

moventia  100 ANYS

SUSTAINABILITY REPORT 2023 >



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01. LETTER FROM THE CHAIRMAN

2023 was a year that will remain forever etched in our memories. Alongside our employees, we celebrated the one hundredth anniversary of MOVENTIA, which was founded by our grandfather.

When he launched the first bus in the city of Sabadell, I am certain that no one spoke in terms of mobility or sustainability or climate change. However, this represented the first major change in the way people move about cities, transitioning from so-called animal traction (mainly horses) to mechanical traction.

It was the first big change in human mobility that MOVENTIA faced, a monumental transformation and a veritable revolution in which the company was involved right from the start.

Over the course of our 100 years of history, we have faced and surmounted numerous challenges and changes —petrol, gasification, diesel fuel...— and always with a steadfast commitment to developments in mobility and new technologies.

Now, as part of our approach to the coming decade, we at MOVENTIA have proposed various challenges, the most relevant of which include strengthening our governance, the generational renewal and our unwavering commitment to sustainable mobility, that is, in other words, to the environmental challenge.



With regards to governance and generational renewal, as part of our strategic plan for the coming years, in 2023, we established a clear division between the company's two main areas —collective transport and automotive technology— incorporating new talent and charting a plan of action and sustainable growth that will enable us to meet our targets and ensure the continuity of MOVENTIA.

We recently welcomed the fourth generation to the Board of Directors in the persons of Miquel Martí Pierre and Santi Colomer Martí and, as part of the plan for succession, agreed to appoint Miquel Martí Pierre CEO of Movento. In a family business, succession is a period of tremendous importance, and I am convinced that the fourth generation will continue to uphold the values forged by the first two: personal commitment, professionalism and the strong affection they have felt for MOVENTIA since childhood.

The other major challenge I mentioned is our commitment to sustainable mobility. At our organisation, we do not limit ourselves to words, but are committed to "taking action" and want to involve people in our initiatives: on the one hand, our electric buses have saved more than 400,000 litres of diesel fuel. On the other, in recent years, large investments –over €120 million– have been made to ensure that over 50% of our fleet is fully sustainable, with the incorporation of close to 50 electric buses, 150 gas-powered buses and 200 hybrid buses.

The environmental commitment and challenge surrounding urban and interurban mobility that MOVENTIA is facing is an urgent need; one that we have just now started to address, and for which much remains to be done.

To press forward there is but one solution: the decarbonisation of our collective transport fleets. To accomplish this, we at MOVENTIA promote and support the creation of public and private partnerships that help to accelerate the process of reducing our dependence on fossil fuels by leveraging Next Generation funds. We are certain that these alliances and agreements with government agencies and private operators are the only way to decrease our dependence on carbon-based fuels with the necessary speed.

With the experience and responsibility we have accrued over our 100 years of history, we would like to express our most sincere gratitude to all members of our company, without whose commitment and dedication the progress made by MOVENTIA over the past 100 years would not have been possible.

We look to the future with great excitement and enthusiasm, knowing that all the teams at MOVENTIA are working to make the Group a leader in mobility with a firm commitment to environmental sustainability.

**Miquel Martí
Chairman**



02.
**ONE HUNDRED
YEARS
CONNECTING
MOMENTS >**



moventia 100 ANYS

MOVENTIA celebrates its 100th anniversary in the presence of its workers

On 16 September, MOVENTIA celebrated the company's 100th anniversary at L'Auditori in Barcelona. Close to 1,700 Group workers were present at the event.

Renowned actor Pep Plaza served as master of ceremonies for an event that began with a moving speech by the company's chairman, Miquel Martí Escursell. During his address, he expressed gratitude for the commitment shown by everyone who, over the past one hundred years, has helped to make and continue to make MOVENTIA a leader in mobility.

The centennial celebrations also featured the honourable Pere Aragonès Garcia, president of the Government of Catalonia, who praised the work of the company and its workers throughout all these years.

One of the most captivating moments for the audience was the spectacular film music concert offered by the Vallès Symphony Orchestra, directed by Rubén Gimeno.



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The event also served to recognise two individuals on the verge of retirement and publicly thank them for all their hard work. Both were brought on stage to receive an honorary plaque and engage in an informal conversation with Pep Plaza.

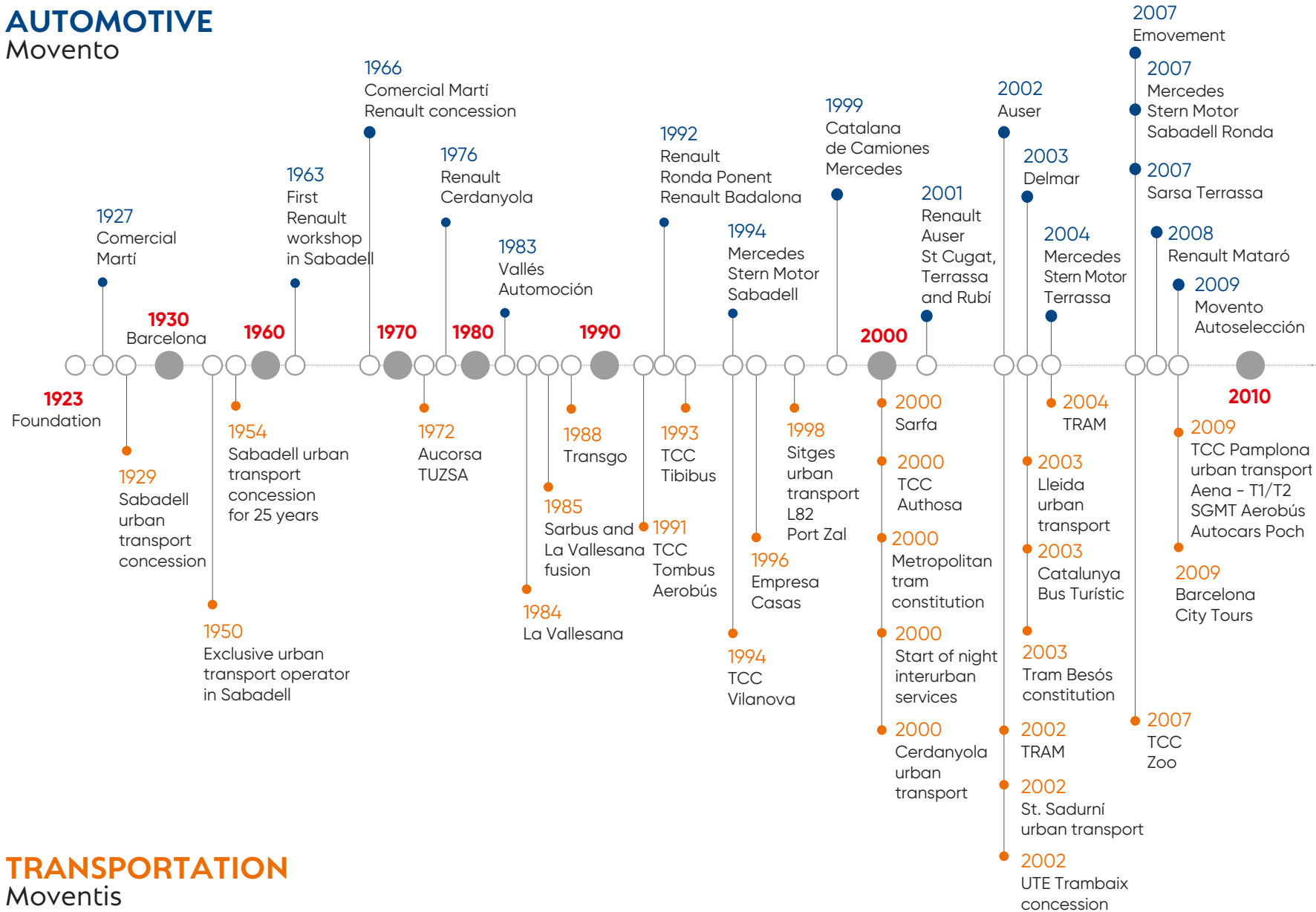


Attendees were also treated to an orchestral coaching session, an interactive and entertaining exercise in which the symphony orchestra's music is used as a tool for maximising the personal and professional potential of all participants, under the direction of Ferran Abadal.

The event also included interactive soundpainting, a final performance in which Pep Plaza himself delivered a monologue and played the guitar and the presentation of a video recap of MOVENTIA's one-hundred-year history, with original music created especially for the occasion by composer Marc Parrot.

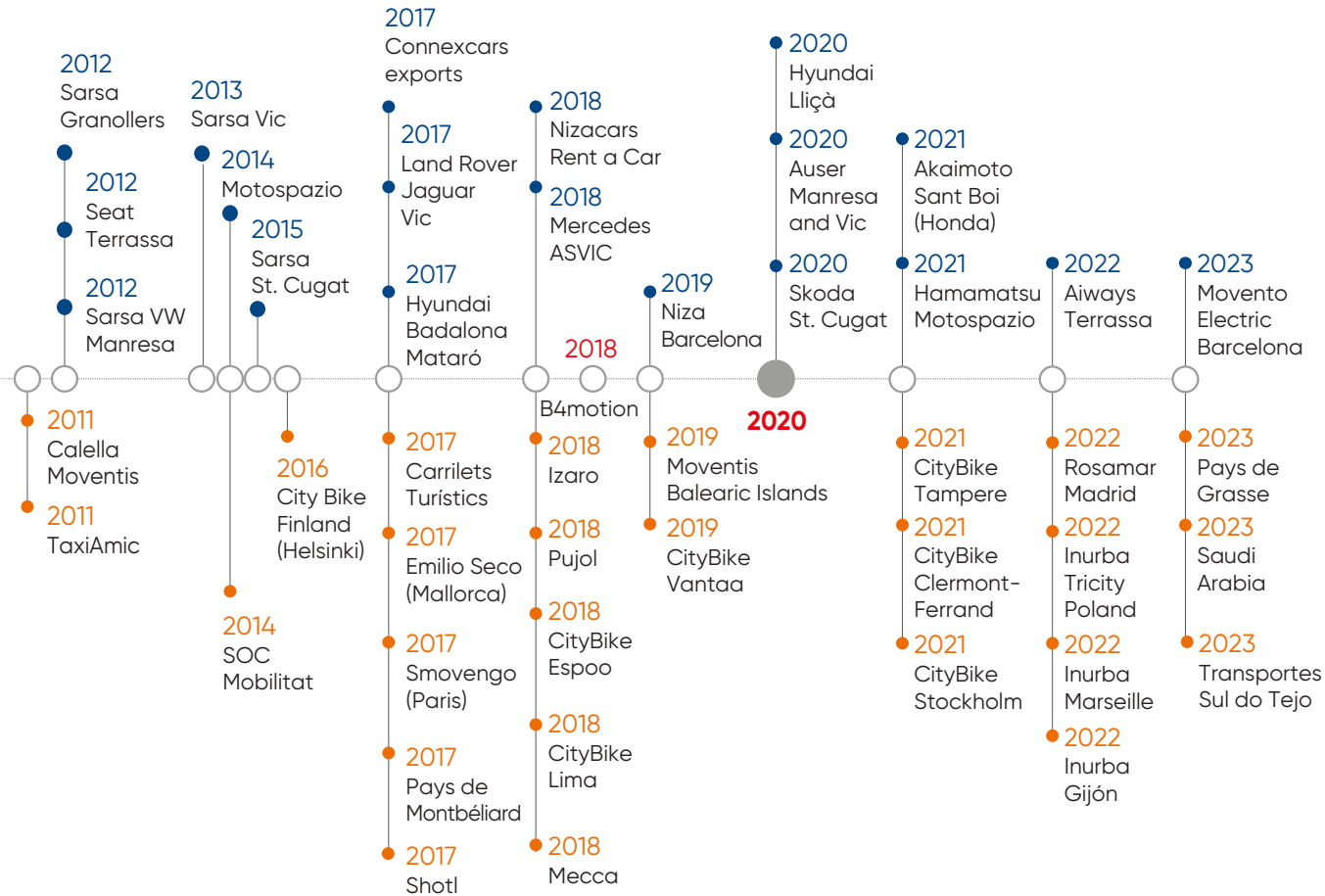


AUTOMOTIVE Movento



TRANSPORTATION Moventis

AUTOMOTIVE Movento



TRANSPORTATION Moventis

03.

**HIGHLIGHTS
FROM 2023 >**



moventis

moventis

moventis

51 % Sustainable fleet



2,586 Fleet*



252 Million passengers*



140 Million kms travelled*



41 Trams



38,202 Bicycles*



movento



Brands represented 16



New and used vehicles and motorcycles sold 27,200



Workshop customers 125,000



Car as a service 2,300

moventia
7,383 people*

6,355 Moventis
939 Movento

*Includes affiliated companies



MOVENTIA celebrates its 100th anniversary



New corporate identity



Moventis, present at the main European mobility-related events



Calculation of the Group's carbon footprint



Action plan to reduce water consumption



End of the project involving the installation of over 1,300 solar panels at our facilities



Opening of Movento Elèctric, the company's first dealership devoted exclusively to the sale of sustainable vehicles



Renewal of our adherence to the Diversity Charter until 2025



Moventia promotes the relationship between the company and culture

04.

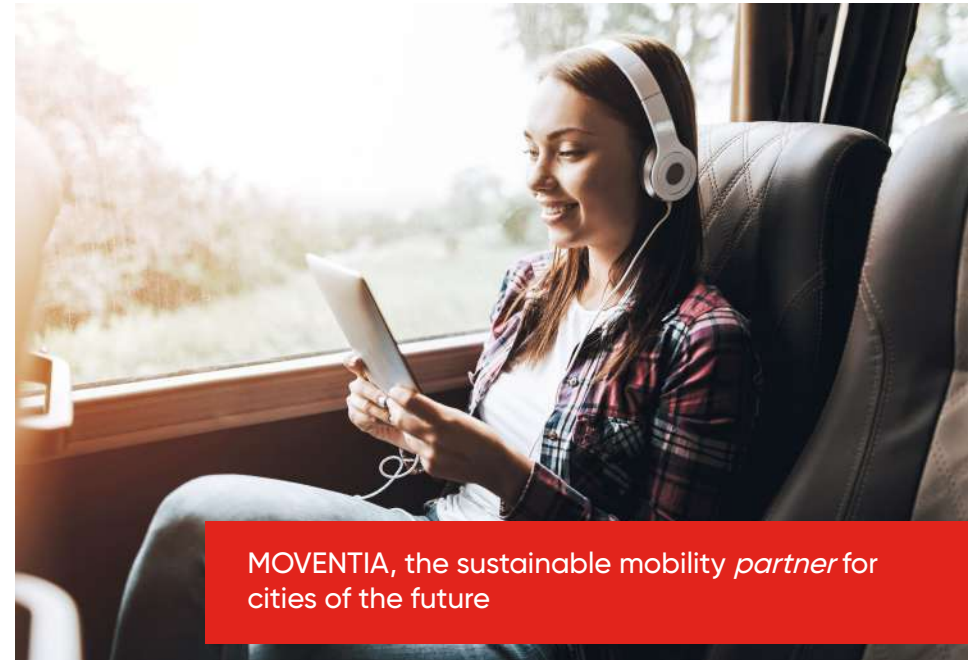
**MOVENTIA,
CONNECTING
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moventia

Founded in 1923, MOVENTIA is a multinational, family-owned business that specialises in mobility and endeavours to **improve connections within society** and between people through global, multimodal, flexible and complementary **transport and automotive solutions**, staying ahead of new habits, focusing on customers and promoting the use of **innovative and sustainable technologies**.

MOVENTIA is comprised of two divisions that provide public and private mobility services internationally:



MOVENTIA, the sustainable mobility *partner* for cities of the future

moventis

An expert in **collective mobility**, Moventis is the division of MOVENTIA specialised in facilitating connections between people safely and sustainably through collective or shared transport.

In partnership with companies and government agencies, it designs and manages services that foster social progress.

movento

Expert in **private mobility**, Movento is the division of MOVENTIA that offers flexible solutions to private individuals and organisations through the distribution, sale, maintenance and hiring of vehicles.

It is committed to making the essential moments of daily life easier.

PURPOSE

At MOVENTIA, we promote personal development and help to connect people through sustainable mobility.

VALUES

Sustainability

We strive to encourage a conscious transition towards more responsible, combined and sustainable mobility.



Honesty

We forge trust-based relationships with our customers, involving them in our day-to-day operations.



Innovation

We drive change to continuously adapt to the new challenges of mobility.



Commitment

We set shared targets that take society's needs into consideration.

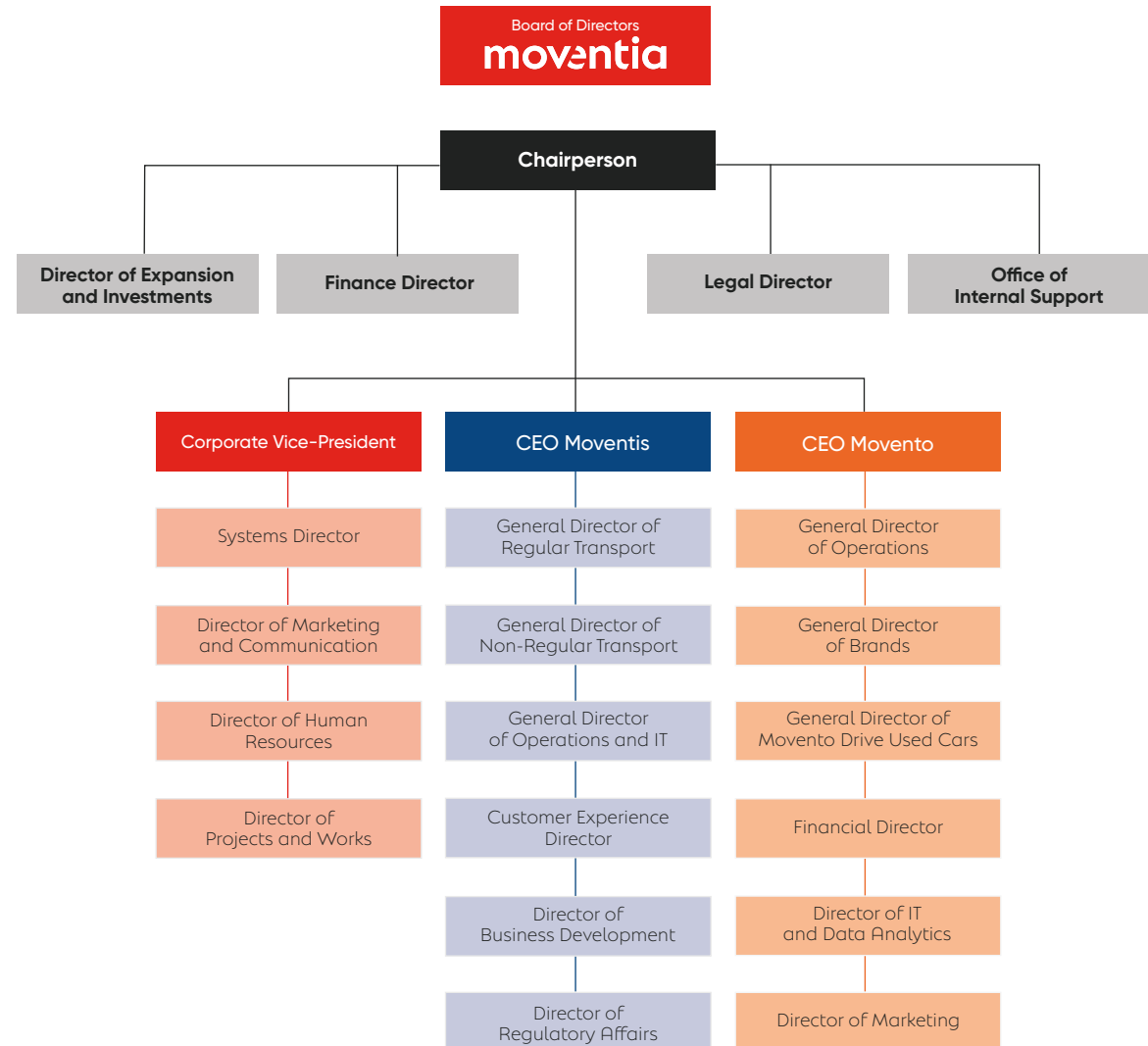


DYNAMIC ORGANISATION

In the year of its centennial anniversary, MOVENTIA engaged in a strategic reflection that led to it strengthening and redesigning the company's governance with a clear separation between the two areas of business: collective transport and the automotive industry. It also defined a plan of action, for which implementation began in 2023, and redefined its organisational structure. This restructuring reinforces MOVENTIA's capacity to adapt quicker to changes in the market and its customers' needs.

In 2023, Miquel Martí Pierre was appointed new CEO of Movento. The previous director of Expansion and Investment Analysis for MOVENTIA and general manager of Moventis took over from Miquel Martí Escursell, his father. With this appointment, the Group initiates a period of generational renewal and has made Miquel Martí Pierre the first member of the family's fourth generation to hold the highest decision-making position in one of its two divisions.

Organisational structure



New corporate identity

As a result of this strategic reflection, one of the Group's main actions in 2023 was a change in its corporate identity; a change aimed at supporting MOVENTIA's growth and development along the path to present and future mobility.

This brand transformation was undertaken by the Branward consultancy firm and aims to position MOVENTIA and its divisions —Moventis and Movento— as companies that connect what's essential: people, society and regions.

This new strategy not only involves a change in logo. The new brand has a personality and values that blend the solvency of a century-old company, such as honesty and commitment, with others adapted to the needs of today's context, such as innovation and sustainability.

Efforts were geared towards realising this strategic positioning, revising the brand's architecture and offering a strong, clear identity that reflects MOVENTIA's vision for

the future of sustainable mobility and its role in the market.

One of the new aspects of this strategy is the *claim* that will guide MOVENTIA from this point forth, "Connecting moments, creating future", an expression of the Group's brand purpose: to facilitate personal development and connect people through sustainable mobility.



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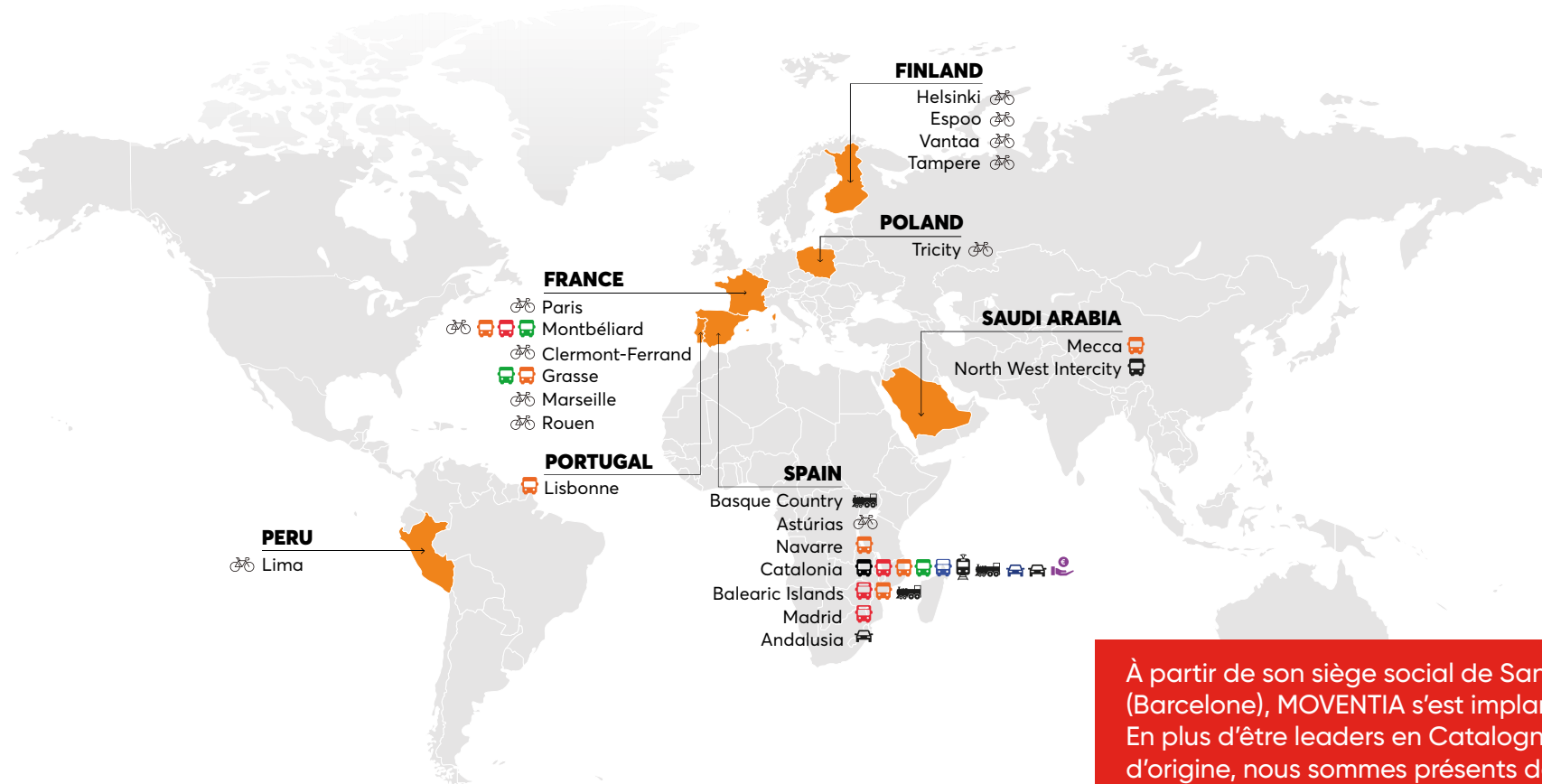
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GLOBAL PRESENCE



À partir de son siège social de Sant Cugat del Vallès (Barcelone), MOVENTIA s'est implanté à l'internationale. En plus d'être leaders en Catalogne, notre territoire d'origine, nous sommes présents dans 7 pays de 3 continents

- URBAN TRANSPORT
- INTERURBAN TRANSPORT
- NON-REGULAR TRANSPORT
- TRAM
- TOURIST TRAIN
- PUBLIC BICYCLES
- ON-DEMAND TRANSPORT
- TOURIST BUS
- VEHICLE DEALERSHIPS
- CAR AS A SERVICE
- FINANCING PROJECTS

MOVENTIS, COLLECTIVE MOBILITY



Public urban transport network

We provide public urban transport services through over 15 operating contracts in Spain, France and Saudi Arabia. We currently transport close to 252 million people a year, 85 million via the new public transport system in Mecca.

We now provide public collective transport service to the ZAL Port in Barcelona

On 23 August 2023, Moventis began providing public urban collective transport services for passengers to the Barcelona Port Area and the Port's intermodal logistics platform (ZAL).

The collective mobility division began operating this new service with three lines —88, 89 and PR4— included in the concession awarded by the Barcelona Metropolitan Area. Lines 88 and 89 connect the city of Barcelona to the port and ZAL from the Paral·lel underground station. Line PR4 adapts its service to coincide with the underground on Carrer A in the Zona Franca and is located at the new ZAL | Riu Vell station. As a new feature, this bus line operates every 30 minutes due to its high demand.



Moventis was awarded a contract to operate the urban transport service in L'Hospitalet, El Prat and other cities and towns in Baix Llobregat —under the ownership of the Barcelona Metropolitan Area— for the next seven years. This service is expected to begin in April 2024.

In 2023, Moventis renewed two major contracts: the regional urban transport service in Pamplona, through the subsidiary TCC Pamplona, for the next ten years, and the operating contract in Pays de Montbéliard, France, until 2029.

Interurban and long-distance transport network

We offer interurban and long-distance transport services through which we transport close to 60 million people a year.

We now manage urban transport in Pays de Grasse, France

MOVENTIA began 2023 by winning the contract to manage transport for the urban community in Pays de Grasse, the French region located in the Provence. This concession, with an expected duration of ten years, includes management of all urban and interurban transport lines in the region, in addition to the creation of school lines to improve the quality of the service in the territory. To offer the best service possible, Moventis digitised the information available at bus stops and terminals by installing screens. It also plans to instal solar panels to produce

electrical power and build a new logistics platform in Grasse with a capacity for up to one hundred buses.

This new service is being provided by a fleet of 70 buses and minibuses, most of which were manufactured in France. During the concession period, the company also expects to incorporate electric vehicles into the fleet to cover some of the lines.



Moventis was awarded a contract to manage the interurban buses in Saudi Arabia for the next ten years. The company, which will operate the service in partnership with Al Qaid, was awarded one of the three contract lots for the country's north-west region.

In 2023, Moventis began operating a collective mobility service with interurban buses between Lisbon (Portugal) and the south-west section of its metropolitan area. This service represents a major step forward in the company's international growth strategy

Micromobility systems

Thanks to our involvement with Inurba Mobility, we are present in 13 cities throughout Europe and North and South America, with a fleet of around 40,000 bicycles.

Tram operations

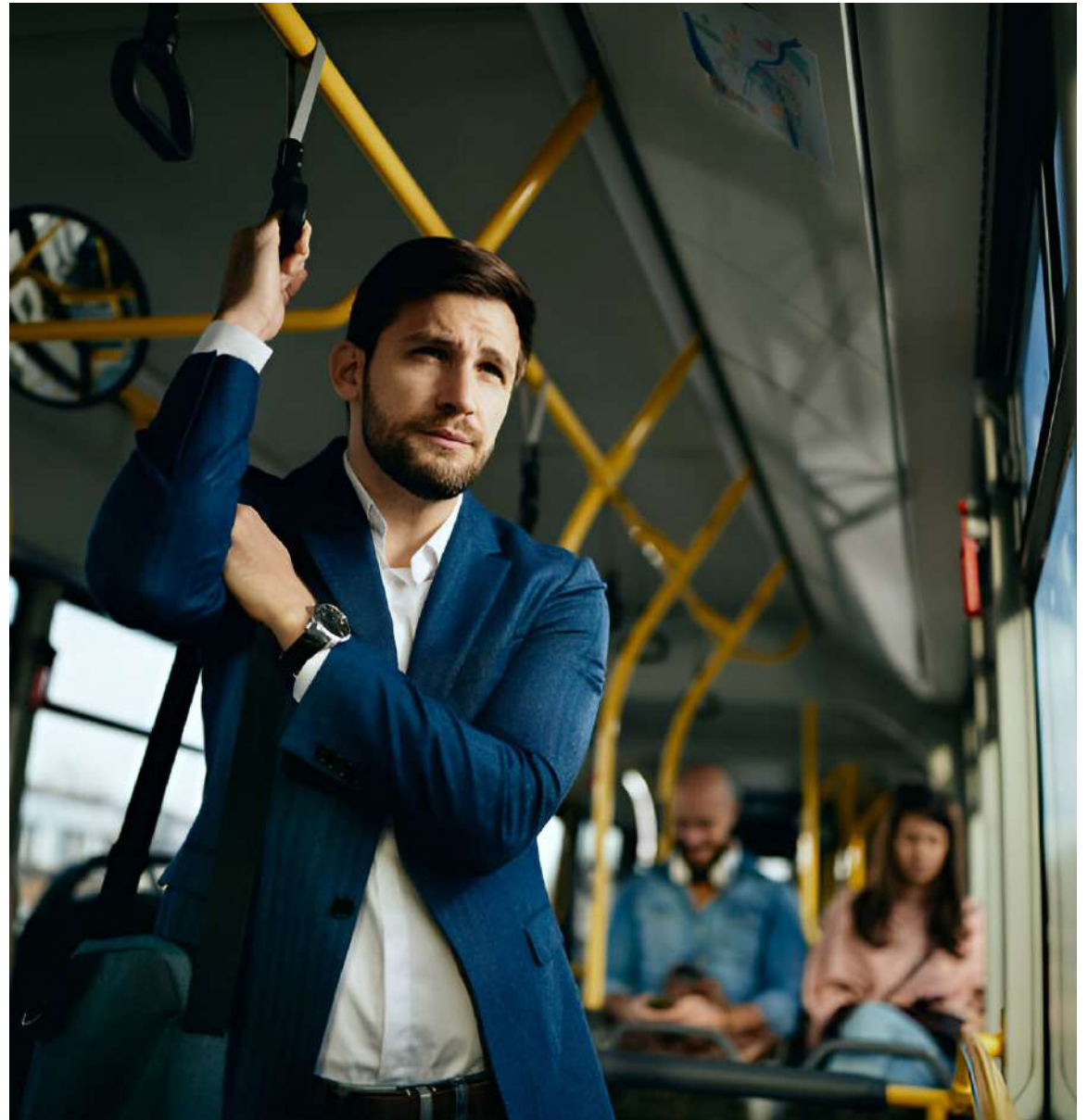
We are partners and operators of the Barcelona Tram line, in the Baix Llobregat and Besòs regions. We currently have a fleet of 41 trams, via which we transport around 30 million people a year.

Coaches and non-regular transport vehicles

We have a division specialised in non-regular passenger transport services in coaches. Our fleet is comprised of close to 550 state-of-the-art vehicles, which enable us to provide a service based on quality, comfort and safety.

Financing for mobility projects

We are involved in mobility projects through the funding we provide, as in the case of the new digital ticketing system with contactless technology for the Metropolitan Transport Area's public transport network.



Transport management and information centres

Through our five centres we manage customer service for a total of 65 operators. We provide real-time information on the different means of transport and journey planning services, and also manage lost objects, produce individual tickets and handle complaints, among other services.

On-demand transport services

We offer an on-demand transport service in 12 countries.

Tourism services

We operate 6 concessions and have a fleet of 40 buses that provide these services.

- Moventis Experience and Catalunya Bus Turístic
- Barcelona Bus Turístic
- Cruise Bus
- Bus services to the Costa Brava
- Tourist trains on the Costa Brava and the Balearic Islands
- Lleida Bus Turístic
- Aerotib, connections with the Palma Airport, in Majorca

Transport for special needs

We have transport services for people with reduced mobility, which we operate with 50 fully adapted vehicles, offering a comprehensive mobility and support service for people with physical or mental disabilities. We also operate Taxi Amic, Barcelona's adapted taxi company, which transports close to 200,000 people a year.



MOVENTO, PRIVATE MOBILITY



Sale and distribution

We sell and distribute models from 16 vehicle makes in the province of Barcelona, through 6 dealership groups:

Mercedes-Benz

Movento Stern Motor

Hyundai

Motorprim Movento

Renault and Dacia

Movento Auser

Land Rover and Jaguar

Movento Auto Pla Vic 4x4

SEAT, Volkswagen, Audi, Skoda and Cupra

Movento Sars

Honda motorcycles

Movento Akaimoto



Mercedes-Benz



RENAULT



DACIA



SEAT



Audi



CUPRA



LAND-ROVER



JAGUAR



HONDA

Updating the image of our network of dealerships

In 2023, Movento updated the external image of its network of dealerships, bringing it in line with the company's innovative new corporate identity. The Mercedes-Benz dealership (Movento Stern) in Terrassa was also remodelled: changes include modifications to the entrances and area around the dealership and the installation of electric chargers in the parking lot.



Fleet management

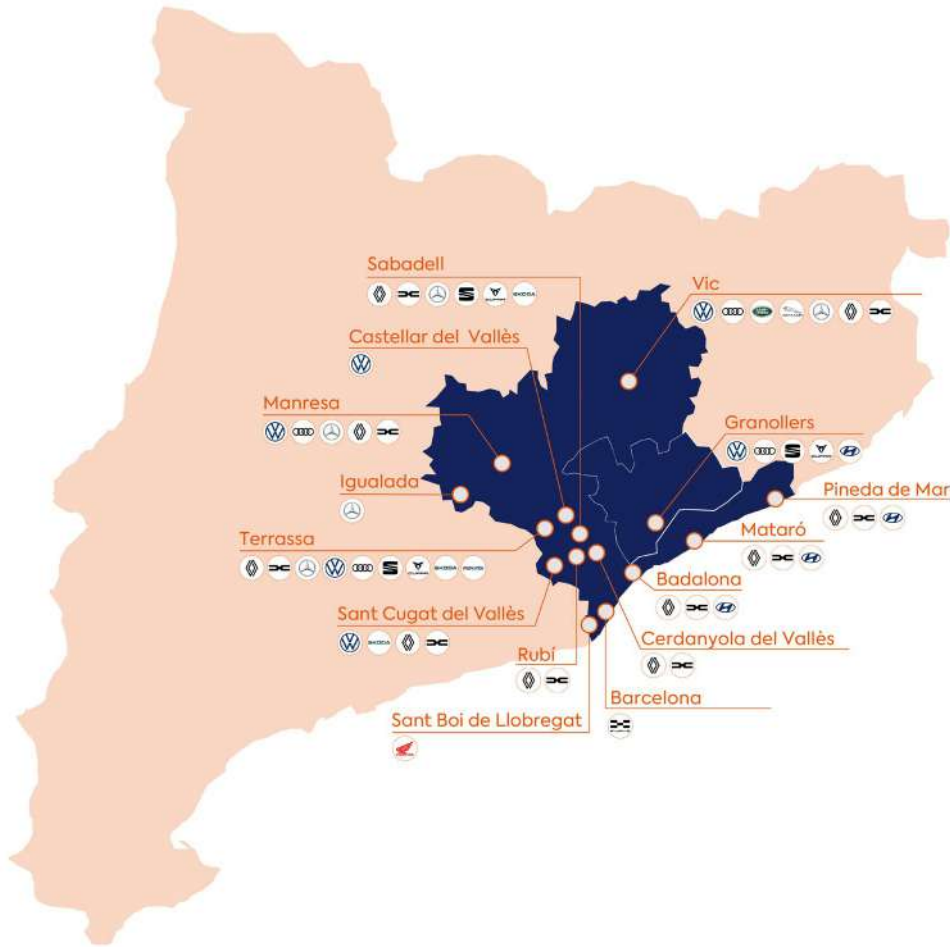
We offer consultancy services to companies with a view to providing them the best mobility solutions: a broad range of brands and cover for all vehicles categories, in addition to other exclusive services.

After-sales service

We offer all the services that a vehicle may need during its lifetime: mechanical repairs, body and paintwork and maintenance, among others; all with the quality required by our brands' official workshops.

Movento Drive

We provide customers different ways of accessing a private vehicle: purchase, rental, leasing or our subscription Car-as-a-Service model.



Movento and Circutor join forces to provide a comprehensive electric charging station solution

In 2023, Movento and Circutor, a leading company in the development of integrated energy efficiency solutions, signed a cooperation agreement with the aim of offering electric car and plug-in hybrid owners a comprehensive proposal, from the purchase of the vehicle to the installation and activation of a charge point, while also providing assistance in applying for MOVES III Plan subsidies.

Movento customers may therefore benefit from a comprehensive, turnkey service: from the moment they purchase the vehicle at their dealership to advice from Circutor experts and the installation and activation of their at-home charge point by certified partners.

The agreement is intended for both private customers of Movento looking to purchase a fully sustainable vehicle and install a charge point at home and companies with a fleet of vehicles that wish to electrify their fleet, thereby extending this comprehensive solution to both B2C and B2B operations.

INNOVATION, FOSTERING DEVELOPMENT

We consider innovation a cross-cutting and intrinsic element in our organisation, key to achieving success. We apply cutting-edge digital and technological solutions that contribute to ensuring the safety of our workers and customers, offering a simple, quick and comfortable travel experience and automating and improving all the company's internal processes. Innovation is the driving force behind our development.

Innovative solutions from Moventis



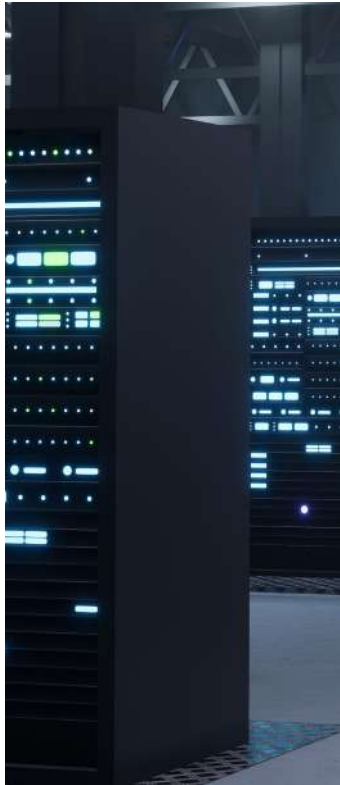
Operations planning, control and monitoring

- Software that facilitates the management and real-time interaction of all aspects of the company's operations. This ensures the connectivity and transfer, between various elements, of data relating to buses, bases and regular and repeated routes, the validation and tickets sales system, the commercial CRM, traffic, fleet management, human resources, finances and the management of statistics and indicators.
- Digital and automated systems that improve daily management and communication with the driving staff and are integrated into the tools ecosystem to improve the safety and reliability of the transport service.



Customer and staff safety

- Advanced obstacle detection system based on cameras located in blind spots on the front and back of buses. This provides drivers additional assistance by acting as "undistracted eyes" and constantly monitoring the perimeter of the vehicle to identify potentially dangerous situations.
- Fatigue warning system, technological device which detects and prevents drivers from becoming distracted due to fatigue or tiredness. It uses a camera that monitors the driver's face.
- DriveSim, new simulators for training driving staff.



Collection of information, predictions and artificial intelligence for developing new mobility models

- Business intelligence platform for interpreting, analysing and viewing data with a view to extracting useful information and improving medium- and long-term decision-making.
- Deep learning-based technology that determines the occupancy of the buses in the short and medium-term, predicting future occupancy levels by autonomously learning from user demand patterns. This model takes into consideration aspects such as calendar, weather conditions and special events and is a pioneer in Spain.

- An example of the video-surveillance and artificial intelligence systems installed on buses. Facial recognition is used to anonymise people's faces and construct an origin-destination matrix, establish route models and efficiently adapt the supply to the demand.



Business management optimisation

- Onboard Sales Platform, as a system for reserving tickets in advance through Moventis's digital channels.
- System that centralises and monitors ticket sales in real-time.



Public involvement in planning

- An active listening platform that enables customers to express their compliments, needs and suggestions. This feedback helps us to continuously adjust our route planning, providing a service that is more in line with the population's expectations.

MOVENTIA takes part in the programme “New leaders committed to our future”

MOVENTIA was one of the companies invited to take part in the seminar “New leaders committed to our future”, organised by Foment de Treball and aired on TV3. The aim of this project is to call attention to the success stories of Catalan companies whose operations help to transform society.

Our involvement in innovative and vital projects enables us to talk from experience about the challenges facing cities with regards to sustainable and eco-friendly mobility.



AWARDS AND DISTINCTIONS



Century-Old Company Award from CECOT for MOVENTIA



2023 Sabadell Chamber of Commerce Awards: distinction for Miquel Martí, chairman of MOVENTIA, in recognition of his personal and professional career.



Carles Ferrer Salat Award for Internationalisation at Foment del Treball's 16th Awards and Medals of Honour ceremony.



Honorary Award for Personal Career at the Etalentum Awards for Josep Maria Martí, CEO of Moventis and executive vice-president of MOVENTIA



Patron Medal from the Orfeó Català – Palau de la Música Foundation for Sílvia Martí, corporate vice-president for Internal and Institutional Communication at MOVENTIA.



Distinctions for Movento Sarsa Audi at the 2022 Audi Excellence Awards: Francisco Cuenca, head of New Vehicle Sales, and Ramon Gibert, head of Used Vehicle Sales, were acknowledged for their efforts at the helm of Movento's Sarsa Audi dealerships.



Special mention for MOVENTIA at Sant Cugat Empresarial's Members' Night.



2023 Company of the Year in the Urban Transport category for Moventis Sarfa, at the awards organised by the magazine Autobuses y Autocares.

SECTORAL AND TERRITORIAL PARTNERSHIPS



Moventis, present at the main European mobility-related events



UITP Global Public Transport Summit. Moventis took part in the Summit's 2023 edition, which took place in Barcelona from 4-7 June. The company played an active part in several round tables, such as the discussion session on the end user's role in transport solutions. The UITP Global Public Transport Summit is an international event that brings together industry experts, operators and stakeholders from around the world.

MOVE London International Sustainable Mobility Fair. MOVENTIA was present at the 2023 edition of MOVE (Mobility Re-Imagined), an event that focuses on mobility, automotive solutions and entrepreneurship.





Tomorrow Mobility World Congress. The company attended this event for the second straight year, during which it announced the launch of a new interurban mobility service in Saudi Arabia.

Barcelona New Economy Week (BNEW 2023). Sílvia Martí took part in this event held annually by the Barcelona Free Zone Consortium as a member of the round table "Solutions for the decarbonisation of mobility", promoted by BBVA.



05.
**COMMITMENT
TO
SUSTAINABILITY**



Since 2017, MOVENTIA has published an annual corporate social responsibility report, through which it provides information on the environmental, social and economic impacts of its operations and the steps it takes to minimise its carbon footprint and have a positive effect on society.

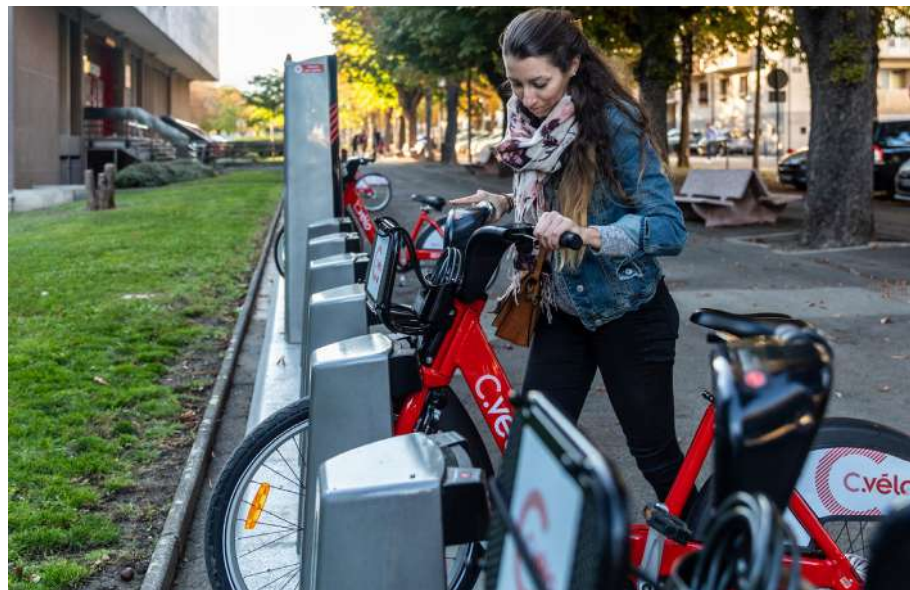
MOVENTIA has extensive experience in the implementation of sustainability-related actions in society. In efforts to forge ahead in the journey towards sustainable development, it defined a coherent roadmap in line with the company's strategy: the 2023-2025 Sustainability Strategy.



Value creation for stakeholders

Through its Sustainability Strategy, MOVENTIA minimises its negative impacts and maximises the generation of shared value —which heightens the sense of credibility and trust— among stakeholders.

With the aim of reinforcing bonds based on trust and transparency with the people directly or indirectly affected by its operations, the company has identified the main agents and remains in permanent dialogue with them, with a view to responding to their needs and ensuring ethical and sustainable business practices. This dialogue is ensured through regularly updated two-way communication channels adapted to new trends.



GROUP	COMMUNICATION CHANNEL
EMPLOYEES	Moventia PORTAL Teams Platform Electronic newsletter
GOVERNMENT AGENCIES	Online channels and regular meetings
MANUFACTURERS	Regular meetings and direct contact
PARTNERS - SHAREHOLDERS	Governing bodies
CUSTOMERS AND USERS	Customer area Ongoing satisfaction surveys Websites Applications Specific customer service email Social media On-site and online customer service offices Specific customer service hotlines Information on walls with QR CODES
COMMUNITY AND OTHERS	Online and physical channels for reporting concerns, satisfaction or complaints about the products and services the Group offers
SUPPLIERS AND CONTRACTORS	Suitable contractual arrangements that forge solid and sustainable relations

Materiality assessment

The aim of the materiality matrix, which MOVENTIA updated in 2020, is to identify the most significant aspects for stakeholders (external relevance) and the business (internal relevance) and promote future actions in the area of sustainability.



Materiality matrix

- 1 Ethical behaviour
- 2 Anti-corruption
- 3 Indirect economic impacts
- 4 Service efficiency and quality
- 5 User and customer accessibility
- 6 User and customer health and safety
- 7 User and customer satisfaction
- 8 Transparency and responsible advertising
- 9 Occupational health and safety
- 10 Diversity and equal opportunities
- 11 Creation of quality employment
- 12 Labour/management relations and collective bargaining agreements
- 13 Professional development and staff training
- 14 Management of work issues related to the pandemic
- 15 Community actions
- 16 Social actions related to the pandemic
- 17 Awareness of social and environmental issues
- 18 Implementation of circular economy practices
- 19 Efficient energy management
- 20 Emissions and air quality
- 21 Efficient waste management
- 22 Optimisation of natural resource use
- 23 Responsible supply chain management
- 24 Preference for local suppliers
- 25 Supplier social assessment
- 26 Environmental social assessment
- 27 Commitment to the 2030 Agenda/SDGs
- 28 Initiatives to fight climate change
- 29 Adhesion to initiatives that promote CSR and sustainability
- 30 Promotion of sustainable mobility
- 31 Citizen information and awareness

2023-2025 SUSTAINABILITY STRATEGY

The aim of the 2023-2025 Sustainability Strategy is to minimise the company's negative impacts and maximise the generation of shared value among stakeholders, through three main lines of action based on ethical principles and respect for people, the local community and the environment.



SUSTAINABLE AND SAFE MOBILITY

The decarbonisation of the fleet represents MOVENTIA's commitment to the energy transition and the creation of an eco-friendly mobility model. With a commitment to quality and road safety, MOVENTIA continues to pursue service excellence and supports the Second Decade of Action for Road Safety 2021-2030, proclaimed by the UN General Assembly.

Commitment	Indicator	2023		2024
		Target	Result	Target
To decarbonise the fleet and achieve zero emissions by 2035	▶ Annual calculation of carbon footprint to ISO standard 14064	To perform the calculation (scopes 1 and 2)	✓	To perform the calculation (scopes 1 and 2)
	▶ GHG emission reduction goals (relative value)	—	—	To set a reduction target for 2030
	▶ % Increase in the number of sustainable vehicles in the urban fleet (hybrid, electric, compressed natural gas and biomethane vehicles)	50 %	51 %	55 %
To offer customers a satisfactory service	▶ Satisfactory customer experience in both collective and private mobility	7/10	7.7/10	7.8/10
Zero accidents	▶ Instances of non-compliance (with regulations or voluntary codes) concerning impacts on customer health and safety	0	0	0

RESPONSIBLE ORGANISATION

As a responsible organisation, MOVENTIA is committed to ethics and transparency, to respect for people and the promotion of worker health and safety, to the efficient use of energy resources and to a circular economy model. As a responsible company, it extends these commitments to the entire supply chain.

Commitment	Indicator	2023		2024
		Target	Result	Target
To uphold and strengthen the company's ethical behaviour	▶ Reports received via the Ethics Channel	0	0	0
	▶ Ethics training for members of the governance body and workers	100% people trained	85% people trained	100% people trained
	▶ Dissemination of the Code of Ethics in various languages	Code of Ethics in Spanish, French and English	✓	Dissemination via MOVENTIA's new internal portal
To work towards gender equality	▶ Ratio of actions from the Gender Equality Plan implemented to total number	100%	100%	100%
	▶ Ratio of work positions covered by internal staff to total number of available positions	Plan to identify positions covered internally	✓	Plan monitoring
To retain talent	▶ Employee satisfaction index	Scheduled for 2025		

2023

2024

Commitment

Indicator

Target

Result

Target

To promote a healthy work environment

▶ Activities to promote a healthy lifestyle

Scheduled for 2025

To become more energy efficient

▶ Electricity consumption

—

-34% kWh/person compared to 2022

-5% compared to 2023

To consume energy from renewable sources

▶ Consumption of energy within the organisation from renewable sources

100%

100%

100%

To reduce the amount of waste generated and foster reuse

▶ Waste (hazardous and non-hazardous) destined for recovery

—

61%

65%

To extend MOVENTIA's ethical, social and environmental commitment to all manufacturers and suppliers

▶ Strategic suppliers that have signed the Code of Ethics

100%

100%

100%

▶ Tenders based on social or environmental criteria

Incorporation of environmental and social criteria

Incorporation of environmental criteria

Incorporation of social criteria scheduled for 2025

TOGETHER, FOR A BETTER SOCIETY

MOVENTIA's commitments to creating a better society have to do with its contribution to the region's economic and social development, through its involvement in different associations and organisations and the promotion of sustainability and habits with a positive environmental impact.

Commitment	Indicator	2023		2024
		Target	Result	Target
To allocate at least 3% of the company's profits to social action	▶ % of profits allocated to social action	3%	3%	3%
To spearhead a corporate volunteer programme	▶ Volunteer actions carried out and number of volunteers involved	Scheduled for 2025		
To foster eco-friendly behaviour and habits, particularly with regards to mobility	▶ Number of actions carried out to provide customers, staff and the community information and raise their awareness	Information and increased awareness of environmental issues for customers, staff and the community	Staff training on sustainability Raising customer awareness about ways of saving water	Staff training on sustainability
To communicate the company's sustainability-related policies, measures and management	▶ Sustainability policy	—	—	Drafting of the policy
	▶ Annual report	Publication	✓	Publication

SUSTAINABLE DEVELOPMENT GOALS

MOVENTIA accepts its duty to contribute to the fulfilment of the Sustainable Development Goals that are most relevant to its operations, developing actions in accordance with the UN's 2030 Agenda. Based

on this commitment, it spearheads initiatives which bring value to stakeholders and strengthen efforts to build a sustainable future and address global challenges.

SDGs	MOVENTIA'S CONTRIBUTION
<p>4 EDUCACIÓ DE QUALITAT</p> 	<p>To continue promoting the training and professional development of the young people who take part in its initiatives, introducing them to the world of work and providing them inclusive, equitable and high-quality technical and professional training.</p>
<p>5 IGUALTAT DE GÈNERE</p> 	<p>To uphold its commitment to reducing inequalities by making efforts to eradicate discrimination against women and assuring that they have the same rights as men in all areas of life and, more specifically, the workplace.</p>
<p>8 TREBALL DIGNE I CREIXEMENT ECONÒMIC</p> 	<p>To promote creativity, innovation and entrepreneurship as the main values for driving productivity, as well as a decent, safe, healthy and inclusive work environment.</p>
<p>11 CIUTATS I COMUNITATS SOSTENIBLES</p> 	<p>To contribute to the sustainable development of urban areas and communities. MOVENTIA has ramped up efforts to provide comprehensive and resilient responses to the risks caused by climate change, promoting road safety, focusing on air quality, noise and emissions and paying special attention to the needs of the most underprivileged groups.</p>
<p>12 CONSUM I PRODUCCIÓ RESPONSABLES</p> 	<p>To foster energy efficiency and proper waste management.</p>
<p>13 ACCIÓ CLIMÀTICA</p> 	<p>To remain committed to sustainable mobility.</p>
<p>17 ALIANÇA PELS OBJECTIUS</p> 	<p>To form and maintain partnerships with community organisations, local authorities and society.</p>



06.

**SUSTAINABLE
AND SAFE
MOBILITY >**





We have an integrated management system and a quality, environment, occupational health and safety and global accessibility policy that establishes processes, practices, techniques, materials, products, services and sources of energy for preventing or mitigating outcomes that pollute or are hazardous to the natural environment. The environmental risk management protocol also sets out guidelines for prevention, control and management.

All environmental issues related to MOVENTIA's operations are regulated via an integrated management system certified to ISO standard 14001. This system allows the company to handle any impact it generates and establish checks that facilitate compliance with the applicable technical and legal requirements. Furthermore, some of its activities in Catalonia are certified in accordance with the voluntary EMAS III Regulations, with regards to management systems and environmental audits.

Significant environmental impact assessment


- Air pollution
- Soil contamination
- Natural resource depletion
- Water contamination
- Noise pollution
- Generation of waste

MOVENTIA conducts annual internal and external environmental audits on all its processes, facilities, products and services to verify the efficiency of the company's environmental management system.



CARBON REDUCTION PLAN


At MOVENTIA, we want to play an active role in the decarbonisation of mobility. That is why we have launched an ambitious plan to reduce our carbon footprint. This plan hinges on three lines of action:



Decarbonisation of the fleet of buses and coaches



Efficient energy management

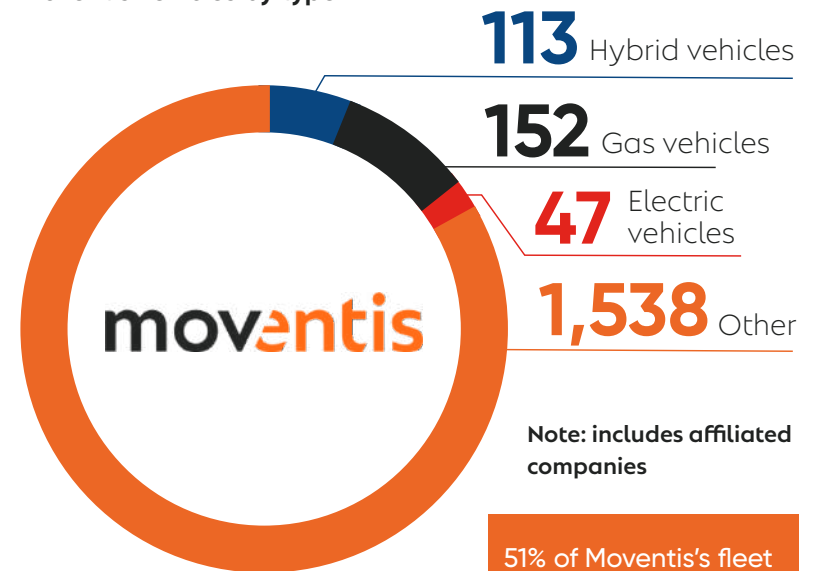


Biomethane, key to achieving a circular economy

Decarbonisation of the fleet of buses and coaches

We are progressively renewing our fleets by integrating hybrid, electric and gas models. Our goal is for our urban fleets to be carbon neutral by 2035. To accomplish this, we invested €120m between 2020 and 2023.

Moventis vehicles by type



51% of Moventis's fleet is sustainable

CARBON FOOTPRINT CALCULATION

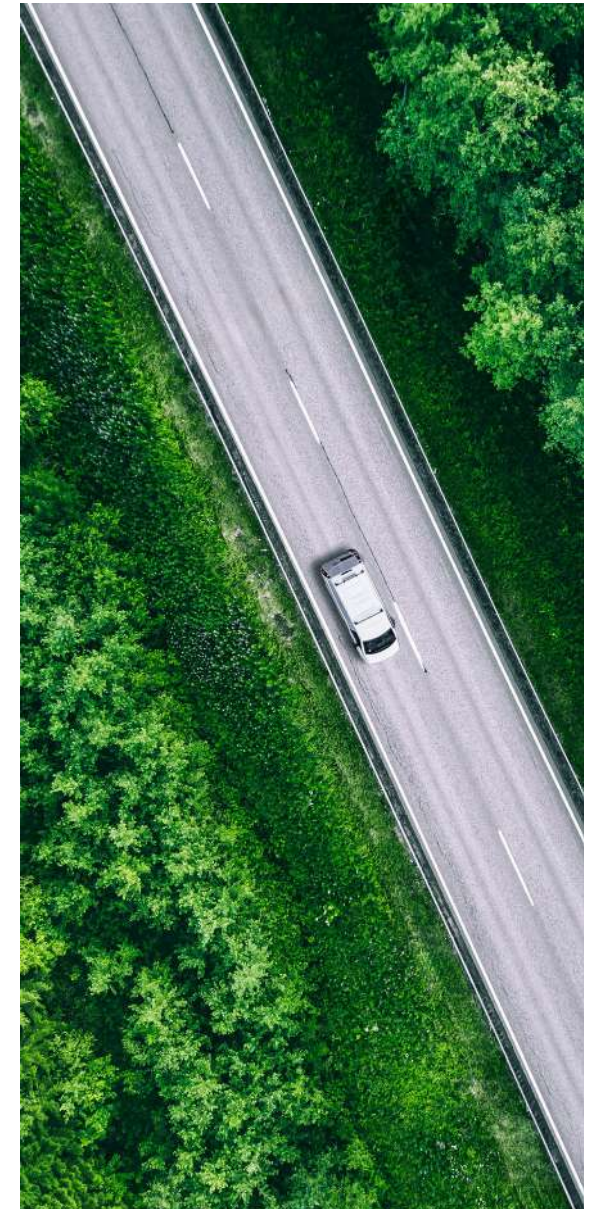
In 2023, MOVENTIA calculated the carbon footprint for the entire organisation. The method it used was ISO 14064-1:2019 "Greenhouse gases - Part 1: Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals". However, in 2023, only GHG emissions associated with categories 1 (direct emissions) and 2 (indirect emissions associated with energy) were included on an interim basis.

With regards to the source of the emission factors, priority was given to those published by the Spanish Ministry for the Ecological Transition and the Demographic Challenge (MITERD).

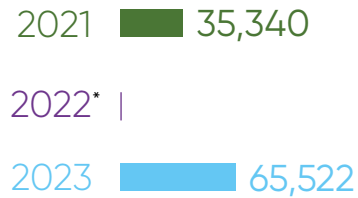
Emissions (t CO₂-eq/year)

2023	MOVENTIS	MOVENTO	TOTAL
▶ Stationary combustion	78.67	627.26	705.93
▶ Mobile combustion	57,284.00	201.21	57,485.21
▶ Fugitive emissions - refrigerant gases	3,303.00	4,029.00	7,332.00
▶ Fugitive emissions - fire extinguishers	0.03	0.35	0.38
	60,665.70	4,857.82	65,523.52

MOVENTIA's direct and indirect emissions associated with energy for 2023 amount to 65,522 t CO₂-eq, all of which are direct GHG emissions. There are no direct emissions associated with energy, because all facilities use electricity with a guarantee of origin.

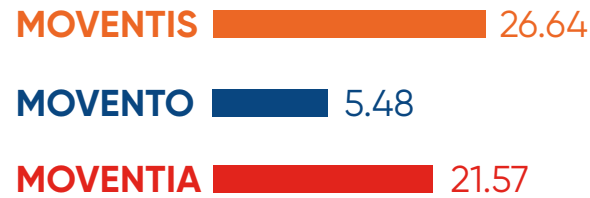


Changes in the carbon footprint (t CO₂-eq)



* No carbon footprint was calculated in 2022, as the decision was made to adopt a new methodology to improve the calculation, which was applied in 2023.

Relative carbon footprint (t CO₂-eq/worker)



Opening of Movento Elèctric, the company's first dealership

In May 2023, Movento opened Movento Elèctric in Barcelona, the company's first establishment devoted exclusively to the sale of sustainable vehicles and to providing comprehensive and personalised advice on electric mobility.

The new facility, located at number 754, Gran Via de les Corts Catalanes, has a surface area of 300 square metres, in which it showcases and sells new and used electric, plug-in electric and hybrid vehicles.



Efficient energy management

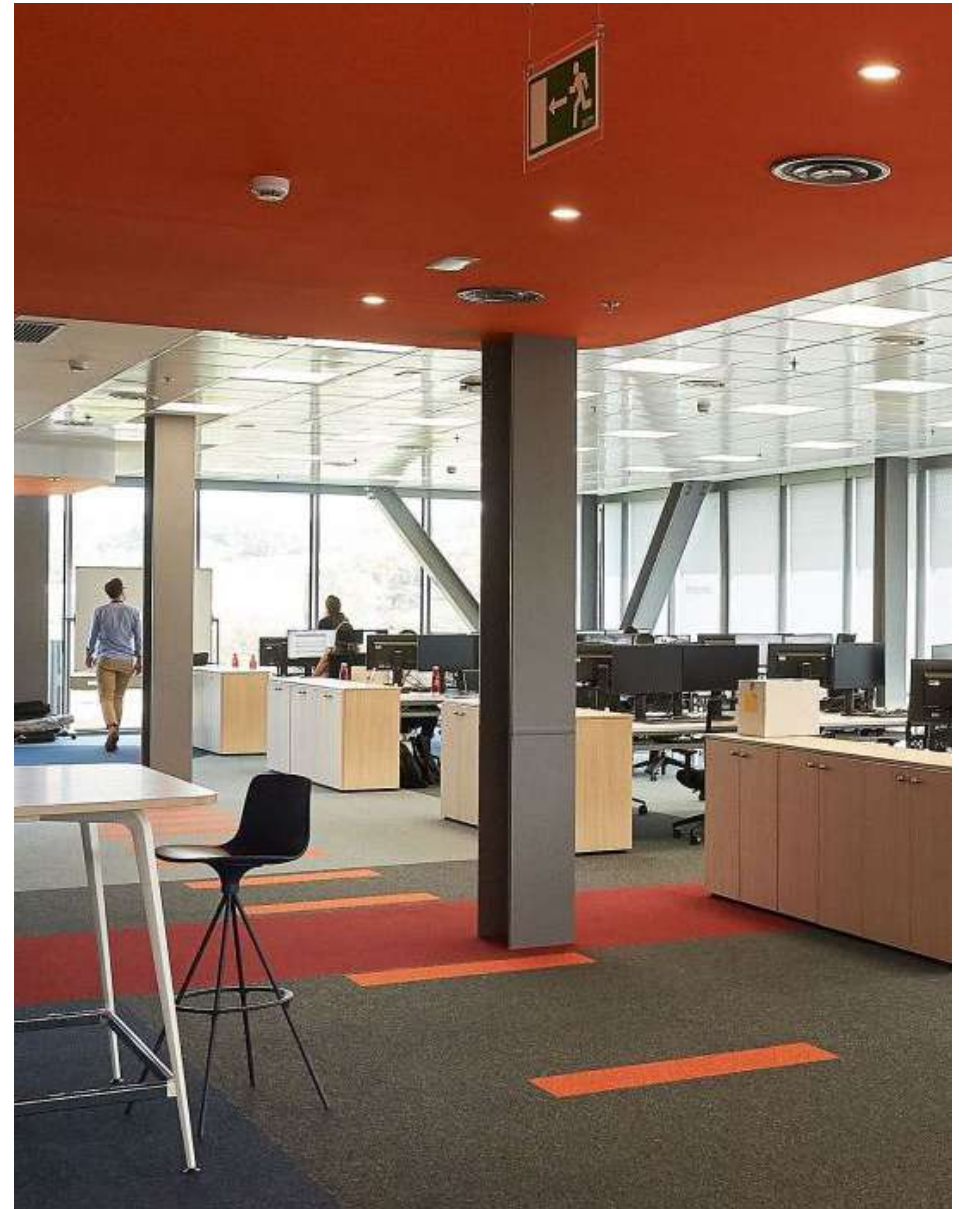
The tasks associated with the supply and consumption of energy at MOVENTIA's facilities and in its services are the responsibility of the energy manager, whose purpose is to ensure that the energy management system assures ongoing improvements in all areas of the company, making it more competitive and decreasing the environmental externalities associated with energy consumption.

In 2023, we continued to incorporate new measures to save and promote an efficient use of energy. We have a best practice guide for energy efficiency that applies to offices, workshops and establishments and ensures that energy is managed efficiently. These practices include:

- Using the lights properly and only where and when strictly necessary.
- Turning off all electronic devices during the afternoon and evening work breaks.
- Regulating the temperature inside the rooms based on the number of people and weather conditions.
- Setting the outside signs to turn on at a specific time.

All our facilities are equipped with energy-efficient LED lights.

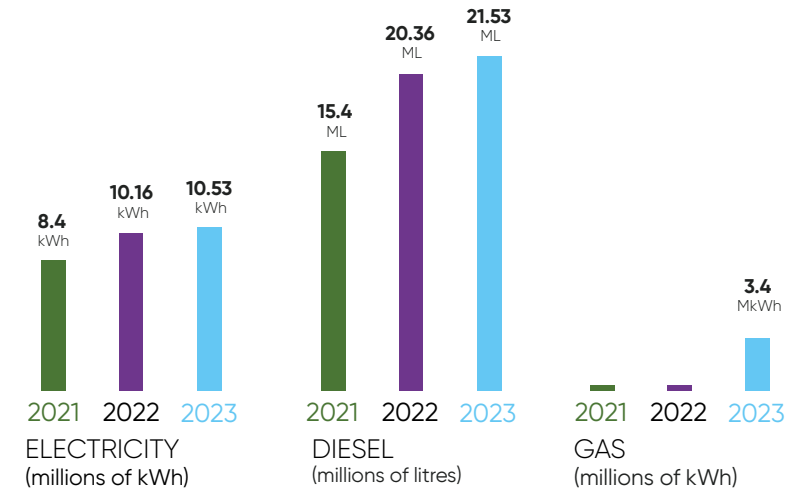
All the energy we consume comes from renewable sources



Energy consumed

	MOVENTIS			MOVENTO			MOVENTIA		
	2021	2022	2023	2021	2022	2023	2021	2022	2021
▶ Electricity (millions of kWh)	1.7	3.2	3.65	6.5	6.69	6.60	0.2	0.27	0.28
▶ Diesel (millions of litres)	15.4	20.3	21.29	-	0.06	0.24	-	-	-
▶ Gas (millions of kWh)			1.27			2.13			

Changes in energy consumption



Self-consumption of electrical power from over 1,300 solar panels

MOVENTIA and Endesa X, Endesa's energy service subsidiary, have joined forces to equip 12 centres with solar panels for self-consumption.

This infrastructure was installed on operating bases and dealerships from both divisions of the Group's business, Moventis and Movento: in Barcelona and Badalona (in the Barcelonès region), Begur (Baix Empordà), Cerdanyola del Vallès and Sabadell (Vallès Occidental), La Roca del Vallès (Vallès Oriental), Manresa (Bages) and Mataró (Maresme).

Altogether, **12 photovoltaic power plants**, with a total of 1,308 panels situated on the centres' flat roofs. This represents a total power of 713 kWp —they are expected to produce upwards of 1,059 MWh/year for self-consumption— which will cover approximately 30% of the Group's energy needs for mobility in these buildings and enables the Group to press forward on its path towards sustainability, as this initiative **will succeed in reducing its carbon footprint by 185.6 tonnes of CO₂ per year**, equal to the absorption capacity of 1,113 trees/year.





Biomethane, key to a circular economy

As a company, we are a pioneer in the purchase of biomethane certificates and are fully committed to speeding up its implementation in the mobility sector.

TCC Pamplona has already purchased 13 biomethane buses, the first units to meet Euro 6E emissions standards in Spain. Although the gas is currently supplied via the grid, the buses will soon be powered by biomethane produced using waste collected within the regional area, from both slurry from the wastewater treatment plant in Arazuri and organic matter from the urban waste treated at the new waste treatment plant in Imárcoain.

This project is in line with the company's local circular economy policies, using biomethane produced from waste collected in the region of Pamplona as fuel for the regional area's fleet of heavy vehicles.

SERVICE QUALITY AND SAFETY

Since 1923, we have worked with the objective of providing quality service in all the types of mobility we offer —public, private, individual and collective—, have used technology as a facilitator and have been committed to contributing to the creation of a more sustainable sector.

We have a quality, environment, occupational health and safety and global accessibility policy that sets out the best industry practices for maximum service effectiveness and quality. MOVENTIA also holds most internationally recognised ISO certifications, ensuring compliance with the highest standards of quality and sustainability.



Moventis's certifications:

- ISO 9001: 2015, quality management
- ISO 14001: 2015, environmental management
- ISO 45001: 2018, occupational health and safety management
- REGULATION (EC) 1221:09 EMAS III (TCC)
- UNE standard 13816:2003, on the management of quality in public passenger transport
- ACCESS UNE 17001-1-2 on universal accessibility (TCC, Autobusos de Lleida and Moventis Illes)
- ICTE – Safe Tourism from the Spanish Institute for Tourism Quality, which includes TCC and Sarfa vehicles, employees and work centres

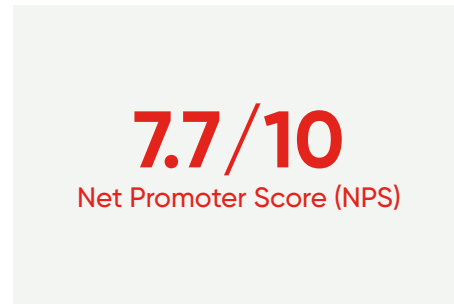
Movento's certifications:

- ISO 9001: 2015, quality management (Stern Motor, Auser and Sarsa)
- ISO 14001: 2015, environmental management (Auser)

Our customers, our top priority

MOVENTIA's main values include its clear dedication to service and its efforts to achieve a high degree of user and customer satisfaction day after day. In this regard, it conducts internal and external audits to stay ahead of customer requirements through surveys and tools for reporting complaints and suggestions.

The net promoter score of the people who use our service daily is 7.7 out of 10, while the criteria they value most are our efficiency and flexibility, accessibility, friendly service and, of course, our high standards of quality and safety.



Accessibility for all

From the very beginning, MOVENTIA has striven to promote sustainable mobility, helping to improve the quality of life in cities by applying both environmental and social sustainability criteria. To achieve this goal, it is essential to guarantee equity, autonomy and equality for all people in their access to mobility.

With a view to consolidating and facilitating mobility for everyone, MOVENTIA continues to drive innovative projects geared towards ensuring that all people can move about, regardless of their personal situation.

An example is the personalised service through which people with reduced mobility are transported to study and work centres in Barcelona, in partnership with the Municipal Institute for Persons with Disabilities. In association with Taxi Amic, people with reduced mobility are transported on demand.

Moventis has increased its fleet of adapted vehicles for persons with disabilities from 17 to 50 and transports close to 200,000 passengers a year in these special services.

Customer information and service

MOVENTIA has several systems that facilitate customer relations with a view to offering a service based on transparency, quality and trust with users; for example, a service charter intended for transport companies that provides customers information about the commitments adopted by the Group in matters of quality, the environment and health and safety.

The company has also implemented a procedure to ensure adequate customer service, placing at their disposal real-time information about the services it offers through tools such as mobile apps and websites.

The digital platforms also offer the option to purchase tickets or request services, as well as contact the Group companies through the virtual and on-site customer service offices and other service points.

CUSTOMER SERVICE CHANNELS

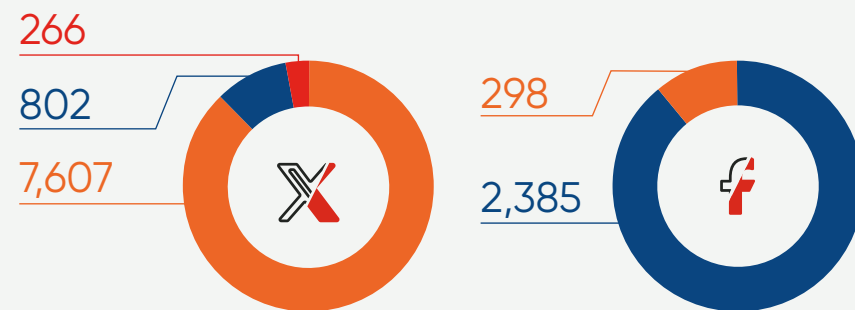
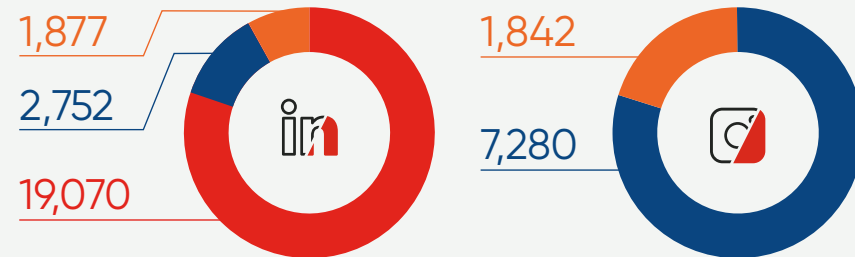
Websites

www.moventia.es (New!)
www.moventis.es
www.movento.es

Moventis app

95,435 single users

Followers on social media



■ movento ■ moventis ■ moventia

07.

RESPONSIBLE ORGANISATION >



moventia
moventis
movento



MOVENTIA is a responsible organisation that prioritises ethical conduct in all its operations. The company is committed to integrity and respect for human rights, ensuring that all its activities meet the highest ethical standards. This sense of responsibility is reflected in its commitment to ensuring the wellbeing of both its employees and service users. MOVENTIA implements stringent occupational health and safety policies, promoting a safe and healthy work environment that also fosters diversity and equal opportunities.

The company also understands the importance of efficient resource management and actively works to minimise its environmental impact. Furthermore, its supply chain is in line with its values of social responsibility and sustainability: it works with suppliers that share its commitment to quality, sustainability and ethics, ensuring that the materials and services meet its strict criteria of responsibility. In doing so, MOVENTIA further strengthens its position as leader in the promotion of sustainable and responsible mobility.

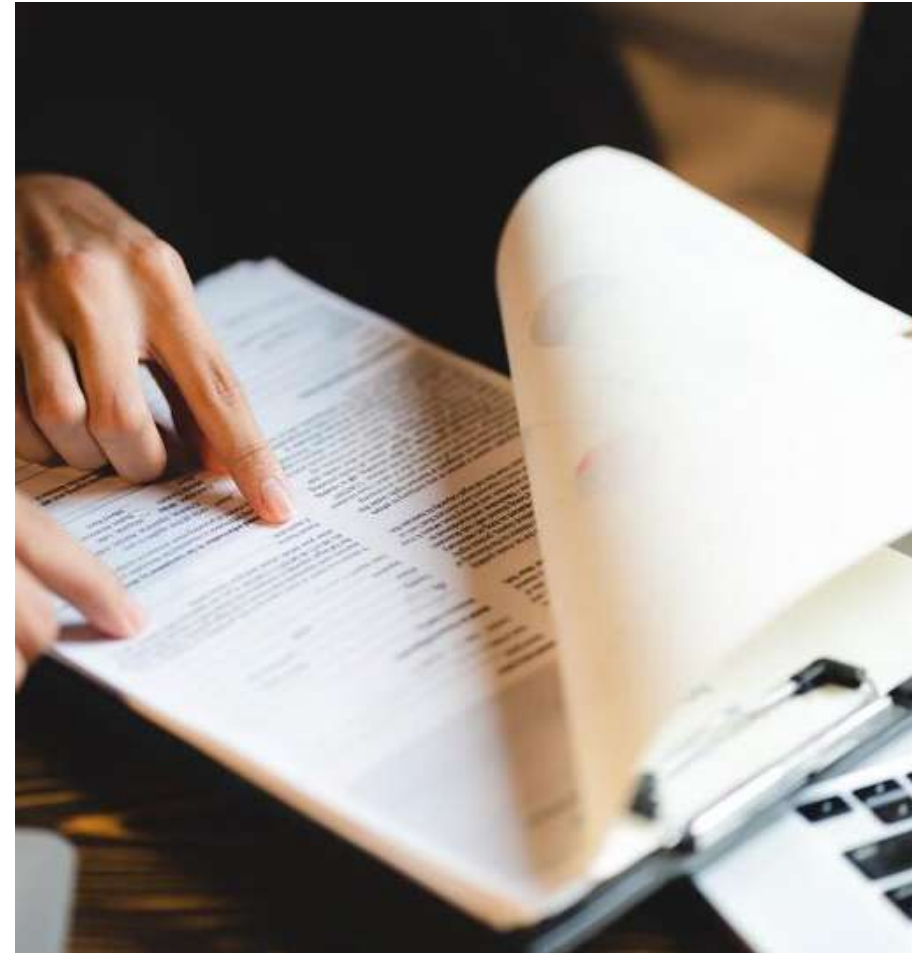
ETHICAL BEHAVIOUR

Regulatory compliance system

MOVENTIA has a regulatory compliance system that involves complying with a series of policies, procedures and best practices with a view to preventing, managing, monitoring and responding to operational and legal risks, particularly those through which the company could incur criminal liability.

It also has a crime prevention model, which is checked regularly to ensure that it is effective and updated in accordance with the legislation in force at all times, and which it disseminates through the training provided as part of the company's onboarding process. The aim of this **compliance** protocol is not only to fulfil its legal obligations, but to take steps towards improving its quality and transparency-based management.

The Board of Directors at MOVENTIA is the company's highest governance body in matters of corporate social responsibility. It recognises and understands the importance of implementing a corporate governance system that ensures sustainable growth and orients the structure and functioning of its social bodies towards benefitting society and the organisation's shareholders.



Code of Conduct

The Code of Conduct at MOVENTIA represents the organisation's commitment to corporate ethics and transparency in all areas of its operations, establishing a series of principles and guidelines for intervention aimed at guaranteeing the ethical and responsible behaviour of all company employees from all areas of its business operations.

The organisation has created an executive oversight commitment with its own rules of operation that is responsible for promoting, applying and enforcing compliance with this Code.

In addition, the Code of Conduct also takes into account the guidelines for good governance recognised in national and international markets and the principles of social responsibility accepted by society, which for MOVENTIA are the yardstick by which to monitor these aspects.

The Code of Conduct at MOVENTIA defines the information channels required to ensure that all employees and stakeholders may:

- Answer any questions they may have about the Code's interpretation and the applicable legislation and internal regulations.
- Report breaches of the Code or the applicable legislation or internal regulations.

A reporting channel is available to the organisation's employees on the MOVENTIA Portal, through which they may report any irregular activities or misconduct that affect them personally or third parties. The company also has mechanisms in place to guarantee the confidentiality of persons who file reports with the Oversight Committee and protect them against retaliation.

In 2023, the Oversight Committee coordinated the strategy to bring the reporting channel in line with the new legal requirements, particularly those provided for in Law 2/2023, of 20 February, regulating the protection of persons who report regulatory violations and the fight against corruption, thereby ensuring that the corporate reporting tools are duly updated and as visible and accessible as possible for all company stakeholders.

Prevention of corruption and bribery

MOVENTIA has a **protocol for general risk management measures** that lays down the general guidelines for adopting and implementing measures aimed at preventing, detecting and handling the risk of criminal liability. It is one of the mechanisms the company uses to combat malpractice or legal violations committed by either employees or third-party partners.

In a bid to avoid practices that may be interpreted as corruption or bribery and help to ensure fair market competition, MOVENTIA also complies with the **protocol for preventing corporate corruption**, which regulates any attempt at fraud, which it considers unacceptable and intolerable, and defines the mechanisms and behaviour that both company employees and external partners must uphold in the exercise of their duties.

With a view to preventing risks in this regard, MOVENTIA analyses the systems and mechanisms that potential external partners have in place to ensure compliance with the principles provided for in the company's protocols and procedures.

MOVENTIA actively upholds the **Universal Declaration of Human Rights**, taking steps to oversee the possible effects of its operations in this regard and requiring employees to comply with the principles provided for in this document. This commitment is reflected in the company's various policies and procedures, which govern aspects such as the protection of the labour rights conferred under Spanish law; equality and non-discrimination; people's integrity, health, safety and wellbeing; the right to universal accessibility for persons with disabilities; the right to a suitable and healthy environment; and the protection of personal data.

Data protection

The Data Protection Policy at MOVENTIA includes proactive responsibility measures and a documented system of processes and proof that certifies compliance with the legislation in force. The regulations apply to all members of the company and any external partners that provide services to the Group or carry out activities on behalf of MOVENTIA and need to process personal data for which the Group is responsible.



STAFF WELLBEING

At MOVENTIA, our employees are the driving force through which the organisation pursues excellence. We boast a group of committed professionals who strive each day to provide quality service and push innovation forward in the mobility industry. Our priority is to foster a work environment in which talent is valued and personal and professional growth is possible.

We have an **integrated quality, environment, health and safety and global accessibility policy** that determines the criteria required to ensure compliance with the legislation

on occupational risk prevention, staff training and the implementation of best practices in all business areas and units with a view to creating a safe and stable work environment.

MOVENTIA is a signatory of the **Human Factor Manifest**, adopted by the Human Factor Foundation, which expresses a willingness to act as an agent of progress and responds to the duties acquired under the UN's Sustainable Development Goals and 2030 Agenda.



Employment quality

Employment quality is one of MOVENTIA’s main pillars. Guaranteeing optimal working conditions, in a safe, fair and motivating environment, not only boosts our teams’ productivity, but also promotes innovation and a commitment to the company’s values. We invest in the professional development of our employees, fostering ongoing training and offering opportunities for growth within the organisation, based on the knowledge that quality employment is synonymous with quality customer service.

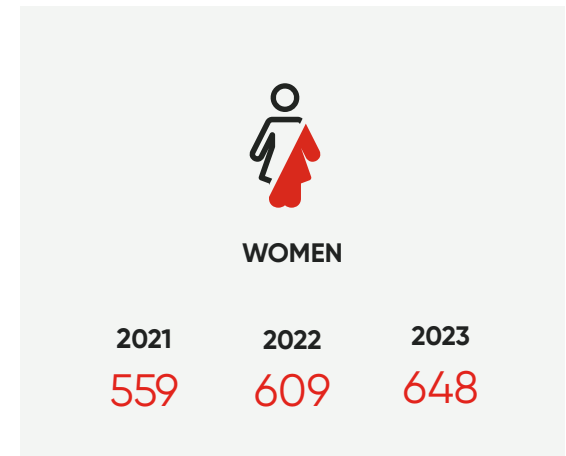
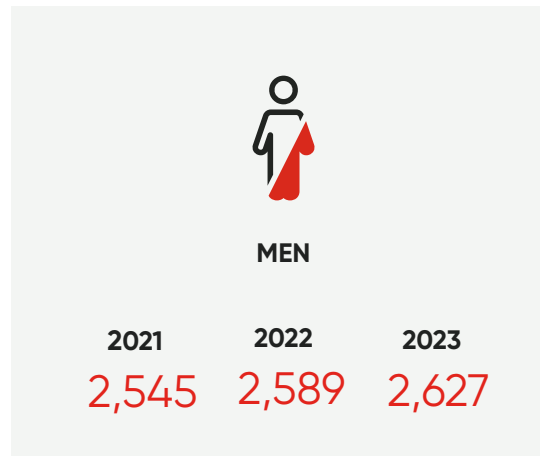
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Staff size and profile

Staff



Staff by gender



*Average equivalent staff.
Does not include affiliated companies.

		2021	2022	2023	
Staff by age	▶ <30	249	218	344	
	▶ 30 to 50	1,606	1,576	1,639	
	▶ >50	1,855	1,413	1,292	
Percentage of staff by contract type	▶ Permanent <small>(Includes permanent seasonal contracts)</small>	81%	86%	89%	
	▶ Temporary	16%	11%	8%	
	▶ Persons with disabilities	3%	3%	3%	
Percentage of staff by work hours	▶ Permanent	Full-time	85%	83%	82%
		Part-time	4%	5%	11%
	▶ Temporary	Full-time	7%	9%	5%
		Part-time	3%	4%	2%

EQUAL OPPORTUNITIES AND NON-DISCRIMINATION



At MOVENTIA, we are firmly committed to ensuring equal opportunities between women and men and preventing discrimination in all its forms. Our equality policy is based on ensuring an inclusive work environment in which all employees, regardless of gender, have the same opportunities for growth and professional development. We actively promote diversity and endeavour to eliminate any barriers that could hinder the full participation of all people in our organisation. We therefore ensure that all talent-related decisions are made based on the criteria of merit and ability.

In 2023, the company presented and registered the **Plans on Equal Opportunities Between Women and Men**, in accordance with royal decrees 901/2020 and 902/2020. It also updated the **equality and prohibition of discriminatory treatment procedure and the sexual harassment prevention protocol**.

In 2023, no reports of sexual or sex-based harassment were filed.

All MOVENTIA companies that presented the Equality Plan have been certified to standard SGI 20.10, Equal Opportunities Management System, renewed in 2023

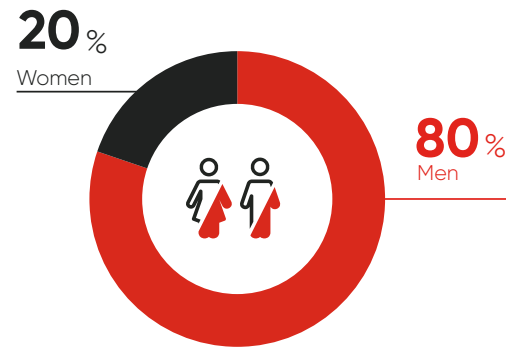
Renewal of our adherence to the Diversity Charter until 2025



MOVENTIA has renewed its adherence to the Diversity Charter for the period 2023-2025. In doing so, we undertake to continue to uphold essential principles such as equality, inclusion and diversity in our area of activity.

The Diversity Charter, created by the Diversity Foundation, is a charter to which companies voluntarily adhere as a sign of their commitment to upholding a total of ten principles: awareness building, staff diversity, inclusion, diversity index and inclusion as a cross-cutting policy, work-life balance, customer diversity, internal communication, supplier onboarding, external communication and best practices.

Staff by gender*

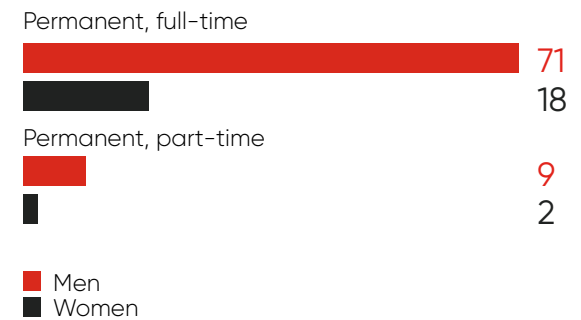


*Does not include affiliated companies.

Staff by professional category and gender

	Women %	Men %
Senior management	22.00	88.00
Management	22.10	87.90
Technical staff	22.00	88.00
Skilled staff	21.90	88.01
Others	22.25	87.75

Staff by gender, contract type and work hours



Inclusive culture for SocMobilitat management

Inclusive culture is an inherent part of MOVENTIA'S DNA. We view profile variety as an added value and promote an organisational culture that values and integrates diversity in all its forms and offers an inclusive and accessible work environment for all people, regardless of their capacities.

One of the inclusion milestones that illustrates MOVENTIA'S culture is the Group's employment of persons with disabilities at SocMobilitat, the company which develops and implements contactless payment technology for public transport in Catalonia (T-mobility). After the experience with DKV and the lessons learned thanks to the Integralia Foundation, the work teams have been given the necessary support and training, due to which 40% of staff members at SocMobilitat are currently persons with disabilities.



Personal wellbeing

MOVENTIA implements measures aimed at boosting staff wellbeing and ensuring working conditions that provide for a satisfactory work-life balance. For example, the company offers employees the opportunity to work from home in the event of illness or a family-related problem or to care for dependent persons, and adapts shifts in the case of drivers or automotive staff.

At MOVENTIA, we use the following tools to enhance employee wellbeing:

- **Payflow system.** This provides Group employees a flexible payment option, allowing them to receive advance payment at any time automatically or via a mobile app.
- **Moventia Flex.** System through which staff members may decide to receive part of their salary in the form of products or services, including medical insurance. With this plan, workers may use part of their wages to purchase products which help to increase net availability, thanks to the income tax benefits these products provide and the economic conditions available to employees as members of MOVENTIA.
- **Moventia Premium Club.** Offers, promotions and discounts on internal and external products.

Internal communication

MOVENTIA employs several internal communication mechanisms that encourage dialogue with workers, keeping them up to date on all relevant developments and promoting their involvement to foster a sense of belonging to the Group:

- **MOVENTIA Portal.** The most important communication platform, offering all relevant information about the company and the benefits workers have as Group partners.
- **Moventia Communicates** newsletter. A monthly email that contains information about the company and key Group developments.
- **Teams Platform.** Tool which makes it possible to share information among employees and facilitates online work and cooperation.



Corporate solidarity

Corporate solidarity actions are key to strengthening the bond between the company and the community, promoting an environment of mutual support and shared responsibility:

→ In 2023, the crowdsourcing initiative undertaken by TCC Pamplona supported three new projects associated with child health. This initiative has been developing social projects, mostly related to health, continuously for the past seven years. On this occasion, the Neuroblastoma Foundation, ASPACE Navarra and PICA Navarresa were the three new fund recipients, with each receiving €1,500 to help them to push forward projects related to child health. These three initiatives take the total number of projects in which the workers at TCC have been involved through €1 microdonations from their paycheques to 21. In addition, the company donates an additional one euro for every euro given by company employees involved in the initiative.



→ MOVENTIA has once again been involved in Magic Line, a charitable initiative organised by Sant Joan de Déu. Two teams from MOVENTIA Solidarity completed the walks to Barcelona and Palma de Majorca, raising a total of €2,150.



TRAINING AND PROFESSIONAL DEVELOPMENT

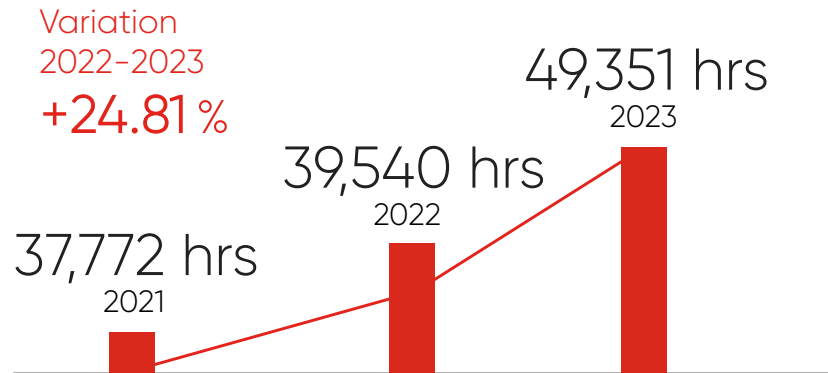


Professional adaptation to new contexts and needs is key to ensuring MOVENTIA's sustainable development and continued existence. With a view to motivating the employees professionally, we have implemented an Annual Integrated Training Plan. This initiative, of vital importance to the company, strengthens the commitment to building skills and developing the personal and professional aptitudes that each job requires.

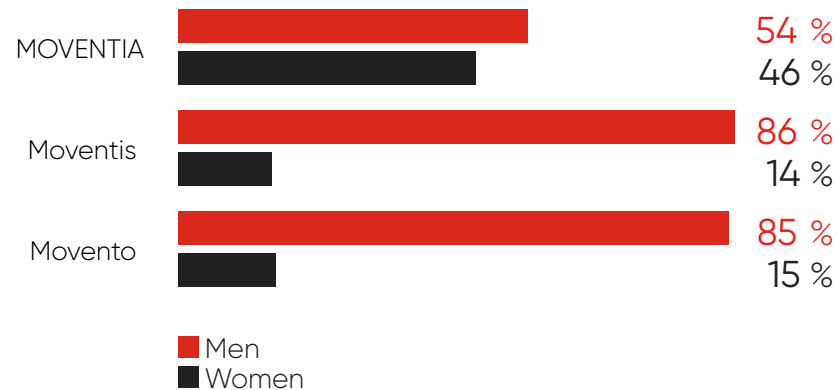
2023 saw the renewal of MOVENTIA's Training Campus, which offers enhanced management options and a better visual experience and easier access to functions for students. 21 courses were updated, and 11 new courses were created, including:

- Inclusive language
- Manual of stretches for drivers
- Validation and sales systems
- Electric vehicles

Hours of training



Training by gender (%)



150.92 hours of training per person

Moventis Illes promotes employment opportunities in Majorca

Moventis Illes, holder of the concession to provide public interurban transport services to the TIB network in Majorca, recently signed a cooperation agreement with driving schools in the region in which it operates. The agreement was signed for one year and will be automatically renewed to extend the commitment to the Majorca-based company.

The aim of the project is to promote employment, awarding subsidies to students from the vocational training course interested in working as transport operators.

During the course, Moventis staff will present the company and the job offer to students. The subsidy will be issued gradually during the first professional stage at Moventis Illes.

This initiative reflects the MOVENTIA Group's commitment to society. The company, an expert in sustainable mobility, offers additional opportunities in efforts to boost the employment sector.

Talent retention and development

At MOVENTIA, it is crucial that the work environment promotes the professional development of the workers. We believe that internal promotions and in-house resources are the best means for covering vacancies.

The staff selection procedure includes the inter-company mobility protocol. This protocol defines promotion management and internal staff mobility and ensures that applicants are always assessed objectively. The aim of this initiative is to retain talent and provide a homogenous response to any concerns that may arise within the company. Any employees who are interested may apply for an available position through the Human Resources Selection Department, which is charged with assessing the suitability of the applicants for the vacant position and ensuring confidentiality at all times.

2023 also saw increased efforts to recruit drivers for Moventis through various initiatives:

- Direct marketing campaigns
- Partnerships with recruitment companies
- Bus graphics
- Press releases
- "Drivers" campaign



The talent and performance of all workers are reviewed via the MOVENTIA Portal, based on two models. On the one hand, managers and holders of certain technical positions are reviewed based on targets linked to an economic incentive; while all other staff are assessed based on the fulfilment of their responsibilities.

Occupational health and safety

MOVENTIA has implemented an integrated quality, environment, health and safety and accessibility management system that recognises the duties assumed under Law 31/1995, of 8 November, on occupational risk prevention, and is key to enhancing productivity and competitiveness. The integrated management system is certified to ISO standard 45001:2018.

MOVENTIA conducts regular risk assessments, which focus mainly on risks associated with employee health and safety, such as road safety and driving ergonomics, but also on those related to the management of chemical products and hazardous substances handled by workshop staff. To mitigate these risks, it offers employees any training courses they may need and provides workshop staff individual protection equipment.

MOVENTIA's **occupational risk protection plan** determines the steps that should be taken to prevent or reduce the risks associated with the company's operations. The organisation has its own occupational risk prevention service, which monitors all issues related to health and safety and provides technical expertise. In addition to this procedure, an external prevention technician is routinely on hand to oversee employee health at work centres.

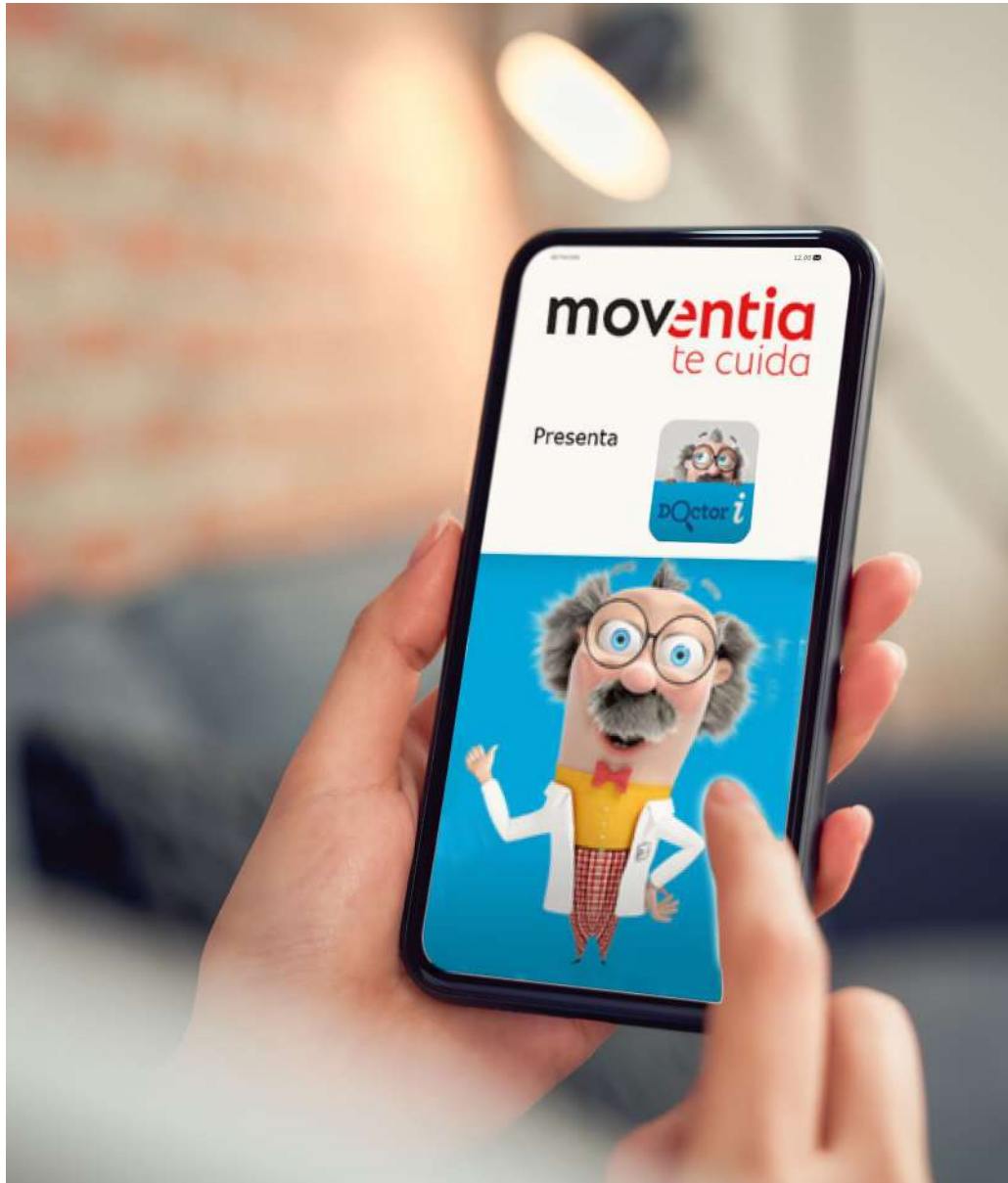
The health and safety committees, comprised of representatives from the workers and company, meet regularly to address the primary concerns and needs and ensure a safe work environment.

Furthermore, **occupational risk prevention training** is one of MOVENTIA's most important priorities. To guarantee the safety and wellbeing of the entire staff, we make sure they receive adequate information through pre-service training and continuous re-training. These sessions are designed to promote preventive functions, modifying any employee work behaviour that could jeopardise their health and safety.

 **2,771** hours of training
in occupational risk prevention

Accident rate indicators

	2021	2022	2023
MOVENTIS			
Frequency rate	23.27	22.06	21.38
Incident rate	4.19	3.97	3.85
Severity index	0.88	0.72	0.60
Rate of absenteeism	2.99%	2.69%	2.24%
MOVENTO			
Frequency rate	17.06	11.80	16.67
Incident rate	3.07	2.12	3
Severity index	1.17	0.19	0.34
Rate of absenteeism	2.35%	2.34%	0.84%
MOVENTO			
Rate of absenteeism	2.09%	1.66%	1.12%



MOVENTIA Healthy

MOVENTIA Healthy is an initiative aimed at promoting a healthy lifestyle among workers. In 2023, employees were given access to the DoctorI app, a free service which users can use to answer medical, veterinary or legal questions and which also has specific section on personal wellbeing.

DoctorI includes:

- Medical chat or video call with specialists
- Veterinary chat for questions about pets
- Legal advice chat with experts on tax law, consumption, housing, trading, etc.
- Section on personal wellbeing, with access to programmes and workshops for improving physical and mental health

RESOURCE EFFICIENCY

Water consumption (m³)



Action plan to reduce water consumption

MOVENTIA’s main source of water consumption is linked to the tasks of washing and servicing the vehicles used to provide road transport services. In accordance with Decree-Law 1/2023, of 28 February, establishing extraordinary and urgent measures to address the exceptional drought situation in the area of the river basin district of Catalonia, MOVENTIA mobilised action plans to reduce its water consumption.

movento

- 🚰 Ban on the use of car wash tunnels.
- 🚰 Waterless vehicle washing.
- 🚰 Posters with recommendations for saving water at consumption points.

moventis

- 🚰 Assessment of the processes that use water resources and application of consumption reduction measures.
- 🚰 Reduction of the rate with which the outside of the buses is washed, including at bases with car washes with water recycling systems, provided that doing so does not compromise road safety.
- 🚰 Works at the Marfina Bus Station in Sabadell to connect it to the Sabadell WWTP and use recycled water.
- 🚰 External training sessions with suppliers to gather information about potential ways of reducing our water consumption.
- 🚰 Internal training and awareness-raising.

moventia

- Assurance that water is being managed correctly at all MOVENTIA Group centres.
- Revision of taps to ensure that all are equipped with aerators.
- Posters with recommendations for saving water at consumption points.
- Internal awareness-raising.

10 CONSELLS PER ESTALVIAR AIGUA A CASA!

1 TANQUEU LES AIXETES!

Tanqueu l'aixeta mentre us ensaboneu les mans, us renteu les dents o us ensaboneu a la dutxa.



6 EL VÀTER NO ÉS UNA PAPERERA!

Un vàter normal buida entre 9 i 12 litres d'aigua en cada ús. Llenceu-ho a la paperera, no al vàter!



2 TRIEU DUTXAR-VOS A BANYAR-VOS

Una banyera plena gasta uns 300 litres d'aigua, mentre que si us dutxeu en gasteu uns 50.



7 REPAREU LES FUITES D'AIGUA:

Detecteu i resolcu qualsevol fuita d'aigua a les aixetes, canonades i cisternes.

3 RECOLLIU L'AIGUA DE LA DUTXA

Utilitzeu un cubell per recollir l'aigua mentre no surt calenta i aprofiteu-la per a altres usos com ara regar les plantes de casa.



8 REUTILITZEU L'AIGUA:

Utilitzeu l'aigua d'escaldar fruites i verdures per regar les plantes. També podeu reutilitzar l'aigua de cocció d'aliments per regar, sempre que no contingui sal o productes químics nocius.



4 VIGILEU AMB EL DIPÒSIT DEL VÀTER

Si no disposeu de dipòsits de doble descàrrega, poseu una o dues ampolles de plàstic plenes de sorra dins el dipòsit. L'estalvi és d'uns 3 litres d'aigua en cada descàrrega.



9 INSTALLEU AIREJADORS I REDUCTORS

Instal·leu a les aixetes airejadors i reductors de cabal per reduir-ne la quantitat que en surt. Barregen aigua amb aire i permeten estalviar fins a un 50%.

5 RENTADORA I RENTAPLATS AMB CÀRREGA COMPLETA

Aprofiteu al màxim la seva capacitat!



10 VIGILEU AMB EL QUE LLENCEU PER L'AIGÜERA

Hi ha productes (oli, detergents, pintura) que són de difícil eliminació o nocius per al medi. Un sol litre d'oli mineral pot contaminar 10.000 litres d'aigua. Cal, doncs, que els separeu i els porteu als punts verds.



L'AIGUA NO CAU DEL CEL



Més informació a sequera.gencat.cat

Generalitat de Catalunya

Per la sostenibilitat, sempre endavant

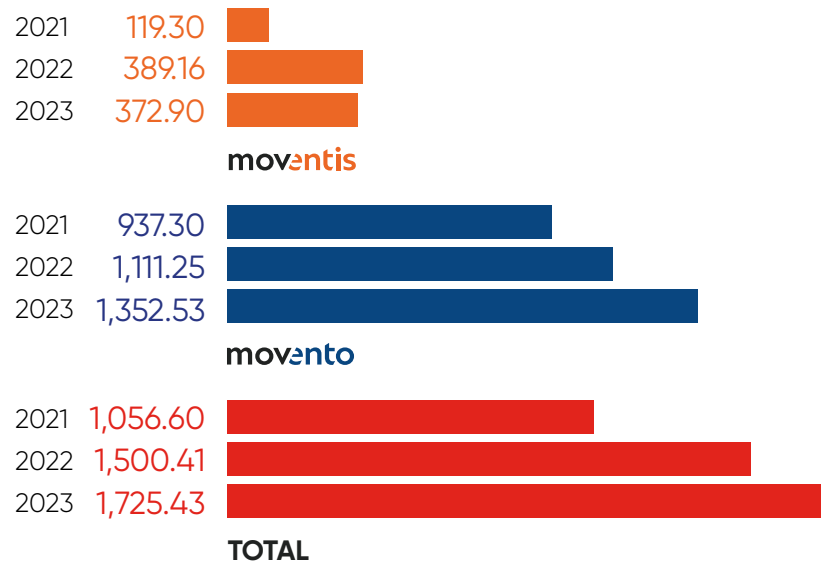
RESOURCE EFFICIENCY

Waste management and circularity

In accordance with the **environmental risk management protocol**, MOVENTIA takes the necessary steps to correctly manage all the waste it generates, including both waste from road passenger transport services (detergents and chemical products, absorbents, batteries, windows...) and administrative waste (toner, IT equipment...).

MOVENTIA employs a circular economy strategy that serves as a basis for a number of its activities, including the project to renew its fleet. Once removed from service, most buses are processed by authorised waste managers with a view to reusing the greatest number of components possible. However, vehicles in adequate conditions are donated to social associations, non-profit organisations or other entities, where they are given a second life.

Changes in waste generated (tonnes)



Waste production and recovery

	2021	2022	2023
Production of non-hazardous waste (t)	445.3	599.91	855.32
Non-hazardous waste recovered	276 62%	443.53 74%	537.39 63%
Production of hazardous waste (t)	611.4	778.84	870.16
Hazardous waste recovered	73.4 12%	492.57 63%	520.89 60%

RESPONSIBLE SUPPLY CHAIN

The criteria for ensuring that the supply chain operates in accordance with the company’s commitment to service quality, environmental conservation and people’s health are defined in MOVENTIA’s **purchasing policy**. This policy applies to all suppliers and provides for the creation of contractual arrangements that ensure solid and sustainable relations.

MOVENTIA’s principles and values are reflected in the Code of Conduct, which suppliers must sign, undertaking to have a positive impact on society.

The **supplier approval and assessment procedure** requires several certifications:



- Data sheets and certification of compliance with the technical specifications of the products offered
- Proof of product and service quality
- Quality certifications
- Environmental certifications
- Documentation on the occupational risk prevention system

This procedure also defines the requirements that should be taken into account in tendering processes, which include, depending on the product being tendered, environmental and social criteria such as accessibility and noise reduction.

Each year, several suppliers are evaluated to assess aspects such as the quality of their product or service, compliance with delivery terms, environmental conduct and response coordinating activities.

When procuring products and services, MOVENTIA takes into account the proximity of the companies, prioritising regional suppliers to encourage the region’s social and economic development.

3,910 total suppliers

SUPPLIERS	2023
MOVENTIA	16.2%
MOVENTIS	43.4%
MOVENTO	51.3%

08.

**TOGETHER,
FOR A BETTER
SOCIETY >**

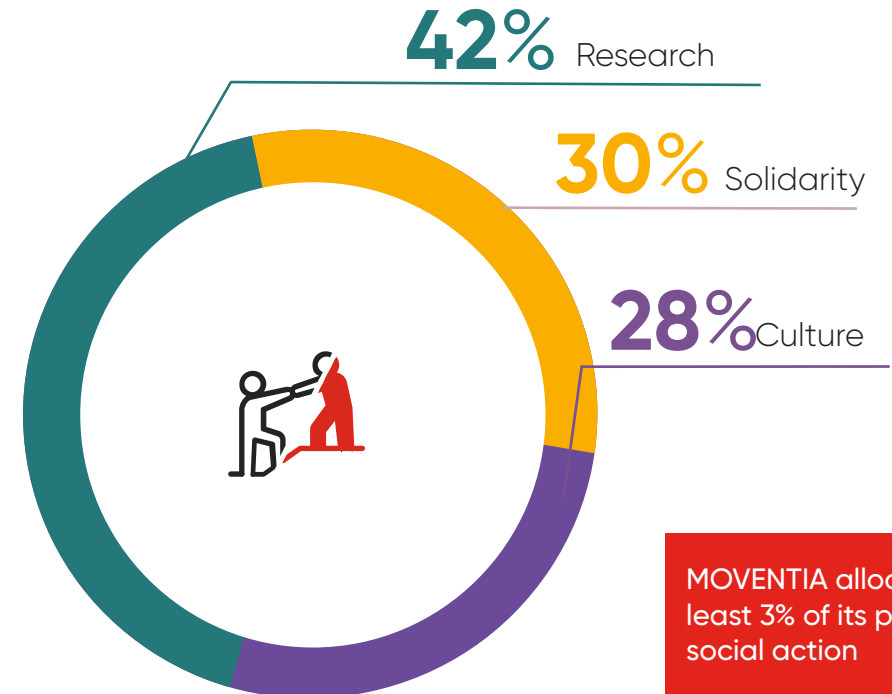


BOOSTING THE COMMUNITY



Our commitment to social progress is an inherent part of our DNA and values. As a result, each year we allocate part of our profits to projects that generate a positive social impact. We establish channels for cooperation with non-profit organisations and foundations from different areas to play an active role in improving people's quality of life, particularly among more vulnerable groups. We contribute to regional development through over 50 solidarity, research and cultural projects.

Type of projects we support



SOLIDARITY PROJECTS

ACCESS TO MOBILITY FOR THE HOMELESS

SJD
Sant Joan de Déu
Fundació de Recerca

For the past seven years, MOVENTIA and TRAM have supported the project "Access to mobility for the homeless", started by Sant Joan de Déu. This partnership involves financing virtually the entire cost of the project, which provides free access to public transport in and around the city of Barcelona to homeless people who receive direct assistance through any of the programmes run by Sant Joan de Déu Social Services – Barcelona. In 2023, this aid directly benefitted close to 600 people, with around 3,600 recipients since the partnership was formed.

WE LEND A HAND AT THE SJD PAEDIATRIC CANCER CENTRE BARCELONA



The second edition of the Sant Joan de Déu Hospital Solidarity Night was held to a packed house at the Movento Stern Mercedes-Benz dealership in Terrassa. The purpose of this charitable event is to improve the diagnosis and treatment of children with rare diseases. All proceeds from the Solidarity Night, which this year raised €40,620, go to the SJD Paediatric Cancer Centre, created exclusively from donations.

COOPERATION AGREEMENT WITH THE MULTIPLE SCLEROSIS FOUNDATION



At MOVENTIA, we cooperate with the Multiple Sclerosis Foundation (FEM) in a bid to monitor and improve the dependent lives of people with this illness. In 2022, our contribution went towards covering all home care needs stemming from the illness for 98 people with mobility problems as part of the ATDOM project.

This year, MOVENTIA took part in the charitable campaign "Take the Plunge for Multiple Sclerosis", promoted by this foundation.

FUNDRAISING FOR UNHCR



The Russian invasion of Ukraine has resulted in the loss of countless human lives and devastated Ukrainian society; as a result, the United Nations High Commissioner for Refugees (UNHCR) focuses its efforts on bringing aid to the population. At MOVENTIA, we cooperated with this organisation through an internal fundraising campaign that collected €12,442.

Thanks to our charitable efforts, 786 Ukrainian refugees living outside their country were given protection and assistance, warm clothes, sleeping bags and hygiene supplies.

COOPERATION WITH THE VINNE FOUNDATION



MOVENTIA partners with the Vinne Foundation, which promotes social inclusion and strives to improve the lives of persons with disabilities. This organisation achieves its goals through training and employment programmes, support and advice services and the promotion of equal opportunities.

RESEARCH PROJECTS

THE FERRO FOUNDATION CONTINUES TO MAKE PROGRESS THROUGH MOVENTIA'S SUPPORT



The cancer research foundation FERRO continues to make progress through MOVENTIA's support in its research on metastatic prostate cancer. Through the IRONMAN Project, this Foundation collects information to determine the most suitable treatment option for each patient, with a view to enhancing their quality of life.

MOVENTIA and FERRO signed a funding agreement in 2019, and, four years later, the study is in an advanced stage, providing researchers relevant insight into the disease.

WE SIGNED A CONTRACT WITH THE JOSEP CARRERAS FOUNDATION



MOVENTIA has signed an agreement with the Josep Carreras International Foundation –a non-profit organisation aimed at fighting leukaemia– to further the project “Together, let's help oncohaematological patients”.

The aim of the project is to cover travel costs for bone marrow donors, who, in cooperation with REDMO (the Spanish Bone Marrow Donors Registry), and out of a sense of solidarity and selflessness, help to save the lives of people with this illness.

WE ARE PART OF THE PASQUAL MARAGALL FOUNDATION'S PATRONAGE COUNCIL



Since 2018, MOVENTIA has been part of the Pasqual Maragall Foundation's Patronage Council. The aim of the Foundation is to foster and support scientific research on Alzheimer's disease, and its scientific activity is oriented towards developing lines of research that help to provide further insight into the illness and make it possible to design prevention strategies and programmes.

WE ARE THE OFFICIAL TRANSPORT PARTNERS OF THE BARCELONA OPEN TRAM



For yet another year, Moventis took part in the TRAM Barcelona Open, the International Wheelchair Tennis Tournament, which in 2023 reached its sixth edition. As an expert company in the mobility industry, we served as official transport partner for the third straight year.

In this edition of the TRAM Barcelona Open –organised by the Cruyff Foundation– the tournament achieved ITF1 status, the highest possible category, making it the first tournament of its kind in Spain.



CULTURAL PROJECTS

WE COOPERATE WITH THE VALLÈS SYMPHONY ORCHESTRA



The Vallès Symphony Orchestra works to devise innovative formats and ways of making music and further its commitment to bringing value to all of Catalonia from its base in Sabadell. The institution is involved in numerous socio-educational projects for groups at risk of social exclusion, and MOVENTIA is one of its most active partners.

WE CONTINUE TO SUPPORT CULTURAL ACTIVITIES



The Liceu is a leading cultural institution and symbol of the city of Barcelona, with significant international presence. Thanks to its association with this institution, which began in 2017, MOVENTIA has strengthened its commitment to society and culture and helps to push forward the organisation's cultural activities, such as its school programme, free visits and various initiatives throughout the region.

WE PROMOTE CULTURE WITH THE PALAU DE LA MÚSICA CATALANA



In 2023, MOVENTIA renewed its agreement with the Orfeó Català – Palau de la Música Catalana Foundation. The agreement provides for support for the cultural and artistic initiatives carried out within Catalan music's flagship building, headquarters of the Orfeó Català Foundation.

For years, MOVENTIA has been a Protective Patron for the Palau de la Música Catalana, which represents a commitment to promoting and supporting culture as an element capable of transforming society.

WE SUPPORT SMALL VILLAGES OF CATALONIA THROUGH A PARTNERSHIP WITH THE ITINERA FESTIVAL



With regards to its commitment to helping the regions in which it operates, MOVENTIA has once again sponsored the Parlem Itinera Festival, the third edition of which took place in 2023. The aim of this project, a joint creation of the Association of Small Villages of Catalonia and Aktive, is to heighten the visibility of small villages in Catalonia –towns with less than 500 inhabitants– through high-quality, small-scale concerts.

The festival, in which over 300 villages take part, offers close to 200 concerts by jazz, blues, gospel and soul musicians, with the presence of some of Catalan music’s biggest names.

WE ARE CULTURAL AMBASSADORS AND PROMOTERS



MOVENTIA is one of the founding and driving organizations of the Catalunya Cultura Foundation and participates in its governing body. The Catalunya Cultura Foundation was created with the aim of fostering a new framework of collaboration between the private sector, civil society, and culture, promoting the creation of new tools to develop and sustain cultural projects and activities. This foundation promotes the Impulsa Cultura Seal, which certifies companies that support culture.

MOVENTIA was awarded a seal from the Catalunya Cultura Foundation, certifying it as an Organisation Committed to Culture, in recognition of its links to Catalan culture and efforts to promote it.

MOVENTIA PROMOTES THE RELATIONSHIP BETWEEN THE COMPANY AND CULTURE

In April, MOVENTIA's main offices played host to the event "Company and culture: a successful relationship", aimed at demonstrating the transformative power of partnerships between the company and culture.

The event was co-organised with the Catalunya Cultura Foundation, the organisation charged with driving a new framework for partnerships between the private sector, civil society and culture, and Sant Cugat Empresarial, a multisectoral business association.

Based on the conviction that culture is progress, an economic driving force and a source of innovation, the three organisations highlighted the importance of the union between the business world and culture in ensuring sustainability and generating wealth within society.

This past February, the corporate vice-president, Sílvia Martí, took part in a discussion on the role of performing arts in the impact economy, a discussion which was also promoted by the Catalunya Cultura Foundation.



Support for the educational community



At MOVENTIA, we firmly believe in the importance of education as a driver of change and growth. That is why we undertake to promote the academic and professional development of students through our work experience programme. We offer opportunities to help young people to gain hands-on experience and apply their knowledge in a real-life setting, an initiative that not only enriches their education, but also prepares them for the challenges of the job market with greater security and skills.

We also open our facilities to schools, lending students a first-hand glimpse at how our company operates. At MOVENTIA, we are convinced that investing in education is an investment in the future, which is why we do everything in our power to actively contribute to educating new generations.

The University Extension Classroom for the Elderly in Sant Cugat del Vallès, which focuses its attention on people aged 55 and over, also receives support from MOVENTIA.



During the 2022-2023 academic year, we welcomed 130 interns –from both vocational and dual training programmes– from 35 schools.

Support for the sports community

With a view to promoting a healthy lifestyle based on values such as respect, equality, tolerance and inclusion, we promote various activities linked to the world of sport in the regions in which we operate.

We give support to:

- Auriel PAdel
- Bàsquet Manresa
- Buff 4 Cims
- CE Sabadell FC
- Cercle Sabadellès 1856
- Club Handbol Sant Quirze
- Club Junior 1917
- Club Pati Voltregà
- Club Tennis Mataró
- Club Tennis Vic
- Charity Race Against Cancer
- Mataró Night Race
- Festa Major Sabadell Race
- La Masella Ski Resort
- Eurecat Foundation
- Handbol Cooperativa Sant Boi
- Koeman Cup
- La Riera Pàdel
- Màgic BDN Running
- Muntbikes
- OAR Gràcia Sabadell
- Pàdel Granollers
- Pàdel Osona
- Nou Pàdel Les Franqueses
- Ponle Freno
- R Padel
- Sant Silvestre Badalona
- Salomon

Through sponsorships and donations, MOVENTIA supports various major sports organisations and events:

- Official sponsor of CE Sabadell FC, which took part in the 2023 CES Estrella Damm Cup, held at the Nova Creu Alta Municipal Stadium in Sabadell
- Donation for the 11th Charity Tournament #forçamiqel, an event which brought together around 800 players and raised €40,322 for paediatric cancer research at the SJD Paediatric Cancer Centre Barcelona

The Cruyff Foundation selected Movento Auser as its new mobility *partner*; under this agreement, MOVENTIA plays a role in promoting adapted sports projects for children and young people with functional diversity and helps to push forward the Foundation's various initiatives aimed at transforming society throughout the region. Movento Auser has donated three vehicles



09.

ABOUT THIS REPORT >





MOVENTIA hereby presents the Group's sixth **Corporate Social Responsibility Report**, which makes reference to the period between 1 January and 31 December 2023. The report is inspired in the GRI Standards.

The purpose of this report is to heighten the visibility of the developments and challenges associated with our corporate social responsibility policy and the initiatives through which we continue to contribute to the sustainability of society and the environment. The data contained in this document refer to MOVENTIA's entire organisation. It includes transparent, reliable and balanced information about the organisation's performance.

If you would like further information on any of the data included in this report, please contact MOVENTIA directly by sending an email to rsc@moventia.net.

10.

**GRI CONTENT
INDEX >**



GRI CONTENT INDEX

GRI STANDARD	CONTENT	REPORT SECTION / DIRECT RESPONSE	OMISSIONS
GRI 1: FOUNDATION (2021)			
GRI 2: GENERAL DISCLOSURES (2021)			
2-1	Organisational details	ABOUT THIS REPORT Av. de la Via Augusta, 105 Sant Cugat del Vallès	
2-2	Entities included in the organisation's sustainability reporting	ABOUT THIS REPORT	
2-3	Reporting period, frequency and contact point	ABOUT THIS REPORT	
2-4	Restatements of information	No significant restatements of information from previous reporting periods have been made. If information has been restated, it is indicated with a note, and the reason for the restatement is explained.	
2-5	External assurance	Does not apply	
2-6	Activities, value chain and other business relationships	MOVENTIA, CONNECTING WHAT'S ESSENTIAL	
2-7	Employees	STAFF WELLBEING	
2-9	Governance structure and composition	DYNAMIC ORGANISATION	
2-10	Nomination and selection of the highest governance body	The Chairman is elected by the Board of Directors.	

GRI STANDARD	CONTENT	REPORT SECTION / DIRECT RESPONSE	OMISSIONS
2-11	Chair of the highest governance body	The Chairman is not the most senior executive	
2-12	Role of the highest governance body in overseeing the management of impacts	ABOUT THIS REPORT	
2-13	Delegation of responsibility for managing impacts	The Board of Directors delegates to the vice-presidents, who in turn delegate to the various general directors. The management of impacts is the responsibility of the vice-presidents.	
2-14	Role of the highest governance body in sustainability reporting	The Chairman is responsible for reviewing and approving the content of MOVENTIA's Sustainability Report.	
2-15	Conflicts of interest	ETHICAL BEHAVIOUR	
2-16	Communication of critical concerns	The company has specific procedures in the event of critical concerns.	
2-17	Collective knowledge of the highest governance body	ETHICAL BEHAVIOUR	
2-18	Evaluation of the performance of the highest governance body	ETHICAL BEHAVIOUR	
2-22	Statement on sustainable development strategy	LETTER FROM THE CHAIRMAN	
2-23	Policy commitments	MOVENTIA, CONNECTING WHAT'S ESSENTIAL	
2-24	Embedding policy commitments	The company integrates its commitments into different policies. The Board of Directors is responsible for ensuring the integration of the company's commitments into its strategy in a cross-cutting manner. The policies are available internally via the Intranet and some are extended to the general public.	

GRI STANDARD	CONTENT	REPORT SECTION / DIRECT RESPONSE	OMISSIONS
2-25	Processes to remediate negative impacts	2023-2025 SUSTAINABILITY STRATEGY SERVICE QUALITY AND SAFETY	
2-26	Mechanisms for seeking advice and raising concerns	ETHICAL BEHAVIOUR	
2-27	Compliance with laws and regulations	In 2023, there were no instances of non-compliance with regulations.	
2-28	Membership associations	SECTORAL AND TERRITORIAL PARTNERSHIPS	
2-29	Approach to stakeholder engagement	Value creation for stakeholders	
2-30	Collective bargaining agreements	100% of employees are covered by collective bargaining agreements.	
GRI 3: MATERIAL TOPICS (2021)			
3-1	Process to determine material topics	Materiality assessment	
3-2	List of material topics	Materiality assessment	
ECONOMIC ASPECTS			
GRI 205: ANTI-CORRUPTION (2016)			
3-3	Management of material topics	Prevention of corruption and bribery	
205-2	Communication and training about anti-corruption policies and procedures	ETHICAL BEHAVIOUR	

GRI STANDARD	CONTENT	REPORT SECTION / DIRECT RESPONSE	OMISSIONS
ENVIRONMENTAL ASPECTS			
GRI 302: ENERGY (2016)			
3-3	Management of material topics	Efficient energy management	
302-1	Energy consumption within the organisation	Efficient energy management	
302-4	Reduction of energy consumption	Efficient energy management	
GRI 305: EMISSIONS (2016)			
3-3	Management of material topics	CARBON REDUCTION PLAN	
305-1	Direct (Scope 1) GHG emissions	CARBON REDUCTION PLAN	
305-2	Energy indirect (Scope 2) GHG emissions	CARBON REDUCTION PLAN	
305-4	GHG emissions intensity	CARBON REDUCTION PLAN	
305-5	Reduction of GHG emissions	CARBON REDUCTION PLAN	
GRI 306: WASTE			
3-3	Management of material topics	Waste management and circularity	
306-1	Waste generation and significant waste-related impacts	Waste management and circularity	

GRI STANDARD	CONTENT	REPORT SECTION / DIRECT RESPONSE	OMISSIONS
306-3	Management of material topics	Waste management and circularity	
306-4	Waste generation and significant waste-related impacts	Waste management and circularity	
306-5	Waste diverted from disposal	Waste management and circularity	
CIRCULAR ECONOMY (NO GRI)			
3-3	Management of material topics	Waste management and circularity	
SOCIAL ASPECTS			
GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)			
3-3	Management of material topics	Occupational health and safety	
403-1	Occupational health and safety management system	Occupational health and safety	
403-2	Hazard identification, risk assessment and incident investigation	Occupational health and safety	
403-3	Occupational health services	Occupational health and safety The organisation has its own occupational risk prevention service that monitors issues related to health and safety and provides technical expertise. In addition to this procedure, an external prevention technician is usually on hand to oversee employee health at work centres.	
403-4	Worker participation, consultation and communication on occupational health and safety	Occupational health and safety	

GRI STANDARD	CONTENT	REPORT SECTION / DIRECT RESPONSE	OMISSIONS
403-5	Worker training on occupational health and safety	Occupational health and safety	
403-6	Promotion of worker health	MOVENTIA Healthy	
403-8	Workers covered by an occupational health and safety management system	Occupational health and safety	
GRI 404: TRAINING AND EDUCATION (2016)			
3-3	Management of material topics	Training and professional development	
404-1	Average hours of training per year per employee	Training and professional development	
404-2	Programmes for upgrading employee skills and transition assistance programmes	Training and professional development	
404-3	Percentage of employees receiving regular performance and career development reviews	Training and professional development	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES (2016)			
3-3	Management of material topics	Equal opportunities and non-discrimination	
405-1	Diversity of governance bodies and employees	Equal opportunities and non-discrimination The Board of Directors is comprised of 4 men and 1 woman.	

GRI STANDARD	CONTENT	REPORT SECTION / DIRECT RESPONSE	OMISSIONS
GRI 416: CUSTOMER HEALTH AND SAFETY (2016)			
3-3	Management of material topics	SERVICE QUALITY AND SAFETY	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2023, there were no instances of non-compliance.	
USER ACCESSIBILITY (NO GRI)			
3-3	Management of material topics	Accessibility for all	
USER SATISFACTION (NO GRI)			
3-3	Management of material topics	SERVICE QUALITY AND SAFETY	
ADHESION TO INITIATIVES THAT PROMOTE CSR AND SUSTAINABILITY			
3-3	Management of material topics	SECTORAL AND TERRITORIAL PARTNERSHIPS	
PROMOTION OF SUSTAINABLE MOBILITY (NO GRI)			
3-3	Management of material topics	CARBON REDUCTION PLAN	



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