



PROGRESS REPORT

2021

DOGA, S.A.

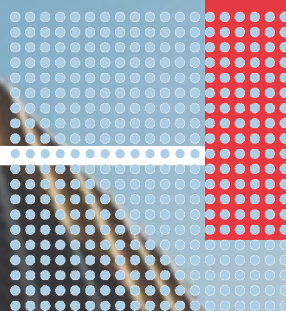


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LETTER OF RENEWED COMMITMENT



LIMPIAPARABRISAS • COMPONENTES AUTOMOCIÓN
WINDSHIELD WIPERS • AUTOMOTIVE COMPONENTS
ESQUE-GLACE • COMPOSANTS AUTO
SCHEIBENWISCHER • FAHRZEUGBAUTEILE

Abrera, July 27, 2022

Dear Sir or Madam,

I am pleased to announce that DOGA is firmly committed to meeting the United Nations Sustainable Development Goals, particularly those that are related to the organization's core activities.

Since commencing its business activity in 1958, the company has been committed to focusing on improving human and labor rights on a daily basis, as well as environmental sustainability and the avoidance of any type of corruption.

Continuing along this path, on March 10, 2015, DOGA joined the "UN Global Compact", in order to reinforce the commitment that it has implemented since day one, to inform stakeholders and the general public of all the progress we are making, in a transparent manner, and also to ensure that all our values and principles remain oriented towards responsibility and solidarity.

Our commitment extends to all stakeholders, and throughout our value chain: employees, customers, business partners and suppliers with whom we work.

We are renewing DOGA's commitment to the 10 Principles of the United Nations Global Compact for one more year, in the areas of Human and Labor Rights, Environment and Anti-Corruption, and we are proud to belong to the Spanish Network of the Global Compact as a Signatory partner.

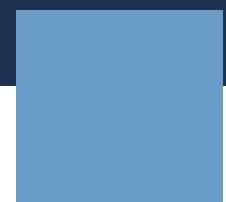
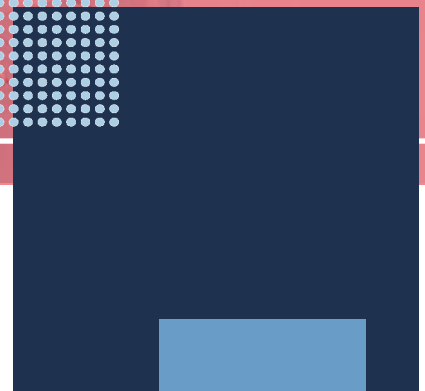
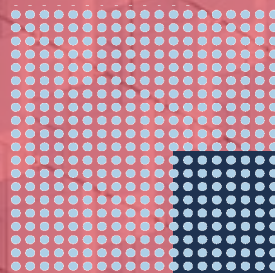
The purpose of presenting the Sustainability Report is to be transparent, integrating the three dimensions of sustainability: economic, social and environmental. The following is a detailed report explaining the actions carried out by our company, with the expectation of continuing to evolve and improve.

Yours truly,

Jordi Miró
General Manager

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PROFILE OF THE ORGANIZATION



GENERAL INFORMATION

Full Name (Company Name)

DOGA, S.A.

Type of company

Large Company

Address

Highway A-2, km. 583 8630

Municipality

Abrera

Province

Barcelona

Autonomous Community

Catalonia

Web Address

<http://www.doga.es>

Total number of employees

870

Turnover / Revenue in € (Amounts subject to \$/€ exchange rate)

48 - 240 million

Profits earned, broken down by country

The Doga Group's consolidated profits amounted to €10.55 million in 2021 (€3.23 million in 2020), while taxes paid on profits amounted to €3.28 million (€1.78 million in 2020). The Group does not break this tax information down by country, as this is considered strategic information.

Tax paid on profits

The tax paid on profits amounted to €1.78 million.

Public grants

€21,639 was received in operating grants, all of which were collected in Spain.

BUSINESS MODEL AND BUSINESS ENVIRONMENT

Sector

Other

Activity, main brands, products and/or services

DOGA has more than 60 years of experience in the development and production of automotive components. With subsidiaries in Italy, the U.S.A., Mexico, Brazil, China and India, we sell our products in more than 70 countries and operate in multiple markets, including automobiles, industrial vehicles, buses, trains, agricultural and construction machinery, boats, and motorcycles.

WINDSHIELD WIPER EQUIPMENT: For more than 50 years, we have been designing and manufacturing windshield wiper equipment for all types of applications. Day by day, we have increased our experience, and achieved a level of specialization that

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allows us to position ourselves as one of the world's leading manufacturers of windshield wiper equipment. Each piece of equipment is the result of a unique project that has been specifically developed for that application, thus achieving maximum product performance, as well as offering the required visibility area for each cabin. We also understand the importance of producing series that meet real needs. This is why our customers place great value on the fact that our production facility has the capacity to fully adapt to small or medium series.

WINDSHIELD WASHER EQUIPMENT Our facilities have the necessary technology for designing and manufacturing windshield washer tanks, as well as an extensive range of accessories, allowing us to obtain a product that is fully prepared to meet the requirements of each application. Our technical team develops projects with the goal of always obtaining maximum operational efficiency.

CUSTOMIZED: At DOGA, we consider ourselves specialists in adapting our standard products to the specific requirements of each customer, in order to achieve optimum adaptation for all types of applications.

PLASTIC TANKS Our production plants design and manufacture a wide variety of expansion, recovery, hydraulic, gasoline, brake fluid, and oil tanks, for installation as original equipment, or as original spare parts. Thanks to the technology we have in our facilities, we can develop any type of made-to-measure tank, manufactured by rotomolding, blow molding, or injection, obtaining special designs that can be completed by incorporating electronic or mechanical level sensors. We carry out insertion through a fully mechanized process, and always in accordance with our customers' requirements.

MADE-TO-MEASURE: CUSTOM-MADE, SPECIAL OR STANDARD AUTOMOTIVE PLASTIC TANKS

SPECIAL: At DOGA, we develop and produce any type of custom-made tank, according to the customer's specific

needs, and we work together with the customer to create the best design and solution for their requirements.

DIRECT CURRENT MOTORS Our range of motors, geared or non-geared, have been designed so that they can be adapted to all types of mechanisms, especially in mobile assemblies or elements where an independent power supply or reduced weight and dimensions are required. We also develop projects for sustainable mobility, such as electric traction motors, or wheel motors for motorcycles and light vehicles. **CUSTOMIZED:** Our aim is to ensure that each project has the most suitable motor. Therefore, we can custom-make motors as required, in order to always achieve a better result.

MOTORS From 2.5 to 1,500 W in 12, 24 and up to 72 V

GEARED MOTORS With worm gears with ratios from 12 to 81:1 With planetary gears with ratios from 4 to 308:1

EXTERNAL ROTOR DRIVE MOTORS From 2 to 8 kW in 48 and 72 V.

ELECTRONIC MOTORS

OTHER BLOW MOLDING PRODUCTS

CUSTOMIZED: to provide custom-made blow-molded plastic air duct solutions.

ELECTRICAL WINDOW REGULATORS Small and medium series. Maximum stroke up to 650 50 mm At DOGA, we develop electric window regulators for buses and coaches, agricultural and construction machinery, electric vehicles, and micro cars. These window regulators are specifically designed for each application, optimizing space and performance in order to offer a compact, functional design.

DOGA STAMPING is a company dedicated to the development, industrialization, and manufacture of metal stamped components and assembled units, mainly serving the automotive and white goods sectors. We manufacture more than 55 million parts per year, with a wide range of production technologies, such as progressive, transfer and fine cutting technologies,

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robotic spot welding, CO2 welding, and unit assembly. Since its founding, DOGA has been accumulating a high level of know-how in relation to the use of different types of materials (steel, stainless steel, aluminum, composites, and materials with very high yield strength), in order to advise customers on the most appropriate use of these materials. We have an experienced team of engineering and tooling specialists who successfully lead all the stages, from the design to the start-up of the dies, thus providing an agile, reliable service for our customers.

Countries in which the organization is present, or has a production facility

Spain, Italy, China, India, United States of America, Brazil, Mexico, Morocco

Description of the business environment, its organization and structure, detailing the organization chart

HISTORY Doga's business activity started in 1958, in Barcelona. Initially, our business was focused on the manufacture of windshield wiper equipment. Later on, the direct current motors business was added (for automotive and/or industry), followed by the stamped welded assemblies business.

1958 Tower-House, located in Alella 8 street in Barcelona, where DOGA began its activity. In the beginning, the company's name was FAINA, and the brand name of the products was C&G.

1961 DOGA Sales sells C&G products from this store, located at calle Travesera de Gracia nº 173, in Barcelona. This was also a store for accessories, spare parts and toys. It closed in July 1979.

1962 Nine-story building constructed in the same street, calle Alella nº 8. In order to avoid a stoppage in the manufacturing activity, the building was

constructed in two phases; first the rear part, conserving the tower-house, and then the corresponding facade. Total area 770 m2.

1969 First 2,300 m2 phase, on the current Abrera site. The industrial park did not yet exist. The facilities were surrounded by vines and peach trees. The N II highway maintained its old route.

1977 Second phase in Abrera. Continuation of the existing warehouses built 8 years before, and construction of two additional warehouses, totaling 7,100 m2 of available space.

1990 Third phase in Abrera. Construction of an additional 5,050 m2 for the stamping and welding plant.

1998 Construction of the stamping plant in Navarra.

2001 DOGA do Brasil. Creation of DOGA's first production and sales subsidiary in the Americas. Extension of the stamping plant. DOGA has a total building area of 17,000 m2.

2003 DOGA USA. Expansion and reinforcement of DOGA's presence in the Americas, with the creation of a new subsidiary for distribution of the product range.

2004 DOGA Italy. Establishment of a new subsidiary, where all the windshield washer production is centralized. Expansion of product families, adding electric fans, and expansion tanks, and reservoirs for brake fluid.

2007 DOGA Nantong. Continuing with its policy of expansion, a new subsidiary is opened in China, focused on the manufacture of wiper blades and windshield wiper systems for coaches.

2008 DOGA opens the TECHNICAL CENTER; a work center for the entire Engineering and R&D department.

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2012 Creation of DOGA PARTS, Aftermarket division.

2016 Establishment of Joint Venture, DOGA India and DOGA Mexico

2019 FAINA. Production plant located in Tangier (Morocco).

Organization chart

The DOGA Group is made up of a group of companies, as detailed in the organization chart. DOGA's Headquarters are located in Abrera (Barcelona), and its activities are carried out both in Abrera and in the different subsidiaries, both nationally and internationally.

[Download attached element](#)

Main risks linked to the organization's activity

The Group's Risk Management model identifies the possible risks of all the Group's activities at the different levels of the organization. Its ultimate aim is to provide a reasonable degree of safety in the achievement of goals, whether they be strategic, operational, or related to compliance or information. The Management Committee is responsible for determining what the policies are for identifying, preventing, and managing the main risks inherent to the activity. It promotes and supports a strong commitment to risk prevention and management, which is reflected in the numerous policies that are implemented to ensure the satisfaction of all stakeholders. According to the analysis carried out by the Management Committee, DOGA's stakeholders, and the risks associated with them, are as follows:

- Employees - Staff: due to the rate at which the Group is growing, it is essential to attract and retain talent to support the business's pace of development, in order to continue to maintain both quality of service and customer satisfaction. To this end, the company establishes partnerships with different universities in order to hire recent graduates, as well as annual general personalized training plans for key personnel (Talent

Box). - Health and safety of people: various initiatives are being organized to promote a healthier lifestyle (Doga Health), as well as different training programs, with the aim of preventing both occupational health and safety problems.

- Customers - Design problems: due to the importance of customer satisfaction, any problems that may arise in terms of product quality and safety are controlled and monitored. This is because, in the event of an incident, the costs arising from these deficiencies could be significant. For this reason, constant monitoring is carried out.

- Society - Disruptive technologies: due to changes in market trends, it is essential to be prepared to adapt to the emergence of new disruptive technologies (electric vehicles, autonomous driving, industry 4.0).
- Supply chain - Solvency of suppliers: the Company works with a wide range of small suppliers, over which it needs to have greater control in relation to their solvency. This is because, in the event of a supply problem, the supply chain would be affected.

- Public Administrations - Import taxes: regulatory changes in relation to import taxes in the various countries in which the Group operates may adversely affect the Group's competitiveness.
- Exchange rates: the production plants are located in Europe and Asia, while the sales plants are also established in the Americas. As a result, exchange rate fluctuations affect the margins obtained on sales, and it is difficult to pass on the effect of these variations to the customer.
- Shareholders/Corporate Governance - Growth of the Group: due to the growth experienced by the Group, it is important, on the one hand, to ensure compliance with the different regulations in each of the countries in which it operates, as well as the implementation of the organization's culture, ensuring that the values to be followed are maintained throughout the different countries. On the other hand, it is important to establish monitoring of the achievement of the plans established in the new plants in order to avoid the risk of negative financial impact on the Group, in relation to the profitability of the new investments made.

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Emerging countries: in relation to the growth of the Group, it is necessary to establish a series of specific controls due to the risk of inflation that may exist in certain emerging countries where the Group has set up new companies in recent years. It is also necessary to control the insolvency risk of the customers of these new establishments.

- **Environment:** In order to control all the processes for preventing and minimizing the environmental impacts detected, in addition to the Procedures Manuals, the Group carries out random drills and emergency plans. In this way, people know how to react in the event of fires, accidental spills, chlorine leaks, or uncontrolled atmospheric emissions (processing of rubber, paint, etc.). For this reason, there are also emergency kits strategically distributed throughout the factories, depending on the risk. The Group has manuals for the management of chemical products, and the management of hazardous and non-hazardous waste storage facilities. Regarding environmental provisions, the Group does not identify environmental provisions for each year.

Key factors and future trends that may affect the organization

Carbon footprint National Energy Transition Plan - phase out fossil fuels (by 2030).

Main goals and strategies of the organization

DOGA Group employees can consult the three-year strategic goals plan, as agreed by the Management Committee, on the company's Intranet.

Those who are responsible for decision-making and good governance processes, and for the implementation of CSR in line with the Principles of the Global Compact, at management level, and whether or not the chairman of the highest governance body is also an executive officer

In the DOGA Group, there is a management committee, chaired by Mr. Jordi Miró, who holds the position of General Manager. The areas that make up the Management Committee are: - Administration & Finance Department - Sales & Marketing Department - Product Department - Industrial Department - Organization Department - Human Resources Department - International Subsidiaries Department. The managers of each of these departments have executive powers in their areas.

SELECTION OF STAKEHOLDERS

Most important stakeholders: (Stakeholders shape the Progress Report)

Customers, Employees, Suppliers, Environment, Administration, Community/Civil Society

Criteria used to select stakeholders

In accordance with DOGA Grup Empresarial's risk analysis.

Method by which the Progress Report is being disseminated to stakeholders

The Progress Report is published on the company's Intranet, which all DOGA Group employees have access to. It is referenced on the DOGA website, and on the UN Global Compact website.

SCOPE AND MATERIALITY

Scope of the Progress Report (Countries which the company reports information on in the Progress Report) and possible limitations, if any

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The report provides information on the countries where DOGA has production or sales subsidiaries: Spain, Italy, China, India, the United States, Mexico, Brazil, and Morocco.

Method by which materiality has been established, or by which the most significant issues to be included in the Progress Report have been defined

The managers of each of the areas have met to define the content to be included in the Progress Report

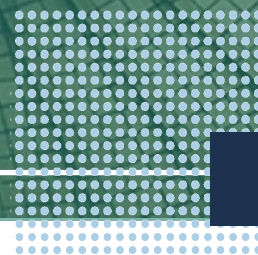
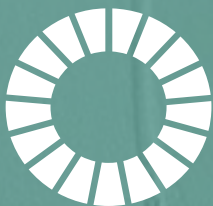
Period covered by the information contained in the report

calendar year

Cycle of presentation of the Progress Report

annual

METHODOLOGY



This Progress Report is based on the stakeholder reporting methodology. The stakeholder concept is key to understanding CSR. The complexity and dynamism of the current business context has made it necessary to make a solid commitment to the different stakeholders that are affected, either directly or indirectly, by the company's mission.

The identification of stakeholders, and their expectations, is an aspect that facilitates the comprehensive implementation of CSR in any organization. This will enable organizations to anticipate potential risks or opportunities, and establish policies, actions, tools, and monitoring indicators, such as those contained in this report.

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The organization that has prepared the following Progress Report has carried out the following steps:

1. Select the most relevant stakeholders for the organization.
2. Identify the most significant sustainability issues for the selected stakeholders.
3. Describe the organization's work in this area in detail, through:

Policies: formal written documents that define the values and communications of the organization, as detected in the identification of the issues.

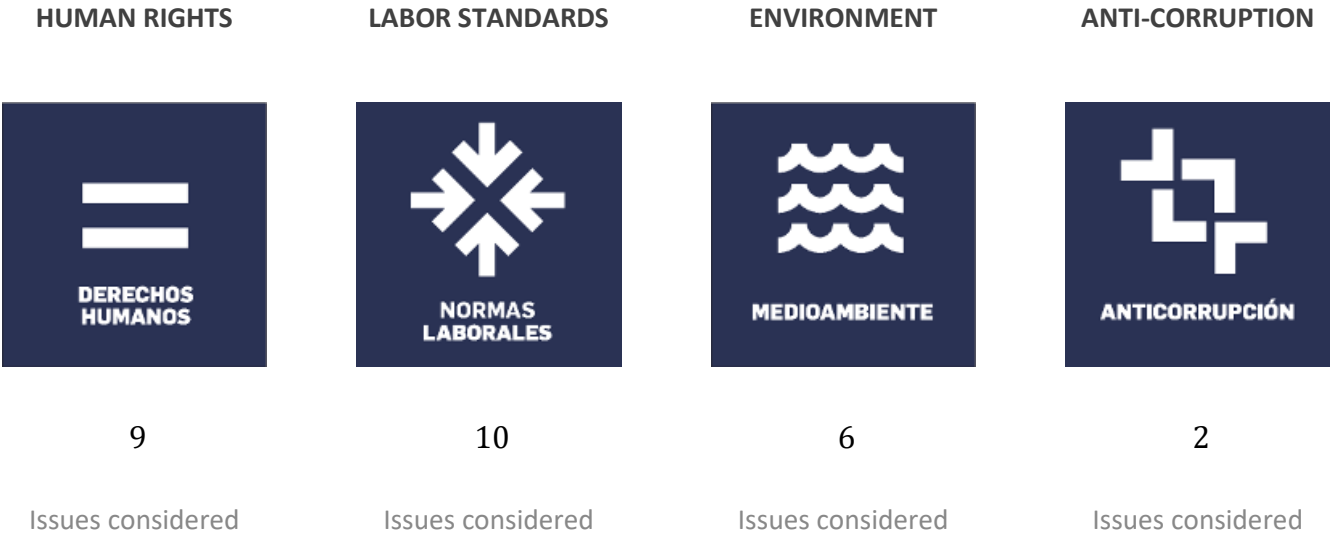
Actions/Projects: actions help the organization to shape the policies developed, and minimize the risks detected. Actions must be planned over time, and designed based on the target stakeholder group.

Monitoring tools: evaluation and control of the results obtained from the implemented actions. They provide the tools for monitoring compliance with policies, and help to detect failures in the management system for subsequent improvement.

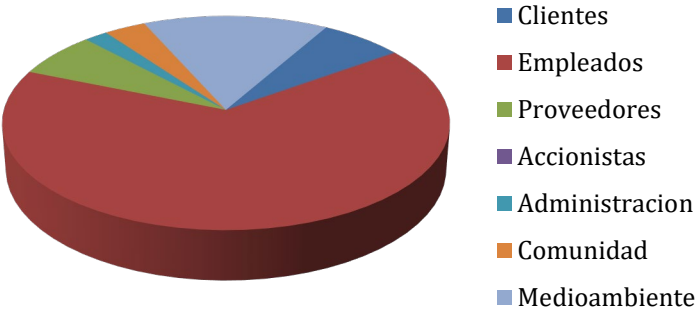
Monitoring indicators: quantitative data for measuring the degree of implementation of ideas (policies, actions/projects and monitoring tools).

The Progress Report is set out in terms of measuring progress: it is not about achieving 100% compliance in the first year, the goal is to continually make progress.

The Progress Report is therefore an important demonstration of the signatories' commitment to the Global Compact and its Principles.



Elements applied by stakeholders



STAKEHOLDER Customers

Optimal processing of customer databases

DOGA's organizational structure is designed with the aim of improving production processes, and providing value to customers. The main target markets are industrial vehicles, agricultural and construction machinery, buses, trucks, trains, ships, motorcycles, and automobiles. The main countries that the group's sales are directed towards are Spain, Germany, the USA, Great Britain, France, and China, with the Doga Group's activity targeting more than 50 countries. Our customers include the vehicle manufacturers themselves, both nationally and internationally, as well as TIER 2 suppliers. The suppliers who provide our raw materials, and elements for our production plants, correspond to the main sectors: electrical-electronic, metal and plastic transformation, among others. They all have a lot of experience in the sector.

Code of Ethics / Conduct - Policy

Internal and External Communication - Action / Project

Attached documents: [Top 10 customers.pdf](#)
Goals set in relation to this issue

DOGA is a multi-product company, and as such, it has defined a Mission for each of its product lines:

- o Windshield wiper & washer system: to be a global leader in wiper/washer systems for small and medium series.
- o Motors: to support customers with innovative solutions for DC motors and geared motors, up to 48 volts.
- o Tanks: to be a global leader in innovative solutions for plastic tanks, and other blow-molded plastic parts, for small and medium series.
- o Window regulators: to provide custom-made window regulator solutions for small and medium series.
- o Complementary products: to increase our product value, offering complementary products such as

pneumatic spring systems and rear-view mirrors.

- o Stamping: to be a global partner for our customers, in relation to process development and manufacturing of stamped assemblies.
-

Incident resolution and customer satisfaction

Due to the importance of customer satisfaction, any problems that may arise in terms of product quality and safety are controlled and monitored, due to the fact that, in the event an incident, the costs arising from these deficiencies could be significant. For this reason, constant monitoring is carried out in the different areas.

Code of Ethics / Conduct - Policy

Quality Policy - Policy

Current Regulations - Policy

Communication Channels - Action / Project

Internal and External Communication - Action / Project

Customer Services - Action / Project

Audits - Monitoring Tool

Commercial Report - Monitoring Tool

Results of customer satisfaction surveys - Monitoring Indicator

Incident Management - Monitoring Indicator

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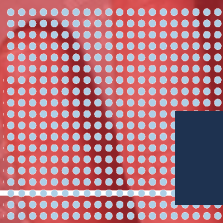
Number of audits carried out - Monitoring Indicator

Number of breaches related to customer health and safety - Monitoring Indicator

Goals set in relation to this issue

To be below 300 PPMs Customer satisfaction index. This is calculated with the PPM, the number of claims, and the percentage of on-time deliveries. Above 90% Non-quality costs. These must be less than 2.4% of total turnover.

STAKEHOLDER Employees



Employee performance review

Due to the importance of the staff, a Performance Review process is carried out for each financial year, and the "Talent Box" matrix is implemented, in order to identify the performance and potential of each employee. To this end, a selection of more than 300 employees from different departments and professional categories are evaluated through performance reviews, conducted by managers with their staff, and Talent Box interviews conducted by the HR department with the managers and directors of each area. In this way, the needs of each position, their personal skills, and performance of their activity are analyzed. The aim is to establish personalized training plans, promote internal promotions, and even structural reorganizations, all with the aim of fostering both personal and professional development, and encouraging and improving the workers' skills. This then translates into stable, quality employment that is promoted in order to retain the best talent.

HR Policy - Policy

Standardization of Performance Review Processes - Action / Project

Career Plan - Action / Project

Performance Review Surveys - Monitoring Tool

Results of Performance Review Surveys - Monitoring Indicator

Attached documents: [Talent Box & Performance Review 2021.pptx](#)
Goals set in relation to this issue

Conduct 100% of Performance Reviews Conduct 100%

of Talent Box Meetings with Managers Implement necessary action plans derived from the analysis of the Performance Reviews Include training actions detected in Performance Reviews in the Training Plan

Contractual clauses with employees

DOGA Human Resources works under the premise that all workers should feel motivated and integrated within the company, in order to enhance their participation in the company's day-to-day work. We seek to provide a common space for communication between the company, unions and workers' representatives, in order to achieve improvements in working conditions, and moderation of relations within the organization. We promote effective resolution of any problems that may arise, in order to minimize uncertainty and an unfavorable work environment.

Due to our international presence, with plants in other countries, such as China, Brazil, India, Italy, Mexico, the USA, and Morocco, DOGA respects each country's legislation, and fully complies with labor regulations in all cases. The Group considers the staff to be a strategic asset, as the company's success depends on their performance. Therefore, the management of the staff, respect, equal opportunities, and their health and safety are priority tasks, which are carried out through the implementation of a Comprehensive Management Manual, in accordance with the Comprehensive Management System Policy.

The main goals in the human resources area are to adequately manage the organization's human resources, through the development of personnel selection activities, welcoming new employees, training, evaluation of employee motivation and satisfaction, occupational risk prevention, industrial safety, and internal communication.

In the Doga Group, the assessment of positions consists of 6 professional groups, each of which is

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functionally divided into technicians, employees and operators. Therefore, each worker must be assigned to a professional group, and to a specific functional division. The classification of workers within the respective professional group, and functional division, takes into account the criteria of knowledge, initiative, autonomy, responsibility, command and complexity. These are shown as conditioning factors for belonging to a specific group, as well as the training required for each of them. The professional groups are those indicated in the annexes of each of the agreements, which include the classification grid and job descriptions. The act of classifying the worker in relation to their professional group is performed by the company's management, without prejudice to the provisions of the Workers' Statute.

The Group provides its employees with stable, quality conditions, as shown by the data, with 69.20% of the contracts being permanent. The applicable collective bargaining agreements regulate the average remuneration of workers, establishing criteria of equity between similar jobs, regardless of gender. In this regard, both the remuneration of the personnel who are subject to the collective bargaining agreement and that of the personnel who are not subject to it are established equitably, avoiding any gender discrimination. The Group's salaries are higher than the minimum wage in each of the countries in which it operates, and the remuneration of all workers is higher than the remuneration for equal or average jobs in the company in which they operate.

Code of Ethics / Conduct - Policy

Employment Contract - Policy

Collective Bargaining Agreement - Policy

HR Policy - Policy

Internal and External Communication - Action / Project

Welcome training kit - Action / Project

Work-life balance measures (flexible working hours, remote working, etc.) - Action / Project

Suggestion box - Monitoring tool

Number of dismissals by gender, age and professional classification - Monitoring Indicator

No. of complaints received and resolved - Monitoring Indicator

Average annual number of permanent contracts - Monitoring Indicator

Average number of temporary and part-time contracts by gender, age and professional classification - Monitoring Indicator

Attached documents: [Employees Distribution Contracts2.pptx](#)

Health and safety in the workplace

As indicated in the previous point, the majority of the absenteeism corresponds to common staff illnesses. This is why Company management is promoting the HEALTHY COMPANY project, through which it takes on the commitment to implement, lead and develop a Wellness system for all employees. Some of the actions that have been carried out are as follows: free physiotherapy service for workers, training in relation to stretching that can be performed in the workplace, surveys on healthy habits through which the most

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detrimental points in terms of workers' health are detected. Based on the results of these questionnaires, the company is implementing a Health Promotion plan, with the help of the Mutual. This will organize specific workshops, talks on key points (nutrition and stress), and activities to improve health, all through the DOGA HEALTH project. In addition, a Flexible Compensation Plan is available to workers, through which a series of services (including health insurance, meal assistance, childcare, etc.) are provided for workers, with tax advantages and better prices than those that are on offer on the market. The company maintains a preventive approach to ensuring the safety, health and well-being of its employees. It provides training to workers in line with their workplace and activity, and it monitors the effectiveness of the improvements that are implemented. The prevention of occupational risks revolves around DOGA's Occupational Risk Prevention Procedures Manual, the aim of which is to control the risks derived from the existing working conditions, and also to generate a preventive environment that allows the accident rate to be reduced or controlled. This Manual is part of the Comprehensive Management System Policy, which establishes lines of action for developing a human resources policy that guarantees the competence of personnel through training, and raising awareness and consciousness of quality, the environment, and Health and Safety at work.

Code of Ethics / Conduct - Policy

Current Regulations - Policy

Occupational Health and Safety Policy - Policy

Communication Channels - Action / Project

In order to reduce these risks, an information exchange

program called e-coordina has been implemented. The aim of this is to comply with the labor and preventive obligations derived from the Occupational Risk Prevention Law. The web-based application allows us to coordinate those companies who are working in our national work centers, as well as the workers who are carrying out their activities. Our aim is to simplify the coordination and prevention procedures, and ensure that they are suitable.

Ergonomics at work - Action / Project

Improving health and safety conditions at work - Action / Project

Promoting healthy lifestyle habits among employees - Action / Project

Audits - Monitoring tool

Internal control commission or ethics committee - Monitoring tool

Occupational accident rate indicators - Monitoring indicator

Severity rate - Monitoring indicator

Number of employees affected by occupational illness - Monitoring indicator

Attached documents: [Accident rate indicators.pdf](#)

Goals set in relation to this issue

The goals set for the 2021 financial year, in terms of the Accident rate, are: - The annual accident frequency rate must be less than or equal to 15 - The annual severity

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rate must be less than or equal to 0.28 - The annual incidence rate must be less than or equal to 27

Diversity of the organization's workforce

The Group considers the staff to be a strategic asset, as the company's success depends on their performance. Therefore, the management of the staff, respect, equal opportunities, and their health and safety are priority tasks, which are carried out through the implementation of a Comprehensive Management Manual, in accordance with the Comprehensive Management System Policy.

DOGA's staff consists of 870 employees, from different countries, who work all over the world. Spain is the country that has the largest number of employees, as it accounts for 60% of the group's total workforce, followed by China.

Equality Plan - Policy

Code of Ethics / Conduct - Policy

Equality Diagnostic - Action / Project

Internal campaign to raise awareness of non-discrimination and equal opportunities - Action / Project

Internal control commission or ethics committee - Monitoring tool

Total number and distribution of employees by gender, age, country and professional classification - Monitoring Indicator

Attached documents: [Employees Distribution Diversity.pptx](#)
Goals set in relation to the issue

To establish neutral systems that avoid potential biases in relation to incorporation, promotion, and access to training within DOGA. To define positive actions that promote equity, and increase the sex that is underrepresented in each department or functional area. To train and raise employees' awareness of diversity and inclusion on an ongoing basis.

Right to collective bargaining and respect for agreements

In accordance with the Universal Declaration of Human Rights, and the laws applicable in each country in which Doga operates, the company respects freedom of association and the right to collective bargaining. It maintains continuous dialog with workers' representatives in European plants, but also in those countries where there is less of a trade union tradition. Thus, as a minimum, the working conditions are those that are established in each agreement or applicable legislation. In some cases, they are improved by other agreements that have been reached with the workers' union representatives. The applicable collective bargaining agreements regulate the average remuneration of workers, establishing criteria of equity between similar jobs, regardless of gender. In this regard, both the remuneration of the personnel who are subject to the collective bargaining agreement and that of the personnel who are not subject to it are established equitably, avoiding any gender discrimination.

Collective Bargaining Agreement - Policy

Current Regulations - Policy

HR Policy - Policy

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Code of Ethics / Conduct - Policy

Procedures for informing, consulting and negotiating with personnel - Action / Project

Team Meetings - Action / Project

Communication Channels - Action / Project

Within the facilities of the different plants, there are several suggestion boxes, so that anyone can communicate with the company. The aim is to promote the communication of any type of incident, or the fact that any worker can make a personal contribution.

Workers' Committee - Monitoring Tool

Summary of the collective bargaining agreement - Monitoring Tool

No. of complaints received and resolved - Monitoring Indicator

Attached documents: [% covered by collective bargaining agreement by country.pdf](#)

Work-life balance

To a large extent, the organization of working time responds to the organization of industrial activity. Within the large production centers, shifts are divided into three periods of eight hours, as agreed with the workers' representatives. In this way, the factory activity does not come to a complete stop at any time, and there are always people present who are responsible for the safety and smooth running of the processes. DOGA works to promote the personal and professional work-life balance of employees, so periods of pregnancy, maternity and paternity leave, and breastfeeding leave are

respected, in accordance with the conditions stipulated in the regulations. These regulations are based on the conditions of the collective bargaining agreements agreed, and their application is facilitated in line with the needs of the employee, adapting both schedules and shifts if necessary. In this financial year, 17 men and 6 women benefited from reduced working hours.

Collective Bargaining Agreement - Policy

Work-Life Balance Policy - Policy

Equality Policy - Policy

HR Policy - Policy

Regarding the figures on absenteeism, as part of this concept, the Group takes any absence from work into account, such as, among other things, leaves of absence due to common illness or an occupational accident, medical visits, maternity or paternity leave, days off for marriage, absences due to studies, the death of a family member, court summons.

Communication channels - Action / Project

Information on social and professional benefits - Action / Project

Sustainability Report or Paper - Monitoring Tool

Suggestion box - Monitoring Tool

Number of hours of absenteeism - Monitoring Indicator

Percentage of employees out of the total who have

PROGRESS REPORT 2021

received training - Monitoring Indicator

Attached documents: [Work-life balance and absenteeism.pdf](#)

Goals set in relation to the issue

The monthly goals set for absenteeism for the 2021 financial year are as follows: - Direct workforce: less than 12% and 4%, excluding common illness - Indirect workforce: less than or equal to 8% and 3%, excluding common illness The targets set for the Accident rates must also be met. With respect to personnel turnover, the goal is not to exceed 6 leaves of absence per quarter.

Opportunities for talented young people

DOGA believes in creating opportunities for talented young people, which is why it collaborates with a variety of educational centers and universities to bring young talent closer to the company. Throughout the year, DOGA sponsors different events at universities, such as the presentation of Formula Student. It also collaborates with technical training projects such as tooling training, hosts different internship students from both training cycles and universities, and attends university events such as business forums, or collaborates with the UPC / UPF Enterprise Challenge.

Code of Ethics / Conduct - Policy

Responsible Hiring Policy - Policy

HR Policy - Policy

Mentoring - Action / Project

Training - Action / Project

Internship Program - Action / Project

Career Plan - Action / Project

Talent Management - Monitoring Tool

Satisfaction Survey - Monitoring Tool

Survey Results - Monitoring Indicator

Attachments: [Collaboration Universities and Schools.pdf](#)

Goals set in relation to the issue

To continue making internship agreements with students from different Universities and Educational Centers. To continue to collaborate with universities and educational centers through agreements, programs and projects. To participate as members of the training and talent area of CIAC [Automotive Industry Cluster of Catalonia].

Employee training

DOGA believes that the development of its professionals is a priority. For this reason, each year, it develops an Annual Training Plan, taking into account both mandatory training, such as safety and risk prevention courses, and training that is encouraged by the company and detected in the performance interviews. In this way, the personal skills of each worker are improved (language classes, leadership courses,

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communication and management skills, courses on improvements to be applied in the production process, etc.). In addition, human resources managers monitor compliance with this Plan, and evaluate the effectiveness and efficiency of the training carried out during the financial year.

Training and Development Plan - Policy

Due to the importance of the staff in this organization, a Performance Review and Talent Box process is carried out every year, with the aim of retaining talent and identifying the potential of each employee. To this end, a selection of more than 300 employees from different departments and professional categories are evaluated through performance reviews, in order to analyze the needs of each position, their personal skills, and performance of their activity. In this way, it is possible to establish personalized training plans, promote internal promotions, and even structural reorganization, all with the aim of fostering both personal and professional development, and encouraging and improving workers' skills. This will then translate into stable, quality employment that is promoted, in order to retain the best talent.

HR Policy - Policy

For both national and international companies, training plans are established each year, and compliance with them is monitored.

Training - Action / Project

Welcome Training Kit - Action / Project

Career Plan - Action / Project

Satisfaction Surveys - Monitoring Tool

Annual Evaluation - Monitoring Tool

Training Evaluation - Monitoring Indicator

Investment in Training - Monitoring Indicator

Attached documents: [Training Hours.pdf](#)

Goals set in relation to the issue

To fulfill and implement 100% of the established annual training plan.

Promoting environmental awareness

DOGA takes any effect that its activity may have on the environment into account. As a result, it is fully committed to the protection and efficient use of natural resources. The Group tackles its environmental commitment by maintaining a precautionary approach, and working to minimize the negative impacts that may result from its activity, which consists of manufacturing and distributing components for the automotive industry.

Code of Ethics / Conduct - Policy

Quality and Environment Manual - Policy

Quality, Environment and Safety Policy - Policy

Recycling Policy - Policy

Consumption Reduction Policy - Policy

Environmental Management Systems (EMS) - Policy

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Communication Channels - Action / Project

Environmental Training - Action / Project

Environmental Information / Awareness raising - Action / Project

Appoint an environmental manager - Action / Project

Use of new technologies to save resources: Energy-saving light bulbs, water reduction systems, videoconferencing, energy-saving printers, and computers - Action / Project

Sustainability Report or Paper - Monitoring Tool

Attached documents: [M-02.002-DAB b Raising Awareness of the Environmental Management System.pdf](#)

Goals set in relation to the issue

- Efficiency of resources: DOGA designs its products and processes in such a way that energy and raw materials are used efficiently, and waste and residual products are reduced to a minimum throughout product life cycles.
- Precautionary principle: DOGA supports the precautionary principle by avoiding materials and processes that may pose environmental risks and health hazards where alternatives are available.
- Environmental performance: DOGA regularly audits its plants, and those of its suppliers. It also monitors and reports on its environmental performance, with particular emphasis placed on the evaluation of potential product risks.

Employee training on human rights issues

Since DOGA was founded in 1958, its companies

have been well-renowned for corporate integrity throughout the world. Our business and professional activities are based on integrity. All our actions and decisions are made in accordance with current legislation, but also in accordance with our corporate values, which are the cornerstones that we are building our future on. Values such as communication, leadership, problem solving and decision-making, creativity and innovation, teamwork, negotiation, flexibility and adaptation, pro-activity, and a focus on achievement and the customer. These define what DOGA is, and what all its workers are. Every employee should possess these values, to a greater or lesser extent, depending on their position within the company. When a new worker is being welcomed into the company, the mission, values, and code of conduct are explained to them, so that they can internalize them, thus facilitating their transition into the company.

Code of Ethics / Conduct - Policy

Dissemination of Good Practices - Action / Project

Suggestion Box - Monitoring Tool

Training Evaluation - Monitoring Indicator

Attached documents: [mission values and code of conduct.pdf](#)

Goals set in relation to the issue

To engage our employees through regular training. To train and inform new employees in relation to the company's mission, values, and code of conduct.

Inclusion and accessibility for

people with disabilities

All DOGA Group facilities and work centers are equipped to facilitate and enhance access for employees, customers, suppliers and anyone who needs to access them, complying with the applicable legislation in each country in all cases.

Current Regulations - Policy

HR Policy - Policy

Internal campaign to raise awareness of non-discrimination and equal opportunities - Action / Project

Universal accessibility for people with disabilities - Action / Project

Adaptation of workstations - Action / Project

Number of employees with disabilities out of the total workforce - Monitoring Indicator

The Group currently employs 9 people with disabilities, 1% of the workforce, a percentage that remains unchanged from the previous financial year.

Fighting corruption and bribery within the organization

The Code of Conduct, which all group employees must comply with, regardless of their position within the organization, contains all the anti-corruption policies and programs that are to be implemented within the company, and in all its operations. It promotes honesty and transparency, thus avoiding fraud. In addition, it is checked that no employee of the Group has accepted any bribe, and that no employee has collaborated in any

suspicious activity. Examples of agreements include the Renault/Volvo Customer Non-Corruption Agreement, and the certification of honesty in the payment of taxes.

Code of Ethics / Conduct - Policy

Internal Management Policies - Policy

On the other hand, when any money is transferred to employees, suppliers, customers or any third party, the transaction is executed by persons who are authorized to do so, within the limits of such authorization, by check or bank transfer.

Communication channels - Action / Project

Contribution to foundations and non-profit organizations - Action / Project

In 2021, the Group made donations to various foundations and non-profit organizations in the amount of €42,000 (€76,500 in 2020). These contributions have been made to organizations that are responsible for projects that implement development cooperation and guarantee rights and protection, specifically focusing on the most vulnerable groups.

Suggestion box - Monitoring tool

Anonymous or confidential complaints channel - Monitoring tool

No. of complaints received and resolved - Monitoring Indicator

Attached documents: [corruption and anti-bribery.zip](#)

Goals set in relation to the issue

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To obtain a certificate of honesty in relation to the payment of taxes, certified by Spanish Administration.

Eradication of child/forced labor

Within its sphere of influence, DOGA supports and respects the protection of internationally proclaimed human rights. There have been no recorded reports or complaints of human rights violations within the Group. As detailed in the Code of Conduct, DOGA employs and deals with its employees, customers, suppliers and other staff without discriminating based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, affiliations, or social or ethnic origin. Ethical behavior is one of the fundamental pillars of the Group, and it is regulated in the Code of Conduct, which applies to all professionals. The Group supports the ten Principles of the United Nations Global Compact, and it emphasizes that it guarantees that no form of forced, compulsory or child labor is used in any of the phases that the company is involved in. The minimum age for employment is the age of completion of compulsory schooling. The Group guarantees decent jobs and wages for adult workers, thus helping to eradicate child labor in the families of the workers. All DOGA Group companies comply with current labor legislation. The age of any worker is verified as part of all hiring processes. Furthermore, we do not collaborate with any supplier that does not respect this principle.

Code of Ethics / Conduct - Policy

Labor Contract - Policy

Collective Bargaining Agreement - Policy

No. of complaints received and resolved - Monitoring Indicator

Attached documents: [Doga code of conduct-SPANISH2revised.pdf](#)

Gender equality

In compliance with Organic Law 3/2007, of March 22, for the effective equality of women and men, the company has developed an Equality Plan, with an Equal Opportunities Committee having been set up in advance. This will be implemented and applied in all of the group's companies, and it will establish the agreement and development of policies in each of the areas in which the Group's activities are carried out, including selection, promotion, salary policy, training, working and employment conditions, occupational health, organization of working time and work-life balance, assuming the principle of equal treatment and opportunities between women and men, and paying special attention to indirect discrimination. The Corporate Social Responsibility policy establishes procedures and policies that ensure that hiring, job assignment, training and promotion of workers at any level will be based on their skills, experience, qualifications and never on race, sex, religion, or any other discriminatory characteristic. In this way, diversity is promoted in the workplace at all levels, and the conditions that are required for a healthy, safe working environment are ensured for all Group employees.

Code of Ethics / Conduct - Policy

Collective Bargaining Agreement - Policy

Equality Plan - Policy

Sexual Harassment Protocol - Policy

HR Policy - Policy

Equality Diagnosis Policy - Action / Project

Wage Gap - Action / Project

The Group promotes pay equity throughout all its companies by complying with the conditions established in the collective bargaining agreements, which are equal for both genders. Therefore, regarding the differences observed in the table, at a general level they are due, essentially, to factors such as the historically low numbers of women present in some of the areas of activity, the composition of the workforce, the different specialization of the jobs and seniority, among other things. At a specific level, the greatest differences can be seen in China (due to a greater presence of women in the production chain, a position which is not as well remunerated due to its low degree of specialization) and in the USA (within the top groups, in this center, positions of greater responsibility are occupied by men, hence their remuneration is higher).

Internal and external communication - Action / Project

Internal campaign to raise awareness of non-discrimination and equal opportunities - Action / Project

Creation of a Complaints Channel - Monitoring tool

Sustainability Report or Paper - Monitoring tool

Total number and distribution of employees by sex, age, country and professional classification -

Monitoring indicator

Number of dismissals by sex, age and professional classification - Monitoring indicator

The classification of workers within the respective professional group and functional division takes into account the criteria of knowledge, initiative, autonomy, responsibility, command, and complexity. These appear as conditioning factors for belonging to a specific group, as well as the training required for each of them.

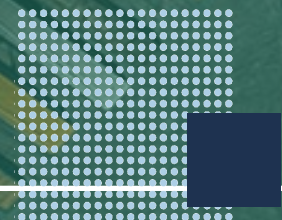
Average remuneration and its evolution, disaggregated by sex, age and professional classification - Monitoring Indicator

Attached documents: [DOGA Employees Distribution.zip](#)

Goals set in relation to the issue

The specific goals of this Plan are based on: - Training all staff in raising gender awareness, especially those responsible for decision-making in personnel management systems (access, promotion, training, etc.). - Establishing neutral systems that avoid potential biases in incorporation, promotion, and access to training within DOGA. - Ensuring a neutral, non-discriminatory remuneration policy. - Facilitating the adaptation of work and personal life for the staff, in accordance with the provisions of current legislation. - Guaranteeing the use of inclusive language in DOGA's internal and external communication - Guaranteeing a work environment that is free from sexist situations, and in which the biological and musculoskeletal characteristics of women and men are considered in a differentiated manner.

STAKEHOLDER Suppliers



Suppliers as CSR partners within the company

The requirements for suppliers are in accordance with their classification, according to the product or service offered, and in all cases, they must comply with the principles set out in the Supplier Manual. These include:

- Certifying their Quality Management System, based on ISO 9001
- Approvals for their products
- Complying with regulations concerning certain hazardous substances in electrical and electronic equipment
- Developing environmentally-friendly activities, and having an Environmental License.

Under no circumstances will we collaborate with any supplier that does not respect the principle of the eradication of child labor. In addition, due to the fact that the suppliers in the business area of the Doga Group have a long tradition of applying the principles of Corporate Social Responsibility, there is a great deal of respect for the current legislation in terms of human rights. During the 2021 financial year, the Group's domestic companies entered into relationships with 153 new suppliers, all of which have undergone an evaluation of their compliance with both quality and social standards.

Purchasing Policy - Policy

Audit Policy - Monitoring Tool

Purchasing Department Evaluation - Monitoring Tool

Contracting suppliers that meet CSR criteria

DOGA is present on three continents: Europe,

America and Asia. Both customers and suppliers have a long tradition of applying the principles of Corporate Social Responsibility, and a great deal of respect for the current legislation in terms of human rights. Our raw materials and components suppliers belong to the main industrial sectors, such as the electrical-electronic, metallurgical, and plastic processing sectors, among others. They all have extensive industrial experience. In addition, at DOGA, we provide our suppliers with a Purchasing Documentation portal in order to guarantee the quality of our products, even before they are launched onto the market. On this portal, our suppliers can find information on material standards, approval documentation, and our Code of Conduct. Our aim is to ensure a good relationship between DOGA and its suppliers.

Purchasing Policy - Policy

Dissemination of the Code of Ethics among suppliers - Action / Project

Audits - Monitoring Tool

Evaluation of the Purchasing Department - Monitoring Tool

Documents attached: [Supplier Manual.pdf](#)

Goals set in relation to the issue

Changes in the prices. Quarterly evaluation of TOP suppliers > 90% Supplier audits

Raising Supplier Awareness of

Sustainability

Corporate Social Responsibility / Sustainability (CSR) is a process by which companies can integrate social, governance, environmental and supply chain sustainability into their corporate operations and strategy. Suppliers are encouraged to follow these policies and practices, in order to contribute to the quality of life of the employees, as well as the communities that could be affected by the company's operations. The supplier undertakes to:

- Develop environmentally-friendly activities, as well as good environmental practices.
- Establish appropriate policies, goals and procedures for this purpose.
- Define actions to certify the company under the scope of ISO 14001.
- Have the relevant Environmental License or Activity Permit.

Purchasing Policy - Policy

Communication channels - Action / Project

Dissemination of the Code of Ethics among suppliers - Action / Project

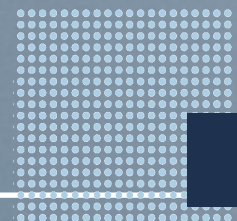
Annual evaluation - Monitoring tool

Evaluation of the purchasing department - Monitoring tool

Sustainability Report or Paper - Monitoring tool

Number of the organization's suppliers that have certification - Monitoring Indicator

STAKEHOLDER Administration



Identification of unethical or unlawful conduct

The Code of Conduct, which all group employees must comply with, regardless of their position within the organization, contains all the anti-corruption policies and programs that are to be implemented within the company, and in all its operations. It promotes honesty and transparency, thus avoiding fraud. In addition, it is checked that no employee of the Group has accepted any bribe, and that no employee has collaborated in any suspicious activity. Examples of agreements include the Renault/Volvo Customer Non-Corruption Agreement, and the certification of honesty in the payment of taxes. On the other hand, when any money is transferred to employees, suppliers, customers or any third party, the transaction is executed by persons who are authorized to do so, within the limits of such authorization, by check or

bank transfer.

Code of Ethics / Conduct - Policy

Training on corruption risks that affect the organization - Action / Project

Measures adopted to prevent corruption - Action / Project

Anonymous or confidential whistle-blowing channel - Monitoring tool

Goals set in relation to the issue

No violation of the code of ethics / code of conduct.

An aerial photograph of a city intersection, showing a large crosswalk with white stripes on a dark asphalt surface. Several people are walking across the crosswalk, and their shadows are cast on the ground. The entire image is overlaid with a semi-transparent purple filter. In the bottom left corner, there is a small graphic consisting of a grid of white dots on a dark square background.

STAKEHOLDER Community

Partnerships between companies and the third sector

The main affiliations with organizations in the sector, or other associations that the Doga Group participates in and collaborates with, are listed below:

- Associació Clúster de l'Automoció de Catalunya [Automotive Industry Cluster of Catalonia]
- SERNAUTO [Spanish Association of Automotive Suppliers]
- Unión Patronal Metalúrgica [Metalworker Employers' Association]
- Institut Tècnic Català de la Soldadura [Catalan Technical Institute of Welding]
- Asociación Navarra de las empresas del metal [Navarra Association of Metal Companies]
- AS CAT EMP CONS MOTL Y MA-ASCAMM [Catalan Association of Mold & Die Companies]
- Clúster para el avance de la tecnología de la moto [Light Mobility Cluster]
- Cámara Oficial de Comercio de España en China [Official Spanish Chamber of Commerce in China]
- Shanghai Division - Unione Industriale - Sindipeças [The National Association of Brazilian Auto Parts manufacturers]
- Sindicato Nacional de Componentes para vehículos [National Union for Vehicle Components]
- Sindimetall [Union of Metallurgical, Mechanical, Electrical and Electronic Material Industries of São Leopoldo]
- Sindicato de Metalurgia [Metallurgy Union]
- Employer's Organization - Cruz Roja Española [Spanish Red Cross]
- C.E.A.M. (Centre for Metallurgical Studies and Advice)
- Universitat Politècnica de Catalunya [Technical University of Catalonia]
- PIMEC [Catalan SME Employer's Organization]
- ANMOPYC [Spanish Manufacturers Association of Construction and Mining Equipment]
- Cercle d'iniciatives empresarials d'Esparreguera CIEE [Circle of business initiatives of Esparreguera]
- Cambra de Barcelona [Barcelona Chamber of Commerce]
- AECOC [Association of Manufacturers and Distributors]
- AERCE Asociación Española de Profesionales de compras [Spanish Association of Purchasing Professionals]

Code of Ethics / Conduct - Policy

Mutual Collaboration - Action / Project

Sustainability Report or Paper - Monitoring Tool

Company contribution to local development

At the local level, almost all of DOGA's plants are managed by local managers. This makes it easier to meet the specific needs of each region, demonstrating the company's commitment to the local community. One example of this is that 11% of the Group's employees are residents of the town of Abrera; the location of the company's registered office.

Sustainable Development Policy - Policy

Actions for the promotion of local development - Action / Project

some of the activities carried out by the company which have an impact on the community:

- Collaboration with the University Degree in Industrial Technologies and Economic Analysis taught at the Pompeu Fabra University (UPF) and Politècnica de Catalunya (UPC) [Technical University of Catalonia].
- Participation in the EEBE-UPC [Barcelona East School of Engineering] and EPSEM [Manresa School of Engineering] Business Forum, with the aim of establishing contacts among the participants.
- Sponsor of the Kart Academy: a competition between teams of students from vocational schools to design, build, and race a kart that they developed themselves.
- Christmas craft solidarity market, where money was raised and donated to the EDUCO foundation, for its dining room scholarship program for children at risk of exclusion.
- Collection of plastic bottle caps in small containers to donate them to organizations such as SEUR, which helps children who have no resources access medical treatment, provides them with orthopedic devices, and raises societal awareness of the need to take social and humanitarian

action, with the simple gesture of saving plastic caps instead of throwing them in the trash.

Sector partnerships - Action / Project

Contributions to foundations and non-profit organizations - Monitoring Indicator

In 2021, the Group has made donations to various foundations and non-profit organizations, in the

amount of €42,000 (€76,500 in 2020). These contributions have been made to organizations that are responsible for projects that implement development cooperation and guarantee rights and protection, specifically focusing on the most vulnerable groups.

Goals set in relation to the issue

To continue to contribute to the Community through sector partnerships, dialog and contributions.

STAKEHOLDER Environment

Circular economy measures

The Group's activity is associated with significant consumption of water, energy and various raw materials. This is the reason why the promotion of energy saving is one of the main points in its environmental policy. Its Corporate Social Responsibility policy establishes the goal of reducing waste and residues in the life cycles of our products, as far as possible. To this end, we base our approach on the precautionary principle, avoiding materials and processes that may pose environmental risks and health hazards, where alternatives are available. In addition, environmental performance is monitored, and particular emphasis is placed on the evaluation of potential risks for products. In addition, DOGA promotes the recyclability of its waste by seeking managers that are capable of giving it a second use, thus creating jobs, caring for the environment, and polluting less. The industrial waste collected by waste managers, who prioritize recycling over landfill, as declared in 2021, is detailed below.

Environmental Policy - Policy

Measures to reduce waste - Action / Project

- Reduction in the width of the plates in the stamping activity, in order to achieve the minimum possible waste (which is sent to scrap).
- Reduction of paper weight due to the change of supplier. Less paper waste is now generated.

Optimization of the use of resources - Action / Project

- Reuse of energy generated during machine downtime for distribution to the grid.
- Programming the presses to perform an automatic shutdown after being out of use for one hour.
- Mixture of oil with approximately 85% water. In addition, the oil is piped through the factory to ensure that no product is lost in transfer.
- Collection of declared industrial waste by waste managers, who prioritize recycling over landfill.

Implementation of PPE dispensing machines in factories.

Periodic monitoring reports - Monitoring Tool

Recyclability of packaging and products placed on the market - Monitoring Indicator

Attached documents:

[Waste circular economy.pdf](#)

Goals set in relation to the issue

The goals revolve around the following environmental vectors: - Discharge into public waterways and/or sewage systems - Generation of waste (special and non-special) - Consumption of materials - Consumption of natural resources: water, electricity and fossil fuels

Climate Change

The Company, throughout its entire value chain, has an impact on the climate in relation to the use and consumption of raw materials, energy and water for its activities. Therefore, various actions are developed to minimize the environmental impact based on ISO 14001 standards, and under an ongoing risk analysis.

Environmental Policy - Policy

Calculation of carbon footprint (scope 1, 2 and 3) - Action / Project

Setting of quantifiable emission reduction targets - Action / Project

Communication campaigns related to climate change - Action / Project

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Goals set in relation to the issue

DOGA's environmental goals, as established in its Corporate Social Responsibility policy for the 2021 period, are: - Successful implementation and monitoring of ISO 14001:2015 at DOGA India - To reduce overall energy consumption by 5%. - To implement eco-design criteria in the design of new products or improvements to existing ones - To obtain Carbon Footprint - Reduction in the generation of empty packaging by 5% in ITAB - Reduction in the generation of contaminated absorbents by 10% in DOGA Navarra - To control water consumption in DOGA Navarra - Reduction in the generation of plastic waste by 5% DOGA Italy

Consumption of the organization

The Group tackles its environmental commitment by maintaining a precautionary approach, and working to minimize the negative impacts that may result from its activity, which consists of manufacturing and distributing components for the automotive industry. - Energy consumption: Due to its industrial activity, the company is a major consumer of electricity and gas, almost all of which is produced externally. The factories and domestic offices were subjected to an energy audit, which was conducted to comply with RD 56/2016, following the UNE-EN 16247 standard. From this audit, improvement proposals were taken into account, with the aim of improving energy efficiency. Some of these proposals have been mentioned in section 4.4 above. For some years now, we have had certificates that guarantee that all the electricity consumed by our domestic plants comes from 100% renewable sources. - Consumption of raw materials: In accordance with the Corporate Social Responsibility policy, we work with the aim of using raw materials that are less toxic, and also reusing materials, both in the manufacturing plant itself and in the offices. In terms of raw materials, the purchase of materials

from recycling processes is encouraged, especially steel and aluminum, which are the most commonly used materials in our industrial processes, and which are 100% purchased from external suppliers.

Environmental Policy - Policy

CSR Policy - Policy

Raising awareness of responsible consumption - Action / Project

The Sustainability Committee was created at the start of the 2019 financial year. Through this, we aim to communicate the Group's commitment to Sustainability, both at the social and environmental levels. The main goals pursued are: • To raise awareness and encourage workers to create a sustainable company. • To receive, stimulate and generate sustainability-related proposals from the different departments and subsidiaries that make up the Group, analyze them transversally, decide on the actions that are to be carried out, and follow up on them. • To create priority lines of work in sustainability (activities/projects) • To align ourselves with the sustainability requirements/policies of our customers. • To involve all stakeholders (suppliers, environment, employees, etc.) in our commitment to sustainability.

Measures adopted to improve efficiency in the use of resources - Action / Project

- Change of lighting to low consumption LEDs.
- Installation of motion sensors in toilets and changing rooms.
- Installation of recharging points for electric vehicles (motorcycles, bicycles, scooters) to promote environmentally-friendly travel.
- Replacement of panels with more translucent skylights, in order to take advantage of more sunlight.
- Automatic air conditioning shutdowns during lunch breaks, and at the end of the day.

Periodic reports on resource consumption - Monitoring Tool

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Audits - Monitoring Tool

The factories and domestic offices were subjected to an energy audit, which was conducted to comply with RD 56/2016, following the UNE-EN 16247 standard. From this audit, improvement proposals were taken into account, with the aim of improving energy efficiency. Some of these proposals have been previously mentioned in the Circular Economy section.

Total water consumption of the organization (m³/year) - Monitoring Indicator

Incident Management - Monitoring Indicator

Raw Material Consumption - Monitoring Indicator

Attached documents: [Consumption 2021.pdf](#)

Goals set in relation to the issue

- To reduce overall energy consumption by 5%
- To control water consumption at DOGA Navarra
- To raise worker awareness of the importance of optimizing the consumption of resources in order to be sustainable

Awareness of the organization's environmental impact

DOGA takes any effect that its activity may have on the environment into account. As a result, it is fully committed to the protection and efficient use of natural resources. For this reason, the Group has also established several environmental principles in its Code of Conduct:

- **Efficiency of resources:** DOGA designs its products and processes in such a way that energy and raw materials are used efficiently, and waste and residual products are

reduced to a minimum throughout product life cycles.

- **Precautionary principle:** DOGA supports the precautionary principle by avoiding materials and processes that may pose environmental risks and health hazards where alternatives are available.
- **Environmental performance:** DOGA regularly audits its plants, and those of its suppliers. It also monitors and reports on its environmental performance, with particular emphasis placed on the evaluation of potential product risks.

Environmental Management System (EMS) - Policy

DOGA has an Operational Control Procedures Manual, the objective of which is to define the activities for the operational control of the Environmental Management System, through the monitoring and management of environmental aspects. The aim is to reduce the environmental impact of operations, activities, and services on the environment wherever possible. This manual focuses on the management of air emissions, wastewater management and control, packaging waste, and noise, as well as industrial waste and chemical products. At the same time, it also has an Environmental Aspects Procedures Manual, the objective of which is to establish the methodology for identifying, evaluating and recording the environmental aspects that can be controlled, or over which it can have an influence, throughout the life cycle, defining those which are significant, as a basis for defining the environmental goals.

Environmental Policy - Policy

Evaluation of environmental aspects in the supply chain - Action / Project

Training - Action / Project

Appointing a quality manager - Action / Project

Appointing an environmental manager - Action / Project

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Mechanisms for evaluating compliance with environmental goals - Monitoring Tool

- Annual inspections of chemical storage (chlorine), and of emissions into the atmosphere (Dekra) as established by legal requirements, in both cases certified as satisfactory by independent third parties. - Random drills and emergency plans, so that people know how to react in case of fire, accidental spills, chlorine leaks or uncontrolled atmospheric emissions (processing of rubber, paint, etc.). For this reason, there are also emergency kits strategically distributed throughout the factories, depending on the risk.

Audits - Monitoring Tool

The company has implemented a Quality and Environmental Management System in all its centers, in order to ensure that products are used and processes are optimized to be environmentally-friendly. The Doga Group's plants are certified under the Comprehensive Management System ISO 14001:2015 and the IATF (which replaces the former ISO/TS 16949), which is an extension of 9001:2015 applied to the automotive sector. In addition, they comply with international regulations on the use of REACH and ROHS materials.

Number of initiatives carried out throughout the year to improve waste management - Monitoring Indicator

Number of suppliers and subcontractors of goods and/or services with environmental management systems in place by type (ISO 14001, EMAS, etc.) % - Monitoring Indicator

Reduction of Consumption - Monitoring Indicator

Attached documents: [renewable.zip](#)

Protection of biodiversity

DOGA does not operate within protected natural areas, neither does it have a direct impact on biodiversity nor on the sites where it is present.

Environmental Policy - Policy

The most significant environmental vectors of our Policy are: - Atmospheric emissions: point, diffuse and odors - Discharge into public waterways and/or sewage systems - Generation of waste (special and non-special) - Soil contamination - Consumption of materials - Consumption of natural resources: water, electricity and fossil fuels. - Noise and vibration emissions

Measures implemented for the protection of biodiversity - Action / Project

ANNEX

CORRELATION OF ISSUES



Employees

Employee Performance Review



Principle: Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Related SDGs: 04 | Quality Education, 08 | Decent work and economic growth

GRI Indicator: 404-3

Contractual clauses with employees



Principle: Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.

Related SDGs: 08 | Decent work and economic growth, 16 | Peace, justice and strong institutions

Law Connection: II. Information on social and personnel issues: Employment

Health and Safety in the Workplace



Principle: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

Related SDGs: 03 | Good Health and Well-being, 08 | Decent work and economic growth

Law Connection: II. Information on social and personnel issues: Health and Safety

GRI indicator: 403

Diversity of the organization's workforce



Principle: Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Related SDGs: 05 | Gender Equality, 10 | Reduced Inequalities

Law Connection: II. Information on social and personnel issues: Training, III. Information on respect for human rights

GRI indicator: 102-8, 405, 401-1

Right to collective bargaining and respect for

agreements



Principle: Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Related SDGs: 08 | Decent work and economic growth, 16 | Peace, justice and strong institutions

Law Connection: II. Information on social and personnel issues: Social relations, III. Information on respect for human rights

GRI indicator: 102-41

Work-life balance



Principle: Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.

Related SDGs: 05 | Gender Equality

Law Connection: II. Information on social and personnel issues: Organization of work

GRI indicator: 401-3, 401-2

Opportunities for talented young people



Principle: Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Related SDGs: 08 | Decent work and economic growth, 10 | Reduced inequalities

Law Connection: II. Information on social and personnel issues: Equality

Employee training



Principle: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

Related SDGs: 04 | Quality Education, 08 | Decent work and economic growth

Law Connection: II. Information on social and personnel issues: Training

GRI indicator: 404

Promoting environmental awareness



Principle: Principle 7: Businesses should support a precautionary approach to environmental challenges.

Related SDGs: 06 | Clean Water and Sanitation, 13 | Climate Action

| Employee training on human rights issues



Principle: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

Related SDGs: 04 | Quality Education, 08 | Decent work and economic growth

Law Connection: II. Information on social and personnel issues: Training, III. Information on respect for human rights

GRI indicator: 410, 412, 412-2

Inclusion and accessibility for people with disabilities



Principle: Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Related SDGs: 10 | Reduced Inequalities

Law Connection: II. Information on social and personnel issues: Employment, II. Information on social and personnel issues: Equality, II. Information on social and personnel issues: Universal accessibility for people with disabilities

GRI indicator: 406

Fighting corruption and bribery within the organization



Principle: Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Related SDGs: 16 | Peace, justice and strong institutions

Law Connection: IV. Information related to anti-corruption and anti-bribery

GRI indicator: 102-16, 102-17, 205-1, 205-2, 205-3

Eradication of child/forced labor



Principle: Principle 5: Businesses should uphold the effective abolition of child labor.

Related SDGs: 08 | Decent work and economic growth, 16 | Peace, justice and strong institutions

Law Connection: III. Information on respect for human rights

GRI indicator: 408, 409

Gender Equality



Principle: Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Related SDGs: 05 | Gender Equality

Law Connection: II. Information on social and personnel issues: Equality, II. Information on social and personnel issues: Employment

GRI indicator: 405, 406, 102-22, 401-1

Suppliers

Suppliers as CSR partners within the company



Principle: Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Related SDGs: 12 | Responsible Production and Consumption, 17 | Partnerships for the goals

Law Connection: V. Information about the company: Subcontracting and suppliers

Contracting suppliers that meet CSR criteria



Principle: Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Raising Supplier Awareness of Sustainability



Principle: Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Related SDGs: 08 | Decent Work and Economic Growth, 12 | Responsible Consumption and Production

Customers

Optimal processing of customer databases



Principle: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

Related SDGs: 16 | Peace, Justice and Strong Institutions

GRI Indicator: 418

Incident resolution and customer satisfaction



Principle: Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

Related SDGs: 08 | Decent Work and Economic Growth, 12 | Responsible Production and Consumption

Management

Identification of unethical or unlawful conduct



Principle: Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Related SDGs: 16 | Peace, justice and strong institutions

Law Connection: IV. Information related to anti-corruption and anti-bribery

GRI indicator: 102-16, 102-17

Community

Partnerships between companies and the third sector



Principle: Principle 5: Businesses should uphold the effective abolition of child labor.

Related SDGs: 17 | Partnerships for the goals

Law Connection: V. Information about the company: Company's commitment to sustainable development

GRI indicator: 102-13

Company contribution to local development



Principle: Principle 1: Businesses should support and respect the protection of internationally proclaimed

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human rights within their sphere of influence.

Related SDGs: 01 | No Poverty, 02 | Zero Hunger

Law Connection: V. Information about the company: Company's commitment to sustainable development

GRI indicator: 413-1

Environment

Circular economy measures



Principle: Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Related SDGs: 12 | Responsible Production and Consumption

Law Connection: I. Information on environmental issues: Circular Economy and prevention and management

GRI indicator: 301-2, 301-3

Climate Change



Principle: Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Related SDGs: 13 | Climate Action

Law Connection: I. Information on environmental issues: Climate Change

GRI Indicator: 201-2

Consumption of the organization



Principle: Principle 7: Businesses should support a precautionary approach to environmental challenges.

Related SDGs: 12 | Responsible Production and Consumption

Law Connection: I. Information on environmental issues: Sustainable use of resources

GRI indicator: 301-1, 302-1, 302-2

Awareness of the organization's environmental

impact



Principle: Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Related SDGs: 14 | Life below water, 15 | Life on land

Law Connection: I: Information on environmental issues

Protection of Biodiversity



Principle: Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

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Related SDGs: 14 | Life below water, 15 | Life on land

Law Connection: I. Information on environmental issues: Protection of biodiversity

GRI indicator: 304-2, 304-3



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