



Sustainability Report 2023.

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INTRO

INTRO - DUCTION.

01_

UN Global Compact and Agenda 2030



The UN Global Compact is the world's largest corporate sustainability initiative, is underpinned by the United Nations and embraces the principles and values of the Organization. It is uniquely positioned to foster this collaboration with the aim of achieving and scaling up solutions that address global challenges.

It is a call for businesses to incorporate 10 universal principles related to human rights, labor, the environment and anti-corruption into their strategies and operations, as well as to act in ways that advance social goals and the implementation of the SDGs (Sustainable Development Goals).

A truly global movement of responsible companies that integrate sustainability into their core strategies and operations for the benefit of society as well as themselves.

The Global Compact is open to all types of organizations, although companies predominate. On a global scale, there are more than 8,000 business entities and more than 4,000 non-profit organizations. Thus, 83% of signatories in Spain are companies and 17% are other types of organizations (associations, foundations, educational institutions, etc.). More than 2,600 entities in total, making the Spanish network the most important of the 86 that exist.

With the approval of the 2030 Agenda, the business world has taken on an unprecedented role in advancing responsible and inclusive business management models, reducing its negative impacts and improving its positive contribution to people and the planet.



SUSTAINABLE DEVELOPMENT GOALS



02_

Virtualware Sustainability Committee

At Virtualware we incorporate sustainability as one of the 3 values that everyone in the organization must take care of.

“We believe in sustainable development as the path to follow in order to move towards a better society. Equality, diversity, improving education, working conditions, reducing differences, or reducing the environmental impact are some of the commitments we have acquired and to which we are committed as an organization in order to advance as a society”.

“It’s time for leaders to ensure sustainability goals are firmly embedded in corporate strategy and company purpose.”

PETER LACY, Senior Managing Director –
Accenture Strategy

“The Global Goals are not just a nice thing to do—they are a path to a prosperous world.”

ALAN JOPE, CEO, Unilever



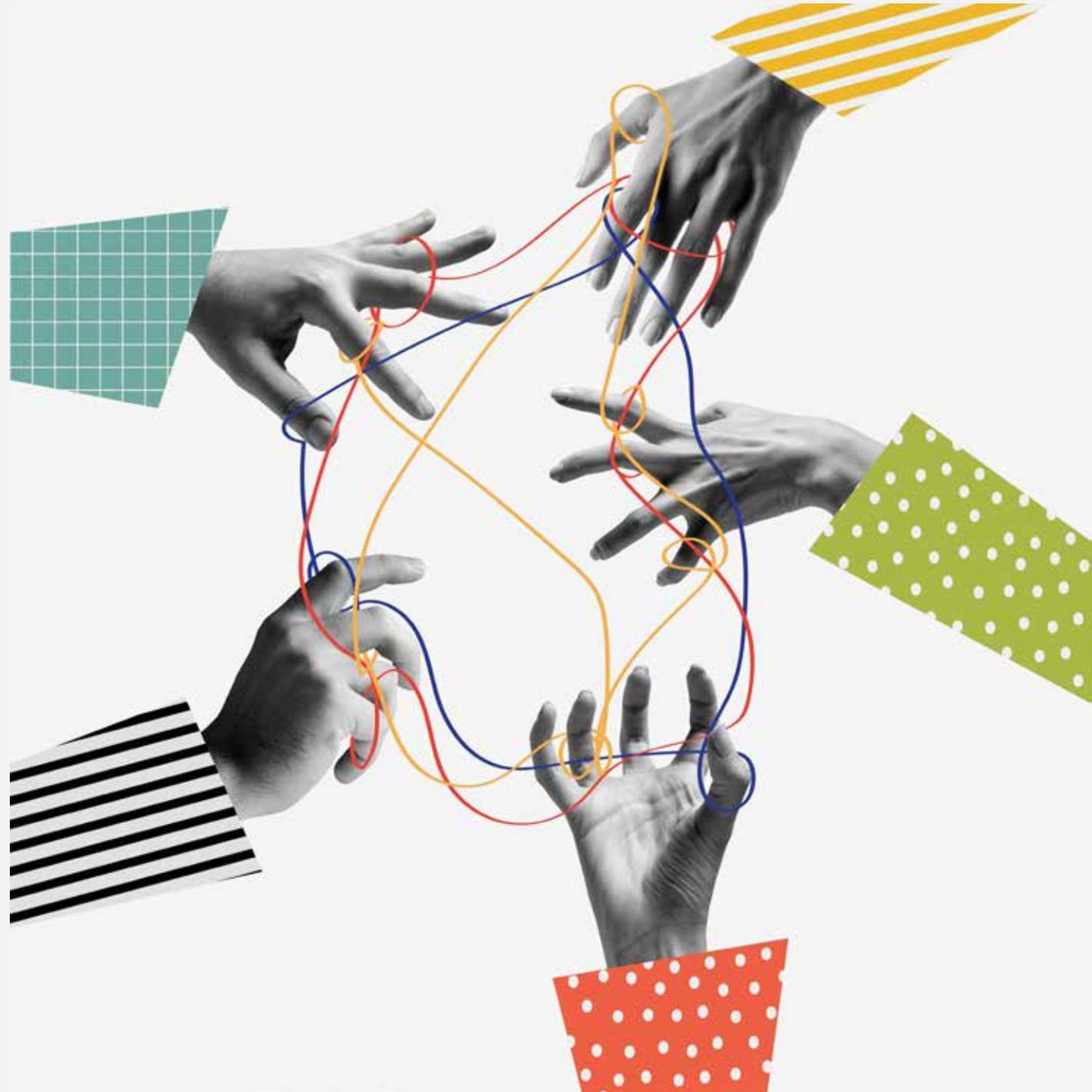
“With a decade to deliver the Global Goals, technology has the potential to accelerate progress while helping companies enhance their competitive agility.”

JESSICA LONG, Managing Director –
Accenture Strategy

For all these reasons, in January 2021 we created a Sustainability Committee composed of 11 people from the organization from different and diverse departments, whose responsibility is:

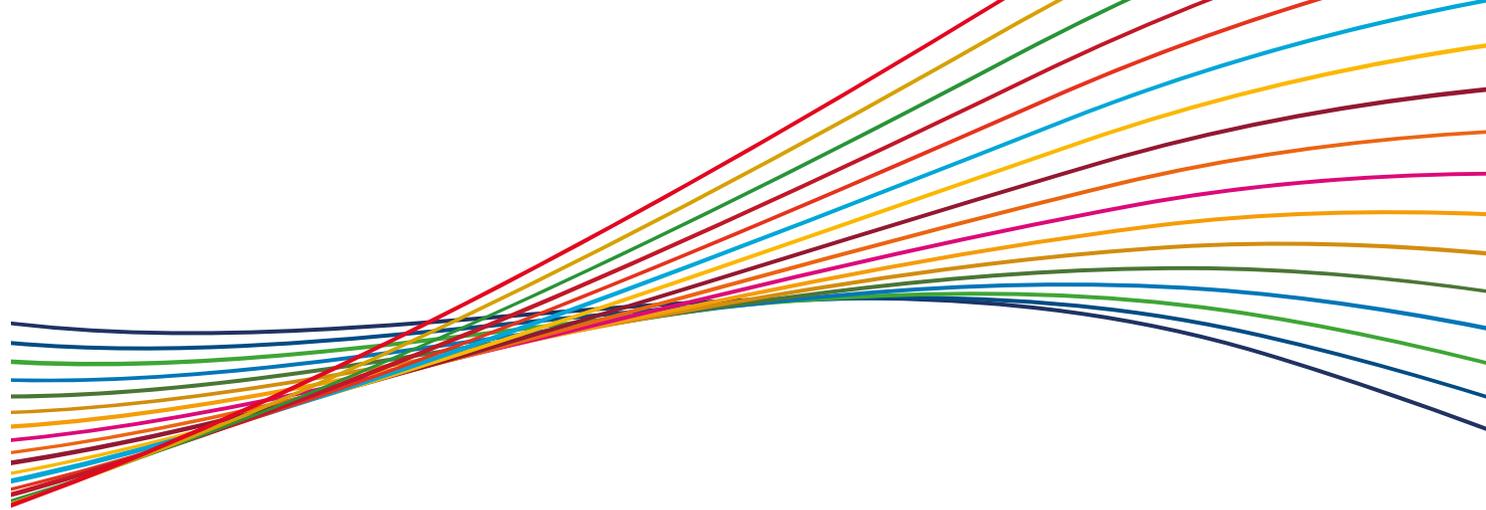
- **Identify SDGs and targets**
- **Create the materiality matrix**
- **Define the programs we will work with to generate actions and measure them.**
- **Define each program's ambition, goals or KPIs and actions**
- **Track KPIs and review the status of the actions.**
- **Rethinking actions, goals or whatever is necessary**

By defining the specific areas in which we can have a significant impact from people and from Virtualware's own activity, we have developed our Materiality Matrix that allows us to guide most of our actions and initiatives to increase our contribution to the fulfillment of certain SDGs.



03_

SDGS and challenges Virtualware.



Industry, Innovation and Infrastructure

By 2030, modernize infrastructure and convert industries to be sustainable, using resources more efficiently and promoting the adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.



Responsible consumption and production

By 2030, achieve sustainable management and efficient use of natural resources.

Reduce global per capita food waste at retail and consumer level by half and reduce food losses in production and supply chains, including post-harvest losses.

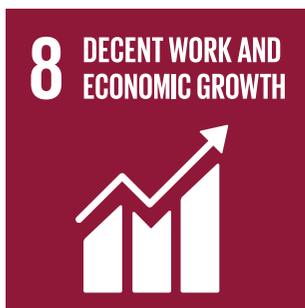


Gender Equality

Improve the use of enabling technology, particularly information and communications technology, to promote the empowerment of women.

End all forms of discrimination against all women and girls worldwide.

Assure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.



Decent work and economic growth

Progressively improve, by 2030, the efficient production and consumption of the world's resources and strive to decouple economic growth from environmental degradation, in line with the 10-Year Framework of Programs on Sustainable Consumption and Production Patterns, starting with developed countries, in line with the 10-Year Framework of Programs on Sustainable Consumption and Production Patterns, starting with developed countries.

By 2030, achieve full and productive employment and decent work for all women and men, including young people and people with disabilities, and equal pay for work of equal value.

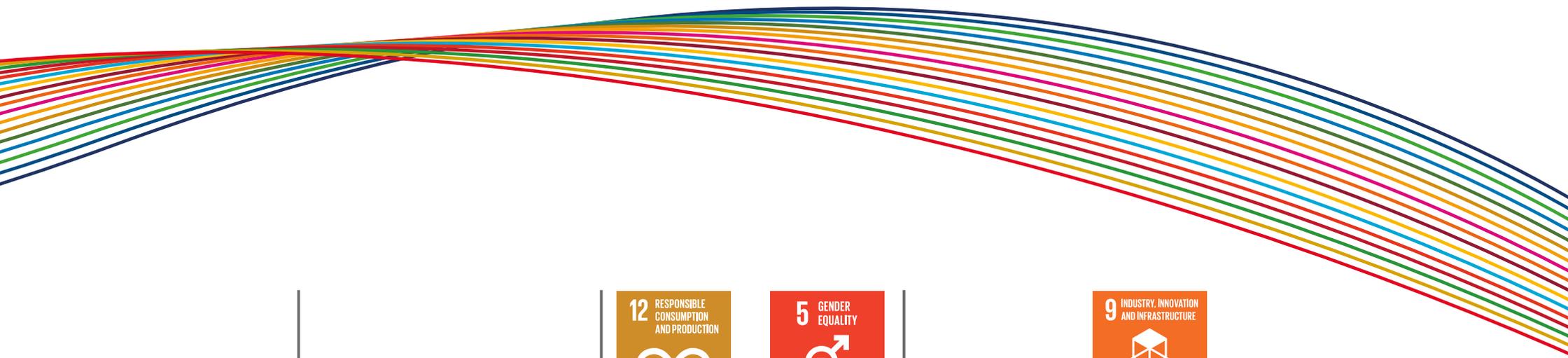


Partnerships for the goals

Encourage and promote effective partnerships in the public, public-private and civil society spheres, taking advantage of the experience and strategies for obtaining resources from partnerships.

Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including by focusing on high value-added and labor-intensive sectors.

Protect labor rights and promote a safe and secure working environment for all workers, including migrant workers, particularly women migrants and those in precarious employment.





WORK PROGRAMS 2021-2023

01_

Sustainable innovation

We understand innovation as a lever for improving sustainability and increasing the competitiveness of organizations. Innovation is part of Virtualware's DNA, it is one of our values, and our culture is based on those principles and systems necessary to develop constant innovation.

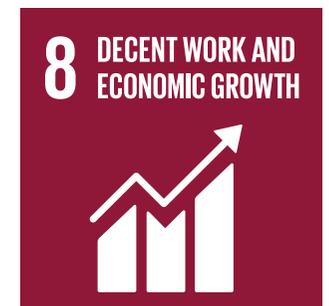
Virtual Reality is considered one of the most important and disruptive enabling technologies today and is the company's bet to have a significant impact on improving the sustainability of industry and educational institutions. It is therefore key our commitment to design innovative and responsible services and solutions in terms of design and application in the clientele.

Our Ambition is to design, develop and promote innovative and responsible products and services in terms of security, privacy and sustainability.

Lines of work:

- **Innovative products and services that generate sustainable impact:** Ensure that all Virtualware products and services comply with the characteristics of innovation and enhance or provide sustainability values.
- **Privacy, data protection and intellectual property:** Ensuring privacy and data protection in all our products and services.
- **Eco-efficiency and safety of products and services:** To ensure efficiency and sustainability in the use of resources and their management in all processes related to the design, manufacture and operation of products and services.

Significant impact on:



02_

Sustainable environment

Ambition: To manage all our activities in an excellent way in order to minimize Virtualware's environmental impact on the planet.

Virtualware, like any other organization, generates an impact on the environment derived from the actions, manufacturing and development processes that directly and indirectly impact our planet.

Therefore, we will prioritize the necessary actions to minimize the environmental impact of Virtualware's activities, processes and developments.

Lines of work:

- **Sustainable Consumption:** Ensure the efficient and sustainable consumption and use of resources in all processes, actions and development of Virtualware projects and products.
- **Sustainable Production:** To ensure the least impact on the environmental and social surroundings of the development and manufacturing processes of Virtualware's projects and products throughout their life cycle.
- **Green purchasing:** Contribute to the circular economy and the reduction of the carbon footprint by selecting and acquiring products that meet the sustainability and social responsibility criteria identified.

Impact on:



03_ Sustainable people

Ambition: To be an inclusive organization, composed of diverse talent that identifies with Virtualware's purpose and values. Promoting the professional and economic development of people and their social environment.

We are aware that people are our main asset and the element that will allow us as a company to be competitive and sustainable. Furthermore, we clearly understand that people must find in Virtualware a place that allows them to develop professionally and personally, sharing values, ambitions and purpose.

We understand the organization as a space where the well-being and care of people is key, it is essential.

We work hard to ensure a flexible and adapted work environment for all people, taking into account diversity and equality as a value in all our processes. Thus contributing to generate greater satisfaction and commitment to the business project.

Lines of work:

- **Culture and policy of equality and respect for diversity:** To ensure an egalitarian culture and policy that values diversity in all senses at Virtualware.
- **Talent attraction and management:** Identifying and attracting the right talent and ensuring its development by aligning professional and economic growth, resulting in greater added value and competitiveness.
- **Well-being and health:** Ensuring the right balance between professional and personal life, taking care of people and generating high levels of well-being satisfaction.

Impact on:



04_

Sustainable alliances

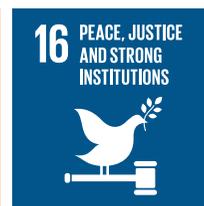
We intend to generate alliances with other institutions, companies and organizations that will allow us to promote and expand our capacity for impact in the area of the SDGs.

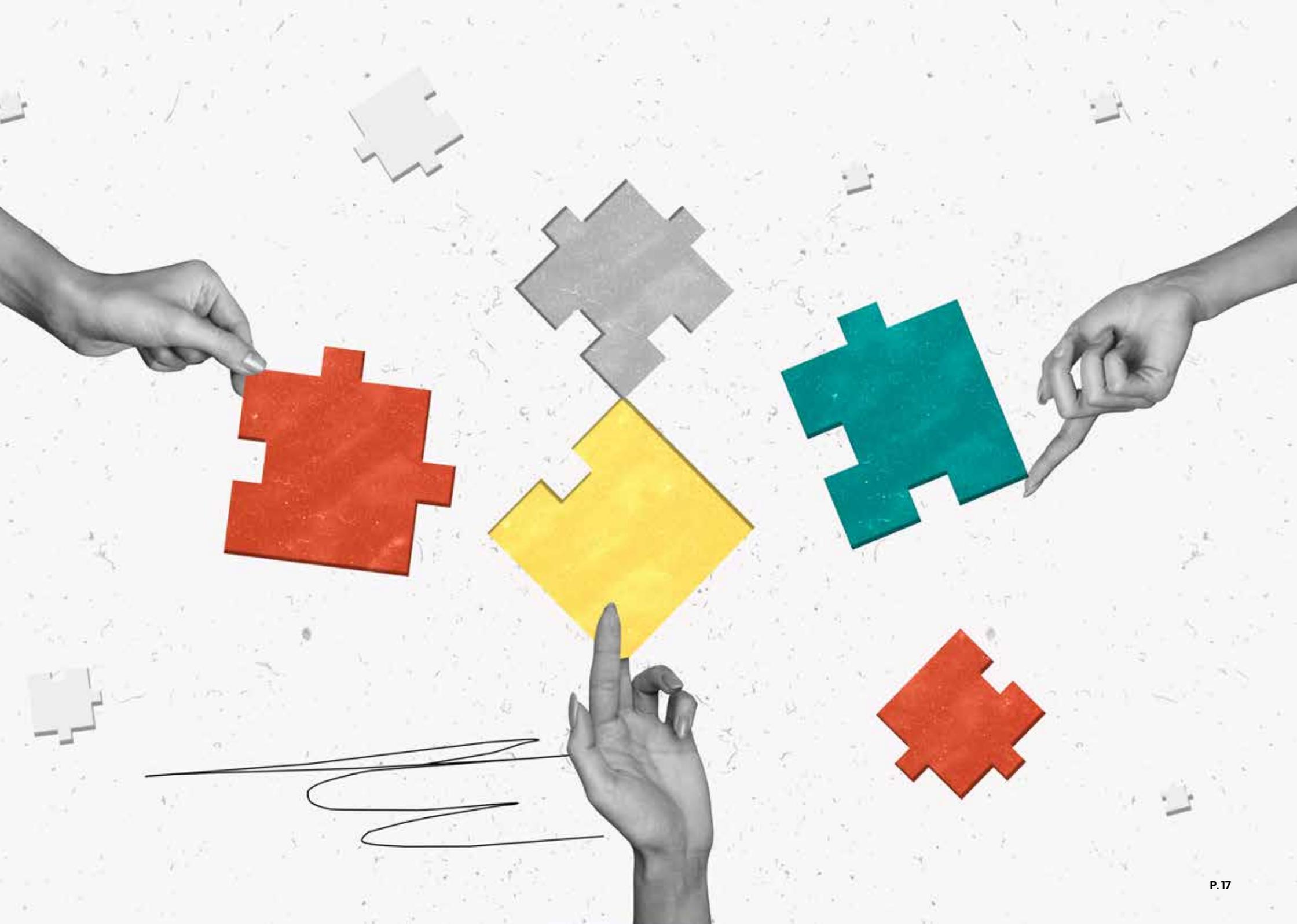
Ambition: To establish a network of allies that will enable us to leverage our positive impact and contribution to the different SDGs identified.

Lines of work:

- Alliances with educational entities and initiatives.
- Alliances with entities and initiatives related to sustainability, environment and human and social rights.
- Alliances with entities and initiatives to promote innovation.

Impact on:





RESULTS 2023

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During the year 2023, the Sustainability Committee met 4 times to review actions, identify new actions and establish mechanisms to implement initiatives that will allow us to achieve results.

01_

Equality Plan 2023–2026

People sustainable.

Since its creation, the Sustainability Committee has integrated the Equality Committee, which is also responsible for prioritizing, launching and monitoring actions related to Equality.

Even not being under obligation, at VMware, we have renewed our commitment to gender equality by updating our equality plan, which we have had since 2016.

A plan that has as its axes :

1. Management from a gender perspective
2. Women's empowerment
3. Co-responsible reconciliation
4. Good treatment of women.

Following the preparation of the Diagnosis of the situation of Equality of Women and Men, certain weaknesses were detected that have served to focus our attention on the new Equality Plan 2023–2026, identifying the first two axes as the main ones.

Our focus has been on the implementation of projects/actions aimed at addressing the weaknesses identified in the diagnosis:

- **Absence or feeling of absence of women in positions of responsibility:** We are committed to promoting equal opportunities and creating an enabling environment for women to access leadership and responsibility roles within the organization.
- **Need for continuous training due to the constant incorporation of new people:** We will emphasize the development and implementation of continuous training programs designed to meet the training needs of our personnel, especially those who have recently joined the company.
- **Difficulty in incorporating women into the workforce due to the lack of technical vocations:** We will work to create programs and strategies that promote technical vocations among women, with the aim of expanding and diversifying our technical talent and ensuring equal representation at all levels of the organization.

The following specific actions detailed below reflect our ongoing commitment to gender equality and the professional development of our team, and will enable us to move towards a more inclusive, diverse and equitable work environment at VMware.



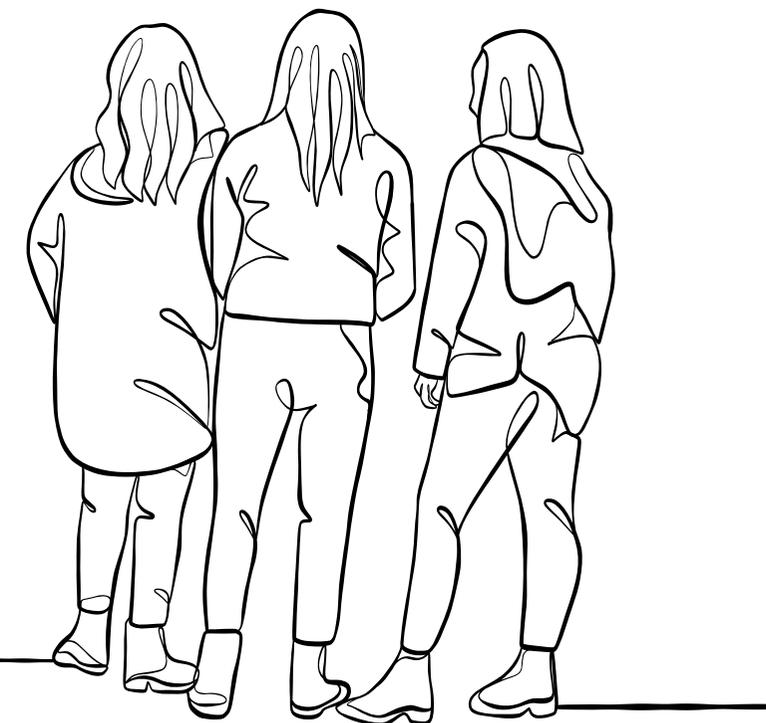
Incorporation of a woman in a technical profile

The trend in Virtualware that began in 2021, to attract female talent in technical profiles, and thanks to the actions carried out throughout 2022 have materialized in this 2023 with the incorporation of a woman with a technical profile, Maider Sánchez, in the programming team.

At Virtualware we generally face a male-dominated industry, but with the implementation of the talent recruitment and management process from the committee, we have been able to reach more women for Virtualware's offerings throughout 2023.

In 2022, 13% of technical CVs were collected compared to 1% in 2021. This 2023 has been a 20% which indicates that the trend is being very positive.





Murgibe Day

In line with the United Nations Sustainable Development Goal number 5, which emphasizes gender equality and the empowerment of all women and girls, Virtualware staff participated in two equality awareness days. These sessions were held in hybrid format on May 19 and 25 (2023).

The workshops focused on providing our employees with fundamental knowledge about gender equality. In addition, basic communication concepts and the use of inclusive language were addressed.

These sessions were facilitated by Murgibe, an equality consulting firm that, since 1995, has been promoting a culture and way of working that guarantees equality between women and men. Its approach seeks to improve the work climate and optimize people management.

02_

240 liters of waste efficiently recycled

Derived from one of the actions initiated in 2022, in our care for the management of confidential documentation, our first container has been picked up by the company specialized in document collection and management, Gesducon.

This has allowed us to efficiently recycle more than 240 liters of confidential waste.

This initiative stands out as an outstanding action in accordance with Sustainable Development Goal 12, focused on Responsible Consumption and Production.



03_ Sustainable Alliances



We have renewed our membership in the denBBora network, a public-private collaboration initiative to promote a cultural change in organizations towards a healthier, more egalitarian and efficient use of time, which facilitates work-life balance and co-responsibility in work, family, personal and social life.



Since 2017 we have been part of Bai Sarea, a business network promoted by Emakunde-Basque Women's Institute, made up of organizations that wish to advance in the real Equality of Women and Men in the workplace.

The network is an interesting space for collaboration, exchange of experiences, methodologies, learning and search for synergies with other organizations.

Through this network we have also collaborated by sharing some of our good actions in equality, such as: communication for equality, process for the reception of long-term sick leave and paid days off for the care of children during school adaptation periods.



04_

GOOGAZ

Googaz is an initiative promoted by BBK Kuna, Diputación Foral de Bizkaia, Stay Bigel and Virtualware, a movement created by non-conformist millennials that seeks to motivate the youth of Euskadi to take action and to be the owners of their lives.

For Virtualware it has been key to collaborate in this initiative, aligned with the company's strategy to promote and expand our capacity for impact in the field of the SDGs.

A movement that began in 2017, in which a different social challenge has been worked on in each of the previous 4 editions.

This 2023 edition, Googaz tackled a new challenge: to bring the SDGs closer to the Basque youth with virtual reality as an ally, for which Virtualware has played a relevant role.

This 5th edition of Googaz has been divided into the following phases:

GOOGAZPLAY. **First phase.**

A total of 566 young people between 16 and 30 years old lived an immersive experience using virtual reality glasses and empathizing with 5 different realities: health and well-being, reduction of inequalities, gender equality, sustainable cities and communities and the end of poverty.

6 municipalities (Leioa, Sopela, Balmaseda, Getxo, Gernika-Lumo and Durango) and 9 educational centers (Seber Altube ikastola, San Fidel ikastola, Barrutialde BHI, IES Sopela BHI, IES Jose Miguel Barandiaran, Adsis Foundation, Balmaseda BHI, Maristak Durango ikastetxea and San Jose Jesuitak Durango) participated.

GOOGAZDESIGN. **Second phase.**

A hackathon was held at BBK Kuna (Bilbao), where teams created a script for a virtual reality game. The challenge had to be related to SDG3: health and wellbeing.



PLAY
DESIGN
CREATE

GOOGAZ CREATE. Last phase.

Three vocational training centers in Bizkaia (CIFP TARTANGA LHII, CPIFP Harrobia and Maristak Durango ikastetxea) worked on the development of the virtual reality game, based on the winning script from the previous phase, and using the VIROO virtual reality platform.

VIROO, has been the tool that has facilitated the creation of the virtual reality game in a simple and scalable way. This phase has also had the help and supervision of health professionals from OSI Ezkerraldea Enkarterri Cruces and IIS Biobizkaia, educating and advising the participating centers of the program.

And on the other hand with Maria Madarieta and Laura Pereg from Virtualware as part of the jury, experts in virtual reality.

Los Tartangos de CIFP Tartanga, the winning team has been awarded with PICO 3 glasses for each member.



In total, the initiative has reached more than 1200 young people. Googaz 5.0. was born from this reflection: we live surrounded by stimuli, busy lives that go from one place to another, without looking at what we have around us.

Virtualware will participate in the next edition 2024.

05_

First Lego League



FIRST LEGO League Euskadi is an international educational program where every year more than 650,000 young people between 6 and 16 years of age from more than 110 countries around the world participate.

Through group learning experiences, fun and with real thematic challenges, it seeks to awaken the interest of young people in science and technology.

Participating teams develop skills for the scientific and digital world, and acquire values such as discovery, innovation, inclusion and teamwork.

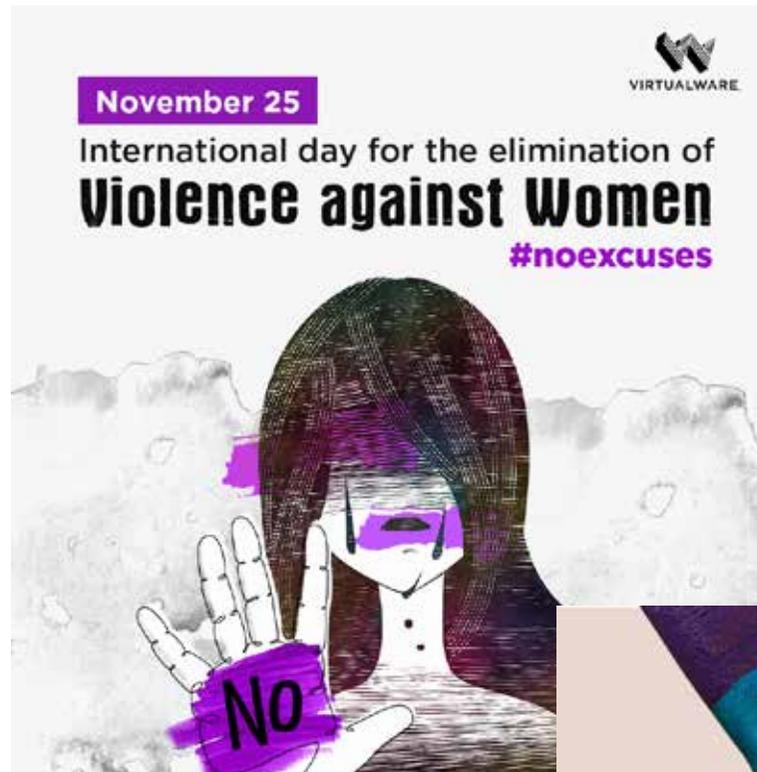
Specifically in the Basque Country, FIRST LEGO League Euskadi is organized by the Basque Innovation Agency, Innobasque, together with the University of Deusto, Mondragon Unibertsitatea and UPV/EHU, and is part of the STEAM Euskadi Strategy of the Department of Education of the Basque Government.

In the 15th edition, more than 2,200 schoolchildren from 39 schools in the Basque Country participated, attending various training courses given by top Basque professionals from the world of science, technology and the arts.

Aida Otaola, Head of Communications at Virtualware, gave one of the workshops with the aim of bringing Basque students closer to the reality of scientific-technological professions in connection with the arts.

06_ Campaigns

At Virtualware it is important to show our involvement in various initiatives and key dates related to equality, science, environment and technology.



November 25. International day for the elimination of violence against women

Pride Day



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