

**Corporate
Sustainability Report**



2024

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LETTER FROM THE PRESIDENT EINF 2024



Through this EINF annual report, we would like to share with you what the year 2024 has meant for Cunext Group. This year has been marked by profound challenges and transformations that have prompted us to reflect, adapt and reinforce our commitment to the values that define us as an organisation: innovation, excellence and sustainability.

At the global and European level, we have experienced a highly complex geopolitical context, stemming from the continuing tensions in Ukraine and economic realignments in an increasingly fragmented world. These events have led to fluctuations in energy markets, disruptions in supply chains and an environment of uncertainty that has tested the resilience of companies and societies.

In this context, our copper and aluminium metallurgy group of companies has shown an extraordinary ability to adapt and overcome challenges. Throughout 2024, we have strengthened our operations, diversified our sources of supply and made significant progress in our transition to more environmentally friendly processes. But our approach goes beyond adaptation; we firmly believe that it is our responsibility to lead the change towards a more circular and sustainable future.

Sustainability is not just a trend for us, but a core value that guides every decision we make. This year we have intensified our investments in clean and efficient technologies that not only improve our competitiveness, but also minimise our environmental footprint. We implement innovative processes that reduce the consumption of natural resources and promote the use of renewable energy in our operations.

A key aspect of our sustainability strategy is our commitment to the circular economy. During 2024, we have driven projects that redefine our relationship with materials, harnessing the potential of recycling and reuse in our operations. For example, our advances in copper and aluminium recycling have transformed industrial waste into high-quality raw materials, contributing to a more circular and efficient economy.

In this respect, Cunext Group has proven to be an example of how the circular economy is not only beneficial for the planet, but also for long-term profitability and sustainability.

I would like to thank all the people whose efforts, dedication and commitment have made this year a success. Their work and vision have been instrumental in positioning us as leaders in our industry and in demonstrating that, together, we can achieve extraordinary goals.

As we look ahead to 2025, we reaffirm our commitment to sustainability and the circular economy, and to building a more prosperous, equitable and resilient future. We are confident that our investments in innovation and our strategic approach will continue to have a positive impact on our community and the world.

A close-up photograph of a woven basket, showing the intricate texture of the fibers. The fibers are arranged in a complex, overlapping pattern, creating a rich, textured surface. The colors range from light beige to deep brown, with some fibers appearing slightly more saturated than others. The lighting is soft, highlighting the individual strands and the overall structure of the weave.

01

CONTEXTUALISATION

01 CONTEXTUALISATION

This report is prepared in order to comply with Law 11/2018, of 28 December, which amends the Commercial Code, the revised 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 relation to non-financial and diversity Information, according to which, "The disclosure of non-financial information or information related to corporate social responsibility helps to measure, monitor and manage the performance of companies and their impact on society.

The publication of this information is also essential for managing the transition to a sustainable global economy that combines long-term profitability with social justice and environmental protection. Increased non-financial reporting by companies is an important factor in ensuring a more long-term approach, which should be encouraged and taken into account, as well as helping to improve corporate transparency by facilitating understanding of the organisation and the business of the company concerned"

With regard to the content of the report, the law states that it is the duty of organisations to include therein the minimum contents stipulated in section 6 of article 49 of the Royal Decree of 22 August 1885, which publishes the Commercial Code and grants freedom to use reference reporting frameworks (GRI indicators, EMAS, etc.).

In order to bring the content closer to the requirements of the Corporate Sustainability Reporting Directive (CSRD), this report follows the structure of the European Sustainability Reporting Standards (ESRS), which EFRAG has been developing in recent years and which aim to unify corporate reporting in Europe under the same criteria.

In July 2023, the European Commission adopted the ESRS, which companies subject to the CSRD will have to comply with and which are made up of 12 general and thematic standards. However, the "Omnibus Package" proposal presented by the European Commission on 26 February 2025 aims to review and simplify the associated data points (or datapoints).



Reporting year



Standard

Cross-cutting standards

- ESRS 1: General principles
- ESRS 2: General disclosures

Thematic standards for all sectors

ENVIRONMENTAL

- ESRS E1: Climate change
- ESRS E2: Pollution
- ESRS E3: Water and marine resources
- ESRS E4: Biodiversity and ecosystems
- ESRS E5: Resource use and circular economy

SOCIAL

- ESRS S1: In-house workforce
- ESRS S2: Workers in the value chain
- ESRS S3: Affected communities
- ESRS S4: Consumers and end-users

GOVERNANCE

- ESRS G1: Business conduct



02

ABOUT THIS

REPORT

02 ABOUT THIS REPORT

The sustainability information has been externally verified, following the assurance requirements of the revised International Standard on Assurance Engagements.

The information contained in the Sustainability Report can be complemented and, in some cases, extended, with that reflected in the consolidated annual accounts of Corporación Cunext industries, S.L. and its subsidiaries (hereinafter, CunextGroup) for the 2024 financial year.

02.1 Definition of the scope of the Corporate Sustainability

The information below provides a single, consolidated response to Law 11/2018. The financial and non-financial information and data of Cunext Group set out in this report are consolidated and refer to all the companies and activities carried out by the Group, corresponding to the financial year from 1 January to 31 December 2024, in which it has a majority shareholding and control of the operation, which corresponds to the scope of financial consolidation.

The financial and non-financial information, the risks identified and the checks and policies developed to mitigate them and set out in the Sustainability Report are derived from accounting and documentary records, regulations, procedures and standards approved by management.

In this respect, the companies included in the scope are listed below:

Company	Location	Country
CUNEXT COPPER INDUSTRIES, S.L.	Córdoba	Spain
Electrocopper*	Córdoba	Spain
ESTAÑADOS Y ALAMBRES DE CÓRDOBA, S.L. (ESTACOR)	Espiel	Spain
Cableados y Extrusiones del Sur, S.L. (CABLEXSUR)	Córdoba	Spain
TRANSFORMADOS CUNEXT COPPER, S.L.	Córdoba	Spain
Ibermetalia Capital, S.L.	Sobradíel	Spain
ECN TREFILERIA, S.L.	Vitoria	Spain
ECN Cable Group, S.L.	Vitoria	Spain
ECN Colada, S.L.	Vitoria	Spain
Transformados Combisa, S.L.	Vitoria	Spain
ECN Equipos Eléctricos, S.L.*	Vitoria	Spain
ECN All Wind S.L.*	Vitoria	Spain
ECN Recycling, S.L.*	Vitoria	Spain
Metales C ECN S.L.*	Vitoria	Spain
Amaren Gestión Industrial, S.L.*	Madrid	Spain
Cartera Industrial del Rack, S.L.*	Madrid	Spain
Next Logistics XXI, S.L. (NISTICS)	Córdoba	Spain
Travar Tec, S.R.L. (TRAVARTEC)	Rodengo Saiano	Italy
Travar Tec Holding SRL*	Rodengo Saiano	Italy
Cunext USA*	Florida	USA
Especiales y Ferroviarios de Córdoba S.L.*	Córdoba	Spain
Cunext Copper Casting S.L.*	Córdoba	Spain
Conductores Especiales de Vitoria, S.L.*	Vitoria	Spain
Cablería Aluminio S.L.*	Vitoria	Spain
Marine Cables Connections, S.L.*	Madrid	Spain
Marnext Industries, S.L.*	Madrid	Spain
US Cablext, INC* (liquidated)	Austin (Texas)	USA
Electro Copper Refining S.L.*	Córdoba	Spain
Taller Electromechanics R. Zulueta S.L.	Bizkaia	Spain
Recubrimientos Ireki, S.L.	Bizkaia	Spain

Table 1 Subsidiaries of Cunext Group included in the scope of the project

*They do not provide relevant data, but are within the scope of the group.

The following is a summary of the activities carried out by each of the companies reported in this report:

Cunext Copper Industries, S.L.

Manufactures copper rod by continuous casting process. Wire rod is a semi-finished, solid copper product with a circular cross-section, used as a raw material for the production of wires, cables, etc.

Part of this wire rod is transformed into wire by a rough drawing process, with polished or tinned finishes.

Cableados y Extrusiones del Sur, S.L. (CABLEXSUR)

At the Cableados y Extrusiones del Sur facilities, copper wires and multi-wires are produced by means of a drawing process, that is to say, by means of a mechanical cold-drawing process, which reduces the diameter of the wire until it reaches the required size.

The cabling process consists of the joining of copper wires or multi-wires to form copper rope of different diameters to obtain cables with the cross-sections requested by our customers.

Transformados Cunext Copper, S.L.

In 2024, Transformados Cunext Copper has started up the new process of manufacturing high purity copper anodes, as well as oxygen-free wire rod and Cu profiles, which can in turn undergo the taping process.

The process of thermal refining of the material is carried out through the stages of smelting, oxidation, slagging and reduction, and then passes to a casting wheel where high-purity copper anodes are obtained.

Oxygen-free wire rod is produced in the vertical casting section. Copper profiles are manufactured by extrusion of electrolytic copper rod. Part of this production is taped with different materials (paper mica polyester), according to the customers' needs.

Estañados y Alambres del Sur, S.L. (ESTACOR)

Dedicated to the production of copper wire by wire drawing process and tinning of copper wire and copper strip by electrolytic process.

ECN Cable Group, S.L

Manufacture of electrical conductors such as low, medium and high voltage cables, both insulated and bare, using aluminium as the main raw material.



ECN Colada de Aluminio, S.L.

The aluminium rod production process consists of melting aluminium, the raw material, in the melting furnace, passing the liquid aluminium to a wheel-type casting machine, where a solid billet of aluminium is continuously produced and rolled to a diameter of 9.5 mm, then cooled with water and rolled into 2 to 4 tonne units.

ECN Trefilería, S.L

Within ECN Trefilería, there are three areas:

Drawing area: cold deformation process that reduces the diameter of the wire rod. This is done by applying high mechanical tensile forces which force the wire rod through a matrix - called a die - which is perforated on the inside and has a conical inlet, with the help of a liquid lubricant.

Cabling area: Once the wire resulting from the previous process has been obtained, cabling is carried out, which consists of joining wires of different diameters to obtain cables with the cross-sections requested by our customers.

Fibre optic area: the aluminium rod is subjected to a brush cleaning process. Subsequently, the fibre optic cores and the wire rod undergo an extrusion process in order to incorporate the aluminium cladding into the fibre optic cores. The final product is aluminium tube and fibre optics.

Transformados Combisa, S.L

The main product lines can be classified as follows:

Bar transformation: Manufacture of customised parts from copper, aluminium and steel bars. Finished bars can have bending, stamping, insulation installation and different types of assembly operations.

Transformation of flat bars: Manufacture of made-to-measure parts from copper, aluminium and steel plates. Finished flat bars can have punching, bending, stamping, with or without special insulators and different types of assemblies.

Welding: Welded assemblies in both steel and aluminium with TIG, MIG-MAG systems. It manufactures electrical parts for transformers and other electrical equipment.

Travartec

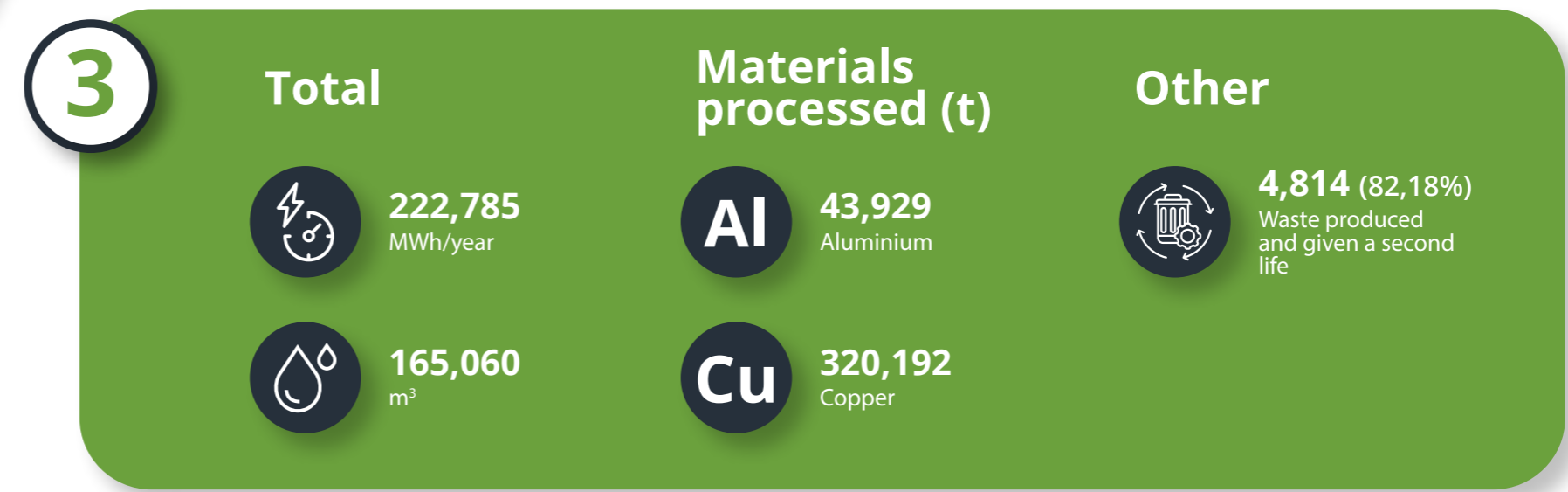
It is a facility that has two distinct production processes. Manufacture of aluminium and aluminium alloy wires, wires and flexible cables for mechanical and electrical applications, in particular for the automotive sector.

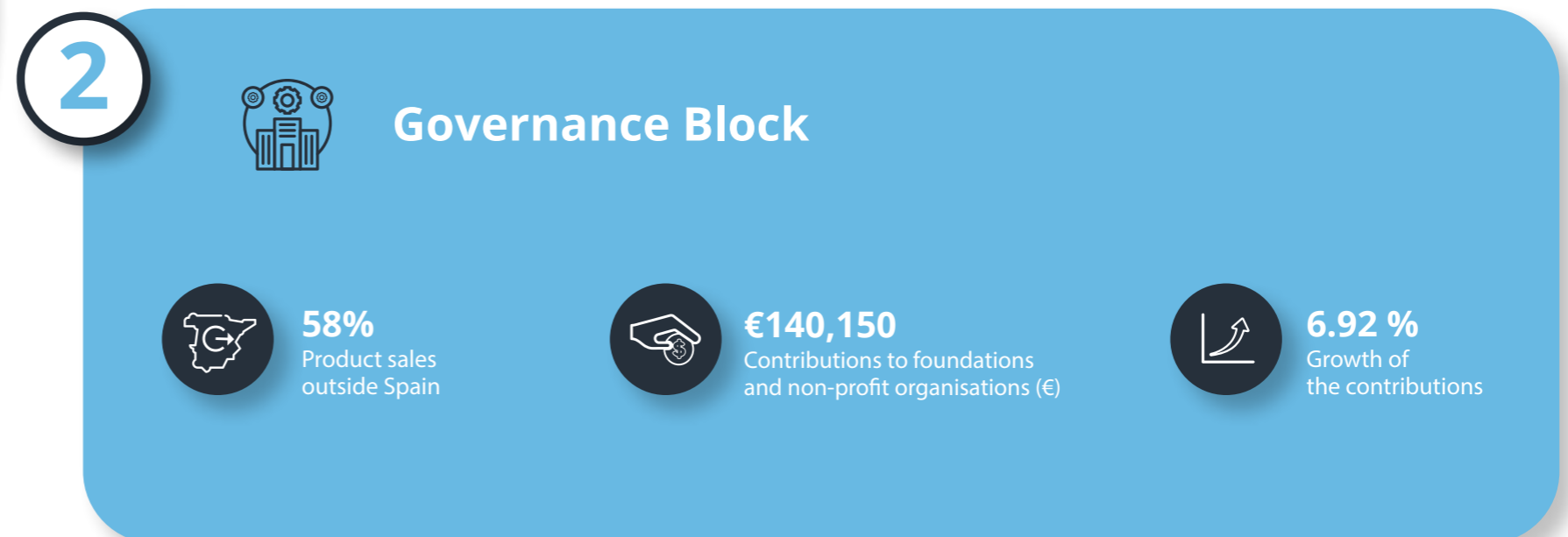
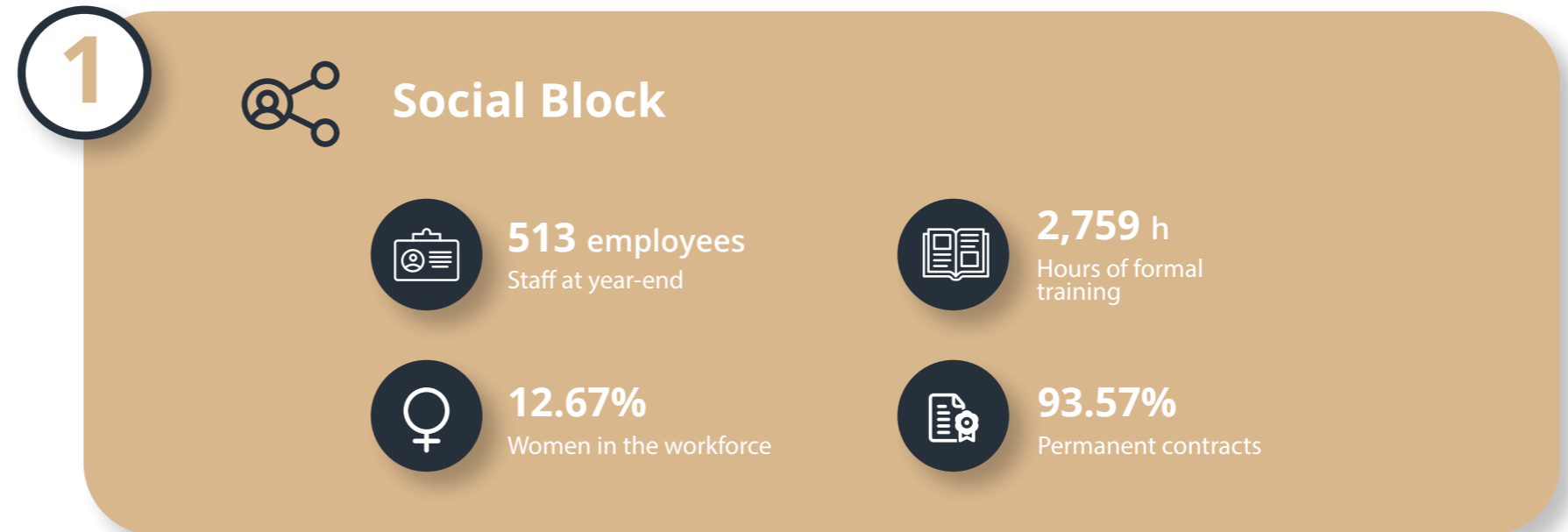
Zulueta

It is engaged in the manufacture by cutting, punching or machining of copper and aluminium parts, including the coating of parts by electrolytic treatment (tin, nickel or silver), mainly for the electrical and railway sectors.

Ireki

It is dedicated to the electrolytic coating of metal parts.







03

**COMMITMENT TO
SUSTAINABLE
DEVELOPMENT**

03 COMMITMENT TO SUSTAINABLE DEVELOPMENT

03.1 Description of Cunext Group and its activity

Cunext Group, with more than a century of experience, has established itself as a leader in the transformation of copper and aluminium of the highest quality, focusing its business activity on innovation and sustainability as fundamental pillars.

Established in 2005 as an independent group, it has achieved a key position in critical sectors such as power, data or signal transmission, and has expanded its influence in strategic industries such as automotive, energy and telecommunications, among others.

The Group's operations are spread across strategic locations, with significant installations in Spain and an active presence in international markets such as Italy and the United States. This structure facilitates a holistic approach to the copper and aluminium value chain, from extraction and recycling to transformation and marketing of high quality end products.

In a global context marked by economic and geopolitical challenges, the group has demonstrated remarkable resilience and adaptability. Cunext Group is renowned for its focus on recovering materials while minimising the environmental impact of its activities, using a high proportion of recycled materials and promoting clean and renewable technologies in its processes.

circular economy and its capacity for leadership in technological innovation. With a focus on high-efficiency powertrain solutions for critical sectors, the Group seeks not only to strengthen its market position, but also to actively contribute to the technological developments that will shape the next era of the global metals industry.

Finally, Cunext Group maintains a strong commitment to the professional and personal development of its human capital, recognising that excellence in operations can only be achieved through a motivated and highly qualified team.

This human approach, combined with a robust and adaptable business strategy, ensures that Cunext Group not only meets the challenges of the present, but is also poised to lead the future in copper and aluminium processing in the global market.

03.2 Cunext Group as a channelling agent for sustainability



Cunext Copper Industries, the first company in the cable manufacturing sector with the Aenor N Sustainable Mark certificate in force.

The strategy of Cunext Group is geared towards a sustainable, profitable and zero-risk business model, with the aim of guaranteeing crucial commitments such as occupational safety, respect for the environment, product quality and stakeholder satisfaction. It also seeks to address emerging challenges in the metals sector as reflected in its slogan "Challenging the future".

These commitments are substantiated through the transition towards a more circular and digitalised industry, which includes the renovation of facilities to adapt them to the current context and the promotion of energy self-consumption which, together with the implementation of innovative processes and strategic partnerships, catalyse the development of new products that respond to emerging markets.

In order to achieve the strategic objectives and overcome the challenges of the metallurgical sector, Cunext Group has formulated a Sustainability Action Plan based on the ESG (Environmental, Social and Governance) pillars. This plan positions sustainability as a key element in the company and guides the different areas that make it up.

The Action Plan will be implemented through 11 lines of action with concrete actions, and with a monitoring system composed of both qualitative and quantitative indicators, evaluating its fulfilment in the 2022-2026 period. The selection of these indicators is based on their ability to synthesise management performance in each area and their relevance in the context of sustainability, with the aim of strengthening and complementing the corporate report.

The **Action Plan** is organised in three main dimensions



Environmental

Best environmental practices will be promoted, driving the circular economy and moving towards neutrality by 2030, maintaining competitiveness and profitability in line with the goals of the 2030 Agenda. In 2024, the construction of photovoltaic plants to generate green energy and promote self-consumption at the Group's facilities continued to be promoted. Phase I of the circular economy project has also been launched, which will culminate in 2026 with the production of the GREEN ROD.



Good Governance

National and international best practices in corporate governance will be implemented to comply with regulatory requirements, acting in an ethical, responsible and transparent manner, in response to stakeholder demands.

The company seeks to maximise sustainable financing and, this financial year, it continued to focus on green financing, demonstrating its firm commitment to sustainability and the transformation of the metallurgical sector in accordance with ESG criteria.



Social

Cunext Group seeks to be a benchmark for socially responsible companies, contributing to the professional development of people, generating employment and creating shared value in the communities where it operates. It is committed to establishing social initiatives and actions with local communities, such as the implementation of flexitime policies to improve family reconciliation.

2024 has been a key year in the group's decarbonisation strategy with the construction of the 8 MWp ground-mounted photovoltaic plant at the Cordoba factory and the completion of the 4.5 MWp rooftop photovoltaic installation at the ECN factory in Vitoria.

Phase I of the circular economy project for the manufacture of GREEN ROD has also been carried out with the installation of the first refining furnace and the moulding wheel.

The contact wire or copper earthing cables have been certified for the product DAPs.

Other achievements to note are the certification of the Aenor N Sustainable Mark for earthing cables.

This certification is key for the adaptation of manufacturers to European strategies and is aligned with the requirements for accessing **European Next Generation funds**.

03.3 Assessment of Material Importance

Cunext Group, aware of the importance of transparency and sustainability in its operations, has periodically carried out a materiality analysis to assess the most relevant issues for its stakeholders.

Initially, however, the predominant approach was "materiality of impact", which focused primarily on issues associated with the impacts of the company's activity on the environment and society. Aspects that were considered materially important from a business perspective were therefore assessed and disclosed, based on criteria such as financial impact and the perception of key stakeholders.

However, in 2023 a further step was taken and a dual materiality analysis was carried out considering the two essential dimensions:



Materiality of impact

How the company impacts on sustainability issues.



Financial materiality

How these issues can affect the company.

The first step of the materiality process was the identification of the Stakeholder Groups (SGs) in which the following parties have participated:

- **Management team.**
- **Shareholders and investors.**
- **In-house or subcontracted employees.**
- **Suppliers and contractors.**

In the process of identifying the Relevant Issues (RIs) of Cunext Group, an analysis of the internal context and an analysis of the external context of the organisation have been combined, with the aim of carrying out an exhaustive assessment of the issues that are most critical for sustainability and corporate responsibility.

With the SGs and RIs identified, the latter have been prioritised, taking into account financial materiality and materiality of impact, and subsequently transferred into a dual materiality matrix, comparing financial materiality with impact materiality.

However, in 2024, a materiality review was conducted to bring it to the sub-topic and/or sub-sub-topic level where possible in order to obtain the most detailed results for the GAP analysis prior to reporting through the CSRD.

The set of proposed **RIs** is set out below and those 15 issues identified as material have been highlighted



ENVIRONMENTAL ISSUES

- 1 Climate change mitigation
- 2 Energy
- 3 Air pollution
- 4 Resource input including resource utilisation
- 5 Waste



GOVERNANCE ISSUES

- 1 Corporate conduct
- 2 Supplier relationship management, including payment practices
- 3 Corruption and bribery



SOCIAL AFFAIRS

- 1 Health & Safety
- 2 Training and capacity building

It should be noted that the results of this version of dual materiality will be revised and updated to the most recent methodologies and data points once the CSRD is transposed into Spanish law and EFRAC publishes the new version of datapoints potentially affecting the materiality analysis methodology.



04

RISKS AND

OPPORTUNITIES

04 RISKS AND OPPORTUNITIES

04.1 Risks

Cunext Group, as a leading entity in the metal processing sector, is exposed to a number of risks inherent to its operations and to the geographical diversity in which it carries out its activities. These risks, which may hinder the achievement of corporate objectives, are proactively and efficiently addressed by the company's Board of Directors.

Comprehensive risk management is an essential function for Cunext Group, and is the responsibility of various departments at corporate level and of each of the departments of the companies that make up the organisation. The Board of Directors deploys a Risk Management System that oversees relevant actions in the coverage of economic, social and environmental risks.

The main risks affecting Cunext Group, which have been exhaustively studied and identified with the aim of anticipating them and providing strategic responses to mitigate their impact and guarantee the company's operational continuity in a constantly changing business environment, are set out in detail below:



CBAM implementation

The Carbon Border Adjustment Mechanism (CBAM), an EU climate tariff, could affect Cunext Group with regard to imports of raw materials from non-European countries. This mechanism seeks to equalise the carbon price between imported and local products, which could increase the costs of importing raw materials and affect profit margins.



Fluctuations in prices of raw materials.

Cunext Group, dependent on copper and aluminium, faces significant impacts on operating fund requirements due to changes in the prices of these raw materials.



Changes in temperature and precipitation

Alterations in weather patterns, such as variations in temperature and rainfall, can increase operating costs and affect energy efficiency and natural resources needed for production.



Extreme weather events.

Cunext Group may be affected by extreme weather events, such as floods or storms, which can damage its facilities, disrupt production and disrupt the supply chain. This could result in direct repair costs and loss of revenue due to operational disruptions.



Talent management and staff retention.

The Group's ability to maintain and develop a skilled workforce is crucial. The loss of key talent or the inability to attract qualified employees can affect business operations, innovation and, ultimately, the company's bottom line.



Changes in market demand

Changes in market trends and consumer preferences, especially in sectors such as automotive and energy, may affect demand for Cunext Group products. A decline in demand could negatively impact sales and revenues.



Disruptions in the supply chain.

The organisation's dependence on specific raw materials for copper and aluminium processing can lead to vulnerabilities in the event of supply chain disruptions. This can be caused by factors such as natural disasters, geopolitical conflicts or logistical problems, affecting production and income.



Availability and price of energy.

Fluctuation in the availability and price of energy can have a significant impact on Cunext Group's operating costs, given its dependence on energy for metal processing. Higher energy prices could reduce profit margins and affect the economic viability of certain operations.



Scarcity of natural resources.

Dependence on specific natural resources for copper and aluminium production can be a risk if these resources become scarce due to overexploitation, environmental regulations or climate change. This could lead to increased costs or difficulties in procuring raw materials.



Changes in legislation and regulations

Constantly changing environmental and safety regulations can impose new restrictions and costs on the company. This risk has recently been highlighted by the unexpected simplification of the scope and content of the CSRD, Green Taxonomy and CSDDDD through the "Omnibus Package". Non-compliance or inadequate adaptation to these regulations can result in fines, penalties and reputational damage.



Strikes and labour disputes

Labour tensions, such as strikes or trade union disputes, can significantly disrupt Cunext Group's operations. This not only affects production and the supply chain, but can also damage the company's reputation and its relations with workers.



Technological obsolescence

In a highly technological sector, the company faces the risk of its processes and machinery becoming obsolete. This can reduce operational efficiency and increase costs, as well as affect market competitiveness.



Changes in environmental market demand

An increase in environmental awareness among consumers and businesses could shift demand towards more sustainable products, forcing Cunext Group to adapt its products and processes, possibly with significant investments and changes in market strategies.



Emissions and energy reduction policies

Government policies aimed at reducing carbon emissions and encouraging the use of renewable energy may affect the company in terms of regulatory compliance and the need for investments in cleaner technologies, which could impact operating costs and market competitiveness.

04.2 Opportunities

The metal processing industry is likely to experience good financial performance in the coming years.

This is largely due to the growing demand for copper, an essential component in electrical installations and other innovative products in today's market. The increase in the manufacture of electric vehicles in the automotive industry is generating a higher demand for copper, as three times more copper is required to produce an electric vehicle compared to a conventional one.

Furthermore, the use of copper is crucial for the supply of electricity in any geographical location, which is even more relevant in an increasingly decentralised world where technology is transforming our lives and the need for copper is growing.

These examples show that copper production is fundamental to current industrial and energy development, as well as

for the decades to come. An analysis of the market shows the growing importance of this metal for countries such as China, the world's largest consumer of metals.

The organisation's opportunities are set out below, grouped into three main key areas:





Regulatory opportunities

In the current context, where global challenges are high on countries' agendas, various regulatory frameworks are being implemented that encourage the investment of human and financial resources to achieve the sustainability goals set by international organisations.

Similarly, it is crucial to note that the European Union's energy policies are of significant relevance to Cunext Group. Notable examples include initiatives such as the Green Deal, the National Energy and Climate Plan (known for its acronym PNIEC in Spanish) and the European Recovery Funds, which are primarily aimed at promoting the decarbonisation of the economy.



Market opportunities

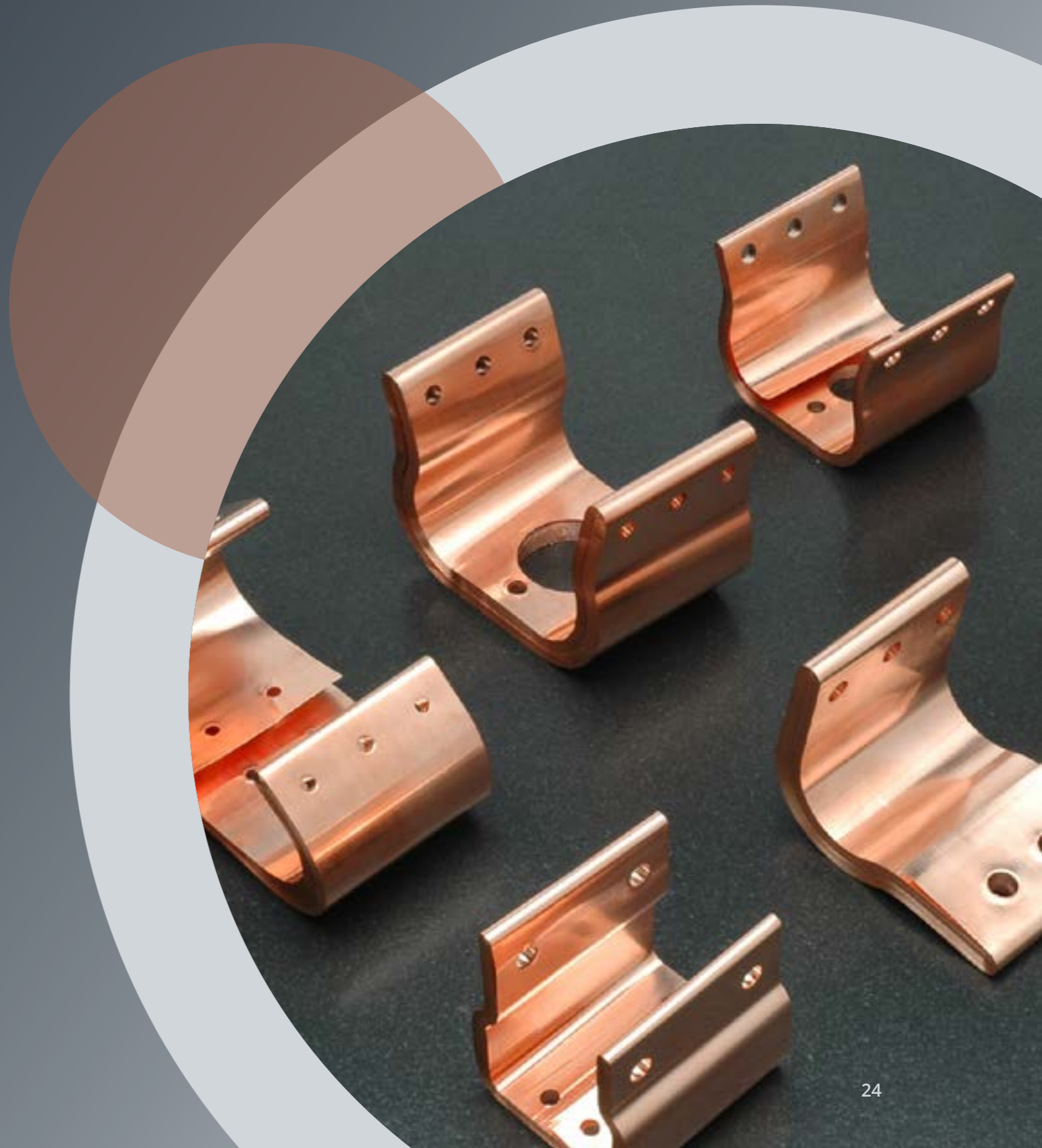
In line with those at the regulatory level, opportunities have likewise been identified at the market level. Increased electrification of the economy and the growth of renewable energy will result in a commensurate increase in copper demand in the coming years, as copper is essential for both sustainable power generation facilities and the national electricity supply infrastructure. The process of economic decentralisation, the growth of remote operations and technological advancement are driving the




Reputational opportunities.

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.

Establishing Cunext Group as an agent of change leads to greater recognition in the market, which can result in increased financial opportunities.



The background of the slide is a close-up, slightly blurred photograph of palm fronds. The fronds are arranged in a dense, overlapping pattern, creating a strong sense of texture and depth. The colors are warm, ranging from light beige to dark brown, with the lighting highlighting the individual fibers of the fronds.

05
GENERAL
INFORMATION

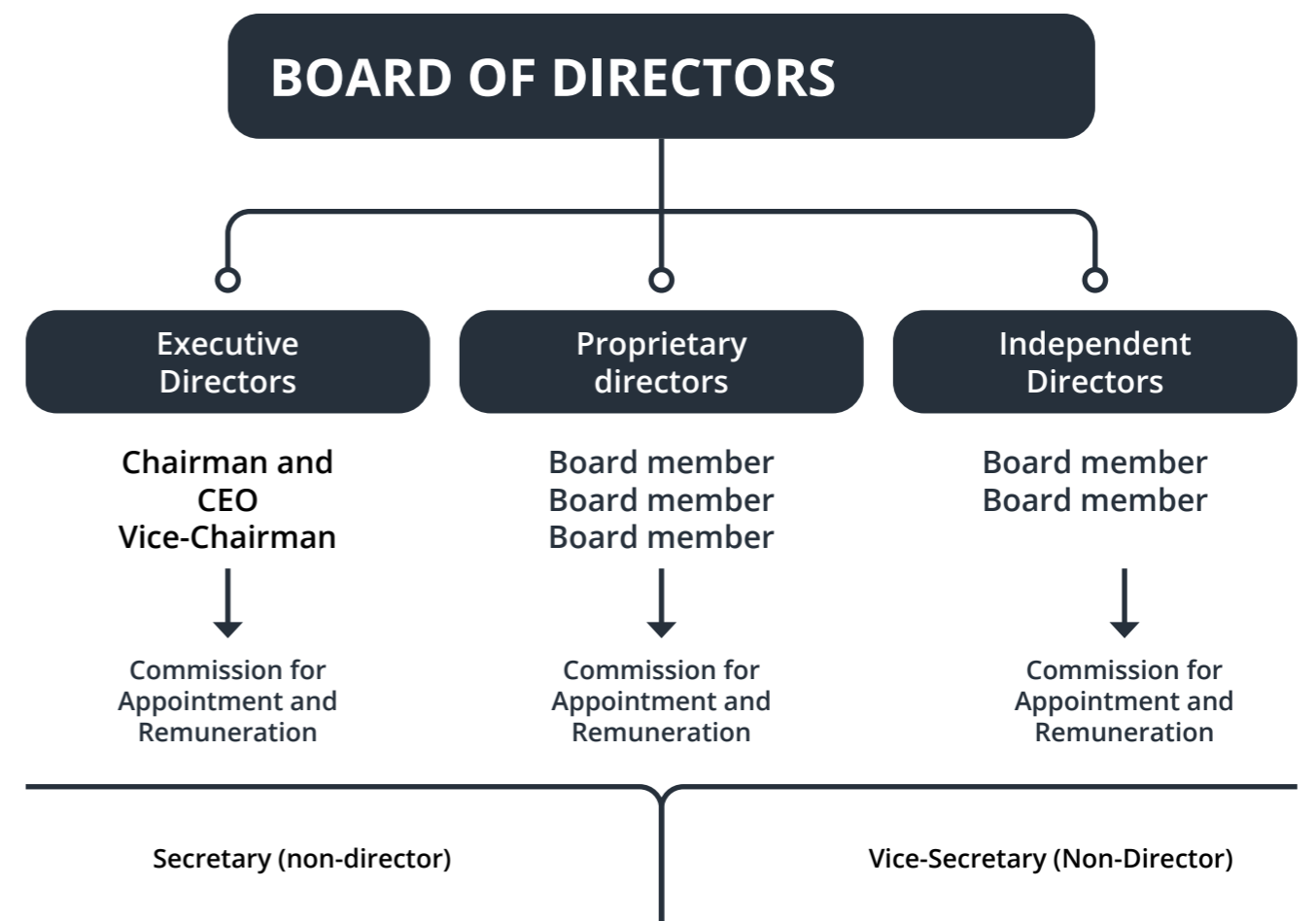
05 GENERAL INFORMATION

05.1 Business model

Organisation and structure

Cunext Group's organisation is characterised by its efficient and collaborative structure. As an independent conglomerate since its creation in 2005, it has developed an organisational network that maximises synergy between its various units.

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 Cunext Group -Corporación Cunext Industries, S.L.- from which the Group's strategy and key rules and decisions emanate. All the members of the Board of Directors have extensive experience in the sector in which Cunext Group operates, as well as in the administration and management of companies.



› General information

The Board of Directors of 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.

Specifically, the Board of Directors of Cunext Group has three committees:

Appointments and Remuneration Committee

It addresses issues relating to the skills and knowledge required of key members of the Company, as well as the Group's remuneration policies.

Audit Committee

With the dual function of analysing and supervising, among others, possible investments, aspects of a financial nature and the 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 and the submission, where appropriate, of proposals to the Board.

Strategy Commission

Its main function focuses on the projection of the Group's strategic objectives in the light of environmental and market circumstances that may affect the Company's activity.

In order to strengthen and guarantee the company's sustainable growth value and to position sustainability as a key factor in the company's development, a new department was created in 2022 within the Management Committee, the Sustainable Development Department, which is responsible for implementing the Sustainability Action Plan developed by the Group.

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 Cunext Group carries out its business.





This plan has been drawn up and implemented by the new Sustainable Development Directorate, in which new measures related to ESG criteria have been established 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 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.

05 GENERAL INFORMATION

05.1 Business model

Business activity and environment

With a track record spanning more than a century, Cunext Group emerged (as previously mentioned) in 2005 as an independent conglomerate, consolidating its position as a leader in the transformation of copper and aluminium of the highest quality.

Its main focus is on sustainability, continuous innovation and the development of products that bring significant value to the market.

The copper and aluminium products manufactured by Cunext Group are renowned for their high quality and are positioned in the premium range. They offer an extensive catalogue of transformed products adapted to the needs of 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.

The Group's vision is focused on strengthening the present to consolidate the future, backed by the effort, flexibility and dedication of its team. In the context of energy transition and reindustrialisation, Cunext Group plays a crucial role in the transformation of copper and aluminium in the metallurgical industry.

The main applications of its products cover industries such as the automotive industry, especially in the manufacture of electric cars, the transport industry with rail products, connecting infrastructures and the power industry, both in conventional and renewable forms of energy.

As a supplier of essential materials to the above industries, Cunext Group anticipates significant growth in the coming decades, aligning with the European Recovery Plan that highlights the transformation towards more sustainable mobility and electricity supply.

In addition, by using copper and secondary aluminium in its transformation process, the Group plays a leading role in the circular economy, increasing the recovery rate of these materials and reintegrating them into the supply chain. With a firm commitment to profitable and sustainable growth, Cunext Group is positioned as a key player in all sectors related to energy, data and signal transmission, offering solutions to the current needs of its customers and wider society.

05 GENERAL INFORMATION

05.1 Business model

Markets in which it operates

Cunext Group operates in various sectors related to power, data and signal transmission, as well as in industrial and electric motors, the automotive and railway industry, renewable energies, household appliances, telecommunications and construction, among others. Its facilities in Spain are located in the provinces of Córdoba, Madrid, Barcelona, Zaragoza and Vitoria. Internationally, it has a 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 a large part of its activity is carried out in Spain, Cunext Group exports part of its production, contributing to local economic growth. In addition, much of the production sold domestically, once processed, is also exported.

Furthermore, NISTICS (Next Logistics XXI, S.L.,) is the Group's logistics operator, 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

05 GENERAL INFORMATION

05.1 Business model

Objectives and strategies

For Cunext Group, innovation is a strategic priority and is deeply embedded in its culture and its processes, aimed at creating value for society.

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 shake-up projects in pursuit of the objectives set out below.

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 Cunext Group's Management Policy.



Mission

The mission of 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.



Values

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 Group's governing 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 Cunext Group in its relations with stakeholders.

05 GENERAL INFORMATION

05.1 Business model

The main factors and trends that may affect its future evolution.

In the current context, Cunext Group is immersed in a business environment marked by significant changes in market trends and expectations, as well as growing consumer demands. This key transition can be seen in the general awareness of sustainability, continuous innovation and quality, fundamental elements that define the Group's identity.

The growing sensitivity towards environmental protection and the fight against climate change presents a unique opportunity for Cunext Group to consolidate its leading position in metal processing. The pursuit of more sustainable and efficient operations is in line with current trends, positioning the company as a key player in the metals industry.

The creation of NISTICS as a logistics operator reflects the Group's adaptability to emerging trends in the supply chain.

The expansion of consumer awareness towards transparency, traceability and social responsibility requires a strategic response from Cunext Group. The company can capitalise on these expectations not only by ensuring the quality and safety of its products, but also by actively promoting its responsible and sustainable practices at all stages of the value chain.

This initiative can not only strengthen operational efficiency, but also align logistics practices with sustainability and corporate social responsibility standards, thus responding to the demands of an increasingly conscious market.

In line with the Group's vision, focused on strengthening the present to consolidate the future, commitment to continuous improvement and operational efficiency is a key strategy. Investment in innovative technologies and processes, together with proactive adaptation to environmental regulations, can enhance the competitiveness and resilience of Cunext Group



in a constantly evolving business landscape.

Moreover, the Group's leading role in copper and aluminium processing, especially in key sectors such as electric car manufacturing, rail transport and renewable energies, positions it strategically in line with the growth expectations stemming from the energy transition and reindustrialisation, key elements of the European Recovery Plan.

In short, the organisation is facing a business context that demands a proactive and strategic response to trends in sustainability, innovation and social responsibility.

Its commitment to continuous improvement and efficiency, coupled with its leading position in metals processing, provides it with a solid foundation to meet and capitalise on the challenges and opportunities emerging in the future evolution of the sector.

05 GENERAL INFORMATION

05.1 Business model

Policies

Cunext Group has established comprehensive policies to address sustainability in multiple areas:

Sustainable Development Policy

Aimed at driving sustainability in economic, ethical, environmental and social aspects, this policy addresses a wide range of stakeholders and focuses on operational excellence, safety, health and the environment. It seeks to optimise the contribution to sustainable development and create long-term value.

Environmental Policy

Focuses on environmental responsibility with respect to emissions, waste management and pollution, committing to operating in compliance with environmental legislation, promoting sustainable practices and conserving biodiversity.

Purchasing Policy

Encourages strategic procurement of goods and services, seeking to optimise costs and promote sustainable purchasing practices.

Quality Policy

Guarantees the quality of raw materials, processes and end products, and is committed to improvement and customer loyalty.

Operations Policy

Focuses on the efficiency of production and maintenance processes, with an emphasis on accident prevention and continuous improvement.

Raw Materials Policy

Ensures effective management of raw material supply and optimisation of raw material use, with an emphasis on geographical expansion and profitability of operations.

Legal Advice Policy

Includes contractual, corporate and financing aspects, seeking to minimise legal risks and promote a culture of contractual security.

Security Policy

Focuses on safe working practices and the promotion of a healthy working environment.

Finance and IT Policy

Covers financial and technological management, including financing, fiscal planning and management control. Aims to ensure adequate financing, accurately reflect the financial position and minimise financial risks.

Logistics Policy

Covers land and sea logistics, customs and reverse logistics management, aiming for quality service and sustainability.

Commercial Policy

Focuses on customer satisfaction, market development and business management, with a focus on continuous improvement.

Human Resources Policy

Emphasises personnel selection and development, compensation and labour relations, with a focus on corporate culture and work-life balance.

Each of these policies is designed to ensure that Cunext Group not only meets its economic objectives, but also contributes positively to the well-being of its employees, society and the environment by maintaining a high standard of ethics and governance in all its operations.



INCIDENT, RISK AND OPPORTUNITY MANAGEMENT

INCIDENT, RISK AND OPPORTUNITY MANAGEMENT

The commitment to environmental sustainability is an essential pillar of **Cunext** Group's operations, reflecting its alignment with the environment in every aspect of its activity. In its efforts to lead the way in exemplary environmental management, **Cunext** Group has achieved certification of all its facilities under ISO 14001, a milestone that underlines its ability to identify and manage environmental risks effectively. NISTICS was the last facility to obtain such certification in 2022.

In addition, the facilities located in Córdoba not only comply with these regulations, but are also certified under the ISO 50001 standard and, in the case of that capital city, these facilities are registered with EMAS, marking a commitment to continuous improvement in energy management and the minimisation of the carbon footprint (scope 1+2).

The ISO 14001 standard establishes a framework of action for environmental management, enabling **Cunext** Group to prevent risks and protect the environment in a manner consistent with laws and socio-economic needs. In parallel, ISO 50001 focuses on optimising energy use and cost and reducing greenhouse gas emissions, reflecting the Group's aspiration for superior energy efficiency and reduced environmental impact.

In recognition of its sustainable track record, in 2021, the Córdoba facility was highlighted as an EARLY BIRD by the European Commission, celebrating 25 years since its obtention of EMAS. This recognition not only reaffirms **Cunext** Groups commitment to environmental care, but also sets clear goals to exceed expectations beyond legal compliance.

Cunext Group carries out periodic analyses of environmental risks, establishing monitoring and continuous improvement plans. The effectiveness of these measures is assessed through annual audits of the ISO 14001 management system and validation of its Environmental Statement. These regular inspections ensure strict compliance with legislation.

In addition, **Cunext** Group requires its team and supply chain to strictly adhere to environmental regulations, promoting a minimum impact of its operations on the environment. This comprehensive approach to environmental sustainability demonstrates **Cunext** Group's unwavering commitment to environmental protection and its leadership in responsible business practices.

An aerial photograph of a dense, lush green forest. The trees are tall and closely packed, creating a thick canopy of vibrant green foliage. The perspective is from directly above, looking down on the forest floor.

06

ESRS E1

CLIMATE CHANGE

06 IESRS E1 CLIMATE CHANGE

06.1 Adaptation to climate change

Climate change presents significant challenges for all sectors, requiring a proactive response and well-planned adaptation measures. Cunext Group's first step in this area has been to carry out a climate risk analysis, through which the following areas of relevance have been identified, for which measures to be implemented in the medium to long term are proposed:

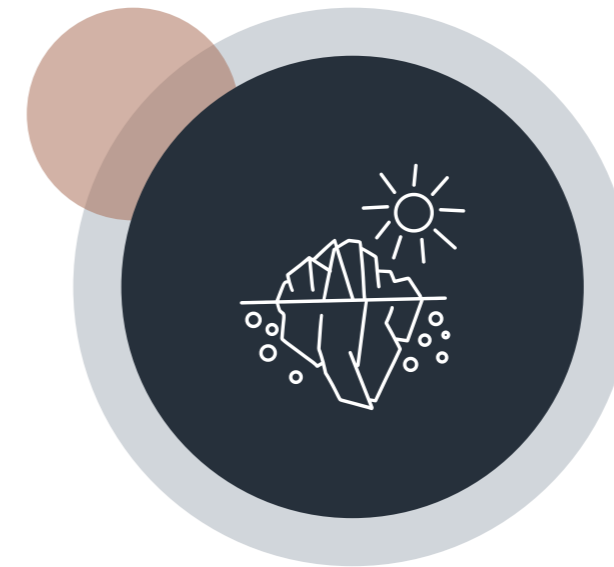
Resilience to extreme weather events

It is important for Cunext Group to implement infrastructure and emergency management strategies to strengthen resilience to floods and storms.

In addition, business continuity plans will be put in place to minimise operational disruptions and ensure rapid post-event recovery.

Temperature change management

Adaptation of operations to handle variations in temperature and precipitation is of great importance. This could involve investing in more energy-efficient equipment and improving the insulation of installations.



Adaptation to changes in market demand

Recognising a shift in demand towards more sustainable products, Cunext Group will look at developing products that minimise environmental impact and meet the expectations of environmentally conscious consumers. This may require a reconfiguration of product lines and investment in R&D to innovate greener processes and materials.

Monitoring and evaluation

Key performance indicators related to climate change adaptation will be established. Cunext Group will conduct a periodic evaluation and review of these metrics to ensure that adaptation strategies are effective and adjusted as necessary.

Training and environmental awareness

The company will foster a culture of environmental awareness through employee training and collaboration with stakeholders.

06.2 Climate change mitigation

Cunext Group is aware of the worldwide increase in greenhouse gas (GHG) emissions into the atmosphere as a result of economic and demographic growth, with unprecedented atmospheric concentrations having been reached in recent years.

To that end, the company, recognising its responsibility in the fight against climate change, has integrated sustainability principles into its corporate mission. This commitment translates into concerted efforts to achieve a significant reduction in both product and organisational carbon footprint, including specific measures such as:

Electric freight transport

Cunext Group is committed to the decarbonisation of its logistics chain, incorporating electric vehicles for the transport of goods. This measure not only reduces emissions associated with transport, but also promotes the adoption of sustainable technologies.

Increased consumption of secondary material:

The company focuses on increasing the use of secondary material in its production processes. This action not only reduces the demand for fresh raw materials, but also promotes the circular economy by reusing existing materials.

Renewable energy supply

Cunext Group has prioritised the adoption of renewable energy sources in its operations. This approach includes the implementation of technologies and contractual arrangements to ensure a more sustainable energy supply.

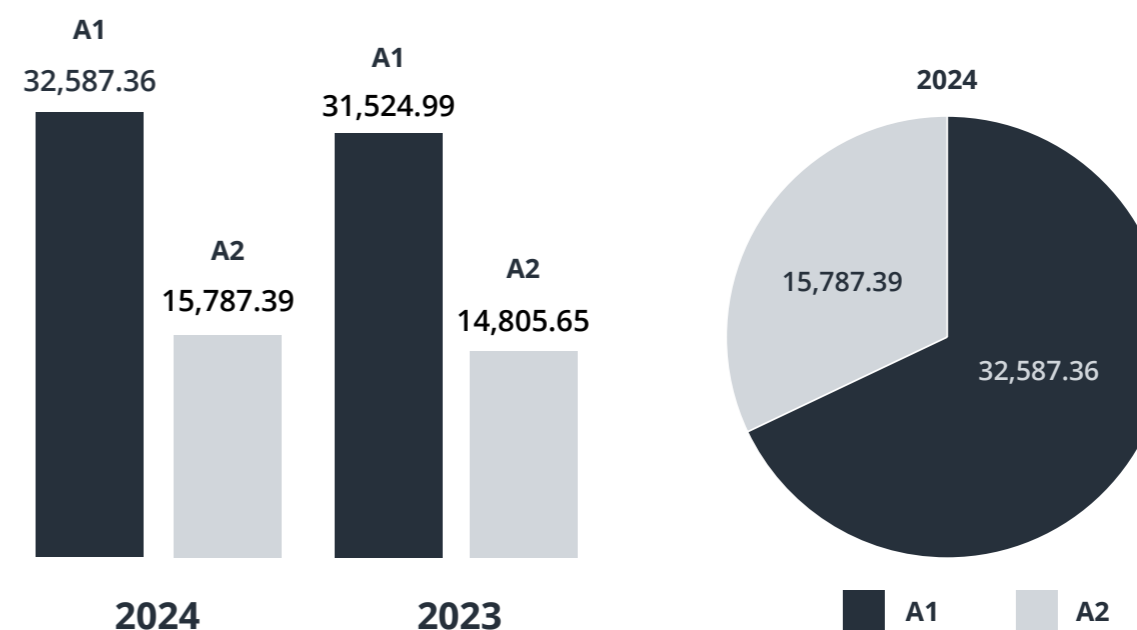
Based on the activities carried out by the company, the main source of GHG emissions, mainly CO₂, comes from the raw materials used in the development of production activities at the Group's facilities.

Cunext Group does not carry out activities involving the absorption of greenhouse gases (GHG) in its operational processes. This includes both direct capture of GHGs from the atmosphere and any other removal mechanisms related to their industrial activities.

The Group is making great strides towards energy self-sufficiency and thereby reducing GHG emissions. However, it should be noted that despite the important work to reduce GHG emissions by the group in 2024, the scope of the carbon footprint calculation has been extended to include two new companies, Ireki and Zulueta, resulting in an increase in the Carbon Footprint to 48,374.75 tCO₂e, which is 4.41% higher than the previous year.

The organisation has been calculating and verifying its Scope 1+2 carbon footprint since 2021. Cunext Group's GHG emissions for the years 2023 and 2024 are shown below:

	2024	2023
Scope 1 (tCO ₂ e)	32,587.36	31,524.99
Scope 2 (tCO ₂ e)	15,787.39	14,805.65
TOTAL (tCO₂e)	44,707.23	46,330.64



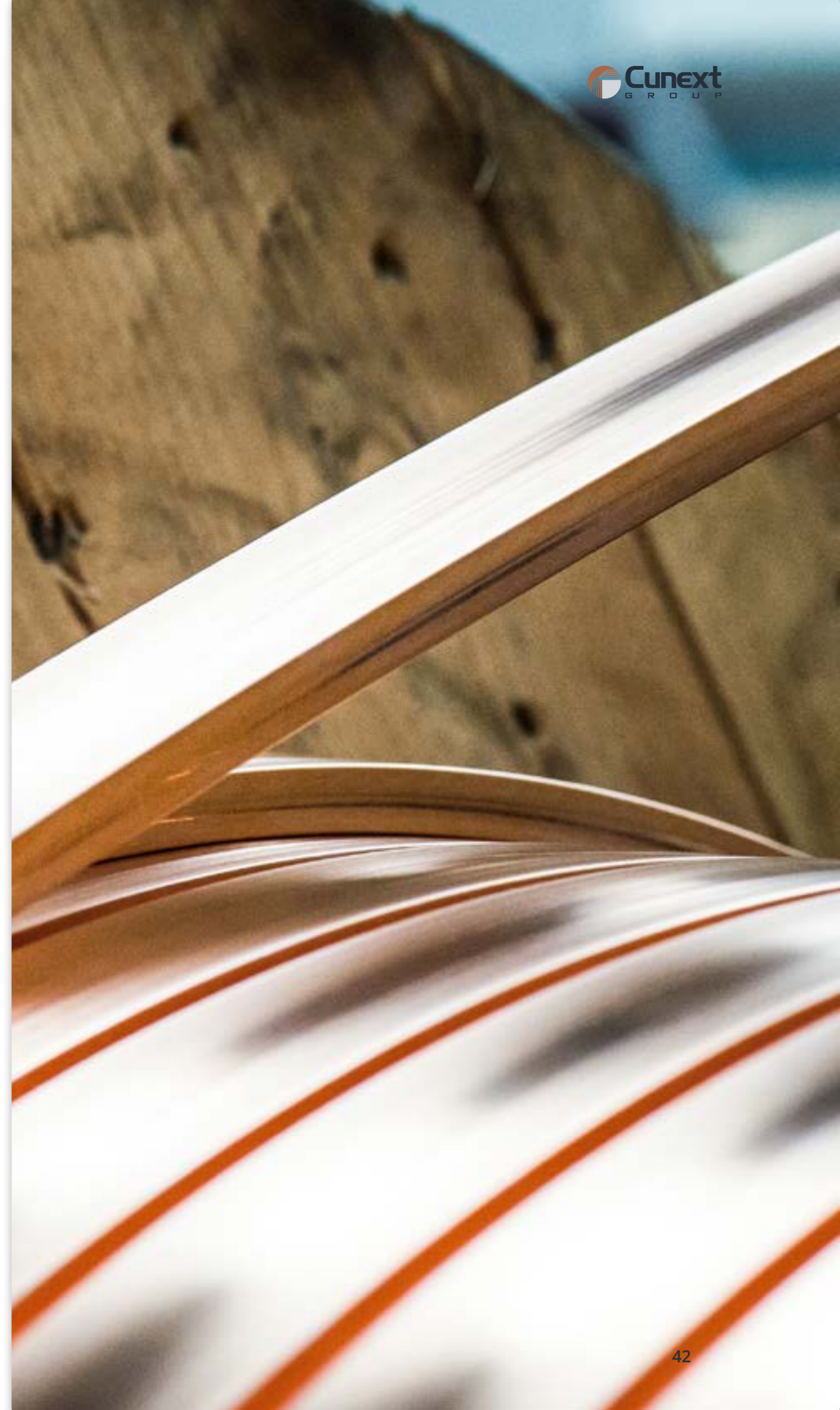
06.3 Energy

Energy efficiency and sustainability are central to the agenda of Cunext Group, which has implemented the **ISO 50001** standard to optimise its energy management. This regulation guides the Group in continuously improving energy efficiency, thereby reducing operating costs and carbon emissions.

The installation of renewable energy solutions, such as photovoltaic panels, is a testament to the Group's commitment to reducing its footprint and moving towards energy sustainability.

As energy intensive consumers, we understand the paramount importance of monitoring energy consumption, which requires us to carry out energy audits on a regular basis. This rigorous evaluation process allows us to identify areas for improvement and implement optimisation strategies that result in more efficient energy use.

In addition, the Group is committed to innovation in energy sustainability practices, constantly exploring new technologies and processes that can further reduce its energy consumption and improve its environmental profile. These initiatives not only emphasise the Group's role in climate change mitigation, but also underline its leadership in promoting a cleaner and more sustainable energy future, positioning it as an industry benchmark for its commitment to sustainability, highlighting its focus on energy efficiency and the use of renewable energy.





In the last three years, Cunext Group has carried out a number of significant actions in this area, as detailed below:

- Expansion of the Estacor photovoltaic plant from 0.4 MWp to 1 MWp, increasing solar energy production capacity and helping to reduce dependence on non-renewable energy sources.
- Installation of another 120 kWp photovoltaic plant by Transformados Cunext, reinforcing the Group's strategy of diversification of renewable energy sources.
- Installation of 4.5 MWp photovoltaic panels behind photovoltaic panels on roofs and canopies at ECN and Transformados Combisa.
- Installation of 4.5 MWp photovoltaic panels behind photovoltaic panels on the roofs of Travartec's TT1 and TT2 buildings.
- 100% replacement of the lighting at Colada, Cabelxsur and outside **Cunext** Copper Industries' offices with more efficient lighting.
- Continuation of the replacement of lighting in ESTACOR's production halls and offices.
- Implementation of home automation for more efficient heating management at Transformados Combisa, which has enabled automation and sectorisation, reducing gas consumption by 30%.
- Change of roofs at ECN and Transformados Combisa for others with better insulating properties, improving lighting and reducing energy consumption for air conditioning.
- Replacement of Cabelxsur's multi-wire TM27 with TM33 in order to improve efficiency.
- Acquisition of the more energy-efficient TM34 multi-stack to replace the TM26.
- Replacement of wire processing machinery with a more efficient one in Travartec's TT1 section.
- Start of assembly of the solar farm in May 2024, although commissioning is planned for the end of January 2025. This project will occupy an area of 7.97 ha with an installed peak power of 7.62 MWp and has no possibility of energy storage.
- Phase II, III and IV of rooftop photovoltaics are scheduled to be installed and commissioned by 2025.
- Replacement of the luminaire in hall 8 of Estacor.
- Project to detect leaks in the compressed air system at Estacor, Cunext, Transformados and Cabelxsur.
- Reinstallation of the vertical solar panels installed at Transformados.

The energy consumption of Cunext Group for the year 2024 is shown below:

	Natural Gas	Energy from non-renewable sources	Self-generated renewable energy
ESTACOR	-	2,568.07	1,010.13
Cunext Copper Industries	89,476,640	29,665.56	1,478.00
CABLEXSUR	-	9,709.49	17.06
Transformados Cunext	35,677.83	8,395.33	15.92
Ibermetalia	-	124.34	-
ECN	34,414.76	4,518.06	1,972.00
Transformados Combisa	141.33	180.00	-
NISTICS	-	126.71	0.21
TRAVARTEC	929.28	1,602.21	316.08
Zulueta	-	134.68	24.02
Ireki	-	132.99	12.87
TOTAL	160,782.12	57,157.44	4,846.28

The following table shows the percentages by type of energy consumption of Cunext Group for the year 2024:

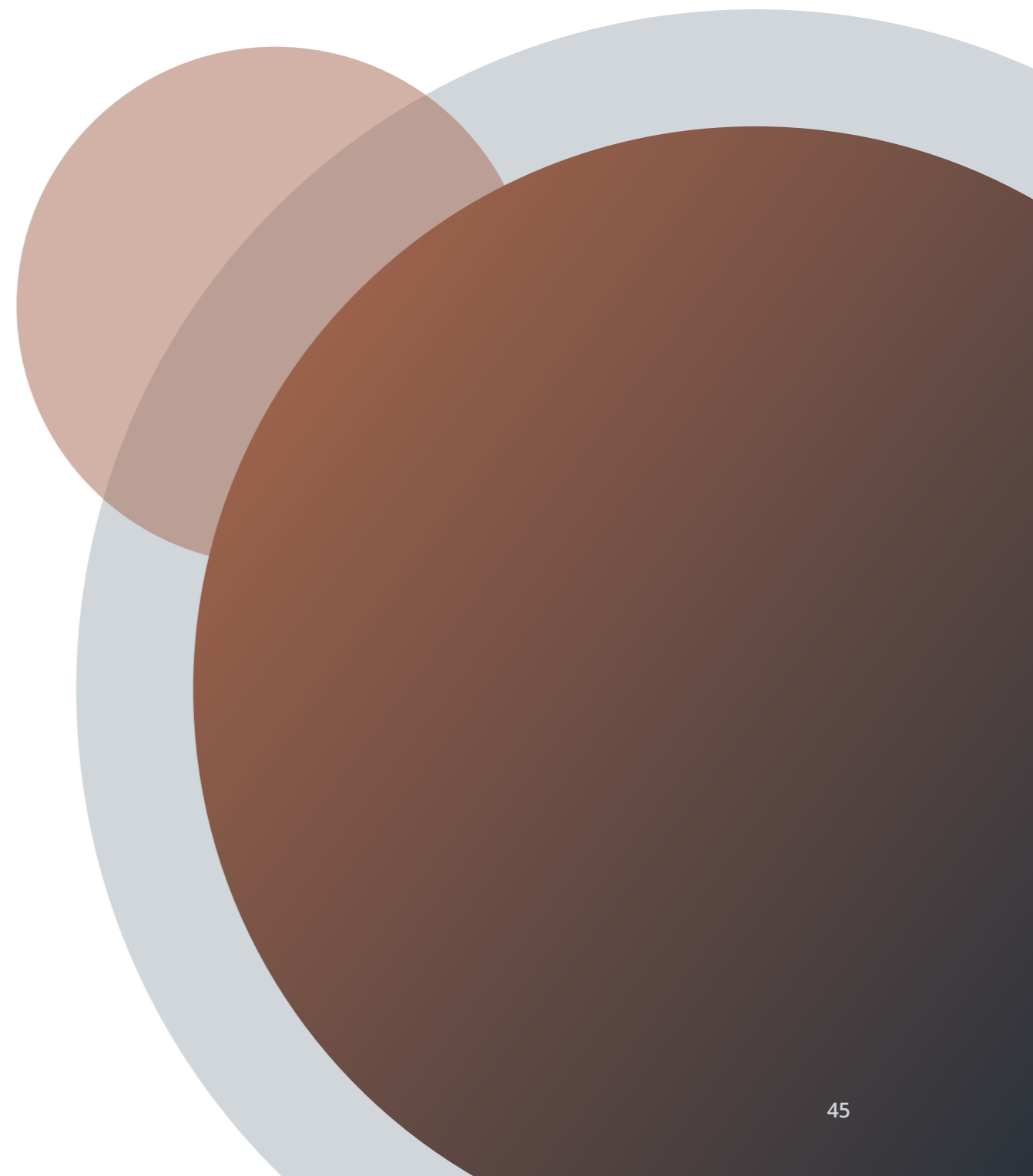
	Energy from non-renewable sources	Self-generated renewable energy
ESTACOR	71.77%	28.23%
Cunext Copper Industries	95.25%	4.75%
CABLEXSUR	98.78%	1.22%
Transformados Cunext	99.81%	0.19%
Ibermetalia	100%	0.00%
ECN	69.62%	30.38%
Transformados Combisa	100%	0.00%
NISTICS	99.83%	0.17%
TRAVARTEC	83.52%	16.48%
Zulueta	84.86%	15.14%
Ireki	91.18%	8.82%
TOTAL	92.18%	7.82%

It should be noted that the purchase of 245,552 litres of diesel fuel, which is left out of the table in order to maintain the common unit of tonnes, must also be taken into account.

Below is a comparative table of Cunext Group's energy consumption (MWh), taking into account the years 2023 and 2024:

	2024	2023
ENERGY CONSUMPTION	222,862.42	218,297, 00

In 2024, Cunext Group acquired Ireki and Zulueta, so energy consumption cannot be compared to 2023. This reduction in energy consumption represents a significant achievement in terms of efficiency and sustainability, demonstrating the positive impacts of the actions implemented during the year. The decrease in energy consumption not only reflects the effectiveness of the measures taken to optimise processes and adopt more sustainable energy sources, but also demonstrates the group's continued commitment to reducing its environmental footprint.



An aerial photograph of a coastline where the ocean meets a heavily polluted river. The water is a dark, murky brown, contrasting sharply with the white foam of the waves crashing against the shore. The land in the background is a mix of green and brown, suggesting some vegetation but also areas of degradation or deforestation.

07

ESRS E2

POLLUTION

07 IESRS E2 POLLUTION

The activity associated with Cunext Group involves the generation and emission of a series of pollutants at its different sites:

- Emissions from sources associated with melting furnaces are flue gases, solid particulates, dioxins and furans, metals, TVOCs, HF and HCL.
- The emissions associated with the tinning process, both at Cunext and Estacor, are SO₂ and solid particles.
- The pollution generated by Nistics is mainly CO₂ from the combustion engines of diesel trucks.

This is why Cunext Group, as part of its firm commitment to environmental sustainability, not only complies with the sector's BATs (Best Available Techniques) but has established environmental management systems based on ISO 14001. The Córdoba facilities are also registered in the EMAS register, with all that this entails both in terms of external control and the planning of actions for continuous improvement.



07.1 Air pollution

Cunext Group implements rigorous strategies to mitigate air pollution generated by its operations, including noise and light pollution.

These measures are complemented by continuous monitoring of air quality in and around the facilities, ensuring compliance with current environmental regulations by means of the best technologies available on the market, such as particle filters or CO and VOC reduction systems by regenerative thermal oxidation (RTO), minimising the impact on the environment and public health.

As part of the exhaustive control of emissions, all the Group's companies carry out periodic checks by accredited collaborating entities of the gases emitted through the existing sources.

At company level, it should be noted that Estacor, Cunext Copper Industries, Transformados Cunext, Ibermetalia, ECN, Transformados Combisa, Travartec and Ireki carry out annual controls of the gases emitted through their emission sources.

With regard to noise, ECN, Ireki and Zulueta are subject to triennial atmospheric noise controls by ECA.

In the context of atmospheric emissions, it should also be noted that an emission source associated with the aluminium rod manufacturing process was dismantled at ECN in 2024.

07.2 Water pollution

Cunext Group adopts a proactive approach to water pollution management, implementing state-of-the-art effluent treatment systems that allow water to be reused in its production processes. The strategy includes minimising water use and preventing accidental discharges. This responsible water management protects local water bodies from contamination by heavy metals, chemicals and other pollutants.

In this context, it is important to mention that Cunext Group carries out monthly analytical checks on discharge water to confirm that the established limit values are not being exceeded, and it is also subject to checks by the administration on a regular and unplanned basis.

At company level, Estacor, Cunext Copper Industries and Transformados Cunext carry out monthly analyses of discharge water to check that the limit values are not exceeded. Similarly, Ireki carries out internal water analyses prior to any discharge, and quarterly through the Bilbao Bizkaia Water Consortium, and ECN together with the Travartec facilities also carry out the controls established in its AAI.

07.3 Pollution of the soil

Aware of the risks that soil pollution poses to the ecosystem and human health, Cunext Group employs sustainable management practices to prevent soil pollution. The entire surface of its facilities has a paved floor, which ensures that there are no leaks due to accidental spills. In addition, it ensures proper storage and handling of chemicals and waste, including retention systems (bins and pits) where needed.

The company strives to maintain a balance between industrial production and soil conservation, thus ensuring the protection of this vital resource for future generations.

It should be noted that ECN has reduced the outdoor storage area for machinery, equipment and metal tools (reels, baskets, spools), which contributes to better management of soil quality.

07.4 Substances of concern and substances of very high concern

In line with its sustainability policy, Cunext Group takes proactive measures to eliminate the use of substances of concern and substances of very high concern. In fact, none of the products marketed by Cunext Group contain substances of concern or very high concern.

The SDSs of the chemical products used in the manufacturing processes are reviewed periodically to ensure the correct control of the compounds used in them and, in the event that any substance of concern is detected, protective measures and procedures are established to ensure both the safety of people and care for the environment.

This commitment extends to transparency and collaboration with suppliers and customers to ensure the phasing out of these substances along the value chain.



Finally, as part of the company's modernisation objectives, roofs containing asbestos cement have been replaced at the ECN, Transformados Cunext and Transformados Combisa facilities with roofs with better insulating properties and, crucially, free of substances hazardous to health.

07.5 Microplastics

Recognising the growing global problem of microplastic pollution, Cunext Group implements strategies to reduce its contribution to this phenomenon. The company is assessing the life cycle of its products and packaging to identify and mitigate the release of microplastics, promoting the use of biodegradable or recyclable materials where possible.



An underwater photograph showing sunlight rays filtering through the water, creating a serene and deep blue environment. The light rays are visible as bright, vertical streaks against the darker water, and the surface of the water is visible at the top with some ripples and reflections.

08

ESRS E3

**WATER AND MARINE
RESOURCES**

08 IESRS E3 WATER AND MARINE RESOURCES

Water, a vital resource and the lynchpin of environmental sustainability, plays a crucial role in all economic sectors. Within the perspective of industrial activity, Cunext Group recognises the importance of managing water responsibly and preserving marine resources.

The company therefore addresses the need to balance efficient water use with the conservation of aquatic ecosystems.



08.1 Water resources

Water consumption

Cunext Group's water consumption is closely linked to its metal transformation processes. The Group therefore implements water management practices to optimise water consumption in all its operations.

The company establishes a monthly quantification and control of water consumption in order to guarantee its optimisation, being considered as an environmental aspect within its Integrated Management System (IMS). In this way, the company strives to not just satisfy but exceed current standards, setting internal targets that promote a continuous reduction in the consumption of this vital resource, thus contributing to environmental sustainability and the conservation of aquatic ecosystems.

At Cunext Copper Industries and Transformados Cunext Copper, a water softener has been installed in the water supply for the cooling towers, an action aimed at maintaining the quality of the water used in the industrial processes.

In addition, in recent years Cunext Copper Industries Cablexsur and Transformados Cunext have carried out the installation of intermediate water meters integrated into the process control software at this and other company facilities, demonstrating a proactive approach to monitoring and accurate control of water consumption, enabling more efficient management and the identification of potential areas for improvement.

This approach not only contributes to internal operational efficiency, but also reflects the environmental responsibility of these entities as they seek to reduce their water footprint and optimise the use of resources.

It should be noted that during 2024 Cunext Copper Industries has implemented a water recirculation system from the evaporator to the roughing cooling tower basin in order to reduce water consumption. While ECN Colada has replaced the droplet separator of the high efficiency cooling towers, which ensures a drag loss of less than 0.002%.

In the case of ECN, the company takes a holistic approach. It uses mains water for toilets and changing rooms, but implements specific measures to reduce its dependence on the mains supply. The construction of a rainwater harvesting basin with a capacity of 70 m³ for the cooling towers demonstrates a further commitment to efficient water management. This initiative minimises the consumption of mains water and makes use of natural resources, thus contributing to environmental sustainability.

The water consumption (m3) of the Group's different companies in 2024 is shown below:

	Quantity (m3)	Quality	Measurement and/or collection methodology
ESTACOR	7,304	Public network	Invoices
Cunext Copper Industries	130,736	Well + Public network	Invoices
CABLEXSUR	-	-	-
Transformados Cunext	16,084	Well + Public network	Invoices
Ibermetalia	-	-	-
ECN	8,312	Public network	Invoices
Transformados Combisa	1,067	Public network	Invoices
NISTICS	-	-	-
TRAVARTEC	602	Public network	Invoices
Zulueta	225	Public network	Elguero Community of Owners Receipt
Ireki	730	Public network	Elguero Community of Owners Receipt
TOTAL		165,060.05	

The following table shows the comparison between the total consumption (m3) for 2023-24:

	2024	2023
WATER CONSUMPTION	165,060.05	107,713.55

The years are not comparable because in 2023 Cunext's discharge was calculated by estimation and in 2024 we have a discharge recorder, which is much more accurate.



08.1 Water resources

Water extraction

Cunext Group carries out direct extraction activities of water resources, through wells, for the development of its industrial operations only in Cordoba, and it should be noted that the Vitoria plant reuses rainwater. The rest of the water needed for their processes and activities is fully supplied by the municipal networks of the different cities where they are located, thus guaranteeing responsible water management in line with local and international sustainability regulations.

The Group's extraction data (m3) is shown below:

	2024	2023
WATER EXTRACTION	168,787	146,013



08.1 Water resources

Water extraction

Cunext Group's commitment to the responsible management of water discharges is reflected in its comprehensive approach to minimising environmental impact, striving to ensure that all discharges comply with environmental regulations.

On a monthly basis, exhaustive analytical checks of the discharges are carried out to verify that the established limit values are not exceeded. In addition, regular unplanned external checks are carried out by the Municipal Water Company of Córdoba (EMACSA), which owns the municipal WWTP into which the Córdoba facilities discharge.

This practice not only responds to regulatory obligations, but also actively contributes to pollution prevention by ensuring effective effluent treatment and promoting water recirculation in internal processes.

In this way, Cunext Group demonstrates its ongoing commitment to the protection of water quality and the preservation of the surrounding ecosystems.

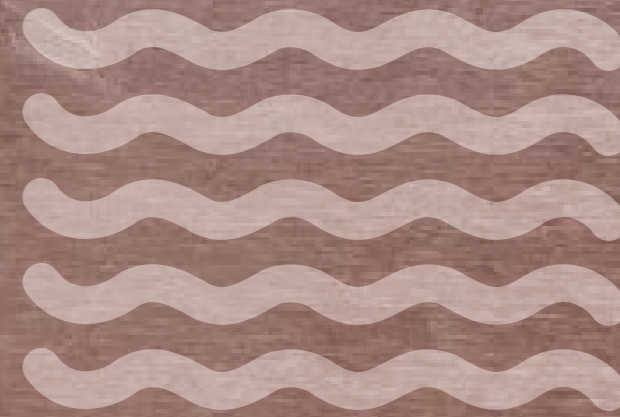
The Group's total water discharge is shown below:

	2024	2023
WATER DISCHARGES	46,438.95	79,719.34

08.2 Marine resources


Water discharges into the oceans

Cunext Group does not discharge directly into oceans or natural water bodies. All water discharges are managed through an authorised manager, which guarantees compliance with environmental standards and minimises the impact on aquatic ecosystems. This approach reaffirms Cunext Group's commitment to preserving the environment and reducing its environmental footprint, in compliance with the principles of sustainability and corporate responsibility.



Extraction and utilisation of marine resources

Cunext Group does not carry out operations involving the extraction or direct use of marine resources. However, the company recognises the growing need to protect the oceans.

A lush green forest with tall trees and a hazy background. The text is overlaid on the left side of the image.

09

ESRS E4

BIODIVERSITY

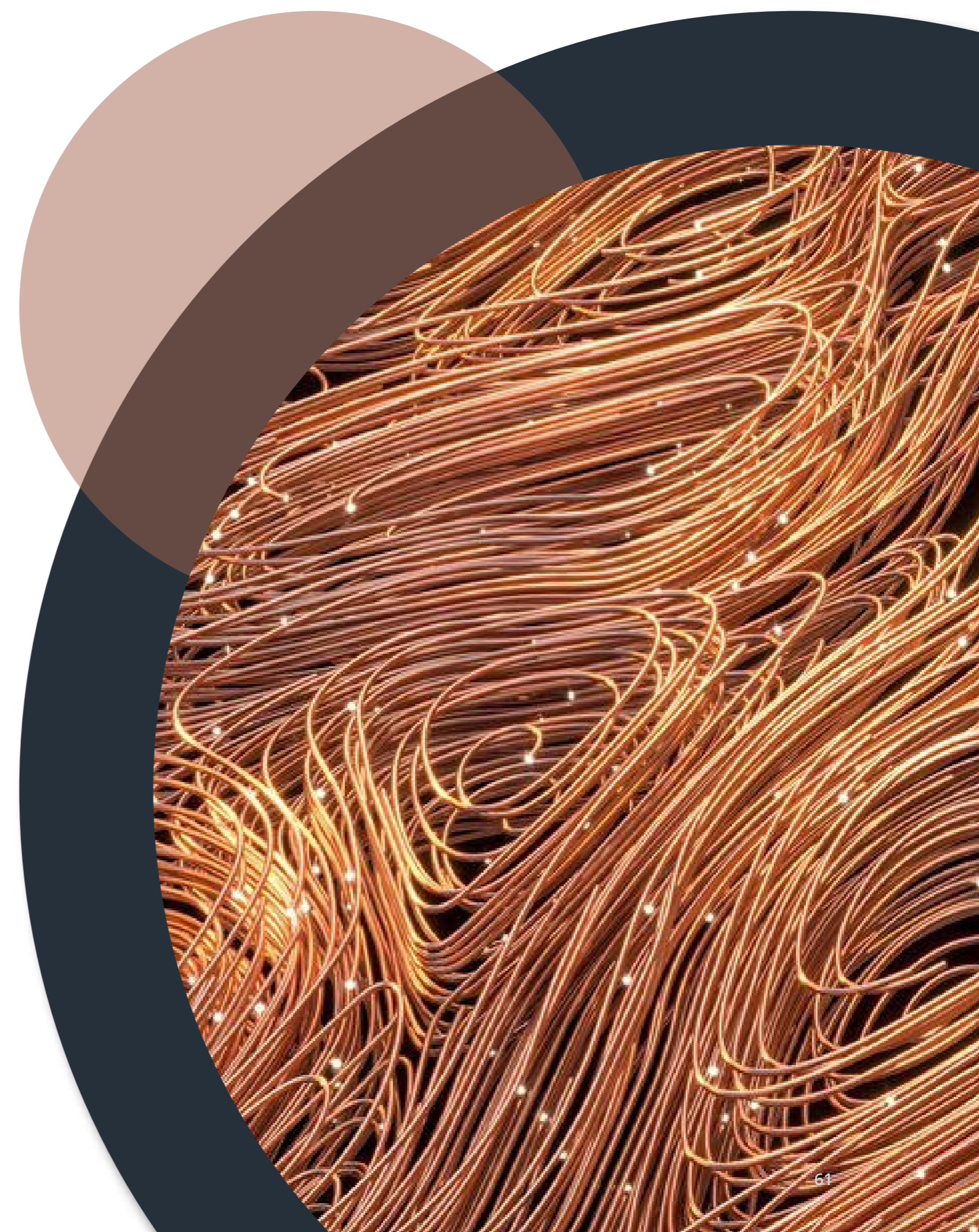
AND ECOSYSTEMS

09 ESRS E4 BIODIVERSITY AND ECOSYSTEMS

In its firm commitment to environmental sustainability, Cunext Group adheres to the highest standards of environmental management. As mentioned above, comprehensive annual assessments of its environmental aspects, considering how these aspects may directly or indirectly affect the surrounding ecosystems, are carried out through ISO 14001 certification of all plants. In addition, the Cordoba facilities are adhered to the EMAS regulation.

It is essential to note that, in Cunext Group's materiality analysis, biodiversity does not emerge as a significant material issue. However, as mentioned in section "3. In order to comply with the requirements of the CSRD, Cunext Group will review its materiality analysis leading to sub-subtopic level during 2025. This action opens the possibility that future reports may include datapoints related to this disclosure requirement.

Despite this, the company implements responsible practices to protect local wildlife, reaffirming its commitment to environmental stewardship and the well-being of biodiversity in its areas of influence.



09.1 Factors directly affecting biodiversity loss

Although Cunext Group's operations do not have a significant impact on biodiversity, the company is committed to identifying and mitigating direct drivers that contribute to local biodiversity loss. These factors include environmental pollution from air emissions, water discharges and waste generation, as well as the extraction of natural resources.

To counteract these impacts, Cunext Group implements measures such as advanced effluent treatment systems and waste management programmes, ensuring harmonious coexistence with the natural environment.

09.2 Impacts on species status

Cunext Group's activity has a limited impact on the status of the species, as its operation is mainly in industrial facilities and does not involve the direct extraction of biological resources. The company does not engage in practices that negatively affect biodiversity, such as deforestation or destruction of natural habitats.



09.3 Impacts on the extent and condition of ecosystems

As regards the extent and state of ecosystems, Cunext Group is not involved in activities that have a significant impact on large areas of the biosphere. Its facilities are located in industrial and urban areas, thus minimising direct interference with extensive natural ecosystems. The company is committed to complying with environmental regulations to protect the integrity of local ecosystems.

09.4 Impacts on ecosystem services and dependencies on ecosystem services

Cunext Group is fully aware that its operations depend on ecosystem services, such as the provision of water. The company strives to implement management practices (such as those detailed previously throughout this report) that promote the sustainability of ecosystem services, such as sustainable water management, soil conservation and support for biodiversity.

Cunext Group carries out comprehensive annual assessments, such as ISO 14001 and EMAS certification





10

ESRS E5

CIRCULAR ECONOMY

09 ESRS E5 CIRCULAR ECONOMY



Copper is the most recycled metal in the world. It is a 100% recyclable material that does not lose its properties, even if the process is repeated indefinitely. In other words, it can be recycled and reused over and over again, becoming a raw material for the manufacture of new products.

Primary copper is produced from ore concentrate, while recycled copper is obtained from copper scrap, which is collected from various sources, such as manufacturing rejects. This secondary copper is smelted for the manufacture of new products, achieving, among other things, energy savings of 85% compared to production from ore, and thus reducing the carbon footprint.

Aluminium is also one of the most widely used metals in the world due to its excellent properties, such as its light weight, corrosion resistance and high strength-to-weight ratio. It is a material with indefinite circularity without losing its properties, i.e. aluminium can be recycled and reused over and over again, becoming a raw material for the manufacture of new products. Primary aluminium is produced from bauxite ore, while recycled aluminium is obtained from aluminium scrap from various sources, such as manufacturing rejects.

The copper and aluminium products manufactured by Cunext Group are always at the top of the quality range, with the company 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.

Cunext Group is aware that the sustainable growth of its business depends on the efficient use of natural resources. It has therefore incorporated the principles of the circular economy into its production process, fusing innovation and sustainability.

Cunext is developing a strategic project based on the circular economy and photovoltaic energy, in which copper anodes will be manufactured from secondary copper by means of a refining process.

These anodes will be the raw material that will feed a new electrolysis process whose mission will be to transform these anodes into cathodes with a copper content of more than 99.99%, which will in turn be used as raw material for the manufacture of wire rod, replacing the virgin cathodes currently used (from the mine). At the same time, the photovoltaic power generation capacity continues to be increased.

Cunext is certified with the AENOR N Sustainable Mark "TERRACOR" which ensures that our bare copper conductors for grounding installations meet the highest standards of sustainability in all aspects.

This recognition attests to compliance with demanding social, economic and environmental indicators, which are regularly verified. Cunext's commitment to sustainability ensures that certified products exceed the minimum ratings required in the RP 042.04 certification scheme, thus promoting responsible practices in the industry.



During 2023-24 the following EPDs verified under UNE-EN ISO 14025 and EN 15804 were published:

- **Oxygen-Free Copper Rod**
- **ETP-1 Copper Rod**
- **eRod copper rod.**
- **Aluminium rod Standard A**
- **Earth cable**
- **Contact wire**

In addition, the company implements circular economy and energy efficiency practices in its production processes, positioning itself as a leader in the sector of high quality and sustainable materials in Europe, North Africa and South America.

The integration of circular economy practices reflects a well-defined strategy to address resource scarcity and mitigate environmental impacts. This strategic adaptation enables the Group to face future challenges with resilience, ensuring the continuity and sustainability of its operations in an increasingly uncertain global environment.

10.1 Input of resources, including the use of resources

Cunext Group promotes sustainability by optimising resource inputs in its production processes. Committed to the principles of the circular economy, the company prioritises the use of recycled and renewable materials, especially in the transformation of copper and aluminium. The acquisition of raw materials is carried out under sustainability criteria, promoting the use of secondary resources.

This approach not only reduces dependence on non-renewable resources, but also minimises the environmental impact associated with the extraction and processing of raw materials, aligning Cunext Group's operations with the global goals of carbon footprint reduction and biodiversity conservation.

In recent years, the company has taken a proactive approach to the circular economy, implementing measures aimed at optimising the use of resources. These initiatives not only seek to improve operational efficiency, but also have a positive impact on reducing the environmental footprint. The actions carried out in this area are detailed below:

Incorporation of secondary metals in production processes.

This measure involves the purchase of copper and secondary aluminium. The contribution to the circular economy is manifested in the recovery of Cu and Al. This approach demonstrates a commitment not only to operational efficiency, but also to the responsible use of resources, reducing the carbon footprint of our products, closing the life cycle of metals and reducing dependence on fresh raw materials.

During 2024, an 80 tonne furnace and casting wheel has been installed as part of the refining

project, which will increase the secondary copper handling capacity at Cunext Copper Industries' facilities.

Storage and reuse of packaging until it reaches the end of its useful life.

The choice of returnable packaging and materials made, at least in part, from recycled materials, the reuse of pallets and the reuse of cardboard baskets reduce the need for new resources and minimise the waste associated with these packaging materials, thus promoting a more sustainable management of resources.

Internal reuse of material rejected for quality reasons.

Return to the production process of those materials which, for quality reasons, have not been introduced into the market, since, as mentioned above, both copper and aluminium are 100% recyclable.

Incorporation of an internal process for the adaptation of non-compliant cables to return them to the process.

ECN has taken a significant step forward with the installation of equipment that allows for the reprocessing of non-conforming materials, thus boosting the circular economy. The installation of the machine is a key contribution to closing the life cycle of aluminium and steel, promoting a more efficient management of metal resources.

The data in the table below reflect the diversity of materials used by Cunext Group, underlining its efforts to incorporate sustainable practices and reduce dependence on non-renewable resources.

Type of material	Quantity (t)	
	2024	2023
RAW MATERIALS		
Steel	198	907
Aluminium	35,794	34,470
Secondary aluminium	5,020	4,142
Copper	164,172	173,632
Secondary copper	28,545	
Tin anodes	0.35	26,069
Nickel anodes	0.09	
Silver anodes	0.03	
Tin	95	116
Total	233,824	239,336

Type of material	Quantity (t)	
	2024	2023
AUXILIARY MATERIALS		
Ethyl alcohol	356	299
COILS	792	241
Charcoal	101	94
Staves	304	154
Strapping	27	15
Pallets	2,662	2,769
Paper and cardboard	334	670
Plastic	1,181	130
Chemical products	566	8
Sludge	4	-
Oxides	205	-
Wood	25	-
Iron	10	-
Fibre and gel	15	-
Total	7,816	4,380

10.2 Output-related resource outflows and services

High quality copper and aluminium products designed for durability and recyclability ensure that, at the end of their useful life, they can be easily reintegrated into the production cycle.

Since 2020, Cunext Group has been incorporating aluminium from secondary sources into its production process, thus promoting the reduction of the impacts of the transformation process. This approach extends to services, where Cunext Group seeks to offer alternatives that support the circular economy, such as recovery and recycling programmes for its customers, thus reducing environmental impact and promoting a sustainable business model.

The **aluminium** with a purity of around 99.5 %, is also noted for its excellent electrical and thermal conductivity. Its average lifetime is estimated to be approximately 60 years, although this estimate is affected by atmospheric factors such as humidity, exposure to polluted atmospheres and corrosive gases and vapours. In terms of sustainability, the material is 100% recyclable indefinitely.

In the case of aluminium rod, the Environmental Product Declaration (EPD) certified by AENOR estimates a recyclable content of 18%.



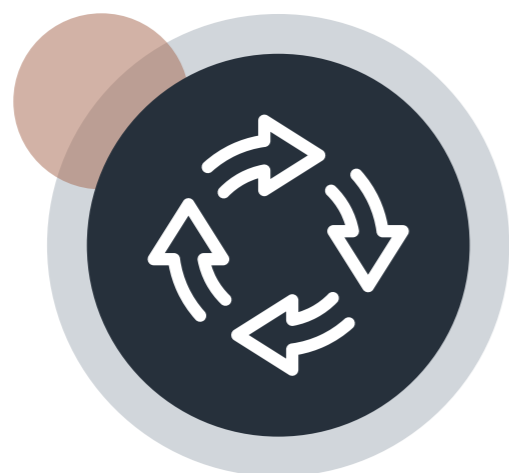


On the other hand, copper, with a purity of 99.99 %, is an excellent electrical and thermal conductor. Its average lifetime is estimated to be approximately 70 years, although this estimate is affected by atmospheric factors such as humidity, exposure to polluted atmospheres and corrosive gases and vapours. In terms of sustainability, the material is 100% recyclable indefinitely.

As for the copper rod series, there are three different products in terms of process and/or percentage use of secondary Cu as raw material.

It should be noted that the eRod rod produced by Cunext Group is generated from high-grade electrolytic copper, with 99.99% copper, together with 32% recycled copper.

A central measure for circularity is the internal recovery of copper and aluminium waste generated in production processes. In addition, 100 % of the copper slag is recovered at IBERMETALIA. The reuse and recycling of copper and aluminium represents the simplest way to reintroduce an essential material into the economic system. This process permits the reduction of global energy consumption by up to 85%, saving 100 million MWh of electricity and avoiding the emission of 40 million tonnes of CO₂ per year.



As for the wood, the pallets are reused and repaired internally until the end of their useful life. Cardboard packaging, like pallets, is reused until the end of its useful life. The strapping is made of 100% post-consumer recycled polyethylene terephthalate (PET). The film is composed of low density polyethylene (LDPE) with an 80% post-consumer recycled content.

Cunext Group has established a return system for metal packaging, which also helps reduce packaging waste and improve environmental performance.

These data reaffirm Cunext Group's commitment to the circular economy. Continuous improvement of sustainable practices are priorities for the company on its path to sustainability.

Cunext Group's production in the 2024 financial year is shown below:

Company	Quantity (t)			Total
		Copper	Iron	
CABLEXSUR	-	48,421	-	48,421
Cunext Copper Industries	-	234,359	-	234,359
ECN	43,819	-	-	43,819
ESTACOR	-	7,766	-	7,766
Ibermetalia	-	414	-	414
Transformados Combisa	71	381	9	460
Transformados Cunext	932	27,841	-	28,773
TRAVARTEC	5,241	-	-	5,241
Zulueta	-	77	-	71
TOTAL	17,454	319,259	9	369,324

It should be noted that Ireki has produced 413,116 mm² of surface coating, which are indicated outside the table in order to maintain the common unit of tonnes.

10.3 Waste

Given the nature of Cunext Group's manufacturing activity, the main wastes are particles from gaseous effluents generated in the processes of purifying emissions from smelting, as well as slag from copper and aluminium smelting.

During the wire drawing process, emulsion and threphiline sludges are generated from the process lubrication in the rolling or drawing mill. Oils and materials contaminated with hydrocarbons from maintenance processes and packaging waste such as wood, plastic and steel strapping are also produced in general processes. All this waste is managed in accordance with current regulations.

Waste management in Cunext Group is approached with a minimum waste approach, seeking to minimise waste generation through process optimisation and innovation.

Waste generated in production is carefully sorted, reused internally where possible, or channelled into external value chains, promoting its reintroduction into the economy as a resource.

Cunext Group also invests in advanced treatment and recycling technologies to ensure that waste is managed efficiently and sustainably. This commitment to waste minimisation and recovery reflects the Group's dedication to the principles of the circular economy and its responsibility to protect the environment.

The waste generated by Cunext Group that is not intended for disposal is shown below:

Waste	Recycling (t)	Other recovery operations (t)
NON HAZARDOUS		
METAL DRUMS	-	3.56
Scrap metal	-	916.88
DEBRIS	-	354.76
Copper slag	-	2,397.04
Wood	-	581.08
Paper/cardboard	-	56.90
Plastic	-	54.32
Refractory	-	57.26
Municipal waste	-	79.36
Used clothing	-	0.28
DANGEROUS		
Used oils	-	23.42
Aerosols	-	0.09
Oily water	-	-
Electrical and electronic equipment	-	1.53
Non-halogenated organic solvents	-	0.63
Contaminated empty packaging	-	4.17
Aluminium slag	-	752.16
HC-impregnated materials	-	1.21
Fluorescent tubes	-	0.01
TOTAL	-	4,811.79

The following table shows the waste generated by Cunext Group that has been destined for disposal:

Waste	Landfill (t)	Other disposal operations (t)
NON HAZARDOUS		
MUNICIPAL WASTE		33.12
DANGEROUS		
Used oils	-	4.70
Cleaning water	-	2.46
Sewage water		12.10
Emulsion with traces of oil	-	7.5
Untreated spent emulsions	-	300.74
Shot blasting and shot peening	-	48.70
Sludge	-	58.75
Cooling tower sludge	-	15.00
Materials contaminated with HCs	-	45.41
Particulate matter from gaseous effluents	-	350.68
Dust	-	28.38
Expired products	-	0.06
Chemical products	-	6.22
Solid waste from gas treatment	-	4.83
Taladrine	-	125.03
Toner	-	0.06
TOTAL	-	1,043.74

The following table shows a comparison of waste generation in the financial years 2024 and 2023:

	2024	2023
Non-hazardous	4,085.58	2,615.99
Hazardous	1,769.96	1,537.92
TOTAL	5,856.54	4,153.91



The increase in waste generation is largely due to the growth in the company's activity in 2024 compared to the previous year. As business activity increases, waste generation is also affected, as there is a direct correlation between the production of goods or services and waste generation. However, it is relevant to note that hazardous waste has experienced a higher rate of increase than non-hazardous waste.

11

ESRS S1

IN-HOUSE STAFF



11 ESRS S1 IN-HOUSE STAFF

Within Cunext Group, all employees are registered in the Spanish General Social Security Scheme, including Unemployment and Salary Guarantee Fund (FOGASA) contributions, guaranteeing protection in the event of unemployment.

Importantly, the company implements an annual bonus incentive system for persons classified as "staff". This bonus rewards the previous year's performance based on the evaluation of corporate, departmental and personal objectives. Any remuneration conditions must receive the approval of the Appointment and Remuneration Committee of the Board of Directors.

Performance is measured against specific targets including recycled material management, representing 10% of the annual bonus for staff in the Commercial, Raw Materials and Hedging, Finance Departments and the Copper and Aluminium Business Units. Additionally, a second KPI linked to the MW installed for self-consumption of energy also influences 10% of the annual bonus of the Copper and Aluminium Business Units' staff.

11.1 Working conditions and secure employment

In Cunext Group, all employees are registered with the General Social Security Scheme, paying contributions for common and professional contingencies, being covered for any **Illness and/or Accident**. In addition, a private health insurance policy is offered on a voluntary basis.

All employees on **maternity/paternity** leave are urged by the company to take their leave and apply for their benefit, for which the company issues the corresponding certificate for the employee to process it with the INSS. In addition, the company calculates accumulated breastfeeding days and accumulated holidays at the employee's request.

All employees are registered in the General Social Security Scheme, paying contributions for common and professional contingencies, and are covered for their future **retirement**.

The company allows partial retirement contracts for employees who meet the requirements of the manufacturing industry, by means of a relief contract. In addition, Cunext Copper Industries S.L. staff are entitled to a "**Retirement bonus**" regulated in the collective bargaining agreement.

Importantly, the company implements an annual bonus **incentive system** for persons classified as "staff". This bonus rewards the previous year's performance based on the evaluation of corporate, departmental and personal objectives. Any remuneration conditions must receive the approval of the Appointment and Remuneration Committee of the Board of Directors.

Performance is measured against specific targets including recycled material management, representing 10% of the annual bonus for staff in the Commercial, Raw Materials and Hedging, Finance Departments and the Copper and Aluminium Business Units. Additionally, a second KPI linked to the MW installed for self-consumption of energy also influences 10% of the annual bonus of the Copper and Aluminium Business Units' staff.



Staff at year-end 2024

Company	2024		
	Men	Women	Total
ESTACOR	26	1	27
Cunext Copper Industries	82	12	94
CABLEXSUR	52	-	52
Transformados Cunext	47	1	48
Corporación Cunext	42	21	63
Ibermetalia	3	-	3
Metales C ECN	3	3	6
ECN Cable	23	9	32
ECN Trefilería	28	-	28
ECN Colada	27	1	28
Transformados Combisa	34	-	34
NISTICS	27	6	33
TRAVARTEC	34	9	43
Ireki	4	-	4
Zulueta	16	2	18
TOTAL	448	65	513

Company	2024		
	Men	Women	Total
2023	394	58	452
2022	344	50	394
2021	309	42	351
2020	288	35	323

Average annual workforce

Company	2024		
	Men	Women	Total
ESTACOR	25.65	1.00	26.65
Cunext Copper Industries	82.44	13.75	96.18
CABLEXSUR	45.75	-	45.75
Transformados Cunext	43.23	1.00	44.23
Corporación Cunext	39.69	20.58	60.27
Ibermetalia	2.77	-	2.77
Metales C ECN	2.59	3.00	5.59
ECN Cable	23.93	7.30	31.24
ECN Trefilería	27.54	-	27.54
ECN Colada	25.82	-	25.82
Transformados Combisa	33.12	-	33.12
NISTICS	23.22	6.62	29.83
TRAVARTEC	33.00	8.00	41.00
Ireki	4.00	-	4.00
Zulueta	15.00	2.00	17.00
TOTAL	448	65	513

No. of employees in countries with 50 employees or

	2024	2023	2022
SPAIN	470	403	353
Italy	43	44	41

11.1 Social dialogue, freedom of association, the existence of works councils, and workers' rights to information, participation and consultation.

Cunext Group guarantees respect for trade union freedom and the right of association in accordance with current labour legislation. In all group companies, the existence of works councils and personnel delegates is recognised and facilitated, ensuring the rights of information, consultation and participation of workers established by the applicable regulations, in line with the provisions of the Workers' Statute.



11.3 Collective bargaining, including the proportion of workers covered by collective

With regard to the salaries of in-house employees, these are in accordance with the relevant collective bargaining agreement. It should be noted that, as a methodology for calculating fair wages, wages at Travartec are compared with average market wages.

All Group employees are covered by company or sector-specific collective bargaining agreements. There are no unpaid workers. Any worker in a contracted company is also governed by the sectoral agreement.

The company allows partial retirement contracts for employees who meet the requirements of the manufacturing industry, by means of a relief contract.

In addition, a private health insurance policy is offered on a voluntary basis. It should be noted that Cunext Copper Industries' staff are covered by a retirement insurance policy regulated by the collective bargaining agreement.

Coverage of employees by collective bargaining agreements by country

2024	Percentage
Spain	100%
Italy	100%

Coverage of employees by employee representatives by country

2024	Percentage
Spain	100%
Italy	100%

11.4 Work-life balance

Cunext Group has implemented work-life balance measures designed to effectively integrate the work and personal lives of its employees, emphasising the importance of a healthy balance that promotes both productivity and overall employee well-being.

Recognising that job satisfaction is crucial to performance and motivation, policies have been put in place to allow flexible working hours and remote working options, adapting to the individual needs of workers and allowing greater flexibility in managing their work and personal responsibilities.



These work-life balance initiatives are designed to support employees in managing their time and resources effectively, reducing stress and increasing job satisfaction.

By promoting a work environment that values and respects the personal needs of employees, Cunext Group strives to continuously improve the quality of life of its team, ensuring that all members of the organisation can benefit from a work environment that supports and facilitates an optimal balance between work obligations and personal life.

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.

The data associated with family leave for Cunext Group employees by gender and professional category during 2024 are shown below:



Workers entitled to family leave entitlements

2024	Executives and middle management		Staff Personnel		Operations Personnel		Total workforce	
	Men	Women	Men	Women	Men	Women	Men	Women
ESTACOR	2	-	-	1	24	-	26	1
Cunext Copper Industries	7	6	8	6	67	-	82	12
CABLEXSUR	2	-	49	-	1	-	52	0
Transformados Cunext	2	-	2	1	43	-	47	1
Corporación Cunext	19	5	23	16	-	-	42	21
Ibermetalia	1	-	-	-	2	-	3	0
Metales C ECN	-	-	2	3	1	-	3	3
ECN Cable	6	1	9	7	8	1	23	9
ECN Trefilería	-	-	2	3	29	-	31	3
ECN Colada	-	-	-	-	27	1	27	1
Transformados Combisa	1	-	-	-	33	-	34	0
NISTICS	3	2	3	3	21	1	27	6
TRAVARTEC	-	-	-	1	1	-	1	1
Ireki	-	-	-	-	-	-	0	0
Zulueta	-	-	3	2	13	0	16	2
TOTAL	43	14	101	43	270	3	414	60



No. of workers who took family leave

2024	Executives and middle management		Staff Personnel		Operations Personnel		Total workforce	
	Men	Women	Men	Women	Men	Women	Men	Women
ESTACOR	1	-	-	1	19	-	20	1
Cunext Copper Industries	-	2	6	9	44	-	50	11
CABLEXSUR	-	-	1	-	30	-	31	0
Transformados Cunext	1	-	1	-	24	-	26	0
Corporación Cunext	1	1	13	8	-	-	14	9
Ibermetalia	-	-	-	-	-	-	0	0
Metales C ECN	-	-	-	-	-	-	0	0
ECN Cable	7	1	6	6	1	-	14	7
ECN Trefilería	1	-	-	-	21	-	22	0
ECN Colada	-	-	-	-	13	-	13	0
Transformados Combisa	-	-	-	-	25	-	25	0
NISTICS	2	2	-	2	-	-	2	4
TRAVARTEC	-	-	-	1	1	-	1	1
Ireki	-	-	-	-	1	-	1	0
Zulueta	-	-	2	-	1	-	3	1
TOTAL	13	6	29	27	180	0	222	34



Workers who have returned to work after leave

2024	Executives and middle management		Staff Personnel		Operations Personnel		Total workforce	
	Men	Women	Men	Women	Men	Women	Men	Women
ESTACOR	1	-	-	1	19	-	20	1
Cunext Copper Industries	-	2	6	9	44	-	50	11
CABLEXSUR	-	-	1	-	30	-	31	0
Transformados Cunext	1	-	1	-	24	-	26	0
Corporación Cunext	1	1	13	8	-	-	14	9
Ibermetalia	-	-	-	-	-	-	0	0
Metales C ECN	-	-	-	-	-	-	0	0
ECN Cable	7	1	6	6	1	-	14	7
ECN Trefilería	1	-	-	-	21	-	22	0
ECN Colada	-	-	-	-	13	-	13	0
Transformados Combisa	-	-	-	-	25	-	25	0
NISTICS	2	2	-	2	-	-	2	4
TRAVARTEC	-	-	-	1	1	-	1	1
Ireki	-	-	-	-	1	-	1	0
Zulueta	-	-	2	-	1	-	3	1
TOTAL	13	6	29	27	180	0	222	34

It is noted that all employees have returned to work after their paternity/maternity leave in 2024.

Employees' record of entitlements and use of parental leave 2023

	2023	
	Men	Women
Workers entitled to family leave entitlements	364	50
No. of workers who took family leave	151	23
Workers who have returned to work after leave	151	23

Cunext Group proactively addresses the issue of absenteeism with a holistic approach that seeks to identify, analyse and mitigate the underlying causes of absences. The company implements a rigorous tracking and reporting system that allows for a detailed assessment of absenteeism patterns. This analysis helps the organisation to design and implement specific absence prevention strategies, such as health and wellness programmes that promote healthier lifestyles among employees.

In addition, Cunext Group focuses on creating a positive work environment, aware that a healthy and enriching work environment significantly reduces stress levels and improves the overall health of employees, which in turn reduces absenteeism rates.



These policies not only benefit employees in terms of personal health and well-being, but also improve operational efficiency and overall company productivity, creating a cycle of continuous improvement in work climate and job satisfaction.

11.5 Health and safety

The Group has established a comprehensive Occupational Health and Safety policy that strictly adheres to both Spanish and international regulations. This policy is fundamental to the prevention of occupational accidents and diseases, establishing a clear framework for action in the management of occupational risks.

At the strategic level it is important to highlight the main strategies which include:

Risk assessment

Identify, assess and classify potential risks in the work environment. This includes physical (noise, extreme temperatures), chemical (toxic substances), biological (viruses, bacteria), ergonomic (inappropriate postures) and psychosocial (work-related stress) risks.

Preventive planning

Develop a plan that sets out corrective or preventive measures and actions for identified risks. This plan should include specific procedures, responsibilities and timelines for implementation.

Training and capacity building

Provide continuous training to workers on the occupational risks to which they are exposed and how to prevent them. Training should be practical and adapted to each job, focusing on the correct use of protective equipment, handling of tools, first aid, etc.

Use of personal protective equipment (PPE)

Ensure that all employees have the appropriate safety equipment (helmet, gloves, goggles, safety shoes, etc.) and that it is used correctly at all times.

Maintenance of installations and equipment

Perform regular inspections and preventive maintenance on machinery, tools and equipment to avoid failures that could cause accidents or injuries.

Health promotion at work

Promote healthy habits, such as active breaks, ergonomics in the workplace, stress management and mental health promotion.

Emergency management

Develop clear procedures for dealing with emergency situations, such as fires, evacuations or accidents at work. This includes the installation of appropriate signage, first aid training and regular drills.

Safety culture

Foster an organisational culture where safety is a priority, promoting the active participation of employees in identifying risks and improving working conditions.

Review and continuous improvement

Periodically evaluate the preventive measures implemented, through internal or external audits, to detect failures or areas for improvement and take the necessary corrective measures.

Regulatory compliance

Ensure that all work activities comply with current occupational health and safety legislation, and be aware of applicable international or sectoral regulations.

Cunext Group values continuous improvement in all its operations and, in the area of health and safety, this translates into a constant review and updating of policies and procedures to align with best practice and current legislation. The active participation of workers in these processes is crucial and is encouraged through safety committees and other communication channels that allow for effective and direct feedback.

In terms of incident recording and reporting, Cunext Group has implemented a rigorous system that not only complies with legal requirements, but also facilitates a detailed analysis of incidents. This analysis is essential to develop effective strategies to prevent the recurrence of incidents.

With regard to updates during the year 2024, it is worth highlighting the "**Protocol on Safety at Work in the event of High Temperatures**". This is a work for which we are in the selection process of the Junta de Andalucía to select companies that carry out "Good Practices in PRL".

The aim of this protocol is to establish guidelines and procedures to ensure the safety of workers and to prevent heat-related illnesses such as heat stress, dehydration and heat exhaustion.

This protocol consists of the following blocks:



Risk Identification

Two types of zones can be distinguished in this type of company:

Area 1

These are work areas where excessive heat is caused by the high temperatures due to the climate of the area in the summer months (June, July, August and September in particular). These can be indoor areas or outdoor areas (exposed to the sun).

Area 2

These are working areas where temperatures are extreme due to the presence of furnaces, gas burners and other tools used in the copper smelting process.



Environmental conditions

Measurements of temperature, humidity and sun exposure are taken to assess the risk. And the alerts indicated by the AEMET are monitored.



Preventive measures Zone 1

Adequate ventilation;

We guarantee the circulation of fresh air in closed or unventilated spaces. For this purpose, all the halls have been air-conditioned with evaporative air-conditioning units.

Use of Refrigeration Equipment in mobile equipment

The fleet of forklift trucks has been replaced and the new ones are enclosed and air-conditioned.

Heat Exposure Times

Establish working hours that avoid continuous exposure to intense heat (preferably in the morning or afternoon). There are prohibited operations during the hottest time of the day (12 to 20 h). Training and information on heat stress prevention.



Preventive measures Zone 2

These workplaces are high temperature areas, where measures are taken to the utmost.

Heat shock monitoring bracelet

All operators working in these areas have been provided with a wristband and instructions to follow if the wristband alarms.

Clothing

Cooling clothing is being tested, but at the moment it is not compatible with the mandatory flame retardant clothing for this type of work.

Air conditioning

Portable industrial evaporative coolers have been installed in areas where the fixed ones cannot reach. We also provide air-conditioned rest areas.

Hydration

Isotonic drinks and water are available for workers to recover salts lost through perspiration. Moreover, the activities that require the most physical activity are never done at the hottest times of the day.

Training

It provides training and shares information on heat stress prevention.

Frequent Breaks

Establish regular breaks at short intervals, especially during hours of intense heat.

Finally, internal and external audits play a vital role in maintaining high health and safety standards in Cunext Group. These audits help the company prepare for obtaining and renewing relevant certifications, thus ensuring continued compliance with regulatory and corporate expectations.

This systematic and committed approach to safety and health not only protects employees, but also contributes significantly to the creation of a safer and more productive work environment.

All employees are registered with the General Social Security Scheme, paying contributions for **common and professional contingencies**, and are covered for any temporary incapacity due to illness and/or accident, or disability pension. In addition, all employees are covered by a **life and accident insurance** policy.



Health and safety-related data for the 2024 financial year are reported below:



No. of accidents

Company	2024			2023		
	Men	Women	Total	Men	Women	Total
ESTACOR	1	-	1	-	-	0
Cunext Copper Industries	2	-	2	9	-	9
CABLEXSUR	5	-	5	8	-	8
Transformados Cunext	4	-	4	9	-	9
Corporación Cunext	-	-	-	-	-	0
Ibermetalia	-	-	-	1	-	1
ECN Cable	4	-	4	2	-	2
ECN Trefilería	7	-	7	3	-	3
ECN Colada	8	-	8	3	-	3
Transformados Combisa	2	-	2	-	-	0
NISTICS	2	-	2	-	-	0
TRAVARTEC	1	-	1	4	-	4
Ireki	1	-	1	-	-	0
Zulueta				2	-	2
TOTAL	39	0	39	39	0	39



Severity index

Company	2024			2023		
	Men	Women	Total	Men	Women	Total
ESTACOR	0.21	-	0.20	-	-	0
Cunext Copper Industries	0.21	-	0.17	1.83	-	1.52
CABLEXSUR	0.61	-	0.61	1.84	-	1.84
Transformados Cunext	5.76	-	5.62	3.32	-	3.24
Corporación Cunext	-	-	0	-	-	0
Ibermetalia	-	-	0	0.24	-	0.17
ECN Cable	0.70	-	0.70	0.48	-	0.48
ECN Trefilería	3.59	-	3.59	0.27	-	0.27
ECN Colada	5.31	-	5.31	2.09	-	2.09
Transformados Combisa	0.64	-	0.64	-	-	0
NISTICS	0.17	-	0.14	-	-	0
TRAVARTEC	2.37	-	2.37	3.88	-	3.07
Ireki	7.85	-	7.85	-	-	0
Zulueta	0.81	-	0.81	-	-	0



Frequency index

Company	2024			2023		
	Men	Women	Total	Men	Women	Total
ESTACOR	23.19	-	22.28	-	-	0
Cunext Copper Industries	14.34	-	12.04	63.38	-	56.87
CABLEXSUR	56.59	-	56.59	97.9	-	97.9
Transformados Cunext	55.81	-	54.47	136.12	-	132.6
Corporación Cunext	-	-	0	-	-	0
Ibermetalia	-	-	0	34.68	-	25.39
ECN Cable	104.11	-	104.11	54.33	-	54.33
ECN Trefilería	140.57	-	140.57	62.5	-	62.5
ECN Colada	167.89	-	167.89	66.12	-	66.12
Transformados Combisa	71.86	-	71.86	-	-	0
NISTICS	43.48	-	34.79	-	-	0
TRAVARTEC	16.03	-	16.03	70.66	-	55.87
Ireki	148.1	-	148.1	-	-	0
Zulueta	64.96	-	64.96	-	-	0



Occupational illnesses

Company	2024			2023		
	Men	Women	Total	Men	Women	Total
ESTACOR	-	-	0	-	-	0
Cunext Copper Industries	-	-	0	1	-	0
CABLEXSUR	-	-	0	-	-	0
Transformados Cunext	-	-	0	-	-	0
Corporación Cunext	-	-	0	-	-	0
Ibermetalia	-	-	0	-	-	0
ECN Cable	-	-	0	-	-	0
ECN Trefilería	-	-	0	-	-	0
ECN Colada	-	-	0	-	-	0
Transformados Combisa	-	-	0	-	-	0
NISTICS	-	-	0	-	-	0
TRAVARTEC	-	-	0	-	-	0
Ireki	-	-	0	-	-	0
Zulueta	-	-	0	-	-	0
TOTAL	0	0	0	1	0	1

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. The absenteeism rate for this financial year is shown below:



Number of days lost due to work-related accidents, health

Company	2024			2023		
	Men	Women	Total	Men	Women	Total
ESTACOR	9	-	9	-	-	0
Cunext Copper Industries	29	-	29	241	-	241
CABLEXSUR	54	-	54	151	-	151
Transformados Cunext	413	-	413	220	-	220
Corporación Cunext	-	-	-	-	-	0
Ibermetalia	-	-	-	7	-	7
ECN Cable	27	-	27	18	-	18
ECN Trefilería	179	-	179	13	-	13
ECN Colada	253	-	253	95	-	95
Transformados Combisa	31	-	31	-	-	0
NISTICS	8	-	8	-	-	0
TRAVARTEC	148	-	148	220	-	220
Ireki	53	-	53	-	-	0
Zulueta	25	-	25	-	-	0
TOTAL	1,229	0	1,229	965	0	965

11.6 Gender Equality and Equal Pay for Work of equal value

As part of its strong commitment to equality and inclusion, Cunext Group has continued to strengthen its initiatives aimed at fostering an equitable and diverse work environment during 2024. The company has consolidated its focus on ensuring equal opportunities for all its employees, eliminating any kind of discrimination and promoting practices that support equal opportunities.

In 2021, in order to adhere to Spanish Royal Decree 902/2020 of 13 October on Equal Pay for Men and Women, the Group began to draw up a salary register.

This register involves a detailed analysis of employees' salaries, categorising remuneration according to positions of equal value. This process enables an accurate assessment and justifies the application of equal pay principles within the Group.

In this regard, it should be noted that the remuneration of Cunext Group employees significantly exceeds the minimum wage, being above the average in the regions where the Group operates.

The Group has also intensified its efforts to implement effective work-life balance measures, as mentioned in previous sections, by providing flexible working hours and teleworking options that especially support employees with family responsibilities. These policies not only contribute to a better work-life balance, but also strengthen women's participation and career advancement within the company.

It should be noted that all employees on maternity/paternity leave are urged by the company to apply for their benefit, for which the company issues the corresponding certificate for the employee to process it with the INSS, the Spanish Social Security office.

In addition, the company calculates accumulated breastfeeding days and accumulated holidays at the employee's request.



To ensure continued progress in these areas, Cunext Group carries out regular monitoring to ensure the effectiveness of equality and inclusion initiatives. The results obtained from these evaluations guide strategic decisions and help to identify new areas of action to further strengthen the culture of equality.

The integration of these efforts into the daily management of Cunext Group demonstrates its ongoing commitment to promoting a working environment where equality and inclusion are not just aspirational values, but active principles that guide corporate operations and strategy.

On the other hand, 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.

Cunext Group's commitment to the inclusion of people with disabilities translates into the creation of both direct and indirect employment opportunities for this group. In particular, Cunext Copper Industries is notable for having a disabled person on its staff.

With regard to the management of personal information, **Cunext** Group strictly adheres to *Organic Law 3/2018 on Personal Data Protection and the Guarantee of Digital Rights*, thus ensuring the privacy and security of data in accordance with this legislation and its own Privacy Policy.

In addition, the Group's Code of Ethics and Conduct reflects a commitment to handle the personal information of employees, customers, suppliers and other stakeholders appropriately, respecting their right to privacy.

Below is the data associated with the number of employees by gender, age and professional classification for 2024. These data are shown in a different format to those of 2024 in order to preserve the original format in which they were verified based on the requirements of law 11/2018. The 2024 table also includes data required by the Corporate Sustainability Reporting Directive (CSRD).

No. of employees by gender and professional classification at year-end

2024	Executives and middle management				Staff Personnel				Operations Personnel			
	M	%	W	%	M	%	W	%	M	%	W	%
Estacor	2	100%	-	0%	-	0%	1	100%	24	100%	-	0%
Cunext Copper Industries	7	54%	6	46%	8	57%	6	43%	67	100%	-	0%
CABLEXSUR	2	100%	-	0%	49	100%	-	0%	1	100%	-	0%
Transformados Cunext	2	100%	-	0%	2	67%	1	33%	43	100%	-	0%
Corporación Cunext	19	79%	5	21%	23	59%	16	41%	-	100%	-	0%
Ibermetalía	1	100%	-	0%	-	100%	-	0%	2	100%	-	0%
Metales C ECN	-	0%	-	0%	2	40%	3	60%	1	100%	-	0%
ECN Cable	6	86%	1	14%	9	56%	7	44%	8	89%	1	11%
ECN Trefilería	-	100%	-	0%	2	40%	3	60%	29	100%	-	0%
ECN Colada	-	100%	-	0%	-	100%	-	0%	27	96%	1	4%
Transformados Combisa	1	100%	-	0%	-	100%	-	0%	33	100%	-	0%
NISTICS	3	60%	2	40%	3	50%	3	50%	21	95%	1	5%
TRAVARTEC	4	80%	1	20%	3	30%	7	70%	27	96%	1	4%
Ireki	-	0%	-	0%	-	0%	-	0%	4	100%	-	0%
Zulueta	-	0%	-	0%	3	60%	2	40%	13	100%	-	0%
TOTAL	47	76%	15	24%	104	68%	49	32%	300	99%	4	1%

2023	Men	Women
Executives and middle management	47	17
Staff Personnel	46	41
Operations Personnel	301	0

Total number of employees by gender and age at year-end

2024	Under 30 years old				Between 30-50				Over 50 years old			
	M	%	W	%	M	%	W	%	M	%	W	%
Estacor	2	67%	1	33%	19	100%	-	0%	5	100%	-	0%
Cunext Copper Industries	2	100%	-	0%	36	84%	7	16%	44	90%	5	10%
CABLEXSUR	4	100%	-	0%	41	100%	-	0%	7	100%	-	0%
Transformados Cunext	1	50%	1	50%	31	100%	-	0%	15	100%	-	0%
Corporación Cunext	4	36%	7	64%	27	68%	13	33%	11	92%	1	8%
Ibermetalía	-	0%	-	0%	2	100%	-	0%	1	100%	-	0%
Metales C ECN	-	0%	1	100%	3	60%	2	40%	-	0%	-	0%
ECN Cable	3	75%	1	25%	14	64%	8	36%	6	100%	-	0%
ECN Trefilería	2	67%	1	33%	26	93%	2	7%	3	100%	-	0%
ECN Colada	1	50%	1	50%	20	100%	-	0%	6	100%	-	0%
Transformados Combisa	1	100%	-	0%	12	100%	-	0%	21	100%	-	0%
NISTICS	-	0%	2	100%	14	78%	4	22%	13	100%	-	0%
TRAVARTEC	10	91%	1	9%	15	71%	6	29%	9	82%	2	18%
Ireki	-	0%	-	0%	3	100%	-	0%	1	100%	-	0%
Zulueta	2	100%	-	0%	8	80%	2	20%	6	100%	-	0%
TOTAL	32	67%	16	33%	271	86%	44	14%	148	95%	8	5%

2023	Men	Women
Under 30 years	25	13
Between 30-50	253	36
Over 50 years old	119	6

Total number and distribution of types of employment contracts at the end of the year

2024	Fixed		Temporary	
	Men	Women	Men	Women
ESTACOR	26	1	-	-
Cunext Copper Industries	74	12	8	-
CABLEXSUR	52	-	-	-
Transformados Cunext	45	1	2	-
Corporación Cunext	42	21	-	-
Ibermetalia	3	-	-	-
Metales C ECN	3	3	-	-
ECN Cable	23	8	-	-
ECN Trefilería	27	3	4	-
ECN Colada	23	-	4	1
Transformados Combisa	21	-	13	-
NISTICS	27	6	-	-
TRAVARTEC	31	8	2	-
Ireki	4	-	-	-
Zulueta	14	2	2	-
TOTAL	415	65	35	1

2023	Men	Women
Permanent employees	376	57
Temporary employees	18	1

No. of employees at year-end by type of contract, gender and country

2024	Men			Women		
	Fixed	Temp.	Total	Fixed	Temp.	Total
SPAIN	384	33	417	57	1	58
Italy	31	2	33	-	-	-
TOTAL	415	35	450	57	1	58



Number of dismissals by sex and age:

2024	Under 30 years old				Between 30-50				Over 50 years old			
	M	%	W	%	M	%	W	%	M	%	W	%
Estacor	-	0%	-	0%	1	100%	-	0%	-	0%	-	0%
Cunext Copper Industries	-	0%	-	0%	-	0%	-	0%	8	100%	-	0%
CABLEXSUR	-	0%	-	0%	-	0%	-	0%	-	0%	-	0%
Transformados Cunext	-	0%	-	0%	-	0%	-	0%	2	100%	-	0%
Corporación Cunext	-	0%	-	0%	-	0%	-	0%	-	0%	-	0%
Ibermetalia	-	0%	-	0%	-	0%	-	0%	-	0%	-	0%
Metales C ECN	-	0%	-	0%	1	100%	-	0%	-	0%	-	0%
ECN Cable	-	0%	1	100%	2	50%	2	50%	-	0%	-	0%
ECN Trefilería	2	100%	-	0%	8	100%	-	0%	-	0%	-	0%
ECN Colada	1	50%	1	50%	8	100%	-	0%	1	100%	-	0%
Transformados Combisa	-	0%	-	0%	-	0%	-	0%	13	100%	-	0%
NISTICS	-	0%	-	0%	-	0%	-	0%	-	0%	-	0%
TRAVARTEC	5	83%	1	17%	8	89%	1	11%	1	100%	-	0%
Ireki	-	0%	-	0%	-	0%	-	0%	-	0%	-	0%
Zulueta	-	0%	-	0%	-	0%	-	0%	-	0%	-	0%
TOTAL	8	73%	3	27%	28	90%	3	10%	25	100%	-	0%

The number of redundancies during 2023 was 32 people.

Average earnings broken down by sex, age and pay gap

2024	Under 30 years old				Between 30-50				Over 50 years old			
	M	W		%M/F	M	W		%M/F	M	W		%M/F
Estacor	13,550	22,679	18,115	67.37%	24,390	-	24,390	-	30,256	-	30,256	-
Cunext Copper Industries	30,993	-	30,993	-	33,855	35,549	34,702	5.00%	36,845	41,768	39,307	13.36%
CABLEXSUR	19,726	-	19,726	-	25,432	-	25,432	-	31,739	-	31,739	-
Transformados Cunext	20,887	30,438	25,663	45.73%	24,192	-	24,192	-	26,677	-	26,677	-
Corporación Cunext	20,621	29,858	25,240	44.79%	45,239	42,540	43,890	-5.97%	103,438	29,554	66,496	-71.43%
Ibermetalia	-	-	-	-	18,482	-	18,482	-	41,577	-	41,577	-
Metales C ECN	-	26,216	26,216	-	22,843	28,658	25,751	25.46%	-	-	-	-
ECN Cable	27,895	5,220	16,558	-81.29%	35,936	39,461	37,699	9.81%	48,532	-	48,532	-
ECN Trefilería	22,880	-	22,880	-	27,677	-	27,677	-	27,914	-	27,914	-
ECN Colada	5,562	6,216	5,889	11.76%	37,123	-	37,123	-	27,275	-	27,275	-
Transformados Combisa	29,785	-	29,785	-	28,855	-	28,855	-	17,965	-	17,965	-
NISTICS	-	18,486	18,486	-	26,202	27,892	27,047	6.45%	27,764	13,218	20,491	-52.39%
TRAVARTEC	27,832	26,256	27,044	-5.66%	34,812	39,702	37,257	14.05%	39,623	49,351	44,487	24.55%
Ireki	-	-	-	-	22,735	-	22,735	-	23,948	-	23,948	-
Zulueta	20,691	-	20,691	-	18,603	32,809	25,706	76%	18,764	-	9,382	-

2023	Men	Women
Under 30 years	28,490	26,824
Between 30-50	34,200	36,034
Over 50 years old	42,840	68,977

Average earnings broken down by gender, occupational classification and pay gap

2024	Executives and middle management				Staff Personnel				Operations Personnel			
	M	W		%M/F	M	W		%M/F	M	W		%M/F
Estacor	44,333	-	44,333	-	-	22,679	22,679	-	23,101	-	23,101	-
Cunext Copper Industries	61,450	52,180	56,815	-15.09%	29,594	25,976	27,785	-12.23%	33,058	-	33,058	-
CABLEXSUR	50,441	-	50,441	-	50,441	-	50,441	-	24,848	-	24,848	-
Transformados Cunext	54,398	-	54,398	-	25,703	30,438	28,071	18.42%	22,804	-	22,804	-
Corporación Cunext	90,859	81,630	86,245	-10.16%	29,228	26,229	27,729	-10.26%	-	-	-	-
Ibermetalía	41,577	-	41,577	-	-	-	-	-	18,482	-	18,482	-
Metales C ECN	-	-	-	-	14,044	27,844	20,944	98.26%	31,642	-	31,642	-
ECN Cable	57,693	76,280	66,987	32.22%	35,267	34,201	34,734	-3.02%	29,056	5,220	17,138	-82.03%
ECN Trefilería	20,865	-	20,865	-	-	-	-	-	27,491	-	27,491	-
ECN Colada	-	-	-	-	-	-	-	-	33,779	6,216	19,998	-81.60%
Transformados Combisa	73,173	-	73,173	-	-	-	-	-	20,770	-	20,770	-
NISTICS	64,520	51,814	58,167	-19.69%	27,508	13,186	20,347	-52.06%	22,470	22,156	22,313	-1.40%
TRAVARTEC	61,407	91,000	76,204	48.19%	42,537	35,194	38,866	-17.26%	29,032	25,811	27,422	-11.09%
Ireki	-	-	-	-	-	-	-	-	24,653	-	24,653	-
Zulueta	-	-	-	-	28,681	32,809	30,745	14%	17,316	-	17,316	-

2023	Men	Women
Executives and middle management	59,527	66,469
Staff Personnel	35,463	28,344
Operations Personnel	29,133	-

11.7 Training and development of capacities

Cunext Group works on the continuous training of its employees, assigning great importance to the development of skills that support both professional and personal growth.

Training ranges from specific technical training to soft skills development, ensuring that all workers can keep up to date with the latest technologies and methodologies.

The Group's training programme is strategically designed to align employees' skills with corporate objectives, which facilitates the effective execution of the company's strategy and strengthens its competitiveness in the marketplace. Particular emphasis is placed on fostering a culture of continuous learning, where training is not seen as a one-off requirement, but as an ongoing process that contributes to the organisation's adaptability and resilience in the face of market changes.

In addition, Cunext Group uses training as a tool to improve employee engagement and satisfaction, recognising that professional development is a key component in improving talent retention and staff motivation.



The company strives to provide equitable and accessible training opportunities for all employees, regardless of level or role, ensuring that everyone has the opportunity to grow and develop within the organisation. The Training Plan is aimed at consolidating a knowledge base in new areas of activity, thus ensuring that learning and development continues to evolve in line with emerging needs and developments in the sector.



No. of workers who participated in training activities

2024	Executives and middle management		Staff Personnel		Operations Personnel		Total workforce	
	Men	Women	Men	Women	Men	Women	Men	Women
Estacor	1	-	-	1	5	-	6	1
Cunext Copper Industries	6	3	6	4	67	-	79	7
Cablexsur	2	-	1	-	10	-	13	0
Transformados Cunext	-	-	-	-	-	-	0	0
Corporación Cunext	6	6	21	11	-	-	27	17
Ibermetalia	-	-	1	-	-	-	1	0
ECN Cable	-	-	1	2	-	-	1	2
ECN Trefilería	-	-	-	-	-	-	0	0
ECN Colada	-	-	-	-	-	-	0	0
Transformados Combisa	7	1	3	-	61	-	71	1
NISTICS	1	3	2	2	4	3	7	8
TRAVARTEC	-	1	-	2	-	-	-	3
Ireki	-	-	-	-	-	-	0	0
Zulueta	-	-	-	-	-	-	0	0
TOTAL	23	14	35	22	147	3	205	39



No. of hours of training by gender and professional category

2024	Executives and middle management		Staff Personnel		Operations Personnel		Total workforce	
	Men	Women	Men	Women	Men	Women	Men	Women
Estacor	12	-	-	12	79	-	91	12
Cunext Copper Industries	76	48	107	51	117	-	300	99
Cablexsur	24	-	14	-	36	-	74	0
Transformados Cunext	-	-	-	-	-	-	0	0
Corporación Cunext	94	90	235	56	-	-	329	146
Ibermetalia	-	-	60	-	-	-	60	0
ECN Cable	-	-	1	2	-	-	1	2
ECN Trefilería	-	-	-	-	-	-	0	0
ECN Colada	-	-	-	-	-	-	0	0
Transformados Combisa	112	22	60	-	549	-	721	22
NISTICS	12	42	4	-	8	4	24	46
TRAVARTEC	-	3	-	3	-	-	-	6
Ireki	-	-	-	-	-	-	0	0
Zulueta	-	-	-	-	-	-	0	0
TOTAL	330	205	481	124	789	4	1,600	333

Historical training hours

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Executives and middle management	330	205	536	307	182	112
Staff Personnel	481	124	384	467	390	260
Operations Personnel	789	4	1,372	62	4,437	0
TOTAL	1,600	333	2,292	836	5,009	372

Average hours of training by gender and professional category

2024	Executives and middle management		Staff Personnel		Operations Personnel		Total workforce	
	Men	Women	Men	Women	Men	Women	Men	Women
ESTACOR	12.00	-	-	12.00	79.00	-	22.75	12.00
Cunext Copper Industries	25.16	48	21.40	25.50	23.40	-	27.22	49.50
CABLEXSUR	24.00	-	14.00	-	12.00	-	14.80	0.00
Transformados Cunext	-	-	-	-	-	-	0.00	0.00
Corporación Cunext	31.33	18.00	58.75	18.66	-	-	47.13	32.66
Ibermetalía	-	-	60.00	-	-	-	60.00	0.00
ECN Cable	-	-	1.00	2.00	-	-	1.00	2.00
ECN Trefilería	-	-	-	-	-	-	0.00	0.00
ECN Colada	-	-	-	-	-	-	0.00	0.00
Transformados Combisa	56.00	22.00	60.00	-	61.00	-	72.10	0.00
NISTICS	12.00	21.00	4.00	-	8.00	4.00	8.00	15.30
TRAVARTEC	-	3.00	-	3.00	-	-	-	6.00
Ireki	-	-	-	-	-	-	0.00	0.00
Zulueta	-	-	-	-	-	-	0.00	0.00

Average training expenditure

	2024
ESTACOR	€ 1,260
Cunext Copper Industries	€ 4,712
Cablexsur	€ 17,407
Transformados Cunext	€ 2,735
Corporación Cunext	€ 3,987
Ibermetalía	€ 464
ECN Cable	€ 4,266
ECN Trefilería	€ 5,075
ECN Colada	€ 11,726
Transformados Combisa	€ 12,887
NISTICS	€ 6,033
TRAVARTEC	€ 6,360
Ireki	-
Zulueta	-
TOTAL	€ 70,552

11.8 Inclusion of persons with disabilities

No. of employees with disabilities

2024	No. of people with disabilities	% of employees with disabilities
Estacor	-	0%
Cunext Copper Industries	-	0%
Cablexsur	-	0%
Transformados Cunext	1	2.38%
Corporación Cunext	-	0%
Ibermetalía	-	0%
ECN Cable	-	0%
ECN Trefilería	-	0%
ECN Colada	-	0%
Transformados Combisa	-	0%
NISTICS	-	0%
TRAVARTEC	2	4.65%
Ireki	-	0%
Zulueta	-	0%





12

ESRS S2

VALUE CHAIN

WORKERS

12 ESRS S2 VALUE CHAIN WORKERS

In its ongoing commitment to promote integrity and responsibility throughout its supply chain, including suppliers, contractors and business partners, Cunext Group continues to pursue its responsible management model. This approach, in line with its long-term strategy, focuses on strengthening partnerships with its suppliers, facilitating its access to new markets and ensuring that its customers receive products of the highest quality, sourced from exceptional raw materials.

Cunext Group emphasises the importance of aligning the values and principles of its suppliers with its own, promoting sustainable business practices and proximity. This is particularly reflected in its preference for local suppliers, especially those located in the Andalusia region, which not only supports the local economy, but also minimises the environmental impact of its supply chain.

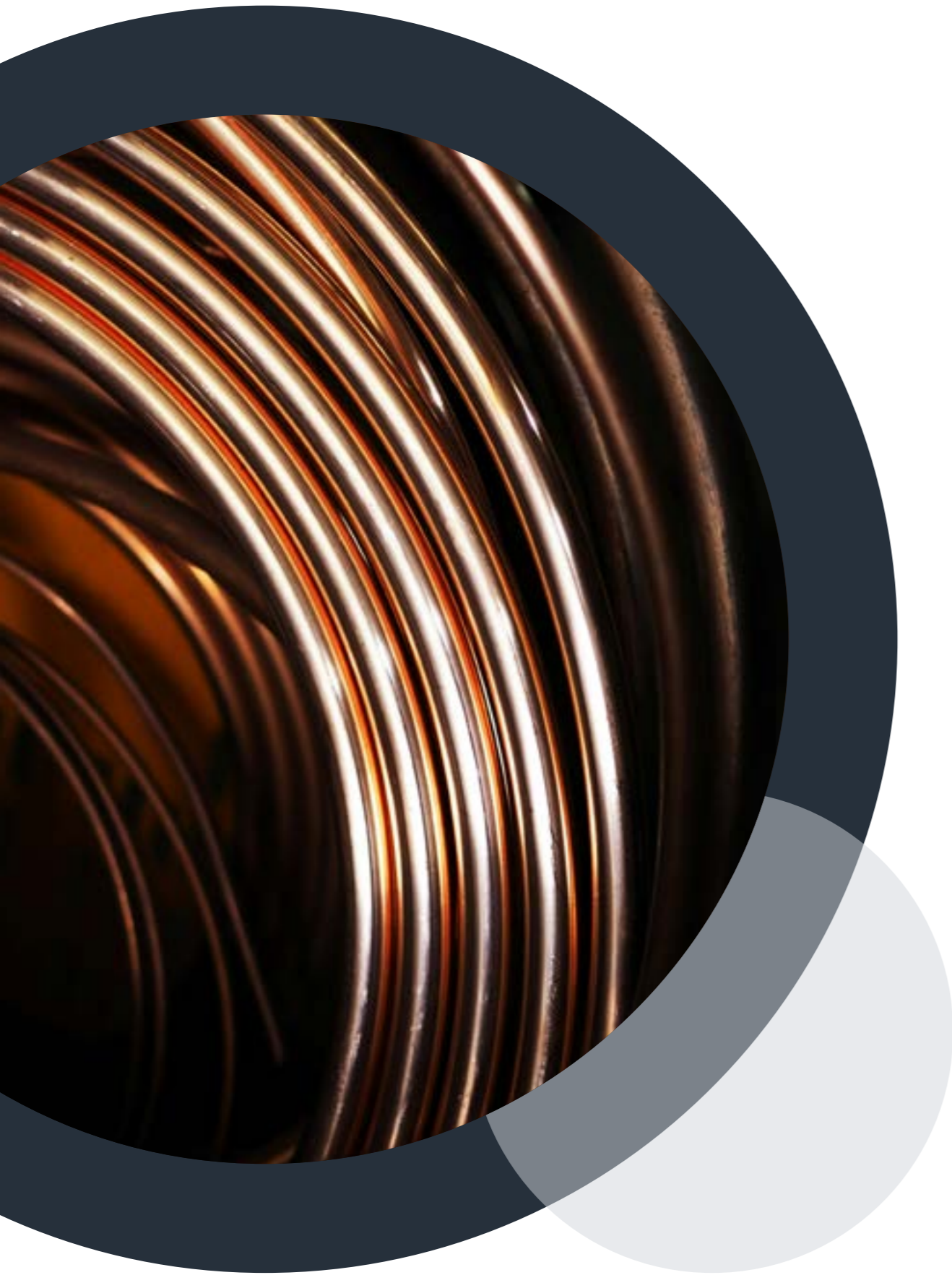
However, Cunext Group takes seriously the management of issues related to dependence on nearby suppliers, which presents both risks of lack of supply and opportunities for upstream business integration. In view of this situation, effective measures have been taken to diversify its sources and create new business units, thus ensuring the stability and expansion of its operations.

In terms of supplier selection, especially for key minerals such as tin, Cunext Group has established a rigorous evaluation process based on national and international regulatory requirements.

The Group places great emphasis on ethics within its value chain, striving to convey to its suppliers the ethical principles that govern its operations. This includes a special focus on rejecting any practices related to conflict minerals, ensuring that all business activities are aligned with the highest standards of social and environmental responsibility.

It is noteworthy that Cunext Group has also been recognised as a reference supplier on the ECOVADIS platform, obtaining a "gold" rating in 2024 for its outstanding performance in sustainability. This achievement reflects the Group's commitment to sustainable and responsible business practices.





12.1 Working conditions

Cunext Group operates under a rigorous monitoring and auditing system designed to ensure that working conditions in its supply chain meet high ethical and legal standards. This system includes periodic audits, the results of which are used to implement corrective actions and continuous improvements.

The Raw Materials policy emphasises coordination between sales and production to adapt to market changes and ensure a continuous supply of raw materials, minimising production and economic risks. Cunext Group also ensures that these policies promote health and safety at work and respect the environment.

12.2 Equal treatment and opportunities for all

Cunext Group guarantees equal treatment and opportunities for all its suppliers. To this end, it has established a procedure for the evaluation and selection of suppliers and contractors, through which Cunext Group seeks to maximise the reliability, quality, sustainable and energy performance of its products at the lowest cost.

This protocol applies to both national and international partners through the SYNERTRADE platform, with the exception of raw material suppliers who are subject to a specific evaluation methodology. For occasional procurements the evaluation of suppliers is left to the discretion of the Purchasing and Contracting Sub-Directorate.

The selection process starts with detailed needs planning, followed by the identification and qualification of potential suppliers based on sustainability criteria. This process is divided into two phases: initially, suppliers complete a **self-registration form on SYNERTRADE** to enter the database. Subsequently, if deemed eligible, they must provide detailed information and answer a questionnaire covering aspects such as Occupational Risk Prevention, Quality, Financial Information, the Environment, Sustainability, Cybersecurity and Energy Efficiency.

Following the compilation and evaluation of the information by the Purchasing Department, the suppliers that best meet the identified needs are selected and finally contracted.

To ensure compliance and legality in its business operations, the Group implements an exhaustive supplier approval process. This implies that suppliers must complete a due diligence form, thus providing Cunext Group with access to essential information for a transparent and rigorous assessment, including business, financial and management data.

The following figure summarises the steps of the supplier approval process:



The documentation provided is meticulously verified by the Raw Materials Purchasing Department team and validated by the Compliance Officer and the Group's Finance Department. In addition, an internal record is kept of all documentation received from suppliers for future reference and internal approvals.

12.3 Other labour rights

Child labour, forced labour and adequate housing

Cunext Group underlines its commitment to the defence of Human Rights, evidenced by the integration of the principle of equality and non-discrimination in its Code of Ethics and Conduct, regardless of origin, ethnicity, gender, religious belief, opinion or any other personal or social condition or situation.

It also has an Ethics Channel, accessible through its corporate website (www.cunext.com), where actions suspected of infringing human rights can be reported, thus ensuring a culture of respect and transparency.

Privacy

In accordance with the above, the Group has a Privacy Policy available on its official website (www.cunext.com/politica-deprivacidad). The privacy policy comprehensively details how personal data is handled and protected in accordance with current regulations, ensuring transparency and protection of personal information throughout Cunext Group's operations.

This document details the persons responsible for managing personal data, the processing operations of such data, and the rights of the persons to whom these data refer, which may be processed by any of the subsidiary companies of Cunext Group.



13

ESRS S3

AFFECTED GROUPS

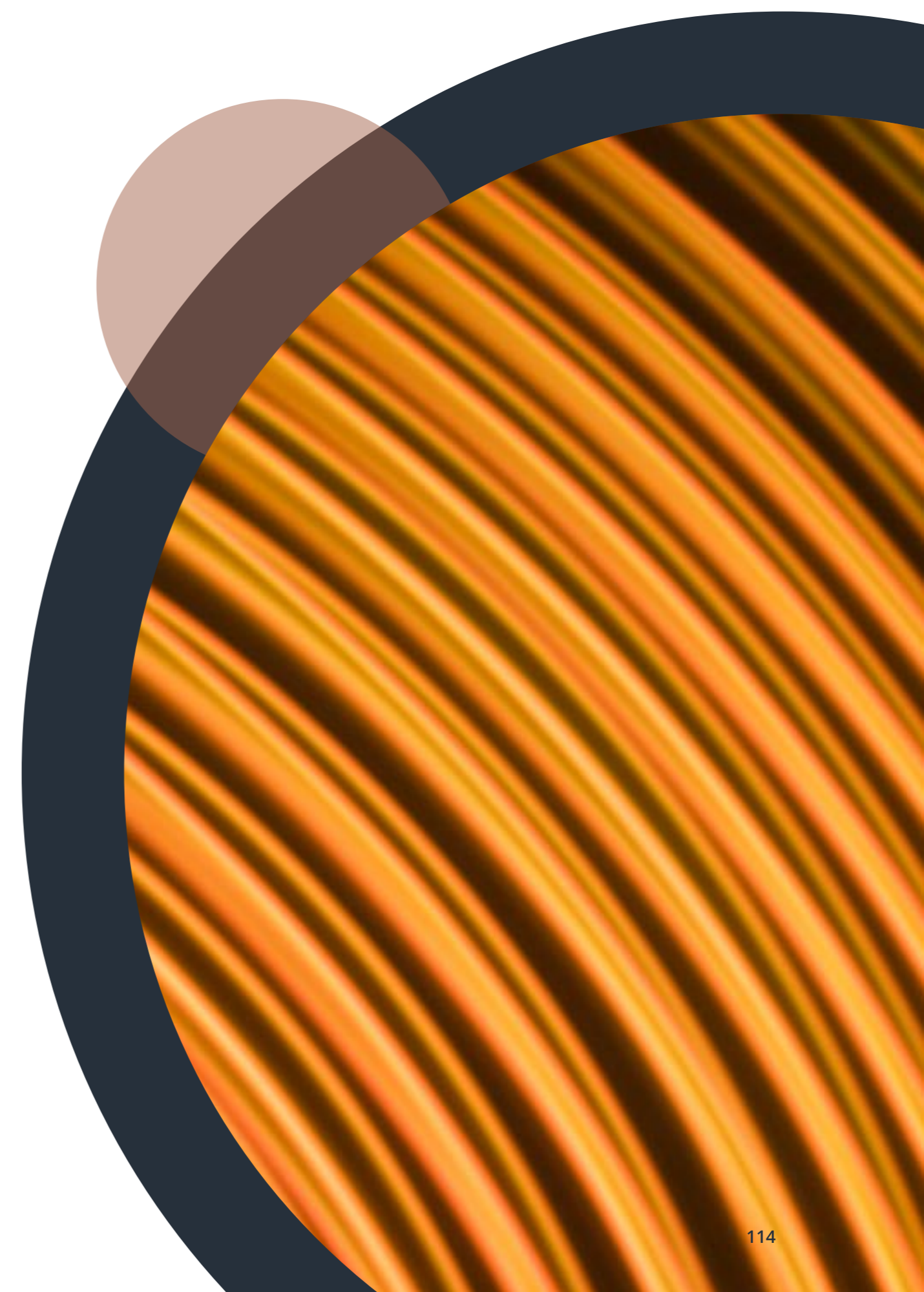
13 ESRS S3 AFFECTED GROUPS

Cunext Group is firmly committed to its affected groups, maintaining a constant and solid relationship with its environment. The company focuses on the importance of evaluating and considering their opinions, ensuring that they are heard and addressed in a relevant manner.

The establishment of the Ethics Channel on the website reinforces this connection, providing a public and accessible means for stakeholders to raise queries about the Code of Ethics, as well as to report facts that may constitute administrative infractions, criminal offences or breaches of the Code of Ethics.

In addition, the internal procedure ensures that incidents are dealt with appropriately, with a specific focus on continuous monitoring to ensure effective management. As part of its actions, the company seeks to strengthen its relationship with local communities, prioritising the promotion of employment, sustainability and support for culture.

With the clear objective of minimising potential risks, Cunext Group allocates both human and material resources to address any incident proactively. Currently, no incidents have been reported; however, the company is committed to maintaining a standard of excellence, with the goal of achieving Zero Incidents in its integrated management.



13.1 Collective economic, social and cultural rights

Cunext Group strives to ensure respect for the economic, social and cultural rights of the communities affected by its activities. This is reflected in its policy of promoting employment, sustainability and support for local culture.

Adequate housing

Cunext Group, aware of the needs of local communities, recognises the importance of adequate housing in the areas where it operates. However, the nature of its current corporate activities and strategies does not include direct involvement in housing programmes.

Adequate food

So far, Cunext Group has joined the network of companies involved in the Health Promotion in the Workplace programme initiated by the Andalusian Regional Government. One of the branches of this programme is the theme of Healthy Eating, for which a series of practical workshops are organised as a guide to good eating habits.

Cunext Group is aware of the importance of nutrition for the development and well-being of communities, and is therefore not ruling out future participation in initiatives led by other organisations or governmental bodies that focus on these areas as part of its commitment to social responsibility.

Water and sanitation

In line with its efforts to promote environmental sustainability and care for water resources, Cunext Group carries out initiatives that promote water care and, therefore, access to clean and safe water for local communities, implementing measures aimed at saving and reusing water in its production processes.

Land-related incidents

Cunext Group is proactively engaged in the management of any land-related incidents, considering the direct impact these situations may have on local communities. The company allocates human and material resources to address potential risks in a preventive manner, ensuring that operations are conducted in a responsible and sustainable manner.

Furthermore, although **there have been no incidents to date**, Cunext Group places an emphasis on maintaining a standard of excellence in the management of the land on which its facilities are located. This goal reflects the company's commitment to the safety of affected groups and the environment in which they operate, ensuring that any potential impacts are managed in an effective and transparent manner.

In this context, the company carries out studies to determine the state of the soils in which it operates and undertakes to maintain control programmes to avoid contamination as a result of its activity, ensuring the correct management of such soil and guaranteeing that the actions taken to address any environmental impact are inclusive and take into account the needs and concerns of local communities.

This social approach not only highlights Cunext Group's responsibility towards local communities, but also demonstrates its commitment to long-term sustainability and the preservation of the environment for future generations.



Security-related incidents

Recognising the importance of safeguarding the integrity of its employees and local communities, the company allocates significant resources, both human and material, to address potential security risks in a preventive and efficient manner.

Despite having experienced no security incidents so far, Cunext Group maintains a high standard of excellence in all security-related matters.

The company strives to foster a culture of safety inside and outside its facilities, encouraging collaboration with local communities in the promotion of safe environments.

Through a preventive approach and the implementation of effective risk management practices, the company seeks not only to protect its employees, but also to strengthen relations with the surrounding communities.

This commitment to safety from a social perspective highlights the priority that Cunext Group assigns to the well-being of its workers and the surrounding environment, demonstrating its dedication to being a responsible and proactive agent in preventing risks and ensuring a safe and healthy working environment.

13.2 Civil and political rights of groups

As part of Cunext Group's commitment to the civil and political rights of affected groups, the company is committed to safeguarding freedom of expression, assembly and other fundamental rights. Through the proactive management of possible incidents and the use of open and transparent communication platforms, such as the implementation of suggestion boxes or dialogue channels, Cunext Group promotes an environment where freedom of expression and assembly are respected.

In this regard, the company is committed to providing or facilitating reparations if it has caused or exacerbated a substantial negative impact on the affected communities.

It thus implements an evaluation process to determine the effectiveness of the remediation provided, ensuring that needs are adequately addressed and that the effectiveness of these actions is periodically assessed.



Freedom of expression

Through platforms such as the Ethical Channel on the website — mentioned above — Cunext Group ensures that affected groups can express their concerns in a safe and open environment. The company promotes a space for the free expression and exchange of ideas, thus fostering an inclusive and participatory environment.



Freedom of assembly

Similarly, Cunext Group facilitates the freedom of assembly of the affected groups, promoting the organisation of constructive meetings if necessary. The company supports social interaction and cooperation between stakeholders by providing an environment conducive to meetings and events that strengthen collaboration and dialogue.



Incidents affecting human rights defenders

Currently, there are no reported incidents affecting human rights defenders. However, Cunext Group is committed to protecting and respecting the rights of those who promote just causes and fundamental values. The company recognises the importance of supporting human rights defenders and promotes a safe environment for their work through communication channels that ensure an open space for expression and making complaints.

A large industrial warehouse filled with numerous rolls of metal wire on pallets. The rolls are arranged in rows, extending into the distance. The warehouse has a high ceiling with a complex steel truss structure and several industrial lights hanging from it. The floor is a light-colored concrete. The overall scene is a well-organized industrial storage area.

14

ESRS S4

CONSUMERS AND

END-USERS

14 ESRS S4 CONSUMERS AND END- USERS

Cunext Group, aware of the importance of establishing a relationship of trust and effective response to consumers and end-users, has adopted a firm commitment to guarantee quality and safety in the interaction with its products and services.

This commitment is articulated through a comprehensive set of procedures and strategies designed to effectively manage incidents and continuously improve the customer experience.

It should be noted that Cunext Group deeply values the opinion of its customers, implementing a **system of satisfaction surveys** that is regularly updated to address aspects such as the sustainability of products and services.

These surveys, mainly targeted at key customers, assess service quality, excellence, responsiveness and product reliability on a five-point scale.

No satisfaction survey was carried out in 2024. However, it is worth noting that during 2023 they did take place, with 45.66% of them rated as "Very good" and 41.30% as "Good". Finally, it is indicated that these satisfaction surveys will be repeated in 2025 in order to keep the results up to date and representative of the degree of satisfaction of its consumers and end users.

14.1 Incidents related to information for consumers or end-users

In this area, Cunext Group has implemented specific procedures in its Integrated Management System to effectively handle customer complaints and communications related to quality. In addition, it focuses on understanding the perspectives of consumers and end-users, through clear protocols, documenting causes and corrective actions, and ensuring detailed monitoring of the effectiveness of implemented solutions, as detailed in the following subsections:

Incident management

Within the framework of collaboration with consumers and end-users on incidents, the Group has implemented specific procedures within its Integrated Management System aimed at regulating customer complaints and quality communications, as well as identifying and assessing customer expectations and measuring customer satisfaction. The system described above enables a fluid relationship and contact with customers by the Commercial area, which is essential for the effective treatment of any incident, which is reflected in the evaluation reports.

Cunext Group deeply understands how the perspectives of consumers and end-users influence their decisions or activities and, in order to better understand these perspectives, it adopts measures such as the analysis of responses obtained from regular satisfaction surveys. This approach is designed to use a process of continuous improvement to assess the need to implement actions relating to processes and/or services to more effectively meet customer needs.

Troubleshooting and support channels

To address and remedy negative incidents, Cunext Group has a standard procedure that starts with the opening of a complaint, documenting the causes and immediate containment and corrective actions. This process is complemented by detailed internal monitoring of the effectiveness of the implemented actions, and is closed once their effectiveness has been verified and customer approval has been obtained. In some cases, especially with major customers, regular incident follow-up meetings are held, where appropriate actions are closed.

The Group establishes multiple channels for consumers and end-users to raise their concerns or needs directly. These channels include customer-specific incident or non-conformance reports, periodic satisfaction surveys, and regular follow-up visits and business contacts. The accessibility and availability of these channels is promoted through regular commercial visits, where feedback from customers on their satisfaction or concerns is actively collected, as well as through specific technical or quality visits to the locations of use or installation of the product.

To assess the effectiveness of these channels and to ensure that the target audience is aware of and trusts these structures, Cunext Group carries out a detailed follow-up of the issues raised and addressed, which are distributed internally to the departments or persons concerned, as well as the final results of the implementation of the customer satisfaction assessment.



Adoption of measures

In its efforts to mitigate risks and enhance opportunities with regard to consumers and end-users, the Group has set clear objectives aimed at reducing negative impacts and promoting positive impacts. This is achieved through the analysis of the context, risks and opportunities — regulated in detail through one of the company's internal procedures — and the use of tools such as the Failure Mode and Effect Analysis (FMEA) to assess risks by area of the company.

The purpose of these actions is to ensure high product quality, improve sustainability and optimise results, gaining significant recognition through annual certifications. To this end, multiple resources are assigned, associated with the quality service at each plant and commercial contact with the customer, in addition to those required by other departments for the efficient resolution of incidents.

Goal setting

The targets set, based on internal KPIs and SWOT analysis, are time-bound and result-oriented, such as reducing negative impacts and promoting positive impacts and managing risks and opportunities. These goals and objectives are set after a thorough analysis of the feedback received and are developed in direct collaboration with consumers and end-users to meet their needs and expectations.

14.2 Personal safety of consumers or end-users

In this area, Cunext Group has implemented specific procedures in its Integrated Management System to effectively handle customer complaints and communications related to quality. In addition, it focuses on understanding the perspectives of consumers and end-users, through clear protocols, documenting causes and corrective actions, and ensuring detailed monitoring of the effectiveness of implemented solutions, as detailed in the following subsections:

Health and safety

Cunext Group prioritises the health and safety of its consumers by applying its commitment to offer the highest levels of quality, from the design of its products through to their execution. This approach is based on effective and efficient management of the production process through a system of continuous improvement, enabling us to exceed customer expectations and guarantee safe products for the end-user. Targeting its products at sectors such as the automotive industry, power generation and distribution, and railway applications, the company uses mature and innovative production processes that meet the highest safety standards in the market.

Cunext Group's Quality Management System, certified under the ISO 9001:2015 standard, together with product certifications and approvals from recognised entities, underlines its commitment to quality and safety, ensuring the confidence of its customers and end-users.

Privacy

Cunext Group supports its respect for privacy and the protection of personal data through policies and procedures focused on guaranteeing this protection, which are embodied along with others in its **Privacy Policy** which is accessible through the corporate website.

Likewise, one of the commitments assumed by the company and reflected in its **Code of Ethics and Conduct** is the proper use of information concerning employees, customers, suppliers and other interested parties, respecting their right to privacy at all times.

In this way, Cunext Group has various procedures and measures in place to ensure compliance with personal data protection legislation, reinforcing the processing of personal data internally, as well as its protection at the contractual level.

This diligence in the handling of personal data is reflected in the fact that, during the financial year 2023, no complaints or claims have been received for breach of the safeguards established for the protection of personal data.

Child protection

The protection of children is ensured through design and production practices that consider their safety, eliminating unnecessary risks and ensuring that products are safe for end use in family settings, following the necessary guidelines.

14.3 Social inclusion of consumers or end-users

As part of its commitment to business ethics and social responsibility, Cunext Group strives to promote the social inclusion of its consumers and end-users. Through practices based on non-discrimination, equal access to products and services, and the implementation of responsible marketing practices, the company seeks to create an environment where all people are treated with respect and consideration.

Non-discrimination

Cunext Group is firmly committed to not discriminating not discriminating against any customer or end-user on the grounds of race, gender, sexual orientation, religion or any other characteristic protected by international laws, and this commitment is one of the principles that inform the company's actions and is embodied in the **Group's Code of Ethics and Conduct**. This promotes an inclusive and respectful environment in all business and service interactions.

Access to products and services

It ensures that all consumers and end-users have equal access to the products and services offered by Cunext Group. It seeks to facilitate both physical and digital accessibility, promoting equal opportunities for all customers, regardless of their circumstances.

Responsible marketing practices

In terms of marketing practices, Cunext Group is committed to being transparent, truthful and respectful in all its communications with consumers. Any type of misleading or manipulative advertising is avoided, ensuring that the information provided is accurate and clear to customers. A relationship of trust and honesty with consumers is fostered through clear and honest messages in all marketing actions.

An aerial photograph of a small, circular island covered in dense green trees, surrounded by dark blue water. The island is the central focus of the image.

15

ESRG G1

BUSINESS CONDUCT

15 ESRS G1 BUSINESS CONDUCT

The corporate culture of Cunext Group is based on the values of innovation and integrity, positioning them as central to its strategy of responsibility and excellence. The company strives to maintain ethical and transparent business practices, creating an environment of trust and respect, both among its employees and with all its stakeholders. This ethical and responsible approach is fundamental to the corporate identity, as well as consolidating its commitment to sustainable development.

Focusing its efforts on transforming the industry towards more sustainable practices, it actively promotes a balance between ESG and economic sustainability. To this end, analyses are carried out and strategies, goals and actions are generated and implemented over various time horizons. This strategic planning demonstrates the Group's long-term vision and vocation towards comprehensive sustainability and its impact on the future of the industry.

The governance and oversight of these strategic efforts rests with the Board of Directors of Corporación Cunext Industries, S.L., and the Management Committee, whose members analyse, from different perspectives, the main issues that may impact the business and the company, as well as having responsibility for setting and monitoring strategic objectives.

Specifically, in order to prevent, detect and manage criminal risks, 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 elements of the Compliance Management System also include the Risk Map, which shows the main risks to which the different departments are exposed, as well as the controls that have been established to mitigate these risks; the weighting between the risk and the control established to mitigate it is also shown.

It should also be noted that the Risk Map, by its very nature, is managed directly by the Compliance Department, being shared, in the event of revisions or updates, with the Audit Committee and, ultimately, with the Board of Directors.

15.1 Corporate conduct

Cunext Group's strategic objectives are aligned with the market context in which Cunext Group operates, ensuring effective adaptation and response to emerging challenges and opportunities.

In addition, Cunext Group has a single-person body dedicated to the supervision of the Criminal Compliance system in the form of a Compliance Officer, who focuses on ensuring compliance with the principles and values that must inform the actions of Cunext Group employees in the performance of their duties, while also addressing and managing any disputes that may arise from business conduct that is not in line with the law or corporate values.

This compliance body, together with the Audit Committee, is in charge of monitoring and reporting any irregularities, and if necessary, submitting particularly serious cases to the Board of Directors for consideration and action.

Cunext Group's commitment to the professional development of its employees is reflected in the company's eagerness to ensure that each employee is an integral part of the organisation's long-term goals. This commitment is also manifested in the continuous effort to develop products with a low carbon footprint, benefiting customers, investors and other stakeholders.

In this regard, following an update of key elements of the Group's compliance management system in July, a new element was added in anticipation of the legislative reform to transpose the European Whistleblowing Directive.

The Infringements and Consultations Reporting Policy, the Ethics Channel and the internal communications management procedure have been designed to adapt and comply with the stipulations of the aforementioned transposition law, demonstrating the Group's adaptability and proactivity in the face of legislative and regulatory changes.

In addition, Cunext Group has a single-person body dedicated to the supervision of the Criminal Compliance system in the form of a Compliance Officer, who focuses on ensuring compliance with the principles and values that must inform the actions of Cunext Group employees in the performance of their duties, while also addressing and managing any disputes that may arise from business conduct that is not in line with the law or corporate values.

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In this regard, following an update of key elements of the Group's compliance management system in July, a new element was added in anticipation of the legislative reform to transpose the European Whistleblowing Directive.

15.2 Whistleblower protection

Cunext Group has an Ethics Channel enabled as a tool for flagging criminal conduct that involves a violation of the Code of Ethics and Conduct, as well as for clarification of any questions regarding regulatory compliance. This channel complies with the requirements of Law 2/2023 of 20 February regarding the protection of persons who report regulatory violations and anti-corruption efforts.

In addition, the **Breach Reporting and Consultation Policy** establishes a secure environment for Group members to report and communicate regulatory breaches, unacceptable conduct and/or consultations on which situations may be categorised as such, and to receive balanced and effective protection when they choose to make such communications.

The purpose of this policy is to regulate the operation of the internal information system and Cunext Group's Ethics Channel as a mechanism for communicating, finding out about, investigating, processing and resolving breaches, as well as for receiving and dealing with queries or doubts about the interpretation of the Code of Ethics and Conduct and other internal regulations.

15.3 Political commitment

Cunext Group maintains a strict policy that prevents any form of contribution, either directly or indirectly, to the financing of political entities or their representatives.

In line with this commitment, the company has implemented a specific gift policy and a regulation limiting the handling of cash. These policies are constantly reviewed and monitored to ensure that there are no actions that could be considered improper practices by the Group's professionals.

In addition, a detailed evaluation framework has been established requiring any member of the Group who receives or wishes to give a gift to report to his or her direct supervisor. This process ensures effective prevention of any interpretation of actions as bribery or corruption, offences that can be attributed to legal entities.

15.4 Supplier relationship management, including payment practices

Within Cunext Group there is an internal procedure for the approval of suppliers and customers aimed at guaranteeing the legality of the relationships established with third parties in the course of our 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 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 of and compliance with this approval procedure is to ensure that Cunext Group does not enter into commercial relations with parties that do not have the same degree of compliance with the law as Cunext Group.

It is worth noting a decrease in the costs associated with local suppliers of raw materials compared to the year 2023. This increase is due to the acquisition of Ireki and Zulueta. Local suppliers are those based in Andalusia, the Basque Country and Zaragoza. The expenditure of a supplier that has its facilities in Andalusia has also been included.

Finally, it should be noted that the sale of products outside Spain accounts for 58% of production.

The historical costs associated with suppliers of both raw materials and other services are shown below, broken down according to whether or not they are local suppliers:

	2024	2023
Suppliers (non-commodities)		
Expenditure on local suppliers	€ 13,532,599	€ 10,748,161
Total supplier expenditure	€ 60,685,050	€ 46,252,130
Suppliers (commodities)		
Expenditure on local suppliers	€ 434,722,094	€ 602,533,687
Total supplier expenditure	€ 1,764,687,902	€ 1,651,619,340

15.5 Corruption and bribery

Following the entry into force of Law 2/2023, dated 20 February and regulating the protection of persons who report regulatory violations and anti-corruption efforts, Cunext Group approved a **Internal Information System**, which among other features includes an Ethics Channel, through which stakeholders (including workers and employees of Cunext Group) can **make complaints or raise doubts** completely anonymously and confidentially, thereby covering all the requirements of the aforementioned Law.

Likewise, as mentioned above, Cunext Group has a Code of Ethics and Compliance, as well as a **Compliance Policy**, which respectively establish the principles and values that must inform and be observed by employees in the performance of their job duties and, likewise, the different channels and mechanisms that Cunext Group makes available to them in the event that they wish to resolve issues or report any conduct that is not in accordance with these principles and values.

Prevention and detection, including training

In relation to the preventive actions carried out by Cunext Group in relation to corruption and bribery, it should be noted that during 2023 a 2-hour virtual internal training course was held, focused on this subject, with 81.2% of the staff attending.

Cases

During the 2024 financial year, Cunext Group did not register any complaints or allegations associated with serious incidents, claims or incidences related to human rights, including cases of corruption and bribery among them.

Contributions to foundations and non-profit organisations

Cunext Group recognises the importance of contributing to the sustainable development of the society in which it operates. In line with corporate values and commitment to corporate social responsibility, resources are dedicated to support foundations and non-profit organisations, as well as to participate in partnership and sponsorship actions that promote community well-being and environmental sustainability.

Through these initiatives, we seek to generate a positive impact in the local communities where the group operates, thus strengthening the commitment established by senior management.

In the 2024 financial year, Cunext Group collaborated with and sponsored actions by various foundations, associations and clubs, among others, as part of its Corporate Social Responsibility (CSR) actions. The total amount of the collaborations carried out during the year 2024 was €140,150, representing an increase of 6.92% compared to the previous year.

It should be noted that the collaborations and sponsorships of Cunext Group have been focused on 3 main lines, including:

Basic and special needs foundations

Cunext Group gives support and sponsorship to entities that work to provide basic needs to vulnerable populations. Some examples to highlight are the **Prolibertas Foundation**, a social entity with the aim of fighting against social exclusion, attending to and helping all kinds of people who have some kind of need and who lack their own means to solve it. Mention should also be made of **Caritas** who work for the integral development of individuals and peoples, especially the poorest and most excluded.

Its support for various foundations shows the value the Group places on the work carried out by these entities, which focus on providing assistance and special services to those in need, such as: **Alzheimer's Foundation (ALZFAE)**, which provides support both to people affected by this disease and to their families and carers, the **Fepamic** Foundation, which works with people with disabilities in order to offer them a dignified social and professional integration, and the **Miaoquehago Foundation**, which helps children with child development problems.

Mention should be made of other sponsorships in this line, such as the **Asociación Vecinos Turruñuelos**, **Red Madre** and the **Asociación de Jubilados de Sobradriel**.



Sports

Recognising the importance and benefits of sport for physical and mental health, Cunext Group has sponsored sports teams and activities focused on children and young people, as well as certain popular events and races. The following should be highlighted: **Espiel Half Marathon**, **Club Atlético Espeleño**, **Club Córdoba Balonmano**, **Club Seneca Torneo JD** and the **AECC Córdoba charity paddle tennis tournament**.



Cultural activities

During 2024 Cunext Group Corporation has also given support to the **Association of Friends of the University of Navarra**, which provides the necessary financial resources to enable the University of Navarra to grant scholarships to excellent students and researchers and to promote research in all areas of knowledge.

Locally, we support the development of cultural activities in the communities in which we operate, sponsoring the **IESE**, as well as actions such as the sponsorship of a runner-up prize in the **Espiel Painting Competition** and **Club Unesco Córdoba (CUCO) School absenteeism**.

Company	2024	2023
Foundations - basic and special needs		
Prolibertas Foundation	€ 6,000	€ 6,000
Alzheimer's Foundation	€ 2,000	€ 3,000
Caritas	€ 2,400	€ 2,400
Fepamic Foundation	€ 2,500	€ 2,500
Turruñuelos Neighbourhood Association	€ 800	€ 1,000
Mia Foundation what I do	€ 600	€ 600
Mother Network	€ 500	-
Sobradiel Pensioners' Association	€ 150	-
SUBTOTAL	€ 14,950	€ 15,500
Sports		
ESPIEL Half Marathon	€ 200	€ 400
Sobradiel Town Council	€ 3,000	€ 1,800
Club Atlético Espeleño	€ 2,000	-
Córdoba Handball Club	€ 1,200	€ 1,200
Seneca Club JD Tournament	€ 800	-
UCO Women's Cadet Club	-	€ 600
Villaviciosa Sports Club	-	€ 550
AECC charity paddle tennis tournament	€ 600	-
SUBTOTAL	€ 7,800	€ 4,550
Cultural activities		
Friends of the University of Navarra	€ 80,000	€ 75,000
ESPIEL Painting Competition	€ 400	€ 400
Contribution to IESE	€ 35,000	€ 35,000
Club Unesco Córdoba (CUCO) School absenteeism	€ 2,000	-
SUBTOTAL	€ 117,400	€ 110,400
TOTAL	€140,150	€ 130,450

A blue-tinted photograph of a business meeting. Several people are gathered around a table, looking at documents and a tablet. The documents feature various charts and graphs. The overall atmosphere is professional and collaborative.

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TAX INFORMATION

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TAX INFORMATION



A.- Generation of gross value added (thousands of euros)	2024	%	2023	%
A.1. Value of production	1,870,974	100%	1,768,920	100%
Net business turnover	1,880,056	99.5%	1,754,048	92.8%
Changes in inventories of finished and in-progress products	-10,415	-0.6%	14,048	0.7%
Work performed by the company for its assets	60	0.0%	0	0.0%
Other operating income	1,273	0.1%	824	0.0%
A.2. Intermediate consumption	-1,797,550	-96.1%	-1,688,916	-95.5%
(a) Consumption of goods, raw materials and other materials	-1,735,009	94.1%	-1,634,140	96.8%
b) Work carried out by other companies	-23,021	1.2%	-19,619	1.2%
a) External services	-39,084	2.1%	-34,742	2.1%
b) Taxes	-436	0.0%	-415	0.0%
= GROSS ADDED VALUE (A.1. - A.2.)	73,424	3.9%	80,004	4.5%
A.3. Adjustments unrelated to value added	5,536	0.3%	2,539	0.1%
TOTAL INCOME TO BE DISTRIBUTED (A.1. + A.2. + A.3.)	78,960	4.2%	82,543	4.7%



B.- Income distribution (thousands of euros)	2024	%	2023	%
B.1. To employees	26,357	29.2%	22,396	27.3%
Wages, salaries and similar items	20,272	22.5%	16,898	20.6%
Employee benefit costs	6,085	6.7%	5,498	6.7%
B.2. To owners and funders	20,244	22.4%	11,994	14.6%
Proprietary capital	8,000	8.9%	4,000	4.9%
Dividends distributed (parent company)	8,000	8.9%	4,000	4.9%
Dividends distributed (external partners)	0	0.0%	0	0.0%
Foreign capital	12,244	13.6%	7,994	9.7%
Financial interest expenses	25,810	28.6%	22,066	26.9%
Interest income	-13,566	-15.0%	-14,072	-17.1%
B.3. To public administrations and society	3,264	3.6%	6,838	8.3%
Income tax	3,270	3.6%	6,871	8.4%
Grants received	-6	-0.0%	-33	0.0%
Social action and other contributions to society	0	0.0%	0	0.0%
B.4. Retained by the company (self-financing)	40,418	44.8%	40,953	49.8%
Depreciation / Amortisation	13,216	14.6%	10,638	12.9%
Increase (decrease) in profit and loss reserves	27,202	30.1%	30,315	36.9%
TOTAL DISTRIBUTED INCOME (B.1. + B.2. + B.3. + B.4.)	90,283	100%	82,181	100%



Amount of profits made (thousands of euros) broken down by country.	2021	2022	2023	2024
Spain	6,590	13,716	35,027	30,086
Italy	-50	-113	105	-704
TOTAL	6,540	13,603	35,132	29,382

Amount of income taxes paid (thousands of euros) broken down by country	2021	2022	2023	2024
Spain	865	1,536	6,841	3,270
Italy	49	-	78	-
TOTAL	914	1,536	6,919	3,270



ANNEXES

ANNEX I

Table of correspondence between Law 11/2018 of 28 December, GRI 2021, SDGs and ESRS

Law 11/2018	Contents	GRI 2021	SDGs	ESRS	Page
Business model	Brief description of the business model, including:	2-1	8.8	ESRS 2 SBM-1: Strategy, business model and value chain	26/34
	1. Its business environment	2-1	-	ESRS 2 SBM-2: Stakeholders' interests and views	
	2. Its organisation and structure.	2-1	-	ESRS 2 SBM-3: Material issues, risks and opportunities and their interaction with strategy and business model	
	3. The markets in which it operates	2-1	-	G1-1: Corporate culture and corporate culture and business conduct policies	
	4. Its objectives and strategies.	2-6	-	ESRS GOV-1: The role of administrative, management and supervisory bodies	
	5. The main factors and trends that may affect its future evolution.	2-6	-	ESRS GOV-4: Statement on due diligence	
General	Mention in the report of the national, European or international reporting framework used for the selection of non-financial key performance indicators included in each of the sections	-	-	ESRS 2 BP-1: General basis for the preparation of the sustainability statement	5
				ESRS 2 BP-2: Information relating to specific circumstances	
				ESRS 2 IRO-2: Disclosure requirements set out in the ESRS covered by the company's sustainability statement	
Policies	A description of the organisation's policies with respect to such issues, including	2-19	-		35
	1. The due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts,	-	-	ESRS 2 MDR-P: Policies adopted to manage material sustainability issues	
	2. The verification and control procedures, including what measures have been taken.	-	-	ESRS 2 MDR-A: Actions and resources in relation to material sustainability issues	
Policy outcomes	The results of these policies, including relevant non-financial key performance indicators that allow:	-	-	MDR-T: Monitoring the effectiveness of policies and actions through targets	Described in each associated indicator
Key indicators	1. Monitoring and evaluation of progress and;	-	-		11/12
	2. To promote comparability between companies and sectors, in accordance with the Spanish, European or international reference frameworks used for each subject.	-	-	ESRS 2 MDR-M: Benchmarks in relation to material sustainability issues	
Risks	The main risks related to these issues associated with the organisation's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact on these areas, and how the entity manages these risks, explaining the procedures used to identify and assess them in accordance with the national, European or international frameworks of reference 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.	-	-		20/24
		413-1	-	General ESRS 2 GOV-5: Risk management and internal controls on sustainability disclosure	
		407/1	8.8	IRO-1: Description of the processes for identifying and assessing material impacts, risks and opportunities	
		408-1	8.7 and 16.2	IRO-2: Disclosure requirements set out in the ESRS covered by the company's sustainability statement	
		409-1	8.7		

Law 11/2018	Contents	GRI 2021	SDGs	ESRS	Page
Environmental issues. Environment	1. Detailed information on the current and foreseeable effects of the company's activities on the environment and, where appropriate, health and safety, environmental assessment or certification procedures;	-	-		
	2. Resources dedicated to the prevention of environmental risks;	2-23	-	ESRS GOV-2: Information provided to the company's administrative, management and supervisory bodies, and sustainability issues addressed by the same.	
	3. The application of the precautionary principle, the amount of provisions and guarantees for environmental risks.	201-2	13.1	ESRS 2 GOV-3: Integrating sustainability-related performance into incentive schemes	
		-	16.3	ESRS 2 SBM-3: Material issues, risks and opportunities and their interaction with strategy and business model	
		308-1	-		
308-2	-				
Environmental issues. Pollution	1. Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment;	-	-	ESRS 2 IRO-1: Description of the processes for identifying and assessing material pollution occurrences, risks and opportunities.	
	2. Taking into account any form of activity-specific air pollution, including noise and light pollution.	305-5	13.1, 14.3 and 15.2	E2-1: Pollution-related policies	
				E2-2: Pollution-related actions and remedies	
				E2-3: Pollution-related targets	
				E2-4: Air, water and soil pollution	
				E2-5: Substances of concern and substances of very high concern	
		E2-6: Expected financial impact of incidents, risks and the			
Environmental issues. Circular economy and waste prevention and management	1. Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste;	-	-	ESRS 2 IRO-1: Description of processes to identify and assess material impacts, risks and opportunities related to resource use and the circular economy	
	2. Actions to combat food waste.	306-2	3.9, 6.3, 12.4 and 12.5	E5-1: Policies related to resource use and the circular economy	
				E5-2: Actions and resources related to resource use and the circular economy	
				E5-3: Targets related to resource use and the circular economy	
				E5-5: Resource outflows	
		E5-6: Expected financial impacts of impacts, risks and opportunities related to resource use and the circular economy			

Law 11/2018	Contents	GRI 2021	SDGs	ESRS	Page
Environmental issues. Sustainable use of resources	1. Water consumption and water supply according to local constraints;	-	-	ESRS 2 IRO-1: Description of processes for identifying and assessing material impacts, risks and opportunities related to water and marine resources	
		303-1	6.3, 6.4, 6.A, 6.B and 12.4	E3-1: Policies related to water and marine resources	
		303-2	6.3	E3-2: Actions and resources related to water and marine resources	53-59
		303-3	6.4	E3-3: Targets related to water and marine resources	
		303-5	6.4	E3-4: Water consumption	
		303-6	6.4	E3-5: Expected financial impacts of water and marine-related impacts, risks and opportunities	
	2. Consumption of raw materials and measures taken to improve the efficiency of their use;	301-1	8.4 and 12.2		
		302-2	7.2, 7.3, 8.4, 12.2 and 13.1	E5-4: Resource inputs	53-59
		302-3	7.3, 8.4, 12.2 and 13.1		
	3. Direct and indirect consumption of energy, measures taken to improve energy efficiency and the use of renewable energy sources.	302-1	7.2, 7.3, 8.4, 12.2, 13.1		
		302-2	7.2, 7.3, 8.4, 12.2 and 13.1		
		302-3	7.3, 8.4, 12.2 and 13.1	E1-5: Energy consumption and mix	66-75
		302-4	7.3, 8.4, 12.2 and 13.1		
		302-5	7.3, 8.4, 12.2 and 13.1		

Law 11/2018	Contents	GRI 2021	SDGs	ESRS	Page
Environmental issues. Climate change	1. The significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces.	305-1	3.9, 12.4, 13.1, 14.3 and 15.2	E1-6: Scope 1, 2 and 3 gross GHG emissions and total GHG emissions	
		305-2	3.9, 12.4, 13.1, 14.3 and 15.2		
		305-4	13.1, 14.3 and 15.2		
		305-5	13.1, 14.3 and 15.2		
2. Measures taken to adapt to the consequences of climate change;		-	13	ESRS 2 IRO-1: Description of the processes for identifying and assessing material climate-related impacts, risks and opportunities	39-45
				E1-1: Climate change mitigation transition plan	
				E1-2: Policies related to climate change mitigation and adaptation	
				E1-3: Actions and resources related to climate change policies	
3. The reduction targets voluntarily established in the medium and long term to reduce greenhouse gas emissions and the means implemented to this end.		305-5	13.1, 14.3 and 15.2	E1-7: GHG removals and GHG mitigation projects financed by carbon credits	
				E1-8: Internal carbon pricing system	
				E1-9: Expected financial impacts of material physical and transitional risks and potential opportunities related to climate change	
Environmental issues. Biodiversity	1. Measures taken to preserve or restore biodiversity;	-	-	E1-4: Targets related to climate change mitigation and adaptation	60-65
				E4-1: Transition plan and consideration of biodiversity and ecosystems in the strategy and the business model	
				ESRS 2 IRO-1: Description of processes for identifying and assessing material impacts, risks and opportunities related to biodiversity and ecosystems	
				E4-2: Biodiversity and ecosystem policies	
				E4-3: Actions and resources related to biodiversity and ecosystems	
2. Impacts caused by activities or operations in protected areas.		304-2	6.6, 14.2, 15.1 and 15.5	E4-4: Targets related to biodiversity and ecosystems	
				E4-6: Expected financial impacts of risks and opportunities related to biodiversity and ecosystems	
				E4-5: Impact parameters related to biodiversity and ecosystem change	

Law 11/2018	Contents	GRI 2021	SDGs	ESRS	Page
Social issues. Employment	1. Total number of dismissals and breakdown by sex, age, country and professional classification	2-7 401-1 405-1	8.5 and 10.3 5.1, 8.5, 8.6 and 10.3 5.1, 5.5 and 8.5	S1-6 – Characteristics of the company's employees	76-78
	2. Total number and distribution of employment contracts	2-7	8.5 and 10.3	S1-7 – Characteristics of non-salaried workers in the company's in-house staff	
	3. Average annual number of permanent contracts, temporary contracts and part-time contracts by sex, age and professional classification.	2-7 405-1	8.5 and 10.3 5.1, 5.5 and 8.5	S1-10 – Adequate wages	
	4. Number of dismissals by sex, age and professional classification;	401-1	5.1, 8.5, 8.6 and 10.3		
	5. Average salaries and their evolution broken down by sex, age and professional classification or equal value;	405-2	5.1, 8.5 and 10.3		
	6. Wage gap, remuneration of equal or average jobs in the company,	2-19 2-20 201-3 202-1 405-2	- - - 1.2, 5.1 and 8.5 5.1, 8.5 and 10.3	S1-16 — Pay parameters (pay gap and total pay)	79-81
	7. 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,	2-19 2-20 2-21 2-21 201-3 202-1 405-2	- - - - - 1.2, 5.1 and 8.5 5.1, 8.5 and 10.3	S1-6 – Characteristics of the company's employees	
	8. Implementation of work disconnection policies	-	-	S1-1 — In-house staff policies	
	9. Employees with disabilities.	405-1	5.1, 5.5 and 8.5	S1-12 — Persons with disabilities	

Law 11/2018	Contents	GRI 2021	SDGs	ESRS	Page
Social issues. Organisation of work	1. Organisation of working time;	-	-		82-86
	2. Number of hours of absenteeism;	403-2	8.8	S1-15 — Work-life balance parameters	
	3. Measures aimed at facilitating the benefits of conciliation and encouraging the co-responsible exercise of these by both parents.	-	-		
Social issues. Health and safety	1. Occupational health and safety conditions;	-	-	S1-11 — Social protection	87-95
	2. Accidents at work, in particular their frequency and severity,	403-2	8.8	S1-14 — Health and safety parameters	
	3. Occupational illnesses; disaggregated by sex.	403-3	8.8		
Social issues. Social Relationships	1. Organisation of social dialogue, including procedures for informing, consulting and negotiating with staff;	-	-	S1-2 — Processes for collaborating with in-house employees and employee representatives on incidents	78-81
	2. Percentage of employees covered by collective bargaining agreements by country;	2-30	8.8	S1-3 — Processes for redressing negative incidents and channels for workers to voice their concerns	
	3. The balance of collective agreements, particularly in the field of health and safety at work.	403-1 403-4	8.8 8.8 and 16.7	S1-5 — Targets related to managing material adverse events, driving positive events and managing material risks and opportunities S1-8 — Coverage of collective bargaining and social dialogue	
Social issues. Training	1. The policies implemented in the field of training;	-	-		104-107
	2. The total number of hours of training per professional category.	404-1	4.3, 4.4, 4.5, 5.1, 8.2, 8.5 and 10.3 from the Print collection	S1-13 — Parameters for training and competence development	
Social issues. Accessibility	1. Universal accessibility for persons with disabilities	-	-	S1-4 — Action taken regarding material incidents related to in-house staff, approaches to mitigate material risks and take advantage of material opportunities related to in-house staff and effectiveness of such actions	108
Social issues. Equality	1. Measures taken to promote equal treatment and opportunities for women and men;	-	-		96-103
	2. Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility for people with disabilities;	-	-	S1-4 — Action taken regarding material incidents related to in-house staff, approaches to mitigate material risks and take advantage of material opportunities related to in-house staff and effectiveness of such actions S1-9 — Diversity parameters	
	3. The policy against all types of discrimination and, where appropriate, diversity management.	-	-		

Law 11/2018	Contents	GRI 2021	SDGs	ESRS	Page
Human rights	1. Implementation of human rights due diligence procedures;	-	-		
	2. Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress possible abuses;	-	-		
	3. Complaints of human rights violations;	406-1	5.1 and 8.8		
	4. Promotion and enforcement of the provisions of the core conventions of the International Labour Organisation related to respect for freedom of association and the right to collective bargaining;	-	-	S1-17 — Serious human rights-related incidents, complaints and serious occurrences	Described in each associated indicator
	5. The elimination of discrimination in respect of employment and occupation;	-	-		
	6. The elimination of forced or compulsory labour;	409-1	8.7		
	7. The effective abolition of child labour.	408-1	8.7 and 16.2		
Corruption and bribery		-	-		
	1. Measures taken to prevent corruption and bribery;	201-1	8.1, 8.2, 9.1, 9.4 and 9.5	G1-3: Preventing and detecting corruption and bribery	
		205-2	16.5	G1-4: Confirmed cases of corruption or bribery	
		205-3	16.5	G1-5: Political influence and lobbying activities	129-
	2. Measures to combat money laundering,	205-2	16.5	G1-6: Payment practices	
Company. Commitment to sustainable development	3. Contributions to foundations and non-profit organisations	413-1	-		
		415-1	16.5		
	1. The impact of the company's activity on local employment;	-	-	S3-1: Policies related to affected groups	
		413-1	-	S3-2: Processes for collaboration with affected groups on issues of concern	
	2. The impact of the company's activity on the local populations and territory;	413-1	-	S3-3: Processes for redressing negative impacts and channels for affected groups to voice their concerns	
3. The relations maintained with significant local community parties and methods of dialogue with them;	2-29	-	S3-4: Adoption of actions related to material occurrences, approaches to mitigate material risks and exploit material opportunities related to affected groups and effectiveness of such actions and approaches	113-118	
	413-1	-			
	-	-	S3-5: Targets related to managing material adverse events, driving positive events and managing material risks and opportunities		
4. Association or sponsorship actions.	2-28	-			

Law 11/2018	Contents	GRI 2021	SDGs	ESRS	Page
Company. Subcontracting and suppliers	1. The inclusion of social, gender equality and environmental issues in the procurement policy;	2-6	-	G1-2: Supplier relationship management	109-113
		-	-	S2-1: Policies related to value chain workers	
	2. Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	204-1	8.3	S2-2: Processes for collaborating with value chain workers on incidents	
		-	-	S2-3: Processes for collaborating with value chain workers on incidents	
		-	-	S2-3: Processes for redressing negative incidents and channels for value chain workers to voice their concerns	
		-	-	S2-4: Adoption of measures related to material impacts on workers in the value chain, approaches to manage material risks and exploit material opportunities related to workers in the value chain and the effectiveness of such actions.	
	3. Monitoring systems and audits and their results.	-	-	S2-5: Targets related to managing material adverse events, driving positive events and managing material risks and opportunities	
Company. Consumers	1. Measures for the health and safety of consumers;	-	-	S4-1: Consumer and end-user policies	119-124
				S4-2: Processes for engaging with consumers and end-users on issues	
	2. Complaint systems, complaints received and their resolution.	-	-	S4-3: Processes for redressing negative incidents and channels for consumers and end-users to voice their concerns	
				S4-4: Adoption of actions related to material impacts on consumers and end-users, approaches to mitigate material risks and exploit material opportunities related to consumers and end-users and the effectiveness of such actions	
Company. Tax information	1. The benefits obtained on a country-by-country basis;	201-1	8.1, 8.2, 9.1, 9.4 and 9.5	-	134-137
	2. Taxes on profits paid;	-	-	-	
	3. Public subsidies received.	201-4	-	-	

