



# Non-Financial Information Statement 2024



Textil  
Santanderina  
Since 1923





The purpose of this

**Non-Financial Information Statement**

**for 2024 of**

**Textil Santanderina, S.A.**

is to transparently present

our progress in

**environmental, social and governance**

matters during the past year and our contribution to the

**10 Principles of the Global Compact** and the

**Sustainable Development Goals** of the United Nations

2030 Agenda.

We hope that this will provide our stakeholders with

information about our **progress** and communicate our

objectives and plans for the future.



Textil  
Santanderina  
Since 1923





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## Message from the President

**Juan A. Parés Boj**  
Chairman  
Santanderina Group



Dear members of the Board of Directors, employees, customers and stakeholders in general.

We are pleased to present the Non-Financial Information Statement of Grupo Santanderina, S.A., which includes the most important milestones and values developed during the past year 2024.

This document is a testament to our commitment to transparency and corporate social responsibility, with the dedication of everyone who forms part of the Santanderina Group family to grow by building a more sustainable and environmentally, labour and socially responsible company, while remaining faithful to our commitment to ensuring that people and good governance practices are present in our management, guided by a sense of ethics in our actions and decisions.

Proof of this commitment was our decision to join the United Nations Global Compact in 2002, whose principles have accompanied us and guided us for 23 years. During this period, the values of sustainability and respect for human rights have permeated our group. We firmly believe in the importance of sharing the most relevant information, verified by an independent body, about our non-financial practices and results.

The year 2024 has been particularly significant for our company. During this period, we have taken important steps towards implementing more sustainable practices and have strengthened our contribution to the community and the environment, on which we report by including data on the following aspects:

- Initiatives aimed at **reducing our environmental impact**, reducing our carbon footprint and achieving sustainable resource consumption, increasing the use of renewable energy, and improving our operational processes;
- Projects and programs implemented in accordance with **social responsibility**, with the goal of improving the quality of life in our communities;
- Policies and actions to ensure respect for and promotion of human rights in all our operations;
- Measures implemented in the context of **compliance and good ethical practices**.

Each of these achievements is the result of the joint effort and cooperation among all members of our organization. I do not want to forget the profound personal transformation process of the management and leadership teams through the Mindset Management – Bchange program.

I would like to highlight the important change that has taken place in our Group as of January 1, 2025, with Mr. Gonzalo Rodríguez Félix assuming the role of CEO of Textil Santanderina, S.A.

I am confident that this change guarantees our commitment to a smooth and effective transition, and we are fully convinced that Mr. Gonzalo Rodríguez will continue to strengthen our market position and lead our Business Group with integrity and excellence. This change allows us to address future challenges with renewed leadership and a fresh perspective, which will undoubtedly contribute to achieving our goals, maintaining the same spirit, as well as renewing our commitment to continue moving forward in this direction, implementing measures that benefit not only our company, but also society and the planet as a whole.

We sincerely thank all those who have supported and worked with us throughout the year. Their contributions are essential to continuing our journey toward a more sustainable and prosperous future. We are convinced that, together, we can make a significant and lasting difference.

**“... to address future challenges with renewed leadership and a fresh perspective, which will undoubtedly contribute to achieving our goals, while maintaining the same spirit.”**





1

# Introduction The company



Textil  
Santanderina  
Since 1923



**ΔTechs**  
ADVANCED FABRICS BY TEXTIL SANTANDERINA



## GENERAL PRINCIPLES

This Non-Financial Information Statement document refers to the year 2024, and its development implies **Textil Santanderina, S.A.'s** commitment to preparing it truthfully, providing **transparent, traceable, and documented information** at all times, ensuring that its content is meaningful and relevant to our stakeholders.

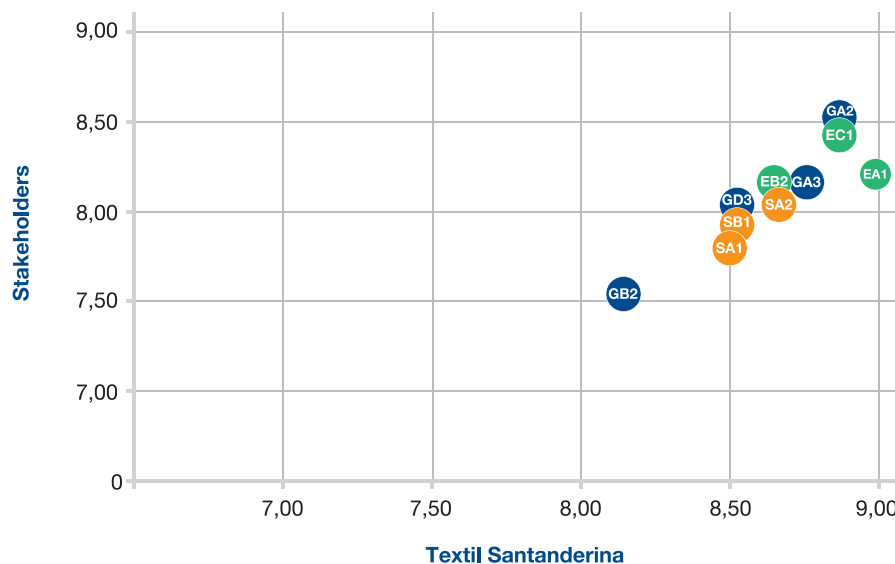
Faithful to the belief that the constant pursuit of excellence is not only a distinctive factor but also a fundamental condition for the sustainable development of our business project, we understand that building a solid company capable of competing internationally requires a specific commitment from a **human, social, and environmental** quality perspective, with a clear **commitment to innovation and continuous improvement** of all our processes, which is reflected in the following elements of our Mission, Vision, and Values.

At Textil Santanderina, we want to prioritize people, because **nothing human should leave us indifferent**. To achieve this, we strive to integrate ESG (Environment, Social, and Governance) principles into all our operations, promoting sustainable growth, minimizing our environmental impact, improving the well-being of our communities, and maintaining high standards of transparency, traceability, and ethics.

With the principles of risk- and opportunity-based thinking as our starting point, we have implemented an Integrated Quality and Environmental Management System that covers all our activities, as can be seen in the attached document, which is visible to all employees.

Last year, **Textil Santanderina, S.A.** conducted its first materiality **matrix exercise**, as we are aware of the importance of **assessing the external impact of our industrial and business activities**, as well as the impact our own ecosystem has on our operations.

**Materiality Matrix**



		Material Affairs	Textil Santanderina, S.A.	Stakeholders
<b>E</b>	E.A.1.	Implementation of measures to increase the use of renewable energy	8,95	8,29
	E.B.2.	Implementation of Circular Economy policies	8,64	8,26
	E.C.1.	Reduction of water footprint	8,82	8,47
<b>S</b>	S.A.1.	Development of an internal training program on Sustainability and Circular Economy	8,50	7,80
	S.A.2.	Development of health and safety programs, as well as work environment improvement	8,68	8,12
	S.B.1.	Monitoring and maintenance of equality measures. Development of the Third Equality Plan	8,54	7,98
<b>G</b>	G.A.2.	Development of a Code of Ethics and Conduct	8,82	8,50
	G.A.3.	Conducting a risk analysis and implementing mechanisms for their detection and mitigation/elimination	8,71	8,26
	G.B.2.	Optimization of resources for audit review and supplier monitoring	8,26	7,56
	G.D.3.	Stakeholder Analysis	8,54	8,01

**Each of the material affairs is assessed with a score from 1 to 10**  
**1 = Not very relevant, 10 = Very relevant**

In October 2024, we launched a survey of 58 people, considered representatives of various stakeholder groups (shareholders, employees, suppliers, customers, financial sectors, etc.), asking about the impact of 10 elements that we considered priority and that constitute the ESG objectives we have set for the 2025-2026 period, which we will detail later. This first survey will allow us to identify and manage risks and opportunities in a comprehensive and complementary manner to the analyses we have already been conducting, both within the context of ISO 9001 and 14001 standards and compliance risk analysis.

This past year, 2024, we took the first steps to conduct an economic evaluation of our impacts, risks, opportunities, and the measures implemented in terms of sustainability. One of the objectives, to be met in the 2025-26 period, is to prepare a **due diligence document** that considers all relevant aspects for making informed and responsible decisions.

As expressed in the 2023 audit report, we are aware of the importance of our **value chain** and the need to define and implement appropriate procedures that complement our current supplier approval and evaluation systems, so that we can obtain more accurate information from them, collaborating with them to make our value chain increasingly transparent and traceable, and meet the growing demand of one of our main stakeholders: our customers.





## Mission

To create quality **textile products** in an efficient, innovative, and sustainable manner, earning the credibility of our customers.

## Vision

To be a leading company in products and services in the textile sector globally.

## Values

- **Customer** focus.
- Good corporate governance and **transparency**.
- **Ethical** and professional development of our **team** through **ongoing training**.
- **Environmental and social** commitment.
- **Innovation and research**.

Textil Santanderina believes that the constant pursuit of excellence is not only a distinctive factor, but also a fundamental condition for the sustainable development of its business. It understands that building a solid company capable of competing internationally requires a specific commitment from a human, social, quality, and environmental perspective, with a clear commitment to innovation and continuous improvement of all its processes, based on the principles of risk- and opportunity-based thinking. To this end, it has implemented an **Integrated Quality and Environmental Management System** that encompasses all its activities. This system is based on the following commitments:

1

**To offer our customers reliable information worldwide**, as a key aspect of the customer focus on which we base our business. We also take into account feedback from other stakeholders relevant to the proper development of the organisation, in order to identify their needs and expectations.

2

**To reconcile economic and social development with the protection and improvement of the environment.**

3

**To be recognised as leaders in product quantity and service quality.**

4

**To commit to research and technological development** of processes and products that improve our relationship with our stakeholders, generating greater profitability for our company in the medium and long term.

5

**To subject the Integrated Management System to a process of continuous improvement and review**, based on the training of individuals, teamwork and the information provided by all our staff, as well as on customer perception of the service we provide. To accurately establish the reference environment on which to define and review the objectives of the Integrated Management System.

The Management of **Textil Santanderina** assumes and leads the commitments included in the Policy and undertakes to actively disseminate and periodically review them in order to provide the necessary resources for their implementation and the achievement of the established objectives. This policy will be communicated to all Textil Santanderina staff, as well as those acting on their behalf, to ensure its adherence. It is made available to all stakeholders and the general public. **This policy was approved by the Management of Textil Santanderina in June 2021.**

## GENERAL INFORMATION

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### Introduction

This Non-Financial Information Statement document, covering the financial year from January 1, 2024, to December 31, 2024, is published in compliance with Law 11/2018, of December 28, amending the Commercial Code, the Consolidated Text of the Capital Companies Law approved by Royal Legislative Decree 1/2010, of July 2, and Law 22/2015, of July 20, on Auditing, regarding non-financial information and diversity, and in accordance with the main guidelines defined in the European Corporate Sustainability Reporting Directive (CSRD).

This document refers to the activities of **Grupo Textil Santanderina, S.A.** dedicated to the manufacturing and marketing of textile products, spinning, weaving, dyeing, and finishing of fabrics and garments, primarily made of cotton, lyocell, and their blends, as well as the use of specialty fibers for the technical and protective fabrics sector.

For the preparation of this report, a selection of indicators, or part of their content, has been used as a reporting standard, **such as the index of the European ESRS directive or those established in the guide for preparing sustainability reports from the Global Reporting Initiative (GRI)**, an internationally recognized standard, following the principles and content defined by the most up-to-date version of the guide, GRI Standards, as well as the 10 principles of the Global Compact and the Sustainable Development Goals (SDGs), which have been part of our corporate culture for several years. The data provided comes from the various departments of Textil Santanderina, each of its areas of direct responsibility, and the usual internal monitoring and documentation guidelines, based on invoices, meters, or other measurement and control elements existing in the company.

Information has been included from the **companies that consolidate with Textil Santanderina**. However, we will mention aspects related to customers and suppliers later, as we stated in our first paragraphs, as stakeholders of special relevance and due to their belonging to our value chain.

Within our activities, we understand that research and innovation in products and processes have been key to our continued presence in a sector as competitive and globalized as the textile industry, and will become even more important in the future. Therefore, within the report, we will mention some of our main processes, due to their importance in reducing impact, as well as R&D&I projects and investments.

This report has been submitted for verification by an independent firm prior to its submission to the Board of Directors and its public disclosure, which has been carried out through our various websites and social media.

## General characteristics of Textil Santanderina, S.A.

### History and location

TEXTIL SANTANDERINA, S.A. is a company dedicated to the spinning, weaving, dyeing, and finishing of fabrics primarily made of cotton, lyocell, and their blends, as well as the use of specialty fibers for the technical and protective fabrics sector.

Founded in 1923 by its founders, GONZÁLEZ COSSÍO HNOS., it was acquired from them in 1943 by CUITÓ Y CÍA., S.L., and finally established the company Textil Santanderina, S.A. in 1960 as a result of the transformation of the former. From that year on, a radical change took place in terms of the management model and product type.

These more than 100 years of experience have allowed the company to consolidate a long track record in the textile market, primarily in the manufacture of fabrics for fashion, workwear, personal protective equipment, and technical textiles, both for the national and international markets. The company also supplies government services.

In 2005, the Techs brand was created, under which new products have been developed for the technical, protective, and work fabric markets.

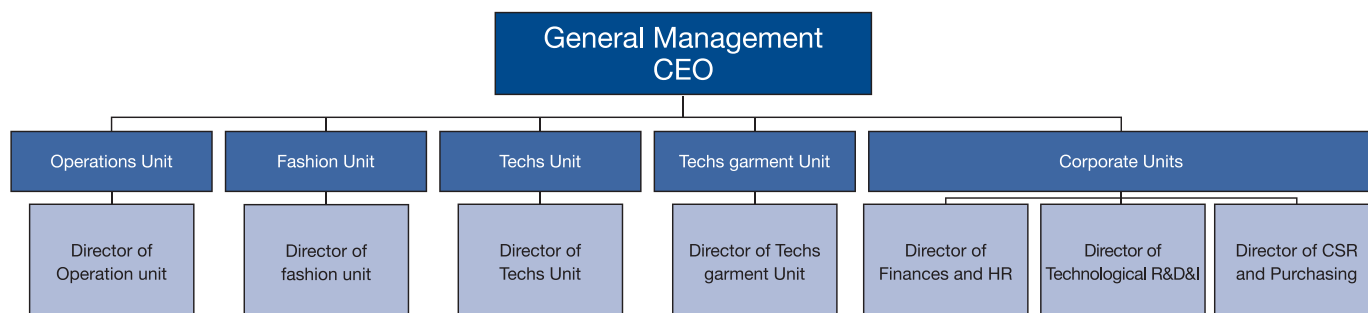
Textil Santanderina's facilities are located in Cabezón de la Sal (Cantabria). On a 71,500-square-meter plot, it has a constructed area of more than 46,000 m<sup>2</sup>, with a workforce of 238 people and three production units.





## Organization: organizational chart; governing and management bodies

TEXTIL SANTANDERINA, S.A., is structured into three main Business Units: Fashion Unit, Tech Unit, and Apparel Unit, which are complemented by the Operations Unit and Corporate Units.



In the **Fashion Business Unit**, in addition to the traditional lines of stretch and cellulose fabrics, we establish sustainability goals for our collections, which market more than 500 different items. These goals are integrated with innovation and investment, with forward-looking social responsibility focused on the environment, and with corporate responsibility that impacts people. This is achieved through eco-design and continuous improvement, developing new products and processes that are more sustainable and environmentally friendly.

With the **TECHS Business Unit**, Textil Santanderina presents itself as a leader in the design, development, production and distribution of fabrics for workwear, personal protective equipment and technical textiles with different applications, which has gained recognition in the international market thanks to its quality, service, flexibility and capacity for innovation. On the one hand, our wide range of products with flame-retardant and flame-resistant properties, high resistance, with anti-aesthetic properties. On the other hand, the introduction of blends rich in cellulose fibres and the development of elastic fabrics for protective clothing, without lo-

**“Commitment to respect for the ecosystem, the environment, and corporate social responsibility, with a direct and positive effect on the added value of Tech fabrics.”**

sing our colours’ lightfastness or other factors, has provided added value to the product in terms of comfort for the end user. Furthermore, the company’s clear and unequivocal position in its commitment to respect for the ecosystem, the environment, and corporate social responsibility has been maintained, with a direct and positive effect on the added value of Techs fabrics, which are available through a sales network in Spain and internationally, with an extensive distribution network in more than 60 countries.

# 84.10 M€

Regarding its internal organization, the governing body of Textil Santanderina, S.A. is composed of a **Board of Directors**, composed of five members and chaired by Mr. Juan Parés. Furthermore, given the company's status as a family business, a **Family Council** has been established, where the most relevant management issues are addressed, providing stability and continuity and aligning business management with the family's vision and objectives.

Furthermore, Textil Santanderina's executive body is made up of the Management Committee, which has been in operation since 2019 and meets monthly. Its main mission is to execute the company's strategy and manage the day-to-day business. This committee currently includes representatives from all Textil Santanderina units and is composed of 11 members, three women and eight men.

The presence on this governing body of the Head of Legal, Compliance, and ESG, as well as the Director of Operations, to whom Systems, Energy, Occupational Risk Prevention, Continuous Improvement, and Environmental matters report directly, demonstrates that all of these issues are relevant to the day-to-day governance of the company.

Finally, the role of our CEO must be highlighted, who is responsible for strategic leadership and functional coordination, serving as a bridge between the Board of Directors and the company's operational staff.

Other representative bodies within the Company are:

- **The Works Council**, the union representative body for the company's social sector.
- **The Health and Safety Committee**, the body responsible for monitoring and implementing measures on aspects related to Occupational Risk Prevention.
- **The 2nd Equality Plan Monitoring Committee**, the body responsible for monitoring the measures adopted and included in the Equality Plan.

## Textil Santanderina: Market and Product Overview

### General Market Data

The year 2024 presented a mixed outlook for the textile and fashion industry, with growth in specific areas such as technical textiles and the adoption of technological innovations, while facing challenges in terms of internationalization, fluctuations in demand, and adjustments in the labor market. Furthermore, the industry was undergoing transformation thanks to the growing push toward more sustainable models, adopting circular economy strategies, and moving toward decarbonization of the sector.

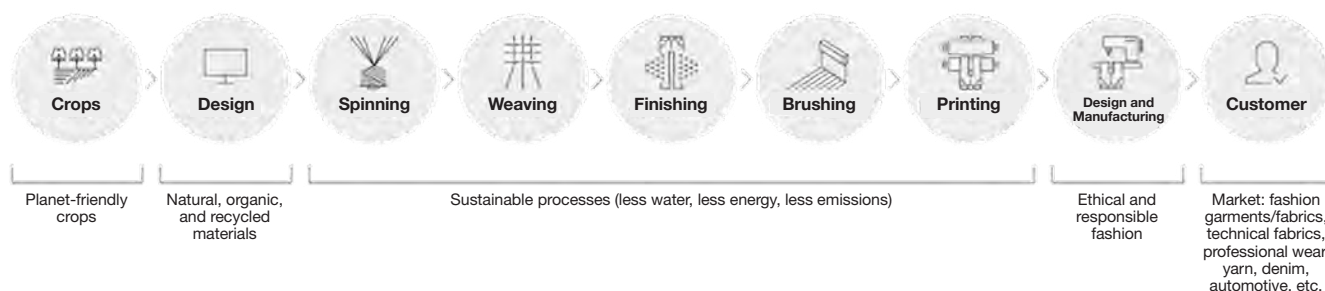
The European textile industry continued to implement cleaner production practices and innovative technologies to recycle water and reduce resource use. In Spain, the sector stood out for its progress toward compliance with international standards and minimizing landfill waste.

New challenges, high start-up costs, and the need for new skills have led companies to see new opportunities if they invest in innovation, technological development, and the creation of new business models. Public-private collaboration between companies, governments, and environmental organizations will be crucial to address these challenges and promote more responsible practices.

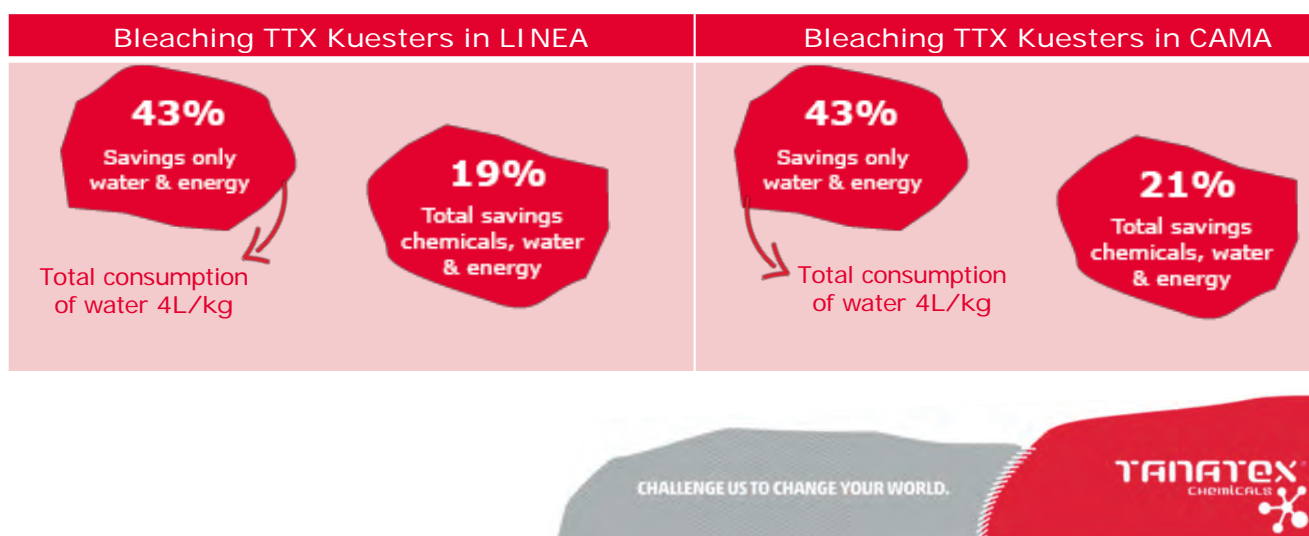
TEXTIL SANTANDERINA, S.A. combines experience with innovation, and its history of innovation in industrial processes has been marked by the acquisition of the most modern manufacturing resources. In this regard, it is worth highlighting the 2024 investment in the Osthoff singeing machine and Goller Disap preparation unit. Thanks to its automatic preparation kitchen for bleaching chemical baths and its cold-working capabilities, it has allowed us to reduce the volume of baths required for bleaching,

causticizing, and desizing, respectively, with corresponding savings in chemical consumption, as well as savings in thermal energy consumption.

The advantages of having all production processes integrated in a single plant, along with the presence of a team of professionals, guarantee our ability to evolve and respond to the ongoing challenges that arise in the textile industry, in addition to making the proposals of our design and product development teams viable.



As an example of this, we highlight the development in 2024 of an innovation project, together with our supplier TANATEX, for fabric preparation processes using new organic products, with a significant reduction in impact. The diagram and main impact reductions can be seen below:



This process uses highly biodegradable products, reducing its environmental impact and improving wastewater treatment. Furthermore, it causes less damage to the fibres, resulting in more resistant fabrics, providing greater safety when working with recycled cellulose fibres.

## Textil Santanderina: Production and Management of Raw Materials

In the appendix, you can see **production data** for 2024.

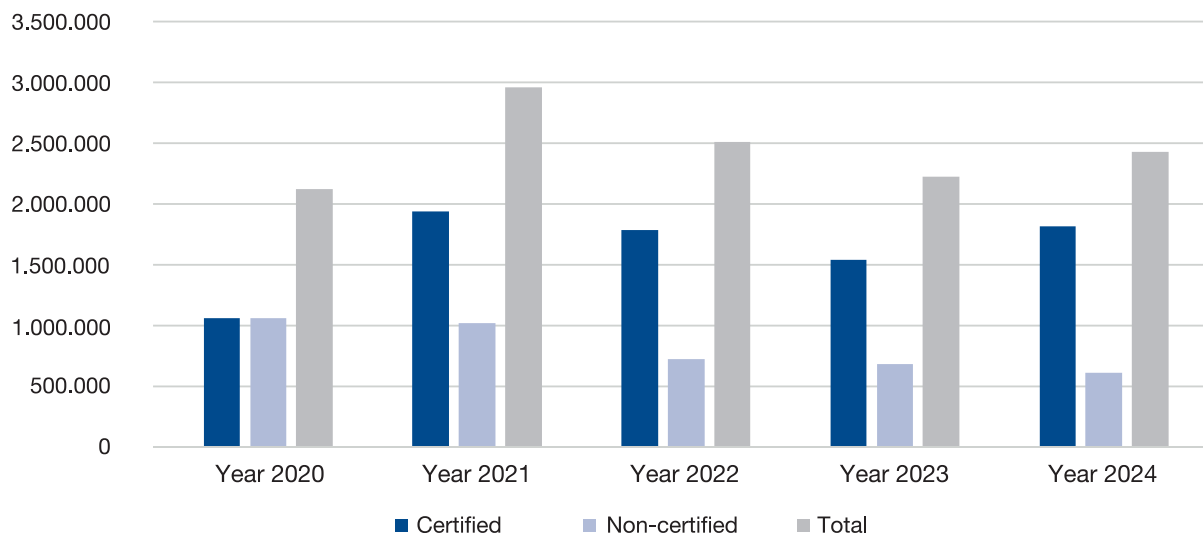
**+ 10**  
million meters  
of finished fabric

**+ 1600**  
tons of yarn



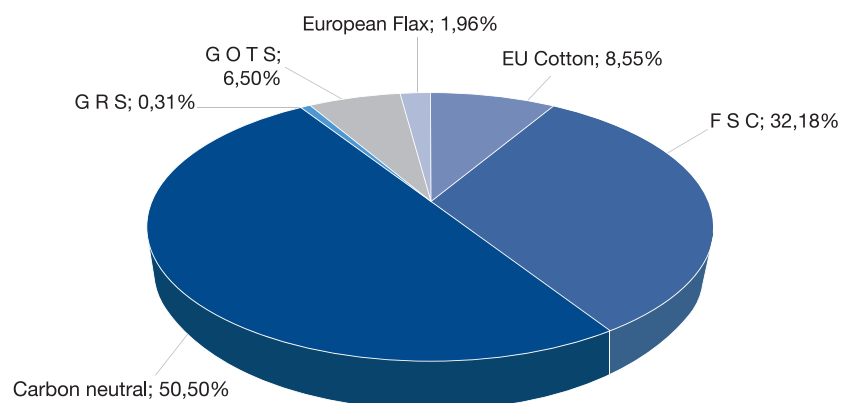
Our industrial production capacity requires an effective purchasing and supply policy for raw materials, and our commitment to sustainability requires that this policy be based on local suppliers and/or those who share our same values, as evidenced by the company's shared certifications:

### PURCHASES OF RAW MATERIALS



### DISTRIBUTION OF RAW MATERIALS CERTIFICATION

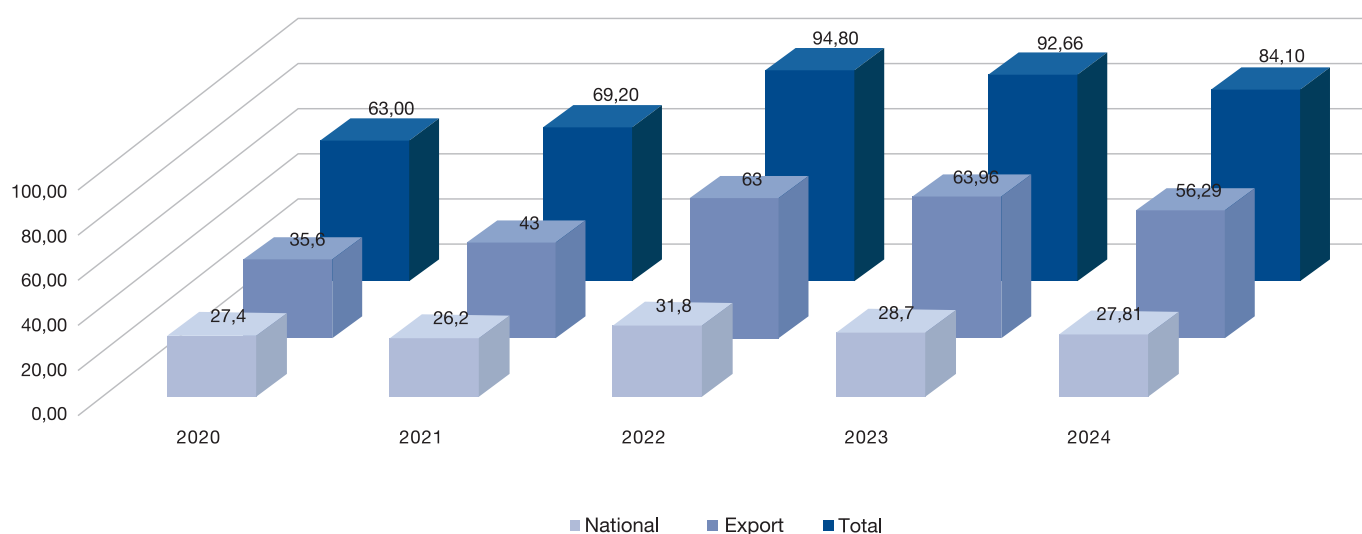
With a 9.85% increase in fibre purchases compared to 2023, and a 74.7% percentage of certified fibre, compared to 69.2% in 2023.



## Textil Santanderina: Commercial Policy and Business Volume

TEXTIL SANTANDERINA, S.A., has maintained its strategy of organizing the company's commercial activity into different Business Units, with the main objective of achieving customer satisfaction by manufacturing high-quality, reliable, traceable products that meet their requirements and satisfy their needs, building customer loyalty, and thus allowing it to achieve a sustained leadership position in the textile sector. As a result of this strategy, and our presence in more than 60 countries, 2024 data shows 85% turnover compared to 2023 values, increasing the share of exports within total turnover.

**Turnover 2024 (million €)**



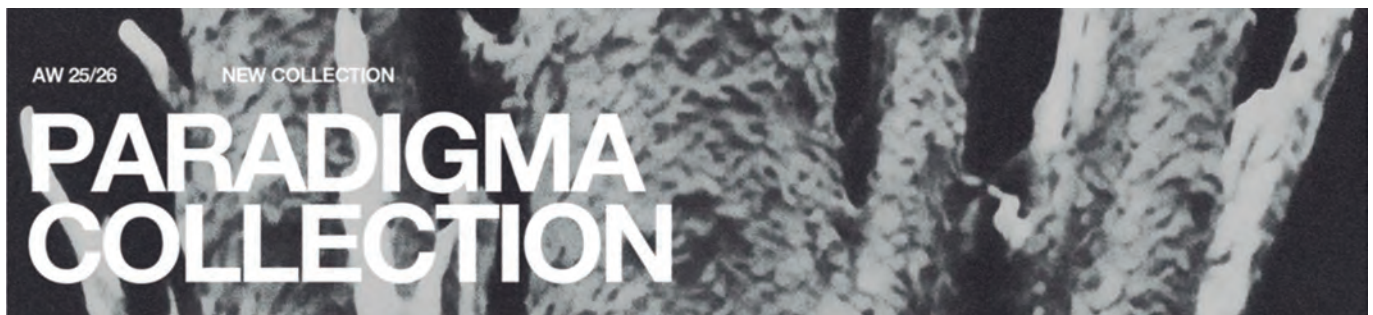
	2020	2021	2022	2023	2024
<b>National</b>	27.40	26.20	31.80	28.70	27.81
<b>Export</b>	35.60	43.00	63.00	63.96	56.29
<b>Total</b>	63.00	69.20	94.80	92.66	84.10

Compared to the sector, we have:

- A reduction in turnover compared to 2023, higher than the Spanish textile industry average of 2.3%, yet with positive job creation, compared to the 1.1% reduction at the national level. This reduction is even greater if we consider only exports, where the sector has grown by 4.5% (CITYC data).
- We also differentiate ourselves regarding the destinations of our exports. Although it is the majority, only 28.48% of our exports are destined for the eurozone, compared to 44.00% for the sector average. Or, the sector average of 28.4% goes to Morocco, compared to only 3.38% for Textil Santanderina. On the other hand, for example, we have notable markets, such as 8.11% of our exports go to Turkey.

## Fashion Business Unit

Textil Santanderina's Fashion Business Unit has a team of professionals who cover all areas of management, from sales and after-sales service to logistics. It features a powerful creative and innovative design department focused on responsible textile solutions that meet the demands of the market and our customers. Through the creation process, it primarily develops new fabrics and new textile solutions, as well as improving and reducing the impact of existing fabrics and products.



Among the new products developed during 2024, we can highlight the GreenTouch finish, which is based on the Ecofeel concept. It can be applied to any fabric, but it makes more sense for non-washable products since, if they go through the laundry, some of the silicone is removed, replaced by the silicone used in the laundry. In addition, we added a fabric softener that gives them a very soft, drapey, and broken-in feel, making them a sustainable and vegan alternative to other oily fabric softeners.

**“A powerful creative and innovative design department focused on textile solutions that respond to market demands”**

## Techs Business Unit

After 20 years of existence, the Techs Business Unit has achieved recognition in the international protective fabrics market for our level of quality, service, flexibility, and innovation, with comfort as a priority, regardless of the level of protection. This is possible thanks to the introduction of blends rich in cellulose fibres into our fabrics and the development of stretch fabrics for protective clothing, giving a di-

fferential value to the product that aims to be more comfortable for the end user. Likewise, our responsible protective fabrics are developed from a clear and unequivocal company position in favour of the environment and corporate social responsibility, with a direct and positive impact on the added value of Techs fabrics.



Among its new developments, we highlight **NAQUA**, a high-performance, PFAS-free finish, also known as C-0 finish, which provides fabrics with protection against aqueous chemicals such as sulfuric acid, sodium hydroxide, and other water-based chemicals and stains. It achieves a protection level of type 6 according to EN 13034, even after 20 cleaning cycles, and is designed to cover at least the body, arms, and legs. It also meets high mechanical performance standards, such as abrasion resistance and tear resistance, without compromising other characteristics, such as flame retardancy, antistatic properties, molten metal splash resistance, or welding properties. This technology has been extensively tested on many fabrics in our range, covering many different blends, weights, and structures.

## Textil Santanderina: ecosystem and commitment

As a result of our global vocation, we are actively present in international organizations in the sector, such as the International Textile Manufacturers Federation (ITMF), previously mentioned, where we actively participate, for example, advising and rating projects submitted for the ITMF Awards for innovation and sustainability.

We are members of ASEPAL, the Association of Personal Protective Equipment Companies, a non-profit organization that encompasses more than 100 companies dedicated to the design, manufacture, and marketing of personal protective equipment (PPE), and is aimed at the entire community related to occupational risk prevention and the PPE sector, as well as the DEFENSE INDUSTRY CLUSTER (CID).

And finally, industry associations such as the Cotton Textile Industry Association (AITPA) and TEXFOR, the Textile Industry Confederation, which was founded 15 years ago with the aim of being a meeting point for the textile ecosystem, a space to create synergies and foster cooperation, representing the textile industry in all areas.

**“We represent the textile  
industry in all areas, promoting  
cooperation and development  
within the sector.”**

We actively participate in the Textile and Fashion Observatory, which was established as an instrument for sectoral transformation of the Spanish Textile and Fashion industry based on the principles of sustainability and circularity framed within the European and Spanish 2030 strategy for this industry. It is a forum for strategic reflection, a space for business cooperation, and a public-private coordination entity to drive the transformation of the entire value chain of the Textile and Fashion sector. In turn, it is an instrumental tool for coordinating the actions of these organizations with national and European public administrations in their social, political, economic, technological, and environmental decisions, ensuring that these decisions are conducive to the sustainable development of companies, their teams, customers, suppliers, and collaborators, as well as their other strategic stakeholders.

Regarding our commitments, our commitment to responsible production requires us, as we have already mentioned, to conduct an in-depth analysis and redesign our current supplier tracking system in our supply chain, ensuring that they meet our quality and service standards, as well as our sustainability requirements.

Textil Santanderina has declared its commitment to not using prohibited or restricted chemical substances (Reach Declaration), as well as to not using, either directly or indirectly, cotton from irrigated sources with high negative social or environmental impact by our suppliers.

Furthermore, Textil Santanderina holds the most prestigious certifications in the sector worldwide, encompassed in an ecosystem based on alliances that provide added value.



#### Traceability and CoC

GOTS  
OCS / GRS / RCS  
PEFC / FSC  
European Flax  
B C I



#### Quality

ISO 9001



#### Social Responsibility

Global Compact  
STEP



#### Environment

OEKO-TEX 100: Ecolabel  
for textile products  
STeP: Sustainable Textile  
Production  
ISO 14001: Integrated  
Environmental Certification  
ZDHC



Our commitment to quality, human health, and the safety of our products in every process, from the supply of raw materials to the delivery of the final product to customers, is guaranteed by the Oeko-Tex® Standard 100 certification. Furthermore, Textile Exchange certifications confirm the presence and quantity of recycled material in the final product, if requested by our customers. These seals, which meet sustainability and traceability requirements, reflect our deep commitment to responsible and ethical practices, integrating practices that minimize our environmental impact, including the efficient use of natural resources, reducing carbon emissions, and supporting biodiversity conservation.

The already defined structure of the Governing Bodies and their relationship with sustainability and ESG management ensure that our business decisions are **aligned with long-term sustainability principles** and assure our Clients and all Stakeholders in general that our industrial production is managed ethically and responsibly, placing innovation as a fundamental element of our survival in the market and our local community as one of our benchmarks and the focus of our actions. And all of this, of course, is based on scrupulous regulatory compliance and a rigorous and proactive approach.

## Textil Santanderina: Consolidated Companies

Textil Santanderina, S.A. holds direct and indirect stakes in various companies included in the scope of consolidation for the 2024 financial year. As the parent company, Textil Santanderina, S.A. contributes 97.98% to the group's total revenue and 37.86% to the consolidated profit for the 2024 financial year. Therefore, this NFIS includes, for the most part, information related to this parent company, as it is considered the most relevant.

However, for the sake of clarity and transparency, we include below the most relevant ESG data for these companies belonging to the Santanderina Group.

Company	Direct Ownership %	Registered Address	Company Purpose
T.S Do Brasil S.T. Ltda.	100%	Campinas (San Paulo) - Brasil	Technical consulting and services in the textile area, and commercialization of textile products
Desarrollo y Comercialización de Artículos Textiles, S.L. (DESCO)	87.52%	Cabezón de la Sal (Cantabria) - España	Development, commercialization, and sale of textile products
Seaqual 4U, S.L.	50%	Angles (Gerona) - España	Intermediation, commercialization, manufacturing, production, and transformation of raw materials and related products intended for or destined to the textile sector
Monretex, S.A.	100%	Cabezón de la Sal (Cantabria) - España	Commercialization of textile products
Acabats del Bages, S.A.	47.40%	Monistrol de Montserrat (Barcelona) - España	Textile Finishing
Inade, S.A.	25%	Monistrol de Montserrat (Barcelona) - España	Creation of computer programs and market studies
Santanderina India PVT LTD	99.90%	Noida (Uttar Pradesh) - India	Manufacture, import, export, buy, sell, and/or trade all types of textiles

The investee companies not included in the consolidation because they are considered forward transactions or are not of significant importance, and are presented at cost in the Consolidated Balance Sheet, are as follows:

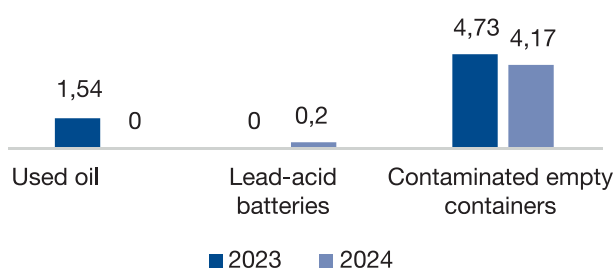
Company	% Direct Ownership	% Indirect Ownership
Atop Corporation Limited	100%	-
Zatatex, S.a.r.l.	100%	-
Fábrica Española de Confecciones, S.A.	11.96%	-
Valoriatex, S.L.	-	4.21%
The Post Fiber, S.L.	25.00%	-

Since Textil Santanderina, S.A. contributes 97% to total revenue and 73% to consolidated results for the 2024 financial year, it was deemed appropriate to include information related to this parent company in this consolidated financial statement, as it is considered the most relevant, given that the implementation of the complex process of obtaining rigorous sustainability data in the rest of the group's subsidiaries is still ongoing.

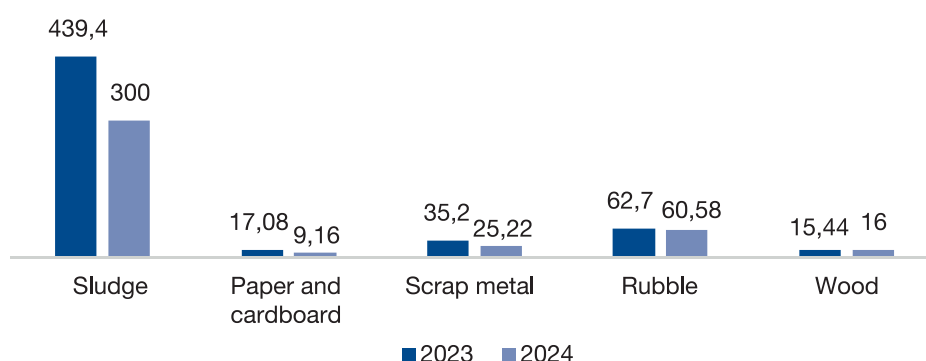
For these purposes, Acabats del Bages, S.A. stands out among all of them for having a textile finishing production plant located in Monistrol de Montserrat (Barcelona), from which we extract the data indicated below.

**Waste** generation has decreased compared to the previous year, according to the following graphs:

Hazardous waste 2024 (tons)



Non-hazardous waste (tons)



Regarding **water withdrawals**, they are fully collected from the supply network, with a total of 132,940 m<sup>3</sup> in 2024 (18% less than the previous year). A total of 118,715 m<sup>3</sup> have been treated.

Regarding the **energy consumed**, 100% is imported from the grid (2.29 GW).

Finally, Acabats del Bages, S.A. also holds several certificates, including the following:







2

# Environmental



Textil  
Santanderina  
Since 1923



**ΔTechs**  
ADVANCED FABRICS BY TEXTIL SANTANDERINA



## Introduction

As part of our commitment to sustainability, this chapter addresses the environmental aspects reflected in the European Sustainability Reporting Standards (ESRS). We recognize the importance of environmental management as a central element in preserving natural resources and mitigating climate change. Through our policies and practices, we seek to reduce our environmental impact and promote energy efficiency. Like any company whose goal is to be sustainable, at Textil Santanderina, S.A. we consider respect for the environment essential, minimizing the impact generated by our industrial activity, and optimizing resources is one of our priorities.

TEXTIL SANTANDERINA follows the precautionary principle according to Article 15 of the Rio Principles.

We are committed to sustainability and transparency in our environmental management and to the continuous improvement of our processes to align with global sustainability goals. Each process and each new development is analysed to determine its impact, as with any company, and this is one of the guiding principles for our product development and investments.

### Energy



- Incorporation of **renewables** into the productive process
- Incorporation of new generation energies: **hydrogen**
- Increase in **energy efficiency** in processes, infrastructure, and energy conduction



### Water

- **Optimization of processes** and formulas
- **Consumption control**
- **Recovery:** Improvement and optimization of purification processes



### Processes

- Promote **Circular Economy** in the range of products offered to our clients.
- Selection of **biodegradable** products
- **Capture and recovery** of products: microplastics, microfibers, dyes, fibres, plastics..
- Closing the **360° cycle**:
  - Improvement of recycling lines
  - Promotion of recycled material production. Ecodesign

Textil Santanderina is committed to:

- **INNOVATION** in processes and products, through proper R&D&I management.
- **INVESTMENTS** that promote **ENERGY SAVINGS** through initiatives aimed at reducing consumption; **INVESTMENTS** that introduce improvements in **INFRASTRUCTURE**: machinery, auxiliary equipment, etc., which are also necessary to maintain competitiveness and ensure the best possible workplace conditions.
- **AWARENESS AND TRAINING PROGRAMS** for all staff, to promote good environmental practices in the daily performance of their duties.

To this end, our environmental policy is based on the following points:

- Compliance with legal requirements.
- Employee commitment.
- Training and awareness.
- Continuous process improvement.
- Internal and external communication.

Analysing the 2024 results of the main parameters, compared to 2023, these are the results:

	Year 2022	Year 2023	Year 2024
<b>Environmental Management Values</b>			
<b>CO<sub>2</sub> Emissions</b>			
Total verified CO <sub>2</sub> emissions (Tm)	16,610.00	8,284.00	9,156.00
Emissions / kg of production	2.27	1.31	1.34
Emissions / employee	67.80	34.95	38.63
Audited emissions - Category / Scope 1	16,610.00	8,284.00	9,156.00
Audited emissions / Scope 2	1,735.71	3,690.00	0.00
Audited emissions - Cat. 3, 4, 5 (Scope 3)	699,447.93	469,643.00	460,000.00
Total Audited Emissions	717,960.09	481,717.00	469,156.00
<b>Waste Management</b>			
Non-Hazardous Waste (Tm)	2,547.48	2,222.01	2,371.43
Non-Hazardous Waste / kg production	0.34	0.35	0.35
Hazardous Waste (Tm)	42.23	36.85	46.50
Hazardous Waste / 1,000 kg production	5.58	5.83	6.78
<b>Water Management</b>			
Supply network (m³)	11,177.00	10,683.00	9,388.00
Total (m³)	452,894.00	418,329.00	419,584.00
Water consumption / 1,000 kg production	61.82	66.16	59.73
Purified Water (m³)	456,275.00	399,089.00	373,377.00
Purified Water / 1,000 kg production	62.29	63.11	54.74
Treated Water (m³)	198,249.00	222,259.00	196,529.00
<b>Energy Management</b>			
Self-consumed Cogenerated Energy (kWh)	9,397,113	0	0
Imported Energy from the Grid (kWh)	6,372,054	13,792,985	14,157,641
Photovoltaic energy production (kWh)	859,750	804,352	667,940
Total electrical consumption (kWh)	16,628,917	14,597,337	14,836,049
Energy consumption / kg Production	2.31	2.34	2.16

↑ **Climate change. CO<sub>2</sub> Emissions Scope 1 and 2.**  
9,156 Tonnes CO<sub>2</sub> eq  
24.17% lower compared to 2023

↑ **Climate change. CO<sub>2</sub> Emissions Scope 1, 2 and 3.**  
**(2023 Data)** 481,717 Tonnes CO<sub>2</sub> eq  
54.71% compared to base year - 2019

↓ **Non-Hazardous waste**  
2,371,430 kg  
6.73% higher compared to 2023

↓ **Hazardous waste**  
46,400 kg  
26.18% higher compared to 2023




↑ **Water consumption**  
409,584 m³  
2.09% lower compared to 2023

↑ **Purified Water**  
375,377 m³  
5.94% lower compared to 2023

↑ **Electricity consumption**  
14,836,049 kWh, 2.16 kWh / kg of production  
**52.25% from renewable source**

TEXTIL SANTANDERINA, S.A. is aware that INNOVATION is a strategic factor of great importance, constitutes the best argument for competing in the market, and represents a guarantee for the continuity and future of the Company. Its Quality and Environmental policy is directed toward the development of new products, the development of advanced, efficient, and environmentally friendly processes, and the provision of services with the quality required by its Clients and current regulations. This leads it to have a quality system that facilitates this objective, while simultaneously creating adequate, reliable, and clear evidence.

The following objectives have been defined as priorities for the years 2025-2026:

Objective	Action	Scope	Indicator	2026	SDG
<b>Climate Change.</b> Revision of the company's environmental policy	Implementation of measures to increase the use of renewable energies	Photovoltaic plant. Energy from renewable sources	Measurement of energy cost. Reduction of energy consumption per kg of production.	100% renewable energy. 2.10 kWh/kg production.	
<b>Resource Management.</b> Revision of the company's environmental policy.	Implementation of circularity policies. Chemical Product Management Systems.	Globally recognized certifications	% billing of certified products	30% certified billing. System implementation.	
<b>Chemical Products Management.</b>					
<b>Water Management.</b> Revision of the company's environmental policy	Reduction of water footprint	Water footprint audit. Training for water consumption savings.	Water footprint measurement. % water reuse.	35% water reused	

The TEXTIL SANTANDERINA, S.A. Quality and Environment Manual is governed by and meets the requirements of the UN-EN-ISO 9001:2015 standard and the UNE-EN-ISO 14001:2015 standard. The Quality, Environment, and Systems Management Department is responsible for its monitoring and compliance, particularly the definition of the risk matrix and its prevention.

As a requirement of the regulations, the environmental risks arising from our industrial activity have been analysed and evaluated, as described in internal document 01.P01.IT01, and are defined within the Risk and Opportunity Map of Process 19. Environment.

We also have contingency plans and preventive measures. Planned accident drills have been conducted.

Likewise, as a result of this commitment to Sustainability and Transparency, we have responded to numerous surveys and questionnaires on the various aspects of sustainability, as well as traceability, both from independent audits and those requested by clients, for example, the Inditex Group standards: Join Life, Clear to Wear, and Green to Wear, among others.

TEXTIL SANTANDERINA, S.A. has renewed its certification as having an environmental management system in accordance with ISO 14001:2015, a review of which has allowed us to implement the necessary improvement measures for more effective environmental management.

Our Integrated Environmental Authorization (IEA) is planned to be updated during 2025.

This chapter provides a detailed overview of our environmental initiatives and achievements, as well as the challenges and opportunities we face on our journey toward a more sustainable future. Therefore, the values indicated in the table will be detailed and expanded upon by topic.

## CLIMATE CHANGE

Climate change represents one of the most significant challenges of our time, with profound and widespread effects on the environment, the economy, and society. In our organization, we recognize the critical importance of proactively addressing this issue and are committed to reducing our carbon footprint, mitigating associated risks, and contributing to a more sustainable future. In this context, in this section of the sustainability report, we aim to provide a comprehensive overview of our initiatives, policies, and achievements related to climate change management, aligned with the requirements established in ESRS E1.

From the outset, Textil Santanderina has been aligned with the principles of the Paris Agreement, adopted in December 2015 during the United Nations Climate Change Conference (COP21), and its implementation in the textile sector and its decarbonization:

- Limiting the rise in global temperature, with the goal of keeping the increase in the global average temperature below 2°C compared to pre-industrial levels, and making efforts to limit this increase to 1.5°C.
- Reducing emissions, achieving maximum neutrality by 2050.
- Transparency and accountability.
- Promoting adaptation to the effects of climate change.

The first step taken was our adherence in 2019 to the United Nations Climate Change Agency's Fashion Industry Charter for Climate Action (FICCA), and our active participation in its activities through 2024, fulfilling the main commitments to emissions reduction, transparency, collaboration, and innovation:

- Supporting the Paris Agreement's ambition to limit temperature increases to 1.5 degrees Celsius above pre-industrial levels, setting a target of at least 50 percent absolute aggregate GHG emissions reductions in Scopes 1, 2, and 3 of the Greenhouse Gas Protocol Corporate Standard by 2030, using 2019 as a reference, and committing to achieving net-zero emissions by 2050.
- Commitment to measure and report our GHG emissions annually through the **Carbon Disclosure Project portal. (CDP).**



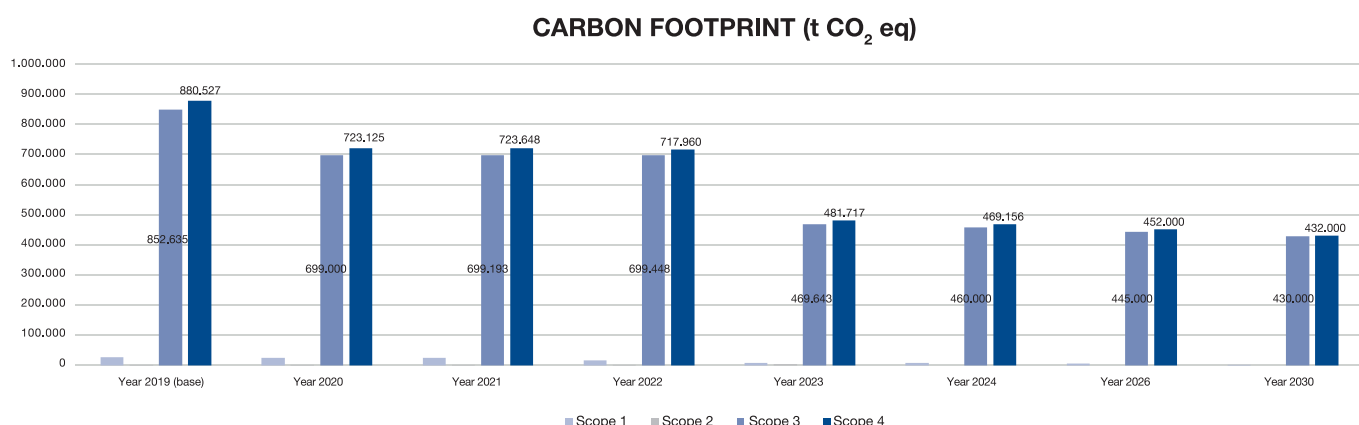
During 2024, FICCA has carried out several key activities to advance its sustainability and emissions reduction goals, in which we have participated, either by attending working meetings or by providing input on the issues raised:

- Publication of reports to help the fashion industry better understand how to reduce greenhouse gas emissions.
- Through the Sustainable Fashion Communication Playbook.
- Seminars aimed at engaging various stakeholders in the fashion industry and its value chain, including raw material producers, textile manufacturers, and brands, to identify new areas of action and expand existing initiatives.
- Participation in the Race to Zero campaign.

And culminating with the document presented at COP 29, held in Baku, Azerbaijan, from November 11 to 22, 2024. Textil Santanderina was one of the signatory companies. The main points of the document were:

- Presentation of the activities carried out during 2024, highlighting the Sustainable Fashion Communication Playbook and participation in the Race to Zero campaign.
- Declaration of new, more demanding commitments by the signatory companies.

In 2024, we conducted a new carbon footprint audit and registered it with MITECO, corresponding to the years 2023 and 2019. We considered the latter necessary, **as it is the base year for calculating our progress.**



	Year 2022	Year 2023	Year 2024 (*)
<b>Total verified CO<sub>2</sub> emissions</b>	16,610	8,284	9,156
<b>Emissions associated with production process (t)/kg</b>	2.27	1.31	1.34
<b>Emissions associated with production process / employee</b>	67.80	34.95	38.63

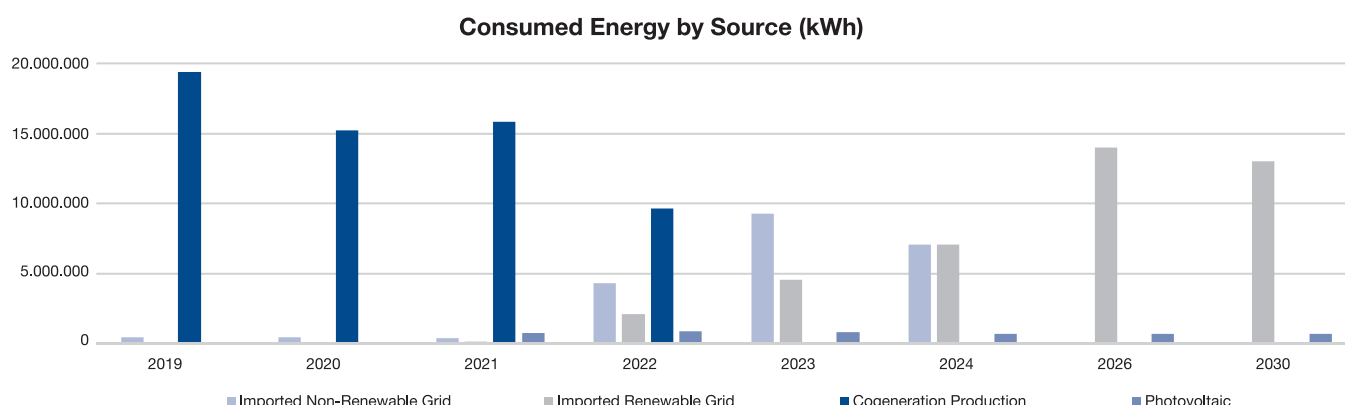
(\*) On December 1, 2023, we exited the emissions trading system, so the 2024 value is calculated, not verified.

Finally, regarding our climate change adaptation and mitigation processes, we are working on the following lines of action:

- Investments in equipment that reduce water consumption, as we will discuss in more detail in the chapter on this topic.
- Promoting the use of cotton from sustainable agriculture, such as BCI, Organic Cotton-GOTS / Organic Content Standard (OCS), and Regenagri, the seal for which we were certified last year.
- Improve contingency plans, based on the ISO 14001 standard.

Our energy management is closely linked to our carbon footprint, as it has been mitigated thanks to investments in energy efficiency, as well as the use of renewable energy. By contract, 50% of the energy purchased from the grid has come from renewable sources. This means that, together with our self-consumption photovoltaic production, a total of 52.25% of the electricity consumed comes from renewable sources. The forecast for 2025 is for this figure to reach 100%.

**“The forecast for 2025 is that this value will reach 100%.”**



ENERGY CONSUMPTION	Year 2022	Year 2023	Year 2024
Imported Energy from the Grid	6,372,054	13,792,985	14,157,641
Self-consumed Energy	9.397,113	0	0
Photovoltaic energy produced	859,750	804.352	667,940
TOTAL electricity consumption	16,628,917	14.597.337	14,836,049
Electricity consumption / kg Production (kWh/kg)	2.30	2.31	2.16

Coal is not used as fuel for power generation at our plant.

## PREVENTION AND CONTROL OF POLLUTION SOURCES

Within our environmental management, wastewater treatment is a fundamental and crucial element in the textile industry due to the large volume of water we use in the various processes.

The importance of this management has a direct impact on the environment of our nearby ecosystem, ensuring that it does not negatively affect our surroundings. It also allows us to reduce direct wa-

ter consumption, preserving water resources. Obviously, this is without losing sight of the obligation to comply with all applicable environmental regulations and avoid costly legal sanctions and fines.

During 2024, 375,377 m<sup>3</sup> of wastewater were treated, compared to 399,089 m<sup>3</sup> the previous year. This water is subsequently sent to the local Wastewater Treatment Plant, the Casar de Periedo WWTP.

PURIFICATION	Year 2022	Year 2023	Year 2024
m <sup>3</sup> Treated water	456,275	399,089	375,377
m <sup>3</sup> Water / 1,000 kg Production	90.66	129.54	138.55
m <sup>3</sup> Treated water / 1,000 kg Production	62.29	63.11	54.74

We are moving forward with the project “Technological Changes in the Water Treatment Process,” which pursues three objectives: water reuse; reduction of sludge generation; and optimization of the waste recovery process.

We understand that proper wastewater management is a critical element in Textil Santanderina’s reputation, especially in our immediate surroundings. Furthermore, the investments made in its improvement have a direct economic benefit in the reduction of sludge, our main non-hazardous waste, as we will see later, using it as an intermediate step toward subsequent treatment that allows for its reuse. Therefore, in this regard as well, promoting innovation in new treatment techniques will lead to continuous improvements in wastewater management.

Turning to the issue of substances of very high concern (SVHCs), as a textile company that handles and manages chemicals, we remain vigilant about all changes regarding the chemicals present in the products we use, paying special attention to:

**“Promoting innovation in new treatment techniques will lead to continuous improvements in wastewater management.”**

- Update of REACH Regulation (EC) 1907/2006, which establishes the criteria for identifying a substance as SVHC. This regulation contains two main lists: the candidate list and the authorization list (Annex XIV of the REACH Regulation). Last year, it is worth highlighting the restriction on PFAS, or per- and polyfluoroalkyl substances (PFAS), a group of synthetic chemical compounds used in a wide variety of industrial products due to their high performance. However, they are extremely persistent in the environment and the human body, posing risks to health and the environment. Some European Union countries have begun implementing laws to restrict their use, which has resulted in requirements from numerous customers.
- Our clients are increasingly defining their own classified list of chemical substances, including SVHCs, or referring us to lists such as the one published on the ZDHC platform. This data must be integrated into our management system.  
We must add the list of chemical products that meet the requirements of the GOTS (Global Organic Textile Standard), specifically in the evaluation of chemical inputs, and contain their own list of Prohibited and Restricted Substances.

Finally, in collaboration with our chemical suppliers, we are working to eliminate and replace these substances of concern and/or extremely concern, based on the research and innovation capacity of our chemical suppliers and our laboratory work to ensure that the alternative we offer our customers does not compromise the performance of the fabric or, of course, the health of our workers, and to provide accurate post-sale technical information.

Finally, we would like to mention three types of contamination:

**Noise Pollution:** TEXTIL SANTANDERINA complies with existing regulations regarding environmental noise. We establish the frequency of measurements based on legal requirements. We carry out new measurements whenever the conditions of a facility change, which could have an impact on the ambient noise level.

**Light Pollution:** TEXTIL SANTANDERINA complies with existing regulations regarding the lighting level in workplaces. We establish the frequency of measurements based on legal requirements. We carry out new measurements whenever the conditions of a facility change, which could have an impact on this aspect.

An important polluting element, which is monitored, measured, and verified, are the sources of **atmospheric emissions**.

## WATER AND MARINE RESOURCES

In this chapter, we want to detail our water resource management, as well as the impact of our activity on them. We understand that, as an industry in the textile sector, this is one of the key aspects of comprehensive environmental management. Therefore, the actions taken and the results of these actions to prevent or mitigate material negative impacts and protect water and marine resources, including reducing water consumption, are of vital importance.

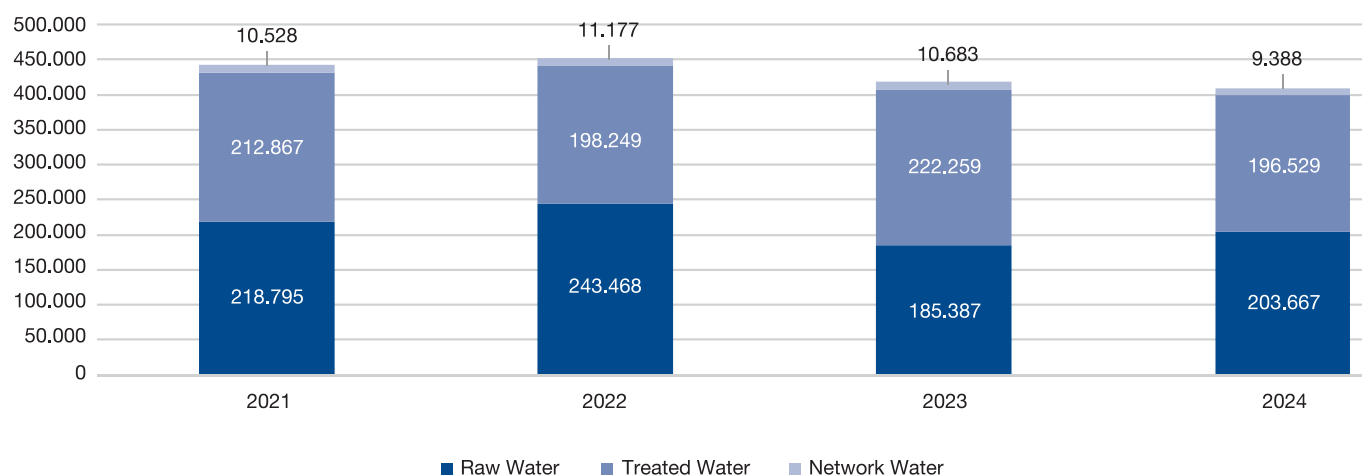
Implementing water management optimization practices has an indirect positive effect by improving operational efficiency and contributing to cost reduction.

Starting with water treatment, 196,529 m<sup>3</sup> of water have been treated in 2024, compared to 222,248 m<sup>3</sup> the previous year.

WATER CONSUMPTION	Year 2022	Year 2023	Year 2024
Supply Network (m <sup>3</sup> )	11,177	10,683	9,388
Treated Water (m <sup>3</sup> )	198,249	222,259	196,529
Raw Water (m <sup>3</sup> )	243,468	185,387	213,667
m <sup>3</sup> Water / 1,000 kg Production	61.83	66.14	59.73
TOTAL	452,894	418,329	419,584

Regarding consumption, TEXTIL SANTANDERINA has its own water supply resources, with less than 1% coming from local networks. This water resource is treated before being introduced into the production process, as some processes require a high level of quality. Aware of the limited water resources, our water consumption is constantly monitored so we can determine consumption for each process, with the aim of optimizing it and achieving annual targets. Likewise, all plant facilities are constantly inspected for any leaks or losses.

### Evolution of water consumption (m³)



CONSUMPTION	Year 2021	Year 2022	Year 2023	Year 2024
Raw Water	218,795	243,468	185,387	203,667
Treated Water	212,867	198,249	222,259	196,529
Network Water	10,528	11,177	10,683	9,388
Total Consumption	442,190	452,894	418,329	409,584

We highlight the 2.1% reduction in water consumption during 2024 compared to 2023.

Based on the caustic soda recovery facility, UNITOP, where we have reused and recovered 55,680 m³ of water, in addition to recovering 2,093.65 tons of caustic soda, with investments made in certain equipment, we have reached a total of 30% of our water reused.

Another highlight, also based on investments made in modifying dyeing and finishing equipment, specifically in the Pad-Batch and Pad-Steam processes, where we have achieved a reduction in water consumption of 65% and 25%, respectively.

We would like to mention our participation, as founding partners, in the SeaQual Initiative, a company that fights ocean plastic pollution by working on ocean cleanups around the world to recover marine debris and transform it into SEAQUAL® MARINE PLASTIC, recycled plastic used to create sustainable products, such as high-quality polyester threads used in textile and industrial manufacturing. Thus, it not only helps clean and regenerate the oceans, but also promotes the circular economy and supports local communities.

# SEAQUAL INITIATIVE

## BIODIVERSITY AND ECOSYSTEMS

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As we indicated in the presentation, despite not having explicitly defined actions to defend biodiversity, we can point out the following:

- The resources of every company and industry are limited and must be channeled toward considerations that have been assessed as priority and/or critical, and we believe this is not the case in our environment.
- Regulatory and legislative compliance, which we have already indicated sets minimum action levels in all aspects, indirectly implies care for biodiversity and ecosystems.
- As we have already mentioned in some previous points of the report, and others that we will detail later, we have actions in the environmental and cultural fields that promote biodiversity, as well as collaboration with some rural organizations.  
Not to mention our adherence to the PEFC/FSC certifications, which we will discuss later, one of whose main objectives is proper environmental management and forest diversity.
- Finally, we must mention Textil Santanderina's constant concern for maintaining workforce stability, which is an important factor in establishing population, both directly and indirectly, in a rural environment.

**“We have environmental and cultural actions that promote biodiversity.”**



## USE OF RESOURCES AND CIRCULAR ECONOMY

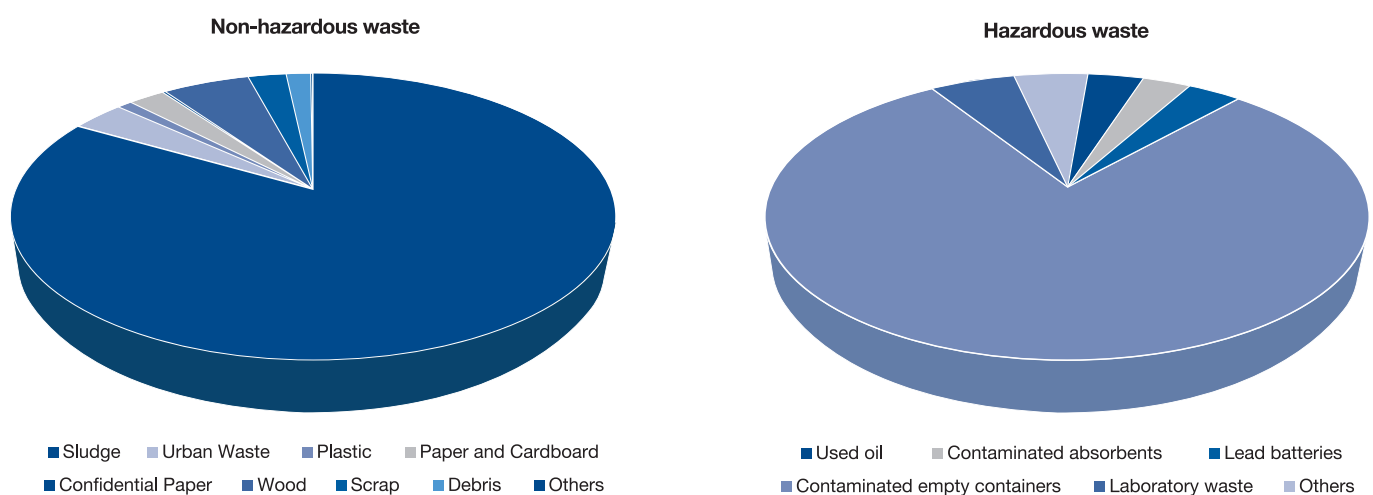
The environmental ESRS concludes with a chapter that is no less important than the previous ones, and also extensive, as it addresses three important management aspects: resource use, waste management, and the circular economy. In this chapter, we will present how we seek to manage our resources efficiently, define measures to minimize waste, and adopt circular economy models to ensure our long-term sustainability.

### RESOURCE MANAGEMENT

As we have mentioned, our finished product is primarily dyed and finished yarn and fabric, intended for garment production, and others such as home textiles or fabric for industrial uses.

An important element worth mentioning is the production and management of waste, which is increasingly viewed as a resource. At Textil Santanderina, S.A., we are committed to the proper management of all our waste and taking measures to reduce it. We implement segregation measures, providing different containers for recycling different types of waste. All waste generated, both hazardous and non-hazardous, is managed by authorized transporters and managers, ensuring proper treatment and recycling. Today, we can affirm that none of the waste we generate ends up in a landfill. Behind the waste lies a complex logistical and environmental management process, well defined in our procedures.

Our main objective is environmental protection and human health, from the generation of our waste to proper disposal, ensuring recycling and/or recovery of the waste generated.



#### HAZARDOUS WASTE DISTRIBUTION 2024

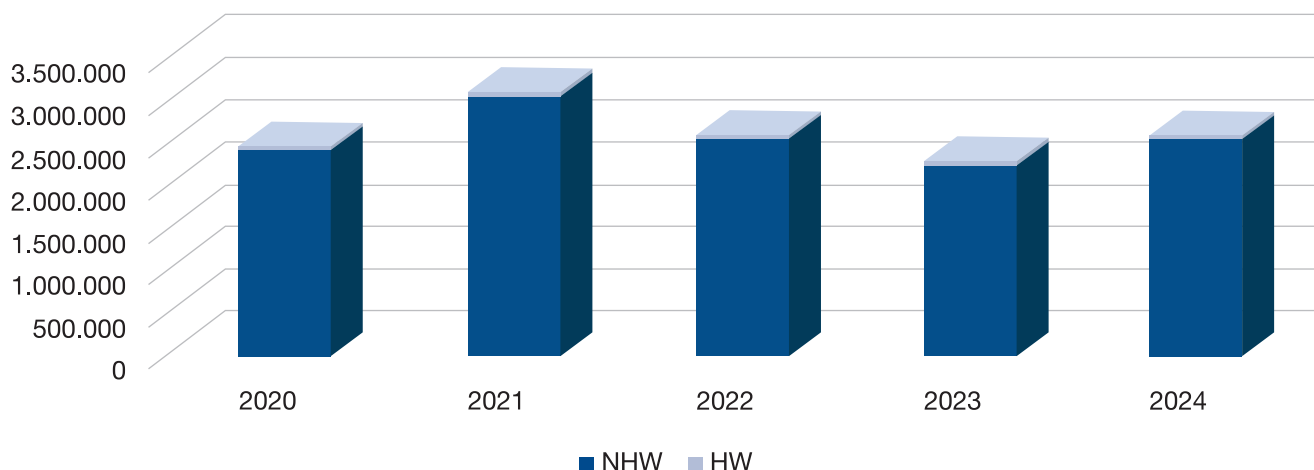
	KG	%
Used oil	660	1.2%
Contaminated absorbents	1,74	3.60%
Lead batteries	1,516	3.26%
Empty contaminated containers	38,624	82.96%
Laboratory waste	2,542	5.46%
Others	1,541	3.31%

#### NON-HAZARDOUS WASTE DISTRIBUTION 2024

	KG	%
Sludge	2,002,930	84.46%
Urban Waste	79,320	3.34%
Plastic	19,240	0.81%
Paper and Cardboard	56,430	2.38%
Confidential Paper	930	0.04%
Wood	124,820	5.26%
Scrap Metal	45,631	1.92%
Rubble	42,000	1.77%
Others	129	0.01%

	Year 2020	Year 2021	Year 2022	Year 2023	Year 2024
<b>Non-Hazardous Waste, NHW (kg)</b>	2,421,886	3,035,368	2,528,683	2,222,010	2,371,430
Sludge from Wastewater Treatment Plant (kg)	1,983,600	2,539,302	2,107,390	1,856,250	2,002,930
Rest of NHW (kg)	438,286	496,066	417,773	365,760	368,500
<b>Hazardous Waste, HW (kg)</b>	30,141	45,828	42,227	36,850	46,499
Kg NHW / kg Production	352	402	345	350	350
Kg HW / 1,000 kg Production	4.358	6.076	5.764	5.830	6.780

#### Waste Evolution



## CIRCULAR ECONOMY

In the textile sector, management policies within a circular economy strategy have taken on particular importance, and Textil Santanderina has clearly positioned itself through various promotional and implementation actions:

- First of all, for yet another year, we have passed the corresponding audits, renewing our adherence to the most globally recognized seals within Sustainability and the Circular Economy:

B. C. I. – Better Cotton Initiative

P. E. F. C. – Programa de Reconocimiento de Sistemas de Certificación Forestal

F. S. C. – Forest Stewardship Council

G. O. T. S. – Global Organic Textil Standard

O. C. S. – Organic Content Standard

G. R. S. – Global Recycled Standard

R. C. S. – Recycled Content Standard

European Flax,

Last year adding the REGENAGRI seal



Certification data, both in purchases and sales:

CERTIFIED PURCHASES (kg)	Year 2020	Year 2021	Year 2022	Year 2023	Year 2024
B.C.I. Cotton	178,02	626,275	741,711	1,409,106	544,116
GOTS / OCS Certified	497,107	344,495	634,528	359,184	1,239,810
GRS / RCS Certified	93,228	169,582	296,354	397,414	219,961
PEFC / FSC Certified	67,035	382,959	740,841	731,619	825,441
Certified European Flax	---	---	73,905	34,873	36,657
Number of Certificates	---	---	278	214	482

CERTIFIED SALES (kg)	Year 2020	Year 2021	Year 2022	Year 2023	Year 2024
<b>B.C.I. Cotton</b>	168,741	453,464	738,848	985,553	487,739
<b>GOTS / OCS Certified</b>	453,803	426,169	573,182	266,231	885,902
<b>GRS / RCS Certified</b>	101,365	223,122	209,405	582,677	126,809
<b>PEFC / FSC Certified</b>	29,699	290,684	689,915	573,604	469,318
<b>Certified European Flax</b>	---	---	4,297	44,594	34,731
<b>Number of Certificates</b>	---	---	1,080	830	706

The percentage of certified sales has increased slightly, reaching 22.91% in 2024. These certifications also guarantee traceability in the use of recycled and sustainable materials.

One of our environmental objectives, within the scope of the circular economy, is the desire to increase these values, which will require active promotion from our sales departments.

Our recycling promotion efforts are not limited to these certifications, or to our aforementioned participation in the SeaQual Initiative. We have also presented a project within the Circular Economy PERTE (Performance and Quality Improvement Program), a government initiative aimed at promoting the transition to a more sustainable economic model that encourages reuse, recycling, and waste reduction in key sectors such as textiles. This PERTE is still pending resolution.

Another important aspect is the promotion of new, more sustainable products with active eco-design policies. In this regard, we have significantly increased the presence of fabrics made from sustainable materials in general, and recycled materials in particular, in our collections.

While we believe this development will lead to savings in resource consumption, it compels us to innovate and invest in the implementation of technologies and methods that enable their use.

Within the realm of innovation and technology in the circular economy, we cannot fail to mention one of the most important projects launched last year: The Post Fiber, an innovative initiative focused on

circular fashion, created in collaboration with companies familiar with this market segment. Its main objective is to support the textile industry in its transition to a more sustainable model, managing post-consumer waste and transforming it into new textile products by applying advanced technologies to collect, process, and convert used garments into fibres, yarns, fabrics, and new garments. This is a major step toward a circular economy in fashion.

Finally, for another year, we have participated in various forums and discussion panels on the Circular Economy. Of particular note are our participation at the University of Cantabria and KREAB Worldwide, as well as our contribution to the presentation of the BLUE POINT project, an international initiative in Cantabria led by Sodercan and the University, which seeks to address the problem of marine plastics and turn it into an opportunity to establish a Blue Circular Economy, creating an ecosystem of cooperation among multiple stakeholders, fostering innovation, entrepreneurship, and internationalization around plastics management.

**“We have significantly increased the presence of sustainable materials in our fabric collections, in general, and recycled materials in particular.”**





3

**Social**



Textil  
Santanderina  
Since 1923



**ΔTechs**  
ADVANCED FABRICS BY TEXTIL SANTANDERINA






## Introduction

The socioeconomic development of our environment is a process that involves numerous actors and requires the interaction of various social, economic, and political factors. Therefore, the evaluation of our management in the social sphere is essential for analysing our business practices and their impact on society. From this perspective, we will present our evaluation of those aspects we consider key, such as labour equity or our contribution to the social and economic life of our environment, in the hope that it will also serve as a guide to improve our social responsibility practices in the future.

Good practices in the social sphere are aligned with the following aspects:

1. **Labor Equity.** Analysis of the company's labour practices, ensuring that equity and inclusion are promoted in the workplace. This includes assessing equal opportunities, gender diversity, pay equity, and anti-discrimination policies.
2. **Working Conditions.** Examination of our working conditions, including occupational health and safety, labour rights, contractual terms, and professional development opportunities for employees.
3. **Community Impact.** Evaluate the impact of our activities on the local community.
4. **Communication.** Review how we report on our social responsibility practices and our relationships with stakeholders, including employees, customers, suppliers, and the community.
5. **Social Innovation.** Identify what projects, programs, or social practices we are developing that are generating a positive impact on our society.

Defining the following objectives as priorities for the years 2025-2026:

Objective	Action	Scope	Indicator	2026	SDG
Optimization of <b>working conditions</b> for employees	Training program with a focus on sustainability and Circular Economy	Internal training programs with participation of external experts	# training sessions & % of trained staff	100% of staff has received some training	
	Execution of health and safety programs. Workplace environment survey	Definition of measures after survey analysis. Return on investment analysis	# programs / actions & assistance. % survey participation	Completion of workplace environment survey. 0 work accidents	
Equality Plan	Monitoring and maintenance of the Equality Plan	Definition of the III Equality Plan. Remuneration Audit	Meetings for monitoring the equality plan	Evaluation of the degree of achievement of the objectives of the II Equality Plan. Implementation of the III Equality Plan	

## OWN STAFF

In this chapter, we will detail elements of our own workforce management, including those related to an inclusive and equitable work environment, where the principles of non-discrimination are respected, diversity is promoted, and **decent wages and safe working conditions are guaranteed**. This is done in compliance with labor regulations and fundamental rights, aligned with international frameworks such as the ILO Declaration on Fundamental Principles and Rights at Work, demonstrating our commitment to employee well-being and strengthening our ability to generate a long-term positive impact.

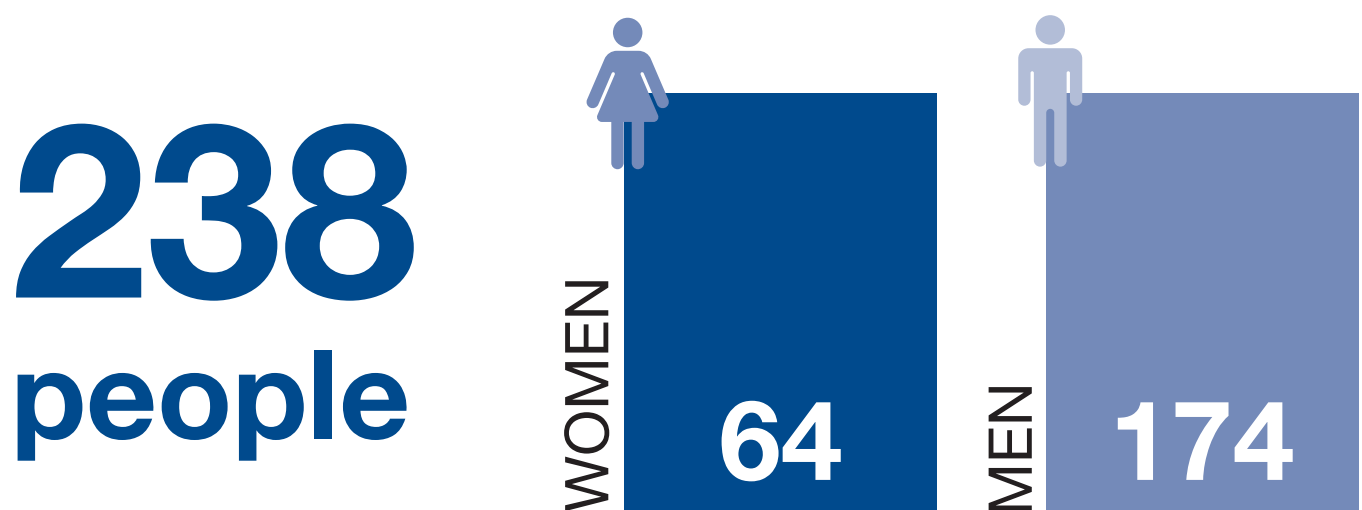
### WORKING CONDITIONS. STAFF DESCRIPTION

At TEXTIL SANTANDERINA, we are committed to workforce stability, security, and motivation. To analyze the evolution of our team, we used the number of active employees as of December 31, 2024, giving us a total workforce of 238.

General workforce data:

- 98.32% have permanent contracts. Only four people have fixed-term contracts.
- 2.10% have access to reduced hours (4 women and 1 man).
- 1.68% have opted for partial retirement (2 women and 2 men).
- 2.10% have foreign nationality, from Portugal, France, Italy, Switzerland, and the Netherlands (3 women and 2 men), and four perform sales tasks.

Regarding gender distribution, 26.9% of the workforce is women and 73.1% is men, as shown in the following graph.



Compared to the previous year, the workforce has seen a slight increase of 0.8% (2 more people than in 2023).

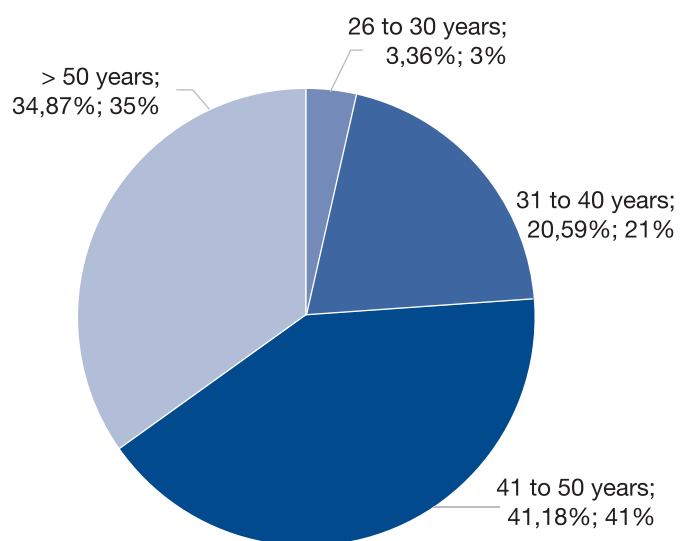
The average length of service is 14.5 years, with a distribution of 14.6 years for women and 14.5 years for men.

The average age is 46.82 years, slightly older than in 2023, with 46 years for women and 47 years for men. Of the 34.87% of employees who over 50, 27 are 60 years of age or older that is, a 11.34%.

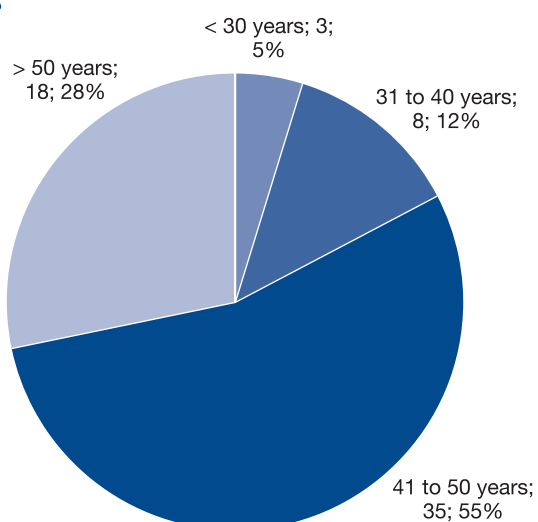


Average Age	47	46
Seniority	14,5	14,6

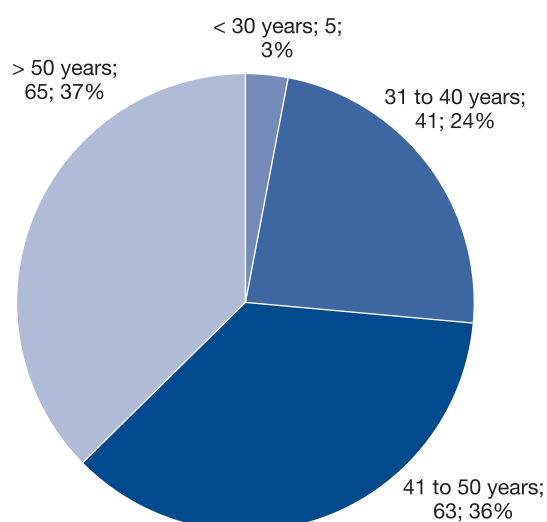
	Women	Men	Total people
From 26 to 30 years	3	5	8
From 31 to 40 years	8	41	49
From 41 to 50 years	35	63	98
> 50 years	18	65	83
Total	64	174	238



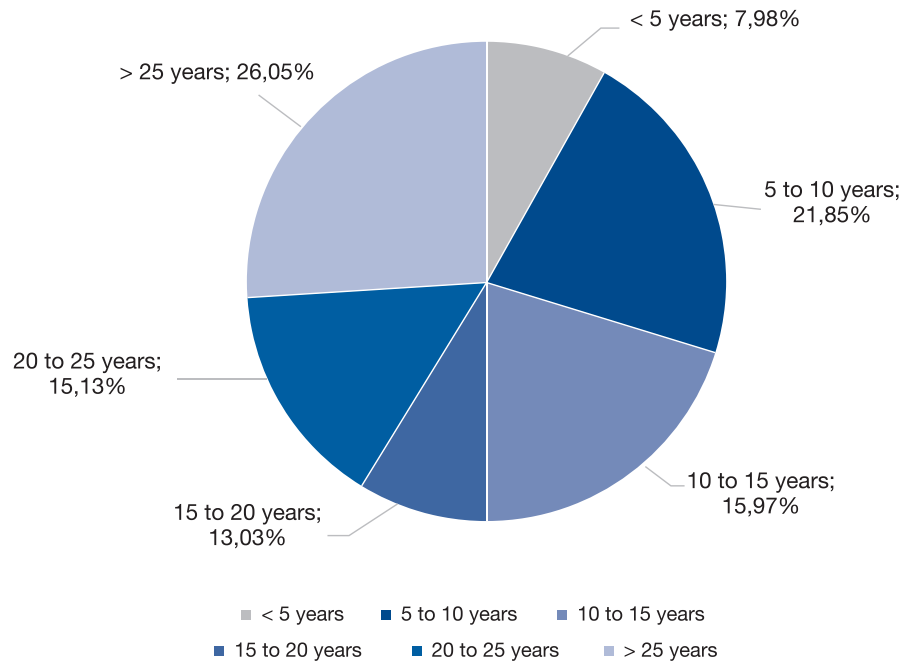
■ 26 to 30 years ■ 31 to 40 years ■ 41 to 50 years ■ > 50 years



■ < 30 years ■ 31 to 40 years  
■ 41 to 50 years ■ > 50 years



■ < 30 years ■ 31 to 40 years  
■ 41 to 50 years ■ > 50 years



### Inclusion and Accessibility

At TEXTIL SANTANDERINA, we promote the integration of people with disabilities into the workforce. Currently, 2.52% of the workforce is made up of workers with disabilities. Our sensitivity toward these individuals compels us to continually improve accessibility, eliminating physical barriers that may hinder mobility.

### Wage Gap and Commitment to Equality

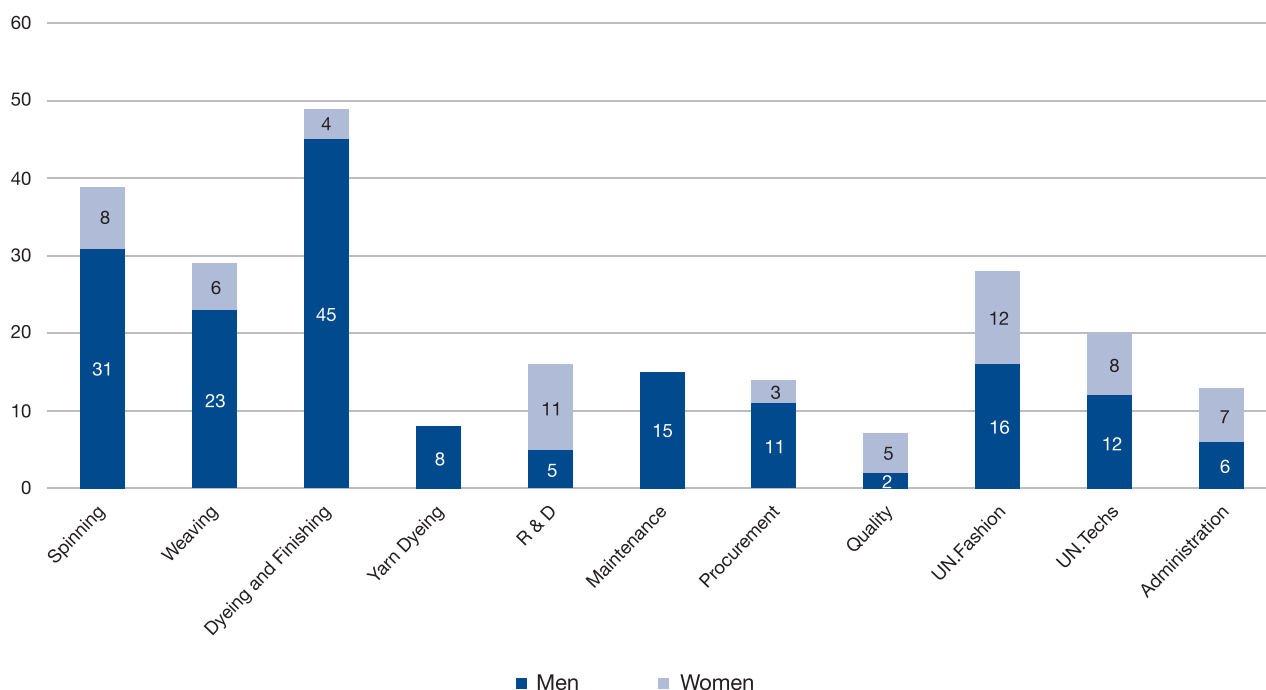
During the 2024 financial year, the wage gap represents 16.87%, a figure that remains below the 25% established by current regulations, indicating that there is no pay inequality. Even so, the company reaffirms its commitment to equal pay, ensuring that salary differences respond to objective criteria and not gender-based reasons.

### Hours worked and distribution by department

The average number of hours worked per employee in 2024 was 1,808.

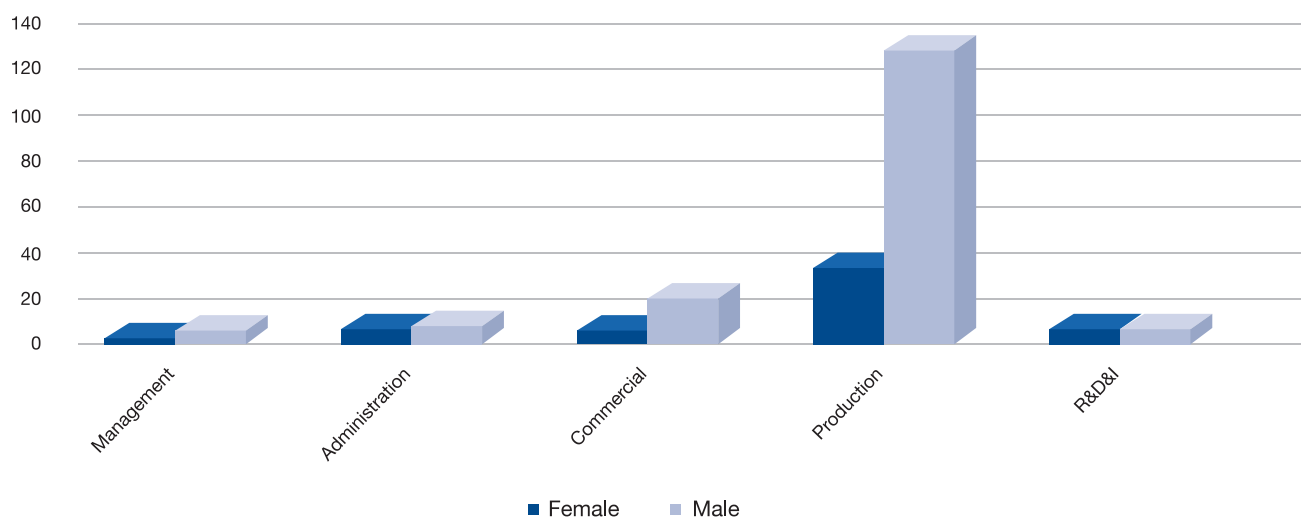
Regarding the distribution by organizational areas, the staff is distributed as follows:

## DISTRIBUTION BY SECTION AND GENDER



Regarding the distribution by category, it is interesting to note that there has been an increase in the management team, with 22% being women in 2024 and 64% being under 50 years old.

## STAFF DISTRIBUTION BY CATEGORIES (YEAR 2024)



## Work-life balance and flexibility

TEXTIL SANTANDERINA has tools that allow it to adjust work time management to production needs and market demands, adapting to the needs and agreements reached with labour representatives. It strives to ensure compatibility between the needs of the company's employees to maintain its competitiveness, employee well-being, and the reconciliation of professional and family life.

Metric (Year 2024)	Textil Santanderina, S.A.	Spain (*)
Hours / person	1,808	1,748
Overtime hours	10.78	27.5
Overtime hours (%)	0.6	1.57
Absenteeism rate	10.88	6.3

## Social Benefits

At TEXTIL SANTANDERINA, we are committed to the well-being of our employees by offering a series of social benefits, including:

- For the first three days of sick leave, the company supplements the salary to which the employee is entitled.
- Advice on completing the personal income tax return.
- Book and study grants.
- Seniority Award.
- Social Fund, to assist staff on long-term sick leave.
- Christmas basket for employees and retirees.
- Benefits from agreements with public companies, such as the one signed in 2024 with CANTUR.
- Agreement with the Textil Escudo football club.

## WORKING CONDITIONS. HEALTH AND SAFETY MANAGEMENT OF THE WORKFORCE

In order to work together on these aspects, the Health and Safety Committee, composed of representatives from the company and the RLT (Worker's Legal Representation), meets regularly to discuss safety issues, guide and train staff, and raise awareness in quarterly meetings. It also identifies potentially dangerous situations and schedules exercises and drills, from the most basic to more complex aspects such as those related to the handling and storage of chemicals.

During 2024, the mandatory medical examinations and checkups of the workforce were carried out on 180 people. The annual flu vaccination campaign was also carried out, benefiting the 60 people who requested it.

The principles of our safety policy are:

- Elimination and management of risks to worker health and safety.
- Safe and healthy working conditions.
- Compliance with legal requirements.
- Each employee is responsible for the safety of their work.
- Commitment to safety with our customers and the community at large.

During this year, we have carried out various actions in the field of risk and health prevention:

- Updated training on emergency equipment and defibrillator use.
- Conducted sonometric and luxometric studies.
- Customized assessment of prevention needs.
- Delivery of personal protective equipment, including clothing, and pharmaceutical products.

Ibersys Seguridad y Salud, S.L., our External Prevention Service, advises us on health management and prevention services, as well as other additional services provided, such as medical care during vacation periods, medications, training activities, etc.

During 2024, TEXTIL SANTANDERINA complied with the actions outlined in its Self-Protection Plan, conducting evacuation drills and inspecting the fire system.

Throughout 2024, measures were taken to improve our protection against potential cybersecurity risks, including user behaviour assessments to determine our risk level, such as security audits, drills, and the launch of training sessions.

Occupational health and safety systems are implemented in our activities, being aware of the importance of taking preventive occupational safety measures and ensuring that all employees perceive this as everyone's responsibility.

An occupational risk prevention policy is in place to identify and assess these risks, as well as a review of the system, analysing, evaluating, and updating job positions.

**“Measures have been taken to improve  
our protection against potential  
cybersecurity risks.”**

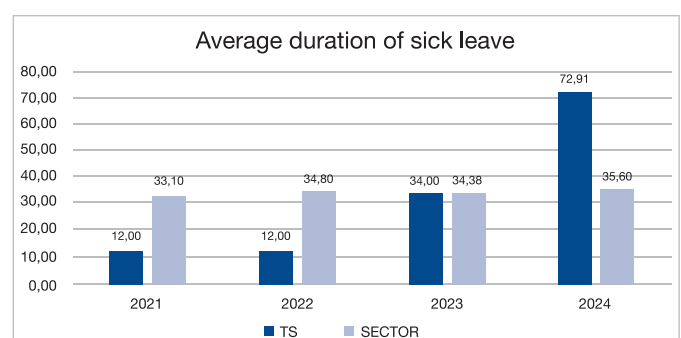
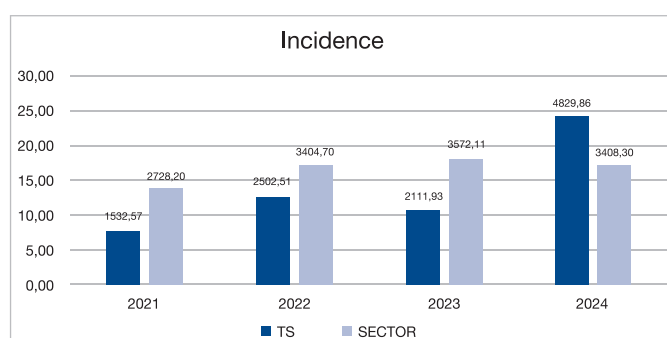
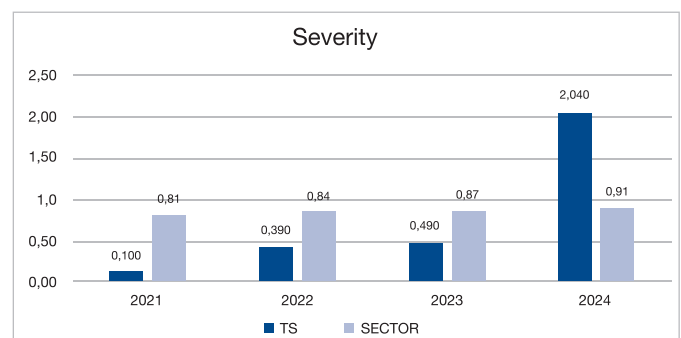
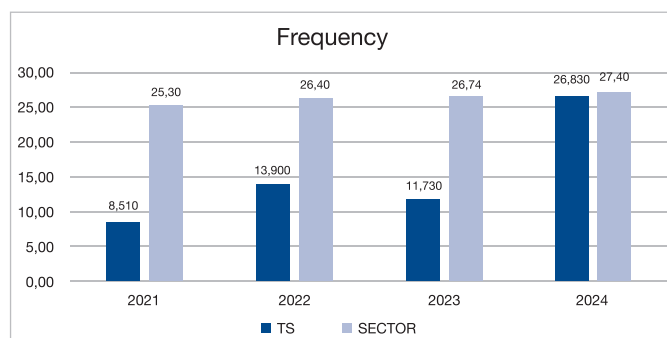
The statistical indices of incidence, frequency, severity, and average duration, which are above the sector average, are as follows:

INDEX (Year 2024)	Textil Santanderina, S.A.	Sector Average
Incidence Rate	4,830.00	3,408.30
Frequency Rate	26.83	27.4
Severity Rate	2.04	0.91
Average Duration	72.91	35.6

We reaffirm our belief that, as an advanced society, we must have zero tolerance for workplace accidents in Cantabria and the rest of Spain. However, data for 2024 indicate that, overall, we have been declining, as there was a slight increase in the total accident rate in 2024 (+1.45%). Of the total accidents in Cantabria, 99.28% were minor, 0.27% were serious, and 0.16% were fatal, maintaining a rate of between 11 and 13 fatal accidents in Cantabria each year.



## ACCIDENT RATES



Source: Mutua Montañesa accident report

During 2024, we observed an increase in absenteeism, a trend that, according to data from Randstad Research, CC.OO., and the INE, has been widespread in Spanish industry, placing it above the average for other business sectors.

The trend in accidents can be seen in the following table:

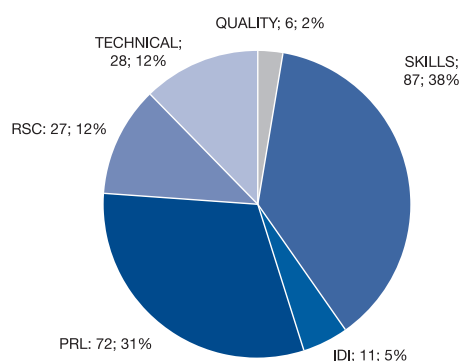
Accidents	Year 2020	Year 2021	Year 2022	Year 2023	Year 2024
With Leave	2	4	7	5	11
Without Leave	5	10	8	7	4
<b>TOTAL</b>	<b>8</b>	<b>14</b>	<b>15</b>	<b>12</b>	<b>15</b>

## WORKING CONDITIONS. TRAINING AND SKILLS DEVELOPMENT

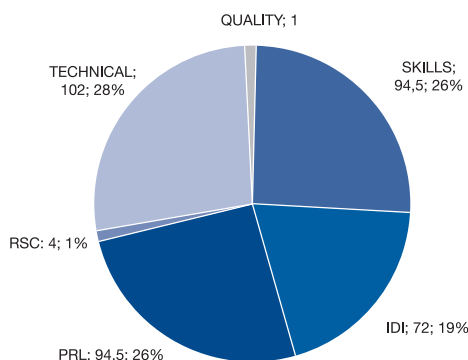
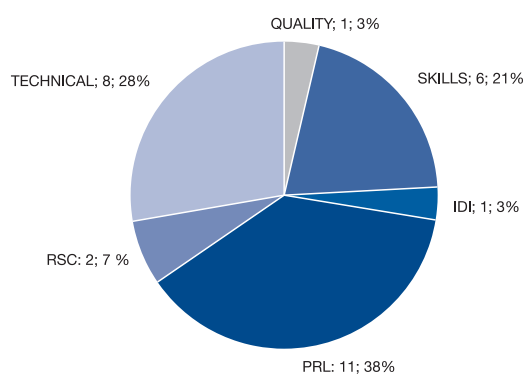
In the important area of training, Textil Santanderina, S.A. is firmly committed to ongoing employee training, tailored to each individual's needs from the moment they join the company. In 2024, training continued to be a fundamental pillar of our strategy, reaffirming Textil Santanderina, S.A.'s commitment to the ongoing development of its workforce. The training provided was designed to adapt to the specific needs of each employee and the needs of the company.

During 2024, 29 training activities were carried out, with special emphasis on occupational risk prevention (38%), technical training (28%), and the development of transversal skills (21%). Furthermore, we place great importance on ongoing training in CSR and Sustainability.

### Number of People



### Type of Training



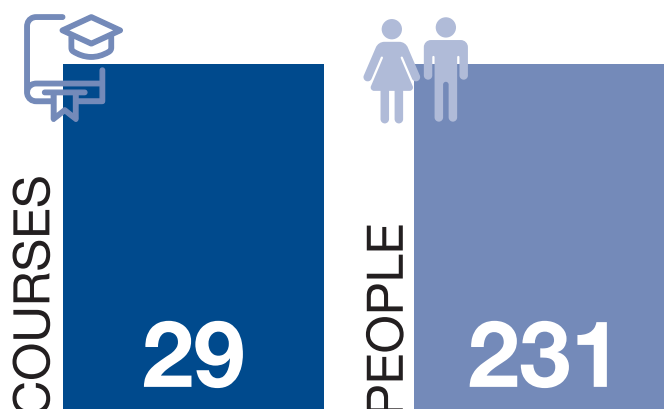
### Training Hours

Textil Santanderina has made a significant effort in this area, as reflected in the following graphs:

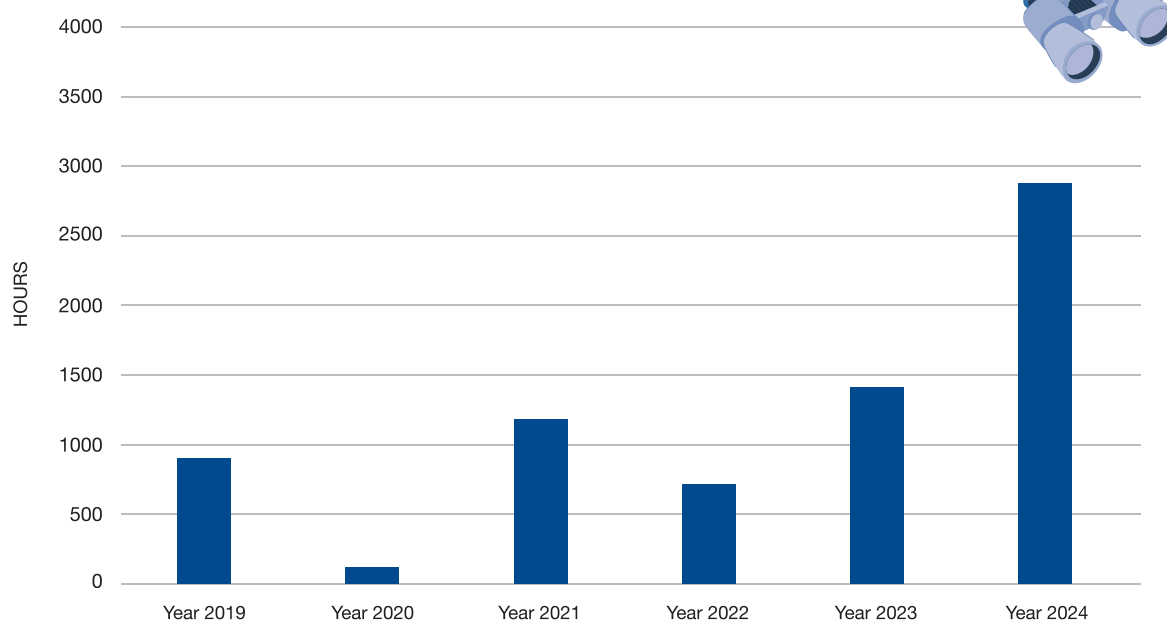
SECTION	No. of Courses	Hours / Course	Attendees	Total Hours
Quality	1	1	6	7
Skills	6	95	87	1.450
Languages	1	72	11	792
P.R.L.	11	95	72	341
R.S.C.	2	4	27	54
Technical	8	102	28	229
<b>TOTAL</b>	<b>29</b>	<b>368</b>	<b>231</b>	<b>2,872</b>

Year	Comparative Data	
	2023	2024
No. of COURSES	21.00	29.00
PEOPLE	141.00	231.00
COURSE HOURS	227.50	368.00
Total HOURS	1,403.00	2,872.00
Hours / person ratio	9.95	12.43
Hours / average staff ratio	5.91	12.07
Average Staff 2024	237.5	238
Men	86	173
Woman	55	65

**2.872**  
**Training hours**



## DISTRIBUTION OF TRAINING HOURS



Furthermore, Textil Santanderina is committed to continuing to grow and responding to the training demands of our employees.

In addition to all of the above, we must add courses recommended by clients or related to addressing their sustainability issues, such as platform management; required chemical product management courses, according to the ZDHC portal; training courses within the SLCP's social, labour, and human rights framework, in coordination with SAC/Higg-FSLM; and the training program within our membership in FICCA.



## WORKERS IN THE VALUE CHAIN

### WORKING CONDITIONS. VALUE CHAIN

Textil Santanderina currently does not perform any specific audits to certify that the people employed by our suppliers comply with the same social and labour management standards as those employed in our company. However, there is an express commitment from suppliers, obtained through the corresponding approval document, regarding strict compliance with the labour legislation applicable in the respective country of location, especially regarding compliance with working conditions and fundamental rights. This commitment is aligned with international frameworks, such as the ILO Declaration on Fundamental Principles and Rights at Work, which includes the abolition and combating of child labour and forced labour practices.

Regarding strict compliance with the labour laws applicable in the corresponding country of residence, especially with regard to compliance with labour laws and fundamental rights, aligned with international frameworks, such as the ILO Declaration on Fundamental Principles and Rights at Work, such as the abolition and fight against child labour or forced labour practices.



**International  
Labour  
Organization**



## AFFECTED COMMUNITIES

### COMMUNITY IMPACT

An expression of our commitment to sustainability and the community is the renewal of the European Union's Sustainable Consumption Pledge program, maintaining our commitment to measuring and reducing our carbon footprint and increasing our circularity. This program is an initiative to encourage companies to adopt more sustainable practices. It is part of the New Consumer Agenda and seeks to complement existing regulations by promoting sustainability in production and consumption.

Regarding our presence in the textile sector, to highlight some initiatives, we can mention our support for business schools in their textile design sections. We also highlight the factory visits we make throughout the year to bring the textile sector closer to new generations, allowing students to experience the industrial environment and its opportunities firsthand, and to convey the values of sustainability. For us, it's a way to share knowledge and foster the talent of the future. More than 20 groups of students have visited us, both from high school and advanced modules, as well as from university studies. We are proud of our close collaboration with local educational centres, as they have all had the experience of coming to us for materials that may be useful in their educational endeavours, and have been well served to the best of our ability. Textil Santanderina is always open to hosting interns, helping them enter the workforce, as well as participating in employment workshops organized by the Cabezón de la Sal City Council.

We are also proud to highlight our presence at Mercedes-Benz Fashion Week in Madrid once again this year, thanks to designer María Lafuente and her Dharma collection. The collection was inspired by the meaning of "life's purpose," based on sustainable and PEFC-certified materials, merging fashion and sustainability and conveying a message of authenticity.

At Textil Santanderina, we believe in and promote respect for Human Rights, and we do so by being present, once again this year, in the work of various non-profit organizations, supporting development projects, with a special emphasis on targeted projects such as the Children of the World Federation and the Business Alliance for Childhood Vaccination, as well as international projects such as ANIDAN, the Extraordinary 2023 Annual Report Projects / Senegal Training, and Route 6.



**“We believe in and promote respect for Human Rights, and we do so by being very present, once again this year, in the actions of various non-profit organizations.”**

## Cocina económica



We also collaborate with third-sector organizations in our region, such as AMICA, the AMAT March, the Association Against Cancer, the Torrelavega Asylum Foundation, the Cantabrian Down Syndrome Foundation, and the Daughters of Charity - Cocina Económica.

In the cultural sphere, we highlight our collaboration with the Albéniz Foundation, the Reina Sofía School, the Voces Cántabras choir of Cabezón, the Virgen del Campo dance group, and the Alane choir, which promotes the introduction of children's voices.

Rural life and local values are also strongly represented through support for the VillaSal Association of Cabezón de la Sal merchants, or livestock competitions, such as the Cabezón de la Sal Tudanca Olympics.

And last but not least, the sports sector, which ranges from support for competitive grassroots sports, where every week almost 1,000 children and young people train and compete in sports such as soccer, volleyball, and the traditional sport of bowling, to the RobinChess chess tournament, which brings together more than 1,000 chess players from all over Spain for an intense weekend, and even support for charitable sports events, such as the San Silvestre de Astillero.

## Alberto Parés Bowling Memorial



## ASELART (Mazcuerras Tower + color numbers)



We are convinced of our responsibility to our immediate community so that together we can intensify and accelerate our commitment to sustainability in all its dimensions. Therefore, during 2024, we have maintained our financial contributions, in addition to other donations of materials requested by educational and cultural centres, such as fabrics, cardboard cores, etc.

## Palas Charity Tournament

**Evento solidario de palas**  
**2ª PLAYA DEL SARDINERO**  
29 de diciembre a las 12h. mañana

*Record del mundo jugadores y partides*

*Los beneficios van destinados a los afectados por la EMT*

*Aportación Empresa 1€ por jugador inscrito*

*Señala el nombre de tu LOGO por empresa*

**Escueladepalas.com**

Compra tu dorsal solidario por 14 aunque no juegues. 6547.0061 7140 0300 4234 8749  
Tu dorsal para el evento. Lo podrás recoger junto al Camerero de Santanderina.  
El Sábado 28, de 12:00 a 17:00 Horas y Domingo 29, de 9:00 a 12:00 Horas

**EMPRESAS COLABORADORAS:**  
Dismar, Dismar, Que Interese Seguros, Ciga Asesoria, Enea, Repet, Mantecolateral Escuela, Hergom, Vival, Tatuajes Hereros, Restaurante Rempaly, Hotel Colaborer Pines de Europa, QS Staging Group Santic, Copiam, W&A el Bar, Textil Santanderina, Fundación Cantabria Labo

**DISMAR**, **Textil Santanderina** Since 1923, **VIVID**, **FUNDACION cantabria labs**, **ERZIA**, **Lacuesta**, **regima**, **hergom**, **OPA 200**, **copisan**, **ERROS**, **ROPER**

## Cantabria Sonora

**Cantabria Sonora**

**Sección Verano**

**CONCIERTO EN DIRECTO 12:00H-14:30H**

**SESIONES HOUSE 14:30H-17:00H**

**BINGO CON DJ 17:00H-18:00H**

**SESIONES REGGAETON 18:00H-00:00H**

**SESIONES TECHNO 00:00H-04:00H**

**6 JULIO**, **8€ ENTRADA**, **AFORO LIMITADO**

**Cabazón de la Sal**

## Comillas Summer Course Brochure

**INFORMACIÓN GENERAL**

Información completa en [www.cursosdeveranoydeextension.com](http://www.cursosdeveranoydeextension.com)

**INICIO DEL PLAZO DE MATRÍCULA EN EL CURSO:** 10/05/2024  
**FINALIZACIÓN DEL PLAZO DE MATRÍCULA EN EL CURSO:** 05/07/2024

**TARIFAS DE LOS CURSOS**  
**Anticipada:** 53 €. Matrículas formalizadas y pagadas íntegramente hasta 8 días naturales antes de la finalización del periodo de matrícula del curso. Si se elige esta opción, no se efectuará reintegro del dinero abonado, salvo devolución del curso.  
**Ordinaria:** 105 €. Matrículas formalizadas y pagadas íntegramente dentro de los 7 días naturales anteriores a la finalización del periodo de matrícula del curso.  
**Reduccion:** 79 €. (Residentes del municipio donde se imparte el curso excepto Santander, alumnos de la UC, jóvenes (nacidos en 1999 y posteriores), personas en situación de desempleo y miembros de ALICAN). Deberán ser formalizadas y pagadas íntegramente dentro de los 7 días naturales anteriores a la finalización del periodo de matrícula del curso. Se deberá acreditar documentalmente su pertenencia al colectivo correspondiente.  
**Superreducida:** 32 €. (Personas mayores al menos 65 años, familias numerosas o personas con discapacidad). En los dos últimos casos, se acreditará mediante fotocopia del DNI o certificado de familia numerosa o de la tarjeta de discapacidad. Deberán estar formalizadas y pagadas íntegramente a la fecha del cierre de la matrícula del curso.

En caso de necesidad factura, contactar previamente con la Secretaría para facilitar datos fiscales. En ningún caso se emitirá factura por matrículas ya pagadas.

**DEVOLUCIONES**  
Se devolverá siempre el importe de la matrícula a quienes se hayan inscrito en un curso que posteriormente sea anulado por la Organización de los Cursos, independientemente del tipo de tarifa aplicada.  
En ningún caso se devolverá el importe de la matrícula a aquellas personas/empresas que hayan escogido la modalidad de matrícula anticipada, salvo en los casos de anulación del curso.  
El alumno que se haya acogido a las tarifas ordinaria, reducida o superreducida podrá solicitar devolución del importe de la matrícula siempre que se justifique documentalmente su imposibilidad de asistencia al curso por motivos de fuerza mayor con el menor los días naturales de emisión del curso del mismo. Se valorará y resolverá cada uno de los expedientes, haciéndose efectiva la devolución a partir del mes de octubre.

**DIPLOMAS**  
Al finalizar cada curso se emitirá un diploma de asistencia expedido por el Rector de la Universidad de Cantabria. Para su obtención, el alumno deberá acreditar su participación en, al menos, el 80% de las horas lectivas del curso. Por ello, se realizará un control diario de asistencia del alumno en cada curso.  
Se emitirán diplomas de participación a quienes habiendo asistido al curso no hayan acreditado su presencia en el mínimo de horas lectivas exigido. Estos diplomas no tienen valor para la convalidación de créditos.

**RECONOCIMIENTO DE CRÉDITOS PARA EL ALUMNADO DE GRADO DE LA UNIVERSIDAD DE CANTABRIA**  
De modo general, los Cursos de Verano y de Extensión Universitaria organizados por la UC en las diferentes sedes son objeto de reconocimiento de créditos ECTS para el estudiante de Grado con rango a actividades de carácter cultural. Se aplicará el reconocimiento de 1 crédito por cada curso de 20 y 30h, y 0,5 créditos por los cursos de 10 y 15 horas.

**Patrocinador:** **AYUNTAMIENTO DE COMILLAS**

**Colaborador:** **Centro Universitario CIESE Fundación Comillas**

**Textil Santanderina** Since 1923

**Secretaría de Cursos de Verano y de Extensión Universitaria**  
Edificio Tres Torres, Torre C, Planta 2  
Avenida Los Castros s/n - 39005 Santander

942 200 973  
cve@unican.es  
WEB: UNICAN.ES/CURSOSDEVERANOYEXTENSION

**COMILLAS**  
**FC.3.1 LA VIDRIERA Y EL ARTE DE LA LUZ. CONOCER, RECUPERAR Y CONSERVAR**  
Del 9 al 11 de julio  
DIRECCIÓN: CELESTINA LOSADA VARELA  
Historiadora del Arte. Directora Académica. CIESE-Fundación Comillas

**UC** Cursos de Verano y Extensión Universitaria

**Colaboraciones**

**GRÜNBÄU MOTOR**, **Textil Santanderina**

## TVA2 Group from Parayas School



## La Folía - San Vicente de la Barquera



## GREEN DOG PROTECT



We would like to make special mention of the devastating effects of the DANA that affected towns in the Spanish Levant, especially Valencia, and which prompted solidarity actions throughout Spain. Our participation included the collaboration of everyone, employees and management, along with local and regional authorities, in activities such as food collection.

## VII San Silvestre



## CONSUMERS AND END USERS

### COMMUNICATION AND TRANSPARENCY

For Textil Santanderina, internal communication plays an important role because it is the **way** to keep everyone informed about the company's current events and foster employee engagement.



Our goal is to provide employees with easy access to information, so that it reaches them clearly through the means we currently have available, using documents we call TS-Infoma. We are sending all employees timely and urgent information, as well as information and training sessions, via WhatsApp. A quarterly newsletter with corporate news and social responsibility news is sent via email.

We continue to explore other channels that will improve our internal communication. During 2024, three newsletters were launched, reaching more than 1,700 people.

  
**No te pierdas nuestras últimas noticias**

**Value Everyone Equally**

Una Mundialidad de la Mujer en la Ingeniería

ingeniería |

**Designing a Better Tomorrow**

Una Mundialidad de Diseño Inteligente

ingeniería |

**Pioneers of Progress**

Una Mundialidad de la Mujer en la Ingeniería

ingeniería |

**Restore Land Recover Life**

Una Mundialidad de Lucha Contra la Desertificación y la Sequía

ingeniería |



## Compromiso con la Sostenibilidad a través de Certificaciones

Hemos reforzado nuestro compromiso con la sostenibilidad al aprobar Auditorías de certificación de European Flax, FDC y PEFC. Estas certificaciones garantizan que en la empresa utilizamos materiales de fuentes sostenibles y gestionados responsablemente. Este enfoque asegura prácticas respetuosas con el medio ambiente y promueve un futuro más sostenible en la industria textil.




## Nos han visitado...

Finalizado el curso escolar 2023-24, durante el cual nos han visitado más de 300 alumnos de centros diferentes, y nos ha permitido mostrarles los atractivos de nuestro sector, la importancia de su formación y los proyectos de sostenibilidad que se están aplicando en la empresa.

Se llevó a cabo en el Palacio de la Magdalena de Santander la II Jornada sobre Logística, Infraestructura y Comunicaciones de Defensa (LOGINCOMDEF) el 3, 4 y 5 de abril de 2024, de la mano de [Cluster de la Industria de Defensa](#)

**Carmen Hijosa**  
En el mes de mayo, la Dra. Carmen Hijosa, Fundadora y Directora Creativa de **Pelotas**, nos visitó en Tesis Barcelona para celebrar la mutua colaboración que venimos desarrollando en el diseño y producción de hilados y tejidos a partir de la fibra de [Zanjas Anagil Ltd.](#)



**Cocina Económica Santander**

El 22 de mayo, el centro integral de atención a las personas sin hogar, Cocina Económica [Santander](#), visitó nuestras instalaciones para conocer más en profundidad nuestro trabajo.

**Textil Santanderina mejora su puntuación en sostenibilidad con EcoVadis**

EcoVadis es una plataforma global de evaluación de sostenibilidad que mide el rendimiento empresarial en áreas como medio ambiente, derechos humanos, ética y compras sostenibles. En nuestra última evaluación, alcanzamos una puntuación de 85/100, posicionándonos en el percentil 83, lo que refleja un avance desde sus puntuaciones previas de 55 puntos en 2017 y 62 puntos en 2019.

**Presentación del XXIII Encuentro de Música y Academia de Santander**

Se llevó a cabo a lo largo del mes de julio el **XXIII Encuentro de Música y Academia de Santander**, en el Palacio de Festivales de Cantabria. Este mismo reunió a 69 jóvenes talentos y 12 maestros internacionales. Entre los asistentes al acto estuvieron Eva Guillemina Fernández, Consejera de Cultura, y la Alcaldesa de Santander, Gema Igual. El concierto inaugural fue el 7 de julio de la mano de la Orquesta Sinfónica Fiebrevent dirigida por Andrés Orozco-Estrada y la violinista Anna Lee como solista, interpretando obras de Waxman y Shostakovich.

Cursos de verano de la mano de Textil Santanderina

El pasado julio, Comías fue el escenario del curso **"La vidriera y el arte de la luz. Conocer, recuperar y conservar"**, un evento que contó con nosotros, Textil Santanderina, tal como lo ha venido haciendo en los últimos 10 años. Este taller teórico-práctico reunió a expertos en historia del arte y restauración de vidrieras, ofreciendo a los asistentes una valiosa oportunidad para profundizar en la conservación de este patrimonio cultural mediante la integración de técnicas tradicionales y nuevas tecnologías.

Internal communication is also a training vehicle that conveys useful messages for the company and its employees. In this regard, internal training programs on Sustainability and CSR have been implemented, with a special emphasis on specific topics related to the specifications of the different certifications.

**“We are working to improve our external communications to inform stakeholders about our presence and our sustainability and technical objectives.”**

Furthermore, the IT department sends training packages via email, using an external platform available on the market. This allows for automated cybersecurity training and awareness, adapting their content to the specific characteristics of each employee and making them active advocates for Textil Santanderina against these types of attacks and threats.

For our part, we are working to improve our external communications to inform stakeholders about our presence and our sustainability and technical objectives, always seeking to maintain a behaviour that is free from greenwashing or similar practices.

## CONSUMERS AND END USERS

One of TEXTIL SANTANDERINA's main objectives is to carry out production, distribution, and marketing of products, and to provide services in a safe manner, in which employees maintain a responsible attitude, applying safety criteria, minimizing risks, and avoiding accidents, injuries, or occupational illnesses.

Our labels and shipping documents rigorously indicate all the information required by customers to ensure that the merchandise shipped meets their requirements. Furthermore, we have provided traceability data, including supporting documentation, to all customers who have requested it. These requests have also come from seal auditors, whose requirements include traceability, as well as from customs authorities in those cases where we have received official requests to this effect.





4

# Governance



Textil  
Santanderina  
Since 1923



**ΔTechs**  
ADVANCED FABRICS BY TEXTIL SANTANDERINA



## INTRODUCTION

We believe that corporate governance is a fundamental pillar for achieving sustainability, in its broadest sense, at Textil Santanderina. Only through good practices in this area will it be possible to successfully address and respond to the growing environmental and social challenges in a global environment, allowing us to be on a path to positive economic results and be socially and environmentally responsible.

Good governance practices are aligned with the following aspects:

1. **Transparency and Accountability**, which allow us to gain the trust of our stakeholders, as well as the monitoring and evaluation of their sustainable practices. As we have mentioned, we have adhered to the most prestigious seals and certifications in the sector, so that these factors are audited by a third party, guaranteeing the traceability of our processes and transparency in the information we make available to you.  
Of note is the implementation of Textil Santanderina's internal information channel in December 2023, in compliance with Law 2/2023, of February 20, regulating the protection of persons who report regulatory violations and the fight against corruption. During 2024, the channel was managed by an external manager, and no complaints of any kind contemplated by law were received during that period.
2. **Integration of Sustainability into the Corporate Strategy**, which transforms ESG values into a priority and provides them with cross-cutting implications for the company's decisions. Therefore, both the Board of Directors and the Management Committee have individuals who contribute sustainability perspectives to both governing bodies.
3. **Commitment to Stakeholders:** Aware of the mutual importance between the company and its stakeholders, as we have already mentioned, we have initiated a process of analysis and consultation with them, which we will continue to advance and further explore during 2025 and beyond. We have always maintained an open-door and dialogue-based approach in our relationships with the various stakeholders. Although until now these dialogues have taken place informally (without minutes or documents to endorse them, beyond verifiable facts and actions), work is underway to provide formality and consistency to these relationships.
4. **Risk Assessment and Management.** Our sustainability, including our financial sustainability, is closely linked to a company's ability to identify, assess, and manage risks, as a proactive attitude is a necessary condition for the continuity of this business project. In this sense, and within the framework of ISO 9001 and ISO 14001, which define and analyse the risk matrix, which is included in the "Management Review" document.

**“Our sustainability is closely linked to a company's ability to identify, assess, and manage risks.”**

Furthermore, within the Board of Directors, there is a person directly responsible for ensuring compliance with and implementation of all published guidelines and legal regulations that affect us.

5. **The spirit of Continuous Improvement** has always been present in our management, and the processes implemented demonstrate this, as exemplified by the SCRUM project, which was launched in 2023 and continued into 2024.
6. **Innovation and R&D&I.** The word “innovation” is perhaps, along with “sustainability,” the two most frequently mentioned in this report, because the two are closely linked, and one cannot survive without the other, nor can the company survive without both. Later, we will explain the R&D&I projects developed last year.

We have defined the following priority objectives for 2025-2026:

Objective	Action	Scope	Indicator	2026	SDG
Formalize the ethical and responsible business <b>commitment</b> and performance	Re-elaboration of an Ethical and Conduct Code	Joint reflection. Include in onboarding documentation. Revision	Ethical and Conduct Code Document	Approved Ethical and Conduct Code	8 DECENT WORK AND ECONOMIC GROWTH
	Conduct a risk analysis and implement mechanisms for their detection and mitigation/elimination	Specific actions based on detected risks	Risk map. Due diligence manual for risk control	Risk map elaborated and approved, along with due diligence manual	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Efficient <b>supplier</b> management	Review of audits and improvement proposals in resource management	New supplier evaluation system. Document that collects all audits carried out by the company, their scope and objective	# audits at the beginning vs. after policy implementation % resources allocated at the beginning vs. after implementation	Approval and implementation of the new procedure	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
<b>Future</b> projection management	Analysis of Stakeholder Groups and Double Materiality	Define a first Double Materiality Matrix	Double Materiality Matrix		17 PARTNERSHIPS FOR THE GOALS

This report is part of our commitment to transparency and accountability, following clear guidelines for disseminating information and providing accurate, rigorous, and understandable data.

## BUSINESS CULTURE

At TEXTIL SANTANDERINA, we are committed to high standards of ethical and responsible behaviour, in accordance with current legislation. Our Integrated Management System Policy, approved in 2021, remains in force, reaffirming our commitment to **the values of: Customer focus; Good corporate governance and transparency; Ethical and professional development of our team through ongoing training; Environmental and social commitment, and respect for Human Rights; and Innovation.**

People are a central element in the life of the company. For this reason, among the priority objectives for the 2025-2026 period is to analyse and implement reflection and analysis processes for possible initiatives to develop within the company to promote health and healthy lifestyle habits.

Today's world benefits from the great advances made in science, technology, and trade relations, and high levels of quality of life, health, prosperity, and well-being have been achieved in large regions. However, there are also many regions where the minimum standards necessary to guarantee a dignified and decent human life are not met, and situations of degradation of human life and dignity are frequent.

All these issues and concerns have been reflected for more than five years in the Sustainable Development Goals, which have achieved broad consensus regarding their necessity and the urgency of action. It is increasingly clear that companies must commit to the development and well-being of the population in society. This contribution is increa-

singly essential, also in the closest and most local environments, which is why we are committed to disseminating them at local and regional levels.

In this context, TEXTIL SANTANDERINA is committed to respecting Human Rights, as embodied in the Universal Declaration, promoted and approved by Management, and aligned with the ethical principles of our business management. **This commitment has been implemented at the corporate level, reflected in our Corporate Social Policy, endorsed on January 2, 2017, and in the Code of Conduct, revised and reaffirmed on April 2, 2019.**

In relation to the above, aware of the changes taking place, we understand that it is necessary to update our code of ethics and conduct, as the current documents have become obsolete or are insufficient in some respects. This renewal, scheduled for 2025, also attests to Textil Santanderina's commitment to the highest values of respect for human, social, and labour rights.

Our policy is aligned with the principles of the United Nations Global Compact and the standards of the International Labor Organization. These commitments extend to every Textil Santanderina employee, who, beyond legal requirements or regulations, must govern all our relationships with customers, suppliers, and stakeholders in general, following the corporate principle of transparency. The national legal framework or that of each country in which we operate will be only the minimum required.

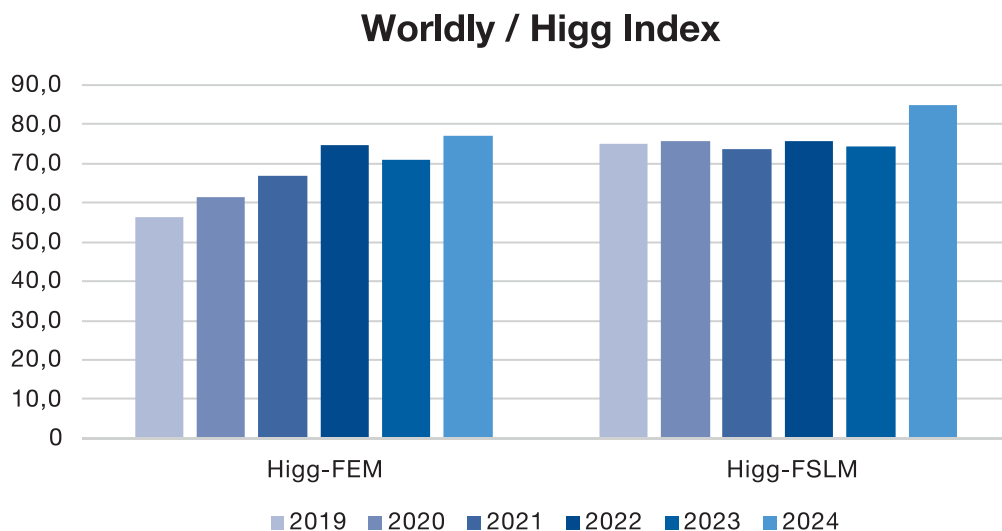
**“People are a central element in the life of the company.”**

## STAKEHOLDERS

We have confirmed, through the numerous surveys and inquiries we receive from our clients, that they increasingly value our commitment to the use of renewable energy resources, to offering fabrics that promote environmental protection, to incentivizing employee training and development, and our commitment to research and innovation. All of this is reflected in the questionnaires and declarations in the area of Social Responsibility that have been completed through the Environment and CSR joint action.

During 2024, we were the subject of various audits commissioned by clients, both environmental and social/labour, with satisfactory results, for example, the annual audit of INDITEX.

For the fourth consecutive year, we have conducted the WORLDLY Higg-FEM environmental self-assessment questionnaires and, for the third time, the WORLDLY Higg-FSLM/SLCP social/labour and human rights self-assessment test, with the scores indicated in this document. Both have been made available to all clients who have requested them, facilitating transparency in our sustainability management.



As part of TEXTIL SANTANDERINA's commitment to the **health and safety of people**, our employees receive regular risk prevention training and instruction on the precautions to be observed when working with chemicals.

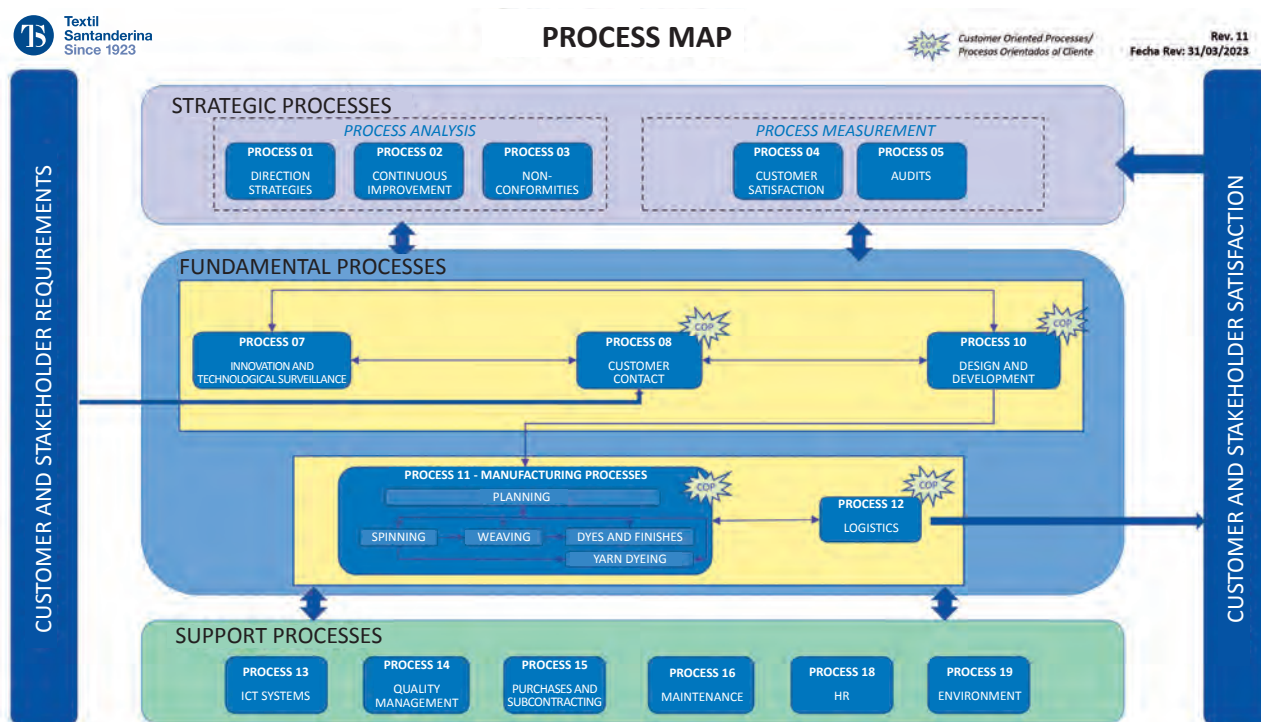
All our activities and communications comply with **Organic Law 3/2018, of December 5, on the Protection of Personal Data and the Guarantee of Digital Rights (LOPD)**, as well as the European Union's General Data Protection Regulation (GDPR), on the protection of individuals with regard to the processing of their personal data and on the free movement of data within the EU and the European Economic Area.

Furthermore, as an important part of our membership in the CEOE-CEPYME of Cantabria, we actively participate in the in-person meetings of the Occupational Risk Prevention Forum, an initiative aimed at exchanging good practices in health and safety.



The Human Rights Respect Strategy establishes procedures to ensure compliance throughout our value chain. These procedures are included in the approval process for new suppliers, and their requirements are reflected in the company's general purchasing conditions. Furthermore, it guarantees respect for the labour rights of all its employees and contractors, as well as our commitment to respect our agreements with our suppliers at all times.

All of this is reflected in the ISO 9001:2015 procedures, within the documents of Process No. 15, Purchasing and Subcontracting, which includes quarterly evaluations, as well as the approval procedures followed by the 18 new suppliers for 2024. The results of the defined KPIs are within the objectives.



Likewise, the data of all subcontracted companies whose personnel agree to perform work in the factory are recorded on the IEDOCE management platform, always in compliance with the LOPD (Spanish Data Protection Act). Furthermore, it is our responsibility to ensure that the private security company working at Textil Santanderina complies with all the provisions of current legislation, respecting Human Rights and the proper use of force and other measures.

TEXTIL SANTANDERINA is responsible for and assumes all consequences arising from non-compliance with the legal requirements applicable to it. Neither during 2024 nor in previous years has TEXTIL SANTANDERINA received any complaints related to human rights violations.

Finally, at TEXTIL SANTANDERINA, we believe that collective work and participation in various associations are essential to achieving our goals.



In addition to some associations already mentioned in this report, we would like to highlight our participation in the **Textile and Fashion Observatory**, an association created in 2023, of which Juan Pares is the current president. Its aim is to promote the transformation of the sector, in the face of the signi-

ficant challenges it faces in the economic (verticalization and offshoring); technological (digitalization and transformation); and legislative (in the areas of circularity, sustainability, and decarbonization), and with the aim of being the voice of the textile sector in all areas where it is considered necessary to be represented to defend the sector's rights.

Other associations in which we are present are:

Association for the Advancement of Management (APD)

Cantabrian Association of Family Businesses (ACEFAM)



## INNOVATION, R&D, AND INVESTMENT POLICIES

Below, we present the main R&D projects developed during 2024, and the investments made during that year.

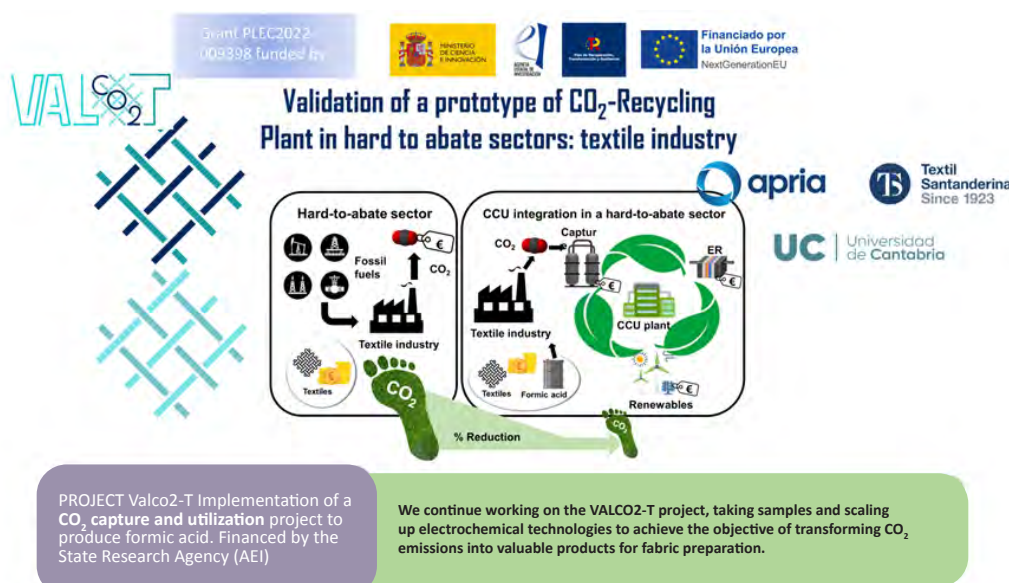
These R&D actions are characterized by two common elements:

- They involve investments in research projects that will allow us to be more sustainable in our business and industrial activities.
- We have established collaborations and alliances with public and private organizations, including universities, laboratories, and other companies.

## MAIN R&D ACTIONS DURING 2024

### Project for CO<sub>2</sub> capture and conversion into Formic Acid

The development of activities for the Valco2-T PROJECT "Implementation of a project for the capture and utilization of CO<sub>2</sub> to produce formic acid," funded by the State Research Agency (AEI), continues. Given the low O<sub>2</sub> concentration obtained in the RAME1 machine, sampling has been started in the Steam Boilers. Work continues on scaling up the laboratory prototype reactors to transform CO<sub>2</sub> into formate and thus produce formic acid useful for tissue preparation processes.



## Biobased and Compostable Materials

Continuing with the sustainability agenda in yarn and fabric manufacturing, the INTESBIOCOM project, “Industrial Research into New Sustainable Textile Technologies with Biobased and Compostable Materials,” co-funded by the Directorate General of Industry (Government of Cantabria), is continuing to develop innovative and efficient processes for the manufacture of biobased and compostable yarns, aimed at the food packaging sector.

Real-time consumption monitoring systems have been incorporated through the implementation of two modular data capture architecture pilots. Data is beginning to be captured in Grafana on preparation consumption and Jigger.

Furthermore, we have launched our application for the AITEX 2024 Sustainability Awards and have been selected as one of the award-winning companies.

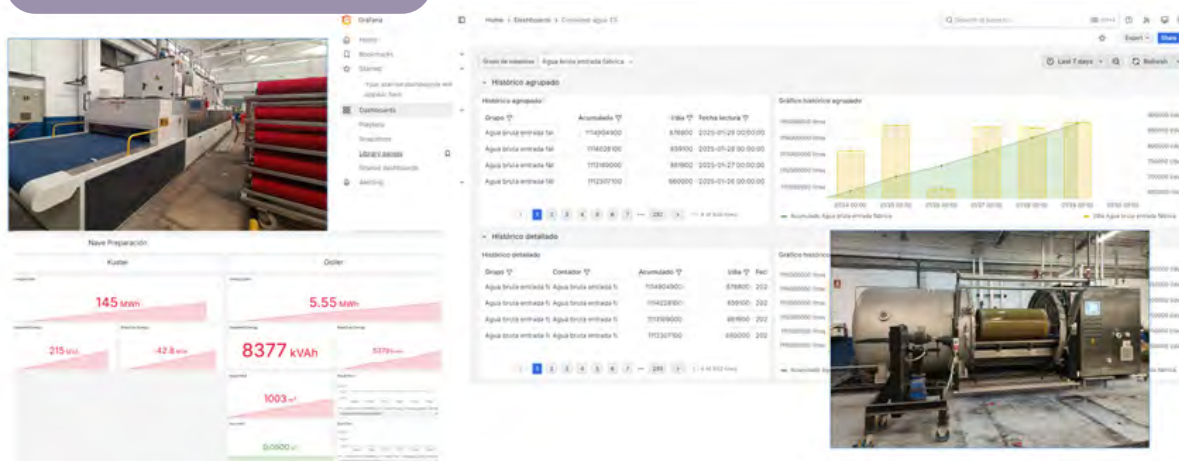
### INTESBIOCOM PROJECT

Industrial research in new Sustainable TEchnologies for TExtiles with biobased and COMpostable materials. Funded by the Directorate General of Industry (Government of Cantabria)

We continue working on the INTESBIOCOM project.

It has been submitted for the AITEX sustainability awards and we have been selected as laureates/award winners.

It includes the incorporation of real-time consumption monitoring systems, through the implementation of two modular data acquisition architecture pilots. Data collection in Grafana for preparation and jigger consumption is beginning.



## Dissemination, outreach and participation in forums and networking activities

We have participated in various innovation forums and activities. Of note are our participation in COLLABORATE Santander (a technology business forum organized by the Atlas Technology platform) and in the C-Meet, where we presented our VI-SIORTEx® CHROMA prototype. We have also participated in activities promoting and disseminating development activities in the textile industry at European, national, and regional levels.

As part of our national impact initiatives, we have continued our push at the OTYM and have participated in workshops on decarbonization and sustainability in the textile industry in Spain.

Likewise, at the international level, we have participated by advising and evaluating projects submitted for the 2023 ITMF Awards for innovation and sustainability, presented in September of this year. R&D Director Juan Marcos Sanz attended the ITMF conference in person, where he met with many of the sector's leading companies and, in particular, the award-winning initiatives.

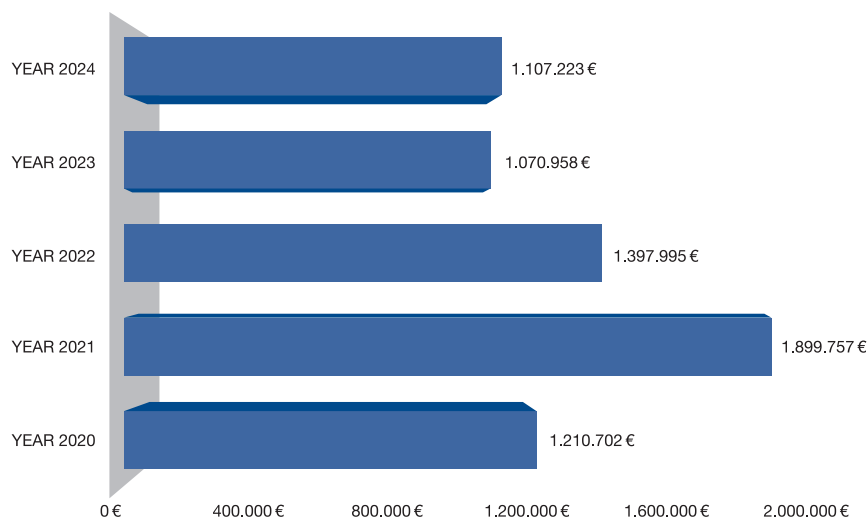
We received advanced training in the preparation and presentation of European projects from QiEurope through a series of SODERCAN workshops.

Finally, the R&D&I area continues working on international promotion, preparing plans and recruiting technicians, and optimizing and improving our facilities by supporting the preparation and monitoring of project proposals.

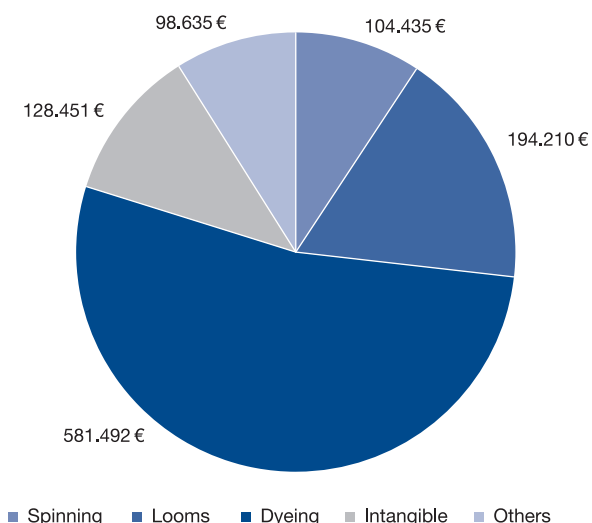


## Investments for 2024

The investment policy is a crucial component for Textil Santanderina and an element that integrates the company's operations with its financial strategy, which seeks not only economic returns, but also to improve the company's sustainability, reducing its environmental and social impact, based on an analysis of risks and opportunities.



## Investments Year 2024 (€)



	EUROS - YEAR 2024
Spinning	104,435 €
Looms	194,210 €
Dyeing	581,492 €
Intangible	128,451 €
Others	98,635 €
	1,107,223 €

## MINDSET MANAGEMENT® CHANGE

During 2024, advised by the consulting firm Mindset Management®, we have initiated a transformation process, which we have called “Bchange”, with the active participation of the Management Committee and the company’s executives and middle managers. This process focuses on:

- Intrapersonal transformation for each of us.
- Interpersonal transformation, working on our team mindset and our ways of relating to understand how they affect our collective capacity for adaptation.
- Team transformation, to align individuals and teams with Textil Santanderina’s strategic objectives.

This process seeks to convince everyone of the need for a personal and collective change in people’s mindset and ways of doing things, with the goal of improving both personally and in the company’s results, all in a sustainable manner over time. This process will continue throughout 2025, led by the Transformation Office, created for this purpose.



The consolidated corporate income tax expense for fiscal year 2024 corresponds to the aggregate of consolidated companies, taking into account consolidation adjustments, and represents an expense of €606,307.85.

Tax Incentives	Year of origin	Year of application	2024	2023
R&D	2010	2025/2026	88,294.69	88,294.69
R&D	2011	2026/2027	184,865.10	166,027.10
R&D	2012	2027/2028	140,956.73	140,956.73
R&D	2013	2028/2029	101,653.42	101,653.42
R&D	2022	2037/2038	167,481.78	167,481.78
R&D	2023	2038/2039	174,317.63	167,400.00
R&D	2024	2039/2040	174,240.00	-
			<b>1,031,809.35</b>	<b>831,813.72</b>

## GRANTS, DONATIONS, AND LEGACIES

The details of the Group's grants as of December 31, 2024, and 2023, are as follows:

	2024	2023
Subsidies at the end of the fiscal year:		
Textil Santanderina, S.A.	177,016.98	684,853.89
Acabats del Bages, S.A.	99,186.98	117,730.00
	<b>276,203.96</b>	<b>802,583.89</b>
Income recognized during the fiscal year	(701,840.13)	(785,612.13)
	<b>(701,840.13)</b>	<b>(785,612.13)</b>

The movement of this heading in the attached Balance Sheet during the years 2024 and 2023 was as follows:

	2024	2023
<b>Balance at the beginning of the fiscal year</b>	<b>802,583.89</b>	<b>985,001.97</b>
(+) Received during the fiscal year	-	467,908.94
(-) Subsidies transferred to the results of the fiscal year	(526,379.93)	(589,209.27)
(-) Renunciation of subsidies during the fiscal year	-	(61,117.75)
<b>Balance at the end of the fiscal year</b>	<b>276,203.96</b>	<b>802,583.89</b>

The Parent Company receives free greenhouse gas emission rights.



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ADVANCED FABRICS BY TEXTIL SANTANDERINA





5

# Annexes



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ADVANCED FABRICS BY TEXTIL SANTANDERINA



## SUMMARY OF INDEXES OF THE NON-FINANCIAL INFORMATION STATEMENT REPORT - YEAR 2024


















	Year 2022	Year 2023	Year 2024
<b>Raw material purchase (kg)</b>	2,548,171.00	2,228,827.00	2,428,925.00
<b>Certified raw material purchase (kg)</b>	1,793,657.00	1,542,729.00	1,814,447.00
<b>Certified raw material purchase (%)</b>	70.40	69.22	74.70
<b>Spinning Production (meters)</b>	1,822,000.00	1,679,963.00	1,670,646.00
<b>Weaving Production (meters)</b>	3,440,000.00	2,755,743.00	3,553,697.00
<b>Dyeing Production (m)</b>	11,890,000.00	9,957,447.00	10,514,764.00
<b>Dyeing Production % HILG-FEM</b>	762,000.00	633,551.00	521,780.00
<b>Total Production (kg)</b>	7,325,401.76	6,325,286.51	6,856,998.54
<b>HIGG-FEM Score</b>	74.70	71.00	77.00
<b>HIGG-FEM Score (%)</b>	75.70	74.70	87.80
<b>CO<sub>2</sub> Emissions</b>			
<b>Total verified CO<sub>2</sub> emissions (t)</b>	16,610.00	8,284.00	9,156.00*
<b>CO<sub>2</sub> Emissions / kg of production</b>	2.27	1.31	1.34
<b>Emissions / employee</b>	67.80	34.95	38.63
<b>Audited Emissions - Category/Scope 1</b>	16,610.00	8,284.00	9,156.00*
<b>Audited Emissions - Category/Scope 2</b>	1,735.71	3,690.00	2,500.00*
<b>Audited Emissions - Cat. 3, 4, 5 (Scope 3)</b>	699,447.93	469,643.00	460,000.00*
<b>Total Audited Emissions</b>	717,960.09	481,717.00	470,000.00*
<b>Waste Management</b>			
<b>Non-hazardous Waste (Tm)</b>	2,547.48	2,222.01	2,371.43
<b>Non-hazardous Waste / 1,000 kg production</b>	0.34	0.35	0.35
<b>Hazardous Waste (Tm)</b>	42.23	36.85	46.50
<b>Hazardous Waste / 1,000 kg production</b>	5.58	5.83	6.78
<b>Water Management</b>			
<b>Water network intake (m³)</b>	11,177.00	10,683.00	9,388.00
<b>Total consumption (m³)</b>	452,894.00	418,329.00	419,584.00
<b>Water consumption / 1,000 kg production</b>	61.82	66.16	59.73
<b>Evaporated water (m³)</b>	456,275.00	399,089.00	375,377.00
<b>Purified water / 1,000 kg production</b>	62.29	63.11	54.74
<b>Treated water (m³)</b>	198,249.00	222,259.00	196,529.00
<b>Energy Management</b>			
<b>Self-consumed generated energy (kWh)</b>	9,397,113	0	0
<b>Imported energy from the grid (kWh)</b>	6,372,054	13,792,985	14,157,641
<b>Energy produced (photovoltaic) (kWh)</b>	859,750	804,352	667,940
<b>Total energy consumption (kWh)</b>	16,628,917	14,597,337	14,836,049
<b>Electric consumption/kg Production</b>	2.31	2.34	2.16
<b>Certifications</b>			
<b>Sales - BCI (kg)</b>	738,848.00	985,553.00	487,739.00
<b>Sales - GOTS/OCS (kg)</b>	573,182.00	266,231.00	885,902.00
<b>Sales - GRS/RCS (kg)</b>	209,405.00	582,677.00	126,809.00
<b>Sales - PEFC/FSC (kg)</b>	68,915.00	573,604.00	469,318.00
<b>Sales - EuropeanFlax (kg)</b>	42,297.00	44,594.00	34,731.00
<b>Purchases - BCI (kg)</b>	741,711.00	1,409,106.00	544,116.00
<b>Purchases - GOTS/OCS (kg)</b>	634,528.00	359,184.00	1,239,810.00
<b>Purchases - GRS/RCS (kg)</b>	296,354.00	397,414.00	219,961.00
<b>Purchases - PEFC/FSC (kg)</b>	740,84.00	731,619.00	825,441.00
<b>Purchases - EuropeanFlax (kg)</b>	73,905.00	34,873.00	36,657.00
<b>Certified sales/Total production (%)</b>	23.97	22.65	22.91
<b>Human Resources</b>			
<b>Total staff</b>	233.00	236.00	238.00
<b>Men</b>	176.00	178.00	173.00
<b>Women</b>	57.00	58.00	65.00
<b>Average staff</b>	245.00	237.00	237.00
<b>Salary gap (%)</b>			16.87
<b>Hours / person worked per day</b>	1,807.00	1,808.00	1,808.00
<b>Overtime hours per person</b>	15.40	10.78	10.78
<b>Absenteeism index</b>	9.07	8.95	10.88
<b>Accidents</b>	15.00	12.00	15.00
<b>Accident Incidence Rate</b>	2,502.61	2,111.93	4,830.00
<b>Training - people</b>	174.00	141.00	231.00
<b>Training - hours</b>	704.00	1,403.00	2,889.00
<b>Customer Satisfaction</b>			
<b>Customer complaints</b>	215.00	233.00	272.00
<b>% Quality Claim</b>	2.22	2.10	2.74
<b>ISO Fashion Production</b>	70.88	69.88	78.60
<b>ISO Techs Production</b>	56.67	56.88	65.89
<b>Investments (€)</b>	1,397,995.00	1,070,958.00	1,107,223.00

## EINF requirements table – Law 11/2018 – SDGs -GRI – Year 2024

Content according to Law 11/2018			10 Principles Global Compact O.D.S. / COP 2025	GRI Standard	Page
<b>Profile</b>	Name and location (ESRS 1)	<b>Textil Santanderina, S.A.</b> Avda. Textil Santanderina, s/n 39500 – CABEZON DE LA SAL (Cantabria) Tlf. +34 942 700125 NIF A39001219	 <b>G12</b>	GRI 2 (2021)	Pgs. 13 - 14
<b>Business Model</b>	Description of the business model (ESRS 1) (ESRS 2)	Brief description of the business model, which includes the internal and external organization, structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future evolution.	<b>Principle 1</b> <b>Principle 2</b> <b>Principle 10</b> <b>R1, G2</b>	GRI 2 (2021)	Pgs. 10, 12 - 15 19 - 25 71 - 77
<b>Policies</b>	Applicable policies (ESRS 2)	Policies that apply, including due diligence procedures, identification, evaluation, prevention and mitigation of risks and impacts, verification of their effectiveness and control, as well as the measures that have been adopted.	  <b>G4, G5</b>	GRI 2 (2021) GRI 3 (2021) 416 (2016)	Pgs. 9, 75 - 76
<b>Principal Risks</b>	Main risks related to these issues and our activities (ESRS 2)	Principal risks related to these questions linked to the activities, between them, when a relevant and proportionate relationship is maintained, products and services that may have negative effects in these areas; how said risks are managed, explaining the procedures used to detect and evaluate them, as well as the international and European management and prevention frameworks for each matter. Information on the impacts that may be generated is included, offering an overview of them, particularly on the principal risks in the short, medium and long term.	  	GRI 2 (2021) 201 (2016)	Pgs. 15 - 17
<b>Information on environmental issues</b>	Good Practices (ESRS 2)	Policy on environmental management. Actual and foreseeable effects of the activity of the company on the environment, health and safety. Evaluation and certification of environmental performance. Principle of precaution. Contamination acoustic and light.	<b>Principle 7</b> <b>Principle 8</b> <b>Principle 9</b> <b>E1, E3, E4, E10, E16</b>	GRI 2 (2021) 416 (2016)	Pgs. 22, 29 - 31
	Emissions management (ESRS E1) (ESRS E2)	Prevention, reduction of greenhouse gas emissions.	  <b>E5, E6, E7, E8, E9, E14</b>	GRI 2 (2021) 302, 305 (2016)	Pgs. 32 - 36
	Circular Economy Management (ESRS 5)	Measures for prevention, reduction, recycling, reuse and other forms of recovery and elimination of waste. Consumption of raw materials and their adaptation to more sustainable uses.	  <b>E15</b>	GRI 3 (2021) 301, 303, 306 (2016)	Pgs. 40 - 43
	Sustainable use of resources. Water. Energy. (ESRS E3)	Consumption and supply of water. Energy consumption. Measures to improve energy efficiency. Use of renewable energies.	  <b>E10, E11, E12</b>	301, 302, 303 (2016)	Pgs. 37 - 38
	Climate Change. Biodiversity. (ESRS 4)	Elements important for greenhouse gas emissions. Measures for adaptation and restoration of biodiversity.	    <b>E13</b>	GRI 2 (2021) GRI 3 (2021) 201, 301, 302, 304, 305 (2016)	Pgs. 39



## EINF requirements table – Law 11/2018 – SDGs -GRI – Year 2024

Content according to Law 11/2018			10 Principles Global Compact O.D.S. / COP 2025	GRI Standard	Page
Information on social and personnel issues	Employment (ESRS S1)	Total number of employees, distribution. Employees with disabilities. Accessibility.	<b>Principle 1</b> <b>G8, G10, G11</b>	GRI 2 GRI 3 (2021) 405 (2016)	Pgs. 15 47 - 49
		Distribution by type of contract. Permanent, temporary, part-time. By gender. Description of layoffs.	<b>Principle 3</b> <b>Principle 6</b> <b>G3, G9, L3, L4</b>	GRI 2 (2021) 401 (2016)	Pgs. 48
		Compensation. Pay gap.	<b>G13, L6</b>	GRI 2 (2021) 202, 405 (2016)	Pgs. 50
	Work organization (ESRS S1)	Organization of working time. Absenteeism.	<b>Principle 7</b>	GRI 2 (2021) 403 (2016)	Pgs. 50
		Conciliation measures.	 	401 (2016)	Pgs. 51
	Health and Safety (ESRS S2)	Health and safety conditions at work. Workplace accidents, frequency, severity.	  <b>L7</b>	GRI 3 (2021) 403 (2016)	Pgs. 52 - 54
	Social Relationships (ESRS S1)	Staff Information. Collective Agreement.		403 (2016)	Pgs. 59, 64 - 66
	Training (ESRS S2)	Training policies. Personnel and hours dedicated to training.	 	402, 404 (2016)	Pgs. 55 - 58
	Equality (ESRS S1)	Equality Plan. Protocols against discrimination and harassment.	 	GRI 3 (2021)	Pgs. 50, 80
Information on Respect for Human Rights and Measures to Combat Corruption and Bribery	(ESRS G1)	Procedures related to respect for Human Rights. Promotion and compliance with fundamental ILO conventions.	<b>Principle 2</b> <b>Principle 4</b> <b>Principle 5</b> <b>Principle 10</b>	GRI 3 (2021) 410, 412, 414, (2016)	Pgs. 58, 74
		Complaints about cases of human rights violations.	  <b>G6</b>	GRI 2 GRI 3 (2021) 410, 411, 412, 414, (2016)	Pg. 58
		Measures against corruption, bribery, and money laundering.	 <b>L1, L2, C1-6</b>	GRI 3 (2021) 201, 203, 415 (2016)	Pg. 75
Information about the company	Relations with local stakeholders (ESRS S3)	Impact of the company's activities on local development. Relationships maintained with the local community. Sponsorship activities.	<b>Principle 1</b> <b>Principle 2</b> <b>S1, S2, G7, L5</b>	203, 204, 413 (2016)	Pg. 9 60 - 63
	Subcontracting and Suppliers (ESRS S2)	Inclusion of social, CSR, and environmental issues in relationships with suppliers and subcontractors. Supervision and audits.	  <b>Principle 10, G1</b> <b>E2</b>	GRI 2 GRI 3 (2021) 308, 407, 409, 414 (2016)	Pg. 11 59, 75 - 76
	Consumers (ESRS S4)	Health and safety measures for customers and consumers.	 	GRI 2 (2021) 416, 417, 418 (2016)	Pg. 66
	Tax Information (ESRS 1-2)	Profits. Taxes on profits. Public subsidies received.	 	201, 203 (2016)	Pg. 82





