

SUSTAINABILITY REPORT 2025

Consolidated Statement of Non-Financial Information



MONDRAGON



HUMANITY
AT WORK

Finanzas
Industria
Distribución
Conocimiento

STATEMENT OF NON-FINANCIAL INFORMATION 2025

The non-financial information statement relates to the financial year 2025 as at 31 December for TAJO S. COOP and its subsidiaries, hereinafter referred to as the **TAJO GROUP**, and forms part of the group's consolidated management report.

This document sets out the information required by the Non-Financial Information and Diversity Law, of 28 December 2018, and details the main aspects of the business model, policies, environmental and social issues, respect for human rights, the management of the company's relationship with society and its stakeholders, and matters relating to the prevention of corruption and bribery.

This Non-Financial Information Statement has been prepared in accordance with the Global Reporting Initiative (GRI) international standard, which is the framework recommended by the Non-Financial Information Law.



Letter from the Managing Director and the Chairman

We have just come through six years characterised by a **highly uncertain environment**, with one crisis after another. It began in 2020 with the COVID-19 pandemic, followed by a microchip shortage in 2021 and a war in 2022 that drove up the costs of energy, materials and infrastructure; in 2023, orders in the household appliances sector plummeted significantly, inflation remained in double figures and another war broke out in the Middle East; in 2024, Europe experienced weak growth, with Germany (the driving force of the economy) teetering on the brink of recession, automotive factories closing and major cutbacks in the household appliances sector; whilst geopolitical tensions have continued to rise, increasing market uncertainty in 2025 with Trump's election as president.

Our cooperative has not been immune to the effects of this situation. Over this six-year period, we have lost more than €20 million in orders compared with our forecasts, whilst also having to cope with material, energy and labour costs that were considerably higher than anticipated. Even so, thanks to the commitment and flexibility shown by each and every member of the group towards our project and our clients, the fact that we took timely action (both internally and with clients), the support from MINV, and the division's commitment to our cooperative, we have been able to keep **our project alive** and continue to pursue our **strategic plan with ambition**.

Sustainability has become a global trend that is having an ever-greater influence on customers' decisions and on the allocation of major projects. We approach this challenge not only as a responsibility, but also as a business opportunity. In 2026, we will continue our commitment to reducing our carbon footprint by building on the steps we have already taken, adopting more environmentally friendly practices, conducting a double materiality analysis, publishing a sustainability report and aligning with the Sustainable Development Goals (SDGs).

Talent management is a major challenge in a highly competitive labour market. Recruiting, hiring and retaining experienced professionals or those with great potential is essential to our organisation's competitiveness. In 2026, we must strengthen our people strategy at group level by investing in and enhancing the development and training of our team.

Digitalisation is a cornerstone for improving efficiency and competitiveness in modern industry. In 2026, we will step up our efforts to create more digital and productive processes (among other things, we will continue to roll out the new ERP and CAPTOR systems). However, the threat of cyber-attacks and data breaches is also a daily reality at all levels, which is why we have for several years now been allocating a significant (high) budget – which increases every year – to protect our digital assets and ensure the confidentiality and integrity of critical information.

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Experts in the development and
production of plastic components
and sub-assemblies

BUSINESS MODEL

1.1 About us

TAJO is a group of companies specialising in the design and production of functional thermoplastic parts and assemblies using the injection moulding process, including complementary technologies.

The group comprises the parent company **TAJO S. COOP.**, a cooperative founded in 1962 in Oiartzun, initially as a mould manufacturer, which subsequently expanded into the design and manufacture of plastic components and functional assemblies for the automotive and home appliance sectors, and its subsidiaries across Europe.

TAJO GROUP now has 60 years' experience, three production plants and around 230 staff:

- **Tajo Oiartzun** (Head office and production plant)



8,500 m²
90 employees
17 injection moulding machines
150-1,300 t

- **Tabiplast Poland** (production plant)



3,500 m²
67 employees
26 injection moulding machines
160-1,000 t

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

3,250 m²

65 employees

18 injection moulding machines

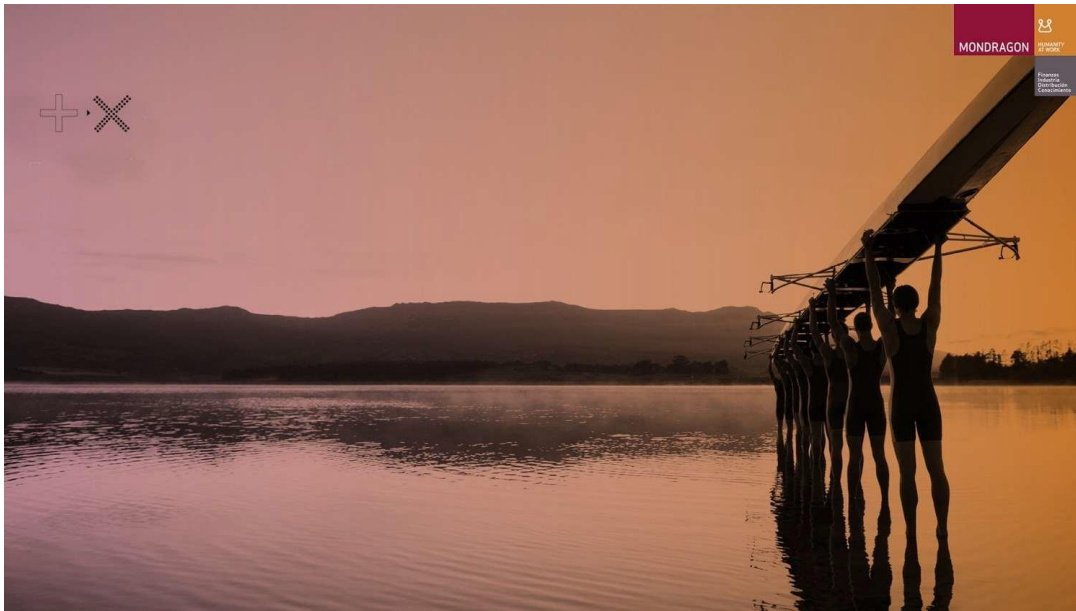
320-1,000 t

IMAGE 1: PLANTS - TAJO GROUP



Source: Own compilation

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



Collectively, the MONDRAGÓN cooperatives generate a turnover of more than 11,000 M€ and employ more than 80,000 people, of whom more than 45 per cent work in the industrial sector. At the MONDRAGÓN Group, we have a range of mechanisms for cooperation and solidarity that make us more resilient and which will be essential for successfully navigating the changes we will face in the coming years.

1.2 Organisational Structure

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

The cooperative is governed by the General Assembly, the body in which the organisation's objective is set out and which is made up of member-workers.

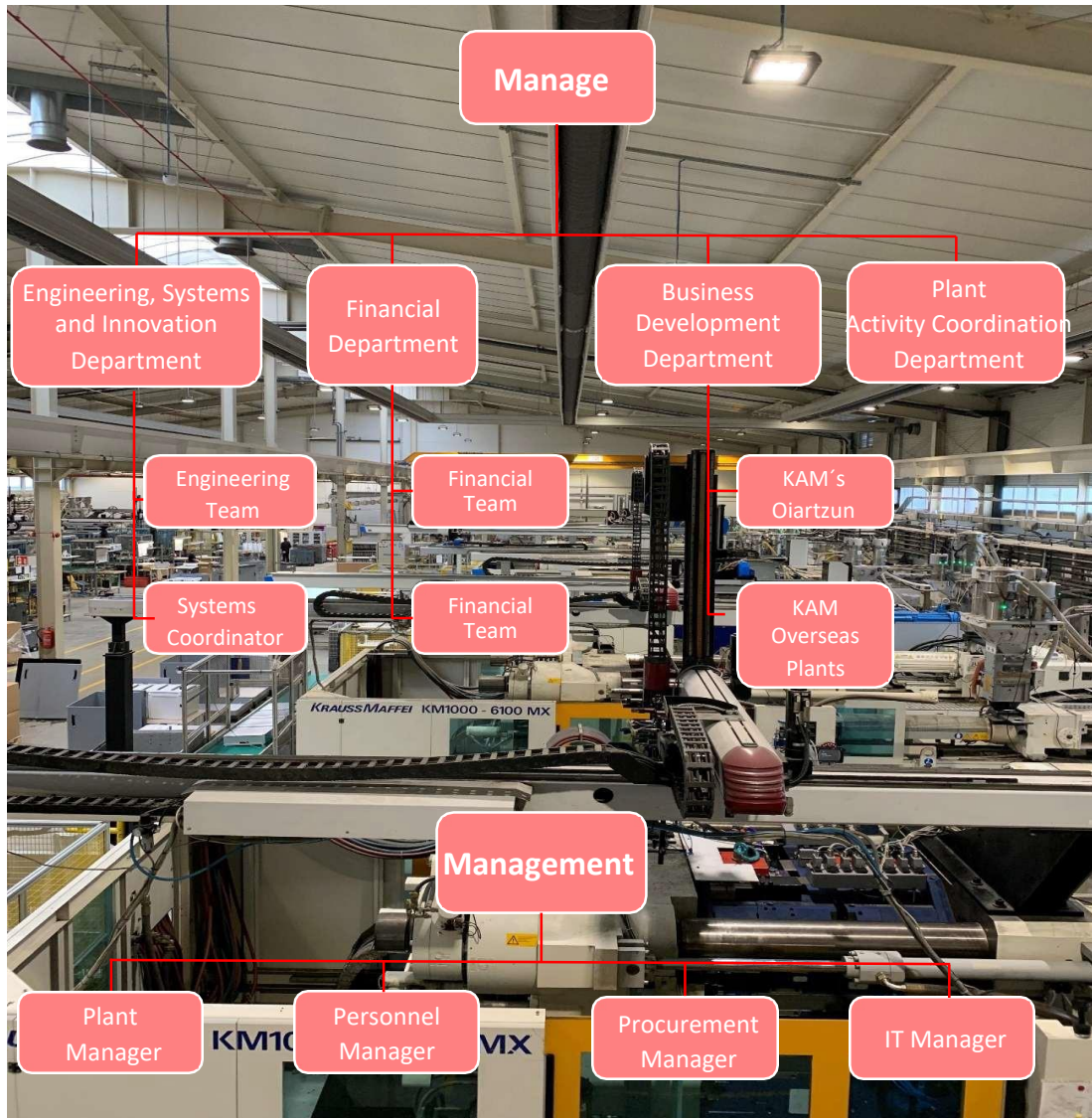
All members have the same rights and obligations (one person, one vote), and the Assembly establishes the cooperative's management mechanisms, such as:

- Governing Board
- Social Board
- Monitoring Committee

The general meeting has the final say on the approval of accounts and balance sheets, the distribution of surpluses, the management of the organisation, amendments to the rules of procedure and the articles of association...

TAJO GROUP is organised as follows:

IMAGE 2: ORGANISATIONAL CHART - TAJO GROUP



Source: Personnel Team

1.3 Customers and Market

TAJO GROUP has two business lines: Automotive and Home Appliances



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

We offer a wide range of components, functional and decorative sub-assemblies, with our main product groups being: instrument panels, vehicle interior trims and functional assemblies. We always aim to be a leading supplier in development, quality and service for our customers in the above product groups.

Assemblies and modules



Interior Trims / Aesthetics

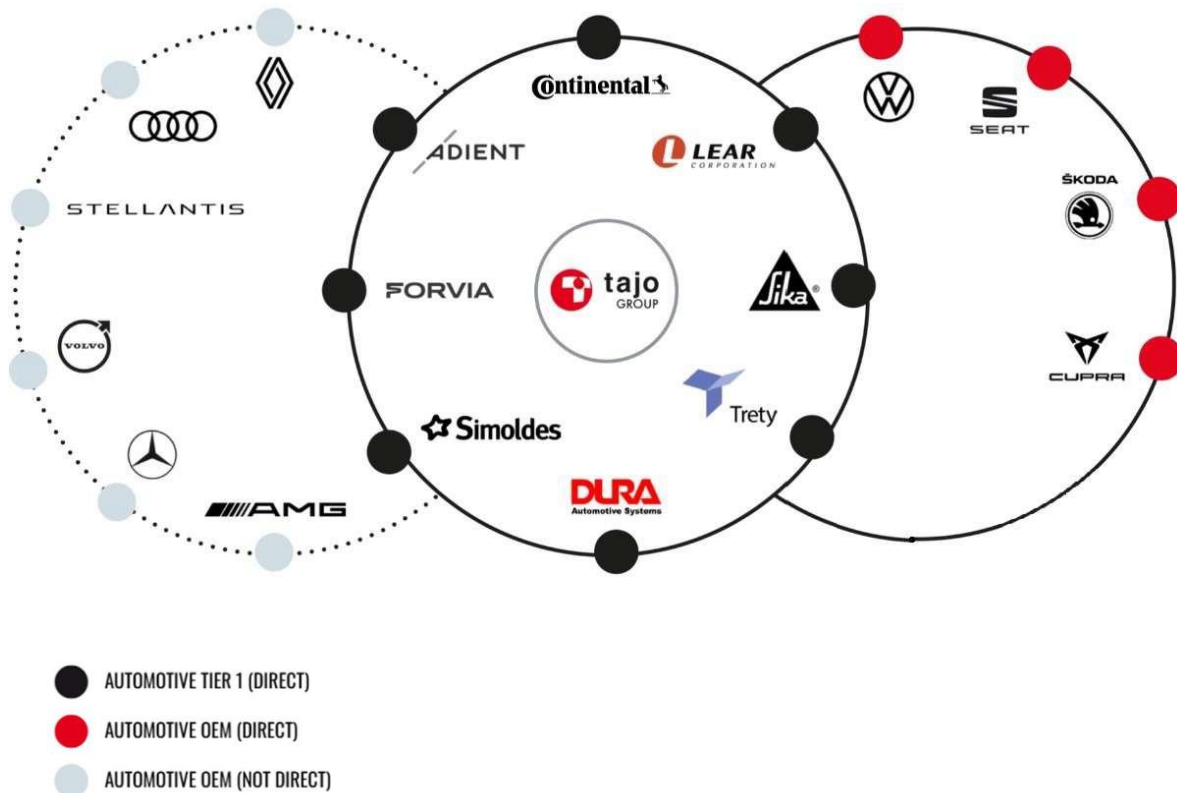


Functional





Our main automotive clients are:



In **Home Appliances**, our extensive experience establishes us as specialists in the design and provision of bespoke solutions and components based on various plastics technologies

for domestic washing and refrigeration appliances We offer a wide range of components, as well as functional and decorative sub-assemblies.

We have four product groups:

COLD



DISHWASHER



WASHER



DRYER



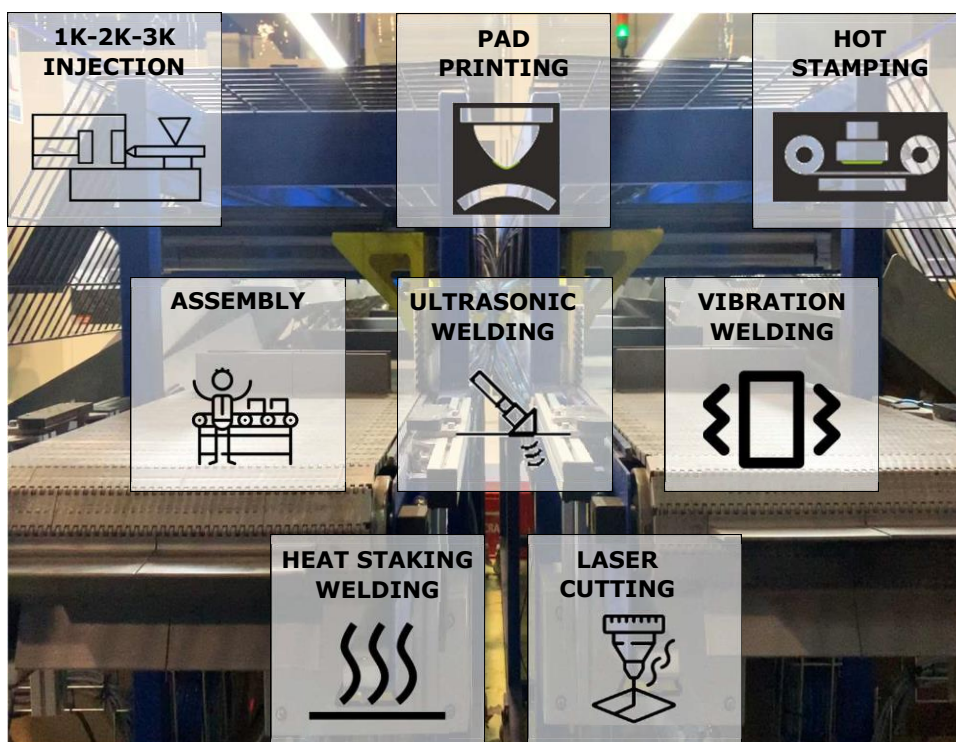


Our main clients are:

B/S/H/



In both business lines, we use different technologies:



1.4 Membership of industry and local associations



1.5 Impact, risks and opportunities

Every three years, the Executive Board and the Governing Board draw up a strategic plan, in which the group's strengths and weaknesses are assessed from both an internal and an external perspective, with a view to the group's future development. The most recent one identified six areas:

- Customer market
- Products
- Optimisation
- People development
- Economic efficiency
- Internal operation

Within these six areas, the drivers, constraints and opportunities for exploration and/or exploitation have been assessed.

Once the areas to be developed had been identified, six challenges were set out to be addressed over the course of these three years.

1.6 Our challenges

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

This plan is annexed to the 2026 strategic plan and sets out the implementation of these specific objectives.

As part of this review, we have taken the opportunity to revisit our MISSION and VISION:

MISSION

We are a competitive industrial group integrated in the Mondragón Corporation, an expert in the development of projects and production of plastic components and sub-assemblies for the home appliance and automotive sectors, being a benchmark for our customers in development, quality and service, strengthening the capacity, involvement and development of our people.

VISION

EXTERNAL

To be recognised by our **customers** as a preferred and trusted partner, thanks to our premium service, operational excellence and ability to adapt.

INTERNAL

We aim to build a sustainable organisation (economically, socially and environmentally), committed to the development of its team and to creating value for the customer.

Now that the Mission and Vision have been redefined, the time has come to set out the key challenges for the coming years.

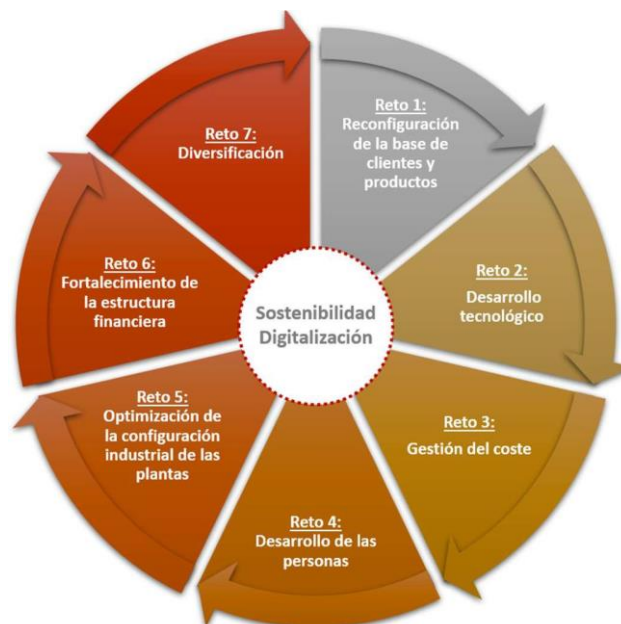


IMAGE 3: STRATEGIC CHALLENGES - TAJO GROUP

1.7 The company's commitments to sustainable development

Our clients use various platforms to assess us on sustainability. Through these platforms, they assess us on environmental issues, labour practices and human rights, ethics and sustainable procurement.

Thanks to the ongoing efforts of **TAJO GROUP**, we have been awarded the following accolades:



Although Tajo's certification has changed from Silver to Bronze since the previous financial year, 2024, its overall score has improved, achieving 69 out of 100, which is an improvement on the score obtained in 2024: 66/100. This change to the assessment process is due to the fact that an increasing number of companies are seeking certification under this scheme, so we will continue to work on improving our assessment process.



Calificaciones globales

Visibilidad de las calificaciones **Cambio climático** **Bosques** **Seguridad hídrica**

Privadas

Serán visibles para los miembros de Supply

Chain y los Signatarios de los Mercados de

Capitales que hayan solicitado información a su organización.

C

-

C

This is a very positive trend; over the last few years, the figures have

been as follows: 2023: **-D**

2024: **D**

2025: **C**



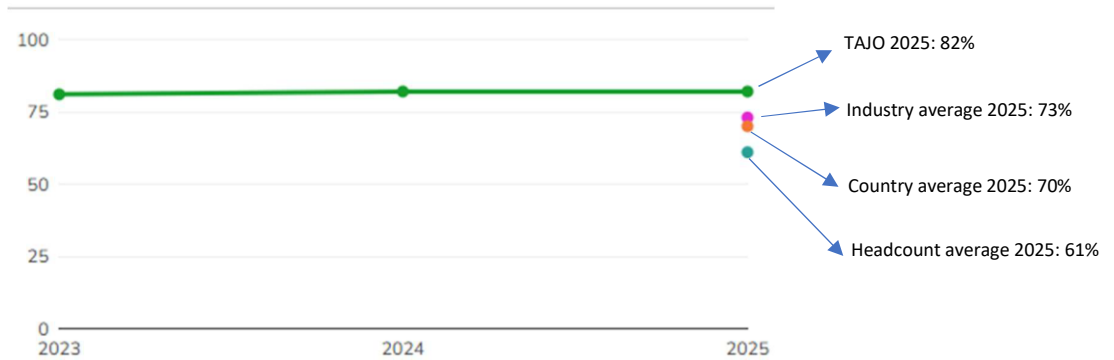
SUPPLIER ASSURANCE SAQ 5.0:

SAQ 5.0

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

COMPLETADO
 Última actualización Hace 1 mes
 Riesgo

Calificación
B 82



FOR OUR CLIENT VW:

Requisitos mínimos de Lear
 SEDE: INDUSTRIAS TAJO, S.COOP, Poligono Aranguren, 9, -, OIartzun (Gipuzkoa), Gipuzkoa, 20180
 España

COMPLETADO
 Última actualización Hace 9 meses
 Riesgo

Clasificación
100%

461015158 50-99 / 100-249 Compartido 2

29.32 - Fabricación de otras piezas y accesorios para vehículos motorizados - Producción

We have successfully met the sustainability requirements of all our clients and have made a great effort in recent years to achieve an ever-improving score. An effort we will continue to make.



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POLICIES

2 POLICIES

2.1 Description of the policies

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

TABLE 1: TAJO GROUP POLICIES

Policies	Description
CSR Policy	The approach adopted by companies to conduct their business in a sustainable and ethical manner
Quality Policy	It sets out the guiding principles (vision, mission and general requirements) on which it bases its operations. It requires periodic review and the company undertakes to disseminate it
Environmental Policy	Environmental objectives are set through environmental management
Occupational Health and Safety Policy	The guiding principles for action in the field of Occupational Health and Safety are set out
Information Security Policy	Guidelines are set out for the implementation of the Information Security System, as well as the responsibilities and authorities relating to it
Anti-corruption Policy	A method for determining the measures required to prevent, detect and punish fraudulent acts.
Procurement Policies	Set out the guidelines to be followed when purchasing and procuring goods and services
Conflict of Interest Policy	Refrain from undertaking any action that might interfere with the independent conduct of the activity, whether through investment, interest, association or by any other means or in any other form.
Privacy and Confidentiality Policy	Set out the requirements governing the handling of information arising within the scope of this policy, protecting such information and preventing its unauthorised disclosure to third parties, which could jeopardise the achievement of the company's objectives
Policy on Subsidies	Establish guidelines for the application, monitoring and management of grants. Ensure compliance with obligations
Manual on the Prevention of Criminal Offences	Sets out the principles of crime management and prevention, and the structure and functions of the compliance committee
Code of Conduct	Develop and maintain a standard of acceptable conduct for TAJO GROUP and its stakeholders.
Equality Plan	A document setting out a series of measures, adopted following an assessment of the situation, to ensure equal treatment and opportunities for women and men, and to eliminate discrimination on the grounds of gender

Source: Own compilation

Anyone wishing to obtain the TAJO Policies may request them at tajo@tajo.coop.

2.2 Result of the policies

At **TAJO GROUP**, we have tools that help us assess the robustness and quality of our policies and management; for this reason, we seek certification against the leading international standards that set out the guidelines for defining and maintaining these systems.

Every management system has an organisational structure, responsibilities, processes, operating procedures, standards and resources, all designed to improve its effectiveness. All have an ISO structure to align their international standards with the high-level structure.

All the requirements of each certified standard: ISO 9001, IATF 16949, ISO 14001, ISO 45001, TISAX, as well as specific client requirements or those derived from legal regulations, are assessed and incorporated into the various processes that make up our management systems.

Furthermore, each management system ensures that it maintains its effectiveness and efficiency through the implementation of continuous improvement and the adoption of a process-based approach. The monitoring and evaluation of these actions take place at the operational meetings for each process and at each site.





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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, which provide an overview of our organisation's material issues and related impacts, as well as how these are managed.

3.2 Double Materiality Analysis

We have moved from conducting a materiality analysis to a double materiality analysis.

With a view to identifying impacts, risks and opportunities and assessing their materiality, the company has developed an analysis process based on the recommendations of the applicable regulations and reference guidelines published by EFRAG, in accordance with the following main phases:

1. Analysis of the company's context.
2. Identification of actual and potential impacts, risks and opportunities (IROs) related to sustainability issues.
 - a. Climate change
 - b. Water and marine resources
 - c. Biodiversity and ecosystems
 - d. Circular economy
 - e. Governance
3. Consult with stakeholders.
4. Impact materiality assessment.
 - a. Definition of thresholds and assessment criteria
 - b. Impact materiality assessment
5. Financial materiality assessment.
 - a. Definition of thresholds and assessment criteria
 - b. Financial materiality assessment
6. Aggregation of results and identification of materially relevant IROs.

From this analysis, we have produced the following Double Materiality graph

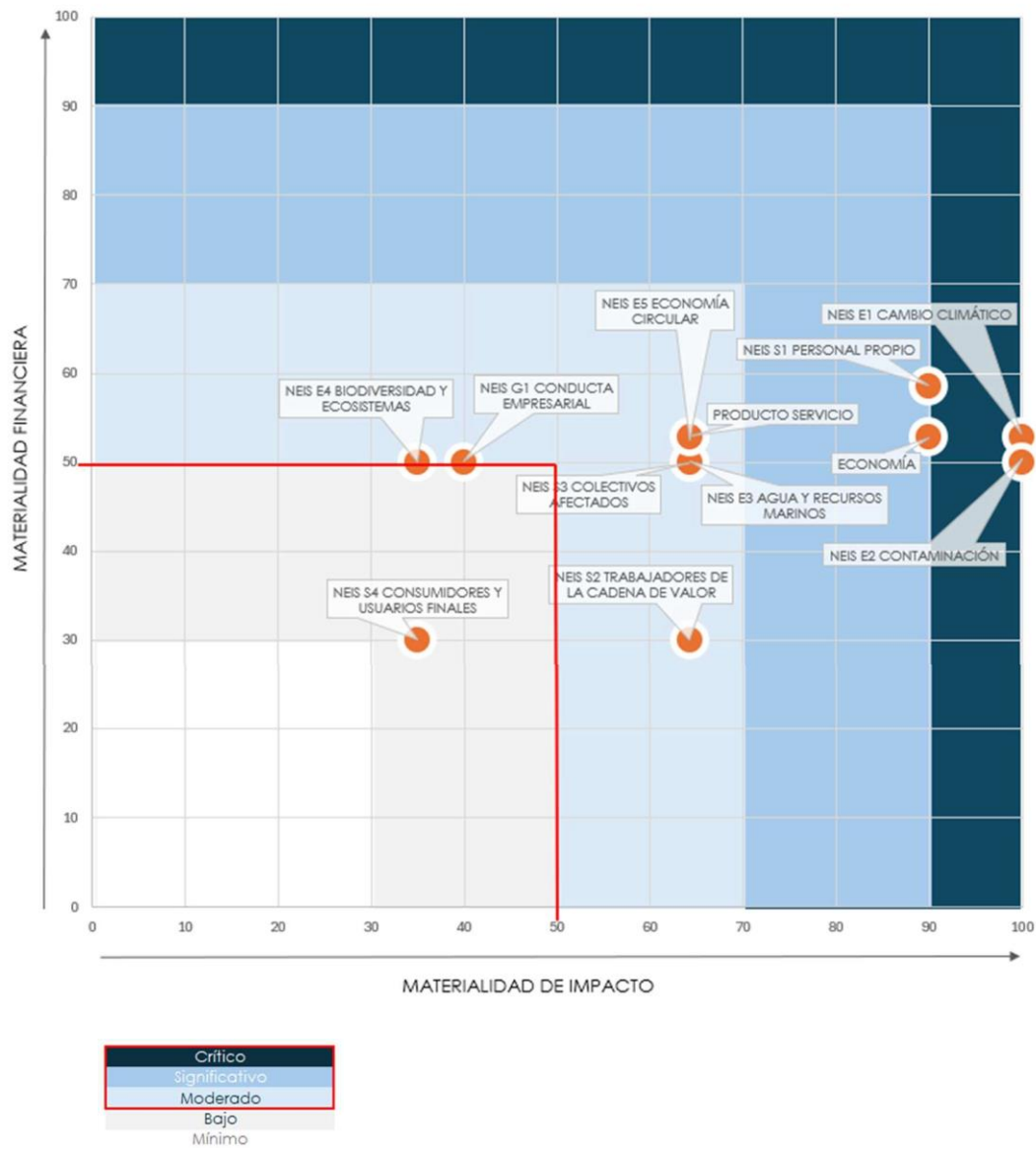


IMAGE 4: DUAL MATERIALITY MATRIX - TAJO GROUP

Source: Own compilation

3.3 Our stakeholders

We are convinced that our success will be our clients' success, and this can only be achieved through integrity, trust and transparency, whilst keeping the socio-economic development of our local community in mind.

We therefore strengthen our relationships with our stakeholders to understand their needs and expectations.



Experts in the development and production of plastic components and sub-assemblies

ENVIRONMENTAL ISSUES

4 INFORMATION ON ENVIRONMENTAL ISSUES

4.1 Company policy

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

To this end, we have Corporate Social Responsibility and Environmental policies in place, which our stakeholders can view on the **TAJO GROUP** website.

TAJO GROUP is concerned with the preservation and respect of the environment, assuming the principles expressed in the Quality Policy.

TAJO GROUP and all its employees must know and assume said policy, regulations, instructions and procedures on the Environment in force in their workplace and strive to minimise the environmental impact derived from their activities as far as possible.

In relationships with suppliers, customers and other stakeholders, these principles will be transmitted and compliance with the procedures, regulations and environmental requirements applicable in each case will be required.

Our Quality, Environmental, Information Security and Occupational Health and Safety Policy is available to our stakeholders on our website.

Tajo Oiartzun, the group's headquarters, has been ISO 14001 certified since 2005, and all our subsidiaries also hold this certification.

IMAGE 5: ISO 14001 CERTIFICATES FOR TAJO GROUP PLANTS



Source: AENOR / DEKRA

Furthermore, we believe it is essential to provide environmental education to our staff, given the role each individual can play in their local community.

4.2 Identified risks

TAJO GROUP operates an environmental management system which identifies the various environmental impacts arising from the group's own activities. Subsequently, significant issues are identified and assessed in order to propose measures to reduce them. The main risks identified by **TAJO GROUP** are the failure to optimise electricity consumption. As we are a minor producer of Hazardous Waste, we do not classify this as a risk.

To mitigate the identified risks, key indicators have been defined for monitoring by the group's Executive Board.

4.3 Environmental management

The company has specific environmental management practices in place for the:

- Management of hazardous waste. HW
- Management of non-hazardous waste. nHW
- Management of the annual packaging declaration
- Management of the Corporate Packaging Plan
- Operational control: ensuring that environmental considerations are taken into account in the design, procurement of raw materials, procurement of machinery and mass production of parts.
- Response to environmental emergencies

At **TAJO GROUP**, there are two types of environmental objectives: Group objectives and objectives for each plant. Both are reviewed quarterly to prevent deviations and to enable action to be taken should any arise.

In order to gain an in-depth understanding of the most significant environmental issues, an annual review of the most significant aspects is carried out in accordance with the internal procedure. In this way, those factors that have, or may have, the greatest impact are identified, and objectives are set with a view to optimising resources, reducing waste and continuously raising awareness amongst **TAJO GROUP** staff of the need to care for the environment in all activities carried out in both the workplace and their private lives.

As a result of this identification, the following environmental aspects have been identified:

TABLE 2: TAJO GROUP ENVIRONMENTAL ASPECTS

Raw material	Hazardous waste	Non-hazardous waste
Energy	Absorbent cloths and paper impregnated with hazardous substances	Scrap
Municipal tap water	Aerosols and sprays	WEEE
Plastic	Contaminated metal containers	Plastic containers
Cardboard	Contaminated plastic containers	Wood
Pallets	Expired or discarded paint	Cardboard
Office paper	Batteries	Urban
PP	Oils	
ABS	Drilling fluid	
Acetic resin	Fluorescents	
Polyamide	Toner and cartridges	
PC /ABS		
SB		

Source: Own compilation

The risks and opportunities associated with environmental issues are analysed annually from both an environmental and a legal perspective, and these analyses are carried out specifically at each plant.

The objectives are set by senior management, which demonstrates their full commitment to meeting the challenges set. We work with our clients to use recycled raw materials in order to avoid increasing our carbon footprint and to reduce the amount of plastic entering the environment.

Through our insurance policies, we ensure we have sufficient financial resources to meet any environmental liabilities that may arise from our business activities.

4.4 Climate change and other forms of pollution

4.4.1 Governance Statement

At TAJO GROUP, we are aware of the environmental impact of our activities; we measure this impact and strive to minimise it. Furthermore, we provide each of our plants with the necessary financial and human resources to ensure compliance with environmental legislation and local regulations that our stakeholders consider to be mandatory (see Letter from the Managing Director and the Chairman, page 3).

4.4.2 Strategy Statement

We have carried out an analysis of the risks and opportunities that could affect our organisation, focusing on assessing threats such as climate variability, extreme weather events and government sustainability regulations.

Our various sites face risks such as supply chain disruptions caused by adverse weather conditions and changes in demand. In turn, opportunities for innovation and sustainable growth arise through eco-friendly practices and product diversification in line with market trends towards sustainability.

Our analysis provides us with a comprehensive overview of the challenges and benefits associated with climate change, which will enable 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 relating to climate change that has been carried out is based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

This working group structured its recommendations around four thematic areas that represent key 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 likelihood of occurrence and the severity (or significance) of the impact should they materialise.

The preliminary identification of risks and opportunities is carried out through an analysis of the probability of occurrence, taking into account our activities and location. In this process, we adopt a dual approach, distinguishing between transitional risks and opportunities on the one hand, and physical risks on the other.

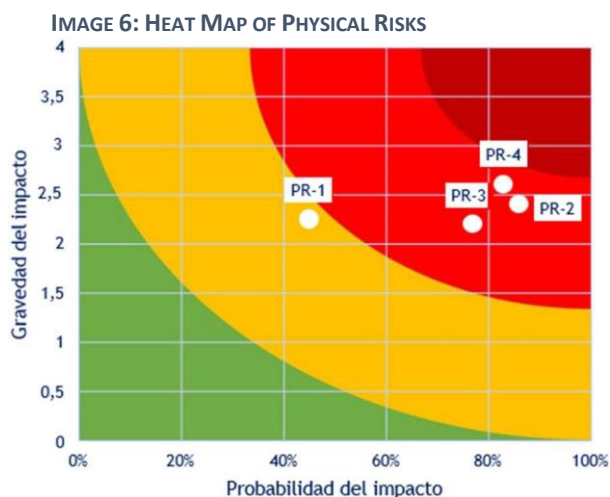
4.4.3 Prioritisation of the most significant risks and opportunities

PHYSICAL RISKS:

To assess the physical climate risks that could affect operations, a **detailed analysis has been carried out of trends in climate variables** at the various locations where each organisation operates. Interpreting trends in these variables, such as changes in average temperature, precipitation and wind speeds,

plays a key role in determining the probability of adverse weather events occurring.

The main physical risks identified for the automotive sector are shown in the heat map and table below. Limited water availability, combined with the high demand for this resource to sustain industrial activity, makes it the main physical risk for the automotive sector. Floods or other severe weather conditions may also affect the supply chain and other activities.



Source: TCFD Report

TABLE 3: PHYSICAL RISKS

Código	Categoría	Subtipo	Factor de riesgo
PR-3	Riesgos agudos del cambio climático físico	Inundaciones costeras, fluviales y/o pluviales	Operaciones Directas y cadena de suministro
PR-4	Riesgos agudos del cambio climático físico	Eventos climáticos extremos	Operaciones Directas y cadena de suministro
PR-2	Riesgos agudos del cambio climático físico	Sequía	Operaciones Directas y cadena de suministro

Source: TCFD Report

PR-3 - COASTAL, RIVER AND/OR RAIN-INDUCED FLOODING

Flooding can damage infrastructure, equipment and stock, resulting in considerable repair and replacement costs. Furthermore, supply chain disruptions

caused by flooding in supplier areas can affect the availability of raw materials, increasing uncertainty and the costs associated with supply chain management.

PR-4 - EXTREME WEATHER EVENTS

Rises in raw material costs due to shortages of agricultural produce, disruptions to the supply chain, the need to adopt more costly farming practices, changes in the quality and availability of food, loss of agricultural productivity and the risk of extreme weather events.

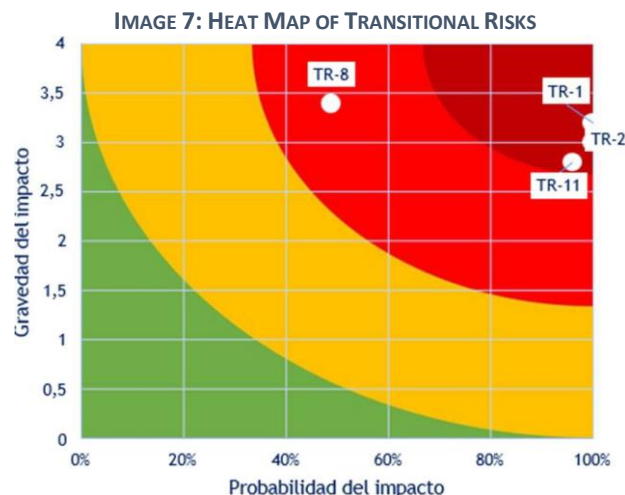
PR-2 – DROUGHT

Rising raw material costs, shortages of key products, instability in the supply chain, the need to adopt sustainable agricultural practices which may lead to increased costs, changes in food quality, and the risk of extreme weather events.

TRANSITIONAL RISKS:

A **comprehensive analysis of current and emerging climate regulations has been carried out**, assessing their potential impact in each country where the cooperatives operate. In addition, **trends in sustainability and climate action have been examined in detail**.

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



Source: TCFD Report

TABLE 4: TRANSITIONAL RISKS

Código	Categoría	Subtipo	Factor de riesgo
TR-1	Riesgos políticos y jurídicos	Mandatos y nuevas regulaciones relacionadas con el clima (metas de carbono, precios del carbono, etc.)	Obligación de mejorar la gestión de las emisiones y la presentación de informes
TR-2	Riesgos tecnológicos	Fluctuaciones en el entorno socioeconómico (nuevas tecnologías destinadas a apoyar la transición mundial con bajas emisiones de carbono)	Transición a una tecnología de reducción de emisiones
TR-11	Riesgos de reputación	Cambios en las preferencias de los consumidores/partes interesadas	Cambiar el comportamiento de las partes interesadas

Source: TCFD Report

TR-1 - TRANSITION TO EMISSION-REDUCTION TECHNOLOGY

Adapting to stricter standards may entail considerable costs in implementing cleaner technologies and sustainable processes, as well as in producing detailed emissions reports, thereby increasing operational and administrative demands. These additional costs could be exacerbated 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 associated with carbon emissions and could negatively impact the business's profitability as these regulatory measures are implemented.

TR-2 - UNPRODUCTIVE INVESTMENT IN NEW TECHNOLOGIES

The initial investment required to adopt these technologies may have a negative impact on profit margins in the short term, particularly 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.

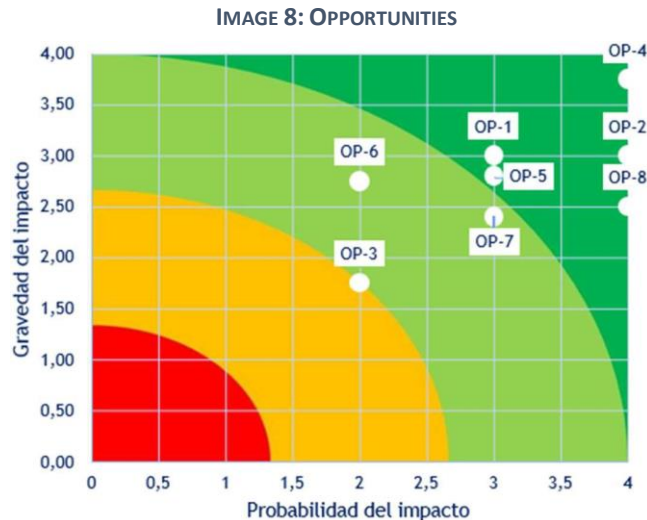
TR-11 - CHANGING THE BEHAVIOUR OF PARTIES INVOLVED

Adapting to the changing demands of customers and shareholders may require significant investment in innovation and marketing, as well as adjustments to the supply chain to meet sustainability standards. These changes may lead to additional costs and put pressure on the business's profitability, particularly if the financial benefits do not materialise immediately.

OPPORTUNITIES

The analysis of the likelihood of opportunities arising is based on the corresponding analysis previously carried out for transitional risks.

As the automotive sector is a more mature sector, the main opportunities in this sector centre on low-emission products and services, and on improving energy sources and resources.



Source: TCFD Report

TABLE 5: OPPORTUNITIES

Código	Categoría	Subtipo	Factor de riesgo
OP-4	Productos y servicios	Producción de bienes y servicios con bajas emisiones de carbono (I+D+i)	Operaciones Directas y cadena de suministro
OP-2	Fuente de Energía	Utilización de fuentes de energía eléctrica de menor emisión	Operaciones Directas y cadena de suministro
OP-8	Resiliencia	Mejorar la confiabilidad, sostenibilidad y resiliencia de la cadena de suministro	Operaciones Directas y cadena de suministro
OP-1	Eficiencia de los Recursos	Iniciativas de reciclaje, eficiencia y economía circular	Operaciones Directas y cadena de suministro

Source: TCFD Report

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

By innovating in processes and products with a lower environmental impact, the company can set itself apart in the market, attract sustainability-conscious consumers and position its offerings as leading solutions in the transition to a low-carbon economy.

OP-2 - USE OF LOW-EMISSION ELECTRICITY SOURCES

By investing in technologies and practices that reduce its carbon footprint, such as the adoption of renewable energy, the company will contribute to the mitigation of climate change and may benefit from potential cost savings through energy efficiency and emissions reduction programmes.

OP-8 - IMPROVING 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. Investment in crisis management systems, sustainable backup power 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 investment and enhance the company's reputation.

OP-1 - RECYCLING, ENERGY 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 achieve operational efficiencies. Optimising resource use and managing waste responsibly can lead to significant long-term savings, whilst strengthening the company's reputation for sustainability, which could attract customers committed to responsible business practices.

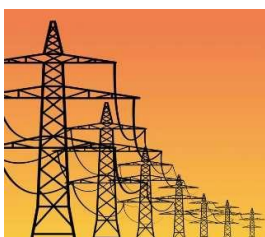
4.4.4 Statement on metrics and objectives**TABLE 6: KPIs ASSOCIATED WITH THE RISKS AND OPPORTUNITIES OF CLIMATE CHANGE**

KPI	SCOPE	INDICATOR	GOAL	ASSOCIATED RISK	RELATED OPPORTUNITIES	REFERENCES
Use of river water	Oiartzun Plant	real m3 /authorised m3	<1	PR-2 Drought	Improving the reliability, sustainability and resilience of the chain of supply	See 4.7.1

KPI	SCOPE	INDICATOR	GOAL	ASSOCIATED RISK	RELATED OPPORTUNITY	REFERENCES
Calculation of Carbon Footprint	Tajo Group	--	Scopes 1, 2 and 3	TR -2 Fluctuations in the environment	Low-carbon production	See 4.5.2
Recycled material in packaging	Tajo Group	Packaging made from recycled material/Total Packaging	≥ 80%	OP-1 Resource Efficiency	Direct operations and supply chain	See 4.7.2

Source: Own compilation

4.5 Energy performance

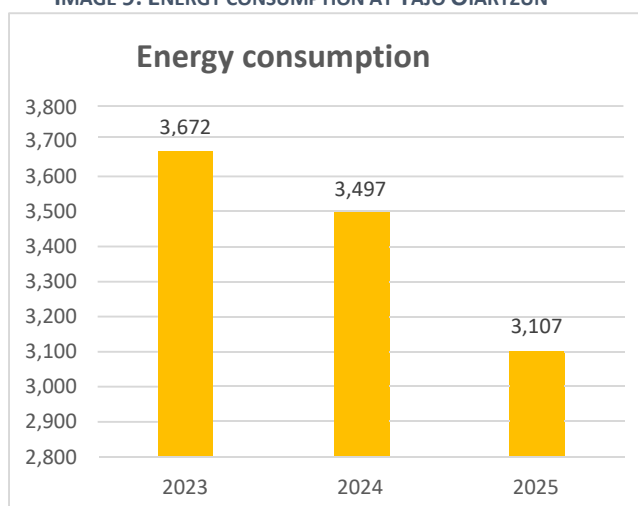


Every industrial organisation requires a high level of energy to carry out its business activities. At **TAJO GROUP**, we identify each energy source and monitor its consumption on a monthly basis.

At **Tajo Oiartzun**, an energy efficiency improvement committee was set up, which implemented action plans on a monthly basis and assessed whether those actions were effective. The aim was to implement these measures at the overseas plants, provided their effectiveness could be demonstrated.

The following graph shows the trend in energy consumption over the last three years.

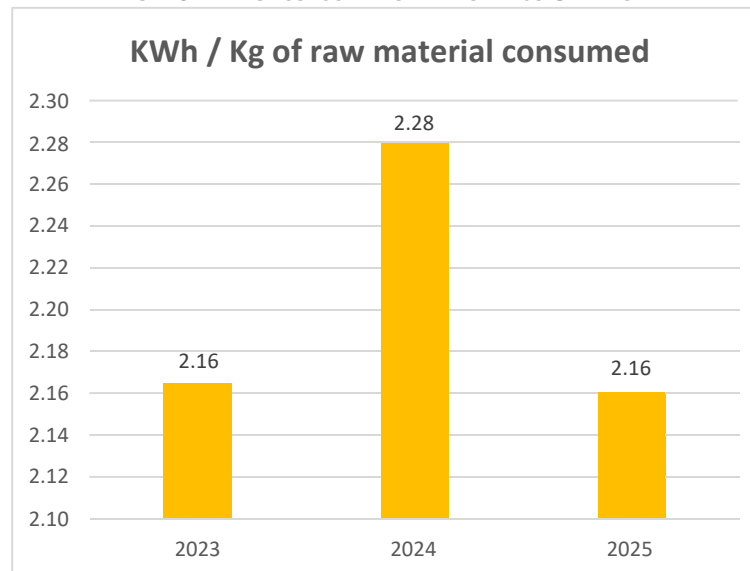
IMAGE 9: ENERGY CONSUMPTION AT TAJO OIARTZUN



Source: Own compilation

The ratio of kWh per kg of raw material consumed remains below our target of 2.3 kWh per kg of raw material consumed, a target based on the organisation's historical data.

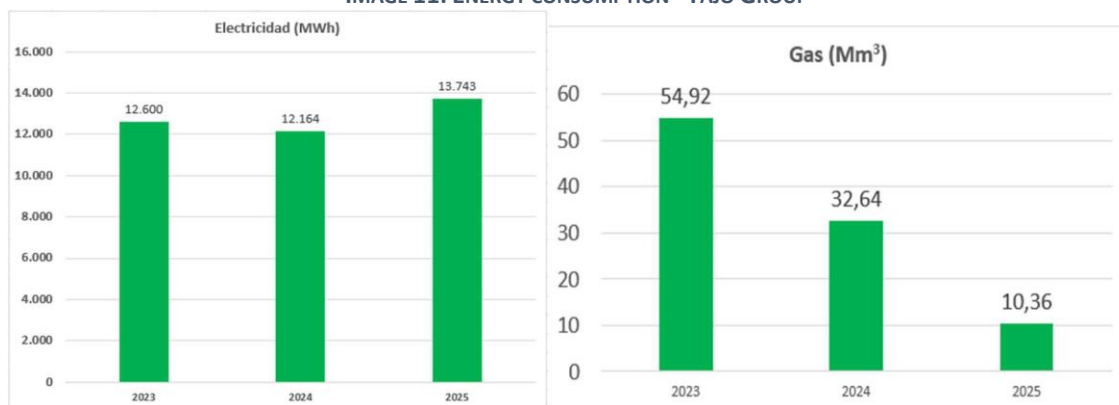
IMAGE 10: ENERGY CONSUMPTION RATIO - TAJO OIARTZUN



Source: Own compilation

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

IMAGE 11: ENERGY CONSUMPTION - TAJO GROUP



Source: Own compilation

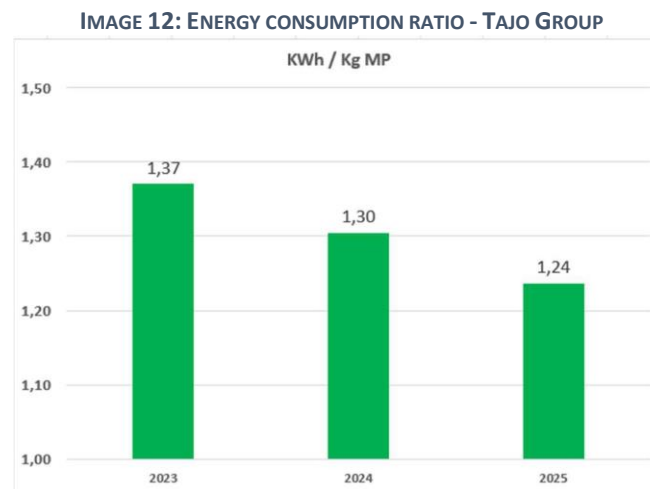
Natural gas is used exclusively for heating at our subsidiaries. Demand for it depends on weather conditions and the geographical location of the subsidiaries. The main reason for the fall in gas consumption is the gradual closure of our TREBOPLAST plant in the Czech Republic, which has enabled us to achieve

significant energy savings. As for the rise in electricity costs, this is due to increased production to meet customer demand, particularly at our Polish plants, to which, amongst other things, part of TREBOPLAST's production has been transferred.

At **TAJO GROUP**, we see a significant drop in consumption due to the closure of our TREBOPLAST plant.

In each plant's monthly report, we use the kWh/kg RM ratio. We use these indicators to assess the energy efficiency of each plant.

This graph shows the KW h / Kg RM ratio for **TAJO GROUP**.



Source: Own compilation

Here we can see a reduction in consumption of more than 9% at **TAJO GROUP**, mainly due to the relocation of part of the production from the Czech Republic to Poland and the closure of the Czech plant.

4.5.1 Atmospheric emissions



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

4.5.2 Carbon footprint

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



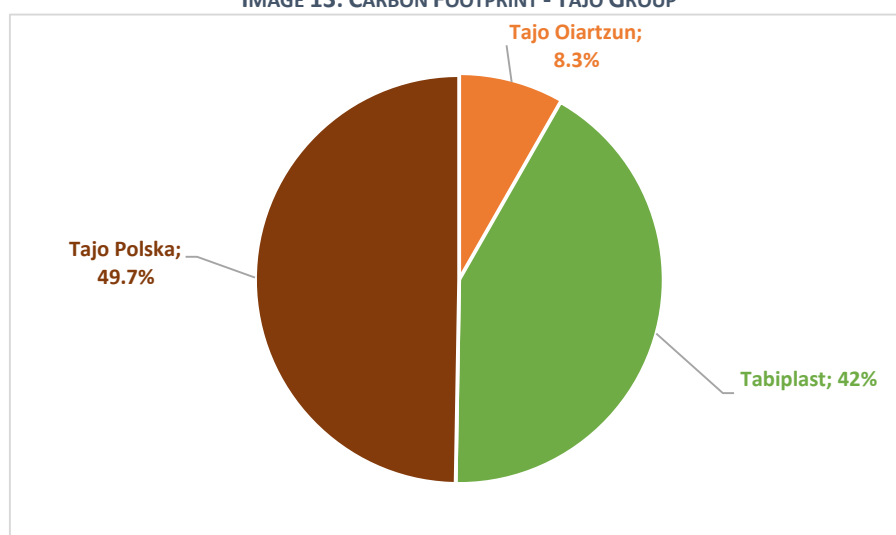
TABLE 7: CALCULATION OF THE TAJO GROUP'S CARBON FOOTPRINT

Scope \ t CO2 eq.	2022	2023	2024	2025
Scopes 1+ 2	11,839.78	13,218.70	6,918.56	6,284.88
Scope 1	3,665.98	5,432.98	780.03	103.42
Scope 2	8,173.80	7,785.72	6,138.53	6,181.47
Scope 3	55,501.92	53,009.47	45,643.57	56,648.276
Scope 3 upstream	54,098.38	48,728.23	41,542.43	53,488.29
Scope 3 downstream	4,403.54	4,281.24	4,101.14	3,159.99
Total	70,333.92	66,228.17	52,562.13	62,933.16
kg CO2 eq./€1,000 of turnover.	1,486.88	1,438.30	1,172.06	1,169.11

Own compilation

There is a downward trend in emissions relative to turnover.

IMAGE 13: CARBON FOOTPRINT - TAJO GROUP

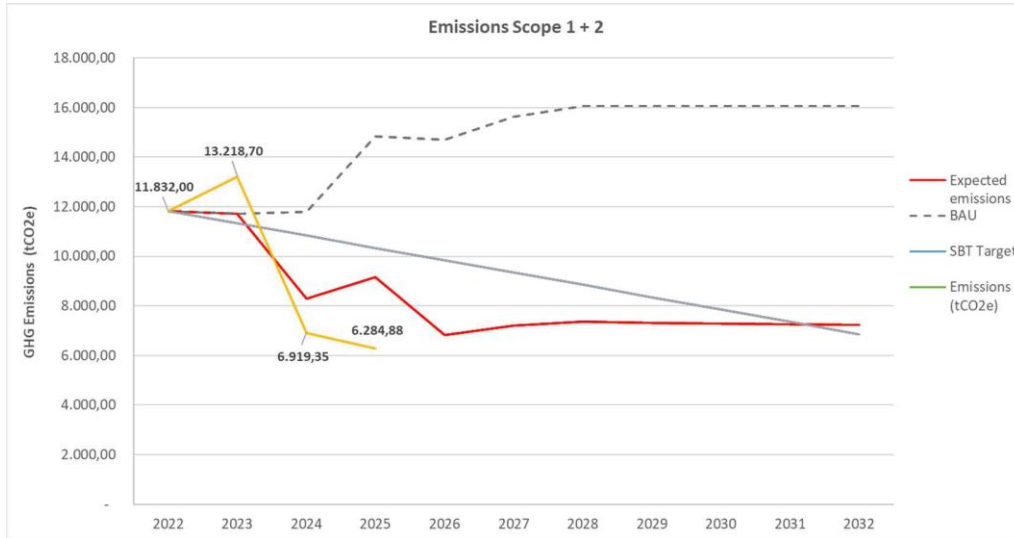


Own compilation

We also have a decarbonisation plan that is progressing well in line with our established strategy and is aligned with Science Based Targets (SBTi).

We have managed to reduce our Scope 1 and 2 carbon footprint by 53% compared with the base year, 2022, thanks to the use of clean energy for our operations at Tajo Oiartzun. We are well on track to achieve the target set for 2032.

IMAGE 14: DECARBONISATION PLAN SCOPES 1 AND 2

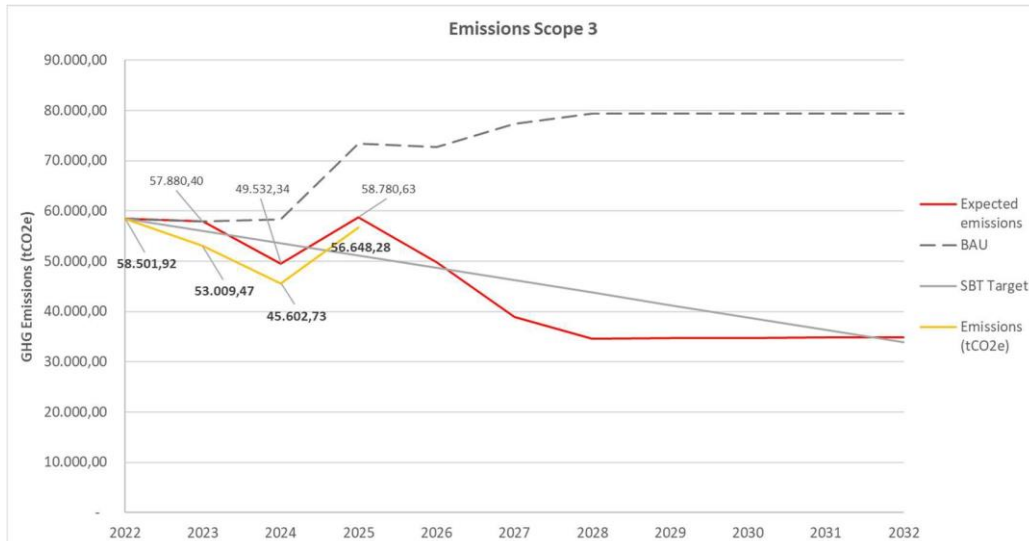


Own compilation

Legend:

- **Projected emissions:** Projected emissions following the implementation of decarbonisation measures
- **BAU:** Projected emissions without any decarbonisation measures
- **SBT:** Emissions target in line with the Paris Agreement
- **Emissions:** Carbon footprint measurement by period (annual)

IMAGE 15: DECARBONISATION PLAN SCOPE 3

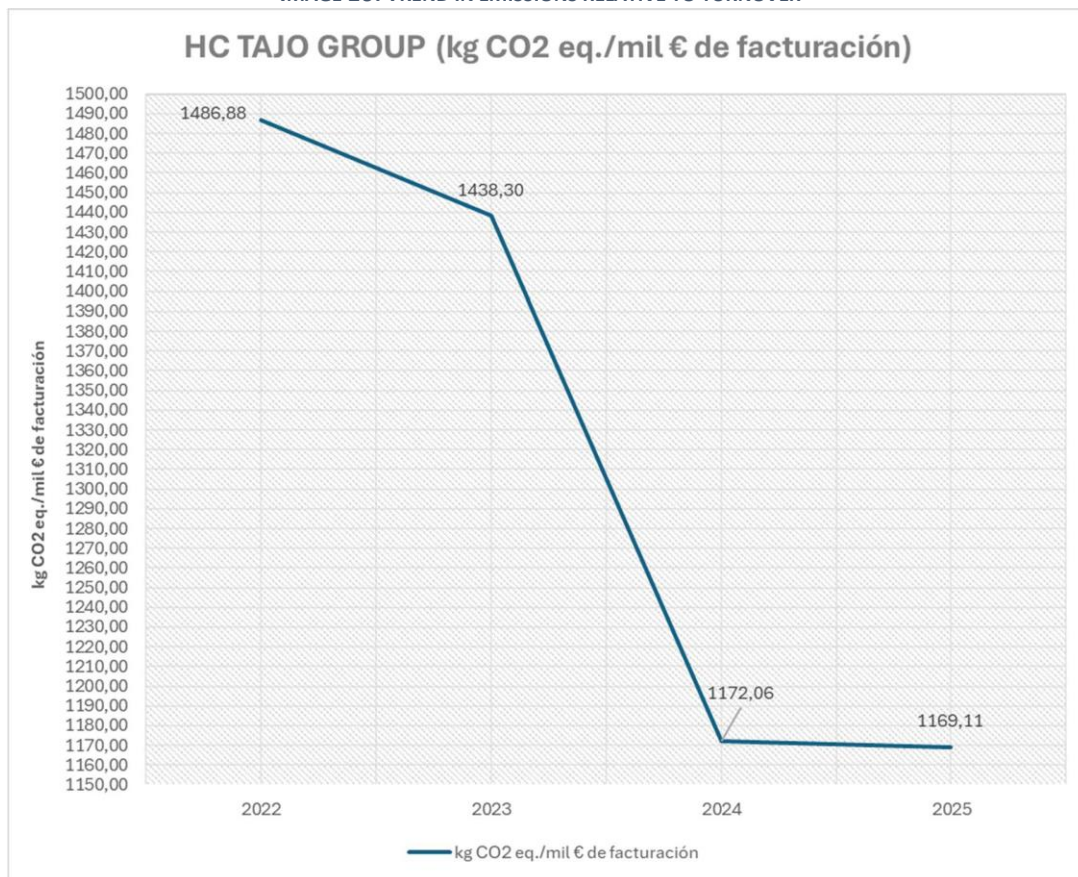


Own compilation

Although the trend in recent years has been for a decline in Scope 3 emissions, in 2025 there has been a 2% increase compared with the base year of 2022, although this still represents a 3% reduction compared with the estimated emissions for 2025. This is due to the significant increase in production at the plants in Poland as a result of new projects, which has led to an increase in the purchase of materials, components, etc. during the year.

Whether we consider the absolute figures or those relative to each year's turnover, we are still following the downward trend since the base year 2022. As is reflected in the following graph:

IMAGE 16: TREND IN EMISSIONS RELATIVE TO TURNOVER



Own compilation

4.6 Circular economy and prevention and management of waste

TAJO GROUP has terms and conditions in place for all its investments, which incorporate environmental requirements. In addition, it sets out recommendations and, in some cases, obligations regarding procurement and the selection of suppliers. In the supplier assessment, a higher score is granted to those with ISO 14001 certification. Through these initiatives, **TAJO GROUP** encourages the local community to look after the environment.



During the design process. Environmental aspects of the process are identified, and efforts are made to minimise its environmental impact through the use of recycled materials and returnable packaging.

TAJO GROUP works closely with clients on potential new projects using recycled or organic materials.

4.6.1 Waste management

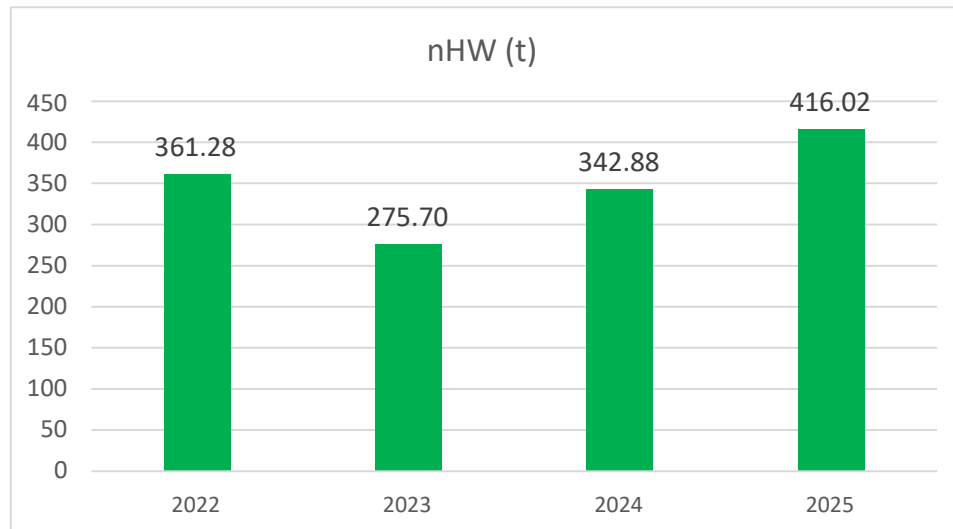
At **TAJO GROUP**, we classify waste as non-hazardous (nHW) and hazardous (HW)

NON-HAZARDOUS WASTE



nHW is managed by authorised managers within our community.

IMAGE 17: GENERATION OF NON-HAZARDOUS WASTE - TAJO GROUP



Source: Own compilation

Whilst the nHW figures for plastic packaging, wood, cardboard and scrap metal have remained stable, there has been an increase resulting from the scrapping of parts belonging to a customer, following an agreement with them, at TAJO OIARTZUN. A one-off event that does not give rise to any associated action plan.

HAZARDOUS WASTE

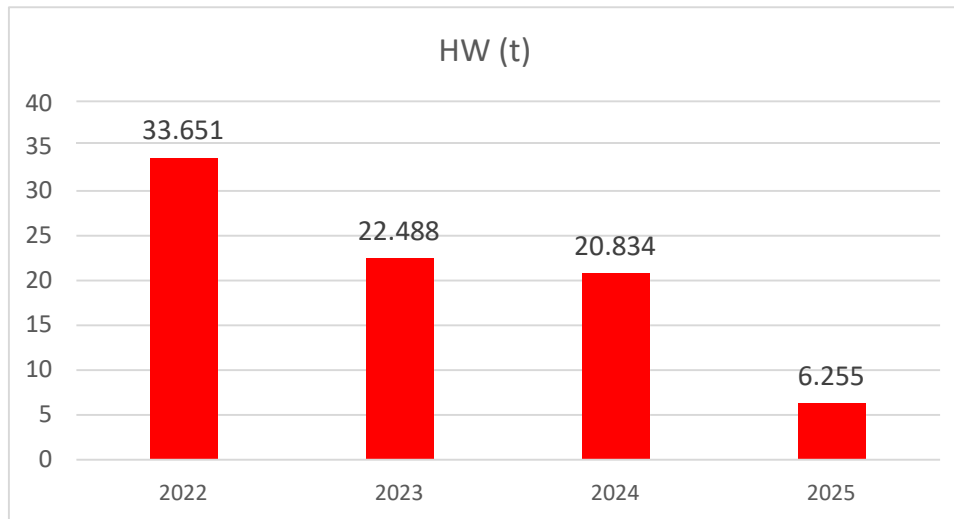


HW is managed by authorised managers within our community.

The HW group includes:

- Absorbent cloths and paper impregnated with hazardous substances
- Aerosols and sprays
- Contaminated metal containers
- Contaminated plastic containers
- Expired or discarded paint
- Batteries
- Oils
- Fluorescents
- Toner and cartridges

IMAGE 1816: GENERATION OF HAZARDOUS WASTE - TAJO GROUP



Source: Own compilation

A significant reduction in the volume of hazardous waste by 81% compared to the 2022 period, once again due to the closure of the plant in the Czech Republic.

TAJO GROUP has a waste collection system based on recycling points located throughout the plant, offices and production areas, as well as outside the premises.

4.7 Sustainable use of resources

4.7.1 Water



At **TAJO GROUP**, water consumption is attributable to two processes:

- Health and drinking uses
- Consumption for cleaning purposes

Furthermore, at the Oiartzun plant, we are mindful of our location: the River Oiartzun flows alongside one side of our premises,

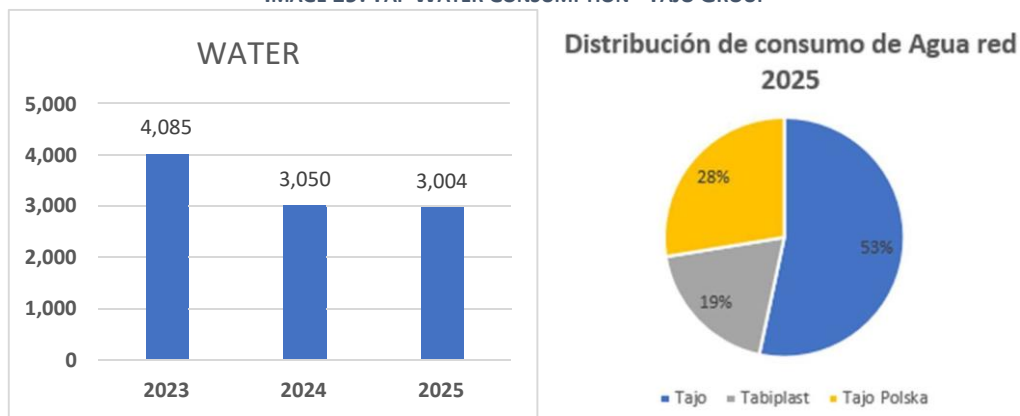
which means we take even greater care to prevent spills into the ground.

TABLE 8: TAP WATER CONSUMPTION - TAJO GROUP

Water consumption (m³) for all areas	2023	2024	2025
Mains water - Tajo Oiartzun	715	1043	1538
Mains water - Treboplast	2188	766	0
Mains water - Tabiplast	506	603	566
Mains water - Tajo Polska	676	638	855
TOTAL	4,085	3,050	3,004

Source: Own compilation

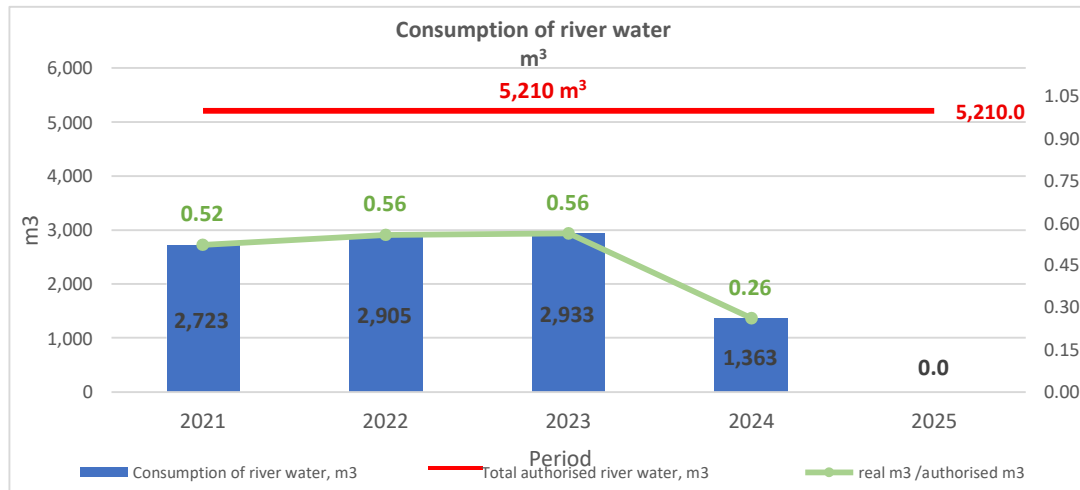
IMAGE 19: TAP WATER CONSUMPTION - TAJO GROUP



Source: Maintenance Log - Tajo Group

TAJO OIARTZUN stopped drawing river water, as can be seen in the graph below, for our cooling tower in July 2024, switching to a closed-circuit cooling system; this is why tap water consumption has increased, although TOTAL water consumption has fallen.

IMAGE 20: CONSUMPTION OF RIVER WATER – TAJO OIARTZUN



Source: Maintenance Log - Tajo Oiartzun

4.7.2 Raw materials and packaging

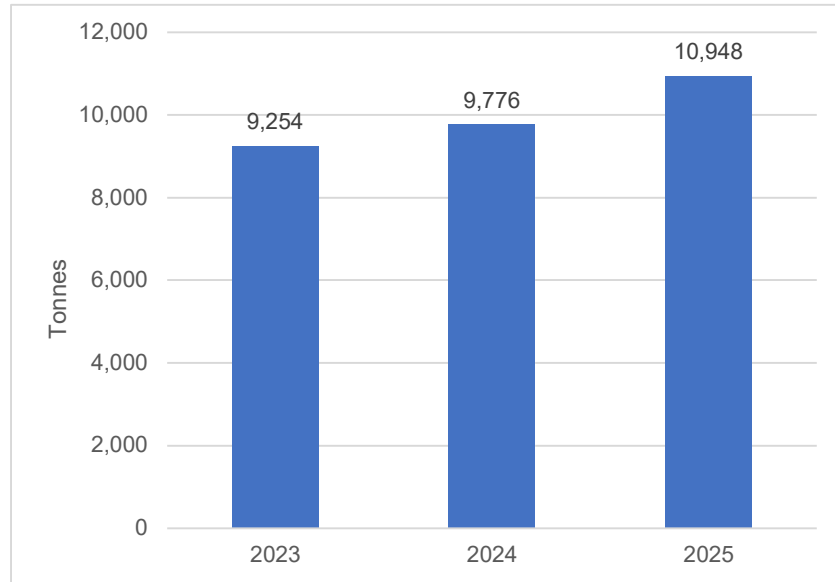


At **TAJO GROUP**, we have been incorporating sustainability into our products for years. However, in most cases it is our customers who dictate the raw materials we use, which is why we are very limited in our ability to improve our environmental impact.

Despite this, we encourage our customers to use recycled materials or to include a certain percentage of recycled material in their raw materials. As a result, we are collaborating with some customers on projects involving recycled materials or even organic components.

Consumption in 2025 has increased by 12% compared to 2024.

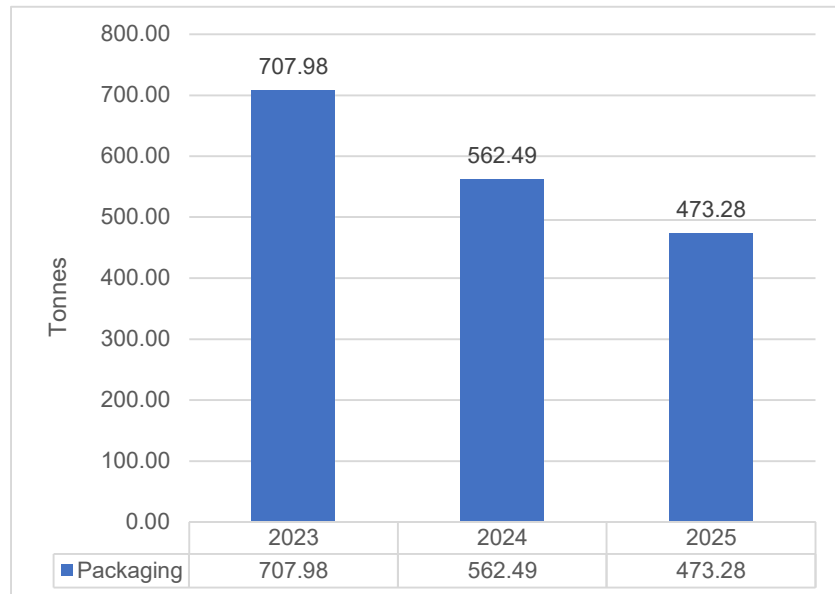
IMAGE 21: RAW MATERIAL CONSUMPTION - TAJO GROUP



Source: Own compilation

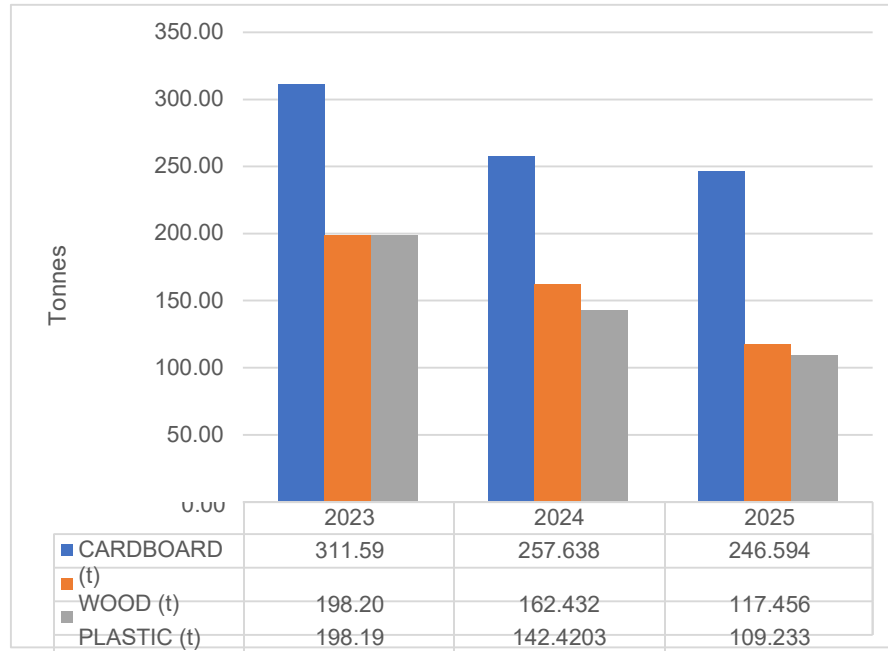
This increase in raw material consumption is due to the sharp rise in production at TAJO POLSKA.

IMAGE 22: PACKAGING CONSUMPTION - TAJO GROUP



Source: Own compilation

IMAGE 173: CONSUMPTION OF PACKAGING MATERIALS - TAJO GROUP



Source: Own compilation

It is also worth noting that we are continuing to work on improving our packaging, a process that began in 2022, with the aim of using 87% recycled packaging by 2025.

4.7.3 Energy

[See energy performance](#)

4.7.4 Protection of Biodiversity

All of **TAJO GROUP's** plants are located in industrial estates and are therefore not situated within a protected area; however, TAJO Oiartzun is situated on the banks of the River Oiartzun, which is why special measures have been put in place to protect the river. Having implemented a contingency plan for its operating environment and a risk analysis.





Experts in the development and
production of plastic
components and sub-assemblies

SOCIAL ISSUES

5 INFORMATION ON SOCIAL AND PERSONNEL-RELATED ISSUES

5.1 *Company policy*

TAJO GROUP is made up of a team of people who are committed to our project and working towards a common goal. To this end, we strive to ensure a safe and healthy working environment, where equal opportunities, training and the development of our team are prioritised.



Work continues on the 2025–2028 strategic plan, which sets out seven challenges.

To implement this plan, various teams have been set up to tackle all the objectives that have been established.

Looking ahead to 2025, the aim is to develop skilled and committed staff. This will be achieved by promoting training and development opportunities to improve technical staff management skills; establishing strong and clear governance structures; and implementing standardised, agile and flexible processes.

5.2 *Identified risks*

Among the main risks identified in people management are inflation in Poland, the high supply of labour in Poland, and competitive market wages.

To mitigate the risks identified, strategies have been defined that are in line with the organisation's current context.

5.3 Social management and performance

5.3.1 Employment

TAJO GROUP employs both working members and salaried staff under the following types of contract:

- SDI: Permanent corporate contract
- SDD: Fixed-term corporate contract
- Permanent TCA: Permanent contract for a salaried employee
- TCA: Temporary contract for salaried employee
- RELOCATIONS: A person relocated from our organisation who works at another company within the cooperative, or a person from another cooperative who works at our organisation

The breakdown of staff for December 2025 is as follows:

TABLE 9: BREAKDOWN OF EMPLOYEES AT TAJO GROUP

	2023 No. employed staff	2024 No. employed people	2025 No. employed people
Tajo Oiartzun	80	93	85
Treboplast	46	0	0
Tabiplast	64	63	67
Tajo Polska	59	74	65
TOTAL	249	230	217

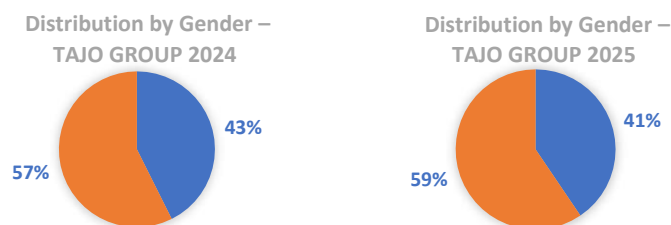
Source: Own compilation.

TREBOPLAST permanent closure in 2024.

5.3.1.1 Distribution of employees by gender, age, country and professional classification

The breakdown of the workforce in December 2024 and 2025, by gender, age, country and professional classification, is as follows:

IMAGE 24: DISTRIBUTION BY GENDER – TAJO GROUP



Source: Personnel Team

IMAGE 25: DISTRIBUTION BY GENDER BY LOCATION



Source: Personnel Team

TABLE 10: DISTRIBUTION OF EMPLOYEES - TAJO GROUP

	2024		2025	
	Women	Men	Women	Men
By gender	98	132	89	128

	2024			2025		
	<30	30 – 50	>50	<30	30 – 50	>50
By age	30	141	59	23	131	63

	2024			2025		
	Operational	Tactical	Strategic	Operational	Tactical	Strategic
By professional classification	183	27	20	171	27	19

Strategic Position: All members of the Management Committee

Source: Personnel Team

5.3.1.2 Average contracts per year

At TAJO GROUP, the knowledge and experience of our people are one of the most important pillars on which the group is built. The company's recruitment policy is geared towards building long-term relationships. The annual average number of employees in the 2024 and 2025 financial years, broken down by type of contract and working hours, by gender, age and professional classification, is as follows:

TABLE 11: BREAKDOWN OF TAJO GROUP CONTRACTS

	2024		2025	
	Women	Men	Women	Men
Full-time permanent	77	112	74	110
	2024		2025	

Gender	Women	Men	Women	Men
Part-time permanent	4	1	3	1
Full-time temporary	17	19	16	18

Age	2024			2025		
	<30	30 – 50	>50	<30	30 – 50	>50
Full-time permanent by age	18	117	51	15	103	62
Part-time permanent by age	0	7	1	0	3	1
Full-time temporary by age	12	17	7	14	22	2

Professional classification	2024			2025		
	Operational	Tactical	Strategic	Operational	Tactical	Strategic
Full-time permanent	152	20	20	141	20	19
Part-time permanent	5	0	0	4	0	0
Full-time permanent	26	7	0	30	7	1

Source: Personnel Team

5.3.1.3 Breakdown by professional category – age and professional category – gender

TABLE 12: BREAKDOWN BY PROFESSIONAL CATEGORY – TAJO GROUP

No. of people by professional category and age	2024	2025	Number of people by professional category and gender	2024	2025
Operational			Operational		
Below 30 years	20	21	Women	84	84
Between 30 and 50 years	106	100	Men	99	86
Over 50 years	41	49			
Tactical			Tactical		
Below 30 years	10	3	Women	9	9
Between 30 and 50 years	17	17	Men	18	18
Over 50 years	16	7			
Strategic			Strategic		
Below 30 years	0	0	Women	5	5
Between 30 and 50 years	18	13	Men	15	15
Over 50 years	2	7			

Source: Personnel Team

5.3.1.4 No. of non-renewals or departures:

Below are the figures for non-renewals, broken down by age, gender and professional classification.

TABLE 13: BREAKDOWN OF NON-RENEWALS - TAJO GROUP

		2024		2025	
		Men	Women	Men	
No. of dismissals by gender	10	4	11	13	

		2024			2025		
		<30	30 – 50	>50	<30	30 – 50	>50
No. of dismissals by age		2	10	2	4	18	2

		2024			2025		
		Operational	Tactical	Strategic	Operational	Tactical	Strategic
No. of dismissals by professional category		12	1	1	19	3	2

Source: Personnel Team

5.3.2 Remuneration

TAJO GROUP uses a pay scale based on coefficients assigned to each job category. Consequently, employees with the same pay grade receive the same salary, regardless of any other circumstances.

Overseas branches adapt to the specific characteristics of each country, whilst complying with the regulations and collective agreements applicable in each case.

The company guarantees pay transparency amongst its employees and ensures there is no discrimination in pay on the grounds of gender, thereby establishing equal pay for women and men.

Bonuses for shift work, night work and length of service are governed by the relevant regulations and collective agreements for each site and country.

The distribution of staff remuneration is presented by country, gender, age group and professional classification.

5.3.2.1 Average remuneration:

The breakdown of average remuneration by site, broken down by gender, age and professional classification, is as follows:

TABLE 14: DISTRIBUTION OF REMUNERATION - TAJO GROUP

Average remuneration by gender	2024		2025	
	Women	Men	Women	Men
Tajo Oiartzun	26,110	33,134	27,311	34,658
Tabiplast	21,620	29,915	24,131	33,777
Tajo Polska	20,926	24,806	21,154	27,331

Remuneration by age	2024			2025		
	<30	30 – 50	>50	<30	30 – 50	>50
Tajo Oiartzun	19,786	29,309	35,505	20,696	30,657	37,138
Tabiplast	23,603	29,851	20,623	26,423	30,954	23,940
Tajo Polska	21,897	23,286	22,594	27,360	24,540	25,634

Remuneration by professional category	2024			2025		
	Operational	Tactical	Strategic	Operational	Tactical	Strategic
Tajo Oiartzun	27,977	33,541	52,873	29,264	35,084	55,305
Tabiplast	25,151	33,309	45,749	26,257	37,949	49,006
Tajo Polska	21,486	31,314	50,249	23,211	30,483	49,180
AVERAGE GROUP WAGE	35,739			37,304		
AVERAGE STRATEGIC WAGE	49,623			51,164		
WAGE DIFFERENCE (Highest Wage / Average Group Wage)	1.48%			1.48%		

Source: Personnel Team

The average salary at Tajo Group is above the national minimum wage (€16,566 according to the Royal Decree of February 2025); therefore, we do not have any staff earning below the national minimum wage.

5.3.2.2 Wage gap:

At TAJO GROUP, salaries are determined without taking the employee's gender into account. At TAJO Group, gender diversity is promoted in the selection and recruitment processes, implementing positive discrimination when recruiting staff.

TABLE 15: DISTRIBUTION OF WAGE GAP - TAJO GROUP

Gross wage /h	2024			2025		
	Women	Men	Ratio	Women	Men	Ratio
Tajo Oiartzun	15.01	19.04	0.79	15.70	19.92	0.79
Tabiplast	10.81	14.96	0.72	12.07	16.89	0.71
Tajo Polska	10.46	12.40	0.84	10.58	13.67	0.77

Wage gap	2024	2025
Tajo Oiartzun	21.00%	21%
Tabiplast	27.73%	28.56%
Tajo Polska	15.64%	22.60%

Source: Personnel Team

TAJO GROUP has begun work on updating the strategic Equality Plan to be implemented for the 2026–2029 period, as explained in section [5.8, 'Equality and non-discrimination'](#), of this document.

TABLE 16: DISTRIBUTION OF SALARIES - TAJO GROUP

Ratio of the standard entry-level wage by gender to the local minimum wage in 2025	TAJO OIARTZUN	TREBOPLAST	TABIPLAS T	TAJO POLSKA
Local minimum wage (Sector-Spain)	18,031	--	13,331	13,331
Tajo wage v. Sector wage				
Women	1.51	--	1.81	1.59
Men	1.92	--	2.53	2.05

Source: Personnel Team

5.3.3 Personnel with disabilities

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

5.4 Organisation of working time

At **TAJO GROUP**, we are committed to promoting a healthy work-life balance for our staff, extending beyond pregnancy, maternity and paternity leave, and nursing leaves.

At all other sites, current labour legislation and the collective agreements in force in each country are complied with.

5.4.1 Absenteeism

[See Occupational Health and Safety](#)

5.4.2 Work-life balance

At **TAJO GROUP**, we offer flexible working hours for starting and finishing work and meal breaks, overtime management, a bonus for working on public holidays, and a reduced working week during the summer months; all of this is set out in our internal regulations, with the aim of adapting, as far as possible, the company's needs to those of our employees.

TABLE 17: PARENTAL LEAVE - TAJO GROUP

Parental leave	2024	2025
Staff who have been entitled to parental leave		
Women	3	2
Men	0	0
Staff who have taken parental leave		
Women	3	2
Men	0	0
Of the above, people who have returned to their jobs after parental leave		
Women	2	1
Men	0	0
Of the above, those who, having returned to work following parental leave, remain with the organisation after 12 months		
Women	1	1
Men	0	0
Return to work rate		
Women	67%	50%
Men	0%	0%
Retention rate		
Women	33%	50%
Men	0%	0%

Source: Personnel Team

5.5 Occupational health and safety

At **TAJO GROUP**, we facilitate and ensure that everyone can carry out their tasks in a safe environment, by verifying that health and safety and ergonomic requirements are met. In addition to providing the training and methodology required to carry out the work correctly.

We therefore have an occupational health and safety management system certified to ISO 45001 (the international standard for occupational health and safety management systems), designed to protect workers and visitors from accidents and work-related illnesses. We also have a risk prevention plan and an occupational health and safety policy.

Through our occupational health and safety management system, we organise initiatives to provide information, seek input and encourage staff participation in matters relating to prevention, safety and health. With the support of an occupational health and safety committee, which meets monthly, and the health and safety representatives at each plant, these measures are implemented with the assistance of external health and safety service providers.

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

TABLE 18: ACCIDENTS - TAJO GROUP

Accidents	TAJO OIARTZUN		TABIPLAST		TAJO POLSKA	
	2024	2025	2024	2025	2024	2025
Actual hours worked	145,814	143,260	115,524	112,880	116,395	110,693
Women	56,444	57,364	51,344	49,095	53,478	42,876
Men	89,369	85,896	64,180	63,785	62,916	67,917
Accidents without sick leave	9	11	0	0	0	0
Women	3	4	0	0	0	0
Men	6	7	0	0	0	0
Accidents with sick leave	7	0	0	0	2	3
Women	2	0	0	0	0	0
Men	5	0	0	0	2	3
Accidents with sick leave when commuting	--	--	--	--	--	--
Women	--	--	--	--	--	--
Men	--	--	--	--	1	--
Missed working days	297	99	0	0	27	34
Women	85	0	0	0	0	0
Men	212	99	0	0	27	34

	TAJO OIARTZUN		TABIPLAST		TAJO POLSKA	
Accidents	2024	2025	2024	2025	2024	2025
Frequency index	45.15	0	0	0	11.47	14.44
Women	12.9	0	0	0	0	0
Men	32.25	0	0	0	11.47	14.44
Severity index	1.91	0.69	0	0	0.06	0.07
Women	0.55	0	0	0	0	0
Men	1.36	0.69	0	0	0.06	0.07
Occupational illnesses	--	--	--	--	--	--
Women	--	--	--	--	--	--
Men	--	--	--	--	--	--

Source: Personnel Team

TABLE 19: CAUSES OF ACCIDENTS - TAJO GROUP

	TAJO OIARTZUN		TABIPLAST		TAJO POLSKA	
Causes	2024	2025	2024	2025	2024	2025
Deaths resulting from a work-related injury	--	--	--	--	--	--
Rate of deaths resulting from a work-related injury	--	--	--	--	--	--
Serious work-related injuries (excluding deaths)	--	--	--	--	--	--
Serious work-related injury rate (excluding deaths)						
Reportable work-related injuries						
Reportable work-related injury rate	--	--	--	--	--	--
	--	--	--	--	--	--
Main causes of accidents						
Mechanical failure of a lifting crane						

Source: Personnel Team

TABLE 20: ABSENTEEISM RATE

	TAJO OIARTZUN		TREBOPLAST		TABIPLAST		TAJO POLSKA	
Causes	2024	2025	2024	2025	2024	2025	2023	2024
Absenteeism rate	8.49%	10.79%	--	--	6.42%	12.34%	6.23%	14.44%
Absenteeism hours	20,390	16,112	--	--	7,420	6,752	7,252	7,632

Source: Personnel Team

5.6 Social Relations

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

We have a social dialogue framework, the mechanisms of which at TAJO OIARTZUN are as follows:

- Social Council: Represents all staff and meets monthly.
- Governing Council: Represents the owners and has decision-making powers.
- Sub-committees: Monthly meetings with company representatives for information purposes.
- Pre-General Meeting Briefings: Meetings held prior to the General Meeting.
- General Meeting: Held annually, at which relevant company information is presented to the entire company.
- Staff Meetings: Held quarterly by teams with their respective area managers, at which relevant company information is presented and issues relating to the area in question are discussed.
- Occupational Health and Safety Committee: It is held monthly to analyse issues relating to the prevention of occupational risks.
- Criminal Compliance Monitoring Committee: It meets quarterly (or on an ad hoc basis in the event of a complaint) to ensure compliance with the Criminal Compliance Model.
- Monitoring Committee: Its role is to review the annual accounts and issue a report on them and on the proposed distribution of surpluses.
- Systems Committee: Its role is to monitor the systems, and it meets on a quarterly basis.

At the overseas sites, management meets with staff three or four times a year to report on the situation and matters within their remit.

At TAJO Oiartzun, the established internal regulations are followed, based on the Basque Country's Cooperatives Law.

At the overseas sites, which are not subject to collective agreements, there is an internal company agreement governing pay and working conditions.

TABLE 21: PROPORTION OF EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT - TAJO GROUP

Percentage of employees covered by a collective agreement, by country	2024	2025
Poland	--	--

Source: Own compilation

5.7 Training

In a market as demanding as the automotive sector, we must be prepared to adapt to its needs. As such, staff development is a key priority for achieving our objectives.

The identification of areas for development is based on performance reviews, during which suggests areas for improvement.



A training plan is drawn up annually and reviewed at the end of the year.

The breakdown of training at **TAJO GROUP** by plant in 2024 and 2025 is as follows:

TABLE 22: BREAKDOWN OF TRAINING - TAJO GROUP

Breakdown of training, by plants	2024	2025
Tajo Oiartzun	920	1,031
Tabiplast	848	612
Tajo Polska	1,588	565

Source: Own compilation

The breakdown of training at **TAJO GROUP** by professional category in 2025 is as follows:

TABLE 23: BREAKDOWN OF TRAINING BY PROFESSIONAL CATEGORY - TAJO GROUP

Breakdown of training by professional category	2024	2025
Operational	3,030	1,643
Tactical	938	412
Strategic	926	152
TOTAL	4,894	2,207
Avg. hours/person	21.28	9.94

Source: Own compilation

5.8 Equality and non-discrimination

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



TAJO GROUP, having completed its equality assessment process which was aimed at gathering information on the situation within the organisation, as well as that of the women and men who make up its workforce, in relation to issues identified as strategic within equality policies, has drawn up its Plan for Gender Equality, based on the results of said assessment.

The Plan will be strategic in nature, setting out the lines of action for the four years of its validity.

In short, the Equality Plan aims to be a practical tool to guide the organisation's activities in the field of equality, ensuring the participation of everyone who forms part of it and promoting practices and initiatives tailored to the needs and interests of the women and men who make up the organisation (both as staff and as users of the various services it provides).

To achieve this objective, this Equality Plan sets out a series of strategies to be implemented by **TAJO Oiartzun**, which are characterised by the following:

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

Once the system has been rolled out at **TAJO Oiartzun**, work will begin on deploying it at the other plants, where it is not yet a legal requirement; however, at **TAJO GROUP** we believe it is a necessary step.

In 2025, there have been no disputes regarding equality.



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HUMAN RIGHTS

6 INFORMATION ON RESPECT FOR HUMAN RIGHTS

6.1 Due diligence in relation to human rights and the prevention of risks of violations

TAJO GROUP has had a code of conduct in place since 2018. And since 2022, it has had a CRIMINAL COMPLIANCE programme in place, which includes the identification, assessment and management of potential legal risks, including those relating to human rights. It applies to all people within **TAJO**



GROUP and is provided to all new recruits as part of the induction programme.

The Criminal Compliance programme implemented in **TAJO GROUP** comprises:

- Compliance Manual:
 - Sets out the purpose of criminal compliance
 - Defines the scope and objective
 - Provides for a code of conduct and a compliance committee
 - Sets out the means for verifying criminal compliance
- Code of conduct: Sets out guidelines for behaviour consistent with the company's policies, as set out in:
 - Criminal Offences Prevention Manual
 - Anti-corruption Policy
 - Conflict of Interest Policy
 - Procurement Policy
 - Privacy and Confidentiality Policy
 - Corporate Social Responsibility Policy
- Compliance Committee: Responsible for ensuring compliance with the Criminal Compliance Manual and investigating any potential complaints.
- Ethics channel: This is the channel through which any significant information regarding potential breaches or areas for improvement can be brought to the attention of 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, or at the request of any of its members, or if a complaint is lodged and deemed admissible. Since its establishment in November 2021, we have not encountered any circumstances that breach the policies in place.

The Compliance Committee is the body responsible for supervising, monitoring and controlling the Criminal Risk Prevention Plan, and for handling complaints.

6.3 Complaints involving human rights violations

Reports of human rights violations are handled by the Criminal Compliance Committee; to date, no instances of human rights violations have been identified.



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COMPANY

7 INFORMATION RELATING TO SOCIETY

7.1 The 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 local community. We are a group that thinks about the present whilst looking towards the future.

This project began as a cooperative and has managed to balance expansion with a commitment to the socio-economic development of the local area.

TAJO GROUP regards Corporate Social Responsibility as an integral part of its business strategy, with a commitment to making a positive impact on the well-being of societies.

7.2 Partnership or sponsorship actions

TAJO GROUP, in accordance with its internal regulations (COFIP), allocates 5% of its profits to non-profit organisations and/or social welfare initiatives.

Last year, this percentage was spent on community-building activities through the promotion of the Basque language.

7.3 Outsourcing and suppliers

As part of its procurement process, **TAJO GROUP** includes in its Supplier Quality Manual 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** includes in its Supplier Audit Plan measures to ensure the effective implementation of sustainability requirements.

In its dealings with suppliers, **TAJO GROUP** takes its social and environmental responsibilities into account by:

- ensuring compliance with tax and social security obligations on the part of those suppliers carrying out activities considered to be their own, and subcontractors,
- whilst taking social and environmental criteria into account in procurement decision-making. During the selection phase for new suppliers, prioritising those who, all other things being equal, are certified to

ISO 14001 and ISO 45001; and, in the absence of certified suppliers, those whose company policy includes a commitment to the environment and to health and safety at work,

- monitoring the annual trend in the number of suppliers certified to ISO 14001 and ISO 45001. Noting that during 2025:
 - the number of ISO 14001-certified suppliers increased by 8%
 - the number of ISO 45001-certified suppliers increased by 3%
- the Supplier Audit Plan includes verification of the effective implementation of sustainability requirements,
- reporting on the number of local purchases and the year-on-year trend in this figure,
- incorporating aspects of sustainability and responsible procurement into the Procurement Policy, and communicating this to the entire organisation.

In addition, an audit is carried out at their premises to verify technical, quality, social, equality, gender and environmental aspects.

Following the analysis of the procurement process in 2025, the following results were obtained:

Sustainability element

Number of supplier incidents relating to conflicts of interest, corruption, bribery or legal regulations:

0 incidents

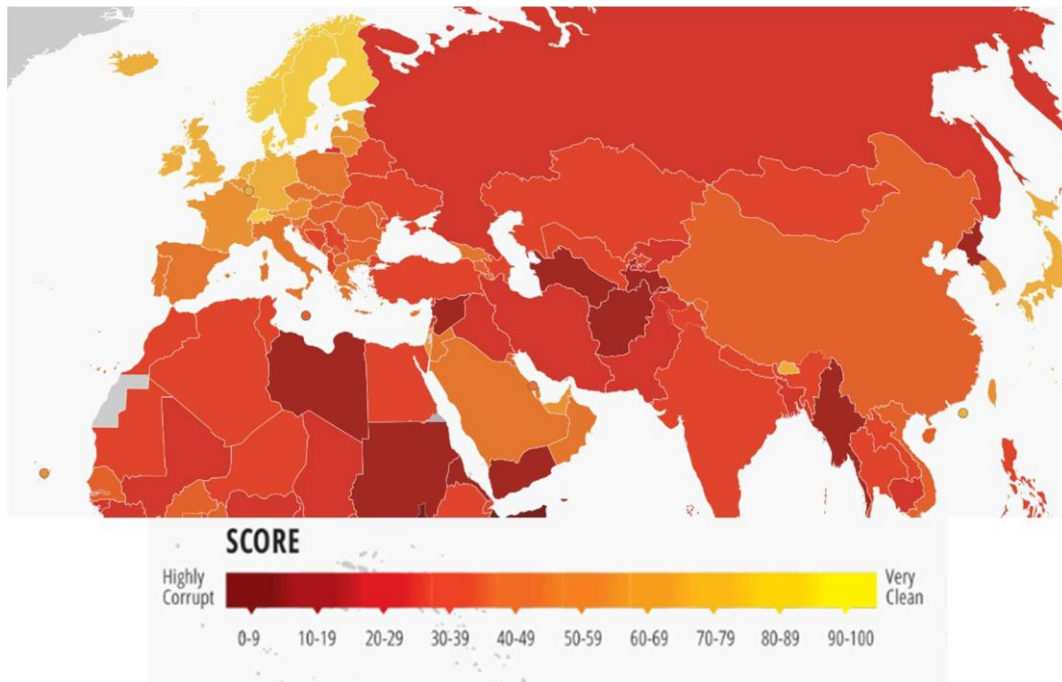
Number of corrective actions implemented in relation to conflict minerals

The only mineral sourced from conflict zones is tin (TIN), which has been identified in four mines in Brazil, Poland, China and Thailand.

0

Percentage of procurement in countries at risk of corruption (Ti CPI Index, 2025).

- 7% of purchases in transparent countries with a score of 80–89% (Switzerland, Sweden)
- 9% in countries in the 70–79% clear range (Germany, the UK, Japan)
- 0.04% in countries in the 60–69% clear range (France)
- 78% in countries in the 50–59% clear range (Spain, Czech Republic, Poland, Italy, Slovenia)
- 2% in countries in the < 40% clear range (Turkey)



*Figures taken on 06/03/2025

Percentage of local/international purchases
 *local=national from the same country

58% national purchases
42% international purchases

Percentage of suppliers assessed as being at financial risk

Red	14%
Orange	46%
Green	25%

Percentage of suppliers certified to ISO 14001: 2015	58%
---	------------

Percentage of suppliers certified to ISO 45001: 2018	24%
---	------------

No. of D-110 Supplier Sustainability Questionnaires completed	97%
--	------------

As regards local suppliers, we have:

- 58% of suppliers are local

TABLE 24: PROPORTION OF EXPENDITURE ON SUPPLIERS - TAJO GROUP

Proportion of expenditure on local suppliers	2023	2024	2025	Variation (%)
TAJO Oiartzun				
No. of local suppliers	18 of 29 62%	17 of 27 63%	14 of 24 58%	
Expenditure on local suppliers	€ 1,647,359	€ 1,119,400	€ 1,120,158	
Expenditure on local suppliers (% on total)	29%	25%	24%	-1%
TABIPLAST				
No. of local suppliers	35 of 62 56%	27 of 56 48%	26 of 56 46%	
Expenditure on local suppliers	€ 7,027,927	€ 6,061,332	€ 6,101,261	
Expenditure on local suppliers (% on total)	89%	80%	76%	-4%
TAJO Polska				
No. of local suppliers	29 of 39 74%	28 of 36 78%	34 of 48 71%	
Expenditure on local suppliers	€ 9,237,316	€ 10,402,270	€ 14,679,347	
Expenditure on local suppliers (% on total)	93%	96%	93%	-3%

Source: Own compilation

7.4 Consumers

TAJO GROUP does not deal directly with end consumers, but rather with manufacturers in the sector, complying with the standards set out in the IATF 16949 standard, which is regarded as the most widely used international standard for quality management systems in the automotive industry.

We minimise the risks posed by this environment and ensure cybersecurity in our communication processes, using ISO 27001:2014 as a benchmark and holding certification to the VOLKSWAGEN GROUP's Tisax standard. Furthermore, **TAJO GROUP** has a Privacy and Confidentiality Policy.

Our internal code of conduct states that **TAJO GROUP** respects intellectual property rights and industrial property rights, as well as trade secrets belonging to our clients or third parties with whom we do business.

At **TAJO GROUP**, we have a clearly defined process for handling customer complaints, and we strive to respond to them as quickly as possible, with the aim of resolving all complaints in the shortest possible time and ensuring that no complaints remain unresolved.

7.5 Tax information

PROFITS OBTAINED BY COUNTRY:

Information by country is not provided as it is sensitive to the Group's commercial activities; it may be consulted in the register of cooperatives or the commercial register, as appropriate.

INCOME TAX PAID:

Information by country is not provided as it is sensitive to the Group's commercial activities; it may be consulted in the register of cooperatives or the commercial register, as appropriate.

PUBLIC SUBSIDIES RECEIVED:

The amounts of non-repayable subsidies for the 2025 financial year have been allocated as follows:

TABLE 25: PUBLIC SUBSIDIES - TAJO GROUP

Public subsidies received (in euros)	2023	2024	2025
TAJO OIARTZUN			
Hazitek programme	94,033	53,430	
Basque Government	13,124		
Hazitek programme - adimalgu	107,250	53,430	
Basque Government (hobetuz, cybersecurity)	17,789	23,000	
EUSKARA PLANA24		10,971	10,021
IKANOS24		8,100	
KLOUD24		50,000	
GENERAL STATE ADMINISTRATION SUBSIDIES AWARDED – PERTE II			227,434
GENERAL STATE ADMINISTRATION SUBSIDIES AWARDED – PERTE III			65,666
TOTAL	232,196	145,501	303,121
TOTAL TAJO GROUP	232,196	145,501	303,121

Source: Own compilation



Experts in the development and production of plastic components and sub-assemblies

CORRUPTION AND BRIBERY

8 INFORMATION ON THE FIGHT

8.1 Fight against corruption, bribery and money laundering

All **TAJO GROUP** employees have received specific training on the Code of Conduct, covering areas such as the fight against corruption, bribery and money laundering. All of this is set out in the following policies and manuals:

- Anti-corruption Policy
- Conflict of Interest Policy
- Criminal Offences Prevention Manual



8.2 Contributions made to foundations and non-profit organisations

TAJO GROUP in accordance with its internal regulations (COFIP), allocates 5% of its profits to non-profit organisations.



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APPENDIX I

APPENDIX I: Content of Law 11/2018

This report sets out **TAJO GROUP's** non-financial information for 2025. Through this document, the organisation complies with the requirements regarding non-financial information and diversity set out in Law 11/2018 of 29 December.

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

- **Comparability Criterion:**

The reporting organisation must select, gather and disclose information in a consistent manner. The information communicated must be presented in a way that enables stakeholders to analyse changes in the organisation's performance and that supports analysis in relation to other organisations.

- **Reliability Criterion:**

The reporting organisation must select, gather and disclose information in a consistent manner. The information communicated must be presented in a way that enables stakeholders to analyse changes in the organisation's performance and that supports analysis in relation to other organisations.

- **Materiality and Relevance Criteria:**

The reporting organisation must address issues that: reflect the significant economic, environmental and social impacts of the reporting organisation; and substantially influence the assessments and decisions of stakeholders.

This report covers all aspects identified as material, in line with the requirements set out in Law 11/2018 on Non-Financial Reporting.

The following table sets out the GRI standards, *Global Reporting Initiative*, alongside the provisions of Law 11/2018 and the relevant section of the report.

Contents of Law 11/2018 on non-financial information and diversity		GRI STANDARD	Reference chapter	Page
Business model				
Description of the Group's business model	A 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 key factors and trends that may affect its future development.	GRI 2-1	Business model	8
		GRI 2-6	Customers and Markets	13
		GRI 2-6	Employment Organisations and products	9 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				
Materiality				
Key Indicators and Materiality	To provide an overview of the organisation's material issues and their impacts, as well as how these are managed	GRI 3	Indicators	25
		GRI 3	Materiality Analysis	25
		GRI 3	Stakeholders	26
Information on environmental issues				
Policies	Policies implemented by the Group, including due diligence procedures for identifying, assessing, preventing and mitigating significant risks and impacts, and for verification and control, as well as the measures been adopted.	GRI 2-23	Information on environmental issues	28 29 30
		GRI 2-24		
Main risks	Main risks related to those issues linked to the Group's activities, including, where relevant and proportionate, its trade relations, products or services that may have negative effects in these fields, and how the Group manages those risks, explaining the procedures used to detect and evaluate them in accordance with the national, European and international frameworks of reference used for each area. Information should be included on the impacts detected, providing a breakdown thereof, in particular on the main risks in the short-, medium- and long-terms.	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 forms of pollution	31
General	Current and predictable effects of the company's activities on the environment and, where appropriate, on health and safety.	GRI 2-13	Impacts, risks and opportunities	30 32
		GRI 2-24		
		GRI 307-1		
		GRI 2-25		
	Assessment or certification procedures management	No GRI	Information on environmental issues	28
	Resources dedicated to the prevention of environmental risks	No GRI		
	Application of the precautionary principle	GRI 2-22		
	Provisions and guarantees for environmental risks	No GRI		
Pollution	Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste. Actions to combat food waste	GRI 2-22	Climate change and other forms of pollution	31
		GRI 302-4	Energy	38
		GRI 302-5		
		GRI 305-7	Climate change and other forms of pollution	31 32
		GRI 3-3		
Circular economy and prevention and management of waste	Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste. Actions to combat food waste	GRI 2-22	Circular economy: prevention and management of waste	44
		GRI 306-1		
		GRI 306-2 (2020)		
		GRI 306-3		
		GRI 306-4		
		GRI 306-5		
		GRI 306-2 (2020)		

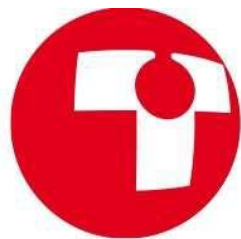
Contents of Law 11/2018 on non-financial information and diversity		GRI STANDARD	Reference chapter	Page
Information on environmental issues				
Sustainable use of resources	Water consumption and water supply in accordance with the local limitations	GRI 303-1	Water	46
		GRI 303-2		
		GRI 303-3		
		GRI 303-5		
	Consumption of raw materials and the measures taken to improve the efficiency of its use	GRI 2-22	Raw materials and supplies	48
		GRI 301-1		
		GRI 301-2		
		GRI 301-3		
	Energy: Direct and indirect consumption; 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		
		GRI 302-5		
Climate change	Greenhouse gas emissions	GRI 305-1	Climate change and other forms of pollution	41
		GRI 305-2		
		GRI 305-3		
		GRI 305-4		
		GRI 305-5		
	The measures taken to adapt to the consequences of climate change	GRI 2-22	Main impacts, risks and opportunities	32
		GRI 2-22	Climate change and other forms of pollution	34
		GRI 201-2		
	Medium- and long-term reduction targets set on a voluntary basis to reduce GHG emissions, and measures implemented to this end	GRI 2-25	Climate change and other forms of pollution	37
	Biodiversity protection	Measures taken to preserve or restore biodiversity	GRI 2-22	Biodiversity protection
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 personnel-related issues				
Policies	Policies implemented by the Group, including due diligence procedures for identifying, assessing, preventing and mitigating significant risks and impacts, and for verification and control, as well as the measures been adopted.	GRI 2-22	Information on social and personnel-related issues	51
		GRI 2-23		
Main risks	Main risks related to those issues linked to the Group's activities, including, where relevant and proportionate, its trade relations, products or services that may have negative effects in these fields, and how the Group manages those risks, explaining the procedures used to detect and evaluate them in accordance with the national, European and international frameworks of reference used for each area. Information should be included on the impacts detected, providing a breakdown thereof, in particular on the main risks in the short-, medium- and long-terms.	GRI 2-25	Main impacts, risks and opportunities	52
		GRI 2-13		

Contents of Law 11/2018 on non-financial information and diversity		STANDARD GRI	Reference chapter	Pg.
Information on social and personnel-related issues				
Employment	Total number and distribution of employees by gender, age, country and professional category	GRI 2-7	Employment	53 54
		GRI 2-7		
		GRI 405-1		
	Total number and distribution of types of employment contracts	GRI 2-7	Employment	54 55 56
	Annual average number of permanent, fixed-term and part-time contracts by gender, age and professional classification	GRI 2-7		
	Number of redundancies by gender, age and professional category	No GRI 401-1.b		
	Average salaries and their evolution broken down by gender, age and professional classification or equivalent value	GRI 2-19	Remuneration	57
		GRI 2-20		
		GRI 201-3		
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	Salary gap	GRI 405-2	Remuneration	57
	Remuneration for equal jobs or the company average	GRI 202-1	Remuneration	56
	The average remuneration of board members and executives, including variable remuneration, per diem, indemnities, payment into long-term savings provision schemes and any other perception, broken down by gender	GRI 201-3	Remuneration	57
		Quantitative		
	Implementation of work-life balance measures	Qualitative	Work-life balance policies	64
Employees with disabilities	GRI 405-1. b)	People with disabilities	58	
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	Number of hours of absenteeism	No GRI	Absenteeism	61
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Health and Safety	Health and Safety at work conditions	GRI 403-1	Occupational health and safety	60
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Social relations	Organisation of social dialogue, including the procedures for informing and consulting staff and negotiating with them	GRI 2-29	Social relations	62
		GRI 402-1		
		GRI 403-1		
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Overview of collective agreements, particularly in the field of health and safety at work	No GRI	Social relations	61	
	GRI 403-4			
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	Total number of training hours broken down by professional categories	GRI 404-1	Training	63

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	Equality plans	GRI 2-22	Equality and non-discrimination	64
	Measures adopted to promote employment	GRI 2-22	Equality and non-discrimination	
	Protocols for the prevention of sexual and gender-based harassment	GRI 2-22	Equality and non-discrimination	64
	Anti-discrimination and, where appropriate, diversity management policy	GRI 2-22 GRI 406-1	Equality and non-discrimination	64
Information on respect for human rights				
Policies	Policies implemented by the group, including due diligence procedures for identifying, assessing, preventing and mitigating significant risks and impacts, and for verification and control, as well as the measures that have been adopted	GRI 2-22	Information on respect for human rights	66
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		GRI 410-1		
		GRI 412-2		
Main risks	Main risks related to those issues linked to the Group's activities, including, where relevant and proportionate, its trade relations, products or services that may have negative effects in these fields, and how the Group manages those risks, explaining the procedures used to detect and evaluate them in accordance with the national, European and international frameworks of reference used for each area. Information should be included on the impacts detected, providing a breakdown thereof, in particular on the main risks in the short-, medium- and long-terms.	GRI 2-25	Main impacts, risks and opportunities	66 67
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	Promotion and enforcement of the provisions of the core conventions of the ILO relating to respect for freedom of association and the right to collective bargaining; the elimination of discrimination in respect of employment and occupation; the elimination of forced or compulsory labour and the effective abolition of child labour	GRI 2-22	Information on respect for human rights	66

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