Fermator
AUTOMATIC DOORS FOR LIFTS

SUSTAINABILITY REPORT / 2024

Fermator opens its doors to sustainability:
A comprehensive review of main achievements and future goals.

HIGHLIGHTS

Gender equality and diversity plan

5
Distribution Centres

1,649
Employees

ISO 9001
since 1998

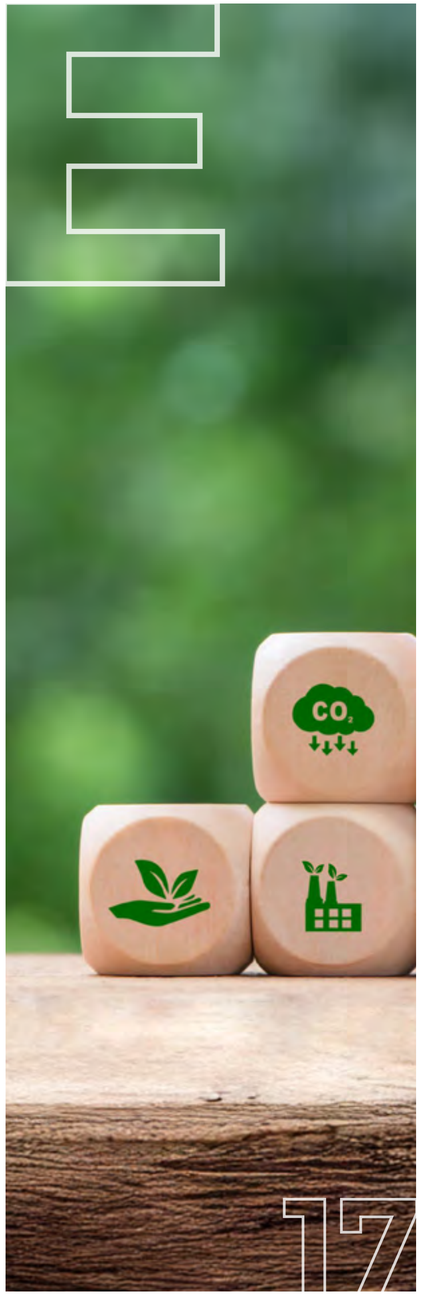
10
Fermator Manufacturing Centres

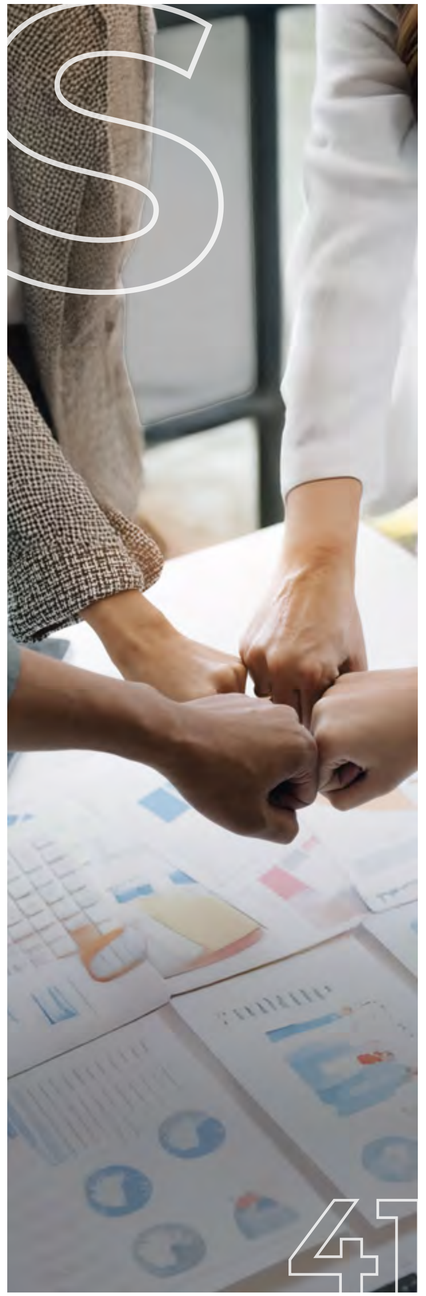
ISO 14001
since 2005

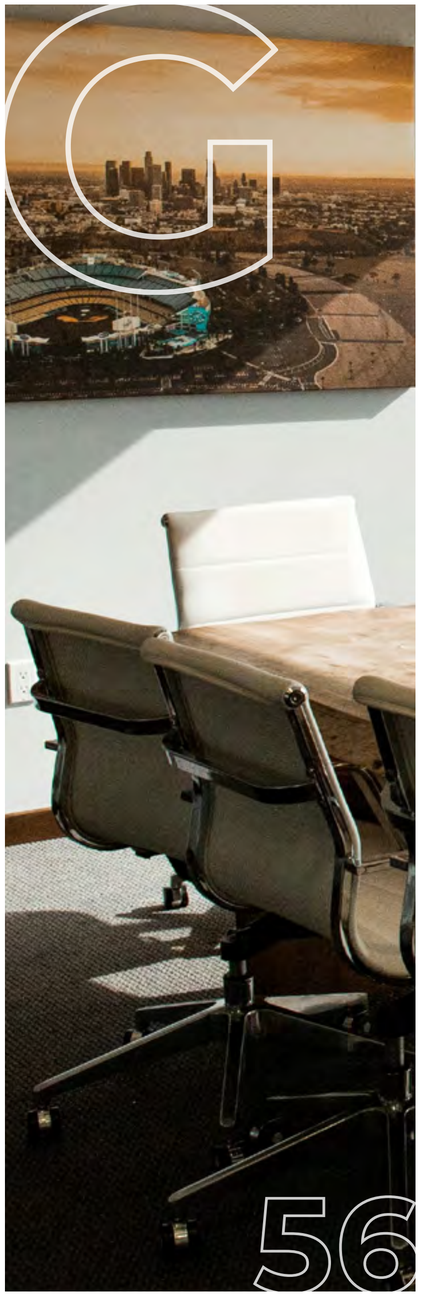
4
Competence Centres

m²
3,000
of testing and validating

Compliance of standards over the 5 continents







Fermator
AUTOMATIC DOORS FOR LIFTS

OVERVIEW

At Fermator, sustainability is not a destination; it is a continuous journey of responsibility, innovation and impact. As a global manufacturer of doors for lifts, we recognise that our role goes beyond providing safe and reliable access. Each product we create is part of a larger commitment to efficiency, durability and environmental responsibility. This report presents the milestones we have achieved and our continued commitment to opening doors to a better future.

SUBSECTIONS:

About us

Fermator is a global leader in the manufacture of automatic door solutions and components for lifts. Founded in 1977 in Reus, Spain, the company has evolved from a small factory to a world reference in innovation, quality, and sustainability. With over 45 years of experience, Fermator contributes to the daily transportation of millions of people through its vertical mobility solutions, playing a key role in the lift industry.

The company operates across various continents, with manufacturing plants and distribution centres in Europe, America, and Asia, establishing itself as a strategic partner for leading lift companies worldwide.

Timeline of key milestones (1/2)

1977
Fermator is founded in Reus, Spain, with the goal of offering innovative solutions for lift doors.

1994
Launch of the first Variable Frequency (VF) drive for cabin doors, showcased at international fairs, a breakthrough that marked a turning point in the lift door industry and laid the groundwork for greater energy efficiency in vertical transportation.

1998
Tecnolama S.A., headquarters of the Fermator, obtained ISO 9001 certification. As the Group expanded, the other companies were also certified accordingly, following the same quality management standards.

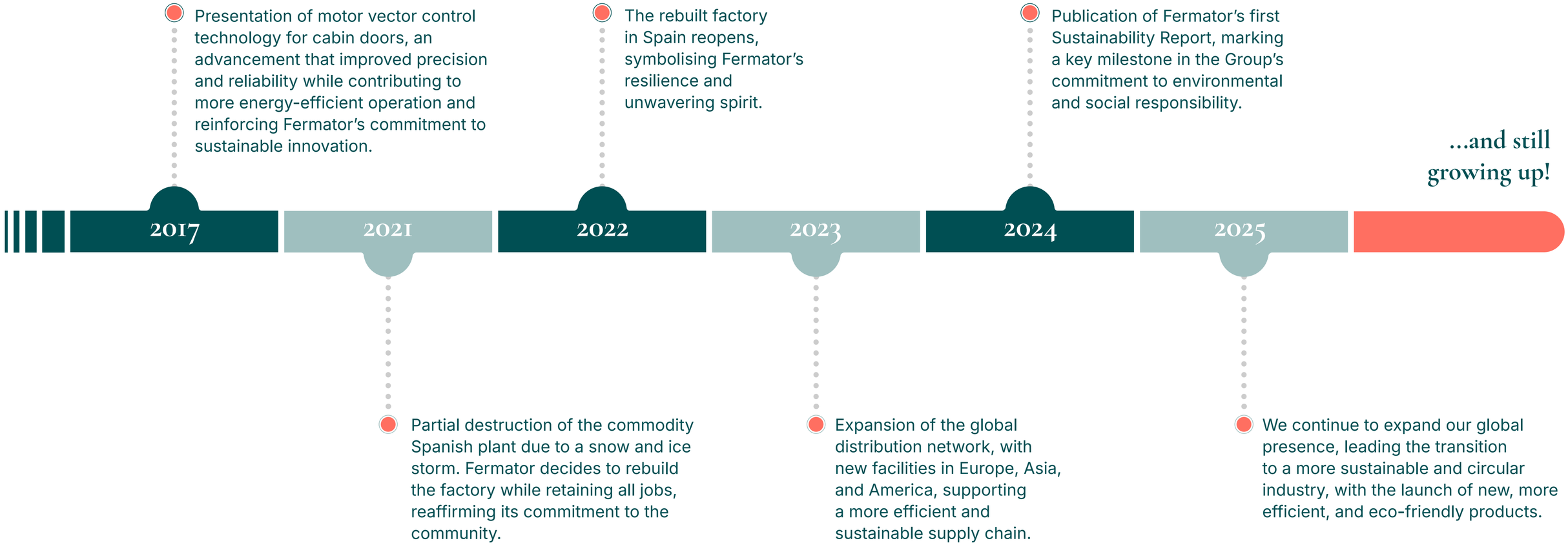
2000
International expansion with the opening of the first plant in Greece, followed by factories in Brazil, Italy, China, and other countries, strengthening our global presence with a focus on responsible and sustainable growth.

2005
Tecnolama S.A. achieves ISO 14001 certification, marking a key milestone in our commitment to environmental management and sustainability.

2010
Fermator solidifies its leadership in R&D, creating tailor-made solutions for clients worldwide.

2013
ISO 14001 environmental certification extended to all Fermator manufacturing centres, reinforcing the Group's commitment to sustainability.

Timeline of key milestones (2/2)

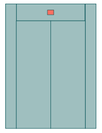


Sustainable progress, global impact

At Fermator, our mission is to lead through innovation, bringing advanced technologies into every area of our business while remaining specialists in the conception, design, and commercialisation of automatic doors for lifts. Central to this mission is a clear commitment to shaping a more sustainable future by delivering safer, more efficient, and environmentally responsible solutions.

Fermator's mission and sustainability strategy are built on four strategic pillars that guide our growth and innovation efforts. Each pillar integrates sustainability principles to ensure we deliver high-quality, responsible, and future-ready solutions across all markets.

Specialised Mono-Product Supplier

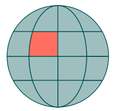


Focusing on the design, manufacturing and commercialisation of lift doors enables us to deliver superior quality, safety, and sustainability in every product.

Produt Segmentation

Customised solutions optimise energy efficiency and performance tailored to each application.

Global Presence



A broad footprint, including key expansions in India, Spain, and the Americas, supports localised production with lower environmental impact.

Leadership in R&D and Innovation

Commitment to pioneering sustainable technologies and embedding eco-design principles from concept to delivery.

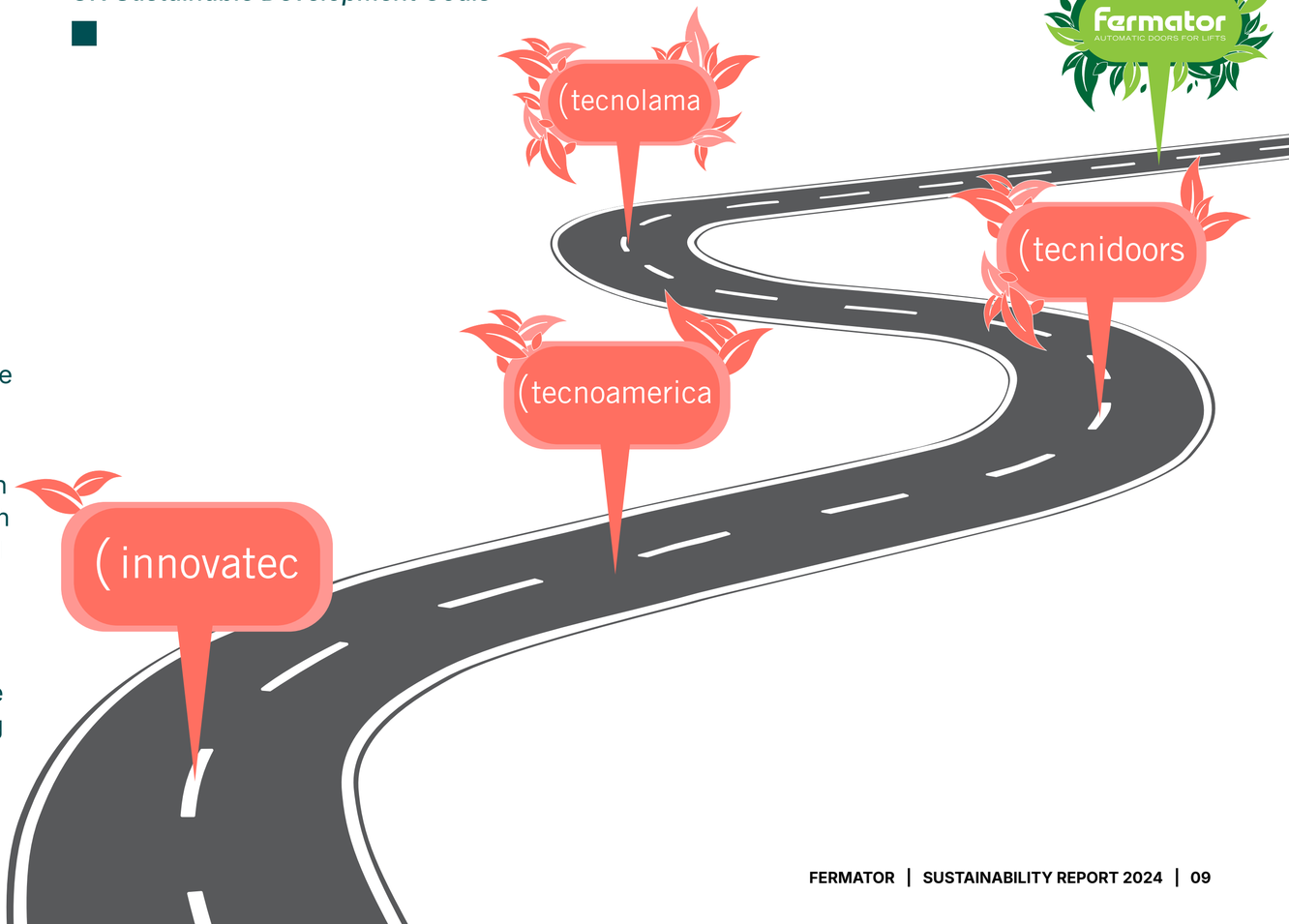
Our long-term vision combines engineering excellence with responsible growth, ensuring that every step forward adds value not only for our customers, but also for society and the environment.

In 2024, our commitment to sustainability is reflected in the way we grow. Each new facility and strategic move is guided by environmental responsibility and local impact:

- **Innovatec India, Pvt. Ltd.**, launched in India in 2023, has experienced significant growth in 2024, strengthening our commitment to regional manufacturing and sustainable growth. Its strategic location enhances supply chain efficiency, reduces transportation emissions, and supports the development of products that are more aligned with the local market.
- Our manufacturing centre **Tecnoamerica Ind. e Comércio Ltda.** has been expanded to strengthen regional manufacturing and increase our capacity to meet demand while minimising logistical impact.
- We are preparing a re-localisation and expansion of **Tecnidoors, S.p.A.,** our Italian facility, aiming to modernise operations with energy-efficient infrastructure and reduced emissions.
- **Tecnolama S.A.** is initiating its expansion plans with sustainability principles integrated from the design stage, laying the foundation for responsible, forward-looking growth.

We innovate not only for performance but for positive impact by developing safer, more efficient products that help our customers achieve their own sustainability targets. Through open partnerships, community engagement and responsible governance, we create value for both people and the planet.

This strategic integration of sustainability enhances our competitive advantage while aligning with global ESG expectations and the *UN Sustainable Development Goals*



Message from the CEO / Corporate Management

"Embedding ESG into our business strategy means aligning environmental responsibility, social inclusion, and ethical governance under a single purpose: creating long-term value through measurable, responsible impact"

Jaume Vicheto

"Sustainability at Fermator means caring — for the planet, for people, and for how we lead. ESG is not a checklist, but a mindset that shapes every action we take and every future we want to build"

Eduard Amigó

Driving sustainability through action, innovation, and measurable impact

With pride and responsibility, we present the second edition of Fermator's Sustainability Report. This milestone not only reflects our ongoing commitment to integrity and progress but also underscores how deeply embedded sustainability is within our business model.

At Fermator, sustainability is not just a value, it is a responsibility we embrace with purpose and determination. Over the past year, we have continued to integrate Environmental, Social, and Governance (ESG) principles into every level of our business strategy, advancing towards a model that is more efficient, inclusive, and resilient.

In 2024, we are proud to report tangible progress: the optimisation of our internal processes, digitalisation, the deployment of new energy-efficient solutions across our facilities, and an increased focus on circular design principles in product development. These initiatives are not isolated milestones, but part of a broader, long-term commitment to innovation-led sustainability.

Our Sustainability Committee, led by the executive team, has played a pivotal role in aligning our operational objectives with global sustainability goals. We are moving forward with more robust data collection, clearer performance metrics, and transparent reporting systems that allow us to measure our impact and improve upon it.

We are also strengthening our social responsibility, guided by a people first mindset that puts individuals at the centre of our strategy. We continue reinforcing diversity and inclusion, enhancing workplace safety, and supporting community engagement across the regions where we operate. Our commitment to people is just as strong as our commitment to the environment.

Fermator is committed to acting with integrity and foresight in the face of today's challenges, especially those posed by climate change and resource scarcity. As a responsible company, we are determined to take part in shaping a more environmentally conscious and socially inclusive industry.

Sustainability is not a destination, it is a continuous journey of accountability, innovation, and collaboration. We invite all stakeholders to join us as we build a future that is not only sustainable, but regenerative and fair for all

Jaume Vicheto / Eduard Amigó

Purpose and scope of the Sustainability Report

This second Sustainability Report reflects Fermator's continued commitment to responsible growth, transparency, and climate action. Guided by ESG principles and aligned with the GRI and ESRS standards, the report outlines progress made across operations, including advances in product innovation, operational efficiency, and workplace inclusion. A key milestone is the expanded management of greenhouse gas emissions, especially Scope 3, reinforcing our climate strategy. The report highlights how customers, employees, suppliers, and partners collectively shape a more ethical and sustainable value chain. It covers the activities of all Fermator manufacturing sites and reaffirms alignment with the UN SDGs and Global Compact principles.

Fermator Sustainability Report 2024: impact, progress, commitment

This second Sustainability Report marks another step forward in our roadmap toward becoming a more conscious, resilient company aligned with the challenges of our time. In it, we not only share the progress we have made but also contrast the results achieved with the actions we continue to drive across every level of our organisation.

Guided by ESG principles, we are committed to embedding sustainability into every strategic decision. We do so with a global perspective and a tangible impact, by innovating in our processes and products, improving operational efficiency, and strengthening relationships with everyone in our ecosystem.

Our customers inspire us to create safer, more efficient, and more sustainable solutions. The people who make up the Fermator team motivate us to build more inclusive, secure, and empowering workplaces. And together with our suppliers and strategic partners, we nurture a value chain based on transparency, trust, and ethical commitment.

This report has been prepared in accordance with the internationally recognised Global Reporting Initiative (GRI) Standards and incorporates key elements of the European Sustainability Reporting Standards (ESRS). This alignment reflects our commitment to enhanced accountability, transparency, and regulatory compliance in the European context.

A key milestone in this reporting cycle is the advancement in our climate strategy through the improved management of greenhouse gas (GHG) emissions, notably by expanding the scope of our reporting to include additional Scope 3 categories. This marks a critical step in our efforts to understand and reduce our indirect emissions, reinforcing our long-term commitment to climate change mitigation and aligning with international best practices and stakeholder expectations.

We reaffirm our commitment to the United Nations Sustainable Development Goals (SDGs) and continue to integrate the Ten Principles of the UN Global Compact into our strategy and operations. Together, they provide a comprehensive framework that guides us toward building a more inclusive, ethical, and sustainable industry.

This report covers the operations of the following Fermator manufacturing centres:

- Tecnoamerica Ind. e Comércio Ltda.
- Tecno Doors Pvt. Ltd.
- Changshu Wanyou Co., Ltd.
- Tecnolama, S.A.
- Doors Movement Technology, S.L.
- Tecnidoors, S.p.A.
- Ets Henri Peignen S.A.S.
- Ningbo Arttec Co., Ltd.
- Enginova Sp. z o.o.
- Innovatec India, Pvt. Ltd.

Materiality assessment

At Fermator, understanding and addressing the sustainability issues that truly matter to our business and stakeholders is a key priority. In 2024, we enhanced our materiality assessment process to better align with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Our approach embraces the double materiality concept, which means we look both at how our operations impact the environment and society, and at how sustainability issues affect our financial performance and long-term resilience.

To gather insights, we engaged a wide range of stakeholders (employees, customers, suppliers, investors, and community representatives) through workshops, and direct consultations. We also reviewed relevant regulations and sector benchmarks to ensure our understanding is comprehensive.

Each potential topic was assessed based on its impact on people and the environment, relevance to Fermator's business and finances, and importance to stakeholders. The results were carefully reviewed and approved by Board of Directors and now serve as the foundation for our sustainability priorities, governance, and reporting.

Material topics

Following ESRS guidance, seven key topics emerged as material for Fermator, reflecting both significant impacts and financial relevance:

Ethics and compliance: Upholding ethical behavior, legal compliance, and anti-corruption measures is vital for maintaining trust and securing our company's future.

Climate change: Tackling climate risks and opportunities, cutting greenhouse gas emissions, and strengthening resilience across our operations and supply chain are central to our strategy.

Own workforce: Creating a safe, inclusive, and fair workplace that supports employee well-being and growth remains a top priority.

Resource use and circular economy: We focus on using resources efficiently, reducing waste, and embedding circular economy principles in everything we do.

Pollution prevention and control: Preventing pollution (whether air, water, or soil-related) is crucial to our commitment to environmental stewardship.

Workers in the value chain: We promote responsible labor practices and human rights throughout our supply chain, emphasising transparency and collaboration.

Cybersecurity and data protection: Protecting data integrity and privacy is essential as we navigate increasing digitalisation and evolving regulations.

These material topics now steer our sustainability efforts, risk management, and disclosures, setting the stage for clear, transparent progress aligned with regulatory and stakeholder expectations.

Each of these material topics has been identified through a structured process for determining actual and potential impacts, risks, and opportunities. This included mapping sustainability matters across our operations and value chain, assessing stakeholder expectations, and reviewing the external environment.

Where applicable, the geographical context was considered, with particular attention to operations in countries or regions where environmental or human rights risks are more prevalent. This process also enabled us to identify areas where opportunities for innovation, resilience, or value creation may emerge in relation to sustainability.

These topics are closely linked to our internal policies, strategic goals, and governance structures, and are further explored in the relevant thematic sections of this report, including Environment, Social, and Governance and Management. This ensures that materiality is embedded into our decision-making, risk management, and sustainability disclosures in a transparent and meaningful way

Fermator
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ENVIRONMENT

At Fermator, we are accelerating our journey toward a greener future by embracing innovation and responsibility at every level. In 2024, in response to the urgent challenges of climate change, we expanded the scope of our emissions tracking to gain deeper insight into our environmental impact, empowering smarter, more sustainable decisions. From eco-conscious product design and energy efficiency to digitalisation, waste reduction, and the protection of natural resources, every initiative reflects our unwavering commitment to sustainability and a healthier planet.

SUBSECTIONS:

Eco-design and product innovation

Eco-design, also known as ecological design or sustainable design, is an approach to design that aims to minimise environmental impact and promote sustainability throughout the product's life cycle. It encompasses various principles and strategies to reduce resource consumption, energy use, and waste generation while maximising efficiency and environmental performance.

Designing for replacement and compatibility

Developing new products that can replace existing equipment without requiring complete system overhauls is key to reducing electronic waste and extending product lifespans. Our approach prioritises plug and play solutions that are easy to install, maintain, and upgrade.

These designs offer:

- **Compatibility:** Seamless integration with existing systems, avoiding the need for full replacements.
- **Flexibility:** A range of upgrade options tailored to user needs.
- **Cost-efficiency:** Lower capital investment by reusing parts of existing setups.
- **Maintenance support:** Simplified repairs through modular components.
- **Reduced downtime:** Quick installation limits disruption in critical environments.

This strategy not only enhances sustainability but also supports innovation, strengthens our market position, and meets the growing demand for environmentally responsible products.

Environmental benefits

Our design philosophy supports the circular economy by promoting reuse and resource efficiency. Key outcomes include:

- **Reduced electronic waste:** Modular, replaceable components significantly cut down on discarded devices.
- **Resource conservation:** Lower demand for raw materials such as metals and plastics.
- **Energy savings:** Manufacturing fewer complete units reduces energy consumption and emissions.
- **Extended product lifespan:** Upgradable systems ensure long-term functionality without frequent full replacements.

Modernisation and circular economy solutions

Modernisation is a key driver of sustainability. Our modular designs, such as the MOD MC car door operators, facilitate refurbishment and remanufacturing. These practices restore or rebuild products using a combination of new and reused parts, maintaining performance while reducing waste and costs.

Benefits include:

- **Environmental impact:** Lower waste generation and emissions.
- **Economic advantages:** Cost savings for customers and new job opportunities in refurbishment services.
- **Efficient resource use:** Reduced demand for raw materials and improved environmental performance.

Predictive maintenance: a smart sustainability tool

Predictive maintenance, supported by data analysis and machine learning, allows us to anticipate equipment failures and intervene before breakdowns occur. This approach delivers multiple sustainability benefits:

- **Waste reduction:** Prolongs equipment life and minimises unnecessary part replacements.
- **Energy efficiency:** Ensures optimal machine performance with consistent energy use.
- **Resource conservation:** Enables planned, efficient use of materials.
- **Lower environmental impact:** Fewer emissions and reduced hazardous waste.
- **Cost savings:** Minimised emergency repairs and downtime.
- **Improved safety:** Fewer unexpected failures and better compliance with regulations.

Data-driven decisions: Insights from predictive maintenance support continuous improvement and more sustainable designs.

Embedded AI for smarter maintenance

We are integrating AI into our VF7+ CAN door drives to detect early signs of failure in car and landing doors. This embedded solution enhances both Fermator's and our customers' maintenance capabilities without additional hardware, improving system reliability and uptime while supporting our environmental goals

Door power consumption impact on ISO 25745-2:2025

This standard provides a method to estimate the annual energy consumption of lifts and classifies them based on energy performance. While the standard does not explicitly break down energy use by component (e.g., doors vs. drive system), it includes door operation as part of the overall energy consumption during a reference cycle.

Specifically:

- The opening, open, and closing times of the doors are part of the known data used in energy modeling.
- Door operation contributes to the running energy consumption measured during the ISO reference cycle.
- Therefore, faster or more efficient door mechanisms can reduce the total energy measured and improve the lift's energy classification.

Why It matters?

- Manufacturers aiming for a better energy class under ISO 25745-2 will benefit from optimising door systems (e.g., using low-power motors, reducing opening times).
- Building designers and sustainability assessors can use this standard to evaluate and compare lift systems based on total energy use, including doors.

Energy-efficient lift door systems and technologies that contribute to lower power consumption and improved sustainability:

1. Low-power door drive systems

Modern lifts use brushless DC motors or permanent magnet synchronous motors for door operation. These motors are:

- More efficient than traditional AC motors
- Quieter and require less maintenance
- Capable of precise speed control, reducing energy spikes during opening/closing

2. Standby and sleep modes

Advanced control systems automatically switch door motors and related electronics into standby mode when not in use. This reduces idle energy consumption, especially in low-traffic periods.

3. Smart door control algorithms

Elevators equipped with AI-based or sensor-driven door controls can:

- Adjust door open/close times based on passenger flow
- Avoid unnecessary full openings when not needed
- Reduce wear and energy use over time

5. Predictive maintenance for door systems

Use of deep learning models with neuronal nets to monitor door performance in real time, allowing for:

- Prediction of anomaly behaviors
- Early detection of inefficiencies
- Reduced downtime and energy waste

Packaging

Packaging is an important element in the commitment to environmental stewardship and sustainable innovation. Recognising the significant impact packaging materials have on the planet, Fermator prioritises eco-friendly practices across all manufacturing sites. This approach carefully balances product protection with responsible sourcing, plastic reduction and regulatory compliance.

Fermator is actively lowering its environmental footprint while supporting circular economy principles. These measures demonstrate a strong commitment to embedding sustainability throughout operations and delivering value to customers, communities and the environment.

Sustainable sourcing of packaging materials

Fermator prioritises the use of environmentally responsible materials in its packaging processes. Across all manufacturing sites, cardboard and wooden pallets are generally sourced from sustainably managed forests. In general, packaging material from manufacturing centres in Europe and China, carries international recognised certifications, including FSC (Forest Stewardship Council) and PEFC (Programme for the Endorsement of Forest Certification). These certifications ensure that raw materials come from responsibly managed forests that provide environmental, social, and economic benefits.

Plastic reduction

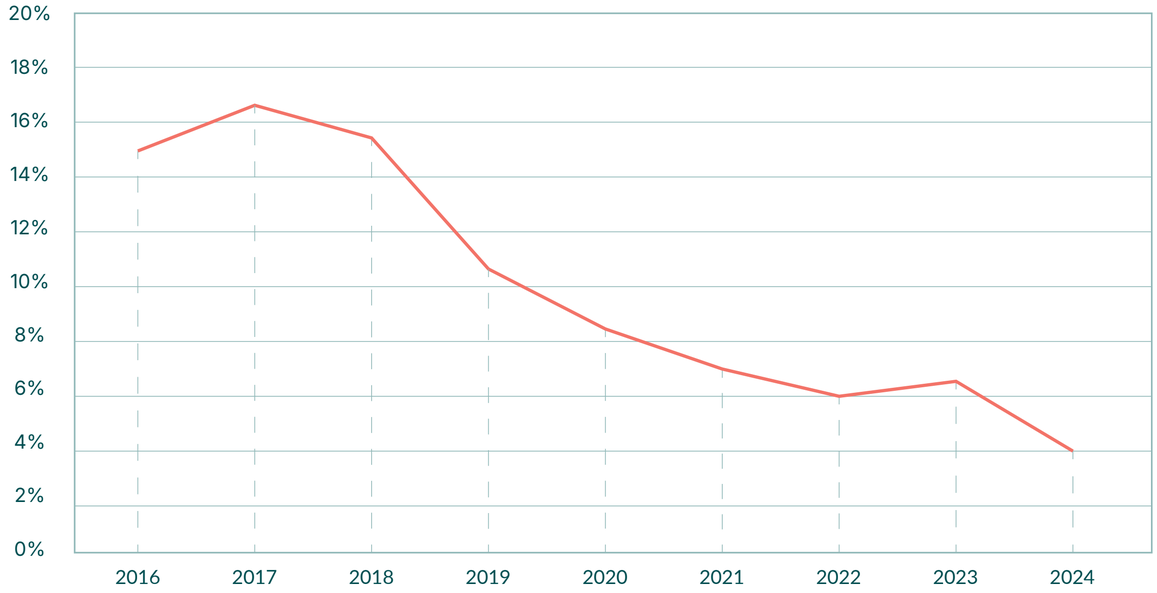
As part of its commitment to sustainability and continuous environmental improvement, Fermator has set clear objectives for the reduction of plastic use in packaging. The strategy is focused on:

- Eliminating expanded polystyrene (EPS) in all packaging materials.
- Increasing the use of recyclable and renewable materials, such as honeycomb cardboard or cardboard instead of plastic, and using 100% recycled plastic (or the highest feasible percentage) when plastic is necessary.
- Reducing the plastic packaging-to-product ratio through smarter packaging design.
- Ensuring that packaging continues to protect products effectively while minimising environmental impact throughout the supply chain.

The main internal projects aimed at eliminating EPS have now been completed, and the new packaging designs have been defined and finalised. Among the notable achievements:

- The introduction of honeycomb cardboard as a sustainable alternative to EPS at Tecnidoors S.p.A. was successfully implemented in March 2024.
- The new packaging for VF motors and semiautomatic hinge doors has been fully developed, with industrialisation planned for 2025.

These efforts are already producing significant results in reducing plastic use in packaging. As shown in the following graph, there is a clear downward trend in plastic consumption across the Fermator Group, achieved while maintaining or increasing product output. The ratio of plastic used per equivalent product volume has decreased dramatically from 15–16% to just 4%, highlighting the effectiveness of the measures implemented



Note: Plastic film and bubble wrap are not included due to the lack of unit standardisation across all companies.

Packaging identification and labelling according to Directive 94/62/EC

As part of its broader commitment to sustainability and transparency, Fermator has implemented a harmonised packaging identification system across all its European manufacturing sites, in line with the requirements of Directive 94/62/EC on packaging and packaging waste.

Although this labelling requirement is not yet mandatory in all European countries, Fermator has proactively chosen to standardise and publish this information to:

- Support recycling and correct disposal by downstream users and customers.
- Ensure traceability and clarity regarding packaging materials used.
- Anticipate future regulatory developments and align with best practices in environmental compliance.

A QR code, accompanied by the following icon, has been added to all final product labels:

By scanning the QR code, customers and specifically lift installers can instantly access to a digital summary of all packaging components used for the product, including:

- Material types (e.g., cardboard, plastic film, metal fasteners).
- Codification in accordance with Directive 94/62/EC, as per Annex I and the European Commission Decision 97/129/EC.
- Recyclability information, where available.

This initiative strengthens Fermator's commitment to circular economy principles by making packaging management more transparent, accessible, and compliant with current and emerging European standards

Digitalisation

Digitalisation is not only a matter of technological progress but a key contributor to our sustainability efforts. By replacing traditional paper-based manuals and assembly instructions with digital formats, we are significantly reducing our environmental impact throughout both installation and manufacturing operations. Digital tools help us cut down on paper waste, lower emissions from printing and transport, and ensure information is always accurate and up to date. This approach supports circular economy practices, promotes resource efficiency, and enhances accessibility for users around the world. The results so far clearly show the positive impact of this transition, with even greater benefits expected in the years ahead.

Why digital installation manuals matter for sustainability?

1. Reduction in paper waste

Traditional printed manuals consume large amounts of paper, ink, and energy. Digital manuals eliminate the need for printing, reducing deforestation and pollution from paper production.

2. Lower carbon footprint

Printing, packaging, and shipping physical manuals contribute to greenhouse gas emissions. Digital distribution significantly reduces transportation-related emissions.

3. Easier updates and reuse

Digital manuals can be updated instantly without reprinting, reducing waste from outdated versions. They can be reused across multiple product versions or models with minor edits.

4. Accessibility and convenience

Users can access manuals on smartphones, tablets, or computers, reducing the need for physical storage. QR codes on products can link directly to the latest version of the manual.

5. Supports circular economy

Digital manuals can include repair guides, part replacement instructions, and recycling information. This encourages product longevity and responsible disposal, aligning with circular economy principles.

6. Global reach with minimal resources

One digital manual can serve millions of users worldwide without additional resource use. It supports multilingual access without printing separate versions.

Process digitalisation

As part of our ongoing commitment to environmental stewardship, we have continued to advance the digitalisation of our operational processes. Below are the key milestones and achievements in recent years:

Purchasing

Fermator took a step toward digital transformation by implementing digital approval processes for purchasing requests, moving away from traditional paper-based operations. This strategic shift has modernised our procurement system, greatly reducing the paperwork previously required for approvals and enhancing overall efficiency.

By the end of 2024, we achieved full implementation of this project across all Fermator Group companies. As a result, we have cumulatively saved 252,000 sheets of paper since 2019, equivalent to preserving approximately 25 trees. Furthermore, with full implementation, we plan to achieve a 20% reduction in paper consumption in 2025 related to purchasing activities. This accomplishment reaffirms our dedication to both digital transformation and environmental responsibility, while delivering greater operational efficiency.

Supplier invoicing

In 2024, our invoicing digitalisation efforts have continued based on the progress made in previous years, particularly within our Spanish subsidiaries, Tecnolama S.A. and Doors Movement Technology S.L. While no further implementation took place this year, the systems already in place have continued to support more efficient and paper-conscious operations in these entities.

We remain committed to our goal of reducing paper usage and enhancing workflow efficiency across all Fermator companies. Looking ahead, we expect to extend the digital invoicing and approval processes to additional European operations in 2025, advancing our environmental and digital transformation objectives.

Preventive maintenance

In 2024, we continued advancing our digitalisation efforts in maintenance operations. Following successful implementations in various companies within our group, the digital preventive maintenance system was introduced at our Tecnolama manufacturing centre in April 2024. This milestone marks a significant step forward in enhancing the efficiency and reliability of our maintenance processes while supporting our environmental goals.

As a result of this implementation, we are

pleased to report that the goal of reducing paper usage by a further 25% for preventive maintenance by the end of 2024 was achieved. This milestone was accomplished through the extension of the project to additional manufacturing centres, specifically Tecnolama S.A. and Innovatech Pvt. Ltd., where the initiative was fully deployed during 2024.

Looking ahead, we aim to further develop and optimise this digital system across additional facilities in 2025, specifically in the rest of European companies and Tecnoamerica Ind. e Comércio Ltda., ensuring continuous improvement in operational performance and resource efficiency

Production assembly process

In 2024, our focus on digitalisation continues to shape the way we approach operational efficiency and sustainability. While no new implementations were introduced this year, the groundwork for digital transformation in our production assembly processes, particularly for cabin operators, remains a key priority.

Our objective to replace paper-based order systems with user-friendly digital platforms is unchanged, and we expect to initiate this transition at the end of 2025. This initiative is designed to streamline workflows, minimise errors, and contribute to a meaningful reduction in paper consumption across the assembly line.

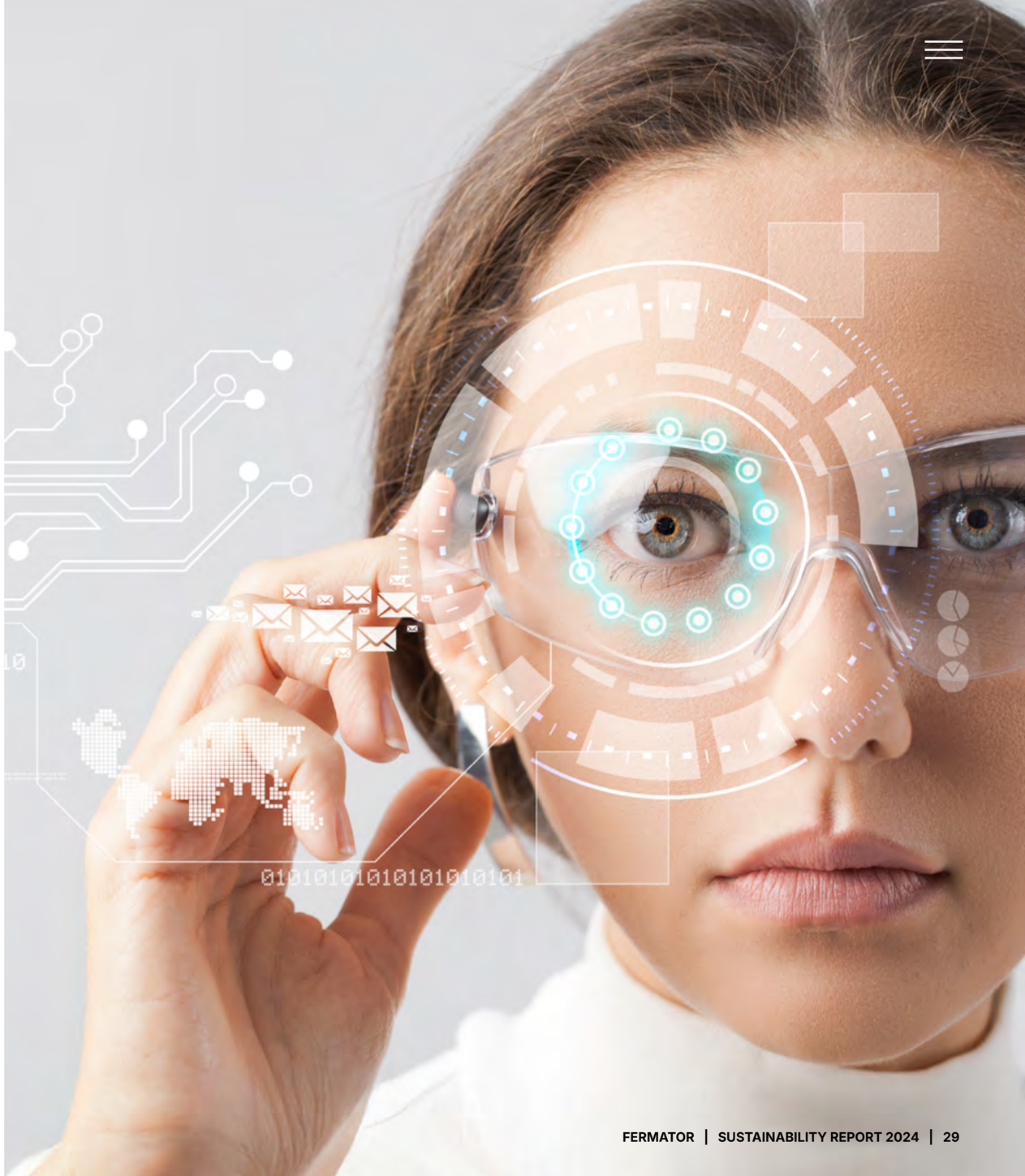
Quality training evaluation

Launched in early 2024 at Tecnolama, S.A., this initiative involves the use of digital devices for conducting evaluation tests related to Quality and Environment for all workshop employees. The project was also successfully implemented at Doors Movement Technology, S.L. within the same year.

By implementating of these assessments, we have eliminated the need for more than 500 pages of printed materials, contributing to our paper reduction and sustainability goals.

Looking ahead to 2025, we plan to expand this initiative to cover all training evaluations, not just those focused on Quality and Environment, further advancing our digitalisation strategy and environmental commitment.

The digitalisation of our processes continues to stand as a testament to our unwavering dedication to sustainability. By embracing technology, we have further streamlined operations and minimised our environmental impact. As we progress in this transformative journey, we remain committed to leveraging digital innovations to drive sustainable practices across all facets of our operations at Fermator in 2024 and beyond



Energy consumption and efficiency measures

Fermator remains committed to advancing energy efficiency and sustainability across all its operations worldwide. In 2024, we marked important progress through the continued growth of renewable energy initiatives, particularly within our Indian facilities:

- A 400 kW photovoltaic plant was implemented at Tecno Doors Pvt. Ltd. in March 2024.
- A second 400 kW photovoltaic plant was installed at Innovatec India Pvt. Ltd. in April 2024.

These projects further our goal of energy independence and carbon footprint reduction, complementing earlier installations in Spain, Brazil, and Italy.

As a result of these efforts, the total photovoltaic energy production across all Fermator facilities reached 2,422 MWh in 2024. This figure highlights the increasing contribution of solar energy to our overall energy mix and marks a significant step toward achieving greater energy independence and reducing our environmental footprint.

Looking ahead, both Tecnolama SA and Doors Movement Technology SL, the Spanish manufacturing centres, are implementing systems designed to increase solar production by at least 10%. These enhancements will also allow us to feed surplus energy into the grid, contributing clean electricity to the wider market and supporting a more sustainable energy future for all.

Fermator also advanced its LED lighting initiative, implementing LED systems in 6,000 m² of production facilities at Tecnoamerica Ind. e Comércio Ltda.

Beyond renewable energy and lighting, Fermator implemented several actions to further reduce energy consumption:

- Acquisition of new, more energy-efficient machines, replacing older models with advanced technologies that consume less power while improving productivity.
- Automated shutdown schedules for computer screens and electronic equipment during non-operational hours.
- Preventive maintenance of compressed air systems to reduce energy losses caused by leaks.
- Awareness campaigns to engage employees in energy-saving practices and promote a culture of environmental responsibility.

Our facilities in Spain and India continue to benefit from the Digital Addressable Lighting Interface (DALI) technology, which allows precise and dynamic control over lighting systems, optimising usage and reducing waste.

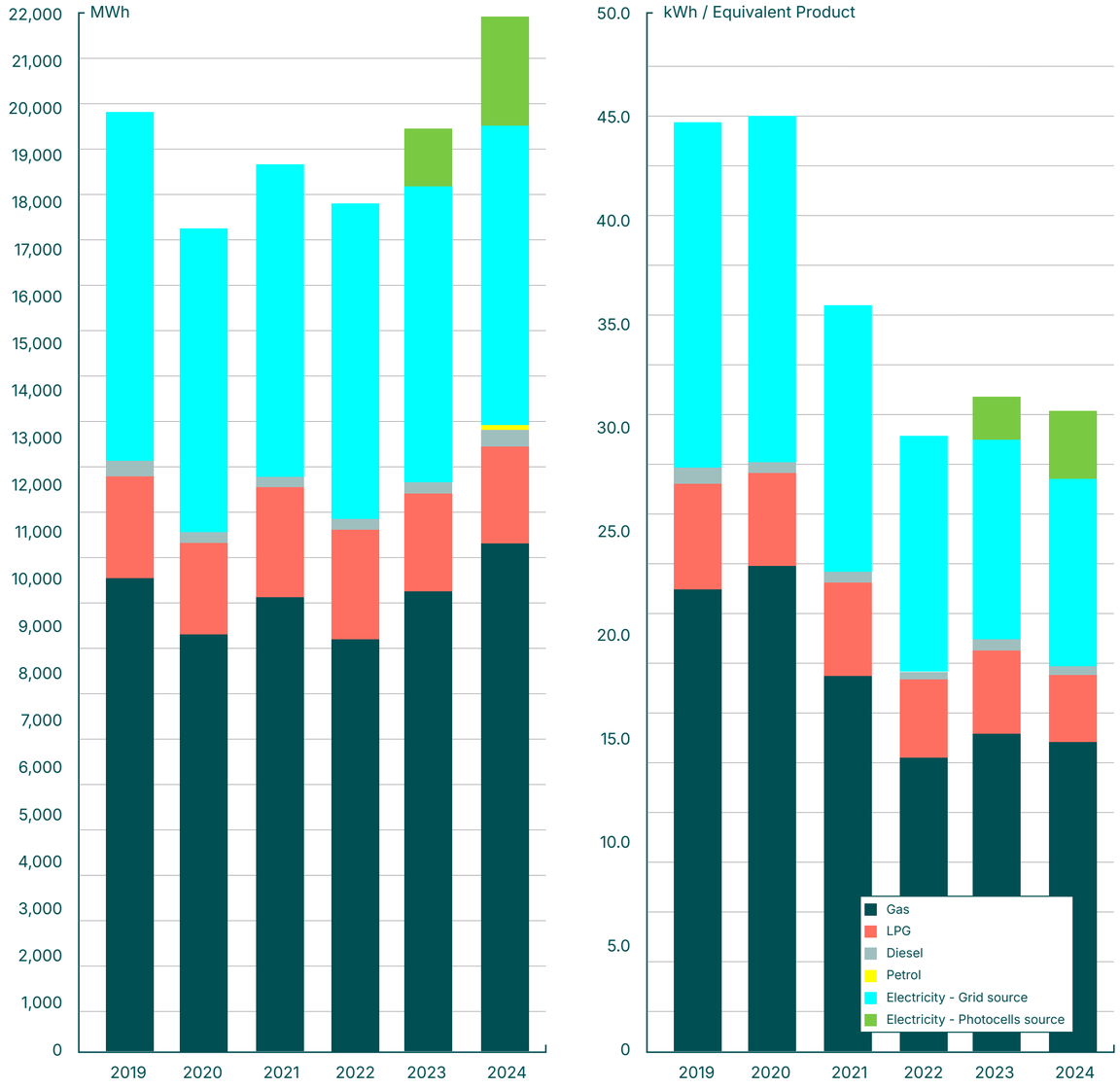
Heating systems, particularly those used in the paint oven process, have been upgraded with high-efficiency burners. These systems optimise gas consumption, reduce emissions, and minimise energy loss.

The accompanying chart highlights Fermator's consistent progress in improving energy efficiency from 2019 to 2024, when data is relativised by equivalent product. It demonstrates how our targeted initiatives have steadily reduced consumption from non-renewable sources. It is worth noting that the 2024 energy data is based on a more robust and precise calculation methodology, which accounts for some variations compared with the figures reported in 2023.

Between 2019 and 2024, total energy consumption at Fermator has fluctuated due to global factors and operational growth. Following a reduction in 2020, energy use has increased steadily, reaching 21,656 MWh in 2024. This represents a 13% rise compared with 2023 and aligns closely with a 14% increase in global product output (equivalent units).

This rise in energy use is partly because Changshu Wanyou Co., Ltd. is starting to increase its production, and Innovatec India Pvt. Ltd., a new company in our group, is still working on improving its energy efficiency. While these sites are still getting up to speed, our long-standing facilities continue to make consistent and meaningful progress towards achieving our sustainability goals

Energy consumption



Climate change: emissions

Fermator continues to implement a comprehensive approach to managing its emissions, addressing both the positive and negative impacts on the economy, environment, and society. The company acknowledges its potential negative impacts through its operations and business relationships, particularly in manufacturing processes. To mitigate these impacts, Fermator remains steadfast in its commitment to eco-design and product innovation, ensuring that its products are energy-efficient and environmentally friendly, thereby assisting customers in reducing their environmental footprint.

In 2024, Fermator successfully introduced the Fermator Energy Consumption and Greenhouse Gas (GHG) Policy. This policy has been disseminated internally to all employees and key stakeholders, outlining our commitment to reducing energy consumption and GHG emissions. It encompasses strategies for optimising energy use, promoting renewable energy sources, and implementing carbon reduction initiatives across our operations.

In a significant step forward, this report marks the first time Fermator has included the calculation of Scope 3 emissions, further reinforcing our commitment to transparency and comprehensive emissions management. This expansion allows us to better understand and address the broader climate impact of our value chain. The main Scope 3 categories considered will be detailed in a dedicated subsection of this chapter.

To track the effectiveness of these actions, Fermator employs processes that include regular monitoring and reporting, setting clear goals and targets, and utilising indicators to measure progress. The effectiveness of these actions is evaluated against these goals and targets, with continuous learning and adaptation informing operational policies and procedures.

Disclosures about the organisation's emissions-related impacts.

Fermator recognises the critical importance of understanding and managing our environmental footprint, particularly regarding greenhouse gas (GHG) emissions. In line with our commitment to transparency and continuous improvement, we disclose our emissions-related impacts in accordance with globally recognised standards, including the Greenhouse Gas (GHG) Protocol and ISO 14064-1.

We calculate and report our emissions annually, covering all manufacturing centres worldwide. In 2024, Fermator has taken a significant step forward by including Scope 3 emissions for the first time, expanding the boundaries of our analysis to encompass indirect impacts throughout our value chain. This holistic approach strengthens our climate strategy and enables more effective emissions reduction actions across all operational areas.

Scope 1 emissions: Direct GHG emissions

Scope 1 emissions include direct GHG emissions from sources that are owned or controlled by Fermator. These emissions primarily result from:

- **Stationary combustion:** Emissions produced from the combustion of fuels such as natural gas, LPG, and diesel in fixed equipment. This includes painting lines and backup generator sets.
- **Fugitive emissions:** Emissions caused by the leakage of refrigerant gases during the maintenance and recharging of air conditioning and HVAC systems.
- **Mobile combustion:** Emissions from fuel consumed by company-owned vehicles.

In 2024, Scope 1 emissions declined, primarily driven by a reduction in gas consumption, reflecting ongoing efforts to improve energy efficiency and reduce the company's direct environmental impact

Scope 2 emissions: Energy indirect GHG emissions

Scope 2 emissions refer to indirect greenhouse gas emissions resulting from the consumption of purchased electricity. Fermator monitors electricity consumption from all external providers and calculates emissions using both location-based and market-based methodologies.

In absolute terms, Scope 2 emissions in 2024 remained relatively stable compared to 2023. However, when considered in relation to increased production volumes, the emissions intensity per manufactured product shows a downward trend.

Key contributors to this improvement include:

- **Photovoltaic panel installation:** The expansion of on-site renewable energy generation through solar panels at multiple manufacturing centres has reduced dependency on grid electricity.
- **Cleaner electricity mix:** The emission factor of our purchased electricity has improved due to increased sourcing from renewable energy by our energy suppliers.

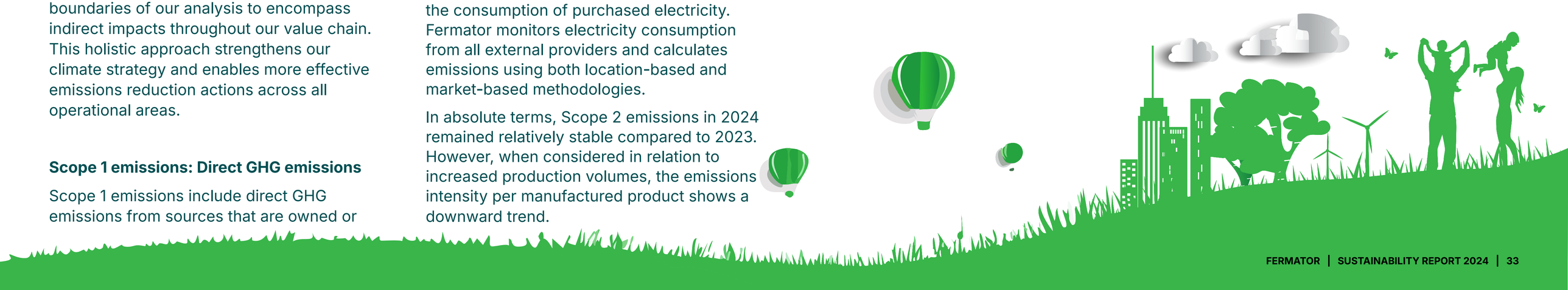
These initiatives reflect Fermator's ongoing investment in decarbonising its energy consumption.

Scope 3 emissions: Other Indirect GHG emissions

Scope 3 emissions cover all other indirect emissions that occur in the company's value chain, both upstream and downstream. In 2024, Fermator introduced the quantification of key Scope 3 categories, marking a pivotal step in our emissions reporting journey. The inclusion of Scope 3 reflects our dedication to a more complete understanding of our climate impact.

The following categories, as defined by ISO 14064-1:2018 and aligned with the GHG Protocol, were included in this year's Scope 3 assessment:

GHG protocol category	ISO 14064-1:2018 category	Description according GHG protocol
4	Category 3	Upstream transportation and distribution
9	Category 3	Downstream transportation and distribution
1	Category 4	Purchases goods and services
5	Category 4	Waste generated in operations



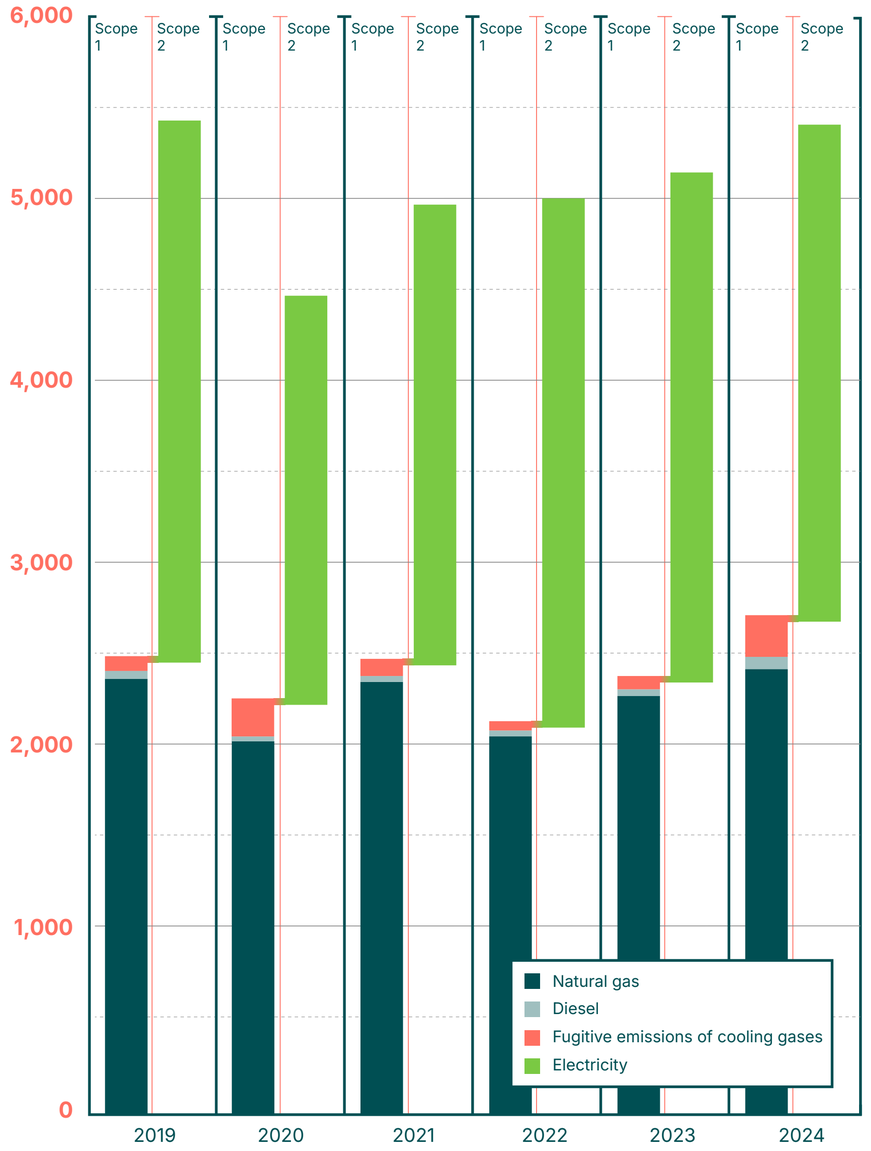
These categories were prioritised based on their materiality and relevance to Fermator's operations, representing the most significant sources of indirect emissions in our value chain. Their inclusion is essential to ensure that our GHG inventory is both complete and decision useful.

Notably, a reduction in emissions associated with Purchased Goods and Services was observed in the last years. This progress reflects the early impact of sustainability-oriented procurement policies, including supplier engagement on emissions reduction, preference for low-impact materials, and stricter environmental performance criteria in supplier selection.

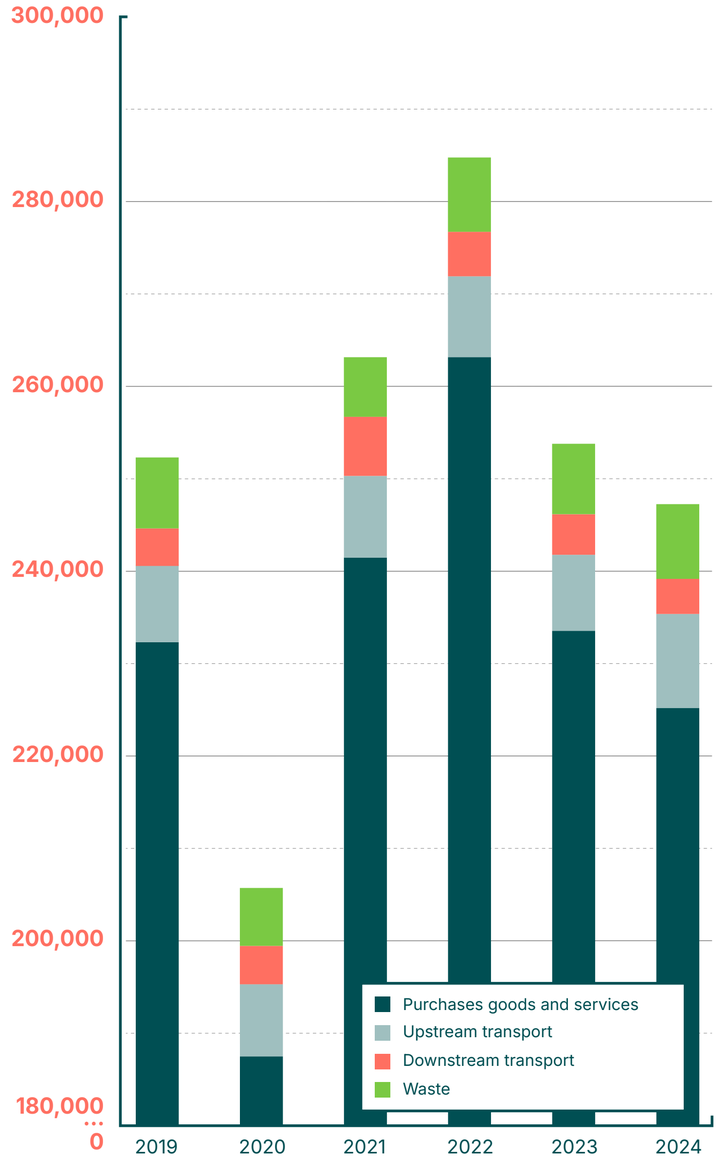
We acknowledge that other Scope 3 categories, such as business travel, employee commuting, and use of sold products, are also relevant to our overall emissions profile. These categories are currently under evaluation and are planned for inclusion in future reporting cycles as part of our roadmap toward Scope 3 transparency.

Moving forward, Fermator remains committed to expanding the breadth and accuracy of our Scope 3 emissions reporting, and to leveraging this data to drive emissions reduction strategies across our entire value chain

Emisions: Scope 1 and 2



Emisions: Scope 3



Waste management and recycling initiatives

At Fermator, we remain firmly committed to responsible waste management as a cornerstone of our efforts to reduce environmental impact. Guided by the principles of Reduce, Reuse, and Recycle, we continue to implement practical and innovative strategies that support resource efficiency while aligning with our long-term sustainability goals

Reduction of waste

Preventing waste at the source remains our top priority. As metal continues to be our principal raw material, mainly cold-rolled steel alongside austenitic and ferritic stainless steels, we focus on optimising its use to avoid unnecessary waste. By sourcing pre-cut metal sheets tailored to our production needs and refining our CAM programming, we maximise the number of parts obtained from each sheet, reducing offcuts and scrap.

In parallel, we collaborate closely with suppliers to improve packaging efficiency. We actively encourage the reduction of plastic use and promote the adoption of more sustainable alternatives that minimise material consumption while ensuring product protection and quality during transportation.

Reuse of materials

We continue to place strong emphasis on extending the lifecycle of packaging through the adoption of reusable materials. Fermator works with key suppliers to implement robust reusable packaging systems, particularly for strategic components. These initiatives have proven effective in reducing the need for single-use packaging across multiple delivery cycles.

In 2024, we have expanded on the progress made in previous years. A growing number of our suppliers now utilise reusable packaging for local shipments. In addition, pallets, boxes, and protective fillers are reused internally wherever feasible, reinforcing our commitment to circular practices across the supply chain.

Recycling practices

Recycling remains a fundamental pillar of our waste management strategy. Across all Fermator facilities, we have established a comprehensive waste segregation system, ensuring materials such as cardboard, wood, and plastic are sorted at the source. This process enhances recycling efficiency by reducing contamination and facilitating the recovery of recyclable materials.

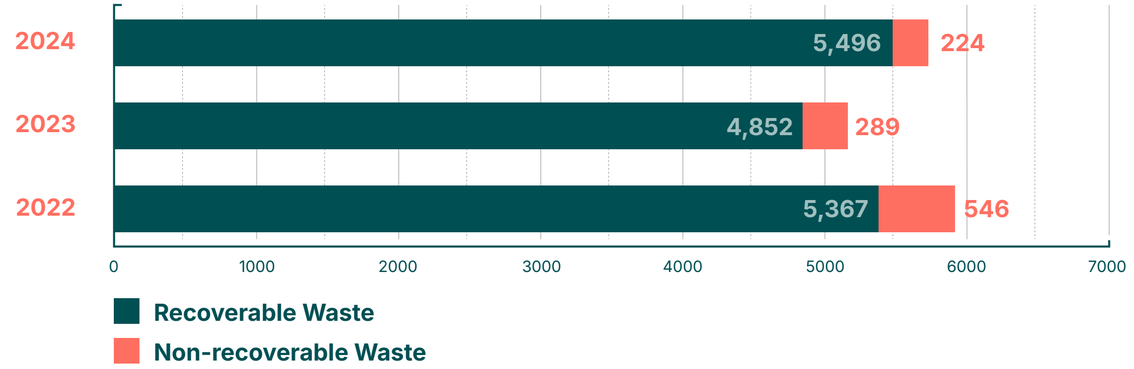
In 2024, we continue to prioritise education and awareness, reinforcing our commitment to best practices through ongoing staff training and clear communication to ensure all team members understand and adhere to proper waste segregation protocols.

Policy development and future actions

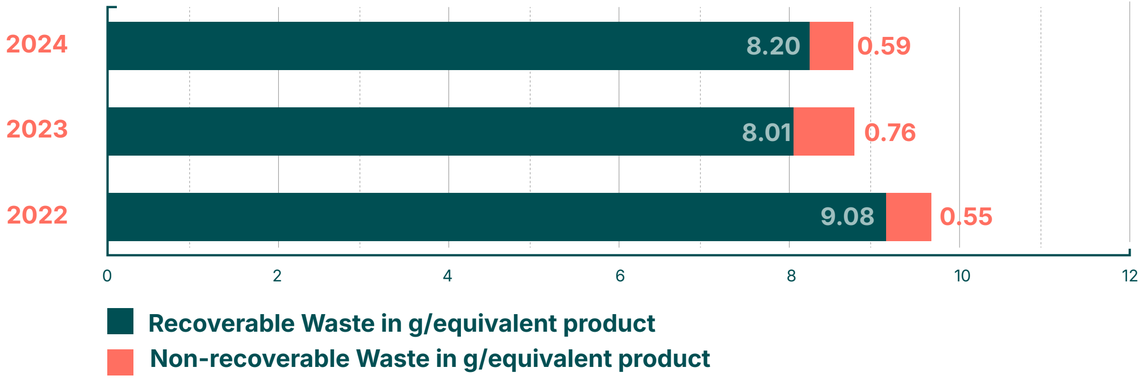
In 2024, we formalised our approach with the introduction of the Fermator Materials, Chemical Products, and Waste Policy, applied across all manufacturing centres. This policy reinforces our commitment to the sustainable management of materials and waste, providing a consistent framework for responsible procurement, usage, and disposal practices. It has been shared throughout the organisation and with key stakeholders to promote widespread awareness and alignment with our sustainability objectives.

Looking ahead, we aim to strengthen our waste prevention culture by promoting eco-efficiency across all departments, enhancing collaboration with suppliers, and expanding our reuse and recycling programmes. In 2025, we will launch an internal global sustainability training programme featuring dedicated modules on waste management to equip employees with the knowledge and motivation needed to improve waste targets and segregation practices. We are committed to establishing new internal targets that support our long-term vision of reducing environmental impact while maintaining operational excellence.

Total waste by type (tons)



Waste intensity by type (g/equivalent product)



Note: This report introduces formal tracking of hazardous waste (excluding water waste from painting line, this waste is managed through authorised external treatment, but data is under integration). Waste from all manufacturing centres is accounted for, with the exception of general municipal waste in select sites. Waste intensity data per equivalent product excludes those centres not yet reporting consistently

Monitoring performance

To uphold high standards in waste management, we continue to conduct internal and external audits to verify compliance with established procedures and identify opportunities for improvement. By tracking waste generation metrics, we monitor our progress and assess the impact of our reduction, reuse, and recycling efforts.

Over the last three years, Fermator has consistently maintained a high percentage of recoverable waste* (not accounting general municipal and hazardous waste), achieving 96% in 2024, with hazardous waste* remaining below 3% of total waste. In 2024, Fermator generated 5,720 tonnes of total waste*. The intensity of waste per equivalent product remained low in 2024 at 8.79 g/unit, continuing the downward trend observed since 2022. This represents an overall reduction of nearly 9% compared to 2022 levels, highlighting Fermator's sustained progress in improving production efficiency and minimising environmental impact.

Fermator recognises that effective waste management is not only essential to our operations but also critical to protecting the environment for future generations.

Through continuous improvement and shared responsibility, we strive to embed sustainability at the heart of our waste management practices

Water usage and preservation

Responsible water management remains fundamental to both our environmental commitments and operational excellence. We continue to advance our efforts to reduce water consumption through ongoing infrastructure upgrades, enhanced employee engagement, and rigorous monitoring across all sites.

A significant step this year was the launch of the Fermator Water Policy, a comprehensive framework that sets out our principles and expectations for sustainable water use. Approved in April 2024, the policy promotes efficient use, full regulatory compliance, and preparedness for water-related risks. It also encourages sustainable practices throughout our supply chain. The policy has been communicated extensively to all employees and relevant stakeholders to ensure clear understanding and consistent application across the Group. This unified approach has strengthened our ability to manage water more effectively and transparently.

Progress and practical measures

Fermator continues to prioritise practical, site-level actions that help prevent water waste and promote conservation. Key measures include:

- Regular maintenance and proactive monitoring to swiftly address leaks or inefficiencies.
- Installation of automatic and pressure-regulated taps to reduce unnecessary water flow.
- Promoting responsible disposal and water use habits through ongoing internal campaigns.
- Engaging employees through targeted training and awareness programmes that foster a culture of shared responsibility.

In 2024, Fermator achieved a 2% reduction in water consumption per equivalent product compared to 2023, reflecting the ongoing impact of efficiency measures and employee engagement efforts. Compared to 2019, water consumption per equivalent product has been reduced by more than 25%, demonstrating the effectiveness of long-term investments in technology, process optimisation, and awareness campaigns across our sites. These results confirm the positive trajectory of our sustainability strategy.

However, despite these achievements, water consumption in certain manufacturing centres, specifically Changshu Wanyou Co., Ltd. (WY), Innovatec India Pvt. Ltd. (IN), and Tecnolama S.A. (TC), remains above expectations. This is primarily due to operational adaptations aimed at improving working conditions and product quality. The main contributing factors include:

- The implementation of an evaporative cooling system at our Ahmedabad site IN, which is essential for ensuring worker comfort and safety during extreme heat conditions.
- A significant increase in painted products at the WY facility, reflecting strong business growth and changing production requirements.
- The introduction of a new osmosis system at TC, designed to enhance the cleaning process in painting operations and improve the final product quality.

While these factors have led to higher localised water use, they are aligned with our broader goals of operational excellence and workplace safety. Fermator remains fully committed to reducing water consumption across all facilities and will continue implementing targeted initiatives to improve performance in the years ahead.

Continued focus on efficiency and prevention

To support responsible use across all facilities, Fermator continues to apply a combination of preventive maintenance, efficient infrastructure, and awareness campaigns. These measures include:

- Routine inspections and rapid repairs to prevent avoidable losses.
- Pressure-regulating taps and other smart fixtures in newer installations.
- Responsible disposal guidelines, reducing unnecessary flushing and contamination risks.
- Targeted employee training, fostering a culture of environmental accountability

Water usage is tracked regularly at each production centre, allowing us to respond to any anomalies quickly and adjust where necessary. This approach not only improves performance but also helps guide future investment decisions.

In 2025, Fermator will launch a global sustainability training programme focusing on environmental topics, including a dedicated module on water conservation. This initiative aims to increase knowledge and encourage proactive behaviours, supporting our overall sustainability objectives.

By combining policy, technology, and people-focused initiatives, Fermator is committed to managing water responsibly and safeguarding this vital resource for future generations, while supporting our business growth and operational needs

Biodiversity and natural areas

Fermator's facilities are located in industrial or urbanised zones, and none of our operations are situated in or adjacent to protected natural areas or areas of high biodiversity value. We regularly verify land-use regulations and local environmental conditions to ensure compliance and minimise potential ecological disruption.

In 2024, no significant impacts on biodiversity were identified as a result of our activities, products, or services. Our operational footprint does not intersect with sensitive habitats, and there is no presence of IUCN Red List species or nationally protected species in the areas where we operate.

While Fermator has not carried out specific habitat protection or restoration actions during 2024, we recognise the importance of biodiversity as part of our environmental responsibility. For this reason, we are exploring opportunities to develop future initiatives aimed at supporting local ecosystems

Fermator
AUTOMATIC DOORS FOR LIFTS

SOCIAL

Creating meaningful impact starts with a commitment to people. At Fermator, this commitment is reflected in how we promote inclusion, wellbeing, and respect in every aspect of our work. Ensuring a safe and healthy environment is a fundamental part of this, with robust practices in place to protect and support our employees every day.
This dedication reaches beyond our organisation, as we work to strengthen the communities we are part of and contribute to a more fair and sustainable society. Through shared values and responsible action, we continue to build a future shaped by integrity and care.

SUBSECTIONS:

Health and Safety

Health and safety remain fundamental to every aspect of Fermator's operations. Protecting the wellbeing of all employees, contractors, and visitors is integral to how we work and succeed. We are dedicated to creating an environment where risks are carefully managed and accidents are prevented through clear guidelines, ongoing training, and active participation.

Embedding safety across the organisation

Our occupational Health and Safety policy commits everyone at Fermator to prioritise safety and wellbeing. This policy is built on two key beliefs: that all accidents can be prevented, and that health and safety must be woven into every business process and decision.

To uphold these principles, we have established consistent safety practices that apply across all locations and roles. Every individual within the Fermator community, including contractors, is expected to follow these guidelines and contribute to a safe workplace.

Proactive risk management and prevention

Creating safe workspaces

Workplace design focuses on reducing hazards through collective protection measures wherever possible. When individual protection is necessary, we provide high-quality personal protective equipment and ensure employees are trained in its correct use.

Assessing risks and preparing for emergencies

Each role undergoes thorough risk assessments conducted by internal specialists and external experts. These evaluations address all foreseeable hazards, including chemical safety, with particular attention to excluding any substances that may pose mutagenic or carcinogenic risks. Risk assessments are reviewed and updated promptly whenever production processes change.

Emergency preparedness is an integral part of this approach, with dedicated intervention teams ready to respond as required.

Maintaining facilities and enhancing competence

Our facilities are regularly maintained to ensure safe working conditions. In parallel, training is continuous and tailored to job-specific requirements, combining theoretical instruction with practical mentorship. Compliance with local regulations forms the baseline for all learning initiatives, which begin on an employee's first day.

Encouraging responsibility and participation

Safety is a shared responsibility. We encourage all employees to actively report hazards and unsafe conditions, either through their supervisors or directly to the Health and Safety Department. A specialised team assesses these reports and coordinates prompt responses.

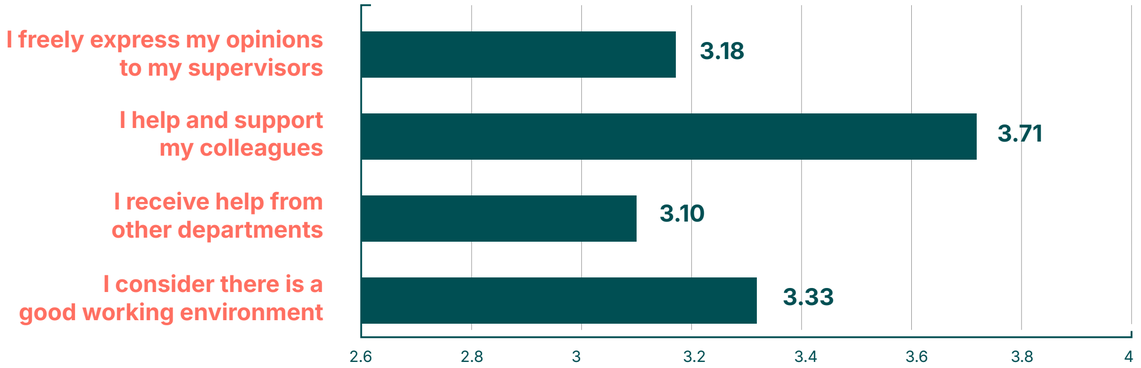
Workers' Representatives play a vital role in voicing employee concerns and working alongside management to improve safety standards.

Contractors receive clear safety requirements before starting work and are subject to ongoing oversight to ensure alignment with Fermator's expectations.

Supporting wellbeing beyond safety

Understanding that wellbeing goes beyond physical safety, Fermator promotes initiatives to support mental and social health. In 2024, a workplace climate survey was carried out in several of our manufacturing centres, with a 66% participation rate among those involved. One key area surveyed was interpersonal relations, which received a strong average score of 3.33 out of 4. This valuable feedback helps direct our ongoing efforts to enhance the work environment.

Physical health is encouraged through sports and recreational activities, while annual medical check-ups and enhanced private medical insurance provide early health issue detection and prompt care for employees and their families.



Monitoring performance and learning from incidents

Key safety indicators are closely monitored to track progress and guide improvements. In 2024, we saw an increase in severity, incidence, and frequency rates compared to 2023. Specifically, the severity rate (working days lost per 1,000 hours) increased from 0.21 to 0.31, the incidence rate (accidents with sick leave per 100 employees) rose from 2.42 to 3.46, and the frequency rate (accidents with sick leave per 1,000,000 hours worked) grew from 12.73 to 18.54.

While these figures indicate challenges ahead, they also reflect a positive development: improved reporting and transparency throughout the company. This deeper insight enables more effective identification of root causes and targeted safety interventions. Each incident is thoroughly investigated to prevent recurrence and strengthen safety systems, helping us steadily progress toward our ambition of zero accidents.

Summary of safety activities in 2024

- Machine safety system inspections: 295.
- Warehouse inspections: 52.
- Protective equipment inspections (individual and collective): 362.
- Emergency drills conducted: 32.
- Occupational health and safety training sessions: 58.
- Safety improvement actions implemented: 113.
- Medical check-ups performed: 807.

Diversity and nondiscrimination

Diversity is a key source of innovation, competitiveness, and internal cohesion. Our corporate culture promotes mutual respect, equal opportunities, and inclusion as fundamental pillars of the work environment. We are actively committed to offering a space free of any form of discrimination, where all people can develop professionally on equal terms, regardless of gender, age, origin, disability, sexual orientation, gender identity, or any other personal or social condition.

Corporate diversity, equity, and inclusion policies

Fermator has a global Diversity and Inclusion Policy applicable to all operating plants and centres, in line with the principles of the United Nations Global Compact and European regulations on equality and nondiscrimination. This policy includes:

- Commitment to gender equality and pay equity.
- Integration of people with disabilities through reasonable accommodations.
- Promotion of generational balance in teams.
- Inclusion of multicultural profiles in collaborative work environments.
- Promotion of inclusive language in internal and external communications.

In 2024, an update to the Code of Ethics was launched to reinforce these principles across all business units.

Specific actions to prevent discrimination

During the last year, Fermator has implemented concrete actions to strengthen diversity and prevent any form of discrimination:

- Mandatory training in equality and harassment prevention for all staff.
- Analysis of gender pay gaps at the global level, with corrective action plans where imbalances have been detected.
- Establishment of selection processes based on objective and transparent criteria, which incorporate periodic reviews to avoid gender, age or nationality biases.

Complaint and conflict resolution mechanisms

The company has a confidential Ethics Channel accessible from any location, which allows any employee or collaborator to safely report situations of discrimination, harassment or any breach of corporate values.

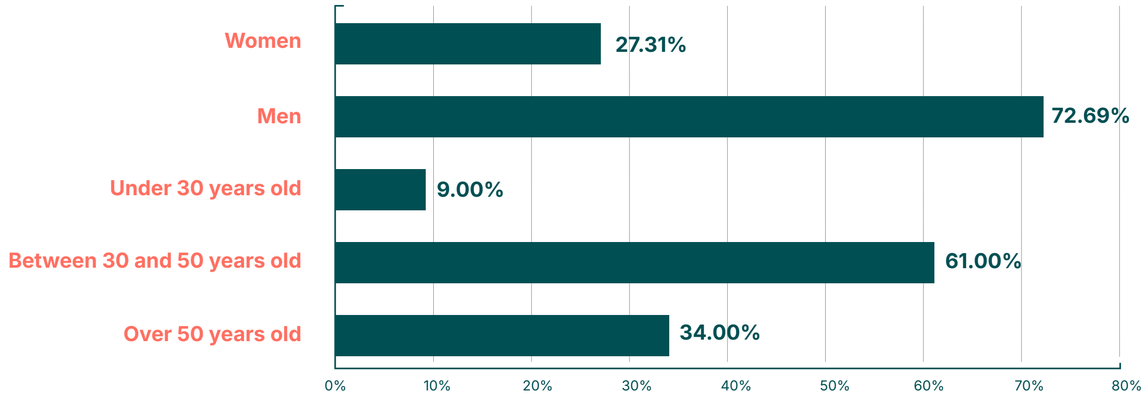
- In case of receiving a complaint, it is investigated in accordance with an internal protocol that guarantees confidentiality, impartiality and protection from retaliation.
- In 2024, no cases related to discriminatory conduct were recorded.
- In addition, the information on internal communication channels has been reinforced to facilitate guidance in the event of labour disputes or mediation needs.

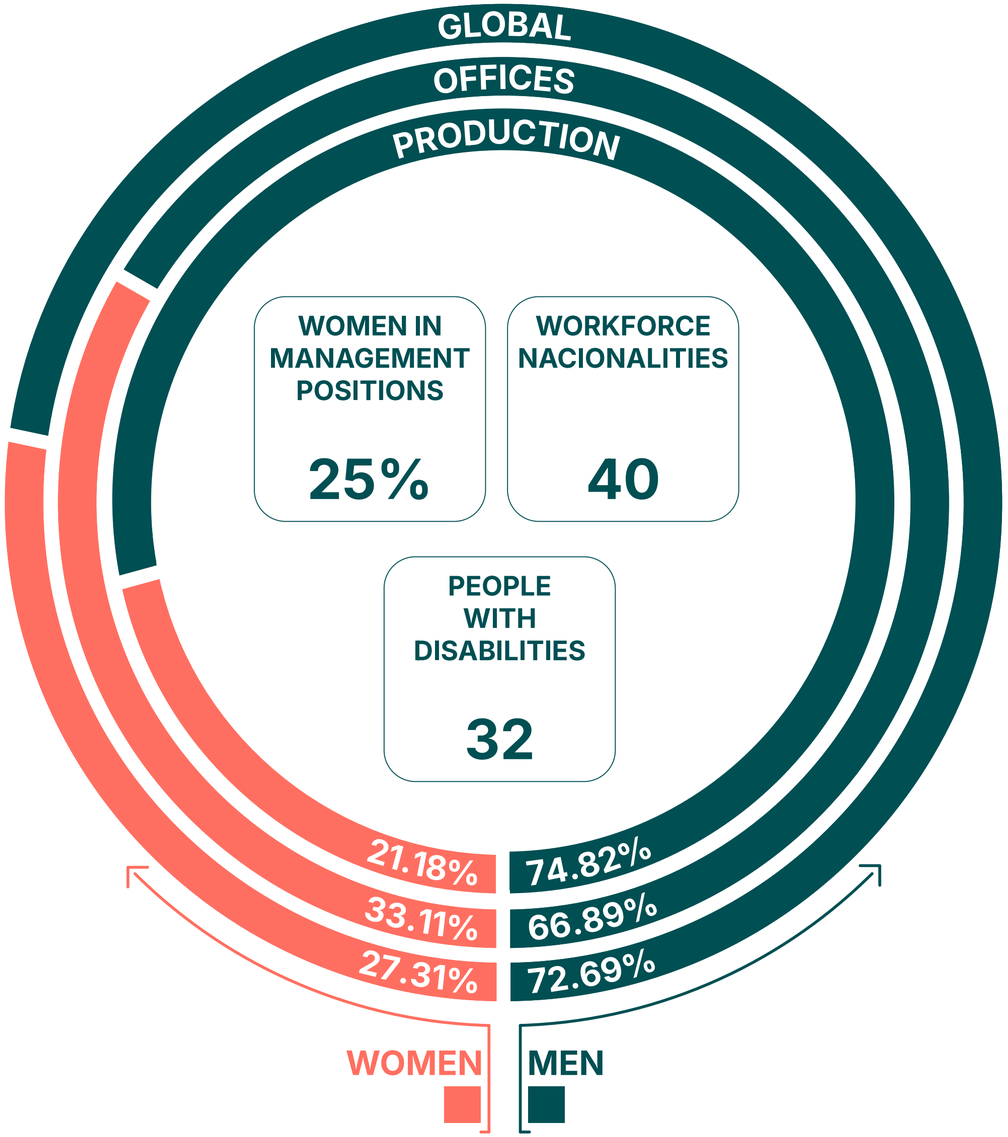
Empowering growth through equal opportunity

Equal opportunity is central to our commitment to fairness and growth. We believe success should be based on an individual's skills, abilities, and contributions, rather than their background or origin. To support this, we prioritise increasing diversity in leadership roles and ensuring all employees have access to career development opportunities. Through mentorship programs and networking initiatives, we work to build an environment where talent and merit are the true drivers of advancement, promoting equity across the organisation.

In addition, Fermator is dedicated to promoting inclusivity by collaborating with specialised organisations that employ individuals with mental health challenges. By partnering with these companies, we aim to create meaningful opportunities that support the professional growth and well-being of all members of our community, reinforcing our commitment to a diverse and compassionate workforce

Distribution of employees





Labour practices and Human Rights

Respect for Human Rights and the adoption of responsible labour practices are fundamental to maintaining an ethical, safe, diverse, and inclusive working environment. Fermator is committed to ensuring fair and equitable working conditions, actively preventing all forms of discrimination and rights violations, and promoting the professional and personal development of every member of the team.

These principles are firmly embedded in the company's core values, its Code of Ethics, and internal policies on equality, diversity, safety, and health. Our approach aligns with internationally recognised standards and frameworks that promote social responsibility and human dignity.

Improvement of working conditions

We are continuously working to enhance workplace quality and safety by implementing forward-thinking policies and practices.

- Ongoing updates to the Occupational Risk Prevention Plan, including regular evaluations.
- Implementation of policies supporting work flexibility, teleworking, and work-life balance.
- Adoption of digital disconnection protocols and respect for rest times.
- Specific actions to guarantee equal pay and eliminate wage disparities.
- Promotion of job stability.

Social dialogue and workers' participation

Fermator encourages open communication and collaborative decision-making by actively engaging with employee representatives.

- All employees are covered by collective agreements, reinforcing our commitment to formal and inclusive social dialogue.
- Regular meetings with trade union representatives and works councils.
- Employee satisfaction and well-being surveys to incorporate staff feedback into decision-making.

Training and awareness

Knowledge is essential for maintaining a respectful and inclusive workplace, and we invest in continuous training for our people.

- Continuous training programmes focused on labor rights, equality, diversity, professional ethics and the prevention of workplace harassment.

Whistleblowing and conflict response channel

To protect integrity and accountability, we offer secure channels for reporting concerns and ensuring fair outcomes.

- Enhancement of a confidential, secure and accessible Ethics Channel for all workers and third parties.
- Clear definition of protocols to investigate and address cases of harassment, discrimination or violation of rights.
- Protections in place to prevent retaliation against whistleblowers.

Percent of permanent contracts

65%

Number of compliants in the ethical channel

0

Absenteeism rate

6%

Percent of workforce covered by collective agreements

100%

Training and professional development

Continuous training and professional development are seen as fundamental pillars for the long-term sustainability of our activity. At Fermator, this belief drives a strong commitment to a culture of lifelong learning, enabling our teams to adapt to technological changes, enhance their skills and realise their full potential within the organisation.

Learning not only boosts productivity and innovation, but also promotes talent loyalty, internal growth and the commitment of our teams, key aspects in our vision of social sustainability and human development.
Our approach combines technical training with the development of transversal skills, leadership, digitalisation, and aspects related to sustainability and business ethics.

In line with this approach, our main objectives are to:

- Ensure that all employees have access to ongoing training.
- Promote individual development plans according to the profile and professional career.
- Align training with the group's strategic objectives and the technological challenges of the sector.
- Foster a culture of responsible leadership and internal talent management.
- Contribute to equal opportunities through equal access to training programs.

In 2024, we delivered a total of 2,652 hours of training across the organisation. These training hours reflect our commitment to developing a skilled, engaged, and future-ready workforce. This investment encompassed both in-person and digital learning formats, ensuring flexibility and accessibility for all employees, regardless of their role or location.

We continuously monitor and evaluate the impact of our training programs to ensure they remain aligned with business objectives and employee needs. Looking ahead, we aim to increase the volume and quality of training, reinforcing our belief that people development is business development

Total training hours 2024

2,652 h

Our commitment to communities

Our impact goes beyond the industrial and economic sphere. We recognise our role as a social actor and the responsibility we have towards the communities in which we operate. Our approach to community responsibility is designed to generate shared value, contribute to local well-being and strengthen the social fabric through sustainable, collaborative and positive impact projects.

We are committed to establishing lasting relationships with the environment, actively listening to local stakeholders and promoting actions that reflect our corporate values of commitment, integrity and sustainability.

Note: This photo was taken during a charity event supported by Fermator as part of its Christmas solidarity initiatives. Faces have been modified using artificial intelligence to protect the privacy of the participants.

Key areas of action

These are the main areas in which Fermator structures its social and community action.

Education, training and employability

- Collaboration with educational centres and universities.
- Internship and dual training programs.
- Support for technical and industrial training.

Commitment to local development

- Participation in local business networks.
- Promotion of the circular economy in the immediate environment.

Investments in infrastructure that benefit the environment and communities, such as photovoltaic solar panels (see section: Energy consumption and efficiency measures) and automatic and pressure-regulated taps to reduce water usage (see section: Water usage and preservation).

Social action and volunteering

- Collaboration with NGOs and social entities.
- Donations, sponsorships or solidarity campaigns.
- Promotion of corporate volunteering.

Culture, sport and community life

- Sponsorship of local cultural or sporting events.
- Transfer of own material to non-profit entities

Initiative	Description	Impacts in 2024
Agreement with educational centres.	Internship agreements for industrial vocational training students.	12 young people trained.
Collaboration with NGOs.	Financial donation and food for vulnerable families.	50 families benefited. 5 charities reached.
Local Sports team sponsorship.	Support for the city's football team.	Enhanced community engagement.

Fermator
AUTOMATIC DOORS FOR LIFTS

GOVERNANCE

At Fermator, strong leadership and responsible decision-making are the cornerstones of our operations. We are committed to upholding the highest standards of integrity and ethical conduct. Governance at all levels is guided by a clear focus on risk management, regulatory compliance, and product safety, ensuring that our business practices support long-term sustainability and stakeholder trust.

SUBSECTIONS:

Sustainability governance and performance

In 2024, Fermator has advanced its sustainability governance framework to align with both internal growth and emerging European regulatory standards. Our approach continues to evolve in response to a rapidly changing context; where integrity, accountability, and measurable impact are not just encouraged, but expected. With the introduction of the Corporate Sustainability Reporting Directive (CSRD) and its associated European Sustainability Reporting Standards (ESRS), we have taken meaningful steps to integrate these new regulations into our reporting processes and governance systems.

Organisational oversight and strategic leadership

At the core of Fermator's sustainability governance is the Board of Directors, who provide strategic leadership on environmental, social, and governance (ESG) priorities. In 2024, they have further reinforced their commitment by deepening the integration of sustainability into long-term planning, risk management, and corporate decision-making. Their oversight ensures that our sustainability objectives remain aligned with global business goals and stakeholder expectations, and they actively engage with all relevant stakeholder groups to understand and address their concerns.

The Sustainability Committee, composed of cross-functional representatives from across the organisation, has played an increasingly strategic role this year. In addition to monitoring ESG-related risks and performance indicators, the committee is actively involved in the implementation of new CSRD requirements, including double materiality assessments and supply chain impact analysis. The committee also ensures ethical conduct, monitors ESG compliance risks, and promotes a culture of continuous improvement.

Our approach to sustainability is anchored in a clearly defined strategy that integrates sustainable development principles into Fermator's core business model. This strategy drives decision-making at all levels and ensures sustainability considerations are embedded throughout the organisation.

Operational implementation and internal coordination of sustainability efforts continue to be led by the Head of Global Quality and Environment, who ensures that our reporting and performance monitoring processes are both accurate and aligned with international frameworks. This report has been carefully compiled under their guidance and formally reviewed and validated by the Board.

Accountability and rigor are key pillars of our governance framework. Some members of the Sustainability Committee have participated in training and engaged with external experts to enhance their understanding of sustainability issues. This ongoing effort helps support their ability to oversee the evolving sustainability landscape and guide Fermator toward long-term value creation.

Our governance model promotes regular communication between operational units and executive leadership, ensuring sustainability remains central to our business objectives. This approach allows us to effectively manage ESG risks and seize new opportunities, while driving innovation that benefits our stakeholders over the long term

Enhanced reporting and regulatory alignment

As part of our broader transformation, Fermator has strengthened its Sustainability Reporting to reflect both operational performance and regulatory compliance. While we continue to follow the Global Reporting Initiative (GRI) standards for comparability and structure, 2024 marks the beginning of our phased alignment with the European Sustainability Reporting Standards (ESRS), in compliance with CSRD.

Significant groundwork was laid this year to ensure readiness, including data system upgrades, process reviews, and stakeholder engagement initiatives. These steps are part of our commitment to build a robust foundation for expanded disclosures in future reporting cycles.

This second annual Sustainability Report covers the period from January 1 to December 31, 2024, and includes relevant historical data to illustrate progress and performance trends. In addition to reporting on achievements in areas such as environmental performance, packaging improvements, ESG risk management, and regulatory compliance, this year's report also outlines specific actions planned for the upcoming year, reinforcing our commitment to transparency, continuous improvement, and long-term strategic planning.

We remain dedicated to publishing this report annually and to expanding its scope in alignment with both regulatory expectations and our ambition to lead by example in the global lift industry

Ethics, inclusion and responsible practices

Robust governance is built on accountability, transparency, and ethical conduct at all levels of the organisation and in our relationships with stakeholders. Our practices reflect a strong commitment to sustainability, inclusion, and responsible corporate behavior.

Inclusion and accountability

Inclusion at Fermator is embedded in our governance culture and decision-making processes. We believe that inclusive leadership and ethical accountability strengthen the quality, fairness, and sustainability of our business conduct. All levels of management are expected to model these principles -ensuring that fairness, openness, and respect guide our interactions with stakeholders and support transparent, responsible governance. Inclusion is not viewed as a standalone initiative but as a shared responsibility that reinforces trust and long-term value creation.

Legal Compliance

Fermator maintains a strong commitment to full legal compliance across all areas of its operations. This includes strict adherence to labor, environmental, occupational safety, and corporate governance regulations in every country where we operate.

As of 2024, all Fermator manufacturing sites maintain ISO 14001:2015 certification, reaffirming our commitment to environmental compliance and responsible operational practices. We conduct regular internal audits with independent third-party experts to verify adherence to all legal obligations and to continually improve our management systems. These audits not only validate legal compliance but also drive continuous improvement, strengthening our risk management and operational resilience.

Integrity in practice

Integrity remains a foundation of our operations. Fermator's Code of Conduct, distributed across all group companies and publicly available, outlines clear behavioral expectations and guides ethical decision-making at every level of the organisation. Key principles include:

- Strict prohibition of corruption, bribery, and conflicts of interest, ensuring that business decisions are made transparently and free from undue influence.
- Adherence to anti-money laundering (AML) and anti-trust regulations, supporting fair competition, financial integrity, and responsible market behavior.
- Separation of personal and professional interests, with a strong emphasis on avoiding favoritism or impropriety in any form.
- Honest, fair engagement with stakeholders, promoting ethical conduct in contracts, procurement, partnerships, and external collaborations.

Fermator actively monitors compliance with these principles through internal controls, training, and regular communication. Leadership at all levels is expected to model ethical behavior, reinforcing a culture of integrity, accountability, and trust across the organisation.

Responsible tax strategy

Fermator is committed to a responsible tax strategy, fully aligned with our ethical principles. Our approach includes:

- Compliance with all local and international tax regulations.
- Avoidance of aggressive tax planning, ensuring our tax contributions reflect our actual economic footprint.
- Cooperation with tax authorities in all jurisdictions.
- Regular internal assessments to ensure consistency and compliance across the group.

Fermator actively contributes to local economic development through tax payments and job creation. Although no significant public aid was received in 2024, we maintain a responsible tax strategy aligned with our ethical commitments.

Ethical channel for reporting deviations

To further strengthen our commitment to integrity and transparency, Fermator launched a new Ethical Channel in 2024. Accessible via our official website, this secure and confidential platform is available to all stakeholders (including employees, suppliers, clients, and partners) to report concerns or deviations from our environmental, social, or ethical standards.

The channel is designed to support:

- Reporting of potential misconduct, including violations of the Code of Conduct or regulatory requirements.
- Raising questions or ethical concerns beyond regular communication lines.
- Anonymity and protection for individuals who report in good faith.

We actively promote the use of this channel as a critical tool in our governance framework. In 2024, no reports have been received through the ethical channel. This may reflect strong compliance across our operations, though we continue to promote awareness and trust to ensure stakeholders feel empowered to speak up

Risk and resilience management

At Fermator, we recognise that building long-term resilience requires more than reacting to disruption; it demands structured foresight, adaptability, and integrated planning. In 2024, we further developed our risk management approach to ensure that our operations remain secure, agile, and aligned with our sustainability objectives.

Our risk management framework is applied consistently across all Fermator manufacturing centres. This framework enables us to identify emerging risks (whether operational, environmental, or strategic) and to evaluate their potential impact and likelihood. Each risk is assessed using clear criteria, including severity, frequency, and interdependencies, allowing us to prioritise the most critical areas.

Mitigation is not a static process; it evolves alongside our business and external context. We design and implement specific, actionable measures for each key risk. These include controls, preventive practices, and regular reviews to ensure that responses remain effective and relevant.

In addition, we have embedded group-wide simulation exercises into our planning cycle. These exercises cover various scenarios; especially those with implications for safety, environmental responsibility, or business continuity. They allow us to test our procedures in real time, identify gaps, and strengthen our collective preparedness.

Business continuity and preparedness

Preparedness continues to be a central element of Fermator's operational strategy. Our business continuity plans are designed to enable a fast and coordinated response to unexpected events. These plans define clear roles, escalation paths, and communication protocols to guide action when normal operations are disrupted.

Throughout 2024, we reviewed and validated our contingency procedures to ensure consistency across countries and functions, aligning them with both local regulations and corporate standards. The goal is not only to protect people and assets but also to maintain service to our customers with as little interruption as possible.

Looking ahead, we will continue investing in tools, training, and cross-functional collaboration to enhance our risk awareness and crisis management capabilities. By reinforcing both prevention and preparedness, we aim to ensure that Fermator remains responsive and resilient in an increasingly complex global environment

Cybersecurity measures

In 2024, Fermator advanced its commitment to robust cybersecurity as a fundamental part of risk management and operational continuity. Recognising the increasing complexity of digital threats, we took important steps to strengthen our systems, policies, and governance structures.

A key milestone this year was the commissioning of a security master plan, developed in collaboration with external experts. This plan, which is expected to be delivered during the first semester of 2025, will define our cybersecurity roadmap for the coming years, with the objective of aligning our practices with the ISO/IEC 27001 standard. It outlines actions across technology, processes, and organisational culture to reinforce data protection and system resilience.

We continued to build on our core cybersecurity pillars:

- Perimeter protection through firewalls, intrusion detection systems, and access controls.
- Behavioural analysis to monitor anomalies and respond to potential threats in real time.
- Multi-factor authentication (MFA) for critical systems.

In 2024, general awareness initiatives were carried out across all sites to inform employees about phishing risks and promote safe online behaviour. Building on this foundation, a more comprehensive and structured cybersecurity training programme is planned for implementation in 2025.

A new Cybersecurity policy will also be published in 2025, reinforcing our internal security standards. The policy will establish updated requirements for password use, system access, data confidentiality, and appropriate use of digital tools. It will also introduce stricter guidelines for incident reporting, technical controls, and employee responsibilities, contributing to a more resilient and security-conscious organisation.

During 2024, Fermator experienced a cybersecurity incident; however, thanks to our rapid response protocols and resilient systems, all data was fully recovered with no significant disruption to our regular operations. This incident did not affect customer privacy or result in any complaints related to breaches of customer data. Furthermore, no other incidents concerning customer privacy or data loss were reported during the year. This outcome highlights the effectiveness of our cybersecurity measures and our ongoing commitment to protecting personal and sensitive information.

Fermator remains firmly committed to continuous improvement in cybersecurity through strategic planning, regulatory compliance, and the engagement of all personnel in protecting our digital environment

Physical security

In 2024, Fermator continued to strengthen physical security across its facilities as an essential complement to our digital risk management strategies. We recognise that the protection of physical infrastructure is vital to ensure business continuity, safeguard sensitive areas, and support our broader sustainability and resilience goals.

All Fermator Group companies maintain robust physical security protocols, including:

- Enhanced visibility in critical zones through appropriate lighting and surveillance systems.
- Strict access control to limit unauthorised entry into sensitive or restricted areas.
- Perimeter protection systems to prevent external intrusion and ensure facility integrity.

As part of our ongoing efforts, Tecnolama, S.A. completed a significant enhancement of its server room (CPD) in 2024, further securing the core of our digital infrastructure. Looking ahead, Tecnoamerica Ind. e Comércio Ltda. is scheduled to implement an upgraded video surveillance system in 2025, aimed at improving real-time monitoring and response capabilities across its site.

Physical security remains a key component of Fermator's integrated risk management approach. Our commitment is not limited to compliance, it is embedded in our operational culture and continuously evolves to anticipate new challenges. By reinforcing both physical and digital protections, we aim to build a safer, more resilient environment for our people, operations, and stakeholders

Climate-related risks and opportunities

Fermator recognises that climate change brings both risks and opportunities for our operations and long-term strategy. Climate-related considerations are integrated into our corporate risk framework, and we assess both physical risks (e.g. extreme weather, temperature shifts) and transition risks (e.g. regulatory changes, energy costs, and carbon pricing).

In 2024, we carried out a preliminary scenario analysis across key production sites to understand potential financial impacts, particularly regarding energy volatility, compliance costs, and changing customer demands. These insights guide our mitigation actions, including emission reduction efforts described in the Climate change: emissions section of this report. Climate-related risks are addressed through local stakeholder needs assessments and SWOT analyses, which are regularly updated to reflect environmental drivers. In addition, our Business Continuity Plans define actions for disaster scenarios, helping ensure operational stability and financial resilience.

On the opportunity side, our investment in eco-design and energy-efficient technologies positions Fermator to meet growing demand for low-impact mobility solutions. We will continue refining our climate risk evaluation tools and integrating climate resilience into our strategic planning

Sustainable supply chain management

Sustainability is integrated across all areas of our operations, including procurement and supply chain management. At Fermator, this approach reflects the understanding that sustainable development is a shared responsibility, where the practices of external providers are just as crucial as internal efforts in achieving long-term environmental, social and ethical objectives.

Supplier engagement and compliance

In 2024, Fermator released a fully updated version of the Supplier Manual (General Requirements for Fermator Group External Providers), offering enhanced guidance on Responsible Supply Chain (RSC) policies, environmental management, social responsibility, data protection, and cybersecurity.

These updates were formally communicated to all suppliers, along with a request to review the revised guidelines and submit signed declarations of compliance. Adherence to these standards is mandatory for all providers, reinforcing Fermator's commitment to responsible and transparent business practices.

The most relevant updates included:

Environmental management

Expanded guidance was introduced on critical environmental areas such as materials and chemical usage, waste management, energy consumption, greenhouse gas emissions, and water use. These measures help us monitor and enhance environmental performance throughout our supply chain.

In 2024, no significant environmental impacts were identified across our supply chain. However, where opportunities for improvement were detected, such as inefficiencies in packaging, Fermator collaborated with the involved suppliers to implement specific corrective actions. These measures reflect our commitment to reducing environmental risks and continuously improving supply chain sustainability.

Ethical conduct and Human Rights

The Code of Conduct was strengthened with additional focus on child labor prevention, anti-discrimination, human rights, workplace harassment, and anti-bribery.

Conflict minerals

A new conflict minerals policy was introduced in 2024 and included in the updated Supplier Manual. It establishes:

- Compliance with international regulations, including the Dodd-Frank Wall Street Reform and Consumer Protection Act and regulations set forth by the Securities and Exchange Commission (SEC).
- Due diligence through the Conflict Minerals Reporting Template (CMRT).
- Supplier responsibility for traceability and ethical sourcing.
- Ongoing efforts to improve transparency and prevent sourcing from conflict-affected regions.
- All applicable suppliers are required to complete the CMRT as part of their compliance obligations and this requirement is reviewed and updated every year.

Data protection

A new section was introduced to ensure supplier alignment with the EU General Data Protection Regulation (GDPR). These guidelines help protect the personal data of employees, partners, and stakeholders in compliance with current legal frameworks.

Cybersecurity

Cybersecurity requirements were formally introduced, emphasising the need for digital infrastructure protection, secure data exchange, and prompt incident reporting.

To ensure compliance and uphold the integrity of our supplier relationships, Fermator carries out ongoing monitoring of the signed supplier documentation. These checks are further supported by annual audits conducted at each Fermator manufacturing. This process confirms that our partners meet current standards and expectations.

Ethical channel for reporting deviations

To strengthen integrity and transparency, Fermator introduced a new Ethical Channel in 2024 and this is informed also in the new version of Suppliers Manual. This tool replaces the previous reporting mechanism and offers a more secure and confidential platform for suppliers to raise concerns or report any deviations related to environmental, social, or ethical standards.

In 2024, no supplier reports have been received through the Ethical Channel.

Strengthening standards and future plans

As part of our continuous improvement approach, Fermator plans to implement further updates in 2025:

- An updated Suppliers Manual, introducing a new section dedicated to Regulation (EU) 2021/821 on the control of dual-use items, technologies, products and software with both civilian and military applications. This addition will help ensure our compliance with international trade and security regulations.
- An updated Purchasing and External Providers Evaluation Procedure, aligned with ISO 20400 Sustainable Procurement guidelines. This update will incorporate more detailed social, environmental, and ethical evaluation criteria throughout supplier qualification and selection.

Furthermore, we will launch specific training for Supply Chain teams and department heads involved in supplier management to ensure proper implementation of these changes and increase awareness on ethical sourcing and compliance responsibilities.

Risk management in procurement

Fermator continues improving its risk management strategies to support our updated procurement practices. By proactively implementing measures to address supply chain vulnerabilities, Fermator ensures continuity in operations while maintaining strict adherence to sustainability objectives. Some of these strategies are:

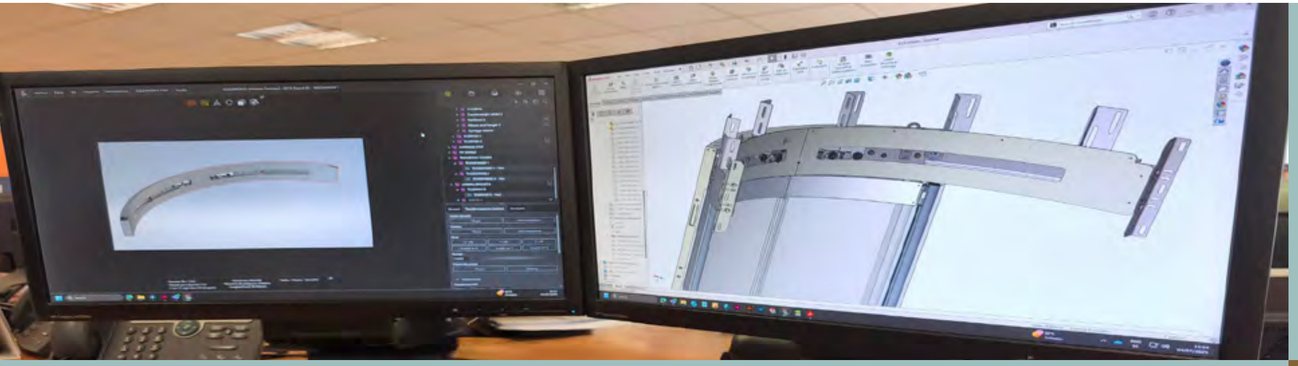
- Improved safety stock management: Strategic updates now account for dynamic market conditions, ensuring readiness for unexpected problems.
- Global coordination: Our refined supply strategy allocates optimised safety stocks across facilities to mitigate material shortages and support uninterrupted production.
- Supplier collaboration: Strengthened partnerships with critical suppliers enable proactive solutions to address emerging challenges and ensure stability.
- Electronic component diversification: Additional measures safeguard our operations against electronic component shortages, ensuring resilience in procurement processes.

Through these efforts, Fermator is building a supply chain that supports not only operational excellence but also our broader goals in sustainability and corporate responsibility. By working closely with our external providers and ensuring alignment with evolving standards, we aim to foster a more ethical, transparent, and future-ready supply network

Quality as a driver of sustainable excellence

At Fermator, product quality is inseparable from safety, sustainability, and customer trust. We embed quality principles across our value chain, ensuring that our products and services not only meet but anticipate regulatory and customer expectations. Our approach is guided by a philosophy of continuous improvement and systemic thinking and aligns with our broader commitments to sustainability and innovation.

Key pillars of our quality strategy include:



Design for quality and sustainability:

We ensure quality from the earliest stages of product development, integrating lifecycle thinking, energy efficiency, and material durability to enhance long.

Supplier and manufacturing commitment:

We work closely with suppliers to uphold high-quality standards through qualifications, ongoing performance evaluation, and a shared focus on innovation and environmental responsibility.

Field and aftermarket quality:

Our feedback systems ensure that insights from technicians and customers directly inform service improvements and product enhancements, reducing risk and reinforcing trust.

Performance monitoring and KPIs:

We utilise key performance indicators (KPIs) to monitor and continuously improve process and product quality, enabling timely, evidence-based decision-making.

Certified quality management systems:

All Fermator manufacturing companies are certified under ISO 9001:2015, reflecting our systematic approach to quality management and continuous improvement. This globally recognised certification ensures that our processes are aligned with best practices and consistently meet customer and regulatory requirements.

Culture of continuous improvement:

Quality is a shared responsibility across the organisation. Through employee empowerment, cross-functional collaboration, and a commitment to best practices, we foster a culture where quality drives both operational excellence and sustainable outcomes

Compliance and product safety

Fermator is actively involved in the development of international standards such as ISO 8100, which focuses on the safety, performance, and sustainability of lifts and escalators. This participation reflects our commitment to innovation and to embedding environmental criteria into product design, including energy efficiency, material recycling, and digitalisation. We also contribute to promoting safety, accessibility, and inclusive mobility.

Additionally, we engage in CEN and ISO technical committees to help shape sustainable industry practices aligned with the UN Sustainable Development Goals and the European Green Deal. This involvement enables us to anticipate regulatory changes, encourage cross-sector collaboration, and strengthen our leadership in sustainable innovation. We believe that standardisation is a powerful tool for driving systemic transformation and building a more resilient and responsible built environment.

Leadership in standardisation: advancing sustainability through ISO 8100

As part of our ongoing commitment to sustainability, innovation, and industry leadership, we are actively contributing to the development of the new ISO 8100 standard. This standard, which focuses on the safety, performance, and sustainability of lifts and escalators, represents a critical step toward harmonising global best practices in vertical transportation.

Our deep involvement in the ISO 8100 committee reflects our strategic focus on:

- Embedding sustainability into product design: We are advocating for the integration of energy efficiency, material circularity, and lifecycle thinking into the core of the standard.
- Enhancing safety and accessibility: Our contributions aim to ensure that the standard supports inclusive, safe, and sustainable mobility solutions for all users.
- Driving innovation through digitalisation: We are promoting the adoption of digital tools and smart technologies that improve operational efficiency and reduce environmental impact.
- Aligning with global climate goals: By shaping the sustainability criteria within ISO 8100, we help align the industry with international climate targets and regulatory frameworks.

Our proactive role in this initiative underscores our belief that standardisation is a powerful lever for systemic change. Through ISO 8100, we are not only helping to define the future of our industry but also reinforcing our commitment to a more sustainable and resilient built environment

Active participation in CEN and ISO committees: driving sustainable innovation

As part of our commitment to sustainability and continuous improvement, we actively engage in the development of new standards through participation in CEN (European Committee for Standardisation) and ISO (International Organisation for Standardisation) technical committees. This involvement is a strategic pillar of our sustainability agenda, enabling us to:

- Shape the future of sustainable practices: By contributing to the creation of new norms, we help define industry-wide best practices that prioritise environmental responsibility, resource efficiency, and circular economy principles.
- Ensure alignment with global sustainability goals: Participation ensures our operations and products are aligned with evolving international sustainability frameworks, including the UN Sustainable Development Goals (SDGs) and the European Green Deal.
- Promote innovation and eco-design: Engaging in standardisation fosters innovation by encouraging the adoption of digital tools, energy-efficient processes, and sustainable materials across the value chain.
- Enhance compliance and market readiness: Early involvement in standard development allows us to anticipate regulatory changes, ensuring our products and services remain compliant and competitive in global markets.
- Foster collaboration and knowledge sharing: These committees bring together experts from diverse sectors, enabling cross-industry collaboration and the exchange of knowledge that accelerates the transition to a low-carbon, resource-efficient economy.

Our proactive role in these committees reflects our belief that sustainability is not only a responsibility but also an opportunity to lead and influence positive change at a systemic level.

Product information and marketing compliance

Fermator ensures that all product information and labelling comply with legal requirements and industry standards. Marketing communications are designed to be clear, accurate, and free from misleading claims. In 2024, no significant incidents of non-compliance in these areas were reported. We continue monitoring and training to maintain high standards of transparency and integrity.

Product safety

In line with our commitment to customer safety, Fermator carefully assesses the health and safety impacts of all its products and service categories. These assessments are integrated into the product development process, including thorough safety testing and compliance checks against relevant regulations and standards. We continually monitor product performance and user feedback to ensure ongoing safety and reliability.

In 2024, no incidents of non-compliance related to the health and safety impacts of our products and services were reported. We maintain rigorous quality control and swiftly address any concerns to uphold the highest safety standards for our customers and end users

Fermator
AUTOMATIC DOORS FOR LIFTS

ADDITIONAL INFORMATION

SUBSECTIONS:

Glossary of terms and abbreviations

IA: Artificial Intelligence

CAN: Controller Area Network

CEN: European Committee for Standardisation

CMRT: Conflict Minerals Reporting Template. Free, standardised reporting template developed by the Responsible Minerals Initiative (RMI) that facilitates the transfer of information through the supply chain regarding mineral country of origin and the smelters and refiners being utilised

CSRD: Corporate Sustainability Reporting Directive

DALI: Digital Addressable Lighting Interface

Eco-design: Approach to design that aims to minimise environmental impact and promote sustainability throughout the product's life cycle

EPS: Expanded Polystyrene

Equivalent product: Weighted units of manufactured product

ESG: Environmental, Social, and Governance

ESRS: European Sustainability Reporting Standards

EU: European Union

GDPR: General Data Protection Regulation

GHG: Greenhouse gas

GRI: Global Reporting Initiative

HVAC: Heating, Ventilation, and Air Conditioning

IEC: International Electrotechnical Commission

ISO: International Organisation for Standardisation

IUCN: International Union for Conservation of Nature.

LED: Light-Emitting Diode. A semiconductor diode which glows when a voltage is applied

LPG: Liquefied Petroleum Gas

ODA: Online Documents Accessibility

REACH: Registration, Evaluation, Authorisation and Restriction of Chemicals

RoHS: Restriction of Hazardous Substances directive

RSC: Responsible Supply Chain

SASB: Sustainability Accounting Standards Board

SEC: Securities and Exchange Commission

SDGs: Sustainable Development Goals

VF: Variable Frequency

GRI
Context index

In line with our ongoing commitment to responsible disclosure and internationally recognised reporting practices, Fermator applies the Global Reporting Initiative (GRI) framework to communicate its sustainability performance. The GRI Index presented in this report follows the latest GRI Standards and serves as a reference tool for locating relevant disclosures. It ensures consistency, comparability, and clarity across the Environmental, Social, and Governance (ESG) topics addressed in this 2024 report.

GRI 1 used	GRI 1: Foundation 2021
Period	This report presents Fermator Group's sustainability-related activities, progress, and performance throughout the calendar year 2024. While the focus is on the reporting year, selected data and initiatives from previous years are included to demonstrate ongoing efforts and provide continuity where necessary. This marks Fermator's second formal Sustainability Report, reinforcing our commitment to regular and structured disclosure.

GRI Standard	Disclosure*	Location or Comments
GRI 2: General Disclosures 2021	2-1 Organisational details	02, 57
	2-2 Entities included in the organisation's Sustainability Reporting	12
	2-3 Reporting period, frequency and contact point	57, Publication
	2-4 Restatements of information	30 (Total Energy consumed calculation)
	2-6 Activities, value chain and other business relationships	05, 12
	2-7 Employees	47
	2-8 Workers who are not employees	Information unavailable / incomplete. It will be considered for inclusion in the next Sustainability Report.
	2-9 Governance structure and composition	57
	2-10 Nomination and selection of the highest governance body	57
	2-11 Chair of the highest governance body	57
	2-12 Role of the highest governance body in overseeing the management of impacts	57
	2-13 Delegation of responsibility for managing impacts	57
	2-14 Role of the highest governance body in Sustainability Reporting	57

GRI
Context index

GRI Standard	Disclosure*	Location or Comments
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	57
	2-16 Communication of critical concerns	57
	2-17 Collective knowledge of the highest governance body	57
	2-18 Evaluation of the performance of the highest governance body	52
	2-19 Remuneration policies	47
	2-20 Process to determine remuneration	47
	2-21 Annual total compensation ratio	47
	2-22 Statement on sustainable development strategy	10
	2-23 Policy commitments	Relevant policies are mentioned in the different sections of the report: 32, 35, 38, 42, 47 50, 63
	2-24 Embedding policy commitments	Relevant policies are mentioned in the different sections of the report: 32, 35, 38, 42, 47 50, 68
	2-25 Processes to remediate negative impacts	60
	2-26 Mechanisms for seeking advice and raising concerns	60
	2-27 Compliance with laws and regulations	75
	2-28 Membership associations	75
	2-29 Approach to stakeholder engagement	12, 14
	2-30 Collective bargaining agreements	50

GRI
Context index

GRI Standard	Disclosure*	Location or Comments
GRI 3: Material Topics 2021	3-1 Process to determine material topics	14
	3-2 List of material topics	14
	3-3 Management of material topics	14
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	60 (qualitative reference)
	201-2 Financial implications and other risks and opportunities due to climate change	63
	201-3 Defined benefit plan obligations and other retirement plans	50
	201-4 Financial assistance received from government	60
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	50
	202-2 Proportion of senior management hired from the local community	47
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	17
	203-2 Significant indirect economic impacts	08, 54
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	60, 68
	205-2 Communication and training about anti-corruption policies and procedures	60, 68
	205-3 Confirmed incidents of corruption and actions taken	60, 68
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	60, 68

GRI
Context index

GRI Standard	Disclosure*	Location or Comments
GRI 207: Tax 2019	207-1 Approach to tax	60
	207-2 Tax governance, control, and risk management	60
	207-3 Stakeholder engagement and management of concerns related to tax	60
GRI 301: Materials 2016	301-2 Recycled input materials used	18, 68
	301-3 Reclaimed products and their packaging materials	23
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	30
	302-2 Energy consumption outside of the organisation	30
	302-3 Energy intensity	30
	302-4 Reduction of energy consumption	30
	302-5 Reductions in energy requirements of products and services	30
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	38
	303-2 Management of water discharge-related impacts	38
	303-3 Water withdrawal	38
	303-4 Water discharge	38
	303-5 Water consumption	38

GRI Context index

GRI Standard	Disclosure*	Location or Comments
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	40
	304-2 Significant impacts of activities, products and services on biodiversity	40
	304-3 Habitats protected or restored	40
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	40
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	32
	305-2 Energy indirect (Scope 2) GHG emissions	32
	305-3 Other indirect (Scope 3) GHG emissions	32
	305-4 GHG emissions intensity	32
	305-5 Reduction of GHG emissions	32
	305-6 Emissions of ozone-depleting substances (ODS)	32
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	32
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	35
	306-2 Management of significant waste-related impacts	35
	306-3 Waste generated	35
	306-4 Waste diverted from disposal	35
	306-5 Waste directed to disposal	35

GRI
Context index

GRI Standard	Disclosure*	Location or Comments
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	68
	308-2 Negative environmental impacts in the supply chain and actions taken	68
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	47
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	42
	403-2 Hazard identification, risk assessment, and incident investigation	42
	403-3 Occupational health services	42
	403-4 Worker participation, consultation, and communication on occupational health and safety	42
	403-5 Worker training on occupational health and safety	42
	403-6 Promotion of worker health	42
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	42
	403-8 Workers covered by an occupational health and safety management system	42
	403-9 Work-related injuries	42
	403-10 Work-related ill health	42
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	50
	404-2 Programs for upgrading employee skills and transition assistance programs	50
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	47

GRI
Context index

GRI Standard	Disclosure*	Location or Comments
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	47
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	47
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	54
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	68
	414-2 Negative social impacts in the supply chain and actions taken	68
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	75
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	75
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	75
	417-2 Incidents of non-compliance concerning product and service information and labeling	75
	417-3 Incidents of non-compliance concerning marketing communications	75
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	63

*Certain disclosures have been omitted from this report due to incomplete or unavailable information. These aspects are currently under review and will be considered for inclusion in the next Sustainability Report.

ESRS index

As part of our alignment with the European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD), Fermator has prepared the following content index. It provides a structured overview of the ESRS disclosure requirements addressed in this Sustainability Report, along with references to where the corresponding information can be found.

ESRS Standard	Disclosure Requirement	Location in Report	Omission / Explanation
ESRS 2	SBM-1: Business model and value chain	05, 12	
ESRS 2	SBM-2: Interests and views of stakeholders	12	
ESRS 2	SBM-3: Material impacts, risks and opportunities	10, 14	
ESRS 2	GOV-1: Governance structure and roles	57	
ESRS 2	GOV-2: Information about administrative and management bodies	57	
ESRS 2	GOV-3: Integration of sustainability-related performance	57	
ESRS 2	IRO-1: Process to identify impacts, risks and opportunities	14, 63	
ESRS 2	IRO-2: Disclosure of significant impacts, risks and opportunities	14, 63	
ESRS 2	IRO-3: Tracking effectiveness of actions	18, 30, 42	
ESRS 2	POL-1: Policy commitments	32 35, 38, 42, 47, 50, 63	Throughout sections
ESRS 2	ACT-1: Actions taken to manage impacts, risks and opportunities	18, 28, 52, 68	
ESRS 2	METR-1: Targets related to impacts, risks and opportunities	18, 30	
ESRS 2	METR-2: Performance against targets	30	

ESRS index

ESRS Standard	Disclosure Requirement	Location in Report	Omission / Explanation
ESRS E1	Climate change mitigation and adaptation	30, 32	Scope 3 under development
ESRS E2	Pollution	30, 35	
ESRS E3	Water and marine resources	38	
ESRS E4	Biodiversity and ecosystems	40, 54	Limited; no major biodiversity impacts identified
ESRS E5	Resource use and circular economy	18, 23, 35	
ESRS S1	Own workforce	42, 47, 50	Some metrics pending for future reports
ESRS S2	Workers in the value chain	68	Partial – to be expanded
ESRS S3	Affected communities	54	
ESRS S4	Consumers and end-users	72, 75	
ESRS G1	Business conduct	52, 60, 68, 75	

SASB Metrics

At Fermator, we are committed to providing transparent and relevant information on our sustainability performance. This year, we have aligned our disclosures with the Sustainability Accounting Standards Board (SASB) framework, using the Industrial Machinery and Goods Sustainability Accounting Standard (version 2023-12), which best reflects the nature of our operations.

The SASB metrics table below presents key environmental, social, and governance indicators for the reporting period from January 1 to December 31, 2024. Where applicable, the table cross-references disclosures provided elsewhere in Fermator's 2024 Sustainability Report.

Topic	Accounting metric	2024 results
Energy management	Total energy consumed	21656 MWh
	Percentage grid electricity	28.81%
	Percentage renewable	21.19%
Hazardous waste management	Amount hazardous waste generated, % recycled	131 Tn
	Number and aggregate quantity of reportable spills, quantity recovered	No significant spills occurred in 2024.
Product safety	Number of recalls issued, total units recalled	Fermator ensures the reliability and safety of its products through a comprehensive quality system implemented throughout all the enterity of the organisation. This system focuses on rigorous testing and quality controls aimed at ensuring that each product adheres to established norms and specifications. In the event of a critical issue, a non-conformity process is promptly initiated categorising it as high priority, facilitating seamless communication across all pertinent departments, including Research and Development, Production, Commercial, and others. This collaborative approach ensures the timely and optimal resolution of challenges.
	Total amount of monetary losses as a result of legal proceedings associated with product safety	There were not legal proceedings associated with product safety.

SASB Metrics

Topic	Accounting metric	2024 results
Product lifecycle management	Percentage of products by revenue that contain IEC62474 declarable substance	None
	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Fermator does not currently offer products certified for energy efficiency. Nevertheless, Fermator headquarters conduct energy audits in compliance with EN 16247 standards.
	Revenue from renewable energy-related and energy efficiency-related products	Not reported.
Materials sourcing	Description of the management of risks associated with the use of critical materials	Page 68: Sustainable supply chain management
Business ethics	"Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior"	Page 50: Labour practices and Human Rights
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	None
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulation	None
Other	Number of units produced by product category	In 2024, Fermator recorded a total equivalent product count of 708313. The extensive variety of products manufactured by Fermator presents a considerable dificulty in terms of categorisation.
	Number of employees	1,649

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