

NON- FINANCIAL STATEMENT 2024



A SUSTAINABLE COOPERATIVE

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Letter from the Presidency and Management

The year 2024 marked the celebration of RPK's 50th anniversary, with moments of reunion and joy for everything we have achieved, as well as for the challenges overcome throughout many years, thanks to the efforts of the many members who have dedicated a large part of their lives to the Cooperative since its inception. From here, our deepest and most sincere gratitude to all of them.

The year 2024 was dedicated to consolidating the large number of activities launched in previous years, and to supporting the teams in Vitoria and in the plants that were assuming new responsibilities. Fortunately, it was also a year in which we began to reap the fruits of the efforts and new projects implemented in recent years.

All plants were able to improve their performance compared to the previous year, not only from an economic standpoint, but also with a focus on continuous improvement and how we can do things better. In many cases, with new leadership and teams made up of people who were promoted internally and are now carrying out brilliant work, often miles away from Vitoria.

This has been made possible thanks to the personal and professional efforts of many colleagues, who, through their daily work, support the plants with challenging and prolonged assignments abroad, share knowledge with new team members, and continually seek new opportunities. All of this is what makes us stronger as a Cooperative, enabling us to resolve difficult situations quickly and to achieve very satisfactory year-end results.

It is also true that there is still much to be done, and that many of the initiatives launched with the intention of improving do not always succeed or take longer than we would like to bear fruit, due to unforeseen circumstances, lack of communication, or because the proposed solution was not the best one. However, this is part of the learning process to improve; what matters is not falling into black-or-white thinking, but instead finding solutions where everyone can contribute their experience.

Technical knowledge of our products, processes, markets, and sectors, as well as their transfer to the plants, is key to our business and future, and must be led by our members. The demographic and labor outlook in many regions is expected to be challenging. Still, we believe that through the Cooperative and its values, we are better equipped to attract, train, and develop talent, enabling it to grow in the face of the many challenges ahead.

Within the Management Board, we have continued to deploy and monitor the Strategic Plan activities across all areas. We are well-diversified and stable in terms of customers, regions, product types, and applications. However, we must continue to advance in sector diversification to achieve an even stronger position and better respond to the many unforeseen events that have affected businesses in recent years.

Throughout 2024, we advanced in our commitments to Good Governance and transparency, updating and seeking to improve the regulations developed in recent years, based on day-to-day realities, the experience gained, and the suggestions and contributions of everyone.

Continuing the work of previous years to safeguard the Cooperative, in 2024, we strengthened the Controlling team both in Vitoria and in Mexico, and we carried out another forensic audit, this time at the Tarragona plant.

We would also like to warmly highlight our progress in social collaboration and support for important causes, such as promoting gender equality, preserving the Basque language, and participating in social and sporting events in our territory. Additionally, we maintain strategic collaborations with various organizations, including the Food Bank, Mundukide, Albaola, and Medicusmundi, among others. We continued to provide financial resources to the Social Transformation volunteer team, and we take this opportunity to express our gratitude to all RPK members who voluntarily participate in different governing bodies and collectives of the Cooperative. Without a doubt, these individuals make RPK a better place to be connected with and make RPK a reference point in Vitoria, one that many people wish to approach and belong to.

Together with other Cooperatives in Álava, we launched the BATERA initiative, aimed at increasing the visibility of the cooperative model in the region and creating synergies among all. Intensive work is underway to ensure this initiative progresses in the coming years—there is still much to be done.

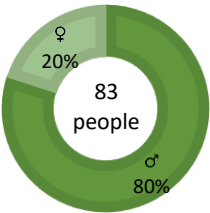
Of course, none of this would be possible without the collaboration of all our stakeholders. None of the more than 800 people who make up the RPK collective can be left out of our thanks, nor our interns and dual training personnel, Iñaki Gaskon (member of our La Rioja plant), our suppliers, customers, advisors, and the entire network woven by RPK over these fifty years that helps us be better. And, of course, we would like to thank all the members of RPK S. Coop., as it is only with your trust and support that we can continue moving forward.

Iñigo Fernández de la Peña y Eduardo Melón
President and CEO of RPK Group



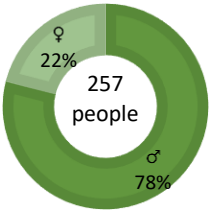
RPK GASORI

Part of RPK Group since 2012
10,8 M€ in sales
523 m€ in profit



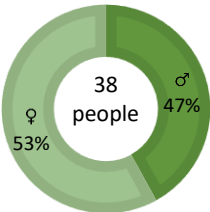
RPK VITORIA (HQ)

Headquarters
36,1 M€ in sales
4,6 M€ in profit



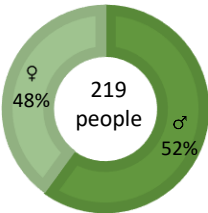
RPK CHINA

Established in 2017
1,8 M€ in sales
390 K€ loss



RPK MEXICO

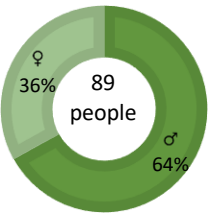
Established in 2001
23,6 M€ in sales
913 K€ in profit



850 people
87,9 M€ in sales
7,2 M€ in profit

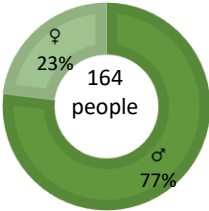
RPK TARRAGONA

Part of RPK Group since 2006
12,2 M€ in sales
496 K€ in profit



RPK INDIA

Established in 2009
5,5 M€ in sales
497 K€ in profit



We are RPK Group

We are an international industrial group dedicated to providing our customers with innovative solutions in dynamic metal components, with a commitment to generating sustainable wealth and quality employment, and to cooperative values as a lever for social transformation.

We have a clear vision for the future, which continuously serves as our guide:

To be a global benchmark in operational excellence, grounded in our cooperative values, using innovation as the driving force to deliver value to our customers and our environment.

The values of RPK Group are the pillars upon which we build all our activities. Management and employees embrace them to work under a shared culture:

- **Commitment:** driving our shared project, its objectives, agreements, and values.
- **Respect:** every person is RPK Group. I nurture relationships with honesty and kindness.
- **Sustainability:** I take care of today for our tomorrow, prioritizing the collective interest over individual needs.
- **Rigor:** I guarantee full attention and technical and ethical excellence.
- **Efficiency:** I take each step to achieve the most significant impact at the lowest cost, with maximum personal and collective demand.

What makes us different is not what we are or what we pursue, but above all, *how* we do it: our model of relationships. We collectively address the challenges of this ever-changing world by providing solid business solutions that support more than 700 families worldwide today: RPK Group, an international industrial and technological group with a cooperative foundation.

An Industrial and Technological Group

At RPK Group, we are primarily dedicated to the manufacturing of springs, wire forms, stamped and formed strip parts, bus bars, contacts, and power springs. Approximately 80% of our production is directed towards the automotive sector, serving both Original Equipment Manufacturers (OEMs) and Tier 1 suppliers.

Our products are assembled into a wide range of applications: some traditional, such as powertrain, suspension, braking, steering, fuel systems, and interiors; and others more innovative, focused on electric vehicles, with components designed to connect management systems, enable energy recovery, and distribute electricity in both light and industrial electric vehicles.

We also collaborate in the development of mobility systems based on hydrogen, both in fuel cells and in internal combustion engines powered by this fuel.

RPK Group has invested in a new e-mobility division to address the profound transformation underway in the automotive sector toward a more environmentally sustainable model through electrification.

Our core production process is wire and strip forming. We operate with the most advanced machinery on the market, along with in-line tempering furnaces to release stresses after forming.



At RPK Group, we have most of the enabling technologies to deliver added value to our products: 100% automated inspections, surface treatments, clean rooms for cleaning processes, special packaging such as tape & reel, customized assemblies, and more—often with equipment designed internally by our engineering team at the Technological Center.

Thanks to this center, located at our headquarters in Vitoria-Gasteiz, we can provide, propose, and simulate innovative technical solutions that have allowed us to register several patents, which we share with our customers. We also have a state-of-the-art laboratory equipped with cutting-edge testing and control systems, enabling metallographic analysis, finite element calculations, fatigue testing at elevated temperatures, and residual stress measurements under compression. This allows us to design pioneering solutions for highly demanding and dynamic applications with complete reliability.

In terms of diversification, we also work in the medical, industrial, and electrical sectors, and we hold a majority stake in Gasori. This subsidiary operates three business units and, through brands such as Urbelaser, RG, and ZR, transforms a wide variety of products, including laser-cut parts manufactured to specification, proprietary designs for electrical distribution in lifting systems, and metal components for functional furniture.

All Gasori products are manufactured with the latest technologies in laser cutting, bending, punching, welding, and painting, ensuring optimal quality and reinforcing our presence in international markets.

International

Our business model is based on providing agile, high-quality, and locally focused services, primarily within the automotive sector. Within this framework, our focus has been on internationalization and technical support. Our five plants ensure our global presence, spanning three continents, providing productive proximity and technical engineering support to collaborate on our customers' designs.

We have people, know-how, and machinery at all our production plants, enabling us to sell, develop, and manufacture practically our entire product portfolio at each location, with a wide variety of production processes—thus delivering accurate *local-to-local* service.

Cooperative Structure

RPK was founded in 1974 in Vitoria-Gasteiz by 19 entrepreneurs who laid the foundation of what is now a dynamic group of companies. The chosen organizational model was that of a cooperative—a corporate system with advantages such as dividend reinvestment and the commitment of worker-members.

The cooperative model is a socio-business structure that places people at the center. It is built on the alignment of all members around a shared purpose, prioritizing collective interests over individual ones, and maintaining a long-term perspective at all times. Worker-members are the key players, both in daily operational activities and in governance, making decisions that shape the cooperative's future. None of this would be possible without the active participation and responsibility of the entire collective.

One of RPK Group's objectives is to create quality employment. Alongside the aim of ensuring employment is sustainable over time, we also want the people working on our project to feel part of the cooperative model and to become cooperative members in the long term. Thanks to the regulations developed in 2021, we established a framework that allows us to integrate collaborating members into RPK Group who carry out their functions outside the Vitoria-Gasteiz headquarters.

In the cooperative model, unlike in the capitalist model, each member has one vote, regardless of the amount of capital they hold in the cooperative. This is undoubtedly a differentiating element of the system and is key when making decisions.

The **General Assembly (GA)** is the sovereign body of the cooperative within its decision-making scope, and its resolutions are binding for all members. Its functions include, among others, electing the Governing Council and approving the distribution of results and amendments to the statutes.

In 2024, we held several informative assemblies: the first in February, to present the 2023 closing forecast, the new 2024 Management Plan, and updates on the 2023–2026 Strategic Plan. The following assemblies took place in early May, in smaller groups, to encourage debate in preparation for the General Assembly. The General Assembly was held, as is customary, on the first Saturday of June, with 97% of RPK Group members in attendance. At this Assembly, the financial proposals put forward by the Governing Council received more than 95% support. In addition, the 2023 Non-Financial Report was approved by 96.5% of the Assembly. This encourages us to present the new 2024 Non-Financial Report, aligned with last year's presentation.

The **Governing Council (GC)** is the body representing the working community. Responsible for business management, it appoints those who will hold positions on the Management and Executive Boards. It assumes a high degree of responsibility, since the economic and social viability of the company largely depends on this body.

The Governing Council is composed of 8 members, who in turn designate the positions of President, Vice President, and Secretary from among themselves. After the June 2024 assembly vote, and to date, the GC is made up of: David Recio, Xabier Sáenz, Oscar Pérez, Javier Vázquez, Josu Fontaneda, Estíbaliz Ortiz de Pinedo, Carlos Chasco, and Iñigo Fernández de Lapeña.

The Group Controller also attends GC meetings as an invited member to advise and train the GC on economic, legal, and other matters. A direct reporting line has been established between the GC and the Group Controller, ensuring the independence of the Controller's position, separating it from Management and reporting directly to the Governing Body. Currently, the Controlling area is led by Sergio Loma, who, together with Raúl González, reports directly to the GC.

To replicate this independence and governance, and given the growing scale of the Mexican subsidiary, a new role was incorporated in 2024. Raúl Flores, based in Mexico, now reports directly to the GC of RPK S.Coop.

For the proper functioning of governance bodies, we also have the **Supervisory Commission (SC)**, which acts as a supervisory body for auditing, mediation, and information flow. The General Assembly elects

members of this body, which is composed of five people. In addition to the functions set out in the cooperative statutes, the SC is also responsible for compliance-related tasks. Since June 2023, the SC has consisted of Idoia Sáez de Biteri, Estíbaliz Ortiz de Pinedo, Koldo Aldaiturriaga, Diego Gaite, and Alberto Soletto.

To ensure the ongoing participation of members, we have the **Social Council (SCn)**. Its role is to channel the views, proposals, concerns, demands, or issues of members on socio-labor matters through established mechanisms. Members are elected to represent all areas, with terms lasting four years. Elections are held within each region and ratified by the General Assembly, with all members eligible to vote and stand for election. During 2024, the SCn was composed of Ángel Cervera, Daniel Barrio, Javier Ugarte, Sebastián Pérez, Clemente Bolaños, Aritz Apellaniz, and Jon Ander Ruiz de Erenchun.

Working Toward Sustainable Development

At RPK Group, we take firm steps every day toward sustainability across the three dimensions of our company: economic, social, and environmental. We do this by generating value-added projects in these three areas and by applying this perspective to all our business processes.

The Sustainable Development Goals (SDGs) serve as both a reference framework and a powerful driver of transformation. Beyond being a model to map what we already do and to assess our compliance, the SDGs are a tool for reflection—helping us ask ourselves what more we can do in relation to each of the 17 goals to improve our processes or launch new projects that will positively impact our sustainability and, in turn, our environment.

At RPK Group, we have followed the roadmap outlined below to materialize social action aligned with the SDGs:

1. **RPK Vitoria** is a member of the Álava Alliance for Sustainable Development.
2. Communication to employees and participation in various internal and external activities to understand the scope of the SDGs.
3. Creation of the Social Transformation Team and analysis of all projects through the lens of the SDGs, identifying areas for improvement where new internal and external initiatives can be implemented.
4. Annual launch of social transformation projects based on their expected impact on the SDGs.

To ensure our commitment to sustainability is reflected in our day-to-day operations, in 2022, we conducted a **materiality analysis** to identify the material topics that should be addressed in line with our business activities. In placing these topics, we considered issues that are inherently relevant to RPK Group's operations (sector-specific), as well as others that link the company to its broader environment. Legal compliance requirements and GRI¹ standards were also taken into consideration.

These topics were classified according to the company's three sustainability dimensions (economic, social, and environmental) and grouped into five specific areas. Throughout 2023, this same approach was maintained, following the same classification of topics as defined then.

The following section analyzes each of these topics and their alignment with the GRI standards.

¹ GRI: Global Reporting Initiative. They constitute a set of standards that represent the most widely adopted framework for companies to report non-financial information.

ECONOMIC AREA: topics that affect the company's operations and financial viability.

MATERIAL TOPIC	DESCRIPTION	GRI
Economic Performance – Financial Strenght	Enhance profitability to ensure the cooperative's long-term sustainability.	GRI 201
Innovation	Foster a customer-oriented culture of innovation.	NO GRI
Responsible Supply Chain Management	Extend the commitment to sustainability throughout the value chain (environmental and social).	GRI 204 GRI 308 GRI 414
Digital Transformation	Improve internal processes through digital tools.	NO GRI
Diversification	Deepen product diversification to expand our business into different sectors (medical, industrial).	NO GRI
Customer Satisfaction	Address customer needs with the goal of achieving “zero defects.”	NO GRI

GOVERNANCE: key topics to guide the company's operations.

MATERIAL TOPIC	DESCRIPTION	GRI
Cooperative Governance	Strengthen cooperative governance.	NO GRI
Operational Governance	Ensure appropriate and effective governance for RPK Group, its subsidiaries, and departments.	NO GRI
Compliance	Guarantee ethical and responsible behavior of the cooperative's governing and management bodies, and establish mechanisms to prevent practices such as corruption, bribery, fraud, or unfair competition.	GRI 205 GRI 206
Communication and Transparency	Provide the necessary mechanisms to ensure two-way information exchange, understanding of decisions and tasks related to the Cooperative's activities, and consideration of the views of all members of RPK Group.	NO GRI
Governance Committed to Sustainability	Integrate sustainability as a cross-cutting theme throughout RPK Group.	NO GRI

PEOPLE: topics related to labor conditions and workforce employability.

MATERIAL TOPIC	DESCRIPTION	GRI
Workplace Well-Being	Develop a business model that enhances employee satisfaction, motivation, and working conditions. Focus areas include: Quality employment. Work-life balance measures. Workers' rights. Solidarity-based compensation system.	GRI 401
Occupational Health and Safety	Prevent occupational risks and promote the health and safety of employees.	GRI 403
Talent Attraction and Development	Attract and retain talent while creating opportunities to identify and foster the professional and personal development of employees.	GRI 404
Diversity and Equal Opportunity	Work to create an inclusive workplace that ensures equal opportunities for men and women, while also addressing other dimensions of diversity.	GRI 405

ENVIRONMENT: topics for assessing the environmental impact of business activities.

MATERIAL TOPIC	DESCRIPTION	GRI
Climate Change Mitigation	Reduce air emissions, use energy efficiently, and promote the use of renewable energy.	GRI 305
		GRI 302
Responsible and Efficient Management of Materials and Waste	Optimize material consumption and use lower-impact materials while reducing waste generation (3Rs).	GRI 306
		GRI 301
Efficient Water Use	Ensure efficient water use.	GRI 303
Workplace Mobility	Promote sustainable commuting for employees.	GRI 305

COMMUNITY: topics concerning the external social impact of the company's activities.

MATERIAL TOPIC	DESCRIPTION	GRI
Community Development	Active participation of RPK Group through collaboration with social action, solidarity, and other initiatives. Foster collaborative relationships with stakeholders. Partnerships (local and global).	GRI 413
Euskara Plan Management	Strengthen RPK Group's commitment to society through the Basque language plan.	NO GRI
Employee Participation in Community Development Initiatives	Promote and foster the social commitment of RPK Group employees.	NO GRI

Commitment to Stakeholders

At RPK Group, we work closely with our stakeholders. Stakeholders are, on the one hand, the individuals, groups, or entities that are affected by the company's activities, and on the other hand, those whose activities impact the company's business.

In 2022, we carried out a stakeholder prioritization exercise, based on three criteria:

- The influence of the stakeholder group on the cooperative's activity.
- The influence of the cooperative's activity on that stakeholder group.
- The importance of each stakeholder group for the future of the business.

This is the list of stakeholder groups consulted regarding the impact of RPK:

- Members and employees.
- Subsidiaries – RPK Group employees.
- Suppliers – Subcontractors: Sales Area, from the Perspective of Suppliers and Subcontractors.
- Customers: commercial area, from our clients' perspective.
- Public administration: Vitoria-Gasteiz City Council.
- Trade unions: Works Council.
- Financial institutions: Laboral Kutxa.
- Educational institutions – universities: Egibide and IMH.
- Social organizations (COFIP): Mundukide, Albaola, Don Bosco, Dorletako Lagunak.
- Technology centers and partner entities: BIC Araba and Tecnalia.

Once the identification process was completed, an online survey was prepared to collect stakeholder opinions on material topics, rating each issue quantitatively. Participation levels were very satisfactory.

Materiality Matrix

To assess material topics from the company's perspective, a reflection session was held in 2022. This session involved representatives from the governance bodies, including members of the Governing Council and the Management Committee, as well as area leaders closely connected to sustainability. Before the session, participants completed the same survey sent to stakeholders. During the session, the scoring and prioritization of each issue were directly discussed.

By combining both perspectives, the **materiality matrix** was developed, leading to the prioritization of material topics to be addressed. The following table shows the issues ranked by level of priority, along with the materiality matrix.

Priority Level 1	Priority Level 2	Priority Level 3
1. Economic Performance – Financial Strength	6. Customer Satisfaction	17. Responsible and Efficient Management of Materials and Waste
2. Innovation	12. Workplace Well-Being	16. Climate Change Mitigation
13. Occupational Health and Safety	10. Communication and Transparency	3. Responsible Supply Chain Management
14. Talent Attraction and Development	15. Diversity and Equal Opportunity	18. Efficient Water Use
5. Diversification	7. Cooperative Governance	19. Workplace Mobility
8. Operational Governance	11. Governance Committed to Sustainability	20. Community Development
9. Compliance	4. Digital Transformation	22. Employee Participation in Community Development Initiatives
		21. Euskara Plan Management

For 2024, the same materiality matrix was applied. Accordingly, this section of the report is structured into five areas, aligned with the SDGs and covering all identified material topics.



Matriz de materialidad de RPK Group



Our Project is Strong to Meet Our Customers' Needs

The automotive industry is undergoing a profound transformation of its production model to achieve vehicle decarbonization while increasing connectivity and comfort at competitive prices. After overcoming supply chain tensions that made this transition challenging, experts anticipate the start of a new cycle driven by vehicle replacement in developed markets and low motorization rates in emerging regions. RPK's challenge is to adapt quickly to these changes, meeting our customers' needs while working together to ensure the project's sustainability.

Economic Performance – Financial Strenght

Improving profitability to ensure the long-term sustainability of the cooperative

To ensure the sustainability of our project and generate quality employment, we must work to deliver high added value to our customers, always keeping business profitability as a key objective.

In the short term, we continue to face the challenge of high inflation, with ongoing cost increases, which means we must maintain and improve margins—aligned with the value we provide—and increase operational efficiency so that the bottom line can improve. These efforts involve all of us.

Some of the main initiatives and improvement projects developed during 2024 have been:

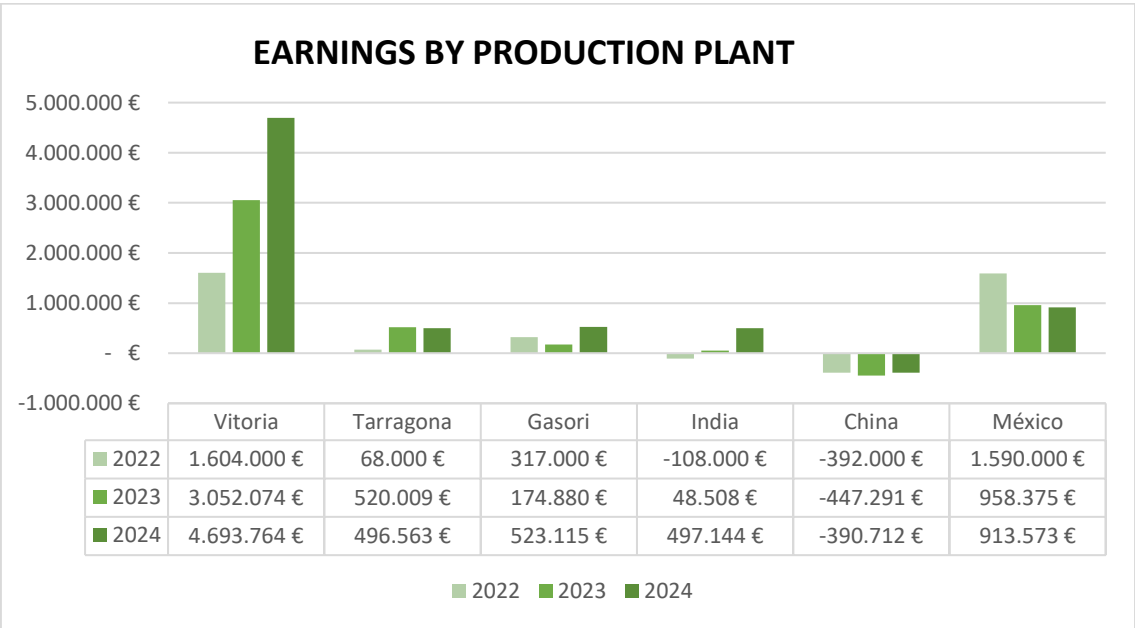
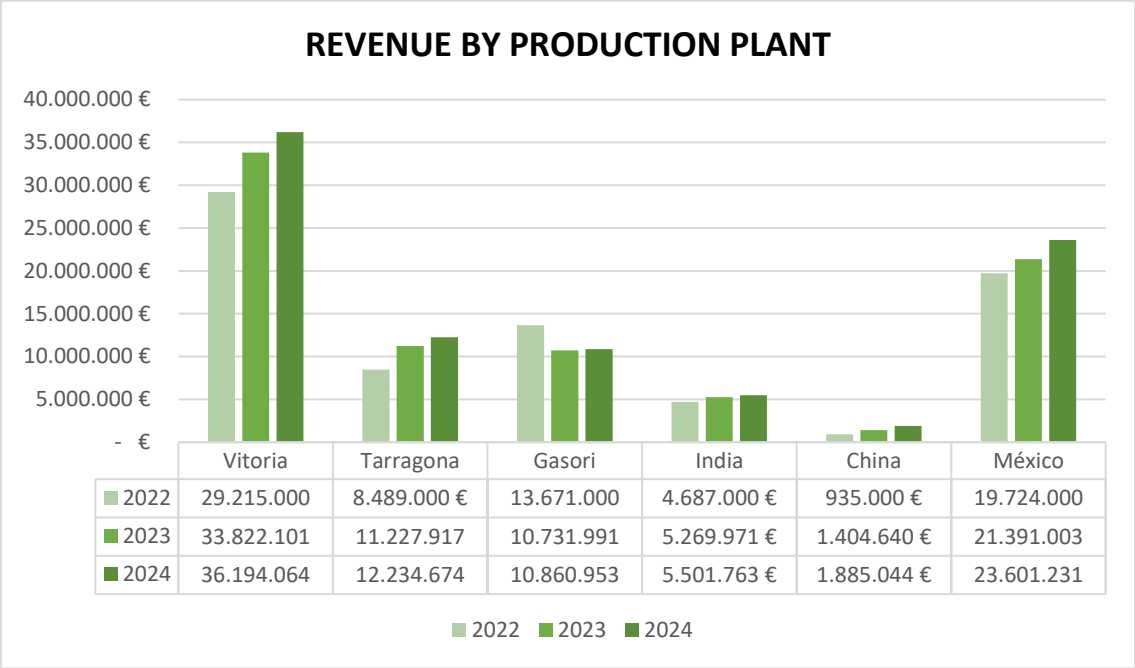
Continuous improvements coordinated through the different UATCs (Autonomous Cooperative Work Units)

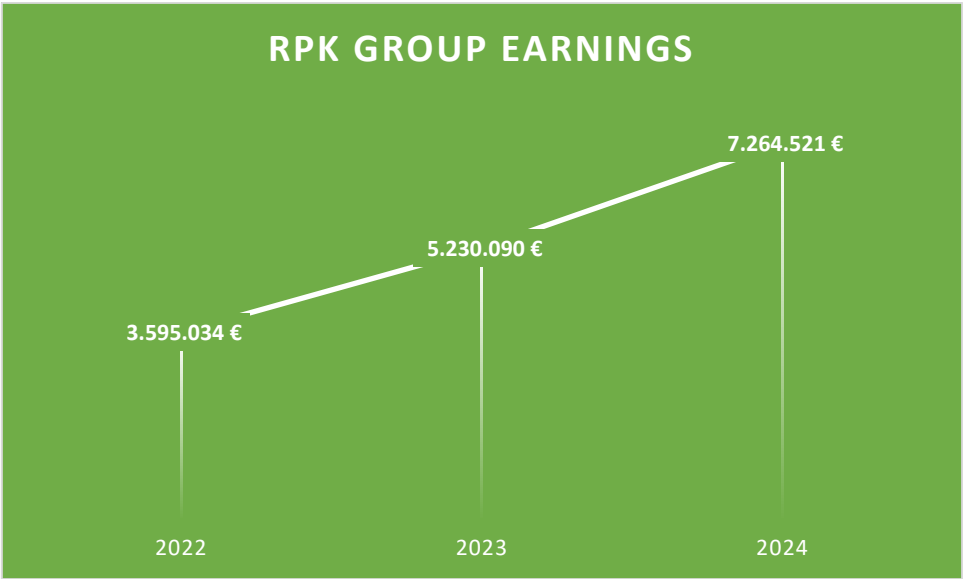
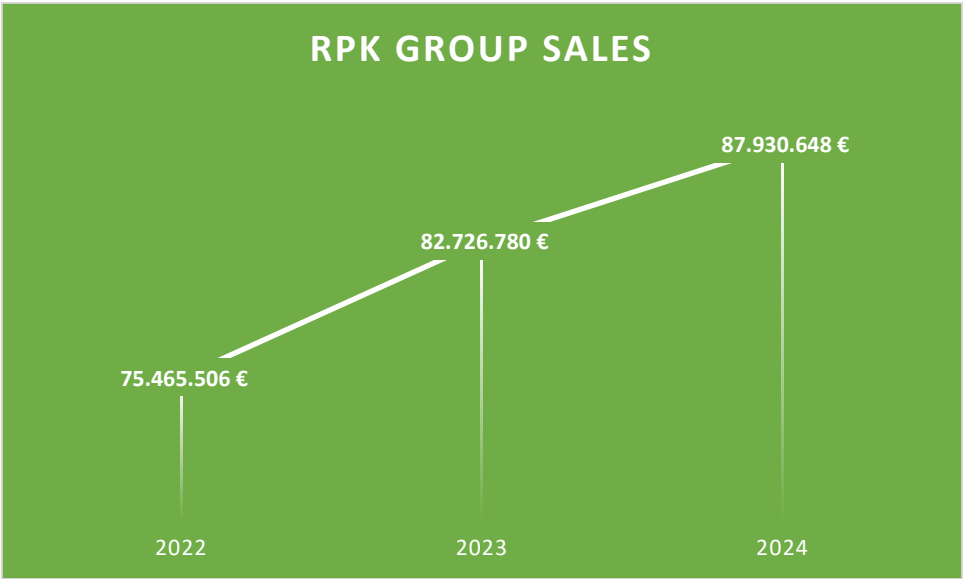
Significant continuous improvement work is being carried out in the various UATCs in collaboration with Engineering, the Technological Center, and Quality. These combined efforts deliver year-over-year improvements in profitability through the accumulation of many small actions.

TSP Project

The ultimate goal of the **TSP Project (Productive System Transformation)** is to enhance production profitability by eliminating low-value tasks, reducing product searches, streamlining stock management, and minimizing material movements, among other objectives. It encompasses several parallel projects, impacting all areas, including plant layout, and will lead us toward a more intuitive, data-driven management system that must be more cost-efficient.

These were the economic results by production plant (sales and profits):





Innovation

Fostering a customer-oriented culture of Innovation

Throughout 2024, we have made progress on the activities defined within the 2023–2026 Strategic Plan. Regarding the Innovation pillar, steady progress has been achieved across all Plan activities. This year, we monitored the Innovation Model to adapt it to RPK's real needs. Overall, the model has proven to be valid; however, in 2025, we plan to review it to make any necessary adjustments.

We are fully aware that Innovation, as a driver of sustainable growth, is essential in an organization like ours. Competitive intelligence, exploration of new markets, and all activities linked to the growth of RPK Group must be supported by Innovation across all areas of the Group.

In 2024, all areas of the Technological Center were aligned and focused on providing the best solutions to meet the needs of the Group's companies across the various markets in which we operate, both in terms of product innovation and process innovation.

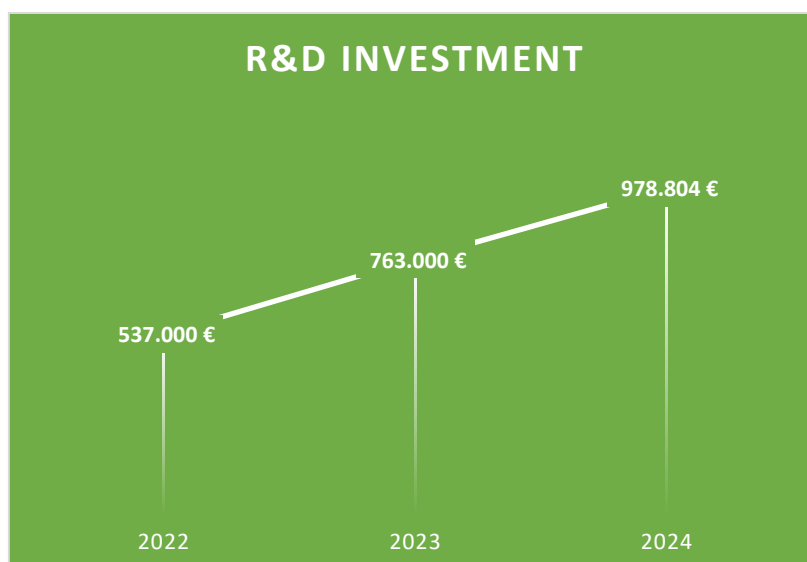
At the product level

- In 2024, a significant milestone was the development of prototypes and the commissioning of production equipment for copper connectors for which we were awarded contracts.
- One of the most significant challenges in this regard was developing all the necessary know-how related to laser technology for the acquisition and commissioning of a laser welding unit—a technology previously unavailable at RPK Group. This project was piloted by the Technological Center, consolidating all knowledge and later transferring it to the industrial division for the manufacturing of awarded flexible connectors.
- We continued to work on **Constant Force Springs**, products with a wide range of applications across multiple sectors. Development opportunities for this product have arisen in nearly all of the Group's plants, creating the challenge of transferring the acquired knowledge to our sites to ensure we can supply this product in each market where we operate.
- We also continued developing solutions with **Canted Coil Springs**, targeting sectors such as industrial/electrical, medical, and aerospace.

At the process level

- We have implemented innovative control processes for our products, enhancing reliability and robustness, thus ensuring higher-quality products for our customers.
- A noteworthy advancement was the significant progress in **the lamination process**. Through machinery development, we successfully designed, manufactured, and standardized continuous lamination equipment for all Group companies. This enables optimization of production processes for products such as wave springs. This development was rapidly implemented during 2024 at most of our plants producing this product type, resulting in improved production efficiency and higher product quality through the implementation of an innovative solution for RPK Group.

In 2024, R&D&I investment with auditable SPRI criteria at the Vitoria plant alone reached €978,804, representing a 28% increase compared to 2023.



Diversification

Deepening product diversification to expand our business into different sectors (medical, industrial)

The market has continued to evolve under the strong influence of emissions regulations, localization policies in both the USA and China, and, more recently, geopolitical tensions and tariff wars.

These factors add uncertainty and pressure to the market, making it difficult at present to have a clear view of how vehicle production might evolve in the medium term, or whether structural changes are looming in the localization of component and vehicle production centers. This obliges us to remain alert and adapt quickly to new conditions.

It has become clear that the roadmap for electrification implementation was unrealistic. Sales of fully electric vehicles (BEVs), far from taking off as planned, experienced a notable setback in 2024 compared to the previous year.

As a consequence of the low demand for electric vehicles, traditional European OEMs are far from reaching a sales share that would allow them to offset excess emissions above the legal maximum, forcing them to face heavy penalties that reduce their investment capacity, erode their profits, and put their sustainability at risk.

Vehicle-producing governments, together with the ACECA manufacturers' association, have lobbied the European Commission, resulting in an agreement to postpone by three years the enforcement of emission limits that were set to take effect in January 2025.

This postponement will enable OEMs to tailor their electric offerings to meet European customer needs in terms of pricing, technology, performance, range, and driver interface. This improved offering and production model will enable them to compete against the growing presence of Chinese manufacturers, who are beginning to open plants in Europe and rapidly gaining market share at the expense of traditional manufacturers.

In the USA, with the arrival of the Trump administration, the policy focus is shifting back toward traditional combustion and hybrid powertrains, at the expense of BEVs, whose sales are expected to decline as incentives are phased out. This will extend the life cycle of thermal engines.

At the same time, the Trump administration's recent tariff hikes may negatively impact U.S. vehicle sales in the short term, due to significant price increases on imported vehicles, which account for around 50% of sales in the country. These vehicles are primarily imported from Europe and Mexico—locations where component manufacturers are also concentrated and where RPK Group supplies its products.

All these dynamics underscore the need to diversify into other sectors, allowing RPK Group to mitigate its exposure to the automotive industry and establish a platform for sustainable growth.

In this regard, our Medical teams in both the USA and Europe are conducting extensive prospecting work, leveraging all available tools, including participation in trade shows, specialized symposia, and intensive use of digital tools, as well as support from digital marketing activities aimed at strengthening RPK Medical's image and positioning. These efforts are helping us stay close to potential customers and enhance our reputation as a reliable supplier.

In 2024, we conducted several visits to pharmaceutical and medical device companies, enabling us to bid for significant projects with meaningful revenue potential—a notable achievement, given the sector's conservative approach to supplier selection, especially when introducing new ones.

This commercial activity has been further reinforced by the achievement of ISO 13485 certification for RPK Vitoria and the adaptation of a 1,500 m² production area to the sector's strictest standards, allowing us to compete on equal terms with the most recognized players.

The same approach will be replicated at our Mexico plant, where certification will also be obtained, and a dedicated production area will be prepared to serve customers in that region.

Beyond developments in the Medical sector, we continue to pursue a diversification strategy focused on identifying new opportunities in the industrial and electrical sectors, as well as scouting applications suitable for our latest developments.

Customer Satisfaction

Addressing our customers' needs with the goal of achieving "zero defects"

One of the main pillars of RPK Group is our customers. This compels us not only to maximize their satisfaction but also to strive to exceed their expectations in every area of interaction.

Our customers evaluate us through the different touchpoints we maintain with them, with product quality standing out as a critical factor—our products must always meet the required specifications.

Strict compliance with their requirements ensures not only that customers are satisfied and may view us as a reference supplier for future projects, but also helps avoid potential claims that could seriously damage our reputation.

Another key aspect for our customers is the production/logistics dimension, related to on-time and in-full deliveries. These requirements test our production and supply capabilities, which must remain synchronized with their needs and flexible enough to absorb fluctuations in demand—challenges that often put significant pressure on our capacities.

It is also essential to strengthen the credibility of our technical proposals and to be proactive in suggesting improvements or new approaches to their designs, not only to make them more robust but also to make them more competitive.

The overall customer evaluation in 2024, considering these various aspects, was positive. We achieved a three-point improvement compared to the previous year, confirming the success of all steps taken to enhance our relationship with customers.

Customer Satisfaction	2022	2023	2024
Overall Rating	95,21%	93,87%	96,88%

Digital Transformation

Improving internal processes through digital tools

Digital transformation must be leveraged to focus first on reengineering processes before digitizing them. It is not simply about digitizing what we already do without questioning whether it can be simplified or improved. The goal must first be to optimize processes and then digitize and automate them, thereby increasing efficiency and, consequently, the profitability of RPK Group. The outcome of digitizing a method is the ability to measure it, analyze it, and, above all, make data-driven decisions.

To achieve this, **data quality is fundamental**. Rigor in following the established processes by everyone at RPK Group will help us avoid significant costs and extra correction hours—or, in the worst case, unreliable results. Good data quality enables us to make decisions based on accurate and objective information.

To address all these digital transformation processes, the Information Technology (IT) area is crucial. It must be equipped with the necessary resources to tackle the significant challenges facing the organization in the coming years.

Key projects in 2024:

Izaro ERP at Gasori

At the Gasori plant, the legacy Geminix ERP (character-based) was still in use, with significant limitations in search, usability, and integration with office tools. All existing data were migrated to a new system, and processes were reviewed and improved in a standard version of Izaro ERP (the automotive-specific version used in the rest of the plants did not fully align with Gasori’s type of production). Hardware was also renewed, with virtualized and clustered systems implemented to provide greater security, availability, and performance.

EPM in RPK Mexico

EPM is a project management tool integrated into the ERP for managing new parts, adapted to meet the APQP methodology. It enables control over the different phases of sampling, prototyping, requirements, and customer communication, while streamlining coordination between engineering, manufacturing, sales, and quality departments..

Izaro PRL

Implementation of the occupational risk prevention module at RPK Vitoria to assess and control risks in work equipment and to plan preventive activities.

Tools and Consumables

Many tools and consumables used in manufacturing were not inventoried, nor was their cost or consumption tracked. These tools have now been codified as a new article type (H) within the ERP and stored in a dedicated warehouse. This enables reports on items below the reorder point, facilitating replenishment and cost tracking through valued inventories.

Quotations with Scenarios

Commercial quotations can now include different sales scenarios, offering customers varying volumes and costs within the same proposal. New classification fields were also added to generate KPIs for quotations.

Network Expansion at RPK Vitoria

Due to the expansion of certain buildings and the need to connect machines to the MES system, fiber optic cabling was deployed, and five new network cabinets were installed to manage these connections.

Cybersecurity

Cybersecurity has become essential in response to the growing number of cyber threats faced daily at both the personal and business levels. In 2024, we worked on:

- External and internal cybersecurity audits to detect and correct vulnerabilities.
- Updating client operating systems to the latest versions.
- Deployment of new antivirus versions and on-demand scans.
- Strengthening password security with new directives requiring longer, more complex credentials. Revisar los equipos portátiles, para actualizarlos anualmente. Implementing a single sign-on (SSO) between ERP and AD-365.
- Annual review and upgrade of laptops.
- Enabling two-factor authentication (2FA) in email accounts and Office 365 applications.
- Enhancing VPN access security with strong passwords and 2FA via email codes.

TSP (Productive System Transformation)

This project, based on Lean Manufacturing standards, aims to adjust production frequency and batch sizes to balance demand fulfillment with current resources, while reducing production and storage costs. Key developments include:

- Leveling reports to optimize the distribution of items across machines and prevent bottlenecks.
- Work progress reports to measure real-time workload and delays at work centers.
- Dashboards to support planning and analyzing stock variability.
- MRP improvements for better data utilization.
- Automation of MRP recommendations (creation, release, advancement, and delay of work orders).

Purchase Requests

New ERP programs were developed to manage the growing number of RFQs generated by the technical department. These are primarily for new materials required for customer quotations, making agility in obtaining supplier information critical.

MES² (Manufacturing Execution System)

A MES system is essential for RPK Group's digital transformation, providing real-time production information, eliminating paper-based processes, and facilitating seamless interaction between production and other areas. Following the expansion and reorganization of Pavilion 4, the MES was redeployed, resulting in three distinct zones, each based on a specific machine type. It was also extended to Pavilion 0 for compression and facing sections. Achievements include:

- Improved management of work orders, with pause and scheduling capabilities..
- Global monitoring and visualization of machine status: preparing, running, stopped, pending maintenance, and OEEs.
- MES-based access to production documents (self-maintenance, work orders, material slips, production labels).
- Automatic reporting of furnace and packaging phases, easing operator workload.
- Raw material forecasting with estimated replenishment times.
- Real-time display of actual production speed and estimated completion times.

EDI (Electronic Data Interchange)

After centralizing Group EDI developments within the IT team in Mexico, we were able to incorporate more customers. We deployed new message types for both inbound (orders) and outbound (delivery

² MES is an integrated and dynamic software system that manages and monitors information throughout the various stages of manufacturing, enabling real-time control of the resources involved in the process.

notes), as well as labels with new barcodes. In addition to meeting customer requirements, this saves significant time in processing high-volume orders. Process incidents related to EDI integration are now also managed by the new team.

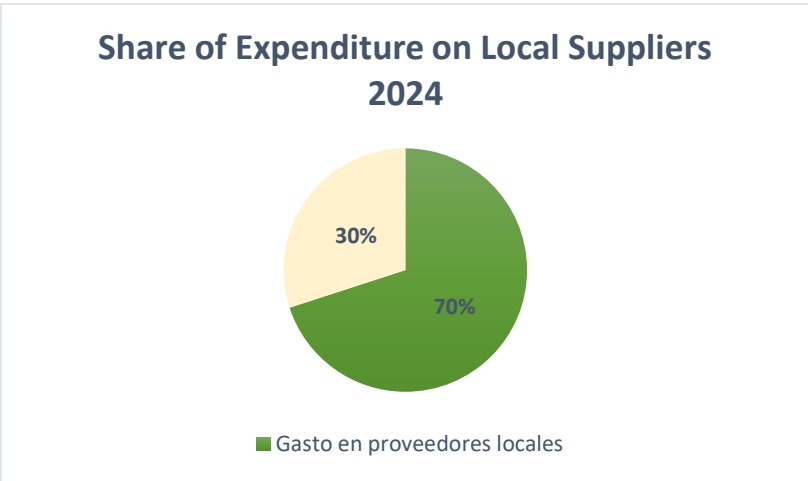
Responsible Supply Chain Management

Extending our commitment to sustainability throughout the value chain (environmental and social)

As highlighted in the *International* section, we operate under a *local-to-local* approach. Below are the data regarding local suppliers over the past three years:

Percentage of Spend with Local Suppliers	2022	2023	2024
Local Supplier Count	685	1.105	1.318
Local Supplier Spending (% of total)	42%	64%	70%

*RPK Group Overall Data.



When selecting companies to supply us, we consider not only cost, product quality, and supply assurance criteria, but also environmental and social considerations.

En cuanto a la gestión medioambiental, de acuerdo con lo especificado en los *Requisitos Generales para proveedores de Material de Producción* y en las *Condiciones de Compra Grupo RPK*, valoramos la disponibilidad de un sistema de gestión ISO 14000. Además de ello, la empresa proveedora deberá cumplimentar periódicamente un cuestionario de competencias ambientales. Junto con ello, todo embalaje no retornable deberá ser fácilmente reciclable, o económica y legalmente desechable, de acuerdo con la legislación local en la que cada planta de RPK Group está situada.

Igualmente, incluimos un criterio de gestión medioambiental en las auditorías a proveedores de materia prima (alambre y componentes), además del envío de *check list* periódicos.

Environmental Management

In line with the *General Requirements for Production Material Suppliers* and the *RPK Group Purchasing Conditions*, we assess the availability of an ISO 14000 management system. In addition, suppliers must periodically complete an environmental competence questionnaire. All non-returnable packaging must also be easily recyclable or economically and legally disposable, in accordance with the local legislation applicable to the country where each RPK Group plant operates.

Environmental management criteria are also included in audits of raw material suppliers (such as wire and components), as well as through the submission of periodic checklists.

Social Responsibility

The *RPK Group Purchasing Conditions* require suppliers to uphold a Code of Conduct based on the following principles:

- No child labor.
- No forced labor.
- Regulated working hours.
- Workplace health and safety.
- Respect for individual and collective rights.
- Non-discrimination.
- Regulated wage system.

Suppose a supplier does not have its own Code of Conduct. In that case, it must adhere to the **RPK Group Supplier Code of Ethics and Conduct**, which governs both internal relations within each company and external relations between RPK Group and its suppliers.

We also encourage and highly value suppliers who hold a **certified Criminal Compliance Management System** in accordance with UNE 19601:17 or the equivalent standard in force in their country of operation. Suppliers are further required to adopt the principles of the following declarations and conventions:

- Universal Declaration of Human Rights.
- United Nations Convention on the Rights of the Child.
- United Nations Convention on the Elimination of All Forms of Discrimination against Women.

Additionally, suppliers must comply with the conventions and recommendations of the **International Labour Organization (ILO)**:

- Conventions 29 and 105: Forced labor and slavery.
- Convention 87: Freedom of association.
- Convention 98: Right to collective bargaining.
- Conventions 100 and 111: Equal pay for work of equal value // Non-discrimination.
- Convention 135: Convention on workers' representatives.
- Convention 138 and Recommendation 146: Minimum age.
- Convention 155 and Recommendation 164: Occupational health and safety.
- Convention 159: Vocational rehabilitation and employment of persons with disabilities.
- Convention 177: Homework.
- Convention 182: Worst forms of child labor.

Suppliers are also required to comply with all applicable laws and regulations in each country in which they operate.

Striving for Effective Governance

The sustainability of RPK Group requires effective governance to lead the project. For this reason, we are working on governance from our cooperative foundation, ensuring it is operational to support all subsidiaries and backed by strong communication that meets the transparency needs demanded by our stakeholders.

Cooperative Governance

Strengthening cooperative governance

Improving governance has been a recurring topic, particularly among those who have taken part in the *University Expert Course in Cooperativism – ADITU*. To highlight the scope of this training within RPK, it is worth noting that over the past seven years, 15 people have completed the course, with 13 of them remaining active in the cooperative. Few cooperatives can claim that 8% of their members have received university-level training in cooperativism.

The final project of the 2019–2020 course, which focused on governance and was carried out by an RPK Group member, consisted of drafting a **“Good Cooperative Governance Manual”** for the RPK Group, which has since become a supporting document for the cooperative.

This guide identified eight areas to be addressed:

1. External expert advisory support.
2. Clear definition of competencies, roles, and responsibilities.
3. Training for council members, executives, and the presidency.
4. Selection processes.
5. Communication between governing bodies.
6. Decision-making process.
7. Conflict management.
8. Size and diversity.

Projects from the 2021-2022 Course (Active in 2024)

Integration of External Expert Advisory Support

We brought on board an advisor with over 30 years of experience in the largest cooperative group, who has served as CEO of various cooperatives for more than 25 years and has firsthand experience with multiple crises. The collaboration is set on an annual basis, with each May marking its renewal, allowing the new Governing Council team to decide whether to renew, seek other external advisors, or discontinue the collaboration.

Thanks to this collaboration, we achieved four main objectives:

- Broaden perspectives and move away from the natural insularity of cooperativism within RPK Group, as we do not belong to any larger cooperative group.
- Improve the relationship between the CEO and the Governing Council.
- Include in the reflection of the 2023–2026 Strategic Plan the perspective of someone experienced in innovation and international markets, but with a cooperative mindset.
- Guide the CEO, who came from outside the cooperative world.

This experience has been very positive, with strong acceptance of this external advisor by both the Governing Council and the Executive Board.

Annual Cooperative Training for Employees

In 2024, we continued with the third edition of the training course on cooperativism, history, customers, and products of RPK Group. The program lasted three days and was delivered in Otalora (Aretxabaleta) by subject matter experts. On product, market, and history, we collaborated with **Nicolas Larrañaga**, who served as RPK's General Manager for 23 years, and **Iñigo Fernández de Lapeña**, the current president of the cooperative and a member of the RPK commercial team.

This activity, coordinated between Social Management and the Governing Council, was very well received by participants. We intend to continue offering this training annually, with 15–20 participants each year, typically during the first four months of the year.

Cooperative Training for the Governing Council

This year, two members of the Governing Council participated in the *Course for Governing Council Members*, organized through KONFEKOOP, which focuses on strengthening the competencies of council members. Participant feedback was positive.

Expert Course in Cooperativism

In the 2024–2025 academic year, and for the fifth consecutive year, we took part in the *Expert Course in Cooperativism*. This time, **Raúl González**, Group Controller, and **Danel Montero**, a colleague from the Technological Center, were in attendance. The outcome of their work in this course was the implementation of the first edition of “*Arabako Gazteria Bidaian*”, an initiative framed within the working areas of the Batera project.

COOPERATIVE EDUCATION	2022	2023	2024
Hours of Training in Cooperativism	866	851	990

Operational Governance

Ensuring effective and appropriate governance for RPK Group, its subsidiaries, and departments

We are working on building effective and appropriate governance for the management of RPK Group. This operational governance must pursue two main objectives:

- 1) **Broader decision-making** through the specialist groups and forums we have at the global level
- 2) **Leveraging the synergies** among the different plants of the Group

Throughout 2024, we have focused on consolidating what was defined the previous year in the RPK Governance Manual and improving it, intensifying inter-plant visits and seeking to maximize synergies:

- The **Group Management** has been involved in the most critical decisions for the Group's future. It has closely monitored the 2023–2026 Strategic Plan, integrating the Plant Director of Tarragona for 2025, in addition to the one from Mexico, who was already part of the team.
- **The Plant Management team** in Vitoria-Gasteiz has been focused on daily operations and the implementation of major improvement projects, consolidating the established decision-making processes and empowering the teams responsible for carrying them out.
- **The Sales Management and KAM team** has strengthened coordination with the plants. At the same time, the Industrial, Technological, Purchasing, Logistics, Quality, and People areas have strengthened communication and cooperation with the plants.
- **The Group Controlling team** has been reinforced, improving established controls and strengthening the Mexico team.

Through all these initiatives, we aim to harness the full capabilities and knowledge of the Group to deliver added value across all plants.

Compliance

Ensuring ethical and responsible conduct of the cooperative's governing and management bodies, and establishing mechanisms to prevent practices such as corruption, bribery, fraud, or unfair competition.

Our **Code of Ethics and Conduct** has the firm objective of establishing the guidelines, values, and principles that must govern the behavior of people within the organization regarding RPK Group's relationships with its stakeholders. This applies both to RPK Group's internal activities with its members and employees, as well as to its relationships with customers, suppliers, external partners, public and private institutions, and society at large.

This document sets out specific guidelines for action in the following areas:

Fundamental Rights	Respect for People	Equal Opportunity and Non-Discrimination
Health and Safety	Protection and Care of the Brand, Corporate Image, and Reputation	Respect for the Environment
Alcohol and Drug Consumption	Order and Cleanliness in the Workplace	Money Laundering
Bribery, Gifts and Hospitality	Use of RPK Assets	Conflict of Interest
Relations with Customers	Relations with Authorities and Public Officials	Confidentiality of Information and Protection of Personal Data
Confidentiality of Information and Protection of Personal Data	Protection of Intellectual and Industrial Property	

The **Supervisory Committee** is responsible for matters related to compliance. It reports directly to the Governing Council on any conduct that goes against the Code of Ethics or internal regulations. To this end, the Compliance Officer and the Supervisory Committee collect, review, and, when necessary, investigate queries submitted through the compliance whistleblowing channel (compliance@rpk.es).

In 2024, support was provided in situations originating from RPK Group plants. Some of the queries addressed labor-related disputes or conflicts, which were redirected to the relevant departments or sections, with specific monitoring committees established where appropriate.

For the implementation of the Compliance system, we have received the support and guidance of the **San Prudencio Labor Foundation**, which has collaborated on the development of specific Compliance protocols and processes, as well as provided advice regarding regulatory changes included in the Penal Code.

In 2004, a **forensic³ audit** was conducted at our RPK Tarragona subsidiary. Two members of the Controlling team, together with an external auditing firm with whom we regularly collaborate, traveled to Tarragona to review established procedures and controls. The audit identified several areas for improvement to be implemented at the subsidiary.

³ Forensic audits are internal investigative procedures used to prevent, detect, or investigate potential criminal activities.

Communication and Transparency

Ensuring the mechanisms necessary to guarantee two-way information exchange, understanding decisions and tasks related to the Cooperative's activity, and considering the opinions of all members of the RPK Group.

Since 2022, we have focused on strengthening existing communication tools while also launching new initiatives in areas identified as needing improvement. The most significant milestone was the introduction two years ago of an **annual informative assembly** held at the beginning of the year.

We have now institutionalized an annual informative assembly on the last Friday of February to present the new management plan for the current year, as well as the degree of compliance with the previous year's plan. Approval remains reserved for the ordinary assembly in June. Still, the aim is to generate information and debate early in the year so that all members have a clear understanding of the objectives from the outset.

Newsletter (NL)

Launched in fall 2020, the Newsletter has become a monthly information tool that allows for the rapid dissemination of current issues as well as scheduled topics such as quality indicators. In 2024, all newsletters planned were issued on time.

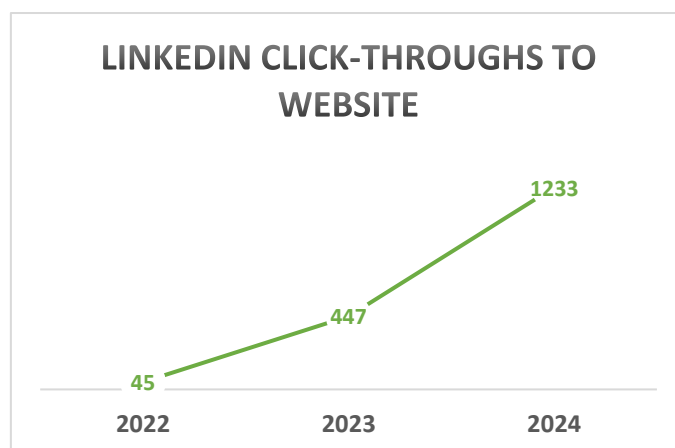
Marketing and Communication

The main milestones achieved by the Marketing and Communication Department during 2024 were:

- Launch of the new **RPK Medical website**
- **RPK Medical SEO project**
- **RPK Medical Analytics project**
- Launch of new catalogs and product/market presentations
- Monthly creation of **Case Studies** to support the sales team
- Customer and lead database segmentation and integration with Salesforce, Active Campaign, and LinkedIn Sales Navigator for sales support actions
- Traffic generation and RFQ capture through Ads.
- Launch of Salesforce
- Creation and development of the new brand for the **Batera cooperative forum**
- Actions and presence at medical industry trade shows.
- Participation in niche media for the medical sector
- Participation at the Eurobike fair
- Organization of **open days** and the **50th Anniversary celebration**
- Ongoing collaboration with the Group plants

Website and LinkedIn performance data:

	December 2022	December 2023	December 2024
LinkedIn Click-Throughs to Website	45	447	1.233
Website Views	2.856	7.047	7.556



The evolution of traffic, both in volume and quality, for the Group's website has been very positive. Annual sessions increased by **115%**, reaching **119,282 sessions**. Conversions also grew significantly:

- **83% increase in email clicks (1,182)**
- **91% increase in phone calls (1,168)**
- **90% increase in completed forms (510)**, including RFQs, supplier forms, and job applications.

Most RFQs were related to H3 and H2 product development, as well as new markets beyond automotive, including medical and electrical.

The **RPK Medical brand** continues to be strengthened, positioning it as a strong player in a market with high entry barriers. The website and LinkedIn page were launched, already attracting **600 highly targeted followers**. Since June, the website has reached **18,182 sessions**. Commercial and marketing activity in this area has been intense, with strong participation in trade shows and industry media. All client presentations and catalogs are customized, reflecting the sector's high regard for strong brand identity.

Intranet and Employee Portal

In 2024, these tools were consolidated as practical means of communication and information sharing, reinforcing transparency as one of RPK Group's core values.

Transparency

The 2023 accounts were presented to the Basque Government in September 2024, in compliance with our obligations. For the second consecutive year, we conducted a consolidated group audit with **LKS**, an international firm with extensive experience in cooperative group consolidations.

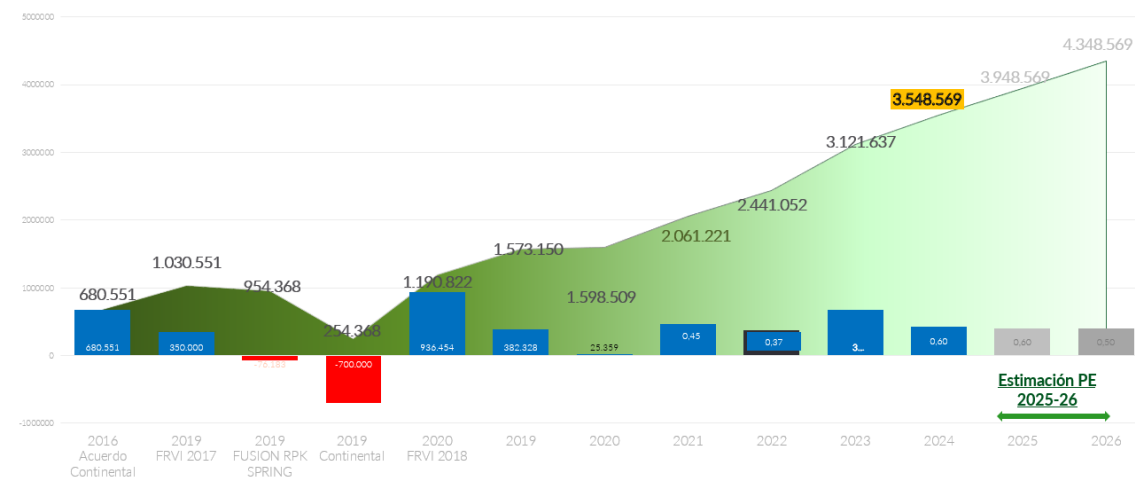
Governance Committed to Sustainability

Decision-making focused on the long-term impact on the cooperative’s environment, society and economy.

At RPK Group, we understand **Sustainable Governance** as decision-making that always considers the potential long-term impact on the environment, society, and the cooperative’s economy—decisions that cannot be justified with a short-term perspective. Some of the activities carried out include:

Non-Distributable Voluntary Reserve Fund (FRVI)

In 2024, as in previous years, we allocated an amount equal to **25% of the distributable results** to the *Non-Distributable Voluntary Reserve Fund*. The aim is to provide the cooperative with a fund capable of addressing unforeseen situations that could put the cooperative at risk. The accumulated amount at the end of 2024 was **€3,121,637**.



Statutory Limitation on Potential Monetization of Results

At the 2024 General Assembly, we approved an amendment to **Article 60 of the cooperative’s bylaws**, establishing that the General Assembly may authorize a total or partial monetization of returns for members only if the consolidated Net Financial Debt-to-Consolidated Total EBITDA ratio is lower than 1.5. The purpose of this limitation is to ensure that any potential monetization is always considered in light of the cooperative’s financial situation, thereby safeguarding its long-term sustainability.

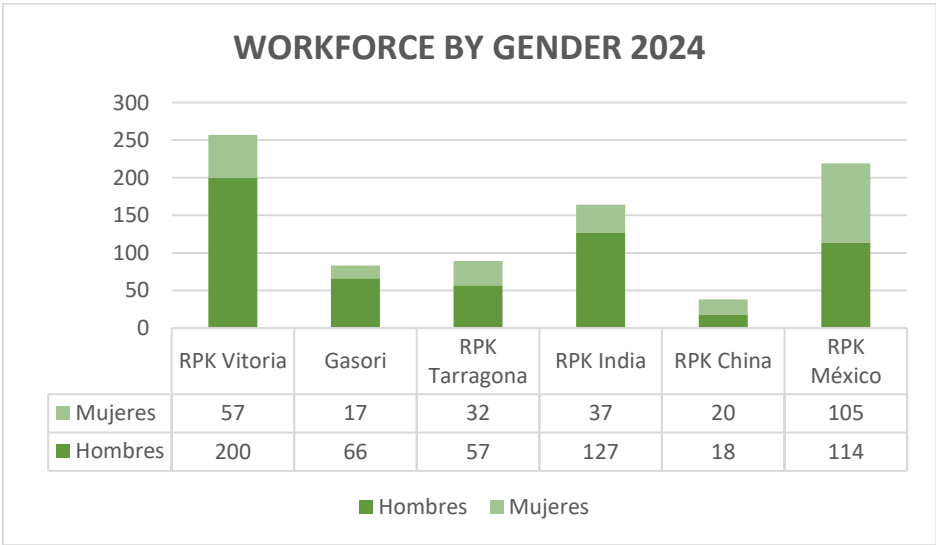
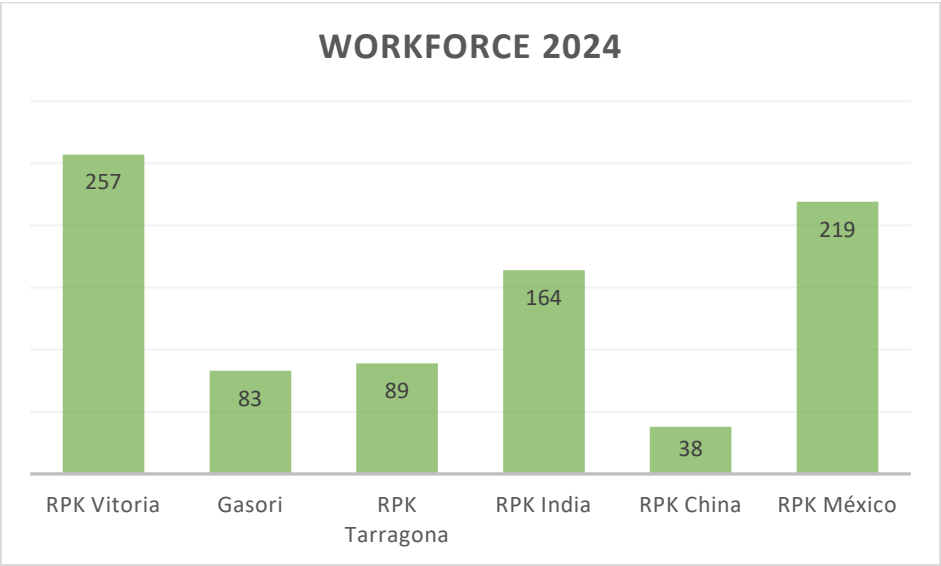
A People-Centered Business Model

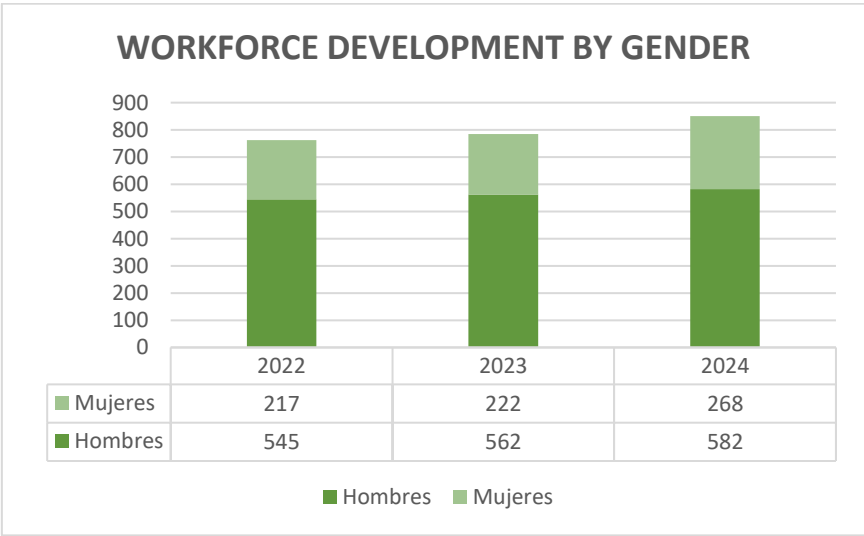
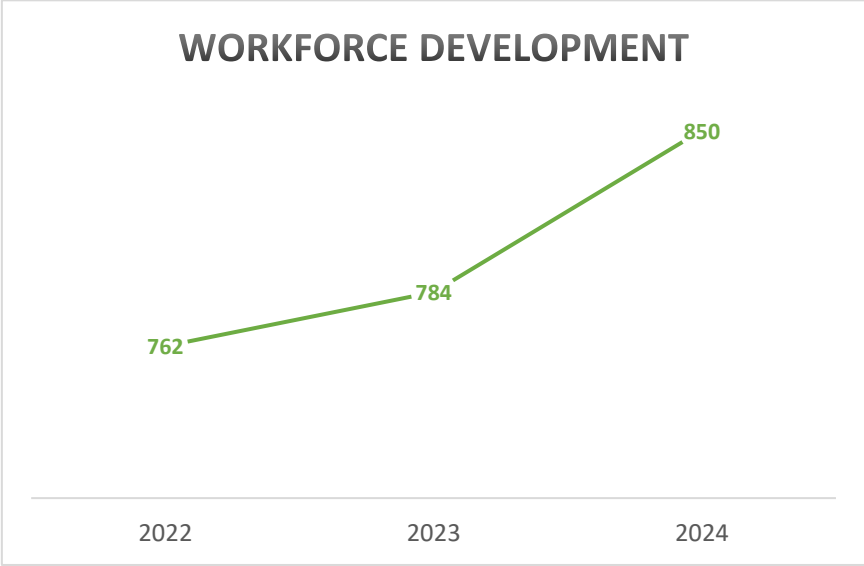
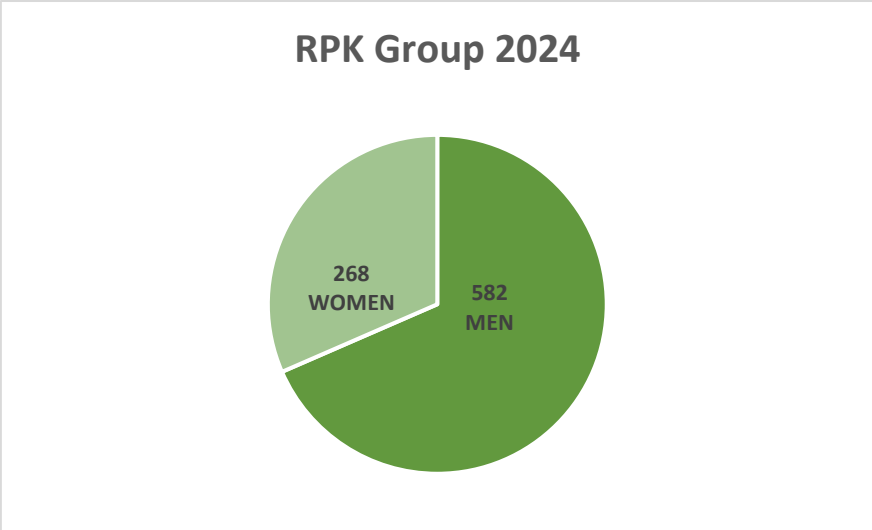
Workplace Well-Being

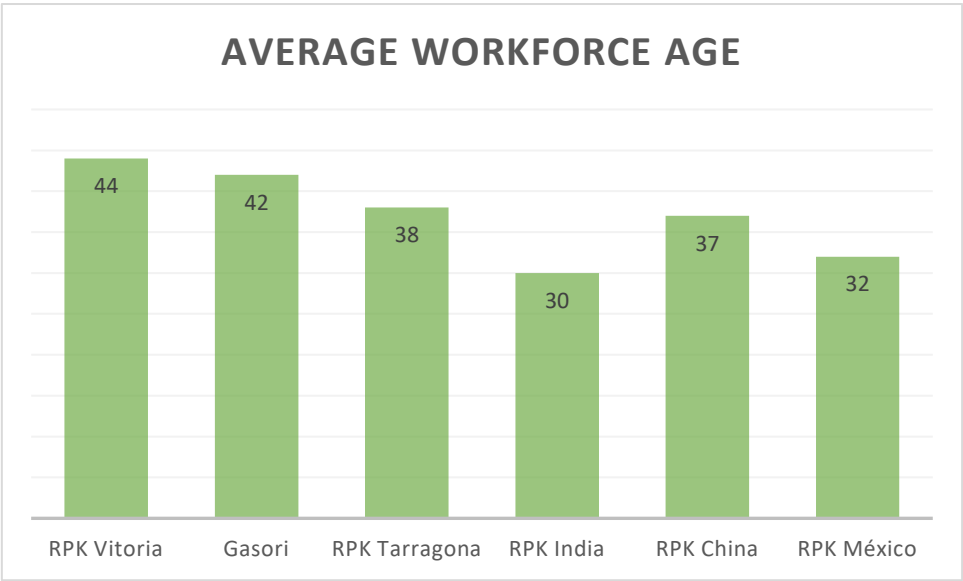
Creating a business model that positively impacts employee satisfaction, motivation, and working conditions

In 2024, we continued to uphold our commitment to people firmly. To this end, we strengthened the **Social Management Department** in Vitoria-Gasteiz, which, together with the teams in Gasori and Tarragona, will serve as a central pillar of management. This enables us to continue advancing in human capital management and creating a more integrated and efficient working environment.

We are working on enhancing employee well-being by improving processes that enable us to focus on higher-value-added activities, supported by automation and digitalization.

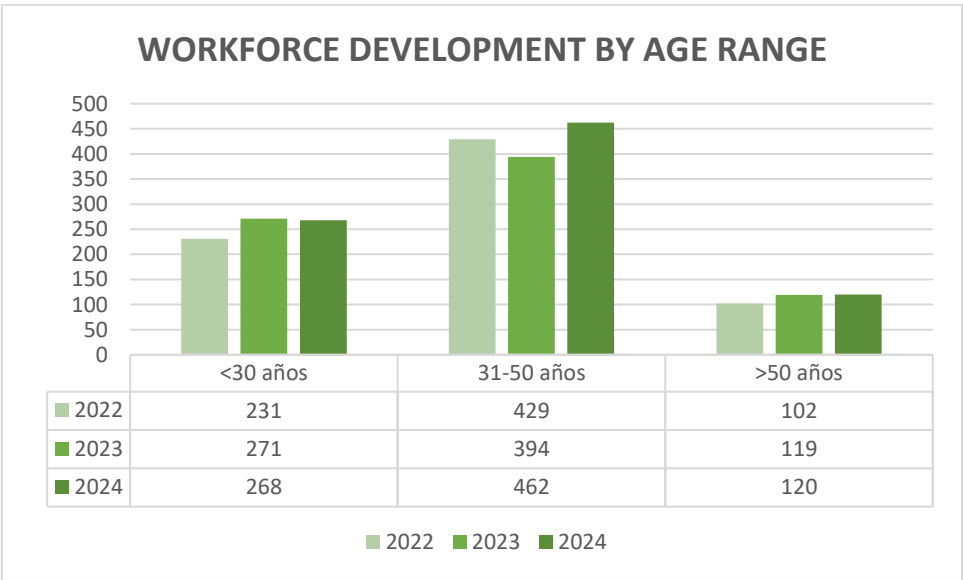


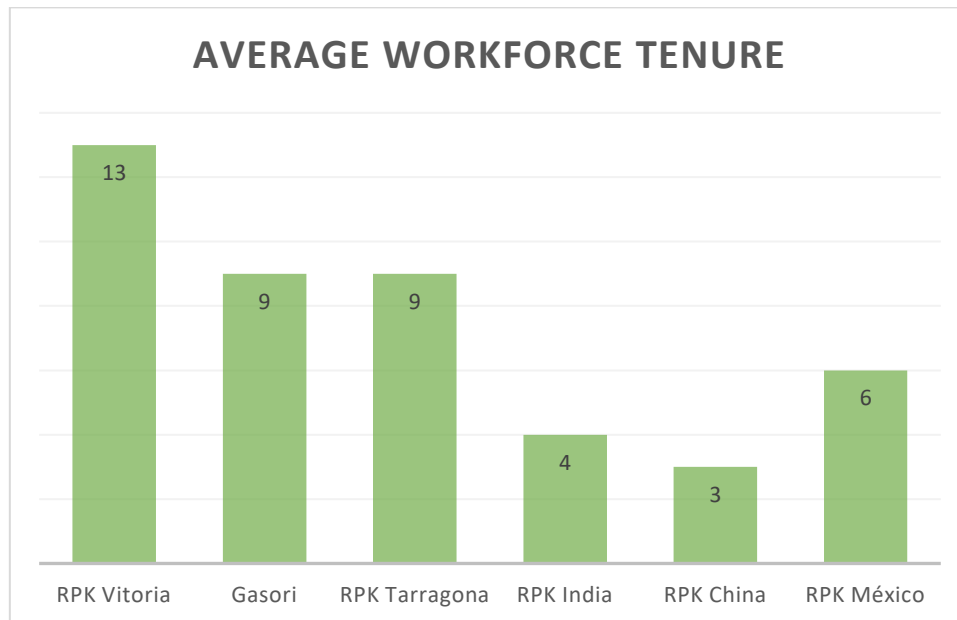




Workforce by age group and production plant

Plants	<30	31-50	>51
RPK Vitoria	35	144	78
Gasori	17	45	21
RPK Tarragona	31	40	18
RPK India	95	69	0
RPK China	4	33	1
RPK México	86	131	2
Total - 2024	268	462	120





Workforce by Tenure Range and Production Plant

Plants	LENGTH OF SERVICE			
	< 2 years	2-5 years	5-10 years	> 10 years
RPK Vitoria	40	8	76	133
Gasori	5	26	26	26
RPK Tarragona	28	18	17	26
RPK India	80	22	34	28
RPK China	10	18	10	-
RPK México	101	55	32	31

RPK Vitoria – founded in 1974.

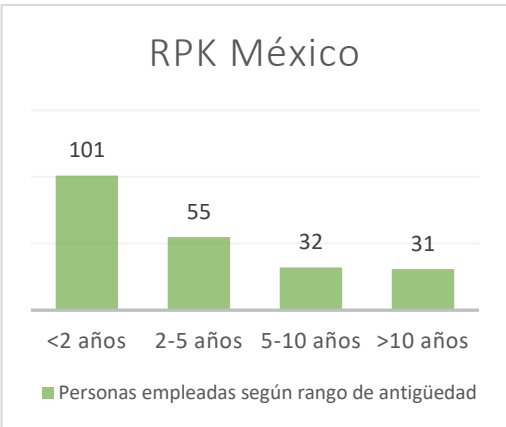
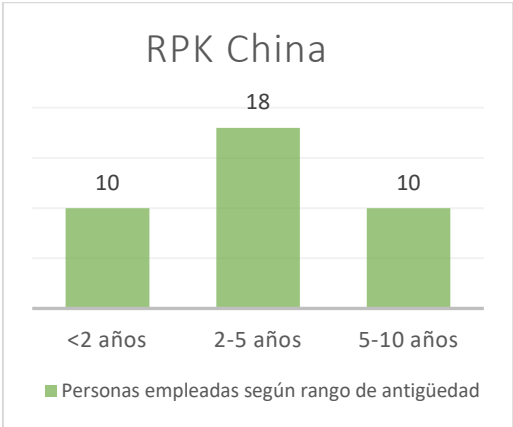
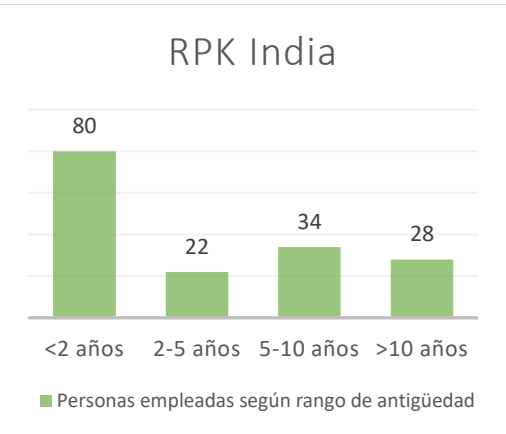
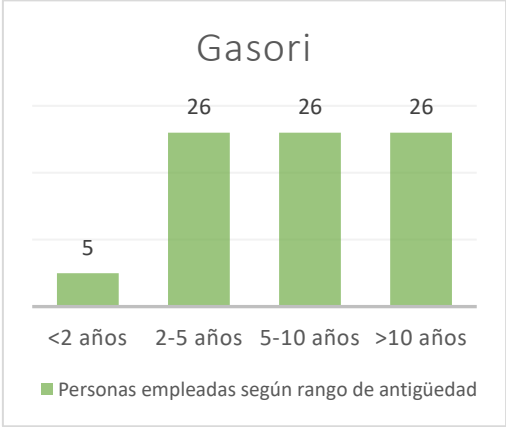
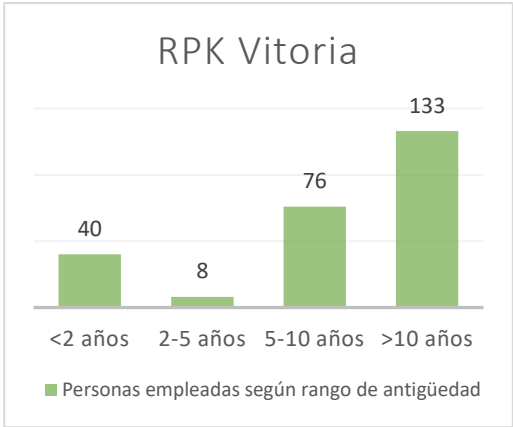
Gasori – part of RPK Group since 2012.

RPK Tarragona – acquired by RPK Group in 2006.

RPK India – founded in 2009.

RPK China – founded in 2017.

RPK Mexico – founded in 2001

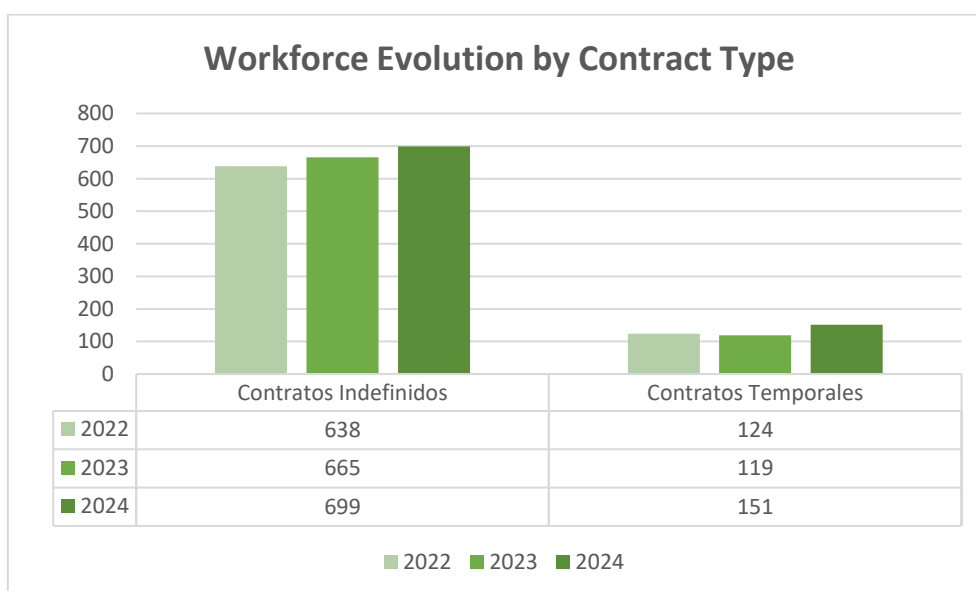


Workforce by Contract Type, Gender, and Production Plant

Plants	PERMANENT EMPLOYEES		TEMPORARY EMPLOYEES	
	Men	Women	Men	Women
RPK Vitoria	182	47	18	10
Gasori	66	16	0	1
RPK Tarragona	48	26	9	6
RPK India	67	8	60	29
RPK China	18	17	0	3
RPK México	106	98	8	7
Total - 2024	487	212	95	56

Workforce Development by Contract Type and Gender in RPK Group

	2022	2023	2024
PERMANENT EMPLOYEES	638	665	699
Men	471	482	487
Women	167	183	212
TEMPORARY EMPLOYEES	124	119	151
Men	74	80	95
Women	50	39	56

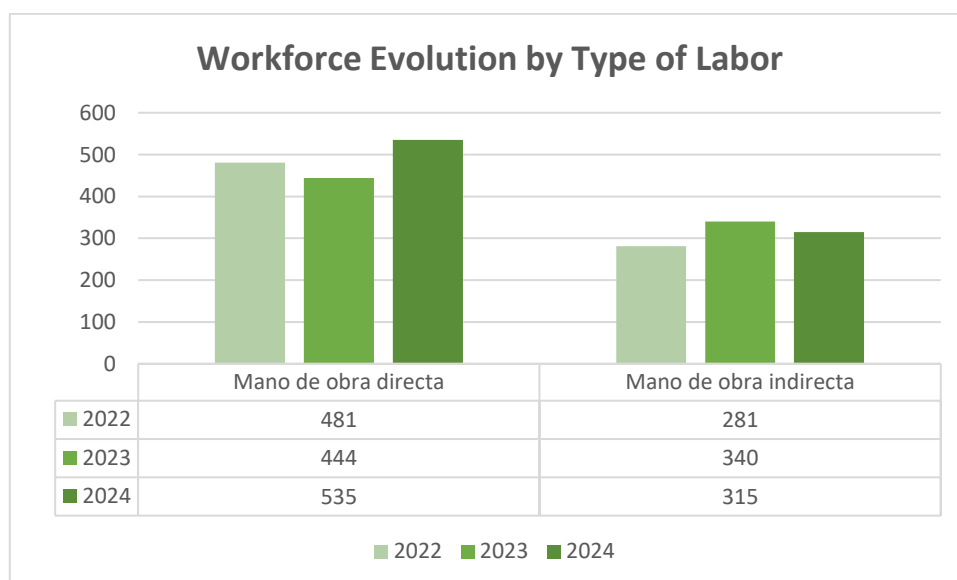


Workforce by Job Category, Gender, and Production Plant

Plants	DIRECT WORKFORCE		INDIRECT WORKFORCE	
	Men	Women	Men	Women
RPK Vitoria	104	28	96	29
Gasori	46	4	20	13
RPK Tarragona	41	22	16	10
RPK India	86	29	41	8
RPK China	8	13	10	7
RPK México	70	84	44	21
Total - 2024	355	180	227	88

Workforce Development by Professional Category and Gender in RPK Group

	2022	2023	2024
DIRECT WORKFORCE	481	444	535
Men	344	322	355
Women	137	122	180
INDIRECT WORKFORCE	281	340	315
Men	201	240	227
Women	80	100	88



One of our primary objectives is to generate **quality employment**, a concept that is a cornerstone of our cooperative culture. For this reason, we strive to ensure that our people can perform work suited to their abilities while also enabling them to develop in areas such as work-life balance and collaboration within the workplace.

At **RPK Group**, we believe in people. We consider it essential to ensure that everyone can balance personal and professional life. To this end, during 2024, we have continued to maintain and strengthen the following measures:

- **Remote Work:** We continue to offer the option of working remotely for up to **80 hours per year**. This measure was consolidated after the pandemic as a key tool for maintaining work-life balance.
- **Flexible Working Hours:** Employees with split shifts benefit from flexibility in start and end times. For rotating shifts, shift changes are facilitated when needed—one of the most valued measures among employees.
- **Cafeteria:** We continue to provide an on-site cafeteria to improve employee well-being. In 2024, we decided to **expand the cafeteria** to meet increased usage.
- **Leave Program:** We offer a program that allows for extended leave to care for children or dependent family members, exceeding legal requirements.
- **Private Health Insurance:** The health insurance provided by RPK ensures access to quality medical care, including consultations, diagnostic tests, and treatments—guaranteeing well-being and peace of mind for employees and their families.
- **On-Site Medical Service:** RPK has its own medical service, providing immediate healthcare assistance. Additionally, we offer the **PsicoLan program**, a completely voluntary and confidential psychological support service designed to promote emotional well-being. We also collaborate with **Nordik Klinik**, a pioneering method focused on strengthening and improving muscle tone to prevent musculoskeletal disorders.

In 2024, we continued updating the **paid leave policy** to better adapt to current needs.

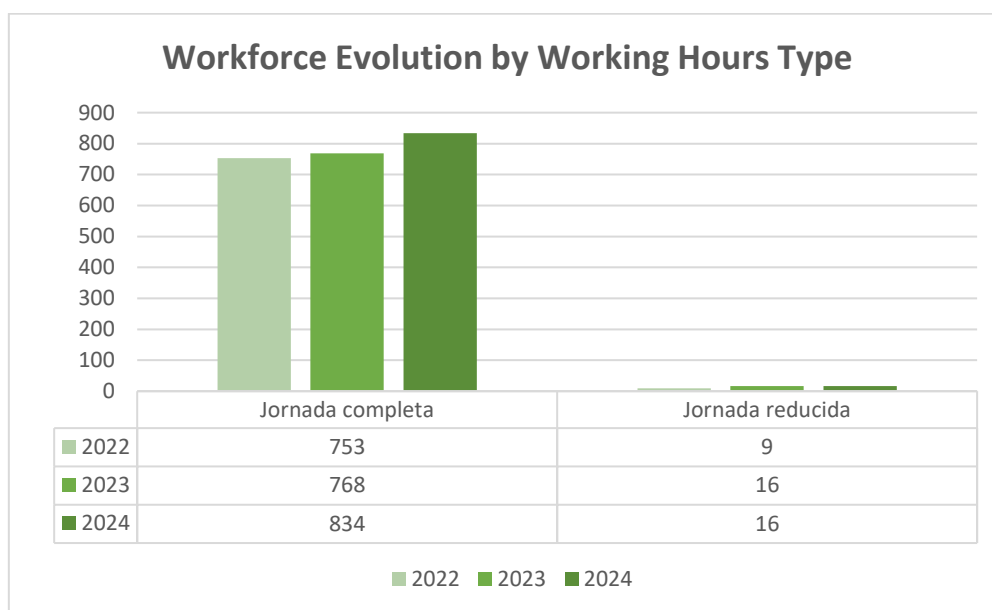
Transparency and access to information remain fundamental pillars of our organization. For this reason, we have consolidated the use of the **Employee Portal** within our ERP system—already implemented at RPK Tarragona and RPK Vitoria—facilitating access to personal information and the management of routine administrative tasks.

Workforce by Working Hours Type, Gender, and Production Plant

Plants	FULL-TIME		PART-TIME	
	Men	Women	Men	Women
RPK Vitoria	196	57	4	0
Gasori	65	15	1	2
RPK Tarragona	54	29	3	3
RPK India	127	37	0	0
RPK China	18	17	0	3
RPK México	114	105	0	0
Total - 2024	574	260	8	8

Workforce Evolution by Working Hours and Gender in RPK Group

	2022	2023	2024
FULL-TIME	753	768	834
Men	543	557	574
Women	210	211	260
PART-TIME	9	16	16
Men	2	5	8
Women	7	11	8


Evolution of Employees Entitled to and Taking Parental Leave

	2022		2023		2024	
Plants	Men	Women	Men	Women	Men	Women
RPK Vitoria	2	3	10	1	2	4
Gasori	7	2	1	1	3	1
RPK Tarragona	0	2	13	7	1	1
RPK India	0	0	0	32	0	0
RPK China	0	5	2	4	3	1
RPK México	0	0	0	0	1	2
Total	9	12	27	45	10	9

Quality employment is one of our core principles, accompanied by **equitable compensation** and benefits. To achieve this, we have established a **compensation policy** based on a **job evaluation manual** that makes no distinction between genders. This manual is applied by an evaluation committee elected from among the cooperative's members, with a particular focus on job descriptions and internal consistency.

In addition, we comply with the various local regulations, including collective bargaining agreements and labor laws of the countries where RPK Group operates, to ensure appropriate remuneration.

In the case of the **Vitoria plant**, this framework is defined by the **Álava Metal Industry Collective Agreement**, which is enhanced with specific allowances, such as shift differentials.

Average Annual Compensation for 2024

	Vitoria	Gasori	Tarragona	India ¹	China ²	México ³
Gender						
Men	39.883 €	28.436 €	29.743 €	4.140 €	18.238 €	12.149 €
Women	34.499 €	23.049 €	22.994 €	2.274 €	15.483 €	6.824 €
Pay gap	13 %	19 %	22 %	45 %	15 %	44 %
Age						
<30	29.378 €	26.479 €	20.810 €	2.362 €	3.806 €	6.123 €
31-50	38.105 €	20.038 €	27.429 €	6.350 €	18.680 €	11.974 €
>51	42.417 €	24.370 €	25.544 €	- €	11.292 €	34.551 €
Professional category						
Direct workforce	33.629 €	25.717 €	23.479 €	3.503 €	10.618 €	5.959 €
Indirect workforce	44.485 €	29.781 €	26.286 €	10.736 €	23.030 €	17.812 €
Governance bodies						
Vitoria management board						
Men	85.039 €					
Women	57.808 €					
Governing council						
Men	44.614 €					
Women	42.443 €					
Group executive committee						
	104.391 €					

In the case of the Group Executive Committee, no gender-disaggregated data are provided since all members are men (five in total). The Vitoria Management Board is composed of seven men and one woman, while the Governing Council consists of seven men and one woman.

¹Exchange rate applied: €1 = ₹92.34

²Exchange rate applied: €1 = ¥7.60 RMB

³Exchange rate applied: €1 = MX\$22.08

In addition, we offer a range of **social benefits**, such as **private health insurance** for RPK employees and their children, membership in the **San Prudencio Foundation**, and a **Christmas gift basket**, among others. As a complement to financial compensation, we also emphasize the concept of **emotional salary**, which encompasses all **non-monetary rewards** employees receive for their work. These include **flexible working hours**, **vacation days**, **remote work options**, and an extensive **training and development program** that enables professional growth either within the same plant or at other RPK Group facilities.

This approach enables us to develop internal talent capable of meeting future challenges, thereby fostering cross-functional teams that align with our strategic priorities. This structure enhances internal communication and promotes **transparency**, one of our core values.

Ultimately, this approach enables us to build a team of **committed professionals** who actively contribute to the **long-term sustainability** of our cooperative project.

Occupational health and safety

Preventing occupational risks and promoting the health and safety of our employees

At RPK Group, we place special emphasis on **occupational risk prevention**. We continually analyze and propose measures to reduce **the likelihood of accidents or injuries** among employees, contractors, and visitors, while ensuring full compliance with all relevant legal requirements.

We assess risks and monitor accident indicators and targets to ensure a safe working environment. The indicators we use include the **frequency rate**, **severity rate**, and **accident incidence rate**. These statistics, along with their detailed analysis, help us focus our improvement and prevention activities across RPK Group.

We utilize various channels to collect safety-related information, which are all consolidated in the **Occupational Health and Safety Committee (OHSC)**. This committee meets **monthly** to review trends, evaluate ongoing actions, and address new issues raised by committee members and prevention representatives.

The main actions planned and implemented in **2024** focused on:

- Refresher training sessions on occupational risk prevention.
- Conducting, together with the **San Prudencio Foundation**, the annual prevention plan, including reviews of risk assessments and relevant hygiene measurements (noise, air quality, etc.).
- Reviewing pallet racking storage systems and defining emergency-use procedures for specific equipment (trilateral forklifts) with special safety requirements.

At the same time, the main **environmental actions** carried out during **2024** included:

- Monitoring and addressing various legal environmental requirements.
- ADR (dangerous goods transport) training.
- The elimination of the surface treatment line and its associated wastewater treatment process significantly reduces hazardous waste generation.
- Installation of **solar panels**, enhancing sustainability and corporate social responsibility.
- Renewal of the **ISO 14001 certification**.

Absenteeism Rate (%)

Plants	2022			2023			2024		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
RPK Vitoria	3,93	2,50	6,43	6,57	9,30	7,24	6,50	8,68	7,18
Gasori	5,50	1,07	6,22	6,35	0,99	7,34	6,73	1,24	7,97
RPK Tarragona	3,43	12,18	-	2,54	4,47	6,30	6,40	3,60	5,26
RPK India	-	-	0,80	4,79	4,84	4,81	0,09	0,03	0,12
RPK China	-	-	3,46	0,08	0,75	0,83	0,41	1,41	1,82
RPK México	-	-	1,46	0,84	0,65	1,49	0,50	0,67	1,17

Accident Frequency Rate

Plantas	2022		2023		2024	
	Accident Frequency Rate	Accident Severity Rate	Accident Frequency Rate	Accident Severity Rate	Accident Frequency Rate	Accident Severity Rate
RPK Vitoria	20	0,19	24	0,67	19	0,23
Gasori	75,7	0,56	171,04	1,71	144,60	3,39
RPK Tarragona	0	0	0,30	3,07	38,66	0,88
RPK India	0	0	1	0	0	0
RPK China	0	0	16,70	0,03	14,52	1,02
RPK México	0	0	13,92	0,13	8,83	0,18

Where:

Accident Frequency Rate (AFR) = $(ABA \times 10^6) / THTA$

Accident Severity Rate (ASR) = $(JPAT \times 10^3) / THTA$

ABA = Number of accidents with lost time

JPAT = Number of lost workdays due to accidents

THTA = Total hours worked during the year

Talent attraction and development

Attracting and retaining talent while creating opportunities to identify and support employees' professional and personal growth

We are firmly committed to both **developing internal talent** and **attracting new professionals**. For this reason, every recruitment process is communicated **both internally and externally**, ensuring **transparency and equal opportunities** for all.

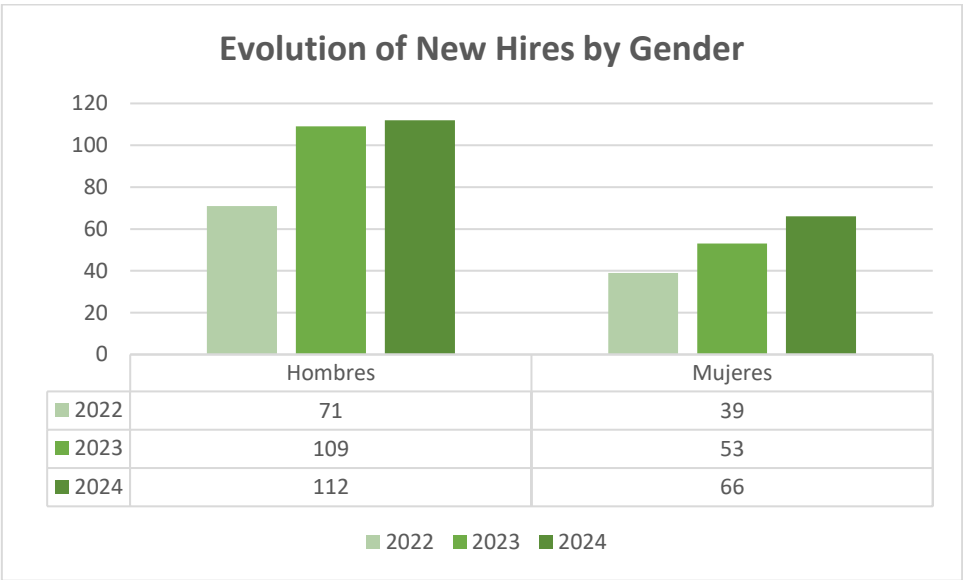
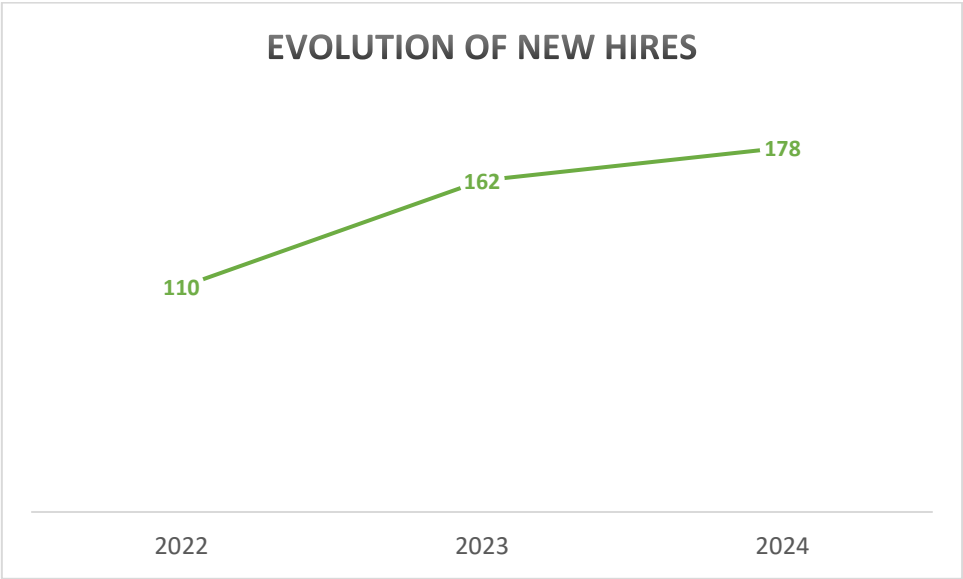
Job descriptions are defined in collaboration with different departments and with the active participation of the employees performing those roles. This approach ensures that each position profile accurately reflects market needs and future challenges. Selection processes comprise several stages and involve multiple stakeholders, fostering **collective decision-making** and the recruitment of professionals with a forward-looking mindset—aligned with our mission, vision, and values—who are committed to implementing our **Strategic Plan**.

Each year, all employees participate in a **development review** with their supervisors to assess job-person alignment and establish **professional growth objectives** for the upcoming year.

Another key aspect of our people policy at RPK Group is **internal promotion**. During 2024, in the Vitoria plant alone, **four employees** were promoted to new positions. This remains a consistent practice across the entire Group's HR strategy.

New hires

Plants	FULL-TIME		PART-TIME		TOTAL
	Men	Women	Men	Women	
RPK Vitoria	8	2	5	2	17
Gasori	1	0	1	2	4
RPK Tarragona	3	3	6	2	14
RPK India	6	3	69	42	120
RPK China	5	0	0	3	8
RPK México	0	0	8	7	15
Total - 2024	23	8	89	58	178



Employees Who Left RPK Group for Various Reasons

EMPLOYEE DEPARTURES					
Plantas	Early retirement and retirement	Contract termination	Voluntary departures	Dismissals	TOTAL
RPK Vitoria	3	1	4	2	10
Gasori	0	1	10	1	12
RPK Tarragona	3	5	3	3	14
RPK India	0	0	115	0	115
RPK China	0	3	2	0	5
RPK México	1	31	73	4	109
Total - 2024	7	41	207	10	265

Employee turnover rate

EMPLOYEE TURNOVER RATE 2024	
RPK Vitoria	3,9 %
Gasori	14,6 %
RPK Tarragona	15,8 %
RPK India	71,9 %
RPK China	14,3 %
RPK México	55,9 %

From the **Social Management Department**, we coordinate the **Knowledge Management Project**, which aims to organize and structure the professional development of all individuals within the RPK Group. Within this project, we have established **training and development pathways**, which define each employee's expected professional journey within RPK Group. These pathways specify **the knowledge required, how to acquire it, when to obtain it, and where to develop it** to perform the responsibilities of each role effectively.

This is a comprehensive **knowledge management initiative**, based on mutual commitments between the company and its people, and designed as a **continuous and dynamic training plan** over time.

In terms of individual performance and growth, we have implemented the **Individual Development Evaluation System (SID)**. This system promotes ongoing dialogue between managers and their teams about goals, achievements, recognition, and areas for improvement. It enables conversations not only about *what is achieved*, but also *how it is achieved* and *with what means and capabilities*.

One of our primary objectives is to **foster the growth and commitment** of all individuals within the RPK Group, while reinforcing our **values and sense of community**. In this regard, we actively promote **internal mobility and talent development**, identifying high-potential individuals and creating personalized career plans that foster professional progression within the organization.

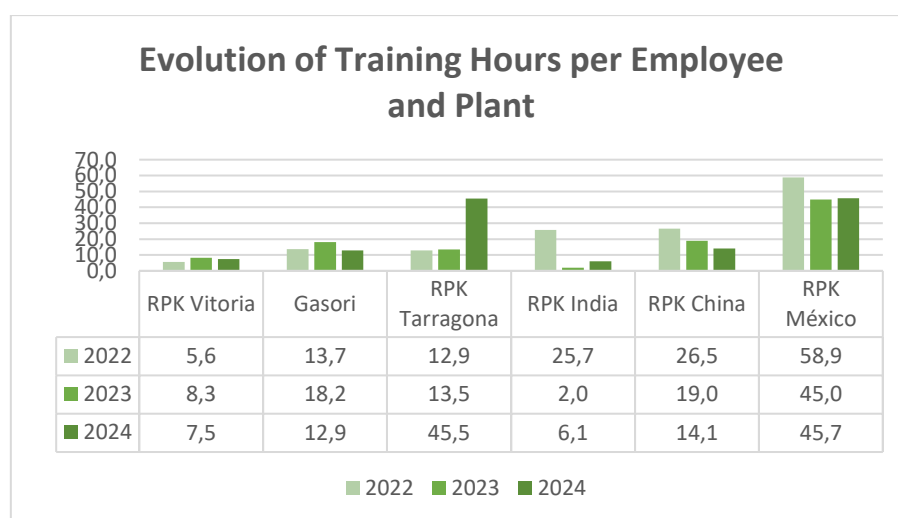
Talent acquisition and generational renewal remain key priorities for RPK Group. Throughout 2024, we welcomed **12 new cooperative members**, strengthening the foundation of our collaborative model. We also continue to collaborate with educational centers located near our plants, participating in joint committees, sharing our cooperative and industrial model, and integrating students and trainees into our teams. Through these partnerships, we contribute to one of our core commitments — generating **quality employment** and supporting **high-quality training for young people** in our communities.

Employees with Training Contracts

TRAINING CONTRACTS			
Plants	Men	Women	TOTAL
RPK Vitoria	12	8	20
Gasori	0	0	0
RPK Tarragona	2	1	3
RPK India	0	0	0
RPK China	0	1	1
RPK México	0	0	0
Total - 2024	14	10	24

Training hours

Plants	Hours	People	Hours/employee
RPK Vitoria	1.933	257	7,5
Gasori	1.071	83	12,9
RPK Tarragona	4.049	89	45,5
RPK India	1.008	164	6,1
RPK China	536	38	14,1
RPK México	10.000	219	45,7
TOTAL 2024	18.597	850	21,88



Diversity and equal opportunities

Building and inclusive workplace that ensures equal opportunities for men and women, while remaining attentive to all dimensions of diversity

Gender equality plan

RPK Vitoria has implemented various measures throughout its history to promote equality between women and men. However, it was not until the development of the **First Equality Plan (2021–2024)**, launched in 2020, that these actions began to be carried out in a **systematic and structured** manner.

During 2024, we have reached the **final phase of the First Equality Plan** and are currently in the **design stage of the Second Equality Plan**. To this end, data collection activities have been carried out to identify potential inequalities. To date, **nine meetings of the Equality Committee** have been held, along with several coordination sessions to implement the actions outlined in the First Plan and to organize **awareness-raising and visibility activities** promoting equal opportunities.

On **June 13**, a **Dual Training student** joined RPK as a **Senior Technician in Gender Equality Promotion** — the first student from the inaugural class of this degree in Álava and the only one to secure a Dual Training placement. This collaboration provides an **integrated educational experience**, benefiting both the student and the organization by fostering a **more inclusive and equitable work environment**. Key outcomes include **process improvement, regulatory compliance, conflict prevention, awareness, training, evaluation, continuous improvement, and innovation in equality policies**.

The **Gender Equality Committee** consists of **eight members** (seven women and one man). Below are some of the most significant actions carried out during 2024:

Training

- Development of a **continuous training and awareness program** for members of the Equality Committee.
- Organization of training sessions on **masculinities**, in collaboration with programs such as *Gizonduz*, to promote a deeper understanding of gender dynamics and encourage equality.

Commitment to Social Environment and Sustainability

- Collaboration with the **women's cycling team of Club Ciclista de Zuyano**, reinforcing the company's commitment to equal opportunities in sports and to social sustainability.

Protocol of Action

RPK has an **Action Protocol in place to address sexual harassment and gender-based harassment**, which incorporates the provisions of **Royal Decree 1026/2024 (dated October 8)**, regulating measures to ensure **equality and non-discrimination for LGBTI individuals** in the workplace.

Implementation Status of the First Equality Plan

The Equality Committee, comprising representatives from various company areas, has conducted ongoing monitoring of the actions implemented to ensure the effectiveness of the **First Equality Plan (2021–2024)**. This evaluation process enables the assessment of **progress, identification of areas** for improvement, and the establishment of strategies to consolidate ongoing measures.

The overall execution rate of the First Equality Plan reflects **significant progress**, with **91.48%** of the planned actions fully completed, demonstrating the organization's firm commitment to gender equality. Meanwhile, **8.52%** of the actions remain in progress, reflecting ongoing work towards full implementation. Additionally, **17.02%** corresponds to actions scheduled for execution during 2024, reinforcing RPK Group's determination to continue advancing toward a **more inclusive and equitable organizational culture**.

This balance highlights the importance of **ongoing monitoring and continuous improvement** in equality policies, ensuring that planned measures translate into **tangible and lasting change** within the company.

Actions fully implemented	91,48 %
Actions in progress	8,52 %
Actions planned for 2025	17,02 %

Diversity

Throughout our history, **inclusion and equal opportunities for people with disabilities** have been among our core guiding principles. For this reason, all our facilities are designed to ensure **universal accessibility** for individuals with reduced mobility.

The following table displays the number of employees with disabilities, categorized by profession and **gender**, over the past three years.

Evolution of Employees with Disabilities

	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Direct workforce	2	2	1	0	1	0
Indirect workforce	1	0	3	0	1	2
Total	3	2	4	0	2	2

Committed to the environment

Since the United Nations approved the **2030 Agenda for Sustainable Development** in 2015, many countries and organizations have embarked on a path to **improve people's lives**, establishing strategies that promote **economic growth**, address **social needs**, and simultaneously **combat climate change** and **protect the environment**.

At **RPK Group**, driven by our responsibility and the need to ensure the long-term viability of our cooperative project, we are taking concrete steps to **address the climate crisis** and **protect the environment responsibly**, aligning our actions with several **Sustainable Development Goals (SDGs)** included in the 2030 Agenda:

- **Climate Action (SDG 13):** We work to monitor and reduce our **carbon footprint**, implementing measures that help mitigate climate change and its effects.
- **Responsible Production and Consumption (SDG 12):** We continuously monitor the **efficient use of resources**, considering the entire **life cycle of our products** and focusing on the **sustainable and efficient management of materials** and **waste reduction**.
- **Clean Water and Sanitation (SDG 6):** Given the growing global demand for clean water, we are committed to **responsible water consumption**, contributing to the availability of this essential resource for health and well-being.
- **Sustainable Cities and Communities (SDG 11):** Through initiatives such as the **Mobility Plan** launched in 2023 at our Vitoria plant, we help strengthen **local sustainable development planning**, promoting access to **accessible and environmentally friendly transportation systems**.

In addition to these commitments, **all our plants are ISO 14001 certified** by accredited entities, and this certification is renewed annually through audits conducted by authorized certification bodies.

This certification confirms our **commitment to environmental protection and continuous improvement**, as outlined in our **Integrated Management System Policy**. This policy includes clear commitments to the **sustainable use of resources**, **pollution prevention**, **compliance with legal requirements**, and the **engagement, training, and communication** of all RPK Group employees.

Although environmental issues did not appear among the top priorities in our materiality analysis, we are fully aware of their importance. Therefore, in 2024, the Group allocated approximately **€65,000** to **environmental risk prevention** activities.

Climate action: combating climate change

Reducing air emissions, using energy efficiently, and promoting renewable energy sources

At **RPK Group**, the generation of **greenhouse gas (GHG) emissions** primarily results from the **energy sources** used for both manufacturing processes and the comfort of our facilities. **Electricity accounts for approximately 90%** of all energy consumed across the Group.

As a key action to reduce GHG emissions and help mitigate climate change, RPK Group has focused on **increasing the share of energy obtained from renewable sources**.

Total Energy Consumption Data — All Plants (2024):

- **Total energy consumption:** 13,880,140 kWh
- **49%** of total energy from **renewable sources**
- **89%** of the total energy corresponds to **electricity**
- **49%** of total electricity from **renewable sources**

Evolution of RPK Group's Energy Consumption

ENERGY CONSUMPTION (kWh)	2022	2023	2024
Renewable Energy Consumption	4.709.169	4.741.421	6.821.283
Non-Renewable Energy Consumption	3.448.792	8.332.728	7.055.510
Total Energy Consumption	8.157.338	13.074.149	13.880.140
Energy Consumption per Employee	14.287	16.676	16.623
% of Renewable Energy over Total Energy Consumption	58 %	37 %	49 %
% of Electricity over Total Energy Consumption	90 %	87 %	89 %
% of Renewable Electricity over Total Electricity Consumption	64 %	43 %	49 %

**In 2022, data included all plants except RPK Mexico. Starting in 2023, the figures represent the consolidated results for the entire RPK Group..*

Distribution of Energy Consumption by Production Plant in 2024

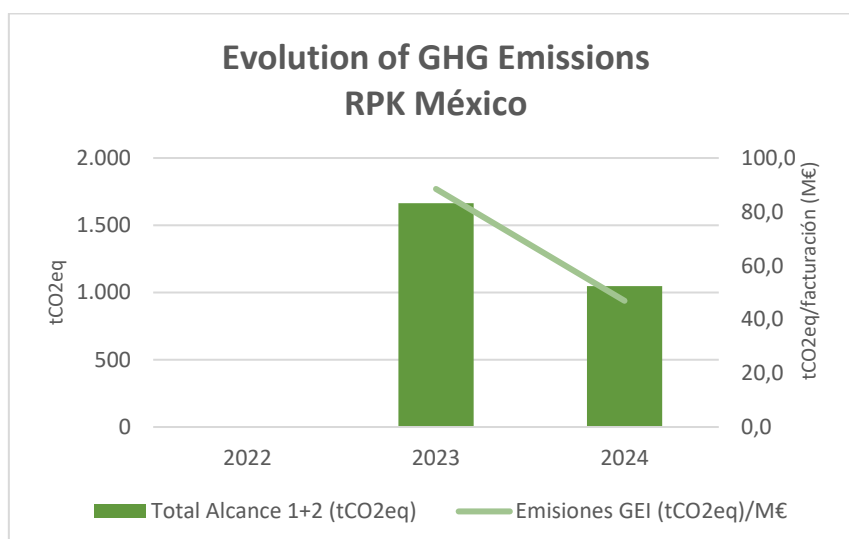
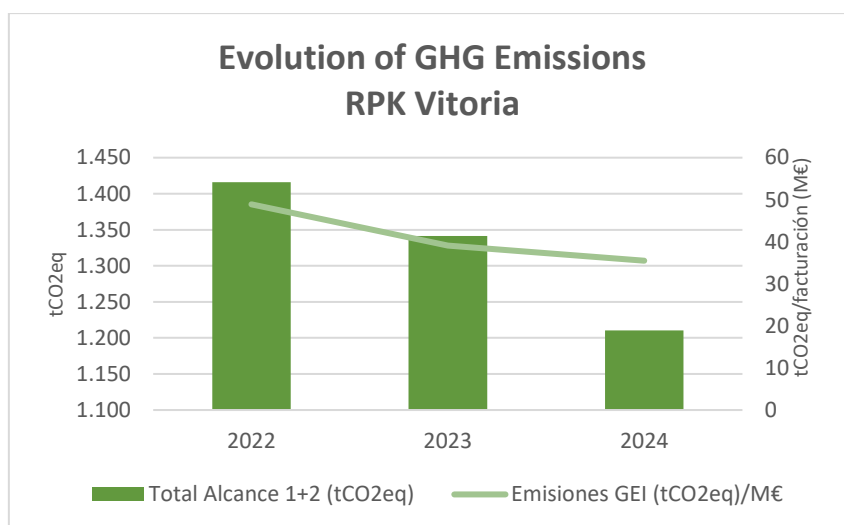
ENERGY CONSUMPTION	RPK Vitoria	Gasori	RPK Tarragona	RPK India	RPK China	RPK México
Total (Gw/h)	5.42	1.12	0.95	1.62	0.65	4.12
Electric energy	93%	49%	100%	67%	100%	100%
Renewable energy	50%	51%	100%	33%	0%	50%

In **2024**, the **RPK Mexico** plant began sourcing **50% of its electricity consumption** from **renewable energy with a certified guarantee of origin**. Additionally, the **RPK Vitoria** plant has signed a **new electricity supply contract**, ensuring that, starting in **2025**, **100% of its electricity** will come from **renewable sources**. As a result, beginning in **2025**, approximately **66% of all energy consumed by the Group**—including both electricity and natural gas—will be **sourced from green energy**, which is free from **greenhouse gas (GHG) emissions**.

These initiatives have already had a **positive impact on our carbon footprint**, with both the RPK Vitoria and RPK Mexico plants **monitoring their emissions performance** to assess progress. It is worth highlighting the achievements of these facilities. In **2024**, they reported a **40% reduction (RPK Vitoria)** and a **50% reduction (RPK Mexico)** in **GHG emissions relative to revenue**, compared to the beginning of the monitoring period for this indicator.

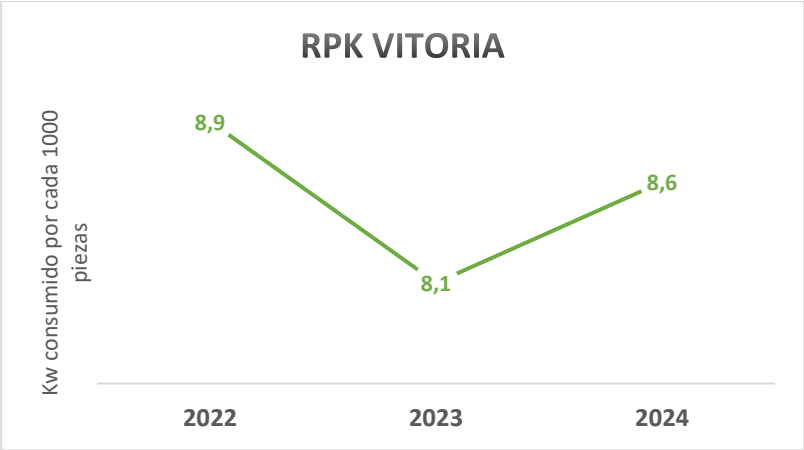
Evolution of Greenhouse Gas (GHG) Emissions at RPK Vitoria and RPK Mexico Plants

GEI Emissions	2022	2023	2024
RPK Vitoria			
Scope 1 (tCO ₂ eq)	107,4	57,5	69,9
Scope 2 (tCO ₂ eq)	1.308,7	1.283,7	1.140,3
Total (tCO₂eq) (Scope 1 + 2)	1.416	1.341	1.210
GHG Emissions (tCO₂eq) / Revenue (M€)	48,9	39,1	35,5
RPK México			
Scope 1 (tCO ₂ eq)	-	0	0
Scope 2 (tCO ₂ eq)	-	1.663	1.048
Total (tCO₂eq) (Scope 1 + 2)	-	1.663	1.048
GHG Emissions (tCO₂eq) / Revenue (M€)	-	88,5	46,9



In addition to all the above, we verified the effectiveness of the actions undertaken to reduce energy consumption by comparing energy consumption (in **kWh**) **per 1,000 manufactured parts**. In **2024**, **RPK México** achieved an **8% improvement in energy efficiency**. Based on this analysis, it can be concluded that the activities carried out at RPK México over the past three years, focusing on reducing energy consumption, have been **highly successful**.

Energy consumption per 1,000 parts	2022	2023	2024
RPK Vitoria			
Springs manufactured	600.779.139	616.487.862	584.668.398
kWh consumed	5.386.381	5.043.247	5.003.945
Energy consumption per 1,000 manufactured parts	8,9	8,1	8,6
RPK México			
Muelles fabricados	393.719.679	414.787.228	491.690.000
kWh consumed	3.719.983	3.795.247	4.118.992
Energy consumption per 1,000 manufactured parts	9,4	9,1	8,4



Responsible production and consumption

Optimize material consumption and utilize materials with a lower environmental impact, while minimizing waste generation (3Rs)

Beyond making transportation as efficient as possible, the use of sustainable raw materials also applies to the components used in the manufacturing of our products. Therefore, we place special emphasis on transportation, as it is the main area where we can take action.

As outlined in our main criteria, when selecting supplier companies, we consider both quality and efficiency. Every two years, we conduct an **environmental survey** (covering raw material suppliers, transport companies, maintenance providers, etc.), the results and trends of which are considered an **ecological aspect** to be included in the annual planning process.

Consumption of Materials and Raw Materials (Tons)	2022	2023	2024
Raw Materials (Non-renewable)	7.911,25	7.663,53	9.978,71
Steel	6.894,67	6.476,09	8.659,82
Stainless Steel	975,94	1.146,72	1.290,68
Copper	40,64	40,72	28,21
Renewable Materials	868,54	770,64	727,18
Plastic	218,40	62,23	70,47
Cardboard	283,11	327,85	186,14
Wood	367,03	380,56	470,57

The waste classification (hazardous / non-hazardous) has remained constant over the years, as the production processes that generate waste have not undergone significant changes. At present, we manage the following types:

- Non-hazardous waste: urban-type waste, inert dust from grinding and shot blasting operations, cellulose filters, used cardboard, wood, plastic film, and toner.
- Hazardous waste: mainly contaminated absorbents, metal and plastic containers, used oil, cutting fluid, sludge from the wastewater treatment plant, paint residues, expired chemicals, batteries, and WEEE⁴.

Volume of Waste Generated by Type (kg)	2022	2023	2024
Non-hazardous waste	1.661.793	1.773.778	1.824.386
Hazardous waste	48.361	34.322	38.209
Total waste volume	1.710.154	1.808.100	1.862.595

Within the implemented measures, several actions are carried out regarding the following aspects:

- **Prevention:** training and awareness sessions for employees, specific interventions, and compliance (in accordance with environmental legislation) with the packaging and packaging waste prevention plan approved by the relevant public ecological authority.
- **Recycling:** not carried out within the facilities, as it depends on the nature of the waste and the treatment provided by the authorized waste manager.
- **Reuse:** agreements with specific customers are encouraged regarding the use of returnable packaging.
- **Recovery:** not applicable due to the unidirectional nature of the production process.
- **Waste disposal:** monitoring of the quantity produced through data collection systems on waste removal managed by the relevant authorities. These data are considered in the annual planning of objectives as part of the environmental aspect related to waste generation.

Waste Disposal Methods (kg)	2022	2023	2024
Non-hazardous waste	1.661.793	1.773.778	1.824.386
Recovery	1.512.713	1.611.115	1.660.716
Disposal	149.080	134.663	163.670
Hazardous waste	48.361	34.322	38.209
Recovery	1.987	3.049	9.636
Disposal	46.374	32.273	28.573
Total Waste Volume	1.710.154	1.808.100	1.862.595

⁴ WEEE: Waste Electrical and Electronic Equipment.

As part of the measures aimed at reducing environmental impact, in 2024 the RPK Vitoria plant began collaborating with a waste management company that offered the possibility of **recovering shot blasting dust**, a **non-hazardous waste** generated during blasting operations. However, this collaboration could not be maintained over time, and alternative solutions are currently being explored for this type of waste, which accounts for **approximately 24% of the total waste generated** at the RPK Vitoria plant.

Clean water and sanitation

Making efficient use of water

Access to clean water may be at serious risk due to climate change. Therefore, even though most of our facilities are in regions where there is currently no water scarcity—and despite water not being identified as a material topic in our sustainability strategy—we have considered it necessary to monitor water consumption indicators across the entire RPK Group. This allows us to implement measures and adjustments to ensure controlled and responsible water use.

	2022	2023	2024
Water Withdrawal (m³)	16.960,04	16.264,00	17.630,82
Water Consumption per Employee (m³/person)	22,6	21,5	21,1

Sustainable cities and communities

Promoting sustainable commuting for employees

As part of RPK Group's commitment to protecting the environment and promoting the health and well-being of both its employees and the wider community, the RPK Mobility Plan was launched at the Vitoria plant in 2023. The purpose of this plan was to encourage changes in commuting habits by promoting the use of environmentally friendly, healthier, and safer means of transport.

The plan serves as a starting point to organize future actions that drive the transition toward more sustainable mobility. Its main objective was to **reduce the number of private cars used by RPK Vitoria employees**. To achieve this, several measures were implemented:

- Enhanced safety for bicycle and electric scooter parking areas.
- Installation of electric vehicle chargers.
- Flexible working hours for split shifts to better align with public transport schedules.
- Summer intensive work hours and teleworking options to reduce commuting time and vehicle use.
- Participation in mobility campaigns in collaboration with the Vitoria-Gasteiz City Council.
- Active participation in the City Council's Industrial Committee to share employees' feedback on public transport, improve access to industrial areas, and reduce traffic accidents.

As a result of the measures implemented in 2023 and 2024, the use of bicycles and electric scooters increased by **90%**, a highly favorable outcome that reinforces our commitment to continuing the sustainable mobility plan initiated in 2023.

(*) Based on a comparative sample count of bicycles and scooters between 2023 and 2024.

Integrated into the community

We are part of the environment where our production plants have been built, and therefore, we must act with shared responsibility in the growth and well-being of our communities.

Due to the cooperative nature of our parent company, RPK Group operates under a specific legal framework that includes a distinct tax regime concerning corporate income tax and other obligations such as the COFIP (Contribution for Cooperative Education, Promotion, and Other Purposes of Public Interest). The COFIP fund has legally mandated purposes and uses. Still, it also provides an excellent opportunity to drive projects **created by and for the community**, as these resources are managed by the cooperative but not owned by its members.

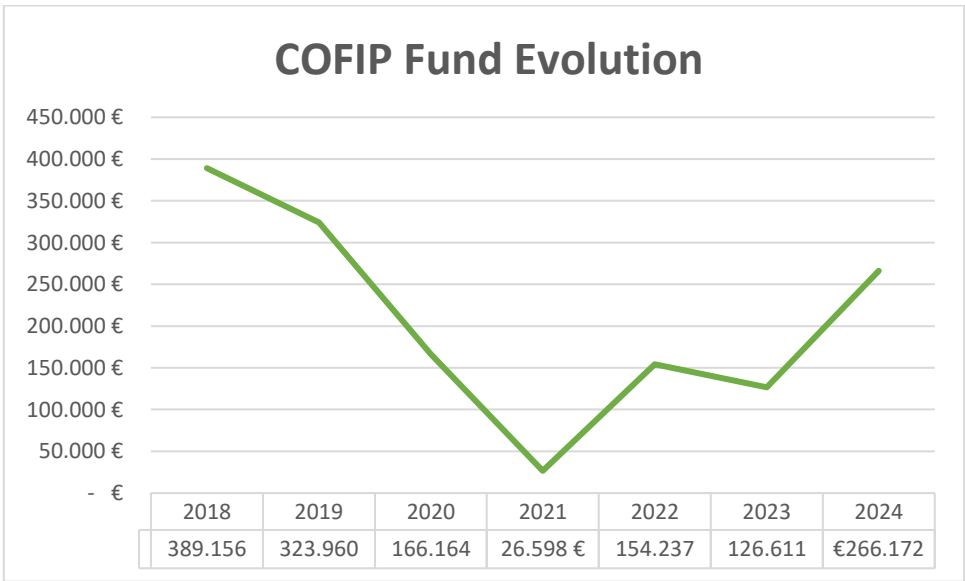
However, we believe that a fund focused solely on community development is insufficient to make a significant contribution to creating sustainable environments. That is why we also invest in **the normalization of minority languages**, such as Basque at the Vitoria-Gasteiz plant, and promote **employee volunteering** across RPK Group’s plants to encourage active participation in the development of their respective communities.

Community development

Active participation of RPK Group through collaboration with social, solidarity, and community initiatives. Fostering partnerships with stakeholders, both locally and globally.

Throughout 2024, we continued to support long-standing projects, including the **Food Bank, Albaola, Medicus Mundi, Mundukide**, and the **Álava Emprende Awards**. We have also allocated resources to the **Social Transformation Team** and further developed **Standard NL-9**. Additionally, we provided financial support to the **Basque Language** and **Equality Committees**, promoting various social initiatives.

From the Equality Committee, first steps have been taken to **support young female athletes** in sports where career progression is more challenging—such as cycling, a discipline in which no women’s teams currently exist in Álava for girls over 14 years old, unlike their male counterparts. This is an area where, in collaboration with other cooperatives, we intend to continue advancing within our strategic plan.



Student Visits

At RPK Group, we continue to host visits from students to our facilities — not only at the Vitoria-Gasteiz plant. In 2024, we also received visits from training centers at our Tarragona and Gasori plants.

Dual Education Students

In 2024, we integrated Dual Education students at both the Vitoria-Gasteiz plant (18 students) and the Tarragona plant (4 students).

Collaboration Projects with Educational Centers

Once again, we participated in a collaboration project with the Don Bosco vocational training center in Erreterria, organizing three training sessions between December 2023 and January 2024, with 40 RPK Group participants. We also took part in the *Euskelec* electric vehicle program alongside the Mendizabala and Don Bosco centers.

Basque language plan management

Deepening RPK Group's commitment to society through the Basque Language plan

Since October 2022, RPK Vitoria has had a *Basque Language Plan* with the long-term goal of becoming a multilingual plant where both Spanish and Basque can be used naturally. The plan defines four strategic objectives for the 2022–2026 period:

1. Launch the plan, establish the management structure, and communicate it across the organization.
2. Build a network of Basque speakers and language advocates (*euskaltzales*).
3. Identify, create, and promote spaces and functions where Basque is used.
4. Encourage and facilitate Basque language learning.

Throughout 2024, various activities have been carried out to advance these objectives, including:

- Translating signs and materials into Basque (e.g., work calendars, notice boards, newsletters, training content).
- Organizing a photo contest for Basque Language Day.
- Launching *Koloregrama*, an initiative to promote speaking Basque more often.
- Participation in *Korrika*: custom vests and an RPK-sponsored kilometer, along with involvement in *Korrika Kulturala* in Salburua and other delegations worldwide.

Two Basque conversation groups (*mintzasaioak*) have been running since May 2024, meeting monthly with high attendance.

On December 10, 2024, RPK also delivered a class on dynamic elements to second-year engineering students at the University of Vitoria-Gasteiz — entirely in Basque — earning praise for providing such an immersive industrial learning experience.

RPK also participated in three *Foros de Empresas Alavesas* in 2024, representing the largest industrial company and presenting our commitment to making Basque a regular working language within our cooperative.

The *Basque Language Committee*, which oversees the plan, consists of seven RPK Vitoria members and one advisor from EMUN. The committee met nine times in 2024.

The plan is supported by EMUN consultancy, with funding from the Basque Government's *LanHitz* program (2023 grant received, 2024 application submitted).

Employee participation in community development initiatives

Encouraging social commitment among RPK Group employees

Since 2022, part of the cooperative's social program budget has been managed by the *Social Transformation Team* under guideline NL-09, which is reviewed annually to adapt to new situations and available resources.

Additionally, as noted in the *Community Development* section, RPK continues to support strategic social initiatives, such as **Mundukide**, **Albaola**, the **Food Bank**, **Medicus Mundi**, and collaborations with vocational schools, as well as local sports events, which are coordinated directly between the Presidency and the Council member responsible for social transformation.

In 2024, following the NL-09 guideline, the *Social Transformation Team* supported **nine programs**, where RPK employees (active or retired) volunteered their time to lead or assist in social initiatives, including:

1. **Asociación Zerynthia** – Creating a butterfly sanctuary in Berganzo and reforesting elm trees.
2. **Carmelitas Atsedén Taldea** – Organizing educational and recreational activities for children and youth based on solidarity, equality, and tolerance.
3. **Gaztedi Rugby Taldea** – Supporting club management and serving as team delegates.
4. **Asociación Adear** – Enhancing the quality of life for individuals with rheumatoid arthritis and ankylosing spondylitis.
5. **Proyecto "Ojalá"** – Providing food aid, legal assistance, and Spanish language lessons for immigrants.
6. **Iturribero Cycling Club** – Promoting youth cycling and values-based sports education.
7. **Oketa Alai Dantza Taldea Elkartea** – Preserving and teaching Basque traditional dances.
8. **Kanta Berri Gasteiz** – A musical association focused on Basque folk and choral music.
9. **Fórum 50-70** – A senior citizens' association organizing weekly volunteer-led talks and activities.

In 2024, the *Social Transformation Team* was allocated **8% of the COFIP fund** to carry out its initiatives.

Annex

Annex I – Contact Information

Name	RPK S. Coop.
Address	Gamarrako atea 34, 01013 Vitoria – Gasteiz
Phone	+ 34 945 25 77 00
Website	https://www.rpk-global.com
Email	rpk@rpk.es

Annex II – RPK Group Subsidiaries

RPK México	Ote 5 132, Emiliano Zapata, 38010 Celaya, Guanajuato, México
Gasori	Gasori Anguciana: C/ La Loma 2 – Polígono Industrial de Anguciana. 26210 – Anguciana (La Rioja) Gasori Haro: C/ Las Hayas 2 – Polígono Industrial Fuenteciega. 26200 – Haro (La Rioja)
RPK Tarragona	Carrer de la Classificació 4, 43006 (Tarragona)
RPK India	Shirwal, Maharashtra, India
RPK China	Kunshan, Suzhou, Jiangsu, China
RPK CT, S. Coop.	Gamarrako atea 34, 01013 Vitoria – Gasteiz

Annex III – Traceability of Compliance with Law 11/2018 on Non-Financial Information and Diversity

Contents of Law 11/2018 on Non-Financial Information and Diversity		Standard	Reference Chapter in the Report	Observations
MODELO DE NEGOCIO				
Description of the Group's Business Model	Brief description of the Group's business model (including its business environment, organization and structure, markets in which it operates, objectives and strategies, and main factors and trends that may affect its future development)	GRI 2-1: Organizational details – legal name, legal form, headquarters location, and countries of operation.	Annex I & II	Contact details and Group subsidiaries
		GRI 2-2: Entities included in the sustainability reporting.	Annex II	In cases where a plant is omitted from a given indicator, this is noted in the same section.
		GRI 2-6: Activities, value chain, and other business relationships.	We are RPK	Industrial and Technological / International
		GRI 2-9: Governance structure and composition.	We are RPK	Cooperative structure
		GRI 2-11: Chair of the highest governance body.	Letter from the Presidency and Management	
		GRI 2-12: Role of the highest governance body in overseeing the management of impacts.	Working Toward Sustainable Development	Materiality Matrix
		GRI 2-14: Role of the highest governance body in sustainability reporting.	Working Toward Sustainable Development	Materiality Matrix
		GRI 2-16: Communication of critical concerns.	Working Toward Sustainable Development	Commitment to Stakeholders
		GRI 2-22: Statement on sustainable development strategy.	Working Toward Sustainable Development	
		GRI 2-29: Approach to stakeholder engagement.	Working Toward Sustainable Development	Commitment to Stakeholders

Contents of Law 11/2018 on Non-Financial Information and Diversity		Standard	Reference Chapter in the Report	Observations
ENVIRONMENTAL MATTERS				
Policies	Policies applied by the Group, including due diligence procedures for identifying, assessing, preventing, and mitigating significant risks and impacts, as well as for verification and control, along with the measures adopted.	GRI 2-23: Commitments and policies	Responsible for the Environment	Corporate ISO 14001 certification
		GRI 2-24: Embedding commitments and policies	Responsible for the Environment	Corporate ISO 14001 certification
		GRI 2-25: Processes to remediate negative impacts	Responsible for the Environment	Resources allocated to environmental risk prevention
		GRI 3-1: Process to determine material topics	Working Toward Sustainable Development	Materiality Matrix
		GRI 3-3: Management of material topics	Working Toward Sustainable Development	Materiality Matrix
Risk	Principal risks related to these environmental issues are linked to the Group's activities.	GRI 2-12: Role of the highest governance body in supervising impact management	Working Toward Sustainable Development	Materiality Matrix
		GRI 201-2: Financial implications and other risks and opportunities due to climate change	Responsible for the Environment	Resources allocated to environmental risk prevention
General Information	Current and foreseeable effects of the company's activities on the environment, and, where appropriate, on health and safety; environmental evaluation or certification procedures; resources dedicated to environmental risk prevention; application of the precautionary principle; amount of provisions and guarantees for environmental risks.	GRI 2-27: Compliance with laws and regulations	Responsible for the Environment	Corporate ISO 14001 certification
		GRI 3-3: Management of material topics	Working Toward Sustainable Development	Materiality Matrix
Pollution	Measures to prevent, reduce, or remedy carbon emissions that seriously affect the environment, considering any form of atmospheric pollution, including noise and light pollution.	GRI 2-25: Processes to remediate negative impacts	Responsible for the Environment	Resources allocated to environmental risk prevention
		GRI 302-4: Reduction of energy consumption	Responsible for the Environment	Resources allocated to environmental risk prevention
		GRI 305-5: Reduction of greenhouse gas (GHG) emissions	Responsible for the Environment	Resources allocated to environmental risk prevention

Circular Economy and Waste Prevention and Management	Measures for waste prevention, recycling, reuse, other forms of recovery, and disposal. Actions to combat food waste.	GRI 306-1: Waste generation and significant waste-related impacts	Responsible for the Environment	Responsible and Efficient Management of Material Resources and Waste
		GRI 306-2: Management of significant waste-related impacts	Responsible for the Environment	Responsible and Efficient Management of Material Resources and Waste
		GRI 306-3: Waste generated	Responsible for the Environment	Responsible and Efficient Management of Material Resources and Waste
		GRI 306-4: Waste diverted from disposal	Responsible for the Environment	Responsible and Efficient Management of Material Resources and Waste
		GRI 306-5: Waste directed to disposal	Responsible for the Environment	Responsible and Efficient Management of Material Resources and Waste
Sustainable Use of Resources	Water consumption and supply according to local constraints.	GRI 303-1: Interactions with water as a shared resource	Responsible for the Environment	Efficient Water Use
		GRI 303-3: Water withdrawal	Responsible for the Environment	Efficient Water Use
	Consumption of raw materials and measures adopted to improve the efficiency of their use. Energy: direct and indirect consumption. Measures taken to improve energy efficiency. Use of renewable energy.	GRI 301-1: Materials used by weight	Responsible for the Environment	Responsible and Efficient Management of Material Resources and Waste
		GRI 302-1: Energy consumption within the organization	Responsible for the Environment	Action Against Climate Change
		GRI 302-3: Energy intensity	Responsible for the Environment	Action Against Climate Change
		GRI 302-4: Reduction of energy consumption	Responsible for the Environment	Action Against Climate Change
Climate Change	Greenhouse gas (GHG) emissions.	GRI 305-1: Direct (Scope 1) GHG emissions	Responsible for the Environment	<i>Action Against Climate Change.</i> Data currently available for RPK Vitoria; other plants are under implementation.

Climate Change		GRI 305-2: Energy indirect (Scope 2) GHG emissions	Responsible for the Environment	<i>Action Against Climate Change.</i> Currently, data is reported for the RPK Vitoria plant; other facilities are in progress.
		GRI 305-4: GHG Emission Intensity	Responsible for the Environment	<i>Action Against Climate Change.</i>
	Measures adopted to adapt to the consequences of Climate Change	GRI 201-2: Financial implications and other risks and opportunities due to climate change	Responsible for the Environment	<i>Resources allocated to the prevention of environmental risks.</i>
	Voluntary medium- and long-term reduction targets to decrease GHG emissions and means implemented for this purpose	GRI 305-5: Reduction of GHG emissions	Responsible for the Environment	<i>Action Against Climate Change.</i>
Biodiversity protection	Measures taken to preserve or restore biodiversity	N/A		All RPK Group facilities are located in industrial zones within urban areas; therefore, the impact on biodiversity is not considered significant and is not deemed a material topic for the Group.
	Impacts Caused by Activities or Operations in Protected Areas	N/A		

Contents required under Law 11/2018 on Non-Financial and Diversity Information		Standard	Reference Chapter in the Report		Observations
INFORMATION ON SOCIAL AND EMPLOYMENT-RELATED MATTERS					
Policies	Policies implemented by the Group include due diligence procedures for assessing, preventing, and mitigating significant risks and impacts, as well as verification and control measures.	GRI 2-23: Commitments and Policies	People-Centered Business Model		
		GRI 2-24: Embedding Commitments and Policies	People-Centered Business Model		
		GRI 2-25: Processes to Remediate Negative Impacts	People-Centered Business Model		
		GRI 3-1: Process for Determining Material Topics	Working Toward Sustainable Development	Materiality Matrix	
		GRI 3-3: Management of Material Topics	Working Toward Sustainable Development	Materiality Matrix	
Risks	Main risks related to these matters are associated with the Group's activities.	GRI 2-12: Role of the Highest Governance Body in Overseeing the Management of Impacts	Working Toward Sustainable Development	Materiality Matrix	

		GRI 403-2: Hazard Identification, Risk Assessment, and Incident Investigation	Working Toward Sustainable Development	Materiality Matrix
Employment	Total number and distribution of employees by gender, age, country, and professional category.	GRI 2-7: Employees	People-Centered Business Model	Workplace Wellbeing
		GRI 405-1: Diversity in Governance Bodies and Among Employees	People-Centered Business Model	
	Total number and distribution of employment contract types. Annual average of permanent, temporary, and part-time contracts by gender, age, and professional category.	GRI 2-7: Employees	People-Centered Business Model	<i>The total number of employees at the end of the fiscal year has been reported. This figure will be used for monitoring purposes, as the total number of employees at RPK Group does not vary significantly throughout the year.</i>
	Number of terminations by gender, age, and professional category.	GRI 401-1: New Employee Hires and Employee Turnover	People-Centered Business Model	Attraction and Talent Development
	Average remuneration and its evolution, broken down by gender, age, and professional category or equivalent value.	GRI 2-19: Remuneration Policies	People-Centered Business Model	Workplace Wellbeing
		GRI 2-20: Process to Determine Remuneration	People-Centered Business Model	Workplace Wellbeing
	Gender pay gap.	GRI 405-2: Ratio of Basic Salary and Remuneration of Women to Men	People-Centered Business Model	Workplace Wellbeing
	Compensation for equivalent job positions or the company average.	GRI 2-21: Annual Total Compensation Ratio	People-Centered Business Model	Workplace Wellbeing
	Average remuneration of board members and senior executives, including variable compensation, allowances, severance, long-term savings contributions, and any other benefits, broken down by gender.	Non-GRI Indicator: Average Remuneration of Board Members and Executives	People-Centered Business Model	Workplace Wellbeing
	Implementation of measures ensuring the right to digital disconnection.	Non-GRI Indicator	People-Centered Business Model	Workplace Wellbeing
Work organization	Employees with disabilities.	GRI 405-1: Diversity in governance bodies and employees	People-Centered Business Model	Diversity and Equal Opportunities
	Organization of working time	Non-GRI Indicator	People-Centered Business Model	Workplace Wellbeing
	Number of absenteeism hours	Non-GRI Indicator	People-Centered Business Model	Occupational Health and Safety

	Measures to facilitate work-life balance and shared parental responsibility	GRI 401-3: Parental leave	People-Centered Business Model	Workplace Wellbeing
Health & safety	Occupational health and safety conditions	GRI 403-1: Occupational health and safety management system	People-Centered Business Model	Occupational Health and Safety
		GRI 403-2: Hazard identification, risk assessment, and incident investigation	People-Centered Business Model	Occupational Health and Safety
		GRI 403-3: Occupational health services	People-Centered Business Model	Occupational Health and Safety
		GRI 403-4: Worker participation, consultation, and communication on health and safety	People-Centered Business Model	Occupational Health and Safety
		GRI 403-5: Worker training on health and safety	People-Centered Business Model	Occupational Health and Safety
		GRI 403-6: Promotion of worker health	People-Centered Business Model	Occupational Health and Safety
	Work-related accidents and occupational diseases (frequency and severity) by gender	Non-GRI Indicator	People-Centered Business Model	Occupational Health and Safety
Social relations	Social dialogue, including procedures for informing, consulting, and negotiating with employees	GRI 2-20: Approach to stakeholder engagement	Working Toward Sustainable Development	Commitment to Stakeholders
	Percentage of employees covered by collective bargaining agreements by country	GRI 2-30: Collective bargaining agreements	People-Centered Business Model	
	Overview of collective bargaining agreements, particularly regarding health and safety at work	GRI 403-8: Coverage of the occupational health and safety management system	People-Centered Business Model	Occupational Health and Safety
		GRI 403-4: Worker participation, consultation, and communication on health and safety	People-Centered Business Model	Occupational Health and Safety
Training	Training policies implemented	GRI 404-2: Programs for employee skills development and transition assistance	People-Centered Business Model	Attraction and Talent Development
	Total training hours by professional category	GRI 404-1: Average training hours per employee per year	People-Centered Business Model	Attraction and Talent Development
Universal Accessibility	Inclusion and universal accessibility for people with disabilities	GRI 2-25: Processes to remediate negative impacts		<i>RPK Group's facilities are fully accessible to people with reduced mobility.</i>
		GRI 405-1: Diversity in governance bodies and employees	People-Centered Business Model	Diversity and Equal Opportunities
	Measures adopted to promote equal treatment and opportunities between women and men	GRI 2-23: Commitments and policies	People-Centered Business Model	Diversity and Equal Opportunities

Equality	Equality plans, employment promotion measures, and harassment prevention protocols (sexual or gender-based)	GRI 2-25: Processes to remediate negative impacts	People-Centered Business Model	Diversity and Equal Opportunities
		GRI 3-3: Management of material topics	Working Toward Sustainable Development	Materiality Matrix
		GRI 404-2: Employee development and transition assistance programs	People-Centered Business Model	Diversity and Equal Opportunities
		GRI 2-23: Commitments and policies	People-Centered Business Model	Diversity and Equal Opportunities
		GRI 2-25: Processes to remediate negative impacts	People-Centered Business Model	Diversity and Equal Opportunities <i>At RPK, we have an action protocol in place to address cases of harassment, including sexual harassment, gender-based harassment, moral harassment, harassment based on sexual orientation, and/or harassment related to gender identity or expression.</i>
	Inclusion and Universal Accessibility for People with Disabilities Policy against all forms of discrimination and diversity management	GRI 405-1: Diversity in governance bodies and employees	Somos RPK	Cooperative structure
		GRI 2-25: Processes to remediate negative impacts		<i>RPK Group's facilities are fully accessible to people with reduced mobility.</i>
		GRI 2-23: Commitments and policies	Working Toward Sustainable Development	Materiality Matrix
		GRI 2-24: Embedding commitments and policies	Working Toward Sustainable Development	Materiality Matrix
		GRI 406-1: Incidents of discrimination and corrective actions taken	Working Toward Sustainable Development	Materiality Matrix

Non-Financial Reporting Requirement (Law 11/2018)			Standard	Chapter of Reference in the Report		Observations
INFORMATION ON HUMAN RIGHTS						
Policies	Policies implemented by the Group, including due diligence procedures for identifying, assessing, preventing, and mitigating significant risks and impacts, as well as verification and control measures adopted.	GRI 2-23: Commitments and policies	Pursuing Effective Governance	Compliance		
		GRI 2-24: Embedding commitments and policies	Pursuing Effective Governance	Compliance		
		GRI 2-26: Mechanisms for seeking advice and raising concerns	Pursuing Effective Governance	Compliance		
		GRI 2-27: Compliance with laws and regulations	Pursuing Effective Governance	Compliance		

Main risks	Main risks related to human rights issues arising from the Group's activities or, where relevant, its business relationships, products, or services that may have adverse effects, and how such risks are managed.	GRI 3-3: Management of material topics	Working Toward Sustainable Development	Materiality Matrix
		GRI 205-1: Operations assessed for risks related to corruption	Pursuing Effective Governance	Compliance
Human rights	Implementation of human rights due diligence procedures	GRI 2-25: Processes to remediate negative impacts	Pursuing Effective Governance	Compliance
	Prevention of risks of human rights violations and measures to mitigate, manage, and remedy potential abuses	GRI 2-26: Mechanisms for seeking advice and raising concerns	Pursuing Effective Governance	Compliance
		GRI 414-1: New suppliers screened using social criteria	Our Project is Firm in Responding to Our Clients' Needs	Responsible Supply Chain Management
	Reported cases of human rights violations	GRI 414-2: Negative social impacts in the supply chain and actions taken	Our Project is Firm in Responding to Our Clients' Needs	Responsible Supply Chain Management
		GRI 406-1: Incidents of discrimination and corrective actions taken	Pursuing Effective Governance	
		GRI 407-1: Operations and suppliers where freedom of association and collective bargaining may be at risk	Our Project is Firm in Responding to Our Clients' Needs	
		GRI 408-1: Operations and suppliers with significant risk of child labor	Our Project is Firm in Responding to Our Clients' Needs	
	Promotion and compliance with the ILO's fundamental conventions, including freedom of association and collective bargaining, elimination of discrimination in employment and occupation, eradication of forced and compulsory labor, and effective abolition of child labor.	GRI 409-1: Operations and suppliers with significant risk of forced or compulsory labor	Our Project is Firm in Responding to Our Clients' Needs	

Non-Financial Reporting Requirement (Law 11/2018)		Standard	Chapter of Reference in the Report		Observations
INFORMATION ON ANTI-CORRUPTION AND BRIBERY					
Policies	Policies implemented by the Group, including due diligence procedures for identifying, assessing, preventing, and mitigating significant risks and impacts, as well as verification and control measures adopted.	GRI 2-23: Commitments and policies	Pursuing Effective Governance	Compliance	
		GRI 2-24: Embedding commitments and policies	Pursuing Effective Governance	Compliance	
		GRI 2-25: Processes to remediate negative impacts	Pursuing Effective Governance	Compliance	
		GRI 3-1: Process of determining material topics	Working Toward Sustainable Development	Compliance	
		GRI 3-3: Management of material topics	Working Toward Sustainable Development	Materiality Matrix	
Main risks	Main risks related to corruption and bribery arising from the Group’s activities, including, where relevant, its business relationships, products, or services that may have adverse effects, and how such risks are managed. This includes procedures used for detection and evaluation in accordance with national, European, or international frameworks, and an analysis of short-, medium-, and long-term risks.	GRI 205-1: Operations assessed for risks related to corruption	Pursuing Effective Governance	Compliance	
Information on Anti-Corruption and Bribery	Measures adopted to prevent corruption and bribery	GRI 2-26: Mechanisms for seeking advice and raising concerns	Pursuing Effective Governance	Compliance	
		GRI 2-27: Compliance with laws and regulations	Pursuing Effective Governance	Compliance	
		GRI 205-2: Communication and training on anti-corruption policies and procedures	Pursuing Effective Governance	Compliance	
	Measures to combat money laundering	GRI 205-3: Confirmed incidents of corruption and actions taken	Pursuing Effective Governance	Compliance	
		GRI 205-2: Communication and training on anti-corruption policies and procedures	Pursuing Effective Governance	Compliance	
	Contributions to foundations and non-profit organizations	GRI 201-1: Direct economic value generated and distributed	Our Project is Firm in Responding to Our Clients’ Needs	Economic Performance – Financial Strength	

	GRI 203-2: Significant indirect economic impacts	Our Project is Firm in Responding to Our Clients' Needs	Economic Performance – Financial Strength
	GRI 413-1: Operations with local community engagement, impact assessments, and development programs	Integrated into the Community	

Non-Financial Reporting Requirement (Law 11/2018)		Standard	Chapter of reference in the report	Observations
INFORMATION ON SOCIETY				
Policies	Policies implemented by the Group, including due diligence procedures for identifying, assessing, preventing, and mitigating significant risks and impacts, as well as verification and control measures adopted.	GRI 2-23: Commitments and policies	Integrated into the Community	
		GRI 2-24: Embedding commitments and policies	Integrated into the Community	
		GRI 2-25: Processes to remediate negative impacts	Integrated into the Community	
		GRI 3-1: Process of determining material topics	Working Toward Sustainable Development	Materiality Matrix
		GRI 3-3: Management of material topics	Working Toward Sustainable Development	Materiality Matrix
Main risks	Main risks related to these issues arising from the Group's activities, including, where relevant and proportionate, its business relationships, products, or services that may have adverse effects, and how the Group manages such risks, explaining the procedures used to detect and assess them in accordance with national, European, or international frameworks. It must include information on identified impacts, providing a breakdown by short-, medium-, and long-term risks.	GRI 2-12: Role of the highest governance body in overseeing the management of impacts	Integrated into the Community	
	Impact of the company's activities on employment and local development	GRI 201-1: Direct economic value generated and distributed	Our Project is Firm in Responding to Our Clients' Needs	Economic Performance – Financial Strength

Company's Commitments to Sustainable Development	Impact of the company's activities on local populations and territories	GRI 203-2: Significant indirect economic impacts	Integrated into the Community	Community Development
		GRI 201-1: Direct economic value generated and distributed	Our Project is Firm in Responding to Our Clients' Needs	Economic Performance – Financial Strength
		GRI 203-2: Significant indirect economic impacts	Integrated into the Community	Community Development
	Relations maintained with local community stakeholders and dialogue mechanisms	GRI 204-1: Proportion of spending on local suppliers	Our Project is Firm in Responding to Our Clients' Needs	Responsible Supply Chain Management
		GRI 2-29: Approach to stakeholder engagement	Working Toward Sustainable Development	Commitment to Stakeholders
		GRI 413-1: Operations with local community engagement, impact assessments, and development programs	Integrated into the Community	Community Development
Subcontracting and suppliers	Inclusion of social, gender equality, and environmental aspects in procurement policies. Consideration of suppliers' and subcontractors' social and environmental responsibility. Supervision and auditing systems and their results.	GRI 2-6: Activities, value chain, and other business relationships	Our Project is Firm in Responding to Our Clients' Needs	Responsible Supply Chain Management
		GRI 308-1: New suppliers screened using environmental criteria	Our Project is Firm in Responding to Our Clients' Needs	Responsible Supply Chain Management
		GRI 414-1: New suppliers screened using social criteria	Our Project is Firm in Responding to Our Clients' Needs	Responsible Supply Chain Management
Consumers	Measures for consumer health and safety	N/A		
	Complaint systems, number of claims received and their resolution	N/A		
Tax information	Profits obtained country by country and income tax paid	GRI 201-1: Direct economic value generated and distributed	Our Project is Firm in Responding to Our Clients' Needs	Economic Performance – Financial Strength
		GRI 207-1: Approach to tax	We Are RPK	Materiality Matrix
		GRI 207-2: Tax governance, control, and risk management	We Are RPK	Materiality Matrix

Information on public subsidies received

GRI 207-4: Country-by-country reporting – Income tax

GRI 201-4: Financial assistance received from the government

Taxes paid on earned profits	2022	2023	2024
España	151.000 €	452.884 €	576.132 €
México	262.000 €	337.059 €	475.790 €
Total	413.000 €	789.940 €	1.051.922 €
Public grants received	2022	2023	2024
Vitoria-Gasteiz	361.000 €	234.905 €	388.509 €
Gasori	8.000 €	6.854 €	14.289 €
China	-	-	1.682 €
Total	369.000 €	241.759 €	404.480 €