

Sustainability Report 2023

About the report

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Our second Sustainability Report reinforces our commitment to our sustainability journey. At Endutex we continue to transparently and rigorously disclose our sustainability performance, now reflecting our results for 2023, while underscoring the measures and strategies we have adopted to reduce the adverse environmental, social, and governance effects of our operations, and simultaneously, generating value for our stakeholders.

This document sets out the approaches and performance on ESG matters of Endutex SGPS, S.A. This report also demonstrates our evolution regarding the first year of reporting, which marked the start of our sustainability journey. The document illustrates how these aspects are embedded into our business and identifies areas that require our utmost attention.

Endutex Sustainability Report 2023 follows the 2021 version of the Global Reporting Initiative (GRI) Standards, covering the reporting period between 1 January and 31 December 2023. This document includes sustainability information regarding the companies operating in the most relevant sectors for our Group - Industry and Hospitality & Real Estate – and headquartered in Portugal (listed in Appendix 4.1). Quantitative environmental information related to Real Estate activities include Oeiras Tower and the Rialto Building in Porto.

In the coming years, we plan to extend the scope of the Sustainability Report to other areas, sectors, and geographies in which our Group operates and to align and standardize our report in accordance with the Corporate Sustainability Reporting Directive (CSRD), which will enhance the transparency, consistency, and comprehensiveness of our disclosure methods.

Any clarification or suggestions about this report can be forwarded to Endutex, through the contacts sustentabilidade@endutex.pt.

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1. Introduction

1.1 CEO Letter

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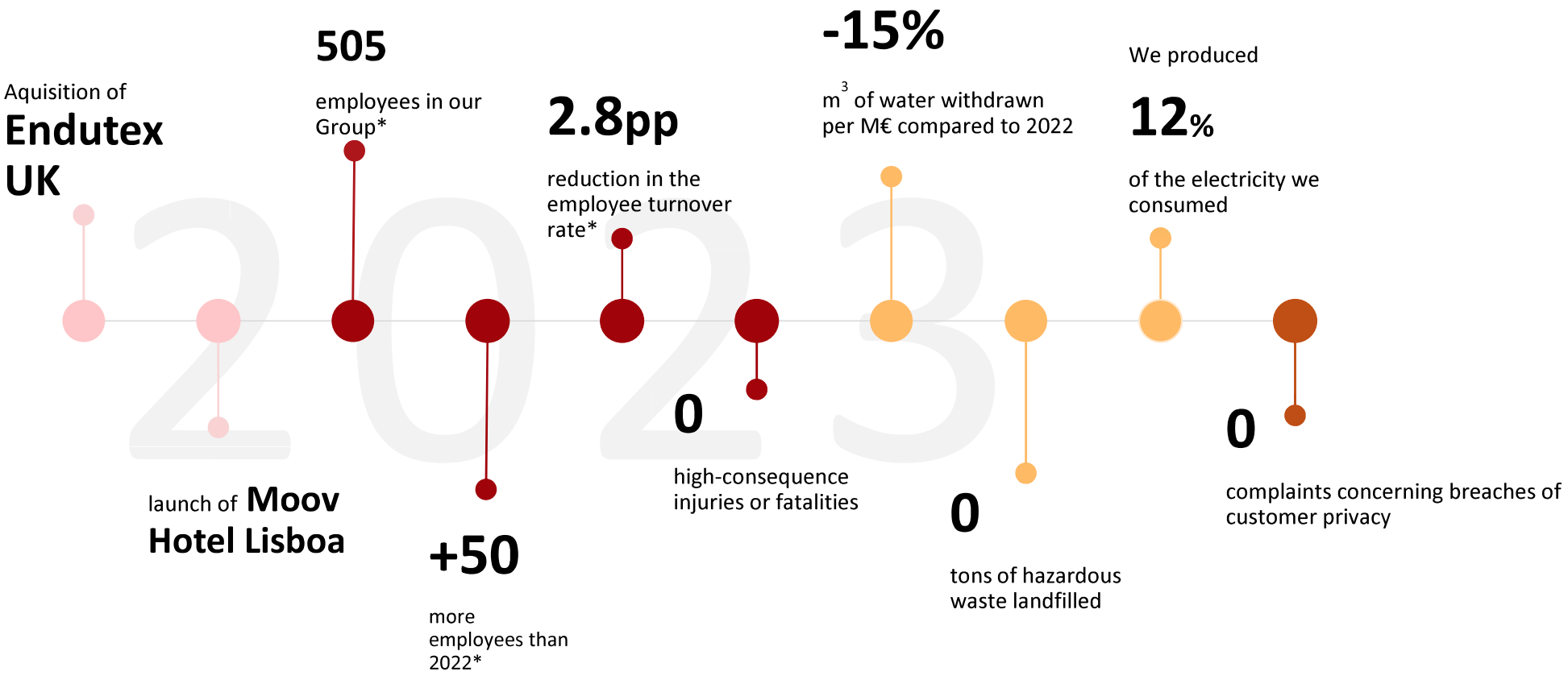
Dear stakeholders,

We are delighted to present the ESG Report 2023, a document reflecting our ongoing sustainability commitment. At a time of global transformation and significant challenges, we reaffirm our determination to promote practices that generate long-term value for our shareholders and society. We believe that sustainability is not just a business strategy but a real mission that involves all our employees, partners, and stakeholders. During 2023, we intensified our efforts to integrate ESG principles into our strategic and operational decisions. We prioritized investments in clean technologies, promoted inclusion and diversity initiatives, and strengthened our governance to ensure transparency, ethics, and alignment with the interests of our stakeholders.

Our main challenges are the continuous evolution of sustainable technologies, the mitigation of environmental impacts and the adoption of practices that are increasingly aligned with the principles of the circular economy and social responsibility.

The road to sustainability is challenging, but we remain committed to maintaining an open and constructive dialogue with all stakeholders, continually striving to improve our practices and contribute to a more sustainable future. We want to thank all the employees and partners who support us on this journey. Your commitment and dedication contribute to a more balanced and just future.

1.2 Our 2023 year



* Values related to the scope of the sustainability report

2. Endutex - Strategy, business model and sustainability general information

2.1 Who we are

Our Group - Endutex SGPS, S.A. - comprises a variety of companies operating in different business areas. Initially specialising in textile coating, our Group now employs around 1,000 people working in the textile, distribution, and energy production industries as well as the Hospitality and Real Estate sectors. With hotel and industrial facilities in Portugal and Brazil, as well as commercial branches in other nations tasked with introducing our industrial products to new markets, our Group is present in eleven countries.



Industry

Production of technical textiles, including industrial activities focused on weaving, knitting, dyeing and coatings, and energy cogeneration.

86% of our Group turnover in 2023*

Real Estate and Hospitality

Development of real estate projects, asset management and hotels operations management

14% of our Group turnover in 2023*

Industry Presence
Industrial Units
Industrial Branches
Hospitality Presence

We are a worldwide Group

4 Industrial units **8** Industrial branches** **7** Hotels

*Values referring to the consolidated turnover of Endutex Group; ** Endutex Trading, Unipessoal Lda., Endutex - Ibérica S.A., Endutex Trading Ltda, Endutex - SP Z.oo, Endutex - CZ, S.R.O., Endutex Germany GMBH, Endutex UK.

Our identity is drafted by **our values** and guided by our sectors' **missions and visions**

At Endutex, we are proud to maintain and comply with our values. We maintain relations with our stakeholders based on our values by acting in a legal, ethical, and professional manner. With the Group's values as our foundation, we aim to continue shaping the future of our companies through our innovation and knowledge, while diversifying our businesses.



Our businesses have a unique and shared identity. It is in this spirit that we share the missions and visions of the sectors within this Sustainability Report scope - Industry and Hospitality & Real Estate.

Industry

Our mission

To develop high quality, innovative, and competitive technical textiles for customers around the world, from the production of the textile support (knitting and weaving) to its finishing (dyeing) and coating.

Our vision

To be a world reference company in the technical textiles sector, creating value for customers, employees, the community, suppliers, and shareholders, with a focus on innovation and sustainable development.

Hospitality & Real Estate

Our mission

To maintain the culture of service together with the ability to adapt to the market, our customers, and the culture of the countries where we operate, by focusing on detail, good practices, and precise procedures.

Our vision

To ensure that our brand continues to grow and innovate, we invest in the resilience of our business, processes, resources, and culture, with the aim of growing in the market without sacrificing the comforts necessary to provide a modern and peaceful environment for our customers.

2.2 Our activity

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We have been expanding sustainably and gaining a solid reputation among our stakeholders in the industries we work in, especially in the Hospitality, Real Estate, and industry sectors, which make up our largest business sectors. We have ventured into various regions as our business has grown, and we are pleased to have gained a deeper understanding of the market.

Industry

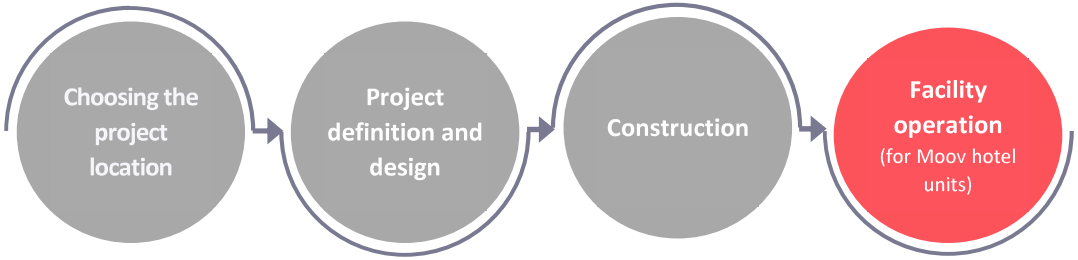
Endutex - Revestimentos Têxteis
Endutex - Tinturaria e Acabamento de Malhas

Hospitality & Real Estate

Endutex Hotéis
Endutex Imobiliária

Our area of expertise in the industry sector is the manufacturing of technical textiles, specifically technical coated textiles with PVC, polyurethane, acrylic, silicone, acrylic and other polymers. From knitting and weaving to the final coating process, we are able to maintain an integrated production capability due to our industrial sector expertise. A wide range of target markets, including digital printing, textile architecture, automotive, protective clothing, artificial leather, home textiles, and more, are guaranteed to receive a high-quality final product thanks to this total control over the production process. The four main pillars of our industrial operations are knitting and weaving, dyeing, coatings and finishing.

With stable increases in exports and revenue, we have positioned ourselves at the forefront of this sector and established ourselves as a leading reference in coated technical textiles over the years. Our path is guided by a steadfast dedication to quality, extensive production capabilities, and a growing commitment to implementing more sustainable business practices. This approach has enabled us to achieve continuous growth and representation in various markets. As a testament to our ambition, in 2023, we acquired Endutex UK.



We are represented in the Real Estate sector by Endutex Real Estate, which manages property assets. Moreover, Endutex Hotéis is responsible for hotel management, such as our Moov Hotels in Portugal and Brazil. As appropriate, these two companies collaborate in a cycle that includes planning and implementing our hotel construction projects (Endudex Real Estate) and the day-to-day management of each hotel unit (overseen by Moov Hotels).

In Hospitality, our Moov Hotels offer functional and comfortable accommodation with a simple aesthetic that guarantees comfort and high-quality services. We want our hotels to be a desirable choice for people looking for a comfortable, urban stay that is defined by a modern, sophisticated, and sleek setting.

Currently, we operate five hotel units in Portugal, located across the mainland, including in Porto, Évora, Oeiras, and Lisbon, near Parque das Nações, which we began operating at the beginning of the year.

Endutex Real Estate manages a diverse portfolio of properties, including commercial, industrial, and service spaces. It also oversees the development of new Real Estate assets.

We oversee 80 million euros in assets spread throughout the country, including 50,000 m² of property, such as our offices in the Oeiras Tower and the Rialto Building in Porto (which are within the scope of the Real Estate sector), and the two industrial parks where Endutex - Coated Technical Textiles and Endutex - Dyeing are located**.

Our **Moov hotels***



Porto (Centro)



Évora



Porto (Norte)



Lisboa



Oeiras

Our **Real Estate assets***



Rialto Building



Oeiras Tower

*Regarding the Sustainability Report scope; ** Although Endutex Real Estate has both Endutex-Coated Technical Textiles and Endutex-Dyeing facilities in its portfolio, the respective consumptions and metrics are reported within the industrial sector scope.

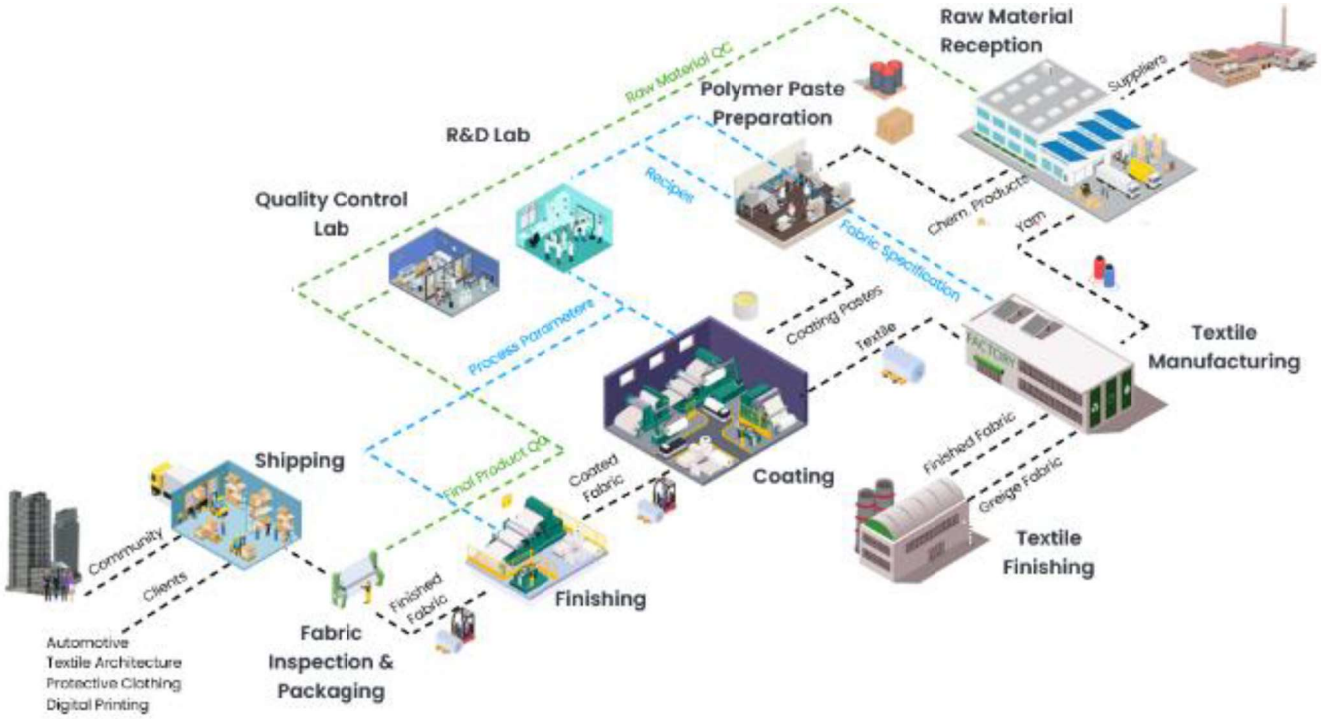
2.3 Our value chain

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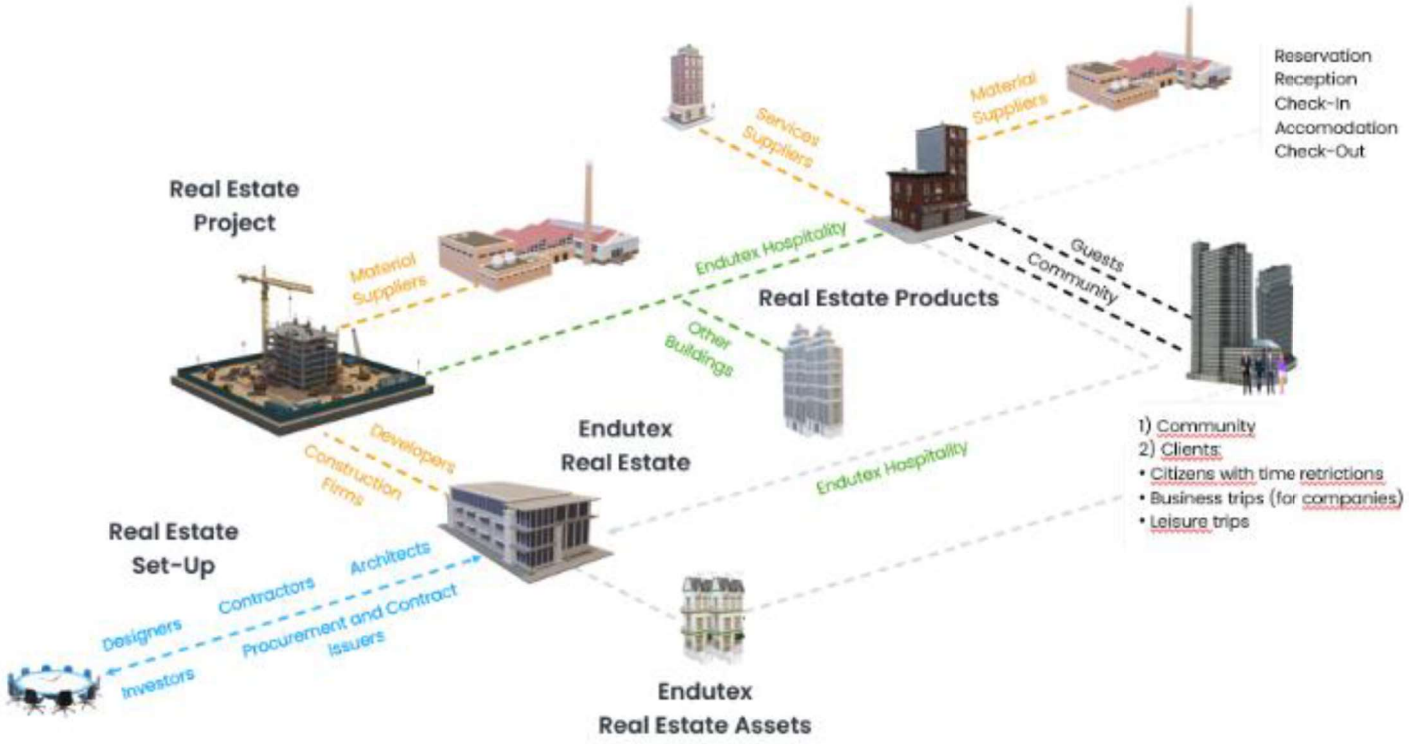
Our Group comprises various entities that operate across diverse sectors, delivering products and services to a wide range of customers, from B2B to B2C. Consequently, our value chain is complex and has evolved significantly with our business diversification and expansion. The success and sustainability of Endutex have been bolstered by the contributions of our customers and end-users, suppliers and business partners, employees, local communities, and financial and regulatory bodies. Responsible management of this value chain is essential for the longevity and sustainability of Endutex.

In the Industry sector value chain, our suppliers are crucial to our production process as they provide the necessary raw materials and resources. We also collaborate with partners in the scientific and academic fields to develop our RDI (Research, Development, and Innovation) projects and engage with the local community. Our clients, who operate in various sectors from the automotive sector to digital printing, are a fundamental part of our downstream value chain. These clients have diverse end-users and demand distinct product specifications and requirements, particularly in terms of applicability, durability, reliability, and resistance to extreme conditions.

Our **Industry value chain**



Through Endutex Real Estate, we work with our designer and architect partners to develop and build new projects in the Hospitality and Real Estate value chain. Our investors, construction firms, and their corresponding raw material suppliers are also included in this category. Our clients are an essential component of Endutex Real Estate's downstream value chain. We specifically draw attention to our Hospitality business, Endutex Hospitality, which manages the Real Estate projects we create, namely the Moov Hotels, among this group of stakeholders. In this sense, our value chain consists of our suppliers, who allow us to give our hotels the operating conditions they require, as well as our clients and the communities in which we operate.



Our **Hospitality & Real Estate value chain**

We aim to build strong relationships with stakeholders who affect or are affected by our business. Stakeholder engagement will be essential to our journey towards sustainability and ESG (Environmental, Social and Governance) integration. It is crucial to encourage communication and interaction with clients, staff members, partners and suppliers, shareholders, and the local communities, attending to their needs and expectations. Our corporate strategy involves multiple stakeholders through regular two-way communication, facilitated by the channels listed in the table below. This strategy supports our company's expansion in every industry and upholds the Group's reputation.

Stakeholders	Communication channels	Main concerns and topics raised
Customers	• Newsletter; • E-mails; • Customer service; • Social media; • Participation in international fairs and events; • Visits to our facilities; • Periodic meetings and contacts.	• Ethics and compliance; • Health and safety; • ESG certifications; • Value chain management; • New products.
Employees	• Reporting channel; • Satisfaction surveys; • Employees meetings; • Team events (Christmas dinner); • Support for initiatives/projects.	• Ethics and values; • Safety, health, and well-being; • Remuneration and recognition policies; • Training and development.
Suppliers and Partners	• Corporate website; • Training actions; • Satisfaction survey; • Information webinars; • Supplier code of conduct; • Periodic meetings and contacts; • Responding to external requests.	• Health and safety; • Human rights; • New products; • Knowledge sharing; • Diversity and inclusion.
Shareholders	• Annual report; • Corporate Website.	• Financial performance and resilience; • Awards and distinctions; • Environmental impacts.
Community	• Newsletter; • Social Networks; • Seminars and workshops.	• Ethics and compliance; • Social responsibility practices; • Recruitment.

Fostering strategic partnerships is fundamental to accelerating the implementation of best practices in our activities and enhancing the differentiation of our products, particularly those stemming from our industrial operations. In this regard, we aim to act as a promoter of synergies by establishing strategic partnerships that, in collaboration with our technical team and our research, innovation, and development laboratory, will enable us to innovate, adapt, reduce impact, and continue to grow. For us, these partnerships are essential to ensuring our customers' satisfaction.

We are one of the members of the Centre for Waste Valorisation (CVR), a private non-profit association whose aim is to support the development of innovative waste management options, considering the industrial process stages in an economically and environmentally suitable approach. As a result of this collaboration, we have carried out several studies regarding energy recovery of our waste.

We are part of ATP, the Textile and Clothing Association of Portugal, an organisation of employers in the Portuguese textile sector, which aims at uniting textile, clothing, and fashion companies, defending their interests and creating conditions that allow for competitiveness and development.

We are also a partner of CITEVE, a technology centre that provides companies in the textile and clothing sector with a portfolio of services including laboratory testing, product certification, technical and technological consultancy, R&D, training, fashion, and design.

2.4 ESG trends

Recently, businesses worldwide have faced macroeconomic constraints due to geopolitical conflicts, particularly the war in Ukraine, have disrupted value chains and caused instability in all sectors, significantly impacting the energy sector. Additionally, consumer behaviour is also evolving due to digital transformations, the introduction of new technology, and rising awareness of ESG topics. In this context, businesses are under pressure to respond quickly to external demands and changes, including integrating ESG topics into their business plans. At Endutex, we are committed to addressing the current challenges in our business sectors, including both Industry and Hospitality & Real Estate.

Consumer needs and expectations drive innovative solutions in the textile industry. The popularity of electric and autonomous vehicles, along with shared mobility practices, impacts textile material requirements. This is crucial for our automotive clients, focusing on comfort, durability, and hygienic standards. The primary ESG trends in similar industry-related companies in 2023 remained consistent with the previous year. In the textile industry, mills and industrial units focus on waste generation, water consumption, and climate change. They have enhanced energy, resource, and water-efficiency programs and adopted renewable energy options.

One parallel driving trend is the digitisation of industry, with novel and innovative technical solutions emerging to address ESG-related challenges. Considering these developments, the company's vertical structure must incorporate skilled and flexible employees. Consequently, textile producers are creating new training initiatives and alternative recruiting procedures to help workers adapt to new challenges in the sector.

The use of new techniques and different raw materials may be used as a strategy to reduce the environmental impact of textile operations and products. Given their adaptability and recyclability, natural fibres such as cotton, milkweed, flax, and hemp have become more popular, as have non-woven textiles. Digital printing, a more environmentally friendly option for printing textiles, has also grown in popularity. In general, textile manufacturers are allocating more resources to create and implement alternate, less chemically and water-intensive production methods, encouraging circularity using renewable or recycled materials.

Several industrial companies are improving procurement by assessing their supply chain with ESG criteria. This influences suppliers to adopt sustainability initiatives, reducing carbon footprint and increasing corporate responsibility. It also ensures compliance and transparency regarding ESG impacts. Internally, businesses are integrating board remuneration policies related to ESG performance. In a similar vein, companies in the Hospitality and Real Estate sectors are placing a greater value on talent retention, rewarding and motivating employees to reduce the expenses of onboarding and training new staff. Diversity in the workforce is also recognised as being essential for delivering more specialised services. Considering the ongoing digital transformation, organisations are developing policies and processes to ensure data protection, safety, cybersecurity, and customer privacy.

Organisations are also taking responsibility for their potential and actual negative effects on local communities and establishing policies to compensate and mitigate them, such as hiring locals and preserving local cultural heritage.

The Hospitality & Real Estate sectors are also impacted by the environmental topics of climate change adaptation and mitigation. In this regard, companies in the sector are implementing energy-saving measures, like those adopted by the textile industry. These efforts range from on-site production of renewable energy to the implementation of integrated and more sophisticated solutions. Furthermore, several groups are establishing science-based targets to lower greenhouse gas (GHG) emissions. New construction design is also reflecting this concern, with a growing interest in environmentally friendly buildings that feature low-maintenance green spaces and optimise natural lighting

and ventilation. The implementation of new structures' resilience in extreme climatic events is another trend being driven by the long-term consideration of climate change implications. A growing number of buildings are being designed with the full life cycle in mind, encouraging constructions that may be reused and boosting the local economy.

The Hospitality & Real Estate industries are undergoing a transformation due to resource management. All parties involved in the process are becoming more interested in researching and implementing more environmentally friendly building techniques, materials, and solutions. The stakeholders involved in the process are becoming more interested in researching and implementing more environmentally friendly building techniques, materials and solutions. Excessive resource consumption and waste creation are common in hotel operations, where end-user satisfaction is crucial. In response, several companies have adopted policies like collecting rainwater to reduce water consumption and eliminating single-use plastics to minimize waste generation.

We recognize the risks of unethical behavior in all sectors and the importance of conducting business with honesty and transparency through effective governance and internal control frameworks. The Sustainability Reporting Package, including the Corporate Sustainability Reporting Directive (CSRD), has emerged from the European Green Deal, influencing how companies think about and report on sustainability. These regulations emphasize transparency and compliance, soon requiring most organizations to report and verify non-financial information. This drives companies to improve disclosure methods for better comparability and reliability. The CSRD reporting package provides new sustainability standards, the European Sustainability Reporting Standards (ESRS), the double materiality approach, and the EU taxonomy. This Sustainability Report continues our non-financial disclosure journey and steps towar ds meeting CSRD requirements, fully effective for our Group in 2026, considering Endutex's 2025 financial year.



2.5 Materiality and material topics

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Our Group operates across various business segments, markets, and geographies, which requires a response to a wide range of increasingly pressing ESG challenges. Consequently, in 2022, we conducted an ESG benchmark exercise, with the aim of assessing key trends and practices in ESG matters within the main sectors of our activity – Industry and Hospitality & Real Estate. This exercise enabled us to identify the most pertinent topics for our activities and operations.

This assessment enabled us to determine the final list of 10 material topics for our Group. For this report, we reanalysed ESG trends and practices in our main sectors of activity. We concluded that no major sustainability challenges arose during 2023, allowing us to maintain the same material topics from 2022.

In the coming years, we plan to align our reporting with the Corporate Sustainability Reporting Directive (CSRD), which will improve our disclosure methods. The CSRD requires all covered companies to report on their material topics based on the principle of double materiality. This principle considers two dimensions: impact materiality, which includes environmental and social impacts, and financial materiality, which includes sustainability topics that have or could have a relevant financial impact on the organisation and its ability to create value, reflected on both risks and opportunities for the Group.



2.6 Governance model

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Our Board of Directors currently consists of six members, three of whom, including the Chairman, are executive members who hold various functions within our Group. The remaining members are non-executive and serve in an advisory capacity. This Board is guided by our code of ethics and conduct, as well as our Group's values, which reinforce our standards of integrity in the management of the Group, ensuring that conflicts of interest are prevented and mitigated.

Regarding sustainability, the Board is currently responsible for reviewing and approving our sustainability information disclosed, including our material topics. This sustainability information is compiled by our holding company.

The Group's identity is consistent across all our companies, as are the guidelines and policies set by our Board of Directors. However, as a Group operating in diverse sectors, the Board has delegated the day-to-day management of public affairs to our companies. Consequently, our companies are responsible for the strategic direction and implementation of our Group's policies, ensuring the resilience of our businesses in the sectors in which we operate.

To adhere to good governance practices and ensure value creation from a Group perspective, we maintain our intention to appoint a sustainability officer within our Board of Directors, including our international subsidiaries. The role will be responsible for defining ESG strategies, policies, and targets, managing the environmental and social impacts of our activities, and ensuring a straightforward process for regular reporting to our Board.

50%| executive members

50%| non-executive members

Our Board of Directors

Vítor Manuel da Cunha Abreu
Chairman of the board of directors

Joaquim André dos Santos Ribeiro Ferreira
Executive member

Américo Alberto das Neves Godinho
Executive member

José António Neves Ferreira de Magalhães
Non-Executive member

José João Neves Ferreira de Magalhães
Non-Executive member

Vítor Manuel de Magalhães Abreu
Non-Executive member

3. What we are doing

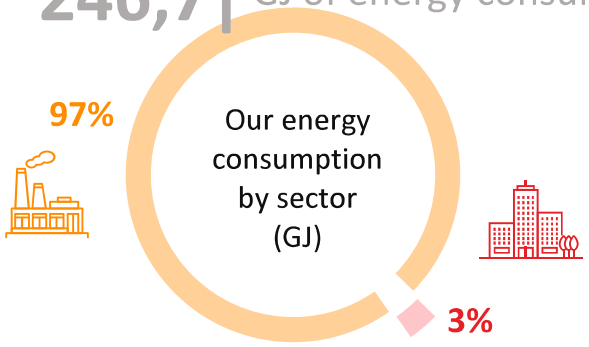
3.1 For the environment

3.1.1 Climate Change

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Through our businesses, particularly our industrial activities, we recognise climate change as an important topic for us due to our contribution to GHG emissions. This increases our responsibility to promote mitigation measures. As a result, we have focused our efforts on reducing GHG emissions, including monitoring our carbon footprint and promoting an energy transition in the industrial sector through the use of cleaner energy sources (such as heat and steam, which are secondary by-products of other Group companies) that replace fossil fuel sources. Given the climate risks we face and the impact they can have on our operations and value chain, we are also focusing on climate change adaptation to make our business more resilient.

246,7 | GJ of energy consumed*



3,2 | GJ consumed per M€ for our Group's activities**

*This includes the consumption of our entire Industry, all our Moov Hotels (Hospitality), and two Real Estate units – Oeiras Tower and Rialto Building; ** The energy intensity was determined through the ratio of the total energy consumption during 2023 in each sector of activity by the respective turnover in 2023.

Industry

The textile industry is typically a high energy consumer and has therefore invested in energy reduction and conversion measures, contributing to the global reduction of GHG emissions. On the other hand, exposure to climate risks, while not as significant as in other sectors, can still have a significant impact on the business.

Hospitality & Real Estate

Due to the nature of their services, which require the consumption of electricity and other energy sources to ensure the well-being and comfort of customers, these sectors often have high energy consumption and associated GHG emissions. In addition to mitigating emissions, it is essential for this sector to adapt to new climate conditions to promote a more resilient business model.

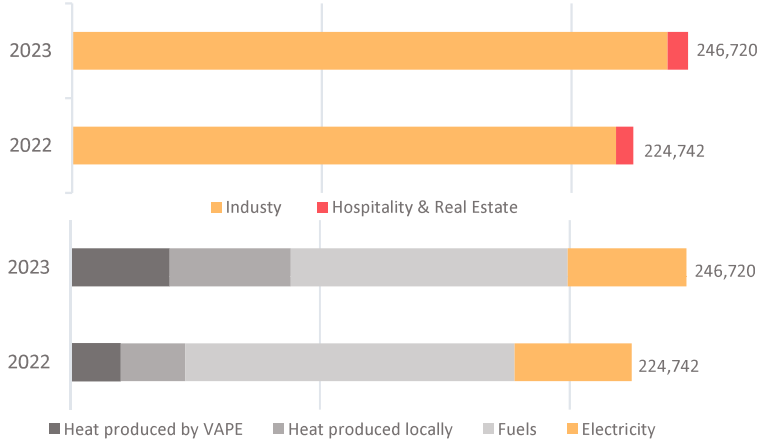
The industry sector is the largest consumer of energy within our group, accounting for 97% of our total energy consumption. For this reason, we expect industrial activities to be the largest contributor to our greenhouse gas emissions (GHG). This is why we are mainly focusing on implementing mitigation climate change initiatives in this sector.

Endutex – Dyeing Energy Transition Plan

Given the relevance of climate change to our group's activities, **Endutex - Dyeing** has adopted an energy transition plan. This plan has enabled **Endutex - Dyeing** to reuse a secondary energy source (steam and heat) produced in a cogeneration process carried out by another Endutex company (**VAPE**), instead of using natural gas in its own boilers to produce heat and steam on site. This approach enables **Endutex** to improve its energy efficiency, resulting in a reduction in overall energy consumption and energy costs. It should be noted, however, that this aspect is not reflected in the report as **VAPE**, the cogeneration partner of **Endutex - Dyeing**, is not included in the reporting scope (see graphs below).

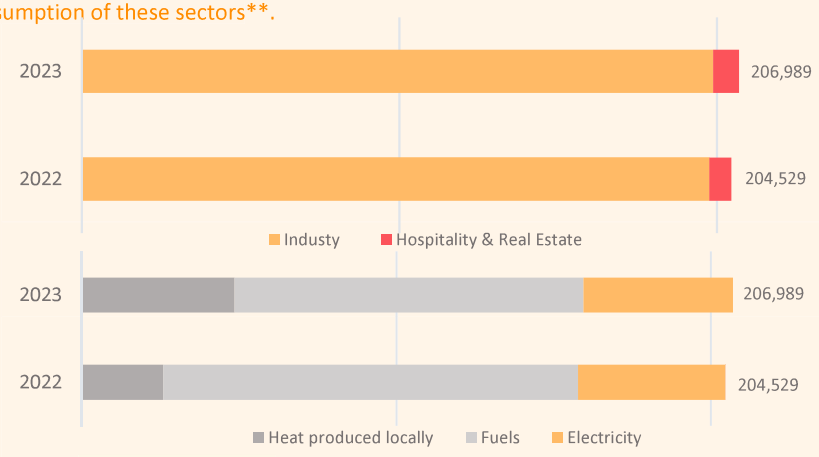
Considering the scope of the report (see graphs below, left), energy consumption has increased compared to 2022. This is mainly due to the the heat and steam consumption of Endutex – Dyeing. However, it is important to note that most of the heat and steam is acquired to an entity of Endutex that is outside the scope of this report (VAPE). For this company, this heat and steam are by-products of its main energy process. Taking this into account, the energy consumption in Endutex - Dyeing and Endutex - Coating has remained stable (see graphs below, right). This is because, in this case, the heat and steam are not attributable to this company. We therefore consider the primary energy source consumed in VAPE to produce electricity and cogenerate heat and steam. The positive outcomes of this energy transition plan, which allows for a decrease in global energy consumption and an increase in clean energy resources (heat and steam produced by cogeneration), demonstrate our progress in achieving our climate-related ambitions.

Energy consumption for the **Endutex Industry* and Hospitality & Real Estate sectors**, within report scope, which includes cogenerated energy acquired to VAPE



3.2 | GJ per M€ generated
(+1% compared to 2022)

Energy consumption for the **Endutex Industry* and Hospitality & Real Estate sectors**, considering the scenario which excludes cogenerated energy acquired to VAPE in the consumption of these sectors**.



2.7 | GJ per M€ generated
(-3% compared to 2022)

*Only considering Endutex - Dyeing and Endutex – Coating; ** In this case, the heat and steam (produced by VAPE through cogeneration) acquired by Endutex Dyeing would not be included in the energy consumption of Endutex Dyeing and Endutex - Coating. Instead, only the primary energy (natural gas) used to produce electricity and heat and steam would be included in the VAPE energy consumption to avoid double counting.

We are aware of our business exposure to climate change and its vulnerability to its effects, which may result in risks that can significantly disrupt our daily operations. Therefore, working on our business resilience is key and we are on a journey to adapt our operations, products, and services to ensure the longevity of our business, strengthen stakeholder confidence, and contribute to global sustainability efforts. The impacts of climate change are different for our main sectors - Industry and Hospitality & Real Estate, and to understand the relevance of the topic for our Group, it is important to identify risks separately to correctly address them by developing sector-specific adaptation measures.

How **climate change** can **affect us**

- Increased likelihood of extreme weather events
- Impacts on the health and well-being of workers
- Damage to structures and buildings
- Loss of business opportunities or costumers due to non-compliance with carbon footprint requirements
- Effects on the physical and chemical properties of chemical products*
- Disruption to the supply and availability of raw materials and of essential services (water and electricity)
- Increased costs of energy and water management technologies
- Rising sea levels causing coastal erosion and potential damage to infrastructure**
- More stringent criteria due to changes in government policy and environmental requirements
- Loss of customers and reputational damage due to poor performance on energy use, GHG emissions, and other environmental topics

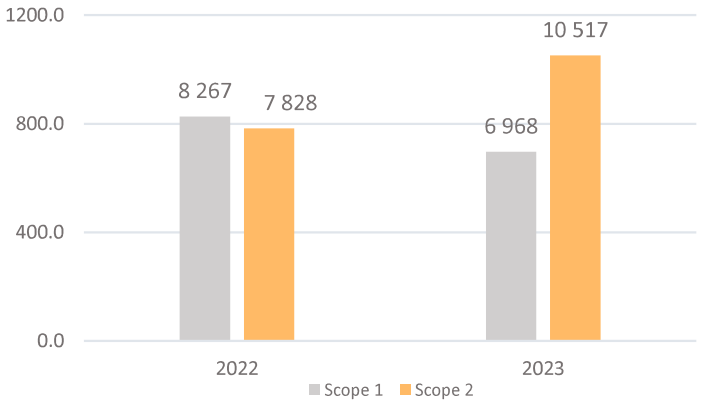
*Only for Industry; **Only for Hospitality & Real Estate;

Industry

In 2023, we updated the carbon footprint of our industrial activities according to the GHG Protocol, considering direct emissions (Scope 1), which include emissions from stationary and mobile fuel combustion, and indirect emissions (Scope 2), which result from the purchase of electricity and heat for our Group's industrial facilities. The GHG emissions calculation allowed us to compare our 2023 results with 2022, as well as to evaluate the importance of each GHG emissions area to better understand where we should implement concrete reduction measures.

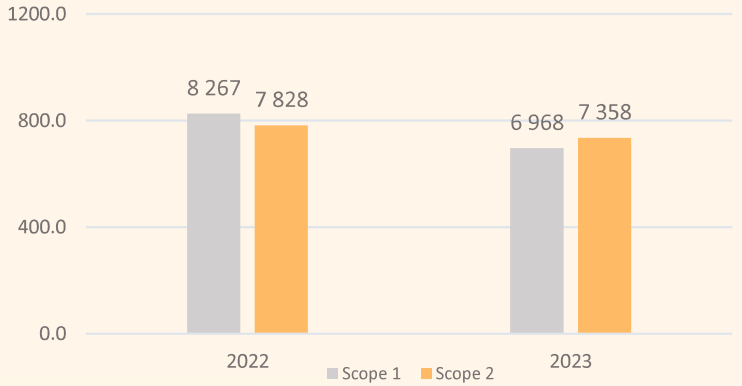
Considering the scope of the report (see graphs below, on the left), in 2023 we noticed an increase in total GHG emissions (exceeding 4% compared to 2022). This was primarily due to the consumption of heat and steam in Endutex - Dyeing, which was produced by VAPE through cogeneration. Since VAPE is not included in the scope of the sustainability report, the heat and steam GHG emissions are included in the industry's Scope 2 GHG emissions of Endutex - Dyeing (see graphs below, on the left). However, when considering the carbon footprint of all our companies in the Group (including VAPE), Endutex - Dyeing and Endutex - Coating have seen a significant decrease in their GHG emissions compared to 2022 (see graphs below, on the right). This is due to the fact that, in this instance, the heat and steam GHG emissions would be included in VAPE's Scope 1 GHG emissions and not in the carbon footprints of Endutex - Dyeing and Endutex - Coating.

Energy consumption for the **Endutex Industry* and Hospitality & Real Estate sectors**, within report scope (includes cogenerated energy GHG emissions generated by VAPE



303.0 | tCO_2eq per M€ generated (+7% compared to 2022)

Energy consumption for the **Endutex Industry* and Hospitality & Real Estate sectors**, considering the scenario that excludes cogenerated energy GHG emissions generated by VAPE in the carbon footprint of these companies**

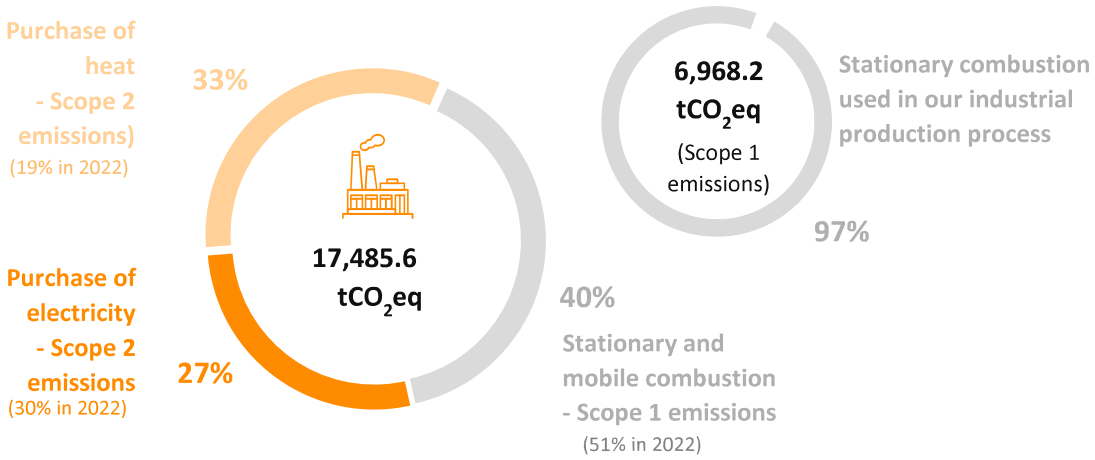


187.3 | tCO2eq per M€ generated (-10% compared to 2022)

*Only considering Endutex - Dyeing and Endutex – Coating; ** In this case, the GHG emissions associated with the heat and steam (produced by VAPE through cogeneration) purchased by Endutex Dyeing would not be included in the carbon footprint of Endutex Dyeing and Endutex - Coating (scope 2 GHG emissions). Instead, only the GHG emissions generated by the primary energy (natural gas) used to produce electricity, heat and steam would be included in the VAPE carbon footprint (scope 1 GHG emissions) to avoid double counting.

Endutex – Dyeing Energy transition plan

By reusing a secondary energy source produced by **VAPE** through a co-generation process (steam and heat) that would otherwise be wasted, **Endutex - Dyeing** has replaced the consumption of natural gas, leading to a reduction in the total scope 2 GHG emissions and a decrease in the Group's global carbon footprint (Scope 1 and 2). It should be noted, however, that this aspect is not reflected in the report, since **VAPE** is not included in the reporting scope (see graphs above). For this reason, and in accordance with the GHG Protocol methods, we considered the heat and steam emissions in **Endutex - Dyeing** Scope 2 GHG emissions.

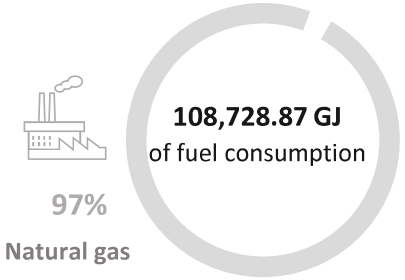


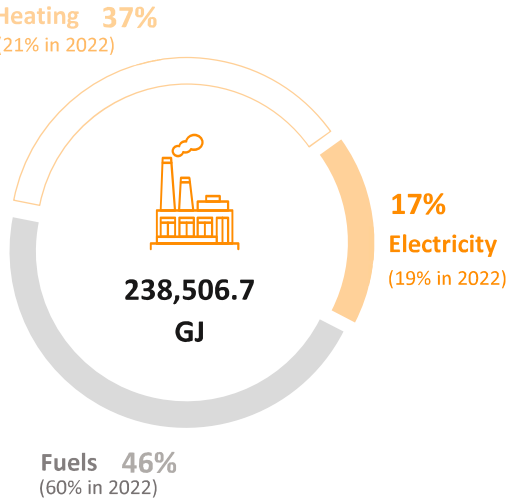
These results are mainly motivated by the increase in Scope 2 emissions (15% more than in 2022), which is greater than the reduction in Scope 1 GHG emissions (less than 9% than in 2022). In 2023, the energy transition, primarily driven by the European energy crisis, resulted in a decline in natural gas consumption. This prompted us to explore alternative energy sources and re-use by-products of VAPE, such as steam and heat, and to reduce our global carbon footprint (see text box above). However, as VAPE is not included in the report scope, this option had an impact on Endutex - Dyeing and Endutex - Coating Scope 2 results.

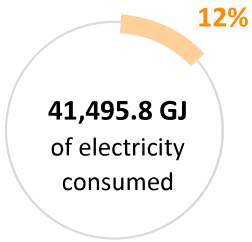
Thus, in 2023, Scope 2 GHG emissions were the main contributor to our GHG emissions, representing 60% of our emissions, with 45% of those emissions being related to electricity consumption used to power our industrial facilities and 55% to the heat consumption, sourced through steam and heat, used at Endutex – Dyeing.

It is important to note that, as stated previously, if VAPE had been included in the report scope, this particular GHG emissions would not have occurred. Instead, we would have incorporated the GHG emissions into VAPE Scope 1. Consequently, this would have led to a reduction in the industry's Scope 2 GHG emissions.

Calculating our industrial carbon footprint has given us a deeper understanding of the impact of our energy consumption. Aware of this, we regularly monitor our consumption levels to ensure compliance with the environmental management system, identify opportunities to improve efficiency, and implement measures that contribute to reduce consumption.







At Industry, most of the electricity we used came from the national grid (88%). The remaining 12% was renewable energy that we produced from our solar panels.

Most of our energy consumption is derived from fossil fuels, as well as steam (accounting for 83% of the total energy used in industry). As previously noted, in 2023 we witnessed a shift from fuel consumption to steam consumption, driven by external pressures on the energy sector in Europe. This transition has resulted in a notable increase in steam consumption (considering the report scope, as mentioned previously), which has led to a corresponding rise in energy consumption when compared to 2022 (approximately 10% higher than the previous year).

4.1 | GJ per M€ generated*

Regarding electricity consumption in 2023 (41,496 GJ), we have seen a slight reduction compared to 2022 (around 2%), of which 12% comes from our photovoltaic energy production plant. This installation was built in line with our plan to rationalise energy consumption and reduce our GHG emissions, which represent our commitment to our business's energy transition. This plant produces approximately 1,401 MWh of clean energy per year. We are currently investigating the possibility of expanding the energy production plant at Endutex Dyeing facility.

* Industry turnover in 2023 was used, considering only companies included in the reporting scope.

As part of our sustainability journey, we have established several action areas for our Industry sector, which include annual energy consumption reduction targets based on energy intensity, carbon intensity and specific energy consumption*. In addition, at Endutex - Coated Technical Textiles we are covered by the Integrated Pollution Prevention and Control (IPPC), which means that all activities that have an impact on the environment are identified, controlled and continuously monitored. To achieve our goals, we have taken actions in line with the energy reduction plan - our energy saving measures include the modification of industrial processes and the preventive maintenance of equipment, the purchase of software to optimise consumption monitoring processes, the upgrading and improvement of our facilities and the investment in the production of solar energy through photovoltaic panels. We have also been working on the development of new textile solutions.

OUR TARGETS

Energy audits carried out in 2017 and 2019

Energy consumption reduction targets defined, within a period of 8 years

6% **Energy intensity** reduction

=% **Carbon intensity** Maintain the previous values

8% **Specific energy consumption**** reduction

OUR INITIATIVES

In Endutex – Coated Technical Textiles, during 2023 we

- Introduction of "Taiga900", a technology for automobile seats textiles, which reduces CO2 emissions in 30% when comparing to standard automobile seats textiles.
- Continued use of the project "Biotex Generation"

In Endutex - Dyeing, during 2023 we

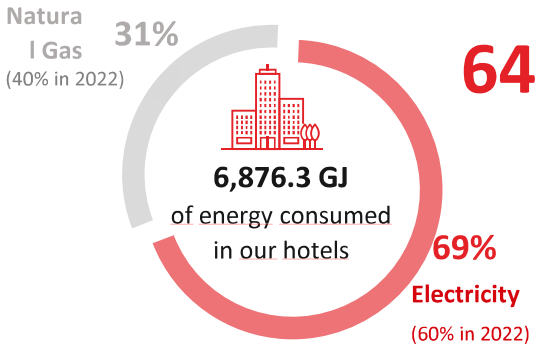
- Have carried out a range of energy-saving measures, such as reducing and controlling air leaks, insulating pipes and replacing energy-inefficient equipment
- Maintained an energy management system to better control energy consumption and costs.

*Equivalent to the ratio of total energy consumption by a unit of production output, in this case m^2 of textile produced; ** Equivalent to the ratio of total energy consumption by m^2 of textile produced

Hospitality & Real Estate

Energy consumption is a very relevant topic to us and, as such, we are seeking for strategies to reduce our impact on this parameter, although we have not calculated the carbon footprint of our Hospitality & Real Estate sector. We look forward to becoming more energy efficient in our activities and operations and to continue our transition towards the use of clean energy. Therefore, for the time being, we believe that monitoring energy consumption in our hotels is a step in the right direction.

As anticipated, in 2023, total consumption in the Hospitality sector exhibited an increase compared to the previous year (a 15% rise from the 5,991 GJ consumed in 2022), attributable to the commencement of operations at the Moov Lisboa hotel. However, the energy intensity has decreased by around 10% compared to 2022, essentially because of the energy efficiency measures implemented at this new hotel. Of the total energy consumed, electricity accounts for the largest proportion.



642.3 | GJ consumed per M€ generated by our hotels*

-10% | GJ consumed per M€ compared to 2022

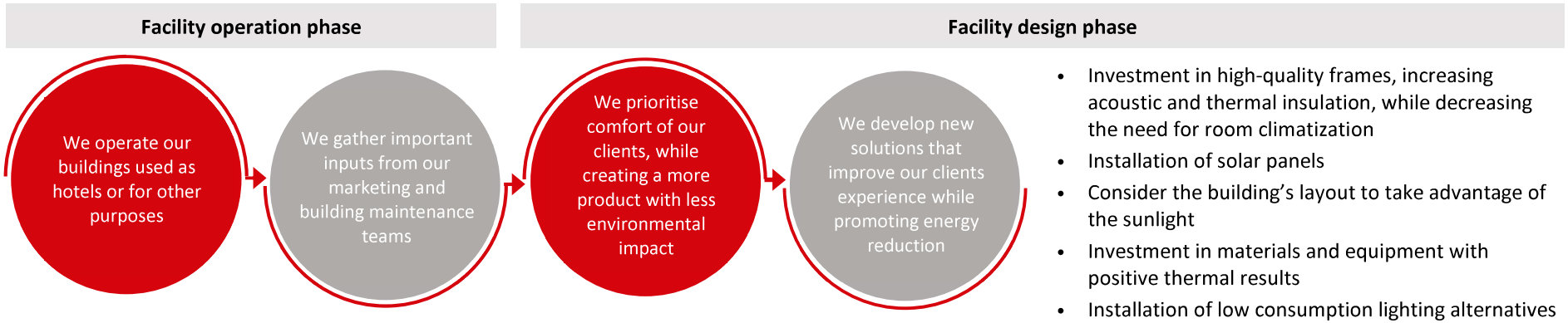
It is therefore important to consider the relevance of energy consumption in the context of climate change. Investing in efficiency measures in the hospitality sector is an effective strategy for reducing GHG emissions and for identifying opportunities to differentiate our business from our competitors.

In our Moov Hotels we			
	Integrate energy management systems that allow us to minimise energy and electricity consumption, while ensuring the comfort of our guests.	Implement energy efficiency measures, making the most of sun exposure, and defining equipment according to the hotel's profile and needs.	Use of technologic tools and equipment that decreases gas consumption, through more efficient climatizing systems.

* Hospitality turnover in 2023 was used, considering only companies included in the reporting scope.

Our Group has set itself ambitious goals to achieve the prestigious Green Key and Biosphere certifications, which reward tourism facilities, hotels and organisations for their commitment to sustainability. At Moov Hotels, we aim to achieve these certifications in recognition of our efforts to reduce the environmental impact of our operations and play an active role in the fight against climate change. In 2023, by achieving these certifications, we aim to establish how our vision is translated into practical and tangible sustainability initiatives.

Reducing GHG emissions and adapting to climate change is becoming a concern not only in the operation of our hotels, but in all our activities, from planning to execution. We recognise that the design and development of properties offers the greatest opportunity to reduce energy consumption and GHG emissions. We are committed to investing in buildings that are both more energy efficient and more resilient to the effects of climate change. We also recognise that mitigating and adapting to climate change requires continuous learning and rethinking of the way we approach our projects. As the designer and operator of our facilities, we are in a unique position to identify improvements and make more informed decisions whenever a new unit is built. More recently, we have placed greater emphasis on considering the future energy performance of our buildings. Over the years, we have also seen a growing interest among architects and designers to develop and present innovative and sustainable solutions that address climate change and reduce GHG emissions.



By incorporating these criteria into our projects, we can also ensure that our buildings are better prepared to withstand the effects of climate change, reinforcing our commitment to sustainability. This is why we focus on evaluating our past projects and experiences, which provide an opportunity to develop valuable input and new solutions that contribute to the design of more resilient and energy efficient buildings.

Despite not having calculated our carbon footprint for this business segment, we are aware of our impact on this topic due to the consumption of electricity in our buildings. Although it has a reduced expression when compared with our remaining sectors, energy consumption is also monitored in the Real Estate sector. In 2023, we were able to collect energy consumption data from other of our assets located in Porto, which led us to increase the total amount of energy consumption reported in 2023 compared to the value reported in 2022 in Real Estate (925 GJ). In addition, we are reducing our energy intensity consumption by around 70%, demonstrating our commitment to responsible energy consumption.

1,337.2 | GJ of energy consumed at our Real Estate assets*

-73% | GJ consumed per M€ compared to 2022

To reduce this consumption, we are assessing the implementation of software and hardware solutions based on IoT and AI to determine opportunities to increase energy efficiency. Our energy consumption has increased in 2023 due to the inclusion of the Rialto Building in our scope of report.



During 2023, we started our process of implementing Microsoft's "POWERBI" analysis service, which will aggregate various data from all units and allow us to extract key information immediately and comparatively, leading to an optimization of our solutions and resources. During this year are also studying the implementation of a software and hardware solution that uses IoT and AI to achieve energy efficiency gains.

* This includes the consumption of two Real Estate assets: Oeiras Tower and Rialto Building.

3.1.2 Circular economy

3-3 | 301-1 | 301-2 | 306-2 | 306-3 | 306-4 | 306-5

We recognise the importance of responsible use of raw materials and natural resources in our operations and throughout our value chain, particularly in our industrial activities.

Dependence on certain resources can lead to a negative impact on the environment and pose internal risks to our business. Promoting circularity and resource conservation is essential to ensure our resilience and reduce the impact of our activities.

Our Group attaches great importance to the responsible management of resources, promoting the efficient use of raw materials and the reduction, reuse and recycling of waste wherever possible, in accordance with the waste management hierarchy.



Industry

Given the sector's reliance on raw materials, it is essential to promote the reuse and circularity of materials to increase the efficiency of their use and reduce the amount of waste generated. These practices are essential to minimise the associated environmental impacts.



Hospitality & Real Estate

Hotels typically generate significant amounts of waste during their operations. Therefore, promoting a circular model and reducing waste can have environmental, social, financial and reputational benefits. This consideration is equally important in construction projects, where the design of buildings should incorporate the principles of material circularity and longevity.

Industry

At Industry, considering our need for raw materials and natural resources, we have established a policy based on three principles, namely consumption optimisation, waste minimisation, and circularity promotion.

Consumption optimisation

Through the continuous optimisation of the productive process and by adopting new and more efficient technologies, we aim to reduce resource consumption and consequently reduce our waste

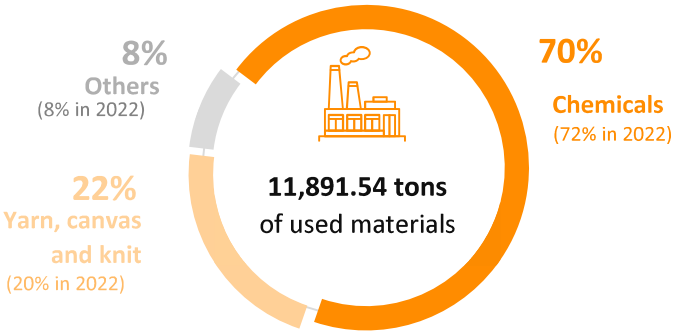
Waste minimisation

We aim to reuse the waste generated in different steps of our production process. When that is not possible, we partner with waste recycling companies, that sell it, and our waste is used as new raw material. Any other waste that cannot be treated in any of these alternatives is disposed

Circularity promotion

In our sustainability journey, we are aware that the current economy model - extraction, production, followed by discard - must give place to a renewed circular model, based on the reuse, recovery, regeneration, and recycling of materials and final products, widening their life cycle and preserving natural resources

In 2023, our material consumption remained consistent with the previous year, at 11,806 tons, with a slight decrease of 2.8%. Around 70% of our total material consumption during the year consisted of chemical products used for industrial purposes. The decrease in the quantity of chemicals from last year is primarily attributed to the use of more efficient products. The use of chemical products is particularly pronounced in Endutex - Coated Technical Textiles, which accounted for 82.2% of our total chemical consumption during the year. This is due to the nature of our textile products, which require coating and finishing processes that rely heavily on chemicals. We strive to reduce the use of raw materials in our products by using various techniques such as automatic blending, weighing systems, and colour control technologies. We are also actively researching and evaluating alternative raw materials on the SVHC (Substance of Very High Concern) list, including alternatives to ADCA (azodicarbonamide).



One of our goals is to increase the use of lower environmental impact materials in our production process by opting for recycled and renewable alternatives. In 2023, 5.2% of the materials we used were recycled, which is similar to the 2022 results. We are committed to further increasing the use of renewable and recycled materials, although this remains a challenge due to our reliance on chemical products. In 2023, we also continued our efforts to regenerate chemical solvents and reintroduce them into the cleaning process. This initiative successfully prevented the use of 85 tonnes of virgin raw materials.

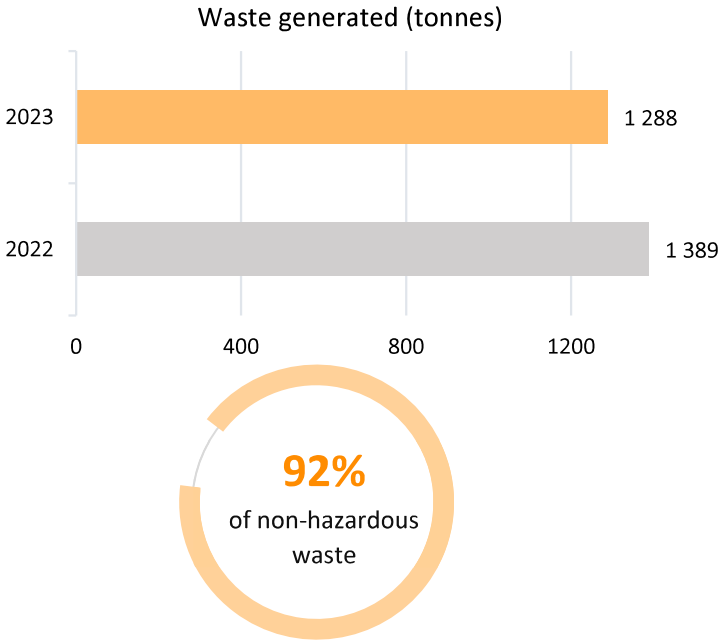
2.8% | of decrease in material use compared to 2022

5.2% | of recycled materials used

6.8% | of renewable materials used

We also recognise that how we manage waste is closely linked to our contribution to circular economy. In the Industry sector, waste generation is a concern to us, because of the impact on the local ecosystems and communities, namely the management of hazardous industrial waste. Due to this, all generated waste is identified, divided by type and danger, temporarily stored, and then directed to the respective licensed waste operator.

We monitor waste-related data by weighing waste on a scale and using waste tracking guides to assist us in this process. We also maintain close contact with waste operators to improve the circularity of our products. The amount of waste generated was 1,288 tonnes, representing a 4% reduction compared to 2022, mainly due to a reduction of 13% in sludge waste. In 2023, the top waste categories were chemicals, textile waste, composite waste and wastewater sludge, accounting for over 80% of the total waste produced. Most of this waste was non-hazardous, accounting for 1,180 tonnes. This is approximately 92% of the total amount, which is equivalent to the 2022 result.



It is important to recognise that some of our end products are composites, which make conventional recycling more difficult due to the thermal incompatibility of the polymers they contain. As an alternative waste recovery option, we have undertaken studies to assess the incineration potential of some of our product ranges. We continue to prioritise finding markets that can incorporate some of our waste into their processes. In 2023, we successfully diverted almost 29.8% of our total waste from disposal through reuse, recycling and other recovery operations.

0 tons of hazardous waste landfilled

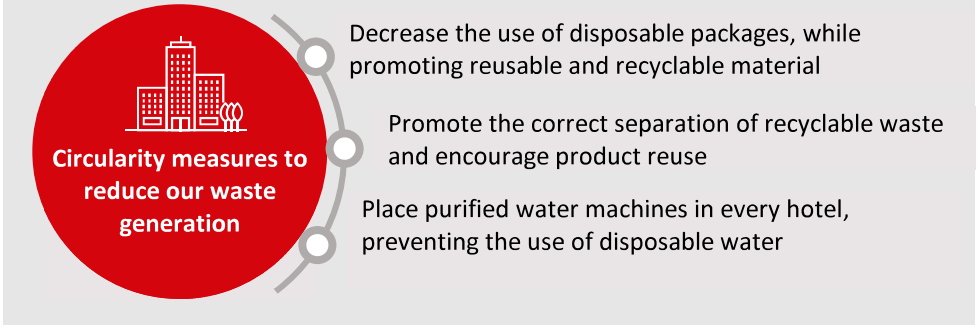
30% of waste diverted from disposal

To promote the reuse of our waste and its valorisation, as well as, to mitigate the impacts associated to its management, we implemented several measures:

Purchase of a compactor to increase the amount of waste transported per load, thereby reducing the impact of waste transport	Recirculation of contaminated absorbents	Reinforcement of identified disposal points in production areas to increase the proportion of recovered waste and promote employee awareness	Increased use of recycled textiles

Hospitality & Real Estate

Due to the nature of our Hospitality & Real Estate activities, we have a lower materials consumption than in the Industry sector. Notwithstanding, we strongly believe that there are substantial benefits in promoting and integrating circularity in Hospitality & Real Estate activities, from construction to operation.



Regarding circular economy, we have implemented measures focusing on the promotion of recycled materials, considering product labels and certifications, selecting products that are biodegradable, recyclable or have a low environmental impact, and using code locks instead of magnetic cards to reduce plastic consumption while also increasing guest convenience. At Moov Hotels, given our position in the budget hotel market, we offer limited food services, resulting in minimal impact on food waste, which is typically a considerable issue in the Hospitality industry.

We have also involved our guests in this journey, so we strive to inform them of our good practices by displaying information in the rooms and common areas of the hotels to encourage their active participation (e.g. recycling).

Our commitment to circularity goes beyond the construction and operation of our hotels and we consider it an ongoing commitment to integrate sustainability into every aspect of our business. This approach reflects our dedication to providing quality experiences while preserving the environment and natural resources for future generations.

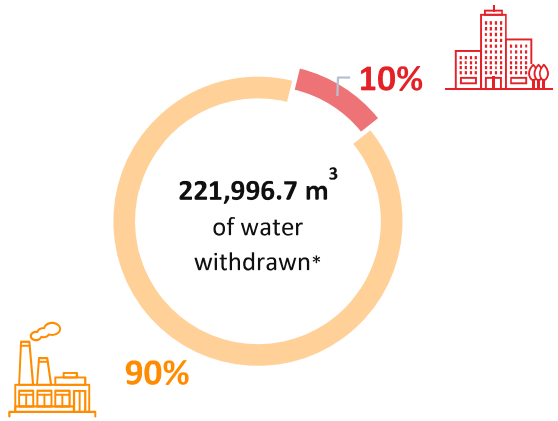
In Real Estate, we seek to integrate circularity into our projects by promoting the use of recycled materials and products in our buildings, thereby reducing their environmental impact. During the construction phase, we actively influence our stakeholders to adopt better practices that can improve resource efficiency and extend the life of our infrastructure. In collaboration with our partners - designers, architects and planners - and construction companies (who are responsible for managing the materials and waste generated by this activity), we aim to implement best practices regarding environmental matters. This is reflected in a more careful selection of materials, considering not only aesthetic and practical criteria, but also their environmental impact.

3.1.3 Water

3-3 | 303-1 | 303-2 | 303-3 | 303-4 | 303-5

Our Group's activities, particularly at Endutex Dyeing industrial sector, are highly dependent on the availability of water, a resource that is becoming increasingly scarce. We recognise that water management has a significant impact on ecosystems, affecting both its availability and quality, and can have adverse economic and social consequences for local communities.

Responsible and efficient management of water resources is therefore critical to the productivity of our operations and the resilience of our value chain.



-15% | m^3 of water withdrawn per M€ compared to 2022**

* This includes the consumption of our entire Industry, all our Moov Hotels (Hospitality), and one Real Estate unit – Oeiras Tower; ** The water withdrawn intensity was determined through the ratio of the total energy consumption during 2023 in each sector of activity by the respective turnover in 2023.

Industry

Given that the textile industry is one of the largest consumers of water, it is imperative that this resource is managed responsibly. Such management is essential to mitigate the environmental and social impacts of excessive water use and to ensure the sustainability of operations.

Hospitality & Real Estate

Water management is a critical topic for the sector as it attracts large numbers of people and requires the availability of significant quantities of water. This demand can have a significant impact on neighbouring communities and ecosystems.

Industry

Our industrial activities, including key processes such as washing, dyeing and other finishing operations, require large quantities of water. Efficient water management is therefore critical to mitigate and minimise the environmental and social impacts associated with water stress, as well as our dependence on this natural resource. The activities carried out at Endutex - Coated Technical Textiles are not as water intensive as those at Endutex - Dyeing, as most of the water is reused for industrial cooling, in a closed cycle that allows its consumption to be optimised. However, at Endutex - Dyeing, significant amounts of water are used in the bleaching, dyeing and other chemical finishing processes, resulting in a large volume of wastewater.

Most of the water we use comes from our withdrawal areas (surface and underground), with the remainder coming from the public network. In terms of water discharge, Endutex - Dyeing, due to the large volumes it produces, treats its wastewater in our wastewater treatment plant (WWTP), while Endutex – Coated Technical Textiles, which has a smaller production, discharges its wastewater into the public sewer system, which is then taken to the public WWTP for further treatment.



This influence on the hydrological cycle requires us to be committed to the responsible use of water and the conservation of this essential resource by preventing and mitigating its degradation. By controlling water quality upstream and downstream of our operations, which is also a legal requirement set by the Portuguese Environment Agency for the withdrawal and discharge of water, we contribute to the conservation of this natural resource.

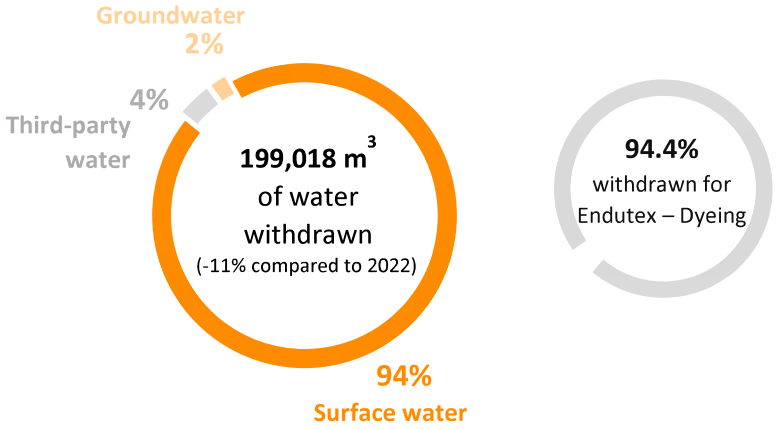
In addition to complying with legal requirements, we are focused on reducing our consumption habits and, consequently, the amount of wastewater we produce. In 2023 we achieved a 11% reduction in total water withdrawn when compared to 2022, and our aim is to continue reducing this parameter. It is imperative to recognise the importance of this topic, especially as most of our water withdrawals come from regions with high water stress (a total of 95% of the total). Aware of this, we have achieved a 15% reduction in water withdrawals from these areas compared to 2022.

As water is a resource on which our operations are heavily dependent, we have procedures in place to monitor the volumes of water used and rejected. In 2023, we recorded a 6% reduction in the volume of water withdrawn and purchased. In terms of wastewater, we recorded a 13% reduction compared to the previous year.

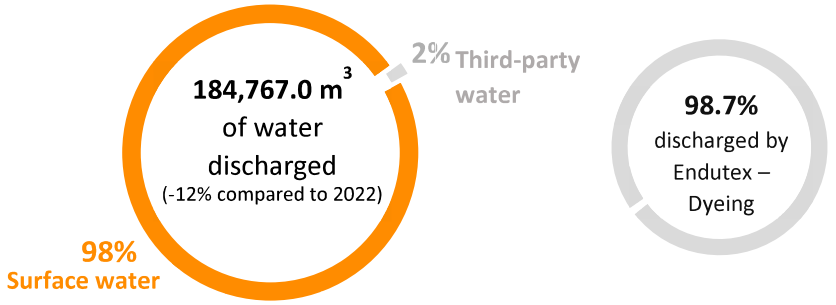
95% | water withdrawn from water stress areas*

-11% | m^3 of water withdrawn compared to 2022

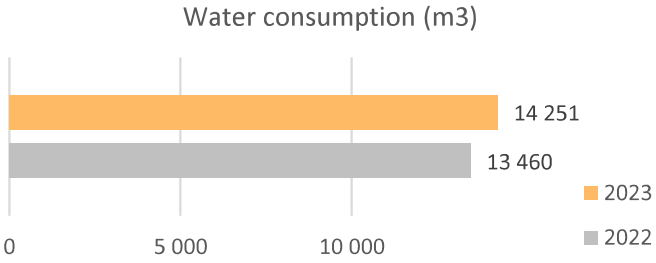
Upstream of our water cycle



Downstream of our water cycle



To address this sensitive issue, we need to reduce the water footprint of our industrial processes and ensure the proper management of industrial wastewater. However, by 2023 we increased the total water consumption of our operations by 5% (the difference between the amount of water entering our operations and the amount of water leaving them).

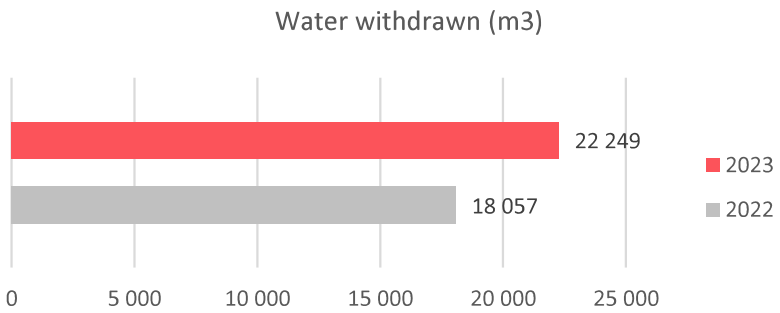


* To identify areas of water stress, we only considered areas with a high level of water stress or above, according to the Aqueduct Water Risk Atlas

Hospitality & Real Estate

At Hospitality & Real Estate, we are committed to integrating responsible management of water resources into every aspect of our operations. Therefore, we have a specific approach to the design and construction of our hotels, with one of our main concerns being water consumption reduction.

In each of our Moov Hotels we guarantee the monitoring of water consumption. To improve water management, we have implemented devices and new technologies to reduce water consumption, namely low-flow systems in taps, showers and toilets. These measures allow us to use water efficiently without compromising the guest experience. Alternatively, we aim to increase guests' awareness and involvement in sustainable practices during their stay. One of our key efforts is to promote the reuse of towels, which reduces the amount of water used to wash them. All our hotel bathrooms are equipped with water-efficient systems. The toilets feature low water volume and dual flush options, ensuring optimal savings. Our smart showers adjust the flow as needed, while the faucets and showerheads are designed with reduced flow, promoting conscious water use. These measures not only help preserve water resources but also reduce water costs, benefiting both the environment and our guests.



In 2023, with the opening of the Hotel Moov Lisboa Oriente, our total water consumption naturally increased. We recorded a total of 22,249 m3 of water in 2023, around 20% more than the previous year. However, if we analyse water intensity, we see that our results have decreased compared to 2022.

-3% | m^3 per M€ compared to 2022

730 | m^3 of water withdrawn for our real estate buildings

In Real Estate, we recognise that our contribution to reducing water-related impacts is more effective during the project development. By designing buildings with better water performance and efficiency, we aim to reduce these impacts throughout the value chain. In our Real Estate proprieties, namely the Oeiras Tower and the Rialto Building, we are only responsible for water consumption in common areas, which is not significant. Our real estate building water withdrawal has also increased comparing to last year, due to the inclusion of the Rialto Building in this report. Despite this, in 2023 we reduced water consumption per revenue by 75%, compared to 2022.

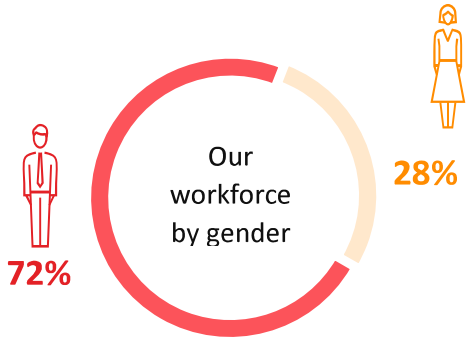
3.2 For our people and communities

3.2.1 Attracting and retaining talent

3-3 | 401-1 | 401-2 | 404-1 | 405-1 | 405-2

Talent attraction and retention are essential to our companies' resilience. For this reason, we made a commitment to prioritise career development, work-life balance, and internal recruitment. This reflects the value we place on our people, but also our approach to maintaining a safe and attractive workplace for everyone. These are essential elements in driving employee engagement and improved performance.

505 | employees **+50** | more employees than 2022





Industry

75%
of the Group's employees

(79% of the Group's employees in 2022)



Hospitality & Real Estate

25%
of the Group's employees

(21% of the Group's employees in 2022)



Industry

The dependence on an experienced workforce makes it imperative for the industry to attract and retain talent to ensure operational stability. In addition, retraining, upskilling and career development are critical components in retaining talent.



Hospitality & Real Estate

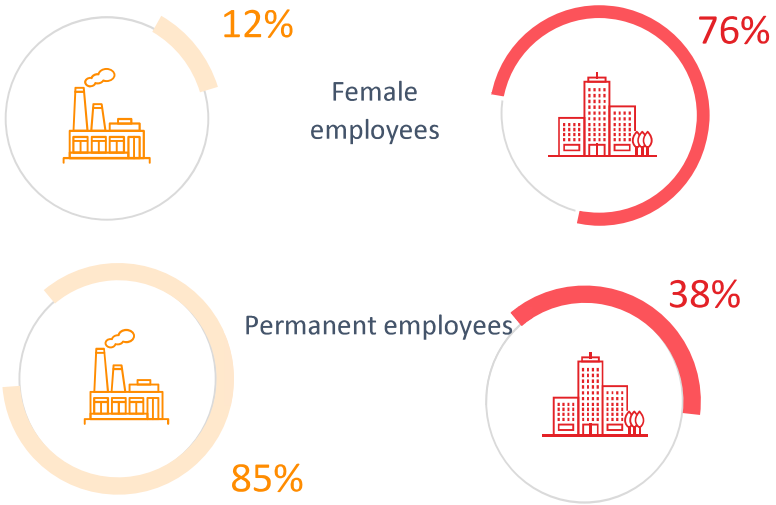
Attracting and retaining talent is critical to the resilience of businesses in this sector, and as such, we have recorded a 13% increase in the number of our employees.

15% | turnover rate

(17.8% in 2022)

24% | new hire rate

(25.3% in 2022)



Our employees are essential to our businesses' expansion and achieving our quality standards due to their knowledge and experience. One of our top priorities areas across all sectors is to develop strategies to retain and attract the skilled talent needed to meet the challenges ahead. Our 2023 data reflects this, since in comparison to 2022, our workforce has grown, having 50 more employees across the two business segments, with 62% of those joining our Hospitality & Real Estate sector.

An overview of gender diversity within the Group reveals a marked disparity between our sectors, which can be attributed to the nature of their respective activities. Industrial activities are associated with heavy manual labour, which is predominantly performed by men, resulting in a much lower proportion of female employees. On the other hand, hotels and restaurants and real estate are more focused on administrative and public service roles, which explains the proportion of female employees. In addition, the proportion of permanent employees differs significantly between Industry and Hospitality & Real Estate. The percentage of female employees in 2023 remained the same in both sectors as in the previous year.

Industry

In the Industry sector we account for 376 employees, an increase of 19 total employees compared to 2022. We hired 41 new employees for industrial functions in 2023, who were mostly under 30s and men. During the same period, we recorded 25 departures. The most common reason was voluntary departure, accounting for 72% of the cases. These figures represent a recruitment rate of 10.9% and a turnover rate of 6.6%. Our turnover rate has decreased by 3.8 percentual points since 2022 from 10.4% to 6.6%, which reinforces our need to retain qualified and skilled people for this segment.

376 | employees

41 | new hires

27 % 73 %

19 | more employees compared to 2022 headcount*

* Comparison of 2023 headcount with 2022 headcount, considering staff arrivals and departures during the period.

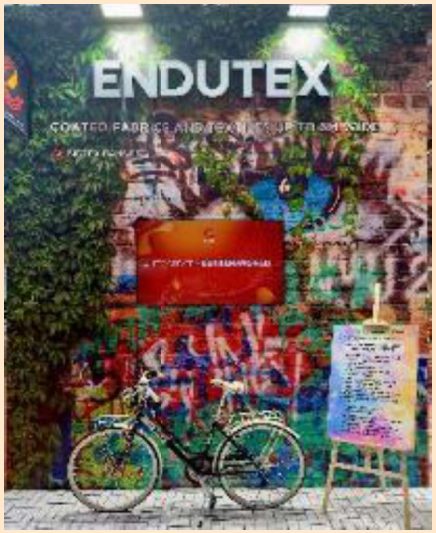
We provide training for new hires as well as year-long on-the-job training to support our employees' personal and professional development. This is essential for developing employees' skills, enriching their knowledge, and eventually improving their work performance. In addition, these practices support employee development and help us attract and retain talented individuals. New hires account for the majority of our training hours. As most of the new hires were made at the end of 2023, training for these employees will only take place in 2024. As a result, the total number of training hours and the average per employee will decrease significantly in 2023.

107.1 | Average hours of training per employee

Our industrial employees receive training in different courses, such as environment, health, and safety. Regarding health and safety, our employees have received an average of 47 hours of training per employee. For the environment training, the average is 10,3 hours per employee, including training on environmental protection topics. Some employees received specific training in Basic Life Support and Automated external defibrillator (AED).

Training can be internal, including on-the-job and other work-related training, or external for specific professional qualifications. We are dedicated to offering career development opportunities, with a focus on internal selection as a crucial component of new career opportunities within the Group. Acknowledging internal talent keeps the workplace vibrant and dynamic while encouraging employee loyalty and motivation.

To attract and retain talented workers in our industrial businesses, we have also taken several steps to enhance the working conditions and general well-being of our staff. These actions include offering bonuses monthly, paying overtime above and beyond statutory requirements, giving bonuses and gifts to employees and their families, offering personal accident insurance, and forming partnerships with specific service providers to offer workers discounts.



2023, we aimed to keep improving the well-being of our industrial employees.

As such we have expanded our common areas, namely the dining area, which is expected to be concluded between the end of 2024 and the beginning of 2025. This will allow the development of better relationships between employees and promote social moments.

We will have also upgraded and refurbished our changing rooms, which will contribute to better working conditions for our employees.

The overall employee satisfaction with our spaces is important to us, and provides a better working environment and, therefore, motivation and productivity.

Hospitality & Real Estate

Attracting and keeping talent is also an essential matter to business resilience in a field as competitive as Hospitality. Due to the close interaction between employees and guests, the quality of the service is crucial and heavily dependent on the motivation and commitment of our employees. The high rate of employee turnover in this sector emphasises the necessity of implementing effective talent retention strategies. It is essential to foster a cohesive team environment and minimise the additional efforts required for onboarding and training new employees. For us, investing in the wellbeing and development of our employees is not only a priority, but also necessary to keep improving our service and our clients' experience.

We increased the headcount in this sector by 29, reaching a total of 124 employees. In 2023, we had 50 departures, leading to a turnover rate of 40.3%, higher than the industry average. However, this rate is 6 percentage points lower than in 2022, indicating improved employee retention. The reasons for leaving are similar to the industry, with 72% of employees leaving voluntarily. Nevertheless, we reduced the impact of this high turnover rate by hiring 78 new employees, bringing the new hire rate to 62.9%. These latter figures are mainly due to the opening of a new hotel in Lisbon.

124 | employees

(29 more employees compared to 2022)

78 | new hires 79 % 21 %

40% | turnover rate

(-6% compared to 2022)

We understand how crucial it is to have open and efficient lines of communication with our employees to preserve a cohesive and productive working environment. To make sure that we meet the needs and expectations of our employees, we have a strategy based on regular meetings with team leaders and employees in general.

The meetings are essential for identifying problems, finding solutions and creating a collaborative environment. This aligns our employees with our values and goals, improves internal communication and increases motivation. Building relationships among our employees has improved both Group and individual performance, which is reflected in the level of service we provide to our guests.

Communication with our employees

Weekly meetings with team leaders are the cornerstone of our communication strategy, providing a space for open dialogue, sharing important information, aligning objectives, clarifying doubts, and gathering feedback from employees. Direct interaction fosters a relationship of closeness and trust, which is essential for smooth operations.

Monthly meetings gathering all teams, allowing each employee to feel relevant in the organisation. The main purpose of these meetings is to share information about the company's performance, share successes and challenges, and encourage collaboration between departments.

* Comparison of 2023 headcount with 2022 headcount, considering staff arrivals and departures during the period.

Our aim is to provide a welcoming and engaging workplace, so we are developing training programs to provide ongoing professional development opportunities. Employees have access to resources to help them develop their skills and knowledge through initiatives, workshops and specialist courses. We provide training for our employees in the Hospitality & Real Estate division. The main objective of hotel staff training is to help employees adjust to their new positions, which includes ensuring that they comply with health and safety regulations. In comparison to 2022, we have had a slight decrease in hours of training per employee for this sector.

27,3 | Average hours of training per employee

To ensure that each employee feels valued, heard and supported, we pay close attention to their individual needs and concerns. For example, for employees working at our hotel in Oeiras, we have introduced a salary differential that is more in line with the financial needs of the region, recognizing the differences in the cost of living in the many geographical areas in which we operate. In addition to the salary differentials, we also give monthly bonuses to our employees for their outstanding work and service, emphasizing and rewarding their hard work and dedication. Although we have a small number of employees compared with other industries (only five employees), we recognise the importance of attracting and retaining talented people for the long-term success of the business. We can innovate in asset management, improve operational efficiency and build strong relationships with skilled people who can help us grow and adapt to changing market conditions.



3.2.2 Health and safety

3-3 | 403-1 | 403-2 | 403-4 | 403-5 | 403-8 | 403-9 | 403-10

At Endutex we recognise that the safety and well-being of our employees is a fundamental right, and we are committed to reducing the risks associated with our activities. We are committed to preventing hazards that could compromise the physical and mental health of our employees, and to promoting their general welfare, health and safety. This priority is especially important in sectors where the nature of the work increases the risk of accidents. As a result, all our employees are covered by a health and safety management system that has been instrumental in preventing major injuries.

100% | employees covered by health and safety management system

0 | high-consequence injuries or fatalities

47 | hours of training in health and safety per employee*

* All training programs that contain health and safety contents were considered.



Industry

Effective health and safety measures that ensure the well-being and integrity of employees help to reduce absenteeism and mitigate the negative impact on the reputation and business operations of companies in the sector.



Hospitality & Real Estate

Although the Hospitality and property sectors are exposed to significant health and safety risks, it is equally important to create a safe and healthy working environment in these sectors. Such measures lead to increased productivity and promote the well-being of employees.

Industry

In the Industry sector, prioritising health and safety is critical due to the predominantly manual nature of the work. By following general prevention guidelines, we have adopted a proactive approach that focuses on preventing potential risks rather than dealing with them after they have occurred. Our commitment to health and safety is embodied in our policies and best practice, which we communicate to our employees.

Our commitments	Comply with the principles and fundamental rights at work of the International Labour Organisation. 1	Comply with all applicable laws and other requirements. 2	Provide safe and healthy working conditions for the prevention of injuries. 3
Assess and control risks related to the safety and health of employees. 4	Approach our suppliers to seek the best solutions from the point of view of safety and health at work. 5	Make a rational use of chemical products and to reduce or eliminate the impacts arising from their use on the safety and health of our employees. 6	Engage employees through their continuous participation, training, and awareness. 7

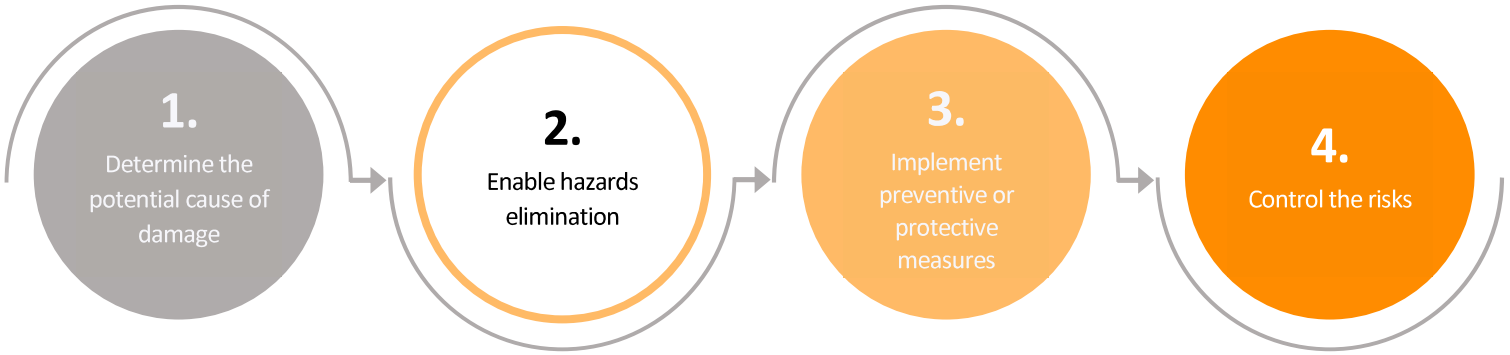
Both Endutex – Coated Technical Textiles and Endutex - Dyeing have dedicated departments for managing health, safety, and environmental issues. At Endutex – Coated Technical Textiles, the Health & Safety and Environment (HSE) department includes two technicians and an external consulting team. In contrast, Endutex – Dyeing's Quality, Environment, Health and Safety (QEHS) department is led by a senior internal occupational safety technician, supported by an external consulting team. Both departments ensure compliance with all legal obligations related to health, safety, and environmental matters. This year, we completed the implementation of a fire security system and received approval from ANEPC (Autoridade Nacional de Emergência e Proteção Civil) during their regular inspection for Endutex - Dyeing.

In accordance with specialised international standards and norms, as well as occupational health and safety benchmarks with client defined requirements, we maintain an occupational health and safety management system that is routinely audited. The SMETA standard, which incorporates health and safety as one of its primary components, routinely audits Endutex - Coated Technical Textiles to make sure our system is up to standard.

In addition, at Endutex Coated Technical Textiles, a doctor visits our facilities twice a week to provide occupational health services and ensure the medical supervision of our employees. Risk assessment serves as the basis for our prevention programmes, enabling us to identify and evaluate risks, which is essential for establishing criteria for prioritising necessary actions, implementing preventive and corrective measures, evaluating the effectiveness of existing measures and determining the training needs of our employees. Each incident is thoroughly investigated to determine its causes and to evaluate the effectiveness of the actions taken to prevent a recurrence.

Our employees play a key role in assessing risks in our workplaces, particularly in industrial facilities. They report risk issues and engage with managers through surveys or direct interaction with the relevant departments. Their input provides us with valuable information which, after further analysis, leads to the implementation of improvement measures. The safety of our employees is a top priority for the Group. Therefore, any employee who reports a risk situation is protected against retaliation, a safeguard that is clearly articulated in our Code of Ethics and Conduct.

Our **Risk assessment** process



15.45 | hours of training in health and safety per employee*

(-84% compared to 2022)

Each year, we assess our health and safety training needs and develop a plan to address them. As previously mentioned, due to the delayed hiring process, the training of these employees, including health and safety training, will be conducted in 2024. Consequently, the average number of training hours per employee is expected to decrease significantly in 2023. Additional needs may arise throughout the year and will be incorporated into the plan as necessary. We also provide new employees with on-the-job training, specific training on relevant risks and information on safety protocols relevant to their roles.

During 2023, all the recorded work-related injuries were minor and of low consequence, mainly caused by accidents such as entrapment, falling at ground level, hand injuries, and cuts. Additionally, no incidents of work-related ill health were reported.

29 | work-related injuries

-10 | work-related injuries compared to 2022

44.8 | rate of work-related injuries**

The results achieved, presenting no serious or high-consequence accidents in 2023, and compliance with our health and safety policy are mainly due to:

Consultation with workers	Health surveillance	Risk assessment and control	Training and awareness	Incident investigation
We can obtain data and suggestions that allow us to implement improvement actions	We have an on-the-job doctor who regularly comes to our facilities to ensure the medical surveillance of employees	Fundamental activity to ensure the adequacy of the defined preventive measures	We provide training to welcome new employees, as well as On-Job training and specific training depending on the risks associated with the functions and constant awareness	To identify the cause of all incidents and allow the definition of actions to prevent the occurrence of identical situations

* All training programs that contain health and safety contents were considered; ** A basis of 1,000,000 hours worked was considered.

Hospitality & Real Estate

In Hospitality & Real Estate, we are committed to protecting the health and safety of our employees while strictly complying with all applicable laws. We recognise the importance of providing a safe and healthy working environment for our employees. This is not only beneficial for them, it also reflects our commitment to excellence and social responsibility in all aspects of our business. To identify areas for improvement and implement the necessary safeguards to mitigate potential risks, we work closely with specialist companies to conduct comprehensive assessments of potential hazards and incidents related to health and safety in the workplace.

In accordance with current legislation, all our hotel employees undergo routine standard medical exams. These tests are conducted to ensure the health of our workers and their ability to perform their duties, and to help prevent potential health hazards associated with the position. Additionally, by putting preventative, training, and supervision mechanisms in place, we devote resources and effort to establishing a secure workplace.

2 | Work-related injuries

9.8 | Rate of work-related injuries*

For Real Estate projects, we manage the entire process. This allows us to closely monitor construction activities and identify problems that can serve as valuable learning experiences for subsequent projects. Together with the contracted inspection company, we monitor the project's development and make sure that work is executed accurately. On-site supervision is essential, and the safety coordination team's visits help us confirm if safety plans are followed, ensuring secure working conditions for workers of any function.

This type of activity not only informs us of circumstances to which we should be aware, but it also helps us comprehend the level of care that each construction company takes with its employees. In 2023, none of the recorded work-related injuries in the Hospitality & Real Estate sector were of high consequence, with a few unserious injuries caused by entrapment, falling at ground level and collisions with objects. During this year, there were no detected incidents of work-related ill health. During this period, we have recorded less work-related injuries compared to 2022.

* A basis of 1,000,000 hours worked was considered.

3.2.3 Product quality and safety

3-3 | 416-2

Regarding our product quality and safety, our consumers expect goods and services from all our companies to function effectively and to not pose any hazards to them.

As a result, promoting quality and safety is a goal shared by all our entities and is crucial to our company's resilience and sustainability. In line with the 2022 results, there have been no incidents of non-compliance with regulatory codes concerning the health and safety of our products and services. This demonstrates our commitment to product quality and safety.

0 | Incidents of non-compliance with regulations and voluntary codes concerning health & safety impacts of our products and services



Industry

With potential risks to consumers and impact on business reputation and performance, ensuring product quality and safety is a key focus for the industry sector.



Hospitality & Real Estate

Ensuring the comfort and safety of building users is paramount in the Hospitality & Real Estate sector, as it promotes their satisfaction and trust.

Industry

By making sure that our products fulfil our quality standards and do not pose a risk to our customers' health and safety, we can guarantee and protect their well-being in a competitive and demanding marketplace. This strategy protects our reputation while strengthening consumer trust in the sector. We have established a business plan in the industry sector that supports the safety and quality of our products. To guarantee this approach, we also keep a close relationship and communicate with our suppliers. This is supported by our industry certifications, specifically ISO, Oeko-Tex, and IATF, whose certification is expected to be completed in 2024. The management systems also help us to monitor multiple KPIs and to select chemical products based on regulatory criteria and client requirements. Our products undergo a comprehensive risk assessment, and each industrial facility concentrates on different facets of product quality and safety.

Every procedure at Endutex – Coated Technical Textiles is developed while a risk assessment is conducted using FMEA tools, which supports our proactive and systematic process analysis. We can improve the effectiveness and efficiency of our processes and ensure that our products meet the required quality standards by identifying these possible points of failure or damage.

Additionally, every process at Endutex-Dyeing and Endutex – Coated Technical Textiles is subjected to a risk assessment to ensure the health and safety of both the customers, who are the end users, and the employees who handle them. Furthermore, our chemical product selection policy considers industry certification standards, customer needs, and regulatory requirements like REACH and ZDHC/MRSL. We also purchased chemical product management software in 2023.

PSCR
Product Safety & Conformity Representative

First, we guarantee the safety of our customers

We are concentrating our efforts on the implementation of the IAFT 16949 standard, which is very important for the automotive sector and which, in addition to guaranteeing us a greater share of the automotive sector and promoting our image, which are important from a strategic point of view, will allow us to work with greater confidence in other markets.

At Endutex – Coated Technical Textiles, we have appointed a PSCR, Product Safety & Conformity Representative, who has been specifically trained to perform this function that is so crucial in the defence of the "customer" within the company.

Endutex – Coated Technical Textiles and Endutex – Dyeing are certified to various standards, including NP EN ISO 9001, Oeko-Tex Standard 100. Also, Endutex- Dyeing have GOTS and GRS, which guarantee that we meet all quality and safety standards in relation to the end user.

We conduct tests in our laboratories to guarantee the safety of our products for consumers to ensure the safety of our clients. In addition to our yearly external audits and internal audits, we also conduct customer satisfaction surveys and involve staff in handling all complaints and non-conformities to minimize any negative effects on customer satisfaction. We can now create KPIs to find areas for improvement and to identify and stop non-compliances thanks to our management systems. Regular evaluation of these KPIs guarantees a consistent analysis of our management practices.

In the end, we draft a management review report that addresses every issue pertaining to the product and the process. The administration and every department involved in the various processes are present when this report is presented at a management meeting. We review the outcomes of this meeting, reaffirm our objectives, and offer recommendations for enhancements. We also develop new policies and commitments for the upcoming year during these discussions, which will largely impact the new strategic plan for the year.



Hospitality & Real Estate

Our commitment to protecting our clients' health while they use our services — which include our hotels, offices, and other real estate assets — is also specific to this industry. Our long-term value creation and business resilience depend on establishing trust and making sure they are satisfied. The customer experience is at the heart of Moov Hotels' service philosophy. We therefore continuously strive to understand, evaluate, and enhance every aspect of our visitors' safety since we are aware that their happiness is the cornerstone of our company's success. Because we recognize that customer feedback and opinions are essential to the continuous improvement of our service, we offer our customers a variety of communication channels, such as our official website, mobile application, social networks, and others.

Direct and continuous feedback

Through satisfaction surveys, online communication channels and personal interactions, we actively encourage our clients to share their experience, which provides valuable insights about what we should maintain and can improve in our service.

Adaptation to individual preferences

We recognize that all clients are unique, and we strive to adapt our services to attend their specific needs, from dietary choices to room preferences.

Investment in technology and innovation

An important factor in enhancing th e customer experience is technolog y.
Our guests enjoy a convenient and e ffective stay thanks to innovative so lutions like automated room system s, online check-
in, and simplified reservations.

Team training and involvement

We make an investment in the continuous training of our team, so they can deal with diverse situations and provide a cordial and considerate service. We promote an internal culture that values customer service, encouraging our employees to seek for excellence.

Actions from feedback

Through feedback, we implement concrete actions to improve our amenities, review our operational processes, and enhance our services.

We are committed to transform client suggestions into concrete actions that improve their experience.

Additionally, client safety is a top priority for our real estate management services. We get a lot of feedback, especially from our clients, because we are involved in development projects from the beginning, from site selection to project planning to construction and operation. Real estate professionals understand that they must constantly listen to their clients' and partners' feedback to assess whether each person's needs are being met, whether the property's comfort and aesthetic are up to date, and how we can continue to modernize and challenge ourselves with a product that offers a positive experience for everyone.



Common areas in our Hospitality & Real Estate facilities

In our Real Estate projects, incorporating feedback from our clients and partners into subsequent projects is a constant concern. We know that by implementing these measures, we can provide a better service to our clients and meet their expectations.

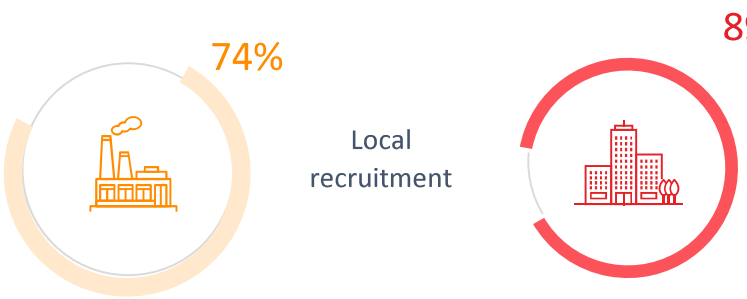
An example of this is the communal area of our Oeiras Tower, which has been designed after we received the feedback of our clients, addressing their needs and preferences. Due to the increase in the number of workers at these facilities, we have adapted the dining areas and installed two electric car chargers.

3.2.4 Affected communities

3-3 |

To date, we have not developed a formal assessment regarding the issue of the communities impacted by our operations and activities. Nevertheless, we plan to create a group approach to this subject because we understand how crucial impacted communities are to incorporating sustainability into our operations and improving the lives of those who reside in the areas where we operate. We can understand the kind and extent of our impacts on communities and offer them ongoing, impartial support by using these envisioning tools.

We have, however, taken a few deceptive measures to improve the neighbourhood in between. Many of our employees were recruited locally because we place a high importance on the community in which we operate. As in 2022, most of our staff are hired locally.



We have encountered delicate situations in real estate projects where homeless people were residing in vacant buildings on the property that was to be developed. In these situations, we take care to prevent further harm to the parties, sometimes offering another place for these individuals to reintegrate. We are looking into potential future partnerships to better support this most vulnerable Group in the community.

Industry

The potential environmental and social impacts associated with industrial activity have led the sector to assess the extent of its impact on society and to work together to minimise these impacts.

Hospitality & Real Estate

This sector is characterised by a concentration of people, which can have a significant impact on communities sharing the same space and resources.

3.3 In our Governance

3.3.1 Ethics, Integrity, and Compliance

3-3 | 2-23 | 205-1 | 205-2 | 205-3 | 206-1 | 418-1

At Endutex, we put great value in our governance, and we keep working towards a responsible and sustainable business conduct, to deliver products and services with the quality expected by our customers.

Our governance processes are evolving, to adapt to new regulatory requirements and to the needs of our customers, as well as market conditions.

We are fully committed to ethical and legal standards, and we are supported by our policies and our Code of Ethics and Conduct, which was once again revised in 2023. This way, we align stakeholder expectations, promote balanced and prudent management, and increase transparency of our actions. As compliance is a high concern for us, it is present into all our daily activities and operations.

During this year, we maintained the same positive results when compared to 2022, which are highlighted above and show our commitment to compliance, ethics and integrity across our business segments.

0 | legal actions for anti-competitive behavior, anti-trust, and monopoly practices workforce

0 | complaints concerning breaches of customer privacy

0 | identified leaks, thefts, or losses of customer data



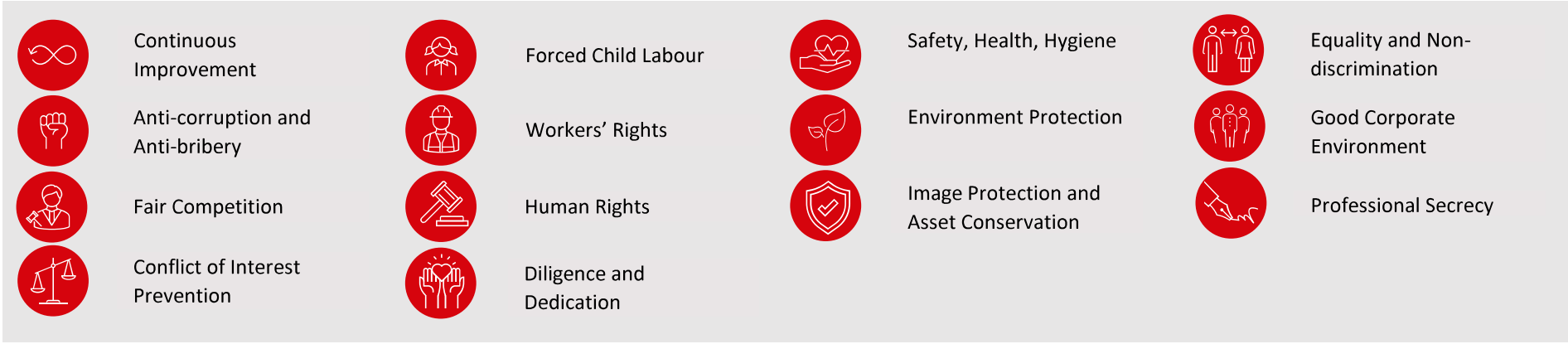
Industry



Hospitality & Real Estate

Our values—honesty, respect, integrity, loyalty, and equality—are deeply rooted in our Group. Based on these principles, which have protected our reputation since 1970, all our staff members and management encourage internal and external relationships with clients, suppliers, and the public in a way that is lawful, moral, and professional.

Our Code of Ethics and Conduct, which was updated in 2023, addresses anti-corruption and anti-bribery practices and is applicable to all Group entities. This document outlines several commitments that all our staff members and management are expected to uphold. These commitments are guided by strict criteria and standards of excellence. We hired a regulatory compliance officer in 2022, whose job it is to ensure that our code is followed by continuously monitoring the development and day-to-day operations of our regulatory compliance program. With all the required internal data, personnel, and technical resources, this officer acts autonomously, permanently, and with the freedom to make decisions. Every employee is aware that any information that violates our Code of Ethics and Conduct can be reported anonymously through the complaint channel. To ensure ethical and professional conduct, our Codes of Ethics and Conduct include the following principles:



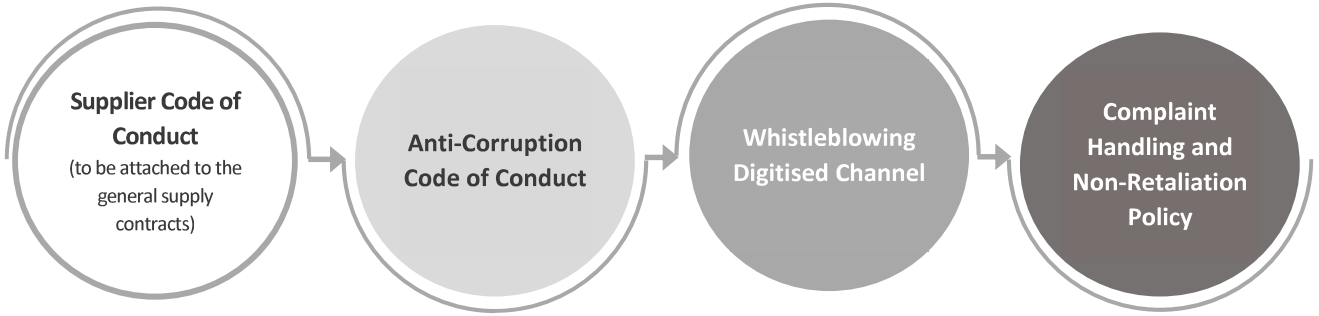
We reinforce our commitment to ensuring full compliance with all applicable laws and regulations by adopting a Regulatory Compliance Programme in our Code of Ethics and Conduct, namely:

- Prevention of corruption and related offenses;
- Preventing and combating money laundering and terrorist financing;
- Protection of personal data;
- Protection of whistleblowers.

Any unethical, dishonest, or fraudulent behaviour — including money laundering, bribery, corruption, or the funding of terrorist or criminal organizations — is condemned at Endutex. Furthermore, in order to support fairness and free competition in the marketplace, we do not accept any action or inaction that could result in or exacerbate conflict of interest or favouritism. We are dedicated to making sure that every requirement for adhering to anti-corruption laws is met. Throughout the year, we released the following documents in addition to the Code of Ethics and Conduct. There were no verified instances of corruption in our Group in 2023.

0 | confirmed incidents of corruption

What we have in 2023



Our Regulatory Compliance Program helps ensure that our ethics and integrity policies and procedures are generally followed. In addition to hiring a regulatory compliance officer, we currently have a whistleblower channel that any employee can use to report unethical behaviour and unfavourable circumstances. To enhance our staff members' comprehension of the Code of Ethics and Conduct, we also offer them training on the subject.

Additionally, our Group has created a Supplier Code of Ethics and Conduct that outlines the obligations our suppliers have when collaborating with us. This document lays out strict guidelines and requirements pertaining to topics like fair competition, anti-corruption, and anti-bribery. Before beginning business dealings, we also demand that our suppliers put in place programs to guarantee adherence to pertinent laws on these and other matters, such as money laundering and terrorist financing. Our dedication to ethics, integrity, and compliance is demonstrated by a supplier selection evaluation process that considers a number of factors, including:

1. Fair Competition

- Perform correct and fair business acts;
- Respect your competitors, business partners, customers, and others by treating them with respect and loyalty;
- Disclose all information essential to the conclusion of deals, creating the necessary conditions for informed and conscious decision-making.

2. Anti-Corruption and Anti-Bribery

- Engage in any form of bribery, either directly or through a third party;
- Offer, make, or authorize an improper payment (in cash or otherwise) to any person, including any local or foreign authority in any part of the world;
- Attempt to induce an individual or a local or foreign authority to act illegally or improperly.

3.3.2 Procurement Practices

3-3 | 204-1 | 308-1 | 414-1

Building relationships with suppliers who share our commitment to ethical business practices, comply with product laws, and share our values is crucial to us. Our team is aware of our obligation to encourage sustainability integration across our supply chain to lessen our impact on the environment and society and to advance our business partners' understanding of ESG issues.

100% | of new suppliers are assessed against environmental and social criteria



Industry

A diligent procurement process for materials and services is essential to ensure that the industry has access to quality resources that contribute to its competitiveness, innovation and sustainability of the value chain.



Hospitality & Real Estate

The Hospitality & Real Estate sector is highly dependent on its suppliers to maintain operations, and the supplier selection process provides an opportunity to reduce the sector's environmental and social impacts.

Our Group has developed a Supplier Code of Ethics and Conduct, which encompasses commitments regarding various ethical themes such as anti-bribery, fair competition, and anti-corruption. This document also outlines a supplier selection evaluation process with diverse criteria based on the following ESG matters:

Endutex supplier selection evaluation criteria

Human Rights

- Implement policies aimed at preventing and combating situations that violate human rights, including harassment in the workplace;
- Provide training to all its employees in the areas of combating harassment in the workplace.

Child, Forced and Slave Labour

- Use, accept, or encourage child/forced/slave labour or similar practices;
- Retain, destroy, hide, remove and/or deny employees access to their identification or migration documents.

Workers' Rights

- Comply with the applicable standards regarding legal minimum wage, working hours, rest periods, days off, vacations, maternity, paternity, or other leaves;
- Respect freedom of association and the right to collective bargaining.

Health and Safety

- Respect all legal standards regarding working conditions.
- Ensure that your facilities and workplaces comply with appropriate standards of cleanliness, maintenance, lighting and ventilation.

Environment Protection

- Rational and efficient use of raw materials and natural resources;
- Reduction of emissions, including GHG.

Industry

We have implemented a Supplier Fact Sheet and Self-Assessment Sheet for all new prospective suppliers in Industry, in compliance with our Supplier Code of Ethics and Conduct. The goal of this initiative is to obtain a thorough understanding of their corporate responsibility, quality standards, business model, and ESG criteria. This document enables us to prioritise suppliers with environmentally and socially responsible practices:

- We avoid waste, with the implementation of the "5Ss Policy ".
- We have provided ourselves with close partners.
- We avoid direct awards.
- When hiring new suppliers, we always send a questionnaire.
- We are committed to the environment, with rigorous and safe storage of raw materials, which are kept at minimal quantities, stored, and used to prevent soil, water, and air contamination.
- We economically optimize our supply chain.
- We favour relationships based on commitment and respect.
- We have an evaluation process of suppliers with well-defined criteria.
- We are committed to reduce the ecological footprint.
- We accompany suppliers and challenge them to continuously improve the quality of their products, optimize processes and reduce ecological footprint and waste.
- We give "second lives" to eligible materials.
- We promote ethics, transparency, and fairness in business.
- We select suppliers with "far beyond price" criteria.
- We select suppliers that comply with human rights and European guidelines.

In order to boost the local economy and minimize the environmental effect of long-distance transportation, we kept investing in local suppliers in 2023. This way, we were able to keep the same local suppliers, allowing us to spend similarly to 2022. However, because of the nature of the raw materials we use, our operations and activities continue to rely on foreign suppliers.

37.4% | of spending on local suppliers

Hospitality & Real Estate

In our Hospitality business segment, the quality of products and services is vital to meet customer needs and expectations and, simultaneously, guarantee the satisfaction of our guests. To make sure that suppliers meet our standards of excellence, we consider a number of criteria when selecting suppliers, namely:

The selection of suppliers is a meticulous process, aiming to establish lasting partnerships that align with our values and quality standards. **Our selection criteria**	We value partners that share our commitment to excellence, guaranteeing that the purchased goods and services align with the standards of our Moov Hotels. **Quality of Products and Services**	We look for partners that demonstrate a clear commitment with sustainable practices, from the production of the product to its delivery, with a responsible approach to the use of natural resources. **Sustainability and Social Responsibility**
We search for suppliers that offer competitive prices but that also provide effective solutions that contribute for the optimisation of our processes. **Cost-benefit and Operational Efficiency**	Punctuality and delivery reliability are essential for the smooth operation of our hotels, so we value suppliers who meet agreed deadlines, ensuring consistent supply. **Reliability and Respect over Deadlines**	We evaluate the reputation of suppliers by searching references and the opinions of other partners and clients. **Reputation and Market Feedback**

Moreover, in our Real Estate sector, while we have less influence, we continuously aim to work with companies that offer us trust, competitive prices, and on-time delivery, and are also transparent about their values of integrity, sustainability, ethics and innovation.

3.3.3 Risk management and internal controls

3-3

Our ability to create and provide value for clients, shareholders, staff, and suppliers is what drives the expansion of our business. Risk management must be incorporated into the Group's decision-making process to do this consistently. This includes keeping a close eye on the variables that could impact our competitiveness as well as concentrating on the demands and expectations of the market.

Based on the ISO 9001 standard, our Group's management systems demonstrate our dedication to a culture of ongoing innovation, progress, and—above all—effective risk management. This idea is the foundation of our Group and necessitates the active involvement and dedication of every member, together with strict adherence to legal and regulatory requirements.

Risk | analysis carried out in our business, across different segments



Industry

The inherent character of the industrial process requires efficient management of the risks associated with its activities, such as supply chain disruptions or market shifts, to ensure that the business can adapt quickly to immediate needs.



Hospitality & Real Estate

The sector is characterised by seasonality and high staff turnover, making it essential to manage the risks associated with guest and employee turnover. The implementation of internal controls is essential to prevent crises and operational failures.

To establish a global management plan for textile operations and a marketing plan for Moov Hotels, we have done SWOT assessments for both business segments. This helps us spot the risks and opportunities in our business model for each area.

In the industry sector, we have examined our internal context, which includes our mission, vision, culture, and performance, as well as our external context, which includes external factors like political, economic, social, environmental, and technological requirements and trends. As a result, we were able to gather a list of opportunities, dangers, threats, and strengths. We next conducted an evaluation to determine the significance of each item based on its seriousness and probability of happening. For every risk and opportunity, we also carried out and prepared measures that will be carried out in accordance with their respective priority levels.

We used a similar methodology for our assessment of the hospitality and real estate sectors. We categorized a number of aspects into strengths, weaknesses, threats, and opportunities while keeping in mind our business goal and market positioning. We were able to identify five different elements that could be regarded as risks for our hospitality company thanks to this investigation. The primary elements that have been highlighted as concerns are the challenges we have in attracting and retaining talent, as well as the competition, which includes the development of new hotels, many of which are in our business segment, and the rates that are charged, both in our segment and in more upscale hotels. Along with other economic, financial, and political risks we also viewed the fixed costs and high commissions related to hospitality as threats.

Recruitment difficulties in general	Uncertainty in terms of prices and availability of raw material	Environmental Management System not certified	Shortage of staff and services at certain times of the year	The prices charged and the opening of new hotels by competitors
Global demands in the automotive sector	Know-how centred on very limited resources	Diversity (spread across many sectors of activity), due to the specific requirements of each sector	Fixed costs and high commissions	Economic, financial, and political situation

High priority risks Medium priority risks

4. Appendixes

4.1 Sustainability Report Scope

Sector	Companies
Industry	*Endutex - Revestimentos Têxteis, S.A.*
	Endutex - Tinturaria e Acabamento de Malhas, S.A.
Hospitality	*Endutex Hotéis - Soc. Unipessoal Lda.*
Real Estate	*Endutex - Imobiliária, Unipessoal Lda.* · *Proeza - Const. Turismo, Unip. Lda.* · *Critério Nótavel, Lda* · *Valor Urbano Sociedade Imobiliária, S.A.* · *Vogal Original, Unipessoal Lda* · *Partilhangular Unipessoal Lda*

4.2 Table of material topic indicators

Material topic	Description of the material topic	Topic relevance		GRI Standards
		Industry	Hospitality & Real Estate	
Climate Change	Impacts associated with the emissions of GHG and the actions to mitigate them, as well as the risks associated with climate change and the business's adaptation strategy	▮▮▮▮▮	▮▮▮▮▮	GRI 302 Energy GRI 305 Emissions
Circular Economy	Conscious consumption of natural resources and materials in the organization's activities, promoting its circularity and the reduction of waste production	▮▮▮▮▮	▮▮	GRI 301 Materials GRI 306 Effluents and Waste
Water	Impacts associated with the use of water by the organization and the promotion of its responsible consumption, given the availability of water in the places its operations are carried out	▮▮▮	▮▮	GRI 303 Water
Attraction and retention of talent	Contributions for the development of the organization's workers, such as training, work-life balance measures, career progression and other benefits that promote the attraction and retention of talent	▮▮▮▮	▮▮▮▮▮	GRI 202 Market Presence GRI 401 Employment GRI 404 Training and Education GRI 405 Diversity and Equal Opportunity
Product quality and safety	Practices to guarantee the safety of consumers or end-users, as well as compliance with quality and safety requirements	▮▮▮▮	▮▮	GRI 416 Customer Health and Safety
Health & safety	Working conditions with a focus on safety and promoting health and well-being of workers	▮▮▮	▮▮	GRI 403 Occupational Health and Safety
Affected communities	Minimization and remediation of environmental, social, and economic impacts on the surrounding communities	▮▮	▮▮▮	GRI 413 Local Communities
Ethics, integrity, and compliance	Culture, values, and principles of the organization that promote transparent and responsible business practices	▮▮▮▮	▮▮▮▮	GRI 205 Anti-corruption GRI 206 Anti-competitive Behaviour GRI 418 Customer Privacy
Procurement practices	Management of relationships with suppliers and the use of ESG criteria in their selection	▮▮▮▮	▮▮▮	GRI 204 Procurement Practices GRI 308 Supplier Environmental Assessment GRI 414 Supplier Social Assessment
Risk management and internal controls	Practices, policies and processes that support management, business continuity and the organization's strategy	▮▮▮	▮▮▮	

4.3 GRI Table

Statement of Use	Endutex has reported the information cited in this GRI content index for the period 1 January - 31 December 2023 in accordance with the GRI Standards.
GRI Version	GRI: Foundation 2021
Applicable Sectorial GRI Standards	N.A. at the time of publication of this report

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
GRI 2 General Disclosures					
1. Organisation details and reporting practices					
2-1	Organisational details	0. About the report			
2-2	Entities included in the organisation's sustainability reporting	0. About the report			
2-3	Reporting period, frequency and contact point	0. About the report			
2-4	Restatements of information	During 2023, we have acquired Endutex UK. However, this entity is not included in the scope of this report. For this report, we have added information from Moov Lisbon Hotel and Rialto Building. The disclosed value of materials consumed in 2022 has been revised due to a lack of information. Material consumption is 3.6% higher than previously disclosed.			
2-5	External assurance	This report is not externally assured			

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
2. Activities and workers					
2-6	Activities, value chain and other business relationships	2.2 Our activity 2.3 Our value chain			
2-7	Employees	3.2.1 Attracting and retaining talent Annex 4.4 – Additional information			
2-8	Workers who are not employees	Annex 4.4 – Additional information			
3. Governance					
2-9	Governance structure and composition	2.6 Governance model			
2-10	Nomination and selection of the highest governance body	In accordance with the law and the Articles of Association, administrators and managers are elected by the General Meeting to join the Board of Directors or Management, as the case may be.			
2-11	Chair of the highest governance body	2.6 Governance model			
2-12	Role of the highest governance body in overseeing the management of impacts	The highest governance body is responsible for establishing the vision, mission statement and general policies related to the sustainable development of the Group. The management of this topic, mainly operational, is delegated to each sector. The overseeing of our Group's due diligence is delegated to each sector, with minimal involvement of the highest governance body. There is a desire to create a sustainability governance body, also responsible for managing this topic.			
2-13	Delegation of responsibility for managing impacts	2.6 Governance model			
2-14	Role of the highest governance body in sustainability reporting	2.6 Governance model			

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
2-15	Conflicts of interest	2.6 Governance model Identified conflicts of interest are not formally disclosed to our Group's stakeholders			
2-16	Communication of critical concerns	Endutex's highest governance body holds regular meetings with the heads of each of the Group's companies to discuss their critical concerns. During 2023, there was no accounting for the number or nature of critical concerns.			
2-17	Collective knowledge of the highest governance body	During 2023, there were no measures taken to advance the collective knowledge, skills or experience of the highest governance body on sustainable development.			
2-18	Evaluation of the performance of the highest governance body	The performance assessment of the directors and managers is based on pre-defined criteria consisting of objective performance indicators and aligned with the global strategy of growth and positive business development in the medium and long term. These indicators consist of business KPIs (Key Performance Indicators), which are indicators defined on the basis of the performance of each business unit and the consolidated performance of Endutex Group. This assessment is made at the Annual General Meeting of Shareholders when the annual financial statements are approved.			

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
2-19	Remuneration policies	The annual General Meeting is responsible for approving the remuneration of the members of the Board of Directors and other governing bodies.			
2-20	Process do determine remuneration	The process to develop remuneration policies at Endutex is carried out by the human resources team. This process does not include independent members of the highest governance body, stakeholders our remuneration consultants.			
2-21	Annual total compensation ratio	Not disclosed	Yes	Confidentiality constraints	This indicator encompasses confidential data that cannot be publicly disclosed
4. Strategy, policies and practices					
2-22	Statement on sustainable development strategy	1.1 CEO Letter https://www.endutex.pt/pt/sustentavel/			
2-23	Policy commitments	3.3.1 Ethics, integrity and compliance Our commitment to respect human rights covers every cultural, socioeconomic and geographic context, with no particular attention given to specific groups. **Code of Ethics and Conduct:** https://www.endutex.pt/wp-content/uploads/2023/12/Codigo_de_Etica_e_Conduta_EN.pdf			

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
		Supplier Code of Ethics and Conduct: https://www.endutex.pt/wp-content/uploads/2023/12/Codigo_de_Etica_e_Conduta_de_Fornecedores_EN.pdf All our policies and commitments are approved by the highest governance body and apply to all Endutex's business relationships. Our policy commitments are communicated to our employees through training upon admission and by providing the Code of Ethics and Conduct. Other stakeholders can access these public documents in our website.			
2-24	Embedding policy commitments	The leader of each one of our sectors of activity is responsible for implementing and integrating the commitments made at group level. To integrate the commitments into the organisation, Endutex provides training to our employees and publishes related information in our website.			
2-25	Processes to remediate negative impacts	At Endutex, the assessment of risks and opportunities allows us to analyse and detect potential negative impacts. We also provide satisfaction inquiries to our customers to detect potential negative impacts. In our hotels, we have a mechanism of detection and treatment of complaints that reach us through e-mail, letter or in			

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
		person, that are analysed monthly and answered depending on necessity and relevance. These complaints can constitute suggestions that allow us to improve our service, and, after careful selection, they can translate into concrete measures and improvements. To analyse the efficacy of this mechanism we evaluate the number of complaints, their content and the answer time. In Real Estate, we consider the well-being of the community thar surrounds our assets, and this concern has led to breaks in our activity and operations.			
2-26	Mechanisms for seeking advice and raising concerns	3.3.1 Ethics, integrity and compliance			
2-27	Compliance with laws and regulations	Annex 4.4 – Additional information			
2-28	Membership associations	2.3 Our value chain			
5. Stakeholder engagement					
2-29	Approach to stakeholder engagement	2.3 Our value chain			
2-30	Collective bargaining agreements	Annex 4.4 – Additional information			
GRI 3 Material Topics					
3-1	Process to determine material topics	2.5 Materiality and material topics			
3-2	List of material topics	2.5 Materiality and material topics			
Climate Change					
3-3	Management of material topics	3.1.1 Climate Change			

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
201-2	Financial implications and other risks and opportunities due to climate change	3.1.1 Climate Change	Partially (Omitted for the real estate sector)	Information unavailable/ incomplete	No relevant information regarding our real estate sector
302-1	Energy consumption within the organisation	3.1.1 Climate Change Annex 4.4 – Additional information	Partially (Omitted certain real estate facilities)	Information unavailable/incomplete	No relevant information regarding the omitted real estate facilities
302-3	Energy intensity	3.1.1 Climate Change Annex 4.4 – Additional information			
305-1	Direct (Scope 1) GHG emissions	3.1.1 Climate Change Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	We were not able to calculate the emissions associated to Hospitality & Real Estate
305-2	Energy indirect (Scope 2) GHG emissions	3.1.1 Climate Change Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	We were not able to calculate the emissions associated to Hospitality & Real Estate
305-4	GHG emissions intensity	3.1.1 Climate Change Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	We were not able to calculate the emissions associated to Hospitality & Real Estate
Circular Economy					
3-3	Management of material topics	3.1.2 Circular economy			
301-1	Materials used by weight or volume	3.1.2 Circular economy Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	We were not able to determine the materials used in our hotels.

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
					In Real Estate we do not have significant material consumption, since a third-party organisation is responsible for the construction
301-2	Recycled input materials used	3.1.2 Circular economy Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	We were not able to determine the materials used in our hotels. In Real Estate we do not have significant material consumption, since a third-party organisation is responsible for the construction
306-2	Management of significant waste-related impacts	3.1.2 Circular economy			
306-3	Waste generated	3.1.2 Circular economy Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	In our hotels we do not manage our waste, which is the responsibility of the municipal waste collector. In Real Estate we do not generate significant waste
306-4	Waste diverted from disposal	3.1.2 Circular economy Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	In our hotels we do not manage our waste, which is the responsibility of the

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
					municipal waste collector. In Real Estate we do not generate significant waste
306-5	Waste directed to disposal	3.1.2 Circular economy Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	In our hotels we do not manage our waste, which is the responsibility of the municipal waste collector. In Real Estate we do not generate significant waste
Water					
3-3	Management of material topics	3.1.3. Water			
303-1	Interactions with water as a shared resource	3.1.3. Water	Partially (Omitted for Real Estate)		
303-2	Management of water discharge-related impacts	3.1.3. Water	Partially (Omitted for Hospitality & Real Estate)	Not applicable	In Hospitality & Real Estate there is no water discharge
303-3	Water withdrawal	3.1.3. Water Annex 4.4 – Additional information			
303-4	Water discharge	3.1.3. Water Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Not applicable	In Hospitality & Real Estate there is no water discharge
303-5	Water consumption	3.1.3. Water Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Not applicable	In Hospitality & Real Estate the water consumption is

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
					equivalent to water withdrawal
Attraction and retention of talent					
3-3	Management of material topics	3.2.1 Attracting and retaining talent			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	3.2.1 Attracting and retaining talent Annex 4.4 – Additional information			
401-1	New employees hires and employee turnover	3.2.1 Attracting and retaining talent			
401-2	Benefits provides to full-time employees that are not provided to temporary or part-time employees	3.2.1 Attracting and retaining talent			
404-1	Average hours of training per year per employee	3.2.1 Attracting and retaining talent Annex 4.4 – Additional information	Partially (Omitted requirement a. ii))	Information unavailable/ incomplete	We have not defined employee categories but by scholarity
405-1	Diversity of governance bodies and employees	3.2.1 Attracting and retaining talent Annex 4.4 – Additional information	Partially (Omitted requirement b))	Information unavailable/ incomplete	We have not defined employee categories but by scholarity
405-2	Ratio of basic salary and remuneration of women to men	3.2.1 Attracting and retaining talent Annex 4.4 – Additional information	Partially (Omitted requirement b) and part of requirement a))	Information unavailable/ incomplete	We have not defined employee categories but by scholarity
Product quality and safety					
3-3	Management of material topics	3.2.2 Product quality and safety			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.2.2 Product quality and safety	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	We do not have performance data on this topic for this sector
Health & Safety					
3-3	Management of material topics	3.2.3 Health and safety			

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
403-1	Occupational health and safety management system	3.2.3 Health and safety			
403-2	Hazard identification, risk assessment, and incident investigation	3.2.3 Health and safety			
403-4	Worker participation, consultation, and communication on occupational health and safety	3.2.3 Health and safety			
403-5	Worker training on occupational health and safety	3.2.3 Health and safety			
403-8	Workers covered by an occupational health and safety management system	3.2.3 Health and safety Annex 4.4 – Additional information			
403-9	Work-related injuries	3.2.3 Health and safety Annex 4.4 – Additional information			
403-10	Work-related ill health	3.2.3 Health and safety Annex 4.4 – Additional information			
Affected communities					
3-3	Management of material topics	3.2.4 Affected communities			
413-2	Operations with significant actual and potential negative impacts on local communities	3.2.4 Affected communities	Partially (Omitted requirement a. ii))	Information unavailable/ incomplete	We still have no real performance data or investment plans and repeated risk assessments.
Ethics, integrity and compliance					
3-3	Management of material topics	3.3.1 Ethics, integrity and compliance			
205-1	Operations assessed for risks related to corruption	3.3.1 Ethics, integrity and compliance			
205-2	Communication and training about anti-corruption policies and procedures	3.3.1 Ethics, integrity and compliance			
205-3	Confirmed incidents of corruption and actions taken	3.3.1 Ethics, integrity and compliance			

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	3.3.1 Ethics, integrity and compliance Annex 4.4 – Additional information			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.3.1 Ethics, integrity and compliance Annex 4.4 – Additional information			
Procurement practices					
3-3	Management of material topics	3.3.2 Procurement practices			
204-1	Proportion of spending on local suppliers	3.3.2 Procurement practices Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	We do not have performance data on this topic for this sector
308-1	New suppliers that were screened using environmental criteria	3.3.2 Procurement practices Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	We do not have performance data on this topic for this sector
414-1	New suppliers that were screened using social criteria	3.3.2 Procurement practices Annex 4.4 – Additional information	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	We do not have performance data on this topic for this sector
Risk management and internal controls					
3-3	Management of material topics	3.3.3 Risk management and internal controls			
Other Topics					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Given that our industrial units are located in an industrial complex, and that our hotels and real estate assets are located in urban areas, we find that we do not fall within any area classified as sensitive			
305-6	Emissions of ozone-depleting substances (ODS)	In our industrial facilities there is no equipment with ODS or processes that use these substances	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	In Hospitality & Real Estate there are no significant ODS emission sources, so they were not considered

GRI Standard	Description	Report section	Omission		
			Omitted standard	Reason	Justification
305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	Results of atmospheric monitoring carried out in accordance with current legislation: • Nitrogen oxides (NO_x): 19.00 ton • Sulfur oxides (SO_x): 0.27 ton • Volatile organic compounds (VOC): 20.55 ton • Particulate matter (PM): 4.72 ton	Partially (Omitted for Hospitality & Real Estate)	Information unavailable/ incomplete	In Hospitality & Real Estate there are no significant pollutant emission sources, so they weren't considered for this report

4.4 List of acronyms and abbreviation

ADCA - Azodicarbonamide
AI – Artificial Intelligence
ATP – Associação Têxtil e Vestuário de Portugal
IATF - International Automotive Task Force
B2B – Business to business
B2C – Business to consumer
BREEAM – Building Research Establishment Environmental Assessment Method
CDP – Carbon Disclosure Project
CEO – Chief Executive Officer
CO_2eq – Carbon dioxide equivalent
CSRD – Corporate Social Reporting Directive
CVR – Centro para a Valorização de Resíduos
EN - European
ESG – Environmental, Social and Governance
ESRS – European Sustainability Reporting Standards
EU – European Union
FMEA - Failure Modes and Effects Analysis
GHG – Greenhouse gases
GOTS – Global Organic Textile Standard
GRI – Global Reporting Initiative
GRS – Global Recycled Standard
HSE – Health & Safety and Environment
H&S – Health and Safety
IoT – Internet of Things
IPPC – Integrated Pollution Prevention and Control
ISO – International Organisation for Standardisation
KPI – Key Performance Indicator
LED – Light-emitting diode
LEED – Leadership in Energy and Environmental Design
MSCI – Morgan Stanley Capital International
MRSL – Manufacturing Restricted Substances List
NP – New Work Item Proposal
ODS – Ozone-depleting Substances
Oeko-Tex Standard 100 – Label that identifies textiles tested for harmful substances
PES – Polyester
PM – Particulate Matter
PVC – Polyvinyl Chloride
REACH – Registration, Evaluation, Authorisation and Restriction of Chemicals
SMETA – Sedex Members Ethical Trade Audit
SteP by Oeko-Tex - Independent certification system for brands, retailers and manufacturers from the textile and leather industry
SVCH – Substance of Very High Concern
SWOT – Strengths, Weaknesses, Opportunities and Threats
SWS – Shared Waste Solutions
S&P – Standard & Poor
VOC – Volatile Organic Compounds
WWTP - Wastewater Treatment Plant
ZDHC - Zero Discharge of Hazardous Chemicals