



# MOVING TEKNIA TO THE FUTURE

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**Sustainability Report 2023**

Non-Financial Information Statement 2023

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# Your manufacturing partner for mobility

## **460 million euros sales**

<p><b>20% increase in sales</b> <i>(over 2022)</i></p> 	<p>Consolidation of new customers: <b>37% more than 2022</b></p>	<p>Expansion of our operations to <b>13 countries</b></p>
<p>Presentation of <b>Moving Teknia 2025</b> strategic plan</p>	<p><b>Formulation of our commitments on environmental, social and governance issues</b></p>	<p><b>Progress on the road to carbon neutrality</b></p>
<p><b>12% savings</b> </p> <p>in electricity consumption from the grid for plants with solar panels</p>	<p><b>We have joined the UN Global Compact (Spanish Network)</b></p>	<p>More than <b>17%</b> for projects captured in the new mobility category</p>
<p><b>2.281</b>  <b>direct beneficiaries of our social action programs</b></p>		

## Letter from Javier Lazpita, Chairman of the Board of Directors of Teknia Manufacturing Group S.L.U.

We continue growing and expanding for another year. 2023 began with the acquisition of a company in Sweden specialising in magnesium and aluminium injection, one of Teknia's key technologies and a crucial factor in the electrification of vehicles, expanding our business to 13 countries. In addition, our Teknia Vimmerby plant also incorporates magnesium injection moulding, increasing our multi-technology portfolio.

In terms of turnover and profitability, 2023 was once again a record year, with sales of 459 million euros, a 19% increase over the previous year. At the same time, the company's profitability once again exceeded double figures, with an EBITDA margin of 10.62%, reaching 48 million euros.

Furthermore, this year saw the presentation of the company's new strategic plan Moving Teknia 2025, which will set our course for the next three years. It establishes annual organic growth targets of 9%, which, together with the inorganic acquisitions planned for the coming years, will enable Teknia to exceed 600 million euros in turnover by 2025, with an estimated EBITDA of 75 million euros.

Five cornerstones underlie this strategic plan, which will enable Teknia to achieve its objectives. Firstly, to become the trusted partners of our main stakeholders, starting with our team, our people, without whom it would be impossible to undertake any transformation, to our customers, working hand in hand with them to achieve operational excellence and help them meet the challenges of the sector.

Our plan also aims to continue developing the company's digital and technological capabilities in order to strengthen our position as a benchmark in the industry. It also seeks to develop the products and capabilities needed to meet the demands of the new mobility, taking advantage of the opportunities offered by this particular sector.

To achieve all these goals in a sustainable approach, it is essential to leverage Teknia's growth and decision making on data, improving and standardising our information systems. And as a result of all this, what gives meaning to our activity and guarantees our survival as a company: to continue to focus on improving the company's profitability with the aim of reinvesting profits and ensuring the growth and generation of value of our project.

As part of this strategic plan, we also set ourselves a number of sustainability targets to reduce our impact on the company's carbon footprint. We aim to achieve carbon neutrality in a first plant by 2024, subsequently extending this target to the rest of Teknia's plants. In addition, we have defined a plan to increase the consumption of renewable energies in our facilities.

At the same time, we continue to work on social action programmes, always with education as the driving force for people's development. Thus, we have increased the budget allocated to this area in 2023 by 37% compared to the previous year.

We have also provided funds to help alleviate the damage caused by the earthquakes in Turkey and Morocco, countries in which Teknia is present through the activity of our factories.

Finally, Teknia has joined, as a partner of the Global Compact, the UN initiative promoting corporate sustainability, thus aligning our strategy and operations with its Ten Principles on human rights, labour standards, environment and anti-corruption.

All the people who are part of Teknia continue to work, step by step, with a clear strategy to increase the positive impact generated by our industrial activity and to face the challenges with the ambition and enthusiasm which defines this project.



1.

**Teknia,  
who are we?**

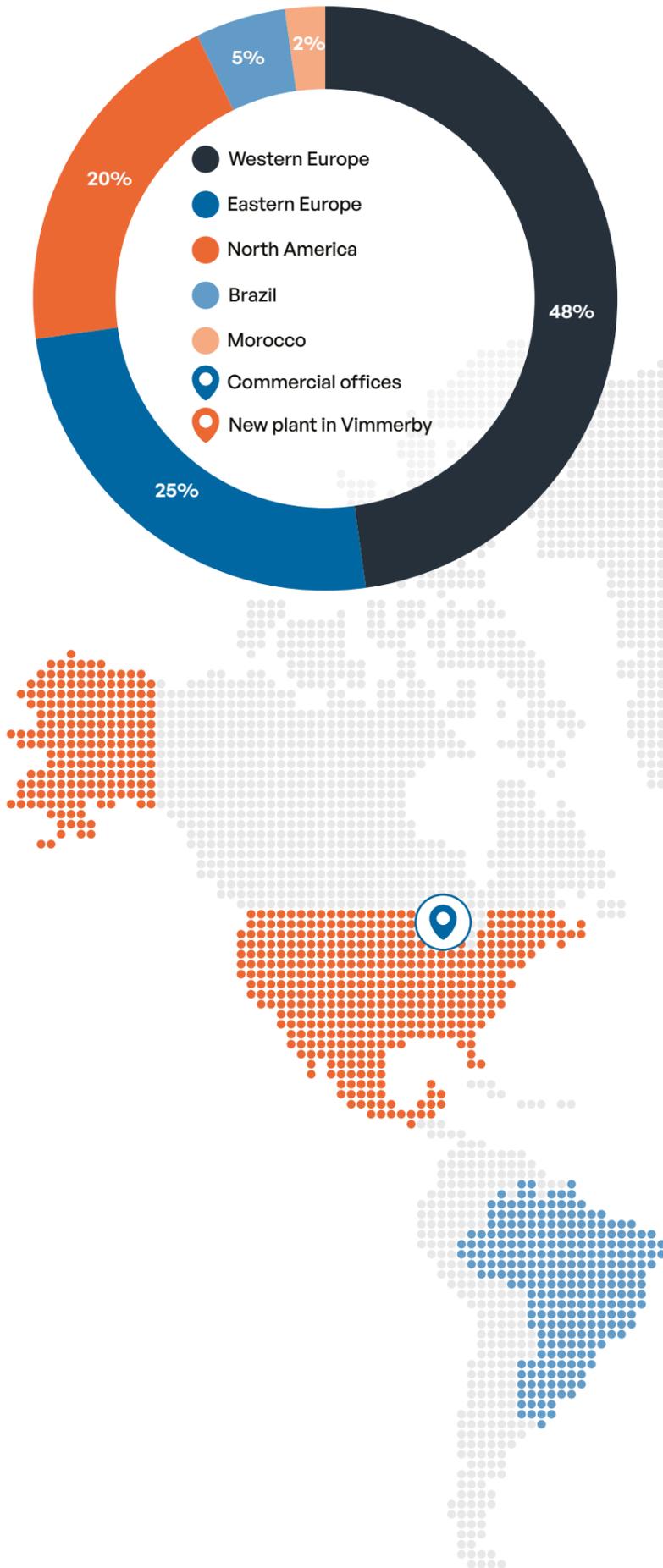
Teknia is a **Spanish family-owned multinational company**, with a long-term vision and ambition for growth, focused on the automotive and mobility sector. We are specialised in the manufacture of metal and plastic components for mobility solutions, by means of a wide range of technologies.

**We provide the world's leading automotive suppliers and manufacturers with dedicated high-quality work carried out by a team of 3,587 people, in the 23 plants, across the 13 countries in which we operate.**

We supply our customers with components for all mobility types, produced using **highly specialised technologies** and designed both for the automotive sector - both motor vehicles and electric vehicles - and for other mobility solutions which require the Group's specialisation and expertise.

At the same time, our customers can rely on a trustworthy **partner for advanced manufacturing** and co-development of mobility components. In order to achieve this, we offer them four technology centres for specialised product design and customised equipment.

Each of Teknia's production plants can be identified with at least one of the **main technologies used** -stamping, tube forming, plastic injection, machining and high-pressure aluminium injection. All the areas related to this activity ( including Quality, Sales, Procurement, Engineering, Production and Human Resources) are developed in these facilities, supported by the corporate team. Our continued growth and sustained evolution over time, has positioned us as a leading manufacturer of mobility solutions.

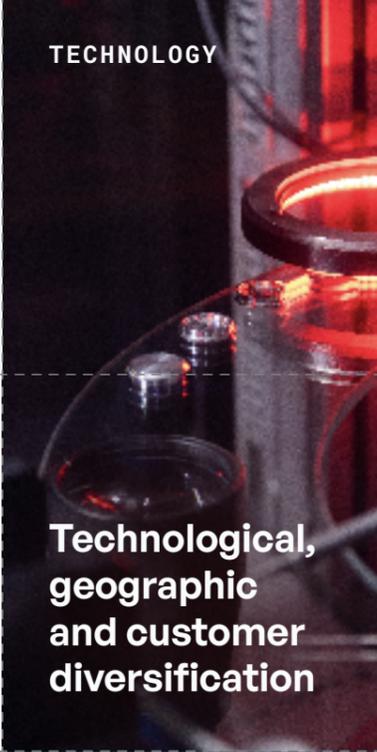


### TECHNOLOGIES BY PLANT

Business Unit	Business Plastic Europe	Business Metal Europe	Business Machining Europe	Business Aluminium HPDC Europe	Business North America	Business Brazil
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Technology	Business Plastic Europe	Business Metal Europe	Business Machining Europe	Business Aluminium HPDC Europe	Business North America	Business Brazil
PLASTIC INJECTION	Azuqueca Martos Tánger Rzeszów Uherský Brod				San Luis de Potosí	Brasil
STAMPING		Manresa Kragujevac Pedrola Gebze Kalisz			Nashville	Brasil
TUBE FORMING		Elorrio Kalisz				Brasil
ALUMINIUM INJECTION				Ampuero Oradea Vimmerby	Tepejí del Río	
MACHINING			Barcelona Bilbao Santander Stuttgart		Ciudad de México	

In our spirit of supporting our customers wherever they need us, we are constantly adapting both in terms of product and geographic location, in order to address all the opportunities offered by new mobility in general and electric vehicles in particular.

<p>COMPANY</p> <p><b>100%</b> family-owned</p>	<p><b>A multinational group with 23 plants And present in 13 countries</b></p>	<p>TECHNOLOGY</p>  <p><b>Technological, geographic and customer diversification</b></p>
<p>ACCOUNTS</p> <p><b>Financial stability</b> with a healthy debt balance</p>	<p><b>476,800 euros invested in our social action strategy in 2023</b></p>	
<p>ENVIRONMENT</p> <p><b>Diverse and multicultural talent</b></p>		<p>A TEAM CONSISTING OF</p> <p><b>3,587</b> people</p>
<p><b>49%</b> of electricity consumed came from renewable sources</p>		<p><b>We have reduced our carbon footprint by 17,6% for every euro produced</b></p>



Financial stability has been a constant feature at Teknia since our inception. We are committed to long-term growth and to generating prosperity in the environments in which we operate. We are committed to excellent management of our assets and industrial operations, by profitability, consolidating the achieved growth, both organic and inorganic, and maintaining a diversified and conservative debt policy.

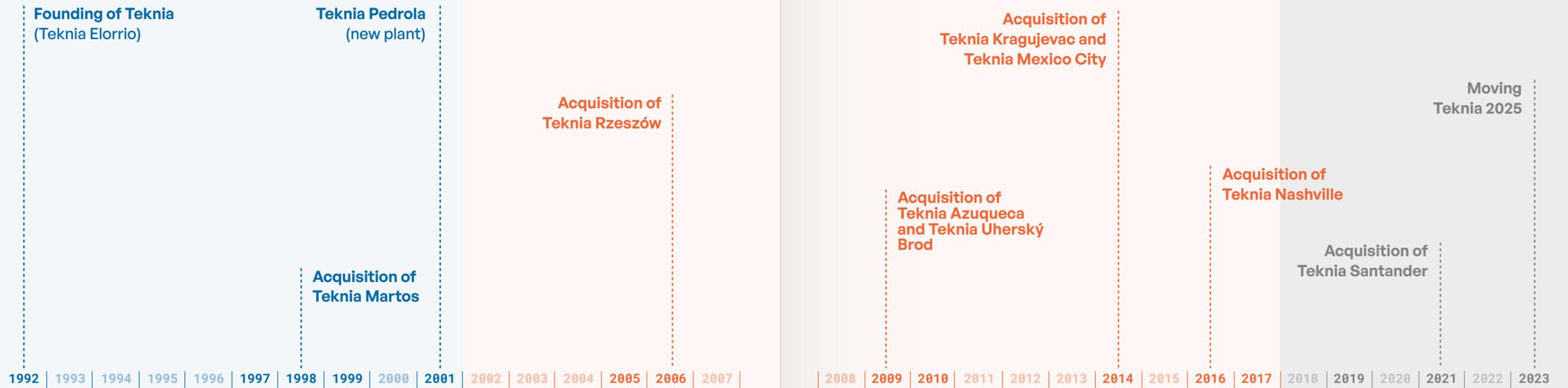
**Diversification in Teknia** can be seen in three areas: technology, location and customer.

- **Technology:** In a competitive automotive sector, specialization in strategic products is crucial.
- **Location:** Maintaining plant and office locations where customers required our presence has turned Teknia a global player.
- **Customers:** with the aim of positioning ourselves as a benchmark manufacturing partner, we offer customers solutions aimed for the automotive industry as well as for other mobility solutions. We currently have 4 specialised centres where we design products and processes as well as customised equipment for new mobility.

We are committed to excellent management of our assets and industrial operations

At Teknia we rely on the best diverse and multicultural talent. Our corporate culture is key to promoting a sense of belonging driving the development of our teams and recruiting the best professionals.

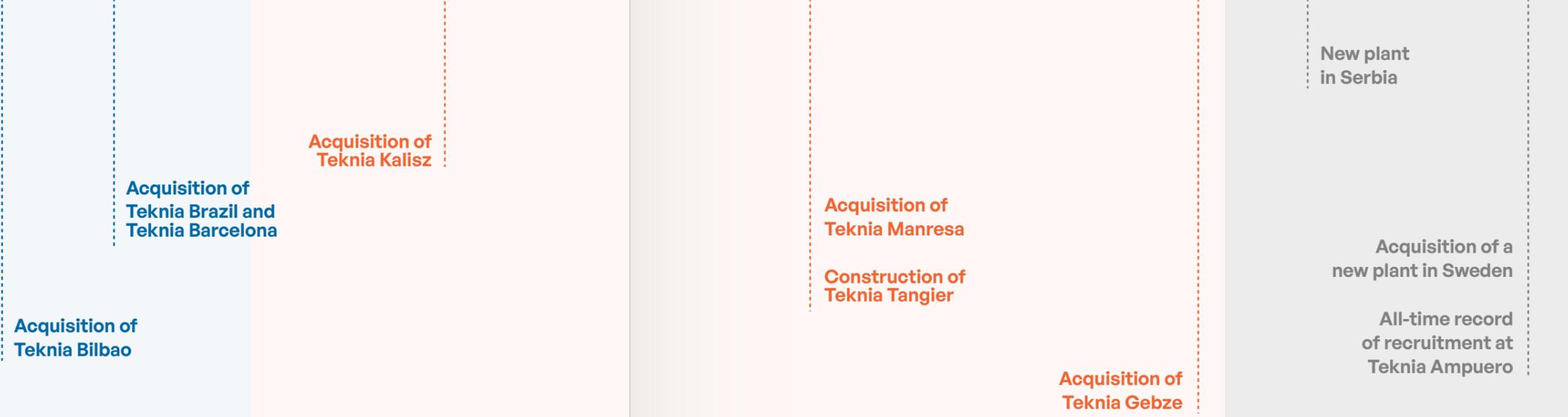
# Milestones



## CREATION AND INITIAL EXPANSION

## KEY COMPANIES IN THE GLOBAL BUSINESS

## NEW MOBILITY



# 1.1. Achievements and challenges

## 2023 achievements



### TRUSTED PARTNER

#### Introducing the new Strategic Plan Moving Teknia 2025

This new strategic plan, drafted at the beginning of the year, sets out the pillars on which the company's medium and long term growth will be based.

To highlight our business model and the plan's prospects, we held the first Strategic Day at one of our plants, an event where we gathered different financial and institutional entities to present our plan.

#### All-time record in new projects

In 2023, we surpassed our all-time record in new projects with more than 90 million euros, including the project in Ampuero (Cantabria), a pioneering plant in manufacturing with energy from renewable sources.

#### New corporate office in Madrid

The opening of a new corporate office in the Spanish capital allows us to raise our institutional profile and enhance our relationship with key stakeholders.



### ADVANCED, EFFICIENT AND CIRCULAR MANUFACTURING

#### A new company joins Teknia, the Swedish company Svensk Tryckgjutning

Dedicated to the injection and machining of aluminium and magnesium products, this represents Teknia's 23rd production facility. With this new facility we are now present in 13 countries.

#### New organisational structure designed

In line with the company's growth, we have updated our organisational structure to improve operational efficiency and increase synergies among plants. This new structure allocates our operations into six Business Units representing our areas of expertise.

#### Signing of a new energy contract with Renewable Guarantees of Origin

The five-year contract will cover the energy needs of Teknia's plants in Spain. In addition, up to two thirds of the contracted energy has Guarantees of Renewable Origin (GoO).



### NEW MOBILITY

#### Collaboration agreements with new mobility companies

We reinforced our role as a preferred partner for sustainable manufacturing through a new mobility project where we are responsible not only for manufacturing, but also for assembly design.

During the process, we have applied engineering capabilities which digitally validate the component's behaviour, helping our client to guarantee the highest quality standards.

#### Attracting electrification projects

In line with the development of new mobility, new projects based on the electrification of the automotive fleet in several locations in Europe and North America started this year. These projects allow us to diversify our portfolio and progress our position in this new market.

## 2024 challenges



### TRUSTED PARTNER

#### Anticipating market and regulatory requirements

As a key link in the production chain, at Teknia we strive to be a benchmark for the industry and to be ahead of market and regulatory requirements in ESG matters.

#### Keep building long-term relationships

We seek to further develop relationships with our key stakeholders, in line with our strategic goals and driving shared value creation.



### ADVANCED, EFFICIENT AND CIRCULAR MANUFACTURING

#### First Net Zero Plant

This year we aim to achieve the company's first carbon neutral plant in its operations, aligned with our commitment to advanced, efficient and circular manufacturing.

#### Increased consumption of renewable energy

We seek to further increase the percentage of renewable energy used in our plants and facilities. To this end, we set a target for 80% of the energy consumed to come from renewable energy sources.



### NEW MOBILITY

#### Growth in the new mobility environment

We aim to foster the development of new means of urban electric mobility by launching our own investment vehicle within the Group enabling investment in start-up companies in the new mobility industry and supporting them at all stages of their growth.



## 2023 achievements



### SECURING SUSTAINED GROWTH

#### Record turnover for the second year running

For the second year running, Teknia exceeds its turnover record with a total of 459 million euros. Additionally, we closed the year with a profitability of 10.62% EBITDA margin on sales.



### FOCUS ON POSITIVE IMPACT

#### Supporting communities in emergencies

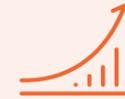
This year has been defined by our commitment to the communities in which we are present in times of crisis or emergency. These included Turkey and Morocco, areas affected by earthquakes.

In response, Teknia activated emergency plans to mobilise employees and alliances with local organisations to support the most affected areas with resources.

#### Generating long-term positive impact

We continue to expand our social action strategy by implementing a corporate volunteering programme and consolidating our long-term collaboration with associations that generate a positive impact on communities by means of development and cooperation projects, education for people at risk of social exclusion and/or youth entrepreneurship.

## 2024 achievements



### SECURING SUSTAINED GROWTH

#### ESG value chain risk assessment

Teknia's aim is to control environmental, social and governance risks throughout our value chain by developing data-driven management models.

#### Accelerating Teknia's carbon footprint reduction

We seek to reduce and mitigate Teknia's carbon footprint through the analysis and measurement of standardised data across all our plants, to reduce the impact across the value chain.



### FOCUS ON POSITIVE IMPACT

#### Generating wealth and employment in the operating environment

From the beginning, Teknia has been committed to social action. With a view to further contributing in this area, we want to develop a social action programme focused on the education of children and young people, as key groups for transformation, as well as supporting the integration of vulnerable groups into the labour market.

#### Equal opportunity

We will continue to develop collaboration agreements with third sector entities for providing training in regions lacking resources.

## 1.2. Industry challenges

This year, industry developments have been marked by fleet electrification, mainly in Europe, and the increase in interest rates by central banks.

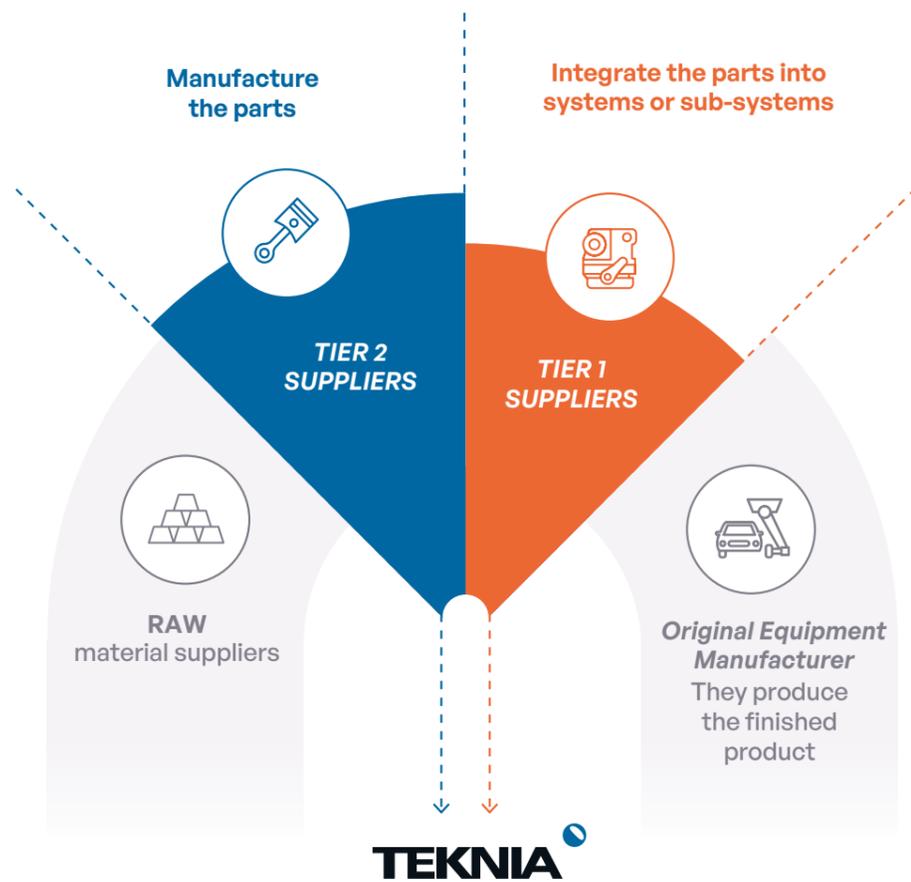
In terms of fleet electrification, the related regulation and the **industry's need to reduce its carbon footprint** are leading to the emergence of new forms of mobility.

New mobility models translate into new opportunities for the sector, increasing the demand for cleaner solutions which **require industrial and business capabilities** to be realised in a sustainable way.

## 1.3. Business Model

Teknia manufactures and sells multi-technological high value-added products which are sustainably produced.

Most of our customers (80%) are Tier 1 in the automotive sector, responsible for integrating parts into devices or systems. The remaining 20% are OEMs, who manufacture vehicles and other end products.



We therefore have a business model based on three pillars:

1

### Industry and product:

as a company in the automotive and new mobility industry, our strategy is based on technological and product diversification, focused on the sustainable manufacture of high value-added components.

2

### New products and technology development:

we are committed to products and processes with long-term profitability above the sector average, minimising risks and consolidating the economic sustainability of the business.

3

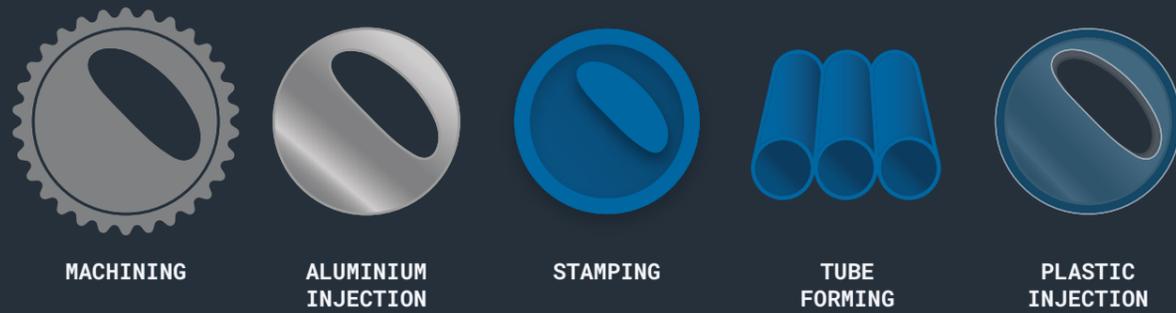
### Shareholders:

we are a 100% family-owned company with a long-term vision and growth aspiration. For this reason, we are committed to strategic alliances and network collaboration.

To offer the highest level of service to our customers, we have a centralised technical and engineering support structure that allows us to develop innovative products and processes demanded by the market.



### Multi-technology offer



**MACHINING**      **ALUMINIUM INJECTION**      **STAMPING**      **TUBE FORMING**      **PLASTIC INJECTION**

### Products



### A strategic partner at all production phases



## 1.4. Main economic performance figures

Economic value generated and distributed Teknia (in thousands of euros)			
	2022	2023	Change (%)
Net turnover	384,568	459,463	19.48
Procurement (goods, raw materials and other consumables and subcontracting)	(208,228)	(247,098)	18.67
Employees (personnel expenses)	(95,339)	(112,666)	18.17
Financial expenses	(2,146)	(5,075)	136.49
Taxes on profits	(6,239)	(5,419)	(13.14)

Profits earned, profit taxes paid and subsidies received by country (in thousands of euros)			
2023	Financial Results	Taxes on profits	Grants
<b>Spain</b>	5,051	(2,074)	227
<b>Poland</b>	5,340	(372)	1
<b>United States</b>	351	0	0
<b>Mexico</b>	2,865	(2,154)	0
<b>Brazil</b>	958	0	0
<b>Morocco</b>	952	(58)	0
<b>Czech Republic</b>	846	(112)	218
<b>Serbia</b>	144	(44)	0
<b>Turkey</b>	(587)	(969)	39
<b>Romania</b>	382	(43)	0
<b>Germany</b>	(792)	(85)	19
<b>Japan</b>	2	(3)	0
<b>Sweden</b>	1200	0	0

## 1.5. Recognitions and alliances

### Strategic alliances



**SERNAUTO**  
(Spanish Association of Automotive Suppliers)

We are partners of Sernauto, the Spanish Automotive Association. In addition, we have been a part of the Responsible Business Commission of Sernauto since 2022.

This year, we have been one of the companies chosen to be part of the Board of Directors for the next four years.

Javier Quesada de Luis, CEO, will represent Teknia in this body.



**AEFAME**  
(Association of Family Businesses of the Basque Country)

As a family business, we are members of AEFAME from 2022 to share experiences with other companies, but also to be an active part of the association and to value its long-term commitment.



**ALLIANCE FOR DUAL VOCATIONAL TRAINING**

With the aim of promoting quality vocational training and the employability of young people, we have executed a membership of the Alliance for Dual Vocational Training.



**AEC**  
(Spanish Association for Quality)

We are members of the Spanish Association for Quality, reaffirming our quality commitment.

The AEC has one of the most important automotive committees in Spain, with more than 100 companies collaborating to achieve the highest quality standards in the sector.



### We join the UN Global Compact as partners

We are members of the Spanish Network of the UN Global Compact, an initiative for promoting corporate sustainability. With this commitment, we align our strategy and operations with the UN Ten Principles on human rights, labour standards, environment and anti-corruption.

### Sustainability awards



Carbon Disclosure Project is a non-profit organisation running the global disclosure system for companies



EcoVadis Silver Rating for our sustainability management

### Sustainability certifications



### Global summary of certifications in 2023

Business Units		Metal	Plastic	Machining	Aluminium	North America	Brazil
<b>IATF 16949</b>	Certified plants	6	5	4	3	4	1
	% of total	100%	100%	100%	100%	100%	100%
<b>ISO 9001</b>	Certified plants	1	1	2	1	2	0
	% of total	17%	20%	50%	33%	50%	0%
<b>ISO 14001</b>	Certified plants	3	4	4	3	4	1
	% of total	5%	80%	100%	100%	100%	100%
<b>TISAX</b>	Certified plants	1	1	1	0	0	0
	% of total	17%	20%	25%	0%	0%	0%

IS  
TODAY  
OR  
NEVER



2.

**Moving  
Teknia**

## 2.1. Purpose and Values

At Teknia, we want to go **beyond the supplier role in order to become a benchmark partner** for our customers, committed to technological co-development and advanced manufacturing.

Our purpose, *To be a manufacturing partner for mobility*, guides our business and is the foundation of our corporate culture and values.

### Our purpose

<b>MANUFACTURING</b> 	<b>Highly experienced and efficient manufacturing.</b>	<b>Continuous improvement.</b>	
<b>PARTNER</b> 	<b>For all stakeholders.</b>	<b>Drive for product co-development.</b>	<b>Going beyond being a supplier to customers.</b>
<b>FOR MOBILITY</b> 	<b>Drivers of mobility for people in its broadest expression.</b>		

## Our Values

### AMBITION

we seek to go one step further, to grow, to evolve and to go as far as possible together, reaching our limits and surpassing them. At Teknia, we aim for constant growth, evolution and the achievement of ambitious goals.

### EFFICIENCY

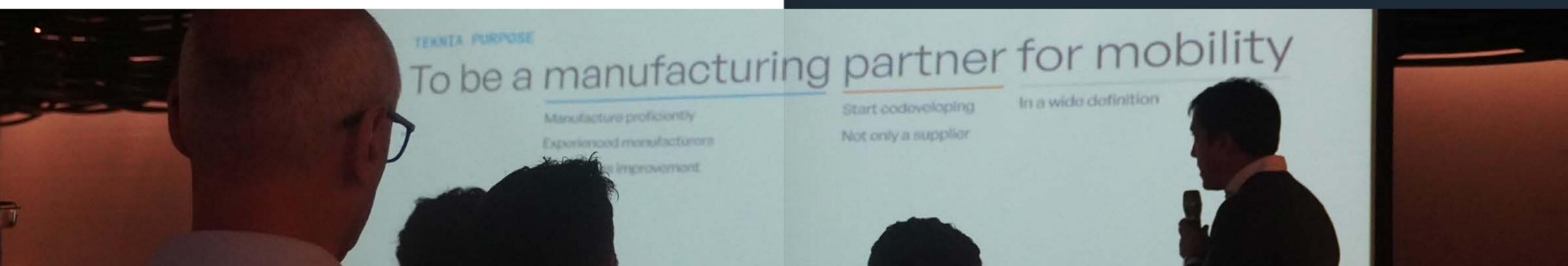
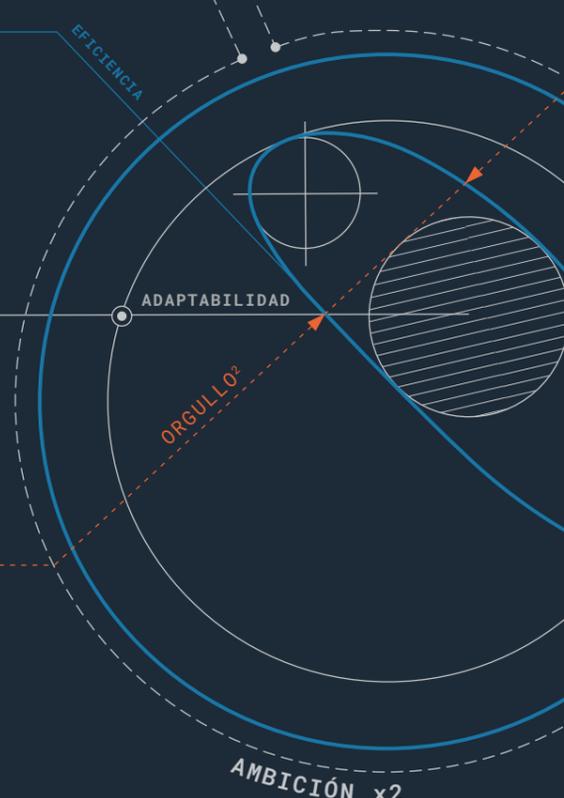
We act with precision, rigour and attention to detail to maintain the industry's respect and our customers' trust. We measure business impact, from a sustainable perspective seeking to protect the environment and to make a positive impact on the communities in which we operate.

### ADAPTABILITY

We are defined by our versatility and resolution capability. We foresee changes, detect new needs and address these in order to meet the high expectations of our customers.

### PRIDE

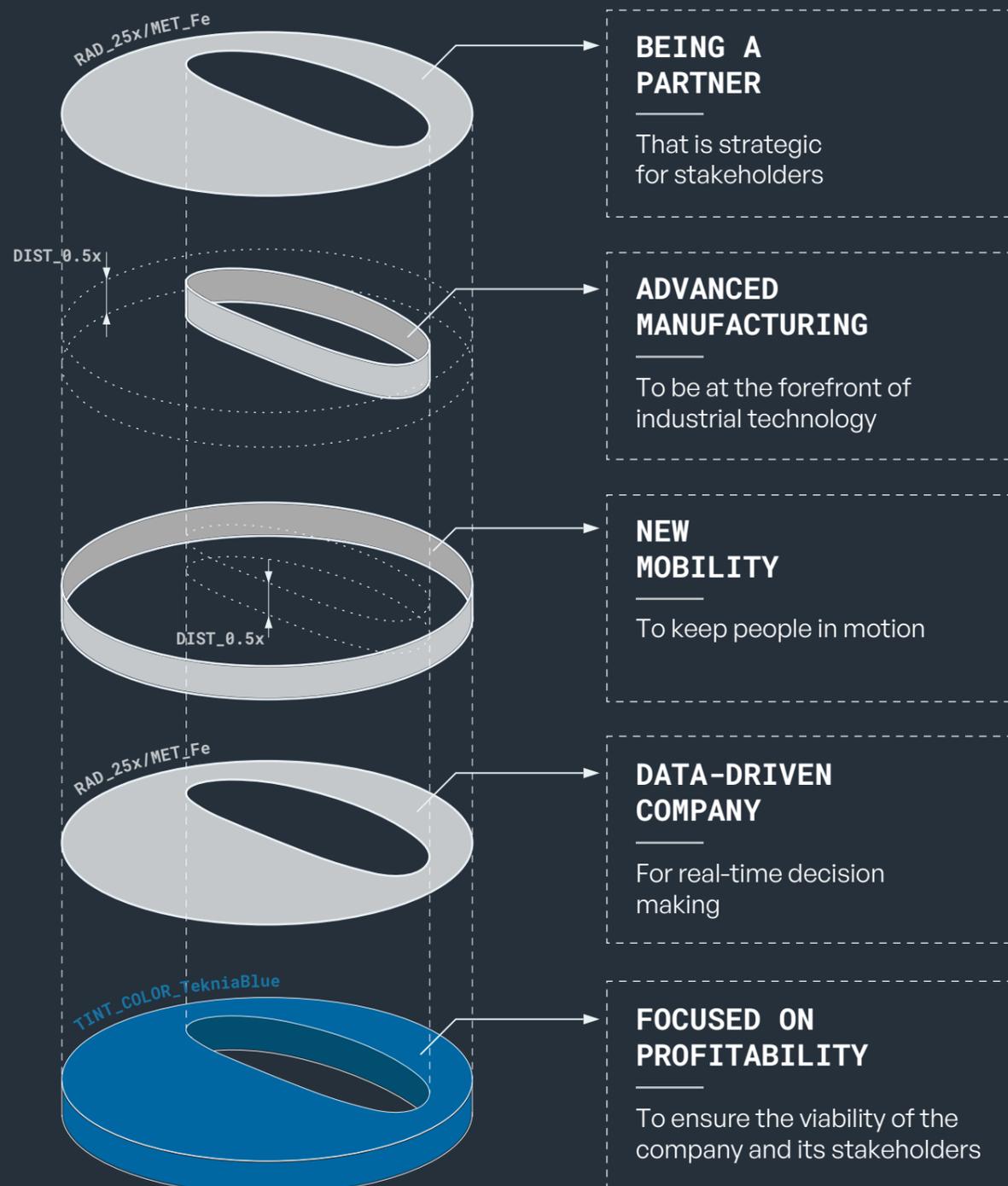
Our team members are proud of who we are and what we produce, but we are never arrogant. We do this by always striving to do our best and constantly learning from our mistakes through common sense and ethical behaviour.



## 2.2. Moving Teknia 2025: strategic pillars

Aiming to continue growing in a sustainable way, this year we have launched **a new strategic plan known as Moving Teknia 2025.**

In order to achieve the goals set by the Moving Teknia 2025 plan, we have approved an investment of 15 million euros in strategic projects aligned with 5 fundamental pillars:



—  
To be the **trusted partner for all our stakeholders**, strengthening the relationship with our team, customers, suppliers, shareholders, public and financial institutions.

### Employees

As a key asset of Teknia, **we develop specific programmes and plans to improve the wellbeing of our teams.**

- Extended development of Health & Safety standards.
- Training on new technologies and skills required by the market.

### Customers

**Together with our customers**, we work to become a **strategic partner and develop solutions** tailored to their needs.

- Continue to strengthen the R&D (Research & Development) area and the culture of innovation.
- Investment in new materials and technologies to meet the challenges of the new mobility.

### Suppliers

We strive to expand the relationship with essential suppliers, optimising the processes of the value chain.

- Prioritisation of strategic suppliers.
- Incorporation of ESG criteria.
- Commitment to recycled and recyclable materials.

### Shareholders

We identify **opportunities for further sustainable growth.**

- Identification of growth opportunities.
- Control of the company's risks.

### Institutions

By positioning ourselves **as an active player in the sector**, we work to build solid and transparent relationships with public and private actors.

- Organising events *with key stakeholders*.
- Keep reinforcing communication and branding.

**Commitment to advanced manufacturing, digitalisation and sustainability** to place Teknia at the forefront of industrial technology.

Through 4 innovation levers:



Focus on optimisation and efficiency to achieve operational excellence, and take advantage of the opportunities offered by business variety and contextual volatility. This approach will allow us to get the most out of our resources, while developing new methodologies and advanced maintenance systems.



To become a benchmark in **new mobility**, based on our experience, the dedication of our teams and our production capabilities.

**Experience**

More than 30 years of experience in the sector and multiple technological capabilities.

**Equipment**

Commitment towards new opportunities, reinforcement and training in core areas of development.

**Production**

Adaptability and continuous support, with a strategy based on specialisation.

To be a **data-driven company** for better decision making in real time.

**Our priorities**

- Available and up-to-date information in decision-making processes.
- Data-driven global perspectives and scenarios.
- Proactive event management and increased operational visibility.

Continued **focus on profitability** to ensure the company's viability as well as its environment.

**Capital generation**

In order to maintain a **strong and profitable balance sheet**, Teknia works to optimise its capital generation.

**New business opportunities**

We seek growth opportunities by **expanding into new markets** linked to new mobility, as well as by acquiring assets in the automotive market.

Under the Moving Teknia 2025 framework, **we have launched more than 30 specific initiatives**, aligned with each of the strategic pillars. The follow-up of these projects is carried out on a monthly basis with those in charge and with the general management on a half-yearly basis. Throughout 2024, we will continue to work with the plants to ensure that the Moving Teknia initiatives respond to each plant's needs.

This strategy was validated by the Board of Directors and the Group's management team, and communicated to corpora-

te teams and plant personnel. To this end, **we have organised specific workshops:**

- 4 at the American plants (Brazil and North America), at one of the plants in Poland and at one of the Spanish plants.
- 1 with the company's business managers and management team.
- 1 with the corporate teams.
- 1 with the managers of the Group's plants.

## 2.3. Corporate Governance

We are a reliable and experienced partner in supporting our customers in the new challenges of mobility. Rigour, integrity and good governance help us to be a partner which provides security and trust to our customers and ensures the integrity of operations throughout the company.

### Shareholding structure

Teknia Manufacturing Group S.L.U has a sole shareholder, Siuled S.L., a family-owned company.

This equity structure ensures that the company is able to maintain its essence and values over the years without compromising the progress in good corporate governance developed by the company.

### Board of Directors

Teknia's Board of Directors consists of four members is ultimately responsible for the management and representation of Company. In addition to the roles established in the Capital Companies Act, it is the body responsible for approving and enacting the Group's ethical regulations.

#### Board of Directors at end of financial year 2023:

- **Mr. Javier Lazpita Sarriugarte**, Chairman of the Board of Directors of Teknia Manufacturing Group S.L.U.
- **Mr Javier Quesada de Luis**, Director.
- **Mr. José Antonio Jainaga Gómez**, Director.
- **Mr. Iñigo Marco-Gardoqui Alcalá-Galiano**, Director.

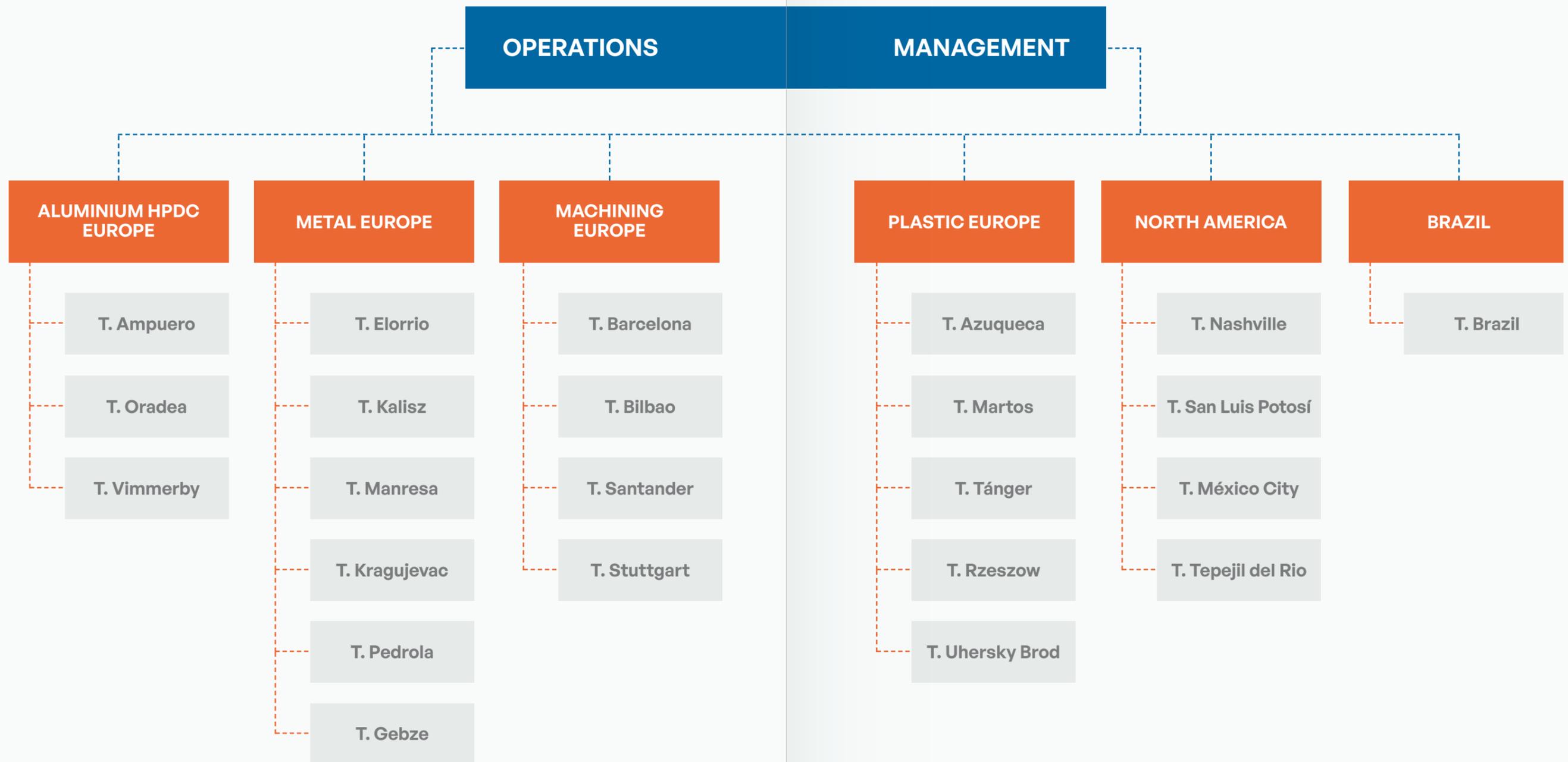
Both Mr. José Antonio Jainaga and Mr. Iñigo Miguel Marco-Gardoqui are independent, which means that they are 50% independent from Teknia's Board of Directors.

### Corporate Management Areas

Teknia has established a structure of **Corporate Management Divisions** which, led by the General Management, assume responsibility for the functioning and operational management of the company. They are broken down into: Strategy Management, Quality Management, Human Resources Management, Advanced Manufacturing and Technology Management, Sales Management, Operations Management, Technical Consultancy Management, Communication and Institutional Relations Management, and Finance Management.



Likewise, each of the business and independent entities which make Teknia has its own global structure, to which the *Management* of each area/department reports, as the most senior managers responsible for each area within their business. In addition, the Operations Division manages the different business units at company level, the structure of which is reflected below:





## Sustainability governance

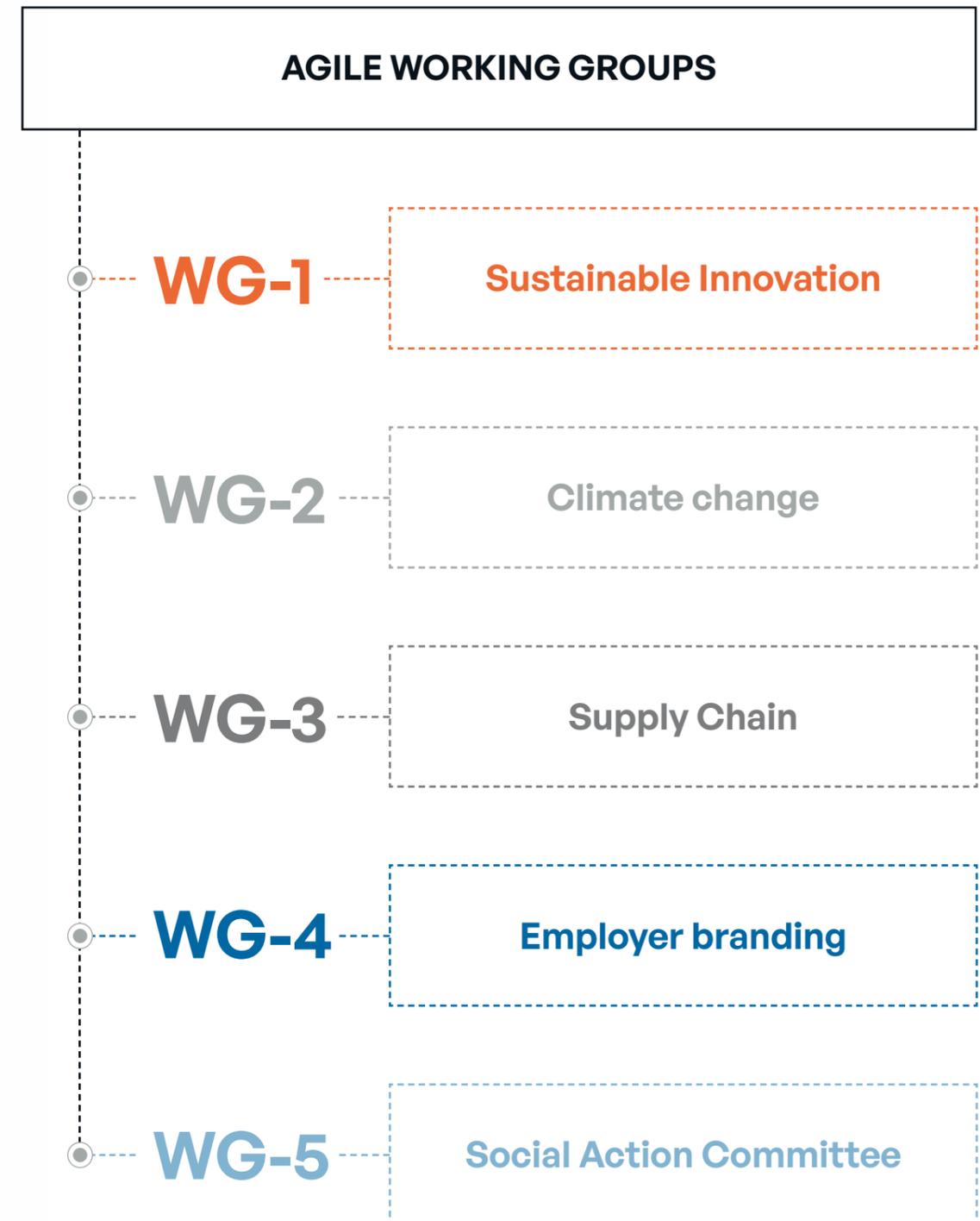
A new **ESG governance model** has been defined to activate and coordinate the sustainability efforts of our strategic plan, Moving Teknia, which includes the implementation of a **Sustainability Committee**. This body, which acts as the driving force behind the lines of action in sustainability, reviews the fulfilment of objectives and manages project progress. The Sustainability Committee is made up of:

- Teknia General Management.
- Strategy Management.
- Human Resources Management.
- Communication and Institutional Relations Management.
- ESG Manager.
- Energy and Facilities Manager.

Each corporate department, in addition to its own functions, has been assigned additional competencies in sustainability matters:

Sustainability Strategy	Environmental matters	Safety and staff-related issues	Economic aspects	Social issues
Managed by the Strategy Division, where the ESG area is located.	Managed by the Quality, Operations and ESG Division.	Managed by the management of each of the plants with support from the Operations Division.	Managed by the Finance Department, with the involvement of the other departments.	Regarding the social action plan of the company from the ESG division..

We have also defined agile **working groups** to implement and report on the different actions defined in the plan in different areas. These groups are activated according to Teknia's needs and those of its stakeholders. The overall purpose is seeking efficient solutions to complex sustainability challenges in a collaborative manner.



## 2.4. Risk management policies and system

### Internal rules and regulations

Our international and diversified structure makes it essential that guidelines and directives are developed to govern Teknia's operations, with the aim of harmonising procedures and policies, without losing the idiosyncrasies of each of the plants.

All Teknia employees are governed by the **Code of Conduct**, corporate policies and existing manuals and procedures. Our rules are regularly reviewed and updated to reflect new trends, requirements or changes in internal operations.

### Code of Conduct

Our Code of Conduct sets forth the criteria for action and values governing the actions and relations of the companies that make up the company.

The standards of conduct that make it up set out the principle of due diligence for the prevention, detection and eradication of irregular behaviour. This, along with the other policies, constitutes the company's first line of defence against risks such as corruption, bribery and any other fraudulent behaviour, towards which the company has zero tolerance.

The Code of Conduct, applicable to all Teknia companies and individuals, is based on the following principles:

- All operations shall be **ethically and responsibly** carried out. Compliance with the legislation in force in each country is a necessary prerequisite for the Code of Conduct.
- Teknia operates in the market in a fair way and does not accept under any circumstances misleading, fraudulent or malicious behaviour.
- **Supplier selection** shall be governed by objectivity and transparency criteria, reconciling the corporate interest in securing the best conditions with the benefit of maintaining stable relationships with ethical and responsible suppliers.

Teknia's Code of Conduct is available in Teknia's two official languages (English and Spanish) and is available to all business interests employees in digital format on the corporate Intranet.

In addition, the **creation of the Social Action Committee**, a body responsible for the supervision and coordination of its social impact and volunteering actions, **was approved in 2023**.

### Ethics and Compliance Committee

The Ethics and Compliance Committee oversees compliance with and interpretation of the Code of Conduct in the company and is made up of:

- Teknia's Legal Advisory Management (Coordinator of the Committee).

- Financial Management
- Human Resources Management.

This Committee acts as the **Group's Central Supervisory Body** in the relevant matters attributed thereto. In each of the companies which make Teknia, the corresponding General Management together with the Human Resources Manager of each individual company act as the local Ethics and Compliance Control Bodies.

In order to carry out their supervisory functions, Teknia's Ethics and Compliance Committee and the **local Ethics and Regulatory Compliance Control** Bodies have established a reporting channel, as provided for in the Code of Conduct.

The local Ethics and Regulatory Compliance Control Body shall analyse the complaints and shall reach a decision as appropriate, informing the Ethics and Regulatory Compliance Committee of the processing and resolution of each case, as well as seeking its advice and collaboration, if deemed necessary.

In case the complaint is against the General Management of the company, the Ethics and Compliance Committee shall necessarily deal with the proceedings.



## Risk Management Systems

Grupo Teknia has a **criminal risk matrix or map** to identify and monitor the main risks, as well as to establish the corresponding preventive measures.

**Each plant also has its own risk and opportunity analysis process.** Likewise, there is a contingency plan to ensure business continuity in case of operational, human resources, purchasing, maintenance and natural disaster risks, among others. These plans are reviewed on an annual basis and drills are carried out to ensure their effectiveness.

Furthermore, at Teknia we understand the **protection of personal data** is a priority in every aspect of our work with our internal and external collaborators. Therefore, in our Code of Conduct there is a specific section to ensure compliance with regulations regarding this matter. We also have our own data protection regulations, **in compliance with the current European Data Protection Regulation.**

## ESG risk management

Since our inception, at Teknia we have responsibly and efficiently managed the consumption of raw materials and energy. Furthermore, in order to ensure that the environmental management within the Group's companies is aligned with international standards and to minimize the above-mentioned risks, the environmental management procedures have been designed in compliance with the **ISO 14001:2015** management systems standard.

In 2023, Teknia worked internally on the development of a **climate change and human rights risk map** involving all the company's management and key areas. A total of 21 risks were identified, categorised into operational, strategic, regulatory and financial risks.

In terms of social matters, we have implemented an **occupational risk prevention system at all Teknia plants**, regardless of their location, and we strive on a daily basis to improve the conditions of our workforce.

The company's entire corporate governance structure and control mechanisms seek to minimize potential risks in terms of governance, ethics and integrity.

## 2.5. Human Rights and Ethical Conduct

Teknia's corporate culture is fully aligned with a **respect for human and social rights** this is embodied in the principles of action set forth in internal regulations. As an intermediary actor between raw material producers and manufacturers, our greatest challenge is **driving the commitment to human rights through the entire value chain.**

To address this challenge, we have a dual approach:

- **Internal management:** as a company, we defend and promote compliance with human and labour rights and our own ethical principles, implementing good practices in terms of employment conditions, health and safety at work.

Compliance with these principles is closely supervised by the management of each entity and the Regulatory Compliance Committee.

- **External management:** At Teknia, we apply the principles of our code of conduct to any person or entity that has commercial or any other type of relationship with us. All our suppliers are required to respect the human and labour rights of their employees.

In 2023 we approved the ESG requirements for suppliers, a document created with the aim of extending the company's commitment to the entire value chain and ensuring that all suppliers are, in the first instance, aware of and aligned with our ESG guidelines (human rights, climate change, etc.).

Finally, the main risk for Teknia in terms of human rights is that there may be a violation of workers or business partners in any of the company's companies. To minimise this risk, each company has been assigned individual responsibilities in this area and, at corporate level, we promote respect for trade union activity and collective bargaining and the supervision carried out by local authorities.



# Moving Teknia 2025, how did it happen?



Moving Teknia 2025, Teknia's new strategic plan, sets out the steps to be taken to achieve the objectives set by the company in the coming years in order to continue on the path of growth and consolidation marked out by the company.

Alejandro Deleyto, Group Strategy Director and responsible for the development and implementation of the plan, explains in detail the pillars on which the strategy is based.

### Why a strategic plan?

Every company needs to set objectives and establish the path towards which it will take its next steps. But also, given the context of uncertainty that we have experienced in recent years, an action plan has never been so important.

That is why Teknia has decided to develop this new plan, which covers the next three years of the company's life. For these years, we have de-



Alejandro Deleyto, Strategy Director

fining very ambitious goals for growth, profitability and transformation through digitalisation and data use.

### The plan's objectives run from 2023 to 2025, so why a three-year time horizon?

There are two main reasons. First, a strategic plan with a long time horizon becomes more complex to achieve and adopt. Long-term objectives are usually hardly measurable, making them difficult to monitor, increasing the number of tasks and stress as we get closer to the goal.

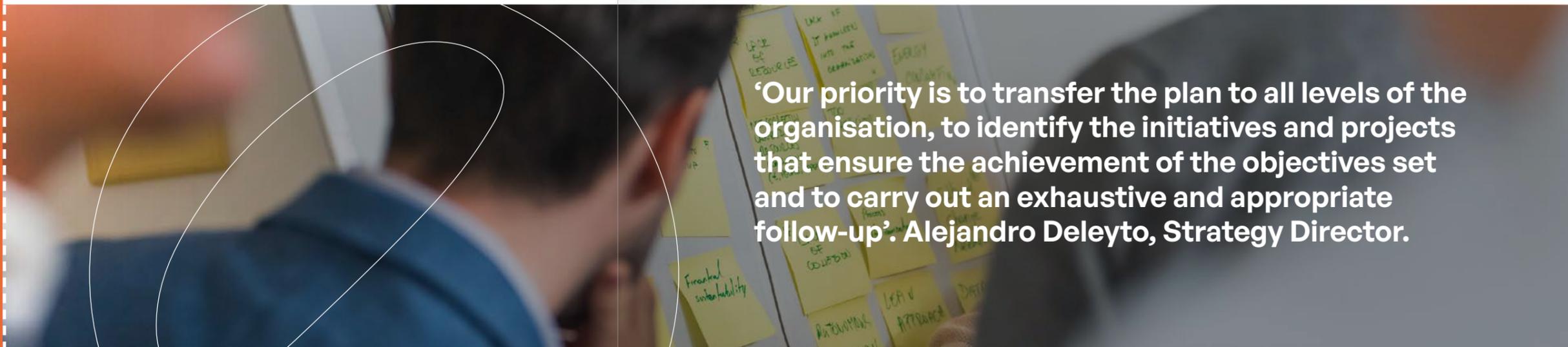
The second is related to the market and sector situation, since, in such a changing environment, there is a risk that, if the plan is too distant, it could become outdated.

### How has this plan been developed? Who has been involved in the process?

Data is the most important aspect in the development of a strategic plan. To shape the plan, we started with an exhaustive analysis of internal and external information, together with the guidance and vision of the shareholders.

This required working in coordination with all areas of the company, which allowed us to identify objectives, challenges and a clear status of the current situation.

And, obviously, it is essential to take into account the type of company and shareholders' vision. For Teknia, a family company with strong aspirations for growth and motivation for generating value for both its employees and its environment.



**'Our priority is to transfer the plan to all levels of the organisation, to identify the initiatives and projects that ensure the achievement of the objectives set and to carry out an exhaustive and appropriate follow-up': Alejandro Deleyto, Strategy Director.**

# 3.

## Moving Teknia: sustainability commitments



### 3.1. Materiality Analysis

In order to evolve and go a step further in the assessment of our material issues, last year we developed an ESG impact materiality analysis and impact on Teknia's business, which has been maintained for the current year. This approach allows the identification and prioritisation of the following impacts:

- **Business impacts:** areas which have or may have a potential impact on the economic, strategic and operational development of Teknia.
- **Social and environmental impacts:** areas that have or may have a potential environmental and social impact.

In this way, the Materiality Study enables us to gain a comprehensive understanding of our context in order to **align and guide our strategic approach** and make the best possible impact in terms of **ESG**.

#### How was the study conducted?

To identify the impact issues, an external analysis has been carried out that considers international ESG reference frameworks and analysts such as TCFD (*Task Force on Climate-related Financial Disclosures*), the Science Based Targets (SBTi) initiative, CDP (*Carbon Disclosure Project*), SASB (Sustainability Accounting Standards Board), S&P Global and the Sustainable Development Goals of the UN's 2030 Agenda.

This analysis has also taken into account the ESG regulations relevant to us, such as the *Green Deal*, the new CSRD Directive on corporate sustainability reporting, the *Fit for 55* policy package, the Climate Change Act or the proposed Corporate Sustainability Due Diligence Directive (CSDDD).

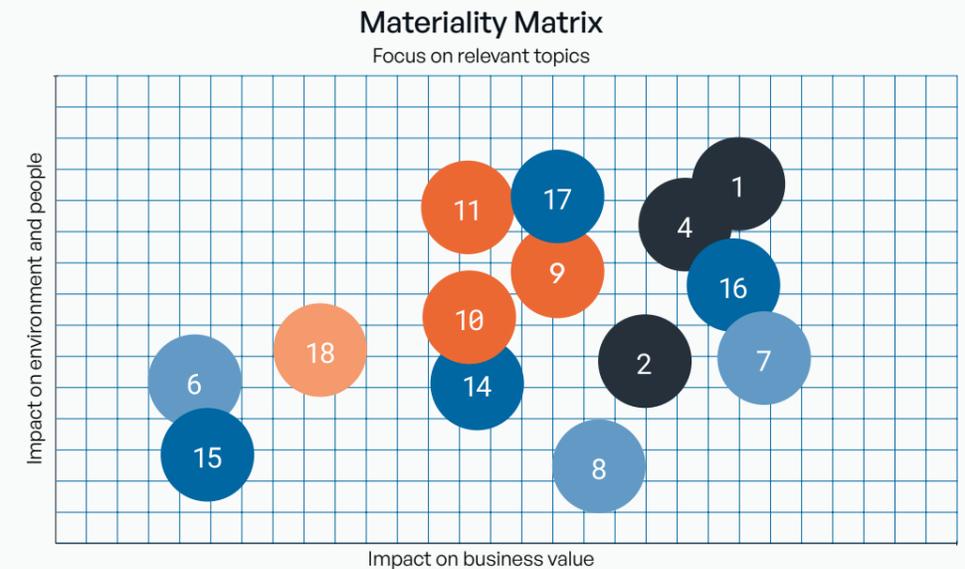
Furthermore, a sectorial analysis has been carried out based on Drive Sustainability (an association of the world's leading automotive companies) and customer requirements, as well as benchmarking analysis of companies in the sector.

Finally, the external and internal perspective of the company was analysed. The insight of our external stakeholders has been addressed through interviews with industry associations and customers. For the internal approach, information was gathered from Teknia through interviews with eight people responsible for or managing the company.



The results are consolidated in this **materiality matrix**, including those areas with the greatest impact on both the business and society as a whole. This Sustainability Report provides detailed information on the management and performance of these key issues for Teknia.

To be ahead of and prepared for the challenges of the market, and to respond to new trends and regulatory requirements at European level, such as the CSRD (new directive on sustainability reporting), Teknia will carry out a dual materiality study in 2024, the results of which will be reflected in the next Sustainability Report..



#### Most relevant topics

1	Climate change (GHG emissions)
2	Energy: Efficiency and Renewables
4	Circular Economy: Waste and Hazardous Materials Management
6	Community Relations
7	Product Quality and Safety
8	Customer engagement
9	Work Practices
10	Recruitment, development and training
11	Employee Health and Safety
14	Increasing the product range for sustainable mobility
15	Supply chain management: Social Impact (HR)
16	Supply chain management: environmental impact
17	Sustainable Innovation: Industry 4.0
18	Governance Model, Business Ethics & ESG Risk Management

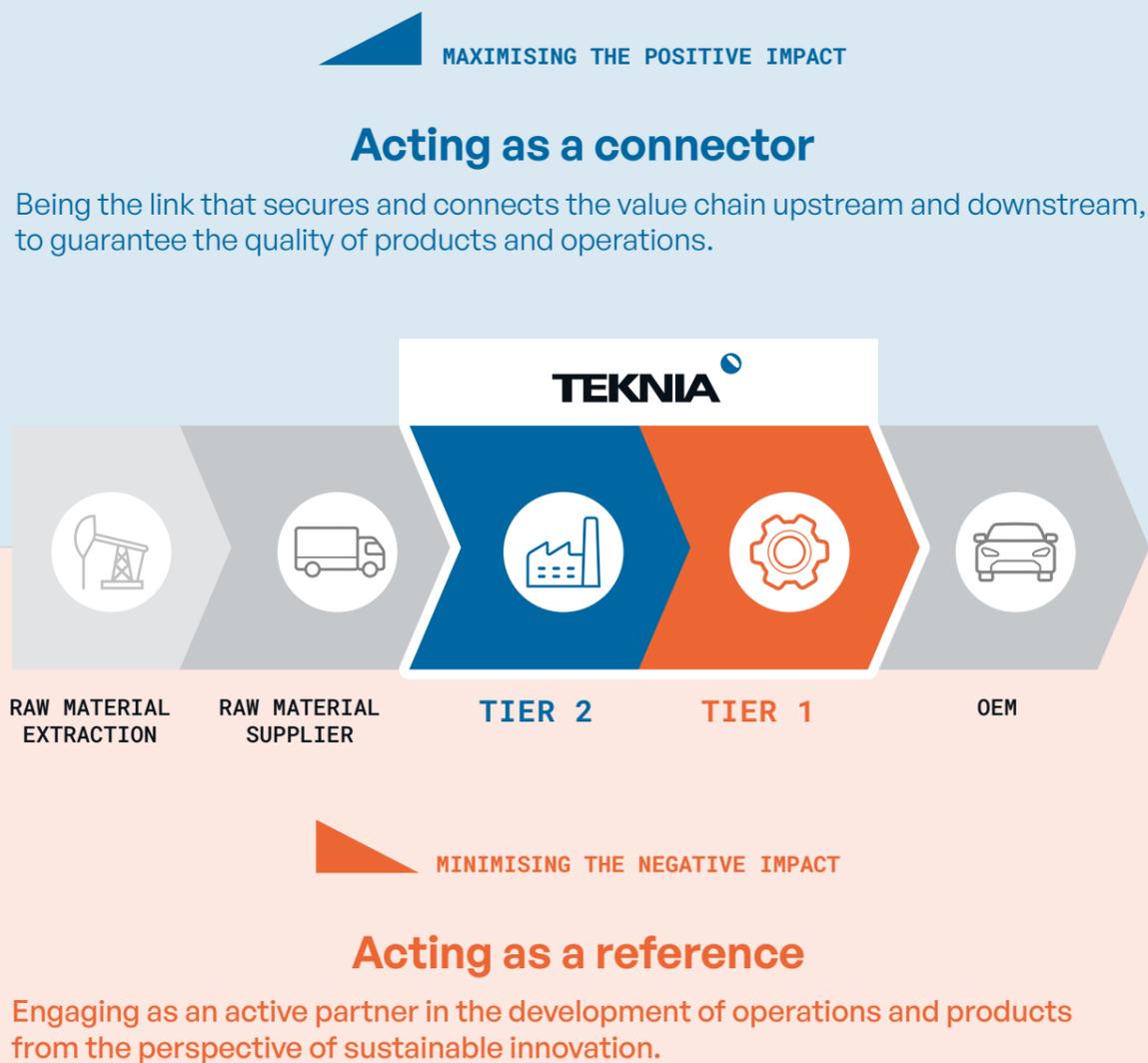
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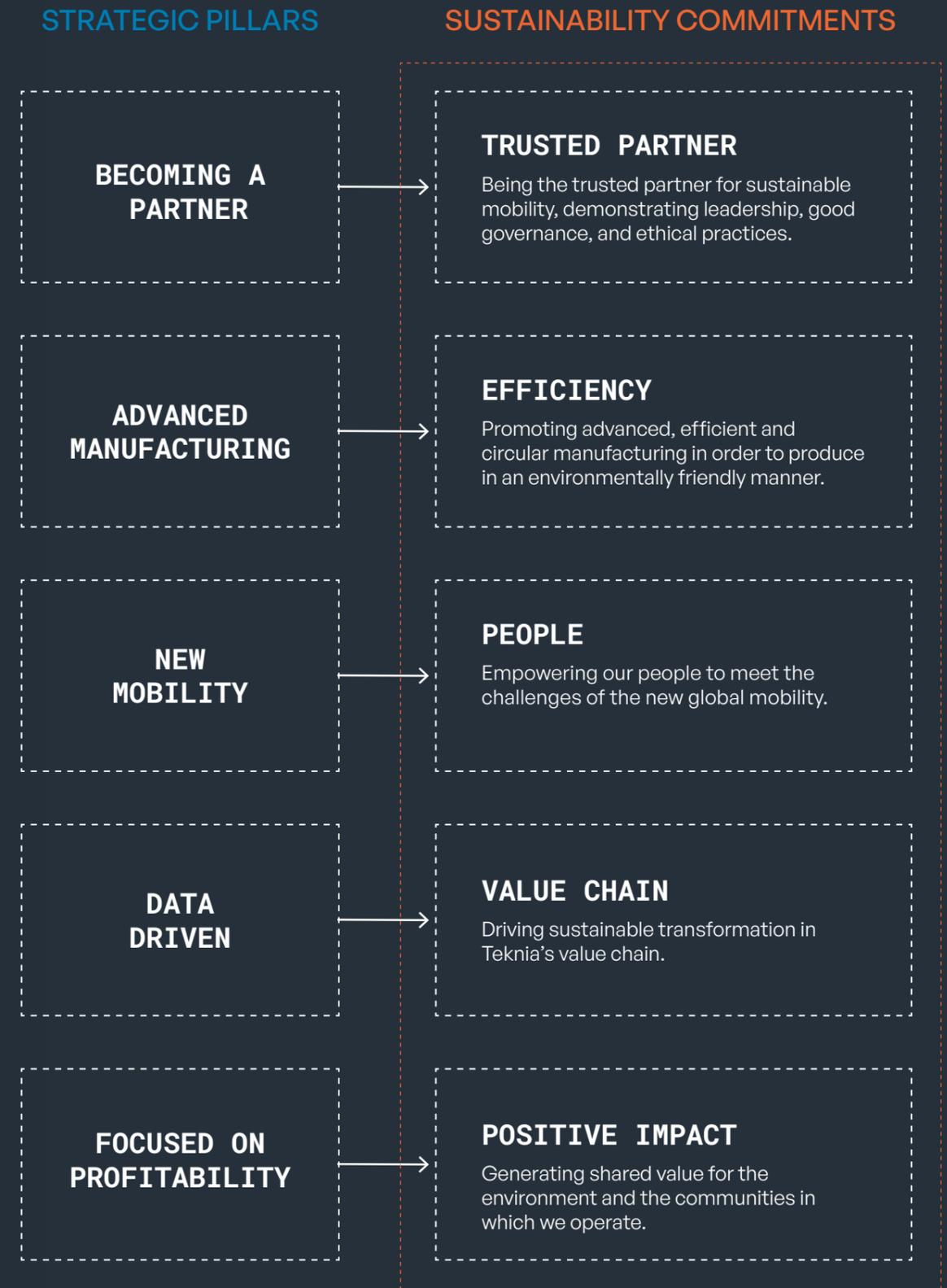
## 3.2. Moving Teknia's commitment to sustainability

In 2023, as part of the Moving Teknia 2025 plan, we started a comprehensive diagnostic exercise as an integral part of **formulating our sustainability & ESG** (environmental, social and governance) commitments. This analysis covered a range of areas, from sectoral trends to regulatory developments; it also included consultation with both internal and external stakeholders.

The outcome of this process allowed us to integrate the critical expectations of our key stakeholders, aligning our efforts with regulatory demands and market and customer expectations, developing the Moving Teknia 2025 strategic action lines, framing our commitment to sustainability.



This integrated approach is reflected in our sustainability commitments which, under the strategic vision of our plan, ensure an integrated and holistic approach to ESG management at Teknia.



### 3.3. Sustainability goals

Our commitments to sustainability are reflected in the sustainability targets set for two timeframes: 2025 and 2030.

	Objectives 2025	Objectives 2030
<b>Trusted partner</b>	<ul style="list-style-type: none"> <li>• Zero lost-time accidents.</li> <li>• 100% of management trained in ESG.</li> </ul>	<ul style="list-style-type: none"> <li>• Contribution to the physical and mental well-being of our employees and ISO: 45001 certification in all our plants.</li> <li>• 100% of staff trained in ESG.</li> </ul>
<b>Efficiency</b>	<ul style="list-style-type: none"> <li>• 80% of electricity consumption in Spain comes from renewable energy sources..</li> <li>• 14% reduction in the ratio of CO2 emissions relative to production value in 2025 compared to 2022.</li> </ul>	<ul style="list-style-type: none"> <li>• 100% renewable electricity consumption in Teknia by 2030.</li> <li>• Carbon neutral in business interests plants by 2040 (scopes 1 and 2) and throughout the entire value chain by 2050.</li> </ul>
<b>People</b>	<ul style="list-style-type: none"> <li>• Promoting internal talent through specific training programmes.</li> <li>• Ensuring that both genders are represented in internal recruitment processes.</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage specific actions to ensure a clear awareness of the benefits of diversity.</li> <li>• Promote specific programmes for the development of female talent.</li> </ul>
<b>Value chain</b>	<ul style="list-style-type: none"> <li>• 100% strategic suppliers signatories of Teknia’s ESG requirements.</li> <li>• 70% local suppliers.</li> </ul>	<ul style="list-style-type: none"> <li>• 100% strategic suppliers assessed on ESG issues by 2026.</li> <li>• 80% local suppliers.</li> </ul>
<b>Positive impact</b>	<ul style="list-style-type: none"> <li>• Contributing to education and progress benefiting at least 20,000 people.</li> </ul>	<ul style="list-style-type: none"> <li>• Socio-economic development programmes through education in all territories where the company operates by 2030, benefiting 200,000 people.</li> </ul>



# A step forward in green energy



Teknia reinforces its commitment to renewable energy with the new solar panels installation at three production plants. The installations, which have been carried out in Pedrola, Santander and Ampuero, are part of Teknia's responsible self-consumption project, which guarantees 69% of electricity from renewable sources for these plants.

This project joins the energy contracts with Guarantees of Renewable Origin (GdO) that the company already has with Endesa and Engie. Both actions bring Teknia closer to its CO2 emission reduction targets, which include guaranteeing renewable energy consumption in at least 50% of its plants by 2025.



Antonio J. Orpez,  
Energy & Facilities Manager

### Forthcoming installations

Along with the factories in Pedrola, Santander and Ampuero, the next plants to install panels will be those in Elorrio, Oradea and Tangiers, achieving a 12% saving in electricity consumption from the grid in these facilities.

### Teknia and the fight against climate change: decarbonisation roadmap

For more than a decade, Teknia has been involved in the fight against climate change through diverse actions, including the accurate measurement of its CO2 emissions. To this end, the company has developed a Decarbonisation Plan that aims to reduce the ratio of CO2 emissions per production value by 14% over the next two years. In 2023 we have already reduced the kgCO2/VoP ratio by 17.6% compared to 2022.

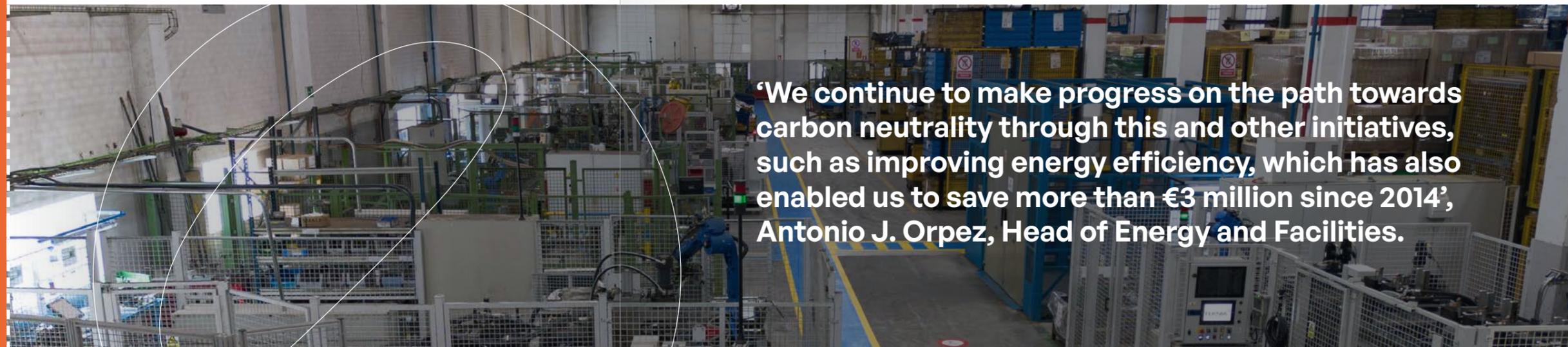
VoP equals Value of Production.

## Teknia's commitment to green energy

**17,6%**  
reduction in carbon footprint for every euro produced

Nearly **70%** of the electricity consumed in panel plants comes from renewable sources

Up to **12%** saving in grid electricity consumption of solar panel plants



**'We continue to make progress on the path towards carbon neutrality through this and other initiatives, such as improving energy efficiency, which has also enabled us to save more than €3 million since 2014', Antonio J. Orpez, Head of Energy and Facilities.**



4.

**A trusted  
partner for our  
stakeholders**

Being the trusted partner for sustainable mobility, demonstrating leadership, good governance, and ethical practices.. To achieve this, we are working on the development and ethical management of the company, adopting high standards of good corporate governance and accountability.

## Commitments and ongoing projects:

### Strategic alliances:

In line with our commitment to sustainability and our stakeholders, in 2023 we joined the **UN Global Compact**, the world’s largest initiative in corporate sustainability.

We **received the silver medal from Ecovadis**, following the analysis of our situation, determining improvement actions to keep working on Teknia’s commitment to sustainability.

We work, through our membership of the **Carbon Disclosure Project (CDP)**, to identify areas to reduce our emissions and implement measures to minimise and mitigate environmental and climate risks.

### Training our employees in sustainability:

We are working on the creation of training programmes aimed at our employees such as **training in sustainability policies and specialised training tailored to their particular requirements**.

## 4.1. Our Stakeholders

For Teknia it is essential to know our stakeholders and to engage in a dialogue in order to address their concerns and to be able to meet their expectations in a proactive and innovative way.

Our stakeholders consist of all those groups with their own legitimate interests in our activity, a certain capacity to impact on the fulfilment of corporate objectives and their own expectations regarding corporate management.

## Relationship and stakeholders’ dialogue channels

Stakeholders	Our commitment	Communication channels
Team	Unity, empowerment, training and recognition.	<ul style="list-style-type: none"> <li>Employee representatives, direct dialogue with the people management department.</li> <li>Annual company-wide management team meeting</li> <li>Internal communication via bulletin boards, email and corporate intranet with weekly updated information.</li> <li>Sustainability Report.</li> </ul>
Customers	Flexibility, adaptability, long-lasting relationships and trust.	<ul style="list-style-type: none"> <li>Continuous dialogue with the Sales area.</li> <li>Follow-up of the satisfaction level and quality issues.</li> <li>Annual analysis of the terms and conditions of purchase and other commercial commitments.</li> <li>Participation in trade fairs and customer events.</li> <li>Response to questionnaires and specific requirements.</li> <li>Sustainability Report.</li> </ul>
Suppliers	Cooperation and transparency.	<ul style="list-style-type: none"> <li>Regular meetings and direct communication with the sales and quality team.</li> <li>Several communications to support the fulfilment of our requirements.</li> <li>Sustainability Report.</li> </ul>
Society as a whole	Talent acquisition, transparency and positive contribution.	<ul style="list-style-type: none"> <li>Digital communication through Teknia’s website and social networks.</li> <li>Interviews and visits to media plants.</li> <li>Participation of Teknia spokespersons in events, forums and round tables.</li> <li>Donations through national and international foundations, framed within Teknia’s social action plan.</li> <li>Sustainability Report.</li> </ul>
Financial institutions	Transparency and accuracy of information.	<ul style="list-style-type: none"> <li>Regular meetings and direct communication with the Finance Department.</li> <li>Strategic Day in 2023, presentation of forecasts and strategic plan with management team.</li> <li>Sustainability Report.</li> </ul>
Institutions	Transparency Information’s accuracy And collaboration.	<ul style="list-style-type: none"> <li>Direct dialogue with national, regional and local authorities on a regular basis.</li> <li>Institutional visits to the plants.</li> <li>Participation in associations: Sernauto, ACICAE, AEC, AEFAME, Global Compact.</li> <li>Sustainability Report.</li> </ul>

## 4.2. Quality and commitment to customers

Customers play a central role in Teknia’s corporate culture. By means of close cooperation and collaboration, we develop long-term relationships of mutual trust and sustained organic growth.

To achieve this, we act as a partner of reference and we are committed to relationships in which both parties bring their greatest strengths to the common benefit. We offer in-depth technical product knowledge and are fully engaged in going the extra mile to satisfy our customers’ needs, meeting the highest quality standards.

In 2023, **our priority has been to attract new customers**, established players in the industry, as well as to keep expanding our relationships with our regular customers. Consequently, we closed the year with **37% more new clients than in 2022**, as a result of the efforts and continuous work of all our teams, with a total of 121 clients.

### Quality and commitment to customers: achievements 2023

1

**Achievement of customer acquisition and associated profitability targets:** 97 million Euros turnover in 2023, with a production margin of 38.1%.

2

**New customer consolidation:** 37% increase in customer acquisition compared to 2022, with 3 new customers in the year.

3

**Prioritising strategic products by technology and location:** Success of aluminium products associated with new mobility in the European and North American markets.

4

**Consolidation of presence in new mobility and electrification products:** Exceeding 17% for projects secured within the new mobility category, representing some €17.2 million.

## Our Customer Service

We combine the offer of high-quality products and customised solutions with **dedicated customer service from the Quality departments at each plant**.

We prioritise open, transparent and regular communication, ensuring that any queries or incidents that may arise are resolved promptly and efficiently. In every interaction, we strive to provide a service that not only meets but exceeds our customers’ expectations, thus consolidating long-lasting and mutually beneficial relationships.

**Continuously measuring customer** satisfaction (on a monthly basis) allows us to respond to their needs and expectations effectively, as well as to identify areas for improvement to optimise their experience. To achieve this, we use of Indicators, such as the number of customer complaints, or the customer satisfaction matrix.

## Our Customer Service

Customer incident and complaint management at Teknia is a continuous process which has been integrated into the company’s culture and strategy to guarantee customer satisfaction.

Managing this involves the following:

- Ensuring adequate channels of communication with the customer from each centre.
- Analysing the root causes of the complaints to identify areas for improvement.
- Verifying the resolution of all incidents and complaints from the Quality departments.
- Communicating clearly and effectively to customers the actions carried out within a maximum of 10 days.
- Processing the management results of the incidents and complaints for continuous improvement of the company’s processes and products.

## Main Communication Channels

Sales Department	Quality Department	
<ul style="list-style-type: none"> <li>• Face-to-face Meetings.</li> <li>• Conference Calls.</li> <li>• Telephone contact.</li> <li>• Email.</li> </ul>	<ul style="list-style-type: none"> <li>• Daily contact between plant and customer.</li> <li>• Scheduled Visits.</li> <li>• Auditing Customers.</li> <li>• Teknia Web.</li> <li>• Automotive Industry Events.</li> </ul>	<ul style="list-style-type: none"> <li>• Webinars and customer events.</li> <li>• Face-to-face Meetings.</li> <li>• Conference Calls.</li> <li>• Telephone contact.</li> <li>• Email.</li> </ul>

## Customer satisfaction figures

	2022	2023
No. of incidents and complaints*	487	516
Average time to resolve complaints and claims	100%	100%
No. substantiated complaints regarding breaches of customer privacy and loss of customer data	0	0

\*Incident and complaint figures for 2022 and 2023 are not comparative, as two more companies were included in the last year. It is worth noting that the 2023 claims reduction target was achieved, 57% of plants met or improved their targets.

## The Quality area as an allied partner in Customer Relationships

Quality plays a crucial role in the continuous improvement of customer relations. Through the analysis of Indicators, potential improvements in products and services are identified to enhance customer satisfaction.

Always focused on operational excellence and with a goal of zero defects, Teknia has developed a customer focused **Integrated Management System** based on risk analysis. This allows us to improve the efficiency and the effectiveness of our processes and to meet and increase the satisfaction of our stakeholders, based on prevention.

In 2023, additional processes have been integrated to support the group's plants and thus improve the Quality system.

## 4.3. New mobility

**The new mobility scenario** (involving the adaptation of different types of vehicles or means of transport according to the needs of each user), has resulted in an arena of new opportunities and the emergence of new players in the sector. Furthermore, companies which a few years ago were not part of the automotive industry, such as technology companies - software or advanced electronics - or battery companies, have been integrated into the industry.

In Teknia, as a result, we are immersed in a process of continuous evolution: from a build-to-print format (where the client was limited to communicating their specific needs and product requirements) to a collaborative process and product co-development with clients. In this scenario, it is necessary to take advantage of the opportunities offered by the new mobility, a developing market whose variability is high, as is its growth potential.

At the same time, the new mobility requires adapting manufacturing capacities, as the requirements change with respect to traditional production in the automotive sector. Moreover, these new players demand not only the parts production, but also participation in their design and development, which favours Teknia's approach as a partner and ally of customers in the manufacture of products and high added value components.

### Electrification

One of the drivers for the new mobility is electrification. Teknia has the capabilities to support this technological change with our specialised technologies, including tube forming, stamping, aluminium injection moulding, plastic injection moulding and machining.

We offer parts such as **inverters and power converters, charger components, battery elements** and a wide variety of parts required for the use of electricity as a vehicle propulsion system. For example, in the case of power inverter, we can manufacture components such as the top case, the housing using high-pressure die-cast aluminium and the connectors in machined and or formed tube.

This electrification, autonomous driving, connectivity and infotainment are driving changes in all other product categories, which means that there is an increased availability of electronic environment components in vehicles.

We have the design and development capabilities for these products and production facilities, in Europe, Africa and the Americas, and the know-how to provide a customised solution to meet any of our customers' needs.



## Our first Strategic Day



Teknia presented its new strategic plan to a group of banks, financial entities and institutions at its Teknia Bilbao plant. The company held its first Strategic Day, a conference aimed at highlighting its business model and growth prospects for the coming years.

The new strategic plan 'Moving Teknia 2025' was presented at the event, along with the Group's financial strategy, the company's main commercial achievements and plans in the field of Sustainability.

The 'Strategic Day' was led by Teknia's CEO, Javier Quesada de Luis, who, together with several members of the management team delivered an overview of the company at the present time.



Gonzalo Prieto,  
Communication and Institutional Relations Director

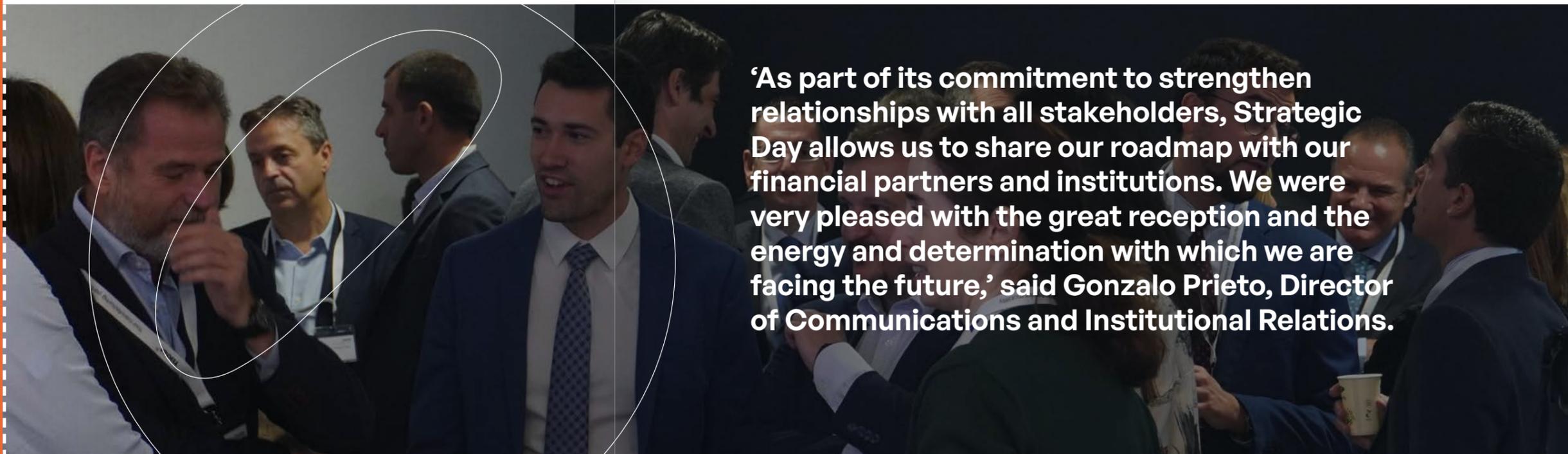
The event was organised by Teknia's Communication and Institutional Relations team, and also served for the attendees to get to know the plant. The Teknia Bilbao team accompanied the guests on a tour of the facilities, explaining the machining technology and the position of the factory from a more technical point of view.

commitments for the coming years were also presented at the conference. Among other goals, it was explained that the company aims to reach targets of 80% of energy consumption from renewable sources and to maintain ESG requirements for 100% of its suppliers.

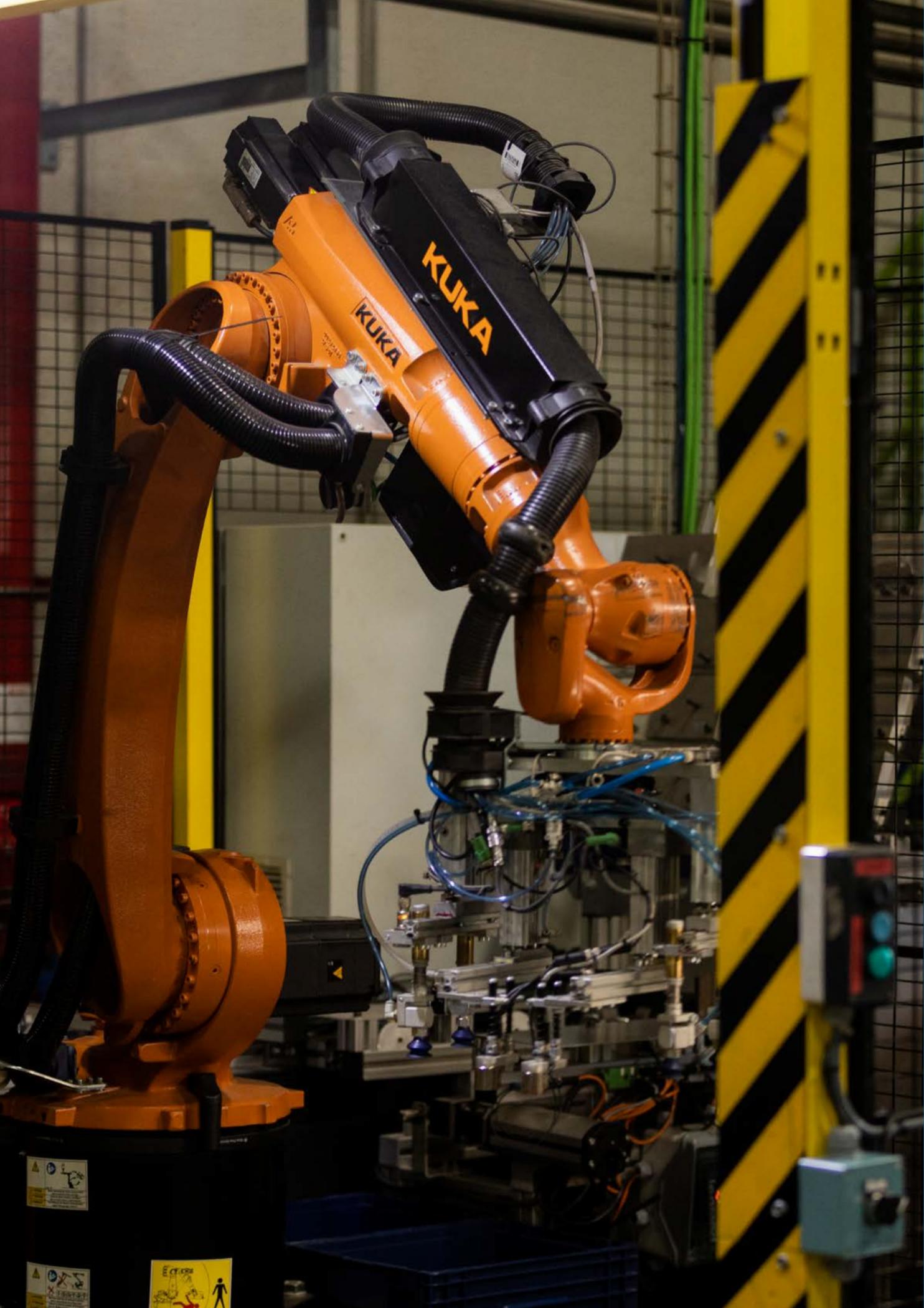
According to the company, sustainability has evolved to become a key issue on the regulatory agenda and a priority for customers, financial institutions and institutions.

### Getting to know Teknia from a triple-impact perspective

Teknia's main sustainability



**'As part of its commitment to strengthen relationships with all stakeholders, Strategic Day allows us to share our roadmap with our financial partners and institutions. We were very pleased with the great reception and the energy and determination with which we are facing the future,' said Gonzalo Prieto, Director of Communications and Institutional Relations.**



5.

**Advanced,  
efficient  
and circular  
manufacturing**

Our commitment to advanced manufacturing leads us to develop **high added value solutions** from co-development, through more flexible and automatic technologies and processes that allow us to minimise the environmental impact of our activity.

## COMMITMENTS AND ONGOING PROJECTS:

### Increased self-consumption of energy:

We achieved more than 30% of energy consumption from renewable sources in our plants through photovoltaic panel installation on the roofs of the centres, as well as ensuring the use of electricity from renewable sources.

### Promoting the circular economy and recycling:

We are committed to the use of recycled materials, such as aluminium, brass or steel; and we prioritise the use of sustainable packaging and the recycling of cardboard and plastics. For this purpose, we joined Envalora, a Collective System of Extended Producer Responsibility to improve the management of industrial and commercial packaging.

### Reduction of the carbon footprint:

Trabajamos We work to reduce our carbon footprint. We have developed our own tool to calculate the carbon footprint of both our products and Teknia's carbon footprint at company level, and to be able to act to reduce our emissions. We are also working on the verification of declared greenhouse gases.

## 5.1. Environmental Management

Every year we reinforce our commitment, focusing mainly on the fight against climate change and on optimising the use of resources.

Teknia's lines of action in environmental matters are:

Decarbonisation	Circular economy
Energy efficiency	Recycled raw materials
Consumption of renewable electrical energy	Recovery of waste generated during the manufacturing process
Supplier awareness to reduce Scope 3 emissions	Efficient waste management
Promotion of self-consumption	Promotion of reusable packaging
	Process optimisation to minimise natural resources consumption

### Environmental Management Procedure:



## Decarbonisation: a new roadmap for Teknia

Teknia is committed to reducing energy consumption and maximising the use of renewable energy sources. For this reason, this year we have been working on the creation of our **decarbonisation roadmap**, setting short and long term goals to become a carbon neutral company, across the entire value chain, by 2050.

On our path to decarbonisation, the first key step is to **minimise current emissions as much as possible** by implementing process efficiency improvements and increasing the use of renewable energy.

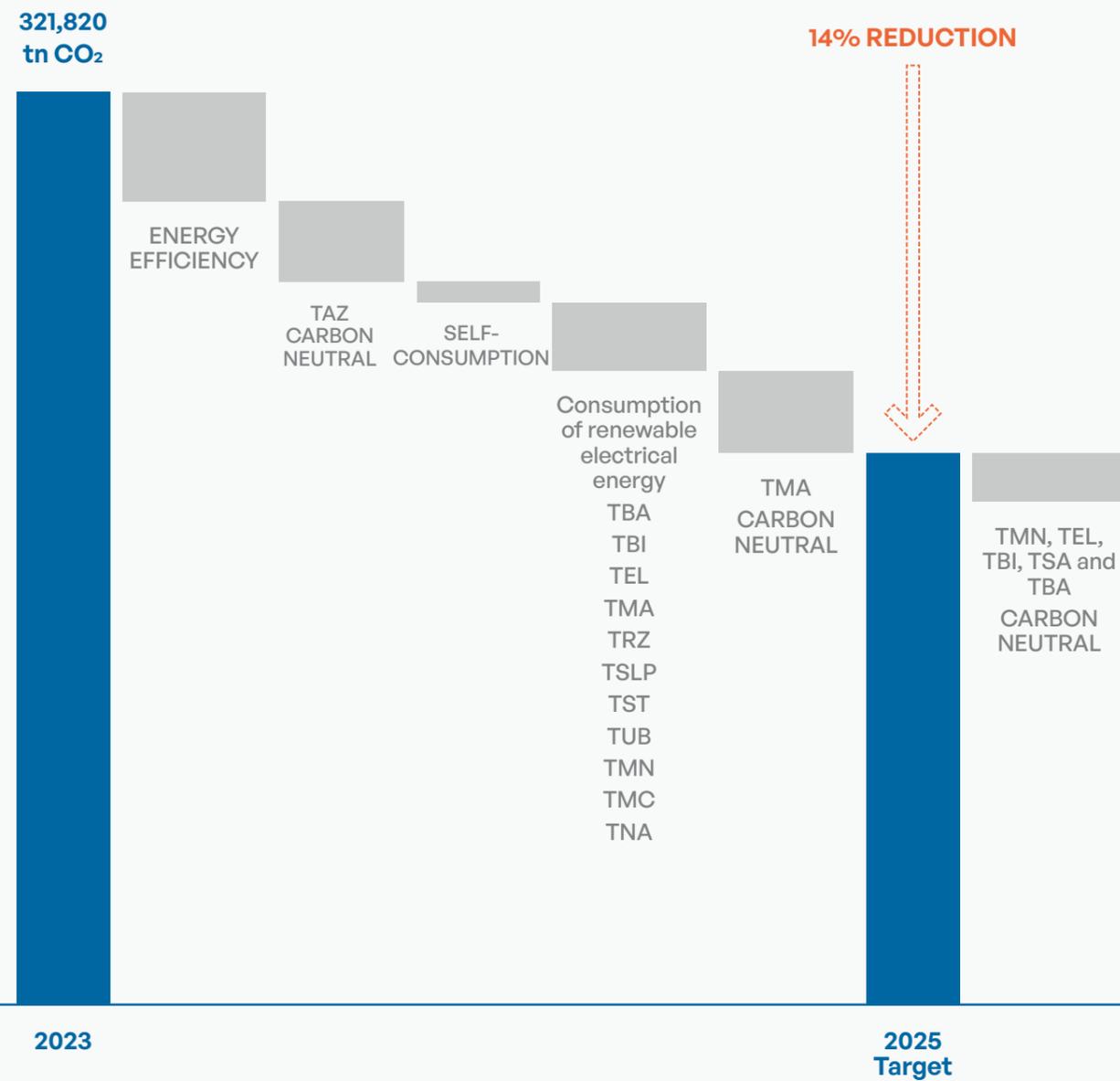
<p><b>Improving process efficiency</b></p> <ul style="list-style-type: none"> <li>• Machinery Renewal Plan with machine renewal protocols linked to maintenance and efficiency indicators.</li> <li>• Further development of remote assistance tools, improved communication with automatic KPI reports, predictive maintenance, among others, in all plants.</li> <li>• Implementation of good practices in terms of behaviour and consumption monitoring (measurement at machine level, circuit breakers, reactive energy control and the like) throughout the company.</li> </ul>	<p><b>Increased consumption of renewable energy</b></p> <ul style="list-style-type: none"> <li>• We have been one of the first companies in the automotive industry to sign Power Purchase Agreements (PPAs) to guarantee the renewable origin of electricity.</li> <li>• In 2023 the consumption of electricity from clean energy has been increased in all our Spanish plants..</li> <li>• We will continue to secure agreements with the aim of achieving 100% renewable electricity supply for the entire company.</li> </ul>
<p><b>Main actions in 2023 to fight climate change</b></p>	
<p>1. Development of the Decarbonisation Plan.</p>	<p>2. Development of Carbon footprint calculation programme.</p>
<p>3. Self-consumption in 30% of our Spanish plants, and we are promoting three new self-consumption projects.</p>	<p>4. We increased the percentage of renewable electricity consumption by 75%.</p>



## Development of the Decarbonisation Plan:

As part of our aim to be a manufacturing partner for mobility, we want to contribute to the transformation towards a more sustainable economy. To this end, in 2023 we developed a Decarbonisation Plan that aims to reduce the **ratio of CO<sub>2</sub> emissions per production value by 14% over the next two years.**

Teknia Decarbonisation Plan 2023-2030

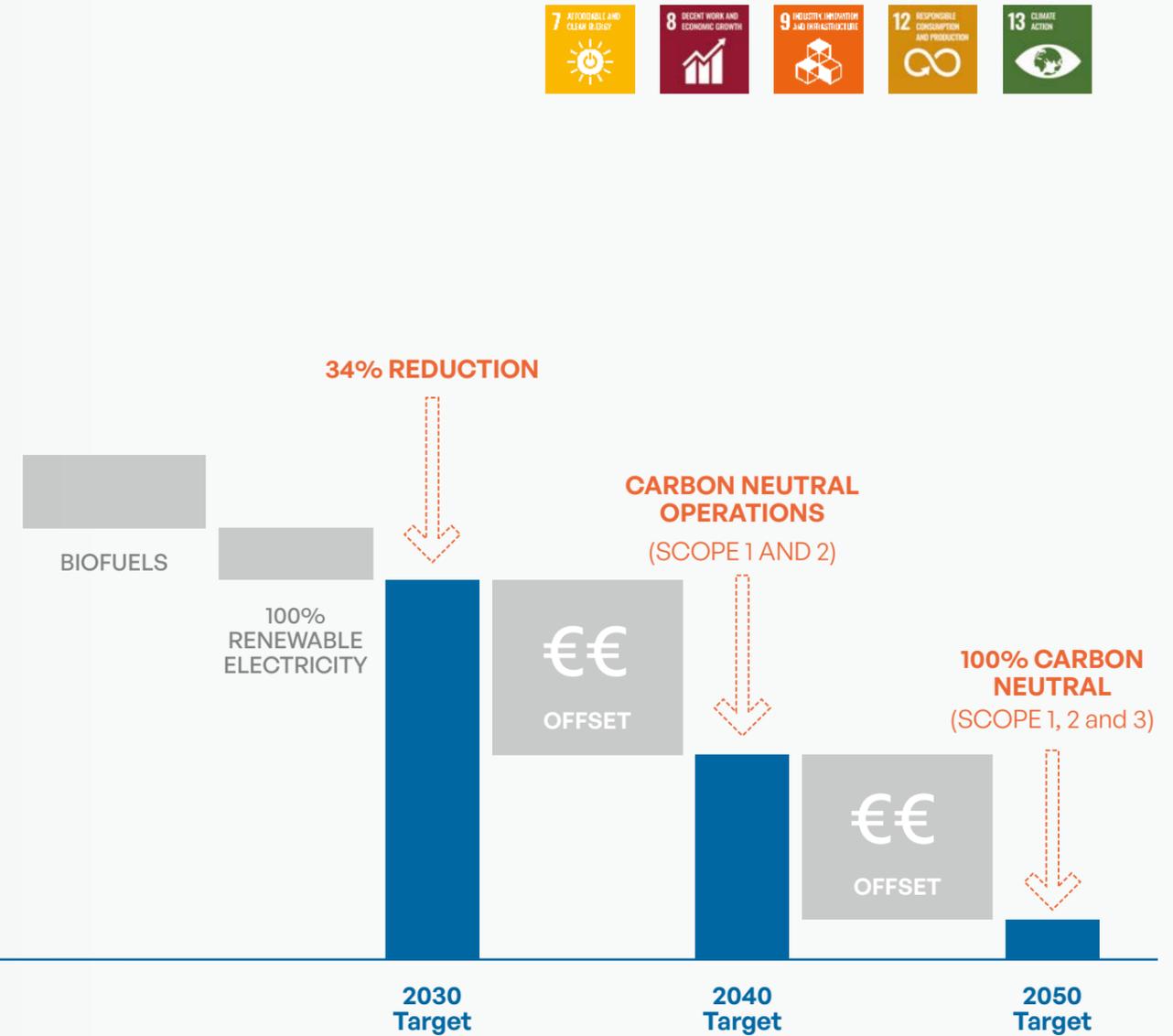


Leyenda

■ EMISSIONS

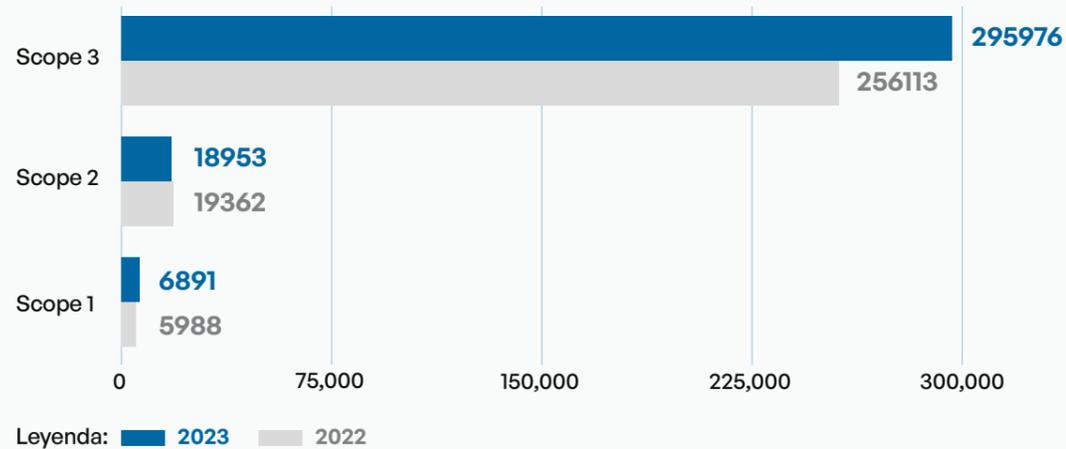
■ EMISSIONS REDUCTION

This roadmap sets out Teknia's main commitments in the fight against climate change and will enable us to **multiply our investment in sustainable innovation by a factor of 4.**

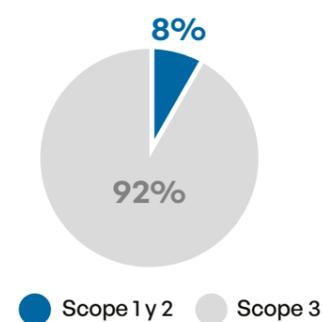


Teknia's Decarbonisation Targets	
Objectives for 2025	Objectives for 2030
80% of electricity consumption in Spain comes from renewable energy sources.	100% renewable electricity consumption in Teknia by 2030.
First carbon neutral plant in our operations in 2024 (Teknia Azuqueca).	Carbon neutral in all group plants by and 2, throughout the entire value chain by 2050.
14% reduction in the ratio of CO2 emissions relative to production value in 2025 compared to 2022.	
Multiplying investment in sustainable innovation by 4 (digitalisation, R&D, energy efficiency), by 2025 vs. 2023.	
Multiplying the sales of the electricity category by more than 3 times compared to 2022.	

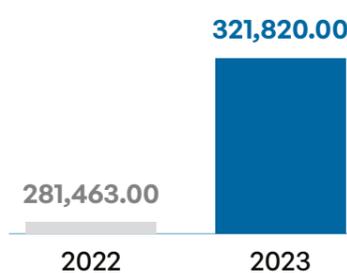
Development of Teknia's absolute GHG emissions (in tonnes CO2 eq.)



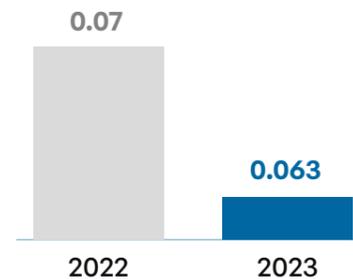
Distribution of Teknia's carbon footprint



Teknia's absolute GHG emissions (in tonnes CO2 eq.)



Evolution of the emission ratio by production value (in kg CO2 eq./€ of production)



## Main actions developed in 2023:

In addition, to strengthen our environmental management strategy, we have developed specific actions on carbon footprint and self-consumption.

### Product carbon footprint

We have developed an internal tool to calculate the carbon footprint impact of our products, from the origin of the raw materials until they reach the market.

This tool allows us to proactively communicate this information to our customers and integrate it into their purchase decisions. At the same time, we also want to transfer this commitment to our suppliers so that they can manage their impact efficiently in the coming years.

### Self-consumption

More than 30% of our Spanish plants already have photovoltaic panels installed. A transformation that, together with the plants' renewable origin, allows us to record 70% of electricity consumption from renewable sources in plants with panels installed.

In order to achieve our decarbonisation targets, we have already identified 4 more plants at national and international level where photovoltaic panels will be installed during the year 2024.



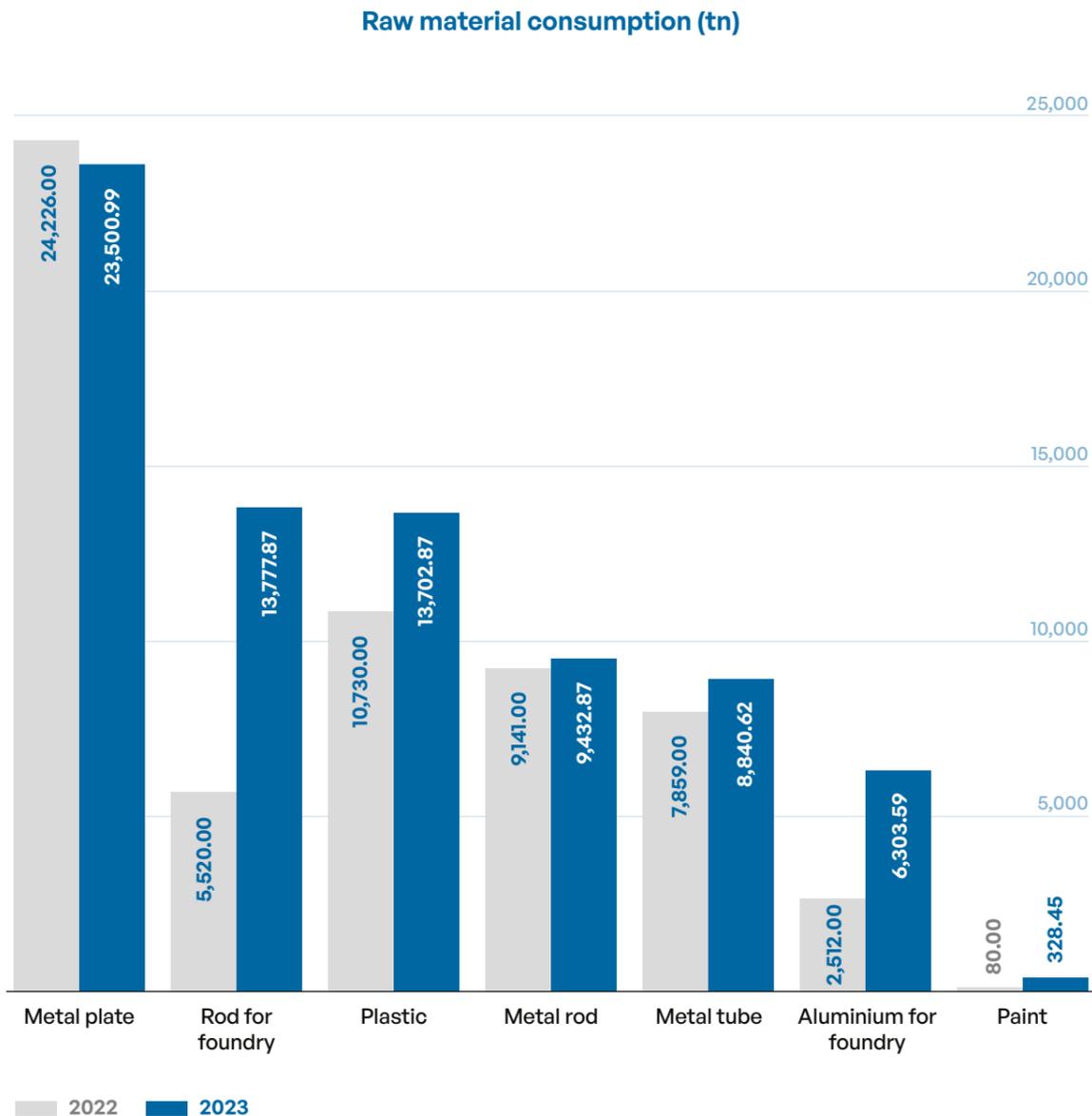
## Circular economy: boosting reuse and recycling

We face the challenge of optimising resources by **reusing, recycling and recovering waste**. At Teknia, we have taken this approach since our inception, recognising its value and the environmental benefits derived from efficient management. During the year 2023, we have implemented key measures, among which the following stand out:

- Promoting the **purchase of recycled raw materials**: recycled aluminium, steel, plastic and brass.
- Implementing **water efficiency measures**: including recirculation systems in our plants, with a substantial reduction in total water consumption.

Our **circular economy targets for 2030** include:

- We aim to design 100% of our products under circular economy principles.
- We will implement the use of recycled materials in those products where technical feasibility allows, always ensuring the highest quality and working closely with our customers.

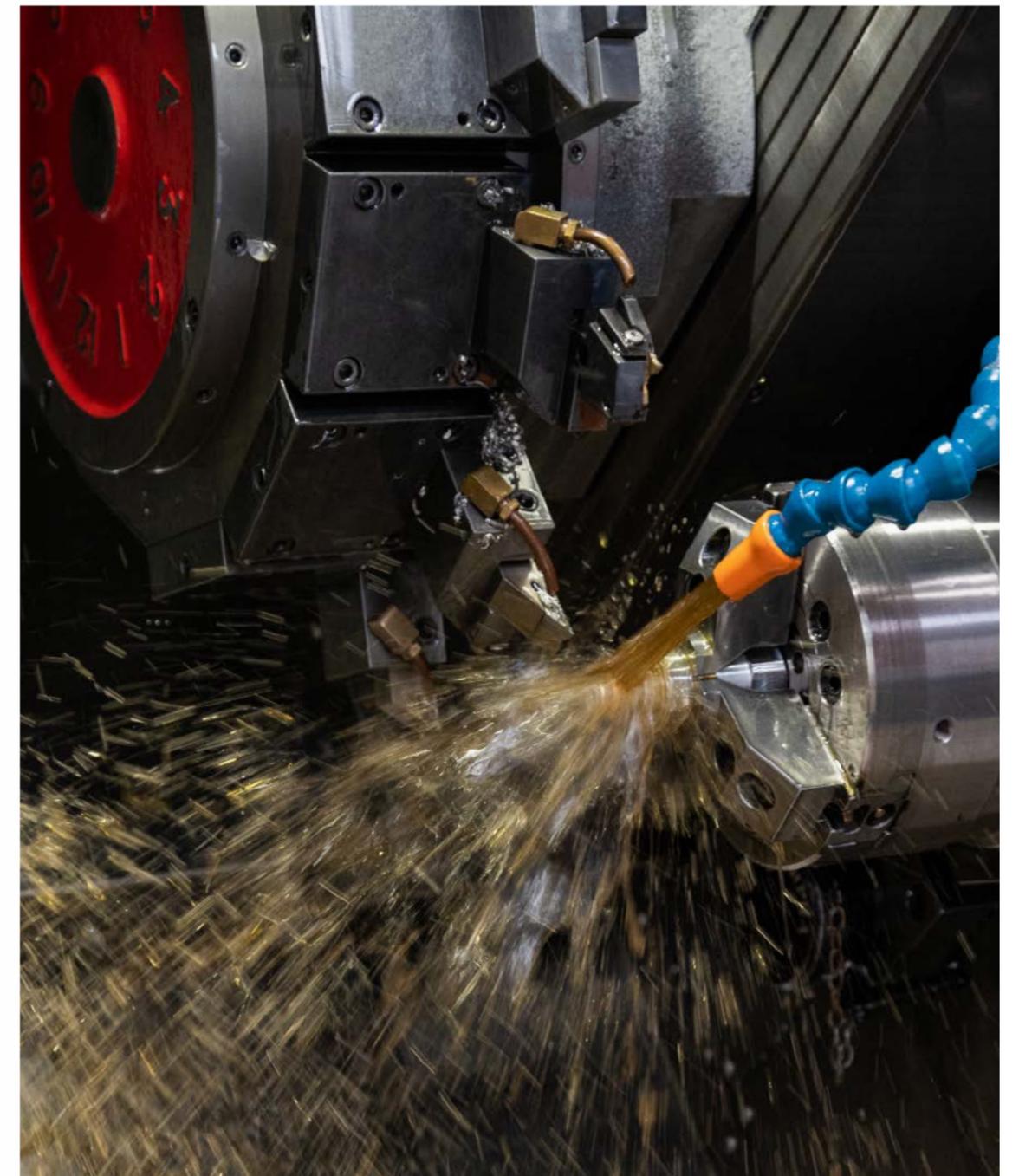


## Waste Management

In addition, we have strengthened our commitment to the **circular economy and responsible waste management**. In Teknia's several companies, the waste generated is mainly divided into two categories:

- Waste generated in the production process: covering aspects such as the moulding and physical and mechanical treatment of metals and plastics, foundry waste, industrial oils and packaging.
- Waste generated in other activities such as offices or canteens, similar to urban waste.

Teknia carries out a rigorous separation of waste, considering its composition and the possibilities of recovery. This waste is stored until it is collected by waste managers. In 2023, we reduced the generation of hazardous waste by 48% compared to 2022. In the current year, 402,000 euros have been allocated to waste treatment.

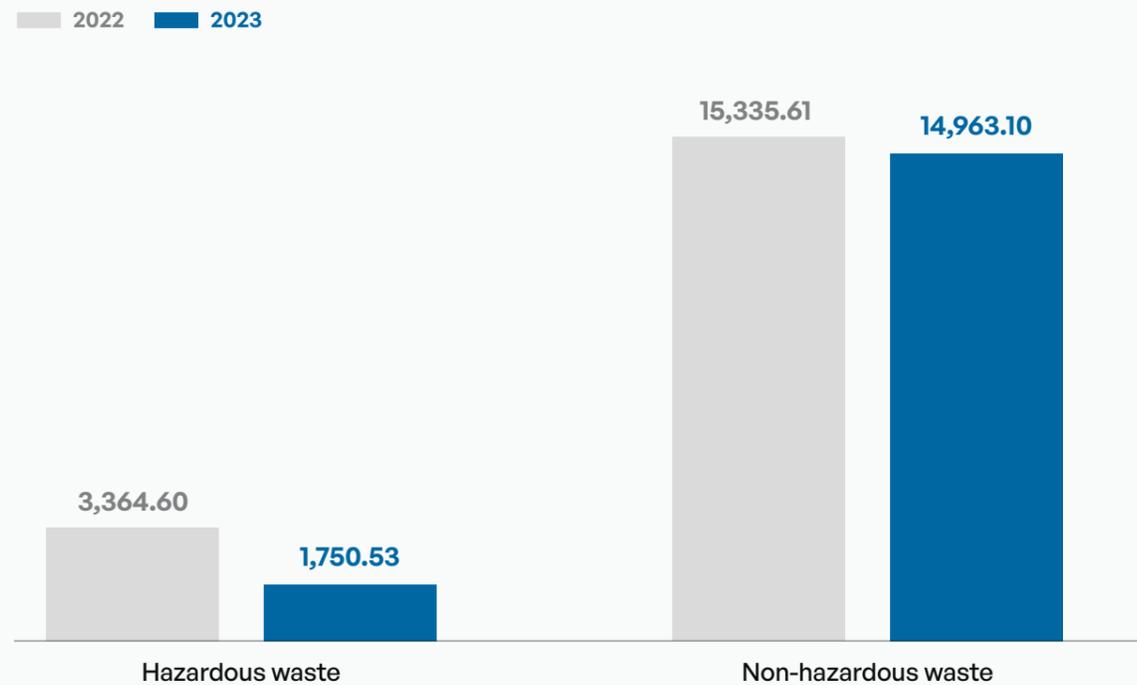


In 2023 we reduced the generation of hazardous waste by 48% when compared to 2022. In the current financial year, 402,000 euros have been allocated to waste treatment.

Our initiatives to minimise waste generation in production activities include:

- **Chip collection and centrifuging:** at Teknia Barcelona, we implement a process for collecting and centrifuging the chips generated during machining. This allows us to separate the waste generated in the process, recovering it for reuse and recycling.
- **Wastewater treatment at the plant:** Teknia Ampuero's wastewater treatment plant is used to treat the water used to wash out the parts, thereby avoiding having to treat this water as waste.
- **Water reuse in the parts painting line:** water reuse processes at Teknia Azuqueca and Teknia Brasil allow the continued use of water for up to three years in the parts painting line.
- **Reuse of cleaning rags:** at Teknia Ampuero we maintain a complete service covering the collection, cleaning and reuse of stained cleaning rags, thus contributing to our comprehensive strategy of sustainable waste management.

Hazardous and non-hazardous waste (tn)



## Responsible use of resources: energy and water

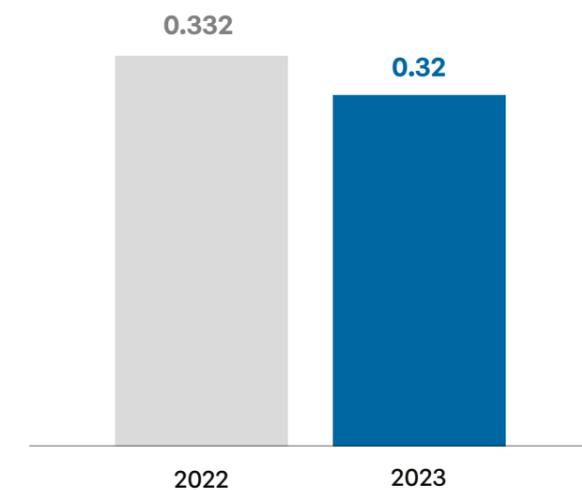
Energy	Uses of energy consumed
<p>As in any other industrial activity, energy consumption is managed with the aim of identifying efficiency improvements and optimising processes to minimise consumption. Therefore, we apply an action model based on the ISO 50001 abroad its principle of continuous improvement.</p>	<ul style="list-style-type: none"> <li>• Machinery operation.</li> <li>• Lighting</li> <li>• Operation of electrical and electronic equipment.</li> <li>• Use of gas and fuels in the production process.</li> <li>• Heating of buildings.</li> <li>• Vehicle fuel.</li> </ul>

To ensure efficient energy management, we carry out regular energy audits at the plants and implement actions to improve the management and performance of our plants. All these initiatives are part of the action plan we are implementing to meet the target of a 10% reduction in energy intensity (kWh/€) by 2024 compared to 2019.

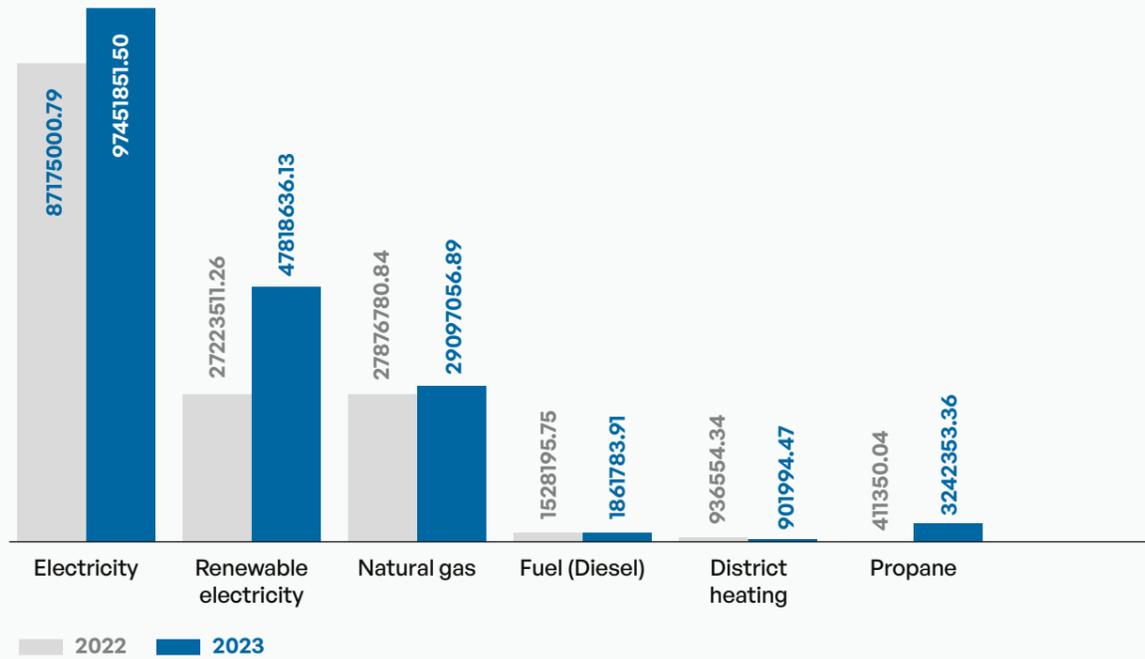
The energy consumption **ratio of the plants (in kWh consumed/€ production value) remained unchanged (slightly decreasing from 0.332 to 0.320) compared to 2022** as a result of the improvement in energy efficiency at all our plants.

Taking into account that electricity is our largest source of energy, we focus all our efforts on ensuring it comes from renewable energies. By the end of 2023, 36% of the electricity consumed by us has Renewable Guarantees of Origin (GoO) certificates.

Ratio of energy consumed by production value for the plants of the Group (in kWh consumed/€ production)



Energy consumption by energy source (kWh)



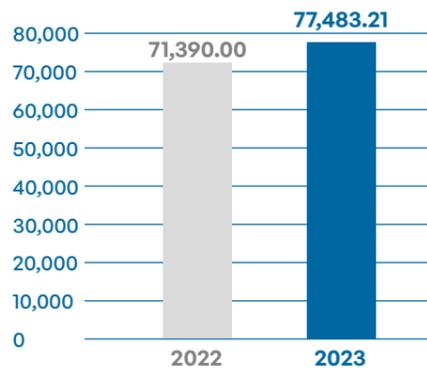
Water

More than 90% of the water used comes from municipal water supply networks or other water services provided by public or private companies.

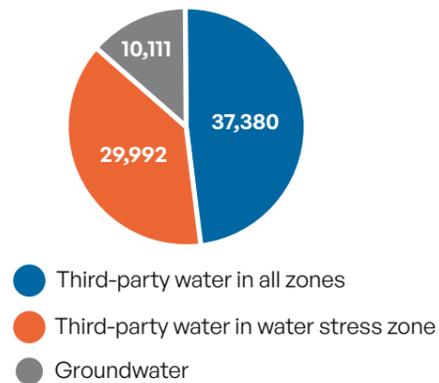
Uses of extracted water

- Drinking and Sanitation.
- Facility Cleaning
- Machinery Cooling Systems.
- Equipment cleaning.

Water consumption (m3)



Water consumption by source and zone (m3)

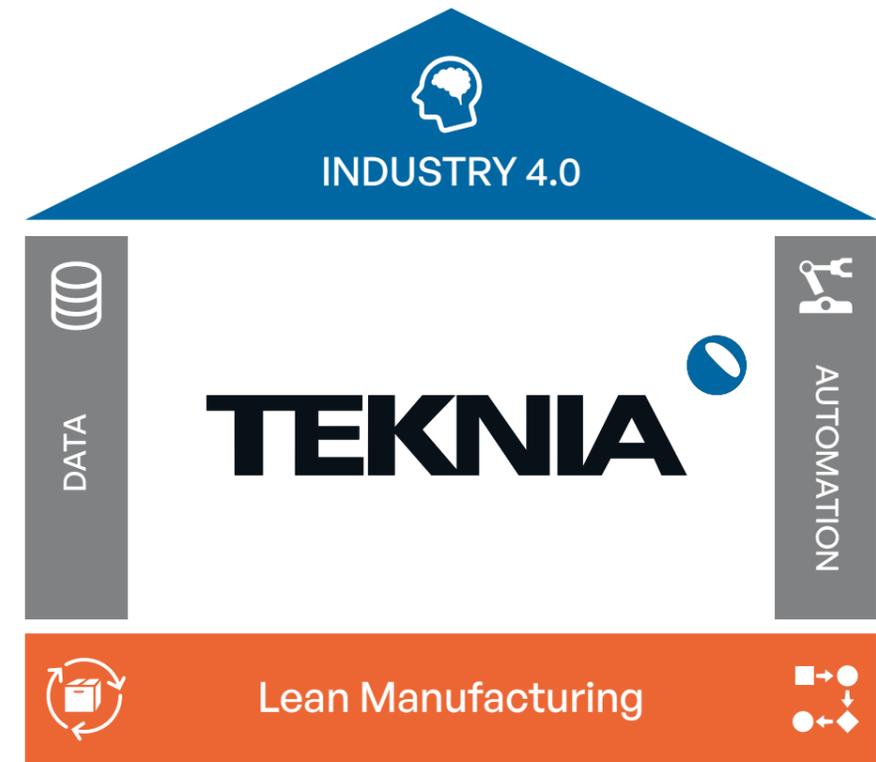


## 5.2. Digital transformation plan

Research, Development and Innovation (R&D&I) has become one of the fundamental strategic pillars for Teknia in the short, medium and long term. In 2023, we have reached key milestones in our development to become a data driven company, at the forefront of the technology industry.

### Our advanced manufacturing strategy

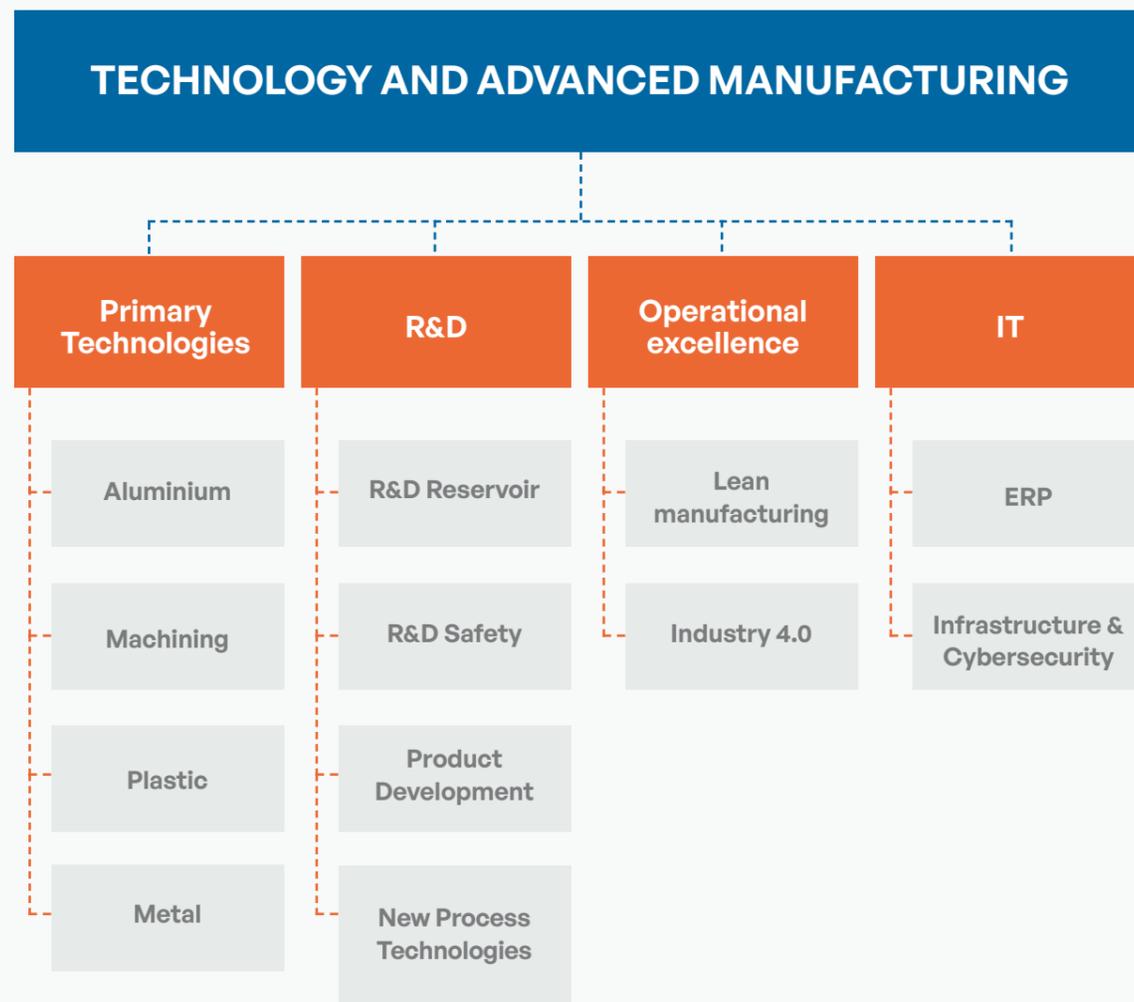
We have established an operational excellence model for all Teknia factories. Its approach is based on operational efficiency through lean manufacturing practices, data capture and process monitoring, as well as automation. These pillars, which are fundamental to Teknia, serve as a solid foundation preceding more advanced initiatives related to advanced manufacturing or Industry 4.0.



This strategy will enable us to address some of the challenges ahead, such as digital transformation. After outlining the roadmap in 2023 for digital transformation in the factories, where the fundamental pillars of the operational excellence model are embedded, this plan will be implemented in 2024. This includes initiatives such as a common data architecture, a platform for capturing signals, digital communication systems between operators and predictive maintenance, among other innovations. But we also have the aspiration to go beyond the build-to-print model to deliver significant value from the earliest stages of product design.

## Innovation integrated in the new Technology and Advanced Manufacturing area:

Teknia understands innovation as a cross-cutting part of our business. Therefore, in line with our desire to become a data driven company, we have consolidated all the departments responsible for innovative activities under a single area: **Technology and Advanced Manufacturing**.



This area is divided into four departments with daily interaction with each other and with other areas of the company, mainly the sales team.

**Primary Technologies:** Our aim is to maintain responsible leadership in plastic injection moulding, aluminium, metal forming and bar machining technologies. To achieve this, each of these has a designated Technology Manager dedicated to:

- The optimisation of equipment and processes through innovations with immediate impact.
- Industrialising complex and innovative projects to be implemented in the short term.
- Establishing a technological roadmap to offer advanced processes and products in the future, working closely with the R&D team on joint projects.

**R&D:** this department provides continuity to the Design and Development centres where Teknia brings together a high level of knowledge in very specific products and processes associated with a particular application.

These include specialised centres for the co-development with customers of specific products, such as storage tanks, airbags and other safety elements. In addition, product development and new process technologies were boosted in 2023.

Finally, from the area of New Process Technologies, we generate knowledge that will allow us to offer new processes and methodologies in the future.

**Operational excellence:** in the area of machinery for our primary technologies, we have driven significant modernisation through strategic alliances with leading technology partners. We are currently establishing framework contracts to supply state-of-the-art machinery, paving the way for partnerships at the cutting edge of technology.

**IT (Information Technology):** in the process of information homogenisation, Teknia's future lies in an ERP (Enterprise Resource Planning System) that allows the management and control of the company's processes in different departments. One of the key innovations of the new version developed in 2023 is its SaaS status (Software as a Service), a novelty facilitating the implementation of more innovative applications that are linked to this ERP. For example, mobility applications for different departments or development of tools with Generative AI integration.

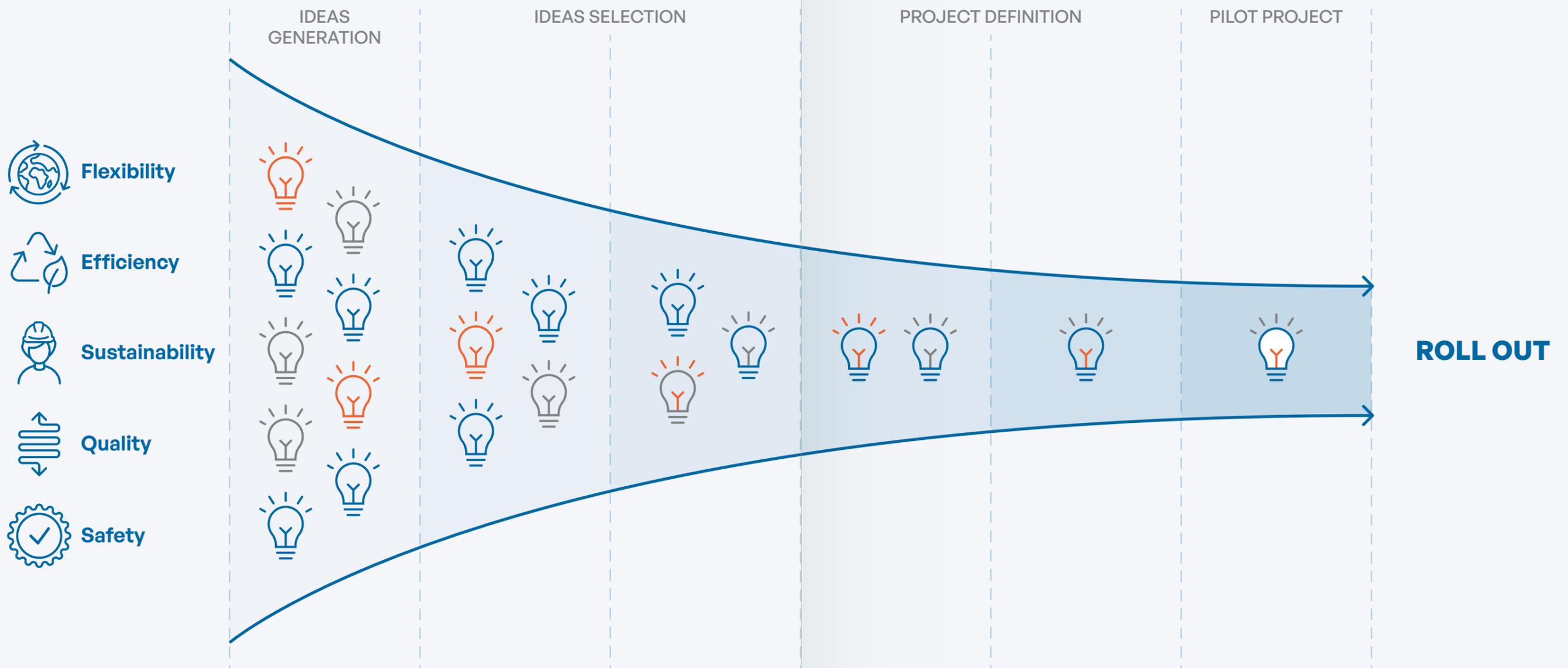
### 5.3. Innovation and Know-how transfer

At the corporate level and in each of our companies, **we seek to involve everyone in the innovation process**. Strategic priorities are set by senior management, serving as a basis for the rest of the organisation to **generate ideas that address the company's key challenges** in collaborative ideation sessions.

Prioritisation is then carried out and scopes and objectives are defined for the selected projects. Once

the pilot project has proven its effectiveness, it is **replicated in other locations across the company**. This approach fosters collaboration and ensures that innovation is a collective effort across the organisation.

#### Teknia's Innovation and Knowledge Transfer Model



# Digital transformation, the road to future plants



Teknia merges technological innovation and advanced manufacturing in a single area. This step will unify the company's current technology directions and boost Teknia's R&D development.

In this way, Mario Martín, who until now was Teknia's Advanced Manufacturing Director, will also coordinate the company's R&D strategy, through product and process innovation; operational efficiency, with projects for continuous improvement and optimisation of production systems and Industry 4.0; and the implementation and development of information systems.



Mario Martín,  
Director of Technology and Advanced Manufacturing

## Operational excellence: new incorporations to lead Lean and Industry 4.0

Along with the unification of the company's different technological departments, Teknia will also incorporate new profiles. These include the position of Operational Excellence Manager, responsible for the implementation of continuous improvement projects in the 23 plants owned by the company in 13 countries.

With this new area, Teknia seeks to serve the group's plants to promote the achievement of Teknia's short and medium-term goals, ensuring the company's position at the forefront of technology

## A new plan for process automation and efficiency gains

Together with a corporate reorganisation, this commitment is accompanied by a digitalisation master plan to increase the process automation, with different initiatives to impact all business areas (production, maintenance, plant safety, quality, inventory management, energy efficiency, cross-cutting, etc.).

**'With this reorganisation, Teknia intends to develop a better interrelation between current technologies and those required by our customers in the future in order to increase our added value. This union facilitates the implementation of digitalisation initiatives that will allow us to be more competitive and efficient', Mario Martín, Director of Advanced Manufacturing and Technology.**



6.

**Empowering  
our people**

As part of our commitment to sustainable development, at Teknia we seek to **empower people to meet the challenges that arise from transforming Teknia into the global mobility partner.**

By adapting products and processes to ensure three key objectives: driving the generation and transmission of knowledge under the highest quality standards, ensuring the well-being and safety of people, and fostering an equitable, diverse and inclusive work environment.

## COMMITMENTS AND ONGOING PROJECTS:

### Building a diverse and inclusive work environment:

We are committed to **maintaining and fostering our inclusive culture**, wide diversity in all work areas. At the same time, we adhere to **policies promoting generational diversity**, under the principle of equal opportunities as a reflection of a diverse society.

### We promote young talent:

Developing the **talent of our new generations**, identifying and accelerating their potential within our international environment.

### We work to ensure the health and safety of all people:

We have developed a health and safety action plan with challenging targets to achieve excellence in safety procedures and make further progress in the continuous improvement of safety in our factories.

## 6.1. Employees

At Teknia, as a multinational and diverse group, we seize the opportunities provided by each and every one of the individuals in our team. Operating in 13 countries and 23 plants, **we seek to consolidate a corporate culture that promotes unity and collaborative work.**

In our Human Resources area, we focus on the process standardisation, establishing policies and objectives in each centre to ensure the implementation of procedures and guide our teams, always maintaining their own idiosyncrasies.

Our professional and personal development objectives go beyond technical skills, covering management competencies which ensure a culture of teamwork with maximum respect and flexibility.

In 2023, our top priority has been to boost **generational diversity**, improve **staff appraisal** and reinforce the **preventive culture**.

### Strategic Human Resources Policy

As an international company, our Human Resources Policy offers teams the prospect of **professional growth in a solid environment**. We support development through internal mobility practices enhancing career paths, continuous training plans and performance appraisal systems. We also implemented a professionalised system for succession planning analysis in 2023.



## Ensuring the safety, health and well-being of our teams

Teknia places employee **health and well-being at the heart of our priorities**, working with integrated resources geared towards prevention and the promotion of a strong preventive culture. This approach is achieved through robust prevention systems and the promotion of training in this area.

Our commitment aims to ensure that all employees carry out their work in a safe and healthy environment. To achieve this, the company's preventive culture focuses on integrating responsibility for safety into each employee's role.

Each team member is responsible for rigorously complying with health and safety standards and for ensuring their own safety and the safety of those impacted by their activities. We believe that a strong preventive culture is essential for a healthy and sustainable working environment.

Each Group company also develops its own management in this area, by means of:

- **Risk assessments of work stations**, activities and workplaces. As a result measures are implemented to minimise the identified risks. These assessments are typically conducted on a regular basis and in collaboration with specialised external prevention services.
- **Subsequent investigations after occupational accidents** and, if necessary, revisions of the risk assessment and proposal of corrective measures.
- **Continuous health** screening by specialised medical services.
- **Specific continuous training** in occupational health and safety.

The employees' representatives appoint their liaisons officers for occupational health and safety who, together with representatives of the management department of each company, constitute the specific **Health and Safety Committee**, responsible for ensuring compliance with safe and healthy conditions in the working environment.

At the corporate level, we are working to strengthen the health protection and proper reporting of our employees.

## Job satisfaction and work climate

Fostering a positive work environment is crucial to achieving our goals as a company and driving outstanding results. For this purpose, **we maintain fluid, two-way communication with our people**.

Communication with our team is structured around several channels:

- **Dialogue with employee representatives**: we maintain a constant dialogue with the employees' legal representatives. Regular meetings focus on building a balanced working environment.
- **Direct dialogue** with the Human Resources Department.
- Individual performance appraisal meetings.
- **Workplace climate surveys** in our plants.
- **Channel of consultation and reporting of irregularities** of the Code of Conduct.

## Reconciliation and disengagement at work

As part of our commitment to **work-life balance and the work disengagement of our team, at Teknia we actively promote respect for working hours, flexibility and family reconciliation** for all our employees. Besides, we provide additional work-life balance measures that go beyond the requirements of national labour regulations, such as reduced working hours, shift changes, flexible working hours, and extra leave.

The organisation of working time is mostly focused on continuous working hours. In those cases where more flexible working hours are required due to the nature of the work, flexible working hours are implemented, always assuring that the required breaks are respected.

## Inclusive and integrating environment

At Teknia we recognise the **importance of diversity** in addressing future challenges as a company. We have a talented team with diverse skills and located in different geographical locations around the world.

In the field of **equal opportunities**, in accordance with Organic Law 3/2007, of 22 March, for the effective equality of women and men, **Equality Plans** have been drawn up, negotiated, registered and implemented in all Teknia plants in Spain<sup>2</sup>.

Likewise, and based on the action plans proposed in these Equality Plans, we have undertaken to achieve the following objectives in a determined and focussed manner:

- To reinforce and promote the company's commitment to gender equality in all areas.
- To promote the recruitment of women in all divisions.
- To reinforce gender equality within development actions.
- To guarantee that training, professional promotion, working conditions and salaries are all based on objective and totally neutral criteria in relation to gender issues.

<sup>2</sup> We are currently working on drawing up a new Equality Plan for Teknia Manresa, as it is no longer in force.



## Inclusion and equal opportunities

As a company, **we value and encourage functional diversity in our teams**. To ensure effective integration, we adhere to governmental guidelines, implementing measures including adapted working hours, additional rest periods during the working day and days off in particular situations.

Furthermore, we tailor jobs as needed in the event of specific personal circumstances, adapting responsibilities or reassigning tasks as necessary.

Specific examples of these actions are the adaptation of protective equipment to specific personal situations or the organisation of workplaces according to specific physical limitations.

**We are committed to creating an inclusive work environment that supports the unique skills and abilities of each individual at Teknia.**

# 60

employees with some form  
of disability Teknia in 2023

# 1.67%

of business interests employees  
have some degree of disability

## Compensation Policy

The wage structure in the several companies that make up Teknia is established in accordance with the Collective Agreements or the labour regulations in force. Consequently, **compensation is associated with the position held by each employee, regardless of gender, geographical origin or position within the organisation.**

The wage remuneration is defined in the different companies of the Teknia depending on the Collective Agreements or applicable labour Country standard. Therefore, wages are determined by the position held by each worker regardless of gender. Regardless of their geographical origin or position in the organization, the average wage for women in 2023 was 18,541.69 euros compared to 27,781.99 euros for men (33.26% difference). In an internal analysis to understand this disparity, we have identified the main reasons:

- Men are more prevalent than women in companies involved in metalworking and machining technologies (72.36% men), which have historically more favourably paid workers under collective bargaining agreements.
- In the case of plastics technology companies, men are still over-represented (55.51% men). Although there are more women, their collective agreements set lower pay. Added to these aspects is the fact that, as there are more men with higher technical vocational training in the field, their access to this labour market is higher.
- There is greater female representation in companies in geographical environments with a clearly lower economic level of country/currency value, as in the case of Mexico (where women account for 52% of the country's workforce), compared to environments such as Europe or the United States (where they account for 34% of the workforce).

As a company, we are working to improve these data through the implementation of measures such as:

- Monitoring the different actions established in the Equality Plans.
- Carrying out and analysing the Remuneration Registers.

In 2023 a slight decrease in the salary gap can be observed with respect to the previous year (1.74%). In this sense, we continue to promote the attraction of female talent in our company.

The gross annual remuneration of each director, specifically due to the fact that they are members of the board of directors, was 50,000 Euro, without any difference in remuneration between each of the members of the Board of Directors.

# Knowledge transfer, the key to success



Teknia remains committed to innovation and knowledge transfer as key levers for action. With a view towards consolidating growth in the North American region and positioning the San Luis Potosí plant (Mexico) as a leader in the manufacture of plastic tanks in Mexico, the company has launched a knowledge transfer project among its subsidiaries.



Antonio Zapata,  
*Plant Manager of Teknia San Luis Potosí*

### A technological leap

From the design and development centre in Teknia Rzeszów, Poland (which supports the rest of the plastic plants in R&D), the process technologies necessary for the manufacture of these components at the San Luis Potosí plant have been developed, from the design of the moulds to the monitoring of the manufacture of the automated welding stations.

These projects represent a technological leap for the plant, which has required the installation of highly automated welding stations, six-axis robots and laser marking, among others.

### Innovation as a transversal lever

Teknia Rzeszów's design and development centre aims to lead the technological development of new products and processes for the company's plants worldwide. For this purpose, it is structured in three interconnected areas or departments: design, engineering and toolshop.

As a result, the centre leads and directs innovation efforts, which are then implemented and transferred to the plants, depending on each technology.



**'The new plant organisation and the expansion plans we have set out will allow us to expand San Luis Potosí to 3,000 m2 and place it at the forefront of plastic tank manufacturing in Mexico,' said Antonio Zapata, Plant Manager of Teknia San Luis Potosí.**



7.

# Value chain management

As a manufacturer of high-value-added multi-technology products, **Teknia acts as a connecting agent in the value chain**. We hold a privileged position between suppliers and producers, acting as a link ensuring and connecting the supply chain to guarantee the quality of products and operations. We carry out this work from the beginning of the production process of all our components, through **active supplier management**, which includes the application of ESG criteria in all operations.

## COMMITMENTS AND ONGOING PROJECTS:

### Sustainability at all stages of the business:

We created the **Sustainability Committee**, an internal body responsible for lines of action in sustainability, reviewing compliance with objectives and managing the evolution of ESG projects.

### Hiring suppliers according to ESG criteria:

Sustainability criteria continue to be included in the suppliers' recruitment: in 2023 we consolidated and published all the ESG requirements applicable to our suppliers in the development of their activities.

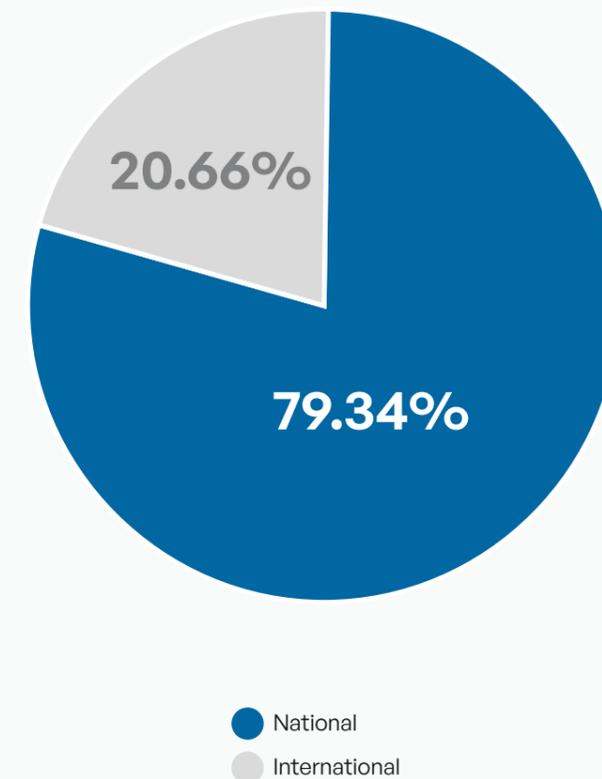
## 7.1. Suppliers and value chain

In a 2023 affected by war, supply shortages and backlogs, and wage increases due to sharp rises in the CPI, we have continued to **develop strong commercial relationships with our suppliers**, building resilient commercial agreements with them and avoiding problematic supply gaps. Furthermore, we involved our suppliers in our ESG objectives, in order to reduce our company's impact in environmental, social and governance terms as much as possible, also through our value chain.

As set forth in our Code of Conduct our suppliers are selected by reconciling the search for the best supply conditions with the desire to maintain steady relationships with ethical and responsible suppliers. Likewise, in line with Sustainability Policy, we promote the alignment of the supply chain with Teknia's principles of action.

As a company, we are looking for a long-term and responsible relationship based on trust with those suppliers who can meet our needs. This means that they respect Teknia's values and principles of action and ensure our quality requirements

Distribution of suppliers by geographical location



## Supplier selection and evaluation process

Teknia's Purchasing procedure establishes that, during the supplier selection and evaluation process, as well as the technical issues of the purchasing process (economic criteria, risks, technical capacity and the like) & issues such as the supplier's environmental management should also be considered. To achieve the above, the Purchasing department and the Quality area are involved in the process.

By the end of 2023, in terms of turnover,  
**more than 50%**  
 of suppliers have signed up to  
 Teknia's ESG requirements

When contracting, each supplier is assessed and given a risk level based on the following criteria:

- In the case of new suppliers with quality and environmental management systems **being certified in accordance with international reference standards.**
- In the case of **active suppliers: evaluations of the supplier's performance are also considered.**

Risk assesment of suppliers		QMS SUPPLIER CERTIFICATION (Quality Management System)		
		LOW	MEDIUM	HIGH
Monthly performance	RED			
	YELLOW			
	GREEN			

**High risk**  
 Suppliers without IATF certification. They need to be audited and work in a development pain.

**Medium risk**  
 Action plan to reduce the risk

**High risk**  
 High risk suppliers due to the performance. If necessary, include in audit plan.

**Low risk**  
 Suppliers that will be monitored but no preventive actions required.

Risk assigned to the supplier based on the supplier's performance and the certification of its environmental and quality management system.

## ESG criteria in supplier selection

This year we continued to develop the inclusion of sustainability criteria in supplier procurement, consolidating and publishing all ESG requirements applicable to our suppliers in the development of their activities under a single document: **ESG requirements for suppliers.**

This framework sets out the minimum human rights and climate change criteria to be followed by our business partners. These include, for example, commitments to reduce their carbon footprint and environmental and quality standards.

This document was sent to all of the company's strategic suppliers. By the end of 2023, a total of 791 suppliers have signed up to the ESG requirements. In terms of turnover, these represent more than 50% of the total.



# Teknia Ampuero is positioned in the new mobility with a record uptake



Teknia reinforces its commitment to new mobility with a new project at its Ampuero plant (Cantabria). This new business sets a milestone in the Group as the largest recruitment in the history of Teknia, with a total turnover of more than 75 million distributed over the next 9 years.

Specifically, it is a housing for a power inverter for several electrical models of one of the world's leading manufacturers. The part, critical for the operation of electric vehicles, will be produced using the expertise of the Ampuero plant, which specialises in aluminium injection, and from renewable energy sources.

To carry out this project, the company will also



Rodrigo Marín,  
Commercial Director of Teknia

make the largest investment in its history, with a figure close to 8 million euros. Teknia Ampuero will start producing this part during the first quarter of 2024 and will position itself as a world reference for this type of components.

### The link that connects the sustainable value chain

This project places Teknia as a key link in the supply chain. As a Tier 2 supplier, the company connects the different players in the sector (customers, raw material suppliers and manufacturers) to make a positive contribution to people and the planet.

### A partnership that generates 'exciting' opportunities"

In figures, this investment will increase the factory's turnover by 10 million euros per year. A commitment to new mobility and to the group's Cantabrian factories, contributing to the fight against climate change and the social and economic development of the region.



**'The winning of this great project is a collective success that will allow Teknia Ampuero to enter fully into electrification, with a high added value product', Rodrigo Marín, commercial director of Teknia.**



8.

**Generating  
positive  
impact**

**At Teknia we have pursued to generate a positive and lasting impact on society through social action and education.** We focus on actions that foster young talent in the world of STEM sciences and promote the training of groups at risk of social exclusion.

With every initiative we undertake, we seek to generate a positive impact in the territories where we are present, in line with our ongoing commitment to the well-being and sustainable development of the communities in which we operate.

## COMMITMENTS AND ONGOING PROJECTS:

### Generating a positive impact on communities:

We drive socio-economic development through our social action plan, committed to the communities in which we operate. By 2023, we will reach more than **8,000 beneficiaries through educational initiatives.**

**We increased our social investment budget by 30%**, aligned with our commitment to training and volunteering as levers for the transmission of knowledge and sustainable transformation.

### We launched the Volunteering Programme:

**Several people from Teknia collaborated in volunteering actions with 4 different associations,** sharing their knowledge and expertise, boosting the development of young talent, education for people at risk of social exclusion and young entrepreneurship.

## 8.1. Creating shared values

This 2023 has highlighted our strong commitment to the communities in which we operate, especially at critical times such as the earthquakes in Turkey and Morocco. These events activated our emergency plan, mobilising our team and establishing partnerships with local organisations to provide support to the most affected areas.

We also **increased our social action budget, reaching almost 480,000 euros.** These funds have been allocated to six social organisations with the aim of implementing educational programmes that contribute to the socio-economic development of different regions, especially those where we have a presence.

The **Social Action Committee** is actively committed to supervising the execution of Teknia's social action plan, for which it meets recurrently throughout the year to make decisions and review the progress of each project underway.

### Our Commitment to Society

As part of our commitment to society we seek to **contribute to the personal and professional development of people at risk of social exclusion**, promoting education as a fundamental tool for social growth.

We generate a positive impact on communities in two ways:

#### 1. Teknia's economic activity:

- We generate wealth and employment opportunities in the regions where our plants are located.
- We ensure fair working conditions and maintain strong relationships with our employees.
- We encourage local sourcing, thus strengthening ties with the community, contributing to economic development and being more sustainable.

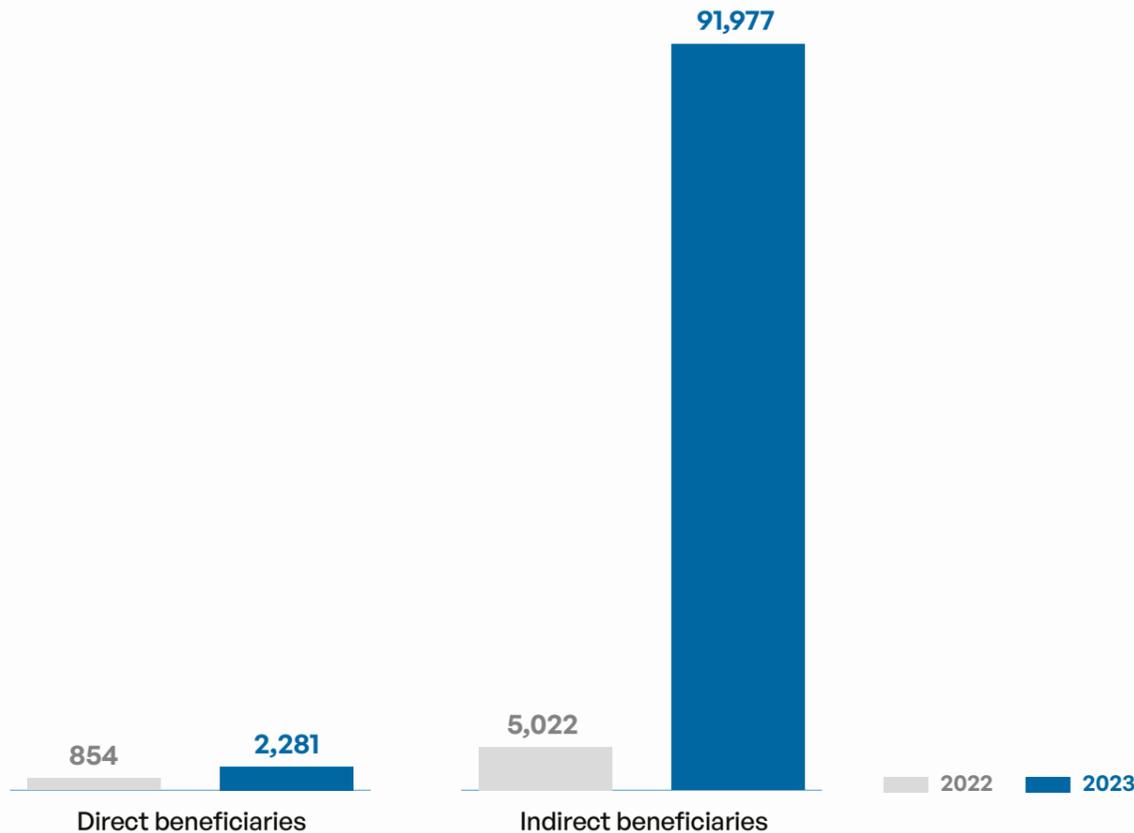
#### 2. Social Contribution:

- We strategically cooperate with social organisations to boost socio-economic development in the areas where we are present.
- We generate progress through education.
- We work hand in hand with social organisations to implement initiatives that have a positive impact on people's education and training.

### Major initiatives in 2023

During 2023, we have promoted a range of initiatives focused on educational and socio-occupational development at a global level.

### Beneficiaries of Teknia's social impact initiatives



## Comprehensive educational and human training for young people at risk of social exclusion (Mexico):

We keep collaborating in the **Colonia Juvenil project to promote education as a means to access employment, especially among the population in a situation of vulnerability.**

Colonia Juvenil is an NGO in San Luis Potosí (Mexico) working to be an educational institution of reference for young people at risk of social exclusion. They generate social impact through education, assistance and comprehensive training and integration into the workplace and the family.

**Education:** they have their own school where they teach secondary school classes and offer scholarships to high school and university students. Teknia collaborates with a corporate volunteer programme where members of our team teach English classes to students.

**Comprehensive assistance and training:** Apart from training, Colonia Juvenil also offers accommodation to young people during school days (from Monday to Friday). Teknia supports the project financially to maintain and improve the facilities. We have also developed a volunteer mentoring programme of skills proposed by the UN during a complete school cycle.

**Work and family integration:** Colonia Juvenil maintains partnerships with companies for the labour integration of students, as well as organising meetings with families to raise awareness and sensitise them to the importance of a well-rounded education.

## Supporting business entrepreneurship (Spain)

In partnership with the **Youth Business Spain Foundation (YBS)**, we provide one-to-one support to young entrepreneurs during the process of setting up and consolidating their businesses. This support comes from entrepreneurs or company managers who, on a voluntary basis, share their experience and knowledge to guide and support the business development of the participants. Several Teknia team members have been mentors in 2023. Participants receive training and ongoing support from the YBS Mentoring Manager team, ensuring effective and high quality mentoring.

We have also co-funded the socio-economic impact assessment of the programme in Spain.

## Motivating young people to study science-related subjects (Morocco):

We actively collaborate with the **CODESPA** development cooperation foundation to **boost science education and development.** This project, focused on strengthening the skills of secondary school students and teachers in STEM disciplines (science, technology, engineering and mathematics), has as its main objective to combat school dropout in Tangier, Morocco.

This initiative is materialised through the creation and support of a science club in several public secondary schools in Tangier. The club offers workshops with a practical and motivating approach to STEM subjects, aiming not only to **improve academic skills, but also to inspire students to explore and appreciate these key areas.**

## CEM Kamanar Educational Centre (Senegal):

Hand in hand with **Foundawtion**, a foundation of the Catalan architecture studio Dawoffice, Teknia **shares the vision of generating a positive impact through education.** The initiative is focused on improving employment opportunities in a highly vulnerable region of Senegal, using education and training as fundamental tools.

As part of this project, we collaborate with the CEM Kamanar educational centre, founded in 2019, with the aim of mitigating the saturation experienced until then by the only educational institution in this rural town.

As part of our volunteer programme, in 2023, two of our employees travelled and helped with the training and development of 468 students enrolled at the centre. Their mission was to deliver workshops at the school, addressing health and quality of life issues, as well as STEM skills.

	Social impact figures	
	2022	2023
Number of investments in social projects (euros)	445,000	476,800
Collaborating Third Sector Entities	5	6
People assisted	1,216	2,281

# Commitment to young talent



A commitment to the development and training of young talent in the territories where they are present. This is Teknia's strategy to continue attracting talent and establishing itself as a leading company in the career development of its teams.

As part of this commitment, the company actively collaborates with third sector organisations and entities to promote the professional growth and employability of future employees joining the automotive industry.

## Competent and quality vocational training: Teknia joins the Alliance for Dual Vocational Training

In 2023, the company joined the Alliance for Dual Vocational Training platform, a network of more than 1,500 companies, centres and institutions aimed at promoting the development of quality Dual Vocational Training in Spain.

The Alliance for Dual Vocational Training was



Jorge Lázaró,  
Human Resources Director

launched in 2015 by the Bertelsmann Foundation, the Princess of Girona Foundation, CEOE and the Spanish Chamber of Commerce.

## Boosting industrial innovation in the startup ecosystem

Another year Teknia took part in BIND 4.0, an open innovation platform, a benchmark in the acceleration of Industry 4.0 solutions. The initiative, led by the Basque Government and the SPRI Group, has the main objective of promoting innovation in the industrial sector.

Teknia joined in its eighth edition as a business partner. The programme includes a total of 70 collaborating companies.

## Promotion of development areas under STEM disciplines

Teknia also collaborates with the Industria Eronka programme, an initiative that works to

promote professional growth in the industrial sector among future generations. Organised by the Biscayan Federation of Metal Companies (FVEM). The project includes factory visits and tours, presentations in educational spaces and participation in Industrial Day, a day that brings together companies and educational centres to teach students about the sector and its activities.

During the 2023-2024 academic year, a visit to the Teknia Elorrio plant will take place for the first time, in addition to other visits to the Teknia Bilbao plant, which have already been organised in previous years.

These initiatives are part of other projects promoted by Teknia, such as, for example, the collaboration with two Formula Student teams, an engineering competition aimed at students from different universities.

**‘As manufacturers, we understand the importance of developing specialised talent with a complete and comprehensive education. For this reason, we work to promote the development and training of young talent in STEM disciplines.’**  
Jorge Lázaró, Human Resources Manager.

# Our volunteering strategy



This year, Teknia approved the creation of its Social Action Committee, a body responsible for the supervision and coordination of its actions in terms of social impact and volunteering.

Javier Quesada Suescun, founder and honorary chairman of Teknia, explains the Committee's strategy in terms of volunteering and the company's main initiatives in 2023.

### Where does Teknia's commitment to social action and, in particular, to corporate volunteering arise from?

It is a commitment that has been with us from the beginning and that I have always maintained on a personal and professional level. I believe that education is the transforming lever of society and, as a company, we have to impact socially in a positive way in the regions where we are present.

We want Teknia's commitment to be not only economic, but to go beyond that, and that is the root of our corporate volunteering programme.



Interview with Javier Quesada Suescun, Teknia's founder and Honorary Chairman

This includes projects such as the development of an educational centre in which our employees organise training sessions with students to spark their interest in science from a practical and fun perspective.

### A programme that also promotes young talent training in the automotive sector, which project would you highlight in this area?

In Mexico, for example, we have developed two volunteer actions with Colonia Juvenil in San Luis Potosí, where one of our production centres is located. In these actions, our colleagues acted as mentors accompanying the students and helping them to develop key skills during the school year.

We also seek to generate interest in STEM education and green entrepreneurship, which is key to the automotive business. For example, we worked with Codespa on a more hands-on approach through inspirational sessions in the after-school science clubs of five schools in Tangier.

In short, we have always been committed to young talent, because we understand that they are the key to the future of the sector.

### Speaking of entrepreneurship, how does Teknia collaborate with these entrepreneurs?

For me, entrepreneurship is the driving force behind a country's progress. That is why we decided to set up a mentoring programme with Youth Business Spain, a network of organisations that help young entrepreneurs.

Thus, with the help of our employees and personal experiences like mine, we support young businessmen and businesswomen in the early stages or in the reactivation of their business, allowing us to transfer our knowledge and expertise to promote the development of their projects.





9.

# About this Report

## Scope and criteria for drafting the Report

Teknia's annual Sustainability Report contains the most relevant information on the company's economic, social and environmental contribution and performance during the year. Likewise, this report provides essential information and data on the company's business model, its sustainability strategy and its relationship with stakeholders.

This report also represents the Non-Financial Information Statement (NFS) for Teknia's financial year 2023 (1 January 2023 to 31 December 2023). Thus, this document includes Teknia's response to the legal requirements demanded in Law 11/2018 of 28 December 2018 on non-financial information and diversity, as well as the EU 2017/C215/01 guidelines for reporting the company's performance on non-financial information.

Furthermore, for the drafting of this Sustainability Report, the international sustainability standard Global Reporting Initiative (GRI), in the GRI Universal Standards 2021 version, has been followed as a reference, and taking into account the requirements and indicators considered relevant for Teknia's business.

The scope of the information reported refers to Teknia Manufacturing Group, S.L. and subsidiaries, presented in the consolidated Management Report 2023, including the information of the Swedish company Svensk Tryckgjutning following the entry into force of its acquisition on 30 March 2023.

## Criteria for drafting the Report

Report contents are based on the relevant issues for the company and its stakeholders, according to its materiality analysis, which is explained and developed in depth in chapter 3 (Moving Teknia: sustainability commitments) of this Report.

Based on this analysis, the main contents to be reported in 2023 are defined through an internal process of collecting and contrasting information, requesting indicators and qualitative and quantitative data on the company's progress in sustainability.

The principles recommended by the GRI standards are followed to define the content and quality of the Report:

- Accuracy
- Balance
- Clarity
- ComparabilityExhaustividad.
- Comprehensiveness
- Context of sustainability
- Timeliness
- Verifiability

## Independent External Verification

In order to respond to the requirements of Law 11/2018 and, reinforcing the truthfulness, transparency and accuracy of the information reported, as well as the GRI principles set out above, this FRIA has been externally verified by an independent verification service provider.



# Appendices

## Employee-related indicators

In this section we include part of the quantitative indicators required by Law 11/2018 and related to the report's section 6 (Empowering our people) of this Report.

In terms of the distribution of employees in the Group, the following professional categories are considered:

**Direct labour force (MOD, for its acronym in Spanish):** includes workers directly involved in the manufacture of products. This refers mainly to the functions carried out by production workers and production team leaders.

**Indirect labour force (MOI, for its acronym in Spanish):** includes workers not directly involved in the production activity, but who provide the necessary support for this activity in order for it to take place. It refers mainly to the functions carried out by the logistics, quality, maintenance, supply, tool assemblers, planners, technicians' areas, among others.

**Structure labour force (MOE):** includes workers who carry out administrative, supervisory or management functions, supporting the activity of the production plants. It refers mainly to the functions carried out by human resources, admin, commercial, purchasing, engineering and the like.

Employees: general indicators

Workforce distribution by country		
Country	2022	2023
Brazil	172	177
Czech Republic	250	266
Germany	3	2
Germany	104	95
Japan	1	1
Mexico	633	640
Morocco	63	66
Poland	757	740
Romania	67	62
Serbia	92	87
Spain	1,164	1,183
Sweden	0	87
Turkey	70	72
United States	105	109
<b>Total</b>	<b>3,481</b>	<b>3,587</b>

Workforce distribution by gender	
<b>Total 2023</b>	<b>3,587</b>
Men	2,281
Women	1,306
<b>Total 2022</b>	<b>3,481</b>
Men	2,241
Women	1,240

Employee distribution by gender and age			
2023	Over 50 years old	30 - 50 years old	Under 30 years old
Total	996	2,037	554
Men	671	1,262	348
Women	325	775	206
2022	Over 50 years old	30 - 50 years old	Under 30 years old
Total	932	2,005	544
Men	631	1,262	348
Women	301	743	196

Distribution of employees by professional category	
<b>Total 2023</b>	<b>3,587</b>
Direct Workforce (MOD, for its acronym in Spanish)	2,204
Indirect Workforce (MOI, for its acronym in Spanish)	1,067
Structure Workforce (MOE)	316
<b>Total 2022</b>	<b>3,481</b>
Direct Workforce (MOD, for its acronym in Spanish)	2,223
Indirect Workforce (MOI, for its acronym in Spanish)	963
Structure Workforce (MOE)	295

Distribution of employees by type of contract, working day, age, gender and professional category				
2023				
Employees by type of contract, working hours and gender		Full-time	Part-time	Total
Permanent	Men	2,048	20	2,068
	Women	1,087	22	1,109
Seasonal	Men	187	26	213
	Women	192	5	197
Employees by type of contract, working hours and age		Full-time	Part-time	Total
Permanent	Under 30 years old	398	0	398
	30 - 50 years old	1,833	18	1,851
	Over 50 years old	904	24	928
Seasonal	Under 30 years old	151	5	156
	30 - 50 years old	181	5	186
	Over 50 years old	47	21	68
Employees by type of contract, working hours and professional category		Full-time	Part-time	Total
Permanent	MOD	1,879	15	1,894
	MOI	972	16	988
	MOE	284	11	295
Seasonal	MOD	294	16	310
	MOI	69	10	79
	MOE	16	5	21

Distribution of contract types by gender, age and region				
2022				
Employees by type of contract, working hours and gender		Full-time	Part-time	Total
Permanent	Men	2,001	13	2,014
	Women	1,018	27	1,045
Seasonal	Men	200	27	227
	Women	192	3	195
Employees by type of contract, working hours and age		Full-time	Part-time	Total
Permanent	Under 30 years old	384	0	384
	30 - 50 years old	1,784	23	1,807
	Over 50 years old	851	17	868
Seasonal	Under 30 years old	152	8	160
	30 - 50 years old	197	1	198
	Over 50 years old	43	21	64
Employees by type of contract, working hours and professional category		Full-time	Part-time	Total
Permanent	MOD	1,872	21	1,893
	MOI	882	5	887
	MOE	265	14	279
Seasonal	MOD	323	13	336
	MOI	56	14	70
	MOE	13	3	16

Distribution of contract types by gender, age and region					
		Permanent contract	Temporary contract	Others	Training Contracts
<b>Total 2023</b>		3,177	409	0	1
By gender	Men	2,068	213	0	0
	Women	1,109	196	0	1
By age group	Under 30 years old	398	155	0	1
	30 - 50 years old	1,851	186	0	0
	Over 50 years old	928	68	0	0
By region	EMEA	2,342	317	0	1
	NAFTA	661	88	0	0
	Brazil	173	4	0	0
	Japan	1	0	0	0
		Permanent contract	Temporary contract	Others	Training Contracts
<b>Total 2022</b>		3,042	409	17	13
Por género	Men	1,999	217	15	10
	Women	1,043	192	2	3
Por grupo de edad	Menor de 30 años	383	148	1	12
	30 - 50 years old	1,801	197	6	1
	Mayor de 50 años	858	64	10	-
Por región	EMEA	2,259	288	17	6
	NAFTA	620	118	-	-
	Brasil	162	3	-	7
	Japón	1	-	-	-

Average annual number of permanent, temporary and part-time contracts by gender, age and professional category										
		Men	Women	Under 30 years old	30 - 50 years old	Over 50 years old	MOD	MOI	MOE	
<b>2023</b>	Permanent	Full-time	0.99	0.98	1	0.99	0.97	0.99	0.98	0.96
		Part-time	0.01	0.02	0	0.01	0.03	0.01	0.02	0.04
Seasonal	Full-time	0.88	0.97	0.97	0.97	0.69	0.95	0.87	0.76	
	Part-time	0.12	0.03	0.03	0.03	0.31	0.05	0.13	0.24	
		Men	Women	Under 30 years old	30 - 50 years old	Over 50 years old	MOD	MOI	MOE	
<b>2022</b>	Permanent	Full-time	0.99	0.97	1	0.99	0.98	0.99	0.99	0.95
		Part-time	0.01	0.03	0	0.01	0.02	0.01	0.01	0.05
Seasonal	Full-time	0.88	0.98	0.95	0.99	0.67	0.96	0.8	0.81	
	Part-time	0.12	0.02	0.05	0.01	0.33	0.04	0.2	0.19	

Number of redundancies by gender, age and professional category					
2023		Menor de 30 años	30 - 50 years old	Mayor de 50 años	
<b>Total</b>		51	75	24	
Men	MOD	29	25	6	
	MOI	7	22	6	
	MOE	0	0	1	
<b>Total men</b>		36	47	13	
Women	MOD	13	25	9	
	MOI	2	1	1	
	MOE	0	2	1	
<b>Total women</b>		15	28	11	
2022		Menor de 30 años	30 - 50 years old	Mayor de 50 años	
<b>Total</b>		20	60	34	
Men	MOD	11	29	18	
	MOI	5	11	4	
	MOE	-	3	-	
<b>Total men</b>		16	43	22	
Women	MOD	4	12	8	
	MOI	-	3	3	
	MOE	-	2	1	
<b>Total women</b>		4	17	12	

Collective bargaining agreements		
	2022	2023
<b>Total</b>	79%	81.60%
Spain	100%	100%
Poland	100%	100%
Mexico	72%	74%
Brazil	100%	98.30%
Czech Republic	100%	100%
United States	-	-
Romania	100%	-
Turkey	-	-
Germany	-	-
Sweden	-	100%
Serbia	-	-
Morocco	-	-

## Training and talent development: indicators

Training hours by gender and average hours per employee			
	Men	Women	Average training hours per employee
<b>2023</b>	13.49	9.58	12,07 (+25.25%)
<b>2022</b>	9.7	9.6	9.63

Regarding training, the average hours per employee significantly increase compared to 2022, from 9.63 hours to 12.07 average hours of training per employee. This represents an increase of 25.25% to the average hours per employee that we have dedicated to training in 2023.

Training hours by gender and professional category in overall hours and average hours per employee			
	MOD	MOI	MOE
<b>2023</b>	10.4	14.8	14.7
<b>2022</b>	9	11.4	8.6

## Ensuring the safety, health and well-being of our teams: indicators

During 2023, no cases of occupational disease have been recorded in the workforce, thus maintaining the incidence rate at 0.

Incidence and severity rates		
	2022	2023
Frequency index of occupational accidents	22.9	21.96
Incidence rate of occupational diseases	0	0
Severity rate of accidents and occupational diseases	0.59	0.58

In the case of accidents, in order of frequency, the most common incidents are, steps, collisions, blows, trapping or overexertion. In the case of injuries, superficial injuries, contusions, sprains and strains.

Risk Prevention		
	2022	2023
Total number of accidents at work	126	133
Total number of fatal accidents	0	0
Men	93	107
Women	33	26
% minor	98%	92.48%
Number of days lost due to accidents	3,239	3,483

Absenteeism hours in 2023 totalled 322,130, an absence rate of 5.2%.

## Compensation Policy; Indicators

Remuneration by gender and professional category (euros)				
	2022		2023	
Professional category	Men	Women	Men	Women
Management	64,914.00	54,465.00	66,012.41	51,314.53
Administrative	22,013.00	20,495.00	28,081.29	25,719.04
Technical	27,276.00	21,318.00	29,210.30	23,069.01
Operator	19,392.00	13,625.00	21,611.44	15,311.00

## Table of contents relating to Law 11/2018

The following is a list of the contents and non-financial performance indicators as required by Law 11/2018 of 28 December on non-financial information and diversity, and how they relate to the indicators of the Global Reporting Initiative (GRI) standard, in its latest version (2021), which has been followed to draw up this Sustainability Report.

The page number where the required content is reported is indicated in the relevant columns.

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
<b>GENERAL INFORMATION</b>		
<b>Business model</b>		
Brief description of the Group's business model (including its business environment, organisation and structure).	2-1 Organisational details	1. Teknia, who are we? 1.4. Business Model 2.3. Corporate Governance Shareholding structure 2.3. Corporate Governance Corporate Management
	2-2 Organisations covered in Sustainability Reporting	
	2-6 Activities, value chain and other business relationships	
	2-9 Governance structure and composition	
	2-11 Chairman of the most senior governing body	
Geographical presence	2-1 Organisational details	1. Teknia, who are we?
	2-6 Activities, value chain and other business relationships	

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
Organisational goals and strategies	2-22 Sustainable development strategy statement	Letter from Javier Lazpita, Chairman of the Board of Directors of Teknia Manufacturing Group S.L.U 2.3. Corporate Governance Sustainability governance
	2-12 Role of the most senior governance body in monitoring impact management	
Main factors and trends which may potentially affect its future development	2-25 Processes to remedy negative impacts	1.3. Industry challenges 2.3. Corporate Governance Sustainability governance
	2-26 Procedures to seek advice and raise concerns	
<b>Company policies</b>		
A description of the Group's policies regarding [environmental and social issues, respect for human rights, anti-corruption and anti-bribery, and employee policies, including measures, if applicable, taken to promote equal treatment and opportunities for women and men, non-discrimination and inclusion of people with disabilities, and universal accessibility].	3-3 Management of key material topics	2.4. Risk management policies and system: Internal rules and regulations 2.5. Human Rights and Ethical Conduct

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
<b>Risk assessment and management</b>		
The main risks related to these issues [environmental and social issues, respect for human rights and the fight against corruption and bribery, and personnel, including measures taken, if applicable, to promote the principle of equal treatment and opportunities between women and men, non-discrimination and inclusion of people with disabilities, and universal accessibility].	2-12 Role of the most senior governance body in monitoring impact management	2.4. Risk management policies and system: Internal rules and regulations 2.4. Risk management policies and system: Risk Management Systems 2.4. Risk management policies and system: ESG risk management
	2-25 Processes to remedy negative impacts	
	2-26 Mechanisms to seek advice and raise concerns	
	3-3 Management of key material topics	
<b>Miscellaneous</b>		
Reference in the report to the national, European or international reporting framework used for selecting the non-financial key performance indicators included in each of the sections.	Statement on the use of the GRI Content Index (see Chapter 9. About this report, section GRI Content Index).	9. About this report: GRI Content Index
<b>1. ENVIRONMENTAL ISSUES</b>		
<b>Detailed general information</b>		
About current and foreseeable environmental and, if applicable, health and safety impacts of the company's activities	GRI 3: Key material topics 2021	5.1. Environmental Management
About the environmental assessment or certification procedures	GRI 3: Key material topics 2021	5.1. Environmental Management

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
About the resources allocated to prevent environmental risks	GRI 3: Key material topics 2021	5.1. Environmental Management
About the application of the precautionary principle	2-23 Commitments and policies	5.1. Environmental Management
About the number of provisions and safeguards against environmental risks	2-27 Compliance with laws and regulations	5.1. Environmental Management
<b>Pollution</b>		
Measures to prevent, reduce or remediate carbon emissions which have a serious environmental impact (likewise including noise and light pollution).	GRI 3: Key material topics 2021	5.1. Environmental management: waste management
<b>Circular economy and waste prevention and management</b>		
Measures on prevention, recycling, reuse, other forms of recovery and disposal of waste	306-1: Waste generation and significant waste-related impacts	5.1. Environmental Management Decarbonisation: a new roadmap for Teknia
	306-2 Management of significant impacts related to waste	
	306-3 Waste generated	
Actions to fight against food waste	Non-material	Non-material

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
<b>Sustainable use of resources</b>		
Water consumption and water supply pursuant to local constraints	303-1: Interaction with water as a shared resource	5.1. Environmental Management: Responsible use of resources energy and water
	303-2: Management of impacts related to water discharges	
	303-3: Water extraction	
	303-5 Water consumption	
Consumption of raw materials and measures taken to improve raw materials use efficiency	301-1 Materials used by weight or volume	5.1. Environmental Management Circular economy: boosting reuse and recycling
Direct and indirect energy consumption	302-1 Energy consumption within the organisation	5.1. Environmental Management: Responsible use of resources energy and water
Measures taken to improve energy efficiency	302- 4 Reduction of energy consumption	5.1. Environmental management: decarbonisation
	302-5 Reductions in energy requirements of products and services.	5.1. Environmental Management: Responsible use of resources energy and water
Use of renewable energy	302-1 Energy consumption within the organisation	5.1. Environmental Management Decarbonisation: a new roadmap for Teknia
	302-3 Energy intensity	5.1. Environmental Management: Responsible use of resources energy and water
<b>Climate change</b>		
Significant contributors to GHG emissions generated as a result of the company's activities, including the use of the goods and services produced by the company.	305-1 Direct GHG emissions (Scope 1)	5.1. Environmental Management Decarbonisation: a new roadmap for Teknia
	305- 2 Indirect GHG emissions from energy generation (Scope 2)	
	305-4 Intensity of GHG emissions	

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
2.2.2 Environment	3-3 Management of key material topics	5.1. Environmental Management Decarbonisation: a new roadmap for Teknia
Medium and long-term reduction targets voluntarily set to reduce greenhouse gas emissions and the means implemented to achieve them.	305-1 Direct GHG emissions (Scope 1)	5.1. Environmental Management Decarbonisation: a new roadmap for Teknia
<b>Protection of biodiversity</b>		
Measures taken to preserve or restore biodiversity.	Non-material	Non-material
Impacts caused by activities or operations in protected areas	Non-material	Non-material
<b>2. SOCIAL AND STAFF RELATED MATTERS</b>		
<b>Employment</b>		
Total number and distribution of employees by gender, age, country and professional category	2-7 Employees	Annex - Employee-related indicators
Total number and distribution of types of employment contracts	2-7 Employees	
Average annual number of permanent contracts, temporary contracts and part-time contracts by gender, age and job category	2-7 Employees	
Number of dismissals by gender, age and professional category;	401-1 New employee recruitment and staff turnover	Annex - Employee-related indicators

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
Average remuneration and its evolution broken down by gender, age and professional category or equal value;	2-19 Remuneration policies	Annex - Employee-related indicators
	2-20 Process for establishing remuneration	
Wage gap, remuneration in equal or average jobs in the society	405-2 Rate of base salary and compensation of women versus that of men	Annex - Employee-related indicators 6.1. Employees: Compensation Policy
The average remuneration of directors and executives, including variable remuneration, allowances, severance payments, payments to long-term savings schemes and any other payments broken down by gender.	2-19 Remuneration policies	6.1. Employees: Compensation Policy
	2-20 Process for establishing remuneration	
Implementing disengagement at work policies	GRI 3: Key material topics 2021	6.1. Employees: ensuring the safety, health and wellbeing of our teams
Disabled employees	405-1 Diversity in governing bodies and employees	6.1. Employees: Inclusive and integrating environment
<b>Work organisation</b>		
Working time organisation	GRI 3: Key material topics 2021	6.1. Employees: ensuring the safety, health and wellbeing of our teams
Number of hours of absenteeism	403- 2 Identification of hazards, risk assessment and incident investigations	Annex - Employee-related indicators
Measures designed to facilitate work-life balance and encourage the co-responsible exercise of work-life balance by both parents.	2-7 Employees	6.1. Employees: ensuring the safety, health and wellbeing of our teams

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
<b>Health and Safety</b>		
Occupational health and safety conditions	403-5 Formación de trabajadores sobre salud y seguridad en el trabajo	6.1. Employees: ensuring the safety, health and wellbeing of our teams
	403-6 Promoting employees' health and safety	
Occupational accidents, in particular their frequency and severity by gender	403-2 Types of accidents and frequency rate of accidents, occupational diseases, number of days of absence, absenteeism and number of deaths due to work-related accidents or occupational diseases.	Annex - Employee-related indicators
	403-9 Work-related injuries	
	403-10 Occupational illnesses and diseases	
Occupational diseases by gender	403-2 Types of accidents and frequency rate of accidents, occupational diseases, number of days of absence, absenteeism and number of deaths due to work-related accidents or occupational diseases.	Annex - Employee-related indicators
<b>Social Relationships</b>		
Organising social dialogue, including procedures to inform, consult and negotiate with employees	403-4 Employees' engagement, consultation and communication on occupational health and safety	6.1. Employees: ensuring the safety, health and wellbeing of our teams
Annex - Employee-related indicators	2-30 Collective bargaining agreements	Annex - Employee-related indicators

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
Overview of collective bargaining agreements, particularly in the area of occupational health and safety	403-4 Employees' engagement, consultation and communication on occupational health and safety	Annex - Employee-related indicators
<b>Training</b>		
Policies implemented in terms of training	404-1 Average training hours per year per employee	6.1. Employees: Strategic Human Resources Policy Annex - Employee-related indicators
Total number of training hours by professional category.	404-2 Programmes to improve employees' skills and transition assistance programmes	Annex - Employee-related indicators
<b>Accessibility</b>		
Universal accessibility of persons with disabilities	405-1 Diversity in governing bodies and employees	6.1. Employees: Inclusive and integrating environment
<b>Equality</b>		
Measures taken to promote equal treatment and opportunities for women and men	GRI 3: Key material topics 2021	6.1. Employees: Inclusive and integrating environment
	405-1 Diversity in governing bodies and employees	
	GRI 3: Key material topics 2021	
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 of persons with disabilities.	405-1 Diversity in governing bodies and employees	6.1. Employees: Inclusive and integrating environment

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
Policy against all types of discrimination and, if applicable, on diversity management	405-1 Diversity in governing bodies and employees	6.1. Employees: Inclusive and integrating environment
<b>3. INFORMATION REGARDING RESPECT FOR HUMAN RIGHTS</b>		
Implementation of human rights due diligence procedures	2-23 Commitments and policies	2.4. Risk management policies and system: Ethics and Compliance Committee 2.5. Human Rights and Ethical Conduct 7.1. Suppliers and value chain: supplier selection and evaluation process
	2-26 Procedures to seek advice and raise concerns	
Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses committed	2-23 Commitments and policies	2.4. Risk management policies and system: Code of Conduct 2.4. Risk management policies and system: Ethics and Compliance Committee 7.1. Suppliers and value chain: supplier selection and evaluation process
Reporting of human rights infringements	2-26 Procedures to seek advice and raise concerns	There have been no allegations of human rights violations in the exercise of human rights.

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
Promotion and enforcement of provisions of ILO core conventions related to respect for freedom of assembly and association and the right to collective bargaining.	2-23 Commitments and policies	2.4. Risk management policies and system: Ethics and Compliance Committee  Teknia rejects child and forced labour. In this way, we ensure that no cases of forced or child labour occur in any of our operations.
Elimination of employment and occupational discrimination	2-23 Commitments and policies	The minimum working age is monitored in accordance with the International Labour Organisation (ILO) and applicable local legislation.
Elimination of forced or compulsory labour	2-23 Commitments and policies	In addition, as a UN Global Compact partner, we promote compliance with the Ten Principles, including good practices on human rights and labour standards.
Effective abolition of child labour	2-23 Commitments and policies	
<b>4. INFORMATION REGARDING THE FIGHT AGAINST CORRUPTION AND BRIBERY</b>		
Measures taken to prevent corruption and bribery	2-23 Commitments and policies	2.4. Risk management policies and system 2.5. Human Rights and Ethical Conduct
	2-26 Procedures to seek advice and raise concerns	
	205-2 Communication and training on anti-corruption policies and procedures	
Anti-money laundering measures	2-23 Commitments and policies	2.4. Risk management policies and system
	2-26 Procedures to seek advice and raise concerns	
Contributions to charities and not-for-profit organisations	2-28 Affiliation to associations	8.1. Creating shared values

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
<b>5. CORPORATE INFORMATION</b>		
<b>The Company's commitments to sustainable development</b>		
Impact of the company's activity on local employment and development	3-3 Management of key material topics	8.1. Creating shared values: Our Commitment to Society
Impact of the company's activity on local populations and on the territory	413-1 Operations with local community involvement, impact assessments and development programmes	8.1. Creating shared values: Major initiatives in 2023
Relations with local community stakeholders and dialogue formats with local communities	413-1 Operations with local community involvement, impact assessments, and development programmes	8.1. Creating shared values: Major initiatives in 2023
Partnership or sponsorship actions	2-28 Affiliation to associations	1.6. Recognitions and alliances 8.1. Generating shared value: key initiatives for 2023
<b>Outsourcing and Suppliers</b>		
Inclusion of social, gender equality and environmental issues in the procurement policy	2-6 Activities, value chain and other business relationships	7.1. Suppliers and value chain: ESG criteria in supplier selection
Consideration of social and environmental responsibility in the relationship with suppliers and subcontractors.	308-1 New suppliers who have successfully completed screening and selection according to environmental criteria	7.1. Suppliers and value chain: ESG criteria in supplier selection

Requirement Law 11/2018	Referenced GRI Standard	Reporting section or direct response
Supervision systems and its audits and results	308-2 Negative social impacts in the supply chain and actions taken.	7.1. Suppliers and value chain: ESG criteria in supplier selection
<b>Consumers</b>		
Actions regarding consumers' health and safety	3-3 Management of key material topics	4.2. Quality and commitment to customers
Complaint systems	2-29 Focus on stakeholder participation	4.2. Quality and commitment to customers: incident management
Complaints received and their resolution	2-16 Communication of critical issues	4.2. Quality and commitment to customers: incident management
<b>Tax information</b>		
Country-by-country benefits	2-6 Activities, value chain and other business relationships	1.4. Main economic performance figures
Tax on profits paid	2-6 Activities, value chain and other business relationships	1.4. Main economic performance figures
Public grants received	2-6 Activities, value chain and other business relationships	1.4. Main economic performance figures

## GRI Content Index

<b>Statement of use</b>	Teknia has presented the information referred to in this GRI content index for the period from 1 January 2022 to 31 December 2022 using the GRI Standards as a reference.
<b>GRI 1 used in the report</b>	GRI 1: Foundations 2021

	Requirement	Reporting section or direct response
<b>GRI 2: Contenidos Generales 2021</b>	2-1 Organisational details	1. Teknia, who are we? 1.4. Business Model
	2-2 Organisations covered in Sustainability Reporting	9. About this report: scope and criteria for the elaboration of the report
	2-3 Reporting period, frequency and contact point	9. About this report: scope and criteria for the elaboration of the report
	2-4 Updating information	No significant information updates have been included
	2-5 External verification	9. About this report: Independent External Verification
	2-6 Activities, value chain and other business relationships	1. Teknia, who are we? 1.3. Industry challenges 1.4. Business Model 9. About this report: Alcance y criterios para la elaboración del Informe
	2-7 Employees	Annex - Employee-related indicators
	2-9 Governance structure and composition	2.3. Corporate Governance Board of Directors
	2-11 Chairman of the most senior governing body	2.3. Corporate Governance Shareholding structure 2.3. Corporate Governance Board of Directors

	Requirement	Reporting section or direct response
<b>GRI 2: Contenidos Generales 2021</b>	2-12 Role of the most senior governance body in monitoring impact management	2.3. Corporate Governance Board of Directors 2.3. Corporate Governance Sustainability governance
	2-13 Delegation of responsibility for impact management	2.3. Corporate Governance Sustainability governance
	2-14 Role of the most senior governance body in sustainability reporting	Letter from Javier Lazpita, Chairman of the Board of Directors of Teknia Manufacturing Group S.L.U 2.3. Corporate Governance Sustainability governance
	2-15 Conflicts of interest	2.4. Risk management policies and system: Code of Conduct 2.4. Risk management policies and system: Ethics and Compliance Committee
	2-16 Communication of critical issues	2.4. Risk management policies and system: Ethics and Compliance Committee
	2-19 Remuneration policies	Annex - Employee-related indicators
	2-22 Sustainable development strategy statement	3.2. Moving Teknia's commitment to sustainability
	2-23 Commitments and policies	2.4. Risk management policies and system: Internal rules and regulations 2.5. Human Rights and Ethical Conduct 3.2. Moving Teknia's commitment to sustainability
	2-24 Implementation of commitments and policies	3.2. Moving Teknia's commitment to sustainability
	2-25 Processes to remedy negative impacts	3.2. Moving Teknia's commitment to sustainability
2-26 Procedures to seek advice and raise concerns	2.4. Risk management policies and system: Ethics and Compliance Committee 4.2. Quality and commitment to customers: incident management	

	Requirement	Reporting section or direct response
<b>GRI 2: Contenidos Generales 2021</b>	2-27 Compliance with legislation and regulations	2.4. Risk management policies and system: Ethics and Compliance Committee
	2-28 Affiliation to associations	1.6. Recognitions and alliances
	2-29 Focus on stakeholder participation	4.1. Our Stakeholders
	2-30 Collective bargaining agreements	Annex - Employee-related indicators

GRI Standard used	Requirement	Capítulo del informe o respuesta directa
GRI 3: Key material topics 2021	3-1 Process for determining key material issues	3.1. Materiality Analysis
	3-2 List of key material topics	3.1. Materiality Analysis
<b>Climate Change (GHG emissions)</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	5.1. Environmental Management Decarbonisation: a new roadmap for Teknia
GRI 305 Emissions 2016	305-1 Direct GHG emissions (Scope 1)	5.1. Environmental Management Decarbonisation: a new roadmap for Teknia
	305-2: Indirect GHG emissions from energy generation (Scope 2)	5.1. Environmental Management Decarbonisation: a new roadmap for Teknia
	305- 3 Other indirect GHG emissions (Scope 3)	5.1. Environmental Management Decarbonisation: a new roadmap for Teknia
	305-4 Content 305-4 GHG emission levels	5.1. Environmental Management Decarbonisation: a new roadmap for Teknia

GRI Standard used	Requirement	Capítulo del informe o respuesta directa
<b>Energy: efficiency and renewables</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	5.1. Environmental Management Decarbonisation 5.1. Environmental Management: Responsible use of resources energy and water
GRI 302: Energy 2016	302-1 Energy Consumption within the organisation	5.1. Environmental Management: Responsible use of resources energy and water
	302-3 Energy intensity	5.1. Environmental Management: Responsible use of resources energy and water
<b>Circular economy: management of waste and hazardous materials</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	5.1. Environmental management: circular economy boosting reuse and recycling
GRI 301: Materials 2016	301-1 Materials used by weight or volume	5.1. Environmental management: circular economy boosting reuse and recycling
GRI 303: Water and Effluents 2018	303-1: Interaction with water as a shared resource	5.1. Environmental management: responsible boosting reuse and recycling
	303-3: Water extraction	5.1. Environmental management: responsible boosting reuse and recycling
	303-5: Water consumption	5.1. Environmental management: responsible boosting reuse and recycling

GRI Standard used	Requirement	Capítulo del informe o respuesta directa
GRI 306: Residuos 2020	306-1: Waste generation and significant waste-related impacts	5.1. Environmental management: waste management
	306-2 Management of significant impacts related to waste	5.1. Environmental management: waste management
	306-3 Waste generated	5.1. Environmental management: waste management
<b>Relationships with the community</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	8.1. Creating shared values
GRI 413: Local communities 2016	413-1 Operations with local community engagement programmes, impact assessments and development	8.1. Generating shared value: key initiatives for 2023
<b>Product quality and safety</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	4.2. Quality and commitment to customers: The Quality area as an allied partner in Customer Relationships
<b>Customer engagement</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	4.2. Quality and commitment to customers: incident management

GRI Standard used	Requirement	Capítulo del informe o respuesta directa
<b>Work Practices</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	6.1. Employees
GRI 401: Employment 2016	401-1 Recruitment of new employees and staff turnover	Annex - Employee-related indicators
GRI 405: diversity and equal opportunities 2016	405 -1 Diversity in governance bodies and employees	Annex - Employee-related indicators
	405 -2 Ratio of basic salary and remuneration of women compared to men	6.1. Employees: Compensation policy Annex - Employee-related indicators
<b>Recruitment, development, and training.</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	6.1. Employees: strategic human resources policy Annex - Employee-related indicators
GRI 404: Training and education 2016	404-1 Average training hours per year per employee	Annex - Employee-related indicators
<b>Employee health and safety</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	6.1. Employees: ensuring the safety, health and wellbeing of our teams

GRI Standard used	Requirement	Capítulo del informe o respuesta directa
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	6.1. Employees: ensuring the safety, health and wellbeing of our teams
	403-2 Hazard identification, risk assessment and incident investigation	6.1. Employees: ensuring the safety, health and wellbeing of our teams
	403-4 Employees' engagement, consultation and communication on occupational health and safety	6.1. Employees: ensuring the safety, health and wellbeing of our teams
	403-6 Promoting employees' health and safety	6.1. Employees: ensuring the safety, health and wellbeing of our teams
	403-9 Work-related injuries	Annex - Employee-related indicators
	403-10 Occupational illnesses and diseases 2.2.3 Our people: the driving force behind our activity	Annex - Employee-related indicators
<b>Increasing the mix of sustainable mobility products</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	5.2. Digital transformation plan
<b>Supply chain management: Social impacts (Human Rights)</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	2.5. Human Rights and Ethical Conduct
<b>Supply chain management: Environmental impacts</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	7.1. Suppliers and value chain
GRI 308: Environmental assessment of suppliers 2016	308-1 New suppliers having successfully completed selection screening in accordance with environmental criteria	7.1. Suppliers and value chain: ESG criteria in supplier selection
	308-2 Negative social impacts in the supply chain and actions taken.	7.1. Suppliers and value chain



GRI Standard used	Requirement	Capítulo del informe o respuesta directa
<b>Sustainable innovation: Industry 4.0</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	5.2. Digital transformation plan
<b>Governance Model, Business Ethics, and ESG Risk Management</b>		
GRI 3: Key material topics 2021	3-3 Management of key material topics	2.4. Risk management policies and system: ESG risk management
<b>Key material topics</b>		
GRI 205: Anti-Corruption 2016	205-2 Communication and training on anti-corruption policies and procedures	2.4. Risk management policies and system

INFORME DE VERIFICACIÓN INDEPENDIENTE DEL ESTADO DE  
 INFORMACIÓN NO FINANCIERA CONSOLIDADO DE  
 TEKNIKIA MANUFACTURING GROUP, S.L. (Sociedad Unipersonal)  
 Y SOCIEDADES DEPENDIENTES CORRESPONDIENTE  
 AL EJERCICIO 2023

## Contact Details

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**INFORME DE VERIFICACIÓN INDEPENDIENTE DEL ESTADO DE  
INFORMACIÓN NO FINANCIERA CONSOLIDADO DE  
TEKNIA MANUFACTURING GROUP, S.L. (Sociedad Unipersonal) Y SOCIEDADES DEPENDIENTES  
CORRESPONDIENTE AL EJERCICIO 2023**

Al Socio Único de Teknia Manufacturing Group, S.L. (Sociedad Unipersonal):

De acuerdo con el artículo 49 del Código de Comercio hemos realizado la verificación, con el alcance de seguridad limitada, del Estado de Información No Financiera Consolidado adjunto (en adelante, EINF) correspondiente al ejercicio anual finalizado el 31 de diciembre de 2023, de Teknia Manufacturing Group, S.L. (Sociedad Unipersonal) y Sociedades Dependientes (en adelante el Grupo) que forma parte del Informe de Gestión consolidado del Grupo.

#### Responsabilidad de los administradores

La formulación del EINF consolidado que forma parte del Informe de Gestión consolidado de Teknia Manufacturing Group, S.L. (Sociedad Unipersonal) y Sociedades Dependientes, así como el contenido del mismo, es responsabilidad de los administradores del Grupo. El EINF se ha preparado de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los *Sustainability Reporting Standards de Global Reporting Initiative* (estándares GRI) según la opción Esencial, descritos de acuerdo a lo indicado en la tabla incluida en el apartado “Sobre este informe”, detallada a su vez en la tabla incluida en el apartado “Tabla de contenidos GRI”.

Esta responsabilidad incluye, asimismo, el diseño, la implantación y el mantenimiento del control interno que se considere necesario para permitir que el EINF esté libre de incorrección material, debida a fraude o error.

Los administradores del Grupo son también responsables de definir, implantar, adaptar y mantener los sistemas de gestión de los que se obtiene la información necesaria para la preparación del EINF.

#### Nuestra independencia y control de calidad

Hemos cumplido con los requerimientos de independencia y demás requerimientos de ética del Código de Ética para Profesionales de Contabilidad emitido por el Consejo de Normas Internacionales de Ética para profesionales de la Contabilidad (IESBA por sus siglas en inglés) que está basado en los principios fundamentales de integridad, objetividad, competencia y diligencia profesionales, confidencialidad y comportamiento profesional.

Nuestra firma aplica la Normativa Internacional de Control de Calidad 1 (NICC 1) y mantiene, en consecuencia, un sistema global de control de calidad que incluye políticas y procedimientos documentados relativos al cumplimiento de requerimientos de ética, normas profesionales y disposiciones legales y reglamentarias aplicables.

#### Nuestra responsabilidad

Nuestra responsabilidad es expresar nuestras conclusiones en un informe de verificación independiente de seguridad limitada basándonos en el trabajo realizado que se refiere exclusivamente al ejercicio 2023. Hemos llevado a cabo nuestro trabajo de acuerdo con los requisitos establecidos en la Norma Internacional de Encargos de Aseguramiento 3000 Revisada en vigor, “Encargos de Aseguramiento distintos de la Auditoría o de la Revisión de Información Financiera Histórica” (NIEA 3000 Revisada) emitida por el Consejo de Normas Internacionales de Auditoría y Aseguramiento (IAASB) de la Federación Internacional de Contadores (IFAC) y con la Guía de Actuación sobre encargos de verificación del Estado de Información no Financiera emitida por el Instituto de Censores Jurados de Cuentas de España.

En un trabajo de seguridad limitada los procedimientos llevados a cabo varían en su naturaleza y momento de realización, y tienen una menor extensión, que los realizados en un trabajo de seguridad razonable y, por lo tanto, la seguridad que se obtiene es sustancialmente menor.

Nuestro trabajo ha consistido en la formulación de preguntas a la Dirección, así como a los diversos departamentos de la organización que han participado en la elaboración del EINF, en la revisión de los procesos para recopilar y validar la información presentada en el EINF y en la aplicación de ciertos procedimientos analíticos y pruebas de revisión por muestreo que se describen a continuación:

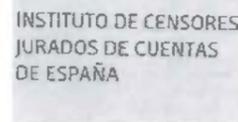
- Reuniones con personal del Grupo, para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicado, los principales riesgos relacionados con esas cuestiones y obtener la información necesaria para la revisión externa.
- Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF del ejercicio 2023 en función del análisis de materialidad realizado por el Grupo, considerando los contenidos requeridos en la normativa mercantil en vigor.
- Análisis de los procesos para recopilar y validar los datos presentados en el EINF del ejercicio 2023
- Revisión de la información relativa a los riesgos, las políticas y los enfoques de gestión aplicados en relación con los aspectos materiales presentados en el EINF del ejercicio 2023.
- Comprobación, mediante pruebas, en base a selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2023 y su adecuada compilación a partir de los datos suministrados por las fuentes de información.
- Obtención de una carta de manifestaciones de los administradores y la Dirección.

### Conclusión

Basándonos en los procedimientos realizados y en las evidencias que hemos obtenido, no se ha puesto de manifiesto aspecto adicional alguno que nos haga creer que el EINF de Teknia Manufacturing Group, S.L. (Sociedad Unipersonal) y Sociedades Dependientes, correspondiente al ejercicio anual finalizado el 31 de diciembre de 2023 no ha sido preparado, en todos sus aspectos significativos, de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los estándares GRI, según la opción Esencial descritos de acuerdo a lo indicado en la tabla incluida en el apartado "Sobre este informe", detallada a su vez en la tabla incluida en el apartado "Tabla de contenidos GRI" del citado EINF.

### Uso y distribución

Este informe ha sido preparado en respuesta al requerimiento establecido en la normativa mercantil vigente en España, por lo que podría no ser adecuado para otros propósitos y jurisdicciones.



Bilbao, 17 de mayo de 2024

MOORE AMS AUDITORES,  
S.L.  
2024 Núm. 03/24/02619  
SELLO CORPORATIVO: 30,00 EUR  
.....  
Sello distintivo de otras actuaciones  
.....

MOORE AMS AUDITORES, S.L.



Fdo.: Daniel Gago Peromingo  
(Socio)

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**Sustainability Report 2023**  
Non-Financial Information Statement 2023

