



exkal

FOR FUTURE GENERATIONS

Performance RSE

Excellence in the exhibition and conservation of food in sustainable refrigerated cabinets. Innovative solutions in favor of humanity.

Letter from the President

2021 has not been the year of recovery we had hoped for at the beginning, the world started to emerge from the pandemic and got back on the path of growth: around 6.0% compared to a contraction of 3.2% in 2020. COVID-19, has continued to be present in our lives, coupled with another problem such as the lack of valves and controls. Once again, the involvement, performance and efficiency of our teams have allowed us to react and act in the best possible way in the face of the constant uncertainty of the situation.

From these last few years, we are left with the global will to accelerate recovery and the commitment to move towards a truly sustainable development model. Governments, regulators, markets, companies and, in short, people are increasingly united in the face of challenges such as climate change, the circular economy and inequality.

In the regulatory sphere, the commitment to the fight against climate change continues to grow, as demonstrated by the European Union's objective of becoming the first climate-neutral continent by 2050, which will lead to a profound transformation of all productive sectors.

The process of decarbonisation of the economy is perhaps the most relevant disruption in history. We have 30 years to make society function without greenhouse gas emissions, a huge challenge that requires drastic changes in our habits and behaviours. It also requires colossal investments, which some estimates put at more than 8% of global GDP each year for the next 30 years, a figure in the region of \$275 trillion. For this reason, decarbonisation is not only a challenge, but also a major source of opportunity.

We want to help our customers in their

transition to a sustainable, greener and more inclusive future, for which we already offer a wide range of sustainable products. In recent years we have launched green products aimed at improving energy efficiency and enhancing food preservation.

We expect the recovery and the focus on sustainability as the backbone of the business to continue through 2022, although uncertainties are high, especially following Russia's invasion of Ukraine. We are watching these events with particular concern and unease, not so much because of their very significant economic effects, but because of the human tragedy of war, something we thought we had overcome in Europe.

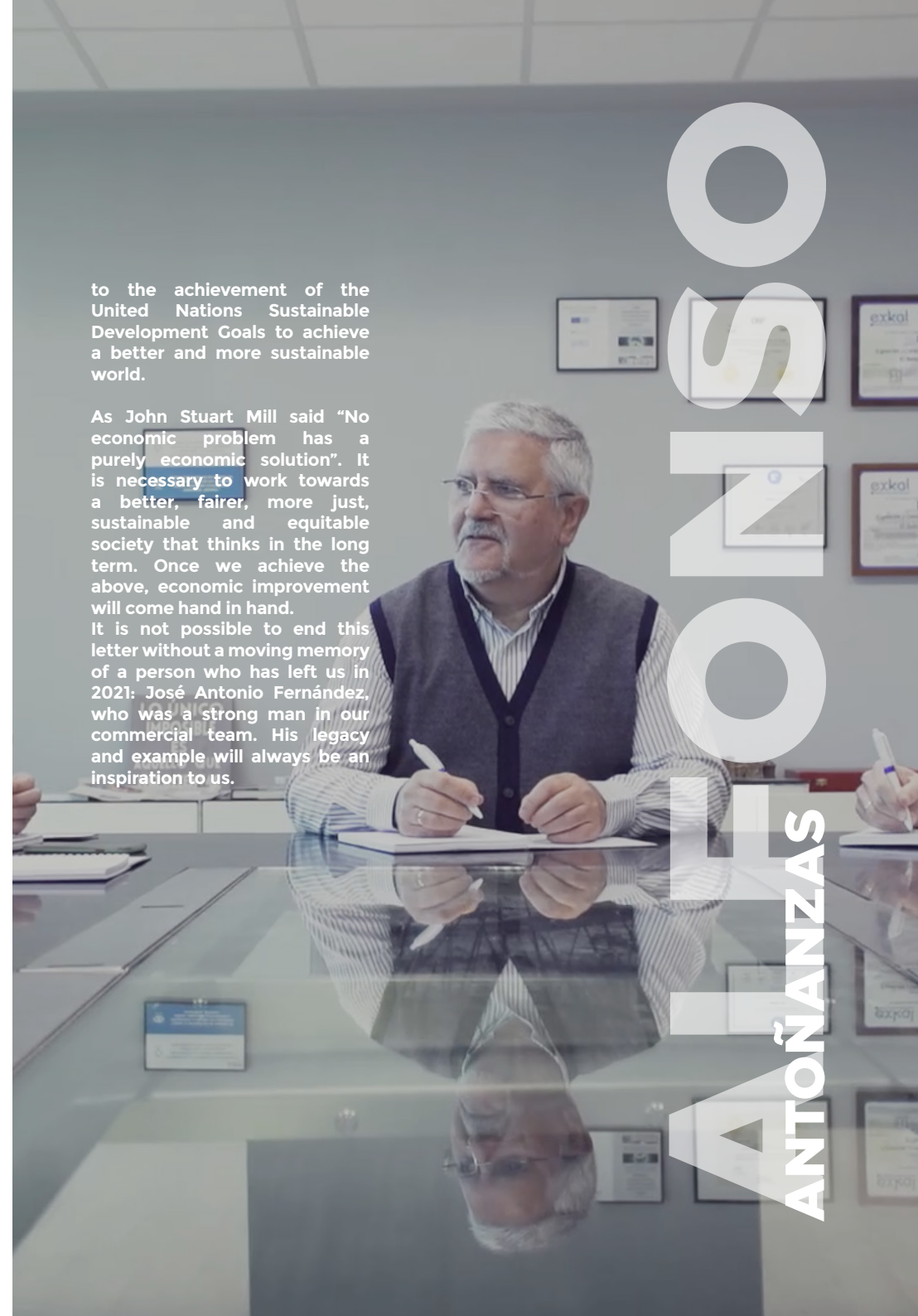
In addition to its immediate impact, the invasion will have important long-term repercussions on geopolitics and the world economy, conditioning the relationship between blocs and international trade, and may put our real fight against climate change on the back burner.

This unfortunate historical disruption comes at a time of unprecedented disruption driven by innovation, sustainability and the fight against climate change. These issues are a priority within our company culture. As a family-owned company we are focused on the long term and see these aspects as an opportunity to bring greater added value to our customers. In this regard, in 2021, we have been recognised for our work in this regard by having one of our initiatives recognised as one of the 101 Business Examples of #ClimateAction.

Our commitment to society will continue to grow stronger at Exkal and we will continue to use all the means at our disposal, reaffirming our commitment to the Ten Principles of the Global Compact and contributing

to the achievement of the United Nations Sustainable Development Goals to achieve a better and more sustainable world.

As John Stuart Mill said "No economic problem has a purely economic solution". It is necessary to work towards a better, fairer, more just, sustainable and equitable society that thinks in the long term. Once we achieve the above, economic improvement will come hand in hand. It is not possible to end this letter without a moving memory of a person who has left us in 2021: José Antonio Fernández, who was a strong man in our commercial team. His legacy and example will always be an inspiration to us.



The background image shows a large industrial machine, likely a CNC mill or lathe, in a factory environment. The machine has a complex structure with various components, including a large table with a grid of holes, a vertical column, and a rotating head. The entire image is overlaid with a semi-transparent blue filter. A large, light blue circle is centered on the left side, and a large, light blue triangle is positioned in the center, pointing towards the right. The text "Exkal at a glance" is written in a bold, white, sans-serif font, positioned in the upper right quadrant of the image.

Exkal at a glance



Exkal at a glance

Our main figures and milestones

Key figures summarizing the company's situation at the end of 2019::

Total number of employees	325
Net sales	91.770.891,67 €
Share capital of the company	7.000.000 €
Company property	100% family
Total number of cabinets manufactured	23.769 cabinets

MAIN MILESTONES TO HIGHLIGHT IN THE EXERCISE

- The organisation continued its growth and recovery phase after the pandemic.
- The company continued work on the completion of its office and facilities expansion.

Our strategy

Our strategy profile our actions in the process of generating value for our stakeholders.



DIFFERENTIATION

Adaptation to customer needs and innovation as a competitive advantage in long-term development.



EFFICIENCY

Achieving results through excellence in the value chain and cost management.



PEOPLE

We invest in our people, encouraging talent to flourish and developing a team that is prepared and committed to meet the needs of customers.



TECHNOLOGY

Strengthening our technological leadership by developing digitisation and industry 4.0.

To learn more about our future proposal, we invite you to learn about the *Exkal Trail* (<https://www.exkalsa.com/cultura>)





Sustainable develop- ment goals



SDG

Global Compact and Sustainable Development Goals



We have joined the Global Compact as partners, and we have signed up to the Principles. Our commitment to these principles relating to Human, Labour, Environment and Anti-Corruption Rights are reflected in our Sustainability Report. We encourage you to learn in depth about this initiative of the United Nations by consulting the Global Compact website: www.unglobalcompact.org

In line with our activity and size, Exkal mainly focuses its efforts on "Climate Action" (Goal 13), "Responsible Production and Consumption" (Goal 12) and "Sustainable Cities and Communities" (Goal 11).

The company also indirectly contributes to the rest of the Sustainable Development Goals and to achieve them will analyse and support various initiatives that may be available (economic and real contribution), although it is the first three objectives that we must take into account in the strategic decisions of the company.

Strategic goals



Indirect collaboration goals





SDG

Hunger 0



After decades of steady decline, the number of hungry people (measured by the prevalence of undernutrition) began to slowly rise again in 2015. Current estimates indicate that about 690 million people in the world are hungry, or, 8.9 percent of the world's population, which represents an increase of about 10 million people in one year and about 60 million in five years.

The world is not on track to reach the goal of zero hunger by 2030. If recent trends continue, the number of people affected by hunger will exceed 840 million people by 2030.

According to the World Food Program, around 135 million people suffer from severe hunger, mainly due to human-caused conflict, climate change and economic downturns.

At the same time, 45% of the fruits and vegetables that are harvested around the world are wasted. The amount is equivalent to something like 3.7 billion apples. 30% of cereals, or 763,000 million boxes of pasta, are also wasted, and of the 263 million tons of meat produced worldwide each year, 20% is lost, the equivalent of 75 million cows.

In total, according to figures from the UN Fund for Food and Agriculture (FAO), 1.3 billion tons of food produced for human consumption are lost, a third of the total.

At Exkal we understand that, from our position of collaboration with food distribution companies, we can collaborate in the design and implementation of innovative solutions that allow the reduction of food waste and therefore, and consequently, of existing hunger.

ACTIONS AND COMMITMENTS

- Investment in the development of new technologies that allow food to be stored longer.
- Promote alliances throughout the supply chain, seeking efficient food preservation management.
- Responsible management of the company canteen, reducing food waste.

Sustainable Cities and Communities

11 SUSTAINABLE CITIES AND COMMUNITIES



Cities are the foundation of culture, science and social development. In 2015, nearly 4 billion people lived in cities and the number is projected to increase to about 5 billion by 2030. We need to improve urban planning and management to make these spaces more inclusive, safe, resilient and sustainable. Efficient use of resources and energy is a basic requirement to advance this goal.

According to the United Nations, cities, while occupying only 3% of the land, are responsible for 80% of global GDP, 70% of energy consumed and 70% of CO2 emissions. Reversing this reality requires new

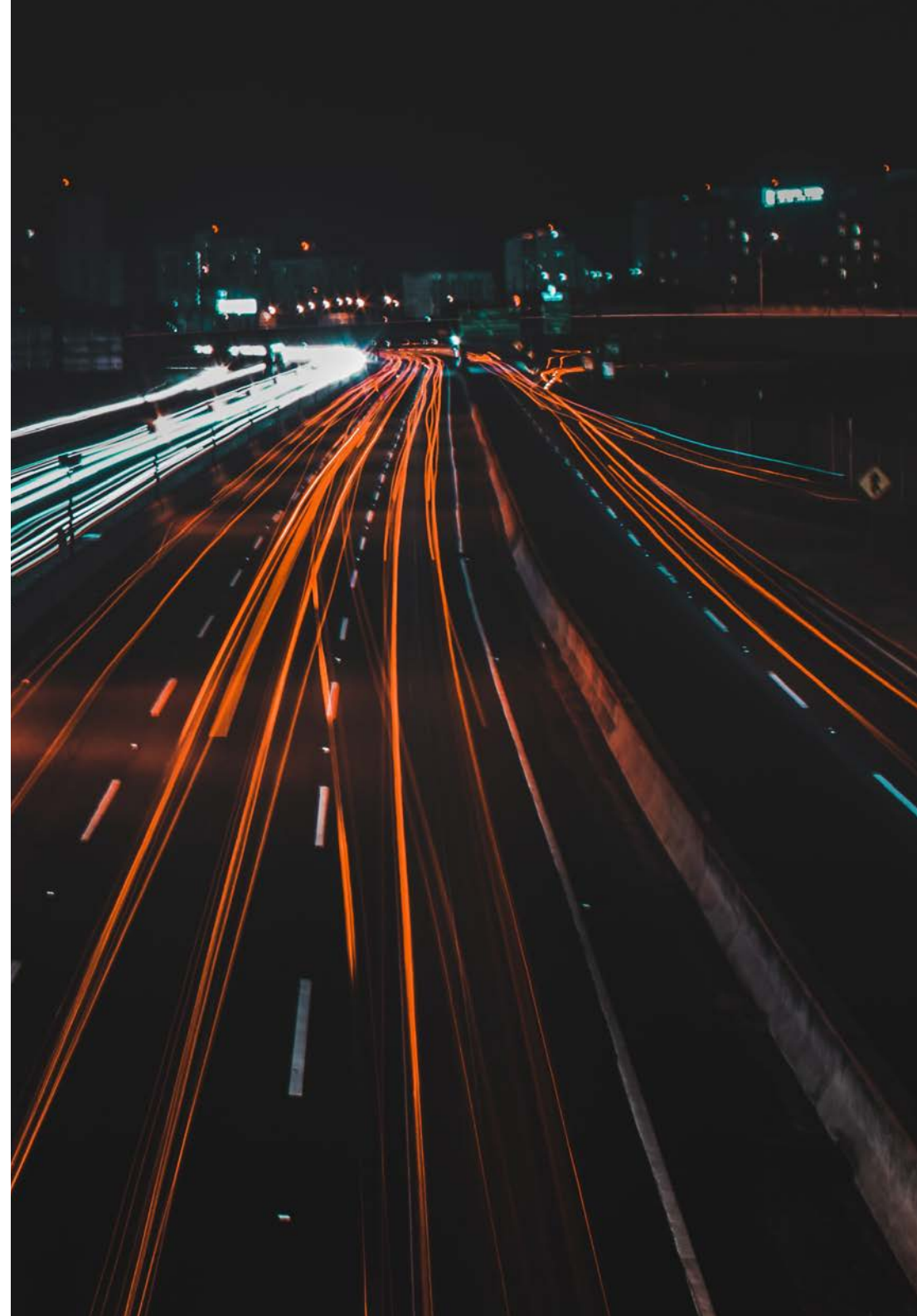
challenges, such as promoting responsible and efficient consumption of resources, promoting environmental sustainability and reducing inequalities in urban spaces.

Therefore, ensuring sustainable cities and communities, as well as responsible production and consumption of resources, have become essential and strategic aspects

Exkal, is Proud to be part of its community, and we must work towards sustainable cities and communities, encouraging in cities the reduction of environmental impact, green areas and safe and inclusive public spaces through sustainable urbanism. In addition, we must do our bit to work to preserve the world's cultural and natural heritage, address the impacts of natural disasters on communities, and strengthen the link between urban and rural areas to generate development that benefits both.

ACTIONS AND COMMITMENTS

- Promote sustainable industrial development in areas of no environmental impact, significantly reducing the impact of our activity.
- Promote project management and interactions with customers by telematics, reducing transport and allowing a lower environmental impact of our activity.
- Adopt and promote the use of electric vehicle and the extension of sustainable mobility.





SDG

Production responsible consumption

12 RESPONSIBLE CONSUMPTION



Today, the consumption of materials from natural resources is increasing very significantly. Countries also continue to address the challenges of air, water and soil pollution. The goal of sustainable consumption and production is to do more and better things with fewer resources. It is about creating net profits from economic activities by reducing the use of resources, degradation and pollution, while achieving a better quality of life. A systemic approach is also needed and cooperation between supply chain participants, from producer to end consumer, is needed. It consists of raising consumer awareness through education on sustainable

lifestyles, where needed and providing them with beneficial information through labeling and rules of use, among others.

As the United Nations reports, if the world's population reached 9.6 billion by 2050, it would take the equivalent of nearly three planets to provide the right natural resources to maintain the current lifestyle.

As a company, we must find new solutions that offer sustainable consumption and production methods, a challenge that is in our own interest. We need to better understand the environmental and social effects of our products and services, both of product lifecycles and how they are affected by their use in lifestyles. Identification in the value chain of "hotspots" where interventions have greater potential to improve the environmental and social effects of the system as a whole is a fundamental first step.

We must also innovate in the design of solutions that can inspire and motivate people to lead more sustainable lifestyles, reducing effects and increasing well-being.

ACTIONS AND COMMITMENTS

- As part of our commitment to reduce waste generation through prevention, reduction, recycling and reuse activities, the company has established measurement indicators on % of reused and reusable materials of the products generated.
- The company plans to join the "Pact for the Circular Economy", aiming to advance the reduction of the use of non-renewable natural resources, reusing in the production cycle the materials contained in the waste as secondary raw materials as long as human health and environmental protection is guaranteed.
- Continue to work on product lifecycle analysis and innovate in the development of new technologies and products that enable better use of natural resources.

Climate action

13 CLIMATE ACTION



Climate change has a negative impact on the environment, the economy and people's health, and is already regarded as one of the most important challenges facing humanity in the 21st century. At Exkal we actively and decisively contribute to a sustainable and low-carbon future to combat this global phenomenon.

As the fifth IPCC Assessment Report reveals, between 1880 and 2012 the average Earth temperature increased by 0.85 °C —and between 2030 and 2052 the increase will be 1.5 °C. Sea level rose 19 cm between 1901 and 2010, and the Arctic is losing 1.07 million km² of ice every decade. In addition, the concentration of greenhouse gases (GHGs) in the atmosphere has been growing progressively since the Industrial Revolution —more than 400 ppm today (International Energy Agency, IEA).—.

To strengthen the international response to the real and global threat to climate change, the United Nations Framework Convention on Climate Change (UNFCCC) holds an annual Conference of the Parties attended by around 200 countries, which is the largest global initiative to reduce GHG emissions and curb global warming. Since the signing of the historic Paris Agreement (COP21), which came into force in November 2016, countries have been working to limit our planet's temperature rise to less than 2 °C.

ACTIONS AND COMMITMENTS

- Development of low CO₂ cold products and technologies.
- Increase plant electrification and increase renewable energies by installing photovoltaic plates that allow a high level of sustainable self-consumption.



The background features a close-up photograph of several ripe oranges hanging from a tree branch, with green leaves visible. A large, semi-transparent blue circle is overlaid on the left side of the image, partially obscuring the oranges. The text is positioned on the right side of the image, within the blue-tinted area.

Some
data from
Our
Perfor-
mance
in **CSR**

Our performance in CSR

Sustainability

In our commitment to continuous improvement and environmental protection, we have established an Environmental Management System certified according to international standards (ISO 14001), as well as different environmental indicators that allow the monitoring and control of our production plant, as well as the identification of improvements and implementation of good practices.

Our future vision of environmental management is integral, and we want to promote the application of environmental criteria in very different areas, from the selection of suppliers, to the optimization of the use of raw materials, or the management of all the wastes we generate.



Climate change

We design our products assuming the challenge of reducing the intensity of greenhouse emissions generated by them.

500 kWp

emissions already installed, which will mean an estimated saving of 144.8 Tm of CO₂/year, with the aim of doubling the installed photovoltaic park in the future.



Circular Economy

With the circular economy we promote the optimization of resources, the reduction in the consumption of raw materials and the use of waste, recycling them or giving them a new life to turn them into new products.

92%

our non-hazardous waste is delivered for management and recycling to specialized companies



Environment

We are committed to protecting the environment in our operations and contributing to sustainable development.

100%

of the electricity consumed comes from renewable energies





Our performance in CSR

Commitment to diversity

At Exkal we work for cultural diversity and develop actions to raise awareness of functional diversity. The organisation understands as a fundamental aspect the creation of an inclusive environment because each person can contribute their qualities, that implies a great culture in which to work. Thus, at all times, the company promotes equal opportunities and respect for diversity, effective equality between men and women in access to employment, training, promotion and working conditions, as well as supports workers with different needs, facilitating their employment integration.

6.2%

is the increase in the
number of staff registered
in the financial year 2021

4,500

hours of trainings given
to our employees

0

allegations of
employment or gender
discrimination

Our performance in CSR

We collaborate with our environment

Exkal's activity is a clear engine of wealth and economic and social development: it creates stable and quality employment and is an important lever of growth for the region.

For more information about the overall performance of society, feel free to consult our sustainability report.

41,5%

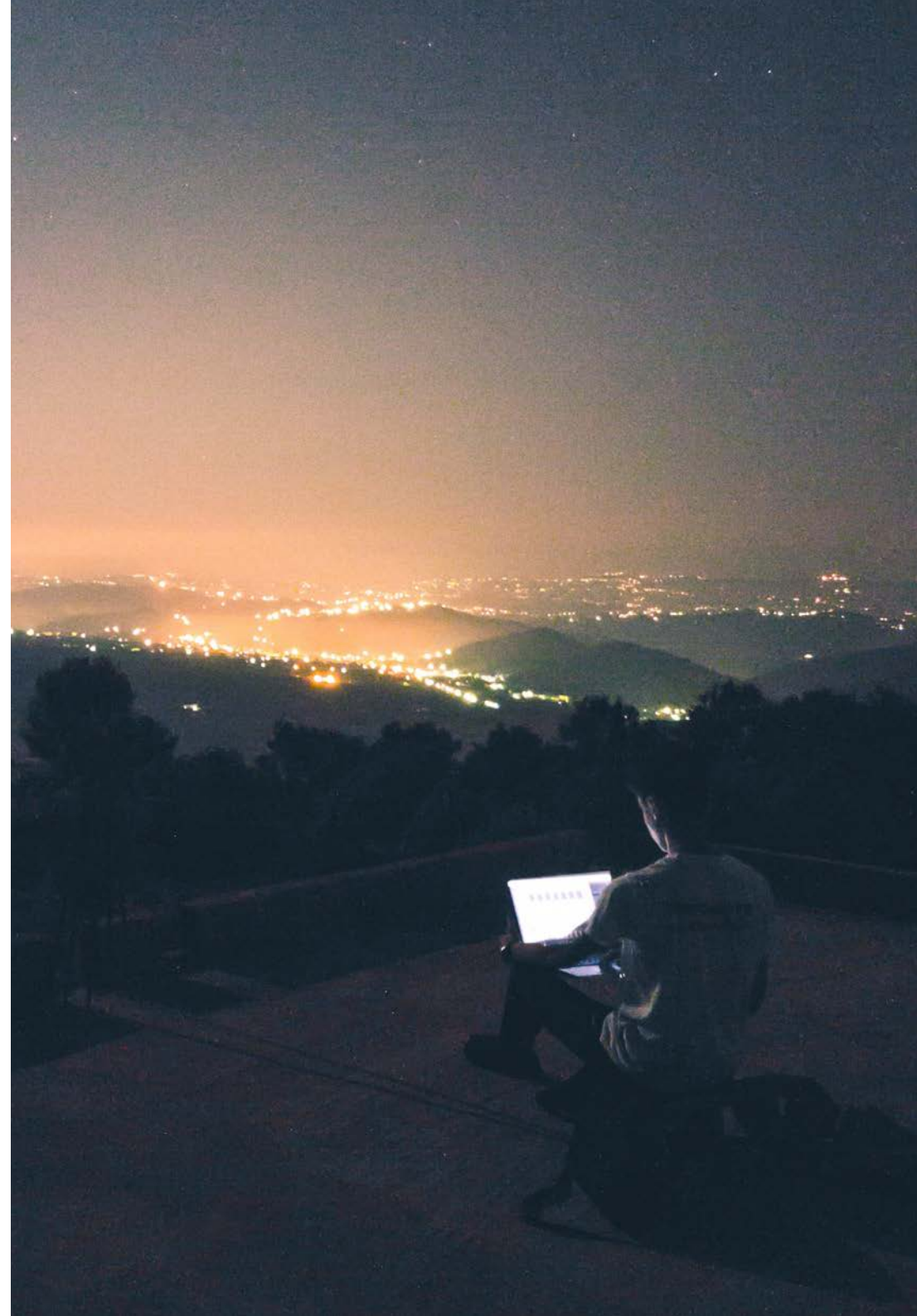
our purchases are to
local suppliers

8

NGOs and foundations
collaborate with Exkal
for the benefit of society
by developing different
projects

0

Cases of corruption or
allegations of actions
outside the law or the
Code of Ethics have been
recorded in the period



exkal

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