VIRTUALWARE®

Sustainability Report 2024.

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INTRO–
DUCTION.

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UN Global Compact and Agenda 2030

The UN Global Compact is the largest global corporate sustainability initiative, promoting the integration of 10 universal principles on human rights, labor, environment and anti-corruption.

With more than 8,000 companies and 4,000 member organizations around the world, it promotes the advancement of the Sustainable Development Goals (SDGs). In Spain, with more than 2,600 participating entities, it is the most important of the 86 existing networks.

The 2030 Agenda has reinforced the role of the business sector in building responsible and inclusive business models for a positive impact on society and the planet.
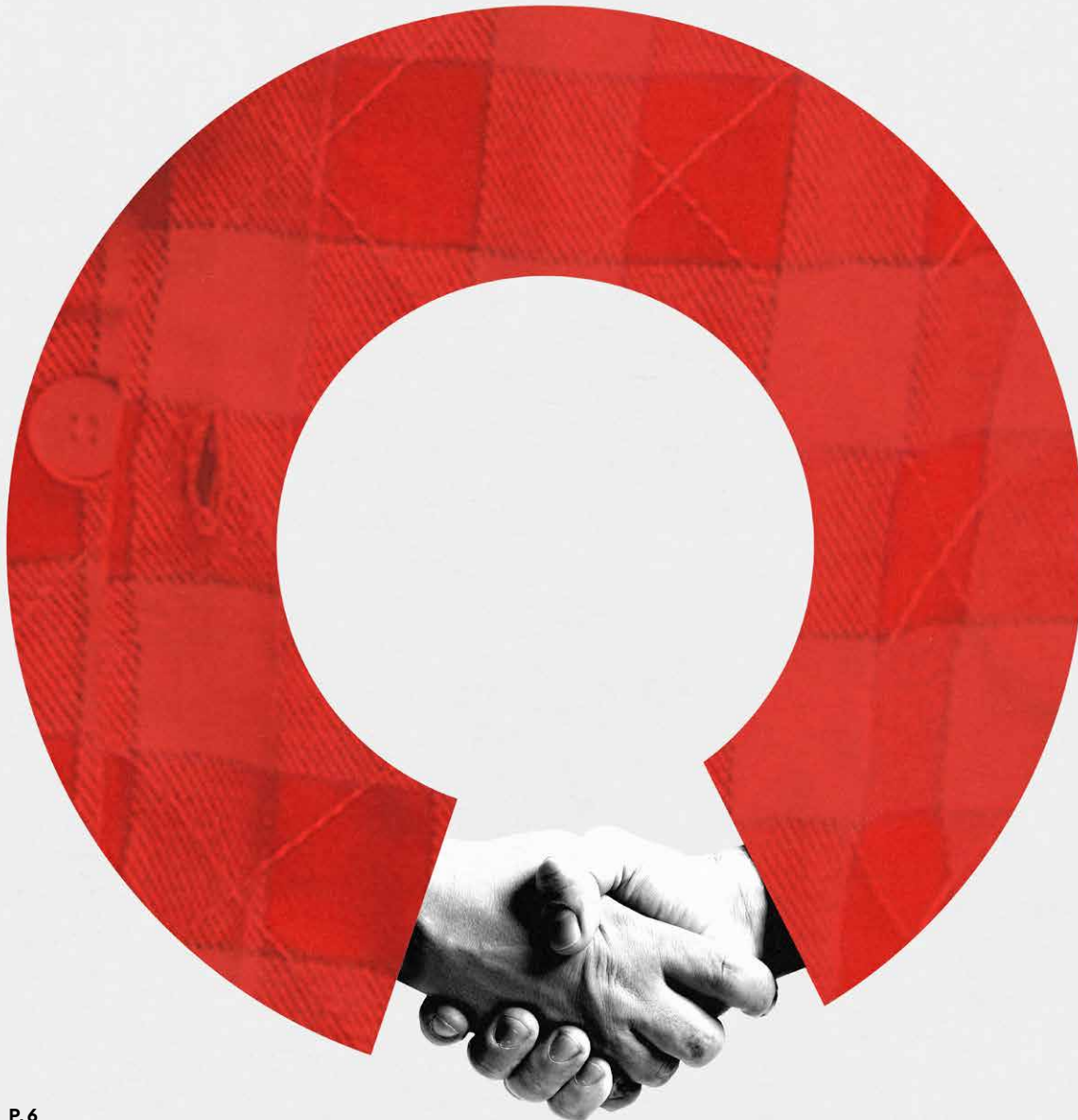
02_

Virtualware Sustainability Committee

Innovation, Trust and Sustainability are Virtualware's three core values, defined in our 2024–2026 strategic plan.

We believe that sustainable development is the way to build a better society. We are committed to promoting equality, diversity, improving education and working conditions, reducing inequalities and minimizing environmental impact.

3D and XR technologies can help companies become more sustainable.

Therefore, in January 2021, we created a Sustainability Committee, made up of 11 people from different Virtualware departments.

Its mission is to define and manage our sustainable initiatives through the following responsibilities:

- **Identify the SDGs and their priority targets.**

- **Elaborate the Materiality Matrix to focus our actions.**

- **Design and measure sustainability programs with clear objectives and KPIs.**

- **Follow up and adjust goals and actions according to results.**

- **Publish an Annual Sustainability Report.**

Through this structure, we focus our impact on key areas, aligning our actions with the SDGs and maximizing our contribution to a more sustainable future.

Industry, Innovation and Infrastructure

Promote an inclusive and sustainable industry through the modernization of infrastructure and the efficient use of clean technologies.

Responsible Consumption and Production

Ensure the sustainable use of natural resources and reduce waste generation through prevention, recycling and reuse.

Gender Equality

Eliminate discrimination and promote the empowerment of women, ensuring their participation and leadership in all areas.
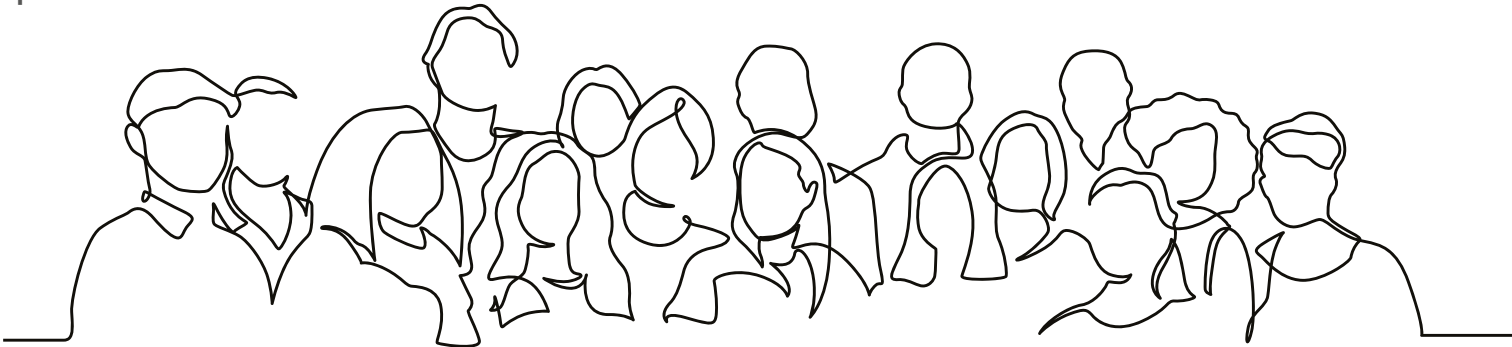

Decent Work and Economic Growth

To foster sustainable growth with full and decent employment, promoting innovation, wage equality and safe working environments.

Partnerships for Achieving the Goals

Strengthen global cooperation through effective partnerships between the public, private and civil society sectors.

MATRIZ DE MATERIALIDAD

Stakeholders concern

| 12 PRODUCCIÓN Y CONSUMO RESPONSABLES | 5 IGUALDAD DE GÉNERO | 8 TRABAJO DECENTE Y CRECIMIENTO ECONÓMICO | 9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA |

17 ALIANZAS PARA LOGRAR LOS OBJETIVOS

Impact in Virtualware

03_

B Corp
Certification

B Corp is a certification that recognizes companies that meet the highest social and environmental standards, committed to the well-being of people, the community and the planet.

B Corp companies are leaders in sustainability, surpassing those that only seek economic goals, as they meet rigorous criteria for social and environmental performance, public transparency and legal responsibility.

These companies must consider workers, customers, suppliers, the community and the environment in their decision making.

At Virtualware we launched in 2024 from the sustainability committee the process to adapt and become certified as a B Corp company, and we also modified our work programs in the committee to align them with the way B Corp manages certification and its programs.
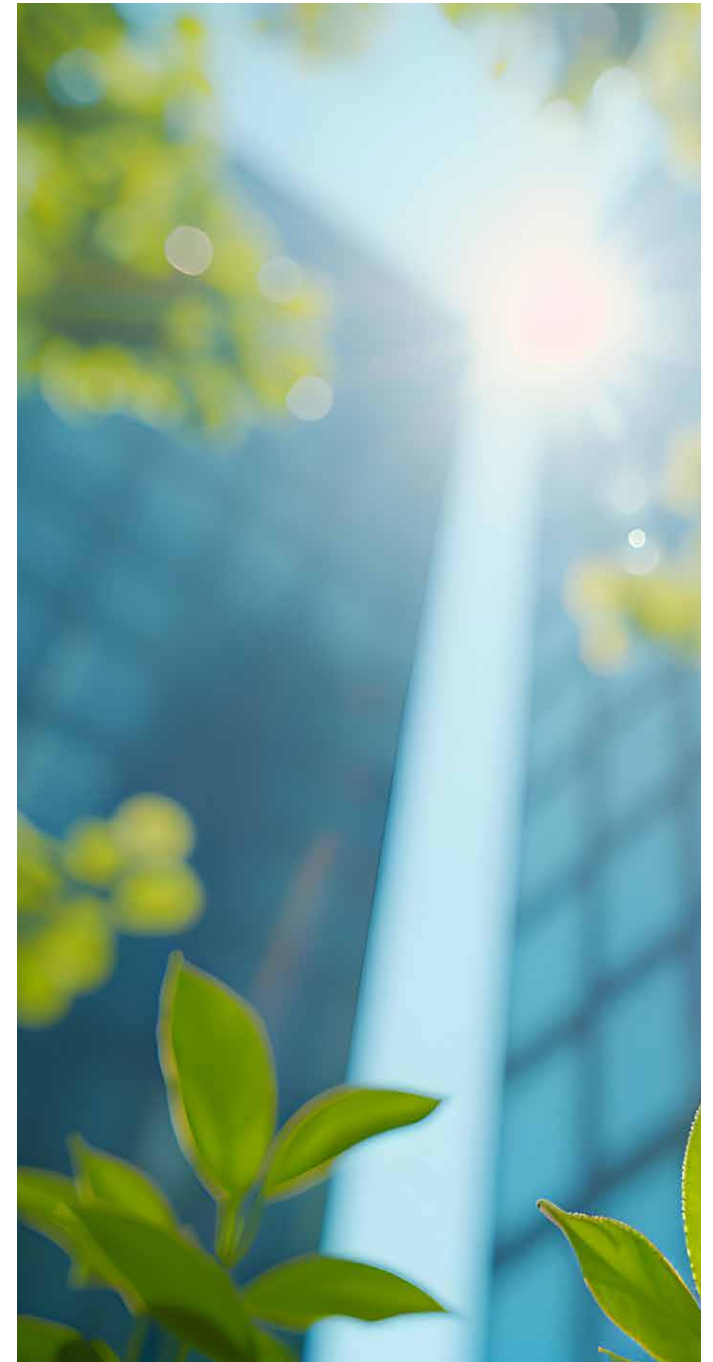
WORK PROGRAMS 2024–2026.

We are focused in 5 work programs aligned with the 5 areas defined in B Corp

01_
Governance

This program focuses on how companies are led and managed.

B Corp companies must demonstrate that they have responsible, ethical and transparent governance, with a clear focus on making decisions that benefit all stakeholders, not just shareholders.

02_
Workers

In this area, B Corp evaluates how companies treat their team, ensuring that they have fair, healthy and equitable working conditions.

Their well-being is a key pillar in obtaining certification.

03_
Environment

This program focuses on the **environmental impact of companies and how they manage their natural resources.**

B Corp companies must demonstrate efforts to reduce their environmental footprint, including practices such as waste reduction, efficient use of resources, and adoption of renewable energy.

04_
Community

B Corp companies must have a **positive impact on the communities in which they operate.**

This includes how they interact with their local communities, their social inclusion practices, and their responsibility to promote social and economic development.

05_
Customers

This program evaluates how companies **treat their customers and how their products or services impact society.**

B Corp companies must demonstrate that they offer products or services that generate positive value for them and that they are not only focused on economic profit.
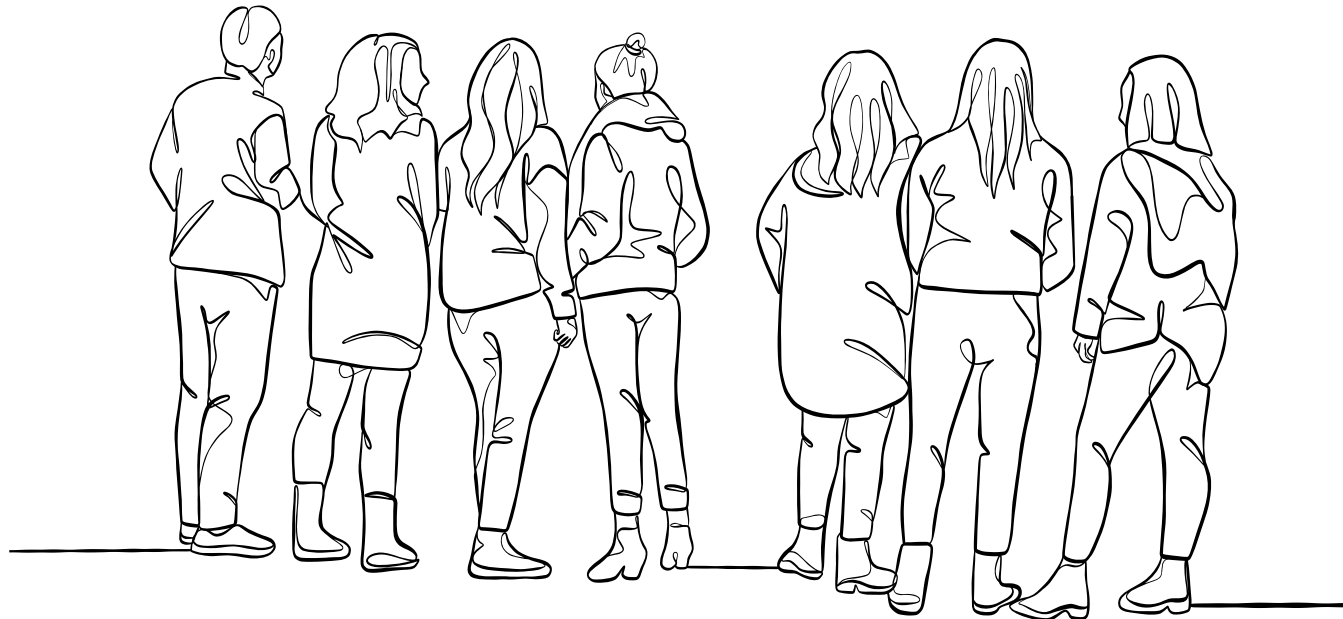
RESULTS 2024.

01_

B Corp

Big part of the work developed by the committee has been to start the certification process as a B Corp company, aligning activities, actions and plans. **We have been able to submit the application and start the certification process, which is expected to be obtained in 2025.**

Our score reflects our constant effort to generate value not only for our shareholders, but also for our workforce, the community, the environment and our customers, as well as for all our stakeholders.

Below, we present our score obtained in each of the impact areas evaluated, which together exceed the 80 points required to continue in the B Corp verification process.

In 2024, the Sustainability Committee met three times to review progress, identify new actions and establish mechanisms to drive initiatives with real impact.

Throughout the year, **several initiatives have been developed by the committee and the organization**, all aligned with our commitment to strengthen our contribution to the Sustainable Development Goals (SDGs), as well as aligned with the B Corp programs.

- **Governance: 19.2 points.**
  Our management is based on transparency, business ethics and decision making aligned with our values of sustainability and social responsibility.

- **Workers: 36.8 points.**
  We value and promote the well-being of the people who are part of Virtualware, ensuring fair working conditions, professional development opportunities and an inclusive and equitable work environment.

- **Community: 12.2 points.**
  We actively contribute to the development of the communities where we operate, supporting local initiatives and promoting diversity and inclusion.

- **Environment: 9.4 points.**
  We implement measures to reduce our environmental impact, optimizing the use of resources and promoting sustainable technological solutions.

- **Customers: 4.6 points.**
  We strive to offer products and services that generate a positive impact on our customers and society, focusing on innovation and excellence.

These results, which total 82.2, motivate us to continue improving our practices and reinforcing our commitment to a more responsible and sustainable business model.

In the coming years, we will work on new strategies to strengthen each of these areas and continue to generate a positive impact on our environment.

02_
Equality Monitoring Report

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

Throughout 2024, the follow-up report on actions carried out in 2022 and 2023 has been carried out, renewing the corresponding Emakunde title.

Emakunde-Basque Women's Institute, has certified that Virtualware has fulfilled to date all the requirements to maintain the validity of the recognition "Collaborating Entity for the Equality of Women and Men "

03_
Incorporation of women with a technical profile

The incorporation of female talent is one of our priorities, helping to reduce the gender gap and fostering a more diverse and inclusive work environment.

In 2024, we have reinforced our commitment to equal opportunities and diversity in the technological field with the incorporation of two new female programmers into the Virtualware development team.

Maider Sanchez, who previously completed an internship in dual mode in the company, officially joined the team after her training.

Charlotte Calut has joined the VIROO team, bringing her experience and talent to the development of our platform.

04_

Conflict Management Workshop

The generation of conflicts and tensions between people is intrinsic to the human condition.

In organizations like Virtualware, where people are the most important asset, relationships and the work environment are critically important.

For this reason, and in line with the United Nations SDG 8 and the B Corp Workers program, on November 26 and 27, 2024, the team received theoretical and practical training on Conflict Management in organizations from Aurkene Redondo, from Enbor Kontsultoreak, a professional with more than 20 years of experience in the fields of people and organization management.

The **objectives of the in-company training** were:

- Promoting a better working environment
- Develop conflict management skills in the workplace.
- Encourage cooperation as a way to achieve objectives.
- Encourage dynamics that foster positive relationships within teams.
- Learn about conflict management tools and perform a practical application in Virtualware.

The **topics addressed** have been:

- Perception of conflict: Should it always be addressed? Expanding my map.
- The conflict resolution process.
- Personal and interpersonal skills for the management of complex situations.
- Reflection and sharing within the company's teams of individual reactions to them.
- Communication and critical feedback, powerful tools to avoid aggression and connect.

The sessions have allowed people of the company to work in a practical way on different conflict situations that have occurred in the teams, with more resources and techniques to address conflicts in their different phases, as well as to diagnose, analyze, and communicate to resolve conflict situations.
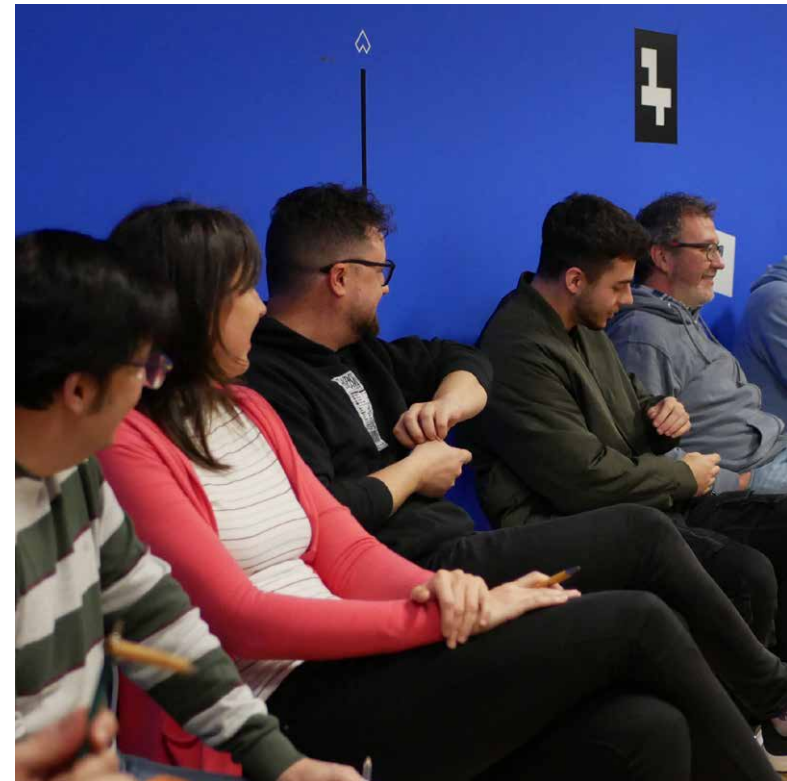
05_
Entrepreneurship culture

This year, once again, we participated in the Egin eta Ekin initiative, promoted by the Provincial Council of Bizkaia, which fosters a culture of entrepreneurship.

In 2024, we have received in our offices in Basauri almost 50 students from three schools. CPI Antonio Trueba IPI, Claret Askartza Ikastetxea and IES Botikazar BHI.

An edition in which more than 1,400 students from 39 educational centers participated, developed 229 business plans and created more than a hundred inventions.

We hope to have inspired and encouraged young people to consider entrepreneurship as a viable and exciting alternative for their professional future.

Our CTO, Sergio Barrera Mayo, gave a Masterclass on immersive technologies in the Master in Innovation and Technology at the University of Deusto, an initiative of the Innovation and Global Entrepreneurship Network Deusto-Bizkaia (RIEG).

Students were able to explore key concepts and advances in XR, experience our VIROO platform and learn how we work in Unity. In addition, as part of the initiative we also welcomed them to our offices, where they were able to get to know us firsthand.

06_

Documentation management

Within the framework of our responsible management and data protection policies, Virtualware has collaborated with Servicios Documentales Gesducon, S.L. for the secure and confidential destruction of sensitive documentation. On September 16, 2024, the collection and destruction of documents was carried out in compliance with the UNE 15713 standard, guaranteeing their irretrievability.

This process was carried out in accordance with the Organic Law 3/2018 on the protection of personal data and digital rights.

In total, 67 kg of documentation was destroyed, along with 0.44 kg of magnetic media. In addition, Gesducon certified that the data was not transfered to third parties or incorporated into their information systems.

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

07_
Well-being of employees

As part of our comprehensive corporate benefits strategy, in 2024 **we implemented private medical insurance, within the scope of PRL and Occupational Health**, with the aim of reinforcing preventive health, especially socioemotional and psychological health.

In response to the needs detected in the Climate Survey, we have provided noise-canceling headphones to improve concentration, reduce stress and increase productivity in an open and collaborative workspace such as ours.

We have also recovered within the area of healthy eating, the weekly fruit service, working with a local company near our headquarters in Basauri (Bizkaia). This initiative supports our objective of supporting the local economy as much as possible.

08_
Energy efficiency

We have made a significant adjustment to our Basauri office facilities. In 2024, we relocated the air conditioners to optimize energy consumption and reduce our carbon footprint.

This change was made after a detailed analysis of the distribution and use of the equipment, ensuring that its final location favors better air circulation, which contributes to lower energy use.

09_
Sustainable Alliances

We continue to belong to 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.

We also continue to form 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 the search for synergies with other organizations.

10_

Campaigns 2024

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

International Day of Women and Girls in Science

To mark the International Day of Women and Girls in Science on February 11 (2024), we've put together a video based on an eye-opening conversation with Antonia Forster, Senior XR Technical Specialist at Unity, award-winning mixed reality developer, TEDx speaker and advocate for LGBTQ+ people and women in technology.

The goal of this meeting was to inspire and empower girls to explore opportunities in STEAM fields, demystifying myths about programming and highlighting the importance of leveraging each person's unique skills and experiences.

An interview in which Antonia Forster shared her inspiring journey from a background in zoology to becoming a Senior Technical Specialist at Unity, one of the leading XR (extended reality) platforms.

Her path to success has been unconventional, marked by resilience and determination. Antonia spoke about her transition from science communication to self-taught programming, defying societal expectations and overcoming personal challenges.

Antonia also shared how her passion for diversity and inclusion led her to create the LGBTQ VR Museum, a pioneering project that preserves queer stories and experiences in a virtual space.

Through candid reflections, Antonia highlighted the importance of diversity in technology, encouraging girls and women to pursue their interests in STEAM (science, technology, engineering, art and math) fields.

In addition, she shared practical advice, about programming and emphasizing the importance of embracing each person's unique skills and experiences.

We hope this initiative has helped celebrate the achievements of women and girls in STEAM and inspire new generations to pursue their dreams in the world of technology and virtual reality.
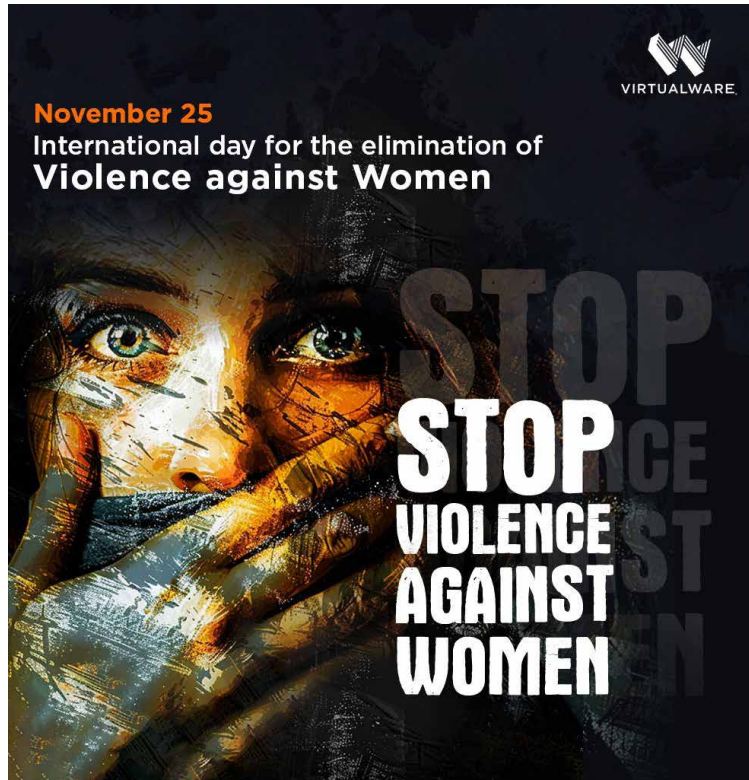
25N.
International Day for the Elimination of
Violence against Women.
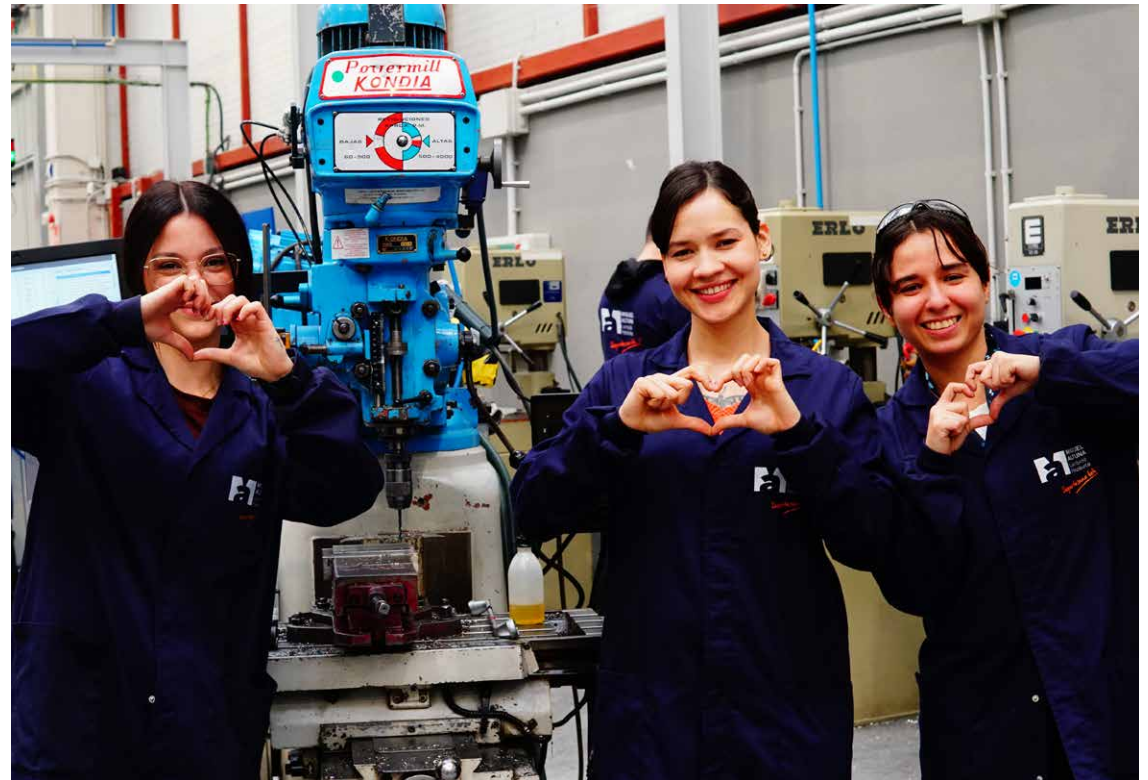
8M.
International Women's Day

28J
International LGBTIQ+ Pride day