

# **NON- FINANCIAL STATEMENT 2025**



***A SUSTAINABLE COOPERATIVE***

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## Letter from the Chairman and Management

2025 has been a very good year economically, both in terms of sales and results; this is the result of all the initiatives launched at the various plants, UATCs, and departments across the RPK Group in recent years, each with its own specific challenges to continue improving and strengthening the cooperative. It has also been a great year in terms of securing new projects at all plants.

All plants are pursuing a path of continuous improvement tailored to their specific circumstances, striving to bring each one to its highest potential while contributing stability to the Group, with teams that continue to gain experience and achieve results. This day-to-day focus on ensuring that next year is better than the last is the key to our future.

This remains possible thanks to the personal and professional efforts of many colleagues: through their daily work, by supporting plants during difficult and prolonged assignments, by passing on knowledge to new hires, and through the constant search for new opportunities... All of this is what makes us stronger as a Cooperative, enables us to resolve complicated situations quickly, and leads to very satisfactory results at the end of the year. The intensity of that proactivity is what will shape the future.

There is still much to be done; not everything goes as we'd like, but if we can all work together to ensure that proposals and opportunities for improvement flow freely, we will gradually be able to improve as a team.

We are placing a strong emphasis on training our people to prepare for the future generational shift in Vitoria, and especially at our off-site facilities, because our future growth will depend on the number of trained technical and engineering staff; and we can only achieve this by fostering these dynamics internally and striving to standardize learning as much as possible.

The Board of Directors has continued to implement and monitor the activities of the Strategic Plan across all areas, and throughout 2026 we will begin preparing the next Strategic Plan for 2027–2030.

Throughout 2025, we have made progress in fulfilling our commitments to good governance and transparency by updating and striving to improve the policies developed over the past few years, taking into account day-to-day situations, the experience we have gained, and the suggestions and input from everyone.

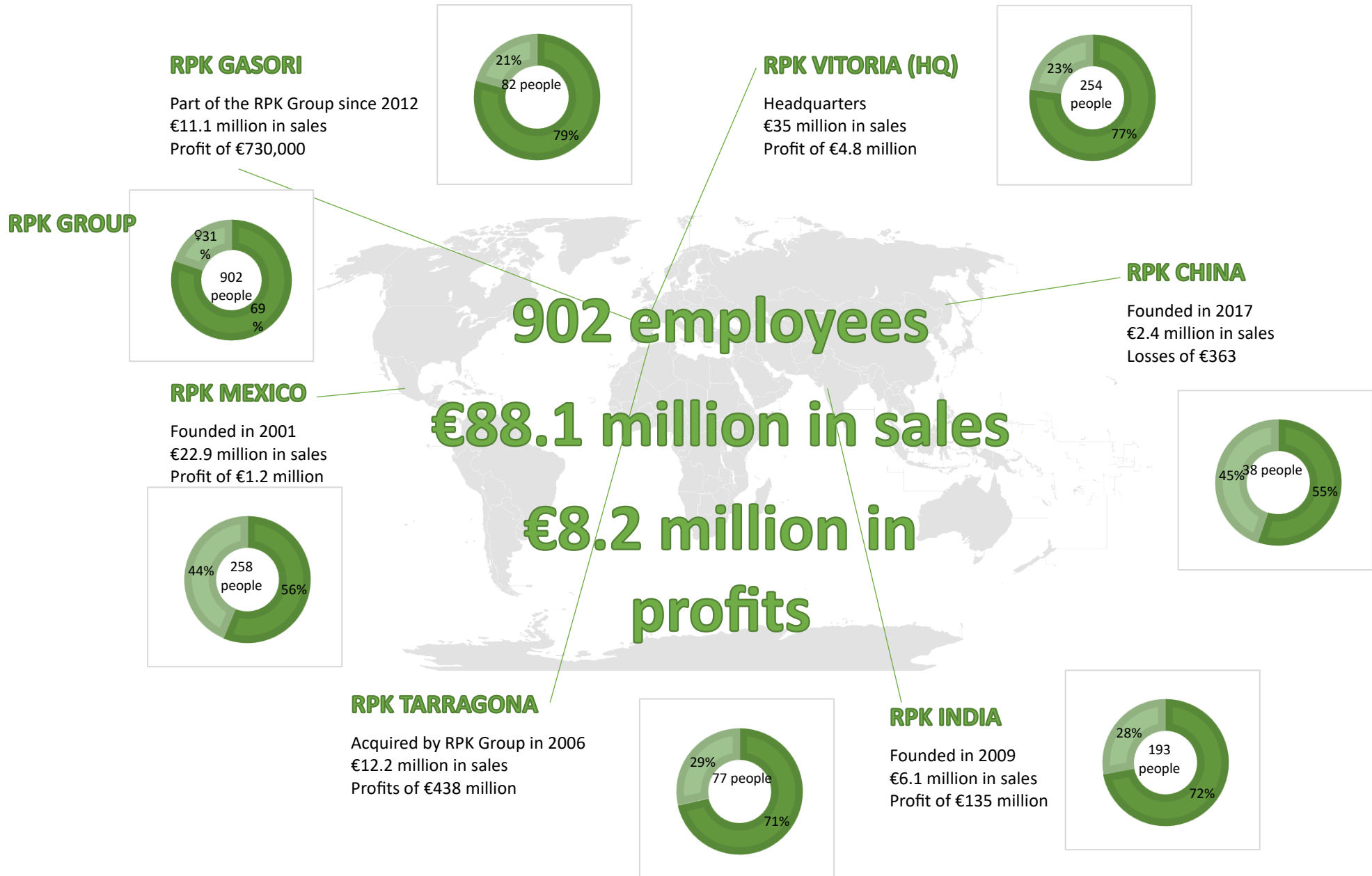
Continuing the work of previous years to protect the Cooperative, in 2025 we conducted another forensic audit, this time at the Mexico plant.

We would like to take this opportunity to highlight with particular fondness our progress in social collaboration and support for various important causes, such as gender equality, the Basque language, and social and sporting events in our region, as well as the maintenance of strategic partnerships with local organizations such as the Food Bank, Mundukide, Albaola, Medicusmundi, and others. We have continued to provide financial support to the Social Transformation volunteer team, and we would like to take this opportunity to express our gratitude to all RPK members who volunteer in various cooperative bodies and groups; without a doubt, these people make RPK a better place worth being a part of, and they make RPK a leading organization in Vitoria, one that many people want to get involved with and belong to.

Together with other cooperatives in Álava, the BATERA initiative has been officially launched to raise the profile of the cooperative sector in the region and foster synergies among all of us. We are working hard to ensure this initiative moves forward 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 gratitude, nor can the interns and dual-training staff, Iñaki Gaskon (partner at our plant in La Rioja), suppliers, our customers, advisors, and the entire network built by RPK over the years that helps us become better. And of course, thank you to all the members of RPK S. Coop., because only with your trust and support can we continue to move forward.

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



## We are the RPK Group

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

We have a clear vision of the future, which constantly guides us:

*To be a global leader in operational excellence, grounded in our cooperative values, and leveraging innovation to deliver value to our customers and the community.*

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

- **Commitment:** driving our shared mission, its goals, agreements, and values.
- **Respect:** Every person is the RPK Group. I nurture relationships with honesty and kindness.
- **Sustainability:** I take care of our future today and prioritize the collective interest over the individual.
- **Rigor:** I guarantee full attention and technical and ethical excellence.
- **Efficiency:** I take every step to achieve the greatest impact at the lowest cost, with the highest personal and collective standards.

What sets us apart is not who we are or what we pursue, but, above all, how we do it: our relationship model. The way we jointly tackle the challenges of this ever-changing world, and do so to provide a sound business response from which, today, more than 700 families worldwide are part of: RPK Group, an international industrial and technology group with a cooperative foundation.

## An industrial and technological group

At RPK Group, we are primarily dedicated to the manufacture of springs, wire forms, formed and stamped strip parts, bus bars, contact springs, and power springs, with 80% of our production dedicated to the automotive sector, supplying both OEMs (*Original Equipment Manufacturers*) and Tier 1 suppliers.

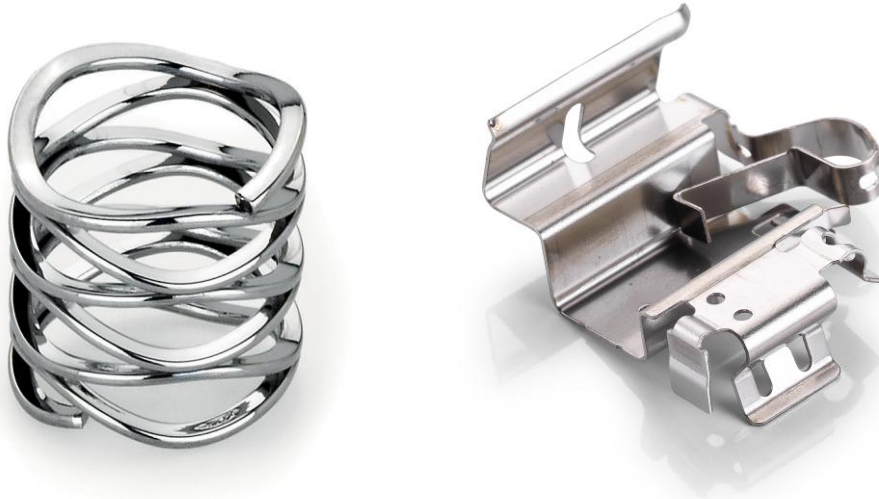
Our products are used in a wide range of applications: some traditional, such as *powertrain*, suspension, brakes, steering, fuel systems, and interiors, and others more innovative and geared toward electric vehicles, with products for connecting management systems, energy recovery, and electricity distribution in both light-duty and industrial electric vehicles.

We also collaborate on the development of hydrogen-based mobility systems, including both fuel cells and internal combustion engines that use this fuel.

At RPK Group, we have launched a new *e-mobility* division to respond to the profound transformation currently taking place in the automotive sector, which is shifting toward a more environmentally sustainable model through the electrification of its engines.

Another key market we are focusing on is the medical sector, with components for autoinjectors and injectors, surgical staples, inhalers, hearing aids, etc.

Our production process involves wire and strip forming. We have the most advanced forming machines on the market, as well as in-line annealing furnaces to relieve stress after forming.



At RPK Group, we have most of the technologies that allow us to add value to the product, such as 100% automatic inspections, surface treatments, cleanrooms for cleaning processes, special packaging such as *tape & reel*, custom assemblies, etc., with machinery in many cases designed in-house by our engineering team based at the Technology Center.

Thanks to this center, located at our headquarters in Vitoria-Gasteiz, and in collaboration with our engineering team and the Technology Center, we are able to provide, propose, and simulate innovative technical solutions that have enabled us to register several patents for solutions we share with our customers. We also have a modern laboratory equipped with state-of-the-art control and testing equipment that enables us to perform metallographic testing, finite element analysis, as well as fatigue testing at elevated temperatures and measurement of residual compressive stresses, allowing us to design cutting-edge solutions for highly dynamic, high-stakes applications with complete reliability.

In terms of diversification, we work with other sectors such as the medical, industrial, and electrical sectors, and we hold a majority stake in the company Gasori. This subsidiary has three business units, and through brands such as Urbelaser, RG, and ZR, we transform a wide variety of products, including the manufacture of custom laser-cut parts, proprietary designs focused on electrical distribution for lifting systems, as well as the production of metal components for functional furniture.

All Gasori products are manufactured using the most modern laser cutting, bending, punching, welding, and painting technologies, which ensure optimal quality and strengthen our presence in various international markets.

## International

Our business model is based on providing agile, high-quality, and local service, primarily within the automotive sector. Within this approach, we have prioritized internationalization and technical support. Our six plants ensure our global positioning, as we are present on three continents to provide proximity in production and technical product engineering support to collaborate on our customers' designs.

We have the people, knowledge, and machinery at all our production plants to sell, develop, and manufacture virtually our entire product catalog across all of them using a wide variety of production processes, thereby providing a *local-to-local* service.

## Cooperative Parent Company

RPK was founded in 1974 in Vitoria-Gasteiz by 19 entrepreneurs who laid the groundwork for what is now a dynamic group of companies. The chosen organizational model was that of a cooperative, a corporate structure offering advantages such as the reinvestment of dividends and the commitment of the workforce.

The cooperative model is a form of social-enterprise organization that puts people at the center. This model is based on all members working together toward a shared purpose, prioritizing collective interests over individual ones and always keeping the long term in mind. We, the worker-members, are the key players both in day-to-day operations and in corporate decision-making regarding the cooperative's future. None of this would be possible without the participation and responsibility of the entire collective.

One of RPK Group's objectives is to create quality jobs. Along with the goal of ensuring that these jobs are sustainable over time, we also want the people working on our project to feel part of the cooperative project and to be part of the collective of members. Thanks to the regulations developed in 2021, we have established a framework to integrate collaborating members into RPK Group who perform their duties outside the headquarters in Vitoria-Gasteiz.

In the cooperative model, unlike the capitalist model, each member has one vote, regardless of the capital they hold in the cooperative. This is undoubtedly a distinguishing feature of the system and a key factor in decision-making.

The **General Assembly** (GA) is the cooperative's sovereign body in its decision-making capacity, and its decisions are binding on all members. Its functions include, among others, electing the Governing Board and approving the distribution of profits and amendments to the bylaws.

Throughout 2025, we held several informational meetings: the first in February, to present the preliminary 2024 year-end results, the new 2025 Management Plan, and progress on the 2023–2026 Strategic Plan. The subsequent meetings took place in early May, in small groups to encourage discussion in preparation for the General Assembly.

As is customary, we held the General Assembly on the first Saturday in June, with 98% of RPK Group members in attendance. At this assembly, the financial proposals put forward by the Governing Council received over 98% support. Additionally, the 2024 Non-Financial Report (NFR) was approved by 100% of the assembly. This encourages us to present a new NFR for 2025, in line with what was presented the previous year.

The **Governing Council** (GC) is the representative body of the working community. Responsible for business management, it elects the individuals who will hold the positions of Management and Board of Directors. It assumes a high degree of responsibility, since the economic and social viability of the company depends, to a large extent, on this body.

The Governing Council consists of 8 members who, in turn, appoint from among their ranks the individuals who will hold the positions of President, Vice President, and Secretary. Following the vote at the June 2024 assembly, and to date, the Governing Council consists of 8 members: 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 CR meetings as a guest to advise and train the CR on matters including, among others, economic and legal issues. A direct reporting line has been established between the CR and the Group Controller, thereby ensuring the independence of the Controller's position by separating it from Management and having it report directly to the Governing Body. Currently, the Controlling department is headed by Sergio Loma, who, together with Raúl González in Vitoria and Raúl Flores in Mexico, reports directly to the CR.

To ensure the proper functioning of the governing bodies, we have the Supervisory Committee (CV), a supervisory body responsible for oversight, mediation, and the transmission of information. We elect the members of this body at the General Assembly, and it consists of 5 people. In addition to the functions outlined in the cooperative's bylaws, it also assumes tasks related to regulatory compliance. Since June 2025, the SC has been composed of: Idoia Sáez de Biteri, Daniel Blanco, Koldo Aldaiturriaga, Diego Gaité, and Alberto Soletó.

To ensure the ongoing participation of members, we have the Social Council (CS). Its role is to channel members' visions, proposals, criticisms, demands, or concerns regarding social and labor issues through established channels. The elected members represent all areas, and the term of office is four years. Elections are held by vote within each area and ratified by the General Assembly, and all members are eligible to vote and stand for election. During the 2025 fiscal year, the SC consisted of Enrique Rodrigo, Álvaro García, Javier Ugalde, Oscar Zabaleta, Clemente Bolaños, Aritz Apellaniz, Jon Ander Ruiz de Erenchun, and Santiago Galindo.

## We are working toward sustainable development

At RPK Group, we work every day to take concrete steps toward sustainability across the three dimensions of our business: economic, social, and environmental. We do this, on the one hand, by developing projects that add value in these three areas, and, on the other hand, by applying this perspective to all our business processes.

To this end, the Sustainable Development Goals (SDGs) serve as a valuable reference point and a powerful catalyst for change. Beyond serving as a framework to assess our current practices and verify our compliance, the SDGs are a tool for reflection, enabling us to ask ourselves what more we can do within each of the 17 goals to improve our processes or launch new projects that positively impact our sustainability and, consequently, our environment.

Thus, at RPK Group, we have followed the roadmap outlined below regarding the implementation of social action linked to the SDGs:

1. RPK Vitoria is a member of the ***Alava Alliance for Sustainable Development***.
2. Communication with the community 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 internal and external projects can be launched.
4. Launch of social transformation projects each year, based on criteria related to their impact on the SDGs.

To ensure that our commitment to sustainability is reflected in our day-to-day operations, we conducted a materiality analysis in 2022 to determine which issues were material for us to address, taking into account our business activities. That is why, in identifying these issues, we considered those that are inherently relevant to the RPK Group's business (sector-specific), and added others that link the company to its immediate surroundings. We also took into account the legal requirements to be met and the GRI standards<sup>1</sup>.

The topics were classified according to the three aforementioned dimensions of corporate sustainability (economic, social, and environmental), grouping them into five specific areas. In 2025, we followed this same approach and used the same classification of topics established at that time.

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<sup>1</sup> GRI: Global Reporting Initiative. These are a set of standards that form the most widely used framework for companies to report non-financial information.

Below, we can analyze each of the topics and their relationship to the GRI standards.

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

SUBJECT MATTER	DESCRIPTION	GRI
<b>Economic Performance - Financial strength</b>	Improve profitability to ensure the cooperative's long-term sustainability.	GRI 201
<b>Innovation</b>	Foster a customer-oriented culture of innovation.	NOT GRI
<b>Responsible supply chain management</b>	Extend the commitment to sustainability throughout the value chain (environmental, social).	GRI 204 GRI 308 GRI 414
<b>Digital transformation</b>	Improve internal processes using digital tools.	NO GRI
<b>Diversification</b>	Expand product diversification to extend our business into different sectors (medical, industrial).	NOT GRI
<b>Customer Satisfaction</b>	Address customer needs with the goal of achieving "zero defects."	NON-GRI

**GOVERNANCE:** issues relevant to guiding the company's activities.

MATERIAL ISSUE	DESCRIPTION	GRI
<b>Cooperative governance</b>	Work on cooperative governance.	NON-GRI
<b>Operational Governance</b>	Develop appropriate and effective governance for the management of the RPK Group and its subsidiaries and departments.	NOT GRI
<b>Compliance</b>	Ensure that the cooperative's governing and management bodies act in an ethical and responsible manner, and establish mechanisms to prevent practices such as corruption, bribery, fraud, or unfair competition.	GRI 205 GRI 206
<b>Communication and Transparency</b>	To have the necessary mechanisms in place to ensure the two-way exchange of information, to understand the decisions and tasks related to the Cooperative's activities, and to take into account the opinions of all members of the RPK Group.	NO GRI
<b>Governance committed to sustainability</b>	Integrate sustainability as a cross-cutting theme within the RPK Group.	NO GRI

**PEOPLE:** issues related to working conditions and the employability of workers.

MATERIAL ISSUE	DESCRIPTION	GRI
<b>Well-being at work</b>	Create a business model that positively impacts employee satisfaction and motivation, as well as working conditions. Work on managing: Quality jobs. Work-life balance measures. Workers' rights. Equitable compensation system.	GRI 401
<b>Occupational health and safety</b>	Prevent occupational hazards and promote the health and safety of workers.	GRI 403
<b>Talent Attraction and Development</b>	Attracting and retaining talent while creating opportunities to identify and facilitate the professional and personal development of employees.	GRI 404
<b>Diversity and Equal Opportunity</b>	Working to create an inclusive work environment that promotes equal opportunities for men and women, while remaining attentive to other aspects of diversity.	GRI 405

**ENVIRONMENT:** Topics for analyzing the impact of business activities on the environment.

TOPIC MATERIAL	DESCRIPTION	GRI
<b>Combating climate change</b>	Reducing air emissions, making efficient use of	GRI 305
<b>Climate</b>	energy and commit to the use of renewable energy.	GRI 302
<b>Responsible management and resource efficiency</b>	Optimize material consumption and use materials with lower environmental impact while reducing waste generation (3R).	GRI 306
<b>materials and waste</b>		GRI 301
<b>Efficient water use</b>	Use water efficiently.	GRI 303
<b>Commuting to work</b>	Promote sustainable commuting for employees.	GRI 305

**SOCIETY:** issues related to the social impact occurring outside the company.

MATERIAL TOPIC	DESCRIPTION	GRI
<b>Community Development</b>	Active participation of the RPK Group through collaboration with social action, solidarity, and other initiatives. Fostering collaborative relationships with stakeholders. Partnerships. (Local and global).	GRI 413
<b>Management of the Euskara Plana</b>	Deepening RPK Group's commitment to society through the Basque language plan.	NOT GRI
<b>Employee participation in community development initiatives</b>	To foster and promote social engagement among RPK Group employees.	NO GRI

## Commitment to Stakeholders

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

In 2022, we prioritized these stakeholders based on three criteria:

- The stakeholder group's influence on the cooperative's activities.
- The influence of the cooperative's activities on this stakeholder group.
- The importance each stakeholder group will have for the future of the business.

This is the list of stakeholders who were asked about RPK's impact:

- Members and employees.
- Subsidiaries – RPK Group employees.
- Suppliers and subcontractors: sales department, from the perspective of suppliers and subcontractors.
- Customers: sales department, from the perspective of our customers.
- Public administration: City Council of Vitoria-Gasteiz.
- 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 collaborating entities: BIC Araba and Tecnalía.

Once the identification process was complete, an online survey was prepared to gather their opinions on the material topics, with each topic being evaluated quantitatively. Participation was very satisfactory.

## Materiality Matrix

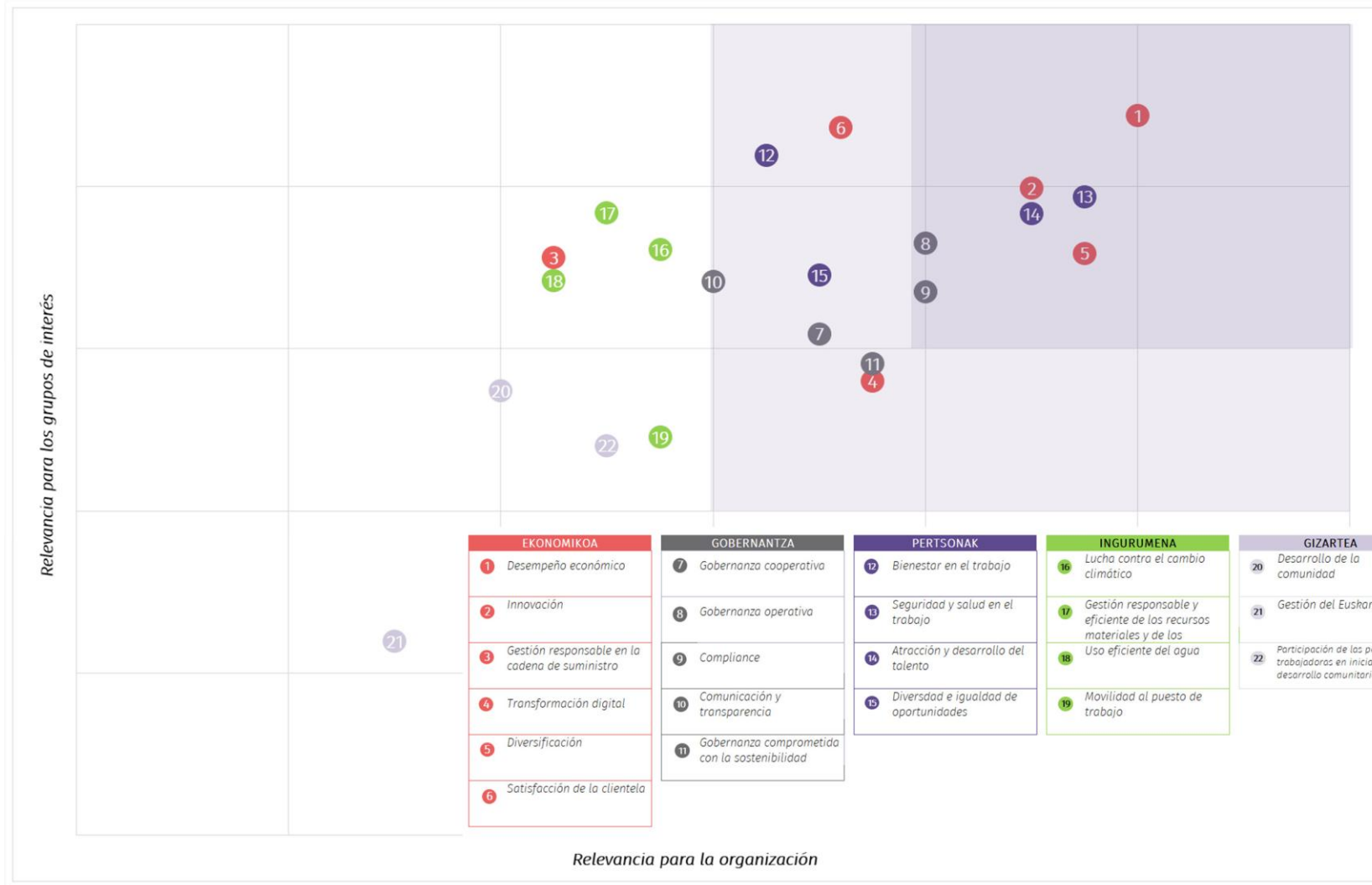
To assess the material topics from the company's perspective, a reflection session was held in 2022. Representatives from the governance bodies participated in this session: members of the Governing Council and the Management Committee, along with individuals responsible for areas closely related to sustainability. Prior to the session, the invited participants completed the same survey sent to stakeholders. Thus, the session directly addressed the scoring and prioritization assigned to each issue.

Taking both perspectives into account, the materiality matrix was developed, and the material issues to be addressed were prioritized accordingly. The table below shows the issues ranked by priority level and 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 material resources and waste
2. Innovation	12. Workplace well-being	16. Combating climate Climate Change
13. Occupational safety and health	10. Communication and transparency	3. Responsible supply chain management
14. Attracting and developing talent	15. Diversity and Equal Opportunity	18. Efficient water use
5. Diversification	7. Cooperative governance	19. Commuting to work
8. Operational governance	11. Governance committed to sustainability	20. Community development
9. Compliance	4. Digital transformation	22. Employee participation in community development initiatives
		21. Management of Euskara Plana

For the year 2025, the same materiality matrix has been applied. Accordingly, we have organized this section of the report into five subsections, linking them to the SDGs and providing information on all material topics.

RPK Group Materiality Matrix



## We are firmly committed to meeting our customers' needs

In 2025, the automotive industry remains immersed in a profound transformation of its production model, driven by the acceleration of decarbonization, the advancement of electrification, and the growing integration of digital solutions that enhance connectivity and comfort without compromising cost competitiveness. Following the normalization of the supply chain and the stabilization of component markets, the sector faces a new cycle marked by fleet renewal in developed countries and growth potential in regions with low motorization rates. In this context, RPK's challenge is to adapt nimbly to these dynamics, collaborating closely with our customers to ensure the technical, economic, and environmental sustainability of every project.

### Economic Performance and Financial Strength

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#### Improving profitability to ensure the cooperative's long-term viability

To ensure the project's sustainability and create quality jobs, we must work to generate high added value for our customers, always with the goal of business profitability.

In 2025, we continue to face, in the short term, the challenge of still-high inflation and rising costs that continue to put pressure on our operational structure. This requires us to further improve margins, in line with the value we bring to the market, and to enhance the efficiency of all our activities to strengthen the income statement. This effort is cross-functional and requires everyone's involvement.

Some of the main initiatives and improvement projects we have been working on throughout 2025 include the following:

#### **Improvements coordinated by the various UATCs (Autonomous Cooperative Work Units)**

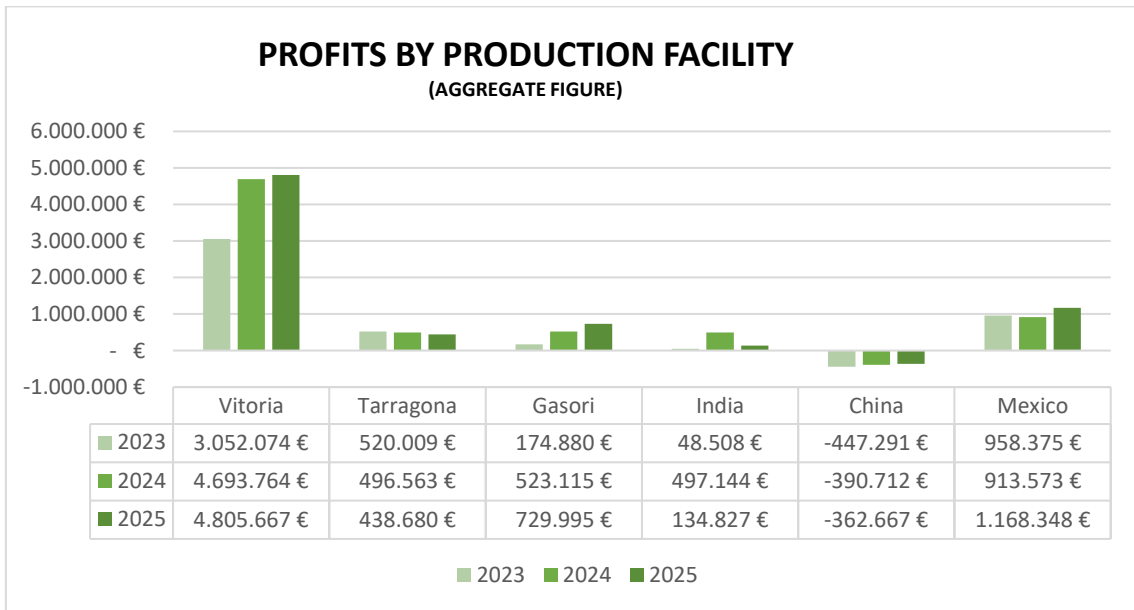
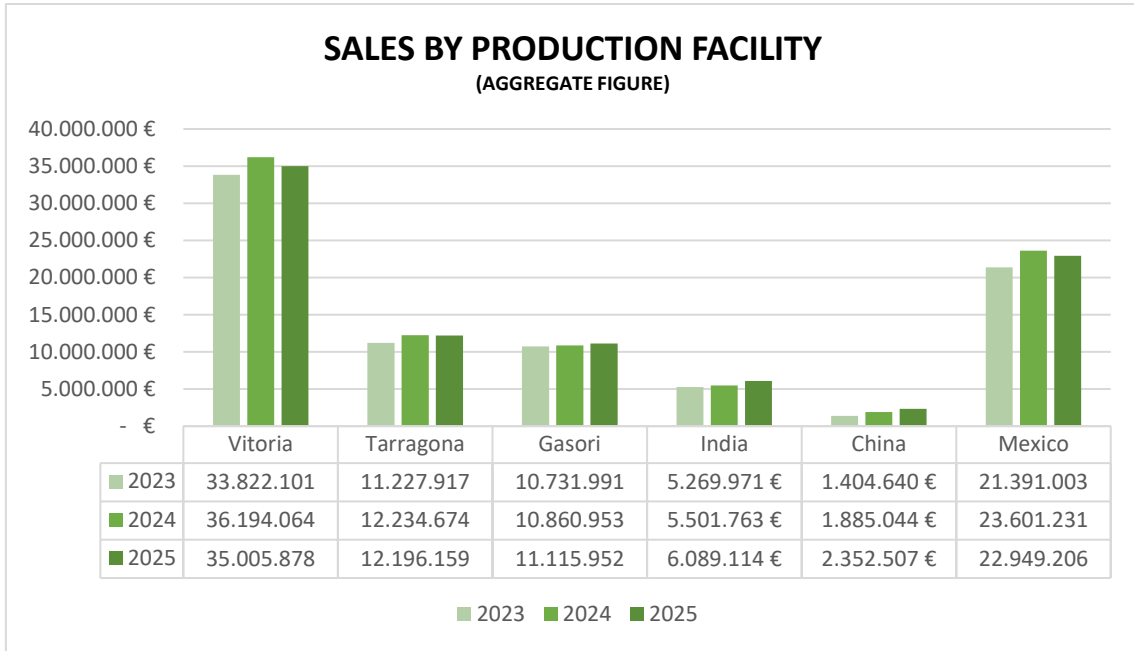
In 2025, we continued to advance a robust process of continuous improvement within the various UATCs, in close collaboration with Engineering, the Technology Center, and the Quality department. This joint effort is enabling us to consolidate significant improvements in profitability year after year, the result of multiple actions that optimize processes, reduce inefficiencies, and strengthen the responsiveness of our operations.

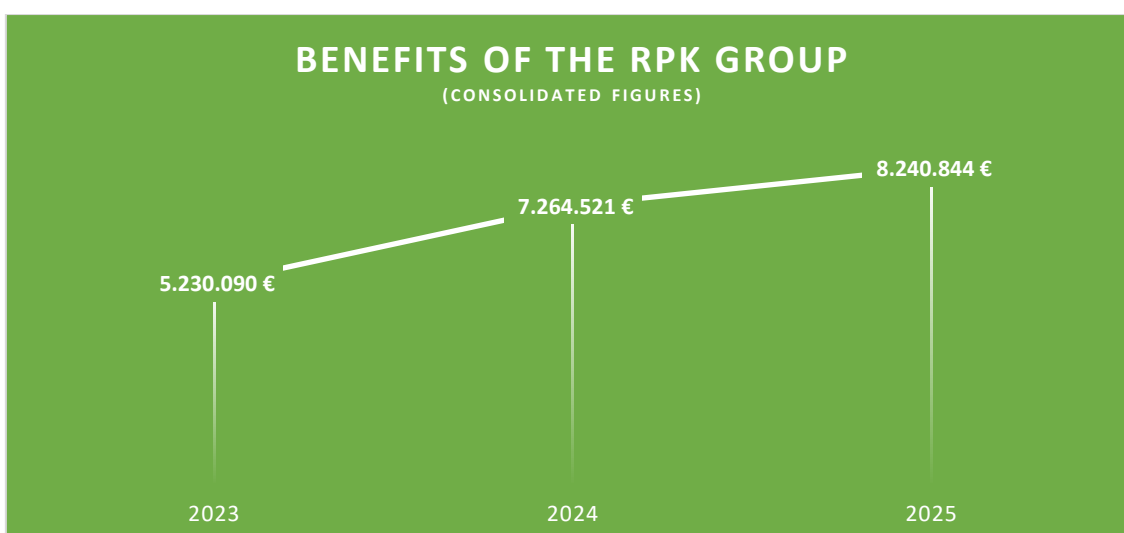
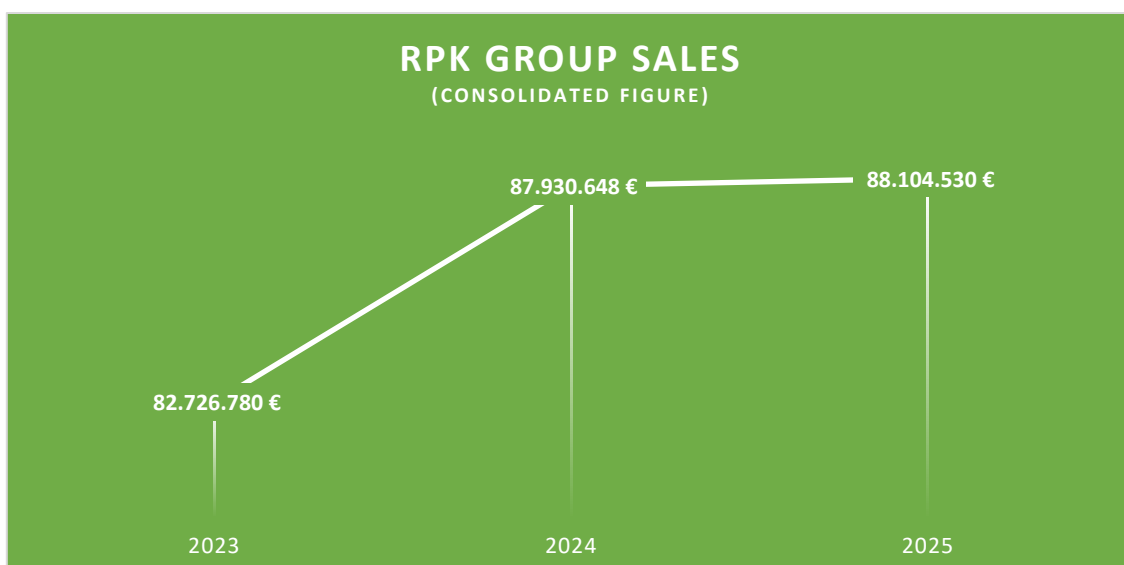
#### **TSP Project**

The TSP Project (Transformation of the Production System) remains one of RPK's strategic pillars in 2025. Its ultimate goal is to increase production profitability by reducing low-value-added tasks, optimizing inventory management, minimizing unnecessary material movements, and improving internal organization. The project integrates several parallel initiatives, impacts all areas and the plant layout itself, and is guiding us toward a more intuitive, digitized, and data-driven management model, with a clear focus on cost efficiency.

#### **Driving Digital Transformation**

RPK is undergoing a digital transformation process that has accelerated in 2025, with the aim of strengthening our competitiveness and preparing the organization for the challenges of the new industrial landscape. We are making progress in the digitization of processes, the implementation of data analysis tools, the automation of repetitive tasks, and the improvement of traceability on the factory floor. This transformation not only enables faster and more informed decisions but also drives operational efficiency, product quality, and the overall sustainability of the project.





## Innovation

### Fostering a customer-oriented culture of innovation

During fiscal year 2025, the RPK Group has continued to make consistent progress on the activities defined in the 2023–2026 Strategic Plan, consolidating the role of innovation as one of the fundamental pillars for the Group's sustainable growth.

During this period, the Innovation Model defined in previous fiscal years has been monitored to ensure its alignment with the organization's current needs. While the model remains generally valid, the commitment to continuous review persists, with the aim of introducing improvements that enhance its effectiveness and alignment with the Group's strategic challenges.

Innovation continues to play a key role as a driver of development, supporting technology watch, the identification of new market opportunities, and the strengthening of the Group's industrial capabilities. In this regard, the Technology Center has continued to act as a driving force for the generation and transfer of knowledge, ensuring alignment between business needs and the solutions developed.

Throughout 2025, all areas of the Technology Center maintained a coordinated approach to address the requirements of the Group's various production units, both in the realm of product innovation and process innovation.

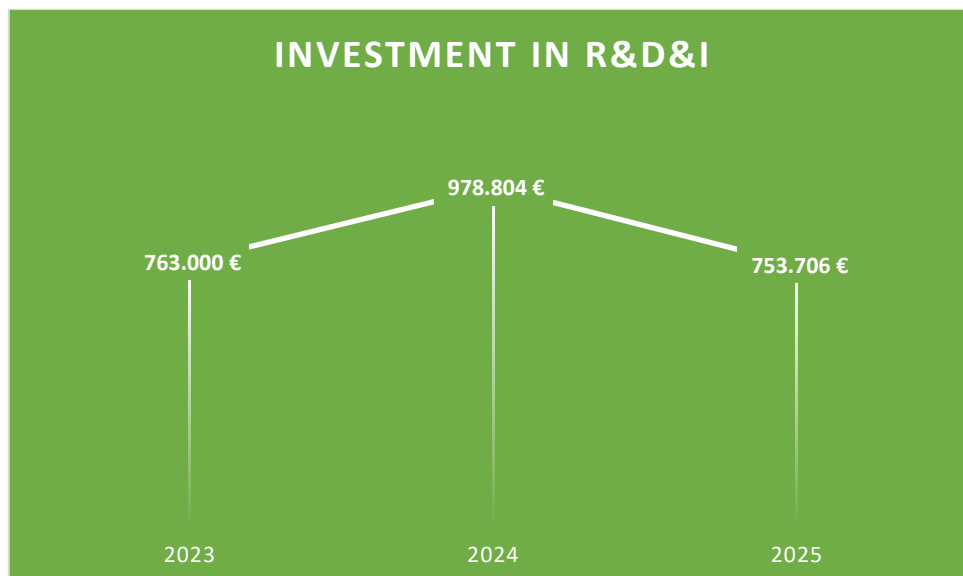
#### At the product level

- Significant progress has been made in the industrialization of the laser welding process applied to busbars, consolidating the capabilities developed in previous years and ensuring their effective transfer to production plants.
- New *power spring* products have been developed, expanding the Group's portfolio of solutions and opening up new opportunities in various sectors.
- Accordion springs were developed for the Mexico plant, adapting the design and processes to the specific needs of this market.
- Comprehensive technical support was provided to the plant in China for the launch and development of new products, promoting standardization and the transfer of knowledge on a global level.
- Intensive work has continued in the field of coatings, focusing on improving performance and adapting products to customer requirements.

#### At the process level

- The continuous rolling process has continued to evolve, incorporating improvements aimed at greater quality control, particularly regarding rolled thickness control, which has increased the process's stability and repeatability.
- Busbar washing processes have been optimized, improving their efficiency and ensuring compliance with the demanding quality requirements established by customers.

Overall, the initiatives carried out in 2025 reinforce the RPK Group's ability to innovate systematically, integrating technological knowledge into its production processes and ensuring the generation of sustainable value for its customers and stakeholders.



## Diversification

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2025 closes as a year of solid growth in sales and new business for the group, aided by a European regulatory context that, by postponing CO2 targets until 2027, breathes new life into combustion and hybrid projects. However, this commercial success coexists with a critical industrial environment marked by capacity adjustments and cost pressures, compounded by a Chinese commercial offensive that is already approaching a 10% market share. The immediate challenge will be to capitalize on the expansion of current projects to strengthen the competitive position against new Asian competition and the restructuring of the sector in Europe

In the U.S., the Trump administration imposed a universal 10% tariff in April 2025, with specific surcharges of 20% on the EU and 34% on China. This has had a significant impact on the finances of groups such as Volkswagen, BMW, Audi, and Toyota, despite the fact that they maintain production facilities in the U.S.

On the other hand, the elimination of federal subsidies has stalled sales of pure electric vehicles, allowing combustion-engine and hybrid vehicles to regain market share and extend their life cycles, which has a positive impact on our clients' volumes and extends the lifespan of current projects.

The exit of major American OEMs from China and the pressure they are exerting on their suppliers to relocate production outside the country has substantially increased the inquiries we receive in the U.S., as well as in India, where sales have risen significantly and where the technical complexity (and volume) of the inquiries we receive has also increased significantly.

Our expansion in the healthcare sector is underpinned by a strategic global presence, notably our participation in leading trade shows in Europe and the U.S. to strengthen our brand and capture new opportunities.

We proactively identify market trends, such as the emergence of the pharmaceutical hub in India resulting from the expiration of patents for drugs distributed via autoinjectors, where we already operate by supplying components to local manufacturers.

This growth is accompanied by a solid roadmap for quality. Collaboration between our plants in Vitoria and Celaya will enable Celaya to achieve ISO 13485 certification in 2026, while simultaneously initiating the accreditation processes for our plant in India. This milestone ensures that our industrial capacity meets the most demanding standards of the global medical industry.

To continue advancing in this sector, we have established a model of cross-departmental collaboration between the Sales and Digital Marketing teams. This synergy results in the ongoing creation of high-value technical content about our target applications, which is proactively distributed to our contacts and stakeholders.

This strategy not only strengthens our competitive positioning but also projects an image of expertise and technical reliability, which instills confidence in potential customers and encourages them to choose us.

The consolidation of our commercial and technical strategy has allowed us to position ourselves as a potential supplier to the sector's leading manufacturers, who already consider us for their high-volume projects involving spring and micro-strand solutions. The image we have created as a leading supplier will be further strengthened with the launch of our new medical facilities in Vitoria in 2027.

We are intensifying our prospecting efforts and strengthening our teams to maintain consistent activity that expands our client portfolio in high-value-added applications. The top priority is to diversify into sectors outside the automotive industry ( ), thereby generating a greater volume of opportunities and contracts that drive the company's sustained growth.

## Customer Satisfaction

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

Our customers are the strategic cornerstone of the Group. We seek not only to satisfy them but to exceed their expectations through rigorous compliance with technical specifications. This precision is key to establishing ourselves as leading suppliers and protecting our reputation against potential claims. Likewise, we prioritize logistical and production efficiency, maintaining the flexibility necessary to absorb fluctuations in demand and ensure on-time deliveries in any scenario.

Excellence in our interactions is the standard by which our customers evaluate our value proposition. In this regard, the technical quality of our products is a cornerstone of our offering, ensuring strict compliance with required specifications at all times.

This operational rigor drives customer satisfaction and positions us as a leading strategic partner for future projects. By ensuring compliance with every requirement, we mitigate the risk of claims and protect our brand's reputational integrity.

Likewise, operational and logistical excellence is a key factor for our customers, with a particular emphasis on strict adherence to delivery deadlines and volumes. This commitment requires precise synchronization between our production and procurement capabilities, enabling us to respond with the necessary flexibility to fluctuations in demand that sometimes require our operations to perform at peak capacity.

Regarding performance in fiscal year 2025, the overall customer rating remains at satisfactory levels. Although there is a slight one-point decline compared to the 2024 results, the indicator remains in line with the historical average of the past five years, reflecting solid stability despite the operational challenges faced.

Customer Satisfaction	2023	2024	2025
<b>Overall score</b>	93.87	96.88	94.32

## Digital Transformation

### Improving internal processes through digital tools

During fiscal year 2025, the RPK Group continued to drive its digital transformation process with a structured approach, prioritizing the reengineering and optimization of processes prior to their digitization. This approach has enabled the Group not only to migrate processes to the digital environment but also to simplify and standardize them, thereby improving their operational efficiency.

Digitization is viewed as a lever to increase the organization's analytical and control capabilities, enabling the measurement of process performance, the identification of opportunities for improvement, and the facilitation of decision-making based on reliable and objective data.

In this context, data quality has emerged as a critical element. Rigor in process execution and in entering information into systems has been key to ensuring the reliability of analyses and avoiding inefficiencies resulting from reprocessing or subsequent corrections. The continuous improvement of data quality enables the Group to move toward a more precise, agile, and results-oriented management model.

Likewise, the Information Technology (IT) department continues to play a fundamental role as an enabler of digital transformation, and it remains necessary to continue equipping it with the appropriate capabilities and resources to address the growing challenges arising from technological evolution and business needs.

Regarding the main initiatives carried out in 2025, the following are noteworthy:

- A data architecture has been designed and deployed in a Microsoft Azure environment, aimed at establishing a robust data governance model at the corporate level.

- A data management ecosystem based on a *data warehouse* and a *data lake* has been implemented, enabling the efficient centralization, structuring, and utilization of information.
- Specific projects have been developed to improve data quality in the Iزارo ERP, with the aim of enhancing the reliability of information and enabling the effective digitization of key processes.
- Administrative processes have been analyzed and adapted for automation using RPA (*Robotic Process Automation*) technologies, notably the digitization of the order–delivery note–invoice cycle, which has reduced manual tasks and improved operational efficiency.
- Dashboards have been developed in the finance and production areas, some of which are still evolving, providing greater visibility into key business indicators.
- Progress has been made on a strategic cross-functional project focused on demand forecasting, smoothing, and planning, with the aim of improving the Group’s ability to anticipate trends and optimize production and resource management.

Overall, the initiatives implemented in 2025 reinforce the RPK Group’s digital maturity, consolidating a technological and organizational foundation that will enable continued progress toward a more efficient, automated, and data-driven management model.

### **CRM**

The Salesforce tool has been deployed at the plants in Tarragona and Mexico, in addition to the one in Vitoria. Integration between ERP and CRM data has also been improved so that information is synchronized in a single global database for all plants.

This application greatly facilitates the management of business opportunity capture and the tracking of bids.

### **PAC / AutoQ Quality Applications**

The rollout of the new version to all plants has been completed. Additionally, work has been done to implement the Datamatic project, which allows readings from various measuring machines (MicroStudio, Keyence, Zwick, Hexagon) to be integrated directly into the quality control application.

### **MES**

Having an MES that provides real-time manufacturing information, eliminates paper, and facilitates interaction between production and other areas is essential for the RPK Group’s digital transformation. In this regard, it has been deployed in two new divisions: BMW and Value Added.

### **EPM at RPK India**

EPM is a project management tool integrated into the ERP system for managing new parts, adapted to comply with the APQP methodology. It allows us to track the various phases of sampling, prototyping, requirements, and communication with the customer. It also streamlines follow-up and communication among the relevant departments: engineering, manufacturing, sales, and quality.

### **Improvements in ERP Finance**

In the finance area, the generation of the 10T and 11T documents has been automated on the employee portal. In turn, payment remittances have been automated, and exchange rates have been integrated for Mexico, in addition to Tarragona and Vitoria.

### **Cybersecurity**

Cybersecurity has emerged as a necessity to address the volume of cyber threats received daily, both on a personal and business level. It is now essential to have robust cybersecurity measures in place to mitigate the risks of a potential cyberattack.

That is why we have been working on:

- Awareness sessions for all office staff, providing training on common threats and how to address them.
- Implementation of processes, records, and documentation to comply with TISAX regulations
- A contingency plan to know how to respond to a cyberattack.
- New versions of antivirus systems and performing on-demand scans.

- Updating client operating systems to the latest versions.
- Enhanced password security through policies. Implemented single sign-on (SSO) between the ERP and AD-365
- Implement two-factor authentication for email accounts and Office 365 applications.
- Strengthen security for external access (VPN) by using strong passwords and two-factor authentication via a code sent to the user’s email.
- Strengthen and verify backups at all facilities.

Taken together, the initiatives developed in 2025 strengthen the RPK Group’s digital maturity, consolidating a technological and organizational foundation that will enable continued progress toward a more efficient, automated, and data-driven management model.

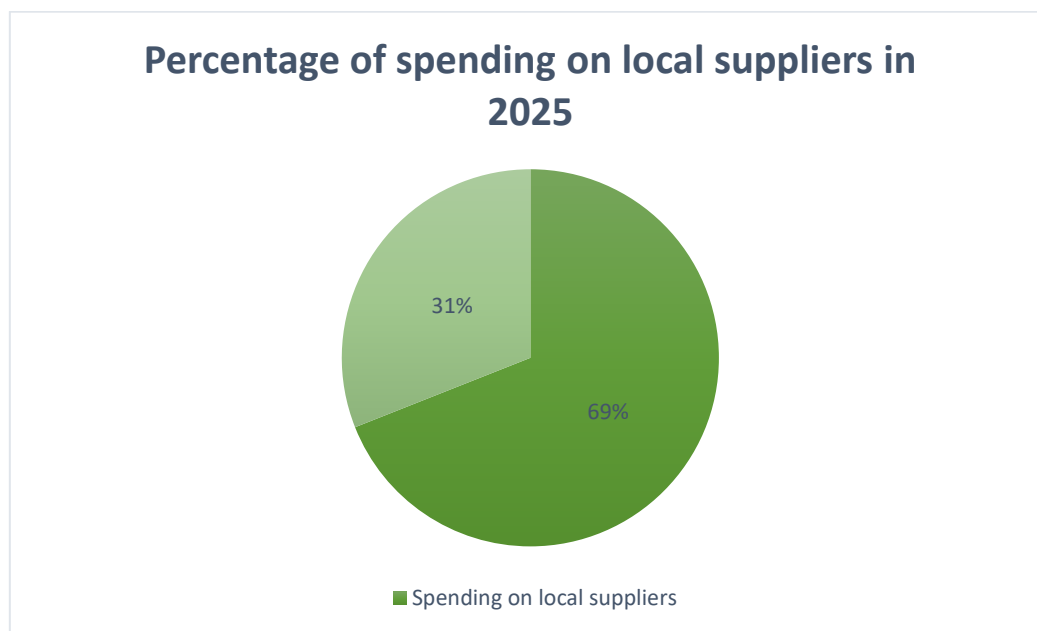
## Responsible supply chain management

Extend the commitment to sustainability throughout the value chain (environmental, social)

As we indicated in the [International](#) section, we operate on a *local-to-local* basis. Here are the figures regarding local suppliers over the past three years:

Proportion of spending on local suppliers	2023	2024	2025
<b>Number of local supplier companies</b>	1,105	1,318	2,356
<b>Spending on local suppliers (% of total)</b>	64%	70%	69%

*\*Data for the entire RPK Group.*



In the supplier selection process, we consider not only economic criteria, product quality, and supply assurance, but also environmental and social aspects.

**Regarding environmental management**, and in accordance with the provisions of the *General Requirements for Production Material Suppliers* and the *RPK Group Purchasing Conditions*, the presence of an ISO 14000 management system is evaluated. In addition, the supplier must periodically complete an environmental performance questionnaire. Furthermore, all non-returnable packaging must be easily recyclable or economically and legally disposable, in accordance with the local legislation where each RPK Group plant is located.

Similarly, environmental management criteria are incorporated into the audits conducted on raw material suppliers (wire and components), in addition to the distribution of periodic *checklists*.

In **the social sphere**, the *RPK Group Purchasing Terms and Conditions* document requires adherence to a code of conduct based on the following criteria:

- No child labor.
- No forced labor.
- Regulated working hours.
- Occupational safety and health.
- Individual and collective rights.
- No discrimination.
- Regulated wage system.

If the supplier does not have its own Code of Conduct, it must adhere to *the RPK Group Supplier Code of Ethics and Conduct*, which will govern both relationships within each Group company and the relationships that the RPK Group maintains with its suppliers.

We also strongly encourage and highly value it when supplier companies have a Criminal Compliance Management System certified according to the UNE 19601:17 standard, or the version in force in the country where they are located.

Likewise, we require that they fully embrace the requirements 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.

In addition, we also require that they adopt as their own the conventions and recommendations of the ILO (International Labour Organization):

- Conventions 29 and 105: Forced Labor and Slavery.
- Convention 87: Freedom of Association.
- Convention 98: Right to collective bargaining.
- Conventions 100 and 111: Equal remuneration for men and women workers for work of equal value // Discrimination.
- Convention 135: Convention concerning Workers' Representatives.
- Convention 138 and Recommendation 146: Minimum age.
- Convention 155 and Recommendation 164: Occupational Safety and Health.
- Convention 159: Vocational Rehabilitation and Employment of Persons with Disabilities.
- Convention 177: Domestic work.
- Convention 182: Worst Forms of Child Labor.

Likewise, we demand compliance with all applicable laws in each country.

## We seek effective governance

The sustainability of the RPK Group requires effective governance in leading the project. That is why we are developing governance through our cooperative parent company, ensuring it is operational to support all subsidiaries and maintains effective communication that meets the transparency needs demanded by our stakeholders.

### Cooperative governance

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#### Working on cooperative governance

Improving governance is a recurring theme, especially among those who have participated in the University Expert Course in Cooperativism (ADITU). To understand the scope of this training at RPK, we can highlight that over the past 8 years, 17 people have completed this course, 15 of whom remain with the cooperative. Few cooperatives can claim that 10% of their members have received university-level training in cooperativism. The final project for the 2019–20 academic year, which focused on governance and was carried out by a member of the RPK Group, centered on drafting a “Manual of Good Cooperative Governance” for the RPK Group, which has since served as a supporting document for the cooperative.

This guide identified eight areas as key elements to address:

1. External expert advice.
2. Clear definition of competencies, roles, and responsibilities.
3. Training for board members, management positions, and the presidency.
4. Selection processes.
5. Communication between bodies.
6. Decision-making process.
7. Conflict management.
8. Scale, diversity.

On the other hand, these were the projects worked on during the 2021–2022 academic year and which have remained in effect through 2025:

#### Integration of external expert consulting

We have brought on board an individual 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 had the opportunity to witness firsthand various crises within different cooperatives. The agreed-upon collaboration period is annual, renewing each year in May so that the new Governing Council team can choose to renew the collaboration, seek other external partnerships, or terminate it outright.

Thanks to this collaboration, we have set and achieved the following four objectives:

- Drawing on other sources and attempting to move away from the natural insularity in which we operate within the cooperative movement at RPK Group, as we do not belong to any cooperative group.
- To improve the relationship between the CEO and the Governing Board.
- Including in the deliberations for the 2023-2026 Strategic Plan a person with experience in innovation and international markets, but with a cooperative perspective.
- Supporting the CEO, who came from outside the cooperative world.

This experience has been very positive, with this external individual being widely accepted by both the Governing Council and the Board of Directors.

### Annual cooperative training for employees

This year, 2025, we continued with the fourth edition of the RPK Group's course on cooperativism, history, customers, and products. The training lasted three days and was held in Otalora (Aretxabaleta) by experts in the field. For the sections on products, the market, and history, we were joined by Nicolas Larrañaga, RPK's 23-year-old manager, and Iñigo Fernández de Lapeña, president of the cooperative and a member of RPK's sales team. This initiative, coordinated between Social Management and the Governing Board, was very well received by the participants. We intend to continue offering this training annually, with 15–20 participants each year, during the first four months of the year.

### Expert Course in Cooperativism

During the 2025–26 academic year, and for the sixth consecutive year, we attended the Expert Course in Cooperativism. In this instance, the participants were Ander Aranzabal, HR Specialist, and Gaizka González de Matauco, UATC Specialist. Both are members of the Basque Language Committee.

COOPERATIVE TRAINING	2022	2023	2024	2025
Hours of cooperative training	866	851	990	932

## Operational governance

### Developing appropriate and effective governance for the RPK Group and its subsidiaries and departments

We are working to establish appropriate and effective governance for the RPK Group. This operational governance should have two main objectives:

- 1) **More shared decision-making** among our global specialist groups and forums.
- 2) **Leveraging the synergies** we have among the Group's various plants.

Throughout 2025, we have been working to consolidate and improve upon what was defined the previous year in the RPK Governance Manual, intensifying visits between plants and striving to leverage our synergies:

- Group Management continues to work on the most important decisions for the future, incorporating the perspectives of all Group plants and involving the management teams of all plants in the process. The focus remains on the actions defined in the 2023-2026 strategic plan.
- The operational management team at the Vitoria-Gasteiz plant is consolidating the implementation of the defined improvement projects, working to develop the teams involved in decision-making with the goal of making them high-performance teams
- The various departments—Sales, Industrial, Technology Center, Procurement, Logistics, Quality, and Human Resources—have continued to strengthen their coordination with the plants, maintaining direct communication and cooperation with them to identify and integrate best practices across the board.

Through all of this, we seek to leverage all the capabilities and knowledge we have within the Group to bring value to all plants.

## Compliance

Ensuring ethical and responsible conduct by 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** is firmly committed to establishing the guidelines, values, and principles that must govern the behavior of the organization’s members regarding the RPK Group’s relationships with stakeholders, both in terms of the RPK Group’s work activities with its members and employees, and its relationships with customers, suppliers, and external partners, as well as public and private institutions and society at large.

In this document, we have established specific guidelines for action in the following areas:

Fundamental Rights	Respect for individuals	Equal opportunities and non-discrimination
Health and safety	Protection and care of the brand, image, and corporate reputation	Respect for the environment
Alcohol and drug use	Order and cleanliness in the workplace	Money laundering
Bribes, gifts, and hospitality	Use of RPK assets	Conflict of interest
Customer relations	Relationships with suppliers and partners	Relations with authorities and officials
Confidentiality of Information and Protection of Personal Data	Protection of intellectual and industrial property	

The **Oversight Committee** is responsible for tasks related to regulatory compliance. It is the body that reports directly to the Governing Board on any conduct that violates the code of ethics or internal regulations. To this end, the Compliance Officer collects the inquiries received and, together with the Oversight Committee, reviews and investigates, as appropriate, the inquiries received through the reporting channel [compliance@rpk.es](mailto:compliance@rpk.es).

In 2025, support was provided for situations arising from RPK Group facilities. Some of the inquiries typically concern labor-related disputes or conflicts, which are directed to the relevant departments or sections, with a specific monitoring committee established as needed.

For the implementation of the Compliance system, we have relied on the support and guidance of the San Prudencio Labor Foundation. During this phase, we have collaborated on the development of specific Compliance protocols and processes, as well as on advising regarding regulatory changes outlined in the Penal Code.

In 2025, a forensic audit of the “<sup>2</sup>” was conducted at our subsidiary RPK Mexico. Two members of the Controlling team and an audit team with whom we regularly collaborate traveled to Mexico to review the established procedures and controls. From this audit, several areas for improvement were identified to be implemented at the subsidiary.

## Communication and Transparency

Having the necessary mechanisms in place to ensure the exchange of information in both directions, to understand the decisions and tasks related to the Cooperative’s activities, and to take into account the opinions of everyone who makes up the RPK Group

<sup>2</sup> Forensic audits are internal investigations used to prevent, detect, or investigate potential criminal activities.

The main milestones achieved by the Marketing and Communications department in 2025 are:

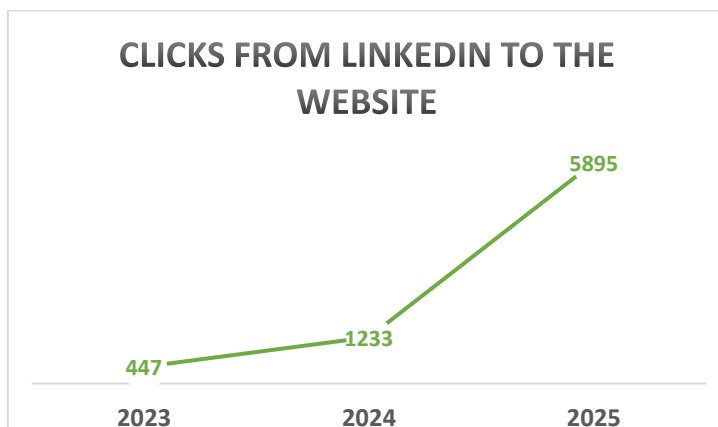
- SEO Project – AI-based search engine optimization for RPK Group and RPK Medical
- Launch of the RPK Group brand refresh project
- Collaboration with the group’s facilities
- Launch of new catalogs and presentations by product and market
- Monthly creation of case studies to support the sales team
- Traffic and RFQ generation through ads
- Activities and presence at medical industry trade shows
- Participation in niche media within the medical sector
- Implementation of Leadinfo to identify companies visiting the website
- Creation and management of Batera Gazte Bidaia
- Launch of the Gasori and RG websites
- Internal training on LinkedIn and LinkedIn Sales Navigator
- Appearances in the media, including ETB and Diario de Noticias de Álava...
- Cross-plant lead management
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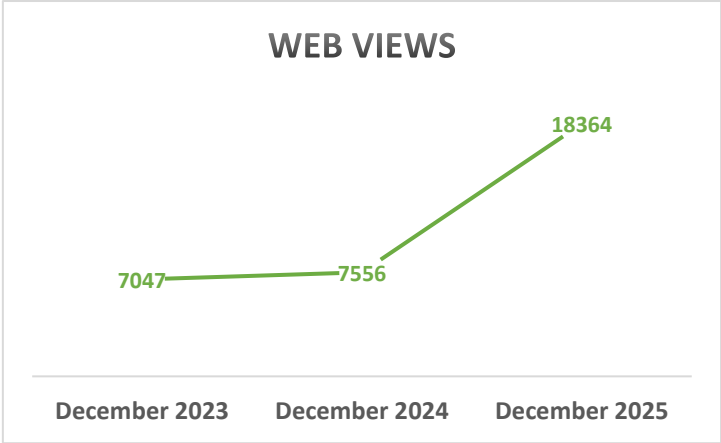
The evolution of website traffic in terms of volume and quality has been very positive. In terms of sessions, there was a 38% increase over the year, reaching 165,705 sessions. Total website conversions also saw significant growth. Over the past year, 7,803 conversion actions were completed, a 53% jump from the previous year, with the vast majority involving H2 and H3 products, and a particularly strong showing for “coiled coil springs.”

In addition, we continue to strengthen the RPK Medical brand. The website has gone from 18,182 sessions last year to 66,068 this year. Following the launch of RPK Medical and its establishment, we are working on unifying the RPK Medical and RPK Group brands.

**Data on the evolution of website and LinkedIn views:**

	December 2023	December 2024	December 2025
<b>Clicks from LinkedIn to the website</b>	447	1,233	5,895
<b>Web views</b>	7,047	7,556	18,364





## Governance committed to sustainability

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

At RPK Group, we understand Sustainable Governance as decision-making that always takes into account the potential long-term impact on the environment, society, and the cooperative's economy—impacts that are difficult to justify with a short-term perspective.

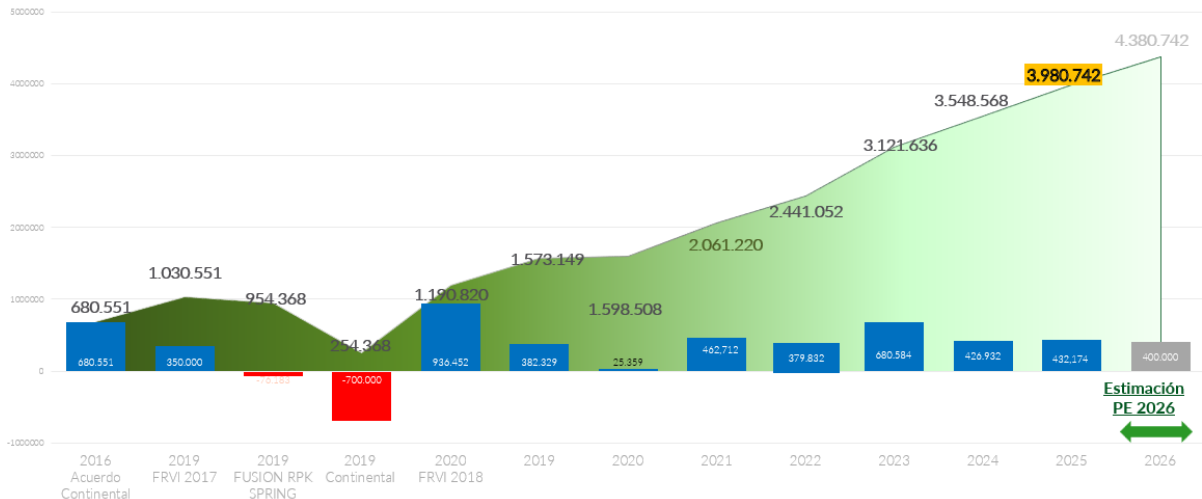
Some of the activities carried out include the following:

### FRVI

For several years, we have been allocating a portion of the cooperative's surplus to the Non-Distributable Reserve Fund (FRVI), and the Governing Council has committed to formalizing this fund and submitting it to the Assembly for approval.

Allocating an annual percentage of available surpluses to the FRVI is an act of intergenerational solidarity so that future generations can better manage various unforeseen events described in these regulations. This fund, known as the FRVI, was created to enhance the project's sustainability by strengthening the cooperative's balance sheet and financial position. Additionally, this fund can help us mitigate future adverse situations described in regulation NL-17.

Given its intergenerational nature, we propose allocating a minimum of 10% of the cooperative's surpluses to this fund. The efforts made in recent years have helped improve the cooperative's financial situation, and we believe it is time to lay the groundwork for current and future obligations in the event that we need to use this fund.



### Distribution of Available Surpluses

To ensure that our share capital figure does not decrease—since this figure is reviewed by all financial institutions and is a key factor in securing favorable financing terms—it is proposed to adjust the monetization in those fiscal years where high capital outflows could lead to a decrease in the cooperative's total share capital.

If the profit and return for the fiscal year are sufficient to cover the outflows from members, this limitation would not apply, and therefore, upon the Governing Board's proposal, monetization could proceed.

# A people-centered business model

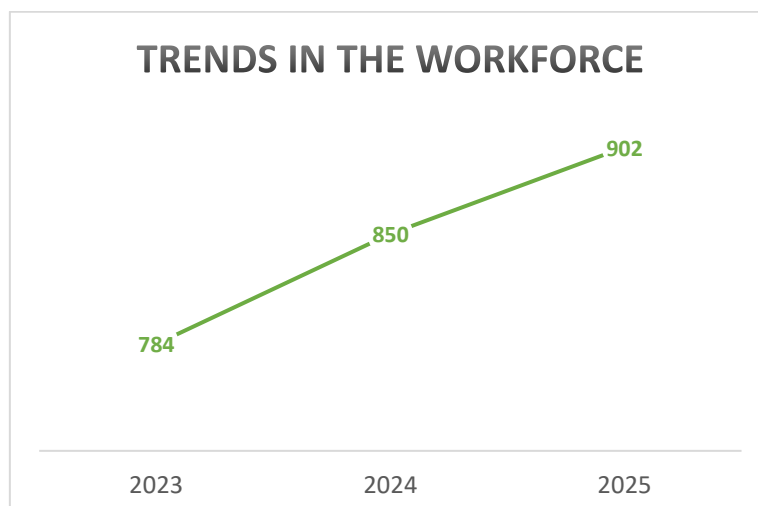
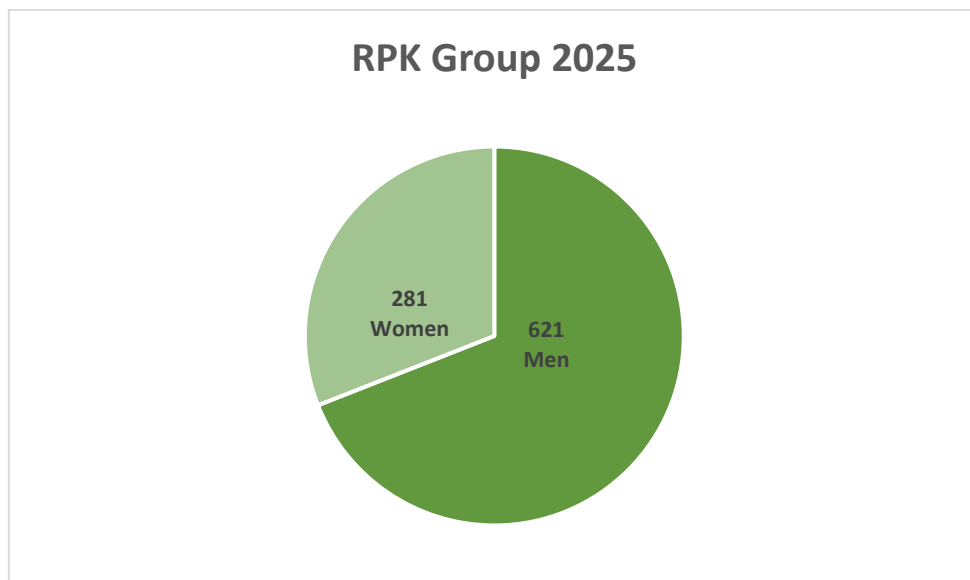
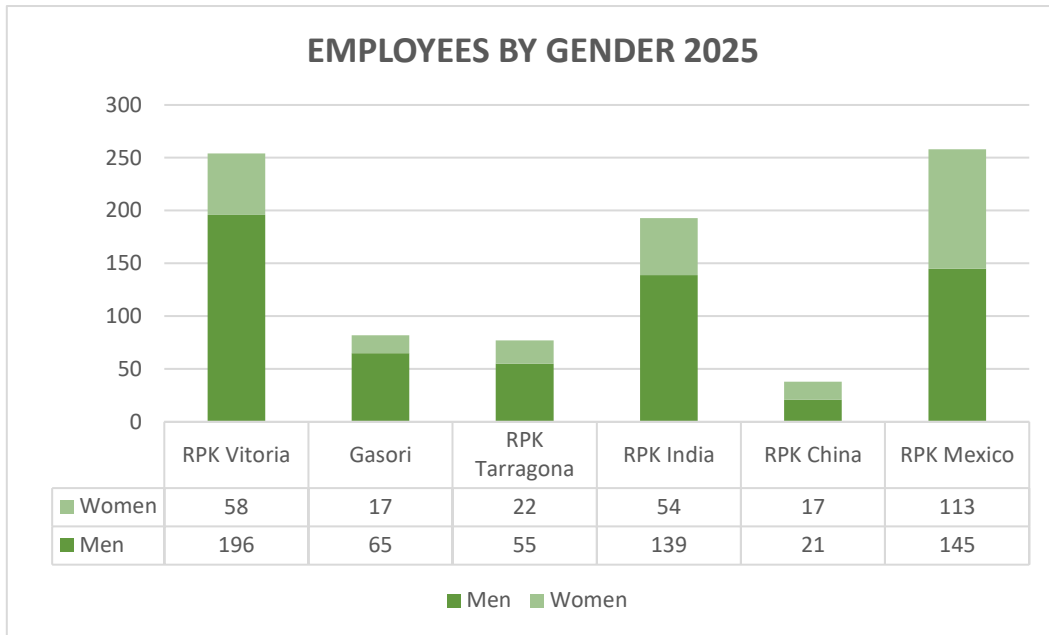
## Well-being at work

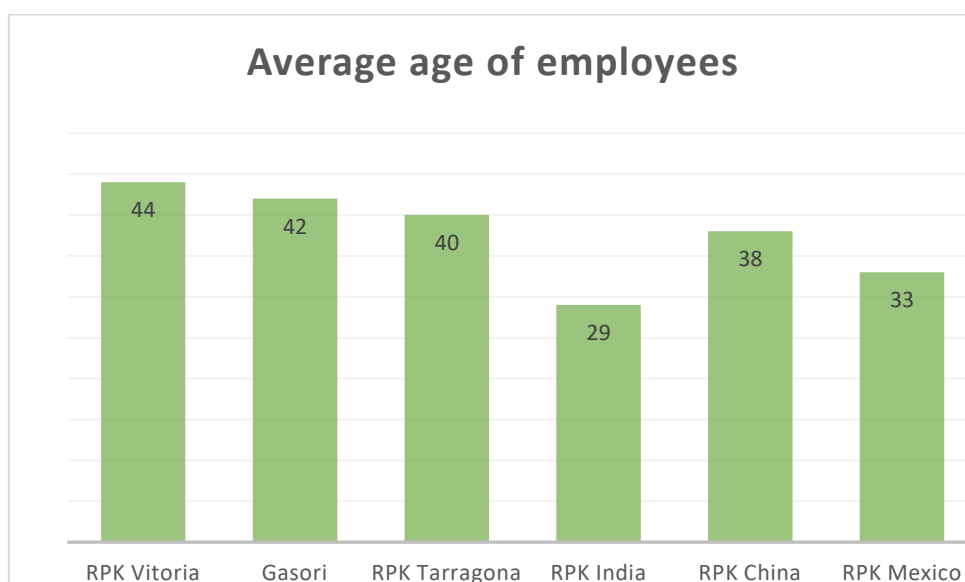
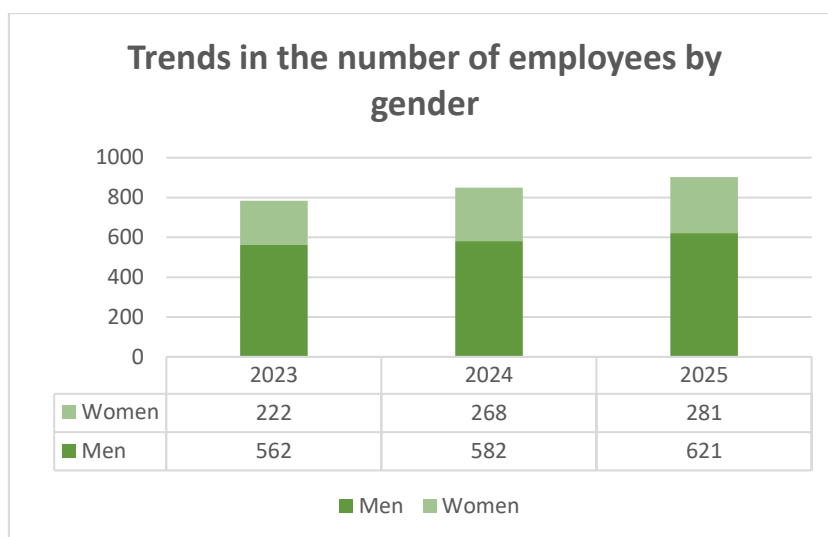
Creating a business model that positively impacts employee satisfaction and motivation, as well as working conditions

In 2025, we remain committed to and firmly believe in our commitment to people. For this reason, we continue to strengthen the Social Management department in Vitoria-Gasteiz, which, together with those in Gasori and Tarragona, will serve as a central pillar of our management, enabling us to continue advancing in the improvement of human capital management and the creation of a more integrated and efficient environment.

We are working to enhance employees' well-being at work by improving processes that allow us to focus on activities with higher added value through automation and digitization.

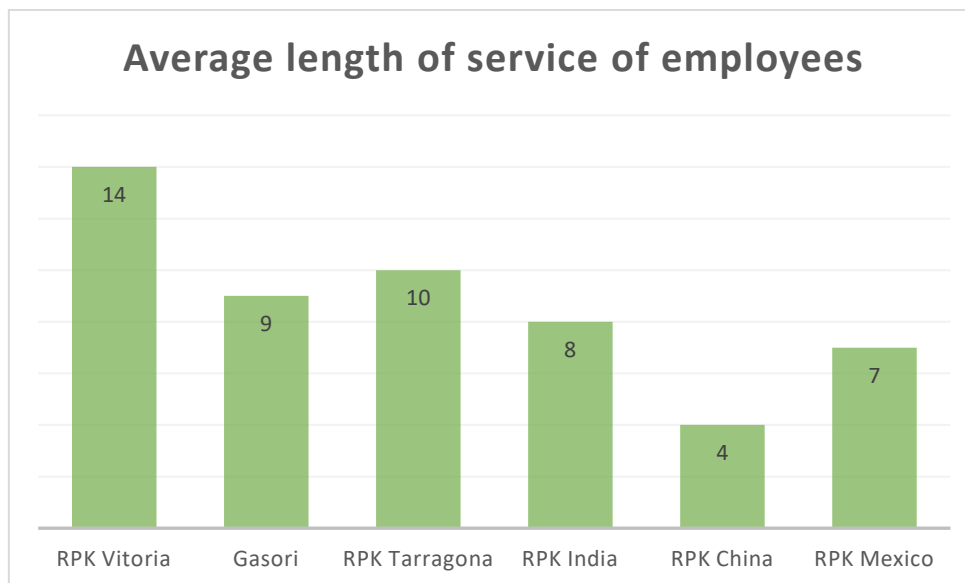
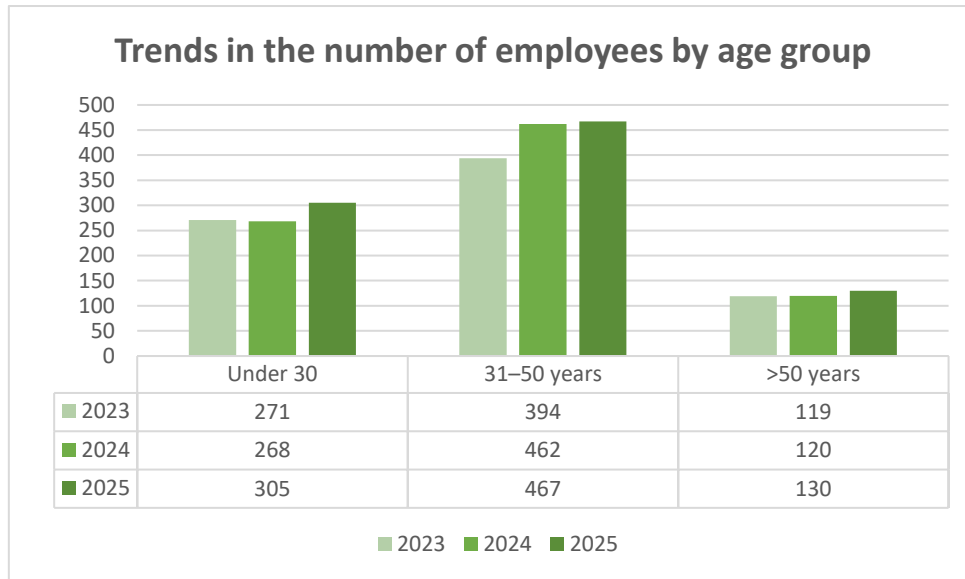






**Employees by age group and production facility**

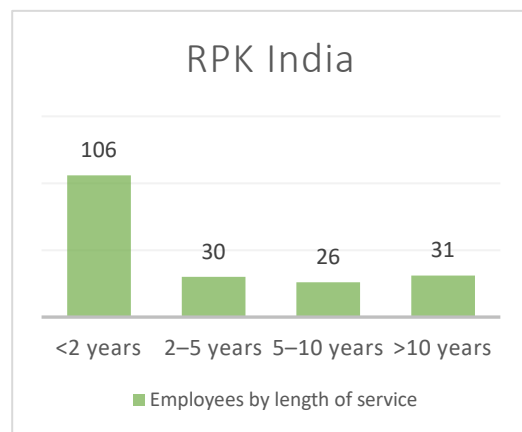
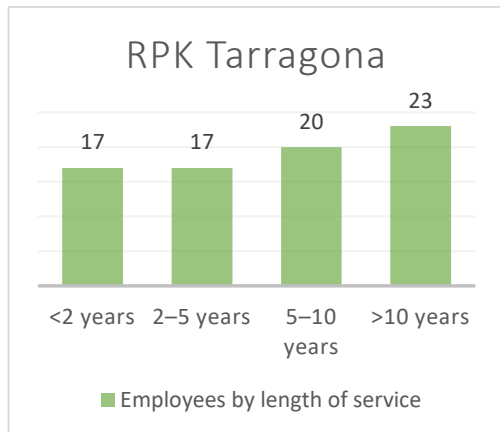
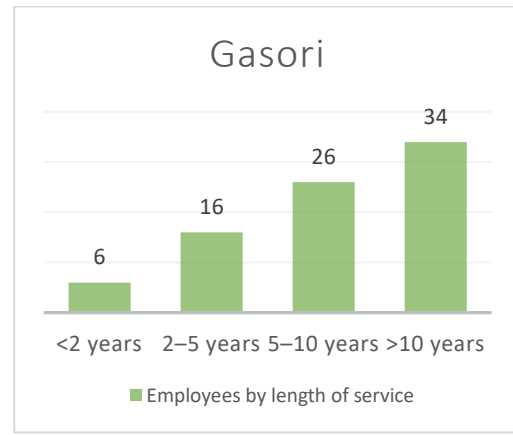
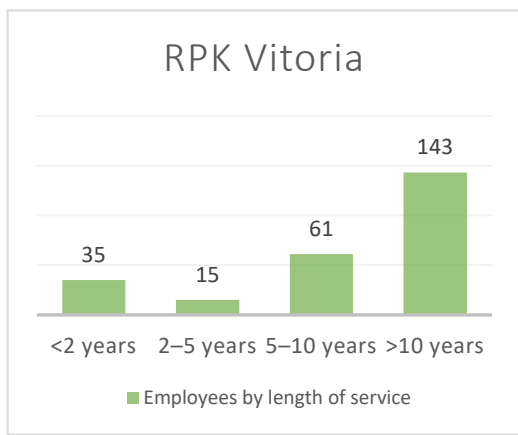
Plants	<30	31-50	>51
RPK Vitoria	38	134	82
Gasori	16	46	20
RPK Tarragona	19	36	22
RPK India	123	70	0
RPK China	5	32	1
RPK Mexico	104	149	5
<b>Total - 2025</b>	<b>305</b>	<b>467</b>	<b>130</b>

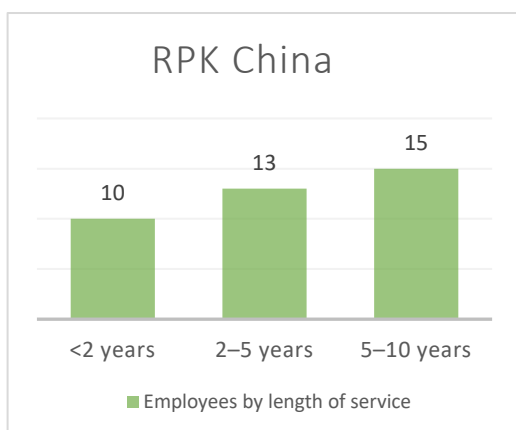


**Employees by seniority and production facility**

- RPK Vitoria was founded in 1974.*
- Gasori has been part of the RPK Group since 2012.*
- RPK Tarragona was acquired by the RPK Group in 2006.*
- RPK India was founded in 2009.*
- RPK China was founded in 2017.*
- RPK Mexico was founded in 2001.*

Facilities	HISTORY			
	< 2 years	2-5 years	5-10 years	> 10 years
RPK Vitoria	35	15	61	143
Gasori	6	16	26	34
RPK Tarragona	17	17	20	23
RPK India	106	30	26	31
RPK China	10	13	15	0
RPK Mexico	67	98	53	40



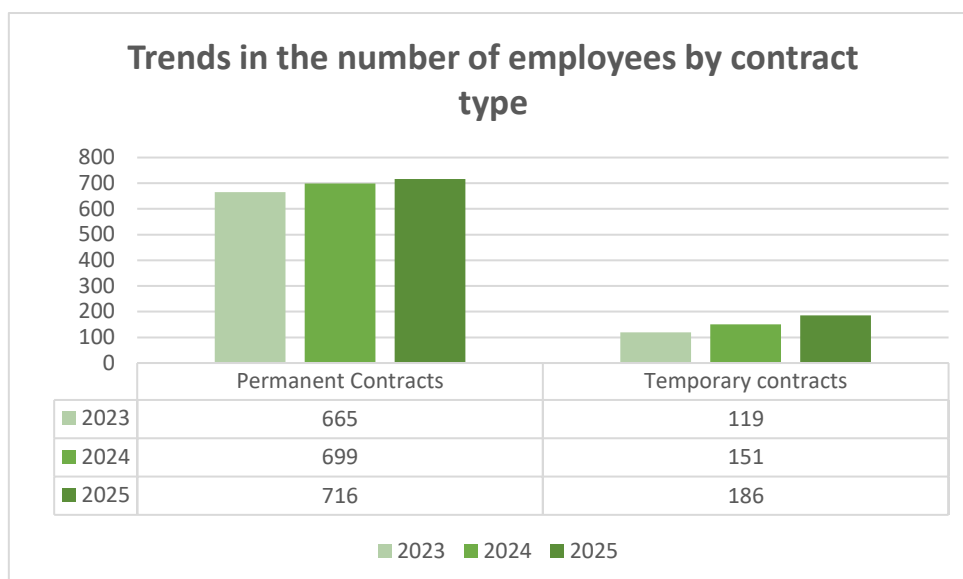


**Employees by contract type/gender and production facility**

Plants	PERMANENT CONTRACTS		TEMPORARY CONTRACTS	
	Men	Women	Men	Women
RPK Vitoria	184	47	12	11
Gasori	65	17	0	0
RPK Tarragona	47	19	6	5
RPK India	64	8	75	46
RPK China	4	4	17	13
RPK Mexico	144	113	1	0
<b>Total - 2025</b>	<b>508</b>	<b>208</b>	<b>111</b>	<b>75</b>

**Trends in the number of employees by contract type and gender at RPK Group**

	2023	2024	2025
<b>PERMANENT CONTRACTS</b>	<b>665</b>	<b>699</b>	<b>716</b>
Men	482	487	508
Women	183	212	208
<b>TEMPORARY CONTRACTS</b>	<b>119</b>	<b>151</b>	<b>186</b>
Men	80	95	111
Women	39	56	75

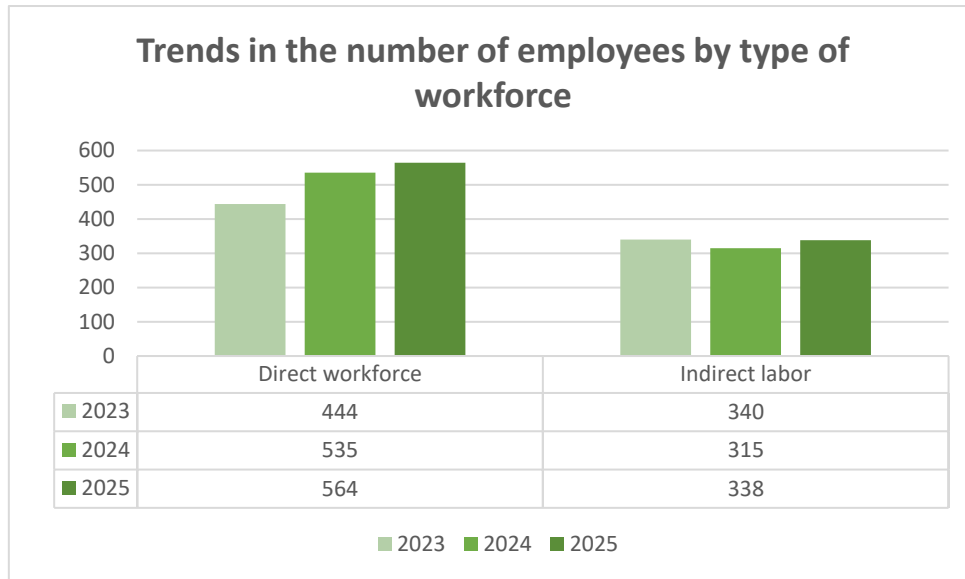


**Employees by professional category/gender and production plant**

Plants	DIRECT LABOR		INDIRECT LABOR	
	Men	Women	Men	Women
RPK Vitoria	100	25	96	33
Gasori	48	4	17	13
RPK Tarragona	33	13	22	9
RPK India	100	46	39	8
RPK China	10	11	11	6
RPK Mexico	85	89	60	24
<b>Total - 2025</b>	<b>376</b>	<b>188</b>	<b>245</b>	<b>93</b>

**Trends in the number of employees by professional category and gender at RPK Group**

	2023	2024	2025
<b>DIRECT WORKFORCE</b>	<b>444</b>	<b>535</b>	<b>564</b>
Men	322	355	376
Women	122	180	188
<b>INDIRECT LABOR</b>	<b>340</b>	<b>315</b>	<b>338</b>
Men	240	227	245
Women	100	88	93



One of our goals is to create quality jobs; this concept is one of the cornerstones of our cooperative culture. That is why we strive to ensure that our employees can perform work suited to their abilities, while also allowing them to develop various aspects such as work-life balance and collaborative activities within the workplace itself.

At RPK Group, we believe in people, which is why we consider it important to have opportunities to balance our personal and professional lives. With that goal in mind, throughout 2025 we have continued to maintain and strengthen the following measures:

- **Telework:** The option to telework up to 80 hours per year remains in place, a measure established after the pandemic as a key tool for work-life balance.
- **Flexible hours:** Employees working split shifts have flexibility regarding their start and end times. For rotating shifts, shift swaps are facilitated when necessary, making this one of the most highly valued measures.
- **Cafeteria:** We continue to offer a cafeteria to enhance the well-being of our employees.
- **Leave of Absence Program:** We have a program that allows for leaves of absence to care for children and dependent family members, extending beyond what is required by law.
- **Private health insurance:** The health insurance plan provided by RPK offers access to quality healthcare, covering doctor visits, diagnostic tests, and treatments, ensuring well-being and peace of mind for employees and their families.
- **On-site medical service:** RPK has its own on-site medical service, offering immediate healthcare. Additionally, we offer the **PsicoLan** program, a fully voluntary and confidential psychological support service for employees’ emotional well-being. We also work with the **Nordik Klinik** program, a revolutionary method aimed at improving muscle strength and condition as a preventive measure to avoid musculoskeletal disorders.

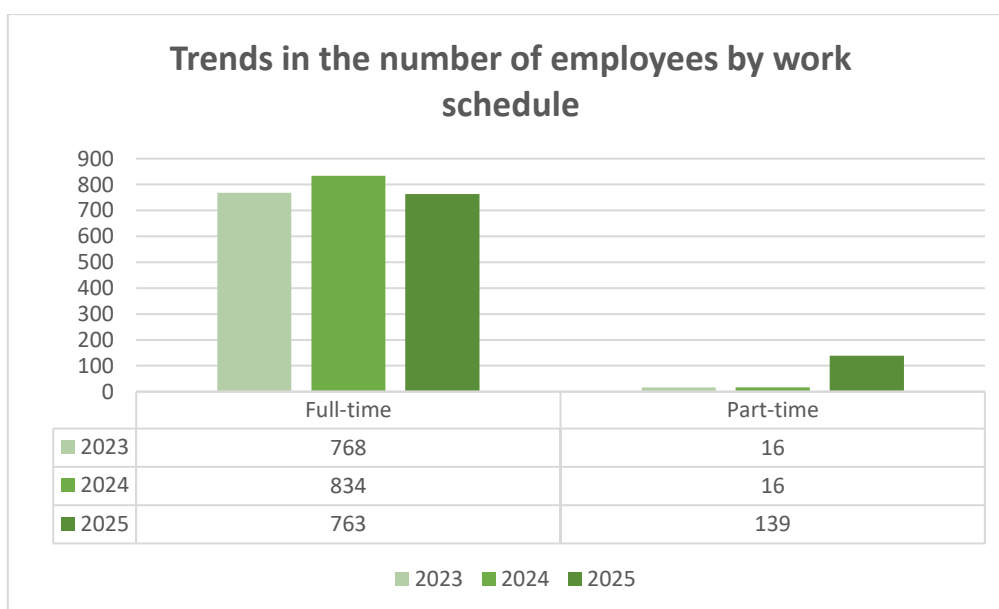
**Transparency and access to information** remain fundamental pillars of our organization. For this reason, we have consolidated the use of **the Employee Portal** within our ERP system—a tool already implemented at RPK Tarragona and Vitoria—facilitating the retrieval of personal information and the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

**Employees by work schedule/gender and production plant**

Plants	FULL-TIME		PART-TIME	
	Men	Women	Men	Women
RPK Vitoria	192	56	4	2
Gasori	61	14	4	3
RPK Tarragona	52	20	1	4
RPK India	64	8	75	46
RPK China	21	17	0	0
RPK Mexico	145	113	0	0
<b>Total - 2025</b>	535	228	84	55

Trends in contract types by workday and gender at RPK Group

	2023	2024	2025
<b>FULL-TIME</b>	768	834	763
Men	557	574	535
Women	211	260	228
<b>SHORTENED WORKWEEK</b>	16	16	139
Men	5	8	84
Women	11	8	55



Trend in the number of employees who were eligible for and took parental leave

Workforce	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
RPK Vitoria	10	1	2	4	1	0
Gasori	1	1	3	1	1	1
RPK Tarragona	13	7	1	1	0	0
RPK India	0	32	0	0	0	0
RPK China	2	4	3	1	3	1
RPK Mexico	0	0	1	2	8	4
<b>Total</b>	<b>27</b>	<b>45</b>	<b>10</b>	<b>9</b>	<b>13</b>	<b>6</b>

Quality employment is one of our core principles, accompanied by fair compensation. To this end, we have established a compensation policy based on an evaluation manual, with no distinction based on gender. This manual is applied by an evaluation committee selected from among the cooperative's members, with a special focus on job descriptions and internal consistency. In addition, we adhere to various local regulations, such as collective bargaining agreements and laws in the countries where the RPK Group operates, with the aim of providing adequate compensation. In the case of the Vitoria plant, these regulations are governed by the improved Álava Metal Industry Collective Bargaining Agreement, which includes certain benefits such as shift differentials.

#### Average annual compensation for 2025

	Vitoria	Gasori	Tarragona	India <sup>1</sup>	China <sup>2</sup>	Mexico <sup>3</sup>
<b>By gender</b>						
Men	€40,764	€28,507	€29,800	€5,394	€17,219	€17,736
Women	€34,779	€25,899	€25,330	€1,230	€15,232	€11,484
Wage gap	15%	9%	15%	77%	12%	35%
<b>By age</b>						
<30	€29,776	€26,263	€19,031	€2,083	€6,408	€9,186
31-50	€39,278	€28,976	€29,961	€7,999	€18,059	€18,303
>51	€42,217	€26,893	€26,317	€0	€10,637	€37,386
<b>By occupational category</b>						
Direct labor	€34,903	€23,950	€27,548	€10,518	€9,979	€8,900
Indirect labor	€47,179	€34,775	€29,824	€2,205	€12,327	€21,046
<b>Governing bodies</b>						
<b>Vitoria Board of Directors</b>						
Men	€103,018.00					
Women	€60,232.48					
<b>Board of Governors</b>						
Men	€45,938.22					
Women	€44,187.22					
<b>Group Executive Board</b>						
	€100,716.16					

\*In the case of the Group Executive Board, there is no data disaggregated by gender, as all members are men; it consists of 8 men. The Vitoria Executive Board is composed of 6 men and 1 woman, and the Governing Board of 7 men and 1 woman.

<sup>1</sup>Exchange rate used: 1 € = 98.77 rupees.

<sup>2</sup>Exchange rate used: 1 € = 8.09 RMB.

<sup>3</sup> Exchange rate used: 1 € = 21.66 pesos.

In addition, we offer a range of other employee benefits, such as private health insurance for both RPK employees and their children, membership in the San Prudencio Foundation, a Christmas gift basket, and more.

In addition to these types of benefits, we should highlight the concept of “emotional salary,” which encompasses all non-monetary benefits an employee receives for their work, including flexible schedules, vacation time, remote work, and a comprehensive training program that enables professional development both at our own facility and at other group locations. This allows us to internally develop the professionals who will join us in tackling the challenges of the future. We offer the opportunity to work in cross-functional teams focused on different strategic areas, which ensures that communication within the organization flows smoothly, fostering transparency as one of our core values.

This way of working allows us to have professionals who are committed to our project and actively participate in its sustainability.

## Occupational Health and Safety

### Preventing occupational hazards and promoting the health and safety of workers

At RPK Group, we maintain a firm commitment to occupational risk prevention. Therefore, we continuously work on analyzing and implementing measures aimed at minimizing the likelihood that employees, contractors, and visitors will suffer harm while performing their duties, while ensuring compliance with current regulations.

We conduct risk assessments and systematically monitor indicators and objectives related to accidents. Among the main indicators used are the frequency rate, the severity rate, and the trend in the incidence rate. A detailed analysis of this data allows us to prioritize and guide improvement and prevention actions within the organization.

We have various channels for collecting safety-related information, which all converge in the Occupational Health and Safety Committee (OHS). This body meets monthly to analyze trends, review ongoing actions, and address new proposals put forward by both its members and the safety representatives.

During 2025, the main occupational risk prevention initiatives were:

- Refresher training in occupational risk prevention (Metal Industry Agreement and forklift operation).
- Review, in collaboration with the San Prudencio Foundation and as part of the annual prevention plan, of risk assessments and corresponding occupational health measurements (noise, environment, etc.).
- Development of the Self-Protection Plan, updating of emergency response guidelines, and delivery of specific training to staff, defining and adapting prevention, control, and response measures to the current conditions of the facilities and the identified risks, in order to ensure an adequate and coordinated response to emergencies.

Likewise, in the area of the Environment, the following main actions were carried out during 2025:

- Monitoring and compliance with the various applicable legal requirements.
- Training on ADR regulations.
- Installation of solar panels, contributing to improved sustainability and social responsibility.
- Renewal of ISO 14001 certification.

### Absenteeism (%)

Plants	2023	2024	2025
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	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
RPK Vitoria	6.57	9.30	7.24	6.50	8.68	7.18	8.03	7.46	7.74
Gasori	6.35	0.99	7.34	6.73	1.24	7.97	4.11	1.03	5.14
RPK Tarragona	2.54	4.47	6.3	6.40	3.60	5.26	4.85	2.35	7.20
RPK India	4.79	4.84	4.81	0.05	0.02	0.07	0.44	0.17	0.61
RPK China	0.08	0.75	0.83	0.41	1.41	1.82	0.44	1.44	1.87
RPK Mexico	0.84	0.65	1.49	0.50	0.67	1.17	0.62	1.41	2.03

**Accident frequency and severity index**

Plants	2023		2024		2025	
	Frequency rate	Severity Index	Frequency index	Severity Index	Frequency index	Severity index
RPK Vitoria	24	0.67	19	0.23	21	0.91
Gasori	171.04	1.71	144.60	3.39	172.90	1.49
RPK Tarragona	0.30	3.07	38.66	0.88	43.55	2.67
RPK India	1	0	0	0	2.12	0.03
RPK China	16.70	0.03	14.52	1.02	0.00	0.00
RPK Mexico	13.92	0.13	8.83	0.18	46.69	1.35

\*Where:  $Frequency\ index = (ABA * 10^6) / THTA$        $Severity\ Index = (JPAT * 10^3) / THTA$   
 ABA = number of accidents resulting in sick leave      JPAT = number of workdays lost due to sick leave  
 THTA = total number of hours worked in the year

## Talent Attraction and Development

Attracting and retaining talent while creating opportunities to identify and facilitate the professional and personal development of our employees

We are firmly committed to developing internal talent and recruiting new professionals. Therefore, every recruitment process is communicated both internally and externally, ensuring transparency and equal opportunity.

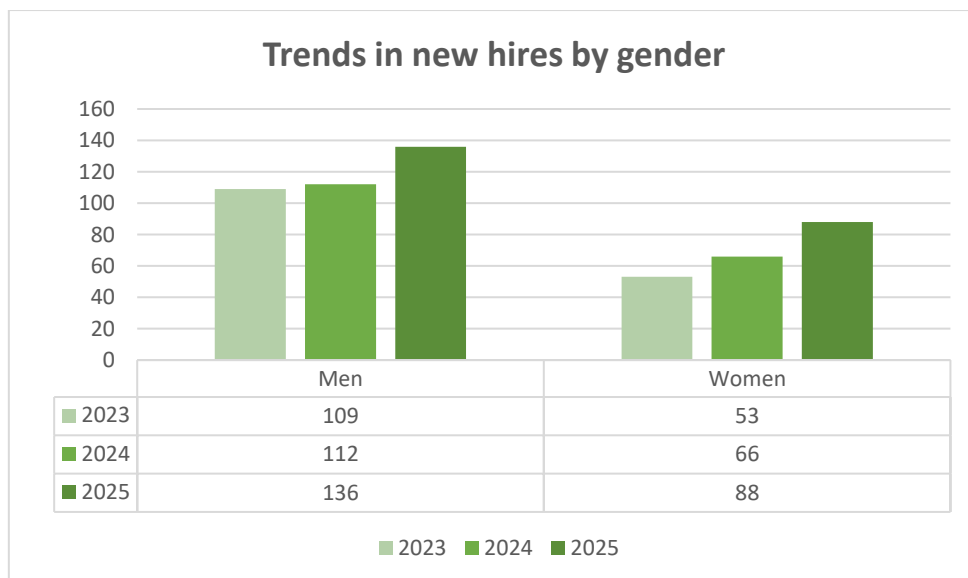
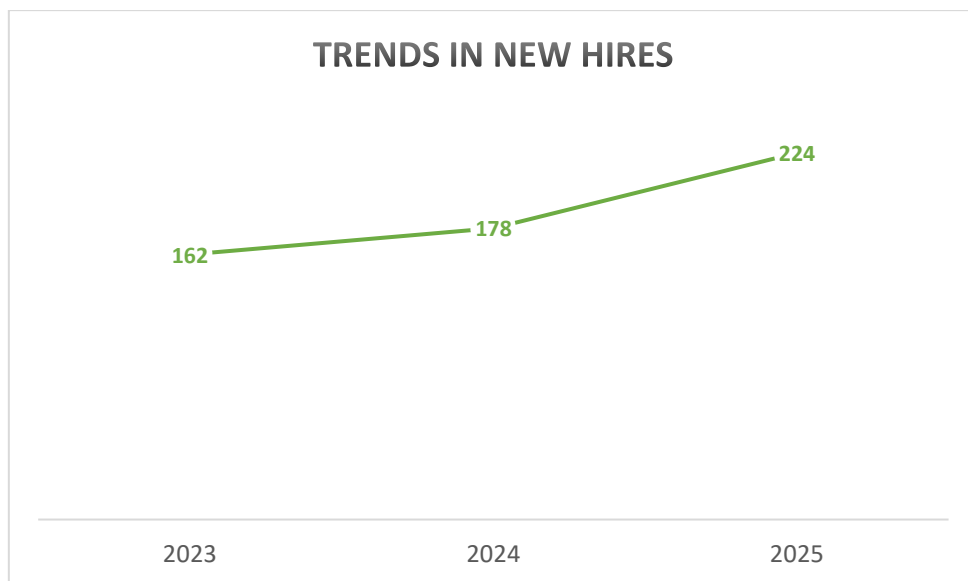
Job descriptions are developed in collaboration with the various departments and with the active participation of current employees, ensuring a suitable profile that meets market demands and future challenges. Recruitment processes include several stages involving various stakeholders, fostering a collaborative decision-making process aimed at hiring forward-thinking professionals who are aligned with our mission, vision, and values, and committed to executing our Strategic Plan.

Annually, all members of the organization participate in a development review with their managers, where the fit between the role and the individual is analyzed and professional growth objectives are established for the following year.

**New Hires**

R PERMANENT	TEMPORARY	TOTAL
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Headquarters	CONTRACTS		CONTRACTS		
	Men	Women	Men	Women	
RPK Vitoria	3	2	4	3	12
Gasori	4	1	0	0	5
RPK Tarragona	2	0	5	2	9
RPK India	4	2	90	67	163
RPK China	0	0	7	1	8
RPK Mexico	17	9	0	1	27
<b>Total - 2025</b>	<b>30</b>	<b>14</b>	<b>106</b>	<b>74</b>	<b>224</b>



People who have left RPK Group for various reasons

Facilities	LEAVES
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	Early retirement and retirement	Voluntary resignations	Layoffs	TOTAL
RPK Vitoria	3	7	0	10
Gasori	4	3	1	8
RPK Tarragona	5	12	1	18
RPK India	0	131	0	131
RPK China	0	5	4	9
RPK Mexico	0	34	26	60
Total - 2025	12	192	32	236

### Turnover rate

TURNOVER RATE 2025	
RPK Vitoria	3.91%
Gasori	9.58%
RPK Tarragona	21.82%
RPK India	73.80%
RPK China	24.66%
RPK Mexico	29.56%

Another key project is Knowledge Management, aimed at organizing and structuring the professional development of everyone who is part of the RPK Group. One of the goals is to foster growth and commitment among the people who are part of the RPK Group, as well as to reinforce the organization's values and a sense of belonging. One of our objectives is to develop internal talent through internal promotion within the group, identifying talented individuals and developing personalized career plans.

This project includes **training development pathways**. These pathways outline the professional trajectory an employee will follow within the RPK Group, establishing a roadmap for each employee's professional growth within the organization.

In each training pathway, we specify what, how, when, and where to acquire the knowledge needed to fulfill the responsibilities of each position within the organization. We detail the knowledge required for each role, as well as the methodology, timing, and most appropriate setting for acquiring it, ensuring that training is aligned with the strategic needs of the RPK Group.

This is a comprehensive knowledge management project in which commitments are established by both parties and a timeframe is set for their fulfillment, constituting an ongoing training plan over time.

One of the fundamental aspects is identifying critical knowledge and, with that, establishing an action plan to ensure the transfer of knowledge and thus that the know-how remains within the organization. This aspect is very important so that, in the face of the generational transition challenge, knowledge remains within the organization, thereby ensuring the project's sustainability.

This comprehensive approach to knowledge management involves mutual commitments and a defined timeframe, taking the form of a continuous and dynamic training plan.

Regarding people development, we have an Individual Development Evaluation System (SID). With this system, we aim to foster a continuous dialogue between the manager and the team regarding goals, achievements, reinforcement, and recognition, where we can discuss not only “what is achieved” but also “how it is achieved,” and “with what resources and capabilities.”

One of our main objectives is to foster the growth and commitment of the people who make up the RPK Group, reinforcing our values and a sense of belonging. In this regard, we promote internal advancement by identifying and developing talent, establishing personalized career plans that enhance professional growth within the organization.

Another key aspect that RPK Group is committed to is internal promotion. In 2025, at the Vitoria plant alone, five people received some form of promotion to another position. This is a general trend in the group’s human resources policy.

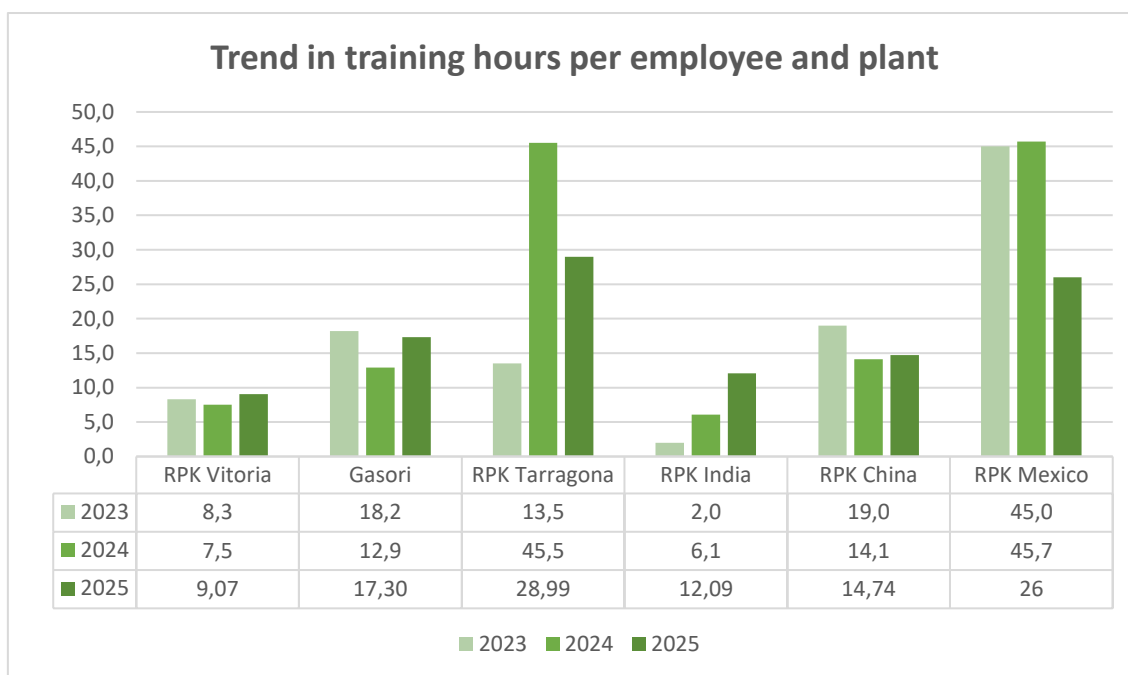
**Recruiting talent and ensuring generational succession** are among our top priorities. To that end, we hired eight new employees throughout 2025. At the same time, we continue to collaborate with training centers near the Group’s plants, whether by participating in joint committees, visiting to explain our model, or hiring trainees, knowing that in this way we also contribute to one of our greatest priorities: creating quality jobs and promoting quality training for young people in our community. In addition, we are spearheading a specialized course in wire forming to help us attract talent and provide specific training for those joining our organization, thereby supporting generational succession and, consequently, the sustainability of the project.

#### People with training contracts

TRAINING CONTRACTS			
Plants	Men	Women	TOTALS
RPK Vitoria	5	9	14
Gasori	0	0	0
RPK Tarragona	3	2	5
RPK India	0	0	0
RPK China	0	1	1
RPK Mexico	0	0	0
<b>Total - 2025</b>	<b>8</b>	<b>12</b>	<b>20</b>

#### Training hours

Plants	Training hours	Employees	Hours/person
RPK Vitoria	2,305.50	254	9.08
Gasori	1,418.57	82	17.30
RPK Tarragona	2,232.00	77	28.99
RPK India	2,332.50	193	12.09
RPK China	560.00	38	14.74
RPK Mexico	6,708.00	258	26
<b>TOTAL 2025</b>	<b>15,556.57</b>	<b>902</b>	<b>17.25</b>



## Diversity and Equal Opportunity

Working to create an inclusive work environment that promotes equal opportunities for men and women, while remaining attentive to other areas of diversity

### Gender Equality Plan

In 2025, the **Second Equality Plan 2026–2029** was developed, continuing the work begun with the First Equality Plan 2021–2024. This new plan reinforces the organization’s commitment to effective equality, incorporating previous lessons learned and adapting to newly identified challenges.

The drafting process took place within the Equality Committee, a body comprising volunteers from the organization, a representative from the Governing Board, Social Management staff, and individuals appointed by the Works Council, thereby ensuring diverse and cross-cutting representation.

To carry out this process, RPK was supported by the consulting firm Emun, with which it has collaborated for several years. This support facilitated joint reflection on the experience of the previous plan, the functioning of the Equality Committee itself, and the definition of new strategic lines of action.

The development of the Second Plan involved an exercise in analysis and future planning, based on the collection and processing of quantitative and qualitative data, with the aim of identifying the main areas for improvement and aligning actions with the reality and needs of the group.

Throughout this process, three specific meetings of the Equality Committee were held, focused on the analysis, discussion, and validation of the new plan’s content. As a result, the RPK Second Equality Plan has been defined, structured around the following key areas of action:

- Management, monitoring, and institutionalization of the plan, ensuring compliance with legal requirements
- Elimination of gender stereotypes in corporate culture
- Prevention of horizontal and vertical segregation
- Guaranteeing a safe and discrimination-free work environment

In total, the plan calls for the implementation of **50 actions** aimed at consolidating a more equitable and inclusive organizational culture.

The Equality Committee is composed of nine members (seven women and two men). During the 2025 fiscal year, its activities focused primarily on the development, negotiation, and formalization of the Second Equality Plan.

Among the main actions carried out, the following stand out:

- Development of the salary registry and analysis of pay gaps
- Verification and validation of quantitative and qualitative data
- Active participation in the Equality Plan Negotiating Committee
- Internal dissemination and communication of information related to the process
- Formal approval of the Second Equality Plan
- Registration of the plan in REGCON and its corresponding filing

The process was structured into the following phases:

- **January–May:** collection and analysis of quantitative data, including salary records and the preparation of diagnostic reports
- **June–September:** definition of objectives, strategies, projects, and priorities, culminating in the approval of the Second Equality Plan
- **October:** conclusion of the process, communication of the plan, and overall assessment

#### **Training**

Regarding training, a program of ongoing training and awareness-raising was developed for members of the Equality Commission.

Training sessions on masculinity were also conducted in collaboration with initiatives such as Gizonduz, with the aim of delving deeper into gender dynamics and promoting equality.

#### **Commitment to the social environment and sustainability**

We collaborate with the women's cycling team of the Zuyano Cycling Club, in line with the organization's commitment to equal opportunities in sports and social sustainability

#### **Action Protocol**

RPK has an action protocol for addressing situations of sexual harassment and gender-based harassment, which incorporates the provisions of Royal Decree 1026/2024, dated October 8, establishing measures for the equality and non-discrimination of LGBTI individuals in the business sector.

Thus, the 2025 fiscal year was marked by the development of the Second Equality Plan, which represents a significant step toward integrating equality into business management, ensuring the continuity of implemented policies and their evolution toward an increasingly structured, measurable model aligned with current regulations.

#### **Diversity**

Throughout our history, inclusivity and equal opportunities for people with functional diversity have been among our guiding principles. That is why our facilities provide universal access for people with reduced mobility.

The following table shows the number of employees with disabilities by occupational classification and gender over the past three years

#### **Trend in the number of employees with disabilities**

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Direct labor	1	0	1	0	2	0
Indirect labor	3	0	1	2	2	1
<b>Total</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>1</b>

## Committed to the Environment

As part of our corporate responsibility and with a firm commitment to ensuring the sustainability and future viability of our project, we continue to make progress in integrating environmental criteria into our strategy. Aware of the urgency of taking action in the face of the climate crisis, we develop initiatives aimed at protecting the environment and aligned with the Sustainable Development Goals (SDGs) established in the 2030 Agenda.

The Sustainable Development Goals (SDGs) are a set of 17 global goals adopted in 2015 by the member states of the United Nations, within the framework of the 2030 Agenda, and their purpose is to address the major social, economic, and environmental challenges facing the world by promoting sustainable, inclusive, and balanced development.

In this regard, our main lines of action focus on:

- **Climate Action:** We are making progress in identifying, assessing, and reducing our greenhouse gas emissions by incorporating environmental criteria into operational decision-making. This commitment translates into the gradual adoption of measures that promote energy efficiency and the decarbonization of our activities.
- **Responsible production and consumption:** We foster a production model based on resource optimization and the reduction of impacts throughout the entire value chain. We drive initiatives that promote reuse, recycling, and continuous improvement in waste management, contributing to a more rational and sustainable use of materials.
- **Clean Water and Sanitation:** We integrate practices aimed at efficient water management into our operations, with the goal of reducing consumption and preventing potential impacts on this resource. We also work to raise internal awareness about the importance of responsible water use, given its relevance to health and environmental balance.
- **Sustainable cities and communities:** We promote actions that contribute to more sustainable and accessible environments, encouraging responsible mobility and reducing the impact associated with transportation. These initiatives reinforce our commitment to local development and to improving the quality of life in the communities where we operate.

In addition to these actions, all our plants hold environmental management certification (ISO 14001) through accredited companies, with their validity updated through audits conducted by an approved certification body.

With this certification, RPK Group can guarantee its commitment to environmental protection and continuous improvement through the policy of our integrated management system, which outlines commitments related to the sustainable use of resources, pollution prevention, compliance with legal requirements, and ensuring participation, training, and communication for all of us who make up RPK Group.

Although environmental aspects have not been identified as priorities in the first level of our materiality analysis, due to the relatively low level of environmental risk associated with the nature of our business and sector, the organization recognizes the importance of their proper management. In this regard, during the 2025 fiscal year, the Group allocated an investment of €90,000 to environmental risk prevention, thereby reinforcing its commitment to sustainability and continuous improvement.

## Climate Action: Combating Climate Change

Reducing atmospheric emissions, using energy efficiently, and promoting the use of renewable energy

The organization's greenhouse gas (GHG) emissions stem primarily from energy consumption associated with manufacturing processes and facility operations. In this context, electricity accounts for approximately 90% of total energy consumption.

With the aim of reducing these emissions and contributing to climate change mitigation, RPK Group has launched various initiatives focused on the transition to more sustainable energy sources. Among these, the procurement of electricity with a renewable energy guarantee and investments in self-consumption through the installation of photovoltaic generation systems stand out.

### Total energy consumption data for all plants in 2025:

**Total energy consumption: 14.1 GW/h**  
**47% of energy from renewable sources** out of total energy consumption  
 94% of **electricity** as a percentage of total energy consumption  
 49% of **electricity from renewable sources** out of total electricity

### Trends in RPK Group's energy consumption

ENERGY CONSUMPTION (kW/h)	2023	2024	2025
Renewable energy consumption	4,741,421	6,821,283	6,671,441
Non-renewable energy consumption	8,332,728	7,055,510	7,395,665
<b>Total energy consumption</b>	<b>13,074,149</b>	<b>13,880,140</b>	<b>14,067,105</b>
<b>Energy consumption per employee</b>	<b>16,676</b>	<b>16,623</b>	<b>16,801</b>
% of energy from renewable sources out of total energy consumption	37%	49%	47%
% of electricity out of total energy consumption	87%	89%	94%
% of renewable electricity out of total electricity	43%	49%	49%

### Breakdown of energy consumption by production plant in 2025

ENERGY CONSUMPTION	Vitoria	Gasori	Tarragona	India	China	Mexico
<b>Total Energy (GW/h)</b>	<b>5.56</b>	<b>1.11</b>	<b>0.89</b>	<b>1.67</b>	<b>0.76</b>	<b>4.07</b>
Electricity	91%	75%	100%	100%	100%	100%
Renewable energy / Total energy	91%	25%	100%	25%	5%	0%

It is worth noting that in 2025, the RPK Vitoria plant signed a contract with the electricity supplier to purchase 100% of its electricity from renewable sources with a guarantee of origin. This has meant that **49% of all energy (electricity and gas) consumed by the RPK Group has been greenhouse gas-emission-free**

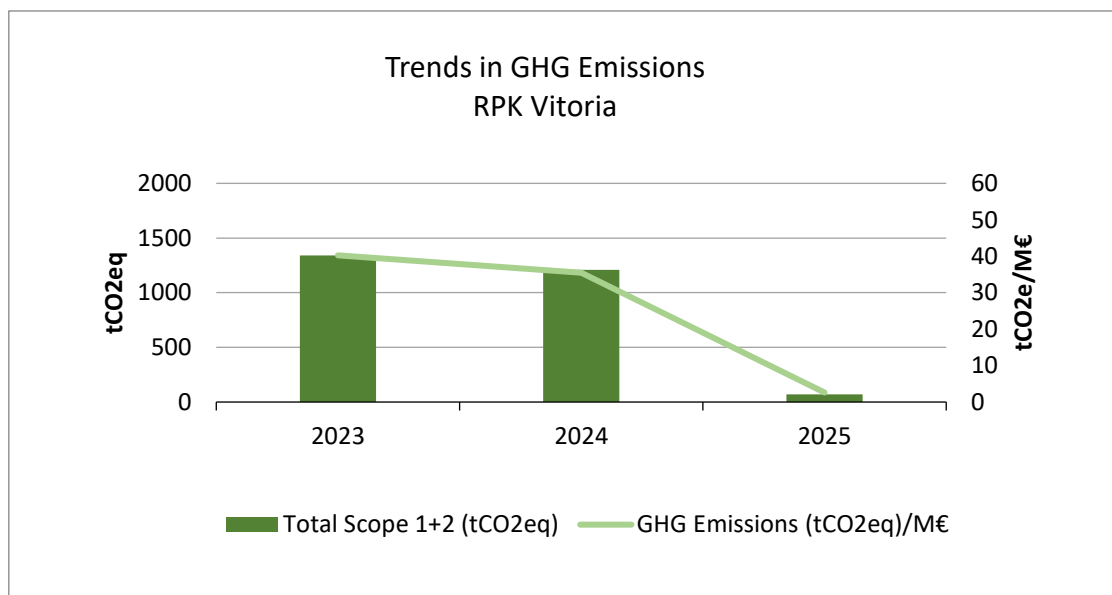
These implemented actions have a positive impact on carbon footprint values, data that all the group's plants are monitoring in a harmonized manner to evaluate performance starting in fiscal year 2025.

**Carbon Footprint Emissions Data (Scope 1 and 2) by Production Plant in 2025.**

GHG Emissions	Vitoria	Gasori	Tarragona	India	China	Mexico
Direct emissions (tCO2eq) Scope 1	92.48	34.5	38.6	65.2	1.4	8.9
E. Indirect (tCO2eq) Scope 2	0	314.3	0	979.7	35.2	1.8
<b>Total (tCO2eq) (Scope 1 + 2)</b>	<b>92.48</b>	<b>348.8</b>	<b>38.6</b>	<b>1,044.9</b>	<b>36.6</b>	<b>10.7</b>
<b>GHG emissions (tCO2eq) / revenue (M€)</b>	<b>2.6</b>	<b>31.4</b>	<b>3.5</b>	<b>188.9</b>	<b>15.8</b>	<b>0.4</b>

**Trend in Greenhouse Gas Emissions at the RPK Vitoria Plant.**

GHG Emissions at RPK Vitoria	2023	2024	2025
Scope 1 (tCO2eq)	57.5	69.9	92.48
Scope 2 (tCO2eq)	1,283.7	1,140.3	0
<b>Total (tCO2eq) (Scope 1 + 2)</b>	<b>1,341</b>	<b>1,210</b>	<b>92.48</b>
<b>GHG emissions (tCO2eq) / revenue (M€)</b>	<b>39.1</b>	<b>35.5</b>	<b>2.6</b>



It is worth highlighting the measures implemented at the Vitoria plants, which in 2025 achieved a 92% reduction compared to 2024 (RPK Vitoria), driven by the purchase of 100% renewable energy certified at source.

These results are part of the greenhouse gas emissions reduction strategy launched in fiscal year 2022, which established the following roadmap:

- 2022: 50% renewable energy
- 2023: 60% renewable electricity, including solar panels
- 2025: 100% renewable electricity certified at source upon purchase
- 2030: Offsetting of residual greenhouse gas emissions

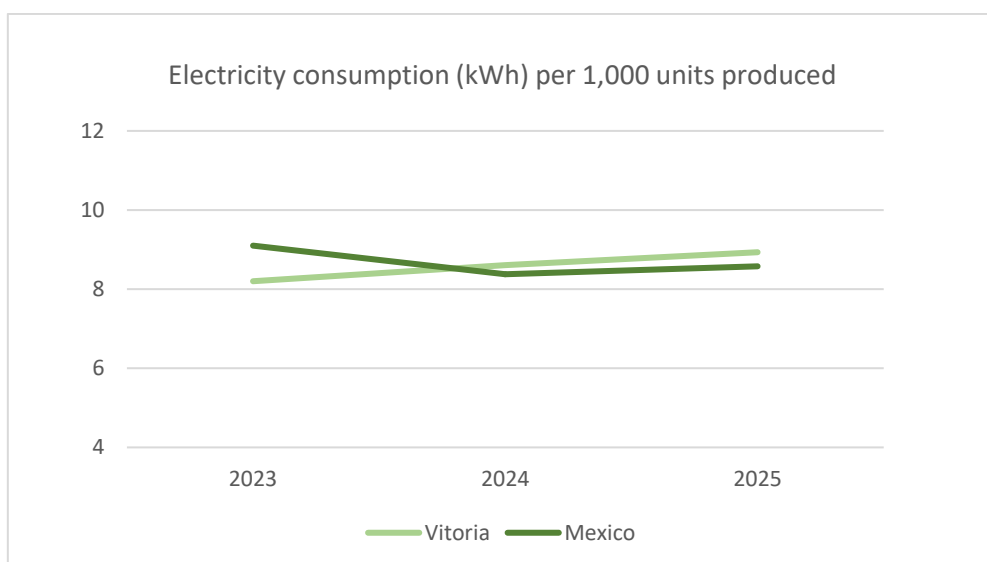
In addition to the above, in order to verify the effectiveness of the measures taken to reduce energy consumption, a comparison is made of energy consumption (kW) per 1,000 units manufactured.

It should be noted that at RPK Group, the entire product manufacturing process is carried out using only electricity, and the additional energy consumed at the facilities is used solely for comfort services.

In the case of RPK Vitoria, despite the gradual reduction in the number of springs manufactured between 2023 and 2025, total energy consumption remains relatively stable, resulting in an increase in the consumption rate per 1,000 units. This trend must be contextualized by taking into account the greater complexity and technical sophistication of the product types manufactured during this period, which entails production processes that are more intensive in terms of electricity consumption. In this regard, the increase in unit consumption is not solely due to changes in volume but also to a shift in the product mix toward items with higher added value and greater technical complexity, reinforcing the need to continue advancing in the energy optimization of the processes associated with this line.

In the case of RPK Mexico, a more favorable trend in terms of efficiency is observed. Although production volume fluctuates during the analyzed period, energy consumption per 1,000 units shows an improvement compared to 2023, with 2024 and 2025 remaining at similar levels. In this regard, greater stability in energy use and an improvement in operational efficiency can be observed compared to the baseline.

Energy consumption per 1,000 units	2023	2024	2025
<b>Vitoria</b>			
Springs manufactured	616,487,862	584,668,398	565,197,351
KW consumed	5,043,247	5,003,945	5,049,182
Consumption per 1,000 units manufactured	8.2	8.6	8.9
<b>Mexico</b>			
Springs manufactured	414,787,228	491,690,000	475,058,953
KW consumed	3,795,247	4,118,992	4,074,745
Consumption per 1,000 units manufactured	9.1	8.4	8.6



## Responsible production and consumption

### Optimizing material consumption and using materials with a lower environmental impact while reducing waste generation (3R)

Beyond optimizing the use of transportation, the technical characteristics of the raw materials used in our production processes currently limit the incorporation of alternatives with a lower environmental impact. However, the organization maintains an active focus on identifying opportunities to make progress in this area in the medium and long term.

In this context, special attention is paid to transportation management, as one of the main areas of action for reducing the environmental impact associated with the supply chain.

Likewise, in the supplier selection and evaluation process, criteria related to quality and efficiency are considered, with environmental aspects being progressively incorporated. Every two years, an environmental assessment survey is conducted among key suppliers (including raw material suppliers, transportation companies, and maintenance service providers), and the results and trends are analyzed and integrated as a key element in annual planning.

In addition, and in relation to the responsible procurement of raw materials, RPK Group encourages its suppliers to participate in international initiatives such as the CMRT (Conflict Minerals Reporting Template) and EMRT (Extended Minerals Reporting Template) questionnaires, which are designed to ensure the traceability and responsible sourcing of certain minerals. Through these tools, information is collected from the supply chain to identify potential risks associated with the origin of raw materials and to promote practices aligned with international standards of sustainability and due diligence.

Consumption of materials and raw materials (tons)	2023	2024	2025
<b>Recyclable raw materials</b>	7,663.53	9,978.71	16,184.38
Steel	6,476.09	8,659.82	10,723.67
Stainless steel	1,146.72	1,290.68	4,265.79
Copper	40.72	28.21	1,194.92
<b>Recyclable packaging</b>	770.64	727.18	716.89
Plastic	62.23	70.47	60.48
Cardboard	327.85	186.14	143.76
Wood	380.56	470.57	507.65

The classification of waste (hazardous/non-hazardous) has remained consistent over the years, as changes in production processes have not significantly affected the types of waste generated. The following categories of waste are generated at RPK Group:

- Non-hazardous: waste comparable to municipal waste, inert dust from grinding and shot blasting operations, cellulose filters, used cardboard, wood, plastic film, and toner.
- Hazardous: primarily contaminated absorbents, metal and plastic containers, used oil, cutting fluid, sewage sludge, paint paste, expired chemicals, batteries, and WEEE <sup>(3)</sup>.

Volume of waste generated by type (kg)	2023	2024	2025
<b>Non-hazardous waste</b>	1,773,778	1,824,386	1,952,968
<b>Hazardous waste</b>	34,322	38,209	49,107

<sup>3</sup> WEEE: Waste Electrical and Electronic Equipment.

<b>Total waste volume</b>	<b>1,808,100</b>	<b>1,862,595</b>	<b>2,002,075</b>
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The measures include various observations regarding:

- Prevention: training through awareness-raising workshops for the community, targeted interventions, and compliance (in accordance with environmental legislation) with the prevention plan for packaging and packaging waste placed on the market, approved pursuant to the relevant resolution of the public administration's environmental agency.
- Recycling: not provided for within the facilities; it will depend on the nature of the waste and its treatment by the waste management operator.
- Reuse: Agreements with certain customers regarding the use of returnable packaging are encouraged.
- Recovery: Not applicable due to the nature of the production process (one-way).
- Waste disposal: control of the quantity produced through the application of data collection systems for waste collection from the relevant administration. This data is taken into account in the annual planning of objectives as part of the environmental aspect of waste generation.

<b>Disposal methods (kg)</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Non-hazardous waste</b>	<b>1,773,778</b>	<b>1,824,386</b>	<b>1,952,968</b>
Recovery	1,611,115	1,660,716	1,800,589
Elimination	134,663	163,670	152,379.0
<b>Hazardous waste</b>	<b>34,322</b>	<b>38,209</b>	<b>49,107</b>
Recovery	3,049	9,636	10,939
Elimination	32,273	28,573	38,168
<b>Total waste volume</b>	<b>1,808,100</b>	<b>1,862,595</b>	<b>2,002,075</b>

## Clean water and sanitation

### Using water efficiently

Access to drinking water may be compromised as a result of climate change. Although most of the Group's facilities are located in areas where there is currently no significant risk of water scarcity and this issue has not been identified as material in the sustainability strategy, it is considered important to monitor water consumption on a global level.

In this regard, the RPK Group continuously monitors this indicator with the aim of ensuring responsible and controlled use of the resource.

	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Water withdrawal (m<sup>3</sup>)</b>	16,264.00	17,630.82	17,582
<b>Water consumption per person (m<sup>3</sup>/person)</b>	21.5	21.1	21.0

## Sustainable cities and communities

### Promote sustainable commuting for workers

As part of RPK Group's commitment to protecting the environment, as well as the health and safety of its employees and society at large, the Mobility Plan was launched at the Vitoria plant in 2023. This initiative was created with the goal of promoting a gradual shift in commuting habits by encouraging more sustainable, safer, and healthier transportation alternatives.

The plan is conceived as a strategic foundation for structuring and developing various actions aimed at moving toward a more sustainable mobility model. In this regard, a priority objective was established to reduce the use of private vehicles by RPK Vitoria employees for their commutes.

To achieve this goal, various measures have been implemented, including improved security in parking areas for bicycles and electric scooters, the installation of charging stations for electric vehicles, and the introduction of greater flexibility in start times for split shifts, making it easier to align with public transportation schedules.

Additionally, initiatives such as the implementation of a compressed workweek during the summer and the promotion of teleworking were encouraged, contributing to a reduction in commuting and vehicle use. In addition, RPK has continued to actively participate in mobility campaigns alongside the City Council of Vitoria-Gasteiz, as well as in the Industry Committee, conveying the needs and proposals of its workforce regarding the improvement of public transportation, access to industrial parks, and the reduction of accidents.

As a result of the actions implemented between 2023 and 2025, there has been a 200% increase in the use of bicycles and electric scooters, reflecting a very positive shift in mobility habits. This progress provides momentum to continue developing and strengthening the initiatives outlined in the Mobility Plan launched in 2023.

(\*) Data obtained from a comparison of sample counts of bicycles and scooters between 2023, 2024, and 2025.

## Integrated into the community

We are part of the environment in which we have built our production facilities, and that is why we must act with due shared responsibility in the growth of our community.

Due to the cooperative nature of the parent company, we are governed by our own legal framework, which establishes a specific tax regime regarding corporate income tax and other items such as the COFIP (Contribution for Cooperative Education and Promotion and Other Public Interest Purposes).

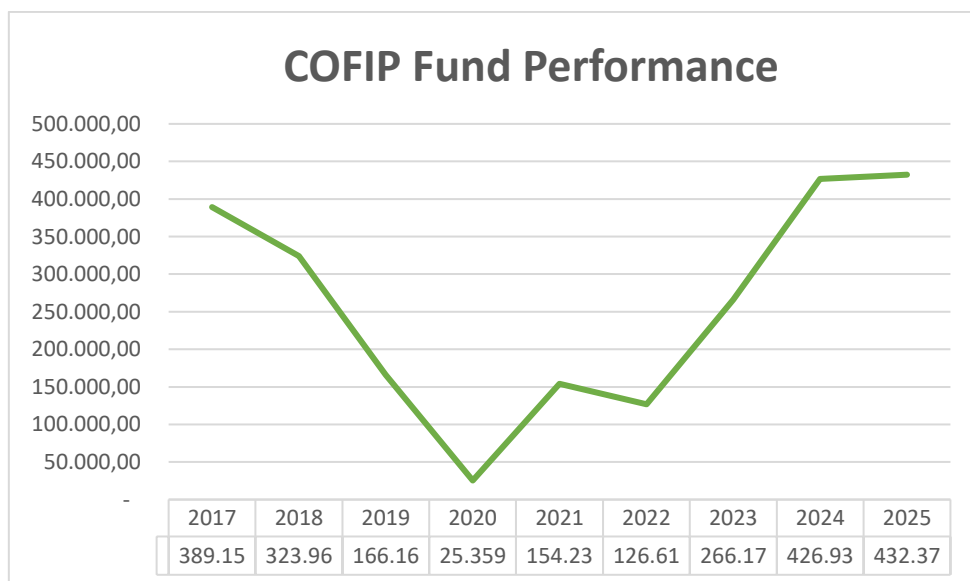
The COFIP fund has legally mandated purposes and uses, but it provides us with an excellent opportunity to support projects carried out by and for the community, as these are resources managed by the cooperative but not owned by the members.

Even so, we believe that a fund dedicated to fostering community development is not enough to do our part in creating sustainable environments. That is why we also invest in the normalization of minority languages, such as Basque at the Vitoria-Gasteiz plant, and why we encourage RPK Group employees from different plants to volunteer so they can contribute to the development of their respective communities.

## Community Development

Active participation by the RPK Group through collaboration with social action, solidarity, and other initiatives. Fostering collaborative relationships with stakeholders. Partnerships. Local and global.

Throughout 2025, we continue to collaborate with long-standing projects such as the Food Bank, Albaola, Medicus Mundi, Mundukide, and the “Álava Emprende” awards. We continue to allocate resources to the social transformation team and to develop the NL-9 policy. We have also allocated financial resources to the Basque language and equality committees, supporting various social projects. The equality team continues to support young female athletes in sports where their athletic development is more challenging, such as cycling—a discipline in which there are no teams in Álava for them to compete with starting at age 14, unlike boys, who have various options. This is an area where, in collaboration with other cooperatives, we intend to continue focusing our efforts within this strategic plan.



### Student Visits

At RPK Group, we continue to host student visits to our facilities, but not only at the Vitoria-Gasteiz plant. We also welcome visits from training centers at our plants in Tarragona and Gasori.

### Dual Enrollment Students

In 2025, we have integrated dual-track students both in Vitoria-Gasteiz (25 students) and in Tarragona (10 students).

### Collaboration Project with Educational Institutions

Once again, we continue to participate in the Euskelec electric vehicle program and with the Mendizabala school

## Management of the Basque Language Plan

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### Strengthening RPK Group's commitment to society through the Basque Language Plan

The plan defined for the 2022–2026 period to move toward a multilingual workplace, where Spanish and Basque coexist naturally in daily life, remains in effect throughout 2025, while work is already underway on designing the new plan that will set the course of action starting in 2026.

The established strategic objectives remain the framework for action:

1. Continuation and consolidation of the Plan, strengthening its management structure and its dissemination within the organization.
2. Development and revitalization of a network of Basque speakers and language enthusiasts.
3. Identification, creation, and promotion of spaces and roles where the Basque language has an active presence.
4. Promotion of knowledge and use of the Basque language among workers.

In 2025, a further step was taken in the management of the Plan through the implementation of a new project-based approach, with the aim of improving the effectiveness and efficiency of initiative implementation.

Throughout the fiscal year, efforts continued to develop and strengthen actions already initiated in previous years, while also incorporating new initiatives. Among these, the following stand out:

- Translation of one-third of the Welcome Plan, which will be completed in 2026.
- Adaptation and translation of internal materials such as work calendars, information boards, training content, and internal communications.
- Organization of awareness-raising and participatory initiatives, such as the children's drawing contest to mark Basque Language Day.
- Participation in Euskaraldia and the organization of a special "Mintzodromo" event together with Emun advisor Joseba.

Likewise, in 2025, new external collaborations were launched with the aim of strengthening the presence of Basque in the social sphere:

- Collaborations with the magazine Alea, the leading digital media outlet and weekly publication in Basque in the Álava region.

- Engagement with the Izaskun Arrue Kulturgunea project, a cultural space dedicated to promoting the use of Basque from a participatory, pluralistic, and creative perspective.

Internally, participation in Basque conversation groups (mintzasaioak) has remained high, and these groups continue to establish themselves as key spaces for practicing the language.

The Basque Language Commission remains the body responsible for managing and monitoring the Plan. In 2025, two new members joined the Basque Language Committee, which now consists of nine members from RPK Vitoria and is supported by an advisor from EMUN. Throughout 2025, we have maintained a regular schedule of meetings to ensure the progress of the defined projects; this year, we held 9 meetings.

Finally, RPK continues to receive support from the EMUN advisory team for the implementation of the Plan. Additionally, we continue to apply for grants from the Basque Government (LanHitz), which help fund part of these initiatives. We have been awarded the grants for 2025, and applications for 2026 have already been submitted.

## Employee Participation in Community Development Initiatives

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### Working to foster the social commitment of RPK Group employees

Since 2022, a portion of the financial resources allocated to social programs managed by the cooperative has been led by the Social Transformation team in accordance with regulation NL-09. This regulation is reviewed annually with the aim of improving it and addressing new situations, always keeping in mind the financial resources the cooperative has available each year for these activities.

Likewise, as indicated in the “Community Development” section, there are other strategic social support initiatives such as Mundukide, Albaola, the Food Bank, “Medicus Mundi,” collaboration with vocational training schools, local sporting events, and more, which are led directly by the Presidency and the person assigned by the Governing Council to handle social transformation issues.

In 2025, in compliance with regulation NL-09, the Social Transformation team supported eight programs, in which RPK members (both active and retired) played a leading role by participating, in their free time, in the management of the following social initiatives:

1. Zerynthia Association: responsible for creating an oasis on a plot of land in Berganzo to observe butterflies in the area, especially moths. Additionally, it actively collaborates in elm tree plantings.
2. Gaztedi Rugby Taldea: assists with club management, serves as a delegate for one of the Academy’s categories, and acts as Academy Delegate for both field and team operations.
3. Adear Association Project: this association works to improve the quality of life for people affected by rheumatoid arthritis and ankylosing spondylitis by developing various plans and programs with a comprehensive intervention model based on combining individualized and personal care with group and family support, promoting the principle of self-help, equal opportunities between men and women, the participation of all members in all social spheres, as well as promoting the genuine integration of those affected into society.
4. ITURRIBERO: A non-profit cycling sports club founded by a group of parents from the Ikasbidea Basque school in Durana. Its main objective is not only to ensure that this project is financially viable but also to promote a set of values. The Club views this sport as a complement to the personal development of all its members, as well as an opportunity for learning and improving skills in both the athletic and personal spheres.

5. Oketa Alai Dantza Taldea Elkartea. This association promotes the teaching and research of our cultural heritage regarding dance in the Basque Country, significantly reviving interest in this tradition.
6. ZigotiaBai. For a Just Socio-Ecological Transition. An association that promotes the preservation and defense of the Zigoitia region and fosters the region's sustainability by integrating environmental, economic, and social criteria in Zigoitia.
7. Kanta Berri Gasteiz. An association formed following the dissolution of the SUSTANZIEROAK ABESBATZA choir, whose activities are related to the world of folk music in general.
8. Forum 50-70: an association of older adults that organizes weekly activities and lectures with the help of volunteers.

In 2025, the Social Transformation team received an allocation of 8% of the COFIP to carry out its activities.

## Appendices

### Appendix I – Contact Information

<b>Name</b>	RPK S. Coop.
<b>Address</b>	Gamarrako atea 34, 01013 Vitoria – Gasteiz
<b>Phone</b>	+34 945 25 77 00
<b>Website</b>	<a href="https://www.rpk-global.com">https://www.rpk-global.com</a>
<b>Contact</b>	<a href="mailto:rpk@rpk.es">rpk@rpk.es</a>

### Appendix II – Subsidiaries of the Group

<b>RPK Mexico</b>	Ote 5 132, Emiliano Zapata, 38010 Celaya, Guanajuato, Mexico
<b>Gasori</b>	Gasori Anguciana: C/ La Loma 2 – Anguciana Industrial Park. 26210 – Anguciana (La Rioja) Gasori Haro: 2 Las Hayas St. – Fuenteciega Industrial Park. 26200 – Haro (La Rioja)
<b>RPK Tarragona</b>	4 Classificació Street, 43006 (Tarragona)
<b>RPK India</b>	Shirwal, Maharashtra, India
<b>RPK China</b>	Kunshan, Suzhou, Jiangsu, China
<b>RPK CT, S. Coop.</b>	34 Gamarrako Atea, 01013 Vitoria-Gasteiz

## Appendix III – Traceability of Compliance with the Non-Financial Information and Diversity Act

Provisions of Law 11/2018 regarding non-financial non-financial information and diversity		Standard	Reference chapter in the report	Comments
<b>BUSINESS MODEL</b>				
<b>Description of the group's business model</b>	Brief description of the group's business model (Including its business environment, organization and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future development).	GRI 2-1: Organizational details: legal name, legal form, location of headquarters, and countries in which it operates.	Appendices I and II	Contact Information Group Subsidiaries
		GRI 2-2: Entities included in sustainability reporting	Appendix II	If a plant is omitted from any indicator, this is noted in the same section.
		GRI 2-6: Operations, Value Chain, and Other Business Relationships	We are RPK	International Industrial and Technological
		GRI 2-9: Governance structure and composition	We are RPK	Cooperative structure
		GRI 2-11: Chair of the highest governance body	Letter from the Chair and Management	
		GRI 2-12: Role of the highest governance body in overseeing the management of impacts	We are working toward sustainable development	Materiality matrix
		GRI 2-14: Role of the highest governance body in sustainability reporting	We are working toward sustainable development	Materiality matrix
		GRI 2-16: Disclosure of Critical Concerns	We are working toward sustainable development	Engagement with Stakeholders
		GRI 2-22: Statement on sustainable development strategy	We are working toward sustainable development	
GRI 2-29: Approach to stakeholder engagement	We are working toward sustainable development	Engagement with Stakeholders		

Provisions of Law 11/2018 regarding non-financial reporting and diversity		Standard	Reference chapter in the report	Comments
<b>INFORMATION ON ENVIRONMENTAL ISSUES</b>				
<b>Policies</b>	Policies implemented by the group, including due diligence procedures applied to identify, assess, prevent, and mitigate significant risks and impacts, and for verification and monitoring, as well as the measures that have been adopted.	GRI 2-23: Commitments and Policies	Committed to the Environment	ISO 14001 Corporate Certification
		GRI 2-24: Integration of Commitments and Policies	Environmental Responsibility	ISO 14001 Corporate Certification
		GRI 2-25: Processes to address negative impacts	Environmental Responsibility	Resources allocated to the prevention of environmental risks.
		GRI 3-1: Process for determining material topics	We are working toward sustainable development	Materiality matrix
		GRI 3-3: Management of material topics	We are working toward sustainable development	Materiality matrix
<b>Risks</b>	Key risks related to these issues linked to the Group's activities.	GRI 2-12: Role of the highest governance body in overseeing the management of impacts	We are working toward sustainable development	Materiality matrix
		GRI 201-2: Financial implications and other risks and opportunities arising from climate change	Environmentally Responsible	Resources allocated to the prevention of environmental risks.
<b>General Information</b>	Current and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety; environmental assessment or certification procedures; resources dedicated to the prevention of environmental risks; application of the precautionary principle; amount of provisions and guarantees for environmental risks.	GRI 2-27: Compliance with laws and regulations	Environmental Stewardship	ISO 14001 corporate certification
		GRI 3-3: Management of Material Issues	We are working toward sustainable development	Materiality Matrix
<b>Pollution</b>	Measures to prevent, reduce, or mitigate carbon emissions that seriously impact the environment, taking into account any form of air pollution from an activity, including noise and light pollution.	GRI 2-25: Processes to Remediate Negative Impacts	Environmentally Responsible	Combating Climate Change
		GRI 302-4: Reduction of energy consumption	Environmentally Responsible	Combating climate change
		GRI 305-5: Reduction of GHG emissions	Environmentally Responsible	Combating climate change

Circular economy and waste prevention and management	Prevention, recycling, Reuse, other forms of recovery, and waste disposal. Actions to combat food waste.	GRI 306-1: Waste generation and significant impacts related to waste	Environmentally responsible	Responsible and efficient management of material resources and waste	
		GRI 306-2: Management of significant impacts related to waste	Committed to the environment	Responsible and efficient management of material resources and waste	
		GRI 306-3: Waste generated	Committed to the environment	Responsible and efficient management of material resources and waste	
		GRI 306-4: Waste not sent to disposal	Committed to the environment	Responsible and efficient management of material resources and waste	
		GRI 306-5: Waste sent for disposal	Committed to the environment	Responsible and efficient management of material resources and waste	
Sustainable use of resources	Water consumption and water supply in accordance with local constraints.	GRI 303-1: Interaction with water as a shared resource	Environmentally responsible	Efficient water use	
		GRI 303-3: Water withdrawal	Environmentally responsible	Water efficiency	
	Energy: Direct and indirect consumption. Measures taken to improve energy efficiency. Use of renewable energy.	Raw Material Consumption and Measures taken to improve efficiency in their use.	GRI 301-1: Materials used by weight	Environmentally responsible	Responsible and efficient management of Material resources and waste
		GRI 302-1: Energy consumption within the Organization	Environmental responsibility	Combating climate change	
		GRI 302-3: Energy intensity	Environmental Responsibility	Combating Climate Change	
		GRI 302-4: Reduction in energy consumption	Environmentally Responsible	Combating Climate Change	
Climate Change	Greenhouse Gas Emissions.	GRI 305-1: Direct GHG Emissions (Scope 1)	Environmentally Responsible	Fighting climate change. <i>For now, data is provided for the RPK-Vitoria plant. Work is underway at the other plants.</i>	

<b>Climate change</b>		GRI 305-2: Direct GHG emissions (Scope 2)	Committed to the environment	Combating climate change. <i>For now, data is provided for the RPK-Vitoria plant. Work is underway at the other plants</i>
		GRI 305-4: GHG emissions intensity	Environmental Responsibility	Combating climate change.
	Measures taken to adapt to the consequences of climate change.	GRI 201-2: Financial implications and other risks and opportunities arising from climate change.	Environmental Responsibility	Resources allocated to the prevention of environmental risks.
	Voluntarily established medium- and long-term reduction targets for GHG emissions and the measures implemented to achieve them.	GRI 305-5: Reduction of GHG Emissions	Environmentally responsible	Combating climate change.
<b>Protection of biodiversity</b>	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 considered insignificant and is not deemed material for the group, and no specific information on this matter is included.
	Impacts caused by activities or operations in protected areas.	N/A		

Provisions of Law 11/2018 regarding non-financial reporting and diversity		Standard	Reference chapter in the report	Comments
<b>INFORMATION ON SOCIAL AND LABOR ISSUES</b>				
<b>Policies</b>	Policies implemented by the group, including due diligence procedures applied to assess, prevent, and mitigate significant risks and impacts, and for verification and monitoring, as well as the measures that have been adopted.	GRI 2-23: Commitments and policies	People-centered business model	
		GRI 2-24: Integration of commitments and policies	People-centered business model	
		GRI 2-25: Processes for addressing negative impacts	People-centered business model	
		GRI 3-1: Process for determining material topics	We are working toward sustainable development	Materiality matrix
		GRI 3-3: Management of material topics	We are working toward sustainable development	Materiality matrix
<b>Risks</b>	Key risks related to these issues linked to the Group's activities.	GRI 2-12: Role of the highest governance body in overseeing the management of impacts	We are working toward sustainable development	Materiality matrix

		GRI 403-2: Hazard identification, risk assessment, and incident investigation	We are working toward sustainable development	Materiality matrix
Employ	Total number and distribution of employees by gender, age, country, and job classification.	GRI 2-7: Employees	A people-centered business model	Well-being at work
		GRI 405-1: Diversity in governance bodies and 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 job category.	GRI 2-7: Employees	People-centered business model	<i>The total number of employees at year-end has been provided. This is the figure that will be used for monitoring, as the total number of employees at RPK Group does not vary significantly during the fiscal year.</i>
	Number of terminations by gender, age, and job category	GRI 401-1: New hires and employee turnover	A people-centered business model	Talent attraction and development
	Average compensation and its evolution, broken down by gender, age, and job classification or equivalent value.	GRI 2-19: Compensation policies	People-centered business model	Well-being at work
		GRI 2-20: Process for determining compensation	People-centered business model	Well-being at work
	Pay Gap.	GRI 405-2: Ratio of base pay to total compensation for women and men	People-centered business model	Well-being at work
	Remuneration for equal work or company average.	GRI 2-21: Annual total compensation ratio	People-centered business model	Well-being at work
	The average compensation of directors and executives, including variable compensation, per diems, severance pay, contributions to long-term savings plans, and any other benefits, disaggregated by gender.	Non-GRI. Average compensation of directors and executives	A people-centered business model	Well-being at work
Implementation of work-life separation measures.	Non-GRI	A people-centered business model	Well-being at work	

Employment	Employees with disabilities.	GRI 405-1: Diversity in governing bodies and among employees	A people-centered business model	Diversity and equal opportunity
	Organization of working time.	Non-GRI	People-centered business model	Well-being at work
Work organization	Number of hours of absenteeism.	Non-GRI	People-centered business model	Occupational health and safety
	Measures designed to facilitate work-life balance and promote shared responsibility for these duties by both parents.	GRI 401-3: Parental leave	People-centered business model	Well-being at work
	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 Safety and Health	
GRI 403-3: Occupational health services		A people-centered business model	Occupational health and safety	
GRI 403-4: Employee participation, consultation, and communication regarding occupational health and safety		People-centered business model	Occupational health and safety	
GRI 403-5: Worker training on occupational health and safety		People-centered business model	Occupational health and safety	
GRI 403-6: Promotion of employee health		People-centered business model	Occupational health and safety	
Health and Safety	Work-related accidents and occupational diseases (frequency and severity) disaggregated by sex.	Not GRI	A people-centered business model	Occupational safety and health
	Organization of social dialogue, including procedures for informing, consulting, and negotiating with employees	GRI 2-20: Approach to stakeholder engagement	We are working toward sustainable development	Engagement with stakeholders
		Percentage of employees covered by collective bargaining agreements by country	GRI 2-30: Collective bargaining agreements	People-centered business model
Labor relations				

		GRI 403-8: Coverage of the occupational health and safety management system	People-centered business model	Occupational Safety and Health
	The status of collective bargaining agreements, particularly in the field of occupational health and safety	GRI 403-4: Employee participation, consultation, and communication regarding occupational health and safety	A people-centered business model	Occupational health and safety
<b>Training</b>	Policies implemented in the field of training	GRI 404-2: Programs to develop employee skills and transition support programs	People-centered business model	Talent attraction and development
	Total number of training hours by occupational category	GRI 404-1: Average number of training hours per year per employee	People-centered business model	Talent attraction and development
<b>Universal accessibility</b>	Inclusion and universal accessibility for people with disabilities	GRI 2-25: Processes to address negative impacts		<i>RPK Group's facilities are accessible to people with limited mobility</i>
		GRI 405-1: Diversity in governance bodies and among employees	A people-centered business model	Diversity and equal opportunity
<b>Equality</b>	Measures taken to promote equal treatment and opportunities for women and men	GRI 2-23: Commitments and Policies	People-centered business model	Diversity and Equal Opportunity
		GRI 2-25: Processes to address negative impacts	People-centered business model	Diversity and Equal Opportunity
		GRI 3-3: Management of material issues	We are working toward sustainable development	Materiality matrix
	Equality plans, measures adopted to promote employment, protocols against sexual harassment and gender-based harassment	GRI 404-2: Programs to develop employee skills and transition support programs.	People-centered business model	Diversity and equal opportunity
		GRI 2-23: Commitments and policies	People-centered business model	Diversity and equal opportunity
<b>Equality</b>		GRI 2-25: Processes to address negative impacts	People-centered business model	Diversity and Equal Opportunity <i>At RPK, we have a protocol in place for cases of harassment: sexual harassment, gender-based harassment, bullying, harassment based on sexual orientation and/or harassment based on gender identity or expression</i>

	GRI 405-1: Diversity in governing bodies and among employees	We are RPK	Cooperative structure
Inclusion and universal accessibility for people with disabilities	GRI 2-25: Processes to address negative impacts		<i>RPK Group facilities are accessible to people with limited mobility</i>
Policy against all forms of discrimination and, where applicable, diversity management	GRI 2-23: Commitments and policies	We are working toward sustainable development	Materiality matrix
	GRI 2-24: Incorporation of commitments and policies	We are working toward sustainable development	Materiality matrix
	GRI 406-1: Incidents of discrimination and corrective actions taken	We are working toward sustainable development	Materiality matrix

Provisions of Law 11/2018 regarding non-financial reporting and diversity		Standard	Reference chapter in the report	Comments
<b>INFORMATION ON HUMAN RIGHTS</b>				
<b>Policies</b>	Policies implemented by the group, including due diligence procedures applied to identify, assess, prevent, and mitigate significant risks and impacts, as well as verification and monitoring procedures, and the measures that have been adopted.	GRI 2-23: Commitments and Policies	We strive for effectiveness in our governance	Compliance
		GRI 2-24: Incorporation of commitments and policies	We strive for effectiveness in our governance	Compliance
		GRI 2-26: Mechanisms for seeking advice and raising concerns	We strive for effective governance	Compliance
		GRI 2-27: Compliance with Laws and Regulations	We strive for effectiveness in our governance	Compliance
		GRI 3-3: Management of material issues	We work toward sustainable development	Materiality Matrix
	Key risks related to these issues linked to the Group's activities, including, where relevant and proportionate, its business relationships, products or services that may have negative effects in these areas, and how the Group manages these risks, explaining the procedures used to identify and assess them in accordance with the relevant	GRI 205-1: Operations assessed for risks related to corruption	We strive for effectiveness in our governance	Compliance

**Key risks**

	national, European, or international reference frameworks for each topic. Information on identified impacts must be included, providing a breakdown of these impacts, particularly regarding the main short-, medium-, and long-term risks.			
Human rights	Implementation of human rights due diligence procedures	GRI 2-25: Processes to address adverse impacts	We strive for effectiveness in our governance	Compliance
	Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage, and remedy any abuses committed	GRI 2-26: Mechanisms for seeking advice and raising concerns	We strive for effectiveness in our governance	Compliance
		GRI 414-1: New supplier companies that have passed selection filters in accordance with social criteria	We are firmly committed to meeting the needs of our Customers	Responsible management in the supply chain
		GRI 414-2: Negative social impacts in the supply chain and measures taken	We are firmly committed to meeting the needs of our Customers	Responsible management in the supply chain
	Reports of human rights violations	GRI 406-1: Cases of discrimination and corrective actions taken.	We strive for effectiveness in our governance	
Human rights	Promotion and enforcement of the provisions of the ILO's core conventions regarding respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced and compulsory labor, and the effective abolition of child labor.	GRI 407-1: Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	We are firmly committed to meeting the needs of our Customers	
		GRI 408-1: Operations and suppliers with a significant risk of child labor	We are committed to meeting the needs of our Customers	
		GRI 409-1: Operations and suppliers with significant risk of forced or compulsory labor.	Our project is committed to meeting the needs of our Customers	

Provisions of Law 11/2018 regarding non-financial non-financial information and diversity		Standard	Reference chapter in the report	Comments
<b>INFORMATION RELATED TO THE FIGHT AGAINST CORRUPTION AND BRIBERY</b>				
<b>Policies</b>	Policies implemented by the group, including due diligence procedures applied to identify, assess, prevent, and mitigate significant risks and impacts, as well as verification and control measures, and the actions that have been taken.	GRI 2-23: Commitments and Policies	We strive for effectiveness in our governance	Compliance
		GRI 2-24: Incorporation of commitments and policies	We strive for effectiveness in our governance	Compliance
		GRI 2-25: Processes to address negative impacts	We strive for effectiveness in our governance	Compliance
		GRI 3-1: Process for determining material topics	We work toward sustainable development	Compliance
		GRI 3-3: Management of material topics	We are working toward sustainable development	Materiality Matrix
<b>Key risks</b>	Key risks related to these issues linked to the group’s activities, including, where relevant and proportionate, its business relationships, products, or services that may have negative effects in these areas, and how the group manages such risks, explaining the procedures used to identify and assess them in accordance with the relevant national, European, or international reference frameworks for each subject. Information on the identified impacts must be included, providing a breakdown of these impacts, particularly regarding the main short-, medium-, and long-term risks.	GRI 205-1: Operations assessed based on risks related to corruption	We strive for effectiveness in our governance	Compliance
		Measures taken to prevent corruption and bribery	GRI 2-26 Mechanisms for seeking advice and raising concerns	We strive for effective governance

Information regarding the fight against corruption and bribery		GRI 2-27: Compliance with Laws and Regulations	We strive for effectiveness in our governance	Compliance
		GRI 205-2 Communication and training on anti-corruption policies and procedures	We strive for effectiveness in our governance	Compliance
		GRI 205-3: Confirmed incidents of corruption and actions taken	We strive for effectiveness in our governance	Compliance
	Measures to Combat Money Laundering	GRI 205-2 Communication and training on anti-corruption policies and procedures	We strive for effectiveness in our governance	Compliance
	Contributions to foundations and non-profit organizations	GRI 201-1: Direct economic value generated and distributed	We are firmly committed to meeting the needs of our Clients	Economic performance – financial strength
		GRI 203-2: Significant indirect economic impacts	Our commitment is to meet the needs of our Customers	Economic performance – financial strength
	GRI 413-1: Operations with local community engagement programs, impact assessments, and development	Integrated into the community		

	Provisions of Law 11/2018 regarding and diversity	Standard	Reference chapter in the report	Comments
Policies	Policies applied by the group, including due diligence procedures applied for the identification, assessment, and prevention of significant risks and impacts, as well as for verification and control, and the measures that have been adopted	GRI 2-23: Commitments and policies	Integrated into the community	
		GRI 2-24: Incorporation of commitments and policies	Integrated into the community	
		GRI 2-25: Processes to address negative impacts	Integrated into the community	
		GRI 3-1: Process for determining material topics.	We are working toward sustainable development	Materiality matrix

	GRI 3-3: Management of material topics	We are working toward sustainable development	Materiality matrix	
<b>Key risks</b>	Key risks related to these issues linked to the Group's activities, including, where relevant and proportionate, its business relationships, products, or services that may have negative effects in these areas, and how the Group manages such risks, explaining the procedures used to identify and assess them in accordance with national, European, or international reference frameworks for each topic. Information on the impacts that have been identified must be included, providing a breakdown of these impacts, particularly regarding the main 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  GRI 203-2: Significant indirect economic impacts	We are firmly committed to meeting the needs of our customers  Integrated into the community	Economic performance – financial strength  Community development
<b>The company's commitments to sustainable development</b>	Impact of the company's activities on local communities and the region	GRI 201-1: Direct economic value generated and distributed  GRI 203-2: Significant indirect economic impacts  GRI 204-1: Proportion of spending on local suppliers	We are firmly committed to meeting our customers' needs  Integrated into the community  We are committed to meeting our customers' needs	Economic performance – financial strength  Community development  Responsible supply chain management

	Relationships maintained with local community stakeholders and the nature of our dialogue with them	GRI 2-29: Approach to stakeholder engagement	We are working toward sustainable development	Engagement with stakeholders
	Sponsorship and partnership initiatives	GRI 413-1: Operations with local community engagement programs, impact assessments, and	Integrated into the community	Community development
Subcontracting and suppliers	Inclusion of social, gender equality, and environmental issues in procurement policy. Consideration of social and environmental responsibility in relationships with suppliers and subcontractors. Monitoring and audit system and its results	GRI 2-6: Operations, value chain, and other business relationships	We are committed to meeting our customers' needs	Responsible management of the supply chain
		GRI 308-1: New supplier companies that have passed selection filters based on environmental criteria.	We are firmly committed to meeting our customers' needs	Responsible management in the supply chain
		GRI 414-1: New suppliers that have passed selection criteria based on social standards	We are fully committed to meeting our customers' needs	Responsible supply chain management
Consumers	Measures for the health and safety of consumers	N/A		
	Complaint system, complaints received, and their resolution	N/A		
Tax information	Profits earned by country, taxes on profits paid	GRI 201-1: Direct economic value generated and distributed	We are committed to meeting our customers' needs	Financial performance – financial strength
		GRI 207-1: Fiscal Approach	We are RPK	Cooperative structure
		GRI 207-2: Fiscal governance, control, and risk management	We are RPK	Cooperative Matrix
		GRI 207-4: Reporting – Income Tax		
	Information on government grants received	GRI 201-4: Financial assistance received from the government		

	2023	2024	2025
<b>Income taxes paid</b>			
Spain	€452,884	€576,132	€613,537
Mexico	€337,059	€475,790	€373,589
<b>Total</b>	<b>€789,940</b>	<b>€1,051,922</b>	<b>€987,126</b>
<b>Public grants received</b>			
Vitoria-Gasteiz	€234,905	€388,509	€643,465
Gasori	€6,854	€14,289	€10,740
China	-	€1,682	€2,495
<b>Total</b>	<b>€241,759</b>	<b>€404,480</b>	<b>€656,700</b>