

Typeform

TYPEFORM, S.L. & subsidiaries

Consolidated Non-Financial Information Statement
for the financial year ended

December 31, 2022

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1-Introduction to the Non-Financial Information Statement (EINF)

Law 11/2018, of December 28, amending the Commercial Code, the revised text of the Capital Companies Law approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Account Auditing, establishes the obligation, from 1st January 2021, to include a Non-Financial Information Statement for all those companies whose average number of employees exceeds 250 and that, for two consecutive years, even if they are not entities of public interest, exceed certain activity thresholds, namely:

- Total assets in excess of €20,000,000
- Total revenues in excess of €40,000,000

The Typeform Group, comprising Typeform S.L. and its subsidiaries, meets the above criteria and so it submits below, as an integral part of the Management Report of the Annual Accounts Report, a Non-Financial Information Statement (hereinafter EINF).

The objective of the EINF, beyond complying with the aforementioned Law, is to provide a comprehensive vision of the organization, making transparent the main aspects of risk and management from a non-financial perspective, and providing valuable information to any stakeholder interested in the organization.

Scope of information

Unless otherwise specified, the information refers to the 2022 financial year and to the company Typeform S.L. and its subsidiaries (hereinafter referred to as Typeform, the Company or the Organization)

It should also be noted that Typeform, S.L. is a limited liability company domiciled at Calle de Pallars 108 in Barcelona, and was incorporated on June 29, 2012, in Barcelona.

The Company is the head of a group and directly owns and controls the shares in Typeform US LLC, Typeform UK Limited and Typeform DE GmbH.

Reporting Standards

As determined by Law 11/2018, and with the aim of guaranteeing the comparability, materiality and relevance of the reported information, this EINF has been carried out using an international reference standard: Global Reporting Initiative Standards.

In its preparation, the guidelines on non-financial reporting of the European Commission (2017/C 215/01) derived from Directive 2014/95/EU and based on the Global Reporting Initiative (GRI) guidelines (selected GRI) have been considered.

The Company periodically conducts a materiality assessment at the global level in order to better identify and understand the areas on which it should focus efforts. This process helps optimize the economic, environmental and social performance necessary for long-term business success, while enabling us to communicate value contribution and positive impact in the communities in which we operate.

In the elaboration of this report and the selection of its contents we have taken into account the results of the materiality analysis carried out during 2022. The Company has identified the most relevant and priority issues in environmental, social and governance matters. The material issues identified at corporate level are those that are most relevant from the point of view of corporate responsibility and of greatest significance for its stakeholders. These are considered to be the following:

- Cybersecurity and data protection
- Employee health and wellbeing
- Our impact on the environment and wider society
- Gender equality

As part of the assessment, reference is made to the GRI Standards international standards to identify the main benchmarks for sustainability. It is also guided by employee surveys and customer requests for proposals to identify the topics most important to them.

Criteria for determining the contents of the EINF

An EINF should include the information necessary to understand the results, evolution and impact of the organization's activity with respect to non-financial issues (social and environmental aspects, respect for human rights, fight against corruption and bribery or human resources management among others).

With the aim of identifying the relevant issues of a non-financial nature for the organization, a working group has been set up including members of the Extended Leadership Team who, based on Typeform's Strategic Plan, sector trends and their professional experience, have defined the contents of this EINF.

The results of this analysis are included in the Table of contents required by Law 11/2018, of December 28. Following the principle of "report or explain" contained in Law 11/2018, when an indicator included in the text of the Law is not reported, the reasons for its omission are explained.

This Non-Financial Information Statement (EINF) is part of the Management Report for the year. The company has established December 31 of each period as its financial reporting date.

Process for ensuring the quality of EINF information

Once the contents to be reported were determined, a system for collecting the information was developed to know the origin and traceability of the same. Once the information was included in this system by the "owner", the Director of each relevant function validated it and sent it to the department responsible for the preparation of the EINF for further review and consolidation. Therefore, the Directors of each function involved are responsible for the information that, once submitted to the external verification process, is formulated by the Board of Directors.

As established by the Law, the EINF has been verified by an independent third party. The verifier has used the ISAE3000 standard for review of non-financial information.

2-Business model

Context of the organization

Typeform, S.L. is a limited liability company with its registered office in Barcelona, Spain. It is the head of a group of companies, consisting of Typeform US, LLC, Typeform UK Limited and Typeform DE GmbH. The Typeform group operates worldwide, with its principal markets located in the United States and Europe. The company operates a fully remote working model, meaning it does not maintain any permanent physical presence in any territory but instead employees work either from home or from a network of shared coworking spaces. Its main activity is the sale of Software as a Service (SaaS), delivered over the internet. The software Typeform provides allows customers to build people-friendly forms, quizzes, surveys, and asynchronous video solutions, without the need for code. The main stakeholders of the organization are its shareholders, customers, suppliers, employees, and the governments of territories in which the Typeform group operates.

Management model

The highest decision-making body of the organization is the Board of Directors, made up of seven members.

The Company has the following internal policies:

- Respect in the Workplace Guidelines
- Code of Conduct
- Anti-Harassment & Discrimination Policy
- Global Travel Management & Travel Expense Policy
- How Typeform talks: A brief guide to voice and style
- Whistleblowing Policy
- Parental Leave Policy
- Acceptable Use Policy
- Procurement Policy and Procedure
- Computer renewal, upgrade & purchase Policy
- UK Employee Handbook
- US Employee Handbook

Business areas

Below, we describe the following business areas / revenue streams of the Company:

Description of business (revenue streams):

Typeform is the gold standard of no-code, thoughtfully designed, people-friendly forms, quizzes, surveys, and asynchronous video solutions for brands of all sizes to engage with people to accelerate growth.

Videoask is an interactive video platform (asynchronous and interactive video conversation builder) that helps high touch businesses and services automate and scale their one-on-one conversations. Its functionalities include video funnels, AI powered video chatbots, multimedia messaging, and video forms.

Strategic Objectives: Risks and Opportunities

Typeform is a no-code SaaS platform with thoughtfully-designed tools that help companies grow their business by engaging with their audience. We offer people-friendly forms, quizzes, surveys, and asynchronous video solutions – turning digital interactions into human connections.

Launched in 2012, Typeform drives more than 500 million digital interactions per year and integrates with hundreds of other business-critical tools like HubSpot, Calendly, and Slack, to name a few.

Today, we operate in rapidly changing economic and technological environments that present numerous risks, many of which are driven by factors we cannot control or predict. Below, we break down a series of risks and the strategy designed at the corporate level to mitigate them.

Strategic Risk	Plan to mitigate risks
<p>Geographical dispersion</p> <p>The Company serves customers throughout the world, and employs people in multiple territories. Therefore, the company is exposed to political risk and must closely manage local compliance as it relates to taxation, labor laws and other relevant matters.</p> <p>Any weakening of the global economy and the consequent decline in business confidence in it, or the cutting of government or corporate spending, could cause current or potential customers to reduce or eliminate their budgets and expenditures. This could lead to customers delaying, decreasing or canceling purchases of products and services, or customers not paying or delaying payment for previously purchased products and services.</p> <p>Global Competition</p> <p>The SaaS online delivery model means the Company's competition is not limited by geography and is therefore subject to additional risk that may adversely affect its operating results.</p>	<p>The Company, through expert advisors, will seek to ensure compliance with the laws of the country.</p> <p>The Company's geographic spread offers us natural protection against an economic slowdown affecting a particular region. The strength of our products makes the Company competitive in the market.</p> <p>The Company will continue to invest in products that are relevant to the target market and expand its competitive advantage. The Company will ensure that the differentiation of its products helps them obtain this competitive advantage.</p>

<p>Technological obsolescence</p> <p>The success of the company depends on its ability to develop new products and services, integrate purchased products and services, and improve existing products and services. A failure to keep pace with technological developments and develop our products would negatively impact the Company's results.</p>	<p>The Company continues to update and launch new offerings of its software product (VideoAsk, Formless, etc.). The Company continues to develop and launch these or other new or improved products and services within the timeframes and ensures that there is no delay in market acceptance of a line of new, improved or purchased products. The Company continues to anticipate and appropriately address changes in information technology trends (IT) with product development efforts and optimize complementary product and service lines in a timely manner and continue to properly integrate, support and improve the purchased product.</p>
<p>Foreign exchange risk</p> <p>The Company is exposed to exchange rate risks, or risk of loss due to unfavourable variations in exchange rates. The majority of the Company's receipts are in US dollars, whereas the majority of expenditure is incurred in Euro. Changes in the EUR/USD exchange rate could therefore have impact on the Company's results.</p>	<p>The Company holds the vast majority of its cash reserves in the group's reporting currency, thus limiting exchange rate risk. The Company also tries to maximise natural hedging, whereby foreign currency inflows are matched as closely as possible by outflows.</p>

<p>Credit Risk</p> <p>The Company is exposed to credit risk primarily in relation to cash and cash equivalents and commercial receivables.</p>	<p>The Company's cash and cash equivalents are generally held with large and diverse financial institutions around the world with high investment grade credit ratings or with financial institutions that meet investment grade rating criteria, mitigating credit risk and other risks.</p> <p>The risk with respect to commercial accounts receivable is mitigated by the fact that the vast majority of customers pay in advance of receiving the service via credit card. For those customers offered credit, risk is mitigated by short payment terms and a robust collections process.</p>
<p>Regulatory compliance</p> <p>Changes in laws, regulations and rules related to accounting and financial reporting create a challenging environment for businesses when it comes to compliance. These regulations and new or amended rules may lack precision and be subject to various interpretations. Its application in practice may evolve over time, as the respective regulatory and governance bodies provide new guidance. This could lead to continued compliance uncertainty and higher compliance costs as a result of continued revisions of those financial reporting standards.</p>	<p>The Company believes in the adoption and adherence to globally recognized corporate governance practices and in the continuous comparison with such practices.</p> <p>The Company understands and respects its fiduciary role and responsibility to its stakeholders and various regulatory authorities and strives to meet their expectations.</p> <p>The Company remains committed to maintaining high standards of corporate governance and transparency of public information.</p> <p>The Company shall prepare the financial statements in accordance with local accounting standards. To make estimates and assumptions affecting the reported amounts of income and expenses during the reporting period, management will use historical experience and various other factors deemed reasonable under the circumstances, including consultation with experts in the respective fields.</p>

<p>Data security</p> <p>Any breaches in our security measures or those of our third-party data centre hosting facilities, cloud computing platform providers or third-party service partners, or the underlying infrastructure of the Internet that cause unauthorized access to a customer’s data, our data or our IT systems, or the blockage or disablement of authorized access to our services.</p>	<p>Any breaches in our security measures</p> <p>We have a security team responsible for, among other things, monitoring and reacting to suspicious activities, an incident management procedure in place to deal with security incidents in due time depending on the criticality of the incident, and a data breach notification process to notify the affected users and supervisory authorities.</p> <p>or those of our third-party data centre hosting facilities, cloud computing platform providers or third-party service partners</p> <p>As part of our Information Security Management System we have a vendor management process and an approval workflow for new applications and SaaS, with legal, finance, project management, security and compliance areas involved. All providers need to pass an assessment and complete our security questionnaire.</p> <p>or the underlying infrastructure of the Internet that cause unauthorized access to a customer’s data, our data or our IT systems</p> <p>All our data is transmitted through encrypted channels and stored encrypted. Typeform systems need to be accessed only with a corporate Typeform device, a VPN and two MFA authentication processes (one for the corporate network from which you then access the production environment). A third party provides a 2FA system for customers to access Typeform accounts.</p> <p>Typeform has also a Secure-SDLC in place, providing security controls throughout the</p>
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	<p>whole process of the software lifecycle. These include annual penetration tests and dynamic application security tests.</p> <p>or the blockage or disablement of authorized access to our services</p> <p>Typeform has 2 levels of CDN and WAF services, able to implement controls for the detection and protection of DDoS attacks, spray password attacks and the deterrence and blocking of any kind of suspicious activity.</p> <p>Typeform has implemented a complete Information Security & Privacy Management System to provide a proper service in terms of security and privacy for our customers and the data that can be collected with our platform.</p> <p>In order to improve our systems, show commitment and provide trust to our customers, Typeform is currently certified as ISO 27001, 27701, 27017, 27018, SOC 2 Type 2 and HIPAA standard compliant.</p>
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Hiring and retention of talent

Any loss of key members of our management team or development and operations personnel, or inability to attract and retain employees necessary to support our operations and growth.

We have a Plan in place for 2023 led by the People and Culture team to drive engagement structured in 3 main areas:

- **Talent Density:** Adding and nurturing current and future talent multipliers that are additives to our culture, diversity, and capabilities; in a future where every headcount matters and where we want a higher density of exceptional talent.
- **Workforce Engagement:** Creating an employee experience that is grounded in Typeform's values and provides a framework to foster connection, a sense of belonging and a meaningful career proposition.
- **Ways of working:** A framework that establishes a shared understanding of how we engage, collaborate, and deliver results at Typeform.

Foreseeable evolution of the Company

The key trends affecting our business today are:

Software as a Service

The Software-as-a-Service (SaaS) market is experiencing a rapid growth trend, driven by factors such as the increasing demand for cloud-based solutions, the adoption of mobile devices and the need for cost-effective and efficient software solutions. The rise of low-code and no-code platforms is enabling non-technical users to build and deploy applications, democratizing access to software development. Additionally, the market is becoming more competitive, with new players entering the market and existing vendors expanding their offerings to meet the growing demand. Overall, the SaaS market is expected to continue its growth trajectory in the coming years, as more businesses look to capitalize on the benefits of cloud-based software solutions.

Digitalization of SMBs

The digitalization of small and medium businesses (SMBs) is a growing trend driven by advances in technology and changing consumer behaviour. The widespread availability of affordable digital tools and platforms has made it easier for SMBs to adopt digital strategies to streamline operations, improve customer engagement, and expand their reach. Digitalization enables SMBs to improve efficiency by automating tasks and accessing real-time data, which can inform better decision-making. Additionally, digital channels such as social media and e-commerce provide SMBs with new ways to reach customers and generate revenue. As digitalization becomes more prevalent, SMBs that fail to embrace digital strategies risk falling behind their competitors.

Artificial intelligence

AI has revolutionized the way software is developed, tested, and deployed, leading to increased efficiency, reduced costs, and improved performance. With the help of AI, software developers can automate routine tasks, analyze large volumes of data, and make intelligent decisions based on insights generated from that data. AI-powered tools and technologies have also enabled the development of intelligent applications that can adapt and learn over time, improving user experience and productivity. Overall, the adoption of AI in the software industry has led to improved speed, accuracy, and innovation in software development, making it a game-changer for the industry.

Mobile devices

In recent years, there has been a significant trend towards the use of mobile devices for business applications. This trend is largely driven by the increasing ubiquity and power of mobile devices, as well as the need for businesses to be able to work on the go. With the rise of cloud computing, mobile devices are able to access business applications and data from anywhere, making them an ideal tool for employees who need to work outside of the office. Additionally, mobile applications are becoming more sophisticated and feature-rich, with many offering advanced features like real-time collaboration and data visualization. As a result, businesses are increasingly relying on mobile devices as a key tool for productivity and efficiency.

Data protection and privacy

In recent years, there has been a growing concern about data protection and privacy. As the amount of personal data being collected, processed, and shared continues to increase, so does the need for effective measures to safeguard this information. One trend in data protection and privacy is the adoption of more stringent regulations, such as the European Union's General Data Protection Regulation (GDPR) and California's Consumer Privacy Act (CCPA), which require organizations to implement measures to protect personal data and give individuals more control over their information. Another trend is the increasing use of privacy-enhancing technologies (PETs) such as encryption and anonymization, which help to protect data while still allowing it to be used for valuable purposes. Overall, the trend towards greater data protection and privacy is likely to continue as technology continues to advance and data becomes an increasingly valuable commodity. Typeform's Acceptable Use Policy ensures that employees are aware of their responsibilities when it comes to IT equipment and helps minimize our data protection risks.

3-Environment

Management approach

In July 2022 the company permanently closed its office in Barcelona. This will be followed by the closure of our San Francisco office in January 2023, meaning that we will no longer have any permanent offices in any of the territories in which we operate. While Typeform has long encouraged flexible working arrangements, the company now operates a remote-first working policy, while offering employees the opportunity to use office space as needed through a network of remote coworking spaces, paid for on an as needed basis. As such, the company does not have any specific internal policies relating to the environment or the use of resources. The company is however working on revising and formalising current policies around travel and employee volunteering to include environmental considerations.

The principal environmental impact arising from Typeform's operations comes from its supply chain. Details of scope 3 emissions related to Typeform's supply chain are set out later in this report.

Environmental management

In terms of the impact of our company's activities on the environment, we are committed to mitigating our carbon footprint through various measures. In 2022 Typeform planted 2,000 trees as part of a project to offset the company's carbon footprint and restore environmental biodiversity. Closing our permanent offices and moving to a remote-first working model has also reduced our Scope 1 and Scope 2 carbon footprint significantly. We are constantly exploring new ways to reduce our environmental impact and are proud of the progress we have made so far. Due to our remote working environment and the nature of the online service we provide, the company does not have any environmental certifications.

Regarding health and safety, we take this aspect of our business very seriously and always ensure that all health and safety regulations are strictly adhered to.

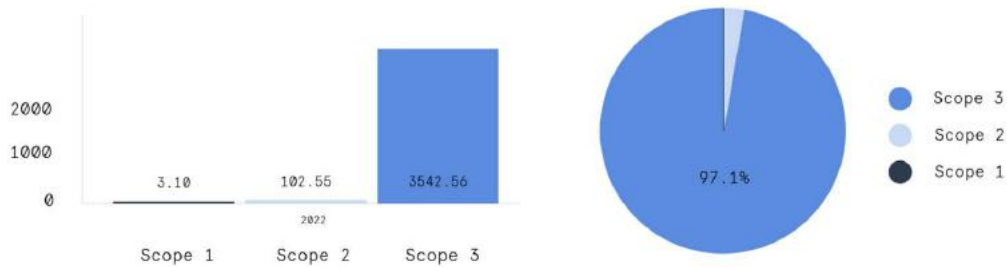
The company has no formal environmental risk assessment procedures or risk prevention measures in place. As a remote-first company without any permanent offices, we do not consider this necessary but are nonetheless committed to environmental protection and restoration, as detailed elsewhere in this report.

At 31 December 2022, Typeform did not carry any warranties or provisions for environmental risks on its balance sheet.

During 2022 Typeform began partnering with a third party service provider to better quantify our environmental impact and inform our strategy around reducing our carbon footprint. Carbon emissions data for 2022, expressed in terms of tonnes of carbon dioxide equivalent, were the following:

Scope breakdown (1,2,3)% of total emissions

3.649k
tCO2e



Scope 1 emissions include the fugitive emissions of refrigeration equipment and stationary combustion. In this category DEFRA emission factors have been used. In Scope 2, the emissions have been calculated through the location-based method, and IEA factors have been used. Both Scope 1 and Scope 2 emissions have been calculated based on consumption at our permanent offices while they were open.

For Scope 3 emissions, the following categories have been considered: Purchased goods and services, Business Travel, Employee Commuting and Use of sold products. In this category DEFRA, Ecoact and AIB factors have been used.

Emissions per scope 3 category (tCO₂e)



Emissions data covers the entire Typeform Group.

Pollution

As a software company, we do not have any direct emissions that could seriously affect the environment. Our operations are primarily digital and in 2022 we closed our Spanish office, followed in early 2023 by our US office. As a result, there is no air, noise or light pollution directly associated with our business activities.

Circular economy

Given the remote-first nature of Typeform, the only goods that could potentially lead to waste are computers and office equipment. However, when we closed our offices, we donated over €30,000 of office equipment to charities to ensure that they could be reused and repurposed rather than contributing to landfill waste. Similarly, when our computer hardware becomes obsolete, we donate it to charities to ensure that the equipment can be put to use by others rather than being discarded as e-waste.

Typeform's Computer Renewal, Upgrade and Purchase policy entitles employees to purchase their laptops after a three year period, thereby minimizing obsolescence of IT equipment and reducing waste.

Sustainable use of resources

Our indirect energy consumption primarily comes from servers hosted by AWS. Our European data center is run 100% on renewable energy, and we are committed to transitioning our US data center to 100% renewable energy by 2025.

To improve our energy efficiency, we had previously installed LED lighting in our Barcelona office and used 100% renewable energy. Water consumption was in accordance with local limitations at all times. This office is now closed.

During 2022, the company's energy and water consumption figures at our Barcelona and San Francisco offices were the following:

Electricity	180,247 kWh
Water	185m3

Since the company does not engage in manufacturing, the company does not consume raw materials in its day to day operations. Consumption of consumables such as paper or plastic is also very limited as the company operates remotely and uses electronic forms of communication wherever possible.

We remain committed to environmental stewardship and reducing our environmental footprint in any way possible. As such, we are implementing various measures to reduce our energy consumption and operate as efficiently as possible. This includes implementing environmental considerations (e.g., train vs plane, etc.) in our Corporate Travel Policy. We have no specific measures to adapt to climate change as we do not expect climate change to have a material impact on our business.

4-The Management of Personnel

Management approach

Typeform has the following policies implemented in the company associated with social and employee-related matters:

- Whistleblowing Policy in order to encourage employees and others who have serious concerns about any aspect of the Company's conduct to come forward and voice those concerns.

- Anti Harassment, Discrimination, Violence and Retaliation Policy. Typeform provides information on harassment, discrimination, violence and retaliation at work, to raise awareness about these specific behaviors and prevent them from happening in the Company or in any third parties that interact with the Company. We aim to create a safe, lawful and ethical environment in Typeform and in the entities that deal with Typeform. We respect diversity and both the labour and civil rights of Typeform employees, allowing them to achieve their professional goals and be able to perform at the highest level.

- Respect in the Workplace guidelines, which outline how Typeform expects employees to show respect in an international, diverse and remote workspace, embraces diversity and does not tolerate discrimination or harassment of any kind.

- Global Travel Management & Travel Expense Policy, which provides information and guidelines with respect to business travel related expenses incurred in connection with Typeforms business. The policy strives to make it easy for employees to travel productively, safely and sustainably, while ensuring compliance with internal and external policies, tax requirements and other applicable local laws and regulations.

Typeform also provides employee handbooks, new joiners guides and a comprehensive onboarding process to ensure employees are familiar with and have access to all Typeform's policies and procedures.

In our roadmap we have also identified the need to revamp the Code of Conduct and improve the Whistleblowing policy, to allow employees to file anonymous complaints and have a clear process of action in cases of harassment or any or any infraction, so avoiding arbitrariness in the process.

We are also in the process of improving our mandatory trainings including global anti-harassment training, whistle-blowing and Code of Conduct awareness.

By prioritizing employee-friendly policies and fostering open communication, we strive to create a secure and respectful work environment that prioritizes the well-being and safety of our entire team.

Employee data

Total number of employees and distribution by country, gender, age and occupational classification as of December 31st 2022

Age	Global			Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
<30	28	27	0	22	21	0	2	0	0	3	6	0	1	0	0
30-45	181	91	2	131	63	1	20	9	0	22	17	0	8	2	1
>45	16	8	0	6	2	0	3	1	0	6	5	0	1	0	0
TOTAL	225	126	2	159	86	1	25	10	0	31	28	0	10	2	1
G TOTAL	353			246			35			59			13		

Occ Class	Global			Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Clerical	13	21	0	8	14	0	4	3	0	1	4	0	0	0	0
Directors	14	4	0	4	0	0	4	0	0	5	4	0	1	0	0
Engineers & technician	168	71	2	135	55	1	15	6	0	9	8	0	9	2	1
Sales People	30	30	0	12	17	0	2	1	0	16	12	0	0	0	0
TOTAL	225	126	2	159	86	1	25	10	0	31	28	0	10	2	1
G TOTAL	353			246			35			59			13		

Total number of employment contracts and its distribution as of Dec 31th, 2022

Type of Contract	Global			Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Permanent	225	125	2	159	85	1	25	10	0	31	28	0	10	2	1
Fixed Term	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
TOTAL	225	126	2	159	86	1	25	10	0	31	28	0	10	2	1
G TOTAL	353			246			35			59			13		

Working Hours	Global			Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Full Time	225	123	2	159	83	1	25	10	0	31	28	0	10	2	1
Part Time	0	3	0	0	3	0	0	0	0	0	0	0	0	0	0
TOTAL	225	126	2	159	86	1	25	10	0	31	28	0	10	2	1
G TOTAL	353			246			35			59			13		

Training Hours estimate for 2022

Occupational Classification	FTE	Total Training Hours
Engineers & technicians	270	1,078
Clerical	41	164
Sales people	69	277
Directors	19	77
Grand Total	399	1,596

The above figures are estimates based on the total number of training hours and number of FTE by category.

Average 2022: Type of Contract Gender & Location

Type of Contract	Global			Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Fixed Term	0.6	0.5	0	0.6	0.5	0	0	0	0	0	0	0	0	0	0
Permanent	253.8	142.6	1.6	172.5	94.9	1.0	31.4	13.6	0	40.1	32.8	0	9.8	1.3	0.6
GRAND TOTAL	399.1			269.5			45			72.9			11.7		

Average 2022: Full time/ Part time employees distributed by Gender & Location

Full time/Part time	Global			Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Full Time	254.4	140.1	1.6	173.1	92.4	1.0	31.4	13.6	0	40.1	32.8	0	9.8	1.3	0.6
Part Time	0	3.0	0	0	3.0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	399.1			269.5			45			72.9			11.7		

Average 2022: Number of employees and distribution by country, gender, and age

Age	Global			Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
<30	33.2	28.7	0	24.1	21.5	0	2.5	0.2	0	5.6	7.0	0	1.0	0	0
>45	18.6	8.0	0	7.3	2.4	0	5.3	1.0	0	5.1	4.6	0	0.9	0	0
30-45	202.6	106.4	1.6	141.7	71.5	1.0	23.6	12.4	0	29.4	21.2	0	7.9	1.3	0.6
TOTAL	254.4	143.1	1.6	173.1	95.4	1.0	31.4	13.6	0	40.1	32.8	0	9.8	1.3	0.6
G TOTAL	399.1			269.5			45			72.9			11.7		

Average 2022: Number of employees and distribution by country, gender, and occupational classification

				Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Clerical	14.9	26.2	0	9.3	18	0	5.5	3.7	0	0.1	4.5	0	0	0	0
Directors	15.0	4.5	0	5.6	0	0	3.6	0	0	3.7	4.5	0	2.1	0	0
Engineers & technician	189.5	78.2	1.6	145.7	57.9	1.0	20.3	9.1	0	15.8	9.9	0	7.7	1.3	0.6
Sales People	35.0	34.2	0	12.5	19.5	0	2	0.8	0	20.5	13.9	0	0	0	0
TOTAL	254.4	143.1	1.6	173.1	95.4	1.0	31.4	13.6	0	40.1	32.8	0	9.8	1.3	0.6
G TOTAL	399.1			269.5			45			72.9			11.7		

Total Dismissals and distribution by gender, age, and Occupational classification during 2022

Age	Occ Class	Global			Spain			United Kingdom			United States			Germany		
		Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
<30	Directors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Engineers & technician	4	2	0	1	0	0	3	1	0	0	1	0	0	0	0
	Clerical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sales People	4	2	0	0	0	0	0	0	0	4	2	0	0	0	0
	TOTAL	8	4	0	1	0	0	3	1	0	4	3	0	0	0	0
30-45	Directors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Engineers & technician	17	8	0	5	3	0	6	3	0	6	2	0	0	0	0
	Clerical	1	7	0	0	5	0	1	0	0	0	2	0	0	0	0
	Sales People	7	2	0	0	0	0	0	0	0	7	2	0	0	0	0
	TOTAL	25	17	0	5	8	0	7	3	0	13	6	0	0	0	0
>45	Directors	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0
	Engineers & technician	6	0	0	2	0	0	2	0	0	2	0	0	0	0	0
	Clerical	1	3	0	1	1	0	0	2	0	0	0	0	0	0	0
	Sales People	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0
	TOTAL	7	5	0	3	1	0	2	2	0	2	2	0	0	0	0
GRAND TOTAL		66			18			18			30			0		

Gender pay gap

The company has calculated the gender pay gap as 9.3%. The formula used to calculate this is $((Average\ Male\ Salary - Average\ Female\ Salary) / Average\ Male\ Salary) \times 100$. **We have considered all employees active as of December 2022.**

Average remuneration of Directors (C-Level, VPs and Senior Directors), including variable remuneration, allowances, professional indemnity, contributions to pension and welfare systems and any other element of remuneration broken down by gender by the end of the year.

Gender	Base Salary	Variable Remuneration	Allowances	Totals
Man	263,263€	28,925€	3,186€	295,374€
Woman	354,171€	29,551€	3,567€	387,290€
Grand Total	283,465€	29,064€	3,271€	315,800€

The Board members (7 men) have received average remuneration of 97,651 euros for their senior management duties in the financial year 2022. There were no loans or advances made to any director in the financial year 2022.

Average remuneration broken down by gender, age, and occupational classification of employees as of December 2022

Age	Occupational Class	Global ¹	
		Man	Woman
<30	Directors	- €	- €
	Engineers & technician	75,314€	68,775€
	Clerical	67,999€	51,176€
	Sales People	66,319€	45,752€
30-45	Directors	190,187€	305,396€
	Engineers & technician	91,039€	89,774€
	Clerical	70,871€	96,286€
	Sales People	95,801€	73,945€
>45	Directors	339,041€	382,705€
	Engineers & technician	133,715€	179,708€
	Clerical	217,508€	114,642€
	Sales People	115,065€	131,421€
Total average remuneration		100,658€	91,317€

¹ The data for "non-binary" category has not been reported for confidentiality reasons

Disconnecting from work

Currently we don't have a Digital Disconnection Policy. Nevertheless, we provide guidance to our employees on how to better separate work from personal life and promote a real disconnection from work, training managers and providing tools to turn work and personal life into separate, watertight compartments.

At our company, we prioritize work-life balance and understand the importance of personal obligations. That's why we offer our employees a flexible schedule, allowing them to attend to their personal commitments while still meeting their professional responsibilities. Our flexible work arrangement empowers our employees to work from home or any country of their choice for a specified period, ensuring they can maintain a healthy work-life balance.

Furthermore, in Spain and the US, we have implemented an unlimited vacation policy that goes beyond legal requirements. We believe that time off is essential for rejuvenation and overall well-being. This policy enables our employees to take the necessary breaks when they need them, without worrying about exceeding any limitations set by law.

By offering these benefits, we aim to foster a supportive and empowering work environment that values our employees' individual needs, encourages employees to manage their time, and enables them to achieve a healthy work-life balance.

Employees with disabilities

As at 31 December 2022, the Typeform group had two employees with disabilities, as defined by the Spanish Ministerio de Inclusión, Seguridad Social y Migraciones.

The Company donates money each year to organisations that ensure the integration and care of people with disabilities. Likewise, we are proud to be part of the Pledge 1% leadership group, the Builders. Pledge 1% empowers companies to give 1% of their profit, equity, employee time, and/or product to charity.

Since Typeform is a full remote company, it is universally accessible to people with disabilities. In addition, where the Company has had cases of acquired disabilities, we have adapted workstations to ensure a safe and comfortable working environment. If an employee informs us of a special condition that may require a need for adaptation of their job, we proceed to analyse the situation and use our external OHS advisors to ensure the adequacy of jobs to universal needs.

Working hours organization; number of hours of absenteeism, measures to promote work-life balance and co-parenting responsibilities

A total of approximately 6,268 hours by 208 employees were submitted as sick time off in calendar year 2022. This figure represents short term sick leave / unplanned sick time off, meaning it excludes any sick time off which exceeds 5 working days.

Typeform understands the importance of a good work-life balance and the impact it has on employees. As such, the company adopts several measures to promote work-life balance, starting with our remote-first working policy. In addition, Typeform offers the following employee benefits / services:

- **Global parental leave policy:** Typeform recognizes the importance of supporting parents at work, especially when there's a new addition to the family. The aim of this policy is to ensure Typeformers are aware of their statutory entitlements and to ensure fair and inclusive treatment in line with current legislation. Typeform supplements the pay of both Primary and Secondary caregivers to ensure they receive 100% pay for up to 12 weeks of parental leave.
- **Professional coaching:** Our partner Bravely connects employees to one-on-one professional coaching whenever they need it. Using the Bravely platform, employees can schedule a time to connect with a coach for a confidential conversation about growing in their role, building strong working relationships, achieving focus and motivation, time management and more.
- **Mental health resources:** Typeform offers various mental health resources via our US EAP and local private medical insurance schemes.
- **Flexible working:** Typeform offers all employees a level of flexible working arrangements to empower employees to choose what time they begin to work, where they work, and when they stop work.

Occupational health and safety

Typeform operates a remote-first working policy which minimises the risk of occupational hazards, and the precautions needed are therefore significantly lower. In order to ensure full compliance from a Health & Safety perspective, the necessary H&S home worker self assessments are embedded as part of the onboarding process of any new hire.

Typeform aims to promote the health, safety and welfare of all employees through a commitment to the development of a positive health and safety culture. We aim, so far as is reasonably practicable and possible, to achieve and deliver the following:

- Implement and develop a Health, Safety and Compliance management strategy that aligns with local legislations and industry standards
- Be compliant at all times with statutory obligations

- Identify health risks through risk assessments, ensuring actions identified are implemented, and any risks are reduced to the lowest level
- Seek to prevent accidents, incidents, and cases of work-related ill health and report any accidents or incidents to the relevant authorities where necessary
- Ensure systems are in place to report hazards and identify faults for rectification
- Establish an effective management structure, with key health and safety responsibilities identified and communicated
- Create a proactive health and safety culture, that encourages the involvement of all employees
- Provide employees with appropriate information, instruction, and training to ensure employees are deemed competent from a health and safety perspective

Additionally, Typeform operates a global Home Office Setup Reimbursement Policy which reimburses new permanent employees for reasonable and proper costs incurred in setting up a suitable ergonomic and comfortable home office space to carry out their responsibilities.

Accidents

Only one accident was reported to the People & Culture team for this reporting period. The details of this accident was captured in an accident report. The accident was *in itinere*, so the severity rate and frequency rate are 0.

There were no occupational diseases in 2022.

Social dialogue

At the present time there is no Legal Workers' Representation. However, whenever it has been necessary to adopt collective measures that require negotiation, an *ad hoc* Commission has been set up for this purpose. There has been no impediment for employees to vote using digital tools and to organise.

Typeform's operating companies comply with all relevant legislation and work to improve and maintain workforce engagement and representation. Operating companies use a combination of human resources and employee engagement programmes, to share information about the business with employees.

Collective agreements

In Spain all employees are covered by Collective Bargaining Agreements, equal to 55% of the total Typeform workforce. In the other countries in which Typeform operates, no employees are covered by Collective Bargaining Agreements. Employees in these territories conduct training and evaluations regarding Organisational Health and Safety (OHS).

The Typeform group takes into account the necessary support and employee wellbeing requirements and provides the right support to make sure that mental physical health of the employee is safeguarded:

- We reimburse all our new joiners with a maximum of 1000 euros so they can adapt their homes to create a proper work environment that ensures the compliance with all OHS local regulations
- We pay a monthly allowance of 150 euros to our employees to cover their remote work needs
- We offer access to third party coaching services so they can be sure to grow professionally and personally
- We organise gatherings and volunteering activities to ensure that employees are able to have meaningful, in person interactions, given the importance this has with regards to mental health
- All our employees must conduct OHS training when they join the company or self evaluations depending on the needs per country
- We have introduced guidelines in our Typeform intranet regarding remote working so employees can work in a safe and healthy environment

Employee Participation

The company conducts recurring surveys to understand the mood and concerns of its employees. The surveys deal with the benefits the company offers as well as the leadership and direction of the company.

Additionally, the Company also uses all-hands meetings to communicate its progress and strategy to employees through the company's leadership.

Finally, there are internal whistleblowing channels for employees to report to labour relations and legal officers about possible non-compliance or unacceptable behaviour at Typeform, such as harassment or discrimination.

Training

At Typeform there are several trainings that employee must comply with during the onboarding:

- Data Protection, HIPAA and ISO
- Code of Conduct & Harassment adapted to different countries
- Organisational Health and Safety

We plan to implement a training platform that will help us track all hours employees have used for training in the year. Currently however Typeform does not have such time records.

All employees conduct at least 4 hours training per year in all occupational classifications.

5-Human Rights

Management approach

Typeform is committed to upholding and respecting the human rights of all people, as outlined in Typeform's **Code of Conduct**, as well as its policies, practices and core values.

Human rights encompass a wide range of fundamental rights, freedoms and standards of treatment of all persons to which governments, businesses and individuals adhere, as described in the United Nations Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and relevant laws and regulations.

During fiscal year 2022, there were no reports of any complaints concerning the violation of human rights.

Risk prevention

The Company is committed to respecting human rights and integrating them into our global operations. Below, we detail the points implemented:

- Comply with applicable laws and regulations to promote human rights where Typeform does business globally.
- Conduct due diligence and take necessary measures to prevent the exploitation of persons through forced labour, human trafficking and child labour.
- Promote equality of opportunity and treatment and take appropriate measures to eliminate discrimination in access to employment, training and conditions of work, on the grounds of race, age, religion, colour, sex, political opinion, ethnicity, sexual orientation, disability, country of origin or social origin.
- Protect the privacy and security of the data of our employees, suppliers and customers.
- Promote ethical business practices and continue our efforts to reduce and prevent the risk of corruption.
- Undertake initiatives to promote greater environmental responsibility and sustainability, including the development of environmentally friendly technologies.
- Support impactful social programs, including those focused on critical human needs, health, education, and economic empowerment.
- Work with Typeform's suppliers and partners to uphold these same values and implement similar policies and practices.

6-Corruption and bribery

Management Approach

Typeform believes in honesty in business and is committed to transparency in our business practices. In relation to our business, we do not tolerate corruption or bribery. The Company is committed to complying with the anti-corruption laws applicable in the territory in which it operates.

The Company is also committed to ensuring that the companies with which it is associated comply with all laws with reference to this area, including anti-bribery and anti-corruption laws. Likewise, antitrust laws are fully respected. Only non-commercial personnel have access to this information, and they are obliged to protect the information.

As described, we do not offer or pay bribes. Within our organisation, we are prohibited from offering, promising, authorising, directing, paying, making or receiving bribes, commissions or payments of money or anything else of value (directly or indirectly) to improperly obtain business or any other advantage for the Company or any individual of the organisation.

Bribery may have criminal consequences and it is prohibited when dealing with the following agents:

- Government and the public sector, which includes public entities, higher education, public health entities and public international organizations and their employees or officials.
- Political parties or candidates for political office
- Business entities that are partially or wholly owned or controlled by government interests (often referred to as state-owned enterprises) and their employees or officers.
- Private commercial companies and their employees
- Typeform employees.
- Any other third party

In this regard, Typeform prohibits giving money or anything of value directly or indirectly to a government official or employee of a state-owned enterprise, or to such person's spouse, partner, child or other relative, for the purpose of influencing or rewarding an action or decision of the government or public sector employee or official or to obtain any undue advantage for the Company.

Within the organisation, payments to officials to speed up or expedite routine government actions, including processing and approving applications and permits, are also prohibited.

In addition, The Company prohibits all forms of money laundering, which involves disguising or funneling illegally obtained money, or transforming such money into legitimate funds.

All these policies are included in Typeform's Code of Conduct. In addition, Typeform's Procurement Policy and Procedure structures Typeform's purchasing processes and sourcing strategies to ensure that the services and goods we acquire are the result of transparent, objective, time- and cost-effective decision making and risk management.

Donations made by the company to foundations and non-profit entities during the 2022 financial year amounted to €143,000 euros.

7 - Society and Transparency

Sustainable Development

The company values its relationships with local communities and maintains open communication channels with agents in these areas. The company also supports local non-profit organisations such as Fundacio Arrels, Fundacio ESTIMIA, LifeTerra, Migracode, Ocean52, and Ukraine Support through partnerships. The company has recently implemented a Volunteer Time Off (VTO) program which allows employees to volunteer up to three days of their time per year for charitable activities, with Typeform donating \$15 per hour volunteered. The company has not performed any sponsorships during 2022.

Measures are also taken to promote equal treatment and opportunities, non-discrimination, and inclusion of people with disabilities. These include recurring engagement surveys to account for feelings of inclusion, and equal pay across dimensions of diversity by establishing role-based job classifications and related pay bands. We also hold our customers accountable to equitable and moral treatment through explicit Terms & Conditions.

In addition, the company includes social, gender equality, and environmental matters in its purchasing policy. This ensures that the company's suppliers uphold these same values and principles, and that its purchasing decisions contribute to positive impacts in these areas.

We operate with an efficient, clean and circular Cloud infrastructure that allows our customers not only to generate business value but also reduce their environmental impact.

Suppliers

The Company's success depends on our individual commitment to upholding Typeform's values in all our business relationships. Typeform has a Code of Conduct which applies to suppliers and their employees, regardless of where they operate.

Typeform seeks to ensure that all its suppliers comply with all laws and regulations applicable to its business and with this Code. Compliance means not only knowing the law, but also operating in a way that recognizes your ethical responsibilities and is enforced. Where local laws are less restrictive than this Code, the Code must be complied with.

The Organization maintains open and honest business relationships with all Suppliers and strives to develop relationships that are advantageous to both.

Typeform recognizes the social responsibility to protect the environment and expects its suppliers to share its commitment. The company conveys to suppliers the commitment to comply with all applicable environmental laws and regulations, additionally expects them to work to reduce the

consumption of resources, including raw materials, energy, and water, in all aspects of the life cycle of the product or service.

While we do not conduct full supplier audits, cooperation is expected from vendors with periodic requests for documents and/or information required in connection with incorporation and due diligence processes. All new vendors dealing with Typeform's data are required to complete a detailed security questionnaire and provide evidence of certifications such as SOC 2 to ensure they meet our high standards of compliance.

To ensure that our suppliers comply with Typeform's policies, in some cases, certain information is requested that identifies the structure of the company, the potential existence of conflicts of interest, and compliance with applicable local laws. This analysis is also focused on identifying specific compliance issues.

These requirements are carried to the point that the Company may terminate its relationship with the Supplier for breach of obligation to provide truthful and accurate responses to requests for information.

Customers

Typeform understands that leading companies recognize that environmental sustainability is good business. Whether driven by a desire to protect the environment, reduce costs, meet growing consumer demand for eco-friendly products, or comply with increasing regulation, sustainability can benefit both the environment and business profitability. This business vision is transferred to customers of Typeform products.

Typeform has implemented a complete Information Security & Privacy Management System to provide a proper service in terms of security and privacy for our customers and the data that can be collected with our platform. In order to improve our systems, show commitment and provide trust to our customers, Typeform currently holds certifications in ISO 27001, 27701, 27017, 27018, SOC 2 Type 2 and HIPAA standard.

Our policy 'How Typeform talks: A brief guide to voice and style' is designed to aid employees in their communications with both internal and external stakeholders to ensure the clarity, consistency and impactfulness.

Typeform uses third party software to record instances of customers requesting support. In 2022 Typeform received a total of 92,439 contacts from customers. Of this total, 92,305 (99.9%) were resolved in the year.

Tax Information

In the following table we separate the fiscal data for the year 2022. The company did not receive any government subsidies.

	2022	
Legal entity	Profit/(Loss) before tax (€'000)	Tax charge/(credit) (€'000)
Typeform, S.L. (Spain)	(33,83)	(1,159)
Typeform UK Ltd (UK)	280	41
Typeform US, LLC (USA)	774	194
Typeform DE GmbH (Germany)	5	2
Totals	(32,776)	(922)

Annex B. Table of contents as required by Law 11/2018

The selected GRI (Global Reporting Initiative) standards listed below refer to those updated in 2021, as well as GRIs updated prior to that date. Former versions of GRIs are indicated with the date of publication.

Contents	Reporting/GRI criteria	Page	Comments / Reason for omission
Overview			
Description of the business model	GRI 2-1, GRI 2-6	6 - 7	
Organisation and structure of the company	GRI 2-2, GRI 2-6, GRI 2-9	6 - 7	
Geographical presence	GRI 2-1, GRI 2-6	6	
Objectives and strategies	GRI 2-23	7 - 13	
Main factors and trends that may affect its future evolution	GRI 3-3	14 - 15	
Reporting framework used	GRI Standards, GRI 2-3, GRI 2-5	4	
Materiality analysis	GRI 3-1, GRI 3-2	4	

Social and personnel issues			
Management approach: Policies and its results in addition to risk and its management.	GRI 2-23, GRI 2-24, GRI 3-3	21 - 22	
Employment			
Number and distribution of employees by country, gender, age, and occupational classification	GRI 2-7 Empleados GRI 405-1 Diversidad de órganos de gobierno y empleados	21	
Number and distribution of types of employment contract and annual average of contracts by gender, age, and occupational classification	GRI 2-7 Empleados	22	
Number of dismissals by gender, age, and occupational classification	GRI 401-1	25	
Average remuneration by gender, occupational classification, and age	GRI 2-7	26	
Pay gap	Criterio interno	26	
Average remuneration of board members and directors	Criterio interno	26	
Implementation of labour disconnection policies	GRI 3-3	27	
Percentage of employees with disabilities	GRI 405-1	27	

Organisation of work			
Organization of working time	GRI 3-3	28	
Hours of absenteeism	Criterio interno	28	
Measures to facilitate conciliation	GRI 3-3	28	
Health & Safety			
Occupational safety and health conditions	GRI 403-1	28 - 29	
Accident rate indicators	GRI 403-9	29	
Occupational diseases	GRI 403-10	29	
Social Relations			
Organization of the social dialogue	GRI 3-3	29 - 30	
Percentage of employees covered by collective bargaining agreements by country	GRI 2-30	30	
Stocktaking of collective bargaining agreement, particularly in the field of health and safety at work	GRI 3-3	30	
Mechanisms and procedures available to the company to promote the involvement of workers in the management	GRI 3-3, GRI 2-29	30 - 31	

of the company, in terms of information, consultation and participation.			
Training			
Policies implemented in the field of training	GRI 404-2, GRI 403-5	31	
Training hours by professional categories	GRI 404-1	22	
Universal accessibility for people with disabilities			
Universal accessibility for people with disabilities	GRI 3-3	27	
Equality			
Measures taken to promote equal treatment and opportunities for women and men	GRI 3-3	32	
Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures adopted to promote employment, protocols against genderual and gender-based harassment	GRI 3-3, GRI 2-23	32	
Integration and universal accessibility of persons with disabilities	GRI 3-3	27	
Policy against all types of discrimination and, where appropriate, diversity management	GRI 3-3, GRI 2-23	32	
Environmental issues			

Management approach: Policies and its results in addition to risk and its management.	GRI 2-23, GRI 2-24, GRI 3-3	16	
Environmental management			
Current and foreseeable effects of the company's activities on the environment	GRI 3-3	16	
Environmental assessment or certification procedures	GRI 3-3	16	
Resources dedicated to the prevention of environmental risks	GRI 3-3	16	
Application of the precautionary principle	GRI 2-23	16	
Quantity of provisions and guarantees for environmental risks	GRI 3-3	17	
Contamination			
Measures to prevent, reduce or repair any form of air pollution, including noise and light pollution	Noise and light pollution not material	18 - 19	
Circular economy, sustainable use of resources and waste prevention			
Measures related to the prevention, recycling, reuse and other forms of waste recovery and disposal	GRI 3-3	18 - 19	
Actions to avoid food waste	Non-material		

Sustainable use of resources			
Water consumption and water supply according to local constraints	GRI 3-3, GRI 303-3	19	
Consumption of raw materials and measures taken to improve the efficiency of their use	GRI 3-3, GRI 301-1	19	
Direct and indirect energy consumption	GRI 302-1	19	
Measures to improve energy efficiency	GRI 3-3	19	
Use of renewable energies	GRI 302-1	19	
Climate change			
Greenhouse gas emissions	GRI 305-1, GRI 305-2, 305-3	19	
Measures to adapt to climate change	GRI 3-3	19	
Greenhouse gas reduction targets	GRI 3-3	19	
Biodiversity			
Measures to preserve or restore biodiversity and impacts caused by the activity	Non-material	16	
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Management approach: Policies and its results in addition to risk and its management.	GRI 2-23, GRI 2-24, GRI 3-3	32	
Implementation of human rights due diligence procedures	GRI 3-3, GRI 2-26	32	
Prevention of the risks of human rights violations and, where appropriate, measures to mitigate, manage and remedy possible abuses committed	GRI 3-3, GRI 2-23, GRI 2-26	32	
Complaints of human rights violations	Criterio interno	32	
Promotion and enforcement of the provisions of the fundamental ILO Conventions related to respect for freedom of association and the right to bargain related to respect for freedom of association and the right to collective bargaining	GRI 3-3, GRI 2-23	32	
Elimination of discrimination in employment and occupation	GRI 3-3, GRI 2-23	32	
Elimination of forced or compulsory labour	GRI 3-3, GRI 2-23	32	
Effective abolition of child labour	GRI 3-3, GRI 2-23	32	
Fight against Corruption and Bribery			
Management approach: Policies and its results in addition to risk and its management.	GRI 2-25, GRI 2-23, GRI 2-26	33 - 34	
Measures to prevent corruption and bribery	GRI 2-25, GRI 2-23, GRI 2-26	33 - 34	

Measures to combat money laundering	GRI 2-25, GRI 2-23, GRI 2-26	33 - 34	
Contributions to foundations and non-profit entities	GRI 201-1	34	
Social commitment			
Management approach: Policies and its results in addition to risk and its management.	GRI 2-23, GRI 2-24, GRI 3-3	35	
The company's commitments to sustainable development			
Impact of society's activity on employment and local development	GRI 3-3	34	
Impact of the activity of society on local populations and the territory	GRI 3-3	34	
Relations maintained with the actors of local communities and the modalities of dialogue with them	GRI 3-3	34	
Partnership or sponsorship actions	GRI 3-3	34	
Subcontracting and suppliers			
Inclusion of social, gender equality and environmental issues in purchasing policy	GRI 2-6, GRI 2-, GRI 2-24	34 - 35	

Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	GRI 2-6, GRI 2-, GRI 2-24	34 - 35	
Supervision systems and audits and their results	GRI 3-3	34 - 35	
Consumers			
Measures for the health and safety of consumers	GRI 3-3	36	
Claim systems	GRI 2-16, GRI 2-25	36	
Complaints received and resolution thereof	GRI 2-25	36	
Tax information			
Benefits obtained country by country	GRI 207-4	37	
Taxes on profits paid	GRI 207-4	37	
Public subsidies received	GRI 201-4	37	

