

# 2023 *Sustainability Report*

The Path to Sustainable Tooling Solutions

# Message from Simoldes Group President

*António da Silva Rodrigues*



Dear friends,

As president of a group of companies that began in Oliveira de Azeméis and now operates in Portugal, Germany, Brazil, and Argentina, I am deeply aware of the significant impact our businesses have on local, national, and international communities. For 64 years, our organization has been dedicated to driving economic growth and creating opportunities in every region we serve. Locally, our investments in Oliveira de Azeméis have led to job creation, supported local suppliers, and contributed to various community development initiatives. By focusing on education, training, and talent development, we aim to empower the workforce and ensure long-term sustainability for the areas in which we operate.

Our presence in multiple countries brings together a diverse and multicultural team that enriches the work we do daily. This multiculturalism fosters innovation, creativity, and a broader perspective in our approach to problem-solving and decision-making. By embracing the unique insights and skills that our diverse workforce brings, we enhance our ability to serve a global market with tailored solutions that respect cultural nuances. On a national and international level, our commitment to ethical practices and sustainable business models sets a benchmark in corporate responsibility, creating value for our stakeholders and driving positive in the several Simoldes locations.



# Overview



Present in **10**  
countries around  
the world



**1000**  
Human resources  
worldwide



over **19500**  
Constructed  
Molds



**623**  
Equipments

## In Portugal



Over **125M** euros  
Revenue



Over **890**  
employees



Over **93%** of  
employees are on  
permanent contracts



Over **€500k** invested  
in training



**0**  
Significant  
Security Incidents



**0**  
Significant  
Non-Compliance  
with laws and  
regulations



**1 014**  
Tons of CO<sub>2</sub>  
avoided



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# About this Report

This 2023 Simoldes Tools Sustainability Report is prepared with reference to internationally established frameworks and requirements.

The methodology used in this report is based on internationally recognized frameworks and standards, such as the Global Reporting Initiative (GRI) in its latest version (2021), the AA1000 Stakeholder Engagement Standard, and the principles of Double Materiality, as well as Sustainability ratings.

The company's sustainability journey, stemming from its strategy and action plan, is presented in this report through an ESG (Environmental, Social, and Governance) approach, detailing its activities in this area throughout 2023.

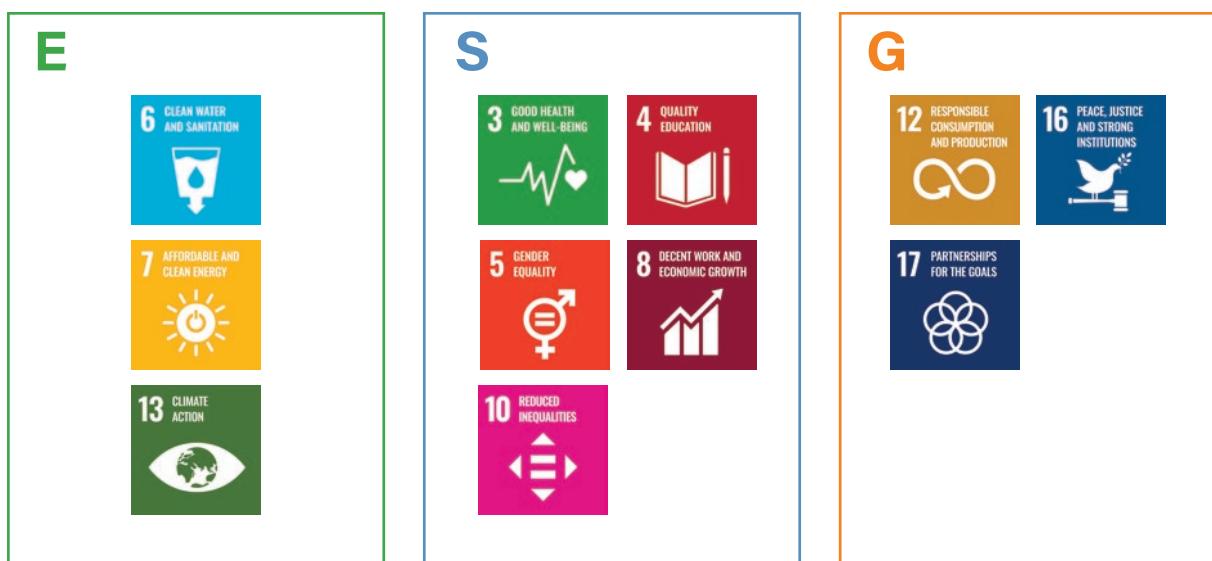
This Simoldes Tools Sustainability Report focus on the disclosure of Information on the following sites:

- Simoldes Aços
- MDA - Moldes de Azeméis
- IMA - Indústria de Moldes de Azeméis
- IGM - Indústria Global de Moldes
- MECAMOLDE - Moldes para Plásticos
- ULMOLDE - Moldes Técnicos

Please note that Simoldes Steel Center is not included in this report as the company was only established in September 2021, and therefore, there is insufficient information available for reporting.

 For more relevant and complementary information about Simoldes Tools check our website [www.simoldestools.com](http://www.simoldestools.com)

## Making a Difference in Sustainability through Sustainable Development Goals



The Sustainability Report is published in digital format on the company's website at: [www.simoldestools.com](http://www.simoldestools.com)  
For any inquiries, please contact: Sónia Leite, Marketing Manager - [sonia.leite@gruposimoldes.com.pt](mailto:sonia.leite@gruposimoldes.com.pt)



# 1. Company

 **Simoldes**  
Tools





## Message from the CEO Simoldes Tools

Rui Paulo Rodrigues

***“For us, being sustainable is not just a necessary condition to operate; it is a critical success factor and a commitment to the communities and regions where we are located.”***

The continuous pursuit of sustainability in all its dimensions—environmental, social, territorial, governance, and management—is a fundamental strategic pillar of our activities and operations. We are committed to enhancing productive, energy, and organizational efficiency, adopting renewable energies for self-consumption, and reducing energy costs. We invest in the development of new processes, promoting the circularity of our operations in line with the latest European directives. We embrace eco-design and eco-production approaches, leveraging opportunities provided by the digital transition, including artificial intelligence, machine learning, IoT, and automation. We maintain continuous measurement

of our performance in terms of environmental sustainability and energy consumption. At the same time, we value our talent and skills, promoting employment that attracts, retains, and renews, contributing to the territorial cohesion of the countries in which we operate.

All these strategic initiatives, which encompass the paradigms of environmental, energy, and digital transitions, are embedded in our solutions, products, services, processes, and organizational model, as well as in how we manage our operations and communicate with the market. This integrated approach significantly contributes to the continuous strengthening of our productivity, cost and non-cost competitiveness, profitability, and the overall sustainability of our business. Our commitment to sustainability and the promotion of sustainable development goals is the foundation of our strategic plan for the coming years.

This includes enhancing our international market presence, integrating into high-value global value chains, and diversifying our sectoral and geographical markets. We aim to strengthen the company's economic and financial sustainability through improved productivity and competitiveness, continuous enhancement of efficiency and quality across our operations, and increased investment in R&D, innovation, and new technologies. Additionally, we focus on integrating new skills, valuing people and knowledge, and promoting employment to foster territorial cohesion.

Our commitment to sustainability is reflected in the promotion of value chains where our sustainability aligns with that of our customers, suppliers, competitors, and partners, driving an inclusive and collaborative business model. The various social and environmental responsibility initiatives we promote strengthen our positive interaction with local, regional, and national and international communities. Additionally, we uphold a family-owned, multinational governance and management model that is stable and sustainable, setting us apart in our current and future operations. For us, being sustainable is not just a necessary condition to operate; it is a critical success factor and a commitment to the communities and regions where we are located, reflected in the value we create, the jobs we provide, the support we offer to families, and the social initiatives that promote inclusion and cohesion.



# 1.1 About Simoldes

*From the plant floor to every management position, they are the reason we are Simoldes*

Since 1959 Simoldes has been present not only in the mobility industry, but also other industries, with a strong emphasis on client needs.

## Synergies

- Global vision of upstream and downstream customer needs
- Time to market
- Comprehensive coverage of the entire value chain
- Working towards Sustainable Mobility and Cities
- Cost-driven design (cost optimization)
- Part development (B-surface)
- Expertise



We design, create, innovate, and produce with the goal of doing better and more sustainably every day, adding to our clients' value chain.

At Simoldes, sustainability is experienced daily and serves as an exercise in transparency, continuous improvement, and fundamental reflection for us and our stakeholders. We act with business responsibility, therefore we act actively, ethically, and responsibly for the benefit of society and the environment.



Relevant and complementary information about Simoldes Group is available at Simoldes website [www.simoldes.com](http://www.simoldes.com)

# 1.2 Simoldes Tools

Simoldes Tools is among the world’s largest mold makers, with over 60 years of experience in the industry. This extensive expertise allows us to meet the specific needs of various sectors. By leveraging state-of-the-art technology, we manufacture steel molds ranging from small to large, up to 120 tons, for plastic injection parts. We provide innovative solutions from concept to production, delivering valuable results for our clients.

A rich history is upheld by a guiding mission and a set of core values that foster trust among employees, customers, and suppliers. This creates a genuine ecosystem rooted in responsibility, precision, and loyalty.



## Mission

Promote a collaborative and integrative business environment, sustained by customer preference and continuous improvement resulting in maximized returns for our stakeholders.



## Vision

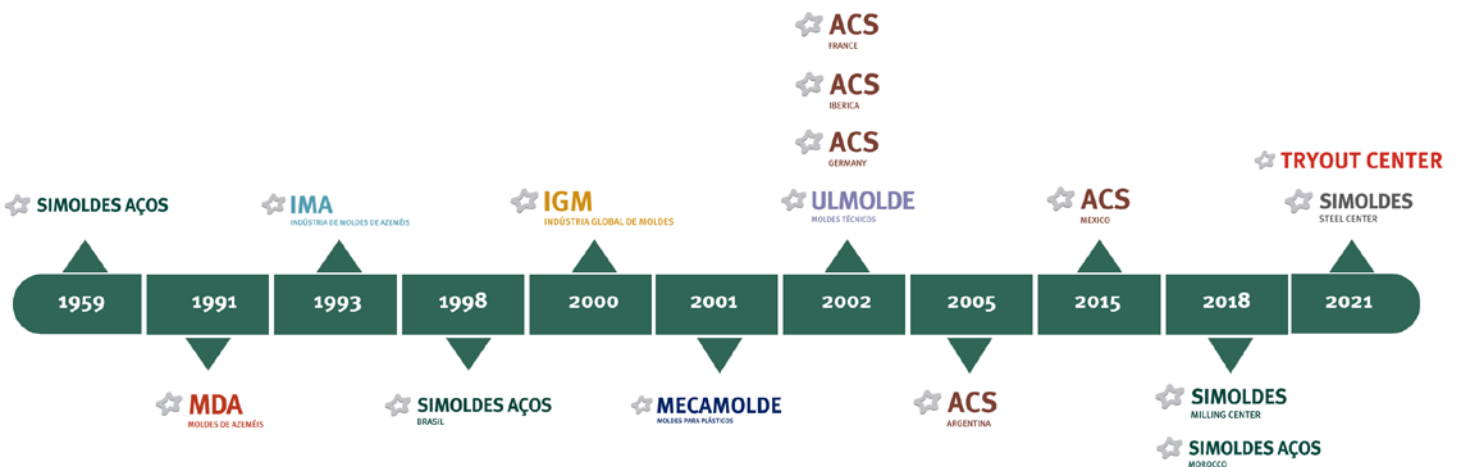
To be the best and most sustainable mold maker in the world.



## Values

Dedication, commitment, passion, integrity, respect towards our customers, employees and society.

Our history is a reflection of how strategic alignment enables growth beyond borders.



## 1.2.1 Simoldes Policy

The strategic orientations of Simoldes Tools management are defined in an internal **Policy**, approved by top management in 2021, they are anchored in the following principles:



**Client satisfaction**, by ensuring the consistent supply of Goods and Services, in conformity with the agreed requirements, proposing product improvements, promoting a partnership relationship and making a world support network available.



**Supplier involvement**, by sharing resources, skills and value creation for both sides, developing solutions to reduce costs.



**Co-worker involvement and valuation**, by promoting communication, participation and appropriate skills acquisition for the working function performance.



Assure a **healthy and safe working environment** to all the co-workers, customers, suppliers and visitors and other interested parties, through the adoption of technics and working methods preventing working accidents and professional diseases.



**Environment protection** by minimizing the environmental impact and preventing pollution caused by the activities in a lifetime perspective of the manufactured products, aiming the continuous improvement of the environmental performance.



Updating the **technological resources** by continuously searching for the most recent trends.



Keeping an integrated **management system**, in a participated way, promoting its continuous improvement.



Ensuring that the **laws and regulations applicable to the company**, mold making, and implemented integrated system, are fulfilled.



Maximization of the productive profitability, by selling at the best price allowed by the market and producing at the lowest possible cost, supported by efficient and effective functioning of the production resources.



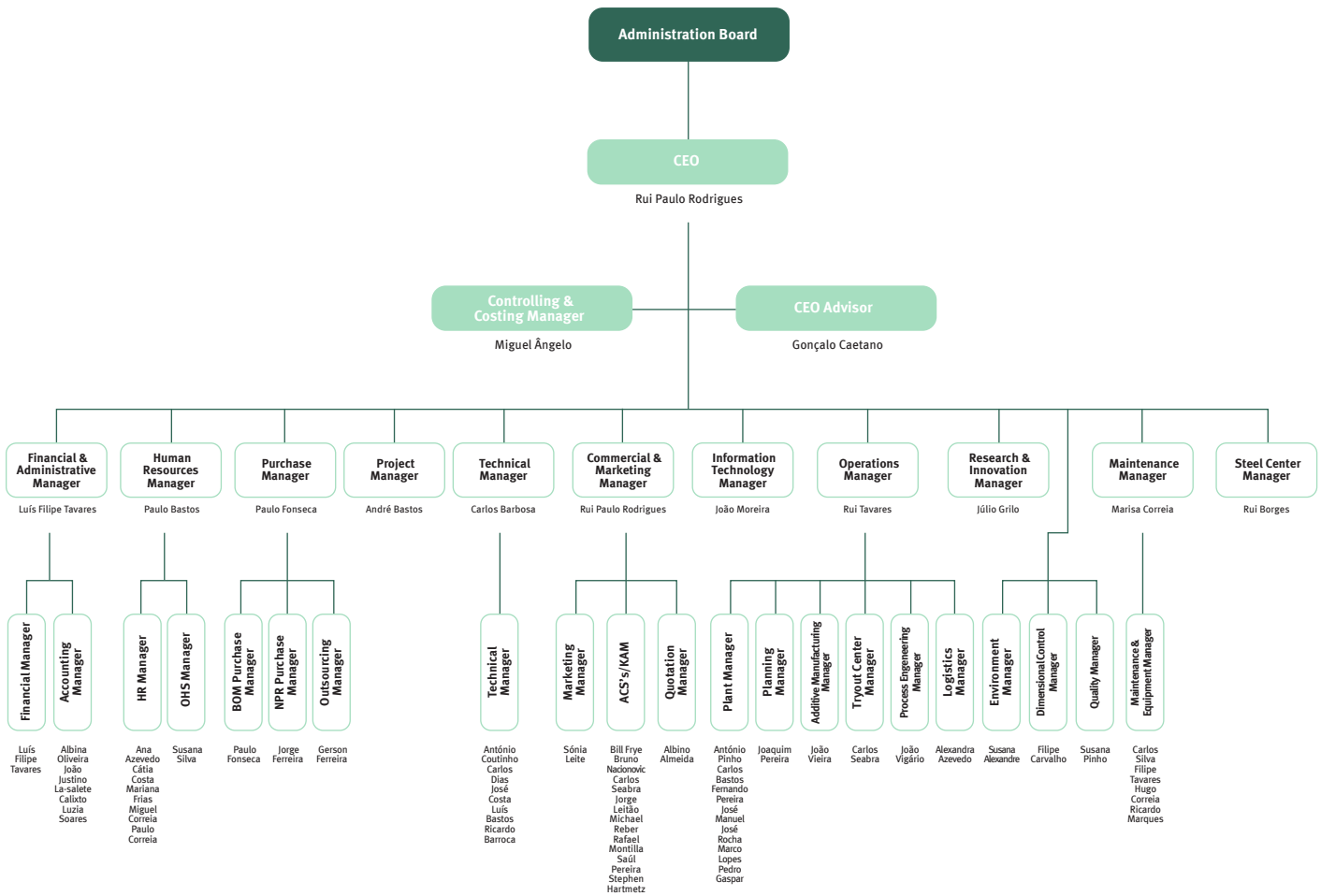
Understand the Needs and Expectations from the **Concerned Parties** assuring their satisfaction.



**Solidarity**, by supporting social institutions, as well as public interest initiatives.



# 1.2.2 Company Organization



Our organizational structure includes a Board, led by a president, who appoints a CEO. The CEO is responsible for implementing the strategies and decisions approved by the Board and overseeing the daily operations of the organization. All departments report directly to the CEO.

Our Department Heads can be categorized as follows: Controlling & Costing Manager, Financial & Administrative Manager, Purchase Manager, Project Manager, Technical Manager, Commercial & Marketing Manager, Information Technology Manager, Operations Manager, Research & Innovation Manager, Maintenance Manager and Steel Center Manager.

# 1.2.3 Portfolio

Simoldes Tools has a diverse portfolio within a diverse set of sectors:

## Automotive Sector

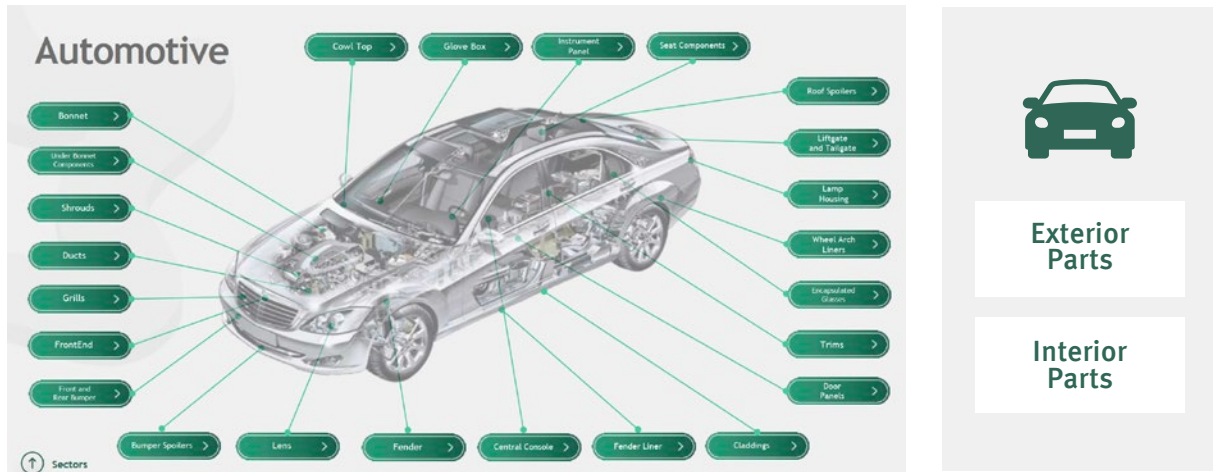


Fig.1 - Examples of products manufactured at Simoldes Tools

## Consumer Goods and other sectors

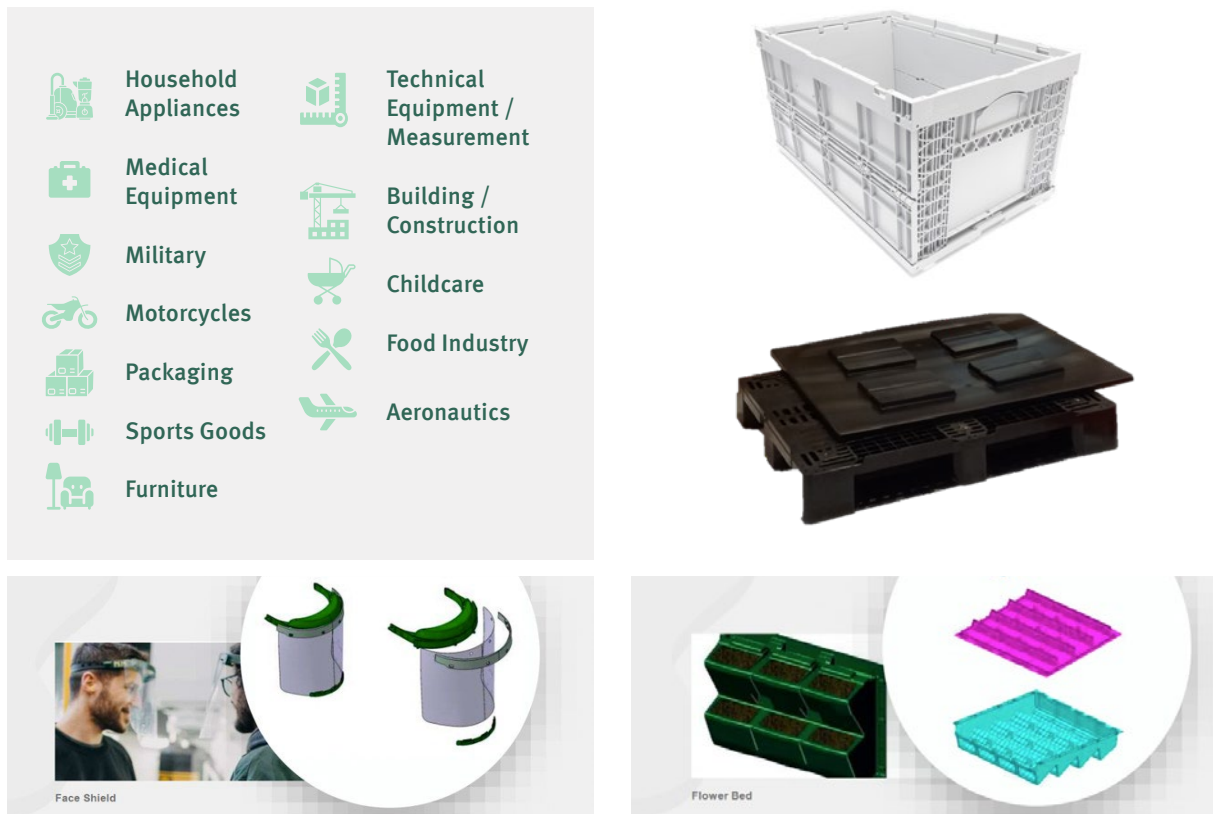


Fig. 2 - Examples of products manufactured at Simoldes Tools



## *2. Sustainability Strategy*





***“(...) a continuous commitment to sustainability is necessary, integrating ESG principles into daily strategies and operations.”***

*Sónia Leite*  
Marketing Manager



The challenge of the CSRD (Corporate Sustainability Reporting Directive) and the European taxonomy represents a significant change for companies, requiring deep adaptation and an effective response. The CSRD, which replaces the NFRD (Non-Financial Reporting Directive), expands the scope of companies required to report sustainability information and introduces more rigorous and detailed requirements. This includes the need to report on environmental, social, and governance (ESG) issues, as well as adopting a double materiality approach, which considers both the impacts of the company’s activities on the environment and society and the impacts of these issues on the company.

The European taxonomy, in turn, is a classification system that defines criteria for sustainable economic activities, aligned with the objectives of the European Green Deal. It aims to direct investments towards activities that significantly contribute to climate change mitigation and adaptation, the transition to a circular economy, pollution prevention and control, the sustainable use and protection of water and marine resources, and the protection and restoration of biodiversity and ecosystems. The implementation of the European taxonomy is essential to avoid greenwashing and ensure that investments are genuinely directed towards sustainable activities.

Adapting to these new requirements demands significant effort from companies, which need

to review their internal processes, improve data collection and quality, and ensure transparency and accuracy of reported information. Additionally, a continuous commitment to sustainability is necessary, integrating ESG principles into daily strategies and operations. Collaboration between different departments and employee training are essential to face these challenges and seize the opportunities that the CSRD and the European taxonomy bring to promote a more sustainable and resilient economy.

Not only in Portugal, but throughout the western world the mold manufacturing industry for thermoplastic injection is mainly composed of small and medium-sized companies. Simoldes, being a large company, has to adopt measures aligned with the CSRD earlier, with the respective financial impacts that these measures entail and an impact on the company’s overall costs and its competitiveness in the market. The fact that Simoldes Tools has already started this path, while much of its competition has not yet done so, allows it to have a greater capacity for adaptation. However, the costs associated with the process impact our competitiveness and, therefore, its financial sustainability. While this represents a challenge in financial terms, as well as in terms of employee training and change management, it is also a driver of change aimed at making the company more sustainable at all levels in the medium to long term.

# 2.1 Sustainability Approach

At Simoldes Tools, we are committed to social responsibility, with a strong focus on the environment, employees health and safety, and adherence to human rights standards. Our sustainability policy reflects our dedication to surpassing legal obligations, with objectives and actions aligned with the UN’s Sustainable Development Goals. To support this commitment, we have established 12 sustainability principles.

These principles are designed to create both short-term and long-term value by maximizing positive impacts and minimizing negative effects on society and the environment throughout our value chain, while upholding ethical and transparent practices.

## Our sustainability strategy in 12 principles



### Principles



At Simoldes Tools, sustainability is lived daily and constitutes an exercise in transparency, continuous improvement and fundamental reflection for ourselves and our stakeholders.



We act with corporate responsibility, so we act actively, ethically and responsibly for the benefit of society and the environment.



Sustainability, competitiveness and innovation are strategic pillars to face future challenges and contribute towards improving social and environmental conditions and are therefore taken in consideration in all business decisions.

## E



Our commitment to environmental protection and the challenge of decarbonisation are increasingly present, so we invest in renewable energy, energy efficiency, recyclability and the development of new materials that are lighter and more environmentally friendly.



We are committed to Climate Change Mitigation Policies with special focus on the reduction of Greenhouse Gas Emissions (GFEE) and the reduction of our products’ CO2 footprint.

## S



Our employees are the fundamental support for the success of the company. The promotion of a safe and balanced environment at physical, social and psychological level is one of the fundamental axes in the management of Employees, as well as the creation of decent, non-discriminatory jobs with adequate remuneration, always promoting social equity of human capital.



Simoldes Tools is integrative and inclusive, promoting equal opportunities in various ethical, religious and social aspects.



Aware of the risks related to occupational safety, we promote a culture of safety among all our workers and other stakeholders, ensuring a safe and secure working environment, access to quality health conditions and encouraging a healthy and sustainable lifestyle.



People are the most influential factor in sustainability, believing and valuing human capital ensures sustainability in the future.

## G



We engage our supply chain in our effort to build a better future for all by developing and implementing mechanisms that strengthen this awareness and collaboration.

# 2.2 Stakeholder Mapping

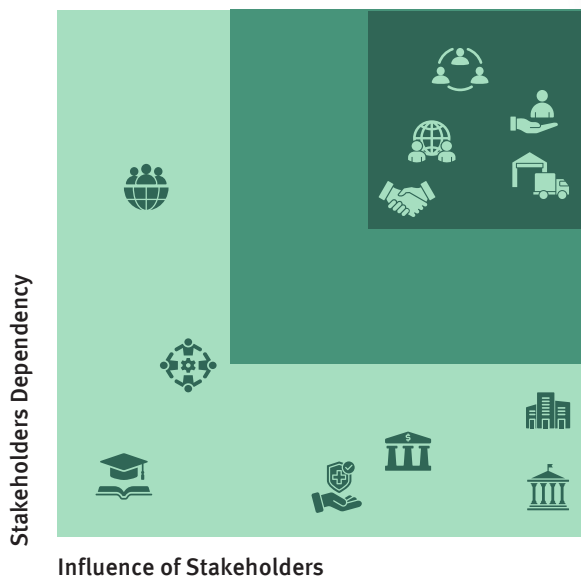
We recognize the importance of engaging these stakeholders in a transparent and continuous manner to ensure that their expectations and concerns are considered in our company’s sustainability strategy. This engagement is crucial for identifying risks and opportunities, as well as for creating long-term value.

We based this assessment on the AA1000 Stakeholder Engagement Standards, as well as the principles of double materiality, which are present in the European Sustainability Reporting Standards. This ensures the transparency and reliability of the stakeholder mapping and engagement process.

Based on this methodology, stakeholders were prioritized according to their influence and dependency on a scale from 1 to 10. Stakeholders are considered affected by Simoldes Tools if their scores are higher than 5 in both variables.

Employees and other workers, suppliers, customers, social and business partners, and investors are the most affected stakeholders. Their interests may be positively or negatively impacted by Simoldes Tools’ activities and its direct and indirect business relationships throughout its value chain.

Investors, insurance companies, public authorities, credit institutions, and governments are the primary users of sustainability statements, as they are the main users of general-purpose financial reporting.



## Affected Stakeholders

- Employees and other workers
- Suppliers
- Customers
- Social partners
- Business partners
- Investors
- Civil society
- Local communities and persons in vulnerable situations
- Academics
- Insurance companies
- Public authorities
- Credit institutions
- Governments



# 2.3 Stakeholder Engagement

## Building trust and ensuring alignment

We recognize the importance of ensuring and strengthening engagement with our affected stakeholders and have therefore established engagement mechanisms to ensure clear and transparent communication. Table 1 provides an overview of the planned engagement mechanisms and their respective affected stakeholders.

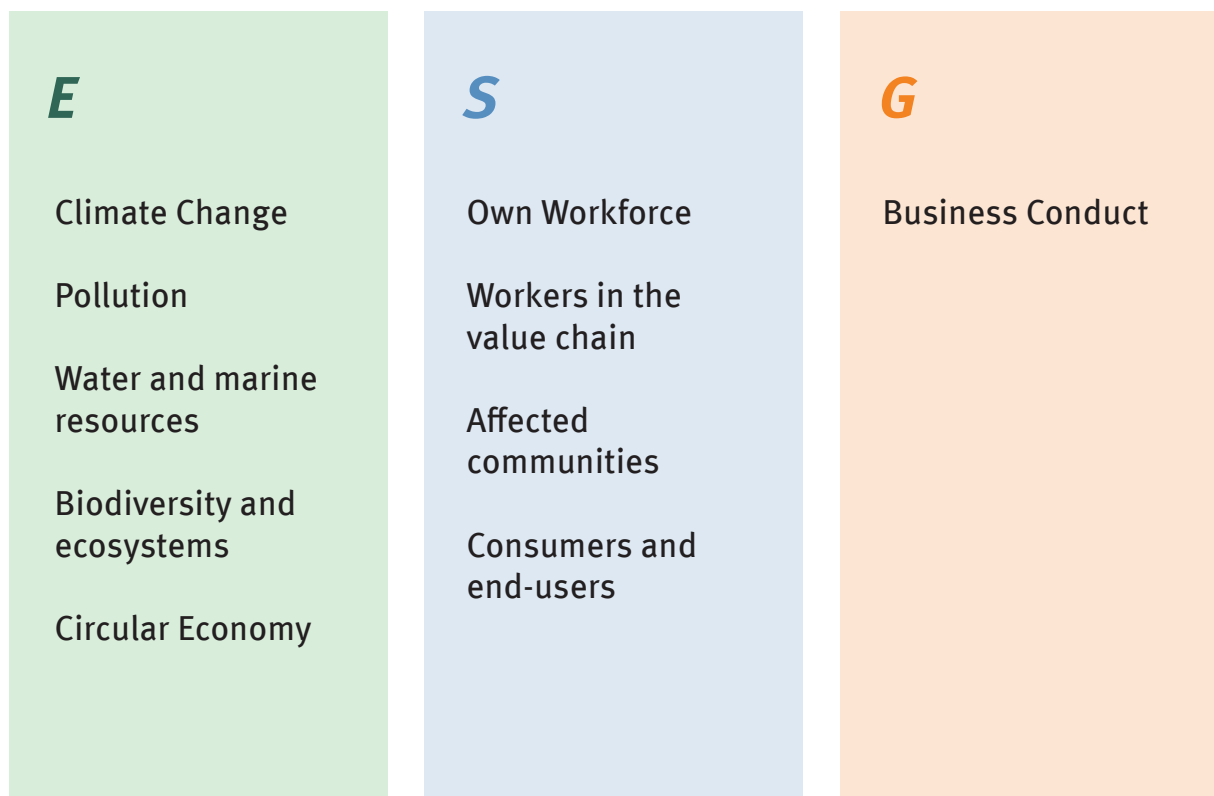


	Employees and other workers	Suppliers	Customers	Business partners	Investors	Social partners
Reports	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Website	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ERP	<input checked="" type="checkbox"/>					
Employee survey	<input checked="" type="checkbox"/>					
Meetings	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Online tool			<input checked="" type="checkbox"/>			
Newsletter	<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>	
Events	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Social Media	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Email	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## 2.4 Risk Management

Risk management involves identifying, assessing, and prioritizing risks followed by coordinated efforts to minimize, monitor, and control the probability or impact of unfortunate events. Effective risk management ensures that an organization can achieve its objectives while safeguarding its assets and stakeholders.

First, we identified the impacts and financial risks and opportunities in these ten key areas of sustainability.



After identifying the impacts, financial risks and opportunities, we classified them using the following variables: severity and probability. Severity is determined by scale, scope, and irreversibility, while probability refers to the likelihood that an issue will occur. This methodology encompassed various departments of the company. The classification allowed us to identify our material impacts, risks, and opportunities, which served as the foundation for determining our material topics.

# 2.4.1 Materiality Disclosure

Materiality is central to our strategic planning at Simoldes Tools, guiding us in the identification of key areas for improvement in the coming years. This was the first year we disclosed based on the Double Materiality principle, using the official EFRAG support guide as our methodology.

Our materiality analysis was initiated with a benchmarking of industry ESG needs and is based on the analysis of financial impacts, risks, and opportunities identified and evaluated by the multidisciplinary team at Simoldes Tools. This process resulted in the material topics shown below.

To make a meaningful impact and contribute positively, we evaluated all relevant Sustainable Development Goals (SDGs) and associated targets within our key focus areas.

This approach enables us to address gaps in human needs through our business activities.

<p><b>E</b></p> <p><b>Materiality Topics</b></p> <p>Climate Change Energy Management Pollution Prevention Water Management Circular Economy</p> <p><b>SDG</b></p>	<p><b>S</b></p> <p><b>Materiality Topics</b></p> <p>Working Conditions Diversity Human and Labor Rights in the Value Chain Work-life Balance</p> <p><b>SDG</b></p>	<p><b>G</b></p> <p><b>Materiality Topics</b></p> <p>Economic Performance Business Conduct Management of relationships with suppliers Innovation</p> <p><b>SDG</b></p>
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## Materiality Matrix

Impact Materiality		<p><b>Environmental</b></p> <ul style="list-style-type: none"> <li> Energy Management</li> <li> Climate Change</li> <li> Pollution Prevention</li> <li> Water Management</li> <li> Biodiversity</li> <li> Circular Economy and waste</li> </ul>	<p><b>Social</b></p> <ul style="list-style-type: none"> <li> Working Conditions</li> <li> Diversity</li> <li> Human and Labor rights in the value chain</li> <li> Work-life balance</li> <li> Training and skills development</li> <li> Affected communities</li> </ul>	<p><b>Governance</b></p> <ul style="list-style-type: none"> <li> Business Conduct</li> <li> Economic Performance</li> <li> Political Engagement</li> <li> Innovation</li> </ul>
	Financial Materiality			



## 2.5 Certifications & Sustainability Standards

Excellence in environmental and social responsibility, promoting a more sustainable and ethical future for all.

For us, certifications such as ISO 14001 and ISO 9001 are fundamental in ensuring excellence and sustainability across its operations. **ISO 14001** reinforces our commitment to environmental management, while **ISO 9001** ensures the maintenance of high-quality standards.



ISO 9001:2015



ISO 14001:2015

The EcoVadis sustainability badge is a significant recognition for us, underscoring our commitment to sustainable practices and corporate responsibility. EcoVadis evaluates performance in areas such as the environment, human rights, ethics, and sustainable procurement practices, offering a rating that reflects the effectiveness and impact of our policies and actions. By earning this badge, we not only showcase our dedication to sustainability but also reinforce our position as a responsible leader in the industry, aligning with the expectations of our customers, partners, and other stakeholders.

### EcoVadis | Sustainability Rating





## *3. Economic & Governance*



***“(...) the company expects further improvements in profitability levels, with a continued emphasis on enhancing efficiency in production processes.”***

*Luís Filipe Tavares*  
Administrative and Financial Manager

At Simoldes Tools, our approach to corporate sustainability is rooted in a comprehensive set of actions aimed at reducing the environmental impact of our operations, from internal processes to the final product, while promoting economic and social development. By integrating sustainability into our business strategy, we not only contribute to lowering production costs and driving business growth but also enhance our brand image among consumers and strengthen our competitive advantage.

The Administrative and Financial Department has set key objectives to support the company's sustainability goals. These include optimizing internal processes through increased automation, implementing best practices for timely and high-

quality management information, and ensuring transparent financial reporting to all stakeholders. The department also prioritizes strong internal communication across various company departments and is committed to meeting all obligations to third parties, including suppliers, banks, tax authorities, and clients, in a timely and responsible manner.

### **Economic and Financial Performance in 2023**

In 2023, the economic and financial performance of the Mold Business Unit of the Group was notably strong, with several key indicators demonstrating substantial progress. The company's turnover increased by 11%, while the Revenue (DEVG) reached €125 million, marking a 7% growth compared to the previous year, 2022. Additionally, the EBITDA exceeded €9 million, reflecting a robust growth of 24% over the same period.

Operational results saw a remarkable improvement as well, nearly doubling and surpassing €4 million in 2023. However, the financial results presented some challenges, as the company faced a negative financial outcome of over €2.3 million, more than tripling from 2022. This was primarily due to the significant and gradual increase in interest rates throughout the year, alongside a greater reliance on credit. Despite these challenges, the company's Pre-Tax Results improved by 30%, exceeding €1.6 million, which highlights the resilience and adaptability of the business.

### **Outlook for 2024**

Looking ahead to 2024, the company expects further improvements in profitability levels, with a continued emphasis on enhancing efficiency in production processes. This will be achieved through the implementation of the Kaizen methodology, which aims to drive productivity by streamlining operations. Moreover, the company will focus on stringent cost containment and the rationalization of both labor and raw material expenses, ensuring that the organization operates as efficiently as possible. In addition, the company is committed to reducing delivery times, without compromising the high-quality standards demanded by the automotive industry. These strategic priorities are designed to bolster the company's competitive position and sustain its positive momentum into the future.



# 3.1 Economic Performance

Over 125M euros ▲ 7% Increase REVENUE

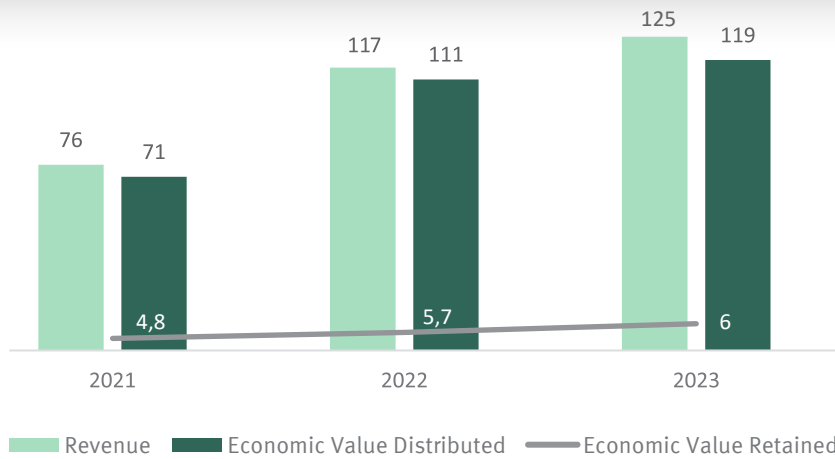


Fig.3 - Revenue, economic value distributed, and economic value retained, from 2021 to 2023 (M€)

Simoldes Tools has demonstrated remarkable consistency and resilience over the years in highly competitive and unpredictable market. This strong performance has led to a 64% increase in revenue compared to 2021.

These achievements reflect the company’s ability to adapt to market challenges while continuously delivering value and innovation to its clients.

It is also noted that there has been an increase in the economic value distributed, particularly in areas such as **capital providers and government taxes**.

The increase in economic value distributed is a sign of healthy financial performance, ensuring that investors see returns on their capital while the company meets its tax obligations, supporting public services and infrastructure. This balance between reinvestment in the business, shareholder satisfaction, and public contribution underscores Simoldes’ responsible approach to growth and sustainability.

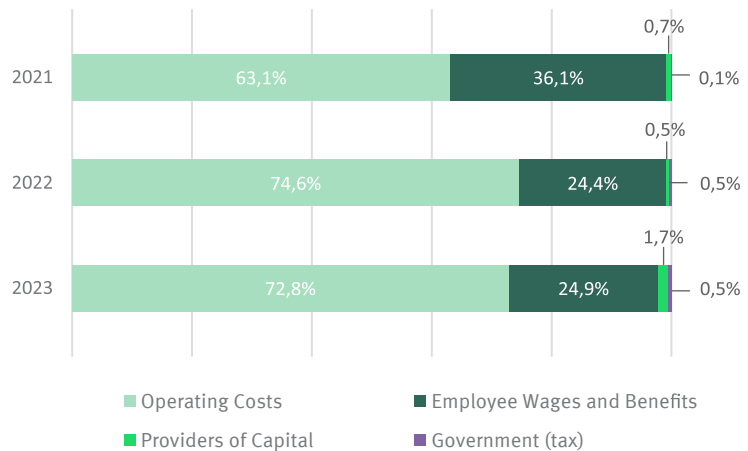


Fig. 4 - Economic value distributed by category (%)

## 3.2 Governance

### 3.2.1 Diversity in the Management Team

We believe in diversity as a disseminator of talents, skills, and knowledge, and we are committed to diversity in all positions. However, we are also aware that metalworking is traditionally a male-dominated sector, making it difficult to find qualified professionals in the field, and the vast majority of those available are men. In the management team, there is a clear predominance of the male gender, which is a result of seniority and skills, as well as meritocracy criteria that mark the excellence of Simoldes Tools. Given that these are positions of significant responsibility, there is a natural tendency towards seniority, which is reflected in their age. However, diversity and equality are a continuous journey. We continually reassess our processes, policies, and practices to ensure they reflect our commitment to diversity and equality.

This team comprises not only the Administration and its advisors but also senior executives with specific responsibilities in key areas like Engineering, Operations, Sales, Information Technology, Research and Development, Finance, Procurement, Quality, and Human Resources.



## 3.2.2 Responsible Business

We recognize the impact of our operations and the importance of the value chain in our business model. Sustainability is a key concept in our management, with the value chain playing a relevant role in the ecosystem. We are committed to the integration of sustainable actions into our operations, collaborating with suppliers to ensure that raw materials are sourced responsibly. Additionally, we strive to provide sustainable solutions to our clients, creating a responsible cycle that benefits everyone.

### UPSTREAM



#### Raw Material Supply

The supply of raw materials is essential to ensure the quality of the molds produced by Simoldes Tools. High performance steel and other metal alloys are sourced from specialized suppliers that guarantee the durability and performance required for the tools.



#### Equipment and Technology Supply

Simoldes Tools relies on state-of-the-art machines, such as CNC equipment and automation technologies, to ensure precision and efficiency in mold production. These machines are provided by specialized suppliers who offer advanced technological tools to maximize productivity and ensure that molds meet high standards of excellence.



#### Research and Development (R&D)

Constant innovation is a strategic pillar for Simoldes Tools, and Research and Development (R&D) plays a fundamental role in this process. The company invests in partnerships with universities, research centers, and technology providers to develop new solutions and improve manufacturing processes.

### OPERATIONS



#### Design and Development

The process begins with the design phase, where Simoldes Tools works closely with its clients to develop customized projects according to their technical specifications and the best practices.



#### Mold Manufacturing

Manufacturing takes place in modern facilities equipped with high-tech machines, allowing accurate machining of materials like steel and metal alloys. Simoldes Tools uses advanced manufacturing processes such as in-line manufacturing to optimize production, reduce waste, and increase efficiency.



#### Maintenance and Support

In addition to designing and manufacturing molds, Simoldes Tools offers maintenance and technical support services to its clients. This includes after-sales follow-up, repairs, and modifications to molds throughout their lifespan, ensuring they continue to operate at maximum efficiency and extending their durability.

### DOWNSTREAM



#### Distribution and Logistics

After manufacturing, the molds must be safely transported to customers, who are largely automotive manufacturers and plastic parts suppliers. Efficient logistics is essential to ensure that the molds reach their destinations within the established deadlines and in perfect condition. This involves partnerships with transportation companies and a well-managed, agile distribution chain, especially in global markets.



#### Customer Relationship Management

Simoldes Tools establishes long-term partnerships with its clients, aiming to understand their needs and adapt its offerings, which contributes to customer loyalty and business expansion.



### 3.2.3 Business Conduct



Simoldes Tools is committed to the highest standards of ethics, transparency, and integrity in all its business activities. We believe that the trust of our partners, customers, and employees is built on responsible practices that ensure an ethical and transparent business environment. The company strictly adheres to all applicable laws and regulations in the regions where it operates, ensuring that each operation complies with local and international standards. This commitment is reflected in our compliance policy, reinforced by continuous training programs, ensuring that all employees understand and apply ethical principles in their daily work. Our approach goes beyond minimum compliance, promoting a culture of integrity that permeates all areas of operation, from managing our production processes to stakeholder relationships.

Simoldes Tools' corporate governance is guided by principles of responsibility and transparency. The company's leadership ensures that all strategic and operational decisions are made responsibly, promoting sustainability and balancing social, environmental, and economic performance. Our governance structure includes robust control and oversight mechanisms that ensure the identification and mitigation of risks, as well as the creation of long-term value for all stakeholders, as outlined in our code of ethics and conduct and the Regulatory Compliance Program.

Additionally, Simoldes Tools rigorously follows national and international legislation and is currently in the process of implementing the **Corporate Sustainability Reporting Directive (CSRD)**, aligning with the European Union's guidelines and other global regulations related to business conduct and sustainability.

### 3.2.3 Code of ethics and conduct



#### *Act taking care of the present and future*

Business Ethics is one of the main pillars of Simoldes Tools, which is guided by the Code of Ethics and Conduct. This framework establishes the values that guide the organization and, specifically, the conduct of its employees in their work and in the relationships, they establish with other stakeholders.

The principles established in this framework aim to set a standard of behavior towards stakeholders and the market, clients, competitors, and employees, based on the 10 principles of the Global Compact.

It also aims to promote and encourage the adoption of the performance principles and conduct rules established in this Code, the relationships between employees, between employees and Simoldes, shareholders, clients, suppliers, and public authorities, and to strengthen the institutional image of Simoldes Tools, which represents responsibility and discipline.

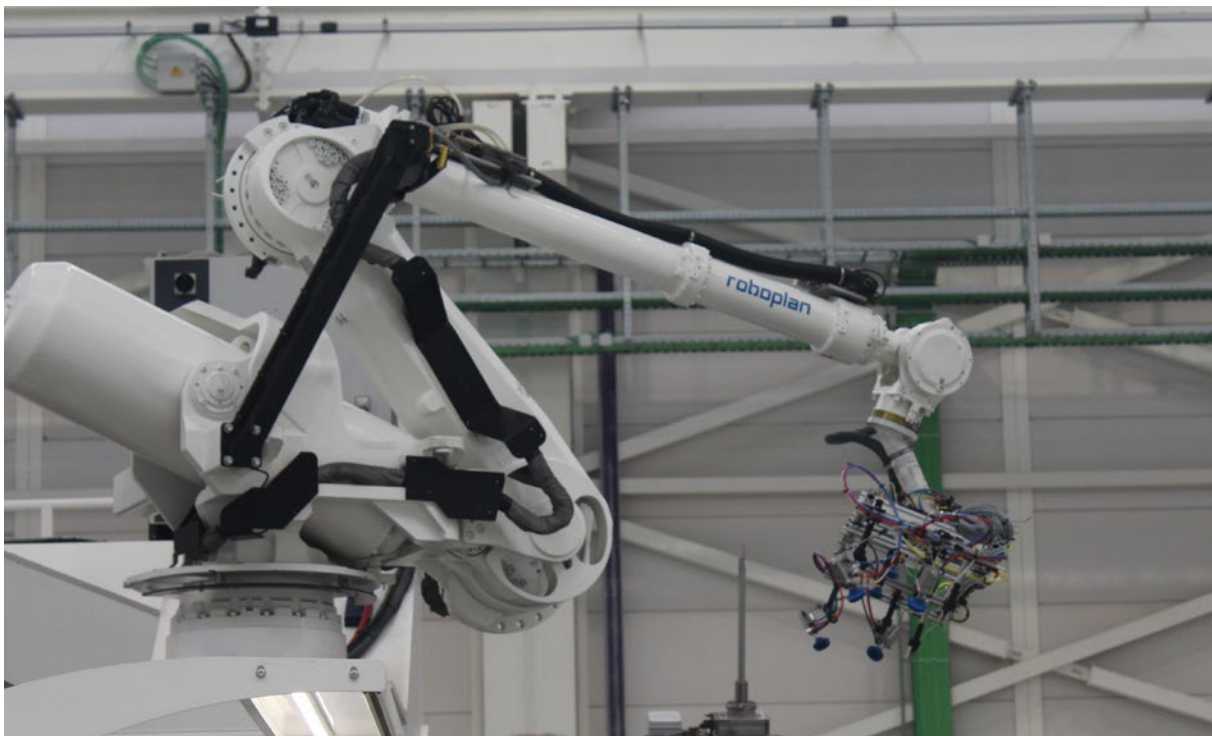
## 3.2.4 Compliance Office

Simoldes Tools has established a Compliance Office tasked with addressing inquiries related to this Code and investigating complaints. The office is responsible for initiating and supervising investigations into any alleged irregularities and ensuring that appropriate disciplinary measures are enforced.

To facilitate communication regarding ethical concerns—such as unlawful activities, non-compliance, or human rights violations—an email address has been created for all stakeholders: [compliance@simoldes.com](mailto:compliance@simoldes.com).

### 0 Significant Non-Compliance With laws and regulations In 2023

During this reporting period, no significant non-compliance with laws and regulations was identified, reflecting the effectiveness of the implemented ethics and conduct mechanisms. These mechanisms guide the actions of all employees, regardless of their role or hierarchical position, ensuring compliance with standards and promoting an organizational culture based on integrity and responsibility.





***“Simoldes Tools’  
innovation efforts  
aim to contribute to  
(...) ensuring that the  
results align with a  
maximum number  
of Sustainable  
Development Goals”***

*Júlio Grilo  
Research & Development Manager*



Sustainability within our companies will help lead us towards the transition to a sustainable economic system, creating opportunities for innovation and investment with the goal of achieving carbon neutrality, social development, and a business model that aligns with strategies compatible with the transition to a sustainable economy. This transition aims to limit global warming to 1.5°C, in accordance with the Paris Agreement, and achieve carbon neutrality by 2050.

In our strategy, we will need to find solutions and set clear objectives for reducing greenhouse gas emissions, at least by 2030 and 2050. Our management should urgently integrate sustainability into management reports to understand the relationship between sustainability, our business model, and our strategy. This will help us assess the resilience of our business to sustainability risks and the plans in place to ensure that our business and strategy are compatible with a low-carbon economy.

Simoldes Tools’ innovation efforts aim to contribute to various programs implemented in recent years and anticipated in the future, ensuring that the results align with a maximum number of Sustainable Development Goals (SDGs).



## 3.2.5 Innovation

The innovation strategy of Simoldes Tools is built on three fundamental pillars: **Sustainability, Knowledge, and Competitiveness**. These pillars are embodied through a strong **customer orientation**, where solutions are tailored to the specific needs of each project, ensuring efficiency and quality.

The significance of **technology and the market** also plays a crucial role, with continuous investments in cutting-edge technologies to maintain global competitiveness and meet the growing demands of the sector. Lastly, the **Simoldes Strategy and Technology Plan** guides the company's growth and innovation, aligning its actions with market trends and a sustainable approach to face future challenges.



### 3.2.5.1 Our Technologies

Simoldes Tools employs a variety of advanced technologies to ensure maximum efficiency and quality in the production of its molds. These technologies enable for the optimization of the production process, improved project precision, and reduced delivery times. Through technological innovations, the company can conduct simulations and tests, anticipating potential adjustments and ensuring that the final product meets the highest quality standards. This integrated use of technology reflects Simoldes Tools' commitment to innovation, competitiveness, and sustainability in its operations.

#### Partners for innovation

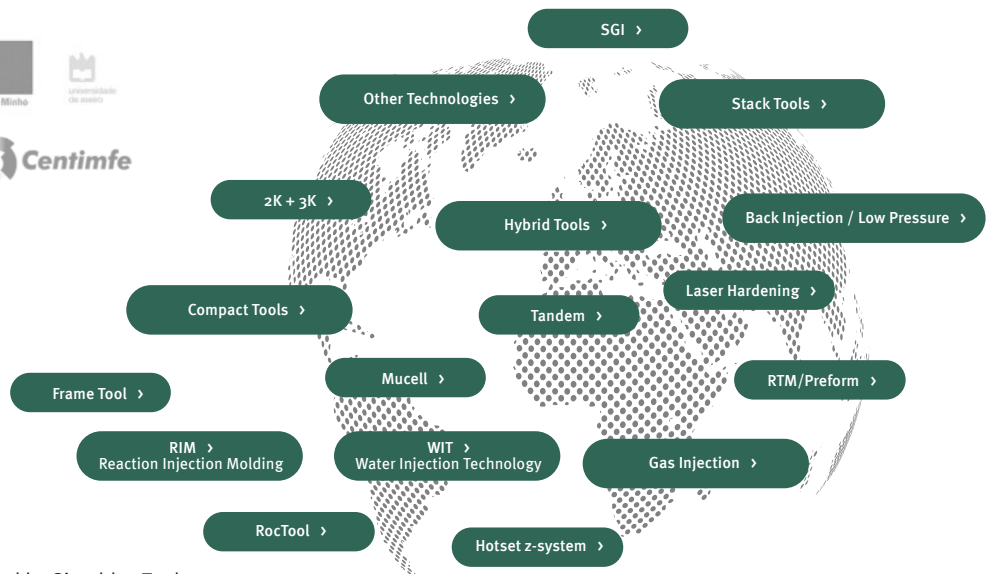


Fig. 5 - Technologies used by Simoldes Tools.

## 3.2.5.2 Our Solutions

Innovation, Research, and Competitiveness are strategic pillars for addressing future challenges while contributing to the improvement of social and environmental conditions.



### 3D Printing

Prototyping allows to streamline the definition of final product, optimizing mold design and manufacturing process, converging to reduce the lead time of the product. This new service includes 3D printing equipment for both real polymers and polymer-like materials, to validate and test technical functionalities as well as superficial finishing. The printed parts can also be used by the Client in their prototypes.



### Dimensional Control (Laser Scanning)

Dimensional Control of the Tool during Manufacturing Process, directly on the milling machine to save time and ensure conformity of milling before moving on to the bench. Dimensional Control of the Plastic Part to confirm part accuracy as per the customer needs.



### Early-Stage Development

Expertise: Dedicated expertise team with both part development and tooling deep knowledge. This department aims to offer a consulting service to investigate and propose product improvement for the final plastic part at an early stage. Feasibility: Cad analysis to identify and raise component problems to be fixed in a short time period in order to be toolable.



### Additive Manufacturing

Additive Manufacturing allows us to obtain cooling channels that cannot be made by a conventional drilling process. The main benefits for the customer are a better temperature control which leads the reduction of part warpage and cycle time.



### Prototypes

Test specific solutions, when the customer needs to test a solution for a specific problem or when the client requires a small series, manufacturing a prototype tool can be the most adequate solution.



### Moldflow, Warpage, Moldcool & FEA

A dedicated team focuses on optimizing minimum tool size, while guaranteeing tool strength, optimizing tool cooling circuits and calculating warpage.



### Gripper & Gauges

We can supply a turn-key service with: Tool, Gripper and Gauges.

### 3.2.5.3 Our R&D+I Projects

#### I-Tool

The I-Tool project focuses on designing and developing new intelligent, efficient, and optimized mould solutions. Its goal is to enhance the integration of advanced analysis and development tools, while adopting cutting-edge manufacturing techniques and technologies. To achieve this, the project leverages computer science, algorithms, and artificial intelligence to drive technological advancements, leading the shift in the paradigm of injection mould design and development. This project is a collaboration with INEGI (Institute for Science and Innovation in Mechanical and Industrial Engineering). The I-Tool initiative introduces significant, global, and transformative product innovations, positively impacting the design, development, and manufacturing stages of mould production. The result is an “optimized mould” that is lighter, more advanced, and with a shorter time-to-market.



#### Nano-Sim 3D - Development of new composites with metallic and thermoplastic matrix

The NANO-SIM 3D project is structured into two distinct research areas, both focused on developing advanced nanocomposite materials based on metallic and thermoplastic matrices. The first area centers on creating new formulations that incorporate metal matrix nanocomposites for the production of innovative mould components, utilizing additive manufacturing techniques. The second area focuses on developing thermoplastic components using polymer matrix nanocomposites. This research aims to create innovative thermoplastic parts optimized for their most critical performance characteristics.



#### Smart Factory – Product monitoring and leveled production

IMA aims to establish itself as a leading international reference for the supply of technically complex molds, weighing up to 30 tons, that offer high added value and differentiation tailored to the demanding automotive industry. To achieve this vision, IMA has outlined the following strategic objectives:

**Qualified Growth:** Focus on automation, cutting-edge production equipment, integration of production phases, and resource optimization.

**Sales Growth:** Increase sales within its existing client base.

**International Expansion:** Strengthen its presence in international markets, particularly in regions where it is already a key player in the automotive industry.

**New Management Philosophies:** Embrace innovative management practices.

**Human Resource Development:** Expand and enhance the skills of its workforce to improve performance, engagement, and motivation.





***“Simoldes aims to reduce its environmental and social impact, improve its reputation, and build customer and stakeholder loyalty.”***

*Paulo Fonseca  
Non-Product Related Purchase Manager*



Simoldes is focused on creating a sustainable and transparent supply chain, understanding that responsible purchasing is key to the company’s long-term success and a fairer, greener future.

We prioritize strong governance aligned with ESG (Environmental, Social, and Governance) goals to ensure our purchasing practices are sustainable and meet stakeholder expectations. To achieve this, we have clear policies for sustainable procurement, include ESG criteria in our supplier selection process, and actively work with suppliers to improve their ESG performance. We are also committed to transparent reporting on these practices to ensure accountability.

By focusing on sustainable procurement and governance, Simoldes aims to reduce its environmental and social impact, improve its reputation, and build customer and stakeholder loyalty. This approach also helps manage risks and ensures business continuity, contributing to a more sustainable future for both the company and future generations.

In 2023, Simoldes made significant progress in sustainability by installing photovoltaic panels at our mold factories and partnering with a 100% renewable energy supplier. From 2023 onwards, we have been using only electric green energy—solar, wind, and hydroelectric—across all our facilities, demonstrating our commitment to reducing our carbon footprint and advancing toward a more environmentally friendly operation.



## 3.2.6 Supply Chain Management

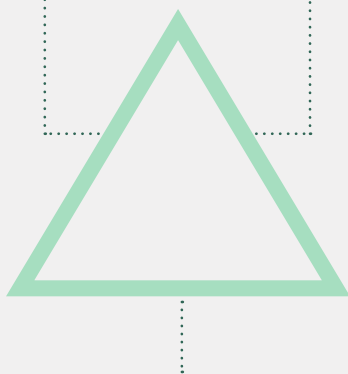
The Supply Chain plays an important role in the organization's success. For this reason, Simoldes Tools only works with suppliers who meet requirements and share the same principles and values.

Simoldes Tools is guided by a set of sustainability policies, procedures, and principles that are formalized and include its supply chain, with the sustainable purchasing policy and the supplier code of conduct standing out.

The guidelines of the sustainable purchasing policy that direct its strategy with suppliers are:

To promote continuous progress in long-lasting business partnerships through the creation of value based on high ethical principles and the sharing of social and the shared responsibility for social and sustainable practices within the business.

To involve suppliers through the consistent adoption of good environmental, social, and ethical practices, as they are an essential part of building sustainable policies.



To develop businesses ensuring ethical and social integrity through partnerships that effectively foster and contribute to the balance between supply and demand in the supply chains.

**35 hours**

*of training to supply by purchasing team on sustainability in 2022-2023*

Our Supplier Code of Conduct states that suppliers must also pay attention to their own supply chain to ensure that it adheres to these standards and complies with these requirements, principles, and values. This Supplier Code of Conduct specifies what Simoldes Tools expects and requires from them:

**We work hand in hand with our suppliers to ensure sustainable and responsible practices throughout our supply chain.**



**Legal compliance**



**Good labor practices**



**Supply Chain**



**Good health and safety conditions**



**Ethics and conduct**



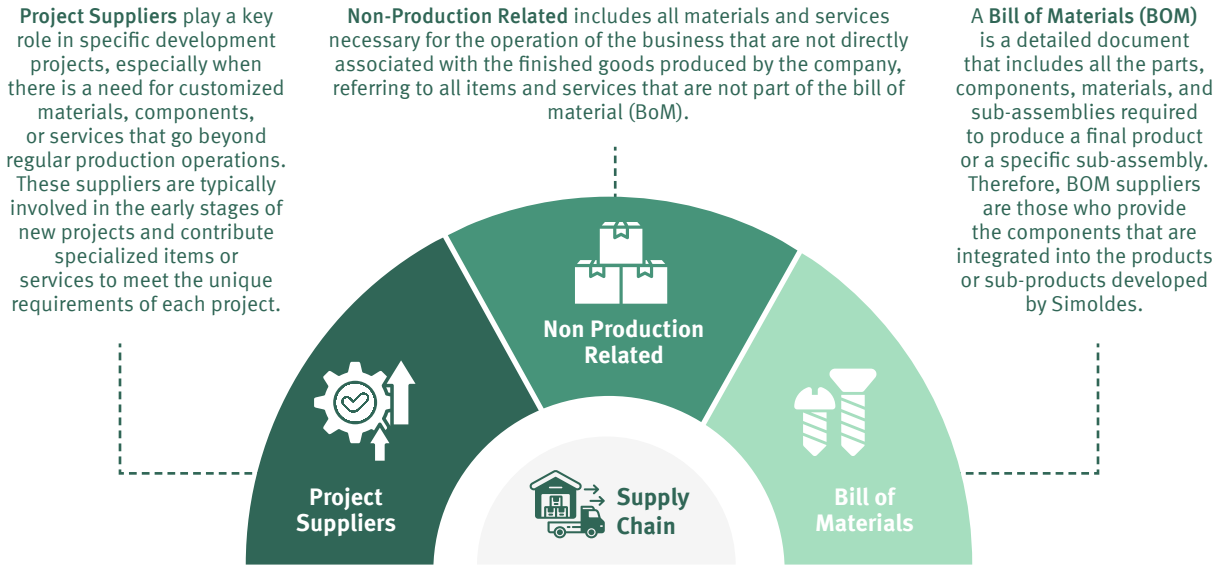
**Strong environmental management performance**



**Fair business practices**

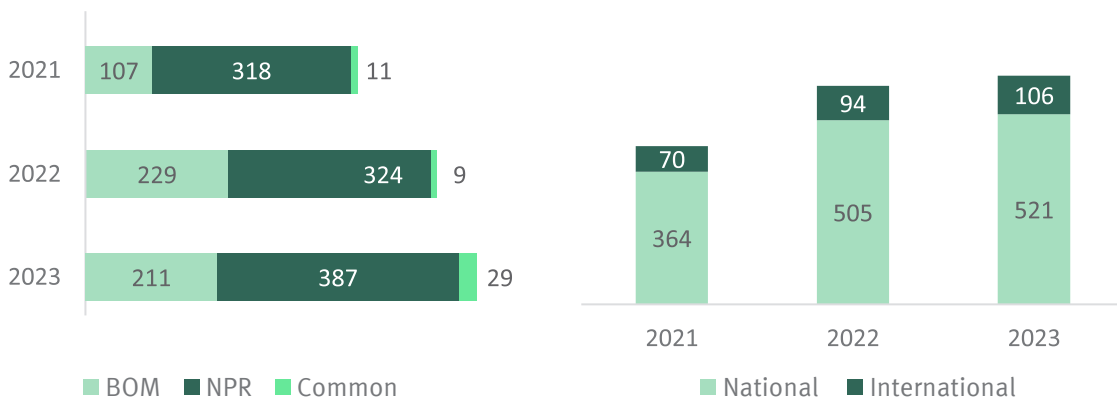
As a leader committed to sustainable growth, Simoldes Tools undertakes not only to comply with the applicable legal requirements, but also to involve and to commit its employees and suppliers, aware of the importance of the balance between the economic, social, and environmental performance of the organization and its stakeholders.

Our suppliers are divided into three categories based on the type of material they provide: Bill of Materials, Non-Production Related, and Project Suppliers.



Simoldes Tools maintains the trend observed in recent years, with most of its suppliers focused on NPRs (Non-Product Related). Compared to 2022, there has been a 12% increase in the number of suppliers, highlighting the importance of this group in supporting the company’s operations.

Given Simoldes Tools’ sector of activity, it is not always feasible to purchase locally, due to the specificity of the required materials and services. However, the company remains committed to consistency in its sourcing practices, prioritizing national suppliers whenever possible, reinforcing its commitment to the local economy and the sustainability of business relationships.





***“Our commitment to data privacy and cybersecurity awareness (...) are essential for long-term success.”***

*João Moreira  
Information Technology Manager*

At Simoldes, we recognize the importance of data privacy and cybersecurity in today’s digital age. Safeguarding our customers’ and stakeholders’ sensitive information is not just a legal obligation but a fundamental commitment embedded in our strategy. Our data privacy policies and practices adhere to international standards and regulations, and we continuously invest in cutting-edge cybersecurity technologies to fortify our digital infrastructure against evolving threats. This dedication to data privacy and cybersecurity not only safeguards our operations but also builds trust with our partners and customers, underpinning the sustainability of our business.

By taking a proactive attitude on these critical issues, we contribute to the overall digital resilience of Simoldes, fostering sustainability not just within our organization but across the entire digital landscape. In an age where data is a vital asset, our commitment to data privacy and cybersecurity awareness and training bolsters our efforts by ensuring the trust and resilience that are essential for long-term success.

## 3.2.7 Data Privacy and Cybersecurity

**SIMOLDES complies with all applicable EU and national legal standards on data protection, privacy and information security.**

### Information Security Program

Simoldes Tools has implemented an information security program aimed at protecting its data while ensuring availability, confidentiality, and integrity in compliance with legal and regulatory standards. Information is safeguarded in accordance with its relevance, value, and sensitivity, allowing Simoldes Tools to enhance its resilience and protect its stakeholders, reputation, and value-generating operations.

The internal information security policy defines the guidelines for implementing and maintaining this security program. It is built upon a comprehensive framework of regulations, principles, processes, and standards aligned with global best practices. Key general principles underpinning this program include information security awareness, classification, protection and handling of information, communication system security, access control to information systems, incident monitoring and response, and the security assessment of external services. These principles ensure a robust focus on managing information security risks across the organization.

### Cybersecurity Monitoring Service

Simoldes Tools has invested in a 24/7/365 cybersecurity monitoring service, ensuring constant vigilance throughout the year. This service provides real-time reporting and advisory on security breaches and vulnerabilities, along with continuous and regular risk assessments of the information systems that support the business. Its primary goal is to prevent, detect, and mitigate intrusion attempts, illegal activities, and emerging threats, enabling the organization to plan and implement corrective actions based on risk level priorities.

**0** Significant Security Incidents

**335 h**  
in cybersecurity training

**▲ 272%**  
increase compared to 2022

### Next Generation Antivirus

Simoldes Tools has also invested in a Next-Generation Antivirus for enhanced endpoint protection, ensuring a more secure user environment and positively impacting all systems. Despite the large number of security events identified daily, no security incidents with significant impact were recorded in 2022.

### Cybersecurity Awareness

We encourage a regular process of information security awareness directed at all employees, covering a set of pertinent items, namely the primary information security policies and the risks and threats we are all subject to within an approach based on real-world examples of email, the Internet and phishing. This is done because information security is everyone's responsibility. Additionally, to strengthen information security maturity and create a more robust and secure firm, simulated phishing assaults are launched against personnel. The current solutions, like the continuous monitoring system and security training, were refreshed and strengthened in 2022 due to the cybersecurity strategic plan's macro-initiatives.





## *4. People & Community*



**“Sustainability is one of the fundamental pillars for responsible company development.”**

*Paulo Bastos  
Human Resources Manager*

Sustainability is an increasingly central issue in organizational management. Its relevance for the company, and specifically from the point of view of human resources management, can be analyzed from various perspectives, from attracting and retaining talent, engagement and motivation, skills development, organizational culture and employee well-being. In terms of social impact - corporate social responsibility - sustainability is one of the fundamental pillars for responsible company development, which can be seen in three key areas:

**Job security for the local community:** this is a fundamental commitment of our company. We believe that labor stability not only contributes to improving the quality of life of our employees, but also to strengthening the local economy, to the extent that (whenever possible) we adopt practices that foster this commitment: local hiring ( valuing people from the local community, thus contributing

to reducing unemployment and stimulating the regional economy), stable employment contracts (with fair conditions in line with market practices, avoiding precarious labor conditions), support in times of crisis (in a situation of economic crisis, we strive to maintain as many jobs as possible, adopting measures such as retraining employees and flexible working hours).

**Investment in Occupational Health and Safety (OHS):** the health and safety of our employees is a priority, which is why we have implemented a robust OHS management system that includes ongoing training (we regularly provide training in safety, accident prevention, ergonomics and handling hazardous materials, among others), the provision of personal protective equipment (PPE), periodic internal and external audits (to ensure that all safety standards are being properly complied with and to identify areas for improvement) and the continuous improvement of working conditions.


**Training and development:** investing in employee training and development is fundamental to the company’s sustainable growth. To this end, we develop career plans tailored to the needs and aspirations of our employees, so that they can grow within the organization; we have an extensive range of training courses available in a wide variety of areas (related to technical skills, leadership, management, personal development, foreign languages and others) and we encourage employees to invest in their academic and professional training by setting up partnerships with educational institutions and reimbursing their costs.

Our company is committed to sustainable development and the well-being of employees and the local community. We believe that long-term success can only be achieved through responsible business practices that promote job security, health and safety at work, and the continuous development of our employees. These initiatives not only improve employees’ quality of life, but also contribute to a more productive and motivating work environment, with the consequent improvement in the company’s results.


From a social and HR point of view, sustainability is a key component of our business strategy. We will continue to invest in the well-being of our employees and the local community, ensuring that our company grows responsibly and sustainably, while maintaining our commitment to continually reviewing and improving our practices to ensure that we are making a positive difference to people’s lives and the development of our community.

# 4.1 Working Conditions


Simoldes Tools deeply values social responsibility, understanding that an organization’s success is directly linked to the well-being and safety of its team. For this reason, it adopts a responsible hiring policy, which prioritizes trust and ethics in all interactions. Over the past three years, this philosophy has been realized through a strategy of permanent contractual relationships, benefiting more than 90% of its employees. By offering long-term contracts, Simoldes Tools promotes not only job stability but also an environment where employees feel valued, secure, and encouraged to contribute to the company’s ongoing growth.



Over 93% of employees are on permanent contracts



Increase of 25% in permanent contracts



On average, 840 employees have held permanent contracts over the past three years

This focus on long-term relationships not only strengthens the bond between the company and its employees but also lays a solid foundation for career development. By investing in the individual and professional growth of its workforce, Simoldes Tools demonstrates its commitment to creating a qualified, motivated, and loyal team. Moreover, the impact of this policy extends to the local community. The provision of stable jobs contributes to the social, economic, and cultural progress of the regions where Simoldes Tools operates, fostering a stronger local economy and promoting the development of future generations.



Fig. 6 - Employee distribution, by gender, plant and type of contract, 2021 until 2023

## Collective Bargaining Agreements

Collective bargaining agreements are vital in shaping labor conditions and relations. Portuguese labor law upholds the right to collective bargaining, enabling trade unions and employer associations to negotiate and establish agreements tailored to specific industries or companies. As a company dedicated to fair labor practices, employee well-being, and fostering a positive work environment, Simoldes Tools ensures that all its employees are covered by collective bargaining agreements.

The turnover rate for 2023, standing at 13%, clearly demonstrates the positive results of the efforts made in managing human capital at Simoldes Tools.

This improvement is even more evident when compared to the previous year, when the turnover rate was 27%, representing a significant reduction of 50%. When analyzing the data by company, higher rates are observed at Mecamolde and Simoldes Aços.

Regarding the differences between men and women, these are related to the smaller number of women in MDA and IGM, which makes the impact of turnover more significant.

There is a higher turnover rate among employees under the age of 30 across all plants, with a particular emphasis on Mecamolde and Simoldes Aços. Such behavior is understandable, as younger employees tend to be more inclined to change jobs, seeking new experiences and opportunities for growth.

This evolution in turnover rates reflects Simoldes Tools' ongoing efforts to create a work environment that not only retains talent but also offers stability and opportunities for development.

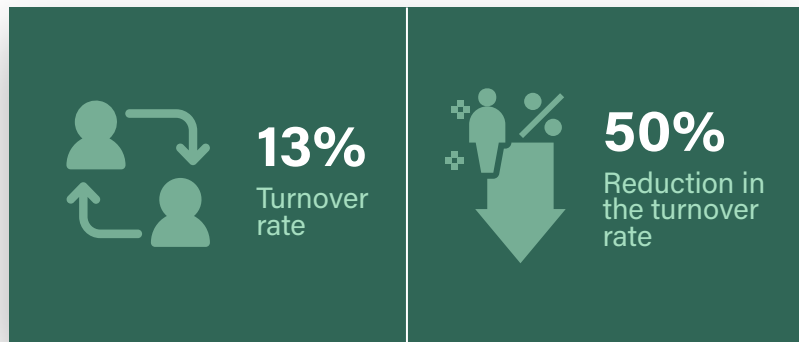


Fig. 7 - Employee turnover, by gender per year and plant.

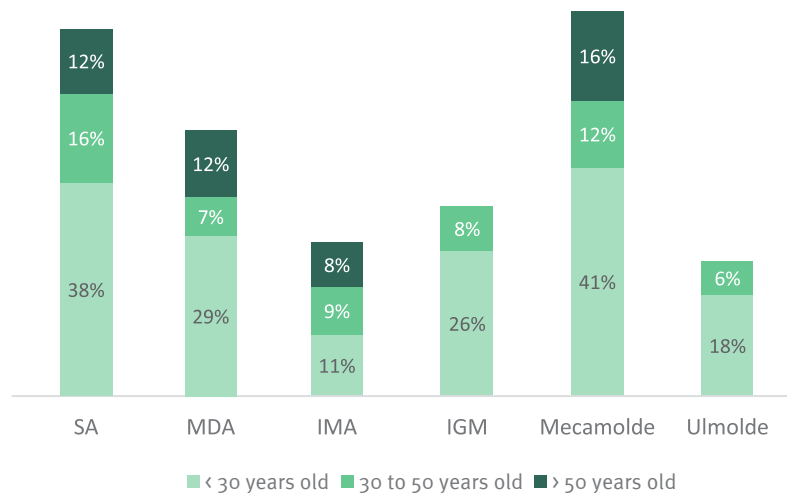


Fig. 8 - Employee turnover, by age per year and plant.





**13%**

above the national minimum wage

Simoldes Tools has distinguished itself in the market not only for the quality of its products but also for its commitment to valuing its employees. In a landscape where competitiveness and talent retention are essential, the company adopts a salary policy that guarantees a lowest paid salary that is 13% higher than the national minimum. This approach demonstrates Simoldes Tools intention to provide not only a positive work environment but also fair and attractive remuneration aligned with the needs and expectations of its employees. By offering salaries above the national minimum, the company seeks to enhance the quality of life of its workers while also strengthening its commitment to social justice and corporate responsibility.

This salary policy reflects Simoldes Tools philosophy of investing in human capital, fostering an environment where employees feel valued and motivated to contribute to the organization's success. By recognizing the effort and dedication

of its team through fair compensation, we not only increase employee satisfaction and loyalty but also enhances productivity and innovation within the company.

Based on our annual questionnaire, which aims to assess employee satisfaction within Simoldes Tools, we found that 77.5% of employees expressed satisfaction with the company. This figure represents a significant increase of 8% compared to 2022 and 12% compared to 2021.

These positive results reflect our continued commitment to creating a work environment that values and meets the needs of its employees. Through initiatives that promote well-being, inclusion, and recognition of individual efforts, the company has been able to enhance the overall satisfaction of its team.

Furthermore, this growth in the satisfaction index is an important indicator that the actions implemented in recent years are yielding results. We believe that satisfied employees are crucial for organizational success, as it translates into increased productivity, innovation, and loyalty to the company.

We are committed to listening to our employees voices and making continuous improvements, ensuring that everyone feels valued and motivated to contribute to the development and success of Simoldes Tools.

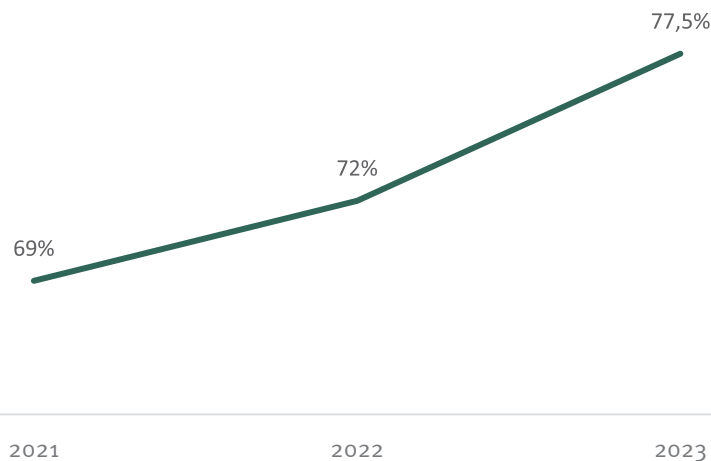


Fig. 9 - Results from Employee Satisfaction questionnaire, 2021 - 2023



***“(...) Simoldes Tools is promoting the well-being of its human capital and ensuring its sustainability.”***

*Susana Silva  
Occupational Health and Safety Manager*

In recent years, the concept of sustainability has gained prominence. Often, when discussing sustainability, it is easily associated almost exclusively with the natural resources of the planet.

However, sustainability has a broader definition and can be described as the ability to meet our present needs without compromising the ability of future generations to meet their own needs. In this context, as Occupational Health and Safety is centered on preserving human health and protecting workers (as well as other stakeholders such as customers and service providers) from occupational risks, Simoldes Tools, by prioritizing Occupational Health and Safety, is promoting the well-being of its human capital and ensuring its sustainability in the short, medium, and long term.

On the other hand, it is a fact that workplace accidents and occupational diseases have a negative impact on productivity, competitiveness, and the image of companies, as well as on the livelihood of workers and their families. They can also lead to stress and emotional strain as they deal with the illness or workplace accident of their loved ones.

By investing in safety, health, well-being, and human comfort at work, Simoldes Tools not only improves productivity but also the personal lives of each employee, making them more confident and motivated, both within and outside the organization. This all contributes to building a happy and sustainable society, capable of facing current and future challenges in a more positive way.

# 4.1.1 Occupational Health and Safety

Simoldes Tools is aware of its responsibility to promote and prioritize a safe working environment for all its stakeholders who frequent the plants: employees, clients, service providers, and visitors.

Our approach to this issue is proactive, aimed at continuous improvement to prevent workplace accidents and, above all, promote the well-being of all employees. We express this approach in our Code of Ethics and Conduct, as well as in the Welcome Manual provided to all employees during onboarding.



With a focus on safety at work and respect for the environment, the instructions guide establishes guidelines and promotes appropriate behaviour for Visitors and Service Providers that help to ensure the protection of all those involved.

In the Welcome Manual, we describe the standard OHS practices, the mandatory use of Personal Protective Equipment (PPE), protocols for responding to workplace accidents, the interpretation of safety signals, and procedures for handling emergency situations.



To ensure the effective implementation of occupational health and safety practices across all our plants included in this report, we rely on a set of processes designed to identify hazards and assess risks. These processes also involve the application of a hierarchy of controls to eliminate hazards and minimize risks, which include:

- Risk assessment by job functions
- Incident investigation
- Consultation and participation of workers
- Annual occupational health and safety management program
- Management of service providers and subcontractors
- Regular assessments of chemical agents, noise, illuminance, thermal comfort and air quality in the workplace
- Prevention and control plans for risks
- Action plans - PDCA
- Internal monitoring of compliance with safety rules
- Inspections and checks of safety systems and equipment
- Identification of applicable legal requirements and verification of legal compliance

Our team of three Internal Senior Occupational Safety Technicians, along with our well-trained emergency teams and qualified service providers, meticulously control and manage these processes.



1 Occupational Medicine Doctor

1 Curative Medicine Doctor

2 Nurses

2 Physiotherapists

## Benefits for Our Employees:

Simoldes Tools provides health insurance to all workers, as well as equivalent insurance for employees families. Our journey towards creating a welcoming and satisfying work environment is an ongoing process, in which the needs of employees are prioritized through active listening, and improvements are promoted that contribute to overall happiness and success within the organization.

## Workplace Accidents Prevention

One of our primary goals is to reduce the number of workplace accidents and to strengthen employees' management skills, as well as to promote safe and secure work environments for all employees. As a result of the effort put in over the last several years, there has been a significant upward trend in the values of security indicators.

During the reporting period, it was observed a total of 52 work accidents during 2021, and 58 work accidents in 2022, it is worthy to disclose that none of these accidents were fatal, and these ones are mainly caused by situations such as, excessive efforts, awkward movements, entanglement, clash against something, contact with sharp surfaces, projection of particles and people falling.

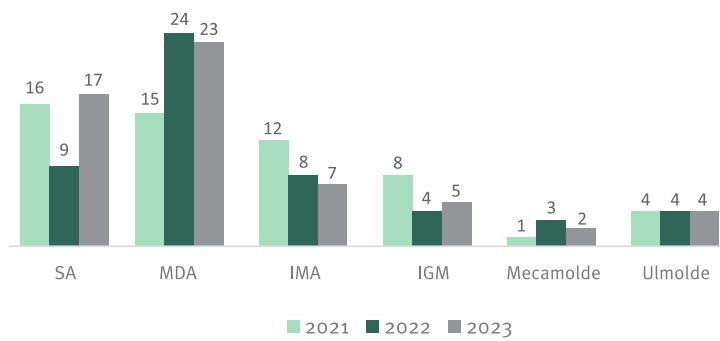


Fig. 10 - Number of occupational accidents per plant, 2021 until 2023

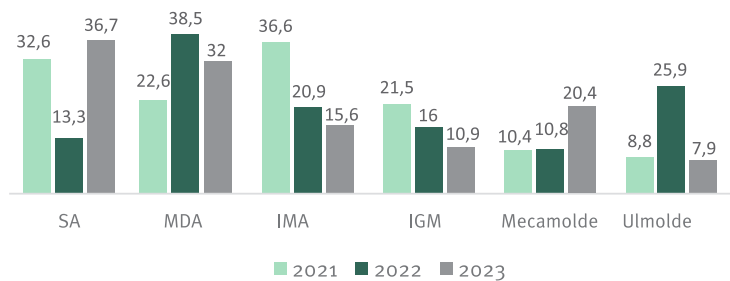


Fig. 11 - Frequency of occupational accidents per plant, 2021 until 2023

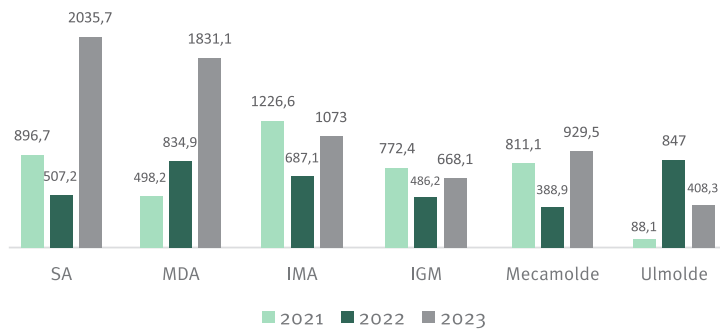


Fig. 12 - Severity rate of occupational accidents per plant, 2021 until 2023



## OHS Employee consultation & Training

We have implemented clear processes to ensure active employee participation and meaningful consultation. Our approach focuses on fostering open communication and collaboration, aiming to leverage the valuable insights and perspectives of our employees. This communication covers matters related to Occupational Health and Safety (OHS) through various channels, including established procedures, information boards, the intranet, meetings, email correspondence, and a regularly issued newsletter called “INFO OHS”.

In terms of training and capacity building, we are committed to providing our employees with the necessary knowledge on OHS, including



### Annual Identification of Training Needs

Annually, we conduct the Identification of Training Needs to ensure that employees develop the necessary skills related to OHS.



### Induction Training on Occupational Health and Safety

Provided to all newly hired employees, we ensure a solid foundation of OHS understanding.



### OHS Training for Job Performance

Equipping employees with the necessary OHS knowledge pertinent to their specific roles.

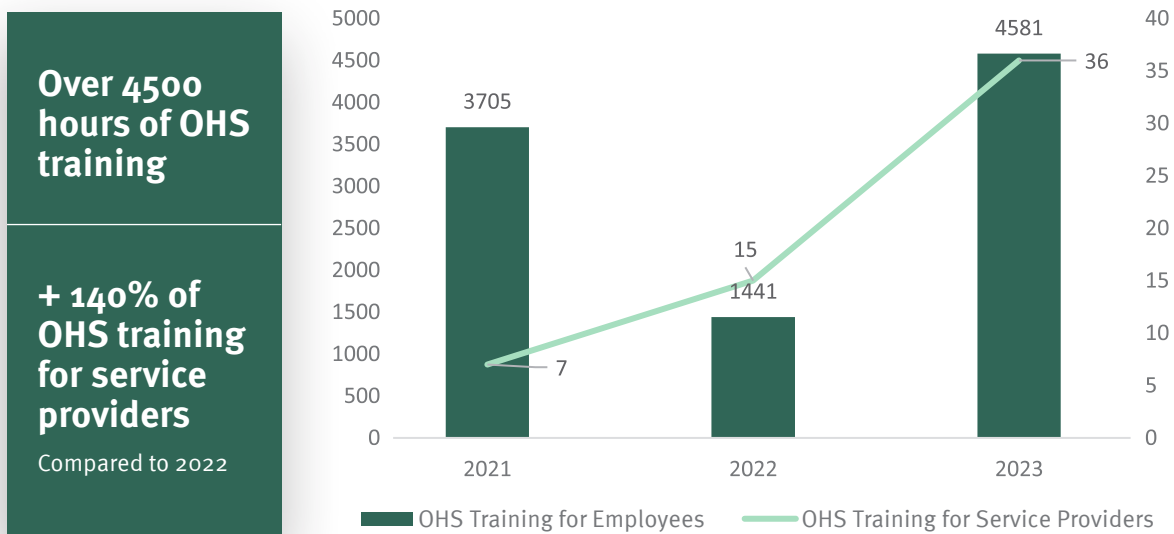


### Conducting Drills and Simulations

Particularly in select locations, enhancing readiness and familiarity with safety protocols

Recognizing the importance of OHS, we continue to significantly invest in the training of our employees. This year, we provided a total of 4 581 hours of OHS training, representing a remarkable 217% increase compared to the previous year.

Additionally, we have intensified our efforts to provide training for our service providers, increasing the training hours by 140%, totaling 36 hours. These investments reflect our ongoing commitment to ensuring a safe work environment and adhering to the highest safety standards.



Over 4500 hours of OHS training

+ 140% of OHS training for service providers

Compared to 2022

Fig. 13 - Total OHS Training hours in 2021- 2023

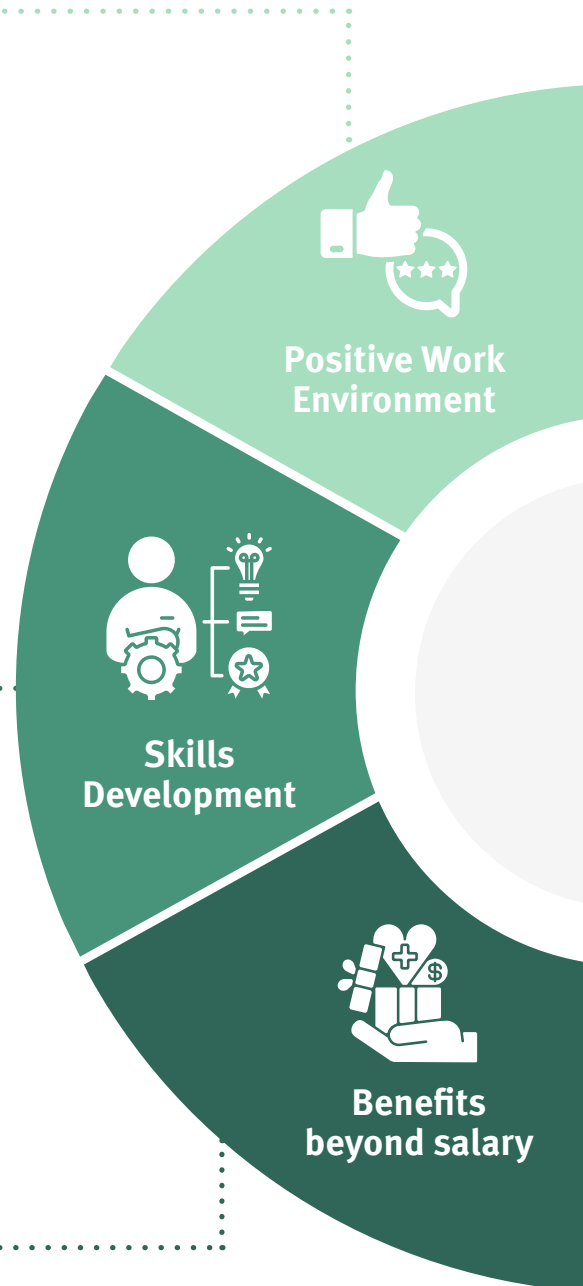
## 4.1.2 Work-Life Balance

Simoldes Tools recognizes the importance of investing in its employees to ensure they feel motivated, engaged, and capable of maintaining a healthy balance between their professional, personal, and family lives. The company bases its talent retention and engagement strategies on three central pillars:

Simoldes Tools believes in and works towards the motto “achieving higher goals together”, which strengthens our corporate culture. We understand that corporate culture must also be nurtured, so we organize a variety of activities that create unforgettable moments for everyone. These include Christmas parties and dinners, hikes, team-building activities, and celebrations of significant dates such as Mother’s Day, Father’s Day, and Women’s Day.

We develop continuous training plans to enhance the technical skills relevant to each employee’s role, thereby improving working conditions. We encourage the learning of new skills that enrich both personal and professional aspects.

Simoldes Tools offers a variety of benefits, including external partnerships/protocols for leisure, sports, cultural, and educational activities, as well as ongoing professional development. Healthcare services include health insurance, a free annual flu vaccine, a blood donation program held twice a year in partnership with the Portuguese Institute of Blood and Transplantation in Coimbra, and an on-site medical station providing nursing services and curative medicine. Simoldes Tools also provides financial support to all employees for their wedding (wedding check) and the arrival of their newborns (baby giftcard). Additionally, we promote a suggestion program as part of these offerings. All of this contributes to what we call “emotional compensation”. The organizational culture of the Simoldes Group aligns with the professional ambitions of each employee. Essentially, the company provides real opportunities for career growth.



# 4.2 Diversity

Simoldes proudly stands out as one of the largest employers in Oliveira de Azeméis, near our headquarters, since 1959. Our employees are the driving force behind our industry, ensuring that the safety and well-being of everyone remains an unwavering commitment at Simoldes Tools. Considering the company’s sector, there is a higher proportion of men, around 95%, over the past three years.

Our goal as an organization goes beyond mere numerical representation, encompassing the promotion of an environment where every individual, regardless of gender, finds equitable opportunities to contribute and thrive. We remain steadfast in the pursuit of an organizational environment that exemplifies unity. The role of the Simoldes as a prominent local employer underscores our responsibility to promote not only operational excellence but also social progress.

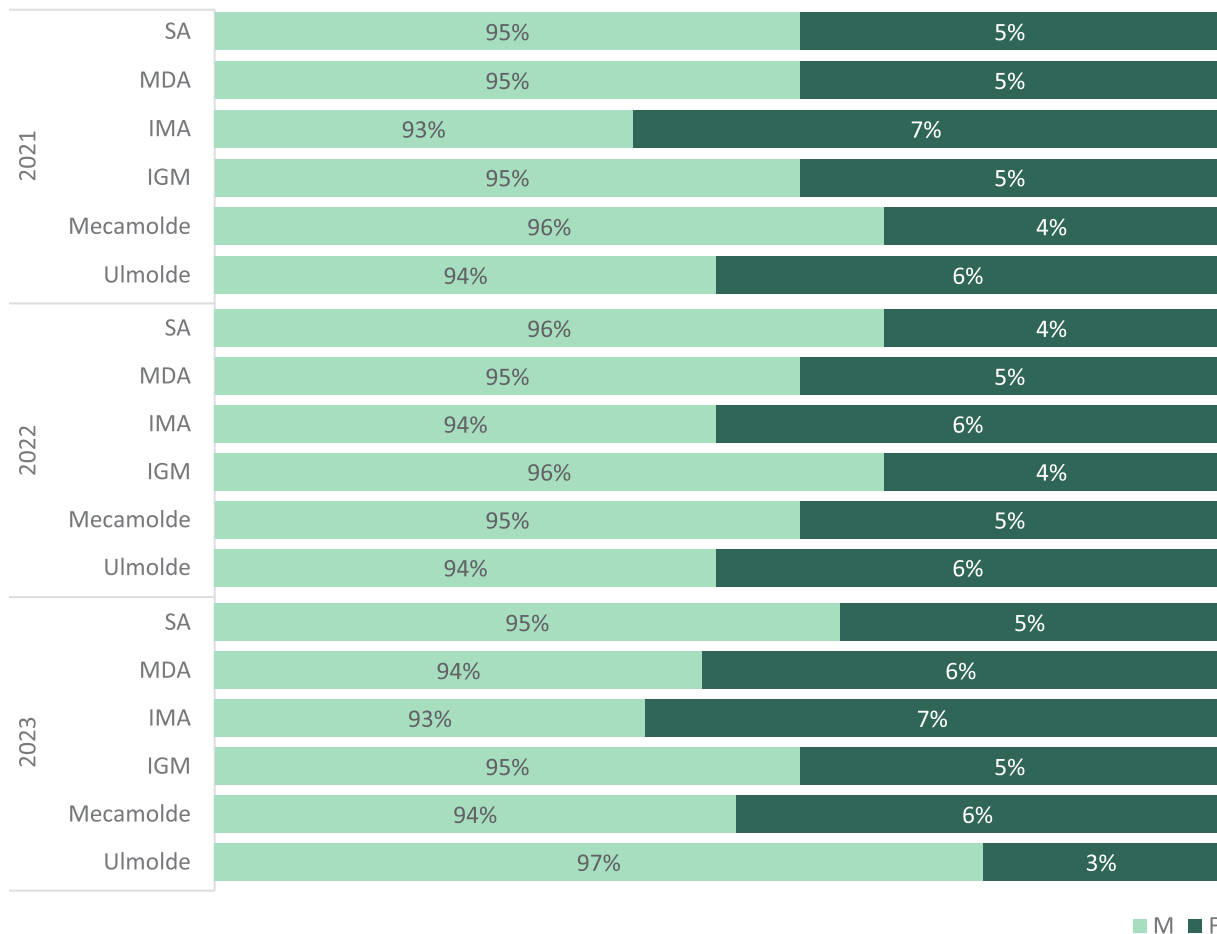


Fig. 14 - Percentage of employees by gender in 2021-2023

## Our commitment to diversity is reflected in creation of an inclusive work environment that values each individual, regardless of age or gender.

Since 2021, Simoldes Tools has maintained a trend of growth in the number of employees, with a 4% increase. In 2023, nearly 900 employees were part of Simoldes Tools.

Across all Simoldes Tools companies, our workforce is predominantly between 30 and 50 years old. This trend is more prominent at IGM and Ulmolde, with 71% and 68% of employees falling within this age range, respectively. On the other hand, Mecamolde and IMA have a higher percentage of employees over 50 years old, with 35% and 34%, respectively.

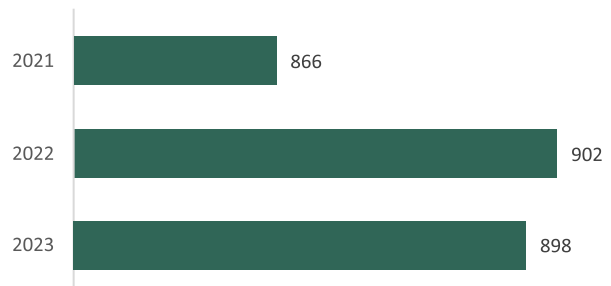


Fig. 15 - Number of employees in 2021-2023

We are committed to diversity and strive to apply this principle in our hiring practices.

However, we are also dependent on the labor market and are based in a Portuguese city with an aging population.

- ULMOLDE  
MOLDES TÉCNICOS
- SIMOLDES AÇOS
- MECAMOLDE  
MOLDES PARA PLÁSTICOS
- MDA  
MOLDES DE AZEMÉIS
- IMA  
INDÚSTRIA DE MOLDES DE AZEMÉIS
- IGM  
INDÚSTRIA GLOBAL DE MOLDES

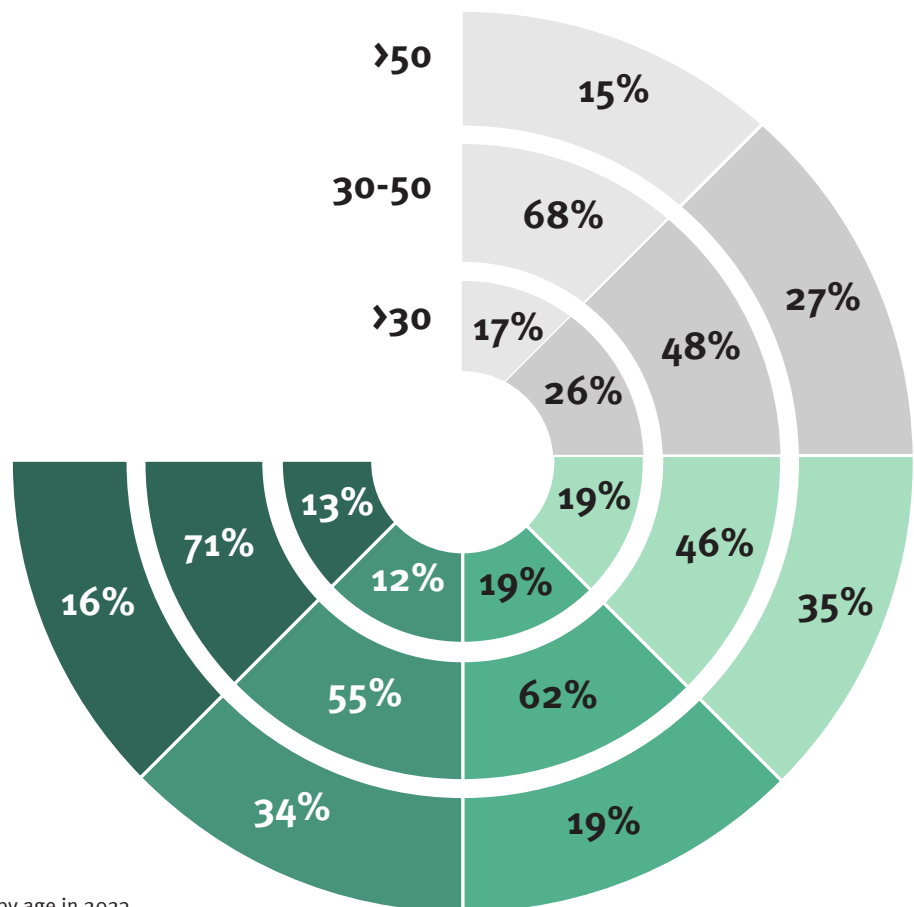


Fig. 16 - Percentage of employees by age in 2023



## 4.3 Talent Training and Development



Over 50 k hours of training



Over €500k invested in training



56 hours of training on average per employee

Simoldes Tools values the continuous development of its employees and recognizes the importance of training for enhancing their skills. Therefore, it provides training in various areas, ensuring that employees can qualify and grow professionally.

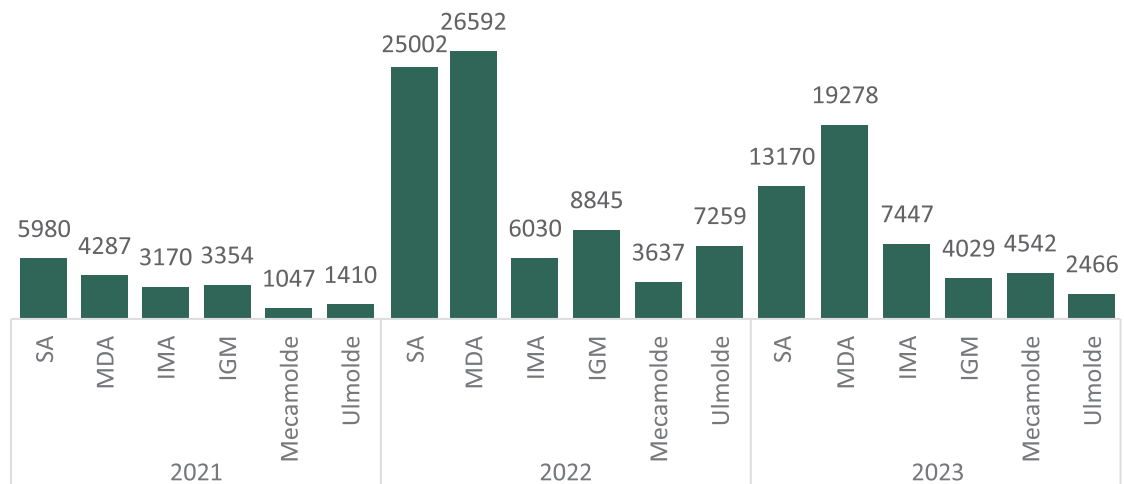


Fig. 17 - Total Hours Training at Simoldes Tools, by plant, 2021 – 2023

Among the group's companies, MDA stands out with nearly 20 000 hours of training, followed by Simoldes Aços, with over 13 000 hours.

In the last three years, we have maintained a consistent trend in the number of training hours offered, reinforcing our commitment to professional growth and technical excellence within our team.

In 2023, we significantly strengthened our commitment to the professional development of our employees, reaching an average of more than 50 hours of training per worker. This investment is notable, with 524 655,32 € dedicated to training. The number of training hours per employee was consistent across all positions within the company, with a particular focus on middle management and operational management, which received an even higher volume of training hours.

The companies MDA and IMA stood out in terms of training hours per employee throughout 2023. These results highlight Simoldes Tools' focus on ensuring that its employees are increasingly prepared not only to perform their roles but also to grow within the organization.

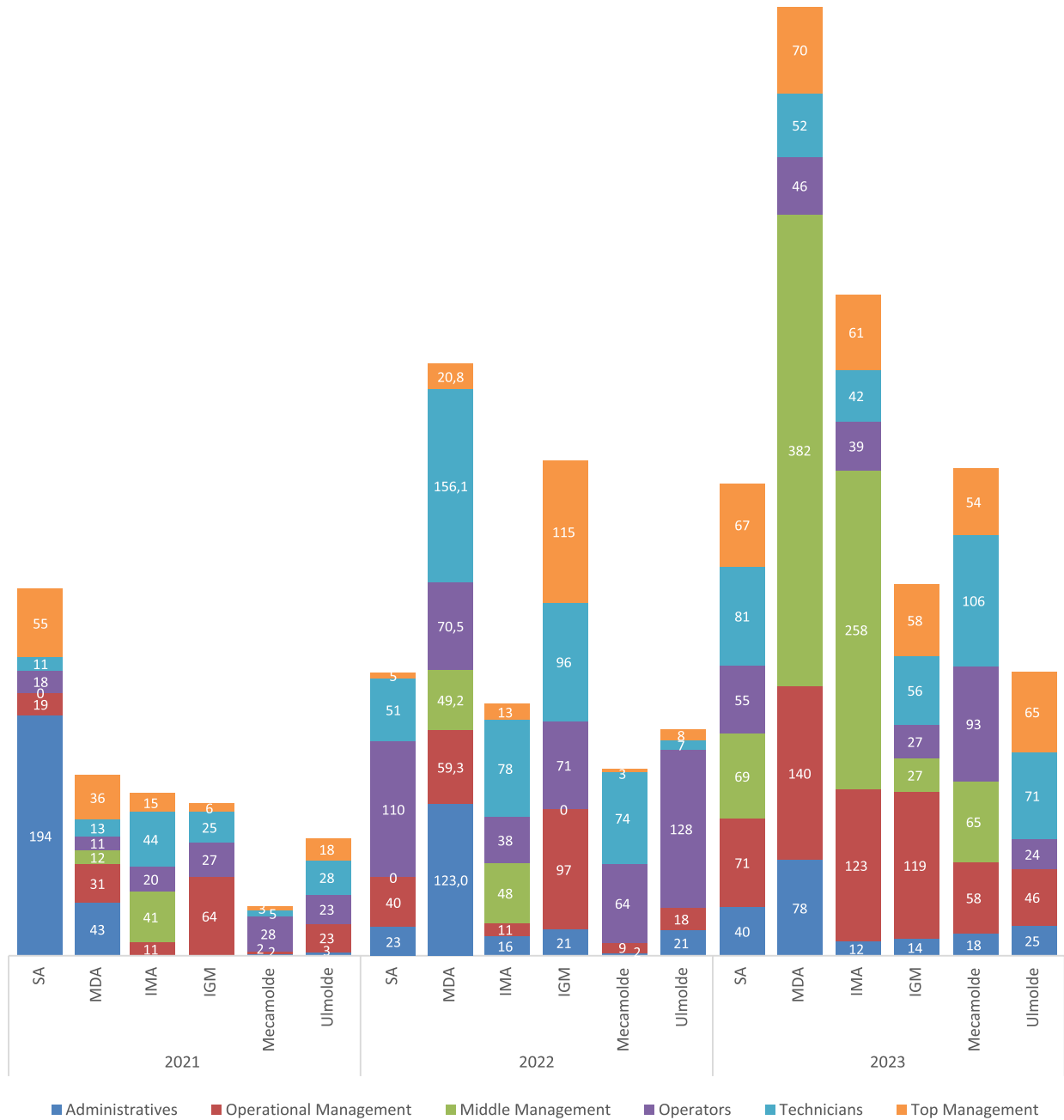


Fig. 18 - Average number of hours of training at Simoldes Tools per year, per plant, per professional category

We provide training in various areas, with a special focus on occupational health and safety, given the nature of our industry. In addition to this fundamental aspect, we also offer courses on crucial topics such as environmental issues, anti-corruption, and cybersecurity, recognizing the importance of preparing our employees for contemporary challenges.

For us, it is essential not only to provide training but also to understand whether our employees are satisfied with the training offered. We believe that employee satisfaction is an important indicator that the training genuinely contributes to their professional development.



Fig. 19 - Percentage of training for the areas of Occupational Health and Safety, Environment, Sustainability, Cybersecurity, Anti-corruption

Additionally, we assess the effectiveness of the training by measuring the knowledge acquired by employees. This approach allows us to continuously adjust and improve our training programs, ensuring that they meet the needs of the team and that the results are tangible. Through this, we aim to create an environment of continuous learning that fosters both individual and collective growth within Simoldes Tools.

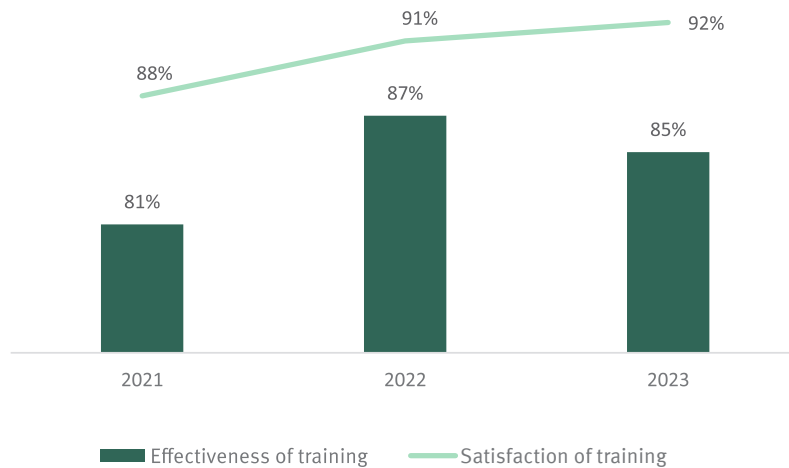


Fig. 20 - Employee Training Satisfaction and Effectiveness Evaluation, 2021 -2023

### Integration Training Plan

Welcoming and integrating new employees is a vital part of their success. We achieve this through various effective approaches. These approaches include:

**Integration Plan:** A comprehensive plan designed to facilitate the adaptation of new team members, providing them with insights into our company culture, policies, and operations.

**On-the-Job Integration Training:** This hands-on training is initiated when a new employee's role calls for it, ensuring they are well-prepared to excel in their specific responsibilities.

**Management Systems Integration Training:** Tailored for those who have not received prior training in the same areas, this program covers essential management systems. Notably, interns undergo focused integration training in Quality, Environment, and Occupational Health and Safety Management Systems.

### Career and Development Plans

The Career and Development Plans, developed by the Human Resources department, consist of identifying and developing programs for Key and Potential Employees. The company promotes various protocols with educational and training institutions to ensure the quality of training. In addition, whenever an employee takes on a new role or a higher level of responsibility, internal training is provided to facilitate their learning and autonomy more quickly.

### Annual Training Plan

Our Annual Training Plan is carefully designed to align with the evolving needs of our employees and industry, paving the way for their continuous growth. We ensure the plan's relevance by conducting a thorough survey to identify training needs. This is complemented by insights from performance evaluations and the incorporation of pending actions from the previous year, extending into the next. This comprehensive plan encompasses both technical and behavioral training initiatives, reflecting our commitment to enhancing diverse skills. Our team of internal trainers plays a vital role, ensuring the successful execution of various technical training sessions.

### Promotion of Professional Training

With the aim of promoting the continuation of studies for its workers, both for personal and professional development, and supporting those who decide to specialize by attending courses related to the company's field of activity, Simoldes Tools has implemented a measure to contribute to the payment of tuition fees for higher education courses. This includes the TESP Mould Project at ESAN and ISVOUGA. Additionally, the company has partnerships with vocational schools and universities for internships, such as Escola Secundária Soares de Basto, Escola Secundária Ferreira de Castro, CENFIM, FEUP, ESAN, and the Universities of Aveiro, Coimbra, Minho, and Porto. The promotion of professional development has always been a strong commitment for Simoldes Tools, arising as an effective response to the need to equip workers and future workers with skills appropriate for the performance of current and future tasks, but also as a means of personal and professional development. With ongoing professional development, the company hopes to increase its productivity and competitiveness, as well as the development of its employees' qualifications, thus increasing its investment in human capital.





## *5. Environmental Impact*



***“(...) we have signed a contract with new energy operator, ensuring that 100% of the electrical energy we use is clean and from renewable sources.”***

*Cláudia Susana  
Environmental Manager*



Organizations play a key role in dealing with the environment and sustainability. At Simoldes Tools, adopting a sustainable approach to its environmental performance means above all taking measures to minimize and, if possible, eliminate its environmental impacts.

The adverse effects of climate change are widely felt by the world’s population, which requires an urgent change in behavior in order to reverse this scenario.

To reduce its dependence on fossil fuels, we have signed a contract with new energy operator in July, ensuring that 100% of the energy we use is clean and from renewable sources, thereby accelerating the shift to a decarbonized energy model. In the last six months of 2023, Simoldes Tools has prevented the emission of 1014T of CO<sub>2</sub> into the atmosphere, equivalent to planting 56 301 trees. Continuous training/ awareness-raising for employees and the implementation of absorbent kits and other emergency materials help to control and minimize spills, thereby significantly reducing the risk of water and soil contamination.

Through audits and compliance with applicable environmental legislation, we efficiently control noise, waste and air pollution, which considerably reduces the industry’s environmental impacts and contributes to the protection of local ecosystems, preserving biodiversity.



## 5. Environmental Impact



Simoldes Tools reaffirms its commitment to environmental sustainability, recognizing the significant impact its operations have on the environment. Aware of the need for evolution, the company is actively engaged in identifying and implementing solutions to reduce this environmental footprint. The journey towards a high level of sustainable maturity is long, and Simoldes Tools fully understands the actions that need to be taken to achieve this goal.

Efficient management of resources such as energy, water, and waste is the foundation of its initiatives, focusing on reducing consumption and utilizing renewable sources. With a forward-looking vision, the company is dedicated to creating a greener and more responsible ecological footprint, always for the benefit of the planet and future generations.

This commitment is supported by its Environmental Policy and the rigorous implementation of the ISO 14001 standard, which guides its sustainability practices and goals.



# 5.1 Energy Management

Energy is an essential resource for Simoldes Tools’ operations. Over the past few years, we have implemented several improvements in energy efficiency, resulting in a significant reduction of 5% compared to 2022. When analyzing the energy consumption data by plant, Simoldes Aços and MDA show substantially higher values, classifying them as intensive energy consumers.

Due to this classification, and in compliance with Portuguese legislation, these plants are bound by an energy rationalization plan. In 2022, all plants recorded increases in energy consumption, reflecting the overall trend of growth in production activities. However, in 2023, there was a positive shift, with a reduction in energy consumption in most units. The exceptions to this trend were the Mecamolde and IGM plants, which did not show a decrease, although their rates of variation were quite modest. Mecamolde recorded an increase of only 4%, while IGM had a slight rise of 1%. These figures suggest that, despite not following the overall reduction, these factories effectively managed their energy consumption, minimizing the impact of the increases.

As part of our continuous efforts to monitor and enhance our energy efficiency, we calculate our Energy Index, a calculated metric derived from the multiplication of total energy consumption by working hours, serves as a tangible gauge of our energy efficiency progress. While the latest readings indicate a marginal increase in the Energy Index, at most of our plant, this one is still not significant.

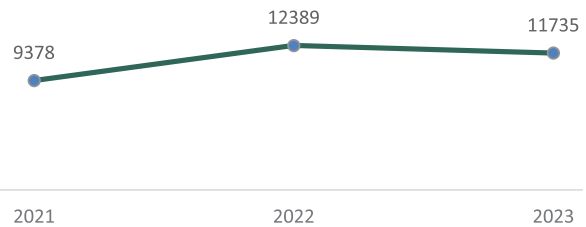


Fig. 21 - Simoldes Tools total energy consumption (MWh), 2021-2023

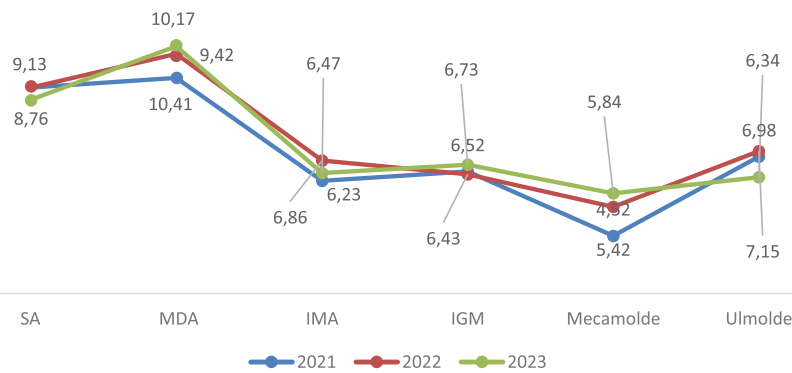


Fig. 22 - Total energy consumption, per type of energy, between 2021 and 2023

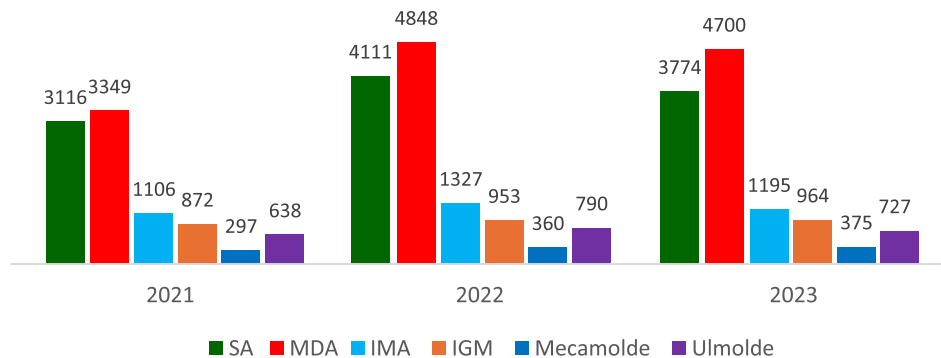


Fig. 23 - Simoldes Tools Energy Index between 2021 and 2023 (MWh/h)



## Renewable energy is more than a choice; it is an opportunity for Simoldes Tools.

Three years ago, we began our transition from non-renewable electricity to renewable sources by installing solar panels at our facilities. This change is part of our strategy to minimize environmental impact and contribute to a more sustainable future. While we recognize that, due to the industry in which we operate, we will not achieve total energy self-sufficiency, we are committed to making the best of our reality and adopting practices that promote energy efficiency.

In 2023, we took a significant step by installing solar panels at the only two plants that did not yet have this system, Mecamolde and Ulmolde. Additionally, we expanded the capacity of the plants that already had solar panels, thereby increasing renewable energy production. To complement these initiatives, we also switched energy providers, in July, opting for one that guarantees us 100% green energy. These actions not only reduced our environmental impact but also demonstrated our ongoing commitment to sustainability and innovation. By adopting renewable technologies, we are contributing to the reduction of CO<sub>2</sub> emissions and promoting a healthier environment, not only for our operations but also for the community and the planet.

We are excited about the path we are taking and will continue to seek new opportunities to improve our energy efficiency, educate our employees about the importance of sustainability, and inspire other companies to follow a similar path. Renewable energy is a key component of our strategy, and we believe that together we can make a difference for future generations.

### 5.1.2 Climate Change

**1 014**  
tons of CO<sub>2</sub>  
e avoided

Energy transition is a crucial pillar in reducing CO<sub>2</sub> emissions, curbing excessive resource consumption, and mitigating climate change. Daily impacts of climate change, such as increased droughts, floods, and rising sea levels, are here. To prevent irreversible damage, we must significantly reduce our environmental footprint, with companies playing a key role.

In the last six months of 2023, with the change in our energy contract, Simoldes Tools, based on the calculations provided by the operator, has avoided the emission of 1 014 tons of CO<sub>2</sub> into the atmosphere, equivalent to planting 56 301 trees.

According to the graph, we can see that the highest number of avoided emissions is related to the highest energy consumption, which occurs at MDA and Simoldes Aços. We want to enhance our commitment to reducing CO<sub>2</sub> emissions, and we are aware that in the coming years we will focus on this goal.

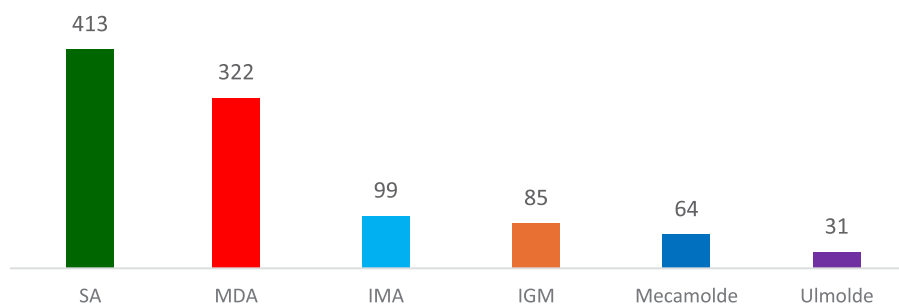


Fig. 24 - Number of avoided emissions (tCO<sub>2</sub>e)

# 5.2 Water Management

Simoldes Tools is committed to the responsible management of water to ensure its availability for future generations, even considering that the risk of water scarcity in Portugal is low. We believe that water is an essential resource that should be used efficiently and sustainably.

At Simoldes Tools facilities, water consumption is comprised of both third-party water and, in some cases, groundwater. In recent years, we have implemented various initiatives to optimize water consumption, however, in 2023, we observed a slight increase in water consumption, primarily due to increased production. This growth is a positive indication that our operations are expanding, but it also serves as a reminder of the ongoing need to monitor and manage water usage responsibly. Among our facilities, MDA and Simoldes Aços stand out as the main water consumers. We recognize the importance of implementing specific measures to reduce consumption at these plants, ensuring that we continue to operate sustainably even during times of higher demand. To strengthen our commitment, we are exploring innovative technologies that can help us further improve our water efficiency. Additionally, we plan to conduct periodic audits to identify improvement opportunities and establish clear goals for reducing water consumption in the coming years.

## Level of Water Scarcity Risk in Portuguese site location is



Low water scarcity risk means that water provinces and countries in this category experience droughts less than once in a human life time, but they may occur occasionally.

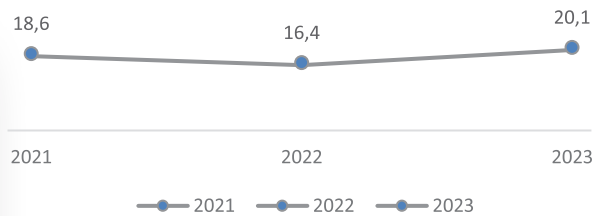


Fig. 25 - Total Water Withdrawal (Megalitres) at Simoldes Tools since 2021

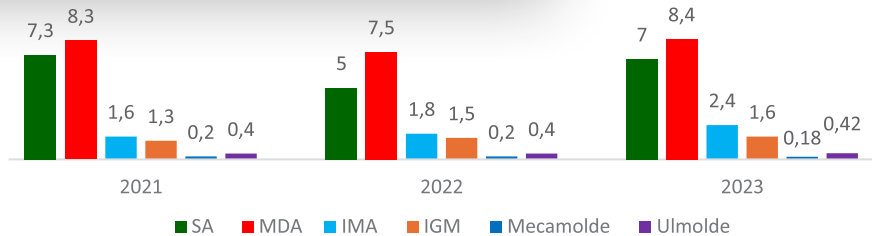
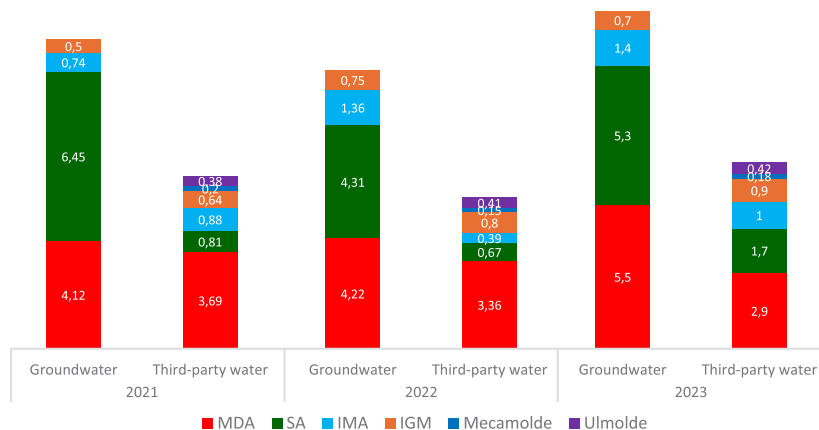


Fig. 26 - Total Water Withdrawal (Megalitres) (groundwater + third-party water + surface water per pant)

In summary, water management at Simoldes Tools is not just a responsibility, it is a fundamental part of our sustainability strategy. We are determined to balance the growth of our operations with practices that respect and preserve this vital resource for the well-being of future generations.



# 5.3 Circular Economy and Waste Management

**19%**  
decrease  
in waste  
generated

At Simoldes Tools, we are committed to the circular economy and constantly seek ways to reuse and recycle materials within our capabilities. This task, however, is not always easy, as we must meet the requirements of our clients, many of whom impose restrictions that hinder the implementation of recycling and reuse practices. Despite these challenges, our determination to minimize the environmental impact of our operations remains unwavering.

In terms of waste management, we have achieved a 19% reduction in the amount of waste generated compared to 2022. This reduction reflects our commitment to sustainability and operational efficiency. Our plants that generate the most waste are Simoldes Aços (SA), which have stood out in this regard over the past three years, because our unit, Centro de Fresagem, is related to Simoldes Aços and has a very high production of shavings.

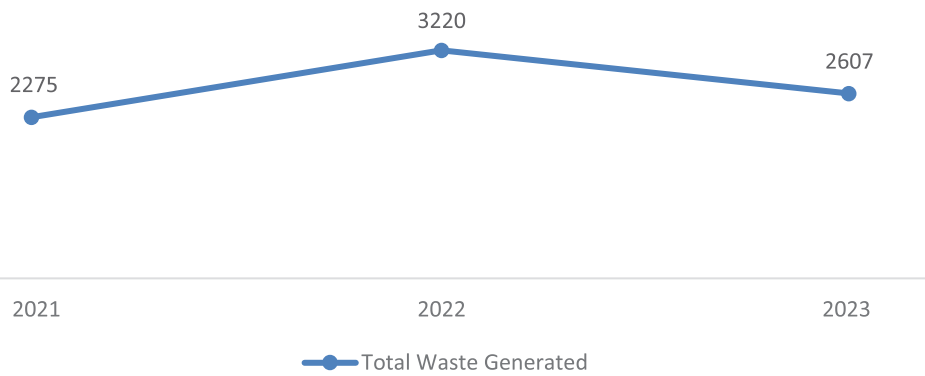


Fig. 27 - Total Waste Generated (Tons), per year.

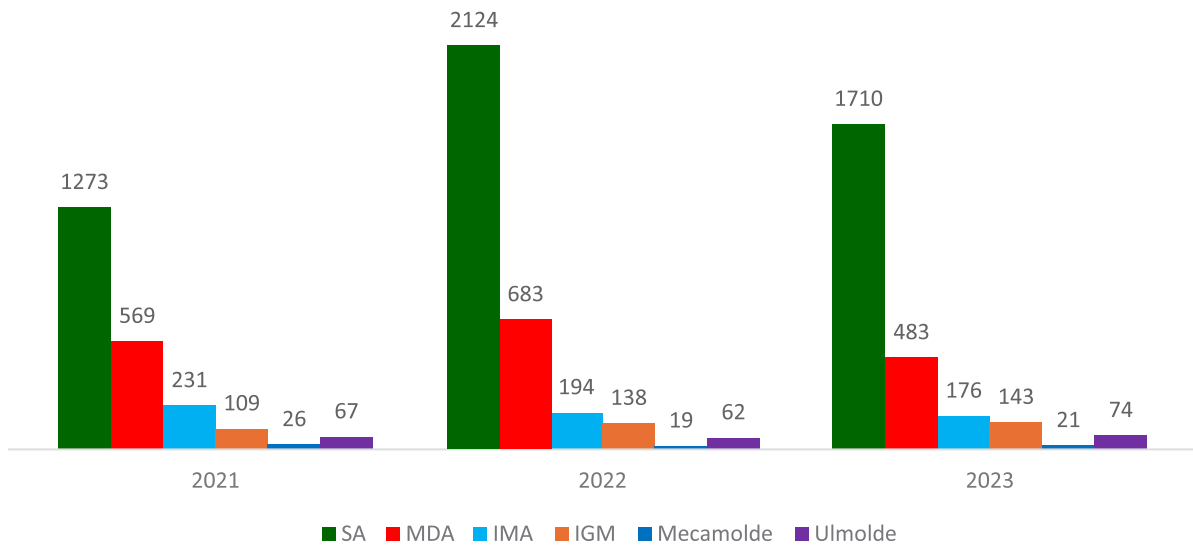


Fig. 28 - Total Waste Generated (Tons), per plant and year.

# 5.3 Circular Economy and Waste Management

At Simoldes Tools, we are constantly seeking ways to reduce the amount of waste destined for direct disposal. However, this goal is not always achievable, as it is closely related to our production capacity. In 2023, for example, we faced a 35% increase in the total amount of waste generated due to the growth in production, reflecting the increasing demand for our products.

Although this increase in waste generation is concerning, it does not diminish our commitment to responsible and sustainable waste management. On the contrary, we have observed a reduction in the volume of waste diverted from disposal, which is related to the types of waste generated and our waste reduction strategy. This strategy involves the continuous analysis of our production processes and the identification of opportunities to improve efficiency and minimize waste. It is important to emphasize that our goal is not only to reduce the amount of waste going to direct disposal but also to increase the proportion of recyclable and reusable waste.

We are continuously reviewing our operations and seeking innovative solutions to transform the waste generated into new products or materials that can be used in other processes. The challenge of managing waste in a scenario of increased production motivates us to improve our practices, explore new solutions, and above all, reinforce our commitment to sustainability and environmental responsibility. We are determined to move forward, turning challenges into opportunities for a greener and more sustainable future.

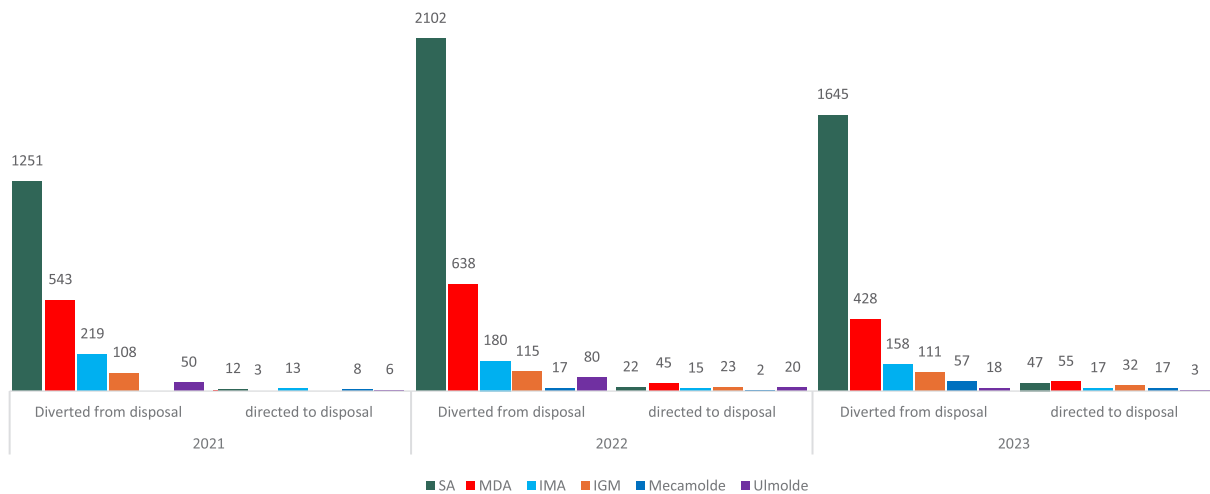


Fig. 27 - Total weight of waste diverted and directed to disposal, per year and per plant

	2021						2022						2023					
	SA	MDA	IMA	IGM	MECAMOLDE	ULMOLDE	SA	MDA	IMA	IGM	MECAMOLDE	ULMOLDE	SA	MDA	IMA	IGM	MECAMOLDE	ULMOLDE
Hazard Waste	25	21,7	15,7	7,1	1,8	3,5	22,7	13,3	13,8	5,1	1,1	1,1	32,4	14,6	14,5	7	2	3,3
Waste Oil	12,8	26,5	4,2	15,6	5,9	17,4	15	38,6	4,5	26,8	1,7	9,7	21,3	41	4,1	26,6	1,4	13,6
WEEE	0,6	1,5	0,1	0,1			0,2	0,3	0,2	4,7		0,1	38,8	17,5	8,1	17,2	1,5	4,2
Medical Waste	0,3	0,2	0,1	0,1		39,1	0,1	0,1	0,1		0		0,13	0,08	0,06	0,03	0,015	0,018
Metallic Waste	1220,2	487,7	201,5	78,8	18,5	39,6	2029	598	165,4	95,3	16,6	46,2	1518,6	377,5	133,9	84	15,7	44,3
Municipal Solid Waste	13,7	30,5	9,5	6,9		7,3	17	32,4	10,4	6,3		4,5	22,9	31,2	15	8,2		8

Fig. 28 - Total weight of waste, per category in Tons, per year and plant



## 6. *GRI Index*

Embarking on the path of sustainable moulding is not just a journey; it's a promise to shape a better future for our planet, our people, and generations to come. Let our collective commitment be the guiding light as we forge ahead, turning challenges into opportunities and crafting a world where innovation and sustainability go hand in hand. This is more than a report; it's a testament to our dedication and the legacy we create on our remarkable journey into sustainable moulding.

# GRI Index

Statement of use	Simoldes Tools has reported the information cited in this GRI content index for the period of 2022- 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI SECTOR STANDARD applicable

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	ODS
<b>General Disclosure</b>			
GRI 2 - General Disclosure 2021	2-1 Organizational Details	About Simoldes - Simoldes Tools	N.A.
	2-2 Entities included in the organization's sustainability report	About this Report	N.A.
	2-3 Reporting period, frequency and contact point	About this Report	N.A.
	2-7 Employees	People and Community	N.A.
	2-8 Worker who are not employees	People and Community	N.A.
	2-9 Governance structure and composition	Diversity in the Management Team	N.A.
	2-22 Statement on sustainable development strategy	Message from Simoldes Group President	N.A.
	2-27 Compliance with laws and regulations	Business Conduct	N.A.
	2-28 Business Conduct		N.A.
	2-29 Approach to stakeholder engagement	Stakeholder Mapping	N.A.
<b>Materiality</b>			
GRI 3 - Material Topics 2021	3-1 Process to determine material topics	Risk Management	N.A.
	3-2 List of Material Topics	Risk Management	N.A.
<b>Economic and Governance</b>			
GRI 201 - Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed	Economic Performance	N.A.
<b>Supply Chain Management</b>			
GRI 204 - Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management	N.A.
<b>People and Community</b>			
GRI 405 - Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People and Community	5



GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	ODS
<b>Talent Attraction, Engagement and Retention</b>			
GRI 401 - Employment 2016	401-1 New employee hire and employee turnover	Work-Life Balance	8
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Work-Life Balance	8
<b>Occupational Health and Safety</b>			
GRI 403 - Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	3
	403-3 Occupational health services	Occupational Health and Safety	3
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	4
<b>Talent Training and Development</b>			
GRI 404 - Training and Education 2016	404-1 Average hours of training per year per employee	Talent Training and Development	4
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Training and Development	4
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Training and Development	8
<b>Energy Management</b>			
GRI 302 - Energy 2016	302-1 Energy consumption within the organization	Energy Management	7
<b>Water Management and Consumption</b>			
GRI 302 - Water and Effluents 2018	303-3 Water withdrawal	Water Management	6
<b>Waste Management and Reduction</b>			
GRI 306 - Waste 2020	306-3 Waste Generated	Circular Economy and Waste Management	12
	306-5 Waste diverted from disposal	Circular Economy and Waste Management	12
	306-5 Waste directed to disposal	Circular Economy and Waste Management	12