Copreci

Sustainability Report

2024

Statement of Non-Financial Information

HUMANITY AT WORK

MONDRAGON

Index

1 Letter from the President

Amaia Salbide
President of Copreci S.Coop.

This document not only reflects our commitment to social and environmental responsibility, but also addresses the challenges and opportunities we face in an increasingly complex global environment.

Over the past year, we have witnessed significant currency fluctuations and an ever-changing geopolitical landscape. These factors have impacted our operations and strategies, forcing us to adapt quickly to maintain our competitiveness and sustainability. Despite these challenges, we have managed to implement initiatives that not only seek to mitigate risks, but also promote sustainable and responsible growth.

In order to successfully navigate this environment, we have initiated the development of Copreci's new 2025-2028 Strategic Plan. This plan will allow us to establish a clear and ambitious roadmap for the coming years, aligning our sustainability goals with the needs of the market and the expectations of Copreci's partners. We are committed to remaining leaders in our sector, and this plan will be fundamental to achieving that goal.

In addition, we have initiated a cooperative culture transformation project at Copreci. This project aims to strengthen the ownership, pride of belonging and commitment of all our members. We believe that a strong organizational culture is essential to face the challenges of the future and to foster an environment where each of us (or each team member) feels valued and motivated to contribute to the success of our project.

Through this transformation, we seek to create a space where collaboration, innovation and sustainability are fundamental pillars. We want every person at Copreci to feel an integral part of our mission and vision, and together we can build a more resilient and prosperous future.

I sincerely appreciate the ongoing commitment and dedication of everyone at Copreci in this joint journey. It is not just about reaching the top but about climbing together.

Sincerely
Amaia Salbide, President of Copreci S.Coop.

"We innovate and develop our businesses sustainably to drive social transformation that generates opportunities, promotes equity and contributes to the well-being of our communities."

"Commitment to sustainability will drive our strategic plan 2025-2028"

Javier García
CEO

We integrate sustainability from the people, fostering awareness, strengthening commitments and building a shared and resilient future. We firmly believe that every individual action can become a catalyst for collective change towards a more equitable, prosperous and sustainable world for future generations. This approach is at the core of the newly developed 2025-2028 strategic plan, which will guide all our initiatives and decisions towards a lasting positive impact.

Our ambition is to be a leader in this new economy, standing out for our competitiveness by offering a unique and enduring value proposition. We aspire to transcend beyond the products and systems we offer, making a positive impact on both environmental protection and social well-being.
I would like to express my deepest gratitude to everyone who has contributed to our sustainability efforts. From our employees who have driven initiatives in their work environments, to our partners and stakeholders who have given us their ongoing support. Let us continue to work together to build a more sustainable future, guided by the goals of our 2025-2028 strategic plan.

2 We are Copreci

Our Identity

COPRECI is a Global Leading Business Group with worldwide presence, in the development and manufacture of components, solutions to functions, electronics and systems in the sector of Domestic Equipment in White Goods, Outdoor, Home Comfort and Professional Sector.

The GROUP is made up of the parent plant **COPRECI S.COOP, Cooperative** founded in 1963 in the town of Aretxabaleta (Guipúzcoa) and its subsidiaries throughout the world and with presence in different regions (America, Europe and Asia).

COPRECI has been a leader in the sector for more than half a century. From day one, we have given meaning and consistency to our purpose of contributing through the creation of value, to generate healthy, comfortable and safe experiences, based on cooperative principles and with our ability to generate wealth we have promoted social, environmental and economic development in a lasting way wherever we are present.

The companies MAEL COCCION S.L., MAELITZ S.L. and SOLUCIONES TECNOLOGICAS INTEGRACION Y AUTOMATIZACION S.L. will hereinafter be referred to as GRUPO MAEL.

The COPRECI GROUP is present in 8 different countries. Several of our plants have a long history and experience, and in others we are starting new challenges. For us it is important to highlight this history: in 2024 we celebrated 35 years since the inauguration of our first plant abroad, Copreci Mexico. And we also celebrated the 20th anniversary of our Copreci China plant.

This report does not include information on the recently inaugurated Copreci Egypt plant, as it is considered that due to its recently initiated activity it does not have a significant impact on the data presented in this report.

- COPRECI DE MEXICO, SA DE CV in Guadalajara 44940 Jalisco, Mexico
- COPRECI SYSTEMS, S.R.L. 31015 Conegliano (TV), Italy
- COPRECI TR.LTD.STI. Dilovasi/KOCAELI, Turkey
- COPRECI CHINA at 519040 Zhuhai, China
- COPRECI CZ, S.R.O. Dvorce u Bruntálu, Czech Republic
- COPRECI USA 72209 Little Rock (Arkansas) USA
- MAEL COCCION S.L. in 50014 Zaragoza, Spain
- MAELITZ S.L in 50014 Zaragoza, Spain
- SOLUCIONES TECNOLÓGICAS INTEGRACIÓN Y AUTOMATIZACIÓN S.L. in 50014 Zaragoza, Spain
- COPRECI EGYPT FOR MANUFACTURING, in 44619 EL-SHARKIA, Egypt

"We enable a balance between economic growth, environmental protection and social welfare."

The COPRECI GROUP as a member of the MONDRAGON GROUP is a benchmark for its commitment to the environment, competitive improvement, innovation and the creation of differential value, always with the aim of generating wealth in society through business development and the creation of sustainable employment. This is a global project with deep cultural roots and consolidated presence around the world.

Sustainability has always been in the DNA of our cooperative organizational model. We did not start from scratch, ours is an experience that innovatively integrated the economic and social dimensions of development. This is the valuable heritage we have received, and now it is up to us to continue and update it, integrating the new challenges we face, from a global perspective and promoting sustainable development.

2.2. Singular company model

WE ARE RESPONSIBLE PEOPLE AND PROTAGONISTS

"A participatory business model with the human factor playing a leading role".

We are people who join forces to make a better, different, inclusive, responsible, equitable and supportive future. SUSTAINABLE. Socially, economically and environmentally.

COPRECI is a people-centered project, rooted wherever we are present, and embedded in the territorial space as a place of identification, representation, and belonging. Cooperativism places people at the center in a fair, democratic, and efficient way to achieve economic stability and sustainable welfare.

The cooperative model places the practice of democracy at the center of the business environment, and, as a result, empowers its members with decision-making authority. Our Cooperative Principles promote free membership, democratic organization, labor sovereignty, self-demand and co-responsibility, participation in management, equitable remuneration for work, solidarity in remuneration, education and lifelong learning, equal opportunities, stable and quality employment, inter-cooperation, social transformation, and universality, among others.

And this status of being both owners and protagonists of the cooperative project at the same time contributes to the development of a more challenging model that combines efficient management with commitment and co-responsibility.

RESPONSIBLE FOR THE PLANET

"A just and equitable society. A planet to care for".

The distinctive feature of the cooperative lies in its vocation as an instrument of structural transformation. We collaborate with other stakeholders to foster community well-being and safeguard the environmental dimensions of the territories where we are present. The mechanisms used in this endeavor—such as social initiatives, the mobilization of community resources, and the collective involvement of all the Group's cooperatives—encourage innovative projects across diverse economic and social spheres, guided by principles of community self-governance.

Our experience aspires to leave future generations a socio-business project that improves the environment, society, and the planet. Rooted in our sense of belonging, identity, and origins, we generate unique value for our clients—value that is difficult to replicate.
We build a Value Proposition where competitiveness, innovation, and the creation of distinctive value are integral to the project, extending far beyond the products or systems we deliver.
Ours is not only a business initiative, but also a personal and community life project—one where people come together as a team to make sustainable value creation possible. In this model, economic variables serve as a foundation to uphold human dignity and promote equitable growth.
This horizon calls upon the best in each person, offering a distinctive model and meaningful results for both our clients and the society we serve.

WE CREATE DIFFERENTIAL VALUE IN A SUSTAINABLE WAY

"The creation of wealth, economic development, and the material basis for the well-being of society"

Ours is an Experience that aspires to leave for future generations a socio-business project that results in the improvement of the environment, society and the planet. Through our sense of belonging, identity and roots, we create a differential value for our clients that is difficult to copy. We build a Value Proposition where competitiveness, innovation and the creation of differential value are present in the project and transcend beyond the product or system we offer. Ours is an experience of personal and community life project, from where people form a team and make possible the project of sustainable value creation, and in which economic variables are the support to bring the dignity of people and their vital growth to an adequate and equitable level. This is a horizon that appeals to the best of each person and thus provides a differential model and result for our clients and for the society we reach.

2.3. Contribution to sustainable development goals

Copreci, through its activity, plays an active role in the achievement of the SDGs.
The priority SDGs to which Copreci can contribute the most value and have the greatest impact are the following:

WE ARE CO-RESPONSIBLE PEOPLE AND PROTAGONISTS

RESPONSIBLE WITH THE PLANET

WE CREATE DIFFERENTIAL VALUE SUSTAINABLY

ODS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
We are co-responsible people and protagonists				●				●				●	●			●	
Responsible with the planet				●		●	●	●	●		●	●	●				
We create differential value sustainably								●	●			●					●

4 QUALITY EDUCATION

SDG 4.
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

11 SUSTAINABLE CITIES AND COMMUNITIES

SDG 11.
Make cities and human settlements inclusive, safe, resilient and sustainable.

6 CLEAN WATER AND SANITATION

SDG 6.
Ensure availability and sustainable management of water and sanitation for all.

12 RESPONSIBLE PRODUCTION AND CONSUMPTION

SDG 12.
Responsible production and consumption.

ENERGY 7 AFFORDABLE AND NON-POLLUTING

ODS 7.
Ensuring access to affordable, safe, sustainable and modern energy for all

13 CLIMATE ACTION

ODS 13.
Climate Action

8 DECENT WORK AND ECONOMIC GROWTH

ODS 8.
Decent work and economic growth

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ODS 16.
Peace, Justice and solid institutions.

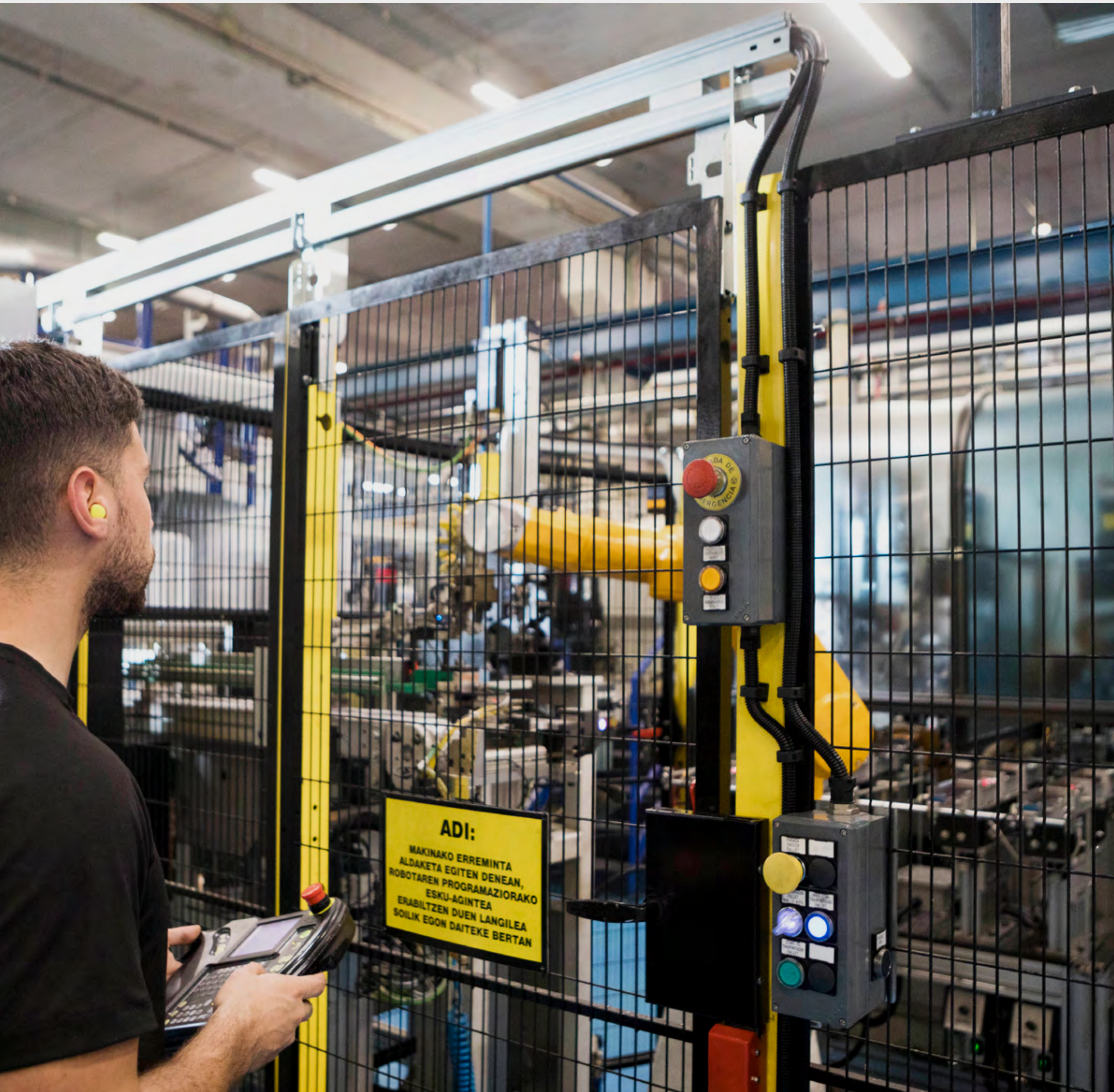
9 INDUSTRY, INNOVATION AND INFRAES-TRUCTURE

ODS 9.
Industry, innovation and infrastructure

17 ALLIANCES FOR TO ACHIEVE THE GOALS

ODS 17. A
lianzas para el desarrollo Sostenible.

3 We are people
co-responsible and protagonists



"We are Copreci, co-responsible people and protagonists who share a Cooperative Project".

3.1. Shared and Cooperative Project

“We guarantee solid governance of the COPRECI Group and promote cooperative and competitive behaviors through a model that is cooperative, participative, responsible, ethical, and integrated.”

“Cooperation makes us stronger and enables us to face a complex and changing future with the spirit, strength, and resources necessary to meet the demanding challenges ahead.”

3.1.1. Cooperative Governance

The cooperative model—rooted in the principles that inspire our working community—aims to meet the human and social aspirations of our members by building a profitable and resilient business structure. It places cooperation at the service of people, fostering solidarity with both the world and the environment to which we belong.

The companies of the COPRECI Group follow the Corporate Governance guidelines of the parent company, COPRECI S. Coop. As a cooperative, it has a distinctive nature. Governance, management, and representation are exercised through its official bodies, in accordance with the statutes and regulations that define and organize each one of them within their own structure.

Cooperation makes us stronger.

In order to ensure that the Cooperative's governing bodies and the exercise of their functions are truly democratic, we encourage the members to become involved in their election, in their membership, and to participate actively in the network of communications and decision making proper to a system of participation and sovereignty of labor.

Surveillance Committee

General Assembly

Governing Council

Social Council

General Manager - Board of Directors

REGIONAL MANAGEMENT
- Agents
- Sales Offices

BUSINESS MANAGEMENT

PLANT MANAGEMENT

CORPORATE MANAGEMENT

Governing bodies	Functions and Main Features
General Assembly	The **General Assembly**, a body constituted by all the members, is the meeting point where the project defined by all is shared and approved. This body deliberates and reaches agreements on matters within its competence, including examining and censuring the management of the company, approving the accounts and balance sheets, agreeing on the distribution of surpluses and establishing the criteria for the application of the contribution for cooperative education and promotion and other purposes of interest.
Governing Council	The **Governing Council** is the collegiate body responsible for the management and representation of the Cooperative. It governs, approves and supervises the institutional and strategic scope. It exercises all the powers in this regard, except those expressly reserved by law or the Bylaws to other corporate bodies. It is empowered to establish general guidelines for the company's actions and to carry out other acts attributed to it by current legislation and the Cooperative's Bylaws.
Board of Directors	The **Management,** appointed by the Governing Council and assisted and advised by proposes and executes the strategic and operational management area. The **Board of Directors** is the highest body of the company in all matters relating to business functions, acting under the supervision of the Board of Directors. Its main function is to foresee, plan and promote the company's business development in all areas of social and business management.
Surveillance Committee	Its main functions are to review the annual accounts, review the company's books, oversee the process of selection and appointment by the Assembly of the members of the other bodies and any others expressly entrusted to it by law.

The relationships between the different bodies of the Cooperative (mainly the Governing Council, the Board of Directors and the Social Council) are established in the set of rules, principles and procedures that regulate the structure and operation of the governing bodies, called **Cooperative Governance.** In exercising their responsibilities, these corporate bodies will always bear in mind the shared project approved by the General Assembly, and their actions will be aimed at prioritizing the general interest of the Cooperative.

The democratic nature of the Cooperative implies, in addition to its corporate aspect, a progressive development of self-management and, consequently, of the participation of the members in the sphere of business management, through the mechanisms and channels of participation and information transparency in relation to the evolution of the basic management variables of the Cooperative.

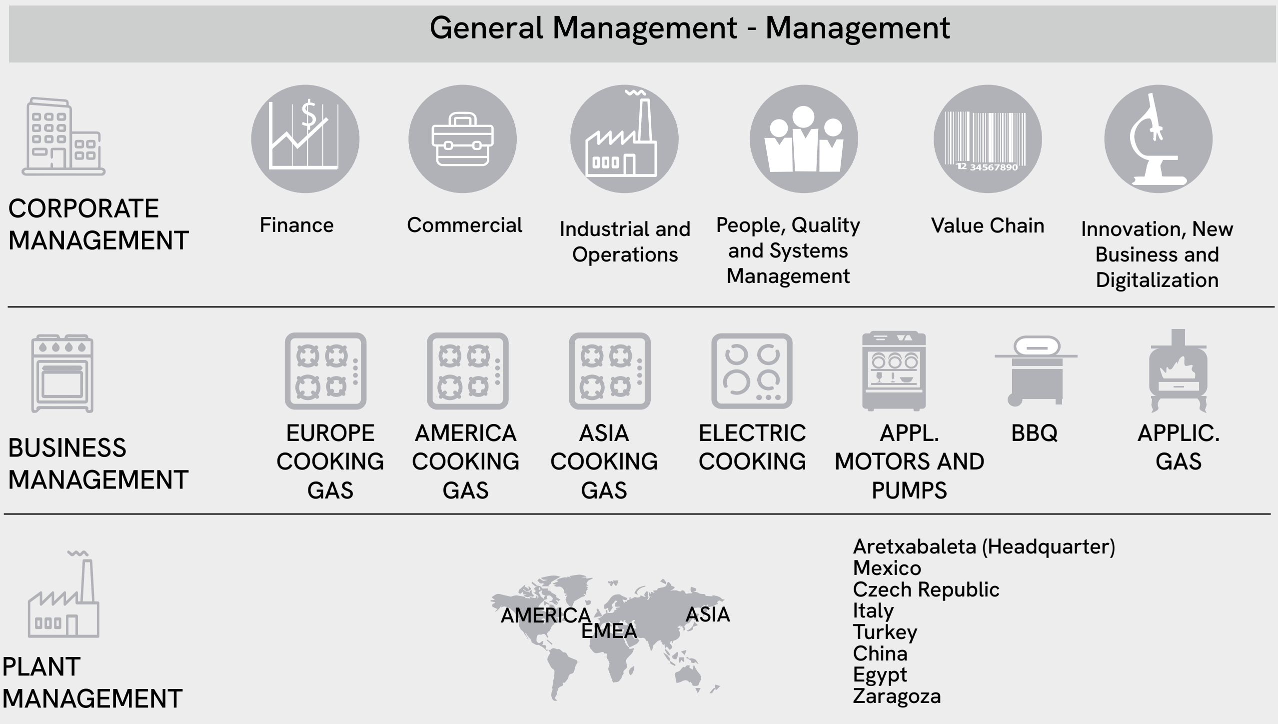
Thus, the Social Council meets monthly under the chairmanship of the Governing Council. In addition, different specific Committees have been established in which the Social Council participates, and which meet with different frequencies during the year depending on their purpose. In these Committees the representatives of the Social Council participate together with different bodies (sometimes together with the Governing Council, together with the Board of Directors or even together with other cooperatives of the Mondragon Group and the Fagor Group). These different committees deal with issues such as labor calendar, PRL, Basque language, social transformation, training aids of personal interest...

This governance is based on trust and management ethics. The model takes care of the integral development of the people who are part of the project.

To this end, it is open to the participation of people in the decision-making bodies, to their apprenticeship as members of the bodies, to the transversality in their composition, to the presence of women on , to equal opportunities to reach the bodies in a democratic manner and all this within a self-regulating management framework that guarantees the balance of interests.

Group Management Model

The COPRECI Group is today an organization integrated by Corporate Areas, Operational Areas, and Businesses through which we develop the Business Partner Project in different Regions and through an operational activity with the different Production Plants of the Group, with Alliances, Agents and Delegations all over the world.



Our **Cooperative Governance Model** is combined with a **Integrated Management Model** (accredited with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 Certifications), which comply with the principles of sustainable development: society, environment and economy, allowing the needs of our different stakeholders to be met through COPRECI's Business Partner Project.

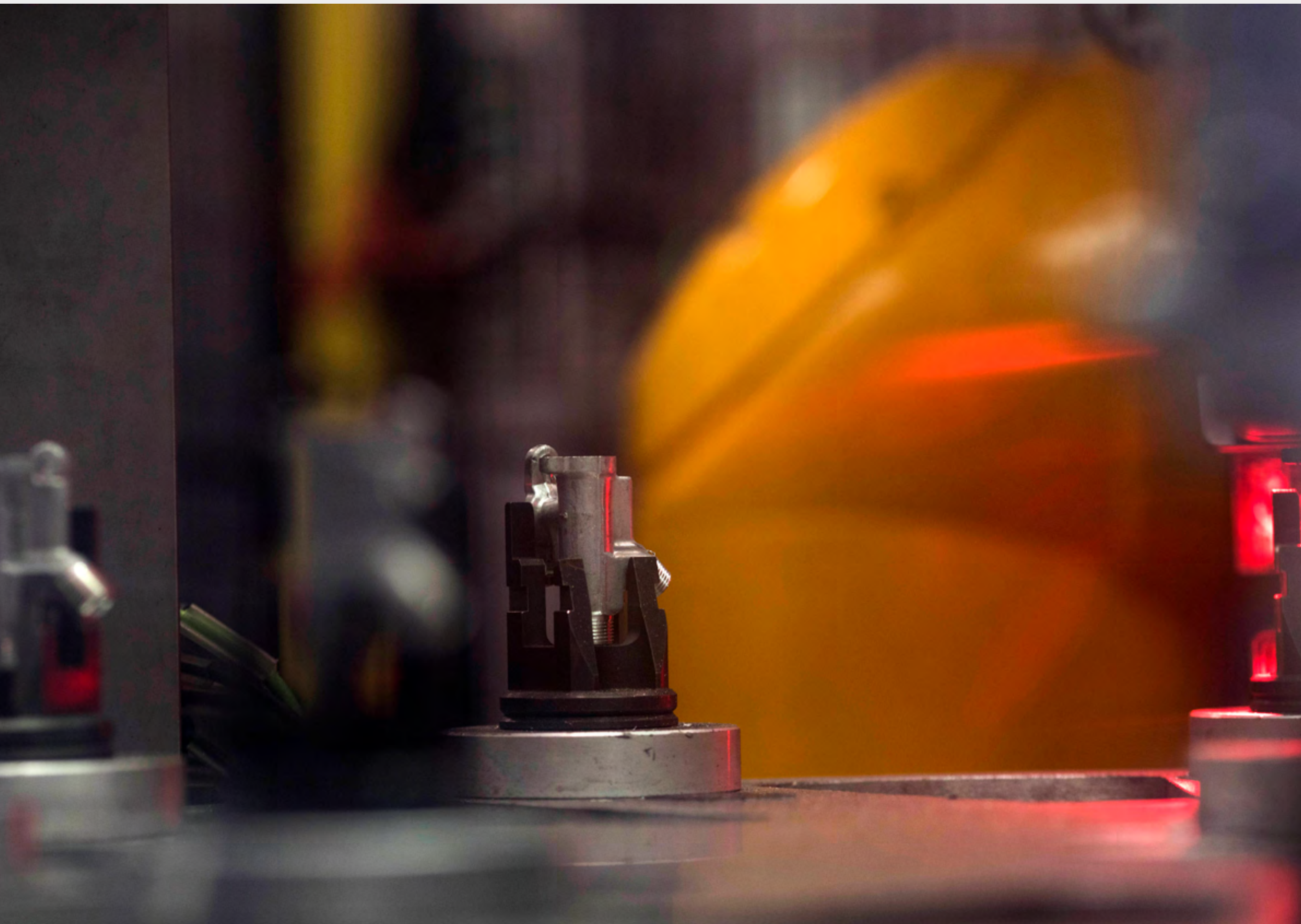
Mission, Vision and Values

COPRECI's PURPOSE

"To contribute to generating healthy, comfortable and safe experiences, based on cooperative principles and promoting sustainable, economic and social development in a lasting manner wherever we are present".

COPRECI'S CORPORATE MISSION

- To grow and generate economic and social benefits in the environment in which we are, allowing us to continue creating jobs and developing the cooperative project committed to Sustainable Development.
- With a global vision that, integrating all the plants, drives our international leadership.
- Increasing the added value for our customers, improving our competitive position through innovation and inter-cooperation.
- Adopting the digital transformation.
- In which our commitment and leadership, individually and collectively, increases the employability of the people who make up COPRECI and the pride of belonging, achieving maximum efficiency.



Corporate values

COPRECI, as members of the MONDRAGON Group, bases its values on the basic cooperative principles. These principles gather a set of ideas forged through more than six decades of experience of the Group's cooperatives.

COPRECI applies the basic principles of the cooperative experience in all its activity and integrates them through the Declaration of Principles that heads its Bylaws and Internal Regulations.

These values define COPRECI's character, creating a sense of identity that fosters cohesion and develops a differentiated management philosophy.

01 Customer satisfaction

Knowing how to listen with humility, participating in their global projects and providing them with a differential that is difficult for our competitors to copy.

02 Innovation

As a means to improve our competitive position and providing value that allows us to differentiate ourselves in the market, acting with agility and efficiency.

03 Trust in people

We are an ambitious company that promotes the protagonism of people to achieve its objectives. Committed and self-demanding people. To this end, we rely on established patterns of change and make our cultural diversity a competitive advantage.

04 Intercooperation

We believe that colla-boration between our teams, other cooperati-ves and external partners is key to achieving our success.

Risks, challenges and material issues

The analysis of the environment and the internal analysis, which allows the identification of risks and opportunities in the different management areas and their impacts, are carried out as indicated in the Integrated Management System.

The Risk Committee Quarterly Management Team, has deployed during 2024 its work plan, based on the following methodology:

- Review of the universe (categorization) of Risks and weightings. Identifying new risks.
- We shared the diagnosis and action plan undertaken to minimize risks with weighting equal to or greater than 8.
- We reevaluated the weightings.
- We update the "traffic light" Risk/Plan Table.
- We incorporate the Report to the Management Control of the Copreci Group's Board of Directors
- In parallel, an extraordinary committee is convened when extraordinary risk situations are detected, where actions are deployed in order to minimize such risk.

During 2024, the composition of the risk committee has been updated. The entire management team participates, as well as members of the Board of Directors. Work has continued on incorporating into the risk map the risks and opportunities derived from climate risk to be reported in accordance with TCFD, CDP, SBTi... with the idea that it will be a single map.

The monitoring body for each of the categorized risks has been incorporated into the risk map. Work has begun on the table of opportunities, which is still awaiting maturity.

The following table shows the management model used by COPRECI for each of the RELEVANT MATERIAL ISSUES according to the risk analysis developed in its strategic management process:

<table>
<tr><th colspan="2">Economy</th><th>Management Model</th></tr>
<tr><td>SUSTAINABLE ECONOMIC GROWTH AND VALUE CREATION</td><td>To grow in a sustained manner today and tomorrow, developing each of the regions, through the transformation of current businesses and the development of new business models, guaranteeing economic and financial soundness.</td><td rowspan="3">▪ Integrated Management System (ISO 9001 certified)
▪ Integrated Management System (ISO 14001 certified)
▪ Integrated Management System (ISO 45001 certified)
▪ Code of Conduct.
▪ Mechanism of Cooperative Intercooperation
▪ Mechanisms of collaboration and Intercooperative alliances (University, Technological Centers... of the Group).</td></tr>
<tr><td>ALLIANCES AND OPEN ECO SYSTEM</td><td>To generate an ecosystem of alliances that reinforces our competitive position in the contribution of a differential value.</td></tr>
<tr><td>RESPONSIBLE MANAGEMENT OF THE SUPPLY CHAIN</td><td>Promote the alignment of suppliers with the Group's needs and requirements (environmental product declaration, sustainable purchasing, social responsibility, etc.), guaranteeing the development of a sustainable value chain.</td></tr>
<tr><td colspan="3">RISK MANAGEMENT
▪ Financial and Credit Risks
▪ Customers and Supply
▪ Suppliers and Third Parties
▪ Materials Risk
▪ Process Risk
▪ Operational Risks
▪ Fire Risks</td></tr>
</table>

Ethics and good governance		Management Model
CORPORATE GOVERNANCE	Ensure the sound governance of the Group through cooperative and competitive principles, values and behaviors, learning from the identification and management of risks, and sharing governance internally and externally through transparency and participation.	▪ Bylaws (EE. SS.) ▪ Internal Cooperative Regulations (RIC) ▪ Organizational Culture Model. Integrated Management System (ISO 9001 certified) ▪ Integrated Management System (ISO 45001 certified) ▪ Risk assessment in SGSSL. ▪ Code of Conduct.
ETHICS AND INTEGRITY IN BUSINESS	To guarantee the ethical and responsible behavior of the governing bodies and of each person in the GROUP, to ensure the soundness of our principles and values.	

RISK MANAGEMENT

- Strategic, especially the integration of sustainability into the strategy.
- Geopolitical (Country risk in the countries where we operate)
- Legal risks
- IT-Information, (Cybersecurity)
- Reputational and Social Responsibility. These are situations already identified in our code of conduct.

On the one hand, on corruption and bribery risks, the offering, giving and acceptance of gifts or personal benefits, the introduction of money of illicit origin, the illicit actions of any member of the Copreci Group and the risk of inappropriate and/or illegal actions by employees.
On the other hand, on risks related to Human Rights, the Copreci Group has a commitment to Human Rights that seeks to ensure respect for the dignity of all people and their inherent rights. In this perspective, the Copreci Group has decided to identify the social and labor risks arising from its activities in the different areas and countries in which it operates.

Environment		Management Model
EFFICIENT RESOURCE MANAGE-MENT (ENERGY, WATER AND WASTE)	Efficient and circular management of natural resources (energy, water and all waste generated) and encouraging the use of sustainable materials throughout their life cycle, ensuring compliance and adaptation to regulations and taking into account the requirements of our customers on environmental issues.	▪ Integrated management system certified ISO 14001 ▪ Application of eco-design to improve the energy efficiency of our products. ▪ Risk assessment in EMS ▪ Code of Conduct
CLIMATE CHANGE / EMISSIONS	Reduce the impact we generate to the climate as an organization by integrating climate risk and its opportunities in the development strategy of the socio-business project.	

RISK MANAGEMENT
- Operational Risks, related to the integrative approach of the value chain and how to integrate sustainability criteria in the supply chain.
- Environmental Risks,
  - Driving the elimination of the use of hazardous and/or non-permitted materials.
  - The waste of resources (water, energy, materials...)
  - The generation of hazardous waste.

One-off and chronic Climate Risks. We recognize the urgency of climate change, as well as the new requirements derived from this situation and the fact that reducing the impact we generate on the climate as an organization is fundamental for the development of our socio-business project.

Labor Practices		Management Model
EMPLOYMENT QUALITY	Create employment and offer stable and quality jobs that promote the welfare of workers.	▪ Bylaws (EE. SS) ▪ Internal Cooperative Regulations (RIC) ▪ Regulations related to the regulation of working hours, remuneration, quality of employment. ▪ Integrated Management System. ▪ Code of Conduct
SAFETY AND HEALTH AT WORK	Ensure compliance with health, safety and occupational risk prevention measures, with special focus on preventive actions and staff training, in order to reduce the accident rate and staff absenteeism.	▪ Integrated management system (certified according to ISO 45001) ▪ Risk assessment in SGSSL and Occupational Health and Safety Committees (OHS) + Occupational Risk Prevention (ORP) ▪ Code of Conduct
DIVERSITY AND EQUAL OPPORTUNITY. NON-DISCRIMINATION.	Promote an inclusive, non-discriminatory and fair work environment based on respect for diversity and equal opportunities for all people.	▪ Bylaws (EE. SS) ▪ Internal Cooperative Regulations (RIC) ▪ Integrated Management System (Code of Conduct). ▪ Protocol against harassment ▪ Equality Plan
ATTRACTION AND RETENTION OF TALENT AND ORGANIZATIONAL LEARNING	Promote environments that facilitate the professional development of employees, aligned with the organization's strategy, so that this development is also projected externally, strengthening our company brand, rooted in a culture of co-responsibility and protagonism.	▪ Corporate Bylaws (SS) ▪ Internal Cooperative Regulations (RIC) ▪ Regulations related to the regulation of working time, remuneration, benefits, etc. ▪ Integrated Management System. ▪ Mechanisms of Cooperative Intercooperation ▪ Mechanisms of collaboration and Intercooperative alliances (University, Technological Centers. of the Group)
RISK MANAGEMENT	- Operational Risks, such as the reduction in the number of accidents and incidents - People and Work Environment: the possible difficulties in attracting and retaining talent, the difficulties for our people to adapt their profile to the profiles required in the future.	

Quality and Value Proposition in our products and systems		Management Model
INNOVATION AND CIRCULAR ECONOMY	Innovate with agility and efficiency, to offer products and systems, generating a differential added value to our customers, so that together we can offer more sustainable solutions to the market, minimizing the impact on the climate through a circular economy.	▪ Integrated Management System (ISO 9001 certified) ▪ Integrated Management System (ISO 14001 certified) ▪ Mechanism of Cooperative Intercooperation ▪ Mechanisms of collaboration and Intercooperative alliances (University, Technological Centers. of the Group).
QUALITY AND RELIABILITY OF PRODUCTS, SYSTEMS AND SERVICES	To provide value and guarantee a competitive efficiency that ensures the quality and reliability of our products, systems, solutions and services.	
RISK MANAGEMENT Strategic risks: innovation is strategy, and after the integration of sustainability, it also becomes a challenge to innovate in sustainable products, processes and services and from the perspective of circular economy, if we want to remain leaders, attract talent, prepare ourselves for a changing environment and continue to meet the expectations of stakeholders.		

Subjects society		Management Model
SOCIAL TRANSFORMATION	Active participation in the local environment and in society through collaboration in social action and solidarity initiatives that promote social and economic progress, taking into account the welfare of citizens and with the aim of creating wealth by leaving a legacy.	▪ Corporate Bylaws (EE. SS.) and Regulations regarding Performance Remuneration. ▪ COPRECI Social Transformation System and Regulations Model ▪ FAGOR Group Social Transformation System and Regulations Model ▪ MONDRAGON Group System and Regulations Model

STRATEGIC OBJECTIVES in GOVERNANCE

COOPERATIVE GOVERNANCE through sound governance processes that foster clarity of bodies, competence of members and trusting relationships.

GROUP MANAGEMENT. Holistic integration of the sustainability strategy and management system throughout the entire GRUPO organization. Sustainability as a driver and differentiating element of competitiveness and cultural to all people and businesses of COPRECI to contribute to the project, the planet and the legacy.

RISK MANAGEMENT. Follow the active Risk Management Model, which anticipates and establishes action measures integrating the Group, integrating the risk models in action to the climate, the issues of double materiality and reporting models.

INTERNAL AND EXTERNAL COMMUNICATION. Highlighting our contribution, our differential value and our know-how.

3.1.2. A Competitive and Cooperative Culture.

The cooperative model is based on a culture in which people get involved, fulfill their commitments and set ambitious goals for themselves as workers and owners. A culture in which, from a perspective of cooperative responsibility, self-demanding decisions are made regarding issues such as the distribution of results, levels of salary advances, profitability objectives, appropriate financial ratios, ambitious business objectives, etc.

This culture is generated on a daily basis with a cooperative leadership style, with the way of working as a team and taking care of the common good, with high information, learning, participation and autonomy systems.

"The competitive and cooperative organizational culture, through protagonism and co-responsibility towards the shared project drives the COPRECI project".

We work on transversal competencies, which implies developing the restlessness and interest in learning, the ability to relate issues, to manage an ecosystem of collaborations and inter-cooperation and social skills, as well as the ability to adapt to a very changing environment, with great flexibility, in an open, interconnected and agile organization, which evolves.

STRATEGIC OBJECTIVES in the Competitive and Cooperative Culture

- Strengthen the commitment of people in the construction of the cooperative culture, advancing through the development of future competencies and behaviors in the transformation of people and in the transformation of the organization's systems to the new context.
- Team plans and personal improvement plans that help us in the transformation and evolution we need to achieve the challenges of our socio-business project, working on the awareness and added value of the teams, for the organization and the project.
- Processes of reflection and dialogue around key elements of our model, in order to take into account the disruptive changes and the future evolution of business and society, update them and make coherent decisions at all levels: co-responsibility, legacy, protection of the collective, solidarity, purpose of the cooperative project, cooperative leadership, etc.

In 2024 we have continued to shape the self-assessment process that we incorporated in 2023, where the individual, based on feedback from the previous year, performs a self-assessment of the employee's progress and a proposal of the competencies to be strengthened, which is contrasted and enriched together with the employee's manager.

In addition, during 2024 we wanted to focus on the organization's culture.
Culture is the set of collective behaviors prevailing in an organization. And its generation is strongly conditioned by the style of relationships and by the work systems that leaders and managers promote. In turn, culture has a strong impact on how people feel, their level of satisfaction and commitment. This also has an impact on the response that the organization gives to its market and on its competitiveness in the medium term.
In order to know the culture of our organization and the level of commitment of everyone, we have carried out a culture survey where the voluntary participation was 68%.
With the results of the analysis, in 2025 we will work on an action plan to develop a more constructive culture.

3.1.3. Apprenticeship. Employability.

"We promote environments that facilitate the professional development of people aligned with the organization's strategy, strengthening our company brand, rooted in a culture of co-responsibility and protagonism."

More than ever, companies need to have the knowledge, skills and ability to read the ever-changing environment and consciously evolve in a way that allows people to develop their potential in a sustained manner. This is definitely a key aspect of the evolution of work.

This means managing the day-to-day efficiently and keeping an eye on the future, and this affects people in a decisive way. Employability varies according to the evolution of capabilities, skills and personal attributes, so that the person uses them and works on his employability to contribute through his work and skills to the needs of the cooperative. We are therefore talking about a dynamic aspect where working and learning go hand in hand.

It is a concept that is complemented by talent management processes where we work, how to capture and attract the necessary talent and how to manage the evolution of current profiles. To this, we must add inputs such as the demographic pyramid, the technological revolution, robotization, digitalization and other aspects that will have an impact on the global value chain and therefore on the map of necessary professions.

Making people competent and up to date requires developing the current learning model, which being complete and addressing different variables (professional training, societal, occupational health, mentoring, languages, etc.) needs to be refined in subjects and methodologies according to the speed that the environment demands.

"We practice an open culture based on learning and on the creation of value that each of us brings in a differential way to the project and to society."

In 2024, we have made a special commitment to internal promotion, in order to boost the professional development of our employees. This tool aims to reinforce motivation and provide the opportunity to face new challenges and grow in new professional areas.

Talent Management

"We promote environments that facilitate the attraction of new talent, aligned with the Copreci Project strategy."

We collaborate with training centers, universities and technology centers in order to incorporate students and new talent to our project. We develop knowledge networks and collaborate with these centers in talent management. We take care of the life cycle of people and the development of talent according to the needs with a strategic vision.

STRATEGIC OBJECTIVES on organizational learning

Transform the organization towards a conscious and responsible Employability. Work the CULTURE of Learning
Team plans and personal plans that help us to make the transformation and evolution change we need to achieve the challenges of the Project, working the awareness and the added value of the teams, for the organization and the project.
Promote environments that facilitate the professional development of people and the attraction of new talent, aligned with the strategy and needs of the project. Continue advancing from the Methods and methodologies of Organizational Learning.
The culture and model of lifelong learning at all levels. To manage the organization's knowledge, to be an organization that learns and enhances collective intelligence.

In 2024, we have set ourselves the strategy of attracting, attracting and retaining talent by incorporating students into our organization, in close collaboration with the various universities and vocational training centers in the area.

Through integration in all the dynamics of the teams and the organization, we promote their role in the project, strengthening their participation, training and development within Copreci.

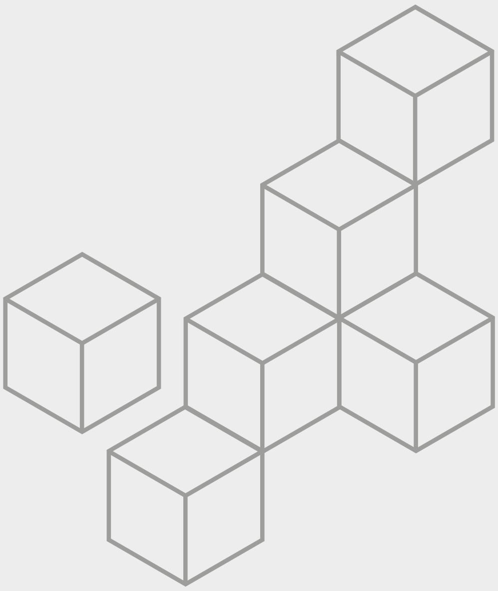
At the same time we continue to be active in different projects and visits to universities and training centers in the area, as well as participating in forums related to students, such as

Impact day (Mondragon awards where the best end-of-degree and end-of-master's degree projects that address the challenges of our time in the most innovative way) and Beint (the international scholarship program that seeks to train young people with degrees in the field of internationalization).

We have received several visits from students throughout the year.

3.2. We are Copreci. We create our reality.

"We guarantee the ethical and responsible behavior of the governing bodies and of each person in the GROUP, which ensures the soundness of our principles and values".



Ethics and integrity in business. A culture of principles and values. A Code of Conduct.

Our principles and values are included in the guidelines of our Bylaws and the Internal Cooperative Regulations that govern relations within our cooperative. Human rights and the anti-corruption policy are an essential part of the ethical principles and standards of behavior and action contained in the Cooperative's Internal Regulations and in the Bylaws.

However, the guidelines of the corporate social responsibility systems based on third party demonstrable evidence have required complementing these guidelines to turn them into management tools, responsibilities and objectives that evidence our commitment in these matters. As the popular saying goes, "not only to be, but to appear to be".

Human rights

The Copreci Group has a Code of Conduct that represents its commitment to respect human rights in the exercise of its activity and to comply with all applicable laws and regulations in the countries where it carries out its business activities. As stated in its Code of Conduct, the Copreci Group recognizes the fundamental principles of the Declaration of Human Rights, as defined by the UN (United Nations of 1948). In this perspective, the Copreci Group has decided to identify the social and labor risks arising from its activity in the different areas and countries in which it operates.

Internally, hiring and work organization policies have been established based on respect for the regulations and legislation in force in each country, as well as the promotion of and compliance with International Labor Organization conventions (minimum working age, freedom of association, right to collective bargaining, non-discrimination...).

As a general principle, it is established that, in the development of professional activities, any relevant person of the Copreci Group or third party, shall be aware of and comply with the current legislation of the country in which he/she lives and works on a regular or occasional basis and shall treat his/her employees with dignity and respect. Any person of the Copreci Group or third party, who is forced or instigated to break the law, must immediately report the matter to his or her command or Group HR Corporate Management, as set out in the code of conduct.

It should be noted that in all the Group's plants there are both mailboxes for collecting complaints and a specific e-mail address for this purpose, **socialresponsibility@copreci.com** through which any type of malpractice or conduct contrary to the Code of Conduct, such as bribery, corruption, abuse, discrimination, etc., can be reported. Copreci's management bodies are responsible for ensuring compliance with the Code of Conduct and for taking action in the event of any incidents in this regard, ensuring that they do not happen again in the future.

Reporting of human rights violations

Fiscal Year 2024

After accounting for matters that have been dealt with by the Governing Council or an equivalent governing body that have to do with ethical issues during the year 2024, no open matters have been accounted for in the area of disrespect for human rights, including cases of harassment.

Elimination of forced labor, abolition of child labor and the right of association

In relation to child labor, the Code of Conduct states that the Copreci Group and its third parties shall not employ children and shall keep a record of the date of birth of all personnel.

Furthermore, the Copreci Group's Code of Conduct prohibits the use of forced and arduous labor at any of its plants.

The Copreci Group is also committed to respecting freedom of association and collective bargaining and to rejecting any form of discrimination and exploitation, thus ensuring compliance with the provisions of the International Labor Organization (ILO).

Fight against corruption, bribery and money laundering

The Code of Conduct is a key element in preventing possible corruption, bribery and money laundering activities. It is communicated to Copreci's new employees through the welcome manuals established for this purpose, and is signed by them. There is a control structure in charge of monitoring compliance with the Code.

These manuals indicate the obligation to read and comply with this Code of Conduct. A copy of the code can be found on the Copreci Group's Internet and Intranet.

In addition, the Internal Regulations of the Cooperative. It lists as very serious misconduct:

- Fraud, defalcation, embezzlement, misappropriation and equivalents; fraud, disloyalty or abuse of trust in the entrusted tasks, or theft or robbery, both to co-workers and to the Cooperative or to any person, carried out within its premises or during acts of service in any place.
- Directly or indirectly requesting or accepting, from customers of the Cooperative or third parties in general, remunerations, promises, advantages or prerogatives of any kind, for performing or having performed a service of the Cooperative.

In turn, the sanctioning procedure for these serious offenses is described in our bylaws.

And the Surveillance Committee (an internal body of the Cooperative independent of the Governing Council) has the power to audit the internal functioning and the accounts. In this function, they can detect and act upon the anomalies identified. Its functions are set out in the Bylaws.

Measures adopted to prevent corruption and bribery and against money laundering
In relation to corruption and bribery, the Code of Conduct establishes in the Code of Conduct the strict prohibition to receive from third parties and/or offer to third parties, any gift that, due to its value, can be interpreted as a gift that exceeds courtesy and is made in order to obtain favorable personal treatment or favorable treatment for any company of the Copreci Group. It also clarifies that Copreci Group companies may not finance candidates or political parties, and that it is strictly forbidden to access funds and credits of public origin without the prior authorization of the Planning and Resources Department.

In relation to money laundering, it is specified that all transactions must be recorded at the accounting level. Likewise, every transaction must have its corresponding copy, a copy that can be consulted at any time, allowing the identification of the authors of the transaction, those who authorized, recorded and filed it.
The following channels of communication are established for reporting misconduct:

- Communication to management or to the Corporate Human Resources Department
- Communication through an e-mail address: **socialresponsibility@copreci.es**
- Mailboxes

In both cases, it is guaranteed that the complaints received will be treated with absolute confidentiality.

Fiscal year 2024
No issues related to corruption or bribery have been addressed in 2024. And preventive actions have been implemented throughout the year, such as the communication of the no gifts policy in accordance with our code of conduct.

3.2.2. A Labor and Social Model that generates Welfare and Wealth.

The value model places economic development (the means) at the service of human welfare (the end). The contribution to the general interest, to social cohesion and to the welfare of the social collective and society in general, are fundamental objectives of the cooperative model, a model that strongly contributes to achieve high levels in the co-construction of the welfare society. Well-being as a multidimensional concept, linked to what people do and can do for their lives, for their work environment, and for their natural coexistence (people and environment).

The model as a capacity to generate value and wealth. Wealth, which is not only measured on the basis of financial capital, but also on the basis of its social capital, permanently seeking to ensure that the creation of wealth translates into greater cohesion of people and society. A model capable of generating and equitably distributing the wealth it generates.

The autonomy of individuals is transferred to the workplace and provides freedom and capacity for self-management. Precisely because it is a system of equitable distribution of wealth, the model provides and contributes in:

"Diversity as an objective, equality as an axis"

Promoting equality between women and men

Our Bylaws reflect our position with respect to the cooperative principle of free adhesion, with the vision, among others, of non-discrimination due to gender conditions: "Political, trade union or religious ideas, or the race, language, sex or marital status of the applicant shall not be grounds for refusal of admission, unless they are incompatible with the corporate purpose".

In turn, the cooperative principle of the Democratic Organization proclaims the basic equality of the worker-members with regard to their rights to be, to own and to know, which implies the acceptance of a democratic organization of the company, concretized in:

a) The sovereignty of the General Assembly composed of all the members, which is exercised according to the practice "one person, one vote".
b) The democratic election of the governing bodies, and in particular of the Board of Directors, which is responsible to the General Assembly for its management.
c) The collaboration with the management bodies appointed to manage the Group by delegation of the entire community, which shall have sufficient powers to effectively perform their function for the economic benefit of the Group.

"Copreci has basic cooperative principles based on equality."

Regarding employment conditions, they must obey the individual profile to perform the position, never to personal characteristics or beliefs. Therefore, it will not discriminate in hiring processes, compensation and benefits, promotion, discipline and termination of the contract, based on race, religion, sex, marital status, age, political affiliation, place of birth, sexual orientation or any other reason prohibited by law as defined in our Código de Conducta.

. Therefore, throughout the working life, **equal opportunities are lived.** As a system based on the individual and on continuous learning, professional development goes hand in hand with good performance and adaptation to the needs of the market. With human and professional qualification as elements within the reach of all workers.

One of the principles of equality is based on being able to offer the same concepts of fundamental social benefits to all workers, regardless of their type of contract or working day: health care, disability and invalidity coverage, retirement provision, family benefits such as maternity or paternity leave, etc.

Copreci has activated the EQUALITY PLAN 2022-2026, in which the three work axes have been defined: Promoting an egalitarian culture, based on equal opportunities and providing a work environment free of risk and gender-based harassment.

Number of employees, by sex (at year end)	**31.12. 2024**	**31.12. 2023**
Women	788	766
% women	55%	53.98%
Men	643	653
% men	45%	46.02%
TOTAL EMPLOYEES	1,431	1,419

Average annual number of permanent and temporary contracts by gender	**2024**	**2023**
Indefinite	1266	1430
Female	687.1	800
Male	579.9	630
Temporary	197.7	209.5
Female	112.8	95.1
Male	83.9	114.4

Number and percentage of employees by professional category and sex	**31.12.2024**		**31.12.2023**	
	No.	**%**	**No. % No.**	**%**
Managers	18		16	
Women	4	22%	3	19%
Men	14	78%	13	81%
Skilled	570		596	
Women	157	28%	182	30%
Men	413	72%	414	70%
Non-Skilled	834		798	
Women	623	74%	577	72%
Men	211	26%	221	28%
Governing Council	9		9	
Women	4	44%	4	44%
Men	5	56%	5	56%

It should be noted that COPRECI has established a specific procedure for action in cases of harassment called "protocol for action against moral or gender-based harassment", which describes what is understood by harassment, the preventive measures established, as well as the procedure for action in the event of a situation of this nature. The committee in charge of analyzing, evaluating, arbitrating and, if necessary, proposing a solution to situations of violence and/or harassment in the workplace is the Conflict Evaluation and Management Committee. The complaints channel guarantees the confidentiality of the complaint and the person making the complaint.

"People work at COPRECI, regardless of their origin and status. The principle of equal pay for equal work".

Diversity and inclusion

The cooperative principle of free membership not only implies not limiting the incorporation of new members, but also respecting plurality. Its only limitation is given by the capacity to generate employment. Nowadays, it is being demonstrated that diversity and inclusion (in aspects of gender, culture, ...) besides being ethical issues, are also elements of competitive advantage and have a positive impact on aspects such as talent attraction, customer orientation, employee satisfaction or innovation and creativity.

In terms of accessibility for people with disabilities, the Copreci Group complies with the accessibility regulations in each of the countries where it operates. Thus, all the Copreci Group's own facilities are fully adapted for people with disabilities who currently work at Copreci

The Copreci Group is highly committed to non-discrimination, to the inclusion of people with disabilities and to universal accessibility. Thus, in fiscal year 2024 the Copreci Group has **13 people with disabilities** (12 in 2023). All of them have a quality, stable and equal job. In addition, it should be noted that the Group collaborates with foundations and social integration companies, as explained in chapter 6-Create Wealth, Boost Community Development.

Basic principles that prevent the wage gap

Both the Cooperatives' own rules (applicable only to worker-members or cooperative members) and the applicable collective bargaining agreements and company agreements (applicable to all employees who have an employment contract), both with the cooperative company and with any of the Copreci Group plants) regulate the minimum remuneration of members and employees throughout the Copreci Group, establishing criteria of equity between similar jobs, regardless of the gender of the people who occupy them.

In this sense, both the remuneration of personnel subject to collective bargaining agreements and that of personnel subject to the cooperative's internal rules are established according to the job position and not the person who occupies it, thus avoiding gender-based discrimination.

For the establishment of remuneration, a methodology contrasted over the years is applied, which guarantees total transparency and homogeneity, as well as trying to guarantee the least social imbalance in the region. This methodology is applied by an expert valuation committee, made up of different professionals from the Human Resources area and representatives of the corporate bodies, guaranteeing total transparency in the process.

The remuneration system of the matrix is a methodological reference for the different plants of the COPRECI group. Based on the respect and compliance with these bases, each plant is adapted to the idiosyncrasy of the corresponding country, respecting the regulations and agreements to be applied in each case.

The bonuses for relief, night bonuses, seniority, etc. are related to the regulations and agreements of reference for each plant-country and are applied to the person in coherence with the position held.

Increases in remuneration or salaries that may be made in a given year are applied equally to all personnel throughout the plant, without any discrimination based on political, union or religious ideas, race, language, sex or marital status.

The Management does not apply different remuneration criteria to the group's employees.
In addition to fixed remuneration, there is variable remuneration, which rewards the results derived from the monthly operational management and the achievement of strategic objectives on an annual basis.

It should be noted that in 2024 the 3 strategic sustainability pillars (people, planet and the creation of differential value in a sustainable manner) were present in these annual objectives, and thus in the variable remuneration applicable to our entire group.

Average remuneration between men and women
This report contains a breakdown of the average remuneration in 2024 and 2023 for the Copreci Group, distributed by age, professional classification and gender, in euros.

It should be noted that the average remuneration is calculated on the basis of the actual gross remuneration received by the Group's employees in the year, including all items. The total computation considering the total number of employees of the Copreci Group is as follows:

	2024		2023	
	Men	Women	Men	Women
Average remuneration, by gender in euros	29,979	18,277	28,358	16,654

The remuneration of the Board of Directors and Senior Management is set according to the responsibility that each position has within the organization, as established in the Remuneration Policy indicated in the Human Resources Policy.

The gap is due to the type of job held by men and women, as there are no gender-based differences in remuneration for equal positions.

This is detailed below, broken down by gender (in euros).

There has been a significant increase in the average real remuneration of women in senior management. This is due to the fact that the composition of the Board of Directors has changed with respect to 2023.

	2024		2023	
	Men	Women	Men	Women
Average remuneration of the Board of Directors (1) in euros	37,699	52,366	38,654	48,199
Average remuneration of senior management in euros	92,990	79,586	89,757	64,267

(1) The members of the Governing Council, our highest governing body, do not receive any fixed or variable remuneration for this work. Its members receive the remuneration that corresponds to their daily work in the cooperative, without any extra for being part of the Governing Council. In addition, the members of the Governing Board are partially renewed every 2 years.

Note: The average remuneration of the Governing Board and senior management has been calculated considering the members of these groups as of December 31.

Remuneration of equal or average jobs in the company

On the other hand, work remunerations are in line with those existing in the labor market of the corresponding country, respecting in all cases the references of agreement and/or sector. The Copreci Group's salaries equal and in most cases exceed the minimum interprofessional wage in each country in which it operates.

It should be noted that the Code of Conduct stipulates that the Copreci Group and its third parties must pay their employees at least the minimum wage in accordance with local legislation (based on the hours that the law stipulates must be worked).

Pay gap

The pay gap by professional category for 2024 and 2023 is detailed below, broken down by plant. For this purpose, the wage gaps between men and women for skilled and Unskilled personnel at each Copreci plant have been calculated. The wage/hour concept was used to calculate the gap.

A negative percentage in the gap data means that, within the category, and considering the average, the women group would be earning more than the men groups.

	2024		20223	
Wage gap by plant	Skilled workers	Unskilled workers	Unskilled workers	Unskilled workers
Spain Copreci S. Coop.Coop	2.25%	-10.4%	5.21%	-5.88%
Mexico	18.75%	14.33%	22.83%	15.54%
Turkey	0.77%	-25.09%	-6.91%	-7.03%
China	17.09%	11.26%	4,38%	10,11%
Italy	19,69%	10,97%	18,32%	7,34%
Czech Republic	22,74%	13,75%	27,30%	7,82%
Spain Grupo Mael	-16,29%	-	7,75%	5,64% 5,64%

During the diagnostic for the design process of the Copreci S.Coop. plan, the difficulties that COPRECI currently has in recruiting women with a technical-technological profile were highlighted, which may have repercussions in the categories of Skilled workers, where the presence of women is generally lower in the Copreci Group (approximately 25-30%). For example, there is currently a very low supply on the market of women who have studied a technical-entrepreneurial Higher Level Training Cycle, which would be equivalent to a significant part of our group of Skilled workers.

In any case, in 2024 the gap in the Skilled employee category at the Aretxabaleta plant

. On the other hand, in several plants there is a negative salary gap in Unskilled workers, where the presence of women in the Copreci group is high. A larger gap is due to the historically low female presence in some of the areas of activity (composition of the workforce), the different specialization of the jobs and seniority mainly.

In the case of the Mael Group, there are currently no male employees in the Unskilled category.

Occupational health and safety.

COPRECI is a group committed to the occupational health and safety of its people. In accordance with the strategic framework, the Group has evolved based on a process of continuous improvement in all areas of activity, paying special attention to the safety of people. Therefore, the Group's objectives in this area are to reduce the number of accidents and incidents.

Therefore, COPRECI provides personnel with a safe, clean and healthy workplace, in compliance with applicable legislation, ensuring, as a minimum, reasonable access to drinking water, sanitary facilities, fire extinguishing equipment, medical facilities, emergency exits, safety equipment and adequate ventilation and lighting. It shall also ensure that members and employees are sufficiently trained to perform their work safely.

The Group's Code of Conduct includes a specific section on Occupational Health and Safety, stating that the Copreci Group and its third parties must comply with the provisions of the law on occupational health and safety. Specifically, it includes the following matters:

- Fire prevention
- Accident and incident management
- Occupational health and safety training
- Machinery safety elements
- Safety instructions
- Selection and use of Personal Protective Equipment (PPE)
- First aid equipment and staff training

"We guarantee workplaces with the highest occupational health and safety standards."

COPRECI and its third parties comply with legal occupational health and safety inspections, ensuring compliance with corrective actions resulting from governmental and customer inspections and documenting such actions in a timely manner.

It should be noted that the Aretxabaleta plant (Copreci S.Coop) is certified ISO45001 Occupational Health and Safety Management Systems. Although the other plants are not certified, several of them have a specific Occupational Risk Prevention policy.

In turn, in all the Group's plants except the Italian plant, there is an Occupational Health and Safety Committee, with the participation of company and workers' representatives, through the prevention delegates. These meetings serve, among other things, to supervise compliance with all Group guidelines in this area, and where information, participation and consultation are provided on all health and safety issues.

As occupational health and safety is one of the pillars of the Copreci Group, new recruits at all plants, as part of the welcome plan, receive initial training on general risks and, more specifically, on risks related to the job. In addition, continuous training is ensured through specific courses.

In order to further improve the occupational risk prevention system, internal and external audits are carried out at all plants.

In all Copreci Group plants there is at least one employee dedicated to occupational health and safety or, failing that, there is an external prevention service. Most of them also have a medical service. We work from:

- The Evaluation of Risks and Opportunities
- Safety Preventive and Corrective Actions derived from the Evaluation.
- Accidentability
- Hygiene
- Ergonomics
- Absenteeism
- Prevention of Occupational Risks in the Operational
- Health. Healthy Company. Health Surveillance.
- Training in occupational health and safety.

The rates concerning occupational accidents for fiscal years 2024 and 2023 are as follows:

	2024		2023	
	Men	Women	Men	Women
Frequency index*	15.50	12.23	11.44	14.92
Severity index**	0.48	0.39	0.22	0.33

* (Number of accidents with sick leave x 1000000) /Number of hours worked
** (Number of lost days x 1000) /Number of hours worked

Other social and personnel issues

Social protection. We have a system created to provide social assistance and welfare that includes important aspects such as retirement, widowhood and permanent disability, employment assistance, temporary disability, health care or family benefits (maternity, paternity, risk during pregnancy, breastfeeding, etc.)

The People's environment. We create a stable environment that has direct and indirect effects on people's lives, in areas such as health, education, the environment, participation, culture, consumption, savings and social relations.

Work organization and implementation of measures for work disconnection

The Copreci Group is aware of the importance of rationalizing work schedules in order to achieve a balance between professional and personal life. At the plants, the Group has work-life balance measures in place, mainly based on reduced working hours and flexible working hours.

Since 2024, in the Aretxabaleta plant we have also had the Teleworking regulation as a new work flexibility measure.

On the other hand, in the offices we have flexible start and end times, as well as the free organization of lunch hours, to allow people to assume their work, personal and family responsibilities in a satisfactory manner. Although these flexible working hours do not apply to members and employees who work shifts, we also actively manage work-life balance and work organization needs with the tools at our disposal.

The Copreci Group strives to provide a healthy working environment and to ensure that its members and employees can enjoy their free time.

The Copreci Group respects the breaks and rest periods established by the agreements and applicable legislation. The working day, in annual computation, is common to all members and employees, so that each of them, regardless of the peculiarities of their job, in annual computation, performs the same working day.

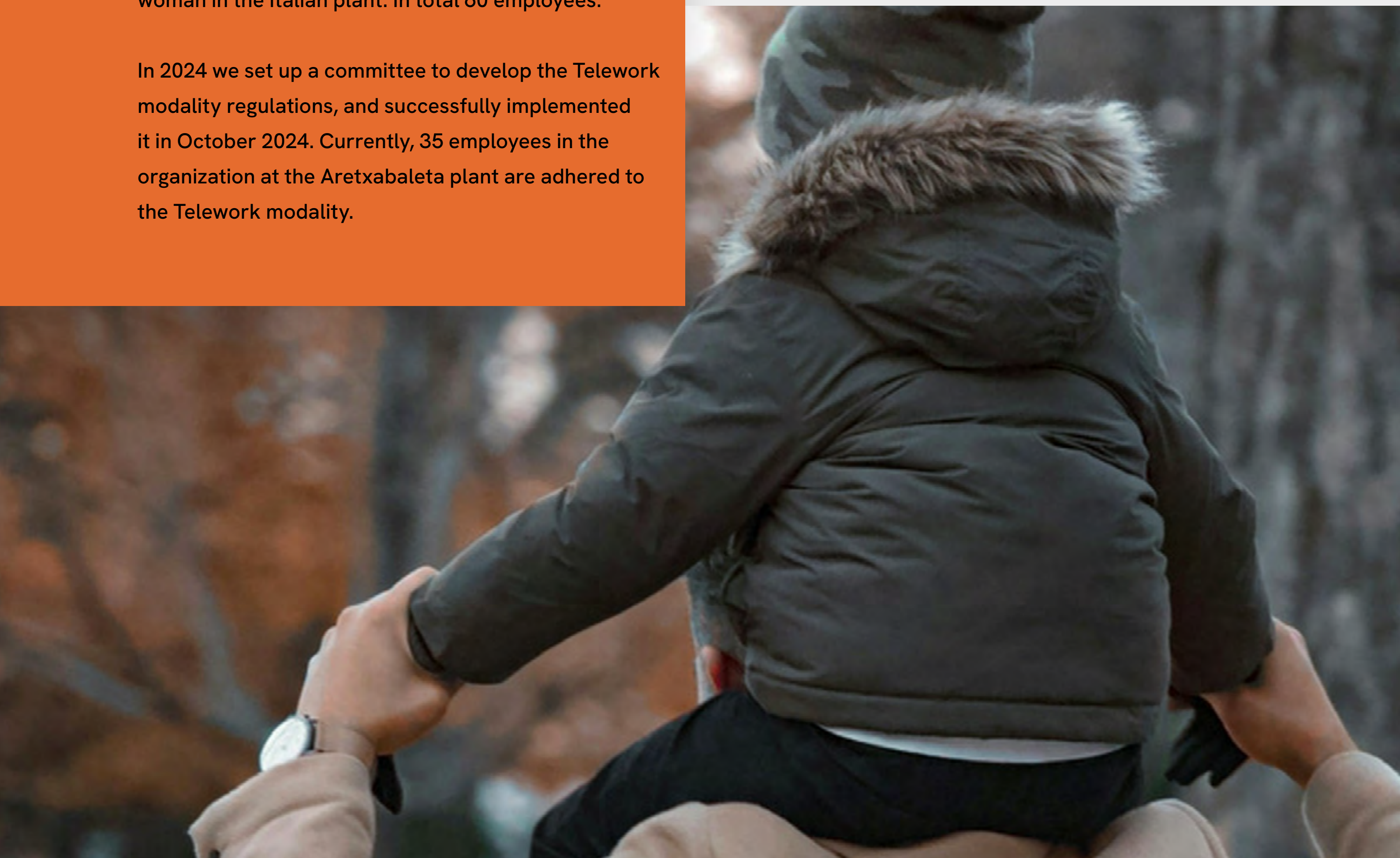
Fiscal year 2024

In 2024, at the Aretxabaleta plant, 46 employees requested and benefited from reduced working hours as a work-life balance measure, of which 21 were men. In the case of the Mael Group, there were 9 women, and another 2 women at the Italy plant and a final woman at the Czech plant. In total, 58 employees (in 2023 there were 48 employees, 19 of whom were men). In the case of the Mael Group, there were 9 women, and another 2 women in the Czech plant and a last woman in the Italian plant. In total 60 employees.

In 2024 we set up a committee to develop the Telework modality regulations, and successfully implemented it in October 2024. Currently, 35 employees in the organization at the Aretxabaleta plant are adhered to the Telework modality.

GRI 401-3

Leave for the birth of a child	2024	2023
Personnel who have taken parental/maternal leave	**46**	**30**
Women	25	14
Men	21	16



Copreci and the Basque language

As part of its commitment to social transformation, at COPRECI we continue to promote the necessary steps to encourage and increase the use of the Basque language.

In fact, we have been working for more than forty years to make possible a working world in which the Basque language has more and more presence. We have established a Basque Normalization Policy that includes the linguistic criteria to be followed in the different work areas.

We work on objectives to increase the use of Basque in natural groups (meetings, dynamics, communications, etc.). In terms of organization, the Basque language is managed through two specific bodies: the Monitoring Committee and the Basque Language Committee.

In addition to influencing the management and use of the Basque language internally, Copreci also promotes initiatives at a social level. An example of this is the contribution made in 2024 to support the KORRIKA: it subsidized 2 kilometers and the baton was carried by Copreci's Basque students, in recognition of the work they are doing in their learning process. At the Copreci level, several activities were also organized to set the atmosphere for the KORRIKA, such as contests, raffles, etc.

Fiscal year 2024

2024 Copreci has obtained the Bikain higher level certificate. This certificate accredits the presence, use and management of the Basque language. We welcome it as a great recognition to the work done over the years, to our commitment and trajectory with the Basque language. This achievement belongs to all of us and the challenge we have for the future is to continue deepening in this excellence.

04 Responsible with the planet

"We ensure Competitiveness through an Efficient, Circular and Sustainable Value Chain and are committed to reducing our impact on the climate."

Efficient, circular and sustainable value chain

The challenge of transforming our value chains from linear to circular involves applying an integrative approach that brings together the entire value chain involved in the life cycle of activities, products and services.

4.1.1.1.- Value Chain and Sustainable Supply

At Copreci we want to be a benchmark supplier for our customers. To this end, we are integrating our suppliers' supply chains, aligning them with our values and requirements in terms of health and safety, respect for human rights, the environment and ethics and integrity.

We have set out to design sustainable value chains for each product family, setting ourselves a starting point and a short, medium and long-term objective to achieve efficiency, circularity and responsibility throughout the supply chain.

At Copreci we work with a Strategic Vision that allows us to elaborate and review our Strategies in the different Purchasing Categories, in Strategic Suppliers, with the new Projects, and in the Regions where we are located and sharing part of this vision with our supplier stakeholders. To this end, we act and ensure that the teams working directly with suppliers act with integrity, honesty and transparency.

STRATEGIC OBJECTIVES - Efficient, circular and sustainable value chain

We integrate sustainability criteria in the purchasing processes in the processes of Approval and Evaluation of the supply chain, with plans to monitor suppliers.
We strengthen the Risk Analysis of Suppliers and Materials/Techniques, with a Global vision of the entire Copreci Group Supplier Park, integrating the value chain, business and regionality. Active Risk Management as a value for the anticipation, flexibility and adaptation necessary in the global market in which we operate.
We regionalize the different Value Chains as close to the customer as possible; not only for a criterion of flexibility and proximity; but also to reduce environmental impacts, and to be able to contribute to a greater generation of value. Having a network of close allies, operating in conditions of adaptability and risk reduction.
Sustainable VSM of the different value chains for the different product families. Integrating cost and lean impact. Integrating ESG Risks and Opportunities according to the Country where we supply, produce and sell.
Digital Transformation in the information flows with our Suppliers and in supplier management. Digitization of data, information and knowledge in the supply chain.

Featured activity during 2024 around Sustainable Supply Chain Management.

Integration of sustainability in the Value Chain
During 2024 we have been working on the design of the Roadmap within the HAZI project.
This work has been carried out jointly with external collaborators through which we have developed a possible deployment model on how to transform the current purchasing management towards a sustainable Value Chain. To this end, the work carried out in recent years has been contributed
The roadmap defined sets out 13 areas of work, prioritizing them for the coming years. In the year 2025, objectives aligned with this roadmap will be defined.

4.1.2. Quality and Reliability of Materials, Products, Systems and Services in the Value Chain

The Copreci Group's products are guaranteed in terms of safety and reliability in use. Our products and systems are characterized by their reliability, efficiency and durability, recognized by our customers and the market. We work for a robust and competitive quality, from the developments, working the supply chain and up to the delivery to our customers.
Copreci is committed to Industry 4.0, based on interconnectivity, automated learning and real-time data in production processes. The commitment to the intensive use of data allows us to face in better conditions the digitization and automation for the optimization in cost, quality and efficiency of production processes. Thus contributing to a lower generation of waste and better use of resources.

"We bring quality and reliability to our products and systems, contributing along with circularity to sustainability in the value chain and to the health and safety of consumers."

"We are committed to faster, more robust, higher quality and lower cost production. Identifying and eliminating any part of a process that does not add value."

Grupo Copreci has a process framework for "Customer Operational Management", whose objective is to establish a methodology to be used in the customer service process by participating in their projects, promoting close collaboration in their strategies and providing them with an after-sales service.
The satisfaction of our customers and end users is one of our corporate values. All Copreci Group plants have an internal process for the management and treatment of complaints through which we work for continuous improvement and improvement of the impact on quality, reliability, durability, safety, in short, the satisfaction of users and consumers.

In 2024
A MES (Manufacturing Execution System) has been implemented, which allows managing and optimizing production processes in real time, improving efficiency and quality.
It has been implemented in one of Copreci Aretxabaleta's sections and we are firmly committed to its implementation in all sections in order to maximize operational excellence through the digitalization of industrial processes.

STRATEGIC OBJECTIVES - Competitive and Sustainable Quality

COMPETITIVE QUALITY that guarantees the reliability and durability of our products and solutions in the most competitive way and with the minimum waste generated throughout the value chain.
Orient QUALITY ASSURANCE to New Value Propositions (Function, Systems, Electronics integrating new sustainable value chains).
DIGITALIZATION of EFFICIENCY Digital tools (Industry 4.0 and others) that provide more accurate and timely information on operations: Identification and mitigation of waste - defectives and scrap, trends, and identification of risks and opportunities.

4.1.3.- Supply Chain Free of Non-Permitted Substances

We contribute to a transparent relationship with our priority stakeholders and promote the elimination of hazardous and/or prohibited materials by legislation and by our customers.

The objective is the correct management of materials and to guarantee the well-being of people and the environment, as well as to ensure that our products and/or activities do not have a negative impact on them. The commitment to the environment, the planet and the protection of people is a fundamental pillar for the Copreci Group. Having a firm commitment to the environment is a differential value that the Copreci Group brings to its stakeholders. To this end, we rely on different regulations and/or laws that provide guidelines on how to manage this type of materials or harmful substances and under a process dedicated to monitoring, compliance and reporting.

"We contribute to a Supply Chain free of non-permitted substances."

STRATEGIC OBJECTIVES - Supply Chain Free of Non-Permitted Substances.

Systematize the Process that Guarantees and ensures COMPLIANCE, of CHEMICALS, from the use of prohibited materials in our supply chain and in our design and approval processes.
Improve control of chemicals throughout the supply chain. Establish mechanisms to monitor and ensure such compliance. TESTING AND DATA
Raise the level of chemical requirements in the supply chain.
Digitization of the environmental product declaration process and other prohibited materials.

Activity highlight year 2024

- Systematize the Chemical Compliance Process
The management of hazardous or non-permitted substances is taking shape in the organization. We have included it from the very beginning in new product developments, and we also continue with projects to eliminate contaminating substances in the product.

- Improve the control and surveillance process in the Supply Chain
We continue to work on the digitalization of the process for control and surveillance in the supply chain.

- Raise the level of requirements in the Supply Chain
We continue to work together with suppliers to manage legal requirements and customer requirements so that our entire chain is prepared to respond to the different requirements. In order to make progress in understanding the situation of our suppliers, we have worked together to assess their maturity in relation to ESG issues.

- Digitization of the materials compliance process
We continue working on the digitization of the materials compliance process with a specific application, MCR Matrial Compliance Regulatory.

4.1.4. Efficient and Circular Management of Resources in the Value Chain.

At Copreci we continue to make progress in the implementation of an environmental management system and energy plan in all our plants to ensure that the entire Group moves towards an efficient production model with the minimum impact on the environment.

"We efficiently and circularly manage resources."

Within the framework of the strategy, we have established waste reduction and recovery actions as a priority throughout the value chain and we pay special attention to the development of initiatives with suppliers and the reduction of hazardous waste with the aim of achieving zero hazardous waste.

STRATEGIC OBJECTIVES - Efficient and circular resource management.

Implement an environmental and energy management system in the Group's plants. Respond satisfactorily to customers' environmental requirements at all Group plants
Through Life Cycle Analysis, continue to make efforts to reduce the waste of resources: water, electricity, waste, etc. Water consumption and treatment (reduction of use, treatment, recirculation processes, etc.), especially in plants located in water-stressed areas.
Conduct an analysis of the environmental impact of packaging and subsequent actions in a Plan to reduce the environmental impact of packaging through synergy with other organizations.
Waste hierarchization and valorization in the value chain. Reduction towards Zero of Hazardous Waste.

Activity highlights during 2024

Environmental management at the plants

During 2024 we have made progress in expanding environmental management to Copreci's plants, and as a result the Copreci Turkey plant has achieved ISO 14001 environmental certification.

Energy management at the plants

We continue to work actively to reduce energy consumption at each plant with specific actions to reduce energy consumption.

- The Aretxabaleta plant, due to its level of activity, is the group's plant with the greatest impact on energy consumption, and in 2024 it has managed to reduce both gas and electricity consumption with respect to 2023.
- In addition, during 2024 we have designed, together with our energy partner, the road-map for Energy Efficiency management, and we have an Energy Efficiency Management Plan for the Aretxabaleta plant. This plan will be developed during 2025 and as a first step the new Energy Management Committee has already been established.
- At the Mexico plant, we have been actively working, with specific annual targets, to reduce electricity and gas consumption.
- At the Czech plant, the facilities have been improved (replacement of the compressor) and a passive shading project has been implemented: it limits sunlight and reduces air conditioning consumption.

Plan to reduce the environmental impact of packaging

We have worked on reducing the use of plastic materials in packaging for both components and finished products. Some examples from the Aretxabaleta plant are:

- The elimination of the use of plastic bags in bar turning products. In parallel, work continues on eliminating this type of plastic bags in elastomer components.
- In the finished product part, the plastic material used in packaging (film, labels, strapping, etc.) has been modified to use recycled and recyclable material.
- A 4.85% reduction in cardboard waste has been achieved.

Also in the Italian plant, they have implemented packaging of recycled origin (either in plastic bags or cardboard), or ensure that the material comes from a sustainable forestry chain (in the case of pallets).

Zero Waste

▪We come from a previous work where the waste map of the Aretxabaleta plant was made, in order to know in more detail the real situation for better management and reduction. With this information, during 2024 we have continued with the waste management, segregating better to obtain a greater valorization, and with a close relationship with the authorized waste managers in order to find the most appropriate processes for each waste. At the same time, the Hazardous Waste Minimization Plan (2024-2028) was presented.

In several plants a procedural improvement of the efficient waste management system has been developed: This is the case of the plants in Italy and Turkey. In addition, in the latter with investments in facilities to separate waste at source.

At the Czech plant, the life of packaging components is being extended, reusing part of the packaging from suppliers to resend them to customers (e.g. pallets and cardboard bases)

Optimization of resources used

At the Italian plant, a 20% reduction in the consumption of mineral oil for lubrication has been achieved in the year.

At the Aretxabaleta plant, maintenance operations have been carried out on the facilities, looking for new ways to avoid emptying water tanks and thus reduce consumption.

Waste Management

In 2024 we have not achieved a decrease with respect to 2023, reaching an increase of 15.6%, but we have achieved a reduction with respect to 2022.

As a counterpoint, the composition and end of life of the waste has had a positive evolution, in such a way that the total hazardous waste generated has been significantly reduced (-26%) and we also continue to make progress in recovering the maximum possible amount of waste generated, reaching 93% this year (in contrast to 86% of the previous year)

In several plants we are working on improving waste segregation, in the reuse of waste or there are even specific plans for minimization.

	Quantities 2024 (t)	% compared to Total 2024	Quantities 2023 (t)	% compared to Total 2023	Variation 2023 - 2024 (%)
Total WASTE	4527	100%	3.916	100%	15.6%
Division by type of waste					
Total NON HAZARDOUS	3953	87%	3.139	80%	26%
Total HAZARDOUS	574	13%	776	20%	-26%
Division by final treatment					
Total RECOVERED	4206	93%	3,374	86%	25%
Total DISPOSED	321	7%	541	14%	-41%

Raw materials and packaging

The consumption of the raw materials that are most consumed in the Copreci Group, as well as packaging, are presented below.

Consumption of main raw materials, in metric tons (t)

Thanks to the processes of recovery and reuse of components, as well as the resale of brass and aluminum chips, we managed to reduce the impact of the consumption of our main raw materials.

	2024	2023	Change 2023 - 2024 (%)
TOTAL consumption Brass (t)	1,047	1,428	-27%
% recycled	90%	93%	-3%
TOTAL consumption Aluminum (t)	3905	3.117	25%
% recycled	61.8%	60%	3%
TOTAL Steel consumption (t)	1,045	1,011	3%
% recycled	0%	0.35%	-

Packaging consumption, in metric tons (t)

As a group, we continue to seek ways to reduce packaging consumption. This is due to several initiatives that we have implemented both by law and internally. For example, the elimination of plastic trays, promoting the use of returnable packaging and prioritizing recycled packaging.

	2024	2023	Variation 2023 - 2024 (%)
TOTAL Paper Consumption Cardboard (t)	853	799	7%
% recycled	74%	85%	-13%
TOTAL Wood Consumption (t)	937	853	10%
% recycled	0.34%	0%	-
TOTAL Plastic Consumption (t)	101	94	7%
% recycled	82%	82%	0% 0%

ENERGY CONSUMPTION

Electricity

Energy efficiency is one of the key challenges to achieve a sustainable future. At the Copreci Aretxabaleta plant, which is the plant with the highest consumption at group level, we have managed to reduce annual consumption by 5%. And we continue to focus on this reduction with the activation of the new Energy Committee.

In our second most intensive plant in electricity consumption, Mexico, they have activated a project to reduce energy consumption, which although in 2024 we have not been able to observe a reduction in the final result in the electricity section due to increased activity. Also noteworthy is the considerable increase in the % of energy from renewable sources thanks to new agreements with marketers.

	2024	2023	Variation 2023 - 2024 (%)
Non-Renewable electricity consumption (kwh)	17,781,319	18,228,213	-2.5%
Renewable electricity consumption (kwh)	8.523,537	7,639,224	11.6%
% renewable	32%	30%	9.7%
Total electric consumption (kwh)	26,304,856	25,867,437	1.7%

Natural gas

Another key point, as with electricity, is gas consumption. In this case, we have managed to reduce natural gas consumption by 1.9% compared to the previous year. It should be noted that all Copreci Group plants that consume natural gas have achieved a reduction with respect to 2023.

	2024	2023	Variation 2023 - 2024 (%)
Natural gas (kwh)	7,184,669	7,329,086	-1.9%

Water

We continue to use water with surfactants generated from the cleaning machines to reduce both water consumption and the waste generated.
In 2024, several of the group's plants have worked to achieve a more accurate measurement of water extraction, and part of the increase is due to this implementation.

	2024	2023	Change 2023 - 2024 (%)
Water withdrawal by source in areas NOT in water stress zones (m3) (ES, CZ, IT, CN)	23,712	20.390	16%
Water withdrawal by source in areas that ARE in water stress zones (MX, TR)	9,021	5,788	58%
Total water withdrawal (m3)	32,733	26,178	25%

4.2. Climate commitment

We recognize the urgency of climate change. We are improving our understanding of indirect GHG emissions from our activities in our value chains, also known as Scope 1, 2 and 3 emissions. Estimates indicate that the majority of our Scope 3 emissions are associated with emissions from the raw materials we purchase as well as emissions from the use and end-of-life treatment of our products.

We participate in the Carbon Disclosure Project (CDP), an initiative that values the industry and our customers. We believe that developing a more comprehensive climate strategy also supports our overall business approach by sharing the climate roadmap with our customers. Reducing our climate impact as an organization by integrating climate risk and opportunities into the development of our business and social project is fundamental to remain leaders, attract talent, prepare ourselves for a changing environment and continue to meet stakeholder expectations, furthering our commitment to climate.

"We set ourselves the goal of carbon neutrality scope 1 and 2 by 2030 and the guarantee of 80% of energy from renewable electricity sources, where 30% of consumption comes from self-generation projects."

COPRECI's ambition is not only to grow economically, but to do so by following social, ecological, cultural, democratic and solidarity-based standards. The challenge for the future is to achieve socio-business success in an increasingly competitive market, but it is also, to a large extent and closely linked to this, the ability to: Decouple business development and environmental impact, promoting a business model that integrates sustainability horizontally into corporate strategy, linking sustainable objectives and indicators with business development and management.

STRATEGIC OBJECTIVES - Climate Commitment
Energy efficiency of facilities identified in previous audits.
Ensure the purchase of 80% renewable electricity, and 30% of energy consumption through renewable self-generation projects by 2030
Have an emissions reduction roadmap within a corporate Climate Policy (prepare for SBTi)
Drive the environmental performance of all strategic suppliers by helping them to become climate neutral by 2030 to achieve a carbon neutral supply chain by 2050.
Product Life Cycle Analysis across all product families and a have a Reduction Action Plan towards NETzero.
Use the Guidance (TCFD) to drive our approach to climate change and improve our assessment of climate change risk in our enterprise risk management approach.

Fiscal Year 2024

During 2024, the Las Carolinas project has been consolidated. This project is composed of fifteen cooperatives that have formed a company to generate energy through photovoltaic panels in the province of Murcia, Spain. Copreci has participated in this project to receive between 5%-6% of its needs. The installations are finished and during 2025 it is expected to start self-consumption from this park, for which the last details are being finalized with the energy companies.
In addition, 4 recharging points for electric cars have been placed in the Copreci Aretxabaleta parking lot.

COPRECI GROUP CARBON FOOTPRINT

The data presented below reflect the Copreci Group's emissions in ton CO2 eq. These calculations are based on the GHG protocol.

As can be seen in the following table, data from the three scopes are included:

- Scope 1: direct emissions due to fuel consumption in stationary and mobile installations, also including fugitive emissions from refrigerant gases.
- Scope 2: indirect emissions due to electricity consumption. These are market-based measurements.
- Scope 3: purchase of goods and services, capital goods, upstream and downstream transport and distribution, waste generated, business travel, employee commuting, product use...

	2024	2023	Change 2023 - 2024 (%)
Scope 1 (ton CO2 eq.)	1,763	1,760	0.2%
Scope 2 (ton CO2 eq.)	8,381	8,308	1%
Scope 3 (ton CO2 eq.)	1,865,972	1,677,658	11%
Total (ton CO2 eq.)	1.876.116	1.687.726	11%

The Copreci Group's Carbon Footprint is characterized by its high impact on Scope 3. This is due to the electricity consumption during their useful life of some of the products placed on the market, as well as the type of materials and components needed to manufacture the final products. In fact, Scope 3 has had a significant increase (11%) due to the composition of sales in 2024, where those finished products with higher consumption in the use phase have had higher sales. Focusing on Copreci Aretxabaleta, our parent plant where we are leading the strategic objectives in climate, we have achieved a footprint reduction of 3.6% in total tons of CO2 equivalent, and with a decrease in the 3 scopes.

Once we know the composition of the group's Carbon Footprint, it is time to continue working on reductions under the guidelines of a Climate Roadmap towards Zero Emissions.

05 We create differential value in a sustainable manner

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE PRODUCTION AND CONSUMPTION

17 ALLIANCES FOR TO ACHIEVE THE GOALS

5. We create differential value in a sustainable manner

"We are committed to sustainability to create a differential value and ensure our cooperative legacy."

5.1. Differential value proposition

5.1.1. We create a Differential Value

Copreci's value proposition is based on the development of components, their functions and features, systems and solutions that provide the user with healthy experiences, promote ethical consumption and are environmentally friendly.

"We generate a VALUE PROPOSITION tailored to each customer through agile Innovation of sustainable products, functions and systems and open eco-systems of collaboration and participation."

Motors and pumps

Our deep knowledge of motor technology allows us to offer a wide range of solutions for water control and regulation. From mechatronic solutions such as drain and wash pumps for washing machines and dishwashers to complex electronic systems

Components that are at the heart of the appliance, providing a silent behavior, taking care of water and energy consumption in each wash. Components manufactured with high technological and production standards that provide a differential value in durability throughout the life of the appliance and the minimum expression of waste management throughout the manufacturing process of the appliance.

"At Copreci we seek a noise-free home. We develop technological components that contribute to efficient water management, with reduced energy consumption and contribute to this goal."

Electronic cooking

Our experience of more than 30 years has led us to be one of the leaders in the development and manufacture of induction cookers in Europe.

In our catalog we have modular and flexible designs, which integrate new elements and functions around the cooking environment as the FlowIn system, as well as new features through the connectivity of the induction cooktop with other devices.

We offer user benefits through different interface modes, safety features and cooking experience features, offering simple, practical, safe, efficient and healthy cooking and operation.

Our experience in the components sector, our knowledge of the induction cooktop component value chains and our industrial capacity also allow us to offer the manufacture of induction cooktop coil_focals from a leading position in Europe.

We have been designing different controls and electronic circuits in applications for years. Through our purchasing and manufacturing capabilities, supported by a strategic alliance relationship with Fagor Electronica (EMS), we are a recognized alternative as a global supplier of electronics for different applications.

"Voice, gestures, hearing are communication channels that visually impaired people can use on Copreci induction cooktops."

Gas cooking

Our experience of more than 60 years has allowed us to be a global reference in the development and manufacture of components and solutions for gas regulation in gas cooking appliances.

We have a wide range of products and systems that offer high levels of safety: valves, thermostats, ignition systems with lighting and gas train subassemblies are an example of this.

Flexible and innovative, we provide a local, fast and efficient response to the needs of our customers around the world, offering the user a new and safe cooking experience.

BBQ and OUTDOOR COOKING

We are the only manufacturer in the world in the outdoor sector that integrates traditional gas valve solutions with electronic controls.

We offer systems and applications for barbecues with security systems, communication systems and functionalities opening a whole world of possibilities to our customers.

Our product range is constantly renewed. Quality is our hallmark and innovation our constant commitment. Trust is the value we have built and maintained over time.

Professional cooking

Copreci has different ranges of products for the professional cooking sector. Valves, motors and systems with electronic control for all types of professional appliances, such as gas stoves, irons, fryers, ovens, kebabs... covering a range of functions and features in the different equipment in the field of professional cooking, catering and gastronomic.

Each of them developed to suit each customer. Functions and Performance for the Professional and Industrial sector.

"We are experts in components for catering equipment".

Home-Confort

Our solutions in the Home-Confort area are technologically advanced and incorporate electronics in the gas control. They are developed under strict quality standards, which provide peace of mind, safety and offer features that guarantee comfort and a healthy environment.

"Our solutions in the Home-Confort area offer comfort and create a safe and healthy environment."

STRATEGIC OBJECTIVES - Create Differential Value
Innovation in functions such as Gas Control, Regulation and Conduction, washing, cooking, etc. .... to create added value tailored to each customer, with a focus on functions, features and systems.
Develop connectivity, electronification and artificial intelligence solutions to improve the experience of cooking, washing, drying, all in a sustainable way.
Ensure that all new developments integrate the defined sustainability criteria, both in design, manufacturing, value chain, logistics, etc.

5.1.2. Innovation and Circular Economy

Innovation is strategic. We innovate from a competitive position to offer a differential value proposition that favors a sustainable use of our products and systems while minimizing the impact on the climate. Our products and solutions include new trends, techniques and technologies: connectivity, electronification and artificial intelligence that allow us to improve the experience of cooking, washing and drying, all in a sustainable way. We surround ourselves with strategic partners, which offer us technologies outside our core, allowing us to access a higher degree of innovation

"We innovate with agility and efficiency, through an open eco-system of intercooperations and alliances."

At Copreci we work on innovation projects that allow us to move towards more sustainable and circular products, processes and businesses. We innovate for a more sustainable world and develop products with the planet's new challenges in mind. We incorporate recycled and secondary materials in our products to promote circularity. We innovate in the circularity of the resources we consume and in the reuse of the waste we generate.

STRATEGIC OBJECTIVES - Innovation and Circular Economy

We innovate based on new competencies to offer a differential value proposition that favors sustainable use while minimizing the impact on the climate through a circular economy.
We innovate with agility and efficiency, through an open ecosystem generating a differential added value, so that we can offer more sustainable solutions together with our customers.
Life Cycle Analysis of all product families. Collect relevant environmental information including the circular dimension. Prepare information and digital architecture to digital passports.
Implementation of circular and digital initiatives and processes. Integrate in the Value Proposition the Circularity of our products and systems.

Exercise 2024

The mission of [proyecto HARMONY] is to secure critical value chains and pave the way towards a sustainable and circular economy. The project seeks to achieve this through the development of a comprehensive recycling process, ranging from magnet collection and disassembly to metal recovery and the production of new magnets, which will be validated in three high-impact applications, including the appliance industry among others.

5.2 Sustainable economic growth

5.2.1. Sustainable Economic Growth and Alliances

We provide ourselves with people and resources, develop alliances, work on positioning and design different value propositions for the design and development of new opportunities.

"We aspire to economic and sustainable growth, enduring over time to ensure COPRECI's legacy to new generations."

We maintain economic and financial strength through the generation of new activities and the transformation of current ones, applying an active risk management and minimization policy: market risk (including exchange rate risk, fair value interest rate risk and price risk), credit risk, liquidity risk and cash flow interest rate risk. We conduct prudent liquidity risk management, based on the maintenance of sufficient cash and marketable securities, the availability of financing through a sufficient amount of available credit lines.

We have policies to ensure that product sales are made to customers with adequate credit history.

To control the foreign exchange risk arising from future commercial transactions, recognized assets and liabilities, we use forward currency contracts or the netting of foreign currency transactions.

In addition, we apply congressional regulations for the distribution of earnings aimed at strengthening shareholders' equity and improving financial ratios. These regulations take into account the ratios of independence, net financial debt, ebitda and corporate rate of return as limits for the accrual and capitalization of interest. Compliance with these ratios also obliges us to limit our indebtedness in an increasingly volatile environment with rising interest rates.
All this allows us to continue positioning ourselves as a guaranteeing and sustainable company, with the capacity to face the challenges of growth and transformation.

In addition, intercooperation provides us with greater competitiveness. All MONDRAGON's cooperatives, on an annual basis and as a general rule, contribute 5% of our positive results to the MONDRAGON Foundation as a non-refundable contribution to set up the Cohesion and Development Fund for the development of projects that promote cohesion and the development of MONDRAGON's cooperative experience. This fund is used to carry out feasibility analyses or to finance R&D&I projects, among others. Likewise, and also of a general nature, annual contributions are made as an investment equivalent to 5% of the positive results to constitute an international expansion fund managed by MONDRAGON Inversiones, S. Coop.

The use of these resources is to support the cooperatives in their international expansion and growth processes, the promotion of the different business projects or even the strengthening of the cooperatives' asset structures, among others.

"We have an eco-system of alliances that strengthens our competitive position in providing differential value."

During the next years, we will continue growing and positioning ourselves with a differential value proposal in all the markets we dominate, betting on the development of, relying on inter-cooperation and on the development of the alliance network.

STRATEGIC OBJECTIVES - Sustainable economic growth and alliances

To grow with a differentiated value proposition in the markets we dominate.
We are a benchmark as a global electronics supplier, supported by the strategic alliance relationship with Fagor Electrónica.
We grow by developing a value proposition based on function and systems, relying on a network of alliances, inorganic purchases,
We develop technological, industrial and market alliances to strengthen our global leadership with local presence.

Value Creation. New business models

We develop opportunities and projects with the appropriate size and positioning, which allow us to transform current businesses, generating new growth opportunities and providing the market with new sustainable value propositions based on a circular economy.

In addition, we have strategic lines aimed at creating collaborative eco-systems through which to promote the development of new opportunities around sustainability and the circularity of our value propositions.

"WE GROW IN A GLOBAL AND SUSTAINABLE WAY, developing the Regions and guaranteeing economic and financial soundness and the legacy of COPRECI".

Year 2024

Copreci, in its commitment to the circular economy, participates in the WEEE-Loop project, an initiative in collaboration with Circular Replay for the selective recovery of parts and components in the household appliance industry.

This project, funded by the European Executive Agency for Climate, Infrastructure and Environment (CINEA), is part of the European Union's LIFE program and involves a consortium of companies specialized in circular management.

WEEE-Loop promotes the reuse of components and digitization as a key tool. Circular Replay, as a technological partner, provides software that facilitates the identification and processing of recoverable components, allowing Copreci to optimize their recovery and reintegration into production, improving efficiency and promoting circularity.

"We develop new opportunities around the circularity of our value chain."

06 We create wealth
We promote Community development

6.1. We create wealth and promote community development in our environment

"We drive collaboration and community self-organization to achieve the Sustainable Development Goals."

More than 60 years ago we were born to respond to the needs of the community, so our origins are rooted in the community that surrounds us. The challenges of society are also ours and we collaborate with the rest of the cooperatives, social agents and public administrations in the search for answers to the old and new challenges of the 21st century.

The new century brings new challenges and it is urgent that, as well as companies, territories move towards sustainability.

Our Cooperative enterprise model is capable of generating and distributing wealth equitably. The contribution of cooperatives to society is of a qualitative, integral and long-term nature. Wealth, which is not only measured on the basis of financial capital, but also on the basis of its social capital, permanently pursuing that the creation of wealth has an impact on society.

Beyond the business activity, there is a proactive attitude and a manifest will to act as a direct agent in the welfare of the environment, since, taking care of cultural, solidarity and environmental aspects of the immediate environment, it is taking care of its people and of aspects that complement their labor vector.

The internal distribution of the wealth created, is an expression of solidarity. We redistribute resources through various funds and by promoting economic, environmental and social development initiatives wherever we are present.

Copreci and the Mondragon Corporation
COPRECI as a member of the Mondragon Corporation and based on the group's cooperative principles, also shares in the field of social transformation the strategic challenges defined in its Social-Business Policy.
The Corporation's Socio-business Policy 2021-2024 includes as its VISION its clear vocation to generate a positive social impact on its environment:

The MONDRAGON Group is a reality that contributes to generating powerful and supportive socio-business fabrics in the places where it is present.

Through 2 of its strategic challenges:

"Living the values": our cooperative model, and the commitment of people, are a differential that should enable us to do business in a different way, more supportive and committed to sustainability and social transformation.

"Making a better world": we believe in the cooperative legacy, leaving to the following generations not only stronger and better cooperatives, but also a better development model for people and the planet.

Copreci and the Fagor Group
Copreci is in turn part of the eight cooperatives, benchmarks in the sectors in which they operate, that make up the Fagor group. We are also the origin of the cooperative group currently known as the Mondragon Corporation.

Our commitment to sustainability in the Fagor Group is not limited to the internal level. Based on community self-management, we are committed to the path towards sustainability that must be taken by the territories and communities where our cooperatives are located. To this end, from the Fagor Group we collaborate with the rest of the agents in the territory so that we can jointly walk the path to achieve the Sustainable Development Goals.

COPRECI. S. Coop has a Social Transformation Committee, which brings together members of the Governing Council, Social Council and Management, as well as volunteer members, where, on the one hand, the different social transformation projects developed by the FAGOR Group are monitored, and on the other, proposals are drawn up for activities to be promoted by the cooperative itself.

"We want to reinforce our vocation for social transformation on the basis of the Sustainable Development Goals, focusing on those we want to be benchmarks."

The Cooperative Promotion and Education Funds (COFIP), are fed with 10% of the annual profits of the cooperatives that make up the Group, as established by the Basque Cooperatives Law. In addition, COPRECI allocates an additional 2% to this fund as a sign of our firm commitment to social transformation.

This is the amount that Copreci S.Coop. has allocated in 2024 to the Cooperative Promotion and Education Funds:

	Fagor Group	Copreci
10% of annual profits, of which:		
Of this amount, 20% goes to the FEPI fund (Intercooperative Education and Promotion Fund) of the Mondragon Corporation	734,761 €	35.550 €
The rest of this amount (80%) goes to the COFIP fund, part of which is available at the Fagor Group level and part of which is managed by the cooperative itself	2,986,569 €	142.200 €
2% of annual profits, as an additional contribution, to Fagor's Social Transformation Fund	743,315 €	35,550 €
Total endowment 2024	**4,464,645 €**	**213,300 €**

Exercise 2024
The first edition of the Euskadi Agenda 2030 Award has been held to recognize the commitment of different entities to the Sustainable Development Goals (SDGs). The Fagor Group is one of the 60 organizations awarded.

The following is the distribution **Social Fund or COFIP fund of the Fagor Group,** where we want to promote the achievement of the Sustainable Development Goals and, in this sense, we have supported projects at different scales:

- Fagor Community
- Debagoiena
- Euskal Herria
- World

Financial year 2024

COPRECI contributed 142,200 euros in 2024 to this COFIP fund of the Fagor Group to meet needs in different areas and support various projects / agents of society (132,000 euros in 2023). The total economic contribution of the Fagor Group was 2,986,569 euros (2,347,933 euros euros in 2022).

(in thousands of Euros)	2020	2021	2022	2023	2024
COFIP Fund Fagor Group	3,254	1,076	2,410	2,348	2,986
Contribution of Copreci S. Coop	248	183	428	132	142

Based on internal regulations, the decision was made to allocate the 2024 funds to the different areas as follows:

DISTRIBUTION OF COFIP FUNDS FAGOR GROUP 2024

	TOTAL AVAILABLE	EDUCATIONAL PROMOTION %25 746.642€	SOCIAL AND COOPERATIVE PROMOTION (60-65) %65 1.941.270 €				COMMUNITY DISTRIBUTION (10-15) %10 298.657€	
		Cooperative education %25	Social Innovation Platform %25	Basque language normalization (20-25) %24	MUNDUKIDE (10-12) %10	Intercooperation/ cooperative promotion (3-7) %6	Social Transformation Projects in Cooperatives (2-7) %2	Cooperatives %8
COPRECI	142.200 €	35.550 €	35.550 €	34.128 €	14.220 €	8.532 €	2.844 €	11.376 €
TOTAL	2.986.569 €	746.642 €	746.642 €	716.677 €	298.657 €	179.194 €	59.731 €	238.926 €

Involve Fagor's people in the Sustainable Development Goals.

The main initiatives we have promoted in this area are:

FAGOR EUSKARAZ	FAGOR ELKARREKIN	FAGOR MUGI
We have been promoting Basque language plans in our cooperatives for more than 20 years so that people can work in Basque. In general, it is an item that we have earmarked for initiatives to finance the Basque language revitalization plans of both the Group and the cooperatives and the actions specified therein.	We promote dynamics and initiatives to involve people in the Sustainable Development Goals. These include solidarity campaigns, collaborative dynamics with social entities, volunteer work, etc. Several initiatives have been published in Fagor Elkarrekin. From volunteering (First Lego League, Mundukide, Gipuzkoa Federation of Adapted Sports...) or collections to help after the catastrophe in Valencia, as well as collaborations with the Zaporeak association for a food collection to help refugees in Lesbos.	Through mobility plans we promote sustainable mobility to the workplace, promoting among others the use of bicycles, public transport and carpooling. In 2024 in the Fagor Group we have traveled 282,218 kilometers in a more sustainable way among 241 people. With a saving of 34,469 kgCO2.
A total of 716,777 euros contributed by the Fagor Group, of which the amount of **Copreci's 2024 contribution has been 34,128 euros.**	A total of 62,998 euros contributed by the Fagor Group **Copreci's 2024 contribution has been 2,844 euros.**	

Promoting sustainable development in the region of Debagoiena

Most of the production centers of our cooperatives are located in Debagoiena, so the Fagor Group has a special commitment to the region. The main initiatives we promote in this area are:

DEBAGOIENA 2030	GIZABIDEA FOUNDATION
It is the network created to promote the sustainable development of Debagoiena. Throughout 2024 we continue to pay special attention to the energy transition through the Eraginez piztu initiative, committing ourselves to be collaborating partners of the emerging energy communities in the region. In addition, in 2024 we have worked on a project to develop a comprehensive intervention in the Arima Zubi area of Arrasate: Arima Bizi. Together with the involvement of different agents, we have worked on the objective of seeking solutions to the mobility problems presented by this urban area	Through the Gizabidea Foundation, we have been collaborating for more than 40 years with the cooperative educational agents of the territory helping in the financing of the necessary infrastructures to offer quality education in the region. In 2022 we signed several agreements with MGEP, HUHEZI and Ikastola Arizmendi, detailing the projects to be subsidized in the period of a decade.
A total of 746,642 euros contributed by the Fagor Group, of which the amount of **Copreci's 2024 contribution was 35,550 euros.**	A total of 746,642 euros contributed by the Fagor Group, of which the amount of **Copreci's 2024 contribution was 35,550 euros.**

Support projects that pursue the sustainable development of the Basque Country.

FAGOR HERRIGINTZA	Other projects at Basque Country level
Fagor Herrigintza is a collaboration program, a means to support and collaborate with initiatives arising from the Basque society. To this end, the members of our cooperatives have chosen from among 9 projects, those that are going to receive aid from this program, the result for 2024 being the following: - Photovoltaic panels at the vocational training center in Ghana (Hiruatx): 60.60,000 euros - Roof with life, photovoltaic panels, vegetable garden and inclusion of the elderly (Txintxirri ikastola): 40,000 euros - Audiovisual "Bullyingari galga" of the Ihitten association: 20,000 euros.	In addition to the projects benefiting from the Fagor Herrigintza collaboration program grants, other associations have also received our support in 2024.
A total of 149,146 euros contributed by the Fagor Group, of which the amount of **Copreci's 2024 contribution was 8,532 euros.**	

Development cooperation

MUNDUKIDE FOUNDATION	GARABIDE
Mundukide develops its work mainly in Mozambique and Brazil, and has been promoting, in coherence with the cooperative philosophy, the endogenous development of its communities for years. In addition to financing its activity, the members of our cooperatives have the possibility of participating as cooperators in the countries where Mundukide has programs.	Garabide is an entity that collaborates in the processes of recovery of minority languages, sharing the learnings of the process of recovery of the Basque language with the processes of other countries and learning in turn from their experiences
A total of 298,657 euros contributed by the Fagor Group, of which the amount of **contribution 2024 of Copreci has been 14,220 euros.**	

PROMOTION OF LOCAL ASSOCIATIONS

Part of the COFIP is destined to subsidize the activities of the associations of the localities where Copreci is located. The following is a list of this type of social projects promoted in 2024 from COPRECI.

Project	Description	COPRECI
GuHaziakGara laguntza elkartea	Asociación de Ayuda a las personas inmigrantes (Aretxabaleta)	2.820 €
UDA Kirol Elkartea	Aretxabaleta Sports Club	450 €
IKAZKIN Trail	Mountain race organized by the Aretxabaleta UDA Sports Club	200 €
Debatea Elkartea	Aretxabaleta association for provide assistance to people with ASD on a regular basis	300 €
Katearen Loturak	Association for multidisciplinary work to help people with dual pathology (substance use + mental disorder) in Debagoiena	500 €
Ortzadar Elkartea	Association promoted by people with borderline intelligence and their families	300 €
SHIFA Elkartea	Non-profit association created by nurses to improve the health of the population in the Saharawi camps	300 €
Loramendi Elkartea	Association that aims to normalize the Basque language in Aretxabaleta and strengthen the Basque culture.	500 €
AMS Mundu solidarioa	NGO to help developing countries.	1.400 €
Ndank Ndank	Promotion of interculturality and cooperation for development between Basque and Senegalese people	700 €
Gipuzkoako Elikagai Bankua (Bergara)	To enable access to basic food for families with difficulties.	1.000 €
Sos Arrazakeria	Foundation created with the aim of fighting against any discrimination and segregation derived from skin color, origin or culture.	300 €
Ereindajan elkartea	Association based on food sovereignty and sustainable consumption.	500 €
Ludomania	Prevention workshops on gambling addiction in Aretxabaleta	400 €
TOTAL		**9.670 €**

In addition Copreci, within a program that we have been developing in recent years, allocated another **1,706 € as a concept of personal interest training,** a specific aid for those employees of the Copreci Group who want to promote their learning independently to promote not only their professional development but their contribution to the community.

Copreci continues to collaborate wherever it is

In our plant in Turkey we continue to be involved in the recovery of the area affected by the terrible earthquake of 2023. We have therefore continued to collaborate with a small school in the affected area, in the region of Malatya, where this year they have been able to refurbish new facilities.

In turn, our plant in the Czech Republic is located in a town of just over 1,000 inhabitants, and collaborates closely with local activities such as supporting the local children's soccer team and other events organized by the municipality.

PARTICIPATION OF OUR COPRECI STAFF IN PROJECTS 2024:

Once again, Copreci staff participated in the campaign to collect food for refugees in Lesbos, with the help of the Zaporeak association.

It should also be noted that an internal campaign was activated in collaboration with the Debagoiena Red Cross so that our members could also make individual contributions, in addition to the help offered collectively by the Fagor Group.

Once again Copreci participated in the IX Solidarity Race of the Mundukide Foundation. The money raised through the event will be invested in the cooperation programs that Mundukide carries out in Africa and South America.

07 Report preparation procedure

7. Report Preparation Procedure

This report presents COPRECI's non-financial information statement, in accordance with the requirements of Law 11/2018, of December 28, amending the Commercial Code, the Consolidated Text of the Capital Companies Act, approved by Royal Legislative Decree 1/2010, of July 2, and Law 22/2015, of July 20, on Auditing of Accounts, in terms of non-financial information and diversity. It is also presented as the Group's Sustainability Report (annual periodicity).

The report, which contains the information necessary to understand the evolution, results and situation of the COPRECI Group and the impact of its activity with respect to environmental, social and economic issues from January 1, 2024 to December 31, 2024, has been prepared using the GRI Standards as a reference, , and is a reflection of the importance that COPRECI gives to its stakeholders and its commitment to sustainability, in order to ensure that the Group's economic activity is aligned with the basic principles that enable sustainable social and environmental development over time, thus contributing to the United Nations Sustainable Development Goals.

The preparation of this report is not only a clear exercise in transparency and accountability, but also contributes to the improvement of the Group's own management processes and strategy, through the identification of new opportunities for improvement that may materialize in the short and medium term.

The process of preparing the report involved the direct participation of the Management and the people responsible for the main areas of COPRECI, as well as the Chairman of the Group's Governing Council, as representative of the members.

All the information included refers to the parent company and the subsidiaries that make up the COPRECI Group considered in the consolidated accounts, except for information on the Copreci Egypt plant.

7.1 Material Issues Definition Process

The commitment to sustainability is part of COPRECI and is inherent in the development of its activity. As proof of this, the design of its sustainability strategy has been carried out, for which COPRECI has conducted a double materiality analysis process with the aim of identifying relevant sustainability issues from a financial perspective and impact on social, environmental and governance issues (ESG Aspects). This process, allows us to respond to the requirement of Law11/2018 regarding non-financial information and diversity.

7.1.1 Our Stakeholders

COPRECI shows its commitment to the following

Stakeholders - INTERNAL
COPRECI GROUP Partner-Employees
Stakeholders - EXTERNAL
Customers, Customer-Partners and Users
Suppliers, Collaborators, InterCooperation and Alliances.
Society, Community and Social Organizations
Government and Public Administration

Members-Working People

In a cooperative, working people have a double facet, as both internal and external stakeholders. For the purposes of sustainability management, this stakeholder group has been considered as an external group, given that, as workers of the cooperative, members have a series of needs and expectations regarding labor, safety, remuneration, conciliation, training, etc., which must be listened to and attended to.

Customers
This is a stakeholder group that is very active in requesting our involvement in the field of sustainability in all its spheres, economic, environmental and social. The importance given to these aspects in the criteria by which we are approved and evaluated for the awarding of projects is increasingly evident. We are also influenced by the fact that most of our clients are large multinational corporations, which exert a tractor effect on their entire supply chain, in which we are located.

Suppliers, Collaborators, Alliances
This stakeholder group is not very inclined to proactively make their needs and expectations explicit to us. However, the characteristic of our industrial model, which identifies us mainly as an engineering company, makes our dependence on suppliers, mainly of raw materials, and increasingly our dealings with other collaborating companies and/or allies, very significant.

Administration
Through regulations, norms and laws, the Administration prescribes its current needs that must be taken into account by COPRECI. Beyond those needs explicitly stated in regulations, they may have other needs and expectations that also need to be identified, in order to assess the future opportunities and risks arising from them.

Society Community and Social Organizations
There are other social concerns in the environments in which we are implanted that are channeled through different types of organizations in very diverse areas and that in the long term accumulate a capacity of influence that can be channeled both through new regulations and through direct and indirect demands to our organization. This is why we consider them to be our stakeholders.

The relevance of these stakeholders has been established in a working session in which it was identified that the specific weight of working partners, customers and suppliers was significantly greater than that of the rest of the external stakeholders.
We use various channels of communication with stakeholders.

With regard to the most significant groups, surveys were used to contact their various representatives and obtain information. In the case of Customers, 3 large groups were chosen and interviews were held with the people responsible for sustainability in their organizations.

7.1.2 Material Issues - COPRECI's Double materiality

The identification of trends and updating of material aspects is proposed through the following three phases:

Phase 1 IDENTIFICATION AND PRIORITIZATION OF STAKEHOLDERS
Identification; considering the impacts of COPRECI's actions or activities on its stakeholders.

Phase 2 IDENTIFICATION OF POTENTIALLY RELEVANT ISSUES
Internal sources
- MONDRAGÓN Group alignments on sustainability
- FAGOR Group's strategic sustainability plan
- Results of surveys of customers, employees, etc.
- Mondragon Division materiality analysis results Components

External sources
- List of topics according to GRI Standards
- International and sectorial standards in sustainability
- Global Compact
- United Nations Sustainable Development Goals
- European Non-Financial Reporting Directive / Law 11/2018, on Non-Financial Reporting and Diversity

Brought to COPRECI
- Analysis of global and sectorial trends in sustainability.
- COPRECI internal analysis.
- ESG risk analysis
- List of potential relevant topics.

Phase 3 PRIORITIZATION OF POTENTIALLY RELEVANT ISSUES

The prioritization of the identified material issues is determined by the relevance and probability of impact that these issues have on COPRECI, which in turn is related to the ability to manage stakeholder expectations and value creation. Prioritization has been done through stakeholder consultation by means of surveys.

▪Prioritization of material issues from internal and external perspectives through a workshop with the Board of Directors and online surveys and interviews for internal and external groups.
▪Incorporation of criteria for financial materiality, considering the impacts of ESG risks on the organization's financial value.

Phase 4 REVIEW AND VALIDATION

Validation; reasonable and balanced representation of the organization's sustainability performance, both negative and positive impacts.

▪Preparation of Double materiality Matrix.
▪Internal working session to review results and validate final material issues. This session was held with the Board of Directors.

The statement of non-financial information presented here is structured in accordance with these identified material topics, including all those contents required by Law 11/2018

7.2. Reference table of requirements of law 11/2018 Statement of Non-Financial Information, and Contents of the Global Reporting Initiative (GRI Indicators).

Contents of Law 11/2018	Standard used (GRI)	Section	Observations
0. General information			
Brief description of the group's business model, including its business environment, organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future development.	GRI 2-1Organizational details GRI 2-6 (a + b.i) Activities, value chain and other business relationships GRI 2-22 Sustainable development strategy statement GRI 3-2 (a)List of material topics	1. Letter from the President/CEO 2.1 Our Identity 2.2 Unique Business Model 2.3 Contribution to Sustainable Development Goals 3.1.1 Cooperative Governance 5.1.1. We create Differential Value	
Policies applied by the group, including due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	GRI 2-23 Commitments and policies GRI 3-3 (a;b;c;d;e) Management of material issues	3.1.1 Cooperative Governance 3.2.1 Business ethics and integrity 7.Reporting procedure. Chapters 3.2.1+3.2.2+4.1.1+ 4.1.1+4.1.2+4.1.3+4.1.4+ 4.2 +5.1.1+5.1.2+5.2.1+5.2.2+6	
Main risks related to these issues linked to the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in these areas, and how the group manages these risks, explaining the procedures used to detect and assess them in accordance with the national, European or international frameworks of reference for each subject. Information on the impacts identified should be included, providing a breakdown of the impacts, in particular on the main short, medium and long-term risks.	GRI 2-12 (a;b;c) Role of the highest governance body in overseeing the management of impacts	3.1.1 Cooperative Governance	
1. Reporting on environmental issues			
Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety	GRI 2-22 Sustainable development strategy statement	1. Letter from the President/CEO 4. Responsible for the planet	
- Environmental assessment or certification procedures	GRI 2-23 Commitments and policies	3.1.1 Cooperative governance	
- Resources devoted to environmental risk prevention	GRI 3-3 e.ii Management of material issues	7.3. Supplementary information - reporting on environmental issues	
- Application of the precautionary principle	GRI 2-23 Commitments and policies	3.1.1 Cooperative governance	
- Provisions and safeguards for environmental risks	GRI 2-27.a Compliance with laws and regulations	7.3.	

Contents of Law 11/2018	Standard used (GRI)	Section	Observations
Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment, taking into account any form of air pollution specific to an activity, including noise and light pollution	GRI 3.3 -d Management of material issues (with a view to GRI 302 and 305 emissions)	4.2 Climate commitment 4.1.1.1.- Value Chain and Sustainable Supply 7.3. Supplementary information - information on environmental issues - emissions...	
Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste.	GRI 3.3 -d Management of material issues (with a view to GRI 306-4 and 306-5 Effluents and waste)	4.1.4.- Efficient and Circular Resource Management in the Value Chain. 7Supplementary information - information on environmental issues	
- Actions to combat food waste.	GRI 3.3 -d Management of material issues (with a view to GRI 306 Effluents and waste)		This content is not material for the Copreci Group because its production process does not include the incorporation or treatment of food.
Water consumption and water supply in accordance with local limitations. Water and effluents	GRI 303-5 a-b	7.3. Supplementary information - information on environmental issues	
Consumption of raw materials and measures taken to improve the efficiency of their use	GRI 301-1 to GRI 301-2 to	4.1.1 Sustainable supply and value chain 4.1.3 Supply chain free of non-permitted substances 4.1.4 Efficient and circular management of resources in the value chain 7.3. Supplementary information - information on environmental issues	
Energy: Consumption; Measures taken to improve energy efficiency, Use of renewable energy	GRI 3.3 -d 302-1 a-b 302-4 a	4.1.4 Efficient and circular management of resources in the value chain 7.3. Supplementary information - information on environmental issues	
Greenhouse gas emissions and measures taken to adapt to the consequences of climate change.	GRI 3.3 -d (With a view to GRI 305) 305-1 to 305-2 to 305-3 to	4.2 Commitment to climate 4.1.1.- Value Chain and Sustainable Supply 7.3. Supplementary information - information on environmental issues	
Voluntary reduction targets established in the medium and long term to reduce GHG emissions and means implemented to this end.	GRI 3.3 -d (with GRI 305-5 view)	4.2 Climate commitment	
Measures taken to preserve or restore biodiversity	GRI 3.3 -d Management of material issues (with GRI 304 Biodiversity view)		No activities or operations are conducted in protected areas.
Impacts caused by activities or operations in protected areas	GRI 3.3 -d Management of material issues (with GRI 304 Biodiversity view)		No activities or operations are conducted in protected areas.

Contents of Law 11/2018	Standard used (GRI)	Section	Observations
2. Information on social issues			
Total number and distribution of employees by gender, age, country and professional classification	GRI 2.7-a GRI 2.7-b.i/ii/iv/v GRI 2.7-c.ii Employees GRI 405-1. b)i GRI 405-1. b)ii Diversity in governing bodies and employees	3.2.2. A Labor and Social Model generating Well-being and Wealth. 7.3. Supplementary information - information on social issues	
Total number and distribution of employment contracts	GRI 2.7-a GRI 2.7-b.i/ii/iv/v GRI 2.7-c.ii Employees	7.3. Supplementary information - information on social issues	
Average annual number of permanent, temporary and part-time contracts by gender, age and professional classification	GRI 2.7-a GRI 2.7-b.i/ii/iv/v GRI 2.7-c.ii GRI 2.7-e Employees	3.2.2. A Labor and Social Model that generates Welfare and Wealth. 7.3. Supplementary information - information on social issues	
Number of dismissals by gender, age and professional classification		7.3. Supplementary information - information on social issues	
Average remuneration and its evolution broken down by gender, age and professional classification or equal value		3.2.2. A Labor and Social Model that generates Welfare and Wealth. 7.3. Supplementary information - information on social issues	
Wage gap	GRI 405-2 Ratio of basic salary and remuneration of women versus men	3.2.2.	
Remuneration for equal or median jobs in society	GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	3.2.2. A Labor and Social Model Generating Well-being and Wealth. 7.3. Supplementary information - information on social issues	
Average compensation for directors and senior managers, including variable compensation, per diems, severance pay, payments to long-term savings plans, and any other payments disaggregated by gender		3.A Labor and Social Model that generates Well-being and Wealth.	
Implementation of work disconnection measures		3.2.2. A Labor and Social Model that generates Well-being and Wealth.	
Employees with disabilities	GRI 405-1. b) iii Diversity in governing bodies and employees	3.2.2. A Labor and Social Model that generates Well-being and Wealth.	
Organization of working time		3.2.2. A Labor and Social Model that generates Well-being and Wealth.	
Number of hours of absenteeism		7.3. Supplementary information - information on social issues	
Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of these by both parents.	GRI 401-3-a/b Parental leave	3.2.2. A Labor and Social Model that generates Well-being and Wealth.	

Contents of Law 11/2018	Standard used (GRI)	Section	Observations
2. Information on social issues			
Occupational health and safety conditions	GRI 3.3 -d Management of material issues (with a view to GRI 403-Health and Safety)	3.2.2. A Labor and Social Model Generating Well-being and Wealth. 7.3. Supplementary information - information on social issues	
Work-related accidents and occupational diseases (frequency and severity) broken down by gender	GRI 403-9 Work-related injuries. GRI 403-10a Work-related diseases.	3.2.2. A Labor and Social Model Generating Well-being and Wealth. 7.3. Supplementary information - information on social issues	
Organization of social dialogue, including procedures for informing, consulting and negotiating with employees		3.2.2. A Labor and Social Model Generating Well-being and Wealth. 3.1.1.- Cooperative Governance 3.2.2. A Labor and Social Model Generating Well-being and Wealth.	
Percentage of employees covered by collective bargaining agreements by country	GRI 2-30 a Collective bargaining agreements	7.3. Supplementary information - information on social issues	
Balance of collective bargaining agreements, particularly in the field of occupational health and safety		7.Supplementary information - information on social issues	
Policies implemented in the field of training	GRI 3.3 -d Management of material issues (with a view to GRI 404-Training and education)	3.1.3 Learning. Employability	
Total number of hours of training by employee category	GRI 404-1 Average hours of training per year per employee	7.3. Supplementary information - information on social issues	
Universal accessibility for people with disabilities	GRI 3.3 -d Management of material issues (with a view to GRI 405 Diversity and equal opportunity and GRI 406 Non-discrimination	3.2.2. A Labor and Social Model that generates Well-being and Wealth.	
Measures adopted to promote equal treatment and opportunities for men and women	GRI 3.3 -d Management of material issues (with a view to 405 Diversity and equal opportunities and GRI 406 Non-discrimination)	3.A Labor and Social Model that generates Well-being and Wealth.	
Equality plans	GRI 3.3 -d Management of material issues (with a view to GRI 405 Diversity and equal opportunities and GRI 406 Non-discrimination)	3.2.2. A Labor and Social Model that generates Well-being and Wealth.	
Measures adopted to promote employment		2.1 Our identity 3.1.1 Cooperative Governance	
Protocols against sexual and gender-based harassment	GRI 3.3 -d Management of material issues (with a view to GRI 405 Diversity and equal opportunities and GRI 406 Non-discrimination)	3.2.2. A Labor and Social Model that generates Well-being and Wealth.	
The integration and universal accessibility of people with disabilities	GRI 3.3 -d Management of material issues (with a view to GRI 405 Diversity and equal opportunities and GRI 406 Non-discrimination)	3.2.2. A Labor and Social Model that generates Well-being and Wealth.	
Policy against all types of discrimination and, where appropriate, diversity management	GRI 3.3 -d Management of material issues (with a view to GRI 405 Diversity and equal opportunities and GRI 406 Non-discrimination)	3.2.2. A Labor and Social Model that generates Well-being and Wealth.	

Contents of Law 11/2018	Standard used (GRI)	Section	Observations
3. Information on respect for human rights			
Application of human rights due diligence procedures	GRI 3.3 -d Management of material issues (with a view to GRI 2-23 Commitments and policies)	3.1.1 Cooperative Governance 3.2.1 Ethics and integrity in business.	
Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses committed	GRI 3.3 -d Management of material issues (with a view to GRI 412 2-25 Processes for remediating negative impacts)	3.1.1 Cooperative governance 3.2.1 Business ethics and integrity.	
Reporting instances of human rights abuses	GRI 2-26 Mechanisms for seeking advice and raising concerns	3.2.1 Business ethics and integrity	
Promotion of and compliance with the provisions of ILO core conventions concerning respect for freedom of association and the right to collective bargaining, elimination of discrimination in respect of employment and occupation, elimination of forced and compulsory labor, and the effective abolition of child labor	GRI 3.3 -d Management of material issues (with GRI 408-1 AND 409-1 view to non-discrimination, freedom of association and collective bargaining, child labor, forced or compulsory labor and human rights)	3.1.1 Cooperative Governance 3.2.1 Business ethics and integrity.	
4.Information related to anti-corruption and anti-money laundering			
Measures taken to prevent corruption, bribery and anti-money laundering	GRI 2-26 Mechanisms for seeking advice and raising concerns GRI 2-23 Commitments and policies GRI 3.3 -d Management of material issues (with a view to GRI 205 Anti-corruption)	3.1.1 Cooperative Governance 3.2.1 Business ethics and integrity	
5Information on society			
Impact of the society's activity on employment and local development and on local populations and the territory	GRI 2-28 Membership in associations	6. We create wealth, we promote community development	
Relationships maintained with local community stakeholders and the methods of dialogue with them	GRI 2-28 Membership in associations	6. We create wealth, drive community development	
Partnership or sponsorship actions	GRI 2-28 Memberships in associations	6. We create wealth, we drive community development	
Inclusion in procurement policy of social, gender equality and environmental issues and consideration in relations with suppliers and subcontractors of their social and environmental responsibility		4.2 Climate commitment chapter 5.1.2 Innovation and circular economy. 5.2.2 Value creation. Circular economy	
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	GRI 3.3 -d Management of material topics (with a view to GRI 308 Environmental assessment and GRI 414 Social assessment)	4.1.1 Sustainable value and supply chain 4.1.3 Supply chain free of non-permitted substances	
Systems for monitoring and audits of suppliers and subcontractors and results thereof			
Measures for consumer health and safety	GRI 3.3 -d Management of material topics (with a view to GRI 416 Customer Health and Safety)	4.1.2 Quality and Reliability of materials, products, systems and value chain services	
Complaint systems, complaints received and resolution of complaints	GRI 3.3 -d Management of material issues (with a view to GRI 416 Customer Health and Safety)	4.1.2 Quality and Reliability of materials, products, systems, and value chain services	
Benefits achieved by country	GRI 207-4b. vi Country-by-country reporting	7.3. Supplementary information - information on social issues	
Taxes on profits paid	GRI 207-4b. viii Country-by-country reporting	7.3. Supplementary information - information on social issues	
Government subsidies received	GRI 201-4a.iii Financial assistance received from government	7.3.	

Supplementary information

INFORMATION ON ENVIRONMENTAL ISSUES

Environmental Management

Copreci, S.Coop., have an Integrated management system Policy related to Quality, Environment, Occupational Risk Prevention and Social Responsibility, which establishes as a basic requirement the establishment of an Integrated Management System following the principles of business excellence and sustainability, and taking into account various commitments. Among others, the following commitments stand out:

- Comply with legislation
- Ensure compliance, continuous improvement and effectiveness of the IMS
- Protect the environment and provide the necessary resources for the care of the environment
- Achieve a high level of safety and health at all levels of the organization to prevent damage and deterioration of health by providing safe and healthy working conditions
- Ensure consultation, participation, training and information for all members and employees
- Establish an open communication channel available to stakeholders
- Conduct an annual review of the Integrated System to determine its effectiveness
- Maintain, communicate and ensure compliance with the Group's Code of Conduct
- Ensure respect for the principles of Social Responsibility.

In addition, all plants have a specific environmental policy or, where appropriate, the environment is mentioned in other generic policies. Copreci S.coop and the Mael Group, both in Spain, are ISO14001 certified. The Strategic Sustainability Plan has been carried out holistically, encompassing the entire Copreci Group, and as a result our Turkey plant has just achieved ISO 14001 certification in 2024.

In terms of structure and organization, all Copreci Group plants have at least one person dedicated to the supervision and management of environmental aspects.

As indicated in Note 5.14 of the Group's consolidated financial report for 2024 and 2023, no provisions have been recorded during those years for possible contingencies related to the improvement and protection of the environment, nor known liabilities and/or compensation to be received.

Waste

Below are some figures related to the circular economy and waste resulting from the Group's activities:

Waste destined to recovery operation, in metric tons

GRI: GRI 306-4 / GRI 306-5

	On-site (t)	Off-site (t)	Total 2024 (t)	% compared to Total 2024	Total 2023 (t)	% compared to Total 2023	Change 2023 - 2024 (%)
HAZARDOUS WASTE							
Prepared for reuse	14	-	14	0%	14	0%	
Recycling	298	-	298	7%	246	7%	
Other recovery operations	0	-	0	0%	0	0%	
Total	**312**	-	**312**	**7%**	**260**	**8%**	**17%**
NON HAZARDOUS WASTE							
Prepared for reuse	1,3	-	1,3	0%	103	3%	
Recycled	3.893	-	3,893	93%	2,986	88%	
Other recovery operations	0	-	0	0%	24	1%	
Total	**3,894**	-	**3,894**	**93%**	**3,114**	**92%**	**20%**
Avoided wastes							
Total	**4,206**	-	**4,206**	**100%**	**3,374**	**100%**	**20%**

Waste for destinated to disposal operation, in metric tons

	On-site (t)	Off-site (t)	Total 2024 (t)	% compared to Total 2024	Total 2023 (t)	% compared to Total 2023	Change 2023 - 2024 (%)
HAZARDOUS WASTE							
Incineration (with energy recovery)	-	-	-	- -	- -	-	-
Incineration (without energy recovery)	49	-	49	15%	99	18%	
Transfer to a landfill	214	-	214	66%	177	33%	
Other disposal operations	-	-	-	–	240	44%	
Total	**263**	**-**	**263**	**82%**	**516**	**95%**	**-49%**
NON HAZARDOUS WASTE							
Incineration (with energy recovery)	-	-	-	-	-	-	-
Incineration (without energy recovery)	1	-	1	0%	7	1%	
Transfer to landfill	58	-	58	18%	18	3%	
Other disposal operations	-	-	-	-	0	0%	
Total	**59**	**-**	**59**	**18%**	**25**	**5%**	**59%**
Waste generated for disposal							
Total	**321**	**-**	**321**	**100%**	**541**	**100% 100%**	**-41%**

Consumption of main raw materials, in metric tons (t) **GRI 301-1 a / GRI 301-2 a**

	2024	2023	Change 2023 - 2024 (%)
Brass NOT recycled (t)	104	98	6%
Brass YES recycled (t)	943	1,330	-29%
% recycled	90%	93%	-3%
TOTAL consumption Brass (t)	**1,047 1,428**	**1,428 -27%**	
Aluminum NOT recycled (t)	1,553	1.233	26%
Aluminum YES recycled (t)	2,352	1,884	25%
% recycled	60.2%	60%	0%
TOTAL Aluminum consumption (t)	**3,905**	**3.117**	**25%**
Steel NOT recycled (t)	1,045	1,008	4%
Steel YES recycled (t)	0	3.51	-
% recycled	0%	0.35%	-
TOTAL Steel Consumption (t)	**1,045**	**1,011**	**3%**

Consumption of packaging, in metric tons (t)

	2024	2023	Change 2023 - 2024 (%)
Paper - Cardboard Packaging NOT recycled (t)	224	121	85%
Paper - Cardboard Packaging YES recycled (t)	629	678	-7%
% recycled	74%	85%	-13%
TOTAL consumption Paper Cardboard (t)	**853**	**799**	**7%**
Wood Packaging NOT recycled (t)	934	853	9%
Wood Packaging YES recycled (t)	3	-	-
% recycled	0,34%	0%	-
TOTAL wood consumption (t)	**937**	**853**	**10%**
Plastic Packaging NOT recycled (t)	18	17	6%
Plastic Packaging YES recycled (t)	83	77	8%
% recycled	82%	82%	0%
TOTAL Plastic Consumption (t)	**101**	**94**	**7%**

Energy GRI 302-1 a-b / 302-4 a
Energy consumption

	2024	2023	Change 2023 - 2024 (%)
Non-renewable electricity consumption (kwh)	17,781,319	18,228,213	-2.5%
Renewable electricity consumption (kwh)	8,523,537	7,639,224	11.6%
% renewable	32%	30%	9.7%
Total electricity consumption (kwh)	26,304,856	25,867,437	1.7%
Natural gas (kwh)	7,184,669	7,329,086	-1.9%
Diesel (l)	26,939	8,633	212%
Gasoline (l)	1,502	21,254	-93%
Liquefied Petroleum Gas (LP) (l)	73,977	54,672	35.3%

Water GRI 303-3 a-b
Water extraction

Water withdrawal by source in areas that are NOT in water stress zones (ES, CZ, IT,	2024	2023	Variation 2023 - 2024 (%)
Surface water	-	-	-
Groundwater	-	-	-
Marine water	-	-	-
Produced water	-	-	-
Third party water	23.712	20.390	16%
Total (m3)	23,712	20.390	16%
Water withdrawal by source in areas that ARE in water stress zones (MX,	**2024**	**2023**	**Variation 2023 - 2024 (%)**
Surface water	-	-	-
Groundwater	-	-	-
Marine water	-	-	-
Produced water	-	-	-
Third-party water	9.021	5.788	58%
Total (m3)	9,021	5,788	58%

Total (m3)	32,733	26,178	25%
Reused water (m3)	0	0	0%
Water intensity (m3 / mill. €)	123	98	25%

Several of the Copreci group's plants have carried out water quality measurements during 2024. All results have been favorable. In addition, some of the plants have taken measures to improve water use efficiency, including Turkey, a plant that is in a water stress zone. Although only sanitary water is consumed, they have a document defining how to make good use of it, in addition to educating new employees about it. The Mexico plant is also in a water stress zone, where there is an increased risk of flooding, and for this reason, Mexico has an emergency plan in case something similar happens.

Emissions 305-1 a / 305-2 a / 305-3 a

2024 Copreci Group Carbon Footprint (ton CO2 eq.)

	Scope 1	Scope 2	Scope 3	Total
Copreci S. Coop	1,250	3,736	657,078	662,064
Copreci Mexico	246	2,309	10.682	13,238
Copreci Czech Republic	117	632	1,103,898	1,104,646
Copreci Systems	51	338	2.732	3,121
Copreci China	7	795	39,071	39,873
Copreci Turkey	28	465	31.176	31.669
Mael Group	65	106	21.334	21.506
Copreci Group	**1.763**	**8.381**	**1.865.972**	**1.876.116**

2024 Copreci Group Carbon Footprint (ton CO2 eq./thousand € of turnover)

	Scope 1	Scope 2	Scope 3	Total
Copreci S. Coop	0.01	0.03	5.56	5.60
Copreci Mexico	0.01	0.06	0.27	0.34
Copreci Czech Republic	0.00	0.02	28.72	28.74
Copreci Systems	0.00	0.03	0,26	0.30
Copreci China	0.00	0.07	3.58	3.66
Copreci Turkey	0.00	0.02	1.09	1.10
Mael Group	0.00	0.00	1.00	1.01
Copreci Group	**0.01**	**0.03**	**7.00**	**7.03**

Information on social issues

Workforce data **GRI 2-7 a**

The breakdown of the workforce as of December 31, 2024 and 2023, distributed by professional classification, country, age and gender is as follows:

Number of employees, by sex and region	2024	2023
Women	178	186
% women	31%	34,25%
Men	342	357
% men	66%	65,75%
TOTAL EMPLOYEES SPAIN- COPRECI.S COOP	520	543
Women	92	90
% women	77%	79,65%
Men	28	23
% men	23%	20,35%
TOTAL EMPLOYEES TURKEY	120	113
Women	100	91
% women	72%	69,47%
Men	38	40
% men	28%	30.53%
TOTAL EMPLOYEES CZECH REP.	138	131
Women	70	73
% women	56%	59.84%
Men	54	49
% men	44%	40,16%
TOTAL EMPLOYEES CHINA	124	122
Women	25	22
% women	46%	43.14%
Men	29	29
% men	54%	56,86%
TOTAL EMPLOYEES ITALY	54	51
Women	226	217
% women	63%	61,30%
Men	134	137
% men	37%	38,70%
TOTAL EMPLOYEES MEXICO	360	354
Women	97	87
% women	84%	82,86%
Men	18	18
% men	16%	17,14%
TOTAL EMPLOYEES SPAIN-GRUPO MAEL	115	105
TOTAL COPRECI	1.431	1,419

GRI 405-1 b.

Number and percentage of employees by professional category and age group	31.12.2024		31.12.2023	
	Num	%	Num.	%
Senior management	18		16	
Under 30	-		-	0.0%
Between 30 and 50	8	44.4%	8	50.0%
Over 50	10	55.60%	8	50,0%
Skilled	570		596	
Under 30	51	8.90%	43	7.2%
Between 30 and 50	358	62.80%	385	64.6%
Over 50	161	28.20%	168	28,2%
Unskilled	834		798	
Under 30 years	113	13.50%	94	11.8%
Between 30 and 50 years	471	56.50%	459	57.5%
Over 50 years	250	30,00%	245	30.7%
BOARD OF DIRECTORS	9		8	
Under 30 years old	-	0.00%	-	0.0%
Between 30 and 50 years old	6	66.70%	6	66.7%
Over 50 years old	3	33.30%	3	33.3% 3 33.3%

Average annual number of contracts and types of contracts

The experience and know-how of people are one of the cornerstones that have contributed to the Copreci Group's competitive position throughout its history, this approach being consistent with the Copreci Group's hiring policy, which is aimed at generating lasting relationships over time. The average annual number of people employed in fiscal years 2024 and 2023 by type of contract and working hours, gender, age and professional classification is as follows:

Average annual number of permanent and temporary contracts by professional classification	2024	2023
Indefinite	1,267	1.430
Management positions	15.83	19
Governing Council	9	9
Skilled	548.95	570
Unskilled	693.25	832
Temporary	196.7	209.5
Management positions	0	1
Governing Council	0	0
Skilled	25.94	44.1
Unskilled	170.73	164.4

Average annual number of permanent and temporary contracts by age group	2024	2023
Indefinite	1,267	1.430
Under 30 years old	113.19	173
Between 30 and 50 years old	769.32	865
Over 50 years old	384.52	391
Temporary	196.7	209.5
Under 30 years old	50.49	46.7
Between 30 and 50 years old	82.47	87.6
Over 50 years old	63.74	75.2

Average annual number of full-time and part-time contracts by gender	2024	2023
Full-time	1405.37	1591
Male	643.18	731
Female	762.19	860
Part-time	58.36	49
Male	20.56	13
Female	37.8	35

Average annual number of full-time and part-time contracts by professional classification	2024	2023
Full-time	1405.37	1592
Management positions	15,41	19
Governing Council	8	8
Skilled	540.71	583
Not Skilled	841.25	981
Part-time	58.36	47
Management positions	0.42	1
Governing Council	1	1
Skilled	34.21	31
Not Skilled	22.73	16

Average annual number of full-time and part-time contracts by age group	2024	2023
Full-time	1405.37	1591
Under 30 years old	163,03	219
Between 30 and 50 years	806.39	913
Over 50 years	435.95	459
Part-time	58.36	49
Under 30 years	0.65	1
Between 30 and 50 years	45.40	40
Over 50 years	12.31	7

Total number and distribution of types of employment contracts
The number of people employed as of December 31, 2024 and 2023 by type of contract and workday is as follows:

GRI 2-7 b. (i, ii, iv, v)

Total number and distribution of contract types by gender	31.12.2024	31.12.2023
Indefinite term contracts		
Men	573	572
Women	690	694
TOTAL INDEFINITE TERM EMPLOYEES	**1.269**	**1266**
Temporary term contracts		
Men	70	81
Women	98	72
TOTAL TEMPORARY TERM EMPLOYEES	**168**	**153**
TOTAL EMPLOYEES	1.431	1,419
Full-time employment		
Men	623	634
Women	752	725
TOTAL FULL-TIME EMPLOYEES	**1,375**	**1.359**
Part-time employment		
Men	20	19
Women	36	41
TOTAL PART-TIME EMPLOYEES	**56**	**60**
TOTAL EMPLOYEES	1.431	1.419

Number of dismissals
The breakdown of the Copreci Group's dismissals in fiscal year 2024 by age, professional classification and gender is as follows:

	TOTAL	Gender		Age			Category			
		Female	Male	Under 30 years old	Between 30 and 50 years old	Over 50 years old	Governing Council	Address	Skilled	NOT Skilled
SPAIN COPRECI. S.COOP	0	0	0	0	0	0	0	0	0	0
TURKEY	1	0	1	0	1	0	0	0	0	1
CZECH REP.	3	2	1	1	2	0	0	0	0	3
CHINA	2	0	2	0	2	0	0	0	2	0
ITALY	0	0	0	0	0	0	0	0	0	0
MEXICO	0	0	0	0	0	0	0	0	0	0
SPAIN GRUPO MAEL	0	0	0	0	0	0	0	0	0	0

In 2023, the breakdown of total Copreci plants was as follows

	TOTAL	Gender		Age			Category			
		Female	Male	Under 30 years old	Between 30 and 50 years old	Over 50 years old	Governing Council	Address	Skilled	NOT Skilled
SPAIN COPRECI. S.COOP	0	0	0	0	0	0	0	0	0	0
TURKEY	1	0	1	0	1	0	0	0	0	1
CZECH REP.	6	6	0	0	4	2	0	0	0	6
CHINA	1	1	0	0	1	0	0	0	1	0
ITALY	0	0	0	0	0	0	0	0	0	0
MEXICO	1	1	0	0	1	0	0	0	1	0
SPAIN GRUPO MAEL	0	0	0	0	0	0	0	0	0	0

Average remuneration and wage gap

This report contains a breakdown of average remuneration for the Copreci Group in 2024 and 2023, distributed by age, professional classification and gender, in euros. It should be noted that the average remuneration is calculated on the basis of the actual gross remuneration received by the Group's male and female employees in the fiscal year, including all concepts

	2024			2023		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50
Average remuneration, by age in euros	13.175	22.897	28.810	11.400	21.464	26.623

	2024		2023	
	Skilled	Unskilled	Skilled	Unskilled
Average remuneration, by professional classification in euros	33,441	15,107	31,677	13,381

Members and employees with disabilities

GRI 405-1 B.

Number of employees with disabilities by professional classification	2024	2023
Governing Board		
No. of employees	0	0
Management positions		
No. of employees	0	0
Skilled		
No. of employees	4	5
Unskilled		
No. of employees	9	7

Number of hours of absenteeism

The Group establishes the use of indicators to monitor the registered absenteeism rate. For this purpose, the number of hours of absenteeism of members and employees due to sick leave and occupational accidents is taken into consideration, amounting to 176,119 hours during the fiscal year 2024; in 2023 it was 155,049 hours.

Health and Safety

The number of meetings in fiscal 2024 and 2023 of the aforementioned Committee was as follows:

	2024	2023
Spain Copreci S.Coop	4	3
Mexico	3	3
Turkey	6	6
China	1	1
Czech Republic	8	8
Italy	0	0
Spain Mael Group	3	2

	2024	2023
The number of all employed persons covered by ISO45001, subject to audit or certification by a third party	520	543
The percentage of all employed persons covered by ISO 45001, subject to audit or certification by a third party	36.3%	38.3%

Work accidents

	2024		2023	
	Men	Women	Men	Women
Rate of occupational injuries with major consequences	1	0	0	0
Rate of deaths resulting from an occupational injury	0	0	0	0
Number of recordable occupational accidents	33	22	14	23

GRI 403-10a

Occupational diseases and illnesses	2024	2023
Number of deaths resulting from an occupational disease or illness	-	-
Number of cases of recordable occupational diseases and illnesses	4	1
The main types of occupational diseases and illnesses.	Musculoskeletal pathology due to repetitive motion or trapping of fingers and/or hands	

Percentage of employees covered by collective bargaining agreement by country

GRI 2-30 a.

Below is a breakdown by country of the percentage of employees covered by collective bargaining agreement at year-end 2024 and 2023:

	2024		2023	
	Covered by applicable collective bargaining agreement	Not covered by applicable collective bargaining agreement	Covered by applicable collective bargaining agreement	Not covered by applicable collective bargaining agreement
España Copreci, S.(1)	11,27%	88,73%	16,94%	83,06%
Mexico (2)	75%	25%	80,00%	20,00%
Turkey (2)	81%	19%	81,42%	18,58%
Italy	100%	0%	100%	0%
Czech Republic	100%	0%	100%	0%
China	100%	0%	100%	0%
Spain Grupo Mael	100%	0%	100%	0%

(1) Corresponds to contracts of cooperative members, who are not governed by collective bargaining agreements, but have specific regulations governing their rights and obligations in relation to the cooperative.

(2) At the Copreci Mexico and Turkey plant, only direct labor employees are governed by collective bargaining agreements.

Training

During fiscal years 2024 and 2023, several training actions have been carried out. The number of training hours by professional category is detailed below:

GRI 404-1

	Governing Council	Senior management	Skilled	Unskilled
Training hours 2024	16	239	5.295	9.456
Training hours 2023	531	186	5.222	3.056

INFORMATION ABOUT THE COMPANY

Regarding the Profits / (Losses) obtained by country, the information at the close of fiscal years 2024 and 2023 is as follows (in thousands of euros):

	Profit / (Loss) before tax*	
	2024	2023
Spain	6,843	3,179
Mexico	445	(1,645)
Turkey	(718)	259
China	17	289
Italy	181	45
Czech Republic	1,196	640

* Without eliminating consolidation adjustments.

Taxes on profits paid

The amounts of corporate income taxes or equivalent paid during 2024 by the Group amount to 48 thousand euros (41 thousand euros in 2023).

Public subsidies received

Information concerning public subsidies received has been included in the Consolidated Financial Statements, specifically, in fiscal year 2024, operating grants have been received in the amount of 859 thousand euros (686 thousand euros in fiscal year 2023).

Copreci

HUMANITY AT WORK

MONDRAGON