

# Sustainability Report 2024



**MAINCAL**

**FUNCIONAL**  
CALZADO DE SEGURIDAD

**VORAN**  
CALZADO DE SEGURIDAD



## 2024 Sustainability Report

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# Message from our General Manager

I am proud to share our second Sustainability Report, a new opportunity to transparently report on our actions, progress, and challenges in environmental, social, and governance matters between January 1 and December 31, 2024.

Following the publication of that first report, we received valuable feedback from our stakeholders, whose opinions, perspectives, and proposals encouraged us to continue on our path. That dialogue was key to reinforcing our conviction that **communicating our impact is not only a responsibility, but also a strategic tool** for building trust, generating shared value, and strengthening management.

We firmly believe that the major challenges we face as a society require the active commitment of the private sector. For this reason, at Maincal, we understand sustainability as a way of doing business, embedded in every decision we make.

In this report, you will find information on how we build value in our business model and meaningful connections with our teams and the community; what type of leadership we promote; how we care for those who are part of our organization; how we manage our environmental impacts; and how we innovate from an entrepreneurial vision, with a focus on sustainable development.

In addition, one of the new developments of this edition is that it includes testimonials from those who make each action possible. This decision is based on the firm belief that, beyond informing, what is truly transformative is **building bridges of dialogue with those around us**. Listening to these voices allows us to continue building an inclusive, plural, and diverse sustainability strategy.

I am deeply grateful for the commitment of everyone who is part of Maincal. Their dedication is what makes this possible every day, **building an Argentine company with more than 60 years of experience that is committed to a fairer, more resilient, and more sustainable future.**

I invite you to read this report and continue to be an active part of this journey.



**Diego Strafaccio**

General Manager

2 |

We build  
value



**We are a leading company in the design, manufacture, and marketing of safety footwear with more than 60 years of history.**



• **Design**

Based on our knowledge of our users' needs, we design models that prioritize key attributes such as **functionality, comfort, durability, and aesthetics** to ensure protection in different work environments.



• **Manufacturing**

Our production process, based on innovation and quality, brings each development to life. We ensure that every piece of footwear meets **high safety standards**, reducing the impact of our operations and exceeding our customers' expectations.



• **Marketing**

A **broad distribution network** made up of wholesale, retail, and direct sales channels ensures that our products reach users in Argentina and the United States, providing each of them with specialized technical advice and after-sales service.

# A history of sustained growth



**1960**  
Two entrepreneurial sons of Italian immigrants decided to found an industrial footwear company in Rosario, Santa Fe, Argentina.

**1980**  
The second generation of the family joined the company, consolidating the founders' dream.

**2001**  
The third generation of the family, Maincal's current Board of Directors, joined the venture.

**2008**  
The Lander model was launched and became an icon of our brand Funcional due to its innovative design.

**2013**  
We launched our second commercial brand: Voran.

**2014**  
Two new lines hit the market: Funcional's Ultralight and Women's footwear.

**2015**  
We relocated our industrial plant to the newly inaugurated Parque Industrial Metropolitano in Pérez.

**2020**  
In partnership with BASF, we launched Voran's SportSafe Energy line in the Argentine market. A year earlier, the 420G model from this line received the Best in Show award at the NSC Congress&Expo, an annual event that brings together the world's leading figures in industrial safety in the United States.

**2022**  
We launched the Funcional Soles by Michelin line thanks to a new strategic partnership.  
  
We began a profound digital transformation process, incorporating new technologies and tools for innovation.

**2023**  
We implemented SAP S/4 HANA, a business management computer system that allows us to grow without limits and innovate for the future.

**2024**  
We launched our first Sustainability Report.



## **FUNCIONAL**

**5 footwear lines:** Rubber, PU/TPU, Women's, Ultralight, and Michelin

SOLES BY



We have combined our experience, effort, and values with Michelin to co-create a line of footwear with a sole inspired by the LTX Force tire, which offers superior adhesion, maximum traction, and exceptional grip in the most demanding environments.

In addition, the new Bolt and Shelter models, designed for professionals in industries such as mining, Oil&Gas, and energy, incorporate GORE-TEX technology, which guarantees waterproofing and breathability, keeping feet dry all day long.



## **VORAN**

**3 footwear lines:** Evol, Industrial Flex, and SportSafe

### **BASF**

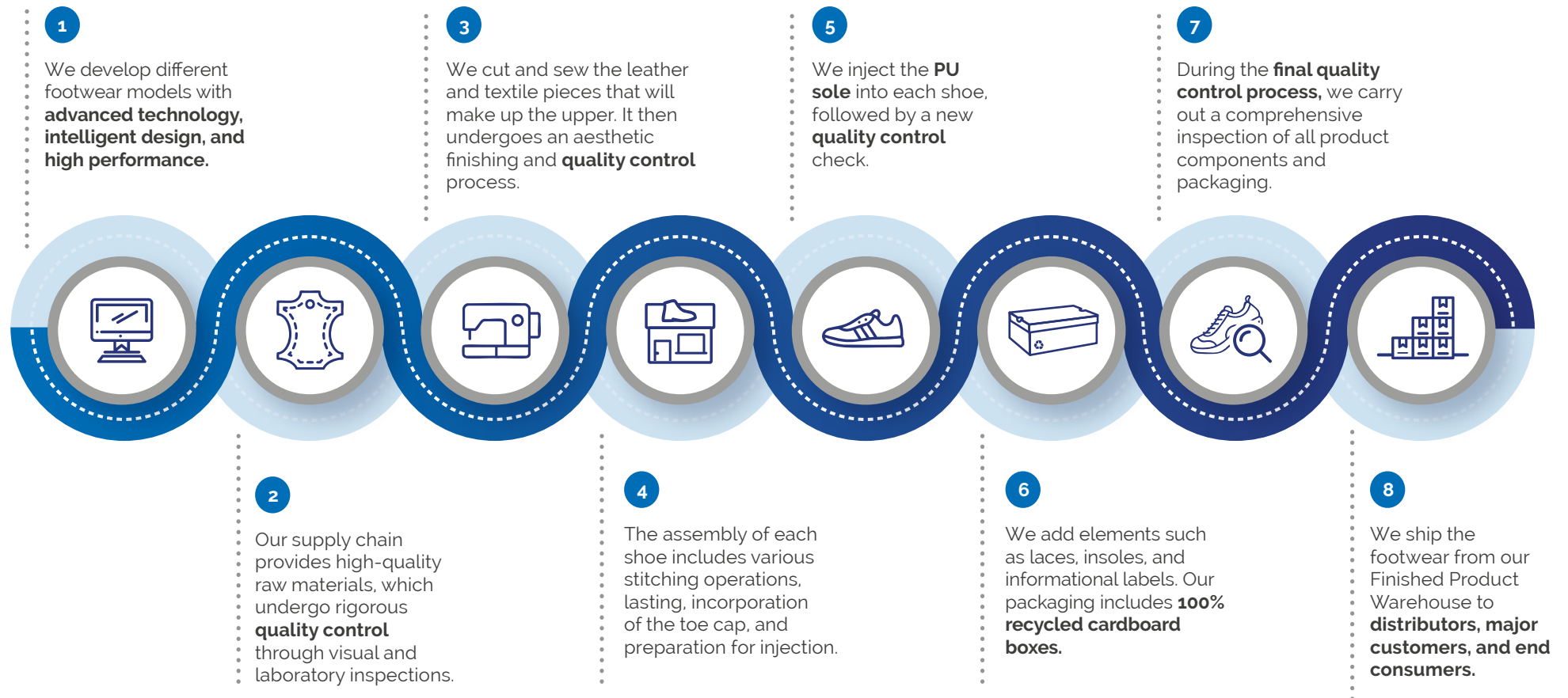
We create chemistry

For those who need to move with agility and comfort throughout the entire day, our SportSafe line incorporates the most advanced technology from the world of running—Infinergy® by BASF—which enhances freedom of movement and reduces fatigue. SportSafe Energy provides exceptional cushioning and recovery throughout the working day, achieving an energy return of more than 55% with every step.

In 2024, we launched seven new models: Energy 441N, 470G, 470Z, 741N, 770E, 770G, and 770Q, new alternatives to reach more and more workers with our products.



# Our footwear manufacturing process



3 |

We create  
meaningful  
connections



Last year, we published our first Sustainability Report, covering the period from January 1 to December 31, 2023. The launch had a major impact on all our stakeholders:

- **100%** of our employees received it through our internal communication channels.
- **+32.000** impressions on LinkedIn and **+800** interactions.
- **+22.000** Instagram followers of the media outlets La Capital and PuntoBiz saw it.
- **+1.500** people, including customers, suppliers, organizations, and members of various levels of government, were recipients of our mailing campaign.
- **+120** people downloaded the report from our website, which saw a **+600%** increase in visits since the Report was published on LinkedIn.

**In addition, we received comments from those who read the report, which encouraged us to continue reporting:**

“We are very proud to support Maincal's first Sustainability Report, as we have done for many other companies, with a responsible and innovative vision.”



**Daniel Cabrera**

sustainability partner, CROWE

“It is heartening to have witnessed how, since 2017, Maincal has been gradually implementing and thinking about the triple bottom line. Today, the first Report is a remarkable achievement.”



**Ignacio Harriague**

Asociación Rosarina de Ayuda Solidaria (Rosarina Solidarity Aid Association)



We received a mention at the MoveRSE Awards, a civil association that promotes sustainable development, in recognition of the publication of our first Report.

“We celebrate every time one of our partner companies presents its Report because it is not just a document: it is a solid demonstration of commitment to the triple bottom line and a powerful tool for continuous improvement. We are aware of how demanding the first one is, and each year’s challenges push us to go a little further. We encourage more and more organizations to take the plunge and report, and to make this process a catalyst for change.”



**Natalia Diruscio**

president of MoveRSE Association



In addition, as part of the activities surrounding the presentation of our first Report, we were invited to take part in the 1st Sustainable Economies Meeting, organized by the Government of the Province of Santa Fe, the Municipality of Rosario, the Argentine Network of Municipalities against Climate Change, and ALPA Environmental Services, to promote public-private collaboration to address climate change.

In front of an audience of **more than 350 attendees** from companies, SMEs, and civil society organizations, we took part in a panel where we presented the many initiatives we are currently developing.

# Sustainability strategy

In a global context that increasingly demands a commitment to responsible development, having a sustainability strategy is essential to guide our decisions and actions toward creating long-term economic, social and, environmental value.

We understand that sustainability must be an integral part of our operations; therefore, we align our strategy with the **17 Sustainable Development Goals set out in the United Nations' 2030 Agenda**, using them as a reference framework to actively contribute to the challenges of our environment.

## Environment



To make efficient use of resources, reducing our greenhouse gas emissions and promoting environmentally sustainable solutions in our value chain.



## Human Resource Development



To promote a culture based on respect for human rights, diversity, and equal opportunities, training, health and safety for employees, and team development to achieve and exceed our organizational goals.



## Community



To manage our community impacts in a positive way by promoting the development of educational and commercial programs and partnerships among different stakeholders, creating enhanced opportunities for all. To promote the reliable use of the information we provide and ensure the care and protection of our customers.



## Entrepreneurship



To foster economic growth, a sustainable value chain, and fair competition are our economic development purposes..



# Commitments

In our 2023 Sustainability Report, we undertook ambitious commitments, on which we worked tirelessly between January 1 and December 31, 2024, the period covered by this report. **As a result, we achieved significant milestones, which we will explore in greater depth in the following chapters:**



## ENVIRONMENT

We promoted an environmentally friendly waste management model, contributing significantly to fighting climate change and reducing its impact on our ecosystems.



## COMMUNITY

We expanded our initiatives with educational, cultural, and sports institutions to continue promoting the importance of education as a pathway to personal fulfillment.



## HUMAN RESOURCE DEVELOPMENT

We boosted the development of our teams by prioritizing growth opportunities and internal mobility.



## ENTREPRENEURSHIP

We established a responsible value chain, focused on job quality and compliance with environmental and social standards.

In the coming period, we are committed to:



**ENVIRONMENT:**

Obtain ISO 14.001 certification for our Environmental Management. System to reinforce and enact our environmental commitments.

Maintain a continuous and sustainable reduction in energy consumption per pair of shoes manufactured.



**HUMAN RESOURCE DEVELOPMENT:**

Conduct performance evaluations for 100% of our staff.

Expand training opportunities for staff in analyst and administrative positions.



**COMMUNITY:**

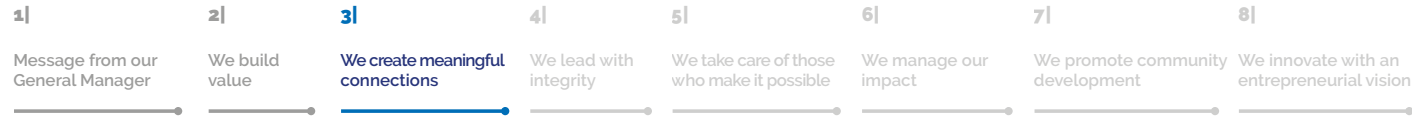
Deepen the scope of our initiatives aimed at promoting community education.



**ENTREPRENEURSHIP:**

Conduct social and environmental risk assessments of our current and new suppliers.

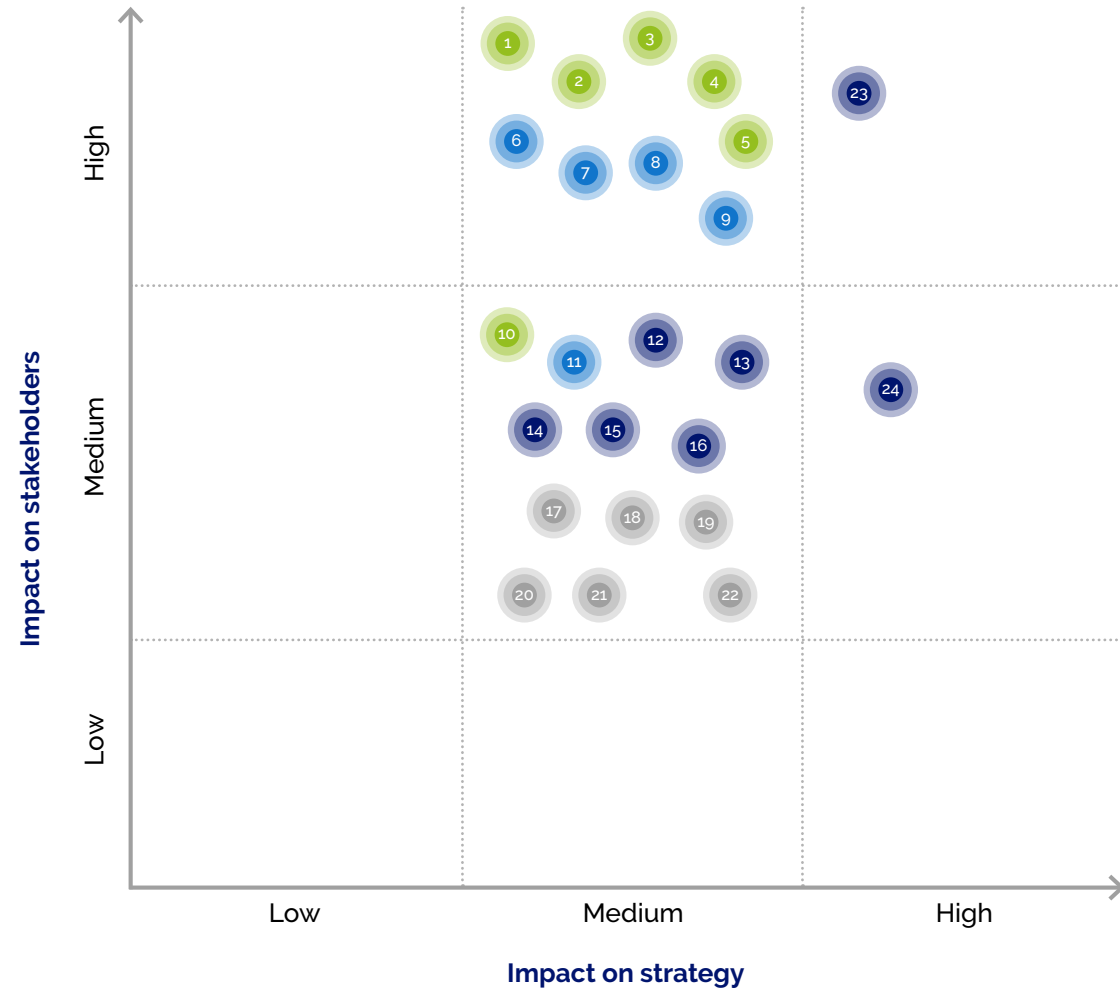
Incorporate at least one recycled or recovered input material into new developments.



As part of our commitment to responsible and transparent management, several years ago, we undertook a comprehensive process to develop our materiality matrix. This process included stakeholder surveys, internal documentation analysis, ESG-based audits, and benchmarking against industry peers.

Stakeholder	How we communicate	Stakeholder	How we communicate
<b>Clients</b>	Customer service. Website. Social media. Sales visits. Joint actions and campaigns. Customer satisfaction surveys. Events and trade shows.	<b>Trade union</b>	Follow-up meetings. Website. Social media. Health and Safety Committee.
<b>Collaborators</b>	Internal communication channels. Feedback meetings. Campaigns and actions. Performance management process. Climate survey and satisfaction surveys. Events. Training. Volunteer programs. Materiality survey.	<b>Suppliers</b>	Audits and controls. Supplier assessment. Website. Social media.
<b>Government, regulatory bodies, and society</b>	Engagement with national, provincial, and local governments, as well as regulatory and oversight bodies. Joint initiatives. Website. Social media. Events. Participation in chambers, business organizations, schools, and professional associations in the sector.	<b>Communities</b>	Support for educational and cultural institutions. Volunteer programs. Meetings with ESG organizations.
<b>Shareholders</b>	Management follow-up meetings. Corporate Government Meetings. Materiality survey.	<b>Press and media</b>	Website. Press releases. Social media. Involvement in articles and special reports.

As a result of this process, we identified the most relevant material topics for our stakeholders, which serve as a guide for our day-to-day actions:

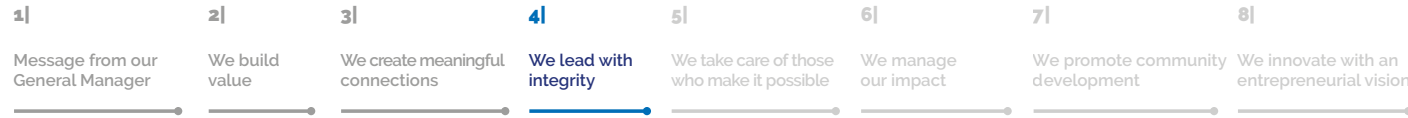


- 1 | Energy
- 2 | Materials and supplies
- 3 | GHG
- 4 | Water consumption
- 5 | Environmental legal compliance
- 6 | Labor and union relations
- 7 | Health and safety
- 8 | Diversity and equal opportunities
- 9 | Non-discrimination policy
- 10 | Biodiversity
- 11 | Employee development
- 12 | Child labor
- 13 | Forced labor
- 14 | Job creation
- 15 | Social assessment of suppliers
- 16 | Customer security and privacy
- 17 | Economic performance
- 18 | Indirect economic value generation
- 19 | Market positioning
- 20 | Value chain relations
- 21 | Competition
- 22 | Sustainable value chain
- 23 | Ethics and transparency
- 24 | Community



We are committed to updating our materiality matrix for the next period to continue responding to our stakeholders' expectations in a precise and orderly manner.





To strengthen **management and decision-making within the company** through key indicators aligned with our business strategy, in March 2024 we launched a project to develop and implement a Management and Governance Model.

Designed with the support of an external consulting firm to ensure impartiality and transparency, the project sought to embed new ways of working and mobilize key leaders toward a more efficient management model, ensuring effective communication across different areas as a core component of these dynamics.

**To achieve these objectives, we have outlined:**



**Strategic guidelines:**

To align decisions with the company's vision.



**Key indicators:**

To optimize data-driven decision-making.



**Dynamics:**

To strengthen collaboration across different areas and processes.

**Operational dynamics** are designed to generate information and analyze information flows, facilitating communication between teams, with the ultimate goal of supporting **strategic dynamics** aimed at informed decision-making.

Each dynamic has an agenda of topics to be addressed at each meeting, defined KPIs, and a template with deliverable outcomes.

The development of the project involved the **active participation of the organization's leaders**, who received training in data analysis and decision-making, identified specific needs within their areas, collaborated in the design of indicators, and provided constant feedback to the project sponsors.



Thus, in December, we launched **Everest**, an initiative that represents the effective **implementation of the new Management and Governance Model** in all teams and stakeholders involved, thereby consolidating its impact on the organization.

Adopting a **data-driven and informed decision-making** model enables more efficient resource management, enhances transparency, and fosters collaboration across teams. Through its implementation, we promote an organizational culture that prioritizes innovation, efficiency, and a positive environmental impact, aligned with the United Nations Sustainable Development Goals (SDGs).

Having a solid governance model directly impacts the customer experience because it allows us to improve service quality, reduce response times, and anticipate market needs. Optimized communication and strategic alignment across areas translates into greater consistency in our value proposition, ensuring that every interaction with our customers reflects **our commitment to excellence and continuous improvement**.



**The horizon of this model is our vision:** to be the leading professional footwear company in Argentina in terms of innovation, quality, and service.

“Project Everest, as its name suggests, has represented a major challenge for our teams. It is the culmination of many other projects that have been implemented across the company over the years. Among the major achievements of this initiative, we can highlight improvements in internal efficiency and transparency. A collaborative, data-driven management approach that enables decisions to be aligned both with business objectives, with the organization’s ethical values, and stakeholder expectations.”



**Javier López Calí**

Vice-president and Director of the company.

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**We are committed to continuously reviewing and updating our organizational structure to ensure both the well-being of our teams and the satisfaction of our customers.**

Our Corporate Governance model is designed to ensure compliance with the strategic plan, foster continuous improvement, and uphold the values that shape our company culture.

**Board of Directors**  
**President and Director:** Aldo López  
**Vice-president and Director:** Javier López Calí  
**Directors:** Hernán López Calí,  
 Pablo López Calí y Diego López Calí



**General Management:** Diego Strafaccio



**Administration and Finance Management**

**Commercial Management**

**Comercial Development**

**Innovation and Engineering Management**

**Production Management**

**Human Resources Management**

**System Management**

**Supply Chain Management**

As part of our commitment to sustainable economic development, the promotion of a responsible value chain, and fair competition, in 2024, we set out to review and update our Code of Conduct. This document sets out the principles and guidelines that govern the conduct of all individuals who are part of the organization at all hierarchical levels, as well as any individual or entity that provides services to, or acts on behalf of, the company or in connection with its business activities.

**For this reason, we want the new Code to represent the major commitments we work towards every day:**



- ✓ To respect and protect human rights.
- ✓ To promote equal opportunities and treatment for all individuals.
- ✓ To foster and build relationships based on mutual respect among all individuals.
- ✓ To actively work toward building a healthy and safe work environment.
- ✓ To contribute to environmental conservation and protection through sustainable and responsible business practices.
- ✓ - To act with integrity, disclosing relevant information promptly and avoiding any form of corruption, bribery, fraud, or unethical behavior.

To fulfill these commitments, the content of our new Code of Conduct is structured around four pillars:



**WE HAVE PRINCIPLES**

**We value integrity as one of our fundamental pillars.**

Acting with integrity means more than simply complying with laws and regulations; it involves doing the right thing at all times and in all circumstances, even when no one is watching. This is not only the right course of action, but also essential to the long-term success of our company.

- Fair competition and commercial loyalty
- Conflicts of interest
- Undue influence, bribery and, corruption
- Gifts and invitations



**WE ACT WITH TRANSPARENCY**

**We understand that transparency must guide all our actions and decisions.**

Acting with transparency means openly and honestly sharing relevant information about our operations, policies, and business practices. This not only helps us meet our legal and ethical obligations, but also enables us to foster a work environment based on trust and collaboration.

- Information, records, and reporting
- Relationship with third parties
- Money laundering



**WE RESPECT PEOPLE AND THE ENVIRONMENT**

We recognize that our operations have a significant impact on our communities and the environment around us, which is why **acting responsibly and sustainably is imperative**. We strive to foster an environment characterized by fair and equitable treatment, while also protecting and preserving the environment.

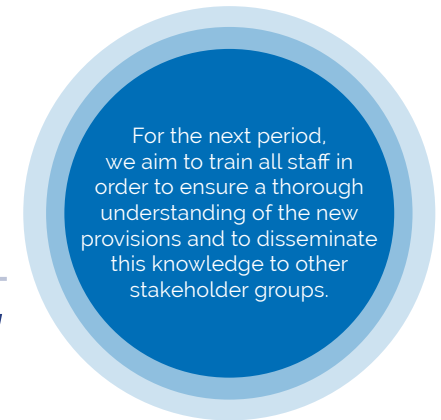
- Human Rights
- Equality, diversity, and non-discrimination
- Harassment and threats
- Respectful treatment
- Safe workplaces
- Environmental protection



**WE TAKE CARE OF OUR RESOURCES**

We emphasize the importance of **responsible and efficient management of company resources**, including intellectual property and information, which are valuable assets that must be adequately protected. Managing them with integrity, confidentiality, and security is our responsibility.

- Asset protection
- Confidential information
- Responsible external communication



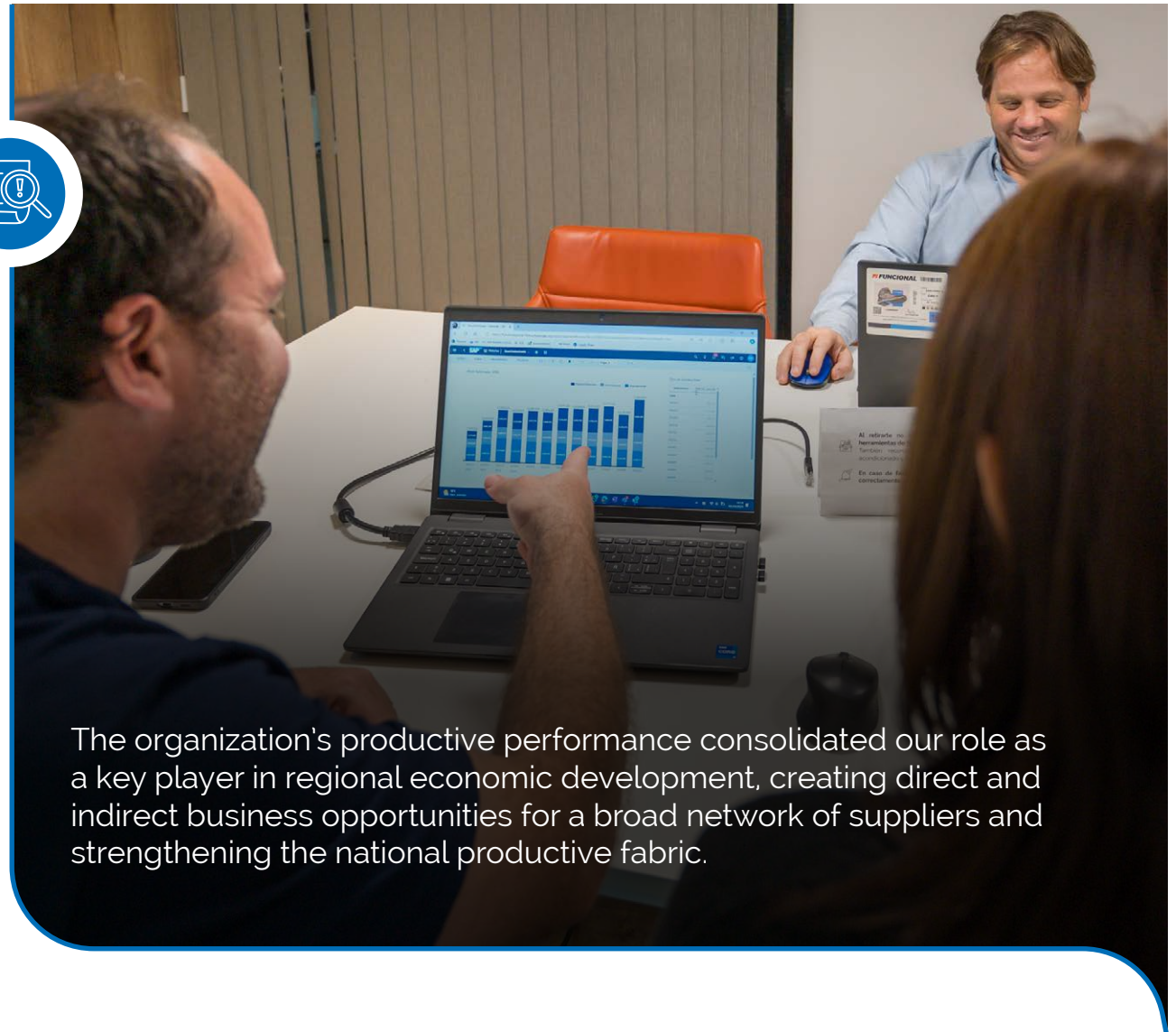
For the next period, we aim to train all staff in order to ensure a thorough understanding of the new provisions and to disseminate this knowledge to other stakeholder groups.

## We respond with transparency



The financial statements of Maincal S.A. For the 2023-2024 fiscal year were prepared in accordance with the accounting standards for presentation and measurement issued by the Argentine Federation of Professional Councils in Economic Sciences (also known as FACPCE) and approved by the Professional Council of Economic Sciences of the Province of Santa Fe (CPCESFE). They also comply with the provisions of the General Companies Act and the provisions of the General Inspectorate of Legal Entities of the Province of Santa Fe (IGPJ). The company submits its financial statements annually; these are certified by the Professional Council and externally audited by the firm Felcaro, Roldán & Asociados.

Within the framework of responsible and transparent management, we strictly comply with all our tax obligations in accordance with the legislation in force in the Argentine Republic. This commitment is an integral part of our risk management and governance strategy. We actively contribute to the country's development through the timely payment of taxes, ensuring that the profits generated by our operations are duly taxed within the national territory.



The organization's productive performance consolidated our role as a key player in regional economic development, creating direct and indirect business opportunities for a broad network of suppliers and strengthening the national productive fabric.

5 |

We take care of  
those who make  
it possible



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# Team composition

Behind every step we have taken as a company, there are people who have made our sustained growth possible over the years. In light of this, we actively work to strengthen our teams by focusing on the individual development of each employee as a means to achieve shared objectives.

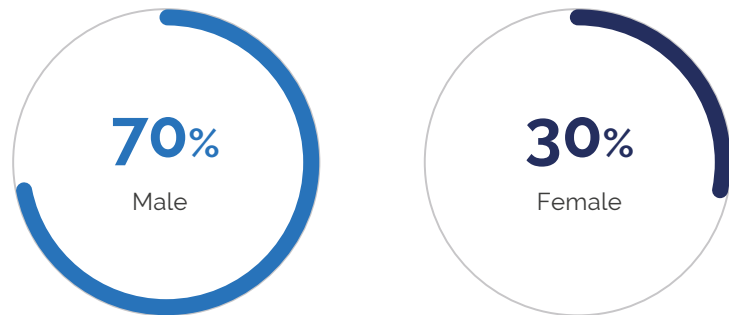
We foster inclusive work environments where everyone is valued for their skills and can grow professionally with equal opportunities. We prioritize the competencies and capabilities required for each role, regardless of any other condition, and actively work to reduce inequalities that hinder access and development.



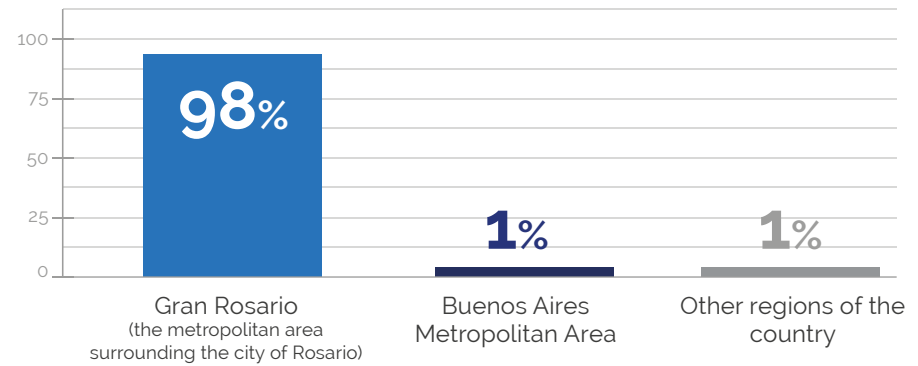
The #MaincalTeam has grown steadily by **16.9%** over the last five years

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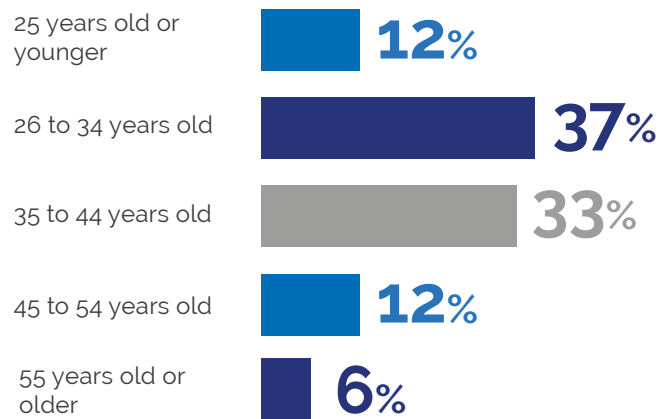
**BY GENDER**



**BY REGION**



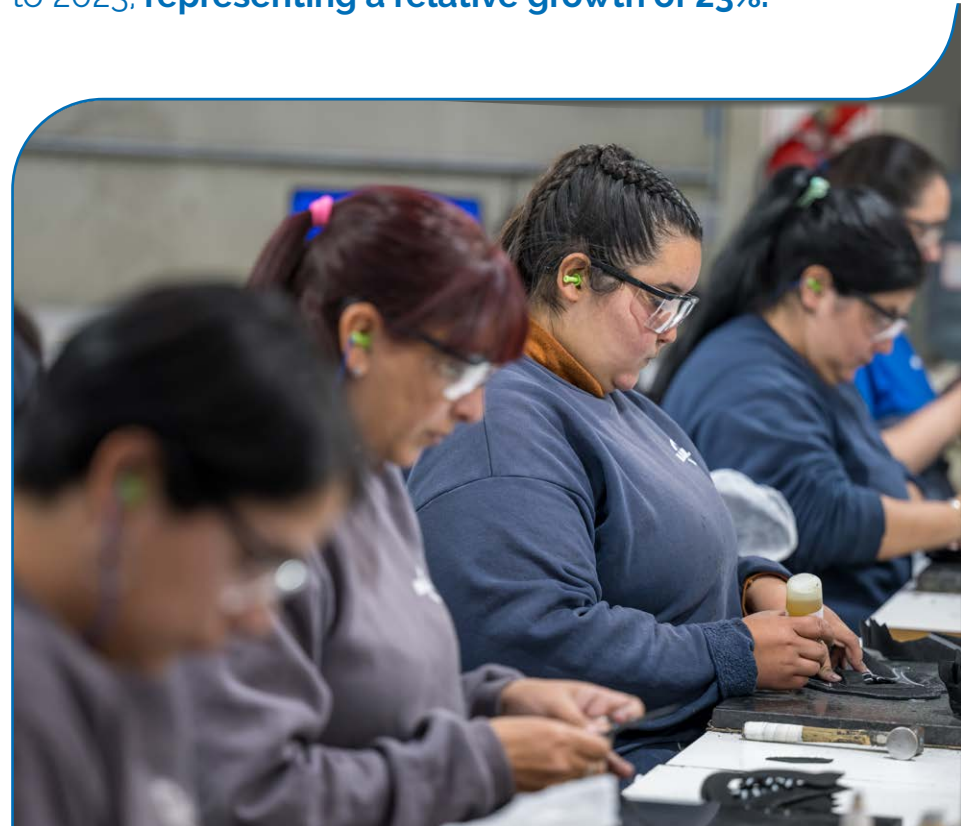
**BY AGE**



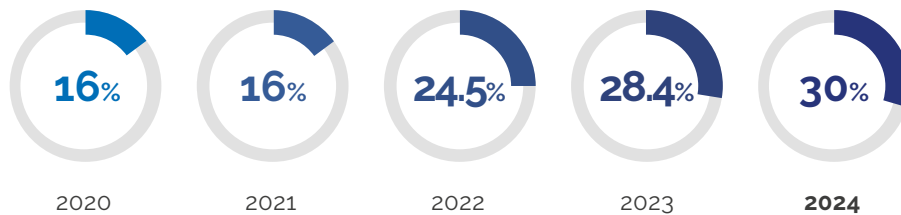


The proportion of women on the payroll has increased by 14 percentage points over the last five years, representing a **relative increase of almost 88%**.

In addition, the proportion of women in leadership positions increased by 6 percentage points compared to 2023, **representing a relative growth of 23%**.



• **Women in the workforce**





What is more, during 2024, we set out to reduce the absenteeism rate, understanding that this indicator impacts both team well-being and operational efficiency. To this end, we strengthened case follow-up in coordination with our medical service provider and worked closely with area leaders to promote a more proactive and preventive approach.

The average monthly absenteeism rate stood **1.8 percentage** points below the annual average target.



We also worked to promote employee satisfaction and, as part of this approach, monitored the turnover rate of non-union staff. Besides, whenever an employee decides to leave the company, an exit interview and a confidential survey are conducted to identify growth opportunities that will strengthen our talent retention strategies.

We reduced the voluntary turnover rate by **1 percentage** point compared to the previous period.



# How we recruit talent

For several years, we have faced the ongoing challenge of attracting new profiles that add value, experience, and fresh perspectives—not only to meet business needs, but also because we believe that **attracting and retaining talent is a core pillar of responsible management.**

Thus, our onboarding process is designed to ensure a smooth experience that is aligned with the company's values.



### Need recognition:

The process begins when the need to hire someone for the team is identified and validated at different levels.



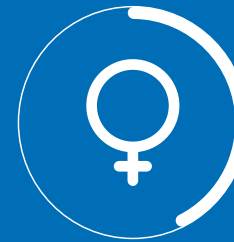
### Search and selection:

In order to prioritize development opportunities for employees, the position is first posted on an internal platform. It is also advertised through external channels such as the Job Portal, LinkedIn, and others. Candidates are interviewed and evaluated based on the requirements of the position.



### Onboarding and support:

After formalizing the job offer, the selected candidate begins the onboarding process. During their first days at Maincal, each new hire is trained by different teams, and three months later, their experience is evaluated through a survey.



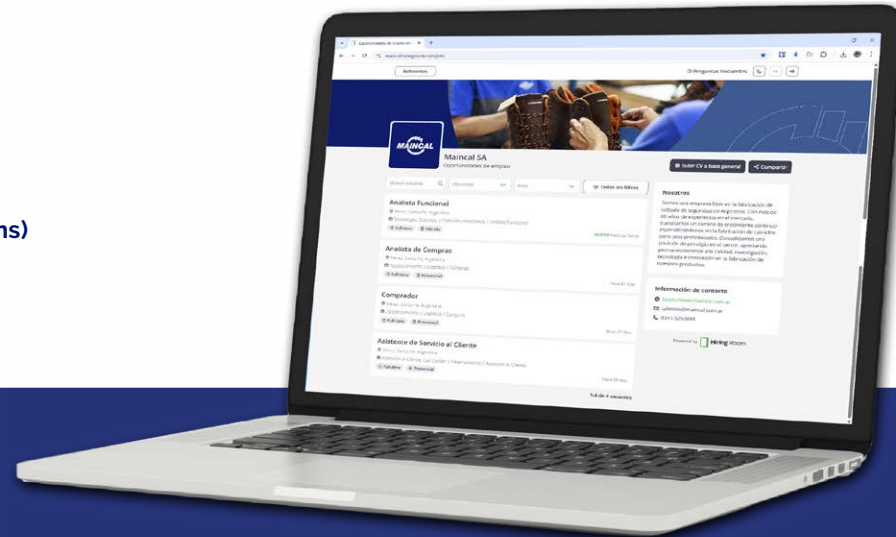
**41%** of the positions filled in 2024 were covered by women



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# POSTULACIONES Internas

(Internal applications)



With the purpose of **promoting the professional development of employees and encouraging talent retention**, in 2024, we launched this process that allows those who are already part of the Maincal team to apply for vacancies that arise in any area of their interest.

The process is overseen by the Talent Attraction and Talent Management and Development departments, which are responsible for ensuring that it is **fair, transparent, and competency-based**, providing equal opportunities for all employees who wish to apply.



**41%** of the searches in 2024 were filled by internal applicants.



**75%** of those who applied for internal positions are satisfied with the overall process, communication, and feedback received.

## Purposeful labor relations

We promote talent management based on respect, active listening, and collaborative work among all members of our work community. We believe that enhancing communication between the company and its employees is key to consolidating an inspiring work environment.

**Relationships with union representatives** are maintained through frequent meetings between the Human Resources team and union delegates, where both operational issues and the specific needs of the work teams are addressed. These meetings make it possible to address issues in an organized manner and provide timely, agreed-upon responses, which ultimately help to strengthen the organizational climate.

We also foster another active listening strategy through the Joint Health and Safety Committee, a collaborative forum made up of representatives from the company and employees. Its main goal is to promote safe and healthy working conditions, identify risks, and suggest preventive measures. In this way, **these meetings demonstrate our commitment to safeguarding and caring for people.**

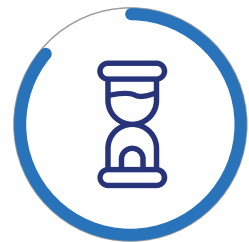
In line with the principles of the International Labor Organization, we guarantee and promote freedom of association, respect for collective bargaining, and the sustained strengthening of channels of dialogue with our employees and their representatives.



# Training

Continuous employee training is a strategic priority and a key part of our commitment to providing professional development opportunities that support the organization's sustainable growth.

We firmly believe that investing in training not only strengthens technical and human skills but also **promotes innovation, improves processes, and reinforces the commitment of those who are part of our teams.**



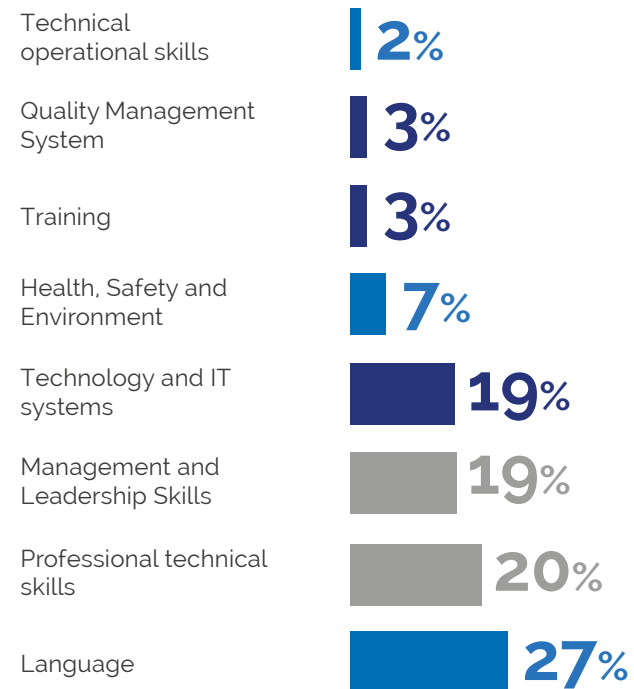
During 2024, we provided **11,620 hours of training**. On average, each employee received 21.7 hours of training.

Much of the training offered stems from an annual survey conducted by leaders, which is based on the actual development needs of each person and the projects of each team. In addition, training courses that respond to business objectives are held throughout the year. Thus, the **Annual Training Plan** consists of:

On-demand training

Corporate training

**Of the total training provided, the distribution by topic, based on the number of hours, is as follows:**



In an increasingly dynamic and demanding environment, we believe that fostering lifelong learning among leaders is a tangible way to develop internal talent and strengthen a culture centered on growth and continuous improvement.

For this reason, in 2024, **we designed two learning proposals to reach all Maincal leaders** with diverse content aimed at reinforcing their skills and providing new knowledge for efficient team management:



**Supervisors and Operational Assistants Program:**

More than **+40** assistants, and other profiles linked to the production areas, with weekly classes between June and August.

**The eight modules covered the following topics:**

communication and emotional intelligence, problem analysis and decision-making, the role of the leader, motivation for action and delegation, efficiency and process improvement, operations management, conflict resolution, and team building.

More than **96%** rated the program as very good or excellent.

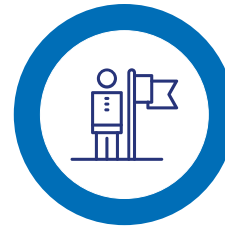
**100%** said that the content helped them improve their job performance at work.



### Program for Supervisors, Managers, Specialists and Executives:

More than **+35** leaders participated, including managers, specialists and administrative staff supervisors.

The program took place between April and November and included five meetings: **Workshop on Conscious Feedback Training, Introduction to Data and Metrics Workshop, Data Analysis and Decision Making, The Leader as a Team Developer, and Leaders as Protagonists: Footwear for Action.**



More than **94%** rated the activities as very good or excellent

Qualities such as “useful, high-quality content,” “challenging dynamics,” “extremely valuable,” and “an opportunity to reflect and change your mindset” were highlighted.

By 2025, we aim to develop specific training proposals for analysts and administrative staff to support their growth toward new challenges within the organization.

- 1| Message from our General Manager
- 2| We build value
- 3| We create meaningful connections
- 4| We lead with integrity
- 5| We take care of those who make it possible
- 6| We manage our impact
- 7| We promote community development
- 8| We innovate with an entrepreneurial vision

## Development process

Throughout the year, we carried out new actions to support the growth of our employees and generate new opportunities within the organization:



This process seeks to identify the potential of certain profiles by assessing key competencies for professional development: communication, proactive behavior, problem-solving and continuous growth, organization and planning, and leadership.



Through various individual and group activities, we seek to recognize each person's strengths and support their growth within the organization.

In 2024, **13** employees participated

"It's a great initiative because it allows us to grow and try new things. Going through each stage of the experience as a group was positive; everyone was very enthusiastic."



**Noelia Garay**

production operator and participant in the Talent Radar process

# GESTIÓN DEL DESEMPEÑO 2024

(Performance management)

This process consists of a series of systematic actions designed to evaluate, support, and enhance employee performance, structured across five stages:



**1| Goal setting**



**2| Progress review**



**3| Self-evaluation**



**4| Evaluation**



**5| Feedback**



**147 employees** participated. This group represents **36%** of the payroll.

Of the total number of employees evaluated in 2024, 37% were women and 63% men. By 2025, we are committed to extending the process to the rest of our employees, to have 100% of the payroll undergo performance evaluations.

## Internal movements

Thanks to growth opportunities within the organization, during the year

• **20** people changed roles:



**12** promotions



**8** lateral moves

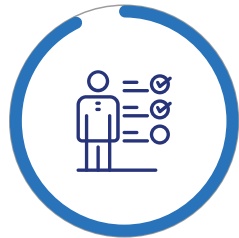
# #Gestión de Clima



(Work environment management)

For the second consecutive year, in 2024, we conducted a work climate assessment in partnership with Great Place To Work, a globally recognized external organization, to ensure the transparency and confidentiality of responses.

## Some key findings from the results were:



**93%** of employees responded to the survey, 1 percentage point more than in 2023

The high participation rate reflects our shared commitment to building an organization that everyone is proud to be a part of.



We increased the average of all statements by 1 percentage point compared to the previous period



Perceptions of Maincal as a **great place to work** increased by **3 percentage points** among employees in production-related areas compared to 2023.



**Fairness is one of the highest-rated areas, with 77% of positive responses** to statements inquiring about fair and equitable treatment regardless of race, age, gender, and sexual orientation.



Teamwork is highly valued. **People emphasize that they can count on the cooperation of others**, that they feel proud when they see what we achieve, and that they feel welcome when joining the organization or changing departments.

# Occupational health and safety

In 2024, we successfully achieved recertification of our Occupational Health and Safety Management System under ISO 45001, reaffirming our commitment to the protection, well-being, and comprehensive care of everyone who is part of Maincal.

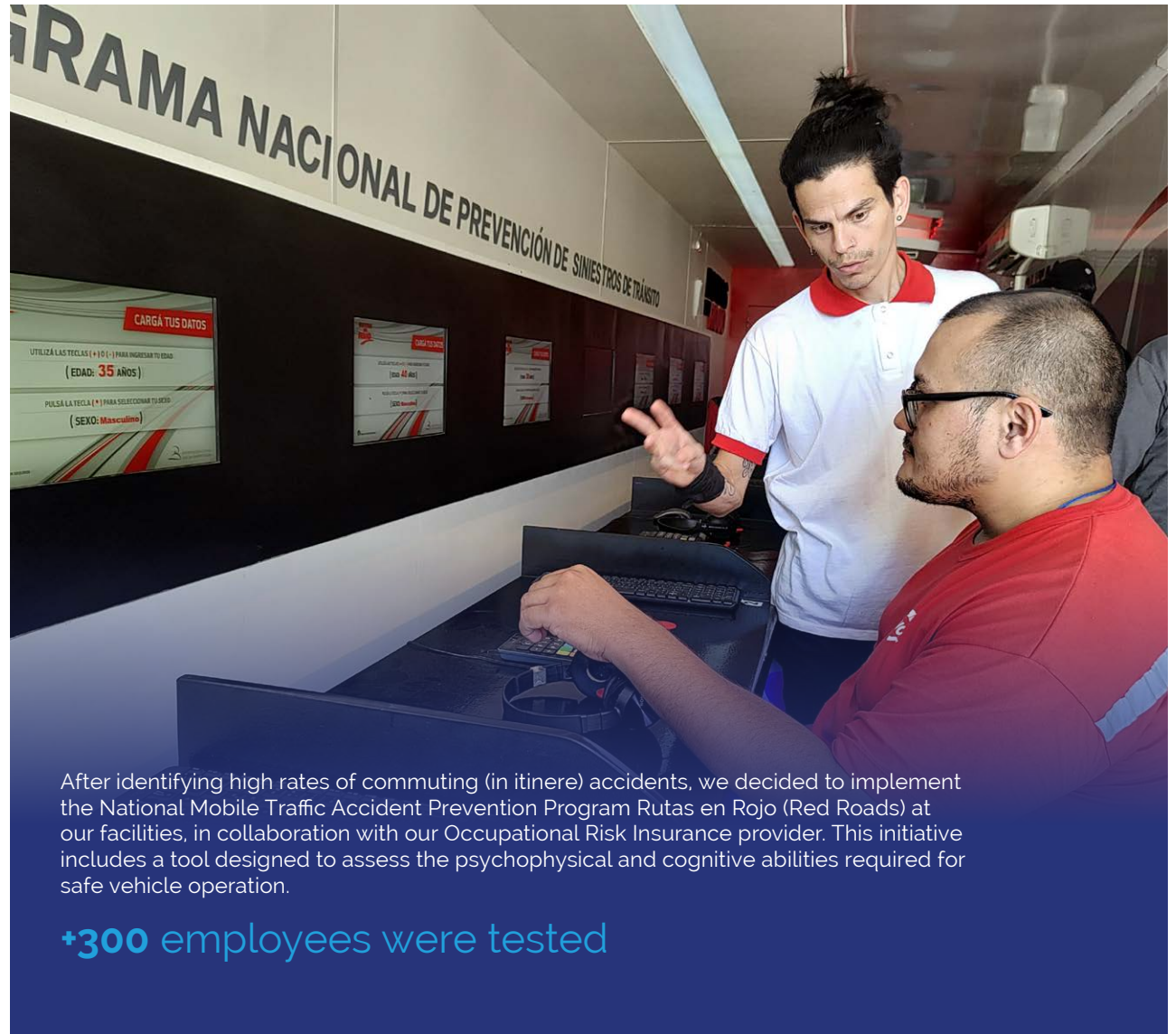
Through this certification, we validated our compliance with high international standards in occupational risk prevention and control, while reflecting our organizational culture focused on putting people's safety first.

In addition, we actively promote and communicate our **Personal Protective Equipment Policy**, which establishes the mandatory use of equipment differentiated by plant:



In addition, we continued to promote our **channel for submitting Preventive Reports (PRs) related to unsafe conditions or occupational health and safety inquiries**. This channel is accessible via QR codes placed at various points across our industrial plants and offices and has delivered strong results:

- ✓ We received **139** PRs
- ✓ Response levels increased by **18%** compared to 2023
- ✓ We achieved an **81%** resolution rate
- ✓ The actions taken helped reduce ergonomic risks, improve building conditions and workplace cleanliness, and optimize commonly used equipment and tools



After identifying high rates of commuting (in itinere) accidents, we decided to implement the National Mobile Traffic Accident Prevention Program Rutas en Rojo (Red Roads) at our facilities, in collaboration with our Occupational Risk Insurance provider. This initiative includes a tool designed to assess the psychophysical and cognitive abilities required for safe vehicle operation.

**+300** employees were tested

**Other major actions aimed at caring for the health of our employees:**



Talks and training sessions were held to address various health topics, such as smoking prevention, cardiopulmonary resuscitation, and the use of automated external defibrillators (AEDs), among others.

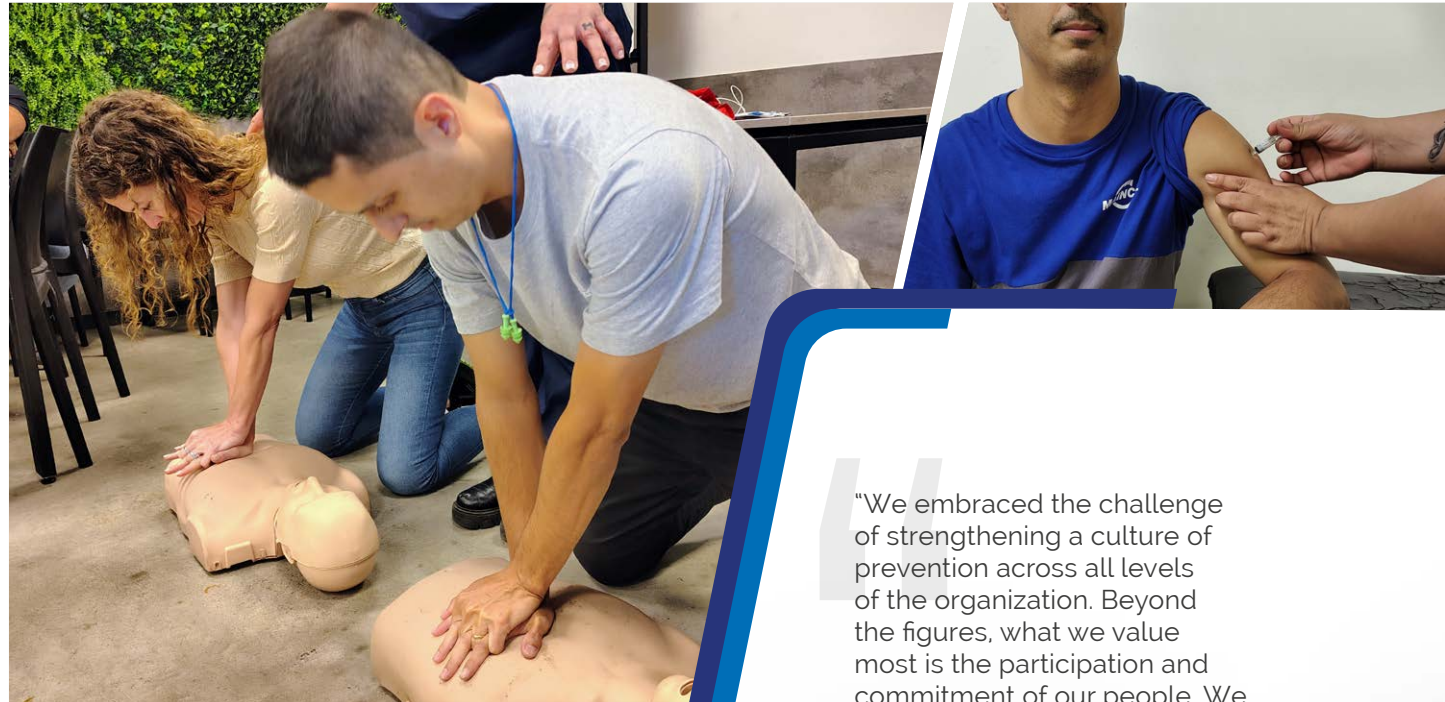


As most of our operations are located in an area at risk of **Argentine hemorrhagic fever (AHF)**, we conducted a vaccination campaign in collaboration with the Municipality of Pérez to protect our employees.



In addition, a **flu vaccination campaign** was carried out using the tetravalent vaccine, the most comprehensive option available for preventing this disease.

**+500** vaccines were administered



We continue to offer **comprehensive on-site health services**, provided by doctors, nurses, physical therapists, physical education teachers, and ergonomics specialists.

“We embraced the challenge of strengthening a culture of prevention across all levels of the organization. Beyond the figures, what we value most is the participation and commitment of our people. We continue to move forward with a clear goal: caring for our people, safeguarding their health, and building a safer working environment every day.”



**Manuel Cerro**  
Health and Safety Technician

In addition, periodic preventive clinical examinations were carried out by professionals who evaluated employees with different tests, depending on the risks to which they are exposed, according to the tasks they perform.



**86%** of our employees underwent examination

The results obtained are a key tool for designing preventive health and safety strategies. This information is reviewed on an ongoing basis to promptly identify potential risk factors and guide targeted actions, such as planning focused training on specific health topics or implementing communication campaigns and other initiatives that promote the overall well-being of our teams.

## We celebrate 365 days without accidents

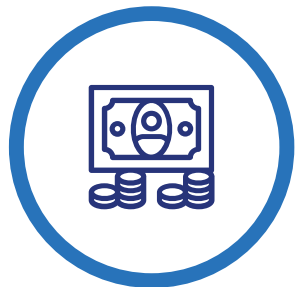
In November 2024, **one of four industrial plants reached a significant milestone by completing a year without workplace accidents.** This could not have been possible without the sustained commitment and joint efforts of everyone on that team. To underscore the value of this achievement, a video was released featuring testimonials from some of the employees who played a leading role, sharing their experiences and reflections on safety culture. In addition, an internal activity was organized with a safety quiz, which reinforced key concepts in a participatory manner.



# Compensation and benefits

We have a compensation policy based on objective criteria linked to each person's professional profile, their responsibility within the organization, and the reference market. **We do not make any distinctions based on gender or any other factor that implies discrimination.**

We acknowledge that the wage gap is a structural challenge within the broader labor market, and we are committed to actively working to reduce it through a culture grounded in equity, transparency, and fair talent recognition.



All our decisions regarding salaries are based on objective criteria and market studies, without gender bias

In recent years, driven by our commitment to people's well-being, we have strengthened our benefits strategy by listening to our employees and through internal diagnosis, such as the 2023 Climate Survey. Accordingly, we developed a comprehensive benefits program with a strong identity and a clear, accessible value proposition.

In this way, we not only incorporated new benefits aligned with current needs, but also launched an internal communication campaign to ensure that everyone within the organization is aware of and can take full advantage of all the tools available to them for their well-being:



**MAIN CLUB**

EL VALOR DE SER PARTE

**MAINCLUB** was created as a solid expression of Maincal's commitment to **making life more comfortable for everyone** who is part of the organization. This program brings together more than twenty benefits under five pillars that respond to different dimensions related to our teams' needs.

Additionally, it includes tailored benefits for specific employee groups, taking into account the nature of their roles and work activities, to offer a balanced and appropriate proposal for each situation within the company.

**MAINCAL MODE**

Days off on special dates, training sessions, recreation area, vending and coffee machines, breakfast and snacks during the winter.

**YOUR WORLD**

Extended maternity leaves and soft landing, gifts for births and marriages, and school kits.

**18 people took maternity or paternity leave**

**The return-to-work rate at the end of the leave was 100%**

**CARE AND COMFORT**

Flu vaccination, prepaid medical care, and on-site physical education and physical therapy.

**SAVINGS+**

Reimbursement of childcare expenses, special prices on safety footwear, Benefits Club, partnership with Coderhouse and agreement with Asociación Rosarina de Cultura Inglesa (English institute).

**MAINCAL PLUS**

Welcome kit, celebrations on special dates, and a graduation gift.

The gifts were purchased from local suppliers to promote entrepreneurship

"Thank you, Maincal, for this wonderful initiative and for trusting me, a small entrepreneur. It was a wonderful challenge that fills me with pride."



**Laura Etcheverry**  
owner of Sofisol Juguetes, supplier of gifts for Children's Day

"The soft-landing maternity leave allowed me to return to work gradually, supporting a healthy balance between my personal and professional life while ensuring a smooth and sustainable reintegration into the team and ongoing projects."



**Juliana Pellejero**  
Project Manager

# Let's cheer on the national football team together



We are joining forces to support the Argentine national team in the CONMEBOL COPA AMÉRICA 2024™, creating opportunities to cheer as a team and strengthen the work environment.

As a national industry, we understand that supporting our national football team is a way of supporting the **effort, passion, and teamwork** that represent us as a country, values that also drive us every day at Maincal.

During the competition, the cafeterias at our plants were decked out in light blue and white, and we organized a betting pool among employees that brought joy, healthy competition and great shared moments.

Argentina was crowned **two-time champion of America**, and there were also winners on Maincal's team:



**+10** employees won great prizes: a TV, a tablet, a speaker, T-shirts, and snacks, among other things. We celebrate every win and every game as a community



Such initiatives play a key role in promoting employee well-being and reinforcing our organizational culture:

- 

Reinforcing the sense of belonging, identity, and pride in being part of Maincal

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- 

Promoting integration and collaboration between people from different areas

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- 

Prioritizing the creation of more enjoyable and healthier work environments



# Internal communication

Internal communication management at Maincal is structured around the objective of **ensuring clear, timely, and strategic messages.**

1. When communications arise from an **internal client request**, the request is received, and its feasibility is evaluated based on the objectives, timelines and available resources.

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2. The most appropriate type of content — text, image, video, or other formats — is **planned**, and the most effective channel is selected based on the target audience.

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3. **The action is then implemented and monitored** using management and impact indicators.

**+200** communications issued in 2024

**32%** were aimed at notifying changes in the organizational structure, institutional communications, and information relevant to daily operations

**29%** were linked to high-impact campaigns such as Climate Management, Performance Management, the Benefits Program, and corporate volunteer initiatives

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## Activamos el MOD MAINCAL

# Noticias que pisan fuerte

Internal communications campaign highlighting key company updates)

We are aware that internal communication plays a key role in building participatory, approachable, and transparent organizational culture. Through strategic planning, **we seek to ensure that every action supports both the business objectives and the needs and interests of the people who are part of the company.**

During 2024, one of the main milestones in this area was the redesign of our monthly newsletter, with the aim of making it more accessible, attractive, and easier to read. The new version, designed to promote quick and dynamic reading, maintains its focus on sharing relevant news about the different teams and projects that bring the company to life. Thus:

**We increased reading and participation levels**

**We promoted the circulation of reliable information**

**We strengthened connections between people through recognition and visibility of collective work.**

# 6 |

We manage  
our impact



# Environmental Policy



In our 2023 Sustainability Report, we shared our commitment to move toward certification of our Environmental Management System under the ISO 14001 standard. In 2024, a key step in that journey was making our commitment to environmental care official by **developing, publishing, and sharing our Environmental Policy.**

This document seeks to reflect our principles and guidelines in this area and serve as a road map to guide actions and decisions at all levels of the organization:

At MAINCAL S.A., we seek to carry out our activities in a way that contributes to sustainable development by controlling and managing environmental aspects and impacts. For this reason, we are committed to:

- Minimizing environmental impact in order to protect and preserve the environment and avoid pollution.
- Ensuring compliance with legal and environmental requirements and those voluntarily assumed by the organization.
- Identifying and mitigating environmental impacts generated throughout the organization's value chain to ensure continuous improvement in our environmental performance.
- Extending our environmental commitment to all stakeholders to ensure its effective compliance, with special attention to the organization's employees as key players in the environmental management system.

To strengthen a comprehensive approach to organizational management, we advanced step by step in implementing the Environmental Management System, ensuring its coherent integration with the existing Quality and Occupational Health and Safety systems. This decision ensures that actions related to each system are not developed in isolation, but are aligned, connected, and guided by the same **logic of continuous improvement and commitment to sustainability.**

**For this reason, in 2024, we implemented a series of key measures, in addition to those mentioned on the previous page:**

- ✓ We defined strategic environmental objectives for 2024 and 2025, along with their respective action plans and performance indicators for monitoring.
- ✓ We developed specific procedures to address the context of the organization and to identify and assess significant environmental aspects and impacts.
- ✓ We implemented other procedures at the operational level to ensure proper waste management. This included the renewal of equipment, improvements to infrastructure and signage, and the engagement of new service providers for waste treatment.
- ✓ We defined a methodology for identifying and complying with applicable legal requirements.
- ✓ We designed and implemented a training schedule, currently underway, and incorporated a mechanism for addressing and following up on findings such as non-conformities or observations.





Furthermore, we would like to highlight one of our environmental achievements: the **Environmental Sustainability Certificate**, granted by the Ministry of Environment and Climate Change of the Province of Santa Fe.

This certification was granted to us after the presentation and evaluation of our Environmental Compliance Report and recognizes that our operations comply with established environmental requirements. These include: implementation of a waste, sewage effluent, and gas emissions management plan. It was also verified that we do not generate industrial liquid effluents and that we have a current environmental risk analysis in place, which reinforces our commitment to responsible and preventive management of environmental impact.

As in previous years, during 2024 we did not record any breaches or fines related to our environmental impact.



Furthermore, none of our activities take place in protected areas or areas of high biodiversity value, nor do they have a significant impact on biodiversity.



## Comprehensive Waste Management Program

One of our core commitments for 2024 was to promote an environmentally responsible waste management model, aimed at making a meaningful contribution to the fight against climate change and to reducing its impact on ecosystems. We are pleased to confirm that this commitment has been more than fulfilled, with tangible progress and significant results achieved. In addition, we continue to transform the way we manage materials by focusing on reducing at source, reusing, and recycling, thus reaffirming our commitment to a circular and environmentally conscious economy.

What is more, in 2024 **we began to calculate the waste index for the type of footwear manufactured on a monthly basis**, aiming at obtaining more accurate and comparable information over time. This metric allows us to monitor our environmental performance and evaluate progress in relation to one of our main objectives: reducing waste. By using this indicator, we were able to identify specific improvements and guide our actions towards increasingly efficient production.

**Regarding the total waste generated of all types (similar to urban waste, non-hazardous and hazardous), we obtained encouraging figures that reflect the positive impact of the actions implemented in our plants.**

There was a progressive and sustained reduction in total waste per pair of shoes manufactured, with an average of **35%** less waste in the second half of the year than in the first.



## Urban waste

It is stored in containers for proper final disposal in a landfill operated by a licensed operator.



On average, we reduced urban waste generation by **35.7%** between the first and second half of the year.



## Hazardous waste

It is removed by an authorized operator for proper final disposal in accordance with legal requirements. Once the cycle is complete, we receive a certificate of final disposal of the waste.

**In March 2024, we began to recycle empty 200-liter Y48/Y13 sheet metal drums, representing a major step forward in hazardous waste disposal.**

**Over 29,000** kg of hazardous waste drums were recycled by an authorized supplier





## Non-hazardous waste

### Paper and cardboard:



These materials are segregated at the source and collected for recycling by an authorized provider, in accordance with the provisions of Decree No. 2.151/14 on non-hazardous industrial waste. In 2024, we implemented a change in the methodology for measuring this type of waste, moving from an estimated calculation based on volume to an accurate measurement by weight, which has allowed us to have more accurate and reliable data. However, due to this change in the way the information is recorded, the results obtained are not directly comparable with those of previous years.



In 2024, **26,000kg** of paper and cardboard were collected by urban waste services, representing 100% of the waste generated in this category

### Wood:



The pallets used throughout the production process are donated to Kuku Pallet, a local enterprise that produces furniture and objects from recycled wood.

**100%** of pallets donated for reuse

### Polyurethane:



Since September, we have been working with a specific supplier to recycle PU shavings, i.e., leftover material from the injection molding of shoes, thereby extending their lifespan.

**+3,000 kg** of recycled polyurethane

### Leather:



Leather waste is donated to two institutions: The U3 Detention Unit in Rosario, where it is used by inmates in workshops to develop their creative and work skills, and the NGO Amanecer de Pérez, which offers job-skills workshops for adults with disabilities to support future employment opportunities.

**+3,000kg** of leather donated

## Energy consumption

Energy consumption is a key factor in each stage of the design, manufacture, and marketing of our footwear, which is why we remain committed to adopting efficient practices that promote sustainability and reduce our environmental impact.

In 2024, we advanced one of our environmental objectives through the ongoing monitoring and measurement of energy consumption, using this data to develop our **energy matrix** and identify opportunities for improved efficiency.

In addition, we developed a monthly energy consumption indicator per pair of shoes manufactured, which allows us to move from analyzing absolute numbers to directly linking energy consumption to our final product. **This methodology not only improves the accuracy of the information but also facilitates the traceability of improvements in our energy performance.**

The figure showed a sustained improvement trend over the months, reflecting the success of the initiatives implemented to optimize energy consumption.



We reduced average energy consumption by **10%** in the second half of the year compared to the first half



# Carbon footprint



We began measuring our carbon footprint in 2019 to identify and understand our greenhouse gas (GHG) emissions. This information is key to strengthening our decision-making and moving forward with solid actions that will enable us to reduce the environmental impact of our operations.

Since then, all our measurements have been governed by the highest international standards in this area:

**GHG Protocol:** It provides resources, guidelines, and tools for GHG accounting and transparent disclosure.

**ISO 14064:** It establishes the principles and requirements for quantifying, reporting, and verifying GHG emissions and removals.

**IPCC Guidelines:** These provide methodologies for consistent and comparable GHG estimation.

The latest measurement, carried out with ALPA Environmental Services, corresponds to the 2024 period:



Category 1:

**29.85 tCO<sub>2</sub>e**  
direct emissions



Category 3:

**353.37 tCO<sub>2</sub>e**  
indirect emissions caused by transportation



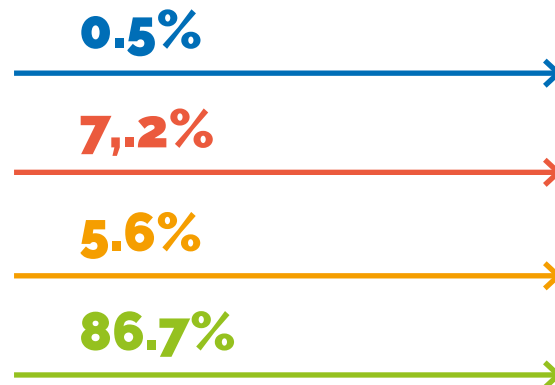
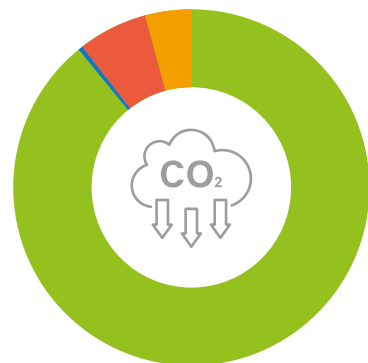
Category 2:

**458.23 tCO<sub>2</sub>e**  
indirect emissions caused by energy use

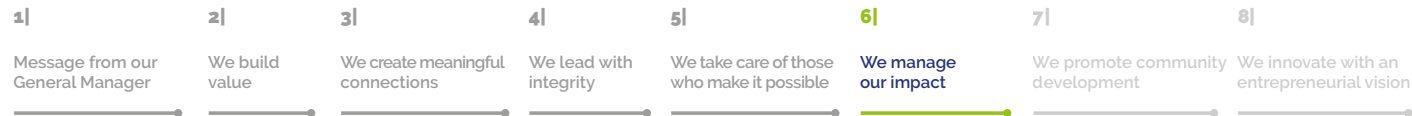


Category 4:

**5488.72 tCO<sub>2</sub>e**  
indirect emissions caused by products used by the organization



**Total GHG emissions in 2024: 6330.17 tCO<sub>2</sub>e**



With each new carbon footprint measurement, we incorporate additional indicators that allow us to minimize uncertainty surrounding our GHG emissions. This process of continuous improvement leads us to results that are increasingly representative of our real impact.

**While this prevents direct comparisons between years in the short term, we have chosen to prioritize data robustness and accuracy.**

**Thus, in the latest measurement, our most valuable advances were:**

- ✓ Within Category 1, information on fugitive emissions was incorporated, corresponding to refrigerant gases used for different purposes.
- ✓ Within Category 3, information on emissions resulting from the transportation of goods was incorporated, including those generated by the most significant suppliers.
- ✓ The most significant process was made within category 4, which, until the previous measurement, only covered the external management of certain types of waste. In this latest measurement, we have added a greater degree of detail to the waste covered and have also added two new sources of information: goods and services, and equipment/capital goods.

In the coming years, these measurements will provide us with a consistent basis to compare more accurately the evolution of our environmental management. In this regard, we will use 2024 as the base year for future comparisons, as it represents the most robust and comprehensive measurement taken to date.

**Based on the results obtained, we launched the 2025/2026 Environmental Action Plan, with objectives and initiatives focused on four strategic areas:**



“Measuring our carbon footprint is not merely a technical challenge; it is a commitment to the future. Leading this process showed me that every data point counts and every action matters, because beyond quantifying emissions, we are also measuring our willingness to improve.”



**Gustavo Balaña**

head of the Health and Safety department

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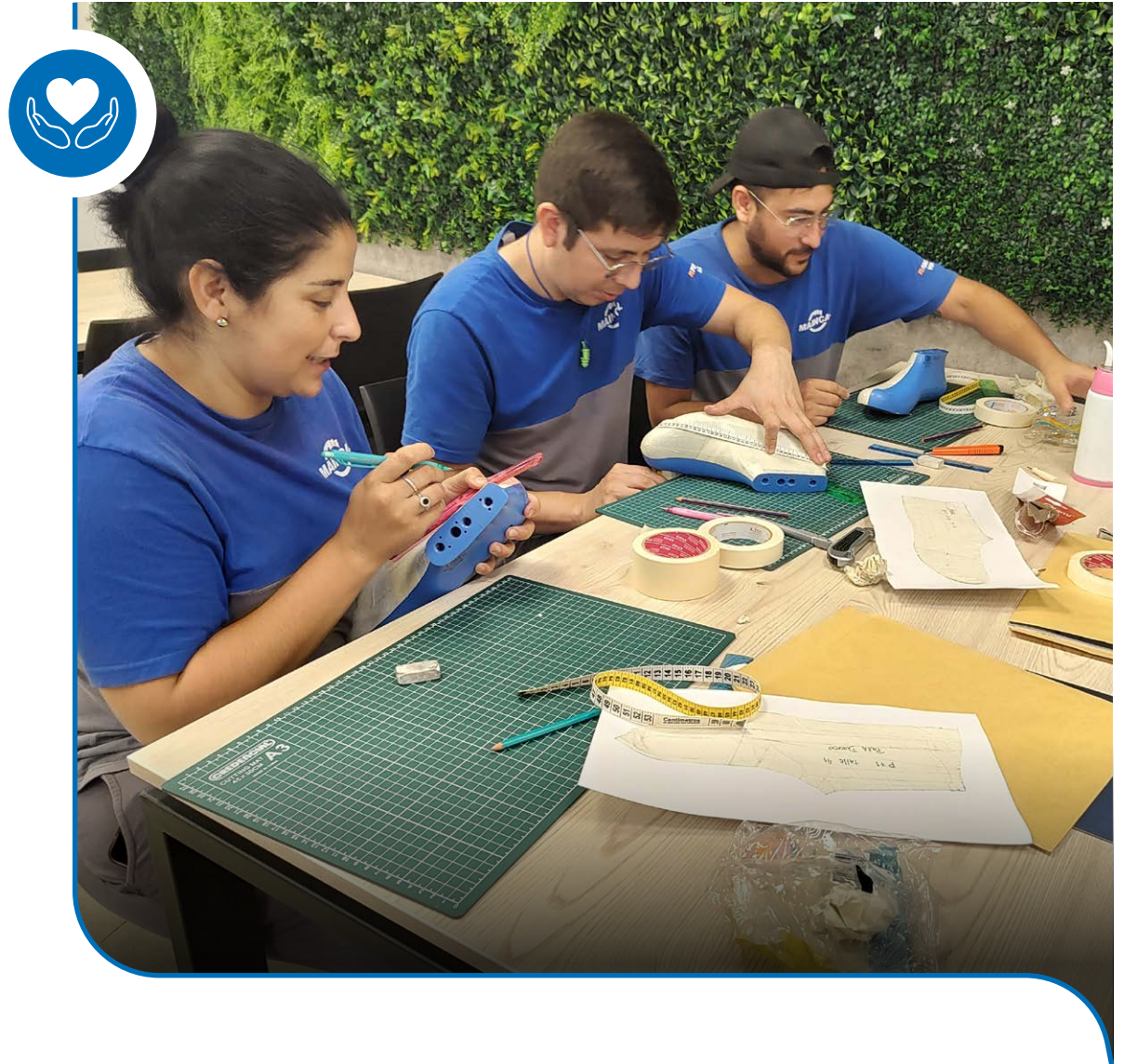
We promote  
community  
development



# Community development

In relation to our objective proposed in the previous Sustainability Report, through which we committed to increasing actions with educational, cultural, and sports institutions, in 2024 we decided to focus our strategy on two main lines of action. In addition, we made contributions and donations to various community-based organizations to promote our values and encourage education as a pathway to personal fulfillment. At the same time, we offered opportunities within our company through training programs in trades, internships, and apprenticeships, giving people of different ages the chance to develop in a professional environment and acquire new skills.

This dual approach reflects our commitment to the development and growth of the communities in which we operate, helping strengthen education and training as essential pillars for the future.



**We continue to make financial contributions and provide ongoing support to:**

✓ **Hermanos Maristas Foundation:** A religious congregation that supports children and adolescents with socio-educational projects.



✓ **Rosarina Solidarity Aid Association:** We support the Cuatro Vientos project, which provides children and adolescents in the Godoy, Santa Lucía, and Cabin 9 neighborhoods with academic support and professional training to help them effectively enter the workforce, as well as other activities that enrich their cultural, moral and social growth.

- In 2024, our Talent Attraction team provided an Employability Workshop through our Cuatro Vientos project to 30 young people
- One young person who received support from this organization is now part of our team through an internship
- Additionally, footballs were donated to foster sports participation among children and adolescents who were involved in the workshop



✓ **Junior Achievement:** It promotes entrepreneurial attitudes in young people through various initiatives. For years, we have supported the development of the program Las Ventajas de Permanecer en la Escuela (The Advantages of Staying in School) in educational institutions in Pérez.

Also, our team members join corporate volunteering events, which we hold every year.

**In 2024, 12 volunteers participated and spent a whole day with more than 150 children and adolescents**



We also expanded our network of community partnerships by incorporating new institutions, which we support not only through financial contributions but also through ongoing engagement, needs assessment, and active collaboration.



✔✔ **“Los Tigres” Civil Association:** This association promotes key team-sport values through disciplines such as rugby and hockey, using sport as a tool for children’s development and inclusion.



✔✔ **Educational Promotion Foundation “Colegio Tesla:** The foundation offers educational opportunities to more than 600 children and adolescents from contexts facing structural challenges.



✔✔ **Comprehensive Defense of Differentiated Children and Adolescents (DINAD):** DINAD supports people with intellectual disabilities throughout all stages of their lives.



✔✔ **CEMA Syntagma Foundation:** This foundation advocates for the prevention and treatment of breast cancer.

We sponsored and participated in the 7<sup>th</sup> Pink Walk, organized by this foundation in collaboration with LALCEC Rosario.

✔✔ We supported the **Rosario Provincial Historical Museum “Dr. Julio Marc”** through the donation of two computers for the Production and Photography departments.



✔✔ We made a financial contribution to the silent auction “Jewels with Purpose,” benefiting the oncology ward of the **“Victor J. Vilela” Children’s Hospital Foundation**, organized by Joyería Work.



# Internship Program “Leave Your Mark”

In 2023, this initiative achieved significant milestones, as reflected in the results and performance indicators. In 2024, these results were sustained and, in some cases, further improved, **reinforcing the program's role as a key pillar in the development of future professionals.** This program is aimed at university students from various fields who are seeking their first introduction to the labor market and is developed in partnership with five universities in the region.



In 2024, we had **25%** more interns than in the previous period



The number of applicants increased by **93%** compared to 2023.

The intern selection process is carried out through group interviews with students from diverse backgrounds. At the same time, students take part in activities such as case studies and other exercises that use innovative methodologies and tools, including Points of You®, to assess their professional skills in an interactive environment. Once hired, interns work on specific projects according to the needs of the different areas of the company, under the guidance of a designated leader.

Throughout the six-month program, which can be extended to eighteen months, interns not only develop their skills and abilities but also have the opportunity to share experiences with other interns and teams, present projects, and make a concrete impact within the organization.

At the end of the internship, trainees are invited to complete a satisfaction survey, which provides valuable insights to identify opportunities for improvement and continuously enhance the experience year after year.

Among those who completed their internship in 2024, **100%** would recommend the experience

The most highly valued aspects were the selection process, the match between their profiles and the areas to which they were assigned, the mentoring they received, and the support they were given



# Educational and professional internships

Students in their final years of vocational and technical secondary schools in the region have the opportunity to undertake educational and professional internships. Through these experiences, they acquire skills and competencies in a real work environment, enabling them to continue developing and receive guidance in choosing their future educational and professional path.

We increased the number of interns by **200%** in 2024

This year, students from two new schools joined the program, bringing the total to four institutions in the region: School No. 459 "Inspector Modesto J. Ceratto," School No. 8119 "Nuestra Señora de Fátima" (located in Pérez), Marista School "Nuestra Señora del Rosario," and School No. 463 "Gregoria Matorras de San Martín" (located in Rosario).

At the end of the internship program, interns from different areas and schools gather for a meeting to share their experiences, highlighting what they have learned and the challenges they have overcome during their time at the company.

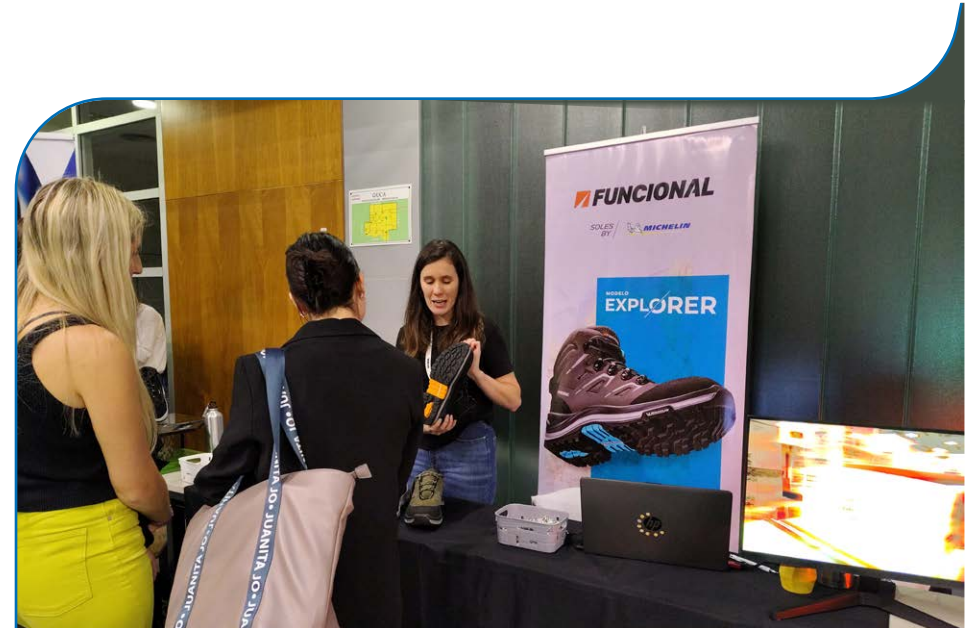


**Furthermore, this year we actively participated in three important job fairs:**

- ✔ Plaza Empleo, organized by the National University of Rosario's (UNR) Department of Exact and Natural Sciences, Engineering, and Surveying
- ✔ Encuentro Universidad Empresa (University-Industry Meeting), promoted by the Catholic University of Argentina (UCA), Rosario campus
- ✔ Simultaneous Conferences for Industrial Engineering Students and Related Fields, organized by the Argentine Association of Industrial Engineering Students and held at the Catholic University of Argentina (UCA), Rosario campus

At these events, we strengthened our employer brand by inviting fair attendees to learn about our organizational culture and what it is like to work at the company through interactive activities, while also promoting our Internship Program and showcasing the development opportunities we offer at Maincal.

In addition, in 2024, we invited professionals from various areas of the company to participate in the fairs and to share their testimonials and experiences within the organization.



**+400** students visited our stands

- 1| Message from our General Manager
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## Trade school

For the third consecutive year, we continued to invest in training and job placement by promoting skills and knowledge through our trade school:

**Two stitching courses were held with external trainees** between May and October, as part of the Santa Fe Province Work Experience Program. The purpose was to train qualified personnel in the footwear industry and provide tools that promote and enable people in our community to obtain formal employment.

In addition, a two-month **course on Footwear Design and Modeling** was held for internal staff between April and May.

In June 2024, together with members of the local company Milicic, we visited the Pérez Municipal Nursery, a space where part of the cost of the carbon footprint measurement project was reinvested. This project was carried out in collaboration with Alpa Carbon Footprint, a service provided by the Argentine Network of Municipalities against Climate Change.

This nursery, which is part of the Santa Fe Province Nursery Network, has a dual purpose: productive and inclusive. It produces 15,000 seedlings per season—primarily native species—to protect local flora, provides a planting service for homes in the Pérez community, and creates job opportunities for people in contexts of socioeconomic disadvantage, while also offering learning and support spaces for young people through workshops such as composting.



The funds provided by Maincal will be allocated to the construction of a pathway that ensures pedestrian safety on rainy days, contributing to the project's long-term growth and sustainability.

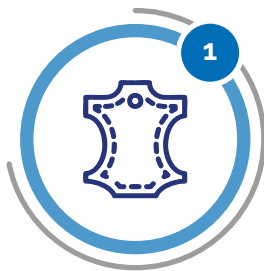
8 |

We innovate  
with an  
entrepreneurial  
vision



# Value chain

Our value chain is built on interrelated processes that guarantee quality and sustainability at every stage, from sourcing to the end of our products' useful life.



1

### Supply:

We evaluate our suppliers by requesting specific information to analyze their economic impact and potential risks.



2

### Processing:

The main phase of our production process, in which raw materials are transformed into final products ready for distribution.



3

### Distribution and Marketing:

Products are distributed through three channels: distributors, large customers, and end consumers.

Our main transportation provider has an environmental management policy and implements actions to mitigate the impact of its operations.

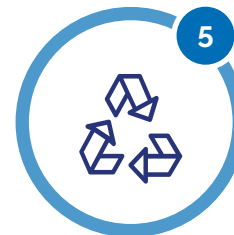
It also provides us with information on the carbon footprint generated by the shipment of our products, offering valuable insights to help us manage our environmental impact.



4

### Product Use:

We monitor the level of satisfaction of our clients through surveys and customer service.



5

### End of product life:

We evaluate the life cycle of our footwear with a focus on sustainability.

1	2	3	4	5	6	7	8
Message from our General Manager	We build value	We create meaningful connections	We lead with integrity	We take care of those who make it possible	We manage our impact	We promote community development	We innovate with an entrepreneurial vision

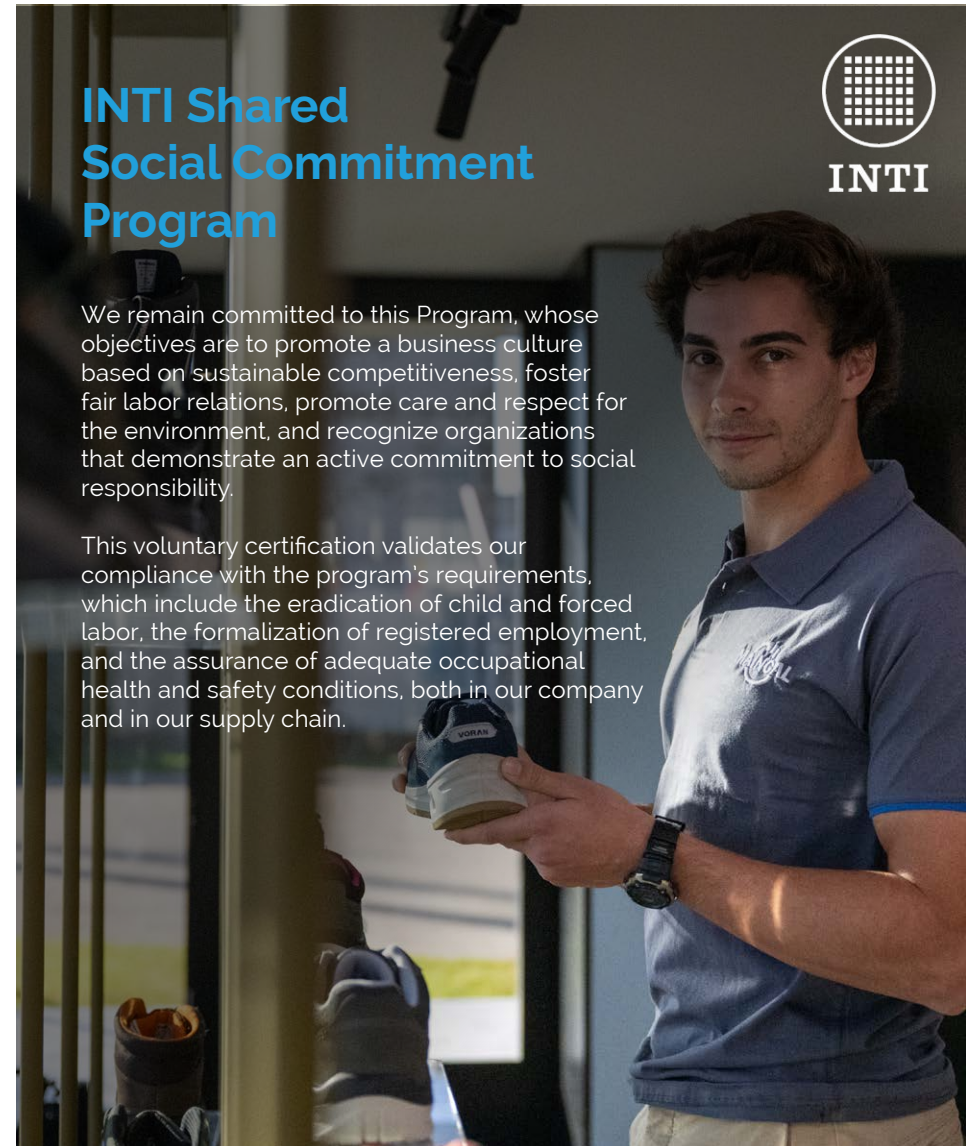
As part of our commitment to ensuring a sustainable value chain, we decided to strengthen our responsible approach to sourcing key materials for our production. For this reason, when selecting leather suppliers—one of our main inputs—we prioritize those whose environmental policies align with our values.



**100%** of our leather suppliers are certified by the Leather Working Group, an organization that promotes the best environmental practices in the leather industry.

We have not identified any negative impacts in our value chain

Even so, for the upcoming period, we are committed to incorporating assessments of all our current and new suppliers based on social and environmental criteria.



## INTI Shared Social Commitment Program

We remain committed to this Program, whose objectives are to promote a business culture based on sustainable competitiveness, foster fair labor relations, promote care and respect for the environment, and recognize organizations that demonstrate an active commitment to social responsibility.

This voluntary certification validates our compliance with the program's requirements, which include the eradication of child and forced labor, the formalization of registered employment, and the assurance of adequate occupational health and safety conditions, both in our company and in our supply chain.



## Certifications

To guarantee quality products, we ensure compliance with the legal requirements applicable to the marketing of Personal Protective Equipment:


- Resolution 896/66
- Resolution 299/2011
- IRAM Standard 3610
- IRAM Standard 9001
- IRAM Standard 450001
- SATRA Certificate of Accreditation
- Form C
- Certificate of Conformity (COC) ASTM 2413-18 and ASTM F3445-21
- INTI Shared Social Commitment Program



In 2024, we achieved recertification of our Quality Management and Occupational Health and Safety Management Systems, in accordance with ISO 9001 and 45001 standards, respectively.



In addition, the Laboratory was accredited by SATRA again, guaranteeing that it operates at the highest level of compliance, adding two new tests and validating the technical skills of our employees.



At Maincal, we understand that moving towards more efficient production not only improves our competitiveness but is also key to achieving our sustainability goals. **Optimizing processes, reducing downtime, and making better use of resources allows us to reduce environmental impacts and reinforce our commitment to continuous improvement.**

During 2024, the Quality, Engineering, Maintenance, and Production teams worked together on various actions aimed at strengthening efficiency indicators.

These initiatives fall under three main lines of work:



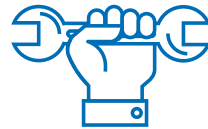
### 1| Optimization of production processes

New, higher-performance equipment was incorporated and improvements were made to the plant's layout, notably one of the production lines. These decisions streamlined the plant's workflow and improved productivity.



### 2| Information management for decision-making

Screens were installed on the floor to display the most relevant KPIs in real time, and SAP Analytics Cloud was implemented to enable continuous monitoring and analysis of failure reports. In addition, new indicators were defined to improve the tracking of events and times associated with production machine downtime.



### 3| Efficient resource and maintenance management

Critical spare parts for the injection molding machines were identified and priorities for inspection rounds were reorganized. The spare parts warehouse was also tidied up, discarding obsolete materials to optimize space and improve the availability of key supplies.

According to the production efficiency indicator, there was a sustained and cumulative improvement of **22.8%** throughout the year.

Costs associated with quality deviations were reduced by **49%**



In September, we received an "Industrial Merit" award as part of Industry Day. It was awarded by the Santa Fe Industrial Federation (FISFE) at an event held under the theme "Industry Is Community," which brought together more than 900 business leaders and local, provincial, and national authorities.

# Launch of e-commerce sites



More than **4,000** users from across the country made purchases through our e-commerce platform.

One of the most significant milestones of the year was the launch of our online stores: Voran's e-commerce site in April and Funcional's in June.

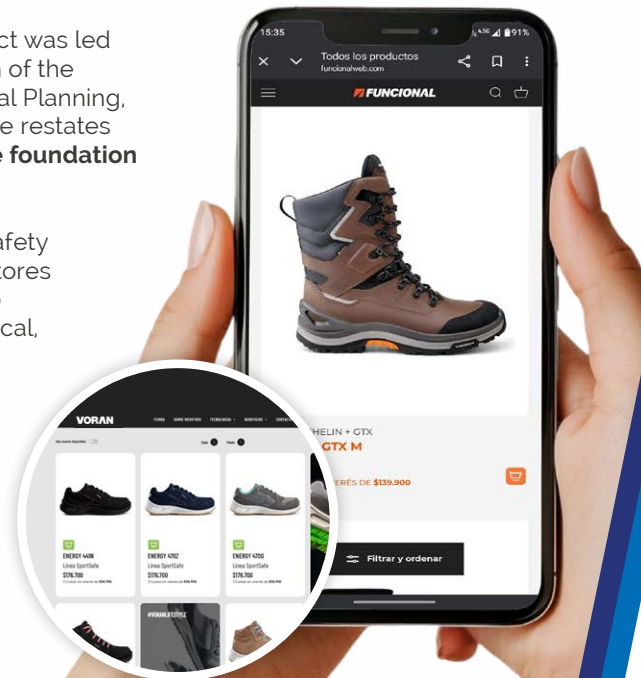
This project marked a key strategic advance with a clear objective: **to expand the reach of our products.**

The incorporation of direct sales channels, combined with other marketing channels such as an extensive distributor network, significantly boosted the reach of our brands throughout Argentina.

The development and implementation of this project was led by the Marketing team with the active collaboration of the Operational Finance, Logistics, Systems, Commercial Planning, and Customer Service departments. This experience restates one of our core beliefs: at Maincal, **teamwork is the foundation on which we build every achievement.**

As we are committed to facilitating access to our safety footwear for all workers in the country, our online stores offer affordable financing and 100% free shipping to anywhere in Argentina, ensuring an inclusive, practical, and nationwide shopping experience.

Between the launch of the stores and the last month of the year, shipping time was reduced by **40%**



"Working on this project allowed me to be part of a cross-functional team, where every issue was addressed collaboratively, with an integrated approach to finding solutions. It was a very enriching experience, as everyone contributed their perspective, even in processes that did not have a direct impact on their own work."



**Camila Celoria**  
Logistics Programmer

"Participating in the launch allowed me to gain a broader and more diverse perspective. It was enriching for the whole team to face situations that don't arise on a daily basis. The team was vital to the project's success."



**Lucía Vázquez**  
Billing and Collections Supervisor

# Digital transformation

In 2023, we announced the implementation of SAP S/4 HANA as a key milestone in our history. During 2024, we continued to move forward with determination on this path of digital transformation, convinced that **process digitization is a fundamental tool for driving continuous improvement, strengthening operational efficiency, and building a more resilient and connected organization. Among the main advances are:**

## 1.

### Efficient SAP license management:

Responsible administration of SAP licenses became fundamental to ensuring the financial and operational sustainability of the system. This allowed us to optimize the use of available licenses, avoid unnecessary purchases, reduce costs, and improve resource allocation. It also positions us favorably in the face of external audits, minimizing legal and financial risks.

## 2.

### Strengthening IT security:

We implemented multiple security measures to protect our information assets, ensure operational continuity, and mitigate potential cyber threats. These measures included awareness campaigns on phishing and ransomware for employees, the adoption of multi-factor authentication (MFA) in Microsoft environments, enhancements to firewalls and email authentication, restrictions on the use of unauthorized VPNs, and the implementation of specialized platforms for threat detection and incident response.

## 3.

### Implementation of JIRA Service Management

The Systems team implemented this tool for service and project management, replacing earlier solutions. JIRA offers a more modern interface, better automation features, high security standards, and seamless integration with other platforms. Its implementation significantly improves incident management, strengthens collaboration between teams, and enhances the user experience, thus consolidating a more agile and efficient management model.

Since 2020, Maincal has been progressively moving towards the digitization of our administrative and financial processes, integrating solutions that not only improve operational efficiency but also significantly reduce our environmental impact. This commitment translates into tangible actions that promote sustainability and the modernization of our internal management.

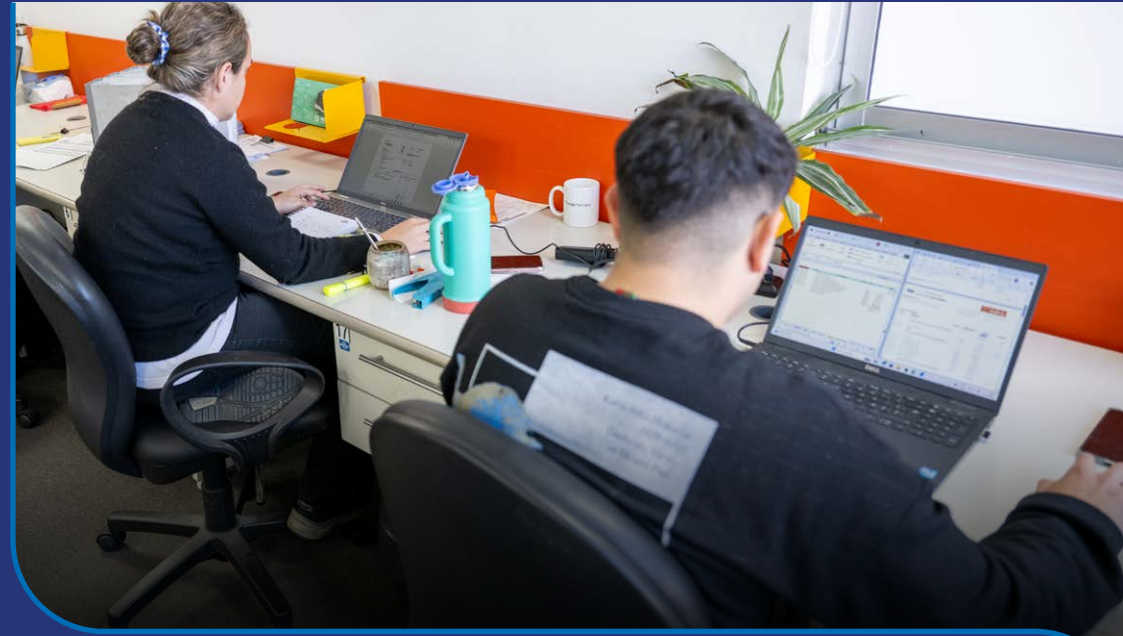
# Digitization of payments and collections

Over the years, we have gradually migrated to digital payment and collection methods, which is why in 2024:



We achieved **100%** of payments and **95%** of collections through E-cheq

This tool was introduced with a dual purpose: to optimize resource use and to reduce paper consumption. The associated benefits include:



In addition, the Administration and Finance team also digitized other everyday operational documents, with a direct positive impact on environmental sustainability and information accessibility:

- ✓✓ **Delivery notes**
- ✓✓ **Customer files**
- ✓✓ **Receipts and collection withholdings**

These actions made it possible to **eliminate paper use in these processes**, while also improving operational efficiency across all the areas involved.

Another focus of our digital transformation process is process automation, aimed at further facilitating the work of our teams and delivering an increasingly agile and reliable experience to our customers.

**In total, more than fifty automations were deployed, grouped into six main lines of action:**

- ✓ Massive data management and cleansing processes to strengthen information consistency, increase system reliability, and accelerate critical processes.
- ✓ Key configurations in SAP to simplify financial and production operations.
- ✓ This included developments focused on sales and logistics operations, which reduced processing times, minimized errors, and improved the quality of customer service.
- ✓ It also involved the automation of operations across digital channels, ensuring real-time synchronization between inventory and dispatch and significantly enhancing the digital shopping experience.
- ✓ Automated maintenance of key information to reduce manual intervention and optimize logistics and control processes.



These initiatives reflect our commitment to digital transformation aimed at creating a more efficient, collaborative work environment focused on operational excellence.

# Marketing

Our Marketing team is focused on three key principles:

- **Clear and truthful communication about our products:**

We ensure that every piece of communication conveys accurate and verifiable information, highlighting the actual characteristics of the footwear in terms of comfort, design, and protection.

We have not received any complaints or sanctions related to our marketing communications

- **Personal data protection:**

Personal data protection: We have decided to use digital tools that operate under international privacy standards, complying with Law No. 25,326 on Personal Data Protection in Argentina. Information used in advertising campaigns is anonymous and without individual identification.

We have not received any complaints or sanctions related to the misuse of data

- **Consolidation of our digital communities:**

The digital communities of our Funcional and Voran brands grew between 4% and 5%.

Our audience on LinkedIn grew by **39%**, reinforcing our ties with professionals, customers, and industry leaders.



- 1| Message from our General Manager
- 2| We build value
- 3| We create meaningful connections
- 4| We lead with integrity
- 5| We take care of those who make it possible
- 6| We manage our impact
- 7| We promote community development
- 8| We innovate with an entrepreneurial vision



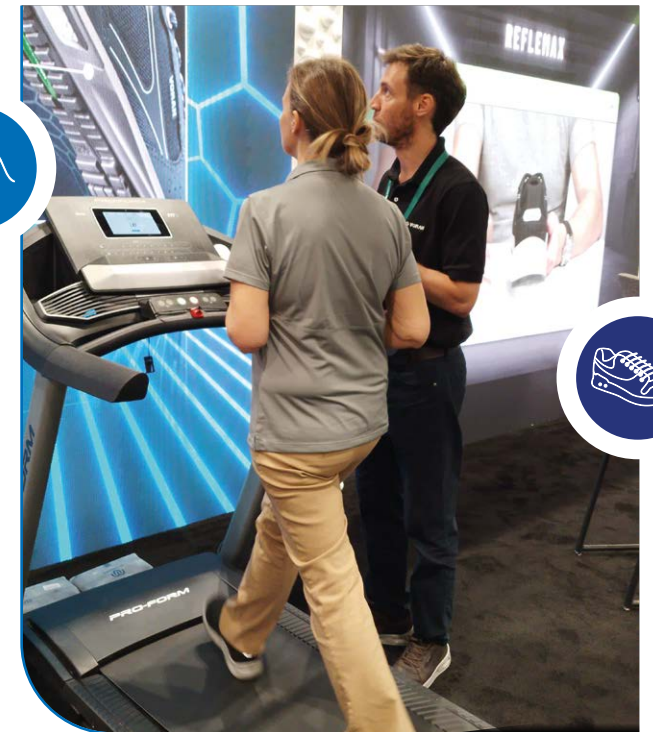
In addition, we consolidated our presence in strategic spaces that have allowed us to bring our proposals closer to the public:



At **INTERSEC**, we designed an immersive virtual reality experience where visitors could try out our products in action, testing their design, comfort, and safety. We also conducted interviews with distributors to generate meaningful content for our digital channels.



Additionally, we participated in Argentina **Oil&Gas** alongside the Argentine Chamber of Security and other companies in the sector, highlighting the importance of building strategic alliances and promoting fair competition among industry players.



We attended the main industry events in the United States with **Voran**, in order to pursue our brand internationalization goals.

We also attended trade fairs, exhibitions, and events in different parts of the country, accompanied by technical specialists who provided quality information on ergonomics and other topics related to workplace safety.

These actions strengthen a marketing approach that aims not only to position our brands but also to reinforce relationships across our value chain.

# 9 | Additional information





● **Statement of use**

Maincal presented the information cited in this GRI content index for the period from January 1, 2024, to December 31, 2024, using the GRI Standards as a reference.

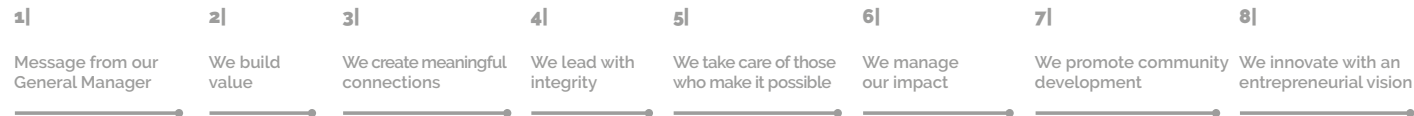
● **GRI 1 applied**

GRI 1: Foundation 2021

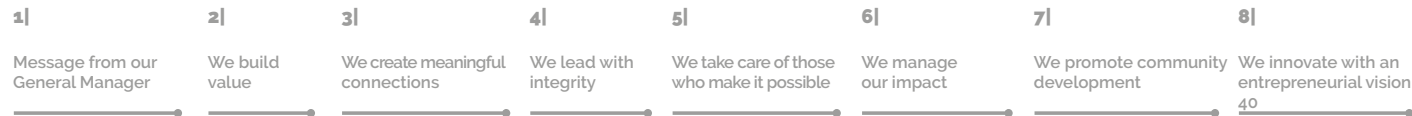
● **Industry standards applied**

No industry standards were applied.

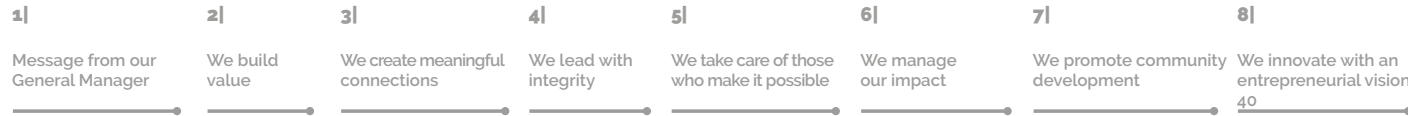
GRI No.	Disclosure	Location	Reason for Omission
<b>GRI 2: General Disclosures 2021</b>			
GRI 2: General Disclosures 2021	<b>The organization and its reporting practices</b>		
	2-1 Organizational details	6, 7, 8, 9	
	2-2 Entities included in the organization's sustainability reporting	8	
	2-3 Reporting period, frequency and contact point	14, 88, 89	
	2-4 Actualización de la información	No information update.	
	2-5 External assurance	The organization has not sought external assurance for this report.	
	<b>Activities and workers</b>		
	2-6 Activities, value chain and other business relationships	6, 8, 9, 67	
	2-7 Employees	26, 27, 28	
	2-8 Workers who are not employees	21	
	<b>Governance</b>		
	2-9 Governance structure and composition	19, 20, 21	
	2-10 Nomination and selection of the highest governance body	21	
	2-11 Chair of the highest governance body	21	
	2-12 Role of the highest governance body in overseeing the management of impacts	19, 20	
	2-13 Delegation of responsibility for managing impacts	19, 20	
	2-14 Role of the highest governance body in sustainability reporting	88. The Board of Directors actively participates in the process of collecting information, presenting, and validating the content of this document.	



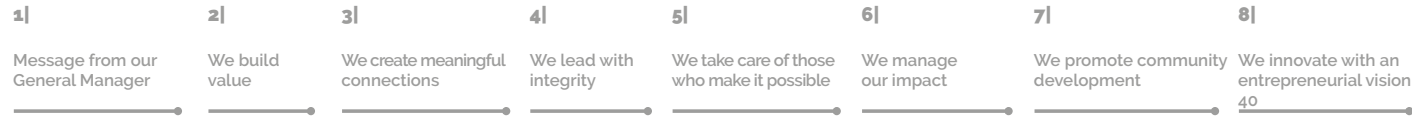
GRI No.	Disclosure	Location	Reason for Omission
2-15	Conflicts of interest	22, 23	
2-16	Communication of critical concerns	19	
2-17	Collective knowledge of the highest governance body		The required information is omitted for reasons of confidentiality, in order to protect sensitive information related to individuals or internal processes of the organization, avoiding potential risks associated with its disclosure.
2-18	Evaluation of the performance of the highest governance body		The required information is omitted for reasons of confidentiality, in order to protect sensitive information related to individuals or internal processes of the organization, avoiding potential risks associated with its disclosure.
2-19	Remuneration policies		The required information is omitted for reasons of confidentiality, in order to protect sensitive information related to individuals or internal processes of the organization, avoiding potential risks associated with its disclosure.
2-20	Process to determine remuneration	43	
2-21	Annual total compensation ratio		The required information is omitted for reasons of confidentiality, in order to protect sensitive information related to individuals or internal processes of the organization, avoiding potential risks associated with its disclosure.



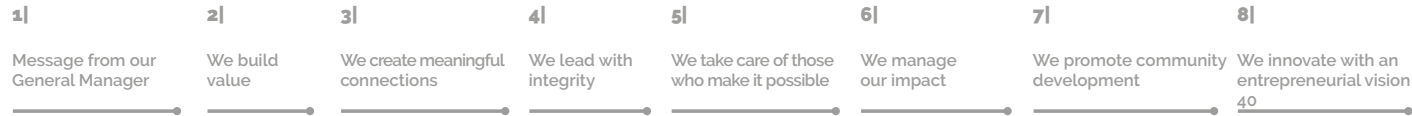
GRI No.	Disclosure	Location	Reason for Omission
	<b>Strategy, policies and practices</b>		
	2-22 Statement on sustainable development strategy	4	
	2-23 Policy commitments	13, 14, 15, 16, 22, 23	
	2-24 Embedding policy commitments	16, 21, 22, 23	
	2-25 Processes to remediate negative impacts	13, 14, 15	
	2-26 Mechanisms for seeking advice and raising concerns	16	
	2-27 Compliance with laws and regulations	We have not recorded any breaches of current legislation and regulations during the reporting period.	
	2-28 Membership associations	16	
	<b>Stakeholder engagement</b>		
	2-29 Approach to stakeholder engagement	4, 11, 12, 16	
	2-30 Collective bargaining agreements	17. 61% percent of employees are affiliated with the Argentine Footwear Workers' Union agreement. The remaining 31% fall outside the collective agreement, in accordance with current legislation.	
<b>GRI 3: Material Topics 2021</b>			
GRI 3: Material topics 2021	3-1 Process to determine material topics	16, 17	
	3-2 List of material topics	17	
<b>Economic</b>			
	3-3 Management of material topics	19 to 24	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		The required information is omitted for reasons of confidentiality, in order to protect sensitive information related to individuals or internal processes of the organization, avoiding potential risks associated with its disclosure.



GRI No.	Disclosure	Location	Reason for Omission
	201-2 Financial implications and other risks and opportunities due to climate change 201-3 Defined benefit plan obligations and other retirement plans	No cases were reported..	
	201-4 Financial assistance received from government		The information is limited to compliance with current local legislation, in accordance with the Argentine Integrated Social Security System (Law No. 26,425). The required information is omitted for reasons of confidentiality, in order to protect sensitive information related to individuals or internal processes of the organization, avoiding potential risks associated with its disclosure.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		The required information is omitted for reasons of confidentiality, in order to protect sensitive information related to individuals or internal processes of the organization, avoiding potential risks associated with its disclosure. Related initiatives are referenced.
	203-2 Significant indirect economic impacts		The required information is omitted for reasons of confidentiality, in order to protect sensitive information related to individuals or internal processes of the organization, avoiding potential risks associated with its disclosure.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	67	

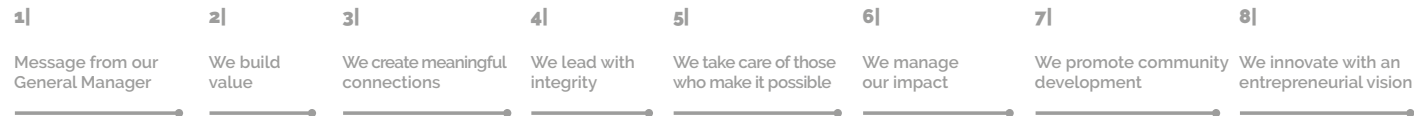


GRI No.	Disclosure	Location	Reason for Omission
<b>Ethics and Anti-corruption</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	19 to 23	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No cases were reported.	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No cases were reported.	
GRI 415: Public Policy 2016	415-1 Political contributions	The organization did not make contributions to political parties and/or representatives.	
<b>Environmental</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	50 to 57	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	It was included in the materiality analysis assessment, and related actions are currently being planned.	
	301-2 Recycled input materials used	It was included in the materiality analysis assessment, and related actions are currently being planned.	
	301-3 Reclaimed products and their packaging materials	It was included in the materiality analysis assessment, and related actions are currently being planned.	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	55. 56	The required information is omitted for reasons of confidentiality, in order to protect sensitive information related to individuals or internal processes of the organization, avoiding potential risks associated with its disclosure.
	302-2 Energy consumption outside of the organization	56	
	302-3 Energy intensity		

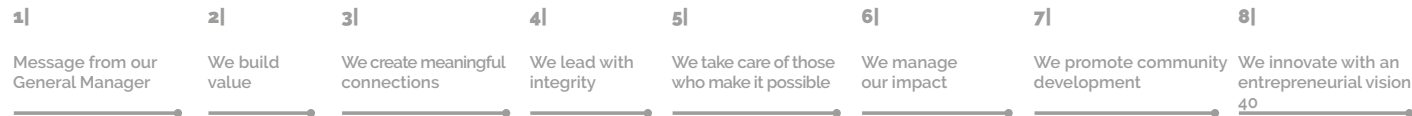


GRI No.	Disclosure	Location	Reason for Omission
	302-4 Reduction of energy consumption	55	
	302-5 Reductions in energy requirements of products and services	55, 56, 57	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	57	
	303-2 Management of water discharge-related impacts	We do not generate significant impacts.	
	303-3 Water withdrawal	It was included in the materiality analysis assessment, and related actions are currently being planned.	
	303-4 Water discharge	It was included in the materiality analysis assessment, and related actions are currently being planned.	
	303-5 Water consumption	It was included in the materiality analysis assessment, and related actions are currently being planned.	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None of our activities take place in protected areas.	
	304-2 Significant impacts of activities, products and services on biodiversity	51. We do not generate significant impacts.	
	304-3 Habitats protected or restored	None of our activities take place in protected areas.	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	We do not generate significant impacts.	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	56	
	305-2 Energy indirect (Scope 2) GHG emissions	56	
	305-3 Other indirect (Scope 3) GHG emissions	56	
	305-4 GHG emissions intensity	56	
	305-5 Reduction of GHG emissions	57	
	305-6 Emissions of ozone-depleting substances (ODS)	We do not emit substances that deplete the ozone layer.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	We do not produce significant air emissions.	

GRI No.	Disclosure	Location	Reason for Omission
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	52, 53, 54	
	306-2 Management of significant waste-related impacts	52, 53, 54	
	306-3 Waste generated	52	
	306-4 Waste diverted from disposal	53, 54	
	306-5 Waste directed to disposal	53	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		It was included in the materiality analysis assessment, and related actions are currently being planned.
	308-2 Negative environmental impacts in the supply chain and actions taken	52	We do not generate significant impacts.
<b>Social</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	11 a 48, 59 to 65	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	29, 30	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		There are no part-time employees.
	401-3 Parental leave		44. 100% of employees who took parental leave returned to their jobs.
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	32	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	39, 40, 41, 42	
	403-2 Hazard identification, risk assessment, and incident investigation	40	
	403-3 Occupational health services	41, 44	
	403-4 Worker participation, consultation, and communication on occupational health and safety	40	
	403-5 Worker training on occupational health and safety	33, 41	
	403-6 Promotion of worker health	39, 41, 42	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	39, 40, 41, 42	



GRI No.	Disclosure	Location	Reason for Omission
	403-8 Workers covered by an occupational health and safety management system	30, 40, 41, 42	
	403-9 Work-related injuries	42	The required information is omitted for reasons of confidentiality, in order to protect sensitive information related to individuals or internal processes of the organization, avoiding potential risks associated with its disclosure.
	403-10 Work-related ill health		The required information is omitted for reasons of confidentiality, in order to protect sensitive information related to individuals or internal processes of the organization, avoiding potential risks associated with its disclosure.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	33	
	404-2 Programs for upgrading employee skills and transition assistance programs	34, 35, 36	
	404-3 Percentage of employees receiving regular performance and career development reviews	37	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	27	
	405-2 Ratio of basic salary and remuneration of women to men	There are no gender pay gaps.	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No cases were reported.	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No cases were reported.	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	No cases were reported.	



GRI No.	Disclosure	Location	Reason for Omission
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No cases were reported.	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Se incluyó en el relevamiento del análisis de materialidad y se están planificando acciones asociadas.	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No cases were reported.	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	59 to 65	
	413-2 Operations with significant actual and potential negative impacts on local communities	No cases were reported.	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	It was included in the materiality analysis assessment, and related actions are currently being planned.	
	414-2 Negative social impacts in the supply chain and actions taken	68. No negative social impacts were identified.	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	69	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No cases were reported.	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	69	
	417-2 Incidents of non-compliance concerning product and service information and labeling	75. No cases were reported.	
	417-3 Incidents of non-compliance concerning marketing communications	75. No cases were reported.	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	75. No cases were reported.	



## About the report

All Maincal departments participated in the development of the Report. It was validated by the General Management and the members of the Board of Directors.

### Report management:

Human Resources Management

### Design and production:

Human Resources Management and BW Internal Communication

Maincal S.A.'s 2024 Sustainability Report is available on our website <https://www.maincal.com.ar>.

For questions, comments, or suggestions, please contact us at [sustentabilidad@maincal.com.ar](mailto:sustentabilidad@maincal.com.ar).

# Contact



## Maincal S.A.

[www.maincal.com.ar](http://www.maincal.com.ar)

**Address:** Avenida Eva Perón 1452  
(Formerly Av. Las Palmeras), lots  
54 55, S2121 Pérez, Santa Fe.

**Phone:** +54 0341 465-7800

**LinkedIn:** Maincal



## Funcional

[www.funcionalweb.com](http://www.funcionalweb.com)

**Instagram:** @calzadofuncional

**Facebook:** /Funcional

**YouTube:** @FuncionalCalzados



## Voran

[www.voran.com.ar](http://www.voran.com.ar)

**Instagram:** @calzadovoran

**Facebook:** /calzadovoran

**YouTube:** @VoránTV

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