

# TRISON

2024

SUSTAINABILITY REPORT

## **REFERENCE MODEL**

This report has been prepared using as a reference the Global Reporting Initiative Standards for the preparation of sustainability reports ([www.globalreporting.org](http://www.globalreporting.org)) and the SDG Compass guide for business action.

## **CONTACT INFORMATION**

We are available to answer any questions you may have at::

Calle Espiritu Santo, 72B, 15168 Espiritu Santo – Sada (A Coruña)

[+34] 981 970 234

hello@trisonworld.com

ww.trisonworld.com

## **PERIODICITY**

Published annually. Calendar year 2024.

## **VERIFICATION**

This sustainability Report was presented and verified during the verification audit conducted by the verification body Applus on October 15 and 16, 2025. The company's accounts are audited by Deloitte, S.L. KPMG performs the internal audit function under the direct supervision of the Audit Committee. Applus also verifies data related to quality, environmental, occupational health and safety, information security, business continuity, and IT service through annual audits for compliance with ISO 9001, ISO 14001, ISO 45001, ISO 20000, ISO 27001, and ISO 22301..

# Index

- 01. Introduction 4**
- 02. Principles for the preparation of this report 5**
- 03. Message to our stakeholders 8**
- 04. The Company 11**
- 05. Solutions 20**
- 06. Our contribution to the SDGs. 34**
- 07. Commitment to our stakeholders 38**
- 08. Our performance 49**
- 09. Indicators GRI. 99**

# 01. Introduction

This Sustainability Report details the evolution, **results**, and **performance status** of the Jusede Investments Group, S.L. (Single-Member Company) and its Subsidiary Companies (hereinafter “TRISON” or “GROUP”) in terms of sustainability in 2024, as well as its management approach and the challenges it faces. The objective of this Report is to provide, in a **clear and rigorous manner**, relevant information about **TRISON** related to the most significant positive and negative impacts on its various stakeholders. It also includes the **Social, Economic, Environmental, and Ethical aspects arising from its activities**, demonstrating the organization's commitment to Transparency, without limitations on scope, and reflecting all the impacts achieved in the core and additional indicators.

Similarly, it reflects **our commitment to the Sustainable Development Goals** of the 2030 Agenda and its associated targets and indicators. Jusede Investments, S.L. is part of a business group and is the group's parent company. The data presented here refers to its individual activity and that of its subsidiaries.

Comparability is achieved between periods and directly through management indicators that reflect values from two or more fiscal years, where feasible. The GRI indicator protocols are used as a reference in this report. Information is not shown for some indicators because they are not adapted to the characteristics or activities of the Company and its subsidiaries.

# 02. Principles for the preparation of this report

The report focuses largely on the relationships and open dialogue maintained with TRISON's stakeholders and underlines how, consistent with its mission, values and beliefs, value has been created for all of them.

The criteria used to select the topics and indicators included in it, and in general for its development, have been consistent with its concept of sustainability, the information needs of stakeholders, and the guidelines of the GRI standards and the SDG Compass guide.



Furthermore, when deciding what information to include in this report, the following principles have been followed:

## ACCURACY

---

The information included in the report is presented with the appropriate degree of precision and detail and, depending on the nature of the explanation, is offered in quantitative and/or qualitative form.

## BALANCE

---

The report does not limit itself to highlighting the positive aspects of TRISON's performance, but also provides information on a possible negative evolution of certain variables.

## TRANSPARENCY

---

The information included in the report is presented in a way that is understandable and easy to locate.

## COMPARABILITY

---

The information included in this report allows stakeholders to analyze TRISON's evolution and

compare it with that of other organizations. It has been prepared in accordance with the GRI 1 Foundations Reporting Principles.

## COMPLETENESS

---

The information included in the report is sufficient to reflect TRISON's significant economic, social, and environmental impacts and to allow its stakeholders to assess its performance during the 2024 financial year.

## SUSTAINABILITY CONTEXT

---

The report presents the organization's performance within the broader context of sustainability.

## TIMELINESS

---

The organization presents this report with data from the 2024 fiscal year and the most relevant data from previous years. TRISON reaffirms its commitment to the publication and verification of this report.

## CONTROLLABILITY

---

The information included in the report can be verified by third parties, and the data collected is supported by the relevant documentation and control systems.



# 03. Message to our stakeholders

I am addressing you on the occasion of the presentation of the Sustainability Report for the year 2024.

TRISON is a global company dedicated to the digitalization of spaces to create unique customer experiences through the integration of audiovisual systems, the creation of spectacular and creative digital content, and the application of innovative sensory marketing solutions. We currently have offices in 14 countries across Europe, Asia, and the Americas, and execute more than 5,000 projects annually in over 100 countries.

Our team of over 475 professionals has solidified TRISON's position as the European leader for the seventh consecutive year and as a global benchmark. This track record is a testament to our ability to adapt and respond to the demands of a constantly evolving market. We don't just follow trends; sometimes we set them, leading with creativity and *passio*.

2024 has been a period of significant transformation and growth for TRISON. Throughout this year, we have consolidated our position as leaders in the digital signage sector by facing challenges and taking

advantage of opportunities that have arisen in a dynamic and constantly evolving environment.

The effort of our excellent team, together with the trust of our clients, has driven the company to close 2024 with a 6.5% growth in our turnover.

TRISON has achieved significant milestones that reflect our commitment to innovation and excellence. We have expanded our global presence, opening new offices in strategic markets and strengthening our relationships with key clients. One of the highlights of this year has been our ability to adapt quickly to emerging trends. The implementation of advanced technologies, such as gamification, artificial intelligence, and real-time data analytics, has allowed us to optimize our solutions and deliver more personalized, measurable, and effective experiences to our clients.

Furthermore, sustainability has gained prominence, with an increasing focus on environmentally friendly and energy-efficient solutions. At TRISON, we have adopted sustainable practices in all our projects, from the use of recyclable materials to the implementation of energy management systems that reduce our environmental impact.

All of the above would not have been possible without the trust, hard work, and dedication of everyone involved in this company project, with whom TRISON maintains a strong commitment to their development. This commitment is fostered through the promotion of inclusive leadership, a dynamic and rewarding professional experience, a flexible organizational framework, and a transformative culture. This commitment was demonstrated with the signing of the Equality Plan, where promoting work-life balance and gender diversity is one of its fundamental pillars.

As well as the commitment initiated with our sustainability management system and its improvement objectives in relation to the SDGs, and with the calculation and reduction of the impact of our corporate carbon footprint.

For all these reasons, I want to express my gratitude for the trust, work, and effort of everyone who makes this company project possible. I am grateful for the support and loyalty of our clients and partners, and especially for the trust and commitment of all the professionals associated with TRISON. The achievements I mention in this letter, and those detailed throughout the report, undoubtedly belong to all of them.



Alberto Cáceres Tejedor

Group CEO

# 2024 In figures



**112,1** Mn€  
Turnover

**+7,0 %**  
About 2023



**-8,1** Mn€  
Net profit

**194,0 %**  
About 2023



**-3,4** Mn€  
EBIT

**-237,0 %**  
About 2023

## TRISON

**+5** k

Projects per year

**112**

Countries

**+3** k

Specialized technicians

**+30**

Years of Experience

**89** k

Systems installed

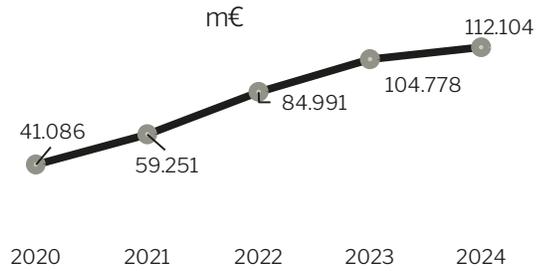


Training

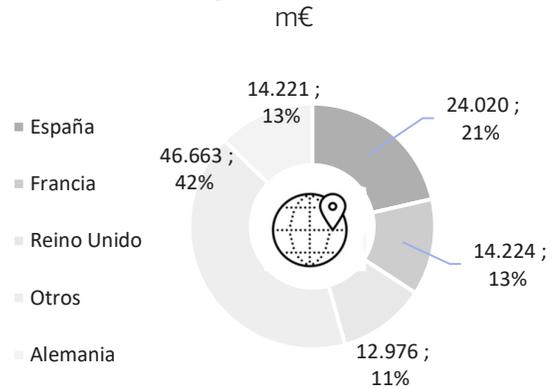
**+5.400**

Hours

## Development of income



## Revenue by market

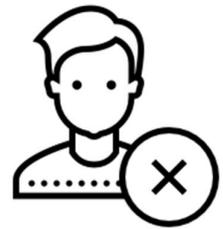


**386** People



**33,9%**

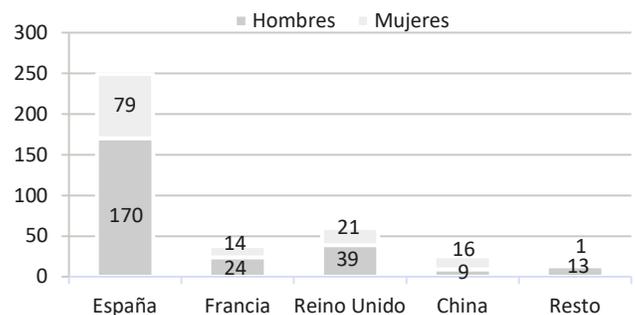
Women



**66,1%**

Men

## Employees by region



# 04. The Company

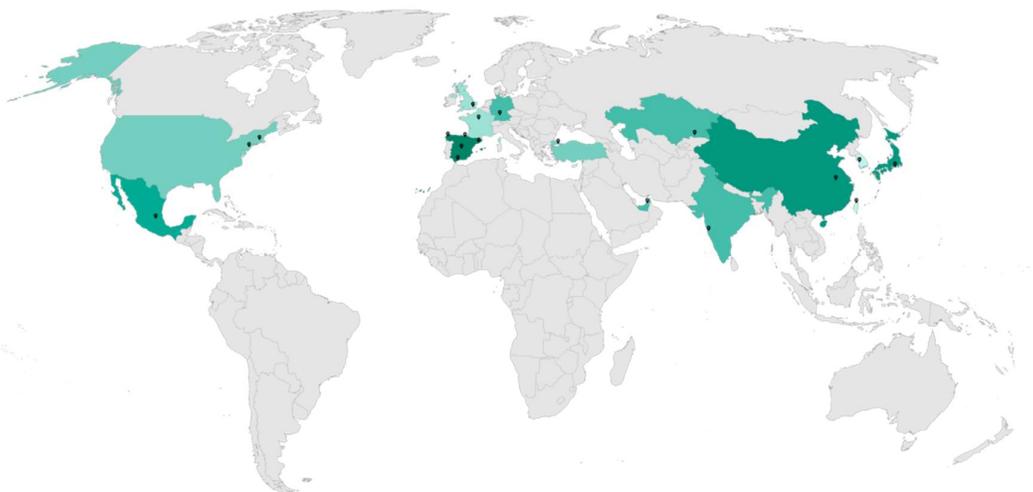
Jusede Investments Group, S.L. (Single-Member Company) and Dependent Companies, is a leading group in the digitization of spaces to create unique customer experiences through the integration of audiovisual systems, digital content and innovative sensory marketing solutions.

Founded in A Coruña in 1999, the commitment to continuous innovation and the incorporation of talent, combined with its international vocation, have fostered sustained and sustainable growth to lead the European market in the audiovisual integration sector.

The Group has a presence in numerous geographical and strategic locations for business expansion, specifically with 19 of its own branches in 14 countries in Europe, America and Asia.

Throughout 2024, Trison successfully developed more than 5,000 projects in over 100 countries with its own network of more than 3,000 installers.

5K		112		+30
PROYECTOS AL AÑO		PAÍSES		AÑOS DE EXPERIENCIA



## Our offices



### **TRISON Headquarters**

C/ Espiritu Santo 72B,  
15168 Espiritu Santo (Sada), A Coruña



### **Barcelona**

Doctor Trueta, 203 - 3ª planta  
Poblenou, 08005 Barcelona



### **Madrid**

C/ Modesto Lafuente, 41  
28003 Madrid



### **TRISON NECSUM**

Ribera de Axpe 11, Portal D1 – 106  
48950 Erandio, Bizkaia



### **París**

12 Rue du Fort de Saint-Cyr  
78180 Montigny-le-Bretonneux.  
Francia



### **London**

1-2 Hertford Logistics Hub  
Caxton Hill, Hertford, SG13 7LN



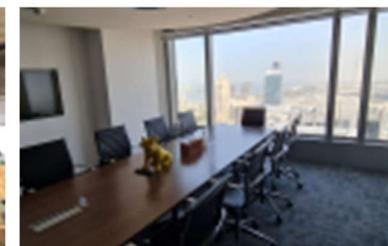
### **Stuttgart**

Albert-Einstein-Straße 2  
70806 Kornwestheim, Alemania



### **Shanghái**

91 Songnan Rd., Qiandeng  
Kunshan, Jiangsu Province  
(P.R. China).



### **United Arab Emirates**

Media 1 Tower Dubai Media City,  
38th Floor, Dubai, Emiratos Árabes  
Unidos

### **Türkiye**

Istanbul

### **Mexico**

Querétaro

### **South Korea**

Seul

### **Taiwán**

Taipéi

### **Japan**

Tokyo

### **USA**

Nueva York / Nueva Yersey

## Values, misión and principle

The **foundations** of TRISON's business policy are:

+ **Quality**

+ **Leadership**

+ **Service+i+d+i**

+ **I+D+i**

The policy foundations and fundamental objectives of complete customer satisfaction and a focus on the needs of all stakeholders constitute the basic elements of our business activity.

TRISON recognizes its responsibility and duty to generate positive impacts that contribute to the development, transformation, and positive evolution of the planet. TRISON adopts corporate social responsibility practices, as well as a strategic social vision based on sustainable development.

In this regard, TRISON undertakes the following commitments:

- To maximize the investment environment in a fully sustainable manner, that is, within a framework of sustainable management of the non-financial aspects of the business. These aspects include commitment to the environment, respect for human rights, combating corruption and bribery, and commitment to society.
- To offer our clients products and services with high added value and the best quality, at

the lowest possible cost, adopting measures to prevent occupational risks and pollution and using both materials and energy resources efficiently.

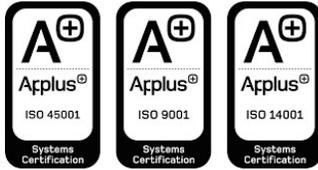
- Comply with the requirements and specifications established in current legislation, as well as with other requirements that the Group may subscribe to.
- Establish documented systems to ensure the quality, respect for occupational safety and health, as well as the environment of products and services, in accordance with established requirements.
- To promote the maintenance and continuous improvement of the management and performance of the Quality, Environmental, Service Management, Information Security, Occupational Health and Safety and Business Continuity Management System, putting into play all the resources considered necessary for the formative foundations and the achievement of the objectives, as well as for the prevention of damage and deterioration of the health of workers and third parties who may be affected by our activity.
- To position ourselves as a socially responsible company, thus contributing to the best of the environments where we operate through concrete commitments to the people we interact with and to the environment.

# Certificates

We consider quality and continuous improvement to be a differentiating factor and a source of value. This is a living commitment that directly impacts the satisfaction of the Group's customers. It is a continuous effort, necessary to achieve a more efficient and productive organization, capable of resolving situations and learning from experience.

## ISO 9001 / 14001 / 45001

We have an integrated Quality, Environmental and



Occupational Health and Safety Management System according to the guidelines of the

UNE-EN ISO 9001:2015, UNE-EN ISO 14001:2015 and UNE-EN ISO 45001:2023 standards, whose objective is the continuous improvement of our processes, products and services, with the following scope:

TRISON EUROPE, S.L.U.	Design, installation, sales and after-sales service of image and sound equipment.
CARTERA TRISON, S.L.	Marketing of image and sound installations.
AKEWUELE, S.L.	Management of the design and marketing of: Corporate fragrances, scented products, and cosmetic products. Scenting of spaces.

## ISO 20000



We have an IT Service Management system, integrated with the previous ones, according to the guidelines of the

UNE-ISO/IEC 20000-1:2018 standard, for CARTERA TRISON, S.L. and TRISON EUROPE, S.L.U. with the following scope:

SGS for services:

- 24/7 global technical support and maintenance for image and sound installations and audiovisual content management for external clients.
- Functional and technical IT support for user position and systems administration (maintenance and operation of hardware, communications, applications and operating systems) for internal client TRISON.

Offered from the Center at C/ Espiritu Santo 72B, 15168 Espiritu Santo (Sada), according to the current service catalog.

## ISO 27001



We have an Information Security Management System, integrated with the previous ones, according to the guidelines of the UNE-EN ISO/IEC

27001:2023 standard, with the following scope:

TRISON EUROPE, S.L.U.	Information security management systems that support the activities of: design, installation, sale and after-sales service of image and sound equipment and management of audiovisual content.
CARTERA TRISON, S.L.	

## ISO 22301



We have a Business Continuity Management system, integrated with the previous ones, according to the guidelines

of the UNE-EN ISO 22301:2020 standard, with the following scope:

TRISON EUROPE, S.L.U.	Design, installation, sales and after-sales service of image and sound equipment.
CARTERA TRISON, S.L.	Design, installation, sales and after-sales service of image and sound equipment.

### ISO 14064-1



We have had the Carbon Footprint Verification of Sada's corporate facilities since 2022, according to the guidelines of the UNE-EN ISO 14064-1:2019 standard, with the following

scope:

TRISON EUROPE, S.L.U.	Design, installation, sales and after-sales service of image and sound equipment.
CARTERA TRISON, S.L.	Marketing of image and sound installations.

### SDGs – Referencial SPC “Verification, contribution to the SDGs”

RISON has taken these objectives into account when designing its 2030 Sustainability Commitment, so that the company's priorities and actions contribute significantly to achieving the SDGs.

TRISON EUROPE, S.L.U.	It contributes to the following Sustainable Development Goals defined by the United Nations General Assembly in the 2030 Agenda:
CARTERA TRISON, S.L.	<ul style="list-style-type: none"> <li>• ODS 3: Health and Wellness</li> <li>• ODS 5: Gender Equality</li> <li>• ODS 7: Affordable and clean energy</li> <li>• ODS 8: Decent work and economic growth</li> <li>• ODS 13: Climate action</li> </ul>

## Organizational structure

Jusede Investments, S.L. (Single-Member Company), hereinafter the “Company” or “the Parent Company”, was incorporated in Madrid on September 5, 2023, as a limited liability company, in accordance with the Capital Companies Law and for an indefinite period of time.

Its registered office is located in Sada (A Coruña), Espíritu Santo street, 72B.

The corporate purpose of the Parent Company mainly comprises the acquisition, holding and enjoyment of shares or participations in companies and other national or foreign legal entities, whatever the percentage of its participation with respect to the share capital, without prejudice to the special legislation that may be applicable.

In this sense, the Parent Company focuses its activity on holding direct and indirect shares in Group companies, in any form, and on the administration, management and development of those shares..

On November 29, 2023, the Parent Company acquired the shares of Cartera Trison S.L. (Single-Member Company), which in turn is the parent company of a group of companies (hereinafter, “Cartera Trison Group”), thus becoming, from that date, the parent company of a group of companies (hereinafter, the “Group”).

The main activities of the companies in the consolidated group are as follows::

1. The purchase, sale and installation of all kinds of audiovisual equipment, including its import and export.
2. The design, technical development and manufacture of audiovisual equipment, its sale and installation.
3. The provision of technical assistance services for all equipment sold, whether manufactured in-house or not.
4. The provision of audiovisual equipment maintenance services.
5. Any other activity or service that is related to or complementary to the activities listed.

The subsidiaries, which have been included in the consolidated annual accounts for the year 2024 using the full consolidation method, as well as the information relating to them, are indicated below:

Company	Address	% DIRECT PARTICIPATION	% INDIRECT PARTICIPATION
<b>Entidad dominante:</b>			
Cartera Trison, S.L.	Espíritu Santo Street, 72B. 15168. Sada, A Coruña (España)	100%	
<b>Other companies in the group</b>			
Trison Europe, S.L.U.	Spain	-	100%
Trison América, INC	USA	-	100%
Trison Audio Asia	China	-	100%
Trison México Operations, S.A.	Mexico	-	100%
Trison Japan	Japan	-	100%
Trison Artica, LLC	Russia	-	100%
Trison Electronics Taiwan Co. LTD	Taiwan	-	100%
Trison Korea INC	Korea	-	100%
Akewuele, S.L.	Spain	-	100%
Trison International Subsidiaries, S.L.U.	Spain	-	100%
Trison Turkey Elektronik	Türkiye	-	100%
TMM Trison SAS	France	-	100%
Managed Information Technologies Limited	UK	-	100%
Trison Necsum, S.L.	Spain	-	100%
Trison Germany GmbH	Germany	-	100%
Trison Middle East DWC, LLC	United Arab Emirates	-	100%
YellowBricks Comunicación, S.L.	Spain	-	70%

The consolidated financial information, as well as the individual accounts of Jusede Investments, S.L., is prepared by the Finance Department, although the final responsibility for its preparation rests with the Directors of the Parent Company. The annual accounts of each of the subsidiary companies have been prepared by their respective Directors. All of these are submitted for approval by the respective General Meetings of Partners or Shareholders.

The composition of the share capital of the Parent Company as of December 31, 2024 is as follows:

	Number of shares	% Shares
LGAMLuxco 2, S.à.r.l.	101.194.983	100,00%
<b>TOTAL</b>	101.194.983	100,00%

## General Shareholders' Meeting

### Main Competences

---

Among its most important responsibilities are: the appointment and removal of Directors, the approval of the **Annual Accounts, the approval of the Board of Directors' management, and decisions regarding the allocation of profits**. It is also the body with the authority to amend the Company's Articles of Association.

As previously stated, the General Shareholders' Meeting is responsible for appointing directors upon the Board's proposal. Several requirements and conditions are considered in both the proposal and the appointment, including their specialized knowledge and experience related to the Company's economic, environmental, and social impacts; their alignment with the company's business project and values; their independence, in the case of non-executive or proprietary directors; and their diversity.

## Management board

### Main Competences

---

The Board of Directors has full powers of representation, **governance, direction and administration of the Company and of its business, social and environmental interests**, in all matters not specifically reserved by law and by the Articles of Association to the competence of the General Shareholders' Meeting.

The functions and responsibilities of the Board of Directors include: **preparing the annual accounts, the management report and the proposed allocation of profits, determining the Company's general policies and strategies, internally assigning positions, convening, attending and preparing the agenda for General Meetings, appointing and dismissing the Company's managing directors**, establishing the terms of their contracts, and authorizing the creation of committees for specific advisory, organizational, or functional purposes.

The Board of Directors at the end of 2024 consisted of five directors, all of whom were men.

Stakeholders have several ways to communicate with the Company's Board of Directors. These include, for shareholders, participation in the Annual General Meeting of Shareholders, and more generally for investors, direct communication through the Trison website and email, and finally, through the Ethics Channel.

# 05. Solutions

At TRISON, we have spent nearly three decades supporting some of the world's most prestigious brands in their transformation and digitalization processes, creating more engaging and profitable customer experiences in sectors such as retail, automotive, shopping centers, transportation, corporate, hospitality, entertainment, banking, sports, and food service. Our accumulated experience and continuous innovation allow us to add value at every stage of each project: consulting, conceptualization, creative design, engineering, installation, maintenance, content creation and management, and results measurement.

---

The ability to undertake projects of varying size and technical complexity anywhere in the world makes TRISON the ally you need to develop a successful digital strategy

---

TRISON has **several distinct lines of business:**



## **CONCEPTUALIZATION OF CUSTOMER JOURNEY**

We put our experience at the service of the client to define the specific Digital Customer Journey and incorporate the necessary audiovisual solutions.



## **CREATIVE DESIGN AND ENGINEERING**

Our design and engineering team is responsible for analyzing which technology is best suited for each project, as well as carrying out all the necessary technical work



## **INSTALLATION AND INTEGRATION**

We offer a unique worldwide hardware and software installation capability thanks to our collaboration with over 3,000 qualified technicians.



## **MAINTENANCE**

We offer a HelpDesk maintenance service with 24/7x365 support in 14 languages and on-site assistance.



## **CONTENT CREATION AND MANAGEMENT**

We have a creative and technical team specializing in the generation and management of audiovisual content: 3D, "wow effect", motion design, themin.



## **IOT, ANALYTICS AND OTHER SOLUTIONS**

We implement technological solutions to help improve the Customer Journey and transfer behavioral data from your physical spaces to the customer.



## **OLFACTORY MARKETING**

We scent spaces to communicate, awaken emotions and create brand identity through smell, and we create corporate perfumes and personalized fragrances for companies in any sector.

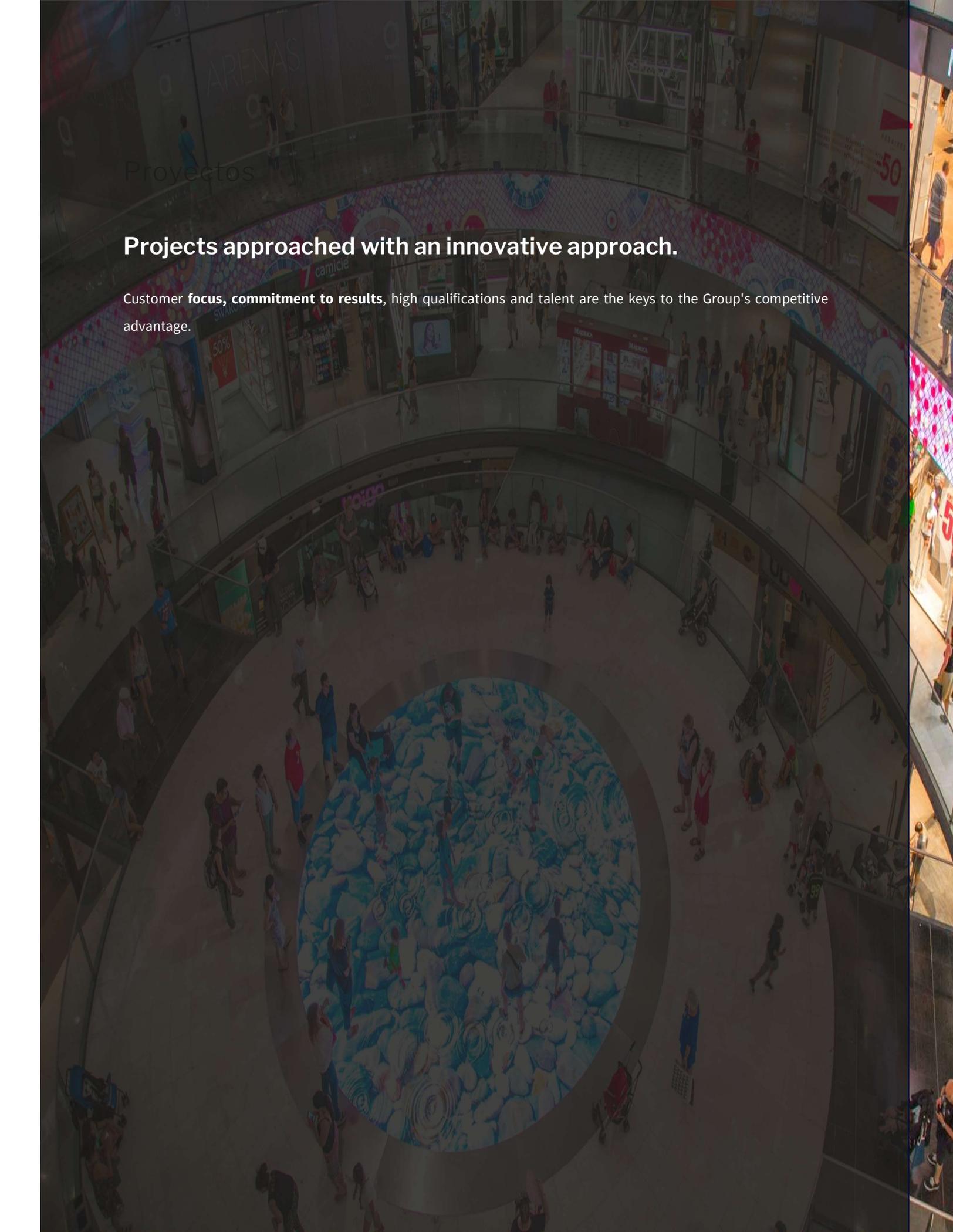


## **FAN ENGAGEMENT**

We specialize in audiovisual communication, motion design, and live content, enhancing the stadium experience with real-time data, interactive solutions, and digital fan engagement at global sporting events.

# Main Clients



An aerial, high-angle view of a multi-level shopping mall. The mall has several levels with glass railings. In the center, there is a large circular area with a blue and white patterned floor. People are walking on the different levels. There are various shops and signs visible, including 'ARENAS', 'camicle', '50%', 'Maison Martin Margiela', and '50%'. The overall atmosphere is busy and modern.

Proyectos

## Projects approached with an innovative approach.

Customer **focus**, **commitment to results**, high qualifications and talent are the keys to the Group's competitive advantage.

# White Rabbit Museum

Barcelona

White Rabbit opened its doors at the beginning of May 2024, occupying the iconic Pink Boulevard on Passeig de Gràcia. The new Off-Museum is the ultimate experience in the heart of Barcelona, offering a departure from everything you know about museums..



The space is designed for visitors to interact and discover Barcelona's rich culture in a completely new and exciting way through digital art, sculptures, murals, street art, and technology.



# American Magic

Barcelona



The 37th America's Cup and American Magic inaugurated their Team Base in August 2024 in a prime location: MB92 in the Port of Barcelona.

The space offers complete functionality thanks to a large-format LED screen located on the main stage, allowing for any type of presentation or event, both inside the base and on the outdoor terrace..

## AC Milan

Milan



AC Milan has opened a new 500-square-meter flagship store on Via Dante in Milan, the club's largest to date.

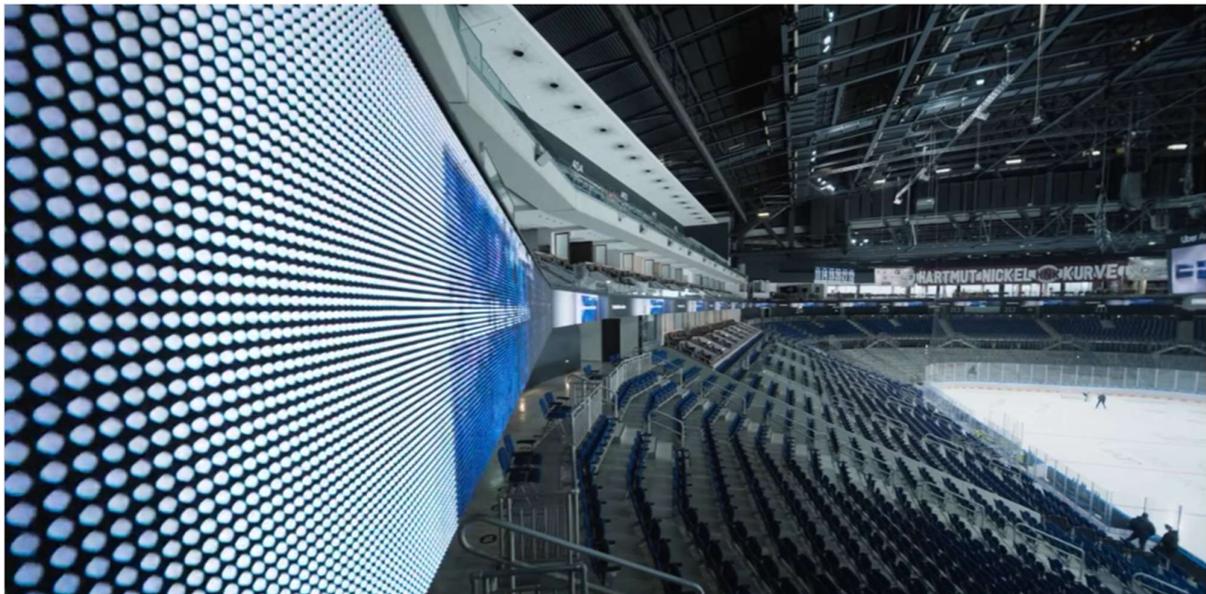
This new flagship store not only offers club merchandise but also a fully immersive experience for all fans and visitors.

# Uber Arena

Berlin



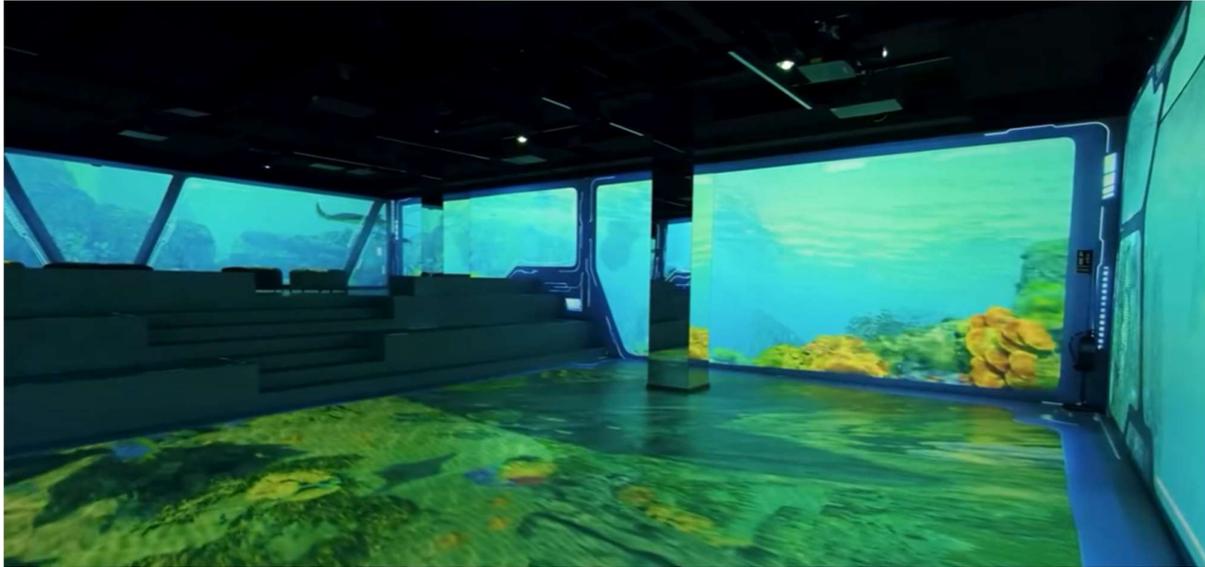
In the summer of 2024, TRISON, together with AEG and Samsung Germany, modernized the stadium's interior banner and center board, creating an amazing visual experience for fans and visitors that elevates every event.



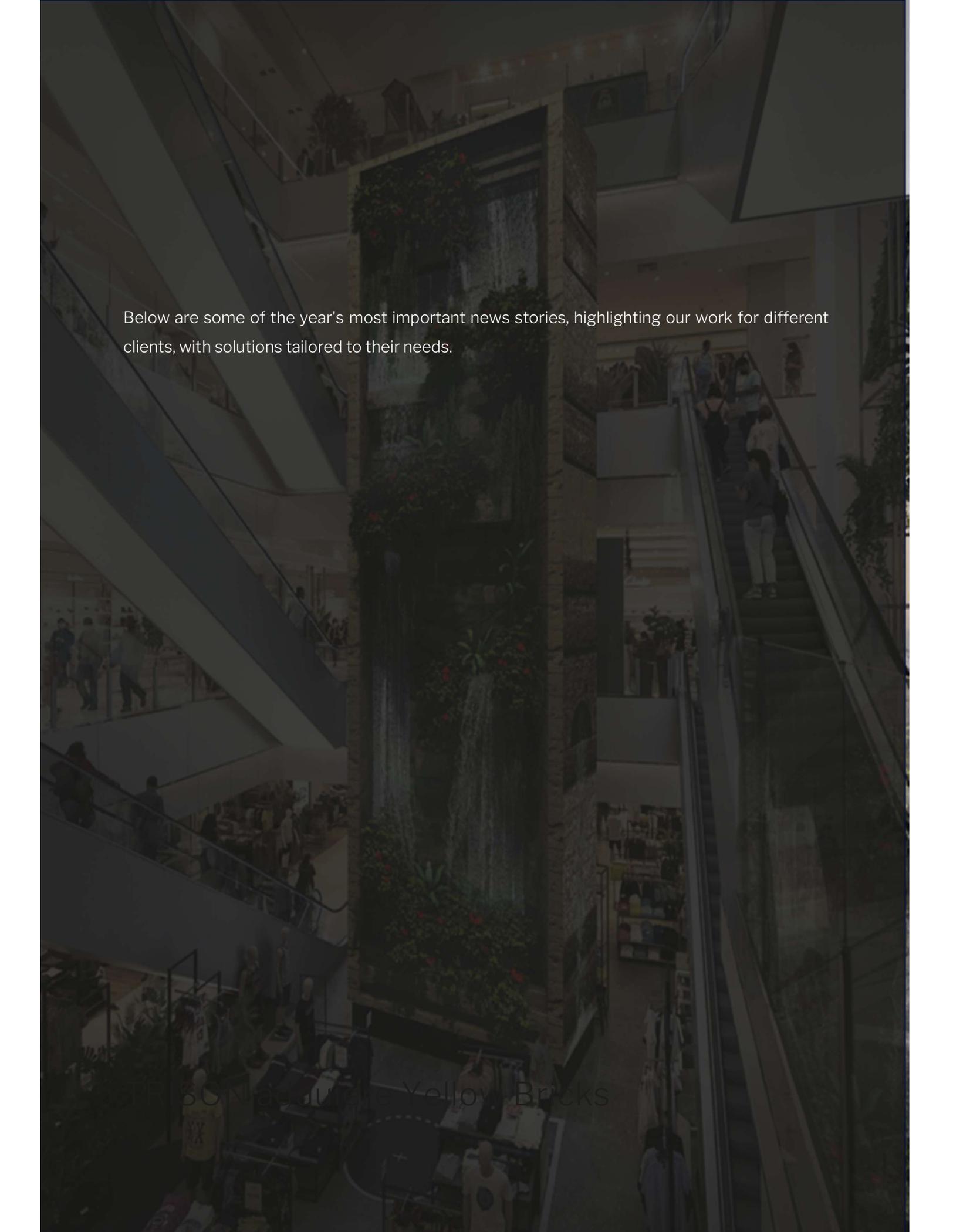
The LED screens on the upper level of the stadium offer a surprise effect and interesting information, adapting the content to each event, from concerts to ice hockey games.

# Aquarium Barcelona

Barcelona



We've completed a full digital transformation that redefines every visitor's experience. **Explore an immersive 360-degree** room that transports you to the depths of the ocean on an unforgettable adventure. Throughout the experience, interactive displays offer fascinating information about marine life. To top it all off, a digital ceiling showcases other species that will leave you breathless.

A multi-story building interior with a central vertical garden wall. The garden wall is covered in lush green plants and has a waterfall feature. People are walking on various levels and stairs. The lighting is dim, creating a moody atmosphere.

Below are some of the year's most important news stories, highlighting our work for different clients, with solutions tailored to their needs.

50 Magazine Yellow Bricks



We are very proud to announce the recent acquisition of Yellow Bricks, an innovative Malaga-based company specializing in Fan Engagement and audiovisual management for sporting events. This acquisition strengthens our TRISON Sports division and expands our presence in various sports, including football and basketball, serving more than 25 clubs and sports associations.

With over a decade of experience, YellowBricks transforms the fan experience in stadiums with advanced technological solutions, including the UFAN! app for live interaction. They manage more than 400 sporting events annually, including the NBA, Davis Cup, and UEFA Champions League.

With this addition, we expand to 16 offices in 13 countries, strengthening our operational capacity and offering innovative solutions globally.

## TRISON remains the leader in the DS sector for the sixth consecutive year



On May 22nd, DDSE, the definitive event for the international digital signage and DooH industry, was held in Munich. It has been a pleasure to have been an active part of the event in different talks and presentations, and above all, to have been awarded as Industry Leaders for the sixth consecutive year at the Invidis Strategy Awards 2024.

A truly interesting day with colleagues and industry leaders, sharing different approaches to innovation and pioneering strategies that will set the standards for the future of the industry.

# 06. Our contribution to the SDGs.

In September 2015, the United Nations Member States adopted the 17 Sustainable Development Goals (SDGs) as part of the 2030 Agenda for Sustainable Development. These goals are designed to, among other things, end poverty, fight inequality and injustice, and address climate change.

The success of the Agenda will depend on the collaborative efforts of all sectors of society. For the first time, businesses have been included in this process, in their role as drivers of innovation and engines of economic development and employment. Strong and visionary business leadership is essential to achieving the necessary transformation required by the SDGs.

TRISON recognizes that the SDGs offer a new perspective, enabling us to translate global needs and ambitions into solutions. They propose a new, viable model for long-term growth and will help companies develop stronger strategies. Integrating the SDGs into business plans strengthens the identification and management of material risks, opportunities, and costs; the creation of and access

to new markets; innovation in business models, making them more efficient; and aligning the company's strategy and expectations with those of its employees, customers, suppliers, investors, and the communities in which it operates.



## Commitment to the SDGs

One of TRISON's fundamental objectives is to provide information and transparency to all stakeholders involved in its activities. Therefore, in 2011, we began communicating our key operations and the main performance indicators of our business group.

We are aware that companies of our size must adopt a strategic vision in social terms based on Sustainable Development and the Rio Principles, which requires a high degree of commitment and consistency.

These and other initiatives make us pioneers in the adoption of practices considered consistent with Corporate Social Responsibility within our sector of activity.

Our commitment is to monitor and evaluate these processes through set objectives, monitoring indicators, and achieved goals, reporting on all of this and making our achievements public.

Our employees, regular suppliers, customers, and society at large are the stakeholders affected by our strategy, and they are also the beneficiaries of the ethical values that every company should promote for its development and greater efficiency in carrying out its activities. Therefore, TRISON strives to continually reaffirm its commitment to providing the highest quality service, aimed at achieving complete customer satisfaction.

We implement an effective Corporate Social Responsibility policy across all Group companies as part of our contribution to Sustainable Development, promoting concrete measures that also extend to suppliers and customers. These measures reflect our values and our way of operating and are embodied in a corporate culture shared by everyone who works at TRISON, which should guide our behavior.

## **Committed to well-being**

Fulfilling these commitments is only possible through solid principles. Principles that reflect our values and our way of operating, and that are embodied in a corporate culture shared by everyone who works at TRISON, and which must guide our behavior.

All the effort TRISON is making to apply the social responsibility model to its operations is based on the dual conviction that this approach responds both to the demands of the group that makes up this company—shareholders, managers, employees, and suppliers—and to those of our clients, with whom we share a commitment to quality in our service offerings. This quality would not be complete if it did not encompass both the added value we provide directly to our clients and the value we contribute to society as a whole through best practices in social, environmental, and corporate governance.

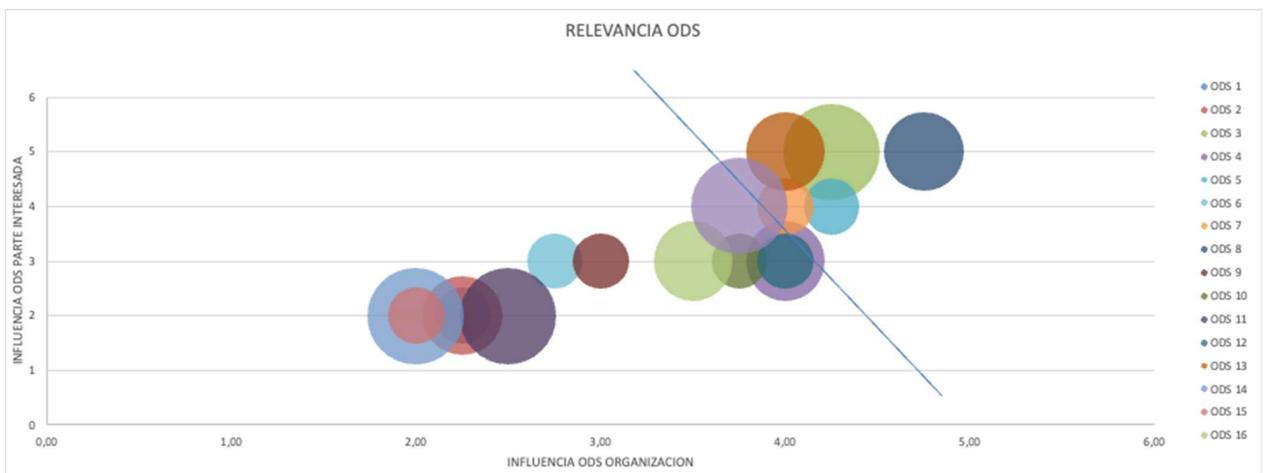
## Materiality Analysis in SDGs. Prioritization.

We have defined our sustainability priorities to address the challenges the company faces in the coming years and to capitalize on existing opportunities..

TRISON is fully committed to achieving the Sustainable Development Goals adopted in 2015 by the United Nations.

The Group has taken these objectives into account when designing its 2030 Sustainability Commitment, ensuring that the company's priorities and actions contribute significantly to achieving the SDGs. To this end, the company has undertaken a process of identifying and prioritizing the most relevant SDGs for the Group in the countries and sectors in which it operates, considering both the company's direct operations and the indirect operations associated with its value chain. As a result of this process, the most relevant SDGs for TRISON have been identified.

### SDGs of priority relevance for TRISON



**Goal 13: Climate Action / Goal 7: Affordable and clean energy**



TRISON has demonstrated its voluntary commitment to combating climate change by defining and approving its climate change strategy and establishing an action plan in this area. Furthermore, the company is a key player in the transition to a new energy model, which is essential for combating climate change.

**Goal 8: Decent work and economic growth**

The development of TRISON's activities as an audiovisual installation and services company contributes to the country's economic growth, generating quality employment and creating jobs, as well as contributing shared value to the economic, environmental and social progress of the environment in which the company operates..



**Goal 3: Ensuring healthy lives and promoting well-being for all at all ages**



TRISON, through its Occupational Health and Safety management system, guarantees the safe working conditions of its employees and third parties interacting at its construction sites, as well as their health.



**Goal 5: Achieving gender equality and empowering all women and girls**

TRISON's management identifies as a strategic objective "the development of labor relations based on equal opportunities, non-discrimination and respect for diversity" contained in the plan to improve, among other things, the satisfaction and quality of life of its workers.

**SDGs of high relevance to TRISON**

TRISON is actively working on developing actions within the framework of the 2030 Sustainability Commitment that contribute positively to achieving these objectives.



# 07. Commitment to our stakeholders

The TRISON Board of Directors defines the annual objectives and goals for the deployment of the organization's strategy, based on a fundamental principle of our activity, which is that of precaution in the different aspects (Social, Economic and Environmental):

## **1 Precautionary principle in economic terms**

This is achieved through the preparation of Business Plans, Annual Budgets, Balance Sheets, and Profit and Loss Statements, with segmentation and periodic monitoring. The objective in this case is to anticipate discrepancies that could negatively impact equity, results, and cash flow.

The financial information described above also serves to support decision-making in safeguarding the interests of the various stakeholders in the organization.

As reflected in this report, both the Interim Statements and the Annual Accounts are audited by a qualified external entity.

## **2 Precautionary principle in the social aspect**

The constant availability of communication channels allows us to anticipate situations that could lead to changes in the employment status of Group employees and aspects that may influence their personal circumstances.

Any significant decision that could affect these relationships is usually reached through dialogue and consensus before being implemented..

## **3 Precautionary principle in the environmental aspect**

Internally, the Group identifies situations of environmental impact risk in each of the activities it carries out, evaluates the treatment of each of them, and unilaterally adopts mechanisms and methods for minimizing environmental impacts.

## Goals and commitments

The Board of Directors periodically develops Business Plans that define the annual objectives for implementing the organization's strategy. Every objective included in these plans undergoes an analysis that considers the three dimensions of its implications (economic, social, and environmental) and takes into account the organization's main stakeholders. Since the Company's inception, Management has sought to cultivate values and principles that are transmitted to all personnel in order to obtain their commitment and participation and ensure that these values and principles are effectively integrated into the corporate culture.

TRISON's corporate culture is characterized by maintaining open and honest communication with stakeholders, the complete integration of the organization's activities with those of its clients, and respect for quality, the environment, and the occupational health and safety of its professionals and collaborators. Through the active management of Corporate Social Responsibility, the aim has been to achieve excellence, paying special attention to people and their working conditions, as well as to the quality of production processes.

Our commitment to long-term market presence drives us to pursue sustainable organizational growth, supported by technical and financial strength that enables us to continuously and confidently meet the new challenges the future holds..

RISON aims to be a leading example for companies that choose to join this unstoppable trend toward socially responsible business. For TRISON, social

responsibility represents a way of understanding the business world where, without neglecting profit maximization, the organization must choose a path that involves operating ethically and sustainably, contributing to job creation, the wealth and well-being of all stakeholders, and the preservation of the environment.

## Impacts, risk and opportunities

During the 2024 financial year, TRISON has carried out a formal assessment of impacts, risks and opportunities that affects and takes into account all aspects of Corporate Social Responsibility.

The evaluation was conducted by a team comprised of members from various departments and at different executive levels, providing a broad perspective of the organization and involving a significant number of people. The evaluation has been formally approved by management. This evaluation is carried out biennially.

Identifying, monitoring, and measuring economic, social, and environmental impacts is an important part of TRISON's current management system.

Relevant social impacts are those through which TRISON is able to influence, both positively and negatively, people who are directly or indirectly associated with our company. These impacts are reported in the indicators for Labor, Human Rights and Society, Anti-Corruption, and Product and Service Responsibility.

The main risks to social responsibility include those related to indirect complicity in human rights violations, corruption, or racial discrimination, as well as accidental environmental risks associated with our operations. Similarly, TRISON identifies occupational hazards and risks to determine which may pose moderate or significant risks to the health and safety of workers and other stakeholders. These are reflected and documented in our management system, which is based on the ISO 45001 International Standard.

Environmental impacts are reflected and documented in the management system, based on the International Environmental Standard ISO 14001, and the information is transferred to the environmental indicators of this report.

It is also important for TRISON to adopt measures that prevent or oppose the awarding of contracts for projects and services through the payment or acceptance of commissions and insider information. These practices jeopardize equal opportunities and free competition, drive up prices, and threaten our continued presence in the market.

TRISON's management ensures that customer expectations are met with the aim of increasing their satisfaction, while also ensuring proper environmental and social management of workers, collaborators, and other stakeholders.

TRISON guarantees access, identification, registration and updating of legal and other requirements to which it is subject, which are applicable to it by reason of its activity and geographical location.

This positioning and the transparency provided through this report fosters greater confidence among

social, financial, and other stakeholders, and we hope that our proposal to the market will be more trustworthy compared to proposals from competitors.

## Stakeholder Groups. Materiality and Coverage Study

During the preparation of the report, the general functioning of the Company was reviewed, evaluating the economic, environmental and social performance of the entity and all its components, including risks and opportunities, compliance with standards and code of conduct, which are relevant to the stakeholders (external perspective) and to the business (internal perspective) of TRISON.

As a socially responsible organization, the Company reflects on the identification of its Stakeholder Groups.

Various sources were taken into account to compile the list of issues relevant to stakeholders:

- The participation of different levels of the organization, including Management, in order to identify all the groups with which each area has a relationship.
- Taking into consideration the Mission, Vision and Values or any strategic element defined by it, in order to establish the criteria for segmenting the groups most oriented towards achieving the strategy.

To analyze the internal perspective and identify issues relevant to the business (entire value chain), the report coordinator gathered information (through the

context analysis conducted in January 2024) from key personnel and existing business units. The report coordinator reviewed TRISON's value chain and assessed material issues for stakeholders (external perspective) and those considered relevant to the organization and other stakeholders in the value chain.

For this report, direct communication was established with some of the stakeholders involved in this materiality study, such as employees, suppliers, and customers, through bilateral meetings and satisfaction surveys. However, direct communication was not established with all other stakeholder groups.

Stakeholders are part of the company, and TRISON treats them as such, including them in daily management and strategic decision-making. In this regard, in 2024, a review of our stakeholders was conducted to identify the groups that could affect TRISON's ability to develop its strategy. Thus, the most significant stakeholder groups for the organization were identified and selected, and the results obtained through communication channels with stakeholders were analyzed. The most important stakeholder groups identified are the following:

- + Subcontracts**
- + Equipment Suppliers**
- + Carriers**
- + Partners and Investors**
- + Financial Institutions**
- + Public Administration**
- + Society**
- + Competitors**

Principles were incorporated to help discern the decisions that must be made during the GRI report preparation process, so that its result is consistent with the commitment to "sustainable competitiveness".

### **Materiality and coverage analysis**

---

As a result of the dialogue with stakeholders, a list of material issues and their coverage has been identified.

That list, in turn, has served to define the list of specific basic contents that have been included in the report.

The list of material aspects was validated by the Steering Committee, as well as its coverage and prioritization.

### **Key aspects for TRISON:**

- Talent development
- Regulatory compliance.
- Ethics, compliance, and integrity in business.

- Equality, inclusion and diversity among employees.
- Occupational safety, health and well-being.
- Responsible procurement practices.



collects relevant information in a structured manner in relation to each of them, with indicators that allow evaluation and continuity of the approach defined with each of them.

Other aspects considered significant:

- Risk and opportunity management.
- Cybersecurity and data protection.
- Human and labor rights.
- Climate change and energy efficiency.
- Relationship with analysts, investors and regulators.
- Good corporate governance.
- Training, professional development and employability.
- Relationship between communities and the environment.

TRISON's relationship with its stakeholders is a strategic priority and fundamental to ensuring excellent performance.



For this reason, TRISON fosters open and transparent dialogue with all entities or individuals that influence or are influenced by TRISON's activities, products, and services, and consequently integrates their demands into its business strategy.

TRISON's objective is to generate value for all stakeholders and in all areas where it is present.

## Code of Ethics.

For the material aspects considered relevant, the information is specified in each of the sections included in this report according to the GRI index of this Sustainability Report.

No critical concerns were received from stakeholders during this period.

The TRISON Code of Ethics (hereinafter, the “Code”) establishes the policies of conduct that must be carried out by Jusede Investments, S.L., as well as by the companies or entities dependent on it in Spain or in other countries (hereinafter “TRISON”, “the entity”, “company” or “corporation”), in the performance of their professional activities and responsibilities.

The purpose of the Code is to achieve professional, ethical, law-abiding and responsible behavior from TRISON and all its employees in the development of their activities anywhere in the world, thus constituting the essence of its corporate culture in which both the training, as well as the personal and professional development of its staff are shaped..

## Dialogue with Stakeholder Groups.

For TRISON's sustainability management, dialogue with stakeholders is key; that is, all the so-called 'stakeholders' with whom the Company interacts and who are part of the value "ecosystem" of our business.

In this sense, TRISON is committed to its shareholders, customers, suppliers, employees, society, etc., and

From all of this arises the entity's objective to share with all its stakeholders (employees, clients, shareholders, business partners, suppliers and those companies in which it carries out its business model)

the organizational and operational principles and values that guide TRISON's business behavior and define how it intends to achieve its objectives and progress towards them, reflecting the company's ethical commitment to generating trust among its internal and external stakeholders, and thus strengthening its image, credibility and reputation.

---

Todos los profesionales que forman parte de TRISON están unidos/as por los valores y los principios éticos que nacen de la visión y la misión de la entidad y se recogen en este Código, orientando el desempeño profesional desde la honestidad, la ética y la profesionalidad con cada uno de sus grupos de interés.

## Valores



All TRISON staff are obligated to perform their duties in accordance with the following values:

- Innovation and creativity: TRISON is a company in the digital sector, so innovation and creativity define every project and business venture..
- Experience: The entity has extensive experience projected at international levels, taking its services to various corners of the world.
- Strength and teamwork: these values make the work and outcome of each project unique, as they guarantee the excellence of the work exhibited in each project.
- Excellence: The excellence of our services is no longer just a core value of the organization, but a commitment to our clients and stakeholders. The satisfaction of a job well done defines the organization, as we give 100% to every project.
- Continuous learning for all TRISON staff: constant training of the staff is ensured and guaranteed in different areas concerning both the operation of the company and the activity it carries out.
- Integrity: the entity behaves ethically, consistently, responsibly and honestly, contributing to increasing the trust of society, individuals and the rest of our stakeholders.
- Diversity and equality: TRISON rejects all discriminatory behavior; thus prioritizing equality in all its splendor within the company.

- Improvement: continuous improvement in a competitive global market.
- Improvement: continuous improvement in a competitive global market • Commitment and close relationships: make TRISON a trusted global technology and innovation company.
- Flexibility: TRISON is characterized by its ability to adapt to the environment and the needs of its clients.
- Environmental respect: natural resources are used rationally and waste is managed efficiently. Environmental responsibility is paramount in every TRISON project, thus demonstrating our commitment to sustainable technological innovation in our sector.

## Stakeholder Relations

### With the employees

For TRISON, its human team is its main asset and, therefore, the interest in the people who make up the entity is the central focus of all policies and actions in the field of human resource management, in which the following principles will be guaranteed:

1. General principle: Relations with employees will be governed by the provisions of the laws of each country and their collective agreements, if any.
2. Professional Development: Promoting the personal and professional development of its employees, encouraging their involvement in improving their own skills and competencies.
3. Personal Development: A positive attitude, maturity, and the ability to overcome increasingly complex and demanding environments must be kept active and constant within the company, in order to project that growth capacity onto the brand or business itself.
4. Diversity: Respect for individual freedom; the right to equal treatment and opportunities, without discrimination based on economic status, age, origin, religion, sex or sexual orientation, degree of disability, or place of residence; and the application of objective and impartial criteria must be guaranteed in all actions of both the company and its team. Diversity within the workforce and a culture of respect for it will be fostered. To guarantee zero tolerance for discriminatory conduct, the organization has a protocol against sexual harassment and harassment based on sex, workplace harassment, and discriminatory harassment.
5. Respect for human and labor rights: Respect for the fundamental human and labor rights recognized in the Constitution is guaranteed, including the rights to: freedom of choice of profession or occupation, freedom of association, collective bargaining, the adoption of collective action, the right to strike, assembly, and access to information, consultation, and participation in the company. Likewise, all regulations relating to working conditions, health, and safety in the workplace will be respected.
6. Respect and trust: All members of the company are obligated to treat each other

with respect, and this respect should extend to all those who interact with the company, whether on a permanent or occasional basis. Treating everyone as equals and respecting their dignity benefits everyone and helps to foster and maintain a positive work environment.

7. **Work-life balance:** Promotion and development of work-life balance. Work-life balance represents a general improvement in all areas and generates favorable work environments.
8. **Interdepartmental Communication:** Good and fluid relationships between departments enhance people's skills, prevent stagnation, foster communication, encourage innovation, and create a culture of trust. People feel more empowered and able to rely on the decisions of other departments. Organizational leaders trust departmental leaders, and customers have faith in the company's word and reputation. Effective communication ensures that people are informed, can make changes when and where necessary, and feel comfortable addressing issues that arise between departments without generating resentment or unwillingness to work with their members.
9. **Participation:** Respect for the dignity of individuals in the normal course of their work, fostering the collective participation of all staff so that all opinions and suggestions are valued and heard. Creating value through the knowledge and creativity of our employees is a fundamental pillar of the company. Their participation in the

development of our projects and in decision-making improves the quality of our services.

10. **Working Hours:** Weekly working hours and overtime shall not exceed the limits legally established by the legal system of each country, in accordance with the provisions of the law.
11. **Workplace Safety:** TRISON ensures that the conditions and facilities in which its employees perform their work comply with current legislation, prioritizing their health and respect for their rights. In this regard, the company fully complies with ISO 45001, demonstrating that it prioritizes the safety of its people above all else.

TRISON employees will collaborate in complying with applicable labor regulations, as well as in the prevention, detection, and eradication of irregularities. All employees are obligated to act, in their working relationships with other colleagues, with strict adherence to respect, dignity, and fairness, not tolerating any type of violence, harassment, or abuse in the workplace, nor discrimination based on religion, race, age, nationality, gender, or any other personal or social condition unrelated to their merit and ability.

## Ethical Commitments

- Compliance with the law
- Commitment to human rights
- Compliance with customs regulations
- Conflicts of interest
- Market responsibility
- Environmental Protection
- Principle of non-discrimination
- Respect for People
- Work-life balance policy
- Political impartiality
- Right to privacy
- Information security and respect for privacy
- Occupational safety and Health
- Use of TRISON goods and services
- Protection of intellectual and industrial Property
- Transparency in information and presence on social media

## Training and information policy

TRISON will promote the training of its staff, for which training programs are designed that foster equal opportunities and professional career development, contributing to the achievement of TRISON's objectives.

TRISON employees are committed to continuously updating their technical and management knowledge and taking advantage of the training programs offered.

For TRISON, continuous training is a fundamental pillar of the company's progress. Therefore, all members of the Group will be responsible for

proposing the necessary training and ensuring the successful implementation of training plans.

## Anti-corruption policy

TRISON affirms its commitment to the Public Administration, as well as to society, and therefore, among other principles, the entity complies with its obligations to the Tax Agency and the Social Security Treasury; provides all the information required by the Public Administration and has internal audits that verify its accounting and tax data.

Those responsible for the entity's tax and financial affairs shall comply with tax and accounting legislation and, in turn, ensure that the accounting records accurately reflect the company's financial position. Apart from any criminal consequences, the intentional alteration of records will constitute a serious offense. Files may only be destroyed with prior written authorization. Under no circumstances may the destruction of documents, files, or records related to pending administrative proceedings or open judicial proceedings be authorized.

It is prohibited to offer or promise any person, directly or indirectly, any monetary incentive, commission, or reward to induce them to act or refrain from acting in a way that favors a particular business or provides an undue business advantage. Likewise, it is prohibited to authorize, promise, or offer bribes or payments to public officials or employees, or to private entities, to expedite judicial or administrative procedures or obtain preferential treatment. These payments are prohibited whether made directly to individuals holding public or private office, or to individuals or entities designated by them.

It can be observed that for TRISON it is an unwavering principle, as well as a duty, to ensure the prevention, impede, prosecute and reject corruption in any of its forms, from which an administrative and/or criminal offense may arise.

Furthermore, the company declares its complete rejection of money laundering and tax havens. All foreign investment requires the activation of a financial control system that allows for the verification and monitoring of the legality of the financial transactions carried out.

## Gift Policy

The company's relationships with its stakeholders will not be based on gifts or favors received or given.

Gifts that fall outside the scope of the recipient's cultural context are not acceptable, in accordance with principles of honesty and transparency. Failure to comply with this obligation will result in severe disciplinary action

## Whistleblowing channel

TRISON has an external channel for submitting inquiries and complaints, which will be analyzed rigorously, objectively, and confidentially, as described in the corresponding procedure. TRISON will provide various communication channels for submitting complaints, which will be available on its website.

In this regard, the communication of information can be carried out by filling out the form that is made available to interested parties through the TRISON website or by means of a form that will be sent once the first contact is made through the email or postal mail provided by the company, and all the

documentation available that serves as supporting justification for it must be attached.

Complaints should preferably be submitted via the form on the website or by email. All communications through this channel will comply with data protection regulations and guarantee the complainant's anonymity, as required by current legislation.

The communication channels through the Reporting Channel are as follows:

- **Ethics Channel:** Through the form enabled on the TRISON website, accessible via the QR Code identified in this document.
- **Email: [compliance@qcconsulto](mailto:compliance@qcconsulto)**
- By Postal: C/Enrique Mariñas, 36. 6ª planta, oficina 8. CP 15009, A Coruña.

The reporting channel is available to all company employees who, at any time, encounter any of the following situations:

- They may be affected by a breach of any of the rules of conduct
- Be aware of a third party's breach of the company's obligations, principles, or values
- They have doubts about how they should act diligently at a given moment.
- They are presented with a conflict of interest situation

The complainant has a duty to maintain confidentiality regarding the complaint filed, as well as the identity of the person or persons accused and the facts and documentation that are the subject of the complaint. Furthermore, they must be fully available to cooperate with the Board of Directors and its support staff throughout the investigation process.

The two main characteristics of this external channel are: anonymity and independence.

## **Communication plan**

All company documents must be readily available to those affected by them in their work. Any updates or modifications to the document will be communicated to the relevant parties.

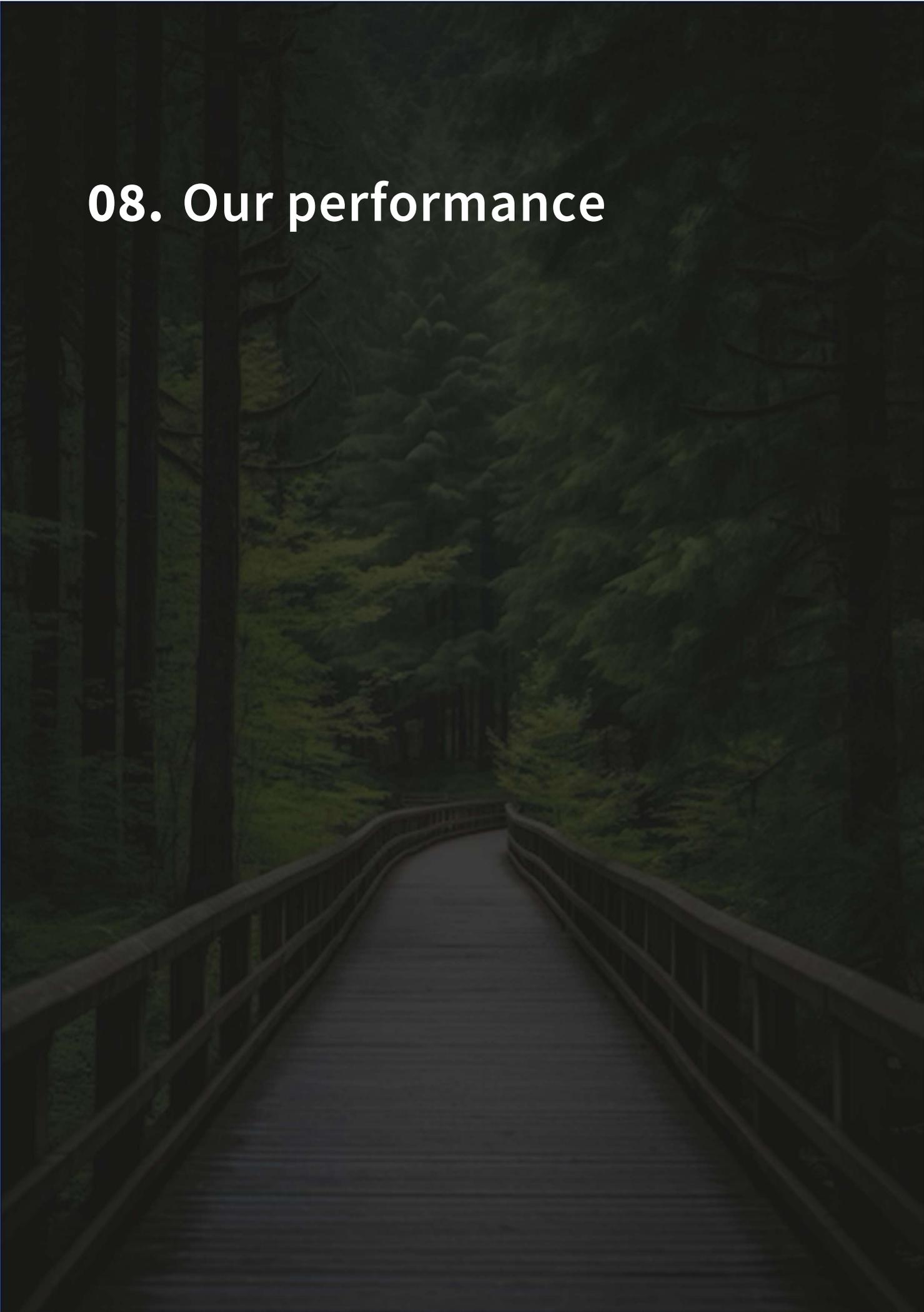
Staff have access to read and print all documents in the system, and it will be the responsibility of each employee to verify that the printed copies they have correspond to the latest version of the document.

In the event that any copy is given to external entities or companies, TRISON will not be responsible for updating said documentation, as it will be an uncontrolled copy.

The Board of Directors defines the following methods for distributing the Code:

- In the company's internal network system, called TRS, which supports TRISON documents that any employee can consult.
- By email. The entity may deem it appropriate to send the Code of Ethics by email or notify that it is available on the company's internal network.
- Through training activities. Training sessions will be held for all staff members, with the aim of introducing the company's code of ethics and the implementation of a management system. Minimal compliance appropriate and proportionate to TRISON's needs.

# 08. Our performance



## Social dimension

### Our Social policy

Professionals are the true driving force behind business success and the reason why the organization exists.

Therefore, for TRISON it is essential to promote a strong corporate culture, fostering a system in which inclusivity is a priority in all its activities, as well as defending workers in all areas, all within an environment of respect and ongoing dialogue, favoring the professional development of workers through the necessary tools to enhance their skills and competencies, through specific training materials, and seeking to ensure the effective implementation of flexibility mechanisms that facilitate a balance between professional and personal life.

This is reflected in the Group's overall human resources management and Corporate Policy, which prioritizes talent, creativity within the organization, personal motivation of employees, and teamwork.

The objectives for the coming years include attracting the greatest possible talent, maintaining an increase in human capital in line with the growth of the business project, and deepening the ever-increasing participation of women in the different levels of the organization, fulfilling the objectives of the Equality Plan.

### Social management and performance

#### STABLE EMPLOYMENT

Retaining and developing talent is only possible in a motivating environment that fosters stable employment. For the Group, creating quality, stable jobs that prioritize the safety and health of its employees is a top priority.

Employees by type of contract, sex, age and professional category::

Thus, the evolution of job stability (by type of contract and sex) during the period has been:

	2024		2023		2022	
	Nº EMPLOYEES.	% regarding total staff	Nº EMPLOYEES.	% regarding total staff	Nº EMPLOYEES.	% regarding total staff
JOB STABILITY						
PERMANENT CONTRACTS	366	94,82%	347	94,80%	289	91,75%
MEN	240	62,18%	222	60,65%	182	57,78%
WOMEN	126	32,64%	125	34,15%	107	33,97%
TEMPORARY CONTRACTS	20	5,18%	19	5,19%	26	8,25%

MEN	15	3,89%	15	3,55%	19	6,03%
WOMEN	5	1,29%	4	1,09%	7	2,22%
TOTAL	386	100%	366	100%	315	100%

In absolute terms, growth in permanent employment can be observed for both women and men. In relative terms, the stability rate has improved slightly during the year, which is particularly significant given the high growth in the number of professionals within the Group and the high turnover rate.

**By age:**

	2024			2023			2022		
	Age range < 35	Age range > 36 y < 50	Age range > 51	Age range < 35	Age range > 36 y < 50	Age range > 51	Age range < 35	Age range > 36 y < 50	Age range > 51
Number of employees with permanent contracts	148	170	48	148	163	36	123	137	29
Number of employees with temporary contracts	15	3	2	9	8	2	21	4	1

**By Professional Category:**

	2024		2023		2022	
	Number of employees with permanent contracts	Number of employees with temporary contracts	Number of employees with permanent contracts	Number of employees with temporary contracts	Number of employees with permanent contracts	Number of employees with temporary contracts
Workers	91	14	167	15	128	20
Administrative	219	6	146	4	126	6
Middle Management	44	-	22	-	19	-
Executives	12	-	12	-	12	-

Total employees by gender, age group, country, and professional category:

**Employees by sex, age group and professional category:**

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
GRUPOS DE EDAD						
Age range < 35	111	52	101	56	91	53
Age range > 36 and <50	108	65	109	62	88	53
Age range > 51	36	14	27	11	22	8
PROFESSIONAL CATEGORY						
Workers	90	15	156	26	88	23
Administrative	128	97	55	95	90	84
Middle Management	26	18	16	6	13	5
Executives	11	1	10	2	10	2

**Por País:**

PAÍS	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Spain	170	79	149	78	129	67
France	24	14	38	18	22	16
UK	39	21	20	15	31	13
China	9	16	9	16	8	15
Wider world	13	1	21	2	11	3
Total	255	131	237	129	201	114

Employees by type of work schedule, sex, age and professional category:

**Employees by type of work schedule and gender:**

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Number of full-time employees	252	109	230	102	197	100
Number of part-time employees	3	22	7	27	4	14

**Por edad:**

	2024			2023			2022		
	Age range < 35	Age range > 36 and <50	Age range > 51	Age range < 35	Age range ad > 36 and <50	Age range > 51	Age range < 35	Age range > 36 y <50	Age range > 51
Number of full-time employees	152	160	49	143	154	35	135	129	27
Number of part-time employees	11	13	1	14	17	3	7	10	2

**By Professional Category:**

	2024		2023		2022	
	Number of full-time employees	Number of part-time employees	Number of full-time employees	Number of part-time employees	Number of full-time employees	Number of part-time employees
Workers	99	6	172	10	141	7
Administrative	208	17	126	24	119	13
Middle Management	42	2	22	-	19	-
Executives	12	-	12	-	12	-

Dismissals based on sex, age, and professional category:

**Number of layoffs in the period:**

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Number of layoffs	8	4	3	3	4	3
Number of voluntary resignations	17	14	18	8	16	3
Number of sick leaves for other reasons	22	13	3	2	15	11
Turnover rate	18,43%	23,66%	10,13%	10,08%	17,86%	14,78%

**By age:**

	2024			2023			2022		
	Age range < 35	Age range > 36 and <50	Age range > 51	Age range < 35	Age range > 36 and <50	Age range > 51	Age range < 35	Age range > 36 and <50	Age range > 51
Number of layoffs	4	5	3	3	2	1	4	3	-
Number of voluntary resignations	15	11	5	15	10	1	12	7	-
	17	17	1	4	1	-	16	6	4
Number of sick leaves for other reasons	22,09%	19,08%	18%	14,01%	7,60%	5,26%	22,5%	11,5%	13,3%

**By Professional Category:**

	2024				2023				2022			
	Number of layoffs	Number of voluntary resignations	Number of sick leaves for other reasons	Turnover rate	Number of layoffs	Number of voluntary resignations	Number of sick leaves for other reasons	Turnover rate	Number of layoffs	Number of voluntary resignations	Number of sick leaves for other reasons	Turnover rate
Workers	5	3	14	20,95%	3	13	2	9,89%	8	17	2	23,7%

Administrative	6	26	19	22,67%	3	13	3	12,67%	3	11	9	17,1%
Middle Management	1	-	2	6,82%	-	-	-	0%	1	-	-	5,26%
Executives	-	2	-	16,67%	-	-	-	0%	-	1	-	7,7%

Staff turnover:

Regarding new hires and staff turnover, by gender and country, in the period 2024:

	ALTAS		BAJAS		TOTAL PEOPLE	ROTATION INDEX
	Men	Women	Men	Women		
Spain	30	17	18	14	249	12,85 %
UK	5	7	3	3	63	9,52 %
France	9	5	6	6	50	24 %
China	0	0	1	0	24	4,16 %
Wider world	3	0	0	0	13	0 %
Total	47	29	28	23	399	12,78 %

En relación a las **nuevas contrataciones por país, edad, categoría profesional y sexo:**

	2024							
	Age range < 35	Age range > 36 and <50	Age range > 51	Technicians	College	Management	Women	men
Spain	27	17	3	22	23	2	17	30
UK	35	24	4	10	0	1	23	40
France	10	2	2	7	3	4	5	9
China	0	0	0	0	0	0	0	0
Wider world	0	3	0	1	2	0	0	3
Total	72	46	9	40	28	7	45	82

**Employees with Disabilities:**

The Group has policies that promote the hiring of people with disabilities, to encourage their integration, having a total of 2 employees with disabilities as of 31.12.2024

	2024	2023	2022
Employees with disabilities	2	2	2

**WAGES**

TRISON has an organizational chart and a definition of the different job positions, with the functions assigned to each position and the minimum salary.

During 2024, a performance evaluation was conducted for 100% of TRISON's staff. Formal performance evaluations are not carried out for members of the Management Committee or the Board of Directors. Such a formal job evaluation is not considered necessary, as the CEO directly evaluates these individuals and reports the results to the Board of Directors.

Below is a breakdown of the average remuneration by sex, age and professional category in the years 2024, 2023 and 2022.

**By gender distribution:**

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Average Remuneration	36.284 €	29.725 €	32.008 €	24.419 €	35.385 €	26.675 €

**By age:**

	2024			2023			2022		
	Age range < 35	Age range > 36 and <50	Age range > 51	Age range < 35	Age range > 36 and <50	Age range > 51	Age range < 35	Age range > 36 and <50	Age range > 51
Average Remuneration	26.258 €	36.616 €	51.050 €	20.414 €	34.137 €	47.162 €	25.368 €	36.411 €	47.861 €

**By professional category:**

	2024				2023			
	Workers	Administrative	Middle Management	Executive	Workers	Administrative	Middle Management	Executive
Average Remuneration	25.669 €	30.580 €	47.662 €	130.734 €	22.983 €	25.285 €	61.282 €	133.641 €

2022			
Workers	Administrative	Middle Management	Executive
26.987 €	26.979 €	62.605 €	128.232 €

**SOCIAL BENEFITS:**

The Group is committed to a balance between professional and personal life, through the application of flexible work arrangements, services and benefits adapted to the needs of employees, whether full-time, part-time or temporary.

We highlight the following:

- Possibility of working remotely on Fridays.
- Flexibility for workers in their work schedule, including start and end times, to adapt it to their personal circumstances..
- Parental leave in accordance with applicable regulations, allowing the Group to grant this leave on a part-time basis.
- Benefits in training institutions.
- Preferential offers at partner companies.

Similarly, the Group has implemented measures to promote disconnection from work, including choosing reasonable times for meetings, adapting working hours, reducing working hours, and setting up email alerts to postpone sending emails outside of working hours until the following day.

The following shows the breakdown of **parental leave** for the fiscal years 2024, 2023 and 2022:

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Total number of employees who have been entitled to parental leave	6	5	4	11	5	6
Número total de empleados que se han acogido al permiso parental	6	5	4	11	5	6
Total number of employees who have returned to work after ending parental leave	6	4	4	10	5	4
Total number of employees who returned to work after completing parental leave and were still employed 12 months after returning to work	4	3	4	10	5	4
Job retention rate and retention rate of employees who took parental leave	100%	80%	100%	80%	100%	67%

## EQUAL OPPORTUNITIES

TRISON takes specific actions to ensure equal opportunities, universal accessibility, and non-discrimination, primarily on the grounds of sex, race, origin, and sexual orientation. All of this is reflected in the Group's current Equality Plan..

At TRISON, men and women are offered the same opportunities for employment and professional development in all positions and roles within the organization. As an organization, equality is a top priority..

We know that the sector in which the Group operates is one where the percentage of men is much higher than that of women (since although in the trade sector the percentage of women is close to 50%, in the Information and Communication and/or Construction sector, more similar to TRISON's activity as an integrator of image and sound installations, it is 29.7%), but the organization's work in this field is to work firmly for equality

Note: Data extracted from “Main statistical indicators of equality” from February 2024 published by the Ministry of Equality

In 2024, the percentage of women decreased slightly compared to the previous year, with 255 men and 131 women at the end of the year, representing 66.06% and 33.94% respectively. Even considering this decrease, we remain above the average percentage of women for our sector. No incidents or complaints related to equal opportunities within the organization were reported.

The following shows the relationship between men's and women's salaries by sex and professional category, as a "gender pay gap" relative to the average salary paid within each professional category, calculated as a percentage of the average male remuneration (full-time equivalent):

	2024				2023			
	Worker	Administrative	Middle Management	Executive	Workers	Administrative	Middle Management	Executive
Wage Gap	23,33%	17,88%	5,57%	30,36%	3,51%	26,68%	27,48%	28,98%

2022			
Worker	Administrative	Middle Management	Executive
8,69%	18,71%	29,94%	32,68%

With regard to the remuneration of directors and managers, during the financial years 2024, 2023 and 2022 the members of the Board of Directors of the Company have not received remuneration for the exercise of their position as such.

During the 2024 financial year, the Parent Company has paid the members of Senior Management an amount of €1,550 thousand (€1,709 thousand in 2023), of which €1,473 thousand corresponded to men (€1,501 thousand in 2023) and €77 thousand to women (€208 thousand in 2023).

The gender pay gap in Senior Management amounted to -30% (-29% in the 2023 financial year).

The Company paid €12,000 in directors' and officers' liability insurance premiums during the 2024 and 2023 fiscal years.

There are no pension or retirement plans in place.

## OCCUPATIONAL SAFETY AND HEALTH

### Work organization

The organization of the Group's working time depends on the laws established in each of the countries in which the Group has activity, the type of work that is carried out and the collective agreement to which the workers are covered.

The final and most important link in the TRISON Group's Prevention Organization is the workers. Their participation is governed by the procedures established in Articles 33 to 40 of the Spanish Occupational Risk Prevention Law (Law 31/95) and in accordance with Article 18 of the same law in Spain.

At the Group's workplaces and companies in Spain, employees have not exercised their right to elect representatives or participate in matters of occupational health and safety. However, at the central offices in Sada, Madrid, and

Barcelona, there is an employee participation body (OCP) in which employees from different levels participate, coordinated by the EHS staff.

All workers in Spain are covered by either the Provincial Collective Bargaining Agreement for the A Coruña Retail Sector or the Barcelona and Madrid Collective Bargaining Agreement for the Retail Sector.

The period established by the Spanish collective bargaining agreement for communicating organizational changes to workers is three weeks, except in the case of a workplace transfer, which is one month.

## **Occupational Safety and Health**

At TRISON, the Safety and Health of its professionals is actively managed.

Management actively participates with workers and their representatives in the study and evaluation of the risks inherent in each job and activity, in order to then implement an active and participatory safety and prevention policy, based on the risks detected and putting all preventive measures within the organization's reach to avoid work accidents or occupational diseases, this being one of the key points of management.

The efforts of all departments and work centers of the organization involved in Prevention are consolidating the concept of 'Integrated Security'.

In the specific area of Occupational Health and Safety, the organizational model chosen by the TRISON group has been to contract External Prevention Services (EPS) that have the required administrative authorization in all preventive disciplines (In Spain, Gabinete SME – Grupo Haxelia). In countries where this type of service does not exist, it is provided by qualified contracted technicians..

## **Health Surveillance**

Following the schedule established in the Health Surveillance Plan provided by the contracted Surveillance Service, all employees of the TRISON group are offered the opportunity to undergo annual general and specific medical examinations related to the risks of their job, with the aim of preventing the onset of occupational diseases, or, if necessary, minimizing their effects..

## **Investments in Safety and Health**

The main investments in Occupational Safety and Health are made both in training in Occupational Risk Prevention and in the agreement with the aforementioned external prevention services and their actions (mainly, medical examinations, risk assessments and training in this area).

Investments in Occupational Safety and Health during 2024 were approximately €184,994.41 (€94,256 in 2023), mainly including risk prevention training, medical and accident insurance, protective equipment, audits, health surveillance expenses and SPA.

## Accident rate / Absenteeism

The low rate of workplace accidents within the group is maintained thanks to its Occupational Health and Safety policies and the combined efforts of employees and the organization. Accidents that are subject to reporting and notification under current legislation are reported to the Labor Authority following the procedures established by the Competent Administration.

The data relating to work accidents in the years 2024, 2023 and 2022 are presented below:

	2024	2023	2022
Number of accidents with sick leave	1	2	5
Number of accidents without sick leave	7	5	2
Number of days lost due to accidents resulting in sick leave	10	172	61
Number of hours worked by employees	644.384	545.706	386.640
Frequency Index	1,55	5,17	12,93
Severity Index	0,15	0,315	0,158
Occupational diseases	-	-	-
Number of deaths	-	-	-

Regarding **absenteeism**, during the year 2024 there were a total of 19,172 hours of work absenteeism (12,172 hours during the year 2023 and 15,155 hours during the year 2022).

	2024	2023	2022
Absenteeism (hours)	19.172	12.172	15.155

## TRAINING

In a constantly changing environment, TRISON recognizes the importance of ensuring that its employees possess the necessary skills and competencies to perform their roles effectively. Therefore, training and development are a key factor and a priority for the Group.

The professional development of the people who make up the Group and the commitment to its clients compel the organization to develop a rigorous Training Plan that aims to ensure the technical competence and management skills of all TRISON professionals. At the same level as technical competence, TRISON professionals always focus on achieving customer satisfaction and contributing to business generation with a clear results orientation.

The Group's Human Resources strategy is based on ensuring that staff are motivated, satisfied, and engaged, and that there is a parallel between their professional fulfillment and the company's growth.

The objectives for the coming years include attracting the best possible talent, maintaining an increase in human capital in line with the growth of the business project, and further increasing the participation of women at all levels of the organization, fulfilling the objectives of the Equality Plan.

Thus, the basic pillars of the organization's HR strategy are the following:

- Personnel selection
- Training
- Development of people

During the years 2024, 2023 and 2022, the training hours provided by professional category were as follows:

	2024				2023			
	Workers	Administrative	Middle Management	Executive	Workers	Administrative	Middle Management	Executive
Training Hours	1.915	2.540	881	96	850	1.983	84	73

2022			
Workers	Administrative	Middle Management	Executive
802	1.408	64	298

## RESPECT FOR HUMAN RIGHTS

Respect for human and labor rights is an integral part of TRISON's work practices and operations.

Recognized in national and international legislation, as well as in the United Nations Global Compact's Guiding Principles on Business and Human Rights, among other regulations, this commitment has become a fundamental aspect of the Group's corporate policy. TRISON ha establecido un código de conducta de Proveedores, applicable to

its suppliers, distributors and contractors, which sets out the requirements that its suppliers and collaborators must meet, including, among others, fundamental aspects such as:

- Prohibition of any work that is not performed voluntarily.
- Prohibition of hiring individuals under the age of sixteen.
- Prohibition of discrimination in the selection, hiring, and training of personnel, as well as in working conditions, task assignment, remuneration, promotions, discipline, dismissals, and retirement of employees.

For more information regarding this Code of Conduct, please refer to the Ethics Code section of this report.

One of TRISON's priorities is to ensure that its suppliers and contractors strictly comply. Therefore, performance evaluations in this area are conducted in all relationships with suppliers and contractors.

Similarly, TRISON ensures the prompt and efficient handling of inquiries, complaints, concerns, and worries from communities surrounding the Group's projects.

This also helps to anticipate and prevent human rights violations and future conflicts. During fiscal year 2024, as in 2023 and 2022, no notifications were received through the complaints and suggestions box or the ethics hotline regarding any human rights violations.

## QUALITY OF SERVICE AND CUSTOMER SERVICE

Customers and third parties are increasingly aware of their right to complain and are more demanding of the quality of service and work provided.

At TRISON Group, customers are encouraged to submit their complaints and suggestions by phone, email, letter, and through the website, in order to gather their feedback and receive suggestions for improving the service or work performed. Since October 2020, an Ethics Channel has also been available for complaints, questions, and suggestions related to the Code of Ethics.

No complaints related to any project were received during 2024. Nor were any other types of complaints received (labor, human rights, corruption, child or forced labor, etc.).

While this is a positive development, all staff are reminded of the importance of their collaboration in communicating and resolving incidents and complaints that may go unnoticed, so that the efficiency of services and work can be improved.

At TRISON, detected incidents are also monitored and managed. Incident detection generally arises as a result of:

- Receipt of materials and supplies.
- Results of scheduled controls and inspections.
- Observations made by personnel.

- Deviations from the established procedures in the management system for carrying out activities involved in the system and described in the corresponding documentation.
- Damage to property or injuries to workers resulting from an incident.
- Deviations during drills of the environmental or information security emergency plan.
- Information Security incidents.

## THE PURCHASING SYSTEM

TRISON's purchasing policy aims to optimize the relationship between cost, quality, and performance when purchasing or subcontracting all types of goods and services.

To achieve this, it relies on the general principle of competition while simultaneously promoting the principles of transparency and non-discrimination.

Due to the geographical distribution of its work centers in Spain, France, the United Kingdom, China, etc., the Group relies primarily on national suppliers. The most significant purchases are made in Spain and China, where local purchases represent more than 80% of the total contract volume. For new projects carried out outside of Spain, the procurement of products and services is usually carried out by certified national companies.

Occasionally, work has been contracted in other EU countries. For after-sales service projects carried out outside of Spain, the procurement of products and services is usually carried out by suppliers in the location where the project is being developed.

All companies within the Group sign a contract regulating their relationship with all suppliers, with particular attention to those who perform work for clients. Since the end of 2020, TRISON has included clauses on confidentiality, anti-corruption, compliance with codes of conduct, human rights, child or forced labor, environmental compliance, etc., in all signed contracts.

TRISON subsidiaries incorporate these same clauses into all their contracts after joining the Group.

TRISON conducts continuous supplier evaluation and approval.

TRISON's integrated management system documentation outlines the procedure for conducting this continuous supplier evaluation, based on purchase orders and any issues detected in deliveries during a specific period.

Available records are analyzed, and appropriate decisions are made. No negative environmental impacts have been identified in the relationship with suppliers during the period.

## Environmental dimensión

### **Our sustainability policy**

At TRISON, sustainability is considered an intrinsic part of daily work, understanding sustainability as the way in which productive and economic activity is developed while preserving environmental resources so that future generations do not see their development compromised.

Sustainability is integrated into TRISON's culture and the way we do business.

Sustainability is embedded in TRISON's culture and how we do business. We believe we must leverage our scale and expertise to create a more responsible, balanced, and sustainable future. To enable a better, safer, and more interconnected world, we offer the world's most comprehensive suite of sustainability services. The growing demand for more sustainable solutions is also significantly influencing digital signage, retail technology, DooH, and smart city concepts. B2B customers are explicitly requesting greener/more sustainable signage as consumers and citizens increase pressure on retailers, brands, businesses, and governments..

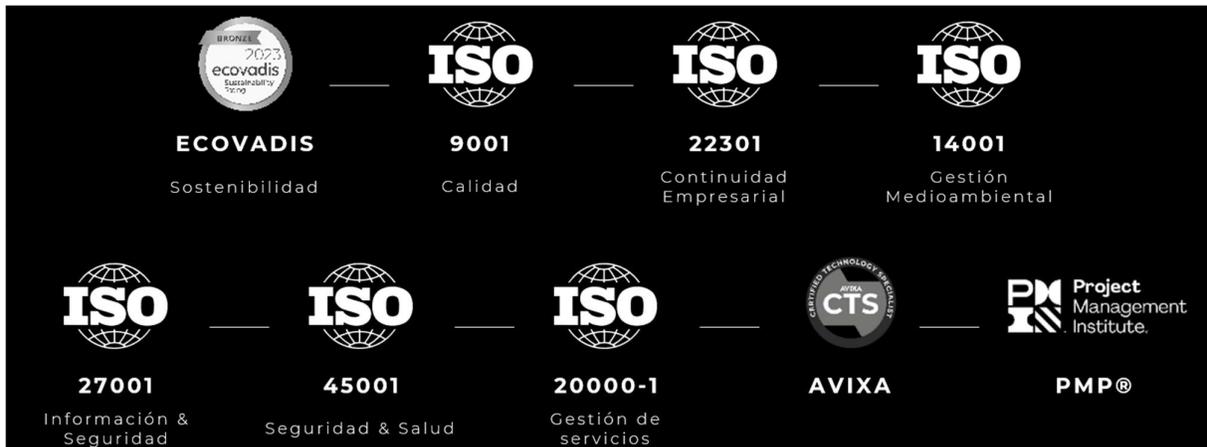
The sustainability practices of the manufacturers we work with, and our extensive experience with clients worldwide, form the basis for offering the best in top-

tier sustainability services to any type of organization and sector. The sustainability measures that TRISON has been working on for some time to become not only a carbon-neutral organization, but even carbon-negative by the end of the decade, **are based on several pillars where there is potential for energy savings: Certifications, Partnerships for sustainability needs, Carbon emissions calculator, Hardware, Operations, Content, Environmental performance, and Lifecycle Management.**



## Certifications

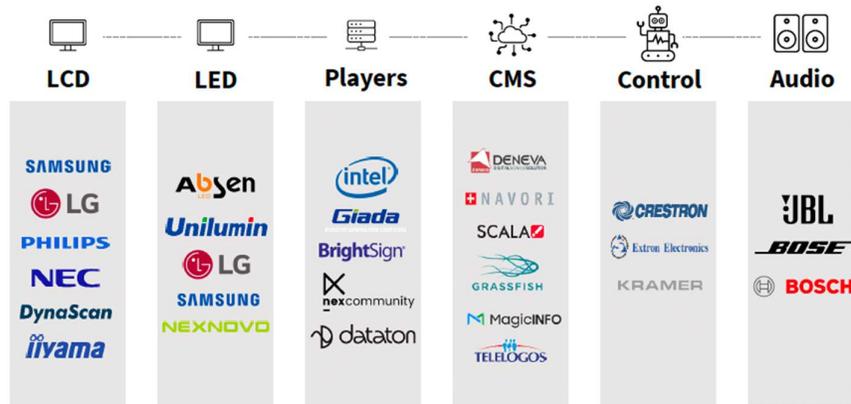
TRISON, aware of the importance of maintaining high levels of quality, has implemented a Management System in its organization that covers aspects of quality management and environmental management, based on the ISO 14001 standard. With this certification, TRISON provides requirements related to environmental systems, life cycle analysis, environmental challenges, and climate change.





## Partners

We are proud to be an internationally recognized leader in sustainability. We work with all the leading brands in the market, who provide us with specific and exclusive products, as shown in the following figure:



**TRISON**

This allows us to select the best option from different suppliers depending on the product/country, thus giving our customers the ideal combination in terms of sustainability.

As for the three main manufacturers of **digital signage, they are adapting their products and services** to the new normal

- Over the past five years, NEC has developed a wide range of features and tools that enable users to utilize their national and global digital signage more sustainably, while the rest of the industry has focused more on larger, brighter, and higher-resolution displays. NEC predominantly uses metal housings and designs components that can be easily repaired or replaced. As one of the first providers of visual solutions, it also integrated ambient light sensors that adapt backlight brightness to the environment.
- At the product level, Samsung made a significant leap forward in green signage in early 2021. Samsung has become noticeably more sustainable in both product development (materials, energy consumption, reparability) and product management (packaging).
- Like Samsung, LG Electronics is lagging behind in its complete transition to 100% renewable energy. LG plans to use only renewable energy by 2050. But recently, sustainable product design and, above all, eco-friendly signaling features have been made available to LG hardware users. Reducción Emisiones Carbono

The carbon emissions from the life cycle of digital signage displays are one of the most relevant green signage topics today.

It is known that over 80% of emissions occur while displays are in use. While the remaining emissions, especially those related to materials, offer significant potential for improvement, green signage initiatives and ecodesign should primarily focus on how to operate displays more sustainably.

This includes energy-efficient hardware, remotely managed infrastructure, and energy-efficient operations. It is important to understand that over 80% of a display's lifetime carbon emissions occur during its normal use (5 to 8 years).

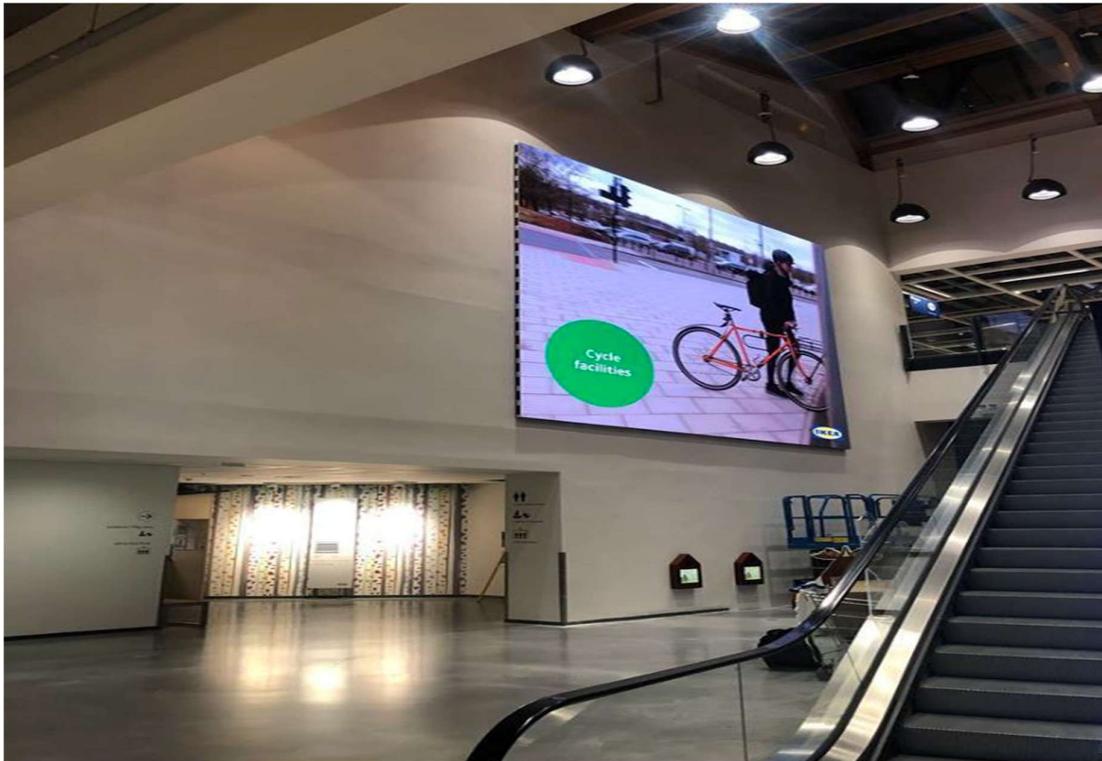
## Implementation of plans to reduce the carbon footprint

---

Reducing the carbon footprint of global deployments involves taking conscious and strategic steps to minimize greenhouse gas emissions associated with the project. Here are some effective ways to achieve this.:

- **Initial Carbon Footprint Assessment:** A comprehensive carbon footprint assessment of the project is conducted. The main sources of emissions are identified, including travel, freight transport, and energy use in offices and data centers. This assessment will serve as the basis for establishing reduction targets.
- **Logistics Optimization:** Minimize transport distances and use more sustainable transport methods whenever possible. Prioritize local suppliers and partners to reduce the need for international shipments and freight transport.
- **Sustainable Technologies and Practices:** Sustainable technologies and practices are employed in project implementation. This may include the use of renewable energy, efficient cooling systems, LED lighting, energy-efficient equipment, and digital solutions to reduce paper use and travel requirements.
- **Virtual Travel and Meetings:** Encourage the use of virtual meetings and videoconferences instead of in-person travel. Reducing the number of flights and trips will significantly contribute to lowering the carbon footprint.
- **Training and awareness:** Educating employees and teams involved in the project about the importance of sustainability and how they can contribute to reducing the carbon footprint in their daily activities.
- **Waste minimization:** Implement practices that reduce waste generation and promote recycling and reuse. This may involve using recycled materials and adopting zero-waste policies..
- **Supply chain management:** Working with suppliers committed to sustainability and assessing their environmental performance to ensure the entire supply chain operates responsibly.
- **Measurement and monitoring:** Establish performance indicators to measure progress in reducing the carbon footprint. Monitor and report results regularly to maintain accountability and transparency..
- **Stakeholder engagement:** Communicate and collaborate with all stakeholders, including customers, employees, and local communities, to gain their support and share the commitment to sustainability.

The collective application of these measures will significantly reduce the carbon footprint of global deployments and contribute to a more sustainable implementation process..



The collective implementation of these measures will significantly reduce the carbon footprint in global implementations and contribute to a more sustainable implementation process.

## Hardware

The hardware used is a key factor when it comes to potential savings. Since their introduction, LEDs have been seen as a particularly energy-efficient light source.

But if you look at energy efficiency, it's not so optimal because two-thirds of the power you put into an LED is typically lost. In reality, approximately one-third is used. The rest is emitted as heat, as with other light sources..

TRISON has been working with ABSEN for many years.

ABSEN is the world's largest LED exporter, holding the number one position for ten consecutive years among all Chinese LED display manufacturers due to the high reliability and quality of its products, its wide range of products for fixed outdoor installations, fixed indoor installations, and ultra-high definition, and the diversity of applications and markets its products serve, such as Retail, OOH, Sports, Corporate, and Control Room. Trison relies on ABSEN as a leading supplier..

Furthermore, conventional LEDs also make contact on the upper light-emitting surface, leading to some loss of light output. Since the light-emitting surface also becomes smaller as the pixel size decreases, but the contact wires remain the same, this has a negative impact on energy efficiency.

There is also a technical solution here: flip chip technology. The display manufacturer Samsung already uses this technology for "The Wall" displays with a pixel size of 0.8 mm, and other manufacturers are also using it. Energy savings could be achieved if manufacturers generally used flip chips for pixel sizes below 2 mm, for example.

TRISON recently implemented this solution for the INDITEX GROUP. In the area of green energy, TRISON has implemented solar-powered technology: The Gridserve electric forecourt is one of the most modern service stations in the world. Electromobility and sustainability merge there: information is presented digitally with custom LED totems, installed by TRISON.

The company supplied the large LED wall for the brand, with messages at the rear of the showroom, as well as many other digital signage solutions in the building: from menu boards in the cafeteria to interactive signs on meeting room doors and outdoor DooH totems.

In line with the theme of sustainability, the Electric Patio is intended to represent that all the technology in the building is powered by solar energy.

## Transactions

Depending primarily on the energy mix, digital signage operations can account for up to 80 percent of the total lifecycle carbon footprint. By following a few simple guidelines, any digital signage network operator can reduce energy consumption with the following measures:

1. Turn off screens: TRISON strongly recommends turning off screens completely instead of displaying them in black or standby mode. If the screen is not turned off completely, but only emits a signal and turns black, it can consume up to 20 percent of the maximum power consumption..
2. With a remote solution, switching on and off can be deliberately controlled. Both event-based and scheduled shutdowns are possible. Adding sensor-based monitoring further increases the likelihood of fault-free operation. Measurements of power consumption and nine electrical parameters, for example, provide information about device malfunctions. In addition, the environment can be monitored using temperature and humidity sensors. Actions taken from this monitoring can, in turn, extend the lifespan of the digital signage system: for example, a fan that activates when a certain temperature threshold is exceeded..
3. Reduce brightness. Most professional digital signage displays incorporate brightness sensors to automatically control the screen's backlighting. It is still common practice to leave the sensor deactivated to obtain a brighter image quality with more accurate colors. However, operating displays at a higher brightness than necessary comes at the cost of a shorter lifespan—heat dissipation reduces the life of electronic components—increased energy consumption, and light pollution..
4. External Media Players vs. Integrated SoCs and Slot Players: An external player consumes additional power. On the other hand, an integrated SoC player cannot be disabled. However, more sophisticated touchpoint concepts require sufficient computing power, which is only available in external or slot players. From an environmental signage perspective, slot players have an advantage over external players, as they share a common power infrastructure with the display.



## Content

It is common knowledge that energy consumption also depends on the content.

Basically, white content consumes more energy than dark content. The darker the image content and the lower the brightness of the light content, the lower the energy consumption.

TRISON strongly recommends that its customers use dark colors instead of white on LED displays or reduce animations for LCDs, and produces content using these same principles in our studios..

## **Lifecycle management**

Technology changes, and it changes faster than ever.

In advanced technology projects, it is essential for Trison to maintain constant contact with vendors, manufacturers, and the broader technology ecosystem to keep our clients up-to-date with market trends and emerging technologies, and to implement these changes in existing projects. Therefore, with a focus on Continuous Improvement, we propose creating a dedicated committee called “Future Proof - Lifecycle Management,” comprised of members and teams specializing in Digital Development..

This committee is scheduled to meet every 6 months and its main objectives are:

- Review the latest market trends (State of the art in the Audiovisual sector), monitoring emerging technologies and value-added features.
- Review the Client's Digital Concept and identify potential threats to its medium-term implementation (end of life of certain products, emerging technologies, etc.).
- Propose possible alternatives if necessary, and reach a consensus with the Client regarding their potential implementation.

## **Environmental Performance**

TRISON conducts and documents an annual environmental risk and impact analysis to determine if high-impact risks exist and if risk mitigation measures should be implemented.

Compliance with the above principles and objectives is ensured through the application of the environmental management system and the collaboration of all TRISON personnel and their contribution to improving conditions that help us preserve the environment.

Thus, TRISON has an integrated management system for quality, environment, occupational health and safety, business continuity, information security, and IT service management implemented at the Sada workplace (Central Services).

Furthermore, to ensure that the policies are known to all staff, suppliers, subcontractors, and the general public, the organization distributes copies of them and they are also posted on the corporate intranet and the TRISON website. From a coordination standpoint, environmental responsibility rests with the EHS Manager, appointed by the Board of Directors, who, regardless of other responsibilities, has the responsibility and authority to:

- Ensure that the processes and requirements necessary for the integrated management system are established, implemented, and maintained.
- Report to senior management on the performance of the integrated management system and any need for improvement.
- Ensure that awareness of customer requirements is promoted at all levels of the organization.

## **DETERMINATION AND EVALUATION OF ENVIRONMENTAL ASPECTS**

The main direct and indirect environmental aspects identified are the following

### **RESOURCE CONSUMPTION**

- Electricity consumption.
- Water consumption.
- Fuel consumption.
- Paper consumption.
- Cleaning product consumption.
- Toner consumption.

### **WASTE GENERATION**

Generation of Hazardous Waste:

- Generation of contaminated aerosol waste.
- Waste from fluorescent and sodium lamps.
- Waste from batteries.
- Waste from used batteries.
- Waste from expired medications.

Generation of Non-Hazardous

Waste not classified as municipal waste:

- Waste from electrical and electronic equipment.
- Waste toner.
- Metal waste.
- Wood waste.

Generation of Non-Hazardous Solid Urban Waste or Similar Waste:Residuos urbanos.

Paper and cardboard waste.

- Plastic waste

### **NOISE-INDUCED SICKNESS**

Noise generation

### **SPILLS**

Discharge of wastewater and sewage.

### **ATMOSPHERIC EMISSIONS**

Emissions from combustion gases and electricity consumption.

### **And in EMERGENCY SITUATIONSIncendio**

- Burned waste (wood, plastics, computer equipment, etc.).
- Emissions of polluting gases.
- Dumping of hazardous waste..
- **Accidental spill of hazardous or similar waste.**
- **Water and electricity pipe breaks.**
  - Construction and demolition waste (concrete, plastic, metal, etc.).
  - Wastewater discharge.

### **Refrigerant gas leaks from air conditioning equipment in facilities.**

- Emission of gases into the atmosphere.

Environmental aspects are identified through examination and analysis of production and auxiliary processes. These identified aspects are evaluated based on their environmental impact, considering technical and objective criteria that, according to the characteristics of each aspect, determine its significance.

Those aspects deemed significant as a result of the evaluation form the basis for establishing objectives and targets to achieve the commitment to continuous improvement, as outlined in the Group's environmental policy..



**CONSUMPTIONS**

As with the other identified environmental aspects, consumption derived from TRISON's activities is monitored in order to have information on the trend of these aspects and to evaluate the establishment of improvement actions..

The following table shows the electricity consumption of **Sada's** headquarters:

YEAR	QUANTITY	AVERAGE	INDICATOR	AVERAGE
2024	200.284,00	Kw.h	1.152,16	Kw.h/per
2023	216.143,00	Kw.h	1.095,78	Kw.h/per
2022	166.198,00	Kw.h	1.312,09	Kw.h/per
2021	120.356,00	Kw.h	1.719,37	Kw.h/per
2020	171.909,70	Kw.h	3.496,47	Kw.h/per
2019	228.904,10	Kw.h	2.972,78	Kw.h/per
2018	222.222,00	Kw.h	2.248,45	Kw.h/per



Regarding electricity consumption during the period, the percentage of renewable energy established by each supplier was used. The absolute value presented shows a moderate increase, primarily due to increased activity.

Water consumption at Sada's headquarters during the fiscal year was as follows::

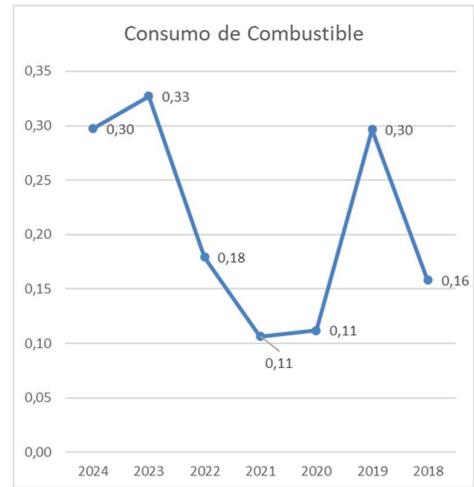
YEAR	QUANTITY	AVERAGE	INDICATOR	AVERAGE
2024	579	m3	3,33	m3/ pers.
2023	474	m3	2,40	m3/ pers.
2022	428	m3	3,38	m3/ pers.
2021	279	m3	3,99	m3/ pers.
2020	341	m3	6,94	m3/ pers.
2019	420	m3	5,45	m3/ pers.
2018	472	m3	4,78	m3/ pers.



There has been an increase compared to the previous period due to increased activity and a larger workforce during this time. All water consumption at the workplaces is drawn from municipal supply networks..

Fuel consumption has been:

YEAR	QUANTITY	AVERAGE	INDICATOR	AVERAGE
2024	20.173,05	litros	0,30	Litros / m€
2023	20.723,49	litros	0,33	Litros / m€
2022	9.378,73	litros	0,18	Litros / m€
2021	3.316,44	m3	0,11	Litros / m€
2020	2.343,52	m3	0,11	Litros / m€
2019	6.743,97	m3	0,29	Litros / m€
2018	5.643,97	m3	0,16	Litros / m€



Fuel consumption has decreased slightly compared to the previous year. This is due to a reduction in the number of construction projects located in areas quite far from our headquarters, which means fewer employee commutes and lower fuel consumption.

Paper consumption at Sada's headquarters has been:

YEAR	QUANTITY	AVERAGE	INDICATOR	AVERAGE
2024	71,61	Boxes of paper	0,0011	Boxes of paper / m€
2023	62,92	Boxes of paper	0,0010	Boxes of paper / m€
2022	57,60	Boxes of paper	0,0011	Boxes of paper / m€
2021	48,93	Boxes of paper	0,0016	Boxes of paper / m€
2020	44,23	Boxes of paper	0,0021	Boxes of paper / m€
2019	167,27	Boxes of paper	0,0074	Boxes of paper / m€
2018	178,65	Boxes of paper	0,0050	Boxes of paper / m€



No recycled paper was used. Paper consumption increased during the period due to a larger number of office workers, although in relative terms there has been a downward trend in recent years.

The toner consumption at Sada's headquarters has been:

YEAR	QUANTITY	AVERAGE	INDICATOR	AVERAGE
2024	8,91	Unit	0,00013	Unit / m€
2023	7,80	Unit	0,00012	Unit / m€
2022	7,12	Unit	0,00014	Unit / m€
2021	6,09	Unit	0,00020	Unit / m€
2020	5,48	Unit	0,00026	Unit / m€
2019	20,82	Unit	0,00092	Unit / m€
2018	21,57	Unit	0,00060	Unit / m€



The toner used is not recycled. During this period, ink and toner consumption has increased compared to the previous year due to a larger number of employees in the office..

### DISCHARGES

The discharges produced during TRISON's activities that require monitoring are wastewater discharges into sewage systems resulting from the cleaning of facilities and restrooms, as well as those generated by emergency situations. For each of these, corresponding operational controls have been established to track trends and reduce their associated impact.

### ATMOSPHERIC EMISSIONS / GREENHOUSE GASES

During the period, the carbon footprint was calculated in accordance with ISO 14064-1 and verified by an external certification body.

This report contains the greenhouse gas (GHG) inventory for 2024, with the following considerations:

- Collects emissions from the GROUP's activities carried out at the facilities of Jusede Investments, S.L. (Sole Proprietorship) and Subsidiaries in the 2024 fiscal year.
- GHG emissions consolidation is addressed from an operational control perspective.

The report has been prepared in accordance with the requirements set out in the UNE-EN ISO 14064-1 Greenhouse Gases. Part 1: Specification with guidance, at the organizational level, for the quantification and reporting of greenhouse gas emissions and removals, dated October 2019.

The workplaces included in the calculation of greenhouse gas emissions are

HEADQUARTERS	ADDRESS
Headquarters Jusede Investments, S.L	C/ Espíritu Santo 72B, 15168 Sada, A Coruña.
Barcelona	Doctor Trueta, 203 - 3ª planta. Poblenou, 08005 Barcelona. C/ Xarel.Lo, 3. 08758, Cervelló, Barcelona.
Madrid	C/ Modesto Lafuente, 41. 28003, Madrid.
Germany - Stuttgart	Albert-Einstein-Straße 2, 70806 Kornwestheim, Alemania.
China - Shanghai	91 Songnan Rd., Qiandeng, Kunshan, Jiangsu Province (P.R. China).
UK- London	9/10 Crane Mead Business Park, Ware, Hertfordshire, SG12 9PZ.
France - París	12 Rue du Fort de Saint-Cyr 78180 Montigny-le-Bretonneux, Francia.
Mexico - Queretaro	CCtra. Anillo vial Fray Junípero Serra,16950-14 Micro parque Industrial Sotavento, Colonia Paseos del Pedregal – 76148 – Santiago de Querétaro.
Japan - Tokyo	1F Komazawa DS Bldg, 4 7 3 Kamiuma, 154 0011, Setagaya, Tokyo.
United Arab Emirates -Dubái	P.O. Box 58090, Dubai

TRISON's emissions are calculated using an operational control approach, i.e., based on those activities/contracts over which it has the authority to introduce and implement its operational policies..

**Operational Limit:**

Emissions associated with TRISON's activities are quantified considering the following categories:

**Category 1:**

Direct emissions at TRISON are those that occur at sources that are controlled or owned by the company, and come from its operational center in Sada and its subsidiaries and activities, and are associated with:

- Emissions associated with combustion from mobile sources: emissions derived from fuel consumption associated with fleet travel.
- Emissions associated with combustion from stationary sources: emissions derived from fuel consumption for electricity generation. There are no stationary combustion sources at the company.

- Fugitive emissions: of refrigerant gases in the workplace's air conditioning equipment included in the scope of the calculation and of refills/re-stamping of the fire extinguishing system..

There are no emissions of NF3, SF6, HPCs, or PFCs, nor are any other types of sulfur or nitrogen oxide emissions generated other than those covered by the greenhouse gases mentioned above. Therefore, the determination of total annual air emissions does not apply.

**Category 2:**

Indirect emissions at TRISON come from its operating centers and subsidiaries and are associated with the consumption of electricity by their equipment.

**Category 3:**

Indirect GHG emissions calculated for transport in TRISON come from mobile sources beyond the organization's control associated with employees' daily commutes from home to work (commuting). All other transport carried out by the organization will be calculated within category 4 (purchases of goods and services). (Business travel by plane, boat, and train, freight transport, etc.).

**Category 4:**

TRISON's indirect emissions in category 4 are those derived from purchases of goods and services made during the fiscal year..

**Category 5 and 6:**

- Indirect GHG emissions caused by the use of TRISON products would come from:
  - Product use
  - End of useful life
  - Investments: equity debt, investment debt, project financing, and others

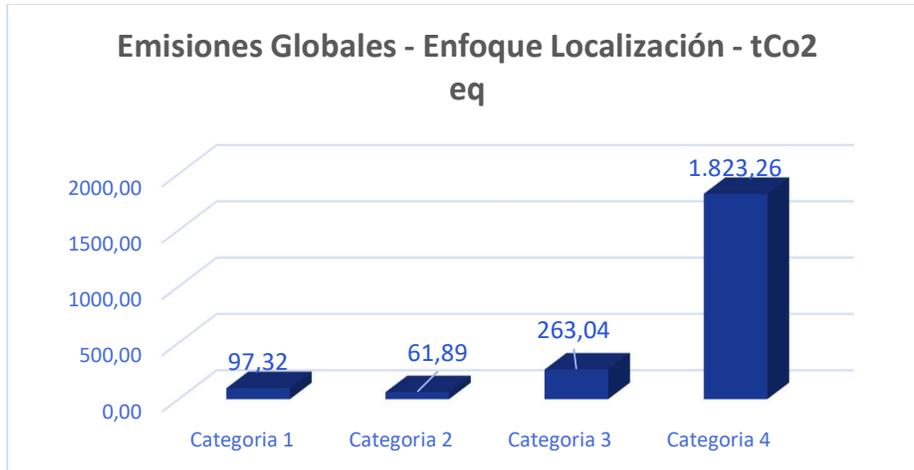
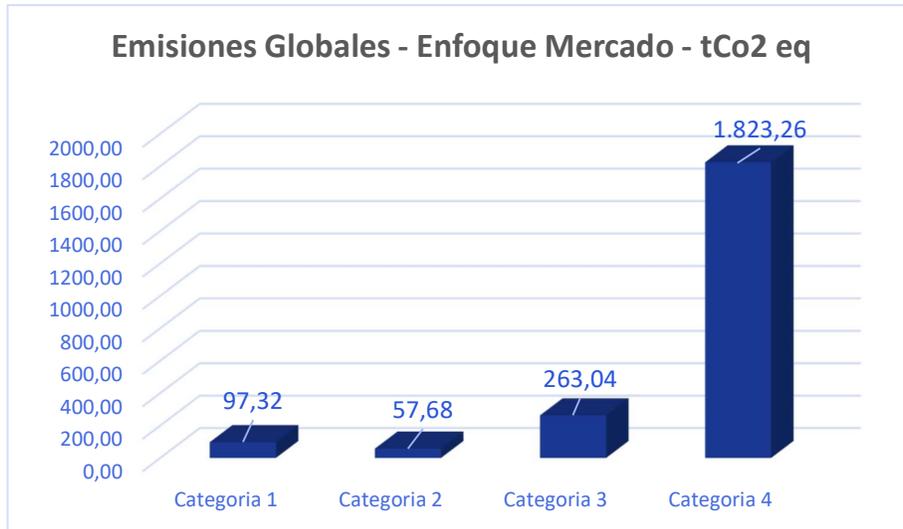
TRISON does not manufacture products or consider derivative financial investments to be relevant, and therefore does not include category 5 and 6 emissions..

The Footprint data is specified below and refers to a calendar year, specifically the year 2024.

EMISSIONS 2024	tCO <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq
<b>DIRECT</b>				MARKET FOCUS	AL FOCUS LOCATION
<b>Category 1</b>	96,94	0,73	1,25	97,32	97,32
<b>INDIRECT</b>					
<b>Category 2</b>				57,68	61,89
<b>Category 3</b>				263,04	263,04
<b>Category 4</b>				1.823,26	1.823,26

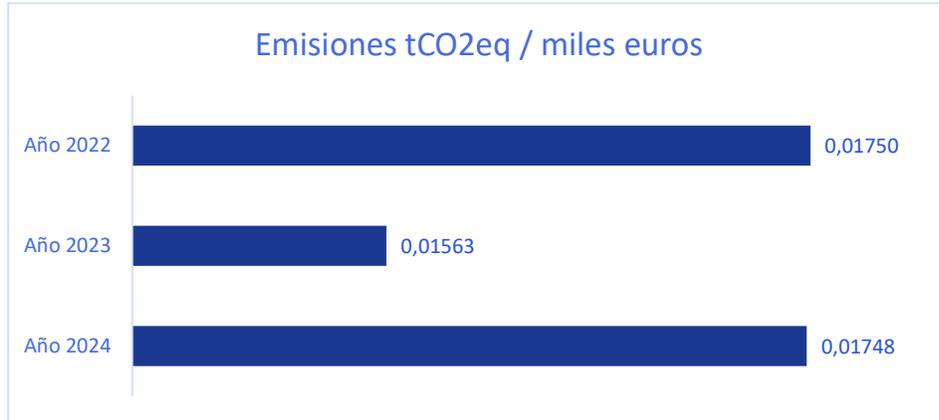
<b>Total</b>				<b>2.241,29</b>	<b>2.245,50</b>
--------------	--	--	--	-----------------	-----------------

GRAPHICALLY:



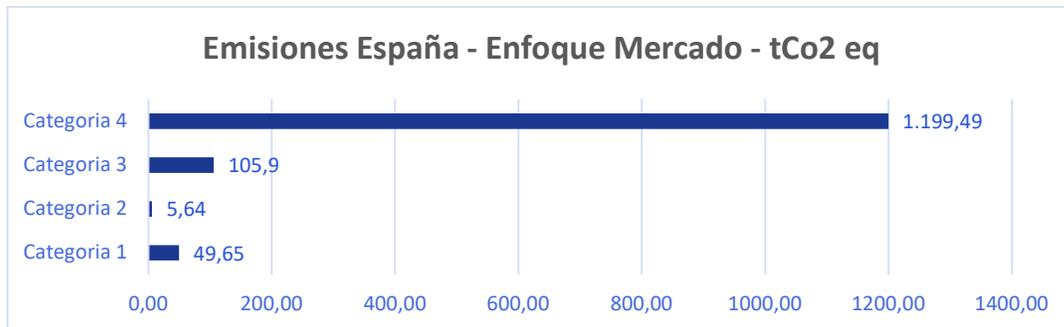
Emissions in relative terms for 2024 were 0.01748 tCO<sub>2</sub> eq/thousand euros.

The evolution of the last two financial years in graphical terms is as follows::



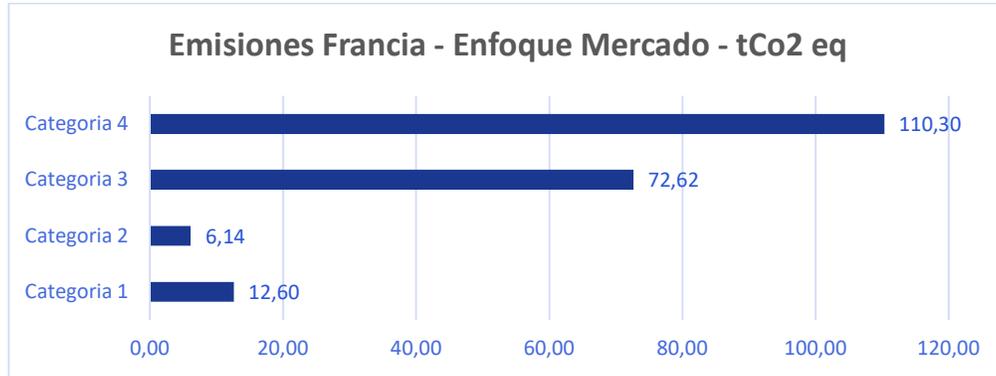
The greenhouse gas emissions data for the TRISON group by country are specified below:

EMISSIONS SPAIN	tCO <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq
Directas				Enfoque Mercado	Enfoque Localización
<b>Category 1</b>	49,28	0,72	1,25	<b>49,65</b>	49,65
INDIRECTS					
<b>Category 2</b>				<b>5,64</b>	29,2
<b>Category 3</b>				105,9	105,90
<b>Category 4</b>				1.199,49	1199,49
<b>Total Category 1 +2+3+4</b>	<b>49,28</b>	<b>0,72</b>	<b>1,25</b>	<b>1.360,68</b>	<b>1.384,218</b>

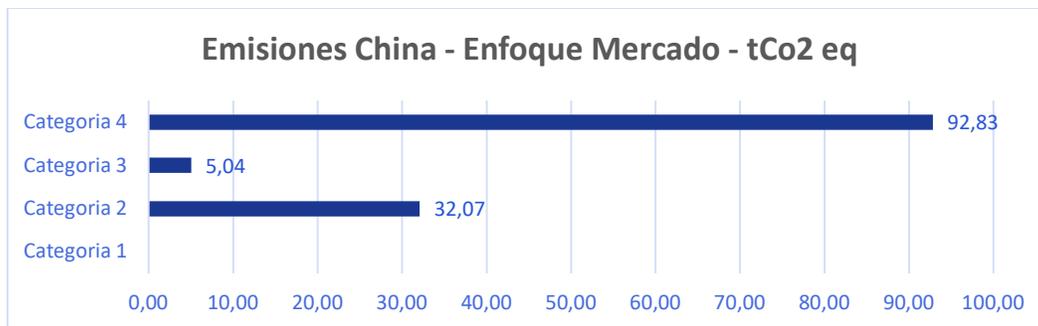


EMISSION FRANCE	tCO <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq
DirectS				Market approach	Localization Approach
<b>Category 1</b>	12,60	0,001	0,001	12,60	12,60
Indirects					
<b>Category 2</b>				6,14	6,96
<b>Category 3</b>				72,62	72,62
<b>Category 4</b>				110,30	110,30

<b>Total Category 1 +2+3+4</b>	<b>12,60</b>	<b>0,00</b>	<b>0,00</b>	<b>201,65</b>	<b>202,48</b>
--------------------------------	--------------	-------------	-------------	---------------	---------------

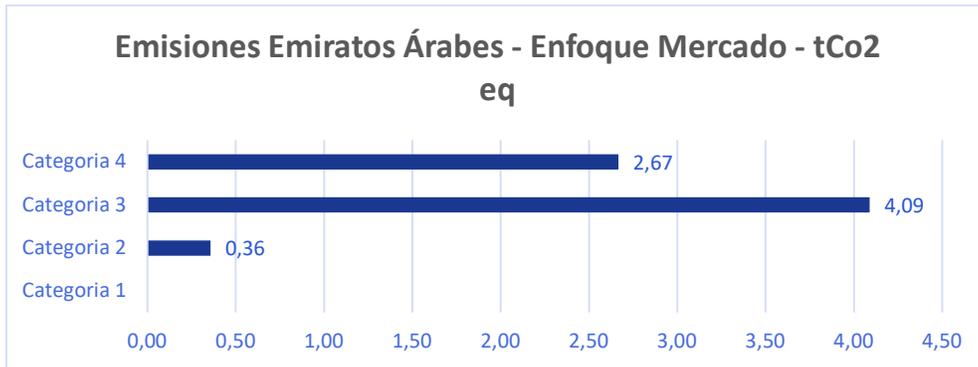


EMISIONES CHINA	tCo <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCo <sub>2</sub> eq	tCo <sub>2</sub> eq
Directs				Market approach	Localization Approach
<b>Category 1</b>					
Indirects					
<b>Category 2</b>				32,07	20,39
<b>Category 3</b>				5,04	5,04
<b>Category 4</b>				92,83	92,83
<b>Total Category 1 +2+3+4</b>				<b>129,95</b>	<b>118,26</b>

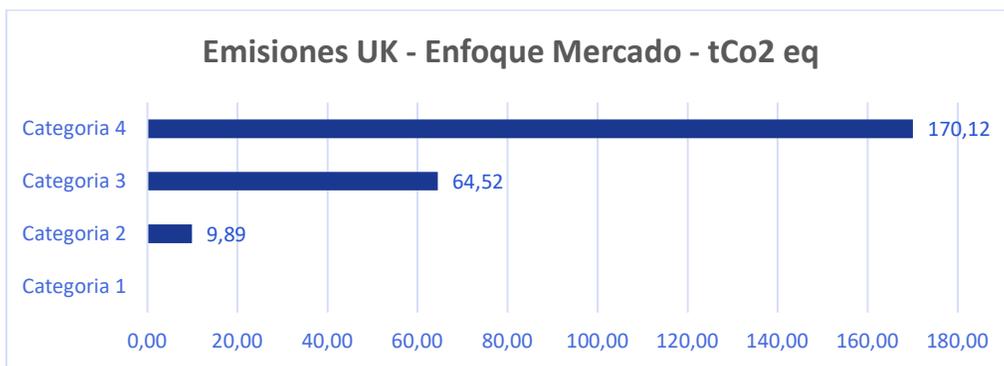


EMIRATES ARAB EMIRATES EMISSIONS	tCo <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCo <sub>2</sub> eq	tCo <sub>2</sub> eq
Directs				Market approach	Localization Approach
<b>Category 1</b>					
Indirects					
<b>Category 2</b>				0,36	0,25
<b>Category 3</b>				4,09	4,09

<b>Category 4</b>				2,67	2,67
<b>Total Category 1 +2+3+4</b>				<b>7,11</b>	<b>7,00</b>

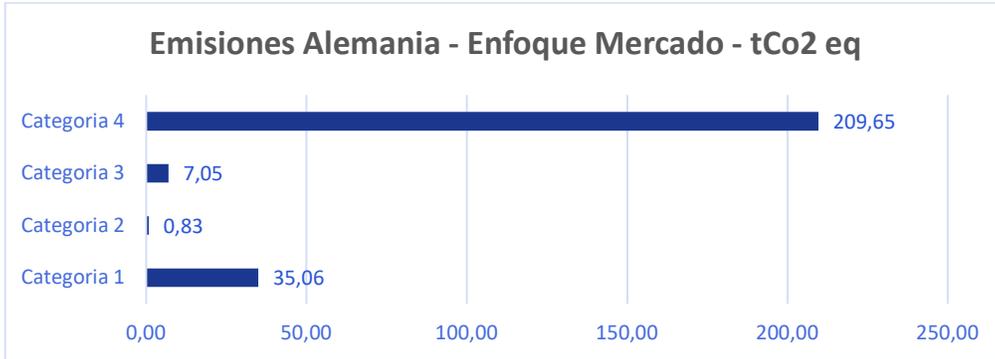


EMISSIONS UK	tCO <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq
Directs				Market approach	Localization Approach
<b>Category 1</b>					
Indirects					
<b>Category 2</b>				9,89	3,82
<b>Category 3</b>				64,52	64,52
<b>Category 4</b>				170,12	170,12
<b>Total Category 1 +2+3+4</b>				<b>244,52</b>	<b>238,46</b>

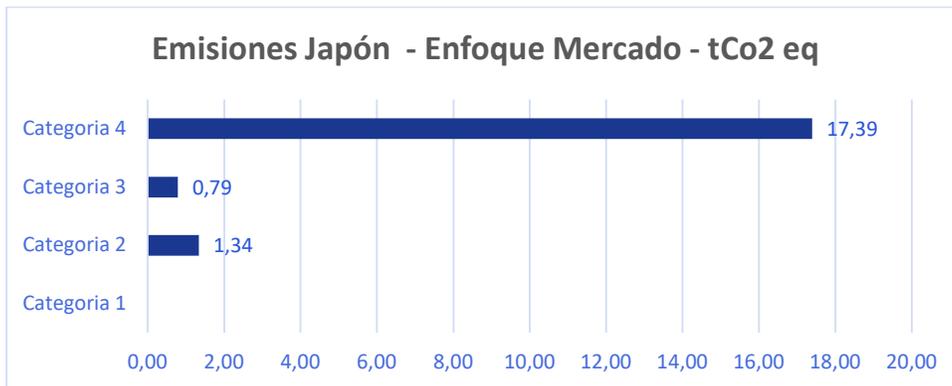


EMISSIONS ALEMANIA	tCO <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq
Directs				Market approach	Localization Approach
<b>Category 1</b>	35,05	0,01	0,00	35,06	35,06
Indirects					
<b>Category 2</b>				0,83	0,24

<b>Category 3</b>				7,05	7,05
<b>Category 4</b>				209,65	209,65
<b>Total Category 1 +2+3+4</b>	<b>35,05</b>	<b>0,01</b>	<b>0,00</b>	<b>252,59</b>	<b>252,00</b>

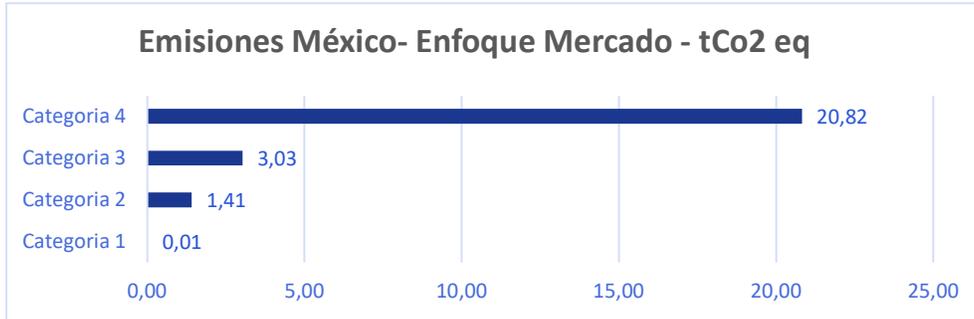


EMISIONES JAPÓN		tCO <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq
Directs					Market approach	Localization Approach
<b>Category 1</b>						
Indirects						
<b>Category 2</b>					1,34	0,47
<b>Category 3</b>					0,79	0,79
<b>Category 4</b>					17,39	17,390
<b>Total Category 1 +2+3+4</b>					<b>19,52</b>	<b>18,65</b>

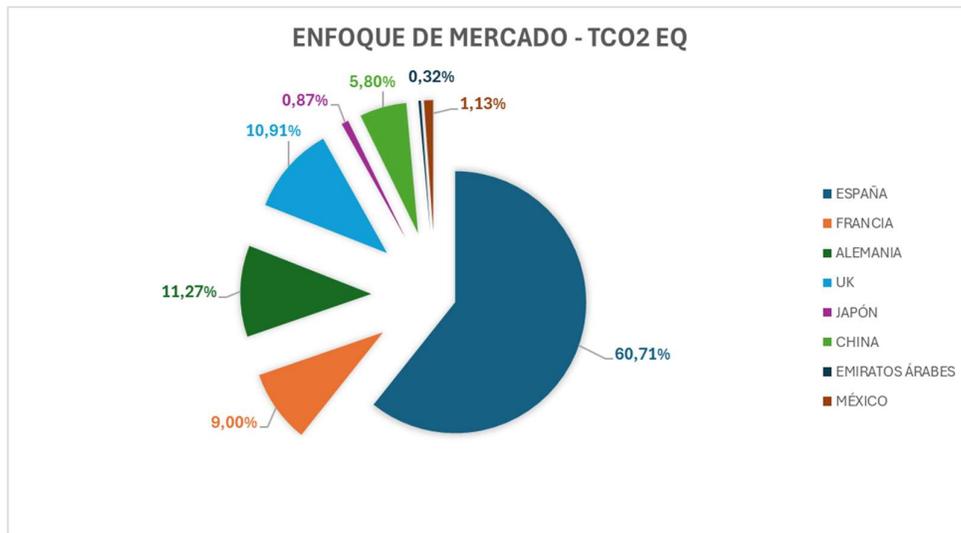


EMISIONES MÉXICO		tCO <sub>2</sub>	kgCH <sub>4</sub>	kgN <sub>2</sub> O	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq
Directs					Market approach	Localization Approach
<b>Category 1</b>					0,01	0,01
Indirects						
<b>Category 2</b>					1,41	0,59

<b>Category 3</b>				3,03	3,03
<b>Category 4</b>				20,82	20,82
<b>Total Category 1 +2+3+4</b>				<b>25,27</b>	<b>24,45</b>



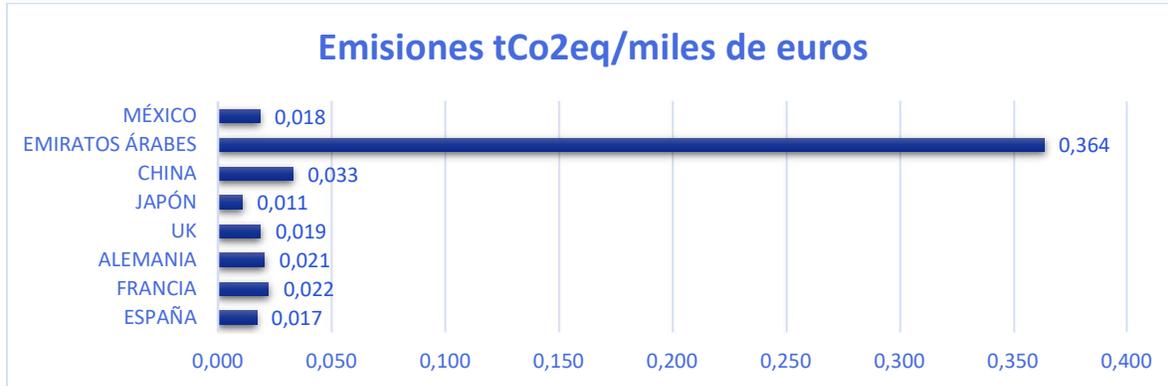
Thus, the emission of tons of COeq by country is:



In relative terms by country:

COUNTRY	tCO <sub>2</sub> eq / miles euros
SPAIN	0,017
FRANCE	0,022
GERMANY	0,021
UK	0,019
JAPAN	0,011
CHINA	0,033
UNITED ARAB EMIRATES	0,364
MEXICO	0,018

Graphically:



The main greenhouse gas generated by the company's activities is CO<sub>2</sub>, as shown in the tables and graphs in the previous points.

### EMISSIONS MINIMIZATION PLAN

TRISON has a minimization plan for the period 2023-2026.

**OBJETIVO N° 1**

**Reducir en un 10% para el año 2026, las emisiones relativas de huella de carbono con relación al año 2023.**

- Valor de partida 2023 -- 2.071,40 t CO<sub>2</sub>eq (año base 2023) - (Valor partida = 0,01738 t CO<sub>2</sub>eq/miles euros)
- Valor objetivo 2026 -- 1.864,26 t CO<sub>2</sub>eq (Valor año objetivo 2026 – 0,015642 t CO<sub>2</sub>eq/miles euros)

The proposed target was not achieved as of December 31, 2024, either in terms of gross emissions related to the carbon footprint or in terms of the relative value with respect to turnover. From a global perspective, this increase was due to a greater number of purchases of goods and services derived from our activity.

Although the result was not as desired at the end of this financial year, it is worth noting the substantial improvement observed in indirect category 2 emissions (emissions derived from electrical energy sources), with a reduction of more than 50% in market emissions compared to 2023. This improvement was due to the choice of electricity suppliers with an emission factor of 0 (all energy comes from renewable sources).

**NOISE**

As a result of the activity carried out by TRISON, noise does not generate significant noise pollution, and in accordance with the guidelines set out in environmental management, all occasional work likely to generate noise (repairs, facility improvements, etc.) is carried out around midday and always using appropriate, inspected equipment in accordance with the manufacturer's specifications.

**WASTE**

At TRISON, the control, storage, and management of each type of waste generated in its activities has been defined. Thus, waste is segregated at source and deposited in clearly identified drums, containers, or bins for subsequent management in accordance with the applicable requirements.

The waste is not treated for reuse or recovery, but is delivered to authorized waste managers to carry out reuse or recovery treatments, if applicable.

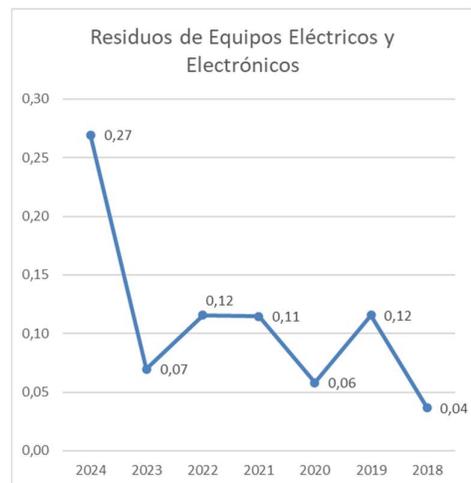
The total amount of waste delivered in 2023 for reuse/recovery was 37,130.72 kilograms, while the amount delivered for disposal was 5.00 kilograms.

In the case of waste generated in the centers by external personnel (cleaning and maintenance of facilities), the corresponding environmental guidelines have been defined to ensure proper management and have been communicated to the supplier. If any deviation is detected, TRISON takes measures to ensure that the supplier carries out proper environmental management..

The main types of waste managed were as follows:

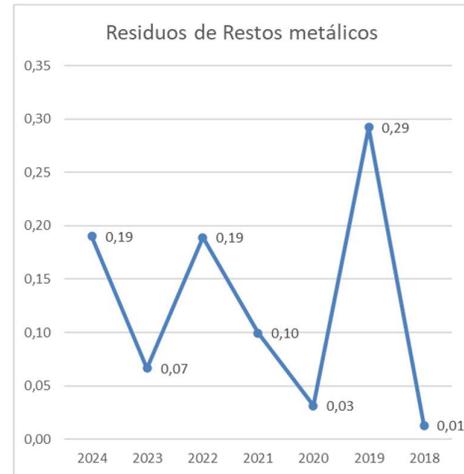
**Waste Electrical and Electronic Equipment:**

YEAR	QUANTITY	MEASURE	INDICATOR	MEASURE
2024	18.283,00	kg	0,27	kg / m€
2023	4.416,00	kg	0,07	kg / m€
2022	6.058,00	kg	0,11	kg / m€
2021	3.576,00	kg	0,11	kg / m€
2020	1.215,85	kg	0,06	kg / m€
2019	2.632,00	kg	0,11	kg / m€
2018	1.315,00	kg	0,04	kg / m€



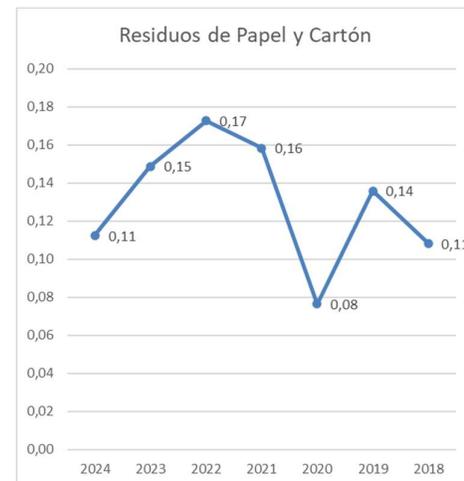
**Metal Scrap Waste:**

YEAR	QUANTITY	MEASURE	INDICATOR	MEASURE
2024	12.903,00	kg	0,19	kg / m€
2023	4.203,00	kg	0,07	kg / m€
2022	9.898,00	kg	0,19	kg / m€
2021	3.100,00	kg	0,10	kg / m€
2020	660,00	kg	0,03	kg / m€
2019	6.640,00	kg	0,30	kg / m€
2018	460,00	kg	0,01	kg / m€



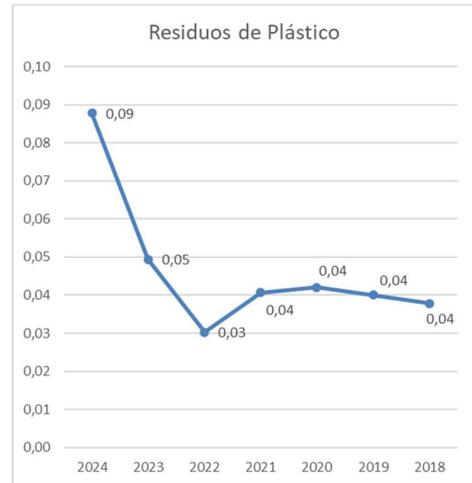
**Paper and Cardboard Waste:**

YEAR	QUANTITY	MEASURE	INDICATOR	MEASURE
2024	7.629,58	kg	0,11	kg / m€
2023	9.432,87	kg	0,15	kg / m€
2022	9.045,00	kg	0,17	kg / m€
2021	4.940,00	kg	0,16	kg / m€
2020	1.600,00	kg	0,08	kg / m€
2019	3.090,00	kg	0,14	kg / m€
2018	3.870,00	kg	0,11	kg / m€



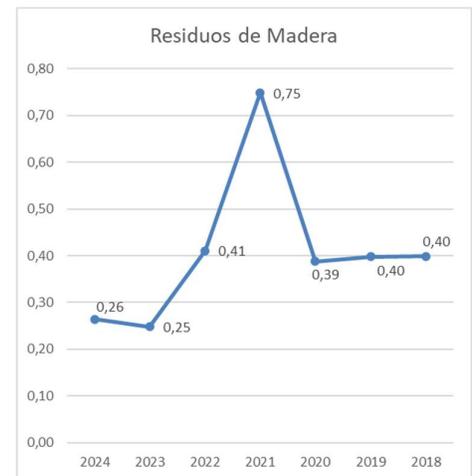
**Plastic Waste:**

YEAR	QUANTITY	MEASURE	INDICATOR	MEASURE
2024	5.951,20	kg	0,09	kg / m€
2023	3.128,00	kg	0,05	kg / m€
2022	1.585,00	kg	0,03	kg / m€
2021	1.270,00	kg	0,04	kg / m€
2020	880,00	kg	0,04	kg / m€
2019	910,00	kg	0,04	kg / m€
2018	1.350,00	kg	0,04	kg / m€



**Wood Waste:**

YEAR	QUANTITY	MEASURE	INDICATOR	MEASURE
2024	17.910,00	kg	0,26	kg / m€
2023	15.723,00	kg	0,25	kg / m€
2022	21.470,00	kg	0,41	kg / m€
2021	23.340,00	kg	0,75	kg / m€
2020	8.120,00	kg	0,39	kg / m€
2019	9.035,00	kg	0,40	kg / m€
2018	14.250,00	kg	0,40	kg / m€



**CONCLUSIONS:**

Over the years, we can consider TRISON's environmental performance in quantifiable terms and in terms of waste management to be satisfactory. Special emphasis should be placed on the control to which all significant environmental aspects and those that are not significant are subject.

During the 2024 financial year, significant aspects have increased due to several factors: higher turnover during the period, many projects in progress, and shorter project durations..

**EMERGENCY SITUATIONS**

Currently, there have been no emergency situations at TRISON facilities. There have been no emergency situations at customer facilities where Group companies have carried out their work. It has been verified that there is an emergency plan in place and that operational control of potential waste generated is fully effective..



**ENVIRONMENTAL OBJECTIVES AND ACTIONS**

A program of environmental objectives for 2024 has been proposed for the head office and ISO 14001-certified offices, consisting of reducing energy consumption (electricity). This objective has not been achieved in this financial year.

**COSTS ARISING FROM ENVIRONMENTAL ACTIONS**

In recent years, actions related to the protection and improvement of the environment have been carried out, consisting of the proper environmental management of waste and other environmental impacts generated in the course of our activities, thanks to the maintenance of environmental management systems in the certified workplace and the monitoring of good environmental practices defined in the rest.

As of December 31 of this fiscal year, there are no contingencies related to the protection and improvement of the environment.

The estimated expenditure incurred in environmental management and environmental actions during 2024 has been:

ACTION	AMOUNT
WASTE MANAGEMENT	23.259,62 €
CONSULTING TEMPO CONSULTANTS	13.531,60€
CERTIFICATION	2.000,00€
TOTAL	38.791,22€



## **LEGAL COMPLIANCE**

TRISON continues its policy of continuous improvement and achieves this thanks to the ever-increasing involvement of each of its employees, subcontractors, and suppliers in its day-to-day activities.

The degree of compliance with environmental requirements is satisfactory.

All TRISON activities take into account a series of environmental conditions that come from seven areas: international, European, state, regional, local, licenses and permits, and specific external regulations of voluntary compliance.

TRISON's Legal and EHS Department periodically reviews the validity of the applicable legislation identified and the need to incorporate new legislation or eliminate those that have been repealed. To this end, it continuously consults relevant websites and publications from the national regulatory bodies where its offices are located. Similarly, it reviews and identifies the complete requirements that apply to the organization, providing copies to staff who need them for their work.

# Economic dimensión

## Situation of the Group.

The Jusede Investments, S.L. Group and its subsidiaries (hereinafter, TRISON) is a leading international group in sensory marketing, specifically offering its clients solutions for space digitization, sound systems, audiovisual content management, and aromatization. It has completed more than 50,000 projects in over 112 countries on all continents.

By geographical region, 21% of the total turnover for the financial year was generated in Spain, 58% in the rest of Europe, 7% in the MEA market, 7% in the APAC region, 5% in Latin America, and 2% in North America.

The Group sources from the best suppliers in the world and carries out complex international logistics to distribute the equipment from its origin to one of TRISON's warehouses in different geographical areas, where it checks, modulates, adapts, and configures the equipment, and delivers it to the point of sale on the day agreed with the customer. This requires a flexible and well-coordinated model..

## Business performance and results

TRISON's objective is stable, well-organized, and risk-free organic growth.

Turnover for the 2025 financial year is expected to be significantly higher than last year, exceeding €140 million.

The increase in activity will have a positive impact and enable the Group to continue growing in a healthy manner..

## Main risks

As an entity operating in the market, TRISON is exposed to a wide range of risks, the most significant of which are as follows:

- **Strategic risks:** those that may arise from strategic decisions made by the Group's management..  
To mitigate these risks, decisions are made by consensus in regular committees, where all options are evaluated from as many different perspectives as possible.
- **Market risks:** these are risks imposed by the environment, developments in related sectors, and technological trends..

These risks could cause a potential loss due to changes in fair value or future cash flows. The main market risks affecting TRISON would be:

- **Interest rate risk:** The Group has several financial liabilities with variable costs indexed to the EURIBOR, meaning that an increase in this indicator would result in additional financial expenses.
- **Exchange rate risk:** Exchange rate risk arises from the potential loss caused by changes in the fair value or future cash flows of a financial instrument due to fluctuations in exchange rates. The Group's exposure to exchange rate fluctuations is mainly due to sales and purchases for

transactions carried out in currencies other than its functional currency. The Group protects itself against this risk through exchange rate hedging insurance..

- Reputational and regulatory compliance risk: these are risks that directly affect the Group's reputation in the market. To mitigate them, TRISON has strict ethical and regulatory compliance policies in place.
- Operational risks: these arise from the operational execution of the Group's activities. TRISON has more than 20 years of experience and, although its operations are highly complex, the Group is able to carry them out with complete precision.
- Credit risk: like any agent operating in the market, the Group is subject to the risk of non-recovery of commercial loans granted to its customers. The Group's management analyzes possible defaults based on seniority and historical experience, recording any possible valuation adjustments in the financial year. Additionally, it should be noted that most commercial transactions are covered by credit insurance, which guarantees the collectability of outstanding balances.
- Liquidity risk: the Group manages liquidity risk prudently, based on maintaining sufficient cash and marketable securities, the availability of financing through committed credit facilities, and sufficient capacity to settle market positions. Given the dynamic nature of the business, the Group's Treasury Department aims to maintain flexibility in financing..

## Expectations for fiscal year 2025

The Group's management believes that TRISON has significant potential for organic growth and has therefore set an ambitious growth target. The Group also remains open to potential alliances for inorganic growth, as it has been in recent years.

The Group has begun to develop significant contracts during the 2024 financial year that will consolidate growth in turnover in the coming years and, therefore, in operating results. At the same time, the commercial activity continues to seek to consolidate its position as European leader in the audiovisual integration sector and to secure new contracts to guarantee future growth.

Geographically, TRISON continues to have no boundaries, being willing to develop projects in any country that offers sufficient legal and ethical security. The markets that will be considered priorities for 2025 will be the countries of Northern Europe and the Middle East.

By sector, retail has historically been the most important for the Group, although others such as corporate building equipment and automotive are gaining momentum..

## Sales and revenue

Below is the Profit and Loss Account for 2024 and its comparison with 2023 and 2022.

FIGURES IN THOUSANDS €	2024	2023	2022	VARIACIÓN
Net turnover	<b>112.104</b>	<b>104.778</b>	<b>84.991</b>	<b>6,99%</b>
Work performed by the company for its assets	0	0	0	0%
Change in inventories	(20)	(6)	17	233,33%
Supplies	(71.957)	(67.126)	(52.536)	7,20%
Gross margin	<b>40.127</b>	<b>37.646</b>	<b>32.472</b>	<b>6,59%</b>
Other income	78	115	137	-32,17%
Personnel expenses	(18.978)	(22.293)	(13.495)	-14,87%
Operating expenses	(8.875)	(8.123)	(7.812)	9,26%
<b>EBITDA</b>	<b>12.352</b>	<b>7.345</b>	<b>11.302</b>	<b>66,17%</b>
Depreciation and amortization	(15.718)	(4.856)	(4.887)	223,68%
Other results	(45)	-	-	100%
<b>EBIT</b>	<b>(3.411)</b>	<b>2.489</b>	<b>6.415</b>	<b>-237,04%</b>
Extraordinary Income	0	39	(94)	-100,00%
Financial Income	(5.077)	(2.519)	(2.368)	101,55%
<b>EBT</b>	<b>(8.488)</b>	<b>9</b>	<b>3.953</b>	<b>-94411,11%</b>
Corporate Tax	335	(2.763)	(2.237)	-112,12%
<b>Net Profit</b>	<b>(8.153)</b>	<b>(2.754)</b>	<b>1.716</b>	<b>194,04%</b>

Over recent years, and particularly in the last few years, the group has had to face significant challenges that have had a direct impact on its income statement and, in some cases, on its business model.

In this context, turnover increased by 6.99% compared to 2023. The group has continued the organic growth trend of previous years during 2024 with a significant commercial and execution effort.

The distribution by country of the Group's net turnover for the financial years 2024, 2023, and 2022 is as follows:

FIGURES IN THOUSANDS €	2024	2023	2022	% TOTAL	VARIATION
Spain	24.020	28.918	23.809	21,42%	-16,94%
UK	12.976	12.093	10,103	11,57%	7,30%
France	14.224	10.766	8.418	12,69%	32,12%
China	1.636	3.690	3.162	1,46%	-55,66%
Others countries	59.248	49.311	39.499	52,85%	20,15%
<b>Total</b>	<b>112.104</b>	<b>104.778</b>	<b>84.991</b>	<b>100%</b>	<b>6,99%</b>

In terms of sales by country, as can be seen, sales in countries other than the main ones (where the Group has offices and more staff) are becoming increasingly important, reinforcing the Group's expansion and internationalization efforts, with the exception of China, which saw a significant decline. However, traditional markets continue to maintain their presence.

## Main expenditure items

The details of supplies during this fiscal year and previous years are as follows:

FIGURES IN THOUSANDS €	2024	2023	2022	VARIATION
Net purchases	49.105	47.742	44.759	2,85%
Change in inventory	746	2.694	(5.613)	-72,31%
Work performed for other companies	21.581	16.183	13.119	33,36%
Impairment of merchandise	525	507	271	3,55%
<b>Total</b>	<b>71.957</b>	<b>67.126</b>	<b>52.536</b>	<b>7,20%</b>

Personnel expenses recorded during this and previous fiscal years are distributed as follows::

FIGURES IN THOUSANDS €	2024	2023	2022	VARIATION
Wages and salaries	14.951	18.917	10.635	-20,97%
Compensation	55	59	53	-6,78%
Social Security	3.848	3.208	2.715	19,95%
Other social expenses	134	109	92	22,94%
<b>Total</b>	<b>18.978</b>	<b>22.293</b>	<b>13.495</b>	<b>-14,87%</b>

El desglose de otros gastos de explotación es el siguiente:

FIGURES IN THOUSANDS €	2024	2023	2022	VARIATION
Leases and fees	1.107	998	1.065	10,92%
Repairs and maintenance	155	122	123	27,05%
Independent professional services	1.871	1.882	2.067	-0,58%
Transportation	14	-	206	100%
Insurance premiums	437	297	261	47,14%
Banking and similar services	422	238	165	77,31%
Advertising, publicity, and public relations	240	131	318	83,21%

Supplies	267	264	180	1,14%
Other Expenses	3.993	3.783	2.831	5,55%
<b>Total</b>	<b>8.506</b>	<b>7.715</b>	<b>7.216</b>	<b>10,25%</b>

## Tax Information

The pre-tax profit obtained by the dependent company in the financial years 2024, 2023, and 2022:

COMPANY	AMOUNT (THOUSANDS OF EUROS)			
	País	2024	2023	2022
Jusede Investments, S.L.U.	España	(15.474)	-	-
Cartera Trison, S.L.	España	(1.124)	(3.995)	(3.740)
Trison Europe, S.L.U.	España	(481)	1.413	2.576
Trison America, INC	Estados Unidos de América	(128)	(251)	109
Trison Audio Asia	China	575	1.239	713
Trison México Operations, S.A.	México	103	331	540
Trison Japan	Japón	397	(113)	(178)
Trison Artica, LLC	Rusia	(1)	(5)	133
Trison Electronics Taiwan Co, LTD	Taiwan	(4)	151	57
Trison Korea INC	Corea	204	25	22
Akewuele, S.L.	España	294	192	184
Trison International Subsidiaries, S.L.U.	España	518	23	72
Trison Turkey Elektronik	Turquia	920	338	156
TMM Trison SAS	Francia	25	(37)	(556)
Managed Information Technologies Limited	Reino Unido	1.758	1.782	748
Trison Necsum, S.L.	Spain	2.595	2.957	3.474
Trison Germany, GmbH	Alemania	1.671	212	(251)

Trison Middle East DWC, LLC	Emiratos Árabes Unidos	(277)	(279)	(106)
YellowBricks Comunicación, S.L.	España	(59)	-	-

Income taxes paid/received by the subsidiary in fiscal years 2024, 2023, and 2022:

COMPANY	AMOUNT (THOUSAND OF EUROS)			
	País	2024	2023	2022
Jusede Investments, S.L.U.	Spain	623	1.040	257
Trison America, INC	USA	20	53	10
Trison Audio Asia	China	212	310	114
Trison México Operations, S.A.	Mexico	301	1	(32)
Trison Japan	Japan	12	-	1
Trison Artica, LLC	Rusia	7	4	13
Trison Electronics Taiwan Co, LTD	Taiwan	46	14	13
Trison Korea INC	Korea	4	3	-
Akwuele, S.L.	Spain	-	48	24
Trison Turkey Elektronik	Turkey	207	21	93
TMM Trison SAS	France	(227)	65	39
Managed Information Technologies Limited	UK	581	499	275
Trison Necsum, S.L.	Spain	685	883	323
Trison Germany, GmbH	Germany	-	-	-
Trison Middle East DWC, LLC	United Arab Emirates	-	-	-
Yellowbricks Comunicación, S.L.	Spain	7	-	-

## Distribution of dividends

The proposal for the distribution of the Parent Company's 2024 net income formulated by the Company's Management Body, as well as that for 2023 and 2022, has been as follows:

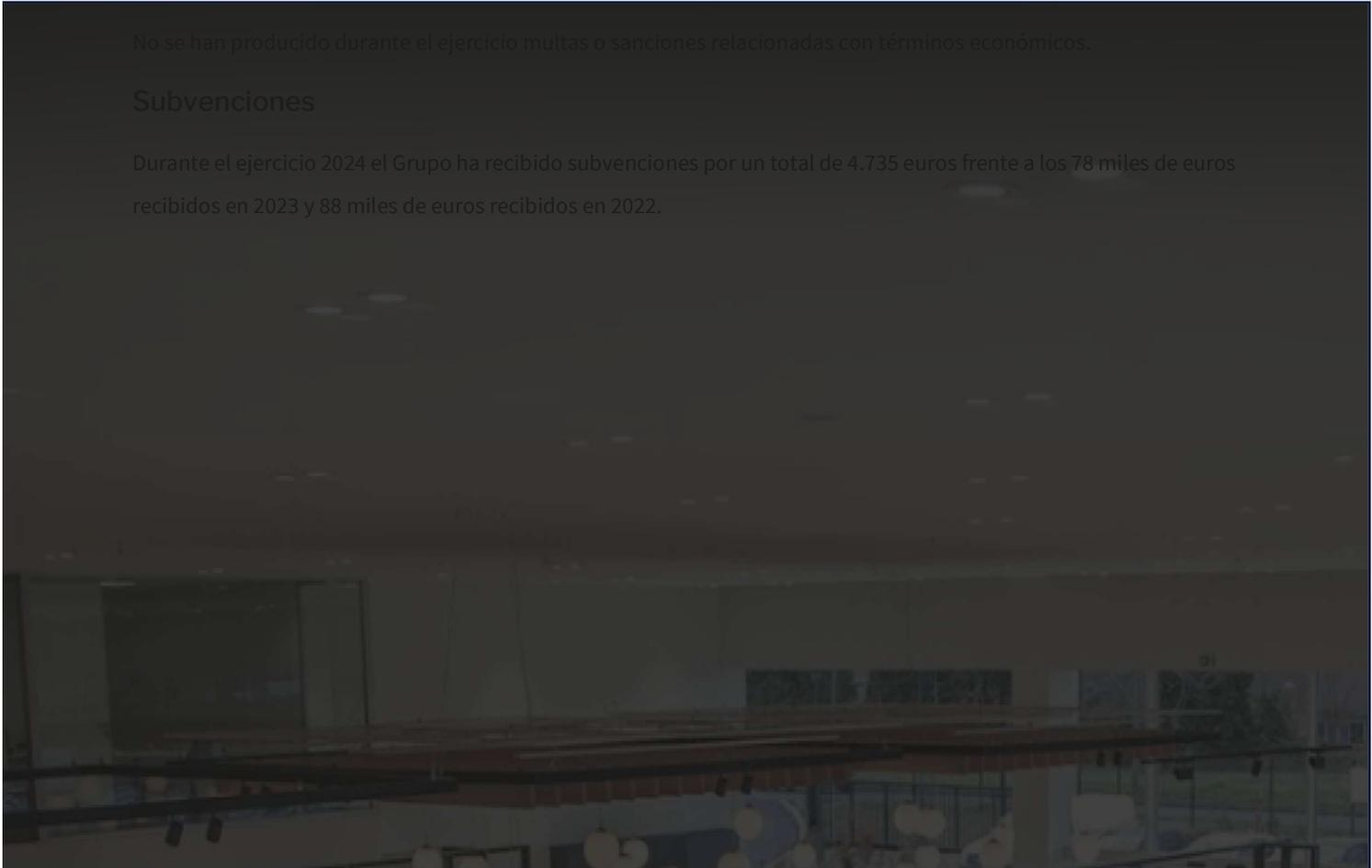
DISTRIBUTION BASE - FIGURES IN THOUSANDS OF EUROS	FISCAL YEAR 2024	FISCAL YEAR 2023	FISCAL YEAR 2022
Profit and loss account balance	(284)	(3.849)	1.504
<b>Total</b>	<b>(284)</b>	<b>(3.849)</b>	<b>1.504</b>
<b>Application</b>			
To dividends	0	0	0
To legal reserve	0	0	150
To capitalization reserve	0	0	0
To voluntary reserves	0	0	1.354
To negative results from previous years	(284)	(3.849)	0
<b>TOTAL</b>	<b>(284)</b>	<b>(3.849)</b>	<b>1.504</b>

## Fines or penalties

No se han producido durante el ejercicio multas o sanciones relacionadas con términos económicos.

## Subvenciones

Durante el ejercicio 2024 el Grupo ha recibido subvenciones por un total de 4.735 euros frente a los 78 miles de euros recibidos en 2023 y 88 miles de euros recibidos en 2022.



# 09. GRI indicators.

GRI INDICATORS			
STATEMENT OF USE	The Jusede Investments, S.L. group has presented the information cited in this GRI content index for the period between January 1, 2024, and December 31, 2024, using the GRI Standards as a reference.		
GRI 1 USED	GRI 1: BASICS 2021		
INDICATOR / CONTENT		PÁGINA	COMENTARIOS
GRI 2: GENERAL CONTENTS 2021			
THE ORGANIZATION AND ITS REPORTING PRACTICES			THE ORGANIZATION AND ITS REPORTING PRACTICES
2-1	Organizational details	2,4,10, 11-19, 96-98	
2-2	Entities included in sustainability reporting	16-18	
2-3	Reporting period, frequency, and point of contact	2	
2-4	Updating of information		It has not occurred.
2-5	External verification	2	
ACTIVIDADES Y TRABAJADORES			
2-6	Activities, value chain, and other business relationships	10, 11-19, 20-33	
2-7	Employees	10, 51-58	
GOBERNANZA			
2-9	Governance structure and composition	16-19	
2-10	Appointment and selection of the highest governing body	16-19	
2-11	Chair of the highest governing body	16-19	

2-12	Role of the highest governing body in overseeing impact management.	45-46	
2-13	Delegation of responsibility for managing impacts	45-46	
2-14	Role of the highest governance body in reporting on sustainability	4, 8-9	
2-15	Conflicts of interest	43-47	
2-16	Communication of critical concerns	40-43	
2-17	Collective knowledge of the highest governance body	16-19	
2-18	Performance evaluation of the highest governance body	57	
2-19	Remuneration policies	59-60	
2-20	Process for determining remuneration	59-60	
2-21	Total annual compensation ratio	59-60	
<b>STRATEGY, POLICIES, AND PRACTICES</b>			
2-22	Statement on sustainable development strategy	8-9	
2-23	Commitments and policies	5-6, 34-37, 38-42, 43-47	
2-24	Incorporation of commitments and policies	38-42, 43-47, 51, 64, 67	
2-25	Processes to remedy negative impacts	43-47	
2-26	Mechanisms for seeking advice and raising concerns	48-49	
2-27	Compliance with legislation and regulations	43-47, 94	
2-28	Membership in associations	104	No membership in associations
<b>STAKEHOLDER ENGAGEMENT</b>			
2-29	Approach to stakeholder engagement	39-42	
2-30	Collective bargaining agreements		
<b>GRI 3: MATERIAL TOPICS 2021</b>			
3-1	Process for determining material topics	39-42	
3-2	List of material topics	36-37	
<b>TALENT DEVELOPMENT</b>			

3-3	Management of material issues	38-42	
202-1	Ratio of standard starting salary by gender to local minimum wage	57-58	
401-1	New employee hires and staff turnover	54-56	
401-2	Benefits for full-time employees that are not given to part-time or temporary employees	58-59	
402-1	Minimum notice periods for operational changes	60-61	
404-1	Average hours of training per year per employee	63-64	
404-2	Employee skills enhancement programs and transition assistance programs	63-64	
404-3	Percentage of employees receiving regular performance and career development reviews	57	
<b>REGULATORY COMPLIANCE</b>			
3-3	Management of material issues	38-42	
205-1	Operations assessed for corruption-related risks	66	
205-2	Communication and training on anti-corruption policies and procedures	47-48	
205-3	Confirmed cases of corruption and measures taken	65, 105	There have been no occurrences.
206-1	Legal actions related to unfair competition	65, 105	There have been no occurrences.
307-1	Non-compliance with environmental legislation and regulations	65, 94, 105	There have been no occurrences.
419-1	Non-compliance with social and economic laws and regulations	65, 106	There have been no occurrences.
<b>CYBERSECURITY AND DATA PROTECTION</b>			
3-3	Management of material issues	38-42	
418-1	Fundamental claims relating to customer privacy violations and loss of customer data	65, 106	There have been no occurrences.
<b>ETHICS, COMPLIANCE, AND INTEGRITY IN BUSINESS</b>			
3-3	Management of material issues	38-42	

204-1	Proportion of spending on local suppliers	66	
<b>RISK AND OPPORTUNITY MANAGEMENT</b>			
3-3	Management of material issues	38-42, 95-96	
<b>CUSTOMER SATISFACTION AND SAFETY, AND QUALITY PRODUCTS AND SERVICES</b>			
3-3	Management of material issues	38-42	
302-5	Reduction of energy requirements for products and services	65, 71-73	
416-1	Assessment of the health and safety impacts of product or service categories	65	
416-2	Cases of non-compliance relating to the health and safety impacts of product and service categories	65, 106	There have been no occurrences.
417-1	Requirements for product and service information and labeling	106	The products are labeled by the manufacturers.
417-2	Cases of non-compliance relating to product and service information and labeling	65, 106	There have been no occurrences.
417-3	Cases of non-compliance relating to marketing communications	65, 106	There have been no occurrences.
<b>OCCUPATIONAL SAFETY, HEALTH, AND WELL-BEING</b>			
3-3	Management of material issues	38-42	
403-1	Occupational health and safety management system	60-63	
403-2	Hazard identification, risk assessment, and incident investigation	60-63	
403-3	Occupational health services	60-63	
403-4	Worker participation, consultation, and communication on occupational health and safety	60-63	
403-5	Worker training on occupational health and safety	63-64	
403-6	Worker health promotion	60-61	
403-7	Prevention and mitigation of impacts on the health and safety of workers directly linked to business relationships	60-63	

403-8	Coverage of the occupational health and safety management system	60-63	
403-9	Workplace accident injuries	62-63	
403-10	Workplace ailments and illnesses	62-63	
<b>EQUALITY, INCLUSION, AND DIVERSITY AMONG EMPLOYEES</b>			
3-3	Management of material issues	38-42	
401-3	Parental leave	58-59	
405-1	Diversity in governing bodies and employees	51-58	
405-2	Ratio of base salary and remuneration of women compared to men	57-58	
406-1	Cases of discrimination and corrective actions taken	64, 107	There have been no occurrences.
<b>HUMAN AND LABOR RIGHTS</b>			
3-3	Management of material issues	38-42	
412-1	Operations subject to human rights reviews or impact assessments	64-65, 67	
412-2	Employee training on human rights policies or procedures	63-64, 107	Not carried out during the period
412-3	Significant investment agreements and contracts with human rights clauses or subject to human rights assessment	63-64, 65	
407-1	Operations and suppliers whose right to freedom of association and collective bargaining could be at risk	63-64, 65, 108	No transactions or suppliers with significant risk are identified.
408-1	Operations and suppliers with significant risk of child labor cases	63-64, 65, 108	No transactions or suppliers with significant risk are identified.
410-1	Security personnel trained in human rights policies or procedures	109	There are no security personnel.
411-1	Cases of violations of indigenous peoples' rights	63-64, 65-66, 108	There have been no occurrences.
414-1	New suppliers that have passed selection filters in accordance with social criteria	65	
414-2	Negative social impacts in the supply chain and measures taken	65-66, 108	No negative effects have been identified.

CLIMATE CHANGE AND ENERGY EFFICIENCY			
3-3	Management of material issues	38-42	
301-1	Materials used by weight or volume	77-80	
301-2	Recycled inputs	77-80	
301-3	Reused products and packaging materials	108	Not reused or repackaged
302-1	Energy consumption within the organization	77-80	
302-2	Energy consumption outside the organization	108	Not considered relevant
302-3	Energy intensity	86-92	
302-4	Reduction of energy consumption	93	
303-1	Interaction with water as a shared resource	80	
303-2	Management of impacts related to water discharges	80	
303-3	Water extraction	78	
303-4	Water discharges	80	
303-5	Water consumption	78	
305-1	Direct GHG emissions (scope 1)	80-89	
305-2	Indirect GHG emissions from energy generation (scope 2)	80-89	
305-3	Other indirect GHG emissions (scope 3)	80-89	
305-4	GHG emissions intensity	80-89	
305-5	GHG emissions reduction	80-89	
305-6	Emissions of ozone-depleting substances (ODS)	80-89	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	80-89	
306-1	Waste generation and significant waste-related impacts	80-89	
306-2	Management of significant waste-related impacts.	80-89	
306-3	Waste generated	80-89	
306-4	Waste not destined for disposal	80-89	
306-5	Waste destined for disposal	80-89	

308-1	New suppliers that have passed evaluation and selection filters in accordance with environmental criteria	65	
308-2	Negative environmental impacts in the supply chain and measures taken	65, 109	No suppliers with negative environmental impacts have been identified.
304-1	Owned, leased, or managed operations centers located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	109	There are no centers in areas with significant biodiversity impact.
304-2	Significant impacts of activities, products, and services on biodiversity	109	There are no centers in areas with significant biodiversity impact.
304-3	Protected or restored habitats	110	No protective measures have been taken.
304-4	Species listed on the IUCN Red List and national conservation lists whose habitats are located in areas affected by operations	110	There is no impact on protected species.
<b>RELATIONSHIPS WITH ANALYSTS, INVESTORS, AND REGULATORS</b>			
3-3	Management of material issues	38-42	
207-1	Tax approach	98-101	
207-2	Tax governance, control, and risk management	95-96, 98-101	
207-3	Stakeholder engagement and management of tax concerns	38-42	
207-4	Taxation by country	98-101	
<b>GOOD CORPORATE GOVERNANCE</b>			
3-3	Management of material issues	38-42	
201-1	Direct economic value generated and distributed	8, 10, 11, 97	
201-2	Financial implications and other risks and opportunities arising from climate change	38-39, 95-98	
201-3	Obligations of defined benefit plans and other retirement plans	60	

201-4	Financial assistance received from government	101	
202-2	Proportion of senior executives hired from the local community	110	No local executives have been hired.
203-1	Investments in supported infrastructure and services	98-99	
203-2	Significant indirect economic impacts	95-99	
204-1	Proportion of spending on local suppliers	65	
413-1	Operations involving the local community, impact assessments, and development program	22-33, 34-36, 38-49	
413-2	Operations with significant negative impacts—actual and potential—on local communities	111	No negative impacts on local communities have been detected
415-1	Contributions to political parties and/or representatives	111	No political contributions are made
<b>SUSTAINABLE INNOVATION AND DIGITALIZATION</b>			
3-3	Management of material issues	38-42, 68-74	

# TRISON

+34 981 970 234 | [hello@trisonworld.com](mailto:hello@trisonworld.com) | [www.trisonworld.com](http://www.trisonworld.com)