

## Corporate Social Responsibility Policy

Calmell Group conducts its business under a responsible and sustainable management model, integrating economic, social, and environmental considerations into all its decisions and activities related to the Graphic Arts industry and associated technological solutions.

This policy is aligned with the global commitments of both HID and ASSA ABLOY and reflects the operational and industry-specific characteristics of Calmell Group, establishing the principles that guide its approach to sustainability and corporate social responsibility.

Management establishes the following fundamental principles and commitments:

- Customer focus and operational excellence: continuous improvement of products and services, adapted to market needs.
- Environmental sustainability: prevention of environmental impacts, efficient use of resources, reduction of carbon footprint, and action against climate change.
- Social responsibility: respect for human rights, promotion of equal opportunities, equity, diversity and inclusion, prevention of all forms of discrimination, fair working conditions, and occupational health and safety.
- Ethics and integrity: conduct in accordance with the Group's Code of Ethics and governance principles, promoting transparency, regulatory compliance, information protection, responsible use of technology, and the prevention of corruption.
- Responsible supply chain: promotion of sustainable practices among stakeholders.
- Innovation and continuous improvement: fostering efficient and sustainable solutions.

As a framework for its actions, Calmell Group aligns its strategy with the principles of the United Nations Global Compact and actively contributes to the achievement of the Sustainable Development Goals (SDGs), integrating them into its management practices and corporate culture.

Management leads and supports this policy, ensuring the necessary resources for its implementation and delegating its coordination and execution to the Sustainability Manager.

To ensure its effectiveness, the organization will establish measurable objectives and targets, periodically assess its performance as well as sustainability-related risks and opportunities, ensure compliance with applicable legislation and voluntarily adopted commitments, and review this policy whenever necessary to guarantee its continued suitability and ongoing improvement.

This policy is communicated to and made available to all employees and stakeholders, who are expected to embrace its principles and objectives and actively contribute to their achievement.

JULY 2026 - GENERAL MANAGEMENT (CALMELL GROUP)