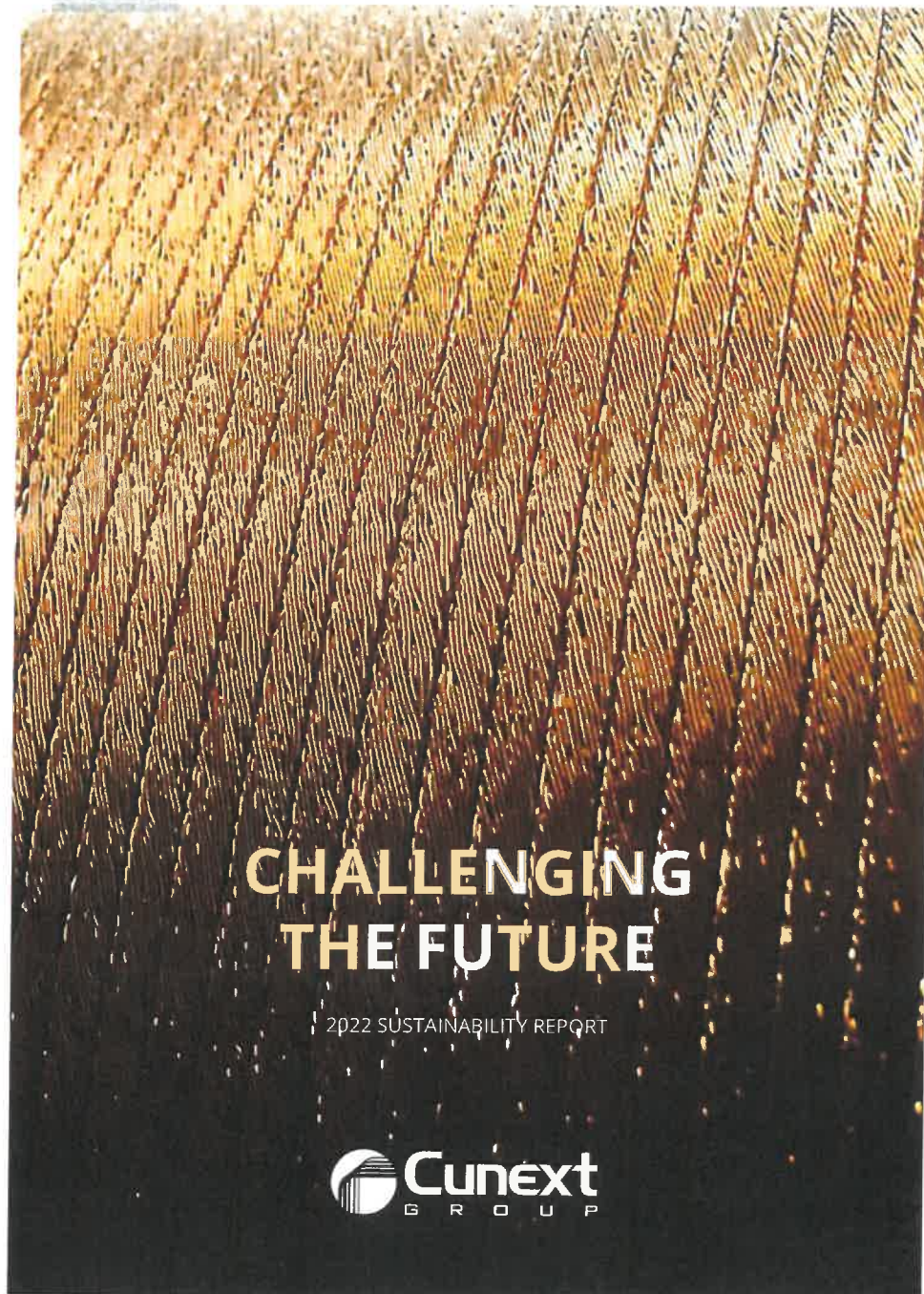




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CHALLENGING THE FUTURE

2022 SUSTAINABILITY REPORT





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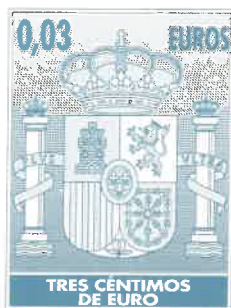
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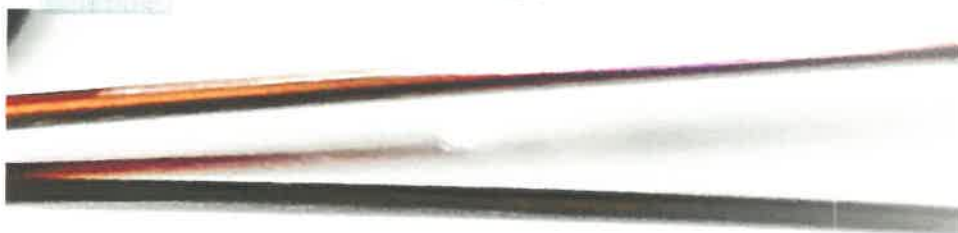
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01.

PRESENTATION



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1.1.

LETTER FROM THE CHAIRMAN

From the Cunext Group we want to reaffirm our engagement with sustainability and transparency through the eighth Sustainability Report, in which we present our activity and our progress in environmental, social and governance aspects inherent to our operations, responding to the requirements of Law 11/2018 on Non-Financial Information and Diversity.

The year 2022 has been a year of great instability due to multiple geopolitical factors, scarcity of raw materials and rising energy prices, but we have also returned to the much-desired normality after the COVID-19 pandemic.

The Cunext Group continues to evolve, focusing its efforts on actively listening to our customers, creating close relationships, adapting, innovating and developing new practices that respond to the needs of a constantly changing market. This is materialised in initiatives and investments, as well as in a constant search for value creation for society as a whole, taking into account our stakeholders.

The human capital of the Cunext Group is our most precious asset. Therefore, we would like to recognise and thank all our employees for their engagement with our company, their dedication and their constant work to improve our processes in order to evolve towards a more sustainable business model.

Among the milestones to be highlighted for the 2022 financial year are the preparation and approval of the new Strategic Plan; the incorporation of Next Logistics XXI, S.L., - a new company of the Cunext Group, which acts as a logistics



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Spain



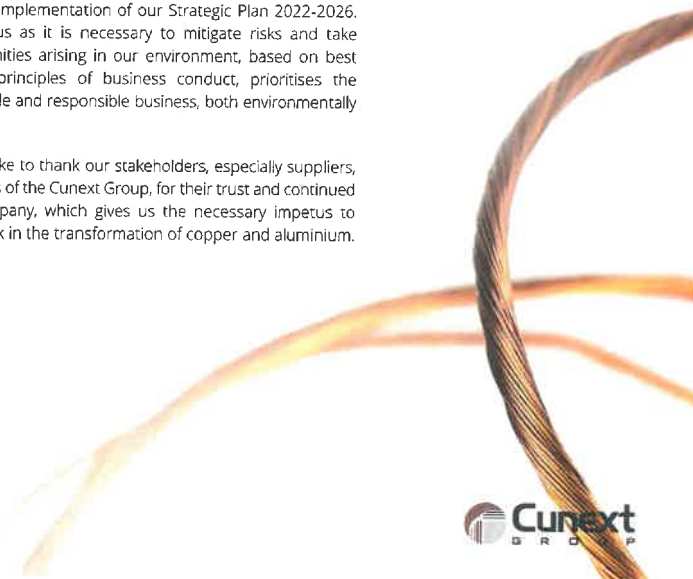
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operator for our Group and also offers a comprehensive logistics service to companies in industrial sectors; the start of operations at Ames Copper Group, LLC, our facility in the USA; the preparation and approval of the Sustainability Plan; and various investments in innovation and process improvement at all the Group's plants, which demonstrates our firm engagement with innovation and the Group's sustainability.

On the other hand, during 2022 we have continued to strengthen our engagement and our position as a key company in the process of the green transition and digital transformation. The continuous search for innovative solutions to reduce the environmental impact of our activities and provide solutions in the fight against climate change are fundamental, focusing on our models based on the circular economy of copper and aluminium recovery, through the approval and implementation of our Strategic Plan 2022-2026. This roadmap, as ambitious as it is necessary to mitigate risks and take advantage of the opportunities arising in our environment, based on best corporate practices and principles of business conduct, prioritises the development of a sustainable and responsible business, both environmentally and socially.

Last but not least, I would like to thank our stakeholders, especially suppliers, shareholders and customers of the Cunext Group, for their trust and continued engagement with our company, which gives us the necessary impetus to continue to be a benchmark in the transformation of copper and aluminium.



 **Cunext**
GROUP



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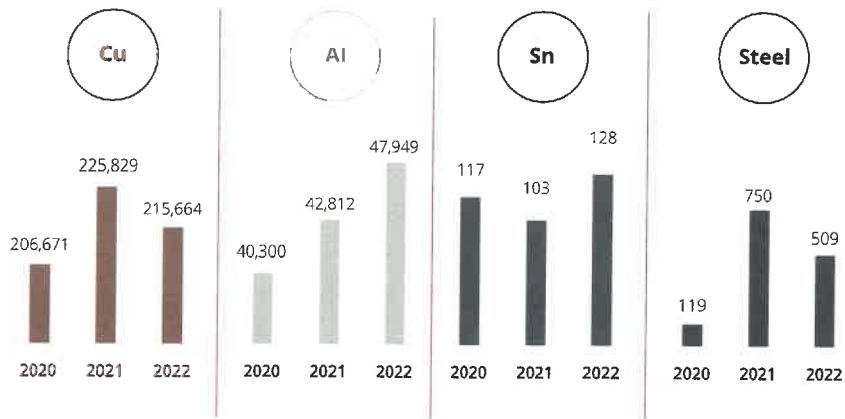
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CHALLENGING THE FUTURE

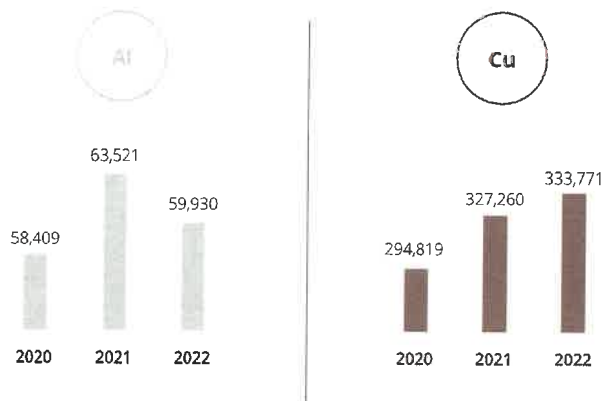
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KEY INDICATORS

QUANTITY OF MATERIALS CONSUMED (TN)



QUANTITY OF MATERIALS PROCESSED (TN)





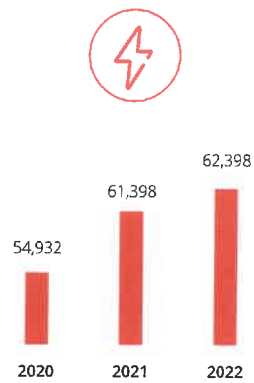
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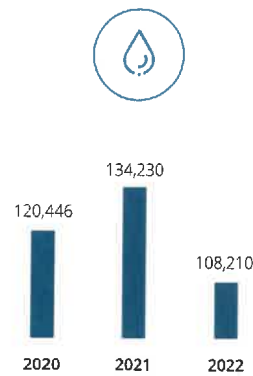
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Key indicators

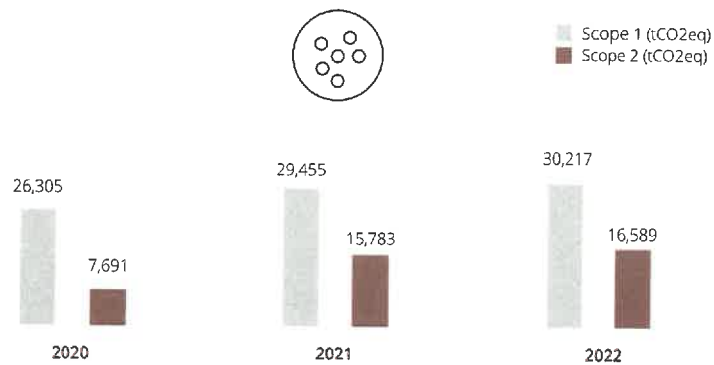
ELECTRICITY CONSUMPTION (MWH/YEAR)



WATER CONSUMPTION (M³)



SCOPE 1 AND 2 EMISSIONS





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CHALLENGING THE FUTURE

1.2.

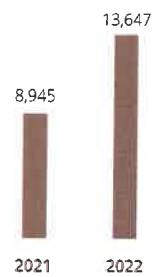
KEY INDICATORS



NET TURNOVER (Thousands of €)



PROFIT OBTAINED (Thousands of €)





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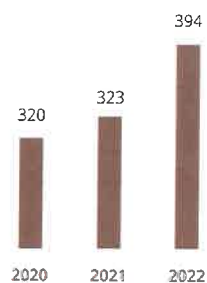
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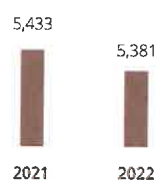
Key indicators



STAFF AT YEAR-END



TRAINING HOURS





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02.

**CUNEXT GROUP
RESPONSIBLE BUSINESS**



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CHALLENGING THE FUTURE

2.1.

THE COMPANY



With more than a century of history, the Cunext Group (hereinafter "Cunext Group", the "Group", "Cunext" or the "Company") was founded in 2005 as an independent group and has now positioned itself as a leader in the processing of copper and aluminium of the highest quality, with sustainability, continuous innovation and the development of products that bring greater value to the market at the core of its operations.

It is present in all sectors related to power, data or signal transmission, industrial and electric motors, the automotive and railway industry, renewable energies such as photovoltaic or wind farms, household appliances, telecommunications, construction, etc.

Its facilities in Spain are located in the provinces of Córdoba (Córdoba and Espiel), Madrid, Barcelona, Zaragoza and Vitoria. It also has an international presence, in Italy with Travar Tec, S.r.l., an aluminium processing plant in the province of Brescia, and in the United States with AMES, a secondary copper recycling plant in North Carolina.

Although the organisation carries out a large part of its activity in Spain, 45% of its production is exported, a large part of the production that is sold in Spain, once it has been processed, is also exported. In 2022, the Cunext Group created the company NISTICS (NEXT LOGISTICS XXI S.L.), a logistics operator whose purpose is to provide greater value to its customers, centralising human capital and know-how with the aim of providing services in 3 main branches: 3PL logistics solutions, maritime logistics and land logistics. NISTICS has six operational centres in Spain and Italy. Abroad, it operates in Europe, North Africa, the United States, Central and South America.

The copper and aluminium products manufactured by the Cunext Group are always positioned at the top of the quality range, offering a wide catalogue of transformed products adapted to the needs of its national and international customers, reaching more than 50 countries and positioning itself as a leading supplier in its sector in Southern Europe and North Africa; being a leading supplier of wire rod, wire and drawn products, ropes and extruded products.



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The company

The Group's vision has always focused on strengthening the present in order to consolidate the future, thanks to the effort, flexibility and work capacity of all the people who make up the Group.

The industrial sector has high growth prospects, with energy transition and reindustrialisation as key pillars of the European Recovery Plan. The Cunext Group plays an important role in the processing of copper and aluminium within the metallurgical industry.

MAIN APPLICATIONS OF COPPER AND ALUMINIUM IN DIFFERENT INDUSTRIES



Its products have applications in industries such as: the automotive industry, especially in the manufacture of electric cars; in the transport industry, with railway products and connection infrastructures; or in the electricity industry, both in conventional forms of energy and in renewable energies.

All of the industries named above are directly mentioned in the European Recovery Plan, which highlights the transformation of mobility and electricity supplies towards a more sustainable system. Therefore, as a supplier of materials that are indispensable to these industries, the Cunext Group enjoys very good forecasts in terms of business expansion and growth for the coming decades, adding value to an increasingly sustainable environment.

On the other hand, the Cunext Group, by using copper and secondary aluminium as part of the supply of metals for its transformation process, plays an important role in the circular economy, increasing the recovery rate of these materials and introducing them back into the supply chain.

The Group stands out for its strong commitment to profitable and sustainable growth, in terms of both its investment efforts and its contribution, offering solutions to the current needs of customers and society, being a key player in all sectors related to power, data and signal transmission.



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CHALLENGING THE FUTURE

2.2.

SUSTAINABLE BUSINESS

The Cunext Group is committed to a sustainable business model that seeks the growth of the organisation, the well-being of society and the balance of the environment in order to improve the quality of life of future generations, through its emblematic slogan "Challenging the future".

The Group's strategy is geared towards a more sustainable, profitable and zero-risk business model that enables the company to secure its commitments to occupational safety and product quality, and to meet the new challenges facing the metallurgical sector.

These objectives are materialised through the transformation towards a more circular and digitalised industry, through the renovation of facilities to adapt them to the current context, the promotion of energy self-consumption, in order to increase the capacity of production development, its international commercial activity, processes and new solutions and partnerships that catalyse the development of new products.

In order to achieve the objectives set out in the 2021-2026 Strategic Plan and overcome the new challenges facing the metallurgical sector, the Cunext Group has developed a Sustainability Action Plan based on the three ESG pillars to position sustainability as a key aspect of the Company and serve as a guide for the different areas that make it up. This plan will be implemented on the basis of a monitoring system comprising 24 qualitative and quantitative indicators that will make it possible to assess the degree of compliance for the period 2022-2026. The selection criteria for these indicators were based on the identification of those ones that have the capacity to synthesise the management results of each area and which are also key indicators in the context of sustainability, all with the aim of reinforcing and complementing the reporting of this report. This Action Plan is structured around the following three main dimensions:





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Sustainable Business

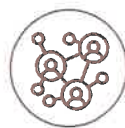
"Cunext, Challenging the Future:

*Aimed at greater sustainability, profitability
and zero risk, ensuring the well-being of society
and the balance of the environment"*



ENVIRONMENTAL

Best environmental practices will be adopted, boosting the circular economy and driving the goal of moving towards neutrality by 2030, maintaining competitiveness and profitability in the market, in line with the objectives of the 2030 Agenda. During 2022, photovoltaic plants have been built on the roofs of the Cunext Group's facilities in Córdoba and ESTACOR, which have begun to generate green energy for the self-consumption of the Cunext Group's electricity consumption in Spain.



SOCIAL

The Cunext Group aspires to be a benchmark for socially responsible companies, contributing to improving people's professional development, creating employment and generating shared value in the communities where it operates in order to create a positive impact on society. To this end, the Cunext Group is committed to establishing social initiatives and actions with local communities through its contribution of taxes and other resources that favour economic growth and local employment. This year, a new flexible working hours policy has been established to improve family/work life balance, including an intensive working day on Fridays for all administrative staff.



GOVERNANCE

National and international best practices in corporate governance will be developed to address regulatory requirements, acting in an ethical, responsible and transparent manner, responding to stakeholder demands. One of the Company's main objectives is to maximise sustainable financing in accordance with the investment plan set out in the strategic plan. This is already being put into practice, this year the Cunext Group has obtained green financing for an amount of 39 million euros with the entities BBVA and CaixaBank. This milestone demonstrates the Group's strong engagement with sustainability, green industry and with transforming the metals sector in accordance with ESG criteria. The criminal risk map has also been completed.





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CHALLENGING THE FUTURE

2.2.

VALUE CREATION AND ENGAGEMENT



For the Cunext Group, innovation is a strategic priority and is deeply embedded in its culture and its processes, aimed at creating value for society. The Cunext Group's innovation strategy is aimed at consolidating the strength and competitive advantages of its business models, as well as exploring new technologies and markets. To this end, the Company is leading a number of strategic shakeup projects in pursuit of the objectives set out below.

The Cunext Group understands the generation of value as a bet on service and knowledge of the needs and objectives of its customers with quality products tailored to their needs while ensuring human protection, and is committed to the development of the environment in which it operates.

All of this is articulated through the establishment, dissemination and deployment of the mission, vision and values within the Cunext Group's Management Policy.



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Value creation and
engagement



MISSION

The mission of the Cunext Group is to produce copper and aluminium wire rod, wire, cables and shapes while managing its industrial processes in line with the needs and expectations of its customers, respecting environmental regulations at all times and upholding a preventive health and safety culture among its employees.



VISION

The Group's vision is to be the leading manufacturer of efficient materials for the transmission of information and electrical energy in the territory where it operates, providing added value to its shareholders, customers, employees, the environment of its production facilities and society in general.



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CHALLENGING THE FUTURE

2.3.

RISKS AND OPPORTUNITIES

RISKS

The Cunext Group is subject to various risks inherent to the sector, the activities it carries out and the countries in which it operates. These risks could hinder the achievement of the Group's objectives.

The Board of Directors of the Cunext Group is responsible for promoting the Risk Management System and supervising the relevant actions in the coverage of economic, social and environmental risks. Annually, and at the request of the Chairman of the Board, the relevant impacts, risks and opportunities that may affect the business are analysed. This analysis makes it possible to classify current or future risks, establish mitigation measures and identify opportunities that may emerge from this analysis.

Risk management is a function that falls under different directorates. It operates on an integrated and continuous basis, with management at corporate level by each of the companies and divisions that make up the Group.

The Cunext Group, within the framework of its risk management system, has established operational and non-operational controls that mitigate risks and thus ensure compliance with the Code of Ethics and current legislation. The Group identifies and classifies risks into four categories: strategic, financial, operational and reputational.



STRATEGIC RISKS

This category includes those risks related to the Cunext Group's objectives arising from changes in the regulatory and market environment that could negatively affect the activities carried out by the Cunext Group:

- Regulatory changes in the metal processing sector.
- Regulatory changes in the countries where the group is present.
- Regulatory changes in environmental matters.
- Regulatory changes in sectors to which Cunext supplies, such as the electricity or technology sector.

In addition, risks are identified due to possible tensions with companies located in geographies with more competitive conditions, such as more flexible regulations, more favourable tax environments or lower raw material costs.



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Risks and opportunities



FINANCIAL RISKS

This group indicates the risks related to the return on investment.

- Change in the price of copper or aluminium. The selling price is determined on the basis of the quoted price of the metal, so the timing of the sale can lead to business losses. To hedge this, the Group uses hedging instruments available on the London LME Exchange through authorised brokers.
- Insolvency of clients. To minimise customer collection risk, the Company grants the non-recourse assignment of collection rights to financial institutions, which applies to almost 100% of the annual turnover. It also establishes permanent monitoring of credit limits assigned to each customer.

During the 2022 financial year, no crime of this type was reported, which is proof that the compliance philosophy is duly accepted by its professionals and forms part of the organisation's DNA.



REPUTATIONAL RISKS

This group includes those risks that could entail a loss of reputation for the Group, and thus have a direct impact on the business and the achievement of strategic objectives. Ineffective stakeholder and staff safety management, environmental damage or fraud and corruption pose a risk to the Company. Damaging the image of the Cunext Group in turn leads to a risk of social opposition to the Company or loss of customers.

To reduce this risk, the Cunext Group has a Management Policy focused on achieving the goal of zero occupational and environmental accidents.

With regard to the risk of fraud and corruption, the Cunext Group has implemented certain procedures and controls to ensure that this risk is minimised, including the identification of related offences in the criminal risk map, one of the main elements of the Company's Compliance management system, approved and periodically reviewed by the Company's Board of Directors, which is the result of the assessment of the crimes that - taking into account the activity, size, geographic areas and organisational characteristics of the Company - could potentially be committed within the Group, as well as their impact in the event of their commission.



OPERATIONAL RISKS

This group includes the risks of incurring economic losses for the business due to legal sanctions, human or technological failures, reputational losses, etc. These losses may be due to factors internal or external to the business. To minimise these risks, it is necessary to carry out self-assessments and control procedures to avoid or mitigate these potential losses.

Finally, mention should also be made of the fact that, within the internal processes followed in the Group to register suppliers, one of them consists of the completion of a due diligence form, which ensures that the companies contracting with the Company are not shell companies and that their end purpose is indeed the execution of their corporate purpose.



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CHALLENGING THE FUTURE

2.3.

OPPORTUNITIES



1% of the copper consumed in the world today is processed in Andalusia. If we compare this figure with European production, it could account for as much as 10% of the copper processed on the continent.

The metal processing sector is likely to enjoy good financial health over the next few years, as copper (for example) is one of the essential components in electrical installations and other leading products on the market today. The rise of electric vehicle manufacturing in the automotive sector is increasing the demand for copper in the market, with three times more copper needed to manufacture an electric car than for a conventional car.

In the same way, the use of copper is necessary to deliver electricity to any area or region, and this is even more important today, as we live in an increasingly decentralised world where technology is transforming the way we live and the demand for copper is growing.

These examples show that copper production is the basis of the industrial and energy transformation that is taking place now and will take place in the coming decades. An analysis of the market shows the growing importance of this metal for countries such as China, the world's largest consumer of metals.



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Risks and opportunities

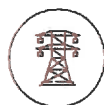
The electricity sector, due to its relevance in the market, is positioned as a benchmark in the fight against climate change. The changes arising from new technological needs represent a set of opportunities for the Cunext Group, as a key supplier of materials for the electrical sector.



REGULATORY OPPORTUNITIES

In the current environment in which global challenges mark the agendas of countries, different regulatory frameworks are arising that encourage the investment of human and financial capital to achieve the sustainability objectives set by international entities.

As explained above, aspects related to energy policies established within the framework of the European Union are of great importance to the Cunext Group. Examples are those mentioned in the Green Deal, the National Energy and Climate Plan (PNIEC) or the European recovery funds, which will prioritise the decarbonisation of the economy.



MARKET OPPORTUNITIES

In line with the opportunities identified at the regulatory level, some have also been identified at the market level. The electrification of the economy and the rise of renewable energies will proportionally increase the demand for copper in the coming years, as copper is a key material for both renewable energy production facilities and for electricity supply infrastructure throughout Spain. The decentralisation of the economy, the rise of remote operations and technological developments accelerate these processes of change.

Furthermore, in order to achieve the decarbonisation of the economy, the transformation in the mobility sector is also aimed at further electrification of transport.

Along these lines, as mentioned above, the production of electric vehicles and the expansion of the transport network will require an increase in the electricity supply network throughout Spain, which in turn will again be reflected in an increase in the demand for copper and other metals transformed by the Cunext Group.

REPUTATIONAL OPPORTUNITY



The metal processing sector as the main source of supply for the electricity sector becomes an agent of change towards a more sustainable business model, based on the production of renewable energies and sustainable mobility.

Positioning the Cunext Group as an agent of change means greater visibility in the market, increasing financial opportunities.





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CHALLENGING THE FUTURE

2.4.

OUTLOOK FOR THE COMING YEARS**ECONOMIC PERFORMANCE**

The Cunext Group continues on a growth path accompanied by good results with increasing cash generation.

The consolidated net turnover of the Cunext Group in 2021 amounted to EUR 1,886,286 million. EBITDA in 2022 increased compared to the previous year mainly due to volume growth and improved margins due to higher efficiency in production costs and raw material utilisation.

In this regard, the Profit before Taxes obtained in the financial year 2022 is also noteworthy, amounting to EUR 13,647 thousand.

	2021	2022
Net turnover	1,773,195	1,886,286
Investment income	-	-
ECONOMIC VALUE GENERATED (million €)	1,733,195	1,886,286
Cost of raw materials	1,648,224	1,790,357
Other operating expenses	34,300	36,691
Employee salaries and benefits	17,106	21,738
Interest payments to credit providers	4,846	2,829
Dividends to shareholders	-	2,500
ECONOMIC VALUE DISTRIBUTED (millions of €)	1,704,476	1,854,115
ECONOMIC VALUE WITHHELD (millions of €)	28,719	32,171
VALUE ADDED (millions of €)	84,971	95,929



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Outlook for the
coming years*Amount of profits made (thousands of euros) broken down by country.*

COUNTRIES	2020	2021	2022
Spain	2,149	5,993	12,663
Italy	- 200	1,795	984
TOTAL	1,949	8,945	13,647

Amount of income taxes paid (thousands of euros) broken down by country

COUNTRIES	2020	2021	2022
Spain	306	1,145	1,337
Italy	7	52	268
TOTAL	313	1,197	1,605

Financial assistance received from the government

TOTAL MONETARY VALUE (€)

FINANCIAL ASSISTANCE	2020	2021	2022
Tax relief and tax credits	171,573.85	539,155.13	703,105.06
Subsidies	95,091.75	390,910	.
Grants		68,367.28	1,079,505.06
TOTAL	266,665.6	988,432.41	1,782,610.12



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CHALLENGING THE FUTURE

2.4.

TAKING STOCK OF THE ECONOMIC SITUATION



During the reporting period, R&D&I activities continued to be carried out for the launch of new products, with in-house developments and internal engineering, process improvements and the use of know-how. This strategy is part of the strategic focus on higher value-added products and markets.

Similarly, improvements were also made in energy and environmental efficiency, in line with the Group's aspiration to base its strategic aspirations on the sustainability of all operations in its value chain.

In line with the Group's corporate culture, the members of the organisation must follow accounting rules and principles, report the financial position with fairness and integrity and have adequate internal processes and controls. Accounting and financial reporting must comply with applicable listing, legal and regulatory requirements.



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Outlook for the
coming years

STABILITY AND ECONOMIC GROWTH

Climate change and the current geopolitical situation pose a risk for Cunext in that the scarcity of natural resources causes an increase in the cost of energy consumed and other inputs into the production process, leading to a rise in production costs.

Furthermore, the downstream metallurgical manufacturing business requires high financial resources, mainly to cover the financing of raw material procurement and capital expenditure projects (in development and potential), among others.

This context makes risk management a critical factor in the type of activity carried out by the Cunext Group. However, the results of risk management and the decisions taken by the Group in terms of investments and divestments have favoured the positive and stable

evolution of the business, adding another year of excellent results.

In 2022, the Cunext Group continues on the path of growth, accompanied by good results and growing cash flow generation, through investment in new opportunities and business, through diversification, and the promotion of continuous improvement projects, initiated after the entry of new industrial partners in 2014.

For the 2023 financial year, the Cunext Group maintains the objective of continuing to invest in continuous improvement, which will enable further improvement on the results achieved in 2022.





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03.

**OUR SUSTAINABILITY
PERFORMANCE AND AMBITION**



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CHALLENGING THE FUTURE

3.1.

OUR SUSTAINABILITY PERFORMANCE AND AMBITION

ENVIRONMENTAL

"Cunext, driven by its vocation as a sustainable company, prioritises achieving environmental excellence, focusing on the protection and conservation of natural resources, as well as on the circularity of its operations, as fundamental pillars of its strategy."

ENVIRONMENTAL MANAGEMENT

• • • • •

Seeking excellence and continuous improvement in environmental management by integrating it into the Company's decision making process

Environmental protection is a core value in the management of Cunext's operations.

In order to guarantee the correct management of environmental impacts and risks, the Cunext Group has several environmental certifications in its production facilities. All the Group's facilities are certified under the ISO14001 standard following certification by Next Logistics XXI, S.L., (hereinafter, "NISTICS") in 2022 and the facilities in Cordoba city are also certified under the ISO50001 standard and EMAS certification.

The ISO14001 standard is a widely used Environmental Management System to manage and identify environmental risks that may occur internally at the Group's facilities. With the identification and management of risks achieved with this standard, both risk prevention and environmental protection are taken into account, following the legal regulations and the socio-economic needs required for compliance.





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Our sustainability performance and ambition

The ISO50001 standard aims to maintain and improve the Group's energy management system, enabling continuous improvement of energy efficiency, energy security, energy use and costs, and greenhouse gas emissions. This standard aims to enable organisations to continuously improve efficiency, energy-related costs, and greenhouse gas emissions.

In 2021, the Cunext Group's Cordoba facility was named by the European Commission as **EARLY BIRDS**, for the 25th anniversary of obtaining the EMAS certification, reaffirming the commitment to care for and respect nature, with clear objectives and goals that allow the Group to go beyond legal obligations. Along with environmental certifications, the Group periodically carries out environmental risk analyses and establishes environmental monitoring, control and improvement plans, applying precautionary principles in the operations it carries out.

For the evaluation of the effectiveness of the implemented environmental measures, an annual audit of the ISO 14001 management system is carried out together with the validation of the Group's Environmental Statement. Inspections are also carried out at Cunext's facilities by the environmental authorities to check and verify compliance with legal requirements.

In addition, Cunext requires all Group employees and its supply chain to strictly comply with current environmental regulations in the performance of their duties, ensuring that our business activity has as little negative impact as possible.



ENVIRONMENTAL COSTS

At the end of financial year 2022, the improvement and protection of the environment had resulted in expenditure of 352,977 euros, broken down as follows:

ENVIRONMENTAL EXPENDITURE	2020	2021	2022
Staff expenditure	106,000	93,000	114,870
Repairs, transport and environmental conservation	204,000	325,000	211,755
Environmental technical services	24,000	21,000	26,352
TOTAL	334,000	439,000	352,977



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CHALLENGING THE FUTURE

3.1.

CIRCULAR ECONOMY

Driving the circular economy by optimising resources and promoting sustainable products and services to meet the needs of all stakeholders

The Cunext Group is aware that the sustainable growth of its business depends on the efficient use of material resources. For this reason, it has implemented the principles of the circular economy within its production process, combining innovation and sustainability. The aim is to promote circularity in its production activities by optimising the use of resources and opting for sustainable products and services in order to minimise their environmental impact by meeting the needs of all parts of the Group's value chain (customers, suppliers, etc.).



Copper and aluminium are two of the most recycled metals, so much so that part of the demand can be met through recycling. Considering the role of copper and aluminium in industry and everyday life, this brings important advantages such as energy savings (up to 85% less consumption when recycling than when extracting it from the mine), emission reductions and cost reductions compared to purchasing primary copper and aluminium.

In this context, Cunext is committed to increasing the proportion of secondary copper and aluminium used as raw materials in its products. This concept arose in the sector with the idea of reducing the environmental footprint of the products

obtained in the transformation process from primary copper cathodes. But also as a real solution to the growing demand for copper in recent decades.

The use of these materials reduces the main impacts of the metal transformation process, reduces the consumption of raw materials, which are becoming increasingly scarce, and favours the conservation of natural resources. In the same way, the reintroduction of this material into the production chain means a reduction in the environmental footprint of the products manufactured, a reduction in the waste generated and an increase in the number of local jobs.



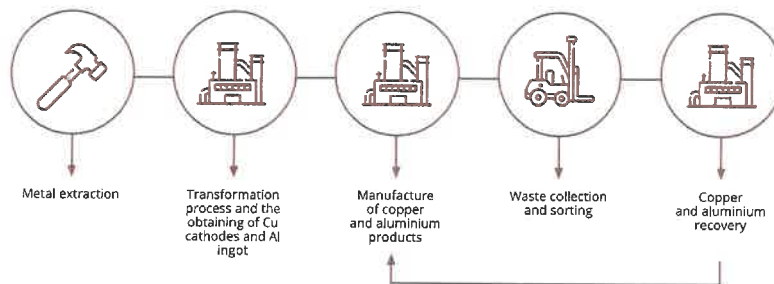
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Our sustainability performance and ambition

During 2022, secondary copper in Cunext accounted for 12% of the total copper consumed and secondary aluminium for 9.47% of the total aluminium consumed. These values are expected to continue to increase in the coming years, reducing dependence on increasingly scarce and expensive materials and thereby increasing the Group's productivity and competitiveness. This commitment positions Cunext on the path of change towards a more sustainable industry.



The treatment of materials used and waste generated during the production process are also key aspects of the Group's circularity. The copper and aluminium waste generated is recovered internally. Ibermetalía Capital, S.L. recovers 100% of the copper slag generated.

Regarding packaging materials, by 2022, 100% of the wooden pallets used are FSC certified or equivalent, as well as 98% of the paper and cardboard used.

The reuse of materials present in the production process is also carried out, such as wooden pallets or cardboard boxes, with recovery rates ranging from 55% recovery of wooden pallets for Cu wire rod or 47% of wooden pallets for wire boxes to 31.39% of wooden pallets for aluminium wire rod or 23% of cardboard boxes for copper wire. Waste management control measures are established in the environmental management system in accordance with ISO14001 and, at the Córdoba facilities, they have EMAS certification.





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CHALLENGING THE FUTURE

3.1.

CLIMATE CHANGE

Being part of the fight against climate change

Cunext is aware of the current climate situation and its key role in combating it. In this context, Cunext's sustainability strategy focuses on reducing its environmental footprint, especially relevant in the manufacturing process of its products, taking actions to minimise its impact and promoting the sustainable development of its business.

The materials produced by Cunext, mainly copper and aluminium cables, are in the focus of the energy transition, as they contribute directly and indirectly to the process of decarbonising the economy.

The transformation of copper and aluminium is key in the new global scenario of the electricity market, collaborating in the transition towards a society centred on renewable energies. In particular, these

materials are indispensable in the manufacture of electric vehicles, in the production and distribution of photovoltaic or wind energy and in the sectors of electrification, digitalisation or decentralisation of networks.

In this context of product needs, the Group has set itself the objective of reducing the emissions resulting from its activity as much as possible. In 2022, photovoltaic panels were installed on the roofs of the facilities in Cordoba, ESTACOR and at the end of the year at Travar Tec, S.r.L., and for future years we intend to increase the use of renewable energies and carry out actions to offset the Group's emissions. As mentioned above, during 2022, 0.79% of the Cunext Group's electricity consumption in Spain was generated.

ENVIRONMENTAL FOOTPRINT

CONSUMPTION OF NATURAL RESOURCES	2020	2021	2022
Copper consumption (t)	206,671	225,829	215,664
Tin consumption (t)	117	103	129
Aluminium consumption (t)	40,300	42,812	47,949
Wooden pallets (Ud)	109,502	180,647	129,951
Cardboard (t)	262	130,602	206
Alcohol (Litres)	427,428	316,525	336,000
Water consumption (m³)	120,446	134,230	108,211
ENERGY CONSUMPTION ⁽¹⁾	2020	2021	Energy intensity 2022
Energy consumption in the production of Copper Transformation (Gj)	538,110	599,530	612,127
Energy consumption in the production of Aluminium Transformation (Gj)	180,771	197,933	205,776
Energy consumption in logistic operations NISTICS (Gj)	-	-	3,569

(1) Scope Estacor, Cunext Copper Industries and ECN

(2) Calculated from energy consumption in Gj and tonnes of production



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**Our sustainability
performance and ambition**

GHG EMISSIONS	2020	2021	2022
Direct emissions (Scope 1) (tCO ₂ eq)	26,305	29,455	30,216.73
Indirect emissions (Scope 2) (tCO ₂ eq)	7,691	15,783	16,589.46

(1) The emissions data published at the date of the report have not been verified, the verification takes place in July 2023.

EFFLUENT	2020	2021	2022
Total surface water discharge (m ³)	73,514	83,301	90,507.4

WASTE GENERATED	2020	2021	2022
Hazardous waste (Tn)	1,420.60	2,431.87	1,726.08
Non-hazardous waste (Tn)	2,267.43	2,436.98	2,160.55

Of the total waste generated in the transformation process carried out by Cunext, the main types of waste identified and their typology are highlighted below:

WASTE TYPE	NON-HAZARDOUS	HAZARDOUS
Slag	x	x
Metal by-product	x	
Wood	x	
Plastic packaging	x	
Paper and cardboard	x	
RSU mixture	x	
Emulsion sludge		x
Particulate matter from gaseous effluents		x
Absorbents and contaminated material		x
Refractories and insulators	x	
Copper by-product	x	
Aluminium by-product	x	

Of the fraction of non-hazardous waste generated, part of it is destined for recovery, recycling and reuse. Noteworthy here is the reuse of the pallets of copper wire rod and copper wire, as well as the cardboard baskets of copper wire:

	2020	2021	2022
Reuse of pallets (Tn)	376.80	534.37	543.3
Reuse of cardboard packaging (Tn)	61.70	92.92	66.61



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CHALLENGING THE FUTURE

3.2.

SOCIAL

TALENT

*Supporting people and promoting their development
and that of their social environment*

For the Cunext Group, people are a fundamental part of the organisation's success and, for this reason, the Company's priority is to offer its employees an attractive environment in which to develop, both professionally and personally, allowing them to reconcile their personal lives with their professional careers, thus achieving a team characterised by its engagement, human quality, entrepreneurship, honesty, integrity and good judgement, capable of achieving excellence in its relations with our stakeholders.

The Group's strategic lines are oriented towards human capital management, with the dual purpose of attracting and retaining talent, on the one hand, and aligning skills, effort and attitudes with business objectives and corporate culture, on the other.

The Cunext Group has corporate policies and procedures for people management that promote continuity in leadership and guarantee the provision of services in accordance with its values and quality standards and the applicable legislation. For this reason, no member of the Cunext Group shall be discriminated against on the grounds of origin, race, sex, religion, outlook or any other personal or social condition or circumstance.

The Corporate Culture and the Integrated Management System are considered key assets that govern the Cunext Group's employees. Both identify the priority material issues for the Group, defining the way forward for the organisation, including: training and talent development, diversity and equal opportunities, employee relations and well-being at work, respect for human rights, and health and safety at work.

As mentioned above, the Cunext Group is committed to work/life balance, and during 2022, it established a new flexible working hours policy, including finishing early on Fridays for all administrative staff.



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Social

Continuing its engagement with its workforce, Cunext Group has sustained its growth over the years by increasing the number of employees, for example, from 2020 to 2021 with a total of 394 employees. This increase is mainly due to the creation of the Group's new company, NISTICS. We also continue to focus our efforts on achieving gender parity, mainly through recruitment and promotions. The difference in the breakdown by gender is motivated by the type of activity that the Group has been carrying out, which has historically been linked to the male gender. In the uneven distribution of professional categories by gender, there are more women in administrative positions compared to a higher proportion of men in manufacturing positions. In 2022, 15 women joined the Group compared to 56 men, doubling the number of women hired compared to the previous year. The net increase in staff in 2022 was 43 people, 8 women and 35 men.

STAFF AT YEAR-END

					
2020	2021	2022	2020	2021	2022
35	42	50	288	309	344

STAFFING BY GEOGRAPHY AND GENDER

COUNTRIES	MALE	FEMALE
Spain	311	42
Italy	33	8
TOTAL	344	50





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CHALLENGING THE FUTURE

3.2.

STAFF BY CATEGORY PROFESSIONAL, GENDER AND AGE

	<30		30-50		>50		
	Men	Women	Men	Women	Men	Women	TOTAL
Operations Personnel	17		165		75		257
Staff Personnel	1	7	25	23	6	3	65
Management			33	16	22	1	72
TOTAL	18	7	223	39	103	4	394

With regard to the distribution of the workforce, it should be noted that the majority of employees are concentrated in the 30-50 age range (66.5%), 65.23% of the total workforce being operating personnel, with 98.5% of contracts being permanent and 96.2% full-time contracts.

	Men	Women
Part-time employees	10	2
Full-time employees	334	48
TOTAL	344	50

	Men	Women
Permanent employees	340	49
Temporary employees	4	1
TOTAL	344	50

The Group's mechanisms include a specific internal procedure to regulate the recruitment and selection of staff. The process, including the publication of the job offer, is detailed in terms of the analysis of applications, the interviews, as well as the subsequent recruitment. The Group's interest in investing in talent and strengthening the workforce is reflected in the growth and stability of the Group over the last few years. In financial year 2022, there were 71 new recruitments, 62 in Spain and 9 in Italy, broken down as follows:

Country	Aged under 30		Between 30 and 50 years old		Those aged over 50	
	Women	Men	Women	Men	Women	Men
Spain	4	6	7	37	0	8
Italy	4	1		3		1
TOTAL	8	7	7	40	0	9

On the other hand, the number of voluntary departures during 2022 was 17, 15 men and 2 women.

The number of dismissals during the reporting period was 1 employee in 2021 and 8 in 2022.



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Social

DIVERSITY AND EQUAL OPPORTUNITIES

The management of the Cunext Group's human resources is based on respect for human rights and the rejection of any form of discrimination, promoting equal opportunities, facilitating freedom of association and the right to collective bargaining.

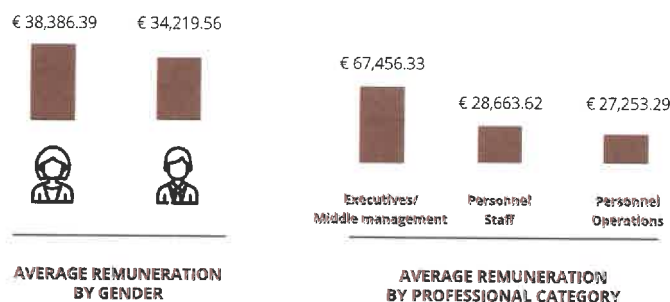
Likewise, the procedures applied in the Group guarantee that remuneration in the different companies of the Group is determined by the collective bargaining agreements applicable to them, without distinction based on gender, age, race or other variables other than the characteristics of the job itself.

In 2021, to respect Spanish Royal Decree 902/2020, dated 13 October, on equality of pay between men and women, work was started on the creation of a remuneration register whereby a complete study of the remuneration of workers in the companies affected by this regulation is carried out, breaking down this remuneration according to the so-called positions of equal value, which allows a reliable comparison to demonstrate the application of these principles of equality at the level of remuneration.

At the date of preparation of this report, the company has completed and has available the report of the remuneration register of the group companies.

The remuneration of Cunext Group employees is above the minimum wage. The remuneration of all Cunext employees is well above average in the territories where it operates.

Salary	
Lower Salary Cunext Group 2020	€ 17,201
SMI (Minimum Inter-professional Wage) 2020	€ 13,300
% comparative	1.29
Lower Salary Cunext Group 2021	€ 18,075
SMI (Minimum Inter-professional Wage) 2021	€ 13,510
% comparative	1.34
Lower Salary Cunext Group 2022	€ 21,531.89
SMI (Minimum Inter-professional Wage) 2022	€ 14,491.53
% comparative	1.49



AVERAGE REMUNERATION BY AGE AND GENDER

	<30	30-50	>50
Men	€ 25,711.08	€ 32,035.30	€ 40,414.30
Women	€ 20,978.93	€ 41,678.04	€ 36,755.84
TOTAL	€ 23,345.01	€ 36,856.67	€ 38,585.07



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CHALLENGING THE FUTURE

3.2.

AVERAGE REMUNERATION BY GENDER AND OCCUPATIONAL CATEGORY

	Executives/middle management	Staff Personnel	Operations Personnel
Men	€ 70,181.35	€ 28,890.83	€ 27,362.17
Women	€ 57,750.39	€ 27,931.00	

AVERAGE REMUNERATION BY AGE AND OCCUPATIONAL CATEGORY

	<30	30-50	>50
Director/Middle Management		€ 64,969.97	€ 72,128.44
Operations Personnel	€ 25,065.41	€ 25,631.43	€ 31,199.04
Staff Personnel	€ 20,934.37	€ 28,344.89	€ 35,440.08

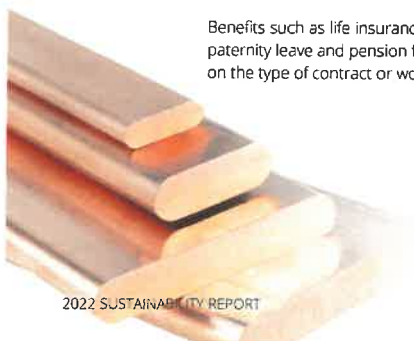
In terms of remuneration, the Group's average salary, based solely on the national scope, was 35,034.95 euros in 2022, with the corresponding figure for men being 34,554.55 euros and for women 38,580.78 euros. Therefore, for this scope the pay gap would be a positive wage gap of 11.7%, based on the following calculation formula:

$$(\text{Average wage men} - \text{Average wage women}) / \text{Average wage men}$$

The last revision of the applicable collective bargaining agreements was carried out in 2022 on the Collective Bargaining Agreement of Cunext Copper Industries, S.L., for the years 2002-2023, with the rest of the Group companies benefiting from the collective bargaining agreements of the metallurgical sector that apply to them regionally, and the company NISTICS from the Provincial Road Transport Agreement also negotiated for the year 2022-2023. Ensuring that 100% of Cunext Group employees are covered by collective bargaining agreements. In addition, at Cunext Copper Industries, S.L. the employees have a retirement plan, with part of the contribution corresponding to the employee and part to the company.

Hours of free time for personal reasons, employees working times and the type of breaks or rest periods established in the working day are regulated in line with the collective agreement. Maternity, breastfeeding and adoption leave are regulated by current legislation.

Benefits such as life insurance, school allowance, health insurance, disability allowance, maternity/paternity leave and pension fund are considered within collective agreements, but do not depend on the type of contract or working hours.





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Social

	2020	2021	2022
Number of employees who exercised their maternity or paternity leave entitlement in the reporting period	11	6	12
Number of employees who were due to return to work in the reporting period after taking their sick leave	10	6	12
Number of employees who returned to work in the reporting period after the end of their maternity or paternity leave	10	6	12
Number of employees who returned to work in the previous reporting period after the end of maternity or paternity leave	0	0	6
Number of employees who returned to work in the previous reporting period after the end of their maternity or paternity leave and who are still employed 12 months after their return to work	10	5	6

Regarding work organisation, the Group strives to provide its employees with the most suitable load and distribution, on the basis of achieving maximum productivity in order to promote the ability to adapt to organisational, technical and production changes, as a guarantee of competitiveness and future consolidation.

Within the framework of the integration of people with disabilities and in compliance with the provisions of the General Law on Disability (LGD), the Group focuses its efforts on the implementation of alternative measures provided for by law and relies on special employment centres for job placement, creating direct and indirect employment for people with functional diversity. In addition to these measures, the Group has a disabled person working for Cunext Copper Industries.

All personal information held by the Cunext Group is managed internally in strict compliance with the provisions of Organic Law 3/2018 on Personal Data Protection and guarantee of digital rights and its implementing regulations, as well as the Group's Privacy Policy. Similarly, the Group's Code of Ethics and of Conduct, expressly includes the commitment to the proper use of information of employees, customers, suppliers and other stakeholders, respecting their right to privacy.

In this same line, prominent is the internal training received by the Group's employees who, due to their position, have access to this type of personal data, through which, among other things, they are informed of the need to handle this information in accordance with the special legislation in force on personal data protection. These employees are able to contact the Group's Data Protection Officer at any time to resolve any question or situation related to this matter.



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CHALLENGING THE FUTURE

3.2.

TRAINING AND TALENT DEVELOPMENT

The main objective of the Cunext Group's training strategy is to ensure that people have the necessary tools to meet the challenges facing the Company. Management has therefore designed a training programme in collaboration with employee representatives, which supports the Group's strategy.

In order to ensure the Group's future, one of the Cunext Group's objectives is to attract talent and contribute to the employability of young people in all the regions in which it operates. Nowadays, continuous training within the Company is a fundamental aspect considered by the younger groups when they have to decide their future in a company, so this is one of the keys to attracting the best talent.

Training is the lever that maximises human potential at work and increases the resilience of the company in the face of the constant change faced by society today. The Cunext Group considers the updating of knowledge and skills as a crucial aspect of staying at the forefront of the industry. For this reason, the 2022 Training Plan was designed as a combination of actions that continue with those implemented in previous years, while new initiatives have been launched to create a knowledge base in new fields of action.

The Cunext Group works to ensure that its employees are up to date and trained in the relevant aspects, as well as in the current and future requirements of each job.

During the year 2022, a total of 5,381 hours of face-to-face and online training actions, workshops and training pills for immediate application in the workplace were delivered. Of particular importance in 2021 and 2022 were the training courses on compliance, environment and health and safety.

During the most recent years, occupational health and safety has been one of the most important blocks of training hours. Employees are trained in aspects related to the risks that exist at work, such as: risks and preventive measures in the workplace, risks and preventive measures in the use of the machinery required throughout the transformation process, work at heights, electrical risks, personnel designated in the emergency plan, first aid, use of defibrillator or fire extinguishing.

The distribution of total hours of training by category and gender is presented below

Professional Categories	Training hours			
	2021		2022	
	Men	Women	Men	Women
Directors and Middle management	495	43	182	112
Staff Personnel	1,317	558	390	260
Operations personnel	3,012	8	4,437	0
TOTAL	4,824	609	5,009	372



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Social

OCCUPATIONAL HEALTH AND SAFETY

Ensuring occupational health and safety in the Cunext Group environment

To support the professional development of employees, managers carry out evaluations of the training actions carried out throughout the year.

The Cunext Group aims to guarantee the health and safety of all its employees and collaborators in order to achieve the objective of zero accidents on its sites. To meet this objective, large amounts are invested annually in safety and health and a number of initiatives are carried out to reduce the frequency and severity rates in the plants. These include training in safety and accident prevention and the promotion of information activities in defence of health and safety at work.

On the other hand, the Group ensures the implementation of best practices on protective working conditions, through policies, procedures and controls throughout the organisation. This continuous improvement work allows us to provide safer working conditions for our most valuable asset, our employees. This is reflected in the extension of the ISO 45001 certification to all production sites.

During 2022, ISO 45001 was implemented and certified for the first time at NISTICS. In addition, it was successfully renewed in the rest of the facilities in Spain and Italy. 100% of the workers are covered by the health and safety system and subject to audit.

The Cunext Group periodically updates the risk assessment, taking into account legislative requirements and working together with the prevention officers of each company in the Group. Likewise, periodic inspections are carried out by the External Prevention Service and by the Group's own Occupational Risk Prevention Department with the aim of improving the safety of the facilities. All accidents and incidents are investigated by

the production managers and the Occupational Risk Prevention Department. In addition, workers have at their disposal a document called "improvement reports" where they can report any situation that generates risks. These reports include a voluntary signature section, in order to guarantee the anonymity of the notifier and to respect the confidentiality of the workers.

In order to identify and eliminate hazards and minimise risks, and guarantee the organisation and quality of the services offered by the Group, meticulous planning of occupational medicine activities is conducted, most notably including:

- Specific health examinations according to the risks inherent to the job.
- Analysis of the results of health examinations using epidemiological criteria.
- Workplace health promotion.
- First aid and emergency assistance.
- Collaboration with the National Health System: collaboration with the health authorities to provide the Health Information System on Occupational Health.
- Care for particularly sensitive workers. The services are provided by qualified health personnel through a Health Surveillance agreement with an External Prevention Service. All employees undergo an annual medical check-up.

The Group's employees are involved in the occupational health and safety management system in two ways. On the one hand, they have direct contact with the Occupational Risk Prevention Department through the document called "Improvement Reports". The other way of participating is through the Health and Safety Committee or the prevention officers. Information to workers is provided through notice boards, displays, health and safety talks, etc.



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CHALLENGING THE FUTURE

3.2.



In 2022, a Recognition Programme for ideas for improvement in the Prevention of Occupational Risks was implemented. The programme will be based on the following principles:

- The proposed ideas will be submitted through the "improvement feedback form", which is available on paper to all employees. (mailboxes).
- Both in-house and external staff may participate.
- The proposal must contain the name and signature of the worker submitting it.
- The best idea of each Quarter will be chosen.

Any recognition shall consist of an award to be decided on by the Management of the Business Unit. The jury that will evaluate the best idea proposed will be made up of: 1 Prevention Officer, 1 Technician from the ORP Dept. and 1 member of the HR Dept.

All Group companies have a Health and Safety Committee or prevention officers depending on the number of employees. In addition, Cunext Copper Industries, S.L. has a Health and Safety Committee, in which the workers (through two prevention officers) and the company are equally represented. In the rest of the Cunext Group companies there is a Prevention Officer. In both cases, quarterly meetings are held in which information is exchanged and suggestions for improvement are heard.

The functions of the prevention officers are as follows:

- To collaborate with the Company's management to improve preventive action.
- To promote and encourage the cooperation of workers in the enforcement of regulations on the prevention of occupational hazards.

- To be consulted by the Company, prior to their implementation, on decisions affecting the safety and health of workers.
- To monitor and control compliance with occupational risk prevention regulations.

All new employees receive on-the-job health and safety training before starting work. These courses are regularly updated. In addition, specific courses are given taking into account the special operations carried out by the workers (handling of forklift trucks, etc.).

In addition, a telematic assistance service attended by Cunext Group medical personnel is available to all employees free of charge. The main features of the service are as follows:

- Unlimited number of telephone consultations with a Quirón Salud doctor.
- Referral of the patient to the Quirón Prevención medical specialist at the doctor's discretion.
- Possibility of obtaining prescriptions.
- If you need a test or surgery, a discount on the normal rate may be available.
- Possibility of managing through a mobile application.



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In addition, the Cunext Group has an emergency care service with a private clinic, which also includes care in the event of common illness.

Staff with responsibility and training in Occupational Risk Prevention and the External Prevention Service carry out risk assessments and inspect hazards with a risk of occupational accidents. The most prominent cause is physical overexertion. To minimise these risks, training and technical measures have been implemented to try to limit manual handling of loads and awkward postures. On the other hand, occupational hazards with a risk of occupational illness or disease are determined by means of Risk Assessment and Hygiene Measurements.

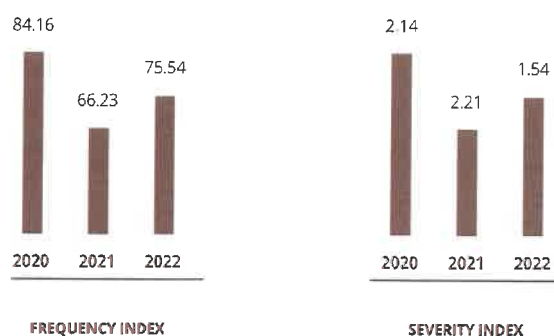
None of the Cunext Group companies manufacture products or materials that pose a risk to the safety or health of customers. All products manufactured in the Group have a Safety Data Sheet which contains the necessary safety information to prevent or mitigate negative health and safety impacts. Along these lines, in 2022, no fines or penalties were recorded for possible impacts of products on the safety or health of the Group companies' customers.

The Cunext Group aims to guarantee the health and safety of all its employees and collaborators in order to achieve the objective of zero accidents on its sites.

To ensure the achievement of this objective, each year the Cunext Group allocates large sums to investment in occupational health and safety, having invested €219,763.37 this year.

INJURIES AND ACCIDENTS AT WORK

The injuries and accidents at work that occurred during the reporting period relate only to male workers who suffered injuries due to overexertion or contusions:



Both occupational accidents and occupational illnesses are thoroughly investigated to determine their causes and to correct the defects so that they do not recur.



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CHALLENGING THE FUTURE

3.2.

ABSENTEEISM RATE

Absenteeism is defined as any kind of absence from work and can be caused by a justified reason, sick leave or absence from work, as well as by unjustified reasons on the part of employees.

Absenteeism rate	
Estacor	6.59
Cunext Copper Industries	3.37
Cablexsur	6.12
Transformados Cunext	6.74
Cunext Corporation	0.73
Ibermetalia	0.59
ECN	8.39
NISTICS	2.7
Transformados Combisa	9.49
Travartec	16.62

$$\frac{\text{Total number of days lost}}{\text{Total number of hours worked}} \times 100$$

The number of days lost and the actual hours worked have been taken into account for the calculation of the absenteeism rate.

CONTRIBUTION TO SOCIAL DEVELOPMENT

• • • • •

Establishing strong relationships with communities to generate a positive impact on society

The Cunext Group, aware of the importance of economic and social development at all levels, is committed to contributing to the development of the environment in which we operate. The Company sees this commitment as a logical consequence of its long-term communion with society.

In this regard, the Group declares its purpose to positively impact people and communities by promoting diversity and social inclusion in our operations, supply chain and society.

The Cunext Group contributes to the development of the environment with financial contributions to different initiatives and non-profit organisations, while actively participating in the local communities in which it operates. Similarly, it is present and actively collaborates in various organisations, business associations and the metallurgical sector, with the aim of making its position known with respect to fundamental aspects of its business and to achieve new alliances that enable mutual benefit.

In total, human engagement and solidarity work has benefited more than 9 associations and the financial contribution during 2022 amounted to €91,586.

We can highlight some of the actions carried out during 2022, such as aid to the disadvantaged, through contributions to soup kitchens or Caritas, sponsorship of grass roots sport, educational actions such as the exhibition "Educating in sustainability" of the UNESCO CUCO Club, aid to associations for rare diseases or the disabled such as FEPAMIC.



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Below we highlight some of the sectoral associations with which the Cunext Group collaborates:



The Group's sustainable value can also be measured as the economic value generated, distributed and retained. The direct economic value generated is 1,886,286 thousand euros and the economic value distributed is 1,854,115 thousand euros, resulting in a retained value of 32,171 thousand euros.

Furthermore, in accordance with the Group's values of social commitment, it is important to highlight that during 2022 there were no significant negative impacts on the local communities where the Group is present. The percentage of managers coming from the local community is 100%.

CUSTOMERS

*Seeking excellence by providing
differentiating solutions to our
customers' challenges*

The innovation and digital transformation developed by the Cunext Group applied to its products and services, seeks excellence by providing differentiating solutions to its customers, which allows it to offer products that guarantee a unique and quality experience.





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CHALLENGING THE FUTURE

3.2.

Cunext is committed to providing customers with the highest level of quality, from the design to the execution of its products. The Company achieves effective and efficient management of the production process through a system of continuous improvement, enabling it to exceed customer expectations.

One of the Cunext Group's priorities is to maintain strong relationships with its customers, generating shared value through transparency and trust. To this end, Cunext developed a model for evaluating customer satisfaction and product quality that enables it to continuously assess the needs of its customers. Work is currently underway to update the satisfaction survey to include questions on customer satisfaction with sustainability.

Satisfaction surveys are conducted on a regular basis, focusing on its main customers. They are asked to rate different aspects such as quality of service, excellence, responsiveness, reliability and quality on five points.

According to the results of the latest surveys, the overall assessment of the above-mentioned aspects is as follows:



The Cunext Group, aware of its contribution to sustainable development, strives to obtain the maximum performance from copper and aluminium, making use of mature and innovative production processes that allow it to manufacture products with the highest market standards, aimed at sectors of application such as the automotive and transport industry, the energy generation and distribution sector or products for rail application.

In order to guarantee this demand, the Group has implemented a Quality Management System in all its operating centres that enables it to provide products and services that meet both the Group's internal and external requirements. This Management System is certified under the ISO 9001:2015 standard. Product certificates are thus obtained in accordance with the standards that apply in each case and verified by AENOR.

Additionally, there are certifications from other entities such as, for example, CETREM (La Asociación de Acción Ferroviaria), the Spanish Notified Body for the "CE" evaluation of our railway products, as well as product approvals by entities such as RED ELECTRICA, ENDESA, IBERDROLA and ADIF, among others.

Furthermore, the recent approvals of OPGW conductors for the main electricity companies places the Cunext Group as a national benchmark in the supply of conductors for high voltage overhead lines.

As part of its commitment to customers and users, the Cunext Group has established a system for managing customer complaints and communications relating to quality incidents in the products supplied. Likewise, control and monitoring of complaints, corrective actions and actions for improvement of the integrated management system is carried out in different phases:



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- Detection through audits of the integrated system, internal non-conformities, supplier non-conformities, etc.
- Description of the occurrence and its origin.
- Analysis of the cause of the non-conformity.
- Proposed actions over a set period of time to control and correct the incident or non-conformity.
- Follow-up of the actions by reviewing their compliance within the established time frame.
- Assessment of the effectiveness of the actions taken in order to minimise or eliminate the occurrence thereof.

To ensure that our technical service can give the best response to each customer on each occasion, the Cunext Group has its own high-quality laboratories that contain state-of-the-art equipment such as a scanning electron microscope, optical emission spectrometers, traction presses, precision scales, resistance meters, thermometers, analysers, gas chromatographs and dielectric strength testers, among other items.

In the reporting period, 273 communications were processed, all of which have received the treatment indicated according to their nature.

CLIENT PRIVACY

The Cunext Group is committed to the proper use of employee, customer, supplier and other stakeholder information and has procedures and controls in place to ensure full respect for the privacy rights of its

stakeholders. In this regard, and as stated above, the Company has a Privacy Policy, which can be accessed through the corporate website (www.cunext.com/politica-de-privacidad), which sets out those responsible for the processing of personal data, the activities subject to processing, as well as the rights of the subjects whose personal data are subject to internal processing by any of the subsidiaries that make up the corporate Group.

Likewise, the Code of Ethics and Conduct itself proclaims the Protection of Personal Data as one of the principles and values of obligatory observance, establishing the obligation of the professionals belonging to the organisation who, due to their activity, have the handling of this confidential data, to use it in accordance with the legislation relating to the protection of personal data.

The Company also has a Personal Data Protection Officer who, in coordination with the Compliance Officer, is in charge of guaranteeing the observance and compliance at all times of the internal procedures and policies in relation to this matter.

Finally, it should be noted that, in order to reinforce the processing of personal data carried out internally, the Cunext Group's Privacy Policy is currently under review, and its update is expected to be approved by the Board of Directors of Corporación Cunext Industries, S.L., parent company, during financial year 2023.

During financial year 2022, as in previous years, no complaints or claims were received regarding breaches of the safeguards established for the protection of personal data.



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CHALLENGING THE FUTURE

3.3.

SUSTAINABLE CORPORATE GOVERNANCE

GOOD GOVERNANCE AND TRANSPARENCY: PEOPLE AT THE CENTRE

Adopting best corporate governance practices and the highest degree of transparency in relation to stakeholders

Good governance practices have become a key element of good management and corporate responsibility in companies, increasing the commitment of the people who make up the Group, thereby strengthening its growth and the confidence of partners and investors. The Cunext Group's Corporate Governance system is based on transparency, which is an essential strategic element to ensure the Group's good governance.

The Cunext Group's Code of Ethics and Conduct represents the organisation's commitment to legal compliance and - together with the rest of the elements of the Compliance management system and other internal procedures and policies of the Company - governs the actions and working relationships of all members of the Group, both in their relations with other employees and with third parties. The honesty, integrity and judgement of these professionals is critical to the reputation and success of the organisation.

The Group is committed to occupational health and safety, the environment and quality in all its internal and external activities. To that end, there are concrete rules and they are the consequence of doing things with knowledge, common sense, order and responsibility.

This purpose is achieved by adopting measures and initiatives that go beyond legal compliance, in order to reinforce the values and commitments described above and to align the Company's interests with all stakeholders.

These practices help to guarantee the Group's defining values, integrity and transparency, while fulfilling the Group's strategic plan and sustainable growth, in line with its motto "Challenging the future".

The Company has created an appropriate control environment in which to assess and manage the Group's criminal risks, monitoring the prevention of criminal offences through a criminal compliance model that complies with the requirements of current legislation.

In line with the above, the Cunext Group has established different procedures that are part of its daily operations and that guarantee compliance with the commitments and corporate policies of responsible business conduct and are, in all cases, carried out under the umbrella of legality.



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Governance

In addition to those mentioned above, the Cunext Group has other elements that guarantee the good governance of the Company and control in decision-making, such as the procedure for granting proxies or the proxy control matrix.

Finally, with regard to the Group's Compliance Management System, there is a procedure for its control that is materialised through the existence of a compliance body (Compliance Officer), which has the necessary and sufficient autonomy and resources for its effective operation, whose work is supervised by the Audit Committee, through periodic reports made by the Compliance Officer.

With regard to embedding the Group's Compliance culture in its relations with stakeholders, the Company has made public the Code of Ethics and Conduct, as well as access to the Ethics Channel through its corporate website (www.cunext.com). Along the same lines, the Group's employees are informed of the modifications and updates approved by the Board of Directors regarding Compliance, and this communication is complemented with training sessions to guarantee the existence of a culture of compliance in the Cunext Group at all times.

Furthermore, participation and continuous dialogue with stakeholders is an indispensable requirement in the company's integrated management system, as it guarantees their process and participation in order to learn about the environment, markets, requirements, needs, strengths and weaknesses, in order to draw up an action plan based on the results. These stakeholders range from employees, customers and suppliers to banks and industry associations.

The implementation of all these corporate governance best practices will enable the Group to achieve the greatest transparency, integrity, efficiency and control in all areas of the companies which it is made up of and for all stakeholders.

GOVERNING BODIES

The Group's governance structure and organisation facilitates the functioning of the management bodies and the decision-making process. The highest governing body is the Board of Directors of the company that heads the Cunext Group -Corporación Cunext Industrias, S.L.-, from which the Group's strategy and key rules and decisions emanate. All members of the Board of Directors receive fixed standard remuneration.

The Board of Directors of the Cunext Group is responsible for taking decisions to fulfil the aims of the legal entity, as well as guiding, coordinating and advising on its good governance. In order to guarantee the optimum performance of its functions, the Board of Directors has at all times the information and, where appropriate, supporting documentation on the Company's relevant governance issues, which are presented at meetings or sessions held monthly, quarterly or annually, depending on the nature of the issue dealt with. In addition, annual global sessions are held, in which the entire Management Committee and the Board of Directors participate, with the aim of defining action plans with regard to market developments, trends and the Group's positioning, where the Group's strategy and its effectiveness in the environmental, economic and social spheres are analysed.

For more specific issues requiring more detail, the Board of Directors relies on the three committees currently in place within the Group. In this way, the committees study the possibility of promoting new projects, investments and/or procedures, as well as possible improvements to those already existing in the Company, which, subsequently and when so determined by the committee, are submitted to the Board of Directors for approval and implementation.

In addition to proposing these projects and improvements, the committees monitor the progress of those projects and improvements that so require, reporting the most relevant aspects to the Company's governing body.



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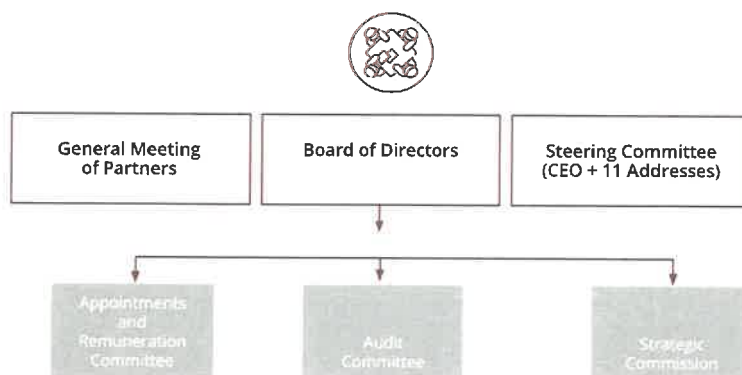
CHALLENGING THE FUTURE

3.3.

Specifically, the Board of Directors of the Cunext Group has three committees: (i) the Appointments and Remuneration Committee, which deals with issues relating to the competencies and knowledge that key members of the Company must have, as well as those related to the Group's remuneration policies; (ii) the Audit Committee, with the dual function of analysing and supervising, among others, possible investments, financial aspects and economic conditions and their accounting aspect, with special focus on the Group's annual accounts and their review by the external auditor, as well as monitoring the evolution of the Company's compliance management system, through the report of the Compliance Officer -referred to above- and the submission, where appropriate, of proposals to the Board; and (iii) Strategy Committee, whose main function focuses on the projection of the Group's strategic plan in the light of environmental and market circumstances that may affect the Company's activity.

Finally, the Group's corporate governance is also supported by the existence of a Management Committee, composed of the Chief Executive Officer of the Company and seven directorates, which have an appropriate structure to be able to perform their assigned functions. The main function of the Management Committee is to monitor the development of the Company's strategic plan, taking into account the daily operations and the environment in which the Cunext Group carries out its business.

In order to strengthen and guarantee the value of the company's sustainable growth and to position sustainability as a key factor in the company's development, a new department was created within the Management Committee in 2022, the Sustainable Development Department, which is responsible for implementing the Sustainability Action Plan developed by the Group. This plan was drawn up and implemented by this new Sustainable Development department, in which new measures related to ESG criteria were implemented and are monitored to check their improvement and effectiveness. It is also the promoter and recipient of the sustainability reports and is responsible for taking the relevant actions in each of the matters in the field of sustainability at all levels (environmental, social and economic), demonstrating the strong commitment of the Cunext Group to promote the appropriate sustainable measures to position itself as a benchmark company in the sector. On the other hand, in order to reinforce the values and knowledge in the field of sustainability, it is in charge of training and explaining each of the measures and indicators proposed in the Sustainability Action Plan to all members of the highest governing body, as well as their subsequent monitoring. However, there are no performance evaluations of the highest governance body with respect to economic, social and environmental issues.





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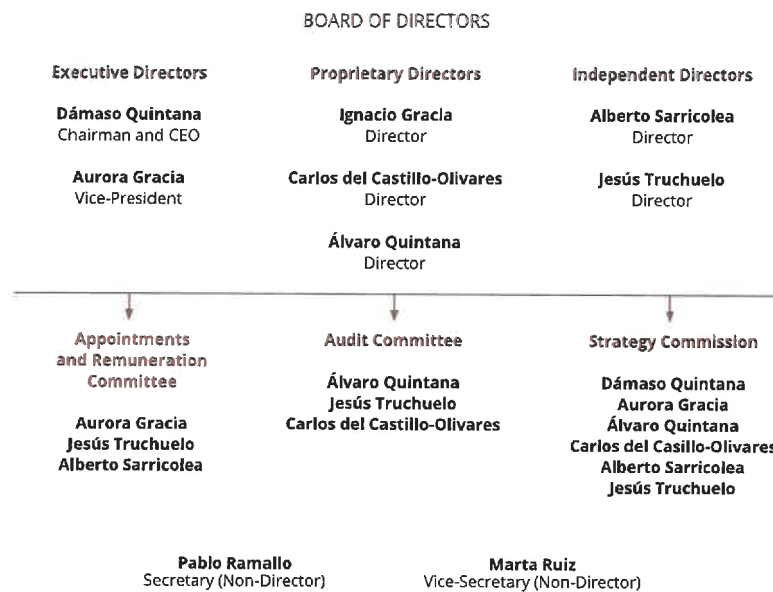
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STRUCTURE OF THE BOARD OF DIRECTORS OF CORPORACIÓN CUNEXT INDUSTRIES, S.L.

All Board members have at least 2 years of seniority





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CHALLENGING THE FUTURE

3.3.

COMPANY VALUES

The Cunext Group values its corporate culture and integrated management system as key assets which define how the organisation acts.

Active involvement and oversight by Cunext's management body and senior management is an essential part of the effective compliance management system pursued. To this end, the Board of Directors ensures that all the organisation's professionals comply with current legislation in decision-making and in the performance of the duties inherent to their position, having provided the Company with different policies and procedures that guarantee a responsible and compliant culture of the Cunext Group in its relations with stakeholders.

Specifically, in order to prevent, detect and manage criminal risks, the Cunext Group has set up a Criminal Compliance Management System, in which the cornerstone is the Group's Code of Ethics and Conduct, which sets out the principles and obligations that must govern the actions and working relationships of employees, managers and directors with current and potential customers, colleagues, competitors, administrative bodies, the media and society in general.

The Cunext Group has an Ethics Channel enabled as a tool for alerting criminal conduct that involves a violation of the Code of Ethics and Conduct, as well as for the clarification of any doubts regarding regulatory compliance.

Likewise, the Compliance management system has other elements on which it is based, such as the Criminal Risk Matrix - reviewed annually -, Compliance Policy, Gift Policy, Cash Handling Restriction Policy, etc.

It also highlights the existence of an internal procedure for the approval of suppliers and customers aimed at guaranteeing the legality of the relationships established by Cunext with third parties in the course of its operations, as well as preventing any of the companies that make up the Group from being used as a vehicle for the direct or indirect consummation of any type of money laundering and/or the financing of terrorism. Specifically, this approval procedure consists of requesting newly incorporated suppliers and customers to fill in the Know Your Customer (KYC) form which, in any case, must be accompanied by a series of documents that provide evidence of the information contained therein (deed of beneficial ownership, documentation accrediting the structure and composition of the administrative body, articles of incorporation, tax identification code, financial statements, etc.). The ultimate objective pursued through the implementation and compliance of this approval procedure is to ensure that the Cunext Group does not enter into business relationships with parties that do not have the same degree of compliance with the legality of the Cunext Group.



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Having a solid culture of regulatory compliance is one of the main objectives of the organisation, which is why the Compliance Management System has been reviewed by an external consultant of recognised prestige during the 2022 financial year, with the Board of Corporación Cunext Industries, S.L., in its November meeting, the updating of several of the elements that comprise it (backbone document of the Criminal Compliance Management System, Code of Ethics and Conduct and Compliance Policy), as well as the incorporation of a new one in anticipation of the legislative reform of transposition of the European Whistleblowing Directive (Infringement and Consultation Communication Policy and internal communications management procedure), whose texts will be adapted in order to align them with the provisions of the aforementioned transposition law.

ETHICS AND INTEGRITY MANAGEMENT

• • • • •

Ensuring a culture of integrity with the entire value chain in compliance with the regulatory environment

In accordance with the Cunext Group's culture of compliance, members of the organisation must act with the loyalty, honesty and professionalism, making business decisions based on the best interests of the organisation and not on personal considerations or relationships. They must avoid situations where personal interests may conflict with the interests of the Group, or appear to do so.

The Cunext Group does not contribute, directly or indirectly, to the financing of political parties and/or political representatives. In order to avoid the development of this type of conduct, the company has approved a gift policy and a cash handling restriction policy, and periodically reviews both policies and

continuously monitors any possible commission of acts of this type by its professionals.

In this manner, an evaluation procedure is established whereby all Group employees who receive (or wish to receive) a gift must inform their line manager. This avoids situations that could be interpreted as a form of bribery or corruption in business, both of which are offences attributable to legal persons.

In addition, a cash handling restriction policy has been put in place to prevent money laundering. This policy restricts the handling of cash within the Group to small amounts of cash, and prior authorisation for the use of cash must be obtained by email from the Chief Financial Officer.

Finally, it is worth mentioning that, in view of the development of the activities inherent to the corporate purpose of the companies that form part of the Cunext Group, and the fact that they have very limited contact with the Public Administration and, likewise, they usually act individually (without forming Temporary Joint Ventures), it has not currently been considered necessary to extend the Company's compliance system to Competition Law, insofar as there are no activities that could potentially be of a collusive nature.

To ensure the development of a profitable and sustainable long-term business model aligned with the Group's strategy, it is essential to guarantee integrity in industrial operations. Consequently, the trust that partners and other stakeholders have in the Cunext Group is also reinforced.

Our transparency and good governance has been exemplified by the renewal of our AEO accreditation, which proves that Cunext complies with the measures related to security and good practices in the international supply chain of goods and is considered a reliable partner of the Tax Administration.



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CHALLENGING THE FUTURE

3.3.

COMPLAINTS CHANNEL - CUNEXT

As mentioned above, the Company has set up an Ethics Channel which can be accessed by anyone who wishes to raise doubts or request information on this matter. Through this channel, the Company may also be informed of any conduct that may be considered a criminal offence or that may be considered contrary to the principles and values that inform the Code of Ethics and Conduct.

In order to encourage the use of this channel, there is a confidentiality commitment whereby anyone who has access to the mailbox corresponding thereto assumes responsibility for guaranteeing the confidentiality of the reports submitted through this channel and the anonymity of the complainants, as well as the indemnity of the bona fide complainant. Specifically, work is being carried out to adapt the Ethics Channel to the requirements set out in the Policy on Reporting Violations and Consultations, in order to guarantee, from a technological point of view, the submission of complaints and their follow-up in such a way that the anonymity of the complainant is guaranteed at all times.

As part of the regular Compliance training given to all Cunext Group staff, all those subject to the Code of Ethics and Compliance are also reminded of the existence of the Ethics Channel and the compliance body, as well as the option to send queries and complaints to both through the aforementioned channel.

On the other hand, the Cunext Group recognises the importance of respect for Human Rights and reflects this in the Code of Ethics and Conduct, banning discrimination on the grounds of origin, race, sex, religion, outlook or any other personal or social condition or circumstance. Likewise, through the Ethics Channel, which can be accessed through the corporate website (www.cunext.com), actions that may be considered to constitute a violation of Human Rights can be reported to the Group.

Code of Ethics and Conduct:

<https://cunext.com/wp-content/uploads/2022/12/Cunext-Group-Codigo-Etico-20221205.pdf>

Ethics Channel

<https://cunext.com/sostenibilidad/canal-etico/>



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Internally, this type of communication can be channelled not only through the Ethics Channel, but also through the Personnel Department, given the in-depth knowledge of the staff of the various companies that make up the Group and the close relationship of this department with the staff; or, where appropriate, through the Group's Compliance Officer, by e-mail at compliance@cunext.com.

In those cases in which the documentation must be communicated more widely to other stakeholders (customers and suppliers), the documentation or information is published on the corporate website or, where appropriate, communicated through the corresponding Commercial Department. Furthermore, in accordance with the Group's values of transparency and honesty, critical concerns are communicated to the highest governing body through the deputy secretary, who is responsible for compiling and including them on the agenda and implementing the necessary mechanisms to address them.

REPORTED CRITICAL CONCERNS	NATURE	MECHANISM TO ADDRESS THEM
Accident/Incident Concerns	Occupational Safety	Accident plan 0 (copper aluminium)
Concern over transport strike situation	Possible plant shut-down	Possible contingency plan
COMODITY/GAS ELECTRICITY price concerns	Economy	Action plan
Concern about environmental legal compliance	Environmental issues	Integrated Environmental Management System
Commitment regarding social factors	Social	Donations and contributions

In relation to the rest of the elements that make up the Group's Criminal Compliance system that are not published on the website, and which should be known by Cunext Group employees, they are found in an internal repository (Criminal Compliance Policy, Gift Policy and Handling Restriction Policy) which can be accessed by all of them.

With regard to the Risk Map, the backbone document and the procedure for the internal management of communications, due to their sensitive nature, they are managed by the Group's Compliance Department and, in the event of revisions or updates, they are shared with the Audit Committee and, ultimately, with the Group's Board of Directors.



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CHALLENGING THE FUTURE

3.3.

SUPPLIERS

The Cunext Group, in its intention to promote and encourage a culture of integrity and responsibility with its entire value chain (suppliers, contractors and collaborating companies of Cunext...) in accordance with the regulatory framework and following the best practices in the sector, has a model of responsible management of the Cunext supply chain, aligned with its Strategic Plan, whose main objective is to promote the relationship with its suppliers, allowing its expansion into new markets and offering its customers the highest standards of quality, based on the best raw materials.

The Group therefore promotes the integration of its principles and values with the suppliers it works with. In line with its responsible management model, the Cunext Group is committed to local business, a practice that is reflected in the selection of suppliers. Most of them, reflecting the turnover, are local suppliers, i.e. suppliers that are located within Spain (mainly in Andalusia).

The volume of expenditure on suppliers in 2022 is presented below:

Suppliers (non-commodities)	2021	2022
Total supplier expenditure	€ 53,831,295	€ 38,404,188
Expenditure on local suppliers	€ 16,368,749	€ 11,317,659

Suppliers (commodities)	2021	2022
Total supplier expenditure	€ 1,833,173,606	€ 1,894,126,000
Expenditure on local suppliers	€ 101,756,586	€ 95,043,111

RESPONSIBLE SUPPLIER SELECTION

The Cunext Group has a procedure to follow for the prior evaluation, approval and selection of Suppliers and Contractors, in order to achieve the highest reliability, quality, environmental and preventive behaviour and the best energy performance, based on sustainability criteria at the lowest possible cost.



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This procedure is applicable to both national and international Suppliers and Contractors, through a purchasing platform (SYNERTRADE), except for suppliers of raw materials that are selected and evaluated using a specific method. Likewise, for purchases of a sporadic nature and which do not affect the MIS implemented in the Cunext Group, prior evaluation, approval and selection of suppliers or contractors is not considered necessary, this decision being left in the hands of the Purchasing and Contracting Sub-Directorate.



Planning



Selection



Assessment



Recruitment

The process begins with the planning of needs by the business area, where it is decided on an ongoing basis what the needs are at any given time, allowing the most efficient possible use to be made of them.

Once these needs have been identified, the next step is the selection of suppliers for the supply chain. This process requires the qualification of suppliers prior to contracting, based on selection principles. The process has two phases. In the first phase, the supplier completes the self-registration form, in which basic information is requested through the purchasing platform, thus becoming part of the database. In the second phase, once the basic information has been approved and if the purchasing department considers that it is possible to approve of the supplier, the supplier must complete a form requesting more detailed information and an approval questionnaire on Occupational Risk Prevention, Quality, Financial Information, Environment, Sustainability, Cybersecurity and Energy Efficiency, among other issues.

The process continues with approval, whereby once the information has been collected, the purchasing department carries out a detailed evaluation of the information and selects the most suitable suppliers, i.e. those who can cover the needs identified.

Finally, the necessary suppliers are contracted at each stage of the business, which may be international or national.



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CHALLENGING THE FUTURE

3.3.

During 2022, the number of new suppliers that have passed the filters according to the sustainability criteria amounts to 26.

It should be noted that the Cunext Group is also evaluated as a benchmark supplier through the ECOVADIS platform, having received a "gold" rating in 2022, following a new evaluation of its sustainability performance. This ranking rates suppliers on sustainability so that buyers can use this information when making their decisions. This recognition is the result of the documentation provided by the company and different stakeholders, which demonstrates the Cunext Group's commitment to sustainability.



On the other hand, and in relation to the Group's suppliers of raw materials, in order to control the companies with which Cunext contracts and guarantee the strictest compliance with the law in its commercial relations, a supplier approval process is carried out internally, this consists of the need for the supplier to fill in a due diligence form, through which Cunext can have access to commercial data that allows it to know the reality of the company with which it contracts, such as the identification of the administrative body, real owners, VAT number, financial information, etc.

Together with this form, it is necessary to submit documentation issued by a commercial register or by a notary public, which proves that the information on the form is correct and truthful.

Once the information and documentation of the supplier to be approved has been collected by the Group's Raw Materials Purchasing Department team, it must be validated by the Group's Compliance Officer, as well as by the Finance Department.

Finally, special mention should be made of the existence of an internal file containing all the documentation provided by suppliers when first contracting with the Group for internal approval.



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Governance



CONFLICT MINERALS

With regard to the responsible selection of suppliers, the Cunext Group has established a responsible mineral evaluation process, in particular for its tin suppliers, based on national and international regulatory requirements.

The Company is aware of the importance of ethics within its value chain, and therefore uses all the means at its disposal to convey its ethical principles to its suppliers, with a special focus on conflict minerals, rejecting any related practice in this regard.



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ANNEXES



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ABOUT THIS REPORT

The Cunext Group presents its eighth Sustainability Report, in this case corresponding to the 2022 financial year. This report continues its commitment to sustainability and transparent, reliable and balanced communication. The Sustainability Report focuses on the main economic, environmental and social issues that have been identified as material and relevant.

The information included in this Sustainability Report complies with the requirements of Law 11/2018 of 28 December on Non-Financial Information. By which the amendment took place of the Code of Commerce, the Consolidated Text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Auditing of Accounts, in matters of non-financial information and diversity; identifying the contents that respond to the aforementioned legal requirements in the Table of Contents of Law 11/2018. This report includes the corporate sustainability issues that are most relevant to the Cunext Group's business and stakeholders, as well as information on the Company's business model and governance, and its long-term strategy and vision.

In accordance with the provisions of Law 11/2018, Cunext Group has developed this Report, including and complying with the requirements of the aforementioned law. Likewise, for the preparation of this report, Cunext Group has based itself



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About this report.

on the reporting standards of the Global Reporting Initiative (GRI), known as GRI Standards, according to the Standards version updated in 2021.

In order to comply with the stipulations of this reporting standard, a materiality analysis has again been carried out, which has made it possible to identify the relevant social, environmental and economic issues mentioned and which are relevant for all the stakeholders of the Cunext Group.

The content of this report for the 2022 financial year is supplemented and complemented by the information published on the Cunext Group's website, the EMAS Environmental Statement and the Consolidated Annual Accounts for the financial year.

The financial and non-financial information and data of the Cunext Group set out in this report are consolidated and refer to all the companies and activities carried out in 2022 by the Group in which it holds a majority stake and control of the operation, which corresponds to the scope of financial consolidation.



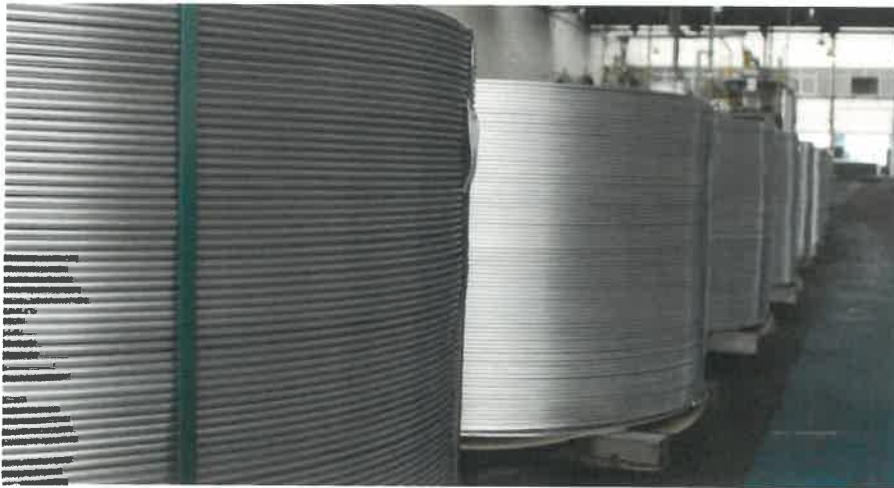


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CHALLENGING THE FUTURE

4.2.



MATERIALITY AND STAKEHOLDERS

The Cunext Group periodically prepares its materiality analysis in order to be able to evaluate the most relevant issues in order to respond to the information requirements of its stakeholders, through the study of the internal and external context of the company, as well as all the requirements and expectations of the main stakeholders.

In 2022, the materiality analysis carried out in the framework of the 2021 Sustainability Report was updated, taking into account the main updates in terms of regulatory requirements, standards and analysts, sector and competitor trends, customer and supplier demands, as well as trends in the media and associations adhered to from an external perspective.

For the internal approach, the Group's updated assessments of the business and reputational significance of the material issues reviewed have been taken into account.



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Materiality
and Stakeholders

As a result of this update, the Cunext Group has identified 11 material topics structured in 3 dimensions:



ENVIRONMENTAL

1. Drive the circular economy by optimising resources and promoting sustainable products and services to meet the needs of all stakeholders.
2. Be part of the fight against climate change.
3. Seek excellence and continuous improvement in environmental management by integrating it into the Company's decision-making process.



SOCIAL

4. Guarantee health and safety at work within the Cunext Group environment.
5. Focus on people and promote their development and that of their social environment.
6. Pursue excellence by providing differentiating solutions to customers.
7. Establish strong relationships with communities to generate a positive impact on society.



GOVERNANCE

8. Adopt best corporate governance practices and the highest degree of transparency in relation to stakeholders.
9. Maximise sustainable financing.
10. Ensure a culture of integrity with the entire value chain in accordance with the regulatory environment.
11. Improve the Reporting and Communication model.



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CHALLENGING THE FUTURE

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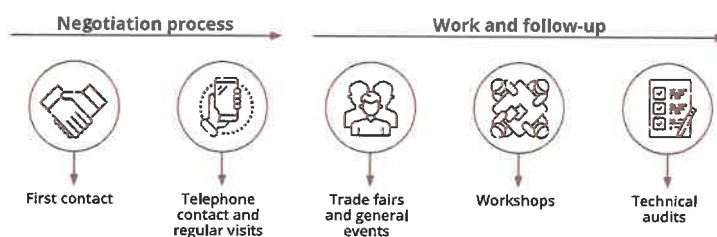
IDENTIFICATION OF STAKEHOLDERS

The Cunext Group considers stakeholders to be those individuals or social groups that may have an impact on or are affected by the Group's activities. This includes both those who are part of the company's value chain and those who are external to the company.

One of the objectives of the Cunext Group, in order to comply with transparency in communicating information, is to improve communication channels with all its stakeholders. The Cunext Group bases its business model on the relationship with stakeholders, meeting their expectations and needs.



Understanding their expectations and considering them in strategic plans is one of the priorities set. Customers have been identified as one of the main stakeholders, and the following communication strategy is therefore being implemented in the commercial area:



The negotiation process starts with contacting them first, followed by telephone contact and regular visits depending on the location.

Similarly, we take advantage of general trade fairs and events, CRU sector forums, LME, IWCC etc. to hold working and follow-up sessions with them. We also hold workshops with some of them on new product development.



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Materiality
and Stakeholders



Technical audits are another contact which help us to maintain a close relationship with each party.

In terms of stakeholder interest and needs, the following have been identified as the main ones:

- Quality of products
- New technical developments
- Service guarantee
- Supply chain optimisation
- Positioning in terms of our involvement and processes in sustainability in all its breadth

Depending on the stakeholder groups identified, the Cunext Group maintains a different type of communication and frequency for participation with each of them in access to information and in the company's decision-making process.

For the block of Customers, Suppliers, Employees and Shareholders and Investors, the Group maintains participation that is broken down into four phases: information, listening, consultation and inclusion; the first 3 are carried out on a daily basis, and communication with Investors is done on a monthly basis mainly to address issues and concerns related to Sustainability within the company.

On the other hand, with Administrations, the predominant type of communication focuses on the first three phases: information, listening and consultation on an occasional basis.





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And finally, with regard to stakeholders identified within block that is Civil Society, the following types of participation may be differentiated:

- **Local community:** access to information on an annual basis through EMAS. The main issue of concern for which information is requested is the Sustainability of the business.
- **Innovation agents and academics:** listening and inclusion in decision-making on a monthly basis to discuss bilateral agreements.
- **Business Partnerships:** information, listening, consultation and Inclusion on a monthly basis for economic development issues and concerns.
- **Media:** access to information on an occasional basis to provide information-seeking solutions.





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4.3.

2022 SUSTAINABILITY REPORT

TABLE OF CONTENTS

Contents of Law 11/2018 INF			Standard used	Response within the report
BUSINESS MODEL	Description of the group's business model	A brief description of the group's business model, including its business environment, organisation and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends likely to affect its future development.	GRI 2-1, 2-6, 2-22	2. Cunext Group, responsible business
				2.1 The company
INFORMATION ON ENVIRONMENTAL ISSUES	Policies	Policies applied by the Group, including the due diligence procedures applied for identification, assessment, prevention and mitigation of significant risks and impacts, and for verification and control, as well as the adopted measures.	GRI 2-27	2. Cunext Group, responsible business
				2.1 The company
	Main risks	The main risks related to those issues related to the group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have negative effects on those areas and how the Group manages those risks, explaining the procedures used to identify and assess them in accordance with the national, European or international reference frameworks for each area. This should include information on the impacts that have been identified, giving a breakdown of these impacts, in particular on the main risks in the short, medium and long term.	GRI 2-12, 3-3, 201-2	2. Cunext Group, responsible business
				2.1 The company
	General	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety	GRI 2-12	3. Our sustainability performance and ambition
		Environmental assessment or certification procedures	GRI 2-12, 2-23, 3-3	3. Our sustainability performance and ambition
		Resources dedicated to the prevention of environmental risks	GRI 2-12	3.1 Environmental
		Application of the precautionary principle	GRI 2-23, 3-3	3.1 Environmental
		Provisions and guarantees for environmental risks	GRI 2-27	3.1 Environmental



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Contents of Law 11/2018 INF			Standard used	Response within the report
INFORMATION ON ENVIRONMENTAL ISSUES	Contamination	Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment, taking into account any form of activity-specific air pollution, including noise and light pollution	GRI 3-3, 302-4, 305-5, 305-7	3. Our sustainability performance and ambition 3.1 Environmental
	Circular economy and waste prevention and management	Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste. Actions to combat food waste	GRI 3-3, 301-1, 301-2, 303-1, 303-2, 303-4, 306-1, 306-2, 306-3, 306-4, 306-5	1.2 Key Indicators
	Sustainable use of resources	Water consumption and water supply according to local constraints	GRI 303-1, 303-3, 303-5	
		Consumption of raw materials and measures taken to improve the efficiency of their use	GRI 3-3, 301-1, 301-2	
	Climate Change	Energy: Direct and indirect consumption; Measures taken to improve energy efficiency. Use of renewable energy sources	GRI 3-3, 302-1, 302-3, 302-4	3. Our sustainability performance and ambition 3.1 Environmental
		Greenhouse Gas Emissions	GRI 305-1, 305-2, 305-3, 305-4	
		Measures taken to adapt to the consequences of climate change	GRI 3-3, 305-5	
		Voluntary medium-term and long-term reduction targets set to reduce GHG emissions and means implemented to this end.	GRI 305-5	
	Protection of biodiversity	Measures taken to preserve or restore biodiversity	GRI 304	The Cunext Group is located in industrial areas far from habitats with high biodiversity value. No impacts on biodiversity, protected areas, World Heritage sites or biosphere reserves were recorded during the year. As a result, areas where endangered species habitats exist have not been affected.
		Impacts caused by activities or operations in protected areas	GRI 304	



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Contents of Law 11/2018 INF			Standard used	Response within the report
INFORMATION ON SOCIAL AND PERSONNEL ISSUES	Policies	Policies applied by the Group, including the due diligence procedures applied for identification, assessment, prevention and mitigation of significant risks and impacts, and for verification and control, as well as the adopted measures	GRI 2-19, 2-25, 3-3	2. Cunext Group, responsible business 2.1 The company
	Main risks	The main risks related to those issues related to the group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have negative effects on those areas and how the Group manages those risks, explaining the procedures used to identify and assess them in accordance with the national, European or international reference frameworks for each area. This should include information on the impacts that have been identified, giving a breakdown of these impacts, in particular on the main risks in the short, medium and long term.	GRI 2-12	2. Cunext Group, responsible business 2.1 The company
	Employment	Total number of dismissals and breakdown by sex, age, country and professional classification	GRI 2-6, 2-7, 2-8, 405-1 b)	3. Our sustainability performance and ambition 3.2. Social
		Total number and distribution of employment contracts	GRI 2-7, 2-8	3. Our sustainability performance and ambition 3.2. Social
		Average annual number of permanent, temporary and part-time contracts by sex, age and professional classification	GRI 2-7, 2-8	3. Our sustainability performance and ambition 3.2. Social
		Number of dismissals by sex, age and professional classification	GRI 401-1 b)	3. Our sustainability performance and ambition 3.2. Social
		Average salaries and their evolution broken down by sex, age and professional classification or equal value	GRI 405-2	3. Our sustainability performance and ambition 3.2. Social
		Wage Gap	GRI 405-2	3. Our sustainability performance and ambition 3.2. Social
		Remuneration of equal or average jobs in the company	GRI 202-1	3. Our sustainability performance and ambition 3.2. Social
		The average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings schemes and any other payment, disaggregated by sex	GRI 2-19, 2-20	3. Our sustainability performance and ambition 3.2. Social
		Implementation of work disconnection measures	GRI 2-25, 3-3	3. Our sustainability performance and ambition 3.2. Social
		Employees with disabilities	GRI 405-1 b)	3. Our sustainability performance and ambition 3.2. Social



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Contents of Law 11/2018 INF		Standard used		Response within the report
INFORMATION ON SOCIAL AND PERSONNEL ISSUES	Organisation of work	Organisation of working time	GRI 2-7, 3-3	3. Our sustainability performance and ambition 3.2. Social
		Number of hours of absence	GRI 403-2 a)	3. Our sustainability performance and ambition 3.2. Social
		Measures aimed at facilitating the benefits of conciliation and encouraging the co-responsible exercise of these by both parents.	GRI 3-3, 401-3	3. Our sustainability performance and ambition 3.2. Social
	Health & safety	Occupational health and safety conditions	GRI 403-1, 403-2, 403-3, 403-5, 403-6, 403-7	3. Our sustainability performance and ambition 3.2. Social
		Accidents at work, with their frequency and severity disaggregated by sex	GRI 403-9	3. Our sustainability performance and ambition 3.2. Social
		Occupational diseases (frequency and severity) disaggregated by sex	GRI 403-10	3. Our sustainability performance and ambition 3.2. Social
	Social Relationships	Organisation of social dialogue, including procedures for informing, consulting and negotiating with staff	GRI 2-29, 402-1, 403-1	3. Our sustainability performance and ambition 3.2. Social
		Percentage of employees covered by collective bargaining agreements by country	GRI 2-30	3. Our sustainability performance and ambition 3.2. Social
INFORMATION ON SOCIAL AND PERSONNEL ISSUES	Training	Balance of collective agreements, particularly in the field of health and safety at work	GRI 403-1, 403-4	3. Our sustainability performance and ambition 3.2. Social
		Policies implemented in the field of training	GRI 103-2	3. Our sustainability performance and ambition 3.2. Social
		Total number of hours of training per professional category	GRI 404-1	3. Our sustainability performance and ambition 3.2. Social
	Accessibility	Universal accessibility for persons with disabilities	GRI 103-2	3. Our sustainability performance and ambition 3.2. Social
	Equality	Measures taken to promote equal treatment and opportunities for women and men	GRI 103-2	3. Our sustainability performance and ambition 3.2. Social
		Equality plans	GRI 103-2	3. Our sustainability performance and ambition 3.2. Social
		Measures implemented to promote employment	GRI 103-2	3. Our sustainability performance and ambition 3.2. Social
		Protocols against sexual and gender-based harassment	GRI 2-25, 3-3	3. Our sustainability performance and ambition 3.2. Social
		The integration and universal accessibility of persons with disabilities	GRI 3-3	3. Our sustainability performance and ambition 3.2. Social
		Policy against all types of discrimination and, where appropriate, diversity management	GRI 2-25, 3-3, 406-1	3. Our sustainability performance and ambition 3.2. Social



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Contents of Law 11/2018 INF			Standard used	Response within the report
INFORMATION ON RESPECT FOR HUMAN RIGHTS	Policies	Policies applied by the Group, including the due diligence procedures applied for identification, assessment, prevention and mitigation of significant risks and impacts, and for verification and control, as well as the adopted measures	GRI 2-25, 3-3, 410-1, 412-2	2. Cunext Group, responsible business 2.3 Risks and opportunities
	Main risks	The main risks related to those issues related to the group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have negative effects on those areas and how the Group manages those risks, explaining the procedures used to identify and assess them in accordance with the national, European or international reference frameworks for each area. This should include information on the impacts that have been identified, giving a breakdown of these impacts, in particular on the main risks in the short, medium and long term.	GRI 2-12	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition 3.3 Governance
	Human Rights	Implementation of human rights due diligence procedures	GRI 2-25, 3-3	3. Our sustainability performance and ambition 3.2 Social 3.3 Governance
		Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses	GRI 2-25, 3-3, 412-1	3. Our sustainability performance and ambition 3.2 Social 3.3 Governance
		Complaints of human rights violations	GRI 2-25, 2-26, 411-1, 419-1	3. Our sustainability performance and ambition 3.2 Social 3.3 Governance
		Promotion and enforcement of the provisions of the ILO core conventions relating to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labour and the effective abolition of child labour	GRI 3-3	3. Our sustainability performance and ambition 3.2 Social 3.3 Governance
INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY	Policies	Policies applied by the Group, including the due diligence procedures applied for identification, assessment, prevention and mitigation of significant risks and impacts, and for verification and control, as well as the adopted measures	GRI 2-25, 3-3, 205-2	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition 3.3 Governance
	Main risks	The main risks related to those issues related to the group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have negative effects on those areas and how the Group manages those risks, explaining the procedures used to identify and assess them in accordance with the national, European or international reference frameworks for each area. This should include information on the impacts that have been identified, giving a breakdown of these impacts, in particular on the main risks in the short, medium and long term.	GRI 2-12, 205-1	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition 3.3 Governance



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INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY	Corruption and bribery	Measures taken to prevent corruption and bribery	GRI 3-3	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition 3.3 Governance
		Measures to combat money laundering	GRI 3-3	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition 3.3 Governance
		Contributions to foundations and non-profit organisations	GRI 3-3, 201-1, 203-2, 415-1	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition 3.3 Governance

Contents of Law 11/2018 INF			Standard used	Response within the report
INFORMATION ABOUT THE COMPANY	Policies	Policies applied by the Group, including the due diligence procedures applied for identification, assessment, prevention and mitigation of significant risks and impacts, and for verification and control, as well as the adopted measures.	GRI 2-25, 3-3	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance
	Main risks	The main risks related to those issues related to the group's activities, including, where relevant and proportionate, its commercial relations, products or services that may have negative effects on those areas and how the Group manages those risks, explaining the procedures used to identify and assess them in accordance with the national, European or international reference frameworks for each area. This should include information on the impacts that have been identified, giving a breakdown of these impacts, in particular on the main risks in the short, medium and long term.	GRI 2-12	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance
	Main risks			
	The company's commitment to sustainable development	Impact of the company's activity on local employment	GRI 203-1, 203-2, 204-1, 413-1	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition 3.2 Social 3.3 Governance



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Contents of Law 11/2018 INF			Standard used	Response within the report
INFORMATION ABOUT THE COMPANY		Impact of the company's activity on the local populations and territory	GRI 203-1, 203-2, 413-1	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance
		Relations maintained with significant local community parties and methods of dialogue with them	GRI 2-29, 413-1	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance
		Partnership or sponsorship actions	GRI 2-28, 201-1, 203-1	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance
	Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in the procurement policy	GRI 103-3	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance
		Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	GRI 2-6, 3-3	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance
		Monitoring systems and audits and their results	GRI 308-1	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance
	Consumers	Measures for the health and safety of consumers	GRI 3-3, 416-1,	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance
		Complaint systems, complaints received and their resolution	GRI 2-25, 2-26	2. Cunext Group, responsible business 2.3 Risks and opportunities 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance
	Tax information	Benefits obtained by country	GRI 207-4	2. Cunext Group, responsible business 2.3 Risks and opportunities 2.4 Outlook for the coming years 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance
		Paid benefit taxes	GRI 207-4	2. Cunext Group, responsible business 2.4 Outlook for the coming years 2.3 Risks and opportunities 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance
		Public grants received	GRI 207-4	2. Cunext Group, responsible business 2.3 Risks and opportunities 2.4 Outlook for the coming years 3. Our sustainability performance and ambition. 3.2 Social 3.3 Governance



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GRI TABLE OF CONTENTS

Standards	Description	Remarks/reference	Scope	SDGs	Global Pact
GENERAL CONTENTS					
GRI 2 General contents					
<i>Corporate Governance and the role of the highest governing body</i>					
Organisation profile					
2-1	Details of the organisation	Corporación Cunext Industrias, S.L.	Group		
2-2	Entities included in the sustainability report	4.1 About this report	Group		
2-3	Reporting period and frequency. Point of contact on reporting issues	4.1 About this report			
2-4	Restating of information	4.1 About this report			
2-5	External verification	Verification report	Group		
2-6	Activities, supply chain and other business relationships	3.3 Governance	Group		
2-7	Employees	3.2 Social	Group		
2-8	Non-employee workers	3.2 Social			
2-9	Governance structure and composition	3.3 Governance	Group		
2-10	Nomination and selection of the highest governing body	3.3 Governance	Group		
2-11	Chairperson of the highest governing body	3.3 Governance			
2-12	Role of the highest governance body on impact management	3.3 Governance	Group	3	Principle 6
2-13	Delegation of responsibilities for impact management	3.3 Governance	Group		
2-14	Role of the highest governing body in preparing sustainability reports	3.3 Governance	Group		
2-15	Conflicts of interest	3.3 Governance			
2-16	Communication of critical concerns	3.3 Governance	Group		
2-17	Collective knowledge of the highest governing body	3.3 Governance	Group	17	
2-18	Evaluation of the performance of the highest governing body	There is no performance evaluation of the highest governance body with respect to economic, social and environmental issues	Group	27	
2-19	Remuneration policies	3.2 Social	Group		
2-20	Process for determining remuneration	3.2 Social	Group	17	
2-21	Total annual compensation ratio	3.2 Social	Group	17	
2-22	Sustainable development strategy statement	1.1 Chairman's letter 2.2 Sustainable business	Group	17	
2-23	Commitments and policies	2. Cunext Group, responsible business 3. Our sustainability performance and ambition	Group	17	
2-24	Mainstreaming commitments and policies	2. Cunext Group, responsible business 3. Our sustainability performance and ambition	Group	17	
2-25	Processes to remedy negative impacts	2. Cunext Group, responsible business 3. Our sustainability performance and ambition	Group	17	
2-26	Mechanisms for seeking advice and raising concerns	3.3 Governance	Group	17	



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GRI 2 General contents					
Organisation profile					
2-27	Compliance with laws and regulations	3.1 Environmental 3.2 Social 3.3 Governance	Group		
2-28	Affiliation to associations	3.2 Social	Group		
2-29	Approach to stakeholder engagement	4.2 Materiality and Stakeholders	Group		
2-30	Collective agreements	3.2 Social	Group	21	
GRI 3 Economic Performance					
3-1	Process of determining the material issues	4.2 Materiality and Stakeholders			
3-2	List of material topics	4.2 Materiality and Stakeholders			
3-3	Management of material issues	4.2 Materiality and Stakeholders The impacts, policies, measures, actions and follow-ups linked to the issues identified as material are developed throughout the report following the areas in which they are framed.			
GRI 201 Economic Performance					
201-1	Direct economic value generated and distributed	2.4 Outlook for the coming years	Group	5 3 8	
201-2	Financial implications and other risks and opportunities derived from climate change	2.3 Risks and opportunities 2.4 Outlook for the coming financial years 3.1 Environmental	Group	10	Principle 7
201-3	Obligations arising from social benefit and other pension schemes	3.2 Social	Group	5	
201-4	Financial assistance received from public administrations	2.4 Outlook for the coming years	Group		
GRI 202 Market presence					
202-1	Ratio of basic entry level wage by gender compared to the local minimum wage	3.2 Social	Group	2 1 1	Principle 1 Principle 6
202-2	Percentage of managers originating from the local community	3.3 Governance	Group	8	Principle 6



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GRI 203 Indirect economic impacts					
203-1	Investment in infrastructure and support services	2.2 Sustainable enterprise 3.1 Environmental	Group		
203-2	Significant indirect economic impacts	Through its activity, the Cunext Group generates a significant indirect impact linked to the generation of employment in the sectors that indirectly benefit from the investments and expenditure. On the other hand, it enhances the skills and knowledge of a professional community and brings to the market new products that serve as a basis for the development of new sustainable technologies	Group		
GRI 204 Procurement practices					
204-1	Proportion of spending on local suppliers	3.3 Governance	Group		
GRI 205 Anti-Corruption					
205-1	Operations assessed for corruption-related risks	2.3 Risks and opportunities	Group		Principle 10
205-2	Communication and training regarding anti-corruption policies and procedures	2. Cunext Group, responsible business 2.2 Sustainable business 3.3 Governance	Group		Principle 10
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption during 2022.	Group		Principle 10
GRI 206 Unfair competition practices					
206-1	Legal action for unfair competition, anti-competition and monopolistic practices	No legal actions were recorded in this area during 2022.	Group		
GRI 207 Taxation					
207-1	Fiscal approach	2.4 Outlook for the coming years	Group		
207-2	Fiscal governance, control and risk management	Non-material	Group		
207-3	Stakeholder engagement and management of stakeholder concerns on tax issues	Non-material	Group		
207-4	Country-by-country reporting	2.4 Outlook for the coming years	Group		
GRI 301 Materials					
301-1	Materials used by weight or volume	1.2 Key indicators 3.1 Environmental	Group		
301-2	Recycled materials consumed	3.1 Environmental As part of the revaluation of raw materials, the Cunext Group uses copper and aluminium by-products as part of its production process.	Group		Principle 7 Principle 8
301-3	Reused products and packaging materials	3.1 Environmental	Group		Principle 7 Principle 8 Principle 9



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GRI 302 Energy					
302-1	Energy consumption within the organisation	1.2 Key indicators 3.1 Environmental	Group		Principle 7 Principle 8
302-2	Energy consumption outside the organisation	Not available	Group		Principle 7 Principle 8
302-3	Energy intensity	3.1 Environmental	Group		Principle 8
302-4	Reduction of energy consumption	1.2 Key indicators 3.1 Environmental	Group		Principle 7 Principle 8 Principle 9
302-5	Reductions in the energy requirements of products and services	1.2 Key indicators 3.1 Environmental	Group		Principle 7 Principle 8 Principle 9
GRI 303 Water					
303-1	Water consumption by sources	1.2 Key indicators 3.1 Environmental	Group		Principle 7 Principle 8
303-2	Water sources significantly affected by water abstraction	1.2 Key indicators 3.1 Environmental	Group		Principle 7 Principle 8
303-3	Recycled and reused water	1.2 Key indicators 3.1 Environmental	Group		Principle 7 Principle 8
GRI 304 Biodiversity					
304-1	Operational facilities owned, leased, managed that are adjacent to, contain or are located in protected areas and non-protected areas of high biodiversity value	The Cunex Group is located in industrial areas far from habitats with high biodiversity value. No impacts on biodiversity, protected areas, World Heritage sites or biosphere reserves were recorded during the year. As a result, areas where endangered species habitats exist have not been affected.	Group		Principle 8
304-2	Significant impacts of activities, products and services on biodiversity				
304-3	Protected or restored habitats				
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by the activity				



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GRI 305 Emissions					
305-1	Direct GHG emissions (Scope 1)	1.2 Key indicators 3.1 Environmental	Group		Principle 7 Principle 8 Principle 9
305-2	Indirect GHG emissions (Scope 2)	1.2 Key indicators 3.1 Environmental	Group		Principle 7 Principle 8 Principle 9
305-3	Other indirect GHG emissions (Scope 3)	1.2 Key indicators 3.1 Environmental	Group		Principle 8
305-4	GHG emissions intensity	3.1 Environmental	Group		Principle 8 Principle 9
305-5	Reduction of GHG emissions	3.1 Environmental	Group		Principle 8 Principle 9
305-6	Emissions of ozone-depleting substances	The Cunext Group does not produce, import or export ozone-depleting gases.	Group		Principle 8 Principle 9
305-7	NOx, SOx and other significant air emissions	Not available at Group scope.	-		Principle 8 Principle 9
GRI 306 Effluents and waste					
306-1	Total water discharge by quality and destination	The Cunext Group has the relevant authorisations for discharge into municipal or industrial sewage networks, depending on the location of the plant or centre.	Group		Principle 7 Principle 8
306-2	Waste by typology and treatment method	3.1 Environmental	Group		Principle 7 Principle 8
306-3	Significant discharges	No accidental spills were recorded during the years 2022.	Group		Principle 8
306-4	Transportation of hazardous waste	All hazardous waste is delivered to authorised waste managers. There have been no transboundary movements of hazardous waste.	Group		Principle 8
306-5	Water bodies affected by spills and runoff	During the years 2022 there were no discharges affecting water sources or ecosystems.	Group		Principle 8
GRI 307 Environmental compliance					
307-1	Non-compliance with environmental legislation and regulations	No significant fines were recorded in this area during 2022.	Group		Principle 7 Principle 8
GRI 308 Supplier Environmental Assessment					
308-1	New suppliers that have been assessed according to environmental criteria	3.3 Governance	Group		Principle 9
308-2	Negative environmental impacts in the value chain and actions taken	3.3 Governance	Group		Principle 9



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GRI 401 Employment					
401-1	New employee hires and turnover rate	3.2 Social	Group	5 6	Principle 6
401-2	Benefits offered to full-time employees that are not offered to temporary or part-time employees	3.2 Social The following social benefits are provided for permanent contracts: life insurance, health insurance (permanent contracts outside the collective agreement), disability cover, pension fund and education allowance. The following social benefits are provided for temporary contracts: life insurance, disability cover and school allowance.	Group	5	Principle 6
401-3	Parental leave	3.2 Social	Group	4 5	Principle 6
GRI 402 Labour relations					
402-1	Minimum notice period for operational changes	As a general rule, organisational changes are communicated 15 days in advance.	Group	5	Principle 3
GRI 403 Occupational health and safety					
403-1	Worker representation on joint health and safety committees	3.2 Social	Group	3 4	
403-2	Types of accidents and ratios of occupational accidents, occupational illnesses, lost days and absenteeism, and number of related fatalities	3.2 Social	Group	3 4	
403-3	Workers with a high risk or high incidence of work-related diseases	The Group companies have not identified any occupational activities or jobs with a high incidence or risk of illness among the workforce.	Group	3 4	
403-4	Occupational health and safety issues addressed in formal agreements with workers' legal representation	3.2 Social	Group	3 4	
GRI 404 Training and education					
404-1	Average annual training hours per employee	3.2 Social	Group	4 5 6	Principle 6
404-2	Employee skills enhancement and transition assistance programmes	3.2 Social	Group	4 5	
404-3	Percentage of employees receiving performance and professional development appraisals	The percentage of people with a performance appraisal is 100%	Pending	4 5	Principle 6
GRI 405 Diversity and equal opportunities					
405-1	Diversity in governing bodies and workforce	3.2 Social 3.3 Government	Group	4 5 6 10	Principle 6
405-2	Ratio of women's pay to men's pay	3.2 Social	Group	4 5 6 10	Principle 6



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GRI 406 Non-discrimination					
406-1	Incidents of discrimination and corrective actions implemented	There were no incidents of discrimination or human rights violations in 2022	Group	1 2 3	Principle 6
GRI 407 Freedom of association and collective bargaining					
407-1	Operations or suppliers where freedom of association and collective bargaining may be at risk	None have been registered.	Group	8 16	Principle 3
GRI 408 Child labour					
408-1	Operations and suppliers identified as potentially at risk of incidents of child exploitation	None have been registered. Implementation of Code of Ethics and Compliance Management System	Group	8 16	Principle 5
GRI 409 Forced labour					
409-1	Operations or suppliers with significant risk of forced labour incidents	Implementation of the Code of Ethics and Compliance management system	Group	8 16	Principle 4
GRI 410 Security practices					
410-1	Security personnel trained in Human Rights policies or procedures	Security personnel are external (suppliers) and this information is not currently available	Group	16	Principle 1
					Principle 2
GRI 411 Indigenous rights					
411-1	Number of cases of violations of the rights of indigenous people	In the Cunext Group's sphere of activity, there were no indigenous groups in 2022.	Group	11 16	Principle 1
GRI 412 Human Rights Assessment					
412-1	Operations that have been subject to human rights impact assessments or reviews	The activities at the Córdoba Plant undergo regular inspections to ensure that they are in optimal health and safety conditions for work. Implementation of the Code of Ethics and Compliance management system	Córdoba Plant	13 16	Principle 1
412-2	Employee training on human rights policies and procedures	Staff attend workshops on corporate principles and obligations.	Group		Principle 1
					Principle 2
412-3	Significant investment agreements and contracts that include human rights clauses or have undergone human rights assessments	Not applicable	Group		Principle 1
					Principle 2
GRI 413 Local Communities					
413-1	Operations with local community participation, impact assessments and development programmes	2.2 Sustainable enterprise 2.3 Risks and opportunities 3.2 Social	Group	11	Principle 1



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413-2	Operations with significant current and potential negative impacts on local communities	The Cunext Group has no activities that have had or are likely to have significant negative effects on local communities.	Group	1 2 11	Principle 1
GRI 414 Social assessment of suppliers					
414-1	New suppliers that have been assessed according to social criteria	3.3 Governance	-	1 2 3 4	Principle 2
414-2	Negative social impacts on the value chain and actions taken	Not identified. However, in order to avoid possible negative impacts on the value chain, various measures have been implemented, such as skills management and continuous training programmes to promote employability, specific CSR training, Health and Safety Committees, supplier evaluation and monitoring	Group	2 3 4	Principle 2
GRI 415 Public Policy					
415-1	Political contributions	The Cunext Group has not donated to political parties or their candidates.	Group	16	Principle 10
GRI 416 Customer health and safety					
416-1	Health and safety impact assessment of products and services	The products developed by the Cunext Group are manufactured in compliance with specific reference standards. See more at https://www.cunext.com/calidad-aenor-iso/	Group	12	
416-2	Incidents of non-compliance related to health and safety impacts of products and services	No fines or penalties have been recorded in this area.	Group	16	
GRI 417 Marketing and labelling					
417-1	Product and service information and labelling requirements	All the products supplied by the Cunext Group are approved and comply with the requirements established by the different national and international bodies.	Group	12	
417-2	Incidents of non-compliance related to products and service information and labelling	The labelling is designed according to the applicable standards (EN, ASTM, etc.) No fines or penalties have been recorded in this area.	Group	16	
417-3	Incidents of non-compliance related to marketing communications	No cases of non-compliance have been recorded during 2022.	Group	16	
GRI 418 Client privacy					
418-1	Substantial allegations related to breaches of customer privacy or loss of customer data	There have been no complaints of this type in 2022	Group	16	
GRI 419 Socio-economic compliance					
419-1	Non-compliance with laws and regulations in the social and economic sphere	During the reporting periods there have been no significant fines or sanctions of this type	Group	16	



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