

<b>COMMUNICATION ON PROGRESS QUESTIONNAIRE</b>	DOGA.	No. of questions 77/77
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**R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)**

*Please share the date range of the reporting period used for the Communication on Progress option you select.* ⓘ

01/2023-12/2023

**R3. (Optional) Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP, (e.g., corporate office, investments, subsidiaries) as needed.** ⓘ

The scope of this report includes all subsidiaries belonging to DOGA group, which are the following companies: DOGA DOGA GESTIÓ DOGA PARTS DOGA ITALIA DOGA NANTONG FAINA TANGER DOGA DO BRASIL DOGA INMENSA DOGA USA DOGA INDIA However, take into account that, in some of the questions, only partial information of these facilities has been provided.

**R5. (Optional) Please upload the sustainability report for your company**

*(Uploaded file cannot exceed 50MB)*



## CEO Statement of Continued Support

### CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that DOGA. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

S1. Please complete the following information:

CEO/Highest-level executive name:

Jordi Miró

CEO/Highest-level executive full title:

CEO



Company name:

DOGA

S2. Please confirm:

I am the CEO or highest-level executive.

I have received permission to sign on behalf of the CEO or highest-level executive.

S2.1. If applicable, form completed on behalf of the CEO or highest-level executive by:

Irene Espada / Sustainability Manager

## Governance

### Policies and Responsibilities



G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply) ⓘ

Issue an annual statement about the relevance of sustainable development to the company

<input type="checkbox"/>	Issue an annual statement that addresses impacts on both people and the environment
<input type="checkbox"/>	Issue an annual statement highlighting a zero tolerance for corruption
<input checked="" type="checkbox"/>	Sign off on organizational sustainability targets
<input type="checkbox"/>	Supervise Environmental, Social, and Governance reporting
<input type="checkbox"/>	Regularly review potential risks related to the business model
<input type="checkbox"/>	None of the above

G1A. (Optional) Please provide additional information:

Once a year, the TOP MANAGEMENT reviews the progress of the sustainability GOALS established in a 3-year plan. The plan of the reported period covered the years from 2021-2023 and the final revision of this plan was performed at beginning of 2024.

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

(Select one answer per line) <sup>i</sup>

	No, this is not a current priority	No, but we plan to within the next two years	Yes, and the commitment is focused on our own operations	Yes, and the commitment includes our own operations and suppliers	Yes, and the commitment includes our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

	No, this is not a current priority	No, but we plan to within the next two years	Yes, and the commitment is focused on our own operations	Yes, and the commitment includes our own operations and suppliers	Yes, and the commitment includes our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G2A. (Optional) Please provide additional information:

All these chapters are included in the Code of Conduct of the Company.

G2A. (Optional) Please upload supporting documentation if applicable:

*(Uploaded file cannot exceed 50MB)*

ENV300\_DOGA CODE OF CONDUCT ENGLISH.PDF

G3. Does the company have a code of conduct in place regarding each of the following sustainability topics?

*(Select one answer per line)* ⓘ

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G3A. (Optional) Please provide additional information:

Check the Code of conduct of our Company.

G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer per line) <sup>i</sup>

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)
Human Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Anti-Corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G4A. (Optional) Please provide additional information:

A member of the Board of Directors is the highest representative on Sustainability topics. Additionally, the position of Sustainability Manager was created middle 2023 in order to push Sustainability topics inside the company.

G5. Does the company have a formal structure(s) (such as a cross-functional committee) to address each of the following sustainability topics?  
 (Select one answer per line)<sup>i</sup>

	No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of the company)
Human Rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

G5A. (Optional) Please provide additional information:

The Sustainability Committee is scheduled to be reactivated by 2024.

## Prevention



G6. Does the company have a process(es) to assess risk?

(Select one answer per line) <sup>i</sup>

	No, this is not a current priority	No, but we are planning to develop on within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

G6A. (Optional) Please provide additional information:

There is a generic procedure for Risk Management. Additionally , between others, DOGA has the following specific Risk Assessment files: - Labour rights risks - Environmental risks

G7. Does the company have a due diligence process through which it identifies, prevents, mitigates, and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer per line) <sup>i</sup>

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour rights risks	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environmental risks	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corruption risks	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

G7A. (Optional) Please provide additional information:

DOGA has identified that this is a weak point, that is why the organization is working in order to improve this topic in the next years.

## Concerns and Grievance Mechanisms ^

G8. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

*(Select one option)* ⓘ



	No, this is not a current priority	No, but we plan to within two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Human rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Labour rights risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Environmental risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Corruption risks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

G8A. (Optional) Please provide additional information:

The organization provides the following resources: - An Intranet Website suggestions box for employees - A Whistleblower channel accessible to employees and third parties worldwide, with the link available on DOGA's Website.

G8.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.

*(Select one answer per line)* ⓘ

	No	Yes
Is the process communicated to all employees/workers in local languages?	<input checked="" type="radio"/>	<input type="radio"/>
Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?	<input type="radio"/>	<input checked="" type="radio"/>

	No	Yes
Is the process confidential (e.g., whistleblowing process)?	<input type="radio"/>	<input checked="" type="radio"/>
Are there processes in place to avoid retaliation?	<input type="radio"/>	<input checked="" type="radio"/>
Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?	<input type="radio"/>	<input checked="" type="radio"/>
Other (Please provide additional information)	<input checked="" type="radio"/>	<input type="radio"/>

G8.1A. (Optional) Please provide additional information:

The organization provides the following resources: - An Intranet Website suggestions box for employees - A Whistleblower channel accessible to employees and third parties worldwide, with the link available on DOGA's Website.

**Lessons**



G9. How does the company capture lessons regarding each of the following sustainability topics?

*(Select one answer per line)* ⓘ

	No lessons are regularly captured	Conducts investigation/review of incidents as needed	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation/review and leverages learnings to influence both internal and external affairs
Human Rights	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Rights/Decent Work	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-Corruption	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

G9A. (Optional) Please provide additional information:

For each incident of the topics mentioned above, it is necessary to open an investigation in order to clarify the root causes and to take actions to prevent its recurrence.

## Executive Pay ^

G10. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer per line) <sup>i</sup>

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour Rights/Decent Work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anti-Corruption	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

G10A. (Optional) Please provide additional information:

At this moment, we are not considering to link the Executive pay with the performance of the Sustainability topics.

## Board Composition ^

G11. Please provide details regarding the company's board/highest governance body.

(Select one answer per line, if 'Known', include the value) i

	Known	Not applicable	Number (Please input answer as a whole number (e.g., 95% = 95))
Total number of board members (#)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	8

	Known	Not applicable	Number (Please input answer as a whole number (e.g., 95% = 95))
Male (%)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	87.5
Female (%)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	12.5
Non-binary (%)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Under 30 years old (%)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0
30-50 years old (%)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	12.5
Above 50 years old (%)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	87.5
From minority or vulnerable groups (%)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0
Executive (%)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	100

	Known	Not applicable	Number (Please input answer as a whole number (e.g., 95% = 95))
Independent (%)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text" value="0"/>

G11A. (Optional) Please provide additional information:

On the Board of Directors, there is just one woman among eight members. All the members of this Board have executive responsibilities.

### Data Assurance ^

G12. Do you produce sustainability reporting according to:

(Select all that apply) <sup>i</sup>

- National/local regulation on sustainability
- Security exchange regulations
- Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)
- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)

<input type="checkbox"/>	International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
<input type="checkbox"/>	Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
<input type="checkbox"/>	Task Force on Climate-related Financial Disclosures (TCFD)
<input type="checkbox"/>	Other voluntary frameworks (Please provide additional information)
<input type="checkbox"/>	No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G12A. (Optional) Please provide additional information:

As part of its legal obligations, DOGA has been preparing the Non-Financial Report since 2021, following the enforcement of the EU Directive 2014/95/EU (NFRD) in Spain, which was transposed into Spanish law through Law 11/2018.

G13. Is the information disclosed in this questionnaire assured by a third-party?

(Select all that apply) ⓘ

<input checked="" type="checkbox"/>	Limited assurance for minority of metrics (e.g., GHG emissions only)
<input type="checkbox"/>	Limited assurance for majority of metrics
<input type="checkbox"/>	Reasonable assurance for minority of metrics
<input type="checkbox"/>	Reasonable assurance for majority of metrics
<input type="checkbox"/>	Other (Please provide additional information)

No assurance for any metrics

G13A. (Optional) Please provide additional information:

All metrics included in the NFRD have been checked by an external audit.

## Human Rights

### Materiality (including Saliency) ^

HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (e.g., the most severe potential negative impacts on people) or another basis?

(Select all that apply) 

Freedom of association and the effective recognition of the right to collective bargaining

Child labour

Forced labour

Non-discrimination in respect of employment and occupation

Safe and healthy working environment



<input checked="" type="checkbox"/>	Working conditions (wages, working hours)
<input type="checkbox"/>	Freedom of expression
<input type="checkbox"/>	Access to water and sanitation
<input checked="" type="checkbox"/>	Digital security / privacy
<input checked="" type="checkbox"/>	Gender equality and women's rights
<input type="checkbox"/>	Rights of indigenous peoples
<input type="checkbox"/>	Rights of refugees and migrants
<input type="checkbox"/>	Other

HR1A. (Optional) Please provide additional information:

All these topics are included in the Code of Conduct of the Company.

## Commitment



HR2. Does the company have a policy commitment in relation to the following human rights topics?

*(Select one answer per line, if 'Yes', include the value)* ⓘ

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Year policy last reviewed (YYYY)
Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2023
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	2023

HR2A. (Optional) Please provide additional information:

Data Security policies are applicable to all the companies of DOGA. An Equality plan has just been implemented for companies DOGA ABRERA and DOGA Gestió at Spain.

HR2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

PLAN IGUALDAD DOGA GESTIÓ.PDF

HR2.1. For each human rights policy commitment, is it:

(Select all that apply) ⓘ

	Aligned with international human rights standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving human rights expertise from inside and outside the company	Other (Please provide additional information)
Digital security / privacy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HR2.1A. (Optional) Please provide additional information:

Policies of Data Protection and Gender Equality are published in the Intranet and available for the employees all around the world.

### Prevention



HR3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights topics?

(Select one answer per line)

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question
Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

HR3A. (Optional) Please provide additional information:

Gender Equality plans were performed in 2022 and Data Protection was first published in January 2024. Employees were informed about the publication of both policies through several channels, such as internet and informative screens.

HR4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights topics?

*(Select all that apply)* ⓘ

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. partners, suppliers, clients, etc.)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Digital security / privacy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender equality and women's rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HR4A. (Optional) Please provide additional information:

Gender Equality plans were performed in 2022 and Data Protection was first published in January 2024. Employees were informed about the publication of both policies through several channels, such as internet and informative screens.

HR5. Who receives training for the following human rights topics?

(Select all that apply) <sup>i</sup>

	No training provided	Select employees	All employees	Contractors	Direct suppliers	Indirect suppliers	Other - such as partners, clients, etc.
Digital security / privacy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	No training provided	Select employees	All employees	Contractors	Direct suppliers	Indirect suppliers	Other - such as partners, clients, etc.
Gender equality and women's rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HR5A. (Optional) Please provide additional information:

Digital security training has been conducted for new employees in Spain, accompanied by several awareness campaigns. Additionally, gender equality training has been implemented across all companies in Spain.

HR6. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights topics?

(Select one answer per line) <sup>i</sup>

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

HR6A. (Optional) Please provide additional information:

Regarding Digital Security, there are internal KPI's to monitor progress in this topic. There are also some KPI's to evaluate the evolution of Gender equality such as Wage Gap.

## Response and Reporting



HR7. Within the reporting period, has the company been involved in providing or enabling remedy if it has caused or contributed to adverse impact(s) associated with the following human rights topic(s)?

(Select one answer per line) <sup>i</sup>

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Digital security / privacy	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Gender equality and women's rights	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

HR8. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights principles, including any challenges faced and actions taken towards prevention and/or remediation. <sup>i</sup>

Regarding Gender Equality, DOGA conducted campaigns in order to commetorate the 8-M date. Regarding Data Security, DOGA carried out awareness campaigns related to Cibersecurity.

# Labour

## Commitment



L1. Does the company have a policy in relation to the following labour rights topics?

(Select one answer per line, if 'Yes', include the value)<sup>i</sup>

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Year policy last reviewed (YYYY)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2023
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2023
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2023
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2023
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2023



	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Year policy last reviewed (YYYY)
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	2023

L1A. (Optional) Please provide additional information:

All these subjects can be found in the Company's Code of Conduct.

L1A. (Optional) Please upload supporting documentation if applicable:

*(Uploaded file cannot exceed 50MB)*

DOGA\_CODE-OF-CONDUCT\_EN\_2023.PDF

L1.1. For each labour rights policy commitment, is it:

*(Select all that apply)* ⓘ

	Aligned with international labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed in consultation with workers and their representatives	Developed involving labour expertise from inside and outside the company	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

working environment

Working conditions (wages, working hours)

L1.1A. (Optional) Please provide additional information:

All these subjects can be found in the Company's Code of Conduct.

L1.2. Does the company's policy on freedom of association and collective bargaining:

(Select all that apply) <sup>i</sup>

Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of antiunion discrimination

Prohibit any acts of interference in trade unions

Facilitate collective bargaining with the trade union representatives

Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations

Reference the respect for the right of workers to submit grievances without suffering

We do have a policy on freedom of association or collective bargaining but it does not include any of these details

We do not have a policy on freedom of association or collective bargaining

L1.2A. (Optional) Please provide additional information:

Although there is no specific policy regarding Freedom of association, this topic is included in Code of Conduct of the company.

### Prevention



L2. Within of the reporting period, has the company engaged with affected stakeholders or their legitimate representatives in relation to the following labour rights topics?

(Select one answer per line)<sup>i</sup>

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Child labour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

L2A. Other (Please provide additional information):

All these subjects can be found in the Company's Code of Conduct. Working conditions can also be found in the Collective Agreement.

L3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following labour rights topics?

(Select all that apply) <sup>i</sup>

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders, in particular workers' organizations, to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L3A. (Optional) Please provide additional information:

In the mentioned period, DOGA was still in the process of identifying risks before taking any actions in most of the topics. For topic Safe and Health together, specific training is performed all along the year. Regarding Working conditions, all new entries in the Company are informed and trained on this subject.

L4. Who receives training for the following labour rights topics?

(Select all that apply)<sup>①</sup>

	No training provided	Select employees	All employees	Contractors	Direct suppliers	Indirect suppliers	Other - such as partners, clients, etc.
Freedom of association and the effective recognition of the right to collective bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-discrimination in respect of employment and occupation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe and healthy working environment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working conditions (wages, working hours)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

L4A. (Optional) Please provide additional information:

Concerning Safe and Healthy working environment, all new employees receive training on this subject. In the same way, new employees are informed about the working conditions stipulated in their contracts.

L5. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following labour rights topics?

(Select one answer per line)<sup>i</sup>

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>



L5A. (Optional) Please provide additional information:

For topics Safe and Health as well as Working Conditions, we have internal indicators to monitor the progress.

## Performance



L6. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

(Select all that apply) <sup>i</sup>

<input checked="" type="checkbox"/>	Yes, by providing more favourable conditions related to wages
<input type="checkbox"/>	Yes, by providing more favourable conditions related to working hours
<input checked="" type="checkbox"/>	Yes, by providing more favourable conditions related to health coverage and/or sick leave
<input checked="" type="checkbox"/>	Yes, by providing additional rights not otherwise provided (Please provide additional information)
<input type="checkbox"/>	There is (are) no existing collective bargaining agreement(s)
<input type="checkbox"/>	No

L6A. (Optional) Please provide additional information:

DOGA Abrera and DOGA Gestió have specific Collective Agreements that offer improved conditions compared to the applicable ones in most areas.

L6A. Yes, by providing additional rights not otherwise provided (Please provide additional information):

Monetary subsidies are available for employees with school-aged children, exclusively at DOGA Spain.

L7. Within the reporting period, what was the percentage of women in managerial positions?<sup>i</sup>

Unknown

Percent women - (Please input answer as a whole number (e.g., 95% = 95))

29



L7A. (Optional) Please provide additional information:

This percentage was calculated using the total number of women from categories Group 1 and 2 across all companies within the group.

L8. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) within the reporting period?<sup>i</sup>

Unknown

Choose to not disclose

Salary ratio (Women/Men %) - (Please input answer as a whole number (e.g., 95% = 95))

4232



L8A. (Optional) Please provide additional information:

The percentage was determined by using the total count of employees from all the companies within the group. DOGA promotes pay equity in all companies of the Group by complying with the conditions set out in the collective bargaining agreements, which are the same for both genders. Therefore, the provided data above is basically due to factors such as the historically low female presence in some areas of the of activity, the composition of the workforce, the different specialisation of jobs and seniority, among others.

L9. Within the reporting period, how frequently were workers injured (injuries per hour worked)?<sup>i</sup>

		Unknown	Choose to not disclose
Frequency of injury	<input type="text" value="5002"/>	<input type="radio"/>	<input type="radio"/>

L9A. (Optional) Please provide additional information:

The percentage was determined by using the total number of companies within the group. If we just consider the companies settled at DOGA Spain (DOGA ABRERA, DOGA GESTIÓ AND DOGA PARTS), this indicator decreases till 13,95.

L10. Within the reporting period, what was the company's incident rate (injuries per worker)?<sup>i</sup>

		Unknown	Choose to not disclose
Incident Rate	<input type="text" value="1437"/>	<input type="radio"/>	<input type="radio"/>

L10A. (Optional) Please provide additional information:

The percentage indicated was determined by considering all the companies within the group. If we only take the companies located at DOGA Spain (DOGA ABRERA, DOGA GESTIÓ AND DOGA PARTS), this indicator shifts to 25,9.

## Response and Reporting



L11. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following labour rights topics?

(Select one answer per line) <sup>i</sup>

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Freedom of association and the effective recognition of the right to collective bargaining	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forced labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Child labour	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Non-discrimination in respect of employment and occupation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Safe and healthy working environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Working conditions (wages, working hours)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

L12. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the labour rights principles, including any challenges faced and actions taken towards prevention and/or remediation. <sup>i</sup>

The Gender Equality Plan was established and put into action in 2022 at DOGA Abrera and DOGA Gestió, with a four-year validity period. The Data Security Policy was formulated throughout 2023, targeting publication in 2024.

## Environment

### Commitment ^

E1. Does the company have a policy commitment in relation to the following environmental topics?

*(Select one answer per line, if 'Yes', include the value)* <sup>i</sup>

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Year policy was last updated (YYYY)
Climate change	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Year policy was last updated (YYYY)
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E1A. (Optional) Please provide additional information:

The Environmental policy applicable is incorporated within the Comprehensive Management System Policy of 2023.

E1A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

MGI-1-R7.PDF

Prevention



E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select one answer per line) ⓘ

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/biodiversity/land use	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E2A. (Optional) Please provide additional information:

DOGA regularly receive surveys from our customers concerning its environmental performance. Additionally, DOGA receives suggestions from employees on how to address certain environmental concerns.

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply)<sup>i</sup>

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Water	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Oceans	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forests/Biodiversity/Land use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air pollution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

E3A. (Optional) Please provide additional information:



An Energy Audit was performed at DOGA ABRERA in 2021. While it is a legal obligation to conduct this audit every four years, it also assists the organization in enhancing its energy consumption efficiency.

E4. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer per line)<sup>i</sup>

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Oceans	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

E4A. (Optional) Please provide additional information:

The Integrated Management System Objectives Plan established from 2021 to 2023 had the following Environmental Goals: -Reduce global energy consumption by 5% -Implement ECodesign criteria in the design or improvement of the products -Obtain EMAS and / or Carbon Footprint certification -Reduction of plastic waste

generation of 5% in DOGA Italia

E4.1. For each environmental topic for which the company sets timebound goals/targets, what kind of targets has the company set?

Please provide a description of targets (e.g., what is the target, absolute vs. intensity, externally verified, on track, etc.)<sup>i</sup>

Water	15%
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	Reduction of plastic waste generation of 5% in DOGA Italy. period 2021-2023. On track.
Energy & resource use	Reduce global energy consumption by 5%. (period 2021-2023), On track.

E4.2. For each environmental topic in which the company sets timebound goals/targets, how is progress against target/goal tracked?

(Select one answer per line)<sup>i</sup>

	Progress is reviewed against goals annually or more frequently	Progress is reported internally to the most senior level	Progress is reported externally	Other (Please provide additional information)
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Energy & resource use	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E4.2A. (Optional) Please provide additional information:

Integrated Management System Objectives, including Environmental goals, are reviewed annually by the Board of Top Management

E5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer per line)<sup>i</sup>

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Climate change	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Water	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Oceans	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Forests/Biodiversity/Land use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Air pollution	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Energy & resource use	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Climate Action



E6. What were the company's gross Scope 1 and/or Scope 2 global greenhouse gas (GHG) emissions within the reporting period?

(Select one answer per line, if 'Known', include the value) ⓘ

	Known	We did not measure our gross emissions [Please explain in the text box]	Measured Total Emissions (tCO2e)
Scope 1 emissions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1497.45
Scope 2 emissions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	2357.43

E6A. (Optional) Please provide additional information:

These calculations include all facilities within the DOGA Group.

E7. What were the company's gross Scope 3 global greenhouse gas (GHG) emissions within the reporting period? ⓘ

- We measured Scope 3 GHG emissions [Please input the measured tCO2e in the text box below]
- We did not measure Scope 3 GHG emissions

E7A. Please provide additional information, including measured tCO2e:

Scope 3 : 17.763 tCO2 e Chapters included in the calculation: S3.1 - Purchased goods and services (tCO2e) S3.2 - Capital goods (tCO2e) S3.3 - Fuel-and energy-related activities (not inc. in scope 1 or scope 2) (tCO2e) S3.4 - Upstream transportation and distribution (tCO2e) S3.5 - Waste generated in operations (tCO2e) S3.6 - Business travel (tCO2e) S3.7 - Employee commuting (tCO2e)

### E7.1. Which Scope 3 categories are included in the company's Scope 3 emissions calculation?

(Select all that apply) ⓘ

<input checked="" type="checkbox"/>	Purchased goods and services
<input checked="" type="checkbox"/>	Capital goods
<input checked="" type="checkbox"/>	Fuel- and energy-related activities
<input checked="" type="checkbox"/>	Upstream transportation and distribution
<input checked="" type="checkbox"/>	Waste generated in operations
<input checked="" type="checkbox"/>	Business travel
<input checked="" type="checkbox"/>	Employee commuting
<input type="checkbox"/>	Upstream leased assets
<input type="checkbox"/>	Downstream transportation and distribution
<input type="checkbox"/>	Processing of sold products
<input type="checkbox"/>	Use of sold products
<input type="checkbox"/>	End-of-life treatment of sold products
<input type="checkbox"/>	Downstream leased assets
<input type="checkbox"/>	Franchises

<input type="checkbox"/>	Investments
<input type="checkbox"/>	Other - upstream
<input type="checkbox"/>	Other - downstream
<input type="checkbox"/>	Unknown

E7.1A. (Optional) Please provide additional information:

The calculation of Scope 3 emissions in 2023 represents an initial estimate of this metric. In the coming years, a more precise and accurate calculation will be essential to implement measures that reduce the Carbon Footprint.

E8. What percentage of the company's revenue was invested in R&D of low-carbon products/services within the reporting period?<sup>i</sup>

	Unknown	Not applicable (Please provide additional information)
Percent of revenue (%) - (Please input answer as a whole number (e.g., 95% = 95))	<input checked="" type="radio"/>	<input type="radio"/>

E8A. (Optional) Please provide additional information:

Currently, this information is not available.

### E9. Has the company acted to support climate change adaptation and resilience?

(Select all that apply) <sup>i</sup>

<input checked="" type="checkbox"/>	We have taken action to increase company-wide resilience to climate change
<input type="checkbox"/>	We have taken action to increase resilience in our supply chains
<input type="checkbox"/>	We have taken action to increase resilience in the communities in which we operate
<input checked="" type="checkbox"/>	We have provided funding for climate change adaptation and resilience initiatives and projects
<input type="checkbox"/>	We have not taken actions to build climate change resilience in the reporting period
<input type="checkbox"/>	Unknown

#### E9A. (Optional) Please provide additional information:

During 2023, several initiatives were put in place to fight against the Climate Change: - Homeworking for certain employees at some facilities - Installation of solar panels in two of the facilities of DOGA SPAIN : DOGA Abrera and DOGA Esparreguera

## Energy/Resource Use ^

E10. Please report the company's renewable energy consumption as a percentage of total energy consumption within the reporting period. <sup>i</sup>

Unknown

Percent of total energy consumption - (Please input answer as a whole number (e.g., 95% = 95))

35

E10A. (Optional) Please provide additional information:

All the companies located at DOGA Spain use Green Energy (GdO).With this certification, it can be confirmed that around 35% of the total consumption in the group has a renewable origin. Furthermore, solar panels were installed in the final quarter of 2023 at two of the DOGA Spain facilities.

### Technology



E11. What percent of the company's revenue came from low-carbon products/services within the reporting period? If applicable, please give a description of the products/services included in your calculation (e.g., relevant certifications).<sup>i</sup>

Unknown

Not applicable (Please provide additional information)

Percent of total revenue (%) - (Please input answer as a whole number (e.g., 95% = 95))

E11A. (Optional) Please provide additional information:

Currently, this calculation has not been performed yet but the following recycled products are being used: - Cardboard Packaging : more than 70% is recycled origin



(at DOGA Spain) - Plastic bags : 50% is recycled origen (at DOGA Spain) - Carbon steel : around 36% is recycled origen - Casting aluminium : close to 100%

### Materiality-specific Questions ^

E12. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

*(Select all that apply)* ⓘ

- Water [Prompts E13, E14]
- Forests, Biodiversity, and Land use [Prompts E15, E16, E17]
- Air pollution [Prompts E18]
- Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.) [Prompts E19, E20, E21]
- None of the topics have been identified as material by the company

E12A. (Optional) Please provide additional information:

The identification of these environmental topics are extracted from the Environment Risk Assessment process, which is reviewed minimum once a year.

### Materiality-specific: Water ^

E13. Please provide details regarding the company's water withdrawal and consumption (own operations) within the reporting period.

(Select one answer per line, if 'Known', include the value)<sup>①</sup>

	Known	Unknown	Not applicable (Please provide additional information)	Volume of water in megaliters
Total water withdrawal:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Fresh surface water withdrawal:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Groundwater withdrawal:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Brackish surface water/seawater withdrawal:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Produced water withdrawal:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Third-party water withdrawal:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Percentage of water withdrawn in regions with high or extremely high water stress(%):	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="text"/>
Total water consumption:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="20.035"/>

	Known	Unknown	Not applicable (Please provide additional information)	Volume of water in megaliters
Fresh surface water consumption:	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	20.035
Groundwater consumption:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
Brackish surface water/seawater consumption:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
Produced water consumption:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
Third-party water consumption:	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	
Percentage of water consumed in regions with high or extremely high water stress(%):	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	25.41

E13A. (Optional) Please provide additional information:

All DOGA Spain companies are located in the Catalonia region, which is considered a Water Stress Area. Last year this region registered a Water Stress Level of 3.

E13A. Not applicable (Please provide additional information):

There is no water withdrawal at any of the DOGA facilities.

E14. Please provide details about the company's water intensity of products in regions with high or extremely high water stress. ⓘ

	Unknown	Not applicable (Please provide additional information)
Water intensity of products (cubic meter/\$ OR cubic meter/product type):	<input type="text" value="5.813E-05"/> <input type="radio"/>	<input type="radio"/>

E14A. (Optional) Please provide additional information:

The information provided is just for the Facility of DOGA Abrera

### Materiality-specific: Air Pollution



E18. Where applicable, please report the company's emissions of the following pollutants within the reporting period.

(Select one answer per line, if 'Known', include the value) ⓘ

	Known	Unknown	Not applicable (Please provide additional information)	Emissions (t)
NOx	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>

	Known	Unknown	Not applicable (Please provide additional information)	Emissions (t)
SOx	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Volatile Organic Compounds (VOCs)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="3.728"/>
Hazardous air pollutants (HAPs)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Particulate matter (PM10)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Persistent organic pollutants (POPs)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="text"/>
Other (Please provide additional information)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="0.032"/>

E18A. Other (Please provide additional information):

Emissions considered in this calculation are the Cl2 Emissions.

E18A. (Optional) Please provide additional information:

The current report considers only the emissions from the DOGA Abrera facility. Emissions from other group facilities, such as DOGA Italia and DOGA Nantong, are also present but have not been included in this report.

### Materiality-specific: Waste



E19. In metric tonnes, please report the company's total weight of waste generated within the reporting period. ⓘ

		Unknown	Not applicable (Please provide additional information)
Waste generated (t)	<input type="text" value="26926"/>	<input type="radio"/>	<input type="radio"/>

E19A. (Optional) Please provide additional information:

In the current report, Companies of the Group that have been considered are: - Companies at Spain (DOGA Abrera, DOGA Gestió, Doga Parts), at China (DOGA Nantong) and Italy (DOGA Italy). Next years the waste generated in all companies of the group will be included in the report.

E20. Please report the company's hazardous waste as a percentage of total waste (e.g., hazardous waste ratio) generated within the reporting period. ⓘ

		Unknown	Not applicable (Please provide additional information)
Hazardous waste ratio (%) - (Please input answer as a whole number (e.g., 95% = 95))	<input type="text" value="4.34"/>	<input type="radio"/>	<input type="radio"/>

E20A. (Optional) Please provide additional information:

The most important categories considered as Hazardous Waste are the following: - Degreasing baths from the Painting lines - Absorbent material from the Painting lines - Cooling Lubricant from Stamping and Machining lines

E21. In metric tonnes, please report the company's estimated consumption of single-use plastic, wherever material along the value chain, within the reporting period. <sup>i</sup>

		Unknown	Not applicable (Please provide additional information)
Single-use plastics (t)	<input type="text" value="266.287"/>	<input type="radio"/>	<input type="radio"/>

E21A. (Optional) Please provide additional information:

This report has taken into account all facilities within the Group.

## Overall Environment



E22. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation. <sup>(i)</sup>

- Ecodesign: include criteria in the product design to evaluate the possibility of integrating the environmental aspect.
- Reduction of water consumption.
- Reduction of hazardous waste production.
- Increase use of materials with a high percentage of recycled content.
- Installation of solar panels in Abrera and Esparraguera. It is being considered for implementation in Doga Italia and Doga Nantong in order to reduce the carbon footprint.

## Anti-Corruption

### Commitment



AC1. Does the company have an anti-corruption compliance programme? <sup>(i)</sup>

No, this is not a current priority

No, but we plan to within the next two years

Yes

AC1A. (Optional) Please provide additional information:



This subject has been recognized as an area of weakness within the company and will be developed and implemented in the coming years.

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?<sup>i</sup>

No, and we have no plans to develop any policy/recommendation

No, but we plan to within the next two years

Yes, included within a broader policy or as a standalone policy

AC2A. (Optional) Please provide a link, and/or provide additional information:

This topic is included in the Code of Conduct of the Company. Anyhow, in the coming year the Code of Conduct will be reviewed as Continuous improvement process.

AC2A. (Optional) Please upload supporting documentation if applicable:

*(Uploaded file cannot exceed 50MB)*

ENV300\_DOGA CODE OF CONDUCT ENGLISH.PDF

## Prevention



AC3. Who receives training on anti-corruption and integrity?

(Select all that apply) <sup>i</sup>

<input type="checkbox"/>	Select employees
<input type="checkbox"/>	All employees
<input type="checkbox"/>	Contractors
<input type="checkbox"/>	Direct suppliers
<input type="checkbox"/>	Indirect suppliers
<input type="checkbox"/>	Other – such as partners, clients, etc.
<input checked="" type="checkbox"/>	No training provided

AC3A. (Optional) Please provide additional information:

Currently, no training has been performed in the company.

AC4. Does the company monitor its anti-corruption compliance programme?

(Select all that apply) <sup>i</sup>

<input type="checkbox"/>	Yes, through review on ad hoc basis
<input type="checkbox"/>	Yes, through internal employee self-evaluations
<input type="checkbox"/>	Yes, through automated controls monitoring
<input type="checkbox"/>	Yes, through external independent monitoring



Yes, through other mechanisms (Please provide additional information)



No, we do not monitor the anti-corruption compliance programme (Please provide additional information)

AC4A. (Optional) Please provide additional information:

At this moment, no anti-corruption compliance programme has been put in place. However, this topic has also been identified as a weak subject in the company. Therefore, assigned resources will be working in the coming years to improve the current situation.

AC4A. Does the company monitor its anti-corruption compliance programme?

No, we do not monitor the anti-corruption compliance programme (Please provide additional information)

DOGA has identified that there is a gap in this Sustainability topic inside the company. Consequently, specific resources have been allocated to revert the situation in a short term. Meanwhile, the company has established a system in order to detect and denounce Corruption breaches, the Whistleblower Channel that is available not only for employees but also for external parties.

## Performance



AC5. Please report the company's total number and nature of incidents of corruption within the reporting period.

(Select one answer per line, if 'Known', include the value)

	Known	Unknown	Choose not to disclose	Number of Incidents
Confirmed within the reporting period, but related to previous years	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="0"/>
Confirmed within the reporting period, and related to the reporting period	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text" value="0"/>

AC5A. Please describe the nature of the incidents in the text box below:

There were no incidents of corruption reported during this period.

## Response and Reporting



AC6. Within the reporting period, what measures has the company taken to address suspected incidents of corruption independently or in response to a dispute or investigation by a government regulator?

(Select all that apply) <sup>i</sup>

Initial case assessment

Internal investigation

Review by risk/ethics committee

Review by board of directors

External audit/review

Other (Please provide additional information)

Not applicable/no incidents in the reporting period

AC7. Does the company engage in collective action against corruption?<sup>i</sup>

No, this is not a current priority

No, but we plan to in the next two years

Yes (Please provide additional information)

AC7A. (Optional) Please provide additional information:

Currently, there are other priorities regarding this topic.

AC8. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation.<sup>i</sup>

In the upcoming years, DOGA is set to develop a Compliance policy that will be applicable across the entire DOGA Group.