

# SUSTAINABILITY REPORT

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2021  
2022

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# SUSTAINABILITY REPORT

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# 2021 2022

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*A journey  
into sustainable  
moulding*



## MESSAGE FROM SIMOLDES GROUP PRESIDENT

GRI 2-22



■ António da Silva Rodrigues

Dear friends,

As we embark on a new era, we wish to emphasize the importance of environmental, social, and governance (ESG) aspects in our business. With 63 years of experience in the mould industry, our company has always prioritized sustainable practices at its core and in its relationships with stakeholders along the value chain, while maintaining a strong connection to the community.

Currently, we have a unique opportunity to strengthen our commitment to sustainability and enhance our positive influence on the environment and society through our ESG strategy.

Since its inception, our company has been built on the principles of sustainability and community engagement. We understand that our success depends on the well-being of the environment, as well as the value chains and communities in which we operate. These values are deeply embedded in our organization and have been nurtured over time, becoming an integral part of our identity.

### **The significance of sustainability**

*Sustainability is not merely a business strategy for us; it is an intrinsic element of who we are. Our commitment to sustainability goes beyond conforming to industry trends; it reflects our strong belief in our responsibility to protect and preserve our planet for future generations. We firmly believe that our competitiveness and market position are closely tied to our ESG strategy and policies, which are crucial to the success of our business.*

Through sustainable practices, we demonstrate our dedication to positively impacting the environment. This includes reducing waste, lowering CO<sub>2</sub> emissions and carbon footprint, continuously improving energy efficiency, and actively seeking renewable energy alternatives that are environmentally friendly in our manufacturing processes. These efforts not only contribute to the long-term health of our planet but also foster an innovative and responsible culture within our organization.

### **The power of community involvement**

*Our deep connection to the community has been instrumental in our growth and success over the years. We have actively collaborated with local communities, participating in various initiatives to address societal needs and bring about lasting positive changes. Through our support of educational, health, and social programs, we aim to make a significant difference in the lives of individuals and contribute to the development of vibrant, inclusive, and resilient communities.*





Our community engagement and sustainability strategy is as follows:

Building on our strong foundation, we are developing a comprehensive ESG strategy that aligns with our vision, mission, values, and primary goals. This strategy encompasses the following key focus areas:

#### **Environmental management:**

We remain committed to prioritizing environmentally sustainable practices while continuously exploring innovative solutions to minimize our environmental impact and actively promote a circular economy mindset.

#### **Social responsibility:**

Our dedication extends to the well-being and growth of our employees, as well as the value chains and communities we operate in. We will actively support local initiatives that improve social well-being, education, and healthcare, fostering a diverse, inclusive, and secure workplace.

#### **Ethical governance:**

Upholding the highest standards of corporate governance, transparency, and ethical conduct is essential to maintaining the trust of our stakeholders. We will continue to strengthen our governance practices, ensuring accountability and integrity.

#### **Collaborative projects:**

We recognize that long-term transformation, ongoing innovation, and competitiveness require strategic partnerships. As such, we actively seek collaborative relationships with organizations, industry peers, scientific and technology institutes, and community stakeholders to address sustainability concerns and create mutually beneficial outcomes.

**We firmly believe in our ability to build a future that not only thrives economically but also cares deeply for the environment and the communities we serve. As we move forward, we reaffirm our unwavering commitment to sustainability and community participation. By integrating ESG practices into our daily operations, we enhance our market competitiveness and contribute to making the world a better place for everyone.**

Thank you for your steadfast commitment to our long-term goals and for joining us in our collective efforts to create a better future.

António da Silva Rodrigues  
Simoldes Group President

## MESSAGE FROM CEO SIMOLDES TOOLS



At Simoldes, our commitment to Environmental, Social, and Governance (ESG) principles forms the bedrock of our business culture. We are dedicated to creating a more sustainable and socially responsible future for the moldmaking industry while fostering a collaborative and integrative business environment.

Our vision is focused on becoming a leader in our industry and an environmentally responsible mold maker on a global scale, and we are dedicated to achieving it. Our commitment to ESG principles is reflected in several aspects of our operations. We understand the significance of contributing to society and, by embracing ESG principles, we aim to create a positive impact on the communities where we operate, in harmony with the needs and expectations of our broader stakeholders. A key focus for us is minimizing our environmental impact, and we work towards reducing our ecological footprint, all the while continually seeking to enhance our environmental performance. Additionally, we maintain a robust and responsible governance framework to ensure transparency, ethical behavior, and compliance with regulations.

At Simoldes, ESG and sustainability are not just aspirations; they are the cornerstones of our business, and we are committed to the positive impact we can contribute to the moldmaking industry and society in general.



■ Rui Paulo Rodrigues

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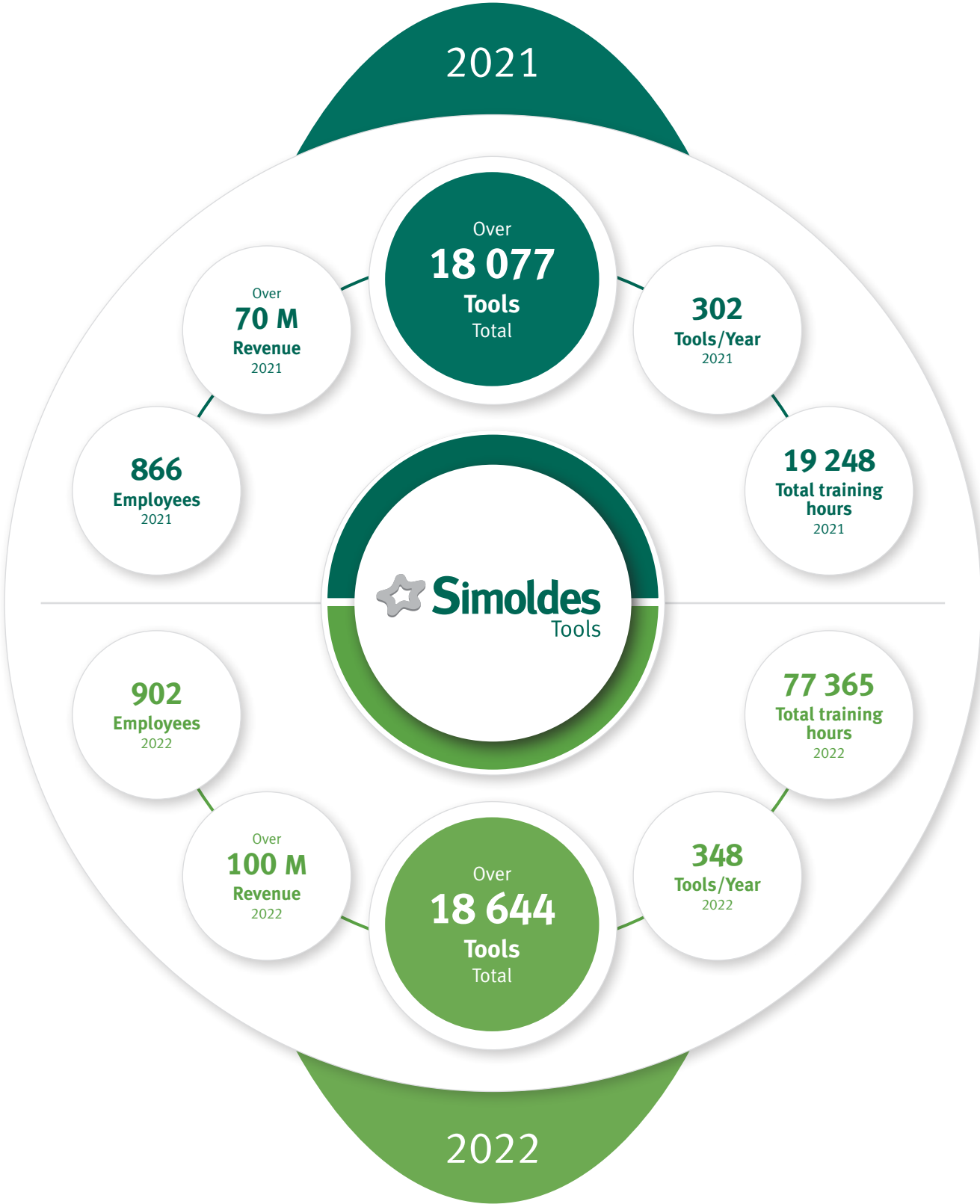
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# 01

## ABOUT SIMOLDES

01.01 SIMOLDES GROUP

01.02 SIMOLDES TOOLS

### 01.01 SIMOLDES GROUP

Since its establishment in 1959, Simoldes Group has been making a significant impact on both the automotive and non-automotive industries. Our unwavering commitment revolves around prioritizing our clients. Through continuous design, innovation, and production efforts, we strive to enhance our performance and sustainability each day, thereby contributing to the value chain of our esteemed clients.

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





# 01.02

## SIMOLDES TOOLS

GRI 2-1

### Simoldes Tools

1959	Simoldes Aços Start Toolmaking Activity	Portugal
1991	MDA Moldes de Azeméis	Portugal
1993	IMA Indústria de Moldes de Azeméis	Portugal
1998	Simoldes Aços Brasil	Brasil
2000	IGM Indústria Global de Moldes	Portugal
2001	Mecamolde Moldes para Plásticos	Portugal
2001	Ulmolde Moldes Técnicos	Portugal
2002	ACS Germany	Germany
2002	ACS Ibérica	Spain
2002	ACS France	France
2005	ACS Argentina	Argentina
2016	ACS Mexico	Mexico
2018	Milling Center	Portugal
2018	Simoldes Aços Morocco	Morocco
2019	Tryout Center	Portugal
2021	Simoldes Steel Center	Portugal

Figure 1 Simoldes Tools production units.

Simoldes Tools is one of the largest mold makers in the world, as a company working in this industry for more than 60 years, we have the knowledge and experience to meet the specific needs of the diverse sectors.

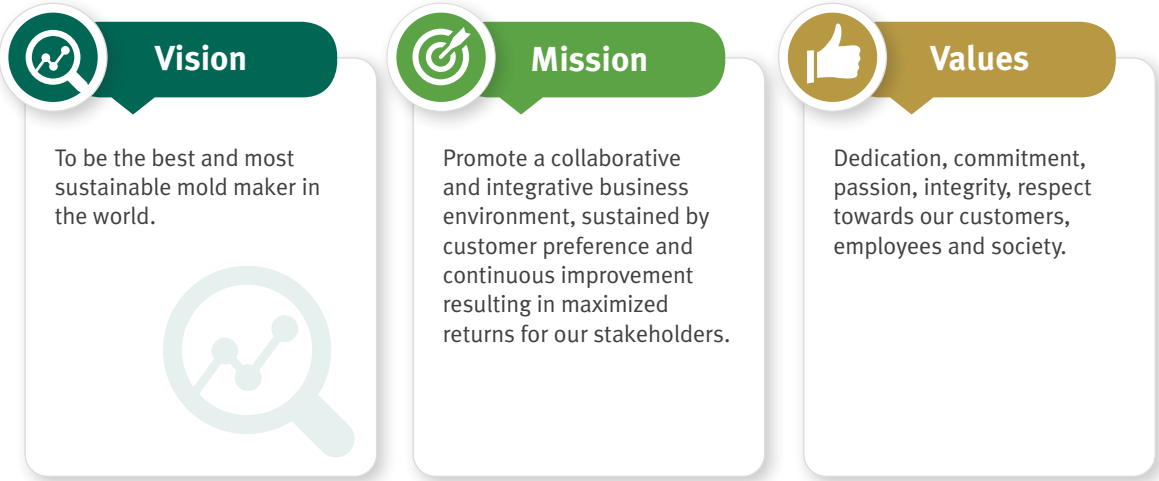
Using state-of-the-art technology, we create small to large steel moulds up to 120 tons for plastic injection parts, we create innovative solutions, from concept to production that materialize in valuable results for our clients.

But none of this would be possible without our most valuable asset: our people.

The devotion and skill of our employees are what make Simoldes Tools a proud organisation of its past, present and future. A future that we know must be shaped as a journey, **a journey into sustainable moulding**.



Rooted in our history, Simoldes Tools has evolved into who we are today. We take pride in upholding our core principles, values, mission, vision, and claim, which collectively define our identity and guide our journey forward.



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

- **Client satisfaction**, by ensuring the consistent supply of Goods and Services, in conformity with the agreed requirements, proposing product improvements, promoting a partnership relationship and making a world support network available.
- **Supplier involvement**, by sharing resources, skills and value creation for both sides, developing solutions to reduce costs.
- **Co-worker involvement and valuation**, by promoting communication, participation and appropriate skills acquisition for the working function performance.
- Assure a **healthy and safe working environment** to all the co-workers, customers, suppliers and visitors and other interested parties, through the adoption of technics and working methods preventing working accidents and professional diseases.
- **Updating the technological** resources by continuously searching for the most recent trends.
- **Environment protection** by minimizing the environmental impact and preventing pollution caused by the activities in a lifetime perspective of the manufactured products, aiming the continuous improvement of the environmental performance.
- Keeping an **integrated management system**, in a participated way, promoting its **continuous improvement**.
- Ensuring that **the laws and regulations** applicable to the company, mould making and implemented integrated system are fulfilled.
- Maximization of the **productive profitability**, by selling at the best price allowed by the market and producing at the lowest possible cost, supported by efficient and effective functioning of the production resources.
- Understand **the Needs and Expectations from the Concerned Parties** assuring their satisfaction.
- **Solidarity image**, by supporting social institutions, as well as public interest initiatives.



Relevant and complementary information about Simoldes Tools is available at Simoldes Tools website ([simoldestools.com](http://simoldestools.com)).

Simoldes Tools

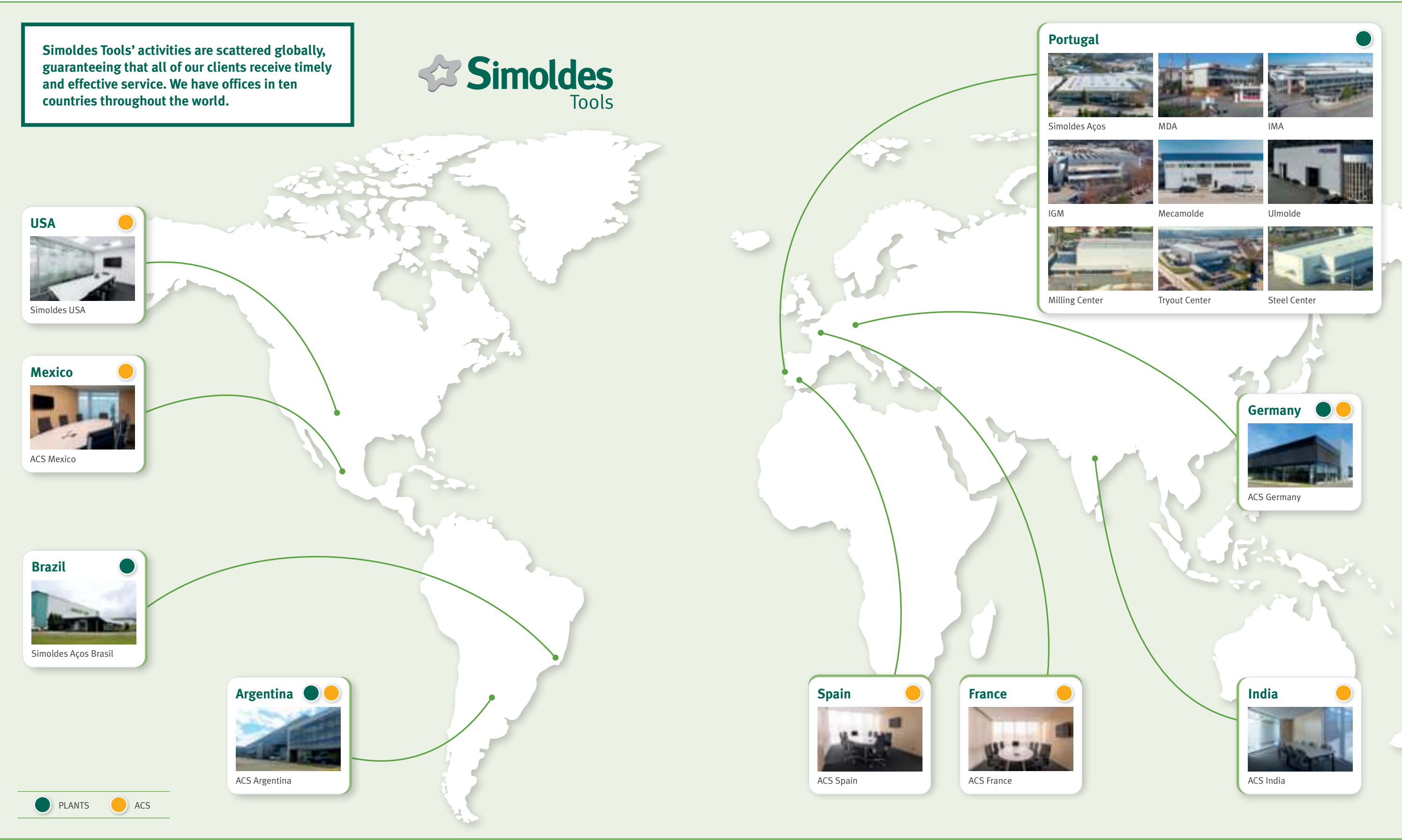


Figure 2 Simoldes Tools' activities.



Company Organization

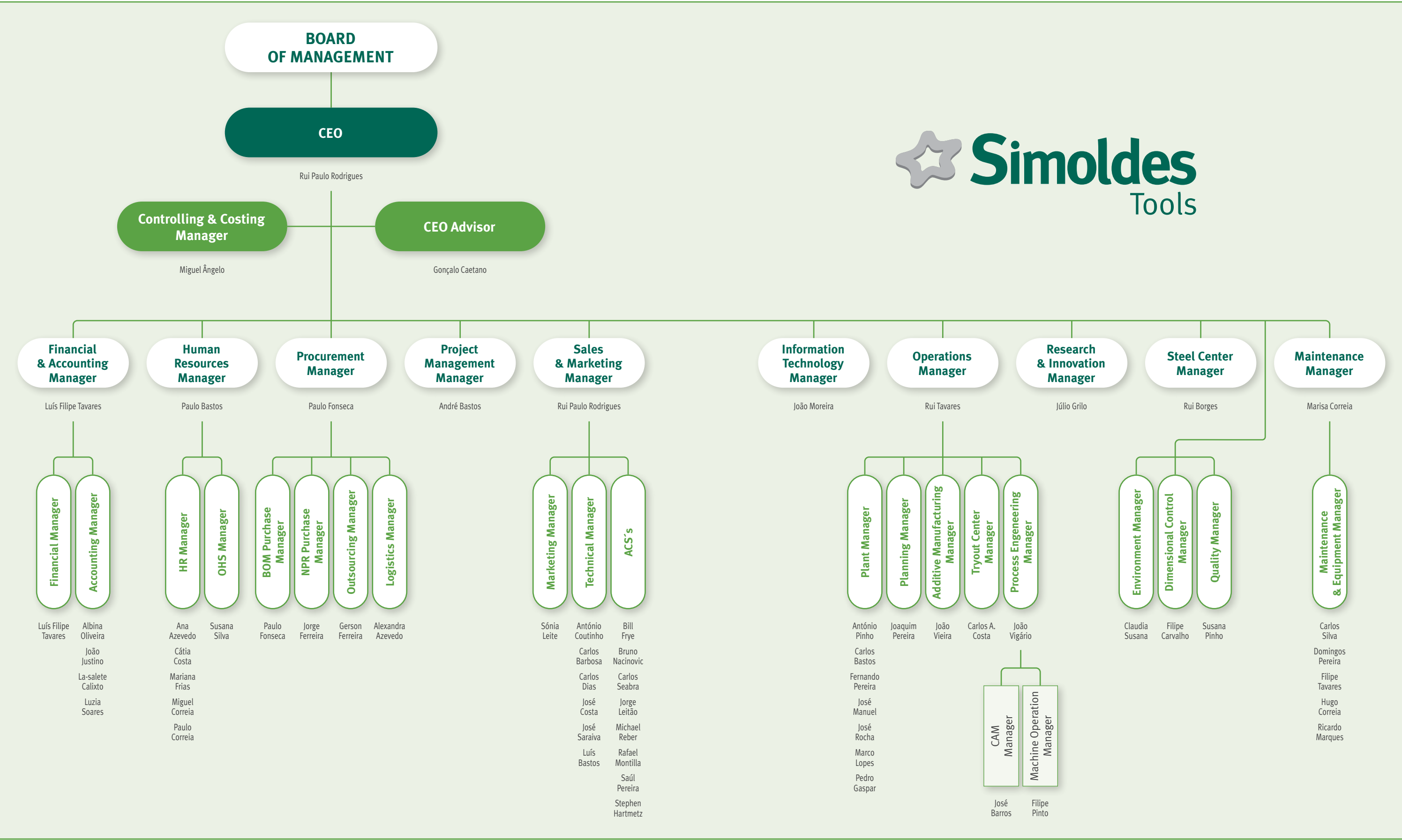


Figure 3 Company organization 2022.

## MESSAGE FROM MARKETING MANAGER

*In a world increasingly conscious of environmental and social impacts, it's crucial that we engage with a wide range of stakeholders, including customers, suppliers, employees, shareholders, universities and other learning institutions as well as local communities. By actively involving these groups in our sustainability initiatives, we not only gain valuable insights into their expectations and concerns but also build trust and colla-*



■ Sónia Leite

*borative partnerships that can lead to innovative solutions and mutual benefits. This engagement ensures that our sustainability strategy is well-informed, relevant, and aligned with the evolving needs and priorities of our stakeholders.*

*Moreover, the concept of materiality guides us in prioritizing sustainability efforts. In an industry that is under severe stress due to pressure from the supply chain (cost increase of materials) and competition (that forces cost optimization by comparing our cost with low cost country suppliers) identifying and focusing on material aspects enables us to channel our resources effectively and address the issues that have the most significant impact on our business and the world. By conducting rigorous materiality assessments, we can pinpoint environmental, social, and governance factors that are not only important to our stakeholders but also have the potential to influence our long-term success.*

*This strategic approach empowers us to set meaningful sustainability goals that resonate with our stakeholders, reduce risks, enhance our reputation, and create shared value for all involved.*





# ABOUT THIS SUSTAINABILITY REPORT

GRI 2-2 | 2-3

*This 2021-2022 Simoldes Tools Sustainability Report is prepared with reference to internationally established frameworks and requirements, such as the Global Reporting Initiative (GRI) standard, and all recent (2021) adaptations, ESG Sustainability ratings and stakeholder expectations. This report presents its data with an ESG (Environment, Social, Governance) perspective.*

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

- Simoldes Aços (Portugal)
- MDA | Moldes de Azeméis (Portugal)
- IMA | Indústria de Moldes de Azeméis (Portugal)
- IGM | Indústria Global de Moldes (Portugal)
- Mecamolde | Moldes para Plásticos (Portugal)
- Ulmolde | Moldes Técnicos (Portugal)

Please note that Simoldes Steel Center is not included in this report as the company started its operation in September 2022, and therefore, there is insufficient information available for reporting. The Milling Center is included in the data from Simoldes Aços and the Tryout Center is included in the data from MDA, as these are part of those companies.



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

*By working in its Sustainability, Simoldes Tools creates an impact in the following Sustainability Development Goals (SDG):*



# 02

## SUSTAINABILITY AND ESG STRATEGY

- 02.01 STAKEHOLDER RESULTS AND ENGAGEMENT
- 02.02 MATERIALITY DEFINITION, RESULTS AND DISCLOSURES
- 02.03 SUSTAINABILITY STRATEGY

### 02.01 STAKEHOLDER RESULTS AND ENGAGEMENT

GRI 2-29

Stakeholder engagement is the process by which an organisation engages relevant stakeholders for a specific purpose in order to achieve agreed-upon outcomes. Simoldes Tools regards this process as a fundamental accountability mechanism because it requires an organisation to engage with stakeholders by identifying, understanding, and responding to sustainability issues and concerns, as well as reporting, explaining, and answering to stakeholders for decisions, actions, and performance.

Simoldes Tools based this evaluation on the AA1000 Stakeholder Engagement Standards to preserve trust in the results and interaction, incorporating AA1000 Principles along its Stakeholder mapping and engagement process.





To ensure interaction with our key stakeholders, we developed simple and transparent communication methods.

During the reporting year 2021-2022, we interacted with our stakeholders to broaden our perspective on significant matters for our company. Simoldes Tools will keep regular communication with its key stakeholders regarding various elements of sustainability in order to review them at the end of each reporting period.

Representation of Significant Stakeholder

STAKEHOLDER GROUP	EXAMPLES OF STAKEHOLDER MAIN ESG TOPICS OF INTEREST	COMMUNICATION TOOLS
Shareholders	<ul style="list-style-type: none"><li>• Risk Assessment</li><li>• Client Satisfaction</li><li>• Responsible Partnerships</li><li>• GHG Emissions</li><li>• Energy Efficiency</li><li>• Positive Impact on Community</li></ul>	<ul style="list-style-type: none"><li>• Shareholder Meetings</li><li>• Sustainability/Materiality Surveys</li><li>• Company communication (Newsletters, others)</li><li>• Website and Social Media</li><li>• Sustainability Report</li><li>• Financial Report</li><li>• Code of Ethics &amp; Conduct</li></ul>
Clients	<ul style="list-style-type: none"><li>• Business Ethics &amp; Compliance</li><li>• Supply Chain Management</li><li>• GHG Emissions</li><li>• Renewable Energy</li><li>• Waste Management</li></ul>	<ul style="list-style-type: none"><li>• Project Meetings</li><li>• Sustainability/Materiality Surveys</li><li>• Company communication (Newsletters, others)</li><li>• Website and Social Media</li><li>• Sustainability Report</li><li>• Code of Ethics &amp; Conduct</li></ul>
Employees	<ul style="list-style-type: none"><li>• Anti-Discrimination, Diversity and Inclusion</li><li>• Business Ethics &amp; Compliance</li><li>• Occupational Health and Safety</li><li>• Talent training and development</li><li>• Talent Attraction, Engagement and Retention</li><li>• Positive Impact on Community</li></ul>	<ul style="list-style-type: none"><li>• Training</li><li>• Sustainability/Materiality Surveys</li><li>• Intranet</li><li>• Social and cultural Events</li><li>• Company communication (Newsletters, others)</li><li>• Website and Social Media</li><li>• Sustainability Report</li><li>• Financial Report</li><li>• Code of Ethics &amp; Conduct</li></ul>
Raw Material Suppliers	<ul style="list-style-type: none"><li>• Business Ethics &amp; Compliance</li><li>• Supply Chain Management</li><li>• GHG Emissions</li></ul>	<ul style="list-style-type: none"><li>• Sustainability/Materiality Surveys</li><li>• Company communication (Newsletters, others)</li><li>• Website and Social Media</li><li>• Sustainability Report</li><li>• Code of Ethics &amp; Conduct</li></ul>
Suppliers of Injection Systems and Accessories	<ul style="list-style-type: none"><li>• Business Ethics &amp; Compliance</li><li>• Supply Chain Management</li><li>• GHG Emissions</li></ul>	<ul style="list-style-type: none"><li>• Sustainability/Materiality Surveys</li><li>• Company communication (Newsletters, others)</li><li>• Website and Social Media</li><li>• Sustainability Report</li><li>• Code of Ethics &amp; Conduct</li></ul>

Table 1 Representation of significant stakeholders main ESG topics of interest and communication tools used for engagement.



# 02.02

## MATERIALITY DEFINITION, RESULTS AND DISCLOSURES

GRI 3-1 | 3-2

Materiality relates to identifying and prioritising the most relevant sustainability topics, taking into account the effect each topic has on an organisation and its stakeholders.

A material topic to Simoldes Tools is a topic that will substantively influence and impact the assessments, decisions, actions and performance of the organisation and/or its stakeholders in the short, medium and/or long term.

Our materiality process follows an approach based on benchmarking about prevailing needs in ESG topics around our industry, following GRI guidelines to determine material topics and a materiality find tool, accessible through the SASB standard, specific to our industry, to gain further insights.

### Materiality Aspects

STRATEGIC
1 Client Satisfaction
2 Energy Efficiency
3 Renewable Energy
4 Safety and Organizational Health
MAJOR
5 Data Privacy and Cybersecurity
6 Ethics and Compliance
7 Anti-discrimination, Diversity and Inclusion
8 Talent Training and Development
9 Talent Attraction, Retention and Engagement
10 Waste Management
11 Responsible Partnerships
12 Supply Chain Management
13 Risk Assessment
14 Water Management and Consumption
MEDIUM
15 GHG Emissions
16 Positive Impact on Community

Table 2 Simoldes Tools materiality aspects per order of strategic significance.

### Materiality Matrix

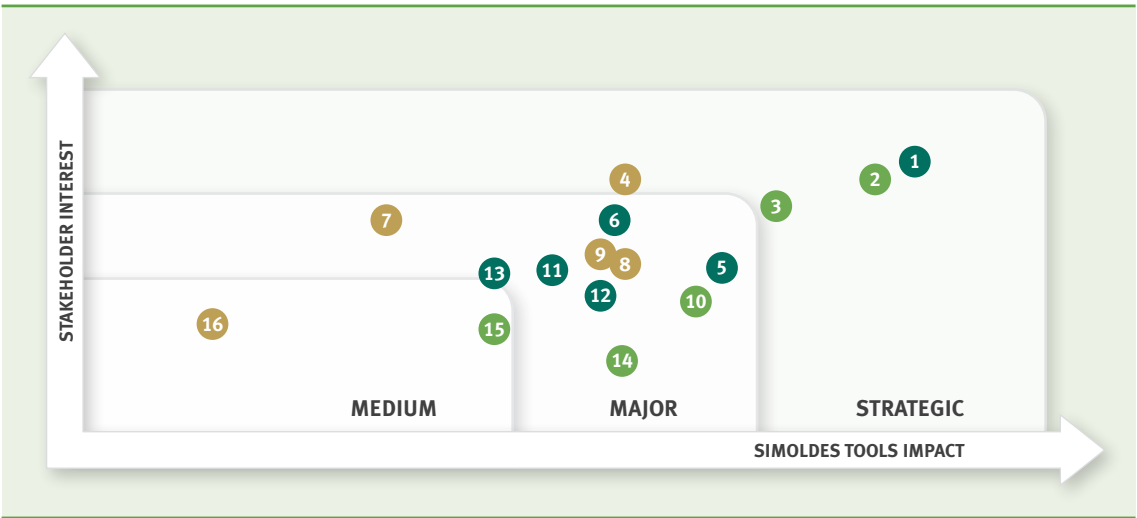


Figure 4 Simoldes Tools materiality matrix.

● Governance ● Environmental ● Social

Driven by our conviction that our organization has the capacity to effect positive change in the world, we systematically assess all pertinent Sustainable Development Goals (SDGs) and associated targets linked to our material topics. This strategic evaluation allows us to identify and address gaps in meeting societal needs through our business initiatives.

By concentrating on making a positive impact and following the SDGs, we can organize our efforts effectively to tackle important challenges. This approach helps us achieve progress, meet stakeholder expectations, and promote long-term growth.

### Materiality and SDG's Index

ESG CRITERIA	MATERIALITY	SDG
Governance	<ul style="list-style-type: none"><li>Client Satisfaction</li><li>Data Privacy and Cybersecurity</li><li>Business Ethics &amp; Compliance</li><li>Responsible Partnerships</li><li>Supply Chain Management</li><li>Risk Assessment</li></ul>	
Social	<ul style="list-style-type: none"><li>Organizational Health and Safety</li><li>Anti-Discrimination, diversity and equal opportunity</li><li>Talent Training and Development</li><li>Talent Attraction, Engagement and Retention</li><li>Positive Impact on Community</li></ul>	
Enviornment	<ul style="list-style-type: none"><li>Energy Efficiency</li><li>Renewable Energy</li><li>Waste Management and Reduction</li><li>Water Consumption &amp; Efficiency</li><li>GHG Emissions</li></ul>	

Table 3 Materiality and SDG's index.

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





# 02.03

## SUSTAINABILITY STRATEGY

Our sustainability strategy is anchored in our **Sustainability Policy**, within it we focus on 12 sustainability principles:

- 1** Simoldes Tools is aware of its **social responsibility** regarding the environment, health and safety of its employees as well as compliance with **human rights** regulations.
- 2** We are committed to go above and beyond our legal responsibilities and implement objectives and actions that align our practices with the **UN Sustainable Development Goals**.
- 3** Our practices are defined in such a way as to create both short and long-term added value by **maximizing positive and minimizing any negative impacts on society and the environment throughout the value chain** by means of **ethical and transparent conduct**.
- 4** At Simoldes Tools, sustainability is lived daily and constitutes an exercise in **transparency, continuous improvement** and fundamental reflection for ourselves and our stakeholder.
- 5** We are committed to **Climate Change Mitigation Policies** with special focus on the reduction of Greenhouse Gas Emissions (GFEE) and the reduction of our products' CO2 footprint.
- 6** **Sustainability, competitiveness and innovation** are strategic pillars to face future challenges and contribute towards improving social and environmental conditions and are therefore taken in consideration in all business decisions.
- 7** We act with **corporate responsibility**, so we operate actively, ethically and responsibly for the benefit of society and the environment.
- 8** People are the most influential factor in sustainability, believing and **valuing human capital** ensures sustainability in the future. Simoldes Tools is **integrative and inclusive**, promoting equal opportunities in various ethical, religious and social aspects.
- 9** Our **commitment to environmental protection and the challenge of decarbonisation** are increasingly present, so we invest in renewable energy, energy efficiency, recyclability and the development of new materials that are lighter and more environmentally friendly.
- 10** **Our employees are the fundamental support for the success of the company.** The promotion of a safe and balanced environment at physical, social and psychological level is one of the fundamental axes in the management of Employees, as well as the creation of decent, non-discriminatory jobs with adequate remuneration, always promoting **social equity of human capital**.
- 11** Aware of the risks related to occupational safety, **we promote a culture of safety among all our workers and other stakeholders**, ensuring a safe and secure working environment, access to quality health conditions and encouraging a healthy and sustainable lifestyle.
- 12** We engage our supply chain in our effort to **build a better future for all** by developing and implementing mechanisms that strengthen this awareness and collaboration.

### Certifications and Sustainability Ratings

ISO 9001:2015	ISO 14001:2015	EcoVadis   Sustainability Rating 2021-2022
		 

Table 4 Certifications and sustainability ratings.



# 03

## ECONOMIC AND GOVERNANCE

- 03.01 ECONOMIC PERFORMANCE
- 03.02 MANAGEMENT TEAM
- 03.03 PORTFOLIO
- 03.04 SUPPLY CHAIN MANAGEMENT
- 03.05 CLIENT SATISFACTION
- 03.06 INNOVATION AND SUSTAINABLE SOLUTION FOR PRODUCT DESIGN
- 03.07 BUSINESS ETHICS AND COMPLIANCE
- 03.08 RISK ASSESSMENT
- 03.09 DATA PRIVACY AND CYBERSECURITY

### 03.01 ECONOMIC PERFORMANCE

GRI 201-1

During this reporting period Simoldes Tools had a total revenue of 76 M euros in 2021 and 117 M euros in 2022, with an extraordinary increase of 56% in total revenue (Figure 5).

#### Economic Performance

	Revenue	Economic value distributed	Economic value retained
2021	76 M€	71 M€	5 M€
2022	117 M€	111 M€	6 M€

Figure 5 Simoldes Tools revenue economic performance (M€) in 2021 and 2022.

#### Economic Value Distributed

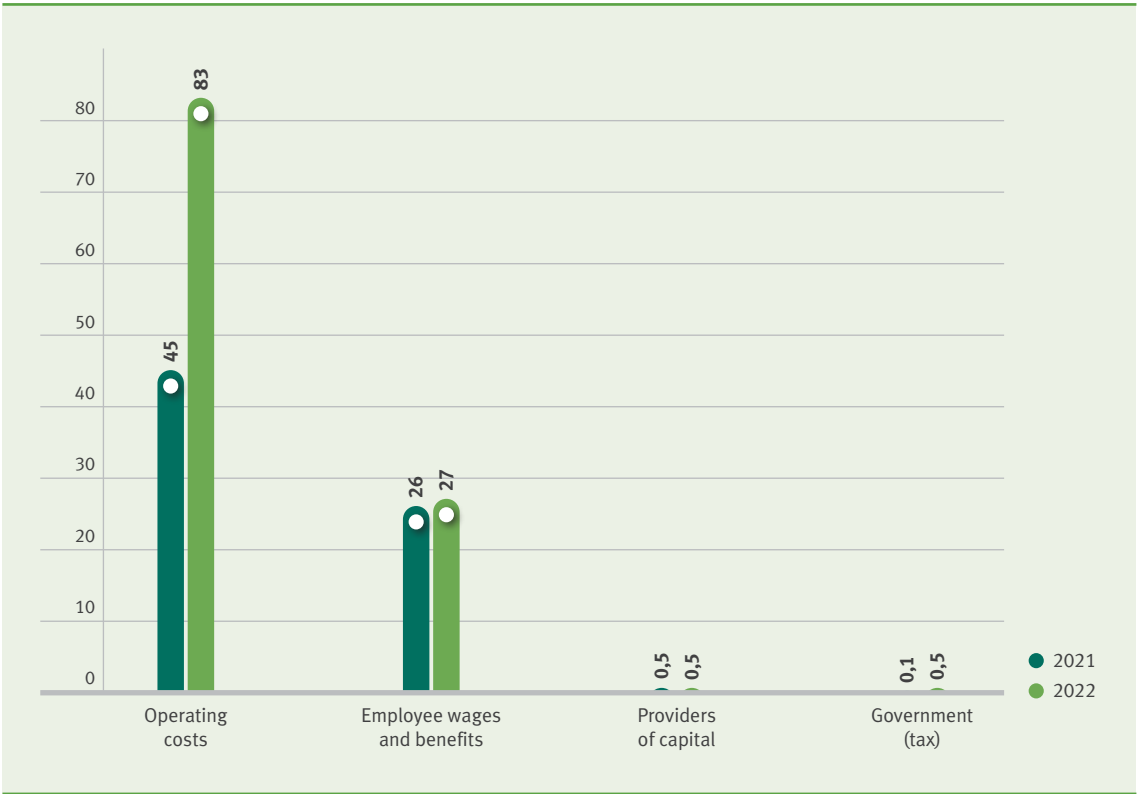


Figure 6 Economic value distributed (M€) per type in 2021 and 2022.



## 03.02 MANAGEMENT TEAM

GRI 2-9

At Simoldes Tools our Management Team is in charge of leading and overseeing the organization's operations while defining its commercial, economic, and financial strategy, always mindful of the culture the administration aims to uphold within the companies of this business unit.

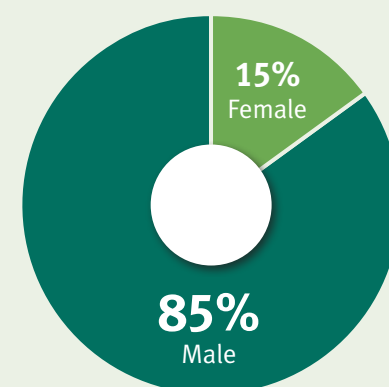
This team comprises not only the Administration and its advisors but also senior executives with specific responsibilities in key areas like Engineering, Operations, Sales, Information Technology, Research and Development, Finance, Procurement, Quality, and Human Resources.

The Administration firmly believes that by bringing together a diverse team with various expertise and skills, they can enhance productivity through shared management responsibilities at Simoldes Tools.

Moreover, reflecting the Administration's dedication to meritocracy, competence, and a commitment to fostering gender diversity, there's a plan to expand and welcome more women into this team, a vision to be materialized in the future.

### Gender Distribution

Governance Bodies since 2019



**Figure 7** Gender distribution (%) of governance bodies.

### MESSAGE FROM FINANCIAL AND ACCOUNTING MANAGER

*Corporate sustainability is based on a set of actions aimed at reducing the environmental impact of the organization, from internal operations to the final product, and promoting the organization's economic and social development. It contributes to reducing production costs, fostering business growth, improving its image with consumers, and enhancing its competitive advantage.*

*A company should be financially balanced and focused on maximizing returns for shareholders. To achieve this, cost containment and a well-planned investment policy, based on solid financial foundations, are necessary.*



Luís Filipe Tavares

*Within the Financial Department, here are **additional objectives that will contribute to the sustainability of the company**:*

- Achieving significant improvements** in internal procedures, promoting the support of information systems to automate as many tasks as possible.
- Defining best practices** that enable the timely acquisition of high-quality management information while not neglecting the motivation of employees, who are the driving force of any organization.
- Timely providing financial statements and other management information** to all internal and external stakeholders with whom we interact, including customers, suppliers, and banks, fostering a relationship built on transparency and trust.
- Promoting effective communication** with different departments within the company, fostering internal relationships as a client and supplier.
- Ensuring the timely fulfillment** of all obligations to third parties, including suppliers, banks, tax authorities, customers, and others.

# 03.03

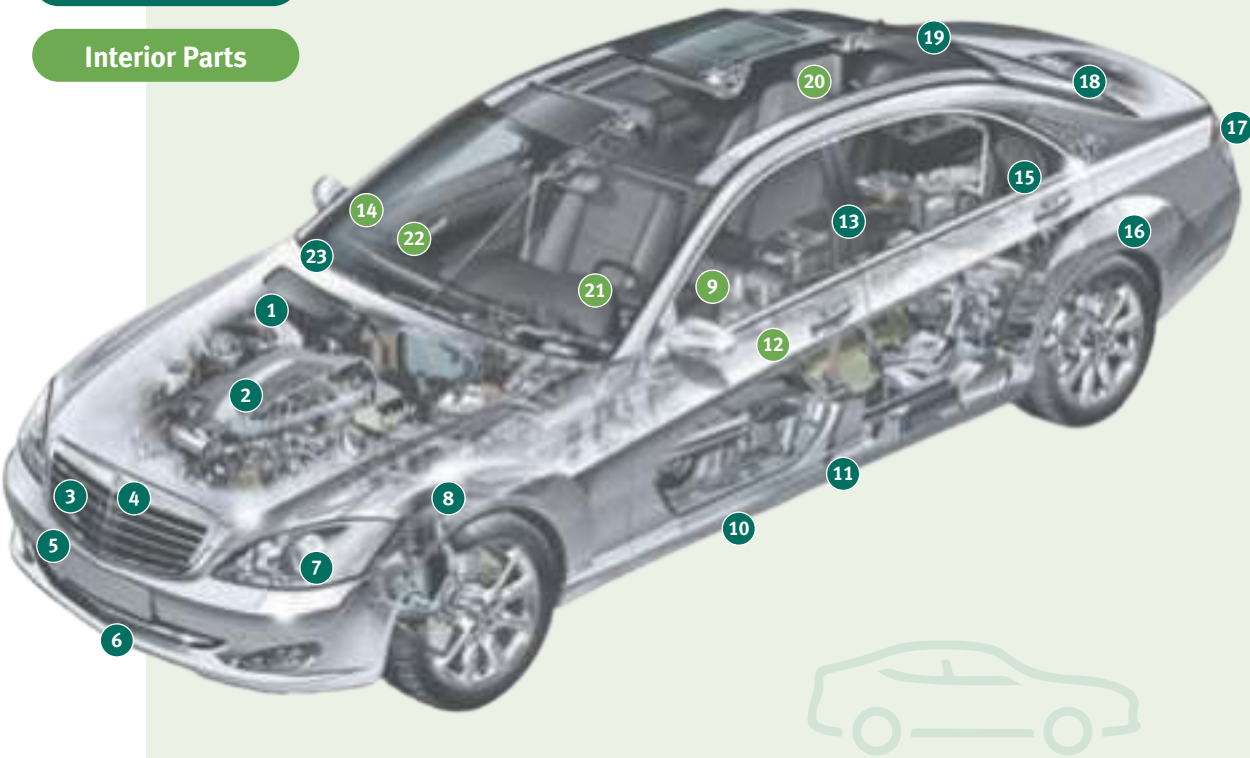
## PORTFOLIO

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

### Automotive Sector

#### Exterior Parts

#### Interior Parts



- |                           |                         |                          |
|---------------------------|-------------------------|--------------------------|
| 1 Bonnet                  | 9 Central Console       | 17 Lamp Housing          |
| 2 Under Bonnet Components | 10 Fender Liner         | 18 Liftgate and Tailgate |
| 3 Grills                  | 11 Claddings            | 19 Roof Spoilers         |
| 4 Front End               | 12 Door Panels          | 20 Seat Components       |
| 5 Front and Rear Bumper   | 13 Exterior Trims       | 21 Instrument Panel      |
| 6 Bumper Spoilers         | 14 Interior Trims       | 22 Glove Box             |
| 7 Lens                    | 15 Encapsulated Glasses | 23 Cowl Top              |
| 8 Fender                  | 16 Wheel Arch Liners    |                          |

Figure 8 Type of products produced at Simoldes Tools.

### Consumer Goods and Other Sectors



Figure 9 Type of products that moulds at Simoldes Tools produce.



# 03.04

## SUPPLY CHAIN MANAGEMENT

GRI 204-1



Simoldes Tools has a wide range of suppliers, with long term commercial relations for the supply of products and services essential to fulfill market needs. As part of our strategy Simoldes Tools relies on several documents, such as Simoldes Tools **Code of Conduct for Suppliers**, its **Sustainable Procurement Policy** and a **Supplier Questionnaire on Sustainability topics**, while focusing on local supplier whenever possible.

With this policies Simoldes Tools anchors its procurement practices in several pillars, such as:

- Legal compliance.
- Good Labor Practices.
- Good OHS Practices.
- Good environmental management performance.
- Involve suppliers through the consistent adoption of good environmental, social, and ethical practices, as they are an essential part of building sustainable policies.
- Develop businesses ensuring ethical and social integrity with partnerships that develop and effectively contribute to the supply demand mix in supply chains.
- Promote continuous progress in long lasting business partnerships through the creation of values based on high ethical principles and the sharing of social and sustainable responsibility in the business.

### Percentage of Suppliers per Area

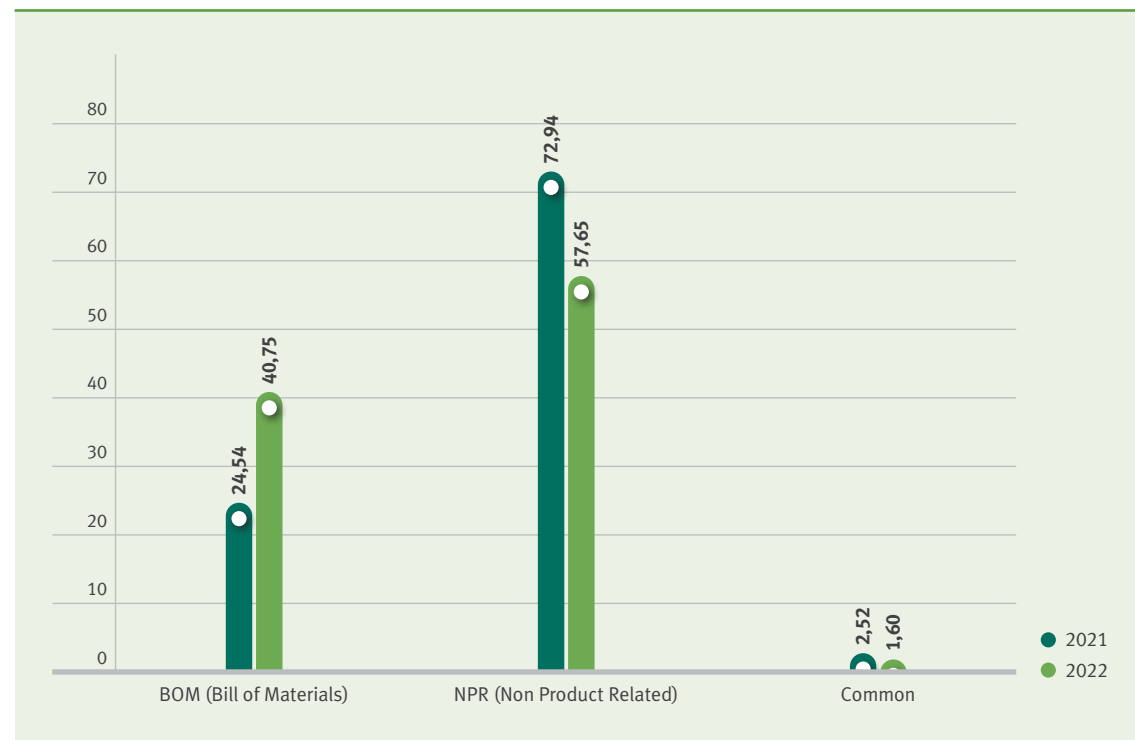


Figure 10 Percentage of suppliers in 2021 and 2022.

### National and Non-National Suppliers

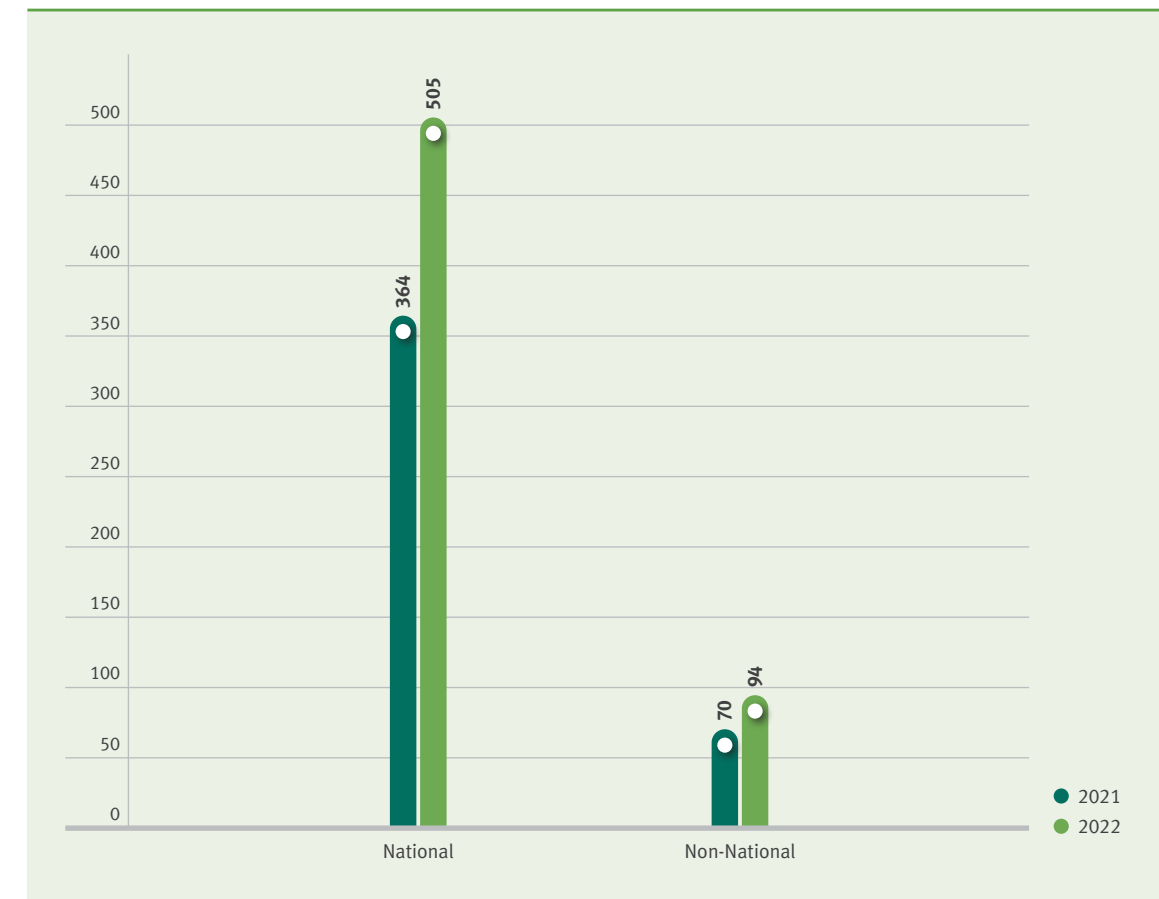


Figure 11 Number of Simoldes Tools suppliers per location.

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



## MESSAGE FROM PROCUREMENT MANAGER

*In the current times we live in, the principles of ESG (Environmental, Social, and Governance) must be firmly on the agenda of companies in an irreversible manner. Since 2004, the United Nations Global Compact, in partnership with the World Bank, introduced the document “Who Cares Wins”, which emphasized the importance of this topic.*

*At that time, the UN Secretary-General, Kofi Annan, challenged a group of financial institutions to make sustainability a criterion for evaluating companies. Today, sustainability is no longer a subject to be considered in the future; it is a “must-have” of the present.*



■ Paulo Fonseca

*If we want future generations, our children, grandchildren, and their descendants, to have a world to live in – a right they deserve and a responsibility we hold – we must take the necessary steps. We cannot consume the planet at a rate faster than its capacity for regeneration.*

*Therefore, our supply chain is committed to these principles and criteria, incorporating them into our procurement processes whenever possible. To be better prepared, we have been providing sustainability training to the department’s employees.*

*The Simoldes Group, as a whole, and its Supply Chain, in particular, recognize that integrating sustainability into procurement operations not only protects the environment but can also result in cost savings, enhance the company’s reputation, and meet the expectations of customers who value sustainable practices.*

## 03.05 CLIENT SATISFACTION

At Simoldes Tools, our commitment to excellence goes beyond the projects and products we manufacture – it extends to the experience our clients have throughout their journey with us. We understand that a satisfied Client is not just a sign of success but also a reflection of our dedication to delivering value and fostering lasting partnerships.

To ensure we consistently meet and exceed our clients’ expectations, we have established a robust Client Satisfaction Procedure. Central to this procedure are two essential components: the Client Satisfaction Questionnaire and an Internal Evaluation by our project managers. These tools allow us to gather valuable insights and feedback at two critical touchpoints – during the project’s progression and upon its completion.

The Client Satisfaction Questionnaire is designed to give our clients a direct voice, enabling them to express their thoughts, opinions, and suggestions regarding their experience with our products and services. This input is invaluable, guiding us in understanding what we are doing right and where we can further enhance our services.

These evaluations not only contribute to individual projects’ success but also play a crucial role in calculating our **Global Client Satisfaction Index**.

Global Client Satisfaction Index have consistently yielded positive results over the years, reflecting our unwavering dedication to excellence. Looking ahead, we remain resolute in our mission to not only sustain these achievements but to amplify them. Our vision for the future encompasses a continued growth in our Index and an elevation of Client satisfaction to even greater heights.





# 03.06

## INNOVATION AND SUSTAINABLE SOLUTION FOR PRODUCT DESIGN

Simoldes Tools takes great pride in providing services centered around our clients. We maintain specialized project teams deeply devoted to championing the optimal outcomes for our clients' projects. With proficiency in both part development and tooling, our team is well-equipped to deliver comprehensive solutions.

Moreover, we have a specialized department that offers consulting services aimed at investigating and proposing product improvements for the final plastic part at an early stage. This includes conducting feasibility studies and CAD analyses to identify and address component issues promptly, ensuring toolability.

We prioritize adapting our solutions to cater to our clients' specific needs, providing prototypes and tailored test solutions. When they require testing for a particular problem or need a small series production, our prototype tooling can serve as the ideal solution.

Furthermore, our dedication to exceptional service doesn't end with the completion of a project. We place great emphasis on after-sales support, offering worldwide assistance to our valued customers.

### Our Solutions

#### 3D Printing

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

#### Solutions Additive Manufacturing

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

#### Dimensional Control (Laser Scanning)

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

#### Early-Stage Development

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

#### Gripper & Gauges

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

#### Moldflow, Warpage, Moldcool & FEA

Dedicated team to optimize minimum tool size, guarantee and tool strength, optimize the tool cooling circuits, calculate warpage.

#### Prototypes

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

### Our Technologies

#### Technologies Available



Figure 12 Technologies available by Simoldes Tools.

### Technological Capacity with R&D

#### Innovation Map



Figure 13 Simoldes Tools innovation map.

## # Simoldes 4.0

Simoldes 4.0 project's main goal is to develop an efficient mould that integrates artificial vision and intelligent sensing, based on integrated innovative monitoring solutions, which go beyond the usual temperature and pressure control. This efficient mould will incorporate advanced systems for continuous and effective control of certain technical and process parameters, ensuring that the parameters that regulate the systems are within the standard processing window and that other values of the operating variables show regular and safe operation that maximise efficiency and productivity.



## I – Tool

The I-Tool project aims to design and develop new intelligent, efficient and optimised mould solutions. The aim is to promote the integration of advanced analysis and development Tools, as well as the adoption of advanced manufacturing methods and technologies. To this end, techniques such as computer science, algorithms and artificial intelligence are used. These techniques aim at technological improvement in order to lead the change and evolution of the injection mould design and development paradigm.

The project is promoted by the consortium between Simoldes Aços (the main promoter), Simoldes Plásticos and INEGI (Institute for Science and Innovation in Mechanical Engineering and Industrial Engineering).

The i-Tool project brings an important, global and radical product innovation with positive impacts on the design, development and manufacturing phases of the mould. It culminates in an “optimised mould”, lighter, more qualified and with a reduced time-to-market.



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

The NANO-SIM 3D project is divided into two areas with different lines of research. It aims to develop new nanocomposite materials based on metallic and thermoplastic matrices.

One of the research areas is based on the development of new formulations incorporating metal matrix nanocomposites for the production of new innovative moulding components. This area uses additive manufacturing techniques.

The other research area is the development of thermoplastic components using polymer matrix nanocomposites. This will allow the development of new innovative thermoplastic parts optimised in their most critical characteristics.

The solutions to be implemented within this project will be at the forefront of future applications in a wide range of industries (e.g. mobility, packaging, household goods, etc.).



## MESSAGE FROM RESEARCH AND INNOVATION MANAGER

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

*In our strategy, we will need to find solutions and set clear objectives for reducing greenhouse gas emissions, at least by 2030 and 2050. Our management should urgently integrate sustainability*

*into management reports to understand the relationship between sustainability, our business model, and our strategy. This will help us assess the resilience of our business to sustainability risks and the plans in place to ensure that our business and strategy are compatible with a low-carbon economy.*

*Simoldes Tools' innovation efforts aim to contribute to various programs implemented in recent years and anticipated in the future, ensuring that the results align with a maximum number of Sustainable Development Goals (SDGs), as shown in the image below:*



Júlio Grilo



## Partners for innovation:





## 03.07

### BUSINESS ETHICS AND COMPLIANCE

GRI 2-27



At Simoldes Tools, we firmly believe that our people are our most valuable asset, and conducting business in an ethical and responsible manner is of paramount importance. It is not only how we work together internally but also how we represent the core values of Simoldes Tools to the outside world. To ensure this, we have established a comprehensive Code of Conduct that embodies a set of ethical and deontological principles to guide all aspects of our operations.

This Code of Conduct applies to every individual associated with our organization, including members of the Administration, employees, contractors, service providers, and anyone representing Simoldes Tools in dealings with clients, suppliers, and partners. Moreover, it extends to any entities that establish relations with our company.

The cornerstone of our Code of Conduct lies in our commitment to fair business practices, maintaining the highest levels of professionalism, and ensuring the proper use of funds, services, and assets. We place great emphasis on fostering positive relationships with both suppliers and clients, treating them with respect and integrity at all times.

Furthermore, we are dedicated to identifying and avoiding conflicts of interest, as transparency and unbiased decision-making are central to our principles. As part of our ethical approach, strict adherence to the General Data Protection Regulation (GDPR) is non-negotiable, ensuring the privacy and security of personal data. Our Code of Conduct is not merely a set of rules but a reflection of the values we uphold and the standards we set for ourselves. By abiding by this code, we reinforce our commitment to ethical excellence, integrity, and responsible business practices, making Simoldes a trusted and respected partner for all stakeholders.

#### MESSAGE FROM MEMBER OF THE ETHICS AND COMPLIANCE COMMITTEE



Paulo Bastos

*At Simoldes Tools, we believe that sustainable success can only be achieved through an ethical and compliance-focused corporate culture. In this regard, Simoldes provides clear guidance and defines the principles that should govern the professional activities of all stakeholders, ensuring that they act ethically and responsibly, contributing to their well-being and the sustainable development of society.*

*For Simoldes Tools, this is a central issue, and therefore, the company is fully committed to not only complying with all applicable laws and regulations but also the organization's policies and values. This ensures the protection of human rights, responsible social and environmental conduct, as well as transparency in all business processes, including the prevention of conflicts of interest and the implementation of anti-corruption practices.*

## 03.08

### RISK ASSESSMENT

Risk assessment is an integral thread to uphold the principles of safety, security and sustainability across all facets of Simoldes Tools operations. From OHS actions that protect our most valuable assets – our employees – to cybersecurity measures that secure our digital future and environmentally conscious practices that honor our planet, we approach risk assessment as a holistic pursuit. By embracing these multidimensional assessments, we reaffirm our dedication to operational excellence, employee well-being, client trust, and a more sustainable world.



# 03.09

## DATA PRIVACY AND CYBERSECURITY

### Information Security Program

Simoldes Tools has an information security program in place that is focused on protecting information while considering its availability, confidentiality, and integrity in compliance with legal and regulatory standards. Information is safeguarded in a manner consistent with its relevance, value, and sensitivity in order for Simoldes Tools to be more resilient and to preserve its stakeholders, reputation, and value-creating operations. **The internal information security policy** lays out the rules for putting the information security program into action and keeping it up to date. It is based on several regulations, a systematic set of principles, processes, and standards that are in line with global best practices.

Some of the fundamental general principles that support this information security programs focus on information security risk management and information security awareness, classification, protection, and handling of information systems and communication security, information system access control, information security incident monitoring and response, and security assessment of external services.

### Cybersecurity Monitoring Service

Simoldes Tools has invested in a 24x7x365 cybersecurity monitoring service, all year, all day, every day, that provides awareness by reporting and advising on security breaches and vulnerabilities, in addition to a **continuous and regular risk assessment** of the information systems that support the business, to prevent, detect, and mitigate intrusion attempts, illegal acts, and new threats, that makes possible to plan fix actions in accordance with priorities defined according to the risk level.

### Next Generation Antivirus

Simoldes Tools also invested in a **Next Generation Antivirus** for endpoint protection to insure a more secure user environment with a positive impact to all systems.

No security incident with a relevant impact was documented in 2022, despite the vast number of security events that are identified every day.

**Zero  
significant  
security incidents**  
in 2022



### Cybersecurity Awareness

We encourage a regular process of information security awareness directed at all employees, covering a set of pertinent items, namely the primary information security policies and the risks and threats we are all subject to within an approach based on real-world examples of email, the Internet and phishing. This is done because information security is everyone's responsibility. Additionally, to strengthen information security maturity and create a more robust and secure firm, simulated phishing assaults are launched against personnel.

The current solutions, like the continuous monitoring system and security training, were refreshed and strengthened in 2022 due to the cybersecurity strategic plan's macro-initiatives.

### MESSAGE FROM INFORMATION TECHNOLOGY MANAGER

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

*By taking a proactive attitude on these critical issues, we contribute to the overall digital resilience of Simoldes, fostering sustainability not just within our organization but across the entire digital landscape. In an age where data is a*

*vital asset, our commitment to data privacy and cybersecurity awareness and training bolsters our efforts by ensuring the trust and resilience that are essential for long-term success.*



João Moreira

**Simoldes Tools had a total  
90 hours  
in Cybersecurity training for all  
Portuguese sites  
in 2022**





# 04

## PEOPLE AND COMMUNITY

- 04.01 PEOPLE OF SIMOLDES TOOLS
- 04.02 DIVERSITY AND EQUAL OPPORTUNITY
- 04.03 TALENT ATTRACTION, ENGAGEMENT AND RETENTION
- 04.04 OCCUPATIONAL HEALTH AND SAFETY
- 04.05 TALENT TRAINING AND DEVELOPMENT
- 04.06 POSITIVE IMPACT ON COMMUNITY

### 04.01

#### PEOPLE OF SIMOLDES TOOLS

GRI 2-7 | GRI 405-1



Simoldes Tools proudly stands as one of the biggest employers in our headquarters' vicinity since 1959. Our employees constitute the force that propels our industry, ensuring everyone's safety and well-being remains an unwavering commitment at Simoldes Tools.

Our goal as an organization extends beyond numerical representation, it encompasses fostering an environment where every individual, irrespective of gender, finds equitable opportunities to contribute and thrive. We remain resolute in our pursuit of an organizational landscape that exemplifies unity.

Simoldes Tools' role as a prominent local employer underscores **our responsibility to champion not only operational excellence but also societal progress**. Empowered by our dedicated workforce, we march forward, guided by the principles of safety and well-being.



Our People at Simoldes Tools

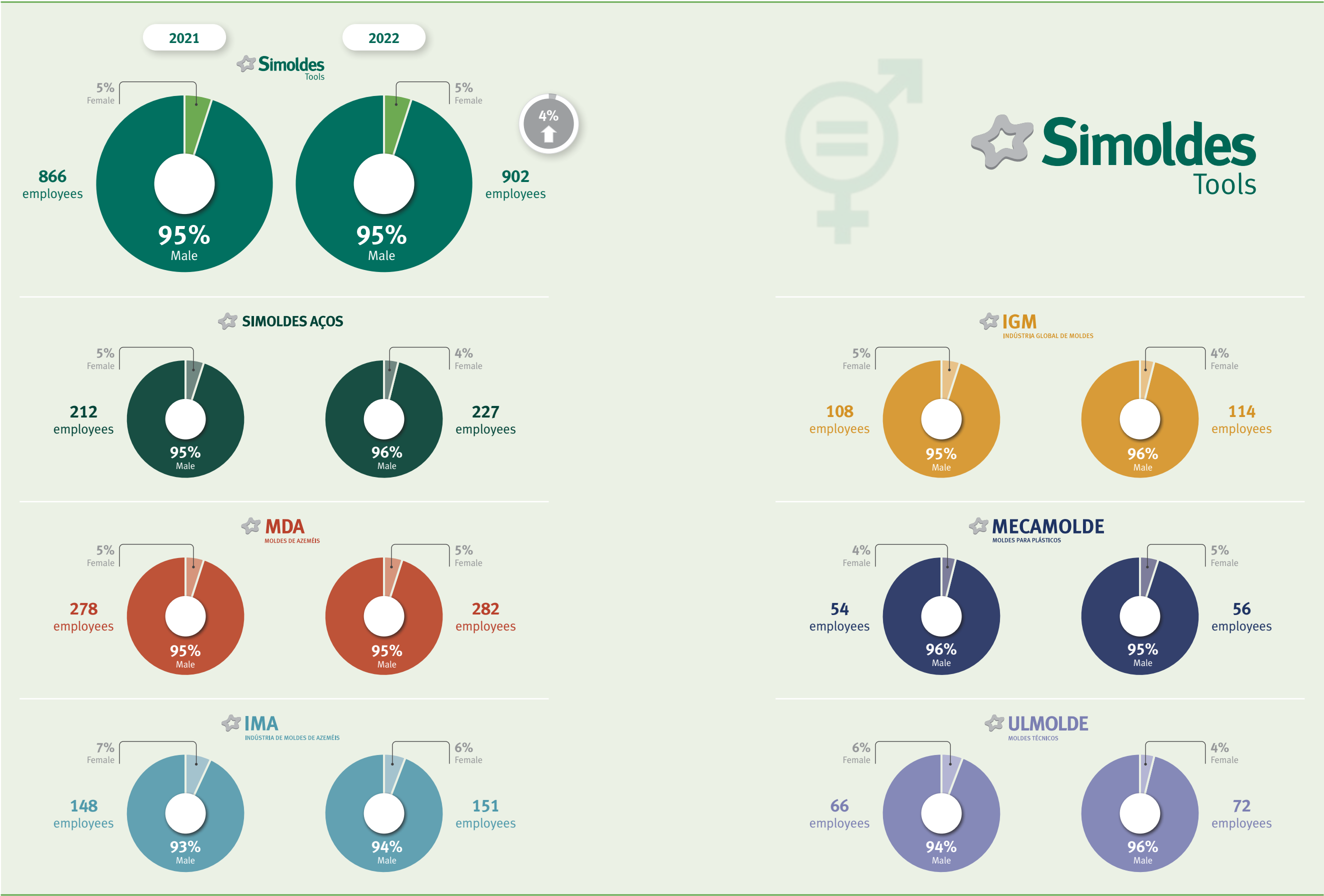


Figure 14 Our people at Simoldes Tools in 2021 and 2022, per plant.



## MESSAGE FROM HUMAN RESOURCES MANAGER



■ Paulo Bastos

One of the main challenges for companies is to effectively integrate ESG (Environmental, Social, and Governance) principles into their operations and business strategies. This requires significant changes in corporate culture and decision-making, as well as investments and infrastructure to reduce environmental impact and promote responsible social practices. Another challenge is transparent and effective communication of these practices to stakeholders (customers, shareholders, and the community in general), which necessitates transparency in disclosing information and a clear commitment to social and environmental responsibility.

The corporate commitment to ESG principles and sustainability should have one of its key allies in the HR department, as people management is crucial for implementing these practices within the company. Therefore, it plays a crucial role in promoting a corporate culture that values social and environmental responsibility.

*Incorporating ESG principles into all people management processes, from selection and recruitment of new employees, development and training, to performance evaluation and compensation, is necessary. This implies promoting diversity and inclusion, ensuring healthy and safe working conditions, and fostering environmental education and awareness. Additionally, the HR department should actively collaborate in developing policies and practices that encourage employees to adopt healthier behaviors both within and outside the company (programs to encourage sustainable mobility, reduction of energy and water consumption, etc.).*

*Furthermore, it is important to measure and monitor the impact of the company's actions regarding ESG principles and sustainability. This involves developing performance indicators that allow for assessing progress toward defined objectives and implementing corrective actions when necessary.*

*In summary, the corporate commitment to ESG principles and sustainability should be led in conjunction with the HR department and other departments, ensuring that people management is aligned with these principles, and that the company's practices are consistent with its social and environmental responsibility goals.*



# 04.02

## DIVERSITY AND EQUAL OPPORTUNITY



### By Gender

Despite our ongoing efforts to foster inclusivity in our industry, the moldmaking industry consistently has always faced challenges related to gender disparities. This reality, however, does not reflect any deficiency in our recruitment initiatives' inclusivity endeavors. We try to engage in comprehensive programs designed to embrace diversity in our workforce. Our current gender distribution arises from the broader context of the moldmaking industry, where these structural disparities prevail.

**Our HR department ensures a recruitment policy free from discrimination, promoting effective equality.**

**Any and all forms of discrimination based on factors that compromise human dignity, such as age, gender, race, nationality, physical or mental disability, sexual orientation, political or religious beliefs, or union affiliation, are prohibited.**

### By Type of Contract

Throughout 2021, an impressive 99.5% of our employees held permanent contracts, providing a strong foundation of stability for our workforce. However, in 2022, there was an 8.5% increase in the utilization of temporary contracts (Figure 15). These temporary contracts play a crucial role as they enable us to swiftly respond to and meet the evolving needs of our clients. Despite the shift, we continue to prioritize employee well-being by extending a diverse range of benefits to those engaged in these temporary roles.



Employee Distribution, by Gender, Plant and Type of Contract

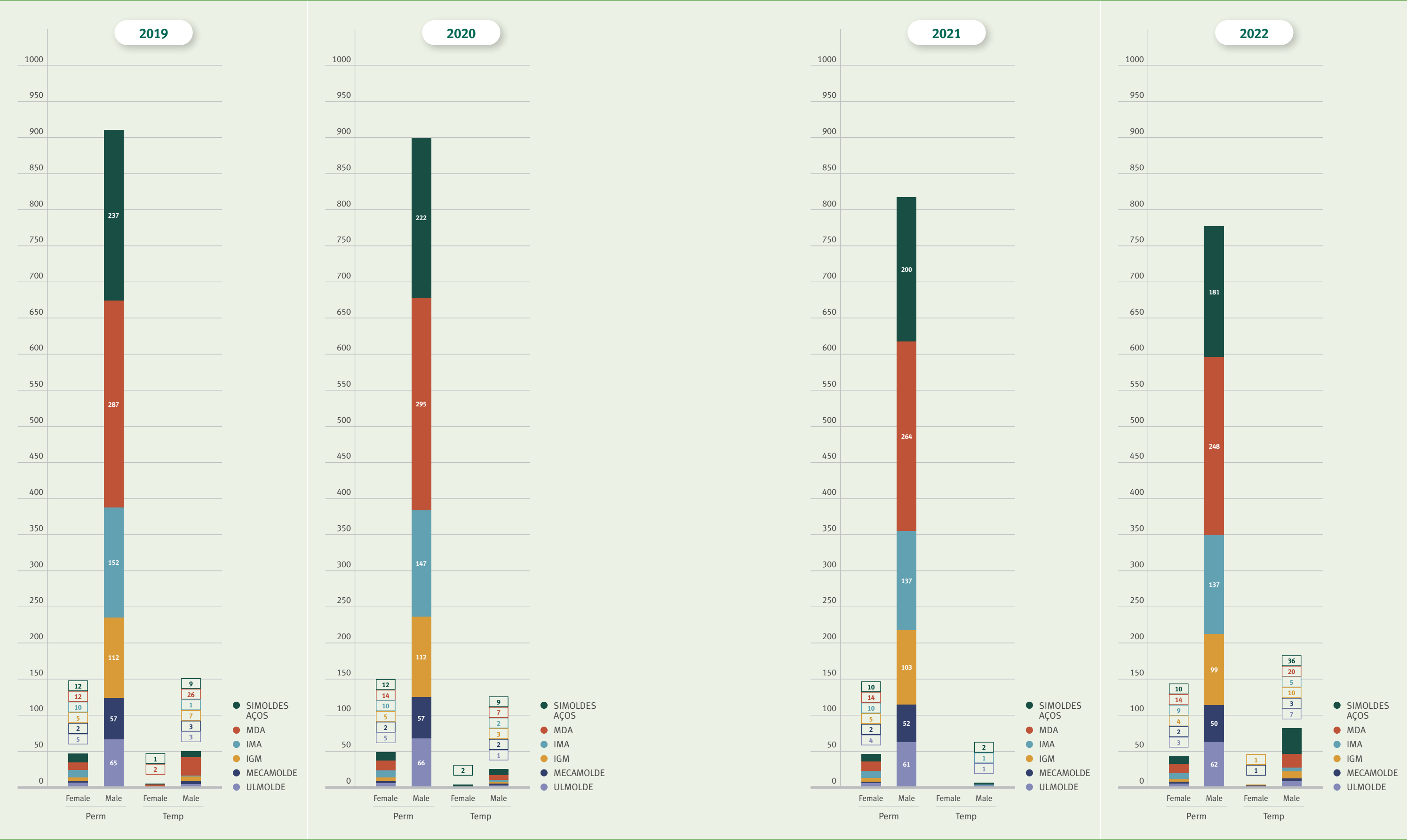


Figure 15 Number of employees by gender, plant and type of contract from 2019 to 2022.



## By Age

Within the fabric of Simoldes Tools, a significant proportion of our workforce is composed of individuals aged 31 to 50 years (Figure 16). Our cohesive teams are an assemblage of seasoned professionals who bring to the table a treasure trove of experience, coupled with a profound depth of knowledge. Their collective expertise forms an integral part of our organizational strength and dynamism.



### Employee Distribution, by Age and Plant

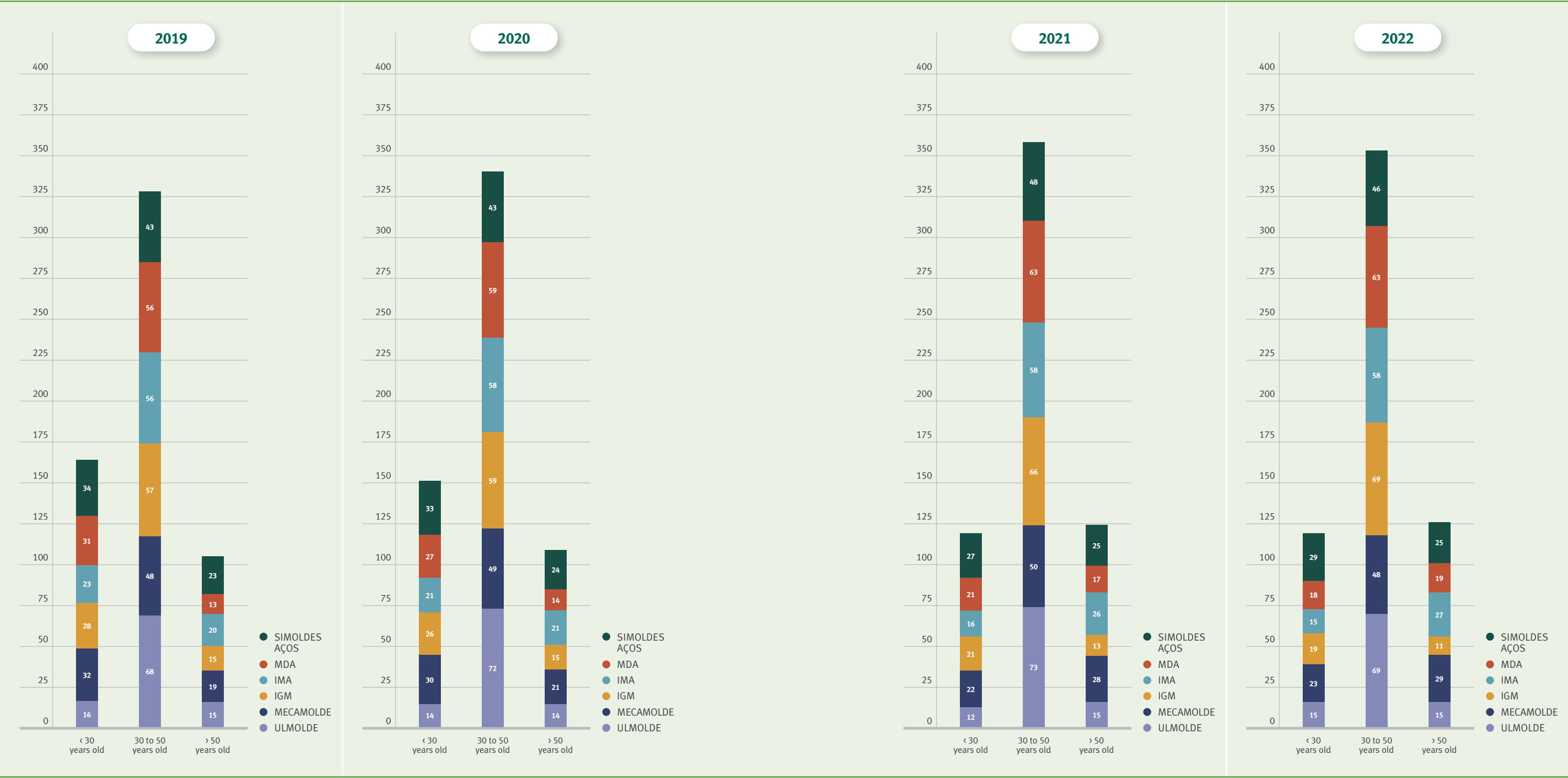


Figure 16 Percentage of employees (%) per year, plant and age from 2019 to 2022.

### Comparison between the lowest salaries paid at Simoldes Tools with National Minimum Wage

Simoldes Tools is concerned with creating conditions for all its employees to have a professional, family orientated, and socially stable life. Because we have always strived to provide the best working conditions for our employees, we have achieved above-minimum salaries for years, and have been one of the first companies to provide a cafeteria, medical services (including physical therapy and nursing care in our facilities), and health insurance.

#### Ratios of National Minimum Wage vs Lowest Paid Salary

YEAR	% over NMW (National Minimum Wage)	% over NMW (National Minimum Wage)
	Female	Male
2021	13%	13%
2022	24%	13%

Table 5 Comparison between national minimum wage and lowest paid salary at Simoldes by gender.

### Collective Bargaining Agreements

GRI 2-30

Collective bargaining agreements play a significant role in regulating labour conditions and relations. The Portuguese labour law provides for collective bargaining rights, allowing trade unions and employer associations to negotiate and enter into collective agreements that apply to specific industries or companies.

Simoldes Tools is an entity committed to fair labour practices, employee well-being, and a constructive work environment. All of its employees are covered by collective bargaining agreements.



# 04.03

## TALENT ATTRACTION, ENGAGEMENT AND RETENTION

GRI 2-8 | 401-1 | 401-2



In order to foster a highly positive cohesion among all members of Simoldes Tools employees, we have developed a range of activities that provide unforgettable moments for all. These include Christmas parties and dinners, hikes, team-building activities, a suggestion program, commemorations of significant dates (Mother's Day, Father's Day, Women's Day), and continuous training, contributing to a spirit of "continuous improvement."

With the goal of achieving our daily success, we invest in emotional compensation.

#### We are committed in being better at:

- **Benefits beyond salary:** Health insurance, protocols that offer discounts on various leisure, sports, cultural, educational activities, and ongoing professional training are forms of compensation factored into the calculation of "emotional compensation."  
The organizational culture of the Simoldes Tools aligns with one's professional ambitions. In essence, the company provides real opportunities for career advancement.
- **Continuous training / Continuous improvement:** We develop ongoing training plans to enhance the technical skills relevant to one's role, and thereby, improve working conditions. We encourage learning new skills that enrich both personal and professional aspects.
- **Positive work environment:** Believing in our mission, values, and motto – "achieving higher goals together" – and all sharing the same corporate culture fosters a sense of trust among colleagues. Being part of a strong work team is a determining factor in feeling fulfilled and successful in one's role.





## Employee Turnover

Despite our unwavering focus on our employees, our turnover rate this year has increased almost 12% than the previous year (Table 6). While this trend is not aligned with our intent to provide a nurturing and fulfilling work environment, it's essential to recognize that various factors contribute to turnover.

### Employee Turnover

YEAR	TURNOVER	SIMOLDES AÇOS	MDA	IMA	IGM	MECAMOLDE	ULMOLDE	AVERAGE
2021	Female	16%	—	—	—	—	23%	14,49%
	Male	15%	16%	8%	11%	11%	12%	
	< 30 years old	28%	24%	15%	17%	29%	27%	
	30 to 50 years old	7%	12%	6%	7%	4%	10%	
	> 50 years old	17%	14%	5%	18%	7%	18%	
	AVERAGE	17%	16%	8%	13%	13%	18%	
2022	Female	28%	14%	11%	44%	43%	31%	26,92%
	Male	41%	23%	20%	18%	13%	13%	
	< 30 years old	67%	72%	28%	56%	51%	67%	
	30 to 50 years old	35%	16%	17%	12%	7%	8%	
	> 50 years old	24%	6%	20%	13%	6%	18%	
	AVERAGE	42%	26%	19%	29%	24%	27%	

Table 6 Employee turnover, by gender and age, per year and plant.

## Employee Satisfaction and Benefits

For us, the satisfaction index of employees, collaborators, and their families outweighs the value of salary. The concept of “emotional compensation” serves as a complement to the salary offered by the company, encompassing situations that evoke positive emotions, well-being, and personal satisfaction.

During this reporting period, an Employee Satisfaction questionnaire was administered. The results revealed a positive level of satisfaction among employees at Simoldes Tools. Notably, there has been a 3% increase in the satisfaction index compared to the previous questionnaire (Figure 17).

### Employee Satisfaction

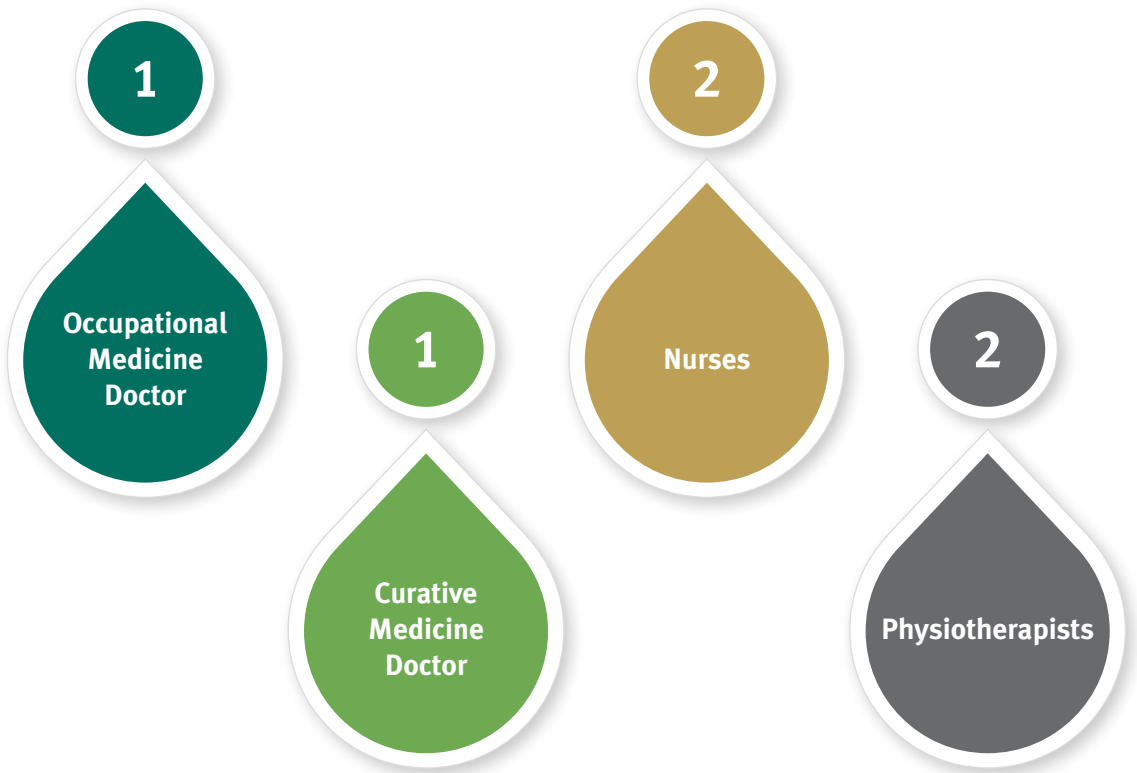


Figure 17 Results from employee satisfaction questionnaire (%), 2021-2022.

By prioritizing our employees’ well-being, we provide a range of accessible benefits, including:

- **External partnerships/ protocols (gym, welfare services).**
- **Suggestion program.**
- **Health care:** We offer numerous healthcare programs and activities for our employees. Some of these include a yearly free flu vaccine, as well as a blood donation program held twice a year in partnership with the Instituto Português do Sangue e da Transplantação de Coimbra (ISPT). Both initiatives have witnessed an increase in user participation over the past years.
- **Medical post with nursing service and curative medicine:** Our company offers various services to all employees, including occupational medicine, clinical medicine, nursing care, and physical therapy. These services ensure that all employees have access to proper healthcare.

They collaborate with the HR and OHS departments to ensure employee readiness for their tasks and address any work-related health concerns.



- **Health insurance:** Simoldes Tools prioritizes the well-being of its employees by providing comprehensive health insurance that covers a significant portion of their medical expenses, ensuring access to quality medical care and support. Additionally, family members can benefit from comparable insurance with conditions that offer reduced costs compared to the market rates.
- **Homeoffice in relevant situations.**
- **Wedding check.**
- **Degree of Workers’ Satisfaction.**

Our journey toward creating a nurturing and fulfilling work environment doesn’t stop here, it’s an ongoing process. Simoldes Tools will continue to prioritize employee needs, listen to feedback, and make improvements that contribute to overall happiness and success within the organization. We will consistently work towards fostering a positive workplace experience, empowering each individual to thrive and excel.

## 04.04 OCCUPATIONAL HEALTH AND SAFETY

GRI 403-2 | 403-3 | 403-5



At Simoldes Tools, our primary commitment is to prioritize a safe and welcoming work environment for each employee, client, service provider, visitor, and stakeholder.

Recognizing that a secure work environment is a collective obligation, we embrace the responsibility for the betterment of all. This proactive approach ensures that we consistently establish the essential prerequisites to avert workplace injuries and safeguard overall well-being.

Our OHS philosophy is deeply rooted in our Company policy, our Code of Ethics and Conduct, as well as the Welcome Manual provided to all employees upon joining the organization.

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

Additionally, we provide a concise guide to all visitors upon entry. This guide serves to promote awareness and understanding of OHS regulations across various sites within Simoldes Tools. Our commitment to transparent information disclosure underpins our efforts to maintain a safe and secure environment for all.

### Good Practice for Visitors Manual

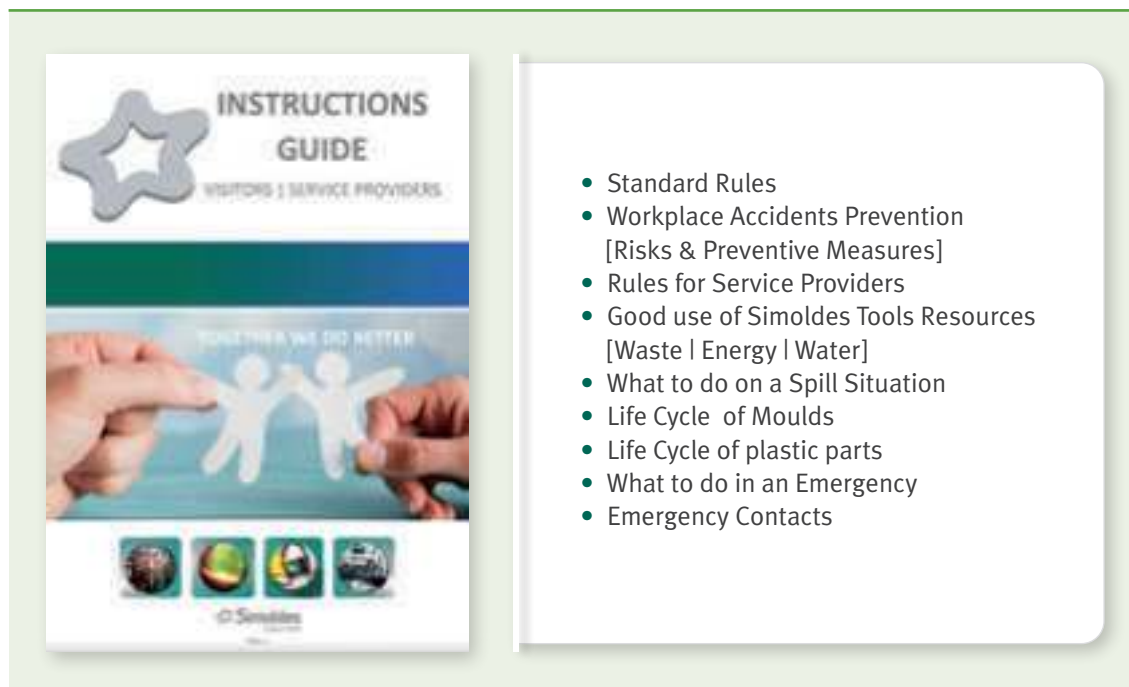


Figure 18 Simoldes Tools good practice for visitors manual.

To ensure the effective implementation of occupational health and safety practices across all Simoldes Tools plants included in this report, we rely on a set of processes designed to identify hazards and assess risks. These processes also involve the application of a hierarchy of controls to eliminate hazards and minimize risks. This approach is aimed at facilitating understanding among our employees. These processes include:

- Risk Assessment by Job Functions.
- Prevention and Control Plans for Risks.
- Identification of applicable legal requirements and verification of legal compliance.
- Consultation and participation of workers.
- Annual Occupational Health and Safety Management Program.
- Incident Investigation.
- Regular assessments of Chemical Agents, Noise, Illuminance, Thermal Comfort, and Air Quality in the workplace.
- Inspections and checks of safety systems and equipment.
- Management of Service Providers and Subcontractors.
- Action Plans – PDCA.
- Internal monitoring of compliance with Safety Rules.

These processes are controlled and managed by our team of 2 Internal Senior Occupational Safety Technicians, emergency teams with training and qualified service providers.





## Workplace Accidents Prevention

One of our key objectives is to minimize the occurrence of workplace accidents and enhance the management skills of our workers. Additionally, we aim to foster safe and secure work environments for all employees. Thanks to the dedicated efforts made over the past several years, we have observed a notable improvement in the results of security indicators.

During the reporting period, it was observed a total of 56 work accidents during 2021, and 52 work accidents in 2022, it is important to disclose that none of these accidents were fatal, and these ones are mainly caused by situations such as, excessive efforts, awkward movements, entanglement, clash against something, contact with sharp surfaces, projection of particles and people falling (Figure 19).

### Total Number of Accidents per Plant

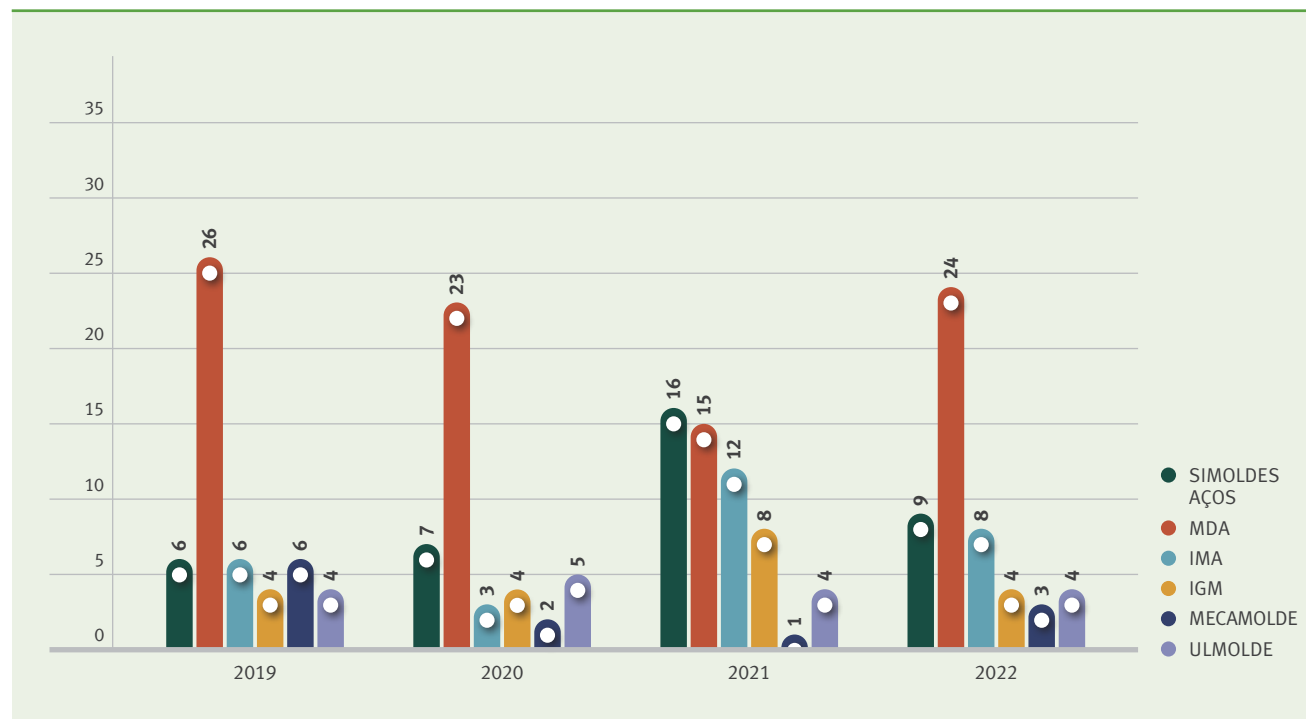


Figure 19 Number of occupational accidents per plant, 2019 until 2022.

While our factory is committed to ensuring a safe and secure environment, it's important to recognize that accidents can occur. By identifying the primary factors contributing to these incidents, we can work collectively to enhance our safety measures. Rather than focusing solely on the negative aspect, our intention is to proactively address these areas of concern and implement improvements. Through continued diligence and teamwork, we aim to mitigate these challenges and create an even safer workplace for everyone.

Simoldes Tools' internal health services ensure the proper promotion and surveillance of the health of our workers through:

- Regulatory periodic, pre-employment, and regular occupational health examinations.
- Visits to workplaces to analyze worker health risks.
- Assessment of fitness for duty and identification of recommendations to minimize risks.
- Annual Influenza Vaccination Plan for workers.
- Participation in Prevention and Health Surveillance Campaigns (such as World Hypertension Day, World Food Day, Occupational Health and Safety Day, etc.).

### Frequency Rate of Accidents

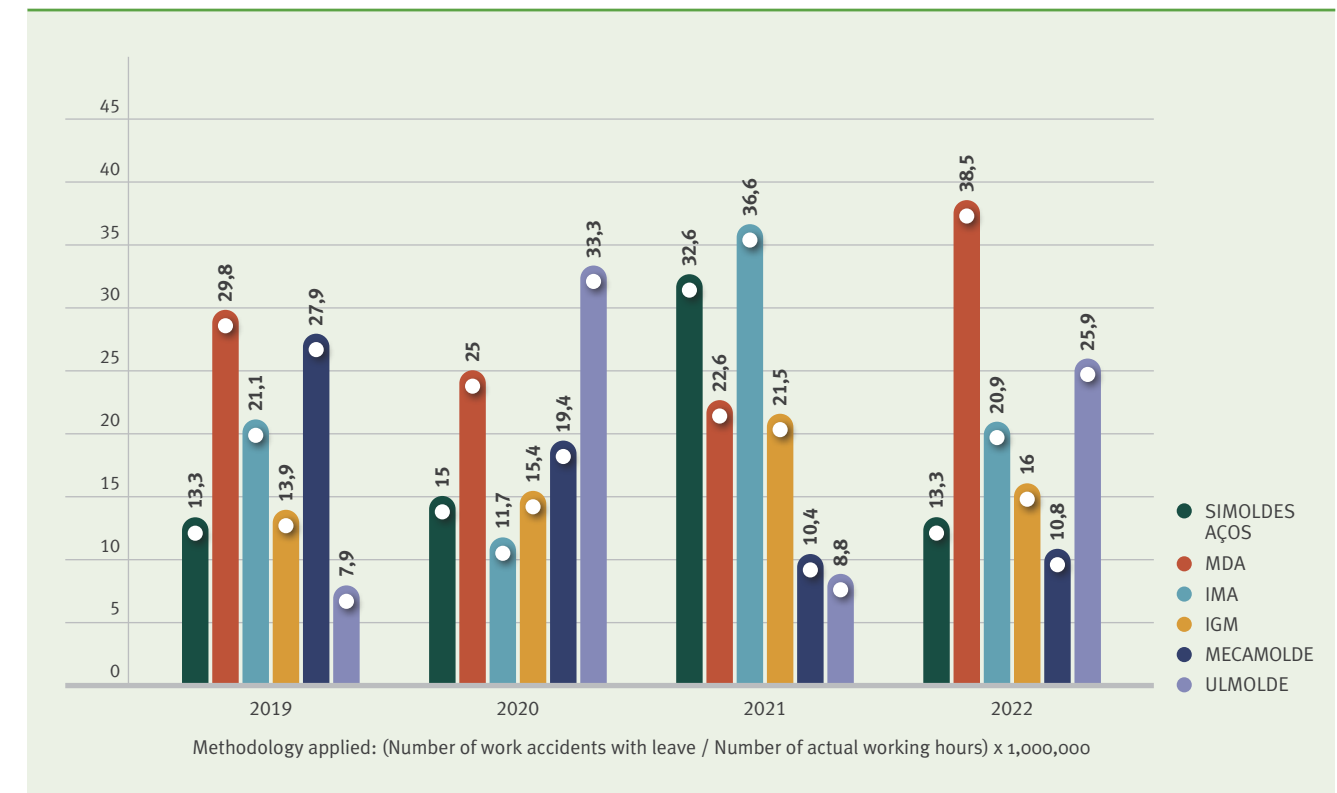


Figure 20 Frequency rate of occupational accidents per plant, 2019 until 2022.

### Severity Rate of Accidents

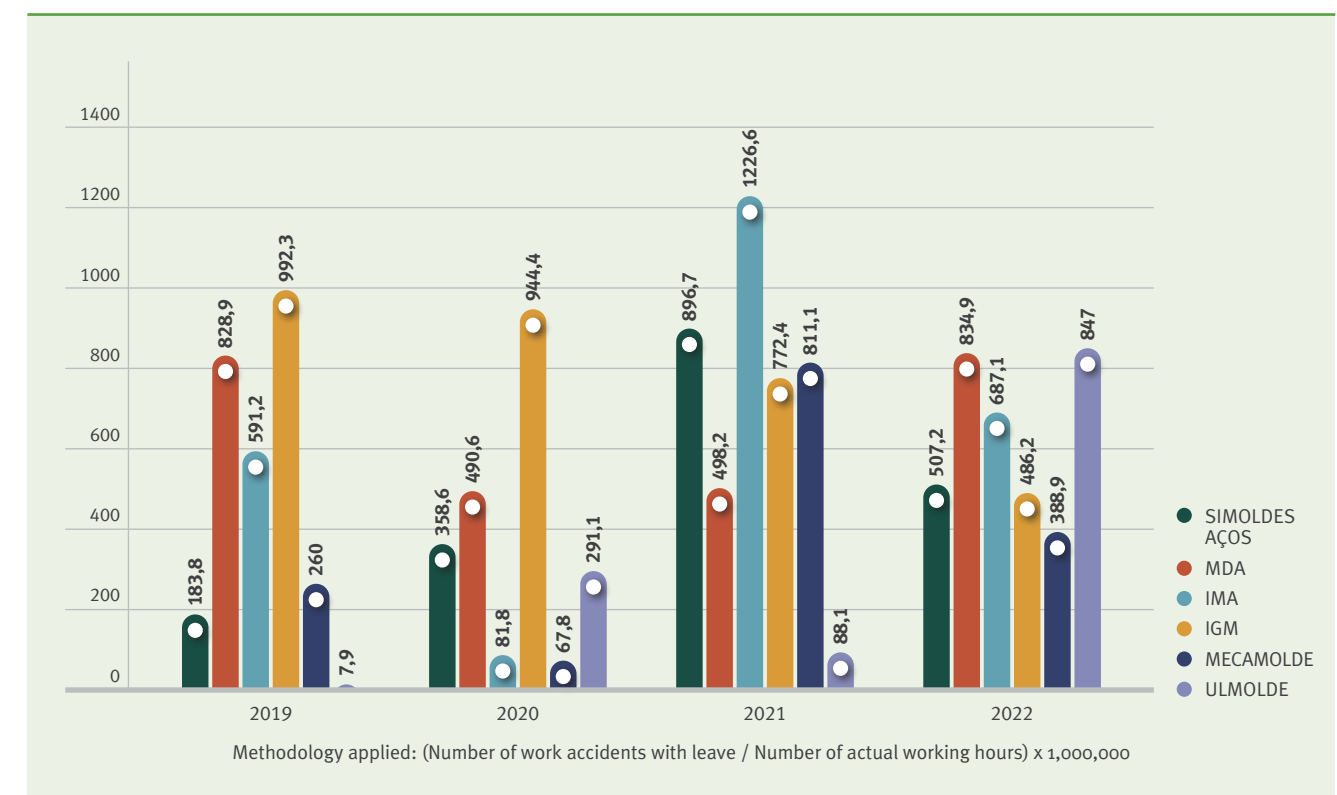


Figure 21 Severity rate of occupational accidents per plant, 2019 until 2022.

## OHS Employee Consultation and Training

We have established clear-cut processes to ensure active worker participation and meaningful consultation. Our approach places strong emphasis on fostering open communication and collaborative efforts, with the intention of tapping into the valuable insights and perspectives of our employees. This communication extends to matters concerning Occupational Health and Safety (OHS) through various channels, including procedures, information panels, the intranet, meetings, email correspondence, and a regularly published newsletter titled “INFO OHS”.

Moreover, we hold the development and empowerment of our workforce in high regard. This commitment is realized through a range of comprehensive training and capacity-building initiatives that center on occupational health and safety. These initiatives encompass:

- **Annual Identification of Training Needs.**
- **Induction Training on Occupational Health and Safety:** Provided to all newly hired employees, ensuring a solid foundation of OHS understanding.
- **OHS Training for Job Performance:** Equipping employees with the necessary OHS knowledge pertinent to their specific roles.
- **Conducting Drills and Simulations:** Particularly in select locations, enhancing readiness and familiarity with safety protocols.

### Total OHS (Duration of the Training x Number of Participants)

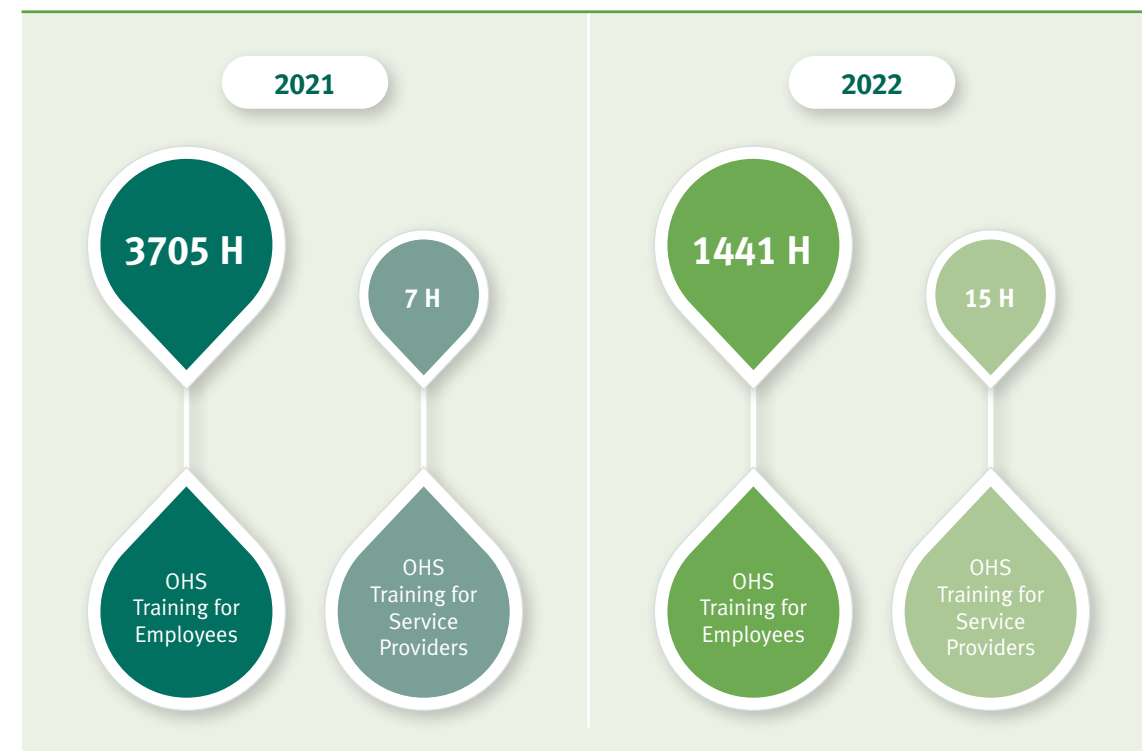


Figure 22 Total OHS training hours in 2021 e 2022.

By facilitating such initiatives, we not only reinforce individual competencies but also fortify our collective commitment to ensuring the utmost safety and well-being of our employees. These efforts reflect our dedication to maintaining a secure working environment and nurturing a culture of continuous learning.

## Programs for Health Risks Unrelated to Work

At Simoldes Tools, we are dedicated to promoting programs aimed at tackling significant health risks that are unrelated to work-related factors. These initiatives encompass:

- **Provision of Curative Medicine and Nursing Services:** This includes comprehensive healthcare services, including occupational health considerations.
- **Psychology Office** (Counseling and Consultation): We offer a dedicated space for counseling and consultations, fostering psychological well-being.
- **Internal Physiotherapy Services:** Our in-house physiotherapy services cater to the physical wellness of our employees.

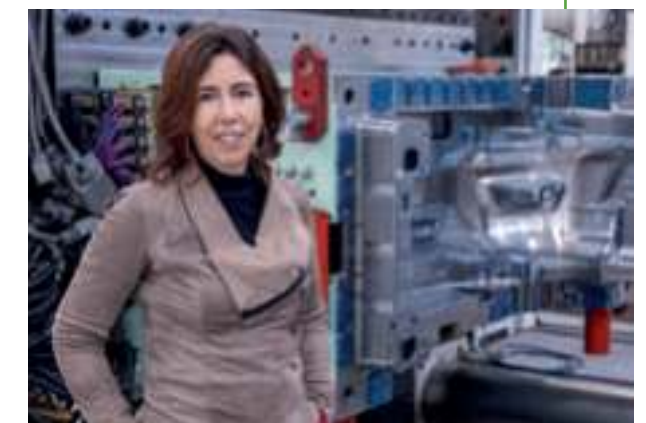
- **Biannual Blood Donations:** In collaboration with the Instituto Português do Sangue e da Transplantação de Coimbra, we host on-site blood donation drives at our Simoldes' facilities. These events occur twice a year and contribute to the wider community's health and well-being.

By providing these programs, we demonstrate our commitment to enhancing the holistic health of our workforce and extending our support to the community at large.

### MESSAGE FROM OCCUPATIONAL HEALTH AND SAFETY MANAGER

*In recent years, the concept of sustainability has gained prominence. Often, when discussing sustainability, it is easily associated almost exclusively with the natural resources of the planet. However, sustainability has a broader definition and can be described as the ability to meet our present needs without compromising the ability of future generations to meet their own needs. In this context, as Occupational Health and Safety is centered on preserving human health and protecting workers (as well as other stakeholders such as customers and service providers) from occupational risks, Simoldes Tools, by prioritizing Occupational Health and Safety, is promoting the well-being of its human capital and ensuring its sustainability in the short, medium, and long term.*

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



Susana Silva

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



04.05

TALENT TRAINING  
AND DEVELOPMENT

GRI 404-1 | 404-2 | 404-3 | 403-5



Our dedication to training goes beyond mere compliance, it's about empowering our employees to excel in their roles, ensuring their safety and well-being, and nurturing an environment of innovation and growth. We believe that investing in training is an investment in the future success of both our employees and our company.

Total Hours of Training per Plant



Figure 23 Total hours of training at Simoldes Tools, per plant, 2021-2022.

Total Hours of Training



Figure 24 Total hours of training per area of study.

## Average Number of Hours of Training

YEAR	PER PLANT	SIMOLDES AÇOS	MDA	IMA	IGM	MECAMOLDE	ULMOLDE
2020	Administratives	3,55	2,47	1,63	18,20	0,00	3,00
	Management Team	36,22	5,71	17,00	5,57	3,67	5,60
	Middle Management	8,00	18,00	7,00	N.A	N.A	0,00
	Operators	5,66	13,22	11,06	7,69	1,46	4,16
	Technicians	13,43	4,72	20,17	10,72	21,91	7,73
	Top Management	2,90	11,50	12,33	2,57	0,80	18,00
Total Number of Hours of Training in Simoldes Tools		10 505 H					
Average Hours of Training per Employee		9,33 H					
2021	Administratives	194,18	43,13	0,00	0,17	1,50	3,00
	Management Team	18,63	30,85	11,00	64,40	2,33	23,20
	Middle Management	N.A	11,60	41,00	N.A	N.A	N.A
	Operators	18,14	11,23	20,14	27,19	28,11	23,07
	Technicians	10,57	13,26	44,33	24,94	4,89	28,25
	Top Management	55,22	36,00	14,88	6,33	3,40	17,50
Total Number of Hours of Training in Simoldes Tools		19 248 H ↑					
Average Hours of Training per Employee		21,44 H ↑					
2022	Administratives	23,18	123,00	16,00	21,33	2,00	21,00
	Management Team	40,25	59,33	10,82	97,17	8,67	17,60
	Middle Management	0,00	49,20	48,00	0,00	N.A	N.A
	Operators	110,32	70,50	37,63	71,35	63,75	128,28
	Technicians	50,58	156,07	78,40	95,89	73,90	7,33
	Top Management	4,67	20,75	12,75	114,57	2,60	8,33
Total Number of Hours of Training in Simoldes Tools		77 365 H ↑					
Average Hours of Training per Employee		75,99 H ↑					

**Table 7** Average number of hours of training at Simoldes Tools per year, per plant, per professional category. N.A: Not Applicable

We firmly believe that our employees' success is our success. By offering training that is finely tuned to their needs, we're not only building a skilled and competent team but also fostering a workplace where innovation thrives, safety is prioritized, and individual growth is celebrated. Our commitment to training reflects our commitment to our employees and the bright future we're building together.

## Integration Training Plan

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

- **Integration Plan:** A comprehensive plan designed to smoothly onboard new team members, providing them with insights into our company culture, policies, and operations.
- **On-the-Job Integration Training:** This hands-on training is initiated when a new employee's role calls for it, ensuring they are well-equipped to excel in their specific responsibilities.
- **Management Systems Integration Training:** Tailored for those who haven't previously received training in the same areas, this program covers essential management systems. Notably, interns undergo focused Integration Training in Quality, Environment, and Occupational Health and Safety Management Systems.

Our commitment is to create an environment where every employee is set up for success from day one. We recognize that every role is unique and comes with its challenges. That's why our integration approaches are thoughtfully designed to cater to the specific needs of each individual, helping them smoothly transition into their roles and become valuable contributors to our dynamic team.

## Annual Training Plan

Our Annual Training Plan is carefully tailored to align with our employees' evolving needs, setting the stage for their continuous growth. We ensure plan relevance by conducting a thorough survey to identify training needs. This is coupled with insights from performance evaluations and the incorporation of pending actions from the previous year, extending into the next.

This comprehensive plan encompasses both technical and behavioral training initiatives, reflecting our commitment to honing diverse skills. Our lineup of internal trainers plays a pivotal role, ensuring the successful execution of various technical training sessions.

Investing in our employees goes beyond routine. We're dedicated to enhancing their expertise through specialized courses that complement their academic foundation. Whenever these courses align with our internal needs or their career progression, we're more than willing to provide financial support.



**has invested in training**  
in 2021-2022

**90 158,65 €**





## MESSAGE FROM HUMAN RESOURCES MANAGER

People are crucial elements of organizational competitiveness, and in this regard, the development and investment in human capital are strategic at Simoldes Tools. There is a constant concern to enhance their skills and knowledge while also attracting and retaining the best talent in the organization.

The promotion of professional training and personal development has always been a management priority, serving as an effective response to the need to equip employees with the necessary

abilities for current and future job roles. It also serves as a means of personal and professional growth. Continuous professional training aims to increase the company's productivity and competitiveness and to develop the qualifications of its assets. Beyond technical and behavioral training, Simoldes Tools places a greater focus on training in various strategic areas such as sustainability, the environment, workplace safety and health, social responsibility, and anti-corruption efforts.

## Training Satisfaction and Effectiveness

### Employee Training Satisfaction and Effectiveness Evaluation (%)

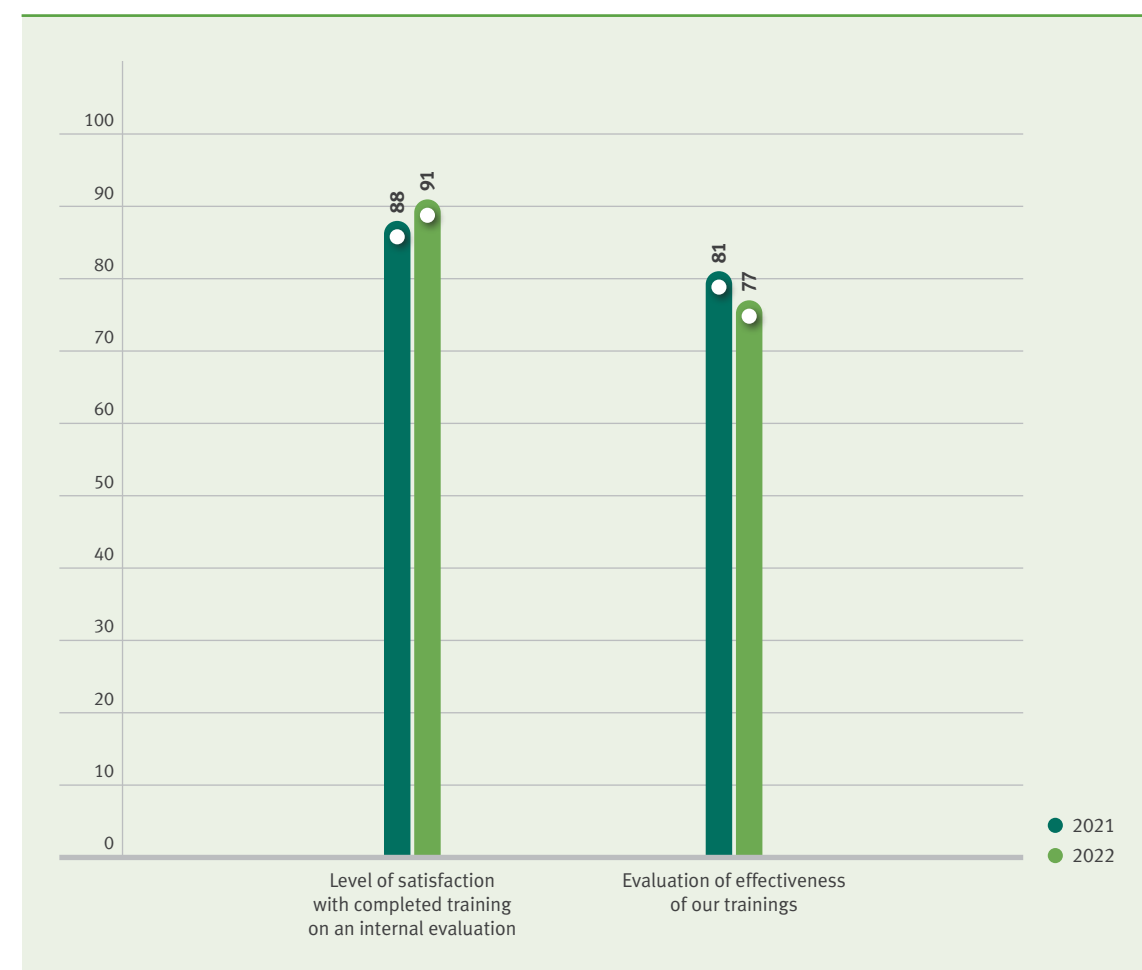


Figure 25 Employee training satisfaction and effectiveness evaluation (%), 2021-2022.

## Career and Development Plans

The Human Resources department formulates Career and Development Plans encompassing identification and development programs for Key and Potential Employees. The company actively engages in collaborations with educational institutions to uphold the quality of training protocols. Furthermore, whenever an employee transitions to a new role or assumes higher responsibilities, internal training initiatives are implemented to expedite their learning process and foster autonomy.

## Promotion of Professional Training

Simoldes Tools is dedicated to fostering the ongoing education of its employees, recognizing the value of both personal and professional development. In support of those opting to specialize by pursuing courses relevant to the company's field, the company has introduced a measure to assist with the payment of tuition fees for higher education programs, including the TESP Mould Project at ESAN and ISVOUGA. Additionally, the company has established partnerships with vocational schools and universities for internship programs, collaborating with institutions such as Escola Secundária Soares de Basto, Escola Secundária Ferreira de Castro, CENFIM, FEUP, ESAN, and the Universities of Aveiro, Coimbra, Minho, and Porto.

Promotion of professional development has always been a strong bet for Simoldes Tools arising as an effective response to the need to equip workers and workers-to-be with skills appropriate for the performance of current and future tasks, but also as a means of personal and professional development. With ongoing professional development, the company hopes to increase its productivity and competitiveness, as well as the development of its employees' and workers' qualifications, thus increasing its investment in human capital.

The continuous training is concerned with responding to:

- The demands of the job to be performed by the workers, taking into account the qualifications that the workers possess.
- The development of workers' qualifications, based on the needs of the company's increased productivity and competitiveness.
- Functional flexibility whenever workers perform specialized tasks.
- Occupational safety and health, focusing on the risks and respective prevention measures inherent to the workplace or function to be performed, the measures and instructions to be adopted in case of serious and imminent danger, first aid procedures, firefighting, and evacuation of workers in case of emergency, and when the activities performed may be considered of special risk.
- The competencies considered transversal in the scope of information and communication technologies or foreign languages.
- The development of technical and behavioural competencies of male and female workers, in accordance with the functional profile.
- Equipping male and female workers with the necessary knowledge and skills to promote sustainable development, sustainable lifestyles, human rights, gender equality, the promotion of a culture of peace and non-violence, global citizenship, and the valorisation of cultural diversity.



# 04.06

## POSITIVE IMPACT ON COMMUNITY



As an integral part of the community in which we operate, Simoldes Tools is committed to giving back, helping, and providing support. With a specific focus on educational and social support institutions, as well as healthcare organizations, Simoldes Tools extends its support across the entire community. By giving back and creating opportunities, we contribute to the growth of the surrounding community, nurturing a collective journey of progress. Our efforts are concentrated in various areas:

- Education
- Social / Healthcare
- Business Associations
- Cultural
- Sports
- Religious

Furthermore, we are actively engaged in the sharing of resources and knowledge, actively contributing to the development of courses in local schools. This commitment is demonstrated through the provision of milling machines, electrical erosion equipment, three-dimensional measurement devices, injection machines, computers, tools, and raw materials. These contributions have empowered students from schools in the region, ensuring they possess the essential resources for effective learning and growth.





# 05

## ENVIRONMENTAL FOOTPRINT

- 05.01 ENERGY MANAGEMENT
- 05.02 WATER MANAGEMENT AND CONSUMPTION
- 05.03 WASTE MANAGEMENT AND REDUCTION

### 05.01 ENERGY MANAGEMENT



At Simoldes Tools our commitment to environmental sustainability is resolute. While we may not currently calculate our CO2 emissions, we are actively engaged in developing future plans to significantly reduce our environmental impact in this area. Our dedication extends beyond CO2 emissions to encompass various facets of sustainability. We are determined in minimizing our energy consumption by embracing renewable energy sources. Moreover, we are determined to curtail our water consumption and waste generation. With a forward-looking approach, we are working diligently to create a greener and more responsible footprint for the benefit of our planet and future generations.



GRI 302-1

To do so we base our approach within our **Environmental Policy** and the implementation of **ISO 14001**

#### MESSAGE FROM ENVIRONMENT MANAGER

*Organizations play a crucial and decisive role in promoting sustainable development. At Simoldes Tools, we actively promote continuous improvement in the efficient management of our environmental performance through environmental certifications, which enable us to minimize environmental impact, enhance our infrastructure, and strengthen compliance with legal obligations.*

*Simoldes Tools consistently implements actions aimed at fostering and improving its environmental performance, particularly concerning waste management, resource efficiency, energy consumption, and decarbonization.*

*As a major player in the automotive industry, an essential part of the value chain, we collaborate with our customers by completing assessment*



Claudia Susana

*questionnaires and conducting audits with the aim of enhancing our performance as a sustainable company.*

*In the near future, we aim to further solidify the guidelines of our Sustainability Policy, with a particular focus on reducing gas emissions and the carbon footprint of our products. This, in turn, contributes to the improvement of social and environmental conditions.*



Simoldes Tools is deeply committed to advancing energy efficiency and embracing renewable energy sources, all in pursuit of a better world. This commitment not only aligns with our environmental values but also holds the key to slashing operational costs and curbing our carbon footprint.

**67%**  
of our facilities has  
photovoltaic infrastructures  
in 2021-2022

Our journey towards a greener tomorrow has been marked by various impactful measures. We've harnessed the power of solar energy by implementing photovoltaic infrastructures in 67% of our facilities. Additionally, our focus on optimizing logistics, transitioning to energy-efficient LED lighting, and fostering awareness practices to curtail needless energy consumption has borne fruit.

Between 2019 and 2021, our concerted efforts have produced a commendable 14% (Figure 26) reduction in our energy consumption. However, we acknowledge that the dynamic nature of our growth, driven by the significant increase in our business volume, played a significant role in the increase we observed in the past year, particularly in 2021. This growth trajectory is noteworthy, especially considering the challenging period of 2020-2021 when we had to navigate the impact of COVID-related measures, including layoffs.

As we continue to forge ahead on our journey towards sustainable excellence, we remain resolute in our mission to champion a future that's not only brighter for us but for the entire planet.



## Total Energy Consumption per Year

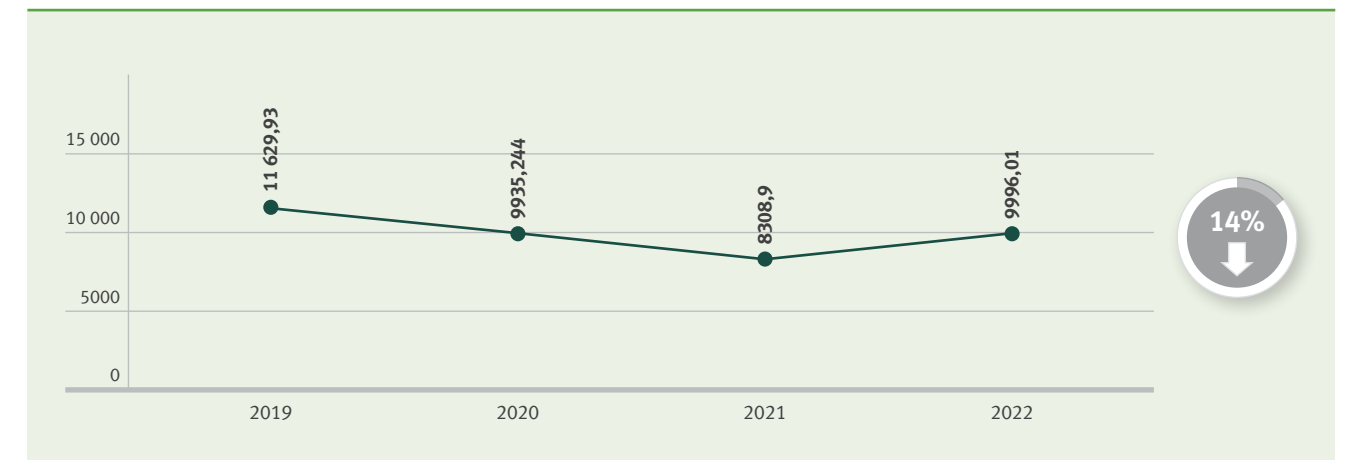


Figure 26 Simoldes Tools total energy consumption (MWh), 2019-2022.

Analysis based on baseline year [2019]

## Total Energy Consumption per Plant and Year

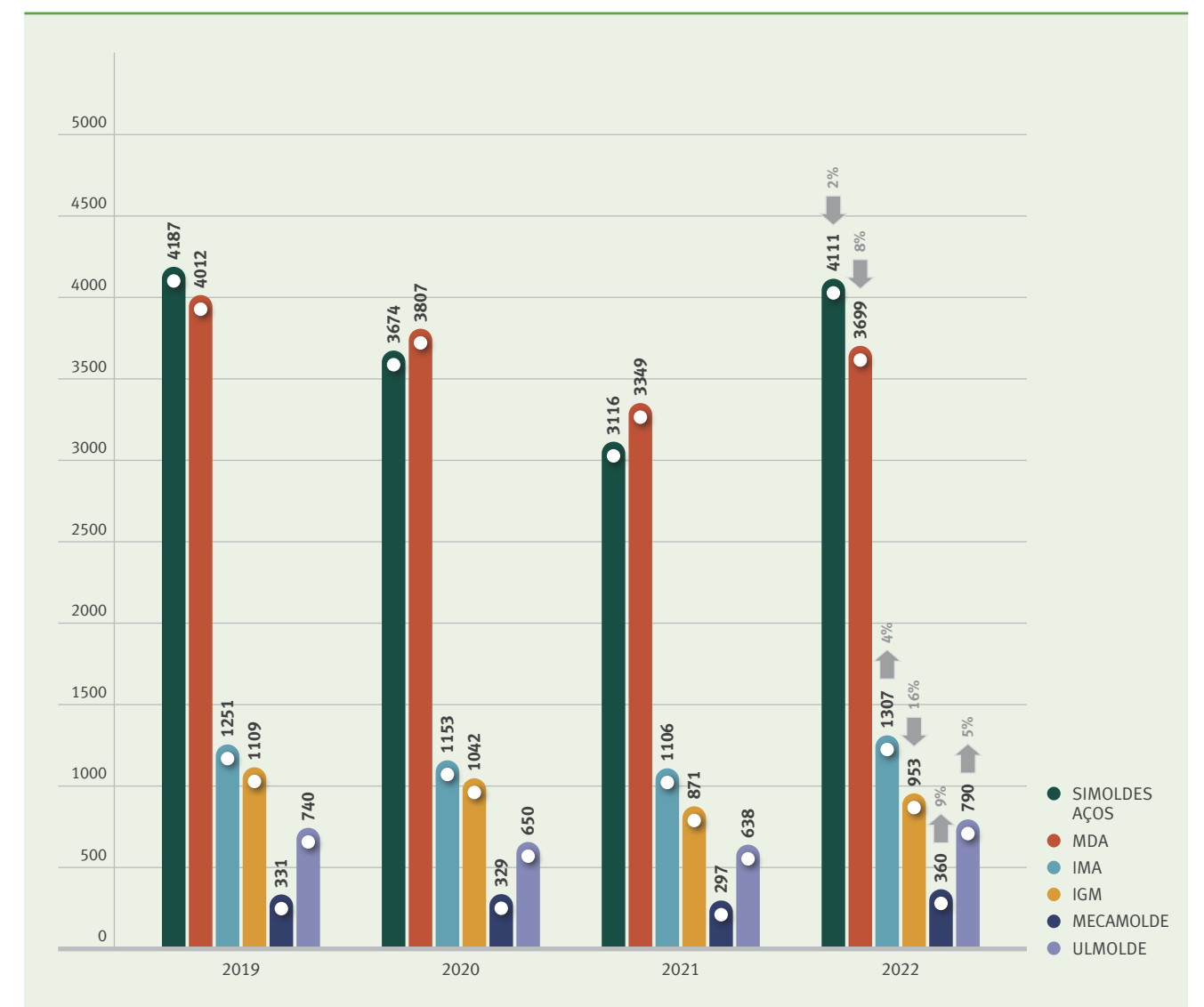


Figure 27 Total energy consumption (MWh), per type of energy, 2019-2022.

Analysis based on baseline year [2019]



## Renewable Energy

During this reporting period, Simoldes Tools extensively assessed the energy output from our existing photovoltaic panels. Some facilities achieved a 6% energy self-sufficiency (Figure 28) through our renewable initiatives. We generated over 3% of total energy consumption using our panels. This significantly impacted our energy expenses and helped reduce CO2 emissions—a key commitment.

Regarding Energy Efficiency, our ongoing efforts involve calculating the Energy Index, a metric derived from multiplying total energy consumption by working hours. The latest readings indicate a minor increase in the Energy Index at most plants, around 1% (Figure 29), which is not considered significant.

These actions exemplify our holistic energy management approach, showcasing our dedication to

positive changes across the organization. Through awareness, optimization, and technological advancements, we're leading the way towards a more sustainable future. Our commitment to these efforts intensifies as we progress towards a greener, more responsible future.



has produced in average  
**3% of its own energy**  
with photovoltaic panels  
in 2021-2022

## Total Renewable Energy and Non-Renewable Energy Consumption

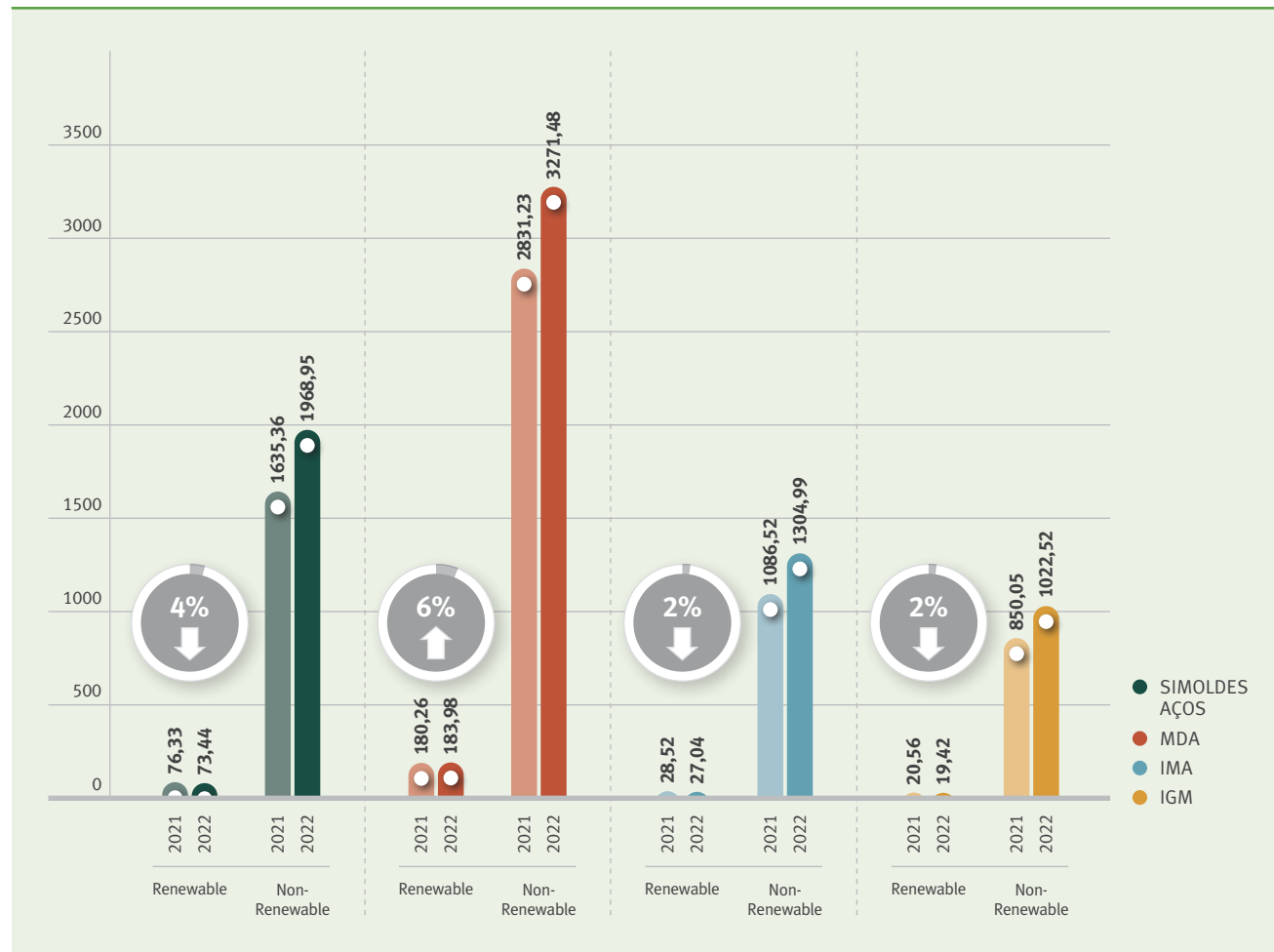


Figure 28 Total renewable energy and non-renewable energy consumption (Kwh), per plant in 2021 and 2022.

## Energy Efficiency

As part of our continuous efforts to monitor and enhance our energy efficiency, we calculate our Energy Index, a calculated metric derived from the multiplication of total energy consumption by working hours, serves as a tangible gauge of our energy efficiency progress. While the latest readings indicate a marginal increase in the Energy Index, at most of our plant, this one is still not significant with increases mostly around 1% (Figure 29).

As we move forward, these actions underscore our holistic approach to energy management. Beyond the Energy Index, they showcase our dedication to making positive changes that resonate across our organization and beyond. Through awareness, optimization, and technological advancement, we're setting the course for a more sustainable and responsible future.



## Energy Index

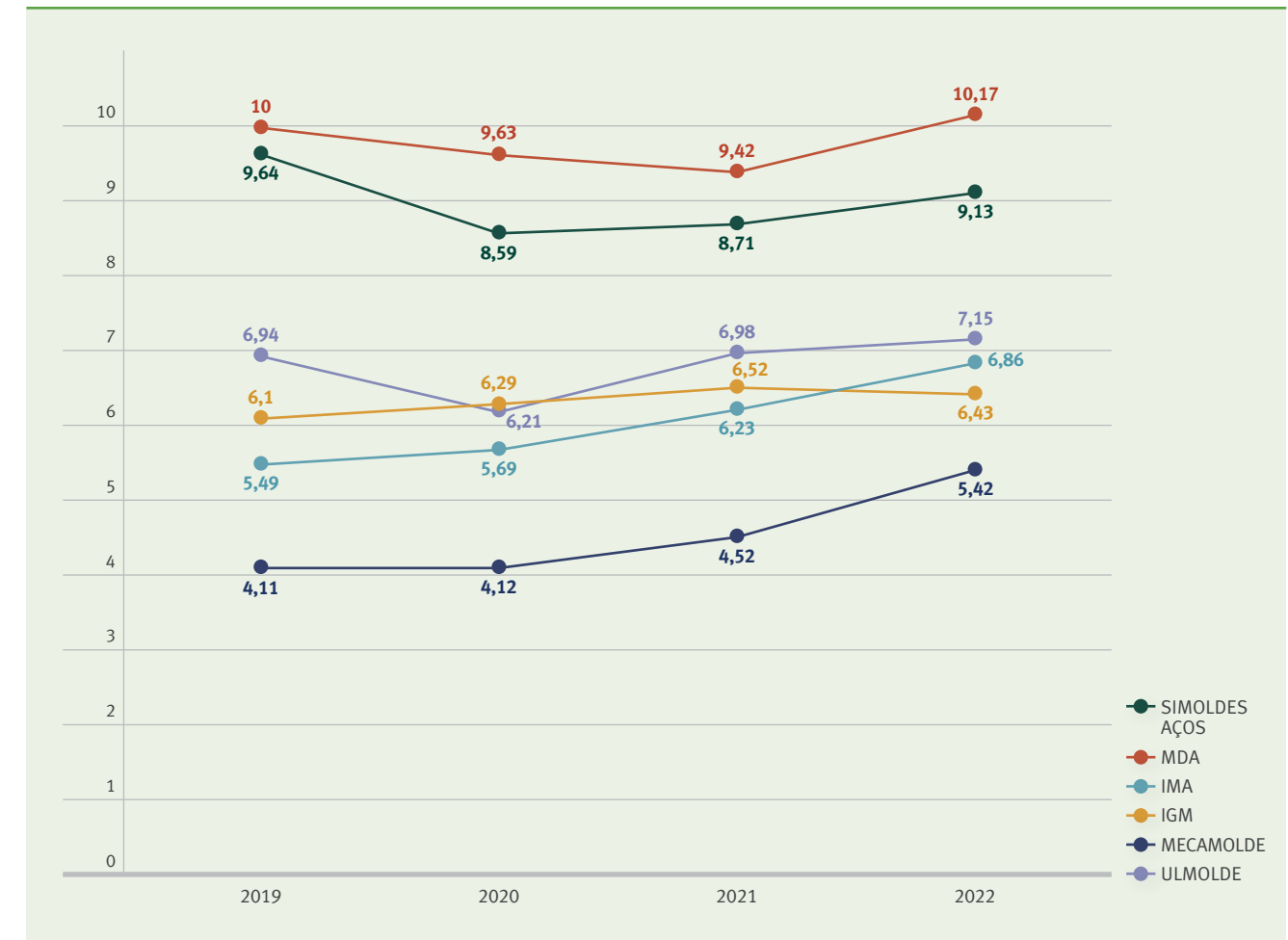


Figure 29 Simoldes Tools energy index (Kwh / nr of hours manufacturing) between 2019 and 2022.

# 05.02

## WATER MANAGEMENT AND CONSUMPTION

GRI 303-3



Water is a finite resource that demands careful stewardship to ensure its availability for generations to come. Simoldes Tools as a responsible corporate entity views water management not merely as an obligation, but as a profound commitment to safeguarding this invaluable resource.

Throughout the years, we have implemented initiatives to enhance the efficiency of our water usage, resulting in a significant decrease of approximately 14% in our water consumption since 2019 (refer to Figure 30). This reduction has been consistently observed across all Simoldes Tool facilities. More than just a statistical achievement, this decrease stands as a testament to our commitment to aligning industrial progress with environmental responsibility.

In addition, our proactive approach to water management extends to the careful consideration of our operational locations. Having been in business for a significant period, we have devoted time and effort to develop an acute awareness of our surroundings.

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

LOW



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

Simoldes  
Tools



### Total Water Withdrawal

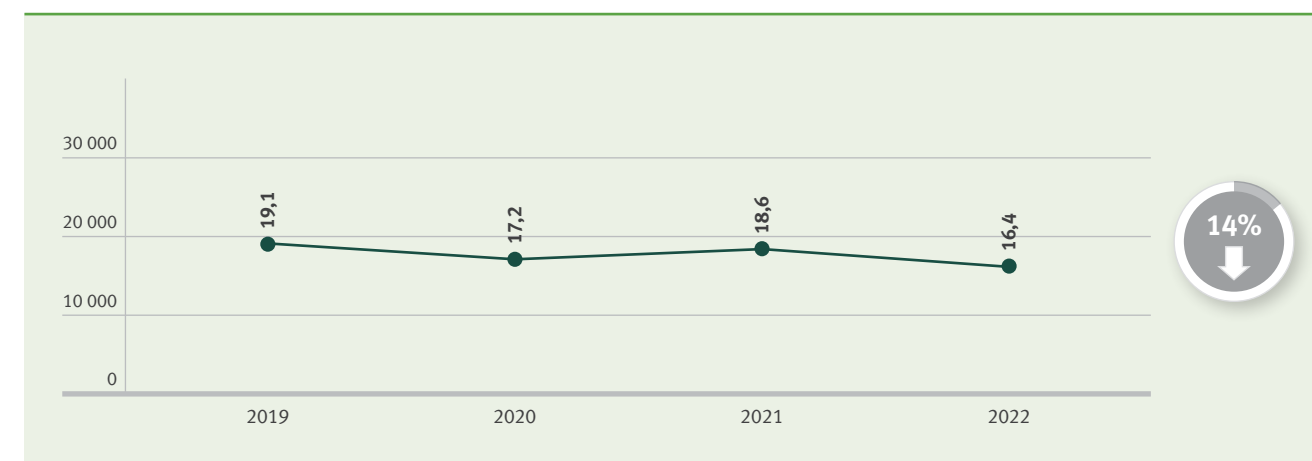


Figure 30 Total water withdrawal (Megalitres) at Simoldes Tools since 2019.

### Total Water Withdrawal

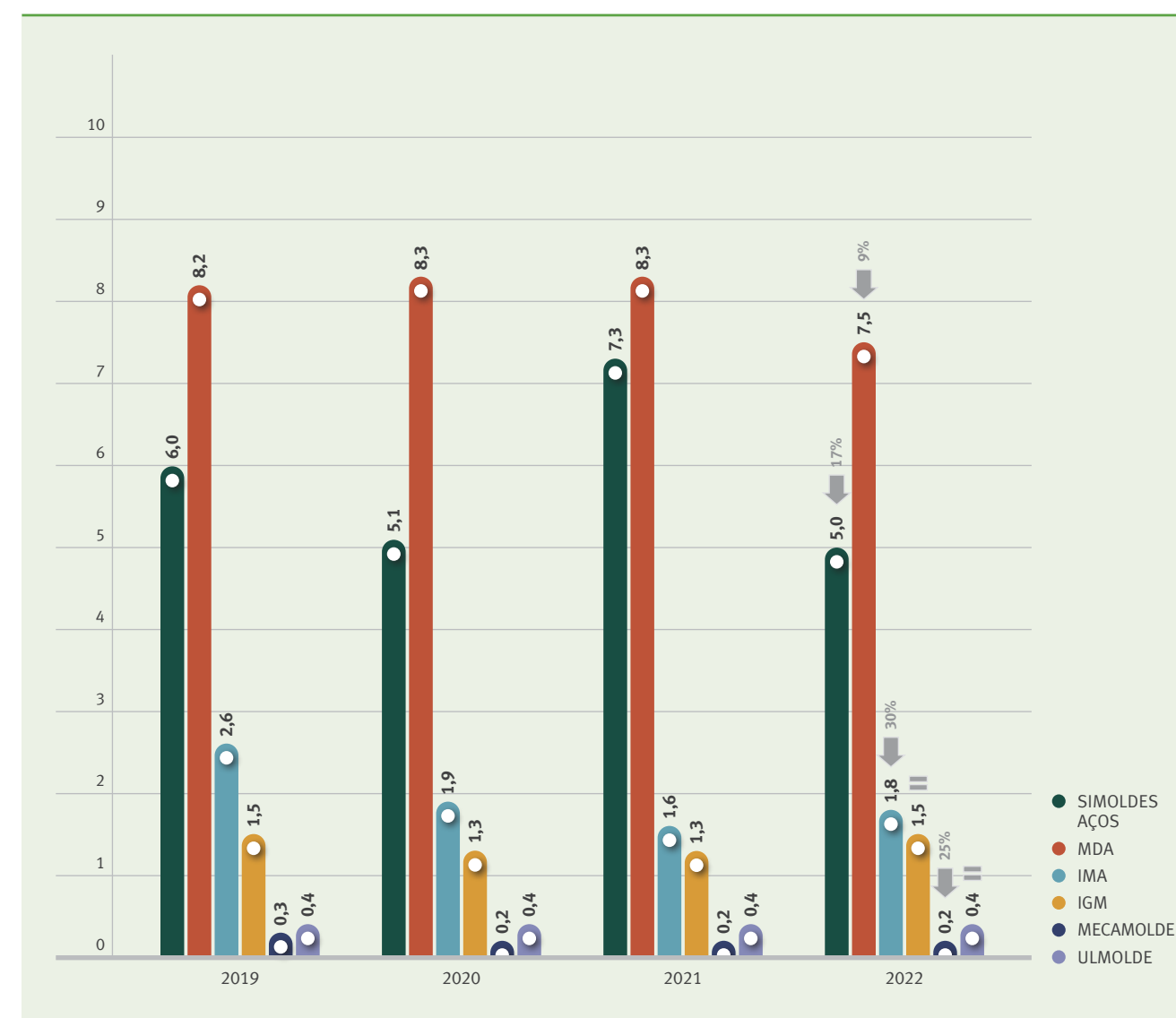


Figure 31 Total water withdrawal Megalitres (groundwater + third-party water + surface water) per plant.


Analysis based on baseline year [2019]



During the reporting period, there has been a noticeable decrease in total water consumption. At Simoldes Tools facilities, water consumption is comprised of both third-party water and, in some cases, groundwater consumption. Our analysis has revealed a decrease in third-party water consumption across most of our facilities, with only one facility experiencing a minor increase. Contrarily we have observed a slight increase in groundwater usage in certain facilities.

The downward trend in total water consumption, along with the reduction of 15,2% on our Water Efficiency Index since 2021, calculated by the multiplication of total water consumption and total hours worked by employees, demonstrates our dedication to responsible resource utilization and our ongoing commitment to environmental stewardship.

**In 2022  
employees used less**



**15,2%**  
**than in 2021**

Water Efficiency Index data

Water Withdrawer Megalitres

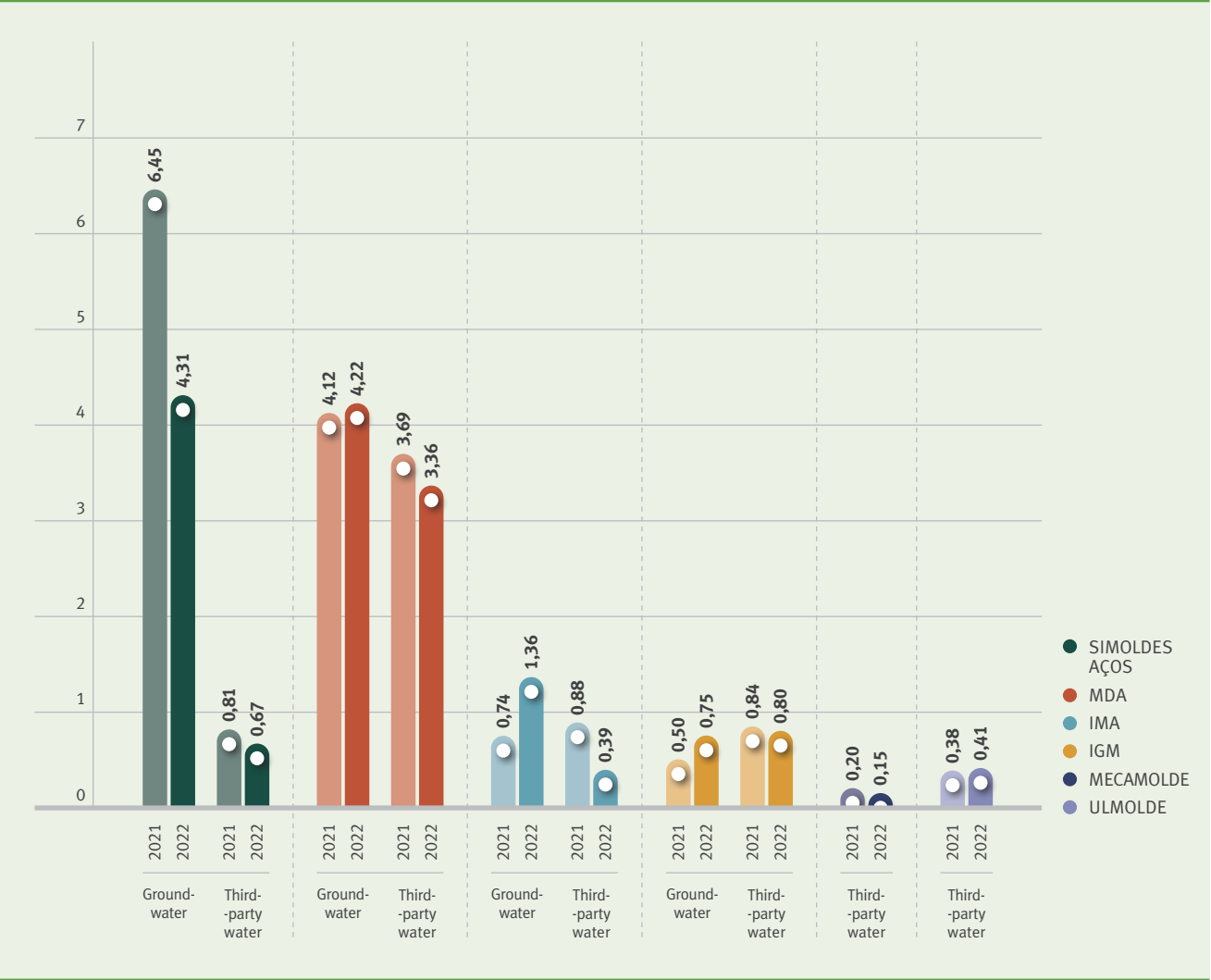


Figure 32 Water withdrawer Megalitres, per groundwater, third-party water and surface water per plant.



# 05.03

## WASTE MANAGEMENT AND REDUCTION

GRI 306-3 | 306-4 | 306-5



At Simoldes Tools, we hold a continuous commitment to minimizing our environmental footprint and addressing the challenges posed by waste production. While our recent 30% (Figure 33)

increase in waste generation might not appear to directly mirror our commitment to environmental impact reduction numerically, it does indeed mirror our ongoing economic and organizational growth, which is intricately linked to the increase in production, consequently resulting in higher metallic waste generation.

However, it is crucial to recognize that amid this growth, a significant step towards sustainability is evident: approximately 98% (Figure 35) of the waste generated within our organization is skillfully diverted from disposal through recycling and reusability.

Our dedication to reducing waste's impact on the environment remains steady.

We are not only dedicated to growth but also to improving our practices and the way we manage waste. By striving to recycle and reuse to the greatest extent possible, we demonstrate our firm commitment to creating a positive environmental legacy for future generations.

Through our efforts, we're aiming not just for immediate impact, but for long-term change. As we progress, we continue to explore innovative ways to manage waste efficiently, further enhance our sustainability initiatives, and reinforce our commitment to making a meaningful difference in the world around us.



### Total Waste Generated

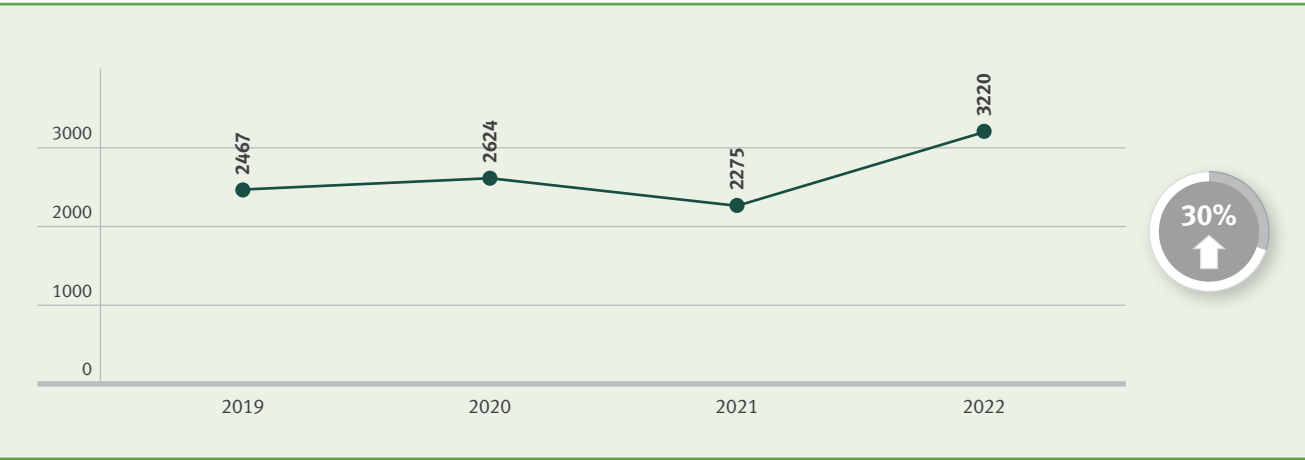


Figure 33 Total waste generated (Tons), per year.

Analysis based on baseline year [2019]

### Total Waste Generated

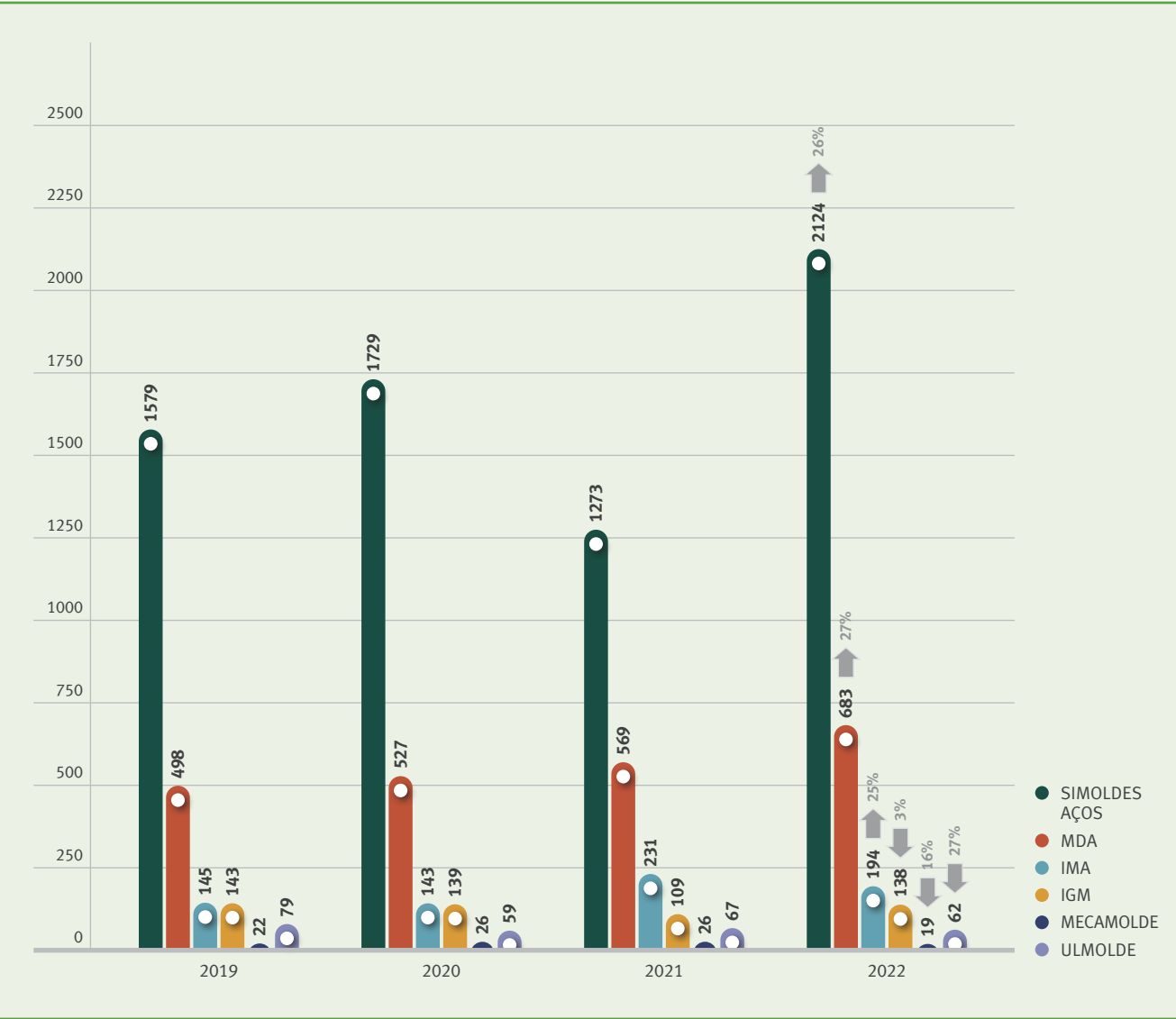


Figure 34 Total waste generated (Tons), per plant and year.

Analysis based on baseline year [2019]



Total Waste Diverted and Directed to Disposal

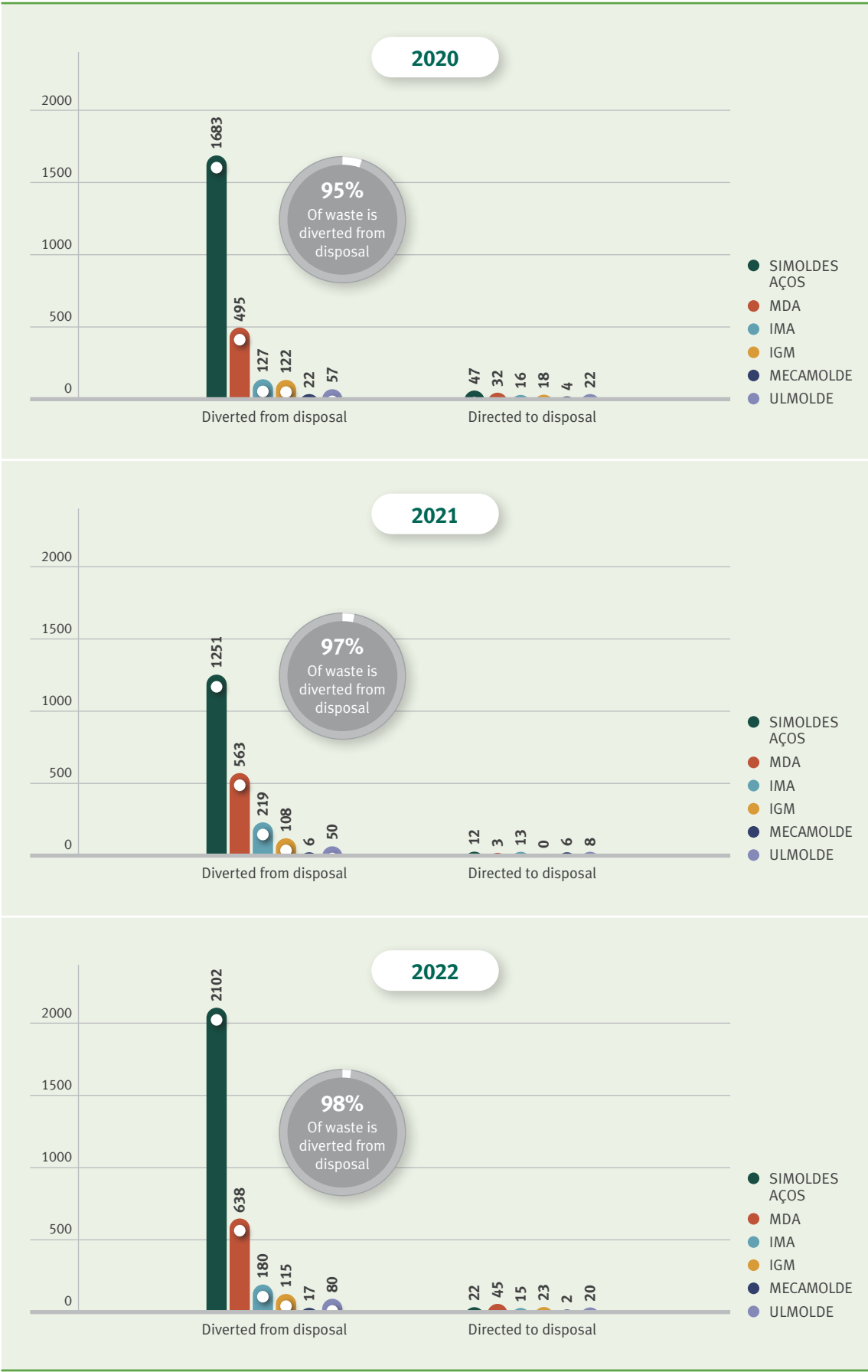


Figure 35 Total weight of waste diverted and directed to disposal, per year and per plant.

Financial Management of Waste



Figure 36 Financial cost/revenues (%) for waste management, per plant per year.

Total Weight of Waste

YEAR	TYPE OF WASTE	SIMOLDES AÇOS	MDA	IMA	IGM	MECAMOLDE	ULMOLDE
2021	Hazard waste	25,0	21,7	15,7	7,1	1,8	3,5
	Waste Oil	12,8	26,5	4,2	15,6	5,9	17,4
	WEEE*	0,6	1,5	0,1	0,1	N.A	N.A
	Medical Waste	0,3	0,2	0,1	0,1	0,0	0,0
	Metallic Waste	1220,2	487,7	201,5	78,8	18,5	39,1
	Municipal Solid Waste	13,7	30,5	9,5	6,9	N.A	7,3
2022	Hazard waste	22,7	13,3	13,8	5,1	1,1	1,1
	Waste Oil	15,0	38,6	4,5	26,8	1,7	9,7
	WEEE*	0,2	0,3	0,2	4,7	N.A	0,1
	Medical Waste	0,1	0,1	0,1	0,0	0,0	0,0
	Metallic Waste	2029,0	598,0	165,4	95,3	16,6	46,2
	Municipal Solid Waste	17,0	32,4	10,4	6,3	N.A	4,5

Table 8 Total weight of waste, per category in tons, per year and plant.

\*Waste Electrical and Electronic Equipment  
N.A: Not Applicable

Our commitment to environmental responsibility goes beyond numerical figures. As we continue to innovate and improve waste management practices, we're proud to see that our efforts have not only led to positive environmental outcomes but also to a reduction in our financial costs associated with waste management. This holistic approach reflects our unwavering commitment to minimizing our environmental impact while fostering growth and prosperity.



---

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

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GRI Index

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



GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	ODS
GENERAL DISCLOSURE			
GRI 2 — General Disclosure 2021	2-1 Organizational Details	About Simoldes – Simoldes Tools	
	2-2 Entities included in the organization's sustainability report	About this Report	
	2-3 Reporting period, frequency and contact point	About this Report	
	2-7 Employees	People and Community	
	2-8 Workers who are not employees	Talent Attraction, Engagement and Retention	
	2-9 Governance structure and composition	Management Team	
	2-22 Statement on sustainable development strategy	Message of the President of Simoldes Group	
	2-27 Compliance with laws and regulations	Business Ethic and Compliance	
	2-29 Approach to stakeholder engagement	Stakeholder Results and Engagement	
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GRI 3 — Material Topics 2021	3-1 Process to determine material topics	Materiality Definition Results and Disclosures	
	3-2 List of Material Topics	Materiality Definition Results and Disclosures	
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GRI 201 — Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed	Economic and Governance	
SUPPLY CHAIN MANAGEMENT			
GRI 204 — Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management	
PEOPLE AND COMMUNITY			
GRI 405 — Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People and Community	5, 8, 10



GRI Index

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	ODS
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GRI 201 — Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed	Economic and Governance	
SUPPLY CHAIN MANAGEMENT			
GRI 204 — Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management	12
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	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Talent Attraction, Engagement and Retention	8
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	403-3 Occupational health services	Occupational Health and Safety	3, 8
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GRI 404 — Training and Education 2016	404-1 Average hours of training per year per employee	Talent Training and Development	4
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Training and Development	4
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Training and Development	8
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WASTE MANAGEMENT AND REDUCTION			
GRI 306 — Waste 2020	306-3 Waste Generated	Waste Management and Reduction	12
	306-5 Waste diverted from disposal	Waste Management and Reduction	12
	306-5 Waste directed to disposal	Waste Management and Reduction	12

## Figures

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We thank you for sharing your opinion on this report, as well as any additional questions and/or information you may need, through the following addresses:

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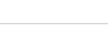

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