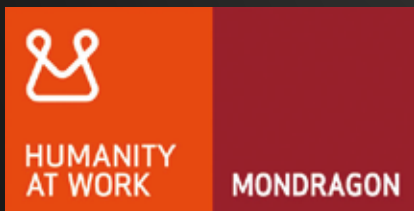




Non-Financial Information Statement of Matz-Erreka, S. Coop.



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1-Letter of introduction

At the ERREKA Group, we began 2022 with 3 fundamental challenges: to continue our commitment to diversification, maintaining profitability and the quality of employment.

We have been very aware of the general instability of the markets and the increasingly complex situation in society in general, facing situations of rising costs of materials and energy, the war in Ukraine and rising interest rates. A very complex year, with a clear situation of stagflation.

Even in this scenario of uncertainty and complexity, the Erreka Group has been able to adapt and cope with the situation through the effort and committed work of all its people, and this is how the following advances have been achieved:

- A record year in sales, reinforcing our value proposition by working on efficiency and business productivity, growing in almost all the markets in which we operate.
- The definition of a project for the progressive reduction of electricity consumption in our production plants over the next 4 years.
- Progress in the quality and ergonomics of our workplaces, where we have invested more than 120,000 euros. We have offered all our staff personalised back muscle strengthening sessions in our production plants. These sessions are led by a health specialist from the Athlon cooperative, using the most modern facilities equipped with monitoring, control and effort evolution systems

The sustainability of our business has been an ongoing exercise, carried out in collaboration with our stakeholders.

In this respect, we would like to make special mention of the Mondragón Group Components Division, of which we are members and from which we have been able to work on the sustainability strategy, which translates into many of the actions and results presented in this document.

This document presents the Erreka Group's Statement of Non-Financial Information. The Governing Council of Matz-Erreka has chosen to formulate the Statement of Non-Financial Information, in a separate document, although the content of the Statement of Non-Financial Information is part of the Consolidated Management Report.

All the information included in this document refers to the parent company and the subsidiaries that make up the Erreka Group. We have not included the subsidiary in China, as it is very small.

The document contains the necessary information to understand the evolution, the results and the situation of the Matz-Erreka Group, and the impact of its activity regarding issues relevant to business sustainability.

Kepa Belaustegi (President) and Antton Tomasena (Managing Director)

2-About us



Brief history

The Erreka Group was founded in 1961 with the constitution of a worker cooperative. Its first business unit was the manufacture of custom-design screws, which over time became fasteners with associated engineering applications.

Subsequently, and in 1967, the injection plastics business emerged, which is highly specialized in functional technical parts for the automotive industry, but which currently also works for household appliances and medical uses.

In 1983 the Accesos Automáticos business was established, which designed, manufactured, and installed automatic pedestrian doors, as well as the sale of everything necessary for the automation of garage doors.

Erreka is part of the Mondragón Corporation business group and is organised accordingly within this framework.

Its main centres are located in Antzuola and Bergara (Gipuzkoa), and its main subsidiaries in Mexico, the Czech Republic and China, as well as various national and international sales offices (See references in Annex 2).

From its beginnings until the present day, the ErrekaGroup has been evolving to adapt to new technologies and market demands, paying great attention to quality assurance, environmental and occupational risk prevention systems.

Mission, Vision, Values

Our mission is to enjoy creating satisfied customers.

Our vision is to be an open and agile innovation platform that drives the creation of new businesses and the transformation of existing ones, while remaining true to our cooperative principles. Our values are shared and underpin the co-operative's standards of conduct, both with third parties and within the internal organisation. They predispose us to behave in a certain way and provide us with our own identity as a community of people. These are our values:

- Commitment
- Trust
- Achievement orientation
- Cooperation and teamwork
- Customer orientation
- Change orientation

Business and organization

Erreka currently has 4 Business Units (Fastening, Automatic Access, Plastics and Care) and a Corporate Services unit (Finance, People Management, Information and Communication Technologies, Management Systems and Open Innovation.)

Fastening



Plastics



Access Automation



Care



FASTENING:

- High level fastening, reliability, and safety.
- Monitoring systems for critical joints.
- Field engineering services..

AUTOMATIC ACCESSES

- Design, manufacture, and installation of automated systems for entrances.
- Access management and control.

PLASTICOS

- Development and production of highly complex technical plastic parts.
- Contract Manufacturing for demanding sectors such as automotive and medical industries

CARE

- Mobility and well-being solutions for people requiring assistance.

A total of 261 people are employed in Spain, and including our subsidiaries, we have over 457 employees in three main locations, including Antzuola/Bergara, Mexico, and the Czech Republic.

The fundamentals of the ERREKA organizational model

ERREKA is in the process of transformation towards an agile organization model that drives innovation, promotes digitization, actively facilitates the capture of opportunities and the development of new projects, adapting to the conditions of the environment. For this, it has a strong and aligned leadership, with a convincing and shared aspiration throughout the organization.

A company that brings together / integrates the knowledge of its operations and manages it



A company that actively understands change and drives it (not reactively)



A company that actively understands change and drives it (not reactively)

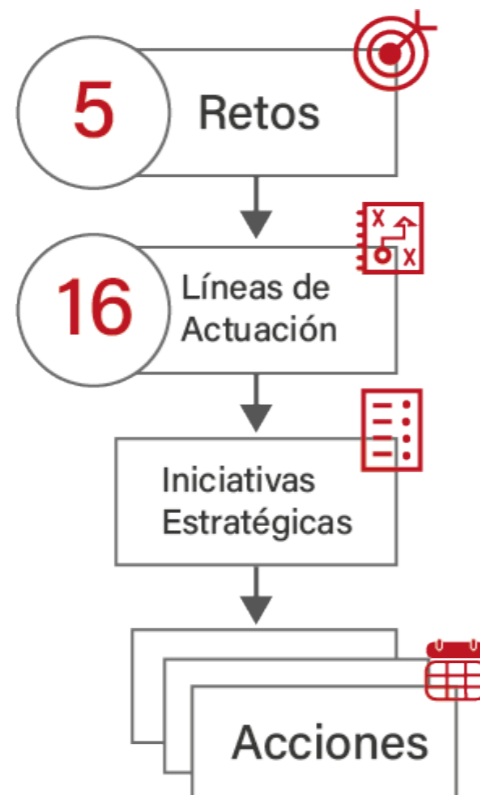
A company that discovers new challenges and opportunities, solving uncertainty

3- Strategic challenges and risk analysis

Strategic challenges

In the 2021-2024 strategic plan developed during 2021, the following strategic challenges were defined:

- Diversification towards businesses with high Added Value for the customer
- Profitability with sustainable growth
- Being a benchmark in open Innovation
- Being an agile, flexible, and healthy company
- Digitization to guarantee security



The set of challenges is categorized into 16 lines of action, representing the necessary elements and actions for achieving each challenge. These 16 lines of action will collectively form 47 strategic initiatives in the form of plans and projects. These initiatives will directly impact the accomplishment of the aforementioned challenges.

Throughout 2022, we focused on the development and enhancement of the following areas:

- The value proposition:
 - Connectivity.
 - High added-value engineering services for our customers.
 - The medical and healthcare sector.
 - Sustainable mobility
- Financial sustainability, by improving profitability, efficiency, and business productivity.
- Growth, through better positioning in the markets in which we operate.
- Technology monitoring for collaboration, development, and participation in business projects that enhance our value proposition.
- Generating quality employment, supporting socio-entrepreneurial development wherever possible.
- Developing solutions that prioritize respect for the environment and circular economy projects.
- Prioritizing people, their job quality, and professional growth opportunities.
- Energy-saving across all areas.
- Brand recognition.

Risks associated with the market

Strategic analysis identified several risk factors for Erreka: inflation, economic stagnation, the pandemic, and the regionalisation of the economy.

During 2022 and according to the analyses shared at the division level and in reference to the sectors in which we operate, we continued to face a global situation conditioned by the following risk factors:

- Inflation, due to the gradual loss of purchasing power: Rise in raw materials, energy, transport, services...
- Shortages and supply chain disruptions due to conflicts.
- The end of globalisation and the new geopolitics of blocs, regionalisation, and smaller markets.
- Uncertainty in the automotive sector.
- Cybersecurity
- Increasing fiscal and social burdens from public administration
- Impoverishment of the population in general.
- Financing becoming increasingly expensive.
- Shortage of skilled labour.

4- Management model



The Erreka Group management model is based on the integrated approach of management PDCA (Plan – Do – Check – Act) at all levels of the organization: at the strategic level, at the process level (both operational and support) and at the systems level to manage all relevant aspects of its strategy and its operations.

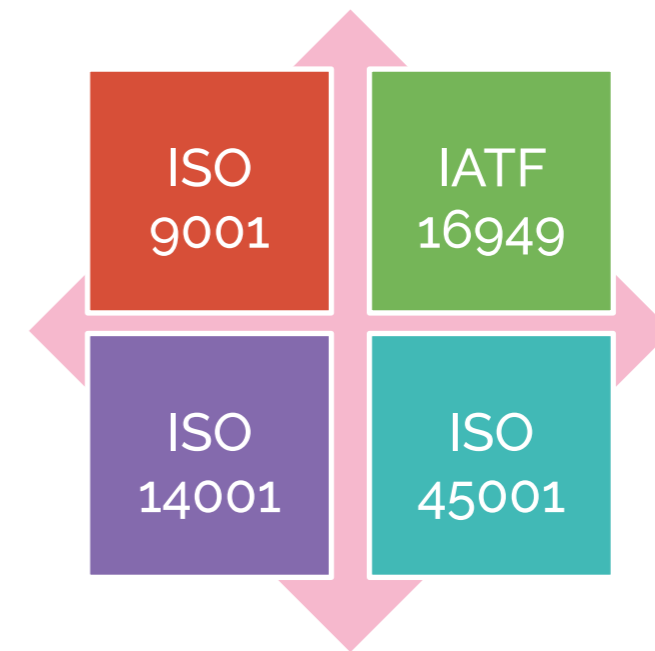
At the strategic level, the results derived from carrying out the management cycles at all levels are integrated, and together with the analysis of the external context of the organization and its stakeholders, a SWOT review (Weaknesses – Threats – Strengths – Opportunities) and of the challenges is carried out. Immediately afterwards, the new challenges to be achieved in the next management cycle are defined.

The Strategic Plan is deployed annually through the Management Plan. The quantification of the necessary resources is carried out, the definition of the most appropriate organization to deploy the long, medium, and short-term strategy designed and, in turn, the strategic scorecard that will allow progress to be checked in each of the defined challenges.

At the process level, the guidelines derived from the Management Plan and the information derived from the fulfilment of objectives, action plans and risk analysis are collected annually to adjust the objectives of the next management cycle, identify the process elements that need to be adjusted and deploy the appropriate guidelines to teams, departments and individuals.

The people who are responsible for the processes and their teams periodically monitor the objectives and actions under their management scope, taking the appropriate actions. Every year those responsible report on the degree of compliance with their objectives, the performance of the projects deployed and the risk map of the process, proposing the appropriate improvement projects.

Due to the critical nature of the business in terms of compliance with customer quality requirements, environmental protection, employee health and safety and liability, the Board of Directors promotes the development of the **integrated management system** based on specific regulations, as stated in the following figure and obtains the appropriate certifications.



Like strategy and processes, those responsible for the integrated management systems (Quality, Environment, Occupational Health and Safety) maintain appropriate policies and due diligence procedures. They deploy them throughout the organization, periodically evaluating their operation and annually, reviewing and reporting on their suitability.

The following table shows the management approaches used by the Erreka Group for each of the relevant non-financial issues:

ISSUE	MANAGEMENT APPROACH
Environmental Issues Medium risk - Significant waste generation	Process "MANAGEMENT OF INFRASTRUCTURES AND EQUIPMENT" Integrated management system (ISO 14001 Certification)
Social and Personal Issues High Risk - People-Centred Cooperative Model	Articles of Association Cooperative Internal Regulations (RIC), Code of conduct Process "MANAGEMENT AND DEVELOPMENT OF PEOPLE" ISO 45001
Respect for Human Rights Low risk throughout the value chain	Articles of Association Cooperative Internal Regulations (RIC) Code of Ethics in the COMPLIANCE document
Fight against corruption and bribery Low risk - Operations in mature sectors	Cooperative Internal Regulations (RIC) Code of Ethics in the COMPLIANCE document
Society Low risk - Cooperative model deeply rooted in our area of influence. Our products have no impact on consumers.	Solidarity ERREKA Group Solidarity MONDRAGON
Product	ISO 9001 IATF

The approaches are further elaborated at a later stage in the sections dealing with the specific issues.

5- Materiality Assessment



The materiality assessment carried out in the Erreka Group in the financial year 2021 has been considered for the drafting of this report and information has been provided regarding the updating of this study during the financial year 2022.

During the 2021 financial year, a four-phase process was carried out:

1. Process for determining material issues
2. Communication with Stakeholders
3. Practise within the cooperative
4. Exchange of opinions, creating and validating the matrix

During the 2022 financial year, the materiality matrix has been revised considering the following inputs:

- Materiality assessment of the Mondragón Components Division, 2022.
- The trends experienced by the company in the last year and their reflections.

It has been decided not to repeat the interaction with the stakeholders on an annual basis and it is being considered to do so in the following year, this time with a more direct interaction with each of them.

Process for determining material issues

During the 2021 financial year, the identification of material issues was based on GRI standards, the relevant issues for the Erreka Group's activity (sectorial), the legal requirements to be met and the guidelines aimed at defining the Mondragón Corporation's sustainability strategy..

Issues were categorized into the following five areas:

- Economic: those that affect business activity and economic viability
- Governance: those that are relevant to guide the activity of the company
- People area: issues related to working conditions and employability of workers
- Environment: issues for analysing the impact of business on the environment
- Society: issues that express the social impact that occurs outside the company

Below are the issues specified for each area and their explanation.

Material Issues

Economic area	
Innovation Promote innovative culture applied to products, services, processes and strategic projects to further improve eco-efficiency and quality. Innovative product design with high quality standards.	NO GRI
Economic activity – financial strength Grow economically in a sustainable way to guarantee the permanence of the cooperative.	GRI 201
Responsible supply chain management Include sustainable development issues in supplier assessments to extend our commitment as a company to sustainability in the value chain. Prioritize purchases from local suppliers in the areas where the cooperative is active.	GRI 204 GRI 308 GRI 414
Digitalization Continue with the transformation process in two areas: <ul style="list-style-type: none"> • Internal management: processes related to business management • Industrial field: in processes related to products 	NO GRI
Diversification Increase our share in the sectors in which we are currently active and to gain a foothold in new businesses.	NO GRI
Governance	
Democratic and effective governance Analyse the Governance Guide for a good cooperative defined by the MONDRAGON Corporation and to design a governance model in line and effective with our Erreka governance values.	NO GRI
Communication and transparency To have the necessary mechanisms in place to ensure a two-way exchange of information that allows for an understanding of the decisions and tasks related to the co-operative's activity and to take into account the opinions of all those who make up the organisation.	NO GRI
Ethical governance Ensure the ethical and responsible behaviour of the co-operative's governance and management bodies. Establish mechanisms to prevent practices such as corruption, bribery, fraud or unfair competition.	GRI 205 GRI 206
Governance committed to sustainability Promote a business model that contributes to sustainable development.	NO GRI

People area	
<p>Agile and flexible company</p> <p>To create a business model that positively affects the satisfaction and employability of employees. Manage, among others, the following matters:</p> <ul style="list-style-type: none"> • Conditions for obtaining a work life balance • Solidarity-based remuneration system • Generate spaces and processes to maintain talent and facilitate the professional and personal development of employees, with the aim of promoting a culture of change. 	<p>GRI 401</p> <p>GRI 404</p>
<p>Empresa saludable</p> <p>Promote a business model that adapts jobs to the needs of the individual and that addresses the following issues in particular:</p> <ul style="list-style-type: none"> • Health and Safety at Work • Promoting a network of healthy industrial relations • Ensuring quality employment and employees' rights 	GRI 403
<p>Diversity and equal opportunities</p> <p>Promote an inclusive work environment based on equal opportunities between women and men and multiculturalism.</p>	GRI 405
<p>Basque Language</p> <p>That, in accordance with the provisions of the company's Basque language plan, Basque is the main working language in its internal relations at the company's head-quarters.</p>	NO GRI
Environment	
<p>Emissions</p> <p>Reduction of atmospheric emissions.</p>	GRI 305
<p>Responsible waste management</p> <p>Reduce the waste generated to minimize the environmental impact and manage the waste generated responsibly.</p>	GRI 306
<p>Responsible use of raw materials</p> <p>Optimize the use of raw materials to minimize environmental impact: reduce the use and encourage the use of recycled raw materials.</p>	GRI 301
<p>Energy efficiency</p> <p>Optimise energy use and focus on renewable energies.</p>	GRI 302
<p>Water</p> <p>Responsible use of water: reducing consumption and establishing reuse mechanisms</p>	GRI 303
<p>Workforce mobility</p> <p>Design and implementation of a workforce mobility plan.</p>	GRI 305
Society	
<p>Local community development</p> <p>Actively participate in the local society in which the Erreka plants are located, by collaborating in social action initiatives, solidarity, etc. Foster collaborative relationships with stakeholder.</p>	GRI 413

Communication with Stakeholders

During the financial year 2021 prioritization was carried out to collect the views of external stakeholders taking into account three characteristics: 1) the influence of the stakeholder on the cooperative's activity, 2) the influence of the cooperative's activity on this stakeholder and 3) the importance that each stakeholder will have on the future of the business.

The stakeholders are as follows:

- Customers
- Suppliers:
- Financial entities
- MONDRAGON Corporation
- Technology centres
- Educational institutions
- Local community -> city councils
- Public administration -> Gipuzkoa Provincial Council

As mentioned above, the prioritisation of stakeholders in the matrix has not been updated for the 2022 financial year, as listening to them has been postponed to the next financial year, with the intention of a more direct interaction with each stakeholder, as well as redoing the online survey as was done in 2021..

Practise within the cooperative

A brainstorming session was held in January 2023 to assess the material issues prioritised from a business perspective in 2021. This session was attended by representatives of the governance bodies (members of the Governing Council and the Board of Directors) and several partner-workers from different areas.

In this session, the material issues of 2021 were presented, in order of importance attributed to each of them, and the Component divisions were aligned with the themes prioritised in their reflection.

Conclusions:

- Among the material issues of the Components Division, all the topics selected by Matz Erreka in 2021 have been included, except Basque and Community Development.

- The Components Division has chosen a single issue that did not appear in Matz Erreka's material topics: that of adaptation and compliance with customer requirements.

Agreed modifications:

- It has been decided to include it among the materials Adapting and meeting customer requirements. It has been underlined that this subject is directly related to the economic activity of the company and although it was not explicitly mentioned before, it is a clear priority on a day-to-day basis. It has been decided to place it on a par with thematic materials with 8 points.
- Regarding Governance, 7 points were allocated to the importance that democratic and effective Governance plays, but in view of the trends of the last year, and taking into account the importance that sustainability is acquiring in the day to day of the companies, Governance related to Sustainability has been prioritized and it has been accepted to change the order of both material issues.

Materiality Matrix 2022



The figure shows the material topics that have been divided into three levels (the numbers correspond to the materiality matrix key)

Level 1:

- Economic activity – Financial strength-> 2
- Communication and transparency-> 8
- Health-driven company -> 18
- Responsible Management of raw materials-> 13
- Agile and flexible company-> 17
- Adaptation and compliance with customer requirements->21
- Energy efficiency -> 14
- Open innovation -> 1
- Diversification -> 5
- Governance committed to sustainability-> 10

Level 2:

- Basque language -> 20
- Digitization -> 4
- Local community development-> 6
- Democratic and effective governance-> 7
- Diversity and equal opportunities-> 19

Level 3:

- Ethical governance -> 9
- Responsible waste management-> 12
- Responsible supply chain management-> 3
- Emissions -> 1
- Water -> 15
- Workforce mobility -> 16

6 - Information on Environmental Issues



The Erreka Group incorporates management measures into its processes to reduce the environmental impact generated by its activity and is certified by the standard ISO 14001..

The Erreka Group dedicates around €39,000 each year to developing environmental improvement objectives, of which €29,000 is used for waste treatment and disposal, and a further €10,000 to cover prevention and management costs associated with certifications, consultancy, and installation costs for various technologies.

Both Mexico and the Czech Republic demonstrate expenditure of approximately €10,000 for such purposes. The rest, a sum of around €29,000, is the cost borne by the Matz Erreka S.Coop. plants.

Measures to prevent contamination

Erreka annually analyses all its environmental aspects and determines improvement objectives based on the established procedures, assessing all its variants such as the consumption of materials, water and energy, noise emissions, wastewater discharge and waste managed by authorized companies.

All the Erreka Group's emissions are below the maximum levels established by current legislation.

Circular economy applied to the product

In accordance with the Strategic Plan drawn up for the period 2021-2024 Erreka, and in response to the strategies of "Diversified towards businesses with high added value for the customer" during 2022, work has continued the following initiatives and actions.

- Increase the working life extension and reduce the maintenance cost of onshore wind turbines
- Expansion of the offer of engineering services for wind turbine and motor connection design
- Development of solutions from 3D printing

All of this responds to the logic of the circular economy, through eco-design when developing the product and reducing its environmental impact throughout the phases of its life cycle and incorporating the environmental factor into the product as an added value.

Circular economy and waste management

Based on the logic of the circular economy, at the Erreka Group we try to radically limit the extraction of raw materials and the production of waste by reducing, recovering and reusing materials.

Within the strategic framework and the "sustainable growth" challenge, during the year 2022, work continues to improve data on the recovery and reuse of residual materials in the production process

- Optimize the recycling and re-processing of surplus, under the paradigm of the circular economy. Analysing the list of elements that reduce the carbon footprint and developing waste post-processing techniques that allow the reused material to be used.

In addition to this, the Erreka Group has a Prevention Plan for containers and packaging that is carried out every three years. The containers used to supply the products are made of cardboard, plastics, and wood.

The waste is delivered to authorized waste companies to be suitably treated.

The following table shows the amount of hazardous and non-hazardous waste managed in 2022 in the Erreka Group.

Hondakinen bolumena motaren arabera (kg) <i>Volume of waste generated by type (kg)</i>	2022	2021	2022-2021 bilakaera
Hondakin ez arriskutsuak <i>Non-hazardous waste</i>	543.641,00	460.289,00	18,11%
Hondakin arriskutsuak <i>Hazardous waste</i>	16.441,60	19.956,00	-17,61%
GUZTIRA // total	560.082,60	480.245,00	16,62%

The following table shows the amount of hazardous and non-hazardous waste managed in 2022 in the plant:

PLASTICS BUSINESS <i>Volume of waste generated by type (kg)</i>	2022	2021	2022-2021 bilakaera
Hondakin ez arriskutsuak <i>Non-hazardous waste</i>	27.360,00	27.080,00	1,03%
Hondakin arriskutsuak <i>Hazardous waste</i>	1.523,00	3.253,00	-53,18%
GUZTIRA // total	28.883,00	30.333,00	-4,78%

FASTENING <i>Volume of waste generated by type (kg)</i>	2022	2021	2022-2021 bilakaera
Hondakin ez arriskutsuak <i>Non-hazardous waste</i>	363.360,00	257.230,00	41,26%
Hondakin arriskutsuak <i>Hazardous waste</i>	6.705,00	7.540,00	-11,07%
GUZTIRA // total	370.065,00	264.770,00	39,77%

AUTOMATIC ACCESSES <i>Volume of waste generated by type (kg)</i>	2022	2021	2022-2021 bilakaera
Hondakin ez arriskutsuak <i>Non-hazardous waste</i>	14.780,00	16.520,00	-10,53%
Hondakin arriskutsuak <i>Hazardous waste</i>	1.360,00	2.260,00	-39,82%
GUZTIRA // total	16.140,00	18.780,00	-14,06%

The following table shows the amount of hazardous and non-hazardous waste managed in 2022 at the Mexico plant.

Hondakinen bolumena motaren arabera (kg) <i>Volume of waste generated by type (kg)</i>	2022	2021	2022-2021 bilakaera
Hondakin ez arriskutsuak <i>Non-hazardous waste</i>	71.506,00	93.607,00	-23,61%
Hondakin arriskutsuak <i>Hazardous waste</i>	4.607,60	4.356,00	5,78%
GUZTIRA // total	76.113,60	97.963,00	-22,30%

The following table shows the amount of hazardous and non-hazardous waste managed in 2022 at the Czech plant.

Volume of waste generated by type (kg)	2022	2021	2022-2021 bilakaera
Hondakin ez arriskutsuak <i>Non-hazardous waste</i>	66.635,00	65.852,00	1,19%
Hondakin arriskutsuak <i>Hazardous waste</i>	2.246,00	2.547,00	-11,82%
GUZTIRA // total	68.881,00	68.399,00	0,70%

The following is a list of waste NOT destined for disposal and waste destined for disposal and its method of recovery or disposal in 2022 for the entire Erreka Group:

Removal method	2022	2021	2022-2021 Evolution
Non-hazardous waste (kg)			
BERRESKURATZEKO ERAGIKETAK <i>Recovery operations</i>			
Berrerabilpena <i>Reuse</i>	6.141,60	14.476,50	-57,58%
Birziklapena <i>Recycling</i>	381.272,60	272.513,00	39,91%
Berreskurapena <i>Recovery</i>	2.736,00	2.708,00	1,03%
EZABATZE ERAGIKETAK <i>Elimination operations</i>			
Bestelako ezabatzeak <i>Other removal mode</i>	95.309,20	124.883,50	-23,68%
Azken balorizazio ezezaguna <i>Final elimination unknown</i>	36.380,00	45.708,00	-20,41%
Hazardous waste (kg)			
EZABATZE ERAGIKETAK <i>Elimination operations</i>			
Bestelako ezabatzeak <i>Other removal mode</i>	16.441,60	19.956,00	-17,61%

Sustainable use of resources

The relevant resources for the Erreka Group linked to its activity are water, energy and raw materials. The data on water extraction and energy consumption of the Erreka Group in 2022 are as follows:

Water consumption

Water withdrawal (m3) by plants	2022	2021	2022-2021 bilakaera
Plastics	792	756	4,76%
Fastening	530	495	7,07%
Automatic accesses	130	110	18,18%
Mexican plant	268	295	-9,15%
Czech plant	514	452	13,72%
TOTAL Grupo ERREKA	2.234	2.108	5,98%

Energy consumption

Total energy consumption Erreka Group	2022	2021	2022-2021 bilakaera
EZ BERRIZTAGARRIAK // Non-renewable			
Electrical	7.166.993,00	7.356.645,00	-2,58%
Natural Gas	485.267,00	307.627,00	57,75%
Oil	912,00	846,00	7,80%
EZ BERRIZTAGARRIAK GUZTIRA	7.653.172,00	7.665.118,00	-0,16%

Energy intensity ratio

Energy intensity ratio	2022	2021	2022-2021 bilakaera
Total energy consumption (kWh)	7.653.172,00	7.665.118,00	-0,16%
Billing (€)	68.425.138,00	55.821.774,00	22,58%
Langileak guztira <i>Employees</i>	457,00	430,00	6,28%
RATIOA 1 -> <i>Energy consumption/billing</i>	11%	14%	-18,55%
RATIOA 2 -> <i>Energy consumption/employee</i>	1674655%	1782586%	-6,05%

The Erreka Group analyses energy consumption on an annual basis and, if it is significant, targets are set for improvement.

Within the strategic challenge "Sustainable Erreka with profitable and cooperative growth" during 2022 an effort has been made to reduce energy consumption, especially in the Fastening businesses where consumption measures have been installed per machine and in Plastics, where ISO 50001 has been implemented.

In recent years, important work has been done to change the lighting to Led, as well as to install sensors to automatically turn off the light and in the air conditioners.

Use of raw materials and consumption of materials

The data on the use of raw materials and consumption of the most relevant materials of the Erreka Group is presented below:

<i>Consumption of materials and raw materials (weight or volume)</i>	2022	2021	2022-2021 bilakaera
LEHENGAIK // Raw Materials			
BERRIZTAGARRIAK <i>Renovables</i>			
Plastic pellets (kg)	2.287.180,00	2.339.157,00	-2,22%
Steel (kg)	2.432.838,00	2.137.378,00	13,82%
Aluminium (kg)	87.319,00	93.856,00	-6,96%
Oil (l)	17.725,00	16.115,00	9,99%
KONTSUMOA MATERIALS // Material consumption			
BERRIZTAGARRIAK <i>Renewables</i>			
Plastic (kg)	39.584,60	11.451,00	245,69%
Cardboard (kg)	107.239,00	193.376,00	-44,54%
Wood (kg)	280.889,00	176.112,00	59,49%

Climate change - Emissions

The greenhouse gas emissions generated as a result of the Erreka Group's activity that are significant are those related to the use of energy already reported in the previous section.

The organization's concern for the impact of our activity on the environment led to systematizing the actions following the ISO14001 scheme.

We continue working to reduce energy consumption and the change of lighting to LED is being carried out. The energy consumption derived from air conditioning is also being reduced. In this sense, during 2022, work has been done to obtain the energy efficiency certification according to ISO 50001 at the Antzuola plant.

We continue to work on measuring the Carbon Footprint of the plants in the Basque Country and subsidiaries in collaboration with Ondoan and IK Ingenieria. Measurement that will serve to understand, mitigate and, where appropriate, offset our environmental impact. We currently have a methodology for measuring the carbon footprint, the results of which can be obtained according to the GHG protocol and/or ISO 14064.

The Mexico plant has updated the data corresponding to Scope 2 of the carbon footprint and the calculation of the Greenhouse Gas (GHG) ratio and its corresponding reduction index. The following table shows the data for the last few years:

Direct GHG emissions (scope 2)

GHG emissions (tCO ₂ eq)	2022	2021	Evolution 2021-2022
2. irismena <i>Scope 2</i>	1.130,30	980,89	15,23%
GUZTIRA // total	1.130,30	980,89	15,23%

Other significant air emissions:

Other significant air emissions	2022	2021	Evolution 2021-2022
Kutsatzaile organiko lurrunkorra <i>Volatile Organic Pollutants</i>	26,84	28,00	-4,14%
Partikulak <i>Particles</i>	56,93	60,00	-5,12%

Impact on biodiversity

all facilities of the Erreka Group are located either in industrial estates or urban areas, so the activity carried out in these locations does not generate direct impacts on biodiversity or other protected areas. For this reason, this report does not include information related to this aspect considered not relevant.

7- Information on Social and Personal Issues



People are a fundamental factor in the Erreka Group, and as the vision of our organisation states, people are the most important "differential value" of ERREKA. We consider people as individuals with their own identity, with eagerness, feelings, aspirations, needs, capacities, abilities and desires.

The people policies we deploy through the P70 "People Development" process are consistent with the following internal normative documents:

- The Internal Regulations of the matrix, which in Chapter V "Working and disciplinary regime" covers issues related to work organisation (Section 1), working time (Section 2), promotion at work (Section 3), promotion at work (Section 4), advance payments (Section 5), job mobility and unemployment (Sections 6 and 7) and occupational health and safety (Section 8).
- Labour regulation regulations
- The parent company's code of conduct, which establishes the guidelines for behaviour that should guide the daily work of employees in relation to their stakeholders.

These policies apply to all employees, regardless of their corporate status. The people management team, with people management as the responsible party, annually evaluates the implementation of the policies and the operation of the processes involved: personnel selection, training, remuneration, etc.

In addition, in order to facilitate a means of communication for all employees, in addition to the hierarchical line, there is an internal channel managed by the HR Department through which employees can raise doubts about interpretation or clarification of doubtful situations and report possible breaches of ethical principles.

During the year 2022 and responding to the strategic objective "ERREKA Competent, agile, flexible and healthy" for the period 2021-2024 Erreka has worked on the following challenges:

- Transforming organisational culture
- Flexibilisation of labour relations.
- People management and development

- Performance management, reward and retention of talent
- Promoting the well-being of employees
- Promoting Health and Safety at Work

Employment – Remuneration

The Matrix Remuneration System is a methodological reference for the different plants at Erreka

Taking these bases as a reference and applying respect and due compliance with them, each plant is adapted to the idiosyncrasies of the corresponding country, respecting the regulations and agreements to be applied in each case.

All employees at each plant are assigned to a job with remuneration commensurate with the work and responsibilities performed, and no differentiation is made on the basis of race, religion, age or gender in order to avoid a pay gap.

Relief bonuses, night bonuses, seniority bonuses, etc. are related to the regulations and agreements of reference by Plant-Country and are applicable to the person in accordance with the position held.

Increases in remuneration or salaries that may be made in a financial year are equally applicable to all staff of the entire plant, without any discrimination based on sex, race, religion, age, sexual orientation, nationality, marital status or socio-economic status.

The remuneration for work is in line with those prevailing on the labour market in the country concerned, in all cases in accordance with the collective agreement and/or industry benchmarks.

Evolution of Erreka Group employees by country and gender:

Número de personas empleadas por país y género	2022	2021	Evolución 2021-2020 (%)
Basque Country			
Emakumeak/ Women	53	56	-5,36%
% Emakumeak/ Women	20%	22%	
Gizonak/ Men	208	200	4,00%
% Gizonak/ Men	80%	78%	
TOTAL PAIS VASCO	261	256	
México			
Emakumeak/ Women	58	53	9,43%
% Emakumeak/ Women	38%	41%	
Gizonak/ Men	96	75	28,00%
% Gizonak/ Men	62%	59%	
TOTAL MX	154	128	

<i>Number of people employed by country and gender</i>	2022	2021	Evolution 2021-2020 (%)
Czech Rep.			
Emakumeak/ Women	19	23	-17,39%
% Emakumeak/ Women	45%	50%	
Gizonak/ Men	23	23	0,00%
% Gizonak/ Men	55%	50%	
TOTAL CH	42	46	
TOTAL ERREKA GROUP	457	430	6,28%

The people employed by the Erreka Group according to professional category and gender (DLF: Direct Labour Force / ILF: Indirect Labour force) are the following:

<i>Number of people employed by professional category and gender</i>	2022	2021	2022-2021 Evolution
Zuzeneko langileak DLF			
Emakumeak/ Women	53	52	1,92%
Gizonak/ Men	106	72	47,22%
GUZTIRA ZUL // total DLF	289	295	
Zuzeneko langileak ILF			
Emakumeak/ Women	75	76	-1,32%
Gizonak/ Men	214	219	-2,28%
GUZTIRA ZEL // total ILF	289	295	
Zuzendariak Management positions			
Emakumeak/ Women	2	1	100,00%
Gizonak/ Men	7	10	-30,00%
GUZTIRA Zuzendariak // total Management positions	9	11	
GUZTIRA // total	457	1430	6,28%

Regarding management positions, it should be noted that the figures refer to the 8 management positions at Matz Erreka (2 women, 6 men) plus the director of the Mexico plant.

The following is data on members (permanent and fixed-term) and people employed for a fixed and permanent period (employees and relocations) at Matz Erreka S.Coop:

<i>Number of people employed by type of contract and by gender</i>	2022	2021	2021-2020 Evolution
Bazkideak Members			
Emakumeak/ Women	43	42	2,38%
Gizonak/ Men	159	156	1,92%
GUZTIRA Zuzendariak // total number of members	202	198	
Iraupen jakineko bazkideak Fixed-term members			
Emakumeak/ Women	1	2	-50,00%
Gizonak/ Men	16	8	100,00%
GUZTIRA IJB // FTS	17	10	
Kontratu mugagabeak Permanent contracts			
Emakumeak/ Women	4	-	
Gizonak/ Men	21	-	
GUZTIRA Kontratu mugagabeak // total indefinite contracts	25	-	
Aldi baterako langileak Temporary contract			
Emakumeak/ Women	5	13	-61,54%
Gizonak/ Men	12	35	-65,71%
GUZTIRA Aldi baterako kontratuak // temporary total	17	48	
GUZTIRA // total	261	256	

The following table shows the distribution of the workforce taking into account the Erreka Group workday type variable:

Number of people employed by work day type and by gender	2022	2021	2022-2021 Evolution
Lan garden bear <i>Full time</i>			
Emakumeak/ Women	121	126	-3,97%
Gizonak/ Men	320	293	9,22%
Total Full-time	441	419	5,25%
Lan jardun murriztua <i>Reduced working day</i>			
Emakumeak/ Women	10	6	66,67%
Gizonak/ Men	6	5	20,00%
Total reduced work day	16	11	45,45%

The following table shows the distribution of the workforce taking into account the professional category and age of the Erreka Group workforce.

Number of people employed by professional category and age	2022	2021	2022-2021 Evolution
Zuzeneko langileak <i>DLF</i>			
<30	47	35	34,29%
31-50	67	54	24,07%
>51	44	35	25,71%
Zuzendariak langileak <i>ILF</i>			
<30	75	64	17,19%
31-50	155	184	-15,76%
>51	60	47	27,66%
Zuzendariak <i>Management positions</i>			
<30	-	-	
31-50	6	4	50,00%
>51	3	7	-57,14%

The following table shows the number of new hires by country and age of the Erreka Group.

Number of new hires by region and age	2022		
	Basque Country	Mexico	Czech Rep.
Members			
<30	0		
31-50	5		
>51	0		
Fixed-term members			
<30	5		
31-50	6		
>51	0		
Permanent contracts			
<30	2	21	
31-50	7	9	
>51	0		
Temporary contracts			
<30	6	12	6
31-50	14	3	7
>51	1		2
GUZTIRA // total 106	46	45	15

The following table shows the number of new hires by the Erreka Group by country and gender.

Number of new hires by region and gender	2022		
	Basque Country	Mexico	Czech Rep.
Members			
Emakumeak/ Women	2		
Gizonak/ Men	3		

Fixed-term members			
Emakumeak/ Women	1		
Gizonak/ Men	10		
Permanent contracts			
Emakumeak/ Women	1	10	
Gizonak/ Men	8	20	
Temporary contracts			
Emakumeak/ Women	5	6	6
Gizonak/ Men	16	9	9
GUZTIRA // total 106	46	45	15

The following table shows the turnover rate of the Erreka Group by country and gender. This is the reference for employees who leave the organisation voluntarily or due to redundancy, retirement, or death.

Staff turnover rate by region and gender	2022	2021	2022-2021 bilakaera
Basque Country			
Emakumeak/ Women	5	5	25,00%
Gizonak/ Men	8	19	-57,89%
GUZTIRA EH // total EH	13	23	
Mexico			
Emakumeak/ Women	20	10	100,00%
Gizonak/ Men	16	8	100,00%
GUZTIRA MX // total Mx	36	18	
Czech Rep.			
Emakumeak/ Women	5	-	
Gizonak/ Men	7	-	
GUZTIRA TX // total Tx	12	-	
GUZTIRA // total	61	41	48,78%

The following table shows the turnover rate of the Erreka Group by country and age. This is the reference for employees who leave the organisation voluntarily or due to redundancy, retirement, or death.

Staff turnover rate by region and age	2022	2021	2022-2021 bilakaera
Basque Country			
<30	3	4	-25,00%
31-50	7	14	-50,00%
>51	3	5	-40,00%
México			
<30	19	8	137,50%
31-50	15	10	50,00%
>51	2	-	
Czech Republic			
<30	-	-	
31-50	12	12	
>51	-		

Average annual remuneration by gender (and its corresponding wage gap), age and professional category of the Erreka Group in 2022:

Average annual remuneration (€)	2022		
	Basque Country	Mexico	Czech Republic
State SMI (Interprofessional Minimum Wage)	€ 14.000	€ 2.726	€ 7.820,40
Generoaren arabera/by gender			
Emakumeak/ Women	€ 34.299,44	€ 9.158,00	€ 13.657,32
Gizonak/ Men	€ 37.751,14	€ 14.459,00	€ 18.073,08
Gap = (Men -women)/men	9%	37%	24%
Adinaren arabera /by age			
<30	€ 31.131,24	€ 9.355,00	€ 14.641,44
31-50	€ 37.250,92	€ 15.490,00	€ 17.006,04
>51	€ 37.601,20	€ 25.483,00	€ 16.989,60
Professional categoryaren arabera / by professional category			
Zuzeneko langileak Direct labour force	€ 30.147,46	€ 7.991,00	€ 11.883,84
Zeharkako langileak Indirect labour force	€ 38.201,52	€ 15.489,00	€ 17.493,72

The following are the average salaries of the members of the governance bodies of Matz-Erreka, S. Coop:

Average remuneration of the bodies (€)	2022	2021	2022-2021 evolution
Board of Directors			
Emakumeak/ Women	€ 61.506,50	€ 75.327,00	-18,35%
Gizonak/ Men	€ 78.358,28	€ 73.441,00	6,70%
Brecha = (Men -women)/men	22%	-3%	
Governing Council			
Emakumeak/ Women	€ 37.517,76	€ 35.560,00	5,51%
Gizonak/ Men	€ 41.502,72	€ 40.868,00	1,55%
Gap = (Men -women)/men	10%	13%	

Evolution of the Erreka Group salary gap 2021-2022:

Salary gap evolution (Salary gap = average remuneration for men – average remuneration for women / average remuneration for men)	2022	2021	2022-2021
MATZ-ERREKA, C. COOP	9,00%	10,50%	-14,29%
ERREKA-MEX, S.A. DE C.V.	37,00%	19,60%	88,78%
ERREKA-PLAST, S.R.O. CZECH REPUBLIC	24,00%	18,23%	31,65%

During 2022, the basis for a teleworking regulation with corresponding working hours adapted to the needs of the company and the employees has been worked out. In the coming years, we will activate these regulations for all employees of Matz-Erreka, S. Coop.

Regarding the number of employees with disabilities, there is one female employee at the Matz-Erreka plant in the Basque Country. No employees with disabilities have been registered at the plants in Mexico and the Czech Republic.

Work organization

The working conditions are set out in the Internal Cooperative Regime, and regulate the working conditions regarding: Working day; Workday schedule; Overtime; Part time hours; Shift work; Flexible schedule; weekly rest; Statutory holidays; Leave and Annual vacations.

Inspired by the cooperative framework and the current legislation of each country, contracts are established for all group workers. The legal limits for establishing the working hours or workday schedule are respected or improved, as is leave of all kinds (sickness, holiday, childbirth and childcare, statutory holidays and the like)..

Erreka Group parental leave by gender and country:

Gurasotasun baimena Parental leave	2022	2021	2022-2021 bilakaera
Gurasotasun baimena hartzeko eskubidea izan dutenak People who have been entitled to parental leave			
Emakumeak/ Women	4	8	-50,00%
Gizonak/ Men	17	9	88,89%
Gurasotasun baimena hartu dutenak People who have taken parental leave			
Emakumeak/ Women	4	5	-20,00%
Gizonak/ Men	17	7	142,86%

Health and Safety

The integrated system of the Erreka Group contemplates Occupational Health and Safety, addressing all the elements recommended by the ISO 45001 standard: Occupational risk assessment procedures, definition of operational controls to mitigate risks, procedures for Health Surveillance, procedures for handling incidents and accidents, internal audits, measurement mechanisms and evaluation mechanisms.

The Erreka Group deploys the occupational risk prevention plans designed in such a way that all jobs have a risk assessment and a set of structural and personal mitigation measures (use of PPE, emergency plans, fire protection, etc.)

Erreka has on-site health care provided by a doctor twice a week and an additional "medical check-up" service provided by another doctor and a nurse who come once a week, all managed through Osarten

At Erreka we are highly committed to the health and safety of our workers and during the 2022 financial year the Erreka-on project has been launched.

It involves the installation of a MINICLINIC, at our facilities, equipped with David Spine Concept technology, in which the entire Erreka group participates.

This program consists of preventing back and neck pain, and an individualized program is designed for each person, since each one is unique and different.

Below are the data on people trained in health and safety courses in 2022 at Matz-Erreka, S. Coop

HEALTH AND SAFETY COURSES 2022	People trained
METAL CARPENTRY	10
ELEVATORS	10
HEIGHTS	10

PREVENTION OFFICER COURSE	1
FIRST AID	25
FIRE EXTINGUISHERS	28
OSASUNTSUA ERGONOMICS	186
TRILATERALA	8
MOBILITY AND ROAD SAFETY	1
GWO	6
PREVENTIVE CULTURE	38
FORKLIFT TRUCKS	4
LIFTING PLATFORMS	2
CRANES	10
TRAINING/AWARENESS CLEAN ROOM INSTRUCTION	29
TOTAL	358

The following are the data on work-related accident injuries for 2022 from the Erreka Group.

Laneko istripuen ondorioz izandako lesioak <i>Work accident injuries</i>	2022
Lan egindako orduak guztira <i>Total hours worked</i>	491.737
Lan istripuen ondorioz izandako heriotzak <i>Deaths Resulting from a Work Accident Injury</i>	
Emakumeak/ Women	0
Gizonak/ Men	0
RATE <i>(oinarria 1.000.000 lan ordu)</i>	0
Lan istripuen ondorioz izandako lesio eta gaixotasunak <i>Injuries and Illnesses resulting from a Work Accident Injury</i>	
Emakumeak/ Women	2
Gizonak/ Men	3
RATE <i>(oinarria 1.000.000 lan ordu)</i>	10,17

In the Erreka Group there have never been any deaths resulting from an occupational accident injury, and in 2022 we continue to have no occupational accident injuries with major consequences, no recordable occupational accident injuries, and no cases of occupational disease. The main causes of accidents reported were cuts and back pain.

Absenteeism data 2022 by gender and country of the Erreka Group:

Absentismo datuak <i>Work absenteeism</i>	2022		
	Basque Country	Mexico	Czech Rep.
Emakumeak/ Women	0,832%	8,00%	3,11%
Gizonak/ Men	4,408%	7,00%	3,79%

We do not present the evolution of absenteeism data because in the year 2021 we were only able to report the data for the Basque Country and without breaking it down by gender. The absenteeism rate in 2021 was 6.

Social relationships



The working conditions are laid down in the Internal Regulations of the Cooperative and apply to 100% of the worker-members.

Members of the Erreka Group exercise their rights in accordance with the legal and statutory regulations and the agreements validly adopted by the co-operative's bodies.

The management of the social and labour relations of non-members is carried out in accordance with labour and trade union legislation, as well as the regulatory frameworks in force in each geographical area.

We are informed from the Czech Republic that no workers are covered by collective agreements or collective bargaining.

Percentage of people who are covered by collective bargaining agreements	2022
Basque Country	100%
Mexico	32%
Czech Republic	0%

Each centre has its own channels of communication between the company and its employees in order to inform, but also to receive and hear people's concerns, demands, contributions and suggestions.

Training



The sectors in which Erreka operates have very important management quality requirements at all levels, and to meet these requirements, the Erreka Group relies on qualified people who are in a permanent process of learning and improvement.

The Erreka Group periodically conducts regulated conversations between employees and their managers who serve to identify the training and development needs of people. On the other hand, it has a “training” procedure that allows for the planning, implementation and evaluation of the identified training actions.

These procedures are systematically audited by internal and external personnel. These procedures serve as a guide for determining an annual training plan, which is adjusted throughout the year based on new needs that arise or modifications that may occur on what was planned.

Part of the effort the Group invests in training is in the form of induction programmes. Historically, it is very important for the Erreka Group that people receive the appropriate training, both when they start their work in any of the group’s companies and when there is a change of position.

The training provided covers all aspects related to the correct performance of the job, including not only technical aspects, but also all the policies of its integrated management system.

During 2022, alliances with universities, vocational training schools and technology centres have been intensified to attract talent and knowledge to the Erreka Group.

Formazio orduak (h) <i>Training hours (h)</i>	2022	2021	2022-2021 <i>bilakaera</i>
Professional categoryaren arabera <i>By professional category</i>			
Zuzeneko langileak <i>Direct labour force</i>	2.058	1.333	54.39%
Zeharkako langileak <i>indirect labour force</i>	5.403	3.906	38.33%
Zuzendariak <i>Management positions</i>	494	666	-25.83%
GUZTIRA // total	7.955,00	5905	
langileko batezbestekoa // <i>average hours per employee</i>	17.41	13.73	

Accessibility



The facilities at Erreka are accessible to people with reduced mobility.

Linguistic standardisation of the Basque language



Since its beginnings, the Erreka Group has been particularly sensitive to the Basque language and culture and has worked to give people who wish to do so the opportunity to work in their mother tongue.

We implemented our first Basque plan more than 25 years ago with the aim of intensifying the use of this language, motivating our people, and increasing their knowledge of it.

We also participate in various initiatives that are developed in our environment, and likewise are promoters in many cases of these social initiatives.

It should be noted that ERREKA holds the BIKAIN certificate of quality in language management (GOLD level) awarded by the Basque Government, which accredits the maximum level of effort for the standardisation of the presence, use and management of Basque in the socio-economic sphere.

Evolution of investment in Basque Language Plans:

Investment in Basque language plans (entire business group)	
2019	€ 80.416
2020	€ 49.149
2021	€ 59.186
2022	€ 58.416



Erreka makes no distinction between its employees, regardless of their employment or corporate relationship or their sex, origin and religion, they have equal employment, promotion and development opportunities.

Erreka joins the global challenge of building a fairer and more equitable society, so within its strategic challenge "Erreka competent, agile, flexible and healthy" and around the objective of transforming the organizational culture, it has planned to work on a program of equality between women and men as well as one to manage diversity and inclusion in the Erreka Group. In 2022 we started working on an equality plan with the advisory services company **ncuentra** and as a first step we have created 2 working groups:

1. **Task force for gender equality.** A team made up of men (50%) and women (50%) from different professional categories and business units. A team that will work on the equality plan accompanied by an external adviser
2. **Contrast team.** Team made up of the members of the Social Council and the Board of Directors. This team will validate the gender equality program.

The equality program is a work-in-progress and is expected to be completed during 2023.

8- Respect for Human Rights



The ErrekaGroup recognises the fundamental principles of the Declaration of Human Rights, as defined by the United Nations in 1948, and they constitute a framework for how the organisation acts.

The ethical channel created for the management of the Compliance system is the communication channel for reporting and investigating any breach of these policies. (Annex 4)

In the year 2022, no issues related to human rights violations have been dealt with.

9- Fight against corruption and bribery



An anti-corruption policy has been established in the code of ethics, which is included in the Compliance, which determines the necessary measures to prevent, detect and sanction fraudulent acts and the use of the Erreka Group's functions and resources, for financial or any other kind of benefit, by employees, managers, or members of its administrative bodies. The code of ethics is available on the Intranet, accessible to all employees

The Erreka Group collective, as well as any person or entity working on its behalf or representation, may not offer, make, promise or authorise the payment of any sum of money or property of value, directly or indirectly, to any private individual, government official, political party, representative, member or candidate of a political party or office, for the purpose of providing, obtaining or retaining any business, favour, interest or dishonest advantage for the Erreka Group.

Any decision to favour the Erreka Group with preferential conditions, or to provide confidential, private information, which may give the Group a dishonest advantage, is included in this prohibition.

The anti-corruption policy forms an essential part of the ethical principles and standards of behaviour and action contained in the Code of Conduct. In the reception programs, anyone who is going to form part of Erreka will be informed of the contents of the Code of Ethics. The Erreka Group has a Supervisory Committee and the corresponding external audits as a preventive element against the risk of money laundering.

No issues related to corruption, bribery or money laundering have been addressed in 2022.

Regarding internal conflicts, the ethics channel is accessible to all employees of the Erreka Group through an email address (kanaletiko@erreka.com). The president of the cooperative is the recipient of said complaint. This communication channel is of the highest priority for the recipient to immediately start the management of the complaint with a team previously designated by the Governing Council, which initiates the procedure based on the established regulations. In 2022, no internal conflicts have been dealt with through said channel.

Number of people who have received specific training on anti-corruption procedures (Basque Country):

Number of people trained in anti-corruption policies and procedures by occupational category	2022	2021
Dirección/Presidencia	1	1
IWF	0	3
IWF	0	0
GUZTIRA // Total	1	4

Image and reputation

Image and reputation are closely linked to the relationship between ERREKA's employees, the cooperatives and society in general. For this reason, all ERREKA employees must take the utmost care to preserve the corporate image and reputation in all their professional activities.

Employees must avoid any activity that could harm the interests or good name of the Corporation, including monitoring respect for it by cooperatives, supplier companies and collaborating companies.

Employees must be especially careful in any public intervention and must have the necessary authorisation to speak to the media, participate in professional conferences or seminars, and in any other event that may have a public dissemination, whenever they appear as ERREKA employees.

Cooperative governance

In addition to the Code of Ethics in question, Erreka's cooperative governance model has internal and external mechanisms and controls, which define and ensure the achievement of the objectives of "good governance" and guarantee the continuity of the cooperative principles.

In this aspect in the current strategic framework, we continue to work on the following actions during the year 2022:

- Definition of good corporate and cooperative governance
- Establish clear and agile decision-making flow, defining decision-making areas and boundaries
- Promote alignment between management and management bodies
- Establish the SDGs for ERREKA, as well as a social and environmental commitment policy.

The data on the number of women and men participating in Erreka's governance bodies in 2022 are presented as follows:

Number of people in governance bodies by gender	Women		Man	
Board of Directors	2	25%	6	75%
Governing Council	2	22%	7	78%
Social Council	3	37%	5	63%
GUZTIRA // Total	7	28%	18	72%

10- Information about the Company



Throughout its history, Matz-Erreka has managed to consolidate itself as a solid social project, both through its commitment to its collective and its involvement with the environment. The company has been built thanks to the sacrifices and contributions made by the members based on the firm conviction that the common good is above individual needs.

Matz-Erreka has been part of the current Mondragón Corporación since its inception, when it joined Caja Laboral Popular in 1969. Its company philosophy is set out in its Corporate Values: Cooperation, Participation, Social Responsibility, and Innovation.

As is well known, Mondragón brings together the basic objectives of a business organization that competes in international markets, with the use of democratic methods in its corporate organization, job creation, the human and professional promotion of its workers and the commitment to development with its social environment.

Community development

The Erreka group is committed to the community development of the territory to which it belongs and collaborates in this above all with its mechanisms for social transformation.

In 2022, the total awarded for the purposes of social transformation at Erreka was 236,985 euros, distributed as follows.

Area	Amount (€)
Inter-cooperative Education and Promotion Fund	47.397
Training on cooperativism	20.000
Basque language plan	58.416
Social transformation at Erreka Mexico	8.227
General distribution (by the Social Council)	23.698
Other projects for 2022	79.247

Part of the Intercooperative Education and Promotion Fund is earmarked for contributions to social funds for various groups in the area. This is the evolution of these contributions in recent years:

Contributions to the community	2022	2021	2020
Monetary contribution to social associations in the area (Basque Country)	€ 29.700	€ 41.300	€ 35.600

These are the associations to which funds have been contributed in 2022:

Entity	Contribution in €
GAUTENA	2.500
KILOMETROAK	5.000
FOOD BANK	5.000
KEMEN	1.000
eGIPUZKOA GIE UPV/EHU	1.000
Assoc. Friends Arizmendiarieta	700
ELHUYAR FOUNDATION	1.000
NDANK NDANK	1.000
BERGARAKO MUSIKA ESKOLA	500
AMS ACTIVAS POR UN MUNDO SOLIDARIO	1.000
MIKEL LIZARRALDE	1.000
INTXORTAKO AHUNTZAK TRAIL K.E.	1.000
IPINTZABERRI GURASO ELKARTEA	500
B.K.E. ESKUBALOA	1.000
ARRASATEKO RUGBY TALDEA ART	500
A8M ANTZUOLAKO ZORTZI MILIAK	1.000
BERGARA KIROL ELKARTEA	1.000
IPINTZABERRI GURASO ELKARTEA	500
LOKATZA	500
DOCTORS OF THE WORLD	1.000
IRUKURUTZETA FOUNDATION	1.000
OINARIN DANTZA TALDEA	2.000
TOTAL contributions	29.700

Subcontracting and supplier companies

We have not incorporated requirements relating to other non-financial matters in our procurement policies because of the low level of risk in these matters associated with our supply chain and the low level of influence our organisation has over our significant suppliers.

Even so, we are aware of the importance of local purchases, both for environmental reasons and for commitment to the economic development of the area.

In the following table we report on spending on local suppliers at the plants in the Basque Country.

Tokiko hornitzaileei egindako gastuaren ehunekoak <i>Gasto en proveedores locales</i>	2022	2021
Tokiko hornitzaileen kopurua <i>Number of local suppliers</i>	452	219
Tokiko hornitzaileei egindako gastua (guztiarekiko %) <i>Spending on local suppliers (% of the total)</i>	45%	68%

It should be noted that the data from previous years did not correspond to the total number of local suppliers from all the Matz-Erreka plants, due to lack of data. However, the figure for 2022 is the sum of all businesses plus Matz-Erreka's central services.

In the following table we report on spending on local suppliers at the plant in Mexico.

Tokiko hornitzaileetan egindako gastua <i>Proportion of spending on local suppliers</i>	2022	2021	2022-2021 evolution
Tokiko hornitzaile kopurua <i>Number of local suppliers</i>	18	16	12,50%
Tokiko hornitzaileetan egindako gastua (guztiarekiko %) <i>Spending on local suppliers (% of the total)</i>	22%	17%	31,62%

In the following table we report on spending on local suppliers at the Czech Republic plant.

Proportion of spending on local suppliers <i>Proportion of spending on local suppliers</i>	2022	2021	2022-2021 evolution
Number of local supplier companies <i>Number of local supplier companies</i>	7	6	16,67%
Proportion of spending on local suppliers (%) <i>Spending on local suppliers (% of the total)</i>	23%	20%	16,67%

We do not have data on new suppliers that have been screened according to environmental and social criteria, as we have not included these requirements in our supplier relations. In any case, and in response to our material challenge on the responsible management of raw materials, this is an initiative that we will work on in the coming years.

Consumer health and safety

The products of the Erreka Group, in the Automatic Access business, reach the final consumers, since these are installed in shops and public buildings. As a component manufacturer, we comply and certify with all European legislation associated with CE marking.

11- Tax information

The results, tax information on income taxes paid and public subsidies received by the Erreka Group in 2022 are the following:

Results by country (in euros)	2022	2021
MATZ-ERREKA, C. COOP	€ 2.394.287,82	€ 3.233.964,83
ERREKA-MEX, S.A. DE C.V.	€ 469.204,39	€ 392.395,77
ERREKA-PLAST, S.R.O. Czech Republic	€ -404.996,93	€ -246.804,45
TOTAL	€ 2.458.495,28	€ 3.379.556,15

Taxes by country (in euros)	2022	2021
MATZ-ERREKA, C. COOP	€ 18.312,78	€ 3.233.964,83
ERREKA-MEX, S.A. DE C.V.	€ 114.051,95	€ 392.395,77
ERREKA-PLAST, S.R.O. Czech Republic	€ 0,00	€ -246.804,45
TOTAL	€ 132.364,73	€ 3.379.556,15

Taxes by country (in euros)	2022	2021
MATZ-ERREKA, C. COOP	€ 1.387.895,01	€ 678.232,29
ERREKA-MEX, S.A. DE C.V.	€ 0,00	€ 0
ERREKA-PLAST, S.R.O. CZECH REPUBLIC	€ 0,00	€ 0
TOTAL	€ 1.387.895,01	€ 678.232,29

12- Annexes

Annex 1- Contact information

Name	Matz-Erreka, S.Coop.
Address	B. Ibarreta SN, 20577, Antzuola - Guipúzcoa (Basque Country) - Spain
Phone:	+ 34 943 78 60 09
Web page	https://www.erreka.com/

Annex 2- Subsidiaries of the Group

	COMPANY	%	Address:	Activity
Scope of consolidation	Erreka Mex, S.A de C.V.	100%	Santiago de Querétaro (México)	(1)
	Erreka - Plast, S.R.O.	100%	Olomouc (República Chequia)	(2)
COMPANIES THAT ARE OUTSIDE THE SCOPE OF CONSOLIDATION				
Companies excluded from the scope of consolidation	Auto doors & shopfronts UK Limited	100%	(London England)	(5)
	Instalaciones y mantenimientos Biot S.L	60%	Tavernes Blanques (Spain)	(4)
	Erreka Dominicana, S.R.L.	100%	Santo Domingo (Dominican Republic)	(3)
	Erreka Colombia S.A.S.	100%	Bogota (Republic of Colombia)	(3)
	Erreka-Zhuhai, Co., Ltd.	51%	Zhuhai, Guandong Province (China)	(1)

(1) The manufacture and sale of equipment, materials, and components of all types of rubber, plastic, metal, similar parts, and/or any other material.

(2) Its corporate purpose is the manufacture of plastic and vulcanized products, sales to wholesalers and intermediation in trade in services.

(3) Wholesale trade of equipment for information and communication technologies.

(4) Installation, sale and maintenance of elements and equipment in the residential, commercial and industrial automatic door sector.

(5) Installation, sale and maintenance of elements and equipment in the automatic door sectors.

Annex 3- Table of contents

Law 11/2018

Contents of Law 11/2018 on non-financial information and diversity	Standard	Reference chapter in the report	Observations
BUSINESS MODEL			
Description of the group's business model	Brief description of the group's business model (It will include its business environment, its organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future evolution).	GRI 2-1: Organizational details: legal name, legal basis, location of headquarters, and countries in which it operates.	Annex I and II Contact details. Group companies
		GRI 2-2: Entities included in sustainability reporting	Chapter 1 Letter of introduction
		GRI 2-6: Activities, value chain and other business relationships	Chapter 2 Brief history Business and organization
		GRI 2-9: Governance structure and composition	Chapter 2 Business and organization Cooperative governance
		GRI 2-11: President of the highest government body	Chapter 1 Letter of introduction
		GRI 2-12: Role of the highest government body in overseeing the management of impacts	Chapter 5 Materiality Assessment
		GRI 2-14: Role of the highest governance body in sustainability reporting	Chapter 1 Chapter 5 Letter of introduction Materiality Assessment
		GRI 2-16: Communication of critical concerns	Chapter 5 Materiality Assessment
		GRI 2-22: Sustainable Development Strategy Statement	Chapter 3 Chapter 5 Strategic challenges and risk analysis Materiality Assessment
		GRI 2-23: Commitments and policies	Chapter 2 Chapter 5 Mission, Vision, Values Materiality Assessment
GRI 2-29: Approach to stakeholder engagement	Chapter 5 Materiality Assessment		

Contents of Law 11/2018 on non-financial information and diversity	Standard	Reference chapter in the report	Observations
INFORMATION ON ENVIRONMENTAL ISSUES			
Policies	Policies applied by the group, which include the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	GRI 2-23: Commitments and policies	Chapter 3 Chapter 6 Strategic challenges and risk analysis ISO 14001
		GRI 2-24: Incorporation of commitments and policies	Chapter 4 Management model
		GRI 2-25: Processes to remedy negative impacts	Chapter 4 Management model
		GRI 3-1: Process for determining material issues.	Chapter 5 Materiality Assessment
Risks	Principales riesgos relacionados con esas cuestiones vinculadas a las actividades del grupo.	GRI 3-3: Management of material issues	Chapter 5 Materiality Assessment
		GRI 2-12: Role of the highest government body in overseeing the management of impacts	Chapter 4 Chapter 5 Management model Materiality Assessment
General information	Current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety; environmental assessment or certification procedures; resources devoted to the prevention of environmental risks; application of the precautionary principle, amount of provisions and safeguards for environmental risks.	GRI 201-2: Financial implications and other risks and opportunities derived from climate change	Chapter 6 Economic resources dedicated to the objectives of environmental improvements.
		GRI 2-27: Compliance with laws and regulations	Chapter 4 Chapter 6 Management model ISO 14001
		GRI 3-3: Management of material issues	Chapter 5 Materiality Assessment

Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations
INFORMATION ON ENVIRONMENTAL ISSUES				
Contamination	Measures to prevent, reduce or remediate carbon emissions that seriously affect the environment, taking into account any form of activity-specific air pollution, including noise and light pollution	GRI 2-25: Processes to remedy negative impacts	Chapter 6	Economic resources dedicated to the objectives of environmental improvements. Measures to prevent contamination
		GRI 302-4: Reduction of energy consumption	Chapter 6	Sustainable use of resources Energy consumption - evolution
		GRI 305-5: Reduction of GHG emissions	Chapter 6	Emissions - evolution
Circular economy and waste prevention and management	Prevention measures, recycling, reuse, other forms of recovery and disposal of waste. Actions to combat food waste.	GRI 306-1: Waste generation and significant waste-related impacts	Chapter 6	Circular economy and waste management
		GRI 306-2: Management of significant waste-related impacts	Chapter 6	Circular economy and waste management
		GRI 306-3: Waste generated	Chapter 6	Circular economy and waste management
		GRI 306-4: Waste not intended for disposal	Chapter 6	Circular economy and waste management
		GRI 306-5: Waste intended for disposal	Chapter 6	Circular economy and waste management
Sustainable use of resources	Water consumption and water supply according to local limitations	GRI 303-1: Interaction with water as a shared resource	Chapter 6	Sustainable use of resources
		GRI 303-3: Water extraction	Chapter 6	Sustainable use of resources
	Consumption of raw materials and the measures adopted to improve the efficiency of their use	GRI 301-1: Materials used by weight	Chapter 6	Sustainable use of resources

Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations
INFORMATION ON ENVIRONMENTAL ISSUES				
Sustainable use of resources	Energy: Consumption, direct and indirect; Measures taken to improve energy efficiency, Use of renewable energy	GRI 302-1: Energy consumption within the organization	Chapter 6	Sustainable use of resources Energy consumption
		GRI 302-3: Energy intensity	Chapter 6	Sustainable use of resources Energy consumption
		GRI 302-4: Reduction of energy consumption	Chapter 6	Sustainable use of resources Energy consumption
Climate change	Emissions of greenhouse gases	GRI 305-1: Direct GHG emissions (scope 1)	Chapter 6	Climate change- Emissions
		GRI 305-2: GHG emissions (alcance2)	Chapter 6	Climate change- Emissions
		GRI 305-4: GHG emissions intensity	Chapter 6	Climate change- Emissions
	The measures adopted to adapt to the consequences of Climate Change	GRI 201-2: Financial implications and other risks and opportunities derived from climate change.	Chapter 6	Economic resources dedicated to the objectives of environmental improvements.
		Voluntary medium- and long-term reduction targets set to reduce GHG emissions, and the means implemented to this end	GRI 305-5: Reduction of GHG emissions	Chapter 6
Biodiversity protection	Measures taken to preserve or restore biodiversity.	N/A	Chapter 6	Impact on biodiversity
	Impacts caused by activities or operations in protected areas	N/A	Chapter 6	Impact on biodiversity

Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations
INFORMATION ON SOCIAL AND PERSONNEL ISSUES				
Policy	Policies applied by the group, which include the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	GRI 2-23: Commitments and policies	Chapter 7	Information on Social and Personnel Issues
		GRI 2-24: Incorporation of commitments and policies	Chapter 7	Information on Social and Personnel Issues
		GRI 2-25: Processes to remedy negative impacts	Chapter 7	Information on Social and Personnel Issues
		GRI 3-1: Process for determining material issues.	Chapter 5	Materiality Assessment
		GRI 3-3: Management of material issues	Chapter 5	Materiality Assessment
Risks	Main risks related to those issues related to the activities of the group.	GRI 2-12: Role of the highest government body in overseeing the management of impacts	Chapter 4 Chapter 5	Management model Materiality Assessment
		GRI 403-2: Hazard identification, risk assessment and incident investigation	Chapter 7	Health and Safety
Employment	Total number and distribution of employees by gender, age, country and professional classification	GRI 2-7: Employees	Chapter 7	Employment-Remuneration
		GRI 405-1: Diversity in governing bodies and employees.	Capítulo 9	Fight against corruption and bribery
	Total number and distribution of types of employment contracts. Average annual number of permanent, temporary and part-time contracts by gender, age and occupational classification	GRI 2-7: Employees	Chapter 7	Employment-Remuneration
		Number of dismissals by sex, age and professional classification	GRI 401-1: New hires of employees and staff turnover	Chapter 7
	Average earnings and their evolution disaggregated by gender, age and occupational classification or equal value	GRI 2-19: Remuneration policies	Chapter 7	Employment-Remuneration
	Wage gap	GRI 405-2: Ratio between the basic salary and the remuneration of women and men	Chapter 7	Employment-Remuneration

Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations
INFORMATION ON SOCIAL AND PERSONNEL ISSUES				
Employment	Remuneration of the same or average jobs in the company	GRI 2-21: Annual Total Compensation Ratio	Chapter 7	Employment-Remuneration
		GRI 202-1: Ratios between the standard entry level wage by gender and the local minimum wage	Chapter 7	Employment-Remuneration
	The average remuneration of directors and executives, including variable remuneration, allowances, indemnities, payments to long-term savings schemes and any other payments broken down by gender	GRI 405-2: Ratio between the basic salary and the remuneration of women and men	Chapter 7	Employment-Remuneration
		Implementation of labour disconnection measures	NO GRI	Chapter 7
	Employees with disabilities	GRI 405-1: Diversity in governing bodies and employees.	Chapter 7	Employment-Remuneration
	Work organization	Organization of working time	NO GRI	Chapter 7
Number of hours of absenteeism		NO GRI	Chapter 7	Health and Safety
Measures designed to facilitate the enjoyment of reconciliation and promote the jointly responsible exercise of these by both parents.		GRI 401-3: Parental leave	Chapter 7	Work organization
Health and Safety	Promoting Health and Safety at Work	GRI 403-1: Health and Safety management system at work	Chapter 7	Health and Safety
		GRI 403-2: Hazard identification, risk assessment and incident investigation	Chapter 7	Health and Safety
		GRI 403-3: Health at Work	Chapter 7	Health and Safety
		GRI 403-4: Employees' participation, consultation and communication on occupational health and safety	Chapter 7	Health and Safety

Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations
INFORMATION ON SOCIAL AND PERSONNEL ISSUES				
Health and Safety	Promoting Health and Safety at Work	GRI 403-5: Employees Training on occupational health and safety	Chapter 7	Health and Safety
		GRI 403-6: Promotion of employee health	Chapter 7	Health and Safety
	Work accidents, in particular their frequency and severity, as well as occupational diseases, disaggregated by sex.	GRI 403-9: Work accident injuries	Chapter 7	Health and Safety
	Occupational diseases (frequency and severity) disaggregated by sex	GRI 403-10: Occupational illnesses and diseases	Chapter 7	Health and Safety
Social relationships	Organisation of social dialogue, including procedures for informing, consulting and negotiating with personnel	GRI 2-20: Approach to stakeholder engagement	Chapter 7	Materiality Assessment
	Percentage of persons employed covered by collective agreements by country	GRI 2-30: Collective bargaining agreements	Chapter 7	Social relationships
		GRI 403-8: Coverage of the occupational health and safety management system	Chapter 7	Health and Safety
	The balance of collective agreements, particularly in the field of health and safety at work	GRI 403-4: Employees' participation, consultation and communication on occupational health and safety	Chapter 7	Health and Safety
Training	Policies implemented in the field of training	GRI 404-2: Programs to develop the skills of employees and transition assistance programs.	Chapter 7	Training
	Total number of training hours by professional category	GRI 404-1: Average hours of training per year per person employed	Chapter 7	Training
Universal accessibility for people with disabilities	Integration and universal accessibility of the disabled	GRI 2-25: Processes to remedy negative impacts	Chapter 7	Accessibility
		GRI 405-1: Diversity in governing bodies and employees	Chapter 7	Accessibility

Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations
INFORMATION ON SOCIAL AND PERSONNEL ISSUES				
Equality	Measures adopted to promote equal treatment and opportunities between women and men	GRI 2-23: Commitments and policies	Chapter 7	Equality between men and women
		GRI 2-25: Processes to remedy negative impacts	Chapter 7	Equality between men and women
		GRI 3-3: Management of material issues	Chapter 7	Equality between men and women
		GRI 404-2: Programs to develop the skills of employees and transition assistance programs.	Chapter 7	Equality between men and women
	Equality plans, measures adopted to promote employment, protocols against sexual and gender-based harassment	GRI 2-23: Commitments and policies	Chapter 7	Equality between men and women
		GRI 2-25: Processes to remedy negative impacts	Chapter 7	Equality between men and women
		GRI 405-1: Diversity in governing bodies and employees.	Chapter 7 Chapter 9	Employment – Remuneration Fight against corruption and bribery– Cooperative governance
	Integration and universal accessibility of the disabled		Chapter 7	Accessibility
	Policy against all types of discrimination and, where appropriate, diversity management	GRI 2-23: Commitments and policies	Chapter 7	Equality between men and women
		GRI 2-24: Incorporation of commitments and policies	Chapter 7	Equality between men and women

Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations
INFORMATION ON HUMAN RIGHTS				
Policy	Policies applied by the group, which include the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	GRI 2-23: Commitments and policies	Chapter 8	Respect for Human Rights
		GRI 2-24: Incorporation of commitments and policies	Chapter 8	Respect for Human Rights
		GRI 2-26: Mechanisms for seeking advice and raising concerns	Chapter 8	Respect for Human Rights
		GRI 2-27: Compliance with laws and regulations	Chapter 8	Respect for Human Rights
		GRI 3-3: Management of material issues	Chapter 8	Respect for Human Rights
Principales riesgos	Principal risks related to those issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each matter. Information on the impacts identified should be included, giving a breakdown of the impacts, in particular the main risks in the short, medium and long term.	GRI 205-1: Operations evaluated based on risks related to corruption	Chapter 9	Fight against corruption and bribery

Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations	
INFORMATION ON HUMAN RIGHTS					
Human rights	Application of due diligence procedures in human rights. Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses committed	GRI 2-25: Processes to remedy negative impacts	Chapter 8	Respect for Human Rights Code of Ethics	
		GRI 2-26: Mechanisms for seeking advice and raising concerns	Chapter 8	Respect for Human Rights Code of Ethics	
		GRI 414-1: New supplier companies that have passed selection filters in accordance with social criteria.	Chapter 10	Subcontracting and supplier companies	
		GRI 414-2: Negative social impacts in the supply chain and measures taken	Chapter 10	Subcontracting and supplier companies	
		GRI 406-1: Cases of discrimination and corrective actions taken.	Chapter 8	Respect for Human Rights	
	Complaints due to cases of human rights violations	Promotion and compliance with the provisions of the fundamental ILO conventions related to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced and compulsory labour and the effective abolition of child labour.	GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining could be at risk	Chapter 10	Subcontracting and supplier companies
			GRI 408-1: Operations and suppliers with significant risk of cases of child labour	Chapter 10	Subcontracting and supplier companies
			GRI 409-1: Operations and suppliers with significant risk of cases of forced or compulsory labour.	Chapter 10	Subcontracting and supplier companies

Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations
INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY				
Policy	Policies applied by the group, which include the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	GRI 2-23: Commitments and policies	Chapter 9	Fight against corruption and bribery
		GRI 2-24: Incorporation of commitments and policies	Chapter 9	Fight against corruption and bribery
		GRI 2-25: Processes to remedy negative impacts	Chapter 9	Fight against corruption and bribery
		GRI 3-1: Process for determining material issues.	Chapter 9	Fight against corruption and bribery
		GRI 3-3: Management of material issues	Chapter 5	Materiality Assessment
Main risk	Principal risks related to those issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each matter. Information on the impacts identified should be included, giving a breakdown of the impacts, in particular the main risks in the short, medium and long term.	GRI 205-1: Operations evaluated based on risks related to corruption	Chapter 9	Fight against corruption and bribery

Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations
INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY				
Information relating to the fight against corruption and bribery	Measures taken to prevent corruption and bribery	GRI 2-26 Mechanisms for seeking advice and raising concerns	Chapter 9	Fight against corruption and bribery
		GRI 2-27: Compliance with laws and regulations	Chapter 9	Fight against corruption and bribery
		GRI 205-2 Communication and training on anti-corruption policies and procedures	Chapter 9	Fight against corruption and bribery
		GRI 205-3: Confirmed incidents of corruption and actions taken	Chapter 9	Fight against corruption and bribery
	Measures to combat money laundering	GRI 205-2 Communication and training on anti-corruption policies and procedures	Chapter 9	Fight against corruption and bribery
		GRI 201-1: Direct economic value generated and distributed	Chapter 10	Fiscal Information
	Contributions to foundations and non-profit entities	GRI 203-2: Significant indirect economic impacts	Chapter 10	Information about the Company
		GRI 413-1: Operations with local community engagement programs, impact assessments, and development	Chapter 10	Information about the Company
Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations
INFORMATION ABOUT THE COMPANY				
Policies	Policies applied by the group, which include the due diligence procedures applied for the identification, evaluation, prevention and mitigation of significant risks and impacts, and verification and control, as well as the measures that have been adopted.	GRI 2-23: Commitments and policies	Chapter 10	Information about the Company
		GRI 2-24: Incorporation of commitments and policies	Chapter 10	Information about the Company
		GRI 2-25: Processes to remedy negative impacts	Chapter 10	Information about the Company
		GRI 3-1: Process for determining material issues.	Chapter 10	Information about the Company
		GRI 3-3: Management of material issues	Chapter 5	Materiality Assessment

Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations
INFORMATION ABOUT THE COMPANY				
Main risks	Principal risks related to those issues associated with the group's activities, including, where relevant and proportionate, its business relationships, products or services that may have an adverse impact in those areas, and how the group manages those risks, explaining the procedures used to identify and assess them in accordance with national, European or international frameworks of reference for each matter. Information on the impacts identified should be included, giving a breakdown of the impacts, in particular the main risks in the short, medium and long term.	GRI 2-12: Role of the highest government body in overseeing the management of impacts	Chapter 1	Letter of introduction
Company commitments to sustainable development	Impact of the company's activity on employment and local development	GRI 201-1: Direct economic value generated and distributed	Chapter 10	Fiscal Information
		GRI 203-2: Significant indirect economic impacts	Chapter 10	Information about the Company
	Impact of the company's activity on local populations and the territory	GRI 201-1: Direct economic value generated and distributed		
		GRI 203-2: Significant indirect economic impacts	Chapter 10	Information about the Company
	GRI 204-1: Proportion of spending on local suppliers	Chapter 10	Information about the Company	

Contents of Law 11/2018 on non-financial information and diversity		Standard	Reference chapter in the report	Observations
INFORMATION ABOUT THE COMPANY				
Company commitments to sustainable development	Relationships maintained with local community stakeholders and the modalities of dialogue with them	GRI 2-29: Approach to stakeholder engagement	Chapter 5	Materiality Assessment
	Sponsorship and association actions	GRI 413-1: Operations with local community engagement programs, impact assessments, and development	Chapter 10	Information about the Company
Subcontracting and suppliers	Inclusion in the purchasing policy of social, gender equality and environmental issues. Consideration in relations with suppliers and subcontractors about their social and environmental responsibility. Supervision system and audits and their results	GRI 2-6: Activities, value chain and other business relationships	Chapter 10	Information about the Company
		GRI 308-1: New supplier companies that have passed selection filters according to environmental criteria.	Chapter 10	Information about the Company
		GRI 414-1: New supplier companies that have passed selection filters according to social criteria	Chapter 10	Information about the Company
Consumer	Measures for the health and safety of consumers	N/A		
	Complaint system, complaints received and their resolution	N/A		
Fiscal Information	Profits earned on a country-by-country basis, taxes on profits paid	GRI 201-1: Direct economic value generated and distributed	Chapter 10	Information about the Company
		GRI 207-1: Tax approach	Chapter 10	Information about the Company
		GRI 207-2: Fiscal governance, control and risk management	Chapter 10	Information about the Company
	Information on public subsidies received	GRI 201-4: Financial assistance received from the government	Chapter 10	Information about the Company

