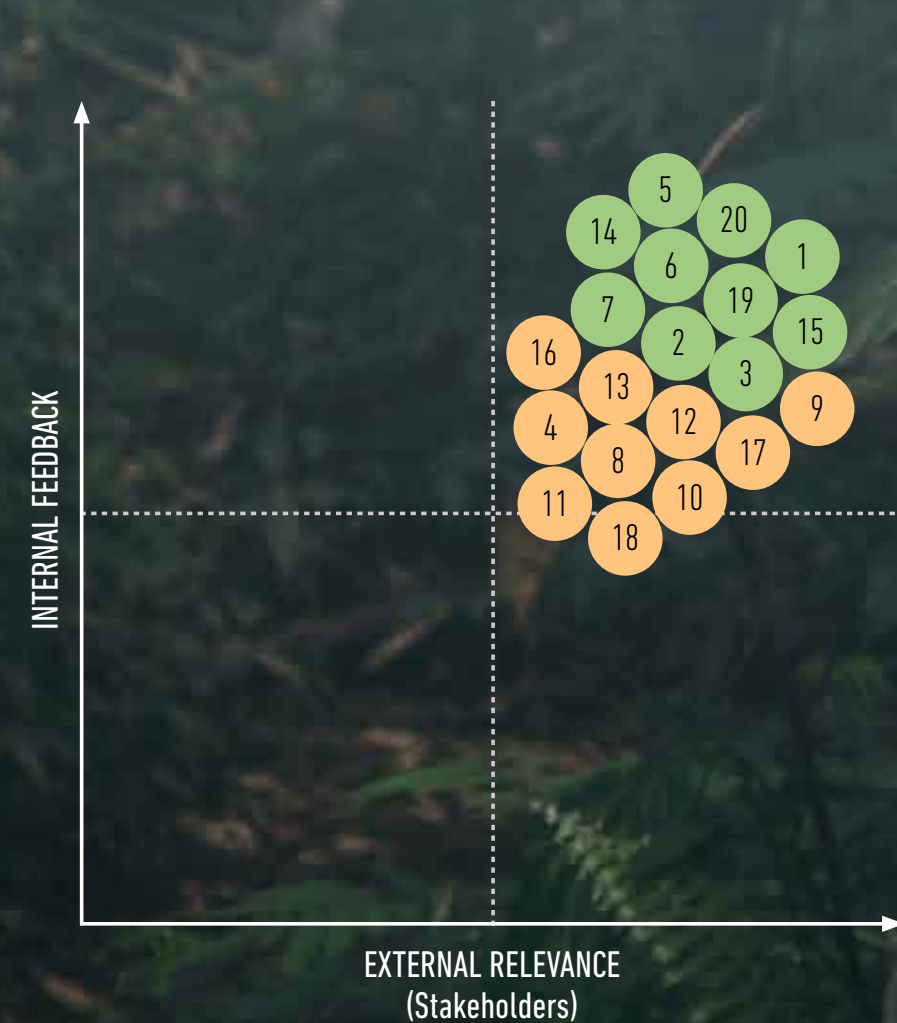




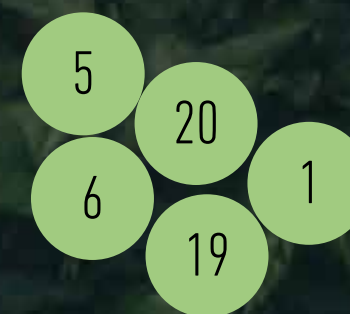
MATERIALITY ANALYSIS

Our Materiality detail the relevant issues for Tolsa in the field of Sustainability, taking into account the expectations of our Stakeholders and the strategic reflection on sustainability trends.



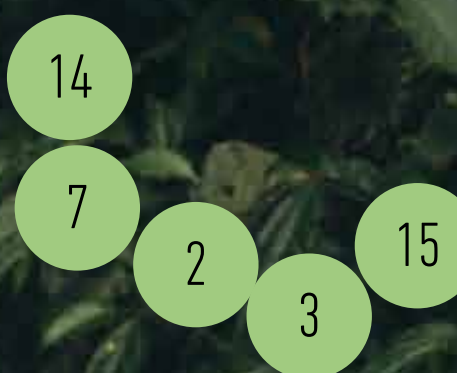
- 1 Governance, Business Ethics, Transparency and Compliance Management.
- 2 Risk & Crisis Management (Geopolitical, COVID19, New Regulations...).
- 3 Climate Change Commitments and Improvement Objectives.
- 4 Labor Management Relations and Human Rights.
- 5 Employee Wellbeing, Health and Safety.
- 6 Talent Attraction & Retention.
- 7 Talent Development and Knowledge Management.
- 8 Diversity & Inclusion (Women Empowerment, Intercultural, Generational).
- 9 Stakeholder Relations and Community Engagement.
- 10 Responsible Marketing & Consumer Engagement.
- 11 Local development and Philanthropy.
- 12 Responsible Sourcing and Supplier Engagement.
- 13 Product Stewardship towards Circular Economy.
- 14 New technologies, e-commerce, Data Privacy and Cyber Security.
- 15 Product Innovation, Quality and Safety (regulations and tax).
- 16 Shared Value Business Opportunities.
- 17 Biodiversity and mining Environmental Impact.
- 18 Supply Chain Sustainability Stewardship.
- 19 Operational Environmental Impact (Waste, Packaging and Plastic ...)
- 20 Energy Efficiency Management.

TOP 5



- 1. Governance, Business Ethics, Transparency and Compliance Management.
- 5. Employee Wellbeing, Health and Safety.
- 6. Talent Attraction & Retention.
- 19. Operational Environmental Impact (Waste, Plastic, Packaging).
- 20. Energy efficiency Management.

+5 for TOP 10



- 2. Risk & Crisis Management.
- 3. Climate Change Commitments.
- 7. Talent Development and Knowledge Management.
- 14. New technologies, e-commerce, Data Privacy and Cybersecurity.
- 15. Product Innovation, Quality and Safety.