

**Independent Practitioner's Assurance  
Report**

**GONVARRI CORPORACIÓN  
FINANCIERA, S.L.**



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## INDEPENDENT PRACTITIONER'S ASSURANCE REPORT

To the Management of GONVARRI CORPORACIÓN FINANCIERA, S.L.

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### Scope

We have been engaged by GONVARRI CORPORACIÓN FINANCIERA, S.L. to perform a "limited assurance engagement", as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on the sustainability indicators contained in the Appendix: "GRI Content Index" (the "Subject Matter") contained in the 2025 Sustainability Report of Gonvarri Corporación Financiera, S.L. and subsidiaries (hereinafter Gonvarri or the Group) for the period from January 1 of 2025 and December 31, 2025 (the "Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

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### Criteria applied by Gonvarri

In preparing the Subject Matter, Gonvarri applied the Guide for the preparation of Sustainability Reports of the Global Reporting Initiative (GRI) (hereinafter referred to as the criteria) as detailed in the section "About this report". (Criteria).

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### Gonvarri's responsibilities

Gonvarri's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

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### EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* (ISAE 3000 (Revised)), issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and the terms of reference for this engagement as agreed with Gonvarri on January 15, 2026 Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.



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## Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

Our firm applies International Standard on Quality Management 1, which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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## Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the subject matter under analysis and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Meetings with Gonvarri staff to learn about the business model, policies and management approaches applied, the main risks related to these issues and obtain the necessary information for the external review.
- Review of the content of the 2025 Sustainability Report prepared by Gonvarri, with the following scope:
  - Analysis of the scope, relevance, and completeness of the contents included in the Sustainability Report, based on the materiality analysis performed by Gonvarri.
  - Analysis of the processes carried out by Gonvarri to collect and validate the data resented in the Sustainability Report.
  - Review of the information relating to the risks, policies and management approaches applied in relation to the material aspects presented in the Sustainability Report.
  - Verification, by means of tests, based on the selection of a sample, of the information relating to the contents included in the Appendix: "GRI Content Index" and its appropriate compilation based on the data provided by Gonvarri 's information sources.

We also performed such other procedures as we considered necessary in the circumstances.



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## Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that need to be made to the sustainability indicators contained in the Appendix: "GRI Content Index" as of December 31, 2025 in order for it to be presented in accordance with the Guide for the preparation of Sustainability Report of the Global Reporting Initiative (GRI), which includes the reliability of the data, the adequacy of the information presented and the absence of significant deviations and omissions.

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## Restriction on distribution and use

This report is intended solely for the information and use of Gonvarri for the 2025 Sustainability Report and is not intended to be and should not be used by anyone other than those specified parties without our prior written consent. We will not accept any responsibility from any third parties different to the addressees of this report.

ERNST & YOUNG, S.L.

(Signature on the original in Spanish)

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Alberto Castilla Vida

27 March 2026

# **Gonvarri Industries**

Sustainability Report

2025

## Letter from the Executive Chairman

(Content 2-22)

The 2025 financial year took place against a global backdrop marked by geopolitical uncertainty, trade tensions and an energy transition progressing at different pace across regions. In Europe, this context is further shaped by a demanding regulatory framework on climate and sustainability, which is redefining expectations regarding the role of companies and their value chain.

From the perspective of steel processors and end-users, the performance of the European market is a direct reflection of the state of industrial and manufacturing activity. After several years of contraction, demand is showing signs of stabilization, albeit in a still fragile environment, constrained by the weakness of certain sectors and significant import pressure. This context demands progress in efficiency, competitiveness and resilience, incorporating sustainability as a factor to strengthen Europe's industrial base.

Against this backdrop, and since our founding more than 65 years ago, Gonvarri Industries has established itself as a global leader in the processing of flat steel, aluminium and other metal solutions, playing a leading role in innovative industrial projects and providing efficient, safe and sustainable solutions. This Report outlines the company's progress in sustainability over the past year, reflecting our commitment to environmental, social and governance dimensions within our business model, in line with our purpose: "Doing Well by Doing Good".

As a family-owned industrial company with a clear focus on longevity and long-term value creation, at Gonvarri Industries we approach decarbonisation and the circular economy not as short-term trends, but as structural transformations that will shape the way the industry operates in the coming decades. Anticipating these changes and adapting our processes is key to remaining competitive and resilient over time.

Our Carbon Neutral 2030-2050 Plan, approved by the Board of Directors, sets clear emission reduction targets and relies on levers such as energy efficiency, electrification, the use of renewable electricity and new local energy sources. In recent years, our energy consumption mix has become increasingly electrified, with a rise in the amount of renewable energy consumed.

The circular economy is establishing itself as a medium-term lever for decarbonisation and industrial competitiveness. In the case of steel, an infinitely recyclable material, it enables improved resource efficiency and a reduced environmental footprint throughout the product lifecycle. At Gonvarri Industries, we view this challenge as an opportunity to innovate and collaborate with customers and suppliers, moving towards more efficient and sustainable metal solutions.

The progress made has been backed by significant external recognition, such as the EcoVadis Gold Medal and a B rating from CDP on climate change, which we see as an incentive to continue improving.

I would like to thank our employees for their efforts and express my gratitude for the trust placed in us by our customers, suppliers, partners, financial institutions and local communities. To our shareholders, I reaffirm the Board's commitment to building a profitable and sustainable company, guided by the values of our founder.

*Jon Riberas*

Executive Chairman

Gonvarri Industries

## Letter from the CEO

(Content 2-22)

I am pleased to present Gonvarri Industries' Sustainability Report for the 2025 financial year, set against a challenging global backdrop that reinforces the need for robust and efficient industrial organizations. With more than six decades of experience, in 2025 we demonstrated the resilience of our industrial operations, improved operational efficiency and made progress in diversifying our portfolio, relying on innovation and digitalization to consolidate our position as an international supplier of efficient, safe and sustainable metal solutions.

In the environmental sphere, 2025 was a significant year in the implementation of our Carbon Neutral 2030–2050 Plan. We reduced Scope 1 emissions by 4.4%, improving emissions intensity to 10.18 kg of CO<sub>2</sub> per ton sold. These advances were supported by a lower reliance on fossil fuels, increased use of renewable electricity — which now accounts for 61% of total electricity consumption — and the implementation of efficiency, electrification, heat recovery and on-site photovoltaic projects at our plants.

People's health and safety remain an absolute priority. In 2025, we strengthened our safety culture through training, improvements to equipment and facilities, and greater employee involvement. Since 2020, the Group has invested more than €18 million in health and safety, reflecting a firm commitment to the goal of zero accidents.

The transition to a low-carbon industrial model also requires action on materials across the value chain. In this context, low-carbon steel is of particular relevance to Gonvarri Industries as a steel service center serving industry and the automotive sector. In 2025, we focused on preparing for this transition through dialogue with producers, progress in certification and traceability, and the alignment of our ambitions with the actual availability of this type of steel. Looking ahead to 2026–2027, we anticipate a regulatory and industrial turning point that will enable the gradual integration of green steel into our offering and allow us to better support our customers in their decarbonisation strategies.

On the social and governance front, we continued to promote talent development, training and diversity, while fostering safe and inclusive working environments. Our DRIVE Management Model guides decision-making and ensures strong standards of ethics, compliance and accountability, in constant dialogue with our stakeholders.

I would like to thank everyone at Gonvarri Industries for their commitment and dedication. To our customers, suppliers and partners, thank you for your trust and collaboration as we continue to build a more competitive and sustainable industry.

We will continue to move forward with determination, true to the values of honesty, humility, perseverance and hard work, with the conviction that sustainability is a strategic lever for securing the industrial future of Gonvarri Industries.

*Josu Calvo*

Chief Executive Officer

Gonvarri Industries

## About this report

(Content 2-3, 2-4)

## Company details

Company name: Gonvarri Corporación Financiera S.L.

Registered office and tax domicile: C/ Embajadores s/n, Madrid.

Gonvarri Corporación Financiera S.L. and its subsidiaries form the Gonvarri Group (hereinafter Gonvarri Industries, Gonvarri or the group).

The Group is part of Grupo Holding Gonvarri, S.L., whose parent company is Holding Gonvarri, S.L. The company Acek Desarrollo y Gestión Industrial, S.L. is the ultimate holding company controlling the Group with a direct and indirect stake of 65%.

## Reporting period

The reporting period coincides with the financial year of the Group's financial statements, i.e. it covers the period from 1 January to 31 December 2025.

## Scope of the Report

It is prepared in accordance with a control-based approach (financial and operational) and includes all group companies engaged in industrial activities, as well as certain commercial entities of no material significance. Furthermore, in accordance with the materiality criterion, the Vama Gonvarri Automotive Solutions Group's factories in China are also included.

With regard to the 2024 financial year, Rejillas Calibradas, S.L. and its subsidiaries (SIMA, Lámina Perforada, Chapa Perforada, Perfometal) and the Resende plant in Brazil, in which we hold a 25% stake and have operational control, have been included in the scope of the Sustainability Report. None of these additions has required a recalculation of the base year.

With regard to 2024, Addimen Bizkaia has been excluded from the reporting scope.

Annex V of this report details the companies included in the group. The 'Global Presence' section of this report details the companies with industrial activities included and excluded from the report.

## Differences between the scope of the Report and the Financial Statements.

For companies with industrial activities, accounted for using the equity method and which have in turn been included in the Sustainability Report, the consolidation criterion has been full consolidation. This criteria applies to the companies of the Gonvama group (Changshu, Chongqing, Shenyang and Loudi) and Resende.

## Report methodology

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. In drafting it, consideration has been given to the audited financial statements prepared by the Board of Directors, as well as the information provided by the business units and corporate departments regarding the business model, the challenges and risks faced by the company, and its social, environmental, economic and governance performance. The participating organisations guarantee the integrity of the information included in this Report.

## Significant changes

As part of the Carbon Neutral Plan and the Gonvarri Group's system for the continuous monitoring and review of energy and emissions data, minor adjustments were identified in 2025 regarding certain energy consumption figures from previous financial years, which have been updated in the tables in this report. Following analysis, these adjustments represent less than 5% of the Group's total energy consumption and do not alter the trends, conclusions or climate performance reported in the 2024 Report.

## Author of the report

Gonvarri Industries Sustainability Department.

Further information

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SUSTAINABILITY REPORT 2025

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## Table of Contents

Gonvarri Industries .....	1
Letter from the Chairman .....	2
Letter from the CEO .....	3
About this report .....	4
THE COMPANY .....	7
ESG Impacts .....	8
Solutions .....	9
Materiality .....	10
ENVIRONMENTAL PERFORMANCE .....	15
Management Approach .....	15
Air emissions .....	16
Circular Economy: raw materials and waste .....	17
Water and discharges .....	21
Soil .....	22
Noise .....	22
Light pollution .....	22
Biodiversity .....	23
Energy information .....	24
Energy consumption .....	24
Carbon Neutral Plan .....	30
SOCIAL IMPACT .....	32
People .....	32
Health and Safety .....	52
Customers .....	64
Supply chain .....	67
Innovation .....	70
Community .....	74
Sustainability Endorsements .....	81
CORPORATE GOVERNANCE .....	83
Balance 2025 .....	86
Fiscal governance, control and risk management .....	91
Taxation vs Sustainability (ESG) .....	92
Compliance Model .....	93
Risks and opportunities .....	100
Transparency .....	110
APPENDICES .....	111
Appendix I. Verification Reports .....	111
Appendix II. Quantitative Information .....	112
Appendix III. GRI Content Index .....	155
Appendix IV. Associations and organisations .....	164
Appendix V. Scope .....	170

## THE COMPANY

(Content 2-1, 2-2 and 2-23)

With over 67 years in the market, Gonvarri Industries is a leading group in the processing of flat steel, aluminium and other metal solutions, with seven business lines and a highly collaborative organisation with a global presence in 27 countries.

The company is distinguished by its strong industrial culture and constant innovation in the design, manufacturing, assembly, distribution and installation of metal solutions. Its value proposition is based on adapting to the needs of each customer with a commitment to excellence and continuous improvement.

Sustainability forms part of the management model, focused on the objectives of safety, health, quality, and respect for people and the environment, with the aspiration to build a more sustainable future with fewer inequalities.

Gonvarri strives to grow as a solid and responsible company, upholding the values of Honesty, Humility, Perseverance and Hard Work established by its founder. Our ethical and business values inspire our purpose: *“Doing Well by Doing Good”*, convinced that only by acting correctly and consistently can we achieve excellence.

- Purpose: Doing well by doing good
- Vision: To provide metal solutions for a safer and more sustainable future.
- Mission: To improve our customers’ performance by providing innovative and sustainable metal solutions based on a highly collaborative global organisation.

## Global Presence

(Content 2-1 and 2-2)


<b>Gonvarri Industries 2025</b>	<b>Total scope</b>	<b>Scope of Sustainability Report</b>
Factories	56	55
Distribution centres and offices	30	30
Countries	27	26
Employees (own staff)	8,138	7,699

**ESG Impacts**

Material Issues	Performance
<b>ENVIRONMENTAL</b>	
Carbon Neutral Strategy	Energy consumption: <b>303.6 GWh</b> Scope 1 and 2 emissions: <b>54,349 tCO<sub>2</sub>eq</b> Electricity consumption from renewable sources: <b>61%</b> Emissions intensity at the factory: <b>10.2 kgCO<sub>2</sub> / tonne delivered</b>
Circular Economy	Recycled waste: <b>93%</b> of total non-hazardous waste Recycled steel content ( <i>secondary material</i> ): <b>14%</b> (*2025 procurement mix)
Environmental Management	Factories with ISO 14001 certification: <b>86%</b>
<b>SOCIAL</b>	
Health and Safety	Group frequency rate: <b>6.6</b> Group severity rate: <b>0.22</b> Employees covered by ISO 45001: <b>82%</b>
Talent management, equality and diversity	Training hours: <b>+22%</b> Hours per employee: <b>25.5</b> Women in the workforce: <b>19.45%</b>
Customers	Number of non-conformities, measured in ppm, since the start of the Strategic Plan: <b>-16%</b> IATF 16949: <b>100%</b> of automotive plants. ISO 9001: <b>95%</b> of staff work under a certified quality management system.
Innovation	Focused on market intelligence, new sustainable SMC materials and solutions for mobility and energy
<b>GOVERNANCE</b>	
Ethics, compliance and whistleblowing channels	Reports received via the ethics channel: <b>35% fewer</b> than in 2024. Training on the code of ethics rolled out across the group
Risks	Corporate framework for risk identification and management implemented
Cybersecurity, information security and data protection	Information security training: <b>95%</b> of employees Compliance with international standards: ISO 27001, CISA and NIST

## Solutions

(Content 2-6A)




**Gonvarri Centros de Servicio**

**Sectores**

- Automoción
- Industria
- Electrodomésticos

**Procesos**

- Corte mecánico
- Tratamiento superficial
- Producción personalizada




**Gonvarri Metal Structures**

**Lighting Poles**

Lighting Poles se especializa en proyectos de postes poligonales y tubulares conforme a las normas y especificaciones nacionales e internacionales.


**Road Steel**

Diseño, fabricación e instalación de productos para seguridad vial.



**Mecano**


Diseño, fabricación e instalación de periferia y sistemas para la conducción de energía y datos.



**Gonvarri Solar Steel**

**Lighting Poles**

Lighting Poles se especializa en proyectos de postes poligonales y tubulares conforme a las normas y especificaciones nacionales e internacionales.




**Agrotech**

Diseño, desarrollo, suministro y construcción de soluciones integrales en invernaderos de alta tecnología.



**Lattice Towers**


Diseño e ingeniería de torres eléctricas con los estándares y softwares más avanzados.



**Gonvarri Material Handling**


**Soluciones de Almacenaje**

Uno de los principales proveedores de ingeniería y fabricación de sistemas de almacenaje y manipulación ofreciendo un servicio integral, para todos los entornos industriales.




**Gonvarri Electromobility**

Esta nueva división está enfocada a la mejora de la calidad de vida en términos de confort y movilidad ecológica. En movilidad desarrolla soluciones innovadoras y revolucionarias, como sistemas industriales altamente eficientes que ayudan a proteger el medio ambiente.



**Gonvarri Precision Tubes**

Diseño y fabricación de una amplia gama de tubos, adaptados a los requerimientos del cliente.



**Gonvarri Laser**

Manipulación, preparación, corte y marcado por láser industrial 3D de todo tipo de piezas y materiales metálicos y plásticos de los que se sirven toda clase de actividades e industrias, en especial para el sector de la automoción. El proceso de láser permite disponer de piezas con un peso mínimo y una resistencia máxima, lo que repercute en una mayor estabilidad y un menor consumo.

## Key milestones in 2025

(Content 2-6A)

- Hidria among the first recipients of the 'sports-friendly company' certificate.
- Schneider awards Gonvarri Barcelona a prize for best supplier during "Supplier Day".
- Gonvarri Industries receives the EcoVadis Gold Medal.
- Gonvarri Barcelona certifies its first EPDs for Green Galvanised Coils.
- Gonvauto Navarra wins at the Mutua Universal Innovation and Health Awards.
- Gonvauto Iberia recognised at the European Good Practice Awards for Healthy Workplaces.
- Commissioning of solar photovoltaic self-consumption facilities at: Gonvarri Asturias, Senica, Laubac and Popes Lane.
- Gonvarri Industries receives the Kaizen Institute's ESG award for its Carbon Neutral Plan.
- Bridge Street celebrations: 6 years without lost-time accidents.
- Gonvauto South Carolina celebrates 3 years without accidents resulting in sick leave.
- AMG Glorinha celebrates 1,000 days without accidents.
- Gonvauto Puebla celebrates 1,500 days without accidents resulting in sick leave.

## Materiality

(Content 2-29, 3-1)

Relationships with the various stakeholders are a key aspect at Gonvarri Industries. For this reason, since 2013, these relationships have been analysed and updated to improve coverage, gain a better understanding of stakeholders' expectations, and tailor the content of the Report to their main requirements in the ESG (Environmental, Social and Governance) areas.

Gonvarri Industries has specific communication channels for each identified stakeholder group. Communication is two-way and does not follow a set frequency, as the requirements of each stakeholder group differ.

Given that Gonvarri Industries' products represent an intermediate stage in the final product's value chain, external perception and media presence are low. Consequently, the company considers the most relevant stakeholders, and those with the greatest impact on its operations, to be: Management, Employees, Customers and Suppliers.

Shareholders	<ul style="list-style-type: none"> <li>• Quarterly results on the agenda of the Board of Directors.</li> <li>• Regular meetings and reports between General Managers and the CEO.</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Global workplace climate surveys.</li> <li>• "Leading The Change" intranet.</li> <li>• Cross-departmental meetings with management.</li> <li>• Briefings with the CEO.</li> <li>• Works Council and Health and Safety Committee.</li> </ul>
Customers	<ul style="list-style-type: none"> <li>• Catalogues, presentations and exhibition stands.</li> <li>• Communication tools, e.g. 'B2B platforms'.</li> <li>• Annual satisfaction survey.</li> <li>• Regular visits and meetings.</li> <li>• Incident management.</li> <li>• Collaboration on improvement projects.</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Supplier evaluation surveys.</li> <li>• Regular visits and meetings.</li> <li>• Supplier portal.</li> <li>• Complaints management.</li> </ul>
Local communities and authorities	<ul style="list-style-type: none"> <li>• Relations with local authorities, associations and other organisations managed by each factory's management.</li> <li>• Events and open days.</li> <li>• Institutional meetings.</li> </ul>
Industry	<ul style="list-style-type: none"> <li>• Forums and associations.</li> <li>• One-off collaborations.</li> </ul>
Third sector	<ul style="list-style-type: none"> <li>• Joint initiatives with third sector organisations.</li> <li>• Partnerships and volunteering.</li> <li>• Road safety campaigns with the Emotional Driving project.</li> </ul>
Society	<ul style="list-style-type: none"> <li>• Social media, which allows us to reach a wider audience.</li> <li>• News.</li> <li>• Forums and associations.</li> <li>• Emotional Driving programme.</li> </ul>
Media	<ul style="list-style-type: none"> <li>• Daily analysis of relevant news.</li> <li>• Press releases.</li> <li>• Social media channels and websites.</li> </ul>

Gonvarri Industries identifies its material issues through a "Materiality Study" carried out in collaboration with an independent external firm and using a technological tool for data and information analysis, which assesses the importance and perception of the identified issues.

The materiality assessment enables Gonvarri Industries to identify relevant issues and align them with its business strategy, as well as the expectations and needs of its stakeholders. The latest materiality assessment was carried out in 2022. The methodology combines an internal and external perspective, incorporating consultations with key stakeholders.

In 2024, the process of adapting to the CSRD began through a dual materiality analysis, which will be incorporated in future financial years.

To carry this out, both an internal (management) and external perspective are combined. In the first phase, internal sources (policies, strategy, commitments, etc.) and external sources (news, benchmarking of competitors and key customers, market trends in CSR and sector-specific trends, new legal requirements, etc.) are consulted. Based on this, the most relevant issues and those likely to have the greatest impact on the company are assessed.

All this information is grouped into 25 questions within the ESG framework. Each question asks about the relevance of each issue and about the perception of Gonvarri Industries' commitment and performance on each issue.










The survey is sent out and processed by an external company, which guarantees the independence and transparency of the results. As previously indicated, the survey is conducted amongst management and employees, as well as a selection of key customers and suppliers, as these are the most relevant stakeholders. Management is also consulted on the maturity of these issues within the company, given their capacity to influence them.

This process enables us to identify the environmental, social and governance (ESG) issues most relevant to Gonvarri Industries and its stakeholders.

### Internal and external coverage

A total of 2,835 surveys were sent to management, employees, customers and suppliers, with an average response rate of 51% across all groups. The breakdown of participation for each stakeholder group is summarised below:

**CONTENIDO 3-2 Asuntos materiales identificados:**

Asuntos AMBIENTALES	Temas incluidos	
<b>Estrategia Carbon Neutral</b>	Compromisos y Plan estratégico para avanzar hacia un futuro "Carbon Neutral"	 
<b>Gestión Ambiental</b>	Política pública y mecanismos de gestión ambiental que contribuyan a la mejora continua y la minimización del impacto ambiental de la compañía.	
<b>Economía Circular</b>	Sistema de control y medición de materias primas, la minimización de residuos y gestión sostenible, que fomente la Economía Circular	
Asuntos SOCIALES	Temas incluidos	
<b>Gestión del talento</b>	Programas sólidos de formación, desarrollo profesional y evaluación del desempeño, que contribuyan a la atracción y retención del talento.	 
<b>Seguridad y salud</b>	Política, mecanismos de gestión, formación y medidas para los empleados y subcontratas, que contribuyan a generar un buen ambiente laboral y a reducir/eliminar los accidentes e incidentes laborales.	
<b>Diversidad</b>	Políticas, estrategia e iniciativas en materia de diversidad (género, edad, origen, etc.).	
<b>Flexibilidad</b>	Políticas, medidas e iniciativas que permitan a los trabajadores adecuar sus necesidades a las jornadas laborales y mejorar la conciliación (personal/profesional).	
<b>Clientes</b>	Relación con clientes y proyectos de colaboración que contribuyan a desarrollar productos más sostenibles.	 
<b>Innovación</b>	Proyectos e iniciativas encaminadas a la mejora y eficiencia en productos y procesos.	
Asuntos GOBIERNO	Temas incluidos	
<b>Ética, cumplimiento y canales de denuncia</b>	Marco ético, anticorrupción y cumplimiento. Seguimiento y medición. Canales de denuncia.	 
<b>Riesgos</b>	Marco de identificación, seguimiento, mitigación y control de los potenciales riesgos.	 
<b>Ciberseguridad</b>	Políticas, medidas, formación y control de riesgos en materia de ciberseguridad, seguridad de la información y protección de datos y activos.	

(Content 3-2)

The material issues identified are summarised below:

<b>Environmental Issues</b>	<b>Topics included</b>	<b>SDGs</b>
Carbon Neutral Strategy	Commitments and Strategic Plan to move towards a 'Carbon Neutral' future	7, 13
Environmental management	Public policy and environmental management mechanisms that contribute to continuous improvement and the minimisation of the company's environmental impact.	12
Circular Economy	A system for monitoring and measuring raw materials, minimising waste and ensuring sustainable management, which promotes the circular economy.	12
<b>Social Issues</b>	<b>Topics covered</b>	<b>SDGs</b>
Talent management	Robust training, professional development and performance appraisal programmes that help attract and retain talent.	4, 8
Health and safety	Policy, management mechanisms, training and measures for employees and subcontractors that help to create a good working environment and reduce/eliminate workplace accidents and incidents.	3
Diversity	Policies, strategy and initiatives regarding diversity (gender, age, origin, etc.).	5
Flexibility	Policies, measures and initiatives that enable employees to adapt their working hours to their needs and improve work-life balance.	8
Customers	Customer relations and collaborative projects that contribute to the development of more sustainable products.	8, 12
Innovation	Projects and initiatives aimed at improving and increasing the efficiency of products and processes.	9
<b>Corporate Governance Issues</b>	<b>Topics included</b>	<b>SDGs</b>
Ethics, compliance and Whistleblowing channels	Ethics, anti-corruption and compliance framework. Monitoring and measurement. Whistleblowing channels.	8, 16
Risks	Framework for identifying, monitoring, mitigating and controlling potential risks.	8, 16
Cybersecurity	Policies, measures, training and risk control in the areas of cybersecurity, information security and the protection of data and assets.	9

In the materiality analysis carried out in 2022, compared to the previous one in 2020, five new issues relevant to stakeholders stand out: Diversity, Flexibility, Risks, Innovation, as well as cybersecurity, information security and data/asset protection.

In addition, responses from each stakeholder group were analysed to obtain information on material issues not covered comprehensively. The results show that:

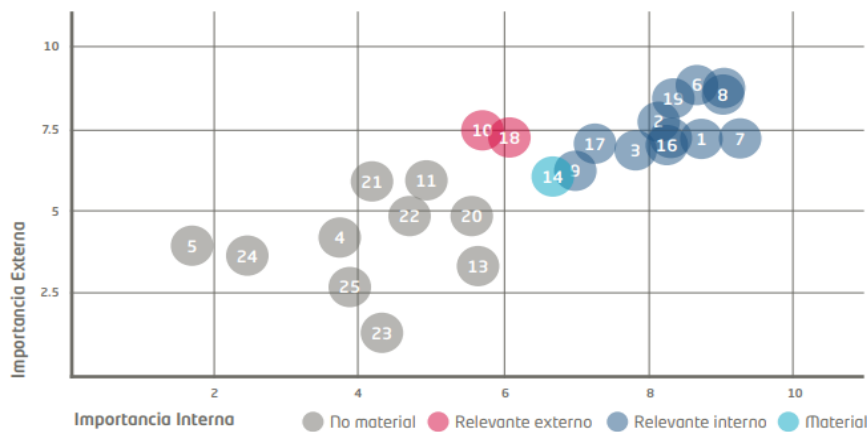
- For internal stakeholders, having an Environmental, Social and Governance (ESG) Strategy is considered material (in addition to the above).
- For external stakeholders, it is considered material (in addition to the above) to have a policy and due diligence procedure regarding “Human Rights” and to improve the company’s communication and efficiency through digitalisation.

All material topics reported are identified in the GRI content index and in each section of the corresponding report.

The study also measures the internal and external perceptions that stakeholders have of Gonvarri Industries’ approach to and handling of the issues surveyed.

For internal stakeholders, a high level of perceived importance is shown in the following areas: Carbon Neutral strategy, environmental management, health and safety, and cybersecurity and data protection. For external stakeholders, the issues reflecting the highest perceived importance are:

- Suppliers: Carbon Neutral strategy, environmental management, innovation and sustainability indices.
- Customers: customer relations and health and safety.
- Employees: health and safety, and cybersecurity and data protection.



- |  |   |   |
|--|---|---|
| <p><b>Ambiental</b></p> <ul style="list-style-type: none"> <li>1 Estrategia Carbon Neutral</li> <li>2 Sistema de Gestión Ambiental</li> <li>3 Economía Circular</li> <li>4 Movilidad</li> <li>5 Biodiversidad</li> <li>6 Clientes</li> </ul> | <p><b>Social</b></p> <ul style="list-style-type: none"> <li>7 Formación y Dirección por Objetivos</li> <li>8 Salud y Seguridad</li> <li>9 Diversidad</li> <li>10 Política de Derechos Humanos</li> <li>11 Cadena de Suministro Derechos Humanos</li> <li>12 Flexibilidad</li> <li>13 Comunidad Local</li> </ul> | <p><b>Gobierno</b></p> <ul style="list-style-type: none"> <li>14 ASG</li> <li>15 Cumplimiento</li> <li>16 Riesgos</li> <li>17 Innovación</li> <li>18 Digitalización</li> <li>19 Ciberseguridad</li> <li>20 Minerales</li> <li>21 Comunicación</li> <li>22 Gobierno</li> <li>23 Alianzas</li> <li>24 Índices sostenibles</li> <li>25 Financiación</li> </ul> |
|--|---|---|

**Environment**

1. Carbon Neutral Strategy
2. Environmental Management System
3. Circular Economy
4. Mobility
5. Biodiversity
6. Customers

**Social**

7. Training and Management by Objectives
8. Health and Safety
9. Diversity
10. Human Rights Policy
11. Supply Chain Human Rights
12. Flexibility
13. Local Community

**Governance**

14. ESG
15. Compliance
16. Risks
17. Innovation
18. Digitalisation
19. Cybersecurity
20. Minerals
21. Communication
22. Government
23. Partnerships
24. Sustainability indices
25. Financing

## ENVIRONMENTAL PERFORMANCE

### Management approach

The company integrates environmental management into its operations; to this end, 86% of its own operations (factories over which it has financial control) are certified to the ISO 14001 standard. This percentage rises to 78% if we include all factories within the scope of this Report. The company's inorganic growth means that new plants are progressively being added to this certification.

The roll-out of the Sygris SGI tool as a means of monitoring and measuring relevant environmental data and information continues to progress, with the Laser, GMH and Hidria division plants now reporting via this system this financial year. Defining improvement measures for reporting and ensuring the reliability of Sygris data are the objectives set out within the framework of the SGI. Overall, Gonvarri continues to improve in monitoring the environmental impacts arising from its activities, identifying opportunities for improvement.

In the Solar Steel division, we hold EN 1090-1 certification for Factory Production Control (FPC). This certification guarantees compliance with the European regulatory framework and the correct application of the CE marking, ensuring controlled and traceable processes that reinforce product safety, structural reliability and accountability for declared performance, whilst promoting durability, the efficient use of materials and the reduction of faults, rework and premature replacements, minimising indirect environmental impacts throughout the life cycle and integrating good governance through control, audit and continuous improvement requirements.

Within the GMS division, Gonvarri Asturias holds EN ISO 3834-2:2021 certification (comprehensive welding quality with control of materials, equipment, competencies and traceability) and EN 10219-1:2006 certification (conformity assessment and structural performance of cold-formed hollow sections), reducing defects, rework and waste, improving efficiency in the use of resources, promoting safer and more controlled working environments, and reinforcing auditable and traceable technical governance, with direct benefits in terms of durability and the reduction of indirect environmental impacts (materials, transport and end-of-life).

Within the GMH division, the Dexion GmbH plant in Laubach (Germany) has an energy management system certified to ISO 50001:2018. This certification directly reinforces sustainability by structuring the identification of significant energy consumption and its control through indicators, operational controls and internal audits, thereby reducing deviations, inefficiencies and unnecessary consumption. In doing so, it drives the continuous improvement of energy performance, contributes to the reduction of associated emissions and consolidates traceable, data-driven management, aligned with the Group's ESG strategy on decarbonisation, climate change mitigation and the efficient use of resources.

Meanwhile, within the Asia division, the Chinese subsidiary VAMA Gonvarri Advance Automotive Steel Solutions (Changshu) Co., Ltd. has obtained carbon neutrality certification in accordance with certificate CBC PJ/GHG 20250408001, following the quantification and verification of emissions in accordance with ISO 14064-1:2018 and the achievement of neutrality in accordance with PAS 2060 through the full offsetting of emissions using VCS credits from a wind power project.

In addition to the management approach, the Carbon Neutral Plan 2030–2050 stands out, with the aim of transforming Gonvarri Industries into a climate-neutral company by 2050. To this end, the Plan sets a 2030 target aimed at reducing the company's direct and indirect emissions, with a view to contributing to the Paris Agreement's ambition of limiting global warming to 1.5°C above pre-industrial levels. In relation to the Carbon Neutral Plan, the sections on energy consumption, energy efficiency and greenhouse gas emissions provide further detail on the measurement, monitoring, implementation and governance of the plan.

With regard to potential environmental risks and to cover their occurrence, we have made financial provisions and have guarantees in place to cover the occurrence of these risks under the insurance policies we have taken out, with cover of up to €20 million:

- Environmental Liability Insurance
- Civil Liability Cover for Sudden and Accidental Pollution under the General Civil Liability policy.

During 2025, the Group's Environmental Liability Policy was activated on two occasions. These two events are described in the Land section of this chapter.

#### **Resources, provisions and guarantees allocated to environmental prevention**

The net book value of environmental fixed assets amounted to €9,497k at the end of the 2025 financial year (€10,427k in 2024).

Expenditure incurred on environmental protection and prevention amounted to €2,215k in 2025 (€1,606k in 2024).

## **Air emissions**

(Content 305-6 305-7)

With regard to emissions from other sources, these mainly affect factories carrying out surface treatments, for example: steel pickling, galvanising, electro-zincing, degreasing, painting, etc. These factories account for 23% of the plants included in the report.

These types of emissions are monitored periodically, always by an accredited body, in accordance with integrated environmental authorisations or other licences that form the basis of the legal requirements in this area.

Air emissions are determined by the type of emission. The categories are divided into:

- Combustion emissions: these are sources of emissions resulting from the combustion of natural gas or propane. These sources only require control of the combustion process to optimise combustion efficiency.
- Acid emissions: these are sources resulting from the fumes emitted during steel pickling or electro-zinc plating processes. These sources are equipped with wet *scrubbers* that dilute and minimise emissions.
- Dust emissions: these are sources mainly located in galvanising lines where dust is emitted by immersing steel in molten zinc baths. These sources are equipped with bag filters that capture the finest dust particles.

Air emissions (kg) 2025					
	Spain	China	Romania	Turkey	Slovenia
NOx	9,496	0	2,012	1,555	3,065
SO2	0	3	18	0	246
CO	3,777	0	0	377	1,754
N2O	29	0	0	0	0
NH3	7	0	0	0	0
Particles (MP)	1,403	539	42	0	2,118
HCl	1,207	0	0	0	0
Zn	23	0	0	2	0
Volatile organic compounds (VOCs)	143	0	0	0	1

TABLE: Air emissions (kg)

\*No emissions of persistent organic pollutants (POPs) or CFCs were recorded during the reporting period.

## Circular Economy: raw materials and waste

Against a backdrop of growing regulatory and market demands regarding the circular economy, traceability and transparency of environmental information, Gonvarri Industries actively monitors developments in standards, frameworks and data-sharing tools throughout the value chain. This analysis includes, amongst other initiatives, developments linked to the Digital Product Passport, which are particularly relevant in certain sectors, with the aim of anticipating implications and defining proportionate and consistent approaches.

In parallel, and as part of the integration of the circular economy as one of the key priorities of the Group's environmental strategy, the company is strengthening data quality and its measurement capabilities by defining new indicators and reviewing reporting processes. This approach lays the foundations for meeting future traceability and verification needs, in line with the expectations of customers and other stakeholders.

The incorporation of the circular economy as a strategic pillar pursues three main objectives:

- To improve environmental performance by reducing the impacts associated with the use of materials, waste generation and indirect emissions.
- To respond to the growing regulatory framework in areas such as waste management, packaging and the efficient use of resources.
- To strengthen reporting, considering the circular economy as a material aspect of Gonvarri Industries' operations.

Within this framework, and as part of the Integrated Management System, the Group has defined new indicators that will begin to be implemented in 2026, with the aim of improving data quality and the ability to monitor performance in relation to the circular economy.

## Defined indicators

Within this framework, Gonvarri Industries has defined new indicators aimed at improving the measurement and management of the use of key materials and consumables, the implementation of which will begin progressively from 2026.

## Packaging

Indicator of packaging material consumption per unit of product delivered, which will enable the assessment of trends in the use of these materials and progress towards reducing their environmental impact.

## Hydraulic oil and lubricants

Indicator of the percentage of regenerated or recycled hydraulic oil and lubricants out of the total consumed, aimed at measuring the extent to which used oil is reused and promoting practices aligned with the principles of the circular economy.

### Action plan and targets

The roll-out of these indicators is being implemented progressively, with the aim of first consolidating data quality and subsequently moving towards the definition of corporate targets:

2026: monitoring of indicators and analysis of their evolution across the Group's various operations.

2027: definition of improvement targets at plant level and implementation of specific initiatives.

2028: Gonvarri Industries will have two corporate targets for reducing the specific consumption of critical consumables:

- a target to reduce packaging material consumption per unit of product delivered, and
- a corporate target to maximise the percentage of regenerated or recycled hydraulic oil and lubricant out of the total consumed.

## Raw materials

(Content 301-1 and 301-2)

Sorted by country and main consumables at Gonvarri Industries.

RAW MATERIALS (tonnes)	Steel	Aluminium	Wood	Hydrochloric acid	Zinc and zinc oxide	Others* (Plastic, paper, paint...)
Germany	287,033	17,264	934	0	0	264
Argentina	33,158	-	121	0	0	12
Brazil	753,351	-	5,438	2,773	0	239
China	310,667	11,540	-	0	0	0
Colombia	17,655	-	135	207	699	37
Spain	2,016,141	12,563	10,136	10,304	3,698	357
USA	113,711	31,943	365	0	0	139
Slovakia	325,511	27,533	1,589	0	0	73
Slovenia	26,678	40	674	0	0	964
Hungary	2	-	14	0	0	6
Mexico	284,049	1,008	210	0	0	68
Poland	219,606	1,388	392	0	0	13
Portugal	179,267	164	880	0	0	46
United Kingdom	184,605	20,564	390	0	0	0
Czech Republic	5,708	-	154	0	0	34
Romania	14,903	-	732	0	0	297
Russia	78,396	-	519	0	0	38
Sweden	3,418	-	58	0	0	1
Turkey	40,352	-	155	392	1,789	12
<b>TOTAL</b>	<b>4,894,210</b>	<b>124,006</b>	<b>22,896</b>	<b>13,676</b>	<b>6,186</b>	<b>2,600</b>

TABLE: Main raw materials consumed in 2025.

The indicator of the percentage of recycled steel in a tonne of steel is useful within the current framework of the Circular Economy, but the percentage of recycled material should not be confused with an indicator measuring the sustainability of steel, as steel has been recycled for 150 years with very high efficiency, and *scrap* is a valuable material, which is why it is recovered almost in its entirety. Only a small fraction of steel ends up as waste.

In 2025, Gonvarri Industries' steel procurement mix consisted, on average, of 14% secondary material.

## Waste management

(Content 301-3, 306-1, 306-2, 306-3, 306-4 and 306-5)

### Non-hazardous waste

In 2025, a total of 365 kt of non-hazardous waste was generated, mainly associated with steel processing, of which scrap metal accounted for 96% (351 kt), whilst the remaining 4% (13.8 kt) consisted of packaging, organic waste, construction waste, shot blasting dust and welding flux.

**Disposal of Non-Hazardous Waste** %

Recycling/Composting	93
Transfer facility	6
Landfill	1

### Hazardous waste

In 2025, 22.8 kt of hazardous waste was generated, mainly in factories carrying out galvanising, pickling and/or painting processes. Ferrous chloride from pickling is the main hazardous waste. Improper handling of this waste could lead to environmental risks (e.g. soil or water contamination), mitigated by the prevention, recovery and control measures implemented. 100% of this waste is managed and disposed of through authorised waste management companies and transporters in each country.

Disposal of Hazardous Waste	%
Recycling/composting	76
Landfill	17
Transfer station	6
<b>Energy recovery</b>	<b>1</b>

### Waste recovery and resource optimisation

Gonvarri Industries implements initiatives aimed at reducing, reusing and recovering waste, with a particular focus on those waste streams with the greatest environmental impact arising from its industrial processes.

In this context, a research project has been carried out, in collaboration with public institutions, focusing on the recovery of spent acids generated during pickling and galvanising processes. The results obtained demonstrate the technical feasibility of recovering ferrous salts and reusing hydrochloric acid, as well as separating and recovering iron and zinc salts from waste that is currently sent to landfill. In a subsequent phase, the economic viability of its potential industrial implementation is being analysed.

In addition, technical solutions have been incorporated at certain facilities to reduce liquid waste, using wastewater and coolant evaporation systems, which enable a reduction in volumes managed externally and promote the reuse of water in internal processes, under analytical control.

Complementarily, and in line with the European Commission’s Circular Economy Action Plan and the Spain Circular 2030 Strategy, Gonvarri Industries is developing initiatives for waste prevention and material optimisation at source, including the improvement of packaging, the phasing out of single-use materials, and the implementation of reusable or returnable systems, always in accordance with customer technical specifications.

Furthermore, practices for the reuse and recovery of materials are applied, such as the return and reuse of pallets, the reuse of metal and cardboard packaging and, in certain sites, the implementation of management systems geared towards ‘zero waste’ models, in accordance with applicable regulations.

These actions contribute to reducing the waste generated and diverting waste from landfill, reinforcing the preventive and recovery-focused approach adopted by Gonvarri Industries in waste management, in line with the GRI 306-2 standard.

### Packaging in Spain

Royal Decree 1055/2022, of 27 December, is a key piece of legislation within Spain’s Circular Economy package. It sets targets for waste prevention, encourages bulk sales, promotes the recyclability of all packaging by 2030 (and, where possible, its reusability) and establishes the extended producer responsibility scheme, under which companies must bear the cost of managing the packaging waste they place on the market.

### Single-use packaging

The implementation of this legislation has led Gonvarri Industries to publish annual company-specific declarations in 2021, 2022, 2023, 2024 and 2025, detailing the composition of the packaging placed on the market. The 2025 declaration is an estimate, as it is used to calculate the collective extended producer responsibility scheme quota. This quota will be adjusted at the end of the year when the final total of packaging placed on the market is determined. 96% of the materials comprising single-use packaging are steel and wood. Both materials are fully separable; furthermore, steel is 100% recyclable, whilst wood is a reusable and/or recoverable material.

In those areas of activity where materials of forest origin are used, the company promotes the use of FSC (*Forest Stewardship Council*)-certified wood as an expression of its commitment to responsible resource management. This certification provides guarantees regarding the responsible sourcing of the wood and its traceability throughout the supply chain, promoting practices compatible with the conservation of forest ecosystems and the protection of biodiversity. In this way, the organisation integrates environmental criteria into its procurement decisions and reinforces a procurement management approach aligned with its sustainability commitments.

### Returnable packaging

Gonvarri is working to increase the proportion of returnable packaging, with the primary aim of reducing timber consumption. Various packaging return and deposit return schemes (DRS) are being developed to ensure the lowest possible environmental impact, taking into account the product’s entire life cycle.

Single-use packaging %	
Wood	0.69
Steel	0.26
Plastic	0.03
Paper and cardboard	0.02
<b>Others (Textiles, aluminium, etc.)</b>	<b>0</b>

*\*% of materials in Gonvarri Industries’ single-use packaging according to Royal Decree 1055/2022*

## Water and effluent

(Contents 303-1, 303-2, 303-3, 303-4 and 303-5)

At Gonvarri Industries, with the exception of certain production processes, the activities carried out in the factories do not require intensive water use, which generally results in low consumption levels.

In 2025, the Group’s total water consumption increased by 2% compared to the previous year. As for its source, 91% of the water consumed came from the mains supply and 9% from groundwater sources. In terms of usage, consumption was industrial (49.5%) and domestic (49%), whilst irrigation accounted for a residual percentage (1.5%).

The volume of water reused in 2025 amounted to 4,350 m<sup>3</sup>, a level in line with that recorded in 2024. Reuse is mainly concentrated in the pickling and galvanising processes, and the objective for the coming years is to progressively extend the reporting of this indicator to all factories that carry out these processes.

Furthermore, in accordance with the criteria established in GRI indicator 306-5, no significant impact on water sources has been identified as a result of the company’s water abstraction.

Consumption (m <sup>3</sup> )		
2025	2024	2023

<b>Human</b>	156,094	158,165	95,797
<b>Industrial</b>	157,375	150,753	148,313
<b>Irrigation</b>	4,757	4,488	15,351
<b>Total</b>	<b>318,226</b>	<b>313,406</b>	<b>259,461</b>

## Target

Gonvarri Industries has set a target that, by 2030 at the latest, 100% of its plants where water is a significant environmental issue will have a target for improving water performance and an associated action plan, aimed at reducing water abstraction and/or increasing water reuse or recirculation.

## Soil

Preventing soil contamination is an important aspect of the company's environmental management. The group's factories have the instructions and resources to act swiftly in the event of any incident and carry out awareness-raising activities to educate all employees.

Furthermore, they monitor and report any spills or leaks that occur, describing the incident and the actions taken.

In 2025, two isolated environmental incidents were recorded at the Group's facilities. In Germany, a limited oil spill occurred in a technical room, which was fully contained within the facility, with no impact on the surrounding environment. The relevant authorities were informed and the incident was managed in a coordinated manner, without resulting in any penalties. In Brazil, a fire in the pickling area of an industrial plant caused, during fire-fighting operations, a temporary alteration in the water quality of a nearby watercourse. The incident was reported to the environmental authority and managed in coordination with it through the activation of emergency protocols and the immediate adoption of measures for containment, neutralisation and waste removal. In both incidents, the impacts were isolated and controlled; corrective and preventive measures were adopted, and no persistent environmental effects were recorded.

## Noise

In general, external noise is not a significant impact at Gonvarri Industries' factories. Most are located in industrial estates, away from urban areas, which minimises this impact. Furthermore, all facilities are equipped with sectional, roller or fixed doors featuring automatic closing mechanisms that prevent noise emissions to the outside, as well as soundproof enclosures on those parts of the production lines where the highest noise levels occur, to protect workers (in addition to the use of appropriate hearing protection PPE in each case).

All factories produce their corresponding external noise reports at the intervals specified in their environmental licences and/or environmental impact assessments and/or the country's local legislation. Furthermore, to minimise the noise impact of transporting raw materials and finished products by lorry, special care is taken with the established loading and unloading schedules.

Should any non-compliance be detected, appropriate corrective measures are implemented within the framework of the Integrated Management System.

## Light pollution

The impact associated with light pollution is not considered significant at Gonvarri Industries. The Group's operations take place in established industrial environments, and the lighting systems at the facilities comply with the applicable regulatory requirements in each country, focusing on meeting operational and safety needs.

In this context, no significant environmental impacts arising from the external lighting of the facilities have been identified.

## **Biodiversity**

All of Gonvarri Industries' production plants are located in industrial zones classified in accordance with land-use regulations, with no presence in protected areas or areas of high biodiversity value. Consequently, the direct impact of the Group's activities on biodiversity and ecosystems is not considered material.

However, Gonvarri Industries monitors the regulatory framework and best practices in this area, integrating environmental considerations into the management of its facilities and the planning of new sites, with the aim of preventing potential impacts and ensuring compliance with applicable standards.

## Energy information

(Content 3-3)

### Energy consumption

#### Internal energy consumption

(Content 302-1)

In 2025, Gonvarri Industries maintained a rigorous focus on monitoring and reducing energy consumption, in line with the principles of energy efficiency and sustainability. The breakdown of internal energy consumption by source was as follows:

- Electricity: 57.7%
- Fossil fuel: 40.7%
- Steam/Heat: 1.6%

Compared with the previous year, total energy consumption fell by 1%. This decrease is mainly due to a reduction in fossil fuel consumption (-5%), which was offset by an increase in the use of electricity (+2%) and steam (+11%).

Consumption by source. GWh	2025	2024	2023
<b>Electricity</b>	<b>175.3</b>	<b>172</b>	<b>163.1</b>
Conventional electricity	68.7	68.7	68.7
Renewable Electricity	106.6	103.3	94.5
<b>Fossil Fuel</b>	<b>123.5</b>	<b>130.6</b>	<b>136.2</b>
Natural gas	97	103.4	106
Diesel (process)	3.2	3	3.2
LPG / Propane	15.7	15.7	18.5
Fleet diesel	4.8	5.9	5.8
Fleet petrol	2.8	2.7	2.8
<b>Steam</b>	<b>4.7</b>	<b>4.3</b>	<b>4</b>
<b>Total</b>	<b>303.6</b>	<b>306.9</b>	<b>303.3</b>

Efficient energy management is key for Gonvarri Industries, contributing to the reduction of environmental impact and compliance with the Carbon Neutral Plan, reaffirming the company's commitment to sustainability.

**Table. Energy consumption in gigajoules (GJ)**

Country	Electricity	Renewable Electricity	Natural gas	Diesel (process)	LPG/Prop.	Petrol (fleet)	Diesel (fleet)	Steam/Heat
Germany	17,312	9,798	12,277	4,300	161	210	2,611	5,002
Argentina	2,734	-	-	-	866	-	34	-
Belgium	-	-	-	-	-	289	66	-
Brazil	-	37,271	26,113	24	4,977	1,027	-	-
China	19,891	40,572	16,219	-	-	88	-	-
Colombia	-	6,367	18,132	-	869	168	-	-
Denmark	238	-	-	-	-	556	83	-
Slovakia	12,224	1,621	1,648	-	1,201	620	699	-
Slovenia	129,470	2,776	56,404	279	39,176	-	2,306	1,018
Spain	7,565	253,247	136,874	5,573	209	270	3,377	-
Finland	-	819	-	-	0	227	215	634
Netherlands	-	-	-	-	-	534	493	-
Hungary	4,589	-	503	-	9	366	254	-
Mexico	2,698	6,041	-	-	2,087	205	-	-
Norway	-	-	-	-	-	22	264	-
Poland	5,537	941	3,785	-	-	889	82	-
Portugal	-	8,008	-	320	41	289	7	-
Czech Republic	2,539	502	2,958	22	-	1,157	4,432	-
Romania	9,348	188	28,269	203	1,797	599	654	-
Russia	4,812	-	-	-	897	94	-	9,657
Sweden	-	4,686	-	449	-	1,670	1,090	865
Switzerland	89	-	-	-	-	-	247	-
Turkey	11,071	-	34,962	207	103	-	215	-
UK	-	10,961	9,505	-	958	763	271	-
USA	17,094	-	1,647	-	3,206	-	-	-
<b>By source (GJ)</b>	<b>247,210</b>	<b>383,800</b>	<b>349,296</b>	<b>11,377</b>	<b>56,557</b>	<b>10,044</b>	<b>17,401</b>	<b>17,716</b>
<b>Total (GJ)</b>	<b>1.092.861</b>							

## External energy consumption

(Content 302-2):

At the time of writing this report, external energy consumption data for the 2025 financial year is not yet available. However, data for the 2024 financial year is available, having been derived from the information used to calculate the Scope 3 categories of the Group's greenhouse gas inventory.

The company will continue to work on improving the availability and traceability of this information with the aim of standardising its reporting in future financial years.

## Energy consumption from renewable sources

In 2025, 36% of the Group's total energy consumption came from renewable sources, including electricity and steam or heat from renewable sources.

To understand this progress, it is key to distinguish the proportion of purchased energy in the Group's consumption. Purchased energy refers to electricity, heat, steam or cooling acquired from external sources, with its emissions accounted for as Scope 2.

During the 2025 financial year, purchased energy accounted for 59% of total energy consumption, of which 60% was from renewable sources.

### Electricity

At the end of 2025, 61% of the Group's electricity consumption came from renewable sources. This percentage was achieved through a combination of:

- certified renewable electricity, used at 32 sites, and

- self-consumed solar photovoltaic power, with 20 installations in operation and self-consumed production exceeding 12 GWh, reinforced in 2025 with new plants at Gonvarri Asturias, Senica, Laubach and Popes Lane.

#### Steam and heat

In 2025, 29% of the steam and heat consumed by the Group came from renewable sources. Of particular note is the GMH plant in Laubach (Germany), where 100% of the steam consumed is generated from biomass.

This progress reinforces the Group's path towards the goal of achieving net-zero Scope 2 emissions by 2030.

### Energy intensity

(Content 302-3)

The energy intensity metric allows for a comparison of energy consumption efficiency across processes. The calculation takes into account total energy consumption (electricity, fossil fuels and steam/heat) and tonnes sold in 2025.

Table. Energy intensity in GJ/tonne sold by country.

Country	GJ/tonne sold
Germany	0.18
Argentina	0.11
Brazil	0.1
China	0.25
Colombia	1.45
Slovakia	0.06
Slovenia	8.66
Spain	0.16
Mexico	0.04
Poland	0.05
Portugal	0.05
Czech Republic	2.03
Romania	2.76
Russia	0.23
Sweden	2.56
Turkey	1.15
UK	0.12
USA	0.19
<b>Grand total</b>	<b>0.21</b>

### Energy Efficiency

(Contents 302-4, 302-5 and 305-5)

As part of its commitment to sustainability and as a fundamental pillar of the Carbon Neutral Project, Gonvarri continues to work towards maintaining highly efficient production through the energy optimisation of all its processes, production lines and auxiliary equipment, striving at all times to achieve maximum production rates with the lowest possible energy costs, minimising the use of fossil fuels whilst maintaining high standards of quality.

To meet this objective, the ECO-ENERGY project has been underway since 2015, with the following main objectives:

- Implementation of an energy management and monitoring system across the company's various plants.
- Identifying and implementing energy-saving improvements to reduce, in particular, the consumption of gas, other fossil fuels, electricity and water.
- Decarbonisation of the various production processes to achieve the company's emissions reduction targets.

Currently, 19 of the group's plants are being monitored, and further progress is expected in the coming years, both in terms of the number of plants monitored and the potential and functionalities of the energy management system.

The aim of monitoring and controlling overall consumption of gas, electricity and water, as well as consumption across all production lines, main motors, compressors, lighting, boilers, industrial furnaces, air conditioning, refrigeration systems, etc., is to:

- To carry out detailed monitoring of the specific consumption of production lines and auxiliary equipment, thereby ensuring their proper functioning and operation.
- To analyse and study consumption at the facilities in order to identify opportunities for energy improvement and optimisation that will reduce both energy consumption and costs, as well as the emissions associated with the processes.

With regard to energy-saving measures and the reduction of tonnes of CO<sub>2</sub> emitted into the atmosphere, we work year after year to exceed the targets set at the start of the project.

During 2025, various projects have been studied and analysed to reduce energy consumption and CO<sub>2</sub> emissions from our facilities, with particular emphasis on those projects involving the elimination or significant reduction of fossil fuel use (NG and propane) in our processes.

Throughout the year, nine energy efficiency projects were implemented, six focused on reducing the consumption of fossil fuels (NG and propane) and the other three focused entirely on reducing electricity consumption.

These projects have been carried out across 9 factories and 6 divisions of the Group (Hidria, E&A, GMS, Precision Tubes, GMH, Gonvauto), reflecting the commitment of each and every division to achieving the company's decarbonisation targets and continuing to work on improving and reducing the energy consumption of our processes.

All these improvements will result in a reduction in total energy consumption of over 4 GWh/year (14,400 GJ) and a reduction in emissions of 1,229 tCO<sub>2</sub>/year.

Of this reduction in energy consumption, 48.7% relates to natural gas, 47.2% to propane and 4.1% to electricity, with improvements having been made to aluminium smelting furnaces, galvanising furnaces, air conditioning systems, pickling lines, profiling lines, stacking systems and compressed air production equipment.

With these improvements, there are now 122 energy efficiency projects and measures recorded since the ECO-ENERGY project began, achieving an annual energy saving of over 30 GWh (108,000 GJ), representing a reduction in the group's energy consumption of more than 9%.

Among the measures implemented in 2025, the following are particularly noteworthy: the replacement of the old JASPER furnace at Koper-Alutec with the new STRIKO 2500/4000 (with a potential reduction of 40% in propane consumption, 50% in scrap generation and 30% in electricity consumption), the improvement to the combustion system of the ÇEPAS galvanising furnace (a 9% reduction in natural gas consumption, 50% in electricity consumption and over 5% in zinc consumption) or the electrification of the degreasing tanks on the Valencia cleaning line, where two natural gas burners have been replaced by two electric heating elements that allow the tanks to be heated using surplus energy from the plant's solar photovoltaic self-consumption system.

Its strong commitment to the Carbon Neutral Plan means that the company is constantly seeking and investing in the most efficient solutions and technologies for its processes, enabling it to minimise its energy consumption and CO<sub>2</sub> emissions.

### **Solar structures**

Through its subsidiary Solar Steel, Gonvarri manufactures and supplies solar structures, mainly fixed and single-axis trackers (TracSmarT+ 1V DR, TracSmarT+ 2V, TracSmarT+2V Compact and RackSmarT), which form part of photovoltaic farms for the generation of renewable energy.

In 2025, solar structures were supplied to 9 countries. By estimating the net hours of solar radiation per project and the emission factor applicable to each country, a total of 1,081,973 tonnes of CO<sub>2</sub> were indirectly avoided in 2025.

### **Information on GHG emissions**

(Content 305-1 and 305-2)

CO<sub>2</sub> emissions are calculated in accordance with the principles and methodologies *of the GHG Protocol* and the *2006 IPCC Guidelines for National Greenhouse Gas Inventories*, using annually updated emission factors and the organisation's activity data.

Information on greenhouse gas emissions forms the cornerstone of the company's decarbonisation plan. The inventory covers all the group's activities, across all countries, all energy sources and all greenhouse gases present within the company.

### **Scopes 1 and 2**

#### **Scope of the greenhouse gas inventory**

The scope of Gonvarri Industries' greenhouse gas (GHG) inventory has been defined in accordance with the financial and operational control approach, in line with the criteria established in the GHG Protocol and the GRI 305 standard.

Under this approach, the inventory includes, under Scopes 1 and 2, emissions associated with the Group's own operations over which Gonvarri exercises financial control, as well as those operations under its operational control. In accordance with this criterion, emissions corresponding to the Vama Gonvarri Automotive Solutions Group are not included in Scopes 1 and 2 and are reported as a financial investment under Scope 3, category 14.

The greenhouse gases included in the inventory are: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, HCFCs and SF<sub>6</sub>, in accordance with the scope defined by the Kyoto Protocol and the GHG Protocol.

Direct emissions (Scope 1) stem mainly from the combustion of fossil fuels—natural gas, liquefied petroleum gases and diesel—in production processes, as well as from fuel consumption by the corporate vehicle fleet.

Indirect emissions (Scope 2) relate to the consumption of electricity and the purchase of steam used at the Group's facilities.

	2025	2024	2023	2022
<b>Scope 1 (tCO<sub>2</sub>eq)</b>				
Gonvarri Industries	23,534	23,951	25,519	26,823
Gonvvama *	821	1,529	1,137	1,396
<b>Scope 2 emissions (tCO<sub>2</sub> eq)</b>				
Gonvarri Industries	26,847	23,352	24,708	4.6205
Gonvvama *	3,147	3,071	4,866	6,927
<b>Scope 2 emissions (tCO<sub>2</sub> eq)</b>				
Gonvarri Industries	25,787	39,304	39,663	63,167
Gonvvama *	7,572	7,134	8,365	6,927
<b>Scope 1 + 2 (tCO<sub>2</sub>eq)</b>				
Gonvarri Industries	50,381	47,302	50,228	73,028
Gonvvama *	3,968	4,600	6,003	8,323

## Emissions intensity

(Content 305-4)

Gonvarri considers emissions intensity to measure the efficiency and impact of its processes. The resulting ratio is calculated by dividing direct and indirect emissions (305-1 and 305-2) by the total weight of products sold in each country. The following table details the results obtained in 2025:

Country	kg CO <sub>2</sub> / tonne sold
Germany	13.64
Argentina	8.28
Brazil	2.46
China	12.91
Colombia	55.74
Slovakia	4.24
Slovenia	784.52
Spain	3.18
Mexico	1.69
Poland	6.85
Portugal	0.27
Czech Republic	172.51
Romania	141.94
Russia	14.69
Sweden	112.63
Turkey	78.46
UK	3.36
USA	17.25
<b>Grand total</b>	<b>10.18</b>

## Carbon Neutral Plan

### Objectives

The Carbon Neutral Plan sets the objective for Gonvarri Industries to become a climate-neutral company by 2050. As an intermediate step, the Group has set targets for 2030 to reduce its emissions, aligned with the 1.5°C target of the Paris Agreement.

With 2022 as the base year and a global scope, the 2030 targets are:

- To reduce Scope 1 emissions by 50%.
- Ensure that 100% of purchased energy comes from renewable sources.

2022 was selected as the base year as it was the first post-pandemic financial year in which the Group fully resumed operations across all divisions and because complete, high-quality emissions inventories were available.

In 2025, the Group achieved an energy intensity of 57 kWh per tonne sold and an emissions intensity of 10.18 kg of CO<sub>2</sub> per tonne sold, as a result of the energy mix used in its operations.

Electricity accounts for 58% of total energy consumption — of which 61% is from renewable sources — whilst 42% comes from fuels. Since the base year, the Group has made progress in the electrification of its energy mix, increasing the share of electricity by five percentage points.

The Group's strategy is based on three lines of action: improving process efficiency, increasing the use of renewable electricity, and advancing the electrification of processes currently based on fuels.

### 2025 performance in reducing emissions from own operations

In 2025, Gonvarri Industries has continued to make progress in reducing emissions associated with its factories, in line with the targets set out in the Carbon Neutral Plan.

Regarding Scope 1 emissions (including Gonvvama), the Group achieved a 4% reduction compared to 2024 and a 14% reduction compared to the 2022 baseline year, exceeding the Plan's interim target for 2025, set at a 12% reduction.

As for Scope 2 emissions (including Gonvvama), 61% of the electricity consumed in 2025 was from renewable sources and 29% of the heat and steam was from renewable sources, resulting in total emissions of 29,994 tCO<sub>2</sub>e. This performance reinforces progress towards the Carbon Neutral Plan's target of achieving net-zero Scope 2 emissions by 2030.

### Steel. Raw material emissions.

The Carbon Neutral Plan does not focus solely on reducing emissions from the Group's own operations, but also addresses the impact associated with the materials processed by Gonvarri Industries, particularly steel.

Steel is the main source of emissions throughout the Group's value chain and is therefore a key area for action from a climate perspective. In this context, Gonvarri Industries is developing internal capabilities and working with its supply chain to move towards the use of materials with a lower carbon footprint.

The Group is cautiously exploring the possibility of setting a specific target regarding emissions associated with steel, the formalisation of which will depend on market developments and the availability of reliable information from suppliers.

As part of this approach, the Group is strengthening the generation of reliable and comparable environmental information on steel products, with Environmental Product Declarations (EPDs) being one of the main lines of work in this area.

### **Environmental Product Declarations (EPDs) and Eco-labelling**

In 2025, Gonvarri Industries has made progress in the eco-labelling of low-emission steel solutions by preparing Environmental Product Declarations (EPDs) in accordance with ISO 14025 and the PCRs based on EN 15804+A2, ensuring a consistent, transparent and verified calculation of environmental impacts throughout the life cycle.

The first EPDs have been developed at Gonvarri Barcelona, for galvanised coils, and at Gonvarri Asturias, for crash barriers and road safety terminals.

The environmental performance of these products is underpinned by the purchase of low-emission steel, the use of 100% renewable electricity (Scope 2 neutrality in the Iberian Peninsula from 2022), the application of circular economy principles in pickling and galvanising processes, and the optimisation of logistics and local sourcing to reduce transport-related emissions.

## SOCIAL IMPACT

### People

#### Human capital

(Content 2-7, 20-2 and 2-8)

Gonvarri Industries' global workforce comprises 8,957 employees in 2025, compared to 9,268 employees in the 2024 financial year, representing a 3% decrease from the previous year.

In accordance with the scope of this Report, in 2025 Gonvarri Industries has 8,233 employees (7,699 direct and 534 external), compared to 8,413 employees (7,779 direct and 634 external) in the 2024 financial year, representing a 2% reduction in the workforce. The workforce by country is detailed in Appendix II.

The following facilities are excluded from the scope of the Report: the Gailp Pune plant (India), with 439 permanent employees and 285 external staff, as well as certain commercial entities of no material significance.

We prioritise local employment to create value in the countries where we operate. 87% of the workforce is locally recruited.

*\*The total number of employees at Gonvarri Industries differs from that published in the Annual Accounts because the scope of this report includes the Gonvvama division.*

*\*\*The headcount calculation takes into account the number of hours worked (16,487,002), which may result in decimals in the overall figure. To simplify the presentation of results, the data is shown rounded and without decimals.*

% of Own Staff		
2023	2024	2025
89%	92%	94%

% External Staff		
2023	2024	2025
11%	8%	6%

Own staff: Gender		
	Men	Women
2023	85%	15%
2024	81%	19%
2025	81%	19%

Own staff: age			
	2023	2024	2025
18-25	7%	6%	6%
26-35	26%	24%	23%
36-45	30%	29%	29%
+ 45	37%	41%	42%

	Own staff: category		
	2023	2024	2025
Director	1%	2%	2%
MOI	48%	50%	50%
MOD	51%	48%	48%

Percentage breakdown by country: own and external staff			
	2023	2024	2025
Argentina	1%	1%	1%
Belgium	0%	0%	0%
Brazil	7%	5%	6%
Canada	0%	0%	0%
Chile	0%	0%	0%
China	11%	9%	8%
Colombia	6%	4%	4%
Czech Republic	3%	2%	2%
Denmark	0%	0%	0%
Finland	1%	1%	1%
France	0%	0%	0%
Germany	7%	7%	6%
Hungary	0%	1%	1%
Italy	0%	0%	0%
Mexico	2%	2%	2%
Netherlands	0%	0%	0%
Norway	1%	0%	0%
Poland	2%	2%	2%
Portugal	2%	1%	1%
Romania	6%	4%	4%
Russia	2%	2%	2%
Slovakia	3%	2%	2%
Slovenia	0%	21%	20%
Spain	32%	27%	29%
Sweden	2%	2%	2%
Switzerland	0%	0%	1%
Turkey	5%	3%	3%
United Kingdom	4%	3%	3%
United States	1%	1%	1%

## Labour relations

(Content 407-1, 402-1 and 2-30)

In all our offices and production centres, we guarantee full respect for the labour rights of our employees. We promote a working environment based on dignity, equal opportunities and mutual respect. We also encourage and protect freedom of association, trade union representation and the effective exercise of collective bargaining as essential pillars of balanced and transparent labour relations.

Our people management model incorporates clear policies on social dialogue, participation and consultation. We maintain open and ongoing channels of communication with workers' legal representatives, facilitating the constructive resolution of disputes, the improvement of working conditions and the development of agreements that contribute to well-being and productivity. Furthermore, we promote continuous training on labour rights and relations for middle management and senior leadership teams, with the aim of ensuring the consistent application of our policies on a global scale.

Within the supply chain, we carry out regular assessments of our suppliers using ESG criteria, including respect for human and labour rights, health and safety, and environmental protection. To date, no suppliers have been identified where freedom of association or the right to collective bargaining is violated or threatened. We have audit and verification mechanisms in place to detect potential risks at an early stage, as well as contractual clauses requiring compliance with labour standards aligned with ILO principles and our internal policies on responsible conduct. We also have a code of ethics and conduct for suppliers, to which they must adhere.

Collective agreements or similar arrangements regulate working conditions (wages, working hours, holidays, etc.) and the relationship between the company and its employees. By 2025, 77% of the workforce was covered by collective agreements.

In some countries where collective agreements do not apply, working conditions are set out in so-called 'Handbooks' or the country's labour regulations are applied directly. By 2025, 19% of the workforce was covered by a Handbook and the remaining 4% was subject to the country's own labour legislation.

	Agreements %		
	Collective Agreement	Handbook	National legislation
<b>2023</b>	64%	29%	8%
<b>2024</b>	76%	18%	6%
<b>2025</b>	77%	19%	4%

## People Growing Together

(Content 3-3)

People Growing Together is Gonvarri Industries' talent management model. Based on the employee lifecycle, the model is organised into different 'families'. Each of these develops initiatives that address the needs at the different stages an employee goes through within the company. The model aims to serve as the benchmark for talent management across the group, normalising, standardising and mainstreaming its content across the various companies.

In 2025, we continued to implement a comprehensive talent management system using the SuccessFactors tool, with the aim of making it the company's primary HR data management tool.

To continue developing the People model, work will be carried out in 2026 on the following guides:

- Attraction Guide
- Recruitment Guide
- Onboarding Guide
- Offboarding Guide

## Development of the People Growing Together Model

### 1. Talent Attraction

The Attraction family within the people management model focuses on strategies and actions designed to attract the best candidates to the company and promote a positive image of the company as a leading employer brand. Gonvarri Industries' main objectives are:

- Qualified candidates: to identify and attract qualified professionals with the skills and competencies we require.
- *Employer Branding*: building, enhancing and promoting a strong and attractive employer brand. Effectively communicating the company's values, culture, development opportunities and benefits of working there.
- Reputation and visibility: participating in industry events and conferences, maintaining a presence on social media, and undertaking other public relations activities that promote the company's image and reputation.
- Generating interest and engagement by creating engaging and relevant content, such as blogs, videos and employee testimonials, which highlight positive experiences and opportunities for growth.

Throughout 2025, the following actions, amongst others, continued:

- Posting vacancies across all available channels (in-house noticeboard, LinkedIn, job websites, etc.)
- Partnerships with schools, colleges and universities.
- Talks at schools, colleges and universities.
- Hybrid training (School/University - Company).
- Participation in job fairs.
- Posting company news on LinkedIn.
- Relationships with local organisations: partnerships with federations, local councils and other organisations are key to strengthening links with talent and the local community.

### 2. Recruitment / Selection

This focuses on identifying, assessing and selecting the best candidates to ensure an efficient and effective recruitment and selection process.

The main objectives:

- Identifying recruitment requirements: Defining the requirements and necessary skills for a vacant position, identifying the ideal candidate profile.
- Attracting candidates: The aim is to attract qualified and suitable candidates by advertising job opportunities through various channels: job boards, LinkedIn or other professional networks, and partnerships with educational or government institutions.
- Candidate assessment and selection: Design and implementation of effective selection processes, including interviews, technical tests, skills assessments and employment references, in order to identify the candidates best suited to the role and the organisation.

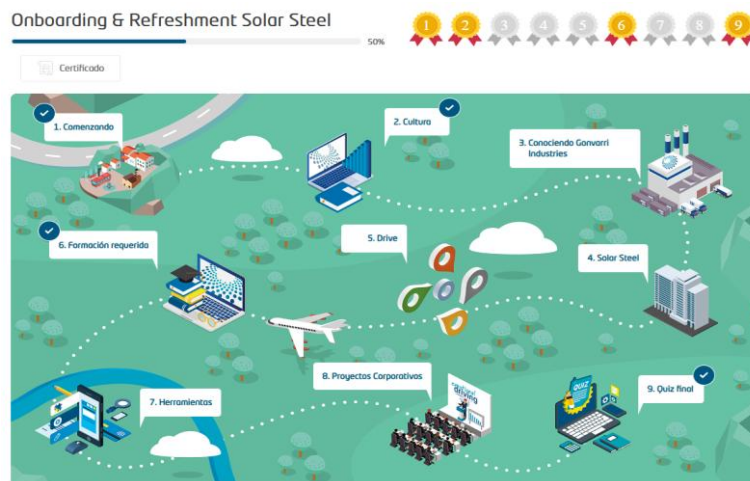
The Selection Guide has been created at Head Office, which contains:

- Guidelines regarding the policies we must follow in recruitment
- Information on how to conduct a structured interview
- Tips for avoiding mistakes during interviews

### 3. Onboarding

From an onboarding perspective, work has continued on preparing the training programme in the Academy for Gonvarri Solar Steel, which was launched in January and complements the one previously launched in Madrid.

Furthermore, the Learning & Knowledge department continues to make progress in setting up this induction programme for new recruits across the group's various plants, preparing standardised content for all of them and creating a dedicated space on the training platform for each plant.



Furthermore, an Onboarding Guide will be launched in 2026, the main aim of which is to ensure the integration of new Gonvarri employees, improving their experience throughout the onboarding process and ensuring the effective transmission of our company's culture and values.

#### 4. Training and knowledge

(Content 404-1 and 404-2)

At Gonvarri Industries, we regard training as a key pillar in the continuous development of our people and as a strategic element for preserving knowledge of the various processes within our company.

This year, 196,705 hours of training were delivered, an average of 25.5 hours per employee and a 22.4% increase compared to the previous year's training hours.

Through our Academy training platform, more than 5,500 active employees completed a total of 5,722 hours of training during the reporting year.

The training hours are broken down by category and gender in Appendix II.

Average training hours per employee						
	Men			Women		
	2023	2024	2025	2023	2024	2025
<b>Director</b>	86	57	25	183	125	27
<b>MOI</b>	26	17	25	29	20	27
<b>MOD</b>	34	23	27	37	10	16
<b>Grand total</b>	<b>32</b>	<b>21</b>	<b>26</b>	<b>37</b>	<b>18</b>	<b>24</b>

Below are some of the initiatives and projects carried out in 2025

- Corporate training on Digital Workplace adoption and Copilot Chat
- Power BI training at head office and at FLINSA.



- Training on the Pay Transparency Directive
- Online languages: once again, the online language training programme has been launched, receiving a warm welcome and attracting 187 participants from various plants and the corporate office.

In addition to the various mandatory compliance-related training courses, it is worth highlighting the launch of new learning pathways tailored to different skill levels in English, Portuguese, German and Spanish.



It is worth noting that, in addition to this launch, a training programme in Polish was also launched between June and October 2025.



**SP Tour 2025:**

The Strategic Plan Tour is a global initiative designed to bring the new strategic plan to all teams across the Group. Through an international tour of our workplaces, we managed to connect with over 4,000 people across 25 factories in 12 countries. The SP Tour established itself as one of the most significant internal initiatives of the year, with over 50 SP Days focused on sharing our vision, strengthening our culture and promoting a cross-functional understanding of our strategic priorities.

- Participation rate of over 90%.
- Satisfaction rating of 9.5/10.
- Over 200 speakers providing insight and inspiration.
- Engagement activities such as SP Pass and Photocall, which generated over 20,000 comments, 1,000 photographs and 5,000 interactions.

The SP Tour not only enabled us to communicate the Group’s strategy; it also reinforced our shared vision, driving sustainability, innovation and cohesion among teams across all regions.



**5. Assessment and Development**

In Performance & Development, we work to provide activities, resources and methods to promote exceptional individual and collective performance, as well as to foster the professional growth of all employees.

Job security is a way of demonstrating trust in the team and in long-term relationships. For this reason, 89% of Gonvarri's professionals are on permanent contracts and 96% are full-time. We also promote local employment, with 87% of employees being local nationals.

Breakdown by contract type						
	Men			Women		
	2023	2024	2025	2023	2024	2025
<b>Unlimited term</b>	4,191	5,494	5,478	811	1,349	1,352
<b>Fixed term</b>	728	755	697	115	140	132
<b>Internship</b>	22	32	27	6	10	13
<b>Total</b>	<b>4,941</b>	<b>6,280</b>	<b>6,201</b>	<b>932</b>	<b>1,499</b>	<b>1,498</b>

Breakdown by contract duration				
	Men		Women	
	Full-time	Part-time	Full-time	Part-time
<b>2023</b>	81%	3%	15%	1%
<b>2024</b>	78%	2%	18%	1%
<b>2025</b>	77%	3%	18%	2%

*\*Annex II provides detailed information by contract type and working hours, gender and country, as well as the annual average workforce for the whole year.*

## 5.1. New Hires

(401-1)

### Recruitment

There were a total of 1,098 new hires among permanent staff, distributed as shown below:

New hires by country %			
Country	2023	2024	2025
Germany	4%	5%	4%
Argentina	2%	0%	0%
Belgium	0%	0%	0%
Brazil	7%	6%	12%
China	15%	21%	27%
Colombia	5%	4%	4%
Denmark	0%	0%	0%
USA	1%	0%	0%
Slovakia	2%	1%	1%
Slovenia	0%	12%	7%
Spain	17%	13%	16%
Finland	0%	1%	0%
Hungary	0%	2%	1%
Mexico	2%	3%	3%
Norway	0%	0%	0%
Netherlands	1%	0%	0%
Poland	2%	2%	1%
Portugal	1%	1%	1%
United Kingdom	3%	1%	2%
Czech Republic	5%	3%	4%
Romania	4%	4%	0%
Russia	3%	4%	1%
Sweden	1%	2%	6%
Switzerland	0%	0%	0%
Turkey	25%	15%	9%

Turnover:

A total of 938 people left the company among our own staff:

Turnover by country %			
Country	2023	2024	2025
Germany	4%	4%	5%
Argentina	1%	1%	2%
Belgium	0%	0%	0%
Brazil	11%	10%	17%
China	10%	6%	4%
Colombia	5%	4%	5%
Denmark	0%	0%	0%
Slovakia	0%	1%	1%
Slovenia	3%	7%	6%
Spain	1%	19%	15%
Finland	12%	8%	13%
Netherlands	0%	1%	1%
Hungary	0%	2%	2%
Mexico	2%	2%	3%
Norway	0%	0%	0%
Poland	0%	0%	0%
Portugal	1%	1%	1%
United Kingdom	1%	1%	2%
Czech Republic	3%	2%	4%
Romania	6%	4%	3%
Russia	8%	5%	0%
Sweden	4%	4%	1%
Switzerland	0%	0%	1%
Turkey	1%	1%	1%
USA	26%	18%	13%

This represents an average turnover rate of 12% (13% for men and 11% for women).

Further information on recruitment and turnover can be found in Annex II.

### **5.2. Internal promotion**

The internal promotion process enables professionals to take on new responsibilities and challenges that enhance their performance, motivation and commitment to the company.

To encourage internal promotion, job vacancies are regularly published via 'Job Posting' on the corporate intranet or through other channels such as noticeboards, email, etc. This enables certain internal positions to be filled. Interested candidates undergo interviews with representatives from the human resources department and the department requiring the post, in order to select the most suitable candidate.

Internal Promotion						
Country	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Germany	1	0	2	1	0	0
Argentina	0	0	5	1	0	0
Brazil	0	1	41	6	0	0
China	2	0	0	0	2	0
Colombia	2	0	0	0	3	3
USA	1	0	3	0	0	0
Slovakia	0	0	7	4	0	0
Slovenia	0	0	0	0	8	3
Spain	20	5	8	2	15	1
Mexico	3	2	0	0	2	0
Poland	0	0	12	2	0	0
United Kingdom	8	1	15	10	1	0
Czech Republic	1	0	4	1	0	0
Romania	1	0	4	2	4	3
Russia	1	2	5	3	1	0
Sweden	0	0	0	0	1	0
Turkey	0	1	0	0	1	0
<b>Grand Total</b>	<b>40</b>	<b>12</b>	<b>106</b>	<b>32</b>	<b>38</b>	<b>10</b>

The significant decrease in internal movements compared with the previous year is explained by the low staff turnover recorded within the company.

### 5.3. Performance evaluation

(404-3)

The Management by Objectives system provides a framework for assessing individual objectives and competencies. A total of 601 assessments were carried out, as shown in the table below:

VII. A. Corporate performance evaluation						
Country	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Germany	3	1	8	2	24	6
Argentina	4	0	12	6	13	9
Belgium	0	0	1	0	1	0
Brazil	25	9	44	16	41	17
China	0	0	0	0	5	0
Colombia	0	0	6	2	9	4
Denmark	0	0	0	0	1	0
USA	3	1	6	1	7	1
Slovakia	1	0	0	0	5	1
Spain	136	45	163	45	270	77
Finland	0	0	1	0	1	0
Hungary	0	0	1	0	1	0
Italy	0	0	0	0	1	0
Mexico	9	4	8	5	0	0
Mexico	0	0	0	0	9	7
Norway	0	0	3	0	3	0
Netherlands	1	0	1	0	4	1
Poland	6	3	7	2	11	4
Portugal	3	3	4	5	0	0
United Kingdom	6	2	4	1	11	3
Czech Republic	1	0	4	1	5	2
Romania	1	0	5	1	5	1
Russia	0	0	0	0	5	2
Sweden	0	1	2	3	9	6
Switzerland	0	0	1	0	8	0
Turkey	0	0	8	2	9	2
<b>Grand Total</b>	<b>199</b>	<b>69</b>	<b>289</b>	<b>92</b>	<b>458</b>	<b>143</b>

*\*The total number of employees is shown at the start of the 'People' section under 'Human Capital'.*

Furthermore, most factories/business units have their own performance appraisal systems, in some cases covering 100% of employees. Below, we summarise the distribution of appraisals by factory and country:

VII. B. Factory performance evaluation												
Country	2023				2024				2025			
	MOD		MOI		MOD		MOI		MOD		MOI	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Germany	0	0	0	0	0	0	0	0	0	0	0	0
Argentina	0	0	0	0	4	27	10	21	5	16	4	9
Belgium	0	0	0	0	0	0	0	0	0	0	0	0
Brazil	4	211	72	134	4	188	65	118	8	214	79	145
China	0	0	0	0	2	293	64	160	2	274	64	151
Colombia	0	113	39	81	0	0	8	21	0	0	8	21
USA	6	38	7	21	5	40	7	20	5	33	2	16
Slovakia	1	105	36	37	0	96	30	36	0	94	31	37
Slovenia	0	0	0	0	291	450	156	689	245	387	53	378
Spain	18	449	61	203	28	568	90	299	70	914	130	373
Finland	0	0	0	0	0	0	0	0	0	13	11	25
Hungary	0	0	0	0	0	1	0	0	18	6	3	23
Mexico	0	0	4	9	0	0	5	10	0	0	5	9
Norway	0	0	0	0	0	0	0	0	0	0	1	12
Netherlands	0	0	0	0	0	0	0	0	0	9	8	19
Poland	2	50	23	30	3	62	27	37	3	57	28	38
Portugal	3	40	19	30	4	40	22	25	4	36	22	25
United Kingdom	0	0	0	0	0	113	14	29	0	90	13	41
Czech Republic	0	0	0	0	3	34	19	45	3	19	20	49
Romania	12	200	61	86	13	189	55	90	13	215	52	87
Russia	1	15	12	19	1	25	13	23	1	28	13	22
Sweden	0	0	0	0	0	29	1	3	0	28	6	52
Switzerland	0	0	0	0	0	0	0	0	0	0	0	0
Turkey	0	0	0	0	5	216	2	10	3	172	6	8
<b>Grand Total</b>	<b>52</b>	<b>1,252</b>	<b>342</b>	<b>674</b>	<b>363</b>	<b>2,371</b>	<b>588</b>	<b>1,636</b>	<b>401</b>	<b>2,722</b>	<b>569</b>	<b>1,614</b>

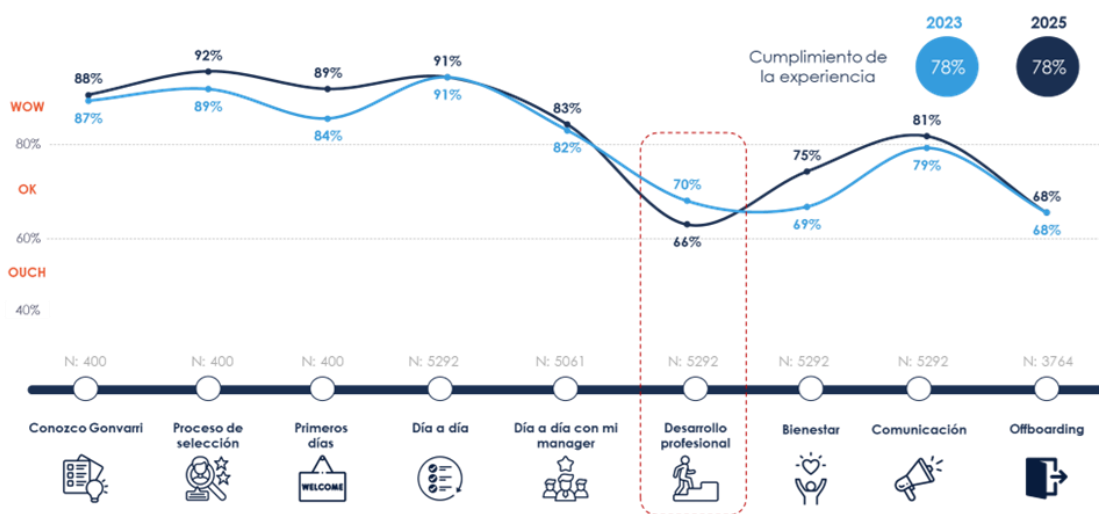
In the reporting year, 77% of the total workforce at Gonvarri Industries took part in a performance appraisal process.

### 5.4 Workplace Climate Survey

This year we conducted the 6th Global Climate Survey – Employee Experience. The number of participating companies has recently increased with the inclusion of new plants such as HIDRIA, RECA, H2GREEM and Riera Tutó.

Once the response collection period closed, an employee experience score of 78% was obtained, with a participation rate of 76% (over 5,200 responses).

The results obtained are used to implement various action plans, to further consolidate the personnel management model and to improve people’s day-to-day experience.



## 6. Remuneration, benefits and mobility

Its objective is to manage the policies and practices relating to the compensation and benefits offered to employees, as well as to facilitate internal mobility, taking into account both the expectations of staff and legal requirements and internal policies to prevent discriminatory practices and promote equal opportunities for all employees.

### 6.1. Compensation

In line with its corporate human rights policy, Gonvarri Industries aims to ensure that 100% of its employees receive a decent and adequate wage, above the minimum levels established by local legislation in each country. This wage is intended to meet the basic needs of workers and their families, taking into account the duties performed and the length of the working day. We adhere to the standards of the International Labour Organisation (ILO) and applicable legislation, ensuring an appropriate work-life balance, including the regular payment of overtime, as well as holiday and rest periods.

## 6.2. Flexible remuneration and social benefits

(201-3 and 401-2)

The aim is to provide a package of benefits that meets employees' needs and promotes their well-being. This involves identifying flexible remuneration strategies and the benefits most valued by employees, adapting them to local preferences and circumstances, such as:

- o Health insurance
- o Meal vouchers
- o Travel card
- o Childcare vouchers
- o Life insurance
- o Disability insurance
- o Transport service
- o Canteen
- o Maternity/Paternity Leave
- o Other Employee Benefits: Various additional benefits include gifts for new births, Christmas hampers, access to gyms, support for sporting activities, laundry services, recognition of staff length of service, improved statutory leave entitlements and flexible working hours to promote work-life balance.

*Percentage Breakdown of Flexible Remuneration*

Percentage Breakdown of the Flexible Remuneration Scheme			
	2023	2024	2025
Canteen voucher	21%	23%	19%
Nursery voucher	3%	2%	1%
Travel card	1%	1%	1%
Health insurance	75%	81%	79%

## 6.3. Pension funds and retirement schemes

(201-3)

These benefits are available in some countries due to local regulations or historical commitments. In places such as the United Kingdom, Germany and Sweden, pension funds are offered.

## 6.4. Mobility

The "Start-up and Support Teams" system offers employees the opportunity to participate in international projects, collaborating with teams from diverse cultures through temporary assignments in other countries. Employees are involved in critical tasks such as opening new plants and managing challenges related to production and machinery, amongst others. Furthermore, these teams facilitate the transfer of knowledge and know-how, enriching skills and working methodologies.

## 7. Diversity, Equality and Inclusion

(405-1)

At Gonvarri, we firmly believe in the importance of diversity, equity and inclusion within our organisation and strive to create an environment where every employee feels valued, respected and has equal opportunities.

- **Diversity:** We value diversity in all its forms: race, gender, age, sexual orientation, religion, disability and ethnic origin.
- **Equity:** We strive to ensure equity in all our practices and decisions. We work to remove any barriers or discrimination that may hinder the professional growth and success of our employees.
- **Inclusion:** We foster a collaborative and welcoming working environment, where everyone's opinions are heard and respected. We promote creativity, innovation and the performance of our teams.

In accordance with Royal Decree 902/2020, we have implemented Equality Plans in all our offices and factories in Spain. Furthermore, our approach to equality and non-discrimination has been incorporated into all collective agreements and specific handbooks covering 96% of the workforce. In 2024, the Woman of Steel programme was launched as a mandatory initiative for all employees to promote diversity and equality amongst all staff.

As for professionals with disabilities, we have 178 people (126 men and 52 women). The following table shows their distribution:

VIII. People with disabilities						
Country	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Germany	19	4	22	8	25	8
Argentina	0	0	0	0	0	0
Belgium	0	0	0	0	0	0
Brazil	4	0	3	2	3	1
China	0	0	0	0	0	0
Colombia	0	0	0	0	0	0
Denmark	0	0	0	0	0	0
Slovakia	8	2	9	1	9	1
Slovenia	0	0	38	41	30	37
Spain	31	4	32	3	37	4
Finland	1	0	1	0	1	0
Netherlands	0	0	0	0	0	0
Hungary	0	0	1	0	0	0
Mexico	0	0	0	0	0	0
Norway	0	0	0	0	0	0
Poland	1	0	1	0	1	0
Portugal	0	0	0	0	0	0
United Kingdom	0	0	0	0	0	0
Czech Republic	0	0	13	0	11	0
Romania	0	1	0	0	0	0
Russia	0	0	1	0	1	0
Sweden	0	0	0	0	0	0
Switzerland	0	0	0	0	0	0
Turkey	8	0	7	0	8	1
USA	0	0	0	0	0	0
<b>Grand Total</b>	<b>72</b>	<b>11</b>	<b>128</b>	<b>55</b>	<b>126</b>	<b>52</b>

We maintain close collaboration and develop initiatives with Special Employment Centres. This enables us to integrate people with disabilities and/or at risk of social exclusion. Among other things, the Corporate Office supports the Juan XXIII Roncalli Foundation, whilst at a local level, the factories carry out various initiatives.

## 8. Employee retention and wellbeing

At Loyalty & Wellness, we work to promote the general wellbeing of employees. These initiatives include measures such as improved flexibility in working hours, intensive working days, improvements to facilities and new options for sporting activities. We seek to foster a healthy working environment and improve the quality of life of employees within the company.

### 8.1. Wellbeing programmes. “Be Healthy” programme

(403-6)

Throughout 2025, a number of significant activities have been carried out with the aim of encouraging the adoption of healthy habits and participation in sport among Gonvarri’s staff.

The following are particularly noteworthy:

- Participation in the Ponle Freno Race in Madrid: more than 60 runners from our company took part in the latest edition of the Ponle Freno race.



- Participation in the 2025 Women’s Race: Gonvarri’s female runners took part once again in the Women’s Race held in Madrid, with nine representatives from the Corporate division.



- Conducting body composition studies at Gonvarri Madrid to promote healthy habits among employees.
- Padel Week held at the Francisco Riberas Pampliega Sports Courts
- Functional training sessions every Tuesday and Thursday

### ***8.2. Mental Health Programme***

In 2025, the company began implementing a Mental Health Programme as part of its commitment to being a 'healthy organisation', understood as one that goes beyond mere legal compliance in prevention to promote the physical, psychological and social well-being of its employees.

We aim to achieve the following objectives:

- To provide psychological support and security to our employees.
- To prevent and manage psychosocial risks.
- To help identify early signs and symptoms, alongside early diagnosis and care, to prevent the development of clinical conditions or harmful behaviours.
- To improve productivity, workplace atmosphere and staff retention.
- To help reduce absenteeism caused by psychological problems.
- To improve quality of life at work by addressing the factors that influence it.
- Normalise and prevent stigma associated with these conditions.



### **8.3. Work flexibility: Work organisation, work-life balance measures and digital disconnection**

(401-3, 401-4)

Work-life balance is one of the aspects most valued by Gonvarri's staff. Consequently, in the offices, staff enjoy flexibility regarding holiday dates, start and finish times, and intensive working days in summer.

In the factories, due to the nature of the business, operations continue uninterrupted and sometimes run 24 hours a day, meaning certain groups have to work shifts. This organisation of work does not prevent Gonvarri from encouraging the rotation of such shifts with the aim of facilitating the adjustment of working hours to individual needs.

A notable example is Gonvauto Navarra, which has been awarded the "Reconcilia" seal in recognition of its efforts to balance work, family and personal life, promoted by Amedna and the Employment Service of the Vice-Presidency for Economic Development of the Government of Navarre.

To address these issues, the group has:

- Working Conditions Policy
- Digital Disconnection Protocol

With regard to maternity and paternity leave, there were a total of 280 cases in the reporting year, 1% more than the previous year, comprising 214 men and 66 women. 97% of men and 88% of women remain with the company following their paternity/maternity leave.

## **9. Recognition**

The Recognition framework plays an essential role in fostering a corporate culture focused on appreciating and celebrating individual and collective achievements. This area encompasses initiatives designed to highlight significant milestones in employees' careers, including the commemoration of years of service, retirements and other outstanding contributions.

## **10. Termination Process**

The management of separation processes is an essential part of the employee lifecycle and is handled with fairness, respect and responsibility. Employees may terminate their employment with the company in various ways: voluntary or involuntary separations

As part of this commitment, in cases of voluntary resignation, an exit interview is conducted to understand the reasons behind the decision. This analysis helps identify opportunities to improve the employee experience, generate insights and reinforce active listening within the organisation. Similarly, Gonvarri Industries offers the option of an exit interview during retirement processes, to gather further information

regarding the employee's career journey and draw conclusions that enable the improvement of internal processes.

In the case of involuntary terminations, the company applies a specific protocol designed to ensure a rigorous, transparent and respectful process. These situations may arise from organisational needs, disciplinary reasons or other circumstances. The process is managed in accordance with strict criteria regarding regulatory compliance, confidentiality and support for the affected individual.

## Health and Safety

403-1 and 403-8

### Health and Safety Management System

Since 2007, Gonvarri Industries has maintained a robust Health and Safety Management System based on the Corporate Policy "POL014 Declaration of Principles on Occupational Health and Safety" established by its Chairman. The aim of this system is to provide optimal working conditions in the workplace, integrating Health and Safety from the design stage of every new piece of equipment or process and promoting the elimination of risks at source through a technical approach. Furthermore, it involves a clear commitment from management and the integration of health and safety at all levels and across all departments of the organisation through global policies that distribute responsibilities for risk control and continuous improvement throughout the organisation at every level of the hierarchy, encouraging employee participation and consultation.

The Group is resolutely promoting five key pillars to improve the safety culture:

- A commitment to safety on the part of corporate management and each company.
- Continuous improvement to ensure the identification of risks, areas for improvement and the implementation of action plans.
- Integration of safety into the chain of command with clear allocation of responsibilities to each member of the organisation.
- Training of employees and the promotion of consultation and participation in improving safety and ergonomic conditions.
- Technical systems that ensure risks are eliminated at source.

This commitment to the continuous improvement of safety conditions is reflected in the investments of over €18.5 million that the group has made since 2020 in improvements to the health and safety conditions of its equipment and facilities, based on experience gained from incidents, established best practices, and state-of-the-art technological developments, exceeding the minimum legal requirements in most cases.

In 2011, Gonvarri Industries launched the "Un Paso Adelante" programme, establishing its own Health and Safety model that goes beyond regulatory compliance. In 2014, a Health and Safety pillar was included in the Strategic Plan, applying it to all processes, including procurement and new business design, to ensure compliance with Health and Safety legislation. In 2017, the "Doing Well by Doing Safe" plan was developed to improve the culture of prevention, encouraging employees to identify hazards and risks through established channels without any repercussions.

The company applies the ISO 45001 standard as a common framework for occupational health and safety management, covering both its own and external personnel, reinforcing the protection of individuals through the systematic identification of hazards, the assessment and control of risks, and the implementation of preventive measures aimed at reducing accidents and occupational illnesses.

This approach facilitates compliance with applicable legal requirements and provides a solid foundation for internal and external audit processes, integrating health and safety into operational management and decision-making. The standard thus helps to consolidate a shared culture of prevention, aligned with the organisation's commitments to sustainability, people's well-being and corporate responsibility.

In 2025, 65%\* of the group's factories were certified under the ISO 45001 standard, covering 82%\* of staff.

The difference is due to the group's inorganic growth, incorporating factories that are not yet certified.

In 2026, Gonvarri Industries set a target to achieve 90% coverage of employees under the ISO 45001 standard by 2030, using the scope of wholly-owned subsidiaries as at the end of 2025 as the base year.

External audits complement a rigorous system of internal audits carried out in accordance with corporate policies and procedures, with results that demonstrate the level of maturity and excellence in Health and Safety management, and the progress and advancement of the companies in this regard.

Furthermore, with regard to certifications, GONVAUTO GALICIA S.A. holds the Healthy Workplace certification for its workplace, which attests to the systematic integration of health, wellbeing and safety criteria into sheet metal storage and cutting activities. This certification reinforces a preventive approach aimed at protecting workers and continuously improving working conditions.

Its implementation helps to consolidate an organisational culture based on prevention, care for physical and psychosocial wellbeing, and the improvement of the working environment, complementing existing health and safety systems. In this way, the certification underpins the company's commitment to continuous improvement, quality of working life and sustainability in people management.

Two platforms are used in the Health and Safety area to monitor indicators:

1. Sygris: Used for comparative monitoring, it consolidates the investigation of incidents and accidents at plants, as well as proactive performance indicators and policy compliance. It provides employees with access to up-to-date and comparative data on accident rates and other indicators.
2. CTAIMA 2.0: Used at our sites in Spain, Portugal and Mexico, it manages the information and documentation of external companies accessing our workplaces. It monitors and records the documentation provided by and required of these external companies, not only to ensure legal compliance, but also to guarantee safety whilst they carry out their activities at our workplaces.

These platforms provide comprehensive management and effective control over health and safety issues relating to tasks carried out by both our own employees and external personnel accessing our facilities (contractors, subcontractors, workers from temporary employment agencies, visitors, transporters, etc.), whose safety is equally taken into account in the Group's policies. This coordination aims to safeguard the safety of these operations and mitigate potential risks arising from the coexistence of staff from different backgrounds within our plants.

In 2025, Gonvauto Iberia was recognised at the European Awards for Good Practice in Healthy Workplaces, organised by the European Agency for Safety and Health at Work, for its work on the digitalisation and documentation of the implementation of Health and Safety policies. They presented their project at the conference organised by the National Institute for Safety and Health at Work in Spain.

Furthermore, Gonvauto Navarra was awarded a prize by the Mutua Universal accident insurance scheme at the 10th edition of the Innovation and Health Awards in the Large Enterprise category for these management tools that facilitate compliance with and the documentation of risk control requirements in the workplace and in the activities carried out.

### **Responsibilities and functions**

The policy set out by Gonvarri in 2007 establishes that Health and Safety must be comprehensive and integrated throughout the organisation. The management and senior leadership of the companies are committed to the corporate Health and Safety policies, leading the monitoring of the management system and the annual planning, for the design, approval and implementation of which they are responsible. This commitment extends throughout the organisation, including investment in improvements and direct communication with employees to assess and improve working conditions and their perception of the company's existing safety culture. For the past 15 years, the senior management of each company has held monthly meetings with the entire Management Committee to monitor the system. Furthermore,

daily meetings address safety-related issues, reviewing matters such as accidents, staff reports and inspection results.

Responsibilities for managing the system are clearly defined and cover all levels of the company. Each company implements the corporate document that explicitly standardises the functions and roles of each member of the structure in this area, and sets out what is expected of each of them to ensure the effective vertical and horizontal integration of safety within each company. Supervisors and Department Heads play a key role in the supervision, inspection and assessment of risks, acting as role models for Health and Safety policies.

In addition, each plant has staff specialising in Health and Safety, who advise on and coordinate the implementation and monitoring of policies, adapting to the specific needs of each location.

### **Health and Safety Plan “Doing Well by Doing Safe”**

(403-2 and 403-9)

Following a significant reduction in accidents and improvements to workplaces at Gonvarri, a plan was launched in 2017 to raise Health and Safety awareness among all employees, emphasising the importance of correctly applying roles and responsibilities according to one’s position in the hierarchy. The “Doing Well by Doing Safe” Health and Safety Plan introduced measures aimed at fostering a safety culture, reinforcing the motto “Stop > Think > Act”, which promotes conscious and safe actions. This plan also encourages “Shared Safety”, where each employee takes responsibility not only for their own safety but also for that of their colleagues, collaborating in training processes.

### **Improvements to working conditions**

Significant investments have been made across all plants to improve them, in line with corporate technical specifications, best practices and reports on accidents and incidents.

Each plant’s Maintenance Plans include the inspections, checks and preventive maintenance necessary to ensure the good condition and operation of safety equipment and devices, with internal channels for reporting incidents. In this regard, Corporate Management has approved, within the scope of Compliance, the standardisation of the necessary and sufficient procedures to maintain the safety systems of machinery and production lines in perfect working order, not only through these quarterly internal inspections but also through triennial compliance audits of this equipment carried out by specialist external firms.

Finally, supervisors carry out documented monthly inspections to monitor safety conditions in the workplace, identifying deviations and planning corrective actions to maintain safety standards.

### **Preventive leadership**

During the reporting year, Gonvarri Industries has continued to promote various initiatives to strengthen this preventive approach to Health and Safety. With a focus on activating leadership in safety, the company concentrates on effective communication with employees and on encouraging their participation using existing tools such as Chasing Risks, One to One, and Improvement Ideas, amongst others. This additional effort complements those already undertaken to build an organisational culture where safety is the defining characteristic for everyone. This ambition aims to achieve the ultimate goal of zero accidents.

The Gonvarri Group’s factories have achieved significant milestones in occupational health and safety, celebrating days without accidents resulting in sick leave.

### **Health management**

(403-3)

New employees must undergo medical examinations based on specific protocols tailored to the role they will perform. These examinations determine their medical 'fitness' for the role. Furthermore, all employees are entitled to periodic medical check-ups, following the same protocols, after which their 'fitness' status is updated. The monitoring and control of employees' health status is outsourced and carried out by authorised medical services, in accordance with current legislation. Notable examples include the availability of an on-site medical service or the provision of private health insurance as a benefit in some countries, as well as initiatives aimed at improving healthcare.

### Occupational risk assessment

403-10

"Occupational Risk Assessments" are essential for identifying and measuring workplace risks associated with different activities and roles. They are used to define preventive measures, both technical and organisational, including employee training, to mitigate or eliminate risks. These assessments are constantly updated, particularly following changes in working conditions or in the organisation of tasks, or as a result of in-depth analyses carried out during investigations into incidents and accidents.

In 2025, five job roles were identified as being at high risk of occupational disease, compared with four identified in 2024.

In 2025, 4 cases of occupational diseases were recorded, compared to the 3 cases detected in 2024.

Based on these assessments, Safety Instructions are drawn up for the activities carried out, standardising the procedure to be followed in each case, whether for routine or occasional tasks. These Instructions are living documents that are continuously updated, just like the Risk Assessment (and for the same reasons as those), and require approval from supervisors. They constitute the guidelines and standards that employees must follow to control risks that could not be eliminated through technical measures at their source, and form the basis of the training content provided to workers in each role or task.

Furthermore, the assessments cover the identification and evaluation of exposure to physical (noise, lighting, vibrations, etc.) and chemical contaminants, as well as exposure to ergonomic factors, carried out by specialist staff using calibrated equipment and always following standardised methodologies. Companies are responsible for managing these results through action plans arising from these assessments to ensure a safe working environment.

### Ergonomics

In 2025, a new Global Health and Safety Plan was launched, in this instance, with the main systems for controlling occupational health and safety risks already in place, focusing on improving ergonomics in the workplaces and activities carried out at Gonvarri.

The principles guiding the development of this Plan are those that guide us in Health and Safety at Gonvarri:

- Elimination of risk at source through the provision and implementation of technical measures.
- Systems that guarantee continuous improvement in this area, with a particular focus on employee participation in the improvement process.
- Action targeting people, their behaviour and their habits.

To draw up and explain the plan, a framework guide for the development of actions and good practices in the field of ergonomics has been established, along with a catalogue of technical measures to reduce ergonomic risk levels, tailored to the activities, hazards and risks present in our companies.

The plant plans (based on a corporate model but tailored to each company) have a three-year implementation period (2025–2027) and are subject to regular monitoring.

All documentation relating to this Plan, the guidelines, best practices, presentations made to the companies, activity plans for the coming years, etc., are also available on a dedicated SharePoint site for global consultation.

### Key indicators

The accident data included in this section covers not only our own staff, but also subcontractors and temporary employment agencies, in accordance with the Group's policy whereby any employee carrying out duties at our workplaces must be included in our health and safety management system.

- Number of accidents
- Accident rate resulting in sick leave
- Accident rate Without lost time
- Days lost due to accidents (severity rate)
- Days lost for other reasons

In 2025, there were a total of 113 accidents resulting in sick leave and 298 accidents not resulting in sick leave.

<b>XVI. A. Accidents</b>												
	<b>2023</b>				<b>2024</b>				<b>2025</b>			
	With lost time		Without leave		With lost time		Without leave		With lost time		Without leave	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
<b>Own staff</b>	<b>83</b>	<b>4</b>	<b>245</b>	<b>9</b>	<b>64</b>	<b>0</b>	<b>228</b>	<b>15</b>	<b>92</b>	<b>11</b>	<b>251</b>	<b>9</b>
<b>External staff</b>	<b>11</b>	<b>0</b>	<b>56</b>	<b>3</b>	<b>16</b>	<b>1</b>	<b>38</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>36</b>	<b>2</b>
<b>Total</b>	<b>94</b>	<b>4</b>	<b>301</b>	<b>12</b>	<b>80</b>	<b>1</b>	<b>266</b>	<b>17</b>	<b>99</b>	<b>14</b>	<b>287</b>	<b>11</b>
<b>XVI. B. Rate of accidents resulting in sick leave</b>												
<b>Country</b>	<b>2023</b>				<b>2024</b>				<b>2025</b>			
	Own		External		Own		External		Own		External	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
<b>Argentina</b>	50.6	0.0	0.0	0.0	36.1	0.0	0.0	0.0	24.2	0.0	0.0	0.0
<b>Belgium</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Brazil</b>	9.1	0.0	0.0	0.0	3.0	0.0	0.0	0.0	7.0	0.0	0.0	0.0
<b>China</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Colombia</b>	5.2	0.0	0.0	0.0	1.7	0.0	22.2	0.0	1.6	0.0	6.8	0.0
<b>Denmark</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>USA</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Slovakia</b>	0.0	0.0	0.0	0.0	8.0	0.0	0.0	0.0	8.1	0.0	0.0	0.0
<b>Slovenia</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.5	7.0	28.9	53.7
<b>Spain</b>	16.3	3.6	14.3	0.0	10.6	0.0	19.3	24.0	12.5	7.2	5.9	22.7
<b>Finland</b>	9.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	13.7	0.0	0.0	0.0
<b>Hungary</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.9	0.0	0.0	0.0
<b>Israel</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Mexico</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Norway</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Netherlands</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Poland</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	15.4	0.0	0.0
<b>Portugal</b>	25.0	0.0	43.3	0.0	14.5	0.0	0.0	0.0	14.4	0.0	0.0	0.0
<b>United Kingdom</b>	2.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.7	0.0	0.0	0.0
<b>Czech Republic</b>	17.5	0.0	37.9	0.0	6.9	0.0	0.0	0.0	7.5	0.0	0.0	0.0
<b>Romania</b>	2.0	0.0	0.0	0.0	1.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Russia</b>	0.0	0.0	0.0	0.0	9.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Sweden</b>	0.0	0.0	0.0	0.0	6.1	0.0	0.0	0.0	6.0	0.0	0.0	0.0
<b>Switzerland</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Turkey</b>	9.1	0.0	0.0	0.0	7.7	0.0	0.0	0.0	8.9	0.0	0.0	0.0
<b>Grand total</b>	<b>9.5</b>	<b>2.7</b>	<b>7.6</b>	<b>0.0</b>	<b>6.2</b>	<b>0.0</b>	<b>12.8</b>	<b>12.9</b>	<b>7.4</b>	<b>3.9</b>	<b>6.5</b>	<b>27.9</b>
<b>XVI. C. Accident rate Without lost time</b>												
<b>Country</b>	<b>2023</b>				<b>2024</b>				<b>2025</b>			
	Own		External		Own		External		Own		External	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
<b>Germany</b>	16.5	7.7	52.4	323.4	24.1	7.8	72.2	0.0	25.6	0.0	147.1	0.0

Argentina	0.0	0.0	0.0	0.0	54.1	0.0	0.0	0.0	84.7	103.8	0.0	0.0
Belgium	13.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Brazil	5.0	0.0	0.0	0.0	15.1	0.0	0.0	0.0	14.0	0.0	28.6	0.0
China	6.9	0.0	0.0	0.0	2.0	0.0	3.3	0.0	5.6	0.0	10.3	0.0
Colombia	0.0	0.0	24.7	0.0	5.2	0.0	33.3	0.0	4.9	0.0	6.8	0.0
Denmark	77.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
USA	9.4	110.9	0.0	0.0	62.9	75.6	0.0	95.0	74.5	0.0	187.1	0.0
Slovakia	0.0	0.0	0.0	0.0	11.9	0.0	0.0	0.0	8.1	0.0	0.0	0.0
Slovenia	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0
Spain	34.9	14.5	73.1	29.2	46.6	22.2	42.1	24.0	49.8	5.4	47.6	45.3
Finland	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	13.7	0.0	0.0	0.0
Hungary	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.9	19.2	0.0	0.0
Israel	9.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Mexico	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.8	0.0	0.0	0.0
Norway	6.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Netherlands	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Poland	49.9	0.0	0.0	0.0	11.0	0.0	0.0	0.0	17.2	0.0	0.0	0.0
Portugal	6.8	25.1	129.8	214.5	21.8	18.9	0.0	0.0	36.1	18.4	70.4	0.0
United Kingdom	10.5	0.0	0.0	0.0	8.7	0.0	0.0	0.0	2.4	11.6	0.0	0.0
Czech Republic	0.0	0.0	0.0	0.0	3.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Romania	0.0	0.0	0.0	0.0	1.9	0.0	0.0	0.0	1.9	0.0	0.0	0.0
Russia	0.0	0.0	0.0	0.0	0.0	0.0	118.1	0.0	4.0	0.0	138.1	0.0
Sweden	0.0	0.0	0.0	0.0	12.2	0.0	0.0	0.0	17.9	0.0	0.0	0.0
Switzerland	10.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Turkey	28.1	0.0	0.0	0.0	33.7	0.0	0.0	0.0	19.5	0.0	0.0	0.0
<b>Grand total</b>	<b>28.1</b>	<b>6.1</b>	<b>38.5</b>	<b>42.5</b>	<b>22.1</b>	<b>7.5</b>	<b>30.5</b>	<b>25.8</b>	<b>20.1</b>	<b>3.2</b>	<b>33.3</b>	<b>18.6</b>

*Frequency rate:*

- *No. of accidents resulting in sick leave among own staff / hours of actual attendance × 1,000,000*
- *No. of accidents Without lost time / hours of actual attendance × 1,000,000*

The group's aggregate frequency rate fell from 6.8 in 2023 to 6.2 in 2024 and rose to 6.6 in 2025, representing a 3% improvement since 2023.

Target for 2026: a 5% reduction in the frequency rate compared to 2025, covering own operations (financial control) and companies under operational control.

At Gonvarri Industries, all accidents and incidents occurring at its facilities are recorded and analysed, even though many accidents resulting in sick leave are not significant from a preventative perspective. It is worth noting that one in four accidents involving personal injury leads to sick leave, which highlights the need to explore measures to manage absenteeism.

During 2025, companies that have recently joined the Group and are already aligning with our policies, principles and systems have made a decisive contribution to these indicators: almost a third of accidents resulting in sick leave occurred within the Hidria Group (which accounted for less than 20% of the Group's total hours worked) and more than 10% of these accidents occurred within the Láser Group (which accounted for only 3%).

Hands are the part of the body most affected by accidents, mainly due to blows and not necessarily cuts.

In the last year, no serious accidents were recorded among our own staff, subcontractors or temporary agency workers.

However, continuous improvement is recognised in the identification, reporting and analysis of 'incidents' which, although they have not caused injury, are crucial for future learning and prevention.

It should be noted that the plants continue to improve in the identification, reporting and analysis of 'incidents' which, although they have not caused personal injury, could have done so under different circumstances, and their study is very useful for future learning and continuous improvement.

### **Days lost due to accidents**

Accidents recorded in 2025 resulted in 3,610 working days lost due to accidents. The rates by country are summarised below.

XVI. D. Days lost due to own-person accidents						
Country	2023		2024		2025	
	Men	Women	Men	Women	Man	Women
Germany	2.0	1.6	0.1	0.0	0.2	0.0
Argentina	2.3	0.0	0.4	0.0	2.3	0.0
Belgium	0.0	0.0	0.0	0.0	0.0	0.0
Brazil	0.2	0.0	0.1	0.0	0.2	0.0
China	0.0	0.0	0.2	0.2	0.0	0.0
Colombia	3.6	0.0	0.1	0.0	0.2	0.0
Denmark	0.0	0.0	0.0	0.0	0.0	0.0
USA	0.0	0.0	0.0	0.0	0.0	0.0
Slovakia	1.2	0.0	0.0	0.0	0.5	0.0
Slovenia	0.0	0.0	0.2	0.0	0.1	0.3
Spain	11.3	0.1	0.6	0.1	0.4	0.4
Finland	0.0	0.0	0.0	0.0	0.0	0.0
France	0.0	0.0	0.0	0.0	0.0	0.0
Hungary	0.0	0.0	0.0	0.0	0.6	0.0
Italy	0.0	0.0	0.0	0.0	0.0	0.0
Mexico	0.0	0.0	0.1	0.0	0.0	0.0
Norway	0.0	0.0	0.0	0.0	0.0	0.0
Netherlands	0.0	0.0	0.0	0.0	0.0	0.0
Poland	0.0	0.0	0.0	0.0	0.0	2.9
Portugal	0.2	0.0	0.3	0.0	0.5	0.0
United Kingdom	0.2	0.0	0.0	0.0	0.0	0.0
Czech Republic	0.2	0.0	0.0	0.0	0.6	0.0
Romania	0.0	0.0	0.0	0.0	0.0	0.0
Russia	0.0	0.0	0.0	0.0	0.0	0.0
Sweden	0.0	0.0	0.0	0.0	0.1	0.0
Switzerland	0.0	0.0	0.0	0.0	0.0	0.0
Turkey	0.0	0.0	0.7	0.5	0.4	0.0
<b>Grand total</b>	<b>0.3</b>	<b>0.0</b>	<b>0.3</b>	<b>0.1</b>	<b>0.2</b>	<b>0.2</b>

The group's aggregate severity index fell from 0.21 in 2023 to 0.18 in 2024, and rose to 0.22 in 2025, increasing by 4.8% since 2023.

#### Days lost due to other causes

In 2025, 78,936 equivalent days were lost due to unplanned absenteeism, 33% more than the previous year. The rates by country are summarised below.

XVI. E. Days lost due to other causes – own staff						
Country	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Germany	30.1	23.6	7.2	5.9	8.3	8.2
Argentina	7.9	4.7	1.8	1.1	1.2	1.1
Belgium	0.0	0.0	0.0	0.0	0.5	0.0
Brazil	1.0	0.8	2.7	3.2	3.1	2.0
Canada	0.0	0.0	0.0	0.0	0.0	0.0
Chile	0.0	0.0	0.0	0.0	0.0	0.0
China	0.0	0.0	1.0	1.1	0.8	1.9
Colombia	58.8	14.1	3.1	2.8	1.5	2.0
Denmark	0.0	0.0	1.8	2.4	3.1	2.8
USA	0.0	0.0	1.2	1.2	1.6	1.9
Slovakia	0.0	0.0	7.9	8.5	7.2	4.7
Slovenia	0.0	0.0	6.8	11.7	6.4	11.3
Spain	175.4	60.4	5.7	3.7	6.4	3.7
Finland	6.8	2.8	2.6	1.6	2.0	3.2
France	0.0	0.0	0.0	0.0	0.0	0.0
Hungary	0.0	0.0	3.3	9.3	6.1	6.8
Italy	0.0	0.0	0.0	0.0	0.0	0.0
Mexico	2.7	24.6	1.5	0.0	0.7	0.2
Norway	2.0	0.0	9.1	0.0	3.4	3.5
Netherlands	186.7	80.9	7.1	5.0	12.1	5.8
Poland	8.8	8.2	7.0	4.5	6.1	2.5
Portugal	3.0	4.0	8.8	0.9	5.8	1.0
United Kingdom	0.2	0.0	2.1	1.5	2.2	1.3
Czech Republic	62.4	20.0	0.0	0.0	0.0	0.0
Czech Republic	62.4	20.0	12.3	7.7	14.6	6.4
Romania	5.5	1.8	7.2	8.4	2.6	2.9
Russia	27.2	0.0	8.0	2.3	8.9	4.6
Sweden	35.3	8.7	4.2	1.2	2.9	2.0
Switzerland	0.0	0.0	3.0	2.3	1.1	3.4
Turkey	0.0	0.0	1.6	13.9	2.2	6.5
<b>Grand total</b>	<b>9.0</b>	<b>4.2</b>	<b>4.8</b>	<b>4.8</b>	<b>5.0</b>	<b>5.8</b>

## Training and consultation

### Training

(Content 403-5)

Health and Safety training and awareness is a cornerstone of the company's culture. Specific training needs are identified for each role, ensuring that every employee receives comprehensive and up-to-date training every three years to gain a thorough understanding of their role.

All employees, including staff from temporary employment agencies and subcontractors, receive Health and Safety training in line with corporate policies. In 2025, more than 64,000 hours were invested in Health and Safety training. In addition, more than 5,600 hours of training were provided to staff from temporary employment agencies, as these staff members must also be trained internally in accordance with corporate policies.

In 2026, Gonvarri Industries set a target to achieve, by 2030, more than 5 hours of health and safety training for every 1,000 hours worked, taking into account both its own staff and staff from temporary employment agencies.

### Communication, consultation and participation

The "Leading the Change" programme originally created a specific Health and Safety group, which had over 600 members.

In 2025, this group on the platform was transformed and moved entirely to a new corporate website on SharePoint, accessible to every single member of the organisation.

This repository contains, amongst other things:

- Corporate management policies and procedures
- Technical specifications
- Supporting documentation and templates
- Accident and incident reports
- Safety Video Channel
- Contents of mandatory training courses
- Half-yearly performance reports
- Safety Tips
- Information Blog

These resources form part of an ongoing effort to improve Health and Safety across all the Group's facilities, to convey the company's commitment to continuous improvement in this area of management, and to establish a consistent and recognisable model for the Group regarding its approach to this field of management.

The discussion forums with the workers' legal representatives are made up of the Health and Safety Representatives in Spain in accordance with applicable legislation (Chapter V of Law 31/1995 on Occupational Risk Prevention), forming a joint committee composed equally of representatives from the workers' side and individuals appointed by the company.

Employee consultation and participation is carried out through Management System tools designed to promote, encourage and even drive their contribution to improving working conditions and even the Management Systems.

(403-4 and 403-7)

1. Top 5: A forum for two-way information and consultation at the start of each shift, where safety issues are addressed first by sharing information and analysing potential situations in small

- groups, thereby fulfilling the company's duty regarding information and communication with employees.
2. **Chasing Risks:** Workshops where multidisciplinary teams of employees from various roles analyse working conditions and propose improvements during a final brainstorming session based on direct observation, focusing on the perception of risks.
  3. **One-to-one observations and interviews:** Review of behaviour and working conditions by managers from each company, followed by informal discussions with employees regarding possible improvements to conditions, the system, etc., during which the true level of perception of the safety culture on site is gauged and management's concern in this area is conveyed
  4. **Ideas for Health and Safety Improvements:** A channel for employees to voluntarily propose improvements in safety and ergonomics in activities, workstations and processes, with a commitment from the company to analyse and, where appropriate, reward and implement these ideas as promptly as possible.
  5. **Safety Stewards:** An initiative rolled out across several plants to improve communication on Health and Safety matters.

### **Coordination with external personnel**

The companies have established systems and channels for coordination with external firms (contractors, subcontractors, temporary employment agencies, transport providers, visitors, etc.) to ensure that their employees have the same safety guarantees as the company's own staff and neither experience nor cause incidents whilst carrying out their work. This coordination includes informing these companies of the risks associated with their presence in the workplace, as well as managing risks arising from their activities and mutual risks due to the presence of staff from different companies in the same location.

Part of this coordination involves an exchange of documentation, whereby contractual conditions are communicated and records are required to demonstrate the safety measures planned by these external companies. This covers both risk prevention in the performance of their work and the suitability of the personnel and equipment accessing the workplaces.

In addition, special checks are carried out on site to monitor and ensure compliance with safety principles that are familiar to staff but may not be standard practice for these external companies, and which must always be adhered to.

### **Emergency management**

Each organisation has identified potential emergencies at its facilities, such as fires, natural disasters, accidents, rescues, etc. For each type of emergency, specific technical means and human resources are established to ensure efficient management and minimise the impact.

The necessary actions are planned to ensure the effectiveness of these measures in real-life situations. This includes the availability, upkeep and maintenance of the equipment required for each situation. Furthermore, teams are designated, updated and trained to respond to each emergency (intervention, assistance, first aid, evacuation, communication with external emergency services, etc.), ensuring they have up-to-date and appropriate training for their assigned roles and tasks.

## Customers

### 1. Customer proximity

At Gonvarri Industries, the customisation and continuous improvement of products and services are key. To achieve this, we have sales teams specialised by business type and product, offering specific support and proactively identifying customer needs.

With a focus on Innovation and Competitiveness, we provide cutting-edge solutions in Sustainability, in both steel and aluminium. This customer focus is an intrinsic part of Gonvarri Industries' DNA, extending beyond the sales teams to all departments, regardless of their direct interaction with the customer. Gonvarri Industries views the customer relationship as a close collaboration, seeking common goals in a mutually beneficial relationship and fostering long-term partnerships.

#### 1.1. Automotive Solutions

Automotive represents one of the fundamental pillars of Gonvarri Industries' business and is one of the areas contributing most to the group's revenue. Our customers include the sector's leading players, such as OEMs, as well as Tier 1 and Tier 2 stampers and integrators. The Global Automotive Sales Division comprises highly specialised teams with an international presence, capable of meeting the most demanding technical and commercial requirements. During 2025, an internal communication plan was implemented with the aim of promoting Gonvarri's role as a key partner in sustainability.

To this end, a series of measures have been put in place to highlight customer needs and, consequently, enable a swift and appropriate response to them. The strategy for the coming years is to continue with this same approach.

The company operates in accordance with the IATF 16949 standard as a benchmark for quality management in its activities related to the automotive sector, integrating it into its approach to customer relations. Its systematic application strengthens process control, risk management and traceability, ensuring product consistency and service reliability, as well as continuous alignment with the technical and quality requirements demanded by customers.

Furthermore, IATF 16949 constitutes a key pillar for management system audit processes, incorporating robust requirements regarding corporate governance, human resources management, health and safety, and regulatory compliance. This framework facilitates responsible, structured and auditable management practices, strengthening customer confidence and contributing to operational performance consistent with the company's principles of sustainability and good governance.

#### 1.2. Industrial Solutions

Gonvarri Industries' presence in the industrial sector is centred on Spain and Portugal, consolidating the growth of recent years in countries such as Poland, the UK and Brazil. The most notable initiatives for 2025 include:

- Maintenance and development of the action plan launched in 2016 for the distribution sector in Spain and Portugal.
- Continued strengthening of the marketing and sale of proprietary products.
- Developing working groups with key customers to improve products, logistics and customer service.
- Enhancing synergies between the group's divisions. Consolidating the e-commerce sales platform for flat products and pipes in Spain and Portugal.

#### 1.3. Storage Solutions

Gonvarri Material Handling (GMH) stands out as one of Europe's leading suppliers in the engineering and manufacture of storage and handling systems for a variety of industrial environments. It offers

comprehensive solutions including pallet racking, picking racking, vertical storage machines and automated warehouse systems.

The highly skilled GMH team provides advice and practical support, backed by an extensive sales and marketing network. This network facilitates global reach to customers through recognised brands such as Dexion, Constructor, Kasten, Stålteknik and Kredit, with a commercial presence in 15 European countries.

GMH handles every stage of the process, from planning and production to distribution, installation and after-sales service for racking systems. This comprehensive service capability enables the company to serve thousands of customers annually, with a high rate of customer loyalty.

GMH's diverse range of solutions caters to a broad spectrum of customers, from small businesses to large multinational corporations, across varied sectors such as automotive workshops, tyre storage, food and drink, cold storage, construction products and e-commerce.

An area of growing interest is automated warehouses, where GMH collaborates with system integrators to offer advanced and rapidly developing solutions.

GMH is committed to sustainable growth, as evidenced by recent initiatives to reduce its carbon footprint, such as the installation of solar panels and insulation systems in factories, and the electrification of vehicle and forklift fleets, thereby ensuring quality products with minimal environmental impact.

#### **1.4. Solar Steel Solutions**

Within the Gonvarri Solar Steel division, innovation is a constant, particularly evident in the development of products such as the TracSmarT+ tracker family, where further product developments have continued for the 1P and 2P trackers as well as for the RackSmarT range of fixed structures.

In the case of the TracSmarT+1P trackers, the decision has been made to continue optimising their cost competitiveness and to incorporate improvements in terms of adaptability to slopes, whilst for the TracSmarT+2P trackers, development has been completed on a product version that complements the compact model launched in 2024, in this case considering a more competitive product capable of moving two strings per alignment.

With regard to the RackSmarT family, the decision has been made to work on a highly competitive solution for deployment in markets where the product standards required differ from those in the current markets where Solar Steel has deployed these products.

With these cutting-edge innovations, Gonvarri Solar Steel is reinforcing its commitment to the photovoltaic industry.

Furthermore, the company provides a range of value-added services across all phases of a photovoltaic project's lifecycle, from pre-construction and construction through to the SmarTCare after-sales platform. These services include detailed engineering and foundation analysis.

To respond to the globalisation of the sector, Gonvarri Solar Steel has implemented a strategy to diversify its supply sources, combining production at its own plants with an extensive global supply chain. This network includes partners in countries such as China, Turkey, Brazil, India, Mexico, Spain and Portugal, providing the company with a significant competitive advantage in terms of flexibility and on-time delivery.

In the distributed generation segment, Suports, as part of Gonvarri Solar Steel, has experienced significant growth. Specialising in the design, development and supply of solar solutions for rooftops, car park canopies and ground-mounted structures, it has distinguished itself through its highly competitive aluminium solutions, expanding rapidly in key markets such as Spain and Mexico. In this latter area, Suports has also led the roll-out of the TracSmarT+ and RackSmarT products in C&I projects, thereby covering all scales of photovoltaic projects from large to small-scale.

#### **1.5. Precision Tube Solutions**

Gonvarri's tubes division (Gonvarri Precision Tubes) has an annual production capacity of 150,000 tonnes, spread across the Flinsa and Gonvauto Asturias plants. On its production line, it manufactures low-carbon steel tubes in a range of diameters from Ø8 to Ø130 mm. Its extensive portfolio of services covers not only round tubes, but also various sections such as square, rectangular, oval and other special shapes, all tailored to the specific needs of each customer.

In addition, they offer comprehensive solutions including custom cutting using saw or laser technology and drilling, as well as hardening processes and other additional forming operations.

As part of its commitment to continuous improvement, Gonvarri Precision Tubes invests heavily in R&D&I projects to develop innovative solutions and products, with a particular focus on the latest generation of Advanced High-Strength Steels (AHSS).

One example of these innovations is the improvement in the manufacture of tubes for car headrests, which previously presented challenges due to their plasticity. Following extensive research and the use of 'extra-ductile' steels, a new type of high-quality tube has been developed that exceeds current standards. Significant advances have also been made in 'Finitube', notably optimising its surface finish, which is crucial for components requiring a high aesthetic standard, such as chrome finishes and metallic paints.

## **1.6. Solutions in Road Steel**

### ***Utilisation of plastic waste***

This project aims to develop and market protective barriers using low-recyclability plastic waste from various industrial and urban sources. The plan is to analyse this waste and convert it into raw material for the creation of materials intended for road safety systems, ensuring they are 100% recycled and recyclable. The project involves manufacturers, road safety researchers, experts in the recovery of municipal solid waste (MSW) and social economy organisations to ensure a sustainable approach.

The project also aims to design and test new eco-design methods and road installation systems, addressing technical challenges such as fixing the plastic material to the metal support and reducing the use of virgin steel. Collaboration between the different stakeholders will ensure efficient and sustainable production, creating safe road safety products that also act as high value-added sinks for plastic waste.

Finally, a dedicated production plant and a shared workspace will be established for all project partners. This plant will replace current treated timber barriers with new recycled plastic materials, promoting not only the reduction of plastic waste but also social and sustainable employment in the manufacture of more efficient and safer road safety systems.

### ***Solteco Barrier***

Innovation is an essential element in integrating sustainability into meeting our customers' needs. The Road Steel division, dedicated to road safety, continuously promotes the incorporation of sustainability criteria into its range of solutions.

The division is making progress towards certifying the carbon footprint of its crash barriers, where the majority of CO<sub>2</sub> emissions stem from the steel used as raw material. At the same time, it is working on the promotion and integration of crash barriers manufactured from low-carbon steel.

In line with the principles of innovation and the circular economy, the "Solteco Barrier" is being developed, made from non-recyclable plastic waste. This solution offers a dual benefit: it reduces the amount of waste sent to landfill and contributes to decarbonisation by replacing part of the steel with recycled plastic. Once development is complete, it is planned to obtain the relevant CE certification.

Finally, new crash barriers made from high-yield-strength steel are being studied; these allow the barriers to return to their original condition after an impact, promoting their reuse and reducing the need to replace components.

## **2. Customer Satisfaction**

Customer satisfaction and loyalty are essential for Gonvarri Industries. These are continuously monitored through constant communication, gathering structured *feedback*. Customer surveys are key tools for assessing satisfaction and fostering loyalty, as well as strengthening market share.

The main indicator of quality and customer satisfaction, derived from the number of non-conformities measured in ppm, has improved by 16% since the launch of the Strategic Plan in 2022.

The company applies the ISO 9001 standard as the common basis for its quality management system and its customer focus. This framework enables the standardisation of processes, ensures operational consistency across different units, and reinforces the traceability and control of key activities, contributing to the delivery of consistent services aligned with customer requirements across diverse organisational environments.

Furthermore, ISO 9001 provides structured support for risk management, performance evaluation and the conduct of internal and external audits, through uniform criteria, documented control and a clear allocation of responsibilities. This approach promotes auditable, evidence-based management practices, drives continuous improvement and reinforces the organisation's operational reliability and sustainable performance in the long term.

### **2.1. Gonvarri Solar Steel**

Gonvarri Solar Steel conducts satisfaction surveys tailored to its line of business, assessing key aspects such as Product Price, Product and Service Quality, Technical Customer Support, Delivery Times, Sales Service and Responsiveness. Customers in direct contact with the company take part in these surveys, rating each aspect according to their level of satisfaction and the importance they attach to it.

### **2.2. Gonvarri Material Handling**

At GMH, satisfaction surveys have been carried out in most of the countries where it operates, yielding very positive results and showing an upward trend.

## **Supply chain**

(Content 414-1, 414-2, 10 and 204-1)

Gonvarri Industries has a global supply chain, tailored to the diversity of its activities, markets and business models. The procurement process is structured into three main areas depending on the type and volume of purchases.

Steel purchases, which include steel and aluminium globally, account for the majority of the Group's purchasing volume and value. Although the number of suppliers varies depending on the technical requirements of each division and country, the top ten steel suppliers account for over 90% of the total value of these purchases.

Non-steel purchases encompass the procurement of equipment and machinery, other raw materials, auxiliary materials and services (energy, transport, maintenance, cleaning, consultancy, amongst others). In this area, transport, energy and zinc suppliers, as well as temporary employment agencies, stand out in terms of volume, together accounting for approximately 85% of the total. Relationships with these suppliers are predominantly based on medium- and long-term contracts.

Finally, local purchases correspond to smaller-value acquisitions made directly by the plants from local suppliers. Although they are the most numerous, they represent a small economic volume. In 2025, 67.4% of the Group's purchases were made from local suppliers.

The company's average payment period falls within the legal limits established by Law 3/2004 of 29 December, as amended by Law 5/2010 of 5 July, the calculation methodology for which was set out in the ICAC Resolution of 29 January 2016. During the 2025 financial year, the average payment period for Spanish companies was, on average, 47 days (40 days in 2024).

## Steel purchases

(Content 308-1 and 308-2)

### Responsible procurement and supplier management

Given their economic, industrial and environmental significance, steel purchases play a key role in the Group's sustainability strategy. The steel industry is resource- and energy-intensive, with a significant impact on global CO<sub>2</sub> emissions, which reinforces the importance of actively working with suppliers to improve their environmental, social and governance performance.

In this context, Gonvarri Industries has a Supplier Code of Ethics and Conduct, updated in 2022, acceptance of which is a prerequisite for entering into any commercial relationship. This code is structured around four pillars:

- human rights and labour standards,
- ethics, transparency and compliance,
- environmental protection, and
- responsible purchasing practices.

Through this framework, the Group requires its suppliers to comply with standards in areas such as health and safety, human rights, regulatory compliance, trade sanctions, anti-corruption and environmental protection. These criteria are decisive both in the selection of new suppliers and in the maintenance of existing relationships, whilst also promoting continuous improvement and the extension of these standards throughout the supply chain.

Furthermore, Gonvarri Industries has a Corporate Policy on Conflict Minerals, applicable to its suppliers, and assessment and approval processes that incorporate environmental, social and governance criteria, as well as financial and business continuity risk analyses.

In this context, in 2026 Gonvarri Industries set a target that, by 2030, 100% of suppliers and intermediaries classified as high-risk would have been assessed through due diligence processes covering the environment, health and safety, business ethics, anti-corruption, human rights, and child labour, forced labour and human trafficking, with documented evidence.

### Low-emission steel

Gonvarri Industries is actively working in the field of low-emission steel, in a context where the adoption of these solutions in Europe is progressing gradually and is influenced by factors such as availability, certification, costs and technological maturity.

In parallel with the sector's evolution towards decarbonisation pathways based on greater electrification and the use of scrap, the Group is developing internal capabilities and collaborating with suppliers and customers to integrate lower-carbon-footprint steel into specific industrial solutions. This approach is reflected in real-world projects with strategic customers, such as:

- Iberdrola (Solar Steel), through the supply of solar trackers made from low-emission steel for photovoltaic projects in Portugal, and
- Schneider, through the use of low-emission galvanised material in industrial products from Gonvarri Barcelona.

In addition, the Group has formalised collaboration agreements with steel suppliers such as ArcelorMittal, Thyssenkrupp Steel and Hyndnum Steel, aimed at driving the development and progressive availability of lower-carbon-footprint steel.

### CBAM and supplier management

In 2025, Gonvarri Industries worked with its suppliers to collect and consolidate information on embedded emissions, in order to meet both customer requirements and the obligations arising from the Carbon Border Adjustment Mechanism (CBAM).

Looking ahead to 2026, with the CBAM entering its definitive phase, the Group will continue to strengthen the integration of these requirements into its supplier management processes, with a particular focus on data reliability, preparation for carbon costs and compliance operations.

Regarding steel suppliers certified under each of the ISO standards:

ISO standard	% of certified suppliers
ISO 14001	87%
ISO 45001	73%
ISO 9001	100%

### Non-steel purchases and sustainably sourced materials

In the area of non-steel procurement, Gonvarri Industries incorporates sustainability criteria into the selection of suppliers and materials, with the aim of reducing environmental impacts at source and promoting the use of certified materials.

Key initiatives include prioritising timber from responsibly managed forests (PEFC, FSC or equivalent schemes), the increasing use of recycled materials in packaging, the gradual introduction of biodegradable products in auxiliary operations, and the reduction in the use of solvents through changes in paints and chemicals.

These actions reinforce a preventive approach to resource management and align purchasing decisions with the principles of the circular economy and the Group's commitments regarding responsible supply chains.

Finally, it is worth highlighting the active involvement of the Non-Steel Procurement department in the formalisation of long-term power purchase agreements (PPAs) in various countries. In this regard, a 10-year European virtual PPA has been signed, due to commence in 2026, covering the electricity consumption of the Group's sites in Portugal, Slovenia, Hungary, Slovakia and the Czech Republic. Through this agreement, it is guaranteed that 100% of the electricity consumed at these facilities will come from renewable sources, contributing directly to the reduction of Scope 2 emissions.

(Content 2-6)

## Innovation

### Market intelligence focused on new business lines:

(Content 3-3)

During 2025, innovation has focused on market analysis geared towards new business lines within Gonvarri Industries' diversification strategy. Furthermore, emphasis has been placed on the development of new products based on innovative materials for applications in various sectors where a balance must be struck between performance and weight reduction. Work has also been carried out on initiatives aimed at improving the products in our current portfolio.

#### 3.1. Innovation Model

The geopolitical situation and the new paradigm in the automotive sector, marked by the expansion of Chinese brands beyond Asia, has focused the company's innovation model on market intelligence activities during 2025.

Among other actions, we have participated in forums organised by industry experts to analyse the state of the sector in Europe and the rest of the world, as well as threats and opportunities within the value chain. This work has been complemented by participation in a comparative event examining the business model across the entire value chain in China, Europe and the USA, with the aim of identifying differences in materials and processes, as well as the associated costs.

During the event, a BYD Seal vehicle was taken apart, allowing these differences to be assessed and opportunities for the manufacture of new parts to be identified.



Furthermore, the approach also involved studying new mobility trends in society, particularly micromobility in major cities. Here, new emerging markets with business potential for Gonvarri Industries were identified, such as microcars and motorcycles with tubular chassis, as well as electric bicycles where there is high demand for electrical steel for the motors.

#### 3.2. Culture of Innovation

In this regard, the dissemination of a culture of innovation within the company stands out, with the development of the new Innovation DRIVE hosted on the intranet.

This platform showcases the department's various strategic lines, updates on current R&D&I projects, and the launch of a new Innovation Blog. The blog shares relevant market and technology news, as well as coverage of trade fairs and events of interest to keep abreast of the latest trends.



Similarly, several Auto Breakfasts have been organised. The aim of this initiative is to foster innovation, which is one of the hallmarks of Gonvarri Metal Structures' business, with incremental improvements to existing products and the launch of new product lines onto the market, such as:

RecoRail, Road Steel's new sustainable vehicle restraint system made from recycled polymer derived from waste plastics, materials that would normally be discarded. We hold quarterly meetings with the Auto Sales department to exchange technological knowledge and discuss trends in the automotive market. The aim is to gain a deeper understanding of developments in the sector, how they might affect the company, and to identify business opportunities.

### 3.3. Product Innovation

- One of the key foundations upon which new businesses are built is product development. This is an ongoing activity which, in the 2025 financial year, in addition to incremental improvements to existing products within the Road Steel and Solar Steel sectors, has seen a significant impact through the development of the Electromobility Division, boosting product development in the automotive sector as well as in other business sectors.
- Product innovation... destined for incineration or landfill due to their difficulty in being recycled. This approach reduces the amount of plastic waste and gives it a new lease of life in the construction of safety barriers. With this product, Road Steel is leading the way towards a greener and more responsible road infrastructure, with its own concept of sustainability based on a threefold objective: decarbonisation, circularity and resilience.
- NoiseTech is a new business division dedicated to the research, development, design, manufacture and installation of acoustic engineering solutions for civil infrastructure (roads and railways), as well as for industrial applications. NoiseTech develops innovative solutions that minimise high noise levels, offering certified products that guarantee compliance with the acoustic and mechanical requirements of each project.
- Gonvarri AgroTech is adapting its greenhouse models to the demands of the South American market to produce from GMS Colombia, marking a strategic step in its international expansion. This launch reinforces the commitment to offering innovative and highly competitive solutions with more efficient, versatile products that are aligned with new opportunities in the agro-industrial sector.

The improvements implemented by Solar Steel in single-axis trackers (TracSmarT 1P and TracSmarT 2P) and in fixed structures (RackSmarT) have increased the competitiveness of these products and enabled a more effective response to the needs of the global market.

In the field of researching new materials that enable entry into other business sectors, the Innovation Department has continued its strategy of developing sustainable SMC composite materials. These materials are of great value in sectors where additional properties are required that metal cannot provide,

such as weight reduction and corrosion resistance. We collaborate with research centres and potential customers to develop sustainable SMC solutions for the heavy transport, construction and electrical sectors, opening up opportunities for diversification within the company.

As part of this collaboration, a milestone has been reached in-house, with 100 kg of SMC material being manufactured for the first time on Gonvarri's pilot line, located at the AIC (Borao) facilities. Furthermore, processing tests on SMC parts were carried out at a potential client's premises.



Furthermore, Gonvarri has participated as a supplier of SMC material in the Light2Move project, securing the first sale of this material. The SMC supplied was used to manufacture prototype components for a more sustainable vehicle concept.

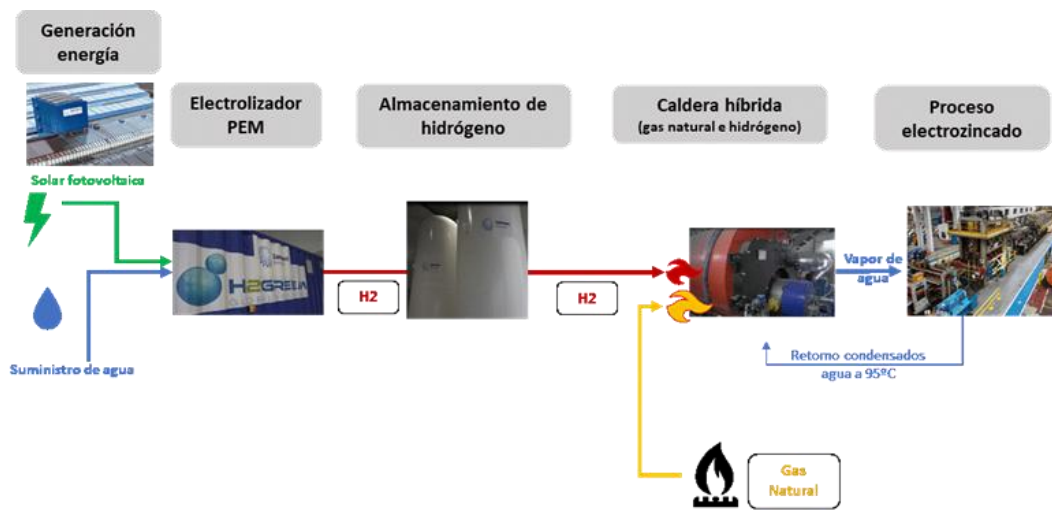
As part of its composites strategy, the Innovation Department aims to continue developing SMC material and enhance it with new functionalities, such as fire-retardant properties and electromagnetic shielding, for applications in electric vehicle battery boxes. In this regard, at the end of 2025, it submitted the BatBox project to the COCREA call for proposals organised by CSIC. It has finally been awarded a total budget of €250,000 and a grant of €50,000.

Similarly, the product development by H2Greem can also be included in this area; the company has succeeded in developing a 250kW electrolysis stack, thereby offering equipment that is more efficient, cheaper and more energy-efficient.

### **3.4. Process Innovation**

In this area of activity, Gonvarri Industries is committed to incorporating new processes that enable the acquisition of knowledge regarding industrial solutions, with the aim of adapting to market trends.

From this perspective, and with a view to improving performance in the field of sustainability, the HYGreen BCNA project is being developed. This involves implementing a green hydrogen generation system for use in boiler combustion, thereby reducing CO<sub>2</sub> emissions within Scope 1. This hydrogen system, through the installation of 300 kWp of solar photovoltaic power and a 100 kW electrolyser, will enable the mixed combustion of hydrogen and natural gas, thereby achieving a significant reduction in CO<sub>2</sub> emissions at the Barcelona plant.



This system was installed in 2025 and will be commissioned in the early months of 2026. Another initiative focusing on process innovation relates to the development of H2Greem, a group subsidiary specialising in the design, manufacture and supply of PEM electrolyzers, which has secured its first sale of equipment for a cogeneration turbine cooling process – a new, innovative solution aimed at optimising a customer’s process. In this way, as well as developing a new line of business, this enables a focus on the decarbonisation of industrial processes, both the group’s own processes and those of H2Greem’s industrial customers.

### 3.5. Value chain

In line with the Department's remit to identify new value chains in other sectors, work has been carried out on the technological and market assessment of the unmanned aerial vehicle (UAV) sector.

Here, there has been exponential growth in the demand for drones for logistics, agriculture and construction site inspection. In Europe, a compound annual growth rate (CAGR) of 64% is expected over the next 10 years in the logistics sector alone. In this regard, Gonvarri Industries could face two opportunities: entry into a new, booming market and the development of lightweight structures, which would align with the innovation department's focus on composite materials.

## Community

413-1

### Management Approach Applied to Local Communities

At Gonvarri Industries, we understand that our relationship with the communities where we operate is an essential part of our identity. Our commitment is not limited to meeting external expectations: we seek to provide real, measurable and sustainable social value. This vision translates into a structured approach, based on active listening, rigorous analysis and close collaboration with our employees and local stakeholders, to ensure that every project responds to real needs and generates a tangible positive impact.

#### Our management approach: listening, understanding and transforming

Social impact management begins with a fundamental principle: listening genuinely. For Gonvarri, understanding the reality of our employees and the communities around us is essential to bringing about meaningful change. Therefore, each workplace carries out local assessments, creates spaces for dialogue, holds meetings with local social organisations and implements active listening mechanisms that enable us to identify real needs and assess social risks.

This listening process is complemented by a data-driven strategic vision. To this end, we will begin working with an impact measurement platform, COMGO, which we will use to systematically record and report on our initiatives and the progress associated with them. This approach will allow us to combine the evidence we obtain through the platform with the qualitative and quantitative information we gather at each factory, thereby achieving a balance between local perception and data-driven analysis. In this way, we will be able to tailor our decisions and actions to the real needs of each community.

#### Dialogue and participation

Our model is based on participatory governance. The factories, as units connected to their local context, lead the implementation of initiatives, in coordination with the Corporate Social Responsibility Department.

This approach ensures that each project is the result of a mature relationship with the local area: a relationship based on trust, shared responsibility and a common desire to build well-being. We aspire to be a neighbour who cares, contributes and belongs, and an ally in community development.

#### Professional impact management: projects that generate real change

Our initiatives are designed in a structured manner, with clear objectives, a defined methodology, allocated resources and monitoring criteria that enable us to assess their scope and results.

Each initiative is underpinned by four strategic pillars:

- Inclusion
- Community and Sustainable Development
- Health and Wellbeing
- Environmental and Social Awareness

This project-based approach ensures that the capital invested translates into a verifiable, traceable social benefit aligned with the corporate strategy, thereby guaranteeing the efficiency and real impact of our actions.

### **Monitoring, evaluation and continuous learning**

Measurement is an essential part of our approach. To this end, we carry out regular monitoring of initiatives at each factory, analysing their progress, the advances made and any emerging needs for improvement

Evaluation not only helps us check whether we are achieving our proposed objectives, but also allows us to learn from experience, adjust our actions and continuously improve our working methods. This process of constant review ensures that our actions evolve, adapt to changes in the environment and maintain their social relevance over time.

Specific topics: The social contribution of our factories takes the form of specific projects that combine community participation, strategic partnerships and actions aimed at generating visible change. Below are some of the projects carried out in 2025 that reflect this commitment and the impacts achieved.

### **Socio-Sporting School – Gonvarri Colombia**

This programme is run in collaboration with the Real Madrid Foundation and aims to promote personal and social development through sport and education in values. The initiative brings together the children of Gonvarri Colombia employees with children from the San Bernardo community, thereby strengthening the bond between the plant and its immediate surroundings.

Currently, the Social Sports School has 63 participants, of whom 21 are girls and 42 are boys. In terms of their background, 26 are children of Gonvarri employees, whilst 37 belong to the local community of San Fernando, reflecting the inclusive and open nature of the project.

The programme has been developed in several progressive phases, demonstrating its growth and consolidation: an initial stage focused on the participation of employees' families, followed by the creation of a family support group; subsequently, the promotion of corporate volunteering; and, finally, the opening of the project to the local community.

External studies carried out by the Real Madrid Foundation indicate that, in initiatives of this kind in Colombia, 95.8% of beneficiaries improve their academic performance, and participating families report significant improvements in physical well-being and the adoption of healthy lifestyle habits.

The combination of internal and community participation makes this school a safe, stable and transformative space, which fosters integration between employees' families and the residents of San Bernardo, strengthens social cohesion and creates real opportunities for personal and social development for the participating children.

## **Corporate Volunteering – Gonvarri Argentina**

### *Partnerships with Fundación Empujar and Fundación ADA*

In Argentina, Gonvarri promotes corporate volunteering as a key tool for enhancing the employability of young people and women in vulnerable situations, through strategic partnerships with Fundación Empujar and Fundación ADA.

The project is aimed, on the one hand, at young people seeking their first job, who are participants in the Fundación Empujar programme, and on the other, at women interested in professional development in the technology sector, through the training programmes of Fundación ADA. Both lines of action respond to the common objective of reducing barriers to accessing the labour market and promoting sustainable career opportunities.

As part of the collaboration with Fundación Empujar, eight corporate volunteers from Gonvarri Argentina are actively involved in supporting young people throughout their training process. Activities include personalised mentoring, mock interviews, soft skills workshops and specific support to prepare them for entering the workforce, reinforcing key skills for accessing formal employment.

In addition, together with the ADA Foundation, Gonvarri has developed a strategic partnership aimed at facilitating women's access to the IT sector. Through this collaboration, the programme promotes technological training, training in digital tools, programming and skills geared towards employment in technology, helping to overcome structural barriers to entry into the digital sphere.

This corporate volunteering programme reinforces Gonvarri Argentina's commitment to social inclusion, equal opportunities and talent development, whilst encouraging the active participation of its employees in initiatives with a direct and measurable social impact.

## **Soup Kitchen – Gonvarri Argentina**

### *Partnership with La Casa del Niño María de la Esperanza*

Gonvarri Argentina maintains a charitable partnership with La Casa del Niño María de la Esperanza, an institution dedicated to the support and holistic development of young children in vulnerable circumstances. This collaboration is based on the collective commitment of everyone at Gonvarri Argentina, strengthening the bond between the company and the local community.

The project focuses on supporting children in the community, promoting safe, caring and appropriate environments for their physical, emotional and social development.

Among the key initiatives undertaken is active participation in improving the facilities, such as the recent installation of rubber flooring, which enhances the safety and comfort of the spaces used by the children.

Furthermore, the partnership provides priority access for Gonvarri Argentina families, who can bring their children to the centre, thereby strengthening the sense of community and the social bond between the company, its employees and the local area.

## **Reforestation Campaign – Gonvarri Mexico**

### *"Seeds of the Future"*

As part of its commitment to environmental sustainability and caring for the environment, Gonvarri Mexico actively participated in the 2025 Reforestation Campaign "Seeds of the Future".

The initiative was carried out in collaboration with the National Chamber of the Processing Industry, local authorities and various environmental organisations, with the aim of contributing to the ecological recovery of the area, promoting the protection of local ecosystems and strengthening environmental awareness among the company's employees.

The campaign saw the voluntary participation of Gonvarri employees, who were directly involved in the reforestation work, putting into practice values such as environmental responsibility, collaborative work and a commitment to sustainable development.

This type of initiative enables the organisation to make a tangible positive impact on the local area, whilst fostering an internal culture.

### **“Your story really matters” – Gonvarri Burgos**

The “Your story really matters” project, developed in partnership with the *Lo Que De Verdad Importa (LQDVI)* Foundation, aims to preserve and highlight the life stories of retired employees, recognising their legacy and strengthening intergenerational connections within the factory.

The initiative involves five volunteers from Gonvarri Burgos who, after receiving training in interviewing techniques and active listening, collect testimonies, anecdotes and lessons learnt from five retired employees, the direct beneficiaries of the project. The accounts are then edited and compiled into a book containing the full stories.

This project generates a significant social impact in three areas:

- Recognition and honouring of the professional and personal legacy of retired employees.
- Active participation of corporate volunteers, which strengthens the sense of belonging and contribution.
- Preservation of the plant’s collective memory, creating an emotional bridge between generations.

### **Corporate Volunteering with the Juan XXIII Roncalli Foundation – Day out at Puy du Fou**

This year, corporate volunteering with the Juan XXIII Roncalli Foundation once again brought together a large number of employees and their families, establishing itself as one of the company’s most popular initiatives. More than 160 volunteers came together to accompany the organisation’s beneficiaries on an inclusive day out at the Puy du Fou theme park, creating an atmosphere of camaraderie, support and shared enjoyment.

During the activity, the volunteers offered close companionship, emotional support and personalised assistance, helping the participants to fully enjoy the experience in a safe and accessible environment. These days out are essential for promoting the social inclusion of people with disabilities, as they help to strengthen their independence, self-esteem and sense of belonging, whilst raising employees’ awareness of diversity and the importance of support.

The collaboration with the Juan XXIII Roncalli Foundation reflects Gonvarri’s commitment to initiatives that combine active employee participation, stable partnerships with social organisations and transformative experiences for everyone involved.

### **DIVERSICAMP – Inclusive Camp**

In 2025, Diversicamp was launched, an inclusive camp developed in partnership with the Juan XXIII Roncalli Foundation, aimed at employees’ children aged between 3 and 7. The programme had 40 participants. In addition, several grants were awarded to enable children supported by the Juan XXIII Foundation to take part, thereby reinforcing the project’s inclusive approach.

Over two weeks, the children took part in workshops and games organised into six themed worlds designed to promote values such as diversity, inclusion, respect and empathy. The activities were led by specialist staff and supported by people with disabilities.

The initiative contributed to work-life balance and raised awareness of disability from an early age.

In 2025, the company reinforced this approach through a consolidated portfolio of social initiatives that combine community engagement, strategic partnerships and corporate volunteering.

At corporate level, we have promoted eight projects with a positive social impact, developed in partnership with eight social partners, which have had an impact in various countries. The total investment allocated to these initiatives amounted to €446,000, reflecting our commitment to generating a measurable, sustainable impact that is aligned with the real needs of the communities in which we operate:

- **LQDVI (since 2014):** support was provided for seven national in-person conferences in Seville, A Coruña, Valencia, Bilbao, Barcelona, Zaragoza and Madrid, and the partnership continued for the development of the ‘Your story really matters’ project at Gonvarri Burgos.
- **AESLEME (since 2013):** the Emotional Driving project continued, aiming to bring about behavioural and cultural change in school road safety, with a focus on consolidating safe mobility habits and social norms among pupils in schools and educational centres in Madrid and Castile and León.
- **World Central Kitchen (since 2013):** support was provided for its food response work in emergencies and humanitarian crises, ensuring access to safe and nutritious food for those affected, prioritising areas where the company’s factories are located.
- **Real Madrid Foundation:** the collaboration was structured around three complementary strands: firstly, a road safety awareness programme through sport that integrates safe mobility values and content into inclusive football and basketball activities aimed at children and people with disabilities; secondly, a social inclusion and child protection programme to promote the holistic development of vulnerable children in care homes; and thirdly, the continuation of the Gonvarri Colombia Social and Sports School, which promotes the holistic development of employees’ children through sport, values education and socio-educational support.
- **Juan XXIII Roncalli Foundation:** we collaborated on its training project which facilitates access to intermediate vocational training through adapted training, grants and the removal of economic and social barriers for people with intellectual disabilities. Furthermore, in 2025, a corporate volunteering day was organised in conjunction with its sports and leisure club and the inclusive camp, Diversicamp, for employees’ children alongside children benefiting from the foundation.
- **SERES Foundation:** we participated in the integration of sustainability and social responsibility into the business fabric.
- **Princess of Girona Foundation:** Support was provided for its programmes to develop young talent and strengthen initiatives aimed at improving employability, training and youth leadership, with a particular focus on the Special Intervention Plan for Young People in Valencia, launched in the wake of the severe effects of the DANA.
- **Polo Positivo:** Gonvarri participates in Polo Positivo as a founding partner, an initiative aimed at promoting industrial entrepreneurship and attracting new productive projects to the province of Burgos. Through this collaboration, the company contributes to local economic development and the creation of quality jobs, reinforcing its commitment to the region’s industrial fabric.



Gonvarri Mexico Reforestation Campaign



Gonvarri Mexico Reforestation Campaign



Gonvarri Colombia Social Sports School



Your story really matters – Gonvarri Burgos



Volunteering with Alianza La Casa del Nilo, Gonvarri Argentina



Corporate Volunteering with the ADA Foundation at Gonvarri Argentina



Volunteering at Puy Du Fou

## Sustainability Commitments

- Sustainability commitments are formal pledges through which Gonvarri Industries joins initiatives, associations or collaborative frameworks aimed at promoting responsible practices in environmental, social and governance matters. These commitments involve accepting principles, criteria or courses of action that require the implementation of management improvements, reporting on progress and actively participating in sectoral or multi-sectoral dialogue forums. Their value lies in the fact that they enable corporate actions to be aligned with growing expectations of transparency, rigour and accountability, thereby strengthening the organisation's credibility with customers, stakeholders, public authorities, employees, the local community and other interested parties.
- In sectors such as ours, these commitments take on additional strategic importance. Companies in the sector face particularly demanding material challenges, such as reducing energy consumption and greenhouse gas emissions, improving efficiency in water use and treatment, mitigating air pollution, the responsible management of materials and waste, protecting employee health and safety, and preventing conduct associated with corruption. Participating in external initiatives focused on these areas enables companies to share knowledge, promote common standards, anticipate regulatory requirements and accelerate their own transition towards more sustainable, safe and transparent production models.
- In this way, sustainability commitments are not merely a public demonstration of commitment, but a practical mechanism for integrating sustainability into business management in a structured manner. They facilitate access to best practices, tools for continuous improvement, governance approaches and benchmark methodologies that strengthen the organisation's capacity to respond to the risks and expectations of its environment, particularly in a resource-intensive and regulated sector such as the steel industry. Their adoption therefore helps to reinforce the alignment between corporate strategy and ESG objectives, as well as demonstrating active participation in building a more responsible and resilient industrial ecosystem.

Below is a list of external organisations with which the company collaborates and to which it is formally affiliated within the framework of its ESG governance:

1. SERNAUTO – Spanish Association of Automotive Suppliers: <https://www.sernauto.es/directorio-proveedores/empresas/gonvarri-corporacion-financiera-s-l/> Company/Business Unit belonging to ☑ Gonvarri Industries
2. SERES Foundation: <https://www.fundacionseres.org/Paginas/SobreSeres/PatronosJuridicos.aspx> Company/Business Unit belonging to ☑ Gonvarri Industries
3. Spanish Compliance Association (ASCOM): <https://asociacioncompliance.es> Company/Business Unit belonging to ☑ Gonvarri Industries
4. Union of Steel Companies (UNESID): <https://unesid.org/empresas/> Company/Business Unit belonging to ☑ Gonvarri Industries
5. Green Tech Cluster (TECES): <https://www.teces.si> Company/Business Unit belonging to ☑ Hidria
6. European Association of Automotive Suppliers (CLEPA): <https://www.clepa.eu/membership/our-members/> Company/Business Unit belonging to ☑ Hidria
7. Spanish Association for Quality (AEC): <https://www.aec.es/> Company/Business Unit belonging to ☑ Gonvarri Metal Structures (GMS)
8. AWS (American Welding Society): <https://www.aws.org/> Company/Business Unit belonging to ☑ Gonvarri Metal Structures (GMS)

9. AESLEME: <https://www.aesleme.es/index.php/aesleme/colaboradores>  
Company/Business Unit to which it belongs ☑ Gonvarri Industries
10. Polo Positivo: <https://polopositivo.es/gonvarri/> Company/Business Unit to which it belongs ☑  
Gonvarri Industries
11. Real Madrid Foundation: <https://www.realmadrid.com/es-ES/noticias/club/fundacion/se-cumplen-6-anos-de-la-colaboracion-con-gonvarri-en-el-programa-de-educacion-vial-14-08-2024> Company/Business Unit to which it belongs ☑ Gonvarri Industries
12. LQDVI Foundation: <https://www.loquedeverdadimporta.org/congreso-madrid/>  
Company/Business Unit belonging to ☑ Gonvarri Industries

All the organisations listed meet the most relevant sustainability criteria for our sector, including the reduction of energy consumption and greenhouse gas emissions, efficiency in water use and treatment, the mitigation of air pollution, responsible management of materials, chemicals and waste, working conditions—including the rejection of child labour, forced labour and human trafficking, discrimination and harassment—the protection of staff health and safety, and the prevention of corruption.

Furthermore, all of them meet the minimum requirements to be considered formal memberships, have formalised membership processes, do not limit membership to the mere payment of a fee, address one or more of the sustainability criteria relevant to Gonvarri Industries, and require their members to effectively internalise the commitments undertaken.

## CORPORATE GOVERNANCE

(Content 202-2 and 205-1)

### Governance Structure and Composition

(Content 2-9)

The governing bodies of the company are the General Meeting of Members and the Board of Directors, the highest body for governance, supervision, decision-making and control of Gonvarri Corporacion Financiera, S.L., hereinafter “Gonvarri Industries”.

The Articles of Association of Gonvarri Industries set out the functioning of the Board of Directors, and the requirements and deadlines established for convening the General Meeting.

As at 31 December 2025, the Company’s Board of Directors comprises:

- Mr Juan María Riberas Mera. Chairman since 2001.
- Mr Francisco José Riberas Mera. Secretary since 2008.
- Acek Desarrollo y Gestión Industrial, S.L., represented by Mr Juan María Riberas Mera, Member since 2008.

The Chairman, Mr Juan María Riberas Mera, and the company, Acek Desarrollo y Gestión Industrial, S.L., represented by Mr Juan María Riberas Mera, held the position of Joint Chief Executive Officers as at 31 December 2025, having been delegated each and every one of the powers attributed to the Board itself, except those that cannot be delegated by law or the Articles of Association.

As for the members of the board, 100% are over 46 years of age. Furthermore, 100% are local nationals and all are men (405-1).

In line with sustainability objectives, the “Carbon Neutral 2030/50 Strategic Plan” was approved in December 2020. To monitor and measure progress, a Carbon Neutral Committee was established, comprising: the CEO, the Sustainability Director, the Technical Director, the Strategy Director and the Finance Director, alongside an operational team involving managers responsible for sustainability, finance, energy efficiency, procurement, customers, innovation and strategy. Furthermore, General Managers and Managers from the various divisions and factories will participate as guests in specific sessions.

### Appointment and selection of the highest governing body

(Content 2-10, 2-11)

Gonvarri Industries is a privately held company, whose Board of Directors comprises representatives of all the shareholders; consequently, there is no legal requirement to include representatives of other stakeholder groups, nor to take into account other aspects relating to diversity, minorities, etc.

The Board of Directors, in plenary session, takes the relevant decisions and delegates, where appropriate, the implementation of these. Furthermore, the Board of Directors may grant special powers of attorney to company employees to undertake specific aspects of operations previously approved by this body. It is ultimately responsible for the company’s economic, environmental and social affairs.

To be appointed as a director, one need not be a shareholder; both natural and legal persons may be appointed. Furthermore, the Articles of Association set out the conditions under which the performance of these functions is prohibited.

The power to appoint directors lies exclusively with the General Meeting, which represents the interests of all the company’s members.

The Chair of the Board of Directors holds an executive position.

### Role of the highest governing body in the supervision and management of impacts

(Content 2-12 and 2-13)

Information and consultation mechanisms are carried out through the various departments that act as a link between the Board of Directors and the different stakeholders. In addition, the CEO holds biannual meetings with all corporate staff to discuss relevant aspects relating to the company's management and situation, and receives feedback from staff on these matters and on any issues of interest, engaging directly with all employees in Madrid and addressing their queries.

The Board of Directors is responsible for approving and committing to compliance with the Code of Ethics, the Sustainability Policy, and compliance policies. Furthermore, it may expressly authorise company employees to undertake specific tasks in operations previously approved by this body.

In particular, in 2025 the following corporate compliance policies were reviewed and updated:

- Equality, Diversity and Inclusion Policy.
- Corporate Policy on Conflict Minerals
- Commercial Sanctions Policy
- Harassment Prevention Protocol
- Protocol on Relations with Public Authorities
- Logistics Protocol relating to due diligence activities
- Procedure for the Management of Social Initiatives, Donations and Sponsorships

In addition, within the scope of our Spanish facilities, the corresponding Equality Plans have been drawn up.

For the development and implementation of new projects, a thorough study is carried out in which all quantitative and qualitative aspects of the project are assessed and analysed, as well as the investments, financing and potential risks, by the various departments of the company and the Management Committee, prior to their presentation and subsequent approval by the Board of Directors.

All these actions and the potential risks arising from them are continuously analysed by the management and teams at Gonvarri Industries, enabling risks to be identified and the necessary corrective measures to be implemented quickly and efficiently. The Risk Management section describes the methodology for identifying and managing risks.

With regard to reporting, in addition to the relevant economic, environmental and social matters in each case, as established in the Internal Audit Charter, the identified risks are reported at least once a year to the Chairman and the CEO, and through them to the Board of Directors.

### **Presentation of sustainability reports**

(Content 2-14)

The Sustainability Report is coordinated by the Corporate Sustainability Department, which conducts a materiality analysis to identify the key issues for its stakeholders, which are then addressed throughout the report. The materiality analysis remains valid and will only need to be updated in the event of substantial changes to the company's activities.

The Report undergoes a process of supervision and review by the various departments and is approved by the CEO. Furthermore, to ensure the reliability of the information, it is externally verified by an independent body.

## Conflicts of interest

(Content 2-15)

A shareholder may not exercise the voting rights attached to their shares where they find themselves in any of the situations of conflict of interest set out in Article 190 of Royal Legislative Decree 1/2010 of 2 July, approving the Consolidated Text of the Capital Companies Act (102-25).

Gonvarri Industries has a POL002-General Policy on Conflicts of Interest, applicable to the entire group, which supplements the provisions on this matter in the Code of Ethics and Conduct. The purpose of this Policy is to establish the basis for the procedures to be followed within the Group regarding the prevention or, where appropriate, the handling of conflicts of interest in which the Group's directors, managers, employees and collaborators may find themselves in their dealings with the Group, as well as with regard to conflicts that may arise with customers, suppliers and society in general, all in accordance with the provisions of corporate and regulatory legislation and Gonvarri Industries' corporate governance system.

The Group is committed to conducting its business in such a way that the commercial judgement and decision-making of its directors, board members, employees and managers are not, under any circumstances, influenced by their own unlawful personal interests.

## Communication

(Content 2-16)

The General Meeting shall be convened by the directors and, where applicable, by the liquidators of the Company, within the first six months of each financial year, for the purpose of reviewing the management of the Company, approving, where applicable, the accounts for the previous financial year and deciding on the allocation of profits.

The directors shall also convene the General Meeting if they deem it necessary and, in any event, when requested by one or more shareholders representing at least five per cent of the share capital. Where the management and representation of the Company is entrusted to a Board of Directors, the guidelines established for that purpose shall be followed.

In 2025, the Board of Directors met four times. Notice of the meeting shall always be given in writing, addressed personally to each Director, at least five days prior to the date of the meeting.

The Board of Directors may appoint from among its members an Executive Committee or one or more Chief Executive Officers, determining the persons who are to hold such positions and the manner in which they are to act, and may delegate to them, in whole or in part, on a temporary or permanent basis, all powers that are not non-delegable under the law.

All discussions and resolutions of the Board shall be recorded in a Minutes Book, the minutes of which shall be signed by the Chairman and the Secretary or by the Vice-Chairman and the Deputy Secretary, as the case may be.

With regard to the most relevant matters discussed, the annual accounts for the previous financial year were drawn up, and at all meetings, progress was monitored on projects, investments, budgets, sales and the market situation, as well as the strategic plan and the most important matters considered by each department.

Furthermore, the heads of the various departments maintain constant and fluid communication with the company's CEO. Any significant concerns are immediately conveyed by the heads of the various departments to the CEO, who will then pass them on to the Board of Directors.

In particular, the legal, compliance and internal audit departments meet regularly with the Chairman and the CEO to report on all relevant compliance and risk matters that may affect the company, including environmental, social and governance issues.

## Knowledge and assessment

(Content 2-17 and 2-18)

The performance of the Board of Directors is not assessed, as some of its members, through their shareholdings, are the owners of the company and represent all the shareholders. In this financial year, there have been no changes in membership or organisational practices.

The company integrates its economic, social and environmental responsibilities across its various departments, whose heads refer decisions to the CEO and, where appropriate, to the Board of Directors.

Furthermore, they are kept constantly informed of economic, social and environmental issues through various internal communication mechanisms, such as: regular meetings with the directors of the various departments, the CEO's biannual meetings with staff, the preparation and approval of the Sustainability Report, and various communication channels such as the 'Leading the Change' intranet.

In line with sustainability objectives, the "Carbon Neutral Strategic Plan 2030–50" was approved in December 2020. To monitor and measure progress, a Carbon Neutral Committee was established, which conducts monthly reviews to assess the degree of progress towards compliance and define the measures necessary to achieve the plan's objectives. Among others, the CEO and several members of the Management Committee sit on this committee. This item is also included on the agenda of the management committees.

## Remuneration policies and processes

(Contents 2-19, 2-20 and 2-21)

The remuneration of the Board of Directors shall consist of a fixed cash allowance to be determined at a General Meeting held at any time prior to the end of the financial year. This shall be compatible with any other professional or employment income to which the director may be entitled for any executive or advisory functions performed within the Company, and shall set out the rules governing its payment.

In the event that the Governing Body takes the form of a Board of Directors, the Board shall determine the amount to be received by each member, based on their level of commitment to the management of the Company. If the Governing Body takes another form, it shall be for the General Meeting to decide whether, based on these parameters, the remuneration of each director shall be the same or shall vary.

The remuneration of the Board of Directors and senior management is available in section "(c) Compensation to key management personnel and directors" of the Audit Report, Consolidated Financial Statements and Consolidated Management Report as at 31 December 2025. Stakeholders are not involved in the remuneration process.

During the 2025 financial year, members of the Board of Directors received wages and salaries totalling €3,000 thousand (€3,000 thousand in 2024), of which €1,200 thousand relates to services provided by members of the Board of Directors. At the end of the financial year, the Group had not granted any loans or advances to members of the Board of Directors.

The total remuneration paid in the 2025 financial year to senior management amounted to 2,114 thousand euros (1,288 thousand euros in 2024). There were no contributions to pension schemes or insurance premiums, as in the previous financial year.

Neither during the 2025 financial year nor during the previous year did the Company grant loans to senior management.

## Balance Sheet 2025

(Items 203-1 and 203-2)

### Group Performance

The Gonvarri Industries Group (GI) closed the 2025 financial year by consolidating its ability to adapt in a demanding environment, in which increases in production, labour and logistics costs have continued, as well as a political and market context marked by high volatility. Despite this scenario, the Group has maintained the stability of its business and its key operational and financial indicators.

In 2025, the Gonvarri Group launched its 2025–2027 Strategic Plan, which reinforces the Group's key priorities: the health and safety of people, digitalisation and innovation as drivers of competitiveness, and sustainability, a cornerstone of the corporate strategy. In this regard, the Group remains firmly committed to reducing emissions and decarbonisation, with targets set for 2030 and 2050.

The Group currently has 56 production sites and a presence in 27 countries, enabling it to maintain a solid and diversified industrial position globally.

Overall, the results for the financial year are in line with those achieved in 2024, on a like-for-like basis, despite price adjustments in certain contracts within the automotive sector, particularly during the first half of the year. The level of activity has remained stable, with sales volume at around 5 million tonnes, similar to previous financial years.

Thanks to the talent, commitment and performance of its teams, the Group has continued to adapt successfully to changes in the environment, achieving an EBITDA of €335 million, equivalent to 6.29% of sales, reflecting the strength of the business model.

- **By Division:** virtually all have met expectations, with the Europe & Americas and Gonvauto Iberia divisions standing out for exceeding their budgets, driven by increased activity in these sectors and the containment of production costs.
- **By Market:** the Automotive sector remains the Group's key focus, maintaining its significance in 2025 sales, where it accounts for 69% of the total. However, this percentage is lower than in previous periods, in line with the diversification strategy. In 2025, global production of passenger cars reached 92.1 million units, an increase of approximately 3% year-on-year. In Europe, Germany and Spain remain the leading producers. Spain, ranked eighth globally alongside Brazil, produced 2.27 million vehicles, representing a 4.3% decline compared to 2024.

## Financial results

(Content 201-1, 415-1)

The Group has maintained constant vigilance over its financing levels, managing to reduce costs and secure appropriate repayment terms. The Group's Net Financial Debt (NFD) fell from €285 million in 2024 to €259 million in 2025.

The 2025 results mean that the NFD/EBITDA ratio has remained below 1 for another year, standing at 0.77x; this reinforces and demonstrates that strict control over debt is maintained, and reflects the sound and healthy state of its balance sheet.

The Group's key consolidated financial figures are summarised in the attached table:

Thousands of euros	2025	2024
<b>Economic Value Created</b>		
Turnover	5,323,795	5,882,395
Financial income	16,372	18,304
Other income	46,706	34,012
<b>Total VEC</b>	<b>5,386,873</b>	<b>5,934,711</b>
<b>Distributed Economic Value</b>		
Operating costs (purchase of materials + ancillary services)	4,718,533	5,202,829
CAPEX	116,411	357,850
Payment to equity providers	36,416	38,896
Taxes	33,971	45,260
Staff	372,700	361,831
Investments in the Community	682	620
<b>Total VED</b>	<b>5,278,713</b>	<b>6,007,286</b>
<b>RETENTION OF ECONOMIC VALUE</b>	<b>108,160</b>	<b>-72,575</b>

The municipalities or regions in which Gonvarri operates received a total of €40,504,000 in corporate income tax, which contributes to improving the quality of life and services for local residents. The breakdown by country is summarised in the table below:

<b>Country</b>	<b>Total</b>
Germany	2,412,590
Argentina	447,323
Brazil	274,963
Canada	218,757
Chile	266
China	8,560,201
Colombia	66,993
Denmark	177,694
USA	696,086
Slovakia	3,797,458
Slovenia	3,449,574
Spain	7,557,871
France	9,342
Netherlands	237,508
Hungary	44,445
Italy	92,178
Mexico	5,520,753
Poland	1,254,516
Portugal	2,652,701
Czech Republic	519,335
Romania	50,202
Russia	1,281,607
Sweden	588,319
Switzerland	593,589
<b>Grand total</b>	<b>40,504,273</b>

Furthermore, the company has received financial aid and grants amounting to €2,232 thousand, distributed mainly between Gonvarri I. Centro de Servicios and Gonvarri MS R&D.

With regard to other accounting obligations, the companies comprising the Gonvarri Group are, for the most part, required to produce annual audit reports on their individual financial statements due to the total volume of their assets, their turnover and the average number of employees.

Following approval by the relevant body, these reports are filed in the prescribed form and within the prescribed time limit with the Companies Register for each financial year, together with the certification of official books and the filing of annual accounts. Furthermore, the Group companies are up to date with their payments to the General Treasury of the Social Security and their tax obligations.

Finally, as set out in the Code of Ethics and Conduct, it does not provide financial assistance to governments

## Investments

The 2025 financial year shows a net profit of €206,476 thousand and capital expenditure (CAPEX) of €116,411 thousand for the year.

In this regard, the acquisition of 100% of RECA is noteworthy, a transaction that enables the incorporation of new technological capabilities, the expansion of the Group's presence in strategic markets and the strengthening of business diversification. The investments are broken down by business unit and by country as follows:

	Executed
EUROPE & AMERICAS	30,071
GONVAUTO IBERIA	4,756
ASIA	3,648
MS	4,315
SOLAR	1,008
PRECISION TUBES	3,755
LASER	159
ELECTRO MOBILITY	23,481
MATERIAL HANDLING	12,004
MISCELLANEOUS	3,418
M&A	29,797
<b>TOTAL CAPEX</b>	<b>116,411</b>

## Sustainable financing

(Content 201-4)

In recent years, the number of financial institutions incorporating ESG (Environmental, Social and Governance) criteria into their decision-making has been growing steadily.

In line with this trend, in the 2025 financial year Gonvarri Industries maintains five sustainable financing products based on indicators such as renewable energy purchased as a percentage of the total, trackers produced, or EcoVadis rating.

	2022	2023	2024	2025
New energy generated for self-consumption via own photovoltaic installations (GWh)	5.93	7.21	9.3	12
Energy savings achieved through the development of new energy efficiency projects (GWh)	1.95	1.34	2.16	4
Proportion of renewable energy purchased* relative to total energy consumption			0.32	0.36
Proportion of women in the workforce			0.19	0.19
Percentage reduction in total Scope 1 greenhouse gas emissions:			-0.03	-0.04
Improve the ECOVADIS score by 1 point compared to the previous financial year		57	68	78
Increase in capacity as a percentage of MW of infrastructure			0.27	1.27

## **Fiscal and management approach**

(Content 207-1)

Growing concern regarding the management of tax affairs by business groups, as well as the development of regulations by governments, is contributing to a growing trend towards transparency in tax information. Within this framework, it is essential to manage tax information—both mandatory and voluntary—and ensure that it complies with the standards required by the various stakeholders.

The Board of Directors, through its Chairman, Chief Executive Officer, its senior management and, in particular, through the tax department, promotes compliance with tax obligations and best practices. Through its Chief Executive Officer, Executive Director and management teams, it is responsible for approving and updating the GI Group's Tax Risk Management Policy and all relevant operations that require it. It is also ultimately responsible to the shareholders for the existence, operation and supervision of the Group's Tax Risk Management System.

The principles and guidelines in the tax sphere are aligned with the Group's long-term development strategy, as well as with its mission, vision and ethical values, in accordance with which all professionals and entities forming part of the Group are firmly committed to advancing the continuous improvement of all areas whilst pursuing sustainable development.

Furthermore, in developing its Tax Strategy, the Group has taken into account the Organisation for Economic Co-operation and Development (OECD) guidelines for multinational enterprises on tax matters and its recommendations regarding cooperative tax compliance, as well as national and international best practices in tax governance.

## **Tax governance, control and risk management**

(Content 207-2, 207-3 and 207-4)

The Tax Strategy applies to all companies within the Group in which the parent company holds a majority stake, either directly or indirectly. In those Group companies where a majority stake is not held, but where the parent company exercises significant influence, the Group will promote principles and guidelines consistent with those set out in the Tax Strategy and will maintain appropriate communication channels to ensure adequate awareness of them.

Furthermore, this Strategy applies to all Group personnel in the performance of their duties and responsibilities, and in all professional contexts in which they represent the Group, meaning directors, managers, employees and associates, regardless of their position, responsibility or geographical location.

Furthermore, it covers the tax obligations to which the Group is subject in the various countries and territories in which it operates.

Within this framework, the Gonvarri Industries Group's Tax Policy aims to ensure compliance with applicable tax regulations and to ensure proper coordination of the policy followed by the Group's entities, all whilst avoiding tax risks and inefficiencies in the implementation of business decisions.

The Tax Strategy is reviewed annually and, should there be changes to the applicable regulations or circumstances warranting its review, this document will be updated accordingly to ensure that the Strategy fulfils its purpose. The Board of Directors shall be the body responsible for its approval and updating.

With regard to risk control and management, the GI Group's Corporate Tax Department, amongst others, is responsible for analysing legislative, case law and doctrinal developments in tax matters and for identifying, analysing and assessing tax risks; monitoring potential tax contingencies by country.

Furthermore, it collaborates with the Compliance Committee and the Internal Audit and Compliance Department, amongst others, in updating the Tax Risk Map. Updates are carried out annually or whenever significant changes so require. Significant risks are reported directly to those responsible, to establish mechanisms for monitoring, controlling and minimising these risks.

Employees and external staff may raise concerns or make reports through the designated reporting channels. With regard to actions to be taken in the event of potential litigation, requests, inspections, sanctions, unforeseen risks, etc., once these are detected, the process of communication and coordinated risk management is initiated in accordance with the Code of Ethics and Conduct.

The Tax Strategy is available to all employees of the Gonvarri Industries Group via the corporate intranet and will be published on the Gonvarri Industries Group website (<https://www.gonvarri.com/>).

## Taxation vs Sustainability (ESG)

Content 207-4

Taxation aims to play a key role in achieving the Sustainable Development Goals (SDGs) of the 2030 Agenda, promoting the adoption of environmental, social and governance (ESG) principles in investments. This was recently highlighted by the European Economic and Social Committee, which considers tax policies to be fundamental to meeting the SDGs, as they shape the economic environment in which investment, employment and innovation take place, whilst providing the government with revenue to finance public spending.

For this reason, Gonvarri Industries has a team of tax experts who, in collaboration with the legal, finance and compliance departments, amongst others, update the Group's plans and policies in line with current and future requirements in the countries where it operates.

Currently, the tax system already includes instruments that facilitate the achievement of the SDGs, notably those relating to governance, climate change, efficiency, innovation and diversity. Below, we summarise some examples:

- In line with the social initiatives undertaken by the Gonvarri Industries Group, tax incentives for non-profit organisations and patronage are particularly noteworthy.
- In line with the Gonvarri Industries Group's policies and mechanisms to combat fraud, money laundering and corruption, a key feature is the non-deductibility for Corporation Tax (CT) of expenses arising from actions contrary to the legal system (bribes and other similar conduct that could encourage corruption).
- In line with the Group's Tax Strategy, and from the perspective of tax governance itself, the growing importance of good tax governance and so-called tax compliance for the management of tax risks is noteworthy.
- In line with diversity and equality policies, the Corporation Tax (CT) deduction for creating jobs for workers with disabilities is highlighted.
- In line with its innovation strategy and the minimisation of the environmental impact of the Gonvarri Industries Group's activities, tax incentives for R&D&I activities are noteworthy.

We highlight two tax mechanisms that contribute directly to the achievement of Gonvarri Industries' "Carbon Neutral 2030/50 Plan":

- In the area of sustainable mobility, current personal income tax (PIT) regulations, which include measures to encourage the use of public transport and energy-efficient vehicles by employees, enable the design of environmentally sustainable remuneration schemes.
- Significant tax reliefs to promote renewable energy and public transport schemes within the scope of local taxes (IBI, IAE and ICIO).

Furthermore, significant progress and initiatives are expected in the tax sphere, such as the possible transformation of the tax system to align it with the SDGs, as well as the analysis of an optimal tax system that favours the internalisation of the environmental effects of economic activities, with two clear examples in which Gonvarri Industries is clearly positioned:

- In the fight against climate change, both in its negative approach (creation of new taxes) and in its positive approach (reduction of taxes and establishment of tax incentives). In this area, there

are numerous opportunities if the measures adopted are well-defined, integrated into the tax system and coordinated with environmental policies in each country.

- In the circular economy, as a key lever for achieving the SDGs, helping to preserve and improve natural capital, optimise resource use, and promote the efficiency of the system, by identifying and eliminating negative externalities (market failures).

Gonvarri Industries is firmly convinced of the need for an international framework that incorporates environmental taxation reflecting the real needs of the current situation, with environmental taxes that provide a permanent incentive for more environmentally responsible behaviour, reducing the tax burden, and that encourage innovation through new, less polluting forms of production, transport and consumption, putting the ‘polluter pays’ principle into practice.

Well-defined environmental taxes, combined with an ambitious yet realistic action plan, can bring about effective change in the environment, contributing to the achievement of the SDGs.

## Compliance model

(Content 2-23, 2-24 and 3-3)

### Internal audit and compliance

The “Compliance Model” aims to maintain the mechanisms for monitoring, measuring and controlling identified risks. As part of this project, the Compliance Committee was established in 2018 as a body delegated by the Board of Directors responsible for the application of this Model, its updating and the management of the Ethics Channel.

The Compliance Programme is led by the Internal Audit department, together with the Compliance Committee and the various departments within Gonvarri, to update and prepare the Internal Regulations applicable to the Model. The Internal Audit Charter defines the functions, powers, responsibilities and principles of operation of the Internal Audit and Compliance Department.

From the outset, an in-depth review was carried out of the Code of Ethics and Conduct, as well as policies on anti-corruption, risks, commercial sanctions and information sharing, all of which were approved by the Board of Directors.

Its implementation is being carried out in phases. It began in 2018 and was completed in 2019, encompassing the entire process of design and continuous improvement, dissemination, management, training and supervision.

During 2020, we entered into an ongoing process of identifying and managing regulatory compliance risks, as well as monitoring, updating and improving the Compliance Programme developed in 2018. New regulations relating to Human Resources management were approved, strengthening the controls associated with recruitment, training, payroll management, performance appraisal and the management of employee onboarding and offboarding.

During 2021, compliance efforts focused on delivering training activities to reinforce the values and behavioural guidelines set out in the Group’s Code of Ethics and Conduct; work was carried out to ensure the effective implementation of the Model at each location, with an emphasis on integrating the compliance framework into the management systems of the Group’s various companies. In addition, work was carried out to update the Compliance Programme, and the content of some of the Policies was amended and updated; amongst other measures, the Protocol for the Prevention of Criminal Offences was issued and a new version of the Sustainability Policy was approved.

In 2024, the Internal Audit department carried out the supervision and control work set out in the annual plan and outlined in our internal policies, focusing its analyses on companies within the Americas & Europe division, the GMS division and companies within the GMH Group. Work was also undertaken to establish action plans agreed with the management of each company to facilitate their monitoring and control. Furthermore, in 2024, numerous updates were made to the Group’s internal regulations

comprising the Compliance Model, alongside training and awareness-raising activities for employees through the issuance of monthly communications to staff across the Group.

During the 2025 financial year, the proposed objective of implementing the Compliance Model Supervision Plan was achieved. Efforts during the year also focused on carrying out initial assessments across the various business units and locations of the Hidria Group, as part of the process of integrating the Compliance Model and associated policies within that scope.

In relation to 2025, numerous policies and protocols of the Model have been updated, notably the issuance of the new Corporate Policy on Equality, Diversity and Inclusion. Finally, training initiatives related to the prevention of harassment and a refresher on the Code of Ethics have been launched, extending these initiatives to new areas of the organisation.

Furthermore, in 2024, work was carried out on the creation of self-assessment questionnaires covering all areas within the scope of the compliance model. During 2025, these self-assessment questionnaires were completed in all areas where previous compliance audits had already been carried out, ensuring continuity in the assessment of adherence to the Model and the early identification of areas for improvement. All aspects and risks arising from any form of corruption are comprehensively addressed across the Gonvarri Group's offices, distribution centres and factories in accordance with the model and the policies approved for this purpose.

### **Code of Ethics and Ethics Channel**

(102-16 and 102-17, 2-26 and 2-27)

The Code of Ethics and Conduct constitutes an explicit statement of the values, principles and guidelines of behaviour that all members of the Group must adopt in the performance of their professional duties, addressing issues such as relations with customers, employees, collaborators, suppliers and the community, and strengthening the trust between the Group and third parties.

It is mandatory for the Group's employees, partners, managers and directors to be familiar with the full content of the Code, and in particular with the principles and rules of conduct set out therein. It is also mandatory for them to undertake training on this subject and to pass an examination on the principles and guidelines contained in the Code. The Board of Directors approved the new Code of Ethics and Conduct in September 2017.

Alongside the Code of Ethics, internal regulations are developed which detail and set out values and principles in each area of interest. These are updated and reported annually in successive sustainability reports.

The Compliance Committee, through the Ethics Channels, ensures that it receives and responds to any reports of misconduct, queries, concerns or malpractice, and applies the appropriate legal or disciplinary measures. Furthermore, it carries out an annual audit plan to verify proper dissemination and compliance.

The Ethics Channel is available to all employees, executives, directors and collaborators of the Gonvarri Group, as well as to other external stakeholders, such as customers, suppliers or the general public, with the aim of addressing queries regarding the application of the Code of Ethics and Conduct, as well as reporting any potential irregularities that may constitute a breach of the Code.

The Ethics Channel Regulations, approved by the Board of Directors in January 2018, define the operating principles and terms of use on which the Ethics Channel is based, as well as the roles and responsibilities of each of the bodies involved in the management and processing of enquiries and reports. The Compliance Committee is the body responsible for managing the channel; it establishes the protocols for analysing, investigating, concluding and communicating the results of complaints received. It reports periodically on its activities in managing the Ethics Channel—including the number of enquiries and complaints received, complaints relating to serious situations, and the status of complaints—to the Board of Directors and its members. It will also report on any relevant matters as they arise.

During 2024, the roll-out of the refresher training on the Code of Ethics and Conduct was completed, covering all English-speaking companies, and it is also available in five other languages to ensure a better understanding of the Group's ethical values and principles.

Furthermore, since mid-2024 and throughout 2025, work has been carried out to update the regulations relating to existing protocols for conducting investigations arising from the whistleblowing channel, and to align the procedures implemented with the new legislative framework governing whistleblowing channels.

In 2025, the international roll-out of the Code of Ethics refresher training was significantly expanded, with the training being launched in additional languages – Finnish, Swedish, Polish, Turkish, German, Romanian and Hungarian.

The external provider is responsible for providing and maintaining an accessible channel, ensuring the confidentiality of communications and their management, safeguarding and archiving data in accordance with current regulations, and acting as an intermediary between the user and the Compliance Committee, which guarantees confidentiality as a guiding principle.

There are various ways to access the ethics channel:

- Form via <https://gonvarri.i2-ethics.com>, also accessible via the Group's intranet, on the Group's website <http://www.gonvarri.com> and on the websites of the other companies within the Group.
- Email to the address: [ethicschannel@gonvarri.com](mailto:ethicschannel@gonvarri.com)
- Post to: Internal Audit and Compliance, C/Embajadores s/n, 28053 Madrid.
- Via WhatsApp, WeChat or by telephone on +34 679 98 19 22.

It is also accessible via the Call Back option on the platform:

<https://gonvarri.i2ethics.com>

Once the enquiry/complaint has been submitted via the platform provided or any other available means, the user will receive an email from the external provider (i2ethics) containing information that will allow them to confirm that the submission has been sent to the channel and that the process has begun.

## **Awareness and training**

(Content 2-25)

In 2018, training on the Code of Ethics and the Ethics Channel began, as key components of the Compliance Model. To disseminate the Code and the Ethics Channel, an online course was developed, accessible via the intranet and the mobile app, incorporating videos, texts and assessment tests to aid understanding, with an estimated duration of between one and two hours. In addition, a significant training effort was undertaken throughout the year to disseminate the principles of the Code, which will continue in subsequent years.

As part of compliance policies, since 2021 various training sessions have been held on the management of conflicts of interest, the exchange of information with competitors, the handling of inside and confidential information, and the prevention of fraud and corruption in the Group's business processes. In addition, training sessions were held on the retention and recording of documentation; dealings with public authorities or the management of donations and sponsorships; and protocols for loading and unloading goods (logistics protocol)

In the 2022 financial year, training sessions were held on certain Group policies within the compliance framework, such as Standard 0, which describes how the standards are structured; as well as general and in-depth training on various rules of the model applicable to the Group's procurement processes for goods and services, such as the "Third-Party Management Policy" and the "External Consultant Engagement Policy", which are relevant to the execution of the selection and approval processes for the Group's partners.

In 2023, work was carried out to update the Group's internal regulations, relating primarily to the harassment prevention guide, the update of the Group's Logistics Protocol, and refresher training on the Code of Ethics and Conduct.

As part of the work to update the Compliance Model, a comprehensive review and improvement of various internal policies and protocols was carried out during the 2025 financial year, with the aim of ensuring their alignment with best practices, applicable regulatory requirements and the evolution of the risks identified within the organisation.

The policies and protocols updated and communicated to the organisation include the following:

- Harassment Prevention Protocol, updated to bring it into line with new regulatory requirements regarding the prevention of and response to harassing behaviour.
- Conflict Minerals Policy, revised to incorporate new regulatory obligations applicable to the supply chain and to strengthen due diligence criteria.
- Commercial Sanctions Policy, updated to align it with legislative changes and international standards regarding economic sanctions.
- Protocol on Relations with the Public Administration, amended to clarify and develop new controls over interactions with public officials and representatives, thereby enhancing transparency.
- Procedure for the Management of Social Action, Donations and Sponsorships, updated to adjust and define approval workflows, ensuring consistent processes aligned with the Compliance Model.
- Logistics Protocol, strengthened to improve controls associated with due diligence activities in material dispatch processes.

Furthermore, during the financial year, the new Equality, Diversity and Inclusion Policy was issued, a document that reinforces the Group's commitment to an inclusive, respectful working environment based on genuine equal opportunities for all.

These updates have been disseminated to the various teams with the aim of reinforcing understanding and the correct application of the Compliance Model across all areas of the Group.

During the 2025 financial year, various internal communications were issued, including both recurring communications, such as the monthly bulletins on internal regulations, which include policy updates and specific reminders linked to certain periods, for example, the guidance on how to act when offered gifts, invitations and incentives during the Christmas campaign—as well as special communications based on identified risks, notably warnings about 'CEO Fraud' (Business Email Compromise, BEC) and the dissemination of regulatory updates regarding 'Rare Earths'.

With the aim of covering human rights training in the 2025 financial year, courses relating to the Code of Ethics and Conduct are being considered, delivered via the Academy platform, aimed at office staff, with 162 professionals taking part and 270 hours of training (4,532 professionals have completed the course since its launch, representing 60% of the workforce).

100% of staff receive training and/or information on the Code of Ethics and Conduct (ethics policy).

The Harassment Prevention Guide, with 117 professionals taking part and 26.5 hours of training (more than 2,790 professionals have completed it since its launch, representing 36% of the workforce). In this regard, the company has set the following target: to provide training in harassment prevention to at least 60% of the workforce by 2030.

### **Complaints and ongoing litigation**

2-25, 205-2, 205-3, 406-1, 408-1, 409-1, 206-1, 416-2, 418-1, 307-1, 419-1, 417-2 and 417-3

Gonvarri Industries' Ethics Channel is open for use both internally by employees and by any interested third parties (suppliers, customers and others). It can be used to report irregular or improper situations

that breach the Code of Ethics. The Ethics Channel is available in 18 different languages, making it accessible to all potential users worldwide.

During the reporting period, 43 valid reports were received, of which 7 are pending resolution.

Category	Current	Total %	Pending resolution
Harassment	14	33%	2
Discrimination	3	7%	0
Fraud and corruption	11	25%	3
HR Management	14	33%	2
Health and safety	1	2%	0

Comparative table of complaints received over the last 3 years:

XVII. Complaints via the ethics channel						
Category	2025		2024		2023	
	Complaints received in the year	Pending complaints	Complaints received this year	Pending complaints	Complaints received this year	Pending complaints
Accepting and giving gifts	0	0	1	1	0	0
Harassment	14	2	27	5	6	0
Fair and equitable competition	0	0	0	0	0	0
Conflict of interest	5	1	2	0	0	0
Corruption and bribery	1	0	2	2	0	0
Discrimination	3	0	5	0	0	0
Slavery and forced labour	3	1	1	0	0	0
Fraud	3	1	3	0	3	1
Environmental Impact	0	0	0	0	0	0
Group information and image	0	0	0	0	0	0
Serious or very serious criminal or administrative offences	2	1	1	1	0	0
Others	11	1	18	3	17	3
Health and safety	1	0	4	0	3	0
Financial services, products and markets, and the prevention of money laundering and terrorist financing,	0	0	0	0	0	0
Breach or disclosure of personal data	0	0	0	0	0	0
Rejected	1	0	6	0	0	0

During the reporting period, there were 1,380 visits to the ethics portal and a total of 1,050 users. Comparative table for the last three years:

<b>XVIII. Users and sessions</b>			
	2023	2024	2025
Total users	1,460	1,520	1,050
Sessions	1,599	2,010	1,380
New users	1,298	1,495	1,018

During the reporting period, reports were received from 10 different countries. Comparative table for the last 3 years:

<b>XIX. Origins of visits</b>			
Country	2023	2024	2025
Germany			81
Brazil	112	66	0
China	72	100	38
Colombia	45	276	145
Spain	332	510	383
United States	125	225	140
Mexico	73	148	131
Poland	0	0	33
Portugal	30	48	33
United Kingdom	77	166	109
Sweden	33	71	69
Turkey	217	150	0

The web channel was the preferred method for whistleblowers, accounting for 61% of the total, followed by submissions via the Gonvarri intranet at 16%. The channel's uptime (SLA – Service Level Agreement) during 2025 was 100%.

<b>XX. Channel through which reports were received</b>			
	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Call Back</b>	0	0	0
<b>Website</b>	21	31	27
<b>Email</b>	4	6	4
<b>Manual entry</b>	4	27	12

The complaints received were resolved with disciplinary measures of varying severity, depending on the seriousness of the facts established following the investigation.

With regard to other proceedings brought against the company, ongoing litigation and sanctions, during the reporting year there were none that had a significant financial impact on the Group, in relation to:

- Sensitive activities relating to human rights, forced labour and child labour, which have a significant impact on the company's various operations (408-1 and 409-1).
- Unfair competition, monopolistic practices and anti-competitive behaviour (206-1).
- Impacts on the health and safety of product and service categories (416-2).
- Substantiated complaints regarding breaches of customer privacy and loss of customer data (418-1).
- Non-compliance with social, environmental and economic laws and regulations (307-1 and 419-1).
- Non-compliance relating to information and labelling of products and services (417-2).
- Non-compliance relating to marketing communications (417-3).

During the financial year, and in compliance with the Corporate Privacy Policy, 43 enquiries relating to the Protection of Personal Data were handled. These requests came from 11 different companies and covered issues of varying nature and complexity, all of which were resolved satisfactorily.

Furthermore, a request to exercise rights by a data subject was processed, in accordance with current regulations.

During the same period, two security incidents involving personal data were recorded. Following analysis, it was determined that neither incident required notification to the relevant supervisory authority, as they did not meet the criteria required for such reporting.

At the end of the financial year, no significant complaints or fines were received relating to social, environmental, economic, labour practices and/or human rights issues, exceeding €100,000 or which, by their nature, have a particular impact on the company.

## **Risks and opportunities**

### **1. Risk management**

Gonvarri Industries is subject to various risks inherent to its business arising from its commercial, financial and economic operations, as well as from the legal obligations it must comply with in the countries in which it operates.

To manage these risks of all kinds and nature, the group has mechanisms and systems for the detection, assessment and management of risks within its business processes and operations.

In 2016, the “Internal Audit” department was formally established with the aim of integrating the various risk detection, assessment and management mechanisms and processes already present across all the Group’s business processes.

This management system provides reasonable assurance that all significant risks—strategic, operational, financial and compliance risks—are prevented, identified, assessed and subject to continuous monitoring.

With regard to risks relating to regulatory compliance and criminal matters, a “Compliance Model” has been developed with the aim of improving the monitoring, measurement and control mechanisms associated with these risks.

Following a situation analysis, its design was initiated. The risks associated with Gonvarri Industries’ activities were identified and assessed, and the controls required for their mitigation, as well as the mechanisms for supervision and continuous improvement, were defined. These controls are of various kinds and are set out in the Group’s internal regulations.

Of particular note in this area is the “Corporate Risk Control and Management Policy”, which aims to establish basic principles, as well as a framework for internal control and the management of risks of all kinds faced by the Gonvarri Industries Group.

In accordance with the Policy, the Group has a formal, verifiable and traceable process for the identification and assessment of risks at the level of each plant or location and at the corporate level. The process is recurring and scalable and involves the relevant personnel from each area. Risks are reassessed at least annually or whenever significant changes or circumstances require it.

Regarding the methodology, the calculation of Inherent Risk is based on impact and probability according to the variables defined by type of analysis (Compliance, Operational Processes, IT, etc.) and the dimensions assessed.

For these risks, controls/control activities are defined and assessed based on their design and effectiveness. To determine the design rating, a series of parameters are established depending on the type of analysis, and effectiveness is assessed based on the sample reviewed during the control.

One of the functions of the Internal Audit and Compliance Department is to provide advice and collaborate with the Management of the Gonvarri Industries Group in identifying risks, and, in coordination with the entire organisation, to assist in establishing the necessary mechanisms and tools to ensure adequate risk management aligned with the Group’s strategic objectives.

In this regard, during the 2021–2022 period, the Group’s Internal Audit department implemented a ‘Continuous Audit’ system carried out remotely and managed through various tools:

- A system of predefined automatic alerts designed to identify risk events
- Dashboards developed by process with key indicators

The aim of remote continuous auditing is the efficient identification of incidents for early detection and improvement of business processes. We focus on indicators that show a deviation or non-compliance with the internal regulations applicable to the Gonvarri Industries Group.

The Continuous Audit system is a methodology based on the identification of incidents, analysis of causes and the issuance of recommendations. The monitoring system itself allows for continuous tracking of compliance with the recommendations issued.

The scope of the reviews carried out under the continuous audit system covers all companies within the Gonvarri Industries Group that use the SAP system as their ERP system. The Group is currently designing additional monitoring and control systems for those companies using other management systems.

To date, more than 600 requests have been made to the Group’s various plants via the continuous audit system. This work has triggered numerous actions and led to improvements in various business processes, with a view to mitigating risks of various kinds, which have been analysed and monitored during the reporting year.

In addition, review work continued throughout the year via the continuous audit system.

Plans were also established to connect existing tools to other databases and systems across the Group's companies.

## **2. Key risks in 2025**

### ***2.1. Strategic and environmental risks***

Potential changes to the Group's strategic guidelines and to the circumstances in the countries where it operates have been assessed, including aspects such as political upheavals, regulatory changes and currency fluctuations. To counteract these factors, risk analyses have been carried out at both national and global levels, using the "Feasibility and Development Analysis Methodology" and third-party due diligence.

The diversification strategy, both geographically and in terms of business, together with rigorous compliance policies, investment in innovation, currency hedging and insurance, has been key to minimising these risks.

In this context, the Group has implemented up-to-date tools for the identification and effective management of risks related to these matters, in line with the Corporate Policy on trade sanctions. During 2024 and 2025, multiple analyses and reviews were carried out with third parties to manage these risks appropriately.

Furthermore, emerging opportunities arising from this scenario have been identified, such as the positive impact on the local economy, which includes the generation of new business opportunities, employment and increased tax revenue.

### ***2.2. Operational and infrastructure risks***

These include risks arising from technological or quality failures, management issues, etc., which may result in product quality failures or delays in delivery, amongst other issues.

Among the control mechanisms available to the Group for identifying events with an operational or process-related impact is the "Continuous Audit" system, which utilises a range of tools and generates numerous alerts designed to identify errors and/or control weaknesses in operational and business processes.

Thus, they monitor processes relating to warehouse management, materials, order management and the correct application of approval workflows in operational processes, amongst others.

To mitigate these risks, risk policies are in place and numerous initiatives and projects are developed to improve, measure and enhance efficiency (SPG, ISO 9000, ISO 14001, ISO 45001, IATF 16949, TQM, etc.), as well as contingency plans, etc.

A clear opportunity arises from efficiency in products and processes, which reduces consumption, production times, waste, etc., and thereby improves costs and profitability. Furthermore, through innovation, we adapt to market needs.

### ***2.3. Financial Risks***

Market variables and Group policy:

The Group's activities are exposed to factors of uncertainty that affect the functioning of financial markets. Key factors include exchange rates, interest rates, the price and availability of credit, as well as returns on assets, influenced both by market dynamics and by global policy decisions with varying effects across regions.

The financial policy, channelled through the Finance Department, prioritises maintaining a high level of liquidity to facilitate negotiations with financial institutions, minimise operational and investment risks

and, at the same time, take advantage of opportunities when conditions are favourable. Within this prudent framework, the occasional use of hedging instruments is envisaged.

- **Price Risk:**

The Group faces price fluctuations of two kinds. On the one hand, there is volatility in equity securities held and measured at fair value through profit or loss, the impact of which is considered immaterial due to their relatively low weighting.

On the other hand, there is exposure to fluctuations in the prices of raw materials (mainly steel), as competitiveness requires passing on cost changes to the selling price. To mitigate this, the Group operates a sales network focused on end customers and uses medium-term ('programme') contracts that provide stability and reduce the risk of price fluctuations. The strategy of maintaining sufficient stock levels increases competitiveness, but entails a risk of price mismatch with the market. Experience and market knowledge allow movements to be partially anticipated, reducing negative impacts and enhancing favourable effects on inventories through purchasing and storage decisions aligned with the cycle. Furthermore, the Group analyses sensitivity scenarios to estimate how relative changes in raw material prices would affect the result, primarily through changes in purchasing costs.

- **Interest rate risk on cash flows and fair value:**

Exposure arises mainly from borrowings, mostly denominated in the presentation currency and at variable rates, which generates cash flow risk. Management is dynamic: scenarios are simulated considering refinancing, renewal of positions, alternative financing and hedging, applying uniform changes in interest rates to assess the effects on profit or loss of the most significant liabilities.

The Group uses interest rate hedging instruments and, in particular, swaps that enable variable-rate loans to be converted into fixed-rate loans. Under these swaps, the difference between fixed and variable interest rates, calculated on agreed notional amounts, is exchanged with third parties on a periodic basis. Furthermore, the sensitivity of profit or loss to relative changes in interest rates is analysed, attributable mainly to the finance cost of variable-rate debt.

- **Foreign Exchange Risk:**

Due to its international operations, the Group is exposed to currency fluctuations arising from transactions, assets and liabilities denominated in different currencies, and the translation of financial statements with a functional currency different from that of the consolidated presentation. To neutralise impacts (positive or negative), there is an exchange rate management policy based on periodic reports of cash flows receivable/payable in foreign currencies and the occasional use of financial instruments.

The most common instrument is the purchase and sale of currencies on a forward basis, setting a known rate with a specific maturity, adaptable to the expected cash flows from commercial operations. The main exposure is associated with the translation of financial statements; the Group assesses the sensitivity of profit or loss and consolidated equity to exchange rate fluctuations and maintains exchange rate hedges pending maturity.

- **Liquidity Risk:**

Prudent management requires maintaining sufficient cash and marketable securities, having financing available through committed facilities, and retaining the ability to settle market positions. The Central Treasury seeks flexibility through committed credit lines. Management monitors liquidity reserve forecasts based on expected cash flows, taking into account the availability of credit and cash and cash equivalents.

Maturities of borrowings and other non-current liabilities are detailed according to contractual terms, using stipulated cash flows on a non-discounted basis and excluding interest. Typical current liabilities (trade payables and other accounts payable, amongst others) are concentrated in the short term.

- **Credit Risk:**

The credit quality of financial assets that are neither past due nor impaired is assessed using external ratings or historical default records. The risk is managed by groups and arises from cash, cash equivalents, derivatives, deposits and, primarily, accounts receivable. If no independent credit rating is available for the customer, the credit control function assesses credit quality by considering financial position, past experience and other factors.

Individual limits are set according to internal/external ratings within the limits established by the risk committee and are regularly monitored with commercial and general management. As an additional measure, the Group takes out credit insurance for certain customers. In the financial years presented, no limits were exceeded and no losses from counterparty defaults are expected. It is also noted that cash and cash equivalents are subject to impairment requirements under applicable regulations, with the identified impairment being immaterial.

In 2025, the effectiveness of financial risk management strategies has resulted in the DFN/EBITDA ratio remaining below 1 for a further year, demonstrating strict control over debt and sound financial health. Financing terms have been extended such that debt repayment is reasonably aligned with the cash flow generated by the financed projects.

These risks and their respective mitigation strategies are detailed in the Annual Report. To mitigate them, various scenarios are simulated, taking into account refinancing, the renewal of current positions, alternative financing and hedging through various instruments and policies aligned with the identified risk.

Among the opportunities, financial risk prevention mechanisms allow for better control over growth and investments, diversifying into other countries and offsetting any risks or incidents that may arise, to ensure profitable and sustainable growth.

With regard to project financing, compliance with the Equator Principles (412-3) has not been required in any contract entered into in 2025.

## **2.4 Tax Risks**

Tax risks are primarily identified as those related to non-compliance with tax obligations and interaction with tax authorities in the various countries where the Gonvarri Industries Group operates. These risks are detailed in the Annual Report.

The Group's tax strategy focuses on ensuring compliance with current tax laws and on ensuring coordinated management among the entities forming part of the Group. This approach seeks to prevent any tax risk or inefficiency that might arise during commercial decision-making.

With regard to mitigating these risks, the Corporate Tax Risk Management Policy, together with the Transfer Pricing Manual, sets out the guidelines for their control. The tax risk map is reviewed and updated annually, assessing the severity of each risk and establishing appropriate controls for its mitigation.

Furthermore, the prevention of tax risks contributes significantly to the effective management of value creation in the countries where the Group operates. The efficient management of these risks, together with tax governance, is addressed in greater detail in the preceding section on Taxation.

## **2.5. Corporate Governance, Ethics, Corruption, Fraud and Compliance Risks**

These risks arise from conduct contrary to the guidelines set out in the human rights, ethics and anti-corruption policies, which poses a significant financial and reputational risk.

To mitigate these risks, the risk and control map is updated periodically. Furthermore, formal policies and codes governing these risks are available to all Group professionals, and training is provided annually on each key aspect. Consultation channels and reporting mechanisms are in place for any incidents.

In previous financial years, the Internal Audit and Compliance department undertook numerous initiatives relating to fraud and corruption, including the assessment of controls under the "Compliance Programme" and the handling of complaints, supported by the identification of incidents through the "Continuous Audit" system.

During the reporting year, the detection and mitigation of fraud and corruption remained the primary focus of the Internal Audit function, with particular emphasis on reviewing anti-corruption measures at those locations covered by the Annual Audit Plan and aligned with the provisions of the Supervisory Plan for the compliance model.

This work included the review of various business aspects related to the verification of effective measures against corruption and fraud within the organisation, such as:

- The review of procurement operations and payment processes to third parties;
- A review of order approval workflows and order management;
- Review of third-party identification documentation and management procedures;
- Review of third-party selection and approval procedures;
- Review of supplier master data; approval procedures for the management and modification of supplier bank accounts;
- A comprehensive review of accounting records, identification of duplicate transactions, etc;
- Identification and assessment of potential conflicts of interest and conducting conflict checks;
- Review of approval procedures for certain sensitive transactions, and the management of gifts and invitations;
- Management of donations and sponsorship, and approval procedures;
- A review of procedures for dealing with public officials and management protocols;
- Review and monitoring of compliance training, specifically regarding training on fraud and corruption.

In the 2025 financial year, efforts have focused on the GMH and HIDRIA divisions.

In addition, refresher training on the contents of our code of ethics has been completed and the regulations within the Compliance Programme have been updated. Furthermore, new corporate policies and procedures have been created with the aim of strengthening our compliance control system.

Finally, during 2025, 11 complaints received through the designated channels regarding fraud and corruption were processed and managed. The handling and resolution of these resulted in incidents classified as “minor fraud”, with no significant impact in any of the cases analysed. However, the disciplinary measures determined in each case by the decision-making bodies have been applied. Of the complaints received, 3 are pending resolution.

Furthermore, the review work carried out by the internal audit department includes the verification of controls to prevent any anti-competitive practices and the identification of events that could entail risks in this area.

Among the opportunities, the numerous actions taken to strengthen the Group’s ethical principles, minimise risks and enhance the company’s reputation are particularly noteworthy.

### ***2.6. Risks related to regulatory compliance***

These include risks arising from regulatory changes affecting the Group’s operations, with increasingly complex and demanding requirements regarding the deployment of material and human resources.

To mitigate these risks, the compliance model based on the Code of Ethics and Conduct, policies, consultation and reporting channels, and ongoing training all contribute to minimising them.

In addition, there are various control mechanisms in place to ensure that the Group remains up to date with the various laws and regulations applicable in each location.

During the review of the Compliance Programme carried out by Internal Audit and Compliance, these control mechanisms are verified in each area of responsibility.

All these measures represent an opportunity to enhance the Group’s reputation and avoid the risk of penalties for non-compliance.

### ***2.7. Human rights risks***

Society is currently becoming increasingly aware of abusive and illegal behaviour related to poverty and human rights, particularly in the most vulnerable countries.

To mitigate these risks, various policies are in place to regulate employee selection and recruitment processes, including mandatory codes of conduct and reporting channels. Furthermore, we operate in line with the Global Compact’s Universal Principles and the United Nations Sustainable Development Goals.

As part of the audits carried out under the Compliance Model, we review controls related to human resources management, assessing the effectiveness of these controls and the risks associated with personnel management at the locations included in the Annual Audit Plan approved by management.

Gonvarri Industries’ global presence offers an opportunity to work with different cultures, enriching knowledge and the ability to adapt to different countries. This fosters improvement through diverse approaches, such as in decision-making and values like tolerance, thereby promoting local development.

### ***2.8. IT security, process and data protection risks***

(Content 3-3)

Cybersecurity has become a cornerstone for Gonvarri in its digitalisation process. In 2025, the IT department has continued to implement initiatives to ensure data security and protection in the face of the challenges posed by the technological environment. Some of the challenges that have marked the year include:

- The consequences of geopolitical turbulence in the digital sphere.
- The transformative potential of artificial intelligence in cybersecurity, both on the part of attackers and in defence technologies.
- The proliferation of various regulations and certifications across different geographical areas which, whilst helping to establish a clearer methodological framework, also represent an administrative burden that must be managed efficiently and effectively.

On 28 April 2025, Spain experienced a power cut, an event not seen in recent years. Although it was not linked to cyberattacks, the incident disrupted the operations of many companies across the country and highlighted the growing interdependencies and risks within the global technological ecosystem. Gonvarri managed to ensure its operations remained unaffected thanks to a contingency plan based on infrastructure and personnel who were prepared and tested for this type of situation. All services remained available at all times to support the business.

In the field of cybersecurity, Gonvarri has long been committed to raising awareness among people—our most valuable resource—and to a strategy of adopting tools that allow us to detect vulnerabilities and analyse alerts in an increasingly automated manner, whilst also applying security policies across networks, the cloud and the endpoint environment. It is also worth highlighting our ‘zero trust’ security approach, which involves continuously verifying the identity and context of users and devices, regardless of their location within or outside the corporate network.

Against a backdrop of growing cyber threats and expanding attack surfaces, this has enabled us to manage risks and operational complexity, moving away from a legacy security mindset, whilst balancing benefits and costs—tasks that are particularly important in a context of incremental costs and asymptotic objectives.

To protect the privacy of information and the security of customer and supplier data, robust policies and mechanisms have been established, in accordance with international standards such as ISO 27001, CISA and NIST. A significant boost has been given to the training and development of information security professionals, increasing the frequency and scope of specific training and awareness courses.

In 2025, as in previous years, the ‘Information Security’ course was updated and launched via the Academy platform, with 95% of employees with access to an email account or the internet completing the course. The remainder are not required to do so.

In 2026, the objective is to maintain a sustained annual participation rate of over 95%, with a commitment to achieving 100% coverage of the workforce by 2030.

Although the proliferation of regulatory requirements worldwide is placing a significant compliance burden on all organisations, these measures have helped to streamline audits and efficiently meet the requirements of regulators and the information demands of customers, suppliers and other stakeholders.

## **2.9. Risks related to climate change**

(201-2)

The current landscape highlights the growing importance of risks related to environmental, social and governance (ESG) issues, such as climate change. It is essential that these aspects are integrated into the decision-making process, business strategy and the company’s overall operations.

In response to this, in 2020, a corporate analysis was carried out of the cross-cutting risks that could impact the business. This analysis, looking ahead to the next two years, sought to adapt and specify these risks at country and facility level. The “Task Force on Climate-related Financial Disclosures (TCFD) standard of the Financial Stability Board (FSB)” served as a reference for integrating these aspects into the company’s global risk map.

The Carbon Neutral 2030/50 Plan highlights the opportunities for improvement identified to reduce environmental impact, meet the expectations of customers and society at large, and strengthen Gonvarri Industries’ market position.

**Key risks in 2025**

The most significant risks identified are as follows:

- General economic and social instability as a result of the armed conflict caused by the Russian invasion of Ukraine, and its enormous social and economic impact across the European Union. The EU is maintaining and successively expanding its packages of sanctions and restrictive measures.
- Geopolitical impact and market impact from the war between Israel and Gaza, which began in early October 2023 and has continued throughout 2025.
- Impacts on the supply chain due to compliance with restrictions on the import and export of goods to Russia and the application of trade sanctions by the European Union as a result of the conflict between Ukraine and Russia. These sanctions have been extended by the EU until July 2026.
- Cyber threats and online fraud, which are becoming increasingly prevalent and employing ever more sophisticated methods, making it difficult to design and implement effective controls to mitigate them.
- Risk arising from shortages of and dependence on critical raw materials for the steel industry.
- The growing volume of legislation, not only in Spain but also internationally, as well as increasingly demanding customer requirements. This makes legal compliance with all regulations and requirements across different areas of application more complex, and also necessitates the expansion of the organisation's structures.
- The situation of political polarisation in certain countries where the Group operates.
- The Red Sea crisis, which is driving up global transport costs and causing supply chain tensions in many locations.
- The volatility of raw material prices and, consequently, the valuation of stock available in factories.
- Huge price rises in raw materials and resources such as energy.
- Risks arising from protectionist policies and the imposition of tariffs among the main players in international trade.
- Inflationary pressures arising from the geopolitical context.
- Risks arising from the imposition of tariff measures by new governments in the markets in which the Group operates.
- Risks arising from various geopolitical changes involving trade restrictions, embargoes and sanctions.
- The significant rise in nationalist and Eurosceptic sentiment.
- Increasingly restrictive policies regarding vehicle emissions and the use of fossil fuels.
- Uncertainties from the consumer's perspective in the automotive market, leading to falls in consumption and production.
- Growing environmental, social and governance (ESG) awareness, as well as risks arising from climate change, natural disasters and diseases.
- The internal risk of achieving operational excellence in certain countries.
- The general economic crisis resulting from the various uncertainties described above, those arising from ongoing regulatory changes requiring the Group to adapt its processes, and the need to adapt rapidly to changes in markets and customer behaviour.

## Transparency

Sustainability ratings As part of its commitment to transparency, Gonvarri Industries actively collaborates with two internationally renowned sustainability rating agencies:

CDP, a leading agency in measuring performance in climate change policies, has awarded Gonvarri Industries a “B-management level” rating for its strong performance.



EcoVadis, a sustainability risk assessor for supply chains. Gonvarri Industries has participated in this rating for the third consecutive year, and in 2025 was awarded the gold medal, placing it in the top 5% globally.



## **APPENDICES**

### **Appendix I.**

(Content 2-5)

Read audit report in the first page of the document.

## Appendix II. Quantitative Information

I. Workforce 2025																					
	Men											Women									
	Director			MOI				MOD				Director			MOI			MOD			
	26-35	36-45	45	18-25	26-35	36-45	45	18-25	26-35	36-45	45	26-35	36-45	45	18-25	26-35	36-45	45	18-25	26-35	36-45
Argentina	1				6	7	3	2	6	6	4	1	1	4	3	2	1	4			
Belgium		1			1	3	4														1
Brazil	1	3	7		31	56	47	26	89	73	26	2		9	25	30	13	7	2	3	1
Canada					2																
Chile					1																
China	8	5	6		58	91	14	11	129	113	23	1	2	3	25	40	5		1	9	2
Colombia	2			2	33	35	23	9	24	35	61			3	21	12	10				
Czech	1		4.45		13	15.5	13	23	28	21	43	1		1	4	9.01	9.32				3
Denmark		1			0.75		7			2	4						4				
Finland		1			4	7	8	1	2	3	9			1	3	7					
France							1														
Germany	2	1.2	20		44.9	38.6	97.75	11	49	44	95			10	19	18	25		4	6	15
Hungary	2	1	1	1	7.38	18	6.01	4	2	1				2	4.09	4.38	4	3	7	4	3
Italy						1									0						
Mexico		1	1		25	14	12	13	28	17	7			8	7	1			2	2	1
Netherlands		1			1	4	7		1	4	4				3	3					
Norway	1	1.6			1	5	8.1	1		1	1		1	0.2	2.3	1					
Poland		1	2		12	17	10	11	24	17	5		1	3	11	11	1		2	1	1
Portugal		0	1		3	4.25	24		9	16	11		1	1	3	5	13		1	2	1
Romania			0.31		14	21	30.48	19	41	43	111		1	1	9.91	27.6	14.36		1	3	9
Russia	1	1			13	19	30	8	27	23	24			9	16	6					1

Slovakia	2	3	2.75	6	15.13	12	3	22	39	30				4	14.82	15.32						
Slovenia	2	5	13	40	155	222	305.6	46.5	92	86	180	4	7.3	36	49	99.1	19	45	55	148		
Spain	1	5	22	17	121	173	452	28	157	266	572	6	2	55	71	115	2	18	12	13		
Sweden	0.4		1	2	14	27.2	23.4		13	16	18	0	2	10.8	7.45	12.25						
Switzerland			1	0	8	14	15.6							3	4	3.5						
Turkey			1	6	17	34	7	18	31	45	52			2	12	1			1	1	1	
UK			6	7	12	18	46	1	21	23	50			4	4	8	17					
USA		1	1		6.5	10	6	1	14	14	2					4	2			5		
<b>Total</b>	<b>5.4</b>	<b>31</b>	<b>66.8</b>	<b>119.51</b>	<b>610.53</b>	<b>869.68</b>	<b>1,212.94</b>	<b>236.5</b>	<b>809</b>	<b>908</b>	<b>1,332</b>	<b>4</b>	<b>4</b>	<b>13</b>	<b>51.3</b>	<b>269</b>	<b>350.56</b>	<b>383.85</b>	<b>32</b>	<b>88</b>	<b>106</b>	<b>196</b>

I.B. Workforce 2024																								
Country	Men												Women											
	Director				MOI				MOD				Director				MOI				MOD			
	18-25	26-35	36-45	45	18-25	26-35	36-45	45	18-25	26-35	36-45	45	18-25	26-35	36-45	45	18-25	26-35	36-45	45	18-25	26-35	36-45	45
Argentina			1			6	9	5	5	11	10	2				1	3	4	2	1	3			
Belgium				1		2	3	5															1	
Brazil			1	4	5	23	52	38	24	86	66	32		1		6	21	27	14	7	1	2	1	
China			9		6	69	85	13	16	169	94	19			3	6	23	41	4		3	7	2	
Colombia			2		1	30	39	26	5	17	35	63			3	22	14	10						
Czech			1		2	11	17	14	19	27	21	43		2		1	6	10	9			3		
Denmark				1			1	7			1	3											4	
Finland				1	1	5	8	7	2	4	1	8					1	3	7					
France								1																
Germany				2	2.2	21	50	41	102	14	58	55	96			11	24	20	27		3	6	14	
Hungary			1	1	1	1	6	19	8	5	4	3	2			2	4	5	4	3	7	5	4	
Italy								1																

Mexico		1	1	22	17	11	12	28	18	7					7	8	1								
Netherlands		1		4	5	8			4	3					1	3	4								
Norway		1	1.6		3	3	8	1		1	2			1			2	1							
Poland		1	2	9	19	11	12	26	19	5			1	1	11	11	1		1	1	1	1			
Portugal		0		3	4	22		11	17	13				1	1	3	6	11		1	2	1			
Romania			2	14	26	29	10	44	38	104				1	1	11	27	13		2	2	9			
Russia		1	1		13	22	25	8	19	21	24				10	13	7					1			
Slovakia		2	4	3	5	16	11	4	22	39	31			1		5	19	11							
Slovenia		6	14	47	167	227	304	57.5	117	98	181			3	8	30	51	95	21	48	62	162			
Spain		2	4	22	21	126	183	442	27	145	220	561			6	7	58	76	94	1	14	9	9		
Sweden		0.4		1	2	15	26	24		11	16	19			0	2	7	6	9						
Switzerland			1	1	2	9	12									2	5	2							
Turkey		1	1	6	18	33	8	18	42	51	67				1	14	1			1	2				
UK			6	9	12	21	48	2	26	25	58				4	9	11	24							
USA		1	1		5	10	6	1	16	13	2				1	3	2					5			
<b>Total</b>		<b>0</b>	<b>3</b>	<b>33</b>	<b>66</b>	<b>130</b>	<b>620</b>	<b>896</b>	<b>1,195</b>	<b>243</b>	<b>883</b>	<b>866</b>	<b>1,345</b>	<b>0</b>	<b>3</b>	<b>4</b>	<b>13</b>	<b>55</b>	<b>273</b>	<b>367</b>	<b>358</b>	<b>33</b>	<b>84</b>	<b>106</b>	<b>204</b>

I.C Workforce 2023																								
Country	Men												Women											
	Director			MOD				MOI					Director			MOD				MOI				
	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46
Spain	0	1	4	17	26	140	277	470	19	103	182	432	0	0	0	6	0	8	7	7	9	45	75	87
Portugal	0	0	0	0	0	10	18	12	0	2	9	20	0	0	0	1	1	0	1	1	1	3	6	10
Argentina	0	0	1	0	12	9	9	1	0	6	14	3	0	0	0	0	3	2	0	0	0	2	5	1
Slovakia	0	1	1.1	2	8	21	40	36	1	7	14.42	14	0	0	0	1	0	0	1	0	0	5	22.66	9.8
Brazil	0	0	1	3	31	97	61	32	7	29	65	32	0	1	0	0	12	1	3	1	6	26	25	13
China	0	0	7	1	30	188	77	12	4	87	81	8	0	3	0	0	0	1	0	0	5	30	28	1

Colombia	0	0	1	0	2	16	31	62	5	31	34	29	0	0	0	0	0	0	0	4	23	16	6	
Germany	0	0	0	3.4	15	53	53	71	20	40.9	26.8	66.15	0	0	0	0	0	3	3	2	13	15.5	14	20.2
Mexico	0	0	0	1	9	21	14	6	1	19	18	8	0	0	0	0	0	0	0	0	8	4	1	
Poland	0	0	0	1	5	26	19	6	2	9	20	9	0	0	1	0	0	1	1	1	1	13	11	1
Russia	0	0	1	1	2	22	16	21	0	10	21	21	0	0	0	0	0	0	2	1	10	13	6	
UK	0	0	0	8	3	24	31	58	9	10	23	44	0	0	0	0	0	0	0	9	10	14	27	
Turkey	0	0	1	1	44	65	63	69	12	34	31	8	0	0	0	0	0	4	2	0	0	18	3	1
USA	0	0	1	1	1	22	11	3	0	6	7	5	0	0	0	0	0	4	0	0	3	4	1	
Sweden	0	0	0	1	0	11	15	19.75	4.5	13	21.55	25.75	0	0	0	0	0	0	0	1	5.8	4.45	10.05	
Romania	0	0	0	0.4	15	52	45	99	-1	17	28.66	30	0	0	0	0	1	2	3	6	1.5	17.93	25.25	12.9
Norway	0	0	1.15	1.6	1	0	0	3	0	3.05	2	8.15	0	0	0	1	0	0	0	0	0.1	0.3	2	1.3
Netherlands	0	0	0	1	0	0	5	2	0	4	5	7	0	0	0	0	0	0	0	0	2	1	6	
Hungary	0	0	-0.2	1	0	0	0	0	0.5	0	4.11	1	0	0	0	0	0	0	0	0	0.07	1.49	1.03	
Finland	0	0	0	1	1	3	1	9	0	3	8	9	0	0	0	0	0	0	0	0	0	2	7	
Denmark	0	0	0	1	0	0	1	3	0	0	2	6	0	0	0	0	0	0	0	0	0	0	4	
Czech	0	0	1.1	0	23	22	21	48	4	10	12.31	14	0	2	0	0	0	5	0	1	7	10.66	9.2	
Belgium	0	0	0	1	0	0	0	0	0	0	5	2	0	0	0	0	0	0	0	0	0	0	1	
France	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Switzerland	0	0	0	1	0	0	0	0	1	1	8	10	0	0	0	0	0	0	0	0	2	1	1	
<b>Total</b>	<b>0</b>	<b>2</b>	<b>20.15</b>	<b>48.4</b>	<b>228</b>	<b>802</b>	<b>808</b>	<b>1,042.75</b>	<b>89</b>	<b>444.95</b>	<b>642.85</b>	<b>812.05</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>9</b>	<b>17</b>	<b>22</b>	<b>30</b>	<b>20</b>	<b>52.6</b>	<b>246.6</b>	<b>288.51</b>	<b>239.48</b>

Annual averages I. D			
Gonvarri	Annual average number of contracts by gender (2025)		
	Unlimited term	Fixed term	Internship

	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Man	5395	189	706	25	34	1
Women	1261	114	124	11	13	1
<b>Total</b>	<b>6656</b>	<b>303</b>	<b>830</b>	<b>36</b>	<b>47</b>	<b>2</b>
<b>Annual average number of contracts by age (2025)</b>						
Gonvarri	Unlimited term		Fixed term		Internship	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
18–25	282	13	113	5	46	2
26–35	1446	66	323	15	1	0
36–45	1912	87	295	13	0	0
>46	3015	138	97	4	0	0
<b>Total</b>	<b>6655</b>	<b>304</b>	<b>828</b>	<b>38</b>	<b>48</b>	<b>2</b>
<b>Annual average number of contracts by category (2025)</b>						
Gonvarri	Unlimited term		Fixed term		Internship	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Director	108	5	13	1	0	0
MOI	3440	157	292	13	31	1
MOD	3108	142	523	24	17	1
<b>Total</b>	<b>6655</b>	<b>304</b>	<b>828</b>	<b>38</b>	<b>48</b>	<b>2</b>

<b>Annual averages I. E</b>						
<b>Annual average number of contracts by gender (2024)</b>						
Gonvarri	Unlimited term		Fixed term		Internship	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time

Man	4,398	169	696	27	23	1
Women	926	36	114	4	5	0
<b>Total</b>	<b>5,325</b>	<b>205</b>	<b>810</b>	<b>31</b>	<b>28</b>	<b>1</b>
<b>Annual average number of contracts by age (2024)</b>						
Gonvarri	c		Fixed term		Internship	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
18–25	241	9	91	4	25	1
26–35	1,178	45	352	14	2	0
36–45	1,566	60	287	11	1	0
>46	2,341	90	80	3	0	0
<b>Total</b>	<b>5,325</b>	<b>205</b>	<b>810</b>	<b>31</b>	<b>28</b>	<b>1</b>
<b>Annual average number of contracts by category (2024)</b>						
Gonvarri	Unlimited term		Fixed term		Internship	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Director	90	0	8	0	0	0
MOI	2,670	106	297	12	26	1
MOD	2,564	99	505	20	2	0
<b>Total</b>	<b>5,325</b>	<b>205</b>	<b>810</b>	<b>31</b>	<b>28</b>	<b>1</b>

<b>Annual averages I. F</b>			
Gonvarri Industries 2023	Average		
	Unlimited term	Fixed term	Internship
Man	4,601.75	720.17	21.33
Women	812.18	114.68	6.75
Gonvarri Industries 2023	Average		
	Unlimited term	Fixed term	Internship

18–25	163.08	72.65	13.42
26–35	1,053.42	305.38	0.75
36–45	1,013.42	173.92	1
>46	1,559.65	53.54	0
Gonvarri Industries 2023			
	Unlimited term	Fixed term	Internship
Director	50.33	2.08	0
MOI	1,028.07	112.4	12.83
MOD	2,702.58	490.83	1.75

II. External Staff													
Country	2023				2024				2025				
	Subcontracted		Temporary employment agency		Subcontract		Temporary employment agency		Subcontract		Temporary employment agency		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Germany	0	0	12	3	0	0	5	1	0	0	6	1	
Argentina	0	0	0	0	0	0	0	0	0	0	0	0	
Belgium	0	0	0	0	0	0	0	0	0	0	0	0	
Brazil	0	0	2	0	4	3	0	0	16	6	3	1	
China	0	0	245	2	0	0	163	1	0	0	90	3	
Colombia	0	0	88	7	0	0	69	3	0	0	60	0	
Denmark	0	0	0	0	0	0	0	0	0	0	0	0	
USA	0	0	2	1	0	0	3	0	0	0	2	0	
Slovakia	25	0	0	0	20	0	0	0	27	0	0	0	
Slovenia	0	0	0	0	3	3	31	22	0	0	21	7	
Spain	91	0	189	15	80	0	149	19	79	0	138	24	
Finland	0	0	0	0	1	0	0	0	0	0	3	0	
France	0	0	0	0	0	0	0	0	0	0	0	0	
Hungary	0	0	0	0	0	0	0	0	0	0	0	0	
Italy	0	0	0	0	0	0	0	0	0	0	0	0	
Mexico	4	0	12	2	0	0	0	0	0	0	0	0	

Norway	0	0	0	0	0	0	0	0	0	0	0	0
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0
Poland	0	0	0	0	0	0	0	0	0	0	0	0
Portugal	3	0	10	3	3	0	9	0	4	0	18	1
United Kingdom	3	0	7	0	3	0	2	0	3	0	0	0
Czech Republic	0	0	15	0	0	0	14	0	0	0	12	0
Romania	0	0	0	0	0	0	0	0	0	0	0	0
Russia	5	0	6	0	3	0	20	0	1	0	7	0
Sweden	0	0	0	0	0	0	0	0	0	0	0	0
Switzerland	0	0	0	0	0	0	0	0	0	0	0	0
Turkey	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>131</b>	<b>0</b>	<b>589</b>	<b>33</b>	<b>118</b>	<b>6</b>	<b>465</b>	<b>46</b>	<b>131</b>	<b>6</b>	<b>360</b>	<b>37</b>

III.A. New Hires 2025																								
Country	Men												Women											
	Director				MOI				MOD				Director				MOI				MOD			
	18-25 years	26-35	36-45	Over 46	18-25 years	26-35 years	36-45 years	Over 46	18-25 years	26-35 years	36-45 years	Over 46	18-25 years	26-35 years	36-45 years	Over 46	18-25 years	26-35 years	36-45 years	Over 46	18-25 years	26-35 years	36-45 years	Over 46
Germany	0	0	2	1	4	7	5	4	2	5	5	0	0	1	1	0	3	0	0	2.5	0	0	0	0
Argentina	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	2	0	0	0	1	0	0
Belgium																								
Brazil	0	0	0	0	9	7	6	2	15	21	20	10	0	0	0	0	20	10	6	1	5	3	2	0
China	1	6	7	3	4	15	40	6	14	76	72	17	2	1	7	0	2	7	10	0	0	1	0	0
Colombia	0	0	0	0	5	15	8	5	0	4	2	1	0	0	0	0	2	3	2	2	0	0	0	0
Denmark	0	0	0	1	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
USA	0	0	1	0	0	0	0	0	0	0	2	0	0	0	0	0	0	1	0	0	0	0	1	0
Slovakia	0	0	0	0	0	1	1	0	4	1	1	1	0	0	0	0	0	1	0	0	0	0	0	0
Slovenia	0	0	0	0	1	4	3	1	19	9	11	7	0	0	0	0	1	2	0	2	9	8	2	1
Spain	0	1	0	1	8	26	14	8	14	27	27	10	0	1	1	0	0	9	3	2	2	6	6	5
Finland						1		1	2		1													
Hungary	0	0	0	0	0	2	0	3	1	1	0	0	1	0	0	0	0	0	1	1	0	0	0	0
Mexico	0	0	0	0	0	3	0	2	6	7	4	0	0	0	0	0	0	0	0	0	0	3	5	1
Norway	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Netherlands																								
Poland	0	0	0	0	1	1	2	0	1	1	2	0	0	0	0	0	2	0	1	0	1	1	0	0
Portugal	0	0	0	0	1	0	1	2	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0
United Kingdom	0	0	0	0	3	4	3	3	0	0	1	1	0	0	0	0	1	0	0	1	0	0	0	0
Czech Republic	0	0	0	0	2	4	1	3	9	13	2	3	0	0	0	0	1	0	0	1	0	1	0	0
Romania																								
Russia	0	0	0	0	0	3	0	0	1	4	3	2	0	0	0	0	0	1	0	0	0	0	0	0

Sweden	0	0	1	6	0	7	11	29	0	2	0	0	0	1	0	4	0	1	0	4	0	0	0	0
Switzerland																								
Turkey	0	0	0	0	0	4	4	0	29	25	15	14	0	0	1	0	0	4	1	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>7</b>	<b>11</b>	<b>12</b>	<b>39</b>	<b>107</b>	<b>101</b>	<b>70</b>	<b>118</b>	<b>196</b>	<b>169</b>	<b>66</b>	<b>3</b>	<b>4</b>	<b>10</b>	<b>4</b>	<b>33</b>	<b>41</b>	<b>24</b>	<b>16.5</b>	<b>18</b>	<b>24</b>	<b>16</b>	<b>7</b>

III.B. New Hires 2024																								
Country	Men								Women															
	Director				MOI				MOD				Director				MOI				MOD			
	18-25 years	26-35	36-45	46+	18-25	26-35	36-45	46+	18-25 years	26-35	36-45	46+	18-25 years	26-35	36-45	46+	18-25 years	26-35	36-45	46+	18-25 years	26-35	36-45	46+
Germany	0	0	3	0	8	7	5	6	6	2	2	8	0	0	0	0	3	2	0	1	0	0	1	1
Argentina	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0
Belgium	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Brazil	0	0	0	0	5	2	5	1	13	14	10	1	0	0	0	0	12	6	0	0	9	0	1	0
China	0	6	3	0	2	20	27	3	15	79	48	15	2	2	3	2	3	5	9	0	0	3	7	2
Colombia	0	0	1	1	2	9	7	3	5	7	5	1	0	0	1	0	2	3	3	3	0	0	0	0
Denmark	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Slovakia	0	0	1	0	2	0	0	0	1	6	3	0	0	0	0	0	0	1	0	0	0	0	0	0
Slovenia	0	0	0	0	8	7	14	8	22	23	18	8	0	0	0	0	2	2	4	4	2	10	5	6
Spain	0	0	1	0	6	20	10	6	11	31	17	20	0	0	1	0	1	16	12	1	1	8	1	1
Finland	0	0	0	0	1	2	1	1	2	1	0	0	0	0	0	0	0	1	2	0	0	0	0	0
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hungary	0	0	0	0	0	3	2	2	3	2	1	0	0	0	0	0	0	0	2	2	1	0	1	1
Mexico	0	0	0	0	0	0	0	0	12	7	8	3	0	0	0	0	0	0	0	1	0	1	0	0
Norway	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Poland	0	0	0	0	1	0	1	2	6	3	3	1	0	0	0	0	0	2	1	0	0	0	0	0
Portugal	0	0	0	0	0	1	1	1	0	3	0	0	0	0	0	0	0	2	0	0	0	1	0	0
United Kingdom	0	0	0	0	1	0	1	2	1	5	2	3	0	0	0	0	0	0	0	1	0	0	0	0
Czech Republic	0	0	0	0	1	2	2	1	12	11	5	3	0	0	0	0	0	1	0	0	1	0	0	0
Romania	0	1	0	0	2	5	3	3	5	8	7	8	0	0	0	0	2	1	0	1	0	0	0	0
Russia	0	1	0	2	0	3	5	5	7	6	9	7	0	1	0	1	0	3	2	0	0	0	0	0
Sweden	0	0	3	2	0	0	0	0	0	3	3	5	0	0	1	2	0	0	0	0	0	0	0	0
Switzerland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0
Turkey	0	0	1	2	1	8	11	6	32	45	30	38	0	0	0	0	2	5	0	0	0	0	0	
USA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>8</b>	<b>13</b>	<b>9</b>	<b>40</b>	<b>89</b>	<b>95</b>	<b>51</b>	<b>153</b>	<b>257</b>	<b>171</b>	<b>122</b>	<b>2</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>28</b>	<b>51</b>	<b>35</b>	<b>15</b>	<b>15</b>	<b>22</b>	<b>17</b>	<b>11</b>

III.C. New Hires 2023																							
Country	Men												Women										

	Director				MOI				MOD				Director				MOI				MOD						
	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45
Germany	0	0	0	0	6	6	3	1	2	2	8	2	0	0	0	0	3	2	1	0	0	0	2	1			
Argentina	0	0	1	0	0	3	4	0	4	2	0	0	0	0	0	0	0	1	0	0	1	1	0	0			
Belgium	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0			
Brazil	0	0	0	0	5	6	4	4	12	7	5	0	0	0	0	0	15	6	2	0	7	2	1	0			
China	0	0	0	1	0	1	5	0	23	80	47	1	0	1	0	0	0	0	0	5	0	1	0				
Colombia	0	0	0	0	6	10	3	1	2	8	6	1	0	0	1	0	1	7	4	0	0	0	0				
Denmark	0	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0				
Spain	0	0	2	0	8	24	13	11	15	29	25	18	0	0	0	5	16	10	1	0	3	5	1				
USA	0	1	0	0	0	0	0	0	0	1	3	0	0	1	0	0	0	1	0	0	1	0	2	0			
Slovakia	0	0	0	0	1	1	0	0	4	5	8	5	0	0	0	0	0	1	1	0	0	0	0				
Finland	0	0	0	1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0				
Netherlands	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	2	1	2				
Hungary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Mexico	0	0	0	0	0	4	2	0	3	3	2	0	0	0	0	0	1	1	0	0	0	0	0				
Norway	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Poland	0	0	0	0	0	1	0	0	2	5	5	1	0	0	0	0	2	0	0	0	0	1	0				
Portugal	0	0	0	0	0	0	2	2	0	0	1	0	0	0	0	0	1	1	0	0	0	0	0				
United Kingdom	0	0	0	1	3	0	0	0	3	4	5	3	0	2	0	0	4	1	1	1	0	1	0				
Czech Republic	0	0	0	0	1	1	0	2	22	5	6	8	0	1	0	0	0	0	1	0	0	1	0				
Romania	0	0	0	0	2	1	3	2	13	9	6	7	0	0	0	1	0	3	0	0	0	0					
Russia	0	0	0	0	0	2	5	2	2	7	6	5	0	0	0	1	2	0	1	0	0	0					
Sweden	0	0	0	0	0	0	0	0	0	3	4	1	0	1	1	1	0	0	0	0	0	0	0				
Switzerland	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0				
Turkey	0	0	0	1	5	22	6	1	58	78	41	39	0	0	1	0	0	11	2	1	0	4	1				
<b>Total</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>37</b>	<b>82</b>	<b>51</b>	<b>27</b>	<b>165</b>	<b>250</b>	<b>180</b>	<b>93</b>	<b>0</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>31</b>	<b>53</b>	<b>25</b>	<b>5</b>	<b>14</b>	<b>13</b>	<b>14</b>	<b>7</b>			

IV. A. New Hires Men 2025																								
Country	Director				Dismissal				MOD				Director				Other reasons							
	18-25 years	26-35	36-45	Over 46	18-25	26-35 years	36-45 years	Over 46	18-25 years	26-35 years	36-45 years	Over 46	18-25 years	26-35 years	36-45 years	Over 46	18-25 years	26-35 years	36-45 years	Over 46	18-25 years	26-35 years	36-45 years	Over 46
Germany	0	0	0	0	0	0	0	1	4	1	1	0	0	0	2	8	5	5	2	1	0	1	1	6
Argentina	0	0	0	0	0	0	0	0	0	1	2	1	0	0	1	0	0	8	2	1	0	0	0	0
Belgium																								1
Brazil	0	0	0	0	0	0	0	0	0	2	5	4	7	5	5	0	2	21	19	12	8	11	5	8
China	0	0	0	0	0	0	0	0	0	1	2	0	1	2	2	0	0	4	2	0	4	12	1	0
Colombia	0	0	0	1	0	0	0	0	0	2	4	2	1	2	0	0	0	2	1	0	0	2	5	10
Denmark	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
USA	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1	3	1	0	0	0	1

Slovakia	0	0	0	0	0	0	1	0	0	1	1	0	0	1	0	0	0	1	2	1	2	0	1	1
Slovenia	0	0	0	0	0	0	0	0	0	1	3	2	3	5	6	16	1	4	5	4	18	21	12	25
Spain	0	0	0	0	0	0	0	3	0	4	5	2	1	9	8	12	0	5	10	12	1	12	9	27
Finland											1	1		1	1	1				3	1			
Hungary	0	0	0	0	0	0	0	0	0	1	2	3	0	1	0	0	0	2	2	1	1	0	0	0
Mexico	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	1	4	0	4	6	3	0
Norway	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0
Netherlands																								
Poland	0	0	0	0	0	0	0	0	0	2	1	0	0	0	1	0	1	1	2	1	1	1	2	0
Portugal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	1	2	2
United Kingdom	0	0	0	0	0	0	0	0	0	1	2	4	1	4	0	4	1	0	2	2	0	1	4	9
Czech Republic	0	0	0	0	0	0	1	0	0	1	0	0	0	3	2	2	0	1	0	0	5	13	2	2
Romania																								
Russia	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	1	0	0	0	0	0	2	3	2
Sweden	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	1	1
Switzerland																								
Turkey	0	0	1	0	0	0	0	0	0	0	2	1	0	5	2	1	3	14	7	17	28	20	15	10
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>19</b>	<b>31</b>	<b>23</b>	<b>15</b>	<b>42</b>	<b>34</b>	<b>49</b>	<b>13</b>	<b>70</b>	<b>64</b>	<b>53</b>	<b>75</b>	<b>104</b>	<b>66</b>	<b>105</b>

**IV. B. New Hires Men 2024**

Country	Dismissal				Other reasons																			
	Director				MOI				MOD				Director				MOI				MOD			
	18-25 years	26-35	36-45	46+	18-25	26-35	36-45	46+	18-25 years	26-35	36-45	46+	18-25 years	26-35	36-45	46+	18-25 years	26-35	36-45	46+	18-25 years	26-35	36-45	46+
Germany	0	0	2	0	4	3	2	2	6	6	2	2	0	0	0	0	1	0	0	3	0	0	0	2
Argentina	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1	2	0	0
Belgium	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Brazil	0	0	0	0	3	5	9	1	5	17	8	4	0	0	0	0	3	3	4	1	5	3	5	0
China	0	0	0	0	1	2	2	0	0	5	2	1	0	1	1	0	2	3	6	0	7	17	15	0
Colombia	0	0	0	0	0	1	4	2	0	0	1	0	0	0	0	0	3	4	3	5	1	1	2	5
Denmark	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Slovakia	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	0	0	1	1	2	4	6	
Slovenia	0	0	0	0	0	1	3	7	8	5	5	4	0	0	2	2	5	12	12	32	17	23	23	27
Spain	0	0	0	0	0	0	1	5	0	2	1	6	0	0	1	1	2	3	8	16	7	9	10	15
Finland	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	4	0	0	0	0
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hungary	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	1	0	2	1	2	1	0	0	0
Mexico	0	0	0	0	0	0	1	0	1	6	3	3	0	0	0	0	0	0	0	4	3	1	0	
Norway	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Poland	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	3	1	0	4	3	0

Portugal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	1	1	0
United Kingdom	0	0	0	0	0	0	0	0	1	0	2	0	0	0	0	3	2	0	0	2	0	2	1	5
Czech Republic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	14	8	5	10
Romania	0	0	0	0	0	0	0	1	0	1	1	0	0	0	1	1	0	1	4	4	4	11	4	20
Russia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	7	2	9	13	6	9
Sweden	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Switzerland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Turkey	0	0	2	1	2	13	7	0	13	26	13	25	0	0	0	1	0	4	2	1	20	32	17	19
USA	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>10</b>	<b>25</b>	<b>31</b>	<b>18</b>	<b>37</b>	<b>71</b>	<b>40</b>	<b>46</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>9</b>	<b>19</b>	<b>36</b>	<b>53</b>	<b>76</b>	<b>91</b>	<b>132</b>	<b>97</b>	<b>120</b>

IV. C. New Hires Men 2023																								
Country	Men dismissed												Men for other reasons											
	Director				MOI				MOD				Director				MOI				MOD			
	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46
Germany	0	0	1	0	2	0	0	0	5	3	1	2	0	0	0	2	0	0	0	1	0	4	0	11
Argentina	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2	0	0	0
Belgium	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Brazil	0	0	0	0	0	2	5	2	9	17	11	4	0	0	0	0	6	0	3	2	10	2	1	1
China	0	0	0	0	0	0	0	0	1	7	7	0	0	0	0	0	0	4	0	10	34	23	1	
Colombia	0	0	0	0	1	0	1	1	0	0	0	2	0	0	0	1	4	3	3	4	0	2	0	11
Denmark	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	2
Spain	0	0	0	1	0	1	3	0	4	4	6	6	0	0	1	0	6	8	5	9	2	13	17	24
USA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Slovakia	0	0	0	0	0	0	0	0	2	1	0	2	0	0	1	1	0	0	0	1	5	3	7	5
Finland	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	3
Hungary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mexico	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	2	0	1	5	1	2	
Norway	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Poland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	2
Portugal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	1	0	1	0
United Kingdom	0	0	0	0	0	0	0	0	1	0	0	1	0	0	1	3	0	1	1	0	0	2	4	8
Czech Republic	0	0	0	0	0	0	0	0	3	2	2	3	0	0	0	0	1	5	2	2	12	5	1	4
Romania	0	0	0	0	0	0	0	0	4	2	3	2	0	0	0	0	2	4	1	1	8	8	10	20
Russia	0	0	1	0	0	5	2	0	2	6	5	3	0	0	1	0	0	2	3	2	0	2	5	0
Sweden	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Switzerland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Turkey	0	0	0	1	0	4	3	1	6	10	8	6	0	0	1	0	0	18	13	2	39	52	35	36
<b>Total</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>14</b>	<b>15</b>	<b>5</b>	<b>37</b>	<b>52</b>	<b>43</b>	<b>31</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>8</b>	<b>20</b>	<b>43</b>	<b>40</b>	<b>25</b>	<b>92</b>	<b>134</b>	<b>106</b>	<b>130</b>

**IV. D. New Hires Women 2025**

Country	Dismissal												Other reasons											
	Director				MOI				MOD				Director				MOI				MOD			
	18-25 years	26-35	36-45	Over 46	18-25	26-35 years	36-45 years	Over 46	18-25 years	26-35 years	36-45 years	Over 46	18-25 years	26-35 years	36-45 years	Over 46	18-25 years	26-35 years	36-45 years	Over 46	18-25 years	26-35 years	36-45 years	Over 46
Germany	1	0	0	0	0	0	0	0	2	0	1	0	0	0	0	1	0	1	0	0	0	0	0	0
Argentina	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Belgium																								
Brazil	0	0	0	0	0	0	0	0	0	3	2	2	17	8	1	0	0	1	0	1	5	1	1	0
China	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Colombia	0	0	0	0	0	0	0	0	0	2	2	1	0	3	1	0	0	0	0	1	0	0	0	1
Denmark	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
USA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Slovakia	0	0	0	1	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Slovenia	0	0	0	0	0	0	0	0	0	0	1	3	0	1	1	0	2	3	2	7	1	6	2	15
Spain	0	1	0	0	0	0	0	0	1	3	3	1	0	5	0	0	0	0	0	0	0	1	1	2
Finland								1																
Hungary	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1
Mexico	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2	0
Norway	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Netherlands														1		1								
Poland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Portugal	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
United Kingdom	0	0	0	0	0	0	0	0	0	2	0	7	0	1	0	2	0	0	0	0	0	0	0	0

Czech Republic	0	0	0	0	0	0	0	1	0	0	0	0	0	3	0	1	0	1	0	0	0	0	0	0
Romania																								
Russia	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Sweden	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Switzerland																								
Turkey	0	0	0	0	0	1	1	0	0	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>11</b>	<b>12</b>	<b>15</b>	<b>19</b>	<b>25</b>	<b>7</b>	<b>5</b>	<b>2</b>	<b>6</b>	<b>4</b>	<b>9</b>	<b>6</b>	<b>8</b>	<b>6</b>	<b>19</b>

IV. E. New Hires Women 2024																								
Country	Dismissal								Other reasons															
	Director				MOI				MOD				Director				MOI				MOD			
	18-25 years	26-35	36-45	46+	18-25	26-35	36-45	46+	18-25 years	26-35	36-45	46+	18-25 years	26-35	36-45	46+	18-25 years	26-35	36-45	46+	18-25 years	26-35	36-45	46+
Germany	0	0	0	0	1	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	2	2
Argentina	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0
Belgium	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Brazil	0	0	0	0	1	2	1	0	0	0	0	0	0	0	0	0	9	7	0	0	12	0	2	0
China	0	0	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	3
Colombia	0	0	0	0	0	2	4	0	0	0	0	0	0	0	1	2	1	2	1	0	0	0	0	0
Denmark	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Slovakia	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1	0	1	0	0	1	0	0
Slovenia	0	0	0	0	0	0	2	0	0	3	9	0	0	0	1	0	3	2	6	3	11	2	16	
Spain	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	7	4	2	1	2	0	1	0	1
Finland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hungary	0	0	0	0	0	0	0	0	0	2	3	0	0	0	0	0	0	0	0	2	0	0	0	0
Mexico	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Norway	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Poland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Portugal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
United Kingdom	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	4	0	0	0	0	0	0
Czech Republic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	1	0	2	0	0	0
Romania	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	3	2	1	0	0	0	0	0	0
Russia	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3	0	0	1	1	0	0	0	0	0
Sweden	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Switzerland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Turkey	0	0	0	0	0	6	1	0	0	3	0	0	0	1	0	0	1	2	0	0	0	0	0	0
USA	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>13</b>	<b>8</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>13</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>15</b>	<b>30</b>	<b>14</b>	<b>15</b>	<b>20</b>	<b>13</b>	<b>9</b>	<b>22</b>

IV. F. New Hires Women 2023																									
Country	Women's dismissal								Women for other reasons																
	Director				MOI				MOD				Director				MOI				MOD				
	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	18-25	26-35	36-45	46	
Germany	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	1	1		
Argentina	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0		
Belgium	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Brazil	0	0	0	0	0	0	1	0	0	1	2	0	0	0	0	0	9	5	3	0	4	1	0	1	
China	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0		
Colombia	0	0	3	1	0	0	2	0	0	0	0	0	0	0	0	0	3	2	0	0	0	0	0		
Denmark	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
Spain	0	0	0	0	1	1	3	0	0	0	0	1	0	0	1	0	0	4	1	0	0	0	1		
USA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Slovakia	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
Finland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Hungary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Mexico	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0		
Norway	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Poland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Portugal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
United Kingdom	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	1	0	1	0		
Czech Republic	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0		
Romania	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	1	0	1	1	1		
Russia	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0		
Sweden	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Switzerland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Turkey	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	7	1	0	0	0	0	0		
<b>Total</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>10</b>	<b>24</b>	<b>17</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>2</b>	<b>4</b>

V. A. Workforce by contract type and duration 2025										
Country	Workforce by contract type						Working hours			
	Unlimited term		Fixed term		Internship		Full-time		Part-time	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Argentina	35	16					34	15	1	1
Belgium	9	1					9	1	0	0
Brazil	356	86			3	6	347	84	12	8
Canada	2						2	0	0	0
Chile	1						1	0	0	0

China	8	11	450	77			443	81	15	7
Colombia	223	45	1			1	216	42	8	4
Czech	128	26	34	1			156	25	5	2
Denmark	15	4					14	4	0	0
Finland	35	11					34	10	1	1
France	1						1	0	0	0
Germany	339	86	53	5	11	6	390	89	14	8
Hungary	43	31					42	29	1	3
Italy	1	0					1	0	0	0
Mexico	118	21					114	19	4	2
Netherlands	20	6	2				21	6	1	0
Norway	20	5					19	4	1	0
Poland	77	26	22	5			96	28	3	3
Portugal	65	24	3	3			66	25	2	2
Romania	243	64	37	3			270	61	9	6
Russia	144	32	2				141	29	5	3
Slovakia	119	33	16	1			130	31	5	3
Slovenia	1,087	438	52	24	9	0	1,108	424	39	38
Spain	1,790	281	23	13	1		1,753	270	61	24
Sweden	115	33					111	30	4	3
Switzerland	39	11	0	0			37	10	1	1
Turkey	211	18					204	17	7	1
UK	179	33	2		3		178	30	6	3
USA	56	11					54	10	2	1
<b>Total</b>	<b>5,478</b>	<b>1,352</b>	<b>697</b>	<b>132</b>	<b>27</b>	<b>13</b>	<b>5,992</b>	<b>1,373</b>	<b>210</b>	<b>124</b>

**V. B. Workforce by contract type and duration 2024**

Country	Workforce by contract type						Working hours			
	Unlimited term		Fixed term		Internship		Full-time		Part-time	
	Man	Women	Man	Women	Man	Women	Man	Women	Man	Women
Argentina	49	14					47	13	2	1
Belgium	10	1	1				11	1	0	0
Brazil	331	80					319	77	12	3
China	7	11	473	78			462	86	18	3
Colombia	213	49	2		3		210	47	8	2
Czech	129	30	26	1			149	30	6	1

Denmark	13	4					13	4	0	0
Finland	37	11					36	11	1	0
France	1						1	0	0	0
Germany	358	96	65	5	18	4	425	101	16	4
Hungary	52	34					50	33	2	1
Italy	1	0					1	0	0	0
Mexico	117	16					113	15	4	1
Netherlands	24	7	1	1			24	8	1	0
Norway	21	4					20	4	1	0
Poland	79	22	25	6			100	27	4	1
Portugal	65	22	5	4			68	25	3	1
Romania	254	63	14	3			257	64	10	2
Russia	133	31	1				129	30	5	1
Slovakia	120	34	17	1			132	34	5	1
Slovenia	1,129	440	82	35	7	5	1,173	462	45	18
Spain	1,723	268	27	5	3	1	1,688	264	65	10
Sweden	115	25					111	24	4	1
Switzerland	25	8	0	1			24	9	1	0
Turkey	245	19					236	18	9	1
UK	190	48	16		1		199	46	8	2
USA	55	11					53	11	2	0
<b>Total</b>	<b>5,494</b>	<b>1,349</b>	<b>755</b>	<b>140</b>	<b>32</b>	<b>10</b>	<b>6,048</b>	<b>1,443</b>	<b>232</b>	<b>55</b>

**V. C. Workforce by contract type and duration 2023**

	Type of contract		Contract type		Contract type		Working hours		Working hours	
	Unlimited term		Fixed term		Internship		Full-time		Part-time	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Germany	261	54	66	8	13	6	340	64	0	4
Argentina	47	12	0	0	0	0	47	12	0	0
Belgium	8	1	0	0	0	0	8	1	0	0

Brazil	384	76	2	0	3	9	314	59	75	26
China	391	64	32	3	0	0	415	66	8	1
Colombia	198	47	8	0	3	0	209	47	0	0
Denmark	12	4	0	0	0	0	12	4	0	0
Spain	1,586	200	38	8	4	1	1,598	192	30	17
USA	61	11	0	0	0	0	61	11	0	0
Slovakia	100	27	45	11	0	0	145	38	0	0
Finland	34	9	0	0	0	0	33	9	1	0
Netherlands	23	3	4	1	0	0	24	1	3	3
Hungary	7	3	0	0	0	0	7	3	0	0
Mexico	96	13	0	0	0	0	96	13	0	0
Norway	21	3	0	1	0	0	21	3	0	1
Poland	79	22	10	5	0	0	89	27	0	0
Portugal	64	20	7	2	0	0	71	22	0	0
United Kingdom	199	56	17	2	0	0	214	46	2	12
Czech Republic	142	29	11	5	1	0	153	32	1	2
Romania	277	71	35	4	0	0	277	75	35	0
Russia	115	28	0	2	0	0	115	28	0	2
Sweden	87	14	0	0	0	0	85	14	2	0
Switzerland	14	3	2	0	0	0	16	3	0	0
Turkey	299	18	0	0	0	0	299	18	0	0
<b>Total</b>	<b>4,505</b>	<b>788</b>	<b>277</b>	<b>52</b>	<b>24</b>	<b>16</b>	<b>4,649</b>	<b>788</b>	<b>157</b>	<b>68</b>

VI. A. Training by gender and category						
	Men			Women		
	Director	MOI	MOD	Director	MOI	MOD
2023	6,066	51,892	98,997	2,925	24,300	7,613
2,024	5,793	49,381	77,942	2,505	20,908	4,147
2,025	2,441	70,209	87,994	622	28,566	6,874

VII. A. Corporate performance assessment						
Country	2023		2024		2025	
	Men	Women	Men	Women	Man	Women
Germany	3	1	8	2	24	6
Argentina	4	0	12	6	13	9
Belgium	0	0	1	0	1	0
Brazil	25	9	44	16	41	17

China	0	0	0	0	5	0
Colombia	0	0	6	2	9	4
Denmark	0	0	0	0	1	0
USA	3	1	6	1	7	1
Slovakia	1	0	0	0	5	1
Spain	136	45	163	45	270	77
Finland	0	0	1	0	1	0
Hungary	0	0	1	0	1	0
Italy	0	0	0	0	1	0
Mexico	9	4	8	5	0	0
Mexico	0	0	0	0	9	7
Norway	0	0	3	0	3	0
Netherlands	1	0	1	0	4	1
Poland	6	3	7	2	11	4
Portugal	3	3	4	5	0	0
United Kingdom	6	2	4	1	11	3
Czech Republic	1	0	4	1	5	2
Romania	1	0	5	1	5	1
Russia	0	0	0	0	5	2
Sweden	0	1	2	3	9	6
Switzerland	0	0	1	0	8	0
Turkey	0	0	8	2	9	2
<b>Total</b>	<b>199</b>	<b>69</b>	<b>289</b>	<b>92</b>	<b>458</b>	<b>143</b>

VII. B. Factory performance assessment													
Country	2023				2024				2025				
	MOD		MOI		MOD		MOI		MOD		MOI		
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	
Germany	0	0	0	0	0	0	0	0	0	0	0	0	0
Argentina	0	0	0	0	4	27	10	21	5	16	4	9	
Belgium	0	0	0	0	0	0	0	0	0	0	0	0	0
Brazil	4	211	72	134	4	188	65	118	8	214	79	145	
China	0	0	0	0	2	293	64	160	2	274	64	151	
Colombia	0	113	39	81	0	0	8	21	0	0	8	21	
USA	6	38	7	21	5	40	7	20	5	33	2	16	

Slovakia	1	105	36	37	0	96	30	36	0	94	31	37
Slovenia	0	0	0	0	291	450	156	689	245	387	53	378
Spain	18	449	61	203	28	568	90	299	70	914	130	373
Finland	0	0	0	0	0	0	0	0	0	13	11	25
Hungary	0	0	0	0	0	1	0	0	18	6	3	23
Mexico	0	0	4	9	0	0	5	10	0	0	5	9
Norway	0	0	0	0	0	0	0	0	0	0	1	12
Netherlands	0	0	0	0	0	0	0	0	0	9	8	19
Poland	2	50	23	30	3	62	27	37	3	57	28	38
Portugal	3	40	19	30	4	40	22	25	4	36	22	25
United Kingdom	0	0	0	0	0	113	14	29	0	90	13	41
Czech Republic	0	0	0	0	3	34	19	45	3	19	20	49
Romania	12	200	61	86	13	189	55	90	13	215	52	87
Russia	1	15	12	19	1	25	13	23	1	28	13	22
Sweden	0	0	0	0	0	29	1	3	0	28	6	52
Switzerland	0	0	0	0	0	0	0	0	0	0	0	0
Turkey	0	0	0	0	5	216	2	10	3	172	6	8
<b>Total</b>	<b>52</b>	<b>1,252</b>	<b>342</b>	<b>674</b>	<b>363</b>	<b>2,371</b>	<b>588</b>	<b>1,636</b>	<b>401</b>	<b>2,722</b>	<b>569</b>	<b>1,614</b>

VIII. Different disabilities						
Country	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Germany	19	4	22	8	25	8
Argentina	0	0	0	0	0	0
Belgium	0	0	0	0	0	0
Brazil	4	0	3	2	3	1
China	0	0	0	0	0	0
Colombia	0	0	0	0	0	0

Denmark	0	0	0	0	0	0
Slovakia	8	2	9	1	9	1
Slovenia	0	0	38	41	30	37
Spain	31	4	32	3	37	4
Finland	1	0	1	0	1	0
Netherlands	0	0	0	0	0	0
Hungary	0	0	1	0	0	0
Mexico	0	0	0	0	0	0
Norway	0	0	0	0	0	0
Poland	1	0	1	0	1	0
Portugal	0	0	0	0	0	0
United Kingdom	0	0	0	0	0	0
Czech Republic	0	0	13	0	11	0
Romania	0	1	0	0	0	0
Russia	0	0	1	0	1	0
Sweden	0	0	0	0	0	0
Switzerland	0	0	0	0	0	0
Turkey	8	0	7	0	8	1
USA	0	0	0	0	0	0
<b>Total</b>	<b>72</b>	<b>11</b>	<b>128</b>	<b>55</b>	<b>126</b>	<b>52</b>

IX. Parental leave						
	2025	%	2024	%	2023	%
Paternity leave	214		212		119	
Remain in the company	207	0.97	205	0.97	112	0.94
Maternity leave	66		65		35	
Remain in the company	58	0.88	57	0.88	30	0.86

X. A. Materials 2025						
Country	Steel	Aluminium	Wood	Hydrochloric acid	Zinc and zinc oxide	Others*
Germany	287,033	17,264	934	0	0	264
Argentina	33,158	-	121	0	0	12
Brazil	753,351	-	5,438	2,773	0	239
China	310,667	11,540	-	0	0	0
Colombia	17,655	-	135	207	699	37
Spain	201,6141	12,563	10,136	10,304	3,698	357
USA	113,711	31,943	365	0	0	139
Slovakia	325,511	27,533	1,589	0	0	73
Slovenia	26,678	40	674	0	0	964
Hungary	2	-	14	0	0	6
Mexico	284,049	1,008	210	0	0	68
Poland	219,606	1,388	392	0	0	13
Portugal	179,267	164	880	0	0	46
United Kingdom	184,605	20,564	390	0	0	0
Czech Republic	5,708	-	154	0	0	34
Romania	14,903	-	732	0	0	297
Russia	78,396	-	519	0	0	38
Sweden	3,418	-	58	0	0	1
Turkey	40,352	-	155	392	1,789	12
<b>Total</b>	<b>4,894,210</b>	<b>124,006</b>	<b>22,896</b>	<b>13,676</b>	<b>6,186</b>	<b>2,600</b>
	<b>0.97</b>	<b>0.02</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

X. B. Materials 2024					
Country	Steel	Aluminium	Zinc and zinc oxide	Hydrochloric acid	Others*
Germany	305,762	22,814	-	0	35
Argentina	41,859	-	-	0	1
Brazil	671,248	-	-	3,120	13,500
China	363,725	23,696	-	0	0
Colombia	17,871	-	629	175	33
Spain	2,065,099	16,627	4,258	12,439	65
USA	121,968	33,211	-	0	0

Slovakia	306,893	30,839	-	0	0
Slovenia	25,194	3,470	-	0	117
Hungary	2,557	-	-	0	138
Mexico	283,394	6,064	-	0	0
Poland	220,106	546	-	0	0
Portugal	179,088	241	-	0	138
United Kingdom	220,511	26,043	-	0	0
Czech Republic	5,104	-	-	0	0
Romania	15,996	-	-	0	153
Russia	84,068	-	-	0	75
Sweden	3,418	-	-	0	0
Turkey	36,513	-	1,760	672	0
<b>Total</b>	<b>4,970,371</b>	<b>163,551</b>	<b>6,647</b>	<b>16,406</b>	<b>14,255</b>
	<b>0.96</b>	<b>0.03</b>	<b>0</b>	<b>0</b>	<b>0</b>

*\*The 2024 figures for steel and aluminium have been corrected following the detection of a double-counting error.*

X.C. Materials 2023					
Country	Steel	Aluminium	Zinc and zinc oxide	Hydrochloric acid	Others*
Germany	337,620	28,657	-	0	10
Argentina	56,191	-	-	0	1
Brazil	628,497	-	-	2,895	19,228
China	391,517	35,489	-	0	0
Colombia	20,510	-	661	173	35
Spain	1,977,784	19,795	4,173	11,469	107
USA	80,524	32,113	-	0	0
Slovakia	325,196	32,054	-	0	0
Mexico	270,877	4,844	-	0	2
Poland	203,414	317	-	0	20
Portugal	184,547	213	-	0	0
United Kingdom	227,927	23,023	-	0	0
Czech Republic	4,012	-	-	0	0
Romania	18,438	-	-	0	197

Russia	54,471	-	-	0	90
Sweden	42,211	-	-	0	11
Turkey	2,961	-	1,894	569	0
<b>Total</b>	<b>4,826,697</b>	<b>176,506</b>	<b>6,728</b>	<b>15,107</b>	<b>19,701</b>

XI.A. NON-HAZARDOUS WASTE (TONNES) 2025													
Country	Packaging												
	Scrap	Wood waste	Tablex	Paper and cardboard	Recyclable plastic	Non-recyclable plastic	Mixed	Other non-hazardous waste	Construction and demolition	Containers, aerosols and sprays	Solder flux	Sludge (non-hazardous)	Blast cleaning dust
Germany	35,064	72.46	0	0	0	0	0	120.67	4.17	0.46	0	0	0
Argentina	2,222	0	0	2.38	47.88	0	0	26.83	0	0	0	0	0
Brazil	31,931	1,905.89	0	73.73	361.57	0	0	220.95	706.92	0	0	0	0
China	56,120	4.8	0	2.4	0.4	0	0	0	0	0	0	0	0
Colombia	1355	0	0	6.52	1.34	0	0	59.39	0	0	0	0	0
Denmark	0	0	0	1	0	0	0	6	0	0	0	0	0
Spain	11,2366	394.59	501.45	153.03	92.9	146.02	71.62	939.87	0	0.27	6.52	0	7
USA	13,466	0	0	0	0	0	0	369.06	0	0	0	0	0
Slovakia	16,913	160.12	0	0	0	0	0	38.98	0	0	0	0	0
Slovenia	33,112	94.51	0	91.21	82.23	1.65	0	15.1	182.01	0	0	0	0
Finland	0	0	0	16	0	0	0	0	0	0	0	0	0
Netherlands	0	0	0	3	0	0	0	5	0	0	0	0	0
Hungary	2,488	0	0	1.5	3	0	0	0	0	0	0	0	0
Mexico	15,460	0	0	0	44.68	0	815.9	270.5	0	0	0	0	0
Poland	10,375	66.87	3	2.45	0	8.38	0	23.16	0	0	0	0	0
Portugal	2,849	135.2	0	0	23.74	0	42.02	2,277.24	1,539.3	0	0	0	0
United Kingdom	9,598	86.31	0	0	0	0	0	275.51	0	0	0	0	0
Czech Republic	442	3.09	0	16.4	3.37	0	0	192.13	0	0	0	0	0

Romania	1748	70.16	0	0	0	13.97	0	85.42	1.63	0	0	0	0
Russia	4903	0	712.21	0	76.12	0	0	0	0	0	0	0	0
Sweden	0	1.43	0	1.31	1.78	0	0	9.57	0	0	0	0	0
Turkey	852	0	0	0	0.28	0	0	1.57	0	0	36.15	0	0
<b>Total</b>	<b>351,265</b>	<b>2,995</b>	<b>1,217</b>	<b>371</b>	<b>740</b>	<b>170</b>	<b>930</b>	<b>4,937</b>	<b>2,434</b>	<b>1</b>	<b>43</b>	<b>0</b>	<b>7</b>

XI.B. NON-HAZARDOUS WASTE (TONNES) 2024											
Country	Scrap	Packaging						Other	Construction	Blasted powder	Welding flux
		Wood waste	Tablex	Paper and cardboard	Recyclable plastic	Non-recyclable plastic	Mixed				
Germany	34,948	63.89	0	9.41	0	0	0	160.3	0	0	0
Argentina	2,944	0	0	25.9	48.1	0	0	8.6	0	0	0
Brazil	28,112	186.7	0	70.2	307.7	0	0	190.9	7.3	0	0
China	64,089	4.9	0	3.8	0.7	0	3	1	0	3	0
Colombia	1,376	0	0	6.4	1.7	0	0	198.4	0	0	0
Denmark	-	-	-	1.3	0	0	0	0	5	0	0
Spain	121,341	552.2	480.3	105.8	62.9	147.2	244.3	651.6	1	18.3	0
USA	12,986	0	0	0	0	0	0	389.4	0	0	0
Slovakia	15,058	156.8	0	0	0	0	0	53.4	0	0	0
Slovenia	35,527	138	0	119.9	65.4	0	0	21.5	5,481.4	0	0
Finland	-	3.6	0	16.5	0.5	0	25	2.8	4	0	0
Netherlands	-	0	0	2.9	0	0	0.2	4.7	0	0	0
Hungary	3,166	0	0	1.7	1.5	0	0	0	0	0	0
Mexico	15,707	0	0	0	45	0	797.3	272.4	0	0	0
Poland	11,467	41.3	7.1	0	0	14.8	0	52.3	0	0	0
Portugal	3,461	113.5	0	0	26.4	0	35.6	32.6	0	0	0

United Kingdom	11,941	69.4	0	0	3.8	2.3	0	241.5	0	0	0
Czech Republic	519	46.5	0	4.1	0	4.2	0	41.5	0	0	0
Romania	2,932	59.9	0	13.4	0	15.3	0	67.4	1.5	1.2	0
Russia	5,097	10	581.3	12	66.5	2.1	0.1	20.6	0	0	0
Sweden	-	16.1	0	2.6	1.8	0	0	8	0	0.4	0
Turkey	1,347	0	0	0	0	0	0	3.5	2.8	0	32.6
<b>Total</b>	<b>372,015</b>	<b>1,463</b>	<b>1,069</b>	<b>396</b>	<b>632</b>	<b>186</b>	<b>1,106</b>	<b>2,422</b>	<b>5,503</b>	<b>23</b>	<b>33</b>

XI.C. NON-HAZARDOUS WASTE (TONNES) 2023										
Country	Scrap		Packaging				Other	Construction	Shot blasting	
	Wood waste	Tablex	Paper and cardboard	Recyclable plastic	Non-recyclable plastic	Mixed				
Germany	35,753	139.36	0	56.02	0	145	71.43	6.3	0	
Argentina	4,032	0	0	17	100.1	0	19.2	0	0	
Brazil	27,080	169.2	0	23.1	139.3	0	97.3	21.1	0	
China	74,471	230	0	53.3	2.4	0	0	0	0	
Colombia	1,532	0	0	7.7	3.6	0	155	28.3	0	
Spain	125,795	423.3	461.6	146.3	60.7	174.7	222	420.4	60.2	0
USA	14,082	156	0	110	12	0	0	0	0	0
Slovakia	19,572	188.2	0	4.9	2.1	0	36.4	0	0	0
Finland	-	5.5	0	16.9	0.6	0	0	2.2	0	0
Netherlands	-	0	0	2.9	0	0	0	4.7	0	0
Mexico	16,442	8.4	0	258.8	44.3	0	862.8	6.3	0	0
Poland	10,413	39.6	16.1	92.4	0	21.5	0	0	0	0
Portugal	2,851	145.2	0	23.4	22.8	31.2	0	0	1.8	0
United Kingdom	13,171	62	0	0.2	10.7	0	0	194.6	0	0
Czech Republic	508	44.9	0	9.2	0	2.8	0.1	41.2	0	0
Romania	1,897	34.2	0	10.3	0	16.5	0	67.8	0.3	1.4

Russia	1,921	10.1	0	281.3	37.3	0	1.9	1.2	0	0
Sweden	-	13.2	0	3.2	0.7	0	0	9.5	0	1.3
Turkey	2,289	237	0	0	0	0.4	0	0	0.2	0
<b>Total</b>	<b>351,810</b>	<b>1,906</b>	<b>478</b>	<b>1,117</b>	<b>436</b>	<b>247</b>	<b>1,268</b>	<b>1,091</b>	<b>118</b>	<b>3</b>

XII.A. HAZARDOUS WASTE (TONNES) 2025																									
Hazardous Waste (tonnes)	OIL (T)	ABSORBENT MATERIALS	CONTAMINATED CONTAINERS	ASH	Galvanised		Stripping		ELECTROSTATIC PAINT	ION EXCHANGE RESINS	Moulding and Physical Treatment Waste	MANAGEMENT AND TREATMENT WASTE	WASTE FROM COATINGS, ADHESIVES, SEALANTS AND PRINTING INKS	ACCUMULATORS, BATTERIES AND CELLS (GSS)	OIL-CONTAMINATED WATER	SOLVENTS	FLUORESCENT LAMP (GSS)	PAINT SLUDGE	HAZARDOUS SLUDGE	CONTAMINATED MATERIAL	PAINT DUST	WASTE FROM MANAGEMENT FACILITIES, EXTERNAL WASTE TREATMENT PLANTS AND WATER REAGENT AND BATH RESIDUES (DEGREASER, SLAG, ASH, ETC.)	DRILLING FLUID (GSS)	OTHER HAZARDOUS WASTE (SPECIFY WHICH) (GSS)	
					BUSHES	FILTER PADS	FERROUS CHLORIDE WITH ZINC	FERROUS CHLORIDE (FeCl <sub>2</sub> )																	
Germany	0	16.7	0	0	0	0	0	0	0	0	1.15	2.04	6.14	0.03	3.5	0.13	0.1	0	4.34	0	0	2.04	0	0	9.14
Argentina	0	0	10.7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Brazil	0.01	11	114.6	0	0	0	0	2843	0	0	0	0	0	38.6	0	0.34	0	0	0	0	0	317.58	0	396.58	
China	0	0	0.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Colombia	0	0	0	40.6	29.4	0	293.6	0	1.7	0	0	0	0	0	0	0.04	0	1.8	0	0	0	0	0.79	21.5	
Denmark	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Spain	0.09	70.7	9.6	119.4	260.7	46.9	1,656.1	1,252.5	4.7	0	0	0	0	0.23	170.94	4.14	2.22	0	278.04	0	0	0	0	239.01	916.96
USA	0	3.3	0	0	0	0	0	0	0	0	0	0	0	0.37	0	0	0	0	0	0	0	0	0	0	
Slovakia	0	18.7	11.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Slovenia	0.01	27.5	1.8	0	0	0	0	0	0	5	370.5	135.99	31.99	0.22	0	4.35	0.1	0	0.67	0	0	135.99	0	301.18	167.17
Finland	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hungary	0	0.8	0	0	0	0	0	0	0	0.6	0	8.8	0	0	8	0	0	0.6	0	0	0	0	0	0	0
Mexico	0.01	4.6	0.3	0	0	0	0	0	0	0	0	0	0	1.83	0	0.06	0	0	0	0	0	0	0	0	0
Poland	0	8	0.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	102.27	
Portugal	0	4.6	0	0	0	0	0	0	0	0	0	0	0.03	0	0	0.02	0	0	0	0	0	0	0	9.52	
United Kingdom	0	4.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.82	
Czech Republic	0	8.9	0	0	0	0	0	11.3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.9	
Romania	0	3.9	2.3	0	0	0	0	47.5	0	0	0	0	0	0	0	0	98.33	0	0	0	0	0	5.77	0.19	
Russia	0	0.4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1.6	0	
Sweden	0	0	0	0	0	0	0	1.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4.33	
Turkey	0.01	12.9	5.9	56.1	57.4	0	672.6	0	0	0	0	0	0	0	0	0	1.14	0	0	0	0	0	0	0.26	
<b>Total</b>	<b>0</b>	<b>197</b>	<b>157</b>	<b>216</b>	<b>348</b>	<b>47</b>	<b>2,622</b>	<b>15,371</b>	<b>66</b>	<b>5</b>	<b>372</b>	<b>138</b>	<b>47</b>	<b>1</b>	<b>215</b>	<b>17</b>	<b>3</b>	<b>98</b>	<b>287</b>	<b>0</b>	<b>0</b>	<b>138</b>	<b>318</b>	<b>549</b>	<b>1,629</b>

XII.B. HAZARDOUS WASTE (TONNES) 2024																								
Country	Galvanised						Stripping						Moulding and physical treatment waste	Management and treatment waste	Waste from coatings, adhesives, sealants and printing inks									
	Oil	Absorbent materials	Contaminated containers	Ash	Bushes	Filter media	Ferrous chloride with zinc	Ferrous chloride (FeCl2)	Electrostatic painting	Ion exchange resins														
Germany	0.01	9	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Argentina	0	0	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Brazil	0.01	9	302	0	0	0	0	4,868	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
China	0.02	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Colombia	0	0	0	37	28	0	205	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Spain	2.29	66	25	142	308	51	1,969	12,783	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
USA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Slovakia	0	26	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Slovenia	0.08	19	2	0	0	0	0	0	0	0	0	0	0	3.4	417.6	149.9	0	0	0	0	0	0	0	4
Hungary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mexico	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Portugal	0.01	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Poland	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
United Kingdom	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Czech Republic	0.01	3	2	0	0	0	0	0	0	0	0	0	0
Romania	0.01	3	3	0	0	0	0	0	153	0	0	0	0
Russia	0.52	1	0	0	0	0	0	0	8	0	0	0	0
Sweden	0	0	0	0	0	0	0	0	0	0	0	0	0
Turkey	0	12	29	116	91	0	0	0	0	0	0	0	0
<b>Total</b>	<b>3</b>	<b>163.7</b>	<b>396.6</b>	<b>294.9</b>	<b>427.2</b>	<b>51.2</b>	<b>2,174.1</b>	<b>17,650.8</b>	<b>178</b>	<b>3</b>	<b>418</b>	<b>150</b>	<b>4</b>

**XII.C. HAZARDOUS WASTE (TONNES) 2023**

Hazardous waste (tonnes)	Galvanised						Stripping		
	Oil (m <sup>3</sup> )	Absorbent materials	Contaminated packaging	Ash	Bushes	Filter mats	Ferrous chloride with zinc	Ferrous chloride (FeCl <sub>2</sub> )	Electrostatic painting
Germany	8.8	11.1	0	0	0	0	0	0	0
Argentina	0	0	12.8	0	0	0	0	0	0
Brazil	8.1	235	5.7	0	0	0	0	4,457.9	0
China	9.4	0	0	1.1	0	0	0	0	0
Colombia	0.2	7	0	45	29.2	0	0	234	1.5
Spain	66.4	59.2	8.2	128.6	205.4	38.1	2,262.5	12,719.2	30.9
USA	6.4	0	0	0	0	0	0	0	0
Slovakia	3.8	23.9	14.4	0	0	0	0	0	0
Mexico	3.7	4.6	0.1	0	0	0	0	0	0
Portugal	1.1	9.3	0.3	0	0	0	0	0	0
United Kingdom	0	6.7	0	0	0	0	0	0	0
Czech Republic	6.8	2.7	1.1	0	0	0	0	0	0
Romania	6.8	0.5	1.8	0	0	0	0	0	57.9
Russia	0.5	0.9	0.3	0	0	0	0	0	4.1
Sweden	0	4.6	0	0	0	0	0	0	0
<b>Total</b>	<b>122</b>	<b>365</b>	<b>45</b>	<b>175</b>	<b>235</b>	<b>38</b>	<b>2,262</b>	<b>17,411</b>	<b>94</b>

**XIII.A. Energy consumption in GJ 2025**

Country	Electricity	Renewable electricity	Natural gas	Diesel (process)	LPG/Prop.	Petrol (fleet)	Diesel (fleet)	Steam/Heat
Germany	17,312	9,798	12,277	4,300	161	210	2,611	5,002
Argentina	2,734	-	-	-	866	-	34	-
Belgium	-	-	-	-	-	289	66	-
Brazil	-	37,271	26,113	24	4,977	1,027	-	-
China	19,891	40,572	16,219	-	-	88	-	-
Colombia	-	6,367	18,132	-	869	168	-	-
Denmark	238	-	-	-	-	556	83	-
Slovakia	12,224	1,621	1,648	-	1,201	620	699	-
Slovenia	129,470	2,776	56,404	279	39,176	-	2,306	1,018
Spain	7,565	253,247	136,874	5,573	209	270	3,377	-
Finland	-	819	-	-	0	227	215	634
Netherlands	-	-	-	-	-	534	493	-
Hungary	4,589	-	503	-	9	366	254	-
Mexico	2,698	6,041	-	-	2,087	205	-	-
Norway	-	-	-	-	-	22	264	-
Poland	5,537	941	3,785	-	-	889	82	-
Portugal	-	8,008	-	320	41	289	7	-
Czech Republic	2,539	502	2,958	22	-	1,157	4,432	-
Romania	9,348	188	28,269	203	1,797	599	654	-
Russia	4,812	-	-	-	897	94	-	9,657
Sweden	-	4,686	-	449	-	1,670	1,090	865
Switzerland	89	-	-	-	-	-	247	-
Turkey	11,071	-	34,962	207	103	-	215	-
UK	-	10,961	9,505	-	958	763	271	-
USA	17,094	-	1,647	-	3,206	-	-	-
By source (GJ)	247,210	383,800	349,296	11,377	56,557	10,044	17,401	17,716
<b>Total (GJ)</b>				<b>1,092,861</b>				

**XIII.B. Energy consumption in GJ 2024**

Country	Electricity	Renewable electricity	Natural gas	Diesel (process)	LPG/Propane	Petrol (fleet)	Diesel (fleet)	Steam/Heat
Germany	16,135	9,683	14,638	5,366	131	156	2,996	4,126
Argentina	2,937	-	-	-	1,108	-	43	-
Belgium	28	-	-	-	-	290	63	-
Brazil	-	30,800	32,831	-	21,342	1,131	-	-
China	24,807	33,574	30,223	-	-	-	-	-

Colombia	-	6,345	18,014	-	657	-	170	-
Denmark	192	-	-	-	-	638	223	-
Slovakia	12,108	-	1,955	-	1,042	772	661	-
Slovenia	128,380	1,426	60,239	333	40,199	-	2,594	821
Spain	6,197	240,879	135,206	4,455	64	519	3,232	-
Finland	-	807	-	-	0	106	226	925
Netherlands	-	88	27	-	-	493	555	-
Hungary	5,315	-	945	-	-	407	427	-
Mexico	4,957	3,415	-	-	1,954	130	-	-
Norway	-	38	-	-	-	-	2,054	-
Poland	7,007	610	2,727	-	0	1,265	190	-
Portugal	-	7,880	-	262	42	423	5	-
Czech Republic	2,398	436	2,464	8	-	777	4,529	-
Romania	8,921	221	29,679	-	8	629	763	-
Russia	4,514	-	-	-	1,137	82	-	8,646
Sweden	-	5,344	-	187	-	67	125	929
Switzerland	48	-	-	-	-	135	101	-
Turkey	11,304	-	32,104	175	-	-	230	-
UK	533	12,272	9,329	39	1,272	701	228	-
USA	17,058	-	1,036	-	3,757	-	-	-
<b>Total</b>	<b>252,839</b>	<b>353,820</b>	<b>371,417</b>	<b>10,825</b>	<b>72,715</b>	<b>8,720</b>	<b>19,415</b>	<b>15,448</b>

**XIII.C. Energy consumption in GJ 2023**

Country	Electricity	Renewable electricity	Natural gas	Diesel (process)	LPG/Propane	Petrol (fleet)	Diesel (fleet)	Steam/Heat
Germany	19,285	2,723	18,283	644	-	253	2,940	-
Argentina	3,319	-	-	17	1,174	-	41	-
Belgium	30	-	-	-	-	-	74	-
Brazil	-	30,811	28,024	-	3,852	2,955	-	-

China	29,957	33,371	18,323	-	-	-	-	-
Colombia	-	5,817	19,590	-	814	141	-	-
Denmark	255	-	-	-	-	523	322	-
Slovakia	12,851	-	1,431	-	1,007	904	965	-
Spain	16,106	226,158	148,211	4,685	518	553	3,664	2,045
Finland	-	783	-	-	0	184	207	972
Netherlands	-	118	36	-	-	443	169	-
Hungary	-	-	-	-	-	283	393	-
Mexico	5,097	3,333	-	-	5,021	179	-	-
Norway	73	-	-	-	-	77	860	-
Poland	7,125	-	3,822	-	-	699	1,592	-
Portugal	5,653	1,588	-	223	43	456	35	-
Czech Republic	2,702	79	2,459	24	-	539	2,091	-
Romania	9,283	61	31,504	-	8	502	1,081	-
Russia	2,909	-	-	-	398	-	-	8040
Sweden	-	5,729	-	151	-	1,056	1,495	908
Switzerland	48	-	-	-	-	19	143	-
Turkey	10,827	-	29,853	168	-	-	-	-
UK	8,870	3,367	9,154	-	1,178	221	557	-
USA	13,407	-	6	-	2,897	-	-	-
<b>Total</b>	<b>147,797</b>	<b>313,937</b>	<b>310,694</b>	<b>5,913</b>	<b>16,912</b>	<b>9,987</b>	<b>16,629</b>	<b>11,965</b>

<b>XIII.D Consumption by source. GWh</b>	<b>2025</b>	<b>2024</b>	<b>2023</b>
Electricity	175.3	172	163.1
Conventional electricity	68.7	68.7	68.7
Renewable Electricity	106.6	103.3	94.5
Fossil Fuel	123.7	130.6	136.2

Natural gas	97	103.4	106
Diesel (process)	3.2	3	3.2
LPG / Propane	15.7	15.7	18.5
Fleet diesel	4.8	5.9	5.8
Fleet petrol	2.8	2.7	2.8
Steam	4.7	4.3	4
<b>Total</b>	<b>303.6</b>	<b>306.9</b>	<b>303.3</b>

XIV. EMISSIONS INTENSITY (kg CO <sub>2</sub> / tonnes sold)			
Country	2025	2024	2023
Germany	13.6	9.3	11.4
Argentina	8.3	7.3	7.6
Brazil	2.5	4.6	4.1
China	12.9	14.4	27.7
Colombia	55.7	54	67
Slovakia	4.2	2.7	2.7
Slovenia	784.5	676.9	0
Spain	3.2	3.7	12.4
Mexico	1.7	1.9	3.3
Poland	6.8	7.3	9.7
Portugal	0.3	0.3	4.6
Czech Republic	172.5	159.7	110.6
Romania	141.9	126.5	166.3
Russia	14.7	11.2	27
Sweden	112.6	25.6	108.8
Hungary	0	233.5	0
Turkey	78.5	82	68
UK	3.4	2.9	4.2
USA	17.3	14.8	14.6

XV. GJ / TONS SOLD			
Country	2025	2024	2023
Germany	0.18	0.17	0.2
Argentina	0.11	0.1	0.09
Brazil	0.1	0.13	0.09
China	0.25	0.24	0.2
Colombia	1.45	1.41	1.41
Slovakia	0.05	0.05	0.19
Slovenia	8.66	8.16	-
Spain	0.16	0.19	0.16
Mexico	0.04	0.04	0.06
Poland	0.05	0.05	0.05
Portugal	0.05	0.05	0.08
Czech Republic	2.03	2.08	0.05
Romania	2.76	2.52	0.13
Russia	0.23	0.17	1.37
Sweden	2.56	1.95	2.7
Hungary	-	2.77	-
Turkey	1.15	1.2	0.62
UK	0.12	0.11	3.62
USA	0.19	0.16	0.87

XVI.A CO2eq emissions from refrigerant gas recharges (305-6)												
Country	2025				2024				2023			
	R-12	R-22	R-32	R-134a	R-410A	R-407C	R-134a	R-22	R-410A	R-134a	R-22	R-410A

Germany	13.23	0.9	11.98	1.95
Brazil	5		6	
Slovenia		0.5		2.31
Spain		19	3.24	39
Mexico				4.2
Romania		1.7	11.6	2.25
Russia			7.2	
Sweden		20.7	35	9.43
<b>USA</b>			<b>10</b>	

XVII.A. TABLE: Other emissions (kg) 2025					
kilograms	Spain	China	Romania	Turkey	Slovenia
NOx	9,496	0	2,012	1,555	3,065
SO2	0	3	18	0	246
CO	3,777	0	0	377	1,754
N2O	29	0	0	0	0
NH3	7	0	0	0	0
Particles (MP)	1,403	539	42	0	2,118
HCl	1,207	0	0	0	0
Zn	23	0	0	2	0
<b>VOC</b>	<b>143</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

XVII.B. TABLE: Other emissions (kg) 2024					
Kilograms	Spain	China	Romania	Turkey	Slovenia
NOx	6,389	112	1,828	1,555	3,022
SO2	232	43	17	0	144

CO	4,591	0	0	377	1,614
N2O	26	0	0	0	0
NH3	6	0	0	0	0
Particles (MP)	34	629	0	1,920	0
HCl	14,770	0	0	0	0
Zn	25	0	0	2	1,065
COT	75,134	0	0	0	0

XVII.C. TABLE: Other emissions (kg) 2023				
kilograms	Spain	China	Romania	Turkey
NOx	8,062	1,332	1,964	0
SO2	256	52	18	0
CO	3,571	0	0	0
N2O	21	0	0	0
NH3	6	0	0	7,000
Particles (MP)	749	488	0	0
HCl	394	0	0	569,260
Zn	13	0	0	1,894,170
COT	77,285	0	0	0

XVIII. Water consumption (m <sup>3</sup> )			
	2025	2024	2023
Domestic	156,094	158,165	95,797
Industrial	157,375	150,753	148,313
Irrigation	4,757	4,488	15,351

<b>Total</b>	<b>318,226</b>	<b>313,406</b>	<b>259,461</b>
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<b>XIX. A. ACCIDENTS</b>													
	2023				2024				2025				
	With lost time		Without lost time		With lost time		No sick leave	With lost time		Without lost time			
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Own staff	83	4	245	9	64	0	228	15	92	11	251	9	
External staff	11	0	56	3	16	1	38	2	7	3	36	2	
<b>Total</b>	<b>94</b>	<b>4</b>	<b>301</b>	<b>12</b>	<b>80</b>	<b>1</b>	<b>266</b>	<b>17</b>	<b>99</b>	<b>14</b>	<b>287</b>	<b>11</b>	

<b>XIX. B. Accident rate With lost time</b>													
Country	2023				2024				2025				
	Own		External		Own		External		Own		External		
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Argentina	51	0	0	0	36	0	0	0	24	0	0	0	
Belgium	0	0	0	0	0	0	0	0	0	0	0	0	
Brazil	9	0	0	0	3	0	0	0	7	0	0	0	
China	0	0	0	0	0	0	0	0	0	0	0	0	
Colombia	5	0	0	0	2	0	22	0	2	0	7	0	
Denmark	0	0	0	0	0	0	0	0	0	0	0	0	
USA	0	0	0	0	0	0	0	0	0	0	0	0	
Slovakia	0	0	0	0	8	0	0	0	8	0	0	0	
Slovenia	0	0	0	0	0	0	0	0	8	7	29	54	
Spain	16	4	14	0	11	0	19	24	13	7	6	23	
Finland	9	0	0	0	0	0	0	0	14	0	0	0	
Hungary	0	0	0	0	0	0	0	0	11	0	0	0	
Israel	0	0	0	0	0	0	0	0	0	0	0	0	
Mexico	0	0	0	0	0	0	0	0	0	0	0	0	
Norway	0	0	0	0	0	0	0	0	0	0	0	0	
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	
Poland	0	0	0	0	0	0	0	0	0	15	0	0	
Portugal	25	0	43	0	15	0	0	0	14	0	0	0	
United Kingdom	2	0	0	0	0	0	0	0	5	0	0	0	
Czech Republic	18	0	38	0	7	0	0	0	8	0	0	0	
Romania	2	0	0	0	2	0	0	0	0	0	0	0	
Russia	0	0	0	0	9	0	0	0	0	0	0	0	
Sweden	0	0	0	0	6	0	0	0	6	0	0	0	
Switzerland	0	0	0	0	0	0	0	0	0	0	0	0	
Turkey	9	0	0	0	8	0	0	0	9	0	0	0	

<b>Total</b>	<b>10</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>13</b>	<b>13</b>	<b>7</b>	<b>4</b>	<b>6</b>	<b>28</b>
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XIX. C. Accident rate Without lost time												
Country	2023				2024				2025			
	Own		External		Own		External		Own		External	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Germany	16.5	7.7	52.4	323.4	24.1	7.8	72.2	0	25.6	0	147.1	0
Argentina	0	0	0	0	54.1	0	0	0	84.7	103.8	0	0
Belgium	13.7	0	0	0	0	0	0	0	0	0	0	0
Brazil	5	0	0	0	15.1	0	0	0	14	0	28.6	0
China	6.9	0	0	0	2	0	3.3	0	5.6	0	10.3	0
Colombia	0	0	24.7	0	5.2	0	33.3	0	4.9	0	6.8	0
Denmark	77.8	0	0	0	0	0	0	0	0	0	0	0
USA	9.4	110.9	0	0	62.9	75.6	0	95	74.5	0	187.1	0
Slovakia	0	0	0	0	11.9	0	0	0	8.1	0	0	0
Slovenia	0	0	0	0	0	0	0	0	0.4	0	0	0
Spain	34.9	14.5	73.1	29.2	46.6	22.2	42.1	24	49.8	5.4	47.6	45.3
Finland	0	0	0	0	0	0	0	0	13.7	0	0	0
Hungary	0	0	0	0	0	0	0	0	10.9	19.2	0	0
Israel	9	0	0	0	0	0	0	0	0	0	0	0
Mexico	0	0	0	0	0	0	0	0	6.8	0	0	0
Norway	6.3	0	0	0	0	0	0	0	0	0	0	0
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0
Poland	49.9	0	0	0	11	0	0	0	17.2	0	0	0
Portugal	6.8	25.1	129.8	214.5	21.8	18.9	0	0	36.1	18.4	70.4	0
United Kingdom	10.5	0	0	0	8.7	0	0	0	2.4	11.6	0	0
Czech Republic	0	0	0	0	3.5	0	0	0	0	0	0	0
Romania	0	0	0	0	1.9	0	0	0	1.9	0	0	0
Russia	0	0	0	0	0	0	118.1	0	4	0	138.1	0

Sweden	0	0	0	0	12.2	0	0	0	17.9	0	0	0
Switzerland	10.6	0	0	0	0	0	0	0	0	0	0	0
Turkey	28.1	0	0	0	33.7	0	0	0	19.5	0	0	0
<b>Total</b>	<b>28.1</b>	<b>6.1</b>	<b>38.5</b>	<b>42.5</b>	<b>22.1</b>	<b>7.5</b>	<b>30.5</b>	<b>25.8</b>	<b>20.1</b>	<b>3.2</b>	<b>33.3</b>	<b>18.6</b>

XIX. D. Days Lost due to Accident						
Country	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Germany	2	1.6	0.1	0	0.2	0
Argentina	2.3	0	0.4	0	2.3	0
Belgium	0	0	0	0	0	0
Brazil	0.2	0	0.1	0	0.2	0
China	0	0	0.2	0.2	0	0
Colombia	3.6	0	0.1	0	0.2	0
Denmark	0	0	0	0	0	0
USA	0	0	0	0	0	0
Slovakia	1.2	0	0	0	0.5	0
Slovenia	0	0	0.2	0	0.1	0.3
Spain	11.3	0.1	0.6	0.1	0.4	0.4
Finland	0	0	0	0	0	0
France	0	0	0	0	0	0
Hungary	0	0	0	0	0.6	0
Italy	0	0	0	0	0	0
Mexico	0	0	0.1	0	0	0
Norway	0	0	0	0	0	0
Netherlands	0	0	0	0	0	0
Poland	0	0	0	0	0	2.9
Portugal	0.2	0	0.3	0	0.5	0

United Kingdom	0.2	0	0	0	0	0
Czech Republic	0.2	0	0	0	0.6	0
Romania	0	0	0	0	0	0
Russia	0	0	0	0	0	0
Sweden	0	0	0	0	0.1	0
Switzerland	0	0	0	0	0	0
Turkey	0	0	0.7	0.5	0.4	0
<b>Total</b>	<b>0.3</b>	<b>0</b>	<b>0.3</b>	<b>0.1</b>	<b>0.2</b>	<b>0.2</b>

XIX. E. Days lost for other reasons (own staff)						
Country	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Germany	30.1	23.6	7.2	5.9	8.3	8.2
Argentina	7.9	4.7	1.8	1.1	1.2	1.1
Belgium	0	0	0	0	0.5	0
Brazil	1	0.8	2.7	3.2	3.1	2
Canada	0	0	0	0	0	0
Chile	0	0	0	0	0	0
China	0	0	1	1.1	0.8	1.9
Colombia	58.8	14.1	3.1	2.8	1.5	2
Denmark	0	0	1.8	2.4	3.1	2.8
USA	0	0	1.2	1.2	1.6	1.9
Slovakia	0	0	7.9	8.5	7.2	4.7
Slovenia	0	0	6.8	11.7	6.4	11.3
Spain	175.4	60.4	5.7	3.7	6.4	3.7
Finland	6.8	2.8	2.6	1.6	2	3.2
France	0	0	0	0	0	0
Hungary	0	0	3.3	9.3	6.1	6.8
Italy	0	0	0	0	0	0
Mexico	2.7	24.6	1.5	0	0.7	0.2
Norway	2	0	9.1	0	3.4	3.5
Netherlands	186.7	80.9	7.1	5	12.1	5.8
Poland	8.8	8.2	7	4.5	6.1	2.5
Portugal	3	4	8.8	0.9	5.8	1
United Kingdom	0.2	0	2.1	1.5	2.2	1.3
Czech Republic	62.4	20	12.3	7.7	14.6	6.4
Romania	5.5	1.8	7.2	8.4	2.6	2.9

Russia	27.2	0	8	2.3	8.9	4.6
Sweden	35.3	8.7	4.2	1.2	2.9	2
Switzerland	0	0	3	2.3	1.1	3.4
Turkey	0	0	1.6	13.9	2.2	6.5
<b>Total</b>	<b>9</b>	<b>4.2</b>	<b>4.8</b>	<b>4.8</b>	<b>5</b>	<b>5.8</b>

XX.A XX.A. Whistleblowing ethical channel						
Category	2025		2024		2023	
	Reports received in the year	Pending complaints	Complaints received this year	Pending complaints	Complaints received this year	Pending complaints
Acceptance and offering of gifts	0	0	1	1	0	0
Harassment	14	2	27	5	6	0
Fair and equitable competition	0	0	0	0	0	0
Conflict of interest	5	1	2	0	0	0
Corruption and bribery	1	0	2	2	0	0
Discrimination	3	0	5	0	0	0
Slavery and forced labour	3	1	1	0	0	0
Fraud	3	1	3	0	3	1
Environmental Impact	0	0	0	0	0	0
Group information and image	0	0	0	0	0	0
Serious or very serious criminal or administrative offences	2	1	1	1	0	0
Others	11	1	18	3	17	3
Health and safety	1	0	4	0	3	0
Financial services, products and markets, and the prevention of money laundering and terrorist financing,	0	0	0	0	0	0
Breach or disclosure of personal data	0	0	0	0	0	0
<b>Rejected</b>	<b>1</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>

**XX.B Users and sessions**

	2023	2024	2025
Total users	1,460	1,520	1,050
Sessions	1,599	2,010	1,380
<b>New users</b>	<b>1,298</b>	<b>1,495</b>	<b>1,018</b>

XX.C Sources of visits			
Country	2023	2024	2025
Germany	0	0	81
Brazil	112	66	0
China	72	100	38
Colombia	45	276	145
Spain	332	510	383
United States	125	225	140
Mexico	73	148	131
Poland	0	0	33
Portugal	30	48	33
United Kingdom	77	166	109
Sweden	33	71	69
Turkey	217	150	0

XX.D Channel through which complaints were received			
	2023	2024	2025
Call Back	0	0	0
Website	21	31	27
Email	4	6	4
Manual entry	4	27	12



## Appendix III. GRI Content Index

The contents of this index have been externally verified by the independent firm EY. The corresponding verification report can be found in the Annex to this document. Any omissions of information in the relevant indicators are included as a note.

<b>GENERAL</b>				
<b>GRI 1</b>	<b>GRI 2 General Contents</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>Content 2-1</b>	Organisation details	Yes	No	7
<b>Content 2-2</b>	Entities included in sustainability reporting	Yes	No	7
<b>Content 2-3</b>	Reporting period, frequency and contact details	Yes	No	4
<b>Content 2-4</b>	Restatement of information	Yes	No	4
<b>Content 2-5</b>	External verification	Yes	No	111
<b>GRI 2</b>	<b>GRI 2 General Content</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>Content 2-6</b>	Activities, value chain and other business relationships	Yes	No	9, 70
<b>Content 2-7</b>	Employees	Yes	Yes	32
<b>Content 2-8</b>	Workers who are not employees	Yes	Yes	32
<b>GOVERNMENT (ESG)</b>				
<b>GRI 3</b>	<b>GRI 2 General Content</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>Content 2-9</b>	Governance structure and composition	Yes	Yes	83
<b>Content 2-10</b>	Appointment and selection of the highest governing body	Yes	Yes	83
<b>Content 2-11</b>	Chair of the highest governing body	Yes	Yes	83

<b>Content 2-12</b>	Role of the highest governance body in overseeing impact management	Yes	No	84
<b>Content 2-13</b>	Delegation of responsibility for impact management	Yes	No	84
<b>Content 2-14</b>	Role of the highest governance body in the preparation of sustainability reports	Yes	No	84
<b>Content 2-15</b>	Conflicts of interest	Yes	Yes	85
<b>Content 2-16</b>	Reporting critical concerns	Yes	Yes	85
<b>Content 2-17</b>	Collective awareness of the highest governing body	Yes	No	86
<b>Content 2-18</b>	Performance evaluation of the highest governing body	Yes	No	86
<b>Content 2-19</b>	Remuneration policies	Yes	No	86
<b>Content 2-20</b>	Process for determining remuneration	Yes	No	86
<b>Content 2-21</b>	Annual total compensation ratio	No	No	86
<b>GRI 4</b>	<b>GRI 2 General Content</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>Content 2-22</b>	Statement on the sustainable development strategy	Yes	No	2 and 3
<b>Content 2-23</b>	Policies and commitments	Yes	Yes	7 and 93
<b>Content 2-24</b>	Incorporation of political commitments	Yes	Yes	93
<b>Content 2-25</b>	Processes to remedy negative impacts	Yes	Yes	95 and 97
<b>Content 2-26</b>	Advice mechanisms and ethical concerns	Yes	Yes	94
<b>Content 2-27</b>	Compliance with laws and regulations	Yes	Yes	94
<b>Content 2-28</b>	Membership of associations	Yes	No	164
<b>GRI 5</b>	<b>GRI 2 General Content</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>Content 2-29</b>	Approach to stakeholder engagement	Yes	No	10
<b>Content 2-30</b>	Collective bargaining agreements	Yes	No	34
<b>Content 3-3</b>	Risk Management	Yes	Yes	24, 35, 70, 93 and 107
<b>Materiality</b>	<b>GRI 3: Material Issues</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>Content 3-1</b>	Process for determining material topics	Yes	Yes	10

<b>Content 3-2</b>	List of material topics	Yes	Yes	12
<b>Content 3-3</b>	Management of material topics	Yes	Yes	24, 35, 70, 93 and 107
<b>GRI 201</b>	<b>Economic Performance</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>201-1</b>	Direct economic value generated and distributed	Yes	No	87
<b>201-2</b>	Financial implications and other risks and opportunities arising from climate change	Yes	Yes	108
<b>201-3</b>	Obligations under defined benefit plans and other pension schemes	Yes	No	46
<b>201-4</b>	Financial assistance received from the government	Yes	No	90
<b>GRI 202</b>	<b>Market presence</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>202-1</b>	Ratios between the standard starting salary by gender and the local minimum wage	No	No	N/A
<b>202-2</b>	Proportion of senior executives recruited from the local community	Yes	Yes	83
<b>GRI 203</b>	<b>Indirect economic impacts</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>203-1</b>	Investments in supported infrastructure and services	Yes	No	87
<b>203-2</b>	Significant indirect economic impacts	No	No	87
<b>GRI 201</b>	<b>Economic Performance</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>204-1</b>	Proportion of expenditure on local suppliers	Yes	No	67
<b>GRI 205</b>	<b>Anti-corruption</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>205-1</b>	Operations assessed in terms of corruption-related risks	Yes	Yes	83
<b>205-2</b>	Communication and training on anti-corruption policies and procedures	Yes	Yes	97
<b>205-3</b>	Confirmed incidents of corruption and measures taken	Yes	Yes	97

<b>GRI 206</b>	<b>Unfair competition</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>206-1</b>	Legal proceedings relating to unfair competition, monopolistic practices and anti-competitive conduct	Yes	Yes	97 and 100
<b>GRI 207</b>	<b>Taxation</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>207-1</b>	Fiscal approach	Yes	No	91
<b>207-2</b>	Fiscal governance, control and risk management	Yes	No	91
<b>207-3</b>	Stakeholder engagement and management of their concerns regarding tax matters	Yes	No	91
<b>207-4</b>	Country-by-country reporting	Yes	No	91
<b>ENVIRONMENTAL (ESG)</b>				
<b>Content 3-3</b>	<b>Environmental Management</b>	Yes	Yes	24, 35, 70, 93 and 107
<b>GRI 301</b>	<b>Materials</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>301-1</b>	Materials used by weight or volume	Yes	Yes	19
<b>301-2</b>	Recycled inputs used	Yes	Yes	19
<b>301-3</b>	Recovered products and packaging materials	Yes	Yes	19
<b>GRI 302</b>	<b>Energy</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>302-1</b>	Energy consumption within the organisation	Yes	Yes	24
<b>302-2</b>	Energy consumption outside the organisation	Yes	Yes	25
<b>302-3</b>	Energy intensity	Yes	Yes	26
<b>302-4</b>	Reduction in energy consumption	Yes	Yes	26
<b>302-5</b>	Reduction in the energy requirements of products and services	Yes	Yes	26
<b>GRI 303</b>	<b>Water and effluents</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>303-1</b>	Interaction with water as a shared resource	Yes	No	21

<b>303-2</b>	Management of impacts related to water discharge	Yes	No	21
<b>303-3</b>	Water extraction	Yes	No	21
<b>303-4</b>	Water discharge	Yes	No	21
<b>303-5</b>	Water consumption	Yes	No	21
<b>GRI 304</b>	<b>Biodiversity</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>304-1</b>	Operational sites owned, leased or managed that are located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	No	No	N/A
<b>304-2</b>	Significant impacts of activities, products and services on biodiversity	No	No	N/A
<b>304-3</b>	Protected or restored habitats	No	No	N/A
<b>304-4</b>	Species appearing on the IUCN Red List and national conservation lists whose habitats are located in areas affected by operations	No	No	N/A
<b>GRI 305</b>	<b>Emissions</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>305-1</b>	Direct GHG emissions (Scope 1)	Yes	Yes	28
<b>305-2</b>	Indirect GHG emissions associated with energy (Scope 2)	Yes	Yes	28
<b>305-3</b>	Other indirect GHG emissions (Scope 3)	No	Yes	N/A
<b>305-4</b>	GHG emissions intensity	Yes	Yes	29
<b>305-5</b>	Reduction in GHG emissions	Yes	Yes	26
<b>305-6</b>	Emissions of ozone-depleting substances (ODS)	No	Yes	16
<b>305-7</b>	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant emissions to air	Yes	Yes	16
<b>GRI 306</b>	<b>Waste</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>306-1</b>	Waste generation and significant impacts related to waste	Yes	Yes	19

<b>306-2</b>	Management of significant impacts related to waste	Yes	Yes	19
<b>306-3</b>	Waste generated	Yes	Yes	19
<b>306-4</b>	Waste not intended for disposal	Yes	Yes	19
<b>306-5</b>	Waste intended for disposal	Yes	Yes	19
<b>GRI 308</b>	<b>Environmental assessment of suppliers</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>308-1</b>	New suppliers that have passed selection filters in accordance with environmental criteria	Yes	No	68
<b>308-2</b>	Negative environmental impacts in the supply chain and measures taken	Yes	No	68
<b>SOCIAL (ESG)</b>				
<b>GRI 401</b>	<b>Employment</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>401-1</b>	Recruitment of new employees and staff turnover	Yes	Yes	40
<b>401-2</b>	Benefits for full-time employees that are not provided to part-time or temporary employees	Yes	Yes	46
<b>401-3</b>	Parental leave	Yes	Yes	51
<b>401-4</b>	Implementation of work-life balance policies	Yes	Yes	51
<b>GRI 402</b>	<b>Employee-company relations</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>402-1</b>	Minimum notice periods for operational changes	No	No	34
<b>GRI 403</b>	<b>Occupational health and safety</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>403-1</b>	Occupational health and safety management system	Yes	Yes	52
<b>403-2</b>	Hazard identification, risk assessment and incident investigation	Yes	Yes	54
<b>403-3</b>	Occupational health services	Yes	Yes	55
<b>403-4</b>	Worker participation, consultation and communication on occupational health and safety	Yes	Yes	62
<b>403-5</b>	Worker training on occupational health and safety	Yes	Yes	62
<b>403-6</b>	Workers' health promotion	Yes	Yes	49

<b>403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked through business relationships	Yes	Yes	62
<b>403-8</b>	Coverage of the occupational health and safety management system	Yes	Yes	52
<b>403-9</b>	Work-related injuries	Yes	Yes	54
<b>403-10</b>	Work-related ailments and illnesses	Yes	Yes	55
<b>GRI 404</b>	<b>Training and education</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>404-1</b>	Average hours of training per year per employee	Yes	Yes	37
<b>404-2</b>	Programmes to develop employees' skills and transition support programmes	Yes	Yes	37
<b>404-3</b>	Percentage of employees who receive regular performance and career development reviews	Yes	Yes	42
<b>GRI 405</b>	<b>Diversity and equal opportunities</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>405-1</b>	Diversity of governing bodies and employees	Yes	Yes	46 and 83
<b>405-2</b>	Ratio of basic salary to total remuneration for women and men	No	Yes	N/A
<b>GRI 406</b>	<b>Non-discrimination</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>406-1</b>	Cases of discrimination and corrective action taken	Yes	Yes	97
<b>GRI 407</b>	<b>Freedom of association and collective bargaining</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>407-1</b>	Operations and suppliers where the right to freedom of association and collective bargaining could be at risk	No	No	34
<b>GRI 408</b>	<b>Child labour</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>408-1</b>	Operations and suppliers with significant risk of child labour	No	No	97, 100

<b>GRI 409</b>	<b>Forced or compulsory labour</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>409-1</b>	Operations and suppliers with significant risk of forced or compulsory labour	No	No	97, 100
<b>GRI 410</b>	<b>Safety practices</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>410-1</b>	Security staff trained in human rights policies or procedures	No		N/A
<b>GRI 411</b>	<b>Indigenous peoples' rights</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>411-1</b>	Cases of violations of the rights of indigenous peoples	No	No	N/A
<b>GRI 413</b>	<b>Local communities</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>413-1</b>	Operations involving local community participation programmes, impact assessments and development	Yes	No	74
<b>413-2</b>	Operations with significant negative impacts – actual or potential – on local communities	No	No	N/A
<b>GRI 414</b>	<b>Social assessment of suppliers</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>414-1</b>	New suppliers who have passed selection filters in accordance with social criteria	Yes	No	67
<b>414-2</b>	Negative social impacts in the supply chain and measures taken	Yes	No	67
<b>GRI 415</b>	<b>Public policy</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>415-1</b>	Contributions to political parties and/or representatives	Yes	Yes	87, 164
<b>GRI 416</b>	<b>Customer health and safety</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>416-1</b>	Assessment of the impacts of product and service categories on health and safety	No	Yes	Note B: Not applicable due to the company's product type

<b>416-2</b>	Instances of non-compliance relating to the impacts of product and service categories on health and safety	Yes	Yes	97
<b>GRI 417</b>	<b>Marketing and labelling</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>417-1</b>	Requirements for the information and labelling of products and services	Yes	Yes	Note B: Not applicable due to the company's product type
<b>417-2</b>	Cases of non-compliance relating to information and labelling of products and services	Yes	Yes	97
<b>417-3</b>	Cases of non-compliance relating to marketing communications	Yes	Yes	97
<b>GRI 418</b>	<b>Customer privacy</b>	<b>Reported Yes/No</b>	<b>Material Yes/No</b>	<b>Page</b>
<b>418-1</b>	Substantiated complaints regarding breaches of customer privacy and loss of customer data	Yes	Yes	97
Content 3-3	Process and product innovation	Yes	Yes	24, 35, 70, 93 and 107
Content 3-3	Cybersecurity, information security and data protection	Yes	Yes	24, 35, 70, 93 and 107

*Note A (302-5): Not applicable. The products follow customer specifications, so there is little scope for influence.*

*Note B (416-1, 417-1): Not applicable due to the nature of the company's product.*

*Note C (205): A breakdown of training by professional category is not included*

## Annex IV. Associations and organisations

2-28 and 415-1

At Gonvarri Industries, we actively work to promote all the divisions that make up the Group. To this end, we participate in a wide range of organisations and associations, both from a corporate perspective and in the various countries where we operate. EcoVadis sustainability risk rating for supply chains. Gonvarri has participated in this rating for the second consecutive year, and in 2024 was awarded a silver medal. These initiatives focus on various areas such as the economic, industrial, social (NGOs and foundations) and business sectors. Annex IV summarises the main associations and organisations with which we collaborate. We also collaborate with public bodies and local authorities, establishing relationships on a non-profit and transparent basis, primarily concerning matters affecting the sector. Gonvarri Industries does not make contributions to political parties or public authorities, as stipulated in the Code of Ethics and Conduct and the Donations and Sponsorship Procedure, which are mandatory within the Group.

### At a corporate level

- SERES Foundation
- SERNAUTO - Spanish Association of **Automotive** Suppliers
- European Steel Association (EUROFER)

### Spain

- Spanish Confederation of Metal Industry Organisations (CONFEMETAL)
- Union of Steel Companies (UNESID)
- Spanish Association of Accounting and Business Administration
- AMCHAMSPAIN
- Association for Innovation in Prevention.
- Spanish Association for Quality (AEC)

- Family Business Institute
- Alzheimer's Foundation Spain
- Catalan Association of Mould and Die Manufacturers (ASCAMM).
- Spanish Association for Additive and 3D Manufacturing Technologies (ADDIMAT).
- Spanish Association of Automotive Suppliers (SERNAUTO)
- Association for Management Development (A.P.D.)
- Institute of Internal Auditors Association.
- Spanish Compliance Association (AECOM)

#### Gonvarri Barcelona

- Industrial Association for Net Production (AIPN)
- Metallurgical Employers' Union (UPM)
- Union of Steel Companies (UNESID)

#### Gonvauto Barcelona

- Industrial Association for Net Production and the Llobregat Delta
- Metallurgical Employers' Union
- Catalonia Automotive Cluster
- Union of Iron Merchants of Catalonia and the Balearic Islands

#### Gonvarri Valencia

- Valencian Association of the Automotive Industry (AVIA)
- Association of Business Owners
- of Camp de Morvedre (ASECAM)
- **Valencia Metal Federation (FEMEVAL)**
- Union of Iron Stockists
- (UAHE)

#### Gonvauto Galicia

- Association of Metallurgical Industries of Galicia (ASIME)
- Galician Automotive Cluster (CEAGA)

### Gonvauto Navarra

- Association of Metal Industry Entrepreneurs (ANEM)
- Marketing Club
- Automotive Cluster

### Gonvarri Burgos

- Metal Industry Federation (FEMEBUR)
- Quality Association
- Gamonal Industrial Estate Business Association
- Centre for the Development of Excellence, S.L.
- Digital HUB Burgos

### Gonvarri Asturias and Gonvauto Asturias

- Federation of Metal and Related Industries of the Principality of Asturias (FEMETAL)
- FADE ASTURIAS
- Union of Steel Companies (UNESID)

### Gonvarri Tarragona

- Provincial Association of Metal Industry Entrepreneurs of Tarragona (APEMTA)

### Flinsa

- Federation of Metal Industry Entrepreneurs of the Province of Alicante (FEMPA)
- AIJU Technology Institute
- Association of Entrepreneurs of Ibi and the Region (IBIAE)

### Gonvarri Portugal

- National Association of Metallurgical and Electromechanical Companies (ANEME)
- AISET – Setúbal Peninsula Industrial Association

### Gonvarri Poland

- Polish Union of Steel Distributors (PUDS).

### Gonvarri Germany

- Erfurter Kreuz Initiative
- IHK South Thuringia
- Erfurt Cross Initiative

### Steel & Alloy

- Confederation of British Metal Forming
- National Association of Steel Stockholders
- International Steel Trade Association
- Aluminium Federation

### GMH Germany

- FEM Racking and Shelving (FEM R&S)
- Association for Warehouse Technology and Plant Equipment (LBE)
- Quality Association (RAL)

### GMH Netherlands

- FEM Racking and Shelving (FEM R&S)

### GMH Finland

- FEM Racking and Shelving (FEM R&S)
- Helsinki Region Chamber of Commerce
- Finnish Association of Purchasing and Logistics
- Limowa
- International Chamber of Commerce

### GMH Sweden

- FEM Racking and Shelving (FEM R&S)

### GMH Denmark

- Danish Chamber of Commerce

#### GMH Norway

- FEM Racking and Shelving (FEM R&S)

#### GMH UK

- FEM Racking and Shelving (FEM R&S)

#### GMH Romania

- Romanian Logistics Association (ARILOG)
- FEM Racking and Shelving (FEM R&S)
- ASRO Romania: the Romanian Standardisation Association
- AICPS - Association of Structural Design Engineers

#### GMH Russia

- St. Petersburg International Business Association (SPIBA)

#### GMH Kredit

- Hospodářská komora ČR/Czech Chamber of Commerce
- FEM Racking and Shelving (FEM R&S)

#### Gonvarri Turkey

- Kahramankazan Industrialists' and Businessmen's Association (KASIAD) General Galvanizers Association (GALDER) Turkey Section of the International Solar Energy Society (GÜNDER)

#### Gonvauto South Carolina

- HR Association Union Chamber of Commerce.

#### Gonvarri Argentina

- Argentine Human Resources Association (ADRHA)

#### Gonvarri Colombia

- National Association of Entrepreneurs of Colombia (ANDI)
- Colombian International Corporation (CCI)

#### Gonvauto Puebla

- National Chamber of the Manufacturing Industry (Canacindra)
- Industrial Relations of Puebla and Tlaxcala A.C. (Riptac)

#### Hidria

- Automotive Cluster of Slovenia (GIZ ACS)
- Chamber of Commerce and Industry of Slovenia (GZS)
- Green Tech Cluster (TECES)
- Slovenian Energy and Environment Partnership in Defence (SiEnE)
- European Association of Automotive Suppliers (CLEPA)
- European Road Transport Research Advisory Council (ERTRAC)
- European Green Vehicles Initiative Association for the Towards Zero Emission Road Transport (EGVIAfor2Zero).
- Reca

#### Association of Industrialists of Baix Vallès

#### GMS

- AWS (American Welding Society)
- AEC (Spanish Association for Quality).

## Annex V. Scope

% stake held by the Group's parent company					
COMPANY	REGISTERED ADDRESS	DIRECT	INDIRECT	ACTIVITY	AUDITOR
Gestamp Automotive India Private Ltd	India	0.5		2	SRBC & CO LLP
Vama Gonvarri Automotive Solutions (Changshu) Co. Ltd	China		0.5	2	EY
Vama Gonvarri Automotive Solutions (Chongqing) Co. Ltd	China		0.5	2	EY
Vama Gonvarri Automotive Solutions (Loudi) Co. Ltd	China		0.5	2	EY
Vama Gonvarri Automotive Solutions (Shenyang) Co. Ltd	China		0.5	2	EY
Vama Gonvarri Automotive Solutions CO. LTD	China	0.5		2	EY
H&R d.d (Hidria subgroup)	Slovenia	1		13	PWC
HGR Nalozbe d.o.o	Slovenia		1	13	N/A
Hidria Bausch GmbH	Germany		1	13	HWS Lange GmbH & Co. KG
Hidria d.o.o	Slovenia		1	13	PWC
Hidria IP d.o.o	Slovenia		1	13	PWC
Hidria Kft	Hungary		1	13	Mrs Kanász
Hidria Nep d.o.o	Serbia		1	13	N/A
Hidria P d.o.o	Slovenia		0.99	13	PWC
Hidria RUS	Russia		1	13	N/A
Hidria Suzhou	China		1	13	N/A
Hidria T	Slovenia		1	13	N/A
ArcelorMittal Gonvarri Brasil, Steel Products S.A.	Brazil	0.5		2	KPMG
ArcelorMittal Gonvarri Nitra S.R.O	Slovakia		0.5	1	PWC
ArcelorMittal Gonvarri SSC Slovakia, s.r.o.	Slovakia	0.5		1	PWC
Gonvarri Argentina S.A.	Argentina	1		2	Cancelas & Asoc S.R.L.
Gonvarri Czech, S.R.O.	Czech Republic	1		1	N/A
Gonvarri I.Centro de Servicios, S.L.	Spain (Madrid)	1		2	PWC
Gonvarri Polska, SP, ZO O.	Poland	1		2	EY

Gonvarri Steel Services US, INC	USA	1	4	N/A	
Gonvarri Tarragona, S.L.	Spain (Tarragona)	1	2	PWC	
Gonvarri Valencia, S.A	Spain (Valencia)	1	2	PWC	
Gonvarri Vizcaya, S.L	Spain (Bilbao)	1	5	N/A	
Gonvauto Puebla, S.A. de C.V.	Mexico		1	2	Baker Tilly
Gonvauto South Carolina LLC.	USA		1	1	N/A
Gonvauto Thüringen, GmbH	Germany	1		1	PWC
Laser Blanking Germany, GmbH	Germany	1		1	N/A
MAG Aliança Automóveis do Brasil SSC S.A.	Brazil		0.25	2	KPMG
SGK LLC	Russia		0.5	2	Baker Tilly
Steel & Alloy Holding Ltd.	United Kingdom	1		4	PWC
Steel & Alloy Processing Ltd	United Kingdom		1	1	PWC
Gonvarri Material Handling AS	Norway	1		11	PWC
Constructor Danmark A/S Denmark	Denmark		1	11	PWC
Manufacturer Dexion Holland BV	Netherlands		1	11	216 Accountans BV
Finland OY	Finland		1	11	KPMG
Constructor Norge AS Norway	Norway		1	11	PWC
Constructor Rus LLC	Russia		1	11	Kept
Constructor Shared Services AB Sweden	Sweden		1	11	PWC
Constructor Sverige AS Sweden	Sweden		1	11	PWC
Dexion Automation AG	Switzerland		1	11	PWC
Dexion GmbH	Germany		1	11	PWC
Dexion KFT Hungary	Hungary		1	11	Bergmann KONYVSZAKERTO Kft
Dexion Material Handling Ltd	United Kingdom		1	11	Hillier Hopkins
Dexion Nv/SA Belgium	Belgium		1	11	KPMG
Dexion Austria GmbH	Austria		1	11	PWC
Dexion Polska Sp. z o.o. Poland	Poland		1	11	Polska Grupa Audytorska SP. ZO.O.
Dexion Spol Sro Slovakia	Slovakia		1	11	Ms Jana Meszarosova
Dexion Storage Solution Unipessoal LDA	Portugal		1	11	N/A
Dexion Storage Solutions SRL, Romania	Romania		1	11	PWC

Gonvarrack Canada Inc.	Canada		0.51	11	EY
Gonvarrack US Inc.	USA		0.51	11	EY
Constructor Material Handling US Inc	USA		1	11	N/A
Dexion S.r.o. Czech Republic	Czech Republic		1	11	Proxy Audits SRO
Gonvarri Material Handling Colombia S.A.S.	Colombia		1	11	N/A
Gonvarri Material Handling, S.L.	Spain (Madrid)		1	4	N/A
Gonvarri Stålteknik AB	Sweden		1	11	PWC
Kredit SRO Czech Republic	Czech Republic		1	11	PWC
Gonvarri Steelworks, S.A.	Portugal	1		2	PWC
Gonvauto Galicia, S.A.	Spain (Galicia)	1		2	PWC
Gonvauto Navarra, S.A.	Spain (Navarra)	1		1	PWC
Gonvauto, S.A.	Spain (Barcelona)	1		1	PWC
Láser Automotive Barcelona, S.L.	Spain (Barcelona)	0.7		1	N/A
Láser Automotive Valencia, S.L.	Spain (Valencia)	0.7		1	N/A
Láser Automotive Zaragoza, S.L.	Spain (Zaragoza)	0.7		1	N/A
Riera Tutó Valencia, S.L.	Spain (Valencia)	0.7		2	N/A
Riera Tutó, S.L.	Spain (Barcelona)	0.7		2	PWC
Çepas Galvaniz, Sanayi Anonim Şirketi	Turkey		1	2	Deneyim (Nexa)
GMS France SAS	France		1	9	N/A
Gonvarri Agrotech, S.L.	Spain (Asturias)		1	12	N/A
Gonvarri Asturias, S.A.	Spain (Asturias)		1	2	PWC
Gonvarri Chile Estructuras Metálicas, Ltda.	Chile		1	9	N/A
Gonvarri MS Baja California S.A.	Mexico		1	5	N/A
Gonvarri MS Colombia, S.A.S, S.L.	Colombia		1	2	PWC
Gonvarri MS Corporate, S.L.	Spain (Bilbao)	1		4	PWC
Gonvarri MS Peru, S.A.C.	Peru		1	10	N/A
Gonvarri MS R&D, SL	Spain (Madrid)		1	9	PWC
Road Steel Engineering, SL	Spain (Valladolid)		1	2	PWC
Gonvarri I Trading Portugal	Portugal	1		2	N/A
Gonvarri I. Trading, S.L.	Spain (Madrid)	1		10	N/A
Gonvarri Industrial Maroc, S.A.	Morocco	1		5	AC
Gonvarri Italia, S.p.A.	Italy	1		5	N/A

Gonvasolar, S.L.	Spain (Madrid)	1		9	N/A
H2Greem Global Solutions, S.L.	Spain (Madrid)	0.54		9	N/A
Andean Energy Investments	Argentina	0.05		10	n/A
Joint SGH, S.L	Spain (Madrid)	0.5		4	N/A
Laserboost	Spain (Barcelona)	0.9		5	N/A
Rejillas Calibradas S.L.	Spain (Barcelona)	1		2	PWC
Suministros Industriales de Acero y Accesorios, S.L. (SIMA)	Spain (Valencia)		1	2	N/A
Perfometal Perforation Metal Limited Liability Company	Portugal		1	2	N/A
Lámina Perforada, S.L	Spain (Barcelona)		1	2	N/A
Chapa Perforada, S.L	Spain (Barcelona)		1	2	N/A
Sogei S.A	Spain (Madrid)	0.7		5	MAG Auditors
Flejes Industriales, SA	Spain (Alicante)	1		1	PWC
Gonvauto Asturias, SL	Spain (Madrid)	1		1	PWC
Gonvarri Solar Steel Chile S.P.A	Chile		1	9	N/A
Gonvarri Solar Steel US, Inc	USA		1	9	N/A
Gonvarri Solar Steel, S.L	Spain (Asturias)		1	9	PWC
Solar Steel Italy	Italy		1	9	N/A
Solar Steel Services, S.L	Spain (Asturias)		1	2	N/A
Suports Desarrollo y Soluciones, SL	Spain (Valencia)		1	5	N/A
Suports Energia Sustentable México S.A.P.I. de C.V	Mexico		1	5	N/A
Viantia Testing Facility, S.L	Spain (Palencia)	0.02	0.98	5	N/A
Gonvarri Solar Steel Peru, S.A.C.	Peru		1	10	N/A

