

SUSTAINABILITY REPORT 2025



valid through **mayo 2026**



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1 Letter from the General Manager

For the second year as CEO, I am pleased to share Slingsintt's achievements and results for fiscal year 2025 with all our stakeholders.

This sustainability report aims to provide relevant information on the environmental and social impact of Slingsintt's industrial activity during fiscal year 2025. With it, we want to reinforce transparency and dialogue with our stakeholders, as well as demonstrate the ongoing commitment of Slingsintt and the Royal Van Beest Group to sustainability.

Once again, the wind power generation sector has been the driving force behind achieving the best results in Slingsintt's history. Although the industrial environment continues to present challenges, stemming in part from market instability and the adjustments that continue to affect major players (OEMs), we have adapted with resilience. Certain challenges remain, such as cost volatility, supply chain tensions, and increasing demands for component quality and reliability. However, our client diversification strategy and the strengthening of our presence in the offshore segment have allowed us to consolidate our position and achieve solid results.

Slingsintt maintains a firm commitment to sustainability, supported by a team dedicated to the continuous improvement of our performance in this area. We remain certified by DNV in accordance with ISO 9001, 14001, and 45001 standards, and we continue to move forward with determination on this path, which we consider strategic and essential. We understand sustainability as a fundamental corporate responsibility: reducing our environmental impact, contributing positively to our social environment, and ensuring sustained economic growth.

We hope this document will be a useful and transparent tool for all our stakeholders, allowing them to better understand Slingsintt's current situation and the strategic direction we are following to achieve our short-, medium-, and long-term objectives.

Mikel López Ruiz

Managing Director

2 Mission, vision and values

2.1 Mission

To ensure a quality product that maximizes worker and goods safety in the field of lifting and handling large and small loads. Slingsintt must be able to adapt to the needs of the market and take advantage of technological advances to offer the customer an excellent service that allows them to reduce their operating costs, with an extraordinary response time.

2.2 Vision

Slingsintt must be a stable company that offers its customers the best service in terms of quality, safety and response, as a benchmark in the field of lifting. Betting on a secure growth model, based on innovation, it will develop its commercial activity by applying responsible methodologies with the local industry and the community; and it must collaborate with both its customers and its suppliers in the search for competitive excellence.

2.3 Values

1. Trust in the staff.
2. Trust with the customer.
3. Responsible trade/social responsibility with local industry.
4. To offer top quality products at competitive prices.
5. Maximize the safety of both workers and cargo.
6. Immediate response to unforeseen events

3 Objective

The aim of this sustainability report is to report on Slingsintt's performance in terms of its impact on the environment and society, while encouraging transparency and accountability. In addition, it serves as a strategic tool to improve sustainable practices, and strengthen the relationship with key stakeholders.

4 Scope

The scope of this sustainability report covers two main areas of impact:

1. Environmental impact

- a. Assessment of how Slingsintt's activities affect the environment.
- b. It includes the use of natural resources (water, energy), waste management, carbon footprint and initiatives for the conservation and protection of the environment.

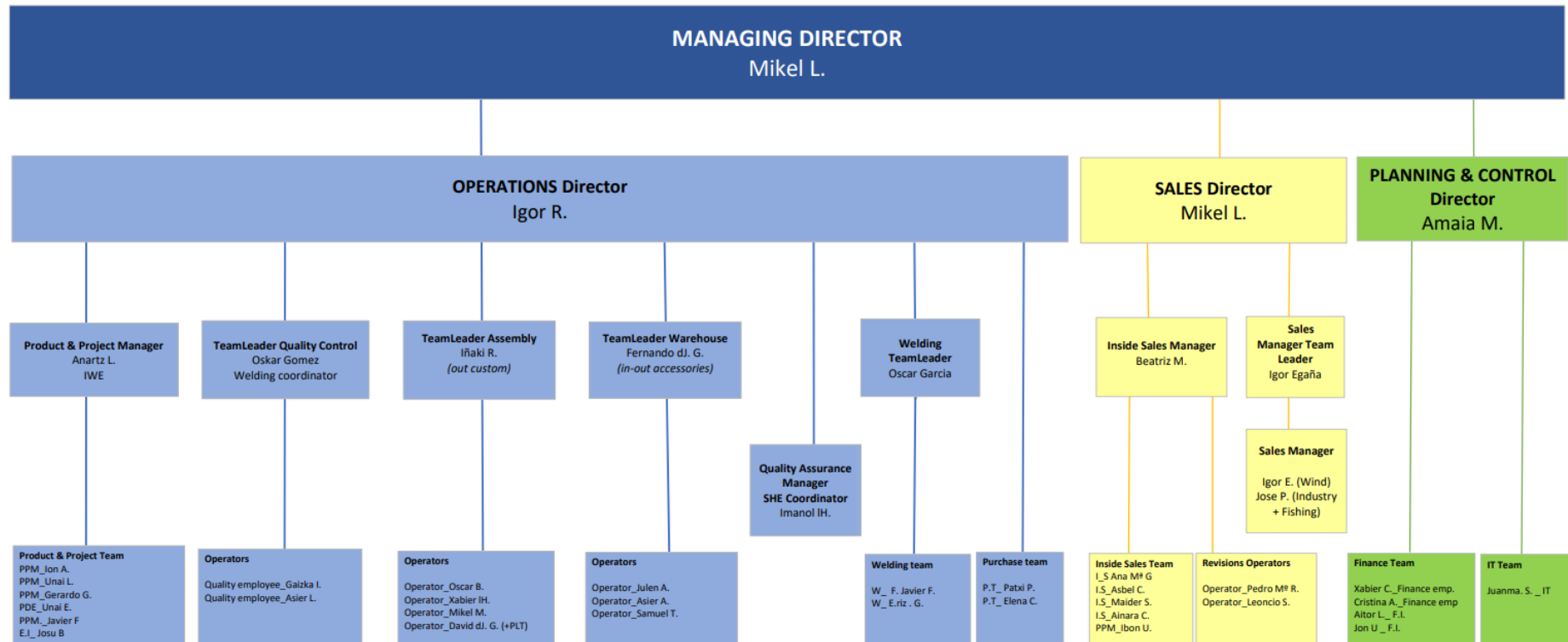
2. Social impact

- a. Examines relationships with their stakeholders (employees, customers, suppliers, communities).
- b. It includes aspects such as Labor Rights and working conditions, health and safety at work, and corporate social responsibility.

5 History

<p>1982</p> <p>Beginning of the activities marketing Ramnas, then Gunnebo and Van Beest.</p>	<p>1983-1993</p> <p>Marketing of Bison drag doors.</p>	<p>1987</p> <p>Exports of fishing equipment to Seattle.</p>
<p>1988-1993</p> <p>Joint venture with Seamatrix.</p>	<p>1990-1993</p> <p>Introduction of fishing nets for Scotland's hard bottoms.</p>	<p>1988-1992</p> <p>Marketing of chemical products with Industic.</p>
<p>1994-2008</p> <p>Participation in Geobruigg Ibérica.</p>	<p>1992</p> <p>Creation of the revisions department.</p>	<p>1996</p> <p>Introduction to the design and manufacture of lifting elements.</p>
<p>2010</p> <p>ISO 9001:2015 certification.</p>	<p>2022</p> <p>Royal Van Beest Group acquires Slingsintt.</p>	<p>2022</p> <p>Slingsintt is recognized by CEPYME as one of the 500 leading companies in growth.</p>
<p>2023</p> <ul style="list-style-type: none"> • Certified in ISO 14001:2015. • ISO 45001:2018 certified. • Ecovadis Silver Medal. 	<p>2024</p> <ul style="list-style-type: none"> • Certification in ISO 3834-2:2022. • Certification in the EN 1090-2 standard. 	<p>2025</p> <ul style="list-style-type: none"> • Renewal of the Ecovadis silver medal

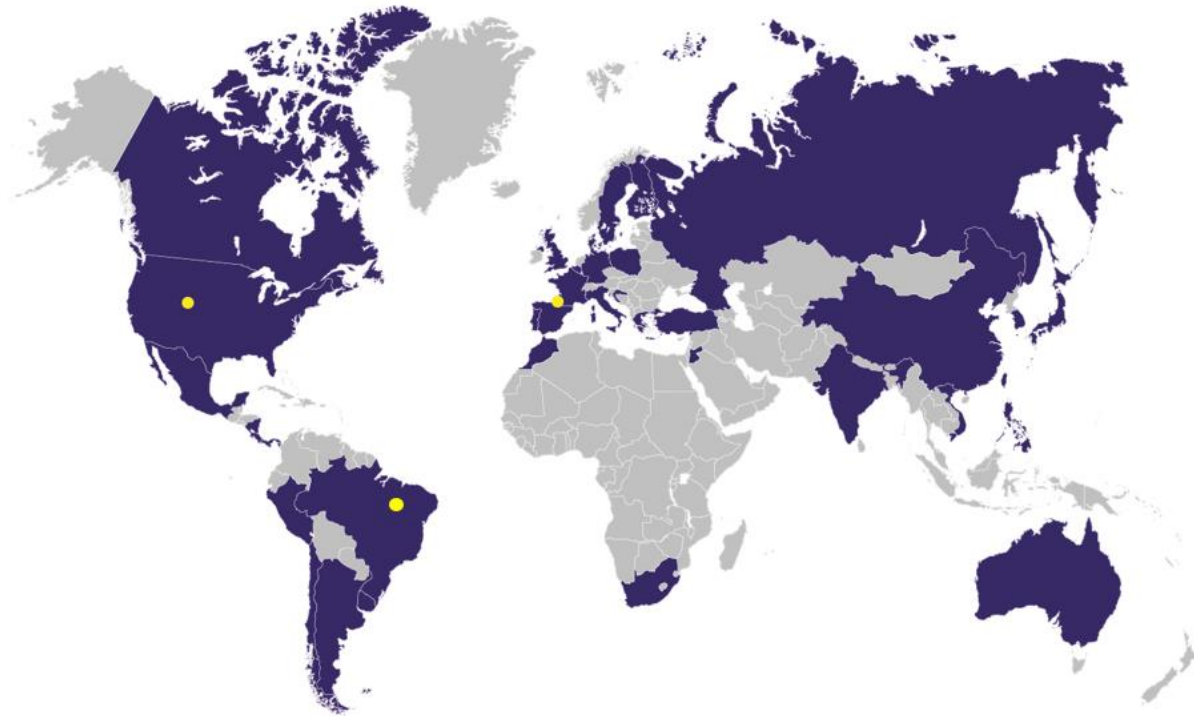
6 Organizational structure



7 Global footprint

Sling Supply International S.A. (SLINGSINTT) is a company dedicated to the design, manufacture and certification of lifting solutions with more than 40 years of experience.

We serve a wide range of industries, including wind power, foundries, automotive, rail, ports, shipyards and construction.



8 Politics

SLING SUPPLY INTERNATIONAL S.A., through the Management, states that the company carries out the service nationally and internationally, always offering as a priority argument in its offer the suitability of the services provided and their seriousness in the treatment. The achievement of a quality service, respectful of the environment and occupational health and safety under the **ISO 9001/14001/45001 standards (in its latest version)** is a policy that emerged from the Management and is shared by the entire organization, guiding these standards to the different activities that **SLING SUPPLY INTERNATIONAL S.A.** offers:

Activity	"Marketing and Mechanical Assembly of Lifting Elements"
	"Design, manufacture, and approval of Lifting Elements"
	"Review and Repair of Lifting Elements"

Clients, by choosing us, can be sure of finding a reliable response from the first contact to the total completion of the contracted services.

The integrated management policy of our company is to consolidate this reality, always improving the result of the service and attention to the requirements of our customers. The management system described in the management manual and work process sheets has been developed under your direction and has your full support.

Management controls and confirms all this documentation and notifies all staff of the obligation to follow all the guidelines derived from this process in order to reach the highest quality guarantee we can offer. Likewise, it invites all staff to participate, through their suggestions, to achieve continuous improvement and total identification with the management policy.

SLING SUPPLY INTERNATIONAL S.A. aims to:

- The quality of service it offers meets the requirements of each client, which ensures the long-term success of the company.
- Respect for the environment through the company's environmental management.
- The safety and health of its workers.

To this end, the Management establishes, declares and assumes the following principles:

- The quality of the service is the result of the planned and systematic actions of **PREVENTION, DETECTION, CORRECTION and CONTINUOUS IMPROVEMENT throughout the cycle.**
- Contractual requirements, requirements and customer expectations are the only criterion for setting the standard for the quality of our products/services.
- Quality requirements and contractual demands must be effectively executed in specifications that will be communicated to suppliers in a complete and timely manner.
- Quality is a common work of all areas of the company, each of them assumes that it is the customer and supplier of departments and people of the organization.

- Each employee is responsible for the quality of their work. The quality manager is responsible for promoting the implementation of the quality policy and objectives, and for verifying their execution through audits.
- The application of this policy requires the integration of the entire human team of the company, therefore, the management considers MOTIVATION AND TRAINING actions to be a priority .
- Define specific and measurable objectives, as well as the monitoring of these.

We always comply and will comply with our work philosophy which is none other than "**do things right the first time**" and if not, "**know the causes**" of the error. With all this, we aim to reduce risk and non-quality costs in order to achieve the **optimization of the processes** necessary for the fulfillment of our service.

This policy is appropriate to the purpose and context of the organization and supports our Strategic direction, and provides a framework for the establishment of quality, environmental and occupational safety objectives, which allows us to **make the commitment to:**

- **Comply with** the applicable requirements, legal and other requirements related to our activity, environmental and safety at work that we subscribe.
- **Protecting the environment**, including pollution prevention, and other specific commitments relevant to the organisation's context such as:
 - Proper waste management.
 - Control of external noise.
- To provide **safe and healthy working conditions** for the prevention of work-related injuries and deterioration of health and always appropriate to the purpose, size and context of our organisation and to the specific nature of our OSH risks and our opportunities for OSH
- Eliminating hazards and reducing OSH risks
- **To consult and involve** the workers and the workers' representatives.
- **Continuous improvement** of the quality, environmental, safety and health management system to improve quality, environmental and safety performance.

9 Supply chain

Sling Supply International's supply chain provides raw materials, ancillary products, industrial supplies, and tools needed for the manufacturing process. In addition, services such as transportation, machining, painting, inspections, calibrations, and other auxiliary production services (cleaning, security, etc.) are outsourced.

Sling Supply International prioritizes hiring local suppliers and subcontractors whenever viable alternatives exist.

The company also promotes compliance with basic environmental, occupational health and safety, ethics and conduct, and quality criteria among its suppliers and main subcontractors. In particular, compliance with applicable labour and environmental legislation is expected, as well as ethical behaviour.

To assess these aspects, Sling Supply International sends its suppliers and prime subcontractors a "Self Assessment" questionnaire, which includes questions related to occupational health and safety, environment, ethics and conduct, and quality. From the responses, an average score is obtained that reflects the overall performance in these areas.

10 Environmental management

Sling Supply International S.A. has demonstrated a strong commitment to sustainability and environmental protection by achieving ISO 14001 certification. This internationally recognized certification sets the requirements for an effective environmental management system (EMS), enabling organizations to continuously improve their environmental performance.

Sling Supply International S.A.'s environmental management focuses on several key aspects:

- 1. Legal and Regulatory Compliance:** The company assures that all its operations comply with applicable environmental laws and regulations, minimizing the risk of sanctions and improving its reputation.
- 2. Pollution Prevention:** Implements proactive measures to prevent pollution, reducing emissions, discharges and waste.
- 3. Efficient Use of Resources:** Optimizes the use of natural resources, such as water and energy, promoting efficiency and waste reduction. This not only benefits the environment, but can also lead to economic savings.
- 4. Continuous Improvement:** ISO 14001 certification fosters a culture of continuous improvement, where Sling Supply International S.A. regularly reviews and improves its environmental processes and practices to adapt to new regulations and stakeholder expectations.
- 5. Participation and Training:** The company involves all its employees in environmental management, providing training and resources necessary for them to understand and contribute to the environmental objectives of the organization.
- 6. Transparency and Communication:** Maintains open communication with stakeholders, informing about their environmental policies, objectives and achievements. This reinforces trust and collaboration with customers, suppliers and the community at large.

By integrating the environmental policy into the integrated management policy, Sling Supply International S.A. not only meets the requirements of ISO 14001, but also optimizes its operations and reinforces its commitment to sustainability, quality and safety.

10.1 Carbon footprint

Between 2023, 2024 and 2025, Sling Supply International S.A. has consolidated a system for measuring and monitoring its climate impact, continuously calculating the organisational carbon footprint in scopes 1 and 2 using the Ecovadis tool. This work has made it possible to have a reliable, homogeneous and comparable diagnosis of our emissions. thus strengthening our capacity to plan effective reduction measures.

Sling Supply International's firm commitment to sustainability and the fight against climate change was reinforced at the end of 2025 with the incorporation into the Murrizterren project, promoted through the Basque Maritime Fund. This milestone marks a turning point in our climate strategy, as the project has the following main objectives:

- To promote the sustainability of Basque SMEs.
- To massively extend the calculation of carbon footprint and environmental footprint using Ihobe's Climate and Circularity Calculator tool.
- Prepare companies for compliance with Law 1/2024, of 8 February, on energy transition and climate change, and for the future Basque Register of HCO.
- Provide a homogeneous, accompanied and verifiable method to measure environmental impact, plan reductions and communicate results in a rigorous manner.

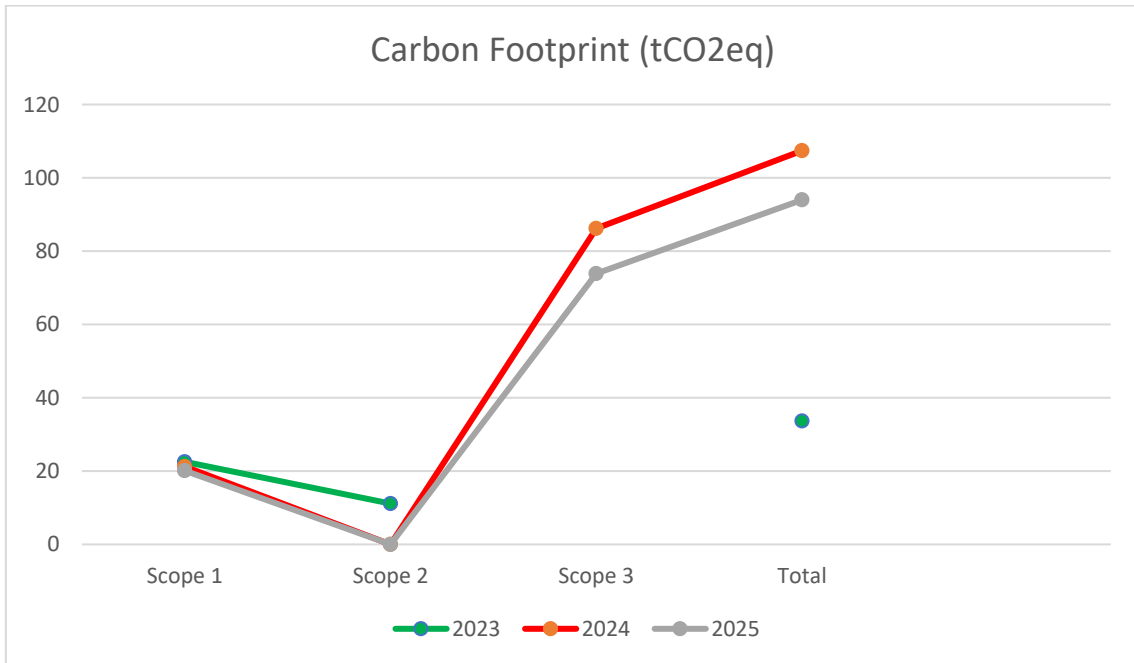
10.1.1 Expected achievements through the murriztearren project

Sling Supply International's involvement will mean significant advances in our environmental management, including:

- Obtaining the complete calculation of the organizational carbon footprint, including the three scopes.
- Carrying out the scope 3 materiality analysis, key to identifying priority areas for intervention in the value chain.
- Development of a basic decarbonisation roadmap and a realistic and operational reduction plan.
- Compliance with the requirements for the registration of the HCO on the MITECO platform.
- Preparation of a technical report and a visual communication sheet to reinforce transparency in the face of stakeholders.






The base year selected for this process is 2024, from which Sling Supply International will calculate and communicate its carbon footprint annually, following a methodology aligned with current regulations and international best practices.

	2023	2024	2025
SCOPE 1 (TCO2EQ)	22.53	21.23	20.10
SCOPE 2 (TCO2EQ)	11.13	0	0
SCOPE 3 (TCO2EQ)	-	86.19	73.89
TOTAL (TCO2EQ)	33.66	107.42	93.99



The evolution shows a steady reduction in Scope 1 and a notable improvement in the availability and traceability of Scope 3 data, which has allowed us to refine the inventory and move towards a more complete management of our indirect emissions.

10.1.2 Contribution to the Sustainable Development Goals (SDGs)

 <p>13 ACCIÓN POR EL CLIMA</p>	<p>SDG 13: Climate action: This goal focuses on taking urgent action to combat climate change and its impacts. Reducing your carbon footprint is critical to mitigating global warming.</p>
 <p>7 ENERGÍA ASEQUIBLE Y NO CONTAMINANTE</p>	<p>SDG 7: Affordable and clean energy: Promotes access to affordable, reliable, sustainable and modern energy. The transition to renewable energies and the improvement of energy efficiency are key to reducing carbon emissions.</p>
 <p>12 PRODUCCIÓN Y CONSUMO RESPONSABLES</p>	<p>SDG 12: Responsible consumption and production: This goal seeks to ensure sustainable consumption and production patterns. Reducing your carbon footprint means adopting production and consumption practices that minimize greenhouse gas emissions.</p>
 <p>11 CIUDADES Y COMUNIDADES SOSTENIBLES</p>	<p>SDG 11: Sustainable cities and communities: Promotes the creation of inclusive, safe, resilient and sustainable cities and communities. Managing the carbon footprint in urban areas is crucial to reducing pollution and improving quality of life.</p>
 <p>15 VIDA DE ECOSISTEMAS TERRESTRES</p>	<p>SDG 15: Life on Land: This goal focuses on sustainably managing forests, combating desertification, halting and reversing land degradation, and halting biodiversity loss. Reforestation and ecosystem conservation help absorb CO2 from the atmosphere.</p>

10.2 Energy

At Sling Supply International S.A., we are firmly committed to sustainability and energy efficiency. A particularly relevant milestone is that 100% of the electricity consumed in our facilities comes from renewable sources, which directly contributes to reducing our carbon footprint and moving towards cleaner and more responsible energy models.

10.2.1 Energy efficiency and consumption optimisation

Over the past few years, we have continued to implement measures aimed at reducing energy consumption and improving the efficiency of our operations. Among the main initiatives are:

- Complete replacement of lighting with LED technology, achieving a considerable reduction in the electricity consumption associated with lighting and extending the useful life of the equipment, which also minimizes the generation of electrical waste.
- Optimization of the welding process, recently incorporated, through the improvement of operating parameters, preventive maintenance and constant evaluation of more efficient technologies.
- Periodic control of energy consumption, with the aim of detecting deviations and applying continuous improvements in the production plants.

Despite the incorporation of the welding process, a reduction in electricity consumption has been achieved in 2025 compared to 2024, which demonstrates the effectiveness of the measures implemented.

10.2.2 Reduction of fossil fuels and GHG emissions

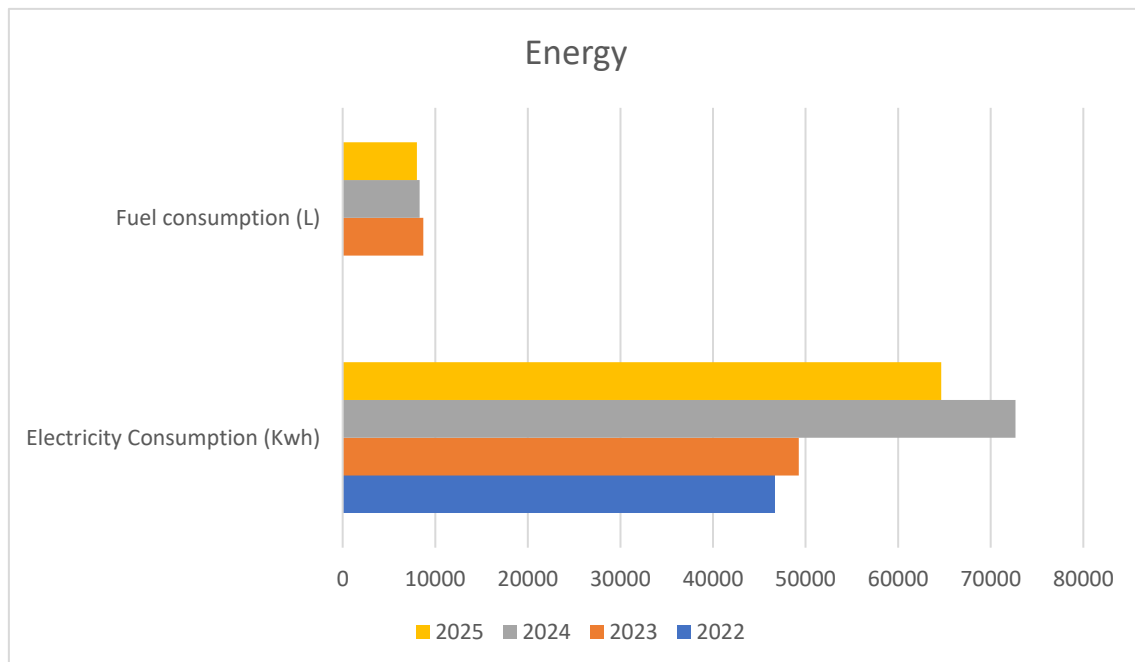
In addition to the exclusive use of renewable electrical energy, Sling Supply International is actively working to reduce fossil fuel consumption by:

- Optimisation of travel routes, reducing kilometres travelled and associated consumption.
- More accurate weekly planning, avoiding redundant trips.

These actions directly contribute to the reduction of greenhouse gas (GHG) emissions and improve the company's overall operational efficiency.

10.2.3 Evolution of energy consumption

	2022	2023	2024	2025
Electricity consumption (Kwh)	46731	49257	72679	64658
Fuel consumption (L)	No data	8702	8316	8021






The notable increase in electricity consumption recorded in 2024 is due, on the one hand, to the incorporation of an additional pavilion whose consumption was not possible to monitor and, on the other, to the higher production demands of that year.

By 2025, despite having incorporated the boilermaking process into our activity, total electricity consumption has been reduced.

In terms of fuel consumption, a downward trend has been maintained since 2023, mainly due to the optimisation of inspection operators' routes, more efficient planning and the elimination of unnecessary travel.

10.2.4 Contribution to the Sustainable Development Goals (SDGs)

 <p>7 ENERGÍA ASEQUIBLE Y NO CONTAMINANTE</p>	<p>SDG 7: Affordable and clean energy: This goal seeks to ensure access to affordable, reliable, sustainable and modern energy for all. It includes goals such as increasing the share of renewable energy in the global energy mix and improving energy efficiency.</p>
 <p>12 PRODUCCIÓN Y CONSUMO RESPONSABLES</p>	<p>SDG 12: Responsible consumption and production: This goal focuses on ensuring sustainable consumption and production patterns. The efficient management of natural resources and the reduction of waste generation are key to minimizing the environmental impact of energy and fuel consumption.</p>
 <p>13 ACCIÓN POR EL CLIMA</p>	<p>SDG 13: Climate action: This goal promotes urgent action to combat climate change and its effects. Reducing fossil fuel consumption and transitioning to clean energy are essential to reducing greenhouse gas emissions.</p>

10.3 Water consumption and discharges

At Sling Supply International, as in previous years, we maintain all the discharge authorisations required for our production facilities. Our processes do not use water in any phase of manufacture, treatment or testing, so there are no industrial discharges and no need for periodic analytical controls. The organisation's only water consumption corresponds to sanitary uses, which places our water impact at very low levels within the industrial sector.

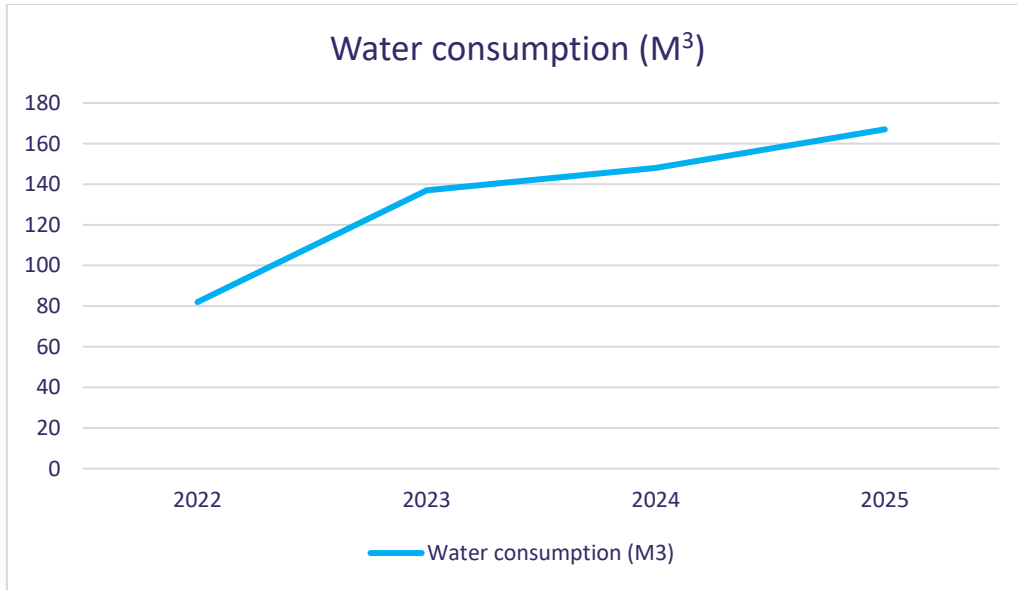
During the period 2022–2025, there has been a progressive increase in water consumption, especially between 2024 and 2025. This increase is directly linked to the growth of the workforce, which has gone from 34 to 42 workers, with consumption per employee remaining stable, which shows an efficient use of this resource.

In addition, Sling Supply International maintains a Good Environmental Practices Guide, which is mandatory for all staff, and includes specific recommendations on the responsible use of water in the workplace. This tool reinforces environmental awareness and the collective commitment to sustainability.

10.3.1 Evolution of water consumption

The analysis of the annual evolution shows an upward trend consistent with the increase in personnel and the greater occupancy of the facilities, maintaining a proportionally efficient consumption. As there are no industrial processes that involve the use of water, consumption is practically decoupled from productive activity, so it is considered a limited and controlled environmental impact.

	2022	2023	2024	2025
Water Consumption(M3)	82	137	148	167



10.3.2 Contribution to the Sustainable Development Goals (SDGs)

	<p>SDG 6: Clean water and sanitation: Discharge authorization ensures that wastewater is properly treated before being released into the environment, thus protecting water quality and promoting access to clean water and sanitation.</p>
	<p>SDG 14: Life below water: By controlling and reducing water pollution, marine life and aquatic ecosystems are protected, contributing to the conservation and sustainable use of oceans, seas and marine resources.</p>
	<p>SDG 15: Life on land: Proper management of landfills also helps protect terrestrial ecosystems, preventing pollution of rivers and lakes that can affect biodiversity and natural habitats.</p>

10.4 Waste

Sling Supply International carries out responsible management of the hazardous waste generated in its industrial activity, applying criteria of prevention, segregation at source and delivery to authorised managers. These managers guarantee the appropriate treatment of each type of waste, prioritising circular economy options such as reuse, recycling and recovery, over less sustainable alternatives such as landfill disposal.

Despite the actions taken to reduce the consumption of pollutants and optimize internal processes, the total volume of hazardous waste is directly correlated with the company's production activity. Therefore, annual variations can be observed directly linked to the level of production, the nature of the projects carried out in each year and the improvements in the maintenance, manufacturing and testing procedures carried out.

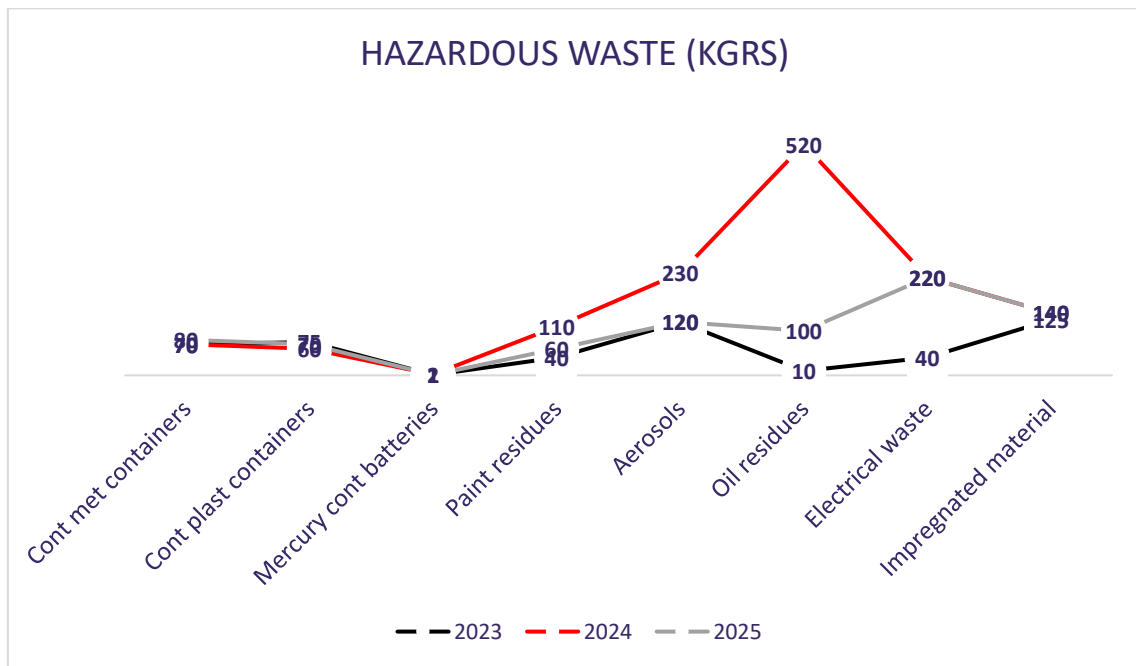
10.4.1 Evolution of hazardous waste (2022–2025)

The behaviour of the different types of waste shows:

- Waste with a variable trend by activity: used oils, contaminated metal or plastic containers. This waste depends on maintenance and the level of manufacturing.
- Reductions associated with process improvements: paint waste has been significantly reduced since 2022, reflecting an optimisation in touch-up work and product consumption.
- New categories arising from operational changes: impregnated material appears from 2024 due to the introduction of new operations or improvements to the registration and classification system.
- Electrical/electronic waste: the increase in 2024 reflects equipment renewals, which may be linked to technological modernization processes or compliance with life cycles.

HAZARDOUS WASTE (Kgrs)	TYPE	2022	2023	2024	2025	Treatment
Contaminated metal containers	P	40	70	40	80	Recycling and recovery
Contaminated plastic packaging	P	105	75	60	70	Recycling and recovery
Mercury-containing batteries	P	0	1	2	1	Recycling and recovery

HAZARDOUS WASTE (Kgrs)	TYPE	2022	2023	2024	2025	Treatment
Paint residues	P	340	40	110	60	Landfill
Aerosols	P	195	120	230	120	Recycling and recovery
Oil residues	P	490	10	520	100	Recycling and recovery
Electrical/Electronic Waste	P	25	40	220	220	Recycling and recovery
Impregnated material	P	-	-	140	140	Recycling and recovery



10.4.2 Contribution to the Sustainable Development Goals

	<p>SDG 11: Sustainable cities and communities - Proper waste management helps reduce pollution and improves the quality of life in cities.</p>
	<p>SDG 12: Responsible production and consumption - Promotes the reduction, reuse and recycling of waste, minimizing environmental impact and conserving natural resources.</p>
	<p>SDG 13: Climate action - Waste management contributes to the reduction of greenhouse gas emissions, helping to combat climate change.</p>
	<p>SDG 14: Life below water - Prevents waste from reaching the oceans, protecting marine life.</p>
	<p>SDG 15: Life on Land - Prevents soil pollution and helps preserve natural ecosystems.</p>

11 Social performance

Sling Supply International S.A. continues to establish itself as an excellent place to work, standing out for its firm commitment to the well-being, safety and professional development of all the people who are part of the organization. The company fosters a positive work environment based on respect, cooperation and continuous improvement, promoting conditions that favor both individual growth and collective success.

Likewise, Sling Supply International S.A. maintains a solid commitment to fundamental labor rights, guaranteeing freedom of association, association and collective bargaining, always in accordance with current regulations. This approach ensures that all employees can exercise their rights freely, safely and transparently, consolidating an organizational culture based on justice, equity and dialogue.

During 2025, the company has continued to strengthen its social commitment through actions aimed at promoting equal opportunities, diversity, occupational health and safety, continuous training and staff well-being. These lines of action reflect the organisation's desire to build a responsible, inclusive work environment aligned with the principles of sustainable development.

11.1 Workforce

Between 2022 and 2025, Sling Supply International S.A.'s workforce has shown progressive and sustained growth, from 32 people in 2022 to 42 in 2025, representing an increase of 31.25% in four years. This increase is directly related to the expansion of activities, the incorporation of new production processes and the need to strengthen key operational areas.

In terms of gender distribution, the number of women has remained constant at 7 workers, while the overall growth of the workforce, especially in technical areas, has caused their relative weight to fall from 21.9% in 2022 to 16.7% in 2025. Even so, the female presence remains stable and significant within the industrial sector, where there is traditionally a male predominance.

When analysing the professional structure, the graph shows a distribution clearly aligned with the reality of the sector:

- Management positions: 3 people, with a female participation of 33.3%, which reflects a notable presence of women in leadership positions.
- Middle management: 7 people, with a female representation of 14.3%, maintaining a presence in supervisory and coordination functions.
- Operators: 32 people, this being the category with the greatest weight within the organization. Here female participation reaches 15.6%, a representative figure taking into account the technical profile of the position.

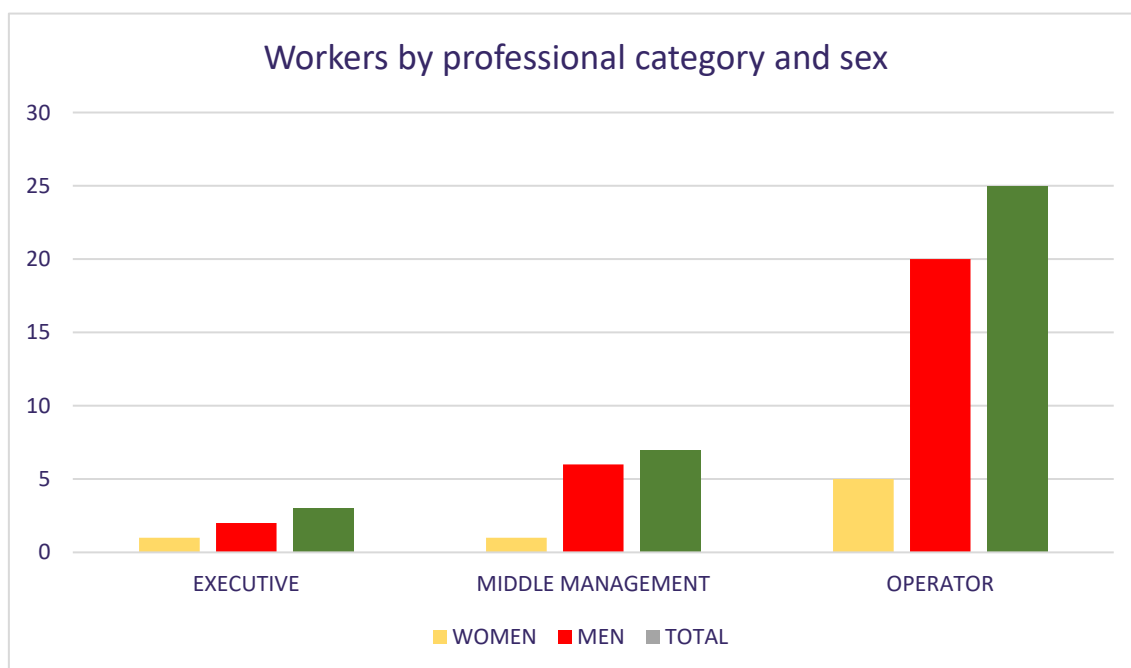
This distribution shows that the growth of the workforce has been mainly concentrated in the operational area, where most of the new hires have taken place and where the male presence is the majority. However, it also confirms that Sling Supply International S.A. maintains a balanced structure, in which women are present at all levels, including management positions.

Overall, the data show an expanding organization, with a workforce that has been strengthened both in number and structure, and that continues to advance in its commitment to equal opportunities, professionalization and the promotion of talent, regardless of gender and professional category. This scenario represents a solid basis for further developing diversity, training and sustainable growth policies in the coming years.

	WOMEN	MEN	TOTAL
2022	7 (21.9 %)	25 (78.1 %)	32
2023	7 (22.6 %)	24 (77,4 %)	31
2024	7 (20 %)	28 (80 %)	35
2025	7 (16.7 %)	35 (83.3 %)	42



	WOMEN	MEN	TOTAL
MANAGERS	1 (33,3 %)	2 (66,7 %)	3
MIDDLE MANAGEMENT	1 (14,3 %)	6 (85,7 %)	7
OPERATORS	5 (15.6 %)	27 (84.4 %)	32



11.1.1 Ethical commitment in workforce management

The management of the workforce at Sling Supply International S.A. is firmly based on the principles set out in our **Code of Ethics and Conduct**, which forms the basis of our organisational culture. These principles, responsibility, professional ethics, integrity, honesty, loyalty and efficiency, guide the behavior of all the people who are part of the company and guarantee a respectful, safe work environment oriented to sustainable growth.

The Code of Ethics and Conduct establishes that all professionals of Sling Supply International S.A. must perform their duties with honesty, diligence, professionalism and integrity, promoting a culture based on trust, transparency and personal responsibility. This ethical framework applies to managers, middle managers, operators and associated personnel, ensuring equitable and consistent treatment in all areas of the organization.

The Code also reinforces the company's commitment to creating a good working environment, highlighting the importance of open and respectful communication, collaboration between

colleagues, mutual loyalty and teamwork. In the same way, it expressly prohibits any form of harassment or discrimination based on gender, origin, sexual orientation, beliefs or other circumstances, guaranteeing an inclusive and respectful work environment for all people.

In terms of equality, the presence of women in managerial positions, middle management and operational areas reflects the company's commitment to equal opportunities, aligning itself with the ethical principles described in the code. This commitment is complemented by transparency, confidentiality and regulatory compliance policies, which protect the privacy of workers and ensure responsible professional behaviour in all the company's activities.

In addition, the code establishes clear obligations in terms of occupational health and safety, underlining the individual and collective responsibility to maintain a safe work environment, free of avoidable risks and free of the consumption of substances that may affect performance. These guidelines are fully integrated into the daily practices of the workforce and into the prevention strategies promoted by the management systems.

Overall, the application of the Code of Ethics and Conduct not only strengthens internal cohesion and organizational culture, but also contributes to consolidating a fair, transparent and professional development-oriented work framework for all people who are part of Sling Supply International S.A. Its integration into workforce management reinforces our commitment to responsible and sustainable growth, fully aligned with the values that define the company.

11.2 Health and safety

Occupational health and safety is one of the fundamental pillars of Sling Supply International S.A. The company maintains a firm commitment to risk prevention and the protection of all people linked to its activities, guaranteeing a safe and healthy environment through a continuous improvement approach, fully integrated into our Management System.

Our Occupational Health and Safety Policy, which is part of the Integrated Quality, Environment and Health and Safety Policy, establishes that the life, physical integrity and well-being of people are essential priorities within all our operations.

Sling Supply International S.A. maintains ISO 45001 certified management, an international standard that reinforces the organization's commitment to the prevention of occupational injuries and illnesses. This certification allows us to:

- Identify, evaluate and control occupational risks in a systematic manner, reducing accidents and dangerous situations.
- Improve the preventive culture and motivation of staff, favouring participatory and safe work environments.
- Ensure legal compliance in occupational health and safety.
- Reduce costs from incidents, downtime, and claims.
- To strengthen corporate reputation and the trust of customers, workers and partners.
- Maintain a competitive advantage in tenders and projects where sound safety management is required.
- To promote the continuous improvement of performance in preventive matters.

11.2.1 Evolution of Health and Safety Performance Indicators

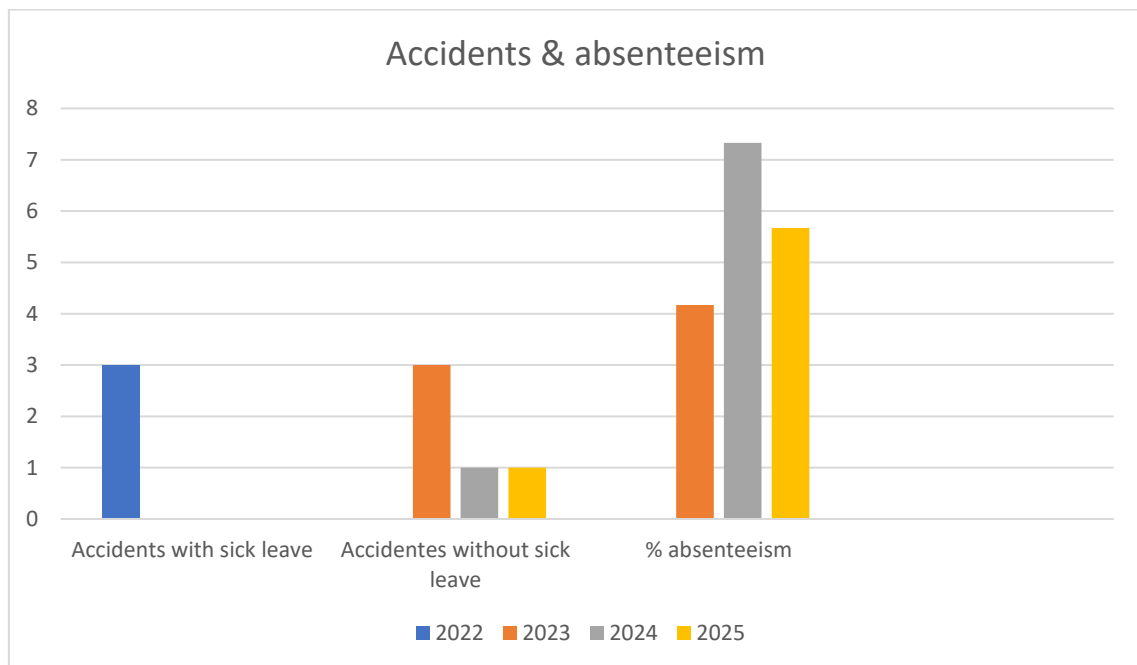
The evolution of health and safety indicators at Sling Supply International S.A. confirms the consolidation of an increasingly safe work environment, reinforced by the implementation and maintenance of the management system certified according to ISO 45001. During the period 2022–2025, a very positive trend is maintained in terms of accidents, reaching three consecutive years without accidents with sick leave (2023, 2024 and 2025). This result reflects the effectiveness of preventive measures, continuous improvement in work processes and the growing awareness of the workforce in terms of safety.

As for accidents without sick leave, there is a significant reduction from 2023 to 2024 and stability in 2025, going from three incidents in 2023 to one in 2024 and remaining at one during 2025. This evolution shows a more efficient management of risks and a decrease in minor incidents, which is indicative of good operational practices and a greater preventive culture.




Regarding absenteeism, after the increase recorded in 2024 (7.33%), in 2025 the figure will fall to 5.67%, placing it at a more favourable level. This reduction can be related to improvements in ergonomics, better operational planning, welfare policies and greater organisational stability. Even so, absenteeism continues to be a key indicator that should be further analysed to identify possible causes and opportunities for improvement.

Overall, the data reflect a solid performance in terms of occupational health and safety, highlighting the absence of accidents with sick leave for three consecutive years and an improvement in the indicators of incidents and absenteeism. These results demonstrate Sling Supply International S.A.'s commitment to the protection of people, preventive management and continuous improvement of safety performance, consistent with the principles of its Integrated Policy and ISO 45001 certification.

	2022	2023	2024	2025
Workplace accidents with sick leave	3	0	0	0
Accidents at work without sick leave	0	3	1	1
% Absenteeism	Not calculated	4.17%	7.33 %	5.67 %



11.2.2 Contribution to the Sustainable Development Goals (SDGs)

 <p>3 SALUD Y BIENESTAR</p>	<p>SDG 3: Good health and well-being - ISO 45001 has a direct focus on improving occupational safety and health. It promotes the identification and control of occupational risks, contributing to the prevention of accidents and diseases, which improves the quality of life of workers.</p>
 <p>8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO</p>	<p>SDG 8: Decent work and economic growth – ISO 45001 helps to create a safe working environment, which supports decent work. The standard encourages the continuous improvement of working conditions and employee health, which has a positive impact on employee productivity, engagement and retention, elements that are linked to sustainable economic growth.</p>
 <p>16 PAZ, JUSTICIA E INSTITUCIONES SÓLIDAS</p>	<p>SDG 16: Peace, justice and strong institutions – Compliance with ISO 45001 can strengthen integrity and accountability within an organization, promoting a safer and fairer work environment, which complies with local and international regulations. This can contribute to the construction of more transparent and accountable labor institutions.</p>

11.3 Commitment to a Safe and Respectful Work Environment

During the year 2025, Sling Supply International S.A. has maintained its firm commitment to the creation of a safe, respectful and inclusive work environment, in which no form of workplace harassment is tolerated, whether psychological, sexual, based on sex, sexual orientation, gender identity or expression, or behaviors that may violate the dignity of workers.



Throughout this year, the company has continued to develop preventive actions such as training actions and the dissemination of good practices aimed at strengthening coexistence and respect within the work environment. Likewise, an accessible and confidential channel has been kept operational to report situations of possible harassment, always guaranteeing impartiality, the protection of the people involved and compliance with current regulations.

It is important to note that during the year 2025 no complaints have been registered regarding workplace harassment, sexual harassment or harassment based on sex, or sexual orientation, gender identity or expression. This result reflects the commitment of the workforce and the effectiveness of the preventive measures implemented in recent years.

In line with the principle of continuous improvement, and with the aim of further strengthening protection against any form of harassment, during 2025 Sling Supply International S.A. has begun work on the development of a new protocol for the prevention and action against harassment. This new document (currently in the process of development and not yet approved) will make it possible to update internal procedures, incorporate improvements in line with current legislation and strengthen mechanisms for early detection, conflict management, protection of vulnerable groups and action in situations of psychosocial risk.

This work will allow for a more robust, up-to-date protocol adapted to the real needs of the organisation, reinforcing the preventive culture and the company's commitment to the dignity, equal treatment and psychological safety of the entire workforce.

11.3.1 Contribution to the Sustainable Development Goals (SDGs)

	<p>SDG 5: Gender equality. This Sustainable Development Goal seeks to achieve gender equality and empower all women and girls, eradicating all forms of violence, including sexual and gender-based violence.</p>
	<p>SDG 8: Decent work and economic growth. A harassment-free work environment fosters a more inclusive and fair work environment, which is linked to the promotion of decent work.</p>



SDG 10: Reduced inequalities. Ensuring that all people, regardless of gender, have equal treatment and opportunities also contributes to reducing inequalities in various areas.

11.4 Training and development

During 2025, Sling Supply International S.A. has continued to promote the professional development of its team, understanding that education and training are essential elements to achieve operational excellence and consolidate sustainable growth. The company fosters a culture of continuous learning, in which each person has opportunities to acquire and update technical and transversal skills.

The organisation maintains a firm commitment to equal opportunities, ensuring that individual merit is the only determining criterion in the processes of access to employment, promotion and professional development. To this end, the company has a capability assessment system, which allows the contribution of each person to the company's strategic objectives to be evaluated annually.

The performance appraisal process is structured in two phases:

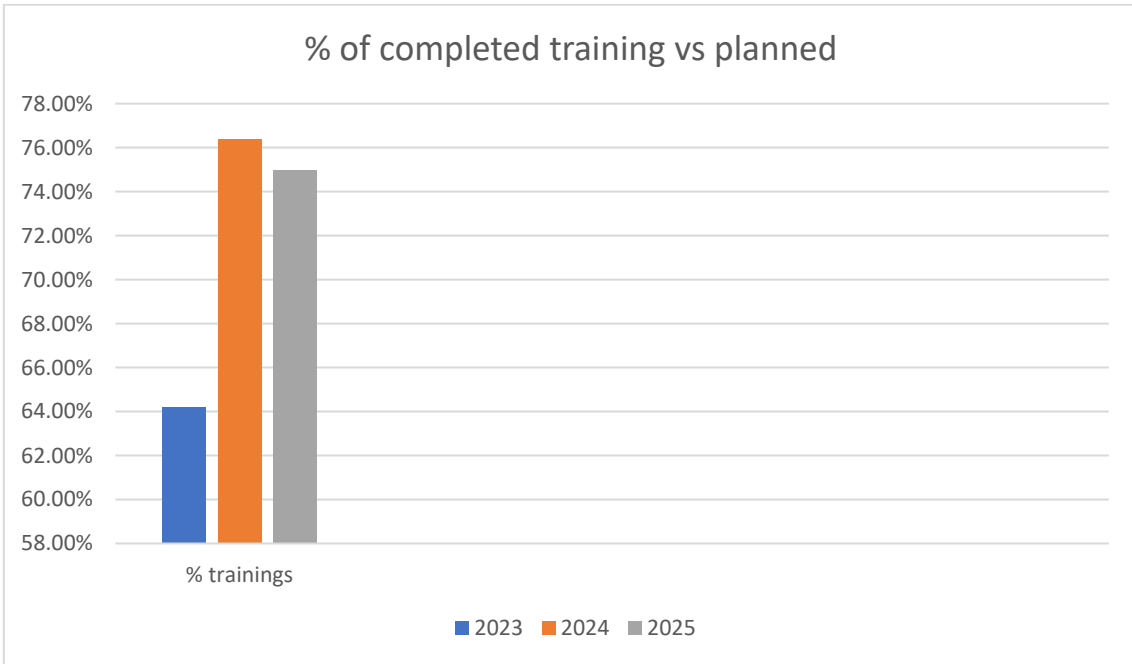
- An interim evaluation, where progress against the established objectives is reviewed.
- A final evaluation, which includes the annual assessment and the definition of the objectives for the following year.

This process is participatory: the person being evaluated, their direct manager and the corresponding team are involved, favouring transparency, collaboration and alignment with organisational priorities. The tool used for this process has been Fit to Position, which allows the evaluation to be systematized and facilitates the identification of training needs.

Based on the results of the performance evaluation, regulatory changes and the requirements arising from new projects, the Annual Training Plan is designed, which integrates both individual actions and specific training for the different groups of the company. In addition, a specialised training plan in occupational risk prevention is reinforced, aimed at strengthening the preventive culture, raising awareness among the workforce and improving the ability to identify and communicate risks.

The company also systematically monitors the validity of critical training, especially those related to safety, ensuring that all personnel have the necessary skills to perform their duties safely and effectively. Likewise, an evaluation of the effectiveness of the training provided is carried out, ensuring that the knowledge acquired is properly applied in the workplace.



	2023	2024	2025
% of completed training Vs planned	64,2 %	76,4 %	75 %







These results reflect a progressive and sustained improvement in the execution of the training plan and demonstrate the commitment of the staff to continuous improvement and professional development.

In addition, the commitment to training contributes to increasing staff engagement and strengthening talent retention, reinforcing an attractive, safe and growth-oriented work environment.

11.4.1 Contribution to the Sustainable Development Goals (SDGs)

	<p>SDG 4: Quality education. Employee training and development directly contribute to this goal, as it involves the continuous improvement of workers' skills and abilities. This fosters inclusive, equitable, and quality education, allowing employees to acquire the necessary knowledge to face the challenges of the work environment.</p>
	<p>SDG 8: Decent work and economic growth. Employee training and development are key to promoting decent jobs, improving productivity and fostering sustainable economic growth. This SDG emphasizes job creation and the improvement of working conditions, which is achieved through training programs that allow employees to develop professionally.</p>

	<p>SDG 5: Gender equality. Through inclusive training and development programs, companies can promote equal opportunities for all employees, regardless of gender. This contributes to closing the gender gap in the workplace and promotes a more equitable work environment.</p>
	<p>SDG 10: Reduced inequalities. Employee training and development help reduce inequalities within organizations and in society. By providing all employees with the opportunity to improve their skills, equal access to job opportunities is favored and greater inclusion is promoted.</p>
	<p>SDG 3: Good health and well-being. Training programmes that include occupational risk prevention and the promotion of occupational health and safety directly contribute to improving employee well-being. Investing in the physical and mental health of workers is key to achieving a safe and healthy work environment.</p>
	<p>SDG 13: Climate action. Organizations can also include topics on sustainability and climate change, raising awareness among employees about how their actions can contribute to environmental protection, promoting environmentally responsible labor practices.</p>

11.5 Work-life balance

At Sling Supply International S.A., an appropriate balance between personal and professional life is promoted through different measures of flexibility and work organization.

The usual working day is from 8:00 to 13:00 and from 14:00 to 17:00 from Monday to Thursday, and from **7:30 to** 15:00 on Fridays. In addition, the 60-minute period allocated to the check-in can be adapted, allowing you to adjust the time of entry or exit to facilitate work-life balance. During the months of July and August, the working day is from 8:00 a.m. to 3:00 p.m., with a 20-minute break.



The company does not establish a fixed vacation period, which allows each worker to organize their vacations according to their personal and family needs.




Likewise, those whose position allows it can telework occasionally, especially in situations that require it (care of sick minors, care for the elderly, family unforeseen events, etc.), always by prior agreement with the person in charge.

Throughout 2025, Slingsintt has continued to strengthen an organisational culture that favours work-life balance, based on:

- Facilitate attendance at medical appointments, administrative procedures or family responsibilities without bureaucratic complications.
- Plan meetings and internal activities within working hours, respecting the working day and promoting the right to digital disconnection.
- To encourage the full enjoyment of holidays and legal breaks.
- Support exceptional personal situations when required, through additional flexibility.

11.5.1 Contribution to the Sustainable Development Goals (SDGs)

	<p>SDG 5: Gender equality. Policies that support work-life balance, such as flexible hours, remote working and parental leave, help reduce gender inequalities. These measures allow men and women to balance their work and family responsibilities equally, promoting more equal participation in the labour market and at home.</p>
	<p>SDG 8: Decent work and economic growth. Promoting work-life balance contributes to the improvement of working conditions, favouring a healthier, more inclusive and productive work environment. By facilitating the right balance, employees can be more productive, reduce absenteeism, and improve their overall well-being, which positively impacts the economy.</p>

	<p>SDG 3: Good Health and Well-being. Work-life balance has a direct impact on people's mental and physical health. Facilitating access to measures such as flexible working hours and teleworking can reduce stress and improve the general well-being of workers, contributing to the reduction of work-related diseases and mental health.</p>
	<p>SDG 10: Reduced inequalities. Work-life balance policies also have a positive impact on reducing inequalities, especially when they are implemented in an inclusive way, allowing both men and women, as well as people with disabilities or other particular situations, to access a fairer and more equitable work environment. These measures can reduce economic and social gaps between different groups.</p>
	<p>SDG 4: Quality education. Work-life balance can also promote education, since, by allowing parents to better balance their time, they have more capacity to be involved in their children's education, supporting their development and well-being. In addition, work-life balance policies can also facilitate people's participation in training and professional development programmes, promoting continuing education.</p>

11.6 Internal Communication


During 2025, Sling Supply International S.A. has consolidated a more efficient, digitized and accessible internal communication model, based on tools that facilitate the exchange of information between the company and workers.

The Sage app has become the primary internal communication channel, centralizing most corporate interactions and documents. Through this platform, the workforce can receive official communications, consult employment documentation, send supporting documents or send applications directly to the company, which improves traceability and streamlines administrative processes. Its use has made it possible to promote more fluid, faster and more organized two-way communication.

For its part, the Bilky platform has been used exclusively for sending and consulting payrolls, remaining a secure repository for this type of documentation.

The integration of these tools has reinforced the transparency and accessibility of internal information, making it easier for all workers to be correctly informed and have formal channels to communicate with the organisation.

11.6.1 Contribution to the Sustainable Development Goals (SDGs)

	<p>SDG 8: Decent work and economic growth. Clear and open internal communication improves the working environment and operational efficiency, which can contribute to the economic growth of the company. Facilitating transparency in business decisions, sharing goals and achievements, and allowing employees to express themselves freely can result in more decent, fair, and motivating work. In addition, it strengthens talent retention and productivity.</p>
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12 Stakeholders

During 2025, Sling Supply International S.A. has maintained its commitment to a stable, transparent and continuous dialogue with its stakeholders, understood as the groups, organizations and institutions that affect or may be affected by the company's activity.

The stakeholders defined in 2024 have remained unchanged, as they continue to adequately represent the company's operating context and strategic relationships. These groups are still relevant for understanding the expectations of the environment and for guiding decision-making, so it has not been necessary to update them during this exercise.

The dialogue with the different groups takes place through various channels, such as face-to-face meetings, technical and commercial visits, internal and external audits, digital communications, document management platforms and other common mechanisms of interaction. These channels allow you to maintain a continuous flow of information that makes it easier to identify concerns, anticipate risks and detect opportunities for improvement.

The main purpose of this dialogue is to have truthful and up-to-date information that allows us to build a realistic vision of the organization's environment. This process contributes to strengthening trust, improving operational performance and advancing in the continuous improvement of the company's management system. It also allows the creation of mutual value with customers, suppliers, workers, institutions and other relevant groups.

The prioritization of stakeholders, based on the factors of influence and level of interest, is maintained as a reference to guide actions and is presented in the corresponding table of the report.

TYPE	INTEREST GROUP	COMMUNICATION CHANNELS
INTERNAL	EMPLOYEES	Email Bilky App Performance evaluation Regular meetings
INTERNAL	RVBG	Meetings with General Management
EXTERNAL	CLIENTS	Corporate website Sustainability Report Customer complaint reports

TYPE	INTEREST GROUP	COMMUNICATION CHANNELS
		Regular meetings Participation in fairs
EXTERNAL	SUBCONTRACTORS	Facility visits Corporate website Sustainability report Regular meetings Electronic communications
EXTERNAL	SUPPLIERS	Facility visits Corporate website Sustainability report Regular meetings Electronic communications
EXTERNAL	ADMINISTRATION	Facility visits Corporate website Sustainability report Electronic communications
EXTERNAL	SPA	Facility visits Corporate website Sustainability report Electronic communications
EXTERNAL	MUTUAL ACCIDENT INSURANCE COMPANY	Facility visits Corporate website Sustainability report

TYPE	INTEREST GROUP	COMMUNICATION CHANNELS
		Electronic communications
EXTERNAL	NEIGHBORING COMPANIES	Facility visits Corporate website Sustainability report Electronic communications

12.1.1 Contribution to the Sustainable Development Goals (SDGs)

	<p>SDG 5: Gender equality. Identifying and working with stakeholders related to gender equality (employees, unions, women's organizations, etc.) is essential to create business policies that promote gender equality. This includes equal access to job opportunities, reducing the pay gap, and strengthening women's empowerment.</p>
	<p>SDG 8: Decent work and economic growth. Engaging with key stakeholders such as employees, trade unions, governments and businesses helps promote decent job creation and economic growth. By working hand in hand with these groups, companies can improve working conditions, offer continuous training, and create an inclusive and fair work culture.</p>
	<p>SDG 12: Responsible consumption and production. By engaging environmentally-related stakeholders such as NGOs, regulatory authorities, and consumers, companies can promote sustainable production practices, reduce the use of natural resources, and minimize waste. This collaboration can also encourage responsible consumption among customers.</p>
	<p>SDG 13: Climate action. Identifying stakeholders, such as environmental NGOs, local authorities and climate change experts, is crucial to developing strategies to mitigate the environmental impact of business activities. Through these relationships, companies can implement emission reduction policies, adopt renewable energy, and promote sustainability.</p>



SDG 17: Partnerships to achieve the goals. Stakeholder involvement is key to forming effective partnerships. This includes collaborating with governments, businesses, NGOs and communities to achieve the SDGs. By working together, companies can maximize their impact and help achieve global sustainability goals more effectively.

13 Other initiatives

13.1 Slingsintt day

Every year during the month of November, we celebrate one of the most special events for all of us: Slingsintt Day. This day has become a long-awaited tradition, as it allows us to disconnect from daily tasks, share time with colleagues and reinforce the team spirit that characterizes our company.

In this year's edition we decided to bet on a different and very participatory activity: a culinary challenge by teams. To do this, all the workers were divided into groups and each team was commissioned to prepare different dishes. Throughout the activity we were able to see the talent, creativity and, in some cases, the surprising gastronomic skills of our colleagues.

Once the preparations were finished, we tasted all the dishes and held a vote to choose the team that had best met the challenge. The atmosphere was unbeatable and the day left great moments to remember.

As is tradition, the winning team takes home a very special "prize": it will be in charge of organizing Slingsintt Day 2026, which we will celebrate at the end of next year. A responsibility they assumed with laughter!



We also take this opportunity to pay tribute to those who represent the commitment and dedication within Slingsintt better than anyone else. This year we gave a special detail to the workers who in 2025 celebrated 25 years as part of the company.

Our most sincere congratulations to Peio Rodríguez and Imanol Lasheras for reaching this important professional milestone.

Congratulations and enjoy your well-deserved gift.

Slingsintt Day once again demonstrated that, beyond our daily work, what really strengthens the company is camaraderie, collaboration and shared experiences. We are already looking forward to the next edition!

13.2 Draw your summer

During the year 2025 we organize a contest aimed at the children, nephews and other relatives of our workers. The challenge was to make a drawing that represented what they had done during their vacation. The participation was very positive and we were able to enjoy works full of creativity, color and spontaneity, which perfectly reflected the illusion of the little ones.

All the children who participated received a gift from the company as a thank you for their effort and enthusiasm. In addition, the winning drawing received a special gift, recognizing the originality and affection put into their work.



We want to take this opportunity to encourage more family members to join this initiative in 2026. This type of activity allows us to bring our families closer to the day-to-day running of the company, encourage participation and strengthen the bond that unites us as a team.



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The logo for Van Beest, featuring a small crown icon above the text 'VAN BEEST' in a bold, uppercase, sans-serif font. The text is enclosed in a white rounded rectangular border.