Typeform

TYPEFORM, S.L. & subsidiaries

Consolidated Non-Financial Information Statement
for the financial year ended

December 31, 2024

CONTENTS

1-Introduction to the Non-Financial Information Statement (EINF)

Law 11/2018, of December 28, amending the Commercial Code, the revised text of the Capital Companies Law approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Account Auditing, establishes the obligation, from 1st January 2021, to include a Non-Financial Information Statement for all those companies whose average number of employees exceeds 250 and that, for two consecutive years, even if they are not entities of public interest, exceed certain activity thresholds, namely:

- Total assets in excess of €20,000,000

- Total revenues in excess of €40,000,000

The Typeform Group, comprising Typeform S.L. and its subsidiaries, meets the above criteria and so it submits below, as an integral part of the Management Report of the Annual Accounts Report, a Non-Financial Information Statement (hereinafter EINF).

The objective of the EINF, beyond complying with the aforementioned Law, is to provide a comprehensive vision of the organisation, making transparent the main aspects of risk and management from a non-financial perspective, and providing valuable information to any stakeholder interested in the organisation.

Scope of information

Unless otherwise specified, the information refers to the 2024 financial year and to the company Typeform S.L. and its subsidiaries (hereinafter referred to as Typeform, the Company or the Organization)

It should also be noted that Typeform, S.L. is a limited liability company domiciled at Carrer de Can Rabia 3-5, 4th floor, 08017 - Barcelona (Spain) and was incorporated on June 29, 2012, in Barcelona.

The Company is the head of a group and directly owns and controls the shares in Typeform US LLC, Typeform UK Limited and Typeform DE GmbH.

Reporting Standards

As determined by Law 11/2018, and with the aim of guaranteeing the comparability, materiality and relevance of the reported information, this EINF has been carried out using an international reference standard: Global Reporting Initiative Standards.

In its preparation, the guidelines on non-financial reporting of the European Commission (2017/C 215/01) derived from Directive 2014/95/EU and based on the Global Reporting Initiative (GRI) guidelines (selected GRI) have been considered.

The Company periodically conducts a materiality assessment at the global level in order to better identify and understand the areas on which it should focus efforts. This process helps optimise the economic, environmental and social performance necessary for long-term business success, while enabling us to communicate value contribution and positive impact in the communities in which we operate.

In the elaboration of this report and the selection of its contents we have taken into account the results of the materiality analysis carried out during 2023 but remains applicable in 2024. The Company has identified the most relevant and priority issues in environmental, social and governance matters. The material issues identified at the corporate level are those that are most relevant from the point of view of corporate responsibility and of greatest significance for its stakeholders. These are considered to be the following:

- Cybersecurity and data protection
- Employee health and wellbeing
- Our impact on the environment and wider society
- Gender equality

As part of the assessment, reference is made to the GRI Standards international standards to identify the main benchmarks for sustainability. It is also guided by employee surveys and customer requests for proposals to identify the topics most important to them.

Criteria for determining the contents of the EINF

An EINF should include the information necessary to understand the results, evolution and impact of the organisation's activity with respect to non-financial issues (social and environmental aspects, respect for human rights, fight against corruption and bribery or human resources management among others).

With the aim of identifying the relevant issues of a non-financial nature for the organisation, a working group has been set up including members of the Leadership Council who, based on Typeform's Strategic Plan, sector trends and their professional experience, have defined the contents of this EINF.

The results of this analysis are included in the Table of contents required by Law 11/2018, of December 28. Following the principle of "report or explain" contained in Law 11/2018, when an indicator included in the text of the Law is not reported, the reasons for its omission are explained.

This Non-Financial Information Statement (EINF) is part of the Management Report for the year. The company has established December 31 of each period as its financial reporting date.

Process for ensuring the quality of EINF information

Once the contents to be reported were determined, a system for collecting the information was developed to know the origin and traceability of the same. Once the information was included in this system by the "owner", the Director of each relevant function validated it and sent it to the

department responsible for the preparation of the EINF for further review and consolidation. Therefore, the Directors of each function involved are responsible for the information that, once submitted to the external verification process, is formulated by the Board of Directors.

As established by the Law, the EINF has been verified by an independent third party. The verifier has used the ISAE3000 standard for review of non-financial information.

2-Business model

Context of the organisation

Typeform, S.L. is a limited liability company with its registered office in Barcelona, Spain. It is the head of a group of companies, consisting of Typeform US, LLC, Typeform UK Limited and Typeform DE GmbH. The Typeform group operates worldwide, with its principal markets located in the United States and Europe. The company operates a fully remote working model, meaning it does not maintain any permanent physical presence in any territory but instead employees work either from home or from a network of shared coworking spaces. Its main activity is the sale of Software as a Service (SaaS), delivered over the internet. The software Typeform provides allows customers to build people-friendly forms, quizzes, surveys, and asynchronous video solutions, without the need for code. The main stakeholders of the organisation are its shareholders, customers, suppliers, employees, and the governments of territories in which the Typeform group operates.

Management model

The highest decision-making body of the organisation is the Board of Directors, made up of seven members.

The Company has the following internal policies and guidelines:

- Code of Conduct
- Anti-Harassment & Anti-Discrimination Policy
- Speak Up Policy
- Respect in the Workplace Guidelines
- Investigation Process
- Compliance Training Standards
- Flexible Remote Work Guidelines & Relocation Guidelines
- Parental Leave Policy
- Global Travel Management & Travel Expense Policy
- Acceptable Use Policy
- Procurement Policy and Procedure
- Computer renewal, upgrade & purchase Policy
- Global Health & Safety Policy
- UK & US Employee Handbook

Business areas

Below, we describe the following business areas / revenue streams of the Company:

Description of business (revenue streams):

Typeform is the gold standard of no-code, thoughtfully designed, people-friendly forms, quizzes, surveys, and asynchronous video solutions for brands of all sizes to engage with people to accelerate growth.

Videoask is an interactive video platform (asynchronous and interactive video conversation builder) that helps high touch businesses and services automate and scale their one-on-one conversations. Its functionalities include video funnels, AI powered video chatbots, multimedia messaging, and video forms

Strategic Objectives: Risks and Opportunities

Typeform is a no-code SaaS platform with thoughtfully-designed tools that help companies grow their business by engaging with their audience. We offer people-friendly forms, quizzes, surveys, and asynchronous video solutions – turning digital interactions into human connections.

Launched in 2012, Typeform drives more than 600 million digital interactions per year and integrates with hundreds of other business-critical tools like HubSpot, Calendly, and Slack, to name a few.

Today, we operate in rapidly changing economic and technological environments that present numerous risks, many of which are driven by factors we cannot control or predict. Below, we break down a series of risks and the strategy designed at the corporate level to mitigate them.

Strategic Risk	Plan to mitigate risks
Geographical dispersion The Company serves customers throughout the world, and employs people in multiple territories Therefore, the company is exposed to political risk and must closely manage local compliance as it relates to taxation, labour laws and other relevant matters. Any weakening of the global economy and the consequent decline in business confidence in it, or the cutting of government or corporate spending, could cause current or potential customers to reduce or eliminate their budgets and expenditures. This could lead to customers delaying, decreasing or cancelling purchases of products and services, or customers not paying or delaying payment for previously purchased products and services. **Global Competition** The SaaS online delivery model means the Company's competition is not limited by geography and is therefore subject to additional risk that may adversely affect its operating results.	The Company, through expert advisors, will seek to ensure compliance with the laws of the country. The Company's geographic spread offers us natural protection against an economic slowdown affecting a particular region. The strength of our products makes the Company competitive in the market. The Company will continue to invest in products that are relevant to the target market and expand its competitive advantage. The Company will ensure that the differentiation of its products helps them obtain this competitive advantage.

Technological obsolescence The success of the company depends on its ability to develop new products and services, integrate purchased products and services, and improve existing products and services. A failure to keep pace with technological developments and develop our products would negatively impact the Company's results.	The Company continues to update and launch new offerings of its software product (VideoAsk, Formless, etc.). The Company continues to develop and launch these or other new or improved products and services within the timeframes and ensures that there is no delay in market acceptance of a line of new, improved or purchased products. The Company continues to anticipate and appropriately address changes in information technology trends (IT) with product development efforts and optimise complementary product and service lines in a timely manner and continue to properly integrate, support and improve the purchased product.
Foreign exchange risk The Company is exposed to exchange rate risks, or risk of loss due to unfavourable variations in exchange rates. The majority of the Company's receipts are in US dollars, whereas the majority of expenditure is incurred in Euro. Changes in the EUR/USD exchange rate could therefore have an impact on the Company's results.	The Company holds the majority of its cash reserves in the group's reporting currency, thus limiting exchange rate risk. The Company also tries to maximise natural hedging, whereby foreign currency inflows are matched as closely as possible by outflows.

Credit Risk The Company is exposed to credit risk primarily in relation to cash and cash equivalents and commercial receivables.	The Company's cash and cash equivalents are held with large and diverse financial institutions around the world with high investment grade credit ratings or with financial institutions that meet investment grade rating criteria, mitigating credit risk and other risks. The risk with respect to commercial accounts receivable is mitigated by the fact that the vast majority of customers pay in advance of receiving the service via credit card. For those customers offered credit, risk is mitigated by short payment terms and a robust dunning process, and automatic cancellation of a user's subscription after a certain period if no payment is received.
Regulatory compliance Changes in laws, regulations and rules related to accounting and financial reporting create a challenging environment for businesses when it comes to compliance. These regulations and new or amended rules may lack precision and be subject to various interpretations. Its application in practice may evolve over time, as the respective regulatory and governance bodies provide new guidance. This could lead to continued compliance uncertainty and higher compliance costs as a result of continued revisions of those financial reporting standards.	The Company believes in the adoption and adherence to globally recognized corporate governance practices and in the continuous comparison with such practices. The Company understands and respects its fiduciary role and responsibility to its stakeholders and various regulatory authorities and strives to meet their expectations. The Company remains committed to maintaining high standards of corporate governance and transparency of public information. The Company shall prepare the financial statements in accordance with local accounting standards. To make estimates and assumptions affecting the reported amounts of income and expenses during the reporting period, management will use historical experience and various other factors deemed

	reasonable under the circumstances, including consultation with experts in the respective fields.
Data security Any breaches in our security measures or those of our third-party data centre hosting facilities, cloud computing platform providers or third-party service partners, or the underlying infrastructure of the Internet that cause unauthorised access to a customer's data, our data or our IT systems, or the blockage or disablement of authorised access to our services.	**Any breaches in our security measures** We have a security team responsible for, among other things, monitoring and reacting to suspicious activities, an incident management procedure in place to deal with security incidents in due time depending on the criticality of the incident, and a data breach notification process to notify the affected users and supervisory authorities. **or those of our third-party data centre hosting facilities, cloud computing platform providers or third-party service partners** As part of our Information Security Management System we have a vendor management process and an approval workflow for new applications and SaaS, with legal, finance, project management, security and compliance areas involved. All providers need to pass an assessment and complete our security questionnaire. **or the underlying infrastructure of the Internet that cause unauthorised access to a customer's data, our data or our IT systems** All our data is transmitted through encrypted channels and stored encrypted. We encrypt data in-transit (end-to-end, including within the virtual private cloud at AWS) using secure TLS cryptographic protocols (TLS 1.2 & TLS 1.3), and Advanced Encryption Standard (AES) is used with a 256-bit key to encrypt data at rest including the backups of the information. Typeform

	systems need to be accessed only with a corporate Typeform device, a VPN and two MFA authentication processes (one for the corporate network from which you then access the production environment). A third party provides a 2FA system for customers to access Typeform accounts. Typeform has also a Secure-SDLC in place, providing security controls throughout the whole process of the software lifecycle. These include annual penetration tests and dynamic application security tests.
	or the blockage or disablement of authorised access to our services Typeform has CDN and WAF services, able to implement controls for the detection and protection of DDoS attacks, spray password attacks and the deterrence and blocking of any kind of suspicious activity. Typeform has implemented a complete Information Security & Privacy Management System to provide a proper service in terms of security and privacy for our customers and the data that can be collected with our platform. In order to improve our systems, show commitment and provide trust to our customers, Typeform is currently certified as ISO 27001, 27701, 27017, 27018, SOC 2 Type 2 and HIPAA standard compliant.

Hiring and retention of talent Any loss of key members of our management team or development and operations personnel, or inability to attract and retain employees necessary to support our operations and growth.	We have a Plan in place for 2024 led by the People and Culture team to focus on initiatives that will accelerate culture transformation • **1. New values |** Aligned to our strategy, expressed via a new Culture Code. • **2. Learning and Development |** Invest in employee development programs that align with the cultural goals. Manager skill enhancement, employee development plans and career pathways. • **3. Total Rewards |** Align reward and recognition to culture goals. Create transparency, fairness and equity as part of total rewards philosophy. • **4. Communication and transparency |** Continue to foster transparent and open leadership communication channels. Keep employees informed about company goals, challenges.

Foreseeable evolution of the Company

The key trends affecting our business today are:

Software as a Service

The Software-as-a-Service (SaaS) market is experiencing a rapid growth trend, driven by factors such as the increasing demand for cloud-based solutions, the adoption of mobile devices and the need for cost-effective and efficient software solutions. The rise of low-code and no-code platforms is enabling non-technical users to build and deploy applications, democratising access to software development. Additionally, the market is becoming more competitive, with new players entering the market and existing vendors expanding their offerings to meet the growing demand. Overall, the SaaS market is expected to continue its growth trajectory in the coming years, as more businesses look to capitalise on the benefits of cloud-based software solutions.

Digitalization of SMBs

The digitalization of small and medium businesses (SMBs) is a growing trend driven by advances in technology and changing consumer behaviour. The widespread availability of affordable digital tools and platforms has made it easier for SMBs to adopt digital strategies to streamline operations, improve customer engagement, and expand their reach. Digitalization enables SMBs to improve efficiency by automating tasks and accessing real-time data, which can inform better decision-making. Additionally, digital channels such as social media and e-commerce provide SMBs with new ways to reach customers and generate revenue. As digitalization becomes more prevalent, SMBs that fail to embrace digital strategies risk falling behind their competitors.

Artificial intelligence

AI has revolutionised the way software is developed, tested, and deployed, leading to increased efficiency, reduced costs, and improved performance. With the help of AI, software developers can automate routine tasks, analyse large volumes of data, and make intelligent decisions based on insights generated from that data. AI-powered tools and technologies have also enabled the development of intelligent applications that can adapt and learn over time, improving user experience and productivity. Overall, the adoption of AI in the software industry has led to improved speed, accuracy, and innovation in software development, making it a game-changer for the industry.

Mobile devices

In recent years, there has been a significant trend towards the use of mobile devices for business applications. This trend is largely driven by the increasing ubiquity and power of mobile devices, as well as the need for businesses to be able to work on the go. With the rise of cloud computing, mobile devices are able to access business applications and data from anywhere, making them an ideal tool for employees who need to work outside of the office. Additionally, mobile applications are becoming more sophisticated and feature-rich, with many offering advanced features like real-time

collaboration and data visualisation. As a result, businesses are increasingly relying on mobile devices as a key tool for productivity and efficiency.

Data protection and privacy

In recent years, there has been a growing concern about data protection and privacy. As the amount of personal data being collected, processed, and shared continues to increase, so does the need for effective measures to safeguard this information. One trend in data protection and privacy is the adoption of more stringent regulations, such as the European Union's General Data Protection Regulation (GDPR) and California's Consumer Privacy Act (CCPA), which require organisations to implement measures to protect personal data and give individuals more control over their information. Another trend is the increasing use of privacy-enhancing technologies (PETs) such as encryption and anonymization, which help to protect data while still allowing it to be used for valuable purposes. Overall, the trend towards greater data protection and privacy is likely to continue as technology continues to advance and data becomes an increasingly valuable commodity. Typeform's Acceptable Use Policy ensures that employees are aware of their responsibilities when it comes to IT equipment and helps minimise our data protection risks.

3-Environment

Management approach

In January 2023 the company permanently closed its office in San Francisco, meaning that we no longer have any permanent offices in any of the territories in which we operate. While Typeform has long encouraged flexible working arrangements, the company now operates a remote-first working policy, while offering employees the opportunity to use office space as needed through a network of remote coworking spaces, paid for on an as needed basis. As such, the company does not have any specific internal policies relating to the environment or the use of resources.

The principal environmental impact arising from Typeform's operations comes from its supply chain. Details of scope 3 emissions related to Typeform's supply chain are set out later in this report.

Environmental management

In terms of the impact of our company's activities on the environment, we are committed to ensuring our carbon footprint remains low through continuous operation as a remote-first business. Due to the nature of the online service we provide, the company does not have any environmental certifications.

Regarding health and safety, we take this aspect of our business very seriously and always ensure that all health and safety regulations are strictly adhered to.

The company has no formal environmental risk assessment procedures or risk prevention measures in place, nor have we taken any specific measures in 2024 to preserve or restore biodiversity. As a remote-first company without any permanent offices, we do not consider this necessary but are nonetheless committed to environmental protection and restoration. Typeform's operations are not conducted in protected areas, and as such this is not considered material for the purpose of this report.

At 31 December 2024, Typeform did not carry any warranties or provisions for environmental risks on its balance sheet.

Typeform partners with a third party service provider to better quantify our environmental impact and inform our strategy around reducing our carbon footprint. Carbon emissions data for 2024 and 2023, expressed in terms of tonnes of carbon dioxide equivalent, were the following:

Scope breakdown (1,2,3)% of total emissions - 2024

Total emissions

3.063k

tCO$_2$e

100%
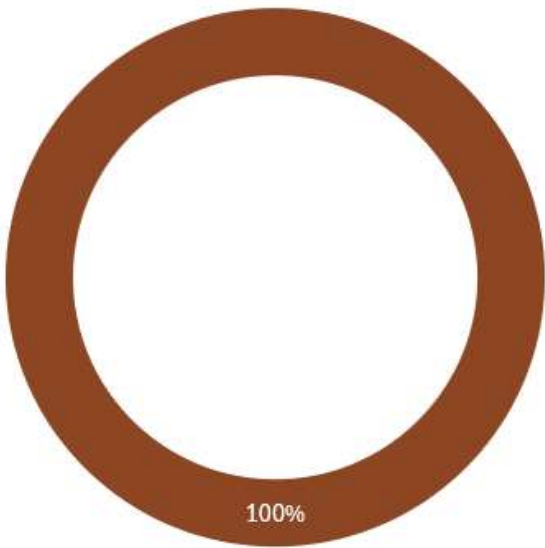
Scope 3

Scope breakdown (1,2,3)% of total emissions 2023

Total emissions

3.276k

tCO$_2$e

100%
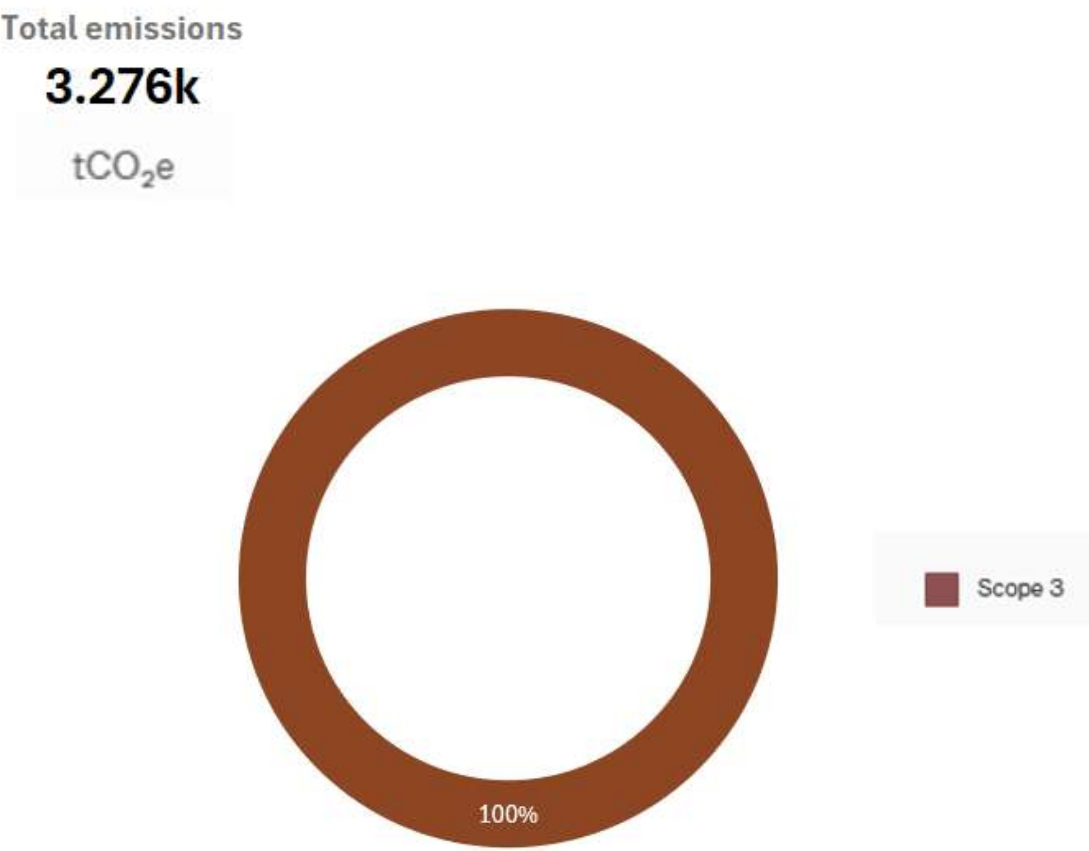
■ Scope 3

Since the closure of our permanent offices, the company no longer has Scope 1 or Scope 2 emissions. To calculate Scope 3 emissions, the following categories have been taken into account: Purchased goods and services and Business Travel.[1] The emission factors used are based on Exiobase.

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[1] In the 2023 assessment, the decision was made to exclude the 'use of sold products' category as it was considered as non-material.

Emissions per scope 3 category (tCO2e) - 2024
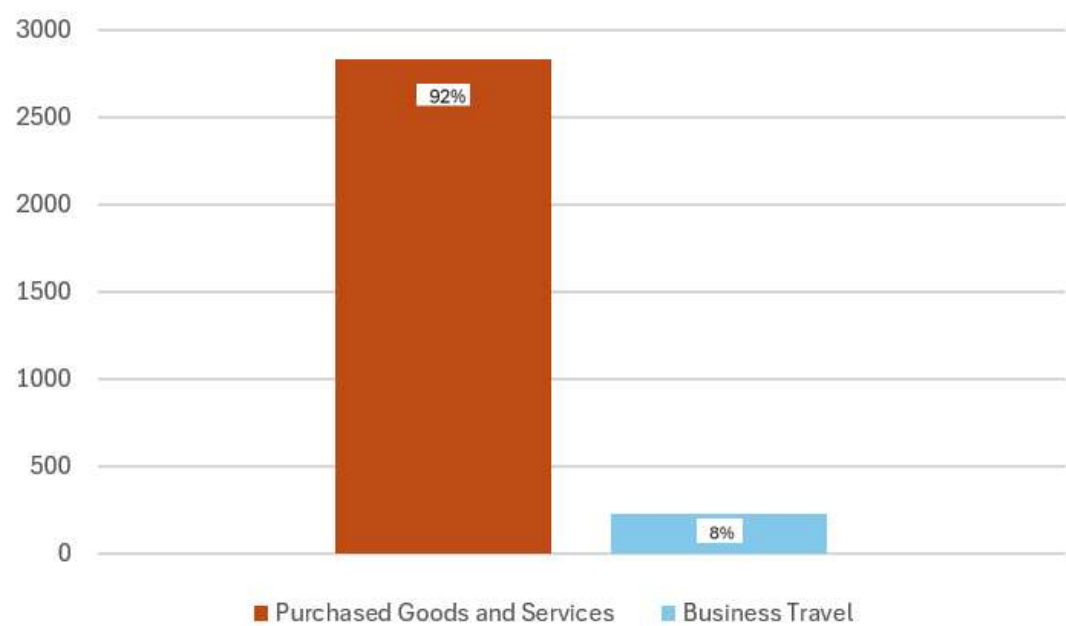
Emissions per scope 3 category (tCO2e) - 2023
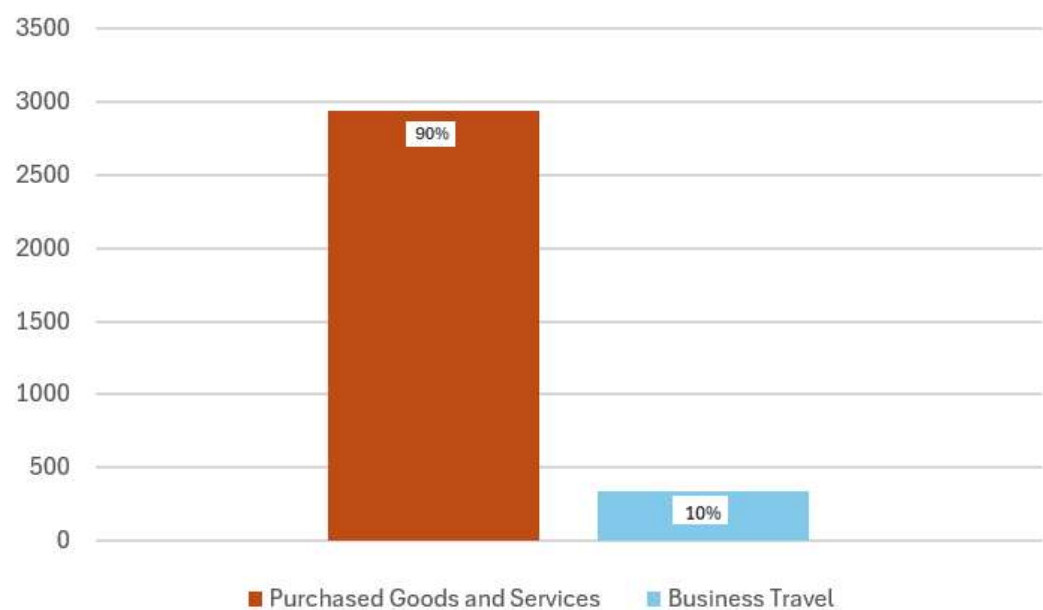
Emissions data covers the entire Typeform Group.

Pollution

As a software company, we do not have any direct emissions that could seriously affect the environment. Our operations are primarily digital and in 2023 we closed our last office in the US. As a result, there is no air, noise or light pollution directly associated with our business activities.

Circular economy

Given the remote-first nature of Typeform, the only goods that could potentially lead to waste are computers and office equipment. Typeform is committed to reusing hardware, trading it in with third parties or transitioning it over to employees that leave the business if appropriate. In all other cases, when our computer hardware becomes obsolete, we donate it to charities. We did not donate any IT equipment to charities in 2024 as well as in 2023.

Sustainable use of resources

Our indirect energy consumption primarily comes from servers hosted by AWS. Our European data centre is run 100% on renewable energy, and we are committed to transitioning our US data centre to 100% renewable energy by 2025.

Since the company does not engage in manufacturing, the company does not consume raw materials in its day to day operations. Consumption of consumables such as paper or plastic is also very limited as the company operates remotely and uses electronic forms of communication wherever possible. Equally, as a remote-first company, we did not consume any water, electricity or gas. In 2024 the company spent approximately €200,000 on computer equipment (88 items). In 2023 the company spent approximately €170,000 on computer equipment (96 items).

We remain committed to environmental stewardship and reducing our environmental footprint in any way possible. As such, we are implementing various measures to reduce our energy consumption and operate as efficiently as possible. This includes implementing environmental considerations (e.g., train vs plane, etc.) in our Corporate Travel Policy. We have no specific measures to adapt to climate change as we do not expect climate change to have a material impact on our business.

4-The Management of Personnel

Management approach

Typeform has the following policies implemented in the company associated with social and employee-related matters:

- **Code of Conduct:** Our Code of Conduct defines the principles that are essential for Typeform activity and is designed to help the employees live our values. It gives them the tools they need to deal with difficult situations and shows them how to do the right thing. In our Code of Conduct we cover topics like: Health and Safety, Typeform Image, Fair Trading & Employment, Ecological Footprint, Bribery and Corruption, amongst others.

- **Anti Harassment & Anti-Discrimination Policy:** Typeform provides information on harassment, discrimination, violence and retaliation at work, to raise awareness about these specific behaviours and prevent them from happening in the Company or in any third parties that interact with the Company. We aim to create a safe, lawful and ethical environment in Typeform and in the entities that deal with Typeform. We respect diversity and both the labour and civil rights of Typeform employees, allowing them to achieve their professional goals and be able to perform at the highest level.

- **Speak Up Policy:** This policy publicises the rights of employees to make complaints in cases of policy violations, clearly explains the process for receiving and evaluating such complaints, ensures confidentiality and whistleblower protection, and clearly establishes zero tolerance for retaliation. Our Whistleblowing Policy encourages employees and others who have serious concerns about any aspect of the Company's conduct to come forward and voice those concerns. In this regard, at Typeform we have implemented a whistleblowing channel that allows employees to make complaints anonymously or by name, guaranteeing confidentiality at all times.

- **Respect in the Workplace guidelines:** Outline how Typeform expects employees to show respect in an international, diverse and remote workspace, embraces diversity and does not tolerate discrimination or harassment of any kind.

- **Investigation Process:** In the event that a complaint is made by an employee or third party through our whistleblower channel, we have a regulated investigation process that we follow in all cases. This process is public so that employees can access it through Notion (intranet) and avoid any type of arbitrariness, advocating the principles of equality, guarantee of indemnity, publicity and non-arbitrariness.

- **Global Travel Management & Travel Expense Policy:**, This provides information and guidelines with respect to business travel related expenses incurred in connection with Typeform's business. The policy strives to make it easy for employees to travel productively, safely and sustainably, while ensuring compliance with internal and external policies, tax requirements and other applicable local laws and regulations.

Typeform also provides employee handbooks in the US & the UK, new joiners guides and a comprehensive onboarding process to ensure employees are familiar with and have access to all Typeform's policies and procedures. Likewise we share all the policies in our Onboarding Tool (Zavvy), where all our newbies need to check a box in which they confirm they have read and understood the above referenced policies.

By prioritising employee-friendly policies and fostering open communication, we strive to create a secure and respectful work environment that prioritises the well-being and safety of our entire team. All policies are accessible by employees in our Notion space (intranet), we share recurrent information pills via our Newsletter and Slack in order to raise awareness in regards to these paramount topics and to make sure that all employees understand their rights and duties.

Finally, at Typeform we provide a mandatory yearly training about Harassment and Discrimination, and a training every 2 years about our Code of Conduct, Speaking Up, Data Privacy and Information Security. Employees use our Compliance LMS (LRN) to conduct those trainings, we send regular reminders to make sure that all our employees have conducted the training and we get reports with the rate of completion. Likewise, at the end of each module there is a short test to evaluate the understanding of the content. At the end of the course employees must check boxes indicating that they have understood the content and that they will follow our policies and within the courses they have access to our policies and practical examples that are easy to understand.

Gender Equality

Typeform promotes equality of opportunity and treatment and takes appropriate measures to eliminate discrimination in access to employment, training and conditions of work, on the grounds of race, age, religion, colour, sex, political opinion, ethnicity, sexual orientation, disability, country of origin or social origin. In order to promote equal treatment regardless of gender, Although Typeform does not have a formal equality plan, we take the following measures and have the following policies in place:

- **Sexual Harassment Protocol:** Included in its Anti-Harassment policy, Typeform has a detailed sexual or gender-based harassment protocol (Investigation Guidelines) that follows a methodical investigation in the event of a complaint of potential gender-based harassment.
- **Training:** Typeform has annual courses to address and raise awareness of sexual and gender-based harassment among its employees. In addition, these mandatory courses address gender equality and discrimination to ensure that managers and the leadership team promote equality in the provision of opportunities within the organisation.
- **Gender equality initiatives:** Typeform drives several initiatives to give visibility to the discrimination women can face in the Tech industry, like *"Lean In"*, an initiative whose purpose is to foster peer support and enhance the professional and personal lives of female employees at Typeform. Likewise, in case concerns are raised about awareness in certain departments, the People & Culture Team prepares sessions to address these issues.
- **Recruitment:** We make sure with an exhaustive process that our candidates are treated equally regardless of race, age, religion, colour, sex, political opinion, ethnicity, sexual

orientation, disability, country of origin or social origin, by bringing in different people at different stages of the process.

Employee data

Total number of employees and distribution by country, gender, age and occupational classification as of December 31st 2024

Age Group	Global				Spain			United Kingdom			United States				Germany		
	Man	Non-binary	Woman	Grand Total	Man	Woman	Grand Total	Man	Woman	Grand Total	Man	Non-binary	Woman	Grand Total	Man	Woman	Grand Total
<30	9	1	13	**23**	5	7	**12**	1	1	**2**	3	1	5	9	0	0	**0**
>45	10	0	7	**17**	4	1	**5**	3	2	**5**	3	0	3	6	0	1	**1**
30-45	107	0	76	**183**	59	37	**96**	20	12	**32**	22	0	25	47	6	2	**8**
TOTAL	126	1	96	223	68	45	113	24	15	39	28	1	33	62	6	3	9

Occ Class[2]	Global				Spain			United Kingdom			United States				Germany		
	Man	Non-binary	Woman	Grand Total	Man	Woman	Grand Total	Man	Woman	Grand Total	Man	Non-binary	Woman	Grand Total	Man	Woman	Grand Total
Clerical	8	0	9	**17**	5	3	**8**	1	3	**4**	2	0	3	**5**	0	0	0
Directors	11	0	7	**18**	1	1	**2**	3	1	**4**	7	0	5	**12**	0	0	0
Engineers & technician	88	0	52	**140**	57	30	**87**	18	8	**26**	7	0	11	**18**	6	3	**9**
Sales people	19	1	28	**48**	5	11	**16**	2	3	**5**	12	1	14	**27**	0	0	**0**
TOTAL	126	1	96	223	68	45	113	24	15	39	28	1	33	62	6	3	9

Total number of employees and distribution by country, gender, age and occupational classification as of December 31st 2023

Age	Global			Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
<30	13	16	0	8	11	0	1	1	0	4	4	0	0	0	0
30-45	137	74	1	90	46	1	19	7	0	18	19	0	10	2	0
>45	11	8	0	6	2	0	2	3	0	3	3	0	0	0	0
TOTAL	161	98	1	104	59	1	22	11	0	25	26	0	10	2	0
G TOTAL	260			164			33			51			12		

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[2] *Occupational Classification has been shortened to Occ Class*

Occ Class	Global			Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Clerical	12	14	0	6	10	0	3	2	0	2	2	0	1	0	0
Directors	9	6	0	3	0	0	2	1	0	3	5	0	1	0	0
Engineers & technician	115	56	1	86	38	1	16	8	0	5	8	0	8	2	0
Sales People	25	22	0	9	11	0	1	0	0	15	11	0	0	0	0
TOTAL	**161**	**98**	**1**	**104**	**59**	**1**	**22**	**11**	**0**	**25**	**26**	**0**	**10**	**2**	**0**
G TOTAL	**260**			**164**			**33**			**51**			**12**		

Total number of employment contracts and its distribution as of Dec 31th, 2024

Type of Contract	Global				Spain			United Kingdom			United States				Germany		
	Man	Non-binary	Woman	Grand Total	Man	Woman	Grand Total	Man	Woman	Grand Total	Man	Non-binary	Woman	Grand Total	Man	Woman	Grand Total
Fixed	1	0	0	**1**	0	0	**0**	0	0	**0**	1	0	0	**1**	0	0	**0**
Permanent	125	1	96	**222**	68	45	**113**	24	15	**39**	27	1	33	**61**	6	3	**9**
TOTAL	**126**	**1**	**96**	**223**	**68**	**45**	**113**	**24**	**15**	**39**	**28**	**1**	**33**	**62**	**6**	**3**	**9**

Working hours	Global				Spain			United Kingdom			United States				Germany		
	Man	Non-binary	Woman	Grand Total	Man	Woman	Grand Total	Man	Woman	Grand Total	Man	Non-binary	Woman	Grand Total	Man	Woman	Grand Total
Full-Time	125	1	94	**220**	67	43	**110**	24	15	**39**	28	1	33	**62**	6	3	**9**
Part-Time	1	0	2	**3**	1	2	**3**	0	0	**0**	0	0	0	**0**	0	0	**0**
TOTAL	**126**	**1**	**96**	**223**	**68**	**45**	**113**	**24**	**15**	**39**	**28**	**1**	**33**	**62**	**6**	**3**	**9**

Total number of employment contracts and its distribution as of Dec 31th, 2023

Type of Contract	Global			Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Permanent	161	98	1	104	59	1	22	11	0	25	26	0	10	2	0
Fixed Term	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	**161**	**98**	**1**	**104**	**59**	**1**	**22**	**11**	**0**	**25**	**26**	**0**	**10**	**2**	**0**
G TOTAL	**260**			**164**			**33**			**51**			**12**		

Typeform

Working Hours	Global			Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Full Time	160	94	1	103	55	1	22	11	0	25	26	0	10	2	0
Part Time	1	4	0	1	4	0	0	0	0	0	0	0	0	0	0
TOTAL	**161**	**98**	**1**	**104**	**59**	**1**	**22**	**11**	**0**	**25**	**26**	**0**	**10**	**2**	**0**
G TOTAL	**260**			**164**			**33**			**51**			**12**		

Training Hours by occupational classification for 2024

Occupational Classification	Total Training Hours
Engineers & technicians	276
Clerical	10
Sales people	62
Directors	18
TOTAL	**368**

Training figures are lower in 2024 compared to 2023 for three main reasons:

- Typeform's total headcount is lower than in 2023.
- Training has been scheduled for late 2024 and early 2025.
- Only the Sexual Harassment training is mandatory annually; all other trainings are required every two years.

Training Hours by occupational classification for 2023

Occupational Classification	Total Training Hours
Engineers & technicians	524
Clerical	48
Sales people	148
Directors	32
TOTAL	**752**

Average 2024: Type of Contract by Gender, Location & Age

Age Group	Type of Contract	Global				Spain				United Kingdom			United States				Germany		
		Man	Non binary	Woman	Grand Total	Man	Non Binary	Woman	Grand Total	Man	Woman	Grand Total	Man	Non binary	Woman	Grand Total	Man	Woman	Grand Total
<30	Fixed	0	0	0.27	**0.27**	0	0	0.27	**0.27**	0	0	**0**	0	0	0	**0**	0	0	**0**
	Permanent	11.85	1	13.27	**26.12**	7.13	0	7.27	**14.4**	1	1	**2**	3.72	1	5	**9.72**	0	0	**0**
<30 Total		**11.85**	**1**	**13.54**	**26.39**	**7.13**	**0**	**7.54**	**14.67**	**1**	**1**	**2**	**3.72**	**1**	**5**	**9.72**	**0**	**0**	**0**
>45	Fixed	1	0	0	**1**	0	0	0	**0**	0	0	**0**	1	0		**1**	0	0	**0**
	Permanent	10.9	0	8.99	**19.89**	5.11	0	1.46	**6.57**	3.13	2.32	**5.44**	2.66	0	4.22	**6.88**	0	1	**1**
>45 Total		**11.9**	**0**	**8.99**	**20.89**	**5.11**	**0**	**1.46**	**6.57**	**3.13**	**2.32**	**5.44**	**3.66**	**0**	**4.22**	**7.88**	**0**	**1**	**1**
30-45	Permanent	134.58	0.85	84.05	**219.48**	75.03	0.85	41.28	**117.16**	24.68	12.81	**37.49**	26.28	0	27.95	**54.23**	8.59	2	**10.59**
30-45 Total		**134.58**	**0.85**	**84.05**	**219.48**	**75.03**	**0.85**	**41.28**	**117.16**	**24.68**	**12.81**	**37.49**	**26.28**	**0**	**27.95**	**54.23**	**8.59**	**2**	**10.59**
Grand Total		**158.33**	**1.85**	**106.58**	**266.76**	**87.27**	**0.85**	**50.28**	**138.4**	**28.81**	**16.13**	**44.94**	**33.66**	**1**	**37.17**	**71.84**	**8.59**	**3**	**11.59**

Average 2023: Type of Contract by Gender, Location & Age

Type of Contract	Age	Global			Spain			United Kingdom			United States			Germany		
		Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Fixed Term	<30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	30-45	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	>45	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent	<30	13	17	0	9	12	0	1	1	0	3	4	0	0	0	0
	30-45	141	81	2	95	51	1	19	7	0	18	21	0	9	2	1
	>45	15	8	0	5	2	0	3	2	0	6	4	0	1	0	0
	TOTAL	169	106	2	109	65	1	23	10	0	27	29	0	10	2	1
GRAND TOTAL		277			175			33			56			13		

Average 2024: Type of Contract by Gender, Location & Occupational Classification

Type of Contract	Occ Class	Global				Spain				United Kingdom			United States				Germany		
		Man	Non binary	Woman	Grand Total	Man	No binary	Woman	Grand Total	Man	Woman	Grand Total	Man	Non binary	Woman	Grand Total	Man	Woman	Grand Total
Fixed	Directors	1	0	0	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0
	Engineers & technician	0	0	0.27	0.27	0	0	0.27	0.27	0	0	0	0	0	0	0	0	0	0
Fixed Total		1	0	0.27	1.27	0	0	0.27	0.27	0	0	0	1	0	0	1	0	0	0
Permanent	Clerical	10.5	0	11.02	21.52	5.6	0	4.5	10.1	1.98	3	4.98	2	0	3.52	5.52	0.92	0	0.92
	Directors	12.05	0	8.62	20.67	2.11	0	1	3.11	3.63	1	4.63	6.15	0	6.62	12.76	0.16	0	0.16
	Engineers & technician	111.09	0.85	57.74	169.68	73.55	0.85	33.3	107.7	21.21	9.13	30.33	8.84	0	12.3	21.14	7.5	3	10.5
	Sales people	23.7	1	28.93	53.63	6.02	0	11.2	17.22	2	3	5	15.68	1	14.73	31.41	0	0	0
Permanent Total		157.33	1.85	106.31	265.49	87.27	0.85	50.01	138.13	28.81	16.13	44.94	32.66	1	37.17	70.84	8.59	3	11.59
Grand Total		158.33	1.85	106.58	266.76	87.27	0.85	50.28	138.4	28.81	16.13	44.94	33.66	1	37.17	71.84	8.59	3	11.59

Average 2023: Type of Contract by Gender, Location & Occupational Classification

Type of Contract	Occ Class	Global			Spain			United Kingdom			United States			Germany		
		Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Fixed Term	Clerical	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Directors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Engineers & technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sales people	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Permanent	Clerical	10	17	0	5	11	0	3	2	0	2	4	0	0	0	0
	Directors	11	4	0	3	0	0	3	0	0	4	4	0	1	0	0
	Engineers & technicians	122	59	2	92	41	1	16	7	0	5	9	0	9	2	1
	Sales people	26	26	0	9	13	0	1	1	0	16	12	0	0	0	0
	TOTAL	169	106	2	109	65	1	23	10	0	27	29	0	10	2	1
GRAND TOTAL		277			175			33			56			13		

Average 2024: Full time/ Part time employees by Gender, Location & Age

Part/Full	Age Group	Global				Spain				United Kingdom			United States				Germany		
		Man	Non binary	Woman	Grand Total	Man	Non binary	Woman	Grand Total	Man	Woman	Grand Total	Man	Non binary	Woman	Grand Total	Man	Woman	Grand Total
Full-Time	<30	11.85	1	13.27	**26.12**	7.13	0	7.27	**14.4**	1	1	**2**	3.72	1	5	**9.72**	0	0	**0**
	>45	11.9	0	8.99	**20.89**	5.11	0	1.46	**6.57**	3.13	2.32	**5.44**	3.66	0	4.22	**7.88**	0	1	**1**
	30-45	133.17	0.85	81.88	**215.9**	73.62	0.85	39.12	**113.59**	24.68	12.81	**37.49**	26.28	0	27.95	**54.23**	8.59	2	**10.59**
Full-Time Total		156.92	1.85	104.14	262.92	85.87	0.85	47.84	134.56	28.81	16.13	44.94	33.66	1	37.17	71.84	8.59	3	11.59
Part-Time	<30	0	0	0.27	**0.27**	0	0	0.27	**0.27**	0	0	**0**	0	0	0	**0**	0	0	**0**
	30-45	1.41	0	2.16	**3.57**	1.41	0	2.16	**3.57**	0	0	**0**	0	0	0	**0**	0	0	**0**
Part-Time Total		1.41	0	2.44	3.84	1.41	0	2.44	3.84	0	0	0	0	0	0	0	0	0	0
Grand Total		158.33	1.85	106.58	266.76	87.27	0.85	50.28	138.4	28.81	16.13	44.94	33.66	1	37.17	71.84	8.59	3	11.59

Average 2023: Full time/ Part time employees by Gender, Location & Age

Full/Part Time	Occ Class	Global			Spain			United Kingdom			United States			Germany		
		Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Full Time	<30	13	18	0	9	13	0	1	1	0	3	4	0	0	0	0
	30-45	141	76	2	95	46	1	19	7	0	18	21	0	9	2	1
	>45	15	8	0	5	2	0	3	2	0	6	4	0	1	0	0
	TOTAL	169	102	2	109	61	1	23	10	0	27	29	0	10	2	1
Part Time	<30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	30-45	0	4	0	0	4	0	0	0	0	0	0	0	0	0	0
	>45	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	0	4	0	0	4	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL		277			175			33			56			13		

Average 2024: Full time/ Part time employees by Gender, Location & Occupational Classification

Part/Full	Occ Class	Global				Spain				United Kingdom			United States				Germany		
		Man	Non binary	Woman	Grand Total	Man	Non binary	Woman	Grand Total	Man	Woman	Grand Total	Man	Non binary	Woman	Grand Total	Man	Woman	Grand Total
Full-Time	Clerical	10.5	0	10.85	21.35	5.6	0	4.34	9.94	1.98	3	4.98	2	0	3.52	5.52	0.92	0	0.92
	Directors	13.05	0	8.62	21.67	2.11	0	1	3.11	3.63	1	4.63	7.15	0	6.62	13.76	0.16	0	0.16
	Engineers & technician	109.68	0.85	55.74	166.27	72.14	0.85	31.3	104.29	21.21	9.13	30.33	8.84	0	12.3	21.14	7.5	3	10.5
	Sales people	23.7	1	28.93	53.63	6.02	0	11.2	17.22	2	3	5	15.68	1	14.73	31.41	0	0	0
Full-Time Total		156.92	1.85	104.14	262.92	85.87	0.85	47.84	134.56	28.81	16.13	44.94	33.66	1	37.17	71.84	8.59	3	11.59
Part-Time	Clerical	0	0	0.16	0.16	0	0	0.16	0.16	0	0	0	0	0	0	0	0	0	0
	Engineers & technician	1.41	0	2.27	3.68	1.41	0	2.27	3.68	0	0	0	0	0	0	0	0	0	0
Part-Time Total		1.41	0	2.44	3.84	1.41	0	2.44	3.84	0	0	0	0	0	0	0	0	0	0
Grand Total		158.33	1.85	106.58	266.76	87.27	0.85	50.28	138.4	28.81	16.13	44.94	33.66	1	37.17	71.84	8.59	3	11.59

Average 2023: Full time/ Part time employees by Gender, Location & Occupational Classification

Full/Part Time	Occ Class	Global			Spain			United Kingdom			United States			Germany		
		Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Full Time	Clerical	10	16	0	5	10	0	3	2	0	2	4	0	0	0	0
	Directors	11	4	0	3	0	0	3	0	0	4	4	0	1	0	0
	Engineers & technicians	123	56	2	92	38	1	16	7	0	6	9	0	9	2	1
	Sales people	25	26	0	9	13	0	1	1	0	15	12	0	0	0	0
	TOTAL	169	102	2	109	61	1	23	10	0	27	29	0	10	2	1
Part Time	Clerical	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	Directors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Engineers & technicians	0	3	0	0	3	0	0	0	0	0	0	0	0	0	0
	Sales people	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	0	4	0	0	4	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL		277			175			33			56			13		

Average 2024: Number of employees and distribution by country, gender, and age

Age Group	Global				Spain				United Kingdom			United States				Germany		
	Man	Non-binary	Woman	Grand Total	Man	Non-binary	Woman	Grand Total	Man	Woman	Grand Total	Man	Non-binary	Woman	Grand Total	Man	Woman	Grand Total
<30	11.85	1	13.54	**26.39**	7.13	0	7.54	**14.67**	1	1	**2**	3.72	1	5	**9.72**	0	0	**0**
>45	11.9	0	8.99	**20.89**	5.11	0	1.46	**6.57**	3.13	2.32	**5.44**	3.66	0	4.22	**7.88**	0	1	**1**
30-45	134.58	0.85	84.05	**219.48**	75.03	0.85	41.28	**117.16**	24.68	12.81	**37.49**	26.28		27.95	**54.23**	8.59	2	**10.59**
Grand Total	158.33	1.85	106.58	266.76	87.27	0.85	50.28	138.4	28.81	16.13	44.94	33.66	1	37.17	71.84	8.59	3	11.59

Average 2023: Number of employees and distribution by country, gender, and age

Age	Global			Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
<30	13	17	0	9	12	0	1	1	0	3	4	0	0	0	0
30-45	141	81	2	95	51	1	19	7	0	18	21	0	9	2	1
>45	15	8	0	5	2	0	3	2	0	6	4	0	1	0	0
TOTAL	169	106	2	109	65	1	23	10	0	27	29	0	10	2	1
G TOTAL	277			175			33			56			13		

Average 2024: Number of employees and distribution by country, gender, and occupational classification

Occ Class	Global				Spain				United Kingdom			United States				Germany		
	Man	Non binary	Woman	Grand Total	Man	Non binary	Woman	Grand Total	Man	Woman	Grand Total	Man	Non-binary	Woman	Grand Total	Man	Woman	Grand Total
Clerical	10.5	0	11.02	**21.52**	5.6	0	4.5	**10.1**	1.98	3	**4.98**	2	0	3.52	**5.52**	0.92	0	**0.92**
Directors	13.05	0	8.62	**21.67**	2.11	0	1	**3.11**	3.63	1	**4.63**	7.15	0	6.62	**13.76**	0.16	0	**0.16**
Engineers & technician	111.09	0.85	58.01	**169.95**	73.55	0.85	33.58	**107.97**	21.21	9.13	**30.33**	8.84	0	12.3	**21.14**	7.5	3	**10.5**
Sales people	23.7	1	28.93	**53.63**	6.02	0	11.2	**17.22**	2	3	**5**	15.68	1	14.73	**31.41**	0	0	**0**
Grand Total	158.33	1.85	106.58	**266.76**	87.27	0.85	50.28	**138.4**	28.81	16.13	**44.94**	33.66	1	37.17	**71.84**	8.59	3	**11.59**

Average 2023: Number of employees and distribution by country, gender, and occupational classification

				Spain			United Kingdom			United States			Germany		
	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
Clerical	10	16	0	5	10	0	3	2	0	2	4	0	0	0	0
Directors	11	4	0	3	0	0	3	0	0	4	4	0	1	0	0
Engineers & technician	123	60	2	92	42	1	16	7	0	6	9	0	9	2	1
Sales People	25	26	0	9	13	0	1	1	0	15	12	0	0	0	0
TOTAL	**169**	**106**	**2**	**109**	**65**	**1**	**23**	**10**	**0**	**27**	**29**	**0**	**10**	**2**	**1**
G TOTAL	**277**			**175**			**33**			**56**			**13**		

Total Dismissals and distribution by gender, age, and occupational classification during 2024

Age Group	Occ Class	Global			Spain			United Kingdom			United States			Germany		
		Man	Woman	Grand Total	Man	Woman	Grand Total	Man	Woman	Grand Total	Man	Woman	Grand Total	Man	Woman	Grand Total
<30	Clerical	0	1	1	0	1	1	0	0	0	0	0	0	0	0	0
	Engineers & technician	0	1	1	0	1	1	0	1	1	0	0	0	0	0	0
<30 Total		0	2	2	0	2	2	0	1	1	0	0	0	0	0	0
>45	Clerical	0	2	2	0	1	1	0	0	0	0	1	1	0	0	0
	Engineers & technician	1	1	2	1	0	1	0	0	0	0	0	0	0	0	0
	Sales people	1	0	1		0		0	0	0	1		1	0	0	0
>45 Total		2	3	5	1	1	2	0	0	0	1	1	2	0	0	0
30-45	Clerical	1	2	3		2	2	1	0	1	0	0	0	0	0	0
	Directors	3	0	3	1	0	1	0	0	0	1	0	1	1	0	1
	Engineers & technician	18	5	23	15	4	19	1	0	1	2	1	3	0	0	0
	Sales people	1	1	2	0	0	0	0	0	0	1	1	2	0	0	0
30-45 Total		23	8	31	16	6	22	2	0	2	4	2	6	1	0	1
Grand Total		25	13	38	17	9	26	2	1	3	5	3	8	1	0	1

The number of dismissals in 2024 is significantly lower than in 2023, as the dismissals executed in 2023 were the result of negotiations from the ERE that took place between 2022 and 2023.

Total Dismissals and distribution by gender, age, and Occupational classification during 2023

Age	Occ Class	Global			Spain			United Kingdom			United States			Germany		
		Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary	Man	Woman	Non-Binary
<30	Directors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Engineers & technician	4	2	0	4	2	0	0	0	0	0	0	0	0	0	0
	Clerical	0	3	0	0	3	0	0	0	0	0	0	0	0	0	0
	Sales People	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	TOTAL	**5**	**5**	**0**	**5**	**5**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
30-45	Directors	3	0	0	2	0	0	1	0	0	0	0	0	0	0	0
	Engineers & technician	33	13	1	31	12	0	0	1	0	1	0	0	1	0	1
	Clerical	3	4	0	2	3	0	1	0	0	0	1	0	0	0	0
	Sales People	2	4	0	1	2	0	0	0	0	1	2	0	0	0	0
	TOTAL	**41**	**21**	**1**	**36**	**17**	**0**	**2**	**1**	**0**	**2**	**3**	**0**	**1**	**0**	**1**
>45	Directors	5	1	0	1	0	0	1	0	0	3	1	0	0	0	0
	Engineers & technician	3	1	0	2	0	0	0	1	0	0	0	0	1	0	0
	Clerical	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	Sales People	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0
	TOTAL	**9**	**4**	**0**	**3**	**1**	**0**	**1**	**1**	**0**	**4**	**2**	**0**	**1**	**0**	**0**
GRAND TOTAL		**86**			**67**			**5**			**11**			**3**		

Gender pay gap

The company has calculated the gender pay gap as 2.29% (*2023: 7.8%)**. The formula used to calculate this is *((Average Male Salary - Average Female Salary)/Average Male Salary) x 100*. For the calculation we have considered **all employees active as of December 2024**.

Average remuneration of Directors (C-Level, VPs and Senior Directors), including variable remuneration, allowances, professional indemnity, contributions to pension and welfare systems and any other element of remuneration broken down by gender by the end of the year.

2024

Gender	Base Salary	Variable Remuneration	Allowances	Totals
Man	€295,254.20	€11,827.06	31,293€	€338,374.26
Woman	€288,790.44	€7,520.50	16,594€	€312,904.94
Grand Total	**€292,927.25**	**€10,186.46**	**25,413€**	**€328,526.71**

2023

Gender	Base Salary	Variable Remuneration	Allowances	Totals
Man	277,230€	26,381€	31,293€	334,904€
Woman	321,564€	42,022€	16,594€	380,180€
Grand Total	**294,963€**	**32,637€**	**25,413€**	**353,014€**

*There is a notable shift in the gender pay gap in 2024 compared to 2023, primarily due to natural attrition. In 2023, the C-Level team included two women in the U.S. and three men in Europe. However, by 2024, the composition has changed to three men and two woman, all based in the U.S. This shift impacts the overall salary distribution, as salaries in the U.S. tend to be higher.

The Board members (7 men) have received average remuneration of €126.747 *(2023: €147,150)* for their senior management duties in the financial year 2024. There were no loans or advances made to any director in the financial year 2024.

Average remuneration broken down by gender, age, and occupational classification of employees as of December 2024

Age	Occ Class	Global			
		Man	Woman	Non-Binary	Total
<30	Clerical		€86,440.75		**€86,440.75**
	Directors				
	Engineers & technician	€81,406.80	€62,067.80		**€74,154.68**
	Sales People	€119,653.17	€62,526.27	€63,960.00	**€79,807.71**
	TOTAL	**€90,232.89**	**€68,332.96**	**€63,960.00**	**€77,677.16**
30-45	Clerical	€80,857.20	€85,991.15		**€83,424.18**
	Directors	€338,452.67	€368,838.29		**€349,087.63**
	Engineers & technician	€94,814.12	€107,452.23	€81,897.50	**€98,952.59**
	Sales People	€113,772.90	€95,312.06		**€104,542.48**
	TOTAL	**€116,360.45**	**€121,620.44**	**€81,897.50**	**€118,198.32**
>45	Clerical	€218,085.00	€129,190.00		**€173,637.50**
	Directors	€388,082.47	€293,922.30		**€350,418.40**
	Engineers & technician	€132,168.88	€91,682.67		**€118,673.47**
	Sales People	€92,126.36	€132,195.13		**€112,160.75**
	TOTAL	**€184,129.07**	**€150,004.83**		**€169,691.89**
GRAND TOTAL		**€119,980.08**	**€117,227.17**	**€72,928.75**	**€118,593.19**

*There is a notable shift in the salary distribution between male and female executives in 2024 compared to 2023, primarily due to natural attrition. In 2023, the C-Level team included two women in the U.S. and three men in Europe. However, by 2024, the composition has changed to three men and two women, all based in the U.S. This shift impacts the overall salary distribution, as salaries in the U.S. tend to be higher.

Totals by occupational class were the following:

Occ Class	Global			
	Man	Woman	Non-Binary	Total
Clerical	€103,728.50	€91,503.41		€96,742.73
Directors	€347,758.26	€352,190.29		€349,353.79
Engineers & technician	€95,501.56	€102,681.85	€81,897.50	€97,850.68
Sales People	€111,310.57	€63,960.00	€93,725.53	€101,435.79
TOTAL	€119,980.08	€72,928.75	€117,227.17	€118,593.19

Average remuneration broken down by gender, age, and occupational classification of employees as of December 2023

Age	Occ Class	Global		
		Man	Woman	Total
<30	Directors	0	0	0
	Engineers & technician	81,869	70,085	76,714
	Clerical	0	43,475	43,475
	Sales People	89,843	43,502	62,038
	TOTAL	84,322	55,127	68,215
30-45	Directors	276,980	419,314	324,424
	Engineers & technician	107,812	93,635	103,068
	Clerical	83,278	105,140	93,633
	Sales People	96,528	71,055	85,383
	TOTAL	114,417	108,367	112,083
>45	Directors	797,695	301,911	467,172
	Engineers & technician	151,228	123,836	143,402
	Clerical	369,983	124,802	247,392
	Sales People	85,775	102,398	92,424
	TOTAL	231,921	163,237	203,001
GRAND TOTAL		120,015	104,154	113,834

Totals by occupational class were the following:

Occ Class	Global		
	Man	Woman	Total
Directors	334,837	380,180	**352,974**
Engineers & technician	107,670	91,770	**102,258**
Clerical	131,062	94,735	**111,501**
Sales People	94,168	66,390	**81,165**
TOTAL	**120,015**	**104,154**	**113,834**

Disconnecting from work

Currently we don't have a Digital Disconnection Policy. Nevertheless, we provide guidance to our employees on how to better separate work from personal life and promote a real disconnection from work, training managers and providing tools to turn work and personal life into separate, watertight compartments.

At our company, we prioritise work-life balance and understand the importance of personal obligations. That's why we offer our employees a flexible schedule, allowing them to attend to their personal commitments while still meeting their professional responsibilities. Our flexible work arrangement empowers our employees to work from home or any country of their choice for a specified period, ensuring they can maintain a healthy work-life balance.

Furthermore, in Spain and the US, we have implemented an unlimited vacation policy that goes beyond legal requirements. We believe that time off is essential for rejuvenation and overall well-being. This policy enables our employees to take the necessary breaks when they need them, without worrying about exceeding any limitations set by law.

By offering these benefits, we aim to foster a supportive and empowering work environment that values our employees' individual needs, encourages employees to manage their time, and enables them to achieve a healthy work-life balance.

Employees with disabilities

As at 31 December 2024, the Typeform group has no employees with disabilities *(2023: one employee)*, as defined by the Spanish Ministerio de Inclusión, Seguridad Social y Migraciones.

The Company donates money each year to organisations that ensure the integration and care of people with disabilities. Likewise, we are proud to be part of the Pledge 1% leadership group, the Builders. Pledge 1% empowers companies to give 1% of their profit, equity, employee time, and/or product to charity.

Since Typeform is a full remote company, it is universally accessible to people with disabilities. In addition, where the Company has had cases of acquired disabilities, we have adapted workstations to ensure a safe and comfortable working environment. If an employee informs us of a special condition that may require a need for adaptation of their job, we proceed to analyse the situation and use our external OHS advisors to ensure the adequacy of jobs to universal needs.

Working hours organisation; number of hours of absenteeism, measures to promote work-life balance and co-parenting responsibilities

A total of approximately 1336 hours *(2023: 4,493 hours)* by 124 employees *(2023: 151 employees)* were submitted as sick time off in calendar year 2024. This figure represents short term sick leave / unplanned sick time off, meaning it excludes any sick time off which exceeds 5 working days.

Likewise, 22 employees (2023: 151) submitted 536 days (2023: 561) of long-term sick leave (exceeding 5 days), being the longest sick leave 79 days and the shortest 6 days for the calendar year 2024.

Typeform understands the importance of a good work-life balance and the impact it has on employees. As such, the company adopts several measures to promote work-life balance, starting with our remote-first working policy. In addition, Typeform offers the following employee benefits / services:

- **Global parental leave policy**: Typeform recognizes the importance of supporting parents at work, especially when there's a new addition to the family. The aim of this policy is to ensure Typeformers are aware of their statutory entitlements and to ensure fair and inclusive treatment in line with current legislation. Typeform supplements the pay of both Primary and Secondary caregivers to ensure they receive 100% pay for up to 12 weeks of parental leave.
- **Professional coaching**: Our partner Bravely connects employees to one-on-one professional coaching whenever they need it. Using the Bravely platform, employees can schedule a time to connect with a coach for a confidential conversation about growing in their role, building strong working relationships, achieving focus and motivation, time management and more.
- **Mental health resources**: Typeform offers various mental health resources via our US EAP and local private medical insurance schemes.
- **Flexible working**: Typeform offers all employees a level of flexible working arrangements to empower employees to choose what time they begin to work, where they work, and when they stop work.

Occupational health and safety

Typeform operates a remote-first working policy which minimises the risk of occupational hazards, and the precautions needed are therefore significantly lower. In order to ensure full compliance from a Health & Safety perspective, the necessary H&S home worker self assessments are embedded as part of the onboarding process of any new hire.

Typeform aims to promote the health, safety and welfare of all employees through a commitment to the development of a positive health and safety culture. We aim, so far as is reasonably practicable and possible, to achieve and deliver the following:

- We have a Health, Safety and Compliance management strategy that aligns with local legislations and industry standards

- Be compliant at all times with statutory obligations

- Identify health risks through risk assessments, ensuring actions identified are implemented, and any risks are reduced to the lowest level

- Seek to prevent accidents, incidents, and cases of work-related ill health and report any accidents or incidents to the relevant authorities where necessary

- Ensure systems are in place to report hazards and identify faults for rectification

- Establish an effective management structure, with key health and safety responsibilities identified and communicated

- Create a proactive health and safety culture, that encourages the involvement of all employees

- Provide employees with appropriate information, instruction, and training to ensure employees are deemed competent from a health and safety perspective

Additionally, Typeform operates a global Home Office Setup Reimbursement Policy which reimburses new permanent employees for reasonable and proper costs incurred in setting up a suitable ergonomic and comfortable home office space to carry out their responsibilities.

Accidents

Zero accidents were reported to the People & Culture team for this reporting period *(2023: zero accidents)*. The severity rate and frequency rate are 0 *(2023: 0 severity and frequency rate)*.

There were no occupational diseases in 2024 *(2023: No occupational diseases)*.

Social dialogue

At the present time there is no Legal Workers' Representation. However, whenever it has been necessary to adopt collective measures that require negotiation, an *ad hoc* Commission has been set up for this purpose. There has been no impediment for employees to vote using digital tools and to organise.

Typeform's operating companies comply with all relevant legislation and work to improve and maintain workforce engagement and representation. Operating companies use a combination of

human resources and employee engagement programmes, to share information about the business with employees.

Collective agreements

In Spain all employees are covered by Collective Bargaining Agreements, equal to 43% of the total Typeform workforce *(2023: 63% covered)*. In the other countries in which Typeform operates, no employees are covered by Collective Bargaining Agreements. Employees in these territories conduct training and evaluations regarding Organisational Health and Safety (OHS).

The Typeform group takes into account the necessary support and employee wellbeing requirements and provides the right support to make sure that mental physical health of the employee is safeguarded:

- We reimburse all our new joiners with a maximum of 800 euros gross so they can adapt their homes to create a proper work environment that ensures the compliance with all OHS local regulations

- We pay a monthly allowance of 150 euros gross to our employees to cover their remote work needs

- We offer access to third party coaching services so they can be sure to grow professionally and personally

- We organise gatherings and volunteering activities to ensure that employees are able to have meaningful, in person interactions, given the importance this has with regards to mental health

- All our employees must conduct OHS training when they join the company or self evaluations depending on the needs per country

- We have introduced guidelines in our Typeform intranet regarding remote working so employees can work in a safe and healthy environment

The Spanish workforce falls under the umbrella of the collective bargaining agreement for consultants, which comprehensively regulates various aspects of organizational health and safety. Specifically, the agreement addresses:

1. **Work on Data Display Screens:** Article 39 of the agreement directly addresses the guidelines and provisions concerning work conducted on data display screens.
2. **Harmonization of Work, Personal, and Family Life (Psychosocial Risks):** Article 40 emphasizes the importance of harmonizing work commitments with personal and family life, thereby mitigating psychosocial risks, and preventing harassment in the workplace.

Employee Participation

The company conducts recurring surveys to understand the mood and concerns of its employees. The surveys deal with the benefits the company offers as well as the leadership and direction of the company.

Additionally, the Company also uses all-hands meetings to communicate its progress and strategy to employees through the company's leadership.

Finally, there are internal Speak Up channels for employees to report to labour relations and legal officers about possible non-compliance or unacceptable behaviour at Typeform, such as harassment or discrimination.

Training

At Typeform there are several trainings that employee must comply with during the onboarding:

- Data Privacy
- GDPR
- Security and Compliance training (HIPAA & ISO)
- Code of Conduct
- Anti-Harassment & Discrimination (Adapted to each country)
- Typeform Speak Up System
- Organisational Health and Safety when needed

All our training is conducted through LRN, a Compliance LMS (Learning Management System) that tracks completion and sends recurrent reminders to employees. Likewise, we have a Training Policy which states clear guidelines and consequences in cases of non completion of trainings:

"(…) if an employee's training is overdue by more than 60 days disciplinary procedures, including termination, may be pursued. Failure to complete required training may also lead to restrictions on accessing specific systems, projects, opportunities within the organisation.".

5-Human Rights

Management approach

Typeform is committed to upholding and respecting the human rights of all people, as outlined in Typeform's **Code of Conduct,** as well as its policies, practices and core values.

Human rights encompass a wide range of fundamental rights, freedoms and standards of treatment of all persons to which governments, businesses and individuals adhere, as described in the United Nations Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and relevant laws and regulations.

During fiscal year 2024, there were no reports of any complaints concerning the violation of human rights *(2023: None).*

To ensure that Typeform honours the contents of the Code of Conduct and other policies approved by the group, and the legal obligations to which it is subject to, it has created a user-friendly reporting system intended to ease the filing of reports. Said channel is offered by an external vendor, EQS Group, and has been adjusted to meet with the requirements set forth by Spanish Act 2/2023, on protection of whistleblowers, and can be used to submit complaints in case someone detects a breach of the internal policies (including the Code of Conduct, attempting against human rights, or resulting in bribery, corruption and/or conflicts of interest). Complaints can be submitted both by internal or external parties (i.e. third parties unrelated to Typeform), and the system allows the anonymous reporting of cases.

Risk prevention

The Company is committed to respecting human rights and integrating them into our global operations. Below, we detail the points implemented:

- Comply with applicable laws and regulations to promote human rights where Typeform does business globally.
- Conduct due diligence and take necessary measures to prevent the exploitation of persons through forced labour, human trafficking and child labour.
- Promote equality of opportunity and treatment and take appropriate measures to eliminate discrimination in access to employment, training and conditions of work, on the grounds of race, age, religion, colour, sex, political opinion, ethnicity, sexual orientation, disability, country of origin or social origin.
- Protect the privacy and security of the data of our employees, suppliers and customers.
- Promote ethical business practices and continue our efforts to reduce and prevent the risk of corruption.
- Undertake initiatives to promote greater environmental responsibility and sustainability, including the development of environmentally friendly technologies.
- Support impactful social programs, including those focused on critical human needs, health, education, and economic empowerment.

- Work with Typeform's suppliers and partners to uphold these same values and implement similar policies and practices.

6-Corruption and bribery

Management Approach

Typeform believes in honesty in business and is committed to transparency in our business practices. In relation to our business, we do not tolerate corruption or bribery. The Company is committed to complying with the anti-corruption laws applicable in the territory in which it operates.

The Company is also committed to ensuring that the companies with which it is associated comply with all laws with reference to this area, including anti-bribery and anti-corruption laws. Likewise, antitrust laws are fully respected. Only non-commercial personnel have access to this information, and they are obliged to protect the information.

As described, we do not offer or pay bribes. Within our organisation, we are prohibited from offering, promising, authorising, directing, paying, making or receiving bribes, commissions or payments of money or anything else of value (directly or indirectly) to improperly obtain business or any other advantage for the Company or any individual of the organisation.

Bribery may have criminal consequences and it is prohibited when dealing with the following agents:

- Government and the public sector, which includes public entities, higher education, public health entities and public international organisations and their employees or officials.

- Political parties or candidates for political office

- Business entities that are partially or wholly owned or controlled by government interests (often referred to as state-owned enterprises) and their employees or officers.

- Private commercial companies and their employees

- Typeform employees.

- Any other third party

In this regard, Typeform prohibits giving money or anything of value directly or indirectly to a government official or employee of a state-owned enterprise, or to such person's spouse, partner, child or other relative, for the purpose of influencing or rewarding an action or decision of the government or public sector employee or official or to obtain any undue advantage for the Company.

Within the organisation, payments to officials to speed up or expedite routine government actions, including processing and approving applications and permits, are also prohibited.

In addition, The Company prohibits all forms of money laundering, which involves disguising or funnelling illegally obtained money, or transforming such money into legitimate funds.

All these policies are included in Typeform's Code of Conduct. In addition, Typeform's Procurement Policy and Procedure structures Typeform's purchasing processes and sourcing strategies to ensure that the services and goods we acquire are the result of transparent, objective, time- and cost-effective decision making and risk management.

At Typeform we have a Code of Conduct that is accessible to all employees of the company on Notion (Intranet) and is published on our Corporate Website. The Code of Conduct addresses Bribery and Corruption topics to ensure that employees understand the relevance of these issues and can identify conduct that involves or may involve Bribery or Corruption. Furthermore, Typeform is developing other anti-bribery policies to further develop the Code of Conduct in this area.

In addition, each year all employees receive training on these topics with quizzes and practical examples.

To ensure that Typeform honours the contents of the Code of Conduct and other policies approved by the group, and the legal obligations to which it is subject to, it has created a user-friendly reporting system intended to ease the filing of reports. Said channel is offered by an external vendor, EQS Group, and has been adjusted to meet with the requirements set forth by Spanish Act 2/2023, on protection of whistleblowers, and can be submit complaints in case someone detects a breach of the internal policies (including the Code of Conduct, attempting against human rights, or resulting in bribery, corruption and/or conflicts of interest). Complaints can be submitted both by internal or external parties (i.e. third parties unrelated to Typeform), and the system allows the anonymous reporting of cases.

Finally, all employees, collaborators and third parties can report wrongdoing through our Speak Up system, which allows anonymous or nominal reporting of wrongdoing or conduct potentially harmful to the company, third parties or against the law.

Donations made by the company to foundations and non-profit entities during the 2024 financial year amounted to €37,800 *(2023: €38,613 donated)*.

7 - Society and Transparency

Sustainable Development

The company values its relationships with local communities and maintains open communication channels with agents in these areas, including feedback surveys and accessible digital platforms. The company also supports local non-profit organisations such as Fundacio Arrels, Fundacio ESTIMIA, LifeTerra, Migracode, Ocean52, and Ukraine Support through partnerships. The company has recently implemented a Volunteer Time Off (VTO) program which allows employees to volunteer up to three days of their time per year for charitable activities. The company has not performed any sponsorships in either 2024 or 2023.

By collaborating with the above-mentioned foundations, such as ESTIMIA, we help to integrate people with special abilities into the world of work.

On the other hand, Typeform tries to ensure that no employees beyond interns have temporary contracts, promoting stability in local employment.

Measures are also taken to promote equal treatment and opportunities, non-discrimination, and inclusion of people with disabilities. These include recurring engagement surveys to account for feelings of inclusion, and equal pay across dimensions of diversity by establishing role-based job classifications and related pay bands. We also hold our customers accountable to equitable and moral treatment through explicit Terms & Conditions.

In addition, the company includes social, gender equality, and environmental matters in its purchasing policy. This ensures that the company's suppliers uphold these same values and principles, and that its purchasing decisions contribute to positive impacts in these areas.

We operate with an efficient, clean and circular Cloud infrastructure that allows our customers not only to generate business value but also reduce their environmental impact.

Suppliers

The Company's success depends on our individual commitment to upholding Typeform's values in all our business relationships. Typeform has a Code of Conduct which applies to suppliers and their employees, regardless of where they operate.

Typeform seeks to ensure that all its suppliers comply with all laws and regulations applicable to its business and with this Code. Compliance means not only knowing the law, but also operating in a way that recognizes your ethical responsibilities and is enforced. Where local laws are less restrictive than this Code, the Code must be complied with.

The Organization maintains open and honest business relationships with all Suppliers and strives to develop relationships that are advantageous to both.

Typeform recognizes the social responsibility to protect the environment and expects its suppliers to share its commitment. The company conveys to suppliers the commitment to comply with all applicable environmental laws and regulations, additionally expects them to work to reduce the consumption of resources, including raw materials, energy, and water, in all aspects of the life cycle of the product or service.

While we do not conduct full supplier audits, cooperation is expected from vendors with periodic requests for documents and/or information required in connection with incorporation and due diligence processes. All new vendors dealing with Typeform's data are required to complete a detailed security questionnaire and provide evidence of certifications such as SOC 2 to ensure they meet our high standards of compliance.

To ensure that our suppliers comply with Typeform's policies, in some cases, certain information is requested that identifies the structure of the company, the potential existence of conflicts of interest, and compliance with applicable local laws. This analysis is also focused on identifying specific compliance issues.

These requirements are carried to the point that the Company may terminate its relationship with the Supplier for breach of obligation to provide truthful and accurate responses to requests for information.

Customers

Typeform understands that leading companies recognize that environmental sustainability is good business. Whether driven by a desire to protect the environment, reduce costs, meet growing consumer demand for eco-friendly products, or comply with increasing regulation, sustainability can benefit both the environment and business profitability. This business vision is transferred to customers of Typeform products.

Typeform has implemented a complete Information Security & Privacy Management System to provide a proper service in terms of security and privacy for our customers and the data that can be collected with our platform. In order to improve our systems, show commitment and provide trust to our customers, Typeform currently holds certifications in ISO 27001, 27701, 27017, 27018, SOC 2 Type 2 and HIPAA standard.

Our policy 'How Typeform talks: A brief guide to voice and style' is designed to aid employees in their communications with both internal and external stakeholders to ensure the clarity, consistency and impactfulness.

Typeform uses third party software to record instances of customers requesting support. This year we have revised our criteria for determining what constitutes formal customer contacts/claims. This way, we have been able to make use of appropriate response mechanisms and guarantee the resolution of all matters that arise. It is for this reason that a sizable difference between last year's numbers and this year's figure has arisen. In 2024 Typeform received a total of 91,804 contacts from customers (2023: 73,586 contacts from customers). 68,875 contacts were resolved in the year. 22,929 of those did not receive a reply. Spam, duplicates, and irrelevant messages would not receive

a response from Support. (2023: *76,309 contacts resolved)*. The number of contacts resolved can sometimes be higher than the number of contacts received as some support tickets maybe be reopened and thus resolved more than once.

Tax Information

In the following table we separate the fiscal data for the year 2024. The company did not receive any government subsidies.

		2024
Legal entity	Profit/(Loss) before tax (€'000)	Tax charge/(credit) (€'000)
Typeform, S.L. (Spain)	10,337	707
Typeform UK Ltd (UK)	1,209	429
Typeform US, LLC (USA)	2,485	268
Typeform DE GmbH (Germany)	455	126
Totals	**14,486**	**1,530**

		2023
Legal entity	Profit/(Loss) before tax (€'000)	Tax charge/(credit) (€'000)
Typeform, S.L. (Spain)	4,174	301
Typeform UK Ltd (UK)	389	93
Typeform US, LLC (USA)	536	151
Typeform DE GmbH (Germany)	100	30
Totals	**5,199**	**575**

Annex B. Table of contents as required by Law 11/2018

The selected GRI (Global Reporting Initiative) standards listed below refer to those updated in 2021, as well as GRIs updated prior to that date.

Contents	Reporting/GRI criteria	Page	Comments/ Reason for omission
Overview			
Description of the business model	GRI 2-1, GRI 2-6	6 - 7	
Organisation and structure of the company	GRI 2-2, GRI 2-6, GRI 2-9	6 - 7	
Geographical presence	GRI 2-1, GRI 2-6	6	
Objectives and strategies	GRI 2-23	7 - 13	
Main factors and trends that may affect its future evolution	GRI 3-3	14 - 15	
Reporting framework used	GRI Standards, GRI 2-3, GRI 2-5	4	
Materiality analysis	GRI 3-1, GRI 3-2	4	

Social and personnel issues			
Management approach: Policies and its results in addition to risk and its management.	GRI 2-23, GRI 2-24, GRI 3-3	21 - 22	
Employment			
Number and distribution of employees by country, gender, age, and occupational classification	GRI 2-7 GRI 405-1	21	
Number and distribution of types of employment contract and annual average of contracts by gender, age, and occupational classification	GRI 2-7	22	
Number of dismissals by gender, age, and occupational classification	GRI 401-1	25	
Average remuneration by gender, occupational classification, and age	GRI 2-7	26	
Pay gap	Internal criteria	26	
Average remuneration of board members and directors	Internal criteria	26	
Implementation of labour disconnection policies	GRI 3-3	27	
Percentage of employees with disabilities	GRI 405-1	27	
Organisation of work			

Organization of working time	GRI 3-3	28	
Hours of absenteeism	Internal criteria	28	
Measures to facilitate conciliation	GRI 3-3	28	
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Occupational safety and health conditions	GRI 403-1	28 - 29	
Accident rate indicators	GRI 403-9	29	
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Social Relations			
Organization of the social dialogue	GRI 3-3	29 - 30	
Percentage of employees covered by collective bargaining agreements by country	GRI 2-30	30	
Stocktaking of collective bargaining agreement, particularly in the field of health and safety at work	GRI 3-3	30	
Mechanisms and procedures available to the company to promote the involvement of workers in the management of the company, in terms of information, consultation and participation.	GRI 3-3, GRI 2-29	30 - 31	

Training			
Policies implemented in the field of training	GRI 404-2, GRI 403-5	31	
Training hours by professional categories	GRI 404-1	22	
Universal accessibility for people with disabilities			
Universal accessibility for people with disabilities	GRI 3-3	27	
Equality			
Measures taken to promote equal treatment and opportunities for women and men	GRI 3-3	32	
Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures adopted to promote employment, protocols against gender-based harassment	GRI 3-3, GRI 2-23	32	
Integration and universal accessibility of persons with disabilities	GRI 3-3	27	
Policy against all types of discrimination and, where appropriate, diversity management	GRI 3-3, GRI 2-23	32	
Environmental issues			
Management approach: Policies and its results in addition to risk and its management.	GRI 2-23, GRI 2-24, GRI 3-3	16	

Environmental management			
Current and foreseeable effects of the company's activities on the environment	GRI 3-3	16	
Environmental assessment or certification procedures	GRI 3-3	16	
Resources dedicated to the prevention of environmental risks	GRI 3-3	16	
Application of the precautionary principle	GRI 2-23	16	
Quantity of provisions and guarantees for environmental risks	GRI 3-3	17	
Contamination			
Measures to prevent, reduce or repair any form of air pollution, including noise and light pollution	Non-material	18 - 19	
Circular economy, sustainable use of resources and waste prevention			
Measures related to the prevention, recycling, reuse and other forms of waste recovery and disposal	GRI 3-3	18 - 19	
Actions to avoid food waste	Non-material		
Sustainable use of resources			

Water consumption and water supply according to local constraints	Non-material	19	
Consumption of raw materials and measures taken to improve the efficiency of their use	GRI 3-3, GRI 301-1	19	
Direct and indirect energy consumption	GRI 302-1	19	
Measures to improve energy efficiency	Non-material	19	
Use of renewable energies	GRI 302-1	19	
Climate change			
Greenhouse gas emissions	305-3	19	
Measures to adapt to climate change	Non-material	19	
Greenhouse gas reduction targets	GRI 3-3	19	
Biodiversity			
Measures to preserve or restore biodiversity and impacts caused by the activity in protected areas	Non-material	16	
Respect for human rights			
Management approach: Policies and its results in addition to risk and its management.	GRI 2-23, GRI 2-24, GRI 3-3	32	

Implementation of human rights due diligence procedures	GRI 3-3, GRI 2-26	32	
Prevention of the risks of human rights violations and, where appropriate, measures to mitigate, manage and remedy possible abuses committed	GRI 3-3, GRI 2-23, GRI 2-26	32	
Complaints of human rights violations	Internal criteria	32	
Promotion and enforcement of the provisions of the fundamental ILO Conventions related to respect for freedom of association and the right to bargain related to respect for freedom of association and the right to collective bargaining	GRI 3-3, GRI 2-23	32	
Elimination of discrimination in employment and occupation	GRI 3-3, GRI 2-23	32	
Elimination of forced or compulsory labour	GRI 3-3, GRI 2-23	32	
Effective abolition of child labour	GRI 3-3, GRI 2-23	32	
Fight against Corruption and Bribery			
Management approach: Policies and its results in addition to risk and its management.	GRI 2-23, GRI 2-24, GRI 3-3	33 - 34	
Measures to prevent corruption and bribery	GRI 2-25, GRI 2-23, GRI 2-26	33 - 34	
Measures to combat money laundering	GRI 2-25, GRI 2-23, GRI 2-26	33 - 34	

Contributions to foundations and non-profit entities	GRI 201-1	34	
Social commitment			
Management approach: Policies and its results in addition to risk and its management.	GRI 2-23, GRI 2-24, GRI 3-3	35	
The company's commitments to sustainable development			
Impact of society's activity on employment and local development	GRI 3-3	34	
Impact of the activity of society on local populations and the territory	GRI 3-3	34	
Relations maintained with the actors of local communities and the modalities of dialogue with them	GRI 3-3	34	
Partnership or sponsorship actions	GRI 3-3	34	
Subcontracting and suppliers			
Inclusion of social, gender equality and environmental issues in purchasing policy	GRI 2-6, GRI 2-, GRI 2-24	34 - 35	
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	GRI 2-6, GRI 2-24	34 - 35	

Supervision systems and audits and their results	GRI 3-3	34 - 35	
Consumers			
Measures for the health and safety of consumers	GRI 3-3	36	
Claim systems	GRI 2-16, GRI 2-25	36	
Complaints received and resolution thereof	GRI 2-25, Internal criteria	36	
Tax information			
Benefits obtained country by country	GRI 207-4	37	
Taxes on profits paid	GRI 207-4	37	
Public subsidies received	GRI 201-4	37	