

SUSTAINABILITY REPORT 2024

Consolidated Non-Financial Status Report



MONDRAGON



HUMANITY
AT WORK

Finance
Industry
Retail
Knowledge

NON-FINANCIAL STATUS REPORT 2024

The Non-Financial Status Report corresponds to the financial year 2024 on 31 December, of TAJO S. COOP and its subsidiaries, hereafter **TAJO GROUP**, and is part of the group's consolidated management report.

This document sets out the information required by the Law on Non-Financial Information and Diversity, of 28 December 2018, and specifies the main aspects of the business model, policies, environmental, social and human rights matters, the management of the relationship established with society and stakeholders and issues related to prevention of corruption and bribery.

This Non-Financial Status Report was drawn up according to the international standard, Global Reporting Initiative, GRI, which is the framework recommended by the Law on Non-Financial Information.



Letter from the Managing Director and Chair

Although the last 5 years have been difficult, we have also taken on encouraging challenges. In this context and as we have already done in previous years, our members and workers have been able to adapt to this changing environment doing everything possible to provide a proper response to the market and largely achieve the satisfaction of our clients. This has demonstrated that, even in the most difficult of situations and faced with new challenges, they will always have Tajo by their side.

During 2024, we successfully centralised the manufacture and operations in the two Polish plants in accordance with our planned targets, as regards both business and the drag costs and planned timelines; in an orderly manner and in coordination with our clients, without generating any risk in operations.

We are making a special effort to share this Strategic Plan with our members and workers, to build this new path together and to identify the various challenges we face together, which will undoubtedly need everyone's support to move forward. This Strategic Plan has enabled us to build a stronger Tajo, offering our clients long-term guarantees and security and, with the aim of leaving a better legacy for future generations than the one we received as the current members and workers, with the goal of promoting the sustainable economic and social development of our community.

In this report, you will find extensive information on our group beyond the economic sphere, the characteristics that define our status as a cooperative, aspects of sustainability based on our governance principles, labour practices, environmental protection including our focus on climate change, as well as our positive impact and our internal and external contributions to society. Our sincerest thanks to all those who collaborate daily in improving the Tajo project.

CONTENTS

1	BUSINESS MODEL	8
1.1	<i>Who we are</i>	9
1.2	<i>Organisational structure</i>	11
1.3	<i>Clients and market</i>	13
1.4	<i>Membership of local and sector associations</i>	17
1.5	<i>Impacts, risks and opportunities</i>	17
1.6	<i>Our goals</i>	17
1.7	<i>The company's commitment to sustainable development</i>	19
2	POLICIES	22
2.1	<i>Description of our policies</i>	22
2.2	<i>Outcome of the policies</i>	23
3	KEY INDICATORS AND MATERIALITY	25
3.1	<i>Indicators</i>	25
3.2	<i>Materiality assessment</i>	25
3.3	<i>Our stakeholders</i>	26
4	INFORMATION ON ENVIRONMENTAL ISSUES	28
4.1	<i>Company Policy</i>	28
4.2	<i>Risks identified</i>	30
4.3	<i>Environmental management</i>	30
4.4	<i>Climate change and other types of pollution</i>	31
4.4.1	<i>Governance statement</i>	31
4.4.2	<i>Strategy Statement</i>	32
4.4.3	<i>Prioritisation of the most significant risks and opportunities</i>	32
4.4.4	<i>Statement of metrics and objectives</i>	37
4.5	<i>Energy performance</i>	38
4.5.1	<i>Atmospheric emissions</i>	40
4.5.2	<i>Carbon footprint</i>	41
4.6	<i>Circular economy and waste prevention and management</i>	44
4.6.1	<i>Waste management</i>	44
4.7	<i>Sustainable use of resources</i>	46
4.7.1	<i>Water</i>	46
4.7.2	<i>Raw materials and packaging</i>	48
4.7.3	<i>Energy</i>	50
4.7.4	<i>Biodiversity protection</i>	50
5	INFORMATION ON SOCIAL AND STAFF-RELATED MATTERS	52
5.1	<i>Company policy</i>	52

5.2	<i>Risks identified</i>	52
5.3	<i>Social management and performance</i>	53
5.3.1	<i>Employment</i>	53
5.3.2	<i>Remuneration</i>	57
5.3.3	<i>People with disabilities</i>	59
5.4	<i>Organisation of working time</i>	59
5.4.1	<i>Absenteeism</i>	59
5.4.2	<i>Work/life balance</i>	59
5.5	<i>Occupational health and safety</i>	60
5.6	<i>Social relations</i>	62
5.7	<i>Training</i>	64
5.8	<i>Equality and non-discrimination</i>	64
6	INFORMATION ON RESPECT FOR HUMAN RIGHTS	67
6.1	<i>Due diligence in matters of human rights and prevention of risks of violations</i>	67
6.2	<i>Prevention of risks of human rights violations</i>	68
6.3	<i>Reports of cases of human rights violations</i>	68
7	COMPANY INFORMATION	70
7.1	<i>Impact of the activity on society</i>	70
7.2	<i>Initiatives of association and sponsorship</i>	70
7.3	<i>Subcontracting and suppliers</i>	70
7.4	<i>Consumers</i>	73
7.5	<i>Fiscal information</i>	74
8	INFORMATION RELATED TO THE FIGHT AGAINST CORRUPTION AND BRIBERY	76
8.1	<i>The fight against corruption, bribery and money laundering</i>	76
8.2	<i>Contributions to foundations and non-profit entities</i>	76

INDEX OF TABLES

TABLE 1: POLICIES BY TAJO GROUP	22
TABLE 2: ENVIRONMENTAL ASPECTS AT TAJO GROUP	31
TABLE 3: PHYSICAL RISKS	33
TABLE 4: TRANSITIONAL RISKS	35
TABLE 5: OPPORTUNITIES	36
TABLE 6: KPI ASSOCIATED WITH THE RISKS AND OPPORTUNITIES OF CLIMATE CHANGE	37
TABLE 7: CALCULATION OF THE CARBON FOOTPRINT OF TAJO GROUP	41
TABLE 8: CONSUMPTION OF RUNNING WATER - TAJO GROUP	46
TABLE 9: DISTRIBUTION OF EMPLOYEES AT TAJO GROUP	53
TABLE 10: DISTRIBUTION OF EMPLOYEES AT TAJO GROUP	55
TABLE 11: DISTRIBUTION OF CONTRACTS AT TAJO GROUP	55
TABLE 12: DISTRIBUTION BY PROFESSIONAL CATEGORY AT TAJO GROUP	56
TABLE 13: DISTRIBUTION OF NON-RENEWALS AT TAJO GROUP	56
TABLE 14: DISTRIBUTION OF REMUNERATION AT TAJO GROUP	57
TABLE 15: DISTRIBUTION OF WAGE GAP AT TAJO GROUP	58
TABLE 16: DISTRIBUTION OF SALARIES AT TAJO GROUP	59
TABLE 17: PARENTAL LEAVE AT TAJO GROUP	60
TABLE 18: ACCIDENTS AT TAJO GROUP	61
TABLE 19: REASONS FOR ACCIDENTS AT TAJO GROUP	61
TABLE 20: ABSENTEEISM RATE	62
TABLE 21: RATE OF EMPLOYEES UNDER COLLECTIVE AGREEMENTS AT TAJO GROUP	63
TABLE 22: DISTRIBUTION OF TRAINING AT TAJO GROUP	64
TABLE 23: DISTRIBUTION OF TRAINING BY CATEGORY AT TAJO GROUP	64
TABLE 24: PROPORTION OF SUPPLIER EXPENDITURE AT TAJO GROUP	73
TABLE 25: PUBLIC SUBSIDIES AT TAJO GROUP	74

INDEX OF FIGURES

FIGURE 1: TAJO GROUP PLANTS	10
FIGURE 2: TAJO GROUP ORGANISATION CHART	12
FIGURE 3: TAJO GROUP STRATEGIC COALS	19
FIGURE 4: MATERIALITY MATRIX FOR TAJO GROUP	26
FIGURE 5: ISO 14001 CERTIFICATIONS FOR TAJO GROUP PLANTS	29
FIGURE 6: HEAT MAP OF PHYSICAL RISKS	33
FIGURE 7: HEAT MAPA OF TRANSITIONAL RISKS	34
FIGURE 8: OPPORTUNITIES	36
FIGURE 9: ENERGY CONSUMPTION AT TAJO OIARTZUN	38
FIGURE 10: RATIO OF ENERGY CONSUMPTION AT TAJO OIARTZUN	39
FIGURE 11: ENERGY CONSUMPTION AT TAJO GROUP	39
FIGURE 12: RATIO OF ENERGY CONSUMPTION AT TAJO GROUP.....	40
FIGURE 13: CARBON FOOTPRINT FOR TAJO GROUP	41
FIGURE 14: DECARBONSIATION PLAN SCOPES 1 AND 2	42
FIGURE 15: DECARBONSIATION PLAN SCOPE 3	43
FIGURE 16: GENERATION OF NON-HAZARDOUS WASTE IN TAJO GROUP	45
FIGURE 17: GENERATION OF HAZARDOUS WASTE IN TAJO GROUP	46
FIGURE 18: CONSUMPTION OF RUNNING WATER - TAJO GROUP	47
FIGURE 19: RIVER WATER CONSUMPTION – TAJO OIARTZUN	47
FIGURE 20: RAW MATERIAL CONSUMPTION AT TAJO GROUP	48
FIGURE 21: CONSUMPTION OF PACKAGING - TAJO GROUP	49
FIGURE 22: CONSUMPTION OF PACKAGING MATERIALS AND CONTAINERS - TAJO GROUP	49
FIGURE 23: DISTRIBUTION BY SEX TAJO GROUP	54
FIGURE 24: DISTRIBUTION BY SEX BY OFFICE	54



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BUSINESS MODEL

1.1. Who we are

TAJO is a business group dedicated to the design and production of functional parts and assemblies in thermoplastics, using injection processes including complementary technologies.

The group consists of the parent company **TAJO S. COOP.**, a cooperative created in 1962 in Oiartzun, initially manufacturing moulds, later evolving to the design and manufacture of plastic parts and functional assemblies for automotive and white goods, with companies distributed throughout Europe.

Currently, TAJO GROUP has 60 years of experience, 3 production plants and around 230 professionals:

- **Tajo Oiartzun (headquarters and production plant)**



8,500 m²
83 employees
24 injectors
160-1,000 t.

- **Tabiplast Poland 2005 (production plant)**



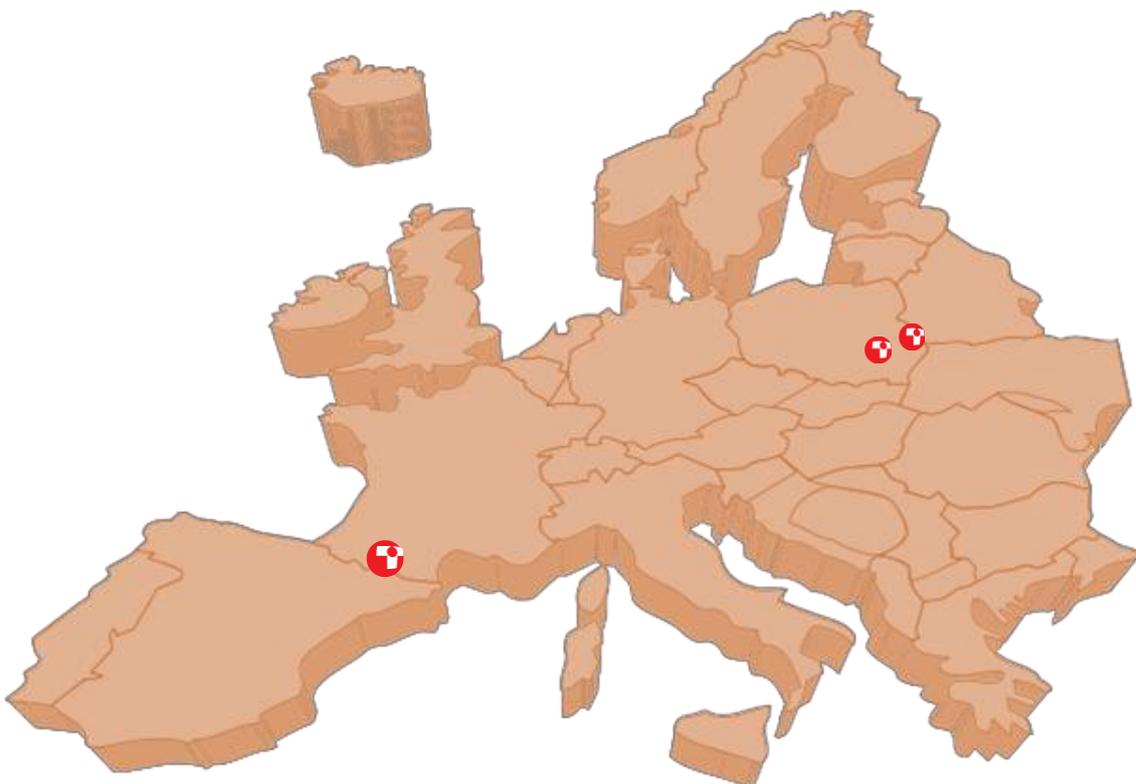
3,500 m²
68 employees
23 injectors
200-1,000 t.

- **Tajo Polska** Poland 2020 (production plant)



3,250 m²
 65 employees
 11 injectors
 420-1,000 t.

FIGURE 1: TAJO GROUP PLANTS



Source: Authors' compilation

TAJO S.COOP. is a member of the MONDRAGON GROUP, the world's largest cooperative corporation, made up of over 100 cooperatives with more than 140 subsidiaries operating on five continents, organised into four business areas: Finance, Industry, Distribution and Knowledge. The MONDRAGON Group has its own university and 14 R&D centres to nurture talent within its cooperatives and support their innovation strategies, and is internationally recognised as a model of inclusive competitiveness.



Collectively, the MONDRAGON cooperatives have a turnover of over €11 billion and employ more than 80,000 people, over 45% of whom work in the industrial sector. The MONDRAGON Group has various interoperability and solidarity mechanisms that make us more resilient and will be fundamental in successfully navigating the transformations we will face in the coming years.

1.2 Organisational structure

The parent company of **TAJO GROUP** is the cooperative TAJO S. COOP.

The organisation is governed by the General Assembly, the body where the organisation's objective is set out, with representation by the worker-members.

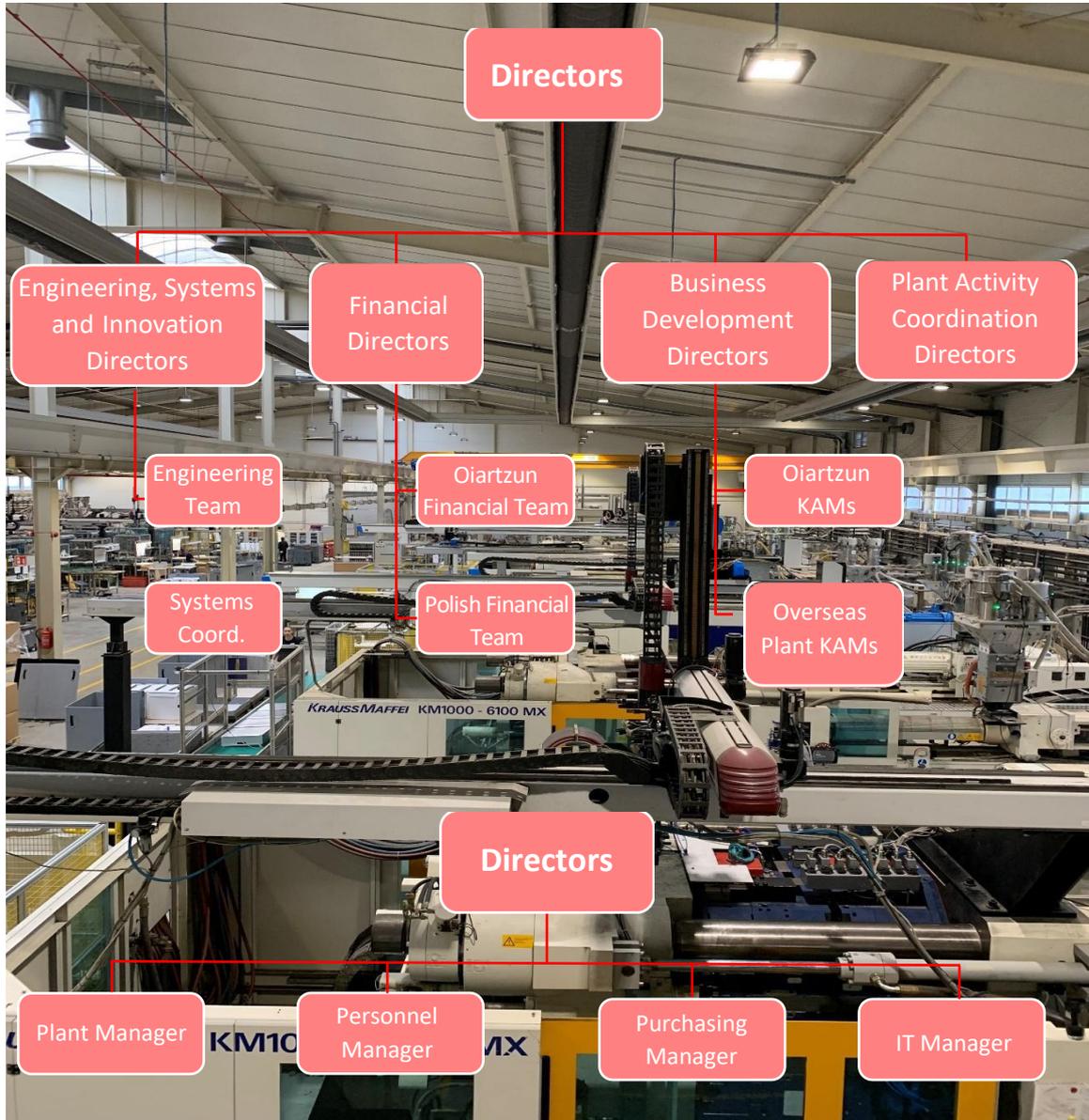
They all have the same rights and obligations (one person, one vote), and the Cooperative's management mechanisms arise from the Assembly, such as:

- Board of Governors
- Social Council
- Oversight Committee

The assembly has sovereign authority to approve accounts and balance sheets, distribute surpluses, manage the company, modify the internal regulations and bylaws, etc.

TAJO GROUP is organised as follows:

FIGURE 2: TAJO GROUP ORGANISATION CHART



Source: Personnel Team

1.3 Clients and market

TAJO GROUP has two lines of business: Automotive and White Goods



In the **Automotive** sector, we are a global provider of solutions including the design, assembly and control of complex systems based on various plastic injection technologies.

We offer a wide variety of components and functional and decorative subassemblies, and our main product groups are: instrument panels, vehicle interior trim and functional assemblies. Our goal is always to be a leading supplier in development, quality and service for our clients in the aforementioned product groups.

Instrument Panels



Interiors



Functional assemblies





Our main automotive clients are:



In **White Goods**, our extensive experience has established us as specialists in the design and supply of customised solutions and components based on various plastic technologies for household washing and refrigeration appliances. We offer a wide variety of components, and functional and decorative subassemblies.

We have 4 product groups:

REFRIGERATION



DISHWASHERS



WASHING MACHINES



TUMBLE DRYERS



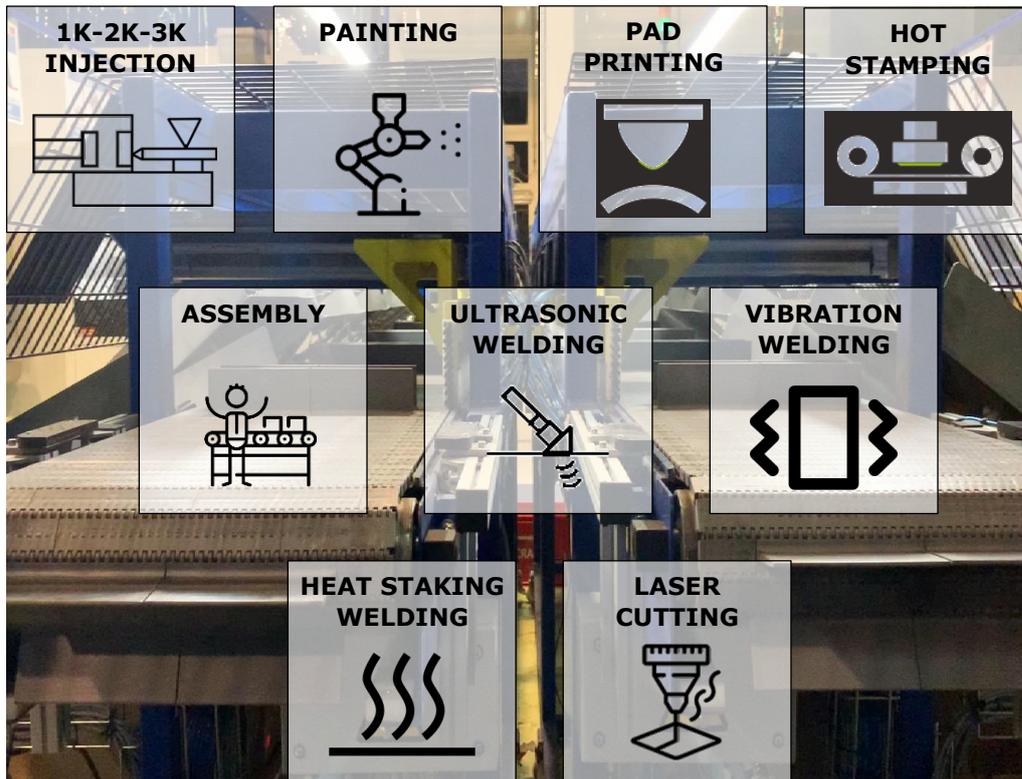


Our main clients are:

B/S/H/

Whirlpool®

We use different technologies in both lines of business:



1.4 Membership of local and sector associations



1.5 Impacts, risks and opportunities

Every three years, the Board of Directors and the Board of Governors draw up a strategic plan, which assesses the strengths and weaknesses for the group's evolution, from both an internal and an external point of view. In the last plan, 6 fields were identified:

- Client markets
- Products
- Optimisation
- Personal development
- Economic efficiency
- Internal operation

In these 6 fields, the levers, brakes and opportunities for exploration and/or operation were evaluated.

After identifying the fields to develop, 6 goals were established for development during the 3 years of the plan.

1.6 Our goals

In the second half of the year, at **TAJO GROUP** we redefined our **Tajo 2028 strategic plan.**

This plan is attached to the 2025 strategic plan and includes the deployment of these specific objective goals.

In this reflection we have taken the opportunity to review our MISSION and VISION:

MISSION

We are a competitive industrial group integrated in Mondragon Corporation, experts in project development and production of plastic components and subassemblies for the white goods and automotion sectors. We are leaders for our clients in development, quality and service, boosting capacity, involvement and personal development.

VISION

EXTERNAL

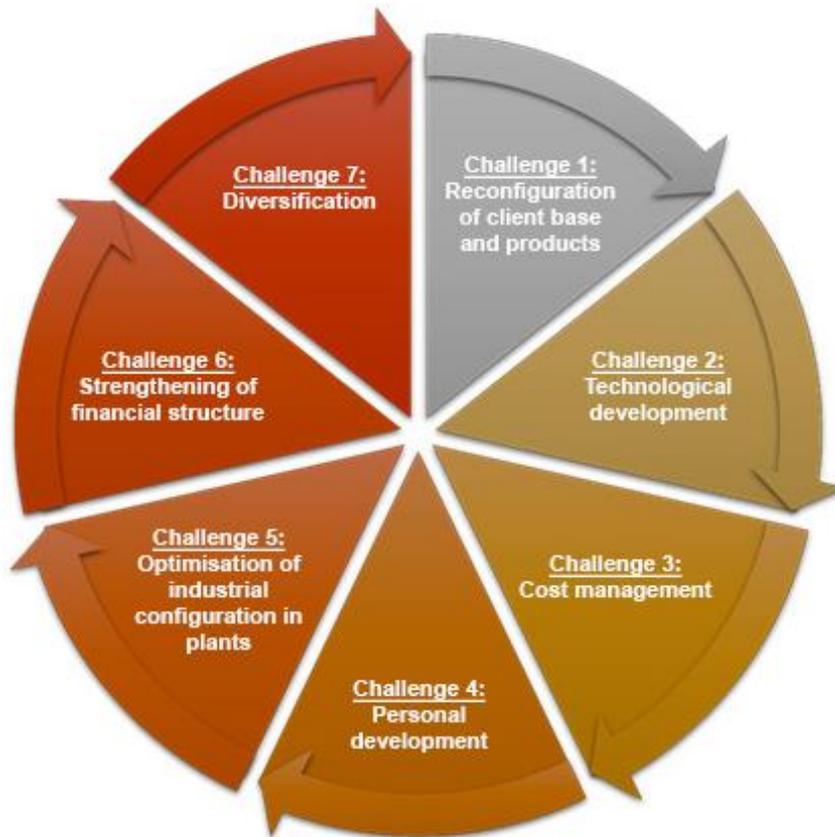
To be acknowledged as a preferred and trusted partner by our **clients**, for our premium service, excellent operations and adaptability.

INTERNAL

We aspire to build an sustainable organisation (economically, socially and environmentally), committed to developing its team and creating value for our clients.

Once the Mission and Vision have been redefined, the key goals for the coming years can be established.

FIGURE 3: TAJO GROUP STRATEGIC COALS



Source: Authors' compilation

1.7 The company's commitment to sustainable development

Our clients use various platforms to evaluate us regarding sustainability. These platforms assess our performance in environmental issues, labour practices and human rights, ethics and sustainable procurement.

Thanks to the constant work by **TAJO GROUP** we have achieved the following distinctions:

• Ecovadis: Silver

Evaluation file Publication date: 16 Jul. 2024

[View evaluation file](#)

 **Congratulations!**
 Your company has been awarded a Silver medal in recognition of your achievements in sustainability.
[Find out more information about the Ecovadis medals and distinctions programme.](#)

Overall score

Percentile
86.°

↘ **66**/100



• SUPPLIER ASSURANCE SAQ 5.0:

SAQ 5.0

HQ: INDUSTRIAS TAJO, S.COOP, Poligono Aranguren,9,-, OIartzun (Guipuzkoa), Gipuzkoa, 20180 Spain

COMPLETED

Classification

Last update: **1 month ago**

Risk

B 82

• CDP:

Organization Name	Country	Region	Sector	Activity Group	Your SEA Score
INDUSTRIAS TAJO S.C.L.	Spain	Europe	General	Plastic product manufacturing	C





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POLICIES

2 POLICIES

2.1 Description of our policies

TAJO GROUP has developed a set of corporate policies for management, good governance and relationships with various stakeholders that help us to identify, prevent and control negative impacts.

TABLE 1: POLICIES BY TAJO GROUP

Policies	Description
CSR Policy	Practices adopted to conduct business in a sustainable and ethical manner.
Quality Policy	This defines the guidelines (vision, mission and general requirements) under which the company operates. A periodic review is required, and it shall be circulated.
Environmental Policy	Environmental objectives are established with environmental
Occupational Health and Safety Policy	This establishes the principles of action regarding Occupational Health and Safety.
Information Security Policy	This establishes the guidelines for implementing the Information Security System, and its responsibilities and powers.
Corruption Policy	How to determine the necessary measures to prevent, detect and punish fraudulent acts.
Purchasing Policies	These establish the guidelines to follow for purchasing and contracting goods and services.
Conflict of Interest Policy	Avoid any action that may interfere with the independent exercise of the activity, whether through investment, interest, association or other means or modalities.
Privacy and Confidentiality Policy	This establishes the requirements under which information originating within this scope must be processed, safeguarding this information, and preventing its unauthorised disclosure to third parties that could jeopardise the fulfillment of the company's objectives.
Subsidy Policy	This establishes guidelines for the application, monitoring and management of subsidies. It ensures compliance with obligations.
Criminal Offence Prevention Manual	This sets out the principles for the management and prevention of crimes, and the structure and functions of the compliance committee.
Code of Conduct	This develops and maintains an acceptable standard of conduct for TAJO GROUP and its stakeholders.
Equality Plan	Document that compiles a set of measures to guarantee the equal treatment and opportunities between women and men and eliminate gender discrimination, adopted after a diagnosis of the situation.

Source: Authors' compilation

2.2 Outcome of the policies

At **TAJO GROUP** we have tools that help us evaluate the robustness and quality of our policies and management, which is why we are certified based on major international standards that set the guidelines for defining and maintaining these systems.

Each management system has an organisational structure, responsibilities, processes, procedures, standards and resources that improve their effectiveness. They all have an ISO structure to align their international standards to the top level structure.

All the requirements of each certified standard: ISO 9001, IATF 16949, ISO 14001, ISO 45001, TISAX, as well as the client's specific requirements or those arising from legal regulations, are evaluated and included in the different processes that make up our management systems.

In addition, each management system ensures it maintains its efficacy and efficiency by implementing ongoing improvement and adopting a process-based focus. These actions are monitored and evaluated in the operational meetings of each process at each plant.





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MATERIALITY

3 KEY INDICATORS AND MATERIALITY

3.1 Indicators

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards, and provides a picture of our organisation's material topics and related impacts, and their management.

3.2 Materiality assessment

When performing the materiality analysis of the non-financial information, the criteria relevant to the Organisation and Stakeholders are used and the material topics are identified:

Economic:

- Economic performance – Financial strength
- Market presence
- Responsible supply chain management

Products and services:

- Client health and safety
- Innovation
- Adaptation to client needs
- Product life cycle
- Quality of products and services
- Supply guarantee

Environment:

- Energy
- Water
- Waste management
- Ongoing environmental evaluation of suppliers
- Climate change / Emissions
- Environmental compliance

Labour practices:

- Employment quality
- Occupational health and safety
- Training and professional development
- Information privacy and confidentiality

Society:

- Regulatory compliance
- Local communities
- Relationship with and commitment to stakeholders
- Social contribution
- Public policies

After reviewing the list of potential material topics, identifying and consulting our stakeholders, we obtained our materiality matrix.

FIGURE 4: MATERIALITY MATRIX FOR TAJO GROUP



Source: Authors' compilation

3.3 Our stakeholders

We are clear that our success will be our clients' success, and this can only be achieved through integrity, trust and transparency, without losing sight of the socioeconomic development of our surroundings.

Therefore, we foster relationships with our stakeholders to learn about their needs and expectations.



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ENVIRONMENTAL MATTERS

4 INFORMATION ON ENVIRONMENTAL MATTERS

4.1 Company Policy

At **TAJO GROUP**, we are firmly committed to protecting the environment and managing resources responsibly. To the best of our ability, we are committed to reducing our consumption of natural resources. We strive to conduct our business with minimal environmental impact and promote a spirit of respect for the environment.

Therefore, we have Corporate Social Responsibility and Environmental policies, which can be consulted by our stakeholders on the **TAJO GROUP** website.

TAJO GROUP strives to respect and preserve the environment, adopting the principles expressed in the Quality Policy.

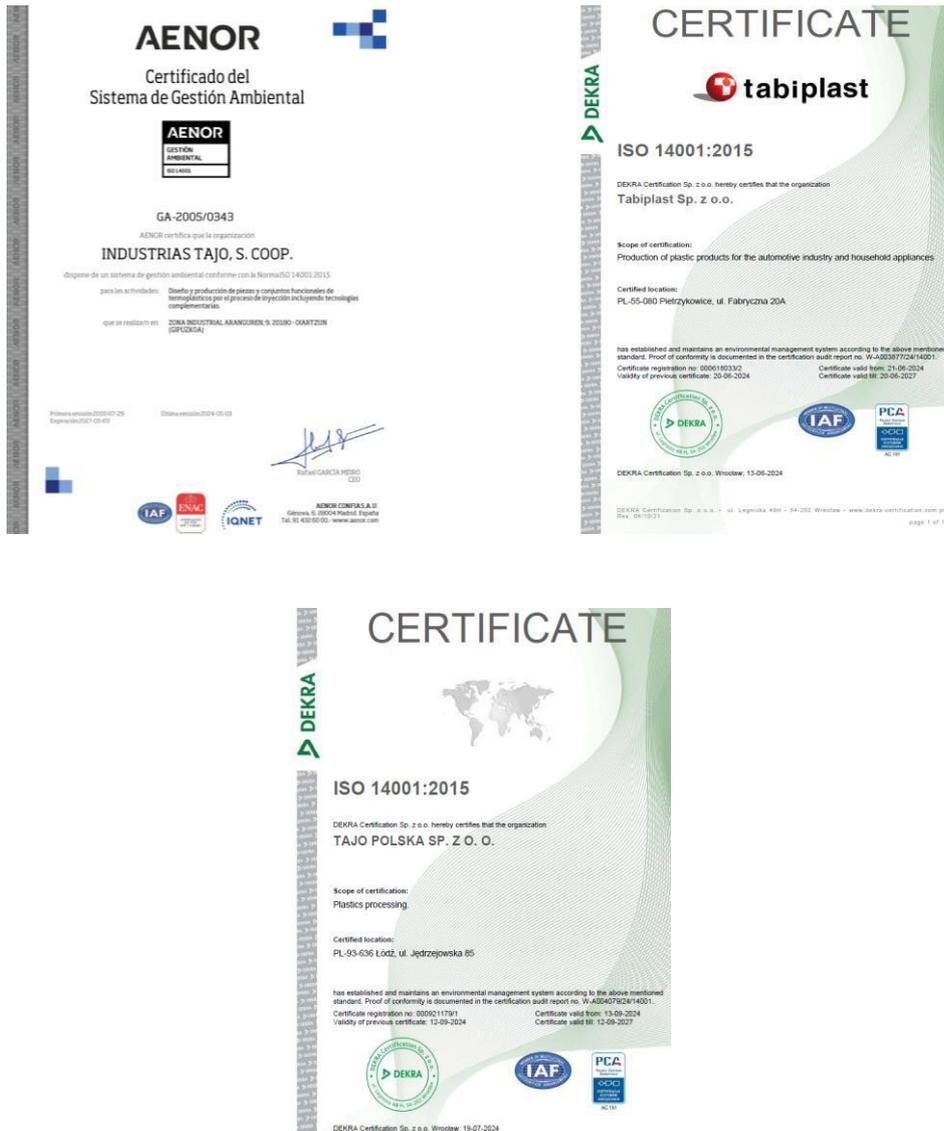
TAJO GROUP and all its employees must know and accept this policy, and the environmental rules, instructions and procedures in their workplace, and make efforts to minimise the environmental impact of their activities to the extent possible.

These principles will be communicated in relationships with suppliers, clients and other stakeholders, and compliance with the environmental procedures, regulations and requirements applicable in each case will be required.

The Quality, Environment, Information Security and Occupational Health and Safety policies are available to our stakeholders on the website.

Tajo Oiartzun, the group's headquarters, has held ISO 1400 certification since 2005, and all subsidiaries have committed to becoming certified under this standard two years after opening.

FIGURE 5: ISO 14001 CERTIFICATIONS FOR TAJO GROUPPLANTS



Source: AENOR / DERKA

Furthermore, we understand that providing environmental education to our people is essential because of the role that each person can play in their environment.

4.2 Risks identified

TAJO GROUP works with an environmental management system that identifies the various environmental aspects generated by the group's activities. Subsequently, significant aspects are identified and evaluated and actions proposed for their reduction. The main risk identified by **TAJO GROUP** is the failure to optimise electricity consumption. As a small producer of raw materials, we do not consider this a risk.

To mitigate the risks detected, key indicators have been defined for monitoring by the group's Board of Directors.

4.3 Environmental management

The company has specific environmental management practices for:

- Management of hazardous waste. HW
- Management of non-hazardous waste. NHW
- Management of the annual packaging declaration
- Management of the business packaging plan
- Operational monitoring: ensuring that environmental aspects are considered in the design, raw material acquisition, machinery acquisition and mass production of parts.
- Actions in the event of environmental emergencies

At **TAJO GROUP**, there are two types of environmental objectives: Group objectives and objectives for each plant. Both are analysed quarterly to prevent deviations and to take action if any do occur.

To gain a thorough understanding of the most relevant environmental aspects, an annual study of the most significant factors is conducted adhering to an internal procedure. This process identifies those aspects that have or could have the greatest impact and establishes objectives aimed at optimising resources, reducing waste and continuously raising awareness among **TAJO GROUP** employees about caring for the environment in all their work and personal activities.

As a result of this identification, the following environmental aspects were detected:

TABLE 2: ENVIRONMENTAL ASPECTS AT TAJO GROUP

Raw material	Hazardous waste	Non-hazardous waste
Energy	Absorbent rags and paper impregnated with hazardous substances	Scrap metal
Municipal water supply	Aerosols and sprays	WEEE
Water intake from river	Used metal packaging	Used plastic packaging
Plastic	Contaminated plastic packaging	Wood
Cardboard	Expired or unusable paints	Cardboard
Pallets	Batteries	Urban waste
Office paper	Oil	
PP	Cutting Fluid	
ABS	Fluorescent tubes	
Acetic resin	Toner and cartridges	
Polyamide		
PC/ABS		
SB		

Source: Authors' compilation

The risks and opportunities of the environmental aspects at each plant are specifically analysed every year from an environmental and legal perspective.

The objectives are defined by senior management, demonstrating their full commitment to achieving the established goals. We work with our clients on the use of recycled raw materials to avoid increasing their carbon footprint and reduce plastic waste.

With our insurance policies, we ensure we have sufficient financial resources to meet any environmental responsibilities that may arise from our business activity.

4.4 Climate change and other types of pollution

4.4.1 Governance statement

At **TAJO GROUP**, we are aware of the environmental impact of our activities, we quantify it and we strive to minimise it. Furthermore, we allocate the necessary financial and human resources to each of our plants to ensure compliance with environmental legislation and local regulations deemed mandatory by our stakeholders (see the Letter from the Managing Director and Chair, page 3).

4.4.2 Strategy Statement

We have conducted an analysis of the risks and opportunities that would impact our organisation, focusing on evaluating threats such as climate variability, extreme events and government regulations on sustainability.

Our various locations face risks such as supply chain disruptions due to adverse weather conditions and changes in demand. At the same time, opportunities arise for innovation and sustainable growth through eco-friendly practices and product diversification aligned with market trends toward sustainability.

Our analysis provides us with a comprehensive view of the challenges and benefits related to climate change, which will allow us to make informed decisions and develop resilient strategies that promote long-term sustainability in the current business environment.

The analysis of risks and opportunities related to climate change conducted is based on the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD).

This working group structured its recommendations around four thematic areas that represent central elements of how organisations operate: governance, strategy, risk management, and metrics and objectives.

The analysis of risks and opportunities associated with climate change is based on an assessment of the probability of occurrence and the severity (or importance) of the impact should it occur.

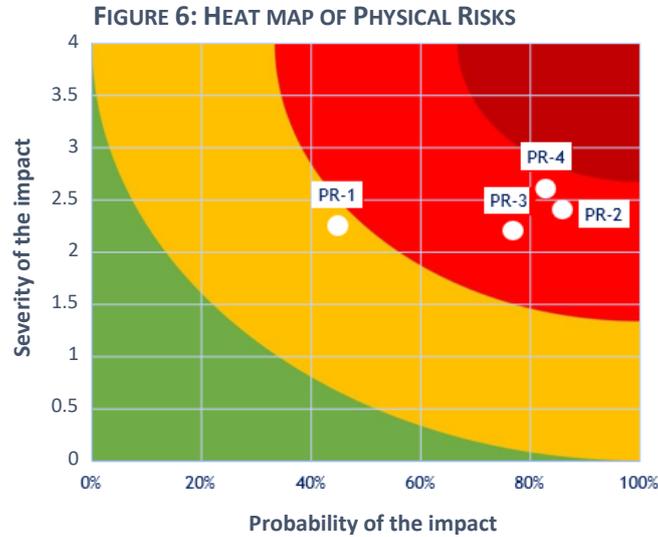
The preliminary identification of risks and opportunities is conducted by analysing the probability of occurrence, considering our activity and location. In this process, we adopt a dual approach, differentiating between transient risks and opportunities, and physical risks.

4.4.3 Prioritisation of the most significant risks and opportunities

PHYSICAL RISKS:

To assess the physical climate risks that could affect operations, a **detailed analysis has been carried out of the evolution of climate variables** at the various locations where each organisation has a presence. Interpreting the course of these variables, such as changes in the average temperature, precipitation and winds, plays a key role in identifying the probability of occurrence of adverse climatic events.

The main physical risks identified for the automotive sector are represented in the following heat map and table. Limited water availability, combined with the high demand for this raw material to maintain industrial activity, makes it the primary physical risk for the automotive sector. Floods or other severe weather conditions can also affect the supply chain and other activities.



Source: TCFD Report

TABLE 3: PHYSICAL RISKS

Code	Category	Subtype	Risk factor
PR-3	Acute risks of physical climate change	Coastal, river and/or rainwater flooding	Direct operations and supply chain
PR-4	Acute risks of physical climate change	Extreme climatic events	Direct operations and supply chain
PR-2	Acute risks of physical climate change	Drought	Direct operations and supply chain

Source: TCFD Report

PR-3 - COASTAL, RIVER AND/OR RAINWATER FLOODING

Flooding can damage infrastructure, equipment and stock, generating considerable costs in repairs and replacements. Supply chain disruptions due to flooding in supplier areas can affect the availability of raw materials, increasing uncertainty and costs associated with supply chain management.

PR-4 - EXTREME WEATHER EVENTS

Increased costs of raw materials due to shortages of agricultural products, supply chain disruptions, the need to adopt more expensive agricultural practices, changes in food quality and availability, reduced agricultural productivity and the risk of extreme weather events.

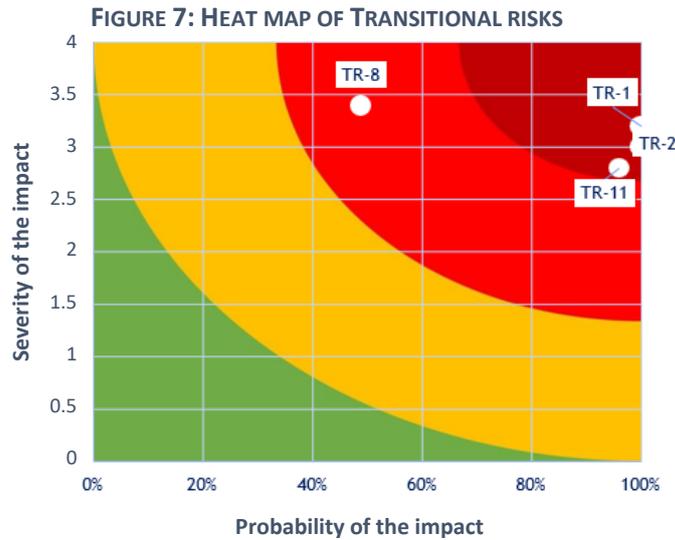
PR-2 – DROUGHT

Rising raw material costs, shortages of key products, supply chain instability, the need to adopt sustainable farming practices with potential cost increases, changes in food quality and the risk of extreme weather events.

TRANSITIONAL RISKS:

A **comprehensive analysis of current and emerging climate regulations** has been conducted, assessing their potential impact in each country where each cooperative operates. Furthermore, **trends in sustainability and climate action** have been examined in detail.

The main risks identified for the automotive sector are the new emerging climate-related regulations, such as carbon pricing, CBAM, reduction targets, etc., as well as the technological risks associated with the ecological transition and the risk of falling behind in new technologies.



Source: TCFD Report

TABLE 4: TRANSITIONAL RISKS

Code	Category	Subtype	Risk factor
TR-1	Policy and legal risks	Mandates and new regulations related to climate (carbon targets, carbon prices, etc.)	Obligation to improve emissions management and presentation of reports
TR-2	Technology risks	Fluctuations in the socioeconomic environment (new technologies intended to support the world transition to low carbon emissions)	Transition to a reduced-emissions technology
TR-11	Reputation risks	Changes in consumer/stakeholder preferences	Change in stakeholder conduct

Source: TCFD Report

TR-1 - TRANSITION TO A REDUCED-EMISSIONS TECHNOLOGY

Adapting to stricter standards can entail considerable costs when implementing cleaner technologies and sustainable processes and producing detailed emissions reports, increasing operational and administrative demands. These additional costs could be compounded by potential increases in the price of carbon credits or the introduction of the Carbon Border Adjustment Mechanism (CBAM), which would further increase the financial burden of carbon emissions and could negatively impact business profitability as these regulatory measures are implemented.

TR-2 - UNSUCCESSFUL INVESTMENT IN NEW TECHNOLOGIES

The initial investment required to adopt these technologies can negatively impact profit margins in the short term, especially if market demand does not immediately reflect a preference for more sustainable products. Furthermore, the accelerated depreciation of existing technologies could increase transition costs, creating an additional financial burden.

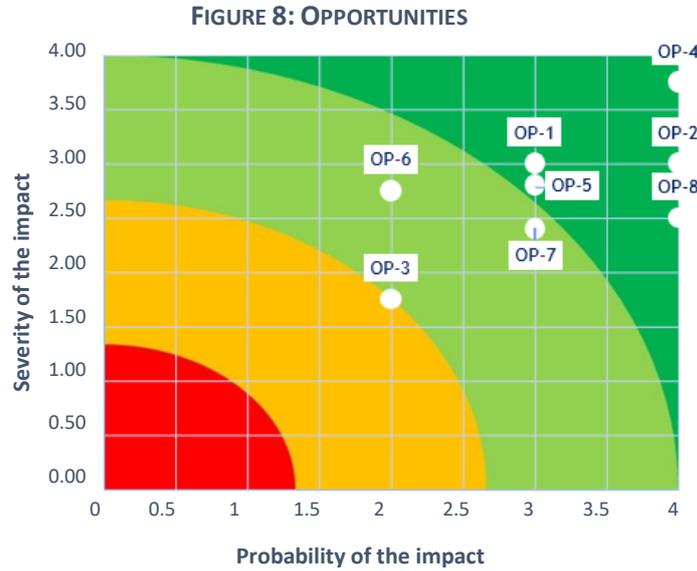
TR-11 - CHANGE IN STAKEHOLDER CONDUCT

Adapting to the evolving demands of clients and shareholders may require significant investments in innovation and marketing, as well as adjustments to the supply chain to meet sustainability standards. These changes can generate additional costs and put pressure on business profitability, especially if the financial benefits are not immediately evident.

OPPORTUNITIES

The analysis of the probability of occurrence of the opportunities is based on the analysis previously conducted for transitional risks.

The main opportunities in the automotive sector, as a more mature sector, are focused on low-emission products and services, and on improving energy sources and resources.



Source: TCFD Report

TABLE 5: OPPORTUNITIES

Code	Category	Subtype	Risk factor
OP-4	Products and services	Production of goods and services with low carbon emissions (R&D+i)	Direct operations and supply chain
OP-2	Energy source	Use of electric energy sources with lower emissions	Direct operations and supply chain
OP-8	Resilience	Improve the reliability, sustainability and resilience of the supply chain	Direct operations and supply chain
OP-1	Resource efficiency	Recycling, efficiency and circular economy initiatives	Direct operations and supply chain

Source: TCFD Report

OP-4 - PRODUCTION OF GOODS AND SERVICES WITH LOW CARBON EMISSIONS (R&D+I)

Through innovation in processes and products with a lower environmental impact, the company can differentiate itself in the market, attract sustainability-conscious consumers and position its portfolio as leading solutions in the transition to a low-carbon economy.

OP-2 - USE OF ELECTRIC ENERGY SOURCES WITH LOWER EMISSIONS

By investing in technologies and practices that reduce the carbon footprint, such as adopting renewable energy, the company will contribute to mitigating climate change and can benefit from potential cost savings through energy efficiency and emissions reduction programs.

OP-8 - IMPROVE THE RELIABILITY, SUSTAINABILITY AND RESILIENCE OF THE SUPPLY CHAIN

By strengthening its infrastructure and operational practices to cope with extreme weather events and other risks, the company can reduce its vulnerability to disruptions and losses. Investing in crisis management systems, sustainable energy backup and climate risk assessment can improve the company's ability to adapt to unexpected changes and ensure business continuity. Furthermore, greater sustainability and resilience can attract sustainable investments and enhance the company's reputation.

OP-1 - RECYCLING, EFFICIENCY AND CIRCULAR ECONOMY INITIATIVES

By implementing more sustainable waste management practices, reusing materials and adopting circular economy approaches, the company can not only reduce its environmental impact but also increase its operational efficiency. Optimising resources and managing waste responsibly can lead to significant long-term savings while strengthening the company's reputation in terms of sustainability, which could attract clients committed to responsible business practices.

4.4.4 Statement of metrics and objectives

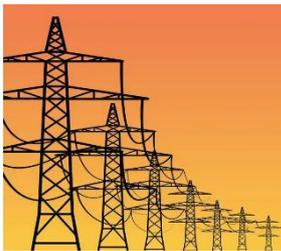
TABLE 6: KPI ASSOCIATED WITH THE RISKS AND OPPORTUNITIES OF CLIMATE CHANGE

KPI	SCOPE	INDICATOR	TARGET	ASSOCIATED	RELATED	REFERENCES
River water consumption	Oiartzun Plant	m3 real/m3 authorised	< 1	PR-2 Drought	Improve the reliability, sustainability and resilience of the supply chain	See 4.7.1

KPI	SCOPE	INDICATOR	TARGET	ASSOCIATED	RELATED	REFERENCES
Carbon footprint calculation	Tajo Group	--	Scopes 1, 2 and 3	TR -2 Fluctuations in the surrounding area	Production with low-carbon emissions	See 4.5.2
Recycled material in packaging	Tajo Group	Packaging with recycled material/Total packaging	≥ 80%	OP-1 Resource efficiency	Direct operations and supply chain	See 4.7.2

Source: Authors' compilation

4.5 Energy performance

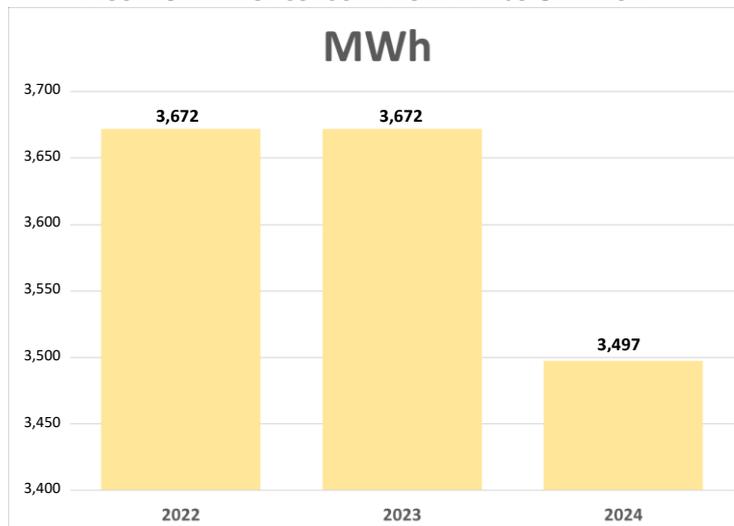


Every industrial organisation needs significant amounts of energy for its business activities. At **TAJO GROUP**, we identify each energy source and monitor its consumption monthly.

At **Tajo Oiartzun**, an energy efficiency improvement committee was created, which implemented action plans monthly and verified their effectiveness. The idea was to implement these actions at the overseas plants, ensuring their efficacy.

The following graph shows the evolution of energy consumption over the last 3 years.

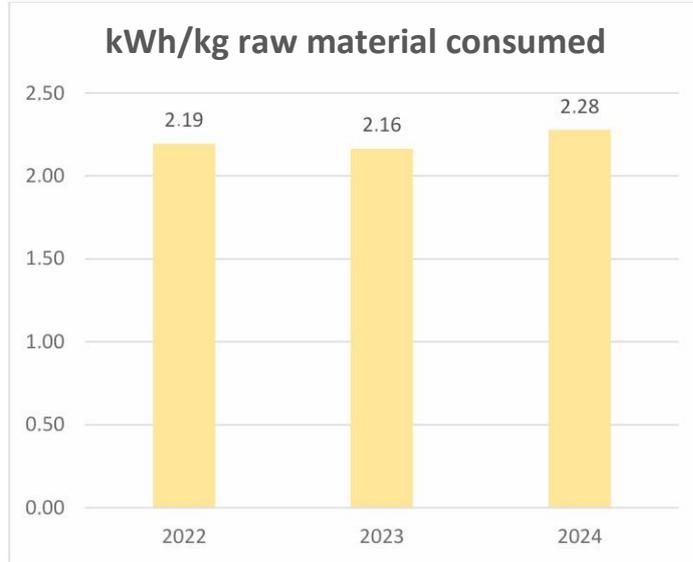
FIGURE 9: ENERGY CONSUMPTION AT TAJO OIARTZUN



Source: Authors' compilation

The kWh/kg ratio of raw material consumed remains below our target index of 2.3 kWh/kg, a target built from the organisation's historical data.

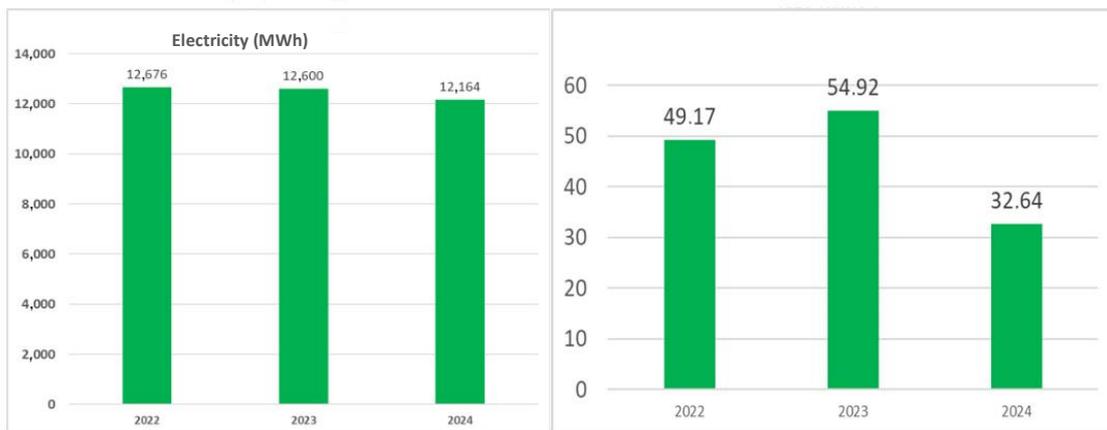
FIGURE 10: RATIO OF ENERGY CONSUMPTION AT TAJO OIARTZUN



Source: Authors' compilation

At **TAJO GROUP**, the distribution of the energy consumed, electricity and gas, over the last 3 years is shown in the following graph:

FIGURE 11: ENERGY CONSUMPTION OF TAJO GROUP



Source: Authors' compilation

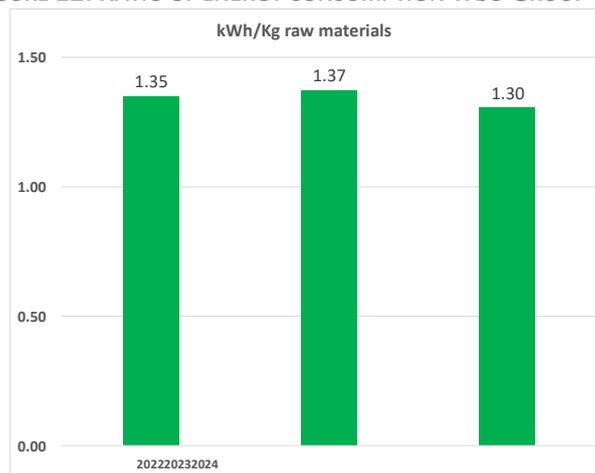
At our subsidiaries, natural gas is used exclusively for heating. Demand for it depends on weather conditions and the geographical location of those subsidiaries.

At **TAJO GROUP**, there is a considerable decrease in consumption due to the closure of our TREBOPLAST plant.

In each plant's monthly report, we use the kWh/kg ratio for raw materials. With these indicators, we evaluate the energy efficiency of each plant.

In this graph we can see the kWh/kg ratio for raw materials of **TAJO GROUP**.

FIGURE 12: RATIO OF ENERGY CONSUMPTION TAJO GROUP



Source: Authors' compilation

All loads in our facilities are transported using electric forklifts, so there is no diesel consumed.

4.5.1 Atmospheric emissions



TAJO GROUP does not use ozone-depleting substances, nor does it emit nitrogen oxides (NO_x), sulphur oxides (SO_x) or other significant emissions.

4.5.2 Carbon footprint

Tajo Group's carbon footprint is established within a baseline for the period 2022. Scopes 1, 2 and 3 have been determined for all subsidiaries.

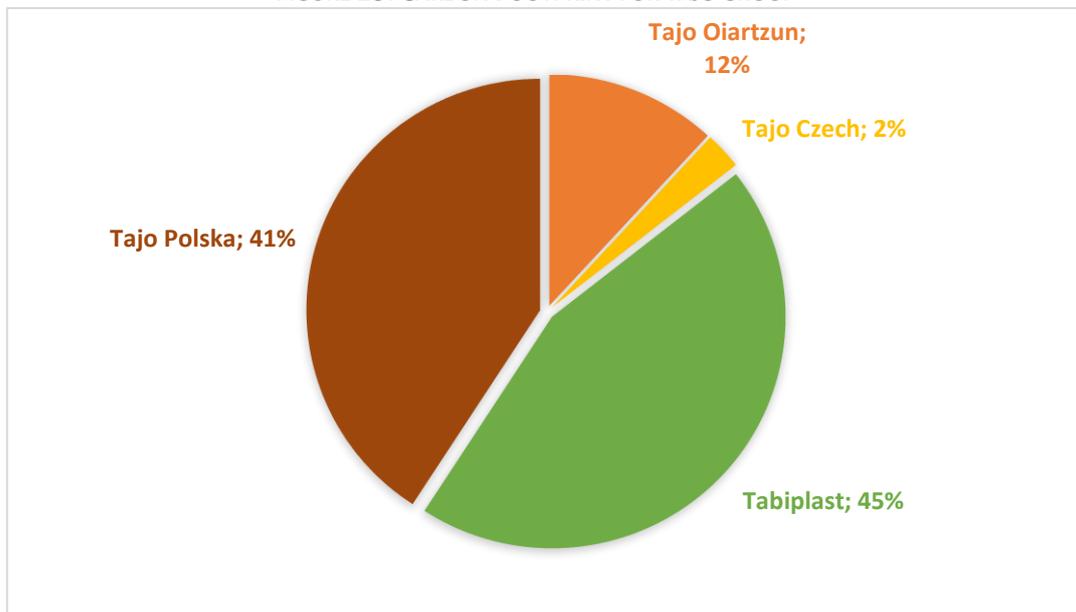


TABLE 7: CALCULATION OF THE CARBON FOOTPRINT FOR TAJO GROUP

Scope \ t CO2 eq.	2022	2023	2024
Scopes 1+2	11,839.78	13,218.70	6,919.35
Scope 1	3,665.98	5,432.98	780.82
Scope 2	8,173.80	7,785.72	6,138.53
Scope 3	55,501.92	53,009.47	45,549.65
Scope 3 upstream	54,098.38	48,728.23	41,448.51
Scope 3 downstream	4,403.54	4,281.24	4,101.14
Total	70,333.92	66,228.17	52,468.21

Authors' compilation

FIGURE 13: CARBON FOOTPRINT FOR TAJO GROUP

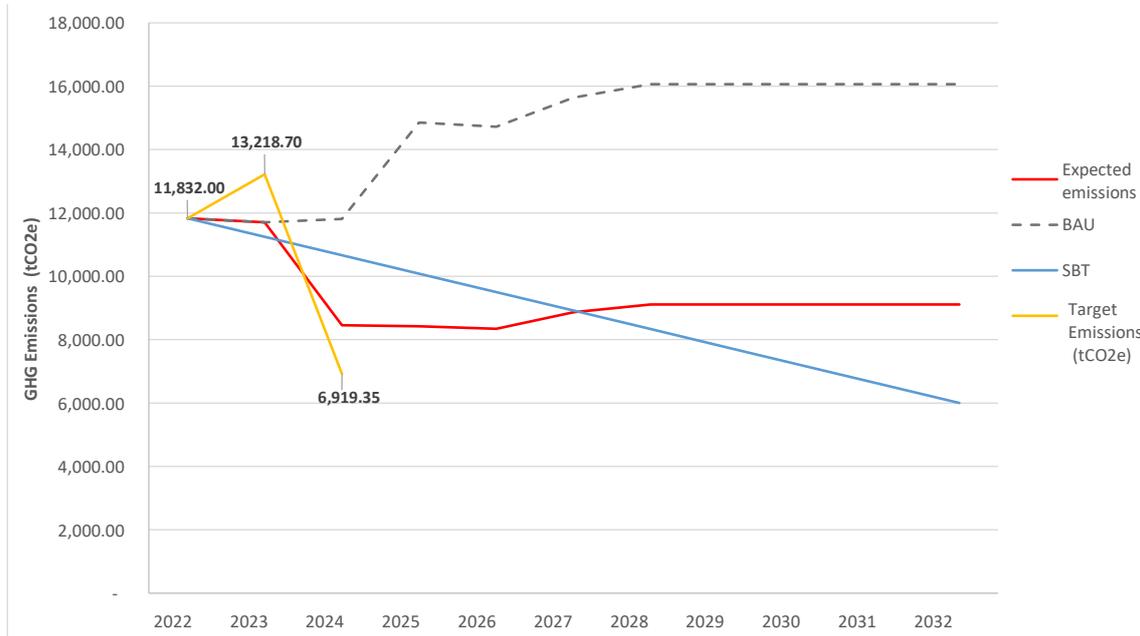


Authors' compilation

We also have a decarbonisation plan that is progressing favourably towards the established strategy, aligned with Science Based Targets (SBTi).

We have reduced our carbon footprint by 52.3% in Scopes 1 and 2 by using clean energy for our operations. We are well on track to achieve our 2032 target.

FIGURE 14: DECARBONISATION PLAN SCOPES 1 AND 2



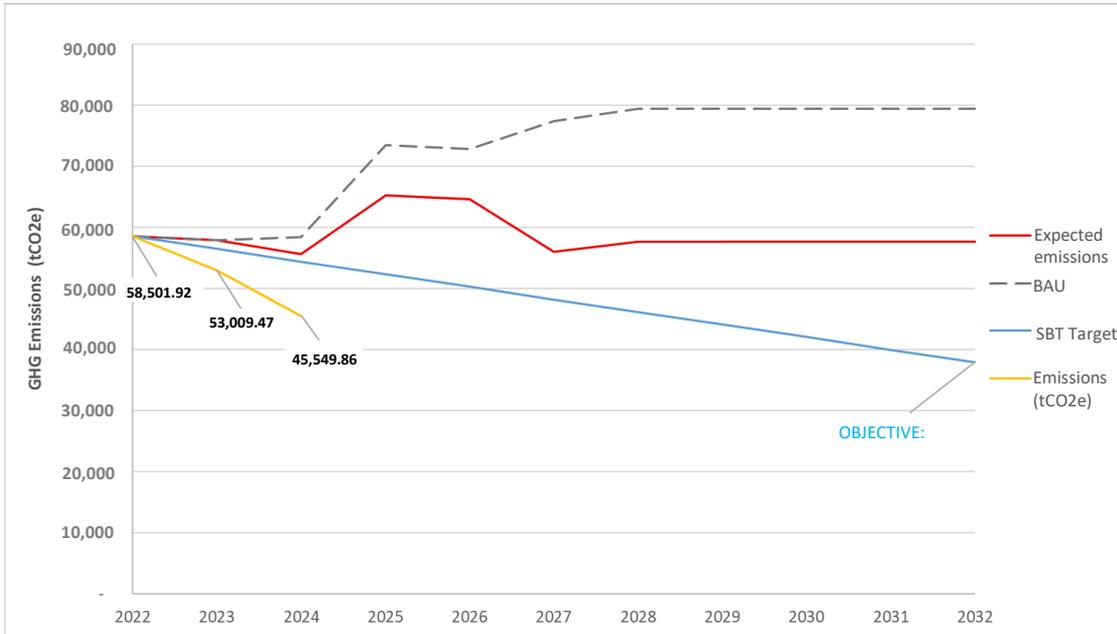
Authors' compilation

Key:

- **Expected emissions:** Expected emissions by implementing decarbonisation actions
- **BAU:** Expected emissions with no decarbonisation measures
- **SBT:** Emissions target aligned with the Paris Agreement
- **Emissions:** Carbon footprint measurement per period (annual)

Scope 3 shows a tendency towards a reduction in decarbonisation.

FIGURE 15: DECARBONISATION PLAN SCOPE 3



Authors' compilation

4.6 Circular economy and waste prevention and management

TAJO GROUP has established conditions incorporating environmental requirements for all its investments. Furthermore, it provides recommendations and/or obligations for purchasing and supplier selection. In supplier evaluations, higher scores are assigned to those certified with ISO

14001. Through these actions, **TAJO GROUP** promotes environmental protection.

During the design process, environmental aspects are identified and efforts are made to minimise the environmental impact by using recycled materials and returnable packaging.

TAJO GROUP actively collaborates with clients on potential new projects using recycled or organically sourced materials.



4.6.1 Waste management

At **TAJO GROUP**, we evaluate waste as Non-Hazardous (NHW) and Hazardous Waste (HW).

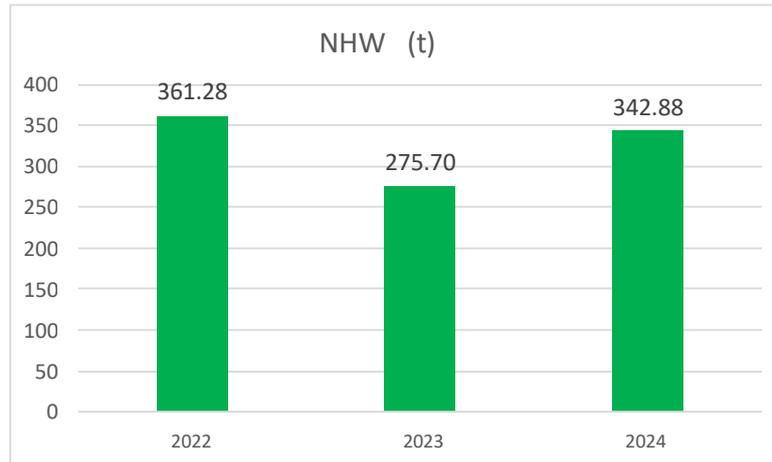
NON-HAZARDOUS WASTE



NHW is managed by authorised management companies in our community.

The closure of our TREBOPLAST production plant has resulted in a 24% reduction in the amount of waste across the entire group.

FIGURE 16: GENERATION OF NON-HAZARDOUS WASTE IN TAJO GROUP



Source: Authors' compilation

As in previous years, the NHW is plastic packaging, wood, cardboard, and scrap metal. The first three are linked to productivity and our clients' requirements for how we must ship products. Therefore, reducing these is beyond our control. We continue to try to offer our clients more sustainable or optimal alternative packaging to reduce their use.

HAZARDOUS WASTE

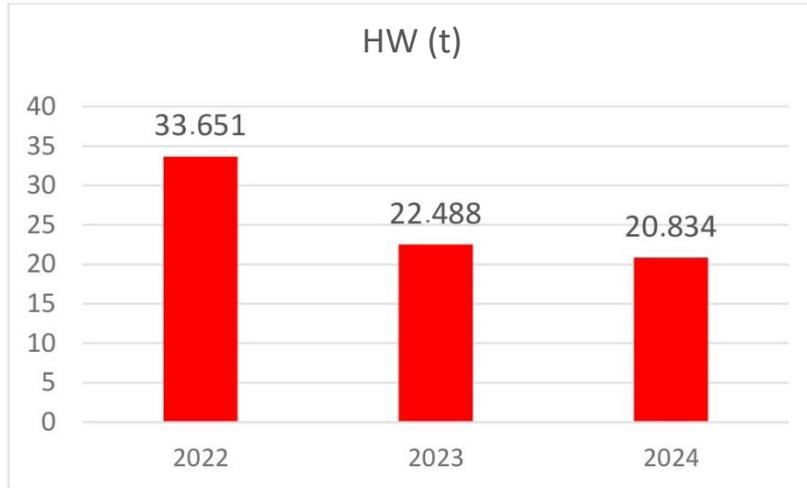


HW is managed by authorised management companies in our community.

The HW group includes:

- Absorbent rags and paper impregnated with hazardous substances
- Aerosols and sprays
- Used metal packaging
- Contaminated plastic packaging
- Expired or unusable paints
- Batteries
- Oils
- Fluorescent tubes
- Toner and cartridges

FIGURE 17: GENERATION OF HAZARDOUS WASTE IN TAJO GROUP



Source: Authors' compilation

Considerable reduction in the amount of hazardous waste: 33% compared to 2022.

TAJO GROUP has a waste collection system based on selective collection points inside the plant, offices and production, and outdoors.

4.7 Sustainable use of resources

4.7.1 Water



At **TAJO GROUP** water consumption is due to three processes:

- Cooling circuits for the production areas (river water in the Oiartzun Plant)
- Sanitation and drinking
- Consumption due to cleaning

In addition, at the Oiartzun plant we are aware of our location, with the river Oiartzun running alongside us, so we monitor even more closely any spills on the land.

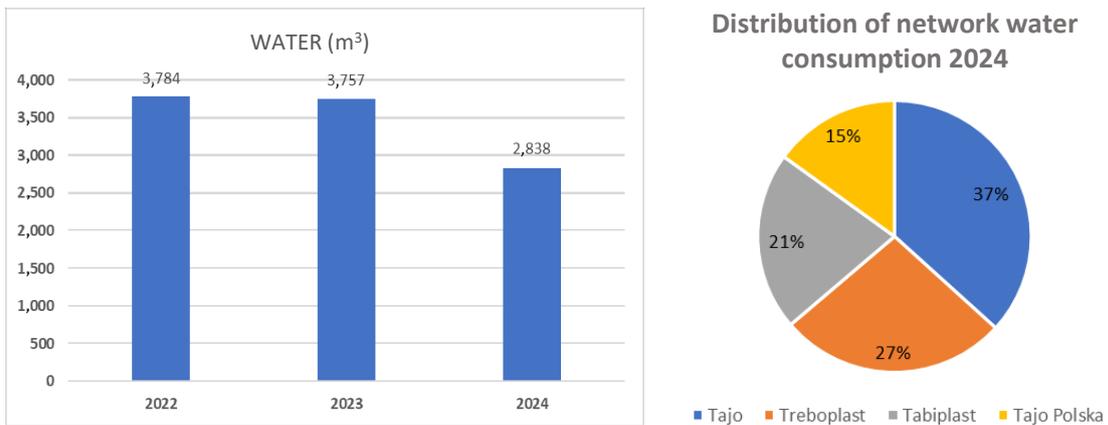
TABLE 8: CONSUMPTION OF RUNNING WATER - TAJO GROUP

Water consumption (m ³) in all areas	2021	2022	2023	2024
Network water Tajo Oiartzun	726	498	715	1043

Water consumption (m ³) in all areas	2021	2022	2023	2024
Network water Treboplast	2072	1891	2188	766
Network water Tabiplast	947	682	506	603
Network water Tajo Polska	519	712	348	426
TOTAL	4,264	3,784	3,757	2,838

Source: Authors' compilation

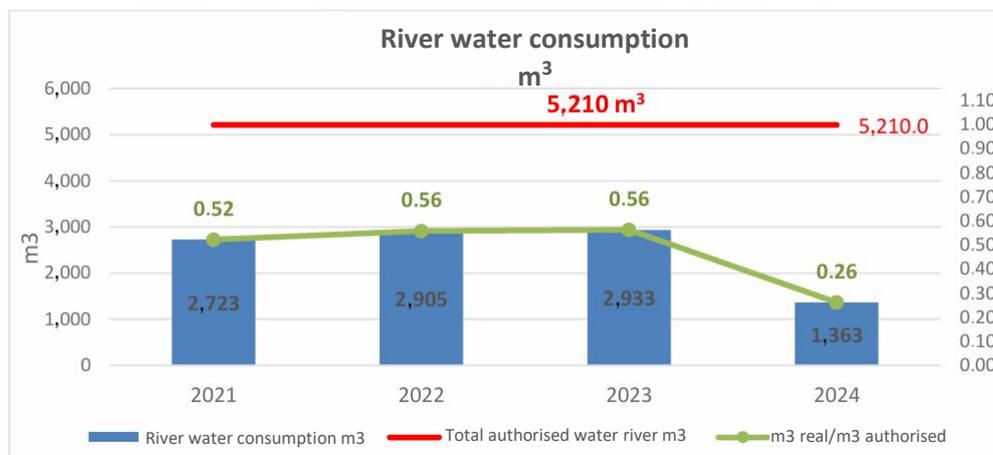
FIGURE 18: CONSUMPTION OF RUNNING WATER - TAJO GROUP



Source: Tajo Group Maintenance Log

For the Oiartzun Plant we take river water for our cooling tower within the amounts permitted and with due treatment in accordance with the legal requirements. Nevertheless, we have implemented a new process so the cooling tower was taken out of service in August.

FIGURE 19: RIVER WATER CONSUMPTION – TAJO OIARTZUN



Source: Tajo Oiartzun Maintenance Log

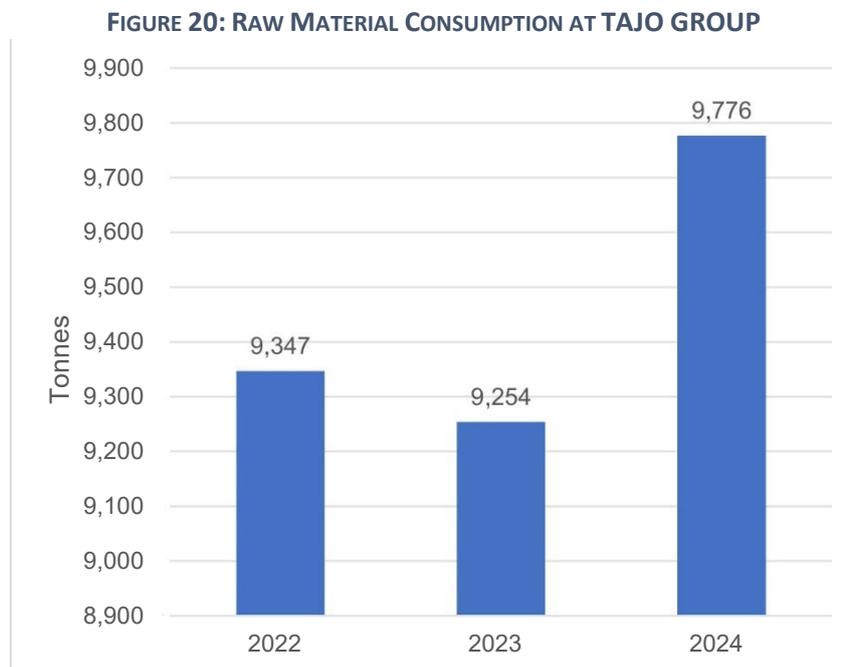
4.7.2 Raw materials and packaging



At **TAJO GROUP**, we have been integrating sustainability into our products for years. However, in most cases, it is our clients who dictate the raw materials, which severely limits our ability to improve our environmental impact.

Nevertheless, we encourage our clients to use recycled materials or to incorporate a certain percentage of recycled material into their raw materials. Therefore, we collaborate with some clients on projects involving recycled materials or even organic components.

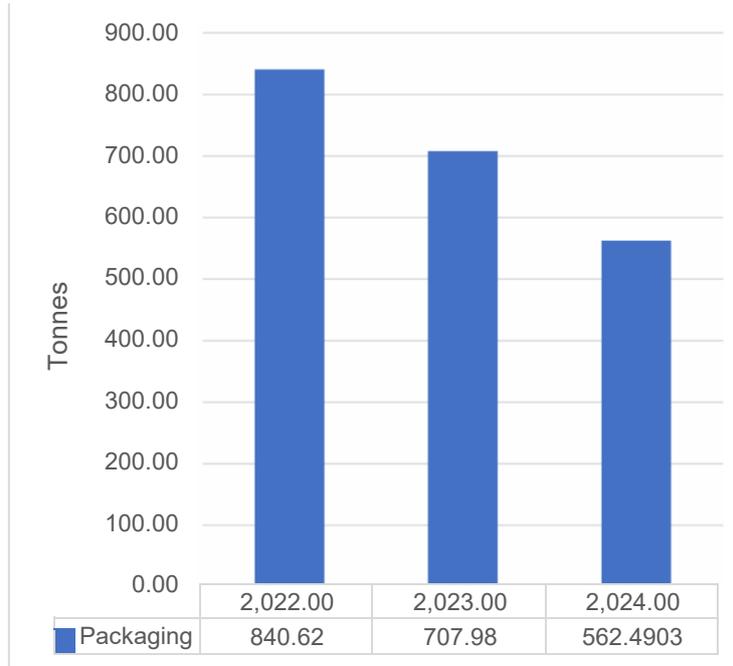
Consumption in 2024 increased by 5% compared to 2023.



Source: Authors' compilation

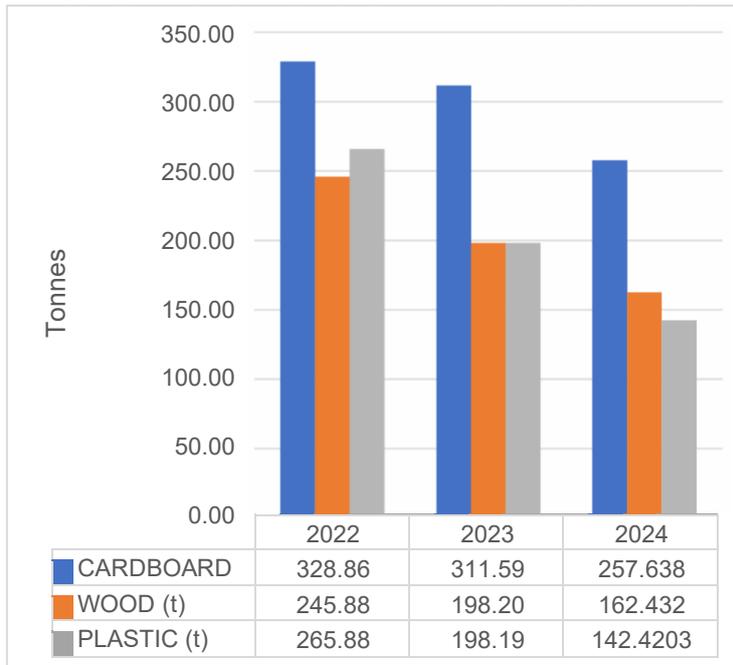
However, we have worked on improving packaging and containers. In 2022, 40.66% of our packaging was recycled, it is now 84.71%.

FIGURE 21: CONSUMPTION OF PACKAGING - TAJO GROUP



Source: Authors' compilation

FIGURE 22: CONSUMPTION OF PACKAGING MATERIALS AND CONTAINERS - TAJO GROUP



Source: Authors' compilation

4.7.3 Energy

[View energy performance](#)

4.7.4 Biodiversity protection

TAJO GROUP's plants are in industrial areas, not within any protected areas, but Tajo Oiartzun is on the banks of the river Oiartzun, so special measures have been put in place to preserve it. These measures include a contingency plan related to the surrounding area and a risk analysis.





Experts in the development
and production of plastic
components and
subassemblies

SOCIAL MATTERS

5 INFORMATION ON SOCIAL AND STAFF-RELATED MATTERS

5.1 *Company policy*

TAJO GROUP is made up of a team of people committed to our project and working towards a common goal. To achieve this, we strive to guarantee a healthy and safe environment where equal opportunities, training and development for our team prevail.



At the end of 2024, the 2025-2028 strategic plan with seven goals was developed. This plan was presented to the members during the General Assembly and approved.

To accomplish this, various teams have been formed to address all the objectives established.

Looking ahead to 2025, we plan to develop skilled and committed individuals. This entails promoting training and development opportunities to enhance staff management skills; developing strong and clear governance structures; and implementing dynamic, flexible, standardised processes.

5.2 **Risks identified**

Among the main risks identified in people management are inflation in Poland, the large amount of vacancies in Poland and competitive salaries within the market.

To mitigate the risks identified, strategies have been defined in line with the current context of the organisation.

5.3 Social management and performance

5.3.1 Employment

TAJO GROUP employs worker members or employees under the following types of contracts:

- **PMC:** Permanent member contract
- **FTMC:** Fixed-Term member contract
- **Permanent EC:** Permanent employee contract
- **TEC:** Temporary employee contract
- **RELOCATED:** A relocated person belonging to our organisation who works at another company within the cooperative or a person belonging to another cooperative who works at our organisation.

The staff breakdown as of 31 December 2024 is:

TABLE 9: DISTRIBUTION OF EMPLOYEES IN TAJO GROUP

	2023 No. of people employed	2024 No. of people employed
Tajo Oiartzun	80	93
Treboplast	46	
Tabiplast	64	63
Tajo Polska	59	74

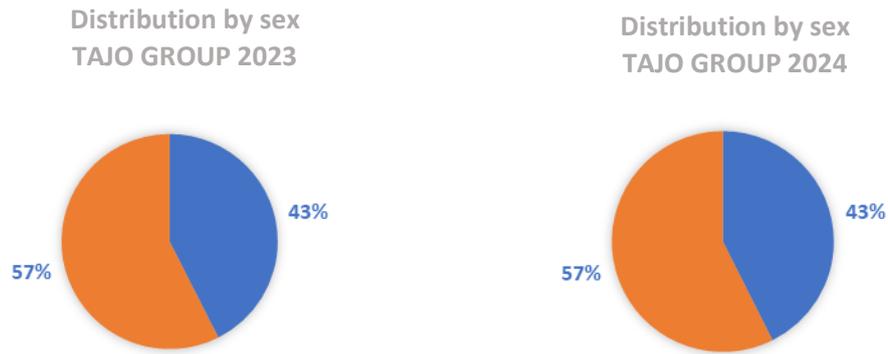
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Source: Authors' compilation

5.3.1.1 Distribution of employees by sex, age, country and professional category

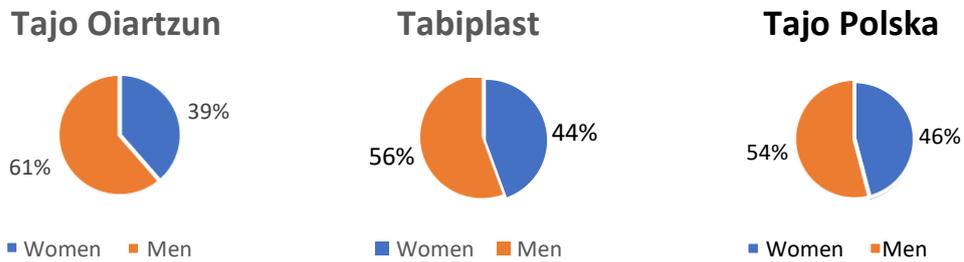
The breakdown of the staff as of 31 December 2023 and 2024, distributed by sex, age, country and professional category is as follows:

FIGURE 23: DISTRIBUTION BY SEX TAJO GROUP



Source: Personnel Team

FIGURE 24: DISTRIBUTION BY SEX BY OFFICE



Source: Personnel Team

If we study the distribution of employees by sex in the different plants, we can see that the overseas plants tend towards parity. Nevertheless, the greatest disproportion is observed in *Tajo Oiartzun* where on average 61% of the staff is male.

TABLE 10: DISTRIBUTION OF EMPLOYEES IN TAJO GROUP

	2023		2024	
	Women	Men	Women	Men
By sex	106	143	98	132

	2023			2024		
	< 30	30 – 50	>50	< 30	30 – 50	>50
By age	27	166	56	30	141	59

	2023			2024		
	Operational	Tactical	Strategic	Operational	Tactical	Strategic
By professional category	206	24	19	183	27	20

Strategic Position: All members of the CD

Source: Personnel Team

5.3.1.2 Annual average number of contracts

At TAJO GROUP, the knowledge and experience of its people constitute one of the most important pillars of the group. The company's hiring policy is geared towards building long-term relationships. The average number of employees in 2023 and 2024, broken down by contract type, working hours, sex, age and professional category, is as follows:

TABLE 11: DISTRIBUTION OF CONTRACTS TAJO GROUP

Sex	2023		2024	
	Women	Men	Women	Men
Full time permanent	94	124	77	112
Part time permanent	2	3	4	1
Full time temporary	10	16	17	19

Age	2023			2024		
	< 30	30 – 50	>50	< 30	30 – 50	>50
Full time permanent by age	23	144	51	18	117	51
Part time permanent by age	1	2	2	0	7	1
Full time temporary by age	3	18	5	12	17	7

Professional category	2023			2024		
	Operational	Tactical	Strategic	Operational	Tactical	Strategic
Full time permanent	178	22	18	152	20	20
Part time permanent	2	2	1	5	0	0
Full time temporary	26	0	0	26	7	0

Source: Personnel Team

5.3.1.3 Distribution according to professional category and age, and professional category and sex

TABLE 12: DISTRIBUTION BY PROFESSIONAL CATEGORY TAJO GROUP

No. of people by category and age	2023	2024	No. of people by professional category and sex	2023	2024
Operational			Operational		
Under 30 years old	27	20	Women	94	84
Between 30 and 50 years old	135	106			
Over 50 years old	38	41	Men	112	99
Tactical			Tactical		
Under 30 years old	6	10	Women	8	9
Between 30 and 50 years old	18	17			
Over 50 years old	6	16	Men	16	18
Strategic			Strategic		
Under 30 years old	1	0	Women	4	5
Between 30 and 50 years old	14	18			
Over 50 years old	4	2	Men	15	15

Source: Personnel Team

5.3.1.4 Number of non-renewals or resignations:

Below is the data on non-renewals, broken down by age, sex and category.

TABLE 13: DISTRIBUTION OF NON-RENEWALS TAJO GROUP

Sex	2023		2024	
	Women	Men	Women	Men
No. of dismissals by sex	24	23	10	4

No. of dismissals by age	2023			2024		
	< 30	30 – 50	>50	< 30	30 – 50	>50
	12	30	5	2	10	2

Professional category	2023			2024		
	Operational	Tactical	Strategic	Operational	Tactical	Strategic
No. of dismissals by professional category:	40	5	2	12	1	1

Source: Personnel Team

5.3.2 Remuneration

TAJO GROUP uses a salary classification system based on coefficients assigned to each job. Therefore, employees with the same coefficient receive the same salary regardless of any other circumstances.

In overseas plants this is adapted to the idiosyncrasies of each country, respecting the regulations and conventions that must be applied in each case.

The company guarantees pay transparency among its employees and the absence of discrimination in salary matters based on sex, establishing equal pay between women and men.

Bonuses for relief contracts, night work and seniority are related to the reference regulations and agreements for each plant and country.

The distribution of staff remuneration is presented by country, sex, age group and professional category.

5.3.2.1 Average remuneration:

The breakdown of average remuneration per plant, distributed by sex, age and professional category, is as follows:

TABLE 14: DISTRIBUTION OF REMUNERATION TAJO GROUP

Average remuneration by sex	2023		2024	
	Women	Men	Women	Men
Tajo Oiartzun	26,110	33,134	26,110	33,134
Treboplast	16,165	20,942	--	--
Tabiplast	18,165	25,672	21,620	29,915
Tajo Polska	15,781	20,232	20,926	24,806

Remuneration by age	2023			2024		
	< 30	30 – 50	>50	< 30	30 – 50	>50
Tajo Oiartzun	19,786	29,309	35,505	19,786	29,309	35,505
Treboplast	21,108	18,181	16,460	--	--	--
Tabiplast	18,320	23,923	17,614	23,603	29,851	20,623
Tajo Polska	17,589	18,264	17,757	21,897	23,286	22,594

Remuneration by professional category	2023			2024		
	Operational	Tactical	Strategic	Operational	Tactical	Strategic
Tajo Oiartzun	27,977	33,541	52,873	27,977	33,541	52,873
Treboplast	16,076	24,280	33,012	--	--	--
Tabiplast	18,661	26,075	36,099	25,151	33,309	45,749
Tajo Polska	16,179	21,688	43,421	21,486	31,314	50,249
GROUP MEAN SALARY	29,157			35,739		
STRATEGIC MEAN SALARY	52.873			52.873		
SALARY DIFFERENCE (highest salary / group mean salary)	1.81%			1.48%		

Source: Personnel Team

Our average salary at Tajo Group is above the minimum interprofessional wage (15,120 according to RD 99/2023); therefore, we do not have any staff earning below the minimum interprofessional wage.

5.3.2.2 Wage gap:

At TAJO GROUP, salaries are determined without regard to the employee's sex. TAJO GROUP promotes gender diversity in its selection and hiring processes, implementing positive discrimination in its recruitment efforts.

TABLE 15: DISTRIBUTION OF WAGE GAP TAJO GROUP

Gross salary /h	2023		2024	
	Women	Men	Women	Men
Tajo Oiartzun	15.01	19.04	0.79	15.01
Treboplast	9.38	12.18	0.77	--
Tabiplast	9.08	12.84	0.71	10.81
Tajo Polska	7.16	8.60	0.83	10.46

Wage gap	2023	2024
Tajo Oiartzun	21.20%	21.00%
Treboplast	22.99%	--
Tabiplast	29.24%	27.73%
Tajo Polska	16.74%	15.64%

Source: Personnel Team

TAJO GROUP has initiated a strategic Equality Plan to be developed over the next 4 years, as explained in section [5.8 Equality and non-discrimination](#), of this document.

TABLE 16: DISTRIBUTION OF SALARIES TAJO GROUP

Ratio of standard entry-level salary by gender compared to local minimum wage 2024	TAJO OIARTZUN	TREBOPLAST	TABIPLAST	TAJO POLSKA
Local minimum wage (Sector - Spain)	18,031	--	12,286	12,286
Salary at Tajo vs salary in sector				
Women	1.45	--	1.76	1.70
Men	1.84	--	2.43	2.02

Source: Personnel Team

5.3.3 People with disabilities

TAJO GROUP complies with the regulatory requirements regarding contracting people with recognised disabilities.

5.4 Organisation of working time

At **TAJO GROUP** we strive to promote a work/life balance for our people, beyond pregnancy, maternity, paternity and breastfeeding leave.

At the rest of the plants, the current legislation on labour matters and the organisation of agreements of each country is fulfilled.

5.4.1 Absenteeism

[See Occupational Health and Safety](#)

5.4.2 Work/life balance

TAJO GROUP offers flexible hours for starting and ending the day and at meal times, overtime management, bonuses for work on bank holidays, a shorter working day in summer, all set out in the internal regulations, to adapt the company's needs to those of the workers to the extent possible.

TABLE 17: PARENTAL LEAVE AT TAJO GROUP

Parental leave	2023	2024
Women	13	3
Men	2	0
Staff who have taken parental leave		
Women	13	3
Men	1	0
Of the above, people who have returned to their jobs after parental leave		
Women	3	2
Men	1	0
Of the above, people who, after returning to their job after parental leave, continue in the organisation 12 months later		
Women	3	1
Men	0	0
Return to work rate		
Women	23%	67%
Men	67%	0%
Retention rate		
Women	23%	33%
Men	67%	0%

Source: Personnel Team

5.5 Occupational health and safety

At **TAJO GROUP**, we take measures to ensure that everyone can work in a safe environment, verifying compliance with prevention, safety and ergonomic requirements. We also provide training and methods for the proper execution of the work.

Therefore, we have an occupational risk prevention management system certified under ISO 45001 (the international standard for occupational health and safety management systems), designed to protect staff and visitors from occupational accidents and illnesses. This is in addition to a risk prevention plan and an occupational health and safety policy.

Through our occupational risk prevention management system, we develop initiatives to inform, consult and engage employees in matters of prevention, health and safety. With an occupational health and safety committee that meets monthly, and with the support of prevention delegates at each plant, these initiatives are carried out with the assistance of external prevention services.

This committee plans preventive actions and promotes new initiatives that can improve people's health and safety.

TABLE 18: ACCIDENTS AT TAJO GROUP

Accidents	TAJO OIARTZUN		TREBOPLAST		TABIPLAST		POLSKA	
	2023	2024	2023	2024	2023	2024	2023	2024
Actual hours worked	129,583	145,814	139,663	--	165,856	115,524	137,265	116,395
Women	45,275	56,444	68,757	--	75,153	51,344	57,908	53,478
Men	84,307	89,369	70,906	--	90,702	64,180	68,632	62,916
Accidents without sick leave	8	9	3	--	--	--	--	--
Women	2	3	2	--	--	--	--	--
Men	6	6	1	--	--	--	--	--
Accidents with sick leave	3	7	--	--	--	--	2	2
Women	1	--	--	--	--	--	1	--
Men	2	7	0	--	--	--	1	2
Commuting accidents with sick leave	--	--	--	--	--	--	--	--
Women	--	--	--	--	--	--	--	--
Men	--	--	--	--	--	--	--	1
Days lost	128	385	67.5	--	--	--	27	13
Women	98	--	--	--	--	--	5	0
Men	30	385	67.5	--	--	--	22	13
Frequency index	84.88	109.73	28.64	--	--	--	14.57	17.18
Women	23.15	20.57	14.32	--	--	--	7.28	--
Men	61.74	89.15	14.32	--	--	--	7.28	17.18
Severity index	0.99	2.64	0.48	--	--	--	0.19	0.11
Women	0.76	0	--	--	--	--	0.03	--
Men	0.23	2.64	0.48	--	--	--	0.16	0.11
Occupational diseases	--	--	--	--	--	--	--	--
Women	--	--	--	--	--	--	--	--
Men	--	--	--	--	--	--	--	--

Source: Personnel Team

TABLE 19: REASONS FOR ACCIDENTS AT TAJO GROUP

Reasons	TAJO OIARTZUN		TREBOPLAST		TABIPLAST		TAJO POLSKA	
	2023	2024	2023	2024	2023	2024	2023	2024
Fatalities resulting from injury due to occupational accidents	--	--	--	--	--	--	--	--
Rate of fatalities resulting from injury due to occupational accidents	--	--	--	--	--	--	--	--
Injuries due to occupational accidents with major consequences (not including fatalities)	--	--	--	--	--	--	--	--

Reasons	TAJO OIARTZUN		TREBOPLAST		TABIPLAST		TAJO POLSKA	
	2023	2024	2023	2024	2023	2024	2023	2024
Rate of injuries due to occupational accidents with major consequences (not including fatalities)	--	--	--	--	--	--	--	--
Recordable injuries due to occupational accidents	--	2	--	--	--	--	2	2
Rate of recordable injuries due to occupational accidents	--	--	--	--	--	--	--	--
Main causes of accidents	Mechanical failure of crane							

Source: Personnel Team

TABLE 20: ABSENTEEISM RATE

Reasons	TAJO OIARTZUN		TREBOPLAST		TABIPLAST		TAJO POLSKA	
	2023	2024	2023	2024	2023	2024	2023	2024
Absenteeism rate	6.02%	8.49%	7.96%	--	4.24%	6.42%	7.49%	6.23%
Hours of absenteeism	9,261	20,390	9883	--	6,632	7420	8,568	7252

Source: Personnel Team

5.6 Social relations

At **TAJO GROUP**, the organisation of social dialogue is defined in accordance with the legislation of each territory.

We have a social dialogue structure and its mechanisms are available at TAJO OIARTZUN:

- Social Council: Represents all working staff and meets monthly.
- Board of Governors: Represents the owners with decision-making powers.
- Minor Councils: Monthly meetings with members for informational purposes.
- Assembly Talks: Meetings prior to the assembly.
- General Assembly: Annual, where relevant company information is presented to the entire group.
- Collaborators Meeting: Held quarterly by teams with their area directors, where relevant company information is presented and issues related to the area in question are discussed.
- Occupational Health and Safety Committee: This meeting is held monthly to analyse issues related to occupational risk prevention.

- Criminal Compliance Monitoring Committee: Held quarterly (or extraordinarily in the event of a complaint) ensuring compliance with the Criminal Compliance model.
- Oversight Committee: Its function is to review the annual accounts and issue a report on them and on the proposals for the distribution of surpluses.
- Systems Committee: Held quarterly with the function of monitoring the systems.

In the overseas plants, the directors meet with the workers 3 or 4 times a year to inform them of the situation and the matters that concern them.

TAJO Oiartzun follows the internal regulations established, based on the Basque Country cooperative law.

In the overseas plants, which are not subject to collective agreements, there is an internal company agreement which regulates remuneration and working conditions.

TABLE 21: RATE OF EMPLOYEES UNDER COLLECTIVE AGREEMENTS AT TAJO GROUP

Percentage of employees covered by the collective agreement by country	2023	2024
Poland	--	--
Czech Republic	--	--

Source: Authors' compilation

5.7 Training

In a market as demanding as the automotive industry, we must be prepared to adapt to its needs. Therefore, training our staff is a top priority for achieving our goals.

Identifying the areas for development is based on performance evaluations, in which the supervisor evaluates their team and proposes different areas for improvement.



A training plan is implemented annually and evaluated at the end of the year.

The distribution of training at **TAJO GROUP** by plant in 2023 and 2024 is:

TABLE 22: DISTRIBUTION OF TRAINING AT TAJO GROUP

distribution of training by plant	2023	2024
Tajo Oiartzun	920	920
Treboplast	1,538	1,538
Tabiplast	1,633	848
Tajo Polska	608	1,588

Source: Authors' compilation

The distribution of training at **TAJO GROUP** by professional category in 2024 is:

TABLE 23: DISTRIBUTION OF TRAINING BY PROFESSIONAL CATEGORY TAJOGROUP

Distribution of training by professional category	2023	2024
Operational	1,900	3,030
Tactical	2,025	938
Strategic	774	926
TOTAL	4,699	4,894
Average hourly rate per person	18.87	19.65

Source: Authors' compilation

5.8 Equality and non-discrimination

TAJO GROUP, as stated in our code of conduct, is committed to non-discrimination on the grounds of race, religion, sex, age, nationality, sexual orientation, gender identity, marital status, disability or any other circumstance that may be a source of discrimination.



TAJO GROUP, after completing its equality diagnosis process, aimed at gathering information on the situation of its organisation and the women and men that comprise it, in relation to issues established as strategic in the Equality policies, has developed its Equality Plan, based on the results obtained in this diagnosis.

The Plan will be strategic, and will set the lines of work throughout the four years for which it will be in force.

In short, the Equality Plan aims to be a practical instrument that guides the entity's activity in equality matters, guaranteeing the participation of everyone who is part of it. It will promote practices and interventions adapted to the needs and interests of the women and men who comprise it (both as workers and as users of the different services it provides).

To achieve this objective, this Equality Plan sets out a series of strategies that **TAJO Oiartzun** will implement, characterised by the following:

- Strategic and specific objectives to be achieved in relation to equality
- Actions/activities to be implemented to achieve these objectives, as well as the necessary means
- Monitoring of set objectives and effective systems for their evaluation

Once implemented at **TAJO Oiartzun**, work will begin on extending it to the rest of the plants, where it is not yet a legal requirement, but at **TAJO GROUP** we understand that it is a necessary step.

In 2024, there were no equality conflicts.



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HUMAN RIGHTS

6 INFORMATION ON RESPECT FOR HUMAN RIGHTS

6.1 Due diligence in matters of human rights and prevention of risks of violations

TAJO GROUP has had a code of conduct since 2018. In 2022, it implemented a CRIMINAL COMPLIANCE programme that includes the identification, assessment and management of potential legal risks, including those related to human rights. It applies to all people at **TAJO GROUP** and is submitted all new starters as part of the welcome plan.



Criminal Compliance at **TAJO GROUP** includes:

- Compliance Manual:
 - Establishes the purpose of criminal compliance
 - Determines the Scope and Objective
 - Determines the code of conduct, compliance committee
 - Establishes the means for verifying criminal compliance
- Code of conduct: Establishes behavioural guidelines consistent with the company's policies, which include:
 - Criminal Offence Prevention Manual
 - Corruption Policy
 - Conflict of Interest Policy
 - Purchasing Policy
 - Privacy and Confidentiality Policy
 - Corporate Social Responsibility Policy
- Compliance Committee: Responsible for ensuring compliance with the Criminal Compliance Manual and analysing potential complaints.
- Ethics channel: This is the information channel to send any relevant information regarding possible breaches or improvements to the Compliance Committee.

6.2 Prevention of risks of human rights violations

To prevent the risk of human rights violations, we have the Criminal Compliance Committee.

This body meets every six months, if requested by any of its members or if a complaint is filed and deemed valid. Since it was established in November 2021, we have not received any reports of violations of the policies implemented.

The Compliance Committee is the body responsible for the supervision, monitoring and control of the Criminal Risk Prevention Plan and for managing formal complaints.

6.3 Reports of cases of human rights violations

Reports of human rights violations are handled through the Criminal Compliance Committee, and to date no situations of human rights violations have been detected.



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ORGANISATION

7 COMPANY INFORMATION

7.1 Impact of the activity on society

TAJO GROUP was founded over half a century ago with a commitment to being a socially responsible company dedicated to its surroundings. We are a group that thinks about the present while looking to the future.

It was a project that started as a cooperative and has been able to combine expansion with a commitment to the socioeconomic development of the surrounding area.

TAJO GROUP considers Corporate Social Responsibility part of its business strategy, with a commitment to impacting the well-being of societies.

7.2 Initiatives of association and sponsorship

TAJO GROUP, based on its internal regulations (COFIP), allocates 5% of its profits to non-profit associations.

Last year, following news of the unstable situation faced by the people of Ukraine, initiatives were launched to collect and transport medicine, clothing, nappies and baby food. These items were collected at TAJO Oiartzun and then transported internally to TAJO Poland, which, due to its proximity, could distribute them to various NGOs.

7.3 Subcontracting and suppliers

Within the Purchasing Process, **TAJO GROUP**'s Supplier Quality Manual includes ethical issues (legal framework, financial transactions, conflicts of interest, corruption, bribery, data protection), social issues (equality, gender, health and safety), environmental issues and sustainability issues.

Suppliers must comply with the organisation's policy. **TAJO GROUP**'s Supplier Audit Plan includes ensuring the effective implementation of sustainability requirements.

TAJO GROUP takes into account Suppliers' social and environmental responsibility in their relationships by:

- Ensuring compliance with tax and social security obligations by suppliers who carry out activities considered independent and subcontractors,
- taking into account social and environmental criteria in purchasing decisions. During the selection phase for new suppliers, priority is given to those that, all other things being equal, are certified in ISO 14001 and ISO 45001, and, in the absence of certified suppliers, to those that include environmental commitment and occupational health and safety within their company policy.
- Following the annual evolution of the number of suppliers certified in ISO14001 and ISO45001. Note that during 2024:
 - The suppliers with ISO14001 certification increased by 11%.
 - The suppliers with ISO45001 certification increased by 6%.
 - We have one single supplier with ISO27001 certification.
- Including verification of the effective implementation of sustainability requirements in the Supplier Audit Plan.
- Reporting the number of local purchases and the evolution of the data in the year-on-year comparison.
- Including aspects of Sustainability and Responsible Purchasing in the Purchasing Policy and communicating it to the entire group.

In addition, an audit is carried out on their facilities verifying technical, quality, social, equality, gender and environmental aspects.

Following the analysis of the purchasing process in 2024, the following results were obtained:

Sustainability element

Number of supplier incidents regarding conflict of interest, corruption, bribery or legal regulation: **0 incidents**

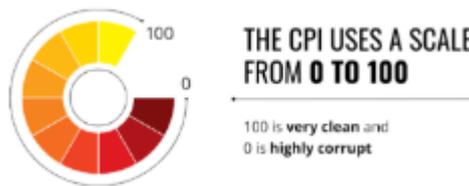
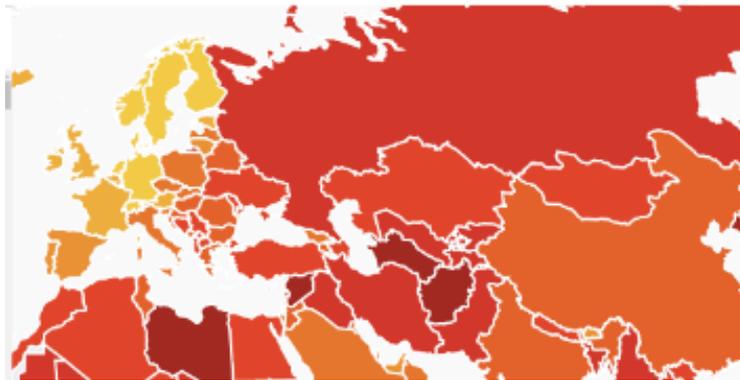
Number of corrective actions implemented regarding Conflict Minerals:

The only mineral originating from conflict zones is tin, **0**
 identified in 4 mines in Brazil, Poland, China and Thailand.

Percentage of purchases in countries at risk of corruption (TI CPI Index 2023).

- 7% of purchases in transparent countries within the 80-89% range (Switzerland, Netherlands)
- 10% in countries with a 70-79% clean rating (Germany, UK, Japan, Austria and France)
- 5% in countries with a 60-69% clean rating (Spain)
- 78% in countries in the 50-59% clean range (Czech Republic, Poland, Italy, Slovakia, Slovenia)
- 0.08% in countries with a < 40% clean range (Turkey)

CORRUPTION PERCEPTIONS INDEX 2021



Percentage of local/international purchases
 *local=national within the country itself

64% national purchases
36% international purchases

Percentage of suppliers assessed for financial risk

Red	19%
Orange	35%
Green	40%
Percentage of ISO 14001 certified suppliers: 2015	50%
Percentage of ISO 45001 certified suppliers: 2018	21%
Number of D-110 Supplier Sustainability Questionnaires completed:	91%

With regard to local suppliers:

- 64% of our suppliers are local

TABLE 24: PROPORTION OF SUPPLIER EXPENDITURE TAJO GROUP

Proportion of expenditure on local suppliers	2022	2023	2024	Variation (%)
TAJO Oiartzun				
No. of local suppliers	22 of 31 71%	18 of 29 62%	17 of 27 63%	
Expenditure on local suppliers	€1,216,759	€1,647,359	€1,119,400	
Expenditure on local suppliers (% of total)	22%	29%	25%	-4%
TABIPLAST				
No. of local suppliers	38 of 67 57%	35 of 62 56%	27 of 56 48%	
Expenditure on local suppliers	36,255,998 zł	€7,027,927	€1,409,612	
Expenditure on local suppliers (% of total)	89%	89%	80%	-9%
Tajo Polska				
No. of local suppliers	27 of 34 79%	29 of 39 74%	28 of 36 78%	
Expenditure on local suppliers	39,541,866 zł	€9,237,316	10,402,270	
Expenditure on local suppliers (% of total)	92%	93%	96%	+3%

Source: Authors' compilation

7.4 Consumers

TAJO GROUP does not have contact with end consumers, but with manufacturers in the sector, complying with the standards defined in the standard IATF 16949, considered the most widely used international standard for quality management systems in the automotive industry.

We minimise the risks posed by this environment and guarantee cybersecurity in communication processes, using ISO 27001:2014 as a reference, and we are certified under the standard Tisax for the VOLKSWAGEN GROUP. In addition, **TAJO GROUP** has a Privacy and Confidentiality Policy.

Our internal code states that **TAJO GROUP** respects intellectual and industrial property rights, as well as trade secrets that come from our clients or third parties with whom we interact.

At **TAJO GROUP** we have a clearly defined process for handling client complaints, working to respond to them as quickly as possible, with the premise of closing all complaints in the shortest possible time, leaving no complaints open and unresolved.

7.5 Fiscal information

PROFITS OBTAINED BY COUNTRY:

Information by country is not provided as this information is sensitive for the Group's commercial activity, and can be consulted in the cooperative register or companies register, as appropriate.

CORPORATE INCOME TAX:

Information by country is not provided as this information is sensitive for the Group's commercial activity, and can be consulted in the cooperative register or companies register, as appropriate.

PUBLIC SUBSIDIES RECEIVED

The amount of non-refundable subsidies in the financial year 2024 was distributed as follows:

TABLE 25: PUBLIC SUBSIDIES TAJO GROUP

Public subsidies received (in euros)	2023	2024
TAJO OIARTZUN		
Hazitek Programme Provincial Council of Gipuzkoa (Gipuzkoa 4.0.-imcet) Basque Government	94,033	53,430
Hazitek programme - ADIMALGU Provincial Council of Gipuzkoa (Gipuzkoa 4.0. tricom) Basque Government (Hobetuz, cybersecurity)	107,250	53,430
Bultzatu programs (general and social economy) EUSKARA PLANA24 IKANOS24 KLOUD24	17,789	23,000
TOTAL	232,196	145,501
TOTAL TAJO GROUP	232,196	145,501

Source: Authors' compilation



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CORRUPTION AND BRIBERY

8 INFORMATION RELATED TO THE FIGHT

8.1 The fight against corruption, bribery and money laundering

All **TAJO GROUP** employees have received specific training on the Code of Conduct, which includes aspects such as the fight against corruption, bribery and money laundering. This is all detailed in the following policies and manuals:



- Corruption Policy
- Conflict of Interest Policy
- Criminal Offence Prevention Manual

8.2 Contributions to foundations and non-profit entities

TAJO GROUP, based on its internal regulations (COFIP), allocates 5% of its profits to non-profit associations.



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APPENDIX I

APPENDIX I: Contents of Law 11/2018

This report contains the non-financial information of **TAJO GROUP** for the year 2021. Through this document, the organisation responds to the Non-Financial Information and Diversity requirements set forth by Law 11/2018 of December 29.

The principles of comparability, reliability, materiality and relevance included in the Non-Financial Information Law have been applied:

- **Comparability criterion:**

The reporting organisation must select, compile and communicate information coherently. The information reported must be presented in a way that allows stakeholders to analyse changes in the organisation's performance and supports analysis compared to other organisations.

- **Reliability criterion:**

The reporting organisation must select, compile and communicate information coherently. The information reported must be presented in a way that allows stakeholders to analyse changes in the organisation's performance and supports analysis compared to other organisations.

- **Materiality and relevance criterion:**

The reporter must address topics that: reflect the significant economic, environmental and social impacts of the reporting organisation; and substantially influence the evaluations and the decisions of our stakeholders.

This report includes all aspects identified as material, aligned with the requirements set forth in Law 11/2018 on Non-Financial Information.

The following table links the GRI or Global Reporting Initiative standards to the content of Law 11/2018 and with the relevant chapter of the report.

SUSTAINABILITY REPORT: Non-Financial Status Report 2024

Content of Law 11/2018 on non-financial information and diversity	GRI STANDARD	Reference chapter	P.	
Business model				
Description of the group's business model	Brief description of the group's business model, including its business environment, organisation 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	Business model	8
		GRI 2-6	Clients and markets	13
		GRI 2-6	Employment	9
		GRI 2-6	Societies and products	10
		GRI 2-9	Business model	9
		GRI 2-28		
		GRI 2-5		
		GRI 2-25	Impacts, risks and opportunities	17
	GRI 2-22			
	GRI 3-3			
Information on environmental issues				
Policies	Policies applied by the group, which includes the due diligence procedures applied for the identification, assessment, prevention and attenuation of significant risks and impacts, and those of verification and control, as well as the measures adopted.	GRI 2-23	Information on environmental issues	28
		GRI 2-24		29
Main risks	Main risks related to these issues linked to the group's activities, including, when relevant and provided, their business relationships, products or services that may have a negative effect in these scopes, and how the group manages these risks, explaining the procedures used to detect them and evaluate them according to the applicable national, European or international reference frameworks for each subject. Information on any impacts identified should be included, providing a breakdown, particularly regarding the main short-, medium-, and long-term risks.	GRI 2-25	Information on environmental issues	29
		GRI 2-13	Impacts, risks and opportunities	30
		GRI 3-3		32
		GRI 2-22	Climate change and other types of pollution	31
General	Current and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety.	GRI 2-13	Impacts, risks and opportunities	30
		GRI 2-24		
		GRI 307-1		
		GRI 2-25		
	Procedures for evaluation or environmental certification	No GRI	Information on environmental issues	28
	Resources dedicated to environmental risk prevention	No GRI		
	Application of the precautionary principle	GRI 2-22		
Provisions and guarantees for environmental risks	No GRI			
Pollution	Measures to prevent, recycle and reuse, and other forms of waste recovery and disposal. Actions to combat food waste.	GRI 2-22	Climate change and other types of pollution	31
		GRI 302-4	Energy	38
		GRI 302-5		
		GRI 305-7	Climate change and other types of pollution	31
		GRI 3-3		
Circular economy and waste prevention and management	Measures to prevent, recycle and reuse, and other forms of waste recovery and disposal. Actions to combat food waste.	GRI 2-22	Circular economy: waste prevention and management	44
		GRI 306-1		
		GRI 306-2 (2020)		
		GRI 306-3		
		GRI 306-4		
		GRI 306-5		
		GRI 306-2 (2020)		

SUSTAINABILITY REPORT: Non-Financial Status Report 2024

Content of Law 11/2018 on non-financial information and diversity	GRI STANDARD	Reference chapter	p.	
Information on environmental issues				
Sustainable use of resources	Water consumption and supply in accordance with local limitations.	GRI 303-1	Water	46
		GRI 303-2		
		GRI 303-3		
		GRI 303-5		
	Consumption of raw materials and measures taken to improve the efficiency of their use.	GRI 2-22	Raw and other materials	47
		GRI 301-1		
		GRI 301-2		
		GRI 301-3		
	Energy: Consumption, direct and indirect. Measures taken to improve energy efficiency. Use of renewable energy.	GRI 2-22	Energy	50
		GRI 302-1		
		GRI 302-2		
		GRI 302-3		
GRI 302-4				
Climate change	Greenhouse gas emissions.	GRI 305-1	Climate change and other types of pollution	41
		GRI 305-2		
		GRI 305-3		
		GRI 305-4		
		GRI 305-5		
	Measures adopted to adapt to the consequences of climate change.	GRI 2-22	Main impacts, risks and opportunities	32
		GRI 2-22	Climate change and other types of pollution	34
		GRI 201-2		
	Goals for reduction established voluntarily in the medium and long term to reduce GHG emissions and resources implemented for that purpose.	GRI 2-25	Climate change and other types of pollution	37
	Protection of biodiversity	Measures taken to preserve or restore biodiversity.	GRI 2-22	Protection of biodiversity
GRI 304-3				
Impacts caused by activities or operations in protected areas.		GRI 304-1		
		GRI 304-2		
		GRI 304-4		
Information on social and staff-related matters				
Policies	Policies applied by the group, which includes the due diligence procedures applied for the identification, assessment, prevention and attenuation of significant risks and impacts, and those of verification and control, as well as the measures adopted.	GRI 2-22	Information on social and personnel issues	51
		GRI 2-23		
Main risks	Main risks related to these issues linked to the group's activities, including, when relevant and provided, their business relationships, products or services that may have a negative effect in these scopes, and how the group manages these risks, explaining the procedures used to detect them and evaluate them according to the applicable national, European or international reference frameworks for each subject. Information on any impacts identified should be included, providing a breakdown, particularly regarding the main short-, medium-, and long-term risks.	GRI 2-25	Main impacts, risks and opportunities	52
		GRI 2-13		

SUSTAINABILITY REPORT: Non-Financial Status Report 2024

Content of Law 11/2018 on non-financial information and diversity	GRI STANDARD	Reference chapter	p.	
Information on social and staff-related matters				
Employment	Total number and distribution of employees by sex, age, country and professional category.	GRI 2-7	Employment	53
		GRI 2-7		54
		GRI 405-1		
	Total number and distribution of work contract types.	GRI 2-7	Employment	54 55
	Annual average of permanent, temporary and part time contracts by sex, age and professional category.	GRI 2-7		
	Number of dismissals by sex, age and professional category.	No GRI 401-1.b		
	Average remuneration and its evolution broken down by sex, age and professional category or equal value.	GRI 2-19	Remuneration	57
		GRI 2-20		
		GRI 201-3		
		GRI 401-2		
	Wage gap	GRI 405-2	Remuneration	56
	Remuneration for equivalent jobs or company average.	GRI 202-1	Remuneration	57
The average remuneration of the board members and directors, including the variable salary, per diems, compensation, payments to long-term savings systems and any other payment broken down by sex.	GRI 201-3	Remuneration	57	
	Quantitative			
Implementation of measures for disconnection from work.	Qualitative	Implementation of policies for disconnection from work.	64	
Employees with disabilities	GRI 405-1. b)	People with disabilities.	59	
Organisation of work	Organisation of working time.	No GRI	Employment	62
		GRI (2-7)		
	Number of hours of absenteeism.	No GRI	Absenteeism	62
Measures intended to facilitate a work/life balance and promote shared responsibility in exercising them by both parents.	GRI 401-3	Work/life balance	59	
	GRI (2-30)			
Health and safety	Conditions of occupational health and safety.	GRI 403-1	Occupational health and safety	60
		GRI 403-2		
		GRI 403-3		
		GRI 403-5		
		GRI 403-6		
		GRI 403-7		
	GRI 403-8			
Work accidents (frequency and severity) broken down by sex.	GRI 403-9	Occupational health and safety	60	
Work accidents (frequency and severity) broken down by sex.	GRI 403-2	Occupational health and safety	60	
	GRI 403-10			
	No GRI			
Social relationships	Organisation of social dialogue, including procedures for informing and consulting staff and negotiate with them.	GRI 2-29	Social relationships	61
		GRI 402-1		
		GRI 403-1		
	Percentage of employees covered by collective agreements by country.	GRI 2-30	Social relationships	62
Result of collective agreements, particularly in the field of occupational health and safety.	No GRI	Social relationships	61	
	GRI 403-4			
Accessibility	Policies implemented in the field of training.	GRI 2-22	Training	64
		GRI 404-2		
Total quantity of training hours by professional category.	GRI 404-1	Training	64	

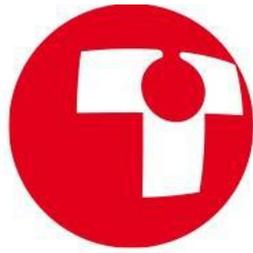
SUSTAINABILITY REPORT: Non-Financial Status Report 2024

Content of Law 11/2018 on non-financial information and diversity		GRI STANDARD	Reference chapter	P.
Information on social and staff-related matters				
Equality	Measures adopted to promote the equal treatment and opportunities between women and men.	GRI 405-1	Equality and non-discrimination	64
	Equality plans.	GRI 2-22	Equality and non-discrimination	64
	Measures taken to promote employment.	GRI 2-22	Equality and non-discrimination	
	Prevention of sexual and gender harassment.	GRI 2-22	Equality and non-discrimination	64
	Policy against all types of discrimination and, if applicable, diversity management.	GRI 2-22 GRI 406-1	Equality and non-discrimination	64
Information on respect for human rights				
Policies	Policies applied by the group, which includes the due diligence procedures applied for the identification, assessment, prevention and attenuation of significant risks and impacts, and those of verification and control, as well as the measures adopted.	GRI 2-22	Information on respect for human rights	66
		GRI 2-23		
		GRI 410-1		
		GRI 412-2		
Main risks	Main risks related to these issues linked to the group's activities, including, when relevant and provided, their business relationships, products or services that may have a negative effect in these scopes, and how the group manages these risks, explaining the procedures used to detect them and evaluate them according to the applicable national, European or international reference frameworks for each subject. Information on any impacts identified should be included, providing a breakdown, particularly regarding the main short-, medium-, and long-term risks.	GRI 2-25	Main impacts, risks and opportunities	67
		GRI 2-13		
Human rights	Application of due diligence procedures on human rights.	GRI 2-22	Information on respect for human rights	66
	Prevention of the risks of violating human rights and, if applicable, measures to mitigate, manage and repair any abuse committed.	GRI 2-22	Information on respect for human rights	66
		GRI 412-1		
		GRI 410-1		
	Formal complaints of cases of human rights violations.	GRI 2-26	Information on respect for human rights	66
		GRI 2-25		
GRI 406-1				
Formal complaints of cases of human rights violations.	GRI 411-1			
Formal complaints of cases of human rights violations.	GRI 419-1	Information on respect for human rights	66	
Promotion of and compliance with the provisions of the fundamental conventions of the ILO related to respect for freedom of association and the right to collective bargaining, elimination of discrimination in employment and work, elimination of forced or obligatory labour and the effective abolition of child labour.	GRI 2-22	Information on respect for human rights	66	

SUSTAINABILITY REPORT: Non-Financial Status Report 2024

Content of Law 11/2018 on non-financial information and diversity	GRI STANDARD	Reference chapter	P.	
Company information				
Policies	Policies applied by the group, including the due diligence procedures applied to the identification, assessment, prevention and attenuation of significant risks and impacts, and those of verification and control, as well as the measures adopted.	GRI 2-23	Impact of the activity on society	52
		GRI 2-24		
Main risks	Main risks related to these issues linked to the group's activities, including, when relevant and provided, their business relationships, products or services that may have a negative effect in these scopes, and how the group manages these risks, explaining the procedures used to detect them and evaluate them according to the applicable national, European or international reference frameworks for each subject. Information on any impacts identified should be included, providing a breakdown, particularly regarding the main short-, medium-, and long-term risks.	GRI 2-25	Main impacts, risks and opportunities	70
		GRI 2-22		
The company's commitment to sustainable development	Impact of the company's activity on employment and local development.	GRI 203-1	Impact of the activity on society	70
		GRI 203-2		
		GRI 204-1		
		GRI 413-1		
	Impact of the company's activity on local towns and the region.	GRI 413-2	Impact of the activity on society	70
		GRI 203-1		
		GRI 203-2		
		GRI 201-1		
Relationships maintained with local community figures and types of dialogue with them.	GRI 413-1	Impact of the activity on society	70	
	GRI 413-2			
Initiatives of association or sponsorship.	GRI 102-13	Initiatives of association and sponsorship	70	
Information on respect for human rights				
Subcontracting and suppliers	Inclusion of social, gender equality and environmental matters in the purchasing policy.	GRI 2-6	Subcontracting and suppliers	70
	Consideration of their social and environmental responsibility in relationships with suppliers and subcontractors.	GRI 2-22	Subcontracting and suppliers	70
		GRI 3-3		
		GRI 308-1		
		GRI 308-2		
		GRI 407-1		
	Oversight and auditing systems and their results.	GRI 409-1	Subcontracting and suppliers	70
GRI 414-1				
GRI 414-2				
Consumers	Measures for consumer health and safety.	GRI 308-1	Consumer health and safety.	73
		GRI 308-2		
		GRI 414-2		
		GRI 2-6		
	Complaints systems, complaints received and their resolution.	GRI 416-1	Complaint and complaint systems	73
GRI 416-2				
GRI 417-1				
	GRI 2-25	Complaint and complaint systems	73	
	GRI 2-22			
	GRI 418-1			

Content of Law 11/2018 on non-financial information and diversity	GRI STANDARD	Reference chapter	P.
Information on respect for human rights			
Fiscal information	Profits obtained by country.	No GRI GRI 207-2 GRI 207-4 GRI 207-3 GRI 207-1	Fiscal information 73
	Corporate income tax paid.	No GRI GRI 201-1	Fiscal information 72
	Public subsidies received.	GRI 201-4	Fiscal information 72
Information related to the fight against corruption and bribery			
Policies	Policies applied by the group, which includes the due diligence procedures applied for the identification, assessment, prevention and attenuation of significant risks and impacts, and those of verification and control, as well as the measures adopted.	GRI 2-23 GRI 2-24 GRI 205-2	The fight against corruption, bribery and money laundering 76
Main risks	Main risks related to these issues linked to the group's activities, including, when relevant and provided, their business relationships, products or services that may have a negative effect in these scopes, and how the group manages these risks, explaining the procedures used to detect them and evaluate them according to the applicable national, European or international reference frameworks for each subject. Information on any impacts identified should be included, providing a breakdown, particularly regarding the main short-, medium-, and long-term risks.	GRI 2-25 GRI 102-30 GRI 205-1 GRI 205-1	Main impacts, risks and opportunities 76
Corruption and bribery	Measures adopted to prevent corruption and bribery.	GRI 2-22	The fight against corruption, bribery and money laundering 76
	Measures to fight against money laundering.	GRI 2-25	
	Contributions to foundations and non-profit entities.	GRI 201-1 GRI 201-1 GRI 203-2	



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