful and educational activity in a dynamic and creative environment.



### EMPLOYEE EVENTS

**Team events.** Summer event to chat and have a different time in all the cities where we have offices.

**Christmas event.** A special moment to celebrate the end of the year together in all the cities where we are present.

**25 years at Altia.** Special recognition to those who celebrate 25 years in the company, celebrating their career and commitment.

**EVO League.** Intercompany esports competition where our teams face each other in League of Legends and Valorant at a national level

**Participation in social and environmental actions** in line with the group's sustainability strategy..

**#TeamNoesis Day 2024.** Padel tournament to encourage teamwork and create a fun and attractive environment for all participants. This event was an excellent opportunity for experienced players to hone their skills, while beginners had their first contact with padel.



# Clients

REINVENTING BUSINESS TOGETHER



# Clients

## Quality Management

The Altia Group's quality management system is closely related to the satisfaction of our customers. This system is based on several principles and processes that seek to ensure that the services offered meet the expectations and needs of customers, thus promoting their satisfaction.

Here are some key aspects of this relationship::

### 1 CUSTOMER ORIENTATION

It involves understanding both current and potential customers (internal and external) and orienting our work towards solving and satisfying their needs and expectations. This is achieved through in-depth knowledge of their requirements and the identification of business opportunities, with the aim of providing them with greater added value and continuously improving our services.

### 2 CUSTOMER SERVICE AND SATISFACTION

It is essential to attend to the users of the services and take into account their satisfaction by effectively solving their requirements. This includes responding reactively or proactively to the demands or problems raised by the customer, showing an attitude of availability and attention at all times.

### 3 COMMITMENT TO CONTINUOUS IMPROVEMENT

Continuous improvement is a primary goal of the quality management system. This involves not only meeting set requirements, but also constantly looking for ways to improve processes and services to exceed customer expectations.

### 4 INCIDENT AND CORRECTIVE ACTION MANAGEMENT

Incidents are properly recorded and documented to ensure traceability and allow for future audits or reviews. The results of corrective and preventive actions are used to identify areas for improvement and establish strategies to prevent the recurrence of similar incidents.

### 5 COMMUNICATION AND COLLABORATION

Communication channels with customers are favored so that they can send any query or suggestion that can be implemented in the system. This helps to exceed the expectations created in the perception of services.

### 6 CERTIFICATIONS AND REGULATIONS

Altia group companies are certified under the ISO 9001 Standard, which guarantees that quality management processes comply with recognized international standards. These certifications are used to accredit the level of institutionalization of the defined processes and to identify areas for improvement.

## Channels of dialogue

Altia establishes and maintains contact with customers through various channels of communication, engagement and dialogue. These include:

- **Reactive channels:** Means of communication made available to stakeholders to manage contact..
- **Quality Committees:** Where documented communications are analyzed and actions/improvements/responses derived from these
- **ANT Sessions:** Used especially for the dissemination of new elements with relevance.
- **News in corporate knowledge management:** To notify you about corporate solutions and other relevant content.

In addition, Altia also communicates pertinent environmental information to all stakeholders and the general public. The planning of communication with key stakeholders is reflected in a Communication Matrix that is reviewed at least biannually.

## Customer satisfaction

Customer satisfaction is a fundamental pillar in the quality of the services we provide. At least once a year, customer satisfaction will be measured for the contracted services using the template made for this purpose and its analysis will be included in the corresponding service monitoring report.

Customer satisfaction assessment is done for both specific projects and contracted services.

- 1 COMMON GOAL**  
Both evaluations seek to measure customer satisfaction with the services provided.
- 2 ANALYSIS LIABILITY**  
The Quality Committee analyses the results of the reviews carried out..
- 3 CONTINUOUS IMPROVEMENT PROCESS**  
The results are used to identify areas for improvement and establish strategies to increase customer satisfaction.
- 4 USE OF QUESTIONNAIRES**  
Specific questionnaires are used to collect the opinion of customers on various aspects of the service received.
- 5 DOCUMENTATION AND EVIDENCE**  
Documentation and evidence from the evaluation process are stored appropriately in both cases.

These practices ensure that Altia is able to maintain a high level of quality in its services and projects, catering to the needs and expectations of its clients effectively.

**In 2024, our customer satisfaction is 4.5 out of 5.**

The **best-rated aspects** in 2024 are:

- Products and/or services offered by Altia in the context of the project.
- Altia's degree of compliance with the agreed delivery deadlines.
- Degree of satisfaction with the set of aspects related to invoicing.

# Social action

At the Altia Group, we recognize that our responsibility transcends the technological and business sphere. Our social actions align with ESG (environmental, social and governance) pillars, ensuring that our initiatives generate authentic and sustainable value. Our social commitment is not simply a corporate strategy, but an action driven by the people who make up our group, who act as agents of change in their communities. We are convinced that we will only achieve a significant impact if we actively involve the entire team in social transformation.

In all the companies of the Altia group, we are committed to participatory **social action**, where our own people are the engine of change.

We believe that a successful company must generate not only economic benefits, but also be an agent of social change. Our goal is to amplify Altia's positive social impact and we know that the people who are part of the group are fundamental to achieve this.

The real impact is created by our people: an engaged team that turns social responsibility into action and real change

To channel and strengthen our social initiatives, we rely on **Altia in\_ Action, an internal team of people committed to driving high-impact initiatives in four key areas:**

## 1 EDUCATION AND DEVELOPMENT

We promote STEM vocations, collaborate with educational institutions and support the professional growth of new generations.

## 2 GENDER EQUITY AND DIVERSITY

We promote inclusion and equitable access to opportunities in the technology sector. We work to eliminate gender stereotypes in ICT professions and encourage STEM vocations among girls and young women.

## 3 HEALTH AND WELLNESS

We support initiatives that improve the quality of life and well-being of people inside and outside the organization.

## 4 SOLIDARITY AND SOCIAL SUPPORT

We get involved in causes that generate a positive impact on vulnerable groups, through donations, volunteering and collaborations with non-profit organisations.

# Education and development



## Altia Premio

Altia Premio is a joint initiative between Altia and the ETSE designed to promote training and digital talent among students of the Bachelor's Degree in Computer Engineering. The award seeks to recognize the effort and passion of the students, awarding a prize of €1,500.

In the V edition of Altia Premio, Alberto Ruibal has been recognized for his project “Android mobile application to help in Crohn’s disease”, which uses technology to improve the quality of life of people affected by this chronic disease.

“ This award underlines the values that Altia promotes: innovation, commitment and support for young talent, contributing to the development of technological solutions that not only address technical challenges, but also generate a positive social impact”

Josefina Fernández  
– Director of Sustainability & ESG

[See more ↗](#)



## Academy Award for Excellence in Computer Engineering

In line with our commitment to training and talent development, Noesis has renewed its collaboration with the Southern Region of the College of Engineers (OERS). This agreement reaffirms our dedication to supporting young engineers in their transition to the job market through the sponsorship of the €1,500 Academy Award for Excellence in Computer Engineering.

The initiative aims to recognize and value the effort and dedication of students in the final year of Computer Engineering in an increasingly competitive context.

“ This is an excellent opportunity to bring young people closer to the world of technology and for them to see our company as a point of reference to build their professional careers”

Alexandre Rosa  
– CEO of Noesis, an Altia Company

[See more ↗](#)



## TecStorm'24

TecStorm, the largest hackathon in Portugal, held its eighth edition with the participation of more than 540 university students. Organized by Junitec, this event brought together young people with the aim of developing innovative technological solutions to address real problems in key areas such as health, energy, connectivity and sustainable mobility. Noesis, as a sponsor for the fourth consecutive year, played an essential role in providing mentorship to the participating teams throughout the process, from ideation to the final phase.

The four Noesis people who acted as mentors guided the students in structuring their projects, sharing their experience and knowledge in various technological and management areas.

This experience not only provides a space for students to put their ideas into practice, but also strengthens the link between academia and the business sector, preparing young people to face the challenges of the labour market with an innovative approach.

[See more ↗](#)

## GenTech

This Altia initiative, which seeks to promote young people's interest in STEM (Science, Technology, Engineering and Mathematics) careers, creates a space for dialogue between students and professionals at Altia, where training and work experiences are shared that demonstrate how technological skills are key to the future.

The fifth edition of GenTech has had the participation of more than 670 students from 17 schools in Galicia, Madrid and Valencia, as well as the support of 12 volunteers who contributed to the success of the initiative. The arrival in the latter Autonomous Community is part of the steps taken in the last two editions to extend the project to the entire Spanish territory.

[See more ↗](#)

## Tecnólog@ for a day

For the tenth consecutive year, Altia participates in this initiative, reaffirming its commitment to technological talent in Galicia.

In collaboration with the DigiTalent Plan of the Agency for Technological Modernization of Galicia (AMTEGA), we received 10 students between 15 and 17 years old in our offices in Coruña and Data Center in Vigo to live the experience of being Tecnólog@ for a day.

The initiative, which seeks to bring the technological world closer to young students, offered them the opportunity to interact with the people in our teams to solve vocational doubts and discover the multiple possibilities offered by the sector.



## Family business in the classroom

The “Family Business in the Classrooms” program, an initiative promoted by the Galician Family Business Association in collaboration with AFUNDACIÓN Obra Social ABANCA, whose purpose is to promote entrepreneurial culture and highlight the crucial impact of family businesses on the Galician economy, allowed the students of the CIFP Polytechnic of Santiago to participate in a unique day.

A total of 150 students attended a talk given by Josefina Fernández, Director of Sustainability & ESG at Altia, where they were able to learn about the company’s trajectory and values. Subsequently, 25 of these students had the opportunity to visit Altia’s facilities in Santiago de Compostela, which allowed them to learn first-hand about the work environment and the daily activity of the company.

## 4th ESO + Business Program

Within the framework of the 4th ESO + Business educational programme, aimed at students in the 4th year of Compulsory Secondary Education in public schools in the Community of Madrid, our office in Madrid received three 16-year-old students. For three consecutive days, they had the opportunity to learn about the operation of a technology company.

Through the collaboration of 10 Altia volunteers, the young people were able to participate in various activities that offered them a comprehensive vision of the company, exploring key areas such as talent management, the financial and legal department, among others, as well as learning about different technological projects in which Altia works.

## Altia Tech\_Day

#AltiaTechDay, is an Altia initiative for the training of talent in advanced technologies. This program offers talks and technical workshops, in which Altia professionals share their experience and knowledge with university students and students of vocational training cycles, creating a space for meeting and practical learning.

The aim of this programme is to strengthen talent and complement the theoretical training of future professionals with practical knowledge in cutting-edge tools and technologies such as React.js, Drupal, Docker, Joomla and Design Thinking, used in real projects.

During 2024, talks have been held in Coruña, Santiago, Vigo and Barcelona.

[See more ↗](#)

# Gender equity and diversity



## “Engenheiras por Um Dia”

The College of Engineers has designated 2024 as the year to strengthen female participation in STEM, reinforcing the importance of equal opportunities in the sector. Noesis joins this mission, participating for the second consecutive year in “Engenheiras por um Dia”.

Olga Carvalho and Marta Ferreira, professionals in the Cloud & Security area, gave a cybersecurity workshop aimed at 3rd cycle and high school students. During the session, key topics such as best practices for online security, password protection, and phishing prevention were addressed, fostering awareness and hands-on learning.

“ Initiatives like this are essential to inspire young women and show them that technology is a space where they belong and can thrive”

Olga Carvalho  
– *Cloud & Security at Noesis, an Altia Company*

[See more ↗](#)

## Inspira STEAM

Bilbomática reaffirms its commitment to equality and the promotion of technological talent through its participation in the Inspira STEAM project, an initiative promoted by the University of Deusto that seeks to promote scientific and technological vocations among young people, especially girls.

We actively collaborate in this group mentoring program, in which Bilbomática volunteers develop awareness and orientation sessions to bring primary school students closer to the world of technology. During the 2023-2024 academic year, four people from Bilbomática, 2 women and 2 men, have participated in this initiative with 100 hours of volunteering, impacting more than 70 students in 4 educational centers.

Through this collaboration, we want to promote a more diverse and accessible technology sector for all.

[See more ↗](#)



## Technovation Girls'24

For the third year in a row, Noesis participates in Technovation Girls'24, the world's largest educational program focused on empowering girls and young women in STEM. Organized by Happy Code, this technology contest seeks to inspire girls between the ages of 8 and 18 to explore the world of technology, reinforce their confidence in STEM disciplines and develop innovative solutions to real problems, promoting equal opportunities in education and access to technological careers.

In this edition, which brought together 400 students and around 100 mentors, Noesis was represented through Sandra Martins, as part of the jury and by Inés Guerra, Daniela Vicente, Agar Silva and Antonia Tajés Farenzena, as mentors who accompanied the teams in the process of ideation and development of their projects. Over several weeks, the participants worked on solutions with social impact, guided by their mentors to materialize their ideas and demonstrate that innovation and entrepreneurship have no gender.

[See more ↗](#)

“Female mentors play a key role in bringing girls' ideas to life and demystifying the idea that computer science is a male-dominated field.”

Sandra Martins  
– Marketing and Communication of Noesis,  
an Altia Company.

## EU Diversity Month

With the purpose of promoting diversity and inclusion, Noesis joins the celebration of European Diversity Month and Pride Month, giving visibility and aligning itself with the #EUDiversityMonth campaign of the European Union. Through this initiative, the company reaffirms its commitment to building an equitable work environment, where every story and perspective is valued.

Under the slogan Diverse Perspectives = United Goals, Noesis launched a campaign in collaboration with UPNDO to connect national and international talents within #teamnoesis, promoting respect, equity and inclusion as fundamental pillars of its corporate culture.

In a world where innovation comes from diversity of experiences and perspectives, Noesis is committed to a work environment that fosters creativity and positive impact. Because the more diverse we are, the more possibilities we have to transform the future.



## #EmpleoParaTodos. Adecco Foundation

As part of our commitment to diversity, inclusion and the creation of an accessible labour market for all, Bilbomática actively collaborates with the Adecco Foundation in the #EmpleoParaTodos programme. Through this initiative, we seek to increase the employability of people with disabilities and at risk of social exclusion, collaborating through training opportunities.

In 2024, as part of the Adecco Foundation's Digital School programme, two people from the Adecco Foundation's Digital School team Recruiting, Oihane Alonso and Sofía Apolinar, participated in transversal training aimed at employment in areas of high demand such as Programming with Python and Software Testing with Java. These trainings not only trained participants in technical skills, but also gave them a first-hand view of the labor market, Bilbomática's technology projects, and how it works of selection processes through platforms such as LinkedIn and InfoJobs.

# Health and Wellness



## Solidarity through sport

At Altia Group, we actively promote participation in sports activities as a way to encourage healthy habits, strengthen team spirit and support social causes.

**Noesis, in collaboration with UPNDO, has carried out four campaigns in support of seven NGOs** aimed at causes as diverse as digital inclusion (Inspiring Girls Portugal), environmental protection (Liga para a Proteção da Natureza and Ocean Alive), mental health (AlertaMente: National Association of Mental Health and Associação Mais Proximidade) and well-being (Sociedade Portuguesa de Medicina do Estilo de Vida and Liga Portuguesa Contra o Cancro).

Noesis participated in the **Play for Wishes** tournament, where six padel teams competed in support of Make-A-Wish Portugal, contributing to fulfilling the wishes of children with critical illnesses. The staff was also encouraged to participate in running events, such as the **Sempre Mulher Run**, which supports breast cancer awareness, and we sponsor the **São Silvestre Run**, showing our support for health causes through sport.

At Altia, we joined the **VII ACEM Solidarity Race**, sponsoring this event in favor of Multiple Sclerosis and other neurodegenerative diseases, with the aim of raising funds to improve the quality of life of affected people. In addition, we participated in the **Adecco Foundation's Skills Race**, an event that promotes labor inclusion through sport, supporting the integration of people with disabilities.

## Mental health

During 2024 we reiterate our firm commitment to the integral well-being of our people, adopting the WHO motto, "Mental health at work". We work to build a workspace where our workforce can thrive, contribute productively, and enjoy a healthy work-life balance.

At **Altia and Bilbomática** we have held **online talks** that have provided practical tools to manage the demands of today's work environment. Wellbeing breaks have been shared on mindfulness, breathing, gratitude, posture and managing failure.

At **Noesis**, we hosted an **awareness session** on mental health at work in collaboration with GIRA, where participants gained key tools to recognize and address mental health challenges in the workplace. We also run **training sessions through the Noesis Academy**, such as "Emotional Health at Work" and "The Power of Breath for Wellbeing," which have enabled our teams to improve their emotional resilience and learn valuable techniques to manage stress and strengthen overall well-being.

# Solidarity and social support



## Donation of school supplies

Altia and Bilbomática joined the solidarity initiative of the NGO **Fundación Iniciativa Social** to minimize the adverse effects on the education of children affected by the DANA in the Valencian Community.

Altia provided its Alicante office as a delivery point at the disposal of the Foundation and organised an internal collection campaign among our staff in all our offices through solidarity points. In addition, we extended the message to companies and entities in our environment, achieving greater participation. Thanks to these synergies, we managed to involve different actors in the business fabric and as a key tool for social transformation.

This campaign highlights the importance of partnerships and collaborative networks, which allow individual efforts to be multiplied to achieve a collective benefit. The union of different committed organizations and individuals strengthens our capacity to respond to adverse situations and reinforces the sense of community.

Thanks to this social campaign, during the month of November we managed to collect **270 kg of school supplies** that were sent to the Social Initiative Foundation. This collective effort will allow the affected children to resume their academic activity with the necessary resources, demonstrating once again our commitment to education and solidarity.

“ The campaign to donate school supplies for those affected by the DANA in Valencia has been an example of how, by joining forces, we can generate a real impact on the community. The solidarity of our team and collaboration with other entities have been key to the success of this initiative”

Raquel Costas,  
– Altia in\_Action Team Coordinator

## Toy collection

This Christmas, at Altia we have once again shown that solidarity is part of our essence. Through our toy collection campaign, we have collaborated with **the Psychology without Borders Foundation, the Os Tilos Recreational and Cultural Association, the Stop Every Child a Toy Association and Porunfuturo CyL**, with a clear objective: that no child is left without their gift on these special dates.

Play is not just fun, it is a fundamental right recognized by the United Nations and a key tool in child development. For this reason, from our Data Center offices in Vigo, Madrid, Santiago de Compostela and Valladolid, our teams have thrown themselves into this initiative, joining forces to bring hope and hope to children in vulnerable situations. A total of 136 toys that are a small gesture that makes a difference and reinforces our commitment to childhood and equal opportunities.

06

# Governance

- [Organizational structure ↗](#)
- [Integrity and commitment ↗](#)
- [Certifications ↗](#)
- [Financial performance ↗](#)

# Good governance

“ Our commitment to ethics, human rights and good corporate governance is a fundamental pillar of our strategy, key to strengthening our reputation, ensuring sustainable growth and generating trust among our professionals, clients and stakeholders”

Adela Pérez  
– Vice President of the Board of Directors

At Altia, integrity, ethics, and transparency are the pillars that underpin our governance and corporate culture. We define ourselves as the good Company, a commitment that goes beyond a declaration, reflecting our firm commitment to a corporate governance model based on responsibility and regulatory compliance.

Our Code of Ethics is the basis on which our policies are developed, ensuring that our decisions and operations are governed by the highest standards of quality, sustainability and good practice. We have a robust governance structure, supported by specialized committees and strategic units that ensure the effective application of our principles at every level of the organization.

- Internal Rules of Conduct.
- Regulations of the Board of Directors.
- Stakeholder Management Policy.
- Global risk management policy.
- Plans and Policies on Equality.
- Protocols and Measures for the Detection and Treatment of Gender Violence.
- Protocols and Policies for the Prevention of Harassment in the Workplace, Sexual, Based on Sex, Sexual Orientation, Sexual Identity or Gender Expression.
- Data protection policy and obligations.
- Internal rules derived from the listing on the stock market.

We continuously train and raise awareness among our staff on ethics, regulatory compliance and best practices, thus ensuring that our values are understood, complied with and integrated into all our actions and decisions.

We are convinced that a solid ethical foundation is key to strengthening the trust of our stakeholders, driving sustainable growth and consolidating our reputation as a benchmark in the sector.

## Our values, the essence of our way of acting

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1 Customer orientation

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2 Autonomy and initiative

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3 Integrity, accountability and regulatory compliance and initiative

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4 Adaptability to change

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5 Results-oriented

# Organizational structure

## Governing bodies

With regard to our corporate governance structure, our bodies are in continuous communication to develop frameworks, procedures and practices that ensure quality and accountability in a fair and transparent manner.

**We are committed to addressing the impacts of our operations and to acting in accordance with the most rigorous ethical and legal standards.**

The Governance and Administration of the Company are entrusted to the General Meeting of Shareholders and the Board of Directors.

Each of these bodies has the powers indicated in the Company’s Articles of Association and in the legal and regulatory provisions that apply to it as a commercial company. The Audit Committee is within the Board of Directors, with the functions that will be set out below.

For its part, the Board of Directors has the support of the Management Committee, the Economic and Financial Department and External Advisors in the exercise of its functions.

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### General Shareholders’ Meeting

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### Board of Directors

Altia Board of Directors

Board of Directors in the parent company of the Noesis subgroup and in its Portuguese subsidiary

Board of Directors of Bilbomática

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### Audit Committee

- Internal Audit
- Internal control and risk management system
- External audit
- Financial reporting process
- Other competencies

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### Steering Committee

## General Shareholders' Meeting

### Main competencies

Among its most important powers are: the appointment and dismissal of Directors, the approval of the Annual Accounts, the approval of the management of the Board of Directors and the resolution on the application of results. It is also the competent body to amend the Company's Articles of Association.

As indicated, the General Shareholders' Meeting is responsible for appointing the directors at the proposal of the Board. The proposal and appointment take into account several requirements and conditions, such as their specialized knowledge and experience related to the economic, environmental and social effects of the Company, their harmony with the business project and its values, their independence, in the event that they are not executives or proprietary employees, or its diversity.

## Board of Directors

### Main competencies

The Board of Directors has all the powers of representation, governance, management and administration of the Company and of the business and social and environmental interests, in all matters not specially reserved by the Laws and by the Bylaws to the competence of the General Shareholders' Meeting.

The functions and responsibilities of the Board of Directors include: the formulation of the annual accounts, the management report and the proposal for the application of the result, the determination of the Company's general policies and strategies, the internal distribution of positions, the calling, attendance and preparation of the agenda of the General Meetings, the appointment and dismissal of the Company's Chief Executive Officers, as well as the establishment of the conditions of their contract and the authorisation of the creation of committees for specific consultative, organisational or functional purposes.



## Altia Board of Directors

The composition of the Board of Directors at the end of 2024 includes **eleven directors**. Of these, three are women.

The Council is chaired by **Constantino Fernández Pico**, who in turn is the **Chief Executive Officer**.

**Luis Huete, Carlos Bercedo**, representative of Mr. Bhavnani's investment group, and **Teresa Mariño**, independent and Chair of the Audit Committee, **form the Audit Committee** and look after the interests of the minority shareholders.

**Miguel Jove Ortega**, on behalf of Incio Inversiones, S.L., **is a proprietary director**.

**Manuel Gómez-Reino is the Secretary of the Board** and the rest, **Adela Pérez, Josefina Fernández, Ignacio Cabanas, Ramón Costa and Fidel Carrasco** also hold executive positions in the Company. The appointment is based mainly on knowledge and experience in the Company and in the sector and in tune with the business project and its values.

Stakeholders have several possibilities of communication with the Company's Board of Directors.

Among them, for shareholders, participation in the General Shareholders' Meeting, and in general for investors, consultations of information published on BME Growth (formerly MAB) and on the Company's website, events and conferences organised by BME Growth and other bodies, or direct communication through Altia's website, email and, finally, through the Ethics Channel.

## Board of Directors at the parent company of the Noesis subgroup and its Portuguese subsidiary

The Boards of Directors of these two companies have all the powers of representation, governance, management and administration of the Company and of the business and corporate interests, in all that is not specially reserved by the Laws and by the Articles of Association to the General Shareholders' Meeting.

The composition of the two Boards of Directors includes **seven directors**. Of these, **one is a woman**.

The structure of both Boards of Directors was determined at meetings on 02.07.2021. They are chaired by Constantino Fernández Pico. Fidel Carrasco and Manuel Alexandre Fernandes Silva Rosa are its vice-presidents and María Dolores Suárez, Ignacio Cabanas, Luis Manuel de Castro and Nelson Pereira are members. As already indicated for Altia's Board of Directors, the appointment is mainly based on knowledge and experience in the organization and in the sector (in this case within the scope of the Noesis subgroup) and in tune with the business project and its values.

Within both Boards of Directors, an Executive Committee was created made up of the three Portuguese Executive Directors and chaired by Alexandre Rosa. The Council delegated to that Commission a series of management powers according to the usual practices in both Portugal and Spain. In addition to the powers that cannot be delegated by law, the Council reserved those of a more strategic nature.

The members of the Executive Committee have, in turn, powers delegated by the committee itself in matters pertaining to their area. Specifically:

- Alexandre Rosa, CEO or Chief Executive Officer.
- Nelson Pereira, CTO or Chief Technology Officer.
- Luís de Castro, CFO or Chief Financial Officer.

However, these delegations, certain matters must be discussed and agreed upon by the Executive Committee as a whole

## Board of Directors of Bilbomática

The composition of the Board of Directors of Bilbomática is as follows:

- President: Josu Urrutia
- Vice President: Constantino Fernández
- CEO: Gabriel Fernández
- Secretary: Manuel Gómez-Reino
- Deputy Secretary: María Dolores Suárez

In July 2024, Gabriel Fernández was appointed as CEO of Bilbomática, replacing Walter Mattheus after his retirement, and Josu Urrutia as President of Bilbomática.

## Audit Committee

Made up of the Board of Directors, it is made up of non-executive directors, with a majority of independent directors, as required by article 529 quarter.1 of the Capital Companies Act:

## Main competencies

Its powers are regulated by the Council Regulations, among which the following stand out:

### INTERNAL AUDIT

Define the internal audit system, approve the annual plan, supervise the internal audit systems, ensure the independence and effectiveness of this function and monitor it.

**RISK CONTROL AND MANAGEMENT SYSTEM**

Identify the different risks as well as the information and internal control systems that will manage those risks, determine the acceptable level of risk, indicate the measures envisaged to mitigate the impact and supervise the Internal Control System of Financial Reporting (ICFR) and the actions related to Regulatory Compliance.

**EXTERNAL AUDIT**

To analyse with the external auditors the significant weaknesses of the internal control system, to prepare the report on the independence of the auditor and to propose the appointment of auditors to the Board of Directors.

**FINANCIAL REPORTING PROCESS**

Supervise the process of preparing and presenting financial information, review the accounts and the correct application of accounting principles, ensure that all financial statements are prepared with the same accounting criteria and that both individual and consolidated accounts are prepared.

**OTHER COMPETENCIES**

To inform the General Meeting of any questions that may arise on those matters under the Committee's responsibility, to report on transactions that may involve a conflict of interest, to report on related-party transactions and to advise the Board of Directors.

The Audit Committee, the Internal Audit function, the Regulatory Compliance Unit (UCN) and the Global Risks Unit (URG) are attached to the Audit Committee, with the latter two units having among their members a person from the Investor Relations and Markets team.

## Management Committee

All the people who make up the Management Committee are people who are fully committed to the Company and have sufficient experience and skills to carry out their functions. The Management Committee **meets once a month**.

### Main competencies

The main functions of this Committee are as follows:



Assurance of execution of the Strategic Plan in force.



Management and monitoring of the Business Group's operations, including environmental, economic and social aspects.

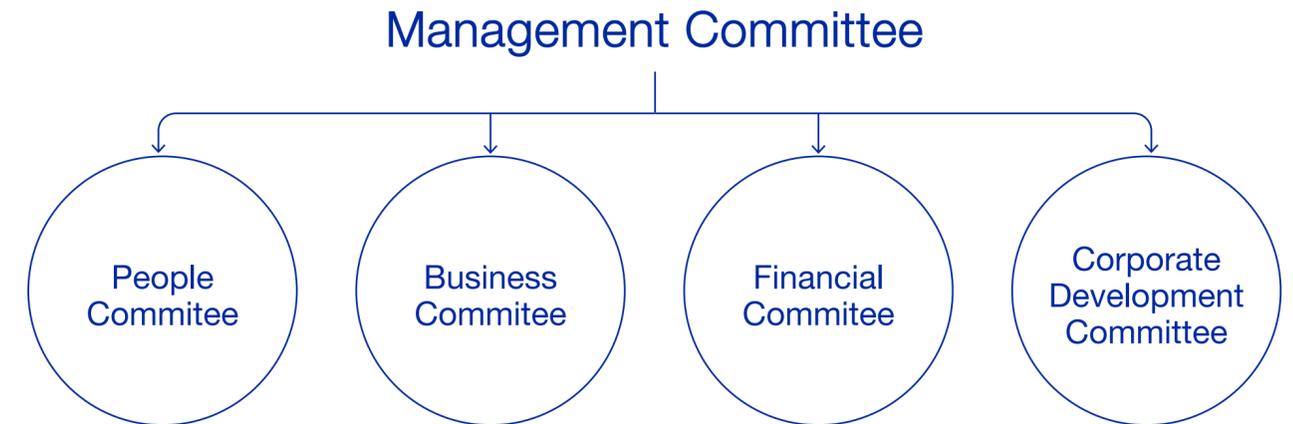


Coordination and implementation of new proposals related to the Group's strategy and operations.

The composition of the Management Committee is as follows:

- Constantino Fernández, Chief Executive Officer.
- Adela Pérez, Vice President.
- Fidel Carrasco, Director of Corporate Development.
- Ignacio Cabanas, Economic-Financial Director.
- Ramón Costa, Director of Cybersecurity, Datacenter&Cloud.
- Jesús Criado, Technical Director..
- Alberto Loureiro, Director of the Madrid Office.
- Gabriel Fernández Sanz, General Director of Bilbomática.
- Óscar Fernández Prieto. Director Altia Eurpean Services.
- Consuelo Lucas, Head of Marketing & Communication.
- Joaquín Donesteve, Head of Legal Advice.

From the Committee, 4 **dependent committees have been created, distributed by areas of work**. Each committee is made up of a person in charge and a series of people with different responsibilities and competencies within the organization:



Both these working groups and the Management Committee are dynamic in their composition so, at any time, their composition can vary. The Subcommittees meet and organize as established by their members and are responsible for presenting proposals to the Steering Committee. It is estimated that they meet at least once a month.

Likewise, seven people from the Management Committee, assisted by the Group Controller, make up the **Operations Committee**, which analyses, and where appropriate approves, on a weekly basis or whenever a specific and urgent need arises, business opportunities that, due to their size, because they have a lower margin than that usually managed by the organisation or because they are carried out in a Consortium or Temporary Joint Venture with the shared responsibility that this entails, the Company considers that there may be a higher level of risk than usual. Those business opportunities that do not go through this Committee are technically and financially validated according to the existing internal procedure for this purpose.

# Coordination and strategic leadership at the service of the company

# Integrity and commitment



This approach reflects our commitment to excellence and accountability. Our **Code of Ethics** (<https://www.altia.es/es/sobre-altia/compromiso-etico>), approved by the Board of Directors at its meeting on 22 September 2017 and updated in December 2024, sets out the principles and commitments that guide our conduct in all areas of action.

From respecting human and labour rights to complying with the law and fostering a safe and healthy work environment, we strive to maintain the highest ethical standards in everything we do.

Our Code of Ethics is not only a formal document, but a practical **guide that defines the way we do business and interact with the world around us**. It is the foundation on which we build strong and lasting relationships, both inside and outside our organization.

Our Code of Ethics  
guides our conduct with  
integrity, transparency  
and accountability

# We strengthen our governance with an ethical and sustainable approach

## Ethics and sustainability

### PILLARS OF STRONG GOVERNANCE AT ALTIA

Committed to corporate governance based on integrity, responsibility and transparency, at Altia we take another step in strengthening our governance. In 2024, the Board of Directors approved the **update of the Code of Ethics and the new Sustainability & ESG Policy**, thus consolidating our commitment to business ethics and sustainability.

The **Sustainability Policy** marks a strategic step forward by structurally integrating environmental, social and governance (ESG) criteria into all our operations. With this, we ensure that sustainability is not only a value, but a guiding principle in decision-making, guaranteeing a positive and lasting impact on our environment.

For its part, the update of the **Code of Ethics**, in force since 2017, reinforces the principles that govern our conduct, ensuring respect for human and labour rights, regulatory compliance and the building of relationships of trust with our stakeholders. This review responds to our desire to keep it aligned with best business practices and the evolution of our environment.

These initiatives reinforce the strength of our governance and our determination to operate with the highest standards of ethics, transparency and excellence, guiding the path towards sustainable and responsible growth.

## Our ethical pillars

### THE BASIS OF OUR CULTURE AND OUR WAY OF ACTING

Our Code of Ethics and associated policies set out the principles that guide our conduct: integrity, accountability, transparency and respect. These values are the basis of our decisions and relationships with customers, partners, suppliers and society.

At Altia, we are governed by **four fundamental pillars of ethical behavior**, all of which are based on the principle of integrity::

#### **COMMITMENT TO OUR PROFESSIONALS**

We are committed to safeguarding human and labour rights, promoting equal opportunities and work-life balance, as well as ensuring health and safety in the work environment.

#### **COMMITMENT TO THE COMPANY AND SHAREHOLDERS**

We maintain high standards of commitment and transparency in all our operations, with a zero-tolerance policy for corruption and a firm commitment to the transparent disclosure of economic and financial information.

#### **COMMITMENT TO CUSTOMERS, PARTNERS AND COLLABORATORS**

We establish relationships based on trust and mutual respect, ensuring confidentiality and the duty of professional secrecy in all our interactions, as well as promoting ethical principles in our supply chain and collaboration.

#### **COMMITMENT TO THE COMMUNITY AND SOCIETY**

We are committed to contributing positively to the well-being of the community and the care of the environment, complying with environmental and social regulations, as well as actively participating in the fight against money laundering and other illicit activities.

## The Code of Ethics: Scope and application

### A FIRM COMMITMENT TO ETHICS IN ALL OUR AREAS OF ACTION

The Code of Ethics establishes the principles that govern our activity and defines the commitments we assume to guarantee integrity and responsible management. Its application extends to:

#### **OUR TEAM**

All persons in the organization and those acting on its behalf in the performance of their responsibilities.

#### **RELATIONSHIPS WITH CUSTOMERS, SUPPLIERS AND COMPETITORS**

Management based on transparency, fairness and compliance with our anti-corruption policy.

#### **COMMITMENT TO SOCIETY AND THE ENVIRONMENT**

Development of responsible relationships with our social and environmental environment.

#### **LINKS WITH ADMINISTRATIONS AND INSTITUTIONS**

Interaction with competent bodies under principles of ethics and regulatory compliance.

#### **PROTECTION OF INFORMATION AND CONFLICTS OF INTEREST**

- Management of confidentiality and privileged information, particularly in matters of market abuse.
- Resolution of possible conflicts of interest between Altia's interests and those of its professionals.

## Ethical Channel

All the Group's stakeholders have at their disposal the Internal Information System (SII) configured by the Group and regulated in the Code of Ethics.

The SII, in operation since October 2017, is made up of the set of Ethical Channels of all the Companies that make up the Group. All of them are accessible in a confidential manner to report irregularities or raise doubts or suggestions. The access link to the Ethical Channel of Altia and Exis is as follows: <https://canaletico-altia.altia.es>. The access link for Bilbomática is as follows: <https://canaletico-bilbomatica.altia.es>.

Without prejudice to the possibility of using the channels specifically established according to the matters in Portuguese legislation and in that of the countries where the subsidiaries of the Noesis subgroup are located, there is its own Whistleblowing Channel (<https://canaletico-noesis.altia.es>) specially adapted to the legal requirements of Portugal. Within this special access, there are two different sub-channels in terms of the matter: one in matters of harassment, and the other for cases of corruption, related matters and complaints.

In the case of Altia, there is also a specific channel depending on the subject; thus, all situations of discrimination and/or harassment can be reported directly through the Channel for the prevention of harassment and discrimination, accessible by following the following link: <https://canal-prevencion.altia.es>.



In the 2024 financial year, 4 communications have been received through the Altia group's Ethical Channels (1 in Spain and 3 in Portugal). As a result, the corresponding procedures were initiated, processed in accordance with the internal rules by the competent bodies established therein, guaranteeing the safety and protection of the complainants. The 4 files have been finalized once the relevant resolutions were adopted.



## Our Commitment to Ethics and Integrity

Within the framework of our general ethical commitments to the company, the professionals of the Altia group assume a series of principles and criteria of action that govern our conduct in all spheres of our business activity. These commitments are the cornerstone of our business ethos and reflect our unwavering commitment to integrity and accountability.

First of all, we are committed to **scrupulously complying with current legislation** in all aspects of our activity. This is a fundamental premise that guides our actions and decisions, ensuring that we operate within legal boundaries at all times.

In addition, we are committed to maintaining **a professional, loyal, and upright conduct** in all our business interactions and transactions. This involves acting with honesty, transparency and ethics in all our business and operational relationships, thus promoting an environment of trust and credibility.

**Diligence, professionalism and anticipation** are values that guide us in our daily work. We strive to be proactive in identifying and managing risks, as well as constantly looking for opportunities to improve and grow sustainably.

We also assume **responsibility** as a central commitment in our actions. We take responsibility for our actions and decisions, recognizing the impact that these can have on our customers, employees, shareholders and society as a whole.

We emphasize the detailed identification of an **Anti-Corruption Policy**, which establishes clear guidelines on the conduct of our managers and professionals regarding corruption and their relationships with suppliers. Along these lines, our Code of Ethics addresses the handling of conflicts of interest in professional conduct, ensuring that our professional decisions are aligned with the highest ethical and legal standards.

## Anti-corruption policy. Conduct of Altia's Managers and Professionals

- **Altia Group managers and employees will act with honesty, integrity and impartiality** in their relationships both within the organization and in their relationships with customers and suppliers.
- **They will avoid** the formalisation of any contract that may entail or pose a **conflict of interest** between personal activities and the activities of the company.
- **They will comply with all anti-corruption laws, regulations and policies** applicable at all times.
- In the course of their professional activity, **they shall not accept or carry out, directly or through an intermediary, unjustified invitations, gifts, gifts, benefits or advantages** to clients, public officials, Spanish or foreign, authorities, personnel of other companies, competitors, political parties, suppliers and suppliers, which involve any form of bribery or commission or which may generate the appearance of a obligation as a consequence of receipt or delivery of such invitations, gifts, gifts, benefits or advantages. Prohibited activities expressly include the direct or indirect offering or promise of any kind of improper advantage and any form of concealment of the main offer, as well as influence peddling.

Without prejudice to the above rule, it is allowed to accept or make gifts and invitations considered courtesy or commercial attention, understanding as such the following:

- Advertising gifts worth less than €50.
- Regular invitations whose amount does not exceed the limits considered reasonable in social customs and which does not exceed 100€ in any case.
- Invitations and gifts for specific or exceptional reasons (e.g. Christmas gifts), provided that they are within moderate and reasonable limits and whose amount is in any case less than €250.

- Those that do not constitute cases specially prohibited by law or generally accepted commercial practices.

Any invitation, gift or gift that exceeds the established limits must be brought to the attention of the immediate superior. The Department of Administration shall keep a record of all these cases, which shall be kept for a minimum period of five years.

- Professionals will also not be able to receive, in a personal capacity, money from customers or suppliers, not even in the form of a loan or advance. This prohibition does not extend to the normal and usual operations of financial institutions that are customers or suppliers of the Group, under market conditions or previously agreed for the Group's professionals as the entity's commercial policy and provided that they are not involved in the activities described above in points 1 and 2 of this section.

## Anti-corruption policy and supplier relations

Compliance will be required on the part of suppliers directly involved in the management of projects and in the provision of services to the Altia group's customers, with the principles of action and the anti-corruption policy defined by Altia. In particular, all the Group's suppliers, except those that have an anti-corruption system comparable to Altia's, must sign a commitment that will include the following obligations:

- Know the anti-corruption policy defined by Altia.
- Not to carry out any action that involves a breach of the laws, rules and anti-corruption policies applicable at all times, in particular the anti-corruption policy established by Altia.

- Not to carry out any action that results in the Altia group failing to comply with the applicable anti-corruption laws, regulations and policies at all times.
- Have and maintain during the term of the contract a compliance program that includes, among other things, preventive measures to prevent and detect any non-compliance with the laws, rules and anti-corruption policies applicable at all times.
- Issue, at any time, at the request of the Altia group, a certificate signed by a legal representative of the supplier with sufficient powers that certifies compliance with anti-corruption commitments.
- Keep documentation relating to contract-related payments, as well as compliance with anti-corruption rules and policies, for a period of 5 years.
- Allow the Altia group and its representatives, provided that sufficient notice is given and without prior notice in the event of a well-founded suspicion of non-compliance with the anti-corruption commitment, access to the documentation kept by the supplier referred to in the previous point and make copies of it, as well as hold the necessary meetings with the supplier's staff to verify compliance with the established obligations.
- To keep in operation and keep updated a register of all gifts, hospitality and events that exceed 150 euros, made to/by employees of any of the companies of the Altia group or Altia's contractors, allowing access to this information on an annual basis.
- If the supplier subcontracts part of its obligations to Altia, it must require the subcontractor to sign a commitment to comply with the same anti-corruption obligations. This commitment must include the possibility for Altia to conduct the necessary checks on the subcontractor's compliance with applicable anti-corruption laws, regulations, and policies.

Suppliers that have a system comparable to that of the Altia group must issue a certificate, signed by a legal representative, that said system includes the obligations contemplated in the commitment described above.

## Conflicts of interest

As one of the typical manifestations of the performance of a loyal and upright professional conduct, the professionals of the Altia group undertake that their professional decisions are always based on the best defense of the interests of the Group, so that they are not influenced or conditioned by personal or family relationships or by any other particular interests.

A situation of conflict of interest shall be considered to be any situation in which a direct or indirect conflict arises, or may potentially occur, between the interests of the Altia group and those of one of its professionals, whether by reason of their personal circumstances or activity, their family relationships, their assets or for any other reason. and this situation could compromise, in the eyes of an external observer, the impartial performance of said professional.

The following are persons or entities linked to a professional of the Group for the purposes of the conflict of interest:

- The spouse or person with a similar affective relationship.
- The children who are in their care.
- Ascendants, descendants and siblings and the respective spouses or persons with a similar affective relationship.
- The ascendants, descendants, and siblings of the spouse or of the person with a similar affective relationship.
- Any legal person or any fiduciary legal transaction in which the professional occupies a managerial position or is in charge of its management; or that it is directly or indirectly controlled by the professional; or that it has been created for their benefit; or whose economic interests are largely equivalent to those of the obligated person; or over which it can exert a significant influence.
- Persons interposed, who act in their own name, but on behalf of any of the above.

By way of example and without being exhaustive, the following situations can be identified **as potential generators of a conflict of interest**:

- Carry out transactions or economic operations with any of the companies of the Group, except in the case of ordinary transactions, carried out under standard conditions for customers or of little relevance.
- In the event that it has the authority to do so, negotiate and, where appropriate, formalise contracts on behalf of any of the companies in the Group with natural or legal persons linked to the professional.
- Use the name of one of the companies in the Group or the Group itself or invoking their status as professionals to unduly influence the conduct of private transactions.
- Use the Group's corporate assets, including confidential information, for private purposes.
- Take advantage of the Group's business opportunities.
- Obtain advantages or remuneration from third parties other than the Group company for which they provide their services, associated with the performance of these services, except in the case of mere courtesy.
- Be a shareholder or significant partner, administrator or representative of clients or suppliers of any of the companies of the Group.
- Carrying out activities on their own account or on behalf of others, individually or as a shareholder or significant partner, administrator or representative of a company that involves a direct or indirect, current or potential competitive activity with the Group.

**In the event of a potential conflict of interest, professionals will act with loyalty and will not put their own interests above those of the Group.** Consequently, they shall refrain from intervening or influencing decision-making that may affect the Group companies with which there is a conflict of interest, from participating in the meetings in which such decisions are made and from accessing confidential information that affects said conflict.

# Professionalism and anticipation as pillars of our company culture

Likewise, the professionals will report on conflicts of interest in which they are or may be involved. To this end, they shall communicate the situation and its circumstances in writing to the immediate superior, who shall forward it to the Regulatory Compliance Officer, for study of the matter and the adoption of the corresponding decision.

Persons subject to the Internal Code of Conduct shall observe in particular the provisions established in respect of conflict of interest in said Regulations.

For their part, Altia's Directors and the directors of the Group's Companies shall observe in particular the obligations imposed on the directors in the applicable corporate and market abuse legislation, and shall adopt the necessary measures to avoid incurring in situations in which their interests may conflict with the corporate interest and with their duties towards the Company.

In particular, the **Noesis subgroup has a Code of Ethics and Conduct** (<https://noesis.pt/about-noesis/compliance>), approved by the Board of Directors of Noesis Global SGPS, S.A. at its meeting on 26 May 2022. Likewise, the Code of Ethics and Conduct of Noesis includes as an Annex a Chapter dedicated to Harassment at Work, which complies with the requirements of section (k) of article 127 (1) of the Portuguese Labour Code.

In the same way, **Bilbomática has a code of conduct** approved on October 16, 2023.



## Our commitment to human and labour rights

In our constant pursuit of business excellence and ethics, the Altia group assumes an irrevocable commitment to respect human and labor rights. This commitment translates into **concrete actions and work practices that guarantee a fair, safe and equitable environment for all our professionals and collaborators**. Among the commitments we assume in this area, the following stand out:

- Do not employ anyone who is below the legal age.
- No person employed in Altia group companies is discriminated against on the basis of race, physical disability, religion, age, nationality or sex.
- Employees of Altia group companies have the right to organize, associate and bargain collectively.
- Altia group companies do not allow any form of physical, sexual, psychological or verbal harassment or abuse.
- No form of forced or involuntary labour is permitted in the Altia group companies.
- The salary received by the employees of the Altia group companies is in accordance with the function performed and respects the agreements of the sector.
- The Altia group rejects any form of violence, physical, sexual, psychological or moral harassment, abuse of authority at work and any other conduct that generates an intimidating or offensive environment for the personal rights of its professionals. The Group promotes measures to prevent sexual harassment and harassment based on sex in their Equality Plans.

## Non-discrimination and equal opportunities in selection, evaluation and internal promotion

This is a basic criterion that the Altia group follows in the selection of its professionals. **The procedure ensures that the academic, personal and professional merits of the candidates and the needs of the Group are objectively addressed**. Likewise, the Group evaluates and promotes its professionals internally in an objective manner, according to their professional performance, their teamwork and their contribution to the achievement of the organisation's objectives.

Notwithstanding the foregoing statements, the Altia group companies undertake to ensure equal opportunities and non-discrimination in selection, evaluation and internal promotion, mainly on the grounds of sex, race, origin and sexual orientation.

Specifically, the Group's companies are committed to offering the same opportunities and working conditions and professional development to men and women, in all positions and profiles of the organization. The commitment is complemented by an active policy aimed at achieving an increase in the percentage of women among the professionals of the Group's companies, despite the fact that, both in the IT sector as in the Faculties and Technical Schools where most of the people who can join the Altia project are trained, the percentage of men is much higher.

The Altia group's specific commitments and objectives in this area are set out in the Equal Opportunities Plans signed by the Group's companies and the workers' legal representation.

## Protocol for the prevention of workplace harassment, sexual harassment, based on sex, sexual orientation, sexual identity or gender expression

In 2016, Altia joined the ‘Protocol for the Detection and Treatment in the Company of Situations of Gender Violence Produced Inside and Outside the Workplace’, a protocol promoted by the Observatory against Domestic and Gender Violence, an entity that is part of the General Council of the Judiciary. By signing this document, **the organisation’s governing bodies have committed to protecting the fundamental rights of people in their work environment, taking initiatives that foresee and act firmly against gender violence**, acting with full guarantee of confidentiality for victims.

On 20 March 2018, Altia’s Management signed an express commitment in defence of people’s dignity and against any type of discrimination at work, a commitment published on 22 March (see in <https://www.altia.es/es/compromisos-contra-la-discriminacion>). On 19 April 2018, the Equality Plan Monitoring Committee approved the final version, which was published on the corporate website on 30 April 2018 (the document can be accessed through the address [www.altia.es/documentos/Protocolo\\_Preencion\\_acoso\\_laboral\\_sexual\\_razon\\_sexo.pdf](http://www.altia.es/documentos/Protocolo_Preencion_acoso_laboral_sexual_razon_sexo.pdf)) for Altia and its subsidiaries. On 9 April 2024, the Equality Plan Monitoring Committee approved a new version of the Protocol which includes, in addition to those already included, the measures for the prevention of harassment and discrimination on the basis of sexual orientation and identity, gender expression or sexual characteristics of people and the procedure for action in situations of harassment and/or discrimination, which establishes that the channel of communication of complaints in this matter will be made via the Channel for the Prevention of Harassment and Discrimination (<https://canalprevencion.altia.es>).

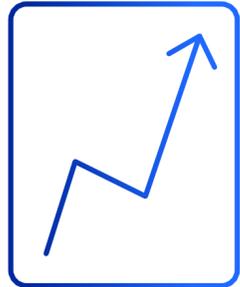
Bilbomática, for its part, approved its protocol for workplace harassment or harassment based on sex on March 22, 2022. Subsequently, on 15 January 2024, it amended this protocol to extend its scope of application to situations of harassment and/or discrimination against LGBTI people, in accordance with the requirements of Law 4/2023, of 28 February, for the real and effective equality of trans people and for the guarantee of the rights of LGBTI people.

Noesis has also approved its protocol “Code of Ethics and Conduct of Noesis” and Code of Conduct for Prevention and Combat of Work on 20.05.2022.

## Reconciliation of family life with work

The companies of the Altia group are committed, in coordination with the needs of customers and projects, to promote measures to reconcile family life with work activity such as flexible schedules, teleworking, intensive working hours in the summer period and the reduction of working hours and leave in the cases provided for by law.

The Group’s companies have undertaken to adopt the necessary measures to facilitate the return to work of those workers who end the leaves and leaves of absence derived from birth, foster care or legal guardianship of a minor, care of a family member and all those established or may establish the applicable rules.



## Derived internal rules of the company's listing on the BME Growth

The fact that Altia's shares are listed on the BME Growth meant from the very moment of their listing on the Market in 2010 the approval and publication by the Board of Directors of **two Regulations of internal application**, the description and basic content of which is as follows:

### Internal Code of Conduct in matters relating to the Securities Market

Their existence is imposed by the rules of the stock market. According to the document itself (Article 1), "This Internal Code of Conduct establishes the guidelines for the behavior and action of the persons to whom the Regulation applies, **in order to guarantee transparency and the protection of investors.**"

Its latest version was approved by the Board of Directors in 2019. It was approved at the time as a result of the entry into force of Regulation (EU) No 596/2014 of the European Parliament and Council, of 16 April 2014, on market abuse, which occurred for the latter provision on 3 July 2016 and in strict compliance with the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and to the free circulation of this data and in Organic Law 3/2018, on the Protection of Personal Data and guarantee of digital rights.

Likewise, the Regulation includes the aspects related to treasury stock to include not only the purchases and sales derived from the liquidity mechanism of BME Growth but also the two new theoretical possibilities of use approved by the Extraordinary General Meeting of July 16, 2019: means of payment in corporate operations and for eventual share delivery plans or stock options for employees and executives.

The Regulations are published on the Company's website, in the Corporate Governance section of the section on 'Investors & Shareholders'. The link is the <https://www.altia.es/es/sobre-altia/inversores-accionistas/gobierno-corporativo#tab-258089>

The Secretary of the Board of Directors is responsible for disseminating the obligations arising from the Regulation among the persons affected by the Regulations, as well as for clarifying any doubts that may arise. The dissemination of the obligations is carried out by means of written instructions and communications. In 2020, all these issues were also implemented in Noesis and dependent companies.

### Regulations of the Board of Directors

Its existence was not strictly necessary for a company whose shares are listed on the BME Growth, but it was approved and published on the occasion of its listing on that market in 2010.

Its latest version was approved by the Board of Directors at its meeting on 24 May 2017.

According to the document itself: "the purpose of these Regulations is to establish the general principles of action, the structure and organization, the operation and the rules of conduct of the Board of Directors of Altia Consultores, S.A. and the companies of its Group".

# Our commitment: transparency and good governance

This document, prepared by the Council itself, develops and expands the legal and statutory regulation, with a vocation to provide greater transparency in management before shareholders and potential investors without losing efficiency.

Notwithstanding the foregoing, the Regulations, as the Company's corporate governance rule, are open to modifications as may be advised by the evolution of the Company and to the regulations and recommendations that may be drawn up in relation to the matters that constitute its subject-matter.

The Regulation also applies as appropriate to the senior managers of the Company and of the companies of its Group that report directly to the Board or, where appropriate, to its chief executive.

The Regulations are published on the Company's website, in the "About Altia Corporate Governance" section of the section for the Board of Directors. The link is as follows: [https://www.altia.es/documentos/Reglamento\\_del\\_Consejo\\_de\\_Administracion.pdf](https://www.altia.es/documentos/Reglamento_del_Consejo_de_Administracion.pdf)



## Compliance with the obligations imposed on providers of electronic communications services

Altia, as a provider of electronic communications services, is registered in that category in the Register of Network Operators and Electronic Communications Service Providers of the National Commission on Markets and Competition.

Additionally, Altia undertakes to comply with the obligations established in the document Obligations of the Service Provider related to the internet, published at the following link of the Ministry of Energy, Tourism and Digital Agenda: <https://lssi.mineco.gob.es/la-ley/aspectos-basicos/Paginas/obligaciones-responsabilidades.aspx>

“ We are in the midst of implementing our security master plan. Among the most relevant actions, we have focused our efforts on incident management, actively participating in forums such as CSIRT.es, the National Network of SOCs and FIRST. In addition, we work on managing vulnerabilities in our products, improving the security models of internal services, and complying with the NIS2 directive. Our goal is to consolidate the maturity of the level of safety in projects and throughout our supply chain”

Rafael Ave  
– Altia Global CISO

## Cybersecurity: protection, Innovation and trust

At Altia we are fully aware of the constant increase in the number and complexity of cyberattacks. For this reason, we have strengthened our internal structure, both at group level and in our associated companies, incorporating the figure of a Global CISO and appointing security officers in each entity.

Our commitment to information security is reflected in the certifications we have obtained, both at company level (ENS Alto, ISO 27001, 27017, 27018 and 22301) and in the specialization of our professionals (ISACA, ISC2, SANS and EC-Council certifications). We are aware that 100% security does not exist and that it must be approached as a process of continuous improvement. That's why we continue to invest in optimizing our processes, applying advanced technology to prevent and protect, and preparing our organization through awareness and training. We carry out monthly awareness-raising actions and two annual drills, which allows us to assess the risk index of each employee and work with concrete data to improve our safety posture.

As a consulting firm specializing in digitalization and a publicly traded company, Altia maintains a corporate governance with a strategic focus on information security and data privacy. We have organizational units dedicated to security governance, such as the Global Risk Unit, the Security Committee, and the Regulatory Compliance Unit. In addition, the Cloud, Infrastructure and Cybersecurity business units not only ensure our own protection, but also offer cybersecurity services (<https://www.altia.es/es/servicios/cybersecurity-solutions>) to our customers, thus strengthening the digital ecosystem in which we operate.

“ Compliance with the principle of proactive responsibility is key to the proper protection of personal data. For this reason, at the Altia group we continuously review the degree of compliance with the regulations by carrying out audits that allow us to achieve a high degree of regulatory compliance and Improving and establishing procedures to detect possible non-compliances, correct them quickly and, ultimately, take action constantly carry out actions that improve the protection of personal data”

Gentzane Gurrutxaga  
– Altia's Data Protection Officer

# Privacy and data protection

Respect for people's privacy and the correct processing of their personal data is a priority for the Altia group and one of the fundamental pillars of our corporate responsibility. In an increasingly demanding and changing digital environment, we are continuously working to ensure regulatory compliance, as well as the confidentiality, integrity and availability of the personal data of our employees, customers, suppliers, investors and partners.

To reinforce our commitment to respect the fundamental right to data protection, we have a Data Protection Officer whose work is key in advising, supervising and continuously improving our privacy policies and procedures.

The Altia group considers the training and awareness of staff to be key. For this reason, specific training on data protection is provided that is mandatory for all staff.

In 2024 we have achieved a significant milestone with the approval of our Data Protection Policy, a strategic framework that reinforces our commitment to data protection. This policy sets out clear principles and guidelines for the responsible management of personal data

We promote  
responsible,  
ethical  
and safe AI

## Responsible artificial intelligence

At Altia we promote a responsible, transparent, safe and reliable use of Artificial Intelligence (AI), both from the point of view of providers of AI systems developed by us (for our customers and for internal consumption in our organization), and from the point of view of consumers of third-party AI tools (which under the terminology of European regulation 2024/1689, the EU AI-Act, is called “responsible for deployment”).

As it could not be otherwise, regulatory compliance in the development of AI in the different locations where we operate is our obligatory starting point. However, this compliance is complemented by the principles that govern our vision of responsible AI, set out in chapter 8 of our organization’s “General Policies”.

From an ethical approach based on respect for human beings, social welfare, diversity and non-discrimination, our internal procedures of conduct regarding AI will be continuously evolving and improving. This will go hand in hand with the rapid development of AI globally, which gives rise to new tools, algorithms, and use cases every day.

We will be especially attentive to the development of explainable AI and green AI, the subject of intense research in academia and, in particular, in relation to deep learning and generative long language and multimodal models.

# Certifications

## ISO 9001



ISO 9001:2015  
by Appius+

Altia Consultores S.A.

Certified at the offices of  
A Coruña, Santiago de Compostela,  
Bilbao, Valladolid, Madrid, Vigo,  
Vitoria, Chile and Data Center Vigo

In the Data Center of Vigo for the activities of:

- Data Processing Center Services (colocation, housing, hosting), installation and operation of managed services, administration and maintenance of information systems (CPD, hardware infrastructure, operating systems, databases and applications), data communications and user support for these services, both in cloud, on-premise or third-party infrastructures.

For all other certified offices:

- Design, development, implementation, integration and maintenance of computer systems. Computer systems administration and support services. Consulting and training in information and communications systems. Technical support services. Management of computer licenses.



NP EN ISO 9001:2015  
by SGS ICS

Noesis Consultadoria em Sistemas  
Informáticos, S.A.

Certified in its offices in Lisbon,  
Porto, Coimbra, Proença a Nova,  
Guarda and Covilha.

The scope of application of ISO 9001 certification is:

- Provision of consulting services in the area of systems and information technologies: IT Staffing, Outsourcing and Projects.



ISO 9001:2015  
by SGS ICS

Wairbut, S.A. \*

Certified in its offices  
of Madrid

The field of application of 9001 certification is:

- Consulting and development of solutions/services in the field of information technologies.



ISO 9001:2015  
by OCA Instituto de  
Certificación, S.L.U.

Bilbomática, S.A.

The field of application of 9001 certification is:

- Design, development, implementation and maintenance of: computer systems and their integration.

### ISO 14001



ISO 14001:2015  
by Applus+

Altia Consultores S.A.

Certified at the  
Datacenter Vigo office

For the activities of:

- Data Processing Center Services (colocation, housing, hosting), installation and operation of managed services, administration and maintenance of information systems (CPD, hardware infrastructure, operating systems, databases and applications), data communications and user support for these services, both in cloud, on-premise or third-party infrastructures.



ISO 14001:2015  
by OCA Instituto de  
Certificación, S.L.U.

Bilbomática, S.A.

The field of application of the 14001 certification is:

- Design, development, implementation and maintenance of: computer systems and their integration.



ISO 14001:2015  
by SGS ICS

Wairbut, S.A. \*

Certified in its offices  
of Madrid

The field of application of the 14001 certification is:

- Consulting and development of solutions/services in the field of information technologies.

**ISO 20000**

ISO/IEC  
20000-1:2018  
by *Applus+*

Altia Consultores S.A.  
  
Certified at the  
Datacenter Vigo office

For the activities of:

- Service Management System for Data Processing Center (colocation, housing, hosting), installation and operation of managed services, administration and maintenance of information systems (data center, hardware infrastructure, operating systems, databases, databases, and applications), data communications and user support for these services, both in cloud, on-premise or third-party infrastructures, in relation to the service catalogue of 03/04/2024.



ISO/IEC  
20000-1:2018  
by *OCA Instituto de  
Certificación, S.L.U.*

Bilbomática, S.A.

The scope of application of certification 20000 is:

- Design, development, implementation, maintenance and management of IT systems.



ISO/IEC  
20000-1:2018  
by *SGS ICS*

Wairbut, S.A. \*  
  
Certified in its offices  
of Madrid

The scope of application of certification 20000 is:

- The provision of the services of:
  - Technical assistance in outsourcing.
  - Software maintenance.

**ISO 22301**

UNE-EN ISO  
22301:2020  
by *Applus+*

Altia Consultores S.A.  
  
Certified at the  
Vigo Datacenter

The activities of the **Business Continuity Management system** covered by the certification under the **UNE-EN ISO 22301:2020 Standard** cover the following field of application:

- The business continuity management system for Data Processing Center services (colocation, housing, hosting), installation and operation of managed services, administration and maintenance of information systems (CPD, hardware infrastructure, operating systems, databases and applications), data communications and user support for these services, both in cloud mode, on-premise or in third-party infrastructures.

**ISO 27001**

ISO/IEC 27001:2022  
by Applus+

Altia Consultores S.A.  
  
Certified at the  
Vigo Datacenter

The information security management system that supports the **Data Processing Center services** (colocation, housing, hosting), installation and operation of managed services, administration and maintenance of information systems (DPC, hardware infrastructure, operating systems, databases and applications), data communications and user support for these services, both in cloud, on-premise or third-party infrastructures, in relation to the V16 applicability statement of 14/02/2024.



ISO/IEC 27017:2021  
by Applus+

Altia Consultores S.A.  
  
Certified at the  
Vigo Datacenter

The activities of the **Security Controls system for Cloud Services** covered by the certification under the **ISO/IEC 27017:2021 Standard** cover the following field of application:

- The information security management system that supports Data Processing Center services (colocation, housing, hosting), installation and operation of managed services, administration and maintenance of information systems (DPC, hardware infrastructure, operating systems, databases and applications), data communications and user support for these services, both in cloud, on-premise or third-party infrastructures, in relation to the declaration of applicability V 15 of 01/06/2023.



UNE-EN ISO/IEC  
27018:2020  
by Applus+

Altia Consultores S.A.  
  
Certified at the  
Vigo Datacenter

The activities of the **Code of Practice system for the Protection of Personally Identifiable Information (PII)** covered by the certification under the **UNE-EN ISO/IEC 27018:2020 Standard** cover the following field of application:

- The information security management system that supports Data Processing Center services (colocation, housing, hosting), installation and operation of managed services, administration and maintenance of information systems (DPC, hardware infrastructure, operating systems, databases and applications), data communications and user support for these services, both in cloud, on-premise or third-party infrastructures, in relation to the declaration of applicability V 15 of 01/06/2023.



ISO/IEC 27001:2022  
by SGS ICS

Noesis Consultadoria em Sistemas  
Informáticos, S.A.  
  
Certified at its offices in Lisbon,  
Proença-a-Nova, Porto, Coimbra,  
Covilhã, Guarda

The scope is:

- Noesis Business Support Technology Infrastructure Management Systems and Processes Statement of Applicability “P196V01 Declaration” of Applicability (SOA)\_Publico – 02/03/2020”.



ISO/IEC 27001:2013  
by SGS ICS

Wairbut, S.A. \*

Certified in its offices  
of Madrid

It complies with the requirements of ISO/IEC 27001:2013 UNE EN ISO/IEC 27001:2017, for the following activities:

- Design, development, maintenance and support of applications.
  - Administration and maintenance of information systems (hardware infrastructure, operating systems, databases, data communications and user support)
- In accordance with the statement of applicability in force v5 15/01/2020.



UNE-ISO/IEC 27001:2022  
by OCA Instituto de  
Certificación, S.L.U

Bilbomática, S.A.

The field of application of the 27001 certification is:

- The information systems that support: design, development, implementation, maintenance and management of IT systems.

## CMMI



CMMi-DEV  
with maturity level 3

Altia

Development and Maintenance  
Projects of the A Coruña  
headquarters

The scope of the evaluation of this maturity model focuses on projects for the development and maintenance of software systems and products.

The model defines five maturity levels of which level 3 covers the entire life cycle of a software development project, including the areas of:

- Project management.
- Process management.
- Engineering.
- Support.



CMMi-DEV  
with maturity level 3

Bilbomática

Bilbao Offices

Application development, support and maintenance activities.

**SAP**

Certified as SAP®  
Certified in SAP HANA®  
Operations

Altia Consultores S.A.

As an SAP HANA® Operations Partner, Altia offers platform-based solutions SAP HANA® with high-quality service level agreements, having been reflected through certification as SAP HANA® Operations, thus taking another step in Altia's qualification roadmap in its commitment to offer the best service in SAP® environments.

**ENS**

Certification of  
compliance with  
the National Security  
Scheme according  
to Royal Decree  
by *Appius+*

Altia Consultores S.A.

Vigo datacenter

In accordance with the requirements of Royal Decree 311/2022 for:

- Information systems that support hosting business processes (colocation, housing, dedicated hosting, virtual hosting).
- Operation of managed services, administration and maintenance of information systems (hardware infrastructure, operating systems, databases and applications).
- Data communications and user support for these services.

The information systems include the application called “**Altia Mercurio**”, electronic ® contracting, a service for the integrated management of the procurement process by electronic means, including the publication of specifications, receipt of bids, management of the opening of bids, management of the award and signing of the contract, in relation to the categorization document in force 31/01/2023.



Certification of  
compliance with  
the National Security  
Scheme according  
to RD 311/2022  
by *Appius+*

Altia Consultores S.A.

Certified at its  
Valencia office

In accordance with the requirements of Royal Decree 311/2022 for:

- Information system that supports the provision of services for the design, development, implementation, integration and maintenance of computer systems, according to the categorization of the current system (version 3 of 20-10-2023)



Certification of conformity with the National Security Scheme according to Royal Decree 311/2022 by OCA Instituto de Certificación, S.L.U. (MEDIA)

Bilbomática, S.A.

In accordance with the requirements of Royal Decree 311/2022 for:

- The information systems managed by the company that support the development, maintenance and support services of applications, as well as consulting and technical support services, technical assistance, sale of licenses and customer service, provided both from the company's headquarters and from the facilities of the Public Administrations and Affiliated Entities.



Certified in the National Security Scheme in accordance with RD 3/2010 by the SGS ICS. (ALTA)

Wairbut, S.A. \*

Certified in its offices of Madrid

The scope of conformity of the information system is:

- The information systems that support the services:
  - Design, development, maintenance and support of applications.
  - Administration and maintenance of information systems (hardware infrastructure, operating systems, databases, data communications, and user support).

## ENI



National Interoperability Scheme in accordance with RD 4/2010

Altia Consultores S.A.

MERCURIO

**Altia's platform for electronic public procurement and bidding of MERCURIO** has been COMPLIANT with the audit process of compliance with RD 4/2010 that regulates the National Interoperability Scheme as well as the Technical Standards that develop it.

This regulation includes a collection of conditions to facilitate the organisational, semantic and technical interoperability necessary to facilitate the cooperation of public administrations in the provision of digital administration services, from the perspective of jointly articulating legal framework, cooperation and services.

**CARBON FOOTPRINT**



Carbon footprint verification according to GHG Protocol, year 2023

All Altia Group Workplaces

**Carbon Footprint Verification for all Altia Group Work Centers.** Such verification is in accordance with the requirements of the **GHG Protocol standard for scope 1 and 2.**

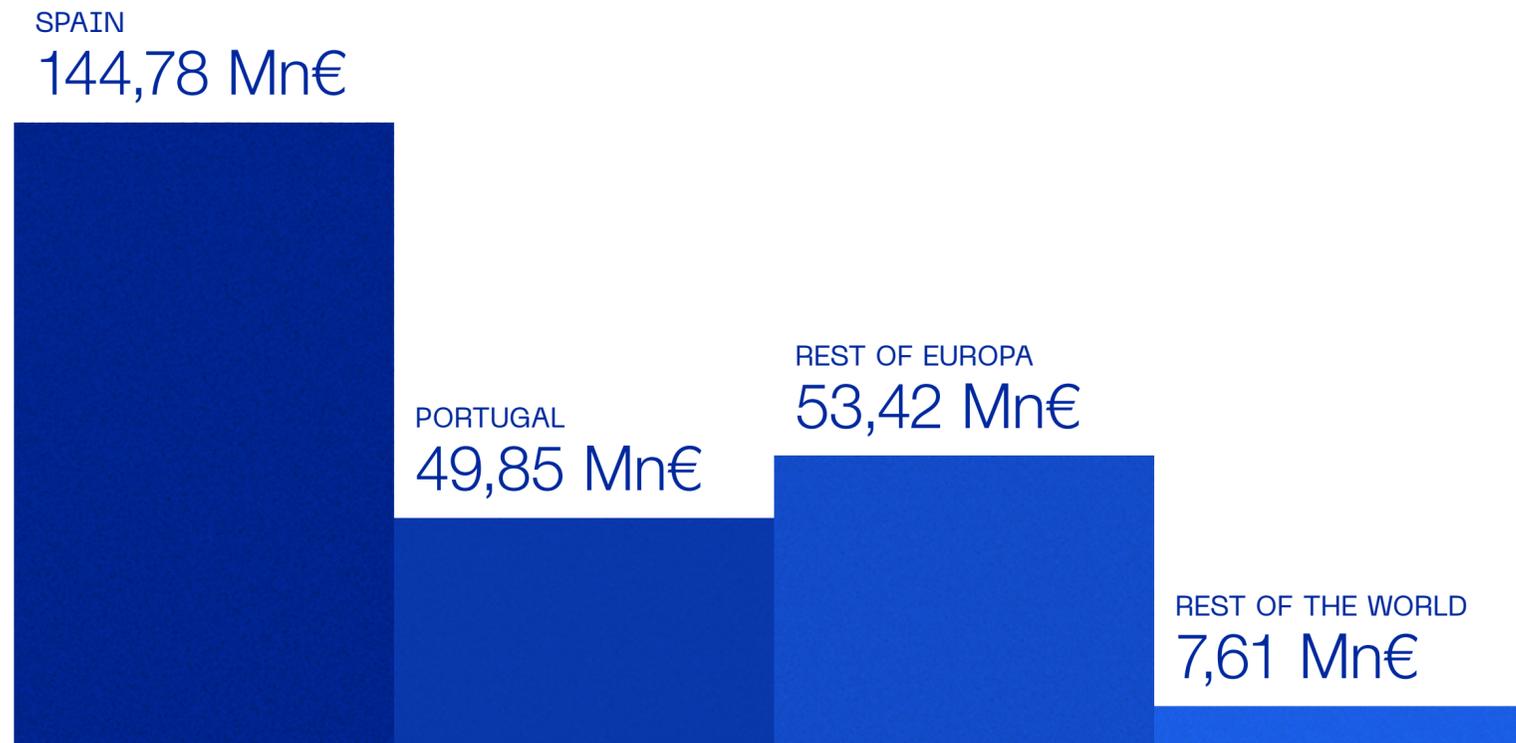
ALTIA Greenhouse Gas Report. Year 2023, dated October 2024 ratified by the management of the organization is in accordance with the requirements of the Greenhouse Gas Protocol Corporate Standard (GHG Protocol).

\* On August 22, 2024, with the registration in the Commercial Registry, the merger process by absorption of Wairbut by Altia was completed.

# Financial Performance

# 255,66 Mn€

Billing



## Responsible Taxation

Article 34 of the Code of Ethics establishes in general that the group's relations with the Public Administrations in general and the Regulatory Bodies with competence for the Group's activity will be executed and proposed under the principles of regulatory compliance, cooperation and transparency, with the aim of defending social interests, but always within the law.

In the specific area of taxation, the Board of Directors makes specific commitments that reinforce these principles. According to Article 5 of the Regulations of the Board of Directors ("General functions and powers of the Board of Directors"), the Board cannot delegate a series of matters, that is, it has to analyse them, debate them and adopt the corresponding decisions, with all that this entails. Among these subjects are:

- 16) The determination of the risk control and management policy, including tax risks, and the supervision of internal information and control systems.
- 20) The approval of investments or operations of any kind that, due to their high amount or special characteristics, are of a strategic nature or special tax risk, unless their approval corresponds to the general meeting.
- 21) The approval of the creation or acquisition of shares in special purpose entities or entities domiciled in countries or territories that are considered tax havens, as well as any other transactions or operations of a similar nature that, due to their complexity, could undermine the transparency of the company and its group.

On the other hand, and given the Group's growing international presence, with companies domiciled in nine countries, Altia is aware that the valuation of transactions between Group companies must be in accordance with the OECD Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations ("OECD Guidelines"), which establish the arm's length principle and which are also included in Spanish legislation and in the countries where Altia's subsidiaries are located. This issue requires, both in substance and with regard to formal obligations, a continuous effort to analyse the situation and establish Group transfer pricing policies that are in line with national and international standards, which basically seek to ensure that the taxation of profits tends to occur in the jurisdictions where they are generated

## Economic summary. Altia & Evolución

The Altia Group is one of the leading groups in the ICT sector in Spain, with a consolidated turnover of 255.7 million euros, with almost three thousand six hundred professionals at the end of the year, with projects developed in practically all sectors and with an increasing international presence (43.7% of total revenues). through Noesis and its subsidiaries, Chile, the business in the EU, mainly in European organizations, developed by both Altia European Services, Altia and Bilbomática and, in recent years, in Andorra and France and. A significant diversification of the business in customers, sectors and markets, the experience and energy of the management team, accredited technical and financial solvency, great flexibility and agility in decision-making, a clear focus on customers and results, a rigorous control environment and a firm commitment to talent and the culture of effort give the Group an optimal position within the ICT solutions market to continue with its plan growth and positioning in large accounts, sectors and new markets.

Amid a period of rising geopolitical tensions, the world faces an uncertain outlook that threatens to redefine international relations as we know them. The trade war between China and the United States, the unilateral measures adopted by the Trump administration, European rearmament, and the wars in Ukraine and Palestine have di-

vided the world and seriously questioned the foundations of the current global system.

The EU faces unique challenges in this changing and complex international environment. From supply problems to the escalation of prices in critical sectors such as energy.

The economic benefits that the globalization process has generated are undeniable. The opening of global markets has boosted international trade and fostered economic growth, job creation and poverty reduction in many parts of the world. Everything points to the fact that we are now heading towards a world where alliances become more important and economic efficiency gives way to other priorities such as security and strategic autonomy. There is a clear desire on the part of the authorities to reduce the risks arising from excessive dependence in countries with which may have political or commercial disputes. This is already translating, in some cases, into more restrictions on technology transfer, greater investment in defence, a greater emphasis on environmental and logistical sustainability, and an attempt to adjust global value chains.

What we can expect in the coming years is not so much a deglobalization, which is clearly unfeasible, but rather a growing trend towards greater regionalization in supply chains. This will imply an increase in production within regions, such as Europe, the Americas, led by the United States, and Asia, and a decrease in production between regions, as in the case of trade relations between Asia and Europe or the United States and Asia.

In the current macroeconomic environment, the International Monetary Fund (IMF) estimates global growth of 3.3% in 2025 and 2026, after a 3.4% rebound in 2024, driven by improved exports of manufactured goods of Asia and the strong trade in services, although the 'extreme' tariff policy that the Trump Administration has decided to implement in these first months of the year, threatens this expected economic improvement. The IMF estimates that global inflation will decline to 4.2% in 2025 and 3.5% in 2026. These positive factors include the possibility of easing financial conditions with rapid disinflation and greater dynamism in structural reforms,

but everything will depend on the relaxation of tariff barriers between markets that have been put in place recently.

In the context described above, the ICT sector continues to be a sector that is less conditioned by difficult macroeconomic contexts. It is a sector that tends to perform well whether the economic circumstances are positive or recessionary. The global landscape of the sector continues to undergo a significant transformation, driven by significant advances in areas such as artificial intelligence (AI), cloud computing, data management and cybersecurity. These technologies are not only revolutionizing the way companies operate, but they are also generating profound changes in society as a whole, impacting practically all sectors, from distribution, services or the financial sector to the infrastructure sector, utilities, even in the public sector. Growing awareness of issues such as data security, privacy, sustainability and ethics in AI is adapting customer expectations and influencing investment decisions. Companies that can align their strategies with these emerging issues will be in a position of clear advantage to gain the confidence of the market.

The 2020-2021 pandemic period further accelerated the adoption of digital solutions, as we all had to look for solutions to meet the challenges imposed by the crisis. This has led to an even greater demand for ICT services, including remote work solutions and more collaborative cybersecurity that the Altia Group has leveraged to improve its global positioning in the markets.

We believe that, in the current scenario, the Group is well positioned to capitalise on all these trends, based on the strengths that characterise us: The experience of the management team, an increasingly broad portfolio of services aligned with market demand, the excellence of our talents, reputation and credibility, technical and financial solvency, global delivery capacity and risk diversification.

From an investment point of view of the different industries, it is expected a favor-

able environment. The Information Technology sector is estimated to continue growing in the period 2025-2027, with a sustained pace in all sectors of the economy.

Finally, an equally relevant issue is related to the concentration of demand in our sector. This translates into increasingly large projects that create a risk, but at the same time a challenge of selecting a single technology provider. It is therefore sensed as an essential strategic element, the need to continue growing. With the growth that the Company and the Group have recorded in recent years, we are increasingly able to be within a restricted group of players well positioned to accompany our clients in their digital transformation process.

In this context, the Group, which starts from a still very low share in those markets in which it operates in relation to the ICT services sector, is setting itself the challenge of consolidating the brand image within the sector and growing in an orderly and sustainable manner, in order to be able to undertake more and larger projects. In an environment such as the one described, the objective circumstances exist for an efficient organization such as Altia, which provides high-quality services at competitive rates, to increase its market share in a significant way.

## Stock Price

Altia has been listed since December 1, 2010 on BME Growth, formerly known as the Alternative Stock Market (MAB).

The value trend during the 2024 financial year was fairly stable for most of the year. At the end of the year, the share price closed at €4.60, compared to €4.26 at the beginning of the year, and its capitalization increased from €293.0 million on January 1 to €316.4 million on December 31, as shown graphically below.

The stock continues to have the same liquidity problem as in previous years. The “Split” approved at the beginning of 2023, at a rate of 10 new shares for each previous share, has not led to a significant improvement in this parameter.

From the perspective of the financial markets in general and BME Growth in particular, the result obtained by Altia in 2024 can be considered meritorious. The results obtained in the market consolidate Altia as one of the largest and best performing BME companies and it is expected to continue with the trajectory of success to date.



*Evolución capitalización bursátil 01-01-24 a 31-12-24 (Fuente: Altia)*

	2021	2022	2023	2024
Capital admitido (Miles de Euros)	138	138	138	138
Nº de acciones (x 1.000)	6.878	6.878	68.782	68.782
Precio cierre período (euros)	26,4000	26,0000	4,2600	4,6000
Últ. precio período (euros)	26,4000	26,0000	4,2600	4,6000
Precio máx. período (euros)	28,6000	28,8000	4,7800	5,0500
Precio mín. período (euros)	21,6000	22,6000	2,6000	4,2000
Capitalización (Miles de Euros)	181.584	178.833	293.011	316.397
Volumen (miles de acciones)	702	544	4.634	298
Efectivo (miles de euros)	1.779	1.414	13.386	1.379

## Future forecasts

The environment in which the Group operates presents numerous opportunities compared to other sectors, as ‘technology’ is constantly growing for both society and companies. Especially today, due to the complicated economic situation, technology is essential to optimize the processes of companies and improve their efficiency. Also for the personal development of individuals and global of countries and society in general.

On the other hand, the Altia Group's market share is still very small, so the field for growth is high and there is no vulnerability for companies that have to defend a relevant share from the competition.

The Altia Group does not have a special concentration either at the level of customers or at the level of technology. In this context, the main risks that the company that leads the group has identified in 2024 have been:

- **Cybersecurity/cyberattacks..**  
As a technology-based organisation, the Group has to be particularly cautious about this issue, which is also a line of activity of its own. The application of severe cybersecurity policies is considered to be an absolutely necessary policy for the Group's development plans to be carried out successfully, in an environment in which cyberattacks are increasingly common and on a larger scale, especially since the beginning of the war in Ukraine.
- **Failure to comply with the regulations that affect the Group's activity.**  
The globalization of the economy and the increasingly demanding regulatory environment in which companies have to carry out their activity, are forcing organizations to improve their transparency, to identify and mitigate the risks of its activity, increase its degree of compliance with the rules that apply to it and respond to all its stakeholders. The Group continues to make a considerable effort to position itself as a socially responsible entity and thus provide the greatest possible value to all the groups related to its activity.
- **Shortage of qualified human capital.**  
The growing demand for technological profiles for any business, activity, or sector is complicating access to talent in an area where this aspect is critical, given that the Group's main asset lies in the high technical and professional qualifications of its employees. Inadequate talent management (recruitment, retention, compensation policies, digital disconnection, career planning, social benefits, compensation plans, etc.) could mean that the Group does not have the right professionals to achieve its objectives. In this regard, as previously discussed in this Report, the Altia Group is

paying special attention to this issue, firmly committed to maintaining the technological talent it has available through the aforementioned policies, even if this means a certain reduction in its margins in the short term, as has occurred this year.

- **Challenges related to acquisitions.**  
Particularly active in recent years and with a vocation to incorporate into the Group companies or businesses with a good base and that fit into Altia's approaches, the risk for the Group does not only lie in a good selection and execution of the transaction but, basically, in being able to carry out an integration process that does not take time and that makes the most of all the virtues of the acquired one so that the operation is not limited to a mere juxtaposition of businesses and figures. The results of the corporate operations carried out to date endorse the Group's execution in this type of process, but do not guarantee the success of those that will be carried out in the future, hence the risk identified here is one of the main risks faced by the organization and is very present in the organization.

The Group will remain firm in its business model through a mixture of its traditional virtues (customer orientation, shareholder stability, high qualification of human resources and the management team, healthy accounts, lower structural costs than those of our competitors, financial policy aimed at optimising working capital) and the new initiatives adopted (promotion of a collaborative culture and synergies between different areas of the company). organization and especially those obtained by the integration of the absorbed Wairbut, Noesis and Bilbomática, and those that will be generated in the recently acquired IN2, focus on areas and technologies with better positioning and greater capacity for future growth such as AI, Cybersecurity or Data Analytics, policies aimed at attracting and retaining talent, internationalization and the implementation of greater control systems and, finally, progressive assumption of norms and recommendations required of companies listed on official secondary markets , even above those strictly mandatory for those listed on BME Growth). The Group is convinced that the provision of advanced services in information and communication technologies not only has a long way to go in the market, but that the demand for this type of service will be increasing.

The annual accounts can be considered satisfactory despite the slight drop in the Group's ordinary profitability already explained in this report. They are a good basis to continue increasing sales, to maintain a diversified portfolio, to continue internationalizing, to gradually continue to recover the levels of profitability that the Group has historically had and, of course, to continue generating cash and increasing solvency through an increase in Equity, as well as to recover the levels of Working Capital in which the Group has usually been developing its activity. Despite the difficulties inherent in any inorganic growth, we believe that the Altia Group is demonstrating an efficient use of the debt capacity that its solvency and trajectory allow it and, as we said before, the combination of a good choice in acquisitions and a good execution in integrations. This inorganic growth must serve to accelerate the achievement of the strategic objectives, among which is to maintain the Group's traditional margins.

In an environment of extreme uncertainty such as the current one, the Group remains very cautious about the evolution of the economy, with prudence in terms of investments and new businesses being its guide for action, but without ceasing to try those that are considered particularly attractive and that fit in terms of profitability and integration. The challenge continues to be to consolidate the brand image within the sector and grow in an order

# 07

# Annexes

- [ESG information and indicators ↗](#)
- [Taxonomy ↗](#)
- [Non-Financial Information Index ↗](#)
- [GRI Indicators ↗](#)
- [Independent verification report ↗](#)

# ESG information and indicators

## Organizational structure

Altia Consultores, S.A. (hereinafter, Altia, the Company or the Company) is the head of the Altia group (hereinafter, “the Group” or “Altia group”) and its activity is framed in the Information Technology sector (hereinafter “ICT” or “ICT sector”).

Altia was initially incorporated as a limited company on March 17, 1994, having become a public limited company in 2010. It is registered in the Mercantile Registry of La Coruña, in Volume 1451, folio 109, page C-10893, and its registered office is located at Calle Vulcano 3, Icaria III, 15172 Oleiros – A Coruña.

Altia is an independent Spanish consulting and service provider company belonging to **the Information and Communication Technologies sector**, which develops **technology projects** for practically all sectors: **Public Administrations, Industry, Services, Telecommunications and Financial Services**. Altia has a strategic orientation mainly aimed at large clients, understood as those with a high expenditure on Information Technologies or those with a high potential for the implementation of ICT projects; It provides advanced services in this sector and cares that the investments made by its clients in this type of service obtain the expected return and translate into tangible benefits. In this regard, Altia carries out its activity in Spain through the offices it maintains in **the Autonomous Communities of Galicia, Madrid, Castilla-León, the Basque Country, Valencia, Catalonia, Navarre, the Balearic Islands and the Canary Islands**, through the companies in which it has a stake, as well as through participation in certain Temporary Joint Ventures. In its international activity, it is present in **Chile**, through an Agency, **France and Andorra** and in **Portugal, Brazil, Holland, the United Arab Emirates, Ireland, and the**

**United States**, mainly through the Portuguese subgroup Noesis, which it controls in its entirety.

Altia is in turn, under the terms of article 42 of the Commercial Code, of the Boxleo Tic Group, controlled by the parent company Boxleo Tic, S.L., which is formed by the parent company Boxleo Tic, S.L., a company domiciled at Calle Vulcano 3, Icaria III, 15172 Oleiros – A Coruña and its subsidiaries, joint ventures and associated companies. The composition of the Boxleo Group as of December 31, 2024 is detailed below:

SOCIETY	DOMICILE	% DIRECT PARTICIPATION	% INDIRECT PARTICIPATION
<b>Dominant entity:</b>			
Boxleo TIC, S.L.	C/ Vulcano, 3. Icaria Oleiros. A Coruña (España).		
<b>Other companies in the Group</b>			
Altia Consultores, S.A.	C/ Vulcano, 3. Icaria Oleiros. A Coruña (España)	80,91%	
EXIS Inversiones en Consultoría Informática y Tecnología, S.A.	Calle O'Donell, Num 34 Planta 7, Puerta B 28009 Madrid - (Madrid)		80,91%

Altia Logistic Software, S.L.	Ciudad de las TIC Avda. Pedralonga, 32 15009 A Coruña (España)	40,45%
Altia Consultores Agencia en Chile	Nueva Tajamar 555, Torre Costanera, Oficina 301, Santiago de Chile, Región Metropolitana (Chile)	80,91%
Noesis Global SGPS, S.A. (Portugal)	Centro Empresarial Torres de Lisboa, Rua Tomás da Fonseca, Torre E, 14° 1600-209 Lisboa (Portugal)	80,91%
Altia Andorra, S.L.U.	Carrer Pau Casals, 10, 3er piso AD500 Andorra la Vella (Andorra)	80,91%
Altia France, S.A.S 980	Espace Gestion Pyrénées Atlantique, 10 Place André Emlinger Central Forum 64100, Bayonne (Francia)	80,91%
Altia European Service, B.V.	GrootHandelsGebouw, Stationsplein 45, 4th floor 3013 AK Rotterdam (Holanda)	80,91%
Bilbomática, S.A.	C/ Santiago de Compostela, 12 - 4ª, Edificio Miribilla, 48003 Bilbao	80,91%
IN2 Ingeniería de la Información, S.L.	Travessera de Gràcia 73-79, Àtico, 08006 Barcelona	80,91%

Although the parent company is Boxleo Tic, S.L., a subgroup has been set up on a voluntary basis, in which Altia acts as the parent company and whose composition as of December 31, 2024 is as follows:

		DOMICILE	% DIRECT PARTICIPATION	% INDIRECT PARTICIPATION
<b>Dominant entity:</b>				
Altia Consultores, S.A.	C/ Vulcano, 3. Icaria Oleiros. A Coruña (España).			
<b>Other companies in the Group</b>				
EXIS Inversiones en Consultoría Informática y Tecnología, S.A.	Calle O'Donell, Num 34 Planta 7, Puerta B 28009 Madrid - (Madrid)		100%	
Altia Consultores Agencia en Chile (Chile)	Nueva Tajamar 555, Torre Costanera, Oficina 301, Santiago de Chile, Región Metropolitana (Chile)		100%	
Altia Logistic Software, S.L.	Ciudad de las TIC Avda. Pedralonga, 32 15009 A Coruña (España)		50%	
Noesis Global SGPS, S.A. (Portugal)	Centro Empresarial Torres de Lisboa, Rua Tomás da Fonseca, Torre E, 14° 1600-209 Lisboa (Portugal)		100%	
Consultadoria em Sistemas Informáticos, S.A. (Portugal)	Centro Empresarial Torres de Lisboa, Rua Tomás da Fonseca, Torre E, 14° 1600-209 Lisboa (Portugal)			100%
Noesis Consulting, B.V. (Holanda)	GrootHandelsGebouw, Stationsplein 45, 4th floor 3013 AK Rotterdam (Holanda)			100%
Noesis US Corp. (Estados Unidos)	Raleigh Founded, 16 W Martin St Raleigh, 27601, North Carolina (Estados Unidos)			100%

Consultoria e Programação de Sistemas Informáticos Ltda. (Brasil)	Centro Empresarial Mourisco Praia de Botafogo, 501 1º Andar – Sala 152 - Botafogo RJ 22250-040 (Brasil)	100%
Siseon DMC (Dubai)	Business Centre Level No 11 Uptown Tower Dubai United Arab Emirates	100%
Bilbomática, S.A.	C/ Santiago de Compostela, 12 - 4ºA, Edificio Miribilla, 48003 Bilbao	100%
Altia Andorra, S.L.U.	Carrer Pau Casals, 10, 3er piso AD500 Andorra la Vella (Andorra)	100%
Altia France, S.A.S	Espace Gestion Pyrénées Atlantique, 10 Place André Emlinger Central Forum 100% 64100, Bayonne (Francia)	100%
Altia European Service, B.V.	GrootHandelsGebouw, Stationsplein 45, 4th floor 3013 AK Rotterdam (Holanda)	100%
IN2 Ingeniería de la Información, S.L.	Travessera de Gràcia 73-79, Àtico, 08006 Barcelona	100%

*Nota: The shareholding in the associated company Altia Logistic Software, S.L has been accounted for using the shareholding method.*

*Non-financial information from IN2 Ingeniería de la Información, S.L. is not included because it was incorporated into the Group in December 2024.*

# Our ESG indicators



Environmental <sup>↗</sup>  
indicators



Social <sup>↗</sup>  
indicators



Economic <sup>↗</sup>  
indicators

## Environmental indicators

As for the rest of the environmental aspects identified, a control of the consumption derived from the activities of the Altia group is carried out, in order to have information on the trend of these aspects and evaluate the establishment of improvement actions.

The following table shows the **electricity consumption**:

POWER SOURCE	CONSUMPTION 2022	CONSUMPTION 2023	CONSUMPTION 2024	UNIT
Electricity Coruña	69.745,00	68.574,00	56.549,00	Kw.h
Vigo Electricity	35.657,00	38.887,00	39.970,00	Kw.h
Electricity Bilbao	4.692,00	0	0	Kw.h
Vitoria Electricity	25.363,00	21.347,00	17.122,00	Kw.h
Santiago Electricity	65.706,00	62.736,00	58.619,00	Kw.h
Electricity Madrid	46.895,00	35.342,00	33.437,00	Kw.h
Electricity Valladolid	49.761,00	44.674,00	42.807,00	Kw.h
Electricity Datacenter	2.649.956,00	2.595.852,00	2.348.918,99	Kw.h
Electricity Alicante	86.451,00	52.848,00	81.407,00	Kw.h
Electricity Mallorca	1.030,16	0	0	Kw.h
Wairbut Madrid Electricity	35.983,00	0	0	Kw.h
Electricity Bilbao	160.037,13	155.963,52	134.268,65	Kw.h
Electricity Bilbomatica Madrid	13.114,73	910,19	8.600,00	Kw.h

Electricity Bilbomatica Pamplona	3.489,49	3.209,12	2.632,00	Kw.h
Electricity Noesis Lisbon	120.255,00	138.350,00	148.157,00	Kw.h
Noesis Guarda Electricity	-	955,00	8.446,00	Kw.h
Electricity Noesis Proença-a-Nova	2.184,00	2.643,00	2.201,00	Kw.h
Electricity Chile	0,00	5.767,00	4.780,00	Kw.h
<b>Total</b>	<b>3.370.319,52</b>	<b>3.440.774,61</b>	<b>3.191.345,64</b>	<b>Kw.h</b>
Billing	167,192	241,311	255,664	Millones €
Indicator	20.158,36	14.258,67	12.482,56	Kw.h / Millones €

Note: the rest of the offices do not have electricity consumption data as they are business centres.

In relation to electricity consumption during the period, the percentage of renewable energy established by each supply company has been used. The headquarters in Coruña use 100% green energy.

The absolute value presented shows a moderate reduction derived mainly from the energy improvement of the Datanceter de Vigo. The global indicator confirms the reduction resulting from the increase in the Group's overall turnover and the energy improvements made.

**Gas consumption** during the year was as follow:

POWER SOURCE	CONSUMPTION 2022	CONSUMPTION 2023	CONSUMPTION 2024	UNIT
Gas Alicante	0,00	0	0	Kw.h
Gas Mallorca	9.590,00	0	0	Kw.h

There are currently no gas consumption points in the Company.

**Water consumption** during exercise was as follows

POWER SOURCE	CONSUMPTION 2022	CONSUMPTION 2023	CONSUMPTION 2024	UNIT
Coruña water	221,00	312,00	343,00	M3
Vigo water	113,00	207,00	240,00	M3
Santiago water	170,00	200,00	230,00	M3
Water Datacenter	112,00	134,00	151,00	M3
Alicante water	577,00	121,00	58,00	M3
Palma de Mallorca water	25,00	0	0	M3
Bilbomática Pamplona water	-	-	2,00	M3
Lisbon water	505,09	690,16	678,69	M3
Guarda water	-	2	25,00	M3
Proença-a-Nova water	4,00	10	7,00	M3
<b>Total</b>	<b>1.651,09</b>	<b>1.676,16</b>	<b>1.734,69</b>	<b>M3</b>

Note: the rest of the offices do not have water consumption data because they are centres shared with other organisations..

Consumption during the period has increased, mainly due to the increase in office staff and the increase in activity.

All water consumption in the workplaces is captured by municipal supply networks.

**Fuel consumption** has been:

**CONVERSION TABLE OF ENERGY CONSUMPTION TO GJ**

POWER SOURCE	YEAR	ANNUAL CON-SUMPTION	UNIT	CONVERSION FACTOR	CONVERSION UNIT	GJ CONSUMED
Datacenter Diesel	2021	1.000,00	Litres	0,039	Gj	39,00
	2022	0,00	Litres	0,039	Gj	0,00
	2023	0,00	Litres	0,039	Gj	0,00
	2024	0,00	Litres	0,039	Gj	0,00
Diesel vehicles	2021	79.303,94	Litres	0,039	Gj	3.092,85
	2022	98.952,71	Litres	0,039	Gj	3.859,16
	2023	104.714,28	Litres	0,039	Gj	4.083,86
	2024	104.383,53	Litres	0,039	Gj	4.070,96

*Note: IDAE 2011 conversion. For the conversion of the kilometres travelled, average consumption of 6 litres per 100 km is estimated.*

As can be seen, the consumption of diesel for the transport of people has been reduced in the period by 0.32%. During the period, no fuel has been refueled in the Datacenter.

**Paper consumption** has been:

**PAPER CONSUMPTION CONVERSION TABLE**

	YEAR	ANNUAL CON-SUMPTION	UNIT	CONVERSION FACTOR	CONVERSION UNIT	TN CONSUMED
Paper consumption	2021	41.500	Pages	0,00000498	Tn	0,2067
	2022	206.000	Pages	0,00000498	Tn	1,0258
	2023	71.100	Pages	0,00000498	Tn	0,3540
	2024	76.000	Pages	0,00000498	Tn	0,3785

No recycled paper has been used. Paper consumption has increased slightly compared to 2023.

**Toner consumption** has been:

**TONER CONSUMPTION CONVERSION TABLE**

	YEAR	ANNUAL CON-SUMPTION	UNIT	CONVERSION FACTOR	CONVERSION UNIT	TN CONSUMED
Consumo de tóner / tinta	2021	36,54	Units	0,00025	Tn	0,0091
	2022	67,13	Units	0,00025	Tn	0,0167
	2023	74,36	Units	0,00025	Tn	0,0186
	2024	59,32	Units	0,00025	Tn	0,0148

*Note: It is estimated that I use 1 toner for every 20,000 copies*

The toner used is not recycled. During the period, ink and toner consumption has increased as a result of the increase in activity and the incorporation of new offices.

## Discharges

The discharges produced in the development of the Altia group's activities that require monitoring are the discharges of wastewater into sanitation networks derived from the cleaning of the facilities and bathrooms and those generated by emergency situations. For each of them, the corresponding operational control has been established to know their trend and to reduce their associated impact.

## Atmospheric emissions / greenhouse gases

As a general rule, there are no air emissions in the development of activities in most existing workplaces. This is due to the lack of emission sources (boilers, generators, ...).

The emissions generated during the development of the activities are those due to the displacement of workers to the client, those associated with emergency situations and the Data Center work center in Vigo (generators and heating).

In the case of emissions derived from emergency situations, preventive and action measures have been defined in the event of such emergencies.

The consolidation of GHG emissions in Altia Group is approached from an operational control approach.

The workplaces included in the calculation of greenhouse gas emissions are located in:

LOCATION	ADDRESS
<b>Spain</b>	
Coruña	C/ Vulcano, 3. Icaria Oleiros.
Vigo	Datacenter: Lagoas, Marcosende. Campus Universitario de Vigo, parcela 32 C/ Simón Bolívar, 3 Bajo - 3 C/ Simón Bolívar, 1 36203 Vigo

Santiago de Compostela	Parque Empresarial Novo Milladoiro. C/ Palmeiras. Parcela 67 A 15895 Milladoiro – Ames C/ Mónaco 5, SG C/ Mónaco 5, Bajo 2
Vitoria	C/ Albert Einstein 44, 1º Oficina 10
Valladolid	Edificio Ariza. Pº Arco de Ladrillo, 68-4ª
Madrid	Avda del Partenón, Num 18, Bajo 4 Avda del Partenón, Num 18, Bajo 5 Avda del Partenón, Num 18, Bajo 6 Avda del Partenón, Num 18, Bajo 9
Alicante	C/ Portugal, Num 35, 2º Ext-Izq Av. Jean Claude Combaldieu (Edificio ASV) 5, 1ª planta María Moncunill – C/Zaragoza
Bilbomática Bilbao	C/ Santiago de Compostela, 12 - 4ºA, Edificio Miribilla
Bilbomática Madrid	Avda del Partenón, Num 16, Puerta 4
Bilbomática Pamplona	C/ Pintor Paret, 2 - 1ª Planta E-31008
<b>Portugal</b>	
Lisboa (Noesis)	Centro Empresarial Torres de Lisboa, Rua Tomás da Fonseca, Torre E, 13 Centro Empresarial Torres de Lisboa, Rua Tomás da Fonseca, Torre E, 14 Centro Empresarial Torres de Lisboa, Rua Tomás da Fonseca, Torre E, 15
Proença (Noesis)	Praceta Frei Rodrigo Egídio 7 - 2º, 6150-522
Guarda (Noesis)	Rua Duque de Bragança Nº3 - 6º piso
<b>Chile</b>	
Santiago de Chile	Nueva Tajamar 555, Torre Costanera, Oficina 301

Brasil	
Botafogo (Noesis)	Centro Empresarial Mourisco. Praia de Botafogo, 501 1º Andar – Sala 152 - Botafogo
Holland	
Rotterdam	GrootHandelsGebouw, Stationsplein 45, 4th floor
United States	
Raleigh, North Carolina	Raleigh Founded, 16 W Martin St

The Altia group’s Greenhouse Gas Emissions data are specified below and refer to a calendar year, specifically the year 2023.

EMISSIONS 2023	tCo <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCo <sub>2</sub> eq	tCo <sub>2</sub> eq
				Market Focus	Localization Focus
<b>Direct</b>					
Scope 1	268,46	0,34	4,35	269,65	269,65
<b>Indirect</b>					
Scope 2				796,43	386,32
<b>Total Scope 1 +2</b>				<b>1.066,09</b>	<b>655,98</b>

EMISSIONS · MARKET FOCUS (tCo<sub>2</sub> eq)



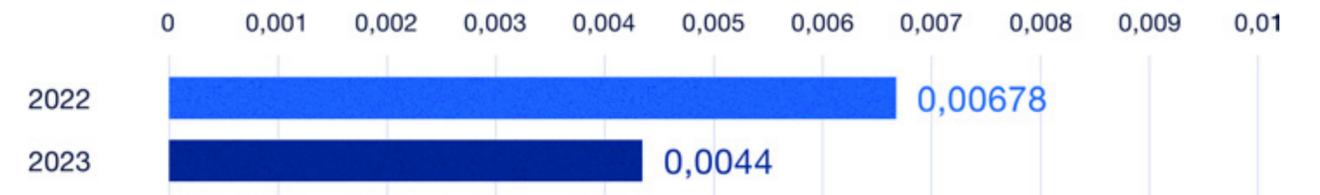
EMISSIONS · LOCALIZATION FOCUS (tCo<sub>2</sub> eq)



Emissions in relative terms for the year 2023 have been **0.0044 tCO<sub>2</sub> eq/thousand of euros**.

The evolution of the last two years in graphical terms is:

EMISSIONS tCO<sub>2</sub> eq / THOUSANDS OF EUROS



The **Altia group's Greenhouse Gas Emissions data by country** are specified below and refer to a calendar year, specifically the year 2023:

SPAIN	tCO <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq
				Market Focus	Localization Focus
<b>Direct</b>					
Scope 1	102,33	0,29	4,34	103,53	103,53
<b>Indirect</b>					
Scope 2				772,27	369,64
<b>Total Scope 1 +2</b>				<b>875,79</b>	<b>473,17</b>

PORTUGAL	tCO <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq
				Market Focus	Localization Focus
<b>Direct</b>					
Scope 1	166,13	0,05	0,01	166,13	166,13
<b>Indirect</b>					
Scope 2				22,30	15,68
<b>Total Scope 1 +2</b>				<b>188,43</b>	<b>181,82</b>

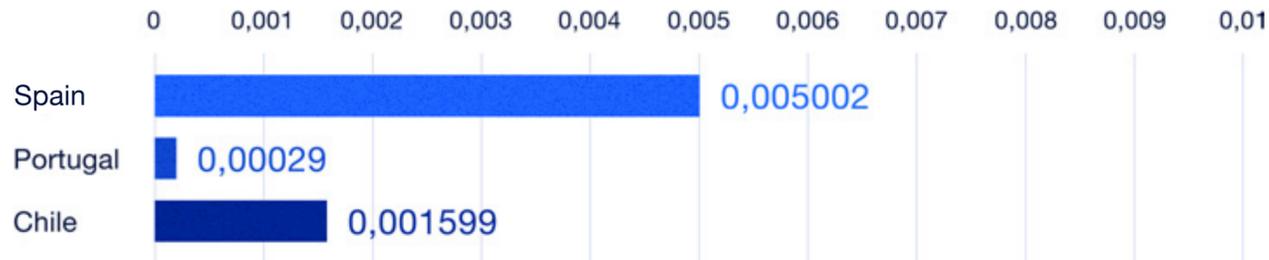
CHILE	tCO <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq
				Market Focus	Localization Focus
<b>Direct</b>					
Scope 1	0,00	0,00	0,00	0,00	0,00
<b>Indirect</b>					
Scope 2				1,87	1,00
<b>Total Scope 1 +2</b>				<b>1,87</b>	<b>1,00</b>

*Note: Quantification of emissions is not available in the Netherlands, the United States and Brazil as consumption data is not available in these locations because they are offices in business centers.*

#### In relative terms by country:

2023	tCO <sub>2</sub> eq / THOUSANDS OF EUROS
España	0,005002
Portugal	0,000290
Chile	0,001599
<b>Total tCO<sub>2</sub> eq/miles euros</b>	<b>0,004418</b>

**EMISSIONS tCo<sub>2</sub> eq / THOUSAND OF EUROS**



The indicator of total CO2 emissions maintains the trend of reduction in relation to previous periods, it continues at much lower values, led by the reduction in electricity consumption and the generalized reduction in consumption as a result of the lower influx of workers to the facilities due to the implementation of teleworking, which resulted in lower electricity consumption.

**Noise**

As a result of the activity carried out by the Altia group, noise does not generate significant noise pollution, and following the guidelines set out in environmental management, all occasional work that is susceptible to noise (repairs, improvements to installations, etc.), is carried out around noon and always using equipment in accordance with and revised and according to the manufacturer’s specifications.

**Waste**

In the Altia group, the control, storage and management that must be carried out has been defined for each of the waste generated in its activities. Thus, they are

segregated at source, and deposited in unequivocally identified drums, containers or litter bins, for subsequent management according to the applicable requirements.

The waste is not reused or recovered, but is delivered to authorised managers to carry out reuse or recovery treatments, if necessary.

The total waste delivered for reuse/recovery has been 1,131.20 kilos (755.90 kilos in 2023), while for disposal it has been 154 kilos (252.00 kilos in 2023).

In the case of waste generated in the offices by external staff (cleaning of facilities), the corresponding environmental guidelines have been defined to carry out correct management and have been communicated to the supplier. In the event of any deviation being detected, the Altia group takes measures to ensure that the supplier is properly managed environmentally.

In relation to waste, in all the centres with the exception of the Data Centre in Vigo, waste can be assimilated to urban waste as it is paper, cardboard, plastics. The non-IT WEEE generated is delivered to the electrical distributor.

In relation to the waste managed, they have been the following:

RESIDUE	2022 GENERATION	20223 GENERATION	2024 GENERATION	UNIT
Toner	13,00	6,00	0,00	kilos
Batteries	21,00	2,00	0,00	kilos
WEEE (Computer Equipment)	4.867,00	0,00	338,00	kilos

Fluorescent	4,20	16,20	10,20	kilos
Metal Waste	0,00	203,00	523,00	kilos
Paper & Cardboard	3.222,70	388,70	145,00	kilos
Plastic	60,00	0,00	15,00	kilos
Polystyrene	10,00	80,00	60,00	kilos
Wood	30,00	60,00	40,00	kilos
Contaminated absorbents	0,00	0,00	0,00	kilos
Contaminated packaging	0,00	0,00	0,00	kilos
Used batteries	0,00	60,00	154,00	kilos
Used oil	0,00	180,00	0,00	kilos
Oil/Diesel Filters	0,00	12,00	0,00	kilos
<b>Total, kilos of waste</b>	<b>8.227,90</b>	<b>1.007,90</b>	<b>1.285,20</b>	<b>kilos</b>

As can be seen, waste has increased slightly in the period.

All waste generated has been delivered to an authorised manager for collection, storage, disposal, reuse or recovery, where appropriate.

## Costs derived from environmental actions

In recent years, actions have been carried out related to the protection and improvement of the Environment, consisting of the correct environmental management of waste, and other environmental impacts generated in the development of the activities carried out, thanks to the maintenance of environmental management systems in certified work centres. and the monitoring of the good environmental practices defined in the rest.

As of December 31 of this year, there are no contingencies related to the protection and improvement of the environment.

The estimated expenditure made on the maintenance of the ISO 14001 environmental management system and environmental actions during 2024 has been:

ACTION	AMOUNT
Waste management	2.154,82 €
Maintenance, industrial safety and environmental improvement facilities	240.619,22
Tempo consultants consultancy	4.500,00 €
Certification	5.000,00 €
<b>Total tCO2 eq/thousand of euros</b>	<b>252.274,04 €</b>

## Social indicators

### Job stability (by type of contract and sex)

Retaining talent and enhancing it is only possible in a motivating environment that fosters stable employment. For the Group, the creation of quality, stable employment that prioritizes the occupational health and safety of its workers is a priority.

Thus, the evolution of employment stability (by type of contract and sex) in the period has been:

	2022		2023		2024	
JOB STABILITY	EMPL. NO.	% OF TOTAL WORKFORCE	EMPL. NO.	% OF TOTAL WORKFORCE	EMPL. NO.	% OF TOTAL WORKFORCE
<b>Indefinite</b>	<b>2.979</b>	<b>93,56%</b>	<b>3.419</b>	<b>95,77%</b>	<b>3.670</b>	<b>98,08%</b>
Men	2.130	66,90%	2.480	69,47%	2.680	71,62%
Women	849	26,67%	939	26,30%	990	26,46%
<b>Temporary</b>	<b>205</b>	<b>6,44%</b>	<b>151</b>	<b>4,23%</b>	<b>72</b>	<b>1,92%</b>
Men	157	4,93%	123	3,45%	56	1,50%
Women	48	1,51%	28	0,78%	16	0,43%
<b>Total</b>	<b>3.184</b>	<b>100%</b>	<b>3.570</b>	<b>100,00%</b>	<b>3.742</b>	<b>100,00%</b>

	2022		2023		2024	
JOB STABILITY	% PEOPLE WITH PERMANENT CONTRACTS. (REFERRING TO PEOPLE OF THEIR SEX)	% PEOPLE WITH TEMPORARY CONTRACTS. (REFERRING TO PEOPLE OF THEIR SEX)	% PEOPLE WITH PERMANENT CONTRACTS. (REFERRING TO PEOPLE OF THEIR SEX)	% PEOPLE WITH TEMPORARY CONTRACTS. (REFERRING TO PEOPLE OF THEIR SEX)	% PEOPLE WITH PERMANENT CONTRACTS. (REFERRING TO PEOPLE OF THEIR SEX)	% PEOPLE WITH TEMPORARY CONTRACTS. (REFERRING TO PEOPLE OF THEIR SEX)
Men	93%	7%	95%	5%	98%	2%
Women	95%	5%	97%	3%	98%	2%

In absolute terms, the growth of permanent employment can be observed in both women and men. In relative terms, the stability rate has improved significantly during the year, which is particularly valuable in an environment of high growth in the number of professionals in the Group and where turnover is also high.

### Job stability (by category and sex)

The number of people employed in the last three years, distributed by category, is as follows:

NUMBER OF PEOPLE EMPLOYED IN THE YEAR	2022	2023	2024
<b>Administrators and management staff</b>	<b>42</b>	<b>51</b>	<b>36</b>
Men	38	44	30
Women	4	7	6

<b>Professional, technical and similar</b>	<b>2.991</b>	<b>3.357</b>	<b>3.538</b>
Men	2.214	2.516	2.651
Women	777	841	887
<b>Administrative Services Staff</b>	<b>151</b>	<b>162</b>	<b>168</b>
Men	35	43	55
Women	116	119	113
<b>Total</b>	<b>3.184</b>	<b>3.570</b>	<b>3.742</b>

Broken down by professional category and sex:

<b>ALTIA + EXIS (2024)</b>	<b>MEN</b>	<b>WOMEN</b>	<b>TOTAL</b>
Business Architect	2	4	6
Systems/Communications Architect	30	3	33
Software Architect	114	33	147
Senior Business Consultant Level I	9	6	15
Senior Business Consultant Level II	6	7	13

Senior Business Consultant Level III	1	6	7
Business Consultant. Level I	16	10	26
Business Consultant. Level III	2	8	10
Technology Consultant. Level I	0	1	1
Controller	0	1	1
Director of Managed Services	1	0	1
Account Manager	17	4	21
Business Development Manager	1	0	1
Business Development Manager	1	0	1
Project Manager	30	21	51
Senior Systems Engineer Level I	41	5	46
Senior Systems Engineer Level II	22	4	26
Senior Systems Engineer Level III	45	4	49
Systems Engineer. Level I	61	9	70

Systems Engineer. Level II	25	2	27	Training Technician Level II	1	0	1
Systems Engineer. Level III	34	5	39	Systems Technician. Level I	100	19	119
Senior Software Engineer Level II	91	30	121	Systems Technician. Level II	85	10	95
Senior Software Engineer Level III	123	23	146	Software Technician. Level I	77	19	96
Senior Software Engineer. Level I	165	44	209	Software Technician. Level II	65	20	85
Software Engineer. Level I	120	27	147	Financial Management Technician Level II	0	1	1
Software Engineer. Level II	38	17	55	Office Management Technician Level I	0	12	12
Software Engineer. Level III	60	12	72	Legal Technician Level II	0	1	1
Project Manager	83	48	131	MK & COM Level II Technician	0	2	2
Legal Advice Manager	1	0	1	HR Technician Level I	0	3	3
Recruitment Manager	0	1	1	HR Technician Level II	3	1	4
MK&COM Manager	0	1	1	Level II Selection Technician	0	8	8
HR Manager	0	1	1	Office Support Technician. Level I	2	5	7
Accounting and Finance Technician Level II	3	3	6	Director Sustainability & ESG	0	1	1

Quality Manager	0	1	1
Business Unit Director	12	1	13
Chief Technology Officer	1	0	1
Accounting and Finance Technician Level I	0	3	3
Senior Software Engineer Level III	1	0	1
M&A and Investee Director	0	1	1
Sub responsible. Selection	0	3	3
MK & COM Level I Technician	0	2	2
Selection Technician Level I	3	3	6
Office Support Technician Level II	5	8	13
Level II Technology Consultant	0	1	1
Business Consultant. Level II	3	1	4
Sub responsible. Accounting and Finance	1	0	1
Legal Technician Level I	0	1	1

ORP Technician Level II	0	1	1
Office Management Technician Level II	1	3	3
<b>Total</b>	<b>1.502</b>	<b>471</b>	<b>1.973</b>

<b>2024</b>			
<b>ALTIA CHILE</b>	<b>MEN</b>	<b>WOMEN</b>	<b>TOTAL</b>
Business Architect	0	1	1
Systems/Communications Architect	1	0	1
Software Architect	1	0	1
Senior Business Consultant. Level III	1	0	1
Business Consultant. Level I	3	1	4
Business Consultant. Level III	0	1	1
Account Manager	0	1	1
Project Manager	1	0	1

Senior Systems Engineer. Level II	1	0	1
Senior Software Engineer. Level III	2	0	2
Senior Software Engineer. Level I	0	1	1
Software Engineer. Level I	2	0	1
Software Engineer. Level II	2	0	2
Project Manager	0	1	1
Systems Technician. Level I	7	4	11
Systems Technician. Level II	1	3	4
Office Management Technician Level I	0	1	1
Selection Technician Level I	0	1	1
<b>Total</b>	<b>22</b>	<b>15</b>	<b>37</b>

	2024		
ALTIA FRANCE	MEN	WOMEN	TOTAL
Senior Systems Engineer Level III	6	0	6
Systems Engineer Level I	2	0	2
<b>Total</b>	<b>8</b>	<b>0</b>	<b>8</b>

	2024		
ALTIA ANDORRA	MEN	WOMEN	TOTAL
Software Engineer. Level I	1	0	1
<b>Total</b>	<b>1</b>	<b>0</b>	<b>1</b>

	2024		
ALTIA EUROPEAN SERVICES	MEN	WOMEN	TOTAL
Software Architect	1	0	1
Senior Business Consultant. Level I	1	0	1
Project Manager	1	0	1
<b>Total</b>	<b>3</b>	<b>0</b>	<b>3</b>

	2024		
BILBOMÁTICA	MEN	WOMEN	TOTAL
Administrative B	0	1	1
Administrative C	1	1	2
Functional Analyst A	22	20	42
Functional Analyst B	27	15	42
Functional Analyst C	27	17	44
Technical Analyst A	39	12	51
Technical Analyst B	33	16	49
Technical Analyst C	26	13	39
Technical Analyst D	20	7	27
Technical Analyst E	2	0	2
Administrative Assistant A	0	2	2
CIO	1	0	1
CFO	1	0	1
Managing Director	1	0	1

Chief Operating Officer	1	0	1
Account Manager	7	4	11
Administrative Officer	0	3	3
Junior Programmer A	2	1	3
Junior B Programmer	4	0	4
Junior C Programmer	6	1	7
Senior Programmer A	14	3	17
Senior Programmer B	16	4	20
Senior Programmer C	7	6	13
Senior Programmer D	20	7	27
Project Manager A	22	12	34
Project Manager B	13	5	18
Project Manager C	24	12	36
Management Secretariat	0	2	2
HR Technician	0	2	2
Systems Technician B	4	1	5

Systems Technician C	3	2	5
Business Unit Manager	1	0	1
Administrative A	0	1	1
Senior Programmer	4	0	4
Junior Programmer	2	0	2
G Systems Technician	1	0	1
Consultant	1	0	1
Programmer Analyst	3	0	3
Administrative Assistant	1	0	1
<b>Total</b>	<b>356</b>	<b>170</b>	<b>526</b>

**2024**

<b>NOESIS</b>	<b>MEN</b>	<b>WOMEN</b>	<b>TOTAL</b>
Account Manager	7	5	12
Assistant	1	1	2

Associate Director	18	2	20
Associate Project Lead	1	0	1
Consultant	272	136	408
Director	11	1	12
Expert	3	15	18
IT Senior Specialist	10	0	10
IT Specialist	29	3	32
Junior Consultant	130	42	172
Manager	21	11	32
Officer	7	10	17
Sales Assistant	0	1	1
Junior Account Manager	2	0	2
Senior Account Manager	3	1	4
Senior Consultant	239	85	324
Senior Director	1	1	2
Senior Manager	23	6	29

Senior Officer	0	4	4
Team Lead	18	18	36
Tech Lead	41	3	44
Trainee	7	5	12
<b>Total</b>	<b>844</b>	<b>350</b>	<b>1194</b>

As a relevant fact, it can be indicated that 100% of the Directors come from the province where the work center they direct is located.

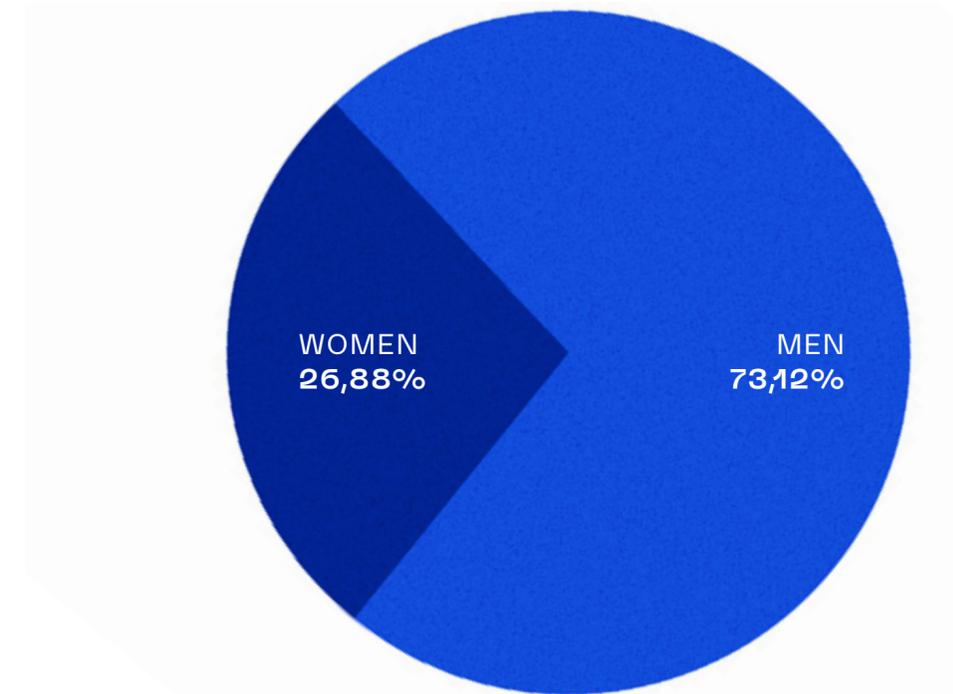
During 2024, the Group employed 47 people (35 men and 12 women) with a degree of disability equal to or greater than 33%, thus increasing the number compared to previous years (45 people in 2023, 41 people in 2022, 35 people in 2021, 24 people in 2020 and 20 people in 2019).

### Distribution by sex

At the end of the 2024 financial year, the Group’s workforce was distributed among 2,736 men and 1,006 women, 73.12% and 26.88% respectively.

In 2023, the Group’s workforce was distributed among 2,603 men and 967 women, 72.91% and 27.08% respectively

In 2022, the Group’s workforce was distributed among 2,287 men and 897 women, 71.83% and 28.17% respectively.



Although the number of men is considerably higher than that of women, it should be noted that the percentage of women in the Altia group exceeds the participation of female employment in the sector, which the European Commission estimates at just 17%. In the same way, it exceeds the percentage of women enrolled in STEM specialties in Spain, which amounts to only 20%, according to data from the “Women and Innovation 2022” report, published by the Ministry of Science and Innovation. Only three out of ten workers in technology sectors in our country, for now, are women, according to the study “Transformative skills for gender equality in society and the digital economy” by the Equality Observatory and Employment.

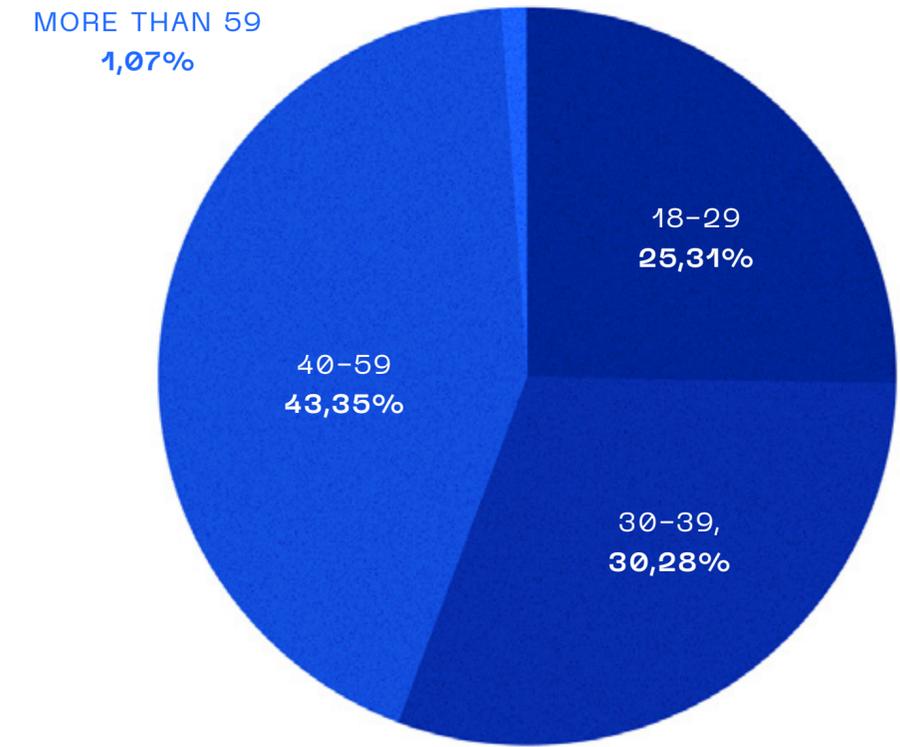
## Age distribution

In 2024, 25.31% of the workforce was between 18 and 29 years old. 30.28% were between 30-39 years old. 43.35% were between 40-59 and 1.07% were over 59.

In 2023, 27.42% of the workforce was between 18 and 29 years old. 29.44% were between 30-39 years old. 42.21% were between 40-59 and 0.92% were over 59.

In 2022, 26.04% of the workforce is between 18 and 29 years old. 30.40% are between 30-39 years old. 42.71% are between 40-59 and 0.85% are over 59.

	2022	2023	2024
<b>Rango entre 18-29</b>	<b>829</b>	<b>979</b>	<b>947</b>
Men	641	758	745
Women	188	221	202
<b>Rango entre 30-39</b>	<b>968</b>	<b>1051</b>	<b>1133</b>
Men	684	755	829
Women	284	296	304
<b>Rango entre 40-59</b>	<b>1360</b>	<b>1507</b>	<b>1622</b>
Men	941	1063	1136
Women	419	444	486
<b>Rango &gt; 59</b>	<b>27</b>	<b>33</b>	<b>40</b>
Men	21	27	26
Women	6	6	14
<b>Total</b>	<b>3184</b>	<b>3570</b>	<b>3742</b>



With regard to **Altia's Board of Directors**, its composition, by sex and age range, is as follows:

	2022	2023	2024
<b>Men</b>	<b>7</b>	<b>8</b>	<b>8</b>
Rango 30-50	2	1	1
Rango >50	5	7	7
<b>Women</b>	<b>3</b>	<b>3</b>	<b>3</b>
Rango 30-50	0	0	0
Rango >50	3	3	3
<b>Total</b>	<b>10</b>	<b>11</b>	<b>11</b>

In percentage terms, 73% of the Board of Directors are men and 27% women, below the desirable value of 40% for 2023 of the CNMV's Code of Good Corporate Governance for listed companies published in 2021 in its recommendation 15. However, according to the same report, in 2021 in Spain only 29.3% of board members were women (25.3% in companies with less than €500 million).

The **distribution of personnel** by workplace and sex is as follows:

	2022		2023		2024	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Altia Coruña	215	83	245	93	275	97
Altia Santiago	141	51	147	51	154	49
Altia Vigo	118	46	128	49	103	44
Altia DataCenter	73	9	77	13	88	14
Altia Alicante	49	21	62	17	126	31
Altia Madrid	204	71	336	97	507	147
Altia Vitoria	24	3	24	2	-	-
Altia Valladolid	47	16	54	20	47	16
Altia Toledo	0	0	0	0	-	-

Altia Bilbao	17	9	10	10	-	-
Altia Tenerife	4	2	4	1	2	1
Altia Barcelona	19	5	23	8	29	13
Altia Mallorca	6	2	6	2	5	1
Altia Valencia	10	3	9	2	12	2
Exis Madrid	139	61	153	54	154	55
Exis Valladolid	0	1	0	1	0	1
Altia Chile	10	6	16	11	22	15
Altia France	-	-	-	-	8	0
Altia Andorra	-	-	-	-	1	0
Altia European Services	-	-	-	-	3	0
Bilbomatica Bilbao	212	135	250	142	274	147
Bilbomatica Vitoria	5	3	9	3	35	5
Bilbomatica Pamplona	24	8	30	9	28	10
Bilbomatica Madrid	126	41	96	27	19	8
Noesis Castelo Branco	-	-	-	-	3	7

Noesis Coimbra	92	29	98	34	7	3
Noesis Lisboa	447	164	498	188	91	34
Noesis Porto	114	71	145	73	504	197
Noesis Proença -a-Nova	6	3	8	3	158	74
Noesis Covilhã	8	8	16	8	6	0
Noesis Guarda	8	4	10	7	18	9
Noesis Brasil - Belo Horizonte	-	-	-	-	11	7
Noesis Brasil -Rio de Janeiro	35	20	32	25	1	1
Noesis Brasil - Sao Paulo	-	-	-	-	24	22
Noesis Holanda	4	1	2	1	11	1
Noesis US	2	0	5	0	4	2
Noesis Irlanda	-	-	-	-	3	0
<b>Total</b>	<b>2287</b>	<b>897</b>	<b>2603</b>	<b>967</b>	<b>2736</b>	<b>1006</b>

On the other hand, for some specific projects, work has been carried out by other companies or freelancers. Thus, during the 2024 financial year, 119 self-employed workers and approximately 244 workers belonging to 163 companies have carried out work for the Group's companies (111 self-employed and 206 workers belonging to 141 companies in 2023, 115 self-employed and 221 workers in 2022 and 98 self-employed and 184 workers in 2021).

## Staff turnover

During the 2024 financial year, there has been the following staff turnover by workplace and sex:

	ALTAS		BAJAS		TURNOVER RATE
	MEN	WOMEN	MEN	WOMEN	
Altia Coruña	61	10	34	7	8,06%
Altia Santiago	22	1	13	3	3,45%
Altia Vigo	3	2	31	8	-23,13%
Altia DataCenter	26	3	17	2	9,80%
Altia Alicante	78	20	11	6	51,59%
Altia Madrid	270	69	99	16	34,25%
Altia Vitoria	0	0	27	2	-100,00%
Altia Valladolid	10	0	16	4	-15,87%
Altia Bilbao	55	14	31	10	-100,00%
Altia Tenerife	1	0	3	0	-66,67%
Altia Barcelona	11	5	5	1	23,81%

Altia Palma	0	0	1	1	-33,33%
Altia Valencia	5	0	2	0	21,43%
Exis Madrid	119	39	119	37	0,96%
Exis Valladolid	0	0	0	0	0,00%
Altia Chile	22	9	13	6	32,43%
Altia France	10	0	2	0	100,00%
Altia Andorra	1	0	0	0	100,00%
Altia European Services	3	0	0	0	100,00%
Bilbomatica Bilbao	55	14	31	10	6,65%
Bilbomatica Madrid	0	0	75	19	-348,15%
Bilbomatica Pamplona	2	2	4	1	-2,63%
Bilbomatica Vitoria	28	2	3	0	67,50%
Noesis Castelo Branco	3	0	0	0	30,00%
Noesis Coimbra	5	2	12	3	-6,40%
Noesis Covilhã	5	1	2	0	14,81%
Noesis Guarda	1	1	0	1	5,56%

Noesis Lisboa	103	43	89	27	4,27%
Noesis Porto	42	16	30	16	5,17%
Noesis Proença-a-Nova	1	0	0	0	16,67%
Noesis Belo Horizonte	0	1	0	1	0,00%
Noesis Rio de Janeiro	2	4	6	3	-6,52%
Noesis Sao Paulo	11	0	3	2	50,00%
Noesis Holanda	4	4	2	2	66,67%
Noesis US	2	0	3	0	-20,00%
Noesis Irlanda	4	0	1	0	100,00%
<b>Total</b>	<b>913</b>	<b>248</b>	<b>663</b>	<b>187</b>	<b>27,61%</b>

Note: Turnover Rate = (high-low) / workers \*100

In the same way, the dismissals in the period by region, professional category, age and sex have been:

REGION	CATEGORY	MEN				WOMEN				TOTAL
		18-29	30-39	40-59	>59	18-29	30-39	40-59	>59	
Spain	Administrative B	0	0	0	0	0	1	0	0	1
	Administrative C	0	0	0	0	0	1	0	0	1
	Functional Analyst A	0	0	1	0	0	0	0	0	1
	Functional Analyst B	0	0	1	0	0	0	0	0	1
	Functional Analyst C	0	0	0	0	0	0	1	0	1
	Technical Analyst A	0	1	1	0	0	0	0	0	2
	Technical Analyst B	0	1	0	0	0	0	0	0	1
	Technical Analyst C	0	1	1	0	0	0	0	0	2
	Technical Analyst D	1	0	1	0	0	1	0	0	3
	Software Architect	0	0	3	1	0	0	0	0	4
	Senior Business Consultant. Level I	0	0	0	1	0	0	0	0	1
	Business Consultant. Senior Level III	0	1	0	0	0	0	0	0	1
	Business Consultant. Level III	0	1	0	0	0	0	0	0	1
	Graphic Designer B	0	1	0	0	0	0	0	0	1
	Project Manager	0	0	1	0	0	0	0	0	1
	Senior Systems Engineer. Level I	0	0	1	2	0	0	0	0	3
	Senior Systems Engineer. Level II	0	0	3	0	0	0	0	0	3
	Senior Systems Engineer. Level III	0	0	1	0	0	0	0	0	1
	Systems Engineer. Level I	2	3	4	0	0	0	0	0	9

Systems Engineer. Level II	0	1	2	0	0	0	0	0	3
Systems Engineer. Level III	1	0	0	0	0	0	0	0	1
Senior Software Engineer. Level I	0	2	5	1	0	0	2	0	10
Senior Software Engineer. Level II	0	2	2	0	0	0	0	0	4
Senior Software Engineer. Level III	0	0	1	0	0	0	0	0	1
Software Engineer. Level I	2	3	1	0	0	1	0	0	7
Software Engineer. Level II	1	1	1	0	0	0	0	0	3
Software Engineer. Level III	3	1	0	0	1	1	0	0	6
Project Manager	0	1	0	0	0	2	1	0	4
Administrative Officer	0	0	0	0	0	0	1	0	1
Junior Programmer A	0	0	0	0	1	0	0	0	1
Senior Programmer A	0	1	0	0	0	0	0	0	1
Senior Programmer C	0	0	1	0	0	0	0	0	1
Senior Programmer D	1	1	1	0	0	0	1	0	4
Office management technician. Level II	0	0	0	0	0	0	1	0	1
Systems Technician. Level I	3	3	2	0	0	0	0	0	8
Systems Technician. Level II	4	0	2	0	1	0	0	0	7
Software Technician. Level I	2	0	0	0	0	0	0	0	2
Software Technician. Level II	8	1	0	0	0	0	0	0	9

	Office Support Technician Level II	0	0	0	0	0	1	2	0	3
Chile	Senior Software Engineer. Level I	0	1	0	0	0	0	0	0	1
	Software Engineer Level I	0	1	0	0	0	0	0	0	1
	Business Consultant. Level III	0	0	1	0	0	1	0	0	2
	Project Manager	0	1	0	0	0	0	0	0	1
	Systems Technician. Level II	0	1	0	0	0	0	1	0	2
France	Senior Systems Engineer. Level III	0	0	1	0	0	0	0	0	1
Portugal	Junior Consultant	3	0	1	0	0	0	0	0	4
	Officer	1	0	0	0	0	0	0	0	1
	Sales Assistant	0	0	0	0	1	0	0	0	1
Brasil	Senior Consultant	1	0	2	0	0	3	0	0	6
	Consultant	0	0	0	0	0	2	0	0	2
Ireland	Junior Account Manager	1	0	0	0	0	0	0	0	1
	<b>Total</b>	<b>34</b>	<b>30</b>	<b>41</b>	<b>5</b>	<b>4</b>	<b>14</b>	<b>10</b>	<b>0</b>	<b>138</b>

### Co-responsible conciliation

The compatibility between the work environment and personal responsibilities is a shared challenge, both for men and women. Through **flexible working hours, parental leave, intensive working hours and other initiatives**, we promote a work environment that allows each professional to fully develop in all facets of their lives.

With these actions, we reinforce our commitment to a more equitable, inclusive and sustainable work model, in which people’s well-being is a priority.

During 2024, **148 workers, 46 women and 102 men**, have taken maternity/paternity leave. Of the leaves completed in 2024, 20 women and 53 men have returned after maternity or paternity leave, with the return rate being 89.90% in the case of men and 95.56% in the case of women.

Similarly, 79.49% of workers on maternity/paternity leave in 2023 were still active as of the date of this report. (80.46% in the case of men and 76.67% in the case of women).

### Wages:

Below is the ratio of men’s and women’s pay by region and category:

REGION	CATEGORY	RATIO % (SALARIES MEN / WOMEN)
Balearic	Software Architect	90,12%
Canary Islands	Project Manager	104,62%
Castilla León	Software Architect	97,37%
	Project Manager	101,25%
	Senior Software Engineer Level I	93,10%
	Senior Software Engineer Level II	107,27%

	Senior Software Engineer Level III	107,04%
	Software Engineer Level I	98,65%
	Project Manager	108,18%
	Systems Technician Level I	80,34%
	Software Technician Level I	93,79%
	Software Technician Level II	106,27%
	Senior Software Engineer Level I	82,51%
	Senior Software Engineer Level II	106,67%
	Software Engineer Level I	117,26%
Catalonia	Software Engineer Level II	101,31%
	Software Engineer Level III	87,80%
	Project Manager	103,00%
	Software Technician Level I	91,81%
Community of Madrid	Functional Analyst A	103,76%
	Functional Analyst B	101,14%
	Functional Analyst C	99,84%

	Technical Analyst A	99,81%
	Technical Analyst B	102,08%
	Technical Analyst C	100,01%
	Technical Analyst D	99,96%
	Business Architect	115,05%
	Systems Architect	86,47%
	Software Architecture	109,03%
	Senior Business Consultant Level I	89,75%
	Senior Business Consultant Level II	122,64%
	Senior Business Consultant Level III	90,02%
	Business Consultant Level I	115,61%
	Business Consultant Level III	102,19%
	Technology Consultant Level I	76,31%
	Business Unit Director	94,67%
	Account Manager	129,27%
	Project Manager	90,24%

Senior Systems Engineer Level I	104,21%	Community of Valencia	Project Manager A	100,09%
Senior Systems Engineer Level II	115,18%		Level II Selection Technician	90,62%
Systems Engineer Level I	100,74%		Systems Technician Level I	98,06%
Systems Engineer Level II	128,91%		Systems Technician Level II	98,80%
Systems Engineer Level III	92,97%		Software Technician Level I	93,04%
Senior Software Engineer Level I	101,75%		Software Technician Level II	105,44%
Senior Software Engineer Level II	107,58%		Office Support Technician Level II	87,76%
Senior Software Engineer Level III	103,42%		Office Support Technician Level I	101,38%
Software Engineer Level I	106,42%		Software Architect	85,32%
Software Engineer Level II	101,70%		Senior Business Consultant Level I	123,40%
Software Engineer Level III	99,39%		Business Consultant Level I	110,16%
Project Manager	103,03%		Business Consultant Level III	61,15%
Junior Programmer A	97,60%		Senior Software Engineer Level I	138,58%
Senior Programmer A	106,11%		Senior Software Engineer Level II	105,84%
Senior Programmer B	100,53%		Senior Software Engineer Level III	102,30%
Senior Programmer C	95,49%		Software Engineer Level I	100,87%

	Software Engineer Level II	78,10%		Senior Software Engineer Level I	107,57%
	Software Engineer Level III	93,56%		Senior Software Engineer Level II	102,56%
	Project Manager	125,87%		Senior Software Engineer Level III	95,03%
	Software Technician Level I	102,94%		Software Engineer Level I	104,56%
	Software Technician Level II	108,00%		Software Engineer Level II	104,08%
Galicia	Software Architect	103,50%		Software Engineer Level III	105,01%
	Senior Business Consultant Level I	98,09%		Project Manager	100,72%
	Senior Business Consultant Level II	125,82%		Head of Accounting & Finance	87,20%
	Business Consultant Level I	89,73%		Financial Accounting Technician Level II	100,28%
	Account Manager	80,00%		Office Management Technician Level II	106,06%
	Project Manager	106,92%		HR Technician Level II	105,30%
	Senior Systems Engineer Level I	107,55%		Selection Technician Level I	81,12%
	Senior Systems Engineer Level II	119,50%		Selection Technician Level II	90,73%
	Senior Systems Engineer Level III	95,34%		Systems Technician Level I	96,93%
	Systems Engineer Level I	104,32%		Systems Technician Level II	99,21%
	Systems Engineer Level III	118,53%		Software Technician Level I	100,59%

Basque Country	Software Technician Level II	95,04%	Autonomous Community of Navarre	Software Engineer Level III	103,64%
	Administrative C	100,000%		Project Manager	104,60%
	Functional Analyst A	101,25%		Junior Programmer A	109,97%
	Functional Analyst B	100,08%		Junior C Training Programmer	100,23%
	Functional Analyst C	100,23%		Senior Programmer A	118,46%
	Technical Analyst A	106,90%		Senior Programmer B	95,19%
	Technical Analyst B	101,74%		Senior Programmer C	100,73%
	Technical Analyst C	102,18%		Senior Programmer D	101,27%
	Technical Analyst D	102,01%		Project Manager A	99,20%
	Technical Analyst E	101,89%		Project Manager B	100,43%
	Senior Business Consultant Level II	110,17%		Project Manager C	100,44%
	Account Manager	112,05%		Systems Technician B	123,65%
	Senior Systems Engineer Level III	106,00%		Systems Technician C	99,66%
	Senior Software Engineer Level II	79,91%		Functional Analyst C	101,30%
	Senior Software Engineer Level III	89,50%		Technical Analyst A	104,60%
Software Engineer Level I	91,75%	Technical Analyst B	100,57%		

	Technical Analyst C	100,48%
	Senior Programmer B	100,00%
Chile	Systems Technician Level I	124,76%
	Systems Technician Level II	167,71%
	Business Consultant Level I	118,37%
Castelo Branco	Senior Consultant	109,48%
	Consultant	101,67%
Coimbra	Junior Consultant	110,32%
	Senior Consultant	95,79%
	Team Lead	91,02%
Covilhã	Consultant	108,60%
	Junior Consultant	100,08%
	Senior Consultant	121,49%
Guarda	Consultant	98,11%
	Junior Consultant	110,61%
	Senior Consultant	119,43%

Lisbon	Account Manager	95,59%
	Associate Director	113,23%
	Consultant	104,86%
	Director/a	115,51%
	Expert	102,80%
	IT Especialist	98,31%
	Junior Consultant	96,32%
	Manager	108,05%
	Officer	99,50%
	Senior Account Manager	108,08%
	Senior Consultant	104,67%
	Senior Director	140,46%
	Senior Manager	93,49%
	Team Lead	101,03%
	Tech Lead	116,51%
Trainee	102,49%	

Porto	Consultant	96,23%
	Junior Consultant	99,89%
	Manager	102,93%
	Senior Consultant	113,28%
	Senior Manager	141,59%
	Trainee	95,86%
Rio de Janeiro	Consultant	92,57%
	Junior Consultant	67,13%
	Senior Consultant	112,90%
	Tech Lead	92,48%
São Paulo	Consultant	89,77%
Rotterdam	Account Manager	250,00%

Note: Only the data for Altia, and Exis in Spain and Chile include the annual bonuses received

Staff salaries may be supplemented, in some cases, by different concepts linked to the work provided by the staff, as well as to the personal and global objectives determined by the organization. In the same way, Altia, in Spain, optimizes workers' salaries by giving them the option of contracting products or services through flexible remuneration, such as a nursery ticket, restaurant ticket and transport card. In Portugal, a child allowance is made up to the age of 18, which is doubled in the event of the child's illness.

During 2024, a **performance evaluation** has been carried out on the Altia group's workforce in the following proportion:

% PERFORMANCE EVALUATION	
Altia Spain	95,47%
Altia Chile	84,38%
Altia European Services	50%
Altia Andorra	100,00%
Exis TI	Not performed
Bilbomática	84,91%
Noesis	59,87%

No formal performance evaluation is carried out for the members of the Management Committee or the Board of Directors of the parent company Altia. Such a formal evaluation is not considered necessary since for these people the evaluation is carried out directly by the Chief Executive Officer, who only reports the results of the process to the Board of Directors. In the same way, managers at Bilbomática

and Altia personnel who have been with the company for less than 3 months are not considered evaluable.

Altia, in Spain, governs its remuneration policy by the conditions established in the aforementioned applicable collective agreement. Bilbomática according to its own approved collective agreement. In Chile, Portugal, Brazil, the United States, France, Andorra and the Netherlands, salaries are established according to the different professional categories according to the market and the labor legislation of that country.

Subsistence expenses, transfers and stays at duty stations for work reasons are covered by the organization.

The **difference**, in percentage points, between the **salary of the person with the highest salary and the average** of the workforce by location is:

	2022	2023	2024
Spain	7,27	8,13	6,51
Portugal	12,53	4,58	4,62
Brasil	7,77	8,82	3,11
Holland	3,74	2,72	1,65
Chile	1,88	1,88	1,96
United States	-	2,72	1,36
France	-	-	1,38

Note: Only the data for Altia, Exis and Chile include the annual bonuses received.

The **variation in the average of wages** is:

	2022	2023	2024
Spain	3,17%*	3,57%	4,88%
Portugal	5,41%	4,22%	4,00%
Brasil	-32,23%	2,22%	7,55%
Holland	-7,25%	26,83%	-9,27%
Chile	25,35%	5,60%	-0,50%
United States	-	-10,40%	1,16%

Note: France and Andorra do not apply as it is the first exercise with personnel.

The relationship, in percentage points, between the **percentage increase in the total annual remuneratio** of the highest paid person and the increase in the average annual remuneration of the entire workforce by location was:

	2022	2023	2024
Spain	0,77*	1,01	0,80
Portugal	2,72	3,71	1,19
Brasil	0,00	10,72	0,98
Holland	0,00	0,18	0,78
Chile	21,88	0,99	1,04
United States	-	-0,32	5,89

Note: France and Andorra do not apply as it is the first exercise with personnel.

In the 2024 financial year, there have been 1,161 incorporations. The percentage ratio between the salary (RBA) of the people incorporated in the period and the salary of the applicable Collective Agreement (SBA) or Country Minimum Wage, broken down by region is:

REGION	RATIO % (RBA/SBA)
Spain	132,74%
Portugal	207,00%
Holland	222,49%
Brasil	382,32%
United States	920,62%

Note: In Chile, France and Andorra it does not apply or there is no salary of agreement or minimum country.

### Accident rate:

The low occupational accident rate in the Altia group is maintained thanks to the Occupational Health and Safety policies and the joint effort of workers and organization. Accidents that are subject to communication and notification according to current legislation are notified to the Labour Authority by the procedures established by the Competent Administration.

In 2024, in Spain there were **4 accidents with sick leave (2 on the way to work) and 1 without sick leave (1 on the way to work)**, with a total of **104 days of absence**. In Portugal, there were **3 accidents with sick leave and 2 accidents without** USA and the Netherlands there were no incidents.

In Spain, there have been 4 accidents during 2023 with sick leave (3 on the way to work) and 5 without sick leave (2 on the way to work), which have led to 46 days of sick leave. In Portugal there was 1 accident with sick leave with 22 days of absence. In Chile, Brazil and the Netherlands there were no accidents.

In Spain, during 2022, there were 3 accidents with sick leave (on the way to work) and 2 without sick leave (1 on the way to work), which have resulted in 215 days of sick leave. In Portugal there was 1 accident with sick leave with 30 days of absence. In Chile, Brazil and the Netherlands there were no accidents.

ACCIDENTS	2022		2023		2024	
	ON SICK LEAVE	WITHOUT SICK LEAVE	ON SICK LEAVE	WITHOUT SICK LEAVE	ON SICK LEAVE	WITHOUT SICK LEAVE
Mild	1	1	1	3	5	2
Serious	0	0	0	0	0	0
Very Serious or Deadly	0	0	0	0	0	0
In Itinere	3	0	3	2	2	1

The absenteeism rate (days lost in the period/workers \* 365 days in the period) of the Altia group during 2024 was 1.97%, slightly higher than the 1.79% in 2023 and 1.67% in 2022 and 2021, below the sector average of 2.08%.

## Formation

On an annual basis, the Altia group detects those areas in which the worker (or their superiors) demand greater training action. This demand is reflected at the beginning of each year in the Strategic Training Plan approved by employees through their representatives and the Group's Management.

Training needs are evaluated according to the characteristics of each job, the projects to be executed and the specific or circumstantial needs of the organization.

The Altia group aims to motivate the human team to grow professionally, updating or expanding their knowledge.

The importance of training as the main tool for improving training and customer satisfaction has been a constant in recent years.

In total, 175,920 hours of training have been carried out in 2024, for 122,921 hours of training in 2023, for 77,287 hours of training during 2022, for 33,077 hours of training during 2021 and 31,247 hours of training during 2020.

The **training by hours, sex and professional category** carried out in 2024 has been:

FORMATION	MEN	WOMEN	TOTAL
Administrative A	0	14	14
Administrative B	0	62	62
Administrative C	40	14	54
Functional Analyst A	1096	998	2094

Functional Analyst B	824	598	1422
Functional Analyst C	1151	754	1905
Programmer Analyst	82	0	82
Technical Analyst A	1642	437	2079
Technical Analyst B	1546	525	2071
Technical Analyst C	676	774	2071
Technical Analyst D	749	297	1450
Technical Analyst E	12	0	1046
Business Architect	161	421	12
Systems/Communications Architect	1652	383	582
Software Architect	6533	1682	2035
Administrative Assistant A	0	68	8215
Administrative Assistant	24	0	68
Consultant	22	0	24
Business Consultant. Level I	880	633	1513
Business Consultant. Level II	86	46	132

Business Consultant. Level III	174	302	476
Senior Business Consultant Level I	577	421	998
Senior Business Consultant Level II	435	224	659
Senior Business Consultant Level III	102	588	690
Technology Consultant. Level I	56	112	168
Level II Technology Consultant	0	108	108
Controller	10	32	42
CIO	1.196	0	1.196
Delegation Director	12	0	12
CFO	36	0	36
Managing Director	276	0	276
Chief Operating Officer	38	0	38
Quality Manager	0	68	68
Director of Managed Services	14	0	14
Chief Technology Officer	218	0	218
Economic-Financial Director	26	0	26

M&A and Investee Director	0	89	89
Director Sustainability & ESG	0	17	17
Business Unit Director	640	269	909
Account Manager	330	293	623
Account Manager	1.564	272	1.836
Business Development Manager	12	0	12
Corporate Development Manager	166	0	166
Business Development Manager	22	0	22
Project Manager	3.432	2406	5.838
Systems Engineer. Level I	3.239	463	3.702
Systems Engineer. Level II	1.751	48	1.799
Systems Engineer. Level III	2.287	638	2.925
Senior Systems Engineer Level I	2.324	43	2.367
Senior Systems Engineer Level II	1.505	117	1.622
Senior Systems Engineer Level III	3.767	467	4.234
Software Engineer. Level I	8.641	1440	10.081

Software Engineer. Level II	2.879	941	3.820
Software Engineer. Level III	4.050	906	4.956
Senior Software Engineer. Level I	9.535	2553	12.088
Senior Software Engineer Level II	5.490	1896	7.386
Senior Software Engineer Level III	6.897	1153	8050
Project Manager	4.904	3647	8.551
Administrative Officer	0	92	92
Junior Programmer A	22	24	46
Junior Programmer B	118	0	118
Junior C Programmer	214	34	248
Senior Programmer A	1.224	44	1.268
Senior Programmer B	509	259	768
Senior Programmer C	118	70	188
Senior Programmer D	850	295	1.145
Junior Programmer	44	0	44
Senior Programmer	54	0	54

Legal Advice Manager	12	0	12
Accounting and Finance Manager	0	564	564
Training Manager	32	0	32
Project Manager A	943	968	1.911
Project Manager B	465	138	603
Project Manager C	880	720	1.600
Recruitment Manager	0	56	56
MK&COM Manager	0	38	38
HR Manager	0	101	101
Sub responsible. Accounting and Finance	0	118	118
Sub responsible. Selection	0	93	93
Management Secretariat	0	56	56
Tec. Accounting and Finance Level I	0	157	157
Tec. Accounting and Finance Level II	163	246	409
HR Technician	0	58	58
Systems Technician B	128	57	185

Systems Technician C	110	22	132
Systems Technician G	22	0	22
Training Technician Level II	113	0	113
Office Management Technician Level II	41	92	133
Systems Technician. Level I	6.251	1225	7.476
Systems Technician. Level II	5.195	870	6.065
Software Technician. Level I	7.791	2121	9.912
Software Technician. Level II	7.009	2920	9.929
Office Support Technician Level II	68	290	358
Financial Management Technician Level I	0	572	572
Financial Management Technician Level II	10	52	62
Office Management Technician Level I	0	375	375
Legal Technician Level I	0	53	53
Legal Technician Level II	0	83	83
MK & COM Level I Technician	0	143	143
MK & COM Level II Technician	0	98	98

ORP Technician Level II	0	37	37
HR Technician Level I	0	108	108
HR Technician Level II	0	162	162
Selection Technician Level I	240	209	449
Level II Selection Technician	32	382	414
Office Support Technician. Level I	24	90	114
Account Manager	38	276	314
Assistant	51	22	73
Associate Director	110	16	126
Associate Project Lead	58	0	58
Consultant	3539	2346	5885
Director	169	12	181
Expert	119	433	552
IT Senior Specialist	102	0	102
IT Specialist	291	108	399
Junior Account Manager	15	0	15

Junior Consultant	1362	955	2317
Manager	303	368	671
Officer	287	452	739
Senior Account Manager	67	32	99
Senior Consultant	3280	1080	4360
Senior Director	27	32	65
Senior Manager	253	131	384
Senior Officer	81	6	87
Team Lead	260	548	808
Tech Lead	564	40	604
Trainee	262	45	307
<b>TOTAL</b>	<b>127.701</b>	<b>48.213</b>	<b>175.920</b>

In relation to training on issues related to sustainable development, human rights or related issues, a total of 41,799 hours have been carried out (7,946 hours in 2023).

FORMATION	HOURS	PEOPLE
Equality, harassment	19.120	1.431
Risk Prevention	2.814	1.533
GDPR / Information Security	15.757	1.686
Compliance	3.916	1.958
Enterprise Sustainability Management	192	2
<b>Total</b>	<b>41.799</b>	

## Donations and sponsorships

The organization's social investment during the year 2024 is grouped into:

DONATIONS	AMOUNT
Asociación. Acad. da Univ. da Beira Interior	110,70 €
Advancing Technology For Humanity	100,00 €
Asociación académica de Coimbra	200,00 €
Agrupamento de Escolas Vergilio Ferreira	500,00 €
Animal - Workspae Living Business	396,00 €
Asociação Inspiring Grils Portugal	250,00 €
Asociação Mais Proximidade Melhor Vida	250,00 €
Departamento Engenharia Quimica Da Univ. Coimbra	200,00 €
IEEE Advancing Technology For Humanity	100,00 €
Liga Para A Protecção Da Natureza	250,00 €
Fundación Realizar Um Desejo - Make A Wish Portugal	300,00 €

Sporting de Tomar	5.000,00 €
Aldeas Infantiles	198,33 €
Banco De Alimentos Rias Altas	1.200,00 €
Asociación Compostelana De Esclerosis Múltiple	566,00 €
Acougo	1.000,00 €
Asociación Galega de Familias	600,00 €
<b>Total</b>	<b>11.221,03 €</b>

SPONSORSHIPS	AMOUNT
Associação Académica Da Utd	350,00 €
Instituto Superior de Engenharia de Lisboa	800,00 €
Associação Académica de Coimbra	869,00 €
Associação Estudantes Instituto Superior Técnico	250,00 €
Apdc Digital Business Community	250,00 €
Associação Star Junior Empresa da Beira Interior	300,00 €
Associação para o Desenvolvimento do Desporto Jovem	998,00 €
Best Universidade Coimbra	600,00 €
Outsystems - NE2024MKT	51.830,25 €
Evento CX BRUNCH	8.924,38 €
Stands 2024 - Lisbon Data & Forum	4.864,54 €
DSPA - Data Science Portuguese Association	6.000,00 €
Círculo de Advogados De Contencioso	10.000,00 €
Clube de Golfe dos Engenheiros	4.000,00 €
A Jump In Tech - Tribotoca	6.150,00 €

Associação Portuguesa De Testes De Software	15.000,00 €
Junitec - Junior Empresas Do Instituto Superior Técnico	4.500,00 €
IMATCH - Innovation Ignition Lda	10.000,00 €
Jeknowledge Associação - Sunset Shift Appens	200,00 €
HAPPY CODE - Technovation Contribuidor Bronze	1.500,00 €
Associação Dedotcode	750,00 €
Núcleo de Estudantes de Electrotecnia e Computadores do Instituto Superior Técnico	250,00 €
Club Basquet Coruña	31.000,00 €
Real Club Racing de Ferrol S.A.D.	43.200,00 €
Colegio Profesional de Enxeñaría en Informática	2.500,00 €
AUSAPE	2.050,00 €
<b>Total</b>	<b>207.136,17 €</b>

## Economic indicators

### Profit and Loss, 2024, 2023 and 2022

FIGURES IN €	2022	2023	2024	VARIATION
Net Turnover	167.192.168	241.311.587	255.664.337	5,95%
Work performed by the company for its asset	69.750	86.998	115.828	33,14%
Direct costs	-40.737.765	-68.297.229	-65.978.138	-3,40%
Gross Margin	126.524.153	173.101.356	189.802.027	9,65%
Other Income	374.873	917.691	968.732	5,56%
Personnel Expenses	-99.130.093	-137.630.492	-154.509.757	12,26%
Operating Expenses	-11.565.999	-11.207.280	-11.257.562	0,45%
EBITDA	16.202.934	25.181.275	25.003.440	-0,71%
Amortizations	-3.041.225	-3.598.720	-3.705.872	2,98%

EBIT	13.161.709	21.582.555	21.297.568	-1,32%
Extraordinary Result	39.911	-645.075	396.997	-161,54%
Financial Result	-479.473	-1.011.688	-651.650	-35,59%
EBT	12.722.147	19.925.792	21.042.915	5,61%
Corporate Income Tax	-2.523.019	-4.561.103	-5.604.178	22,87%
Net Profit	10.199.128	15.364.689	15.438.737	0,48%

The most significant data from the 2024 income statement is that the Group's turnover has increased by 5.9% compared to that obtained in 2023 (€255.7 million in 2024 vs €241.3 million in 2023). The Altia Group has followed the organic growth trend of previous years during 2024 with a significant commercial and execution effort.

### Revenue

The breakdown of the company's revenues for the year 2024, broken down by business lines and their comparison with the end of 2022 and 2023 is as follows:

€ SALES PER LINE OF BUSINESS	2022	2023	2024	VARIATION
Technology Consulting	2.515.193	5.957.503	4.598.444	-22,81%
Development of computer applications	28.550.356	37.418.099	44.721.218	19,52%
Implementation of third-party solutions	7.967.319	10.738.429	11.608.554	8,10%
Outsourcing and maintenance	98.565.713	144.678.608	150.738.311	4,19%
Our own solutions	693.046	1.157.030	1.205.672	4,20%
Hardware and Software Supplies	11.239.192	22.141.170	18.633.015	-15,84%
Managed Services	17.661.349	19.220.748	24.159.123	25,69%
<b>Total revenue per portfolio</b>	<b>167.192.168</b>	<b>241.311.587</b>	<b>255.664.337</b>	<b>5,95%</b>

The main line of business during 2024 continues to be, as in previous years, 'Outsourcing and Maintenance', which has increased in absolute terms (from €144.7 million in 2023 to €150.7 million in 2024), and which slightly decreases its weight in total revenues (60.0% in 2023 compared to 59.0% in 2024). This line of business is characterized by having contracts of greater volume than others and by its high recurrence.

The second line by weight is 'Development of Computer Applications', which accounts for 17.5% of total revenues. This line increases by 19.5% compared to 2023, from €37.4 million to €44.7 million. The objective of this line of business, in addition to the correct execution of the project or work to be developed, is that it can become a recurring business through the maintenance (evolutionary, corrective or both) of the developed application, being integrated at that time, into the line of 'Outsourcing and Maintenance'.

In third place was the 'Managed Services' line with 9.4% of total revenues. This line increases both in absolute terms, from €19.2 million in 2023 to €24.1 million in 2024, and in relative terms, as it now represents 9.4% of turnover compared to 8.0% in 2023. In this line, the strategy continues to involve specialising in those services with higher added value in which prices are not only maintained, but can even be increased, depending on the complexity of the service provided.

In fourth place was the 'Hardware and Software Supplies' line, which represents 7.3% of turnover. This item decreases by 15.8% compared to 2023, going from €22.1 million in 2023 to €18.6 million in 2024.

This line is not strategic nor does it usually generate the margins of the service lines. It complements the Company's portfolio of services and in some cases is a good way to enter certain accounts, sectors or markets.

The 'Implementation of third-party solutions' line has maintained the increase in weight over revenues that occurred in 2023. In 2024, it still accounts for 4.5% of the total. This line includes activity related to solutions on Data Analytics, Artificial Intelligence or Enterprise Solutions (ERP, Microsoft solutions), areas in which the Group will continue to intensify its activity in the coming years.

The other two lines continue to have a very low weight in total revenues, at around 1-2%.

In relation to the distribution of turnover by geographical area, a comparative table is included below:

€ SALES BY GEOGRAPHIES	2022	2023	2024	VARIATION
Spain	89.524.654	138.909.329	143.919.884	3,61%
Portugal	35.505.136	43.723.643	49.855.386	14,02%
Rest of Europe	32.560.369	49.726.705	54.281.497	9,15%
Rest of the World	9.602.009	8.951.910	7.607.570	-15,02%
<b>Total revenue per portfolio</b>	<b>167.192.168</b>	<b>241.311.587</b>	<b>255.664.337</b>	<b>5,95%</b>

In terms of the (geographical) origin of sales, the distribution is as follows: 56.3% of revenues come from business in Spain, 19.5% from Portugal, 21.2% from the rest of Europe and 3.0% from the rest of the world. The weight of international activity is combined with an increasing diversification in terms of presence in territories, thus minimising the risk of excessive dependence on one market or another, except in the case of the Spanish market, although its weight is gradually reducing. The Group's future prospects are in line with the fact that the Spanish market continues to lose weight in total revenues, although it will depend on possible corporate operations that may occasionally alter the existing distribution of pesos.

In relation to turnover by sector, a comparative table is included below:

€ SALES BY SECTORS	2022	2023	2024	VARIATION
AA.PP.	66.093.351	114.709.216	120.813.881	5,32%
Industry	86.715.814	109.101.964	113.874.174	4,37%
Financial services	14.383.003	17.500.407	20.976.281	19,86%
<b>Total revenue per portfolio</b>	<b>167.192.168</b>	<b>241.311.587</b>	<b>255.664.337</b>	<b>5,95%</b>

In relation to the sector in which the client carries out their activity, 47.3% of revenues come from the business with 'Public Administrations' with a slight decrease in relative terms compared to 2023, although it increases by 5.3% in absolute terms. On the other hand, the 'Industry' sector and the 'Financial Services' sector also grew in absolute terms, by 4.4% and 19.9% respectively, although the former lost weight in favour of the latter.

## Taxation

For Corporate Income Tax purposes, the Group's companies in Spain are taxed under the Consolidated Tax Return Regime in a Group whose parent company is Boxleo Tic, S.L. For each of the companies belonging to the consolidated tax group, Corporation Tax is calculated on the basis of the economic or accounting result, obtained by applying generally accepted accounting principles, although it does not necessarily have to coincide with the tax result, understood as the taxable base of the aforementioned tax, which results from the application of the relevant provisions of the Tax Law.

The reconciliation of the accounting result for the years 2022, 2023 and 2024 with the individual taxable base of Corporation Tax, is as follows:

FIGURES IN €	FY2022	FY2023	FY2024
Accounting profit before tax	12.722.147	19.925.792	21.042.915
Permanent differences	(401.687)	338.577	(5.137.084)
Temporal differences	460.125	(316.413)	979.247
Originating in the exercise	438.900	(152.464)	109.639
Originating in previous years	21.225	(163.949)	869.608
Other differences in time allocation	(2.372)	25.886	25.886
Consolidation differences	(1.307.440)	(375.963)	2.915.713
Offsetting of negative tax bases	(2.425.103)	(4.324.711)	(763.700)
Taxable Base (Tax Result)	9.045.670	15.273.168	19.062.977

The reconciliation between the accounting result and the Corporate Income Tax expense for the years 2022, 2023 and 2024 is as follows:

FIGURES IN €	FY2022	FY2023	FY2024
Accounting profit before tax	12.722.147	19.925.792	21.042.915
Permanent differences	(401.687)	338.577	(5.137.084)
Total	11.470.773	19.597.879	15.905.831
Odds at 25%	2.867.693	4.899.470	3.976.458
Reduction of article 25 TRLIS	(74.623)	(44.428)	(156.866)
Deductions	(306.940)	(1.056.479)	(129.341)
BINS AIE Compensation	-	-	684.435
Other	205.326	571.153	1.225.627
Tax rate differences	(168.438)	191.388	3.866
<b>Total corporate tax expense</b>	<b>2.523.019</b>	<b>4.561.103</b>	<b>5.604.178</b>

Thus, the amounts accrued by country have been in the years 2022, 2023 and 2024:

€ AMOUNTS PER COUNTRY	2022	2023	2024
Spain	1.712.863,85	3.114.806,64	3.766.137
Portugal	455.345,32	1.156.538,20	1.413.522
Chile	47.462,09	11.086,54	3.314
Brasil	95.035,99	4.844,31	18.394
United States	83.609,04	122.652,15	203.530
Holland	128.703,00	151.175,00	196.380
Andorra	-	-	2.901
<b>Total impuestos</b>	<b>2.523.019,29</b>	<b>4.561.102,84</b>	<b>5.604.178</b>

## Fines or penalties

There have been no fines or penalties related to economic terms during the year. However, there are permanent non-significant differences in the year derived from tax revisions from previous years.

## Grants

During the 2023 financial year, the Group has received a capital grant granted by the European Health and Digital Executive Agency to a consortium of entities (of which Bilbomática is a member) for the financing of the LUCIA project (Understanding Lung Cancer related risk factors and their Impact). The part of the subsidy allocated to the Group's activities amounted to 300,125 euros, which were pending collection as of December 31, 2024, 155,074 euros.

Bilbomática also participates in the Hezibi Training and Work Programme of Lambide – Basque Employment Service, an organisation belonging to the Basque Government; an organisation that subsidises the training contracts attached to the programme with an amount of 9,921 euros in 2024 (8,721 euros pending collection).

The Group has not received any subsidies during the financial year 2022 or in 2021.

## Boards of Directors. Costs

The accounting for these expenses is adjusted to the accrual principle and the expense is recorded in the profit and loss account in accordance with the actual current of the service provided to the Group, being valued at cost.

The amounts corresponding to the amounts received by the Directors of the parent company (Altia) for all items in 2024 are as follows:

AMOUNTS €	2022	2023	2024
Salaries	552.271	624.084	768.726
Statutory remuneration Directors	78.000	79.000	93.000
Other remuneration	292.263	254.829	64.715
<b>Total</b>	<b>922.534</b>	<b>957.913</b>	<b>926.441</b>

There are no senior management personnel other than the members of the Board of Directors.

The remuneration of the Board of Directors is set out in the Company's Articles of Association, as follows:

“The remuneration of the directors consists of a monthly and fixed allowance. The maximum amount that the Company can pay to the total number of Directors in this regard will be determined for this purpose by the General Shareholders' Meeting. That amount will remain in force until the Board agrees to its modification. The Board of Directors shall be responsible for setting the exact amount within the maximum limit set by the General Meeting and its internal distribution among the Directors.

In addition to the above remuneration and independently of it, the Directors may be recipients of remuneration systems referenced to the share price or that involve the delivery of shares or option rights on the shares. It shall be the responsibility of

the General Meeting of Shareholders to adopt and establish these remuneration systems and their conditions.”

Regardless of Altia's statutory remuneration, the Directors receive from the Company and other companies of the Group the items indicated in the table above.

Remuneration systems have not been developed that are referenced to the share price or that involve the delivery of shares or option rights on the shares, which are considered possible by the Bylaws. The performance of the members of the Board of Directors is not evaluated.

# Taxonomy

On 22 June 2020, Regulation (EU) 2020/852 of the European Union was published to facilitate the reorientation of capital flows towards more sustainable activities. It is intended to respond to initiatives such as the Green Deal, the Paris Agreement or the Sustainable Development Goals, contributing to the transformation of the current economic model towards a carbon-neutral one.

The regulation establishes a taxonomy, based on science, and six environmental objectives to which such activities could contribute.

The implementation of the “European Environmental Taxonomy” will be applied gradually and a specific one will be added to evaluate the contribution to social objectives.

During December 2021, the complementary regulatory developments were published. Delegated Regulation (RD) (EU) 2021/2139 establishes the technical criteria for considering that an economic activity contributes to the mitigation or adaptation to climate change and determines whether it does not cause significant harm (circular economy, water and marine resources, prevention and control of pollution and biodiversity). RD (EU) 2021/2178 specifies the content, presentation of information and methodology to be disclosed by undertakings subject to Articles 19a or 29a of Directive 2013/34/EU.

In 2023, new regulatory developments were published. Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing the technical selection criteria to determine under what conditions an economic activity will be considered to make a substantial contribution to the sustainable use and protection of water and marine resources, to the transition to a circular economy, to pollution prevention and control, or to the protection and restoration of biodiversity and ecosystems, and

to determine whether such economic activity does not cause significant harm to any of the other environmental objectives. COMMISSION DELEGATED REGULATION (EU) 2023/2485 of 27 June 2023 amending Delegated Regulation (EU) 2021/2139.

In this context, the following concepts are distinguished:

- **Eligible:** referring to activities with alignment potential included in (RD) (EU) 2021/2139 Annex I (mitigation) and Annex II (adaptation).
- **Not Eligible:** referring to activities not included in (RD) (EU) 2021/2139, either by:
  - Generate a very significant negative impact on climate change.
  - Not having a substantial contribution to climate change mitigation and adaptation.
  - Integration into future developments, revisions of the EU taxonomy, or approvals by the European Parliament and Council.
- **Eligible aligned:** refers to eligible activities that meet the technical selection criteria (STS) of the environmental objective, ensure that they do not significantly harm the rest of the objectives (DNSH) and that they are carried out in accordance with the OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights (Social Safeguards).
- **Unaligned Eligibles:** activities that do not comply with the alignment analysis phases (CTS, DNSH, and Safeguards).

According to the provisions of RD (EU) 2023/2486, for the year 2024, it is required to report the percentage of INCN (Net Turnover), CapEX (“capital expenditure”) and OpEX (“operation expenditure”), of the company’s activities that are eligible and

ineligible with information from the 2024 financial year, as well as qualitative information regarding its accounting policies, compliance assessment and contextual information in accordance with the methodology and templates provided by RD (EU) 2023/2486.

Altia has focused the reporting process on the identification of eligible and ineligible economic activities, taking into account all the Companies in which it has economic control.

Likewise, RD (EU) 2023/2486 includes the technical criteria to determine whether actions are being carried out in relation to the environmental objectives of mitigation and adaptation to climate change, sustainable use and protection of water and marine resources and whether a transition to a circular economy is being carried out, thus expanding the scope of the study into new environmental objectives that were not included in the previous version of the standard.

## Procedure at Altia

Based on the perimeter of companies that consolidate in the Altia group in 2024, we have assessed which of our economic activities are eligible and ineligible, in accordance with the taxonomic activities set out in Climate Delegated Regulation (EU) 2021/2139 published on 9 December 2021 and updated by Climate Delegated Regulation (EU) 2023/2485 published on 27 June 2023 for their significant contribution to climate mitigation and adaptation to climate change, climate change, sustainable use and protection of water and marine resources and whether a transition to a circular economy is underway, expressed in terms of net turnover (INCN or turnover), CapEX and OpEX.

Identification and analysis of the Group's activities.

- Through this process, Altia has classified all of its economic activities along its value chain.
- Thus, the following activities have been identified based on the business lines identified by Altia.

BUSINESS LINES	DESCRIPTION OF THE ACTIVITY (ACCORDING TO THE EU TAXONOMY)
1 Technology Consulting	Programming, consultancy and other computer-related activities (NACE Code J62 in accordance with the statistical nomenclature of economic activities established by Regulation EC No. 1893/2006).
2 Development of computer applications	
3 Implementation of third-party solutions	
4 Outsourcing & Maintenance	
5 Our own solutions	
6 Hardware & Software Supplies	
7 Managed Services	

## PROPORTION OF TURNOVER FROM PRODUCTS OR SERVICES ASSOCIATED WITH ECONOMIC ACTIVITIES THAT COMPLY WITH THE TAXONOMY-DISCLOSURE FOR THE YEAR 2024

		ABSOLUTE TURNOVER	SHARE OF TURNOVER	SUBSTANTIAL CONTRIBUTION CRITERIA		ABSENCE CRITERIA OF SIGNIFICANT HARM						MINIMUM GUARANTEES	PROPORTION OF TURNOVER THAT IS FIT THE TAXONOMY	CATEGORY
				CLIMATE CHANGE MITIGATION	ADAPTATION TO CLIMATE CHANGE	CLIMATE CHANGE MITIGATION	ADAPTATION TO CLIMATE CHANGE	SUSTAINABILITY AND PROTECTION OF WATER AND MARINE RESOURCES	TRANSITION TO ECONOMY CIRCULAR	POLLUTION PREVENTION AND CONTROL	PROTECTION AND RESTORATION OF THE BIODIVERSITY AND ECOSYSTEMS			
ECONOMIC ACTIVITIES	CODE	(THOUSANDS OF €)	(%)	(%)	(%)	YES / NO	YES / NO	YES / NO	YES / NO	YES / NO	YES / NO	YES / NO	%	F/T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>														
A.1 Environmentally sustainable activities (in line with the taxonomy)														
Turnover from activities environmentally sustainable (which conform to the taxonomy) (A.1)														
A.2 Activities eligible under the taxonomy but not environmentally sustainable (activities that do not conform to the taxonomy)														
Data processing, hosting and related activities	J63.1.1.	24.159,123	9,45%											
Programming, consulting, and other computer-related activities	J62	59.342,457	23,21%											
Turnover from activities eligible under the taxonomy, but not environmentally sustainable (activities that do not conform to the taxonomy) (A.2)	J63.1.1 J62	83.501,580	32,66%											
<b>Total A.1 + A.2</b>		<b>83.501,580</b>	<b>32,66%</b>											
<b>B. ACTIVITIES NOT ELIGIBLE UNDER THE TAXONOMY</b>														
Turnover from non-business activities eligible under taxonomy (B)	J62	172.162,757	67,34%											
<b>TOTAL A + B</b>		<b>255.664,337</b>	<b>100%</b>											

## PROPORTION OF CapEx FROM PRODUCTS OR SERVICES ASSOCIATED WITH ECONOMIC ACTIVITIES THAT CONFORM TO THE TAXONOMY – DISCLOSURE FOR THE YEAR 2024

		ABSOLUTE CapEX	CapEX RATIO	SUBSTANTIAL CONTRIBUTION CRITERIA		ABSENCE CRITERIA OF SIGNIFICANT HARM						MINIMUM GUARANTEES	PROPORTION OF TURNOVER THAT IS FIT THE TAXONOMY	CATEGORY
				CLIMATE CHANGE MITIGATION	ADAPTATION TO CLIMATE CHANGE	CLIMATE CHANGE MITIGATION	ADAPTATION TO CLIMATE CHANGE	SUSTAINABILITY AND PROTECTION OF WATER AND MARINE RESOURCES	TRANSITION TO ECONOMY CIRCULAR	POLLUTION PREVENTION AND CONTROL	PROTECTION AND RESTORATION OF THE BIODIVERSITY AND ECOSYSTEMS			
ECONOMIC ACTIVITIES	CODE	(THOUSANDS OF €)	(%)	(%)	(%)	YES / NO	YES / NO	YES / NO	YES / NO	YES / NO	YES / NO	YES / NO	%	F/T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>														
A.1 Environmentally sustainable activities (in line with the taxonomy)														
Turnover from activities environmentally sustainable (which conform to the taxonomy) (A.1)														
A.2 Activities eligible under the taxonomy but not environmentally sustainable (activities that do not conform to the taxonomy)														
Data processing, hosting and related activities	J63.1.1.	361,265	3,54%											
Programming, consulting, and other computer-related activities	J62	0,00	0,00%											
Turnover from activities Taxonomy eligible but not environmentally sustainable (activities that do not conform to the taxonomy) (A.2)		361,265	3,54%											
<b>Total A.1 + A.2</b>		<b>361,265</b>	<b>3,54%</b>											
<b>B. ACTIVITIES NOT ELIGIBLE UNDER THE TAXONOMY</b>														
Turnover from non-business activities eligible under taxonomy (B)		9.850,069	96,46%											
<b>TOTAL A + B</b>		<b>10.211,334</b>	<b>100%</b>											

## PROPORTION OF OpEx FROM PRODUCTS OR SERVICES ASSOCIATED WITH ECONOMIC ACTIVITIES THAT CONFORM TO THE TAXONOMY – DISCLOSURE FOR THE YEAR 2024

		ABSOLUTE OpEx	OpEx RATIO	SUBSTANTIAL CONTRIBUTION CRITERIA		ABSENCE CRITERIA OF SIGNIFICANT HARM						MINIMUM GUARANTEES	PROPORTION OF TURNOVER THAT IS FIT THE TAXONOMY	CATEGORY
				CLIMATE CHANGE MITIGATION	ADAPTATION TO CLIMATE CHANGE	CLIMATE CHANGE MITIGATION	ADAPTATION TO CLIMATE CHANGE	SUSTAINABILITY AND PROTECTION OF WATER AND MARINE RESOURCES	TRANSITION TO ECONOMY CIRCULAR	POLLUTION PREVENTION AND CONTROL	PROTECTION AND RESTORATION OF THE BIODIVERSITY AND ECOSYSTEMS			
ECONOMIC ACTIVITIES	CODE	(THOUSANDS OF €)	(%)	(%)	(%)	YES / NO	YES / NO	YES / NO	YES / NO	YES / NO	YES / NO	YES / NO	%	F/T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>														
A.1 Environmentally sustainable activities (in line with the taxonomy)														
OpEx of environmentally sustainable activities (in line with the taxonomy) (A.1)														
A.2 Activities eligible under the taxonomy but not environmentally sustainable (activities that do not conform to the taxonomy)														
Data processing, hosting and related activities	J63.1.1.	58,84	1,87%											
Programming, consulting, and other computer-related activities	J62	0,00	0,00%											
OpEx of activities eligible under the taxonomy but not environmentally sustainable (non-taxonomy compliant activities) (A.2)		58,84	1,87%											
<b>Total A.1 + A.2</b>		<b>58,84</b>	<b>1,87%</b>											
<b>B. ACTIVITIES NOT ELIGIBLE UNDER THE TAXONOMY</b>														
OpEx of activities not eligible under taxonomy (B)		3.090,251	98,13%											
<b>TOTAL A + B</b>		<b>3.149,088</b>	<b>100%</b>											

## Eligibility Analysis

The activity of “Data processing, hosting and related activities” according to the provisions of Annex I of Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021 (amended by Delegated Regulation (EU) 2023/2486), is considered 100% eligible-aligned derived from the following technical selection criteria in relation to its substantial contribution to the environmental objectives of adaptation to climate change, sustainable use and protection of water and marine resources and whether a transition to a circular economy is underway.

The activity “Programming, consulting and other computer-related activities” is considered eligible in relation to:

- Software that allows the management of physical climate risks and adaptation to them.
- Providing data-driven IT/OT solutions for leakage reduction
- Provision of data-driven IT/OT solutions.

Therefore, it is considered that Altia’s activities encompassed in the business areas of Development of Computer Applications, Proprietary Solutions and Technology Consulting can be considered eligible.

## Calculation of key indicators

In accordance with Delegated Regulation (EU) 2021/2178 (as amended by Delegated Regulation (EU) 2023/2486) on the disclosure of Taxonomy information, the accounting criteria to be taken into account when calculating the numerator and denominator of the INCN, CapEX and eligible and ineligible OpEX according to the EU Environmental Taxonomy have been considered.

To calculate the ratios of the three financial KPIs, the proportion of NCRE, CapEX and OpEX that is considered eligible by Taxonomy as a numerator has been calculated, divided by the total NCI, CapEX and OpEX of the Altia group at the end of the year.

### Calculation of the % of Turnover

The proportion of Turnover referred to in Article 8(2)(a) of Regulation (EU) 2020/852 shall be calculated as the share of net turnover derived from products or services, including intangible products, associated with economic activities that conform to the taxonomy (numerator), divided by the net turnover (denominator) as defined in Article 2; paragraph 5 of Directive 2013/34/EU.

In the case of Altia, the numerator includes the sum of the Turnover (accounting accounts of the General Accounting Plan of Group 70) of the business lines mentioned above that are taxonomically eligible. While the denominator corresponds to the total balance of the Group’s turnover.

Specifically in the case of the turnover KPI, i) the Group has made the calculation only with sales to third parties external to the Group (considering the vertical integration premise discussed above); ii) it has avoided double counting of income in its estimation, iii) and has ensured that the analysis is carried out based on the Group’s consolidated revenue data without the inclusion of internal consumption or other additional ineligible services.

## Calculating the % of CapEx

The proportion of CapEx referred to in Article 8(2)(b) of Regulation (EU) 2020/852 shall be calculated as the numerator divided by the denominator; the denominator being the additions to tangible and intangible assets during the period considered before depreciation, amortization and possible new valuations, including those resulting from revaluations and impairments, corresponding to the relevant period, excluding changes in fair value. The denominator will also include additions to tangible and intangible assets resulting from business combinations.

For non-financial corporations applying the International Financial Reporting Standards (IFRS) adopted by Regulation (EC) No 1126/2008, CapEx shall cover costs that are accounted for in accordance with:

- IAS 16 Property, Plant and Equipment, paragraph 73(e)(i) and (iii);
- IAS 38 Intangible Assets, paragraph 118(e)(i);
- IAS 40 Real Estate Investments, para. 76(a) and (b) (for fair value model);
- IAS 40 Real Estate Investments, paragraph 79(d)(i) and (ii) (for the cost model);
- IAS 41 Agriculture, para. 50, points (b) and (e);
- IFRS 16 Leases, para. 53(h).

Leases that do not give rise to the recognition of a right to use the asset will not be accounted for as CapEx.

On the other hand, the numerator will include the part of the investments in fixed assets included in the denominator that:

- Is related to assets or processes that are associated with economic activities that conform to the taxonomy;
- Is part of a plan to expand taxonomy-compliant economic activities or to enable taxonomy-eligible economic activities to comply with the taxonomy ('CapEx plan') under the conditions specified in the second subparagraph of this point 1.1.2.2 (relating to the 'CapEx plan');

- Relates to the purchase of production from taxonomy-compliant economic activities and individual measures that enable the target activities to become low-carbon or result in greenhouse gas reductions, in particular the activities listed in points 7.3 to 7.6 of Annex I to the ADC; as well as other economic activities listed in the Delegated Acts adopted in accordance with Articles 10(3), 11(3), 12(2), 13(2), 14(2) and 15(2) of Regulation (EU) 2020/852, and provided that those measures are implemented and operational within 18 months.

In the case of Altia, the denominator will be the Group's total Capex, which includes investments in intangible fixed assets and investments in property, plant and equipment. In relation to the numerator, it will only be the aggregation of the Capex of the activities considered taxonomically eligible.

## Calculating the % of OpEx

The proportion of OpEx referred to in Article 8(2)(b) of Regulation (EU) 2020/852 shall be calculated as the numerator divided by the denominator; including the latter non-capitalised direct costs relating to research and development, building renovation measures, short-term leases, maintenance and repairs, as well as other direct costs related to the day-to-day maintenance of property, plant and equipment assets, by the undertaking or a third party to whom activities are subcontracted, and that are necessary to ensure the continued and effective operation of those assets.

On the other hand, the numerator shall include the portion of operating expenses included in the denominator that:

- Is related to assets or processes associated with economic activities that conform to the taxonomy, including training and other human resource adaptation needs, and direct non-capitalised costs representing research and development;
- Is part of the CapEx plan to expand taxonomy-compliant economic activities or to enable taxonomy-eligible economic activities to comply with the taxonomy

within a predefined timeframe, as set out in the second subparagraph of this point 1.1.3.2 (relating to the ‘CapEx plan’);

- Relates to the purchase of output from taxonomy-compliant economic activities and individual measures enabling the target activities to become low-carbon or result in greenhouse gas reductions, as well as individual building renovation measures, as identified in the Delegated Acts adopted in accordance with Article 10; (3), Article 11(3), Article 12(2), Article 13(2), Article 14(2) or Article 15(2) of Regulation (EU) 2020/852, and provided that those measures are implemented and operational within 18 months.

In the case of Altia, only the non-capitalized direct costs related to short-term leases and maintenance and repairs have been considered for the OpEx indicator.

The denominator will bring together the expenditure of these two OpEx items of the entire Group, while the numerator will be made up of the same concepts, but only of the activities recognized as eligible.

## Alignment Analysis

Altia has carried out the **analysis of alignment with the environmental objectives of adaptation to climate change, sustainable use and protection of water and marine resources** and whether a **transition to a circular economy is being carried out** with the year-end data for the 2024 financial year for all eligible activities in its portfolio.

In relation to the alignment criteria established by the delegated regulations, it is established that:

- The Global Warming Potential (GWP) must be less than 675 tons of CO<sub>2</sub> emitted.

Global Warming Potential (GWP) is a relative measure of the warming effect that a gas produces when it is in the atmosphere.

For the eligible activity “Data Processing, Hosting, and Related Activities,” Altia’s Datacenter is evidenced to use R143A refrigerant gas. The emission of 1 ton of HFC-143A refrigerant gas into the atmosphere would contribute to global warming, as would the emission of 5,810 tons of CO<sub>2</sub> emitted into the atmosphere, according to the conversion factors published by MITERD.

Therefore, and as it does not comply with the maximum value of 675 Tn CO<sub>2</sub>, the activity is considered non-alignable by taxonomy.

However, economic activity has applied physical and non-physical solutions that substantially reduce the most important physical climate risks that are material to that activity.

The assessment of climate vulnerabilities and risks is proportional to the scale of the activity and its expected duration.

Specifically, there is an environmental management system in accordance with ISO 14001, as specified in the environmental performance of this report, which includes measures to minimise the impact of activities focused on achieving the environmental objective of adaptation to climate change.

In relation to the activity “Programming, consultancy and other activities related to computing” we are not in a position to corroborate that work has been carried out that is included among those considered as alignable, so it is considered that there is no contribution to the achievement of the environmental objectives of adaptation to climate change, sustainable use and protection of water and marine resources and if a transition towards a sustainable environment is being carried out circular economy.

# Non-Financial Information Index

The non-financial information included in this document is part of the consolidated Management Report under the terms of article 49.7 of the Commercial Code.

**EQUIVALENCE TABLE INFORMATION REQUIREMENTS LAW 11/2018**

NON-FINANCIAL INFORMATION TO REPORT	PAGE	GRI INDICATORS
<b>0: GENERAL INFORMATION</b>		
Brief description of the Group’s business model (including its business environment, its organisation and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future evolution).	2, 10-17, 21-38, 106-111, 144-146, 186	GRI 2-1, GRI 2-2, GRI 2-6, GRI 2-22
A description of the policies applied by the Group, which will include: the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts and verification and control, including what measures have been adopted.	40-54, 112-128	GRI 2-22, GRI 2-23, GRI 2-24, GRI 2-25

The results of these policies, which should include relevant non-financial key performance indicators that allow for the monitoring and evaluation of progress and that favour comparability between societies and sectors, in accordance with the national, European or international reference frameworks used for each subject.

40-48, 49-54, 112-128

GRI 2-22, GRI 2-23, GRI 2-24, GRI 2-25

The main risks related to these issues linked to the Group’s activities (business relationships, products or services) that may have a negative effect on these areas, and how the Group manages these risks, explaining the procedures used to detect and assess them in accordance with the national, European or international reference frameworks for each matter. Information should be included on the impacts that have been detected, providing a breakdown of them, in particular on the main risks in the short, medium and long term.

40-48, 49-54, 106-111, 137-142

GRI 2-12, GRI 2-13, GRI 2-16, GRI 2-22

**1: INFORMATION ON ENVIRONMENTAL ISSUES**

Detailed information on the current and foreseeable effects of the company's activities on the environment and, where applicable, health and safety, environmental assessment or certification procedures; resources dedicated to the prevention of environmental risks; the application of the precautionary principle, the amount of provisions and guarantees for environmental risks.	40-48, 49-54, 59-70, 82-83, 147-154	GRI 2.22, GRI 2-25, GRI 302, GRI 303, GRI 305, GRI 306
<b>Contamination:</b>		
Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment, taking into account any form of activity-specific air pollution, including noise and light pollution.	59-71, 147-154	GRI 302, GRI 305
<b>Circular economy and waste prevention and management:</b>		
Measures for prevention, recycling, reuse, other forms of waste recovery and disposal; actions to combat food waste.	59-71, 147-154	GRI 301-2 GRI 306
<b>Sustainable use of resources:</b>		
Water consumption and supply according to local constraints	148	GRI 303
Consumption of raw materials and the measures adopted to improve the efficiency of their use.	147-149	GRI 301-1 GRI 301-2
Energy: Consumption, direct and indirect; Measures taken to improve energy efficiency, use of renewable energies.	59-70, 147-149	GRI 302-1 GRI 302-3

<b>Climate change</b>		
Significant elements of greenhouse gas emissions generated as a business (including goods and services it produces).	59-70, 150-153	GRI 305-1 ,GRI 305-2, GRI 305-3, GRI 305-4
Measures taken to adapt to the consequences of climate change.	48, 67-69, 150-153	GRI 305, GRI 201-2
Reduction targets voluntarily established in the medium and long term to reduce GHG emissions and means implemented to this end.	48, 67-69, 150-153	GRI 305
<b>Protection of biodiversity:</b>		
Measures taken to preserve or restore biodiversity.	147-154	GRI 304-1
Impacts caused by protected area activities or operations	147-154	GRI 304-2
<b>2: INFORMATION ON SOCIAL AND PERSONNEL ISSUES</b>		
Employment: In some cases, disaggregated information is not provided according to any of the following items (professional category or age) because it is considered relevant to us or because it is data that is published in the annual accounts in this way.		
Total number and distribution of employees by sex, age, country and professional classification	73, 80, 155-168	GRI 2-7, GRI 405-1
Total number and distribution of contract modalities and annual average of permanent contracts, temporary contracts, and part-time contracts by: sex, age and professional classification.	73, 80, 155-168	GRI 405-1
Number of dismissals by: sex, age and professional classification.	166-168	GRI 401-1

Average salaries and their evolution disaggregated by: sex, age and professional classification.	168-176	GRI 405-2
Wage gap and the equal or average remuneration of jobs in society.	168-176	GRI 202-1, GRI 405-2
Average remuneration of directors and managers (including variable remuneration, allowances, severance payments, payment to long-term savings pension schemes and any other perception disaggregated by sex.	188-189	GRI 2-19, GRI 2-20, GRI 2-21
Implementation of work disconnection policies	85	GRI 2-23, GRI 401-1
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Work organization:		
Organization of working time	73-77	GRI 2-30
Number of hours of absenteeism	176	GRI 403-2
Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of these by parents	74-76	GRI 401-2
Health and safety:		
Occupational health and safety conditions	82-85	GRI 403-1, GRI 403-3
Occupational accidents, in particular their frequency and severity, as well as occupational diseases. Disaggregated by sex	176	GRI 403-2, GRI 403-3, GRI 403-9, GRI 403-10

Social relationships:		
Organization of social dialogue (including procedures for informing, consulting and negotiating with staff)	82-85	GRI 403-4
Percentage of employees covered by collective agreement by country.	82-85	GRI 2-30
Assessment of collective agreements (particularly in the field of health and safety at work)	82-85	GRI 2-30, GRI 403-1 GRI 403-4
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3: INFORMACIÓN SOBRE RESPETO A LOS DERECHOS HUMANOS		
Implementation of Human Rights Due Diligence Procedures	112-124	GRI 410-1, GRI 412-1, GRI 412-3
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Complaints of human rights violations	116	GRI 406-1
Promotion and enforcement of the provisions of the fundamental conventions of the International Labour Organization relating to respect for freedom of association and the right to collective bargaining.	82-88	GRI 2-30
4: INFORMATION ON ANTI-CORRUPTION AND ANTI-BRIBERY		
Measures taken to prevent corruption and bribery.	112-124	GRI 2-23, GRI 2-24, GRI 2-25. GRI 2-27, GRI 205-1. GRI 205-2, GRI 205-3
Measures to combat money laundering.	112-124	GRI 2-23, GRI 2-24, GRI 2-25. GRI 2-27, GRI 205-1. GRI 205-2, GRI 205-3
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# GRI Indicators

## GRI CONTENT INDEXES

DECLARATION OF USE The Altia group has presented the information cited in this GRI content index for the period from January 1, 2023 to December 31, 2023 using the GRI Standards as a reference.

GRI 1 USED GRI 1: FUNDAMENTALS 2021

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2-22	Declaration on the sustainable development strategy	40-48
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2-29	Stakeholder engagement approach	49-54
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3-1	Process of determining material issues	76-78, 82
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202-1	Ratio of standard entry-level salary by sex to local minimum wage	176
401-1	New Employee Hires and Staff Turnover	73, 165-166

401-2	Benefits for full-time employees that are not given to part-time or temporary employees	72-81	
402-1	Minimum notice periods for operational changes	73-81	
404-1	Average hours of training per year per employee	73, 78, 177-181	
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404-3	Percentage of employees who receive regular performance and professional development reviews	174-175, 188-189	
<b>COMPLIANCE</b>			
3-3	Material Issue Management	49-54	
205-1	Operations assessed for corruption-related risks	31	
205-2	Communication and training on anti-corruption policies and procedures	112-125	
205-3	Confirmed corruption cases and measures taken	205	There have been no cases of corruption.
206-1	Legal actions related to unfair competition	205	They have not occurred in the period.
307-1	Non-compliance with environmental legislation and regulations	59-60, 63	
419-1	Non-compliance with laws and regulations in the social and economic spheres	205	Have not been produced
<b>CYBERSECURITY AND DATA PROTECTION</b>			
3-3	Material Issue Management	49-54	
418-1	Critical claims regarding customer privacy violations and loss of customer data	205	Have not been produced
<b>ETHICS, COMPLIANCE AND INTEGRITY IN THE BUSINESS</b>			
3-3	Material Issue Management	49-54	
204-1	Proportion of Spend on Local Suppliers	31	
<b>RISK AND OPPORTUNITY MANAGEMENT</b>			
3-3	Material Issue Management	49-54, 138-142	
<b>CUSTOMER SATISFACTION AND SAFETY AND QUALITY PRODUCTS AND SERVICES</b>			
3-3	Material Issue Management	49-54	
302-5	Reduction of energy requirements of products and services	60-62	
416-1	Assessing the health and safety impacts of product or service categories	82-89	
416-2	Non-compliance cases relating to the health and safety impacts of product and service categories	205	Have not been produced
417-1	Requirements for information and labelling of products and services	205	Not applicable

417-2	Non-compliance cases related to the information and labelling of products and services	206	Have not been produced
417-3	Cases of non-compliance related to marketing communications	206	Have not been produced
<b>OCCUPATIONAL SAFETY, HEALTH AND WELL-BEING</b>			
3-3	Material Issue Management	49-54	
403-1	Occupational Health and Safety Management System	82-84	
403-2	Hazard identification, risk assessment, and incident investigation	138-142	
403-3	Occupational Health Services	82-84	
403-4	Worker participation, consultation and communication on occupational health and safety	82-84	
403-5	Training of workers on occupational health and safety	177-181	
403-6	Promoting workers' health	82-84	
403-7	Prevention and mitigation of impacts on the health and safety of workers directly linked to business relationships	82-84	
403-8	Occupational Health and Safety Management System Coverage	82-84	
403-9	Workplace Accident Injuries	176	
403-10	Occupational ailments and diseases	176	
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3-3	Material Issue Management	49-54	
401-3	Parental leave	76-77, 168	
405-1	Diversity in governing bodies and employees	155-168	
405-2	Ratio of basic salary and remuneration of women to men	168-174	
406-1	Cases of discrimination and corrective actions taken	116	
<b>HUMAN AND LABOR RIGHTS</b>			
3-3	Material Issue Management	49-54	
412-1	Operations subject to human rights impact reviews or assessments	116	
412-2	Training employees on human rights policies or procedures	206	Not carried out
412-3	Significant investment agreements and contracts with human rights clauses or subject to human rights assessment	31	
407-1	Operations and suppliers whose right to freedom of association and collective bargaining could be at risk	206	No significant risk of operations and suppliers identified
408-1	Operations and suppliers at significant risk of child labor cases	206	No significant risk of operations and suppliers identified

410-1	Security personnel trained in human rights policies or procedures	207	There are no security personnel
411-1	Cases of violations of the rights of indigenous peoples	207	There has been no incidence with the indigenous population
414-1	New suppliers that have passed selection filters according to social criteria	31	
414-2	Negative social impacts on the supply chain and measures taken	31, 207	No negative effects have been identified.
<b>CLIMATE CHANGE AND ENERGY EFFICIENCY</b>			
3-3	Material Issue Management	49-54	
301-1	Materials used by weight or volume	147-149	
301-2	Recycled inputs	147-149	
301-3	Reused products and packaging materials	207	No reuse or packaging
302-1	Energy consumption within the organization	147-149	
302-2	Energy consumption outside the organization	207	Not considered relevant
302-3	Energy intensity	147-149	
302-4	Reduced energy consumption	66-69	
303-1	Interaction with water as a shared resource	148	
303-2	Management of impacts related to water discharges	148, 149	
303-3	Water extraction	148	
303-4	Water discharges	149	
303-5	Water consumption	149	
305-1	Direct GHG emissions (scope 1)	67-69, 150-153	
305-2	Indirect GHG emissions from power generation (scope 2)	67-69, 150-153	
305-3	Other indirect GHG emissions (scope 3)	207	Not considered relevant
305-4	GHG emissions intensity	67-69, 150-153	
305-5	Reducing GHG emissions	67-69, 150-153	
305-6	Emissions of ozone-depleting substances (ODS)	207	Have not been produced
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	207	No relevant emissions of SOX and others occur
306-1	Waste generation and significant waste-related impacts	67-69, 150-153	
306-2	Management of significant waste-related impacts.	67-69, 150-153	

306-3	Waste generated	150-153	
306-4	Waste not destined for disposal	150-153	
306-5	Waste destined for disposal	150-153	
308-1	New suppliers that have passed evaluation and selection filters according to environmental criteria	31	
308-2	Negative environmental impacts on the supply chain and measures taken	208	No suppliers with significant environmental impacts have been identified
304-1	Operations centres owned, leased or managed located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	208	There are no centres in areas with a significant impact on biodiversity
304-2	Significant impacts of activities, products and services on biodiversity	208	There are no impacts on biodiversity
304-3	Protected or restored habitats	208	No protection actions have been carried out
304-4	Species on the IUCN Red List and National Conservation Lists whose habitats are in areas affected by operations	208	There are no impacts on protected species
<b>RELATIONSHIP WITH ANALYSTS, INVESTORS AND REGULATORS</b>			
3-3	Material Issue Management	49-54	
207-1	Tax approach	137-138, 186-188	
207-2	Tax governance, control and risk management	137-138, 186-188	
207-3	Stakeholder engagement and management of tax concerns	40-46, 49-54	
207-4	Taxes by country	188	
<b>GOOD CORPORATE GOVERNANCE</b>			
3-3	Material Issue Management	49-54	
201-1	Direct economic value generated and distributed	184-186	
201-2	Financial implications and other risks and opportunities arising from climate change	137-138	
201-3	Defined benefit plan and other retirement plan obligations	73-77	
201-4	Financial assistance received from the government	188	
202-2	Proportion of senior executives recruited from the local community	31	
203-1	Investments in infrastructure and supported services	95-102	
203-2	Significant indirect economic impacts	95-102	
204-1	Proportion of Spend on Local Suppliers	31	
413-1	Local Community Engagement Operations, Impact Evaluations and Development Program	95-102	

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413-2	Operations with significant negative impacts – actual and potential – on local communities	209	No negative impacts on local communities have been detected
415-1	Contributions to political parties and/or representatives	209	No political contributions are made
<b>SUSTAINABLE INNOVATION AND DIGITALIZATION</b>			
3-3	Material Issue Management	49-54	

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# Independent verification report



