



# Sustainability Report 2025.



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# Sustainability Framework and SDGs.

Virtualware's sustainability strategy is geared towards contributing to the 2030 Agenda and the Sustainable Development Goals (SDGs), in line with current reporting trends and the requirements of the CSRD and European sustainability reporting standards (ESRS).

**This approach allows for the systematic integration of environmental, social, and governance impact into business management and strategic decision-making.**

# Virtualware Sustainability Committee.

**Innovation, Trust, and Sustainability** are Virtualware's three core values, defined in our 2024–2026 strategic plan, and the Sustainability Committee is the body that puts them into practice.

Since 2021, this multidisciplinary committee, made up of people from different areas of the organization, has defined and managed our sustainability initiatives: it identifies the SDGs and their priority goals, develops the materiality matrix, designs programs with clear objectives and KPIs, monitors results, and publishes this sustainability report annually.

In recent years, the Committee's strategy has evolved to align its priorities with B Corp certification standards, using this framework as a means to integrate the SDGs into Virtualware's business model.

**This approach places sustainability at the core of the corporate strategy and reinforces consistency between internal policies, operational processes, and impact goals, moving towards a business model that combines economic performance with social and environmental value.**



# B CORP certification and work programs.

B Corp is a certification that recognizes companies that meet rigorous social and environmental standards, public transparency, and legal responsibility, considering workers, customers, suppliers, the community, and the environment in their decision-making. In 2024, we formally began the process of adapting and certifying ourselves as a B Corp company and, as a result, we restructured the work of the Sustainability Committee into five programs aligned with the B Corp assessment areas: Governance, Workers, Environment, Community, and Customer Work programs 2024–2026.

**We have defined five work programs aligned with the five areas defined by B Corp:**

01

## Governance

Focuses on how the organization is run and managed, promoting responsible, ethical, and transparent governance that is oriented toward the long term and all stakeholders, beyond the shareholders.

02

## Workers

Assesses working conditions and the well-being of the team, promoting a fair, healthy, safe, and equitable work environment, with a special focus on equal opportunities and professional development.

03

## Environment

Focuses on the company's environmental impact and the responsible management of natural resources through initiatives to reduce its environmental footprint, improve energy efficiency, manage waste, and collaborate on environmental restoration projects, such as tree planting through the environmental organization Bosquia.

04

## Community

Seeks to generate a positive impact on the communities in which we operate through participation in educational and social initiatives and support for causes aligned with innovation, entrepreneurship, and inclusion.

05

## Customers

Analyzes how our products and services impact society, ensuring that immersive technology solutions add value and are developed based on the criteria of corporate responsibility and ethics.

**In 2025, the Sustainability Committee met on several occasions to review progress, identify new actions, and establish mechanisms to drive initiatives with real impact. A significant part of the work was devoted to the B Corp verification process: gathering information, improving reporting systems, and verifying evidence to move toward certification.**



# Priority SDGs.

Within the framework described above, Virtualware focuses its contribution on the following Sustainable Development Goals, which serve as a guide for defining objectives, programs, and metrics:



## SDG 5 – Gender equality

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



## SDG 8 – Decent work and economic growth

Promote sustainable growth with full and decent employment, promoting innovation, equal pay, and safe working environments.



## SDG 9 – Industry, innovation, and infrastructure

Foster inclusive and sustainable industry by modernizing infrastructure and efficiently using clean and immersive technologies.



## SDG 12 – Responsible consumption and production

Ensuring the sustainable use of natural resources and reducing waste generation through prevention, recycling, reuse, and the circular economy.



## SDG 17 – Partnerships for the goals

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

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# 2025 Results.

**In 2025, the Sustainability Committee met on several occasions to review progress, identify new actions, and establish mechanisms to drive initiatives with real impact.**

A significant part of the work was devoted to the B Corp verification process: gathering information, improving reporting systems, and verifying evidence to move toward certification.



## 01\_ B CORP

Part of the Sustainability Committee's strategy for 2026 will be to work closely with the Quality Committee to integrate environmental, social, and governance objectives in a coherent and cross-cutting manner throughout the organization.

**As part of this collaboration, specific sustainability indicators will be established for each of the processes, allowing performance to be measured, opportunities for improvement to be identified, and ensuring that responsible practices form a natural part of day-to-day management.**



The benefits of this joint effort can be summarized in the following points:

- **More consistent integration of objectives:** Sustainability is no longer an isolated effort but becomes a natural part of quality management and continuous improvement.
- **Better decision-making:** The new indicators will enable the environmental and social impact of each process to be assessed objectively, facilitating more informed decisions.
- **Identification of inefficiencies:** Systematic measurement helps detect excessive consumption, avoidable waste, or practices that can be improved.
- **Regulatory and reputational compliance:** The alignment between quality and sustainability reinforces compliance with standards and improves the organization's image.
- **Cost savings:** Optimizing energy, material, and operational resources usually translates into economic reductions in the medium and long term.
- **Greater internal commitment:** Working with clear indicators encourages the involvement of all teams and facilitates the communication of objectives and results.



# 02\_ Equality.

Since its creation, the Sustainability Committee has integrated the Equality group, made up of five people, which is responsible for prioritizing, launching, and monitoring actions related to this area.

The number of women in the company in 2025 was similar to previous years, specifically 23%, with the Development team being the most unbalanced, despite the actions taken to strengthen the recruitment of women with Science, Technology, Engineering, Arts, and Mathematics (STEAM) studies.

2025 was the year in which the company's Third Equality Plan, covering 2023–26, came to an end. The initiatives implemented and actions carried out, as well as the results, were evaluated. A preliminary diagnosis was carried out prior to defining the next Equality Plan, the fourth, covering 2026–29.

In the Third Equality Plan, we worked on the following areas, each with projects and actions:

## 01 Management from a gender perspective.

### Projects:

HR policy with a gender perspective (in talent recruitment, management, and development):

- Wage gap.
- Awareness and continuous training plan on equality 2023–26.
- Forums/networks of interest.
- Work environment surveys and occupational risk prevention information with a gender perspective.
- Work-life balance.
- Gender perspective in all company processes.



## 02 Empowerment

### Projects:

- Women in decision-making positions and greater visibility for women at Virtualware.
- Equal career opportunities.
- Support for external programs promoting technical vocations among girls/women (Inspira, STEAM Sare, Ekin eta Egin, Women IN, First Lego League, etc.)

## 03 Fair treatment

### Projects:

- Preventive work culture, zero tolerance for non-diversity and inclusion.

The stakeholders we have targeted with our actions are: company employees, customers, partner companies, suppliers, and finally, social and environmental groups.

### Some indicators and actions:

- Two women representing the company in leading international forums in which we are present (NATO STO and the Energy Committee of the VRARA Association, the largest association focused on XR technologies, with more than 50 global chapters and more than 55,000 participants in local and global events).
- Two women promoted to positions of greater responsibility.
- Creation of the company's sexual and gender-based harassment protocol, training for the Equality Group (whose members include the Confidential Advisor and the Ad Hoc Evaluation Committee), and awareness-raising/training for company employees on the protocol and the procedure to follow in the event of an incident.
- Three pay gap analyses carried out.
- Increase in the number of questions to collect and analyze data disaggregated by gender in the Climate Survey and information on occupational risk prevention and occupational health.
- Promotion and monitoring of gender-neutral language in internal documentation for all company processes.
- Participation in the Bai Sarea and Denbbora networks.
- Reception at the company and at the Immersive Technologies Lab located at the ESIDE Faculty in Deusto of secondary and high school centers and vocational training/university students linked to our activity (with the participation of 33 students, 14 interviewed who were interested in our company, and 3 hired).
- Carrying out various campaigns each year (for International Day of the Girl in Science, International Women's Day, International Day Against Gender Violence, International Day Against Homophobia, Transphobia, and Biphobia).

## 03\_ Entrepreneurship culture .

Once again this year, we participated in the Egin eta Ekin (Act and Initiate) initiative of the Provincial Council of Bizkaia, which promotes a culture of entrepreneurship among secondary school and high school students. In 2025, we welcomed high school students from IES Gabriel Aresti (Bilbao), JM Artxanda (Bilbao), and IES Arratia (Igorre) to our offices in Basauri, as well as 20 students from IES Urbi BHI (Basauri) during Science Week, promoting scientific and entrepreneurial vocations.

This 17th edition of the EGIN eta EKIN training program involved 1,464 students from 39 schools (22 public and 17 charter schools), who worked in 74 teams to develop innovative, sustainable, and inclusive projects, generating more than a hundred inventions and business plans that won awards at the BEC.

**We hope we have inspired young people to see entrepreneurship as a viable and exciting option.**



## 04\_ Document management .

As part of our responsible management and data protection policies, Virtualware has collaborated with Servicios Documentales Gesducon, S.L. for the secure and confidential destruction of sensitive documentation.

At the end of the 2025 financial year, the collection and destruction of documents had not yet been carried out due to a significant reduction in the generation of such documents.

## 05\_ Well-being of workers.

In response to the needs identified in our Work Climate Survey, we have improved the relaxation area by adding a filtered water fountain, a new coffee machine, a microwave, and air conditioning.

We have also changed our weekly fruit supplier, increasing the number of kilos while collaborating with the reduction of food waste and environmental sustainability, as the selected company, Talkual Foods, supports local producers and sustainable agricultural practices by marketing seasonal and domestic “imperfect” fruits and vegetables that are less attractive at first glance or have some damage (having saved more than 10 million tons of food from being discarded). At the same time, it avoids the use of plastics in its packaging.

In addition, with the aim of contributing to the personalization of Compensation and Benefits needs, we have incorporated the option of flexible remuneration for company employees (meals, public transportation, training, and technology for remote work).



# 06\_ Sustainable Partnerships.

We continue to belong to the denBBora network, a public-private partnership initiative to promote cultural change in organizations towards healthier, more equal, and efficient time management, facilitating work-life balance and shared responsibility in professional, family, personal, and social life.

We also continue to be part of Bai Sarea, a business network promoted by Emakunde-Basque Institute for Women, made up of organizations that want to advance real equality between women and men in the workplace.

The network provides an interesting space for collaboration, exchange of experiences and methodologies, learning, and the search for synergies with other organizations.

On October 24, 2025, we participated in the first topaketa (meeting) of Bai Sarea, Emakunde's business network that promotes gender equality in Basque companies through collective work and a feminist perspective.

During the day, we applied the "Map of Critical Work Issues" tool to evaluate spaces from a feminist urban planning perspective (location, bathrooms, reception), identifying opportunities for improvement in our facilities.

In small groups, we addressed key challenges such as wage policies, intersectionality, and workplace safety from a gender perspective, concluding that mutual insurance companies and occupational health services must integrate real differences between women and men in terms of risks and conditions.

**This experience reinforces our commitment to equality (SDG 5), integrating lessons for future processes such as gender integration in workplace safety.**



# 07\_ Campaigns 2025.

## 01

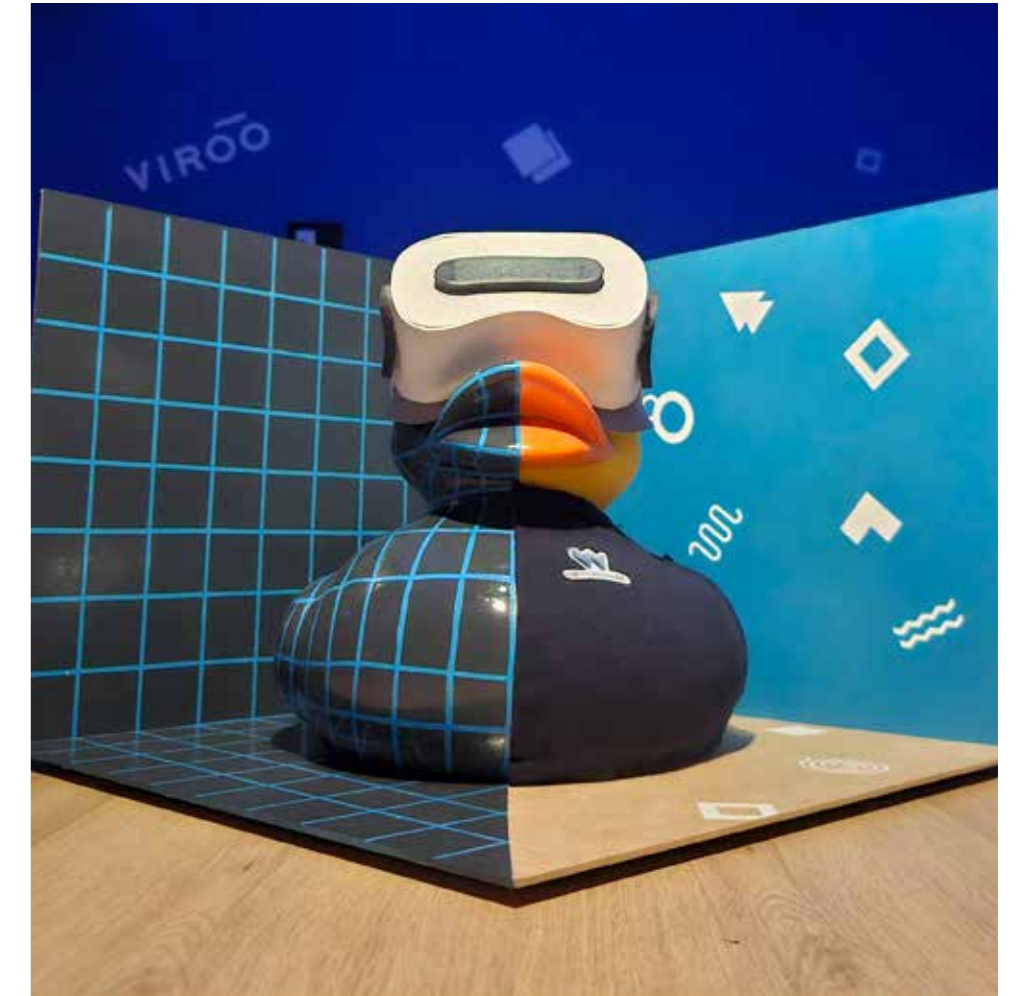
### Participation in WOPaton.

Virtualware participated in Wopaton 2025, an initiative of The Walk On Project Foundation integrated into Estropatada, transforming an XXL rubber duck into what we have called "PATOO" to raise awareness about neurodegenerative diseases.

Promoted by the Sustainability Committee, PATOO pays tribute to VIROO with immersive digital mesh, VR glasses, corporate logo, and a faithful recreation of our Basauri office, following a collaborative process: brainstorming, voting on ideas, and voluntary execution (painting, carpentry, 3D design).

The proposal arose to combine technological innovation with positive social impact, promoting internal team building and supporting SDG 3 (Good Health and Well-being) and SDG 17 (Partnerships).

Our duck participated in this high-impact initiative: exhibition in Zubiarte (75,000 people reached), official website (83,523 unique visits, historic record of 18,226 votes) and social media (2.5 million impressions), contributing to the success of Estropatada 2025 (+15% attendance).



# 02

## International Day of Women and Girls in Science.

On this occasion, we wanted to celebrate the International Day of Women and Girls in Science on February 11 (2025), remembering those women who inspired us or whom we took as a reference to enter the world of technology.

Through a video, we highlight several well-known and lesser-known women in different fields of STEAM.



# 03

## Participation in the 'Peer Meeting 2025' initiative

Our colleague Irene Gallardo participated this year alongside 20 other professionals in a meeting with young people organized by Bilbao City Council in collaboration with Elhuyar, as part of the 'Bizilabe Bilbao' project.

With the aim of promoting talent and STEAM careers among young people, the meeting facilitated dialogue between youngsters and professionals in the field of science and technology, providing advice and suggestions while raising awareness of their work.

70 young people from the 'Bizilabe Bilbao' project exchange ideas with 21 professional women from the world of science and technology - Bilbao Ekintza.



# 04

## WIIT Movement.

Our colleague María Madarieta participated in the WIIT Movement (Women in Immersive Technologies), a European initiative that promotes gender equality in immersive technologies, connecting women leaders in the XR sector.

From the MASTER XR project, María represented Virtualware in this movement that promotes mentoring, networking, and female visibility in virtual/augmented reality, aligned with SDG 5 (Gender Equality) and SDG 9 (Industry and Innovation).

WIIT Europe promotes diversity in a sector where women represent less than 25% of technical professionals, creating spaces for the exchange of experiences and strategies against the digital gender gap [www.wiiteurope.org].

This participation reinforces our commitment to incorporating female technical talent (Maialen, Eliza) and diverse leadership in immersive technology.



# 05

## The 2025 International Women's Day.

Theme reminded us that the fight for gender equality cannot wait. #AccelerateAction

At the current rate, full gender parity will not be achieved until 2158.

We prepared a video highlighting our commitment to accelerating measures for gender equality. We cannot afford to wait that long; we must act NOW.

We need to create an inclusive world where gender equality is a reality.

**Let's keep breaking barriers.**



# 06

## Pride day

Because visibility, freedom, and representation matter — especially in the digital world we help shape.

At Virtualware, we celebrate LGBTIQ+ voices in tech.

Pride is more than a month — it's a reminder of who we stand for, and who we stand with.



# 07

## International Day for the Elimination of Violence against Women. 25 November.

There is #NoExcuse for online abuse.

Digital violence is real and impacts millions of women and girls every day, in both physical and virtual spaces. As XR innovators, we believe technology only drives true progress when it protects and empowers everyone.

We join the 16 Days of Activism against Gender-Based Violence by UN Women, reaffirming our commitment to building safer, more inclusive XR environments — where innovation means respect, privacy and gender equity. Identify. Report. Prevent.

Be part of the movement. There is #NoExcuse.



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