

The background of the entire page is a photograph of an industrial setting. In the foreground, several rows of identical, light-colored metal castings are laid out on a dark surface. These castings have a complex, grid-like structure with multiple rectangular openings. In the background, a metal wire mesh fence is visible, and the scene is slightly blurred, emphasizing the focus on the metal parts in the foreground.

Keep Moving Teknia

Sustainability Report 2024
Non-Financial Information Statement 2024

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Javier Quesada de Luis, CEO at Teknia

Adapt, innovate and move forward

The past year has been a period of great challenges and learning for the automotive industry. At Teknia, we have continued to work with determination to adapt to a constantly changing market. **Our commitment to sustainable growth and innovation** has enabled us to stand firm and evolve in a highly demanding global environment, driving strategic changes that strengthen our competitiveness and ensure the continuity of our vision and value proposition in the long term.

Since the middle of the year, the sector has suffered a clear slowdown, especially in Europe, with lower than expected sales forecasts and a general contraction in the value chain. This context has led us to rethink some of our objectives and **implement an impact plan**, with concrete measures to ensure the sustainability of our operations without compromising our capacity for innovation and growth. We have made difficult decisions, prioritising those that strengthen the company in the long term, such as reviewing capital spending, resizing business units and adjusting some structures. These measures have allowed us to optimise resources, **guarantee Teknia's viability** and continue to deploy priority areas within the *Moving Teknia 2025* plan. This responsiveness is undoubtedly the best reflection of our dynamism and agility in the face of market changes.

In line with this strategy, **digitalisation has become even more important in the way we operate**. The digital transformation is no longer just a lever for efficiency, but a structural basis for our evolution. With interconnected tools, predictive analytics and increased automation, **we are building a more agile, efficient and connected company**. This vision is based on the progressive integration of solutions on integrated platforms, with a focus on management, production and quality. Our goal is to establish ourselves as a data-driven company with a family soul, where the intelligent use of information allows us to anticipate the market, offer sustainable solutions to our clients and guarantee the future of all the people who are part of the team.

In parallel, and in the face of the contraction of the European market, we are strengthening our international growth. **North America is emerging as a key region in our roadmap** and we want to consolidate our industrial presence in this market. New industrial and technological initiatives will allow us to be closer to our customers, while ensuring balanced and sustained development. This international expansion not only responds to market developments, but also consolidates our position as a company open to strategic alliances that can accelerate our global growth.

Our commitment to internationalisation and diversification has always been an essential part of our history. Along these lines, **we have launched Teknia Partners, an investment vehicle focused on new mobility**. In 2024, it made its first investments in high-potential technology companies, with which we seek to drive innovative solutions that connect with emerging automotive trends, and which we are confident will develop exponentially in the coming years.

In this new approach, **sustainability remains a key focus**. We remain committed to ambitious targets for emissions reduction, energy efficiency and the use of renewable energy. In 2024, we reached a significant milestone: **our Martos (Spain) plant became the first in the group to achieve climate neutrality in its operations**. This milestone is just the start of our decarbonisation plan, which is moving forward with measurable targets and a concrete roadmap. Our commitment also extends to responsible resource management, actively contributing to a cleaner, more efficient and environmentally friendly industry.

Our commitment to social action has also been strengthened. At Teknia **we firmly believe in the transformative power of education and training** as tools for professional and social development. For this reason, we continue to invest in educational programmes, especially aimed at groups at risk of exclusion. We have also kept our corporate volunteering programme active and collaborated with various solidarity initiatives in the communities where we operate, thus reinforcing our contribution to social welfare.

Looking ahead, **we have already started to design the new strategic plan 2026-2028**, with the ambition to continue to grow in a balanced and sustainable way. In 2024, we took an important step with the creation of our **Technology Center of Innovation (TCI)**, which marks the beginning of a new phase. This centre is much more than a space for innovation: it represents a new way of collaborating with our customers, committed to the co-development of advanced solutions and a relationship with greater added value. **We want to move from being a parts supplier to being a technology partner**. This new dynamic, which we have already started with technologies such as metal and plastic, will be one of the key pillars of our evolution towards **a more global, more competitive and more innovative Teknia**.

Thanks to the dedication of all the people who form part of the team, the trust of our customers and the collaboration of our suppliers and strategic partners, we continue to build, **part by part**, a solid industrial project, ready to face the future with confidence. With passion, with purpose and with people as the true engine of our progress.

2024 at a glance

company 100% family-owned	431 million in turnover	3.543 people 
 5 manufacturing technologies	23 production plants Presence in 13 countries	Technological, geographical, customer and supplier diversification
25th anniversary Teknia Brazil	+30 years of experience in the sector	Creation of Teknia Partners
Financial stability with a healthy debt balance	Sustainable financing: 9 million (associated with climate objectives)	 Acquisition of Xpander
 Investments in Zuma and Libattion	New Teknia Center of Innovation	

Moving Teknia Strategic Plan 2025

- Progress in meeting strategic objectives and projects
- 25 strategic initiatives deployed
- Increasing our production capacities: 20.3 million invested
- Increased productivity and plant safety: 11 million invested
- Digitalisation: 1 million euros invested



Teknia Xpander, in collaboration with Ford, awarded at the Blockchain Awards 2024 in the category of 'Best blockchain project in industrial uses' for the development of a digital passport for batteries for electric vehicles.



Teknia Bilbao, winner of the Marcelo Gangoiti prize, awarded by the Somorrostro Training Centre. This recognition rewards the business work carried out on the Left Bank and in the Mining Area of Bilbao.

2023-2025 SUSTAINABILITY PLAN

- Adaptation to new European ESG regulations
- New Double Materiality assessment in accordance with CSRD
- ESG training for Teknia employees
- Silver Medal in EcoVadis
- Response to CDP and other ESG analysts and ratings
- Implementation of the ESG Library

GOVERNANCE

Corporate Governance

- Appointment of Javier Quesada de Luis as CEO.
- Creation of a new Executive Committee.
- Teknia Risk Management System.
- Integration of ESG risks in the Business Risk Map.

Responsible value chain management

- 70% local suppliers.
- 53% of purchases with ESG criteria (of total turnover).
- Participation in the UN Global Compact Sustainable Supplier Training Programme.
- 81 million in new business acquisition.
- Incorporation of 3 new customers to the share, and consolidation of the current ones.
- Teknia Nashville captures our largest volume of business with GM.
- Teknia Vimmerby captures our largest volume of business with Mercedes.
- -11,3 % incidencias y reclamaciones
- 100% IATF 16949 certified plants.
- 83% ISO 14001 certified plants.
- Progress on our Integrated Management System.
- Lean Manufacturing: Roll-out of the 1st phase of the operational excellence system.

ENVIRONMENTAL

- Roll-out and progress of our Decarbonisation Plan for Scopes 1 and 2.
- 1st carbon neutral plant in our operations: Teknia Martos.
- -13% emissions intensity (base year).
- 54% electricity from renewable sources (and 74% in Spain)
- +18% investment in self-consumption electricity facilities.
- Update and improvement of the Product Carbon Footprint (PCF) tool.
- Waste: -12.8% in hazardous waste generation. -23.6% in non-hazardous waste generation.

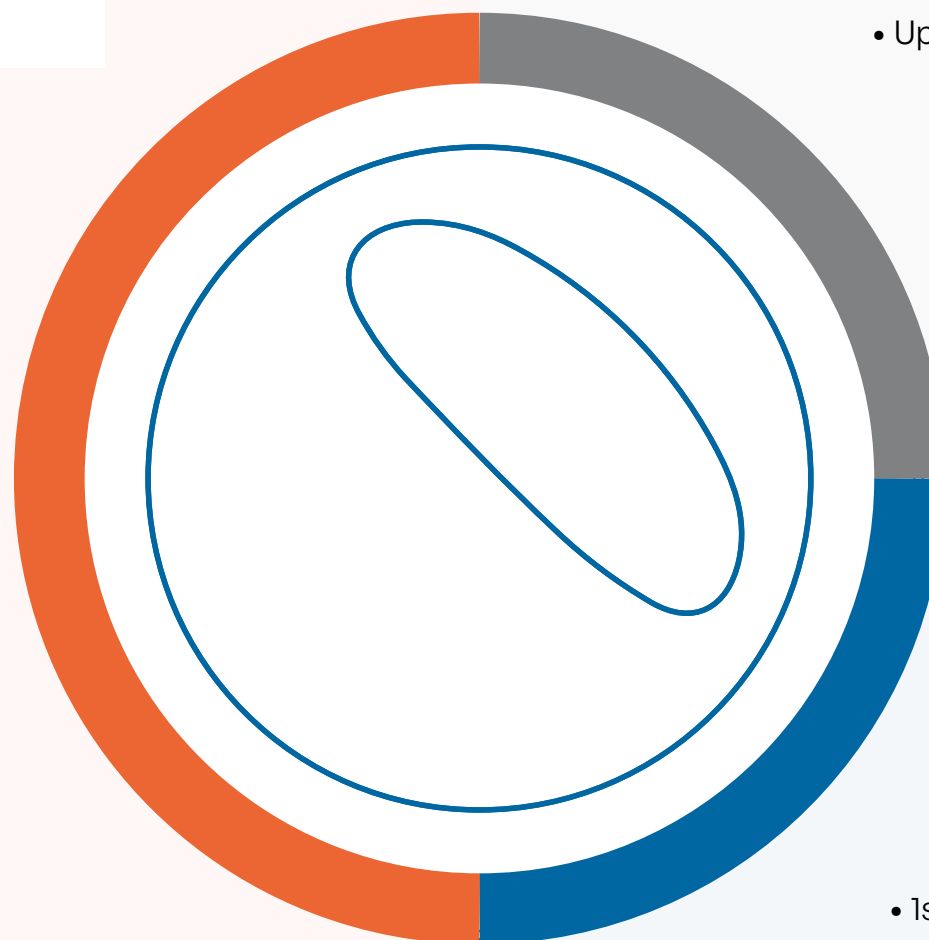
SOCIAL

Our team:

- 35.7% women in the workforce.
- Participation in UN Global Compact's Target Gender Equality Accelerator Programme
- 1st edition Moving Talent.
- +116.4% hours of training.
- -34% in accidents at work and -35.6% days lost due to work-related accidents.
- #PartByPart campaign

Generating social impact

- Boosting the international corporate volunteering programme.
- Investment in social projects: 437,000 euros.
- New partnership and project with Te Aud Romania (TAR) - *I Hear You Romania*.
- 112,187 people benefited (directly and indirectly) thanks to our social projects since 2022.

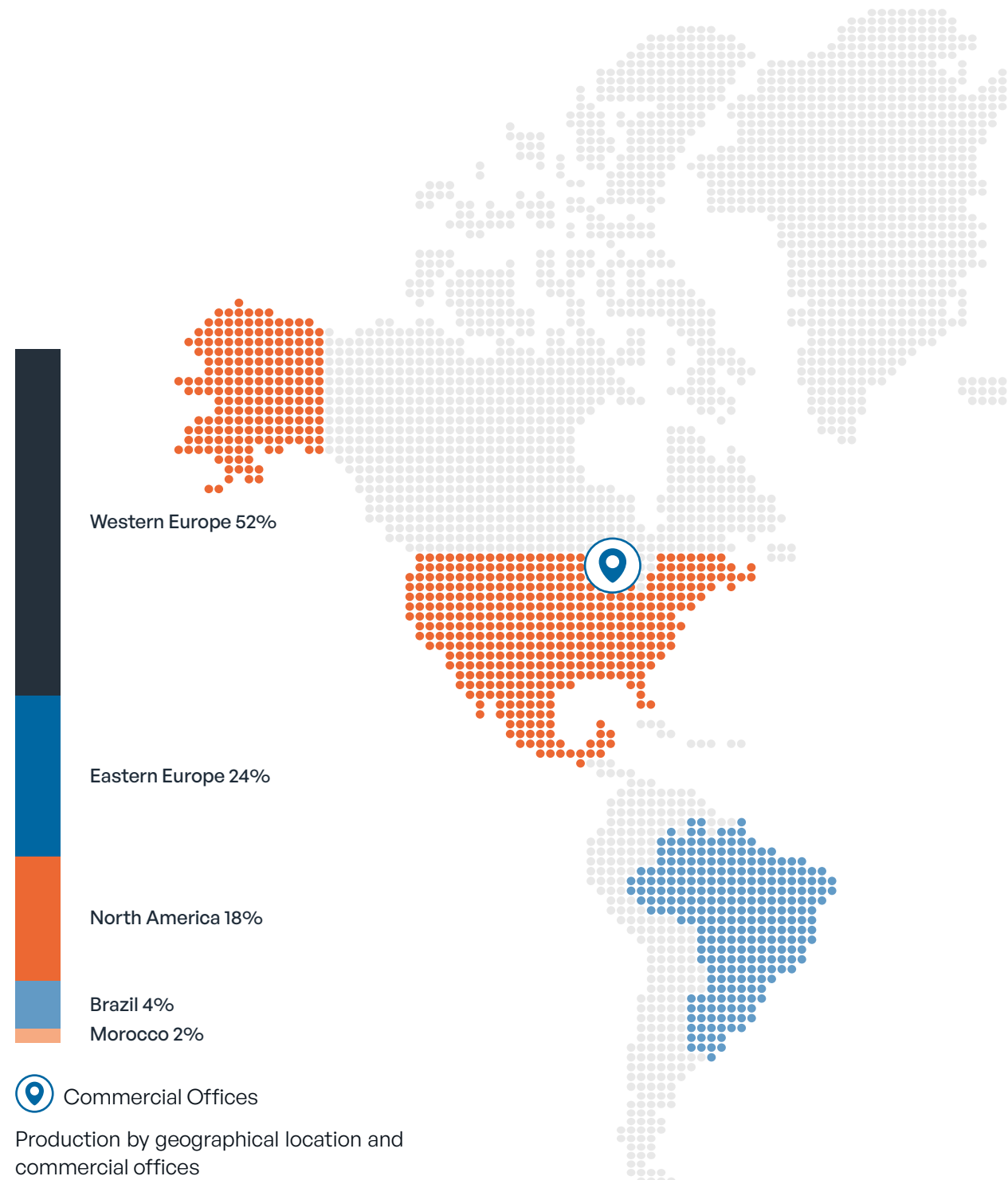


1.

**Teknia,
about us**

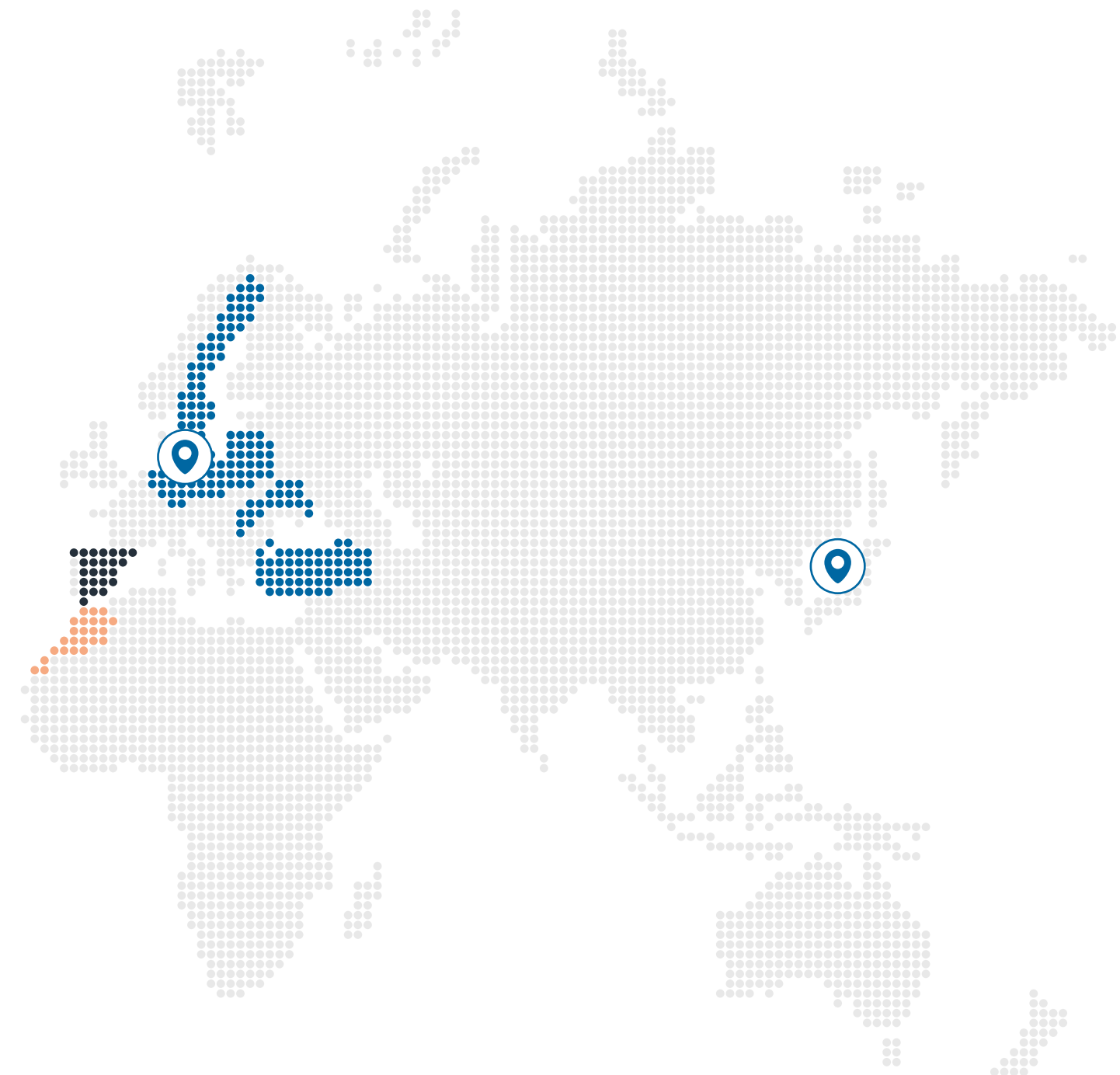
We are a **family-owned multinational company of Spanish origin**, with a long-term vision and ambition for growth, focused on the automotive and mobility sector. We are specialised in the manufacture of metal and plastic components for mobility solutions, by means of a wide range of technologies.

Our over 30 years of experience as a manufacturer allow us to be a reference partner for both traditional customers and new market players. To all of them we offer not only our manufacturing capabilities through highly specialised technologies, but also our knowledge and expertise for **product design, development and validation**.



1.1. Business Model

We have 23 production plants in 13 countries and a team of 3,543 people. Each of our plants can be identified with at least one of **the main technologies we develop**: tube forming, stamping, aluminium injection, plastic injection and machining. All the areas that support this activity (Quality, Commercial, Purchasing, Engineering, Production and Human Resources) are developed in these areas, with the support of the corporate team.



Pillars of our business model

1

Technological and product diversification.

As a company belonging to the automotive and new mobility sector, our strategy is based on technological and product diversification, focused on the responsible manufacture of high added value components.

Diversification

Technological: In a competitive automotive sector, specialisation in strategic products is crucial.

Geographic: maintaining the location of plants and offices wherever customers have needed us has made us a global player.

Customers: with the aim of positioning ourselves as a benchmark manufacturing partner, we offer customers solutions aimed at the automotive industry as well as for other mobility solutions. We currently have 2 specialised centres where we design products and processes as well as customised equipment for new mobility.

2

Development of new products and technologies.

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

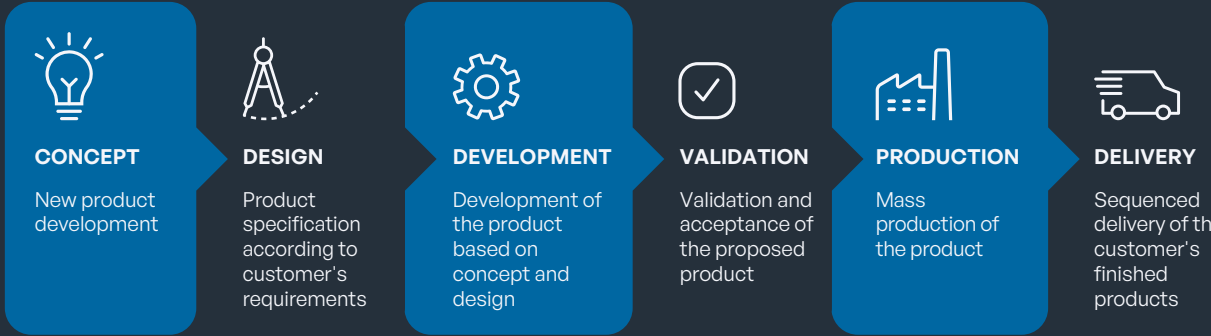
3

Shareholders.

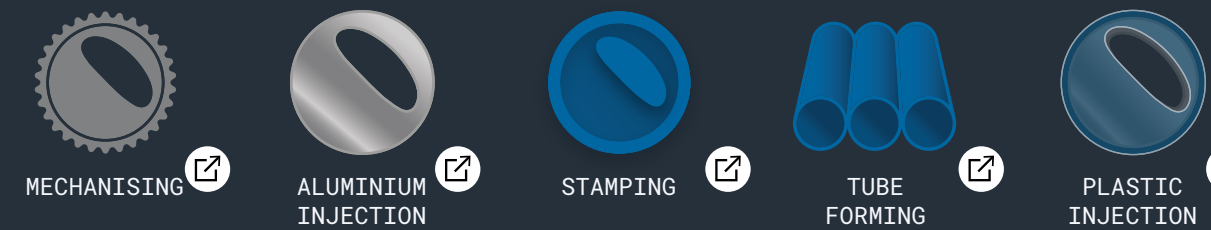
We are a 100% family owned company with an ambition for growth and a long-term vision. For this reason, we are committed to strategic alliances and network collaboration.

We have the capacity to manufacture components for all vehicle environments and to adapt to the developing trends of new mobility.

We are involved in all phases of production, from product definition, development, validation and manufacturing, making us a **strategic and reliable partner for advanced manufacturing** and co-development of mobility components.

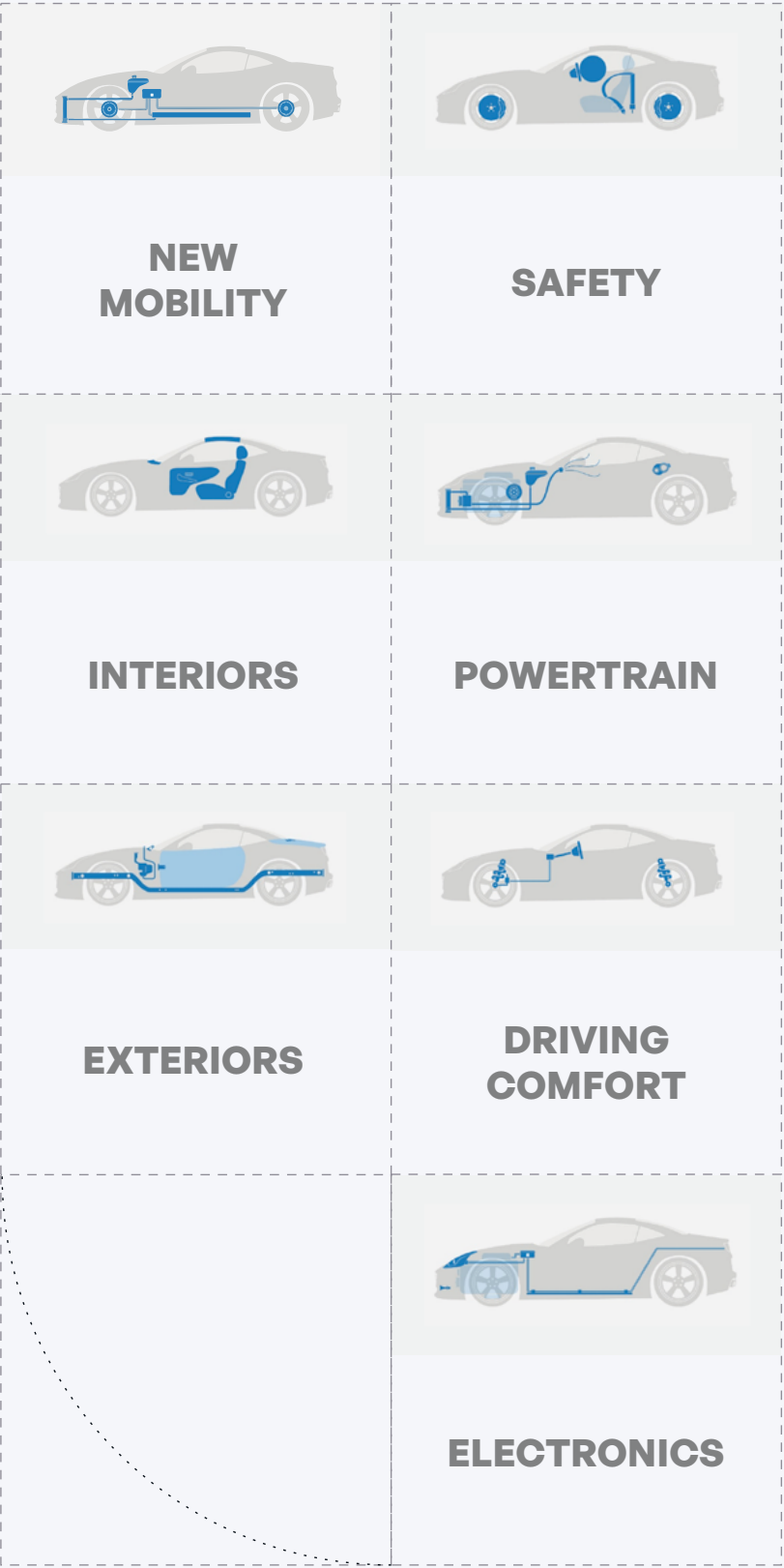


Our manufacturing technologies and production facilities

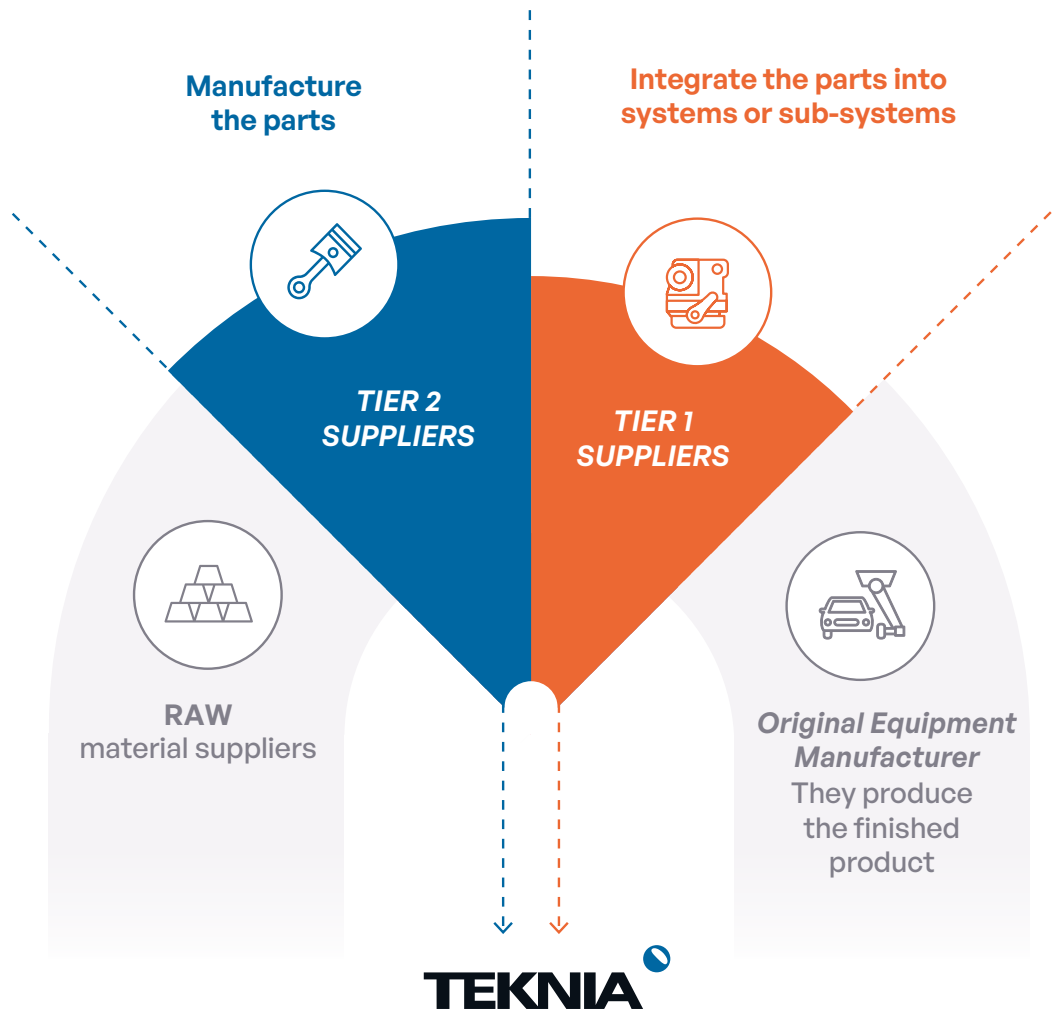


	BUSINESS PLASTIC EUROPE	BUSINESS METAL EUROPE	BUSINESS MACHINING EUROPE	BUSINESS ALUMINIUM	BUSINESS NORTH AMERICA	BUSINESS BRAZIL
PLASTIC INJECTION	Azuqueca Martos Tánger Rzeszów Uherský Brod				San Luis de Potosí	Brazil
STAMPING		Manresa Kragujevac Pedrola Gebze Kalisz			Nashville	Brazil
TUBE FORMING		Elorrio Kalisz				Brazil
ALUMINIUM INJECTION				Ampuero Oradea Vimmerby Tepejí del Río		
BAR MACHINING			Barcelona Bilbao Santander Stuttgart		Mexico City	

Categories of products we manufacture

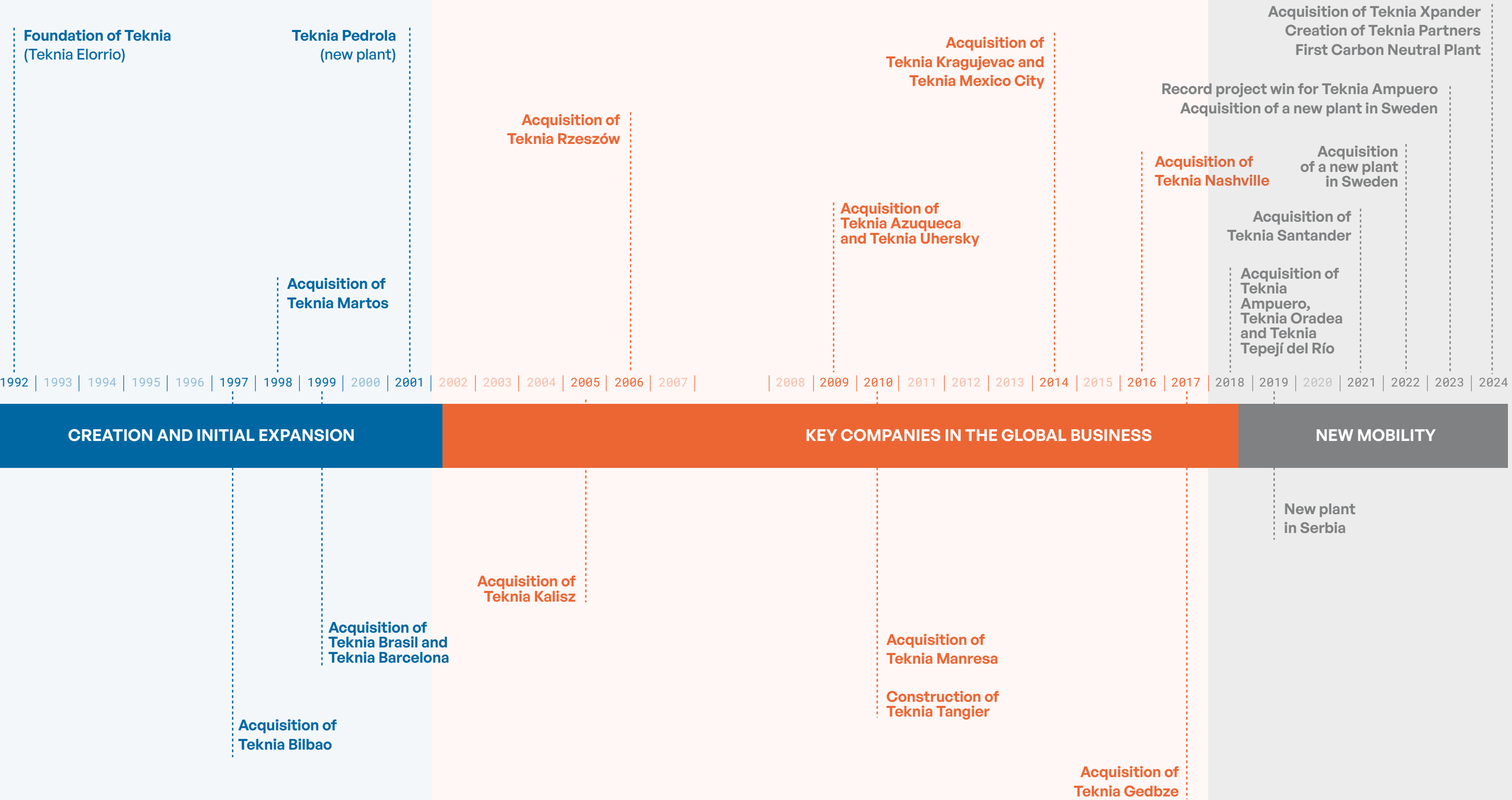


Most of our customers (80%) are Tier 1 providers in the automotive sector, responsible for integrating parts into devices or systems. The remaining 20% are OEMs, who manufacture vehicles and other end products. This position positions us as a strategic partner in the automotive value chain. Also, to 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.



Our continued growth and sustained evolution over time, has positioned us as a leading manufacturer of mobility solutions.

Our history





Teknia Brazil celebrates 25 years

Teknia began its journey towards internationalisation in 1999. The company, which had grown in Spain during its early years, then took the decision to become a multinational group and chose Brazil as the first destination for expansion.

From a local company acquired in 1999 near São Paulo to the construction of a new plant in the town of Jacarei in 2009, and from the beginnings dedicated to plastic injection to having all our technologies (stamping, tube forming and plastic injection) under the same roof, the 25 years of Teknia Brasil graphically exemplify the effort, dedication and commitment of the entire Group with our business vision, with our people, as well as our future ambition to continue providing added value and quality to the automotive sector.

We commemorated these 25 years with an event attended by Javier Quesada de Luis, CEO of Teknia, and with the institutional attendance of Izafas José de Santana, Mayor of Jacarei, and Urbano Murillo, Economic and Commercial Counsellor of the Spanish Embassy in São Paulo, who were able to visit the production areas together with members of their teams to learn about the situation of the plant. Both highlighted Teknia's commitment to Brazil and our long-term commitment as a consistent and solid investor.



1.2. Purpose and Values

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

MANUFACTURING 	High manufacturing expertise and efficiency	Continuous improvement	
PARTNER 	For all stakeholders	Driving product co-development	Going beyond being a supplier to customers
FOR MOBILITY 	Drivers of mobility for people in the widest sense of the word		



Our Values

AMBITION

We aim high, always looking to go **one step further**, to evolve and to go as far as possible together. Our ambition is the engine that drives us to improve, to discover new opportunities and to continually improve ourselves, both individually and collectively.

EFFICIENCY

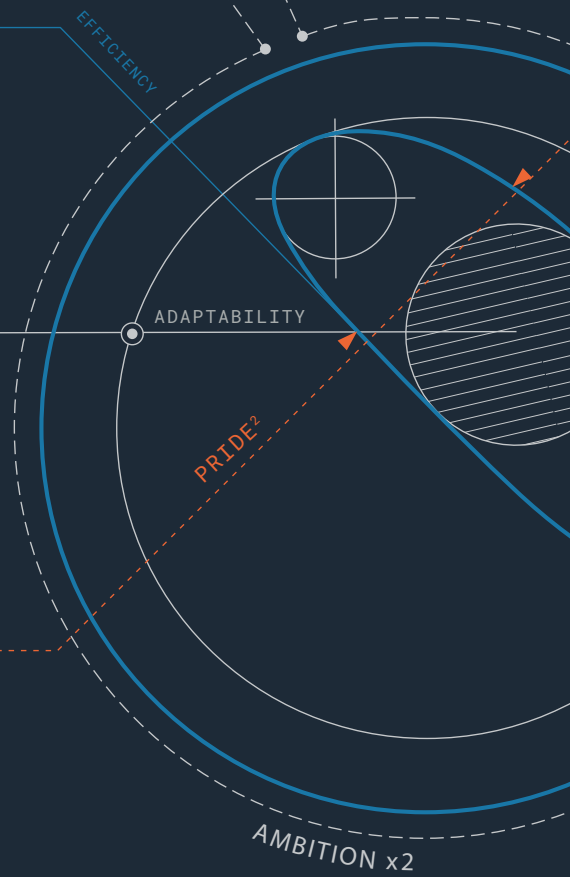
We act with precision, rigour and attention to detail. **We seek excellence** in every process, product and service, as well as the trust of our **customers** and the respect of the sector. We know that every action has an impact, which is why we work in a **sustainable way**. We are committed to the environment and the communities where we operate.

ADAPTABILITY

We are **versatile and resolute**. We **anticipate** changes, detect real needs and address them with agility and efficiency. Our ability to adapt to new circumstances allows us to respond quickly and effectively, transforming our clients' expectations and challenges into **solutions**.

PRIDE

We take pride in being a manufacturer and always deliver the best, with **common sense and ethical behaviour**. Our work reflects who we are and the commitment we make as a team.



Your
manufacturing
partner for
mobility

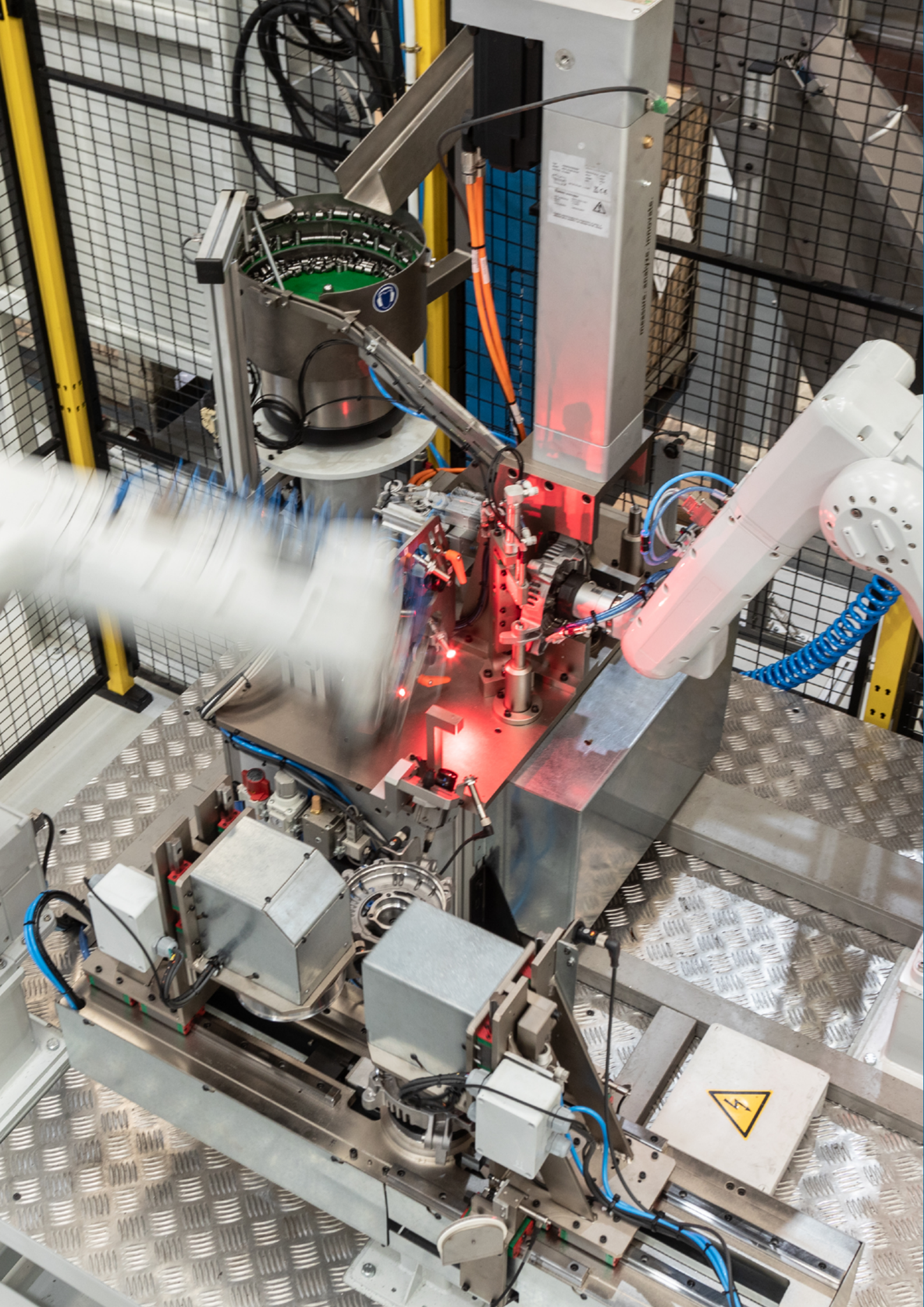
TEKNIA

1.3. Our Stakeholders

To be a trusted partner and deliver on our purpose and values, we need to know our stakeholders and maintain an ongoing dialogue with them to address their concerns and respond to 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.

Stakeholders	Our commitment	Communication channels
Team	Unity, empowerment, training and recognition..	- Workers' representatives, direct dialogue with the Human Resources department. - Holding internal plant and corporate events, including an annual company-wide management team meeting (Global Annual TekMeeting). - Internal communication via bulletin boards, email and corporate intranet with weekly updated information, TekNews. - Sustainability Report.
Customers	Flexibility, adaptability, long-lasting relationships and trust.	- Continuous dialogue with the Sales Department. - Monitoring of satisfaction and other quality indicators. - Annual analysis of the terms and conditions of purchase and other commercial commitments. - Participation in trade fairs and customer events. - Response to questionnaires and specific requirements. - Organisation of plant visits. - Sustainability Report. - Information on products and technologies on the website and digital catalogue of products for meetings.
Suppliers	Cooperation and transparency.	- Regular meetings and direct communication with the sales and quality team. - Several communications to support the fulfilment of our requirements. - Sustainability Report.
Society as a whole	Talent acquisition, transparency and positive contribution.	- Digital communication through Teknia's website and social networks. - Interviews and visits to media plants. - Participation of Teknia spokespersons in events, forums and round tables. - Donations through national and international associations, framed within Teknia's social action plan. - Corporate volunteering programme. - Sustainability Report.
Financial institutions	Transparency and accuracy of information.	- Regular meetings and direct communication with various departments (Finance, Strategy, ESG, ...). - Events and plant visits - Sustainability Report.
Institutions	Transparency, the veracity of information and collaboration.	- Direct dialogue with national, regional and local authorities on a regular basis. - Institutional visits to the plants. - Participation in associations: SERNAUTO, ACICAE, AEC, AEFAME, UN Global Compact Spain, among others. - Sustainability Report.

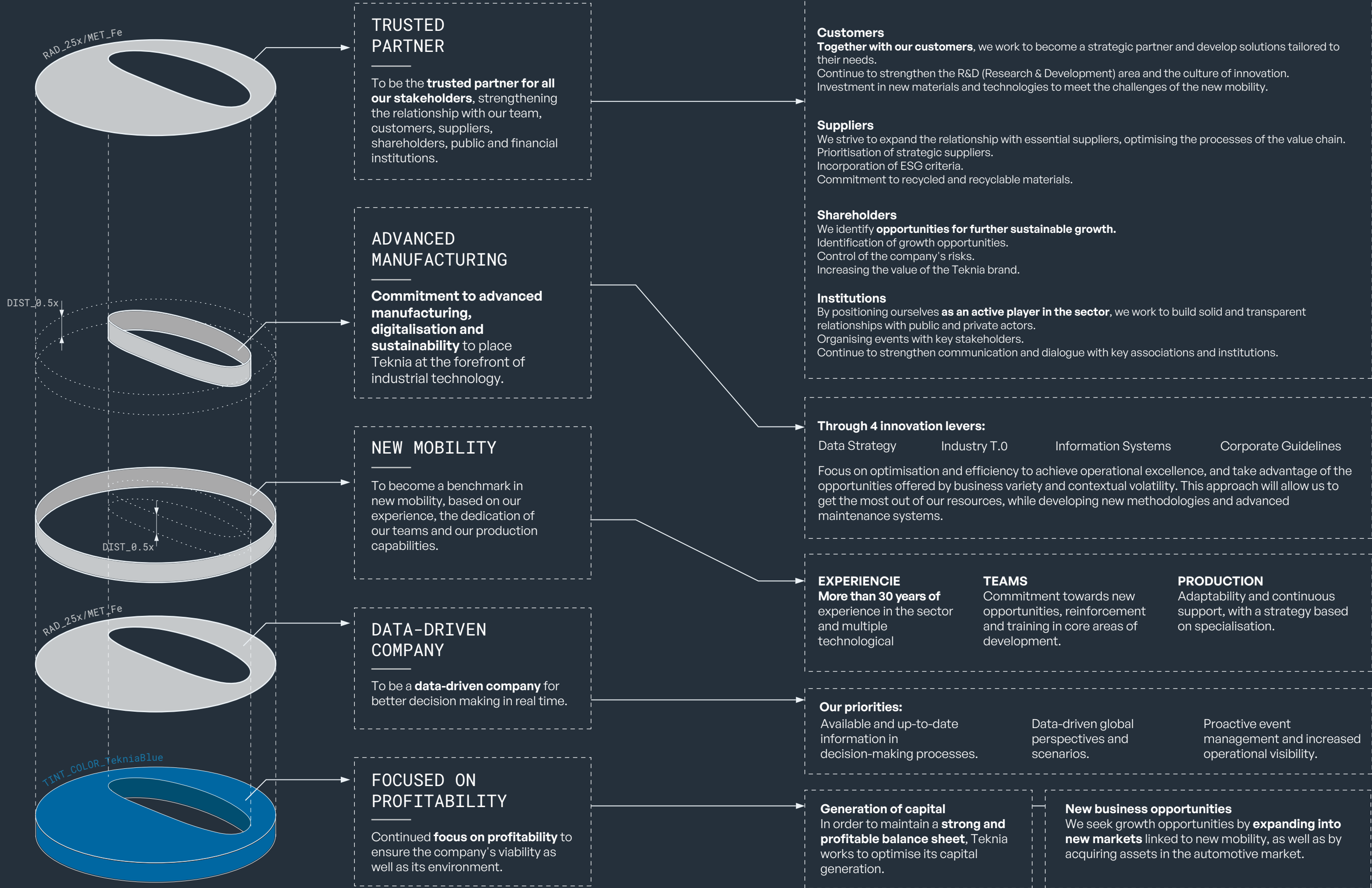


2.

**Moving
Teknia**

2.1. Moving Teknia 2025: strategic pillars

Last year we launched 'Moving Teknia 2025', the company's strategic plan based on five fundamental pillars, with an investment of 15 million euros for the deployment of various projects.



2.2 Moving Teknia during 2024: deployment, flexibility and progress

During this financial year we have continued to deploy the strategic plan, working very closely with all our plants, our stakeholders and, in particular, our team of people at , to ensure both its internalisation and its adaptation to all the operational and multicultural realities of Teknia, which are one of its great strengths.

However, from May 2024 onwards, a contraction of the automotive market and sector has been observed with lower than expected sales forecast in Europe. Our strategic plan is designed to be flexible and to allow us to adapt with agility to changing and uncertain contexts such as the current one. With these forecasts, in the second half of the year we designed and launched an impact plan with adjustments to the strategy that will allow us to continue deploying Moving Teknia’s priority areas, while maintaining the expected profitability and viability of the company. Adjustments have included measures affecting the workforce or the pausing of the M&A strategy.

At the same time, this impact plan has led to the acceleration of the digitalisation plan that contributes to making Teknia a *data-driven company*. The benefits derived from data-driven decision making or efficiencies derived from cost savings are thus prioritised in the short and medium term with this investment.

We are currently developing our new strategic plan for the period 2026-2028, which will give continuity to the current plan and will continue to focus on Teknia’s balanced growth, always taking into account the international, sector and market context.

Strategic initiatives rolled out during 2024	25
Budget invested in increasing Teknia’s production capacities	20.3 million euros
Budget invested in increasing plant productivity and safety	11 million euros
Budget invested in digitisation	1 million euros
Savings from the impact plan	6 million euros

As part of our strategic investment strategy, we have created Teknia Partners, our investment vehicle. In addition, we have invested in two companies, Zuma and Libattion, which focus specifically on new mobility. For details, see section [5.5. Electrification and new mobility](#).



Teknia acquires technology company Xpander

Xpander is a Spanish company specialising in digital transformation consultancy, the sale of proprietary *software* and developments based on *blockchain technology*. This acquisition is part of Teknia’s growth and digitalisation strategy and will strengthen the Group’s digitalisation and technological transformation capabilities.

These capabilities are essential for adapting more efficiently to new industry needs. This will enable greater efficiency in processes, improvements in data analytics, cybersecurity, the development of proprietary applications and guaranteeing the security and quality of processes in supply chains.

In addition to providing services to Teknia, where the entire team was integrated, Xpander continues to provide services to third parties as a technology consultancy.

2.3. Industry challenges

The automotive industry is currently in a period of unprecedented global transformation, driven by electrification, digitalisation, geopolitical conflicts and increasing regulatory pressure on sustainability. This paradigm shift presents both challenges and opportunities for manufacturers globally, in Europe and in Spain, requiring companies to adapt and innovate to secure their future in an increasingly competitive market.

Globally, competition has intensified with the rise of China as the dominant player in electric vehicle manufacturing, controlling a significant part of the battery value chain. In contrast, the US is adopting protectionist policies that favour local production, hindering exports and altering the dynamics of international trade. Artificial intelligence (AI) is emerging as an essential component, optimising production processes, improving vehicle safety and facilitating the development of more sustainable designs, which is expected to drive significant growth in automotive GDP by 2030.

In the European context, for its part, the European Commission has responded to this situation by promoting a Strategic Dialogue with the automotive industry, seeking to address pressing challenges and secure the future of the sector in the region, while the implementation of the CAFE (Corporate Average Fuel Emissions), and other regulatory measures developed under the EU Green Deal, such as the CBAM regulation, are creating friction in the sector by requiring manufacturers to reduce CO₂ emissions from their vehicles, pay for the import of carbon-intensive materials and products, and encourage cleaner industrial production. By contrast, it is also serving as a lever transforming business strategies (innovation) and driving the exploration of options such as buying emission allowances from cleaner manufacturers. However, the European industry faces significant obstacles, including high labour costs, which directly affect the competitiveness of the sector and may lead to future job losses, and uneven adoption of electric vehicles in the different markets that make up the European Union. Against this backdrop, industry associations such as CLEPA (European Automotive Suppliers Association) advocate a regulatory recalibration that promotes a broader technology approach, encompassing plug-in hybrids, hydrogen and sustainable fuels, rather than relying exclusively on full electrification.

In Spain, the automotive sector is currently facing a decline in demand due to persistent economic uncertainty, high vehicle prices, lack of charging infrastructure and low battery range. To strengthen competitiveness, measures have been proposed that include incentives for the production of batteries and high value-added electronic components, as well as the promotion of digitalisation, R&D&I and remanufacturing.

In this complex and evolving landscape, the automotive industry faces a critical need to **innovate, adapt and foster collaboration** to ensure its long-term sustainability. Strategic partnerships, investment in cutting-edge technologies and the adoption of more flexible business models are key to overcoming current challenges and capitalising on emerging opportunities in this new era of mobility.

2.4. Focused on profitability: generating economic value

Teknia recorded a turnover of 431 million euros in 2024, 6% less than the previous year, when the company recorded the highest sales in our history. EBITDA amounted to 36.1 million euros, a figure that includes a negative impact of 4.6 million euros in extraordinary costs. Adjusted EBITDA, net of the impact of extraordinary expenses and income, stood at 40.7 million euros, demonstrating the operational strength of Teknia’s business, even in an exceptionally challenging year marked by the sharp slowdown in the sector.

Economic value generated and distributed Teknia (in thousands of euros)	2022	2023	2024
Net turnover	384,568	459,463	430,599
Procurement (goods, raw materials and other consumables and subcontracting)	(208,228)	(247,098)	(219,448)
Employees (staff costs)	(95,339)	(112,666)	(122,772)
Financial expenses	(2,146)	(5,139)	(6,294)
Taxes on profits	(6,239)	(5,419)	(799)

Profits earned, profit taxes paid and subsidies received by country (in thousands of euros)			
2024	Financial Results	Taxes on profits	Grants
Germany	(2,024)	112	0
Brazil	(2,267)	0	0
United States	(1,019)	0	0
Spain	8,052	552	205
Japan	4	9	0
Morocco	193	150	4
Mexico	2,633	1,965	0
Czech Republic	198	560	0
Romania	34	9	0
Serbia	(413)	31	0
Sweden	1,225	295	0
Poland	4,345	513	0
Turkey	(42)	0	0

Teknia's Project Management Office (PMO): driving the success of the 'Moving Teknia 2025' strategic plan



The implementation of the 'Moving Teknia 2025' strategic plan has involved the definition and deployment of numerous strategic projects in the five pillars that make up the plan. To ensure a structure of supervision, coordination and accompaniment for all of them, we have created a Project Management Office (PMO). It acts as a driving force for the success of the strategic plan, providing a structured and standardised methodology for the management of corporate projects and promoting initiatives to optimise resources, minimise risks and maximise synergies between the different projects, thus ensuring efficient and sustainable development.



Valeria Boggian,
Strategy Project Manager

What are the benefits of the PMO in the implementation of the strategic plan?

The implementation of a PMO in Teknia brings a series of tangible benefits that enhance the achievement of the objectives of 'Moving Teknia 2025':

- **Centralised monitoring and control:** the PMO allows constant monitoring of the progress of each project, trying to ensure compliance within the established deadlines and budgets.
- **Identification and management of risks:** anticipating potential obstacles is key to success. The PMO helps project managers to work on the early detection of risks and the implementation of mitigation strategies.
- **Analysis of synergies:** By taking a holistic view of ongoing projects, the PMO facilitates the identification of opportunities for collaboration between teams.

- **Transparency and reporting to the Executive Committee:** The PMO provides regular reports to the Executive Committee, enabling data-driven decision-making and ensuring that efforts remain aligned with strategic objectives.

How does the PMO relate to efficiency and operational excellence?

The creation of the Teknia PMO reinforces our active commitment to efficiency and operational excellence. Thanks to this structured approach, 'Moving Teknia 2025' is not only an ambitious roadmap, but also a plan that is guaranteed to succeed thanks to the support of a rigorous and results-oriented management.



3.

Sustainability in Teknia



Teknia’s strategic approach to sustainability is based, among other things, not only on a continuous dialogue with our stakeholders, but also on a solid basis of **analysis of our environmental, social and governance (ESG)** impacts, risks and opportunities. Also, like the Moving Teknia strategic plan, sustainability and ESG management are not static and require constant analysis, evaluation and monitoring, and this is where we are devoting much of our efforts and investment.

3.1. Sustainability Plan 2023-2025: commitments, objectives and progress

Aligned with Moving Teknia 2025 and its strategic pillars, we have also developed our Sustainability Plan (2023-2025), which has continued to be deployed during 2024 through various projects within its five pillars of action. 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

Structure of the Sustainability Plan



Details of [how sustainability is governed in Teknia](#) can be found in section 4.3.

Moving Teknia strategic pillar	Sustainability Plan Pillar	Sustainability Commitment	Performance/ progress 2024	Goal 2025	Goal 2030
BECOMING A PARTNER	Trusted partner	Being the trusted partner for sustainable mobility, demonstrating leadership, good governance, and ethical practices.	Decrease in accidents at work by 34% and days lost due to accidents by 35.6% compared to the previous year. Design and delivery of sustainability training for Teknia's staff and management team.	Zero lost-time accidents. 100% of management trained in ESG.	Contribution to the physical and mental well-being of our employees and ISO: 45001 certification in all our plants. 100% of staff trained in ESG.
ADVANCED MANUFACTURING	Efficiency	Promoting advanced, efficient and circular manufacturing in order to produce in an environmentally friendly manner.	74% of electricity consumption in Spain comes from renewable energy sources. 13% reduction in the ratio of CO ₂ emissions per production value compared to 2022. First carbon neutral plant in our operations in 2024.	80% of electricity consumption in Spain comes from renewable energy sources. 14% reduction in the ratio of CO ₂ emissions relative to production value in 2025 compared to the base year (2022).	100% renewable electricity consumption in Teknia by 2030. Carbon neutral in business interests plants by 2040 (scopes 1 and 2) and throughout the entire value chain by 2050.
NEW MOBILITY	People	Empowering our people to meet the challenges of the new global mobility.	90,000 hours of training provided in 2024, 116.4% more than in the previous year (in women this rises to 216.5%). Promotion of female talent: 35.7% of the workforce are women, a very high average in the automotive industry in Europe.	Promoting internal talent through specific training programmes. Ensuring that both genders are represented in internal recruitment processes.	Encourage specific actions to ensure a clear awareness of the benefits of diversity. Promote specific programmes for the development of female talent.
DATA DRIVEN	Value chain	Driving sustainable transformation in Teknia's value chain.	In terms of turnover, 53% of our purchases are aligned with Teknia's ESG requirements. 70% local suppliers: target achieved.	100% strategic suppliers signatories of Teknia's ESG requirements. 70% local suppliers.	100% strategic suppliers assessed on ESG issues by 2026. 80% local suppliers.
FOCUSED ON PROFITABILITY	Positive impact	Generating shared value for the environment and the communities in which we operate.	112,187 people benefited (directly and indirectly) thanks to our social projects since 2022. Investment in social projects in 2024: 437,000 euros.	Contributing to education and progress benefiting at least 20,000 people.	Socio-economic development programmes through education in all territories where the company operates by 2030, benefiting 200,000 people.

3.2. Double materiality analysis: the first step in adapting to the CSRD

During 2024, in addition to the implementation of our strategic sustainability plan, we have also started work to prepare for and **adapt to the various European ESG regulations that apply, including the Corporate Sustainability Reporting Directive (CSRD)**. This directive stipulates that sustainability reporting should be based on the results of the organisation’s analysis of dual materiality. These outcomes are the impacts, risks and opportunities (IROs) that affect the company and that it must manage appropriately.

In 2024, we have developed a double materiality analysis, which is the basis for meeting the requirements of the Corporate Sustainability Reporting Directive (CSRD).

The double materiality envisaged in these requirements considers two perspectives:

- The **materiality of impact**: positive and negative impacts of the company on the environment and society.
- **Financial materiality**: financial risks and opportunities that may affect the company economically.

And all this, spanning the company’s direct operations and value chain, upstream and downstream.

What are IROs?	
Impact	The effect that the company’s processes, activities, products, services or relationships have on people or the environment over time.
Risk	Uncertain environmental, social or governance events or conditions that, if they occur, could potentially have a negative effect on the company and its sustainability strategy, on its ability to achieve its goals and objectives and to create value, and may therefore condition its decisions and those of its stakeholder relationships.
Opportunity	Uncertain environmental, social or governance events or conditions that, if they occur, could potentially have a positive effect on the entity and its sustainability strategy, on its ability to achieve its goals and objectives, to create value, and therefore may condition its decisions and those of its stakeholder relationships.

Therefore, during 2024, completed in early 2025, we conducted a double materiality study based on the CSRD requirements established by Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 and the methodological recommendations published by EFRAG, which will form the basis of our first CSRD report.

The following phases have been envisaged in its development:

Phases of elaboration of the double materiality according to CSRD: how we have done it at Teknia	
1. Analysis of the operational and business context	An analysis of both Teknia’s industry and business model has been carried out to gain an initial understanding of potentially material issues. Among the external sources used, the following have been considered: • GRI reporting frameworks and applicable regulation: the ESRS (European Sustainability Reporting Standards) of the CSRD, developed by EFRAG, including the topics, sub-topics and sub-sub-topics proposed by EFRAG in ERSR 2 Art. 16. • ESG analysts and ratings: S&P, SASB, MSCI, Sustainalytics. • Specialised sector information from Anfac, SERNAUTO and others. Internally, key documents such as the Sustainability Report, Code of Conduct, Sustainability Plan and Moving Teknia Strategic Plan have been reviewed. In addition, meetings have been held with the heads of various Teknia operational areas: ESG, Energy, Human Resources, Commercial, Operations, Procurement, Quality, Finance and Legal, among others.
2. Mapping of Teknia’s value chain.	This is a key element in identifying where and how impacts, risks and opportunities (IROs) occur and which of our stakeholders are affected.
3. Identification and assessment of impacts, risks and opportunities (IROs).	We have conducted a preliminary identification of all IROs, examining risk maps, the 2023 Sustainability Report, the context analysis and all the information consulted in the first phase. Supplemented by interviews with various internal departments to identify specific IROs. We have defined each IRO and linked it to our value chain by differentiating between Impact Materiality (derived from impacts) and Financial Materiality (derived from risks and opportunities). After internally validating the preliminary list of IROs, a quantitative and qualitative assessment of these IROs has been carried out according to their scope, probability and remediability.
3. Consulting stakeholders	Internal (employees) and external (customers, suppliers, institutions) stakeholders have been consulted through surveys and in-depth interviews to assess the IROs identified.
4. Consolidation of results.	After weighting all IROs through the various methodologies, we have established the materiality threshold, finally determining which issues are to be considered relevant and which are not.

The result of this exercise, including the list of IROs identified as material, will be published in Teknia’s next Sustainability Report for the 2025 financial year.

On the other hand, the most relevant material issues identified in the previous materiality study (impact materiality, 2022) have continued to be considered in the preparation of this Sustainability Report (Statement of Non-Financial Information) for the 2024 financial year, which at the close of the 2024 financial year is still in force.

In this study, an external analysis was 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 Agenda 2030.

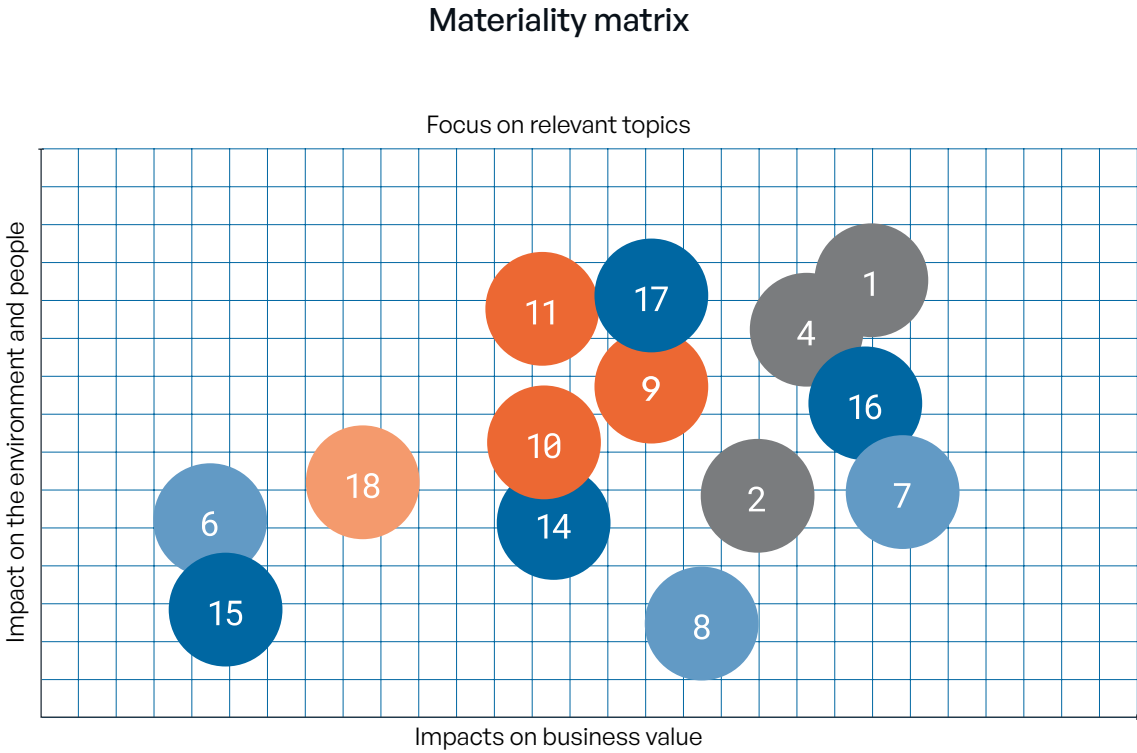
ESG regulation such as the EU *Green Deal*, the CSRD, the *Fit for 55* policy package, the Climate Change Act or the European Corporate Sustainability Due Diligence Directive (CSDDD) was also taken into account.

Furthermore, a sectoral 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 the following materiality grid, which includes the issues with the greatest impact on the business and society at large.



The following is the list of relevant topics that have therefore been considered in the preparation of this Sustainability Report 2024:

- 1 Climate change (GHG emissions)
- 2 Energy: efficiency and renewables
- 4 Circular economy: waste management and hazardous materials
- 6 Community relations
- 7 Product quality and safety
- 8 Customer engagement
- 9 Working practices
- 10 Attraction, 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, and ESG risk management

Environment	Social capital	Business design and innovation	Human capital	Leadership and governance
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3.3. ESG analysts and ratings

As part of our commitment to our clients, we respond to various ESG analysts and ratings.



Puntuación global
67/100

Percentil **88.º**

EcoVadis

Sustainability rating platform that assesses the environmental, social and ethical performance of companies globally. Its methodology is based on international standards such as the UN Global Compact principles, the Global Reporting Initiative (GRI) standards and ISO 26000.

Teknia has been awarded the Silver Medal for its sustainability management. Since 2020, our performance on this ESG assessment platform has been above average for our sector and we will continue to work to improve our rating even further.



SAQ

Sustainability self-assessment questionnaire developed by the Drive Sustainability initiative. It assesses the performance of suppliers in the automotive supply chain on key issues such as corporate governance, human rights and labour conditions, responsible supply chain management and responsible sourcing of raw materials.

At Teknia, these questionnaires are answered by each plant, according to customer demand.



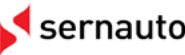
A global standard that uses independent methodology to assess the transparency and performance of organisations in climate change, water and forest management.

Teknia continues to work to strengthen CDP’s work and annual rating in the climate change management questionnaire, making significant progress in the latest score.

In 2024, following the reorganisation and reformulation of the CDP modules, we have completed, for the first time, the water questionnaire.

3.4. Partnerships, alliances and sponsorships

Major social and economic breakthroughs or overcoming adverse sectoral contexts often rely on strong partnerships with other actors. Teknia promotes and actively participates in various industry associations, industry alliances or sponsorships that seek to share experiences, knowledge and growth with different stakeholders.



Asociación Española de Proveedores de Automoción

Teknia has been a member of the board of the Spanish Association of Automotive Suppliers (Sernauto) since 2022. Javier Quesada de Luis, our CEO, represents Teknia in this governing body.

The company is also a member of the Construction Industry, Foreign Trade, Communication and R&D&I Commissions and the Public Affairs working group.

We are also an active part of the Responsible Business Commission, through our Group ESG Manager, who represents Teknia in this sustainability forum, a fundamental space for listening and active participation on the needs and management of ESG issues in the automotive sector, as well as to learn about and debate the associated regulations. In this committee, in 2024 Teknia participated in various activities, such as the new Impact Portal for ESG data management, as well as communications and working groups with our peers and leading companies in the sector, among others.



Asociación de Empresa Familiar del País Vasco

As a family business, we are members of the Family Business Association of the Basque Country (Aefame) from 2022 to share experiences with other companies, but also to be an active part of the association and to value its commitment to the long term.



The role of the Basque Country automotive cluster is to improve the competitiveness of the automotive sector.

Teknia has become a member of the Board of Directors of ACICAE, the governing body of the Automotive Cluster, in 2024.



AEC
Asociación Española para la Calidad

We are members of the Spanish Quality Association (AEC), a benchmark association in the field of quality, which also has an Automotive Committee, one of the most important in Spain, with more than 100 companies that collaborate to achieve the highest quality standards in the sector. In addition, we are active participants in various thematic forums, such as the ACS Sustainability Community and the ACS Environment Community.



Fundación CRE100DO

Since 2023 we have been part of this foundation that promotes business excellence by grouping together the most outstanding **Intermediate Size Companies (ETI) in Spain**. Its main objective is to stimulate growth, innovation and cooperation in what is known as the *middle market*, promoting its specific characteristics and its contribution to the Spanish productive fabric.

Teknia has participated in conferences at different levels with company executives, including the CEO conferences, aimed at sharing experiences among the top managers of the member companies.



UN Global Compact

We have been a member of the Spanish Network of the UN Global Compact since 2023, the largest international initiative promoting corporate sustainability. Since then we have been an active partner, having participated in 2024 in various accelerator programmes aimed at improving our sustainable performance, as described in this report.

In this way, we align our strategy and operations with the Ten Principles on human rights, labour standards, the environment and anti-corruption.

Teknia's commitment and performance can be seen throughout this Sustainability Report, as well as in our Communication on Progress (CoP), which can be consulted publicly on the Global Compact website:

[Find out more](#)

We are also members of:

- **AEDHE** (Henares Business Association).
- **ANDALTEC** (Technology Centre of the Andaltec R&D&I Foundation).
- **ASEM** (Marteña Business Association).
- **Dircom** (Association of Communication Managers).
- **FCM** (Cantabria Metal Federation).
- **FVEM** (Biscayan Federation of Metal Companies).
- **TEDFUN** (Technical and Development Association of Spanish Die Casting).
- **PMCC** (Patronal Metalúrgica Cataluña Central).

And we collaborate with:

- **Bind 4.0** (Basque open innovation platform).
- **Generacciona**. Details can be found in section [6.4. Equal and inclusive](#).

Other initiatives



ALLIANCE FOR DUAL VT

We are a member of this alliance whose objective is to promote quality vocational training and employability of young people.



Hosts of the AEC Automotive Committee

Just before the end of the year, Teknia hosted a new Plenary Meeting of the Automotive Committee of the Asociación Española de Calidad (AEC).

The event began with a welcome speech by Óscar Gil, Chairman of the Committee and Vice-President of the AEC, and Gonzalo Prieto, Director of Communication and Institutional Relations at Teknia. Afterwards, José Antonio García, the Group's Quality Manager, and Laura Menéndez, Sales Manager of the Business Plastics Europe, explained Teknia's success story to the audience. The meeting ended with a visit to the Teknia Azuqueca plant, which specialises in plastic injection moulding, where the attendees were able to see first-hand how it works.





4.

**Corporate
governance**

Ambition, efficiency, adaptability and pride are the values we apply every day in the development of our operations. Our work is underpinned by guidelines, policies, procedures, skills and attitudes, all of which are monitored and supported by our corporate governance. We are a reliable and secure business partner, and to remain so, we always ensure the integrity of the company’s operations throughout our value chain.

4.1. Organisational Structure and Governing Bodies

4.1 Organisational Structure and Governing Bodies

Teknia Manufacturing Group S.L.U., the Group’s parent company, has a single shareholder, Siuled S.L., a family-owned company. This shareholding structure ensures that the company maintains its essence and values over the years, without hindering progress in good corporate governance, the basis and pillars of which we continue to develop.

During this financial year, very significant changes have been made to Teknia’s governance, with the aim of strengthening the company’s governance model. The Chairman of the Board of Directors for most of the financial year 2024, Javier Lazpita, stepped down from his executive functions, transferring these to Javier Quesada de Luis, until then General Manager of Teknia, who has been appointed by the Board of Directors as the new Chief Executive Officer (CEO) of the company.

At year-end, Javier Lazpita began his retirement, thus leaving the chairmanship of the Board of Directors.

Board of Directors

The Board of Directors is the highest governing body, overseeing executive management and defining and improving Teknia’s governance. It is made up of four people who assume maximum responsibility for the management and representation of the 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 the end of the 2024 financial year:

- Mr Javier Quesada de Luis, Chief Executive Officer.
- Siuled, S.L.¹ represented by Javier Quesada Suescun.
- 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.

As a result, a major professionalisation and operational restructuring of the company’s executive and governance bodies has been initiated.

Our governance is undergoing major changes this year: Javier Quesada de Luis assumes the role of CEO and a new Executive Committee is created.

¹ After the retirement of Javier Lazpita in January 2025, Siuled, S.L. took over the Chair of the Board of Directors, represented by Javier Quesada Suescun.

New Executive Committee

Teknia strengthened its management team with the creation of an **Executive Committee**. The new body aims to streamline decision-making and accelerate the implementation of the Moving Teknia 2025 strategic plan.

The Executive Committee is led by the CEO, Javier Quesada de Luis and is composed of the Chief Operations Officer (COO), Rafael Morales; the Chief Financial Officer (CFO), Nieves García; the Chief Commercial Officer (CCO), Rodrigo Marín; the Chief Strategy Officer (CSO), Alejandro Deleyto; and the Chief Human Resources Officer (CHRO), Jorge Lázaro.

For its part, the **Corporate Management Committee** continues to be made up, together with the members of the Executive Committee, by the Finance Department, Ana San Vicente; Technology and Advanced Manufacturing, Mario Martín; Technical Consultancy, Michel Peña; Communication and Institutional Relations, Gonzalo Prieto; and the head of the Legal Department, Diego Martel.

Completing the Top Management are the Group’s Business Directors (**Alfonso Bravo, Pablo García, Juan de Dios Gómez, Sergi Gonfaus, Jorge Lima and Manel Moreno**) who continue to report to the Chief Operations Officer.

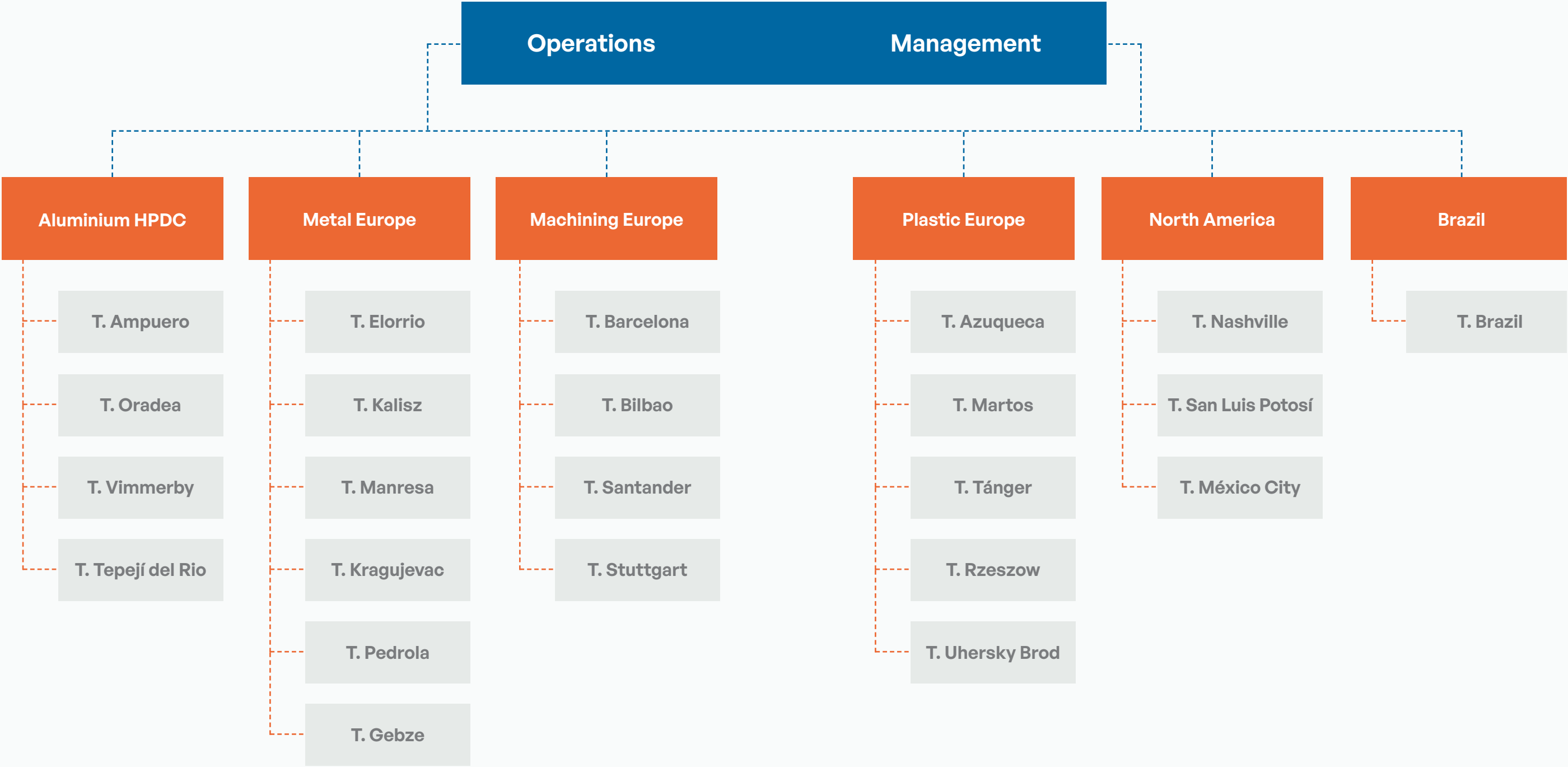
Organisational chart



This outline reflects the most important organisational changes in Teknia during the 2024 financial year, with a focus on a clearer structure and distribution of responsibilities between the different areas. The changes are aimed at greater efficiency and better management of the company.

Likewise, each of the companies that make up the Teknia Group has its own global management structure, to which the management of each area reports, as the most senior managers.

In addition, the Operations management leads the different Businesses (business units) at company level. Its structure is reflected below²:



² In organisational terms, in 2024, the Tepeji del Rio plant in Mexico became part of the Aluminium Europe business.

Focusing on profitability and sustainability



Nieves García joined Teknia in 2024 as Chief Financial Officer (CFO) of the Group to lead the financial area at a time of growth and important challenges for the company. Her professional experience, developed over many years in the automotive sector, has a strong focus on strategy, financial planning, corporate finance and M&A.

One of the pillars of the 'Moving Teknia 2025' strategic plan is profitability to guarantee the viability of the company. How do we approach this strategic pillar in the current context of the automotive sector? The current contraction of the sector is a further argument for a stronger emphasis on the fundamentals of this pillar. We must not only be profitable and viable in the short term, but also take the necessary measures so that, when this current scenario in the sector has passed, we will be equally or better prepared than before and will be able to face other strategic decisions with a good financial foundation.



Nieves García,
Chief Financial Officer (CFO) at Teknia

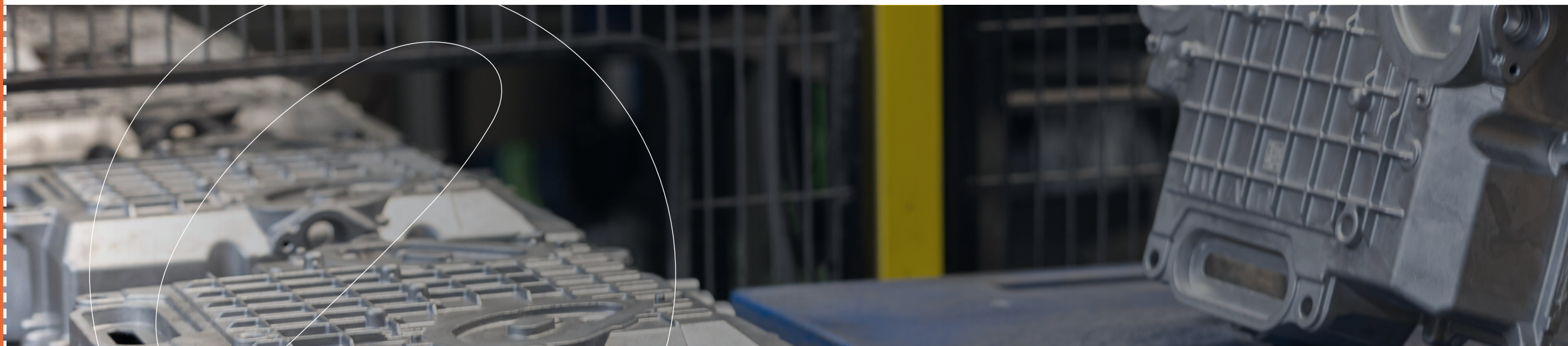
What measures are we talking about? What are they and what is the aim of their roll-out?

Since the middle of the year, we have rolled out a plan with shock measures that includes all kinds of actions within the financial area: from measures to improve process efficiency that will lead to significant savings, the improvement in the digitalisation of information flows in each and every one of Teknia's plants in order to have real-time information or a very strategic and studied investment criterion that considers different scenarios, based on profitability and sustainability in the short, medium and long term. We are working, not only because of the context, but also because of our own business vision on the progressive improvement of financial ratios and KPIs, which accompany and reflect who we are and who we want to be in the future: benchmarks in quality and sustainability, reliable for our customers, innovative in our products and services, and generators of stable, quality employment

and socio-economic impact; and all of this must be reflected in a strong and solid balance sheet.

Teknia also has a Sustainability Plan in full roll-out. What is the place of green and sustainable financing in the company?

It is a tool to be explored in depth in the coming years. It certainly establishes a clear synergy between our ESG performance, on which we are putting a lot of effort, and taking advantage of more advantageous funding lines linked to this performance. At the end of 2024, Teknia had two policies-loans linked to sustainability objectives, specifically to emissions reduction, for a value of 9 million euros.



4.2. Code of Conduct and internal regulations

All Teknia employees are governed by the **Code of Conduct**, corporate policies and existing manuals and procedures. Given our international structure that embraces different cultures and realities, our internal regulations seek to harmonise at a global level while reflecting these particularities so that the identity and idiosyncrasies of each of the plants are not lost.

Our rules are regularly reviewed and updated to reflect new trends, requirements or changes in internal operations.

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, together with the other policies, constitutes the company’s first line of defence against risks such as corruption, bribery and any fraudulent behaviour, or the inappropriate use of information in violation of the European Data Protection Regulation. Teknia has zero tolerance for all of them.

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 competes 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.

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:

- Legal Advice department (coordination of the Committee).
- Financial Department
- Human Resources Department.

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.

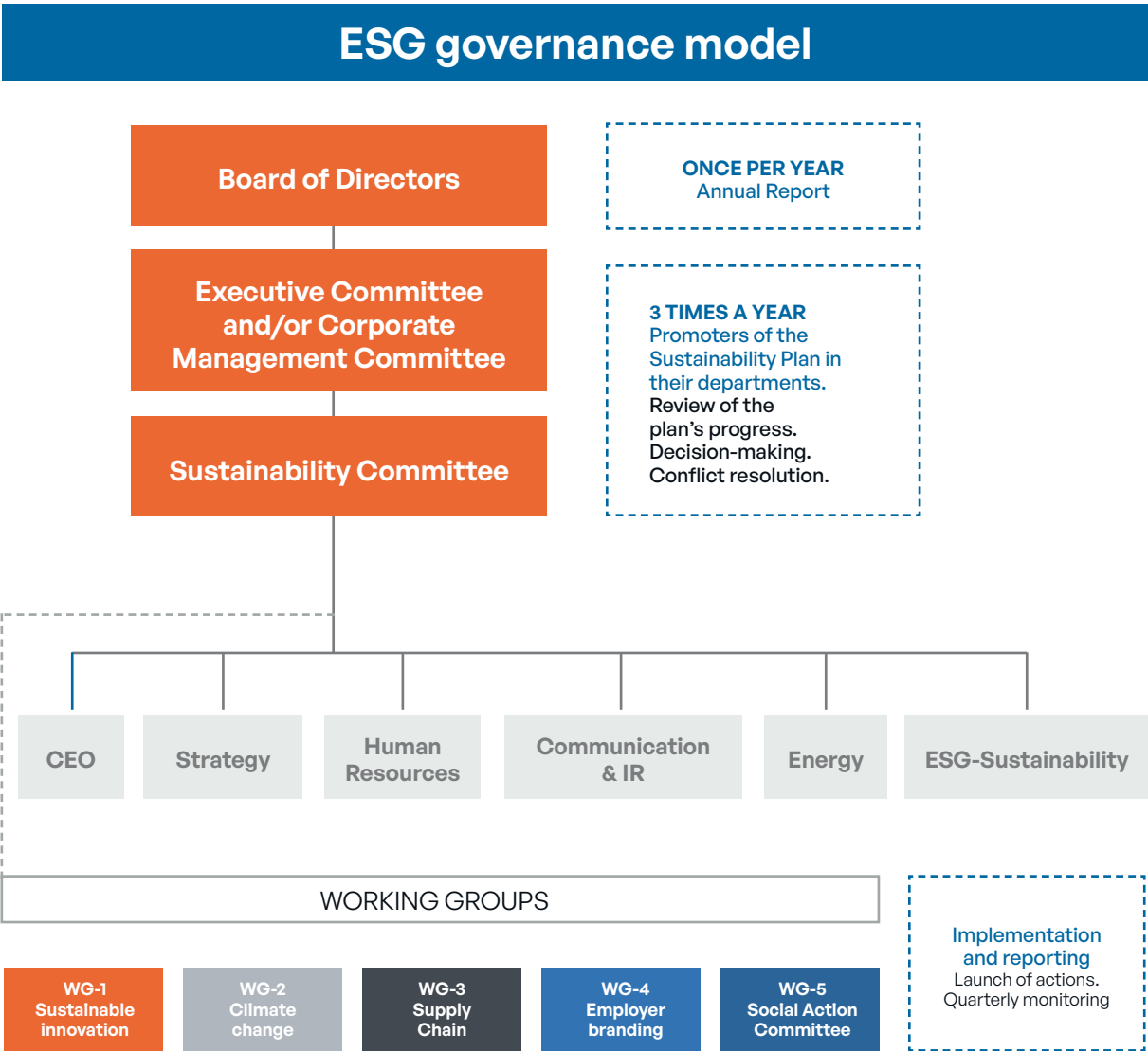
The local Ethics and Regulatory Compliance Control Body shall analyse the complaints and shall reach

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.

4.3. Sustainability governance

To activate and coordinate the sustainability efforts of our strategic plan, Moving Teknia, and our Sustainability Plan 2023-2025, the ESG governance model has been defined, which includes a Sustainability Committee. This body acts as the driving force behind the lines of action in sustainability, reviews the fulfilment of objectives and manages the evolution of the projects deployed. The Committee meets three times a year and reports to the Executive Committee and/or the Steering Committee, depending on strategic needs.



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

Sustainability Plan	Environmental matters	Safety and staff-related issues	Economic aspects	Social issues
Managed by the Strategy Department, where the ESG area is located.	Managed by the Operations, Quality and ESG Department.	Managed by the management of each of the plants with support from the Operations Department.	Managed by the Finance Department, with the involvement of the other departments.	Issues related to the company's social action plan are managed by the ESG Department. Issues related to the responsible management of our people are handled by the Human Resources Department.

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 the needs of Teknia and our stakeholders. Its overall objective is the collaborative search for efficient solutions to complex sustainability challenges and the promotion and monitoring of some of the commitments set out in our Sustainability Plan.

The following projects and actions have been implemented in 2024:

WG-1 Sustainable innovation	Work to integrate the principles of the circular economy and eco-design into our products.
WG-2 Climate change	We have worked on the roll-out of our decarbonisation plan, comprehensively detailing the roadmap for scopes 1 and 2 of the organisational carbon footprint. In addition, we have started to lay the groundwork for verifying the calculation of scope 3, and we have assessed the market for footprint mitigation and neutralisation, in order to establish future partnerships to drive the substitution of fossil fuels and the elimination of our residual footprint.
WG-3 Supply chain	We continue to work to expand the percentage of signatories to our <i>ESG Requirements</i> for suppliers. In addition, this year we have started our journey in the UN Global Compact's Sustainable Supplier Training Programme.
GT-4 Employer Branding	We have participated in the UN Global Compact Accelerator Programme on equality: <i>Target Gender Equality</i> . We have launched a campaign on generational change, with the active participation of the team, highlighting the importance of diversity and the coexistence of different generations. We have supported initiatives focused on young talent such as 'Formula Student Spain' or 'Industria Erronka'. In addition, we have launched internal initiatives such as Moving Talent, to strengthen the company's young talent.
WG-5 Social Action Committee	Two committees were held in 2024, in April and October. They monitored our social action plan, including ongoing projects, renewal of agreements, deployment of the corporate volunteering plan, establishment and monitoring of the budget for 2024, as well as definition of the budget for 2025, search for new avenues of collaboration, among others.

The details of the actions and projects carried out in each WG are developed in each thematic chapter presented throughout this Sustainability Report.

4.4. Risk assessment and management

Risk management is a fundamental pillar when it comes to facing the challenges associated with the activities and business areas of organisations, responding to current regulations and recommendations that promote responsible and sustainable business practices. A holistic and proactive approach is imperative.

Currently, each **Teknia plant 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.

This year, the development of a **Risk Management System** has been promoted, starting with the identification of risks (including ESG-related risks). At year-end, Teknia has a new **risk map** and we are currently working on the adjustment and approval of our new **Risk Control and Management Policy**, as well as the **Risk Management System Manual**. These three tools will contribute to ensuring adequate risk management in Teknia and within the limits strategically accepted by the company. It includes its periodic monitoring, as well as the establishment of the corresponding preventive and mitigating measures.

Risk classification

To ensure comprehensive and homogeneous management of the risks associated with its operations and activities, Teknia classifies risks into four main categories, defined according to their nature.

Operational Risks

Risks inherent in daily operations and component manufacturing processes, which may affect efficiency, quality and business continuity. They include production system failures, supply chain disruptions, technological obsolescence, design or manufacturing defects, as well as machinery maintenance problems. **Risks associated with occupational safety, the availability of specialised talent and the ability to adapt to new industry requirements, such as developments in sustainable mobility, are also considered.**

Strategic Risks

These risks arise from strategic decisions related to Teknia's positioning in a competitive and dynamic environment. They include external factors, such as changes in global mobility trends, market demands, environmental and social regulations, or the evolution of technologies in the automotive industry. They also cover risks related to entering new markets, developing new technological capabilities or collaborating with strategic customers that may significantly influence the achievement of the company's long-term objectives.

Financial Risks

These include **risks arising from economic and financial factors** that may impact Teknia's stability. These include **volatility in the prices of key commodities** such as metals, plastics and energy,

exchange rate and interest rate fluctuations, and problems of liquidity or access to finance. It also covers risks associated with the reliability of financial reporting and the ability to meet tax and contractual obligations.

Compliance risks

They refer to **compliance with legal, regulatory and contractual standards applicable to the manufacturing sector** of components for mobility solutions. These risks include non-compliance with environmental, labour, industrial safety or quality regulations that may result in sanctions, litigation or loss of confidence from customers and partners. They also include **adherence to ethical standards and codes of conduct that reinforce Teknia’s reputation and transparency**.



ESG risks

As part of this review of our Risk Management System, but also as part of the **dual materiality analysis** process carried out this year, **it is planned to have a specific ESG risk map in 2025**, which can be integrated and managed in the business risk **map**. A first identification of risks related to climate change and human rights has already been made in the 2023 financial year, but this broader ongoing exercise will effectively complete the inventory of impacts, risks and opportunities that Teknia must manage, monitor and ultimately report on in Teknia’s first CSRD-compliant Sustainability Statement next year.

As part of the new Risk Management System, ESG risks have been integrated into Teknia’s business Risk Map, raising the relevance of the management of these issues.

The ESG risks we currently consider relate mainly to supply chain failures and environmental risks. In the case of the latter, the focus is on risks arising from adverse climatic events such as floods or droughts, which could lead to disruptions in production, as well as damage to people and facilities. We also monitor risks related to water treatment (internally and by authorised suppliers) and risks

related to potential non-compliance with environmental regulations. The increased requirements of regulations governing carbon emissions and the cost associated with carbon offsetting have also been considered as a risk.

Finally, it is worth mentioning the market risk associated with changes in consumer behaviour related to increased demand for lower carbon and more energy efficient vehicles due to public awareness of the effects of climate change.

For all these risks and those that we are working to disclose in 2025, we are working on protection, mitigation and/or adaptation measures at the level of processes, contingency plans and adaptation of the business strategy.

4.5. Human Rights and Ethical Conduct

Teknia’s corporate culture is fully aligned with a **respect for human, employment and social rights** this is embodied in the principles of action set forth in internal regulations. In addition, as a partner of the UN Global Compact, its Ten Principles, specifically Principles 1 and 2, regulate our actions in this area, and Teknia is committed to supporting and respecting human rights and implementing mechanisms to identify and mitigate possible violations. As connectors between commodity producers and manufacturers, our biggest challenge is to **drive human rights engagement and management throughout our value chain**, identifying, managing and mitigating human rights risks and impacts upstream and downstream of the chain.

To address this challenge, we have a two-pronged approach and a third perspective that encompasses both:

Internal management

As a company, we advocate and promote compliance with human and labour rights and our own ethical principles, implementing good practices in terms of employment conditions, and occupational health and safety.

Compliance with these principles is closely supervised by the management of each entity and the Regulatory Compliance and Ethics 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 must respect the human and labour rights of their employees.

ESG requirements for suppliers

In 2023, the ESG **Requirements for Suppliers** were approved: this is a document created with the aim of extending the company’s commitment to the entire value chain and to ensure that all suppliers are, in the first instance, sensitised and aligned with our ESG guidelines.

Chapter 5 on Responsible Value Chain Management elaborates on the work we are doing with our suppliers on ESG issues.

Internally, the main risk for Teknia in terms of human rights is that workers in one of the company’s companies may suffer a violation of their rights. 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.



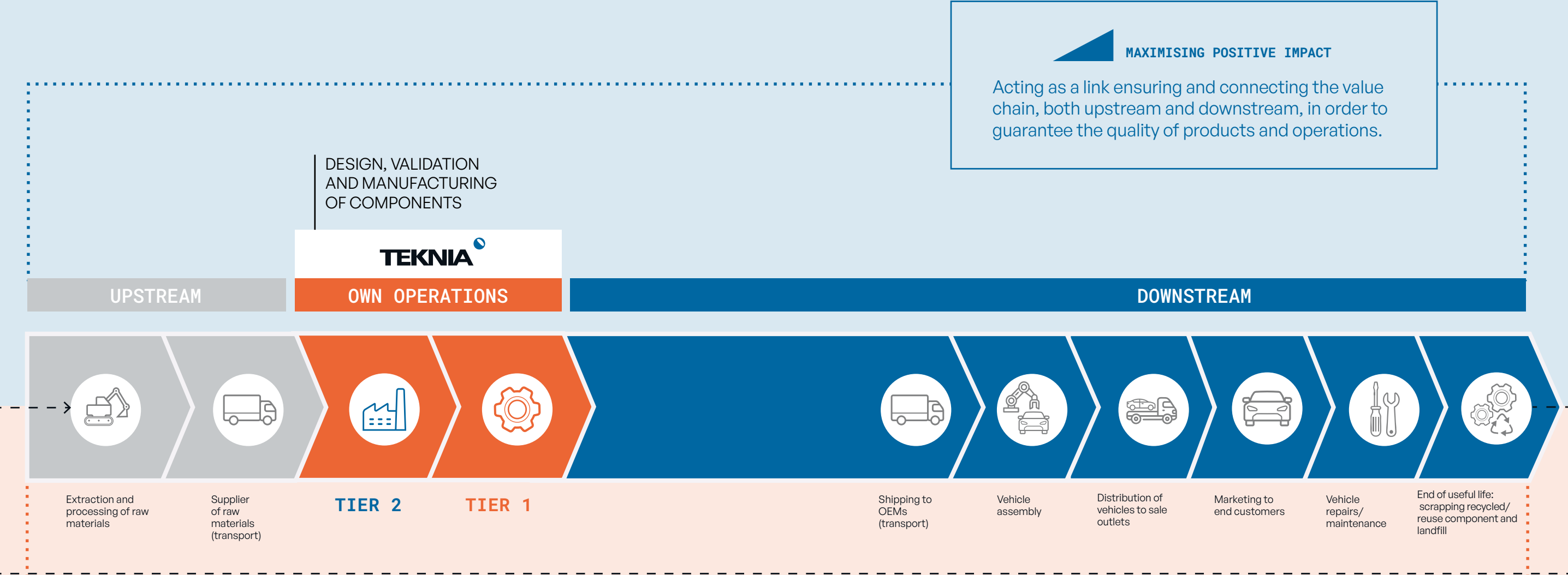
5.

**Responsible
management of
the value chain**

5.1. Teknia’s value chain

As a manufacturer of high-value-added multi-technology products, **Teknia acts as a link in the automotive 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 do

this from the very beginning of the production process of all our components, through active supplier management, including the application of ESG criteria in operations.



Stakeholders involved in the value chain:
Communities, suppliers, Teknia employees, employees in the value chain, Teknia customers, customers and end users of products, public administrations and other strategic partners.

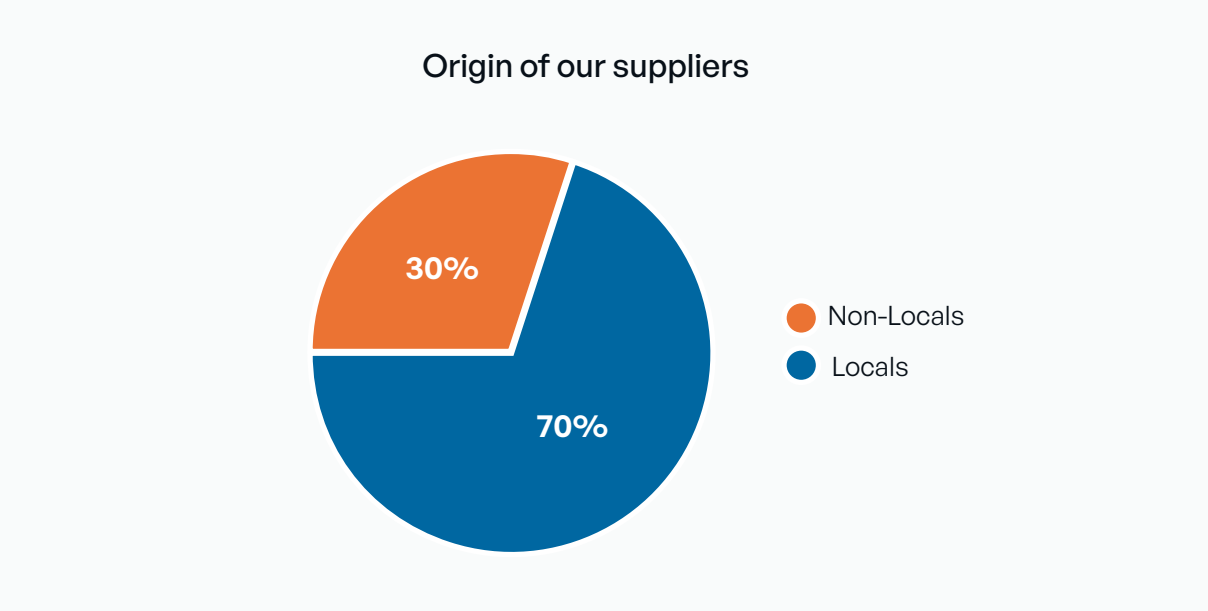
5.2. Our suppliers

The supply chain is key to the development of our business activity, therefore, we work constantly to develop strong and lasting business relationships with our suppliers. We conclude resilient trade agreements with them and avoid disruptions or tensions in the supply chain that lead to supply gaps that negatively impact operations. For several years now, various active international armed conflicts and other situations such as the microchip crisis or the blockade of the Suez Canal have increased the risks associated with procurement, which is why it is monitored and evaluated periodically.

In 2024 we have initiated a project that is looking at the implementation of a new communication channel with our suppliers, in addition to the existing ones. This is an online collaboration portal that would centralise many of the processes related to quality of supply, logistics, sustainability, etc. The aim is to improve the efficiency of processes for both Teknia and our suppliers.

Promoting local procurement

For Teknia it is important to promote local procurement. For this reason, each plant prioritises the choice of local suppliers, with origin in the country of the production centre. By 2024, we reached our Sustainability Plan target of 70% local suppliers.



Supplier selection and evaluation process: ESG requirements

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 ESG should also be considered. To this end, the Procurement, Quality and ESG areas are involved in the process.

In accordance with our Sustainability Policy, we promote the alignment of the supply chain with Teknia's principles of action. In 2024, we reached our target of 70% local procurement. In addition, in terms of turnover, 53% of our purchases are aligned with Teknia's ESG requirements..

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 our Sustainability Policy, we promote the alignment of the supply chain with Teknia's principles of action.

- When contracting, each supplier is assessed and given a risk level based on the following criteria:
- For **new suppliers** with quality and environmental management systems: certified according to international reference standards (IATF, ISO 9001, ISO 14001 or similar).
 - In the case of **active suppliers**: evaluations of the supplier's performance are also considered.

In this way, we control and prioritise suppliers who are certified in the different reference standards of the sector:

Certification of our suppliers (2024)	%
ISO 9001	71
ISO 14001	40
IATF 16949	38

In addition, this year we developed **new General Procurement Terms and Conditions** with requirements regarding social responsibility and sustainability policies that our suppliers must comply with.

In 2024 we developed new General Procurement Terms and Conditions that include requirements regarding the development of social responsibility and sustainability policies by our suppliers.

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.				

During 2024, we continued to roll out the **ESG requirements** for suppliers, as well as the document and procedure implemented in the previous year, with the aim of extending the company's sustainability commitment to the entire value chain and ensuring that all suppliers are, in the first instance, sensitised and aligned with our ESG guidelines. 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.

Likewise, in order to respond to the growing ESG demands of our customers, internally, the main employees involved in Teknia's commercial management have received training this year on how to manage suppliers' codes of conduct and specific requests on other ESG issues. It is essential that we are aligned and that all business partners have a clear roadmap for managing environmental, social, governance and ethical impacts.

ESG requirements for Teknia suppliers	
2023	Signed by 791 suppliers 50% of total turnover
2024	Signed by 891 suppliers (+100 compared with 2023) 53% purchases with ESG criteria (of total turnover)

Teknia participates in the Sustainable Supplier Training Programme of the UN Global Compact

This initiative aims to provide knowledge and resources on corporate sustainability to SMEs, both Spanish and from other parts of the world, and to help UN Global Compact partner companies to comply with national and international sustainability regulations, with a focus on supply chains, such as the new Corporate Sustainability Due Diligence Directive (CSDDD). Thus, this programme allows Teknia to adapt and evolve towards compliance with this new regulation and other ESG requirements, such as EcoVadis, or specific customer questionnaires.

Through this initiative, our SME suppliers are trained in responsible and sustainable practices. The course lasts approximately six months and consists of four training modules, which are based on the Ten Principles of the UN Global Compact (human rights, labour standards, environment and anti-corruption) and the Sustainable Development Goals (SDGs) of the 2030 Agenda.

At Teknia we are immersed in a process of transforming our value chain towards a more responsible model, including new practices for the approval and evaluation of suppliers in ESG matters. Therefore, participation in this programme will further help all actors in our value chain to be aligned and committed to our sustainability guidelines and objectives. .

5.3. Quality and commitment to our customers

Our **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.

Our customers include the world’s leading automotive suppliers and manufacturers: ADIENT, AUTO-LIV, BOSCH, BROSE, CONTINENTAL, FORVIA, GM, JSS, LEAR, NIPPON SEIKI, RENAULT, SEG Automotive, VALEO, VW GROUP, ZF.

In 2024, we maintained the positive tone of our commercial relationships with our traditional customers, as well as strengthened relations with several OEMs, which have become commercially important during the year. A good example of this is the highest volume of business we have ever won with GM at the Teknia Nashville plant, as well as with Mercedes at the Teknia Vimmerby plant. This has enabled us to improve our positioning vis-à-vis our competitors for future projects.

In the coming year, we will continue to work on improving the profitability and competitiveness of our ongoing and future projects. To this end, we are relying on the identification and improvement of processes that allow us to increase the added value of our products, in collaboration with the Technology and Advanced Manufacturing department and the deployment of the Lean methodology and, also, together with the Finance department, which will allow us to optimise the investments necessary for business development.

Goal	2024 Milestones
Achievement of customer acquisition and associated profitability targets:	81 million in new business intake in 2024, 7% more than the average of the previous three years.
Consolidation of new clients	Addition of three new major customers to the share, as well as consolidation of existing ones by winning new business.
Prioritising strategic products by technology and location:	Achievement of 100% of the recruitment target in the strategic categories of Safety and Driving Comfort, both of which are completely unlinked to the vehicle’s engine type.

The Quality area as an allied partner in Customer Relationships

The deployment of the strategic plan ‘Moving Teknia 2025’ in the Quality area brought with it the creation of the figure of **Business Quality Managers (BQM)**, consolidated in 2024, with the incorporation of two more BQMs to the team: in the Plastics Europe business area and in Brazil.

The BQMs are key as they act as a transmission belt for the corporate strategy at our different sites. In addition, each of them has taken on the responsibility of being the **Customer Quality Champion** of reference for one of our key customers. In this way we aim to increase the company’s knowledge of Customer Specific Requirements (CSR) and the resulting increase in customer satisfaction.

For the coming year, **the main objective is to increase efficiency by reducing defect costs in our manufacturing operations.** To this end, one of the main actions will be the implementation of new digital quality management tools. These tools will help us to analyse and share the company’s know-how in all our plants, preventing and quickly solving potential production problems.

Goal	2024 Milestones
Putting our customers at the centre of the management system.	Analysis and implementation of customer-specific requirements in the quality management systems of our plants.
Improve our quality management skills.	Regular analysis of skills needs and development of training plans for staff.
Use of real-time data from our production lines for improved decision making.	Digitalisation plan implemented, actions and corrective measures in the production process.
Continuous improvement of our efficiency and profitability.	Deployment of the operational excellence project through the Lean Manufacturing methodology.

Integrated Management System and certifications

As our Integrated Policy states, at Teknia we are committed to operational excellence in all our activities, promoting continuous improvement in our areas of Health and Safety, Environment, Quality and Information Security. For this reason, we design and implement an Integrated Management System, which complies with current legislation and promotes best practices in various areas.

Teknia has an Integrated Management System focused on the customer and based on risk and commitment. Zero Defects, Zero Delays.

Likewise, as a company in the automotive sector, all our plants are certified in IATF 16949, complying with all the requirements of ISO 9001, plus some of those of the automotive OEMs. Only plants working for other (non-automotive) sectors have been additionally certified in ISO 9001.

On the other hand, 83% of the plants are ISO 14001 certified for environmental management. Teknia’s objective is that in the short term 100% of the plants will be certified.

On our website you can consult [each and every one of the certifications](#) held by the Group.

In addition to having the necessary quality or automotive certifications for our manufacturing activities, which guarantee quality and rigour to our customers, **we specifically meet their operational demands and requirements.** This is why we have been responding to various questionnaires from analysts such as **EcoVadis, CDP or SAQ** for several years now. At EcoVadis, for example, we have been awarded a silver medal in 2024 for our sustainability management. Since 2020 our performance on this ESG assessment platform has been above average for our sector and we will continue to work to improve it further.

In this line, this year we have implemented an **ESG Library** to facilitate the work of our plants in com-

pling the information, supporting documentation and evidence necessary for this type of report required by analysts. Looking ahead to next year, we will continue to work in this area so that continuous improvement and efforts in our management will be reflected in better scores that will make us more competitive.

5.4. Our Customer Service

Our **customised solutions** are complemented by a high quality product offering and **constant attention from the quality departments in 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.

In section 1.3. In 'Our stakeholders' you can consult the details of alll [the communication channels that we maintain with our customers](#) both from a commercial and quality point of view.

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. For this, we use specific KPIs, 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.
- Checking the resolution of all incidents and complaints from the Quality areas of the plants.
- Communicating clearly and effectively to customers the actions carried out within a maximum of 10 days.
- Processing the results of incident and complaint management for continuous improvement of processes and products.

Customer satisfaction figures	2023	2024
Number of incidents and complaints	515	457
Number of substantiated complaints regarding breaches of customer privacy and loss of customer data	0	0

The number of incidents and complaints has been reduced by 11.3% in 2024 compared to the previous year.

5.5. Electrification and new mobility

The **new mobility scenario** has brought with it an environment of new opportunities and the emergence of new players in the sector. This new model involves the adaptation of all types of vehicles, both for private use and transport, and a change in the habits of both use and purchase that is more adapted to the needs of users.

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

Electrification is one of the cornerstones of the new mobility, and **at Teknia we have the capabilities to support this technological change** by offering our know-how, experience and products: **components for inverters and power converters, components for chargers, elements for batteries** and a wide variety of parts necessary for the use of electricity as a propulsion system in vehicles. 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. In this respect, **97% of our sales are adaptable to hybrid vehicles and 83% are adaptable to electric vehicles.**

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.

Electrification is a key part of the new mobility, and at Teknia we have the capabilities to support this technological change by offering our know-how, experience and products. 97% of our sales are adaptable to hybrid vehicles and 83% are adaptable to electric vehicles.

We are currently developing a new project in this field at our plant in Ampuero (Cantabria): a housing for a power inverter for several electrical models of one of the world's leading manufacturers. In order to carry out this project, which has led to the largest business acquisition in our history (75 million in turnover), an investment of close to 8 million euros is being made.



Teknia Partners is born: Teknia's new investment vehicle to support the new mobility business

Teknia Partners is wholly owned by the Group's parent company and its objective is to invest in companies in the new mobility field as part of our plans for growth and entry into the new mobility market, taking advantage of our technological capabilities, as set out in our strategic plan, 'Moving Teknia 2025'.

Annual investments will not exceed 7% of the EBITDA achieved by Teknia during the previous year, and a preferential shareholding of between 20% and 40% in these companies will be sought, guaranteeing a minimum shareholding of 5% through this new company.

"The creation of Teknia Partners confirms our commitment to innovation and new mobility. We are taking a very important step forward because we are going to collaborate directly with some of the most innovative start-ups that are coming up with ideas and solutions that are going to be very relevant to the future of our industry over the next few years,"

Javier Quesada de Luis, CEO of Teknia.

In this way, in 2024 Teknia channelled its entry into two emerging companies that are creating innovative solutions in the field of new mobility:

Zuma

It is a technology company based in the Basque Country focused on the **development of mechatronic solutions for the e-bike sector**.

Teknia Partners has invested 731,000 euros in Zuma, acquiring a 17% stake in the company, valued at 4.5 million euros, and has secured pre-emptive rights of 1 million euros, subject to certain conditions to be met by the company.

With this initial investment, Teknia demonstrates its commitment to innovation and support for the development of disruptive technological solutions in the field of sustainable mobility.

Libattion

Teknia has participated in a financing round of this Swiss company dedicated to **stationary energy storage solutions based on the reuse of electric vehicle batteries**. Thus, **Teknia Partners has invested more than 1 million euros, which has allowed it to acquire 3.33% of the company**. New mobility is generating a high demand for such energy solutions that help reduce dependence on critical resources and contribute to the decarbonisation of industry.

Libattion offers revolutionary algorithms and power control systems, which guarantee a 10-year life extension of reconditioned batteries from electric vehicles, achieving a technical performance similar to that of new batteries. Libattion produces innovative energy storage systems called "e-Racks", capable of covering a wide range of capacities from 100 kWh to 60 MWh.

"This investment is directly linked to Teknia Partners' intention to invest in sustainable mobility and fits perfectly with Teknia's strategic plan, which is firmly committed to sustainability as a key pillar in our business as a manufacturer of mobility components".

Alejandro Deleyto, Chief Strategy Officer of Teknia and member of the Board of Directors of Libattion.



6.

Our people

Among the stakeholders for whom Teknia wants to be a reliable partner, our team of people is a key player. Their daily work and future outlook are crucial to who we are and where we want to be.

We are immersed in profound **organisational transformations** that seek to promote the generation and transmission of knowledge under the highest quality standards, both to young talents and through intergenerational exchange. The aim is to ensure the well-being and safety of people and to foster an equitable, diverse and inclusive working environment. All this, in addition, under other cross-cutting projects such as the **progressive digitalisation of the HR function**, with which we hope to achieve greater efficiency in recruitment, selection, training, talent development, succession plans, etc., the deployment of which we will begin shortly.

6.1. The Teknia team³

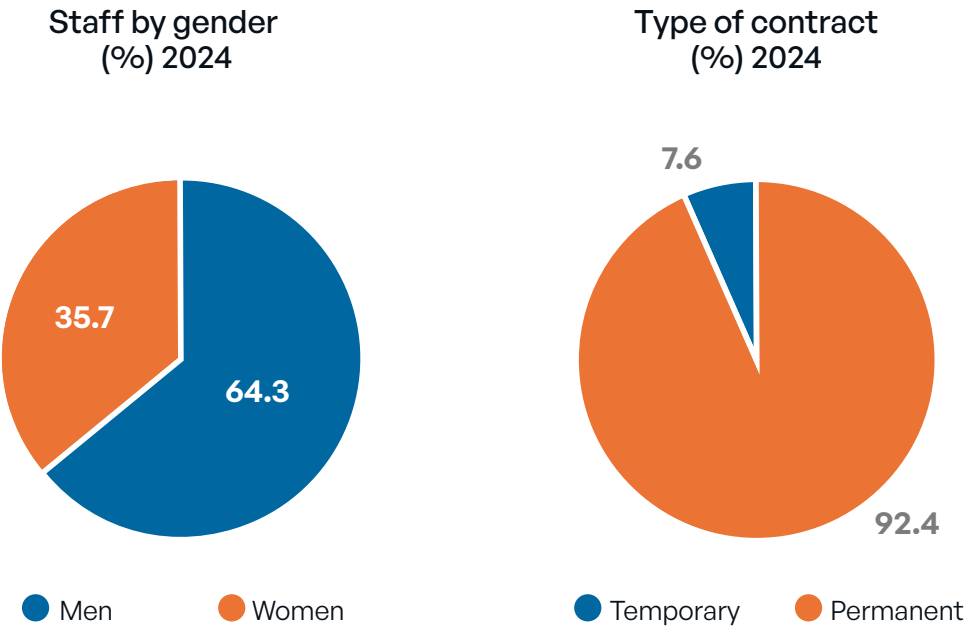
At Teknia we have a **diverse and multicultural talent pool**. Our corporate culture is key to fostering a sense of belonging, promoting the development of our teams, attracting the best professionals and encouraging the transfer of knowledge and experience both between professionals and between our plants.

At year-end 2024, 3,543 people made up the Teknia team, 64.3% of whom are men and 35.7% women, a very high average in the European automotive industry.

92.4% of our people have a full-time permanent contract, with a very low temporary employment rate of only 7.6%.



³ All tables relating to staff data that are not presented in the main body of this chapter can be found in detail in [Annex I.](#)



6.2. Health, safety and well-being

As a company in the industrial sector, the health, safety and welfare of our teams is a priority. We are therefore committed to **ensuring that all Teknia employees carry out their work in a safe and healthy environment**. We work with integrated resources, both internal and external, aimed at prevention and the promotion of a solid preventive culture in which Teknia’s own management is particularly involved. This approach is achieved through robust prevention systems and the promotion of training in this area.

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:

Periodic risk assessments of the workstations on the activity and the workplace (in collaboration with specialised external prevention services).
Investigations following occupational accidents and proposal of corrective measures.
Continuous health screening by specialised medical services.
Specific continuous training in occupational health and safety.
Specific Health and Safety Committee with representatives of the employees and the management of each company.

As part of the preventive culture, an annual training calendar is established with training units aimed at the entire team, including management, plant managers, middle management and employees at each plant. In 2024, training units were related to topics such as the proper use of forklifts, electrical work, safe lifting of loads, noise hazards, hand protection, among others.

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. In 2023 and 2024, no cases of occupational diseases were recorded in the workforce.

On the other hand, absenteeism hours in 2024 totalled 337,954.79, representing an absenteeism rate of 5.38%, compared to 5.2% in the previous year.

In 2024, all indices and indicators relating to the health and safety of people showed a positive trend: accidents at work decreased by 34% and days lost due to accidents by 35.6% compared to the previous year.

This year we have also implemented specific software for occupational safety management that allows us to automate and centralise all relevant data from the different plants. This has made it easier for us to make decisions, and to make communication and leadership in occupational health and safety a much more efficient process.



6.3. Ongoing training and commitment to young talent

Our professional and personal development objectives transcend technical skills, integrating management competencies that promote a culture of teamwork based on respect, flexibility and two fundamental values: multiculturalism and diversity.

In 2024, more than 90,000 hours of training were provided, with an average of 26.11 hours per employee, 116.4% more than in the previous year. It is worth noting that, in the specific case of women, this increase in training hours rises to 216.5% compared to 2023.

+116.4% of training hours in 2024.

This year we started to provide specific training on sustainability (regulation and management of ESG issues, governance issues such as the Code of Conduct and customer request management, and climate change management) to our employees, including the management team.

To foster the development of our team, we deploy internal mobility programmes, continuous training schemes and performance appraisal systems. The ultimate goal is to enhance their professional careers and maintain a qualified and constantly updated team of people capable of taking on the challenges of such a dynamic sector as Teknia. Our training activities cover all professional categories and fields of activity. In addition, since 2023 we have a professionalised system for planning and analysing succession plans, guaranteeing a sustainable future aligned with the talent of our organisation.

The commitment to the youngest internal talent is embodied in the Moving Talent programme, which developed its first edition in 2024.

Finally, as part of our efforts to incorporate people with diverse abilities, 66 Teknia employees have some degree of disability (6 more than in the previous financial year), representing 1.8% of the total workforce.

Moving talent: global collaboration that drives talent



The **Moving Talent** programme was created in 2024 and, even though the first edition has not yet finished, we already know that it will be an experience to repeat. This is a strategic initiative, led by HR management and aimed at the youngest employees of the Teknia team, to identify our future leaders and develop their talent and skills.

Ismael, what does the Moving Talent programme consist of and what is the motivation behind it? What are its objectives?

Moving Talent responds to different but interacting objectives: on the one hand, to detect our future leaders among our youngest people, as we are a company that is committed to internal promotion, to establishing solid and lasting relationships, not only with our clients but also with our people. On the other hand, we wanted to foster collaboration between all our plants worldwide: Teknia operates in 13 different countries and this variety of cultures, experiences and points of view is an asset that should be promoted and exploited. With the programme, we have sought to give participants a double visibility: to get to know them and the Company, as well as to promote the acquisition of new skills through participation in a leadership course, and the development of internal projects by groups, which could



Michaela Stupkova,
Key Account Manager,
Teknia Uherský Brod



Ismael Mostacero,
Group People
Development &
Human Resources
Process Manager



Denis William Dos Santos,
Quality Analyst, Teknia Brazil

also have a real positive impact on the company, generating, for example, in a limited space of time, notable and measurable impacts that could be replicated in other plants of the Group.

Michaela, Moving Talent started with a face-to-face event in Spain, how did it go and what were your impressions?

The eleven participants, from seven different countries and plants, travelled to Madrid to meet at Teknia's headquarters. This way, we were able to get to know each other and see our different backgrounds and responsibilities in the company right from the start. Before competing for our projects, which we had to defend with an elevator pitch to the management, we had the opportunity to participate in several training sessions on leadership and learn first-hand, with our CEO, Javier Quesada de Luis, about Teknia's business strategy and vision. Javier also offered us his advice for our professional development.

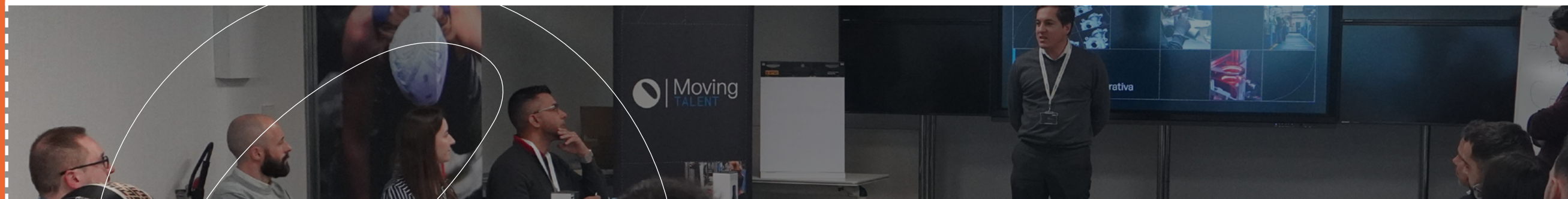
Denis, which projects won and how have they developed since then? What help did you receive?

In the end, we formed two different teams to deploy the two winning projects: one is focused on Greenhouse Gas (GHG) emissions reduction and is being developed as a pilot at the Teknia Brazil

plant; and the other aims to unify the company's IT procurement. Both projects are still under development, but they are already bearing fruit: we are seeing that we can make energy savings simply by making staff aware of the more efficient use of machinery and, therefore, emit less GHGs and, from the other project, we have already detected possible collateral benefits from the joint purchase of IT equipment, not only economic savings, but also the standardisation of software that facilitates our work.

Michaela, Denis, would you encourage other partners to participate in a possible second edition?

Yes, indeed. There have been times when it felt like the project was uphill work, although we have never been alone, in each project we have a mentor, a Teknia colleague, who guides us. It has been a great learning experience: from facing internal resistance, to raising awareness and convincing other colleagues to join in, to coordinating between countries and different timetables, to redirecting objectives and actions as we go along. The mentors of the programme and the organisation have helped us a lot in all of this. It is not easy, but the whole experience is very worthwhile.



In addition to developing young talent within Teknia, we want to support the new generations that are still in training, **actively collaborating with various organisations and entities to promote professional growth in the automotive sector**. These are some of the initiatives we are currently involved in:

Alliance for Dual Vocational Training	The Alliance for Dual Vocational Training is a statewide network of educational centres, companies and other institutions committed to improving the employability of young people. The Alliance was founded in 2015 by four promoters: CEOE, Spanish Chamber of Commerce, Princess of Girona Foundation and Bertelsmann Foundation.
BIND 4.0	Basque open innovation platform, promoted by the Basque Government, a benchmark in the acceleration of Industry 4.0 solutions in a startup ecosystem.
Industria Erronka	Organised by the Biscayan Federation of Metal Companies (FVEM), it promotes interest in the industrial sector among future generations through factory visits and educational presentations. In this last school year we received students at the Teknia Elorrio and Teknia Bilbao plants.
Formula Student UPM Racing	Formula Student is an international automotive engineering competition in which university students design and develop high-performance vehicles. As part of its commitment to innovation, young talent and the promotion of STEM disciplines, Teknia sponsors the Universidad Politécnica de Madrid (UPM) team. This year, the UPM Racing team has made significant achievements in the electric and autonomous vehicle categories of various competitions. In addition, in 2024, professional coaching meetings and talks were held with some of Teknia's employees at the UPM facilities. The students also visited Teknia's headquarters where they had the opportunity to meet the CEO and discuss the industry and the importance of talent specialising in STEM disciplines.
Rzeszów University of Technology (Poland)	Teknia is a sponsor of the PRz Racing team of the Rzeszow University of Technology in Poland, where the Group has one of its two plants in the country.

6.4. Equal and inclusive

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, renewing those who have expired, such as Teknia Manresa.

Likewise, and based on the action plans proposed in these Equality Plans, we have set ourselves the following objectives:

- 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 include inclusive and non-sexist language in our communications.
- To guarantee that training, professional promotion, working conditions and salaries are all based on objective and totally neutral criteria in relation to gender issues.

We are currently studying the deployment of the protocols established by Law 4/2023, of 28 February, for the real and effective equality of trans people and for the guarantee of the rights of LGBTQ+ people.

In 2024 we participated in the UN Global Compact's Target Gender Equality accelerator programme, an initiative that aims to accelerate women's representation and leadership in business, and through which we designed a Gender Action Plan for the company.

In 2024 we signed up and began our participation in the 5th Edition of the UN Global Compact's *Target Gender Equality Accelerator Programme*, an initiative that aims to accelerate women's representation and leadership in business. Thanks to our participation in the programme, we were trained in equal opportunities, focusing on the WEPs (Women's Empowerment Principles), a set of seven principles that aim to guide companies in promoting gender equality through internal, market and community actions. In addition, we conducted the first assessment of Teknia through the WEP Gender Enterprise Tool, and designed a Gender Action Plan for the Group. Our aim now is to analyse and implement the various actions stipulated for the promotion of gender equality and the empowerment of our women.

Our people: equal, diverse and aligned to our values



Strengthening our values and corporate culture

Values, purpose and corporate culture are fundamental pillars on which any company is built and it is important to live them in the development of our activity. For this reason, this year the Human Resources Department has promoted several key initiatives in this area aimed at ensuring that our teams not only understand, but also live and promote these values in their day-to-day work, thus contributing to the fulfilment of Teknia's vision, mission and strategy.

Our values are adaptability, **pride**, **efficiency** and **ambition**. In 2024 we worked on integrating these corporate values into performance and development appraisals. It is important to get a sense of how they are felt and experienced throughout the organisation. To do this, we worked with the management team, from senior management to plant managers, and incorporated a specific section on corporate values in these assessments, which we also digitised to improve the employee experience.

The aim is for each person, in conversation with their line manager, to reflect on which Teknia value they put into practice during the year and what behaviours have been deployed in relation to this. In addition, an analysis is made of the value to be promoted in the coming year. This initiative aims to focus not only on the 'what' has been achieved, but also on the 'how' it has been achieved, allowing us to better align behaviours and skills with corporate values.



Germán Estévez,
Group HR Strategy & Corporate Manager



Ángeles Martín,
Group Labour Relations & Equality Manager

In the long term, this initiative is linked to another broader project already underway: **the definition of a catalogue of corporate competencies aligned with Teknia's values**. This catalogue will be critical to managing talent more effectively and ensuring that expected behaviours are clear at all levels of the organisation.

Commitment to equality and diversity

At present, all our Spanish plants have their own Equality Plan, as established by current law. In addition to working on the deployment of the measures contained in these plans, as **part of our commitment to equality and diversity during 2024 we have participated in the UN Global Compact's Gender Equality Accelerator Programme**.

This programme aims to help participating companies set ambitious corporate goals to boost women's representation and leadership in business and close the gender pay gap. The programme is based on **Women's Empowerment Principles (WEPs)**, and also seeks to contribute to SDGs 5 and 8 of the UN 2030 Agenda for women's empowerment and sustainable growth.

As a result of the work carried out during this year, we have carried out an initial diagnosis and drawn up an action plan to be deployed in Teknia in the short, medium and long term.

This plan will allow us to identify systemic barriers and implement actions that will enable us to promote gender equality and attract and retain diverse talent, fostering, in line with our corporate values and culture, a work environment where all people have equal opportunities for development and success. This approach not only complies with legal and ethical regulations, but also allows us to drive innovation and competitiveness in a global market, drawing on the rich diversity of the people who make up our team.

Some of the actions, which will be monitored through our Sustainability Committee, are related to raising awareness on gender equality in all our plants internationally, increasing the presence of women in our management bodies and the design and implementation of a Code of Conduct for Teknia suppliers that explicitly promotes and supports gender equality, among others.



Generational diversity

In our teams, people not only from different nationalities or educational backgrounds but also from different generations live and work hand in hand, which is a richness and a great opportunity for knowledge transfer and exchange of soft skills and points of view.

In line with our objective of promoting these intergenerational work advantages, we have launched various initiatives such as the **#PartByPart campaign** and **we have adhered to the Code of Principles for Generational Diversity promoted by the Generation and Talent Observatory of the 50Plus Think Tank Association (Generacciona).**



Principles of Generational Diversity

- 1. To disseminate and implement the principles contained in European Directives** prohibiting discrimination on grounds of racial or ethnic origin (Directive 2000/43/EC), religion or belief, disability, age or sexual orientation (Directive 2000/78/EC), in the field of employment.
- 2. Encourage the development of an active generational diversity policy** within organisations that can combat tendencies and attitudes of rejection and segregation, promoting the development of intergenerational solidarity strategies within companies.
- 3. Gradually commit themselves to be a reflection of the environment of a diverse society**, in order to be part of and legitimised by the community in which they live. Raising awareness and promoting a change of attitude towards age-related stereotypes.
- 4. Ensure respect for generational diversity policies in employment**, without age acting as an element of discrimination, through selection and recruitment practices, encouraging the integration of people, regardless of their age and taking into account their knowledge and training.
- 5. Develop the principle of equal opportunities.** In particular, respect for talent, irrespective of the age of professionals in terms of access to employment, training, development, career advancement and working conditions.
- 6. Comply with current law.** Reject any manifestation of harassment, direct or indirect discrimination on the basis of age and other grounds, and any other conduct that creates an intimidating or offensive environment, in order to ensure a safe, respectful, inclusive and equal opportunity work environment for all.



#PartByPart:

Generational change at Teknia is being built part by part.



Teknia is a geographically, culturally and generationally diverse company: all of this is part of our identity. The company is currently immersed in a generational handover and our plants are home to people of different ages who fit into a team in which generational diversity is one of our great strengths.

This change is taking place in all areas and levels of the organisation, which is why we have launched the [#PartByPart](#) campaign, which aims to put a face and a voice to this great experience.

Generational change in management

'He steps forward, he dares. Javier is applying for the position, the Board thinks it's great, his mother and I think it's even better, and for now, we're all



Javier Quesada Suescun,
Honorary President



Javier Quesada de Luis,
Group's CEO

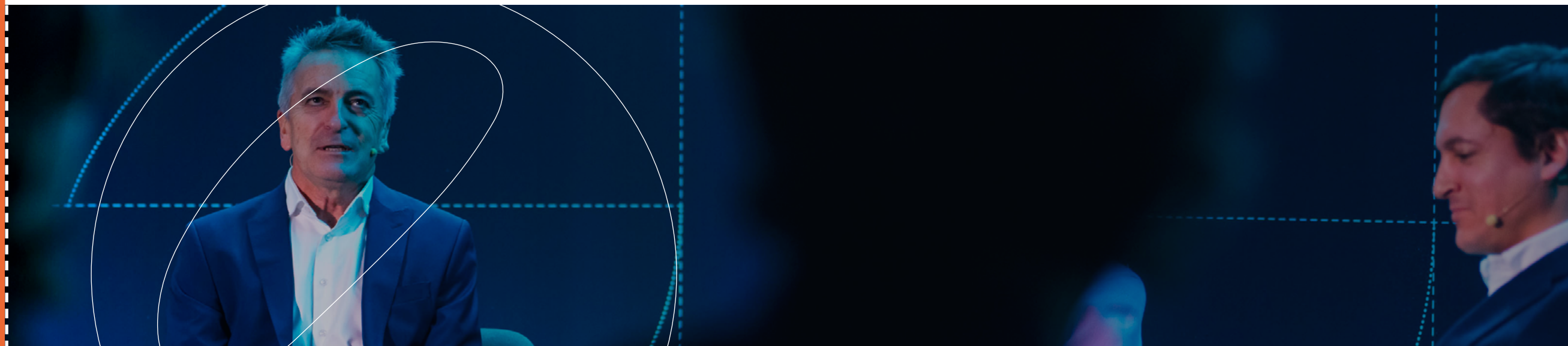
delighted.' This is how **Javier Quesada Suescun, founder and honorary president of Teknia**, defines the generational handover to the leadership of his son Javier Quesada de Luis, who was appointed in 2022 as the Group's managing director and recently appointed as CEO of our company.

Father and son share the same opinion on the need to successfully combine the knowledge and extensive experience of the older generations, who have grown up in the house and know its history in depth, and the new wisdom brought by the younger generations, with a different vision, different skills and different ambitions. This vision manifests itself in the new management team, for example, which must look to the future with knowledge, tools and the current context, but without forgetting and valuing the legacy built up to now, guaranteeing its durability and

the values that have laid the foundations of what Teknia is today.

'Right now we are combining the most senior profiles with those who want to change and transform the company. The key to generational change is to know how to bring these two worlds together.' **Javier Quesada de Luis, CEO de Teknia.**

Father and son see the company as a tool to leave a mark and a legacy, where work is not just a job, but an opportunity to make an impact and transcend and this is built through the work of different generations.



What do your colleagues think about generational change?



Scan and find out



BOOMER

Michel Peña

GROUP TECHNICAL ADVISORY DIRECTOR

"In professional terms, the younger people bring me knowledge of new technologies and new approaches. On a personal level, they show a lot of passion for developing themselves in our Group."



X GENERATION

Borza Magdalena Florina

QUALITY CONTROL AT TEKNIA ORADEA

"Younger employees have a positive mindset, are willing to learn new things and adapt more easily to any change. All these positive aspects also help us in our personal growth."



MILLENNIAL

Krzysztof Parus

INDUSTRIAL MANAGER AT TEKNIA KALISZ

"Effective managing people with different ages is quite demanding, but in the same time give it is a great satisfaction. We observe different approaches to solving problems, we get wider perspective and better decision making and increased opportunities to develop our workforce."



Z GENERATION

Luis Gerardo Arredondo

OPERATOR AT TEKNIA SAN LUIS POTOSÍ

"My older colleagues give me good advice. For example, not to be afraid, to grab the opportunities that come my way, because if I let them pass me by I might regret them later."

All colleagues who have participated in the #PartByPart campaign share and recognise the value of intergenerational work. They all gave us their views on what it is like to work in a company like Teknia, which has grown thanks to the work of people who are now veterans and benchmarks in knowledge and experience and which, for years now, has been incorporating very young profiles, with other horizons and visions that they apply every day to their work. Each of them, in their roles and responsibilities, has specific, valuable experience that is worth sharing.

"In companies like ours, where there are different generations, it is important to listen to everyone's opinions to make better decisions. It is up to the young people to shape Teknia's future, **but the advice they receive from precursor generations is of the utmost importance**'.

José María Sánchez, Group Purchasing Manager

'For me, working with people of different ages is a real pleasure (...) I started as a trainee in 2015 and in the end I have been able to have a very interesting professional career here in the company. **You take the experience of older people and add the technological know-how that the new generations are bringing to the table**'.

Laura Menéndez, Plastic Europe Business Sales Manager

"In these years **even I have seen many changes such as digitalisation in production**. As an operator, I would say that the camaraderie between all the people who work in the plant is fundamental. **Respecting each other and listening to all opinions seems to me to be the most important thing**'.

Nagore Fernández, Operator at Teknia Elorrio

"Before, everything was manual, it required a lot of effort from the operator, today almost everything is automated. **It's remarkable to see how older people, who are used to doing work manually, are able to recycle themselves and adapt willingly to new technologies**'.

Juanjo Rodríguez, Production Responsible

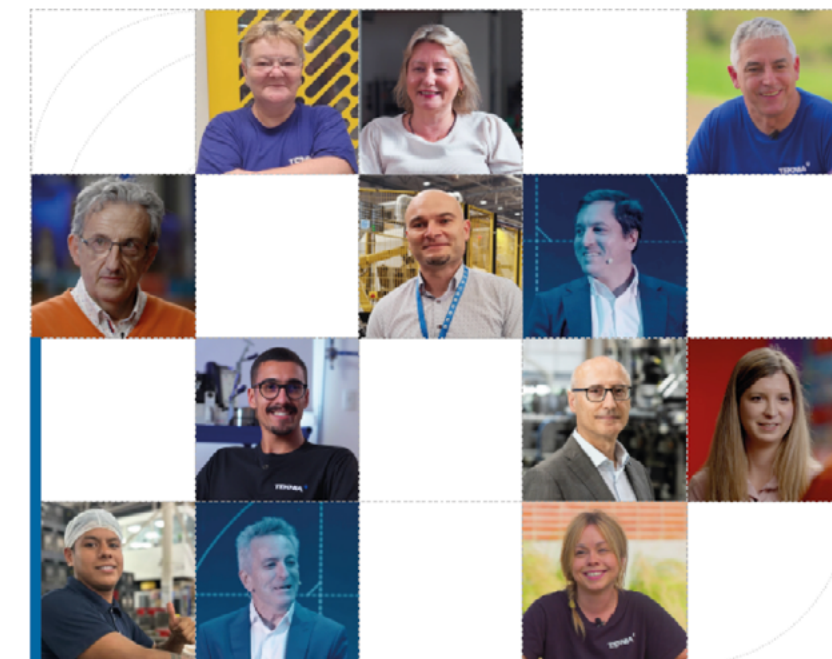
"Today, young people are very focused on the here and now. They come full of desire, wanting everything very quickly, but sometimes you have to stop and look at it as a whole. It is important to have initiative; there is no point in studying and preparing if you don't put it into practice. The advantage of young people is that they have a lot of desire and will'.

Paula Souza, HR Manager at Teknia Brazil

"My generation must learn to have more emotional control. **Know how to be observant, be curious and accept new challenges, because challenges**

create experience. We must also rely on those of you who have more experience, take it step by step, **sometimes the younger ones take everything at a hundred miles an hour**'.

Víctor Cardoso, Junior Analyst PCP at Teknia Brasil



6.5. Reconciliation and disconnection

We are committed to the work-life balance of our people and their digital disconnection. To this end, we actively promote respect for working hours, flexibility and family reconciliation for all our employees. In addition, we actively work to provide additional measures beyond those established by the labour regulations in each country where we operate: reduced working hours, shift changes, flexible working hours and extra leave.

Precisely with this aim of reconciling work and family life, the organisation of working time is mostly carried out on a continuous working day basis. In cases where more flexible working hours are required, flexible working hours are implemented, always guaranteeing that the necessary breaks are taken.

We also continue to work on incorporating social benefits (beyond those set out in the applicable local regulations) for our staff on a progressive basis.

6.6. Remunerations policy

The salary structure in the various companies that make up Teknia is established in accordance with the Collective Bargaining Agreements or labour regulations in force in each country. Remuneration is therefore linked to the position held by each worker, regardless of gender, geographical origin or position within the organisation.

The average salary for women in 2024 was 19,956.93 euros compared to 28,757.76 euros for men (30.6% difference). In an internal analysis to understand this disparity, we have identified the main reasons:

- There is a greater presence of men in Group companies dedicated to metal and machining technologies (72.13% men), which, due to their activity, have collective bargaining agreements that, historically, provide for more favourable remuneration. 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.
- In the case of companies dedicated to plastics technology, although men continue to be in the majority (56.71%), there is a greater presence of women (43.29%) and their collective agreements establish a lower remuneration than the rest of the technologies.
- Likewise, 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 33% of the workforce).

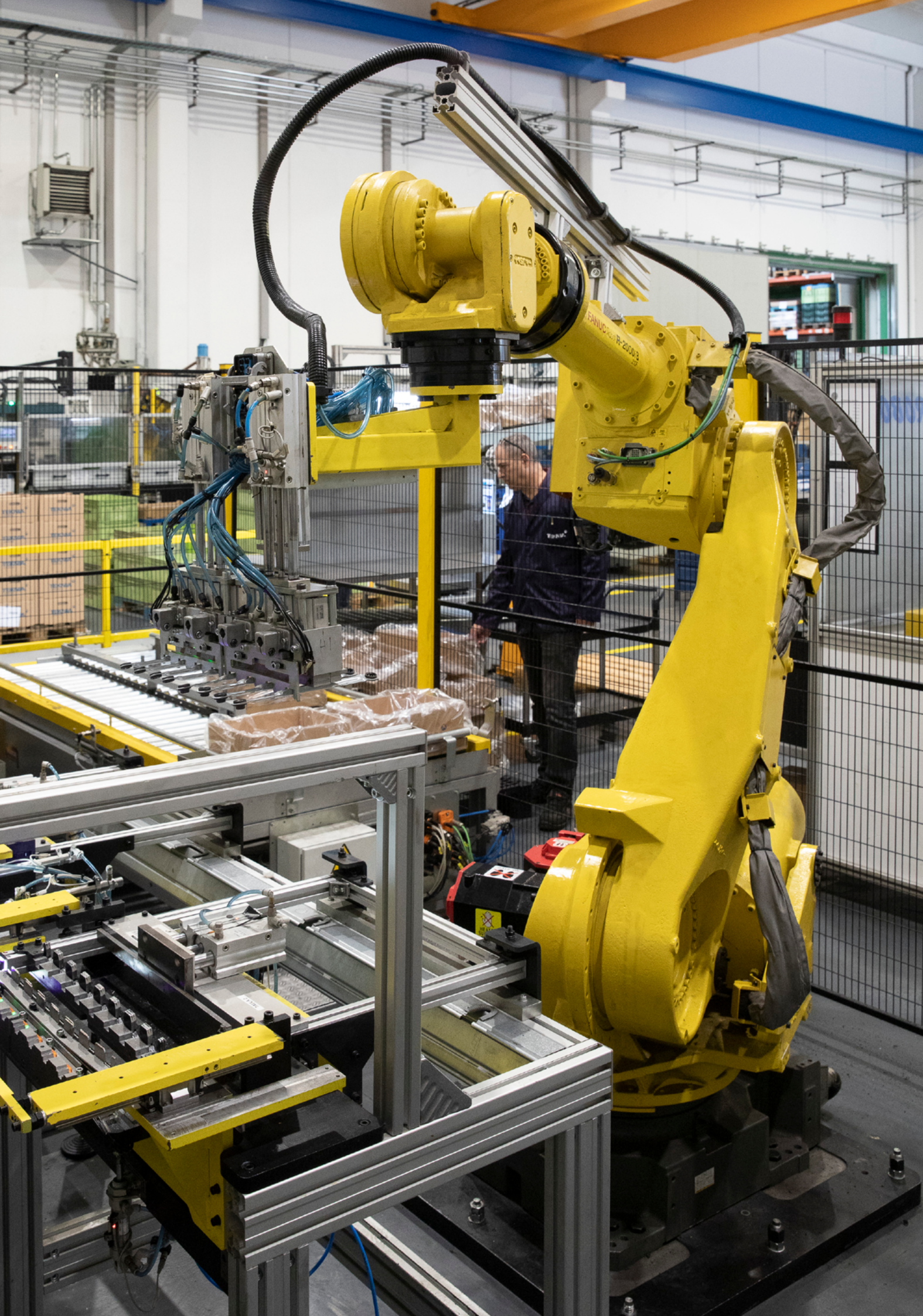
As a company, we are working to improve these data through the implementation of measures such as:

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

In 2024, a decrease in the wage gap of 2.66% compared to the previous year could be seen. In this sense, we continue to promote the attraction of female talent in our company.

Finally, 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.





7.

**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.

7.1. Environmental Management

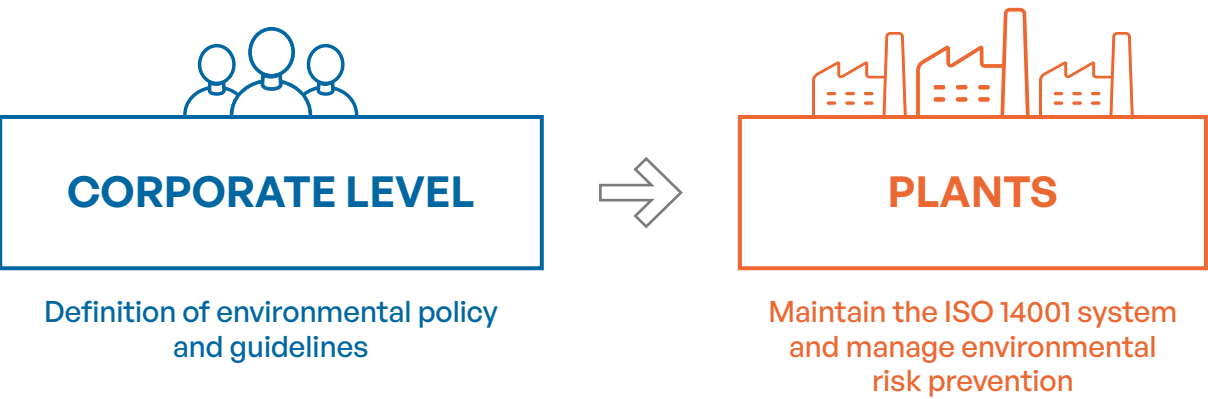
At Teknia we manage our environmental impacts with a special focus on the fight against climate change and optimising the use of resources. This translates into the deployment of different measures in our plants to achieve the environmental objectives we have set ourselves in the framework of our Sustainability Plan 2023-2025.

Our main lines of action in environmental matters:

Decarbonisation	Circular Economy
Energy efficiency.	Process optimisation to minimise natural resources consumption.
Consumption of renewable electrical energy.	Recycled raw materials.
Promotion of self-consumption of electricity.	Promotion of reusable packaging.
Supplier awareness to reduce Scope 3 emissions.	Recovery of waste generated during the manufacturing process.
Analysis and search for solutions for the decarbonisation of scope 1.	Efficient waste management.

83% of our plants are ISO 14001 certified for environmental management. The short-term goal is to have 100% of the plants certified.

Environmental management procedure:



7.2. Climate Change Management

Teknia Decarbonisation Plan

As a fundamental part of **tackling climate change and reducing the carbon footprint** of our organisation, in 2023 we established our first decarbonisation roadmap with the goal of becoming a carbon neutral company by 2040 in our own operations (scope 1 and 2), and 2050 across our value chain (scope 3).

In 2024 we executed a corporate project to advance our **Decarbonisation Plan**, detailing Scope 1 and 2 targets per plant per year, charting our path to climate neutrality by 2040.

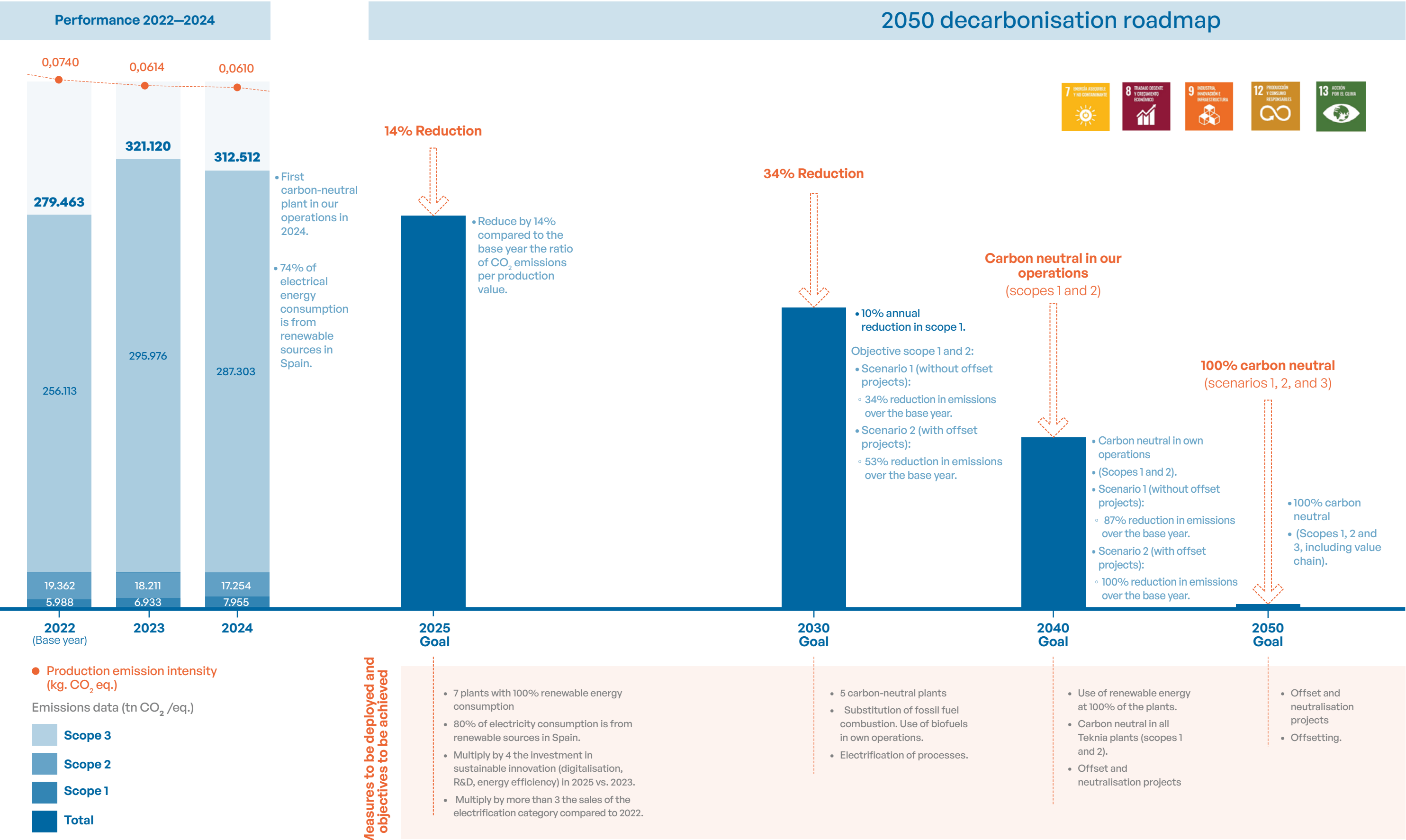
With our Decarbonisation Plan we aim to reduce the ratio of CO₂ emissions per production value by 14% in the next two years.

On our path to decarbonisation, the first fundamental step is to **minimise current emissions** as much as possible by implementing improvement and efficiency processes, reducing energy consumption and maximising the use of renewable energy sources both *on-site* (on our roofs) and *off-site* (PPAs of generation assets). We are also working on analysing and finding solutions for the substitution of fossil fuel combustion that impacts our scope 1 of Teknia's carbon footprint.

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



Teknia’s decarbonisation roadmap



Teknia Martos: our first carbon neutral plant in our operations

Our Teknia Martos plant in Jaén has become our first carbon neutral plant. This milestone has been possible thanks to the total electrification of the production processes in the company's own operations (scope 1 and 2), completely eliminating the use of fossil fuels in the plant. In 2024, Teknia Martos became a 100% electric facility, backed by a power purchase agreement (PPA) that has enabled it to cover more than 100% of its consumption with renewable energy through Guarantees of Origin (GoO). This effort has been verified by AENOR in our annual organisational carbon footprint audit process (scopes 1 and 2), consolidating Teknia's commitment to cleaner and more efficient production.

Thanks to this advance, Teknia Martos strengthens its position in the market and becomes a benchmark for its customers in projects where sustainability plays a key role. With this achievement, Teknia continues to move towards an industrial model aligned with European environmental requirements and global decarbonisation objectives. At the moment, other Group plants are working to achieve carbon neutrality in their production operations, a long but steady journey on our way to Teknia's climate neutrality, fulfilling the commitments set out in the 2023-2025 Sustainability Plan.

Actions underway to contribute to the success of our decarbonisation roadmap:

Improving process efficiency	Increased consumption of renewable energy	Other actions in 2024
• Machinery Renewal Plan with machine renewal protocols linked to maintenance and efficiency indicators. • Further development of remote assistance tools, improved communication with automatic KPI reports, predictive maintenance, among others, in all plants. • Implementation of good practices in terms of behaviour and consumption monitoring (remote monitoring and measurement at machine level, circuit breakers, reactive energy control and the like) throughout the company. • Electrification of processes (e.g. replacement of LPG forklifts with electric forklifts at the Brazil plant by 2024).	• Use of energy with Guarantees of Renewable Origin (GoO) certificates: - We have been one of the first companies in the automotive industry to sign PowerPurchaseAgreements (PPAs) to guarantee the renewable origin of electricity. - We continue to seek agreements with the aim of achieving 100% renewable electricity supply for the entire company (e.g. by 2025 for Teknia Rzeszów). • Progressive increase in self-consumption of electricity from clean energies in all our Spanish plants (more than 30% already have solar panels). Together with the Teknia Mexico City plant, we now have an installed capacity of 1.4 MW.	• Breakdown of the decarbonisation plan with detailed action plan per year and plant for Scopes 1 and 2. • First steps to offset and neutralise CO₂ emissions that are not avoidable through nature-based projects (reforestation). • Commissioning of the Teknia Elorrio and Teknia Ampuero self-consumption photovoltaic plants. • Installation of variable frequency drives in 8 injectors at Teknia Martos, generating energy savings. • 5 Teknia plants certified as electro-intensive.

In 2024 we participated in the Climate Ambition Accelerator, a programme of the UN Global Compact, with the SBTi as a benchmark to help set science-based targets for corporate emissions reductions.

Looking ahead to 2025, and in accordance with one of the most ambitious challenges set by the Corporate Sustainability Reporting Directive (CSRD), we are challenged to rigorously calculate and externally verify the scope 3 of our organisational carbon footprint, carry out the Risks and Opportunities of Climate Change (ROCC) study, incorporate it into the next *Carbon Disclosure Project* (CDP) questionnaire, as well as design, approve and implement our *Net Zero 2050 Plan*. **We also aim to implement a cen-**

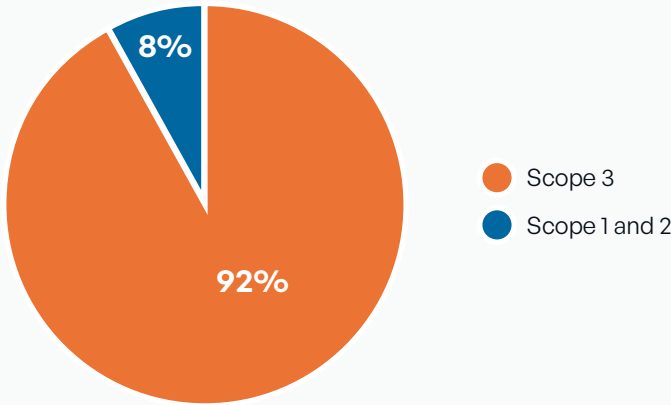
tralised and certifiable management system for all KPIs in the environmental area (consumption of raw materials, waste, water resources, etc.). We will also continue to study the feasibility of installing photovoltaic panels at other Teknia plants and will work on obtaining ISO 50001 certification for the energy management system.

In both 2023 and 2024, AENOR has verified the Teknia Group’s greenhouse gas inventory for scopes 1 and 2,⁴the details of which are shown below. For a correct understanding of the data it is necessary to take into account that the Teknia Sweden plant was acquired in 2023 and only partial data on its emissions are collected. Therefore, the data for 2023 and 2024 are not comparable.

EVOLUTION OF ABSOLUTE GHG EMISSIONS IN TEK Nia (tn 2 eq.)

	2022 (base year)	2023	2024
Scope 1	5,988	6,933	7,955
Scope 2	19,362	18,211	17,254
Total Scope 1 and 2	25,350	25,144	25,209
Scope 3	256,113	295,976	287,303
Total	279,463	321,120	312,512

Carbon footprint distribution (%)



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

	2022	2023	2024
Emission ratio	0.0740	0.0614	0.0610



Product Carbon Footprint Calculation Tool (PCF)

In 2023, we 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, which we have continued to improve and update this year with more accurate emission factors, is an added value not only for Teknia, but also for our customers. It allows us to offer them products with the carbon footprint already calculated and they can integrate this information into their purchasing decisions. In 2024, thanks to this added value, we have received new requests for quotes from various customers.

Also this year, work was done on the development of a more user-friendly version and training on its use has been provided from the corporate level. It is currently used in all our plants.

⁴ The scope of the verification is established for the production activities of parts according to the machining process, plastic injection, aluminium injection, stamping and tube forming, in the 23 plants that Teknia currently owns. The control approach set out in the GHG Protocol has been taken into account, i.e. the organisation reports all GHG emissions attributable to operations over which it has control. ISO 14064-3 has also been taken into account: 2019.

7.3. Responsible use of resources

Energy

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. We are working towards certification of our energy management system.

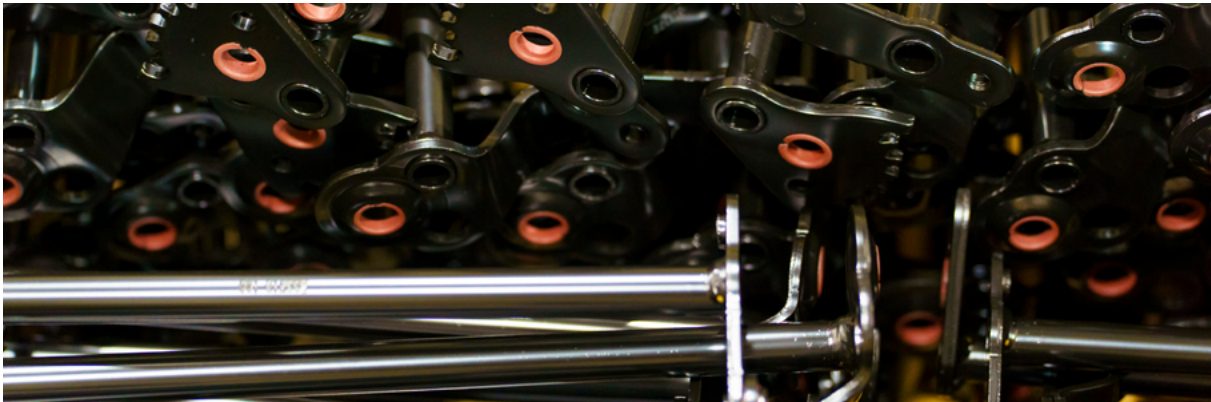
Uses of energy consumed

- Machinery operation.
- Lighting
- Air compressors and coolant equipment.
- Operation of electrical and electronic equipment.
- Use of gas and fuels in the production process.
- Heating of buildings.
- Vehicle fuel.

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.

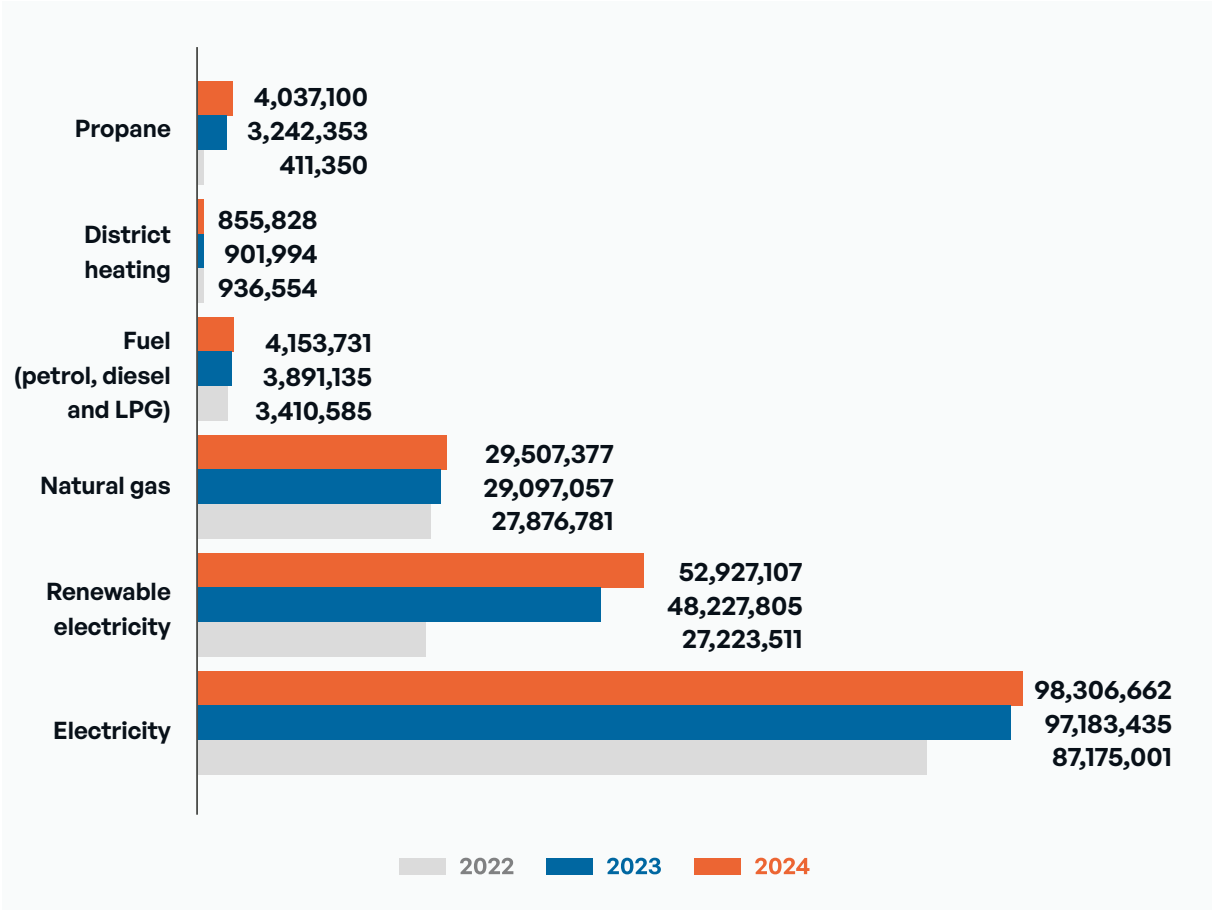
As electricity is our main source of energy, we focus all our efforts on renewable energy sources. By the end of 2024, 54% of the electricity we consume will have renewable Guarantees of Origin (GoO) certificates, which is 8.5% more than in 2023. The total amount of renewable energy consumed in 2024 is 39% of the total, 7.6% more than in the previous year.

54% of the electricity consumed in 2024 came from renewable sources, 8.5% more than the previous year.



We have dedicated 18% more investment to self-consumption electricity facilities.

ENERGY CONSUMPTION BY ENERGY SOURCE (kWh)⁵



For a correct understanding of the information, it should be noted that the information for 2024 includes a new plant, Teknia Vimmerby in Sweden, acquired in 2023, which uses propane as its main energy source.

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

	2022	2023	2024
Energy ratio	0.332	0.320	0.341

⁵The information has been restated compared to that published in the 2022 and 2023 Sustainability Reports (EINF), diesel consumption now also includes petrol and LPG.

Water

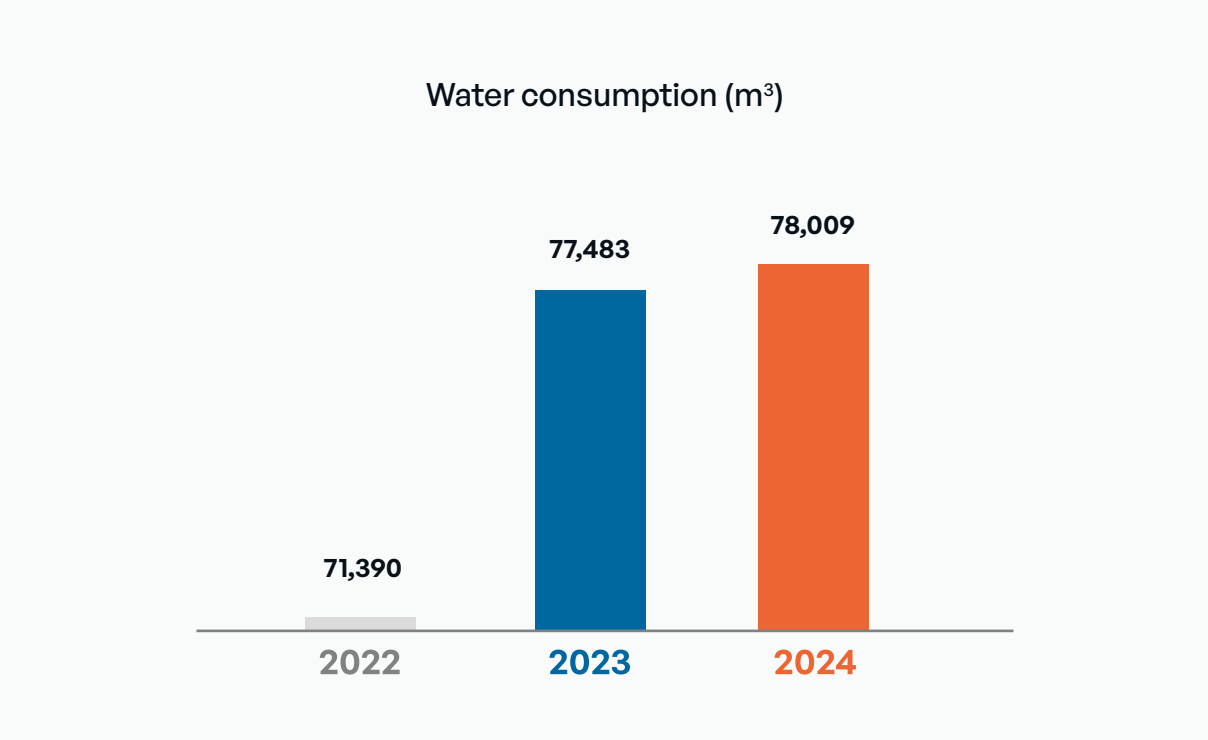
More than 90% of the water used comes from municipal water supply networks or other water services provided by public or private companies. We optimise consumption with various measures within our plants.

Uses of water consumed

- Drinking and Sanitation.
- Facility Cleaning
- Cleaning and/or degreasing of parts.
- Machinery Cooling Systems.
- Equipment cleaning.

We have various measures in place for the correct management of water resources, enabling us to reduce the amount of water required, as well as the discharge of waste water:

- **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 allow the continued use of water for up to three years in the parts painting line.



The increase compared to 2023 is caused by a water leak at the Manresa plant, which has now been rectified.

7.4. Circular Economy

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.

Teknia’s circular economy targets for 2030	Measures put in place
• We aim to design 100% of our products and/or processes 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.	• 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.

Consumption of raw materials⁴ (tn)

	2022	2023	2024
Steel	41,226	41,774.5	38,559.5
Aluminium	Aluminio	20,081.5	9,809.6
Magnesium	-	451.1	671.6
Brass	-	281.7	232.4
Plastic	10,730	13,702.9	13,713.4
Paint	80	328.5	368.4

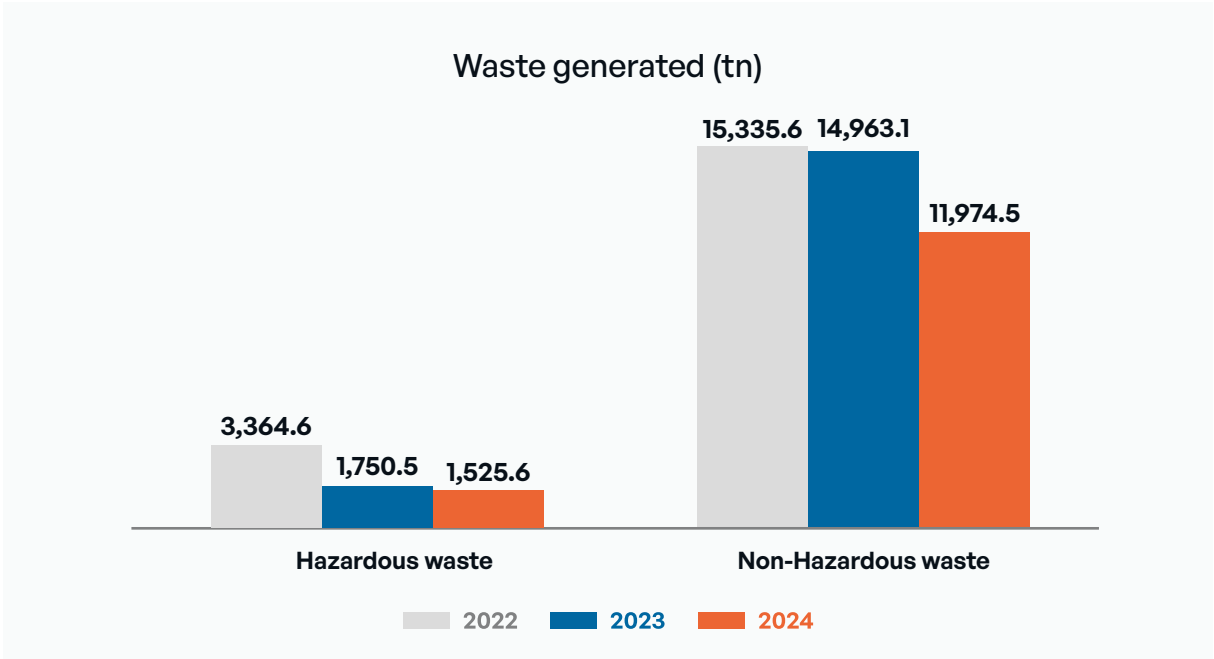
We are committed to the use of recycled materials, such as aluminium, brass or steel; and we prioritise the use of sustainable packaging and the recycling of cardboard and plastics.

⁴The information has been restated with respect to the previous Sustainability Report (EINF) due to changes in the way the plants report and to make it easier to understand the consumption of materials. Data for Magnesium and Brass are not available for financial year 2022.

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.



In 2024, we significantly reduced waste generation at our plants compared to the previous year, by 12.8% in hazardous waste and 23.6% in non-hazardous waste.

At Teknia we carry out a rigorous separation of the waste resulting from our activity, considering its composition and the possibilities of recovery. These are stored until they are collected by the corresponding waste managers according to their nature (hazardous and non-hazardous). In 2024 we reduced the generation of hazardous waste by 12.8% compared to 2023, and by 23.6% for non-hazardous waste. In the current year, 402,000 euros have been allocated to waste treatment.

Our initiatives to minimise waste generation in production activities include:

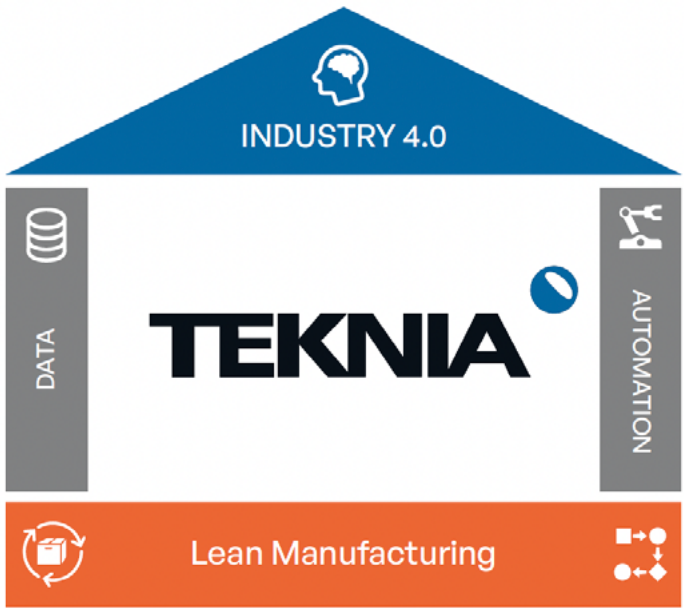
- **Chip collection and centrifuging:** at Teknia Barcelona, we implement a process for collecting and centrifuging the chips generated during machining. This allows us to separate the waste generated in the process, recovering it for reuse and recycling.

- **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.
- **Replacement of oil with water glycol:** at Teknia Ampuero, it has been replaced in the injectors, contributing to improved safety (risk of fire due to the oil) and eliminating a hazardous waste at the same time.
- **Compliance with the Royal Decree on Packaging:** we have joined a Collective System of Extended Producer Responsibility (SCRAP) called ENVALORA. In 2024 we carried out a first data collection and worked on the first packaging declaration through the new ENVANET platform.

7.5. Advanced manufacturing and technological transformation plan

One of our strategic pillars set out in ‘Moving Teknia 2025’ is advanced manufacturing to **be at the forefront of industrial technology**. The objectives established in this pillar are based on Research, Development and Innovation (R&D&I), the deployment of different projects, such as operational excellence through Lean Manufacturing methodology, constant data capture and monitoring and process automation, among others. We are also investing in strategic investments and the creation of a new Teknia Center of Innovation (TCI).

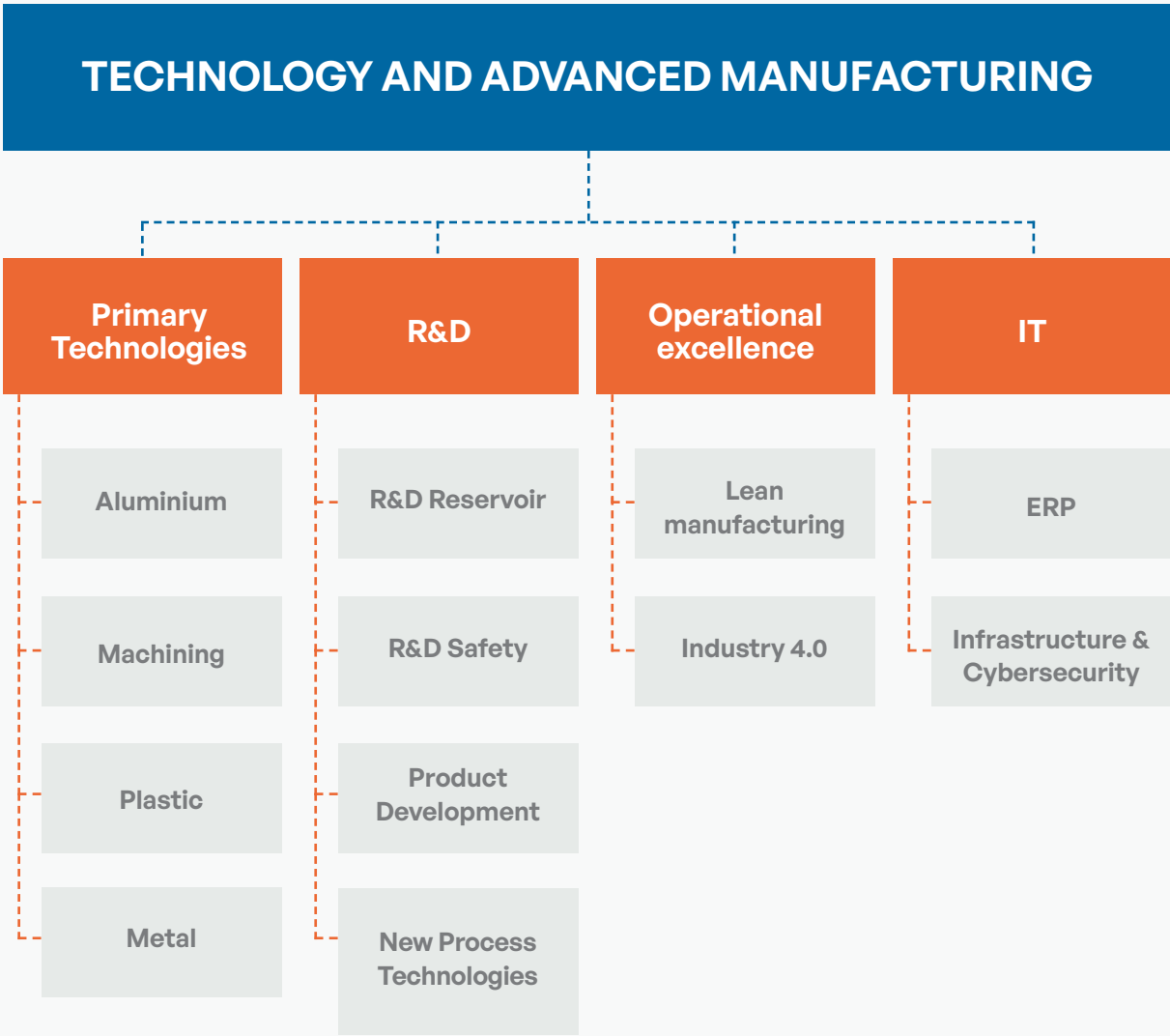
The ultimate goal is to progressively move closer to where we want to position ourselves: to be strategic partners with a high added value contribution from the initial stages of product design, going beyond the *build to print* model, for our current and future customers.



These pillars, which are fundamental to Teknia, serve as a solid foundation preceding more advanced initiatives related to advanced manufacturing or Industry 4.0.

Innovation and advanced manufacturing: our organisational structure

At Teknia we understand innovation as a cross-cutting part of all our activities. 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.

in the field 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

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. From here, we promote product development and new process technologies.

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: operational excellence is in Teknia's DNA and is one of the company's main levers of profitability. For this reason, the global Lean Manufacturing project has been strengthened and the corporate production monitoring system has been implemented. The aim is to have standardised production methodologies and data in all the Group's factories.

IT (Information Technology): in the process of homogenising information, **Teknia's future lies in an ERP (Enterprise Resource Planning System)** that enables the management and control of the company's processes in different departments and which, following the version developed in 2023 as SaaS (Software as a Service), will facilitate the implementation of more innovative applications that link up with this ERP. For example, mobility applications for different departments or development of tools with generative AI integration.

In all these areas, **in 2024 we continued to deploy the roadmap already initiated in the previous year:**

Operational Excellence System | Lean Manufacturing

The previous year we incorporated the figure of Operational Excellence Manager, responsible for the implementation of continuous improvement projects in the 23 plants. This year we rolled out the first phase of the operational excellence system, assessing the maturity of processes in 17 critical areas to be homogenised across plants (e.g. rapid problem resolution, information flows from the shop floor to the factory manager, etc.). The aim of this first phase is to reduce the gaps in industrial organisation between our factories. Afterwards, we will analyse in detail product categories and specific processes, and develop improvement projects that will lead to cost savings.

Looking ahead to 2025, we will continue to consolidate the Lean strategy and the organisational and process homogeneity in all plants. In addition, several ambitious cost-saving projects will be launched at three production sites.

Digital transformation plan for plants

In terms of data acquisition, Teknia continues to focus on the improvement and implementation of our MES (production monitoring system). In 2024, the system was migrated to have software installed in the cloud with the capacity to support the rest of the plants in the future. In addition, the commissioning of the system at our factories in Teknia Manresa and Teknia Rzeszów was completed, starting our MES in Q1 2025.

In terms of automation, we are evaluating our investments under a rigorous economic analysis in order to maximise the return on investment (ROI). At the same time, market demand itself is becoming increasingly variable, which is why a new strategic line will be opened in 2025 to develop flexible manufacturing cells.

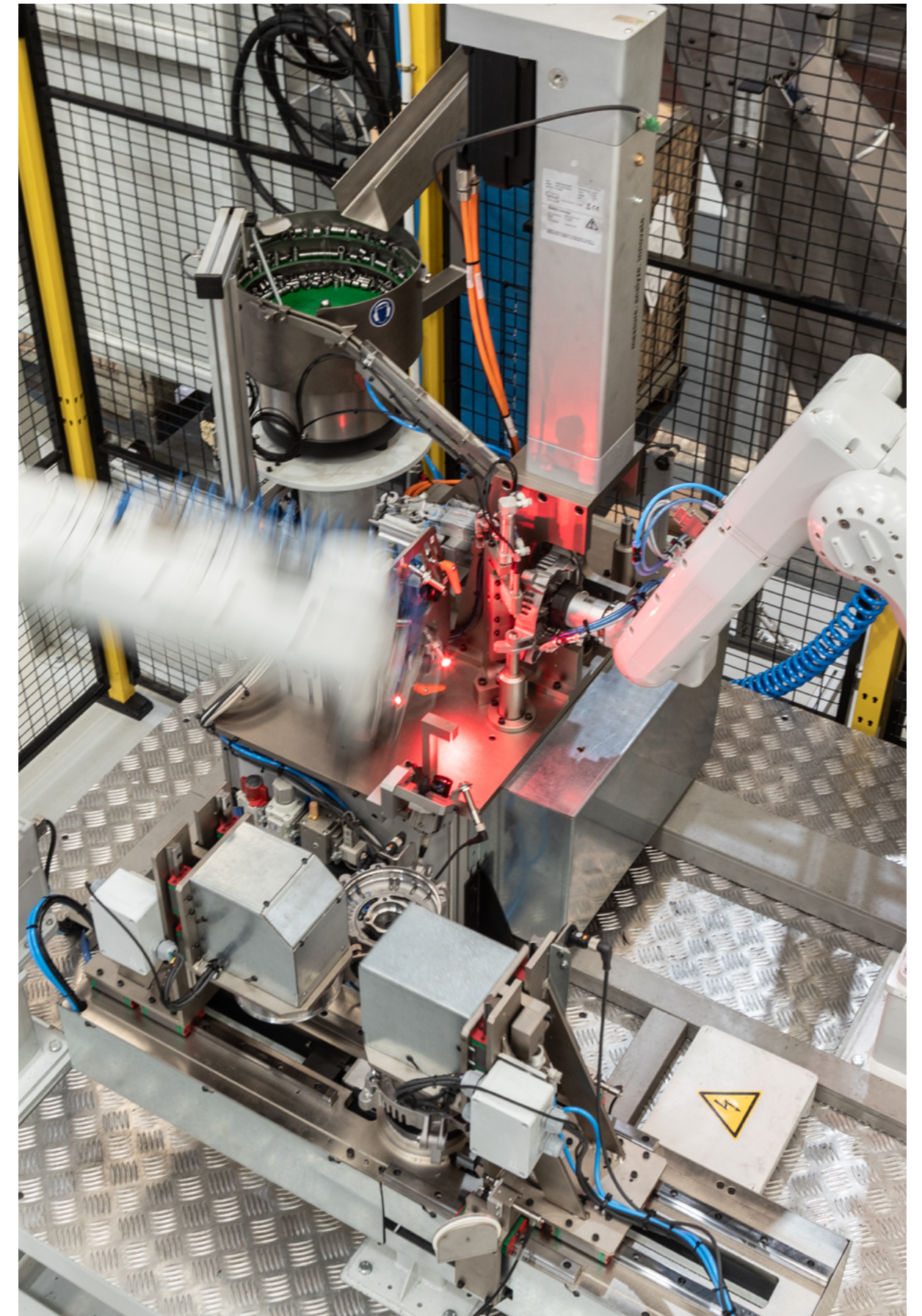
IT (Information technology)

This year, the corporate operating model has been defined in the ERP with the participation of a multidisciplinary team of IT, operations, strategy and specialist consultants.

The objectives we pursue behind this model are:

- To industrialise new ERP implementations
- To improve the adoption of the system
- To homogenise the group's operations
- To facilitate the consolidation and analytics of global data
- To generate savings through operational improvement of factories

In 2025 we will launch an Internet of Things (IoT) project to capture plant signals while developing the IT architecture needed to process data from the various operating systems.



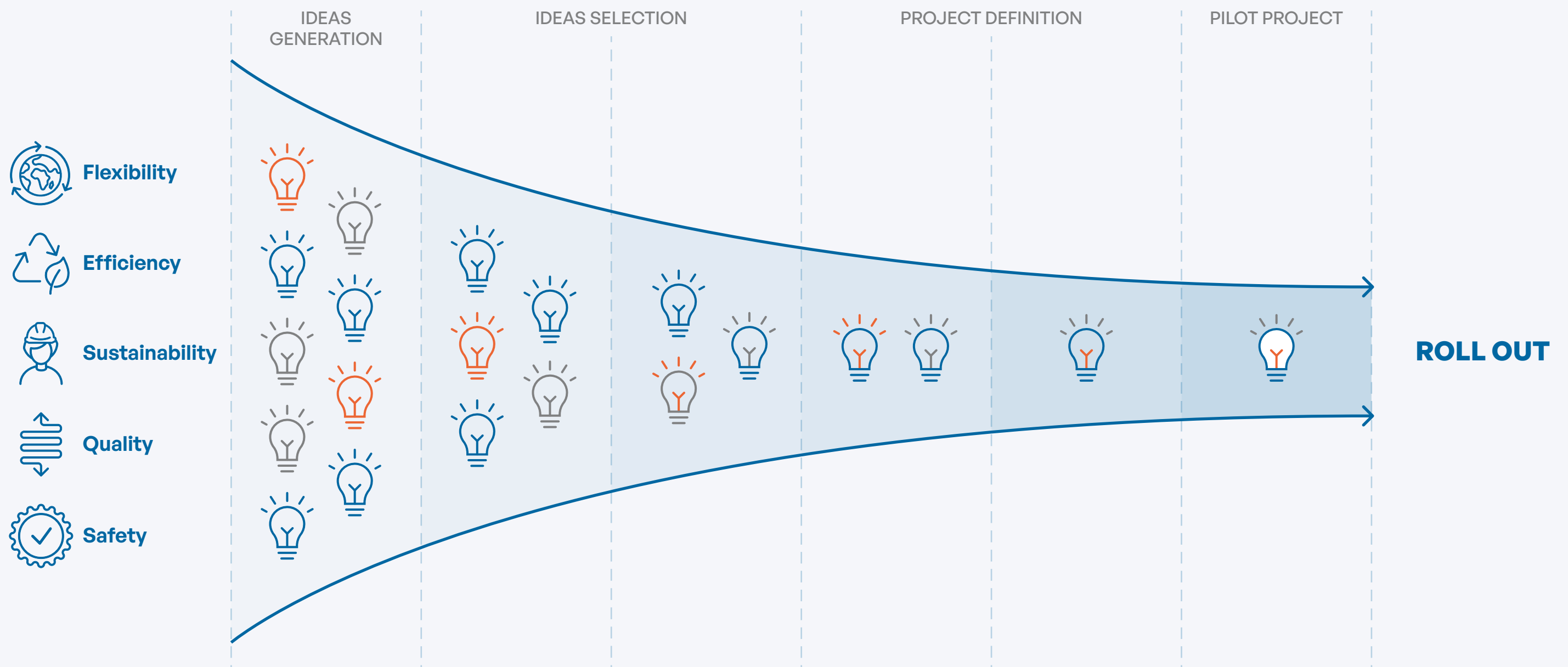
7.6. Innovation and Know-how transfer

At the corporate level and in each of our companies, **we seek the participation of all stakeholders 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 in the company.** This approach fosters collaboration and ensures that innovation is a collective effort across the organisation

In addition to this cross-cutting approach to innovation, we have two **Design and Development (D&D) Centres**. These are centres specialising in specific products where we work closely with customers. This year our D&D centres for airbag covers and tanks have successfully developed several projects, the latter with a turnover of EUR 5 million..

Teknia's Innovation and Knowledge Transfer Model



KEY TAKEAWAYS

Innovation to position ourselves at the forefront



The new **Teknia Center of Innovation (TCI)**, located in the AIC of Boroa-Amorebieta, is a project that was created in response to the demands of the market and with a technical-commercial focus. Initially, the focus is on our metal technologies, with plans to include other primary technologies in the short term.

This new TCI has several aims, among which are: to increase the added value of products, particularly strategic ones, by developing new technologies and processes; to improve customer response, offering faster and more personalised solutions; to develop products based on market needs and to participate in product design from the initial stages in order to provide greater added value.

The TCI will also act as a link between our 23 plants, providing them with industrial support to take on new challenges and contributing to the transfer of technology between plants, bringing the know-how of the leading plants to other locations.



Mario Martín Gallego,
Technology and Advanced Manufacturing Manager



Manuel Revuelto Mochales,
Product Development Manager

The centralisation of RFQ (request for quote) will allow us, among other things, to take advantage of business opportunities that until now have eluded us, directing them towards offers with a higher engineering load and more competitive at Group level.

In 2024, Teknia launched a CDTI-funded project to develop joining technologies between similar and dissimilar materials, with a focus on sustainability and energy efficiency.

Teknia Xpander, Teknia's technology spin-off

This year we made a strategic technology acquisition with the addition of Xpander to our Group. It is a Spanish company specialising in digital transformation consultancy, the sale of proprietary software and developments based on blockchain technology. This operation is part of Teknia's growth and digitalisation strategy and reinforces our digitalisation and technological transformation capabilities. It will enable, among other things, greater efficiency in processes, improvements in

data analytics, cybersecurity and the development of our own applications and, something vital in an industry like Teknia's: guaranteeing the safety and quality of the processes in the supply chains.

In addition to providing services internally, Xpander offers services to third parties as a technology consultant offering, among others, blockchain platforms that allow tracing the origin of raw materials or various processes, thus creating the digital product passport, which provides traceability and security in the supply chain of various sectors: food, automotive, health, among others.

Teknia Xpander, in collaboration with Ford, has developed a digital battery passport for electric vehicles that has been awarded in the Blockchain Awards 2024 in the category of 'Best blockchain project in industrial uses'.

Both the new TCI and Xpander share the common goal of driving technological innovation and providing high added value to both Teknia and our customers.





8.

Generating a positive impact

At Teknia we are committed to generating a positive and lasting impact on society, contributing to its sustainable development, especially in those territories where we operate. To achieve this, in addition to contributing to the social fabric with quality employment and the promotion of local purchasing, we focus on the lever of development that education represents: we promote young talent in the field of STEM sciences and we promote the training of groups at risk of social exclusion, among other projects, always pursuing the goal of achieving a tangible and significant positive impact.

8.1. Generating shared value: our commitment to society

We have a positive impact on the communities where we operate through two main channels:

Teknia’s economic activity:	Contribution through social action
• 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 procurement, thus strengthening ties with the community, contributing to the economic development of the territory and to our own sustainability.	• We strategically cooperate with social organisations to boost socio-economic development in the areas where we are present. • We generate progress through education, with a special focus on vulnerable groups and those at risk of social exclusion. • We work hand in hand with social organisations operating on the ground to implement initiatives that have a positive impact on people’s education and training.

To lead and coordinate our contribution in terms of shared value, we have our Social Action Committee.

This committee is made up of the management of different cross-cutting areas of the company and has the direct participation of our CEO, Javier Quesada de Luis. It meets two or three times a year to supervise the implementation of Teknia’s social action plan, evaluating ongoing projects, possible new collaborations and, when necessary, to act in the event of possible emergencies, as was the case in 2023 with the earthquakes in Turkey and Morocco. In 2024, in addition to continuing with the projects already deployed, we have given a major boost to our volunteering programme, creating an internal procedure for volunteering applications from our employees and organising two field trips, among others.

In 2024 we expanded our corporate volunteering programme.

Social impact in figures	2022	2023	2024
Investment in social projects (€)	445,000	476,800	437,000
Collaborating third sector entities (no.)	5	6	6
Direct beneficiaries (no.)	854	2,28	1,369
Indirect beneficiaries (no.)	5,022	91,977	10,684

For a correct understanding of the social impact data regarding direct beneficiaries and indirect beneficiaries, it is necessary to take into account that in 2024, due to the contraction of the sector, no social emergency donations were made as in 2023.

Projects developed during 2024



Te Aud Romania (TAR) - *I Hear You Romania* (Romania)

In 2024 we started a new partnership with this NGO, through our plant in Romania, Teknia Oradea. TAR works to improve education, social inclusion and the opportunity for a better future for the most vulnerable children in Romania. The project we are going to develop with Te Aud Romania is focused on educational counselling for secondary school students as a first step towards career planning. Other activities around science, languages and sports activities are also envisaged.



Comprehensive educational and human training for young people at risk of social exclusion by supporting Colonia Juvenil (Mexico).
‘What starts here changes the world’.

Colonia Juvenil is an NGO in San Luis Potosí (Mexico) that has been working since 1989 to be a benchmark educational institution 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.
- **Comprehensive assistance and training:** Apart from training, Colonia Juvenil also offers accommodation to young people during school days (from Monday to Friday).
- **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.

From Teknia, **in 2024 we continued to collaborate with our corporate volunteering programme:** eight volunteers have participated this year in the ‘Skills for Life’ and ‘One to One English’ **mentoring schemes**. The mentored students covered different educational levels, from the beginning of secondary school to university, with a total of **57 hours of dedicated volunteering**.

We also continue to provide **financial support to the project to maintain and improve the facilities** (school, dormitories, etc.) which can accommodate up to 160 students. This year, work has been carried out to improve hydraulic installations, install outdoor lighting or fumigate for pest control, as well as minor repairs to classrooms or living quarters.



Supporting entrepreneurship with Youth Business Spain (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.

This year, Teknia has continued to participate alongside the YBS **Mentoring Manager** team with the help of two volunteer colleagues: in one case, advice has been given to a small stationery business and, in another, we have collaborated with a special care centre for children aged 0 to 14 years old specialising in physiotherapy, speech therapy and child psychology.

It is worth mentioning the presentation this year of the results of the **socio-economic impact assessment study of the YBS Mentoring Programme**, which **we co-financed** together with the Ministry of Labour and Social Economy. Some relevant data to highlight: the level of satisfaction with the programme, where 87% of the entrepreneurs are highly satisfied with their mentor, 77% are highly satisfied with the improvements in their business management skills and the business survival rate of the participating businesses has reached 91% (in the previous study it was 87%). This clearly illustrates the positive impact of the programme.

We also participated in the YBS Futur Lab, an innovation laboratory that brought together more than 120 employment and local development professionals to support rural and youth entrepreneurship, held over several days in Segovia. The ‘Segovia Charter for the future of youth and rural entrepreneurship’ has also been promulgated and Teknia has signed it.



foundawtion

CEM Kamanar and CFP Bajankusoor (Senegal)	
Foundawtion, a foundation of the architectural firm Dawoffice, and Teknia share a vision of making a positive impact through education. This initiative focuses on improving employment opportunities in a highly vulnerable region in the south of Senegal, in Thionck Essyl, by promoting 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.	In 2024, work continued on the future Bajankusoor Vocational Training Centre (VTC). Our main shareholders, Honorary President Javier Quesada Suescun and his wife, María Coral de Luis Olloqui, travelled to Senegal in November, where they had the opportunity to see progress on the ground and meet with young local entrepreneurs to discuss needs and evaluate future collaborations. During its construction, awareness workshops are being held in parallel on more accessible, local, and environmentally responsible materials, or the training of masons without prior qualifications (or other profiles on demand) who can participate in the project, all of which is related to vocational training.



Other partnerships and sponsorships

LEGO ROBOT TEAM (Serbia)
Thanks to the initiative of our colleagues at Teknia Kragujevac, support has been provided to the ‘Lego Musketari’ team from the First Preparatory School in Kragujevac (Serbia). After winning the Adriatic League, the local high school’s Lego robot programming team won the World League in Florida (USA). In the competition, students worked on research, programming, engineering and problem solving to build and programme a robot with LEGO. Teknia, in its eagerness to support STEM talent, supported the team financially so that they could fund their trip to the grand final.
UPM RACING (Spain)
Teknia is one of the main sponsors of UPM Racing, the #FormulaStudent team of the Universidad Politécnica de Madrid. Formula Student is an international competition in which university students from all over the world participate in the creation of a racing car. In it, they are responsible for design, manufacturing and compete in final speed runs, while learning to work on the feasibility of the engineering project in a real-life scenario. In addition to the financial sponsorship, Teknia supports the Madrid team thanks to its expertise, both at a technical and business plan level. Events were also organised at their educational centre with professionals from the Group and their captains visited Teknia’s corporate offices to meet the CEO and some strategic directions.



Beyond volunteering: A journey of learning and social engagement in Morocco



The collaboration between Teknia and CODESPA began in 2020, and continues to this day, with **a focus on promoting education and development in STEM sciences and training in the environment and green entrepreneurship, aimed at children and young people in Tangier from vulnerable backgrounds and at risk of social exclusion.** The project takes the form of STEM Clubs which, in the framework of extracurricular activities in various public schools in Tangier, offer a practical, fun and motivating approach to these disciplines (science, technology, engineering and mathematics). The aim is not only to improve their academic skills and bring science closer to these young students, but also to reduce school absenteeism. For its part, **the Environment and Green Entrepreneurship Training Programme** aims to raise environmental awareness among young people in Tangier and to strengthen knowledge and skills for green entrepreneurship among groups in situations of exclusion and vulnerability.

As part of Teknia's corporate volunteering programme and to contribute to this project on the ground, our colleague **Chaimae Boudadi visited Tangier in November 2024** and had the opportunity, with the help of CODESPA, to contribute her experience and knowledge in various activities with young participants in the project.



Chaimae Boudadi,
HR Manager at Teknia Azuqueca

What was your motivation for signing up as a volunteer for this project?

I have always collaborated in different social activities, I have participated in various causes, and when I saw that Teknia offered us the opportunity to collaborate as volunteers, and on top of that I could do it in my country of origin, I was very motivated to participate.

What activities were you involved in?

The first two days of my stay I participated in various talks and conferences that were organised to transmit STEM knowledge to teachers, who also receive educational and didactic resources that they can apply later. I took part in a talk on leadership and communication aimed at providing tools for problem solving, communication conflicts and the use of assertiveness, among others. The participation with the whole group and the exchange of experiences between us was very enriching.

I also visited two public schools and spent time with the children developing a robotics activity and giving the leadership talks we had prepared. It was wonderful: the contact with them, feeling their curiosity, their affection, seeing how they participated in the activities, how they were interested and asked questions?

In the last few days we worked with young entrepreneurs from an association in a very vulnerable area who run various training courses, such as catering. We were joined by a colleague from Teknia Tangier, Nadia Benhachem, and the Finance & HR

Manager, Hamida Ghoumarti. The young people had the opportunity to learn first-hand what it is like to work in a plant like ours, what we manufacture there and what value we give to our sector and to society; to understand that communication skills or soft skills are important, that they will be useful whether they want to develop their own business or if they want to work in a company like Teknia in the future, maybe do an internship with us, you never know!

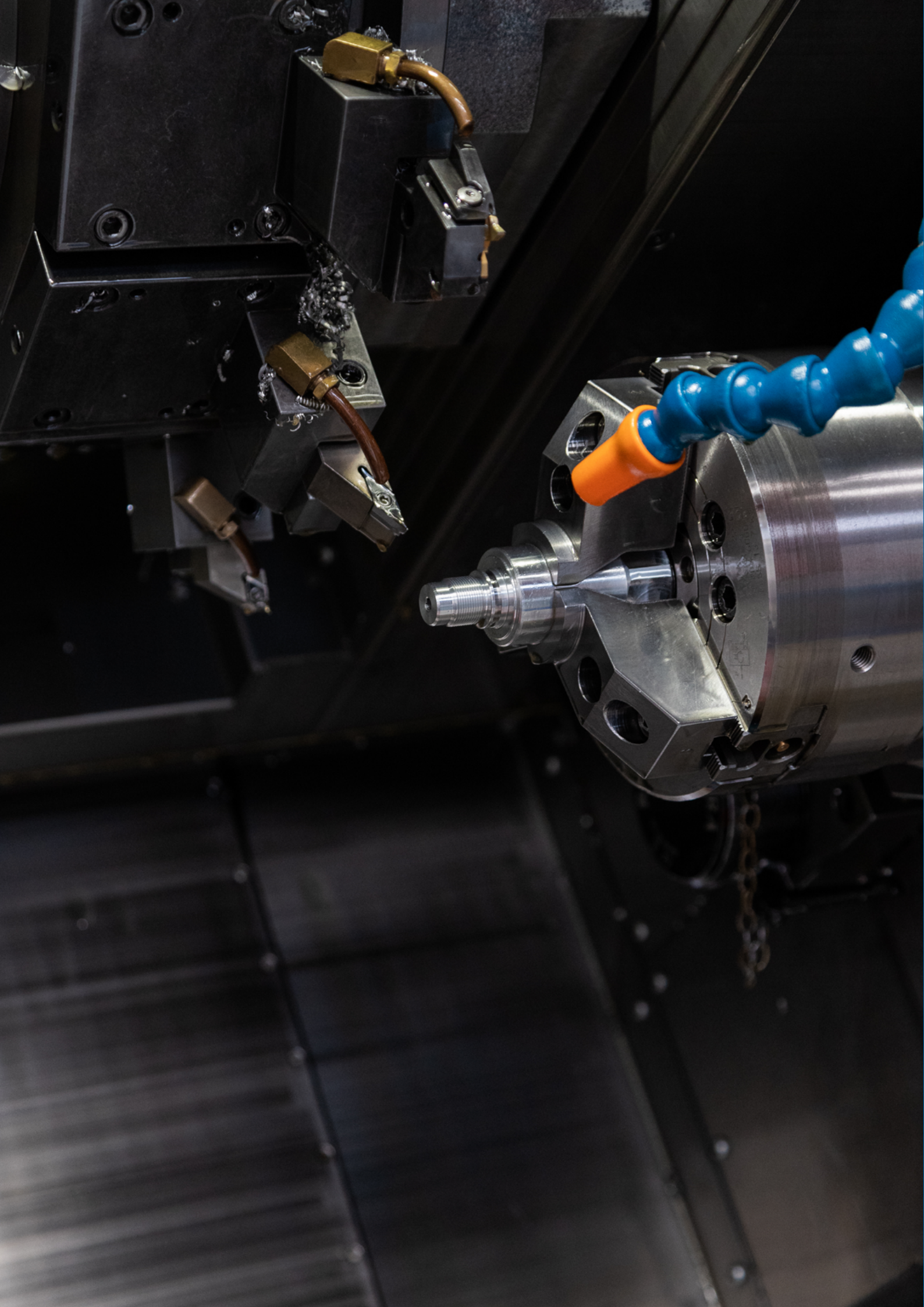
I think it was also important that the participating volunteers were women. This empowers the girls, it encourages them to break glass ceilings, to understand that there are also opportunities for them in their country, or to give them the vision to work for those opportunities in the future.

What do you take away from this experience?

I learnt a lot. I learned things I didn't know about the education system in Morocco, about how the schools were, I challenged myself to speak Arabic, which was something that was very difficult for me because I'm a bit rusty. I came back with a lot of affection and the feeling that I was doing my bit for something very important and necessary, something that has an impact on the lives of people whose realities are very different from ours. I also enjoyed the opportunity to visit another Teknia plant and the contact with colleagues from Morocco.

Would you do it again?

Without hesitation!



9.

About this report

9.1. Methodological aspects

Teknia's annual Sustainability Report contains the most relevant information on the Group's economic, social and environmental contribution and performance for the period from 1 January 2024 to 31 December 2024. Likewise, this report provides essential information and data on the company's business model, its sustainability strategy and its relationship with stakeholders.

Furthermore, this report constitutes Teknia's Non-Financial Information Statement (NFIS) for the financial year 2024, including the Group's response to the legal requirements mandated by Law 11/2018 of 28 December 2018 on non-financial reporting and diversity, as well as the EU 2017/C215/01 guidelines for reporting the company's performance on non-financial information. It applies to all the Group's activities in the regions in which it operates.

Finally, this document contains the description of Teknia's contribution to the achievement of the Sustainable Development Goals (SDGs) of the UN 2030 Agenda, as well as the company's annual progress on the Ten Principles of the UN Global Compact in the areas of human rights, labour standards, environment and anti-corruption.

Criteria for drafting the Report

The contents included in the Report respond to the relevant issues for the company and its stakeholders, according to the materiality analysis in force in 2022, a list of which can be consulted in [section 3.1. of this report](#). Based on this analysis, the main contents to be reported in 2024 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.

9.2. Scope

The scope of the information reported corresponds to Teknia Manufacturing Group, S.L.U. (Sole-Proprietorship) and its subsidiaries at year-end 2024⁷, presented in the Group's Consolidated Directors' Report 2024, and listed below: Teknia Entidad de Gestión; S.L.U., Teknia Elorrio, S.L.U.; Teknia Pedrola, S.L.U.; Teknia Martos, S.L.U.; Teknia Azuqueca, S.L.U.; Teknia Barcelona, S.L.U.; Teknia Bilbao XXI; S.L., Teknia Manresa; S.L.U.; Componentes de Automoción Marroquies, SARL; Teknia Rzeszow s.a.; Teknia Kalisz Sp. Z o.o.; Teknia Polska Spółka Z o.o.; Teknia U.Brod a.s.; Teknia Brasil Ltda.; Teknia Germany Gmbh; Teknia San Luis Potosí, S.A. de C.V.; Teknia Mexico City S.A. de C.V.; Teknia KG d.o.o., Kragujevac; Teknia Nashville, LLC⁸; Teknia Gebze Makine Sanayi Ve Ticaret A.S.; Teknia Japan GK.; Teknia Ampuero, S.L.; Teknia Tepeji, S.A. DE C.V.; Teknia Oradea, S.R.L.; Teknia Santander, S.L.; Teknia Stuttgart Gmbh; Teknia Vimmerby AB; Teknia Xpander, S.L.U.; Teknia Partners, S.L.; Teknia Mobility Innovation, S.L.

⁷The quantitative indicators reflected in this report have been compiled only for the Group's 23 plants/production centres; both commercial and corporate offices are outside the scope as they are not material.

⁸ At the end of 2024, Teknia USA merged with our Teknia Nashville plant, becoming a single company.

9.3. Standard of reference

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.

9.4. Independent review

In accordance with the external assurance requirement of the Non-Financial Reporting and Diversity Act 11/2018, and to ensure the transparency, truthfulness and accuracy of the information reported throughout this report, we have conducted an independent review by MOORE AMS AUDITORES, S.L., who have carried out their work in accordance with the requirements set out in the revised International Standard on Assurance Engagements 3000, 'Assurance Engagements Other than Audits or Reviews of Historical Financial Information (Revised IAEA 3000) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and with the Performance Guidance on Assurance Engagements on Non-Financial Reporting issued by the Spanish Institute of Chartered Accountants.

In addition, the financial data set out in this report was also audited by MOORE AMS AUDITORES, S.L. in accordance with current law.



Annexes

Annex I: Indicators relating to our people

In this chapter we include part of the quantitative indicators required by Law 11/2018 and related to [chapter 6 \(Our people\)](#), of this Report.

With regard to the distribution of the people employed in the Group, the following professional categories are considered:

Direct Workforce (MOD, for its acronym in Spanish)	It includes workers directly involved in the manufacture of the products. This refers mainly to the functions carried out by production workers and production team leaders.
Indirect Workforce (MOI, for its acronym in Spanish)	It includes workers who, without being directly involved in the productive activity, provide the necessary support for this activity 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 Workforce (MOE, for its acronym in Spanish)	It includes workers who carry out administrative, control or management functions, providing services to the activity of the production plants. It refers mainly to the functions carried out by human resources, admin, commercial, purchasing, engineering and the like.

Our people: general indicators⁹

Distribution of workers by country			
Country	2022	2023	2024
Germany	107	97	104
Brazil	172	177	203
United States	105	109	105
Spain	1,164	1,183	1,155
Japan	1	1	1
Morocco	63	66	66
Mexico	633	640	682
Czech Republic	250	266	219
Romania	67	62	62
Serbia	92	87	92
Sweden	0	87	99
Poland	757	740	685
Turkey	70	72	70
Total	3,481	3,587	3,543

⁹ All indicators relating to Chapter 6, Our people, have been calculated as at year-end 2024 (31 December).

Distribution of workers by sex			
	2022	2023	2024
Men	2,241	2,281	2,277
Women	1,240	1,306	1,266
Total	3,481	3,587	3,543

Distribution of workers by sex and age									
	2022			2023			2024		
	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years
Men	348	1,262	631	671	1,262	348	395	1,196	686
Women	196	743	301	325	775	206	207	709	350
Total	544	2,005	932	996	2,037	554	602	1,905	1,036

Distribution of contract types by gender, age and region										
2022	Total	By gender		By age group			By region			
		Men	Women	< 30 years	30-50 years	> 50 years	EMEA	NAFTA	Brazil	Japan
Permanent contract	3,042	1,999	1,043	383	1,801	858	2,259	620	162	1
Temporary contract	409	217	192	148	197	64	288	118	3	0
Miscellaneous	17	15	2	1	6	10	17	0	0	0
Training contract	13	10	3	12	1	0	6	0	7	0
2023	Total	Men	Women	< 30 years	30-50 years	> 50 years	EMEA	NAFTA	Brazil	Japan
Permanent contract	3,177	2,068	1,109	398	1,851	928	2,342	661	173	1
Temporary contract	409	213	196	155	186	68	317	88	4	0
Training contract	1	0	1	1	0	0	1	0	0	0
2024	Total	Men	Women	< 30 years	30-50 years	> 50 years	EMEA	NAFTA	Brazil	Japan
Permanent contract	3,261	2,113	1,148	508	1,771	982	2,340	725	195	1
Temporary contract	257	141	116	80	132	45	194	63	0	0
Miscellaneous	12	11	1	1	2	9	12	0	0	0
Training contract	13	12	1	13	0	0	5	0	8	0

Distribution of employees by professional category			
	2022	2023	2024
Direct Workforce (MOD, for its acronym in Spanish)	2,223	2,204	2,173
Indirect Workforce (MOI, for its acronym in Spanish)	963	1,067	1,064
Structure Workforce (MOE)	295	316	306
Total	3,481	3,587	3,543

Distribution of workers by type of contract, working day, age, sex and professional category										
		2022			2023			2024		
Persons employed by type of contract, working day and gender		Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
Permanent	Men	2,001	13	2,014	2,048	20	2,068	2,105	19	2,124
	Women	1,018	27	1,045	1,087	22	1,109	1,133	16	1,149
Seasonal	Men	200	27	227	187	26	213	130	23	153
	Women	192	3	195	192	5	197	115	2	117
Persons employed by type of contract, working day and age		Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
Permanent	< 30 years	384	0	384	398	0	398	509	0	509
	30-50 years	1,784	23	1,807	1,833	18	1,851	1,759	14	1,773
	> 50 years	851	17	868	904	24	928	968	23	991
Seasonal	< 30 years	152	8	160	151	5	156	83	10	93
	30-50 years	197	1	198	181	5	186	130	2	132
	> 50 years	43	21	64	47	21	68	32	13	45
Persons employed by type of contract, working day and professional category		Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
Permanent	MOD	1,872	21	1,893	1,879	15	1,894	1,959	16	1,975
	MOI	882	5	887	972	16	988	993	10	1,003
	MOE	265	14	279	284	11	295	286	9	295
Seasonal	MOD	323	13	336	294	16	310	189	9	198
	MOI	56	14	70	69	10	79	49	12	61
	MOE	13	3	16	16	5	21	7	4	11

Average annual number of permanent, temporary and part-time contracts by gender, age and professional category									
2022		Men	Women	< 30 years	30-50 years	> 50 years	MOD	MOI	MOE
Permanent	Full-time	0.99	0.97	1	0.11	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
Temporal	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

2023		Men	Women	< 30 years	30-50 years	> 50 years	MOD	MOI	MOE
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
2024		Men	Women	< 30 years	30-50 years	> 50 years	MOD	MOI	MOE
Permanent	Full-time	0.99	0.99	0.99	0.99	0.98	0.99	0.99	0.97
	Part-time	0.01	0.01	0.01	0.01	0.02	0.01	0.01	0.03
Seasonal	Full-time	0.85	0.98	0.95	0.98	0.71	0.95	0.80	0.64
	Part-time	0.15	0.02	0.05	0.02	0.29	0.05	0.20	0.36

Number of redundancies by gender, age and professional category										
		2022			2023			2024		
		< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years
Men	MOD	11	29	18	29	25	6	58	53	13
	MOI	5	11	4	7	22	6	12	19	9
	MOE	-	3	-	0	0	1	0	2	2
Total men		16	43	22	36	47	13	70	74	24
Women	MOD	4	12	8	13	25	9	31	51	14
	MOI	-	3	3	2	1	1	2	1	3
	MOE	-	2	1	0	2	1	3	0	3
Total women		4	17	12	15	28	11	36	52	20
Total		20	60	34	51	75	24	106	126	44

Workers covered by collective agreements by country			
	2022	2023	2024
Germany	-	-	-
Brazil	100%	98,30%	100%
United States	-	-	-
Spain	100%	100%	100%
Japan	-	-	-
Morocco	-	-	-
Mexico	72%	74%	68%
Czech Republic	100%	100%	100%
Romania	100%	-	-
Serbia	-	-	-
Suecia	-	100%	100%
Polonia	100%	100%	100%
Turquía	-	-	-
Total	Not available	81.60%	79%

Our people: training and development indicators

Training hours by gender and average hours per employee			
	2022	2023	2024
Men	9.7	13.49	23.77
Women	9.6	9.58	30.33
Average training hours per employee	9.63	12.07	26.11

Training hours by gender and job category, in total hours and average hours per employee			
	2022	2023	2024
MOD	9	10.40	34.53
MOI	11.4	14.80	13.31
MOE	8.6	14.70	10.88

Safety, health and well-being of our people: indicators¹⁰

Incidence and severity rates			
	2022	2023	2024
Frequency index of occupational accidents	22.99	33	22.1
Incidence rate	-	5,704	3,819
Severity rate of accidents and occupational diseases	0.6	0.6	0.3

Risk Prevention			
	2022	2023	2024
Total number of accidents at work	126	244	161
% minor	98%	90.9 %	91.3%
Number of days lost due to accidents	3,239	3,577	2,306
Total number of fatal accidents	0	0	0

Remuneration policy: indicators

Remuneration by gender and professional category (€)						
	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Management	64,914.00	54,465.00	66,012.41	51,314.53	68,458.52	52,821.85
Administrative	22,013.00	20,495.00	28,081.29	25,719.04	28,747.14	26,184.59
Technical	27,276.00	21,318.00	29,210.30	23,069.01	30,652.22	23,970.29
Operator	19,392.00	13,625.00	21,611.44	15,311.00	22,444.60	16,596.09

¹⁰The information in both tables has been restated compared to the previous Sustainability Report due to improvements in the reporting and monitoring of health and safety data.

Annex II: 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
GENERAL INFORMATION		
Business Model		
Brief description of the Group's business model (including its business environment, organisation and structure).	2-1 Organisational details	1. Teknia, who are we? 1.1. Business Model 4.1. Organisational structure and governing bodies
	2-2 Organisations covered in Sustainability Reporting	
	2-6 Activities, value chain and other business relationships	
	2-9 Governance structure and composition	
Geographical presence	2-11 Chairman of the most senior governing body	1. Teknia, who are we?
	2-1 Organisational details	
Organisational goals and strategies	2-6 Activities, value chain and other business relationships	Letter from Javier Quesada de Luis, CEO of Teknia 4.3. Sustainability governance
	2-22 Sustainable development strategy statement	
Main factors and trends which may potentially affect its future development	2-12 Role of the most senior governance body in monitoring impact management	2.3. Industry challenges 4.3. Sustainability governance
	2-25 Processes to remedy negative impacts	
	2-26 Procedures to seek advice and raise concerns	

Company policies		
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	4. Corporate Governance 5.2 Our suppliers 6. Our people 7.1. Environmental Management
Risk assessment and management		
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	4.2. Code of Conduct and internal regulations
	2-25 Processes to remedy negative impacts	4.3. Sustainability governance
	2-26 Procedures to seek advice and raise concerns	4.4. Risk assessment and management
	2-26 Procedures to seek advice and raise concerns	4.5. Human Rights and Ethical Conduct
Miscellaneous		
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.	Declaration of usage of the GRI Content Index	9. About this Report ANNEX III: Table of contents - GRI Universal Standards
1. ENVIRONMENTAL ISSUES		
Detailed general information		
About current and foreseeable environmental and, if applicable, health and safety impacts of the company’s activities	GRI 3: Key material topics 2021	7.1. Environmental Management
About the environmental assessment or certification procedures	GRI 3: Key material topics 2021	7.1. Environmental Management
About the resources allocated to prevent environmental risks	GRI 3: Key material topics 2021	7.1. Environmental Management
About the application of the precautionary principle	2-23 Commitments and policies	7.1. Environmental Management
About the number of provisions and safeguards against environmental risks	2-27 Compliance with laws and regulations	7.1. Environmental Management
Pollution		
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	7.1. Environmental Management 7.2. Climate Change Management
Circular economy and waste prevention and management		
Measures on prevention, recycling, reuse, other forms of recovery and disposal of waste	306-1: Waste generation and significant waste-related impacts	7.1. Environmental Management
	306-2 Management of significant impacts related to waste	7.4. Circular Economy
	306-3 Waste generated	
Actions to fight against food waste	Non-material	Non-material

Sustainable use of resources		
Water consumption and water supply pursuant to local constraints	303-1: Interaction with water as a shared resource	7.1. Environmental Management 7.3. Responsible use of resources
	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	7.4. Circular Economy
Direct and indirect energy consumption	302-1 Energy consumption within the organisation	7.3. Responsible use of resources
Measures taken to improve energy efficiency	302- 4 Reduction of energy consumption	7.2. Climate Change Management
	302-5 Reduction of energy requirements of products and services	7.3. Responsible use of resources
Use of renewable energy	302-1 Energy consumption within the organisation	7.2. Climate Change Management
	302-3 Energy intensity	7.3. Responsible use of resources
Climate change		
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)	7.2. Climate Change Management
	305- 2 Indirect GHG emissions from energy generation (Scope 2)	
	305-4 Intensity of GHG emissions	
Measures implemented to address the consequences of climate change	3-3 Management of key material topics	7.2. Climate Change Management
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)	7.2. Climate Change Management
Protection of biodiversity		
Measures taken to preserve or restore biodiversity.	Non-material	Non-material
Impacts caused by activities or operations in protected areas	Non-material	Non-material
2. SOCIAL AND STAFF RELATED MATTERS		
Employment		
Total number and distribution of employees by gender, age, country and professional category	2-7 Employees	6.1. The Teknia team Annex I - Indicators relating to our people
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 I - Indicators relating to our people

Average remuneration and its evolution broken down by gender, age and professional category or equal value;	2-19 Remuneration policies	6.6. Remunerations policy
	2-20 Process for establishing remuneration	Annex I - Indicators relating to our people
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	6.6. Remunerations policy Annex I - Indicators relating to our people
	2-19 Remuneration policies	6.6. Remunerations 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.	2-20 Process for establishing remuneration	Annex I - Indicators relating to our people
Implementing disengagement at work policies	GRI 3: Key material topics 2021	6.5. Reconciliation and disconnection
Disabled employees	405-1 Diversity in governing bodies and employees	6.4. Equal and inclusive
Work organisation		
Working time organisation	GRI 3: Key material topics 2021	6.5. Reconciliation and disconnection
Number of hours of absenteeism	403- 2 Identification of hazards, risk assessment and incident investigations	6.2. Health, safety and well-being
Measures designed to facilitate work-life balance and encourage the co-responsible exercise of work-life balance by both parents.	2-7 Employees	6.5. Reconciliation and disconnection
Health and Safety		
Occupational health and safety conditions	403-5 Employee training on occupational health and safety	6.2. Health, safety and well-being
	403-6 Promoting employees' health and safety	6.2. Health, safety and well-being
Workplace accidents, in particular their frequency and severity by sex.	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.	6.2. Health, safety and well-being Annex I - Indicators relating to our people
	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.	6.2. Health, safety and well-being Annex I - Indicators relating to our people
Social Relationships		
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 well-being of our teams
Percentage of employees covered by collective agreement by country	2-30 Collective bargaining agreements	Annex I - Indicators relating to our people

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 I - Indicators relating to our people
Training		
Policies implemented in terms of training	404-1 Average training hours per year per employee	6.3. Ongoing training and commitment to young talent Annex I - Indicators relating to our people
Total number of training hours by professional category.	404-2 Programmes to improve employees' skills and transition assistance programmes	6.3. Ongoing training and commitment to young talent
Accessibility		
Universal accessibility of persons with disabilities	405-1 Diversity in governing bodies and employees	6.4. Equal and inclusive
Equality		
Measures taken to promote equal treatment and opportunities for women and men	GRI 3: Key material topics 2021	6.4. Equal and inclusive
	405-1 Diversity in governing bodies and employees	
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.	GRI 3: Key material topics 2021	405-1 Diversity in governing bodies and employees
	405-1 Diversity in governing bodies and employees	
Policy against all types of discrimination and, if applicable, on diversity management	405-1 Diversity in governing bodies and employees	4.2. Code of Conduct and internal regulations
		6.4. Equal and inclusive
3. INFORMATION REGARDING RESPECT FOR HUMAN RIGHTS		
Implementation of human rights due diligence procedures	2-23 Commitments and policies	4.2. Code of Conduct and internal regulations
	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	4.2. Code of Conduct and internal regulations
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.
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	4.2. Code of Conduct and internal regulations
Elimination of employment and occupational discrimination	2-23 Commitments and policies	Teknia rejects child and forced labour and we ensure that no instances of forced or child labour occur in any of our operations. This is done by monitoring the minimum working age, in accordance with the International Labour Organisation (ILO) and applicable local legislation. In addition, as a UN Global Compact partner, we promote compliance with the Ten Principles, including good practices on human rights and labour standards.
Elimination of forced or compulsory labour	2-23 Commitments and policies	
Effective abolition of child labour	2-23 Commitments and policies	

4. INFORMATION REGARDING THE FIGHT AGAINST CORRUPTION AND BRIBERY		
Measures taken to prevent corruption and bribery	2-23 Commitments and policies	4.2. Code of Conduct and internal regulations
	2-26 Procedures to seek advice and raise concerns	
	205-2 Communication and training on anti-corruption policies and procedures	4.4. Risk assessment and management
Anti-money laundering measures	2-23 Commitments and policies	4.2. Code of Conduct and internal regulations
	2-26 Procedures to seek advice and raise concerns	4.4. Risk assessment and management
Contributions to charities and not-for-profit organisations	2-28 Affiliation to associations	8.1. Generating shared value: our commitment to society
5. CORPORATE INFORMATION		
The Company’s commitments to sustainable development		
Impact of the company’s activity on local employment and development	3-3 Management of key material topics	8.1. Generating shared value: 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. Generating shared value: our commitment to society
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. Generating shared value: our commitment to society
Partnership or sponsorship actions	2-28 Affiliation to associations	3.4. Partnerships, alliances and sponsorships
		8.1. Generating shared value: our commitment to society
Outsourcing and Suppliers		
Inclusion of social, gender equality and environmental issues in the procurement policy	2-6 Activities, value chain and other business relationships	5.2. Our suppliers
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	5.2. Our suppliers
Supervision and audit systems and their results.	308-2 Negative social impacts in the supply chain and actions taken.	5.2. Our suppliers
Consumers		
Actions regarding consumers’ health and safety	3-3 Management of key material topics	5.3. Quality and commitment to our customers
Complaint systems	2-29 Focus on stakeholder participation	5.4. Our Customer Service

Complaints received and their resolution	2-16 Communication of critical issues	5.4. Our Customer Service
Tax information		
Country-by-country benefits	2-6 Activities, value chain and other business relationships	2.4. Focused on profitability: generating economic value
Tax on profits paid	2-6 Activities, value chain and other business relationships	2.4. Focused on profitability: generating economic value
Public grants received	2-6 Activities, value chain and other business relationships	2.4. Focused on profitability: generating economic value

Annex III: Table of contents - GRI Universal Standards

Statement of use	Teknia has presented the information cited in this GRI content index for the period from 1 January 2024 to 31 December 2024 using as a reference the GRI standards, option ‘In accordance - Essential’.
GRI 1 used in the report	GRI 1: Foundations 2021

GRI Standard used	Requirement	Reporting section or direct response
GRI 2: General Contents 2021	2-1 Organisational details	1. Teknia, who are we? 1.1. Business Model
	2-2 Organisations covered in Sustainability Reporting	9.2. Scope
	2-3 Reporting period, frequency and contact point	9. About this report
	2-4 Updating information	Where information has been restated, this has been duly indicated in a footnote or table.
	2-5 External verification	9.4. Independent review
	2-6 Activities, value chain and other business relationships	1. Teknia, who are we? 5.1. Teknia’s value chain 5.2. Our suppliers
	2-7 Employees	6.1. The Teknia team Annex I- Indicators linked to our employees
	2-9 Governance structure and composition	4.1. Organisational structure and governing bodies
	2-11 Chairman of the most senior governing body	4.1. Organisational structure and governing bodies
	2-12 Role of the most senior governance body in monitoring impact management	4.1. Organisational structure and governing bodies
	2-13 Delegation of responsibility for impact management	4.1. Organisational structure and governing bodies 4.3. Sustainability management
	2-14 Role of the most senior governance body in sustainability reporting	4.1. Organisational structure and governing bodies 4.3. Sustainability management
	2-15 Conflicts of interest	4.2. Code of Conduct and internal regulations
	2-16 Communication of critical issues	4.2. Code of Conduct and internal regulations
	2-19 Remuneration policies	6.6. Remunerations policy Annex I - Indicators relating to our people

	2-22 Sustainable development strategy statement	Letter from Javier Quesada de Luis, CEO of Teknia
	2-23 Commitments and policies	4.2. Code of Conduct and internal regulations 7.1. Environmental Management 6. Our people
	2-24 Implementation of commitments and policies	4.2. Code of Conduct and internal regulations 7.1. Environmental Management 6. Our people
	2-25 Processes to remedy negative impacts	4.2. Code of Conduct and internal regulations
	2-26 Procedures to seek advice and raise concerns	4.2. Code of Conduct and internal regulations 5.4. Our Customer Service
	2-27 Compliance with legislation and regulations	4.2. Code of Conduct and internal regulations
	2-28 Affiliation to associations	8.1. Generating shared value: our commitment to society
	2-29 Focus on stakeholder participation	1.3. Our Stakeholders
	2-30 Collective bargaining agreements	Annex I - Indicators relating to our people

GRI Standard used	Requirement	Reporting section or direct response
GRI 3: Key material topics 2021	3-1 Process for determining key material issues	9.1. Methodological aspects
	3-2 List of key material topics	9.1. Methodological aspects
Climate Change (GHG emissions)		
GRI 3: Key material topics 2021	3-3 Management of key material topics	7.1. Environmental Management
GRI 305 Emissions 2016	305-1 Direct GHG emissions (Scope 1)	7.2. Climate Change Management
	305-2: Indirect GHG emissions from energy generation (Scope 2)	7.2. Climate Change Management
	305- 3 Other indirect GHG emissions (Scope 3)	7.2. Climate Change Management
	305-4 Content 305-4 GHG emission levels	7.2. Climate Change Management
Energy: efficiency and renewables		
GRI 3: Key material topics 2021	3-3 Management of key material topics	7.3. Responsible use of resources
GRI 302: Energy 2016	302-1 Energy Consumption within the organisation	7.3. Responsible use of resources
	302-3 Energy intensity	7.3. Responsible use of resources
Circular economy: management of waste and hazardous materials		
GRI 3: Key material topics 2021	3-3 Management of key material topics	7.4. Circular Economy

GRI 301: Materials 2016	301-1 Materials used by weight or volume	7.4. Circular Economy
GRI 303: Water and Effluents 2018	303-1: Interaction with water as a shared resource	7.3. Responsible use of resources
	303-3: Water extraction	7.3. Responsible use of resources
	303-5: Water consumption	7.3. Responsible use of resources
GRI 306: 2020 Waste.	306-1: Waste generation and significant waste-related impacts	7.4. Circular Economy
	306-2 Management of significant impacts related to waste	7.4. Circular Economy
	306-3 Waste generated	7.4. Circular Economy
Relationships with the community		
GRI 3: Key material topics 2021	3-3 Management of key material topics	8.1. Generating shared value: our commitment to society
GRI 413: Local communities 2016	413-1 Operations with local community engagement programmes, impact assessments and development	8.1. Generating shared value: our commitment to society
Product quality and safety		
GRI 3: Key material topics 2021	3-3 Management of key material topics	5.3. Quality and commitment to our customers
Customer engagement		
GRI 3: Key material topics 2021	3-3 Management of key material topics	5.3. Quality and commitment to our customers
Work Practices		
GRI 3: Key material topics 2021	3-3 Management of key material topics	6.1. The Teknia team
GRI 401: Employment 2016	401-1 Recruitment of new employees and staff turnover	Annex I - Indicators relating to our people
GRI 405: diversity and equal opportunities 2016	405 -1 Diversity in governance bodies and employees	Annex I - Indicators relating to our people
	405 -2 Ratio of basic salary and remuneration of women compared to men	6.6. Remunerations policy Annex I - Indicators relating to our people
Recruitment, development, and training		
GRI 3: Key material topics 2021	3-3 Management of key material topics	6.3. Ongoing training and commitment to young talent
GRI 404: Training and education 2016	404-1 Average training hours per year per employee	6.3. Ongoing training and commitment to young talent Annex I - Indicators relating to our people
Employee health and safety		

GRI 3: Key material topics 2021	3-3 Management of key material topics	6.2. Health, safety and well-being
GRI 403: Occupational Health and Safety 2018	403- 1 Occupational health and safety management system	6.2. Health, safety and well-being
	403-2 Hazard identification, risk assessment and incident investigation	6.2. Health, safety and well-being
	403-4 Employees’ engagement, consultation and communication on occupational health and safety	6.2. Health, safety and well-being
	403-6 Promoting employees’ health and safety	6.2. Health, safety and well-being
	403-9 Work-related injuries	6.2. Health, safety and well-being Annex I - Indicators relating to our people
	403-10 Occupational illnesses and diseases	6.2. Health, safety and well-being Annex I - Indicators relating to our people
Increasing the product range for sustainable mobility		
GRI 3: Key material topics 2021	3-3 Management of key material topics	7.5. Advanced manufacturing and technological transformation plan
Supply chain management: Social impacts (Human Rights)		
GRI 3: Key material topics 2021	3-3 Management of key material topics	5.1. Teknia’s value chain 5.3. Our suppliers
Supply chain management: Environmental impacts		
GRI 3: Key material topics 2021	3-3 Management of key material topics	5.1. Teknia’s value chain 5.3. Our suppliers
GRI 308: Environmental assessment of suppliers 2016	308-1 New suppliers having successfully completed selection screening in accordance with environmental criteria	5.3. Our suppliers
	308-2 Negative social impacts in the supply chain and actions taken.	5.3. Our suppliers
Sustainable innovation: Industry 4.0		
GRI 3: Key material topics 2021	3-3 Management of key material topics	7.5. Advanced manufacturing and technological transformation plan
Governance Model, Business Ethics, and ESG Risk Management		
GRI 3: Key material topics 2021	3-3 Management of key material topics	4.2. Code of Conduct and internal regulations 4.3. Sustainability governance 4.4. Risk assessment and management
Key material topics		
GRI 205: Anti-Corruption 2016	205-2 Communication and training on anti-corruption policies and procedures	4.2. Code of Conduct and internal regulations 4.4. Risk assessment and management 6.3. Ongoing training and commitment to young talent Annex I - Indicators relating to our people

Annex IV: Table of contents of the Ten Principles of the UN Global Compact and the SDGs of 2030 Agenda

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In 2023 we joined the UN Global Compact, and since then we have been an active member, having participated in various programmes in 2024 with the aim of improving our sustainable performance. Our commitment to the Ten Principles relating to human rights, labour standards, the environment and anti-corruption can be seen throughout this Sustainability Report, as well as in our CoPs, which are available on the Global Compact website:

<https://unglobalcompact.org/what-is-gc/participants/156090-Teknia-Manufacturing-Group-S-L-U->

Contact details

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Thematic area	Global Compact Principle	Correspondence GRI indicator	SDG
Human Rights	1. Businesses should support and respect the protection of the fundamental human rights recognised within their sphere of influence.	403-2, 403-3, 405-1, 405-2, 406-1, 407-1, 409-1, 414-1, 416-1	
	2. Businesses should ensure that they are not complicit in human rights abuses.	414-1, 406-1-409-1	
Labour rights	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	402-1, 407-1, 414-1	
	4. Businesses should support the elimination of all forms of forced and compulsory labour.	409-1, 414-1	
	5. Businesses should support the elimination of child labour.	409-1, 412-2,	
	6. Businesses should support the abolition of discrimination in respect of employment and occupation.	401-1, 405-1, 405-2, 406-1, 414-1	
Environment	7. Businesses should maintain a precautionary approach that favours the environment.	301-3, 302-1, 303-1, 304-2, 305-1-305-3, 306-1, 306-2, 307-1, 416-1, 417-1	
	8. Businesses should encourage initiatives that promote greater environmental responsibility.	201-2	
	9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	301-3	
Anti-corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery.	205-1	

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 2024

INFORME DE VERIFICACIÓN INDEPENDIENTE DEL ESTADO DE
INFORMACIÓN NO FINANCIERA CONSOLIDADO DE
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CORRESPONDIENTE AL EJERCICIO 2024

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 2024, 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 “Anexo III: Tabla de contenidos GRI Universal Standards”.

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 2024. 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 d 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 2024 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 2024
- 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 2024.
- Comprobación, mediante pruebas, en base a selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2024 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 2024 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 en el "Anexo III: Tabla de contenidos GRI Universal Standards".

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, 22 de mayo de 2025

MOORE AMS AUDITORES, S.L.



Fdo.: Ignacio Barturen Fernández
(Socio)

INSTITUTO DE CENSORES
JURADOS DE CUENTAS
DE ESPAÑA

MOORE AMS AUDITORES,
S.L.

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